



EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

ANNUAL
ECONOMIC SURVEY
OF EMPLOYEE OWNERSHIP
IN EUROPEAN COUNTRIES

2011

BY

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EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

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INTRODUCTION

Employee ownership was continuously progressing across Europe since the financial crisis

The most recent numbers show that employee ownership was continuously progressing across Europe since the financial crisis. This is the main conclusion of this new economic survey of employee ownership in European countries in 2011. The conclusion was the same in 2010, this is a new confirmation.

The survey brings exhaustive information, based on the census of the 2.505 largest European companies employing 32,8 million people in 2011.

The number of employee owners increased by 18% between 2007 and 2011, from 8,4 million to 9,9 million people. However, it increased more in Spain, Sweden, Denmark and France, while it was decreasing in Italy, Greece and Portugal as well as in Germany, Belgium and Ireland.

This way, the democratization rate of employee ownership raised from 27,8% in 2007 to 30,1% of employee owners amongst all employees in 2011.

Capital held by employee owners in European companies raised to 232 billion Euro in 2011, compared to 197 billion Euro one year before, not so far from its highest in 2007, while the share held by employees in their companies grew to 2,83%, going back to its positive trend (see Graph 1 hereafter).

The number of companies that have employee ownership was increasing (92,3%), as well as those having share plans for all employees (53,4%) and those with stock options (64,0%).

Finally, 29,8% of all large companies launched new employee share plans, as it is now usual.

Table 1

	2011	2010	2009	2008	2007	2006
Employee owners (million people)	9,9	9,5	9,2	9,0	8,4	
Employees' share in ownership structure	2,83%	2,78%	2,87%	2,77%	2,74%	2,42%
Capitalisation held by employees (billion €)	232	197	165	245	285	208
% European companies having employee ownership	92,3%	91,7%	91,3%	85,7%	83,0%	79,1%
% European companies having broad-based plans	53,4%	52,5%	51,9%	50,5%	48,4%	45,0%
% European companies having stock option plans	64,0%	63,6%	62,9%	61,7%	59,3%	56,0%
% European companies having launched new plans	29,8%	28,8%	31,3%	35,2%	26,4%	

INTRODUCTION

Croissance ininterrompue de l'actionnariat salarié européen depuis la crise financière

Les chiffres les plus récents montrent que l'actionnariat salarié européen n'a pas cessé de croître depuis la crise financière. C'est la principale conclusion du recensement économique de l'actionnariat salarié dans les pays européens en 2011. La conclusion était déjà la même en 2010, il s'agit donc d'une confirmation.

Le recensement donne une information complète basée sur les 2.505 plus grandes entreprises européennes, avec 32,8 millions de salariés en 2011, contre 32,4 millions un an auparavant.

Le nombre d'actionnaires salariés a augmenté de 18% entre 2007 et 2011, passant de 8,4 millions à 9,9 millions de personnes. Toutefois, cette augmentation a été la plus marquée en Espagne, en Suède, au Danemark et en France, tandis qu'on assistait au contraire à une régression en Italie, en Grèce et au Portugal, de même qu'en Allemagne, en Belgique et en Irlande.

Dans l'ensemble, le taux de démocratisation de l'actionnariat salarié est passé de 27,8% en 2007 à 30,1% d'actionnaires salariés parmi l'ensemble des salariés en 2011.

La capitalisation détenue par les actionnaires salariés dans les entreprises européennes s'est relevée à 232 milliards d'Euro en 2011, un chiffre qui approche les sommets atteints en 2007, à comparer à 197 milliards d'Euro il y a un an.

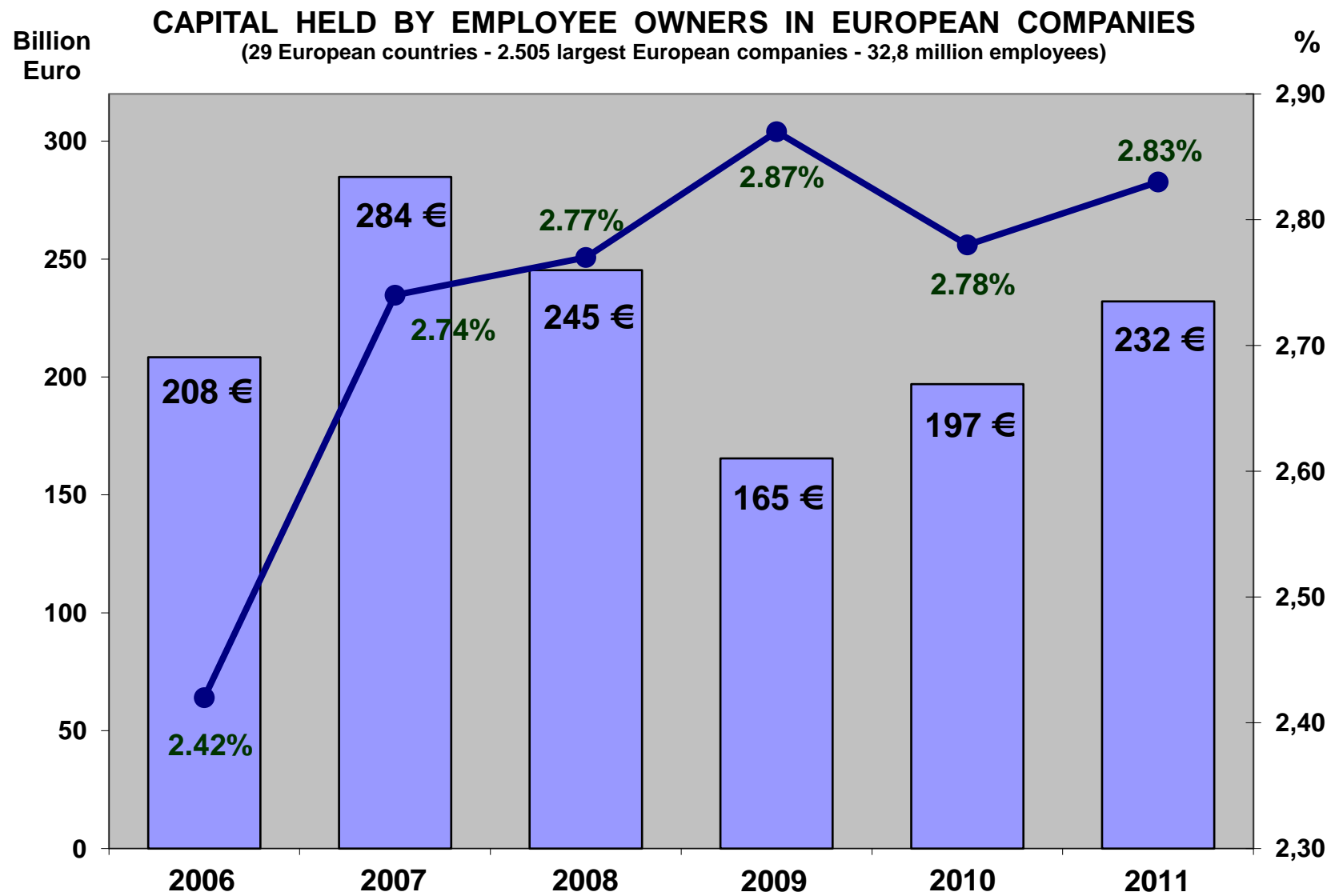
De son côté, la part détenue par les salariés dans leurs entreprises a retrouvé sa tendance à la hausse, en remontant à 2,83% (voir [Graphique 1](#) ci-après).

Le nombre d'entreprises qui ont un actionnariat salarié est en augmentation (92,3%), de même que celles qui ont des plans d'actionnariat pour l'ensemble de leurs salariés (53,4%) et celles qui ont des plans de stock options (64,0%).

Enfin, 29,8% de toutes les grandes entreprises européennes ont lancé de nouveaux plans d'actionnariat salarié, confirmant un rythme devenu à présent usuel.

Table 1

	2011	2010	2009	2008	2007	2006
Actionnaires salariés (millions de personnes)	9,9	9,5	9,2	9,0	8,4	
Part détenue par les salariés	2,83%	2,78%	2,87%	2,77%	2,74%	2,42%
Capitalisation détenue par les salariés (milliards €)	232	197	165	245	285	208
% entreprises européennes avec actionnariat salarié	92,3%	91,7%	91,3%	85,7%	83,0%	79,1%
% entreprises européennes avec plans pour tous	53,4%	52,5%	51,9%	50,5%	48,4%	45,0%
% entreprises européennes avec stock options	64,0%	63,6%	62,9%	61,7%	59,3%	56,0%
% entreprises européennes avec de nouveaux plans	29,8%	28,8%	31,3%	35,2%	26,4%	



Description	2010/11	2009/10	2008/9	2007/8	2006/7	2005/6
Employees' share in ownership structure (%)	2,83%	2,78%	2,87%	2,77%	2,74%	2,42%
Capitalisation held by all employees (billion Euro)	232 MM €	197 MM €	165 MM €	245 MM €	285 MM €	208 MM €
% Variation	+17,8%	+19,1%	-32,6%	-13,9%	+36,6%	

Description	2010/11	2009/10	2008/9	2007/8	2006/7
Employee owners (numbers)	9.873.022	9.499.530	9.157.765	8.958.408	8.390.130
% Variation	+3,9%	+3,7%	+2,2%	+6,8%	
Employee owners in % of all employees	30,1%	29,3%	27,6%	28,1%	27,8%

Description	
Date of first employee share plan	1.996
Date of first employee share plan (listed groups only)	1.999

	2010/11	2009/10	2008/9	2007/8	2006/7	2005/6
Companies number	2.505	2.505	2.505	2.505	2.505	2.505
Market capitalisation	8.192 MM €	7.089 MM €	5.754 MM €	8.858 MM €	10.412 MM €	8.629 MM €
% Variation	+15,5%	+23,2%	-35,0%	-14,9%	+20,7%	
Employees numbers	32.802.111	32.428.582	33.144.943	31.870.394	30.213.421	28.350.715
% Variation	+1,2%	-2,2%	+4,0%	+5,5%	+6,6%	

	2010/11	2009/10	2008/9	2007/8	2006/7
Market capitalisation	+15,5%	+23,2%	-35,0%	-14,9%	+20,7%
Employees numbers	+1,2%	-2,2%	+4,0%	+5,5%	+6,6%

Description	2010/11	2009/10	2008/9	2007/8	2006/7	2005/6
% of all Companies						
% Companies having employee ownership	92,3%	91,7%	91,3%	85,7%	83,0%	79,1%
% Companies having employee share plans	84,1%	83,2%	82,2%	80,1%	76,6%	72,5%
% Companies having broad-based employee share plans	53,4%	52,5%	51,9%	50,5%	48,4%	45,0%
% Companies having stock options	64,0%	63,6%	62,9%	61,7%	59,3%	56,0%
% Companies having launched new employee share plans in year	29,8%	28,8%	31,3%	35,2%	26,4%	
Number of Companies						
Companies having employee ownership	2.311	2.296	2.286	2.146	2.079	1.981
Companies having employee share plans	2.106	2.083	2.059	2.006	1.918	1.816
Companies having broad-based employee share plans	1.338	1.314	1.299	1.265	1.212	1.127
Companies having stock options	1.604	1.593	1.576	1.546	1.486	1.403
Companies having launched new employee share plans in year	746	721	785	883	661	
Variation						
Companies having employee ownership	+0,7%	+0,4%	+6,5%	+3,2%	+4,9%	
Companies having employee share plans	+1,1%	+1,2%	+2,6%	+4,6%	+5,6%	
Companies having broad-based employee share plans	+1,8%	+1,2%	+2,7%	+4,4%	+7,5%	
Companies having stock options	+0,7%	+1,1%	+1,9%	+4,0%	+5,9%	
Companies having launched new employee share plans in year	+3,5%	-8,2%	-11,1%	+33,6%		

Description	2010/11	2009/10	2008/9	2007/8	2006/7	2005/6
% of listed Companies						
% Listed Companies having employee ownership	91,3%	90,6%	90,2%	84,1%	81,1%	77,1%
% Listed Companies having employee share plans	82,1%	81,1%	80,1%	77,8%	73,9%	69,4%
% Listed Companies having broad-based employee share plans	48,0%	47,0%	46,3%	44,9%	42,5%	38,7%
% Listed Companies having stock options	71,3%	70,8%	70,1%	68,8%	66,1%	62,3%
Number of listed Companies						
Listed Companies having employee ownership	2.040	2.025	2.015	1.879	1.812	1.723
Listed Companies having employee share plans	1.835	1.812	1.789	1.738	1.650	1.550
Listed Companies having broad-based employee share plans	1.072	1.049	1.035	1.003	950	865
Listed Companies having stock options	1.593	1.582	1.565	1.536	1.476	1.392
% Variation						
Listed Companies having employee ownership	+0,7%	+0,5%	+7,2%	+3,7%	+5,2%	
Listed Companies having employee share plans	+1,3%	+1,3%	+2,9%	+5,3%	+6,5%	
Listed Companies having broad-based employee share plans	+2,2%	+1,4%	+3,2%	+5,6%	+9,8%	
Listed Companies having stock options	+0,7%	+1,1%	+1,9%	+4,1%	+6,0%	

% European Companies	2010/11	2009/10	2008/9	2007/8	2006/7	2005/6
Having employee ownership	92,3%	91,7%	91,3%	85,7%	83,0%	79,1%
Having employee share plans	84,1%	83,2%	82,2%	80,1%	76,6%	72,5%
Having broad-based employee share plans	53,4%	52,5%	51,9%	50,5%	48,4%	45,0%
Having stock options	64,0%	63,6%	62,9%	61,7%	59,3%	56,0%
Having launched new employee share plans in year	29,8%	28,8%	31,3%	35,2%	26,4%	

% European Companies	2011	2010	2009	2008	2007	2006
Having employee ownership	92,3%	91,7%	91,3%	85,7%	83,0%	79,1%
Having employee share plans	84,1%	83,2%	82,2%	80,1%	76,6%	72,5%
Having broad-based employee share plans	53,4%	52,5%	51,9%	50,5%	48,4%	45,0%
Having stock options	64,0%	63,6%	62,9%	61,7%	59,3%	56,0%
Having launched new employee share plans in year	29,8%	28,8%	31,3%	35,2%	26,4%	

ALL Companies (listed and non-listed)						
Description	2010/11	2009/10	2008/9	2007/8	2006/7	2005/6
%						
% Companies having EO>1% in ownership structure ("significant" ownership)	52,6%	52,3%	54,9%	55,1%	54,2%	48,2%
% Companies having EO>6% in ownership structure ("strategic" ownership)	27,5%	27,5%	28,2%	28,2%	28,5%	27,0%
% Companies having EO>20% in ownership structure ("determining" ownership)	20,1%	20,0%	20,8%	20,4%	20,5%	19,2%
% Companies having EO>50% in ownership structure ("controlling" ownership)	14,1%	14,0%	14,1%	14,2%	14,7%	13,6%
Numbers						
Companies having EO>1% in ownership structure ("significant" ownership)	1.317	1.311	1.374	1.381	1.357	1.208
Companies having EO>6% in ownership structure ("strategic" ownership)	688	688	706	706	715	676
Companies having EO>20% in ownership structure ("determining" ownership)	504	502	522	511	513	481
Companies having EO>50% in ownership structure ("controlling" ownership)	353	350	354	356	367	341
Variation						
Companies having EO>1% in ownership structure ("significant" ownership)	+0,5%	-4,6%	-0,5%	+1,8%	+12,3%	
Companies having EO>6% in ownership structure ("strategic" ownership)	+0,0%	-2,5%	+0,0%	-1,3%	+5,8%	
Companies having EO>20% in ownership structure ("determining" ownership)	+0,4%	-3,8%	+2,2%	-0,4%	+6,7%	
Companies having EO>50% in ownership structure ("controlling" ownership)	+0,9%	-1,1%	-0,6%	-3,0%	+7,6%	

LISTED Companies ONLY						
Description	2010/11	2009/10	2008/9	2007/8	2006/7	2005/6
%						
% Companies having EO>1% in ownership structure ("significant" ownership)	46,8%	46,6%	49,4%	49,8%	48,7%	42,1%
% Companies having EO>6% in ownership structure ("strategic" ownership)	18,7%	18,7%	19,5%	19,6%	20,0%	18,3%
% Companies having EO>20% in ownership structure ("determining" ownership)	10,7%	10,6%	11,4%	10,9%	11,1%	9,7%
% Companies having EO>50% in ownership structure ("controlling" ownership)	4,1%	4,0%	4,1%	4,2%	4,7%	3,7%
Numbers						
Companies having EO>1% in ownership structure ("significant" ownership)	1.046	1.040	1.103	1.112	1.088	941
Companies having EO>6% in ownership structure ("strategic" ownership)	417	417	435	437	446	409
Companies having EO>20% in ownership structure ("determining" ownership)	238	236	254	244	247	217
Companies having EO>50% in ownership structure ("controlling" ownership)	92	89	92	93	105	82
Variation						
Companies having EO>1% in ownership structure ("significant" ownership)	+0,6%	-5,7%	-0,8%	+2,2%	+15,6%	
Companies having EO>6% in ownership structure ("strategic" ownership)	+0,0%	-4,1%	-0,5%	-2,0%	+9,0%	
Companies having EO>20% in ownership structure ("determining" ownership)	+0,8%	-7,1%	+4,1%	-1,2%	+13,8%	
Companies having EO>50% in ownership structure ("controlling" ownership)	+3,4%	-3,3%	-1,1%	-11,4%	+28,0%	

		ALL COMPANIES	
- 1%	insignificant		
+ 1%	significant	52,6%	1.317
+ 6%	strategic	27,5%	688
+ 20%	determining	20,1%	504
+ 50%	controlling	14,1%	353

		LISTED COMPANIES	
- 1%	insignificant		
+ 1%	significant	46,8%	1.046
+ 6%	strategic	18,7%	417
+ 20%	determining	10,7%	238
+ 50%	controlling	4,1%	92

COMPARING ALL COMPANIES VERSUS LISTED COMPANIES ONLY			
Description (Year 2010/11)	All Companies	Listed Companies	Non-listed
Companies numbers	2.505	2.234	271
Employees numbers	32.802.111	32.100.555	701.556
Employee owners (numbers)	9.873.022	9.486.590	386.432
Employee owners in % of all employees	30,1%	29,6%	55,1%
Companies having employee ownership	2.311	2.040	271
Companies having employee share plans	2.106	1.835	271
Companies having broad-based employee share plans	1.338	1.072	266
Companies having stock options	1.604	1.593	11
Companies having published employees' share in ownership structure	382	266	116
Companies having EO>1% in ownership structure ("significant" ownership)	1.317	1.046	271
Companies having EO>6% in ownership structure ("strategic" ownership)	688	417	271
Companies having EO>20% in ownership structure ("determining" ownership)	504	238	266
Companies having EO>50% in ownership structure ("controlling" ownership)	353	92	261
% Companies having employee ownership	92,3%	91,3%	100,0%
% Companies having employee share plans	84,1%	82,1%	100,0%
% Companies having broad-based employee share plans	53,4%	48,0%	98,2%
% Companies having stock options	64,0%	71,3%	4,1%
% Companies having published employees' share in ownership structure	15,2%	11,9%	42,8%
% Companies having EO>1% in ownership structure ("significant" ownership)	52,6%	46,8%	100,0%
% Companies having EO>6% in ownership structure ("strategic" ownership)	27,5%	18,7%	100,0%
% Companies having EO>20% in ownership structure ("determining" ownership)	20,1%	10,7%	98,2%
% Companies having EO>50% in ownership structure ("controlling" ownership)	14,1%	4,1%	96,3%

Countries	EMPLOYEE OWNERS IN EUROPEAN COMPANIES (29 countries - 2.505 largest European companies - 32.8 million employees)					
	% variation from 2007 to 2011	Employee owners 2011	Employee owners 2010	Employee owners 2009	Employee owners 2008	Employee owners 2007
AT	-2,8%	104.219	104.561	103.800	107.280	107.199
BE	-29,2%	85.134	98.268	101.795	124.335	120.321
BG	-3,2%	288	293	298	304	298
CH	6,6%	362.920	367.354	402.290	377.910	340.390
CY	-50,2%	4.578	14.453	14.464	9.648	9.200
CZ	-13,9%	6.092	6.682	6.738	6.960	7.072
DA	34,7%	77.771	72.624	76.185	75.630	57.716
DE	-3,1%	1.018.482	1.046.074	1.014.062	1.000.938	1.050.837
EE	ns	33	11	11	11	20
ES	99,0%	215.881	183.315	166.355	167.897	108.492
FI	-4,5%	140.285	142.198	172.001	167.604	146.933
FR	33,8%	3.771.370	3.561.080	3.151.316	3.071.096	2.819.416
GR	0,9%	43.684	44.773	46.625	47.706	43.302
HU	10,0%	9.957	8.907	8.792	9.217	9.055
IE	-26,8%	51.154	59.238	74.514	74.260	69.906
IT	-0,9%	193.054	193.198	198.832	203.974	194.811
LT	4,3%	24	26	29	34	23
LU	-28,0%	442	411	400	404	615
LV	-45,0%	220	270	300	300	400
MT	-28,2%	2.285	2.289	2.289	2.203	3.182
NL	-0,9%	355.543	312.639	322.786	336.745	358.699
NO	2,6%	75.182	85.729	81.375	74.642	73.307
PL	149,7%	88.779	88.705	60.688	3.164	35.560
PT	-0,9%	23.100	23.823	25.145	23.109	23.299
RO	ns	70.398	71	32	8	13
SK	-56,9%	360	374	498	834	834
SL	-19,0%	7.190	7.797	8.202	8.281	8.879
SV	29,4%	559.313	509.513	516.737	514.577	432.372
UK	10,0%	2.605.284	2.564.856	2.601.206	2.549.337	2.367.981
TOTAL 29 COUNTRIES	17,7%	9.873.022	9.499.530	9.157.765	8.958.408	8.390.130
12 NMS - PL	160,2%	101.424	41.172	41.653	37.800	38.976

CAPITALISATION HELD BY EMPLOYEES						
Description	2010/11	2009/10	2008/9	2007/8	2006/7	2005/6
Capitalisation held by all employees (billion Euro)	232	197	165	245	285	208
% Variation	+17,8%	+19,1%	-32,6%	-13,9%	+36,6%	
Employees (million)	32,8	32,4	33,1	31,9	30,2	28,4
Average capitalisation held by employee	7.100 €	6.100 €	5.000 €	7.700 €	9.400 €	7.400 €
Employee owners (million)	9,9	9,5	9,2	9,0	8,4	7,9
Average capitalisation held by each employee owner	23.500 €	20.700 €	18.100 €	27.400 €	33.900 €	25.000 €
% Variation	+13,3%	+14,8%	-34,1%	-19,3%	+35,8%	

TOP EXECUTIVES VERSUS COMMON EMPLOYEES						
Description		2010/11	2009/10	2008/9	2007/8	2006/7
Capitalisation held by all employees (billion Euro)	EO	232,0	196,9	165,4	245,3	284,8
Capitalisation held by Executive employees (billion Euro)	EXEC	94,4	81,2	65,5	102,5	118,9
Capitalisation held by non-executive employees (billion Euro)	NonEXEC	137,5	115,8	99,9	142,9	165,9
Executives' share in capitalisation held by all employees	EXEC	40,7%	41,2%	39,6%	41,8%	41,7%
Non-executives' share in capitalisation held by all employees	NonEXEC	59,3%	58,8%	60,4%	58,3%	58,3%
Average capitalisation held by each employee owner	EO	23.500 €	20.700 €	18.100 €	27.400 €	33.900 €
Average capitalisation held by each Executive	EXEC	10.450.000 €	9.000.000 €	7.250.000 €	11.350.000 €	13.200.000 €
Average capitalisation held by each non-executive employee owner	NonEXEC	13.900 €	12.200 €	10.900 €	15.900 €	19.800 €
Employees' share in ownership structure	EO	2,83%	2,78%	2,87%	2,77%	2,74%
Executive employees' share in ownership structure	EXEC	1,15%	1,15%	1,14%	1,16%	1,14%
Non-executive employees' share in ownership structure	NonEXEC	1,68%	1,63%	1,74%	1,61%	1,59%

		TOP EXECUTIVES AND OTHER EMPLOYEES IN LARGE EUROPEAN COMPANIES								
		LISTED COMPANIES IN 2011								
Listed Companies	Number	TOP EXECUTIVES					OTHER EMPLOYEES			
		Top Executives Number	Average number in a company Number	Capital held by each Top Executive €	Capital held by all Top Executives billion €	Share held by all Top Executives in %	Employee shareholders Number	Capital held by each employee shareholder €	Capital held by all employee shareholders billion €	Share held by all employee shareholders in %
AT	43	153	3,56	10.097.042 €	1,5 €	1,88%	103.107	17.454 €	1,8 €	2,19%
BE	53	173	3,26	9.391.065 €	1,6 €	0,94%	85.134	20.693 €	1,8 €	1,02%
BG	7	27	3,86	80.761 €	0,0 €	0,16%	10	0 €	0,0 €	0,00%
CH	157	930	5,92	11.280.058 €	10,5 €	1,18%	362.920	58.579 €	21,3 €	2,39%
CY	5	13	2,60	5.541.566 €	0,1 €	2,12%	4.578	7.999 €	0,0 €	1,08%
CZ	6	31	5,17	240.908 €	0,0 €	0,04%	3.224	0 €	0,0 €	0,00%
DA	77	257	3,34	1.138.071 €	0,3 €	0,20%	77.377	17.266 €	1,3 €	0,93%
DE	217	827	3,81	11.310.832 €	9,4 €	0,91%	1.017.762	10.239 €	10,4 €	1,02%
EE	6	20	3,33	666.207 €	0,0 €	1,00%	33	7.383 €	0,0 €	0,02%
ES	102	198	1,94	41.871.569 €	8,3 €	1,65%	168.857	10.186 €	1,7 €	0,34%
FI	67	593	8,85	1.223.530 €	0,7 €	0,49%	140.285	9.168 €	1,3 €	0,86%
FR	258	713	2,76	23.323.138 €	16,6 €	1,26%	3.613.357	13.279 €	48,0 €	3,64%
GR	65	221	3,40	5.718.926 €	1,3 €	2,91%	43.684	5.609 €	0,2 €	0,56%
HU	12	79	6,58	1.587.271 €	0,1 €	0,56%	7.434	23.409 €	0,2 €	0,78%
IE	33	96	2,91	5.539.757 €	0,5 €	1,10%	49.354	8.430 €	0,4 €	0,86%
IT	154	427	2,77	20.092.004 €	8,6 €	2,01%	136.128	7.626 €	1,0 €	0,24%
LT	12	49	4,08	1.668.892 €	0,1 €	2,95%	24	8 €	0,0 €	0,00%
LU	10	27	2,70	6.970.324 €	0,2 €	0,45%	442	33.280 €	0,0 €	0,04%
LV	3	11	3,67	0 €	0,0 €	0,00%	220	535 €	0,0 €	0,02%
MT	5	17	3,40	120.801 €	0,0 €	0,09%	2.285	9.321 €	0,0 €	0,98%
NL	76	272	3,58	7.856.509 €	2,1 €	0,62%	354.916	10.608 €	3,8 €	1,09%
NO	95	547	5,76	3.061.093 €	1,7 €	0,80%	75.182	21.157 €	1,6 €	0,76%
PL	86	396	4,60	2.026.304 €	0,8 €	1,00%	88.126	18.772 €	1,7 €	2,07%
PT	32	165	5,16	818.966 €	0,1 €	0,21%	23.100	2.933 €	0,1 €	0,10%
RO	9	41	4,56	35.355 €	0,0 €	0,01%	70.398	19 €	0,0 €	0,01%
SK	6	35	5,83	0 €	0,0 €	0,00%	0	0 €	0,0 €	0,00%
SL	15	54	3,60	58.118 €	0,0 €	0,06%	4.958	4.823 €	0,0 €	0,45%
SV	128	984	7,69	3.521.325 €	3,5 €	0,87%	559.313	6.422 €	3,6 €	0,91%
UK	495	1.491	3,01	13.281.008 €	19,8 €	0,92%	2.494.382	8.476 €	21,1 €	0,99%
29 COUNTRIES	2.234	8.847	3,96	9.928.781 €	87,8 €	1,08%	9.486.590	12.792 €	121,3 €	1,49%
12 NMS - PL	86	377	4,38	819.164 €	0,3 €	0,44%	93.164	2.765 €	0,3 €	0,37%

EFES DATABASE of employee ownership in large European companies in 2011				
~ Listed companies with market capitalisation of 200 million € or more in May 2006, 2007, 2008, 2009, 2010 or 2011				
~ Non-listed companies whose employees own at least 50%, employing 100 persons or more				
Countries	Companies numbers	Listed	Non-listed	Coops
AT - Austria	44	43	1	0
BE - Belgium	53	53	0	0
BG - Bulgaria	9	7	2	2
CH - Switzerland	157	157	0	0
CY - Cyprus	5	5	0	0
CZ - Czech Republic	32	6	26	26
DA - Denmark	78	77	1	0
DE - Germany	219	217	2	0
EE - Estonia	6	6	0	0
ES - Spain	162	102	60	34
FI - Finland	67	67	0	0
FR - France	340	258	82	71
GR - Greece	65	65	0	0
HU - Hungary	21	12	9	0
IE - Ireland	34	33	1	0
IT - Italy	189	154	35	35
LT - Lithuania	12	12	0	0
LU - Luxembourg	10	10	0	0
LV - Latvia	3	3	0	0
MT - Malta	5	5	0	0
NL - Netherlands	78	76	2	0
NO - Norway	95	95	0	0
PL - Poland	89	86	3	3
PT - Portugal	32	32	0	0
RO - Romania	9	9	0	0
SK - Slovakia	9	6	3	3
SL - Slovenia	22	15	7	0
SV - Sweden	128	128	0	0
UK - United Kingdom	532	495	37	2
TOTAL 29 COUNTRIES	2.505	2.234	271	176
On which:				
European Union	2.253	1.982	271	176
New Member States (without PL)	133	86	47	31

**List of the most remarkable cases regarding employee ownership
in European companies in 2011**

(L = Listed / NL = Non-listed)

AUSTRIA

AT L Andritz
 AT L Erste Bank der Oesterr. Sparkasse
 AT L Flughafen Wien
 AT L Oberbank
 AT L Oesterreichische Post
 AT L OMV
 AT L RHI (Didier-Werke)
 AT L Voestalpine

BELGIUM

BE L Colruyt
 BE L EVS Broadcast Equipment
 BE L IBA
 BE L KBC

BULGARIA

no

SWITZERLAND

CH L ABB
 CH L Actelion
 CH L Baloise
 CH L BC Vaud
 CH L Berner Kantonalbank
 CH L Crédit Suisse Group
 CH L Geberit
 CH L Julius Baer
 CH L Kuehne & Nagel
 CH L Lonza
 CH L Novartis
 CH L Roche
 CH L Syngenta
 CH L UBS
 CH L Zurich Financial Services

CYPRUS

CY L Marfin Popular Bank

CZECH REPUBLIC

no

DENMARK

DA L Novo Nordisk
 DA L SimCorp
 DA L Sydbank
 DA L Topdanmark
 DA L William Demant Holding
 DA NL Unimerco

GERMANY

DE L Allianz
 DE L BASF
 DE L Bayer
 DE L BMW
 DE L Daimler
 DE L Deutsche Bank
 DE L Deutsche Boerse
 DE L E.ON
 DE L Fraport
 DE L Lufthansa
 DE L PSI
 DE L RWE
 DE L SAP
 DE L Siemens
 DE NL Der Spiegel
 DE NL Martin Hoppmann

ESTONIA

no

SPAIN

ES L Banco Bilbao Vizcaya
 ES L Banco Santander Central Hispanico
 ES L Bankinter
 ES NL Betsaide
 ES L Construcciones y Auxiliar de Ferros
 ES NL IZAR Herramientas de Amorebieta
 ES NL Mondragon Corporación Cooperativa

FINLAND

FI L Fortum
 FI L Kesko
 FI L Nokia
 FI L Sampo

FRANCE

FR L Air France - KLM
 FR L Air Liquide
 FR L Aviation Latécoère
 FR L Axa
 FR L BNP Paribas
 FR L Bouygues
 FR L Crédit Agricole
 FR L Eiffage
 FR L Essilor
 FR L France Telecom
 FR L GDF Suez
 FR L Groupe Steria
 FR L Safran
 FR L Saint Gobain
 FR L Schneider Electric
 FR L Société Générale
 FR L STEF-TFE
 FR L Thales
 FR L Total
 FR L Ubisoft Entertainment
 FR L Vallourec
 FR L Vinci
 FR L Vivendi
 FR NL Auchan
 FR NL Bourgeois
 FR NL Juratri
 FR NL Spie Batignolles
 FR NL UTB

GREECE

no

HUNGARY

HU L Álami Nyomda
 HU L Richter

IRELAND

IE L Aer Lingus
 IE L Grafton Group
 IE NL Eircom

ITALY

IT L Banca Popolare di Milano
 IT L Telecom Italia
 IT L UniCredito Italiano

LITUANIA

no

LUXEMBURG

no

LATVIA

no

MALTA

no

NETHERLANDS

NL L Arcadis
 NL L ASM International
 NL L Ballast Nedam
 NL L Grontmij
 NL L Holland Colours
 NL L Nedap
 NL L Nutreco
 NL L Sligro
 NL L Van Lanschot

NORWAY

NO L ABG Sundal Collier
 NO L AF Gruppen
 NO L Kongsberg Gruppen
 NO L Sparebank 1 SR Bank (ex-Sparebanken Rogaland)
 NO L Veidekke

POLAND

no

PORTUGAL

no

ROMANIA

no

SLOVAKIA

no

SLOVENIA

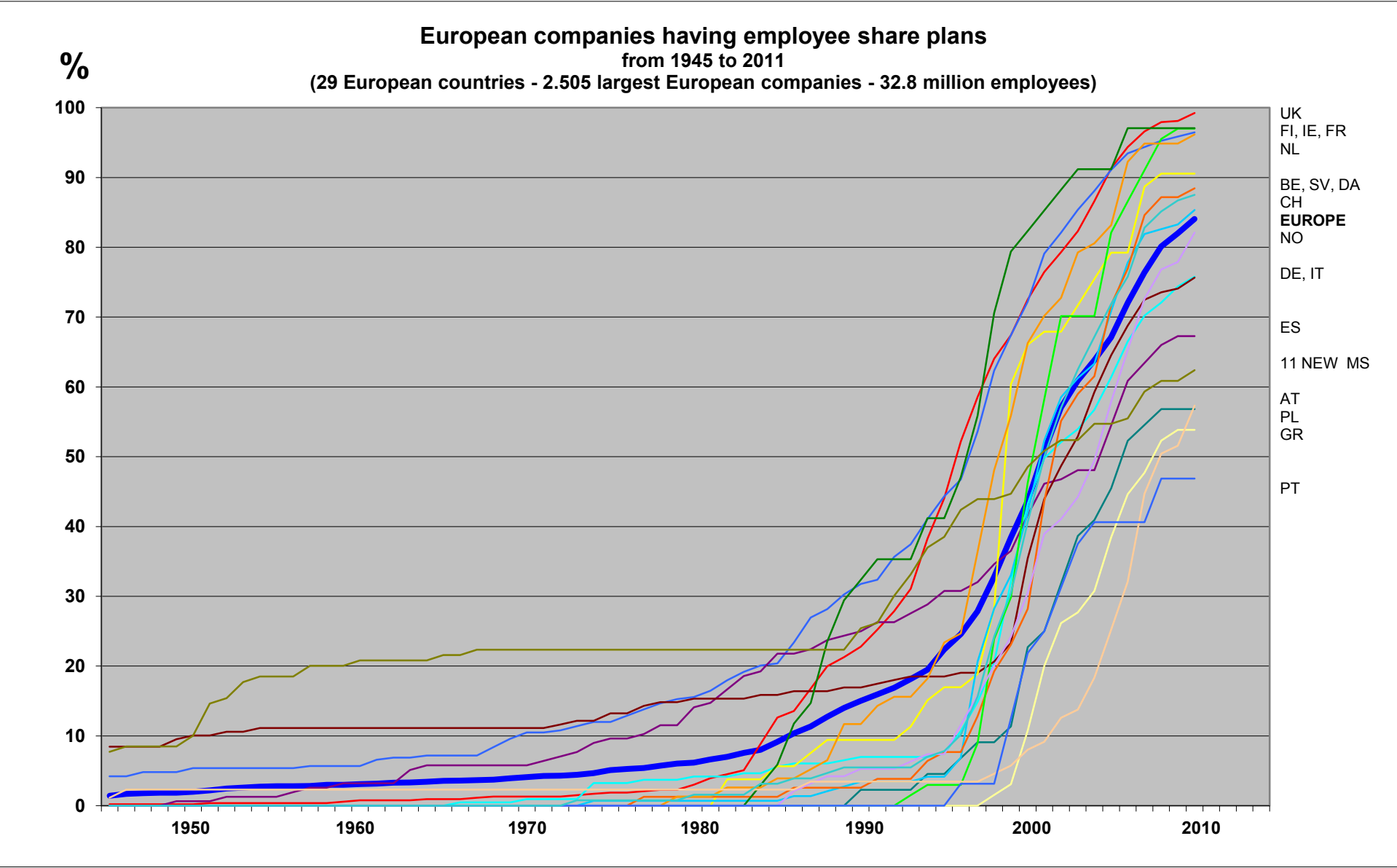
no

SWEDEN

SV L AF Consult (Angpannefoeren)
 SV L Svenska Handelsbanken
 SV L Swedbank

UNITED KINGDOM

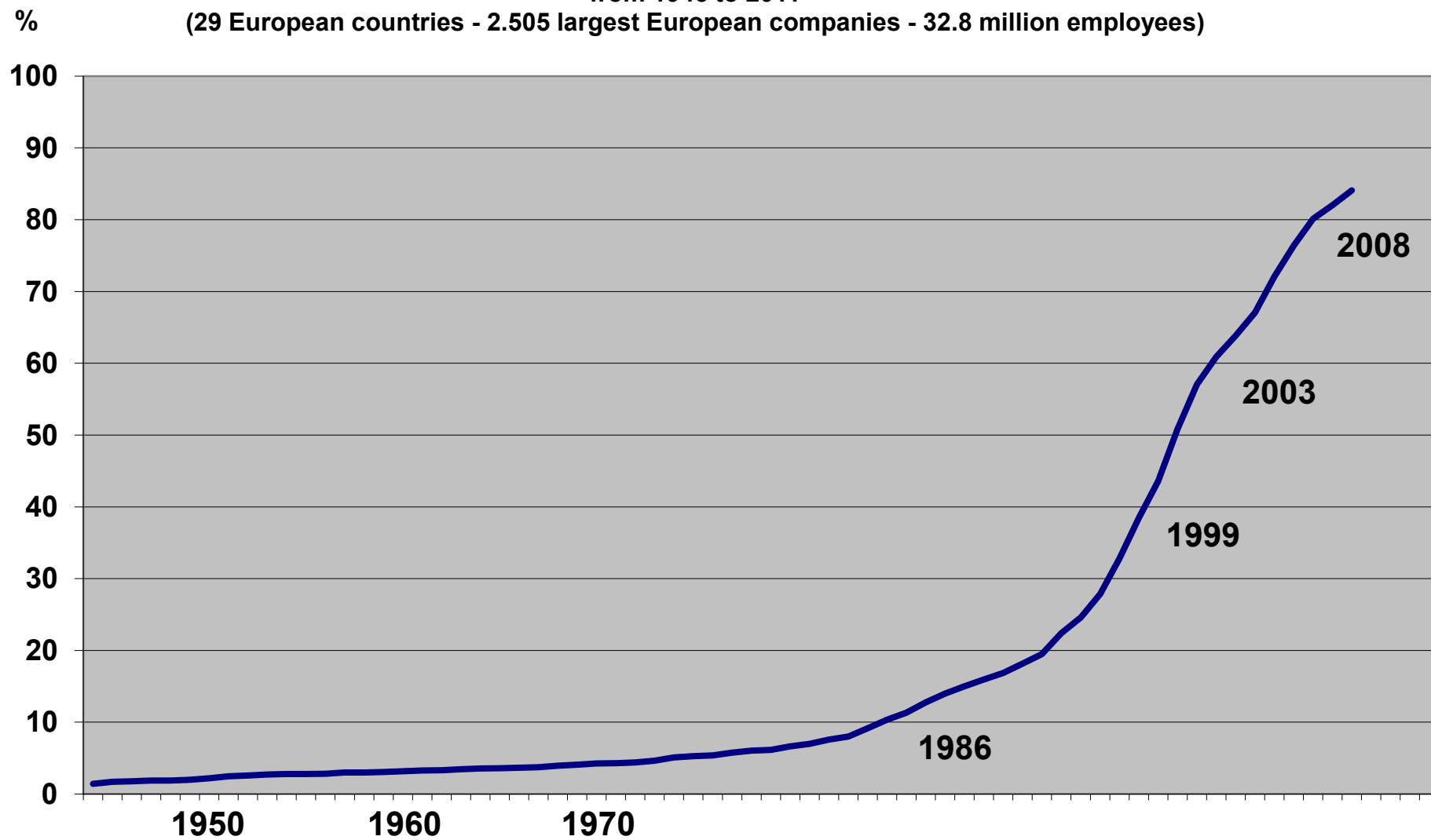
UK L A.G. Barr
 UK L Admiral
 UK L Brewin Dolphin
 UK L Britvic
 UK L Eaga Partnership
 UK L Henderson
 UK L Huntsworth
 UK L Johnson Matthey
 UK L Novae
 UK L Rathbones
 UK L Tesco
 UK L Wetherspoon
 UK L Wincanton
 UK NL Arup Group
 UK NL John Lewis Partnership
 UK NL Mott MacDonald
 UK NL Scott Bader
 UK NL Tullis Russell

