



EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

ANNUAL
ECONOMIC SURVEY
OF EMPLOYEE OWNERSHIP
IN EUROPEAN COUNTRIES

2014

BY
MARC MATHIEU
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

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By

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

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INTRODUCTION

For the third consecutive year in 2014, the number of employee shareholders decreased in Europe. This should be a warning signal for everyone (see graph 5 page 14).

In fact, the number of employee shareholders in continental Europe decreased by 500.000 persons (-8%) from 2011 to 2014, while the number increased by 200.000 persons in the UK (+8%).

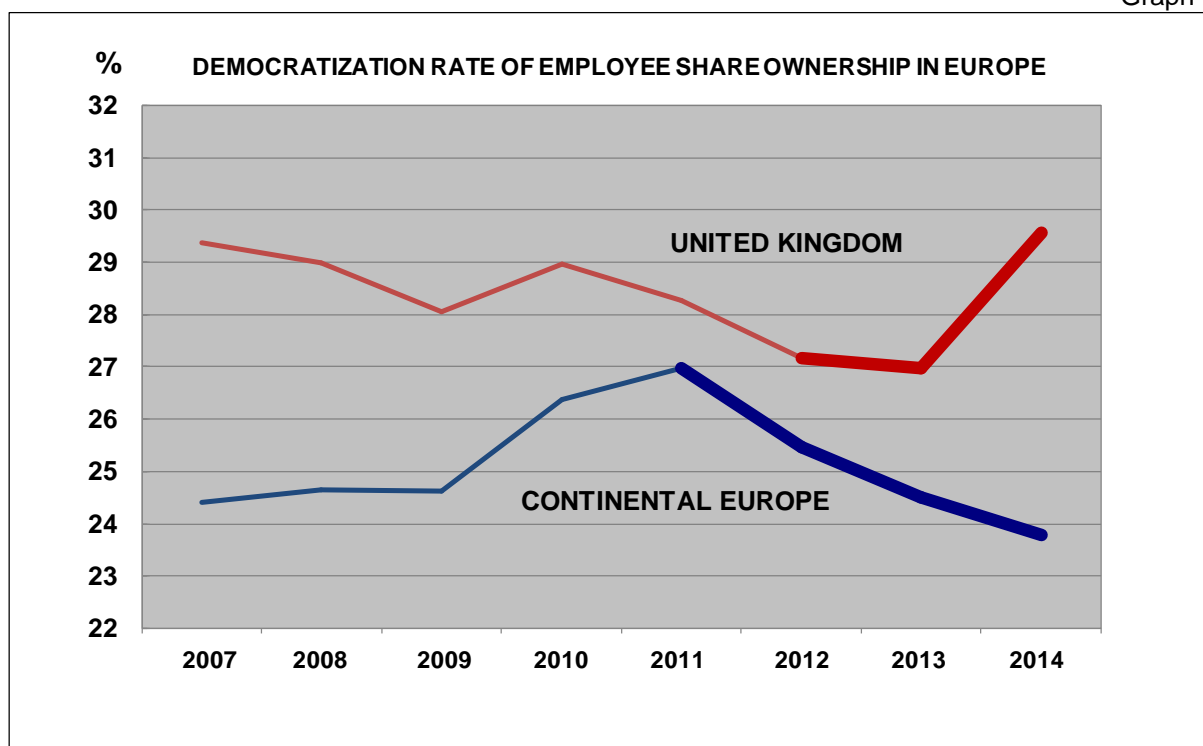
These changes are clearly related to the regressive fiscal policies in many European countries. In contrast, the UK chose to double the fiscal incentives for employee share ownership, considering it is a key element of recovery and an investment for the future.

Assets held by European employees in shares of their company increased to 301 billion Euro in 2014, a new record. However, these growing assets are spread over a declining number of employees. Lower incentives have thus a clear consequence in continental Europe: The democratization of employee share ownership regresses (see graph 6 page 15), leading to wealth concentration in the richest hands.

This is obvious through the comparison between the 8.800 top Executives in European listed companies, holding 14 million Euro each in shares of their company (all together 124 billion Euro in 2014) and the 8.775.000 ordinary employee shareholders, holding 20.000 Euro each in 2014 (all together 177 billion Euro).

The following graph shows how dramatic is the divorce between continental Europe and the UK. While 30% of employees held shares of their company last year in the UK (the highest rate since the statistic exists), a sharp drop below 24% was observed on the continent.

Graph 1



Employees' stake declined slightly to 2.99%, but this is not a break in the still growing trend (see graph 2 page 11).

The Survey of employee ownership in 2014 shows that still more and more of European companies organized employee share plans. In 2014, 94% of all large European companies had employee share ownership on which 86% had employee share plans of all kinds, while 53% had "broad-based" plans for all employees and 63% had stock option plans.

Finally, 28% of all large European companies launched new employee share plans in 2014, which seems not very different from previous years (see graph 8 page 17).

Table 1

	2014	2013	2012	2011	2010	2009	2008	2007	2006
Employee shareholders (thousand people)	8.776	8.799	8.967	9.119	8.876	8.538	8.276	7.788	
Employees' share in ownership structure	2,99%	3,05%	2,81%	2,91%	2,93%	2,88%	2,75%	2,65%	2,42%
Capitalisation held by employees (billion €)	301	270	200	237	198	164	239	271	205
% European companies having employee ownership	93,7%	92,2%	91,2%	90,3%	89,4%	88,9%	84,1%	81,3%	77,1%
% European companies having broad-based plans	53,1%	51,6%	50,9%	50,0%	49,1%	48,4%	47,0%	45,0%	42,3%
% European companies having stock option plans	63,2%	62,3%	62,0%	61,2%	60,4%	59,8%	58,4%	56,1%	53,1%
% European companies having launched new plans	28,3%	28,7%	29,3%	30,5%	28,1%	30,4%	33,2%	25,0%	

Corporate governance and profit-sharing

In addition to the whole information about employee share ownership and employee share plans, Top Executives and ordinary employees, this new Survey brings chapters about corporate governance and profit-sharing in European companies (including employee representation on boards and discrimination in voting rights), as well as a systematic comparison between listed companies and non-listed employee-owned companies in Europe.

List of most remarkable cases regarding employee ownership in Europe

The list of the 131 most remarkable European companies regarding employee share ownership can be found on page 31.

The European Employee Ownership Top 100

The European Employee Ownership TOP 100 rankings are designed with respect to two rankings of Europe's largest companies, considering employee ownership (see page 36 and following).

Employee representation on boards

Employee representation on boards is usual in many large European companies, either in Boards of Directors or in Supervisory Boards (see page 70 and following).

Employee shareholders are represented on boards in 13% of large French companies (but 30% in terms of employment). In France, employee shareholders representation on boards is thus typical in largest companies. However, it is much less frequent in other European countries.

On the other hand, employee representation on boards is usual for 37% of employees in large European companies. This is the case for 95% of employees in large companies in Austria, Germany or Slovenia. In France, it is the case for 49% of employees in large

companies (well over the European average), while it is only the case for 2.2% in the UK... and 0% in Italy.

Employee representation on boards is highly sophisticated in France. Altogether employee representatives are present on boards covering 49% of employment in large French companies. This is through unions or workers councils for 34% and it is for 30% through employee shareholders representatives (while both unions or workers councils and employee shareholders are present in 15% of cases).

Profit-sharing

Except in France (where it is by law), European listed companies applying profit-sharing are in very small numbers, - only 7,6% of all large listed companies (see page 85 and following).

Employee shareholders' voting rights

In most European countries, no discrimination exists, for or against employee shareholders' voting rights. However, significant discrimination can well be observed in six countries (see page 88 and following).

Employee shareholders' voting rights are generally multiplied in France due to the fact that shares enjoy a double voting right when nominatives and held for at least two years.

At the contrary, employee shareholders' voting rights suffer negative discrimination in six other countries: Denmark, Sweden, Finland, The Netherlands, Switzerland and Germany. Typical cases here are companies issuing two classes of shares, A-shares with 10 votes and B-shares with 1 vote. Controlling owners hold high voting shares but employee share plans are based on low voting ones. This way, employee shareholders' voting rights are severely discriminated, in up to 44% of large companies in Sweden. Employee shareholders' voting rights are generally reduced by 30% to 50% in Denmark, in Finland and in Sweden compared with the one-share-one-vote rule.

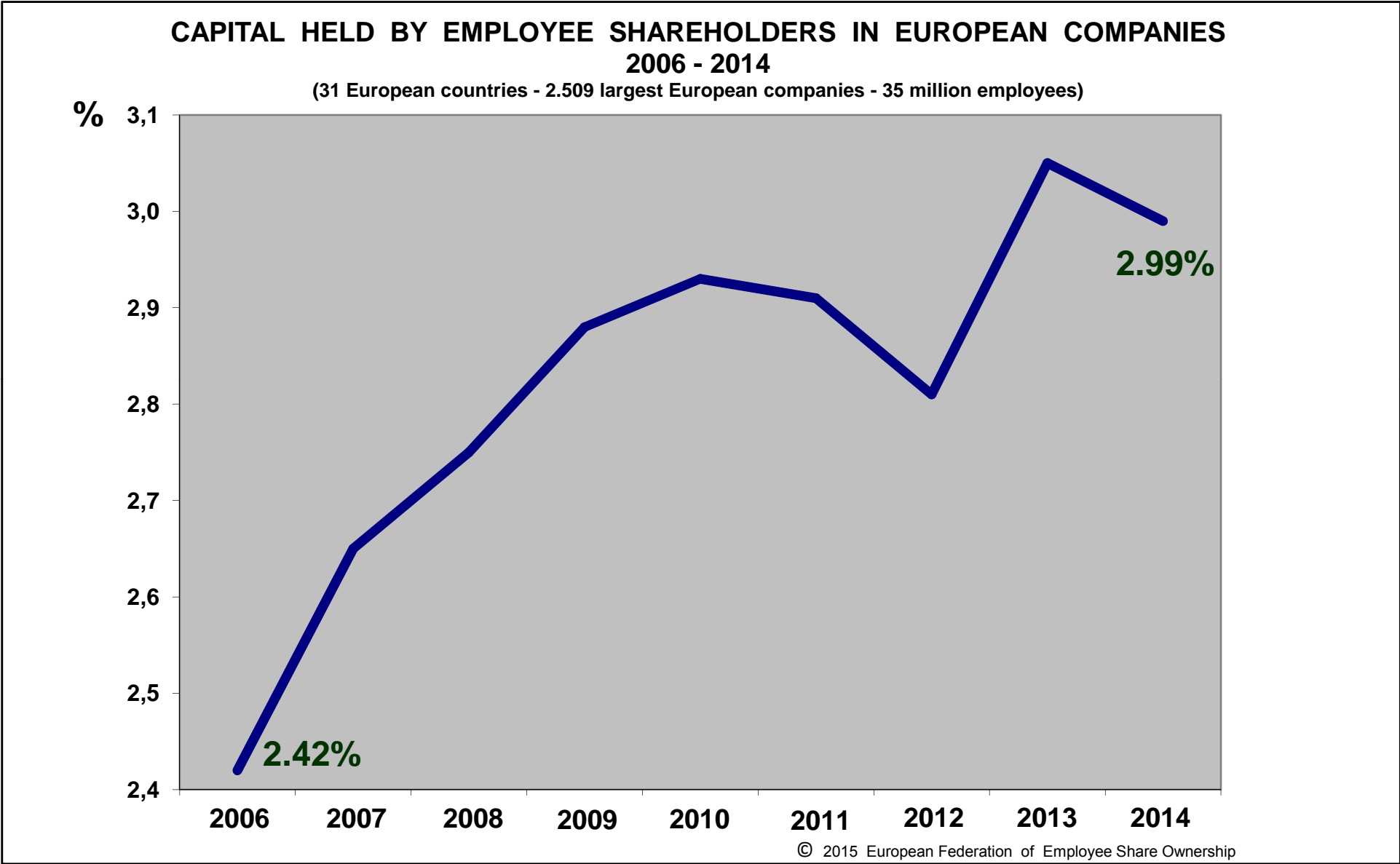
Listed companies compared to non-listed employee-owned companies

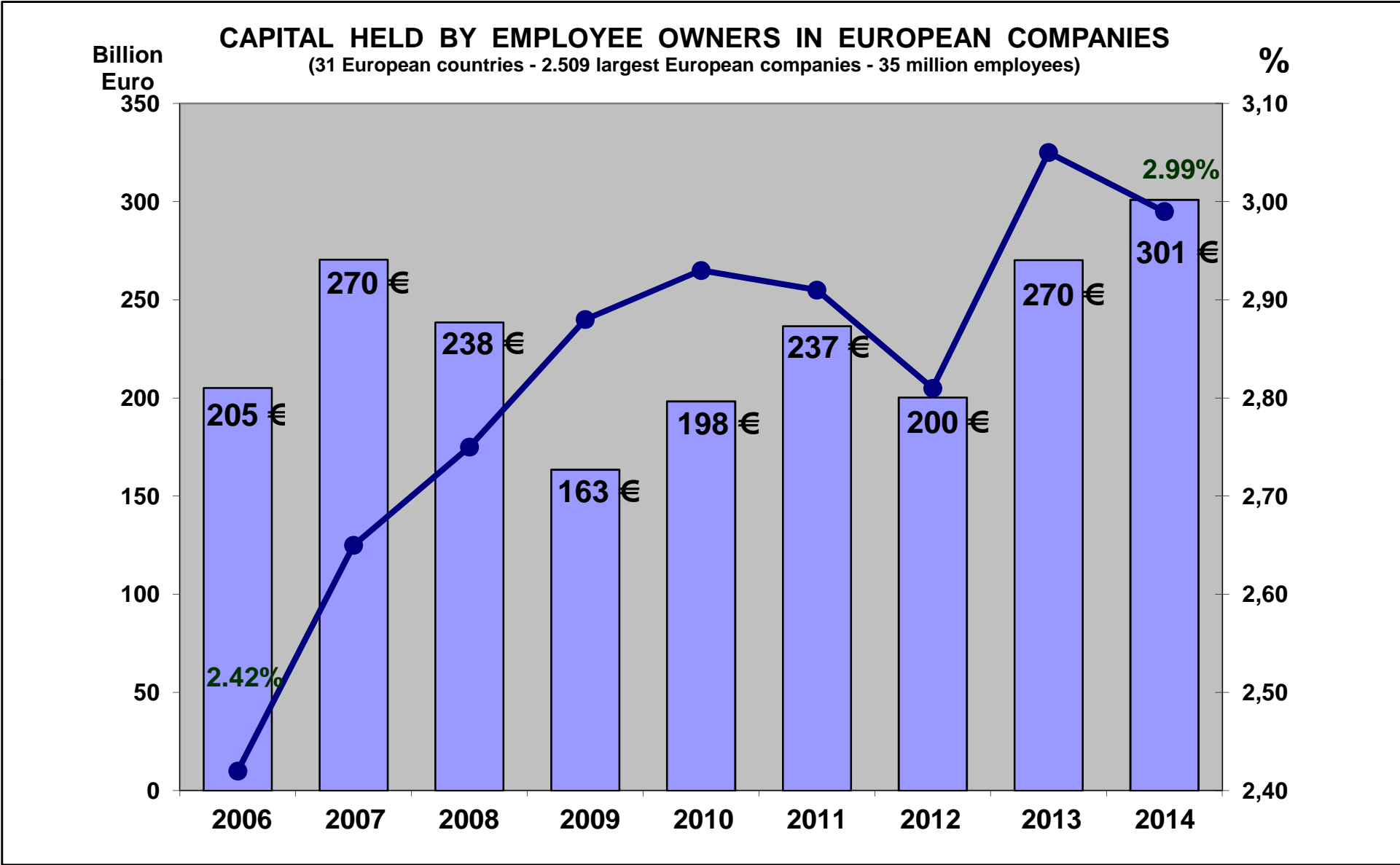
It has sometimes been declared since the financial crisis that non-listed employee-owned companies could be more resilient than listed ones. The systematic comparison between both sectors brings more information (see page 91 and following).

