



EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

ANNUAL
ECONOMIC SURVEY
OF EMPLOYEE OWNERSHIP
IN EUROPEAN COUNTRIES

2012

BY
MARC MATHIEU
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

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**Marc Mathieu
European Federation of Employee Share Ownership**

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and it is also downloadable on the EFES website at www.efesonline.org

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INTRODUCTION

For the first time since the financial crisis occurred, the number of employee shareholders in Europe didn't increase last year

The percentage of large European companies having employee ownership is still continuously growing (92,4%), as well as those using stock options (63,7%) and those having broad-based employee share plans (plans for all employees) raising to 53,3%.

However, the number of employee shareholders slightly decreased to 9,65 million people last year, from 9,72 million one year before (compared to 8,3 million in 2007).

The democratization rate of employee ownership (measured as the percentage of employee shareholders amongst all employees) went back to 28,2%, from 29,5% one year before (still higher than the 27,5% observed before the financial crisis).

The share held by employees in the ownership structure of European companies confirmed its growing trend, even during the financial crisis. In 2012, employee shareholders held 2,68% of all large European companies, that is to say 192 billion Euro.

However, a new differentiation appears between top executives and other employees since the beginning of the crisis. The share held by common employees is continuously decreasing since 2009. At the contrary, top executives increased their share in companies' capital.

As a consequence, the average capitalization held by each of the 8.845 top executives in large European companies in 2012 raised to 9,1 million Euro, compared to the average capitalization of 11.500 Euro held by each of the 9,6 million common employee shareholders.

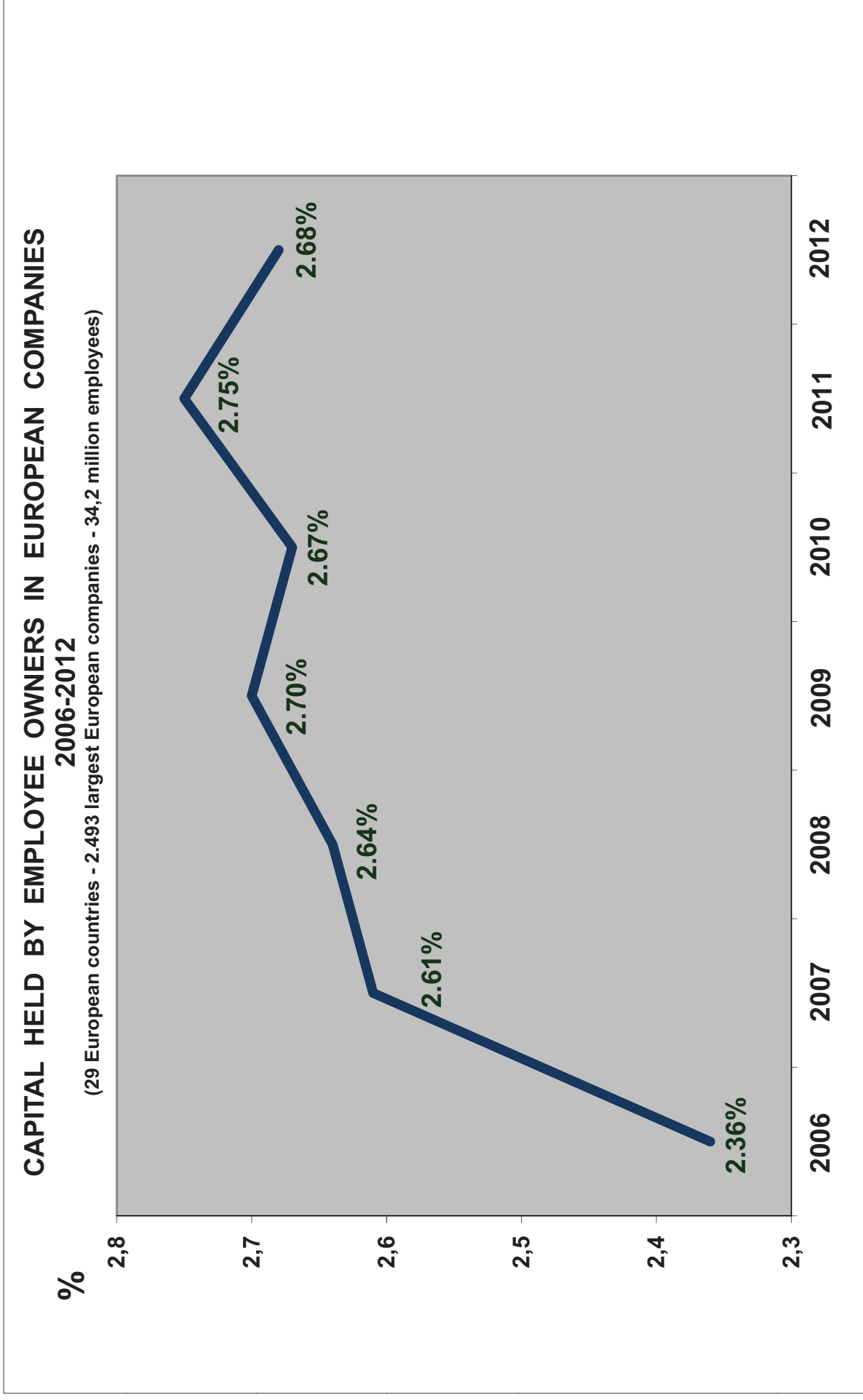
This picture of a first decrease in the democratization of employee ownership since the financial crisis may be related to some recent negative political orientations decided in a number of European countries regarding employee share ownership, for instance in Ireland, The Netherlands, France (higher taxation), or even in the UK (maximum savings limits in employee share plans have not been increased since 2000).

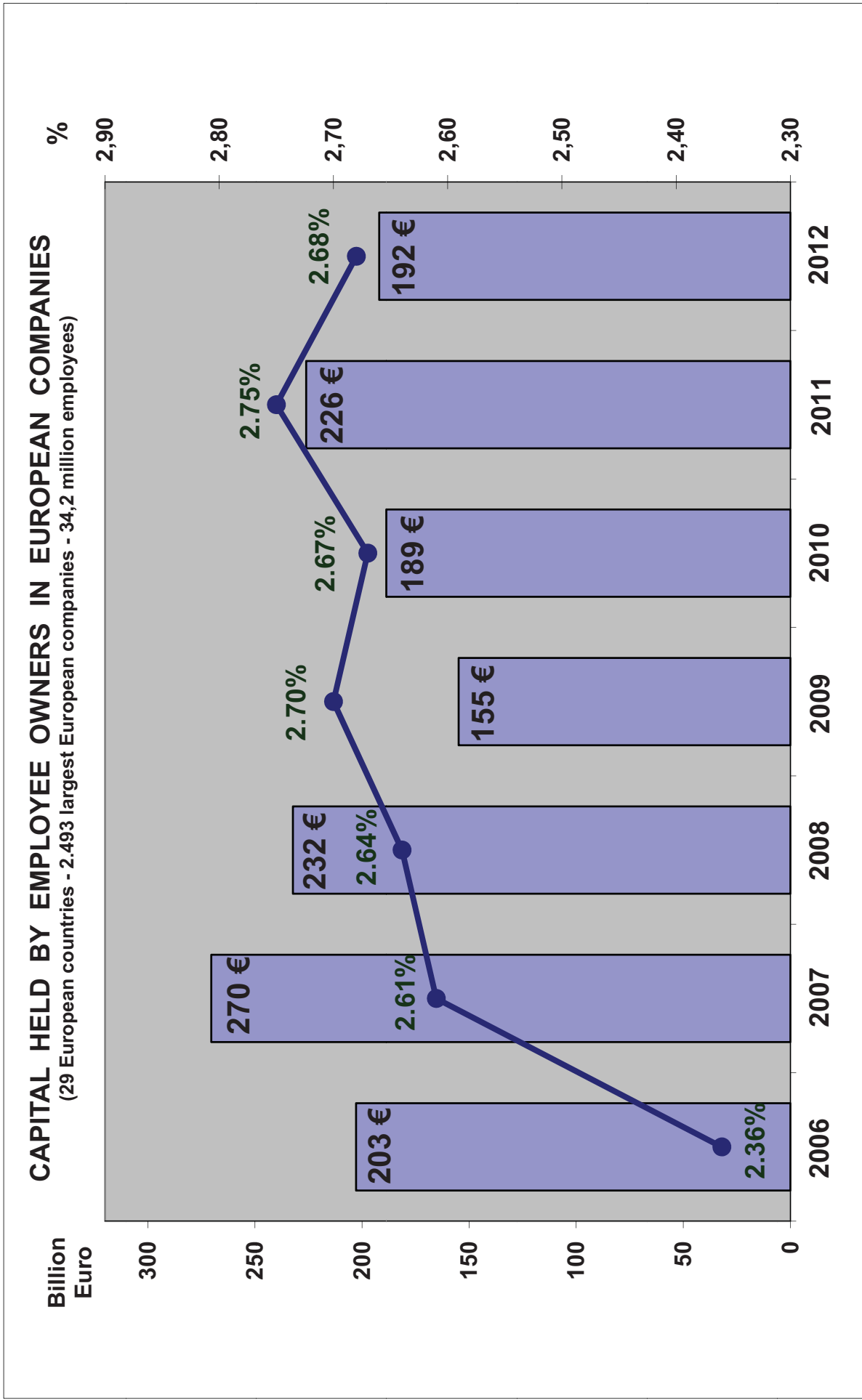
In addition, nothing effective was made for the promotion of employee share ownership in Eastern and Southern Europe. The average democratization rate in Greece, Italy, Portugal and Spain was no more than 10,8% in 2012, and it was even lower in most Eastern countries, compared to 31% in the rest of Europe.

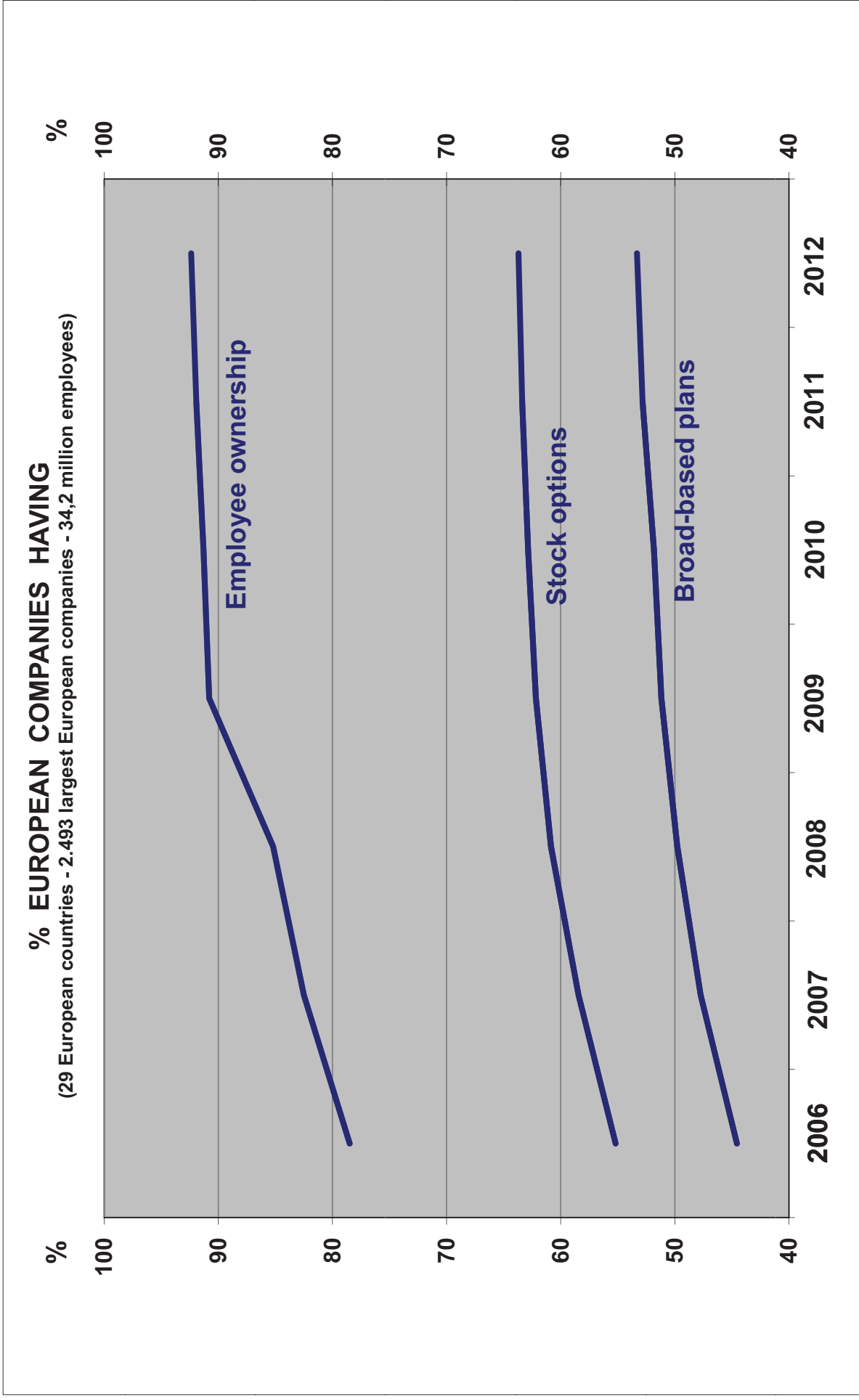
This is the main conclusion of this new economic survey of employee ownership in European countries in 2012. The survey brings exhaustive information, based on the census of the 2.493 largest European companies employing 34,2 million people in 2012.

Table 1

	2012	2011	2010	2009	2008	2007	2006
Employee owners (thousand people)	9.650	9.720	9.430	9.090	8.860	8.300	
Employees' share in ownership structure	2,68%	2,75%	2,67%	2,70%	2,64%	2,61%	2,36%
Capitalisation held by employees (billion €)	192	226	189	155	232	270	203
% European companies having employee ownership	92,4%	91,9%	91,3%	90,8%	85,2%	82,5%	78,5%
% European companies having broad-based plans	53,3%	52,8%	51,8%	51,2%	49,8%	47,7%	44,8%
% European companies having stock option plans	63,7%	63,4%	62,9%	62,2%	60,9%	58,4%	55,2%
% European companies having launched new plans	27,6%	30,8%	28,7%	31,3%	34,6%	26,1%	



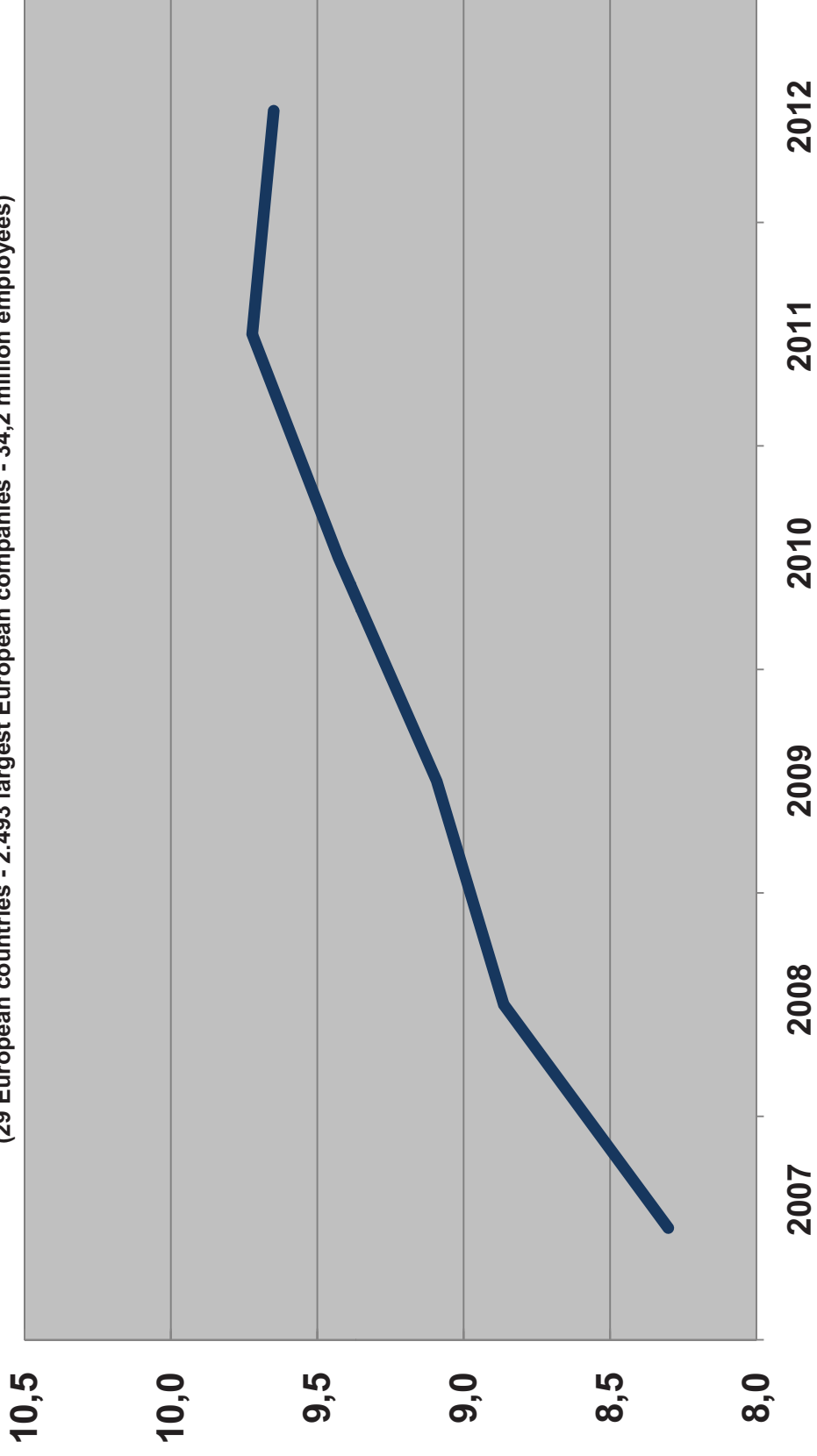


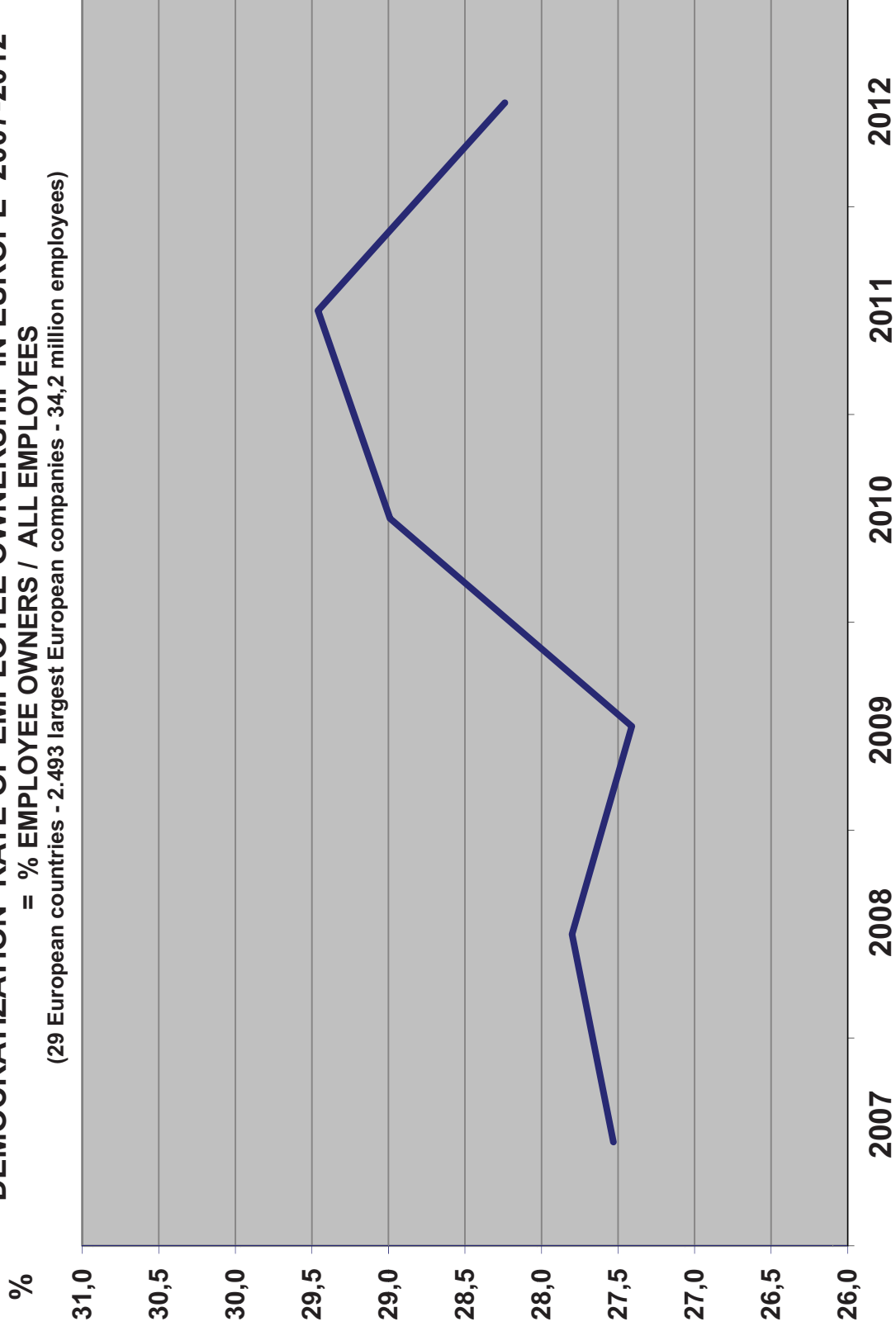


EMPLOYEE OWNERS IN EUROPEAN COMPANIES 2007-2012

in million

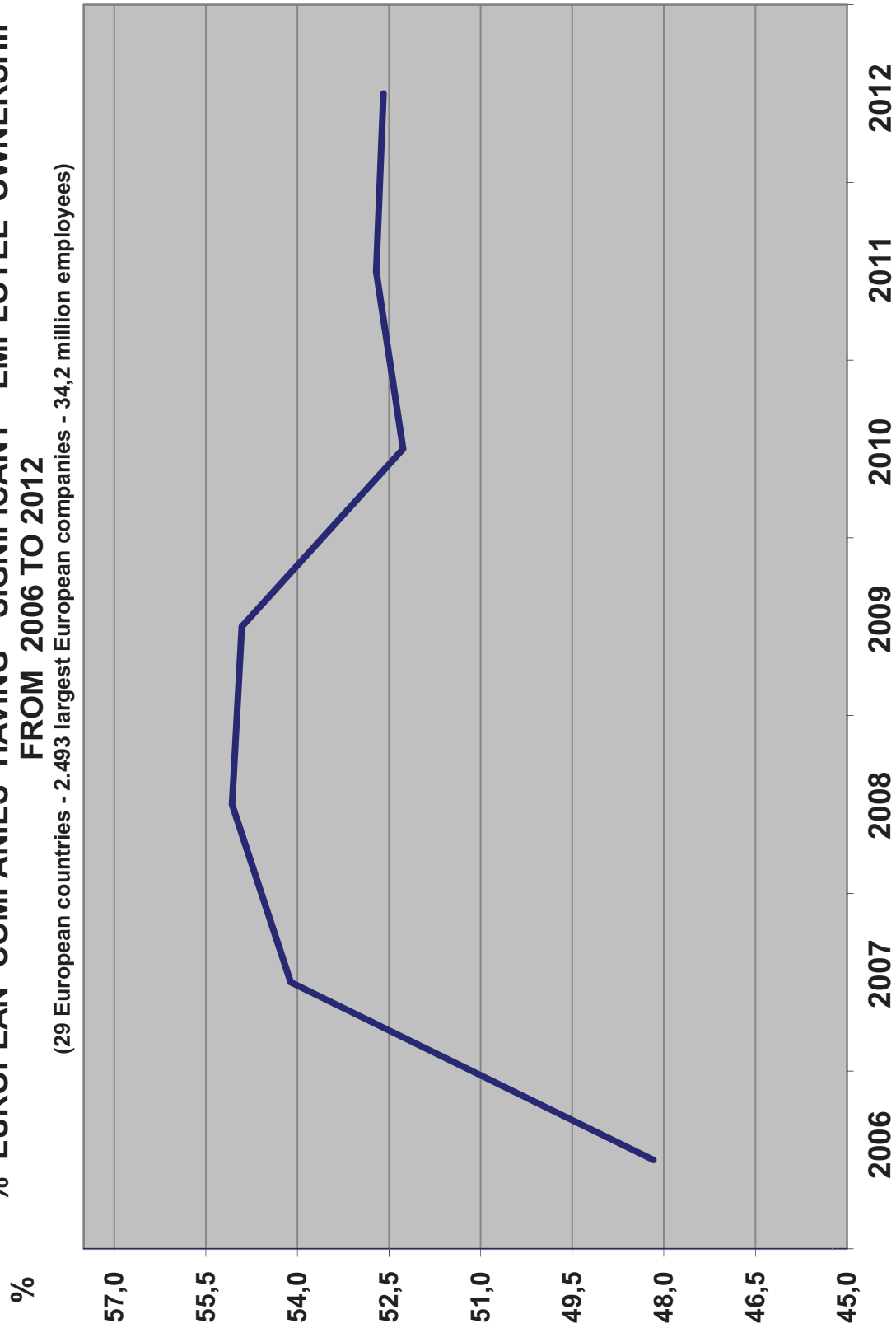
(29 European countries - 2.493 largest European companies - 34,2 million employees)



DEMOCRATIZATION RATE OF EMPLOYEE OWNERSHIP IN EUROPE 2007-2012**= % EMPLOYEE OWNERS / ALL EMPLOYEES****(29 European countries - 2.493 largest European companies - 34,2 million employees)**

% EUROPEAN COMPANIES HAVING "SIGNIFICANT" EMPLOYEE OWNERSHIP FROM 2006 TO 2012

(29 European countries - 2.493 largest European companies - 34,2 million employees)



	2012	2011	2010	2009	2008	2007	2006
Employee owners (thousand people)	9.650	9.720	9.430	9.090	8.860	8.300	
Employees' share in ownership structure	2,68%	2,75%	2,67%	2,70%	2,64%	2,61%	2,36%
Capitalisation held by employees (billion €)	192	226	189	155	232	270	203
% European companies having employee ownership	92,4%	91,9%	91,3%	90,8%	85,2%	82,5%	78,5%
% European companies having broad-based plans	53,3%	52,8%	51,8%	51,2%	49,8%	47,7%	44,8%
% European companies having stock option plans	63,7%	63,4%	62,9%	62,2%	60,9%	58,4%	55,2%
% European companies having launched new plans	27,6%	30,8%	28,7%	31,3%	34,6%	26,1%	

Description	2012	2011	2010	2009	2008	2007	2006
Employees' share in ownership structure (%)	2,68%	2,75%	2,67%	2,70%	2,64%	2,61%	2,36%
Capitalisation held by all employees (billion Euro)	192 €	226 €	189 €	155 €	232 €	270 €	203 €
% Variation	-15,1%	+19,8%	+21,8%	-33,3%	-14,1%	+33,3%	

Description	2012	2011	2010	2009	2008	2007
Employee owners (numbers)	9.649.035	9.722.493	9.427.012	9.092.315	8.863.133	8.300.088
% Variation	-0,8%	+3,1%	+3,7%	+2,6%	+6,8%	
Employee owners in % of all employees	28,2%	29,5%	29,0%	27,4%	27,8%	27,5%

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

	2012	2011	2010	2009	2008	2007	2006
Companies (number)	2.493	2.493	2.493	2.493	2.493	2.493	2.493
Market capitalisation (billion €)	7.174 €	8.215 €	7.061 €	5.730 €	8.804 €	10.361 €	8.599 €
% Variation	-12,7%	+16,3%	+23,2%	-34,9%	-15,0%	+20,5%	
Employees numbers	34.165.197	32.998.225	32.516.619	33.166.394	31.878.981	30.151.687	28.294.361
% Variation	+3,5%	+1,5%	-2,0%	+4,0%	+5,7%	+6,6%	

	2012	2011	2010	2009	2008	2007
Market capitalisation	-12,7%	+16,3%	+23,2%	-34,9%	-15,0%	+20,5%
Employees numbers	+3,5%	+1,5%	-2,0%	+4,0%	+5,7%	+6,6%

Description	2012	2011	2010	2009	2008	2007	2006
% of all Companies							
% Companies having employee ownership	92,4%	91,9%	91,3%	90,8%	85,2%	82,5%	78,5%
% Companies having employee share plans	84,5%	83,7%	82,6%	81,6%	79,3%	75,9%	71,8%
% Companies having broad-based employee share plans	53,3%	52,8%	51,8%	51,2%	49,8%	47,7%	44,8%
% Companies having stock options	63,7%	63,4%	62,9%	62,2%	60,9%	58,4%	55,2%
% Companies having launched new employee share plans in year	27,6%	30,8%	28,7%	31,3%	34,6%	26,1%	
Number of Companies							
Companies having employee ownership	2.303	2.292	2.276	2.264	2.124	2.057	1.957
Companies having employee share plans	2.106	2.086	2.058	2.034	1.977	1.891	1.789
Companies having broad-based employee share plans	1.329	1.317	1.292	1.276	1.241	1.190	1.111
Companies having stock options	1.588	1.580	1.567	1.550	1.517	1.457	1.376
Companies having launched new employee share plans in year	689	769	715	781	862	651	
Variation							
Companies having employee ownership	+0,5%	+0,7%	+0,5%	+6,6%	+3,3%	+5,1%	
Companies having employee share plans	+1,0%	+1,4%	+1,2%	+2,9%	+4,5%	+5,7%	
Companies having broad-based employee share plans	+0,9%	+1,9%	+1,3%	+2,8%	+4,3%	+7,1%	
Companies having stock options	+0,5%	+0,8%	+1,1%	+2,2%	+4,1%	+5,9%	
Companies having launched new employee share plans in year	-10,4%	+7,6%	-8,5%	-9,4%	+32,4%		

Description	2012	2011	2010	2009	2008	2007	2006
% of listed Companies							
% Listed Companies having employee ownership	91,4%	91,0%	90,3%	89,7%	83,6%	80,6%	76,5%
% Listed Companies having employee share plans	82,6%	81,7%	80,5%	79,4%	76,9%	73,1%	68,6%
% Listed Companies having broad-based employee share plans	47,8%	47,3%	46,2%	45,5%	44,1%	41,8%	38,2%
% Listed Companies having stock options	71,1%	70,8%	70,2%	69,4%	68,0%	65,3%	61,6%
Number of listed Companies							
Listed Companies having employee ownership	2.030	2.020	2.004	1.992	1.856	1.789	1.698
Listed Companies having employee share plans	1.833	1.814	1.786	1.763	1.708	1.622	1.522
Listed Companies having broad-based employee share plans	1.062	1.051	1.026	1.011	978	927	849
Listed Companies having stock options	1.579	1.571	1.558	1.541	1.509	1.449	1.367
% Variation							
Listed Companies having employee ownership	+0,5%	+0,8%	+0,6%	+7,3%	+3,7%	+5,4%	
Listed Companies having employee share plans	+1,0%	+1,6%	+1,3%	+3,2%	+5,3%	+6,6%	
Listed Companies having broad-based employee share plans	+1,0%	+2,4%	+1,5%	+3,4%	+5,5%	+9,2%	
Listed Companies having stock options	+0,5%	+0,8%	+1,1%	+2,1%	+4,1%	+6,0%	

% of European Companies	2012	2011	2010	2009	2008	2007	2006
Having employee ownership	92,4%	91,9%	91,3%	90,8%	85,2%	82,5%	78,5%
Having employee share plans	84,5%	83,7%	82,6%	81,6%	79,3%	75,9%	71,8%
Having broad-based employee share plans	53,3%	52,8%	51,8%	51,2%	49,8%	47,7%	44,8%
Having stock options	63,7%	63,4%	62,9%	62,2%	60,9%	58,4%	55,2%
Having launched new employee share plans in year	27,6%	30,8%	28,7%	31,3%	34,6%	26,1%	

ALL Companies (listed and non-listed)							
Description	2012	2011	2010	2009	2008	2007	2006
%							
% Companies having EO>1% in ownership structure ("significant" ownership)	52,6%	52,7%	52,3%	54,9%	55,1%	54,1%	48,2%
% Companies having EO>6% in ownership structure ("strategic" ownership)	27,1%	27,7%	27,7%	28,4%	28,2%	28,6%	27,1%
% Companies having EO>20% in ownership structure ("determining" ownership)	20,3%	20,3%	20,3%	21,1%	20,5%	20,6%	19,3%
% Companies having EO>50% in ownership structure ("controlling" ownership)	14,2%	14,4%	14,2%	14,4%	14,4%	14,8%	13,8%
Numbers							
Companies having EO>1% in ownership structure ("significant" ownership)	1.311	1.314	1.303	1.369	1.373	1.349	1.201
Companies having EO>6% in ownership structure ("strategic" ownership)	676	691	691	708	703	714	675
Companies having EO>20% in ownership structure ("determining" ownership)	506	507	506	525	512	514	481
Companies having EO>50% in ownership structure ("controlling" ownership)	354	358	355	359	360	369	345
Variation							
Companies having EO>1% in ownership structure ("significant" ownership)	-0,2%	+0,8%	-4,8%	-0,3%	+1,8%	+12,3%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-2,2%	+0,0%	-2,4%	+0,7%	-1,5%	+5,8%	
Companies having EO>20% in ownership structure ("determining" ownership)	-0,2%	+0,2%	-3,6%	+2,5%	-0,4%	+6,9%	
Companies having EO>50% in ownership structure ("controlling" ownership)	-1,1%	+0,8%	-1,1%	-0,3%	-2,4%	+7,0%	

LISTED Companies ONLY							
Description	2012	2011	2010	2009	2008	2007	2006
%							
% Companies having EO>1% in ownership structure ("significant" ownership)	46,8%	46,9%	46,4%	49,4%	49,7%	48,6%	42,0%
% Companies having EO>6% in ownership structure ("strategic" ownership)	18,2%	18,9%	18,9%	19,6%	19,5%	20,0%	18,3%
% Companies having EO>20% in ownership structure ("determining" ownership)	10,6%	10,7%	10,7%	11,4%	10,9%	11,1%	9,7%
% Companies having EO>50% in ownership structure ("controlling" ownership)	4,0%	4,2%	4,1%	4,2%	4,2%	4,7%	3,7%
Numbers							
Companies having EO>1% in ownership structure ("significant" ownership)	1.038	1.042	1.031	1.097	1.103	1.079	933
Companies having EO>6% in ownership structure ("strategic" ownership)	404	419	419	436	433	444	407
Companies having EO>20% in ownership structure ("determining" ownership)	236	238	237	254	243	246	215
Companies having EO>50% in ownership structure ("controlling" ownership)	89	93	91	94	94	104	83
Variation							
Companies having EO>1% in ownership structure ("significant" ownership)	-0,4%	+1,1%	-6,0%	-0,5%	+2,2%	+15,6%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-3,6%	+0,0%	-3,9%	+0,7%	-2,5%	+9,1%	
Companies having EO>20% in ownership structure ("determining" ownership)	-0,8%	+0,4%	-6,7%	+4,5%	-1,2%	+14,4%	
Companies having EO>50% in ownership structure ("controlling" ownership)	-4,3%	+2,2%	-3,2%	+0,0%	-9,6%	+25,3%	

%EO	TYPES	ALL COMPANIES	
- 1%	insignificant	47,4%	1.182
+ 1%	significant	52,6%	1.311
+ 6%	strategic	27,1%	676
+ 20%	determining	20,3%	506
+ 50%	controlling	14,2%	354
		100 %	2.493

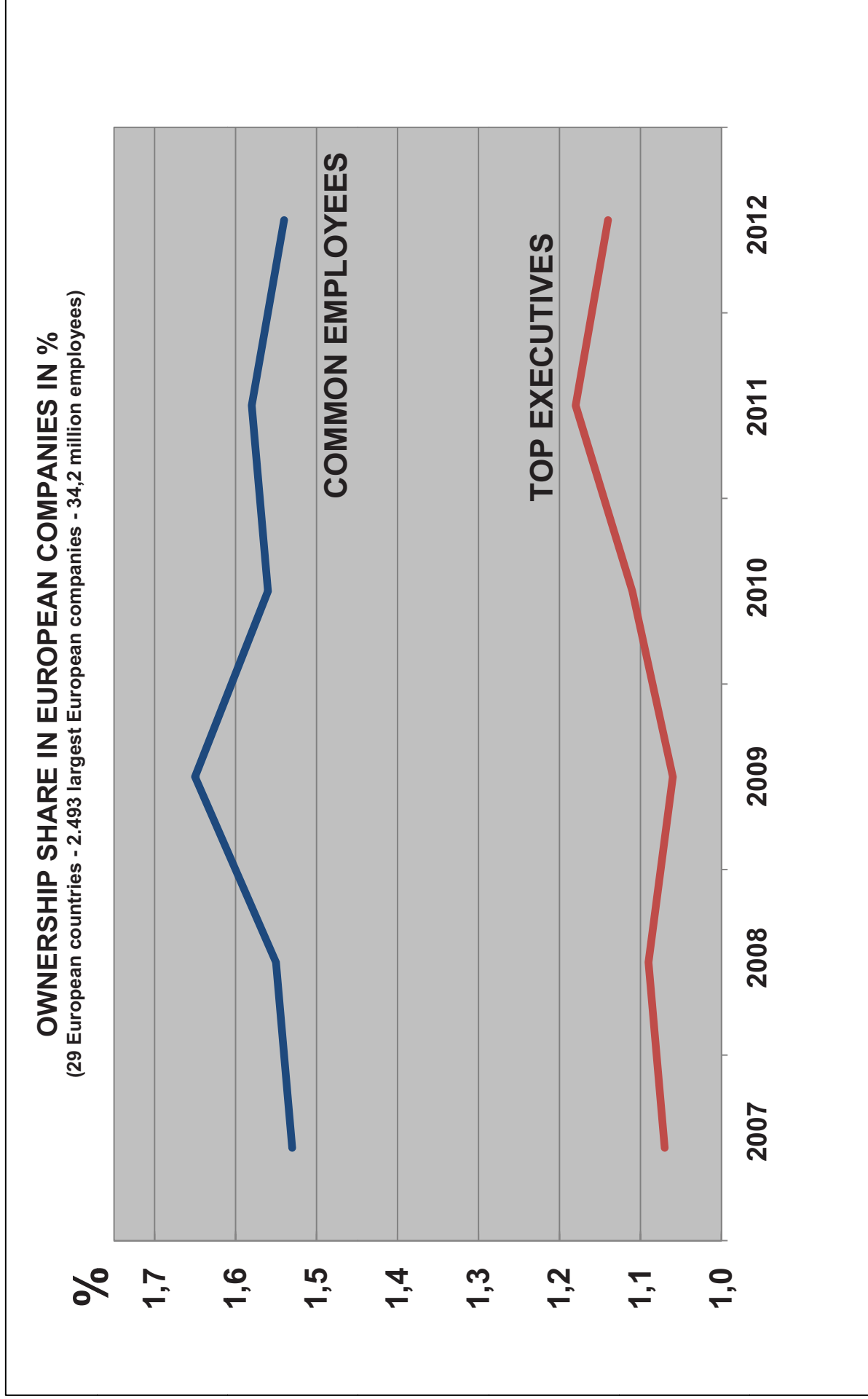
		LISTED COMPANIES	
- 1%	insignificant	53,2%	1.182
+ 1%	significant	46,8%	1.038
+ 6%	strategic	18,2%	404
+ 20%	determining	10,6%	236
+ 50%	controlling	4,0%	89

COMPARING ALL COMPANIES VERSUS LISTED COMPANIES ONLY			
Description (Year 2011/12)	All Companies	Listed Companies	Non-listed
Companies numbers	2.493	2.220	273
Employees numbers	34.165.197	33.458.003	707.194
Employee owners (numbers)	9.649.035	9.248.542	400.493
Employee owners in % of all employees	28,2%	29,6%	56,6%
Companies having employee ownership	2.303	2.030	273
Companies having employee share plans	2.106	1.833	273
Companies having broad-based employee share plans	1.329	1.062	267
Companies having stock options	1.588	1.579	9
Companies having published employees' share in ownership structure	375	256	119
Companies having EO>1% in ownership structure ("significant" ownership)	1.311	1.038	273
Companies having EO>6% in ownership structure ("strategic" ownership)	676	404	272
Companies having EO>20% in ownership structure ("determining" ownership)	506	236	270
Companies having EO>50% in ownership structure ("controlling" ownership)	354	89	265
% Companies having employee ownership	92,4%	91,4%	100,0%
% Companies having employee share plans	84,5%	82,6%	100,0%
% Companies having broad-based employee share plans	53,3%	47,8%	97,8%
% Companies having stock options	63,7%	71,1%	3,3%
% Companies having published employees' share in ownership structure	15,0%	11,5%	43,6%
% Companies having EO>1% in ownership structure ("significant" ownership)	52,6%	46,8%	100,0%
% Companies having EO>6% in ownership structure ("strategic" ownership)	27,1%	18,2%	99,6%
% Companies having EO>20% in ownership structure ("determining" ownership)	20,3%	10,6%	98,9%
% Companies having EO>50% in ownership structure ("controlling" ownership)	14,2%	4,0%	98,2%

EMPLOYEE OWNERS IN EUROPEAN COMPANIES							
(29 countries - 2.493 largest European companies - 34,2 million employees)							
Countries	% variation from 2007 to 2012	Employee owners 2012	Employee owners 2011	Employee owners 2010	Employee owners 2009	Employee owners 2008	Employee owners 2007
AT	10,3%	122.879	123.747	112.853	109.209	110.569	111.388
BE	-48,5%	60.041	87.038	100.800	109.809	128.522	116.599
BG	-3,1%	289	288	293	298	304	298
CH	4,5%	355.783	361.548	365.078	395.066	370.520	340.395
CY	-50,7%	4.535	4.578	14.453	14.464	9.648	9.200
CZ	-13,8%	6.008	6.077	6.618	6.673	6.859	6.973
DA	44,8%	73.083	77.880	73.103	76.475	68.240	50.485
DE	-11,9%	923.574	957.921	1.043.283	1.011.045	997.373	1.047.767
EE	ns	32	33	11	11	11	20
ES	81,3%	232.994	231.418	199.128	185.304	187.767	128.480
FI	-8,7%	134.180	140.397	142.198	172.001	167.604	146.933
FR	35,6%	3.764.994	3.724.296	3.514.945	3.119.203	3.030.816	2.775.729
GR	-5,6%	40.359	43.130	44.219	46.072	47.153	42.749
HU	9,7%	9.931	9.956	8.907	8.792	9.217	9.055
IE	-29,4%	48.903	51.120	58.806	73.781	73.547	69.255
IT	-6,3%	182.846	193.976	195.236	200.952	206.038	195.054
LT	ns	14	22	24	27	32	21
LU	41,8%	873	776	458	488	405	616
LV	-50,0%	200	220	270	300	300	400
MT	-28,2%	2.285	2.285	2.289	2.289	2.203	3.182
NL	-5,6%	339.776	358.345	313.679	324.187	338.185	360.080
NO	-0,6%	72.804	75.475	85.845	81.222	74.460	73.258
PL	208,6%	109.760	88.743	88.727	60.731	3.201	35.562
PT	-2,1%	22.811	23.100	23.823	25.145	23.109	23.299
RO	ns	69.862	70.403	76	37	13	18
SK	-67,6%	270	360	374	498	834	834
SL	-28,0%	6.396	7.190	7.797	8.202	8.281	8.878
SV	31,9%	570.093	559.901	509.279	516.496	514.347	432.183
UK	7,9%	2.493.463	2.522.272	2.514.441	2.543.536	2.483.575	2.311.375
TOTAL 29 COUNTRIES	16,3%	9.649.035	9.722.493	9.427.012	9.092.315	8.863.133	8.300.088
12 NMS - PL	156,7%	99.820	101.411	41.111	41.591	37.702	38.880

CAPITALISATION HELD BY EMPLOYEES							
Description	2012	2011	2010	2009	2008	2007	2006
Capitalisation held by all employees (billion Euro)	192	226	189	155	232	270	203
% Variation	-15,1%	+19,8%	+21,8%	-33,3%	-14,1%	+33,3%	
Employees (million)	34,2	33,0	32,5	33,2	31,9	30,2	28,3
Average capitalisation held by employee	5.600 €	6.900 €	5.800 €	4.700 €	7.300 €	9.000 €	7.200 €
Employee owners (million)	9,6	9,7	9,4	9,1	8,9	8,3	7,8
Average capitalisation held by each employee owner	19.900 €	23.300 €	20.000 €	17.000 €	26.200 €	32.600 €	25.000 €
% Variation	-14,4%	+16,2%	+17,5%	-35,0%	-19,5%	+30,3%	

TOP EXECUTIVES VERSUS COMMON EMPLOYEES							
Description		2012	2011	2010	2009	2008	2007
Capitalisation held by all employees (billion Euro)	EO	192,0	226,1	188,7	154,9	232,3	270,4
Capitalisation held by Executive employees (billion Euro)	EXEC	81,4	96,7	78,4	60,6	95,6	111,3
Capitalisation held by non-executive employees (billion Euro)	NonEXEC	110,6	129,4	110,3	94,3	136,8	159,0
Executives' share in capitalisation held by all employees	EXEC	42,4%	42,8%	41,5%	39,1%	41,2%	41,2%
Non-executives' share in capitalisation held by all employees	NonEXEC	57,6%	57,2%	58,5%	60,9%	58,9%	58,8%
Average capitalisation held by each employee owner	EO	19.900 €	23.300 €	20.000 €	17.000 €	26.200 €	32.600 €
Average capitalisation held by each Executive	EXEC	9.000.000 €	10.750.000 €	8.750.000 €	6.750.000 €	10.650.000 €	12.400.000 €
Average capitalisation held by each non-executive employee owner	NonEXEC	11.500 €	13.300 €	11.700 €	10.400 €	15.400 €	19.200 €
Employees' share in ownership structure	EO	2,68%	2,75%	2,67%	2,70%	2,64%	2,61%
Executive employees' share in ownership structure	EXEC	1,14%	1,18%	1,11%	1,06%	1,09%	1,07%
Non-executive employees' share in ownership structure	NonEXEC	1,54%	1,58%	1,56%	1,65%	1,55%	1,53%



TOP EXECUTIVES AND OTHER EMPLOYEES IN LARGE EUROPEAN COMPANIES												
LISTED COMPANIES IN 2012												
Listed Companies	TOP EXECUTIVES						OTHER EMPLOYEES					
	Number	Top Executives	Average number in a company	Capital held by each Top Executive €	Capital held by all Top Executives billion €	Share held by all Top Executives in %	Employee shareholders	Capital held by each employee shareholder €	Capital held by all employee shareholders billion €	Share held by all employee shareholders in %	Number	Share held by all employee shareholders in %
AT	41	149	3,63	9.021.970 €	1,3 €	2,26%	122.879	10.275 €	1,3 €	2,13%		
BE	53	184	3,47	9.871.213 €	1,8 €	1,10%	60.041	28.612 €	1,7 €	1,04%		
BG	7	26	3,71	35.403 €	0,0 €	0,08%	15	0 €	0,0 €	0,00%		
CH	159	949	5,97	10.076.962 €	9,6 €	1,21%	355.783	31.790 €	11,3 €	1,43%		
CY	5	12	2,40	3.629.858 €	0,0 €	4,66%	4.535	1.505 €	0,0 €	0,73%		
CZ	5	33	6,60	195.799 €	0,0 €	0,02%	3.218	330 €	0,0 €	0,00%		
DA	73	244	3,34	1.549.139 €	0,4 €	0,29%	73.083	19.210 €	1,4 €	1,08%		
DE	218	834	3,83	7.960.402 €	6,6 €	0,73%	922.677	9.142 €	8,4 €	0,93%		
EE	6	16	2,67	622.353 €	0,0 €	0,85%	32	5.305 €	0,0 €	0,01%		
ES	100	189	1,89	28.212.019 €	5,3 €	1,57%	187.387	6.576 €	1,2 €	0,36%		
FI	67	591	8,82	789.416 €	0,5 €	0,44%	134.180	6.062 €	0,8 €	0,77%		
FR	254	682	2,69	19.480.038 €	13,3 €	1,27%	3.589.361	10.113 €	36,3 €	3,47%		
GR	61	212	3,48	1.999.089 €	0,4 €	2,18%	40.359	2.570 €	0,1 €	0,53%		
HU	11	73	6,64	886.968 €	0,1 €	0,45%	7.659	18.238 €	0,1 €	0,98%		
IE	31	86	2,77	6.541.443 €	0,6 €	0,67%	47.103	10.217 €	0,5 €	0,57%		
IT	154	403	2,62	36.212.127 €	14,6 €	4,45%	124.987	6.573 €	0,8 €	0,25%		
LT	9	40	4,44	1.484.391 €	0,1 €	2,74%	14	9 €	0,0 €	0,00%		
LU	11	44	4,00	47.110.976 €	2,1 €	5,25%	873	21.904 €	0,0 €	0,05%		
LV	3	12	4,00	0 €	0,0 €	0,00%	200	379 €	0,0 €	0,01%		
MT	5	17	3,40	128.574 €	0,0 €	0,11%	2.285	7.810 €	0,0 €	0,91%		
NL	81	294	3,63	6.497.118 €	1,9 €	0,63%	338.301	11.308 €	3,8 €	1,26%		
NO	97	575	5,93	1.428.230 €	0,8 €	0,41%	72.804	24.204 €	1,8 €	0,89%		
PL	91	430	4,73	3.647.781 €	1,6 €	1,69%	109.100	10.765 €	1,2 €	1,27%		
PT	32	158	4,94	645.128 €	0,1 €	0,24%	22.811	1.437 €	0,0 €	0,08%		
RO	10	45	4,50	23.478 €	0,0 €	0,01%	69.862	11 €	0,0 €	0,01%		
SK	6	37	6,17	0 €	0,0 €	0,00%	0	0 €	0,0 €	0,00%		
SL	15	54	3,60	44.112 €	0,0 €	0,06%	4.332	4.196 €	0,0 €	0,46%		
SV	125	987	7,90	1.774.922 €	1,8 €	0,51%	570.093	6.177 €	3,5 €	1,03%		
UK	490	1.469	3,00	12.301.806 €	18,1 €	0,86%	2.384.570	9.194 €	21,9 €	1,05%		
29 COUNTRIES	2.220	8.845	3,98	9.145.622 €	80,9 €	1,13%	9.248.542	10.415 €	96,3 €	1,35%		
12 NMS - PL*	82	365	4,45	522.319 €	0,2 €	0,30%	92.152	2.003 €	0,2 €	0,29%		

* "New" Member States except Poland

EFES DATABASE of employee ownership in large European companies in 2012

~ Listed companies with market capitalisation of 200 million € or more in May 2006, 2007, ..., 2012

~ Non-listed companies whose employees own at least 50%, employing 100 persons or more

Countries	Companies numbers	Listed	Non-listed	Coops
AT - Austria	41	41	0	0
BE - Belgium	53	53	0	0
BG - Bulgaria	9	7	2	2
CH - Switzerland	159	159	0	0
CY - Cyprus	5	5	0	0
CZ - Czech Republic	30	5	25	25
DA - Denmark	73	73	0	0
DE - Germany	221	218	3	0
EE - Estonia	6	6	0	0
ES - Spain	159	100	59	33
FI - Finland	67	67	0	0
FR - France	338	254	84	71
GR - Greece	61	61	0	0
HU - Hungary	20	11	9	0
IE - Ireland	32	31	1	0
IT - Italy	191	154	37	37
LT - Lithuania	9	9	0	0
LU - Luxemburg	11	11	0	0
LV - Latvia	3	3	0	0
MT - Malta	5	5	0	0
NL - Netherlands	85	81	4	0
NO - Norway	97	97	0	0
PL - Poland	94	91	3	3
PT - Portugal	32	32	0	0
RO - Romania	10	10	0	0
SK - Slovakia	9	6	3	3
SL - Slovenia	22	15	7	0
SV - Sweden	125	125	0	0
UK - United Kingdom	526	490	36	3
TOTAL 29 COUNTRIES	2.493	2.220	273	177
On which:				
European Union	2.237	1.964	273	177
New Member States (without PL)	128	82	46	30

List of the most remarkable cases regarding employee ownership in European companies in 2012

(L = Listed / NL = Non-listed)