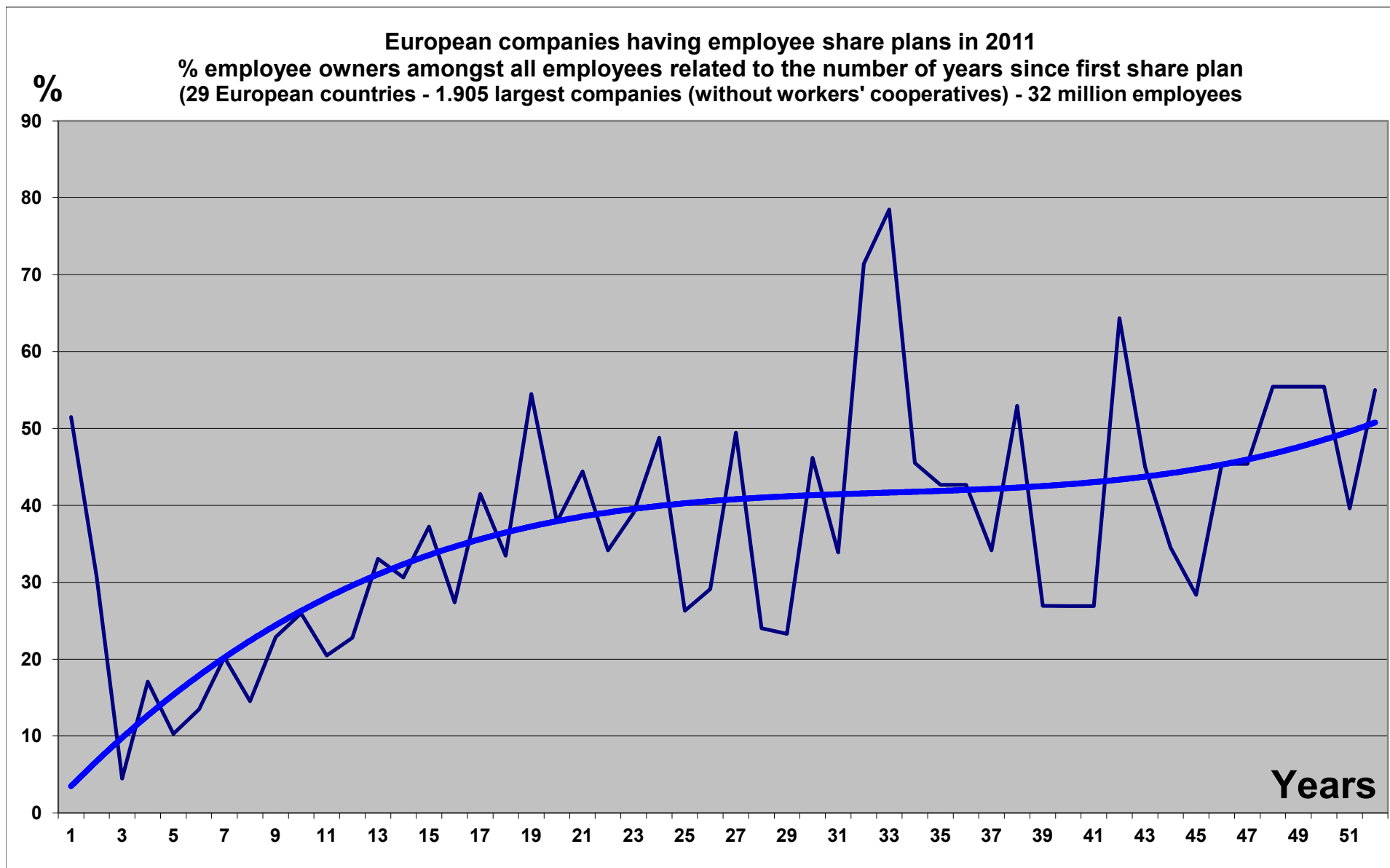


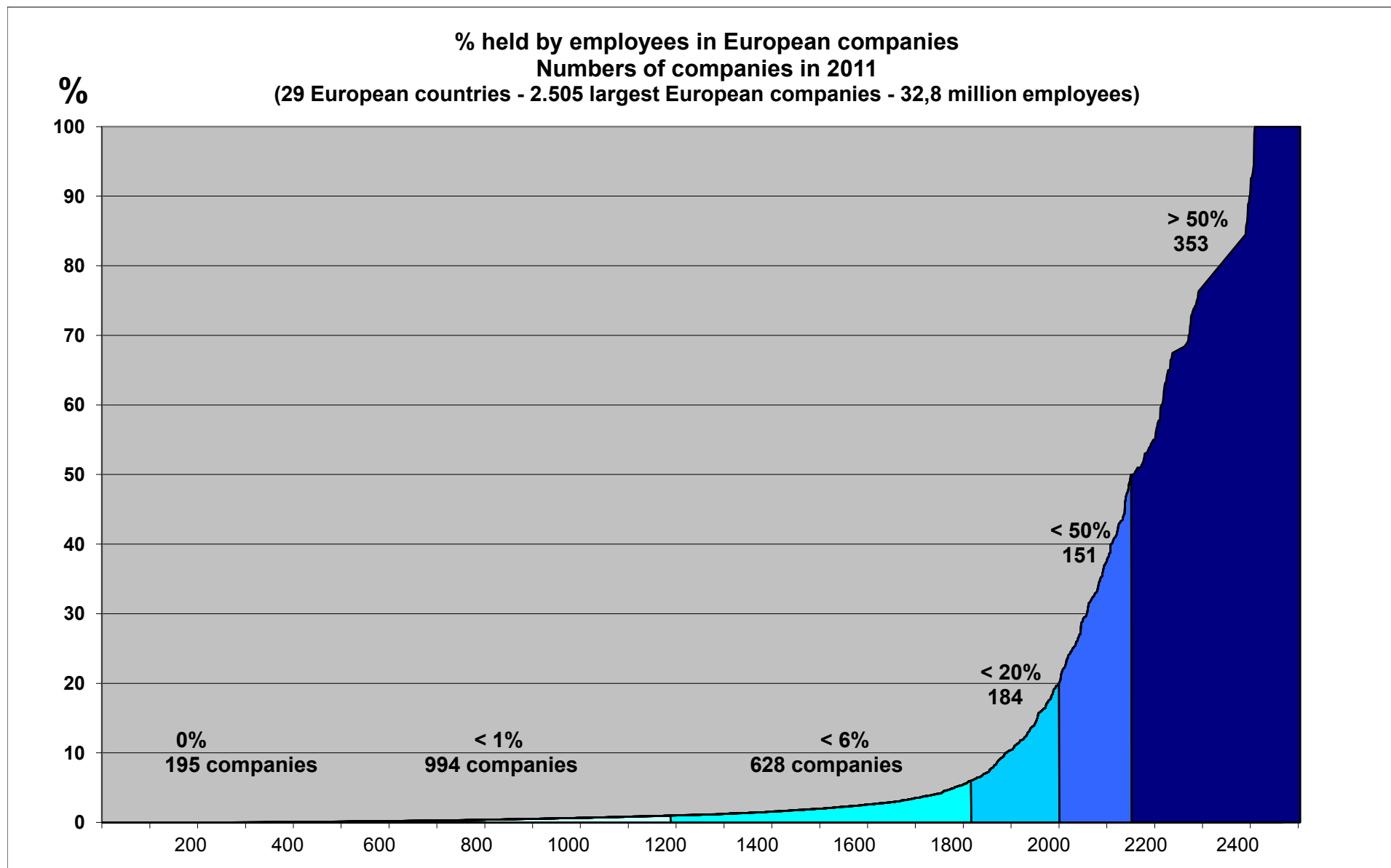
European companies having employee share plans

from 1945 to 2011

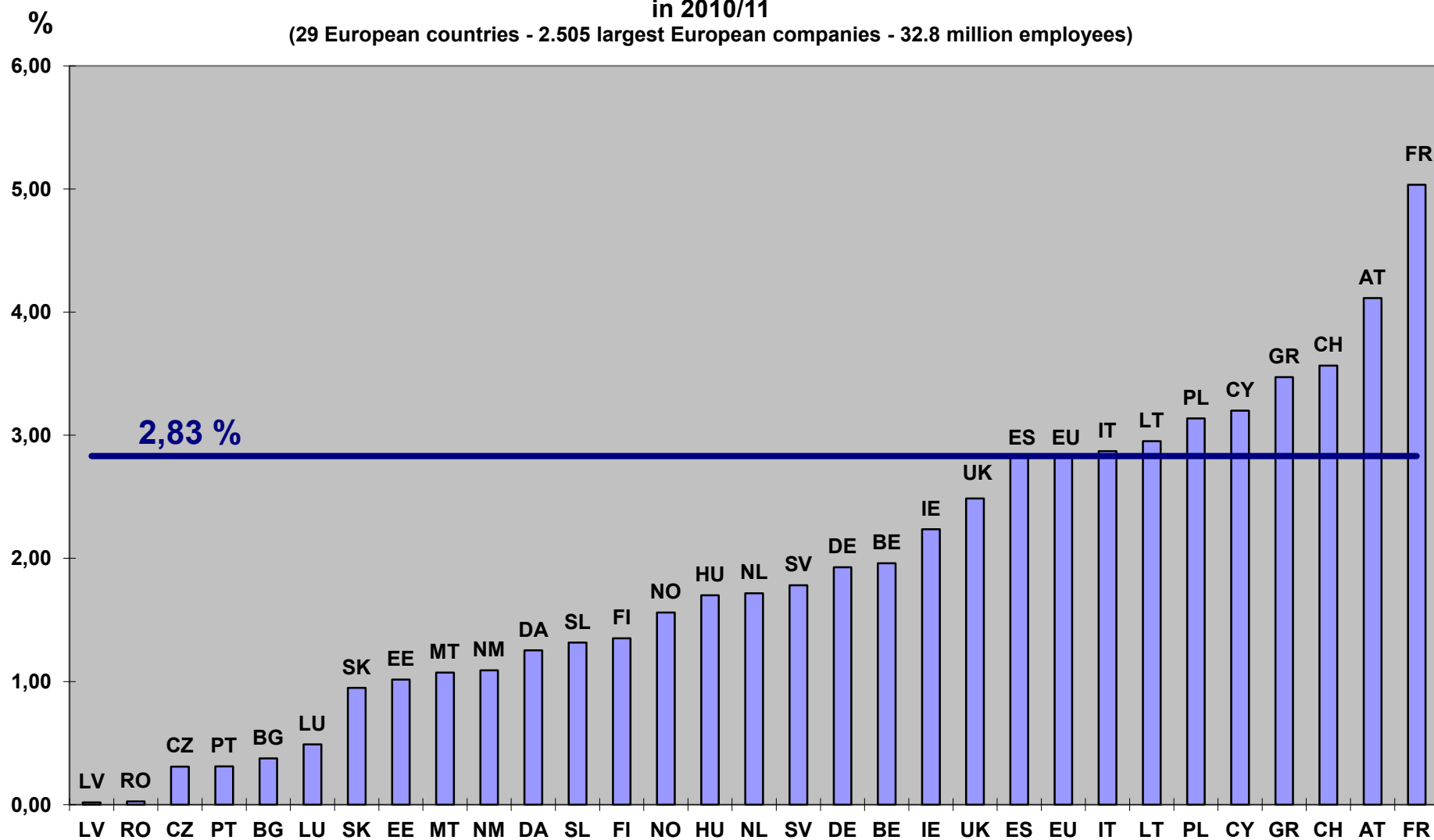
(29 European countries - 2.505 largest European companies - 32.8 million employees)





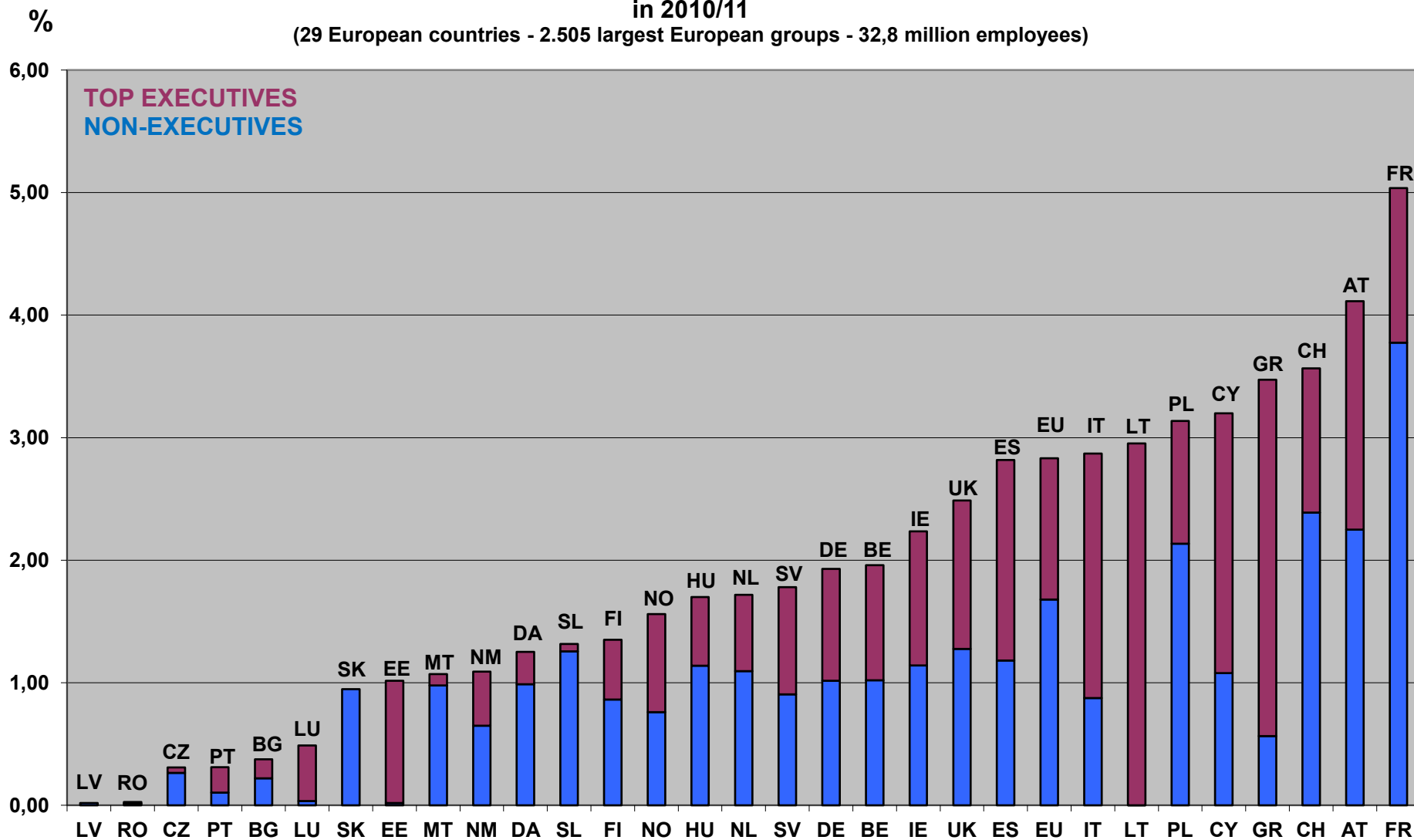


% CAPITAL HELD BY EMPLOYEES IN EUROPEAN COMPANIES
in 2010/11
(29 European countries - 2.505 largest European companies - 32.8 million employees)



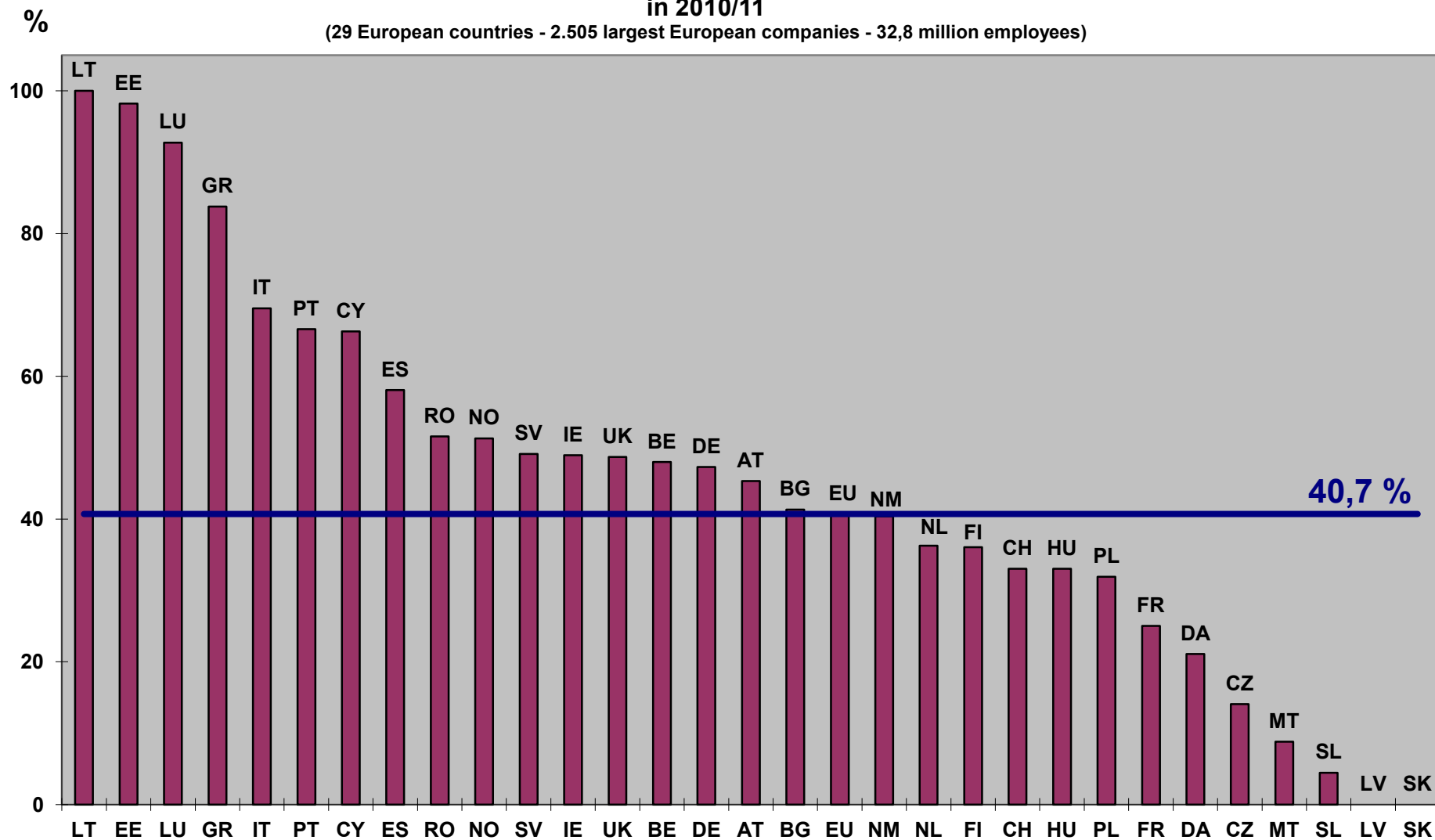
% CAPITAL HELD BY EMPLOYEES - TOP EXECUTIVES AND NON-EXECUTIVES in 2010/11

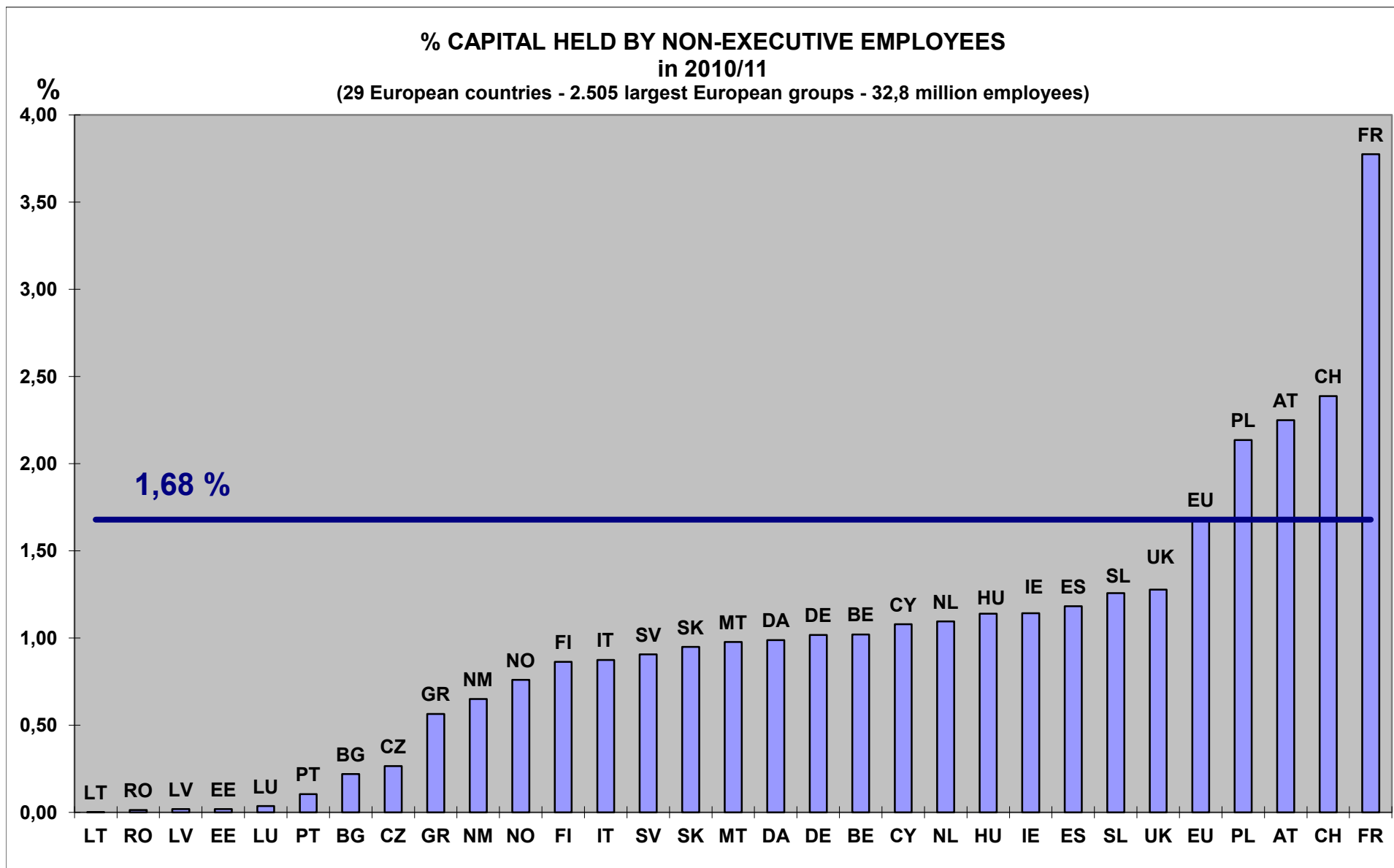
(29 European countries - 2.505 largest European groups - 32,8 million employees)

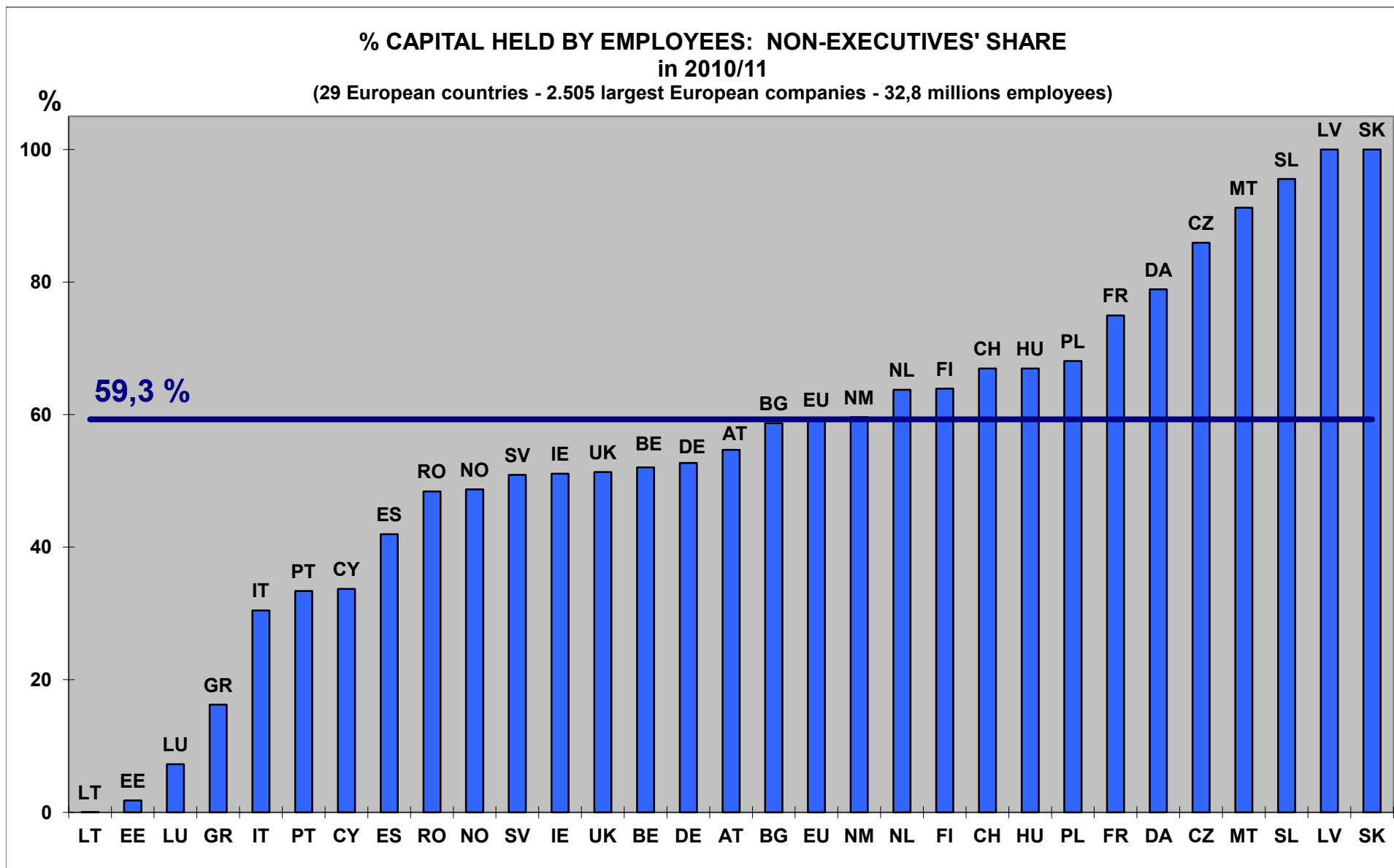


**% CAPITAL HELD BY EMPLOYEES: TOP EXECUTIVES' SHARE
in 2010/11**

(29 European countries - 2.505 largest European companies - 32,8 million employees)

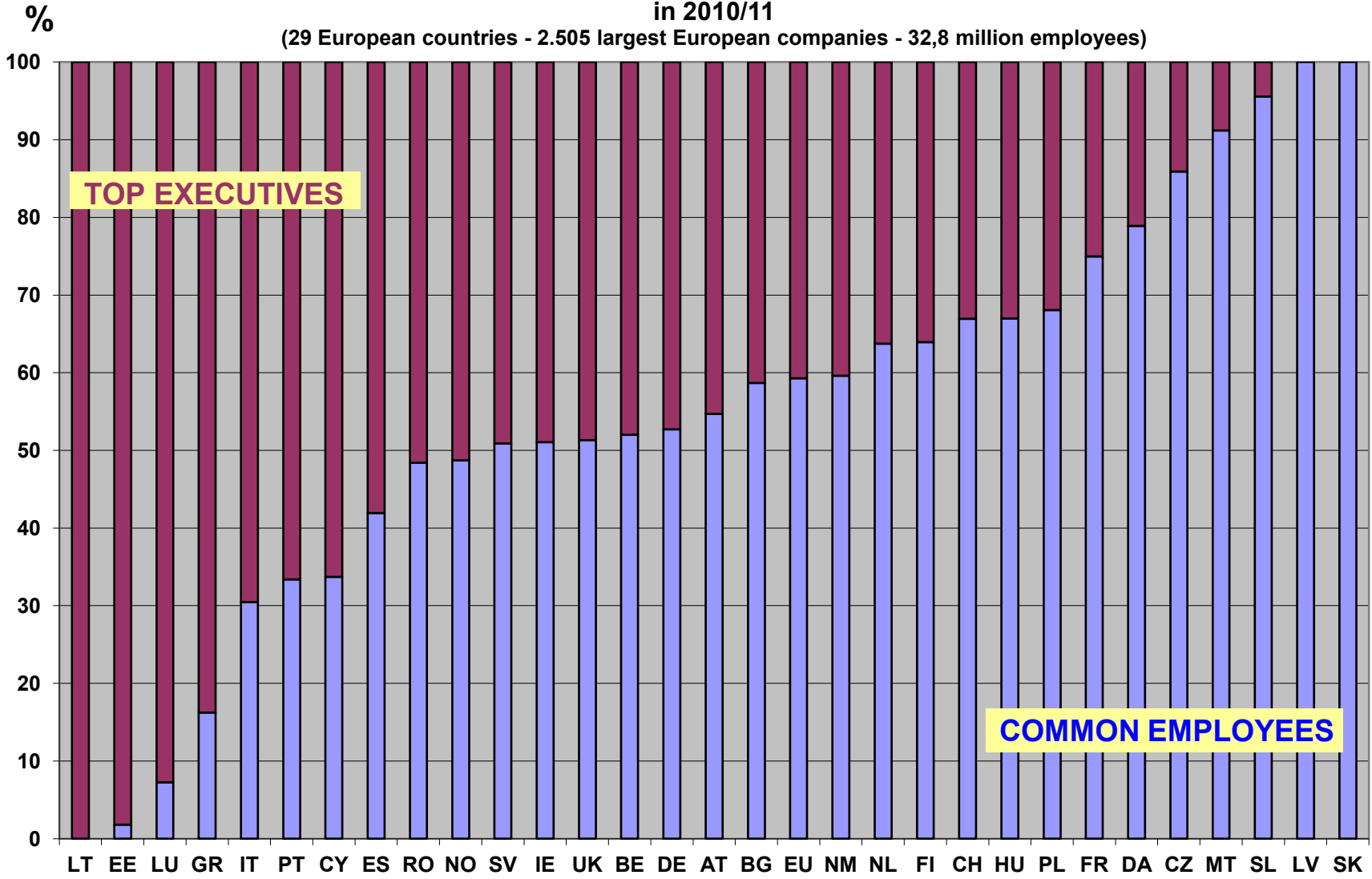


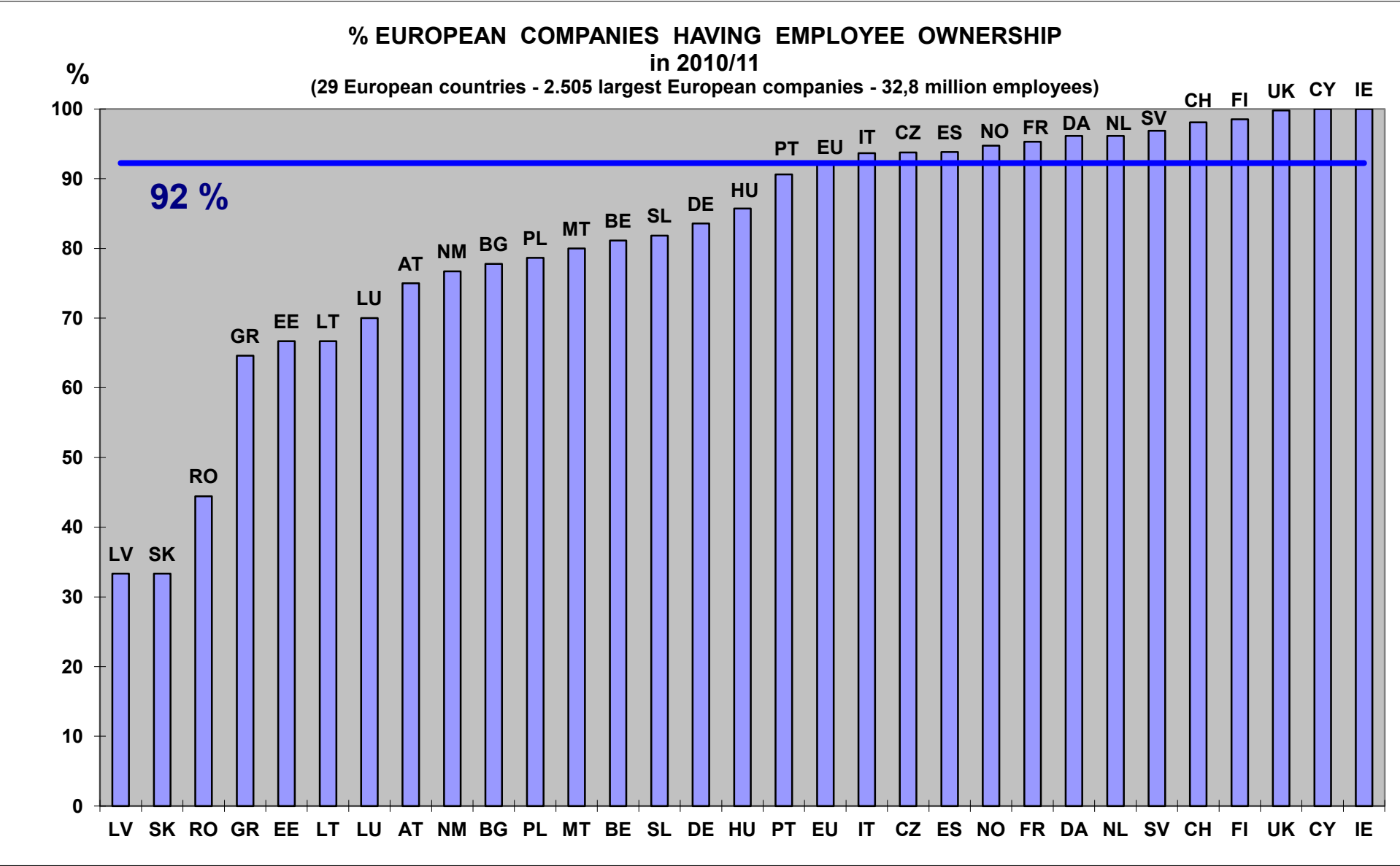




CAPITAL HELD BY EMPLOYEES: TOP EXECUTIVES AND COMMON EMPLOYEES
in 2010/11

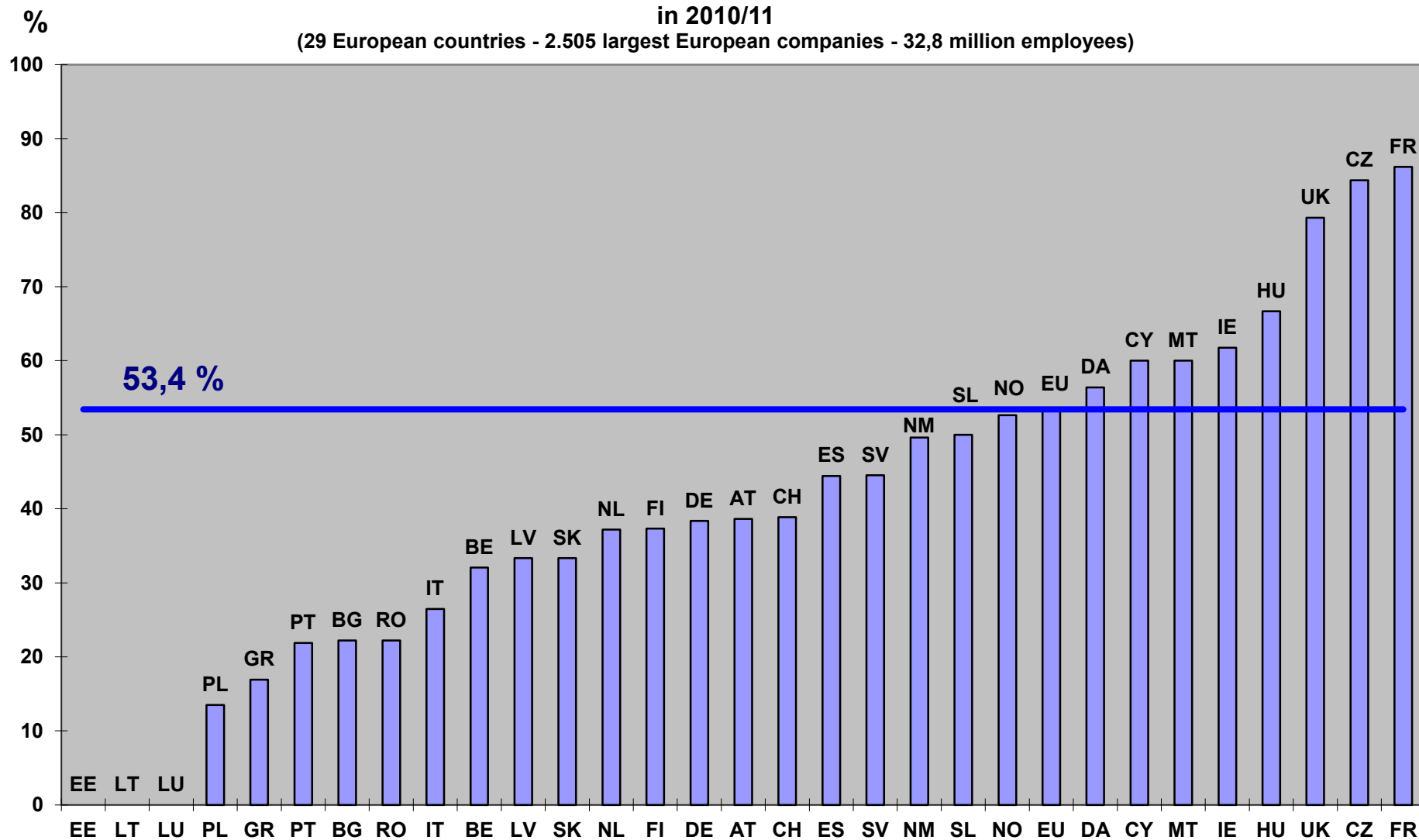
(29 European countries - 2.505 largest European companies - 32,8 million employees)





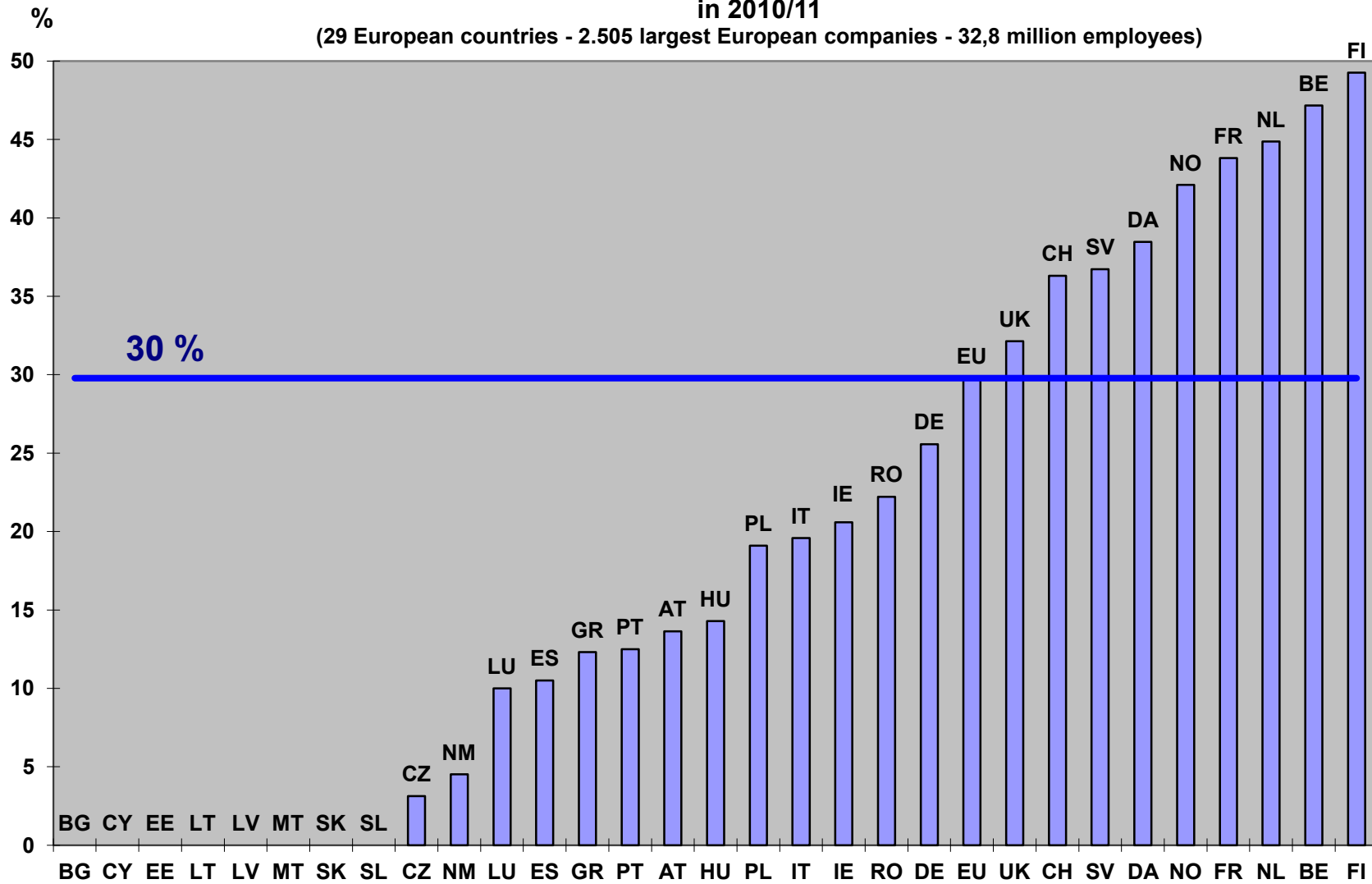
% EUROPEAN COMPANIES HAVING BROAD-BASED EMPLOYEE SHARE PLANS in 2010/11

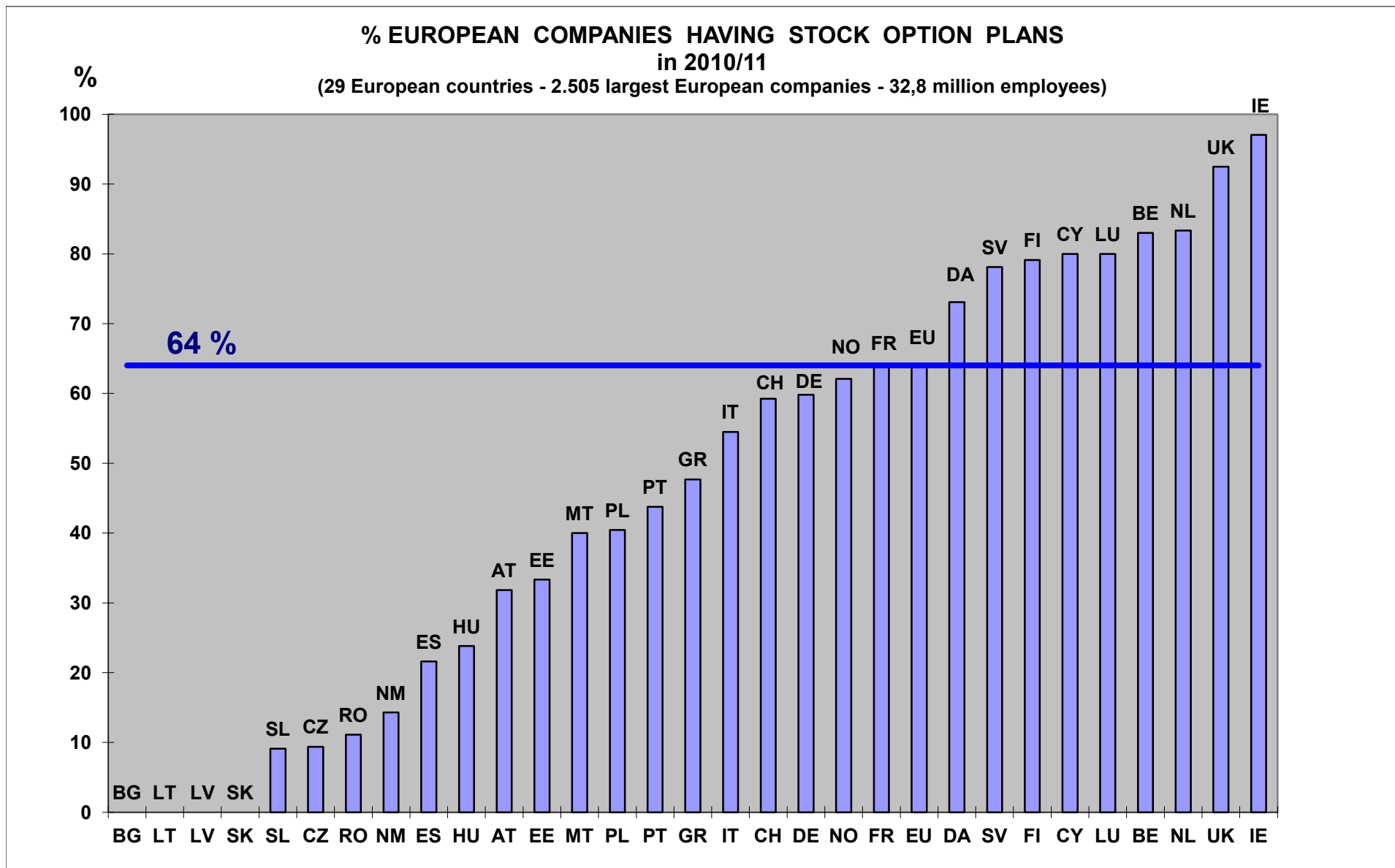
(29 European countries - 2.505 largest European companies - 32,8 million employees)



% EUROPEAN COMPANIES HAVING LAUNCHED NEW EMPLOYEE SHARE PLANS in 2010/11

(29 European countries - 2.505 largest European companies - 32,8 million employees)