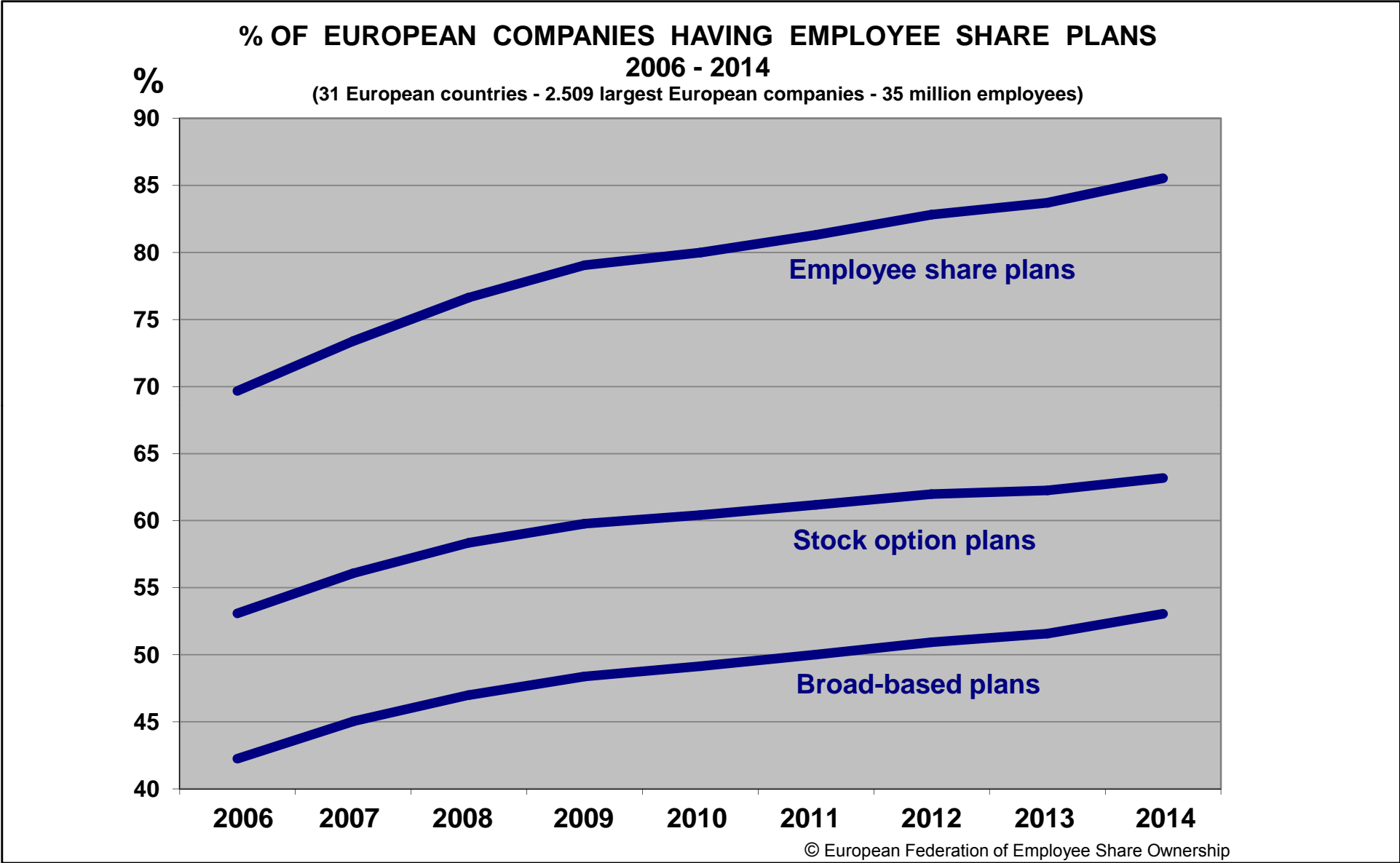
Database of employee ownership in European companies

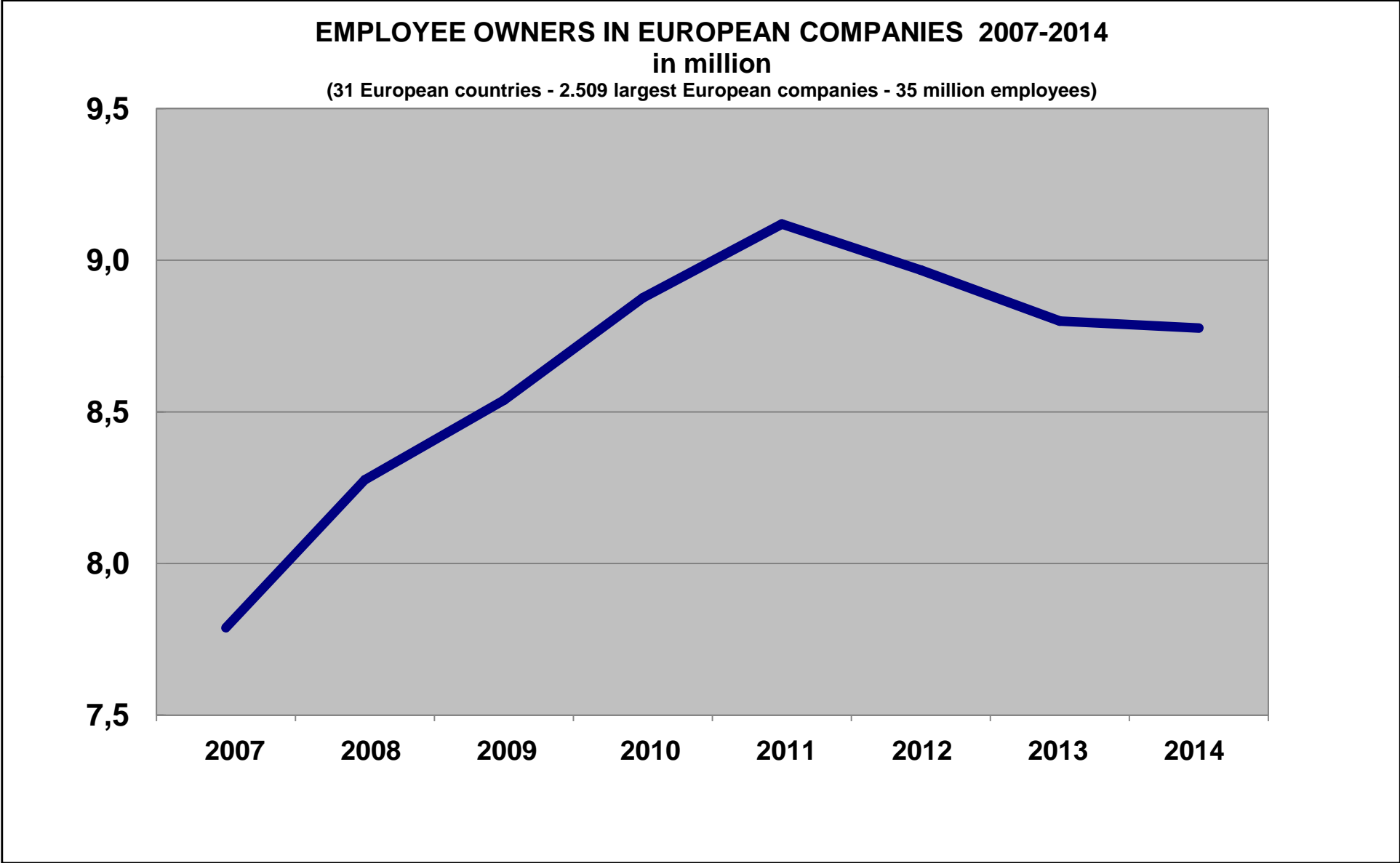
This Survey is based on a full database, including each of all large European listed companies (i.e. 2.225 companies, 25% of all European listed companies, but 98% of the whole capitalization and 94% in terms of employment, bringing thus a quasi-exhaustive picture of employee share ownership in European listed companies) and each of all large European non-listed employee-owned companies (the 282 employee-owned companies employing 100 persons or more).

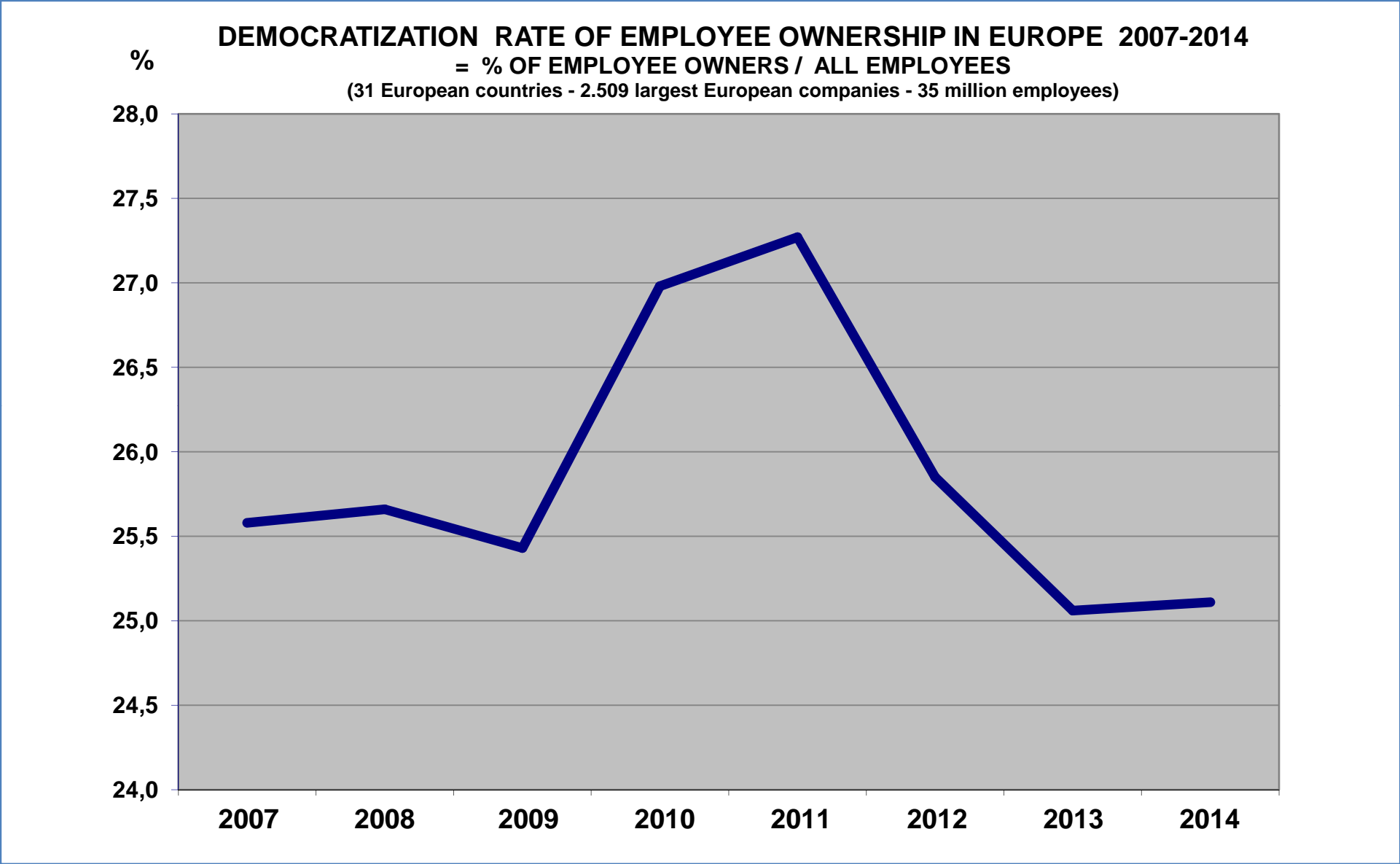
All information in the EFES database is based on companies' Annual Reports (see page 101 and following).



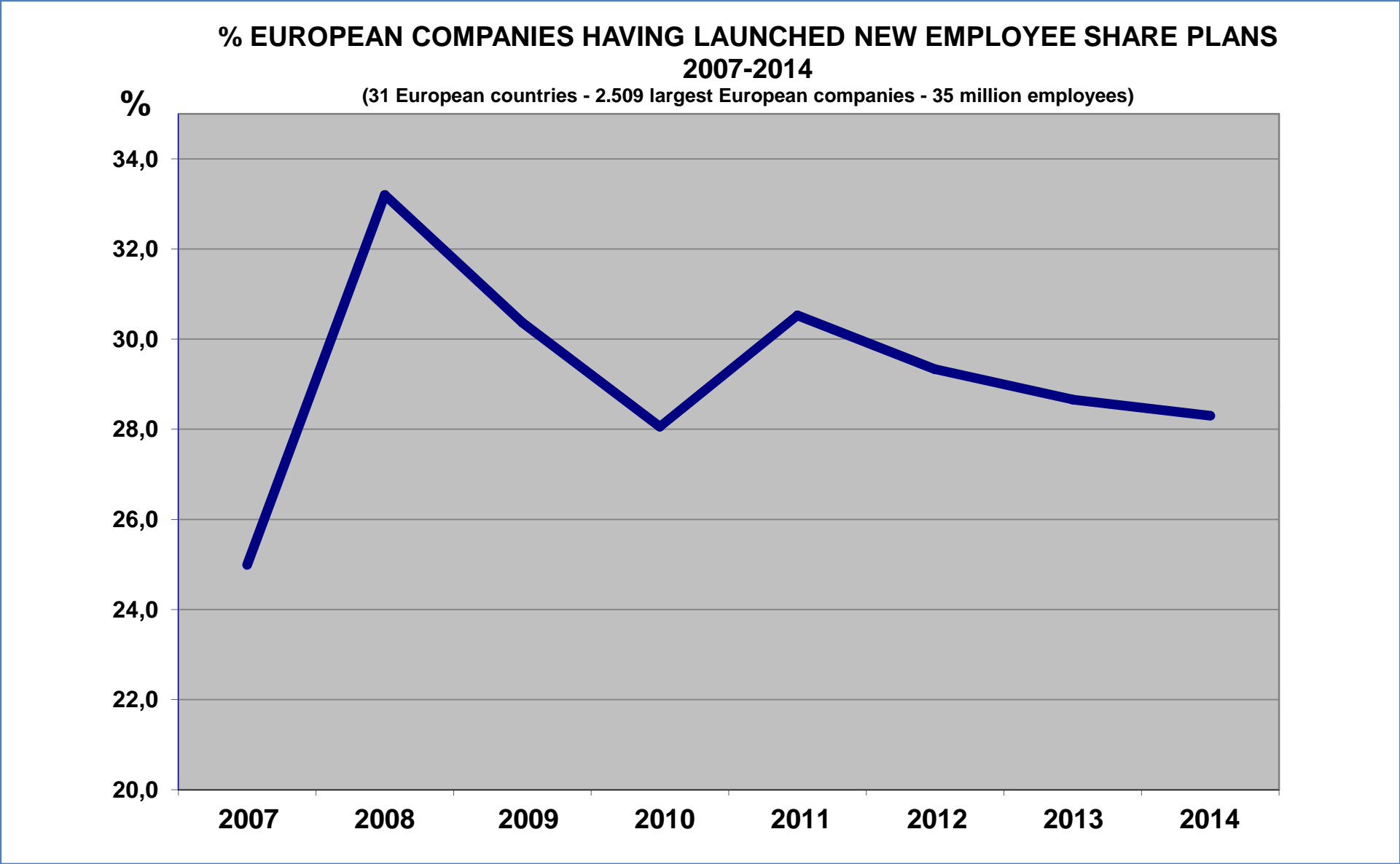












Tables 2-4: Main data about employee share ownership, 2006-2014

Description	2014	2013	2012	2011	2010	2009	2008	2007	2006
Employees' share in ownership structure (%)	2,99%	3,05%	2,81%	2,91%	2,83%	2,88%	2,75%	2,65%	2,42
Capitalisation held by all employees (billion Euro)	301 €	270 €	200 €	237 €	198 €	164 €	239 €	270 €	205 €
% Variation	+11,4%	+34,9%	-15,4%	+19,3%	+21,3%	-31,4%	-11,8%	+31,9%	

Description	2014	2013	2012	2011	2010	2009	2008	2007
Employee owners (numbers)	8.775.955	8.798.643	8.967.275	9.118.864	8.876.420	8.537.998	8.275.579	7.787.915
% Variation	-0,3%	-1,9%	-1,7%	+2,7%	+4,0%	+3,2%	+6,3%	
Employee owners in % of all employees	25,1%	25,1%	25,9%	27,3%	27,0%	25,4%	25,7%	25,6%

Description	2014
Date of first employee share plan	1.997
Date of first employee share plan (listed companies only)	2.000

Tables 5-6: Main data about large European companies, 2006-2014

	2014	2013	2012	2011	2010	2009	2008	2007	2006
Companies (number)	2.509	2.509	2.509	2.509	2.509	2.509	2.509	2.509	2.509
Market capitalisation (billion €)	10.077 €	8.854 €	7.127 €	8.144 €	7.009 €	5.686 €	8.680 €	10.209 €	8.477 €
% Variation	+13,8%	+24,2%	-12,5%	+16,2%	+23,3%	-34,5%	-15,0%	+20,4%	
Employees (number)	34.950.804	35.105.210	34.683.479	33.441.095	32.904.309	33.578.415	32.245.689	30.450.054	28.594.337
% Variation	-0,4%	+1,2%	+3,7%	+1,6%	-2,0%	+4,1%	+5,9%	+6,5%	

% Variation	2014	2013	2012	2011	2010	2009	2008	2007
Market capitalisation	+13,8%	+24,2%	-12,5%	+16,2%	+23,3%	-34,5%	-15,0%	+20,4%
Employees (number)	-0,4%	+1,2%	+3,7%	+1,6%	-2,0%	+4,1%	+5,9%	+6,5%

ALL COMPANIES

Description	2014	2013	2012	2011	2010	2009	2008	2007	2006
% of all Companies									
% Companies having employee ownership	93,7%	92,2%	91,2%	90,3%	89,4%	88,9%	84,1%	81,3%	77,1%
% Companies having employee share plans	85,5%	83,7%	82,8%	81,3%	80,0%	79,0%	76,6%	73,4%	69,7%
% Companies having broad-based employee share plans	53,1%	51,6%	50,9%	50,0%	49,1%	48,4%	47,0%	45,0%	42,3%
% Companies having stock options	63,2%	62,3%	62,0%	61,2%	60,4%	59,8%	58,4%	56,1%	53,1%
% Companies having launched new employee share plans in year	28,3%	28,7%	29,3%	30,5%	28,1%	30,4%	33,2%	25,0%	
Number of Companies									
Companies having employee ownership	2.351	2.313	2.287	2.265	2.244	2.231	2.109	2.040	1.935
Companies having employee share plans	2.146	2.100	2.078	2.040	2.007	1.983	1.923	1.841	1.748
Companies having broad-based employee share plans	1.331	1.294	1.278	1.255	1.233	1.214	1.179	1.130	1.060
Companies having stock options	1.585	1.562	1.555	1.535	1.516	1.500	1.464	1.407	1.332
Companies having launched new employee share plans in year	710	719	736	766	704	762	833	627	
Variation									
Companies having employee ownership	+1,6%	+1,1%	+1,0%	+0,9%	+0,6%	+5,8%	+3,4%	+5,4%	
Companies having employee share plans	+2,2%	+1,1%	+1,9%	+1,6%	+1,2%	+3,1%	+4,5%	+5,3%	
Companies having broad-based employee share plans	+2,9%	+1,3%	+1,8%	+1,8%	+1,6%	+3,0%	+4,3%	+6,6%	
Companies having stock options	+1,5%	+0,5%	+1,3%	+1,3%	+1,1%	+2,5%	+4,1%	+5,6%	
Companies having launched new employee share plans in year	-1,3%	-2,3%	-3,9%	+8,8%	-7,6%	-8,5%	+32,9%		