AUSTRIA

AT L Amag Austria Metall
 AT L Andritz
 AT L Erste Group Bank
 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 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 Insurance

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

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 VA
 ES L Banco Santander Central Hispanico
 ES L Bankinter
 ES L Construciones y Auxiliar de Ferro.
 ES NL Betsaide
 ES NL IZAR Herramientas de Amorebieta
 ES NL Mondragon Corp. 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 Samse
 FR L Schneider Electric
 FR L Société Générale
 FR L STEF
 FR L Thales
 FR L Thermador
 FR L Total
 FR L Ubisoft
 FR L Vallourec
 FR L Vinci
 FR L Vivendi
 FR NL Artelia
 FR NL Auchan
 FR NL Bourgeois
 FR NL Juratri
 FR NL Spie
 FR NL UTB

GREECE

no

HUNGARY

HU L Állami Nyomda
 HU L Richter

IRELAND

IE L Aer Lingus
 IE L Grafton Group
 IE NL Eircom

ITALY

IT L Banca Pop Milano
 IT L Telecom Italia
 IT L UniCredit

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
 NO L Veidekke

POLAND

no

PORTUGAL

no

ROMANIA

no

SLOVAKIA

no

SLOVENIA

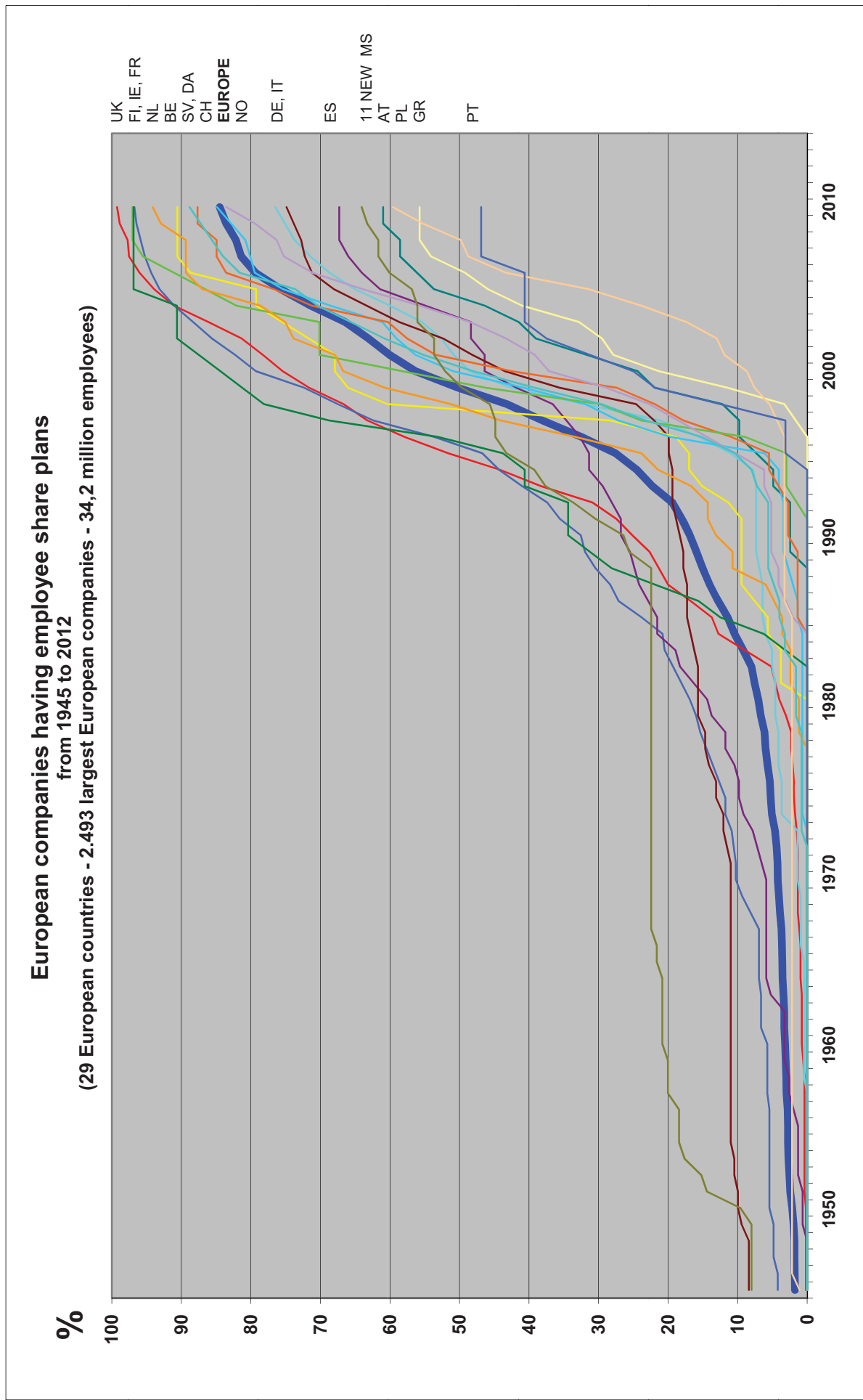
no

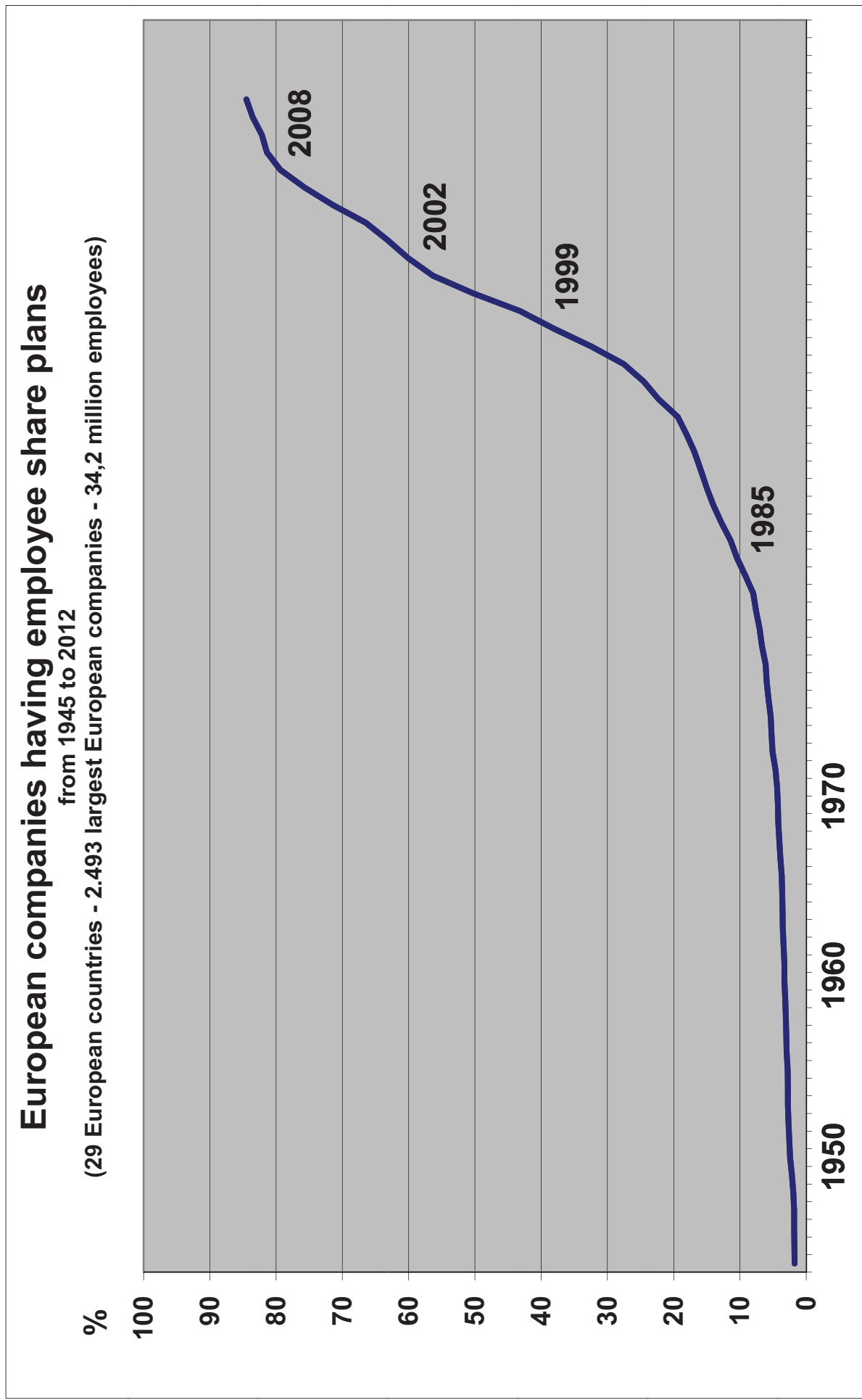
SWEDEN

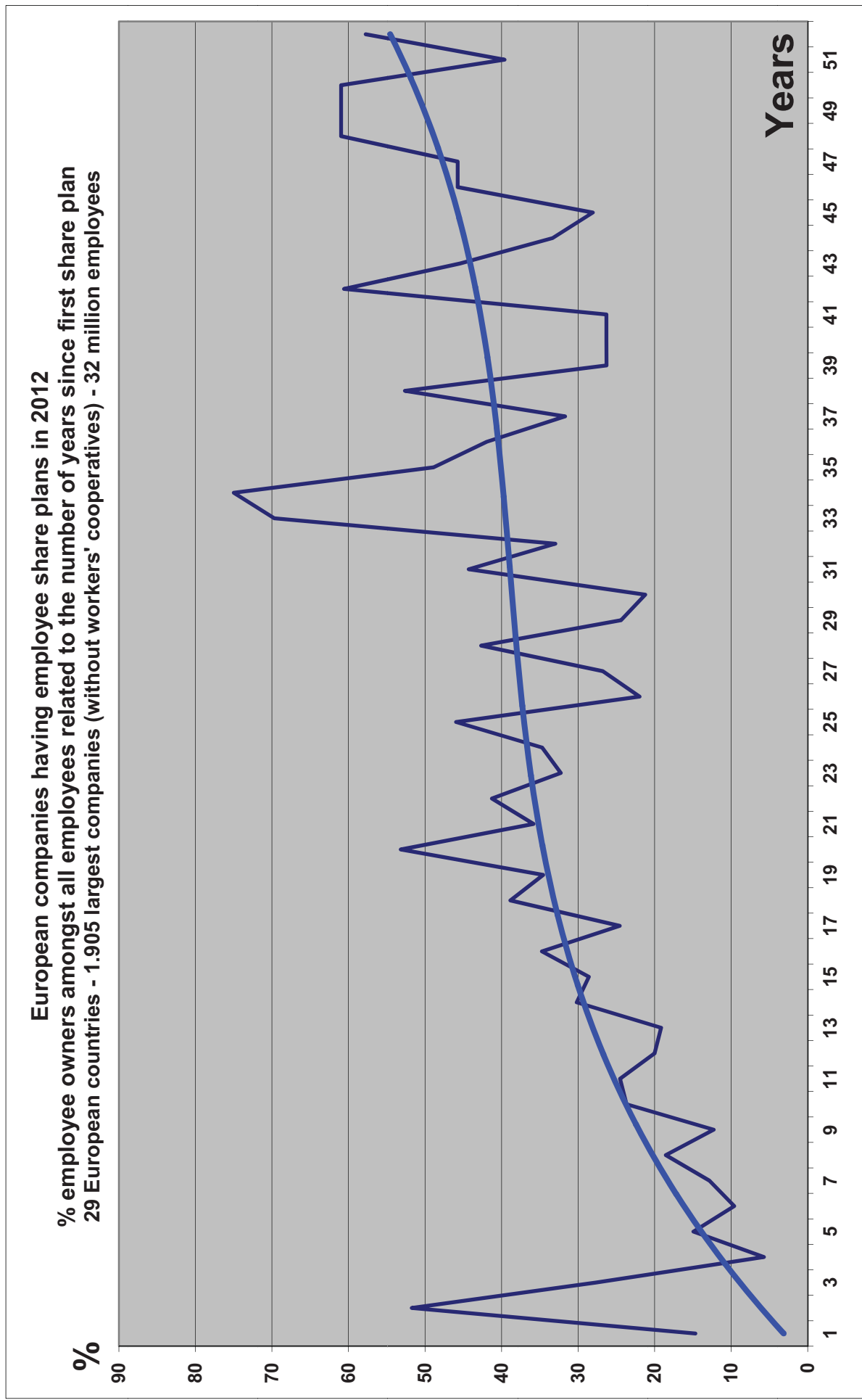
SV L AF Consult
 SV L Svenska Handelsbanken
 SV L Swedbank

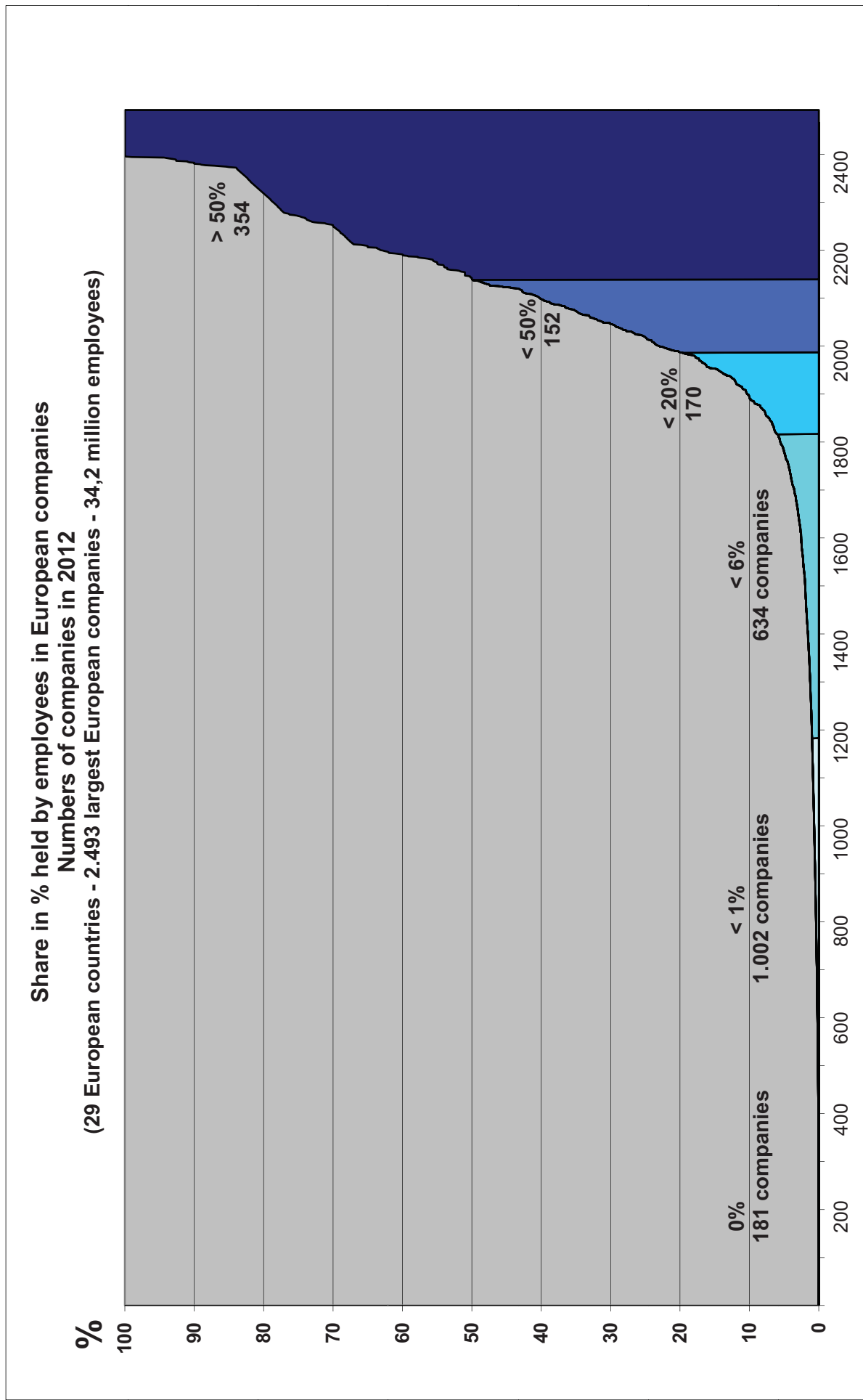
UNITED KINGDOM

UK L Admiral
 UK L Barr
 UK L Brewin Dolphin
 UK L Britvic
 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 Group









The European Employee Ownership TOP 100 in 2012

The European Employee Ownership TOP 100 is designed with respect to two rankings of Europe's largest companies, considering employee ownership.

EUROCAP100 ranking

Companies are ranked by equity held by employees, in million Euro.

Ranking Europe's largest companies that are partly or totally employee-owned through an ESOP, share purchase plan, or other share ownership plans, or as a workers' co-operative.

EUROEMP100 ranking

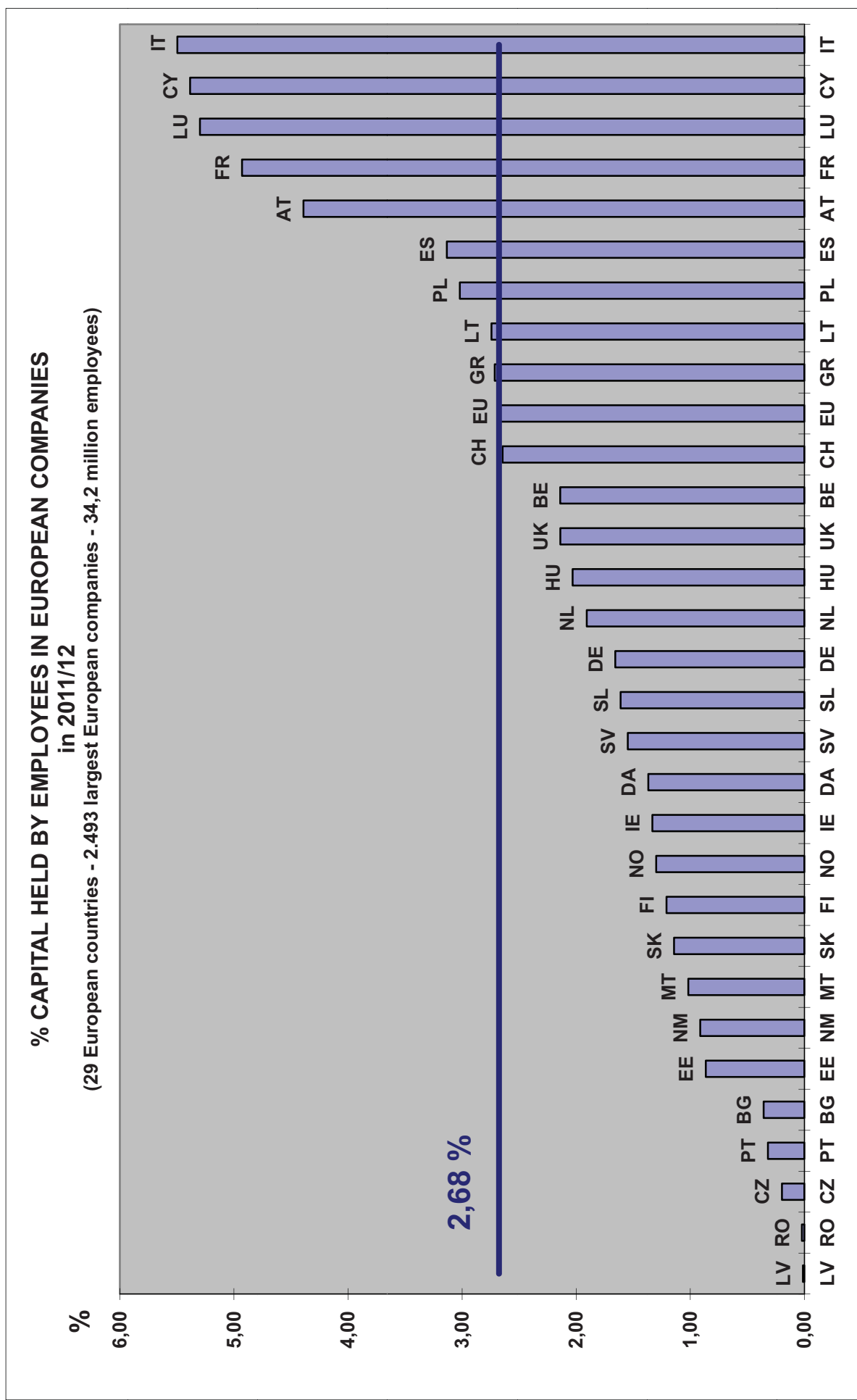
Companies are ranked by number of employees.

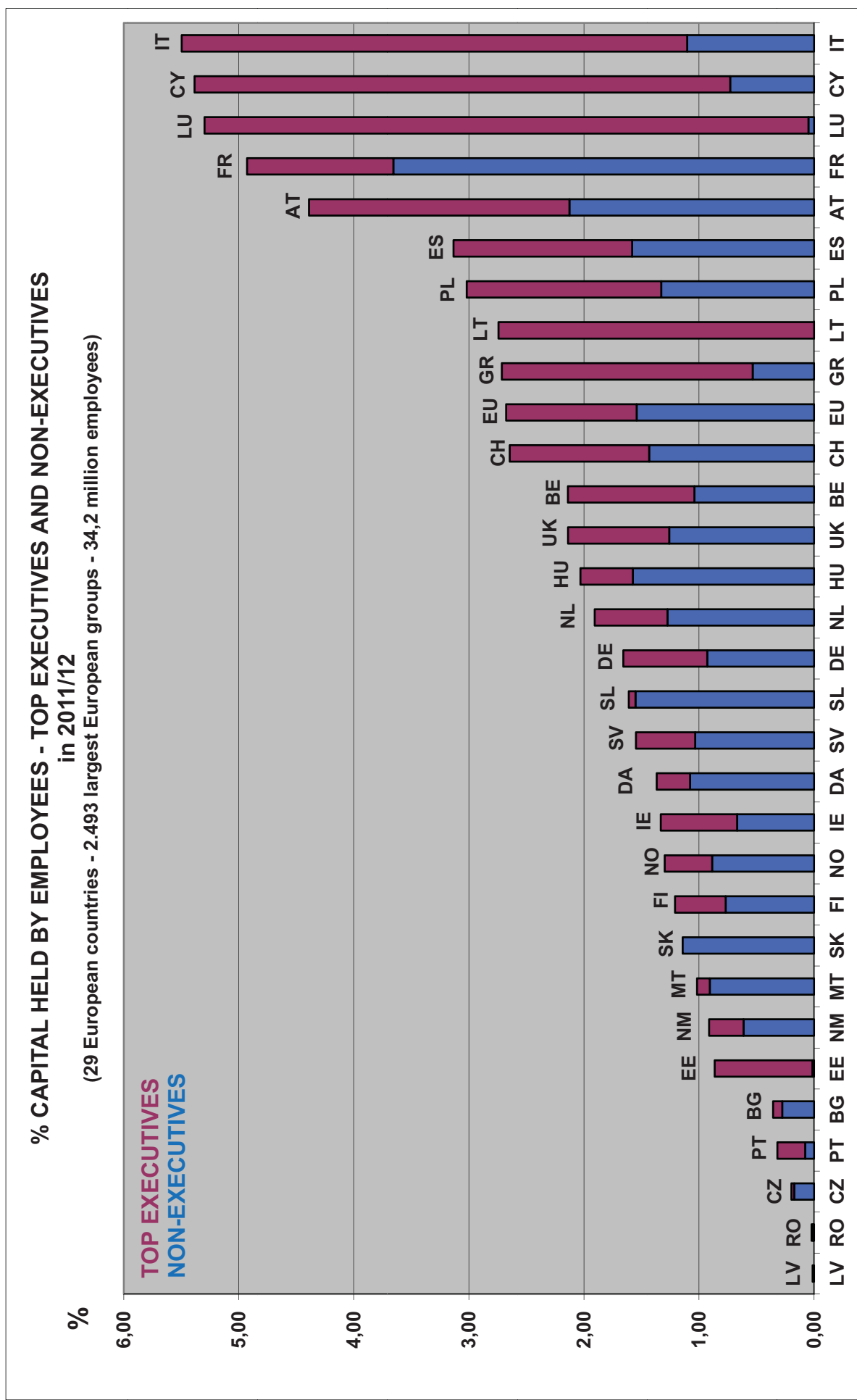
Ranking Europe's largest companies that are 50% or more employee-owned through an ESOP, share purchase plan, or other share ownership plans, or as a workers' co-operative.

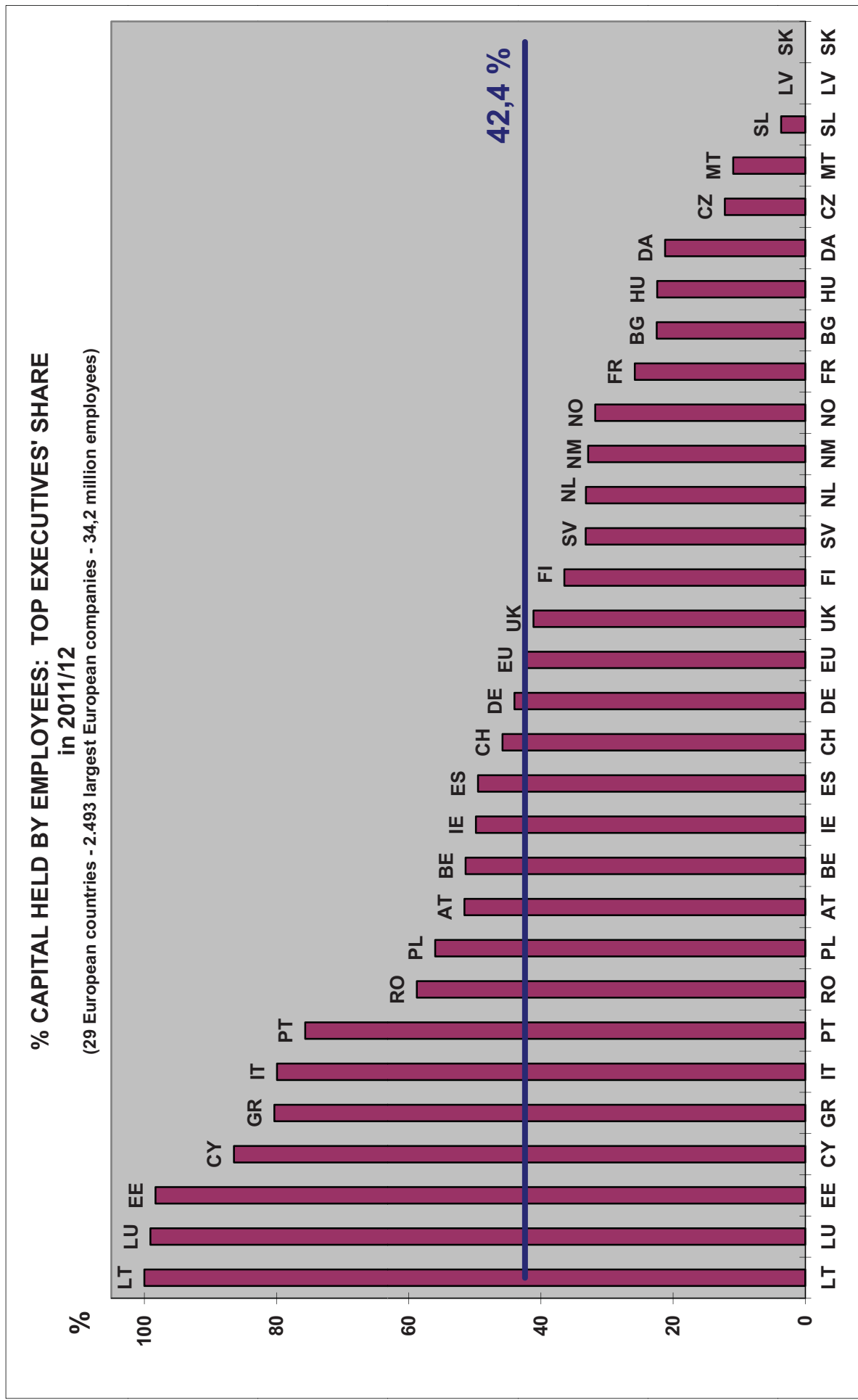
CAP 100 Ranking 2012	Company	Country	EO held capitalisation million €	Capitalisation million € May 2012	% employee owned	Employees number	L/NL listed/non-list.	First Plan Year	Branche
1	Total	FR	4.326,0 €	81.230,9 €	5,33%	96.104	L	1.998	Integrated oil & gas
2	Mondragon Corporación Cooperativa	ES	3.707,5 €	4.000,0 €	92,69%	83.569	NL	1.956	Miscellaneous
3	HSBC	UK	2.826,7 €	124.457,9 €	2,27%	288.316	L	1.984	Banks
4	John Lewis Partnership	UK	2.491,0 €	2.491,0 €	100,00%	80.900	NL	1.929	Department stores
5	UBS	CH	2.426,1 €	35.263,7 €	6,88%	64.820	L	1.997	Banks
6	Vinci	FR	2.279,7 €	18.909,4 €	12,06%	183.320	L	1.993	Heavy construction
7	BNP Paribas	FR	2.205,9 €	32.415,9 €	6,81%	198.423	L	1.997	Banks
8	Novartis	CH	2.084,1 €	112.558,3 €	1,85%	119.418	L	1.990	Pharmaceuticals manufactures
9	Safran	FR	1.955,9 €	11.355,7 €	17,22%	59.805	L	1.969	Telecom equipment
10	Axa	FR	1.729,9 €	21.930,0 €	7,89%	114.488	L	1.989	Life insurance
11	Svenska Handelsbanken	SV	1.548,6 €	14.749,1 €	10,50%	11.184	L	1.973	Banks
12	Bouygues	FR	1.544,7 €	6.297,4 €	24,53%	130.827	L	1.968	Heavy construction
13	Deutsche Bank	DE	1.535,4 €	27.173,9 €	5,65%	81.764	L	1.974	Banks
14	Essilor	FR	1.521,1 €	14.653,8 €	10,38%	48.700	L	1.972	Other non-durables
15	Sanofi	FR	1.336,9 €	73.093,5 €	1,83%	113.719	L	1.990	Pharmaceuticals manufactures
16	Saint-Gobain	FR	1.326,1 €	15.731,3 €	8,43%	194.658	L	1.987	Building materials & equipment
17	Schneider Electric	FR	1.303,9 €	23.176,5 €	5,63%	140.489	L	1.994	Electrical products
18	France Telecom	FR	1.302,8 €	26.541,8 €	4,91%	172.000	L	1.992	Diversified telecom operators
19	AB InBev	BE	1.290,0 €	88.673,5 €	1,45%	116.000	L	1.999	Beverages
20	Tesco	UK	1.283,3 €	31.829,8 €	4,03%	519.671	L	1.981	Department stores
21	GDF Suez	FR	1.266,2 €	36.685,4 €	3,45%	240.303	L	1.994	Gas utilities
22	Crédit Suisse Group	CH	1.255,5 €	19.451,8 €	6,45%	49.700	L	1.996	Banks
23	SAP	DE	1.206,1 €	59.093,0 €	2,04%	55.765	L	2.000	Other software
24	Auchan	FR	1.137,2 €	9.286,0 €	12,25%	269.188	NL	1.977	Department stores
25	Siemens	DE	1.132,0 €	60.794,5 €	1,86%	402.000	L	1.998	Electronics manufacturing & equipment
26	EADS	NL	1.073,5 €	23.938,1 €	4,48%	133.115	L	2.000	Aerospace/defense - major diversified
27	Société Générale	FR	1.030,0 €	12.258,2 €	8,40%	159.616	L	1.987	Banks
28	Lindt	CH	1.001,7 €	6.361,3 €	15,75%	7.779	L	1.999	Other food products
29	L'Oréal	FR	972,1 €	55.806,1 €	1,74%	68.886	L	1.968	Personal care products
30	GlaxoSmithKline	UK	948,2 €	90.060,9 €	1,05%	97.389	L	1.991	Pharmaceuticals manufactures
31	Eiffage	FR	839,7 €	2.293,7 €	36,61%	70.221	L	1.986	Heavy construction
32	LVMH	FR	785,8 €	62.113,4 €	1,27%	97.559	L	1.992	Luxury goods & watches
33	BASF	DE	769,7 €	52.702,3 €	1,46%	111.141	L	1.999	Diversified chemicals
34	Royal Dutch Shell	UK	715,1 €	161.781,1 €	0,44%	90.000	L	1.967	Integrated oil & gas
35	Vodafone	UK	706,8 €	105.772,9 €	0,67%	86.373	L	1.988	Diversified telecom operators
36	Air Liquide	FR	698,1 €	26.462,2 €	2,64%	46.200	L	1.986	Commodity chemicals
37	AstraZeneca	UK	682,5 €	42.233,4 €	1,62%	57.200	L	1.994	Pharmaceuticals manufactures
38	EDF	FR	680,3 €	28.907,0 €	2,35%	156.168	L	1.992	Electric utilities
39	Colruyt	BE	668,6 €	5.249,4 €	12,74%	25.205	L	1.987	Grocery retailing
40	Danone	FR	667,6 €	33.962,0 €	1,97%	101.885	L	1.997	Dairy products
41	Novo Nordisk	DA	664,2 €	49.175,0 €	1,35%	32.136	L	1.997	Pharmaceuticals manufactures
42	WPP Group	UK	640,8 €	12.693,4 €	5,05%	113.615	L	1.993	Marketing support services
43	Barclays	UK	640,5 €	28.534,5 €	2,24%	141.100	L	1.974	Investment banking & brokerage
44	Diageo	UK	624,8 €	48.799,3 €	1,28%	26.090	L	1.991	Beverages
45	Nestle	CH	623,8 €	150.698,6 €	0,41%	328.000	L	2.001	Diversified foods
46	Unipart	UK	619,5 €	840,0 €	73,75%	10.000	NL	1.987	Cars parts manufacturers
47	Statoil	NO	604,1 €	63.349,8 €	0,95%	31.715	L	2.004	Integrated oil & gas
48	Roche	CH	598,3 €	112.060,6 €	0,53%	80.129	L	2.000	Pharmaceuticals manufactures
49	ASM International	NL	564,3 €	1.519,7 €	37,14%	16.194	L	1.989	Semiconductors
50	Bayer	DE	529,3 €	42.323,2 €	1,25%	111.800	L	2.000	Diversified chemicals
51	Old Mutual	UK	503,2 €	8.952,7 €	5,62%	57.430	L	1.994	Life insurance
52	British American Tobacco	UK	474,3 €	76.584,4 €	0,62%	87.813	L	1.998	Tobacco products
53	Syngenta	CH	470,5 €	24.355,9 €	1,93%	26.333	L	1.994	Agricultural chemicals
54	Shire	UK	467,3 €	14.055,4 €	3,32%	5.251	L	1.991	Pharmaceuticals manufactures
55	Vivendi	FR	466,3 €	15.815,3 €	2,95%	58.318	L	1.998	Diversified media
56	Voestalpine	AT	460,2 €	3.552,6 €	12,95%	41.649	L	2.001	Steel production
57	Daimler	DE	439,1 €	40.314,9 €	1,09%	271.370	L	1.996	Cars manufacturers
58	Rolls-Royce	UK	434,9 €	19.470,2 €	2,23%	40.400	L	1.995	Aerospace/defense - major diversified
59	Swiss RE	CH	427,3 €	17.222,0 €	2,48%	10.788	L	1.996	General insurance & other
60	SABMiller	UK	420,6 €	49.704,4 €	0,85%	71.144	L	1.996	Beverages
61	Standard Chartered	UK	397,4 €	40.497,1 €	0,98%	86.865	L	1.984	Banks
62	Pernod Ricard	FR	396,5 €	20.820,4 €	1,90%	18.777	L	1.993	Beverages
63	Construcciones y Auxilios de Ferrocarriles	ES	381,2 €	1.288,9 €	29,58%	6.952	L	1.994	Trucks, buses, rail & equipment
64	Crédit Agricole	FR	364,9 €	7.601,5 €	4,80%	87.451	L	2.001	Banks
65	Sacmi	IT	362,6 €	572,0 €	63,40%	3.963	NL	1.919	Class & clay
66	Jastrzebska Spolka Weglowa	PL	355,7 €	2.444,1 €	14,55%	29.790	L	2.011	Mineral extractors- other
67	STEF	FR	354,6 €	525,4 €	67,50%	14.115	L	1.993	Infrastructure & logistics
68	Irtzar	ES	351,9 €	380,0 €	92,60%	3.380	NL	1.963	Bus manufacturers
69	BG Group	UK	351,7 €	54.273,4 €	0,65%	6.625	L	2.000	Oil & gas exploration & production
70	TomTom	NL	347,8 €	727,8 €	47,78%	3.677	L	2.003	Wireless communications services
71	Richemont	CH	346,3 €	23.185,9 €	1,49%	24.609	L	1.999	Luxury goods & watches
72	Anglo American	UK	333,6 €	34.710,1 €	0,96%	100.000	L	1.990	Mineral extractors- other
73	Arm Holdings	UK	332,6 €	8.406,7 €	3,96%	2.116	L	1.993	Semiconductors
74	Reckitt Benckiser	UK	331,9 €	31.363,1 €	1,06%	37.800	L	1.997	Personal care products
75	Polskie Gornictwo Naft.	PL	328,0 €	5.317,5 €	6,17%	32.783	L	2.009	Integrated oil & gas
76	BP	UK	327,0 €	95.480,7 €	0,34%	83.400	L	1.990	Integrated oil & gas
77	OMV	AT	324,8 €	7.308,0 €	4,44%	29.800	L	2.000	Oil & gas exploration & production
78	BT	UK	315,8 €	20.237,9 €	1,56%	89.015	L	1.984	Diversified telecom operators
79	Renault	FR	315,7 €	9.300,5 €	3,39%	128.322	L	1.987	Cars manufacturers
80	Philips Electronics	NL	314,8 €	14.796,6 €	2,13%	125.241	L	1.991	Appliances & consumer electronics
81	Dassault Systèmes	FR	312,2 €	8.734,5 €	3,57%	9.552	L	1.993	Engineering & industrial software
82	Banco Bilbao VA	ES	308,6 €	24.920,8 €	1,24%	110.645	L	1.999	Banks
83	Allianz	DE	305,5 €	34.921,5 €	0,87%	141.938	L	1.998	General insurance & other
84	Arcadis	NL	297,8 €	1.203,8 €	24,74%	18.427	L	1.987	Engineering & architectural services
85	Azimut Holding	IT	294,6 €	1.093,7 €	26,94%	125	L	2.002	Other banking & financial services
86	Volkswagen	DE	293,3 €	38.621,5 €	0,76%	501.956	L	1.986	Cars manufacturers
87	Unilever NV	NL	282,8 €	44.565,8 €	0,63%	85.500	L	1.985	Diversified foods
88	Halcrow	UK	275,4 €	275,4 €	100,00%	6.307	NL	1.998	Engineering & architectural services
89	Next	UK	269,9 €	6.266,5 €	4,31%	56.304	L	1.994	Miscellaneous retail
90	BMW	DE	268,4 €	39.866,5 €	0,67%	100.306	L	1.989	Cars manufacturers
91	Team Service	IT	267,4 €	390,9 €	68,40%	10.000	NL	1.986	Cleaning services
92	Imperial Tobacco	UK	263,7 €	33.471,7 €	0,79%	37.200	L	1.996	Tobacco products
93	Unieco	IT	260,0 €	335,3 €	77,54%	1.502	NL	1.904	Building, civil engineering
94	Rhodia	FR	252,6 €	3.279,1 €	7,70%	14.250	L	1.998	Specialty chemicals
95	Compass	UK	251,1 €	14.743,4 €	1,70%	471.108	L	1.992	Restaurants & catering service
96	Experian	UK	238,0 €	11.264,0 €	2,11%	16.314	L	1.998	Business support services
97	Nordea Bank	SV	233,4 €	24.405,1 €	0,96%	32.983	L	2.002	Banks
98	Arkema	FR	227,9 €	3.564,0 €	6,40%	15.776	L	2.005	Commodity chemicals
99	Vallourec	FR	223,8 €	4.103,6 €	5,45%	21.822	L	1.989	Metal fabrication
100	Unilever plc	UK	217,3 €	33.291,4 €	0,65%	85.500	L	1.985	Diversified foods

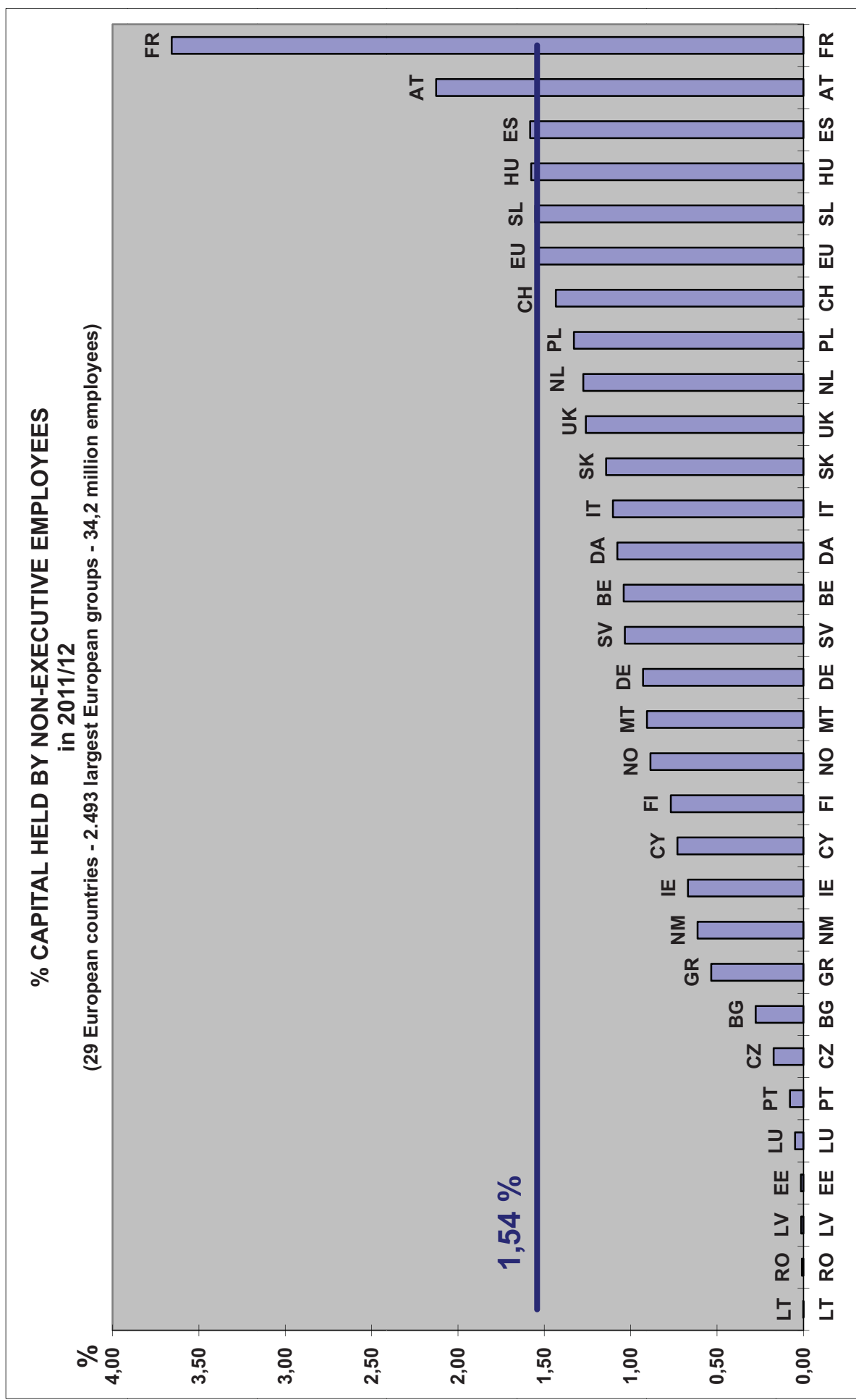
EUROPE EMP 100 - Top European majority employee-owned companies, by number of employees

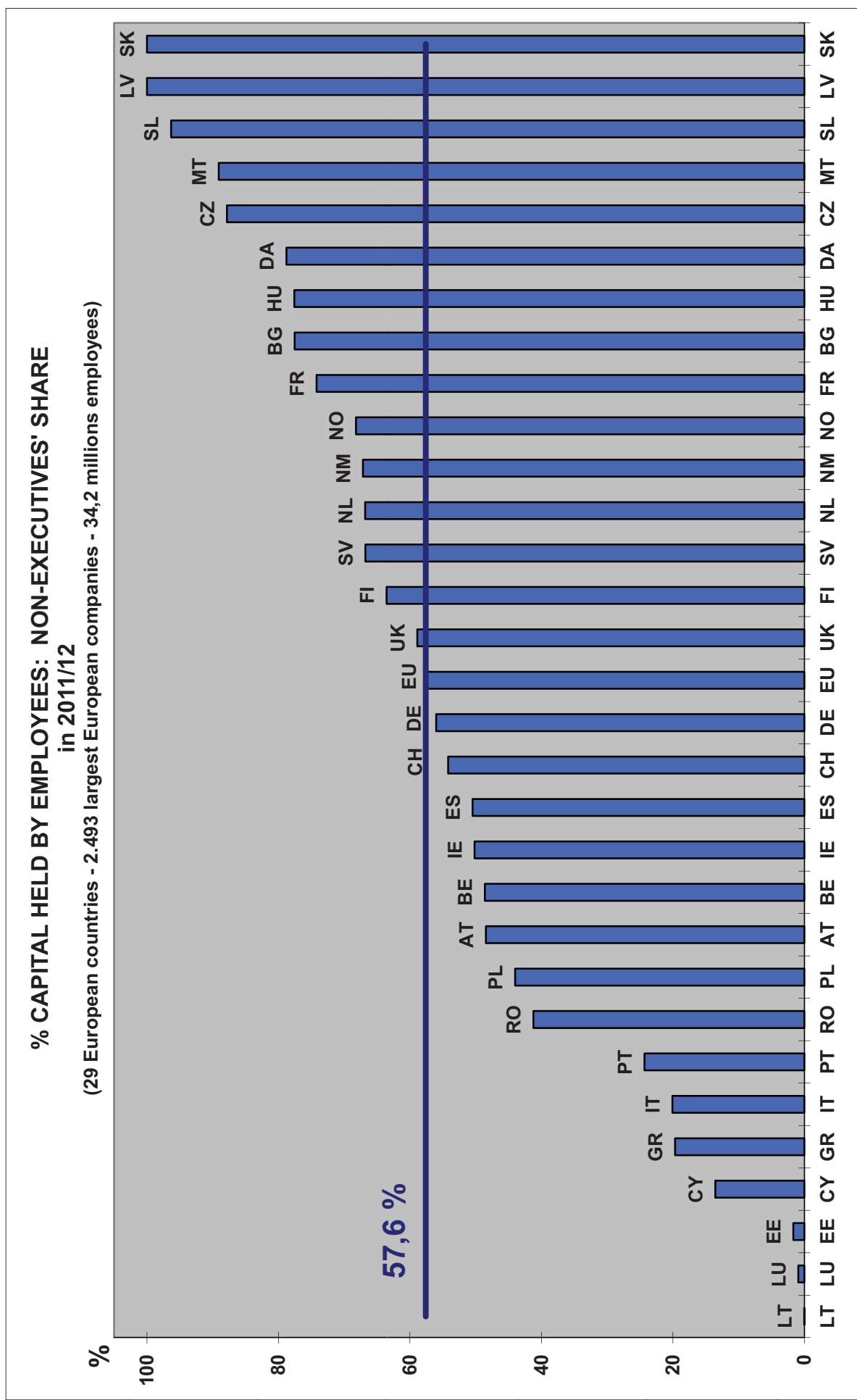
EMP 100 Ranking 2012	Company	Employees (number)	Country	Share Plan type	L/NL listed/ non-list.	First Plan Year	Place	Branche
1	Mondragon Corporación Cooperativa	83.569	ES	Coop		1.956	Mondragon	Miscellaneous
2	John Lewis Partnership	80.900	UK	Trust	NL	1.929	London	Department stores
3	Consorzio Cooperative Costruzioni	20.000	IT	Coop	NL	1.912	Bologna	Residential construction
4	Consorzio Veneto Cooperativo COVECO	17.000	IT	Coop	NL	1.954	Venezia	Building, civil engineering
5	Manutencoop	14.447	IT	Coop	NL	1.938	Bologna	Infrastructure & logistics
6	STEF	14.115	FR	Plans	L	1.993	Paris	Infrastructure & logistics
7	Mott MacDonald	13.073	UK	Trust	NL	1.989	Croydon	Engineering and construction
8	Coop Italiana di Ristorazione CIR Food	10.643	IT	Coop	NL	1.977	Reggio Emilia	Restaurants & catering service
9	Arup Group	10.135	UK	Trust	NL	1.968	London	Engineering and construction
10	Unipart	10.000	UK	MBO, Trust	NL	1.987	Oxford	Cars parts manufacturers
11	Team Service	10.000	IT	Coop	NL	1.986	Roma	Cleaning services
12	Spie Batignolles	8.300	FR	MBO/EBO	NL	1.997	Paris	Building, civil engineering
13	Cooperativa Muratori e Cementisti CMC	7.161	IT	Coop	NL	1.901	Ravenna	Building, civil engineering
14	La Cascina	6.330	IT	Coop	NL	1.978	Roma	Restaurants & catering service
15	Halcrow	6.307	UK	Plans	NL	1.998	London	Engineering & architectural services
16	Cercostruzioni	4.000	IT	Coop	NL	1.949	Bologna	Building, civil engineering
17	Sacmi	3.963	IT	Coop	NL	1.919	Imola	Glass & clay
18	Irizar	3.380	ES	Coop	NL	1.963	Ormaiztegui	Bus Manufacturers
19	Colser Servizi	2.860	IT	Coop	NL	1.975	Parma	Security & alarm services
20	Artelia	2.759	FR	MBO/EBO	NL	1.998	Lyon	Engineering and construction
21	Conast	2.300	IT	Coop	NL	1.993	Brescia	Security & alarm services
22	Le Chèque Déjeuner	2.130	FR	Coop	NL	1.964	Paris	Other banking & financial services
23	PA Consulting Group	2.115	UK	Employee-owned com	nc		London	Business support
24	Claros	2.024	ES	Coop	NL	2.001	Sevilla	Social services
25	Cooperativa Ceramica d'Imola	1.800	IT	Coop	NL	1.874	Imola	Glass & clay
26	Cefia	1.699	IT	Coop	NL	1.932	Imola	Furnishings, floorings
27	Formula Servizi	1.650	IT	Coop	NL	1.975	Forlì	Logistics
28	Suara Cooperativa	1.600	ES	Coop	NL	1.981	Barcelona	Social services
29	Unieco	1.502	IT	Coop	NL	1.904	Reggio Emilia	Building, civil engineering
30	Masped	1.500	HU	ESOP	NL	1.994	Budapest	Air, freight & parcel services
31	Meridionale Servizi	1.500	IT	Coop	NL	1.980	Bari	Facility management
32	Scopelec	1.500	FR	Coop	NL	1.973	Toulouse	Networking & communication devices
33	CPL Concordia	1.460	IT	Coop	NL	1.899	Modena	Diversified utilities
34	Acome	1.430	FR	Coop	NL	1.932	Paris	Building materials & equipment
35	Score	1.400	UK	Employee owned com	NL	1.982	Aberdeen	Valve and gas turbine
36	EBS Le Relais	1.327	FR	Coop	NL	1.984	Bruy	Waste management & recycling
37	Cegos	1.300	FR	MBO/EBO	NL	1.945	Paris	Professional training
38	CCPL	1.277	IT	Coop	NL	1.904	Reggio Emilia	Building materials & equipment
39	Der Spiegel	1.234	DE	Plans	NL	1.974	Hamburg	Publishing
40	Colegio Gredos San Diego	1.200	ES	Coop	NL	1.985	Madrid	Education
41	Gescop (Barco+GAT+Taxicop)	1.130	FR	Coop	NL	1.970	Paris	Other transportation services
42	Coopsette	1.027	IT	Coop	NL	1.977	Castelnuovo	Building, civil engineering
43	La Productora	1.000	ES	Coop	NL	1.995	Gijón	Facility management
44	Herend Manufactory	1.000	HU	ESOP	NL	1.992	Herend	Glass and clay
45	Witteveen en Bos	924	NL	Plans	NL	1.992	Deventer	Engineering and construction
46	BOCM Pauls	900	UK	MBO/EBO	NL	1.998	Ipswich	Agricultural
47	UTB	880	FR	Coop	NL	1.933	Paris	Building materials & equipment
48	Katea Legaia	800	ES	SAL	NL	2.006	Renteria	Social inclusion
49	Kovinoplastika	796	SL	Privatisation	NL	1.994	Loz	Plastics & fibres
50	Global Salcai Ulinsa	777	ES	SAL	NL	2.000	Canaria	Transportation services
51	Abacus Cooperativa	770	ES	Coop	NL	1.985	Barcelona	Books & educational products
52	L'Audacieuse	750	FR	Coop	NL	1.957	Paris	Cleaning services
53	Tullis Russell Group	730	UK	Trust	NL	1.987	Markinch	Paper & paper products
54	Snezka Nachod	721	CZ	Coop	NL	1.950	Nachod	Clothing & footwear
55	Central Surrey Health	700	UK	Trust	NL	2.006	Epsom	Medical services
56	Pentalog	700	FR	Plans	NL	1.995	Orléans	Softwares
57	Spółdzielnia Piekarsko-Ciastkarska	700	PL	Coop	NL	1.987	Warsaw	Bread
58	LS Service	629	FR	Coop	NL	nc	Villeurbanne	Diversified utilities
59	Parfett & Sons	620	UK	Trust	NL	2.008	Stockport	Retail stores
60	Scott Bader	600	UK	Trust	NL	1.951	Wollaston	Plastics & fibres
61	De Sangosse	600	FR	EBO	NL	1.989	Agen	Agricultural
62	Macrosad	580	ES	Coop	NL	1.994	Jaen	Social services
63	ANER	530	FR	Coop	NL	1.938	Paris	Cleaning services
64	Ampo	500	ES	Coop	NL	1.964	Idiazabal	Valves
65	Transports Urbans i Serveis Generals	500	ES	SAL	NL	1.985	Barcelona	Transportation services
66	ITMA	500	ES	SAL	NL	1.988	Llanera	Cleaning services
67	Ayuda a domicilio de Murcia	480	ES	SAL	NL	1.987	Murcia	Home care
68	Sogenor	450	FR	Plans	NL	2.000	Coutances	Hospitals
69	Erdert	450	HU	ESOP	NL	1.992	Budapest	Timber & forest products
70	Irisa	449	CZ	Coop	NL	1.954	Vzetin	Furnishings, floorings
71	Coop Costruzioni	435	IT	Coop	NL	1.934	Bologna	Building, civil engineering
72	ITER	425	IT	Coop	NL	1.989	Ravenna	Building, civil engineering
73	Fomento de protección y seguridad	410	ES	SAL	NL	1.997	Murcia	Security & alarm services
74	Syndex	404	FR	Coop	NL	2.011	Paris	Social consultancy
75	Cormo	400	IT	Coop	NL	1.890	Martino Rio	Doors manufacturer
76	ECF CER CA	400	FR	Coop	NL	1.969	La Creche	Other transportation services
77	Grupo Sorolla	400	ES	Coop	NL	1.980	Valencia	Education
78	Cisagest	400	IT	Coop	NL	1.992	Ancona	Business support services
79	Cooperativa di Costruzioni	385	IT	Coop	NL	1.908	Modena	Building, civil engineering
80	Scotnet	376	FR	Coop	NL	1.981	Paris	Cleaning services
81	Olava	370	CZ	Coop	NL	1.952	Pisek	House wares & garden
82	Nov svyat	360	BG	Coop	NL	1.945	Blagoevgrad	Clothing & footwear
83	Steer Davies Gleave	350	UK	Trust	NL	1.997	London	Other transportation services
84	Bouyer-Leroux	350	FR	Coop	NL	1.980	Nantes	Building materials & equipment
85	Swann-Morton	350	UK	Trust	NL	1.964	Sheffield	Medical technology & supplies
86	Consorzio Etruria	339	IT	Coop	NL	1.921	Firenze	Building, civil engineering
87	Grup La Pau	324	ES	Coop	NL	1.983	Barcelona	Other transportation services
88	Senda Animación	320	ES	SLL	NL	1.998	Camas	Leisures
89	Selle La Lavorazione del Legno	317	IT	Coop	NL	1.908	Modena	Doors and windows manufacturer
90	Mogürt	300	HU	ESOP	NL	1.992	Budapest	Trading and components for road vehicles
91	Obzor	300	CZ	Coop	NL	1.965	Zlín	Electrical products
92	Granat	300	CZ	Coop	NL	1.953	Turnov	Luxury goods & watches
93	Vyvoj Trest	300	CZ	Coop	NL	1.931	Trest	Clothing & footwear
94	Transportes del Puerto de Pasajes	300	ES	Coop	NL	nc	San Sebastian	Transportation services
95	Sunderland Home Care	300	UK	Coop, Trust	NL	1.994	Sunderland	Hospitals & health-care
96	Martin Hoppmann	300	DE	Stiftung	NL	1.974	Siegen	Auto dealers & parts retailing
97	Betsaide	285	ES	SAL	NL	1.999	Elorrio	Steel production
98	Colegio Echeyde	284	ES	Coop	NL	1.982	Tenerife	Education
99	Instep Formation	269	FR	Coop	NL	1.996	Lille	Employment & training services
100	Electra Vitoria	263	ES	Coop	NL	1.963	Vitoria	Machinery & equipment