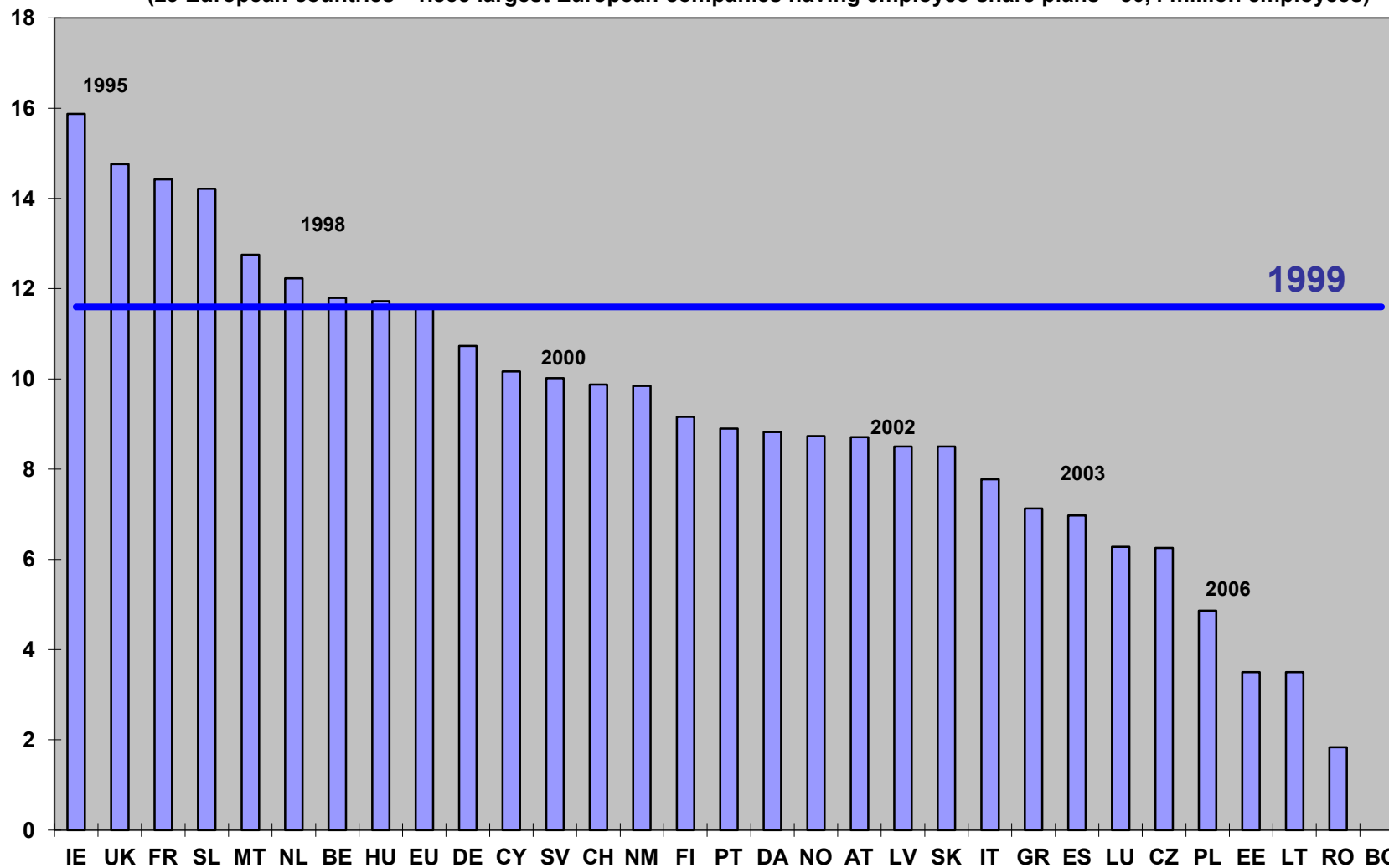


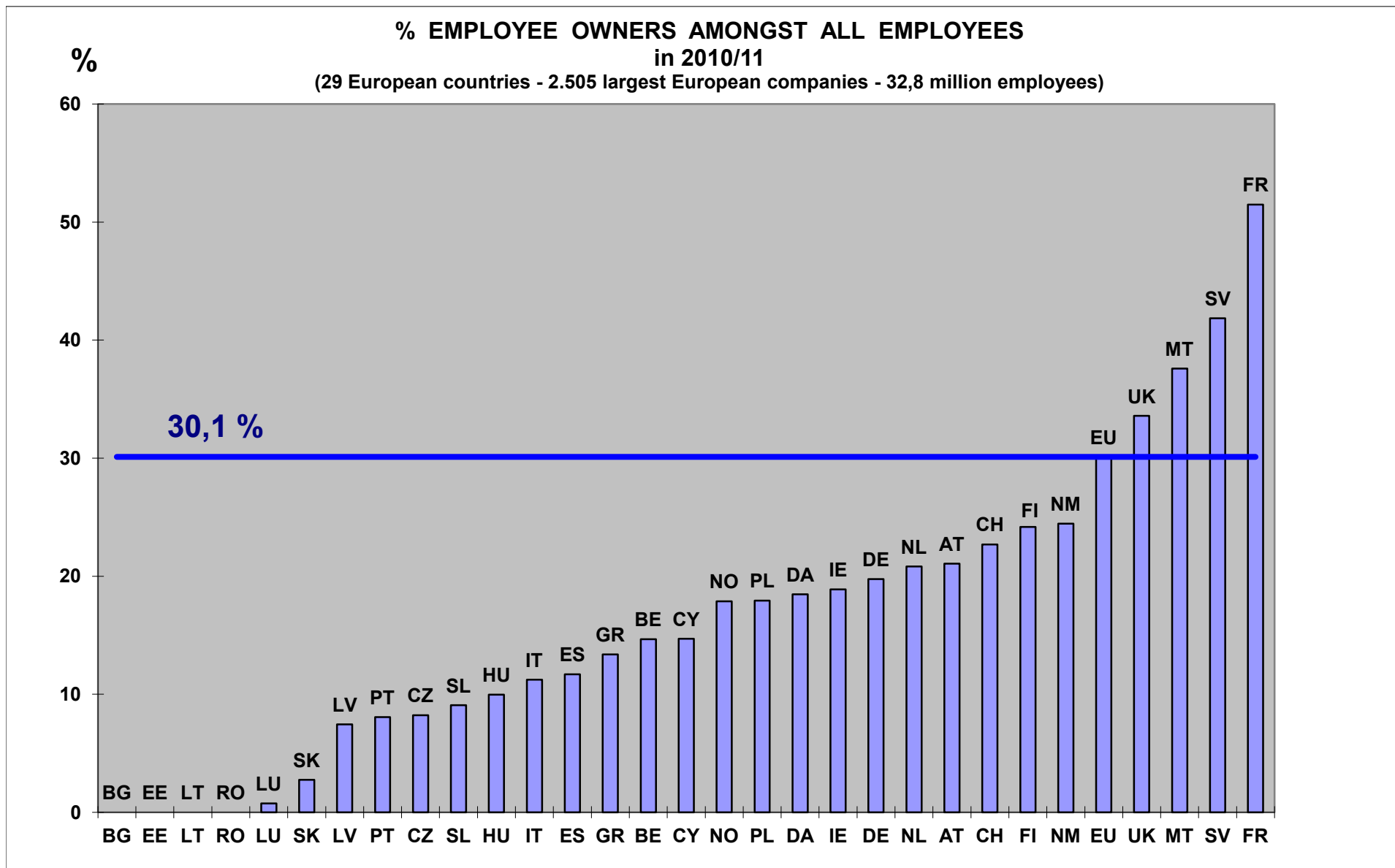


WHEN DID THEY LAUNCH THEIR FIRST EMPLOYEE SHARE PLANS ? (listed companies having employee share plans)

(29 European countries - 1.835 largest European companies having employee share plans - 30,4 million employees)

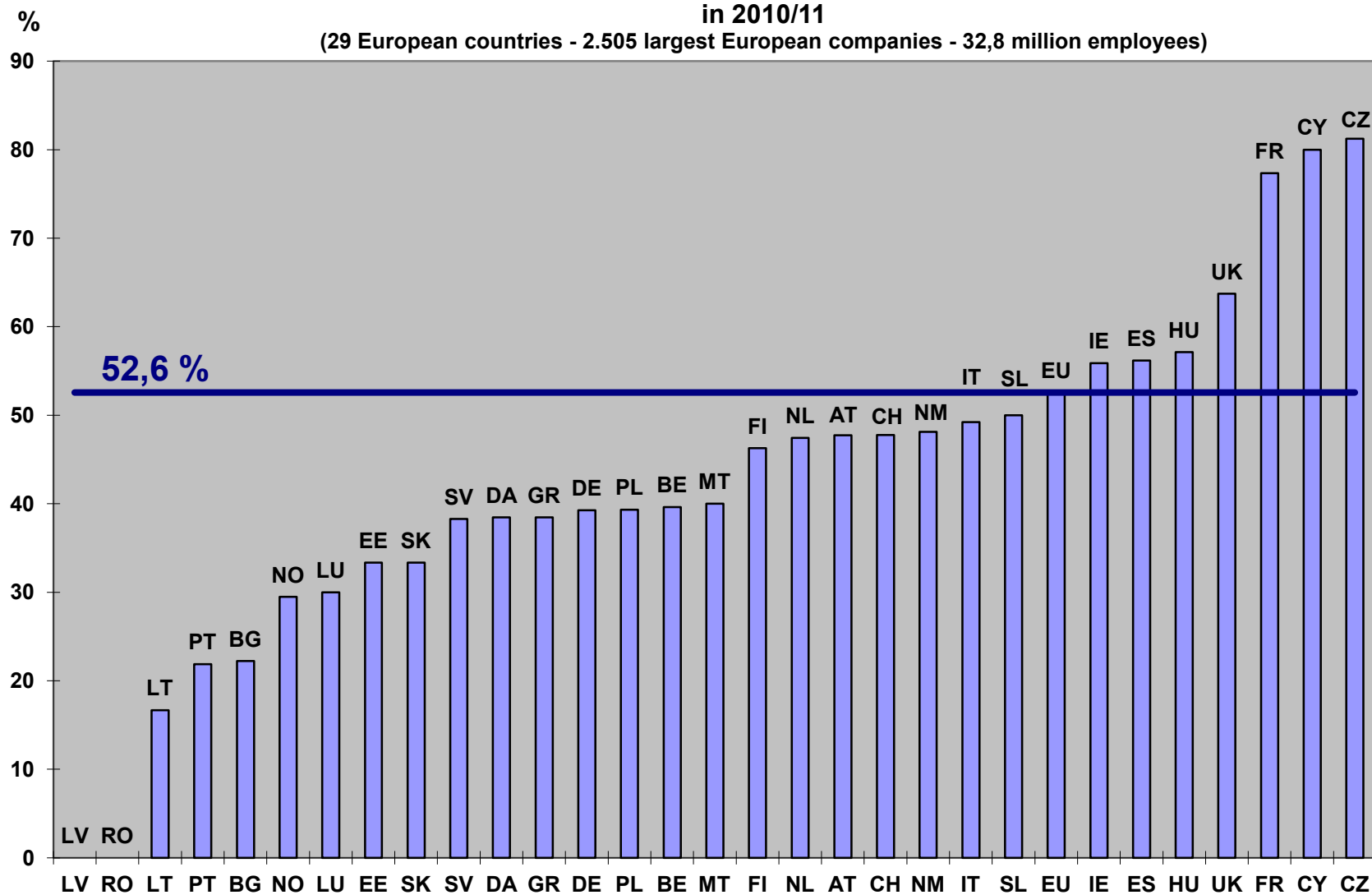
Years





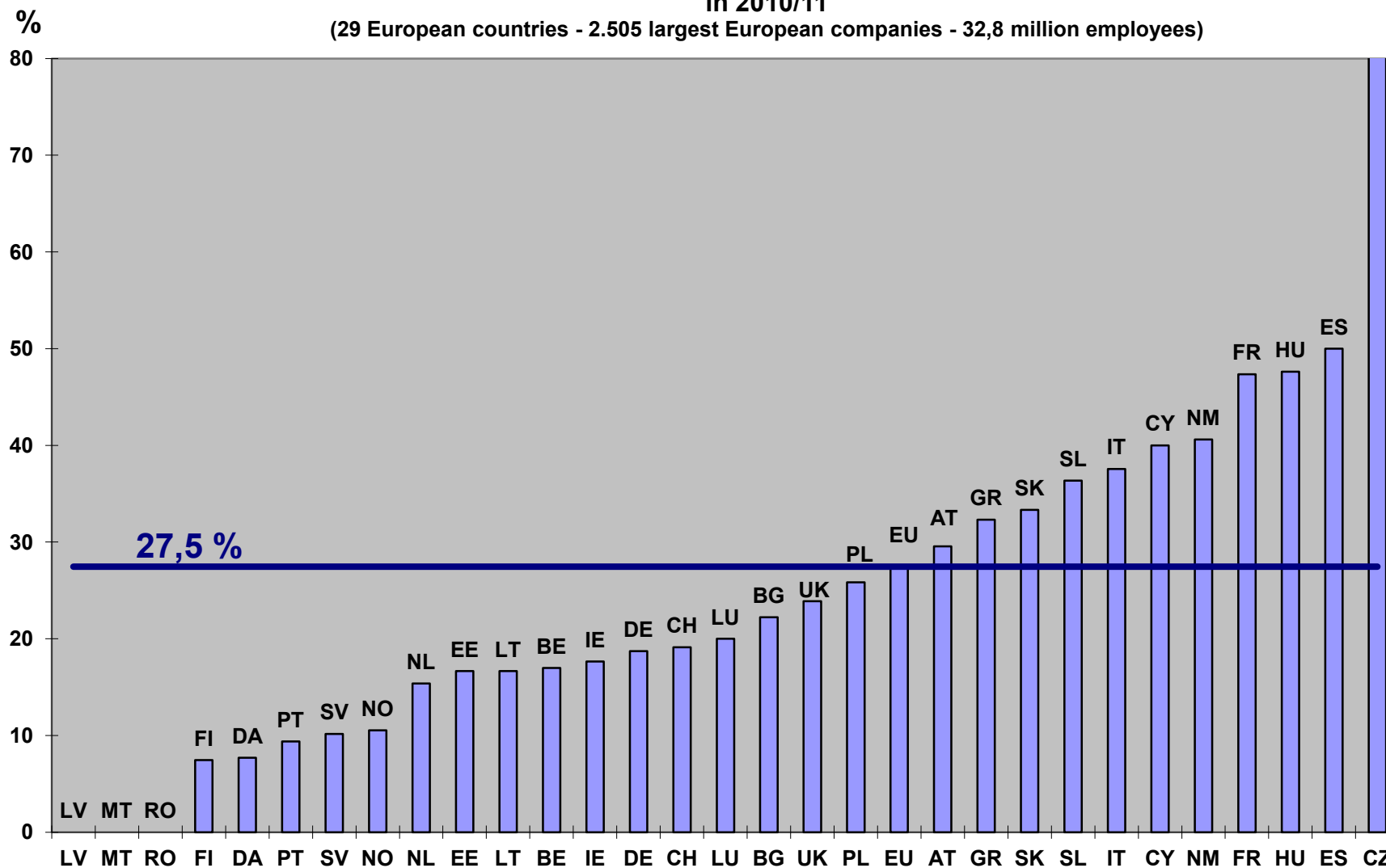
**% EUROPEAN COMPANIES HAVING "SIGNIFICANT" EMPLOYEE OWNERSHIP (EO>1%)
in 2010/11**

(29 European countries - 2.505 largest European companies - 32,8 million employees)



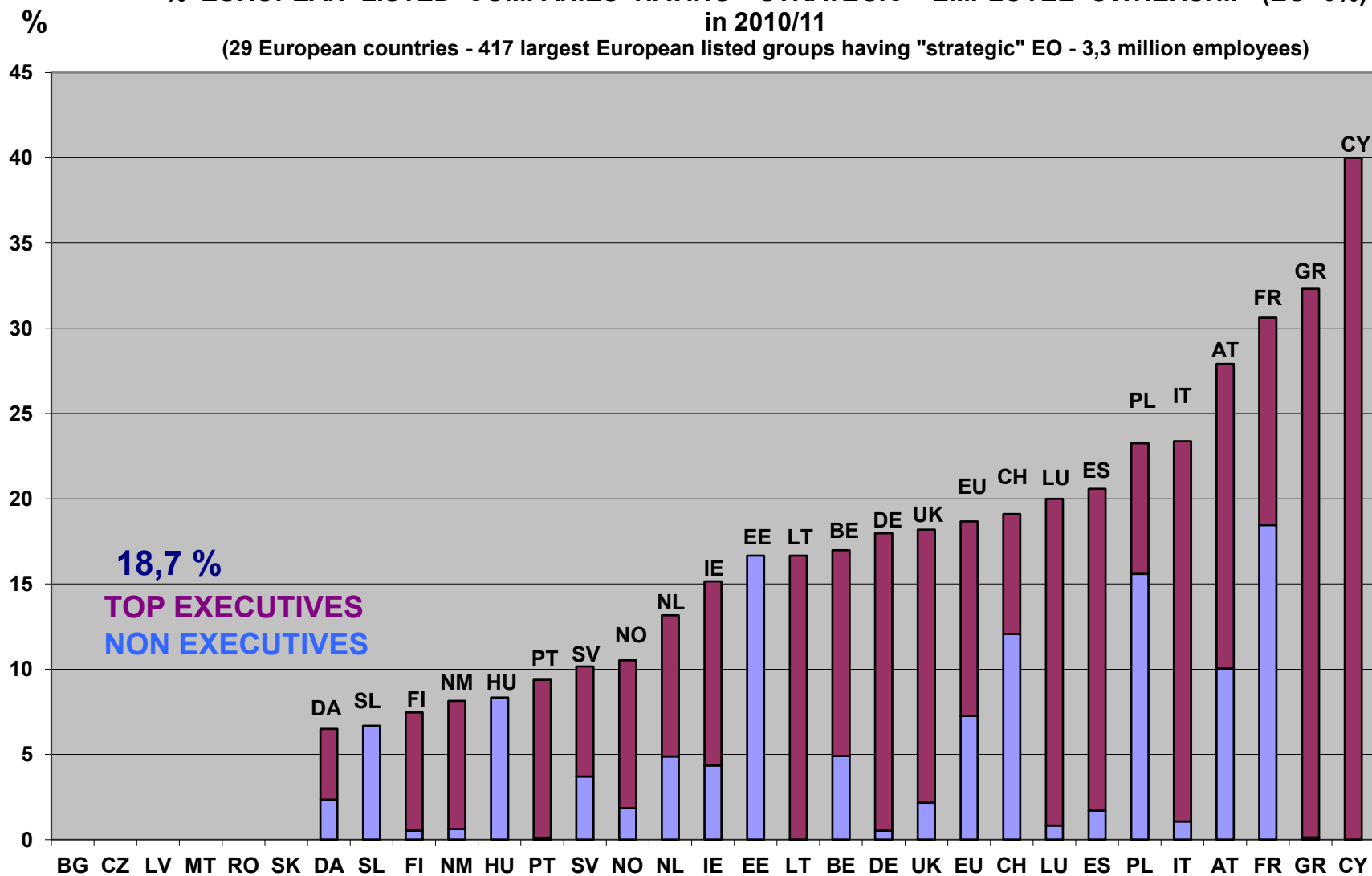
**% EUROPEAN GROUPS HAVING "STRATEGIC" EMPLOYEE OWNERSHIP (EO>6%)
in 2010/11**

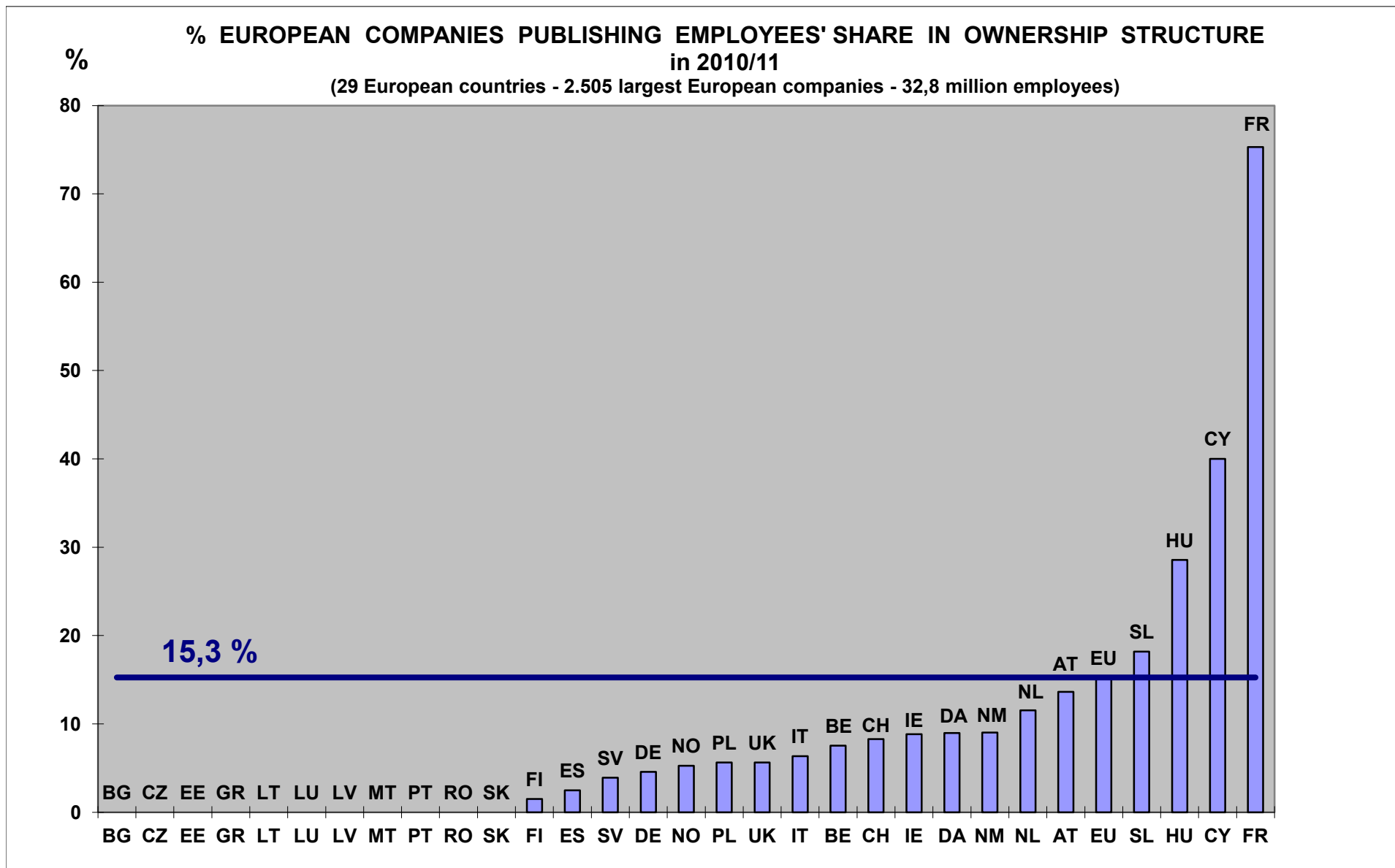
(29 European countries - 2.505 largest European companies - 32,8 million employees)

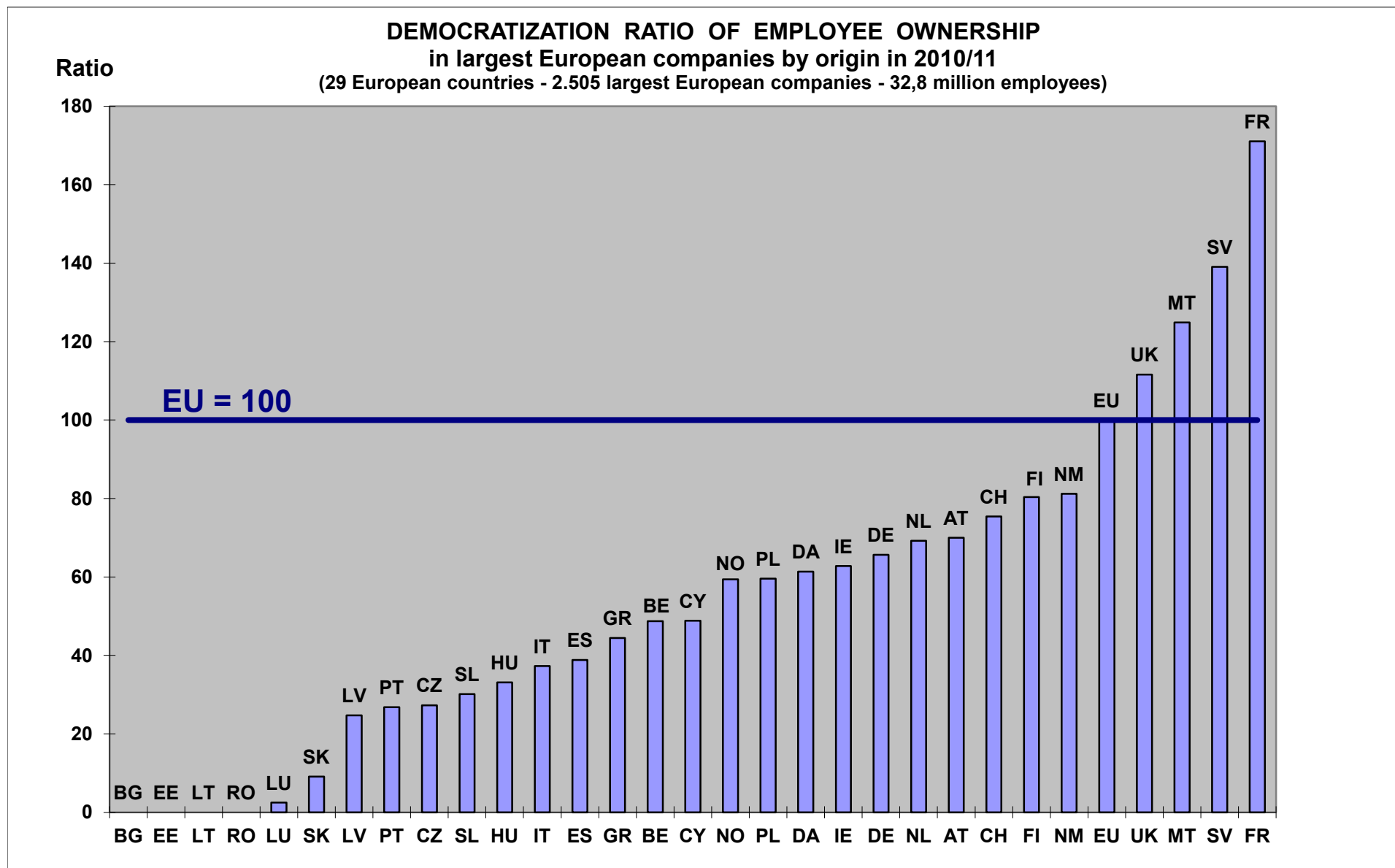


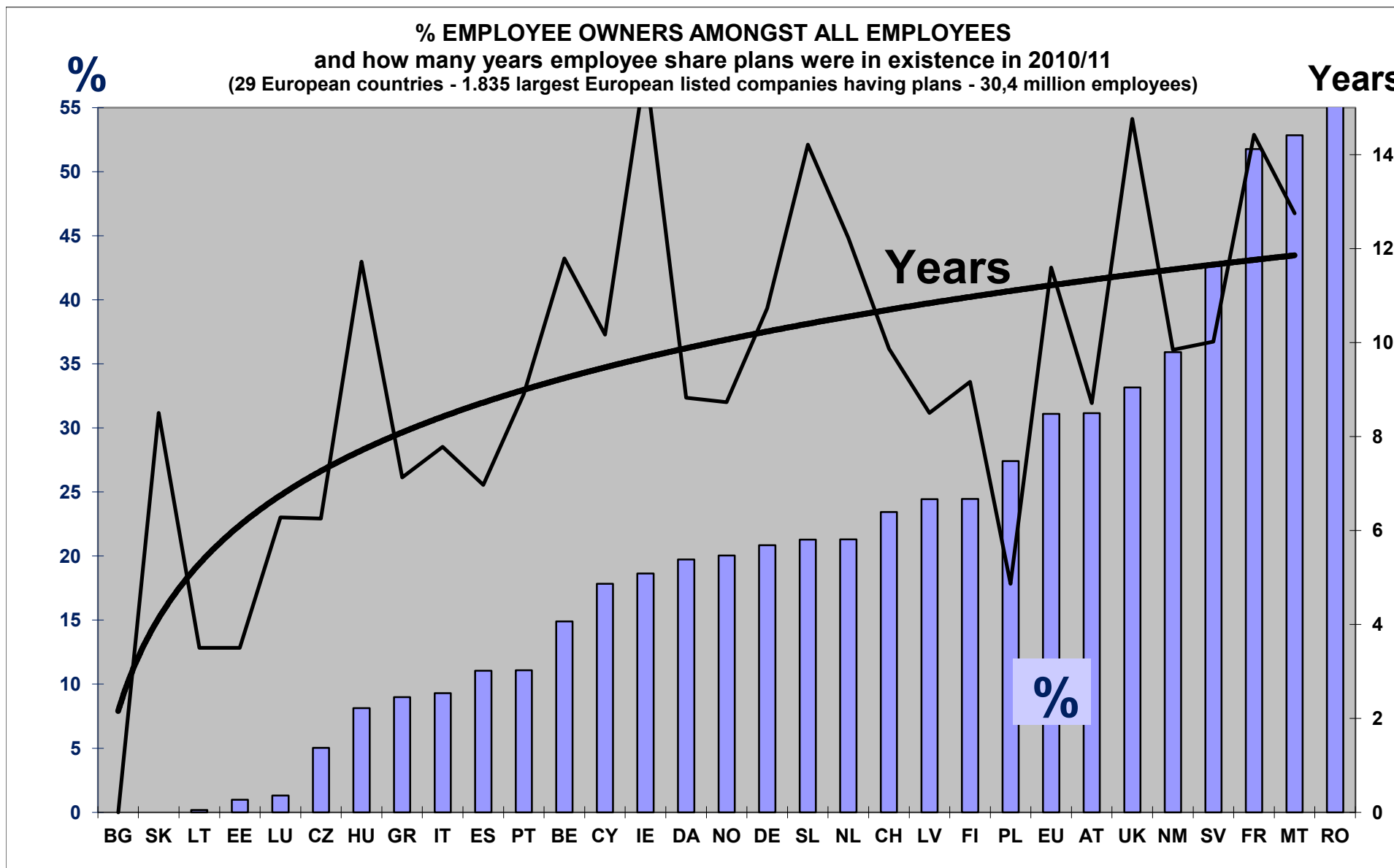
**% EUROPEAN LISTED COMPANIES HAVING "STRATEGIC" EMPLOYEE OWNERSHIP (EO>6%)
in 2010/11**

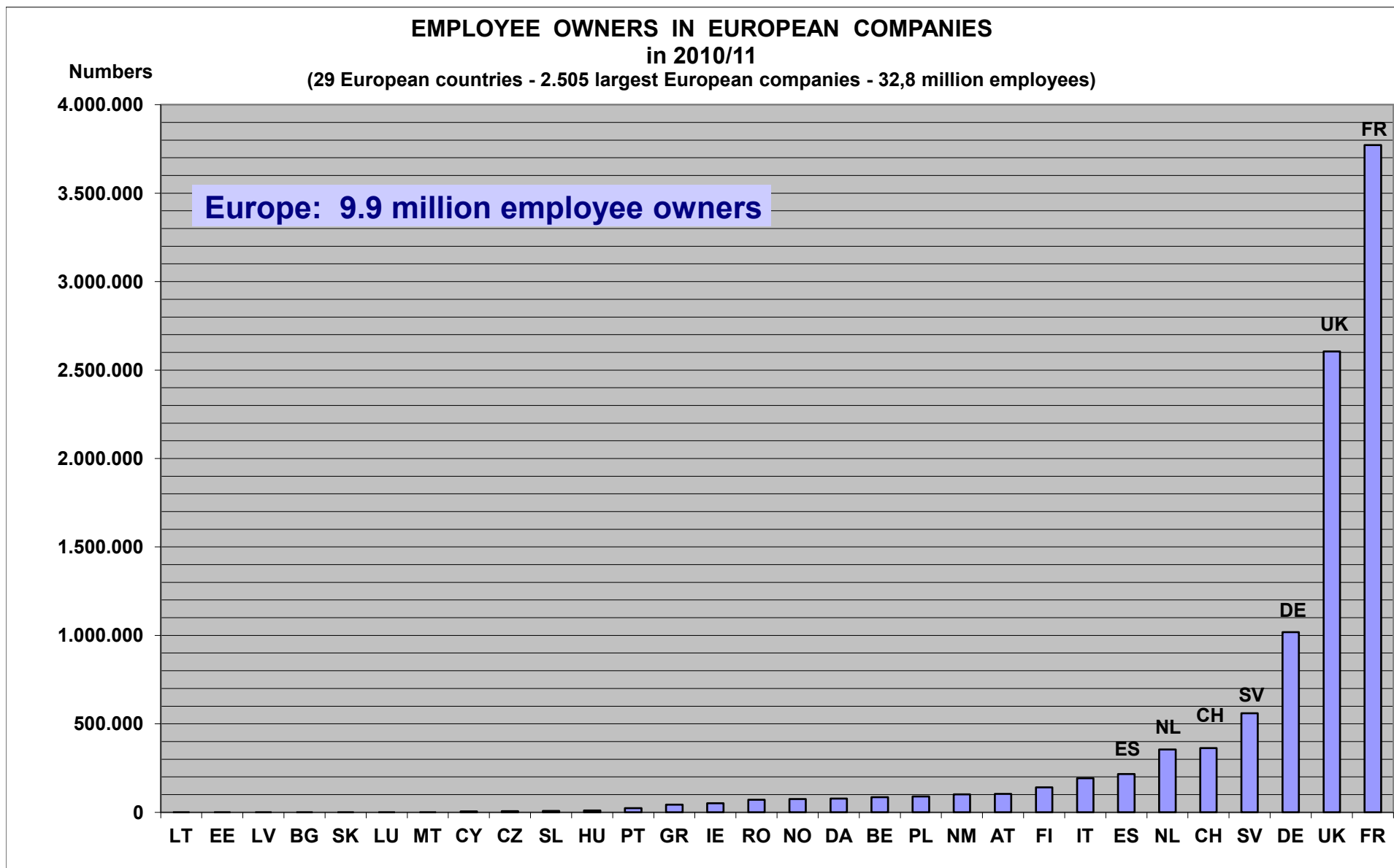
(29 European countries - 417 largest European listed groups having "strategic" EO - 3,3 million employees)

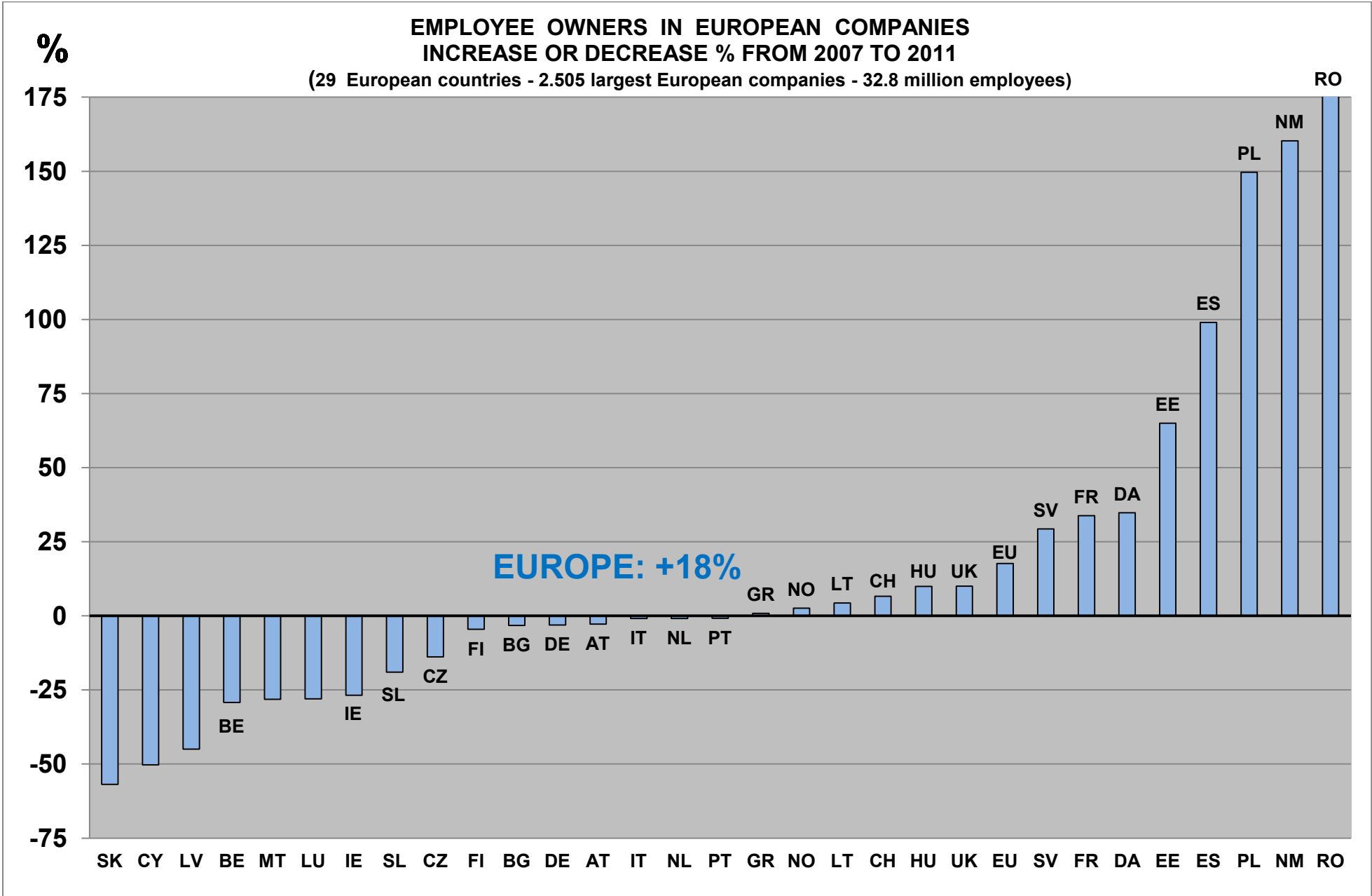






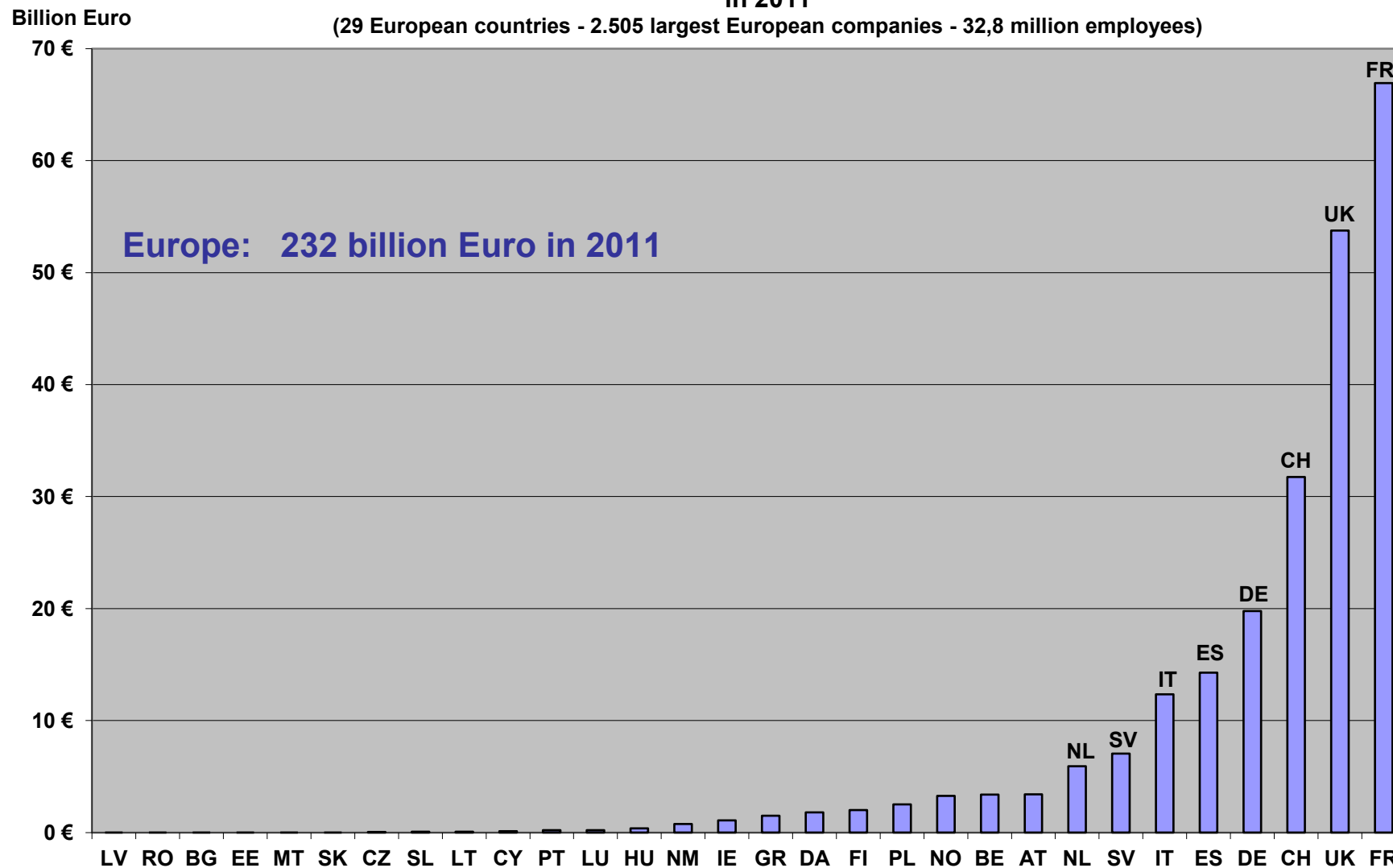






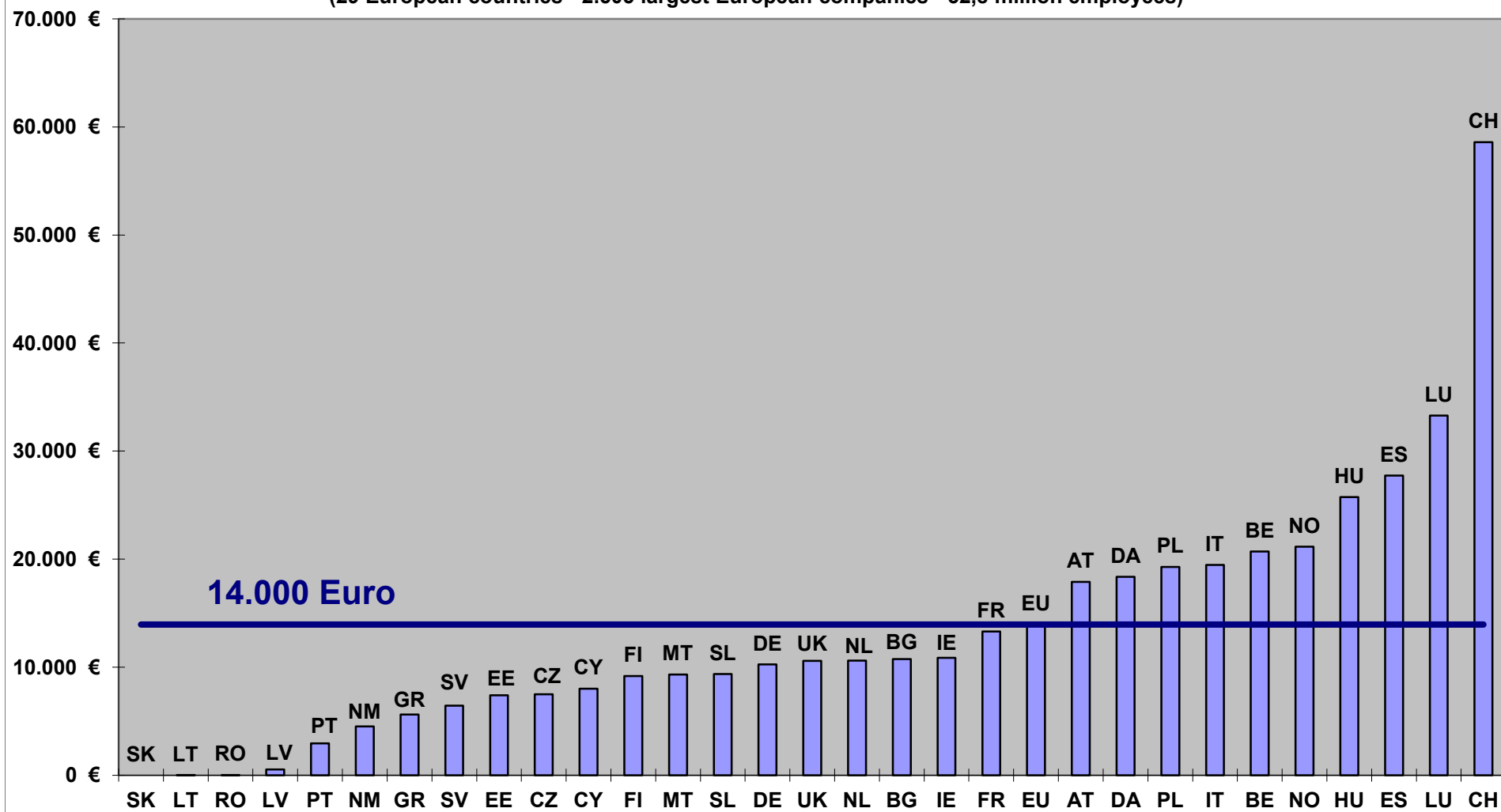
CAPITALISATION HELD BY EMPLOYEES IN EUROPEAN COMPANIES in 2011