LISTED COMPANIES

Description	2014	2013	2012	2011	2010	2009	2008	2007	2006
% of listed Companies									
% Listed Companies having employee ownership	92,9%	91,4%	90,4%	89,5%	88,6%	88,0%	82,7%	79,6%	75,2%
% Listed Companies having employee share plans	83,7%	81,8%	81,0%	79,4%	78,0%	76,9%	74,3%	70,6%	66,5%
% Listed Companies having broad-based employee share plans	47,5%	45,9%	45,4%	44,4%	43,4%	42,6%	41,1%	38,9%	35,8%
% Listed Companies having stock options	71,0%	69,9%	69,6%	68,7%	67,8%	67,1%	65,5%	63,0%	59,6%
Number of listed Companies									
Listed Companies having employee ownership	2.068	2.034	2.011	1.991	1.972	1.959	1.840	1.771	1.674
Listed Companies having employee share plans	1.862	1.821	1.802	1.766	1.735	1.712	1.653	1.571	1.479
Listed Companies having broad-based employee share plans	1.056	1.022	1.009	988	966	948	914	866	797
Listed Companies having stock options	1.578	1.555	1.548	1.528	1.509	1.493	1.458	1.401	1.325
% Variation									
Listed Companies having employee ownership	+1,7%	+1,1%	+1,0%	+1,0%	+0,7%	+6,5%	+3,9%	+5,8%	
Listed Companies having employee share plans	+2,3%	+1,1%	+2,0%	+1,8%	+1,3%	+3,6%	+5,2%	+6,2%	
Listed Companies having broad-based employee share plans	+3,3%	+1,3%	+2,1%	+2,3%	+1,9%	+3,7%	+5,5%	+8,7%	
Listed Companies having stock options	+1,5%	+0,5%	+1,3%	+1,3%	+1,1%	+2,4%	+4,1%	+5,7%	

Table 9: Main data about employee share plans, 2006-2014

% of European Companies	2014	2013	2012	2011	2010	2009	2008	2007	2006
Having employee ownership	93,7%	92,2%	91,2%	90,3%	89,4%	88,9%	84,1%	81,3%	77,1%
Having employee share plans	85,5%	83,7%	82,8%	81,3%	80,0%	79,0%	76,6%	73,4%	69,7%
Having broad-based employee share plans	53,1%	51,6%	50,9%	50,0%	49,1%	48,4%	47,0%	45,0%	42,3%
Having stock options	63,2%	62,3%	62,0%	61,2%	60,4%	59,8%	58,4%	56,1%	53,1%
Having launched new employee share plans in year	28,3%	28,7%	29,3%	30,5%	28,1%	30,4%	33,2%	25,0%	

ALL COMPANIES (listed and non-listed)									
Description	2014	2013	2012	2011	2010	2009	2008	2007	2006
% of companies									
% Companies having EO>1% in ownership structure ("significant" ownership)	56,0%	55,0%	53,5%	53,2%	52,6%	54,8%	55,1%	53,7%	48,4%
% Companies having EO>6% in ownership structure ("strategic" ownership)	27,3%	28,1%	28,2%	28,5%	28,5%	29,0%	28,9%	29,4%	27,8%
% Companies having EO>20% in ownership structure ("determining" ownership)	20,8%	20,7%	20,9%	20,9%	20,8%	21,4%	21,0%	21,0%	19,9%
% Companies having EO>50% in ownership structure ("controlling" ownership)	14,6%	14,5%	14,6%	14,9%	14,7%	14,8%	14,9%	15,2%	14,3%
Numbers									
Companies having EO>1% in ownership structure ("significant" ownership)	1.406	1.381	1.342	1.335	1.319	1.374	1.382	1.347	1.213
Companies having EO>6% in ownership structure ("strategic" ownership)	686	706	708	716	715	728	726	737	697
Companies having EO>20% in ownership structure ("determining" ownership)	522	518	524	525	521	537	526	527	498
Companies having EO>50% in ownership structure ("controlling" ownership)	367	363	367	373	369	372	373	381	358
Variation									
Companies having EO>1% in ownership structure ("significant" ownership)	+1,8%	+2,9%	+0,5%	+1,2%	-4,0%	-0,6%	+2,6%	+11,0%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-2,8%	-0,3%	-1,1%	+0,1%	-1,8%	+0,3%	-1,5%	+5,7%	
Companies having EO>20% in ownership structure ("determining" ownership)	+0,8%	-1,1%	-0,2%	+0,8%	-3,0%	+2,1%	-0,2%	+5,8%	
Companies having EO>50% in ownership structure ("controlling" ownership)	+1,1%	-1,1%	-1,6%	+1,1%	-0,8%	-0,3%	-2,1%	+6,4%	

LISTED COMPANIES ONLY									
Description	2014	2013	2012	2011	2010	2009	2008	2007	2006
% of companies									
% Companies having EO>1% in ownership structure ("significant" ownership)	50,5%	49,6%	47,9%	47,7%	47,1%	49,5%	49,9%	48,4%	42,4%
% Companies having EO>6% in ownership structure ("strategic" ownership)	18,3%	19,3%	19,5%	19,9%	19,9%	20,5%	20,5%	20,9%	19,2%
% Companies having EO>20% in ownership structure ("determining" ownership)	10,9%	11,0%	11,3%	11,4%	11,3%	12,0%	11,5%	11,6%	10,3%
% Companies having EO>50% in ownership structure ("controlling" ownership)	4,1%	4,2%	4,4%	4,7%	4,6%	4,8%	4,7%	5,1%	4,2%
Numbers									
Companies having EO>1% in ownership structure ("significant" ownership)	1.124	1.104	1.066	1.061	1.047	1.102	1.111	1.076	943
Companies having EO>6% in ownership structure ("strategic" ownership)	406	430	433	442	443	456	455	466	427
Companies having EO>20% in ownership structure ("determining" ownership)	243	244	251	254	251	266	256	258	230
Companies having EO>50% in ownership structure ("controlling" ownership)	92	93	98	105	103	106	105	114	93
Variation									
Companies having EO>1% in ownership structure ("significant" ownership)	+1,8%	+3,6%	+0,5%	+1,3%	-5,0%	-0,8%	+3,3%	+14,1%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-5,6%	-0,7%	-2,0%	-0,2%	-2,9%	+0,2%	-2,4%	+9,1%	
Companies having EO>20% in ownership structure ("determining" ownership)	-0,4%	-2,8%	-1,2%	+1,2%	-5,6%	+3,9%	-0,8%	+12,2%	
Companies having EO>50% in ownership structure ("controlling" ownership)	-1,1%	-5,1%	-6,7%	+1,9%	-2,8%	+1,0%	-7,9%	+22,6%	

Tables 12-13: Employees' stake in large European companies in 2014

%EO	TYPES	ALL COMPANIES	
- 1%	insignificant	44,0%	1.103
+ 1%	significant	56,0%	1.406
+ 6%	strategic	27,3%	686
+ 20%	determining	20,8%	522
+ 50%	controlling	14,6%	367
		100 %	2.509

%EO	TYPES	LISTED COMPANIES	
- 1%	insignificant	49,5%	1.101
+ 1%	significant	50,5%	1.124
+ 6%	strategic	18,3%	406
+ 20%	determining	10,9%	243
+ 50%	controlling	4,1%	92
		100 %	2.225

Table 14: All large European companies compared to large listed companies only

COMPARING ALL COMPANIES VERSUS LISTED COMPANIES ONLY			
Description (Year 2013/14)	All Companies	Listed Companies	Non-listed
Companies numbers	2.509	2.225	284
Employees numbers	34.950.804	34.214.653	736.151
Employee owners (numbers)	8.775.955	8.361.945	414.010
Employee owners in % of all employees	25,1%	24,4%	56,2%
Companies having employee ownership	2.351	2.068	283
Companies having employee share plans	2.146	1.862	284
Companies having broad-based employee share plans	1.331	1.056	275
Companies having stock options	1.585	1.578	7
Companies having published employees' share in ownership structure	380	255	125
Companies having EO>1% in ownership structure ("significant" ownership)	1.406	1.124	282
Companies having EO>6% in ownership structure ("strategic" ownership)	686	406	280
Companies having EO>20% in ownership structure ("determining" ownership)	522	243	279
Companies having EO>50% in ownership structure ("controlling" ownership)	367	92	275
% Companies having employee ownership	93,7%	92,9%	99,6%
% Companies having employee share plans	85,5%	83,7%	100,0%
% Companies having broad-based employee share plans	53,0%	47,5%	96,8%
% Companies having stock options	63,2%	70,9%	2,5%
% Companies having published employees' share in ownership structure	15,2%	11,5%	44,0%
% Companies having EO>1% in ownership structure ("significant" ownership)	56,0%	50,5%	99,3%
% Companies having EO>6% in ownership structure ("strategic" ownership)	27,3%	18,2%	98,6%
% Companies having EO>20% in ownership structure ("determining" ownership)	20,8%	10,9%	98,2%
% Companies having EO>50% in ownership structure ("controlling" ownership)	14,6%	4,1%	96,8%

Table 15: Employee owners in European countries, 2007-2013

Countries	EMPLOYEE OWNERS IN EUROPEAN COUNTRIES									
	(31 countries - 2.509 largest European companies - 35 million employees)									
	% variation from 2011 to 2014	% variation from 2007 to 2014	Employee owners 2014	Employee owners 2013	Employee owners 2012	Employee owners 2011	Employee owners 2010	Employee owners 2009	Employee owners 2008	Employee owners 2007
AT	0,5%	-6,5%	101.739	105.019	106.897	101.214	103.810	100.836	105.727	108.786
BE	-22,2%	-43,1%	64.983	51.644	57.887	83.532	97.844	108.724	124.874	114.184
BG	-5,1%	-8,2%	274	286	289	288	293	298	304	298
CH	-2,5%	-5,1%	278.973	284.864	287.541	286.044	299.702	316.240	308.838	293.995
CY	-16,4%	-73,7%	1.854	2.082	2.139	2.218	12.231	12.255	7.700	7.055
CZ	4,8%	-8,6%	6.363	5.953	6.010	6.074	6.615	6.670	6.846	6.960
DA	-10,4%	40,7%	68.451	72.516	72.776	76.425	70.100	72.868	64.797	48.662
DE	-14,2%	-20,6%	832.206	866.753	913.301	970.242	1.041.718	1.016.044	992.250	1.047.799
EE	15,4%	ns	38	33	32	33	11	11	11	20
ES	-15,2%	46,4%	186.675	209.462	213.155	220.249	188.040	178.437	186.571	127.504
FI	-14,4%	-20,1%	117.126	117.973	127.877	136.868	140.447	170.360	166.077	146.627
FR	-3,5%	33,2%	3.489.266	3.563.406	3.619.422	3.614.345	3.425.874	3.108.317	2.921.304	2.620.053
GR	-15,2%	-19,6%	33.926	34.965	36.157	39.992	42.112	44.975	46.181	42.197
HR	-63,9%	ns	3.819	6.075	8.335	10.565	12.795	15.035	12.064	40
HU	-7,1%	2,5%	8.917	9.706	9.590	9.602	8.567	8.504	8.858	8.698
IE	-17,9%	-31,1%	28.101	29.705	31.341	34.215	37.644	38.962	39.534	40.803
IS	-2,0%	-40,6%	480	467	486	490	530	560	652	809
IT	-28,1%	-28,1%	130.673	143.723	160.884	181.758	188.588	202.368	202.341	181.719
LT	-44,4%	ns	5	4	8	9	11	14	19	16
LU	45,9%	84,1%	1.109	1.047	856	760	447	474	390	602
LV	-35,0%	-64,3%	143	173	200	220	270	300	300	400
MT	-5,2%	-31,9%	2.166	2.185	2.285	2.285	2.289	2.289	2.203	3.182
NL	-7,7%	-0,1%	334.785	328.768	345.097	362.551	304.100	295.540	303.334	335.181
NO	-26,0%	-22,5%	45.411	51.628	54.737	61.334	63.541	65.206	59.167	58.603
PL	7,0%	170,4%	105.884	101.734	121.321	98.971	91.166	64.723	8.558	39.160
PT	-48,7%	-54,1%	10.617	19.342	19.626	20.677	20.712	22.555	21.866	23.135
RO	-46,8%	ns	32.648	38.864	61.057	61.395	67	28	4	8
SK	-32,6%	-74,3%	195	201	199	290	303	426	762	762
SL	-31,6%	-44,5%	5.358	6.163	6.950	7.839	8.524	8.935	9.014	9.657
SV	-4,0%	24,9%	529.225	582.507	563.557	551.017	491.563	487.240	481.905	423.661
UK	8,1%	12,3%	2.354.544	2.161.394	2.137.266	2.177.362	2.216.508	2.188.804	2.193.128	2.097.339
31 COUNTRIES	-3,8%	12,7%	8.775.955	8.798.643	8.967.275	9.118.864	8.876.420	8.537.998	8.275.579	7.787.915
13 NMS - PL	-38,7%	66,5%	61.782	71.724	97.094	100.818	51.975	54.765	48.085	37.096

NMS = "New" Member States

Table 16: Capitalisation held by employees in large European companies, 2006-2014

CAPITALISATION HELD BY EMPLOYEES									
Description	2014	2013	2012	2011	2010	2009	2008	2007	2006
Capitalisation held by all employees (billion Euro)	301 €	270 €	200 €	237 €	198 €	164 €	239 €	270 €	205 €
% Variation	+11,4%	+34,9%	-15,4%	+19,3%	+21,3%	-31,4%	-11,8%	+31,9%	
Employees (million)	35,0	35,1	34,7	33,4	32,9	33,6	32,2	30,5	28,6
Average capitalisation held by employee	8.600 €	7.700 €	5.800 €	7.100 €	6.000 €	4.900 €	7.400 €	8.900 €	7.200 €
Employee owners (million)	8,8	8,8	9,0	9,1	8,9	8,5	8,3	7,8	7,5
Average capitalisation held by each employee owner	34.300 €	30.700 €	22.300 €	25.900 €	22.300 €	19.200 €	28.800 €	34.700 €	27.300 €
% Variation	+11,7%	+37,5%	-13,9%	+16,2%	+16,6%	-33,6%	-17,0%	+27,0%	

Table 17: Capitalisation held by employees in large European companies: Top Executives and common employees, 2007-2014

TOP EXECUTIVES VERSUS COMMON EMPLOYEES										
Description			2014	2013	2012	2011	2010	2009	2008	2007
Capitalisation held by all employees	(billion Euro)	EO	300,9	270,2	200,3	236,6	198,3	163,5	238,5	270,5
Capitalisation held by Executive employees	(billion Euro)	EXEC	123,8	114,6	86,6	102,6	83,1	64,8	98,2	111,2
Capitalisation held by non-executive employees	(billion Euro)	NonEXEC	177,1	155,6	113,7	134,0	115,2	98,8	140,3	159,3
Executives' share in capitalisation held by all employees		EXEC	41,2%	42,4%	43,2%	43,4%	41,9%	39,6%	41,2%	41,1%
Non-executives' share in capitalisation held by all employees		NonEXEC	58,8%	57,6%	56,8%	56,6%	58,1%	60,4%	58,8%	58,9%
Average capitalisation held by each employee owner		EO	34.300 €	30.700 €	22.300 €	25.900 €	22.300 €	19.200 €	28.800 €	34.700 €
Average capitalisation held by each Executive		EXEC	13.700.000 €	12.800.000 €	9.500.000 €	11.400.000 €	9.300.000 €	7.300.000 €	11.000.000 €	12.500.000 €
Average capitalisation held by each non-executive employee owner		NonEXEC	20.200 €	17.700 €	12.700 €	14.700 €	13.000 €	11.600 €	17.000 €	20.500 €
Employees' stake in ownership structure		EO	2,99%	3,05%	2,81%	2,91%	2,83%	2,88%	2,75%	2,65%
Executive employees' stake in ownership structure		EXEC	1,23%	1,29%	1,22%	1,26%	1,19%	1,14%	1,13%	1,09%
Non-executive employees' stake in ownership structure		NonEXEC	1,76%	1,76%	1,60%	1,65%	1,64%	1,74%	1,62%	1,56%