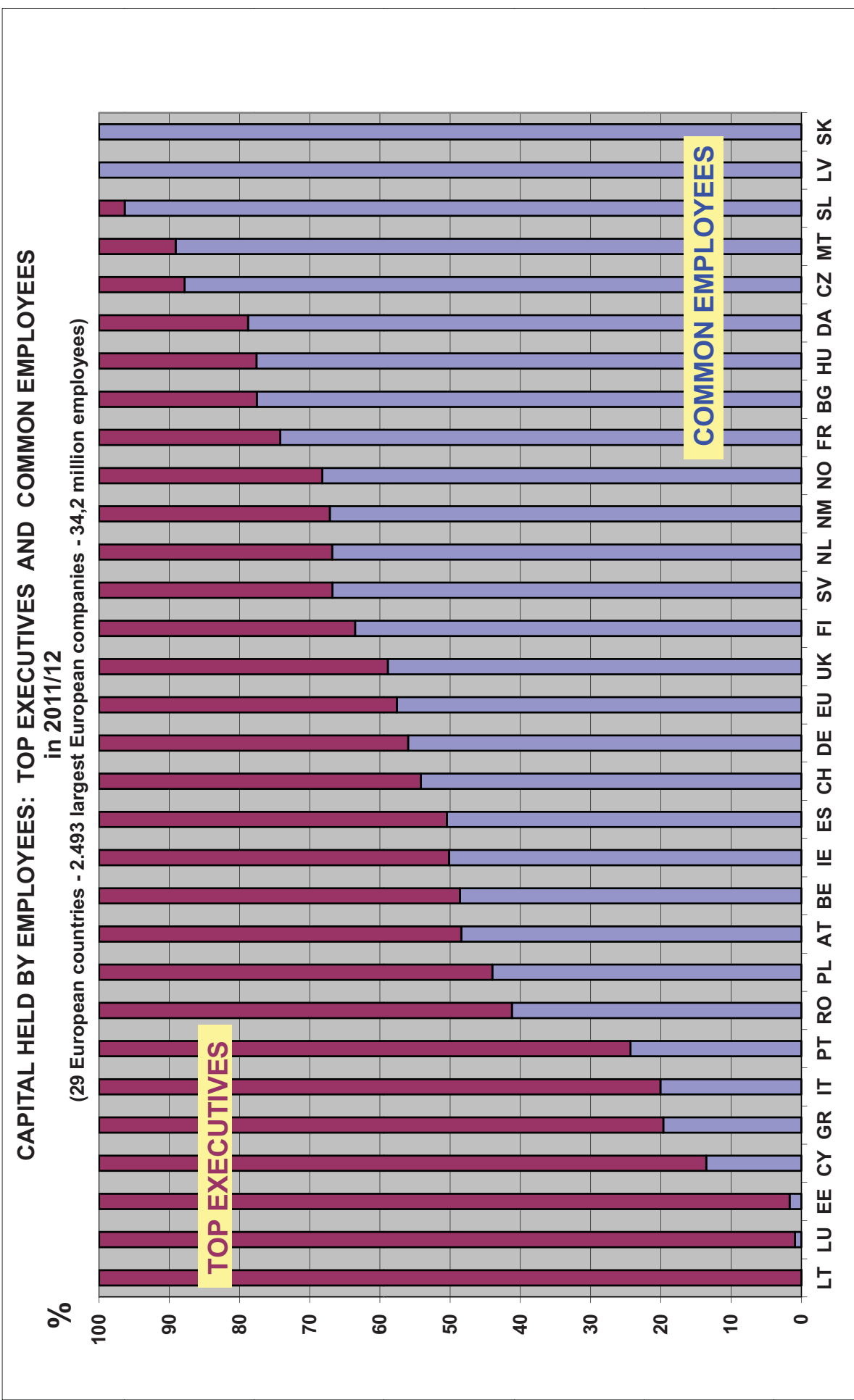


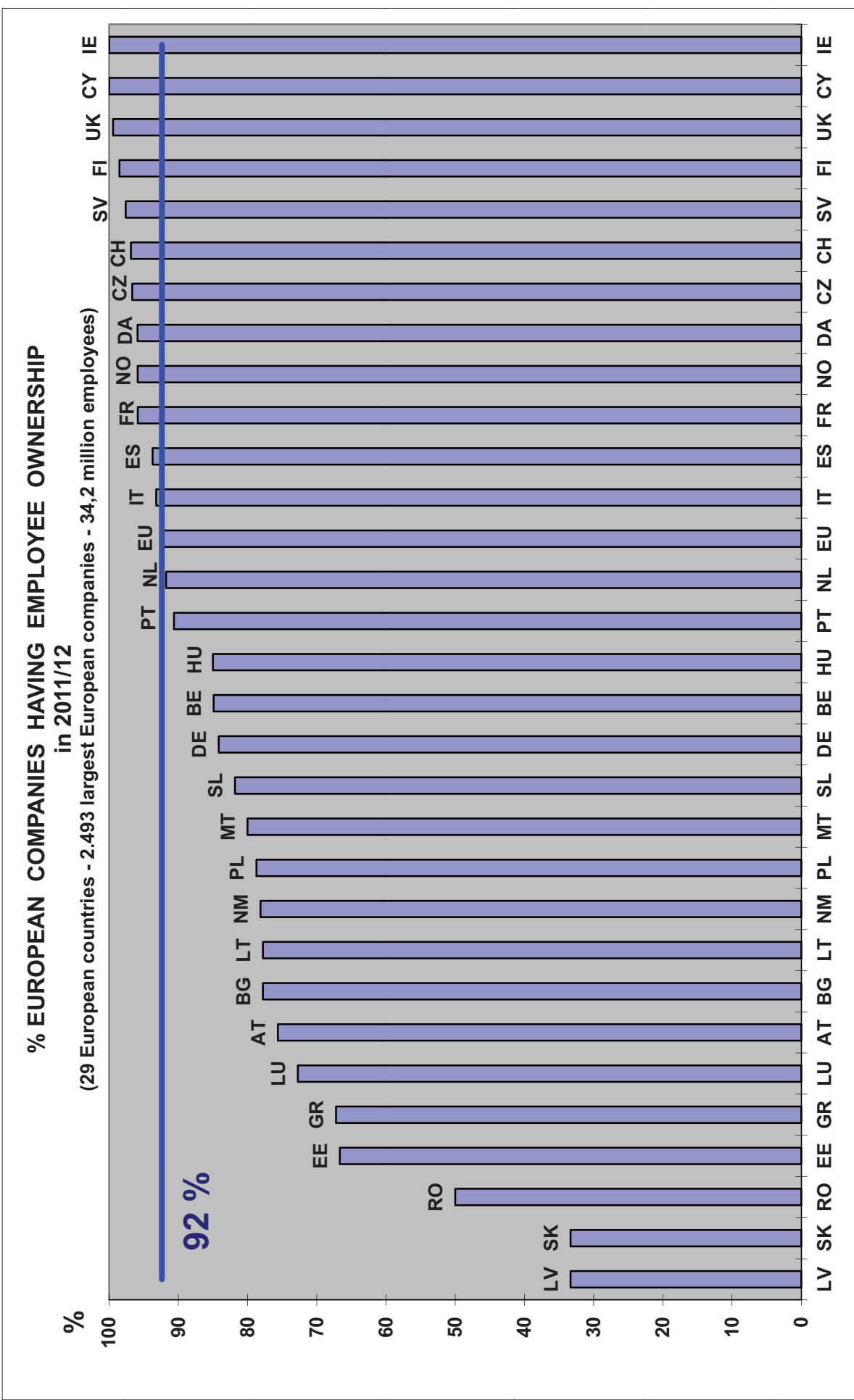


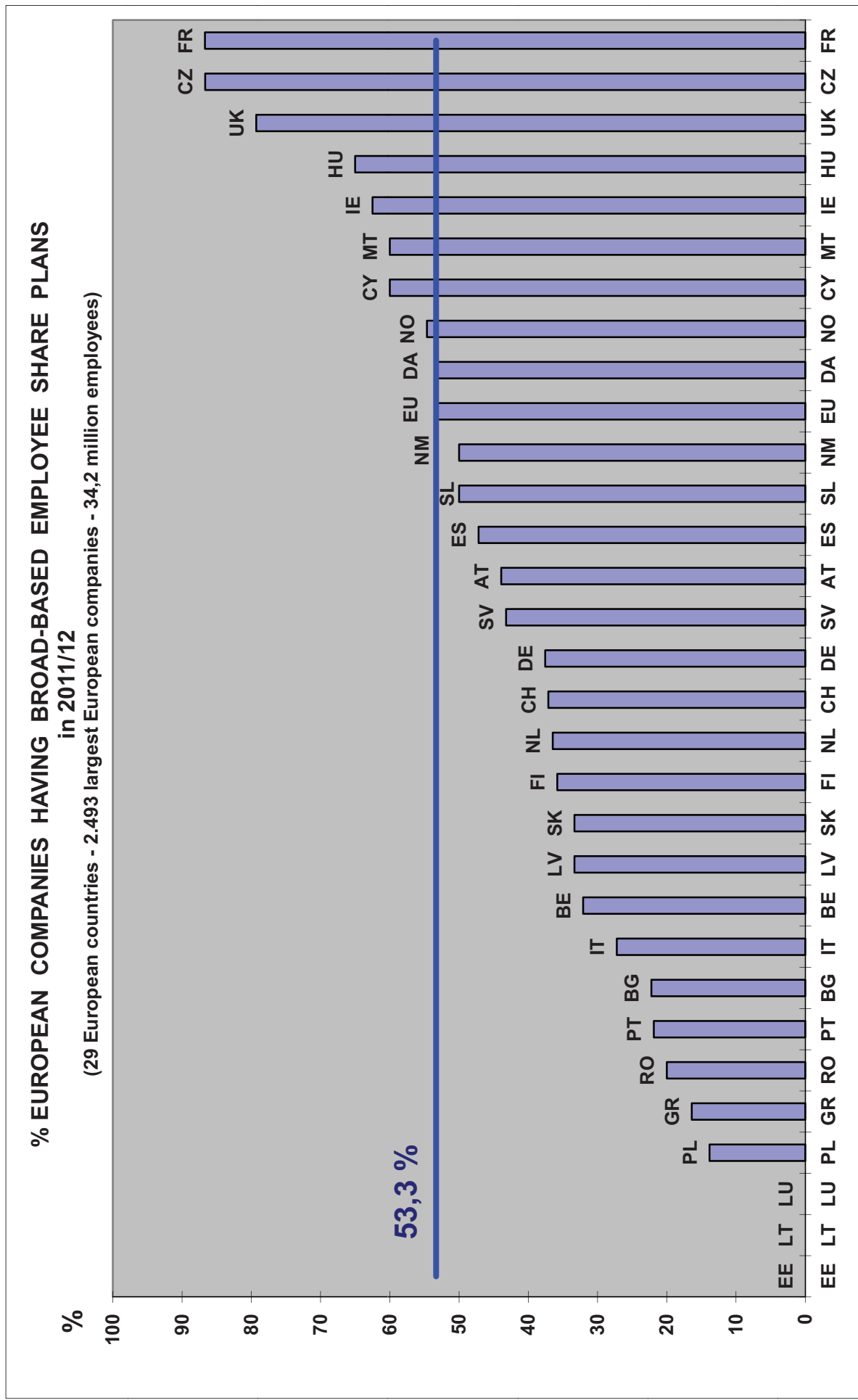


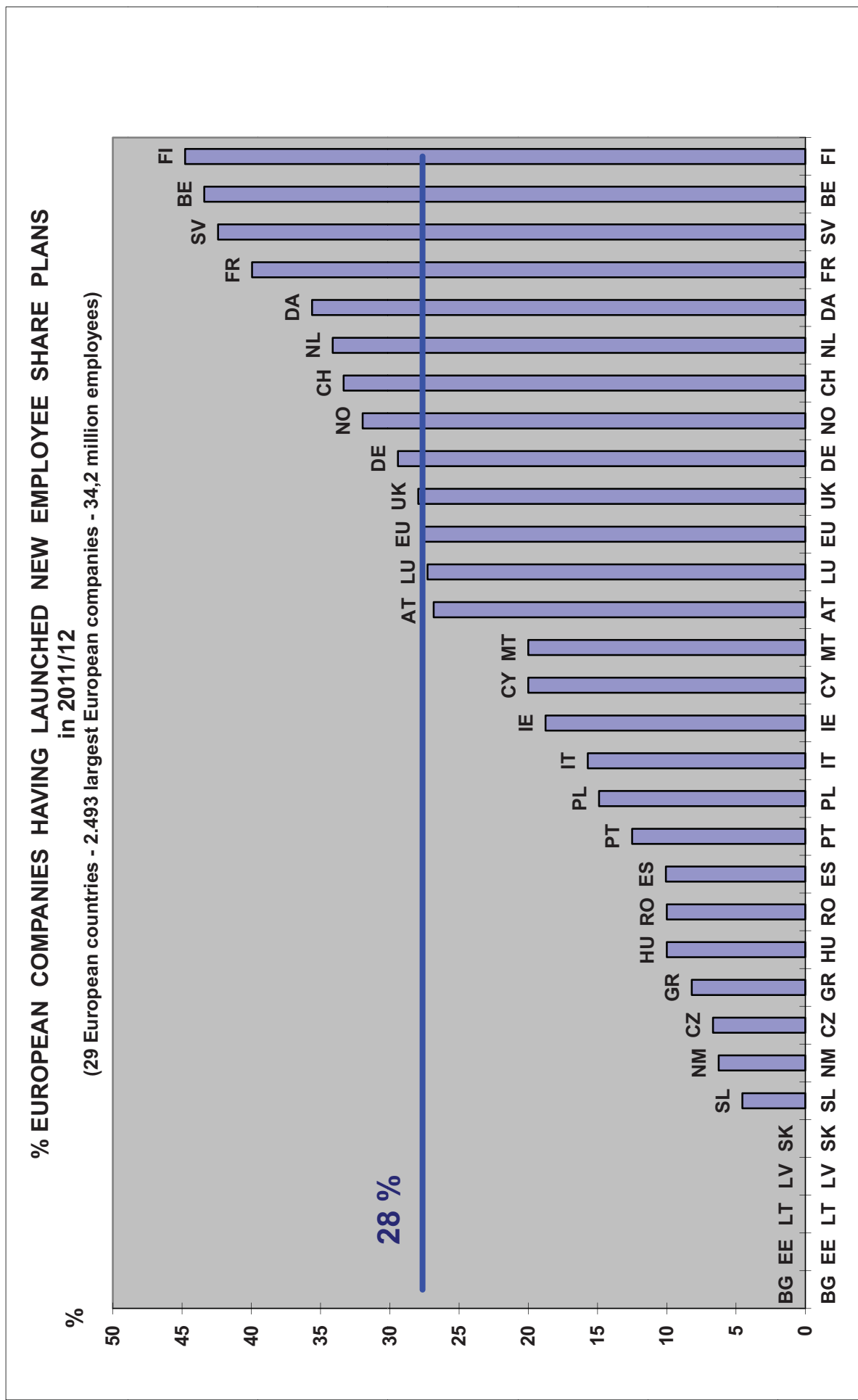


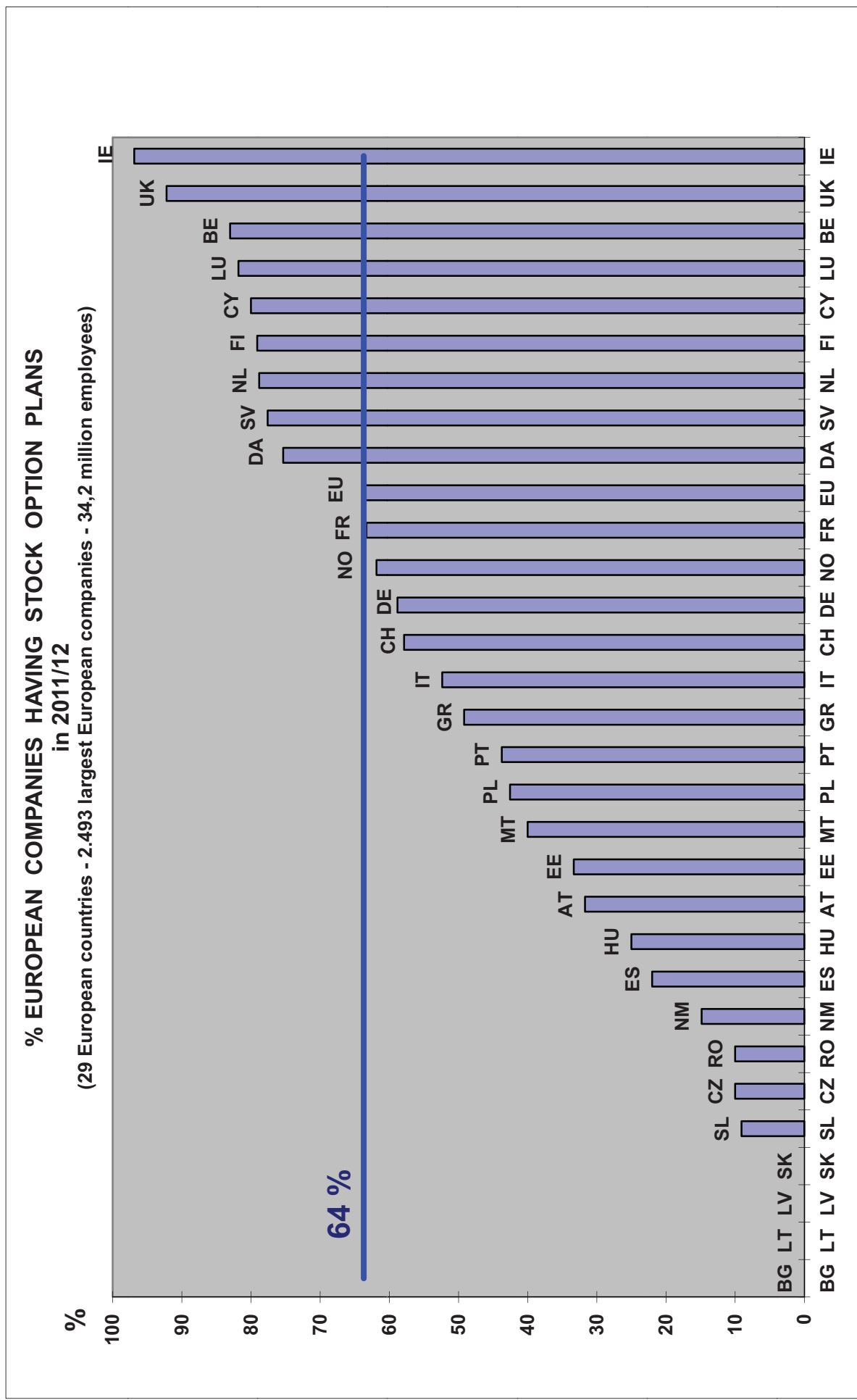


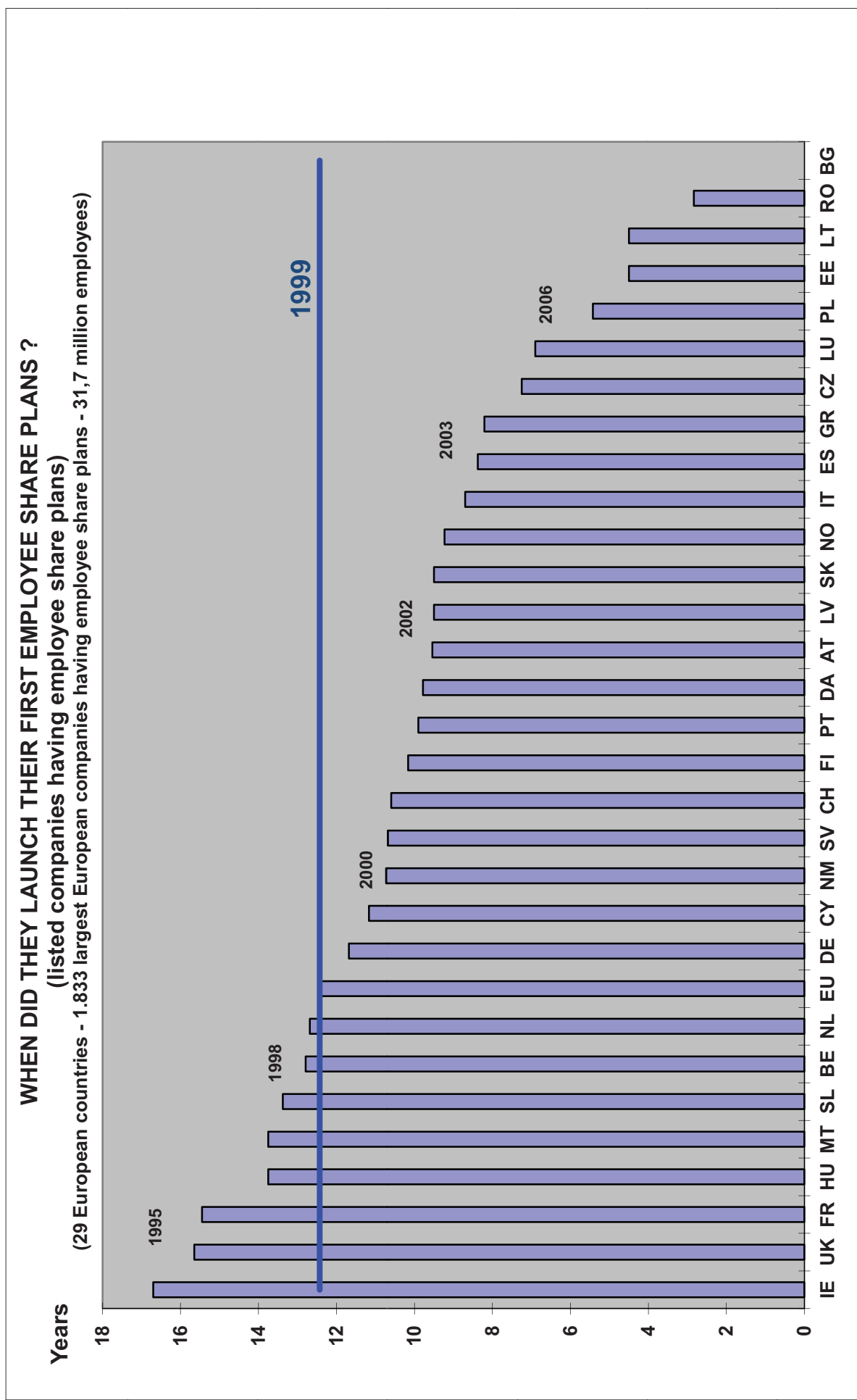


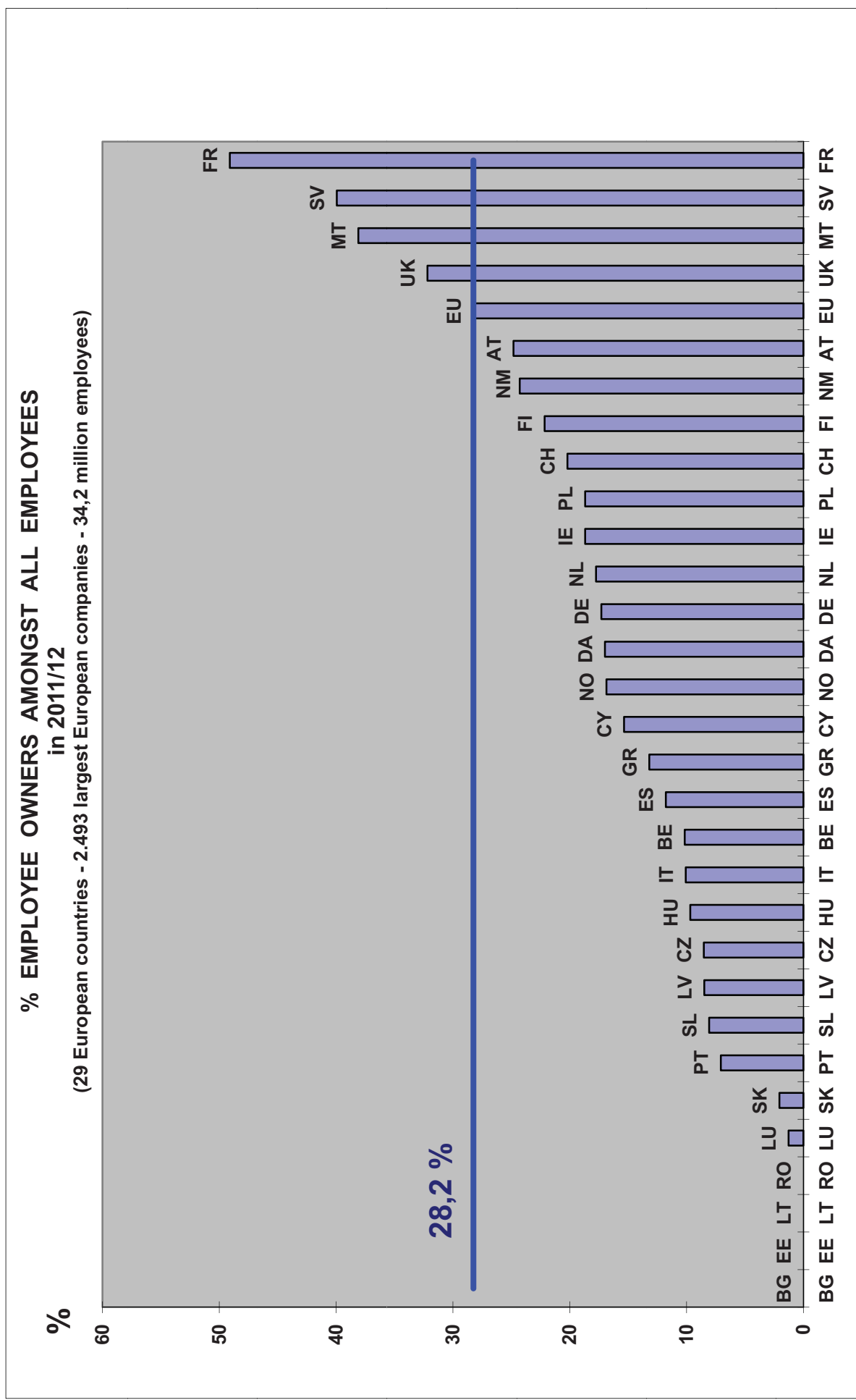


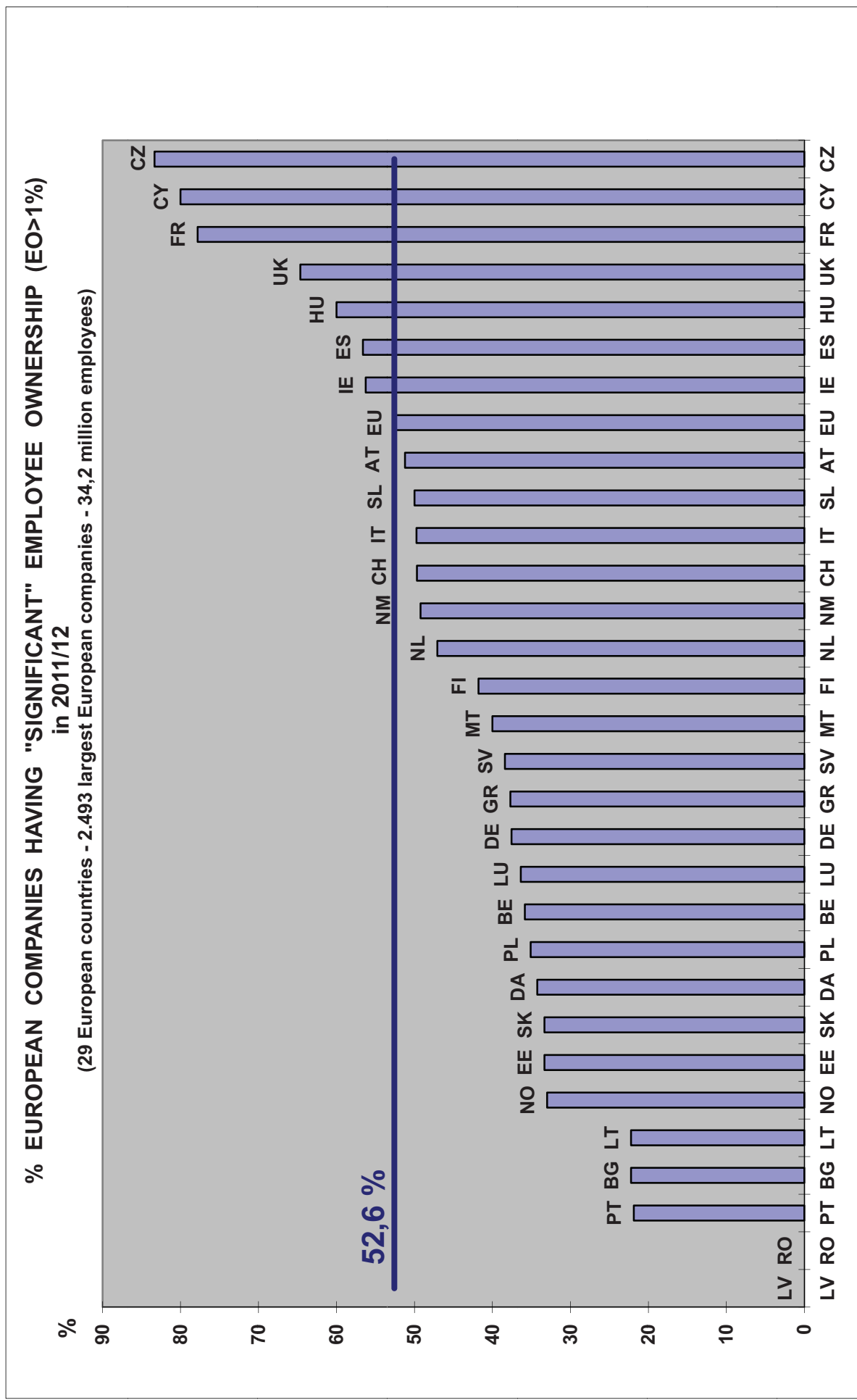


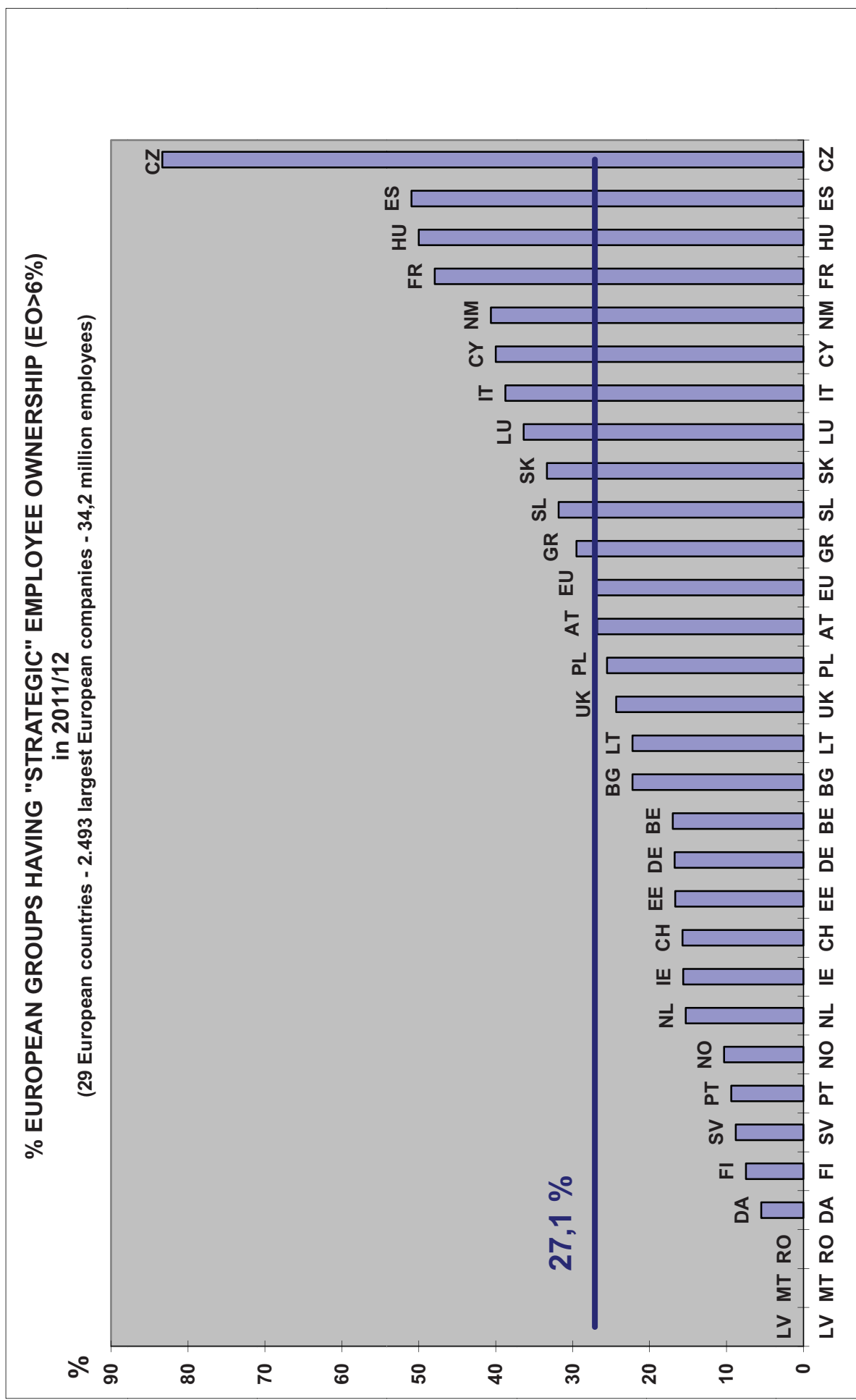


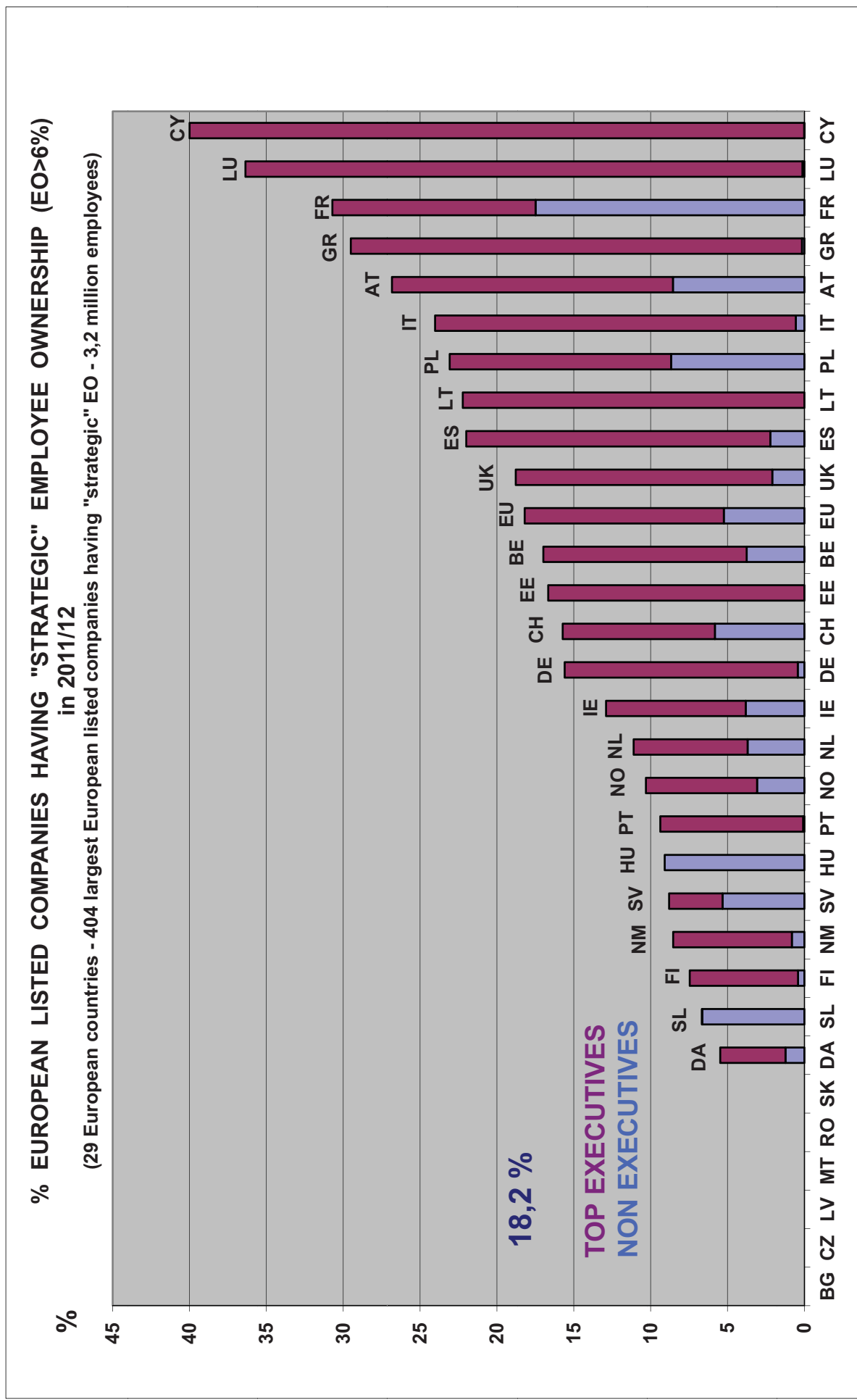


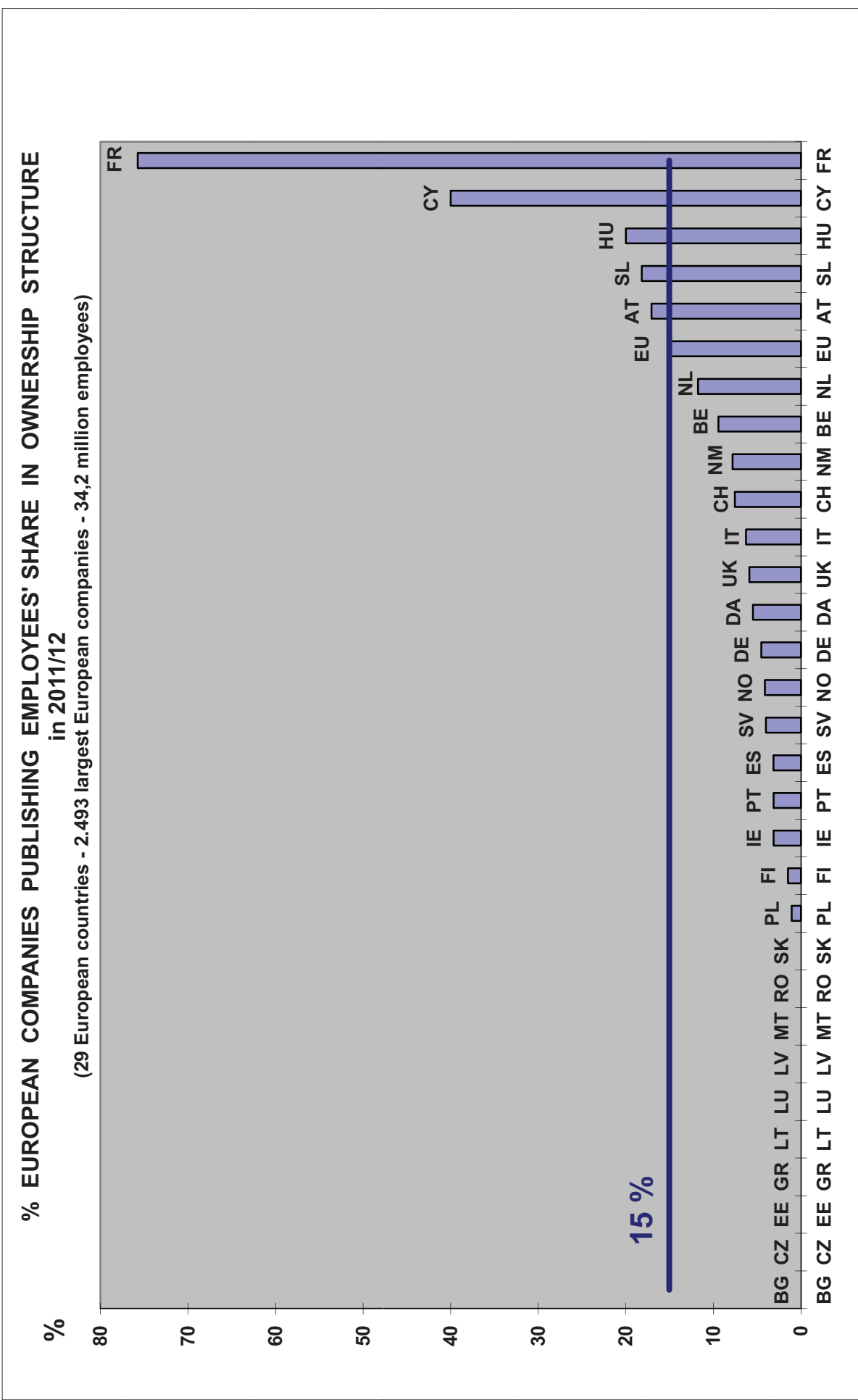


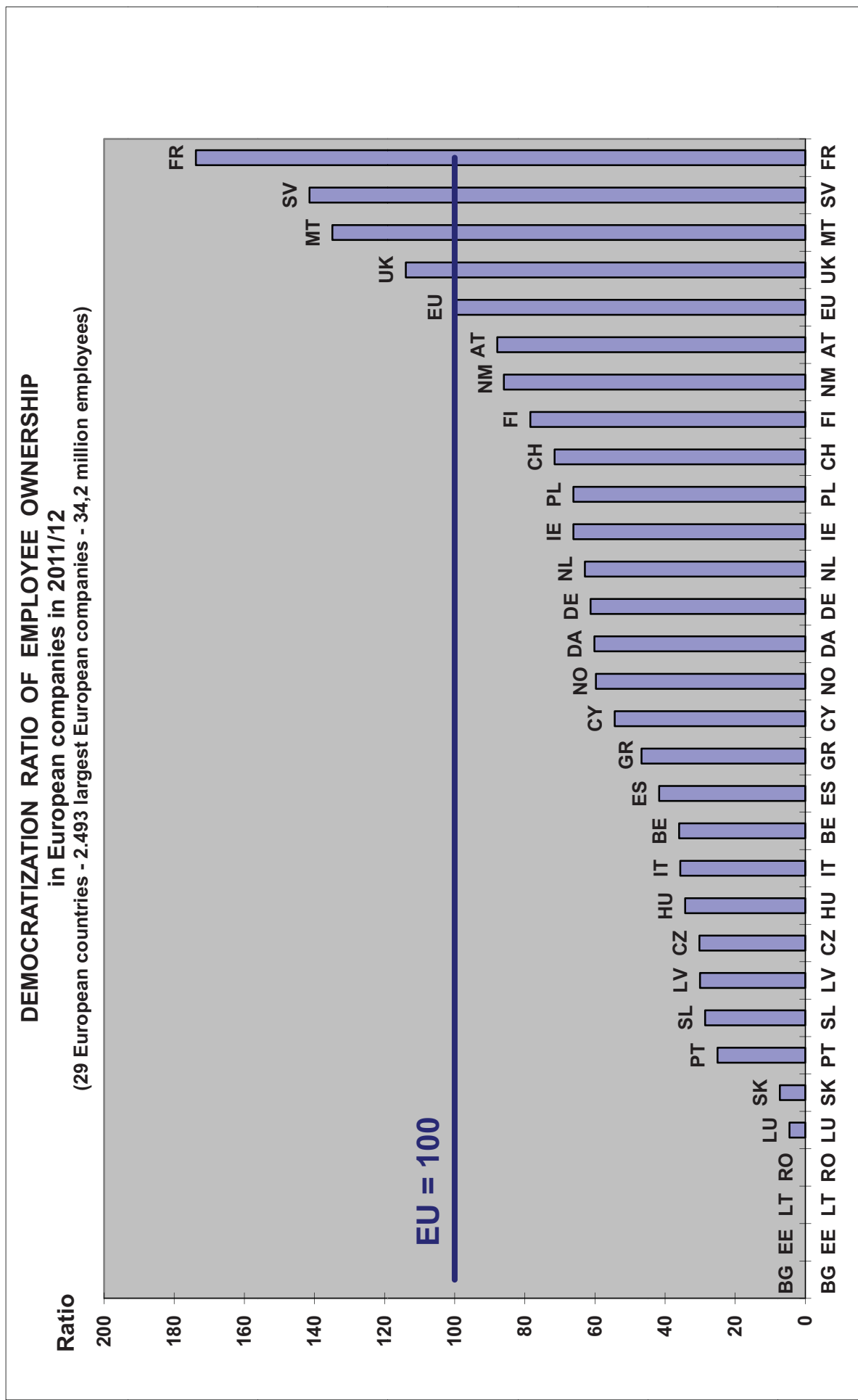


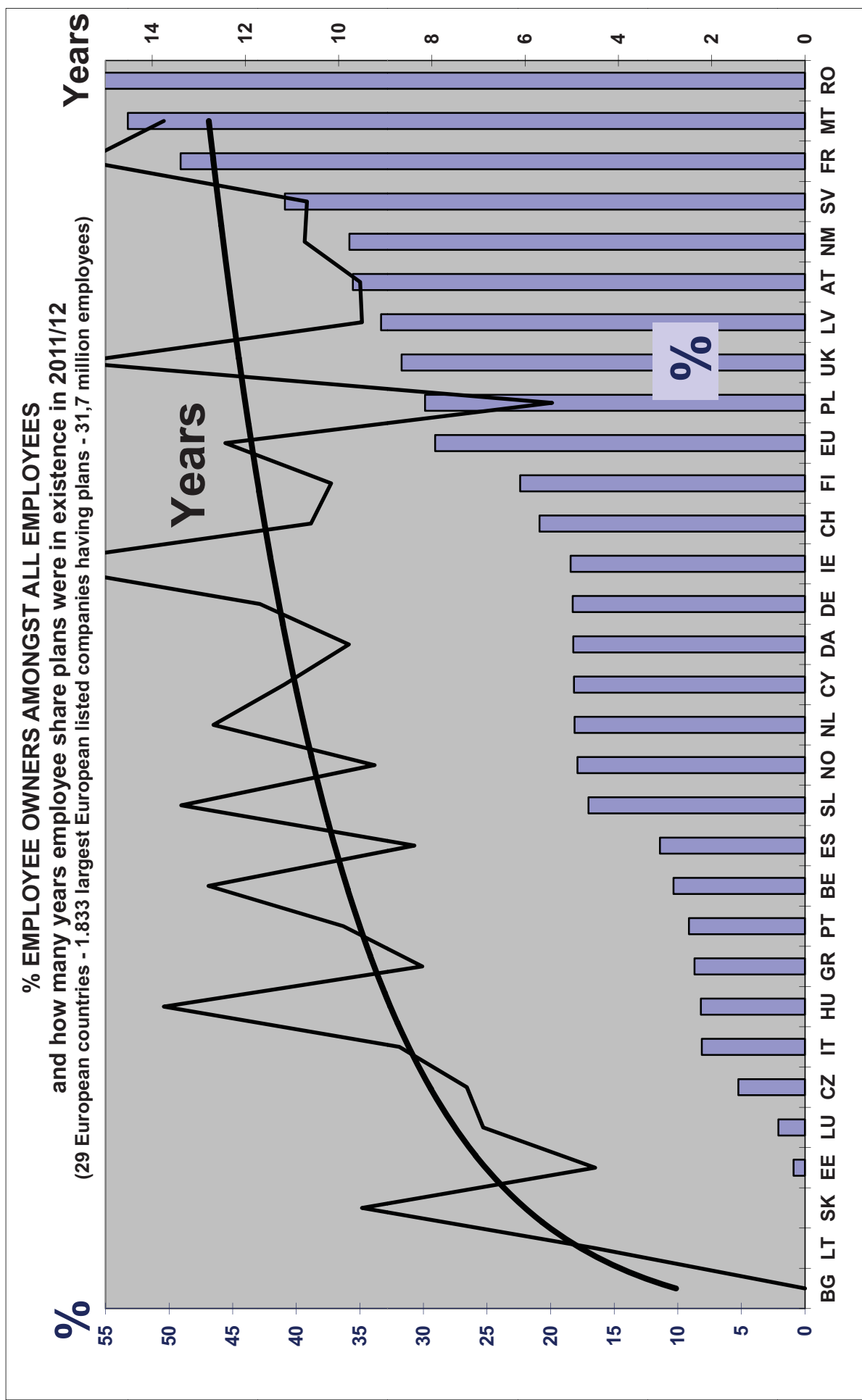


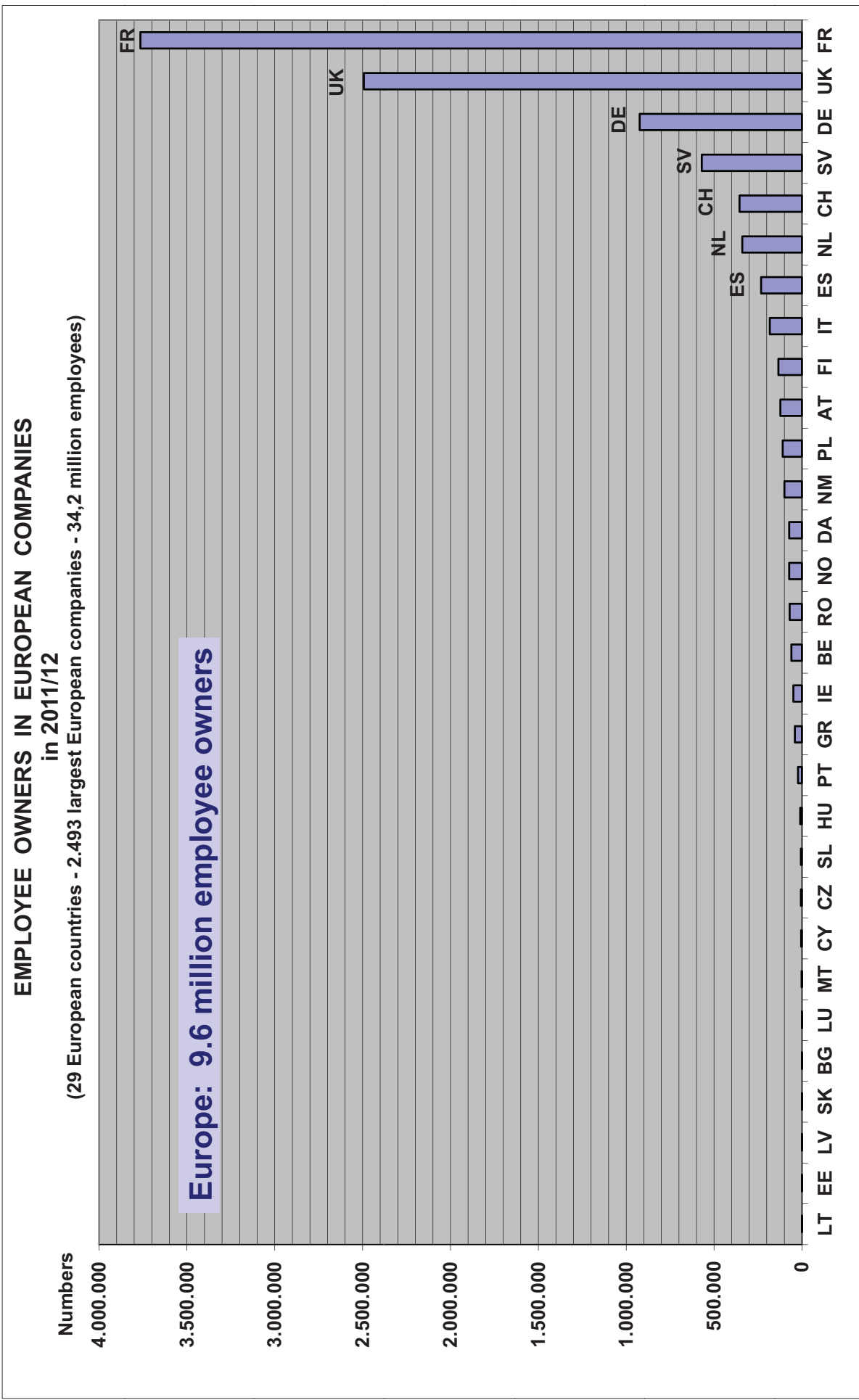






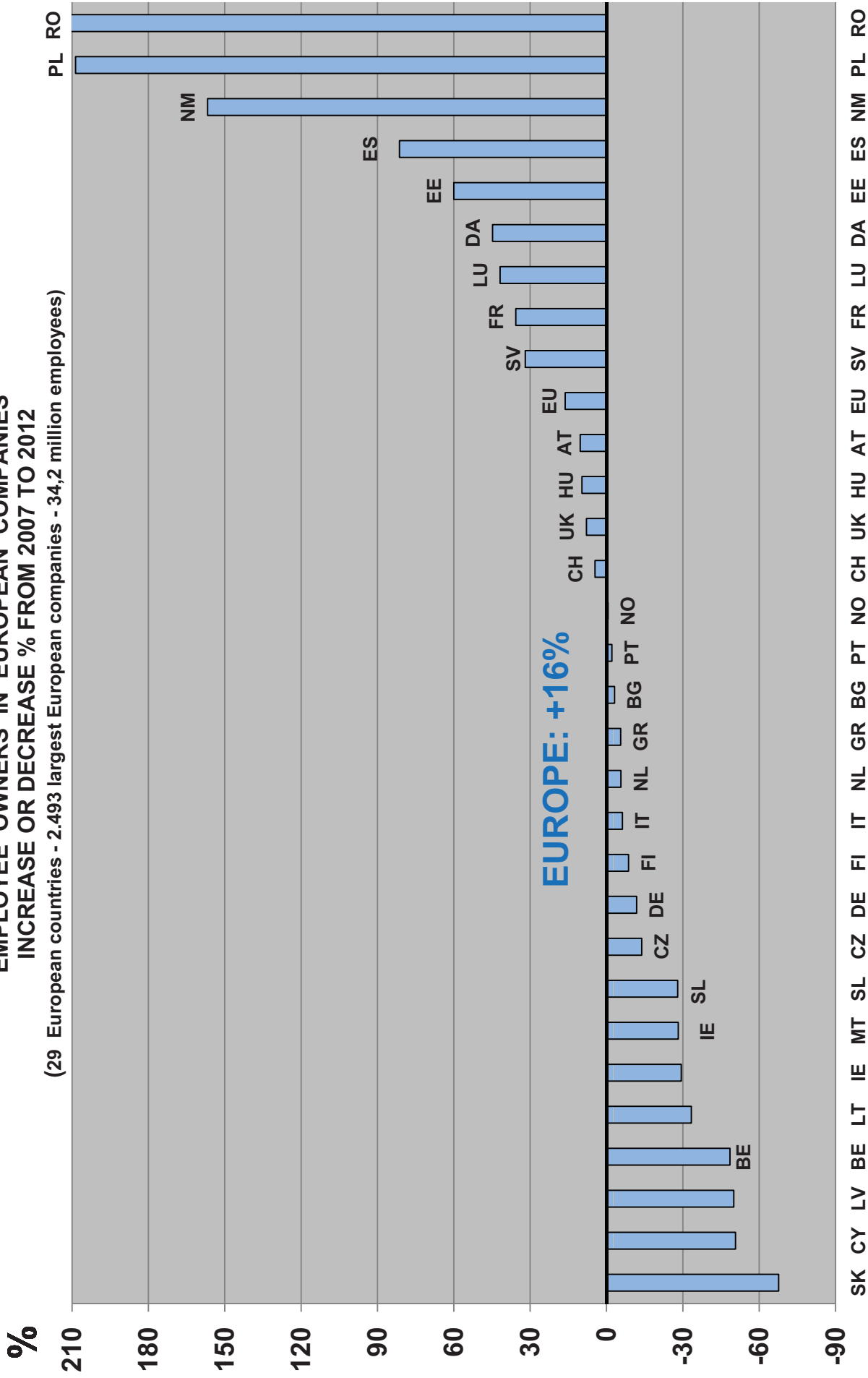


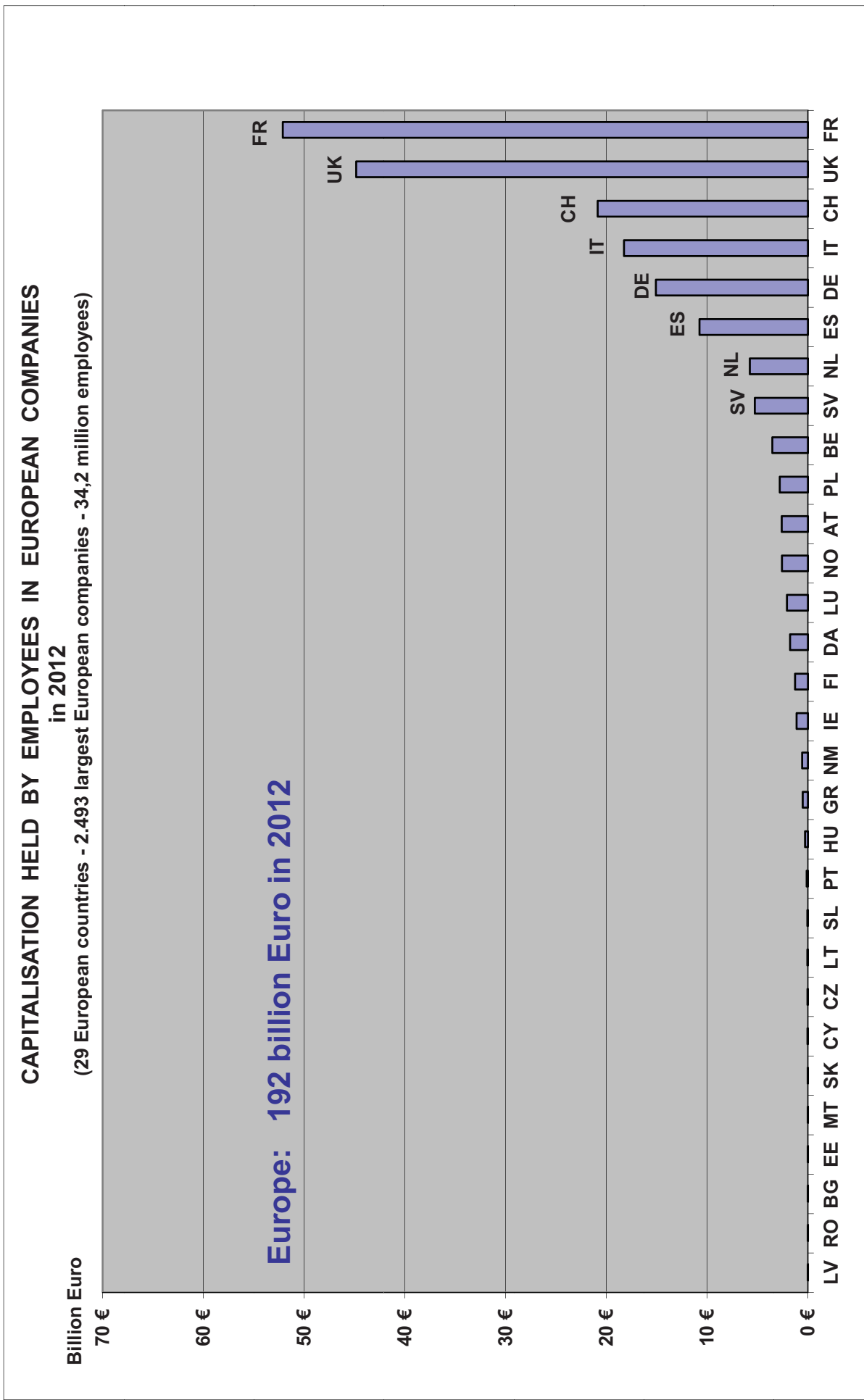


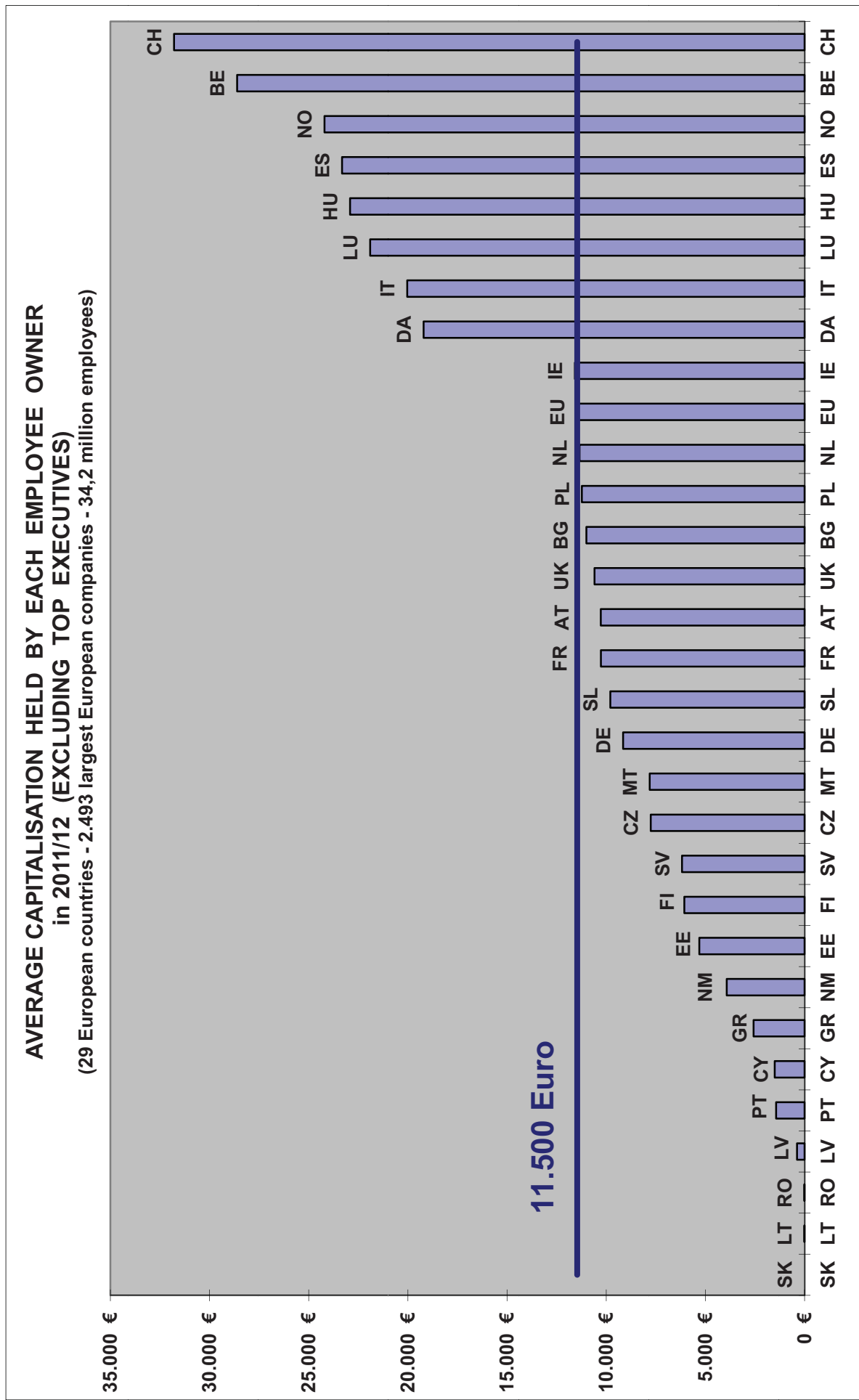


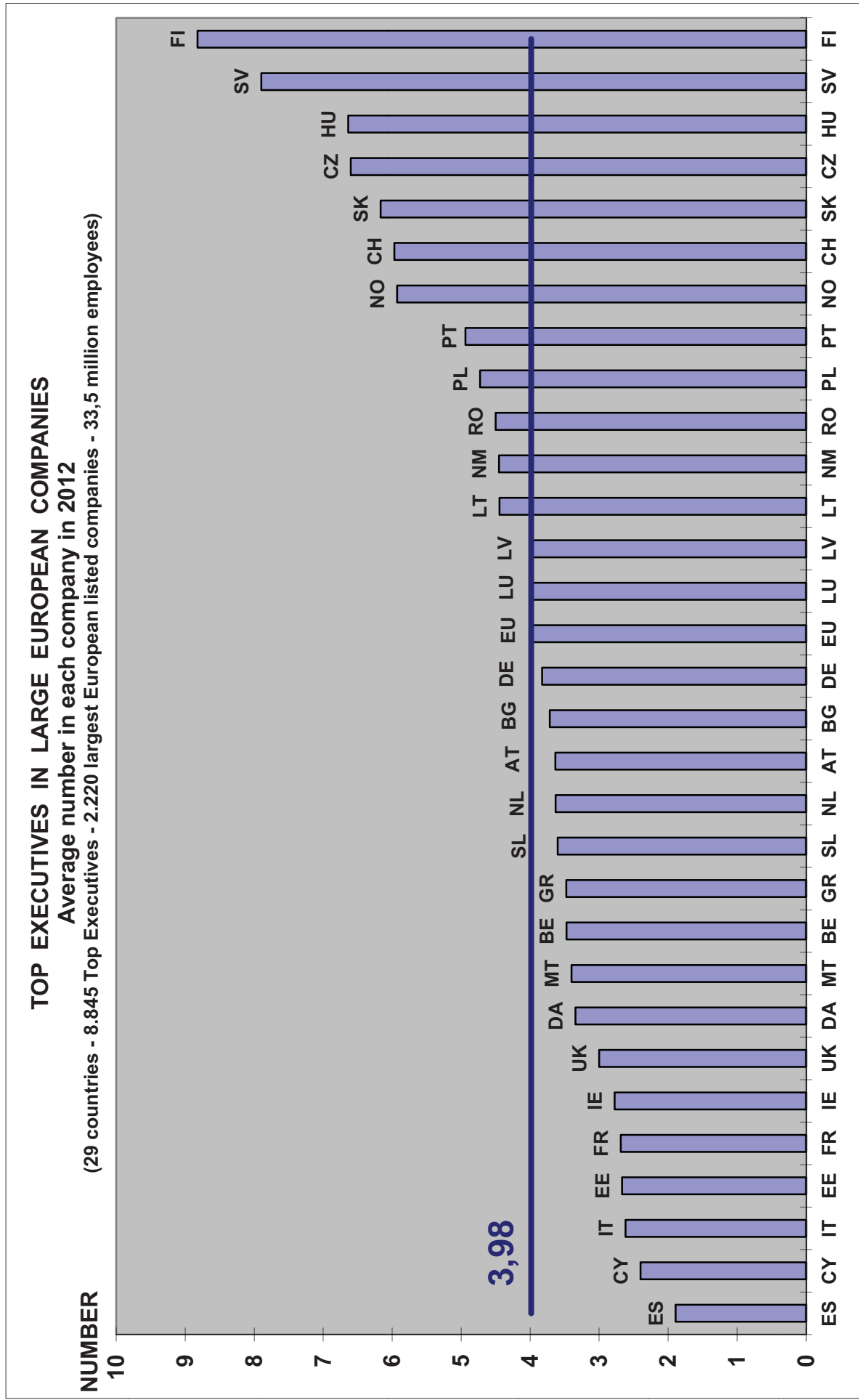
**EMPLOYEE OWNERS IN EUROPEAN COMPANIES
INCREASE OR DECREASE % FROM 2007 TO 2012**

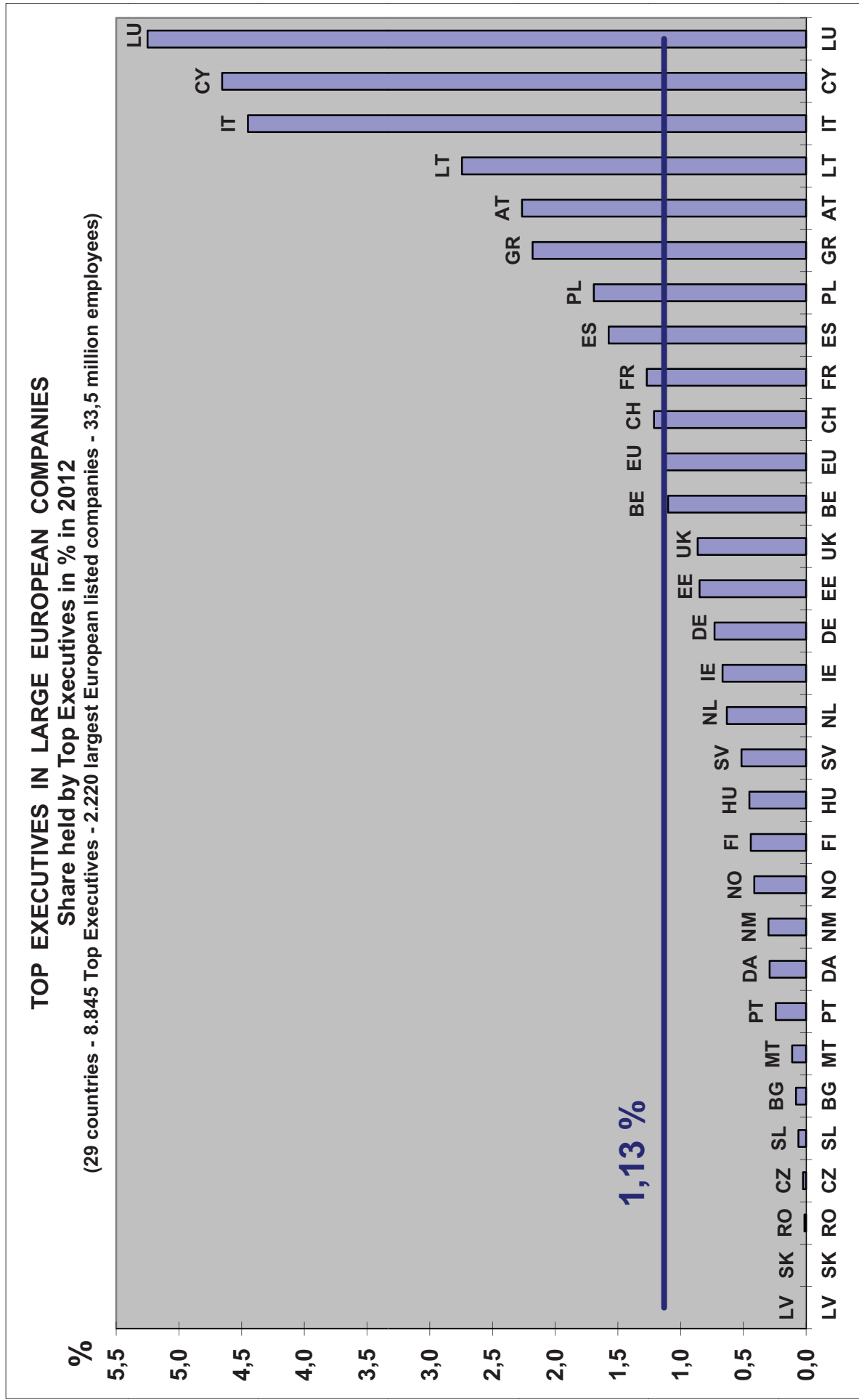
(29 European countries - 2.493 largest European companies - 34,2 million employees)











METHODOLOGY

This survey is based on the database of employee ownership in European companies 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. Then, the database was annually completed and updated since year 2007.

From time to time within the last twenty 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 a 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. On the one hand, we knew that employee ownership was developing. However, it was not possible 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 European Federation of Employee Share Ownership (EFES) established:

- The database
- This "Annual Economic Survey of Employee Ownership in European Countries".

The database 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 some 3.000 European companies.

For the 2012 Economic Survey, we limit ourselves to a selection of 2.493 largest European companies.

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

This selection of 2.493 European companies includes:

- All listed companies whose market capitalisation was 200 million Euro and more in May of years 2006 to 2012. It means that the survey involves all largest European companies, without any exception.
- Non-listed companies 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 companies 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 2012, 2.220 listed companies belong to the survey, together with 273 non-listed companies (on which the 177 largest European workers' cooperatives).

Altogether, they employ 34,2 million people, not far from 30% of all European employees.

Annual Reports are a good source of information about employee share ownership in large European companies, particularly the 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).

The full description of the database can be found hereafter, including:

- Table of European companies in the 2012 Economic Survey
- Table of data on employee ownership in European companies (4 pages)
- Table of data on employee ownership in European countries (9 pages)
- List of the 2.493 largest European companies in 2012 (12 pages)

Here is the detailed table of European companies in the 2012 Economic Survey:

EFES DATABASE of employee ownership in large European companies in 2012				
~ Listed companies with market capitalisation of 200 million € or more in May 2006, 2007, ..., 2012				
~ Non-listed companies whose employees own at least 50%, employing 100 persons or more				
Countries	Companies numbers	Listed	Non-listed	Coops
AT - Austria	41	41	0	0
BE - Belgium	53	53	0	0
BG - Bulgaria	9	7	2	2
CH - Switzerland	159	159	0	0
CY - Cyprus	5	5	0	0
CZ - Czech Republic	30	5	25	25
DA - Denmark	73	73	0	0
DE - Germany	221	218	3	0
EE - Estonia	6	6	0	0
ES - Spain	159	100	59	33
FI - Finland	67	67	0	0
FR - France	338	254	84	71
GR - Greece	61	61	0	0
HU - Hungary	20	11	9	0
IE - Ireland	32	31	1	0
IT - Italy	191	154	37	37
LT - Lithuania	9	9	0	0
LU - Luxemburg	11	11	0	0
LV - Latvia	3	3	0	0
MT - Malta	5	5	0	0
NL - Netherlands	85	81	4	0
NO - Norway	97	97	0	0
PL - Poland	94	91	3	3
PT - Portugal	32	32	0	0
RO - Romania	10	10	0	0
SK - Slovakia	9	6	3	3
SL - Slovenia	22	15	7	0
SV - Sweden	125	125	0	0
UK - United Kingdom	526	490	36	3
TOTAL 29 COUNTRIES	2.493	2.220	273	177
On which:				
European Union	2.237	1.964	273	177
New Member States (without PL)	128	82	46	30

Table of data on employee ownership in large European companies			
Data	Description	Unit	Year
1	Company	Name, website	2011/12
2	ISIN (listed companies)	ISIN	2011/12
3	Remarkable cases	Y/N	2011/12
4	Listed / Non listed	L/NL	2011/12
5	Country	Name	2011/12
6	Date Annual Report	Date	2011/12
7	Branche	Name	2011/12
YEAR 2011/12			
8	Market capitalisation on May 15, 2012	Million Euro	2011/12
9	Employees	Number	2011/12
10	Shares (allotted, called up and fully paid - own shares deducted)	Number	2011/12
11	Employee share plans: Year by year description of plans, beneficiaries, numbers and conditions	Description	2011/12
12	Employee shareholders (employee owners)	Number	2011/12
13	Date of first employee share plan	Year	2011/12
14	New employee share plan in current year?	Y/N	2011/12
15	Number of shares held by employees published by company?	Y/N	2011/12
16	Employee Stock Options?	Y/N	2011/12
17	Employee broad based share plans?	Y/N	2011/12
18	Employee (share) ownership in some extent?	Y/N	2011/12
19	Employee share plans?	Y/N	2011/12
20	Shares held by Executive Directors	Number	2011/12
21	Shares held by employees (specific)	Number	2011/12
22	Options exercised by Executive Directors	Number	2011/12
23	Options exercised by employees	Number	2011/12
24	Shares grants vested - Executive Directors	Number	2011/12
25	Shares grants vested - employees	Number	2011/12
26	Employee share purchases	Number	2011/12
27	Share held by employees in ownership structure	%	2011/12
28	Capitalisation held by employees	Million Euro	2011/12
29	Capitalisation held by Executive Directors	Million Euro	2011/12
30	Top Executives	Number	2011/12
YEAR 2010/11			
31	Market capitalisation on May 15, 2011	Million Euro	2010/11
32	Employees	Number	2010/11
33	Shares (allotted, called up and fully paid - own shares deducted)	Number	2010/11
34	Employee shareholders (employee owners)	Number	2010/11
35	New employee share plan in current year?	Y/N	2010/11
36	Number of shares held by employees published by company?	Y/N	2010/11
37	Employee Stock Options?	Y/N	2010/11

Table of data on employee ownership in large European companies			
Data	Description	Unit	Year
38	Employee broad based share plans?	Y/N	2010/11
39	Employee (share) ownership in some extent?	Y/N	2010/11
40	Employee share plans?	Y/N	2010/11
41	Shares held by Executive Directors	Number	2010/11
42	Shares held by employees (specific)	Number	2010/11
43	Options exercised by Executive Directors	Number	2010/11
44	Options exercised by employees	Number	2010/11
45	Shares grants vested - Executive Directors	Number	2010/11
46	Shares grants vested - employees	Number	2010/11
47	Employee share purchases	Number	2010/11
48	Share held by employees in ownership structure	%	2010/11
49	Capitalisation held by employees	Million Euro	2010/11
50	Capitalisation held by Executive Directors	Million Euro	2010/11
51	Top Executives	Number	2010/11
YEAR 2009/10			
52	Market capitalisation on May 15, 2010	Million Euro	2009/10
53	Employees	Number	2009/10
54	Shares (allotted, called up and fully paid - own shares deducted)	Number	2009/10
55	Employee shareholders (employee owners)	Number	2009/10
56	New employee share plan in current year?	Y/N	2009/10
57	Number of shares held by employees published by company?	Y/N	2009/10
58	Employee Stock Options?	Y/N	2009/10
59	Employee broad based share plans?	Y/N	2009/10
60	Employee (share) ownership in some extent?	Y/N	2009/10
61	Employee share plans?	Y/N	2009/10
62	Shares held by Executive Directors	Number	2009/10
63	Shares held by employees (specific)	Number	2009/10
64	Options exercised by Executive Directors	Number	2009/10
65	Options exercised by employees	Number	2009/10
66	Shares grants vested - Executive Directors	Number	2009/10
67	Shares grants vested - employees	Number	2009/10
68	Employee share purchases	Number	2009/10
69	Share held by employees in ownership structure	%	2009/10
70	Capitalisation held by employees	Million Euro	2009/10
71	Capitalisation held by Executive Directors	Million Euro	2009/10
YEAR 2008/9			
72	Market capitalisation on May 15, 2009	Million Euro	2008/9
73	Employees	Number	2008/9
74	Shares (allotted, called up and fully paid - own shares deducted)	Number	2008/9

Table of data on employee ownership in large European companies			
Data	Description	Unit	Year
75	Employee shareholders (employee owners)	Number	2008/9
76	New employee share plan in current year?	Y/N	2008/9
77	Number of shares held by employees published by company?	Y/N	2008/9
78	Employee Stock Options?	Y/N	2008/9
79	Employee broad based share plans?	Y/N	2008/9
80	Employee (share) ownership in some extent?	Y/N	2008/9
81	Employee share plans?	Y/N	2008/9
82	Shares held by Executive Directors	Number	2008/9
83	Shares held by employees	Number	2008/9
84	Options exercised by Executive Directors	Number	2008/9
85	Options exercised by employees	Number	2008/9
86	Shares grants vested - Executive Directors	Number	2008/9
87	Shares grants vested - employees	Number	2008/9
88	Employee share purchases	Number	2008/9
89	Share held by employees in ownership structure	%	2008/9
90	Capitalisation held by employees	Million Euro	2008/9
91	Capitalisation held by Executive Directors	Million Euro	2008/9
YEAR 2007/8			
92	Market capitalisation on May 15, 2008	Million Euro	2007/8
93	Employees	Number	2007/8
94	Shares (allotted, called up and fully paid - own shares deducted)	Number	2007/8
95	Employee shareholders (employee owners)	Number	2007/8
96	New employee share plan in current year?	Y/N	2007/8
97	Number of shares held by employees published by company?	Y/N	2007/8
98	Employee Stock Options?	Y/N	2007/8
99	Employee broad based share plans?	Y/N	2007/8
100	Employee (share) ownership in some extent?	Y/N	2007/8
101	Employee share plans?	Y/N	2007/8
102	Shares held by Executive Directors	Number	2007/8
103	Shares held by employees	Number	2007/8
104	Options exercised by Executive Directors	Number	2007/8
105	Options exercised by employees	Number	2007/8
106	Shares grants vested - Executive Directors	Number	2007/8
107	Shares grants vested - employees	Number	2007/8
108	Employee share purchases	Number	2007/8
109	Share held by employees in ownership structure	%	2007/8
110	Capitalisation held by employees	Million Euro	2007/8
111	Capitalisation held by Executive Directors	Million Euro	2007/8
YEAR 2006/7			

Table of data on employee ownership in large European companies			
Data	Description	Unit	Year
112	Market capitalisation on May 15, 2007	Million Euro	2006/7
113	Employees	Number	2006/7
114	Shares (allotted, called up and fully paid - own shares deducted)	Number	2006/7
115	Employee shareholders (employee owners)	Number	2006/7
116	New employee share plan in current year?	Y/N	2006/7
117	Number of shares held by employees published by company?	Y/N	2006/7
118	Employee Stock Options?	Y/N	2006/7
119	Employee broad based share plans?	Y/N	2006/7
120	Employee (share) ownership in some extent?	Y/N	2006/7
121	Employee share plans?	Y/N	2006/7
122	Shares held by Executive Directors	Number	2006/7
123	Shares held by employees	Number	2006/7
124	Options exercised by Executive Directors	Number	2006/7
125	Options exercised by employees	Number	2006/7
126	Shares grants vested - Executive Directors	Number	2006/7
127	Shares grants vested - employees	Number	2006/7
128	Employee share purchases	Number	2006/7
129	Share held by employees in ownership structure	%	2006/7
130	Capitalisation held by employees	Million Euro	2006/7
131	Capitalisation held by Executive Directors	Million Euro	2006/7
YEAR 2005/6			
132	Market capitalisation on May 15, 2006	Million Euro	2005/6
133	Employees	Number	2005/6
134	Shares (allotted, called up and fully paid - own shares deducted)	Number	2005/6
135	Number of shares held by employees published by company?	Y/N	2005/6
136	Employee Stock Options?	Y/N	2005/6
137	Employee broad based share plans?	Y/N	2005/6
138	Employee (share) ownership in some extent?	Y/N	2005/6
139	Employee share plans?	Y/N	2005/6
140	Shares held by Executive Directors	Number	2005/6
141	Shares held by employees	Number	2005/6
142	Options exercised by Executive Directors	Number	2005/6
143	Options exercised by employees	Number	2005/6
144	Shares grants vested - Executive Directors	Number	2005/6
145	Shares grants vested - employees	Number	2005/6
146	Employee share purchases	Number	2005/6
147	Share held by employees in ownership structure	%	2005/6
148	Capitalisation held by employees	Million Euro	2005/6

Table of data on employee ownership in European countries

Data	Description	Unit	Year
ALL Companies, YEAR 2011/12			
1	Companies	Numbers	2011/12
2	Capitalisation: Variation in % from 2010/11 to 2011/12	% variation	2011/12
3	Capitalisation held by employees: Variation in % from 2010/11 to 2011/12	% variation	2011/12
4	Employees: Variation in % from 2010/11 to 2011/12	% variation	2011/12
5	Employee owners: Variation in % from 2010/11 to 2011/12	% variation	2011/12
6	Average capitalisation held by employee: Variation in % from 2010/11 to 2011/12	% variation	2011/12
7	% Companies having launched new employee share plans in 2011/12	% all Companies	2011/12
8	Capitalisation in May 2012	Million Euro	2011/12
9	% Companies having published employees' share in ownership structure in 2011/12	% all Companies	2011/12
10	% Companies having stock options in 2011/12	% all Companies	2011/12
11	% Companies having broad-based employee share plans in 2011/12	% all Companies	2011/12
12	% Companies having employee ownership in 2011/12	% all Companies	2011/12
13	% Companies having employee share plans in 2011/12	% all Companies	2011/12
14	% Companies having EO>1% in ownership structure in 2011/12 ("significant" ownership)	% all Companies	2011/12
15	% Companies having EO>6% in ownership structure in 2011/12 ("strategic ownership")	% all Companies	2011/12
16	% Companies having EO>20% in ownership structure in 2011/12 ("determining" ownership)	% all Companies	2011/12
17	% Companies having EO>50% in ownership structure in 2011/12 ("controlling" ownership)	% all Companies	2011/12
18	Companies having published employees' share in ownership structure in 2011/12	Numbers (all Companies)	2011/12
19	Companies having stock options in 2011/12	Numbers (all Companies)	2011/12
20	Companies having broad-based employee share plans in 2011/12	Numbers (all Companies)	2011/12
21	Companies having employee ownership in 2011/12	Numbers (all Companies)	2011/12
22	Companies having employee share plans in 2011/12	Numbers (all Companies)	2011/12