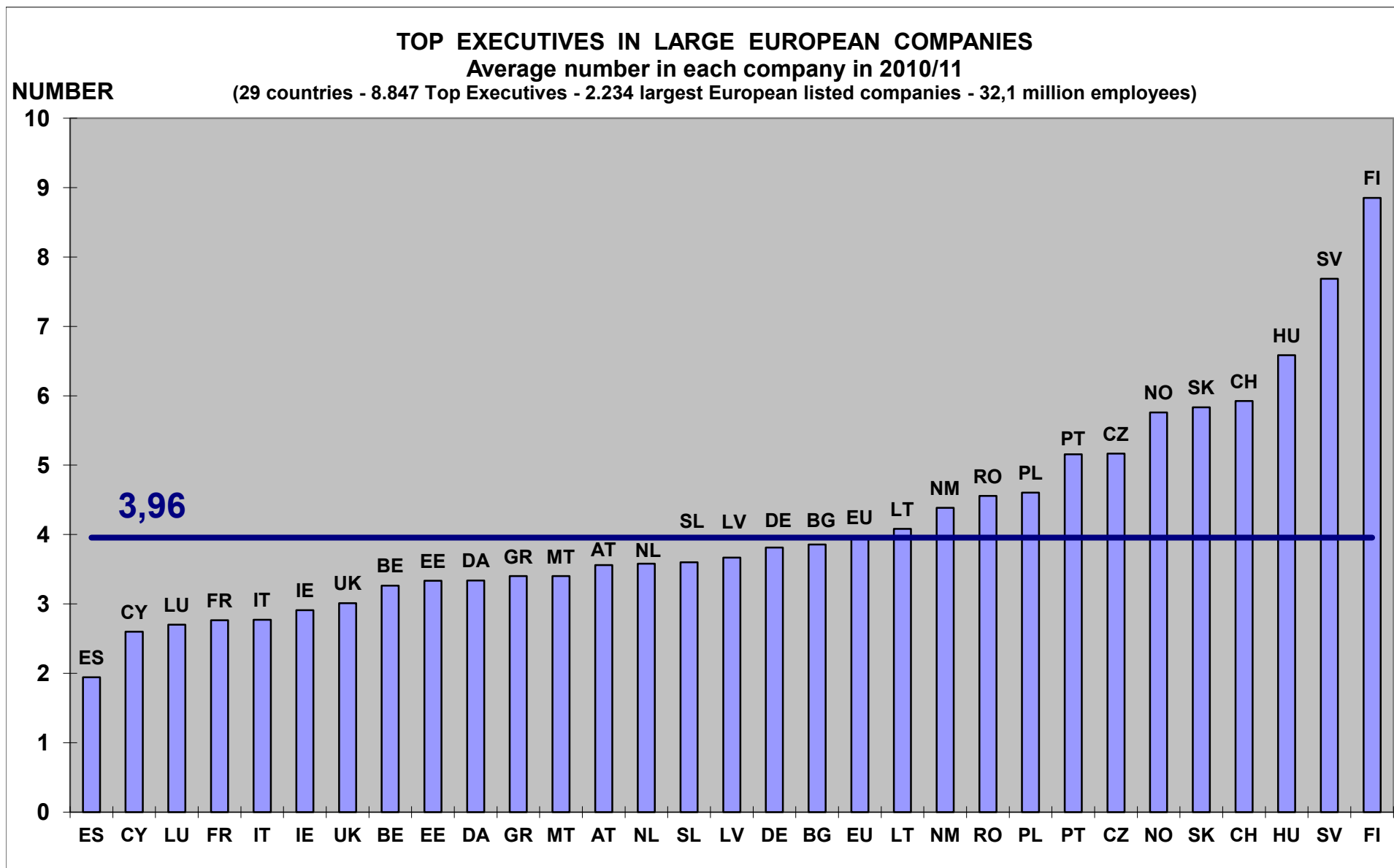
(29 European countries - 2.505 largest European companies - 32,8 million employees)

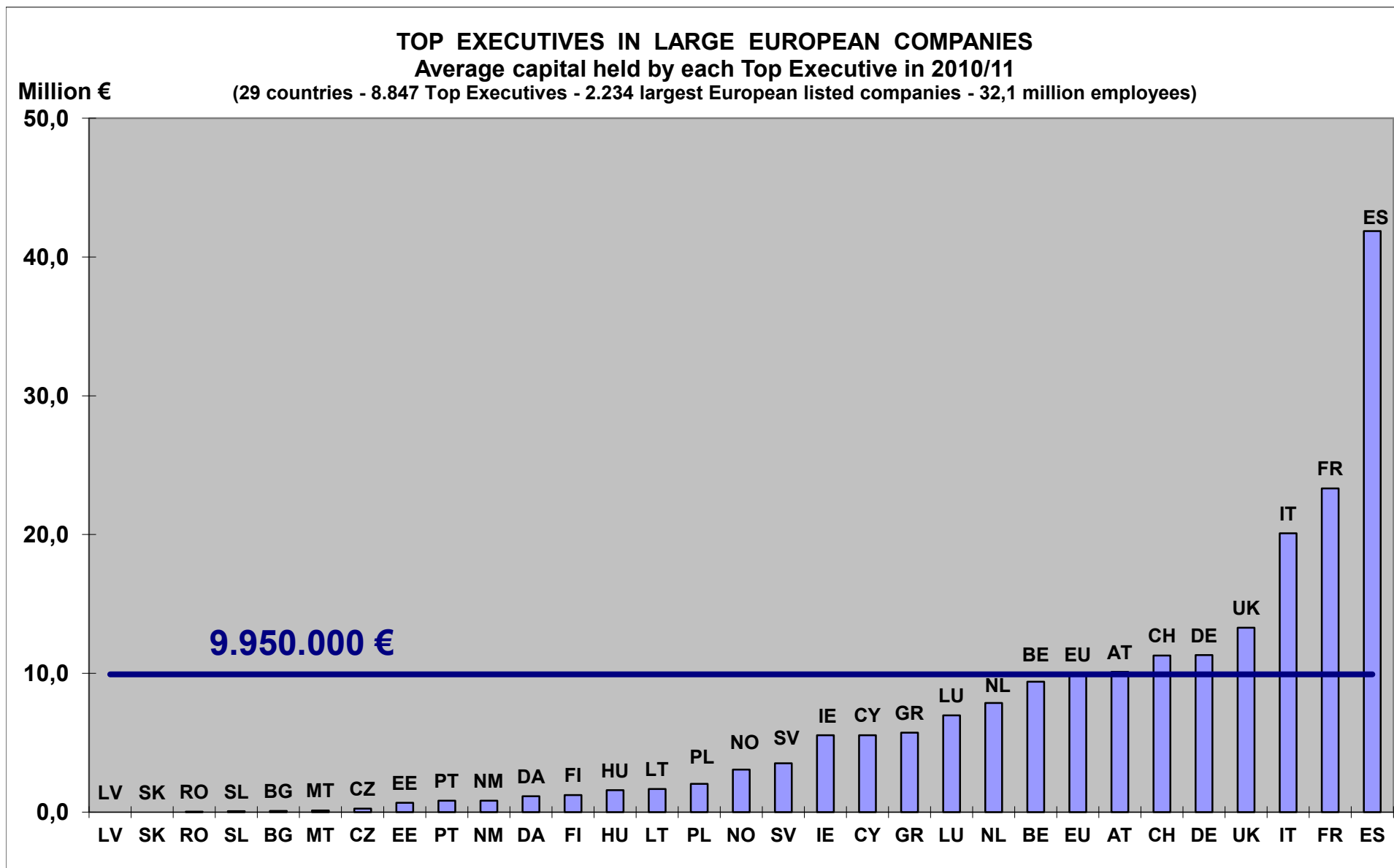


CAPITALISATION HELD BY EACH EMPLOYEE OWNER (EXCLUDING TOP EXECUTIVES) in 2010/11

(29 European countries - 2.505 largest European companies - 32,8 million employees)



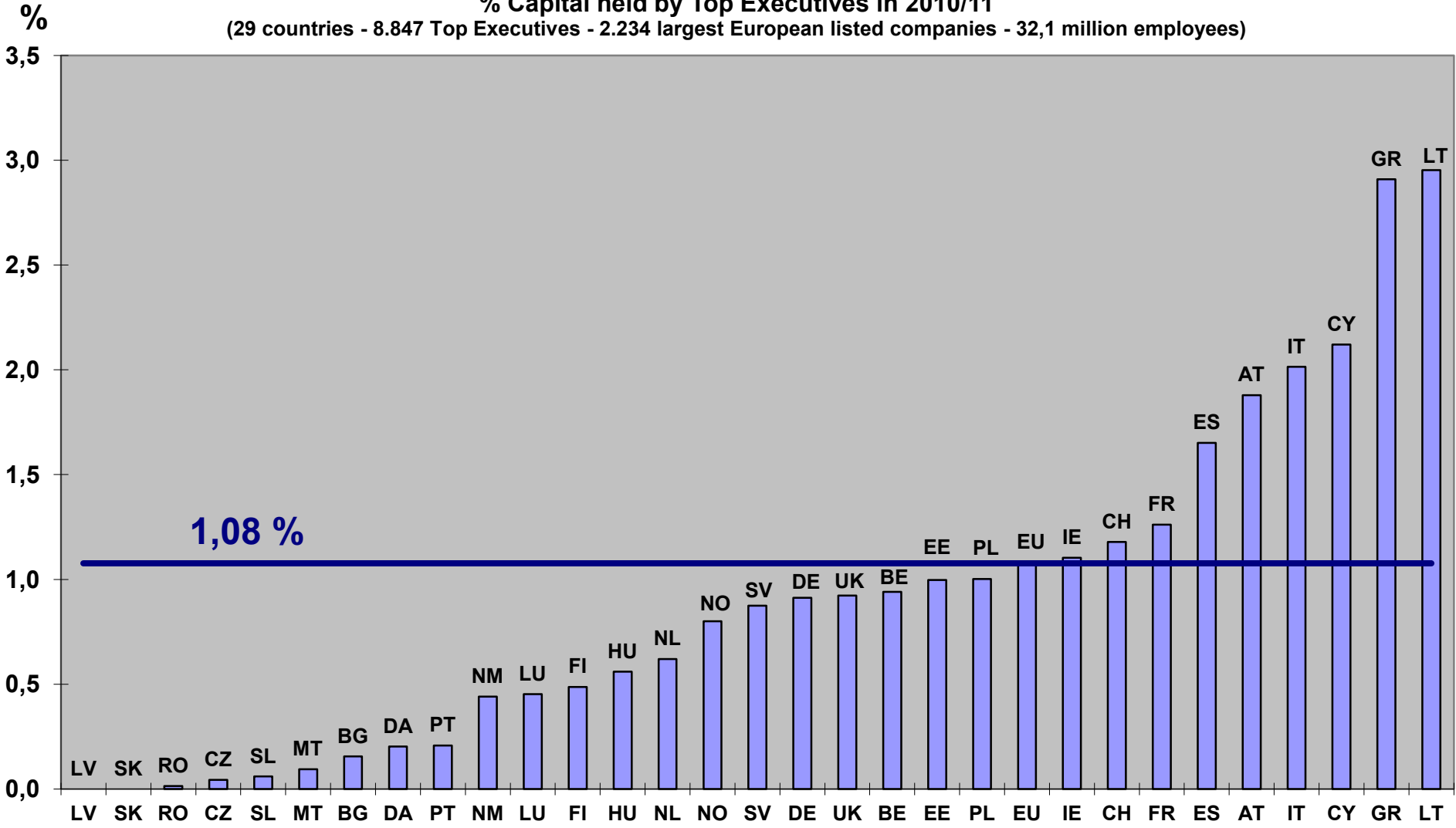




TOP EXECUTIVES IN LARGE EUROPEAN COMPANIES

% Capital held by Top Executives in 2010/11

(29 countries - 8.847 Top Executives - 2.234 largest European listed companies - 32,1 million employees)



METHODOLOGY

This survey was made possible thanks to the database which gathers all detailed information about employee ownership and employee share plans in each of all largest European companies.

The first idea for such a database was tested in 2005. Then, a comprehensive database was set up in 2006, thanks to the support of the European Commission – DG Employment and Social Affairs and a first presentation was made during the Sixth European Meeting of Employee Ownership in December 2006. Finally, the database was fully completed and annually updated since years 2006.

From time to time within the last 20 years, some European reports gave information about employee ownership and its development across Europe. The most important reports were: PEPPER I Report in year 1991, PEPPER II Report in year 1996 and the Report named "Recent trends in employee financial participation in the European Union" by Professor Erik Poutsma in 2001. At this time, these reports were practically the only source of information regarding the extent of employee ownership in the European Union.

However, they were based on partial information (mainly enquiries) which was not made available before a very long delay. For instance, the 2001 Report was "based on the findings of the 1996 EPOC survey (Employee Direct Participation in Organisational Change), conducted on behalf of the [Dublin] Foundation." Finally, we didn't have relevant information for all countries of the European Union (for instance, the 2001 Report gave information about 10 countries, no more).

The need for better and more recent information was crucial. We knew that employee ownership was developing. However, it was impossible to obtain timely information.

We thought that probably a hiatus was growing between companies and practitioners on the one hand, and social and political actors on the other hand, presenting an incorrect picture of the whole issue.

For this reason the EFES established this new database and this survey. It is based on information pertaining to each of all the large European companies – which also means similar information for each of all European countries (in fact, at this stage, all 27 countries of the European countries, plus Norway and Switzerland).

Furthermore, it is based on information produced by companies themselves in Annual Reports – this means timely information and of high quality.

The database gathers all detailed information about employee ownership and employee share plans in 3.000 European companies.

For the 2011 Survey, we limit ourselves to a selection of the 2.505 largest European companies or "groups".

Most of these European "groups" include a "parent company" and some hundreds or even some thousands of subsidiaries in various countries.

This selection of 2.505 European groups includes:

- All listed groups whose market capitalisation was 200 million Euro and more in May 2006, 2007, 2008, 2009, 2010 or 2011. It means that the survey involves all the largest European groups, without any exception.
- Non-listed groups whose employees own 50% or more of the company, when employing 100 persons and more. We can assume that most of such non-listed European groups

are included in our selection. However, this could not be considered as an exhaustive list. It is obvious that information is much more accurate and more available for listed companies than for non-listed ones. Such non-listed companies are mostly workers' cooperatives.

In 2011, 2.234 listed companies belong to the survey, together with 271 non-listed companies. Altogether, they employ 32.8 million people, not far from 30% of all European employees.

Non-listed companies are mainly 176 workers' cooperatives. Only four countries have a significant number of large workers' cooperatives: the Czech Republic, France, Italy and Spain.

Annual Reports are a good source of information about employee share ownership in large European companies, particularly listed ones. International Financial Reporting Standards are more and more effective and the quality of information is increasing.

Most large European companies divulge good information or even full detailed information regarding top executives: Individual remuneration, shareholdings, share grants, stock options granted or exercised, etc.

Nearly all large European companies divulge considerable information regarding employees and employee share plans: When did they launch their first plan? Which plans they launched or stopped or reviewed, year after year. Which employees were benefiting of those plans: Categories, numbers. How many shares were granted or sold to employees, how many stock options were granted or exercised... Finally, many large European companies divulge information about the number of employee shareholders (or members of workers' cooperatives).

Table of data on employee ownership in large European companies			
Data	Description	Unit	Year
1	Company	Name, website	2010/11
2	Remarkable cases	Y/N	2010/11
3	Listed / Non listed	L/NL	2010/11
4	Country	Name	2010/11
5	Date Annual Report	Date	2010/11
6	Branche	Name	2010/11
YEAR 2010/11			
7	Market capitalisation on May 15, 2011	Million Euro	2010/11
8	Employees	Number	2010/11
9	Shares (allotted, called up and fully paid - own shares deducted)	Number	2010/11
10	Employee share plans: Year by year description of plans, beneficiaries, numbers and conditions	Description	2010/11
11	Employee shareholders (employee owners)	Number	2010/11
12	Date of first employee share plan	Year	2010/11
13	New employee share plan in current year?	Y/N	2010/11
14	Number of shares held by employees published by company?	Y/N	2010/11
15	Employee Stock Options?	Y/N	2010/11
16	Employee broad based share plans?	Y/N	2010/11
17	Employee (share) ownership in some extent?	Y/N	2010/11
18	Employee share plans?	Y/N	2010/11
19	Shares held by Executive Directors	Number	2010/11
20	Shares held by employees	Number	2010/11
21	Options exercised by Executive Directors	Number	2010/11
22	Options exercised by employees	Number	2010/11
23	Shares grants vested - Executive Directors	Number	2010/11
24	Shares grants vested - employees	Number	2010/11
25	Employee share purchases	Number	2010/11
26	Share held by employees in ownership structure	%	2010/11
27	Capitalisation held by employees	Million Euro	2010/11
28	Capitalisation held by Executive Directors	Million Euro	2010/11
29	Top Executives	Number	2010/11
YEAR 2009/10			
30	Market capitalisation on May 15, 2010	Million Euro	2009/10
31	Employees	Number	2009/10
32	Shares (allotted, called up and fully paid - own shares deducted)	Number	2009/10
33	Employee shareholders (employee owners)	Number	2009/10
34	New employee share plan in current year?	Y/N	2009/10

Table of data on employee ownership in large European companies			
Data	Description	Unit	Year
35	Number of shares held by employees published by company?	Y/N	2009/10
36	Employee Stock Options?	Y/N	2009/10
37	Employee broad based share plans?	Y/N	2009/10
38	Employee (share) ownership in some extent?	Y/N	2009/10
39	Employee share plans?	Y/N	2009/10
40	Shares held by Executive Directors	Number	2009/10
41	Shares held by employees	Number	2009/10
42	Options exercised by Executive Directors	Number	2009/10
43	Options exercised by employees	Number	2009/10
44	Shares grants vested - Executive Directors	Number	2009/10
45	Shares grants vested - employees	Number	2009/10
46	Employee share purchases	Number	2009/10
47	Share held by employees in ownership structure	%	2009/10
48	Capitalisation held by employees	Million Euro	2009/10
49	Capitalisation held by Executive Directors	Million Euro	2009/10
YEAR 2008/9			
50	Market capitalisation on May 15, 2009	Million Euro	2008/9
51	Employees	Number	2008/9
52	Shares (allotted, called up and fully paid - own shares deducted)	Number	2008/9
53	Employee shareholders (employee owners)	Number	2008/9
54	New employee share plan in current year?	Y/N	2008/9
55	Number of shares held by employees published by company?	Y/N	2008/9
56	Employee Stock Options?	Y/N	2008/9
57	Employee broad based share plans?	Y/N	2008/9
58	Employee (share) ownership in some extent?	Y/N	2008/9
59	Employee share plans?	Y/N	2008/9
60	Shares held by Executive Directors	Number	2008/9
61	Shares held by employees	Number	2008/9
62	Options exercised by Executive Directors	Number	2008/9
63	Options exercised by employees	Number	2008/9
64	Shares grants vested - Executive Directors	Number	2008/9
65	Shares grants vested - employees	Number	2008/9
66	Employee share purchases	Number	2008/9
67	Share held by employees in ownership structure	%	2008/9
68	Capitalisation held by employees	Million Euro	2008/9
69	Capitalisation held by Executive Directors	Million Euro	2008/9

Table of data on employee ownership in large European companies			
Data	Description	Unit	Year
YEAR 2007/8			
70	Market capitalisation on May 15, 2008	Million Euro	2007/8
71	Employees	Number	2007/8
72	Shares (allotted, called up and fully paid - own shares deducted)	Number	2007/8
73	Employee shareholders (employee owners)	Number	2007/8
74	New employee share plan in current year?	Y/N	2007/8
75	Number of shares held by employees published by company?	Y/N	2007/8
76	Employee Stock Options?	Y/N	2007/8
77	Employee broad based share plans?	Y/N	2007/8
78	Employee (share) ownership in some extent?	Y/N	2007/8
79	Employee share plans?	Y/N	2007/8
80	Shares held by Executive Directors	Number	2007/8
81	Shares held by employees	Number	2007/8
82	Options exercised by Executive Directors	Number	2007/8
83	Options exercised by employees	Number	2007/8
84	Shares grants vested - Executive Directors	Number	2007/8
85	Shares grants vested - employees	Number	2007/8
86	Employee share purchases	Number	2007/8
87	Share held by employees in ownership structure	%	2007/8
88	Capitalisation held by employees	Million Euro	2007/8
89	Capitalisation held by Executive Directors	Million Euro	2007/8
YEAR 2006/7			
90	Market capitalisation on May 15, 2007	Million Euro	2006/7
91	Employees	Number	2006/7
92	Shares (allotted, called up and fully paid - own shares deducted)	Number	2006/7
93	Employee shareholders (employee owners)	Number	2006/7
94	New employee share plan in current year?	Y/N	2006/7
95	Number of shares held by employees published by company?	Y/N	2006/7
96	Employee Stock Options?	Y/N	2006/7
97	Employee broad based share plans?	Y/N	2006/7
98	Employee (share) ownership in some extent?	Y/N	2006/7
99	Employee share plans?	Y/N	2006/7
100	Shares held by Executive Directors	Number	2006/7
101	Shares held by employees	Number	2006/7
102	Options exercised by Executive Directors	Number	2006/7
103	Options exercised by employees	Number	2006/7

Table of data on employee ownership in large European companies			
Data	Description	Unit	Year
104	Shares grants vested - Executive Directors	Number	2006/7
105	Shares grants vested - employees	Number	2006/7
106	Employee share purchases	Number	2006/7
107	Share held by employees in ownership structure	%	2006/7
108	Capitalisation held by employees	Million Euro	2006/7
109	Capitalisation held by Executive Directors	Million Euro	2006/7
YEAR 2005/6			
110	Market capitalisation on May 15, 2006	Million Euro	2005/6
111	Employees	Number	2005/6
112	Shares (allotted, called up and fully paid - own shares deducted)	Number	2005/6
113	Number of shares held by employees published by company?	Y/N	2005/6
114	Employee Stock Options?	Y/N	2005/6
115	Employee broad based share plans?	Y/N	2005/6
116	Employee (share) ownership in some extent?	Y/N	2005/6
117	Employee share plans?	Y/N	2005/6
118	Shares held by Executive Directors	Number	2005/6
119	Shares held by employees	Number	2005/6
120	Options exercised by Executive Directors	Number	2005/6
121	Options exercised by employees	Number	2005/6
122	Shares grants vested - Executive Directors	Number	2005/6
123	Shares grants vested - employees	Number	2005/6
124	Employee share purchases	Number	2005/6
125	Share held by employees in ownership structure	%	2005/6
126	Capitalisation held by employees	Million Euro	2005/6

Table of data on employee ownership in European countries

Data	Description	Unit	Year
ALL Companies, YEAR 2010/11			
1	Companies numbers	Numbers	2010/11
2	Capitalisation: Variation in % from 2009/10 to 2010/11	% variation	2010/11
3	Capitalisation held by employees: Variation in % from 2009/10 to 2010/11	% variation	2010/11
4	Employees numbers: Variation in % from 2009/10 to 2010/11	% variation	2010/11
5	Average capitalisation held by employee: Variation in % from 2009/10 to 2010/11	% variation	2010/11
6	% Companies having launched new employee share plans in 2010/11	% all Companies	2010/11
7	Capitalisation in May 2011	Million Euro	2010/11
8	% Companies having published employees' share in ownership structure in 2010/11	% all Companies	2010/11
9	% Companies having stock options in 2010/11	% all Companies	2010/11
10	% Companies having broad-based employee share plans in 2010/11	% all Companies	2010/11
11	% Companies having employee ownership in 2010/11	% all Companies	2010/11
12	% Companies having employee share plans in 2010/11	% all Companies	2010/11
13	% Companies having EO>1% in ownership structure in 2010/11 ("significant" ownership)	% all Companies	2010/11
14	% Companies having EO>6% in ownership structure in 2010/11 ("strategic ownership")	% all Companies	2010/11
15	% Companies having EO>20% in ownership structure in 2010/11 ("determining" ownership)	% all Companies	2010/11
16	% Companies having EO>50% in ownership structure in 2010/11 ("controlling" ownership)	% all Companies	2010/11
17	Companies having published employees' share in ownership structure in 2010/11	Numbers (all Companies)	2010/11
18	Companies having stock options in 2010/11	Numbers (all Companies)	2010/11
19	Companies having broad-based employee share plans in 2010/11	Numbers (all Companies)	2010/11
20	Companies having employee ownership in 2010/11	Numbers (all Companies)	2010/11
21	Companies having employee share plans in 2010/11	Numbers (all Companies)	2010/11
22	Companies having EO>1% in ownership structure in 2010/11 ("significant" ownership)	Numbers (all Companies)	2010/11
23	Companies having EO>6% in ownership structure in 2010/11 ("strategic ownership")	Numbers (all Companies)	2010/11
24	Companies having EO>20% in ownership structure in 2010/11 ("determining" ownership)	Numbers (all Companies)	2010/11
25	Companies having EO>50% in ownership structure in 2010/11 ("controlling" ownership)	Numbers (all Companies)	2010/11
26	Employees numbers in 2010/11	Numbers	2010/11
27	Employee owners numbers in 2010/11	Numbers	2010/11
28	Employee owners in % of employees in 2010/11	%	2010/11
29	Democratization ratio of employee ownership in 2010/11	Numbers	2010/11
30	Wealth concentration ratio of employee ownership in 2010/11	Numbers	2010/11
31	Employees' share in ownership structure in 2010/11 (EO)	%	2010/11
32	Capitalisation held by employees in 2010/11	Million Euro	2010/11
33	Executive employees' share in ownership structure in 2010/11 (EXEC)	%	2010/11
34	Capitalisation held by Executive employees in 2010/11	Million Euro	2010/11
35	Executives share in capitalisation held by employees in 2010/11 (EXEC/EO)	%	2010/11
36	Capitalisation held by non-executive employees in 2010/11 (NonEXEC)	Million Euro	2010/11
37	Non-Executive employees' share in ownership structure in 2010/11 (NonEXEC)	%	2010/11
38	Date of first employee share plan	Year	2010/11
39	Companies having launched new employee share plans in 2010/11	Numbers (all Companies)	2010/11
40	Date of first employee share plan (listed Companies only)	Year	2010/11
41	Average capitalisation held by employee in 2010/11	Euro	2010/11
42	Average capitalisation held by each employee owner in 2010/11	Euro	2010/11
43	Average capitalisation held by each non-executive employee owner in 2010/11	Euro	2010/11
ALL Companies, YEAR 2009/10			
44	Capitalisation: Variation in % from 2008/9 to 2009/10	% variation	2009/10
45	Capitalisation held by employees: Variation in % from 2008/9 to 2009/10	% variation	2009/10
46	Employees numbers: Variation in % from 2008/9 to 2009/10	% variation	2009/10
47	Average capitalisation held by employee: Variation in % from 2008/9 to 2009/10	% variation	2009/10

Table of data on employee ownership in European countries

Data	Description	Unit	Year
48	% Companies having launched new employee share plans in 2009/10	% all Companies	2009/10
49	Capitalisation in May 2010	Million Euro	2009/10
50	% Companies having published employees' share in ownership structure in 2009/10	% all Companies	2009/10
51	% Companies having stock options in 2009/10	% all Companies	2009/10
52	% Companies having broad-based employee share plans in 2009/10	% all Companies	2009/10
53	% Companies having employee ownership in 2009/10	% all Companies	2009/10
54	% Companies having employee share plans in 2009/10	% all Companies	2009/10
55	% Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	% all Companies	2009/10
56	% Companies having EO>6% in ownership structure in 2009/10 ("strategic ownership")	% all Companies	2009/10
57	% Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	% all Companies	2009/10
58	% Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	% all Companies	2009/10
59	Companies having published employees' share in ownership structure in 2009/10	Numbers (all Companies)	2009/10
60	Companies having stock options in 2009/10	Numbers (all Companies)	2009/10
61	Companies having broad-based employee share plans in 2009/10	Numbers (all Companies)	2009/10
62	Companies having employee ownership in 2009/10	Numbers (all Companies)	2009/10
63	Companies having employee share plans in 2009/10	Numbers (all Companies)	2009/10
64	Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	Numbers (all Companies)	2009/10
65	Companies having EO>6% in ownership structure in 2009/10 ("strategic ownership")	Numbers (all Companies)	2009/10
66	Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	Numbers (all Companies)	2009/10
67	Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	Numbers (all Companies)	2009/10
68	Employees numbers in 2009/10	Numbers	2009/10
69	Employee owners numbers in 2009/10	Numbers	2009/10
70	Employee owners in % of employees in 2009/10	%	2009/10
71	Democratization ratio of employee ownership in 2009/10	Numbers	2009/10
72	Wealth concentration ratio of employee ownership in 2009/10	Numbers	2009/10
73	Employees' share in ownership structure in 2009/10 (EO)	%	2009/10
74	Capitalisation held by employees in 2009/10	Million Euro	2009/10
75	Executive employees' share in ownership structure in 2009/10 (EXEC)	%	2009/10
76	Capitalisation held by Executive employees in 2009/10	Million Euro	2009/10
77	Executives share in capitalisation held by employees in 2009/10 (EXEC/EO)	%	2009/10
78	Capitalisation held by non-executive employees in 2009/10 (NonEXEC)	Million Euro	2009/10
79	Non-Executive employees' share in ownership structure in 2009/10 (NonEXEC)	%	2009/10
80	Companies having launched new employee share plans in 2009/10	Numbers (all Companies)	2009/10
81	Average capitalisation held by employee in 2009/10	Euro	2009/10
82	Average capitalisation held by each employee owner in 2009/10	Euro	2009/10
83	Average capitalisation held by each non-executive employee owner in 2009/10	Euro	2009/10
ALL Companies, YEAR 2008/9			
84	Capitalisation: Variation in % from 2007/8 to 2008/9	% variation	2008/9
85	Capitalisation held by employees: Variation in % from 2007/8 to 2008/9	% variation	2008/9
86	Employees numbers: Variation in % from 2007/8 to 2008/9	% variation	2008/9
87	Average capitalisation held by employee: Variation in % from 2007/8 to 2008/9	% variation	2008/9
88	% Companies having launched new employee share plans in 2008/9	% all Companies	2008/9
89	Capitalisation in May 2009	Million Euro	2008/9
90	% Companies having published employees' share in ownership structure in 2008/9	% all Companies	2008/9
91	% Companies having stock options in 2008/9	% all Companies	2008/9
92	% Companies having broad-based employee share plans in 2008/9	% all Companies	2008/9
93	% Companies having employee ownership in 2008/9	% all Companies	2008/9
94	% Companies having employee share plans in 2008/9	% all Companies	2008/9
95	% Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	% all Companies	2008/9

Table of data on employee ownership in European countries

Data	Description	Unit	Year
96	% Companies having EO>6% in ownership structure in 2008/9 ("strategic ownership")	% all Companies	2008/9
97	% Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	% all Companies	2008/9
98	% Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	% all Companies	2008/9
99	Companies having published employees' share in ownership structure in 2008/9	Numbers (all Companies)	2008/9
100	Companies having stock options in 2008/9	Numbers (all Companies)	2008/9
101	Companies having broad-based employee share plans in 2008/9	Numbers (all Companies)	2008/9
102	Companies having employee ownership in 2008/9	Numbers (all Companies)	2008/9
103	Companies having employee share plans in 2008/9	Numbers (all Companies)	2008/9
104	Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	Numbers (all Companies)	2008/9
105	Companies having EO>6% in ownership structure in 2008/9 ("strategic ownership")	Numbers (all Companies)	2008/9
106	Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	Numbers (all Companies)	2008/9
107	Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	Numbers (all Companies)	2008/9
108	Employees numbers in 2008/9	Numbers	2008/9
109	Employee owners numbers in 2008/9	Numbers	2008/9
110	Employee owners in % of employees in 2008/9	%	2008/9
111	Democratization ratio of employee ownership in 2008/9	Numbers	2008/9
112	Wealth concentration ratio of employee ownership in 2008/9	Numbers	2008/9
113	Employees' share in ownership structure in 2008/9 (EO)	%	2008/9
114	Capitalisation held by employees in 2008/9	Million Euro	2008/9
115	Executive employees' share in ownership structure in 2008/9 (EXEC)	%	2008/9
116	Capitalisation held by Executive employees in 2008/9	Million Euro	2008/9
117	Executives share in capitalisation held by employees in 2008/9 (EXEC/EO)	%	2008/9
118	Capitalisation held by non-executive employees in 2008/9 (NonEXEC)	Million Euro	2008/9
119	Non-Executive employees' share in ownership structure in 2008/9 (NonEXEC)	%	2008/9
120	Companies having launched new employee share plans in 2008/9	Numbers (all Companies)	2008/9
121	Average capitalisation held by employee in 2008/9	Euro	2008/9
122	Average capitalisation held by each employee owner in 2008/9	Euro	2008/9
123	Average capitalisation held by each non-executive employee owner in 2008/9	Euro	2008/9
ALL Companies, YEAR 2007/8			
124	Capitalisation: Variation in % from 2006/7 to 2007/8	% variation	2007/8
125	Capitalisation held by employees: Variation in % from 2006/7 to 2007/8	% variation	2007/8
126	Employees numbers: Variation in % from 2006/7 to 2007/8	% variation	2007/8
127	Average capitalisation held by employee: Variation in % from 2006/7 to 2007/8	% variation	2007/8
128	% Companies having launched new employee share plans in 2007/8	% all Companies	2007/8
129	Capitalisation in May 2008	Million Euro	2007/8
130	% Companies having published employees' share in ownership structure in 2007/8	% all Companies	2007/8
131	% Companies having stock options in 2007/8	% all Companies	2007/8
132	% Companies having broad-based employee share plans in 2007/8	% all Companies	2007/8
133	% Companies having employee ownership in 2007/8	% all Companies	2007/8
134	% Companies having employee share plans in 2007/8	% all Companies	2007/8
135	% Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	% all Companies	2007/8
136	% Companies having EO>6% in ownership structure in 2007/8 ("strategic ownership")	% all Companies	2007/8
137	% Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	% all Companies	2007/8
138	% Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	% all Companies	2007/8
139	Companies having published employees' share in ownership structure in 2007/8	Numbers (all Companies)	2007/8
140	Companies having stock options in 2007/8	Numbers (all Companies)	2007/8
141	Companies having broad-based employee share plans in 2007/8	Numbers (all Companies)	2007/8
142	Companies having employee ownership in 2007/8	Numbers (all Companies)	2007/8
143	Companies having employee share plans in 2007/8	Numbers (all Companies)	2007/8

Table of data on employee ownership in European countries

Data	Description	Unit	Year
144	Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	Numbers (all Companies)	2007/8
145	Companies having EO>6% in ownership structure in 2007/8 ("strategic ownership")	Numbers (all Companies)	2007/8
146	Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	Numbers (all Companies)	2007/8
147	Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	Numbers (all Companies)	2007/8
148	Employees numbers in 2007/8	Numbers	2007/8
149	Employee owners numbers in 2007/8	Numbers	2007/8
150	Employee owners in % of employees in 2007/8	%	2007/8
151	Democratization ratio of employee ownership in 2007/8	Numbers	2007/8
152	Wealth concentration ratio of employee ownership in 2007/8	Numbers	2007/8
153	Employees' share in ownership structure in 2007/8 (EO)	%	2007/8
154	Capitalisation held by employees in 2007/8	Million Euro	2007/8
155	Executive employees' share in ownership structure in 2007/8 (EXEC)	%	2007/8
156	Capitalisation held by Executive employees in 2007/8	Million Euro	2007/8
157	Executives share in capitalisation held by employees in 2007/8 (EXEC/EO)	%	2007/8
158	Capitalisation held by non-executive employees in 2007/8 (NonEXEC)	Million Euro	2007/8
159	Non-Executive employees' share in ownership structure in 2007/8 (NonEXEC)	%	2007/8
160	Companies having launched new employee share plans in 2007/8	Numbers (all Companies)	2007/8
161	Average capitalisation held by employee in 2007/8	Euro	2007/8
162	Average capitalisation held by each employee owner in 2007/8	Euro	2007/8
163	Average capitalisation held by each non-executive employee owner in 2007/8	Euro	2007/8
ALL Companies, YEAR 2006/7			
164	Capitalisation: Variation in % from 2005/6 to 2006/7	% variation	2006/7
165	Capitalisation held by employees: Variation in % from 2005/6 to 2006/7	% variation	2006/7
166	Employees numbers: Variation in % from 2005/6 to 2006/7	% variation	2006/7
167	Average capitalisation held by employee: Variation in % from 2005/6 to 2006/7	% variation	2006/7
168	% Companies having launched new employee share plans in 2006/7	% all Companies	2006/7
169	Capitalisation in May 2007	Million Euro	2006/7
170	% Companies having published employees' share in ownership structure in 2006/7	% all Companies	2006/7
171	% Companies having stock options in 2006/7	% all Companies	2006/7
172	% Companies having broad-based employee share plans in 2006/7	% all Companies	2006/7
173	% Companies having employee ownership in 2006/7	% all Companies	2006/7
174	% Companies having employee share plans in 2006/7	% all Companies	2006/7
175	% Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	% all Companies	2006/7
176	% Companies having EO>6% in ownership structure in 2006/7 ("strategic ownership")	% all Companies	2006/7
177	% Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	% all Companies	2006/7
178	% Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	% all Companies	2006/7
179	Companies having published employees' share in ownership structure in 2006/7	Numbers (all Companies)	2006/7
180	Companies having stock options in 2006/7	Numbers (all Companies)	2006/7
181	Companies having broad-based employee share plans in 2006/7	Numbers (all Companies)	2006/7
182	Companies having employee ownership in 2006/7	Numbers (all Companies)	2006/7
183	Companies having employee share plans in 2006/7	Numbers (all Companies)	2006/7
184	Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	Numbers (all Companies)	2006/7
185	Companies having EO>6% in ownership structure in 2006/7 ("strategic ownership")	Numbers (all Companies)	2006/7
186	Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	Numbers (all Companies)	2006/7
187	Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	Numbers (all Companies)	2006/7
188	Employees numbers in 2006/7	Numbers	2006/7
189	Employee owners numbers in 2006/7	Numbers	2006/7
190	Employee owners in % of employees in 2006/7	%	2006/7
191	Democratization ratio of employee ownership in 2006/7	Numbers	2006/7

Table of data on employee ownership in European countries

Data	Description	Unit	Year
192	Wealth concentration ratio of employee ownership in 2006/7	Numbers	2006/7
193	Employees' share in ownership structure in 2006/7 (EO)	%	2006/7
194	Capitalisation held by employees in 2006/7	Million Euro	2006/7
195	Executive employees' share in ownership structure in 2006/7 (EXEC)	%	2006/7
196	Capitalisation held by Executive employees in 2006/7	Million Euro	2006/7
197	Executives share in capitalisation held by employees in 2006/7 (EXEC/EO)	%	2006/7
198	Capitalisation held by non-executive employees in 2006/7 (NonEXEC)	Million Euro	2006/7
199	Non-Executive employees' share in ownership structure in 2006/7 (NonEXEC)	%	2006/7
200	Companies having launched new employee share plans in 2006/7	Numbers (all Companies)	2006/7
201	Average capitalisation held by employee in 2006/7	Euro	2006/7
202	Average capitalisation held by each employee owner in 2006/7	Euro	2006/7
203	Average capitalisation held by each non-executive employee owner in 2006/7	Euro	2006/7
ALL Companies, YEAR 2005/6			
204	Capitalisation in May 2006	Million Euro	2005/6
205	% Companies having published employees' share in ownership structure in 2005/6	% all Companies	2005/6
206	% Companies having stock options in 2005/6	% all Companies	2005/6
207	% Companies having broad-based employee share plans in 2005/6	% all Companies	2005/6
208	% Companies having employee ownership in 2005/6	% all Companies	2005/6
209	% Companies having employee share plans in 2005/6	% all Companies	2005/6
210	% Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	% all Companies	2005/6
211	% Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	% all Companies	2005/6
212	% Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	% all Companies	2005/6
213	% Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	% all Companies	2005/6
214	Companies having published employees' share in ownership structure in 2005/6	Numbers (all Companies)	2005/6
215	Companies having stock options in 2005/6	Numbers (all Companies)	2005/6
216	Companies having broad-based employee share plans in 2005/6	Numbers (all Companies)	2005/6
217	Companies having employee ownership in 2005/6	Numbers (all Companies)	2005/6
218	Companies having employee share plans in 2005/6	Numbers (all Companies)	2005/6
219	Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	Numbers (all Companies)	2005/6
220	Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	Numbers (all Companies)	2005/6
221	Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	Numbers (all Companies)	2005/6
222	Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	Numbers (all Companies)	2005/6
223	Employees numbers in 2005/6	Numbers	2005/6
224	Employees' share in ownership structure in 2005/6 (EO)	%	2005/6
225	Capitalisation held by employees in 2005/6	Million Euro	2005/6
226	Average capitalisation held by each employee in 2005/6	Euro	2005/6
LISTED Companies ONLY, YEAR 2010/11			
227	Employee owners in listed Companies having employee share plans in 2010/11	Numbers (listed Companies)	2010/11
228	Employees in listed Companies having employee share plans in 2010/11	Numbers (listed Companies)	2010/11
229	Employee owners in % of all employees in listed Companies having employee share plans in 2010/11	%	2010/11
230	Listed Companies	Numbers	2010/11
231	Listed Companies having published employees' share in ownership structure in 2010/11	Numbers (listed Companies)	2010/11
232	Listed Companies having stock options in 2010/11	Numbers (listed Companies)	2010/11
233	Listed Companies having broad-based employee share plans in 2010/11	Numbers (listed Companies)	2010/11
234	Listed Companies having employee ownership in 2010/11	Numbers (listed Companies)	2010/11
235	Listed Companies having employee share plans in 2010/11	Numbers (listed Companies)	2010/11
236	Listed Companies having EO>1% in ownership structure in 2010/11 ("significant" ownership)	Numbers (listed Companies)	2010/11
237	Listed Companies having EO>6% in ownership structure in 2010/11 ("strategic" ownership)	Numbers (listed Companies)	2010/11
238	Listed Companies having EO>20% in ownership structure in 2010/11 ("determining" ownership)	Numbers (listed Companies)	2010/11