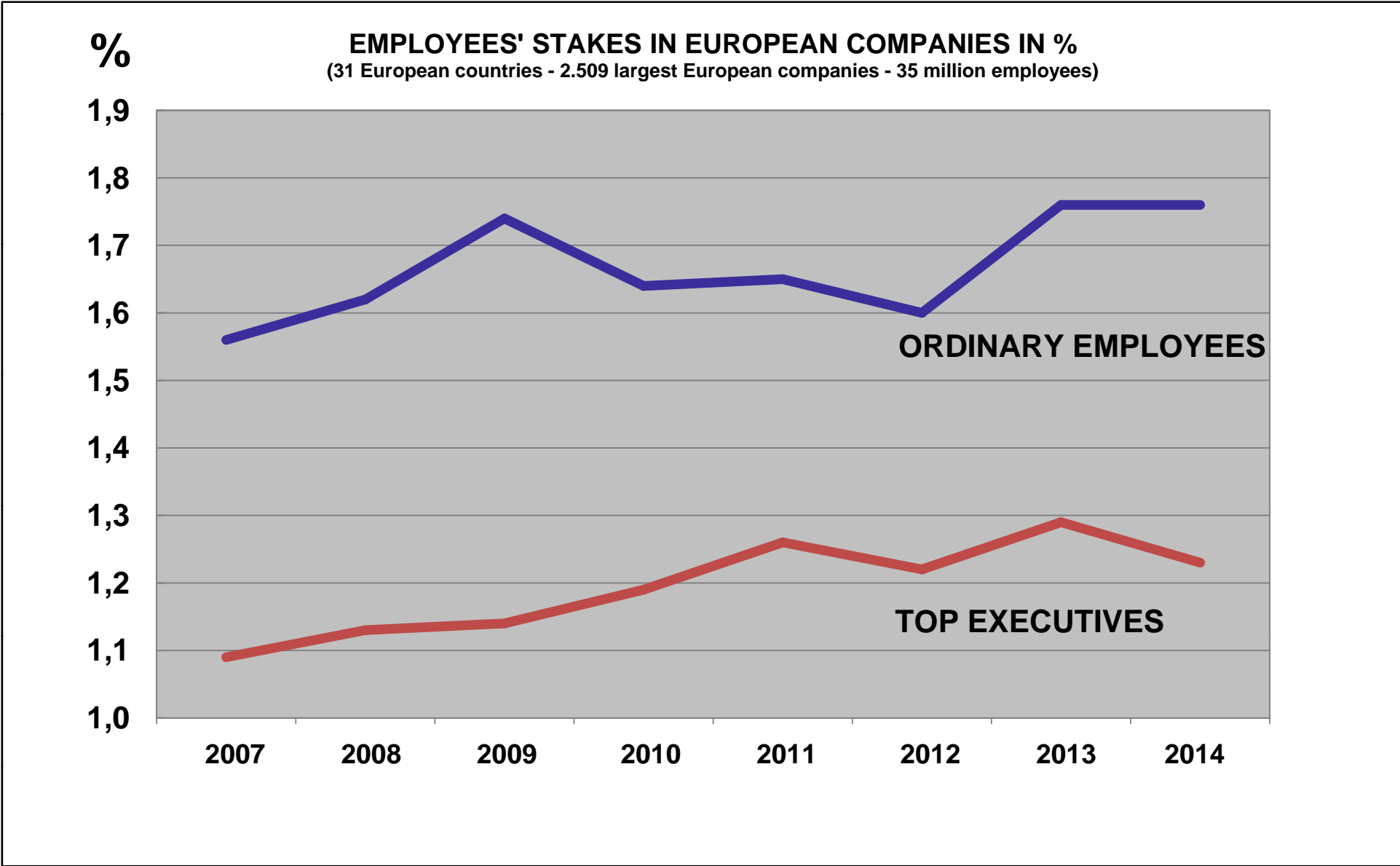


Table 18

		TOP EXECUTIVES AND OTHER EMPLOYEES IN LARGE EUROPEAN COMPANIES								
		EUROPEAN LISTED COMPANIES IN 2014								
Listed Companies	Number	TOP EXECUTIVES					ORDINARY EMPLOYEES			
		Top Executives	Average number in a company	Capital held by each Top Executive	Capital held by all Top Executives	Stake held by all Top Executives	Employee shareholders	Capital held by each employee shareholder	Capital held by all employee shareholders	Stake held by all employee shareholders
		Number	Number	€	billion €	in %	Number	€	billion €	in %
AT	38	131	3,45	16.466.396 €	2,2 €	2,75%	101.519	18.284 €	1,9 €	2,37%
BE	52	186	3,58	17.248.334 €	3,2 €	1,29%	64.797	43.201 €	2,8 €	1,12%
BG	7	27	3,86	30.422 €	0,0 €	0,06%	0	0 €	0,0 €	0,00%
CH	161	950	5,90	15.660.402 €	14,9 €	1,32%	278.023	70.681 €	19,7 €	1,74%
CY	3	6	2,00	5.706.707 €	0,0 €	4,94%	1.848	782 €	0,0 €	0,21%
CZ	6	37	6,17	26.551 €	0,0 €	0,00%	3.780	116 €	0,0 €	0,00%
DA	73	245	3,36	2.755.445 €	0,7 €	0,30%	68.206	38.374 €	2,6 €	1,16%
DE	221	835	3,78	12.226.500 €	10,2 €	0,78%	821.603	15.995 €	13,1 €	1,00%
EE	6	16	2,67	980.516 €	0,0 €	1,10%	22	5.336 €	0,0 €	0,01%
ES	96	204	2,13	37.273.848 €	7,6 €	1,27%	137.555	13.298 €	1,8 €	0,31%
FI	68	567	8,34	560.285 €	0,3 €	0,20%	116.559	9.521 €	1,1 €	0,71%
FR	252	667	2,65	31.957.433 €	21,3 €	1,35%	3.306.207	18.559 €	61,4 €	3,88%
GR	52	190	3,65	5.885.113 €	1,1 €	4,29%	33.736	3.134 €	0,1 €	0,41%
HR	12	54	4,50	3.786.799 €	0,2 €	1,93%	3.765	14.634 €	0,1 €	0,52%
HU	9	57	6,33	630.759 €	0,0 €	0,27%	7.537	21.819 €	0,2 €	1,22%
IE	30	83	2,77	9.392.648 €	0,8 €	0,61%	28.018	21.898 €	0,6 €	0,48%
IS	5	25	5,00	6.353.898 €	0,2 €	6,28%	455	19.110 €	0,0 €	0,34%
IT	146	396	2,71	48.198.751 €	19,1 €	4,03%	82.075	18.410 €	1,5 €	0,32%
LT	6	31	5,17	756.195 €	0,0 €	1,13%	0	0 €	0,0 €	0,00%
LU	13	62	4,77	33.553.228 €	2,1 €	4,12%	1.047	76.171 €	0,1 €	0,16%
LV	3	12	4,00	1.233 €	0,0 €	0,00%	131	799 €	0,0 €	0,02%
MT	5	17	3,40	60.283 €	0,0 €	0,05%	2.149	10.281 €	0,0 €	1,00%
NL	73	220	3,01	12.010.744 €	2,6 €	0,62%	333.121	20.273 €	6,8 €	1,59%
NO	98	591	6,03	2.336.734 €	1,4 €	0,58%	44.729	55.470 €	2,5 €	1,04%
PL	96	443	4,61	5.209.563 €	2,3 €	1,84%	104.808	8.518 €	0,9 €	0,71%
PT	31	140	4,52	1.946.927 €	0,3 €	0,46%	10.477	5.927 €	0,1 €	0,10%
RO	10	43	4,30	82.319 €	0,0 €	0,03%	32.605	22 €	0,0 €	0,01%
SK	6	36	6,00	846 €	0,0 €	0,00%	0	0 €	0,0 €	0,00%
SL	15	53	3,53	112.046 €	0,0 €	0,11%	3.439	6.199 €	0,0 €	0,41%
SV	133	1.072	8,06	3.730.197 €	4,0 €	0,84%	528.153	10.399 €	5,5 €	1,16%
UK	499	1.425	2,86	20.279.405 €	28,9 €	1,09%	2.236.833	18.073 €	40,4 €	1,53%
31 COUNTRIES	2.225	8.821	3,96	13.990.989 €	123,4 €	1,23%	8.353.124	19.521 €	163,1 €	1,62%
13 NMS - PL (*)	88	389	4,42	838.465 €	0,3 €	0,44%	55.203	4.815 €	0,3 €	0,35%

(*) "New" Member States except Poland

Table 19: Numbers of companies in the EFES database in 2014

EFES DATABASE of employee ownership in large European companies in 2014				
~ Listed companies with market capitalisation of 200 million € or more in May 2006, 2007, ..., 2014				
~ Non-listed companies whose employees own at least 50%, employing 100 persons or more				
Countries	Companies numbers	Listed	Non-listed	Coops
AT - Austria	39	38	1	0
BE - Belgium	52	52	0	0
BG - Bulgaria	9	7	2	2
CH - Switzerland	161	161	0	0
CY - Cyprus	3	3	0	0
CZ - Czech Republic	30	6	24	24
DA - Denmark	73	73	0	0
DE - Germany	225	221	4	0
EE - Estonia	6	6	0	0
ES - Spain	165	96	69	48
FI - Finland	68	68	0	0
FR - France	343	252	91	76
GR - Greece	52	52	0	0
HR - Croatia	12	12	0	0
HU - Hungary	16	9	7	0
IE - Ireland	30	30	0	0
IS - Iceland	5	5	0	0
IT - Italy	179	146	33	33
LT - Lithuania	6	6	0	0
LU - Luxemburg	13	13	0	0
LV - Latvia	3	3	0	0
MT - Malta	5	5	0	0
NL - Netherlands	77	73	4	0
NO - Norway	99	98	1	0
PL - Poland	99	96	3	3
PT - Portugal	31	31	0	0
RO - Romania	10	10	0	0
SK - Slovakia	8	6	2	2
SL - Slovenia	21	15	6	0
SV - Sweden	133	133	0	0
UK - United Kingdom	536	499	37	3
TOTAL 31 COUNTRIES	2.509	2.225	284	191
On which:				
European Union	2.244	1.961	283	191
New Member States (without PL)	129	88	41	28

Most remarkable European companies in 2014 regarding employee share ownership

(L = Listed / NL = Non-listed)

AUSTRIA

AT L Amag Austria Metall
AT L Andritz
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
BE L IBA
BE L KBC

BULGARIA

no

SWITZERLAND

CH L Baloise
CH L BC Vaud
CH L Berner Kantonalbank
CH L Crédit Suisse
CH L Geberit
CH L Lonza
CH L Novartis
CH L Roche
CH L Syngenta
CH L UBS
CH L Zurich Insurance

CYPRUS

no

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 Santander
ES L Bankinter
ES L BBVA

ES L Construciones y Auxiliar de Ferro.
ES NL Betsaide
ES NL Izar
ES NL Mondragon

FINLAND

FI L Aspoj
FI L CapMan
FI L Fortum
FI L Kesko
FI L Nokia

FRANCE

FR L Air France - KLM
FR L Air Liquide
FR L Arkema
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 GDF Suez
FR L Groupe Steria
FR L Nexans
FR L Orange
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 Acome
FR NL Artelia
FR NL Auchan
FR NL Bourgeois
FR NL Juratri
FR NL Spie Batignolles
FR NL UTB

GREECE

no

CROATIA

HR L Koncar

HUNGARY

HU L Any
HU L Richter

IRELAND

IE L Aer Lingus
IE L Grafton Group

ICELAND

no

ITALY

IT L Banca Pop Milano
IT L Prysmian
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 Grontmij
NL L Holland Colours
NL L Nedap
NL L Nutreco
NL L Stigro
NL L Van Lanschot