23	Companies having EO>1% in ownership structure in 2011/12 ("significant" ownership)	Numbers (all Companies)	2011/12
24	Companies having EO>6% in ownership structure in 2011/12 ("strategic ownership")	Numbers (all Companies)	2011/12
25	Companies having EO>20% in ownership structure in 2011/12 ("determining" ownership)	Numbers (all Companies)	2011/12
26	Companies having EO>50% in ownership structure in 2011/12 ("controlling" ownership)	Numbers (all Companies)	2011/12
27	Employees in 2011/12	Numbers	2011/12
28	Employee owners in 2011/12	Numbers	2011/12
29	Employee owners in % of employees in 2011/12	%	2011/12
30	Democratization ratio of employee ownership in 2011/12	Numbers	2011/12
31	Wealth concentration ratio of employee ownership in 2011/12	Numbers	2011/12
32	Employees' share in ownership structure in 2011/12 (EO)	%	2011/12
33	Capitalisation held by employees in 2011/12	Million Euro	2011/12
34	Executive employees' share in ownership structure in 2011/12 (EXEC)	%	2011/12
35	Capitalisation held by Executive employees in 2011/12	Million Euro	2011/12
36	Executives share in capitalisation held by employees in 2011/12 (EXEC/EO)	%	2011/12
37	Capitalisation held by non-executive employees in 2011/12 (NonEXEC)	Million Euro	2011/12
38	Non-Executive employees' share in ownership structure in 2011/12 (NonEXEC)	%	2011/12
39	Date of first employee share plan (all companies)	Year	2011/12
40	Companies having launched new employee share plans in 2011/12	Numbers (all Companies)	2011/12
41	Date of first employee share plan (listed companies only)	Year	2011/12
42	Average capitalisation held by employee in 2011/12	Euro	2011/12
43	Average capitalisation held by each employee owner in 2011/12	Euro	2011/12
44	Average capitalisation held by each non-executive employee owner in 2011/12	Euro	2011/12
ALL Companies, YEAR 2010/11			
45	Capitalisation: Variation in % from 2009/10 to 2010/11	% variation	2010/11
46	Capitalisation held by employees: Variation in % from 2009/10 to 2010/11	% variation	2010/11
47	Employees: Variation in % from 2009/10 to 2010/11	% variation	2010/11
48	Employee owners: Variation in % from 2009/10 to 2010/11	% variation	2010/11

Table of data on employee ownership in European countries

Data	Description	Unit	Year
49	Average capitalisation held by employee: Variation in % from 2009/10 to 2010/11	% variation	2010/11
50	% Companies having launched new employee share plans in 2010/11	% all Companies	2010/11
51	Capitalisation in May 2011	Million Euro	2010/11
52	% Companies having published employees' share in ownership structure in 2010/11	% all Companies	2010/11
53	% Companies having stock options in 2010/11	% all Companies	2010/11
54	% Companies having broad-based employee share plans in 2010/11	% all Companies	2010/11
55	% Companies having employee ownership in 2010/11	% all Companies	2010/11
56	% Companies having employee share plans in 2010/11	% all Companies	2010/11
57	% Companies having EO>1% in ownership structure in 2010/11 ("significant" ownership)	% all Companies	2010/11
58	% Companies having EO>6% in ownership structure in 2010/11 ("strategic ownership")	% all Companies	2010/11
59	% Companies having EO>20% in ownership structure in 2010/11 ("determining" ownership)	% all Companies	2010/11
60	% Companies having EO>50% in ownership structure in 2010/11 ("controlling" ownership)	% all Companies	2010/11
61	Companies having published employees' share in ownership structure in 2010/11	Numbers (all Companies)	2010/11
62	Companies having stock options in 2010/11	Numbers (all Companies)	2010/11
63	Companies having broad-based employee share plans in 2010/11	Numbers (all Companies)	2010/11
64	Companies having employee ownership in 2010/11	Numbers (all Companies)	2010/11
65	Companies having employee share plans in 2010/11	Numbers (all Companies)	2010/11
66	Companies having EO>1% in ownership structure in 2010/11 ("significant" ownership)	Numbers (all Companies)	2010/11
67	Companies having EO>6% in ownership structure in 2010/11 ("strategic ownership")	Numbers (all Companies)	2010/11
68	Companies having EO>20% in ownership structure in 2010/11 ("determining" ownership)	Numbers (all Companies)	2010/11
69	Companies having EO>50% in ownership structure in 2010/11 ("controlling" ownership)	Numbers (all Companies)	2010/11
70	Employees in 2010/11	Numbers	2010/11
71	Employee owners in 2010/11	Numbers	2010/11
72	Employee owners in % of employees in 2010/11	%	2010/11
73	Democratization ratio of employee ownership in 2010/11	Numbers	2010/11
74	Wealth concentration ratio of employee ownership in 2010/11	Numbers	2010/11
75	Employees' share in ownership structure in 2010/11 (EO)	%	2010/11
76	Capitalisation held by employees in 2010/11	Million Euro	2010/11
77	Executive employees' share in ownership structure in 2010/11 (EXEC)	%	2010/11
78	Capitalisation held by Executive employees in 2010/11	Million Euro	2010/11
79	Executives share in capitalisation held by employees in 2010/11 (EXEC/EO)	%	2010/11
80	Capitalisation held by non-executive employees in 2010/11 (NonEXEC)	Million Euro	2010/11
81	Non-Executive employees' share in ownership structure in 2010/11 (NonEXEC)	%	2010/11
82	Companies having launched new employee share plans in 2010/11	Numbers (all Companies)	2010/11
83	Average capitalisation held by employee in 2010/11	Euro	2010/11
84	Average capitalisation held by each employee owner in 2010/11	Euro	2010/11
85	Average capitalisation held by each non-executive employee owner in 2010/11	Euro	2010/11
ALL Companies, YEAR 2009/10			
86	Capitalisation: Variation in % from 2008/9 to 2009/10	% variation	2009/10
87	Capitalisation held by employees: Variation in % from 2008/9 to 2009/10	% variation	2009/10
88	Employees: Variation in % from 2008/9 to 2009/10	% variation	2009/10
89	Employee owners: Variation in % from 2008/9 to 2009/10	% variation	2009/10
90	Average capitalisation held by employee: Variation in % from 2008/9 to 2009/10	% variation	2009/10
91	% Companies having launched new employee share plans in 2009/10	% all Companies	2009/10
92	Capitalisation in May 2010	Million Euro	2009/10
93	% Companies having published employees' share in ownership structure in 2009/10	% all Companies	2009/10
94	% Companies having stock options in 2009/10	% all Companies	2009/10
95	% Companies having broad-based employee share plans in 2009/10	% all Companies	2009/10
96	% Companies having employee ownership in 2009/10	% all Companies	2009/10
97	% Companies having employee share plans in 2009/10	% all Companies	2009/10

Table of data on employee ownership in European countries

Data	Description	Unit	Year
98	% Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	% all Companies	2009/10
99	% Companies having EO>6% in ownership structure in 2009/10 ("strategic ownership")	% all Companies	2009/10
100	% Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	% all Companies	2009/10
101	% Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	% all Companies	2009/10
102	Companies having published employees' share in ownership structure in 2009/10	Numbers (all Companies)	2009/10
103	Companies having stock options in 2009/10	Numbers (all Companies)	2009/10
104	Companies having broad-based employee share plans in 2009/10	Numbers (all Companies)	2009/10
105	Companies having employee ownership in 2009/10	Numbers (all Companies)	2009/10
106	Companies having employee share plans in 2009/10	Numbers (all Companies)	2009/10
107	Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	Numbers (all Companies)	2009/10
108	Companies having EO>6% in ownership structure in 2009/10 ("strategic ownership")	Numbers (all Companies)	2009/10
109	Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	Numbers (all Companies)	2009/10
110	Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	Numbers (all Companies)	2009/10
111	Employees in 2009/10	Numbers	2009/10
112	Employee owners in 2009/10	Numbers	2009/10
113	Employee owners in % of employees in 2009/10	%	2009/10
114	Democratization ratio of employee ownership in 2009/10	Numbers	2009/10
115	Wealth concentration ratio of employee ownership in 2009/10	Numbers	2009/10
116	Employees' share in ownership structure in 2009/10 (EO)	%	2009/10
117	Capitalisation held by employees in 2009/10	Million Euro	2009/10
118	Executive employees' share in ownership structure in 2009/10 (EXEC)	%	2009/10
119	Capitalisation held by Executive employees in 2009/10	Million Euro	2009/10
120	Executives share in capitalisation held by employees in 2009/10 (EXEC/EO)	%	2009/10
121	Capitalisation held by non-executive employees in 2009/10 (NonEXEC)	Million Euro	2009/10
122	Non-Executive employees' share in ownership structure in 2009/10 (NonEXEC)	%	2009/10
123	Companies having launched new employee share plans in 2009/10	Numbers (all Companies)	2009/10
124	Average capitalisation held by employee in 2009/10	Euro	2009/10
125	Average capitalisation held by each employee owner in 2009/10	Euro	2009/10
126	Average capitalisation held by each non-executive employee owner in 2009/10	Euro	2009/10
ALL Companies, YEAR 2008/9			
127	Capitalisation: Variation in % from 2007/8 to 2008/9	% variation	2008/9
128	Capitalisation held by employees: Variation in % from 2007/8 to 2008/9	% variation	2008/9
129	Employees: Variation in % from 2007/8 to 2008/9	% variation	2008/9
130	Employee owners: Variation in % from 2007/8 to 2008/9	% variation	2008/9
131	Average capitalisation held by employee: Variation in % from 2007/8 to 2008/9	% variation	2008/9
132	% Companies having launched new employee share plans in 2008/9	% all Companies	2008/9
133	Capitalisation in May 2009	Million Euro	2008/9
134	% Companies having published employees' share in ownership structure in 2008/9	% all Companies	2008/9
135	% Companies having stock options in 2008/9	% all Companies	2008/9
136	% Companies having broad-based employee share plans in 2008/9	% all Companies	2008/9
137	% Companies having employee ownership in 2008/9	% all Companies	2008/9
138	% Companies having employee share plans in 2008/9	% all Companies	2008/9
139	% Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	% all Companies	2008/9
140	% Companies having EO>6% in ownership structure in 2008/9 ("strategic ownership")	% all Companies	2008/9
141	% Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	% all Companies	2008/9
142	% Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	% all Companies	2008/9
143	Companies having published employees' share in ownership structure in 2008/9	Numbers (all Companies)	2008/9
144	Companies having stock options in 2008/9	Numbers (all Companies)	2008/9
145	Companies having broad-based employee share plans in 2008/9	Numbers (all Companies)	2008/9
146	Companies having employee ownership in 2008/9	Numbers (all Companies)	2008/9

Table of data on employee ownership in European countries

Data	Description	Unit	Year
147	Companies having employee share plans in 2008/9	Numbers (all Companies)	2008/9
148	Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	Numbers (all Companies)	2008/9
149	Companies having EO>6% in ownership structure in 2008/9 ("strategic ownership")	Numbers (all Companies)	2008/9
150	Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	Numbers (all Companies)	2008/9
151	Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	Numbers (all Companies)	2008/9
152	Employees in 2008/9	Numbers	2008/9
153	Employee owners in 2008/9	Numbers	2008/9
154	Employee owners in % of employees in 2008/9	%	2008/9
155	Democratization ratio of employee ownership in 2008/9	Numbers	2008/9
156	Wealth concentration ratio of employee ownership in 2008/9	Numbers	2008/9
157	Employees' share in ownership structure in 2008/9 (EO)	%	2008/9
158	Capitalisation held by employees in 2008/9	Million Euro	2008/9
159	Executive employees' share in ownership structure in 2008/9 (EXEC)	%	2008/9
160	Capitalisation held by Executive employees in 2008/9	Million Euro	2008/9
161	Executives share in capitalisation held by employees in 2008/9 (EXEC/EO)	%	2008/9
162	Capitalisation held by non-executive employees in 2008/9 (NonEXEC)	Million Euro	2008/9
163	Non-Executive employees' share in ownership structure in 2008/9 (NonEXEC)	%	2008/9
164	Companies having launched new employee share plans in 2008/9	Numbers (all Companies)	2008/9
165	Average capitalisation held by employee in 2008/9	Euro	2008/9
166	Average capitalisation held by each employee owner in 2008/9	Euro	2008/9
167	Average capitalisation held by each non-executive employee owner in 2008/9	Euro	2008/9
ALL Companies, YEAR 2007/8			
168	Capitalisation: Variation in % from 2006/7 to 2007/8	% variation	2007/8
169	Capitalisation held by employees: Variation in % from 2006/7 to 2007/8	% variation	2007/8
170	Employees: Variation in % from 2006/7 to 2007/8	% variation	2007/8
171	Employee owners: Variation in % from 2006/7 to 2007/8	% variation	2007/8
172	Average capitalisation held by employee: Variation in % from 2006/7 to 2007/8	% variation	2007/8
173	% Companies having launched new employee share plans in 2007/8	% all Companies	2007/8
174	Capitalisation in May 2008	Million Euro	2007/8
175	% Companies having published employees' share in ownership structure in 2007/8	% all Companies	2007/8
176	% Companies having stock options in 2007/8	% all Companies	2007/8
177	% Companies having broad-based employee share plans in 2007/8	% all Companies	2007/8
178	% Companies having employee ownership in 2007/8	% all Companies	2007/8
179	% Companies having employee share plans in 2007/8	% all Companies	2007/8
180	% Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	% all Companies	2007/8
181	% Companies having EO>6% in ownership structure in 2007/8 ("strategic ownership")	% all Companies	2007/8
182	% Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	% all Companies	2007/8
183	% Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	% all Companies	2007/8
184	Companies having published employees' share in ownership structure in 2007/8	Numbers (all Companies)	2007/8
185	Companies having stock options in 2007/8	Numbers (all Companies)	2007/8
186	Companies having broad-based employee share plans in 2007/8	Numbers (all Companies)	2007/8
187	Companies having employee ownership in 2007/8	Numbers (all Companies)	2007/8
188	Companies having employee share plans in 2007/8	Numbers (all Companies)	2007/8
189	Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	Numbers (all Companies)	2007/8
190	Companies having EO>6% in ownership structure in 2007/8 ("strategic ownership")	Numbers (all Companies)	2007/8
191	Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	Numbers (all Companies)	2007/8
192	Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	Numbers (all Companies)	2007/8
193	Employees in 2007/8	Numbers	2007/8
194	Employee owners in 2007/8	Numbers	2007/8
195	Employee owners in % of employees in 2007/8	%	2007/8