Table of data on employee ownership in European countries

Data	Description	Unit	Year
239	Listed Companies having EO>50% in ownership structure in 2010/11 ("controlling" ownership)	Numbers (listed Companies)	2010/11
240	% Listed Companies having published employees' share in ownership structure in 2010/11	% listed Companies	2010/11
241	% Listed Companies having stock options in 2010/11	% listed Companies	2010/11
242	% Listed Companies having broad-based employee share plans in 2010/11	% listed Companies	2010/11
243	% Listed Companies having employee ownership in 2010/11	% listed Companies	2010/11
244	% Listed Companies having employee share plans in 2010/11	% listed Companies	2010/11
245	% Listed Companies having EO>1% in ownership structure in 2010/11 ("significant" ownership)	% listed Companies	2010/11
246	% Listed Companies having EO>6% in ownership structure in 2010/11 ("strategic" ownership)	% listed Companies	2010/11
247	% Listed Companies having EO>20% in ownership structure in 2010/11 ("determining" ownership)	% listed Companies	2010/11
248	% Listed Companies having EO>50% in ownership structure in 2010/11 ("controlling" ownership)	% listed Companies	2010/11
LISTED Companies ONLY, YEAR 2009/10			
249	Employee owners in listed Companies having employee share plans in 2009/10	Numbers (listed Companies)	2009/10
250	Employees in listed Companies having employee share plans in 2009/10	Numbers (listed Companies)	2009/10
251	Employee owners in % of all employees in listed Companies having employee share plans in 2009/10	%	2009/10
252	Listed Companies having published employees' share in ownership structure in 2009/10	Numbers (listed Companies)	2009/10
253	Listed Companies having stock options in 2009/10	Numbers (listed Companies)	2009/10
254	Listed Companies having broad-based employee share plans in 2009/10	Numbers (listed Companies)	2009/10
255	Listed Companies having employee ownership in 2009/10	Numbers (listed Companies)	2009/10
256	Listed Companies having employee share plans in 2009/10	Numbers (listed Companies)	2009/10
257	Listed Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	Numbers (listed Companies)	2009/10
258	Listed Companies having EO>6% in ownership structure in 2009/10 ("strategic" ownership)	Numbers (listed Companies)	2009/10
259	Listed Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	Numbers (listed Companies)	2009/10
260	Listed Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	Numbers (listed Companies)	2009/10
261	% Listed Companies having published employees' share in ownership structure in 2009/10	% listed Companies	2009/10
262	% Listed Companies having stock options in 2009/10	% listed Companies	2009/10
263	% Listed Companies having broad-based employee share plans in 2009/10	% listed Companies	2009/10
264	% Listed Companies having employee ownership in 2009/10	% listed Companies	2009/10
265	% Listed Companies having employee share plans in 2009/10	% listed Companies	2009/10
266	% Listed Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	% listed Companies	2009/10
267	% Listed Companies having EO>6% in ownership structure in 2009/10 ("strategic" ownership)	% listed Companies	2009/10
268	% Listed Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	% listed Companies	2009/10
269	% Listed Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	% listed Companies	2009/10
LISTED Companies ONLY, YEAR 2008/9			
270	Employee owners in listed Companies having employee share plans in 2008/9	Numbers (listed Companies)	2008/9
271	Employees in listed Companies having employee share plans in 2008/9	Numbers (listed Companies)	2008/9
272	Employee owners in % of all employees in listed Companies having employee share plans in 2008/9	%	2008/9
273	Listed Companies having published employees' share in ownership structure in 2008/9	Numbers (listed Companies)	2008/9
274	Listed Companies having stock options in 2008/9	Numbers (listed Companies)	2008/9
275	Listed Companies having broad-based employee share plans in 2008/9	Numbers (listed Companies)	2008/9
276	Listed Companies having employee ownership in 2008/9	Numbers (listed Companies)	2008/9
277	Listed Companies having employee share plans in 2008/9	Numbers (listed Companies)	2008/9
278	Listed Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	Numbers (listed Companies)	2008/9
279	Listed Companies having EO>6% in ownership structure in 2008/9 ("strategic" ownership)	Numbers (listed Companies)	2008/9
280	Listed Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	Numbers (listed Companies)	2008/9
281	Listed Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	Numbers (listed Companies)	2008/9
282	% Listed Companies having published employees' share in ownership structure in 2008/9	% listed Companies	2008/9
283	% Listed Companies having stock options in 2008/9	% listed Companies	2008/9
284	% Listed Companies having broad-based employee share plans in 2008/9	% listed Companies	2008/9
285	% Listed Companies having employee ownership in 2008/9	% listed Companies	2008/9

Table of data on employee ownership in European countries

Data	Description	Unit	Year
286	% Listed Companies having employee share plans in 2008/9	% listed Companies	2008/9
287	% Listed Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	% listed Companies	2008/9
288	% Listed Companies having EO>6% in ownership structure in 2008/9 ("strategic" ownership)	% listed Companies	2008/9
289	% Listed Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	% listed Companies	2008/9
290	% Listed Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	% listed Companies	2008/9
LISTED Companies ONLY, YEAR 2007/8			
291	Employee owners in listed Companies having employee share plans in 2007/8	Numbers (listed Companies)	2007/8
292	Employees in listed Companies having employee share plans in 2007/8	Numbers (listed Companies)	2007/8
293	Employee owners in % of all employees in listed Companies having employee share plans in 2007/8	%	2007/8
294	Listed Companies having published employees' share in ownership structure in 2007/8	Numbers (listed Companies)	2007/8
295	Listed Companies having stock options in 2007/8	Numbers (listed Companies)	2007/8
296	Listed Companies having broad-based employee share plans in 2007/8	Numbers (listed Companies)	2007/8
297	Listed Companies having employee ownership in 2007/8	Numbers (listed Companies)	2007/8
298	Listed Companies having employee share plans in 2007/8	Numbers (listed Companies)	2007/8
299	Listed Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	Numbers (listed Companies)	2007/8
300	Listed Companies having EO>6% in ownership structure in 2007/8 ("strategic" ownership)	Numbers (listed Companies)	2007/8
301	Listed Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	Numbers (listed Companies)	2007/8
302	Listed Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	Numbers (listed Companies)	2007/8
303	% Listed Companies having published employees' share in ownership structure in 2007/8	% listed Companies	2007/8
304	% Listed Companies having stock options in 2007/8	% listed Companies	2007/8
305	% Listed Companies having broad-based employee share plans in 2007/8	% listed Companies	2007/8
306	% Listed Companies having employee ownership in 2007/8	% listed Companies	2007/8
307	% Listed Companies having employee share plans in 2007/8	% listed Companies	2007/8
308	% Listed Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	% listed Companies	2007/8
309	% Listed Companies having EO>6% in ownership structure in 2007/8 ("strategic" ownership)	% listed Companies	2007/8
310	% Listed Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	% listed Companies	2007/8
311	% Listed Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	% listed Companies	2007/8
LISTED Companies ONLY, YEAR 2006/7			
312	Employee owners in listed Companies having employee share plans in 2006/7	Numbers (listed Companies)	2006/7
313	Employees in listed Companies having employee share plans in 2006/7	Numbers (listed Companies)	2006/7
314	Employee owners in % of all employees in listed Companies having employee share plans in 2006/7	%	2006/7
315	Listed Companies having published employees' share in ownership structure in 2006/7	Numbers (listed Companies)	2006/7
316	Listed Companies having stock options in 2006/7	Numbers (listed Companies)	2006/7
317	Listed Companies having broad-based employee share plans in 2006/7	Numbers (listed Companies)	2006/7
318	Listed Companies having employee ownership in 2006/7	Numbers (listed Companies)	2006/7
319	Listed Companies having employee share plans in 2006/7	Numbers (listed Companies)	2006/7
320	Listed Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	Numbers (listed Companies)	2006/7
321	Listed Companies having EO>6% in ownership structure in 2006/7 ("strategic" ownership)	Numbers (listed Companies)	2006/7
322	Listed Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	Numbers (listed Companies)	2006/7
323	Listed Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	Numbers (listed Companies)	2006/7
324	% Listed Companies having published employees' share in ownership structure in 2006/7	% listed Companies	2006/7
325	% Listed Companies having stock options in 2006/7	% listed Companies	2006/7
326	% Listed Companies having broad-based employee share plans in 2006/7	% listed Companies	2006/7
327	% Listed Companies having employee ownership in 2006/7	% listed Companies	2006/7
328	% Listed Companies having employee share plans in 2006/7	% listed Companies	2006/7
329	% Listed Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	% listed Companies	2006/7
330	% Listed Companies having EO>6% in ownership structure in 2006/7 ("strategic" ownership)	% listed Companies	2006/7
331	% Listed Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	% listed Companies	2006/7
332	% Listed Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	% listed Companies	2006/7

Table of data on employee ownership in European countries

Data	Description	Unit	Year
LISTED Companies ONLY, YEAR 2005/6			
333	Listed Companies having published employees' share in ownership structure in 2005/6	Numbers (listed Companies)	2005/6
334	Listed Companies having stock options in 2005/6	Numbers (listed Companies)	2005/6
335	Listed Companies having broad-based employee share plans in 2005/6	Numbers (listed Companies)	2005/6
336	Listed Companies having employee ownership in 2005/6	Numbers (listed Companies)	2005/6
337	Listed Companies having employee share plans in 2005/6	Numbers (listed Companies)	2005/6
338	Listed Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	Numbers (listed Companies)	2005/6
339	Listed Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	Numbers (listed Companies)	2005/6
340	Listed Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	Numbers (listed Companies)	2005/6
341	Listed Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	Numbers (listed Companies)	2005/6
342	% Listed Companies having published employees' share in ownership structure in 2005/6	% listed Companies	2005/6
343	% Listed Companies having stock options in 2005/6	% listed Companies	2005/6
344	% Listed Companies having broad-based employee share plans in 2005/6	% listed Companies	2005/6
345	% Listed Companies having employee ownership in 2005/6	% listed Companies	2005/6
346	% Listed Companies having employee share plans in 2005/6	% listed Companies	2005/6
347	% Listed Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	% listed Companies	2005/6
348	% Listed Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	% listed Companies	2005/6
349	% Listed Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	% listed Companies	2005/6
350	% Listed Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	% listed Companies	2005/6
NON-LISTED Companies			
351	Non-listed Companies in 2010/11	Numbers	2010/11
352	Non-listed Companies in 2009/10	Numbers	2009/10
353	Non-listed Companies in 2008/9	Numbers	2008/9
354	Non-listed Companies in 2007/8	Numbers	2007/8
355	Non-listed Companies in 2006/7	Numbers	2006/7

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	1 2010/11 Groups Numbers 2010/11	2 2010/11 Capitalisation % variation 2009/10 to 2010/11	3 2010/11 EO held cap % variation 2009/10 to 2010/11	4 2010/11 Employees numbers % variation 2009/10 to 2010/11	5 2010/11 Cap held by employee % variation 2009/10 to 2010/11	6 2010/11 % Groups having new share plans in 2010/11	7 2010/11 Capitalisation millions € May 2011	8 2010/11 % Groups having %EO published 2010/11	9 2010/11 % Groups having Stock Options 2010/11	10 2010/11 % Groups having Broad based plans 2010/11
AT	44	19,4	9,2	0,0	9,2	13,6	82.842 €	13,6	31,8	38,6
BE	53	11,8	3,2	-0,3	3,5	47,2	172.755 €	7,5	83,0	32,1
BG	9	29,7	14,2	4,7	9,0	0,0	1.409 €	0,0	0,0	22,2
CH	157	21,0	30,2	2,1	27,5	36,3	890.437 €	8,3	59,2	38,9
CY	5	-17,6	-56,9	-3,2	-55,5	0,0	3.396 €	40,0	80,0	60,0
CZ	32	-49,7	-27,5	-4,5	-24,1	3,1	17.197 €	0,0	9,4	84,4
DA	78	15,2	61,3	-1,7	64,0	38,5	144.473 €	9,0	73,1	56,4
DE	219	20,5	18,0	2,1	15,5	25,6	1.025.801 €	4,6	59,8	38,4
EE	6	10,3	288,8	-4,0	ns	0,0	1.336 €	0,0	33,3	0,0
ES	162	17,1	9,3	2,9	6,2	10,5	506.712 €	2,5	21,6	44,4
FI	67	12,1	-1,3	0,7	-2,0	49,3	148.956 €	1,5	79,1	37,3
FR	340	15,4	19,4	2,6	16,3	43,8	1.328.923 €	75,3	63,8	86,2
GR	65	-15,7	3,9	-5,2	9,6	12,3	43.446 €	0,0	47,7	16,9
HU	21	5,9	-0,6	-2,8	2,3	14,3	22.505 €	28,6	23,8	66,7
IE	34	4,8	-2,4	-1,3	-1,2	20,6	48.609 €	8,8	97,1	61,8
IT	189	8,9	7,9	-0,5	8,5	19,6	429.923 €	6,3	54,5	26,5
LT	12	-5,0	160,5	-5,2	ns	0,0	2.770 €	0,0	0,0	0,0
LU	10	18,8	11,7	24,3	-10,2	10,0	41.547 €	0,0	80,0	0,0
LV	3	19,2	3,4	-25,5	38,8	0,0	646 €	0,0	0,0	33,3
MT	5	-8,8	3,1	-3,6	7,0	0,0	2.180 €	0,0	40,0	60,0
NL	78	15,1	10,2	-3,6	14,3	44,9	344.794 €	11,5	83,3	37,2
NO	95	19,2	14,0	-2,5	17,0	42,1	209.380 €	5,3	62,1	52,6
PL	89	-21,0	-12,6	1,8	-14,1	19,1	80.144 €	5,6	40,4	13,5
PT	32	12,5	-36,4	2,4	-37,9	12,5	65.260 €	0,0	43,8	21,9
RO	9	33,6	84,7	-7,4	ns	22,2	10.898 €	0,0	11,1	22,2
SK	9	10,8	15,0	3,1	0,0	0,0	2.683 €	0,0	0,0	33,3
SL	22	-22,6	-33,1	-2,4	ns	0,0	5.359 €	18,2	9,1	50,0
SV	128	27,6	33,2	3,0	29,3	36,7	396.327 €	3,9	78,1	44,5
UK	532	15,1	18,7	0,7	17,8	32,1	2.160.848 €	5,6	92,5	79,3
TOTAL 29 COUNTRIES	2.505	15,5	17,8	1,2	16,4	29,8	8.191.559 €	15,2	64,0	53,4
12 NMS - PL	133	-17,4	-14,9	-3,6	-11,7	4,5	70.379 €	9,0	14,3	49,6

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	11 2010/11 % Groups having EOwnership 2010/11	12 2010/11 % Groups having E Share Plans 2010/11	13 2010/11 % Groups having %EO>1% 2010/11	14 2010/11 % Groups having %EO>6% 2010/11	15 2010/11 % Groups having %EO>20% 2010/11	16 2010/11 % Groups having %EO>50% 2010/11	17 2010/11 Groups having %EO published 2010/11	18 2010/11 Groups having Stock Options 2010/11	19 2010/11 Groups having Broad based plans 2010/11	20 2010/11 Groups having EOwnership 2010/11
AT	75,0	56,8	47,7	29,5	15,9	6,8	6	14	17	33
BE	81,1	90,6	39,6	17,0	9,4	5,7	4	44	17	43
BG	77,8	22,2	22,2	22,2	22,2	22,2	0	0	2	7
CH	98,1	85,4	47,8	19,1	5,7	1,9	13	93	61	154
CY	100,0	80,0	80,0	40,0	40,0	40,0	2	4	3	5
CZ	93,8	93,8	81,3	81,3	81,3	81,3	0	3	27	30
DA	96,2	88,5	38,5	7,7	6,4	1,3	7	57	44	75
DE	83,6	75,8	39,3	18,7	12,3	5,9	10	131	84	183
EE	66,7	33,3	33,3	16,7	0,0	0,0	0	2	0	4
ES	93,8	67,3	56,2	50,0	45,1	41,4	4	35	72	152
FI	98,5	97,0	46,3	7,5	4,5	0,0	1	53	25	66
FR	95,3	96,5	77,4	47,4	40,0	30,0	256	217	293	324
GR	64,6	53,8	38,5	32,3	18,5	4,6	0	31	11	42
HU	85,7	85,7	57,1	47,6	42,9	42,9	6	5	14	18
IE	100,0	97,1	55,9	17,6	5,9	0,0	3	33	21	34
IT	93,7	75,7	49,2	37,6	32,3	27,0	12	103	50	177
LT	66,7	8,3	16,7	16,7	8,3	0,0	0	0	0	8
LU	70,0	90,0	30,0	20,0	10,0	10,0	0	8	0	7
LV	33,3	33,3	0,0	0,0	0,0	0,0	0	0	1	1
MT	80,0	80,0	40,0	0,0	0,0	0,0	0	2	3	4
NL	96,2	96,2	47,4	15,4	9,0	3,8	9	65	29	75
NO	94,7	82,1	29,5	10,5	8,4	2,1	5	59	50	90
PL	78,7	57,3	39,3	25,8	13,5	4,5	5	36	12	70
PT	90,6	46,9	21,9	9,4	9,4	0,0	0	14	7	29
RO	44,4	33,3	0,0	0,0	0,0	0,0	0	1	2	4
SK	33,3	44,4	33,3	33,3	33,3	33,3	0	0	3	3
SL	81,8	63,6	50,0	36,4	27,3	22,7	4	2	11	18
SV	96,9	87,5	38,3	10,2	4,7	2,3	5	100	57	124
UK	99,8	99,2	63,7	23,9	14,7	8,8	30	492	422	531
TOTAL 29 COUNTRIES	92,3	84,1	52,6	27,5	20,1	14,1	382	1.604	1.338	2.311
12 NMS - PL	76,7	62,4	48,1	40,6	36,8	35,3	12	19	66	102

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	21 2010/11 Groups having E Share Plans 2010/11	22 2010/11 Groups having %EO>1% 2010/11	23 2010/11 Groups having %EO>6% 2010/11	24 2010/11 Groups having %EO>20% 2010/11	25 2010/11 Groups having %EO>50% 2010/11	26 2010/11 Employees numbers 2010/11	27 2010/11 Employee owners numbers 2010/11	28 2010/11 Employee owners in % of employees 2010/11	29 2010/11 Democratization of EO Ratio 2010/11	30 2010/11 Health concentration of Ratio 2010/11
AT	25	21	13	7	3	494.894	104.219	21,1	0,70	1,43
BE	48	21	9	5	3	580.843	85.134	14,7	0,49	2,05
BG	2	2	2	2	2	17.565	288	0,0	0,00	ns
CH	134	75	30	9	3	1.599.539	362.920	22,7	0,75	1,33
CY	4	4	2	2	2	31.162	4.578	14,7	0,49	2,05
CZ	30	26	26	26	26	74.208	6.092	8,2	0,27	3,67
DA	69	30	6	5	1	421.175	77.771	18,5	0,61	1,63
DE	166	86	41	27	13	5.157.337	1.018.482	19,7	0,66	1,52
EE	2	2	1	0	0	13.593	33	0,0	0,00	ns
ES	109	91	81	73	67	1.846.933	215.881	11,7	0,39	2,58
FI	65	31	5	3	0	580.202	140.285	24,2	0,80	1,24
FR	328	263	161	136	102	7.325.042	3.771.370	51,5	1,71	0,58
GR	35	25	21	12	3	326.779	43.684	13,4	0,44	2,25
HU	18	12	10	9	9	99.963	9.957	10,0	0,33	3,02
IE	33	19	6	2	0	270.838	51.154	18,9	0,63	1,59
IT	143	93	71	61	51	1.719.669	193.054	11,2	0,37	2,68
LT	1	2	2	1	0	17.384	24	0,0	0,00	ns
LU	9	3	2	1	1	59.234	442	0,7	0,02	40,30
LV	1	0	0	0	0	2.957	220	7,4	0,25	4,05
MT	4	2	0	0	0	6.080	2.285	37,6	1,25	0,80
NL	75	37	12	7	3	1.707.158	355.543	20,8	0,69	1,45
NO	78	28	10	8	2	420.743	75.182	17,9	0,59	1,68
PL	51	35	23	12	4	494.998	88.779	17,9	0,60	1,68
PT	15	7	3	3	0	286.580	23.100	8,1	0,27	3,73
RO	3	0	0	0	0	59.642	70.398	0,0	0,00	ns
SK	4	3	3	3	3	13.099	360	2,7	0,09	10,96
SL	14	11	8	6	5	79.305	7.190	9,1	0,30	3,32
SV	112	49	13	6	3	1.336.367	559.313	41,9	1,39	0,72
UK	528	339	127	78	47	7.758.824	2.605.284	33,6	1,12	0,90
TOTAL 29 COUNTRIES	2.106	1.317	688	504	353	32.802.111	9.873.022	30,1	1,00	1,00
12 NMS - PL	83	64	54	49	47	414.958	101.424	24,4	0,81	1,23

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	31 2010/11 % capitalisation held by employees 2010/11	32 2010/11 capitalisation held by E millions € 2010/11	33 2010/11 % capitalisation held by EXECcutives 2010/11	34 2010/11 capitalisation held by EX millions € 2010/11	35 2010/11 % EXEC share in EOwnership 2010/11	36 2010/11 capitalisation held by Non millions € 2010/11	37 2010/11 % capitalisation held by NonEXEC 2010/11	38 2010/11 First E Share Plan (all groups) Year	39 2010/11 Groups having new share plans in 2010/11	40 2010/11 First E Share Plan (listed groups) Year
AT	4,11	3.408 €	1,86	1.545 €	45,3	1.864 €	2,25	2.002	6	2.002
BE	1,96	3.386 €	0,94	1.625 €	48,0	1.762 €	1,02	1.999	25	1.999
BG	0,37	5 €	0,15	2 €	41,3	3 €	0,22	1.948	0	no
CH	3,57	31.750 €	1,18	10.490 €	33,0	21.260 €	2,39	2.001	57	2.001
CY	3,20	109 €	2,12	72 €	66,3	37 €	1,08	2.000	0	2.000
CZ	0,31	53 €	0,04	7 €	14,1	46 €	0,26	1.959	1	2.004
DA	1,25	1.809 €	0,26	382 €	21,1	1.428 €	0,99	2.001	30	2.002
DE	1,93	19.785 €	0,91	9.354 €	47,3	10.431 €	1,02	1.999	56	2.000
EE	1,02	14 €	1,00	13 €	98,2	0 €	0,02	2.007	0	2.007
ES	2,82	14.279 €	1,64	8.291 €	58,1	5.989 €	1,18	1.992	17	2.004
FI	1,35	2.012 €	0,49	726 €	36,1	1.286 €	0,86	2.001	33	2.001
FR	5,04	66.918 €	1,26	16.753 €	25,0	50.165 €	3,77	1.990	149	1.996
GR	3,47	1.509 €	2,91	1.264 €	83,8	245 €	0,56	2.003	8	2.003
HU	1,70	383 €	0,56	126 €	33,0	256 €	1,14	1.996	3	1.999
IE	2,24	1.087 €	1,09	532 €	48,9	555 €	1,14	1.995	7	1.995
IT	2,87	12.338 €	2,00	8.579 €	69,5	3.758 €	0,87	1.989	37	2.003
LT	2,95	82 €	2,95	82 €	100,0	0 €	0,00	2.007	0	2.007
LU	0,49	203 €	0,45	188 €	92,7	15 €	0,04	2.004	1	2.004
LV	0,02	0 €	0,00	0 €	0,0	0 €	0,02	2.002	0	2.002
MT	1,07	23 €	0,09	2 €	8,8	21 €	0,98	1.998	0	1.998
NL	1,72	5.920 €	0,62	2.147 €	36,3	3.773 €	1,09	1.998	35	1.998
NO	1,56	3.265 €	0,80	1.674 €	51,3	1.591 €	0,76	2.002	40	2.002
PL	3,14	2.513 €	1,00	802 €	31,9	1.711 €	2,13	2.003	17	2.006
PT	0,31	203 €	0,21	135 €	66,6	68 €	0,10	2.002	4	2.002
RO	0,03	3 €	0,01	1 €	51,6	1 €	0,01	2.009	2	2.009
SK	0,95	25 €	0,00	0 €	0,0	25 €	0,95	1.963	0	2.002
SL	1,32	70 €	0,06	3 €	4,5	67 €	1,26	1.995	0	1.996
SV	1,78	7.057 €	0,87	3.465 €	49,1	3.592 €	0,91	2.000	47	2.000
UK	2,49	53.749 €	1,21	26.168 €	48,7	27.582 €	1,28	1.995	171	1.996
TOTAL 29 COUNTRIES	2,83	231.958 €	1,15	94.430 €	40,7	137.529 €	1,68	1.996	746	1.999
12 NMS - PL	1,09	767 €	0,44	310 €	40,4	457 €	0,65	1.981	6	2.001

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	41 2010/11 Capitalisation by employee in € 2010/11	42 2010/11 Capitalisation by employee owner 2010/11	43 2010/11 Capitalisation held by Non- by employee owner 2010/11	44 2009/10 Capitalisation % variation 2008/9 to 2009/10	45 2009/10 EO held cap % variation 2008/9 to 2009/10	46 2009/10 Employees numbers % variation 2008/9 to 2009/10	47 2009/10 Cap held by employee % variation 2008/9 to 2009/10	48 2009/10 % Groups having new share plans in 2009/10	49 2009/10 Capitalisation millions € May 2010	50 2009/10 % Groups having %EO published 2009/10
AT	6.887 €	32.705 €	17.882 €	23,4	31,8	-4,6	38,2	20,5	69.379 €	18,2
BE	5.830 €	39.777 €	20.693 €	34,5	27,6	-5,9	35,7	39,6	154.473 €	13,2
BG	300 €	18.301 €	10.740 €	-8,7	3,3	7,9	-4,3	0,0	1.087 €	0,0
CH	19.850 €	87.485 €	58.579 €	28,8	46,3	-2,8	50,4	32,5	735.964 €	7,6
CY	3.487 €	23.734 €	7.999 €	-15,3	-12,8	-6,7	-6,5	20,0	4.121 €	40,0
CZ	715 €	8.706 €	7.480 €	13,9	10,9	4,5	6,1	0,0	34.219 €	0,0
DA	4.295 €	23.262 €	18.356 €	37,8	34,0	-5,5	41,9	30,8	125.364 €	9,0
DE	3.836 €	19.426 €	10.242 €	23,1	17,1	-1,8	19,2	23,7	851.274 €	5,9
EE	998 €	ns	7.383 €	83,6	9,4	-13,1	ns	16,7	1.212 €	0,0
ES	7.731 €	66.144 €	27.740 €	-2,7	-5,1	0,8	-5,8	8,6	432.862 €	3,7
FI	3.467 €	14.340 €	9.168 €	8,8	-10,8	-8,5	-2,6	49,3	132.933 €	1,5
FR	9.136 €	17.744 €	13.301 €	14,6	11,7	-1,3	13,2	42,1	1.151.417 €	78,2
GR	4.618 €	34.541 €	5.609 €	-20,4	-21,4	2,1	-23,0	18,5	51.512 €	0,0
HU	3.828 €	38.428 €	25.736 €	49,9	31,6	19,5	10,1	9,5	21.258 €	38,1
IE	4.013 €	21.247 €	10.851 €	38,9	17,9	-8,2	28,4	17,6	46.363 €	8,8
IT	7.175 €	63.908 €	19.469 €	10,8	19,2	-1,4	20,9	13,8	394.828 €	6,9
LT	4.704 €	ns	8 €	80,0	82,1	-5,3	ns	0,0	2.914 €	0,0
LU	3.426 €	ns	33.280 €	54,1	26,1	-5,0	32,7	30,0	34.958 €	0,0
LV	40 €	535 €	535 €	13,3	-16,8	-13,0	-4,3	0,0	542 €	0,0
MT	3.841 €	10.220 €	9.321 €	29,7	69,4	-8,9	86,0	0,0	2.389 €	0,0
NL	3.468 €	16.650 €	10.611 €	39,3	44,6	-7,0	55,5	39,7	299.671 €	11,5
NO	7.760 €	43.429 €	21.157 €	38,1	63,7	2,7	59,3	45,3	175.712 €	5,3
PL	5.077 €	28.310 €	19.272 €	55,6	22,9	-1,6	24,9	15,7	101.458 €	3,4
PT	708 €	8.783 €	2.933 €	-1,3	-11,9	1,1	-12,8	9,4	57.984 €	3,1
RO	47 €	40 €	19 €	45,4	65,8	-6,3	76,9	0,0	8.160 €	0,0
SK	1.942 €	70.754 €	0 €	27,5	0,0	-5,7	0,0	0,0	2.422 €	0,0
SL	889 €	9.805 €	9.369 €	-9,0	-64,4	-2,4	-63,5	0,0	6.924 €	22,7
SV	5.281 €	12.617 €	6.422 €	51,4	73,3	-4,4	81,3	33,6	310.715 €	4,7
UK	6.928 €	20.631 €	10.587 €	30,5	20,3	-1,8	22,5	35,5	1.877.096 €	5,8
TOTAL 29 COUNTRIES	7.071 €	23.494 €	13.930 €	23,2	19,1	-2,2	21,7	28,8	7.089.212 €	16,2
12 NMS - PL	1.849 €	7.564 €	4.509 €	21,8	-10,3	1,8	-11,9	3,0	85.249 €	11,3

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	51 2009/10 % Groups having Stock Options 2009/10	52 2009/10 % Groups having Broad based plans 2009/10	53 2009/10 % Groups having EOwnership 2009/10	54 2009/10 % Groups having E Share Plans 2009/10	55 2009/10 % Groups having %EO>1% 2009/10	56 2009/10 % Groups having %EO>6% 2009/10	57 2009/10 % Groups having %EO>20% 2009/10	58 2009/10 % Groups having %EO>50% 2009/10	59 2009/10 Groups having %EO published 2009/10	60 2009/10 Groups having Stock Options 2009/10
AT	31,8	38,6	75,0	56,8	47,7	29,5	15,9	9,1	8	14
BE	83,0	32,1	79,2	90,6	34,0	13,2	5,7	1,9	7	44
BG	0,0	22,2	77,8	22,2	22,2	22,2	22,2	22,2	0	0
CH	59,2	38,9	97,5	83,4	47,1	18,5	6,4	1,9	12	93
CY	80,0	60,0	100,0	80,0	100,0	40,0	40,0	40,0	2	4
CZ	9,4	84,4	93,8	93,8	81,3	81,3	81,3	81,3	0	3
DA	73,1	55,1	96,2	88,5	35,9	6,4	5,1	1,3	7	57
DE	59,4	38,4	82,6	74,9	42,5	17,8	11,9	5,0	13	130
EE	33,3	0,0	66,7	33,3	16,7	0,0	0,0	0,0	0	2
ES	21,6	44,4	93,8	67,3	52,5	47,5	43,8	40,1	6	35
FI	79,1	35,8	98,5	97,0	47,8	10,4	4,5	0,0	1	53
FR	63,5	85,6	94,7	95,9	76,5	47,6	40,3	30,9	266	216
GR	47,7	16,9	64,6	53,8	30,8	26,2	15,4	3,1	0	31
HU	23,8	66,7	85,7	85,7	61,9	47,6	42,9	42,9	8	5
IE	97,1	61,8	100,0	97,1	50,0	20,6	5,9	0,0	3	33
IT	53,4	25,4	93,7	74,1	50,8	39,2	33,9	27,5	13	101
LT	0,0	0,0	66,7	8,3	8,3	8,3	0,0	0,0	0	0
LU	70,0	0,0	70,0	80,0	20,0	10,0	0,0	0,0	0	7
LV	0,0	33,3	33,3	33,3	0,0	0,0	0,0	0,0	0	0
MT	40,0	60,0	80,0	80,0	20,0	0,0	0,0	0,0	0	2
NL	82,1	37,2	96,2	94,9	48,7	16,7	10,3	3,8	9	64
NO	62,1	49,5	92,6	78,9	33,7	14,7	9,5	2,1	5	59
PL	38,2	11,2	75,3	53,9	36,0	25,8	13,5	4,5	3	34
PT	43,8	21,9	90,6	46,9	25,0	9,4	9,4	0,0	1	14
RO	11,1	0,0	33,3	11,1	0,0	0,0	0,0	0,0	0	1
SK	0,0	33,3	33,3	44,4	33,3	33,3	33,3	33,3	0	0
SL	9,1	50,0	81,8	63,6	50,0	45,5	27,3	22,7	5	2
SV	78,1	43,8	96,9	87,5	39,8	9,4	3,9	1,6	6	100
UK	91,9	77,4	99,2	98,7	64,1	24,6	15,0	9,0	31	489
TOTAL 29 COUNTRIES	63,6	52,5	91,7	83,2	52,3	27,5	20,0	14,0	406	1.593
12 NMS - PL	14,3	48,1	75,9	60,9	47,4	40,6	36,1	35,3	15	19

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	61 2009/10 Groups having Broad based plans 2009/10	62 2009/10 Groups having EOwnership 2009/10	63 2009/10 Groups having E Share Plans 2009/10	64 2009/10 Groups having %EO>1% 2009/10	65 2009/10 Groups having %EO>6% 2009/10	66 2009/10 Groups having %EO>20% 2009/10	67 2009/10 Groups having %EO>50% 2009/10	68 2009/10 Employees numbers 2009/10	69 2009/10 Employee owners numbers 2009/10	70 2009/10 Employee owners in % of employees 2009/10
AT	17	33	25	21	13	7	4	495.062	104.561	21,1
BE	17	42	48	18	7	3	1	582.452	98.268	16,9
BG	2	7	2	2	2	2	2	16.774	293	0,0
CH	61	153	131	74	29	10	3	1.566.202	367.354	23,5
CY	3	5	4	5	2	2	2	32.193	14.453	44,9
CZ	27	30	30	26	26	26	26	77.686	6.682	8,6
DA	43	75	69	28	5	4	1	428.356	72.624	17,0
DE	84	181	164	93	39	26	11	5.050.268	1.046.074	20,7
EE	0	4	2	1	0	0	0	14.157	11	0,0
ES	72	152	109	85	77	71	65	1.794.212	183.315	10,2
FI	24	66	65	32	7	3	0	576.056	142.198	24,7
FR	291	322	326	260	162	137	105	7.136.839	3.561.080	49,9
GR	11	42	35	20	17	10	2	344.612	44.773	13,0
HU	14	18	18	13	10	9	9	102.807	8.907	8,7
IE	21	34	33	17	7	2	0	274.341	59.238	21,6
IT	48	177	140	96	74	64	52	1.728.716	193.198	11,2
LT	0	8	1	1	1	0	0	18.333	26	0,0
LU	0	7	8	2	1	0	0	47.637	411	0,9
LV	1	1	1	0	0	0	0	3.969	270	6,8
MT	3	4	4	1	0	0	0	6.310	2.289	36,3
NL	29	75	74	38	13	8	3	1.771.665	312.639	17,6
NO	47	88	75	32	14	9	2	431.697	85.729	19,9
PL	10	67	48	32	23	12	4	486.335	88.705	18,2
PT	7	29	15	8	3	3	0	279.773	23.823	8,5
RO	0	3	1	0	0	0	0	64.383	71	0,0
SK	3	3	4	3	3	3	3	12.705	374	2,9
SL	11	18	14	11	10	6	5	81.219	7.797	9,6
SV	56	124	112	51	12	5	2	1.297.828	509.513	39,3
UK	412	528	525	341	131	80	48	7.705.995	2.564.856	33,3
TOTAL 29 COUNTRIES	1.314	2.296	2.083	1.311	688	502	350	32.428.582	9.499.530	29,3
12 NMS - PL	64	101	81	63	54	48	47	430.536	41.172	9,6

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	71 2009/10 Democratization of EO Ratio 2009/10	72 2009/10 Health concentration of Ratio 2009/10	73 2009/10 % capitalisation held by employees 2009/10	74 2009/10 Capitalisation held by E millions € 2009/10	75 2009/10 % capitalisation held by EXECutives 2009/10	76 2009/10 Capitalisation held by EX millions € 2009/10	77 2009/10 % EXEC share in EO 2009/10	78 2009/10 Capitalisation held by Non millions € 2009/10	79 2009/10 % capitalisation held by NonEXEC 2009/10	80 2009/10 Groups having new share plans in 2009/10
AT	0,72	1,39	4,50	3.122 €	2,06	1.428 €	45,7	1.694 €	2,44	9
BE	0,58	1,74	2,12	3.281 €	0,97	1.494 €	45,6	1.786 €	1,16	21
BG	0,00	ns	0,43	5 €	0,15	2 €	34,2	3 €	0,28	0
CH	0,80	1,25	3,31	24.385 €	1,10	8.102 €	33,2	16.284 €	2,21	51
CY	1,53	0,65	6,12	252 €	2,07	86 €	33,9	167 €	4,04	1
CZ	0,29	3,41	0,21	73 €	0,06	20 €	27,8	53 €	0,15	0
DA	0,58	1,73	0,89	1.122 €	0,15	191 €	17,0	931 €	0,74	24
DE	0,71	1,41	1,97	16.768 €	0,92	7.842 €	46,8	8.926 €	1,05	52
EE	0,00	ns	0,29	3 €	0,29	3 €	100,0	0 €	0,00	1
ES	0,35	2,87	3,02	13.066 €	1,69	7.329 €	56,1	5.736 €	1,33	14
FI	0,84	1,19	1,53	2.037 €	0,43	572 €	28,1	1.466 €	1,10	33
FR	1,70	0,59	4,87	56.058 €	1,22	13.993 €	25,0	42.065 €	3,65	143
GR	0,44	2,25	2,82	1.452 €	2,25	1.160 €	79,9	293 €	0,57	12
HU	0,30	3,38	1,81	385 €	0,65	137 €	35,7	247 €	1,16	2
IE	0,74	1,36	2,40	1.114 €	1,26	585 €	52,5	529 €	1,14	6
IT	0,38	2,62	2,90	11.431 €	1,96	7.741 €	67,7	3.690 €	0,93	26
LT	0,00	ns	1,08	31 €	1,08	31 €	100,0	0 €	0,00	0
LU	0,03	33,93	0,52	182 €	0,48	169 €	93,2	12 €	0,04	3
LV	0,23	4,31	0,02	0 €	0,00	0 €	0,0	0 €	0,02	0
MT	1,24	0,81	0,95	23 €	0,06	1 €	6,2	21 €	0,89	0
NL	0,60	1,66	1,79	5.373 €	0,66	1.988 €	37,0	3.385 €	1,13	31
NO	0,68	1,48	1,63	2.864 €	0,91	1.607 €	56,1	1.257 €	0,72	43
PL	0,62	1,61	2,83	2.876 €	1,73	1.752 €	60,9	1.124 €	1,11	14
PT	0,29	3,44	0,55	319 €	0,41	235 €	73,8	83 €	0,14	3
RO	0,00	ns	0,02	2 €	0,02	1 €	84,7	0 €	0,00	0
SK	0,10	9,96	0,91	22 €	0,00	0 €	0,0	22 €	0,91	0
SL	0,33	3,05	1,52	105 €	0,08	6 €	5,4	100 €	1,44	0
SV	1,34	0,75	1,71	5.299 €	0,83	2.573 €	48,6	2.726 €	0,88	43
UK	1,14	0,88	2,41	45.300 €	1,18	22.146 €	48,9	23.154 €	1,23	189
TOTAL 29 COUNTRIES	1,00	1,00	2,78	196.948 €	1,15	81.194 €	41,2	115.755 €	1,63	721
12 NMS - PL	0,33	3,06	1,06	901 €	0,34	288 €	32,0	613 €	0,72	4

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	81 2009/10 Capitalisation by employee in € 2009/10	82 2009/10 Capitalisation by employee owner 2009/10	83 2009/10 Capitalisation held by Non-EO by employee owner 2009/10	84 2008/9 Capitalisation % variation 2007/8 to 2008/9	85 2008/9 EO held cap % variation 2007/8 to 2008/9	86 2008/9 Employees numbers % variation 2007/8 to 2008/9	87 2008/9 Cap held by employee % variation 2007/8 to 2008/9	88 2008/9 % Groups having new share plans in 2008/9	89 2008/9 Capitalisation millions € May 2009	90 2008/9 % Groups having %EO published 2008/9
AT	6.306 €	29.856 €	16.199 €	-47,5	-45,6	7,6	-49,4	22,7	56.230 €	18,2
BE	5.633 €	33.387 €	18.178 €	-42,4	-44,8	1,2	-45,5	47,2	114.809 €	13,2
BG	276 €	15.766 €	10.366 €	-62,1	-52,1	4,2	-54,0	0,0	1.190 €	0,0
CH	15.570 €	66.381 €	44.327 €	-21,5	-24,8	3,7	-27,5	36,3	571.505 €	8,3
CY	7.831 €	17.443 €	11.526 €	-56,6	-60,4	34,8	-70,6	20,0	4.868 €	40,0
CZ	941 €	10.944 €	7.906 €	-43,1	-5,9	-5,2	-0,7	6,3	30.042 €	0,0
DA	2.619 €	15.446 €	12.817 €	-38,2	-43,5	6,8	-47,1	43,6	90.982 €	14,1
DE	3.320 €	16.029 €	8.533 €	-38,1	-36,0	3,7	-38,3	30,6	691.740 €	5,9
EE	247 €	ns	0 €	-56,9	-47,6	6,3	-50,7	0,0	660 €	0,0
ES	7.282 €	71.274 €	31.292 €	-32,7	-23,0	6,6	-27,8	11,7	445.062 €	3,7
FI	3.537 €	14.327 €	10.307 €	-43,2	-44,1	3,3	-45,8	41,8	122.171 €	1,5
FR	7.855 €	15.742 €	11.812 €	-32,3	-27,8	4,5	-30,9	45,6	1.004.824 €	76,8
GR	4.215 €	32.441 €	6.534 €	-48,9	-43,2	4,0	-45,4	18,5	64.723 €	0,0
HU	3.743 €	43.198 €	27.780 €	-48,1	-41,8	-6,5	-37,7	4,8	14.181 €	42,9
IE	4.060 €	18.802 €	8.923 €	-59,3	-63,9	1,4	-64,4	38,2	33.384 €	8,8
IT	6.612 €	59.167 €	19.099 €	-28,7	-27,8	4,1	-30,6	14,8	356.255 €	7,9
LT	1.712 €	ns	7 €	-61,9	-69,1	-1,8	-68,5	0,0	1.619 €	0,0
LU	3.813 €	ns	29.897 €	-52,1	-60,1	1,8	-60,8	10,0	22.690 €	0,0
LV	29 €	421 €	421 €	-53,4	-63,2	10,2	-66,6	0,0	479 €	0,0
MT	3.591 €	9.899 €	9.283 €	-37,4	-39,0	6,3	-42,7	0,0	1.842 €	0,0
NL	3.033 €	17.187 €	10.828 €	-50,6	-54,7	3,4	-56,2	48,7	215.090 €	11,5
NO	6.634 €	33.404 €	14.663 €	-42,6	-53,5	3,4	-55,1	44,2	127.231 €	4,2
PL	5.913 €	32.418 €	12.671 €	-47,3	-36,0	11,8	-42,7	15,7	65.194 €	2,2
PT	1.139 €	13.381 €	3.503 €	-27,3	-53,1	12,9	-58,4	18,8	58.764 €	3,1
RO	24 €	21.486 €	3.291 €	-64,7	-66,6	11,8	-70,1	0,0	5.614 €	0,0
SK	1.741 €	59.208 €	0 €	-41,9	4,0	-1,8	0,0	0,0	1.900 €	0,0
SL	1.298 €	13.525 €	12.792 €	-45,9	-36,4	4,0	-38,9	4,5	7.606 €	22,7
SV	4.083 €	10.399 €	5.350 €	-36,4	-43,0	2,9	-44,6	40,6	205.291 €	5,5
UK	5.879 €	17.662 €	9.027 €	-32,2	-32,4	2,9	-34,3	33,6	1.437.859 €	6,2
TOTAL 29 COUNTRIES	6.073 €	20.732 €	12.185 €	-35,0	-32,6	4,0	-35,2	31,3	5.753.804 €	16,4
12 NMS - PL	2.094 €	21.892 €	14.897 €	-49,1	-46,7	2,7	-48,1	3,8	70.000 €	12,0

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	91 2008/9 % Groups having Stock Options 2008/9	92 2008/9 % Groups having Broad based plans 2008/9	93 2008/9 % Groups having EOwnership 2008/9	94 2008/9 % Groups having E Share Plans 2008/9	95 2008/9 % Groups having %EO>1% 2008/9	96 2008/9 % Groups having %EO>6% 2008/9	97 2008/9 % Groups having %EO>20% 2008/9	98 2008/9 % Groups having %EO>50% 2008/9	99 2008/9 Groups having %EO published 2008/9	100 2008/9 Groups having Stock Options 2008/9
AT	31,8	38,6	75,0	56,8	47,7	29,5	15,9	6,8	8	14
BE	83,0	32,1	79,2	90,6	32,1	15,1	7,5	1,9	7	44
BG	0,0	22,2	77,8	22,2	22,2	22,2	22,2	22,2	0	0
CH	58,6	38,2	96,8	81,5	44,6	17,8	7,0	1,9	13	92
CY	80,0	60,0	100,0	80,0	100,0	40,0	40,0	40,0	2	4
CZ	9,4	84,4	93,8	93,8	81,3	81,3	81,3	81,3	0	3
DA	71,8	55,1	94,9	87,2	41,0	6,4	5,1	1,3	11	56
DE	58,0	37,9	81,3	72,1	44,3	19,2	12,3	5,5	13	127
EE	33,3	0,0	66,7	33,3	33,3	0,0	0,0	0,0	0	2
ES	19,8	44,4	93,8	66,0	54,9	48,1	45,1	40,1	6	32
FI	79,1	35,8	98,5	95,5	56,7	9,0	4,5	0,0	1	53
FR	62,9	84,1	94,4	95,3	76,5	48,5	41,5	30,9	261	214
GR	46,2	16,9	64,6	52,3	33,8	26,2	18,5	6,2	0	30
HU	23,8	66,7	85,7	85,7	61,9	47,6	42,9	42,9	9	5
IE	97,1	61,8	100,0	97,1	61,8	23,5	8,8	0,0	3	33
IT	53,4	25,4	93,7	74,1	51,9	38,6	34,9	27,5	15	101
LT	0,0	0,0	66,7	8,3	16,7	8,3	0,0	0,0	0	0
LU	60,0	0,0	70,0	70,0	30,0	20,0	10,0	10,0	0	6
LV	0,0	33,3	33,3	33,3	0,0	0,0	0,0	0,0	0	0
MT	40,0	60,0	80,0	80,0	20,0	0,0	0,0	0,0	0	2
NL	82,1	37,2	93,6	94,9	50,0	16,7	10,3	5,1	9	64
NO	62,1	48,4	91,6	77,9	43,2	15,8	9,5	2,1	4	59
PL	37,1	10,1	75,3	52,8	32,6	25,8	14,6	5,6	2	33
PT	43,8	21,9	90,6	46,9	31,3	9,4	9,4	0,0	1	14
RO	11,1	0,0	33,3	11,1	0,0	0,0	0,0	0,0	0	1
SK	0,0	33,3	33,3	44,4	33,3	33,3	33,3	33,3	0	0
SL	9,1	50,0	81,8	63,6	50,0	45,5	31,8	27,3	5	2
SV	75,8	43,8	96,9	85,9	42,2	10,9	3,9	0,8	7	97
UK	91,7	76,3	99,1	98,1	69,2	26,1	15,6	8,8	33	488
TOTAL 29 COUNTRIES	62,9	51,9	91,3	82,2	54,9	28,2	20,8	14,1	410	1.576
12 NMS - PL	14,3	48,1	75,9	60,9	48,9	40,6	36,8	36,1	16	19