NORWAY

NO L ABG Sundal Collier
NO L AF Gruppen
NO L Kongsberg Gruppen
NO L Veidekke

POLAND

no

PORTUGAL

no

ROMANIA

no

SLOVAKIA

no

SLOVENIA

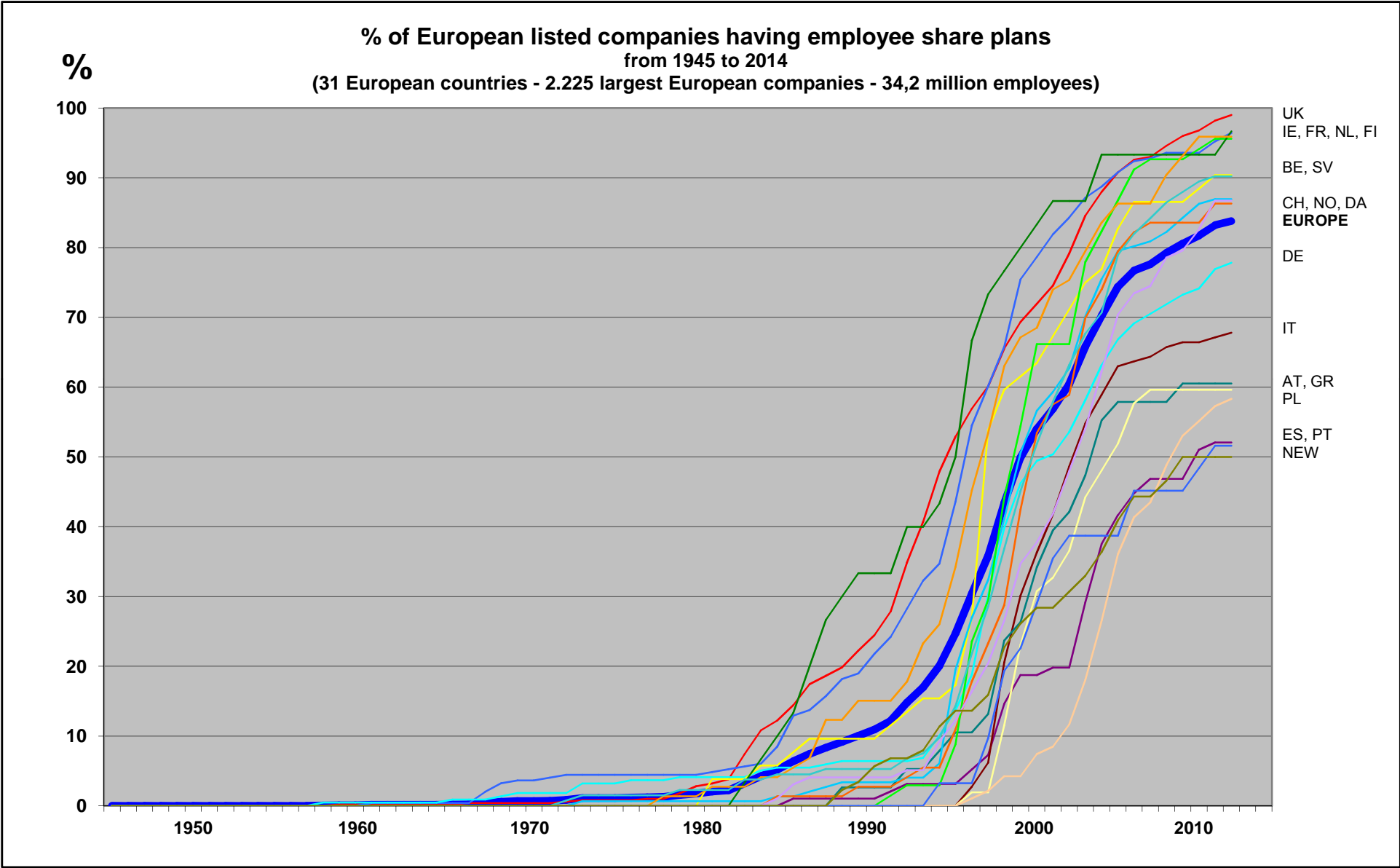
SL L Datalab

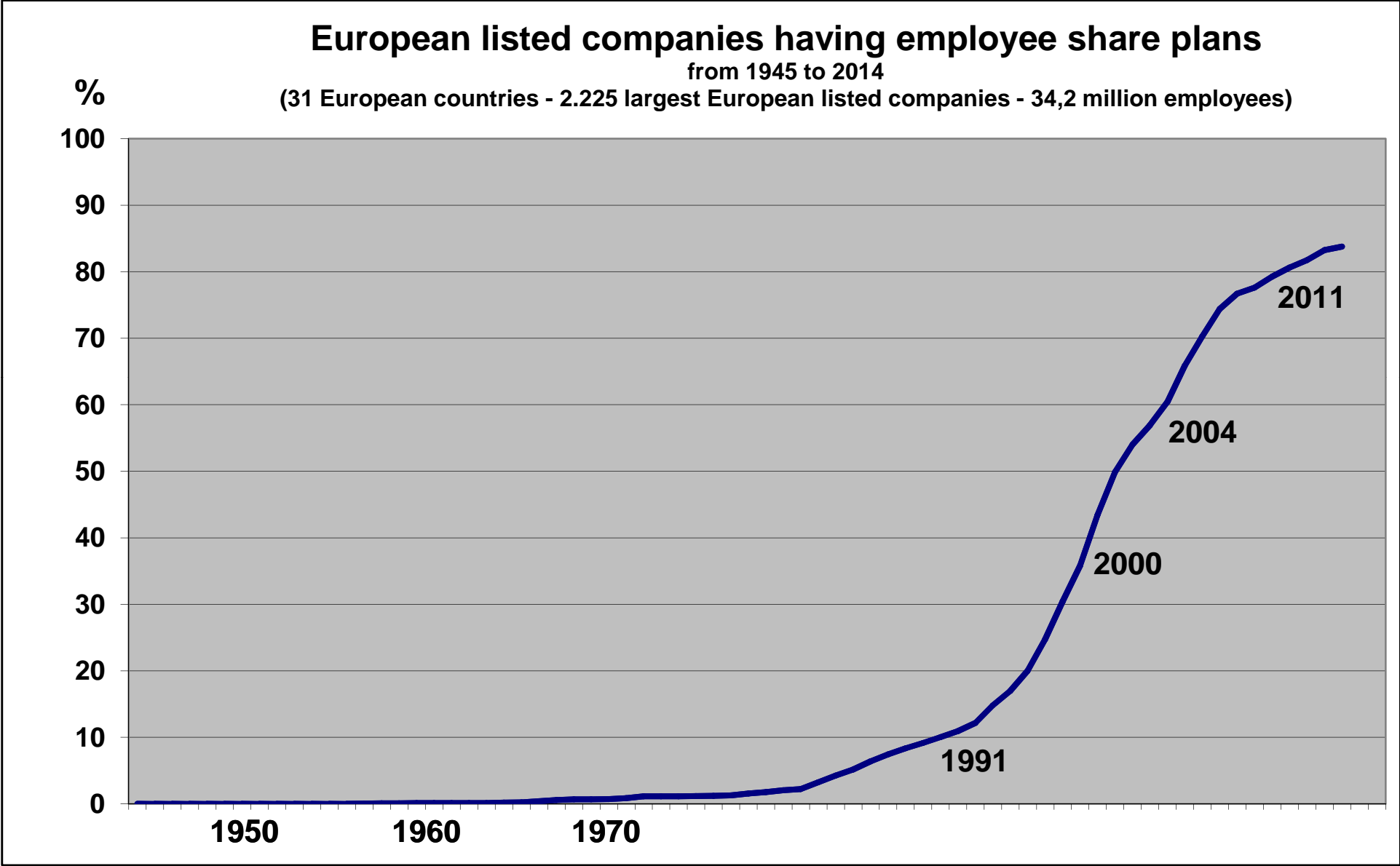
SWEDEN

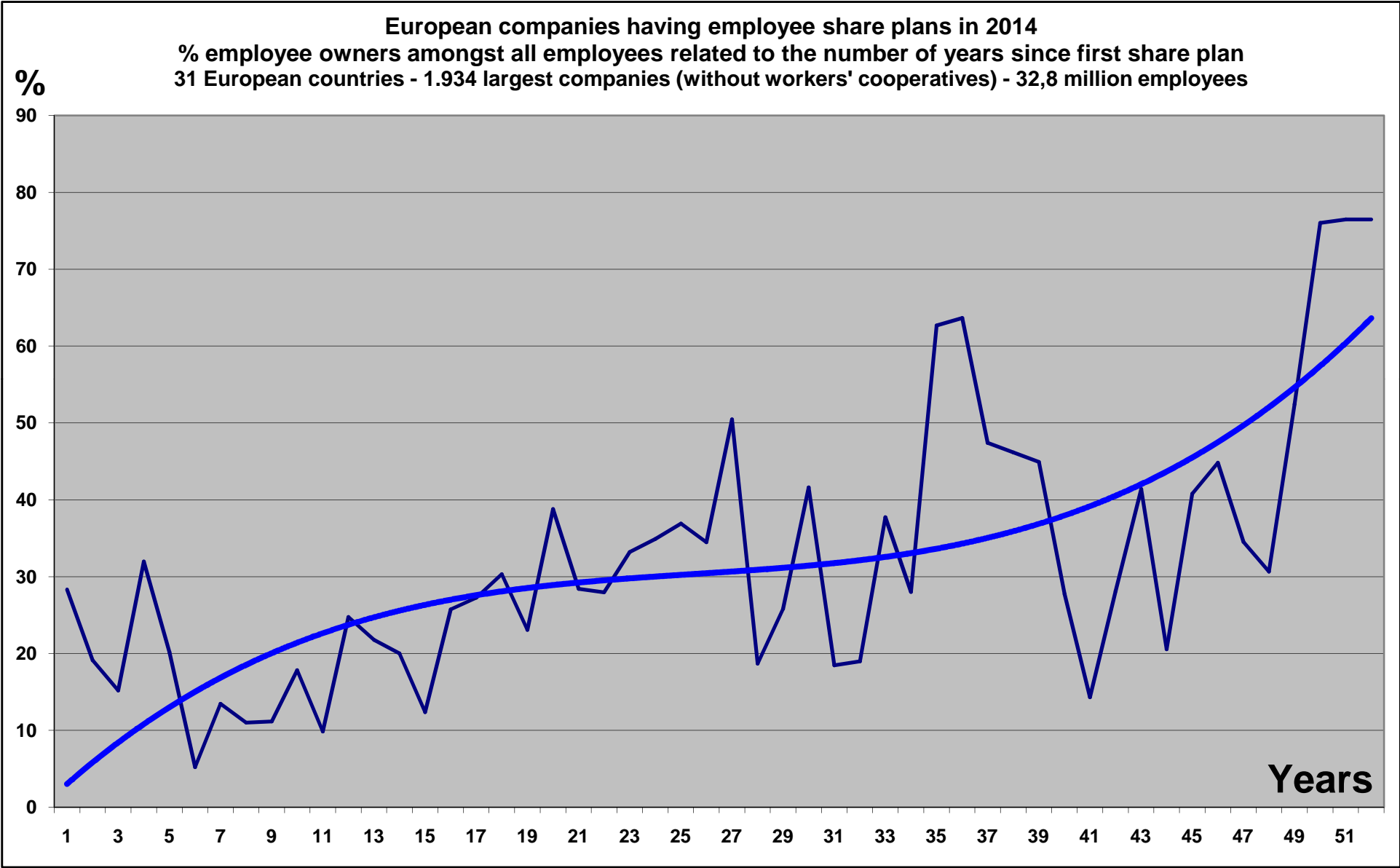
SV L AF Consult
SV L Skanska
SV L Svenska Handelsbanken
SV L Swedbank

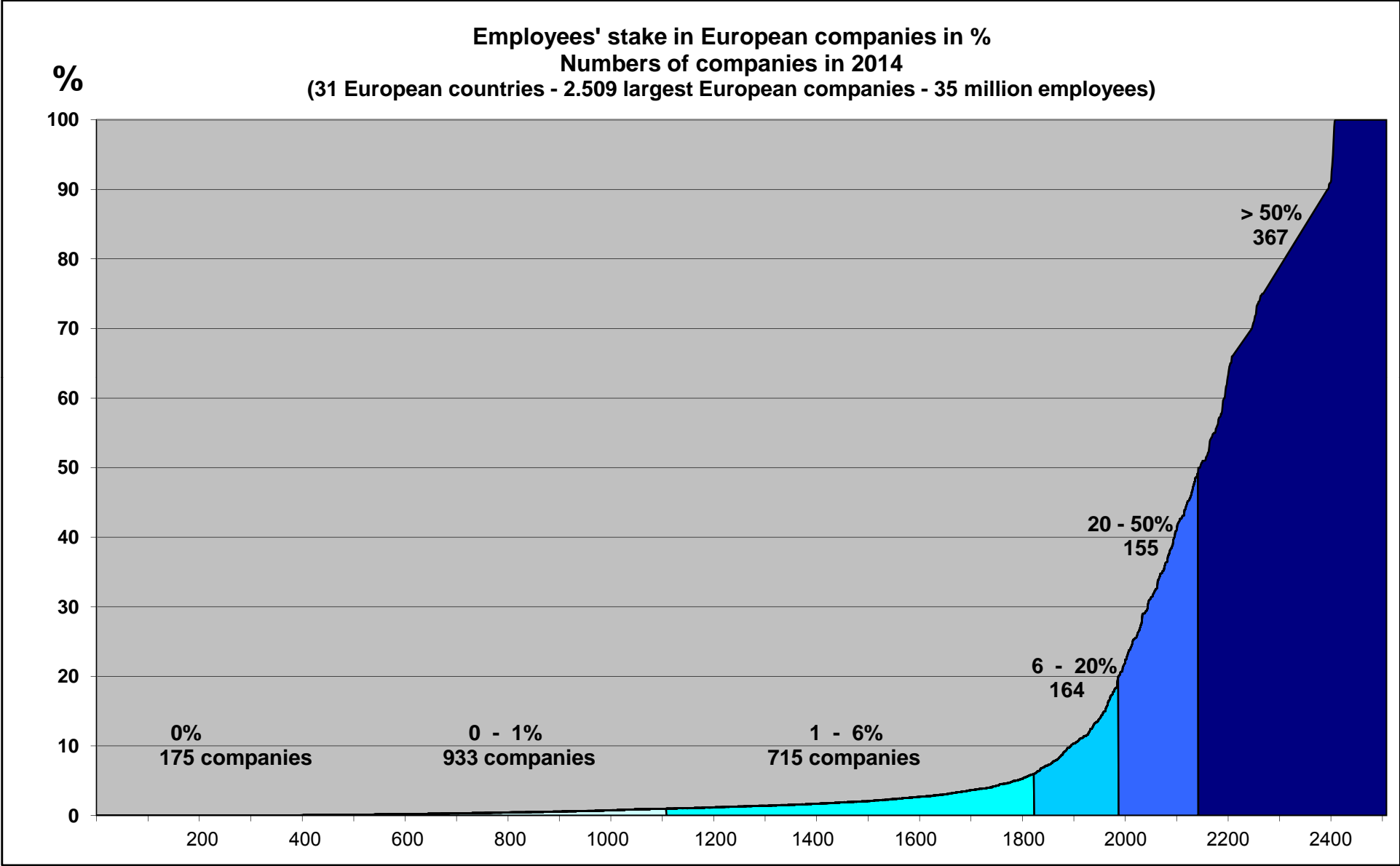
UNITED KINGDOM

UK L Admiral
UK L Barr
UK L Brewin Dolphin
UK L Britvic
UK L Clarkson
UK L Henderson
UK L Johnson Matthey
UK L Rathbones
UK L Tesco
UK L Wetherspoon
UK NL Arup Group
UK NL John Lewis Partnership
UK NL Mott MacDonald
UK NL Scott Bader
UK NL Tullis Russell









THE EUROPEAN EMPLOYEE OWNERSHIP TOP 100 IN 2014

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, a share purchase plan, or other share ownership plans, or as a workers' co-operative.

EUROEMP100 ranking

Companies are ranked by number of employees.

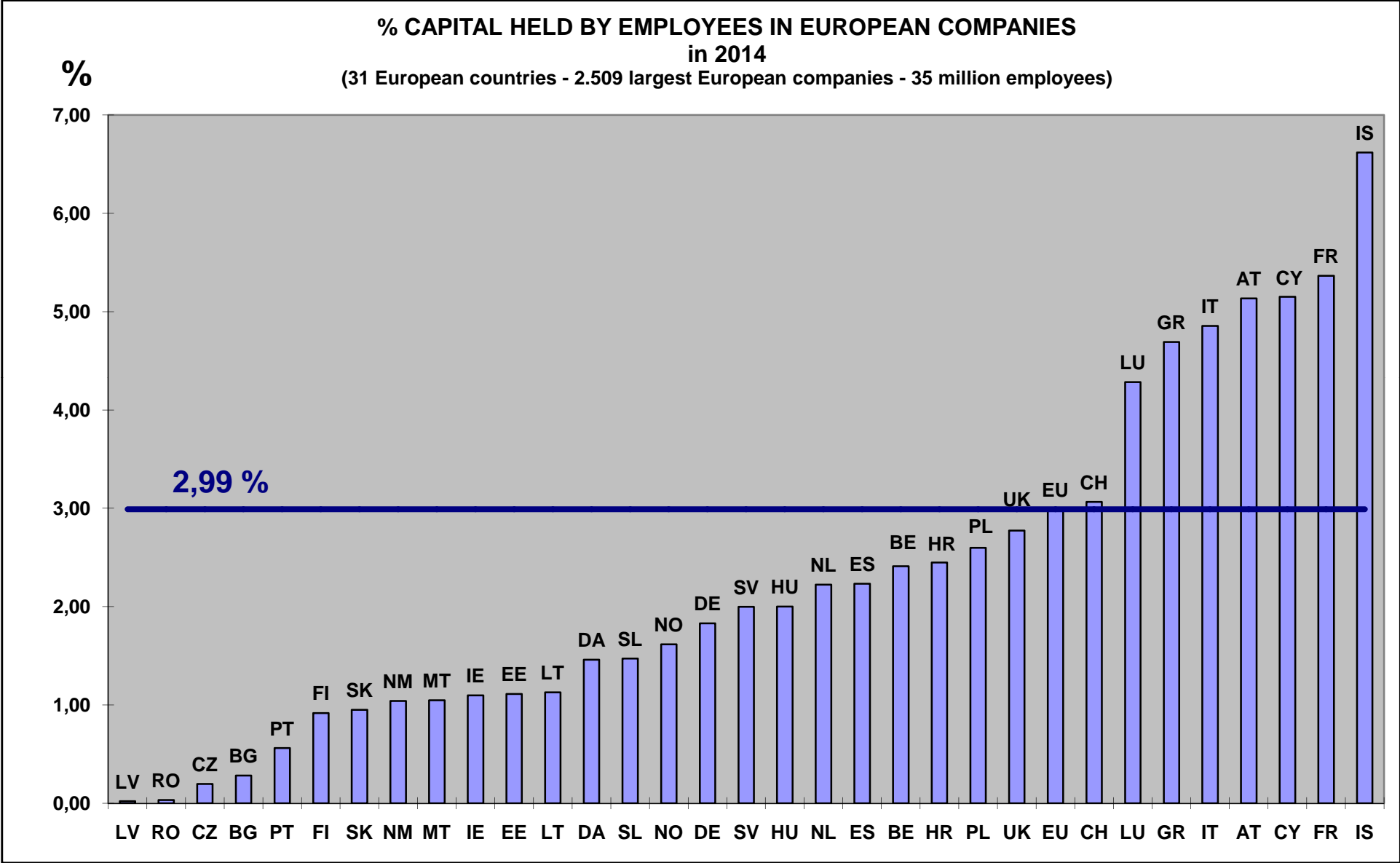
Ranking Europe's largest companies that are 50% or more employee-owned through an ESOP, a share purchase plan, or other share ownership plans, or as a workers' co-operative.

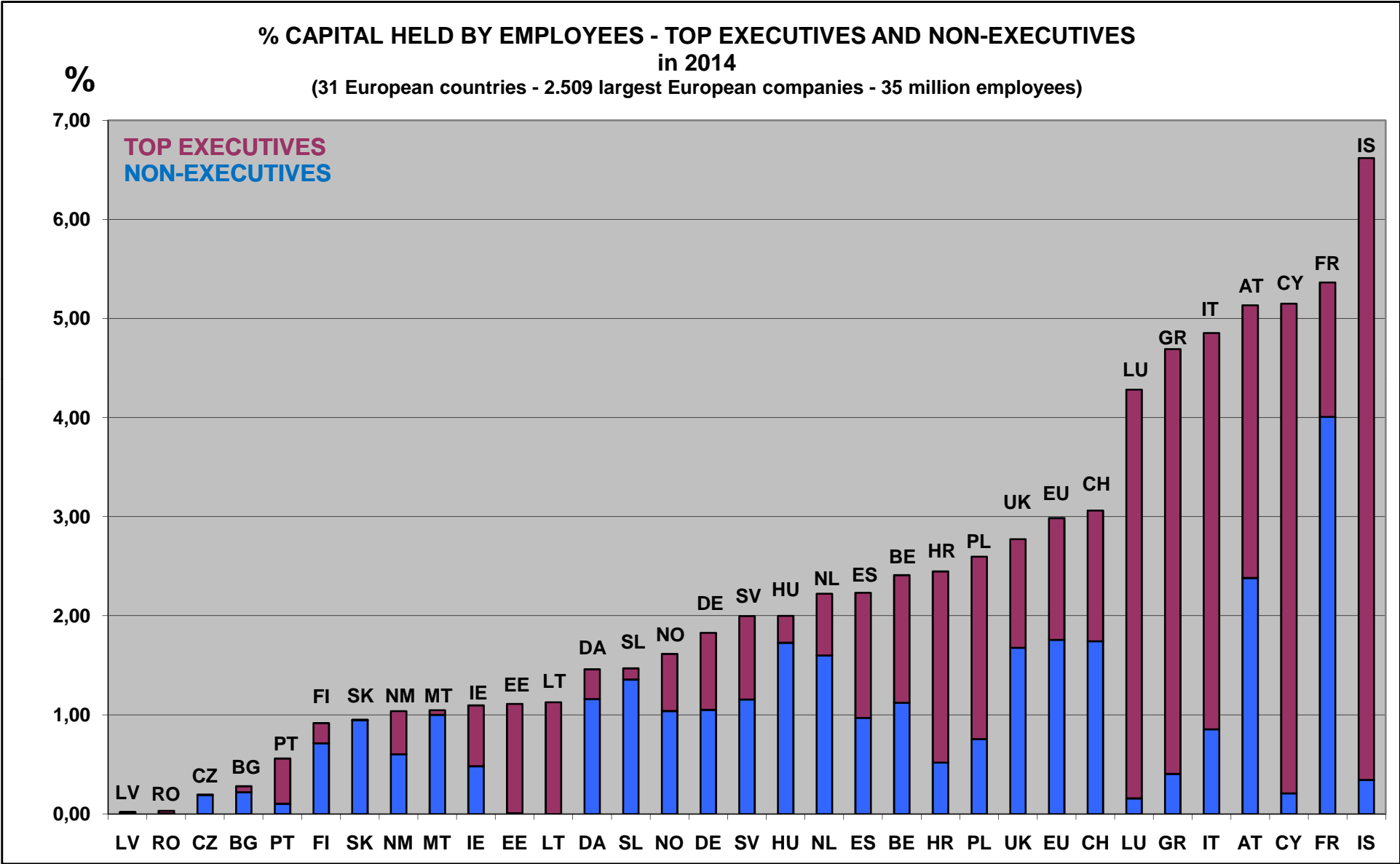
EUROPE CAP 100 - Top European companies by capitalisation held by employees ***