Table of data on employee ownership in European countries

Data	Description	Unit	Year
196	Democratization ratio of employee ownership in 2007/8	Numbers	2007/8
197	Wealth concentration ratio of employee ownership in 2007/8	Numbers	2007/8
198	Employees' share in ownership structure in 2007/8 (EO)	%	2007/8
199	Capitalisation held by employees in 2007/8	Million Euro	2007/8
200	Executive employees' share in ownership structure in 2007/8 (EXEC)	%	2007/8
201	Capitalisation held by Executive employees in 2007/8	Million Euro	2007/8
202	Executives share in capitalisation held by employees in 2007/8 (EXEC/EO)	%	2007/8
203	Capitalisation held by non-executive employees in 2007/8 (NonEXEC)	Million Euro	2007/8
204	Non-Executive employees' share in ownership structure in 2007/8 (NonEXEC)	%	2007/8
205	Companies having launched new employee share plans in 2007/8	Numbers (all Companies)	2007/8
206	Average capitalisation held by employee in 2007/8	Euro	2007/8
207	Average capitalisation held by each employee owner in 2007/8	Euro	2007/8
208	Average capitalisation held by each non-executive employee owner in 2007/8	Euro	2007/8
ALL Companies, YEAR 2006/7			
209	Capitalisation: Variation in % from 2005/6 to 2006/7	% variation	2006/7
210	Capitalisation held by employees: Variation in % from 2005/6 to 2006/7	% variation	2006/7
211	Employees: Variation in % from 2005/6 to 2006/7	% variation	2006/7
212	Average capitalisation held by employee: Variation in % from 2005/6 to 2006/7	% variation	2006/7
213	% Companies having launched new employee share plans in 2006/7	% all Companies	2006/7
214	Capitalisation in May 2007	Million Euro	2006/7
215	% Companies having published employees' share in ownership structure in 2006/7	% all Companies	2006/7
216	% Companies having stock options in 2006/7	% all Companies	2006/7
217	% Companies having broad-based employee share plans in 2006/7	% all Companies	2006/7
218	% Companies having employee ownership in 2006/7	% all Companies	2006/7
219	% Companies having employee share plans in 2006/7	% all Companies	2006/7
220	% Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	% all Companies	2006/7
221	% Companies having EO>6% in ownership structure in 2006/7 ("strategic ownership")	% all Companies	2006/7
222	% Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	% all Companies	2006/7
223	% Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	% all Companies	2006/7
224	Companies having published employees' share in ownership structure in 2006/7	Numbers (all Companies)	2006/7
225	Companies having stock options in 2006/7	Numbers (all Companies)	2006/7
226	Companies having broad-based employee share plans in 2006/7	Numbers (all Companies)	2006/7
227	Companies having employee ownership in 2006/7	Numbers (all Companies)	2006/7
228	Companies having employee share plans in 2006/7	Numbers (all Companies)	2006/7
229	Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	Numbers (all Companies)	2006/7
230	Companies having EO>6% in ownership structure in 2006/7 ("strategic ownership")	Numbers (all Companies)	2006/7
231	Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	Numbers (all Companies)	2006/7
232	Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	Numbers (all Companies)	2006/7
233	Employees in 2006/7	Numbers	2006/7
234	Employee owners in 2006/7	Numbers	2006/7
235	Employee owners in % of employees in 2006/7	%	2006/7
236	Democratization ratio of employee ownership in 2006/7	Numbers	2006/7
237	Wealth concentration ratio of employee ownership in 2006/7	Numbers	2006/7
238	Employees' share in ownership structure in 2006/7 (EO)	%	2006/7
239	Capitalisation held by employees in 2006/7	Million Euro	2006/7
240	Executive employees' share in ownership structure in 2006/7 (EXEC)	%	2006/7
241	Capitalisation held by Executive employees in 2006/7	Million Euro	2006/7
242	Executives share in capitalisation held by employees in 2006/7 (EXEC/EO)	%	2006/7
243	Capitalisation held by non-executive employees in 2006/7 (NonEXEC)	Million Euro	2006/7
244	Non-Executive employees' share in ownership structure in 2006/7 (NonEXEC)	%	2006/7

Table of data on employee ownership in European countries

Data	Description	Unit	Year
245	Companies having launched new employee share plans in 2006/7	Numbers (all Companies)	2006/7
246	Average capitalisation held by employee in 2006/7	Euro	2006/7
247	Average capitalisation held by each employee owner in 2006/7	Euro	2006/7
248	Average capitalisation held by each non-executive employee owner in 2006/7	Euro	2006/7
ALL Companies, YEAR 2005/6			
249	Capitalisation in May 2006	Million Euro	2005/6
250	% Companies having published employees' share in ownership structure in 2005/6	% all Companies	2005/6
251	% Companies having stock options in 2005/6	% all Companies	2005/6
252	% Companies having broad-based employee share plans in 2005/6	% all Companies	2005/6
253	% Companies having employee ownership in 2005/6	% all Companies	2005/6
254	% Companies having employee share plans in 2005/6	% all Companies	2005/6
255	% Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	% all Companies	2005/6
256	% Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	% all Companies	2005/6
257	% Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	% all Companies	2005/6
258	% Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	% all Companies	2005/6
259	Companies having published employees' share in ownership structure in 2005/6	Numbers (all Companies)	2005/6
260	Companies having stock options in 2005/6	Numbers (all Companies)	2005/6
261	Companies having broad-based employee share plans in 2005/6	Numbers (all Companies)	2005/6
262	Companies having employee ownership in 2005/6	Numbers (all Companies)	2005/6
263	Companies having employee share plans in 2005/6	Numbers (all Companies)	2005/6
264	Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	Numbers (all Companies)	2005/6
265	Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	Numbers (all Companies)	2005/6
266	Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	Numbers (all Companies)	2005/6
267	Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	Numbers (all Companies)	2005/6
268	Employees in 2005/6	Numbers	2005/6
269	Employees' share in ownership structure in 2005/6 (EO)	%	2005/6
270	Capitalisation held by employees in 2005/6	Million Euro	2005/6
271	Average capitalisation held by each employee in 2005/6	Euro	2005/6
LISTED Companies ONLY, YEAR 2011/12			
272	Employee owners in listed Companies having employee share plans in 2011/12	Numbers (listed Companies)	2011/12
273	Employees in listed Companies having employee share plans in 2011/12	Numbers (listed Companies)	2011/12
274	Employee owners in % of all employees in listed Companies having employee share plans in 2011/12	%	2011/12
275	Listed Companies	Numbers	2011/12
276	Listed Companies having published employees' share in ownership structure in 2011/12	Numbers (listed Companies)	2011/12
277	Listed Companies having stock options in 2011/12	Numbers (listed Companies)	2011/12
278	Listed Companies having broad-based employee share plans in 2011/12	Numbers (listed Companies)	2011/12
279	Listed Companies having employee ownership in 2011/12	Numbers (listed Companies)	2011/12
280	Listed Companies having employee share plans in 2011/12	Numbers (listed Companies)	2011/12
281	Listed Companies having EO>1% in ownership structure in 2011/12 ("significant" ownership)	Numbers (listed Companies)	2011/12
282	Listed Companies having EO>6% in ownership structure in 2011/12 ("strategic" ownership)	Numbers (listed Companies)	2011/12
283	Listed Companies having EO>20% in ownership structure in 2011/12 ("determining" ownership)	Numbers (listed Companies)	2011/12
284	Listed Companies having EO>50% in ownership structure in 2011/12 ("controlling" ownership)	Numbers (listed Companies)	2011/12
285	% Listed Companies having published employees' share in ownership structure in 2011/12	% listed Companies	2011/12
286	% Listed Companies having stock options in 2011/12	% listed Companies	2011/12
287	% Listed Companies having broad-based employee share plans in 2011/12	% listed Companies	2011/12
288	% Listed Companies having employee ownership in 2011/12	% listed Companies	2011/12
289	% Listed Companies having employee share plans in 2011/12	% listed Companies	2011/12
290	% Listed Companies having EO>1% in ownership structure in 2011/12 ("significant" ownership)	% listed Companies	2011/12
291	% Listed Companies having EO>6% in ownership structure in 2011/12 ("strategic" ownership)	% listed Companies	2011/12
292	% Listed Companies having EO>20% in ownership structure in 2011/12 ("determining" ownership)	% listed Companies	2011/12

Table of data on employee ownership in European countries

Data	Description	Unit	Year
293	% Listed Companies having EO>50% in ownership structure in 2011/12 ("controlling" ownership)	% listed Companies	2011/12
LISTED Companies ONLY, YEAR 2010/11			
294	Employee owners in listed Companies having employee share plans in 2010/11	Numbers (listed Companies)	2010/11
295	Employees in listed Companies having employee share plans in 2010/11	Numbers (listed Companies)	2010/11
296	Employee owners in % of all employees in listed Companies having employee share plans in 2010/11	%	2010/11
297	Listed Companies having published employees' share in ownership structure in 2010/11	Numbers (listed Companies)	2010/11
298	Listed Companies having stock options in 2010/11	Numbers (listed Companies)	2010/11
299	Listed Companies having broad-based employee share plans in 2010/11	Numbers (listed Companies)	2010/11
300	Listed Companies having employee ownership in 2010/11	Numbers (listed Companies)	2010/11
301	Listed Companies having employee share plans in 2010/11	Numbers (listed Companies)	2010/11
302	Listed Companies having EO>1% in ownership structure in 2010/11 ("significant" ownership)	Numbers (listed Companies)	2010/11
303	Listed Companies having EO>6% in ownership structure in 2010/11 ("strategic" ownership)	Numbers (listed Companies)	2010/11
304	Listed Companies having EO>20% in ownership structure in 2010/11 ("determining" ownership)	Numbers (listed Companies)	2010/11
305	Listed Companies having EO>50% in ownership structure in 2010/11 ("controlling" ownership)	Numbers (listed Companies)	2010/11
306	% Listed Companies having published employees' share in ownership structure in 2010/11	% listed Companies	2010/11
307	% Listed Companies having stock options in 2010/11	% listed Companies	2010/11
308	% Listed Companies having broad-based employee share plans in 2010/11	% listed Companies	2010/11
309	% Listed Companies having employee ownership in 2010/11	% listed Companies	2010/11
310	% Listed Companies having employee share plans in 2010/11	% listed Companies	2010/11
311	% Listed Companies having EO>1% in ownership structure in 2010/11 ("significant" ownership)	% listed Companies	2010/11
312	% Listed Companies having EO>6% in ownership structure in 2010/11 ("strategic" ownership)	% listed Companies	2010/11
313	% Listed Companies having EO>20% in ownership structure in 2010/11 ("determining" ownership)	% listed Companies	2010/11
314	% Listed Companies having EO>50% in ownership structure in 2010/11 ("controlling" ownership)	% listed Companies	2010/11
LISTED Companies ONLY, YEAR 2009/10			
315	Employee owners in listed Companies having employee share plans in 2009/10	Numbers (listed Companies)	2009/10
316	Employees in listed Companies having employee share plans in 2009/10	Numbers (listed Companies)	2009/10
317	Employee owners in % of all employees in listed Companies having employee share plans in 2009/10	%	2009/10
318	Listed Companies having published employees' share in ownership structure in 2009/10	Numbers (listed Companies)	2009/10
319	Listed Companies having stock options in 2009/10	Numbers (listed Companies)	2009/10
320	Listed Companies having broad-based employee share plans in 2009/10	Numbers (listed Companies)	2009/10
321	Listed Companies having employee ownership in 2009/10	Numbers (listed Companies)	2009/10
322	Listed Companies having employee share plans in 2009/10	Numbers (listed Companies)	2009/10
323	Listed Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	Numbers (listed Companies)	2009/10
324	Listed Companies having EO>6% in ownership structure in 2009/10 ("strategic" ownership)	Numbers (listed Companies)	2009/10
325	Listed Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	Numbers (listed Companies)	2009/10
326	Listed Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	Numbers (listed Companies)	2009/10
327	% Listed Companies having published employees' share in ownership structure in 2009/10	% listed Companies	2009/10
328	% Listed Companies having stock options in 2009/10	% listed Companies	2009/10
329	% Listed Companies having broad-based employee share plans in 2009/10	% listed Companies	2009/10
330	% Listed Companies having employee ownership in 2009/10	% listed Companies	2009/10
331	% Listed Companies having employee share plans in 2009/10	% listed Companies	2009/10
332	% Listed Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	% listed Companies	2009/10
333	% Listed Companies having EO>6% in ownership structure in 2009/10 ("strategic" ownership)	% listed Companies	2009/10
334	% Listed Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	% listed Companies	2009/10
335	% Listed Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	% listed Companies	2009/10
LISTED Companies ONLY, YEAR 2008/9			
336	Employee owners in listed Companies having employee share plans in 2008/9	Numbers (listed Companies)	2008/9
337	Employees in listed Companies having employee share plans in 2008/9	Numbers (listed Companies)	2008/9
338	Employee owners in % of all employees in listed Companies having employee share plans in 2008/9	%	2008/9
339	Listed Companies having published employees' share in ownership structure in 2008/9	Numbers (listed Companies)	2008/9

Table of data on employee ownership in European countries

Data	Description	Unit	Year
340	Listed Companies having stock options in 2008/9	Numbers (listed Companies)	2008/9
341	Listed Companies having broad-based employee share plans in 2008/9	Numbers (listed Companies)	2008/9
342	Listed Companies having employee ownership in 2008/9	Numbers (listed Companies)	2008/9
343	Listed Companies having employee share plans in 2008/9	Numbers (listed Companies)	2008/9
344	Listed Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	Numbers (listed Companies)	2008/9
345	Listed Companies having EO>6% in ownership structure in 2008/9 ("strategic" ownership)	Numbers (listed Companies)	2008/9
346	Listed Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	Numbers (listed Companies)	2008/9
347	Listed Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	Numbers (listed Companies)	2008/9
348	% Listed Companies having published employees' share in ownership structure in 2008/9	% listed Companies	2008/9
349	% Listed Companies having stock options in 2008/9	% listed Companies	2008/9
350	% Listed Companies having broad-based employee share plans in 2008/9	% listed Companies	2008/9
351	% Listed Companies having employee ownership in 2008/9	% listed Companies	2008/9
352	% Listed Companies having employee share plans in 2008/9	% listed Companies	2008/9
353	% Listed Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	% listed Companies	2008/9
354	% Listed Companies having EO>6% in ownership structure in 2008/9 ("strategic" ownership)	% listed Companies	2008/9
355	% Listed Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	% listed Companies	2008/9
356	% Listed Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	% listed Companies	2008/9
LISTED Companies ONLY, YEAR 2007/8			
357	Employee owners in listed Companies having employee share plans in 2007/8	Numbers (listed Companies)	2007/8
358	Employees in listed Companies having employee share plans in 2007/8	Numbers (listed Companies)	2007/8
359	Employee owners in % of all employees in listed Companies having employee share plans in 2007/8	%	2007/8
360	Listed Companies having published employees' share in ownership structure in 2007/8	Numbers (listed Companies)	2007/8
361	Listed Companies having stock options in 2007/8	Numbers (listed Companies)	2007/8
362	Listed Companies having broad-based employee share plans in 2007/8	Numbers (listed Companies)	2007/8
363	Listed Companies having employee ownership in 2007/8	Numbers (listed Companies)	2007/8
364	Listed Companies having employee share plans in 2007/8	Numbers (listed Companies)	2007/8
365	Listed Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	Numbers (listed Companies)	2007/8
366	Listed Companies having EO>6% in ownership structure in 2007/8 ("strategic" ownership)	Numbers (listed Companies)	2007/8
367	Listed Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	Numbers (listed Companies)	2007/8
368	Listed Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	Numbers (listed Companies)	2007/8
369	% Listed Companies having published employees' share in ownership structure in 2007/8	% listed Companies	2007/8
370	% Listed Companies having stock options in 2007/8	% listed Companies	2007/8
371	% Listed Companies having broad-based employee share plans in 2007/8	% listed Companies	2007/8
372	% Listed Companies having employee ownership in 2007/8	% listed Companies	2007/8
373	% Listed Companies having employee share plans in 2007/8	% listed Companies	2007/8
374	% Listed Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	% listed Companies	2007/8
375	% Listed Companies having EO>6% in ownership structure in 2007/8 ("strategic" ownership)	% listed Companies	2007/8
376	% Listed Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	% listed Companies	2007/8
377	% Listed Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	% listed Companies	2007/8
LISTED Companies ONLY, YEAR 2006/7			
378	Employee owners in listed Companies having employee share plans in 2006/7	Numbers (listed Companies)	2006/7
379	Employees in listed Companies having employee share plans in 2006/7	Numbers (listed Companies)	2006/7
380	Employee owners in % of all employees in listed Companies having employee share plans in 2006/7	%	2006/7
381	Listed Companies having published employees' share in ownership structure in 2006/7	Numbers (listed Companies)	2006/7
382	Listed Companies having stock options in 2006/7	Numbers (listed Companies)	2006/7
383	Listed Companies having broad-based employee share plans in 2006/7	Numbers (listed Companies)	2006/7
384	Listed Companies having employee ownership in 2006/7	Numbers (listed Companies)	2006/7
385	Listed Companies having employee share plans in 2006/7	Numbers (listed Companies)	2006/7
386	Listed Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	Numbers (listed Companies)	2006/7
387	Listed Companies having EO>6% in ownership structure in 2006/7 ("strategic" ownership)	Numbers (listed Companies)	2006/7

Table of data on employee ownership in European countries

Data	Description	Unit	Year
388	Listed Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	Numbers (listed Companies)	2006/7
389	Listed Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	Numbers (listed Companies)	2006/7
390	% Listed Companies having published employees' share in ownership structure in 2006/7	% listed Companies	2006/7
391	% Listed Companies having stock options in 2006/7	% listed Companies	2006/7
392	% Listed Companies having broad-based employee share plans in 2006/7	% listed Companies	2006/7
393	% Listed Companies having employee ownership in 2006/7	% listed Companies	2006/7
394	% Listed Companies having employee share plans in 2006/7	% listed Companies	2006/7
395	% Listed Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	% listed Companies	2006/7
396	% Listed Companies having EO>6% in ownership structure in 2006/7 ("strategic" ownership)	% listed Companies	2006/7
397	% Listed Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	% listed Companies	2006/7
398	% Listed Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	% listed Companies	2006/7
LISTED Companies ONLY, YEAR 2005/6			
399	Listed Companies having published employees' share in ownership structure in 2005/6	Numbers (listed Companies)	2005/6
400	Listed Companies having stock options in 2005/6	Numbers (listed Companies)	2005/6
401	Listed Companies having broad-based employee share plans in 2005/6	Numbers (listed Companies)	2005/6
402	Listed Companies having employee ownership in 2005/6	Numbers (listed Companies)	2005/6
403	Listed Companies having employee share plans in 2005/6	Numbers (listed Companies)	2005/6
404	Listed Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	Numbers (listed Companies)	2005/6
405	Listed Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	Numbers (listed Companies)	2005/6
406	Listed Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	Numbers (listed Companies)	2005/6
407	Listed Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	Numbers (listed Companies)	2005/6
408	% Listed Companies having published employees' share in ownership structure in 2005/6	% listed Companies	2005/6
409	% Listed Companies having stock options in 2005/6	% listed Companies	2005/6
410	% Listed Companies having broad-based employee share plans in 2005/6	% listed Companies	2005/6
411	% Listed Companies having employee ownership in 2005/6	% listed Companies	2005/6
412	% Listed Companies having employee share plans in 2005/6	% listed Companies	2005/6
413	% Listed Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	% listed Companies	2005/6
414	% Listed Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	% listed Companies	2005/6
415	% Listed Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	% listed Companies	2005/6
416	% Listed Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	% listed Companies	2005/6
NON-LISTED Companies			
417	Non-listed Companies in 2011/12	Numbers	2011/12
418	Non-listed Companies in 2010/11	Numbers	2010/11
419	Non-listed Companies in 2009/10	Numbers	2009/10
420	Non-listed Companies in 2008/9	Numbers	2008/9
421	Non-listed Companies in 2007/8	Numbers	2007/8
422	Non-listed Companies in 2006/7	Numbers	2006/7

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	1 2011/12 Companies Numbers 2011/12	2 2011/12 capital % variation 2010/11 to 2011/12	3 2011/12 EO held cap % variation 2010/11 to 2011/12	4 2011/12 Employees % variation 2010/11 to 2011/12	5 2011/12 Employees owners % variation 2010/11 to 2011/12	6 2011/12 Cap held by employee % variation 2010/11 to 2011/12	7 2011/12 % Companies having new share plans in 2011/12	8 2011/12 Capitalisation million € May 2012	9 2011/12 % Companies having %EO published 2011/12	10 2011/12 % Companies having Stock Options 2011/12
AT	41	-26,8	-22,0	1,5	-0,7	-23,2	26,8	59.367 €	17,1	31,7
BE	53	-4,4	-4,1	1,6	-31,0	-5,7	43,4	165.140 €	9,4	83,0
BG	9	-18,5	-22,4	-3,8	0,1	-19,3	0,0	1.149 €	0,0	0,0
CH	159	-11,2	-18,5	8,0	-1,6	-24,5	33,3	789.013 €	7,5	57,9
CY	5	-72,5	-53,6	-5,2	-0,9	-51,1	20,0	936 €	40,0	80,0
CZ	30	-28,1	-26,1	-3,3	-1,1	-23,6	6,7	26.995 €	0,0	10,0
DA	73	-6,8	12,6	4,1	-6,2	8,2	35,6	130.295 €	5,5	75,3
DE	221	-11,2	-24,2	3,5	-3,6	-26,8	29,4	910.107 €	4,5	58,8
EE	6	-12,2	-25,4	1,0	-3,0	ns	0,0	1.173 €	0,0	33,3
ES	159	-31,2	-25,5	3,7	0,7	-28,2	10,1	343.491 €	3,1	22,0
FI	67	-28,9	-36,4	4,2	-4,4	-39,0	44,8	105.910 €	1,5	79,1
FR	338	-20,3	-21,9	4,5	1,1	-25,2	39,9	1.057.427 €	75,7	63,3
GR	61	-54,9	-67,2	-5,4	-6,4	-65,3	8,2	19.439 €	0,0	49,2
HU	20	-35,6	-23,8	2,8	-0,3	-25,9	10,0	14.443 €	20,0	25,0
IE	32	87,5	3,8	-2,7	-4,3	6,7	18,8	84.733 €	3,1	96,9
IT	191	-26,5	-1,1	1,5	-5,7	-2,5	15,7	332.162 €	6,3	52,4
LT	9	-11,8	-27,4	-3,4	-36,4	ns	0,0	2.165 €	0,0	0,0
LU	11	-11,3	-7,1	5,9	12,5	-12,3	27,3	39.485 €	0,0	81,8
LV	3	-9,2	-35,5	-20,3	-9,1	-19,1	0,0	587 €	0,0	0,0
MT	5	-9,6	-14,2	-1,0	0,0	-13,3	20,0	1.970 €	0,0	40,0
NL	85	-14,7	-4,2	4,8	-5,2	-8,5	34,1	302.490 €	11,8	78,8
NO	97	-5,4	-20,9	2,9	-3,5	-23,2	32,0	198.940 €	4,1	61,9
PL	94	-1,3	7,6	0,8	23,7	6,8	14,9	92.758 €	1,1	42,6
PT	32	-35,3	-33,6	12,5	-1,3	-41,0	12,5	42.220 €	3,1	43,8
RO	10	-25,3	-37,1	-3,9	ns	ns	10,0	8.198 €	0,0	10,0
SK	9	-14,9	2,5	0,3	-25,0	0,0	0,0	2.284 €	0,0	0,0
SL	22	-24,7	-7,8	0,0	-11,0	ns	4,5	4.037 €	18,2	9,1
SV	125	-13,5	-20,7	7,5	1,8	-26,2	42,4	340.726 €	4,0	77,6
UK	526	-2,1	-2,3	2,1	-1,1	-4,3	27,9	2.096.429 €	5,9	92,2
TOTAL 29 COUNTRIES	2.493	-12,7	-15,1	3,5	-0,8	-18,0	27,6	7.174.067 €	15,0	63,7
12 NMS - PL	128	-29,3	-26,0	-1,3	-1,6	-25,0	6,3	63.935 €	7,8	14,8

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	11 2011/12 % Companies having Broad based plans 2011/12	12 2011/12 % Companies having EOwnership 2011/12	13 2011/12 % Companies having E Share Plans 2011/12	14 2011/12 % Companies having %EO>1% 2011/12	15 2011/12 % Companies having %EO>6% 2011/12	16 2011/12 % Companies having %EO>20% 2011/12	17 2011/12 % Companies having %EO>50% 2011/12	18 2011/12 Companies having %EO published 2011/12	19 2011/12 Companies having Stock Options 2011/12	20 2011/12 Companies having Broad based plans 2011/12
AT	43,9	75,6	61,0	51,2	26,8	14,6	4,9	7	13	18
BE	32,1	84,9	90,6	35,8	17,0	9,4	5,7	5	44	17
BG		77,8	22,2	22,2	22,2	22,2	22,2	0	0	2
CH	37,1	96,9	85,5	49,7	15,7	6,9	2,5	12	92	59
CY	60,0	100,0	80,0	80,0	40,0	40,0	40,0	2	4	3
CZ	86,7	96,7	96,7	83,3	83,3	83,3	83,3	0	3	26
DA	53,4	95,9	87,7	34,2	5,5	4,1	1,4	4	55	39
DE	37,6	84,2	76,5	37,6	16,7	11,8	4,5	10	130	83
EE	0,0	66,7	33,3	33,3	16,7	0,0	0,0	0	2	0
ES	47,2	93,7	67,3	56,6	50,9	45,3	40,9	5	35	75
FI	35,8	98,5	97,0	41,8	7,5	4,5	0,0	1	53	24
FR	86,7	95,9	96,7	77,8	47,9	39,9	31,4	256	214	293
GR	16,4	67,2	55,7	37,7	29,5	21,3	4,9	0	30	10
HU	65,0	85,0	85,0	60,0	50,0	45,0	45,0	4	5	13
IE	62,5	100,0	96,9	56,3	15,6	6,3	0,0	1	31	20
IT	27,2	93,2	74,9	49,7	38,7	34,0	29,3	12	100	52
LT	0,0	77,8	11,1	22,2	22,2	22,2	0,0	0	0	0
LU	0,0	72,7	90,9	36,4	36,4	18,2	18,2	0	9	0
LV	33,3	33,3	33,3	0,0	0,0	0,0	0,0	0	0	1
MT	60,0	80,0	80,0	40,0	0,0	0,0	0,0	0	2	3
NL	36,5	91,8	94,1	47,1	15,3	9,4	5,9	10	67	31
NO	54,6	95,9	83,5	33,0	10,3	7,2	1,0	4	60	53
PL	13,8	78,7	59,6	35,1	25,5	13,8	4,3	1	40	13
PT	21,9	90,6	46,9	21,9	9,4	6,3	0,0	1	14	7
RO	20,0	50,0	30,0	0,0	0,0	0,0	0,0	0	1	2
SK	33,3	33,3	44,4	33,3	33,3	33,3	33,3	0	0	3
SL	50,0	81,8	68,2	50,0	31,8	27,3	22,7	4	2	11
SV	43,2	97,6	88,8	38,4	8,8	4,0	0,8	5	97	54
UK	79,3	99,4	99,2	64,6	24,3	15,0	8,6	31	485	417
TOTAL 29 COUNTRIES	53,3	92,4	84,5	52,6	27,1	20,3	14,2	375	1,588	1,329
12 NMS - PL	50,0	78,1	64,1	49,2	40,6	38,3	35,9	10	19	64

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	21 2011/12 Companies having EOwnership 2011/12	22 2011/12 Companies having E Share Plans 2011/12	23 2011/12 Companies having %EO>1% 2011/12	24 2011/12 Companies having %EO>6% 2011/12	25 2011/12 Companies having %EO>20% 2011/12	26 2011/12 Companies having %EO>50% 2011/12	27 2011/12 Employees numbers 2011/12	28 2011/12 Employee owners numbers 2011/12	29 2011/12 Employee owners in % of employees 2011/12	30 2011/12 Democratization Ratio 2011/12
AT	31	25	21	11	6	2	495.240	122.879	24,8	0,88
BE	45	48	19	9	5	3	590.726	60.041	10,2	0,36
BG	7	2	2	2	2	2	17.645	289	0,0	0,00
CH	154	136	79	25	11	4	1.761.823	355.783	20,2	0,72
CY	5	4	4	2	2	2	29.536	4.535	15,4	0,54
CZ	29	29	25	25	25	25	70.467	6.008	8,5	0,30
DA	70	64	25	4	3	1	430.205	73.083	17,0	0,60
DE	186	169	83	37	26	10	5.339.323	923.574	17,3	0,61
EE	4	2	2	1	0	0	13.731	32	0,0	0,00
ES	149	107	90	81	72	65	1.979.308	232.994	11,8	0,42
FI	66	65	28	5	3	0	605.763	134.180	22,2	0,78
FR	324	327	263	162	135	106	7.668.697	3.764.994	49,1	1,74
GR	41	34	23	18	13	3	306.001	40.359	13,2	0,47
HU	17	17	12	10	9	9	102.575	9.931	9,7	0,34
IE	32	31	18	5	2	0	261.816	48.903	18,7	0,66
IT	178	143	95	74	65	56	1.815.460	182.846	10,1	0,36
LT	7	1	2	2	2	0	16.272	14	0,0	0,00
LU	8	10	4	4	2	2	68.551	873	1,3	0,05
LV	1	1	0	0	0	0	2.357	200	8,5	0,30
MT	4	4	2	0	0	0	5.998	2.285	38,1	1,35
NL	78	80	40	13	8	5	1.914.000	339.776	17,8	0,63
NO	93	81	32	10	7	1	431.724	72.804	16,9	0,60
PL	74	56	33	24	13	4	587.550	109.760	18,7	0,66
PT	29	15	7	3	2	0	322.511	22.811	7,1	0,25
RO	5	3	0	0	0	0	60.151	69.862	0,0	0,00
SK	3	4	3	3	3	3	13.144	270	2,1	0,07
SL	18	15	11	7	6	5	79.273	6.396	8,1	0,29
SV	122	111	48	11	5	1	1.427.563	570.093	39,9	1,41
UK	523	522	340	128	79	45	7.747.788	2.493.463	32,2	1,14
TOTAL 29 COUNTRIES	2.303	2.106	1.311	676	506	354	34.165.197	9.649.035	28,2	1,00
12 NMS - PL	100	82	63	52	49	46	411.149	99.820	24,3	0,86

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	31 2011/12 Wealth concentration Ratio 2011/12	32 2011/12 % capital held by employees 2011/12	33 2011/12 capital held by EO million € 2011/12	34 2011/12 % capital held by EXECutives 2011/12	35 2011/12 capital held by EXEC million € 2011/12	36 2011/12 % EXEC share in EOwnership 2011/12	37 2011/12 capital held by NonEXEC million € 2011/12	38 2011/12 % capital held by NonEXEC 2011/12	39 2011/12 First E Share Plan (all groups) Year	40 2011/12 Companies having new share plans in 2011/12
AT	1,14	4,39	2.607 €	2,26	1.344 €	51,6	1.263 €	2,13	2.002	11
BE	2,78	2,14	3.534 €	1,10	1.816 €	51,4	1.718 €	1,04	1.999	23
BG	ns	0,36	4 €	0,08	1 €	22,5	3 €	0,28	1.948	0
CH	1,40	2,65	20.874 €	1,21	9.563 €	45,8	11.310 €	1,43	2.001	53
CY	1,84	5,38	50 €	4,66	44 €	86,5	7 €	0,73	2.000	1
CZ	3,31	0,20	53 €	0,02	6 €	12,2	47 €	0,17	1.959	2
DA	1,66	1,37	1.782 €	0,29	378 €	21,2	1.404 €	1,08	2.002	26
DE	1,63	1,66	15.088 €	0,73	6.639 €	44,0	8.449 €	0,93	1.999	65
EE	ns	0,86	10 €	0,85	10 €	98,3	0 €	0,01	2.007	0
ES	2,40	3,13	10.766 €	1,55	5.332 €	49,5	5.433 €	1,58	1.992	16
FI	1,28	1,21	1.280 €	0,44	467 €	36,5	813 €	0,77	2.001	30
FR	0,58	4,93	52.121 €	1,27	13.449 €	25,8	38.671 €	3,66	1.990	135
GR	2,14	2,71	528 €	2,18	424 €	80,3	104 €	0,53	2.003	5
HU	2,92	2,03	293 €	0,46	66 €	22,4	228 €	1,58	1.996	2
IE	1,51	1,33	1.129 €	0,66	563 €	49,8	566 €	0,67	1.995	6
IT	2,80	5,50	18.257 €	4,39	14.593 €	79,9	3.664 €	1,10	1.988	30
LT	ns	2,74	59 €	2,74	59 €	100,0	0 €	0,00	2.007	0
LU	22,18	5,30	2.092 €	5,25	2.073 €	99,1	19 €	0,05	2.005	3
LV	3,33	0,01	0 €	0,00	0 €	0,0	0 €	0,01	2.002	0
MT	0,74	1,02	20 €	0,11	2 €	10,9	18 €	0,91	1.998	1
NL	1,59	1,91	5.769 €	0,63	1.915 €	33,2	3.854 €	1,27	1.999	29
NO	1,67	1,30	2.583 €	0,41	821 €	31,8	1.762 €	0,89	2.002	31
PL	1,51	3,02	2.801 €	1,69	1.569 €	56,0	1.232 €	1,33	2.004	14
PT	3,99	0,32	135 €	0,24	102 €	75,7	33 €	0,08	2.002	4
RO	ns	0,02	2 €	0,01	1 €	58,8	1 €	0,01	2.009	1
SK	13,75	1,14	26 €	0,00	0 €	0,0	26 €	1,14	1.963	0
SL	3,50	1,61	65 €	0,06	2 €	3,7	63 €	1,55	1.996	1
SV	0,71	1,55	5.274 €	0,51	1.752 €	33,2	3.522 €	1,03	2.001	53
UK	0,88	2,14	44.840 €	0,88	18.438 €	41,1	26.402 €	1,26	1.995	147
TOTAL 29 COUNTRIES	1,00	2,68	192.042 €	1,14	81.430 €	42,4	110.612 €	1,54	1.996	689
12 NMS - PL	1,16	0,91	583 €	0,30	192 €	32,9	392 €	0,61	1.981	8

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	41 2011/12 First E Share Plan (listed groups) Year	42 2011/12 capital by employee in € 2011/12	43 2011/12 capital by employee owner 2011/12	44 2011/12 capital held by NonEXEC by employee owner 2011/12	45 2010/11 capital % variation 2009/10 to 2010/11	46 2010/11 EO held cap % variation 2009/10 to 2010/11	47 2010/11 Employees % variation 2009/10 to 2010/11	48 2010/11 Employee owners % variation 2009/10 to 2010/11	49 2010/11 Cap held by employee % variation 2009/10 to 2010/11	50 2010/11 % Companies having new share plans in 2010/11
AT	2.002	5.264 €	21.215 €	10.275 €	20,7	11,6	0,0	9,7	11,7	19,5
BE	1.999	5.983 €	58.863 €	28.612 €	11,8	-0,6	-0,2	-13,7	-0,4	47,2
BG	no	232 €	14.191 €	11.002 €	29,7	14,2	9,3	-1,7	4,4	0,0
CH	2.001	11.848 €	58.669 €	31.790 €	21,0	24,5	4,1	-1,0	19,6	37,1
CY	2.000	1.706 €	11.111 €	1.505 €	-17,6	-56,9	-3,2	-68,3	-55,5	0,0
CZ	2.004	753 €	8.833 €	7.758 €	12,1	-0,3	-4,4	-8,2	4,3	3,3
DA	2.002	4.142 €	24.382 €	19.210 €	14,0	54,5	-1,6	6,5	57,0	41,1
DE	2.000	2.826 €	16.336 €	9.148 €	20,8	18,4	2,2	-8,2	15,9	25,3
EE	2.007	738 €	ns	5.305 €	10,3	288,8	-4,0	206,1	ns	0,0
ES	2.003	5.439 €	46.205 €	23.320 €	18,4	8,9	5,8	16,2	2,9	10,7
FI	2.001	2.113 €	9.539 €	6.062 €	12,1	-1,2	1,0	-1,3	-2,1	49,3
FR	1.996	6.797 €	13.844 €	10.271 €	15,4	19,4	2,9	6,0	16,0	44,7
GR	2.003	1.724 €	13.071 €	2.570 €	-15,8	9,1	-5,2	-2,5	15,1	13,1
HU	1.998	2.860 €	29.540 €	22.918 €	5,9	0,0	-2,5	11,8	2,6	15,0
IE	1.995	4.311 €	23.083 €	11.579 €	7,1	-2,1	-1,3	-13,1	-0,8	21,9
IT	2.003	10.056 €	99.849 €	20.036 €	14,4	54,9	-0,3	-0,6	55,4	19,9
LT	2.007	3.649 €	ns	9 €	-6,6	163,3	-2,9	-8,3	ns	0,0
LU	2.005	30.518 €	ns	21.904 €	20,3	0,9	23,9	69,3	-18,5	9,1
LV	2.002	32 €	379 €	379 €	19,2	3,4	-25,5	-18,5	38,8	0,0
MT	1.998	3.340 €	8.767 €	7.810 €	-8,8	3,1	-4,0	-0,2	7,3	0,0
NL	1.999	3.014 €	16.980 €	11.344 €	16,4	11,1	-3,3	14,2	14,9	45,9
NO	2.002	5.984 €	35.484 €	24.204 €	21,2	15,3	-1,6	-12,1	17,2	42,3
PL	2.006	4.767 €	25.519 €	11.228 €	-16,4	-12,5	2,2	0,0	-14,5	18,1
PT	2.002	418 €	5.905 €	1.437 €	12,5	-36,4	2,5	-3,0	-37,9	12,5
RO	2.009	30 €	26 €	11 €	34,1	86,0	-6,4	ns	ns	20,0
SK	2.002	1.984 €	96.651 €	0 €	10,8	15,0	3,1	-3,7	0,0	0,0
SL	1.998	820 €	10.167 €	9.795 €	-22,6	-33,1	-2,4	-7,8	ns	0,0
SV	2.001	3.694 €	9.250 €	6.177 €	27,6	35,0	3,1	9,9	30,9	39,2
UK	1.996	5.788 €	17.983 €	10.588 €	14,9	19,8	0,5	0,3	19,3	34,2
TOTAL 29 COUNTRIES	1.999	5.621 €	19.903 €	11.464 €	16,3	19,8	1,5	3,1	18,1	30,8
12 NMS - PL	2.001	1.419 €	5.845 €	3.925 €	7,4	-12,4	-3,1	146,7	-9,6	4,7

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	51 2010/11 Capitalisation million € May 2011	52 2010/11 % Companies having %EO published 2010/11	53 2010/11 % Companies having Stock Options 2010/11	54 2010/11 % Companies having Broad based plans 2010/11	55 2010/11 % Companies having EOwnership 2010/11	56 2010/11 % Companies having E Share Plans 2010/11	57 2010/11 % Companies having %EO>1% 2010/11	58 2010/11 % Companies having %EO>6% 2010/11	59 2010/11 % Companies having %EO>20% 2010/11	60 2010/11 % Companies having %EO>50% 2010/11
AT	81.149 €	14,6	31,7	43,9	75,6	61,0	46,3	26,8	14,6	4,9
BE	172.755 €	9,4	83,0	32,1	83,0	90,6	39,6	17,0	9,4	5,7
BG	1.409 €	0,0	0,0	22,2	77,8	22,2	22,2	22,2	22,2	22,2
CH	888.766 €	8,2	57,9	37,1	96,9	83,6	47,2	18,9	5,7	1,9
CY	3.396 €	40,0	80,0	60,0	100,0	80,0	80,0	40,0	40,0	40,0
CZ	37.524 €	0,0	10,0	86,7	96,7	96,7	83,3	83,3	83,3	83,3
DA	139.790 €	8,2	75,3	53,4	95,9	87,7	38,4	6,8	5,5	0,0
DE	1.024.332 €	4,5	58,8	37,1	83,3	75,6	39,8	19,9	13,1	6,3
EE	1.336 €	0,0	33,3	0,0	66,7	33,3	33,3	16,7	0,0	0,0
ES	499.588 €	3,1	22,0	45,3	93,7	67,3	56,6	50,3	45,3	41,5
FI	148.956 €	1,5	79,1	35,8	98,5	97,0	46,3	7,5	4,5	0,0
FR	1.325.956 €	76,0	63,3	86,4	95,3	96,4	77,8	47,3	40,5	30,8
GR	43.081 €	0,0	49,2	16,4	67,2	55,7	39,3	32,8	19,7	4,9
HU	22.414 €	30,0	25,0	65,0	85,0	85,0	60,0	50,0	45,0	45,0
IE	45.189 €	9,4	96,9	62,5	100,0	96,9	56,3	15,6	6,3	0,0
IT	451.835 €	6,8	52,4	27,2	92,7	74,3	49,7	39,3	33,5	28,3
LT	2.454 €	0,0	0,0	0,0	77,8	11,1	22,2	22,2	11,1	0,0
LU	44.507 €	0,0	81,8	0,0	72,7	90,9	36,4	27,3	18,2	18,2
LV	646 €	0,0	0,0	33,3	33,3	33,3	0,0	0,0	0,0	0,0
MT	2.180 €	0,0	40,0	60,0	80,0	80,0	40,0	0,0	0,0	0,0
NL	354.670 €	12,9	78,8	36,5	91,8	92,9	47,1	16,5	10,6	5,9
NO	210.320 €	5,2	60,8	52,6	93,8	80,4	28,9	10,3	8,2	2,1
PL	93.990 €	5,3	39,4	12,8	76,6	55,3	38,3	25,6	12,8	4,3
PT	65.260 €	3,1	43,8	21,9	90,6	46,9	21,9	9,4	9,4	0,0
RO	10.978 €	0,0	10,0	20,0	50,0	30,0	0,0	0,0	0,0	0,0
SK	2.683 €	0,0	0,0	33,3	33,3	44,4	33,3	33,3	33,3	33,3
SL	5.359 €	18,2	9,1	50,0	81,8	63,6	50,0	36,4	27,3	22,7
SV	393.909 €	4,0	76,8	44,0	96,8	87,2	37,6	9,6	4,0	2,4
UK	2.140.950 €	6,5	91,6	76,3	99,4	96,9	64,1	24,3	14,6	8,9
TOTAL 29 COUNTRIES	8.215.381 €	15,7	63,4	52,8	91,9	83,7	52,7	27,7	20,3	14,4
12 NMS - PL	90.380 €	9,4	14,8	50,0	78,1	63,3	49,2	41,4	37,5	35,9

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	61 2010/11 Companies having %EO published 2010/11	62 2010/11 Companies having Stock Options 2010/11	63 2010/11 Companies having Broad based plans 2010/11	64 2010/11 Companies having EOwnership 2010/11	65 2010/11 Companies having E Share Plans 2010/11	66 2010/11 Companies having %EO>1% 2010/11	67 2010/11 Companies having %EO>6% 2010/11	68 2010/11 Companies having %EO>20% 2010/11	69 2010/11 Companies having %EO>50% 2010/11	70 2010/11 Employees numbers 2010/11
AT	6	13	18	31	25	19	11	6	2	487.696
BE	5	44	17	44	48	21	9	5	3	581.261
BG	0	0	2	7	2	2	2	2	2	18.339
CH	13	92	59	154	133	75	30	9	3	1.630.841
CY	2	4	3	5	4	4	2	2	2	31.162
CZ	0	3	26	29	29	25	25	25	25	72.884
DA	6	55	39	70	64	28	5	4	0	413.403
DE	10	130	82	184	167	88	44	29	14	5.156.970
EE	0	2	0	4	2	2	1	0	0	13.593
ES	5	35	72	149	107	90	80	72	66	1.908.512
FI	1	53	24	66	65	31	5	3	0	581.548
FR	257	214	292	322	326	263	160	137	104	7.339.173
GR	0	30	10	41	34	24	20	12	3	323.501
HU	6	5	13	17	17	12	10	9	9	99.772
IE	3	31	20	32	31	18	5	2	0	269.164
IT	13	100	52	177	142	95	75	64	54	1.788.962
LT	0	0	0	7	1	2	2	1	0	16.842
LU	0	9	0	8	10	4	3	2	2	64.704
LV	0	0	1	1	1	0	0	0	0	2.957
MT	0	2	3	4	4	2	0	0	0	6.060
NL	11	67	31	78	79	40	14	9	5	1.826.744
NO	5	59	51	91	78	28	10	8	2	419.453
PL	5	37	12	72	52	36	24	12	4	582.847
PT	1	14	7	29	15	7	3	3	0	286.686
RO	0	1	2	5	3	0	0	0	0	62.608
SK	0	0	3	3	4	3	3	3	3	13.099
SL	4	2	11	18	14	11	8	6	5	79.305
SV	5	96	55	121	109	47	12	5	3	1.328.451
UK	34	482	412	523	520	337	128	77	47	7.591.688
TOTAL 29 COUNTRIES	392	1.580	1.317	2.292	2.086	1.314	691	507	358	32.998.225
12 NMS - PL	12	19	64	100	81	63	53	48	46	416.621

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	71 2010/11 Employee owners numbers 2010/11	72 2010/11 Employee owners in % of employees 2010/11	73 2010/11 Democratization Ratio 2010/11	74 2010/11 Wealth concentration Ratio 2010/11	75 2010/11 % capital held by employees 2010/11	76 2010/11 capital held by EO million € 2010/11	77 2010/11 % capital held by EXECutives 2010/11	78 2010/11 capital held by EXEC million € 2010/11	79 2010/11 % EXEC share in EOOwnership 2010/11	80 2010/11 Cap held by NonEXEC million € 2010/11
AT	123.747	25.4	0.86	1.16	4.12	3.344	1.84	1.491	44.6	1.853
BE	87.038	15.0	0.51	1.97	2.13	3.687	1.08	1.862	50.5	1.824
BG	288	0.0	0.00	ns	0.37	5	0.15	2	41.3	3
CH	361.548	22.2	0.75	1.33	2.88	25.602	1.18	10.490	41.0	15.112
CY	4.578	14.7	0.50	2.01	3.20	109	2.12	72	66.3	37
CZ	6.077	8.3	0.28	3.53	0.19	72	0.07	26	36.9	45
DA	77.880	18.8	0.64	1.56	1.13	1.583	0.20	281	17.8	1.301
DE	957.921	18.6	0.63	1.59	1.94	19.899	0.93	9.527	47.9	10.372
EE	33	0.0	0.00	ns	1.02	14	1.00	13	98.2	0
ES	231.418	12.1	0.41	2.43	2.89	14.457	1.66	8.289	57.3	6.168
FI	140.397	24.1	0.82	1.22	1.35	2.013	0.49	726	36.0	1.287
FR	3.724.296	50.7	1.72	0.58	5.03	66.699	1.26	16.651	25.0	50.048
GR	43.130	13.3	0.45	2.21	3.73	1.607	3.16	1.362	84.8	245
HU	9.956	10.0	0.34	2.95	1.72	385	0.56	125	32.5	260
IE	51.120	19.0	0.64	1.55	2.41	1.088	1.18	532	48.9	556
IT	193.976	10.8	0.37	2.72	4.08	18.452	3.24	14.645	79.4	3.807
LT	22	0.0	0.00	ns	3.33	82	3.33	82	100.0	0
LU	776	1.2	0.04	24.56	5.06	2.253	5.03	2.238	99.3	15
LV	220	7.4	0.25	3.96	0.02	0	0.00	0	0.0	0
MT	2.285	37.7	1.28	0.78	1.07	23	0.09	2	8.8	21
NL	358.345	19.6	0.67	1.50	1.70	6.019	0.63	2.228	37.0	3.791
NO	75.475	18.0	0.61	1.64	1.55	3.267	0.80	1.676	51.3	1.591
PL	88.743	15.2	0.52	1.94	2.77	2.602	0.94	887	34.1	1.715
PT	23.100	8.1	0.27	3.66	0.31	203	0.21	135	66.6	68
RO	70.403	0.0	0.00	ns	0.03	3	0.01	1	52.4	1
SK	360	2.7	0.09	10.73	0.95	25	0.00	0	0.0	25
SL	7.190	9.1	0.31	3.25	1.32	70	0.06	3	4.5	67
SV	559.901	42.1	1.43	0.70	1.69	6.651	0.78	3.072	46.2	3.578
UK	2.522.272	33.2	1.13	0.89	2.14	45.898	0.95	20.256	44.1	25.643
TOTAL 29 COUNTRIES	9.722.493	29.5	1.00	1.00	2.75	226.111	1.18	96.676	42.8	129.435
12 NMS - PL	101.411	24.3	0.83	1.21	0.87	788	0.36	328	41.6	461

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	81 2010/11 % capital held by NonEXEC 2010/11	82 2010/11 Companies having new share plans in 2010/11	83 2010/11 capital by employee in € 2010/11	84 2010/11 capital by employee owner 2010/11	85 2010/11 Cap held by NonEXEC by employee owner 2010/11	86 2009/10 capital % variation 2008/9 to 2009/10	87 2009/10 EO held cap % variation 2008/9 to 2009/10	88 2009/10 Employees % variation 2008/9 to 2009/10	89 2009/10 Employee owners % variation 2008/9 to 2009/10	90 2009/10 Cap held by employee % variation 2008/9 to 2009/10
AT	2,28	8	6.857 €	27.023 €	14.977 €	22,7	33,0	-4,2	3,3	38,9
BE	1,06	25	6.342 €	42.356 €	20.961 €	34,5	35,8	-5,9	-8,2	44,4
BG	0,22	0	288 €	18.301 €	10.740 €	-8,7	3,3	7,9	-1,6	-4,3
CH	1,70	59	15.699 €	70.813 €	41.798 €	28,8	60,3	-2,7	-7,6	64,8
CY	1,08	0	3.487 €	23.734 €	7.999 €	-15,3	-12,8	-6,7	-0,1	-6,5
CZ	0,12	1	985 €	11.818 €	7.457 €	13,9	11,1	4,6	-0,8	6,2
DA	0,93	30	3.828 €	20.321 €	16.710 €	37,0	33,1	-5,1	-4,4	40,3
DE	1,01	56	3.859 €	20.773 €	10.828 €	23,1	17,3	-1,8	3,2	19,4
EE	0,02	0	998 €	ns	7.383 €	83,6	9,4	-13,1	-0,1	ns
ES	1,23	17	7.575 €	62.472 €	26.653 €	-2,2	-5,2	0,6	7,5	-5,8
FI	0,86	33	3.461 €	14.336 €	9.168 €	8,8	-10,8	-8,5	-17,3	-2,6
FR	3,77	151	9.088 €	17.909 €	13.438 €	14,5	11,0	-1,3	12,7	12,4
GR	0,57	8	4.967 €	37.258 €	5.682 €	-20,3	-19,2	2,1	-4,0	-20,9
HU	1,16	3	3.858 €	38.680 €	26.084 €	50,3	31,6	19,8	1,3	9,9
IE	1,23	7	4.042 €	21.281 €	10.877 €	27,1	18,2	-8,0	-20,3	28,4
IT	0,84	38	10.314 €	95.126 €	19.627 €	11,0	18,3	2,1	-2,8	15,8
LT	0,00	0	4.855 €	ns	9 €	75,4	81,6	-5,5	-11,1	ns
LU	0,03	1	34.815 €	ns	18.972 €	62,0	630,8	-3,6	-6,1	657,8
LV	0,02	0	40 €	535 €	535 €	13,3	-16,8	-13,0	-10,0	-4,3
MT	0,98	0	3.853 €	10.220 €	9.321 €	29,7	69,4	-8,9	0,0	86,0
NL	1,07	39	3.295 €	16.797 €	10.578 €	38,9	44,6	-6,6	-3,2	54,9
NO	0,76	41	7.788 €	43.284 €	21.075 €	37,5	63,6	2,8	5,7	59,2
PL	1,83	17	4.464 €	29.322 €	19.330 €	49,1	24,2	-1,4	46,1	25,9
PT	0,10	4	708 €	8.783 €	2.933 €	-1,3	-11,9	1,1	-5,3	-12,8
RO	0,01	2	46 €	41 €	19 €	45,1	64,8	-6,4	104,7	76,1
SK	0,95	0	1.942 €	70.754 €	0 €	27,5	0,0	-5,7	-25,0	0,0
SL	1,26	0	889 €	9.805 €	9.369 €	-9,0	-64,4	-2,4	-4,9	-63,5
SV	0,91	49	5.006 €	11.878 €	6.391 €	51,4	72,2	-4,3	-1,4	80,0
UK	1,20	180	6.046 €	18.197 €	10.166 €	30,7	27,3	-1,8	-1,1	29,6
TOTAL 29 COUNTRIES	1,58	769	6.852 €	23.257 €	13.313 €	23,2	21,8	-2,0	3,7	24,3
12 NMS - PL	0,51	6	1.892 €	7.773 €	4.541 €	21,7	-10,3	1,8	-1,2	-11,9