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	101 2008/9 Groups having Broad based plans 2008/9	102 2008/9 Groups having EOwnership 2008/9	103 2008/9 Groups having E Share Plans 2008/9	104 2008/9 Groups having %EO>1% 2008/9	105 2008/9 Groups having %EO>6% 2008/9	106 2008/9 Groups having %EO>20% 2008/9	107 2008/9 Groups having %EO>50% 2008/9	108 2008/9 Employees numbers 2008/9	109 2008/9 Employee owners numbers 2008/9	110 2008/9 Employee owners in % of employees 2008/9
AT	17	33	25	21	13	7	3	519.131	103.800	20,0
BE	17	42	48	17	8	4	1	619.190	101.795	16,4
BG	2	7	2	2	2	2	2	15.541	298	0,0
CH	60	152	128	70	28	11	3	1.610.624	402.290	25,0
CY	3	5	4	5	2	2	2	34.515	14.464	41,9
CZ	27	30	30	26	26	26	26	74.359	6.738	9,1
DA	43	74	68	32	5	4	1	453.407	76.185	16,8
DE	83	178	158	97	42	27	12	5.140.373	1.014.062	19,7
EE	0	4	2	2	0	0	0	16.286	11	0,0
ES	72	152	107	89	78	73	65	1.780.407	166.355	9,3
FI	24	66	64	38	6	3	0	629.586	172.001	27,3
FR	286	321	324	260	165	141	105	7.228.686	3.151.316	43,6
GR	11	42	34	22	17	12	4	337.566	46.625	13,8
HU	14	18	18	13	10	9	9	86.013	8.792	10,2
IE	21	34	33	21	8	3	0	298.732	74.514	24,9
IT	48	177	140	98	73	66	52	1.753.951	198.832	11,3
LT	0	8	1	2	1	0	0	19.358	29	0,0
LU	0	7	7	3	2	1	1	50.136	400	0,8
LV	1	1	1	0	0	0	0	4.561	300	6,6
MT	3	4	4	1	0	0	0	6.926	2.289	33,1
NL	29	73	74	39	13	8	4	1.905.235	322.786	16,9
NO	46	87	74	41	15	9	2	420.190	81.375	19,4
PL	9	67	47	29	23	13	5	494.329	60.688	12,3
PT	7	29	15	10	3	3	0	276.744	25.145	9,1
RO	0	3	1	0	0	0	0	68.694	32	0,0
SK	3	3	4	3	3	3	3	13.477	498	3,7
SL	11	18	14	11	10	7	6	83.247	8.202	9,9
SV	56	124	110	54	14	5	1	1.358.142	516.737	38,0
UK	406	527	522	368	139	83	47	7.845.538	2.601.206	33,2
TOTAL 29 COUNTRIES	1.299	2.286	2.059	1.374	706	522	354	33.144.943	9.157.765	27,6
12 NMS - PL	64	101	81	65	54	49	48	422.977	41.653	9,8

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	111 2008/9 Democratization of EO Ratio 2008/9	112 2008/9 Capital concentration of Ratio 2008/9	113 2008/9 % capitalisation held by employees 2008/9	114 2008/9 Capitalisation held by E millions € 2008/9	115 2008/9 % capitalisation held by EXECutives 2008/9	116 2008/9 Capitalisation held by EX millions € 2008/9	117 2008/9 % EXEC share in EO 2008/9	118 2008/9 Capitalisation held by Non millions € 2008/9	119 2008/9 % capitalisation held by NonEXEC 2008/9	120 2008/9 Groups having new share plans in 2008/9
AT	0,72	1,38	4,21	2.369 €	1,80	1.010 €	42,64	1.359 €	2,42	10
BE	0,60	1,68	2,24	2.570 €	1,02	1.174 €	45,65	1.397 €	1,22	25
BG	0,00	ns	0,38	4 €	0,12	1 €	32,10	3 €	0,26	0
CH	0,90	1,11	2,92	16.671 €	0,84	4.794 €	28,76	11.877 €	2,08	57
CY	1,52	0,66	5,94	289 €	2,60	126 €	43,76	163 €	3,34	1
CZ	0,33	3,05	0,22	66 €	0,05	17 €	25,04	49 €	0,16	2
DA	0,61	1,64	0,92	837 €	0,16	145 €	17,29	692 €	0,76	34
DE	0,71	1,40	2,07	14.324 €	0,94	6.519 €	45,51	7.805 €	1,13	67
EE	0,00	ns	0,48	3 €	0,48	3 €	100,00	0 €	0,00	0
ES	0,34	2,96	3,09	13.768 €	1,70	7.574 €	55,01	6.194 €	1,39	19
FI	0,99	1,01	1,87	2.285 €	0,47	570 €	24,96	1.715 €	1,40	28
FR	1,58	0,63	4,99	50.178 €	1,30	13.027 €	25,96	37.151 €	3,70	155
GR	0,50	2,00	2,85	1.848 €	2,35	1.520 €	82,29	327 €	0,51	12
HU	0,37	2,70	2,06	292 €	0,68	97 €	33,04	196 €	1,38	1
IE	0,90	1,11	2,83	945 €	1,55	519 €	54,90	426 €	1,28	13
IT	0,41	2,44	2,69	9.590 €	1,70	6.050 €	63,08	3.541 €	0,99	28
LT	0,00	ns	1,06	17 €	1,06	17 €	100,00	0 €	0,00	0
LU	0,03	34,61	0,63	144 €	0,60	135 €	94,01	9 €	0,04	1
LV	0,24	4,20	0,03	0 €	0,00	0 €	0,00	0 €	0,03	0
MT	1,20	0,84	0,73	13 €	0,03	1 €	3,90	13 €	0,70	0
NL	0,61	1,63	1,73	3.716 €	0,57	1.218 €	32,77	2.498 €	1,16	38
NO	0,70	1,43	1,38	1.750 €	0,82	1.049 €	59,95	701 €	0,55	42
PL	0,44	ns	3,59	2.341 €	1,87	1.216 €	51,97	1.124 €	1,72	14
PT	0,33	3,04	0,62	362 €	0,39	230 €	63,44	132 €	0,23	6
RO	0,00	ns	0,02	1 €	0,01	1 €	80,89	0 €	0,00	0
SK	0,13	ns	1,16	22 €	0,00	0 €	0,00	22 €	1,16	0
SL	0,36	2,80	3,89	296 €	0,09	7 €	2,31	289 €	3,80	1
SV	1,38	0,73	1,49	3.058 €	0,58	1.187 €	38,81	1.872 €	0,91	52
UK	1,20	0,83	2,62	37.641 €	1,20	17.321 €	46,02	20.320 €	1,41	179
TOTAL 29 COUNTRIES	1,00	1,00	2,87	165.400 €	1,14	65.526 €	39,62	99.874 €	1,74	785
12 NMS - PL	0,36	2,81	1,44	1.005 €	0,39	270 €	26,82	735 €	1,05	5

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	121 2008/9 Capitalisation by employee in € 2008/9	122 2008/9 Capitalisation by employee owner 2008/9	123 2008/9 Capitalisation held by Non-EO by employee owner 2008/9	124 2007/8 Capitalisation % variation 2006/7 to 2007/8	125 2007/8 EO held cap % variation 2006/7 to 2007/8	126 2007/8 Employees numbers % variation 2006/7 to 2007/8	127 2007/8 Cap held by employee % variation 2006/7 to 2007/8	128 2007/8 % Groups having new share plans in 2007/8	129 2007/8 Capitalisation millions € May 2008	130 2007/8 % Groups having %EO published 2007/8
AT	4.563 €	22.822 €	13.092 €	-12,1	-2,1	11,3	-12,1	11,4	107.166 €	20,5
BE	4.151 €	25.251 €	13.723 €	-16,1	-19,8	4,5	-23,2	54,7	199.281 €	13,2
BG	288 €	15.024 €	10.201 €	0,5	60,8	14,0	41,0	0,0	3.139 €	0,0
CH	10.350 €	41.439 €	29.522 €	-17,8	-15,6	5,6	-20,0	24,2	728.452 €	6,4
CY	8.372 €	19.978 €	11.235 €	-26,3	-22,8	10,6	-30,2	20,0	11.214 €	40,0
CZ	887 €	9.787 €	7.336 €	29,0	53,0	-5,6	62,1	6,3	52.805 €	0,0
DA	1.846 €	10.986 €	9.087 €	-5,7	-10,9	7,0	-16,7	52,6	147.272 €	15,4
DE	2.786 €	14.125 €	7.697 €	-8,9	-0,4	0,4	-0,8	30,6	1.117.106 €	5,9
EE	196 €	ns	0 €	-38,1	-87,6	21,8	-89,8	33,3	1.532 €	0,0
ES	7.733 €	82.763 €	37.236 €	-7,0	-4,9	9,5	-13,2	11,7	661.374 €	4,9
FI	3.629 €	13.285 €	9.969 €	-0,7	21,3	12,5	7,9	46,3	214.942 €	1,5
FR	6.942 €	15.923 €	11.789 €	-16,0	-16,2	5,9	-20,9	49,4	1.484.292 €	76,5
GR	5.473 €	39.626 €	7.018 €	-4,4	-16,9	20,1	-30,8	21,5	126.608 €	0,0
HU	3.398 €	33.243 €	22.259 €	-12,2	-13,9	6,9	-19,5	9,5	27.324 €	38,1
IE	3.163 €	12.680 €	5.718 €	-32,9	-32,9	6,2	-36,8	44,1	81.934 €	5,9
IT	5.468 €	48.233 €	17.808 €	-19,6	-31,1	10,1	-37,4	18,5	499.762 €	6,9
LT	891 €	ns	0 €	12,0	-24,3	-0,6	-23,9	8,3	4.244 €	0,0
LU	2.874 €	ns	21.541 €	2,7	10,7	4,1	6,3	10,0	47.321 €	0,0
LV	30 €	456 €	456 €	-21,1	-46,2	-4,0	-44,0	0,0	1.027 €	0,0
MT	1.931 €	5.842 €	5.614 €	-13,2	-45,8	12,8	-52,0	20,0	2.945 €	0,0
NL	1.950 €	11.511 €	7.739 €	-7,4	-7,5	0,5	-8,0	51,3	435.648 €	12,8
NO	4.164 €	21.500 €	8.611 €	2,7	18,7	6,7	11,3	37,9	221.674 €	4,2
PL	4.735 €	38.568 €	18.525 €	-9,0	-9,9	15,3	-21,8	19,1	123.704 €	1,1
PT	1.307 €	14.388 €	5.261 €	-11,1	-35,4	9,3	-40,8	15,6	80.839 €	3,1
RO	13 €	28.642 €	5.473 €	-13,1	-31,4	-7,4	-25,9	0,0	15.914 €	0,0
SK	1.641 €	44.418 €	0 €	13,3	0,0	11,1	0,0	0,0	3.269 €	0,0
SL	3.558 €	36.109 €	35.275 €	-2,7	54,3	8,3	42,5	9,1	14.061 €	22,7
SV	2.252 €	5.919 €	3.622 €	-16,1	-20,9	8,1	-26,9	46,1	322.588 €	3,9
UK	4.798 €	14.471 €	7.812 €	-22,3	-15,0	5,5	-19,4	47,4	2.120.178 €	7,5
TOTAL 29 COUNTRIES	4.990 €	18.061 €	10.906 €	-14,9	-13,9	5,5	-18,3	35,2	8.857.616 €	16,4
12 NMS - PL	2.376 €	24.123 €	17.653 €	0,3	-9,0	2,8	-11,5	8,3	137.475 €	11,3

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	131 2007/8 % Groups having Stock Options 2007/8	132 2007/8 % Groups having Broad based plans 2007/8	133 2007/8 % Groups having EOwnership 2007/8	134 2007/8 % Groups having E Share Plans 2007/8	135 2007/8 % Groups having %EO>1% 2007/8	136 2007/8 % Groups having %EO>6% 2007/8	137 2007/8 % Groups having %EO>20% 2007/8	138 2007/8 % Groups having %EO>50% 2007/8	139 2007/8 Groups having %EO published 2007/8	140 2007/8 Groups having Stock Options 2007/8
AT	29,5	38,6	61,4	52,3	47,7	27,3	15,9	9,1	9	13
BE	81,1	30,2	75,5	88,7	39,6	15,1	7,5	1,9	7	43
BG	0,0	22,2	33,3	22,2	22,2	22,2	22,2	22,2	0	0
CH	58,6	38,2	88,5	79,6	47,1	16,6	7,0	1,3	10	92
CY	80,0	60,0	80,0	80,0	80,0	40,0	20,0	0,0	2	4
CZ	9,4	84,4	84,4	96,9	81,3	81,3	81,3	81,3	0	3
DA	70,5	55,1	89,7	85,9	43,6	7,7	3,8	1,3	12	55
DE	57,5	36,1	76,7	69,9	41,1	19,6	11,4	5,9	13	126
EE	33,3	0,0	66,7	33,3	33,3	0,0	0,0	0,0	0	2
ES	18,5	44,4	85,8	63,6	56,2	48,8	45,1	40,1	8	30
FI	79,1	34,3	98,5	91,0	56,7	9,0	4,5	0,0	1	53
FR	62,6	83,5	91,2	94,7	75,9	47,9	40,3	31,2	260	213
GR	43,1	15,4	61,5	49,2	35,4	24,6	18,5	4,6	0	28
HU	23,8	66,7	85,7	85,7	61,9	47,6	42,9	42,9	8	5
IE	97,1	61,8	100,0	97,1	67,6	23,5	8,8	0,0	2	33
IT	51,9	24,9	82,5	72,0	52,9	38,6	34,4	28,6	13	98
LT	0,0	0,0	58,3	8,3	8,3	8,3	0,0	0,0	0	0
LU	60,0	0,0	60,0	70,0	30,0	30,0	20,0	10,0	0	6
LV	0,0	33,3	33,3	33,3	0,0	0,0	0,0	0,0	0	0
MT	40,0	60,0	80,0	80,0	20,0	0,0	0,0	0,0	0	2
NL	80,8	35,9	94,9	94,9	52,6	17,9	10,3	5,1	10	63
NO	56,8	45,3	84,2	72,6	44,2	17,9	7,4	1,1	4	54
PL	33,7	7,9	46,1	44,9	27,0	23,6	13,5	5,6	1	30
PT	37,5	18,8	71,9	40,6	37,5	12,5	3,1	0,0	1	12
RO	11,1	0,0	22,2	11,1	0,0	0,0	0,0	0,0	0	1
SK	0,0	33,3	33,3	44,4	33,3	33,3	33,3	33,3	0	0
SL	9,1	54,5	86,4	54,5	45,5	45,5	31,8	31,8	5	2
SV	73,4	42,2	94,5	82,0	44,5	11,7	5,5	1,6	5	94
UK	91,0	73,3	97,7	97,0	69,0	25,9	15,6	8,8	40	484
TOTAL 29 COUNTRIES	61,7	50,5	85,7	80,1	55,1	28,2	20,4	14,2	411	1.546
12 NMS - PL	14,3	48,9	69,2	60,2	46,6	40,6	36,1	35,3	15	19

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	141 2007/8 Groups having Broad based plans 2007/8	142 2007/8 Groups having EOwnership 2007/8	143 2007/8 Groups having E Share Plans 2007/8	144 2007/8 Groups having %EO>1% 2007/8	145 2007/8 Groups having %EO>6% 2007/8	146 2007/8 Groups having %EO>20% 2007/8	147 2007/8 Groups having %EO>50% 2007/8	148 2007/8 Employees numbers 2007/8	149 2007/8 Employee owners numbers 2007/8	150 2007/8 Employee owners in % of employees 2007/8
AT	17	27	23	21	12	7	4	482.541	107.280	22,2
BE	16	40	47	21	8	4	1	611.611	124.335	20,3
BG	2	3	2	2	2	2	2	14.912	304	0,0
CH	60	139	125	74	26	11	2	1.553.443	377.910	24,3
CY	3	4	4	4	2	1	0	25.609	9.648	37,7
CZ	27	27	31	26	26	26	26	78.441	6.960	8,9
DA	43	70	67	34	6	3	1	424.342	75.630	17,8
DE	79	168	153	90	43	25	13	4.955.946	1.000.938	20,2
EE	0	4	2	2	0	0	0	15.317	11	0,0
ES	72	139	103	91	79	73	65	1.669.519	167.897	10,1
FI	23	66	61	38	6	3	0	609.661	167.604	27,5
FR	284	310	322	258	163	137	106	6.919.320	3.071.096	44,4
GR	10	40	32	23	16	12	3	324.599	47.706	14,7
HU	14	18	18	13	10	9	9	91.975	9.217	10,0
IE	21	34	33	23	8	3	0	294.679	74.260	25,2
IT	47	156	136	100	73	65	54	1.684.954	203.974	12,1
LT	0	7	1	1	1	0	0	19.711	34	0,0
LU	0	6	7	3	3	2	1	49.266	404	0,8
LV	1	1	1	0	0	0	0	4.139	300	7,2
MT	3	4	4	1	0	0	0	6.514	2.203	33,8
NL	28	74	74	41	14	8	4	1.842.228	336.745	18,3
NO	43	80	69	42	17	7	1	406.564	74.642	18,4
PL	7	41	40	24	21	12	5	442.132	3.164	0,7
PT	6	23	13	12	4	1	0	245.140	23.109	9,4
RO	0	2	1	0	0	0	0	61.432	8	0,0
SK	3	3	4	3	3	3	3	13.722	834	6,1
SL	12	19	12	10	10	7	7	80.065	8.281	10,3
SV	54	121	105	57	15	7	2	1.319.680	514.577	39,0
UK	390	520	516	367	138	83	47	7.622.932	2.549.337	33,4
TOTAL 29 COUNTRIES	1.265	2.146	2.006	1.381	706	511	356	31.870.394	8.958.408	28,1
12 NMS - PL	65	92	80	62	54	48	47	411.837	37.800	9,2

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	151 2007/8 Democratization of EO Ratio 2007/8	152 2007/8 Health concentration of Ratio 2007/8	153 2007/8 % capitalisation held by employees 2007/8	154 2007/8 Capitalisation held by E millions € 2007/8	155 2007/8 % capitalisation held by EXECutives 2007/8	156 2007/8 Capitalisation held by EX millions € 2007/8	157 2007/8 % EXEC share in EO 2007/8	158 2007/8 Capitalisation held by Non millions € 2007/8	159 2007/8 % capitalisation held by NonEXEC 2007/8	160 2007/8 Groups having new share plans in 2007/8
AT	0,79	1,26	4,06	4.353 €	1,36	1.460 €	33,55	2.892 €	2,70	5
BE	0,72	1,38	2,34	4.657 €	0,76	1.520 €	32,65	3.136 €	1,57	29
BG	0,00	ns	0,30	9 €	0,20	6 €	67,46	3 €	0,10	0
CH	0,87	1,16	3,04	22.170 €	1,04	7.596 €	34,26	14.573 €	2,00	38
CY	1,34	0,75	6,50	729 €	2,40	269 €	36,89	460 €	4,10	1
CZ	0,32	3,17	0,13	70 €	0,02	12 €	17,31	58 €	0,11	2
DA	0,63	1,58	1,01	1.480 €	0,29	422 €	28,53	1.058 €	0,72	41
DE	0,72	1,39	2,00	22.373 €	0,89	9.920 €	44,34	12.453 €	1,11	67
EE	0,00	ns	0,40	6 €	0,40	6 €	100,00	0 €	0,00	2
ES	0,36	2,80	2,70	17.881 €	1,63	10.788 €	60,33	7.093 €	1,07	19
FI	0,98	1,02	1,90	4.086 €	0,41	892 €	21,83	3.194 €	1,49	31
FR	1,58	0,63	4,68	69.473 €	1,22	18.098 €	26,05	51.375 €	3,46	168
GR	0,52	1,91	2,57	3.252 €	2,04	2.581 €	79,37	671 €	0,53	14
HU	0,36	2,80	1,84	502 €	0,72	197 €	39,22	305 €	1,12	2
IE	0,90	1,12	3,20	2.619 €	1,59	1.304 €	49,81	1.314 €	1,60	15
IT	0,43	2,32	2,66	13.285 €	1,87	9.362 €	70,47	3.923 €	0,79	35
LT	0,00	ns	1,31	56 €	1,31	56 €	100,00	0 €	0,00	1
LU	0,03	34,30	0,76	361 €	0,71	335 €	92,87	26 €	0,05	1
LV	0,26	3,88	0,04	0 €	0,00	0 €	0,00	0 €	0,04	0
MT	1,20	0,83	0,75	22 €	0,01	0 €	0,76	22 €	0,74	1
NL	0,65	1,54	1,88	8.206 €	0,61	2.658 €	32,39	5.548 €	1,27	40
NO	0,65	1,53	1,70	3.766 €	1,10	2.448 €	64,99	1.319 €	0,59	36
PL	0,03	ns	2,96	3.656 €	2,09	2.582 €	70,61	1.075 €	0,87	17
PT	0,34	2,98	0,95	771 €	0,50	403 €	52,28	368 €	0,45	5
RO	0,00	ns	0,02	3 €	0,01	2 €	83,31	0 €	0,00	0
SK	0,22	ns	0,65	21 €	0,00	0 €	0,00	21 €	0,65	0
SL	0,37	2,72	3,31	466 €	0,09	13 €	2,71	453 €	3,22	2
SV	1,39	0,72	1,66	5.364 €	0,78	2.520 €	46,98	2.844 €	0,88	59
UK	1,19	0,84	2,63	55.693 €	1,27	27.027 €	48,53	28.666 €	1,35	252
TOTAL 29 COUNTRIES	1,00	1,00	2,77	245.330 €	1,16	102.478 €	41,77	142.852 €	1,61	883
12 NMS - PL	0,33	3,06	1,37	1.884 €	0,41	561 €	29,77	1.323 €	0,96	11

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	161 2007/8 Capitalisation by employee in € 2007/8	162 2007/8 Capitalisation by employee owner 2007/8	163 2007/8 Capitalisation held by Non- by employee owner 2007/8	164 2006/7 Capitalisation % variation 2005/6 to 2006/7	165 2006/7 EO held cap % variation 2005/6 to 2006/7	166 2006/7 Employees numbers % variation 2005/6 to 2006/7	167 2006/7 Cap held by employee % variation 2005/6 to 2006/7	168 2006/7 % Groups having new share plans in 2006/7	169 2006/7 Capitalisation millions € May 2007	170 2006/7 % Groups having %EO published 2006/7
AT	9.021 €	40.575 €	26.961 €	54,0	78,4	24,4	43,4	20,5	121.911 €	22,7
BE	7.614 €	37.453 €	25.225 €	22,7	45,4	6,3	36,8	28,3	237.646 €	13,2
BG	626 €	30.729 €	10.000 €	57,0	14,4	10,7	3,4	0,0	3.125 €	11,1
CH	14.271 €	58.664 €	38.563 €	12,7	22,4	10,5	10,8	19,7	886.250 €	6,4
CY	28.466 €	75.558 €	47.688 €	139,7	364,0	22,8	ns	20,0	15.224 €	20,0
CZ	893 €	10.067 €	8.325 €	16,6	4,6	-5,7	10,9	6,3	40.920 €	0,0
DA	3.488 €	19.573 €	13.989 €	25,7	42,7	19,0	19,9	35,9	156.165 €	16,7
DE	4.514 €	22.353 €	12.441 €	26,7	67,6	8,0	55,2	19,6	1.226.670 €	5,9
EE	397 €	ns	0 €	71,7	631,9	57,4	ns	0,0	2.473 €	0,0
ES	10.710 €	106.500 €	42.246 €	25,7	37,0	11,2	23,2	10,5	711.494 €	6,8
FI	6.702 €	24.379 €	19.057 €	16,8	26,2	4,1	21,2	38,8	216.383 €	3,0
FR	10.040 €	22.622 €	16.729 €	24,4	32,9	6,5	24,9	32,9	1.767.455 €	77,6
GR	10.017 €	68.159 €	14.063 €	15,1	77,1	7,7	64,4	16,9	132.490 €	0,0
HU	5.456 €	54.443 €	33.088 €	9,8	12,9	18,6	-4,8	14,3	31.111 €	42,9
IE	8.887 €	35.265 €	17.701 €	24,0	46,4	13,0	29,6	35,3	122.043 €	5,9
IT	7.884 €	65.129 €	19.234 €	11,1	-1,3	6,5	-7,3	22,8	621.725 €	6,9
LT	2.828 €	ns	0 €	10,3	257,8	6,3	236,7	0,0	3.791 €	0,0
LU	7.324 €	ns	63.755 €	11,3	115,7	11,6	93,2	20,0	46.078 €	0,0
LV	90 €	1.237 €	1.237 €	12,2	-25,2	-6,5	-20,1	0,0	1.302 €	0,0
MT	3.369 €	9.960 €	9.885 €	11,8	-5,9	-2,5	-3,5	20,0	3.393 €	0,0
NL	4.454 €	24.368 €	16.474 €	26,4	50,0	4,8	43,1	32,1	470.560 €	16,7
NO	9.264 €	50.460 €	17.666 €	8,5	22,9	14,8	7,0	25,3	215.911 €	4,2
PL	8.270 €	1.155.643 €	339.670 €	30,3	83,2	4,0	76,2	16,9	135.974 €	1,1
PT	3.144 €	33.355 €	15.916 €	30,8	88,4	1,5	85,7	9,4	90.967 €	3,1
RO	45 €	343.538 €	57.326 €	18,5	15,6	-9,6	27,9	11,1	18.322 €	0,0
SK	1.550 €	25.503 €	0 €	7,4	0,0	-6,8	0,0	0,0	2.885 €	0,0
SL	5.820 €	56.265 €	54.743 €	58,4	28,6	9,0	18,0	0,0	14.456 €	22,7
SV	4.064 €	10.424 €	5.527 €	17,5	70,3	4,4	63,1	28,1	384.572 €	3,1
UK	7.306 €	21.846 €	11.244 €	18,2	41,9	3,3	37,3	37,8	2.730.271 €	7,7
TOTAL 29 COUNTRIES	7.698 €	27.385 €	15.946 €	20,7	36,6	6,6	28,2	26,4	10.411.564 €	17,0
12 NMS - PL	4.575 €	49.849 €	35.007 €	26,7	88,2	4,6	80,0	6,0	137.002 €	12,0

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	171 2006/7 % Groups having Stock Options 2006/7	172 2006/7 % Groups having Broad based plans 2006/7	173 2006/7 % Groups having EOwnership 2006/7	174 2006/7 % Groups having E Share Plans 2006/7	175 2006/7 % Groups having %EO>1% 2006/7	176 2006/7 % Groups having %EO>6% 2006/7	177 2006/7 % Groups having %EO>20% 2006/7	178 2006/7 % Groups having %EO>50% 2006/7	179 2006/7 Groups having %EO published 2006/7	180 2006/7 Groups having Stock Options 2006/7
AT	31,8	36,4	61,4	52,3	47,7	25,0	15,9	9,1	10	14
BE	77,4	28,3	71,7	83,0	37,7	15,1	9,4	1,9	7	41
BG	0,0	22,2	33,3	22,2	22,2	22,2	22,2	22,2	1	0
CH	58,0	37,6	86,6	77,1	44,6	16,6	6,4	1,3	10	91
CY	60,0	60,0	80,0	80,0	80,0	40,0	20,0	0,0	1	3
CZ	6,3	84,4	84,4	93,8	81,3	81,3	81,3	81,3	0	2
DA	65,4	44,9	80,8	76,9	47,4	7,7	3,8	1,3	13	51
DE	55,7	32,9	72,1	67,6	41,6	20,5	11,9	6,4	13	122
EE	0,0	0,0	50,0	0,0	33,3	0,0	0,0	0,0	0	0
ES	17,3	43,2	84,0	61,1	53,1	47,5	43,8	38,9	11	28
FI	77,6	32,8	97,0	86,6	59,7	9,0	6,0	1,5	2	52
FR	62,1	82,4	89,7	93,5	73,5	47,4	40,0	30,6	264	211
GR	38,5	13,8	56,9	44,6	29,2	23,1	15,4	4,6	0	25
HU	23,8	66,7	85,7	81,0	61,9	47,6	42,9	42,9	9	5
IE	97,1	55,9	100,0	97,1	61,8	26,5	8,8	0,0	2	33
IT	49,7	23,8	79,9	68,8	52,9	40,7	36,5	30,7	13	94
LT	0,0	0,0	58,3	0,0	8,3	8,3	0,0	0,0	0	0
LU	50,0	0,0	50,0	50,0	30,0	30,0	20,0	10,0	0	5
LV	0,0	33,3	33,3	33,3	0,0	0,0	0,0	0,0	0	0
MT	40,0	60,0	80,0	80,0	40,0	0,0	0,0	0,0	0	2
NL	78,2	35,9	93,6	92,3	47,4	17,9	10,3	5,1	13	61
NO	50,5	42,1	78,9	66,3	42,1	20,0	7,4	3,2	4	48
PL	27,0	6,7	34,8	32,6	28,1	22,5	12,4	6,7	1	24
PT	37,5	18,8	71,9	37,5	37,5	15,6	3,1	0,0	1	12
RO	11,1	0,0	22,2	11,1	0,0	0,0	0,0	0,0	0	1
SK	0,0	33,3	33,3	44,4	33,3	33,3	33,3	33,3	0	0
SL	4,5	50,0	81,8	45,5	50,0	45,5	27,3	27,3	5	1
SV	68,0	38,3	93,0	75,0	46,1	13,3	4,7	2,3	4	87
UK	88,9	70,9	96,4	94,9	68,0	26,7	16,4	10,0	41	473
TOTAL 29 COUNTRIES	59,3	48,4	83,0	76,6	54,2	28,5	20,5	14,7	425	1.486
12 NMS - PL	10,5	48,1	67,7	54,9	48,1	40,6	35,3	34,6	16	14

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	181 2006/7 Groups having Broad based plans 2006/7	182 2006/7 Groups having EOwnership 2006/7	183 2006/7 Groups having E Share Plans 2006/7	184 2006/7 Groups having %EO>1% 2006/7	185 2006/7 Groups having %EO>6% 2006/7	186 2006/7 Groups having %EO>20% 2006/7	187 2006/7 Groups having %EO>50% 2006/7	188 2006/7 Employees numbers 2006/7	189 2006/7 Employee owners numbers 2006/7	190 2006/7 Employee owners in % of employees 2006/7
AT	16	27	23	21	11	7	4	433.456	107.199	24,7
BE	15	38	44	20	8	5	1	585.479	120.321	20,6
BG	2	3	2	2	2	2	2	13.080	298	0,0
CH	59	136	121	70	26	10	2	1.471.681	340.390	23,1
CY	3	4	4	4	2	1	0	23.152	9.200	39,7
CZ	27	27	30	26	26	26	26	83.093	7.072	8,5
DA	35	63	60	37	6	3	1	396.637	57.716	14,6
DE	72	158	148	91	45	26	14	4.934.490	1.050.837	21,3
EE	0	3	0	2	0	0	0	12.575	20	0,0
ES	70	136	99	86	77	71	63	1.524.771	108.492	7,1
FI	22	65	58	40	6	4	1	542.142	146.933	27,1
FR	280	305	318	250	161	136	104	6.533.870	2.819.416	43,2
GR	9	37	29	19	15	10	3	270.306	43.302	16,0
HU	14	18	17	13	10	9	9	86.043	9.055	10,5
IE	19	34	33	21	9	3	0	277.488	69.906	25,2
IT	45	151	130	100	77	69	58	1.530.308	194.811	12,7
LT	0	7	0	1	1	0	0	19.826	23	0,0
LU	0	5	5	3	3	2	1	47.315	615	1,3
LV	1	1	1	0	0	0	0	4.310	400	9,3
MT	3	4	4	2	0	0	0	5.773	3.182	55,1
NL	28	73	72	37	14	8	4	1.832.645	358.699	19,6
NO	40	75	63	40	19	7	3	380.975	73.307	19,2
PL	6	31	29	25	20	11	6	383.517	35.560	9,3
PT	6	23	12	12	5	1	0	224.379	23.299	10,4
RO	0	2	1	0	0	0	0	66.341	13	0,0
SK	3	3	4	3	3	3	3	12.346	834	6,8
SL	11	18	10	11	10	6	6	73.946	8.879	12,0
SV	49	119	96	59	17	6	3	1.220.313	432.372	35,4
UK	377	513	505	362	142	87	53	7.223.164	2.367.981	32,8
TOTAL 29 COUNTRIES	1.212	2.079	1.918	1.357	715	513	367	30.213.421	8.390.130	27,8
12 NMS - PL	64	90	73	64	54	47	46	400.485	38.976	9,7

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	191 2006/7 Democratization of EO Ratio 2006/7	192 2006/7 Health concentration of Ratio 2006/7	193 2006/7 % capitalisation held by employees 2006/7	194 2006/7 Capitalisation held by E millions € 2006/7	195 2006/7 % capitalisation held by EXECutives 2006/7	196 2006/7 Capitalisation held by EX millions € 2006/7	197 2006/7 % EXEC share in EO 2006/7	198 2006/7 Capitalisation held by Non millions € 2006/7	199 2006/7 % capitalisation held by NonEXEC 2006/7	200 2006/7 Groups having new share plans in 2006/7
AT	0,89	1,12	3,65	4.448 €	1,50	1.828 €	41,1	2.620 €	2,15	9
BE	0,74	1,35	2,44	5.807 €	0,77	1.823 €	31,4	3.984 €	1,68	15
BG	0,00	ns	0,19	6 €	0,02	1 €	8,7	5 €	0,17	0
CH	0,83	1,20	2,96	26.267 €	0,83	7.315 €	27,9	18.952 €	2,14	31
CY	1,43	0,70	6,20	944 €	1,75	267 €	28,3	677 €	4,45	1
CZ	0,31	3,26	0,11	46 €	0,01	3 €	5,7	43 €	0,11	2
DA	0,52	1,91	1,06	1.661 €	0,29	454 €	27,3	1.207 €	0,77	28
DE	0,77	1,30	1,83	22.458 €	0,80	9.845 €	43,8	12.613 €	1,03	43
EE	0,00	ns	1,98	49 €	1,78	44 €	89,6	5 €	0,21	0
ES	0,26	3,90	2,64	18.806 €	1,69	12.011 €	63,9	6.796 €	0,96	17
FI	0,98	1,02	1,56	3.368 €	0,30	658 €	19,5	2.710 €	1,25	26
FR	1,55	0,64	4,69	82.947 €	1,14	20.135 €	24,3	62.812 €	3,55	112
GR	0,58	1,73	2,95	3.913 €	2,51	3.328 €	85,1	585 €	0,44	11
HU	0,38	2,64	1,87	583 €	0,93	289 €	49,6	294 €	0,94	3
IE	0,91	1,10	3,20	3.903 €	1,89	2.307 €	59,1	1.596 €	1,31	12
IT	0,46	2,18	3,10	19.278 €	2,41	14.965 €	77,6	4.313 €	0,69	43
LT	0,00	ns	1,94	74 €	1,94	74 €	100,0	0 €	0,00	0
LU	0,05	21,38	0,71	326 €	0,64	296 €	90,7	30 €	0,07	2
LV	0,33	2,99	0,05	1 €	0,00	0 €	0,0	1 €	0,05	0
MT	1,98	0,50	1,19	40 €	0,03	1 €	2,3	40 €	1,17	1
NL	0,70	1,42	1,89	8.875 €	0,76	3.597 €	40,5	5.278 €	1,12	25
NO	0,69	1,44	1,47	3.172 €	0,80	1.728 €	54,5	1.445 €	0,67	24
PL	0,33	ns	2,98	4.057 €	2,12	2.887 €	71,2	1.169 €	0,86	15
PT	0,37	2,67	1,31	1.193 €	0,58	529 €	44,3	664 €	0,73	3
RO	0,00	ns	0,02	4 €	0,02	4 €	100,0	0 €	0,00	1
SK	0,24	ns	0,74	21 €	0,00	0 €	0,0	21 €	0,74	0
SL	0,43	2,31	2,09	302 €	0,42	60 €	19,9	242 €	1,67	0
SV	1,28	0,78	1,76	6.781 €	0,98	3.766 €	55,5	3.015 €	0,78	36
UK	1,18	0,85	2,40	65.494 €	1,12	30.684 €	46,9	34.809 €	1,27	201
TOTAL 29 COUNTRIES	1,00	1,00	2,74	284.824 €	1,14	118.899 €	41,7	165.926 €	1,59	661
12 NMS - PL	0,35	2,85	1,51	2.070 €	0,54	742 €	35,8	1.328 €	0,97	8

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	201 2006/7 Capitalisation by employee in € 2006/7	202 2006/7 Capitalisation by employee owner 2006/7	203 2006/7 Capitalisation held by Non- by employee owner 2006/7	204 2005/6 Capitalisation millions € May 2006	205 2005/6 % Groups having %EO published 2005/6	206 2005/6 % Groups having Stock Options 2005/6	207 2005/6 % Groups having Broad based plans 2005/6	208 2005/6 % Groups having EOwnership 2005/6	209 2005/6 % Groups having E Share Plans 2005/6	210 2005/6 % Groups having %EO>1% 2005/6
AT	10.262 €	41.492 €	24.437 €	79.174 €	22,7	31,8	27,3	54,5	45,5	34,1
BE	9.918 €	48.260 €	33.111 €	193.694 €	11,3	75,5	24,5	67,9	81,1	32,1
BG	444 €	19.499 €	17.810 €	1.990 €	11,1	0,0	22,2	33,3	22,2	22,2
CH	17.848 €	77.168 €	55.677 €	786.322 €	5,7	54,8	30,6	87,3	72,6	35,7
CY	40.791 €	102.654 €	73.624 €	6.352 €	40,0	60,0	60,0	60,0	80,0	60,0
CZ	551 €	6.475 €	6.107 €	35.104 €	0,0	6,3	84,4	81,3	93,8	81,3
DA	4.187 €	28.775 €	20.914 €	124.201 €	16,7	59,0	39,7	75,6	71,8	35,9
DE	4.551 €	21.371 €	12.003 €	967.997 €	5,5	49,8	30,1	68,0	62,1	32,9
EE	3.898 €	ns	254.885 €	1.441 €	0,0	0,0	0,0	50,0	0,0	16,7
ES	12.334 €	173.343 €	62.638 €	566.167 €	12,3	14,8	41,4	77,8	55,6	50,6
FI	6.213 €	22.924 €	18.444 €	185.285 €	1,5	74,6	22,4	94,0	82,1	53,7
FR	12.695 €	29.420 €	22.278 €	1.420.342 €	73,5	60,9	75,3	83,2	91,5	69,7
GR	14.475 €	90.359 €	13.500 €	115.096 €	0,0	35,4	10,8	47,7	38,5	26,2
HU	6.775 €	64.380 €	32.449 €	28.333 €	47,6	19,0	57,1	85,7	81,0	57,1
IE	14.067 €	55.838 €	22.834 €	98.430 €	5,9	91,2	55,9	94,1	91,2	50,0
IT	12.598 €	98.960 €	22.140 €	559.748 €	6,9	45,5	22,8	78,3	63,5	51,9
LT	3.714 €	ns	0 €	3.438 €	0,0	0,0	0,0	50,0	0,0	8,3
LU	6.891 €	ns	49.238 €	41.389 €	0,0	40,0	0,0	60,0	40,0	30,0
LV	160 €	1.725 €	1.725 €	1.161 €	0,0	0,0	0,0	33,3	33,3	0,0
MT	7.013 €	12.723 €	12.429 €	3.034 €	0,0	40,0	60,0	80,0	80,0	40,0
NL	4.843 €	24.742 €	14.715 €	372.261 €	15,4	73,1	33,3	88,5	83,3	37,2
NO	8.327 €	43.275 €	19.705 €	198.996 €	5,3	45,3	38,9	76,8	61,1	34,7
PL	10.577 €	114.077 €	32.883 €	104.379 €	2,2	19,1	6,7	27,0	24,7	20,2
PT	5.316 €	51.191 €	28.492 €	69.572 €	6,3	37,5	18,8	62,5	37,5	31,3
RO	60 €	308.282 €	0 €	15.460 €	0,0	0,0	0,0	22,2	0,0	0,0
SK	1.723 €	25.503 €	0 €	2.686 €	0,0	0,0	33,3	33,3	44,4	33,3
SL	4.083 €	34.009 €	27.246 €	9.129 €	22,7	4,5	50,0	77,3	45,5	45,5
SV	5.557 €	15.684 €	6.973 €	327.264 €	2,3	64,1	34,4	86,7	72,7	38,3
UK	9.067 €	27.658 €	14.700 €	2.310.789 €	7,5	86,5	69,5	94,7	91,9	62,2
TOTAL 29 COUNTRIES	9.427 €	33.948 €	19.776 €	8.629.235 €	16,7	56,0	45,0	79,1	72,5	48,2
12 NMS - PL	5.169 €	53.111 €	34.077 €	108.127 €	13,5	9,0	45,9	64,7	54,1	45,1

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	211 2005/6 % Groups having %EO>6% 2005/6	212 2005/6 % Groups having %EO>20% 2005/6	213 2005/6 % Groups having %EO>50% 2005/6	214 2005/6 Groups having %EO published 2005/6	215 2005/6 Groups having Stock Options 2005/6	216 2005/6 Groups having Broad based plans 2005/6	217 2005/6 Groups having EOwnership 2005/6	218 2005/6 Groups having E Share Plans 2005/6	219 2005/6 Groups having %EO>1% 2005/6	220 2005/6 Groups having %EO>6% 2005/6
AT	22,7	15,9	9,1	10	14	12	24	20	15	10
BE	11,3	9,4	1,9	6	40	13	36	43	17	6
BG	22,2	22,2	22,2	1	0	2	3	2	2	2
CH	14,6	5,1	0,6	9	86	48	137	114	56	23
CY	40,0	20,0	0,0	2	3	3	3	4	3	2
CZ	81,3	81,3	81,3	0	2	27	26	30	26	26
DA	7,7	3,8	1,3	13	46	31	59	56	28	6
DE	15,5	8,7	4,1	12	109	66	149	136	72	34
EE	0,0	0,0	0,0	0	0	0	3	0	1	0
ES	45,7	42,0	38,9	20	24	67	126	90	82	74
FI	10,4	6,0	4,5	1	50	15	63	55	36	7
FR	44,1	36,2	27,4	250	207	256	283	311	237	150
GR	20,0	9,2	3,1	0	23	7	31	25	17	13
HU	47,6	47,6	42,9	10	4	12	18	17	12	10
IE	26,5	11,8	0,0	2	31	19	32	31	17	9
IT	41,3	35,4	28,6	13	86	43	148	120	98	78
LT	8,3	8,3	0,0	0	0	0	6	0	1	1
LU	30,0	20,0	10,0	0	4	0	6	4	3	3
LV	0,0	0,0	0,0	0	0	0	1	1	0	0
MT	0,0	0,0	0,0	0	2	3	4	4	2	0
NL	19,2	9,0	5,1	12	57	26	69	65	29	15
NO	16,8	8,4	2,1	5	43	37	73	58	33	16
PL	15,7	9,0	6,7	2	17	6	24	22	18	14
PT	15,6	3,1	0,0	2	12	6	20	12	10	5
RO	0,0	0,0	0,0	0	0	0	2	0	0	0
SK	33,3	33,3	33,3	0	0	3	3	4	3	3
SL	45,5	31,8	27,3	5	1	11	17	10	10	10
SV	11,7	3,1	1,6	3	82	44	111	93	49	15
UK	27,1	16,4	9,2	40	460	370	504	489	331	144
TOTAL 29 COUNTRIES	27,0	19,2	13,6	418	1.403	1.127	1.981	1.816	1.208	676
12 NMS - PL	40,6	37,6	34,6	18	12	61	86	72	60	54