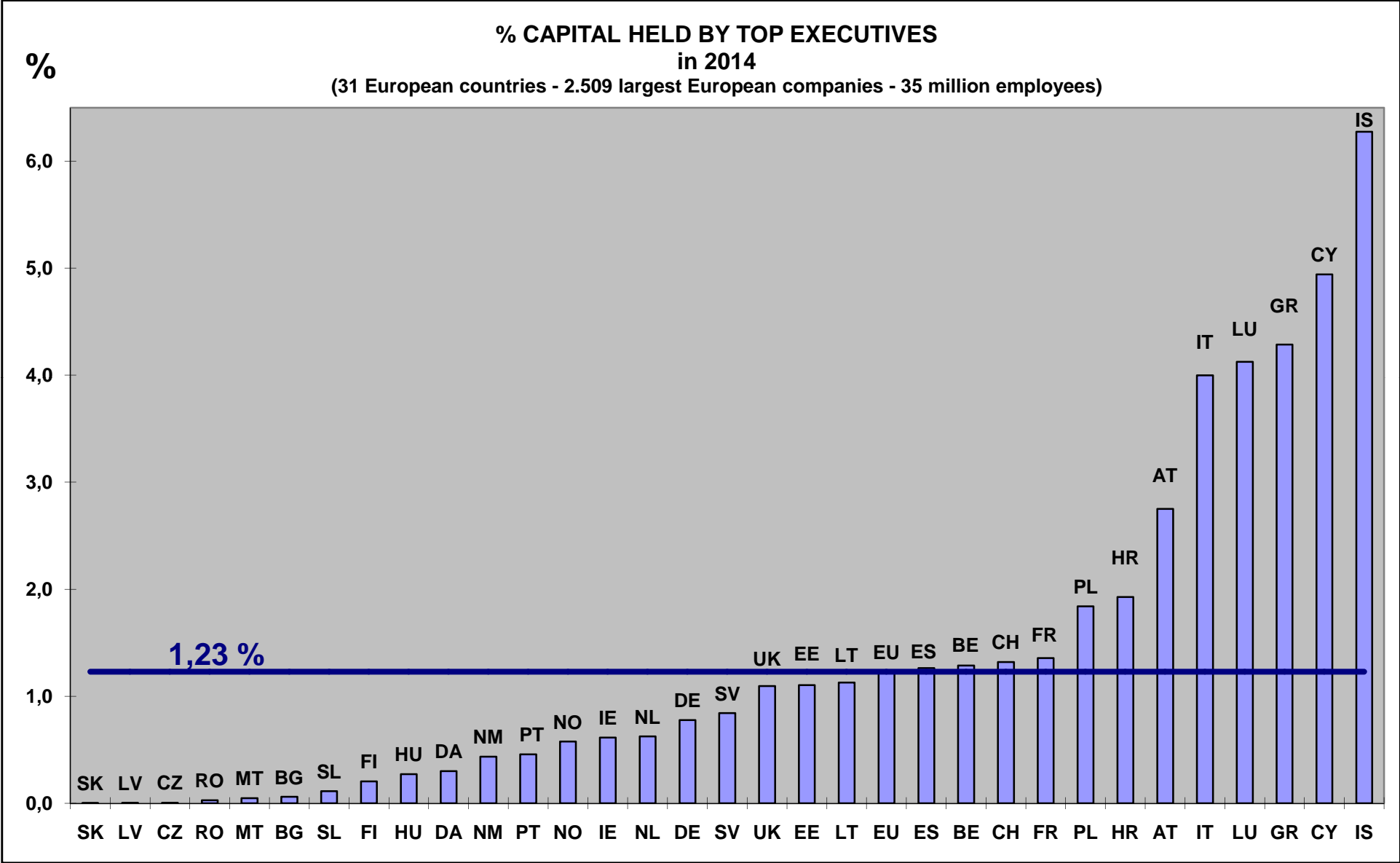
CAP 100 Ranking 2014	Company	Country	EO held capitalisation million €	Capitalisation million € May 2014	% employee owned	Employees number	L/NL listed/non-list.	First Plan Year	Branche
1	Glencore	UK	11 028,7 €	53 218,5 €	20,72	110 378	L	1.997	Extractive industries & services
2	Total	FR	7 261,1 €	123 425,3 €	5,88	98 799	L	1.998	Integrated oil & gas
3	Novartis	CH	4 552,7 €	176 655,9 €	2,58	135 696	L	1.990	Pharmaceuticals manufactures
4	Roche	CH	4 448,9 €	185 501,3 €	2,40	85 080	L	2.000	Pharmaceuticals manufactures
5	BNP Paribas	FR	3 995,2 €	65 844,2 €	6,07	184 545	L	1.997	Banks
6	Vinci	FR	3 938,1 €	32 858,6 €	11,98	190 704	L	1.993	Heavy construction
7	Mondragon	ES	3 468,9 €	3 848,0 €	90,15	74 060	NL	1.956	Miscellaneous
8	Axa	FR	3 314,2 €	42 518,0 €	7,79	112 869	L	1.989	Life insurance
9	Safran	FR	3 167,1 €	20 309,3 €	15,59	66 289	L	1.969	Telecom equipment
10	Société Générale	FR	2 985,7 €	34 496,6 €	8,66	148 324	L	1.987	Banks
11	HSBC	UK	2 844,6 €	144 153,8 €	1,97	254 066	L	1.984	Banks
12	Sanofi	FR	2 822,6 €	102 496,8 €	2,75	112 128	L	1.990	Pharmaceuticals manufactures
13	Bouygues	FR	2 683,6 €	10 501,0 €	25,56	128 067	L	1.968	Heavy construction
14	Siemens	DE	2 653,7 €	86 840,2 €	3,06	367 000	L	1.969	Electronics manufacturing & equipment
15	Svenska Handelsbanken	SV	2 305,3 €	22 708,3 €	10,15	11 503	L	1.973	Banks
16	Schneider Electric	FR	2 283,1 €	39 392,2 €	5,80	163 033	L	1.994	Electrical products
17	John Lewis Partnership	UK	2 270,9 €	2 270,9 €	100,00	86 600	NL	1.929	Department stores
18	Anheuser-Busch InBev	BE	2 231,7 €	128 450,3 €	1,74	154 587	L	1.999	Beverages
19	Deutsche Bank	DE	2 070,0 €	31 747,2 €	6,52	98 254	L	1.974	Banks
20	L'Oréal	FR	1 972,8 €	77 039,9 €	2,56	77 452	L	1.968	Personal care products
21	Saint-Gobain	FR	1 906,6 €	23 789,3 €	8,01	187 071	L	1.987	Building materials & equipment
22	Crédit Suisse	CH	1 906,6 €	34 604,3 €	5,51	46 000	L	1.996	Banks
23	Essilor	FR	1 891,0 €	17 053,6 €	11,09	55 129	L	1.972	Other non-durables
24	GlaxoSmithKline	UK	1 739,9 €	96 603,9 €	1,80	99 451	L	1.991	Pharmaceuticals manufactures
25	Tesco	UK	1 718,8 €	29 378,4 €	5,85	505 544	L	1.981	Department stores
26	Airbus	NL	1 711,8 €	40 728,3 €	4,20	144 061	L	2.000	Aerospace/defense - major diversified
27	Eiffage	FR	1 642,1 €	4 668,7 €	35,17	67 428	L	1.986	Heavy construction
28	Lindt	CH	1 565,1 €	9 327,8 €	16,78	8 949	L	1.999	Other food products
29	Orange	FR	1 539,7 €	32 528,3 €	4,73	165 488	L	1.992	Diversified telecom operators
30	Barclays	UK	1 498,5 €	50 435,8 €	2,97	139 600	L	1.974	Investment banking & brokerage
31	AstraZeneca	UK	1 490,2 €	71 917,4 €	2,07	51 500	L	1.994	Pharmaceuticals manufactures
32	Novo Nordisk	DA	1 404,5 €	66 212,7 €	2,12	37 978	L	1.997	Pharmaceuticals manufactures
33	GDF Suez	FR	1 377,1 €	47 074,2 €	2,93	223 012	L	1.994	Gas utilities
34	SAP	DE	1 291,6 €	69 361,3 €	1,86	66 572	L	2.000	Other software
35	Auchan	FR	1 275,4 €	10 227,0 €	12,47	302 535	NL	1.977	Department stores
36	Crédit Agricole	FR	1 257,0 €	29 106,0 €	4,32	75 529	L	2.001	Banks
37	BASF	DE	1 245,4 €	76 693,9 €	1,62	112 206	L	1.999	Diversified chemicals
38	Air Liquide	FR	1 179,0 €	33 211,8 €	3,55	50 250	L	1.986	Commodity chemicals
39	UBS	CH	1 172,8 €	57 515,4 €	2,04	60 205	L	1.997	Banks
40	Bayer	DE	1 069,9 €	85 688,3 €	1,25	113 200	L	2.000	Diversified chemicals
41	WPP	UK	1 053,5 €	20 245,0 €	5,20	119 116	L	1.993	Marketing support services
42	Vivendi	FR	1 034,0 €	25 365,5 €	4,08	41 439	L	1.998	Diversified media
43	BT	UK	996,7 €	36 222,1 €	2,75	87 800	L	1.984	Diversified telecom operators
44	EDF	FR	973,6 €	53 034,7 €	1,84	158 467	L	1.992	Electric utilities
45	Royal Dutch Shell	UK	951,1 €	188 547,5 €	0,50	92 000	L	1.967	Integrated oil & gas
46	Statoil	NO	932,4 €	72 945,5 €	1,28	23 413	L	2.004	Integrated oil & gas
47	Colruyt	BE	926,0 €	6 866,9 €	13,49	27 049	L	1.987	Grocery retailing
48	Actelion	CH	897,6 €	8 427,7 €	10,65	2 396	L	1.998	Biotechnology
49	Shire	UK	874,2 €	24 090,2 €	3,63	5 300	L	1.991	Pharmaceuticals manufactures
50	Daimler	DE	821,1 €	71 486,0 €	1,15	274 616	L	1.996	Cars manufacturers
51	Vestalpine	AT	816,3 €	5 817,6 €	14,03	43 875	L	2.001	Steel production
52	Royal Mail	UK	775,3 €	7 014,4 €	11,05	166 251	L	2.013	Business support services
53	Nestle	CH	746,6 €	185 285,5 €	0,40	333 000	L	2.001	Diversified foods
54	Danone	FR	728,1 €	34 504,6 €	2,11	104 642	L	1.997	Dairy products
55	Diageo	UK	717,4 €	57 737,5 €	1,24	27 355	L	1.991	Beverages
56	Publicis	FR	701,4 €	12 851,3 €	5,46	62 553	L	1.997	Advertising
57	Unipart	UK	687,0 €	934,7 €	73,50	10 000	NL	1.987	Cars parts manufacturers
58	LVMH	FR	679,3 €	72 377,7 €	0,94	114 635	L	1.992	Luxury goods & watches
59	Schunk	DE	663,7 €	663,7 €	100,00	8 150	NL	1.947	Materials
60	Swiss RE	CH	639,9 €	23 758,9 €	2,69	11 574	L	1.996	General insurance & other
61	Reckitt Benckiser	UK	634,0 €	43 586,9 €	1,45	37 100	L	1.997	Personal care products
62	Azimut Holding	IT	618,5 €	2 837,9 €	21,79	215	L	2.002	Other banking & financial services
63	Koninklijke Philips	NL	612,2 €	22 067,5 €	2,77	116 681	L	1.991	Appliances & consumer electronics
64	Lloyds Banking	UK	606,0 €	67 364,5 €	0,90	97 869	L	1.984	Banks
65	Next	UK	603,1 €	12 459,3 €	4,84	52 533	L	1.994	Miscellaneous retail
66	Cap Gemini	FR	600,5 €	8 217,2 €	7,31	131 430	L	1.987	Computer & consulting services
67	STEF	FR	595,2 €	833,9 €	71,38	15 490	L	1.993	Infrastructure & logistics
68	Renault	FR	592,4 €	20 144,6 €	2,94	121 807	L	1.987	Cars manufacturers
69	Old Mutual	UK	579,9 €	12 556,3 €	4,62	56 812	L	1.994	Life insurance
70	Vodafone	UK	577,8 €	71 889,0 €	0,80	92 812	L	1.988	Diversified telecom operators
71	Arm Holdings	UK	575,3 €	15 357,3 €	3,75	2 833	L	1.993	Semiconductors
72	BBVA	ES	570,2 €	51 627,7 €	1,10	109 305	L	1.999	Banks
73	TomTom	NL	560,3 €	1 179,2 €	47,52	3 671	L	2.003	Wireless communications services
74	Syngenta	CH	545,6 €	26 467,5 €	2,06	28 149	L	1.994	Agricultural chemicals
75	Rolls-Royce	UK	538,6 €	23 708,9 €	2,27	55 200	L	1.995	Aerospace/defense - major diversified
76	Standard Chartered	UK	520,5 €	39 696,6 €	1,31	86 640	L	1.984	Banks
77	Pernod-Ricard	FR	519,4 €	23 028,0 €	2,26	18 523	L	1.993	Beverages
78	SABMiller	UK	512,8 €	63 477,8 €	0,81	69 947	L	1.996	Beverages
79	British American Tobacco	UK	509,4 €	79 552,5 €	0,64	89 820	L	1.998	Tobacco products
80	Arcadis	NL	495,9 €	1 959,9 €	25,31	21 943	L	1.987	Engineering & architectural services
81	BP	UK	489,5 €	113 656,9 €	0,43	84 600	L	1.990	Integrated oil & gas
82	Legrand	FR	483,5 €	12 654,1 €	3,82	35 869	L	1.999	Electrical products
83	Swedbank	SV	414,9 €	21 393,3 €	1,94	14 265	L	2.000	Banks
84	Vallourec	FR	409,0 €	5 117,1 €	7,99	22 912	L	1.989	Metal fabrication
85	Nordea Bank	SV	407,7 €	42 298,6 €	0,96	29 429	L	2.002	Banks
86	Sacmi	IT	405,6 €	593,0 €	68,40	4 175	NL	1.919	Glass & clay
87	Ericsson	SV	405,2 €	29 707,5 €	1,36	114 340	L	1.999	Telecom equipment
88	Richemont	CH	378,9 €	37 303,3 €	1,02	30 000	L	1.999	Luxury goods & watches
89	Irizar	ES	370,4 €	400,0 €	92,60	3 520	NL	1.963	Bus manufacturers
90	Michelin	FR	369,7 €	16 737,8 €	2,21	111 200	L	2.002	Tyres & rubber
91	Allianz	DE	366,0 €	55 941,8 €	0,65	147 627	L	1.998	General insurance & other
92	Legal & General	UK	359,0 €	16 473,4 €	2,18	11 163	L	1.994	Life insurance
93	Lafarge	FR	358,4 €	18 417,2 €	1,95	54 822	L	1.961	Concrete & cement
94	Atos	FR	354,3 €	5 881,6 €	6,02	76 320	L	1.997	Computer & consulting services
95	ING	NL	350,4 €	38 624,6 €	0,91	83 690	L	1.982	General insurance & other
96	OMV	AT	349,4 €	10 397,5 €	3,36	26 863	L	2.000	Oil & gas exploration & production
97	Unilever NV	NL	346,4 €	54 048,2 €	0,64	87 191	L	1.985	Diversified foods
98	Arkema	FR	335,7 €	4 849,8 €	6,92	13 908	L	2.005	Commodity chemicals
99	Volkswagen	DE	335,0 €	54 798,2 €	0,61	572 800	L	1.986	Cars manufacturers
100	Construções y Auxiliar de Ferrocarriles	ES	334,9 €	1 151,8 €	29,07	7 632	L	1.994	Trucks, buses, rail & equipment

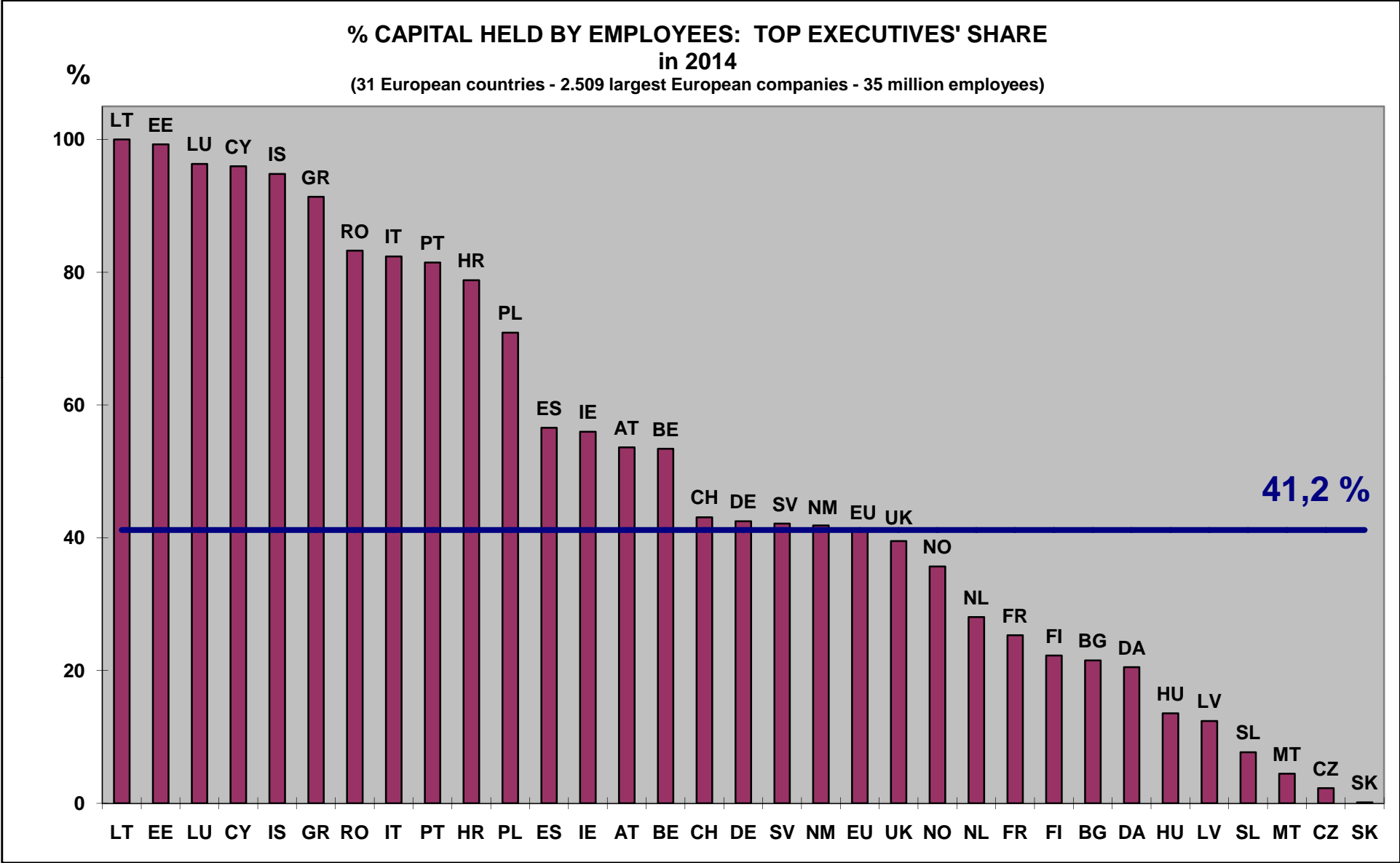
EUROPE EMP 100 - Top European majority employee-owned companies, by number of employees