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	91 2009/10 % Companies having new share plans in 2009/10	92 2009/10 Capitalisation million € May 2010	93 2009/10 % Companies having %EO published 2009/10	94 2009/10 % Companies having Stock Options 2009/10	95 2009/10 % Companies having Broad based plans 2009/10	96 2009/10 % Companies having EOwnership 2009/10	97 2009/10 % Companies having E Share Plans 2009/10	98 2009/10 % Companies having %EO>1% 2009/10	99 2009/10 % Companies having %EO>6% 2009/10	100 2009/10 % Companies having %EO>20% 2009/10
AT	22,0	67.240 €	19,5	31,7	41,5	73,2	58,5	46,3	26,8	14,6
BE	39,6	154.473 €	13,2	83,0	32,1	81,1	90,6	35,8	17,0	9,4
BG	0,0	1.087 €	0,0	0,0	22,2	77,8	22,2	22,2	22,2	22,2
CH	32,1	734.656 €	7,5	57,9	37,1	96,2	81,8	46,5	18,2	6,3
CY	20,0	4.121 €	40,0	80,0	60,0	100,0	80,0	100,0	40,0	40,0
CZ	0,0	33.468 €	0,0	10,0	86,7	96,7	96,7	83,3	83,3	83,3
DA	31,5	122.612 €	8,2	75,3	52,1	95,9	87,7	34,2	5,5	4,1
DE	23,5	848.116 €	5,9	58,4	37,6	82,4	74,2	42,5	18,6	12,7
EE	16,7	1.212 €	0,0	33,3	0,0	66,7	33,3	16,7	0,0	0,0
ES	8,8	422.034 €	3,8	22,0	45,3	93,7	67,3	52,8	47,8	44,0
FI	49,3	132.933 €	1,5	79,1	34,3	98,5	97,0	47,8	10,4	4,5
FR	41,1	1.148.808 €	78,4	63,0	85,5	94,7	95,9	76,6	47,6	40,8
GR	19,7	51.167 €	0,0	49,2	16,4	67,2	55,7	31,1	26,2	16,4
HU	10,0	21.165 €	40,0	25,0	65,0	90,0	85,0	65,0	50,0	45,0
IE	18,8	42.207 €	9,4	96,9	62,5	100,0	96,9	50,0	18,8	6,3
IT	13,6	394.838 €	6,8	51,3	26,2	92,7	72,8	50,8	39,8	34,0
LT	0,0	2.627 €	0,0	0,0	0,0	77,8	11,1	11,1	11,1	0,0
LU	27,3	37.008 €	0,0	72,7	0,0	72,7	81,8	27,3	18,2	9,1
LV	0,0	542 €	0,0	0,0	33,3	33,3	33,3	0,0	0,0	0,0
MT	0,0	2.389 €	0,0	40,0	60,0	80,0	80,0	20,0	0,0	0,0
NL	36,5	304.663 €	12,9	75,3	36,5	91,8	89,4	48,2	17,6	11,8
NO	44,3	173.520 €	5,2	60,8	49,5	91,8	77,3	32,0	14,4	9,3
PL	14,9	112.458 €	3,2	37,2	10,6	72,3	52,1	35,1	25,5	13,8
PT	9,4	57.984 €	3,1	43,8	21,9	90,6	46,9	25,0	9,4	9,4
RO	0,0	8.185 €	0,0	10,0	0,0	40,0	10,0	0,0	0,0	0,0
SK	0,0	2.422 €	0,0	0,0	33,3	33,3	44,4	33,3	33,3	33,3
SL	0,0	6.924 €	22,7	9,1	50,0	81,8	63,6	50,0	45,5	27,3
SV	35,2	308.812 €	4,8	76,8	43,2	96,8	86,4	39,2	8,8	3,2
UK	35,6	1.863.453 €	6,1	91,1	76,4	96,9	98,3	64,3	25,3	15,0
TOTAL 29 COUNTRIES	28,7	7.061.125 €	16,3	62,9	51,8	91,3	82,6	52,3	27,7	20,3
12 NMS - PL	3,1	84.142 €	11,7	14,8	48,4	78,1	61,7	48,4	41,4	36,7

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	101 2009/10 % Companies having %EO>50% 2009/10	102 2009/10 Companies having %EO published 2009/10	103 2009/10 Companies having Stock Options 2009/10	104 2009/10 Companies having Broad based plans 2009/10	105 2009/10 Companies having EOwnership 2009/10	106 2009/10 Companies having E Share Plans 2009/10	107 2009/10 Companies having %EO>1% 2009/10	108 2009/10 Companies having %EO>6% 2009/10	109 2009/10 Companies having %EO>20% 2009/10	110 2009/10 Companies having %EO>50% 2009/10
AT	7,3	8	13	17	30	24	19	11	6	3
BE	5,7	7	44	17	43	48	19	9	5	3
BG	22,2	0	0	2	7	2	2	2	2	2
CH	1,9	12	92	59	153	130	74	29	10	3
CY	40,0	2	4	3	5	4	5	2	2	2
CZ	83,3	0	3	26	29	29	25	25	25	25
DA	0,0	6	55	38	70	64	25	4	3	0
DE	5,9	13	129	83	182	164	94	41	28	13
EE	0,0	0	2	0	4	2	1	0	0	0
ES	40,3	6	35	72	149	107	84	76	70	64
FI	0,0	1	53	23	66	65	32	7	3	0
FR	31,4	265	213	289	320	324	259	161	138	106
GR	3,3	0	30	10	41	34	19	16	10	2
HU	45,0	8	5	13	18	17	13	10	9	9
IE	0,0	3	31	20	32	31	16	6	2	0
IT	27,7	13	98	50	177	139	97	76	65	53
LT	0,0	0	0	0	7	1	1	1	0	0
LU	9,1	0	8	0	8	9	3	2	1	1
LV	0,0	0	0	1	1	1	0	0	0	0
MT	0,0	0	2	3	4	4	1	0	0	0
NL	5,9	11	64	31	78	76	41	15	10	5
NO	2,1	5	59	48	89	75	31	14	9	2
PL	4,3	3	35	10	68	49	33	24	13	4
PT	0,0	1	14	7	29	15	8	3	3	0
RO	0,0	0	1	0	4	1	0	0	0	0
SK	33,3	0	0	3	3	4	3	3	3	3
SL	22,7	5	2	11	18	14	11	10	6	5
SV	1,6	6	96	54	121	108	49	11	4	2
UK	9,1	32	479	402	520	517	338	133	79	48
TOTAL 29 COUNTRIES	14,2	407	1.567	1.292	2.276	2.058	1.303	691	506	355
12 NMS - PL	35,9	15	19	62	100	79	62	53	47	46

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	111 2009/10 Employees numbers 2009/10	112 2009/10 Employee owners numbers 2009/10	113 2009/10 Employee owners in % of employees 2009/10	114 2009/10 Democratization Ratio 2009/10	115 2009/10 Wealth concentration Ratio 2009/10	116 2009/10 % capital held by employees 2009/10	117 2009/10 capital held by EO million € 2009/10	118 2009/10 % capital held by EXECutives 2009/10	119 2009/10 capital held by EXEC million € 2009/10	120 2009/10 % EXEC share in EOwnership 2009/10
AT	487.889	112.853	23,1	0,80	1,25	4,45	2.995 €	1,96	1.318 €	44,0
BE	582.452	100.800	17,3	0,60	1,68	2,40	3.709 €	1,22	1.882 €	50,8
BG	16.774	293	0,0	0,00	ns	0,43	5 €	0,15	2 €	34,2
CH	1.566.457	365.078	23,3	0,80	1,24	2,80	20.563 €	1,10	8.102 €	39,4
CY	32.193	14.453	44,9	1,55	0,65	6,12	252 €	2,07	86 €	33,9
CZ	76.254	6.618	8,7	0,30	3,34	0,22	72 €	0,06	20 €	28,2
DA	419.934	73.103	17,4	0,60	1,67	0,84	1.024 €	0,13	164 €	16,0
DE	5.046.116	1.043.283	20,7	0,71	1,40	1,98	16.807 €	0,93	7.846 €	46,7
EE	14.157	11	0,0	0,00	ns	0,29	3 €	0,29	3 €	100,0
ES	1.803.664	199.128	11,0	0,38	2,63	3,15	13.278 €	1,74	7.328 €	55,2
FI	576.056	142.198	24,7	0,85	1,17	1,53	2.037 €	0,43	572 €	28,1
FR	7.133.261	3.514.945	49,3	1,70	0,59	4,86	56.876 €	1,21	13.922 €	24,9
GR	341.317	44.219	13,0	0,45	2,24	2,88	1.473 €	2,31	1.180 €	80,1
HU	102.296	8.907	8,7	0,30	3,33	1,82	385 €	0,65	137 €	35,7
IE	272.663	58.806	21,6	0,74	1,34	2,63	1.111 €	1,38	582 €	52,4
IT	1.794.505	195.236	10,9	0,38	2,66	3,02	11.910 €	2,08	8.209 €	68,9
LT	17.344	24	0,0	0,00	ns	1,18	31 €	1,18	31 €	100,0
LU	52.210	458	0,9	0,03	33,02	6,03	2.232 €	6,00	2.219 €	99,4
LV	3.969	270	6,8	0,23	4,26	0,02	0 €	0,00	0 €	0,0
MT	6.310	2.289	36,3	1,25	0,80	0,95	23 €	0,06	1 €	6,2
NL	1.888.874	313.679	16,6	0,57	1,75	1,78	5.416 €	0,66	2.019 €	37,3
NO	426.368	85.845	20,1	0,69	1,44	1,63	2.832 €	0,93	1.607 €	56,7
PL	570.099	88.727	15,6	0,54	1,86	2,65	2.975 €	1,64	1.850 €	62,2
PT	279.773	23.823	8,5	0,29	3,40	0,55	319 €	0,41	235 €	73,8
RO	66.872	76	0,0	0,00	ns	0,02	2 €	0,02	1 €	84,8
SK	12.705	374	2,9	0,10	9,86	0,91	22 €	0,00	0 €	0,0
SL	81.219	7.797	9,6	0,33	3,02	1,52	105 €	0,08	6 €	5,4
SV	1.288.165	509.279	39,5	1,36	0,73	1,60	4.928 €	0,71	2.208 €	44,8
UK	7.556.723	2.514.441	33,3	1,15	0,87	2,06	38.303 €	0,91	16.871 €	44,0
TOTAL 29 COUNTRIES	32.516.619	9.427.012	29,0	1,00	1,00	2,67	188.687 €	1,11	76.401 €	41,6
12 NMS - PL	430.093	41.111	9,6	0,33	3,03	1,07	900 €	0,34	288 €	32,0

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	121 2009/10 Cap held by NonEXEC million € 2009/10	122 2009/10 % capital held by NonEXEC 2009/10	123 2009/10 Companies having new share plans in 2009/10	124 2009/10 capital by employee in € 2009/10	125 2009/10 capital by employee owner 2009/10	126 2009/10 Cap held by NonEXEC by employee owner 2009/10	127 2008/9 capital % variation 2007/8 to 2008/9	128 2008/9 EO held cap % variation 2007/8 to 2008/9	129 2008/9 Employees % variation 2007/8 to 2008/9	130 2008/9 Employee owners % variation 2007/8 to 2008/9
AT	1.677 €	2,49	9	6.139 €	26.542 €	14.864 €	-47,9	-43,4	7,8	-1,2
BE	1.826 €	1,18	21	6.367 €	36.791 €	18.119 €	-42,4	-41,5	1,2	-14,6
BG	3 €	0,28	0	276 €	15.766 €	10.366 €	-62,1	-52,1	4,2	-2,0
CH	12.462 €	1,70	51	13.127 €	56.326 €	34.134 €	-21,6	-29,8	3,7	6,6
CY	167 €	4,04	1	7.831 €	17.443 €	11.526 €	-56,6	-60,4	34,8	49,9
CZ	52 €	0,15	0	944 €	10.881 €	7.814 €	-43,7	-6,0	-5,2	-2,7
DA	860 €	0,70	23	2.439 €	14.008 €	11.762 €	-37,9	-43,4	7,2	12,1
DE	8.961 €	1,06	52	3.331 €	16.109 €	8.589 €	-38,2	-35,7	3,8	1,4
EE	0 €	0,00	1	247 €	ns	0 €	-56,9	-47,6	6,3	-1,9
ES	5.950 €	1,41	14	7.362 €	66.679 €	29.880 €	-32,8	-22,4	6,5	-1,3
FI	1.466 €	1,10	33	3.537 €	14.327 €	10.307 €	-43,2	-44,1	3,3	2,6
FR	41.954 €	3,65	139	7.833 €	15.897 €	11.936 €	-32,2	-27,6	4,5	2,9
GR	293 €	0,57	12	4.315 €	33.306 €	6.617 €	-48,8	-42,0	4,1	-2,3
HU	247 €	1,17	2	3.761 €	43.198 €	27.780 €	-48,1	-41,8	-6,2	-4,6
IE	529 €	1,25	6	4.074 €	18.888 €	8.988 €	-55,4	-61,8	1,5	0,3
IT	3.701 €	0,94	26	6.637 €	61.002 €	18.954 €	-28,7	-23,5	4,1	-2,5
LT	0 €	0,00	0	1.790 €	ns	8 €	-60,5	-69,0	-1,8	-15,6
LU	12 €	0,03	3	42.743 €	ns	26.826 €	-51,9	-41,5	1,6	20,6
LV	0 €	0,02	0	29 €	421 €	421 €	-53,4	-63,2	10,2	0,0
MT	21 €	0,89	0	3.591 €	9.899 €	9.283 €	-37,4	-39,0	6,3	3,9
NL	3.397 €	1,12	31	2.867 €	17.267 €	10.831 €	-50,1	-54,6	3,5	-4,1
NO	1.225 €	0,71	43	6.643 €	32.992 €	14.275 €	-42,1	-53,3	3,8	9,1
PL	1.125 €	1,00	14	5.219 €	33.534 €	12.685 €	-43,5	-35,8	9,8	1797,5
PT	83 €	0,14	3	1.139 €	13.381 €	3.503 €	-27,3	-53,1	12,9	8,8
RO	0 €	0,00	0	23 €	20.264 €	3.074 €	-64,6	-66,3	10,8	184,9
SK	22 €	0,91	0	1.741 €	59.208 €	0 €	-41,9	4,0	-1,8	-40,3
SL	100 €	1,44	0	1.298 €	13.525 €	12.792 €	-45,9	-36,4	4,0	-1,0
SV	2.720 €	0,88	44	3.825 €	9.676 €	5.341 €	-36,4	-44,3	3,0	0,4
UK	21.432 €	1,15	187	5.069 €	15.233 €	8.524 €	-32,1	-36,5	3,0	2,4
TOTAL 29 COUNTRIES	110.286 €	1,56	715	5.803 €	20.016 €	11.699 €	-34,9	-33,3	4,0	2,6
12 NMS - PL	612 €	0,73	4	2.092 €	21.890 €	14.892 €	-49,2	-46,7	2,7	10,3

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	131 2008/9 Cap held by employee % variation 2007/8 to 2008/9	132 2008/9 % Companies having new share plans in 2008/9	133 2008/9 Capitalisation million € May 2009	134 2008/9 % Companies having %EO published 2008/9	135 2008/9 % Companies having Stock Options 2008/9	136 2008/9 % Companies having Broad based plans 2008/9	137 2008/9 % Companies having EOwnership 2008/9	138 2008/9 % Companies having E Share Plans 2008/9	139 2008/9 % Companies having %EO>1% 2008/9	140 2008/9 % Companies having %EO>6% 2008/9
AT	-47,4	24,4	54.800 €	19,5	31,7	41,5	73,2	58,5	46,3	26,8
BE	-42,2	47,2	114.809 €	13,2	83,0	32,1	81,1	90,6	34,0	18,9
BG	-54,0	0,0	1.190 €	0,0	0,0	22,2	77,8	22,2	22,2	22,2
CH	-32,3	35,8	570.338 €	8,2	57,2	36,5	95,6	79,9	44,0	17,6
CY	-70,6	20,0	4.868 €	40,0	80,0	60,0	100,0	80,0	100,0	40,0
CZ	-0,9	6,7	29.375 €	0,0	10,0	86,7	96,7	96,7	83,3	83,3
DA	-47,2	43,8	89.474 €	13,7	74,0	52,1	94,5	86,3	39,7	5,5
DE	-38,0	30,3	688.830 €	5,9	57,0	37,1	80,5	71,5	44,3	19,9
EE	-50,7	0,0	660 €	0,0	33,3	0,0	66,7	33,3	33,3	0,0
ES	-27,2	11,3	431.723 €	3,8	20,1	45,3	93,7	66,0	55,3	48,4
FI	-45,8	41,8	122.171 €	1,5	79,1	34,3	98,5	95,5	56,7	9,0
FR	-30,7	44,7	1.003.688 €	76,9	62,4	84,0	94,4	95,3	76,6	48,5
GR	-44,3	19,7	64.191 €	0,0	47,5	16,4	67,2	54,1	34,4	26,2
HU	-37,9	5,0	14.082 €	45,0	25,0	70,0	90,0	85,0	65,0	50,0
IE	-62,4	37,5	33.213 €	9,4	96,9	62,5	100,0	96,9	59,4	21,9
IT	-26,5	14,7	355.813 €	7,9	51,3	26,2	92,7	72,8	52,4	39,3
LT	-68,5	0,0	1.497 €	0,0	0,0	0,0	77,8	11,1	22,2	11,1
LU	-42,5	18,2	22.851 €	0,0	63,6	0,0	72,7	72,7	36,4	27,3
LV	-66,6	0,0	479 €	0,0	0,0	33,3	33,3	33,3	0,0	0,0
MT	-42,7	0,0	1.842 €	0,0	40,0	60,0	80,0	80,0	20,0	0,0
NL	-56,2	44,7	219.287 €	12,9	75,3	36,5	88,2	89,4	49,4	17,6
NO	-55,0	42,3	126.205 €	4,1	60,8	46,4	90,7	76,3	41,2	15,5
PL	-41,5	18,1	75.448 €	2,1	36,2	9,6	72,3	51,1	31,9	25,5
PT	-58,4	18,8	58.764 €	3,1	43,8	21,9	90,6	46,9	31,3	9,4
RO	-69,5	0,0	5.639 €	0,0	10,0	0,0	40,0	10,0	0,0	0,0
SK	0,0	0,0	1.900 €	0,0	0,0	33,3	33,3	44,4	33,3	33,3
SL	-38,9	4,5	7.606 €	22,7	9,1	50,0	81,8	63,6	50,0	45,5
SV	-45,9	40,8	204.024 €	5,6	74,4	43,2	96,8	84,8	42,4	10,4
UK	-38,3	34,4	1.425.289 €	6,5	90,9	75,3	98,7	97,7	69,8	26,6
TOTAL 29 COUNTRIES	-35,9	31,3	5.730.058 €	16,5	62,2	51,2	90,8	81,6	54,9	28,4
12 NMS - PL	-48,1	3,9	69.138 €	12,5	14,8	49,2	78,1	61,7	50,0	41,4

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	141 2008/9 % Companies having %EO>20% 2008/9	142 2008/9 % Companies having %EO>50% 2008/9	143 2008/9 Companies having %EO published 2008/9	144 2008/9 Companies having Stock Options 2008/9	145 2008/9 Companies having Broad based plans 2008/9	146 2008/9 Companies having EOwnership 2008/9	147 2008/9 Companies having E Share Plans 2008/9	148 2008/9 Companies having %EO>1% 2008/9	149 2008/9 Companies having %EO>6% 2008/9	150 2008/9 Companies having %EO>20% 2008/9
AT	14,6	4,9	8	13	17	30	24	19	11	6
BE	11,3	5,7	7	44	17	43	48	18	10	6
BG	22,2	22,2	0	0	2	7	2	2	2	2
CH	6,9	1,9	13	91	58	152	127	70	28	11
CY	40,0	40,0	2	4	3	5	4	5	2	2
CZ	83,3	83,3	0	3	26	29	29	25	25	25
DA	4,1	0,0	10	54	38	69	63	29	4	3
DE	13,1	6,3	13	126	82	178	158	98	44	29
EE	0,0	0,0	0	2	0	4	2	2	0	0
ES	45,3	40,3	6	32	72	149	105	88	77	72
FI	4,5	0,0	1	53	23	66	64	38	6	3
FR	42,0	31,4	260	211	284	319	322	259	164	142
GR	18,0	6,6	0	29	10	41	33	21	16	11
HU	45,0	45,0	9	5	14	18	17	13	10	9
IE	9,4	0,0	3	31	20	32	31	19	7	3
IT	35,1	27,7	15	98	50	177	139	100	75	67
LT	0,0	0,0	0	0	0	7	1	2	1	0
LU	18,2	18,2	0	7	0	8	8	4	3	2
LV	0,0	0,0	0	0	1	1	1	0	0	0
MT	0,0	0,0	0	2	3	4	4	1	0	0
NL	11,8	7,1	11	64	31	75	76	42	15	10
NO	9,3	2,1	4	59	45	88	74	40	15	9
PL	14,9	5,3	2	34	9	68	48	30	24	14
PT	9,4	0,0	1	14	7	29	15	10	3	3
RO	0,0	0,0	0	1	0	4	1	0	0	0
SK	33,3	33,3	0	0	3	3	4	3	3	3
SL	31,8	27,3	5	2	11	18	14	11	10	7
SV	3,2	0,8	7	93	54	121	106	53	13	4
UK	15,6	8,9	34	478	396	519	514	367	140	82
TOTAL 29 COUNTRIES	21,1	14,4	411	1.550	1.276	2.264	2.034	1.369	708	525
12 NMS - PL	37,5	36,7	16	19	63	100	79	64	53	48

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	151 2008/9 Companies having %EO>50% 2008/9	152 2008/9 Employees numbers 2008/9	153 2008/9 Employee owners numbers 2008/9	154 2008/9 Employee owners in % of employees 2008/9	155 2008/9 Democratization Ratio 2008/9	156 2008/9 Wealth concentration Ratio 2008/9	157 2008/9 % capital held by employees 2008/9	158 2008/9 capital held by EO million € 2008/9	159 2008/9 % capital held by EXECutives 2008/9	160 2008/9 capital held by EXEC million € 2008/9
AT	2	509.540	109.209	21,4	0,78	1,28	4,11	2.252 €	1,63	895 €
BE	3	619.190	109.809	17,7	0,65	1,55	2,38	2.731 €	1,15	1.324 €
BG	2	15.541	298	0,0	0,00	ns	0,38	4 €	0,12	1 €
CH	3	1.610.655	395.066	24,5	0,89	1,12	2,25	12.831 €	0,84	4.794 €
CY	2	34.515	14.464	41,9	1,53	0,85	5,94	289 €	2,60	126 €
CZ	25	72.921	6.673	9,2	0,33	3,00	0,22	65 €	0,06	17 €
DA	0	442.658	76.475	17,3	0,63	1,59	0,86	769 €	0,13	118 €
DE	14	5.136.356	1.011.045	19,7	0,72	1,39	2,08	14.332 €	0,95	6.522 €
EE	0	16.286	11	0,0	0,00	ns	0,48	3 €	0,48	3 €
ES	64	1.792.767	185.304	10,3	0,38	2,65	3,24	14.007 €	1,75	7.573 €
FI	0	629.586	172.001	27,3	1,00	1,00	1,87	2.285 €	0,47	570 €
FR	106	7.224.832	3.119.203	43,2	1,57	0,83	5,01	50.329 €	1,31	13.106 €
GR	4	334.149	46.072	13,8	0,50	1,99	2,84	1.823 €	2,33	1.496 €
HU	9	85.376	8.792	10,3	0,38	2,66	2,08	292 €	0,69	97 €
IE	0	296.260	73.781	24,9	0,91	1,10	2,83	940 €	1,55	515 €
IT	53	1.757.528	200.952	11,4	0,42	2,40	2,83	10.070 €	1,83	6.521 €
LT	0	18.359	27	0,0	0,00	ns	1,14	17 €	1,14	17 €
LU	2	54.136	488	0,9	0,03	30,39	1,34	305 €	1,30	297 €
LV	0	4.561	300	6,6	0,24	4,17	0,03	0 €	0,00	0 €
MT	0	6.926	2.289	33,1	1,21	0,83	0,73	13 €	0,03	1 €
NL	6	2.023.248	324.187	16,0	0,58	1,71	1,71	3.745 €	0,57	1.241 €
NO	2	414.841	81.222	19,6	0,71	1,40	1,37	1.731 €	0,83	1.050 €
PL	5	578.128	60.731	10,5	0,38	ns	3,18	2.396 €	1,68	1.271 €
PT	0	276.744	25.145	9,1	0,33	3,02	0,62	362 €	0,39	230 €
RO	0	71.470	37	0,0	0,00	ns	0,02	1 €	0,01	1 €
SK	3	13.477	498	3,7	0,13	ns	1,16	22 €	0,00	0 €
SL	6	83.247	8.202	9,9	0,36	2,78	3,89	296 €	0,09	7 €
SV	1	1.345.937	516.496	38,4	1,40	0,71	1,40	2.861 €	0,49	991 €
UK	47	7.697.160	2.543.536	33,0	1,21	0,83	2,11	30.093 €	0,83	11.772 €
TOTAL 29 COUNTRIES	359	33.166.394	9.092.315	27,4	1,00	1,00	2,70	154.867 €	1,06	60.556 €
12 NMS - PL	47	422.679	41.591	9,8	0,36	2,79	1,45	1.004 €	0,39	269 €

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	161 2008/9 % EXEC share in EOwnership	162 2008/9 Cap held by NonEXEC million €	163 2008/9 % capital held by NonEXEC	164 2008/9 Companies having new share plans in 2008/9	165 2008/9 capital by employees in €	166 2008/9 capital by employee owner	167 2008/9 Cap held by NonEXEC by employee owner	168 2007/8 capital % variation 2006/7 to 2007/8	169 2007/8 EO held cap % variation 2006/7 to 2007/8	170 2007/8 Employees % variation 2006/7 to 2007/8
AT	39,8	1.357 €	2,48	10	4.419 €	20.619 €	12.422 €	-12,0	-2,0	10,9
BE	48,5	1.407 €	1,23	25	4.411 €	24.871 €	12.812 €	-16,1	-19,6	4,5
BG	32,1	3 €	0,26	0	288 €	15.024 €	10.201 €	0,5	60,8	14,0
CH	37,4	8.037 €	1,41	57	7.966 €	32.479 €	20.344 €	-17,8	-18,8	5,6
CY	43,8	163 €	3,34	1	8.372 €	19.978 €	11.235 €	-26,3	-22,8	10,6
CZ	25,5	48 €	0,16	2	889 €	9.714 €	7.240 €	28,8	54,3	-5,7
DA	15,4	651 €	0,73	32	1.738 €	10.061 €	8.514 €	-4,9	-8,1	7,3
DE	45,5	7.810 €	1,13	67	2.790 €	14.175 €	7.724 €	-8,8	0,0	0,4
EE	100,0	0 €	0,00	0	196 €	ns	0 €	-38,1	-87,6	21,8
ES	54,1	6.434 €	1,49	18	7.813 €	75.592 €	34.723 €	-9,9	-5,1	9,4
FI	25,0	1.715 €	1,40	28	3.629 €	13.285 €	9.969 €	-0,7	21,3	12,5
FR	26,0	37.223 €	3,71	151	6.966 €	16.135 €	11.933 €	-16,0	-16,1	5,9
GR	82,1	327 €	0,51	12	5.455 €	39.567 €	7.102 €	-4,2	-19,0	20,2
HU	33,0	196 €	1,39	1	3.423 €	33.243 €	22.259 €	-12,1	-13,9	7,4
IE	54,9	424 €	1,28	12	3.172 €	12.735 €	5.750 €	-31,6	-32,1	6,2
IT	64,8	3.549 €	1,00	28	5.730 €	50.111 €	17.663 €	-19,3	-28,2	10,1
LT	100,0	0 €	0,00	0	931 €	ns	0 €	4,7	-24,9	-0,5
LU	97,2	9 €	0,04	2	5.641 €	ns	17.659 €	2,7	7,1	4,8
LV	0,0	0 €	0,03	0	30 €	456 €	456 €	-21,1	-46,2	-4,0
MT	3,9	13 €	0,70	0	1.931 €	5.842 €	5.614 €	-13,2	-45,8	12,8
NL	33,1	2.504 €	1,14	38	1.851 €	11.553 €	7.725 €	-7,6	-8,8	4,8
NO	60,7	681 €	0,54	41	4.172 €	21.308 €	8.383 €	2,9	19,3	6,9
PL	53,1	1.125 €	1,49	17	4.144 €	39.453 €	18.522 €	-9,3	-10,3	12,6
PT	63,4	132 €	0,23	6	1.307 €	14.388 €	5.261 €	-11,1	-35,4	9,3
RO	81,2	0 €	0,00	0	13 €	25.174 €	4.734 €	-13,1	-31,1	-7,1
SK	0,0	22 €	1,16	0	1.641 €	44.418 €	0 €	13,3	0,0	11,1
SL	2,3	289 €	3,80	1	3.558 €	36.109 €	35.275 €	-2,7	54,3	8,3
SV	34,6	1.870 €	0,92	51	2.126 €	5.539 €	3.621 €	-16,0	-17,4	8,1
UK	39,1	18.321 €	1,29	181	3.910 €	11.831 €	7.203 €	-22,3	-16,7	5,6
TOTAL 29 COUNTRIES	39,1	94.311 €	1,65	781	4.669 €	17.033 €	10.373 €	-15,0	-14,1	5,7
12 NMS - PL	26,8	734 €	1,06	5	2.374 €	24.129 €	17.652 €	0,0	-9,0	2,9

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	171 2007/8 Employee owners % variation 2006/7 to 2007/8	172 2007/8 Cap held by employee % variation 2006/7 to 2007/8	173 2007/8 % Companies having new share plans in 2007/8	174 2007/8 Capitalisation million € May 2008	175 2007/8 % Companies having %EO published 2007/8	176 2007/8 % Companies having Stock Options 2007/8	177 2007/8 % Companies having Broad based plans 2007/8	178 2007/8 % Companies having EOwnership 2007/8	179 2007/8 % Companies having E Share Plans 2007/8	180 2007/8 % Companies having %EO>1% 2007/8
AT	-0,7	-11,7	9,8	105.195 €	22,0	29,3	41,5	61,0	53,7	46,3
BE	10,2	-23,0	54,7	199.281 €	13,2	81,1	30,2	77,4	88,7	41,5
BG	2,0	41,0	0,0	3.139 €	0,0	0,0	22,2	33,3	22,2	22,2
CH	8,8	-23,1	23,9	727.307 €	6,3	57,2	36,5	88,1	78,0	46,5
CY	4,9	-30,2	20,0	11.214 €	40,0	80,0	60,0	80,0	80,0	80,0
CZ	-1,6	63,6	6,7	52.157 €	0,0	10,0	86,7	86,7	96,7	83,3
DA	35,2	-14,3	50,7	144.092 €	15,1	72,6	52,1	89,0	84,9	41,1
DE	-4,8	-0,4	29,9	1.114.429 €	5,9	55,7	35,3	76,5	68,3	41,2
EE	-45,0	-89,8	33,3	1.532 €	0,0	33,3	0,0	66,7	33,3	33,3
ES	46,1	-13,3	11,9	642.587 €	5,0	18,9	45,3	85,5	64,2	57,2
FI	14,1	7,9	46,3	214.942 €	1,5	79,1	32,8	98,5	91,0	56,7
FR	9,2	-20,8	48,8	1.481.222 €	76,6	62,1	83,4	91,4	94,7	76,0
GR	10,3	-32,7	23,0	125.440 €	0,0	44,3	14,8	63,9	50,8	34,4
HU	1,8	-19,9	5,0	27.120 €	40,0	25,0	70,0	90,0	85,0	65,0
IE	6,2	-36,0	46,9	74.514 €	6,3	96,9	62,5	100,0	96,9	65,6
IT	5,6	-34,7	17,3	496.955 €	6,8	49,7	25,7	81,7	70,7	53,4
LT	52,4	-24,5	11,1	3.792 €	0,0	0,0	0,0	55,6	11,1	11,1
LU	-34,2	2,2	9,1	47.482 €	0,0	54,5	0,0	63,6	63,6	36,4
LV	-25,0	-44,0	0,0	1.027 €	0,0	0,0	33,3	33,3	33,3	0,0
MT	-30,8	-52,0	20,0	2.945 €	0,0	40,0	60,0	80,0	80,0	20,0
NL	-6,1	-12,9	44,7	439.562 €	14,1	74,1	35,3	89,4	89,4	51,8
NO	1,6	11,4	37,1	218.114 €	4,1	55,7	43,3	82,5	71,1	43,3
PL	-91,0	-20,4	18,1	133.649 €	1,1	33,0	7,4	44,7	43,6	26,6
PT	-0,8	-40,8	15,6	80.839 €	3,1	37,5	18,8	71,9	40,6	37,5
RO	-27,8	-25,8	0,0	15.939 €	0,0	10,0	0,0	30,0	10,0	0,0
SK	0,0	0,0	0,0	3.269 €	0,0	0,0	33,3	33,3	44,4	33,3
SL	-6,7	42,5	9,1	14.061 €	22,7	9,1	54,5	86,4	54,5	45,5
SV	19,0	-23,6	47,2	320.653 €	4,0	72,0	41,6	93,6	80,8	44,0
UK	7,5	-21,1	46,6	2.099.446 €	7,2	90,1	72,1	97,1	96,4	69,2
TOTAL 29 COUNTRIES	6,8	-18,7	34,6	8.803.902 €	16,4	60,9	49,8	85,2	79,3	55,1
12 NMS - PL	-3,0	-11,6	7,8	136.195 €	11,7	14,8	50,0	70,3	60,2	47,7

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	181 2007/8 % Companies having %EO>6% 2007/8	182 2007/8 % Companies having %EO>20% 2007/8	183 2007/8 % Companies having %EO>50% 2007/8	184 2007/8 Companies having %EO published 2007/8	185 2007/8 Companies having Stock Options 2007/8	186 2007/8 Companies having Broad based plans 2007/8	187 2007/8 Companies having EOwnership 2007/8	188 2007/8 Companies having E Share Plans 2007/8	189 2007/8 Companies having %EO>1% 2007/8	190 2007/8 Companies having %EO>6% 2007/8
AT	24,4	14,6	7,3	9	12	17	25	22	19	10
BE	18,9	11,3	5,7	7	43	16	41	47	22	10
BG	22,2	22,2	22,2	0	0	2	3	2	2	2
CH	16,4	6,9	1,3	10	91	58	140	124	74	26
CY	40,0	20,0	0,0	2	4	3	4	4	4	2
CZ	83,3	83,3	83,3	0	3	26	26	29	25	25
DA	6,8	2,7	0,0	11	53	38	65	62	30	5
DE	19,9	11,8	6,8	13	123	78	169	151	91	44
EE	0,0	0,0	0,0	0	2	0	4	2	2	0
ES	49,1	45,3	40,3	8	30	72	136	102	91	78
FI	9,0	4,5	0,0	1	53	22	66	61	38	6
FR	47,9	40,8	31,7	259	210	282	309	320	257	162
GR	23,0	18,0	4,9	0	27	9	39	31	21	14
HU	50,0	45,0	45,0	8	5	14	18	17	13	10
IE	21,9	9,4	0,0	2	31	20	32	31	21	7
IT	39,3	34,6	29,3	13	95	49	156	135	102	75
LT	11,1	0,0	0,0	0	0	0	5	1	1	1
LU	36,4	27,3	18,2	0	6	0	7	7	4	4
LV	0,0	0,0	0,0	0	0	1	1	1	0	0
MT	0,0	0,0	0,0	0	2	3	4	4	1	0
NL	18,8	11,8	7,1	12	63	30	76	76	44	16
NO	17,5	7,2	1,0	4	54	42	80	69	42	17
PL	23,4	13,8	5,3	1	31	7	42	41	25	22
PT	12,5	3,1	0,0	1	12	6	23	13	12	4
RO	0,0	0,0	0,0	0	1	0	3	1	0	0
SK	33,3	33,3	33,3	0	0	3	3	4	3	3
SL	45,5	31,8	31,8	5	2	12	19	12	10	10
SV	11,2	4,8	1,6	5	90	52	117	101	55	14
UK	25,9	15,4	8,6	38	474	379	511	507	364	136
TOTAL 29 COUNTRIES	28,2	20,5	14,4	409	1.517	1.241	2.124	1.977	1.373	703
12 NMS - PL	41,4	36,7	35,9	15	19	64	90	77	61	53

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	191 2007/8 Companies having %EO>20% 2007/8	192 2007/8 Companies having %EO>50% 2007/8	193 2007/8 Employees numbers 2007/8	194 2007/8 Employee owners numbers 2007/8	195 2007/8 Employee owners in % of employees 2007/8	196 2007/8 Democratization Ratio 2007/8	197 2007/8 Wealth concentration Ratio 2007/8	198 2007/8 % capital held by employees 2007/8	199 2007/8 capital held by EO million € 2007/8	200 2007/8 % capital held by EXECutives 2007/8
AT	6	3	472.823	110.569	23,4	0,84	1,19	3,78	3.975 €	1,03
BE	6	3	611.611	128.522	21,0	0,76	1,32	2,34	4.668 €	0,76
BG	2	2	14.912	304	0,0	0,00	ns	0,30	9 €	0,20
CH	11	2	1.553.443	370.520	23,9	0,86	1,17	2,51	18.283 €	1,04
CY	1	0	25.609	9.648	37,7	1,36	0,74	6,50	729 €	2,40
CZ	25	25	76.890	6.859	8,9	0,32	3,12	0,13	69 €	0,02
DA	2	0	412.959	68.240	16,5	0,59	1,68	0,94	1.359 €	0,26
DE	26	15	4.947.718	997.373	20,2	0,73	1,38	2,00	22.276 €	0,88
EE	0	0	15.317	11	0,0	0,00	ns	0,40	6 €	0,40
ES	72	64	1.683.249	187.767	11,2	0,40	2,49	2,81	18.061 €	1,68
FI	3	0	609.661	167.604	27,5	0,99	1,01	1,90	4.086 €	0,41
FR	138	107	6.915.476	3.030.816	43,8	1,58	0,63	4,69	69.480 €	1,22
GR	11	3	321.002	47.153	14,7	0,53	1,89	2,51	3.143 €	1,97
HU	9	9	91.050	9.217	10,1	0,36	2,75	1,85	502 €	0,73
IE	3	0	291.810	73.547	25,2	0,91	1,10	3,30	2.462 €	1,65
IT	66	56	1.688.328	206.038	12,2	0,44	2,28	2,64	13.164 €	1,85
LT	0	0	18.692	32	0,0	0,00	ns	1,46	55 €	1,46
LU	3	2	53.266	405	0,8	0,03	36,59	1,10	522 €	1,05
LV	0	0	4.139	300	7,2	0,26	3,84	0,04	0 €	0,00
MT	0	0	6.514	2.203	33,8	1,22	0,82	0,75	22 €	0,01
NL	10	6	1.954.710	338.185	17,3	0,62	1,61	1,88	8.255 €	0,62
NO	7	1	399.611	74.460	18,6	0,67	1,49	1,70	3.706 €	1,12
PL	13	5	526.513	3.201	0,6	0,02	ns	2,79	3.729 €	1,99
PT	1	0	245.140	23.109	9,4	0,34	2,95	0,95	771 €	0,50
RO	0	0	64.512	13	0,0	0,00	ns	0,02	3 €	0,01
SK	3	3	13.722	834	6,1	0,22	ns	0,65	21 €	0,00
SL	7	7	80.065	8.281	10,3	0,37	2,69	3,31	466 €	0,09
SV	6	2	1.307.103	514.347	39,4	1,42	0,71	1,60	5.133 €	0,72
UK	81	45	7.473.136	2.483.575	33,2	1,20	0,84	2,26	47.363 €	1,00
TOTAL 29 COUNTRIES	512	360	31.878.981	8.863.133	27,8	1,00	1,00	2,64	232.319 €	1,09
12 NMS - PL	47	46	411.422	37.702	9,2	0,33	3,03	1,38	1.883 €	0,41

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	201 2007/8 capital held by EXEC million € 2007/8	202 2007/8 % EXEC share in EOwnership 2007/8	203 2007/8 Cap held by NonEXEC million € 2007/8	204 2007/8 % capital held by NonEXEC 2007/8	205 2007/8 Companies having new share plans in 2007/8	206 2007/8 capital by employee in € 2007/8	207 2007/8 capital by employee owner 2007/8	208 2007/8 Cap held by NonEXEC by employee owner 2007/8	209 2006/7 capital % variation 2005/6 to 2006/7	210 2006/7 EO held cap % variation 2005/6 to 2006/7
AT	1.085 €	27,3	2.891 €	2,75	4	8.407 €	35.952 €	26.142 €	59,0	138,3
BE	1.520 €	32,6	3.147 €	1,58	29	7.632 €	36.320 €	24.490 €	22,7	45,4
BG	6 €	67,5	3 €	0,10	0	626 €	30.729 €	10.000 €	57,0	14,4
CH	7.596 €	41,5	10.686 €	1,47	38	11.769 €	49.344 €	28.842 €	12,7	25,7
CY	269 €	36,9	460 €	4,10	1	28.466 €	75.558 €	47.688 €	139,7	364,0
CZ	12 €	17,6	57 €	0,11	2	897 €	10.059 €	8.291 €	16,8	4,7
DA	381 €	28,1	978 €	0,68	37	3.291 €	19.915 €	14.329 €	26,9	53,0
DE	9.825 €	44,1	12.451 €	1,12	66	4.502 €	22.335 €	12.484 €	27,3	69,3
EE	6 €	100,0	0 €	0,00	2	397 €	ns	0 €	71,7	631,9
ES	10.788 €	59,7	7.273 €	1,13	19	10.730 €	96.186 €	38.734 €	25,7	37,9
FI	892 €	21,8	3.194 €	1,49	31	6.702 €	24.379 €	19.057 €	16,8	26,2
FR	18.027 €	25,9	51.453 €	3,47	165	10.047 €	22.925 €	16.977 €	24,4	33,0
GR	2.472 €	78,7	671 €	0,53	14	9.790 €	66.648 €	14.228 €	14,7	77,5
HU	197 €	39,2	305 €	1,12	1	5.511 €	54.443 €	33.088 €	9,7	12,9
IE	1.232 €	50,1	1.229 €	1,65	15	8.436 €	33.472 €	16.714 €	21,9	48,8
IT	9.235 €	70,2	3.929 €	0,79	33	7.797 €	63.893 €	19.072 €	11,0	-2,2
LT	55 €	100,0	0 €	0,00	1	2.953 €	ns	0 €	10,3	-22,6
LU	496 €	95,1	26 €	0,05	1	9.802 €	ns	63.598 €	11,3	61,8
LV	0 €	0,0	0 €	0,04	0	90 €	1.237 €	1.237 €	12,2	-25,2
MT	0 €	0,8	22 €	0,74	1	3.369 €	9.960 €	9.885 €	11,8	-5,9
NL	2.716 €	32,9	5.539 €	1,26	38	4.223 €	24.410 €	16.380 €	25,4	52,4
NO	2.437 €	65,8	1.269 €	0,58	36	9.274 €	49.773 €	17.042 €	8,3	22,8
PL	2.654 €	71,2	1.075 €	0,80	17	7.083 €	1.165.232 €	335.900 €	27,8	82,1
PT	403 €	52,3	368 €	0,45	5	3.144 €	33.355 €	15.916 €	30,8	88,4
RO	2 €	83,4	0 €	0,00	0	43 €	212.546 €	35.277 €	18,5	15,6
SK	0 €	0,0	21 €	0,65	0	1.550 €	25.503 €	0 €	7,4	0,0
SL	13 €	2,7	453 €	3,22	2	5.820 €	56.265 €	54.743 €	58,4	28,6
SV	2.293 €	44,7	2.841 €	0,89	59	3.927 €	9.980 €	5.523 €	17,7	56,8
UK	20.968 €	44,3	26.395 €	1,26	245	6.338 €	19.071 €	10.628 €	17,5	23,3
TOTAL 29 COUNTRIES	95.561 €	41,1	136.738 €	1,55	862	7.288 €	26.212 €	15.428 €	20,5	33,3
12 NMS - PL	561 €	29,8	1.322 €	0,97	10	4.576 €	49.936 €	35.069 €	26,8	76,4

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	211 2006/7 Employees % variation 2005/6 to 2006/7	212 2006/7 Cap held by employee % variation 2005/6 to 2006/7	213 2006/7 % Companies having new share plans in 2006/7	214 2006/7 Capitalisation million € May 2007	215 2006/7 % Companies having %EO published 2006/7	216 2006/7 % Companies having Stock Options 2006/7	217 2006/7 % Companies having Broad based plans 2006/7	218 2006/7 % Companies having EOwnership 2006/7	219 2006/7 % Companies having E Share Plans 2006/7	220 2006/7 % Companies having %EO>1% 2006/7
AT	24,5	91,3	22,0	119,484 €	24,4	31,7	39,0	61,0	53,7	46,3
BE	6,3	36,8	28,3	237,646 €	13,2	77,4	28,3	73,6	83,0	39,6
BG	10,7	3,4	0,0	3,125 €	11,1	0,0	22,2	33,3	22,2	22,2
CH	10,6	13,7	18,9	885,066 €	6,3	56,6	35,8	86,2	75,5	44,0
CY	22,8	ns	20,0	15,224 €	20,0	60,0	60,0	80,0	80,0	80,0
CZ	-5,8	11,2	6,7	40,501 €	0,0	6,7	86,7	86,7	93,3	83,3
DA	19,6	27,9	35,6	151,522 €	16,4	67,1	42,5	80,8	76,7	45,2
DE	8,2	56,4	19,5	1,222,537 €	5,9	53,8	32,1	71,9	66,1	41,6
EE	57,4	ns	0,0	2,473 €	0,0	0,0	0,0	50,0	0,0	33,3
ES	10,5	24,8	11,3	713,315 €	6,9	17,6	44,0	83,6	61,6	54,1
FI	4,1	21,2	38,8	216,383 €	3,0	77,6	31,3	97,0	86,6	59,7
FR	6,5	24,9	32,8	1,763,499 €	77,8	61,2	82,2	89,6	93,2	73,4
GR	7,4	65,2	16,4	130,943 €	0,0	39,3	13,1	59,0	45,9	29,5
HU	19,0	-5,1	15,0	30,883 €	45,0	25,0	70,0	90,0	85,0	65,0
IE	12,9	31,8	34,4	109,006 €	6,3	96,9	56,3	100,0	96,9	59,4
IT	6,5	-8,2	22,5	618,666 €	6,8	48,2	24,6	79,1	68,1	53,4
LT	6,7	-27,5	0,0	3,621 €	0,0	0,0	0,0	55,6	0,0	11,1
LU	12,0	44,5	18,2	46,239 €	0,0	45,5	0,0	54,5	45,5	36,4
LV	-6,5	-20,1	0,0	1,302 €	0,0	0,0	33,3	33,3	33,3	0,0
MT	-2,5	-3,5	20,0	3,393 €	0,0	40,0	60,0	80,0	80,0	40,0
NL	4,7	45,5	31,8	475,696 €	17,6	71,8	35,3	88,2	87,1	47,1
NO	14,4	7,3	26,8	212,057 €	4,1	49,5	40,2	77,3	64,9	42,3
PL	3,2	76,5	16,0	147,423 €	1,1	26,6	6,4	34,0	31,9	27,7
PT	1,5	85,7	9,4	90,967 €	3,1	37,5	18,8	71,9	37,5	37,5
RO	-9,2	27,4	10,0	18,347 €	0,0	10,0	0,0	30,0	10,0	0,0
SK	-6,8	0,0	0,0	2,885 €	0,0	0,0	33,3	33,3	44,4	33,3
SL	9,0	18,0	0,0	14,456 €	22,7	4,5	50,0	81,8	45,5	50,0
SV	4,4	50,2	26,4	381,693 €	3,2	65,6	37,6	92,0	72,8	44,8
UK	3,4	19,3	37,1	2,702,555 €	7,6	88,2	69,8	95,8	94,5	68,3
TOTAL 29 COUNTRIES	6,6	25,1	26,1	10,360,887 €	17,0	58,4	47,7	82,5	75,9	54,1
12 NMS - PL	4,6	68,6	6,3	136,190 €	12,5	10,9	49,2	68,8	55,5	49,2

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	221 2006/7 % Companies having %EO>6% 2006/7	222 2006/7 % Companies having %EO>20% 2006/7	223 2006/7 % Companies having %EO>50% 2006/7	224 2006/7 Companies having %EO published 2006/7	225 2006/7 Companies having Stock Options 2006/7	226 2006/7 Companies having Broad based plans 2006/7	227 2006/7 Companies having EOwnership 2006/7	228 2006/7 Companies having E Share Plans 2006/7	229 2006/7 Companies having %EO>1% 2006/7	230 2006/7 Companies having %EO>6% 2006/7
AT	22,0	14,6	7,3	10	13	16	25	22	19	9
BE	18,9	13,2	5,7	7	41	15	39	44	21	10
BG	22,2	22,2	22,2	1	0	2	3	2	2	2
CH	16,4	6,3	1,3	10	90	57	137	120	70	26
CY	40,0	20,0	0,0	1	3	3	4	4	4	2
CZ	83,3	83,3	83,3	0	2	26	26	28	25	25
DA	5,5	2,7	0,0	12	49	31	59	56	33	4
DE	20,8	12,2	7,2	13	119	71	159	146	92	46
EE	0,0	0,0	0,0	0	0	0	3	0	2	0
ES	47,8	44,0	39,0	11	28	70	133	98	86	76
FI	9,0	6,0	1,5	2	52	21	65	58	40	6
FR	47,3	40,5	31,1	263	207	278	303	315	248	160
GR	24,6	16,4	4,9	0	24	8	36	28	18	15
HU	50,0	45,0	45,0	9	5	14	18	17	13	10
IE	25,0	9,4	0,0	2	31	18	32	31	19	8
IT	41,4	36,6	31,4	13	92	47	151	130	102	79
LT	11,1	0,0	0,0	0	0	0	5	0	1	1
LU	36,4	27,3	18,2	0	5	0	6	5	4	4
LV	0,0	0,0	0,0	0	0	1	1	1	0	0
MT	0,0	0,0	0,0	0	2	3	4	4	2	0
NL	20,0	11,8	7,1	15	61	30	75	74	40	17
NO	19,6	7,2	3,1	4	48	39	63	63	41	19
PL	22,3	12,8	6,4	1	25	6	32	30	26	21
PT	15,6	3,1	0,0	1	12	6	23	12	12	5
RO	0,0	0,0	0,0	0	1	0	3	1	0	0
SK	33,3	33,3	33,3	0	0	3	3	4	3	3
SL	45,5	27,3	27,3	5	1	11	18	10	11	10
SV	12,8	4,0	2,4	4	82	47	115	91	56	16
UK	26,6	16,0	9,3	40	464	367	504	497	359	140
TOTAL 29 COUNTRIES	28,6	20,6	14,8	424	1.457	1.190	2.057	1.891	1.349	714
12 NMS - PL	41,4	35,9	35,2	16	14	63	88	71	63	53

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	231 2006/7 Companies having %EO>20% 2006/7	232 2006/7 Companies having %EO>50% 2006/7	233 2006/7 Employees numbers 2006/7	234 2006/7 Employee owners numbers 2006/7	235 2006/7 Employee owners in % of employees 2006/7	236 2006/7 Democratization Ratio 2006/7	237 2006/7 Wealth concentration Ratio 2006/7	238 2006/7 % capital held by employees 2006/7	239 2006/7 capital held by EO million € 2006/7	240 2006/7 % capital held by EXECutives 2006/7
AT	6	3	426.231	111.388	26,1	0,95	1,05	3,40	4.057 €	1,20
BE	7	3	585.479	116.599	19,9	0,72	1,38	2,44	5.807 €	0,77
BG	2	2	13.080	298	0,0	0,00	ns	0,19	6 €	0,02
CH	10	2	1.471.683	340.395	23,1	0,84	1,19	2,54	22.511 €	0,83
CY	1	0	23.152	9.200	39,7	1,44	0,69	6,20	944 €	1,75
CZ	25	25	81.541	6.973	8,6	0,31	3,22	0,11	45 €	0,01
DA	2	0	384.897	50.485	13,1	0,48	2,10	0,98	1.479 €	0,25
DE	27	16	4.927.153	1.047.767	21,3	0,77	1,29	1,82	22.269 €	0,79
EE	0	0	12.575	20	0,0	0,00	ns	1,98	49 €	1,78
ES	70	62	1.539.064	128.480	8,3	0,30	3,30	2,67	19.037 €	1,68
FI	4	1	542.142	146.933	27,1	0,98	1,02	1,56	3.368 €	0,30
FR	137	105	6.528.845	2.775.729	42,5	1,54	0,65	4,70	82.859 €	1,13
GR	10	3	267.017	42.749	16,0	0,58	1,72	2,96	3.882 €	2,52
HU	9	9	84.772	9.055	10,7	0,39	2,58	1,89	583 €	0,94
IE	3	0	274.798	69.255	25,2	0,92	1,09	3,32	3.624 €	1,99
IT	70	60	1.533.515	195.054	12,7	0,46	2,16	2,96	18.324 €	2,26
LT	0	0	18.788	21	0,0	0,00	ns	2,03	73 €	2,03
LU	3	2	50.815	616	1,2	0,04	22,72	1,05	487 €	0,99
LV	0	0	4.310	400	9,3	0,34	2,97	0,05	1 €	0,00
MT	0	0	5.773	3.182	55,1	2,00	0,50	1,19	40 €	0,03
NL	10	6	1.865.942	360.080	19,3	0,70	1,43	1,90	9.047 €	0,79
NO	7	3	373.955	73.258	19,6	0,71	1,41	2,47	3.113 €	0,80
PL	12	6	467.519	35.562	7,6	0,28	ns	2,82	4.159 €	2,03
PT	1	0	224.379	23.299	10,4	0,38	2,65	1,31	1.193 €	0,58
RO	0	0	69.421	18	0,0	0,00	ns	0,02	4 €	0,02
SK	3	3	12.346	834	6,8	0,25	ns	0,74	21 €	0,00
SL	6	6	73.946	8.878	12,0	0,44	2,29	2,09	302 €	0,42
SV	5	3	1.208.679	432.183	35,8	1,30	0,77	1,63	6.215 €	0,84
UK	84	49	7.079.870	2.311.375	32,6	1,19	0,84	2,10	56.858 €	0,93
TOTAL 29 COUNTRIES	514	369	30.151.687	8.300.088	27,5	1,00	1,00	2,61	270.358 €	1,07
12 NMS - PL	46	45	399.704	38.880	9,7	0,35	2,83	1,52	2.069 €	0,54