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	221 2005/6 Groups having %EO>20% 2005/6	222 2005/6 Groups having %EO>50% 2005/6	223 2005/6 Employees numbers 2005/6	224 2005/6 % capitalisation held by employees 2005/6	225 2005/6 EO held cap millions € 2005/6	226 2005/6 Capitalisation held by employee in € 2005/6
AT	7	4	348.392	3,15	2.493 €	7.155 €
BE	5	1	550.878	2,06	3.993 €	7.249 €
BG	2	2	11.816	0,26	5 €	430 €
CH	8	1	1.332.002	2,73	21.465 €	16.115 €
CY	1	0	18.856	3,20	204 €	10.794 €
CZ	26	26	88.155	0,12	44 €	497 €
DA	3	1	333.266	0,94	1.164 €	3.493 €
DE	19	9	4.568.209	1,38	13.397 €	2.933 €
EE	0	0	7.991	0,46	7 €	838 €
ES	68	63	1.371.118	2,42	13.727 €	10.012 €
FI	4	3	520.872	1,44	2.669 €	5.124 €
FR	123	93	6.137.219	4,39	62.402 €	10.168 €
GR	6	2	251.059	1,92	2.210 €	8.802 €
HU	10	9	72.523	1,82	516 €	7.120 €
IE	4	0	245.621	2,71	2.666 €	10.853 €
IT	67	54	1.436.751	3,49	19.524 €	13.589 €
LT	1	0	18.652	0,60	21 €	1.103 €
LU	2	1	42.379	0,37	151 €	3.566 €
LV	0	0	4.608	0,08	1 €	200 €
MT	0	0	5.920	1,42	43 €	7.270 €
NL	7	4	1.747.908	1,59	5.917 €	3.385 €
NO	8	2	331.764	1,30	2.582 €	7.781 €
PL	8	6	368.831	2,12	2.214 €	6.003 €
PT	1	0	221.161	0,91	633 €	2.862 €
RO	0	0	73.383	0,02	3 €	47 €
SK	3	3	13.250	0,80	21 €	1.616 €
SL	7	6	67.864	2,57	235 €	3.461 €
SV	4	2	1.168.512	1,22	3.982 €	3.407 €
UK	87	49	6.991.757	2,00	46.160 €	6.602 €
TOTAL 29 COUNTRIES	481	341	28.350.715	2,42	208.447 €	7.352 €
12 NMS - PL	50	46	383.017	1,02	1.100 €	2.871 €

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	227 Employee owners in listed having ESP 2010/11	228 Employees in listed having ESP 2010/11	229 % EOwners/Employees in listed having ESP 2010/11	230 Listed groups only numbers 2010/11	231 Listed groups having %EO published May 2011	232 Listed groups having Stock Options 2010/11	233 Listed groups having Broad based plans 2010/11	234 Listed groups having EOwnership 2010/11	235 Listed groups having E Share Plans 2010/11	236 Listed groups having %EO>1% 2010/11
AT	103.073	330.939	31,15	43	5	14	16	32	24	20
BE	85.134	571.618	14,89	53	4	44	17	43	48	21
BG	0	0	0,00	7	0	0	0	5	0	0
CH	362.857	1.548.892	23,43	157	13	93	61	154	134	75
CY	4.575	25.651	17,84	5	2	4	3	5	4	4
CZ	3.219	63.914	5,04	6	0	3	1	4	4	0
DA	77.356	391.939	19,74	77	6	57	43	74	68	29
DE	1.017.693	4.880.260	20,85	217	8	131	82	181	164	84
EE	25	2.555	0,00	6	0	2	0	4	2	2
ES	162.720	1.473.816	11,04	102	4	35	12	92	49	31
FI	140.279	573.647	24,45	67	1	53	25	66	65	31
FR	3.613.346	6.979.422	51,77	258	178	215	213	242	246	181
GR	21.664	240.913	8,99	65	0	31	11	42	35	25
HU	7.433	91.339	8,14	12	3	5	5	9	9	3
IE	49.352	264.668	18,65	33	2	32	20	33	32	18
IT	135.985	1.461.682	9,30	154	2	103	15	142	108	58
LT	2	1.108	0,00	12	0	0	0	8	1	2
LU	441	33.812	1,31	10	0	8	0	7	9	3
LV	220	900	24,44	3	0	0	1	1	1	0
MT	2.282	4.319	52,84	5	0	2	3	4	4	2
NL	354.916	1.665.687	21,31	76	8	65	27	73	73	35
NO	75.147	374.843	20,05	95	5	59	50	90	78	28
PL	88.075	321.200	27,42	86	5	36	9	67	48	32
PT	23.046	208.020	11,08	32	0	14	7	29	15	7
RO	70.385	42.520	ns	9	0	1	2	4	3	0
SK	0	3.683	0,00	6	0	0	0	0	1	0
SL	4.935	23.192	21,28	15	2	1	4	11	7	4
SV	559.227	1.307.781	42,76	128	5	100	57	124	112	49
UK	2.494.372	7.523.227	33,16	495	13	485	388	494	491	302
TOTAL 29 COUNTRIES	9.457.759	30.411.546	31,10	2.234	266	1.593	1.072	2.040	1.835	1.046
12 NMS - PL	93.076	259.181	35,91	86	7	18	19	55	36	17

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	237 Listed groups having %EO>6% 2010/11	238 Listed groups having %EO>20% 2010/11	239 Listed groups having %EO>50% 2010/11	240 % Listed groups having %EO published 2010/11	241 % Listed groups having Stock Options 2010/11	242 % Listed groups having Broad based plans 2010/11	243 % Listed groups having EOwnership 2010/11	244 % Listed groups having E Share Plans 2010/11	245 % Listed groups having %EO>1% 2010/11	246 % Listed groups having %EO>6% 2010/11
AT	12	7	3	11,63	32,56	37,21	74,42	55,81	46,51	27,91
BE	9	5	3	7,55	83,02	32,08	81,13	90,57	39,62	16,98
BG	0	0	0	0,00	0,00	0,00	71,43	0,00	0,00	0,00
CH	30	9	3	8,28	59,24	38,85	98,09	85,35	47,77	19,11
CY	2	2	2	40,00	80,00	60,00	100,00	80,00	80,00	40,00
CZ	0	0	0	0,00	50,00	16,67	66,67	66,67	0,00	0,00
DA	5	4	0	7,79	74,03	55,84	96,10	88,31	37,66	6,49
DE	39	25	11	3,69	60,37	37,79	83,41	75,58	38,71	17,97
EE	1	0	0	0,00	33,33	0,00	66,67	33,33	33,33	16,67
ES	21	13	7	3,92	34,31	11,76	90,20	48,04	30,39	20,59
FI	5	3	0	1,49	79,10	37,31	98,51	97,01	46,27	7,46
FR	79	56	23	68,99	83,33	82,56	93,80	95,35	70,16	30,62
GR	21	12	3	0,00	47,69	16,92	64,62	53,85	38,46	32,31
HU	1	0	0	25,00	41,67	41,67	75,00	75,00	25,00	8,33
IE	5	1	0	6,06	96,97	60,61	100,00	96,97	54,55	15,15
IT	36	26	17	1,30	66,88	9,74	92,21	70,13	37,66	23,38
LT	2	1	0	0,00	0,00	0,00	66,67	8,33	16,67	16,67
LU	2	1	1	0,00	80,00	0,00	70,00	90,00	30,00	20,00
LV	0	0	0	0,00	0,00	33,33	33,33	33,33	0,00	0,00
MT	0	0	0	0,00	40,00	60,00	80,00	80,00	40,00	0,00
NL	10	5	1	10,53	85,53	35,53	96,05	96,05	46,05	13,16
NO	10	8	2	5,26	62,11	52,63	94,74	82,11	29,47	10,53
PL	20	9	1	5,81	41,86	10,47	77,91	55,81	37,21	23,26
PT	3	3	0	0,00	43,75	21,88	90,63	46,88	21,88	9,38
RO	0	0	0	0,00	11,11	22,22	44,44	33,33	0,00	0,00
SK	0	0	0	0,00	0,00	0,00	0,00	16,67	0,00	0,00
SL	1	0	0	13,33	6,67	26,67	73,33	46,67	26,67	6,67
SV	13	6	3	3,91	78,13	44,53	96,88	87,50	38,28	10,16
UK	90	42	12	2,63	97,98	78,38	99,80	99,19	61,01	18,18
TOTAL 29 COUNTRIES	417	238	92	11,91	71,31	47,99	91,32	82,14	46,82	18,67
12 NMS - PL	7	3	2	8,14	20,93	22,09	63,95	41,86	19,77	8,14

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	247 % Listed groups having %EO>20% 2010/11	248 % Listed groups having %EO>50% 2010/11	249 Employee owners in listed having ESP 2009/10	250 Employees in listed having ESP 2009/10	251 % EOwners/Employees in listed having ESP 2009/10	252 Listed groups having %EO published May 2010	253 Listed groups having Stock Options 2009/10	254 Listed groups having Broad based plans 2009/10	255 Listed groups having EOwnership 2009/10	256 Listed groups having E Share Plans 2009/10
AT	16,28	6,98	103.415	331.203	31,22	7	14	16	32	24
BE	9,43	5,66	98.268	572.891	17,15	7	44	17	42	48
BG	0,00	0,00	0	0	0,00	0	0	0	5	0
CH	5,73	1,91	367.291	1.517.604	24,20	12	93	61	153	131
CY	40,00	40,00	14.450	26.625	54,27	2	4	3	5	4
CZ	0,00	0,00	3.309	66.495	4,98	0	3	1	4	4
DA	5,19	0,00	72.209	395.267	18,27	6	57	42	74	68
DE	11,52	5,07	1.045.278	4.777.200	21,88	11	130	82	179	162
EE	0,00	0,00	6	2.812	0,00	0	2	0	4	2
ES	12,75	6,86	127.820	1.416.799	9,02	4	35	12	92	49
FI	4,48	0,00	142.193	569.427	24,97	1	53	24	66	65
FR	21,71	8,91	3.421.058	6.817.224	50,18	185	214	211	240	244
GR	18,46	4,62	22.256	253.599	8,78	0	31	11	42	35
HU	0,00	0,00	6.383	94.320	6,77	4	5	5	9	9
IE	3,03	0,00	57.404	267.865	21,43	2	32	20	33	32
IT	16,88	11,04	137.241	1.477.062	9,29	2	101	13	142	105
LT	8,33	0,00	2	1.372	0,00	0	0	0	8	1
LU	10,00	10,00	410	25.046	1,64	0	7	0	7	8
LV	0,00	0,00	270	1.500	18,00	0	0	1	1	1
MT	0,00	0,00	2.286	4.580	49,91	0	2	3	4	4
NL	6,58	1,32	312.014	1.732.539	18,01	8	64	27	73	72
NO	8,42	2,11	85.689	383.487	22,34	5	59	47	88	75
PL	10,47	1,16	87.964	314.181	28,00	3	34	7	64	45
PT	9,38	0,00	23.768	200.909	11,83	1	14	7	29	15
RO	0,00	0,00	64	47.015	0,14	0	1	0	3	1
SK	0,00	0,00	0	3.716	0,00	0	0	0	0	1
SL	0,00	0,00	5.517	26.634	20,71	3	1	4	11	7
SV	4,69	2,34	509.434	1.270.408	40,10	6	100	56	124	112
UK	8,48	2,42	2.460.897	7.477.585	32,91	15	482	379	491	488
TOTAL 29 COUNTRIES	10,65	4,12	9.106.895	30.075.366	30,28	284	1.582	1.049	2.025	1.812
12 NMS - PL	3,49	2,33	32.286	275.069	11,74	9	18	17	54	34

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	257 Listed groups having %EO>1% 2009/10	258 Listed groups having %EO>6% 2009/10	259 Listed groups having %EO>20% 2009/10	260 Listed groups having %EO>50% 2009/10	261 % EO published 2009/10	262 Stock Options 2009/10	263 Broad based plans 2009/10	264 EOwnership 2009/10	265 E Share Plans 2009/10	266 %EO>1% 2009/10
AT	20	12	7	4	16,28	32,56	37,21	74,42	55,81	46,51
BE	18	7	3	1	13,21	83,02	32,08	79,25	90,57	33,96
BG	0	0	0	0	0,00	0,00	0,00	71,43	0,00	0,00
CH	74	29	10	3	7,64	59,24	38,85	97,45	83,44	47,13
CY	5	2	2	2	40,00	80,00	60,00	100,00	80,00	100,00
CZ	0	0	0	0	0,00	50,00	16,67	66,67	66,67	0,00
DA	27	4	3	0	7,79	74,03	54,55	96,10	88,31	35,06
DE	91	37	24	9	5,07	59,91	37,79	82,49	74,65	41,94
EE	1	0	0	0	0,00	33,33	0,00	66,67	33,33	16,67
ES	25	17	11	5	3,92	34,31	11,76	90,20	48,04	24,51
FI	32	7	3	0	1,49	79,10	35,82	98,51	97,01	47,76
FR	178	80	57	25	71,71	82,95	81,78	93,02	94,57	68,99
GR	20	17	10	2	0,00	47,69	16,92	64,62	53,85	30,77
HU	4	1	0	0	33,33	41,67	41,67	75,00	75,00	33,33
IE	16	6	1	0	6,06	96,97	60,61	100,00	96,97	48,48
IT	61	39	29	19	1,30	65,58	8,44	92,21	68,18	39,61
LT	1	1	0	0	0,00	0,00	0,00	66,67	8,33	8,33
LU	2	1	0	0	0,00	70,00	0,00	70,00	80,00	20,00
LV	0	0	0	0	0,00	0,00	33,33	33,33	33,33	0,00
MT	1	0	0	0	0,00	40,00	60,00	80,00	80,00	20,00
NL	36	11	6	1	10,53	84,21	35,53	96,05	94,74	47,37
NO	32	14	9	2	5,26	62,11	49,47	92,63	78,95	33,68
PL	29	20	9	1	3,49	39,53	8,14	74,42	52,33	33,72
PT	8	3	3	0	3,13	43,75	21,88	90,63	46,88	25,00
RO	0	0	0	0	0,00	11,11	0,00	33,33	11,11	0,00
SK	0	0	0	0	0,00	0,00	0,00	0,00	16,67	0,00
SL	4	3	0	0	20,00	6,67	26,67	73,33	46,67	26,67
SV	51	12	5	2	4,69	78,13	43,75	96,88	87,50	39,84
UK	304	94	44	13	3,03	97,37	76,57	99,19	98,59	61,41
TOTAL 29 COUNTRIES	1.040	417	236	89	12,71	70,81	46,96	90,64	81,11	46,55
12 NMS - PL	16	7	2	2	10,47	20,93	19,77	62,79	39,53	18,60

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	267 % Listed groups having %EO>6% 2009/10	268 % Listed groups having %EO>20% 2009/10	269 % Listed groups having %EO>50% 2009/10	270 Employee owners in listed having ESP 2008/9	271 Employees in listed having ESP 2008/9	272 % EOwners/Employees in listed having ESP 2008/9	273 Listed groups having %EO published 2008/9	274 Listed groups having Stock Options 2008/9	275 Listed groups having Broad based plans 2008/9	276 Listed groups having EOwnership 2008/9
AT	27,91	16,28	9,30	102.654	355.538	28,87	7	14	16	32
BE	13,21	5,66	1,89	101.795	609.486	16,70	7	44	17	42
BG	0,00	0,00	0,00	0	0	0,00	0	0	0	5
CH	18,47	6,37	1,91	402.227	1.561.608	25,76	13	92	60	152
CY	40,00	40,00	40,00	14.461	26.257	55,08	2	4	3	5
CZ	0,00	0,00	0,00	3.309	62.870	5,26	0	3	1	4
DA	5,19	3,90	0,00	75.730	413.959	18,29	10	56	42	73
DE	17,05	11,06	4,15	1.013.258	4.862.097	20,84	11	127	81	176
EE	0,00	0,00	0,00	6	4.439	0,00	0	2	0	4
ES	16,67	10,78	4,90	113.549	1.399.584	8,11	4	32	12	92
FI	10,45	4,48	0,00	171.996	622.725	27,62	1	53	24	66
FR	31,01	22,09	9,69	3.015.437	6.944.252	43,42	180	212	207	239
GR	26,15	15,38	3,08	23.111	244.285	9,46	0	30	11	42
HU	8,33	0,00	0,00	6.226	77.584	8,02	4	5	5	9
IE	18,18	3,03	0,00	72.648	291.356	24,93	2	32	20	33
IT	25,32	18,83	12,34	142.703	1.508.449	9,46	3	101	13	142
LT	8,33	0,00	0,00	2	1.545	0,00	0	0	0	8
LU	10,00	0,00	0,00	399	26.263	1,52	0	6	0	7
LV	0,00	0,00	0,00	300	1.624	18,47	0	0	1	1
MT	0,00	0,00	0,00	2.286	4.773	47,90	0	2	3	4
NL	14,47	7,89	1,32	322.209	1.864.742	17,28	8	64	27	71
NO	14,74	9,47	2,11	81.329	377.511	21,54	4	59	46	87
PL	23,26	10,47	1,16	59.941	314.406	19,06	2	33	6	64
PT	9,38	9,38	0,00	25.088	198.300	12,65	1	14	7	29
RO	0,00	0,00	0,00	25	49.679	ns	0	1	0	3
SK	0,00	0,00	0,00	0	3.737	0,00	0	0	0	0
SL	20,00	0,00	0,00	5.869	28.328	20,72	3	1	4	11
SV	9,38	3,91	1,56	516.657	1.330.169	38,84	7	97	56	124
UK	18,99	8,89	2,63	2.498.670	7.621.578	32,78	18	481	373	490
TOTAL 29 COUNTRIES	18,67	10,56	3,98	8.771.886	30.807.143	28,47	287	1.565	1.035	2.015
12 NMS - PL	8,14	2,33	2,33	32.484	260.836	12,45	9	18	17	54

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	277	278	279	280	281	282	283	284	285	286
	Listed groups having E Share Plans 2008/9	Listed groups having %EO>1% 2008/9	Listed groups having %EO>6% 2008/9	Listed groups having %EO>20% 2008/9	Listed groups having %EO>50% 2008/9	Listed groups having %EO published 2008/9	Listed groups having Stock Options 2008/9	Listed groups having Broad based plans 2008/9	Listed groups having EOwnership 2008/9	Listed groups having E Share Plans 2008/9
AT	24	20	12	7	3	16,28	32,56	37,21	74,42	55,81
BE	48	17	8	4	1	13,21	83,02	32,08	79,25	90,57
BG	0	0	0	0	0	0,00	0,00	0,00	71,43	0,00
CH	128	70	28	11	3	8,28	58,60	38,22	96,82	81,53
CY	4	5	2	2	2	40,00	80,00	60,00	100,00	80,00
CZ	4	0	0	0	0	0,00	50,00	16,67	66,67	66,67
DA	67	31	4	3	0	12,99	72,73	54,55	94,81	87,01
DE	156	95	40	25	10	5,07	58,53	37,33	81,11	71,89
EE	2	2	0	0	0	0,00	33,33	0,00	66,67	33,33
ES	47	29	18	13	5	3,92	31,37	11,76	90,20	46,08
FI	64	38	6	3	0	1,49	79,10	35,82	98,51	95,52
FR	243	178	83	60	25	69,77	82,17	80,23	92,64	94,19
GR	34	22	17	12	4	0,00	46,15	16,92	64,62	52,31
HU	9	4	1	0	0	33,33	41,67	41,67	75,00	75,00
IE	32	20	7	2	0	6,06	96,97	60,61	100,00	96,97
IT	105	63	38	31	20	1,95	65,58	8,44	92,21	68,18
LT	1	2	1	0	0	0,00	0,00	0,00	66,67	8,33
LU	7	3	2	1	1	0,00	60,00	0,00	70,00	70,00
LV	1	0	0	0	0	0,00	0,00	33,33	33,33	33,33
MT	4	1	0	0	0	0,00	40,00	60,00	80,00	80,00
NL	72	37	11	6	2	10,53	84,21	35,53	93,42	94,74
NO	74	41	15	9	2	4,21	62,11	48,42	91,58	77,89
PL	44	26	20	10	2	2,33	38,37	6,98	74,42	51,16
PT	15	10	3	3	0	3,13	43,75	21,88	90,63	46,88
RO	1	0	0	0	0	0,00	11,11	0,00	33,33	11,11
SK	1	0	0	0	0	0,00	0,00	0,00	0,00	16,67
SL	7	4	3	0	0	20,00	6,67	26,67	73,33	46,67
SV	110	54	14	5	1	5,47	75,78	43,75	96,88	85,94
UK	485	331	102	47	11	3,64	97,17	75,35	98,99	97,98
TOTAL 29 COUNTRIES	1.789	1.103	435	254	92	12,85	70,05	46,33	90,20	80,08
12 NMS - PL	34	18	7	2	2	10,47	20,93	19,77	62,79	39,53

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	287	288	289	290	291	292	293	294	295	296
	% Listed groups having %EO>1% 2008/9	% Listed groups having %EO>6% 2008/9	% Listed groups having %EO>20% 2008/9	% Listed groups having %EO>50% 2008/9	Employee owners in listed having ESP 2007/8	Employees in listed having ESP 2007/8	% EOwners/Employees in listed having ESP 2007/8	Listed groups having %EO published 2007/8	Listed groups having Stock Options 2007/8	Listed groups having Broad based plans 2007/8
AT	46,51	27,91	16,28	6,98	106.101	335.679	31,61	8	13	16
BE	32,08	15,09	7,55	1,89	124.335	602.458	20,64	7	43	16
BG	0,00	0,00	0,00	0,00	0	0	0,00	0	0	0
CH	44,59	17,83	7,01	1,91	377.841	1.505.509	25,10	10	92	60
CY	100,00	40,00	40,00	40,00	9.644	17.351	55,58	2	4	3
CZ	0,00	0,00	0,00	0,00	3.209	66.209	4,85	0	3	1
DA	40,26	5,19	3,90	0,00	75.033	383.667	19,56	11	55	42
DE	43,78	18,43	11,52	4,61	1.000.226	4.684.796	21,35	11	126	77
EE	33,33	0,00	0,00	0,00	6	4.490	0,00	0	2	0
ES	28,43	17,65	12,75	4,90	118.746	1.311.979	9,05	5	30	12
FI	56,72	8,96	4,48	0,00	167.599	602.961	27,80	1	53	23
FR	68,99	32,17	23,26	9,69	2.940.440	6.657.300	44,17	179	212	205
GR	33,85	26,15	18,46	6,15	23.681	234.861	10,08	0	28	10
HU	33,33	8,33	0,00	0,00	6.498	78.297	8,30	5	5	5
IE	60,61	21,21	6,06	0,00	68.480	287.194	23,84	1	32	20
IT	40,91	24,68	20,13	12,99	145.075	1.449.119	10,01	2	98	12
LT	16,67	8,33	0,00	0,00	2	1.455	0,00	0	0	0
LU	30,00	20,00	10,00	10,00	403	25.894	1,56	0	6	0
LV	0,00	0,00	0,00	0,00	300	1.100	27,27	0	0	1
MT	20,00	0,00	0,00	0,00	2.200	4.804	45,80	0	2	3
NL	48,68	14,47	7,89	2,63	336.220	1.804.934	18,63	9	63	26
NO	43,16	15,79	9,47	2,11	74.584	365.047	20,43	4	54	43
PL	30,23	23,26	11,63	2,33	2.432	281.338	0,86	1	30	4
PT	31,25	9,38	9,38	0,00	23.060	176.869	13,04	1	12	6
RO	0,00	0,00	0,00	0,00	1	41.104	ns	0	1	0
SK	0,00	0,00	0,00	0,00	0	3.671	0,00	0	0	0
SL	26,67	20,00	0,00	0,00	5.865	27.908	21,02	3	1	5
SV	42,19	10,94	3,91	0,78	514.495	1.294.050	39,76	5	94	54
UK	66,87	20,61	9,49	2,22	2.450.025	7.402.268	33,10	17	477	359
TOTAL 29 COUNTRIES	49,37	19,47	11,37	4,12	8.576.501	29.652.312	28,92	282	1.536	1.003
12 NMS - PL	20,93	8,14	2,33	2,33	27.725	246.389	11,25	10	18	18

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	297 Listed groups having EOwnership 2007/8	298 Listed groups having E Share Plans 2007/8	299 Listed groups having %EO>1% 2007/8	300 Listed groups having %EO>6% 2007/8	301 Listed groups having %EO>20% 2007/8	302 Listed groups having %EO>50% 2007/8	303 % Listed groups having %EO published 2007/8	304 % Listed groups having Stock Options 2007/8	305 % Listed groups having Broad based plans 2007/8	306 % Listed groups having EOwnership 2007/8
AT	26	22	20	11	7	4	18,60	30,23	37,21	60,47
BE	40	47	21	8	4	1	13,21	81,13	30,19	75,47
BG	1	0	0	0	0	0	0,00	0,00	0,00	14,29
CH	139	125	74	26	11	2	6,37	58,60	38,22	88,54
CY	4	4	4	2	1	0	40,00	80,00	60,00	80,00
CZ	2	5	0	0	0	0	0,00	50,00	16,67	33,33
DA	69	66	33	5	2	0	14,29	71,43	54,55	89,61
DE	166	151	88	41	23	11	5,07	58,06	35,48	76,50
EE	4	2	2	0	0	0	0,00	33,33	0,00	66,67
ES	79	43	31	19	13	5	4,90	29,41	11,76	77,45
FI	66	61	38	6	3	0	1,49	79,10	34,33	98,51
FR	228	241	176	81	56	26	69,38	82,17	79,46	88,37
GR	40	32	23	16	12	3	0,00	43,08	15,38	61,54
HU	9	9	4	1	0	0	41,67	41,67	41,67	75,00
IE	33	32	22	7	2	0	3,03	96,97	60,61	100,00
IT	121	101	65	38	30	19	1,30	63,64	7,79	78,57
LT	7	1	1	1	0	0	0,00	0,00	0,00	58,33
LU	6	7	3	3	2	1	0,00	60,00	0,00	60,00
LV	1	1	0	0	0	0	0,00	0,00	33,33	33,33
MT	4	4	1	0	0	0	0,00	40,00	60,00	80,00
NL	72	72	39	12	6	2	11,84	82,89	34,21	94,74
NO	80	69	42	17	7	1	4,21	56,84	45,26	84,21
PL	39	37	21	18	9	2	1,16	34,88	4,65	45,35
PT	23	13	12	4	1	0	3,13	37,50	18,75	71,88
RO	2	1	0	0	0	0	0,00	11,11	0,00	22,22
SK	0	1	0	0	0	0	0,00	0,00	0,00	0,00
SL	12	5	3	3	0	0	20,00	6,67	33,33	80,00
SV	121	105	57	15	7	2	3,91	73,44	42,19	94,53
UK	485	481	332	103	48	14	3,43	96,36	72,53	97,98
TOTAL 29 COUNTRIES	1.879	1.738	1.112	437	244	93	12,62	68,76	44,90	84,11
12 NMS - PL	46	33	15	7	1	0	11,63	20,93	20,93	53,49

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	307	308	309	310	311	312	313	314	315	316
	% Listed groups having E Share Plans 2007/8	% Listed groups having %EO>1% 2007/8	% Listed groups having %EO>6% 2007/8	% Listed groups having %EO>20% 2007/8	% Listed groups having %EO>50% 2007/8	Employee owners in listed having ESP 2006/7	Employees in listed having ESP 2006/7	% EOwners/Employees in listed having ESP 2006/7	Listed groups having %EO published 2006/7	Listed groups having Stock Options 2006/7
AT	51,16	46,51	25,58	16,28	9,30	105.867	303.707	34,86	10	14
BE	88,68	39,62	15,09	7,55	1,89	120.321	577.478	20,84	7	41
BG	0,00	0,00	0,00	0,00	0,00	0	0	0,00	1	0
CH	79,62	47,13	16,56	7,01	1,27	340.325	1.426.887	23,85	10	91
CY	80,00	80,00	40,00	20,00	0,00	9.200	15.548	59,17	1	3
CZ	83,33	0,00	0,00	0,00	0,00	3.282	69.369	4,73	0	2
DA	85,71	42,86	6,49	2,60	0,00	57.101	356.506	16,02	12	51
DE	69,59	40,55	18,89	10,60	5,07	1.050.100	4.681.834	22,43	11	122
EE	33,33	33,33	0,00	0,00	0,00	5	2.769	0,00	0	0
ES	42,16	30,39	18,63	12,75	4,90	59.646	1.195.467	4,99	5	28
FI	91,04	56,72	8,96	4,48	0,00	146.928	535.742	27,43	2	52
FR	93,41	68,22	31,40	21,71	10,08	2.696.842	6.293.731	42,85	183	210
GR	49,23	35,38	24,62	18,46	4,62	17.216	182.892	9,41	0	25
HU	75,00	33,33	8,33	0,00	0,00	6.337	74.895	8,46	6	5
IE	96,97	66,67	21,21	6,06	0,00	63.651	269.401	23,63	1	32
IT	65,58	42,21	24,68	19,48	12,34	127.620	1.308.803	9,75	2	94
LT	8,33	8,33	8,33	0,00	0,00	0	1.641	0,00	0	0
LU	70,00	30,00	30,00	20,00	10,00	610	25.564	2,38	0	5
LV	33,33	0,00	0,00	0,00	0,00	400	1.061	37,70	0	0
MT	80,00	20,00	0,00	0,00	0,00	3.177	4.581	69,35	0	2
NL	94,74	51,32	15,79	7,89	2,63	358.174	1.793.068	19,98	11	61
NO	72,63	44,21	17,89	7,37	1,05	73.263	343.545	21,33	4	48
PL	43,02	24,42	20,93	10,47	2,33	34.808	246.996	14,09	1	24
PT	40,63	37,50	12,50	3,13	0,00	23.249	162.003	14,35	1	12
RO	11,11	0,00	0,00	0,00	0,00	5	46.348	ns	0	1
SK	16,67	0,00	0,00	0,00	0,00	0	2.366	0,00	0	0
SL	33,33	20,00	20,00	0,00	0,00	6.046	25.668	23,56	3	0
SV	82,03	44,53	11,72	5,47	1,56	432.274	1.196.980	36,11	4	87
UK	97,17	67,07	20,81	9,70	2,83	2.271.450	7.009.791	32,40	16	466
TOTAL 29 COUNTRIES	77,80	49,78	19,56	10,92	4,16	8.007.896	28.154.641	28,44	291	1.476
12 NMS - PL	38,37	17,44	8,14	1,16	0,00	28.452	244.246	11,65	11	13

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	317	318	319	320	321	322	323	324	325	326
	Listed groups having Broad based plans 2006/7	Listed groups having EOwnership 2006/7	Listed groups having E Share Plans 2006/7	Listed groups having %EO>1% 2006/7	Listed groups having %EO>6% 2006/7	Listed groups having %EO>20% 2006/7	Listed groups having %EO>50% 2006/7	Listed groups having %EO published 2006/7	Listed groups having Stock Options 2006/7	Listed groups having Broad based plans 2006/7
AT	15	26	22	20	10	6	4	23,26	32,56	34,88
BE	15	38	44	20	8	5	1	13,21	77,36	28,30
BG	0	1	0	0	0	0	0	14,29	0,00	0,00
CH	59	136	121	70	26	10	2	6,37	57,96	37,58
CY	3	4	4	4	2	1	0	20,00	60,00	60,00
CZ	1	2	4	0	0	0	0	0,00	33,33	16,67
DA	34	62	59	36	5	2	0	15,58	66,23	44,16
DE	70	156	146	89	43	24	12	5,07	56,22	32,26
EE	0	3	0	2	0	0	0	0,00	0,00	0,00
ES	10	76	39	26	17	11	3	4,90	27,45	9,80
FI	22	65	58	40	6	4	1	2,99	77,61	32,84
FR	200	223	237	168	79	55	24	70,93	81,40	77,52
GR	9	37	29	19	15	10	3	0,00	38,46	13,85
HU	5	9	8	4	1	0	0	50,00	41,67	41,67
IE	18	33	32	20	8	2	0	3,03	96,97	54,55
IT	10	116	95	65	42	34	23	1,30	61,04	6,49
LT	0	7	0	1	1	0	0	0,00	0,00	0,00
LU	0	5	5	3	3	2	1	0,00	50,00	0,00
LV	1	1	1	0	0	0	0	0,00	0,00	33,33
MT	3	4	4	2	0	0	0	0,00	40,00	60,00
NL	26	71	70	35	12	6	2	14,47	80,26	34,21
NO	40	75	63	40	19	7	3	4,21	50,53	42,11
PL	3	29	26	22	17	8	3	1,16	27,91	3,49
PT	6	23	12	12	5	1	0	3,13	37,50	18,75
RO	0	2	1	0	0	0	0	0,00	11,11	0,00
SK	0	0	1	0	0	0	0	0,00	0,00	0,00
SL	4	11	3	4	3	0	0	20,00	0,00	26,67
SV	49	119	96	59	17	6	3	3,13	67,97	38,28
UK	347	478	470	327	107	53	20	3,23	94,14	70,10
TOTAL 29 COUNTRIES	950	1.812	1.650	1.088	446	247	105	13,03	66,07	42,52
12 NMS - PL	17	44	26	17	7	1	0	12,79	15,12	19,77

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	327	328	329	330	331	332	333	334	335	336
	% Listed groups having EOwnership 2006/7	% Listed groups having E Share Plans 2006/7	% Listed groups having %EO>1% 2006/7	% Listed groups having %EO>6% 2006/7	% Listed groups having %EO>20% 2006/7	% Listed groups having %EO>50% 2006/7	Listed groups having %EO published 2005/6	Listed groups having Stock Options 2005/6	Listed groups having Broad based plans 2005/6	Listed groups having EOwnership 2005/6
AT	60,47	51,16	46,51	23,26	13,95	9,30	9	14	11	23
BE	71,70	83,02	37,74	15,09	9,43	1,89	6	40	13	36
BG	14,29	0,00	0,00	0,00	0,00	0,00	1	0	0	1
CH	86,62	77,07	44,59	16,56	6,37	1,27	9	86	48	137
CY	80,00	80,00	80,00	40,00	20,00	0,00	2	3	3	3
CZ	33,33	66,67	0,00	0,00	0,00	0,00	0	2	1	1
DA	80,52	76,62	46,75	6,49	2,60	0,00	12	46	30	58
DE	71,89	67,28	41,01	19,82	11,06	5,53	11	109	64	147
EE	50,00	0,00	33,33	0,00	0,00	0,00	0	0	0	3
ES	74,51	38,24	25,49	16,67	10,78	2,94	6	24	7	66
FI	97,01	86,57	59,70	8,96	5,97	1,49	1	50	15	63
FR	86,43	91,86	65,12	30,62	21,32	9,30	169	206	176	208
GR	56,92	44,62	29,23	23,08	15,38	4,62	0	23	7	31
HU	75,00	66,67	33,33	8,33	0,00	0,00	6	4	4	9
IE	100,00	96,97	60,61	24,24	6,06	0,00	1	30	18	31
IT	75,32	61,69	42,21	27,27	22,08	14,94	2	85	8	114
LT	58,33	0,00	8,33	8,33	0,00	0,00	0	0	0	6
LU	50,00	50,00	30,00	30,00	20,00	10,00	0	4	0	6
LV	33,33	33,33	0,00	0,00	0,00	0,00	0	0	0	1
MT	80,00	80,00	40,00	0,00	0,00	0,00	0	2	3	4
NL	93,42	92,11	46,05	15,79	7,89	2,63	10	57	24	67
NO	78,95	66,32	42,11	20,00	7,37	3,16	5	43	37	73
PL	33,72	30,23	25,58	19,77	9,30	3,49	2	17	3	21
PT	71,88	37,50	37,50	15,63	3,13	0,00	2	12	6	20
RO	22,22	11,11	0,00	0,00	0,00	0,00	0	0	0	2
SK	0,00	16,67	0,00	0,00	0,00	0,00	0	0	0	0
SL	73,33	20,00	26,67	20,00	0,00	0,00	2	0	4	10
SV	92,97	75,00	46,09	13,28	4,69	2,34	3	82	44	111
UK	96,57	94,95	66,06	21,62	10,71	4,04	17	453	339	471
TOTAL 29 COUNTRIES	81,11	73,86	48,70	19,96	11,06	4,70	276	1.392	865	1.723
12 NMS - PL	51,16	30,23	19,77	8,14	1,16	0,00	11	11	15	40

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	337 Listed groups having E Share Plans 2005/6	338 Listed groups having %EO>1% 2005/6	339 Listed groups having %EO>6% 2005/6	340 Listed groups having %EO>20% 2005/6	341 Listed groups having %EO>50% 2005/6	342 Listed groups having %EO published 2005/6	343 Listed groups having Stock Options 2005/6	344 Listed groups having Broad based plans 2005/6	345 Listed groups having EOwnership 2005/6	346 Listed groups having E Share Plans 2005/6
AT	19	14	9	6	4	20,93	32,56	25,58	53,49	44,19
BE	43	17	6	5	1	11,32	75,47	24,53	67,92	81,13
BG	0	0	0	0	0	14,29	0,00	0,00	14,29	0,00
CH	114	56	23	8	1	5,73	54,78	30,57	87,26	72,61
CY	4	3	2	1	0	40,00	60,00	60,00	60,00	80,00
CZ	4	0	0	0	0	0,00	33,33	16,67	16,67	66,67
DA	55	27	5	2	0	15,58	59,74	38,96	75,32	71,43
DE	134	70	32	17	7	5,07	50,23	29,49	67,74	61,75
EE	0	1	0	0	0	0,00	0,00	0,00	50,00	0,00
ES	30	22	14	8	3	5,88	23,53	6,86	64,71	29,41
FI	55	36	7	4	3	1,49	74,63	22,39	94,03	82,09
FR	231	155	68	42	14	65,50	79,84	68,22	80,62	89,53
GR	25	17	13	6	2	0,00	35,38	10,77	47,69	38,46
HU	8	3	1	1	0	50,00	33,33	33,33	75,00	66,67
IE	30	16	8	3	0	3,03	90,91	54,55	93,94	90,91
IT	85	64	44	33	20	1,30	55,19	5,19	74,03	55,19
LT	0	1	1	1	0	0,00	0,00	0,00	50,00	0,00
LU	4	3	3	2	1	0,00	40,00	0,00	60,00	40,00
LV	1	0	0	0	0	0,00	0,00	0,00	33,33	33,33
MT	4	2	0	0	0	0,00	40,00	60,00	80,00	80,00
NL	63	27	13	5	2	13,16	75,00	31,58	88,16	82,89
NO	58	33	16	8	2	5,26	45,26	38,95	76,84	61,05
PL	19	15	11	5	3	2,33	19,77	3,49	24,42	22,09
PT	12	10	5	1	0	6,25	37,50	18,75	62,50	37,50
RO	0	0	0	0	0	0,00	0,00	0,00	22,22	0,00
SK	1	0	0	0	0	0,00	0,00	0,00	0,00	16,67
SL	3	3	3	1	0	13,33	0,00	26,67	66,67	20,00
SV	93	49	15	4	2	2,34	64,06	34,38	86,72	72,66
UK	455	297	110	54	17	3,43	91,52	68,48	95,15	91,92
TOTAL 29 COUNTRIES	1.550	941	409	217	82	12,35	62,31	38,72	77,13	69,38
12 NMS - PL	25	13	7	4	0	12,79	12,79	17,44	46,51	29,07

Data on employee ownership in European countries
(29 countries - 2.505 largest European companies - 32.8 million employees)

Countries	347	348	349	350	351	352	353	354	355
	% Listed groups having %EO>1% 2005/6	% Listed groups having %EO>6% 2005/6	% Listed groups having %EO>20% 2005/6	% Listed groups having %EO>50% 2005/6	Non-listed groups numbers 2010/11	Non-listed groups numbers 2009/10	Non-listed groups numbers 2008/9	Non-listed groups numbers 2007/8	Non-listed groups numbers 2006/7
AT	32,56	20,93	13,95	9,30	1	1	1	1	1
BE	32,08	11,32	9,43	1,89	0	0	0	1	2
BG	0,00	0,00	0,00	0,00	2	2	2	0	0
CH	35,67	14,65	5,10	0,64	0	0	0	0	0
CY	60,00	40,00	20,00	0,00	0	0	0	0	0
CZ	0,00	0,00	0,00	0,00	26	26	26	26	26
DA	35,06	6,49	2,60	0,00	1	1	1	1	1
DE	32,26	14,75	7,83	3,23	2	2	2	2	2
EE	16,67	0,00	0,00	0,00	0	0	0	0	0
ES	21,57	13,73	7,84	2,94	60	63	57	43	22
FI	53,73	10,45	5,97	4,48	0	0	0	0	0
FR	60,08	26,36	16,28	5,43	82	81	81	77	63
GR	26,15	20,00	9,23	3,08	0	0	0	0	0
HU	25,00	8,33	8,33	0,00	9	9	9	9	9
IE	48,48	24,24	9,09	0,00	1	1	1	1	1
IT	41,56	28,57	21,43	12,99	35	34	35	36	37
LT	8,33	8,33	8,33	0,00	0	0	0	0	0
LU	30,00	30,00	20,00	10,00	0	0	0	0	0
LV	0,00	0,00	0,00	0,00	0	0	0	0	0
MT	40,00	0,00	0,00	0,00	0	0	0	0	0
NL	35,53	17,11	6,58	2,63	2	2	2	2	1
NO	34,74	16,84	8,42	2,11	0	0	0	0	0
PL	17,44	12,79	5,81	3,49	3	1	1	1	1
PT	31,25	15,63	3,13	0,00	0	0	0	0	0
RO	0,00	0,00	0,00	0,00	0	0	0	0	0
SK	0,00	0,00	0,00	0,00	3	3	3	3	0
SL	20,00	20,00	6,67	0,00	7	8	8	8	9
SV	38,28	11,72	3,13	1,56	0	0	0	0	0
UK	60,00	22,22	10,91	3,43	37	37	31	31	32
TOTAL 29 COUNTRIES	42,12	18,31	9,71	3,67	271	271	260	242	207
12 NMS - PL	15,12	8,14	4,65	0,00	47	48	48	46	44

List of the 2.505 largest European companies in 2011

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AUSTRIA

AT L Agrana Beteiligungs
 AT L Allgemeine Baugesellschaft - A.Porr
 AT L Andritz
 AT L AT&S
 AT L A-Tec Industries
 AT L Austriamicrosystems
 AT L AvW Invest
 AT L Bank für Kärnten und Steiermark
 AT L Bank für Tirol und Vorarlberg
 AT L Betandwin.com Int.Entertainment
 AT L BWT
 AT L Cat Oil
 AT L Constantia-Verpackungen
 AT L Do & Co Restaurants
 AT L Erste Bank der Oesterr. Sparkasse
 AT L EVN
 AT L Flughafen Wien
 AT L Intercell
 AT L Kapsch Trafficcom
 AT L KTM Power Sports
 AT L Lenzing
 AT L Mayr-Melnhof Karton
 AT L Oberbank
 AT L Oesterreichische Post
 AT L OMV
 AT L Ottakringer Getränke
 AT L Palfinger
 AT L Polytec Holding
 AT L Raiffeisen Bank International
 AT L RHI (Didier-Werke)
 AT L Rosenbauer International
 AT L Schoeller-Bleckmann AG
 AT L Semperit
 AT L Strabag
 AT L Telekom Austria
 AT L Uniqa Versicherungen AG
 AT L Verbundgesellschaft AG
 AT L Voestalpine
 AT L Vorarlberger Kraftwerke
 AT L Warimpex Finanz- und Beteiligungs
 AT L Wiener Städtische Allg.Vers. AG
 AT L Wienerberger
 AT L Zumtobel
 AT NL Amag

BELGIUM

BE L AB InBev
 BE L Ablynx
 BE L Ackermans & Van Haaren
 BE L Ageas (ex-Fortis)
 BE L Agfa Gevaert
 BE L Arseus
 BE L Atenor
 BE L Barco
 BE L Bekaert
 BE L Belgacom
 BE L CFE
 BE L CMB
 BE L Colruyt
 BE L Deceuninck
 BE L Delhaize Group
 BE L Devgen
 BE L Dexia
 BE L Dieteren
 BE L Duvel Moortgat
 BE L Econocom
 BE L Elia
 BE L Euronav
 BE L EVS Broadcast Equipment
 BE L Exmar
 BE L Fluxys
 BE L Galapagos
 BE L GBL
 BE L GIMV
 BE L Hamon