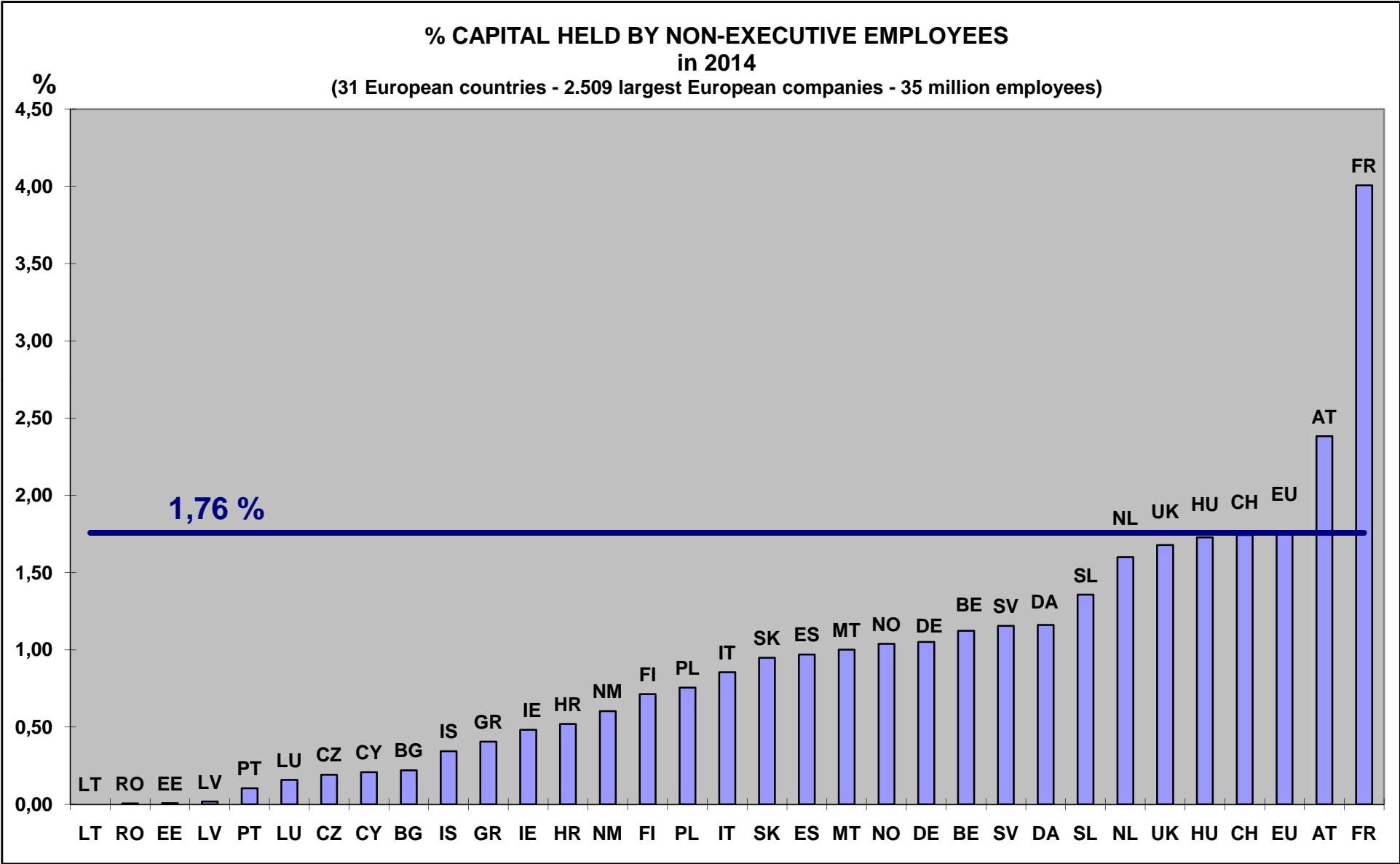
EMP 100 Ranking 2014	Company	Employees (number)	Country	Share Plan type	L/NL listed/non-list.	First Plan Year	Place	Branche
1	John Lewis Partnership	86.600	UK	Trust	NL	1.929	London	Department stores
2	Mondragon	74.060	ES	Coop	NL	1.956	Mondragon	Miscellaneous
3	Consorzio Cooperative Costruzioni	20.000	IT	Coop	NL	1.912	Bologna	Residential construction
4	STEF	15.490	FR	Plans	L	1.993	Paris	Infrastructure & logistics
5	Manutencoop	15.246	IT	Coop	NL	1.938	Bologna	Infrastructure & logistics
6	Mott MacDonald	14.051	UK	Trust	NL	1.989	Croydon	Engineering and construction
7	Arup Group	11.355	UK	Trust	NL	1.988	London	Engineering and construction
8	Coop Italiana di Ristorazione CIR Food	10.700	IT	Coop	NL	1.977	Reggio Emilia	Restaurants & catering service
9	Unipart	10.000	UK	MBO, Trust	NL	1.987	Oxford	Cars parts manufacturers
10	Team Service	10.000	IT	Coop	NL	1.986	Roma	Cleaning services
11	Schunk	8.150	DE	Trust	NL	1.947	Giessen	Materials
12	La Cascina	7.300	IT	Coop	NL	1.978	Roma	Restaurants & catering service
13	Cooperativa Muratori e Cementisti CMC	7.187	IT	Coop	NL	1.901	Ravenna	Building, civil engineering
14	Spie Batignolles	7.095	FR	MBO/Plans	NL	1.997	Paris	Building, civil engineering
15	Conast	4.200	IT	Coop	NL	1.993	Brescia	Security & alarm services
16	Sacmi	4.175	IT	Coop	NL	1.919	Imola	Glass & clay
17	Irizar	3.520	ES	Coop	NL	1.963	Ormaiztegui	Bus manufacturers
18	Palmer & Harvey, McLane	3.500	UK	MBO/EBO	NL	1.988	Hove	Miscellaneous wholesale
19	Ceva	3.483	FR	MBO/EBO	NL	1.999	Libourne	Veterinary health
20	Cercostruzioni	3.400	IT	Coop	NL	1.949	Bologna	Building, civil engineering
21	Artelia	3.200	FR	MBO/EBO	NL	1.998	Lyon	Engineering and construction
22	Suara Cooperativa	3.171	ES	Coop	NL	1.981	Barcelona	Social services
23	Colser Servizi	3.067	IT	Coop	NL	1.975	Parma	Security & alarm services
24	PA Consulting Group	2.536	UK	Plans	NL	nc	London	Business support
25	Scopelec	2.500	FR	Coop	NL	1.973	Toulouse	Networking & communication devices
26	Le Chèque Déjeuner	2.300	FR	Coop	NL	1.964	Paris	Other banking & financial services
27	Claros	2.185	ES	Coop	NL	2.001	Sevilla	Social services
28	Cooperativa Ceramica d'Imola	1.800	IT	Coop	NL	1.874	Imola	Glass & clay
29	Formula Servizi	1.772	IT	Coop	NL	1.975	Forlì	Logistics
30	Ceffa	1.663	IT	Coop	NL	1.932	Imola	Furnishings, floorings
31	EBS Le Relais	1.615	FR	Coop	NL	1.984	Bruay	Waste management & recycling
32	Colegio Gredos San Diego	1.511	ES	Coop	NL	1.985	Madrid	Education
33	Meridionale Servizi	1.500	IT	Coop	NL	1.980	Bari	Facility management
34	Unieco	1.500	IT	Coop	NL	1.904	Reggio Emilia	Building, civil engineering
35	Childbase Partnership	1.453	UK	Partnership	NL	2.001	Milton Keynes	Nurses
36	Score	1.400	UK	Employee owned comp	NL	1.982	Aberdeen	Valve and gas turbine
37	Acome	1.372	FR	Coop	NL	1.932	Paris	Building materials & equipment
38	Prospects	1.371	UK	Trust	NL	2.011	London	Employment & training services
39	CCPL	1.350	IT	Coop	NL	1.904	Reggio Emilia	Building materials & equipment
40	Cegos	1.200	FR	MBO/EBO	NL	1.945	Paris	Professional training
41	Movares	1.193	NL	MBO/EBO	NL	2.001	Utrecht	Engineering & public transports
42	Der Spiegel	1.191	DE	ESOP	NL	1.974	Hamburg	Publishing
43	Gescop	1.130	FR	Coop	NL	1.970	Paris	Other transportation services
44	UTB	1.083	FR	Coop	NL	1.933	Paris	Building materials & equipment
45	ACP	1.000	AT	MBO/EBO	NL	2.013	Vienna	IT solutions
46	La Productora	1.000	ES	Coop	NL	1.995	Gijón	Facility management
47	Herend Manufactory	1.000	HU	ESOP	NL	1.992	Herend	Glass and clay
48	Domel	992	SL	ESOP	NL	1.996	Zelesniki	Electrical products
49	Witteveen en Bos	967	NL	Partnership	NL	1.992	Deventer	Engineering and construction
50	Hardis	630	FR	Plans	NL	2.009	Grenoble	IT solutions
51	Sheffield Forgemasters	804	UK	MBO/EBO	NL	2.005	Sheffield	Steel industry
52	Global Salcai Utinsa	777	ES	SAL	NL	2.000	Canaria	Transportation services
53	Transports Urbans i Serveis Generals	760	ES	SAL	NL	1.985	Barcelona	Transportation services
54	Bouyer-Leroux	740	FR	Coop	NL	1.980	Nantes	Building materials & equipment
55	Tullis Russell	740	UK	Trust	NL	1.987	Markinch	Paper & paper products
56	Katea Legala	739	ES	SAL	NL	2.006	Renteria	Social inclusion
57	Snezka Nachod	721	CZ	Coop	NL	1.950	Nachod	Clothing & footwear
58	Pentalog	700	FR	Plans	NL	1.995	Orléans	Softwares
59	Spółdzielnia Piekarsko-Ciastkarska	700	PL	Coop	NL	1.987	Warsaw	Bread
60	Abacus Cooperativa	693	ES	Coop	NL	1.985	Barcelona	Books & educational products
61	Ampo	650	ES	Coop	NL	1.964	Idiazabal	Valves
62	De Sangosse	650	FR	MBO/EBO	NL	1.989	Agen	Agricultural
63	Kovinoplastika	626	SL	ESOP	NL	1.994	Loz	Plastics & fibres
64	Parfett & Sons	620	UK	Trust	NL	2.008	Stockport	Retail stores
65	Scott Bader	600	UK	Trust	NL	1.951	Wollaston	Plastics & fibres
66	Scotnet	567	FR	Coop	NL	1.981	Paris	Cleaning services
67	Macrosad	546	ES	Coop	NL	1.994	Jaen	Social services
68	LS Services	538	FR	Coop	NL	nc	Villeurbanne	Diversified utilities
69	Open-co	514	IT	Coop	NL	1.890	Martino Rio	Doors manufacturer
70	Olava	500	CZ	Coop	NL	1.952	Pisek	House wares & garden
71	Sogenor	500	FR	MBO/EBO	NL	2.000	Coutances	Hospitals
72	ANER	491	FR	Coop	NL	1.938	Paris	Cleaning services
73	Ayuda a domicilio de Murcia	480	ES	SAL	NL	1.987	Murcia	Home care
74	Erdert	450	HU	ESOP	NL	1.992	Budapest	Timber & forest products
75	L'Audacieuse	445	FR	Coop	NL	1.957	Paris	Cleaning services
76	Coop Costruzioni	425	IT	Coop	NL	1.934	Bologna	Building, civil engineering
77	Syndex	419	FR	Coop	NL	2.011	Paris	Social consultancy
78	Fomento de proteccion y seguridad	405	ES	SAL	NL	1.997	Murcia	Security & alarm services
79	Cisagest Selin	400	IT	Coop	NL	1.992	Ancona	Business support services
80	Martin Hoppmann	400	DE	Trust	NL	1.974	Siegen	Auto dealers & parts retailing
81	Prosciencia	367	ES	Coop	NL	1.993	Madrid	Education
82	Nov svyat	360	BG	Coop	NL	1.945	Blagoevgrad	Clothing & footwear
83	ECF CER CA	351	FR	Coop	NL	1.969	La Creche	Other transportation services
84	Steer Davies Gleave	350	UK	Trust	NL	1.997	London	Other transportation services
85	Swann-Morton	350	UK	Trust	NL	1.964	Sheffield	Medical technology & supplies
86	Cooperativa di Costruzioni	349	IT	Coop	NL	1.908	Modena	Building, civil engineering
87	Sierra Nevada	345	ES	Coop	NL	1.977	Granada	Home care
88	ITMA Instituto Minusvalido Astur	342	ES	SAL	NL	1.988	Llanera	Cleaning services
89	Grupo Sorolla	340	ES	Coop	NL	1.980	Valencia	Education
90	La Vola Companya de Serveis Ambientals	326	ES	SAL	NL	1.989	Barcelona	Business support services
91	Grup La Pau	324	ES	Coop	NL	1.983	Barcelona	Other transportation services
92	ITER	320	IT	Coop	NL	1.989	Ravenna	Building, civil engineering
93	3elle La Lavorazione del Legno	317	IT	Coop	NL	1.908	Modena	Doors and windows manufacturer
94	Masped	300	HU	ESOP	NL	1.994	Budapest	Air, freight & parcel services
95	Obzor	300	CZ	Coop	NL	1.965	Zlín	Electrical products
96	Sunderland Home Care	300	UK	Trust	NL	1.994	Sunderland	Hospitals & health-care
97	CEA - Cooperativa Edile Appennino	300	IT	Coop	NL	1.984	Bologna	Building, civil engineering
98	Irisa	288	CZ	Coop	NL	1.954	Vzetin	Furnishings, floorings
99	Colegio Echeyde	285	ES	Coop	NL	1.982	Tenerife	Education
100	Titi Floris	283	FR	Coop	NL	2.006	Nantes	Transportation services