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	241 2006/7 capital held by EXEC million € 2006/7	242 2006/7 % EXEC share in EOwnership 2006/7	243 2006/7 Cap held by NonEXEC million € 2006/7	244 2006/7 % capital held by NonEXEC 2006/7	245 2006/7 Companies having new share plans in 2006/7	246 2006/7 capital by employee in € 2006/7	247 2006/7 capital by employee owner 2006/7	248 2006/7 Cap held by NonEXEC by employee owner 2006/7	249 2005/6 Capitalisation million € May 2006	250 2005/6 % Companies having %EO published 2005/6
AT	1.439 €	35,5	2.618 €	2,19	9	9.518 €	36.422 €	23.500 €	75.136 €	24,4
BE	1.823 €	31,4	3.984 €	1,68	15	9.918 €	49.800 €	34.168 €	193.694 €	11,3
BG	1 €	8,7	5 €	0,17	0	444 €	19.499 €	17.810 €	1.990 €	11,1
CH	7.315 €	32,5	15.196 €	1,72	30	15.296 €	66.133 €	44.642 €	785.170 €	5,7
CY	267 €	28,3	677 €	4,45	1	40.791 €	102.654 €	73.624 €	6.352 €	40,0
CZ	3 €	5,8	42 €	0,10	2	548 €	6.412 €	6.039 €	34.681 €	0,0
DA	374 €	25,3	1.105 €	0,73	26	3.842 €	29.291 €	21.891 €	119.366 €	16,4
DE	9.662 €	43,4	12.607 €	1,03	43	4.520 €	21.254 €	12.032 €	960.060 €	5,0
EE	44 €	89,6	5 €	0,21	0	3.898 €	ns	254.885 €	1.441 €	0,0
ES	12.009 €	63,1	7.028 €	0,99	18	12.369 €	148.171 €	54.700 €	567.266 €	13,2
FI	658 €	19,5	2.710 €	1,25	26	6.213 €	22.924 €	18.444 €	185.285 €	1,5
FR	20.008 €	24,1	62.851 €	3,56	111	12.691 €	29.851 €	22.643 €	1.417.995 €	73,7
GR	3.295 €	84,9	586 €	0,45	10	14.538 €	90.804 €	13.716 €	114.167 €	0,0
HU	289 €	49,6	294 €	0,95	3	6.877 €	64.380 €	32.449 €	28.133 €	50,0
IE	2.174 €	60,0	1.450 €	1,33	11	13.186 €	52.322 €	20.931 €	89.455 €	6,3
IT	14.007 €	76,4	4.317 €	0,70	43	11.949 €	93.944 €	22.131 €	557.124 €	6,8
LT	73 €	100,0	0 €	0,00	0	3.911 €	ns	0 €	3.284 €	0,0
LU	457 €	93,8	30 €	0,07	2	9.591 €	ns	49.158 €	41.539 €	0,0
LV	0 €	0,0	1 €	0,05	0	160 €	1.725 €	1.725 €	1.161 €	0,0
MT	1 €	2,3	40 €	1,17	1	7.013 €	12.723 €	12.429 €	3.034 €	0,0
NL	3.774 €	41,7	5.273 €	1,11	27	4.849 €	25.126 €	14.645 €	379.364 €	14,1
NO	1.693 €	54,4	1.420 €	0,67	26	8.325 €	42.494 €	19.384 €	195.805 €	5,2
PL	2.990 €	71,9	1.169 €	0,79	15	8.896 €	116.956 €	32.881 €	115.379 €	2,1
PT	529 €	44,3	664 €	0,73	3	5.316 €	51.191 €	28.492 €	69.572 €	6,3
RO	4 €	100,4	0 €	0,00	1	58 €	222.648 €	-822 €	15.485 €	0,0
SK	0 €	0,0	21 €	0,74	0	1.723 €	25.503 €	0 €	2.686 €	0,0
SL	60 €	19,9	242 €	1,67	0	4.083 €	34.009 €	27.247 €	9.129 €	22,7
SV	3.203 €	51,5	3.011 €	0,79	33	5.142 €	14.379 €	6.968 €	324.297 €	2,4
UK	25.173 €	44,3	31.685 €	1,17	195	8.031 €	24.599 €	13.708 €	2.300.656 €	7,2
TOTAL 29 COUNTRIES	111.326 €	41,2	159.031 €	1,53	651	8.967 €	32.573 €	19.160 €	8.598.704 €	16,6
12 NMS - PL	742 €	35,9	1.327 €	0,97	8	5.176 €	53.211 €	34.133 €	107.375 €	14,1

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	251 2005/6 % Companies having Stock Options 2005/6	252 2005/6 % Companies having Broad based plans 2005/6	253 2005/6 % Companies having EOwnership 2005/6	254 2005/6 % Companies having E Share Plans 2005/6	255 2005/6 % Companies having %EO>1% 2005/6	256 2005/6 % Companies having %EO>6% 2005/6	257 2005/6 % Companies having %EO>20% 2005/6	258 2005/6 % Companies having %EO>50% 2005/6	259 2005/6 Companies having %EO published 2005/6	260 2005/6 Companies having Stock Options 2005/6
AT	31,7	29,3	53,7	46,3	31,7	19,5	12,2	7,3	10	13
BE	75,5	24,5	69,8	81,1	34,0	15,1	13,2	5,7	6	40
BG	0,0	22,2	33,3	22,2	22,2	22,2	22,2	22,2	1	0
CH	53,5	30,2	86,8	71,1	35,2	14,5	5,0	0,6	9	85
CY	60,0	60,0	60,0	80,0	60,0	40,0	20,0	0,0	2	3
CZ	6,7	86,7	83,3	93,3	83,3	83,3	83,3	83,3	0	2
DA	60,3	39,7	75,3	71,2	32,9	5,5	2,7	0,0	12	44
DE	48,0	29,4	67,4	60,6	33,0	15,8	9,0	5,0	11	106
EE	0,0	0,0	50,0	0,0	16,7	0,0	0,0	0,0	0	0
ES	15,1	42,1	77,4	56,0	51,6	45,9	42,1	39,0	21	24
FI	74,6	20,9	94,0	82,1	53,7	10,4	6,0	4,5	1	50
FR	60,1	75,4	83,4	91,1	69,8	44,1	36,4	27,8	249	203
GR	37,7	11,5	49,2	41,0	26,2	19,7	9,8	3,3	0	23
HU	20,0	60,0	90,0	85,0	60,0	50,0	50,0	45,0	10	4
IE	90,6	56,3	93,8	90,6	46,9	25,0	12,5	0,0	2	29
IT	43,5	23,6	77,5	62,3	52,4	42,4	36,1	29,8	13	83
LT	0,0	0,0	44,4	0,0	11,1	11,1	11,1	0,0	0	0
LU	36,4	0,0	63,6	36,4	36,4	36,4	27,3	18,2	0	4
LV	0,0	0,0	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	67,1	32,9	83,5	78,8	37,6	21,2	10,6	7,1	12	57
NO	43,3	36,1	74,2	58,8	34,0	16,5	8,2	2,1	5	42
PL	18,1	6,4	26,6	23,4	20,2	16,0	8,5	6,4	2	17
PT	37,5	18,8	62,5	37,5	31,3	15,6	3,1	0,0	2	12
RO	0,0	0,0	30,0	0,0	0,0	0,0	0,0	0,0	0	0
SK	0,0	33,3	33,3	44,4	33,3	33,3	33,3	33,3	0	0
SL	4,5	50,0	77,3	45,5	45,5	45,5	31,8	27,3	5	1
SV	63,2	33,6	84,8	71,2	37,6	12,0	3,2	1,6	3	79
UK	86,1	68,6	94,1	91,6	62,4	26,8	16,0	8,7	38	453
TOTAL 29 COUNTRIES	55,2	44,6	78,5	71,8	48,2	27,1	19,3	13,8	414	1.376
12 NMS - PL	9,4	46,9	65,6	54,7	46,1	41,4	38,3	35,2	18	12

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	261 2005/6 Companies having Broad based plans	262 2005/6 Companies having EOwnership	263 2005/6 Companies having E Share Plans	264 2005/6 Companies having %EO>1%	265 2005/6 Companies having %EO>6%	266 2005/6 Companies having %EO>20%	267 2005/6 Companies having %EO>50%	268 2005/6 Employees numbers	269 2005/6 % capital held by employees	270 2005/6 EO held cap million €	271 2005/6 Cap held by employee in €
AT	12	22	19	13	8	5	3	342.262	2,27	1.703 €	4.975 €
BE	13	37	43	18	8	7	3	550.878	2,06	3.993 €	7.249 €
BG	2	3	2	2	2	2	2	11.816	0,26	5 €	430 €
CH	48	138	113	56	23	8	1	1.330.770	2,28	17.906 €	13.456 €
CY	3	3	4	3	2	1	0	18.856	3,20	204 €	10.794 €
CZ	26	25	28	25	25	25	25	86.597	0,12	43 €	493 €
DA	29	55	52	24	4	2	0	321.742	0,81	967 €	3.004 €
DE	65	149	134	73	35	20	11	4.553.006	1,37	13.154 €	2.889 €
EE	0	3	0	1	0	0	0	7.991	0,46	7 €	838 €
ES	67	123	89	82	73	67	62	1.392.713	2,43	13.807 €	9.914 €
FI	14	63	55	36	7	4	3	520.872	1,44	2.669 €	5.124 €
FR	255	282	308	236	149	123	94	6.132.421	4,39	62.311 €	10.161 €
GR	7	30	25	16	12	6	2	248.598	1,92	2.187 €	8.799 €
HU	12	18	17	12	10	10	9	71.223	1,84	516 €	7.250 €
IE	18	30	29	15	8	4	0	243.398	2,72	2.434 €	10.002 €
IT	45	148	119	100	81	69	57	1.439.249	3,36	18.740 €	13.020 €
LT	0	4	0	1	1	1	0	17.601	2,89	95 €	5.393 €
LU	0	7	4	4	4	3	2	45.379	0,72	301 €	6.636 €
LV	0	1	1	0	0	0	0	4.608	0,08	1 €	200 €
MT	3	4	4	2	0	0	0	5.920	1,42	43 €	7.270 €
NL	28	71	67	32	18	9	6	1.781.790	1,56	5.937 €	3.332 €
NO	35	72	57	33	16	8	2	326.887	1,29	2.535 €	7.755 €
PL	6	25	22	19	15	8	6	453.011	1,98	2.283 €	5.040 €
PT	6	20	12	10	5	1	0	221.161	0,91	633 €	2.862 €
RO	0	3	0	0	0	0	0	76.483	0,02	3 €	45 €
SK	3	3	4	3	3	3	3	13.250	0,80	21 €	1.616 €
SL	11	17	10	10	10	7	6	67.864	2,57	235 €	3.461 €
SV	42	106	89	47	15	4	2	1.157.685	1,22	3.963 €	3.423 €
UK	361	495	482	328	141	84	46	6.850.332	2,00	46.114 €	6.732 €
TOTAL 29 COUNTRIES	1.111	1.957	1.789	1.201	675	481	345	28.294.361	2,36	202.812 €	7.168 €
12 NMS - PL	60	84	70	59	53	49	45	382.209	1,09	1.173 €	3.069 €

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	272 2011/12 Employee owners in listed having ESP	273 2011/12 Employees in listed having ESP	274 2011/12 % EOwners/Employees in listed having ESP	275 2011/12 Listed comp. numbers	276 2011/12 Listed comp. having %EO published	277 2011/12 Listed comp. having Stock Options	278 2011/12 Listed comp. having Broad based plans	279 2011/12 Listed comp. having EOwnership	280 2011/12 Listed comp. having E Share Plans	281 2011/12 Listed comp. having %EO>1%
AT	122.849	345.579	35,5	41	7	13	18	31	25	21
BE	60.040	580.889	10,3	53	5	44	17	45	48	19
BG	0	0	0,0	7	0	0	0	5	0	0
CH	355.707	1.703.965	20,9	159	12	92	59	154	136	79
CY	4.532	24.947	18,2	5	2	4	3	5	4	4
CZ	3.218	61.417	5,2	5	0	3	1	4	4	0
DA	73.067	401.094	18,2	73	4	55	39	70	64	25
DE	922.613	5.052.560	18,3	218	7	130	80	183	166	80
EE	25	2.793	0,0	6	0	2	0	4	2	2
ES	181.068	1.588.157	11,4	100	5	35	16	90	48	31
FI	134.172	599.152	22,4	67	1	53	24	66	65	28
FR	3.589.352	7.311.605	49,1	254	177	212	211	240	243	179
GR	19.739	227.366	8,7	61	0	30	10	41	34	23
HU	7.659	93.561	8,2	11	4	5	4	8	8	3
IE	47.102	255.643	18,4	31	0	30	19	31	30	17
IT	124.867	1.540.030	8,1	154	1	100	15	141	106	58
LT	0	1.077	0,0	9	0	0	0	7	1	2
LU	871	41.571	2,1	11	0	9	0	8	10	4
LV	200	600	33,3	3	0	0	1	1	1	0
MT	2.282	4.286	53,2	5	0	2	3	4	4	2
NL	338.298	1.867.452	18,1	81	7	67	27	74	76	36
NO	72.765	406.823	17,9	97	4	60	53	93	81	32
PL	109.056	364.999	29,9	91	1	40	10	71	53	30
PT	22.756	249.470	9,1	32	1	14	7	29	15	7
RO	69.850	39.444	ns	10	0	1	2	5	3	0
SK	0	3.624	0,0	6	0	0	0	0	1	0
SL	4.309	25.309	17,0	15	2	1	4	11	8	4
SV	570.031	1.393.791	40,9	125	5	97	54	122	111	48
UK	2.384.561	7.518.207	31,7	490	11	480	385	487	486	304
TOTAL 29 COUNTRIES	9.220.987	31.705.410	29,1	2.220	256	1.579	1.062	2.030	1.833	1.038
12 NMS - PL	92.075	257.058	35,8	82	8	18	18	54	36	17

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	282 2011/12 Listed comp. having %EO>8% 2011/12	283 2011/12 Listed comp. having %EO>20% 2011/12	284 2011/12 Listed comp. having %EO>50% 2011/12	285 2011/12 %Listed comp. having %EO published 2011/12	286 2011/12 %Listed comp. having Stock Options 2011/12	287 2011/12 %Listed comp. having Broad based plans 2011/12	288 2011/12 %Listed comp. having EO ownership 2011/12	289 2011/12 %Listed comp. having E Share Plans 2011/12	290 2011/12 %Listed comp. having %EO>1% 2011/12	291 2011/12 %Listed comp. having %EO>6% 2011/12
AT	11	6	2	17,1	31,7	43,9	75,6	61,0	51,2	26,8
BE	9	5	3	9,4	83,0	32,1	84,9	90,6	35,8	17,0
BG	0	0	0	0,0	0,0	0,0	71,4	0,0	0,0	0,0
CH	25	11	4	7,5	57,9	37,1	96,9	85,5	49,7	15,7
CY	2	2	2	40,0	80,0	60,0	100,0	80,0	80,0	40,0
CZ	0	0	0	0,0	60,0	20,0	80,0	80,0	0,0	0,0
DA	4	3	1	5,5	75,3	53,4	95,9	87,7	34,2	5,5
DE	34	23	7	3,2	59,6	36,7	83,9	76,1	36,7	15,6
EE	1	0	0	0,0	33,3	0,0	66,7	33,3	33,3	16,7
ES	22	13	6	5,0	35,0	16,0	90,0	48,0	31,0	22,0
FI	5	3	0	1,5	79,1	35,8	98,5	97,0	41,8	7,5
FR	78	53	24	69,7	83,5	83,1	94,5	95,7	70,5	30,7
GR	18	13	3	0,0	49,2	16,4	67,2	55,7	37,7	29,5
HU	1	0	0	36,4	45,5	36,4	72,7	72,7	27,3	9,1
IE	4	1	0	0,0	96,8	61,3	100,0	96,8	54,8	12,9
IT	37	28	20	0,6	64,9	9,7	91,6	68,8	37,7	24,0
LT	2	2	0	0,0	0,0	0,0	77,8	11,1	22,2	22,2
LU	4	2	2	0,0	81,8	0,0	72,7	90,9	36,4	36,4
LV	0	0	0	0,0	0,0	33,3	33,3	33,3	0,0	0,0
MT	0	0	0	0,0	40,0	60,0	80,0	80,0	40,0	0,0
NL	9	4	1	8,6	82,7	33,3	91,4	93,8	44,4	11,1
NO	10	7	1	4,1	61,9	54,6	95,9	83,5	33,0	10,3
PL	21	10	1	1,1	44,0	11,0	78,0	58,2	33,0	23,1
PT	3	2	0	3,1	43,8	21,9	90,6	46,9	21,9	9,4
RO	0	0	0	0,0	10,0	20,0	50,0	30,0	0,0	0,0
SK	0	0	0	0,0	0,0	0,0	0,0	16,7	0,0	0,0
SL	1	0	0	13,3	6,7	26,7	73,3	53,3	26,7	6,7
SV	11	5	1	4,0	77,6	43,2	97,6	88,8	38,4	8,8
UK	92	43	11	2,2	98,0	78,6	99,4	99,2	62,0	18,8
TOTAL 29 COUNTRIES	404	236	89	11,5	71,1	47,8	91,4	82,6	46,8	18,2
12 NMS - PL	7	4	2	9,8	22,0	22,0	65,9	43,9	20,7	8,5

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	292 2011/12 % Listed comp. having %EO>20% 2011/12	293 2011/12 % Listed comp. having %EO>50% 2011/12	294 2010/11 Employee owners in listed having ESP 2010/11	295 2010/11 Employees in listed having ESP 2010/11	296 2010/11 % EOwners/Employees in listed having ESP 2010/11	297 2010/11 Listed comp. having %EO published 2010/11	298 2010/11 Listed comp. having Stock Options 2010/11	299 2010/11 Listed comp. having Broad based plans 2010/11	300 2010/11 Listed comp. having EOwnership 2010/11	301 2010/11 Listed comp. having E Share Plans 2010/11
AT	14,6	4,9	123.719	340.693	36,3	6	13	18	31	25
BE	9,4	5,7	87.038	572.036	15,2	5	44	17	44	48
BG	0,0	0,0	0	0	0,0	0	0	0	0	0
CH	6,9	2,5	361.478	1.575.141	22,9	13	92	59	154	133
CY	40,0	40,0	4.575	25.651	17,8	2	4	3	5	4
CZ	0,0	0,0	3.219	63.914	5,0	0	3	1	4	4
DA	4,1	1,4	77.859	384.160	20,3	6	55	39	70	64
DE	10,6	3,2	956.949	4.881.260	19,6	7	130	79	181	164
EE	0,0	0,0	25	2.555	0,0	0	2	0	4	2
ES	13,0	6,0	178.333	1.508.281	11,8	5	35	13	90	48
FI	4,5	0,0	140.391	574.993	24,4	1	53	24	66	65
FR	20,9	9,4	3.564.044	6.992.877	51,0	178	212	211	239	243
GR	21,3	4,9	21.111	240.336	8,8	0	30	10	41	34
HU	0,0	0,0	7.433	90.803	8,2	3	5	4	8	8
IE	3,2	0,0	49.318	262.994	18,8	2	30	19	31	30
IT	18,2	13,0	137.769	1.521.228	9,1	2	100	15	140	105
LT	22,2	0,0	2	1.108	0,0	0	0	0	7	1
LU	18,2	18,2	775	39.282	2,0	0	9	0	8	10
LV	0,0	0,0	220	900	24,4	0	0	1	1	1
MT	0,0	0,0	2.282	4.299	53,1	0	2	3	4	4
NL	4,9	1,2	356.962	1.781.442	20,0	8	67	27	74	75
NO	7,2	1,0	75.438	394.635	19,1	5	59	51	91	78
PL	11,0	1,1	88.045	362.540	24,3	5	37	9	69	49
PT	6,3	0,0	23.046	208.020	11,1	1	14	7	29	15
RO	0,0	0,0	70.385	42.520	ns	0	1	2	5	3
SK	0,0	0,0	0	3.683	0,0	0	0	0	0	1
SL	0,0	0,0	4.939	25.478	19,4	2	1	4	11	7
SV	4,0	0,8	559.841	1.299.718	43,1	5	96	55	121	109
UK	8,8	2,2	2.417.926	7.366.777	32,8	14	477	380	487	484
TOTAL 29 COUNTRIES	10,6	4,0	9.313.113	30.567.323	30,5	270	1.571	1.051	2.020	1.814
12 NMS - PL	4,9	2,4	93.080	260.911	35,7	7	18	18	54	35

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	302 2010/11 Listed comp. having %EO>1% 2010/11	303 2010/11 Listed comp. having %EO>6% 2010/11	304 2010/11 Listed comp. having %EO>20% 2010/11	305 2010/11 Listed comp. having %EO>50% 2010/11	306 2010/11 % Listed comp. having %EO published 2010/11	307 2010/11 % Listed comp. having Stock Options 2010/11	308 2010/11 % Listed comp. having Broad based plans 2010/11	309 2010/11 % Listed comp. having EOwnership 2010/11	310 2010/11 % Listed comp. having E Share Plans 2010/11	311 2010/11 % Listed comp. having %EO>1% 2010/11
AT	19	11	6	2	14,6	31,7	43,9	75,6	61,0	46,3
BE	21	9	5	3	9,4	83,0	32,1	83,0	90,6	39,6
BG	0	0	0	0	0,0	0,0	0,0	71,4	0,0	0,0
CH	75	30	9	3	8,2	57,9	37,1	96,9	83,6	47,2
CY	4	2	2	2	40,0	80,0	60,0	100,0	80,0	80,0
CZ	0	0	0	0	0,0	60,0	20,0	80,0	80,0	0,0
DA	28	5	4	0	8,2	75,3	53,4	95,9	87,7	38,4
DE	85	41	26	11	3,2	59,6	36,2	83,0	75,2	39,0
EE	2	1	0	0	0,0	33,3	0,0	66,7	33,3	33,3
ES	31	21	13	7	5,0	35,0	13,0	90,0	48,0	31,0
FI	31	5	3	0	1,5	79,1	35,8	98,5	97,0	46,3
FR	180	77	56	23	70,1	83,5	83,1	94,1	95,7	70,9
GR	24	20	12	3	0,0	49,2	16,4	67,2	55,7	39,3
HU	3	1	0	0	27,3	45,5	36,4	72,7	72,7	27,3
IE	17	4	1	0	6,5	96,8	61,3	100,0	96,8	54,8
IT	58	38	27	18	1,3	64,9	9,7	90,9	68,2	37,7
LT	2	2	1	0	0,0	0,0	0,0	77,8	11,1	22,2
LU	4	3	2	2	0,0	81,8	0,0	72,7	90,9	36,4
LV	0	0	0	0	0,0	0,0	33,3	33,3	33,3	0,0
MT	2	0	0	0	0,0	40,0	60,0	80,0	80,0	40,0
NL	36	10	5	1	9,9	82,7	33,3	91,4	92,6	44,4
NO	28	10	8	2	5,2	60,8	52,6	93,8	80,4	28,9
PL	33	21	9	1	5,5	40,7	9,9	75,8	53,8	36,3
PT	7	3	3	0	3,1	43,8	21,9	90,6	46,9	21,9
RO	0	0	0	0	0,0	10,0	20,0	50,0	30,0	0,0
SK	0	0	0	0	0,0	0,0	0,0	0,0	16,7	0,0
SL	4	1	0	0	13,3	6,7	26,7	73,3	46,7	26,7
SV	47	12	5	3	4,0	76,8	44,0	96,8	87,2	37,6
UK	301	92	41	12	2,9	97,3	77,6	99,4	98,8	61,4
TOTAL 29 COUNTRIES	1.042	419	238	93	12,2	70,8	47,3	91,0	81,7	46,9
12 NMS - PL	17	7	3	2	8,5	22,0	22,0	65,9	42,7	20,7

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	312 2010/11 % Listed comp. having %EO>8% 2010/11	313 2010/11 % Listed comp. having %EO>20% 2010/11	314 2010/11 % Listed comp. having %EO>50% 2010/11	315 2009/10 Employee owners in listed having ESP 2009/10	316 2009/10 Employees in listed having ESP 2009/10	317 2009/10 % EOwneers/Employees in listed having ESP 2009/10	318 2009/10 Listed comp. having %EO published 2009/10	319 2009/10 Listed comp. having Stock Options 2009/10	320 2009/10 Listed comp. having Broad based plans 2009/10	321 2009/10 Listed comp. having EOwnership 2009/10
AT	26,8	14,6	4,9	112.825	341.281	33,1	8	13	17	30
BE	17,0	9,4	5,7	100.800	572.891	17,6	7	44	17	43
BG	0,0	0,0	0,0	0	0	0,0	0	0	0	5
CH	18,9	5,7	1,9	365.008	1.521.027	24,0	12	92	59	153
CY	40,0	40,0	40,0	14.450	26.625	54,3	2	4	3	5
CZ	0,0	0,0	0,0	3.309	66.495	5,0	0	3	1	4
DA	6,8	5,5	0,0	73.082	387.373	18,9	6	55	38	70
DE	18,8	11,9	5,0	1.042.392	4.777.570	21,8	10	129	80	179
EE	16,7	0,0	0,0	6	2.812	0,0	0	2	0	4
ES	21,0	13,0	7,0	143.649	1.430.347	10,0	4	35	13	90
FI	7,5	4,5	0,0	142.193	569.427	25,0	1	53	23	66
FR	30,3	22,0	9,1	3.374.307	6.812.258	49,5	183	211	208	237
GR	32,8	19,7	4,9	21.703	253.049	8,6	0	30	10	41
HU	9,1	0,0	0,0	6.383	93.809	6,8	4	5	4	9
IE	12,9	3,2	0,0	56.971	266.187	21,4	2	30	19	31
IT	24,7	17,5	11,7	138.858	1.534.025	9,1	2	98	13	140
LT	22,2	11,1	0,0	2	1.372	0,0	0	0	0	7
LU	27,3	18,2	18,2	457	29.619	1,5	0	8	0	8
LV	0,0	0,0	0,0	270	1.500	18,0	0	0	1	1
MT	0,0	0,0	0,0	2.286	4.580	49,9	0	2	3	4
NL	12,3	6,2	1,2	312.293	1.845.728	16,9	8	64	27	74
NO	10,3	8,2	2,1	85.802	402.520	21,3	5	59	48	89
PL	23,1	9,9	1,1	87.993	348.979	25,2	3	35	7	65
PT	9,4	9,4	0,0	23.768	200.909	11,8	1	14	7	29
RO	0,0	0,0	0,0	64	47.015	0,1	0	1	0	4
SK	0,0	0,0	0,0	0	3.716	0,0	0	0	0	0
SL	6,7	0,0	0,0	5.521	29.004	19,0	3	1	4	11
SV	9,6	4,0	2,4	509.220	1.259.931	40,4	6	96	54	121
UK	18,8	8,4	2,4	2.416.586	7.335.344	32,9	16	474	370	484
TOTAL 29 COUNTRIES	18,9	10,7	4,2	9.040.199	30.165.393	30,0	283	1.558	1.026	2.004
12 NMS - PL	8,5	3,7	2,4	32.290	276.928	11,7	9	18	16	54

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	322 2009/10 Listed comp. having E Share Plans 2009/10	323 2009/10 Listed comp. having %EO>1% 2009/10	324 2009/10 Listed comp. having %EO>6% 2009/10	325 2009/10 Listed comp. having %EO>20% 2009/10	326 2009/10 Listed comp. having %EO>50% 2009/10	327 2009/10 % Listed comp. having %EO published 2009/10	328 2009/10 % Listed comp. having Stock Options 2009/10	329 2009/10 % Listed comp. having Broad based plans 2009/10	330 2009/10 % Listed comp. having EOwnership 2009/10	331 2009/10 % Listed comp. having E Share Plans 2009/10
AT	24	19	11	6	3	19,5	31,7	41,5	73,2	58,5
BE	48	19	9	5	3	13,2	83,0	32,1	81,1	90,6
BG	0	0	0	0	0	0,0	0,0	0,0	71,4	0,0
CH	130	74	29	10	3	7,5	57,9	37,1	96,2	81,8
CY	4	5	2	2	2	40,0	80,0	60,0	100,0	80,0
CZ	4	0	0	0	0	0,0	60,0	20,0	80,0	80,0
DA	64	25	4	3	0	8,2	75,3	52,1	95,9	87,7
DE	161	91	38	25	10	4,6	59,2	36,7	82,1	73,9
EE	2	1	0	0	0	0,0	33,3	0,0	66,7	33,3
ES	48	25	17	11	5	4,0	35,0	13,0	90,0	48,0
FI	65	32	7	3	0	1,5	79,1	34,3	98,5	97,0
FR	241	176	78	57	25	72,0	83,1	81,9	93,3	94,9
GR	34	19	16	10	2	0,0	49,2	16,4	67,2	55,7
HU	8	4	1	0	0	36,4	45,5	36,4	81,8	72,7
IE	30	15	5	1	0	6,5	96,8	61,3	100,0	96,8
IT	102	60	39	28	18	1,3	63,6	8,4	90,9	66,2
LT	1	1	1	0	0	0,0	0,0	0,0	77,8	11,1
LU	9	3	2	1	1	0,0	72,7	0,0	72,7	81,8
LV	1	0	0	0	0	0,0	0,0	33,3	33,3	33,3
MT	4	1	0	0	0	0,0	40,0	60,0	80,0	80,0
NL	72	37	11	6	1	9,9	79,0	33,3	91,4	88,9
NO	75	31	14	9	2	5,2	60,8	49,5	91,8	77,3
PL	46	30	21	10	1	3,3	38,5	7,7	71,4	50,5
PT	15	8	3	3	0	3,1	43,8	21,9	90,6	46,9
RO	1	0	0	0	0	0,0	10,0	0,0	40,0	10,0
SK	1	0	0	0	0	0,0	0,0	0,0	0,0	16,7
SL	7	4	3	0	0	20,0	6,7	26,7	73,3	46,7
SV	108	49	11	4	2	4,8	76,8	43,2	96,8	86,4
UK	481	302	97	43	13	3,3	96,7	75,5	98,8	98,2
TOTAL 29 COUNTRIES	1.786	1.031	419	237	91	12,7	70,2	46,2	90,3	80,5
12 NMS - PL	33	16	7	2	2	11,0	22,0	19,5	65,9	40,2

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	332 2009/10 % Listed comp. having %EO>1% 2009/10	333 2009/10 % Listed comp. having %EO>6% 2009/10	334 2009/10 % Listed comp. having %EO>20% 2009/10	335 2009/10 % Listed comp. having %EO>50% 2009/10	336 2008/9 Employee owners in listed having ESP 2008/9	337 2008/9 Employees in listed having ESP 2008/9	338 2008/9 % EOwrs/Employees in listed having ESP 2008/9	339 2008/9 Listed comp. having %EO published 2008/9	340 2008/9 Listed comp. having Stock Options 2008/9	341 2008/9 Listed comp. having Broad based plans 2008/9
AT	46,3	26,8	14,6	7,3	109.181	364.352	30,0	8	13	17
BE	35,8	17,0	9,4	5,7	109.809	609.486	18,0	7	44	17
BG	0,0	0,0	0,0	0,0	0	0	0,0	0	0	0
CH	46,5	18,2	6,3	1,9	394.996	1.565.357	25,2	13	91	58
CY	100,0	40,0	40,0	40,0	14.461	26.257	55,1	2	4	3
CZ	0,0	0,0	0,0	0,0	3.309	62.870	5,3	0	3	1
DA	34,2	5,5	4,1	0,0	76.454	403.812	18,9	10	54	38
DE	41,7	17,4	11,5	4,6	1.010.145	4.862.791	20,8	10	126	79
EE	16,7	0,0	0,0	0,0	6	4.439	0,0	0	2	0
ES	25,0	17,0	11,0	5,0	132.515	1.415.963	9,4	4	32	13
FI	47,8	10,4	4,5	0,0	171.996	622.725	27,6	1	53	23
FR	69,3	30,7	22,4	9,8	2.982.687	6.938.933	43,0	178	209	204
GR	31,1	26,2	16,4	3,3	22.588	243.639	9,3	0	29	10
HU	36,4	9,1	0,0	0,0	6.226	76.947	8,1	4	5	5
IE	48,4	16,1	3,2	0,0	71.916	288.884	24,9	2	30	19
IT	39,0	25,3	18,2	11,7	144.375	1.503.177	9,6	3	98	13
LT	11,1	11,1	0,0	0,0	2	1.545	0,0	0	0	0
LU	27,3	18,2	9,1	9,1	487	30.263	1,6	0	7	0
LV	0,0	0,0	0,0	0,0	300	1.624	18,5	0	0	1
MT	20,0	0,0	0,0	0,0	2.286	4.773	47,9	0	2	3
NL	45,7	13,6	7,4	1,2	322.860	1.979.159	16,3	8	64	27
NO	32,0	14,4	9,3	2,1	81.178	397.710	20,4	4	59	45
PL	33,0	23,1	11,0	1,1	59.991	348.809	17,2	2	34	6
PT	25,0	9,4	9,4	0,0	25.088	198.300	12,7	1	14	7
RO	0,0	0,0	0,0	0,0	25	49.679	ns	0	1	0
SK	0,0	0,0	0,0	0,0	0	3.737	0,0	0	0	0
SL	26,7	20,0	0,0	0,0	5.874	31.020	18,9	3	1	4
SV	39,2	8,8	3,2	1,6	516.436	1.318.698	39,2	7	93	54
UK	61,6	19,8	8,8	2,7	2.446.887	7.476.170	32,7	19	473	364
TOTAL 29 COUNTRIES	46,4	18,9	10,7	4,1	8.712.050	30.831.119	28,3	286	1.541	1.011
12 NMS - PL	19,5	8,5	2,4	2,4	32.489	262.891	12,4	9	18	17

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	342 2008/9 Listed comp. having EOwnership 2008/9	343 2008/9 Listed comp. having E Share Plans 2008/9	344 2008/9 Listed comp. having %EO>1% 2008/9	345 2008/9 Listed comp. having %EO>6% 2008/9	346 2008/9 Listed comp. having %EO>20% 2008/9	347 2008/9 Listed comp. having %EO>50% 2008/9	348 2008/9 % Listed comp. having %EO published 2008/9	349 2008/9 % Listed comp. having Stock Options 2008/9	350 2008/9 % Listed comp. having Broad based plans 2008/9	351 2008/9 % Listed comp. having EOwnership 2008/9
AT	30	24	19	11	6	2	19,5	31,7	41,5	73,2
BE	43	48	18	10	6	3	13,2	83,0	32,1	81,1
BG	5	0	0	0	0	0	0,0	0,0	0,0	71,4
CH	152	127	70	28	11	3	8,2	57,2	36,5	95,6
CY	5	4	5	2	2	2	40,0	80,0	60,0	100,0
CZ	4	4	0	0	0	0	0,0	60,0	20,0	80,0
DA	69	63	29	4	3	0	13,7	74,0	52,1	94,5
DE	175	155	95	41	26	11	4,6	57,8	36,2	80,3
EE	4	2	2	0	0	0	0,0	33,3	0,0	66,7
ES	90	46	29	18	13	5	4,0	32,0	13,0	90,0
FI	66	64	38	6	3	0	1,5	79,1	34,3	98,5
FR	236	240	176	81	80	25	70,1	82,3	80,3	92,9
GR	41	33	21	16	11	4	0,0	47,5	16,4	67,2
HU	9	8	4	1	0	0	36,4	45,5	45,5	81,8
IE	31	30	18	6	2	0	6,5	96,8	61,3	100,0
IT	140	102	63	38	30	19	1,9	63,6	8,4	90,9
LT	7	1	2	1	0	0	0,0	0,0	0,0	77,8
LU	8	8	4	3	2	2	0,0	63,6	0,0	72,7
LV	1	1	0	0	0	0	0,0	0,0	33,3	33,3
MT	4	4	1	0	0	0	0,0	40,0	60,0	80,0
NL	71	72	38	11	6	2	9,9	79,0	33,3	87,7
NO	88	74	40	15	9	2	4,1	60,8	46,4	90,7
PL	65	45	27	21	11	2	2,2	37,4	6,6	71,4
PT	29	15	10	3	3	0	3,1	43,8	21,9	90,6
RO	4	1	0	0	0	0	0,0	10,0	0,0	40,0
SK	0	1	0	0	0	0	0,0	0,0	0,0	0,0
SL	11	7	4	3	0	0	20,0	6,7	26,7	73,3
SV	121	106	53	13	4	1	5,6	74,4	43,2	96,8
UK	483	478	331	104	46	11	3,9	96,5	74,3	98,6
TOTAL 29 COUNTRIES	1.992	1.763	1.097	436	254	94	12,9	69,4	45,5	89,7
12 NMS - PL	54	33	18	7	2	2	11,0	22,0	20,7	65,9

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	352 2008/9 % Listed comp. having E Share Plans 2008/9	353 2008/9 % Listed comp. having %EO>1% 2008/9	354 2008/9 % Listed comp. having %EO>6% 2008/9	355 2008/9 % Listed comp. having %EO>20% 2008/9	356 2008/9 % Listed comp. having %EO>50% 2008/9	357 2007/8 Employee owners in listed having ESP 2007/8	358 2007/8 Employees in listed having ESP 2007/8	359 2007/8 %EOwners/Employees in listed having ESP 2007/8	360 2007/8 Listed comp. having %EO published 2007/8	361 2007/8 Listed comp. having Stock Options 2007/8
AT	58,5	46,3	26,8	14,6	4,9	110.548	345.221	32,0	9	12
BE	90,6	34,0	18,9	11,3	5,7	128.522	602.458	21,3	7	43
BG	0,0	0,0	0,0	0,0	0,0	0	0	0,0	0	0
CH	79,9	44,0	17,6	6,9	1,9	370.444	1.508.794	24,6	10	91
CY	80,0	100,0	40,0	40,0	40,0	9.644	17.351	55,6	2	4
CZ	80,0	0,0	0,0	0,0	0,0	3.209	66.209	4,8	0	3
DA	86,3	39,7	5,5	4,1	0,0	68.219	372.936	18,3	11	53
DE	71,1	43,6	18,8	11,9	5,0	996.584	4.682.301	21,3	10	123
EE	33,3	33,3	0,0	0,0	0,0	6	4.490	0,0	0	2
ES	46,0	29,0	18,0	13,0	5,0	138.715	1.329.832	10,4	5	30
FI	95,5	56,7	9,0	4,5	0,0	167.599	602.961	27,8	1	53
FR	94,5	69,3	31,9	23,6	9,8	2.899.517	6.651.842	43,6	177	209
GR	54,1	34,4	26,2	18,0	6,6	23.128	234.192	9,9	0	27
HU	72,7	36,4	9,1	0,0	0,0	6.498	77.372	8,4	5	5
IE	96,8	58,1	19,4	6,5	0,0	67.766	284.325	23,8	1	30
IT	66,2	40,9	24,7	19,5	12,3	146.642	1.443.838	10,2	2	95
LT	11,1	22,2	11,1	0,0	0,0	2	1.455	0,0	0	0
LU	72,7	36,4	27,3	18,2	18,2	404	29.894	1,4	0	6
LV	33,3	0,0	0,0	0,0	0,0	300	1.100	27,3	0	0
MT	80,0	20,0	0,0	0,0	0,0	2.200	4.804	45,8	0	2
NL	88,9	46,9	13,6	7,4	2,5	336.911	1.913.860	17,6	9	63
NO	76,3	41,2	15,5	9,3	2,1	74.407	385.190	19,3	4	54
PL	49,5	29,7	23,1	12,1	2,2	2.474	315.589	0,8	1	31
PT	46,9	31,3	9,4	9,4	0,0	23.060	176.869	13,0	1	12
RO	10,0	0,0	0,0	0,0	0,0	1	41.104	ns	0	1
SK	16,7	0,0	0,0	0,0	0,0	0	3.671	0,0	0	0
SL	46,7	26,7	20,0	0,0	0,0	5.870	30.549	19,2	3	1
SV	84,8	42,4	10,4	3,2	0,8	514.285	1.282.046	40,1	5	90
UK	97,6	67,6	21,2	9,4	2,2	2.390.113	7.254.719	32,9	16	469
TOTAL 29 COUNTRIES	79,4	49,4	19,6	11,4	4,2	8.487.066	29.664.972	28,6	279	1.509
12 NMS - PL	40,2	22,0	8,5	2,4	2,4	27.730	248.105	11,2	10	18

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	362 2007/8 Listed comp. having Broad based plans 2007/8	363 2007/8 Listed comp. having EOwnership 2007/8	364 2007/8 Listed comp. having E Share Plans 2007/8	365 2007/8 Listed comp. having %EO>1% 2007/8	366 2007/8 Listed comp. having %EO>6% 2007/8	367 2007/8 Listed comp. having %EO>20% 2007/8	368 2007/8 Listed comp. having %EO>50% 2007/8	369 2007/8 % Listed comp. having %EO published 2007/8	370 2007/8 % Listed comp. having Stock Options 2007/8	371 2007/8 % Listed comp. having Broad based plans 2007/8
AT	17	25	22	19	10	6	3	22,0	29,3	41,5
BE	16	41	47	22	10	6	3	13,2	81,1	30,2
BG	0	1	0	0	0	0	0	0,0	0,0	0,0
CH	58	140	124	74	26	11	2	6,3	57,2	36,5
CY	3	4	4	4	2	1	0	40,0	80,0	60,0
CZ	1	2	4	0	0	0	0	0,0	60,0	20,0
DA	38	65	62	30	5	2	0	15,1	72,6	52,1
DE	75	166	148	88	41	23	12	4,6	56,4	34,4
EE	0	4	2	2	0	0	0	0,0	33,3	0,0
ES	13	77	43	32	19	13	5	5,0	30,0	13,0
FI	22	66	61	38	6	3	0	1,5	79,1	32,8
FR	202	226	238	174	79	56	26	69,7	82,3	79,5
GR	9	39	31	21	14	11	3	0,0	44,3	14,8
HU	5	9	8	4	1	0	0	45,5	45,5	45,5
IE	19	31	30	20	6	2	0	3,2	96,8	61,3
IT	12	119	98	65	38	29	19	1,3	61,7	7,8
LT	0	5	1	1	1	0	0	0,0	0,0	0,0
LU	0	7	7	4	4	3	2	0,0	54,5	0,0
LV	1	1	1	0	0	0	0	0,0	0,0	33,3
MT	3	4	4	1	0	0	0	0,0	40,0	60,0
NL	26	72	72	40	12	6	2	11,1	77,8	32,1
NO	42	80	69	42	17	7	1	4,1	55,7	43,3
PL	4	40	38	22	19	10	2	1,1	34,1	4,4
PT	6	23	13	12	4	1	0	3,1	37,5	18,8
RO	0	3	1	0	0	0	0	0,0	10,0	0,0
SK	0	0	1	0	0	0	0	0,0	0,0	0,0
SL	5	12	5	3	3	0	0	20,0	6,7	33,3
SV	52	117	101	55	14	6	2	4,0	72,0	41,6
UK	349	477	473	330	102	47	12	3,3	95,7	71,2
TOTAL 29 COUNTRIES	978	1.856	1.708	1.103	433	243	94	12,6	68,0	44,1
12 NMS - PL	18	45	31	15	7	1	0	12,2	22,0	22,0

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	372 2007/8 % Listed comp. having EOwnership 2007/8	373 2007/8 % Listed comp. having E Share Plans 2007/8	374 2007/8 % Listed comp. having %EO>1% 2007/8	375 2007/8 % Listed comp. having %EO>6% 2007/8	376 2007/8 % Listed comp. having %EO>20% 2007/8	377 2007/8 % Listed comp. having %EO>50% 2007/8	378 2006/7 Employee owners in listed having ESP 2006/7	379 2006/7 Employees in listed having ESP 2006/7	380 2006/7 %EOwners/Employees in listed having ESP 2006/7	381 2006/7 Listed comp. having %EO published 2006/7
AT	61,0	53,7	46,3	24,4	14,6	7,3	111.381	314.029	35,5	10
BE	77,4	88,7	41,5	18,9	11,3	5,7	116.599	577.478	20,2	7
BG	14,3	0,0	0,0	0,0	0,0	0,0	0	0	0,0	1
CH	88,1	78,0	46,5	16,4	6,9	1,3	340.325	1.430.133	23,8	10
CY	80,0	80,0	80,0	40,0	20,0	0,0	9.200	15.548	59,2	1
CZ	40,0	80,0	0,0	0,0	0,0	0,0	3.282	69.369	4,7	0
DA	89,0	84,9	41,1	6,8	2,7	0,0	50.445	345.371	14,6	12
DE	76,1	67,9	40,4	18,8	10,6	5,5	1.046.952	4.679.885	22,4	10
EE	66,7	33,3	33,3	0,0	0,0	0,0	5	2.769	0,0	0
ES	77,0	43,0	32,0	19,0	13,0	5,0	79.735	1.213.838	6,6	5
FI	98,5	91,0	56,7	9,0	4,5	0,0	146.928	535.742	27,4	2
FR	89,0	93,7	68,5	31,1	22,0	10,2	2.652.707	6.288.635	42,2	181
GR	63,9	50,8	34,4	23,0	18,0	4,9	16.663	182.252	9,1	0
HU	81,8	72,7	36,4	9,1	0,0	0,0	6.337	73.624	8,6	6
IE	100,0	96,8	64,5	19,4	6,5	0,0	63.000	266.711	23,6	1
IT	77,3	63,6	42,2	24,7	18,8	12,3	127.371	1.303.855	9,8	2
LT	55,6	11,1	11,1	11,1	0,0	0,0	0	1.641	0,0	0
LU	63,6	63,6	36,4	36,4	27,3	18,2	611	29.064	2,1	0
LV	33,3	33,3	0,0	0,0	0,0	0,0	400	1.061	37,7	0
MT	80,0	80,0	20,0	0,0	0,0	0,0	3.177	4.581	69,4	0
NL	88,9	88,9	49,4	14,8	7,4	2,5	358.805	1.823.845	19,7	11
NO	82,5	71,1	43,3	17,5	7,2	1,0	73.219	361.613	20,2	4
PL	44,0	41,8	24,2	20,9	11,0	2,2	34.813	280.738	12,4	1
PT	71,9	40,6	37,5	12,5	3,1	0,0	23.249	162.003	14,4	1
RO	30,0	10,0	0,0	0,0	0,0	0,0	5	46.348	ns	0
SK	0,0	16,7	0,0	0,0	0,0	0,0	0	2.366	0,0	0
SL	80,0	33,3	20,0	20,0	0,0	0,0	5.953	28.232	21,1	3
SV	93,6	80,8	44,0	11,2	4,8	1,6	432.100	1.185.855	36,4	4
UK	97,3	96,5	67,3	20,8	9,6	2,4	2.220.832	6.867.748	32,3	15
TOTAL 29 COUNTRIES	83,6	76,9	49,7	19,5	10,9	4,2	7.924.095	28.094.334	28,2	287
12 NMS - PL	54,9	37,8	18,3	8,5	1,2	0,0	28.359	245.539	11,5	11

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	382 2006/7 Listed comp. having Stock Options 2006/7	383 2006/7 Listed comp. having Broad based plans 2006/7	384 2006/7 Listed comp. having EOwnership 2006/7	385 2006/7 Listed comp. having E Share Plans 2006/7	386 2006/7 Listed comp. having %EO>1% 2006/7	387 2006/7 Listed comp. having %EO>6% 2006/7	388 2006/7 Listed comp. having %EO>20% 2006/7	389 2006/7 Listed comp. having %EO>50% 2006/7	390 2006/7 %Listed comp. having %EO published 2006/7	391 2006/7 % Listed comp. having Stock Options 2006/7
AT	13	16	25	22	19	9	6	3	24,4	31,7
BE	41	15	39	44	21	10	7	3	13,2	77,4
BG	0	0	1	0	0	0	0	0	14,3	0,0
CH	90	57	137	120	70	26	10	2	6,3	56,6
CY	3	3	4	4	4	2	1	0	20,0	60,0
CZ	2	1	2	3	0	0	0	0	0,0	40,0
DA	49	31	59	56	33	4	2	0	16,4	67,1
DE	119	68	156	143	89	43	24	13	4,6	54,6
EE	0	0	3	0	2	0	0	0	0,0	0,0
ES	28	11	74	39	27	17	11	3	5,0	28,0
FI	52	21	65	58	40	6	4	1	3,0	77,6
FR	206	197	220	233	165	77	55	24	71,3	81,1
GR	24	8	36	28	18	15	10	3	0,0	39,3
HU	5	5	9	8	4	1	0	0	54,5	45,5
IE	30	17	31	30	18	7	2	0	3,2	96,8
IT	92	10	114	93	65	42	33	23	1,3	59,7
LT	0	0	5	0	1	1	0	0	0,0	0,0
LU	5	0	6	5	4	4	3	2	0,0	45,5
LV	0	1	1	1	0	0	0	0	0,0	0,0
MT	2	3	4	4	2	0	0	0	0,0	40,0
NL	61	26	71	70	36	13	6	2	13,6	75,3
NO	48	39	75	63	41	19	7	3	4,1	49,5
PL	25	3	30	27	23	18	9	3	1,1	27,5
PT	12	6	23	12	12	5	1	0	3,1	37,5
RO	1	0	3	1	0	0	0	0	0,0	10,0
SK	0	0	0	1	0	0	0	0	0,0	0,0
SL	0	4	11	3	4	3	0	0	20,0	0,0
SV	82	47	115	91	56	16	5	3	3,2	65,6
UK	459	338	470	463	325	106	50	16	3,1	93,7
TOTAL 29 COUNTRIES	1.449	927	1.789	1.622	1.079	444	246	104	12,9	65,3
12 NMS - PL	13	17	43	25	17	7	1	0	13,4	15,9