BE L Hansen Transmissions
 BE L IBA
 BE L KBC
 BE L Kinopolis Group
 BE L Lotus Bakeries
 BE L Melexis
 BE L Mobistar
 BE L Nyrstar
 BE L Omega Pharma
 BE L Option
 BE L Punch International
 BE L Recticel
 BE L Roularta
 BE L Sioen
 BE L Sipef
 BE L Solvay
 BE L Spadel
 BE L Telenet Group
 BE L Tessenderlo
 BE L Thrombogenics
 BE L UCB
 BE L Umicore
 BE L Van de Velde
 BE L VPK Packaging

BULGARIA

BG L BACB Bulgarian American Credit Bk
 BG L CCB Central Cooperative Bank
 BG L Chimimport
 BG L Corporate Commercial Bank
 BG L First Investment Bank
 BG L Petrol AD
 BG L Sopharma
 BG NL Nov svyat
 BG NL Viktoria

SWITZERLAND

CH L ABB
 CH L Acino (ex-Schweizerhall)
 CH L Actelion
 CH L Adecco
 CH L Advanced Digital Broadcast
 CH L Affichage
 CH L Agta Record
 CH L Allreal
 CH L Alpiq Holding (ex-Atel)
 CH L Also
 CH L Arbonia
 CH L Aryzta
 CH L Ascom
 CH L Bachem
 CH L Baloise
 CH L Bank CA St.Gallen
 CH L Bank Coop AG
 CH L Bank Linth
 CH L Barry Callebaut
 CH L Baselland KB
 CH L Basilea
 CH L Basler KB PS
 CH L BC Geneve
 CH L BC Vaud
 CH L Belimo
 CH L Bell Holding
 CH L Bellevue Group
 CH L Berner Kantonalbank
 CH L BKW FMB Energie
 CH L Bobst
 CH L Bossard
 CH L Bucher
 CH L Burckhardt Compression
 CH L Burkhalter
 CH L Cham Paper (ex-Industrie)
 CH L Charles Voegelé
 CH L CKW
 CH L Clariant

CH L Coltene (ex-Medisize)
 CH L Compagnie Financière Tradition
 CH L Conzetta Holding
 CH L CPH
 CH L Crédit Suisse Group
 CH L Cytos
 CH L Daetwyler
 CH L Datacolor (ex-Eichhof)
 CH L Dottikon
 CH L Dufry
 CH L Edipresse
 CH L EFG International
 CH L Elektrizitaets-Ges. Laufenburg
 CH L Emmi
 CH L Ems-Chemie
 CH L Energiedienst
 CH L Evolva (ex-Arpida)
 CH L Feintool
 CH L Fischer
 CH L Flughafen Zuerich
 CH L Forbo
 CH L Galenica
 CH L GAM Holding
 CH L Gategroup
 CH L Geberit
 CH L Givaudan
 CH L Graubuender KB
 CH L Gurit
 CH L Helvetia Patria
 CH L Highlight Communications
 CH L Holcim
 CH L Huber and Suhner
 CH L Hypo Lenzburg
 CH L Implenia
 CH L Inficon
 CH L Interroll
 CH L Intershop
 CH L Julius Baer
 CH L Jungfrauabahn
 CH L Kaba
 CH L Kardex
 CH L Komax
 CH L Kudelski
 CH L Kuehne & Nagel
 CH L Kuoni
 CH L Lem
 CH L Liechtensteinische Landesbank
 CH L Lindt
 CH L Logitech
 CH L Lonza
 CH L Looser Holding
 CH L Luzerner KB
 CH L MCH Group
 CH L Metall Zug
 CH L Meyer Burger
 CH L Micronas
 CH L Mobilezone
 CH L Mobimo
 CH L Nationale Suisse
 CH L Nestle
 CH L Neue Aargauer Bank
 CH L Nobel Biocare
 CH L Novartis
 CH L Oerlikon
 CH L Orell Fuessli
 CH L Orior
 CH L Panalpina
 CH L Petroplus
 CH L Phoenix Mecano
 CH L Precious Woods
 CH L Publigroupe
 CH L Repower (ex-Raetia Energie)
 CH L Richemont
 CH L Rieter
 CH L Roche
 CH L Romande Energie
 CH L Rothschild

List of the 2.505 largest European companies in 2011

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CH L Santhera
 CH L Sarasin
 CH L Schindler
 CH L Schulthess
 CH L Schweiter
 CH L SGS
 CH L Siegfried
 CH L Sika
 CH L Sonova (ex-Phonak)
 CH L Sopracenerina
 CH L St. Galler KB
 CH L Straumann
 CH L Sulzer
 CH L Swatch Group
 CH L Swiss Life Holding
 CH L Swiss RE
 CH L Swiss Steel
 CH L Swisscom
 CH L Swisslog
 CH L Swissquote
 CH L Syngenta
 CH L Tamedia
 CH L Tecan Group
 CH L Temenos Group
 CH L u-blox Holding
 CH L UBS
 CH L Uster Technologies
 CH L Valartis Bank
 CH L Valiant
 CH L Valora
 CH L Vetropack
 CH L Von Roll
 CH L Vontobel
 CH L Walliser KB
 CH L Walter Meier
 CH L Winterthur Technologie
 CH L Ypsomed
 CH L Zehnder
 CH L Zueblin Immobilien
 CH L Zuger KB
 CH L Zurich Financial Services
 CH (LI) LVPB Vaduz

CYPRUS

CY L Bank of Cyprus
 CY L Cyprus Trading Corp
 CY L Hellenic Bank
 CY L Louis Group
 CY L Marfin Popular Bank

CZECH REPUBLIC

CZ L CEZ
 CZ L Komerční Banka
 CZ L New World Resources
 CZ L Pražská Energetika
 CZ L Telefonica O2 (ex-Cesky Telecom)
 CZ L Unipetrol
 CZ NL Cyklos
 CZ NL Dipra
 CZ NL Dipro
 CZ NL Drevotvar Znojmo
 CZ NL Drevozpracující výrobní družstvo
 CZ NL Drupol
 CZ NL Ekon
 CZ NL Elektro Becov
 CZ NL Elko
 CZ NL Granat
 CZ NL Horácké kovodružstvo Třebíč
 CZ NL Iriša
 CZ NL JAS
 CZ NL Kovodružstvo
 CZ NL Kovoplast
 CZ NL Lidokov
 CZ NL Mechanika Praha
 CZ NL Mechanika Prostějov
 CZ NL Modeva

CZ NL Obzor
 CZ NL Otava
 CZ NL Plzenske Dilo
 CZ NL Snezka Nachod
 CZ NL Styl Plzen
 CZ NL Vkus Jicin
 CZ NL Vyvoj Trest

DENMARK

DA L A.P. Møller - Mærsk
 DA L ALK-Abelló
 DA L Alm. Brand
 DA L Amagerbanken
 DA L Ambu
 DA L Atlantic Petroleum
 DA L Auriga Industries
 DA L Bang & Olufsen
 DA L BankNordik
 DA L Bavarian Nordic
 DA L Carlsberg
 DA L Christian Hansen
 DA L Coloplast
 DA L D/S Norden
 DA L D/S Torm
 DA L Danisco
 DA L Danske Bank
 DA L DFDS
 DA L DLH
 DA L DSV
 DA L Eik Banki
 DA L FLSmidth & Co
 DA L Flügger
 DA L Genmab
 DA L GN Store Nord
 DA L Greentech Energy Systems
 DA L Grønlandsbanken
 DA L H. Lundbeck
 DA L H+H International
 DA L IC Companys
 DA L Jeudan
 DA L Jyske Bank
 DA L Københavns Lufthavne CPH
 DA L LifeCycle Pharma
 DA L Møls-Linien
 DA L Monberg & Thorsen
 DA L NeuroSearch
 DA L NewCap Holding (ex-Capinordic)
 DA L NKT Holding
 DA L Nordicom
 DA L Nordjyske Bank
 DA L Nørresundby Bank
 DA L North Media (ex-Søndagsavisen)
 DA L Novo Nordisk
 DA L Novozymes
 DA L Østasiatiske Kompagni (EAC)
 DA L Pandora
 DA L Parken
 DA L Per Aarsleff
 DA L Ringkjøbing Landbobank
 DA L Rockwool International B
 DA L Royal Unibrew
 DA L Sanistaal
 DA L SAS
 DA L Satair
 DA L Schouw & Co
 DA L SimCorp
 DA L Sjælsø Gruppen
 DA L Solar
 DA L Spar Nord Bank
 DA L Sparbank
 DA L Sparekassen Faaborg
 DA L Sparekassen Himmerland
 DA L Sparekassen Lolland
 DA L Sydbank
 DA L TDC
 DA L Thrane & Thrane

DA L Tivoli
 DA L TK Development
 DA L Topdanmark
 DA L TopoTarget
 DA L TrygVesta
 DA L United Plantation Berhad
 DA L Vestas Wind Systems
 DA L Vestjysk Bank
 DA L William Demant Holding
 DA L Zealand Pharma
 DA NL Unimerco

GERMANY

DE L Aareal Bank
 DE L adidas
 DE L ADVA Optical Networking
 DE L Air Berlin
 DE L Aixtron
 DE L Allgemeine Gold- Und Silber.
 DE L Allianz
 DE L Altana
 DE L Andreae-Noris Zahn
 DE L Audi
 DE L Aurubis (ex-Norddeutsche Affinerie)
 DE L Axel Springer
 DE L Baader Wertpapierhandelsbank
 DE L Balda
 DE L BASF
 DE L Bauer
 DE L Bayer
 DE L BayWa
 DE L Beate Uhse
 DE L Bechtle
 DE L Beiersdorf
 DE L Bertrandt
 DE L Bijou Brigitte
 DE L Bilfinger Berger
 DE L Biotest
 DE L BKN BioKraftstoff
 DE L BMW
 DE L Boewe Systec
 DE L Brenntag
 DE L Carl Zeiss Meditec
 DE L Celasio
 DE L Centrotec Sustainable
 DE L Centrotherm Photovoltaics
 DE L CeWe Color
 DE L Comdirect Bank
 DE L Commerzbank
 DE L CompuGROUP
 DE L Conergy
 DE L Constantin Medien
 DE L Continental
 DE L CropEnergies
 DE L CTS Eventim
 DE L Curanod
 DE L DAB Bank
 DE L Daimler
 DE L Delticom
 DE L Demag Cranes
 DE L Deutsche Bank
 DE L Deutsche Boerse
 DE L Deutsche Post
 DE L Deutsche Postbank
 DE L Deutsche Telekom
 DE L Deutsche Wohnen
 DE L Deutz
 DE L Douglas Holding
 DE L Draegerwerk
 DE L Drillisch
 DE L Duerr
 DE L DVB Bank
 DE L Dyckerhoff
 DE L E.ON
 DE L Eisen- und Huettenwerke
 DE L Elexis

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FR L	CFAO	FR L	Lafarge	FR L	Soitec
FR L	CFCAL	FR L	Lagardère	FR L	Somfy
FR L	CGG Veritas	FR L	Lanson BCC (ex-Boizel Chanoine)	FR L	Sopra
FR L	Chargeurs	FR L	Laurent-Perrier	FR L	Sperian Protection (ex-Bacou-Dalloz)
FR L	Christian Dior	FR L	LDC	FR L	Spir Communication
FR L	CIC - Crédit Industriel et Commercial	FR L	Lectra	FR L	SR Teleperformance
FR L	Ciments Français	FR L	Legrand	FR L	Stallergenes
FR L	Club Mediterranee	FR L	Les Nouveaux Constructeurs	FR L	StéFermière Casino de Cannes
FR L	CNIM Construction	FR L	Linedata Services	FR L	STEF-TFE
FR L	CNP Assurances	FR L	Lisi	FR L	Sucrière Pithiviers
FR L	Cofitem-Cofimur	FR L	L'Oréal	FR L	Suez Environnement
FR L	Colas	FR L	LVL Medical Groupe	FR L	Sword Group
FR L	Compagnie des Alpes	FR L	LVMH	FR L	Synergie
FR L	Crédit Agricole	FR L	M6-Metropole TV	FR L	Technicolor (ex-Thomson)
FR L	Damartex	FR L	Maisons France Confort	FR L	Technip
FR L	Dassault Aviation	FR L	Manitou BF	FR L	Tessi
FR L	Dassault Systèmes	FR L	Manutan	FR L	TF1
FR L	Delachaux	FR L	Maurel et Prom	FR L	Thales
FR L	Derichebourg (ex-Penauille Poly.)	FR L	Medica	FR L	Theolia
FR L	Devoteam	FR L	Meetic	FR L	Thermador Groupe
FR L	Edenred (ex-Accor Services)	FR L	Mercialys	FR L	Tonnellerie Francois Freres
FR L	EDF	FR L	Mersen (ex-Carbone Lorraine)	FR L	Total
FR L	EDF Energies Nouvelles	FR L	Metabolic Explorer	FR L	Toupargel
FR L	Eiffage	FR L	Michelin	FR L	Transgene
FR L	Electricité de Strasbourg	FR L	Montupet	FR L	Trigano
FR L	Entrepose Contracting	FR L	MR Bricolage	FR L	U10
FR L	Eramet	FR L	Natixis	FR L	Ubisoft Entertainment
FR L	Essilor	FR L	Naturex	FR L	Unibail-Rodamco
FR L	Etam Developpement	FR L	Neopost	FR L	Union Financiere de France Banque
FR L	Euler Hermes	FR L	Neurones	FR L	Valeo
FR L	Euro Disney SCA	FR L	Nexans	FR L	Vallourec
FR L	Eurofins	FR L	Nexity	FR L	Velcan Energy
FR L	Eurotunnel	FR L	NextRadioTV	FR L	Veolia Environnement
FR L	Eutelsat	FR L	Nicox	FR L	Vermandoise de Sucrieries
FR L	Exel Industries	FR L	Norbert Dentressangle	FR L	Vétoquinol
FR L	Faiveley	FR L	NRJ Group	FR L	Vicat
FR L	Faurecia	FR L	Octo Technology	FR L	Viel et Compagnie
FR L	FDL	FR L	Olympique Lyonnais	FR L	Vilmorin Clause
FR L	Fimalac	FR L	Orpea	FR L	Vinci
FR L	Fleury Michon	FR L	Outremer Telecom	FR L	Virbac
FR L	Foncière Euris	FR L	Pages Jaunes	FR L	Vivendi
FR L	France Telecom	FR L	Parrot Promesses	FR L	VM Matériaux
FR L	Fromageries Bel	FR L	Pernod Ricard	FR L	Vranken-Pommery
FR L	GameLoft	FR L	Pierre Vacances	FR L	Zodiac Aerospace
FR L	Gaumont	FR L	Pinault Printemps	FR NL	Acéries de Ploërmel
FR L	GDF Suez	FR L	Plastic Omnium	FR NL	Acome
FR L	Generale de Sante	FR L	Poweo	FR NL	Adrep
FR L	GFI Informatique	FR L	PSA Peugeot Citroen	FR NL	AEL
FR L	GIFI	FR L	Publicis Groupe	FR NL	AEML
FR L	GL Events	FR L	Radiall	FR NL	ALMA
FR L	Grand Marnier	FR L	Rallye	FR NL	Alstef
FR L	Groupe CRIT	FR L	Recylex (ex-Metaleurop)	FR NL	ANER
FR L	Groupe Danone	FR L	Remy Cointreau	FR NL	Artelia (ex-Sogreah)
FR L	Groupe Flo	FR L	Renault	FR NL	ASCA
FR L	Groupe Gascogne	FR L	Rexel	FR NL	ATGT
FR L	Groupe Go Sport	FR L	Rhodia	FR NL	Aubelec
FR L	Groupe Partouche	FR L	Robertet	FR NL	Auchan
FR L	Groupe Steria	FR L	Rodriguez Group	FR NL	AVM Dépannage
FR L	Groupe Vial	FR L	Rubis	FR NL	Bourgeois
FR L	Guerbet	FR L	Safran	FR NL	Bouyer-Leroux
FR L	Haulotte (ex-Pinguely Haulotte)	FR L	Saft Groupe	FR NL	Cap Services
FR L	Havas	FR L	Saint Gobain	FR NL	CEFF
FR L	Hermes International	FR L	Samse	FR NL	Ceva Santé Animale
FR L	Hi-Media	FR L	Sanofi-Aventis	FR NL	Cie Jo Bithume
FR L	Icade	FR L	Sartorius Stedim Biosystems	FR NL	CITEL
FR L	Iliad	FR L	Schneider Electric	FR NL	CMEG – Bâtisseurs d'Innovations
FR L	Imerys	FR L	SCOR	FR NL	COMEBO
FR L	IMS	FR L	SEB	FR NL	COMEC
FR L	Ingenico	FR L	Seche Environnement	FR NL	Construction Côte d'Emeraude
FR L	Inter Parfums	FR L	Sechilienne-Sidec (PAR)	FR NL	De Sangosse
FR L	Internationale Plantations d'Heveas	FR L	SeLogger.com	FR NL	Disposelec
FR L	Ipsen	FR L	Sequana	FR NL	Divalto
FR L	Ipsos	FR L	SIIC de Paris	FR NL	DRTP
FR L	JCDecaux	FR L	Silic	FR NL	ECCS
FR L	Kaufman & Broad	FR L	SMTPC	FR NL	ECF CER CA
FR L	Korian (bought Medidep)	FR L	Société Générale	FR NL	Fonderie de la Bruche
FR L	LaCie	FR L	Sodexho Alliance	FR NL	GCE

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FR NL Genty
 FR NL Germat
 FR NL Gescop (Barco+GAT+Taxicop)
 FR NL Hardis
 FR NL Hydrokarst
 FR NL ID Formation
 FR NL Imcarvau
 FR NL Instep Formation
 FR NL ISRA
 FR NL Juratri
 FR NL La Moderne
 FR NL Lamanage de Marseille
 FR NL L'Audacieuse
 FR NL Le Chèque Déjeuner
 FR NL Le Monde
 FR NL Le Relais
 FR NL Les Charpentiers de Paris
 FR NL Les Maçons Parisiens
 FR NL Les Solidaires
 FR NL LS Service
 FR NL L'Union des Forgerons
 FR NL Mader
 FR NL Maison Coopérative de Retz
 FR NL Mateloc
 FR NL M-RY
 FR NL Parc Zoologique d'Amneville
 FR NL Parcs et Sports
 FR NL Pentalog
 FR NL Procar Demas
 FR NL Recapé
 FR NL SCETEC
 FR NL Scopelec
 FR NL Scoproxim
 FR NL Scotnet
 FR NL Scotpa
 FR NL SNA Aréacem
 FR NL SNAT
 FR NL SNDF
 FR NL SNTPP
 FR NL Sogenor
 FR NL SOPCZ
 FR NL Sorapel
 FR NL Spie Batignolles
 FR NL STPEE
 FR NL Techniques de Production en Condi.
 FR NL Théâtre 95
 FR NL Titi Floris
 FR NL UTB
 FR NL UTP Construction

GREECE

GR L Aegean Airlines
 GR L Agricultural Bank of Greece
 GR L Alapis
 GR L Alpha Bank
 GR L Anek Lines
 GR L Aspis Bank
 GR L Athens Water Supply & Sewerage
 GR L Attica Holdings
 GR L Autohellas
 GR L Babis Vovos
 GR L Bank of Attica
 GR L Bank of Piraeus
 GR L Coca-Cola Hellenic Bottling
 Company
 GR L Creta Farm
 GR L Crown Hellas Can
 GR L EFG Eurobank Ergasias
 GR L Ellaktor (ex-Hellenic Technodomiki)
 GR L Emporiki Bank of Greece
 GR L Euromedica
 GR L Folli Follie (ex-Hellenic Duty Free)
 GR L Forthnet
 GR L Fourlis
 GR L Frigoglass
 GR L GEK Terna (ex-GEK Group)

GR L General Bank of Greece
 GR L Gr. Sarantis
 GR L Greek Postal Savings Bank
 GR L Halcor Metal Works
 GR L Hellenic Exchanges Holding
 GR L Hellenic Petroleum
 GR L Hellenic Telecom OTE
 GR L Heracles General Cement
 GR L Hygeia Center
 GR L Iaso
 GR L Ideal Group (Intralot)
 GR L Info-Quest
 GR L Intracom
 GR L J&P Avax
 GR L Jumbo
 GR L Karelia Tobacco
 GR L Lambrakis Press
 GR L Lamda Development
 GR L M.J. Maillis
 GR L Marfin Financial Group S.A.
 GR L Metka
 GR L Michaniki
 GR L Miller Group (Minoan Lines)
 GR L Motor Oil (Hellas) Corinth Refineries
 GR L Mytilineos Holdings
 GR L National Bank of Greece
 GR L Nireus
 GR L Opap
 GR L Piraeus Port Authority
 GR L Proton Bank
 GR L Public Power Corporation
 GR L S&B Industrial Minerals
 GR L Sfakianakis
 GR L Sidenor Steel Products
 GR L Technical Olympics
 GR L Teletipos
 GR L Terna Energy
 GR L Thessaloniki Port Authority
 GR L Thessaloniki Water
 GR L Titan Cement
 GR L Viohalco

HUNGARY

HU L Állami Nyomda
 HU L Danubius
 HU L Egis
 HU L Elmű (Budapesti Elektomos Muevek)
 HU L Emasz
 HU L FHB
 HU L FOTEX
 HU L Magyar Telekom
 HU L MOL
 HU L OTP Banka
 HU L Richter
 HU L TVK
 HU NL Erdert
 HU NL Herend Manufactory
 HU NL Marylla
 HU NL Masped
 HU NL Mogürt
 HU NL Pécsi Geodéziai és Térképészeti
 HU NL Pemű
 HU NL Rehab
 HU NL Uvaterv

IRELAND

IE L Abbey
 IE L Aer Lingus
 IE L Allied Irish Banks
 IE L Anglo Irish Bank
 IE L Bank of Ireland
 IE L C&C Group
 IE L CPL Resources
 IE L CRH
 IE L DCC
 IE L Elan Corporation

IE L FBD Holdings
 IE L Fyffes
 IE L Glanbia
 IE L Grafton Group
 IE L Greencore Group
 IE L Icon Clinical
 IE L Independent News & Media
 IE L Irish Continental Group
 IE L Irish Life & Permanent
 IE L Kenmare Resources
 IE L Kerry Group
 IE L Kingspan Group
 IE L McInerney Holdings
 IE L Origin Enterprises
 IE L Paddy Power
 IE L Petroceltic International
 IE L Providence Resources
 IE L Readymix
 IE L Ryanair Holdings
 IE L Smurfit Kappa Group
 IE L Total Produce
 IE L United Drug
 IE L Vislink
 IE NL Eircom

ITALY

IT L A2A (ex-AEM)
 IT L Acea
 IT L AcegasAps
 IT L Acotel
 IT L Acque Potabili
 IT L Aedes
 IT L Aicon
 IT L Alerion
 IT L Amplifon
 IT L Ansaldo STS
 IT L Antichi Pellettieri
 IT L Apulia Prontoprestito
 IT L Ascopiave
 IT L Astaldi
 IT L Atlantia
 IT L Autogrill
 IT L Autostrada Torino Milano
 IT L Azimut Holding
 IT L Banca Carige
 IT L Banca Finnat
 IT L Banca Generali
 IT L Banca IFIS
 IT L Banca Intermobiliare
 IT L Banca MPS
 IT L Banca Pop di Spoleto
 IT L Banca Pop Emil Romagna
 IT L Banca Pop Etrur Lazio
 IT L Banca Pop Milano
 IT L Banca Pop Sondrio
 IT L Banca Profilo
 IT L Banco Desio Brianza
 IT L Banco Pop Italiana (Banca di Lodi)
 IT L Bastogi
 IT L Beghelli
 IT L Benetton
 IT L Beni Stabili
 IT L Biesse
 IT L Bonifiche Ferraresi
 IT L Brembo
 IT L Bulgari
 IT L Buongiorno Vitaminic
 IT L Buzzi Unicem
 IT L Cairo Communication
 IT L Caltagirone Editore
 IT L Camfin
 IT L Campari
 IT L Carraro
 IT L Cattolica Assicurazioni
 IT L Cementir
 IT L Class Editori

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IT L Cofide
 IT L Compagnie Industriali Riunite
 IT L Cosmo
 IT L Credem
 IT L Credito Artigiano
 IT L Credito Bergamasco
 IT L Credito Valtellinese
 IT L Dada
 IT L Danieli
 IT L Datalogic
 IT L De Longhi
 IT L Diasorin
 IT L DMT
 IT L Edison
 IT L EEMS Italia
 IT L Elica
 IT L Enel
 IT L Enel Green Power
 IT L Engineering Ingegneria
 IT L Eni
 IT L ERG
 IT L Esprinet
 IT L Falck Renewables (ex-Actelios)
 IT L Fastweb
 IT L Fiat
 IT L Fiera Milano
 IT L Finmeccanica
 IT L Fondiaria-SAI
 IT L Gas Plus
 IT L Generali Assicurazioni
 IT L Geox
 IT L GranitiFiandre
 IT L Gruppo Coin
 IT L Gruppo Editoriale l'Espresso
 IT L Hera
 IT L IGD
 IT L Il Sole 24 Ore
 IT L IMA
 IT L Immsi
 IT L Impregilo
 IT L Indesit
 IT L Interpump Group
 IT L Intesa San Paolo (ex-Banca Intesa)
 IT L Iren (ex-Enia)
 IT L Italcementi
 IT L Italmobiliare
 IT L Juventus FC
 IT L KME Group
 IT L Landi Renzo
 IT L Lottomatica
 IT L Luxottica Group
 IT L Maire Tecnimont
 IT L Management & Capitali
 IT L Marcolin
 IT L Marr
 IT L Mediaset
 IT L Mediobanca
 IT L Mediolanum
 IT L Milano Assicurazioni
 IT L Mondadori Editore
 IT L Nice
 IT L Panariagroup
 IT L Parmalat
 IT L Piaggio
 IT L Pininfarina
 IT L Pirelli
 IT L Poligrafici Editoriale
 IT L Poltrona Frau
 IT L Prelios (ex-Pirelli Real Estate)
 IT L Premafin
 IT L Premuda
 IT L Prysmian
 IT L RCS MediaGroup
 IT L Recordati
 IT L Reply
 IT L Risanamento
 IT L Sabaf

IT L Saes Getters
 IT L Safilo Group
 IT L Saipem
 IT L Saras
 IT L Save
 IT L Seat Pagine Gialle
 IT L SIAS
 IT L SNAI
 IT L Snam Rete Gas
 IT L Socotherm
 IT L Sogefi
 IT L Sol
 IT L Sorin
 IT L Stefanel
 IT L Telecom Italia
 IT L Telecom Italia Media
 IT L Terna
 IT L Tiscali
 IT L Tod's
 IT L Trevi Group
 IT L UBI Banca (ex-Banche Pop Unite)
 IT L UniCredito Italiano
 IT L Unipol
 IT L Vianini Lavori
 IT L Vittoria Assicurazioni
 IT L Yoox
 IT L Zignago Vetro
 IT NL 3elle La Lavorazione del Legno
 IT NL CCPL
 IT NL CEA - Cooperativa Edile Appennino
 IT NL Cefla
 IT NL Cercostruzioni
 IT NL Cisagest
 IT NL CMSA - Coop Muratori Sterratori
 IT NL Colser Servizi
 IT NL CONAST
 IT NL Conscoop
 IT NL Consorzio Cooperative Costruzioni
 IT NL Consorzio Etruria
 IT NL Consorzio Veneto Cooperativo
 IT NL Coop Costruzioni
 IT NL Coop Italiana di Ristorazione
 IT NL Coop Muratori e Braccianti di Carpi
 IT NL Cooperativa Ceramica d'Imola
 IT NL Cooperativa di Costruzioni
 IT NL Cooperativa Muratori e Cementisti
 IT NL Coopsette
 IT NL Cormo
 IT NL CPL Concordia
 IT NL Edil Atellana
 IT NL Formula Servizi
 IT NL ICEL
 IT NL ITER
 IT NL IVV Industria Vetraria Valdarnese
 IT NL La Cascina
 IT NL Manutencoop
 IT NL SACA - Servizio Autonoleggio con
 A.
 IT NL Sacmi
 IT NL SATI - Societa Autocooperative Tra.
 IT NL Sorgeva
 IT NL Team Service
 IT NL Unieco

LITUANIA

LT L Bankas Snoras
 LT L Lesto
 LT L Lietuvos Dujos
 LT L Lietuvos Electrine
 LT L Lietuvos Energija
 LT L Lifosa
 LT L Litgrid
 LT L Rokiskio Suris
 LT L Sanitas
 LT L Teo (Lietuvos Telekomas)
 LT L Ukio Bankas

LT L VST

LUXEMBURG

LU L Aperam
 LU L D'Amico
 LU L Foyer
 LU L Gagfah
 LU L GlobeOp Financial
 LU L Logwin (ex-Thiel Logistik)
 LU L RTL Group
 LU L SAF-Holland
 LU L SES Global FDR
 LU L Tenaris

LATVIA

LV L Latvijas Gaze
 LV L Latvijas Kuniecba
 LV L Ventspils Nafta

MALTA

MT L Bank of Valletta
 MT L FIMBank
 MT L GO (ex-Maltacom)
 MT L HSBC Bank Malta Plc
 MT L International Hotels Investments

NETHERLANDS

NL L Aalberts
 NL L Accell
 NL L Aegon
 NL L Ahold
 NL L Akzo Nobel
 NL L AMG
 NL L Arcadis
 NL L Arcelor Mittal
 NL L ASM International
 NL L ASML
 NL L Ballast Nedam
 NL L BAM
 NL L Besi
 NL L Beter Bed
 NL L Boskalis
 NL L Brunel
 NL L CNH Global
 NL L Corio
 NL L Crucell
 NL L CSM
 NL L Delta Lloyd
 NL L Draka
 NL L DSM
 NL L EADS
 NL L Eurocommercial Properties
 NL L Exact
 NL L Fugro
 NL L Funcom
 NL L Gamma
 NL L Gemalto
 NL L Grontmij
 NL L Heijmans
 NL L Heineken
 NL L HES
 NL L Holland Colours
 NL L Hunter Douglas
 NL L IFCO Systems
 NL L Imtech
 NL L ING
 NL L InnoConcepts
 NL L Kardan
 NL L Kas Bank
 NL L Kendrion
 NL L KPN
 NL L LBi International
 NL L Macintosh
 NL L Mediq (ex-OPG)

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UK L	Aurelian Oil & Gas	UK L	Cobham	UK L	Goals Soccer Centres
UK L	Autonomy	UK L	Collins Stewart	UK L	Grainger
UK L	Avanti Communications	UK L	Colt Telecom	UK L	Great Portland Estates
UK L	Aveva	UK L	Compass	UK L	Greene King
UK L	Avis Europe	UK L	Computacenter	UK L	Greggs
UK L	Aviva	UK L	Consort Medical (ex-Bespak)	UK L	Guinness Peat
UK L	Avocet Mining	UK L	Cookson	UK L	Halfords
UK L	Axis-Shield	UK L	Corin	UK L	Halma
UK L	AZ Electronic Materials	UK L	Costain	UK L	Hammerson
UK L	Babcock International	UK L	CPP Group	UK L	Hampson Industries
UK L	BAE Systems	UK L	Cranswick	UK L	Hamworthy
UK L	Balfour Beatty	UK L	Croda International	UK L	Hansard Global
UK L	Barclays	UK L	CSR	UK L	Hardy Oil & Gas
UK L	Barratt Developments	UK L	Cyrill Sweett	UK L	Hargreaves Services
UK L	BBA	UK L	Daily Mail & General	UK L	Hays
UK L	Beazley	UK L	Dairy Crest	UK L	Headlam
UK L	Bellway	UK L	Daisy Group	UK L	Healthcare Locums
UK L	Berendsen (ex-Davis Service)	UK L	Dana Petroleum	UK L	Helical Bar
UK L	Berkeley	UK L	Dart	UK L	Helphire
UK L	Befair Group	UK L	DataCash Group	UK L	Henderson
UK L	BG Group	UK L	De La Rue	UK L	Henry Boot
UK L	BHP Billiton plc	UK L	Debenhams	UK L	Hikma Pharmaceuticals
UK L	Big Yellow	UK L	Dechra Pharmaceuticals	UK L	Hill & Smith
UK L	Blacks Leisure	UK L	Derwent London	UK L	Hilton Food
UK L	Blinkx	UK L	Desire Petroleum	UK L	Hiscox
UK L	Bloomsbury Publishing	UK L	Development Securities	UK L	HMV
UK L	Bodycote	UK L	Devro	UK L	Hochschild Mining
UK L	Booker	UK L	Diageo	UK L	Hogg Robinson
UK L	Borders & Southern Petroleum	UK L	Dialight	UK L	Holidaybreak
UK L	Bovis Homes	UK L	Dialog Semiconductor	UK L	Home Retail
UK L	BowLeven	UK L	Dignity	UK L	Homeserve
UK L	BP	UK L	Diploma	UK L	Howden Joinery (ex-Galiform)
UK L	Brammer	UK L	Dixons Retail (ex-DSG International)	UK L	HSBC
UK L	Brewin Dolphin	UK L	Domino Printing Sciences	UK L	Hunting
UK L	Brit Insurance	UK L	Dominos Pizza	UK L	Huntsworth
UK L	British American Tobacco	UK L	Drax	UK L	Hyder Consulting
UK L	British Land	UK L	DS Smith	UK L	IAG (ex-British Airways)
UK L	British Polythene Industries	UK L	DTZ Holdings	UK L	Icap
UK L	British Sky Broadcasting	UK L	Dunelm	UK L	IG Group
UK L	British Telecom	UK L	e2v Technologies	UK L	IGas Energy
UK L	Britvic	UK L	Eaga Partnership	UK L	Imagination Technologies
UK L	BTG	UK L	EasyJet	UK L	IMI
UK L	Bunzl	UK L	Egdon Resources	UK L	Immunodiagnostic Systems
UK L	Burberry	UK L	Electrocomponents	UK L	Imperial Tobacco
UK L	Cable & Wireless Communications	UK L	Elementis	UK L	Inchcape
UK L	Cable & Wireless Worldwide	UK L	Emis Group	UK L	Informa
UK L	Cairn Energy	UK L	EnCore Oil	UK L	Inmarsat
UK L	Camellia	UK L	ENK (ex-European Nickel)	UK L	Innovation
UK L	Cape	UK L	EnQuest	UK L	InterContinental Hotels
UK L	Capita	UK L	Enserve (ex-Spice Holdings)	UK L	Intermediate Capital
UK L	Capital & Counties Properties	UK L	Enterprise Inns	UK L	International Greetings
UK L	Capital & Regional	UK L	Eros International	UK L	International Personal Finance
UK L	Capital Shopping Centres (ex-Liberty)	UK L	Euromoney Institutional Investor	UK L	International Power
UK L	Carclo	UK L	European Islamic Investment Bank	UK L	Interserve
UK L	Care UK	UK L	Evolution	UK L	Intertek
UK L	CareTech	UK L	Experian	UK L	Invensys
UK L	Carillion	UK L	F&C Asset Management	UK L	Investec plc
UK L	Carnival plc	UK L	Fairpoint (ex-Debt Free Direct)	UK L	IP Group
UK L	Carpetright	UK L	Faroe Petroleum	UK L	IQE
UK L	Centaur Media	UK L	Fenner	UK L	ITE
UK L	Centrica	UK L	Fiberweb	UK L	ITM Power
UK L	Ceres Power	UK L	Fidessa (ex-Royalblue Group)	UK L	ITV
UK L	Charles Stanley	UK L	Filtrona	UK L	James Fisher & Sons
UK L	Charles Taylor Consulting	UK L	Findel	UK L	James Halstead
UK L	Charter	UK L	FirstGroup	UK L	Jardine Lloyd Thompson Group
UK L	Chaucer	UK L	Forth Ports	UK L	JD Sports Fashion (ex-John David)
UK L	Chemring	UK L	French Connection	UK L	JJB Sports
UK L	Chesnara	UK L	Fuller, Smith & Turner	UK L	JKX Oil & Gas
UK L	Chime Communications	UK L	Future	UK L	John Menzies
UK L	Cineworld Group	UK L	g4s (ex-Group 4 Securicor)	UK L	Johnson Matthey
UK L	Clapham House	UK L	Galliford Try	UK L	Johnson Service
UK L	Clarkson	UK L	Game Group	UK L	Johnston Press
UK L	Clinton Cards	UK L	GCM Resources (ex-Global Coal)	UK L	KCom (ex-Kingston Communications)
UK L	Clipper Windpower	UK L	Genus	UK L	Keller
UK L	Close Brothers	UK L	GKN	UK L	Kentz
UK L	CLS Holdings	UK L	GlaxoSmithKline	UK L	Kesa Electricals
		UK L	Go-Ahead		

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UK L	Kier	UK L	PayPoint	UK L	Smiths News
UK L	Kingfisher	UK L	Pearson	UK L	Soco International
UK L	Kofax (ex-Dicom)	UK L	Pendragon	UK L	Songbird Estates (Canary Wharf)
UK L	Ladbrokes	UK L	Pennon	UK L	Southern Cross
UK L	Laird	UK L	Perform Group	UK L	Spectris
UK L	Lamprell	UK L	Persimmon	UK L	Speedy Hire
UK L	Land Securities	UK L	Petrofac	UK L	Speymill
UK L	Laura Ashley	UK L	Phoenix IT	UK L	Spirax-Sarco Engineer.
UK L	Lavendon	UK L	Photo-Me International	UK L	Spirent
UK L	Legal & General	UK L	Playtech	UK L	Spirit Pub Company
UK L	Lloyds TSB	UK L	Premier Farnell	UK L	Sportingbet
UK L	Logica (ex-LogicaCMG)	UK L	Premier Foods	UK L	Sports Direct
UK L	London Security	UK L	Premier Oil	UK L	SSL International
UK L	London Stock Exchange	UK L	Prezzo	UK L	St. Ives
UK L	Lonmin	UK L	Promethean World	UK L	St. James's Place
UK L	Lookers	UK L	ProStrakan	UK L	St. Modwen Properties
UK L	Low & Bonar	UK L	Provident Financial	UK L	Stagecoach
UK L	LSL Property Services	UK L	Prudential	UK L	Standard Chartered
UK L	Luminar	UK L	Psion	UK L	Standard Life
UK L	Lupus Capital	UK L	Punch Taverns	UK L	Sterling Energy
UK L	M.P. Evans	UK L	Pursuit Dynamics	UK L	Sthree
UK L	Majestic Wine	UK L	PV Crystalox	UK L	Stobart
UK L	Man Group	UK L	PZ Cussons	UK L	STV (ex-SMG)
UK L	Manganese Bronze Holding	UK L	QinetiQ	UK L	Styles & Wood
UK L	Marks & Spencer	UK L	R.E.A.Holdings	UK L	SuperGroup
UK L	Marshalls	UK L	RAB Capital	UK L	Synergy Healthcare
UK L	Marston's (ex-Wolverhampton & D.)	UK L	Rank Group	UK L	TalkTalk Telecom Group
UK L	Max Petroleum	UK L	Rathbones	UK L	Tanfield
UK L	May Gurney	UK L	Reckitt Benckiser	UK L	Tarsus
UK L	McBride	UK L	Record	UK L	Tate & Lyle
UK L	McKay Securities	UK L	Redrow	UK L	Taylor Wimpey
UK L	Mears	UK L	Reed Elsevier plc	UK L	Ted Baker
UK L	Mecom	UK L	Regal Petroleum	UK L	Telety
UK L	Meggitt	UK L	Regus	UK L	Telecom plus
UK L	Melrose	UK L	Renishaw	UK L	Telford Homes
UK L	Melrose Resources	UK L	Renovo	UK L	Terrace Hill
UK L	Michael Page	UK L	Rentokil Initial	UK L	Tesco
UK L	Micro Focus	UK L	Restaurant Group	UK L	Thomas Cook (ex-MyTravel)
UK L	Millennium & Copthorne	UK L	Rexam	UK L	Titan Europe
UK L	Minerva	UK L	Ricardo	UK L	Tomkins
UK L	Misys	UK L	Rightmove	UK L	Topps Tiles
UK L	Mitchells & Butlers	UK L	Rio Tinto	UK L	Travis Perkins
UK L	Mitie	UK L	RM	UK L	Trinity Mirror
UK L	Mondi	UK L	Robert Walters	UK L	TT Electronics
UK L	Moneysupermarket.com	UK L	Robert Wiseman Dairies	UK L	TUI Travel
UK L	Monitise	UK L	Rockhopper Exploration	UK L	Tullett Prebon
UK L	Morgan Crucible	UK L	Rok	UK L	Tullow Oil
UK L	Morgan Sindall	UK L	Rolls-Royce	UK L	UK Coal
UK L	Morrisons	UK L	Rotork	UK L	UK Mail (ex-Business Post)
UK L	Mothercare	UK L	Royal Bank of Scotland	UK L	Ultra Electronics
UK L	Mouchel	UK L	Royal Dutch Shell	UK L	Umeco
UK L	Mulberry Group	UK L	RPC	UK L	Unilever plc
UK L	MWB (ex-Marylebone Warwick)	UK L	RPS	UK L	Uniq
UK L	N Brown	UK L	RSA (ex-Royal & SunAlliance)	UK L	Unite Group
UK L	Nanoco Group	UK L	SABMiller	UK L	United Business Media
UK L	National Express	UK L	Sage	UK L	United Utilities
UK L	National Grid	UK L	Sainsbury	UK L	UTV
UK L	Nautical Petroleum	UK L	Salamander Energy	UK L	Valiant Petroleum
UK L	NCC Group	UK L	San Leon Energy	UK L	Vectura
UK L	Nestor Healthcare	UK L	Savills	UK L	Vedanta
UK L	New Carphone Warehouse	UK L	Scottish & Southern Energy	UK L	Vernalis
UK L	Next	UK L	SDL	UK L	Victrex
UK L	Nichols	UK L	Segro (ex-Slough Estates)	UK L	Vitec
UK L	Nighthawk Energy	UK L	Senior	UK L	Vodafone
UK L	Northern Foods	UK L	Serco	UK L	Volex Group
UK L	Northgate	UK L	Serica Energy	UK L	VP
UK L	Northumbrian Water	UK L	Severfield-Rowen	UK L	Warner Estate
UK L	Novae	UK L	Severn Trent	UK L	Weir Group
UK L	Numis Corporation	UK L	Shaftesbury	UK L	Wellstream
UK L	Old Mutual	UK L	Shanks	UK L	Wetherspoon
UK L	Optimal Payments (ex-Neovia)	UK L	Shire	UK L	WH Smith (Smith WH)
UK L	Optos	UK L	Shore Capital	UK L	Whitbread
UK L	Oxford Advanced Surface	UK L	SIG	UK L	William Hill
UK L	Oxford Biomedica	UK L	Signet	UK L	Wilmington Group
UK L	Pace (ex-Pace Micro Technology)	UK L	Skyepharma	UK L	Wincanton
UK L	Paragon	UK L	Smith & Nephew	UK L	Wolfson Microelectronics
UK L	PartyGaming	UK L	Smiths	UK L	Wolseley

List of the 2.505 largest European companies in 2011

(L = Listed / NL = Non-listed)

UK L Wood Group (John)
 UK L WPP Group
 UK L WSP Group
 UK L WYG (White Young Green)
 UK L Xaar
 UK L Xchanging
 UK L Xstrata
 UK L Yell Group
 UK L Young's
 UK L Yule Catto
 UK L ZincOx Resources
 UK NL Arup Group
 UK NL Bluefin Solutions – IT services
 UK NL BOCM Pauls
 UK NL Cambridge Nutritional Foods
 UK NL Central Surrey Health
 UK NL Edinburgh Bicycle Cooperative
 UK NL Golder Associates UK Ltd
 UK NL Gripple
 UK NL Halcrow
 UK NL Highland Home Carers
 UK NL Home Insulations Services
 UK NL Ineos
 UK NL John Lewis Partnership
 UK NL Kite Packaging
 UK NL Lindum Group
 UK NL Loch Fyne Oysters
 UK NL Mace Group
 UK NL Make
 UK NL Martin Currie
 UK NL Miller Group
 UK NL Mott MacDonald
 UK NL Ocado
 UK NL PA Consulting Group
 UK NL Palmer & Harvey, McLane
 UK NL Parfett & Sons
 UK NL School Trends
 UK NL Score
 UK NL Scott Bader
 UK NL Steer Davies Gleave
 UK NL Stemcor
 UK NL Suma
 UK NL Sunderland Home Care
 UK NL Swann-Morton
 UK NL Tullis Russell Group
 UK NL UBH International
 UK NL Unipart
 UK NL Wilkin & Sons