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	392 2006/7 % Listed comp. having Broad based plans 2006/7	393 2006/7 % Listed comp. having EOwnership 2006/7	394 2006/7 % Listed comp. having E Share Plans 2006/7	395 2006/7 % Listed comp. having %EO>1% 2006/7	396 2006/7 % Listed comp. having %EO>6% 2006/7	397 2006/7 % Listed comp. having %EO>20% 2006/7	398 2006/7 % Listed comp. having %EO>50% 2006/7	399 2005/6 Listed comp. having %EO published 2005/6	400 2005/6 Listed comp. having Stock Options 2005/6	401 2005/6 Listed comp. having Broad based plans 2005/6
AT	39,0	61,0	53,7	46,3	22,0	14,6	7,3	10	13	12
BE	28,3	73,6	83,0	39,6	18,9	13,2	5,7	6	40	13
BG	0,0	14,3	0,0	0,0	0,0	0,0	0,0	1	0	0
CH	35,8	86,2	75,5	44,0	16,4	6,3	1,3	9	85	48
CY	60,0	80,0	80,0	80,0	40,0	20,0	0,0	2	3	3
CZ	20,0	40,0	60,0	0,0	0,0	0,0	0,0	0	2	1
DA	42,5	80,8	76,7	45,2	5,5	2,7	0,0	12	44	29
DE	31,2	71,6	65,6	40,8	19,7	11,0	6,0	10	106	62
EE	0,0	50,0	0,0	33,3	0,0	0,0	0,0	0	0	0
ES	11,0	74,0	39,0	27,0	17,0	11,0	3,0	7	24	8
FI	31,3	97,0	86,6	59,7	9,0	6,0	1,5	1	50	14
FR	77,6	86,6	91,7	65,0	30,3	21,7	9,4	168	202	175
GR	13,1	59,0	45,9	29,5	24,6	16,4	4,9	0	23	7
HU	45,5	81,8	72,7	36,4	9,1	0,0	0,0	6	4	4
IE	54,8	100,0	96,8	58,1	22,6	6,5	0,0	1	28	17
IT	6,5	74,0	60,4	42,2	27,3	21,4	14,9	2	82	8
LT	0,0	55,6	0,0	11,1	11,1	0,0	0,0	0	0	0
LU	0,0	54,5	45,5	36,4	36,4	27,3	18,2	0	4	0
LV	33,3	33,3	33,3	0,0	0,0	0,0	0,0	0	0	0
MT	60,0	80,0	80,0	40,0	0,0	0,0	0,0	0	2	3
NL	32,1	87,7	86,4	44,4	16,0	7,4	2,5	10	57	24
NO	40,2	77,3	64,9	42,3	19,6	7,2	3,1	5	42	35
PL	3,3	33,0	29,7	25,3	19,8	9,9	3,3	2	17	3
PT	18,8	71,9	37,5	37,5	15,6	3,1	0,0	2	12	6
RO	0,0	30,0	10,0	0,0	0,0	0,0	0,0	0	0	0
SK	0,0	0,0	16,7	0,0	0,0	0,0	0,0	0	0	0
SL	26,7	73,3	20,0	26,7	20,0	0,0	0,0	2	4	4
SV	37,6	92,0	72,8	44,8	12,8	4,0	2,4	3	79	42
UK	69,0	95,9	94,5	66,3	21,6	10,2	3,3	15	448	331
TOTAL 29 COUNTRIES	41,8	80,6	73,1	48,6	20,0	11,1	4,7	274	1.367	849
12 NMS - PL	20,7	52,4	30,5	20,7	8,5	1,2	0,0	11	11	15

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2.493 largest European companies - 34,2 million employees)

Countries	402 2005/6 Listed comp. having EOwnership 2005/6	403 2005/6 Listed comp. having E Share Plans E Share Plans 2005/6	404 2005/6 Listed comp. having %EO>1% 2005/6	405 2005/6 Listed comp. having %EO>6% 2005/6	406 2005/6 Listed comp. having %EO>20% 2005/6	407 2005/6 Listed comp. having %EO>50% 2005/6	408 2005/6 % Listed comp. having %EO published 2005/6	409 2005/6 % Listed comp. having Stock Options 2005/6	410 2005/6 % Listed comp. having Broad based plans 2005/6	411 2005/6 % Listed comp. having EOwnership 2005/6
AT	22	19	13	8	5	3	24,4	31,7	29,3	53,7
BE	37	43	18	8	7	3	11,3	75,5	24,5	69,8
BG	1	0	0	0	0	0	14,3	0,0	0,0	14,3
CH	138	113	56	23	8	1	5,7	53,5	30,2	86,8
CY	3	4	3	2	1	0	40,0	60,0	60,0	60,0
CZ	1	3	0	0	0	0	0,0	40,0	20,0	20,0
DA	55	52	24	4	2	0	16,4	60,3	39,7	75,3
DE	146	131	70	32	17	8	4,6	48,6	28,4	67,0
EE	3	0	1	0	0	0	0,0	0,0	0,0	50,0
ES	64	30	23	14	8	3	7,0	24,0	8,0	64,0
FI	63	55	36	7	4	3	1,5	74,6	20,9	94,0
FR	206	227	153	66	41	14	66,1	79,5	68,9	81,1
GR	30	25	16	12	6	2	0,0	37,7	11,5	49,2
HU	9	8	3	1	1	0	54,5	36,4	36,4	81,8
IE	29	28	14	7	3	0	3,2	90,3	54,8	93,5
IT	112	82	64	45	33	21	1,3	53,2	5,2	72,7
LT	4	0	1	1	1	0	0,0	0,0	0,0	44,4
LU	7	4	4	4	3	2	0,0	36,4	0,0	63,6
LV	1	1	0	0	0	0	0,0	0,0	0,0	33,3
MT	4	4	2	0	0	0	0,0	40,0	60,0	80,0
NL	67	63	28	14	5	2	12,3	70,4	29,6	82,7
NO	72	57	33	16	8	2	5,2	43,3	36,1	74,2
PL	22	19	16	12	5	3	2,2	18,7	3,3	24,2
PT	20	12	10	5	1	0	6,3	37,5	18,8	62,5
RO	3	0	0	0	0	0	0,0	0,0	0,0	30,0
SK	0	1	0	0	0	0	0,0	0,0	0,0	0,0
SL	10	3	3	3	1	0	13,3	0,0	26,7	66,7
SV	106	89	47	15	4	2	2,4	63,2	33,6	84,8
UK	463	449	295	108	51	14	3,1	91,4	67,6	94,5
TOTAL 29 COUNTRIES	1.698	1.522	933	407	215	83	12,3	61,6	38,2	76,5
12 NMS - PL	39	24	13	7	4	0	13,4	13,4	18,3	47,6

NMS = "New" Member States

Data on employee ownership in European countries
(29 countries - 2,493 largest European companies - 34,2 million employees)

Countries	412 2005/6 % Listed comp. having E Share Plans 2005/6	413 2005/6 % Listed comp. having %EO>1% 2005/6	414 2005/6 % Listed comp. having %EO>5% 2005/6	415 2005/6 % Listed comp. having %EO>20% 2005/6	416 2005/6 % Listed comp. having %EO>50% 2005/6	417 2011/12 Non-listed comp. numbers 2011/12	418 2010/11 Non-listed comp. numbers 2010/11	419 2009/10 Non-listed comp. numbers 2009/10	420 2008/9 Non-listed comp. numbers 2008/9	421 2007/8 Non-listed comp. numbers 2007/8	422 2006/7 Non-listed comp. numbers 2006/7
AT	46,3	31,7	19,5	12,2	7,3	0	1	1	1	1	1
BE	81,1	34,0	15,1	13,2	5,7	0	0	0	0	0	1
BG	0,0	0,0	0,0	0,0	0,0	2	2	2	2	0	0
CH	71,1	35,2	14,5	5,0	0,6	0	0	0	0	0	0
CY	80,0	60,0	40,0	20,0	0,0	0	0	0	0	0	0
CZ	60,0	0,0	0,0	0,0	0,0	25	26	26	26	26	26
DA	71,2	32,9	5,5	2,7	0,0	0	1	1	1	1	1
DE	60,1	32,1	14,7	7,8	3,7	3	2	2	2	2	2
EE	0,0	16,7	0,0	0,0	0,0	0	0	0	0	0	0
ES	30,0	23,0	14,0	8,0	3,0	59	60	63	57	43	22
FI	82,1	53,7	10,4	6,0	4,5	0	0	0	0	0	0
FR	89,4	60,2	26,0	16,1	5,5	84	82	81	81	77	63
GR	41,0	26,2	19,7	9,8	3,3	0	0	0	0	0	0
HU	72,7	27,3	9,1	9,1	0,0	9	9	9	9	9	9
IE	90,3	45,2	22,6	9,7	0,0	1	1	1	1	1	1
IT	53,2	41,6	29,2	21,4	13,6	37	35	34	35	36	37
LT	0,0	11,1	11,1	11,1	0,0	0	0	0	0	0	0
LU	36,4	36,4	36,4	27,3	18,2	0	0	0	0	0	0
LV	33,3	0,0	0,0	0,0	0,0	0	0	0	0	0	0
MT	80,0	40,0	0,0	0,0	0,0	0	0	0	0	0	0
NL	77,8	34,6	17,3	6,2	2,5	4	2	2	2	2	1
NO	56,8	34,0	16,5	8,2	2,1	0	0	0	0	0	0
PL	20,9	17,6	13,2	5,5	3,3	3	3	1	1	1	1
PT	37,5	31,3	15,6	3,1	0,0	0	0	0	0	0	0
RO	0,0	0,0	0,0	0,0	0,0	0	0	0	0	0	0
SK	16,7	0,0	0,0	0,0	0,0	3	3	3	3	3	0
SL	20,0	20,0	20,0	6,7	0,0	7	7	8	8	8	9
SV	71,2	37,6	12,0	3,2	1,6	0	0	0	0	0	0
UK	91,6	60,2	22,0	10,4	2,9	36	37	37	31	31	32
TOTAL 29 COUNTRIES	66,6	42,0	18,3	9,7	3,7	273	271	271	260	242	207
12 NMS - PL	29,3	15,9	8,5	4,9	0,0	46	47	48	48	46	44

NMS = "New" Member States

List of the 2.493 largest European companies in 2012

(L = Listed / NL = Non-listed)

AUSTRIA

AT	L	Agrana
AT	L	Allg. Baugesellschaft - A.Porr
AT	L	Amag Austria Metall
AT	L	Ams (ex-Austriamicrosystems)
AT	L	Andritz
AT	L	AT&S
AT	L	A-Tec Industries
AT	L	Bank für Kärnten und Steiermark
AT	L	Bank für Tirol und Vorarlberg
AT	L	BWT
AT	L	Cat Oil
AT	L	Do & Co Restaurants
AT	L	Erste Group Bank
AT	L	EVN
AT	L	Flughafen Wien
AT	L	Intercell
AT	L	Kapsch Trafficcom
AT	L	KTM
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
AT	L	Semperit
AT	L	Strabag
AT	L	Telekom Austria
AT	L	Uniq
AT	L	Verbund
AT	L	Voestalpine
AT	L	Vorarlberger Kraftwerke
AT	L	Warimpex
AT	L	Wiener Städtische
AT	L	Wienerberger
AT	L	Zumtobel

BELGIUM

BE	L	AB InBev
BE	L	Ablynx
BE	L	Ackermans & Van Haaren
BE	L	Ageas (ex-Fortis)
BE	L	Agfa
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
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 Am. Credit Bank
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 syvat
BG	NL	Viktoria

SWITZERLAND

CH	L	ABB
CH	L	Acino
CH	L	Acrevis Bank
CH	L	Actelion
CH	L	Adecco
CH	L	Advanced Digital
CH	L	Affichage
CH	L	Agta Record
CH	L	Allreal
CH	L	Alpiq
CH	L	Also Actebis
CH	L	Arbonia
CH	L	Aryzta
CH	L	Ascom
CH	L	Autoneum
CH	L	Bachem
CH	L	Baloise
CH	L	Bank Linth
CH	L	Barry Callebaut
CH	L	Baselland KB
CH	L	Basilea
CH	L	Basler KB
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
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
CH	L	Compagnie Financière Tradition
CH	L	Conzeta
CH	L	Coop Bank

CH	L	CPH
CH	L	Crédit Suisse Group
CH	L	Cytos
CH	L	Datacolor
CH	L	Datwyler
CH	L	DKSH
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
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
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	Intershops
CH	L	Julius Baer
CH	L	Jungfraubahn
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	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)
CH	L	Richemont
CH	L	Rieter
CH	L	Roche
CH	L	Romande Energie
CH	L	Rothschild
CH	L	Santhera
CH	L	Sarasin
CH	L	Schindler

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CH L Schulthess
 CH L Schweiter
 CH L SGS
 CH L Siegfried
 CH L Sika
 CH L Sonova
 CH L Sopracenerin
 CH L St. Galler KB
 CH L Straumann
 CH L Sulzer
 CH L Swatch Group
 CH L Swiss Life
 CH L Swiss RE
 CH L Swiss Steel Schmolz+Bickenbach
 CH L Swisscom
 CH L Swisslog
 CH L Swissquote
 CH L Syngenta
 CH L Tamedia
 CH L Tecan
 CH L Temenos
 CH L u-blox
 CH L UBS
 CH L Uster Technologies
 CH L Valartis Bank
 CH L Valiant
 CH L Valora
 CH L Vaudoise
 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 Insurance
 CH (LI) L VPB Vaduz

CYPRUS

CY L Bank of Cyprus
 CY L Cyprus Trading Corp
 CY L Hellenic Bank
 CY L Louis Group
 CY L Marfin (ex-Cyprus) Popular Bank

CZECH REPUBLIC

CZ L CEZ
 CZ L Komerční Banka
 CZ L New World Resources
 CZ L Telefonica 02 (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 Horacke kovodružstvo Trebic
 CZ NL Iriša
 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 Plzeňské Dilo
 CZ NL Snežka Nachod
 CZ NL Styl Plzeň

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 Ambu
 DA L Atlantic Petroleum
 DA L Auriga Industries
 DA L Bang & Olufsen
 DA L BankNordik (ex-Føroya Banki)
 DA L Bavarian Nordic
 DA L Carlsberg
 DA L Christian Hansen
 DA L Coloplast
 DA L D/S Norden
 DA L Danske Bank
 DA L DFDS
 DA L DLH
 DA L DSV
 DA L FLSmidth & Co
 DA L Flügger
 DA L Genmab
 DA L GN Store Nord
 DA L Greentech Energy Systems
 DA L Grønladsbanken
 DA L H. Lundbeck
 DA L H+H International
 DA L IC Company
 DA L Jeudan
 DA L Jyske Bank
 DA L Københavns Lufthavne CPH
 DA L Mols-Linien
 DA L Monberg & Thorsen
 DA L NeuroSearch
 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 Østasiatisk Kompagni (EAC)
 DA L Pandora
 DA L Parken
 DA L Per Aarsleff
 DA L Ringkjøbing Landbobank
 DA L Rockwool International
 DA L Royal Unibrew
 DA L Sanistaal
 DA L SAS
 DA L Satair
 DA L Schouw & Co
 DA L SimCorp
 DA L Sjølsø
 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 Torm
 DA L Tryg (ex-TrygVesta)
 DA L United Plantation Berhad
 DA L Veloxis (ex-LifeCycle Pharma)
 DA L Vestas Wind Systems
 DA L Vestjysk Bank
 DA L William Demant

DA L Zealand Pharma

GERMANY

DE L Aareal Bank
 DE L adidas
 DE L ADVA Optical Networking
 DE L Air Berlin
 DE L Aixtron
 DE L Allg. Gold- Und Silberscheide.
 DE L Allianz
 DE L Andreae-Noris Zahn
 DE L Atevia (ex-Kizoo)
 DE L Audi
 DE L Augusta Technologie
 DE L Aurubis
 DE L Axel Springer
 DE L Baader Bank
 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 Brenntag
 DE L Carl Zeiss Meditec
 DE L Cesio
 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 Curanum
 DE L DAB Bank
 DE L Daimler
 DE L Delticom
 DE L Demag Cranes
 DE L Derby Cycle
 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 Huettnerwerke
 DE L Elaxis
 DE L Elmos Semiconductor
 DE L ErlingKlinger
 DE L Energie Baden-Wuerttemberg
 DE L EnviTec Biogas
 DE L Euwax Broker
 DE L Evotec
 DE L Fielmann
 DE L Francotyp-Postalia
 DE L Fraport

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ES L Pescanova
 ES L Prisa
 ES L Prosegur
 ES L Quabit (ex-Afirma)
 ES L Realia
 ES L Red Electrica
 ES L Renta 4 Serv
 ES L Renta Corporacion
 ES L Repsol
 ES L Reyal Urbis
 ES L Sacyr Vallehermoso
 ES L Seda de Barcelona
 ES L Service Point Solutions
 ES L Sniace
 ES L Solaria
 ES L Tecnicas Reunidas
 ES L Tecnomcom
 ES L Telefonica
 ES L Tubacex
 ES L Tubos Reunidos
 ES L Unipapel
 ES L Uralita
 ES L Urbas Guadahermosa
 ES L Vidrala
 ES L Viscofan
 ES L Vocento
 ES L Vueling Airlines
 ES L Zardoya Otis
 ES L Zeltia
 ES NL Abacus Cooperativa
 ES NL Agintzari
 ES NL Ambulancias Barbate
 ES NL Ambulancias Gipuzkoa
 ES NL Ampo
 ES NL Arrasate-G Taldea
 ES NL Artysan
 ES NL Autosol
 ES NL Ayuda a domicilio de Murcia
 ES NL Betsaide
 ES NL Burdinola
 ES NL Claros
 ES NL Colegio Echeyde
 ES NL Colegio Gredos San Diego
 ES NL Collegio Malvar
 ES NL Divina Aurora
 ES NL Ekin
 ES NL Electra Vitoria
 ES NL Electrolumen
 ES NL Florida
 ES NL Fomento de proteccion y segur.
 ES NL Frenos Iruna
 ES NL Fundiciones Especiales Zafra
 ES NL Fundiciones San Vicente
 ES NL Global Salcai Utinsa
 ES NL Goizper
 ES NL Grup La Pau
 ES NL Grupo Sorolla
 ES NL Helechos
 ES NL Industrias Laneko
 ES NL Irizar
 ES NL ITMA
 ES NL IZAR Herramientas de Amor.
 ES NL Juan Comenius
 ES NL Katea Legaia
 ES NL KIBO Peluqueros
 ES NL La Productora
 ES NL La Vola Comp. Serveis Ambient.
 ES NL Lan-Mobel
 ES NL Larcovi
 ES NL Macrosad
 ES NL Mondragon Corporación Coop.
 ES NL Nor Rubber
 ES NL Novacero
 ES NL Passco
 ES NL Puertas Visel
 ES NL Rpk
 ES NL Senda Animacion

ES NL Servicon Terrassa
 ES NL Sherco Staff Hotel Ett
 ES NL Suara Cooperativa
 ES NL Textils Mora
 ES NL Tornilleria Deba
 ES NL Transp. del Puerto de Pasajes
 ES NL Transports Urbans de Sabadell
 ES NL Transports Urbans i Serveis Gen.
 ES NL Trans-Vol
 ES NL Ufemex
 ES NL Vitrinor

FINLAND

FI L Ahlstrom
 FI L Aktia
 FI L Alma Media
 FI L Amer Sports
 FI L Aspo
 FI L Atria
 FI L Basware
 FI L Biotie Therapies
 FI L CapMan
 FI L Cargotec
 FI L Citycon
 FI L Comptel
 FI L Cramo
 FI L Elcoteq
 FI L Elektrobit
 FI L Elisa
 FI L Finnair
 FI L Finnlines
 FI L Fiskars
 FI L Fortum
 FI L F-Secure
 FI L Glaston
 FI L HKScan
 FI L Huhtamäki
 FI L Kemira
 FI L Kesko
 FI L Kone
 FI L Konecranes
 FI L Lassila & Tikanoja
 FI L Lemminkäinen
 FI L Metsä Board (ex-M-real)
 FI L Metso
 FI L Neste Oil
 FI L Nokia
 FI L Nokian Renkaat
 FI L Olvi
 FI L Oriola-KD
 FI L Orion
 FI L Outokumpu
 FI L Outotec
 FI L PKC Group
 FI L Pohjola Bank
 FI L Ponsse
 FI L Pöyry
 FI L Raisio Vaihto-osake
 FI L Ramirent
 FI L Rapala
 FI L Rautaruukki
 FI L Ruukki Group
 FI L Sampo
 FI L Sanoma
 FI L Sponda
 FI L SRV
 FI L Stockmann
 FI L Stora Enso
 FI L Talvivaara
 FI L Technopolis
 FI L Tekla
 FI L Tieto
 FI L Tikkurila
 FI L UPM-Kymmene
 FI L Uponor
 FI L Vacon

FI L Vaisala
 FI L Viking Line
 FI L Wärtsilä
 FI L YIT

FRANCE

FR L AB Science
 FR L ABC Arbitrage
 FR L Accor
 FR L Aeroports de Paris
 FR L Affine
 FR L Afone
 FR L Air France - KLM
 FR L Air Liquide
 FR L Akka Technologies
 FR L Alcatel-Lucent
 FR L Ales Groupe
 FR L Alpes (Compagnie)
 FR L Alstom
 FR L Altarea
 FR L Alten
 FR L Altran
 FR L ANF
 FR L April
 FR L APRR
 FR L Archos
 FR L Areva
 FR L Arkema
 FR L Assystem
 FR L Atari
 FR L Atos
 FR L Audika
 FR L Aufeminin.com
 FR L Aurea
 FR L Avenir Telecom
 FR L Aviation Latécoère
 FR L Axa
 FR L Axway Software
 FR L Bains Mer Monaco
 FR L Banque de la Reunion
 FR L Banque Paribas
 FR L Banque Paribas
 FR L Belvédère
 FR L Beneteau
 FR L Bic
 FR L BioMérieux
 FR L BNP Paribas
 FR L Boiron
 FR L Bolloré
 FR L Bonduelle
 FR L Bongrain
 FR L Bourbon
 FR L Boursorama
 FR L Bouygues
 FR L Bricodeal
 FR L Bricorama
 FR L Bull
 FR L Bureau Veritas
 FR L Burelle
 FR L Business & Decision
 FR L Camaieu
 FR L Canal+
 FR L Cap Gemini
 FR L Carmat
 FR L Carrefour
 FR L Casino
 FR L Cegedim
 FR L Cegid
 FR L CFAO
 FR L CFCAL
 FR L CGG Veritas
 FR L Chargeurs
 FR L Christian Dior
 FR L CIC
 FR L Ciments Français
 FR L Club Mediterranee
 FR L CNIM Construction

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FR	L	CNP Assurances	FR	L	L'Oréal	FR	L	Technip
FR	L	Cofitem-Cofimur	FR	L	LVL Medical Groupe	FR	L	Tessi
FR	L	Colas	FR	L	LVMH	FR	L	TF1
FR	L	Crédit Agricole	FR	L	M6-Metropole TV	FR	L	Thales
FR	L	Damartex	FR	L	Maisons France Confort	FR	L	Theolia
FR	L	Danone	FR	L	Manitou BF	FR	L	Thermador
FR	L	Dassault Aviation	FR	L	Manutan	FR	L	Tonnellerie Francois Freres
FR	L	Dassault Systèmes	FR	L	Maurel et Prom	FR	L	Total
FR	L	Delachaux	FR	L	Medica	FR	L	Toupargel
FR	L	Derichebourg	FR	L	Meetic	FR	L	Transgene
FR	L	Devoteam	FR	L	Mercialys	FR	L	Trigano
FR	L	Edenred	FR	L	Mersen	FR	L	U10
FR	L	EDF	FR	L	Metabolic Explorer	FR	L	Ubisoft
FR	L	EDF Energies Nouvelles	FR	L	Michelin	FR	L	Unibail-Rodamco
FR	L	Eiffage	FR	L	Montupet	FR	L	Union Financiere de France
FR	L	Electricité de Strasbourg	FR	L	Mr Bricolage	FR	L	Valeo
FR	L	Entrepose Contracting	FR	L	Natixis	FR	L	Vallourec
FR	L	Eramet	FR	L	Naturex	FR	L	Velcan Energy
FR	L	Essilor	FR	L	Neopost	FR	L	Veolia Environnement
FR	L	Etam Developpement	FR	L	Neurons	FR	L	Vermandoise de Sucrieries
FR	L	Euler Hermes	FR	L	Nexans	FR	L	Vétoquinol
FR	L	Euro Disney	FR	L	Nexity	FR	L	Vicat
FR	L	Eurofins	FR	L	NextRadioTV	FR	L	Viel et Compagnie
FR	L	Eutelsat	FR	L	Nicox	FR	L	Vilmorin
FR	L	Exel Industries	FR	L	Norbert Dentressangle	FR	L	Vinci
FR	L	Faiveley	FR	L	NRJ Group	FR	L	Virbac
FR	L	Faurecia	FR	L	Octo Technology	FR	L	Vivendi
FR	L	Ferrière Casino de Cannes	FR	L	Olympique Lyonnais	FR	L	VM Materiaux
FR	L	Fimalac	FR	L	Orpea	FR	L	Vranken-Pommery
FR	L	Fleury Michon	FR	L	Outremer Telecom	FR	L	Zodiac Aerospace
FR	L	France Telecom	FR	L	Pages Jaunes	FR	NL	Aciéries de Ploërmel
FR	L	Fromageries Bel	FR	L	Parrot Promesses	FR	NL	Acome
FR	L	GameLoft	FR	L	Pernod Ricard	FR	NL	Adrep
FR	L	Gaumont	FR	L	Peugeot	FR	NL	AEL
FR	L	GDF Suez	FR	L	Pierre Vacances	FR	NL	AEML
FR	L	Generale de Sante	FR	L	Plastic Omnium	FR	NL	ALMA
FR	L	GFI Informatique	FR	L	Poweo	FR	NL	Alstef
FR	L	GIFI	FR	L	PPR	FR	NL	ANER
FR	L	GL Events	FR	L	Publicis Groupe	FR	NL	Artelia (ex-Sogreah)
FR	L	Grand Marnier	FR	L	Radiall	FR	NL	ASCA
FR	L	Groupe CRIT	FR	L	Rallye	FR	NL	ATGT
FR	L	Groupe Eurotunnel	FR	L	Recylex (ex-Metaleurop)	FR	NL	Aubelec
FR	L	Groupe Flo	FR	L	Remy Cointreau	FR	NL	Auchan
FR	L	Groupe Go Sport	FR	L	Renault	FR	NL	AVM Dépannage
FR	L	Groupe Partouche	FR	L	Rexel	FR	NL	Bourgeois
FR	L	Groupe SEB	FR	L	Rhodia	FR	NL	Bouyer-Leroux
FR	L	Groupe Steria	FR	L	Robertet	FR	NL	Cap Services
FR	L	Groupe Vial	FR	L	Rodriguez Group	FR	NL	CEFF
FR	L	Guerbet	FR	L	Rubis	FR	NL	Cegos
FR	L	Guyenne et Gascogne	FR	L	Safran	FR	NL	Ceva Santé Animale
FR	L	Haulotte	FR	L	Saft Groupe	FR	NL	Cie Jo Bithume
FR	L	Havas	FR	L	Saint-Gobain	FR	NL	CITEL
FR	L	Hermes	FR	L	Samse	FR	NL	CMEG – Bâtisseurs d'Innovations
FR	L	Hi-Media	FR	L	Sanofi	FR	NL	COMEBO
FR	L	Icade	FR	L	Sartorius Stedim	FR	NL	COMEC
FR	L	Iliad	FR	L	Schneider Electric	FR	NL	Construction Côte d'Emeraude
FR	L	Imerys	FR	L	SCOR	FR	NL	De Sangosse
FR	L	Ingenico	FR	L	Seche Environnement	FR	NL	Disposelec
FR	L	Inter Parfums	FR	L	Sechillienne-Sidec (PAR)	FR	NL	Divalto
FR	L	Internationale Plantations Heveas	FR	L	Sequana	FR	NL	DRTP
FR	L	Ipsen	FR	L	SIIC de Paris	FR	NL	EBS Le Relais
FR	L	Ipsos	FR	L	Silic	FR	NL	ECCS
FR	L	Jacquet Metal Service	FR	L	SMTPC	FR	NL	ECF CER CA
FR	L	JC Decaux	FR	L	Société Générale	FR	NL	Fonderie de la Bruche
FR	L	Kaufman & Broad	FR	L	Sodexo	FR	NL	GCE
FR	L	Korian	FR	L	Soitec	FR	NL	Germa
FR	L	LaCie	FR	L	Somfy	FR	NL	Gescop (Barco+GAT+Taxicop)
FR	L	Lafarge	FR	L	Sopra	FR	NL	Hardis
FR	L	Lagardère	FR	L	Spir Communication	FR	NL	Hexa (ex-Les Solidaires)
FR	L	Lanson BCC	FR	L	SR Teleperformance	FR	NL	Hydrokarst
FR	L	Laurent-Perrier	FR	L	Stallergenes	FR	NL	ID Formation
FR	L	LDC	FR	L	STEF	FR	NL	Instep Formation
FR	L	Lectra	FR	L	Sucrière Pithiviers	FR	NL	ISRA
FR	L	Legrand	FR	L	Suez Environnement	FR	NL	Juratri
FR	L	Linedata Services	FR	L	Sword Group	FR	NL	La Moderne
FR	L	Lisi	FR	L	Synergie	FR	NL	Lamanage de Marseille
FR	L	LNC Les Nouveaux Constructeurs	FR	L	Technicolor	FR	NL	L'Audacieuse

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FR NL Le Chèque Déjeuner
 FR NL Le Monde
 FR NL Les Charpentiers de Paris
 FR NL Les Maçons Parisiens
 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 QuadriPlus Groupe
 FR NL Recapé
 FR NL SCETEC
 FR NL Scopelec
 FR NL Scoprobat (ex-Scoproxim)
 FR NL Scotnet
 FR NL Scotpa
 FR NL SNA Aréacem
 FR NL SNAT
 FR NL SNTPP
 FR NL Sogenor
 FR NL Sogeti Ingénierie
 FR NL SOPCZ
 FR NL Sorapel
 FR NL Spie Batignolles
 FR NL Sté Nationale de Façonnage
 FR NL STPEE
 FR NL Syndex
 FR NL Techniques de Prod. en Cond.
 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 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
 GR L Creta Farm
 GR L EFG Eurobank Ergasias
 GR L Ellaktor
 GR L Emporiki Bank of Greece
 GR L Euromedica
 GR L Folli Follie
 GR L Forthnet
 GR L Furlis
 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 Info-Quest
 GR L Intracom
 GR L Intralot
 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 Miller Group (Minoan Lines)
 GR L Motor Oil (Hellas) Corinth Refin.
 GR L Mytilineos Holdings
 GR L National Bank of Greece
 GR L Nireus
 GR L Opap
 GR L Piraeus Port Authority
 GR L Public Power Corporation
 GR L S&B Industrial Minerals
 GR L Sfakianakis
 GR L Sidenor
 GR L Technical Olympic
 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 Allami Nyomda
 HU L Danubius
 HU L Egis
 HU L Elmú
 HU L Emasz
 HU L FHB
 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 Mogúrt
 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 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 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
 IT L Acea
 IT L AcegasAps
 IT L Acotel
 IT L Acque Potabili
 IT L Aedes
 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 (B. 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 Brunello Cucinelli
 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 CIR Compagnie Industriali Riunite
 IT L Class Editori
 IT L Cofide
 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 Edison
 IT L EEMS Italia
 IT L EI Towers (ex-DMT)
 IT L Elica
 IT L Enel
 IT L Enel Green Power
 IT L Engineering Ingegneria
 IT L Eni

List of the 2.493 largest European companies in 2012

(L = Listed / NL = Non-listed)

IT L ERG
 IT L Esprinet
 IT L Falck Renewables (ex-Actelios)
 IT L Fiat
 IT L Fiat Industrial
 IT L Fiera Milano
 IT L Finmeccanica
 IT L Fondiaria-SAI
 IT L Gas Plus
 IT L Generali Assicurazioni
 IT L Geox
 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
 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
 IT L Maire Tecnimont
 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 Prada
 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 Salvatore Ferragamo
 IT L Saras
 IT L Save
 IT L Seat Pagine Gialle
 IT L SIAS
 IT L SNAI
 IT L Snam
 IT L Sogefi
 IT L Sol
 IT L Sorin
 IT L Stefanel
 IT L Tamburi
 IT L Telecom Italia
 IT L Telecom Italia Media
 IT L Terna
 IT L Tiscali
 IT L Tod's
 IT L Trevi

IT L UBI Banca
 IT L UniCredit
 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 Cooperativa Edile Appennino
 IT NL Cefla
 IT NL Cercostruzioni
 IT NL Cisagest
 IT NL Coop Muratori Sterratori ed Affini
 IT NL Colser Servizi
 IT NL Conast
 IT NL Conscoop
 IT NL Consorzio Coop. 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 C.
 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 Lavoro e Servizi Valsugana
 IT NL Manutencoop
 IT NL Meridionale Servizi
 IT NL Servizio Autonoleggio con Autista
 IT NL Sacmi
 IT NL Societa Autocoperative Trasporti
 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 Energija
 LT L Litgrid
 LT L Rokiskio Suris
 LT L Sanitas
 LT L Teo (Lietuvos Telekomas)
 LT L Ukio Bankas

LUXEMBURG

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

LATVIA

LV L Latvijas Gaze
 LV L Latvijas Kunieciba
 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 Aercap
 NL L Ahold
 NL L Akzo Nobel
 NL L AMG
 NL L Amsterdam Commodities
 NL L Arcadis
 NL L ArcelorMittal
 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 CSM
 NL L Delta Lloyd
 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 Interxion
 NL L Kardan
 NL L Kas Bank
 NL L Kendrion
 NL L KPN
 NL L LBI International
 NL L Macintosh
 NL L Mediq
 NL L Nedap
 NL L Nielsen Holdings (ex-VNU)
 NL L Nieuwe Steen
 NL L Nutreco
 NL L Oce
 NL L Ordina
 NL L Pharming
 NL L Philips Electronics
 NL L PostNL
 NL L Qiagen
 NL L Randstad
 NL L Reed Elsevier NV
 NL L SBM Offshore
 NL L Sligo
 NL L Smartrac
 NL L SNS Reaal
 NL L Stern
 NL L STMicroelectronics
 NL L Telegraaf
 NL L Ten Cate
 NL L TKH

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PT L Ibersol
 PT L Impresa
 PT L Jeronimo Martins
 PT L Martifer
 PT L Media Capital
 PT L Mota-Engil
 PT L Novabase
 PT L Portucel
 PT L Portugal Telecom
 PT L REN
 PT L SAG
 PT L Semapa
 PT L Sonae
 PT L Sonae Industria
 PT L Sonaecom
 PT L Teixeira Duarte
 PT L Toyota Caetano
 PT L Zon Multimedia

ROMANIA

RO L Alro Slatina
 RO L Antibiotice Iasi
 RO L Azomures
 RO L Banca Transilvania Cluj Napoca
 RO L BRD-Société Générale Bucuresti
 RO L CNTEE Tranelectrica Bucuresti
 RO L Oltchim RM Valcea
 RO L OMV Petrom
 RO L Rompetrol Rafinare Constanta
 RO L SNTGN Transgaz

SLOVAKIA

SK L Best Hotel Propert.
 SK L OTP Banka
 SK L Slovnaft
 SK L Tatra banka
 SK L Tatry Mountain Resorts
 SK L Vseobecna Uverova Banka
 SK NL Kovotvar Kutý
 SK NL Vzor
 SK NL Vzorodev

SLOVENIA

SL L Abanka
 SL L Aerodrom Ljubljana
 SL L Gorenje
 SL L Helios Domzale
 SL L Intereuropa
 SL L Istrabenz
 SL L KRKA
 SL L Luka Koper
 SL L Mercator
 SL L Nova KBM
 SL L Petrol
 SL L Pivovarna Lasko
 SL L Sava
 SL L Telekom Slovenije
 SL L Zavarovalnica Triglav
 SL NL Domel
 SL NL ETI Elektroelement
 SL NL Etiketa
 SL NL KLS
 SL NL Kovinoplastika
 SL NL Merkur
 SL NL Odeja

SWEDEN

SV L AarhusKarlshamn
 SV L Active Biotech
 SV L Addtech
 SV L AF Consult (Angpannefoeren)
 SV L Alfa Laval
 SV L Anoto Group
 SV L Assa Abloy

SV L Atlas Copco
 SV L Atrium Ljungberg
 SV L Autoliv
 SV L Avanza
 SV L Axford
 SV L Axis
 SV L B&B Tools (Bergman & Beving)
 SV L BE Group
 SV L Beijer
 SV L Beijer Alma
 SV L Betsson
 SV L Bilia
 SV L Billerud
 SV L BioGaia
 SV L BioInvent International
 SV L Boliden
 SV L Brinova
 SV L Bygghem
 SV L Castellum
 SV L Cdon Group
 SV L Cision (ex-Observer)
 SV L Clas Ohlson
 SV L Cloetta
 SV L Concentric
 SV L Concordia Maritime
 SV L Diamyd Medical
 SV L Duni
 SV L Electrolux
 SV L Elekta
 SV L Eniro
 SV L Ericsson
 SV L Fabeg
 SV L Fagerhult
 SV L FastPartner
 SV L Fenix Outdoor
 SV L Getinge
 SV L Gunnebo
 SV L Haldex
 SV L Heba Fastighets
 SV L Hemtex
 SV L Hennes and Mauritz
 SV L Hexagon
 SV L Hexpol
 SV L HiQ International
 SV L Höganäs
 SV L Holmen
 SV L Hufvudstaden
 SV L Husqvarna
 SV L IBS
 SV L IFS
 SV L Indutrade
 SV L Intrum Justitia
 SV L JM
 SV L KappAhl
 SV L Klövern
 SV L Kungsleden
 SV L Latour
 SV L Lindab International
 SV L Loomis
 SV L Lundbergs
 SV L Lundin Petroleum
 SV L Meda
 SV L Medivir
 SV L Mekonomen
 SV L Metro International
 SV L Micronic Laser System
 SV L Millicom International Cellular
 SV L Modern Times Group
 SV L Morphic Technologies
 SV L NCC
 SV L Net Entertainment
 SV L Net Insight
 SV L New Wave Group
 SV L NIBE
 SV L Niscayah (ex-Securitas Systems)
 SV L Nobia
 SV L Nordea Bank

SV L Nordic Mines
 SV L Nordnet
 SV L Orc Software
 SV L Orexo
 SV L Oriflame
 SV L PA Resources
 SV L Peab
 SV L Proffice
 SV L Retail and Brands
 SV L Rezdor Hotel Group
 SV L Saab Technologies
 SV L Sandvik
 SV L SCA
 SV L Scania
 SV L SEB
 SV L Seco Tools
 SV L Sectra
 SV L Securitas
 SV L Skanska
 SV L SKF
 SV L SkiStar
 SV L SSAB
 SV L Studsvik
 SV L Svenska Handelsbanken
 SV L Sweco
 SV L Swedbank
 SV L Swedish Match
 SV L Swedish Orphan Biovitrum
 SV L Swedol
 SV L Systemair
 SV L Tele2
 SV L TeliaSonera
 SV L TradeDoubler
 SV L Transcom WorldWide
 SV L Transmode
 SV L Trelleborg
 SV L Trigon Agri
 SV L Unibet
 SV L Volvo
 SV L Wallenstam
 SV L Wihlborgs Fastigheter

UNITED KINGDOM

UK L 3i Group
 UK L 888 Holdings
 UK L Abcam
 UK L Accsys Technologies
 UK L Admiral
 UK L Advanced Computer Software
 UK L Aegis
 UK L AGA Rangemaster
 UK L Aggreko
 UK L Albemarle & Bond
 UK L Amec
 UK L Amlin
 UK L Andor Technology
 UK L Anglo American
 UK L Anite
 UK L Antisoma
 UK L Arena Leisure
 UK L Ark Therapeutics
 UK L Arm Holdings
 UK L Ashley (Laura)
 UK L Ashtead
 UK L ASOS
 UK L AssetCo
 UK L Associated British Foods
 UK L Assura
 UK L AstraZeneca
 UK L Atkins (WS)
 UK L Aurelian Oil & Gas
 UK L Autonomy
 UK L Avanti Communications
 UK L Aveva
 UK L Avis Europe
 UK L Aviva

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UK	L	Avocet Mining	UK	L	Computacenter	UK	L	Hammerson
UK	L	Axis-Shield	UK	L	Consort Medical	UK	L	Hampson Industries
UK	L	AZ Electronic Materials	UK	L	Cooson	UK	L	Hamworthy
UK	L	Babcock International	UK	L	Corin	UK	L	Hansard Global
UK	L	BAE Systems	UK	L	Costain	UK	L	Hardy Oil & Gas
UK	L	Balfour Beatty	UK	L	CPP Group	UK	L	Hargreaves Services
UK	L	Barclays	UK	L	Cranswick	UK	L	Hays
UK	L	Barr	UK	L	Croda International	UK	L	Headlam
UK	L	Barratt Developments	UK	L	CSR	UK	L	Healthcare Locums
UK	L	BBA Aviation	UK	L	Daily Mail & General	UK	L	Helical Bar
UK	L	Beazley	UK	L	Dairy Crest	UK	L	Helphire
UK	L	Bellway	UK	L	Daisy Group	UK	L	Henderson
UK	L	Berendsen	UK	L	Dart	UK	L	Hikma Pharmaceuticals
UK	L	Berkeley	UK	L	De La Rue	UK	L	Hill & Smith
UK	L	Betfair Group	UK	L	Debenhams	UK	L	Hilton Food
UK	L	BG Group	UK	L	Dechra Pharmaceuticals	UK	L	Hiscox
UK	L	BHP Billiton plc	UK	L	Derwent London	UK	L	HMV
UK	L	Big Yellow	UK	L	Desire Petroleum	UK	L	Hochschild Mining
UK	L	Blacks Leisure	UK	L	Development Securities	UK	L	Hogg Robinson
UK	L	Blinkx	UK	L	Devro	UK	L	Holidaybreak
UK	L	Bloomsbury Publishing	UK	L	Diageo	UK	L	Home Retail
UK	L	Bodycote	UK	L	Dialight	UK	L	Homeserve
UK	L	Booker	UK	L	Dialog Semiconductor	UK	L	Howden Joinery
UK	L	Boot (Henry)	UK	L	Dignity	UK	L	HSBC
UK	L	Borders & Southern Petroleum	UK	L	Diploma	UK	L	Hunting
UK	L	Bovis Homes	UK	L	Dixons Retail	UK	L	Huntsworth
UK	L	BowLeven	UK	L	Domino Printing Sciences	UK	L	Hyder Consulting
UK	L	BP	UK	L	Dominos Pizza	UK	L	Icap
UK	L	Brammer	UK	L	Drax	UK	L	IG Group
UK	L	Brewin Dolphin	UK	L	DTZ Holdings	UK	L	IGas Energy
UK	L	British American Tobacco	UK	L	Dunelm	UK	L	Imagination Technologies
UK	L	British Land	UK	L	e2v Technologies	UK	L	IMI
UK	L	British Polythene Industries	UK	L	easyJet	UK	L	Immunodiagnostic Systems
UK	L	British Sky Broadcasting	UK	L	Egdon Resources	UK	L	Impellam
UK	L	Britvic	UK	L	Electrocomponents	UK	L	Imperial Tobacco
UK	L	Brown (N)	UK	L	Elementis	UK	L	Inchcape
UK	L	BT	UK	L	Emis Group	UK	L	Informa
UK	L	BTG	UK	L	EnCore Oil	UK	L	Inmarsat
UK	L	Bunzl	UK	L	ENK (ex-European Nickel)	UK	L	Innovation
UK	L	Burberry	UK	L	EnQuest	UK	L	InterContinental Hotels
UK	L	Bwin.party (ex-PartyGaming)	UK	L	Enterprise Inns	UK	L	Intermediate Capital
UK	L	Cable & Wireless	UK	L	Eros International	UK	L	International Greetings
Communications			UK	L	Euromoney Institutional Investor	UK	L	International Personal Finance
UK	L	Cable & Wireless Worldwide	UK	L	European Islamic Investment	UK	L	International Power
UK	L	Cairn Energy	Bank			UK	L	Interserve
UK	L	Camellia	UK	L	Evolution	UK	L	Intertek
UK	L	Cape	UK	L	Experian	UK	L	Invensys
UK	L	Capita	UK	L	F&C Asset Management	UK	L	Investec plc
UK	L	Capital & Counties Properties	UK	L	Fairpoint (ex-Debt Free Direct)	UK	L	IP Group
UK	L	Capital & Regional	UK	L	Faroe Petroleum	UK	L	IQE
UK	L	Capital Shopping Centres	UK	L	Fenner	UK	L	Irisa (ex-Alexon Group)
UK	L	Carclo	UK	L	Fiberweb	UK	L	ITE
UK	L	CareTech	UK	L	Fidessa	UK	L	ITM Power
UK	L	Carillion	UK	L	Filtrona	UK	L	ITV
UK	L	Carnival plc	UK	L	Findel	UK	L	James Halstead
UK	L	Carpentright	UK	L	FirstGroup	UK	L	Jardine Lloyd Thompson
UK	L	Carphone Warehouse	UK	L	Fisher (ex-James Fisher)	UK	L	JD Sports Fashion
UK	L	Centaur Media	UK	L	French Connection	UK	L	JJB Sports
UK	L	Centrica	UK	L	Fuller Smith & Turner	UK	L	JKX Oil & Gas
UK	L	Ceres Power	UK	L	Future	UK	L	Johnson Matthey
UK	L	Charles Stanley	UK	L	G4S	UK	L	Johnson Service
UK	L	Charles Taylor Consulting	UK	L	Galliford Try	UK	L	Johnston Press
UK	L	Charter	UK	L	Game Group	UK	L	KCom
UK	L	Chaucer	UK	L	Games Workshop	UK	L	Keller
UK	L	Chemring	UK	L	GCM Resources (ex-Global Coal)	UK	L	Kentz
UK	L	Chesnara	UK	L	Genus	UK	L	Kesa Electricals
UK	L	Chime Communications	UK	L	GKN	UK	L	Kier
UK	L	Cineworld Group	UK	L	GlaxoSmithKline	UK	L	Kingfisher
UK	L	Circle	UK	L	Go-Ahead	UK	L	Kofax
UK	L	Clarkson	UK	L	Goals Soccer Centres	UK	L	Ladbrokes
UK	L	Clinton Cards	UK	L	Grainger	UK	L	Laird
UK	L	Close Brothers	UK	L	Great Portland Estates	UK	L	Lamprell
UK	L	CLS Holdings	UK	L	Greene King	UK	L	Land Securities
UK	L	Cobham	UK	L	Greggs	UK	L	Lavendon
UK	L	Collins Stewart	UK	L	Guinness Peat	UK	L	Legal & General
UK	L	Colt Telecom	UK	L	Halfords	UK	L	Lloyds Banking (including HBOS)
UK	L	Compass	UK	L	Halma	UK	L	Logica

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UK	L	London Security	UK	L	Prezzo	UK	L	St. James's Place
UK	L	London Stock Exchange	UK	L	Promethean World	UK	L	St. Modwen Properties
UK	L	Lonmin	UK	L	Provident Financial	UK	L	Stagecoach
UK	L	Lookers	UK	L	Proximagen	UK	L	Standard Chartered
UK	L	Low & Bonar	UK	L	Prudential	UK	L	Standard Life
UK	L	LSL Property Services	UK	L	Psion	UK	L	Sterling Energy
UK	L	Luminar	UK	L	Punch Taverns	UK	L	Sthree
UK	L	Lupus Capital	UK	L	Pursuit Dynamics	UK	L	Stobart
UK	L	M.P. Evans	UK	L	PV Crystalox	UK	L	STV (ex-SMG)
UK	L	Majestic Wine	UK	L	PZ Cussons	UK	L	Styles & Wood
UK	L	Man Group	UK	L	QinetiQ	UK	L	SuperGroup
UK	L	Management Consulting	UK	L	Quindell Portfolio	UK	L	Sweett (ex-Cyrill Sweett)
UK	L	Manganese Bronze Holding	UK	L	R.E.A.Holdings	UK	L	Synergy Health
UK	L	Marks & Spencer	UK	L	Rank Group	UK	L	TalkTalk Telecom
UK	L	Marshalls	UK	L	Rathbones	UK	L	Tanfield
UK	L	Marston's	UK	L	Reckitt Benckiser	UK	L	Tarsus
UK	L	Max Petroleum	UK	L	Record	UK	L	Tate & Lyle
UK	L	May Gurney	UK	L	Redrow	UK	L	Taylor Wimpey
UK	L	McBride	UK	L	Reed Elsevier plc	UK	L	Ted Baker
UK	L	McKay Securities	UK	L	Regal Petroleum	UK	L	Telecity
UK	L	Mears	UK	L	Regus	UK	L	Telecom plus
UK	L	Mecom	UK	L	Renishaw	UK	L	Telford Homes
UK	L	Meggitt	UK	L	Renovo	UK	L	Terrace Hill
UK	L	Melrose	UK	L	Rentokil Initial	UK	L	Tesco
UK	L	Melrose Resources	UK	L	Restaurant Group	UK	L	Thomas Cook
UK	L	Menzies (John)	UK	L	Rexam	UK	L	Titan Europe
UK	L	Michael Page	UK	L	Ricardo	UK	L	Topps Tiles
UK	L	Micro Focus	UK	L	Rightmove	UK	L	Travis Perkins
UK	L	Millennium & Copthorne	UK	L	Rio Tinto	UK	L	Trinity Mirror
UK	L	Misys	UK	L	RM	UK	L	TT Electronics
UK	L	Mitchells & Butlers	UK	L	Robert Walters	UK	L	TUI Travel
UK	L	Mitie	UK	L	Robert Wiseman Dairies	UK	L	Tullett Prebon
UK	L	Mondi	UK	L	Rockhopper Exploration	UK	L	Tullow Oil
UK	L	Moneysupermarket.com	UK	L	Rolls-Royce	UK	L	UBM
UK	L	Monitise	UK	L	Rotork	UK	L	UK Coal
UK	L	Morgan Crucible	UK	L	Royal Bank of Scotland	UK	L	UK Mail
UK	L	Morgan Sindall	UK	L	Royal Dutch Shell	UK	L	Ultra Electronics
UK	L	Morrisons	UK	L	RPC	UK	L	Umeco
UK	L	Mothercare	UK	L	RPS	UK	L	Unilever plc
UK	L	Mouchel	UK	L	RSA Insurance	UK	L	Uniq
UK	L	Mulberry Group	UK	L	RWS Holdings	UK	L	Unite Group
UK	L	MWB	UK	L	SABMiller	UK	L	United Utilities
UK	L	Nanoco	UK	L	Sage	UK	L	UTV Media
UK	L	National Express	UK	L	Sainsbury	UK	L	Valiant Petroleum
UK	L	National Grid	UK	L	Salamander Energy	UK	L	Vectura
UK	L	Nautical Petroleum	UK	L	San Leon Energy	UK	L	Vedanta Resources
UK	L	NCC Group	UK	L	Savills	UK	L	Vernalis
UK	L	Next	UK	L	Scottish & Southern Energy	UK	L	Victrex
UK	L	Nichols	UK	L	SDL	UK	L	Vitec
UK	L	Nighthawk Energy	UK	L	Segro	UK	L	Vodafone
UK	L	Northgate	UK	L	Senior	UK	L	Volex Group
UK	L	Northumbrian Water	UK	L	Serco	UK	L	VP
UK	L	Novae	UK	L	Serica Energy	UK	L	Warner Estate
UK	L	Numis Corporation	UK	L	Severfield-Rowen	UK	L	Weir Group
UK	L	Ocado	UK	L	Severn Trent	UK	L	Wetherspoon
UK	L	Old Mutual	UK	L	Shaftesbury	UK	L	WH Smith
UK	L	Ophir Energy	UK	L	Shanks	UK	L	Whitbread
UK	L	Optimal Payments	UK	L	Shire	UK	L	William Hill
UK	L	Optos	UK	L	Shore Capital	UK	L	Williams Grand Prix
UK	L	Oxford Advanced Surface	UK	L	SIG	UK	L	Wilmington
UK	L	Oxford Biomedica	UK	L	Signet Jewelers	UK	L	Wincanton
UK	L	Oxford Instruments	UK	L	Skyepharma	UK	L	Wolfson Microelectronics
UK	L	Pace	UK	L	Smith & Nephew	UK	L	Wolseley
UK	L	Paragon	UK	L	Smith (DS)	UK	L	Wood Group (John)
UK	L	PayPoint	UK	L	Smiths	UK	L	WPP Group
UK	L	Pearson	UK	L	Smiths News	UK	L	WSP Group
UK	L	Pendragon	UK	L	Soco International	UK	L	Wyg
UK	L	Pennon	UK	L	Songbird Estates (Canary Wharf)	UK	L	Xaar
UK	L	Perform Group	UK	L	Spectris	UK	L	Xchanging
UK	L	Persimmon	UK	L	Speedy Hire	UK	L	Xstrata
UK	L	Petrofac	UK	L	Speymill	UK	L	Yell Group
UK	L	Phoenix IT	UK	L	Spirax-Sarco Engineering	UK	L	Young's
UK	L	Photo-Me International	UK	L	Spirent	UK	L	Yule Catto
UK	L	Playtech	UK	L	Spirit Pub	UK	L	ZincOx Resources
UK	L	Premier Farnell	UK	L	Sportingbet	UK	NL	Arup Group
UK	L	Premier Foods	UK	L	Sports Direct	UK	NL	Bluefin Solutions – IT services
UK	L	Premier Oil	UK	L	St Ives	UK	NL	BOCM Pauls

List of the 2.493 largest European companies in 2012

(L = Listed / NL = Non-listed)

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	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

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