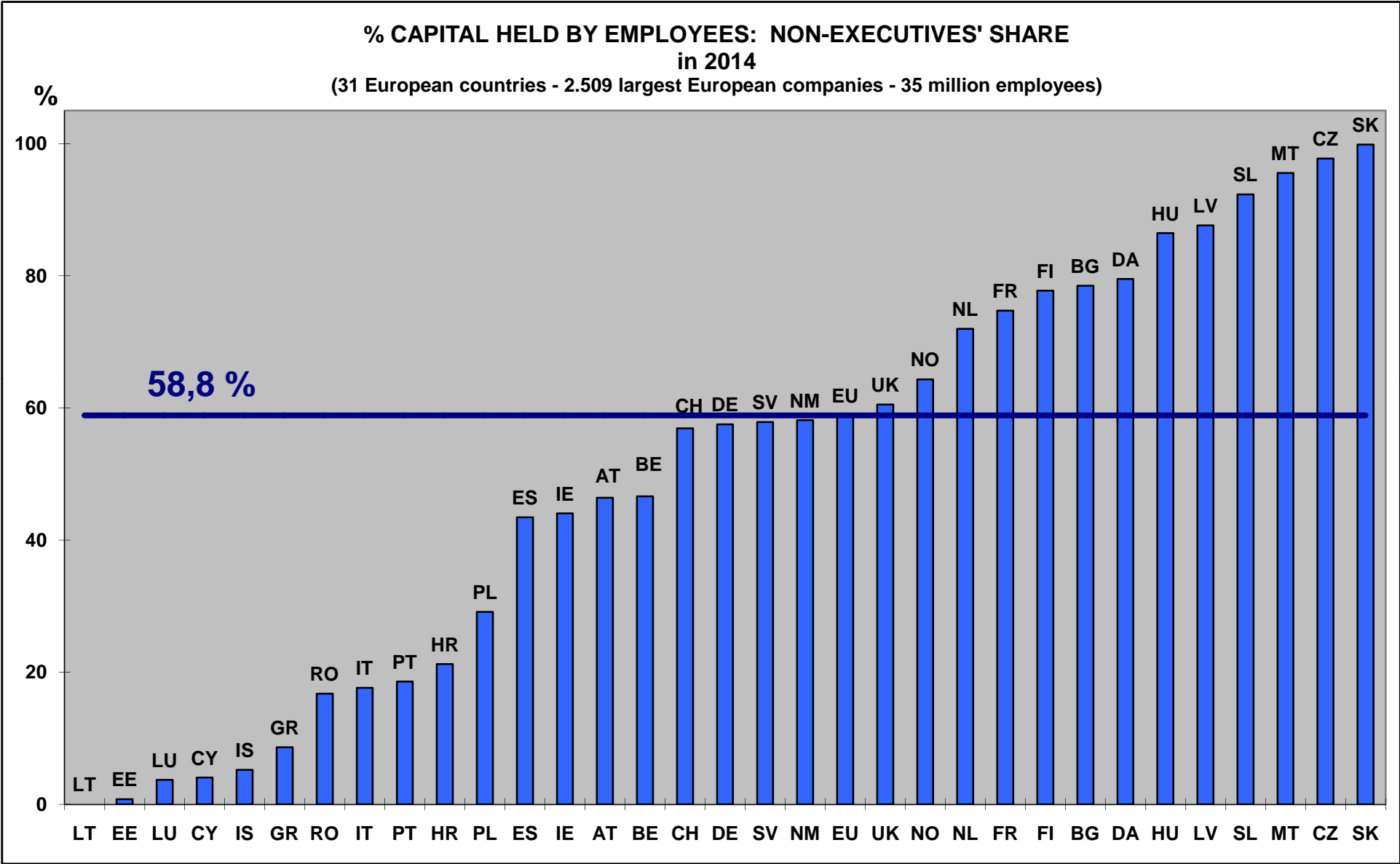


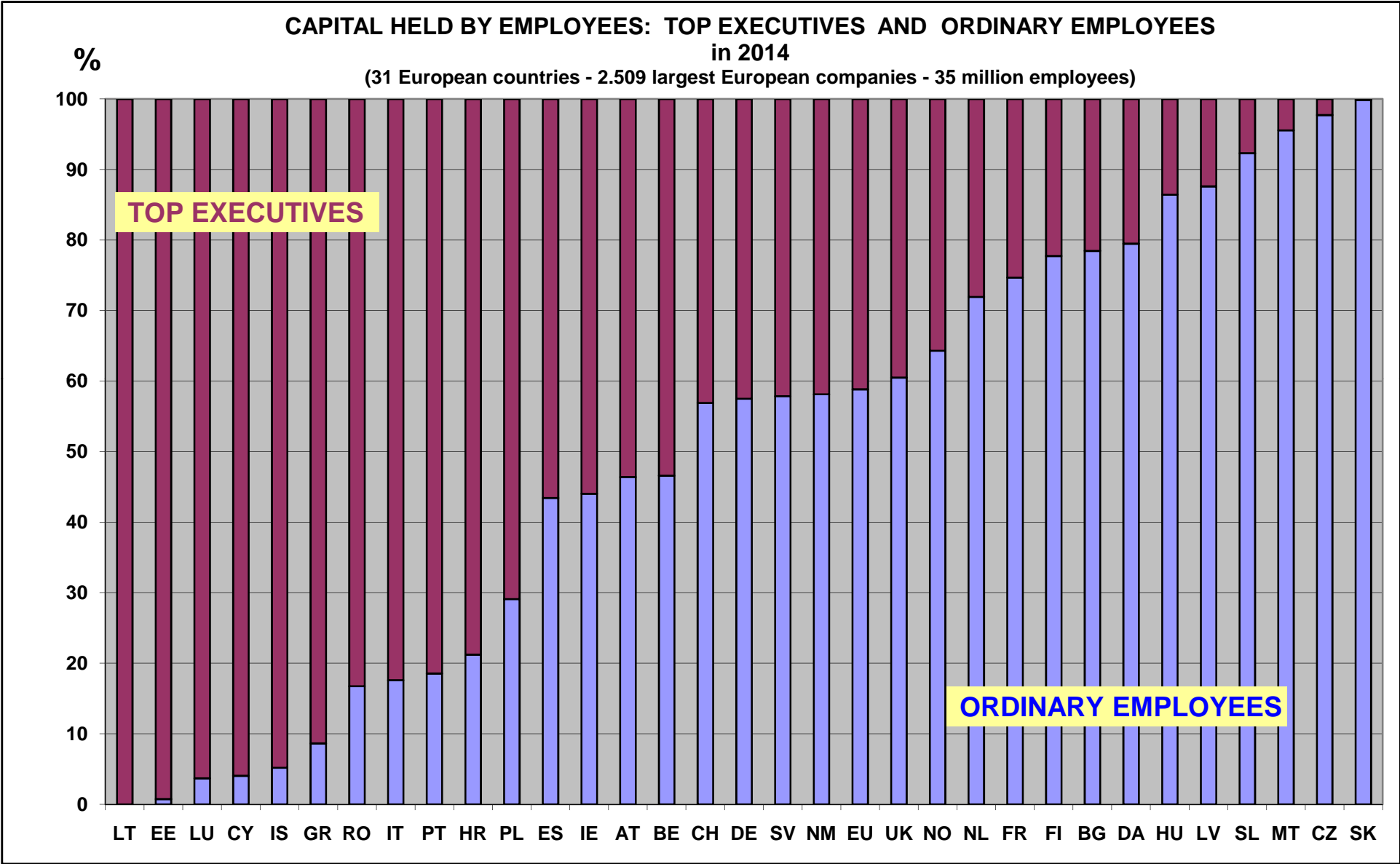


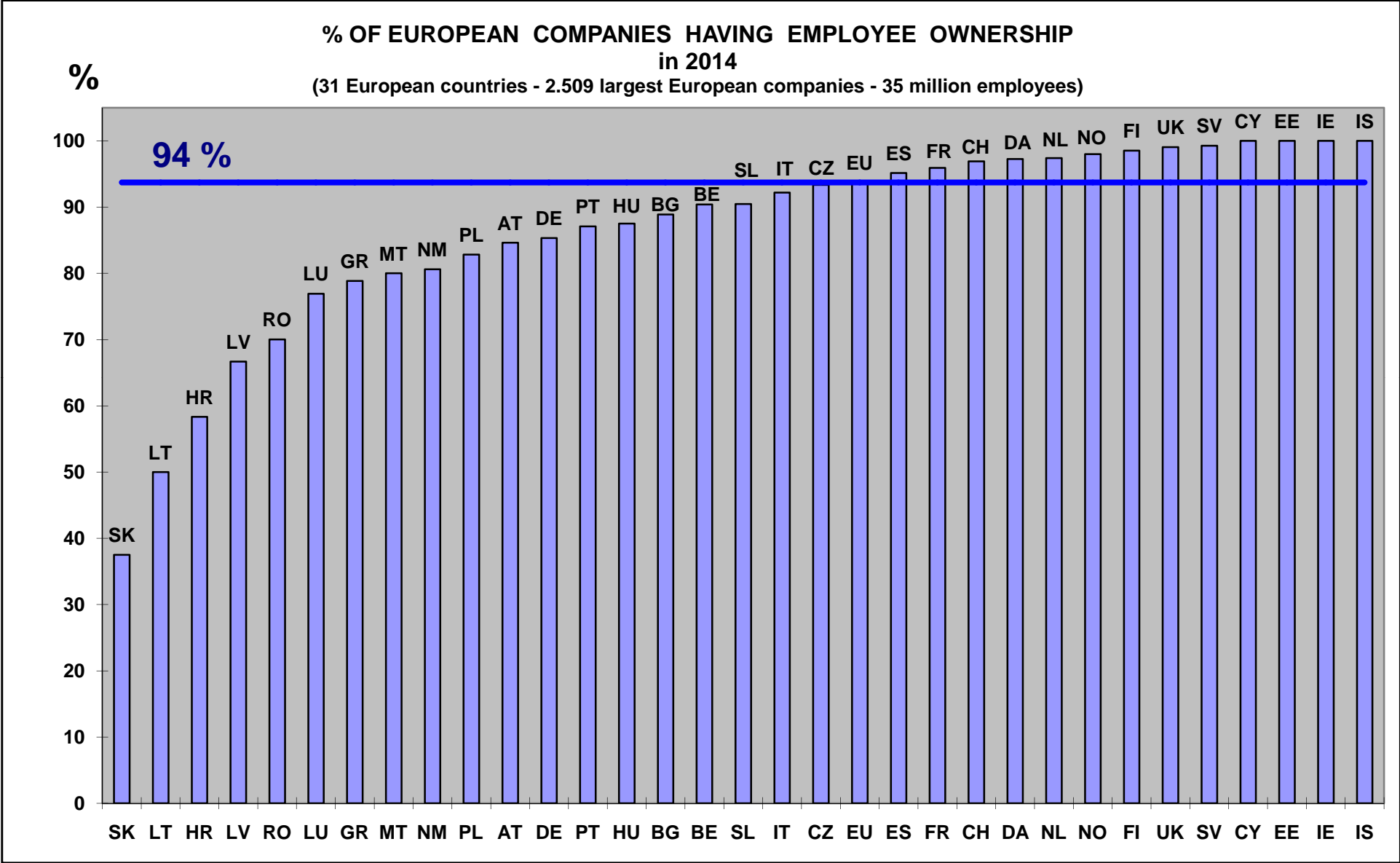


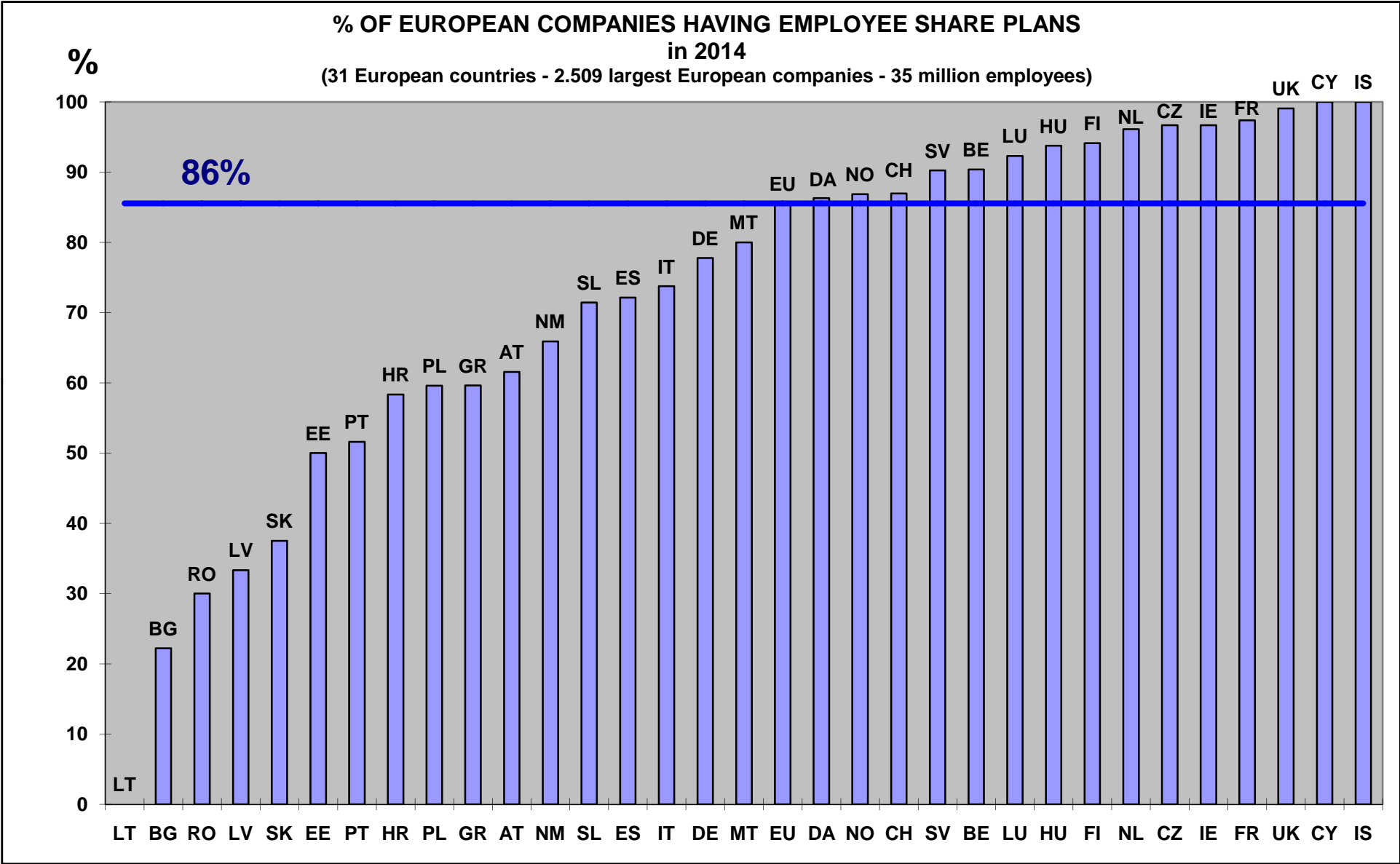


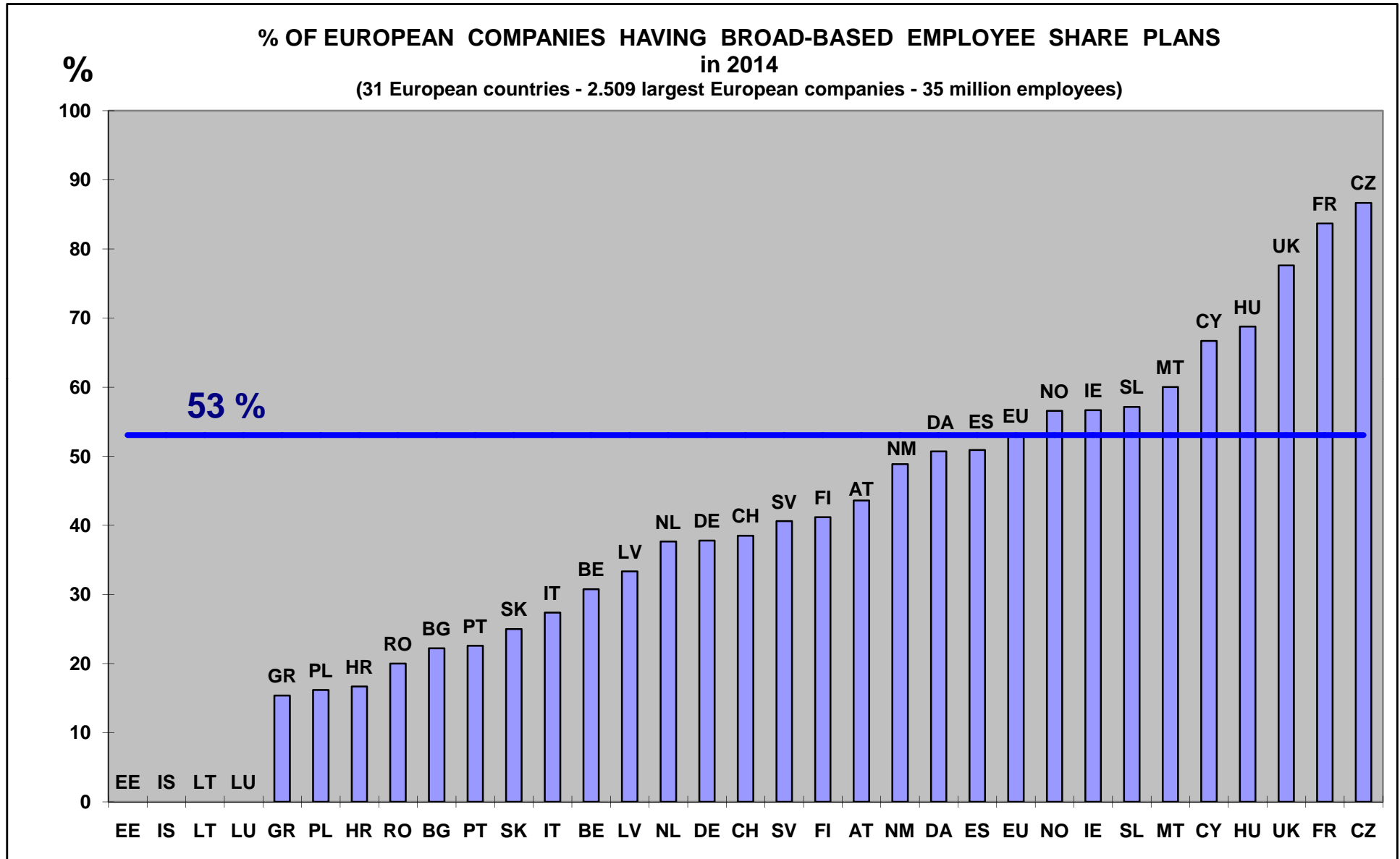


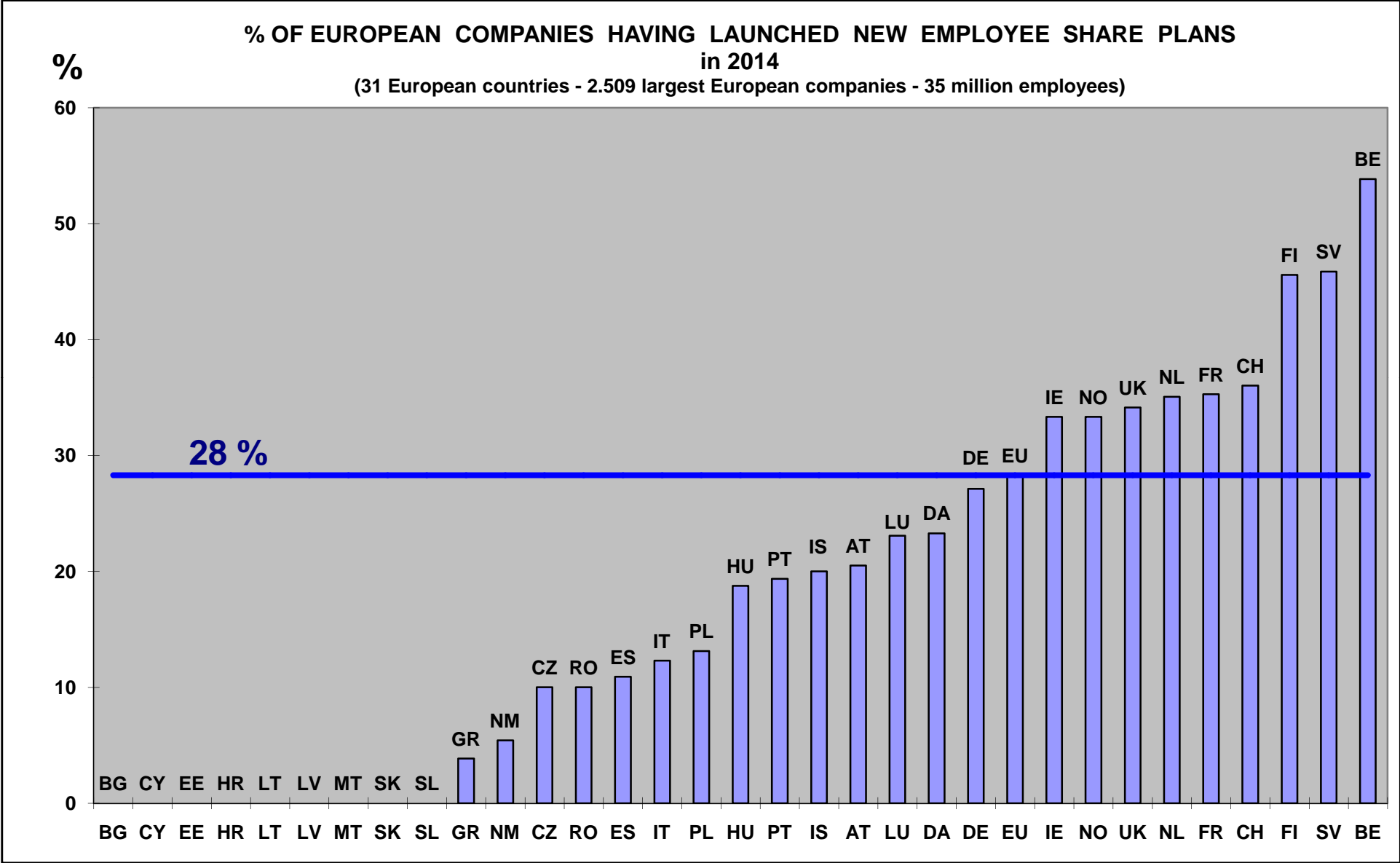


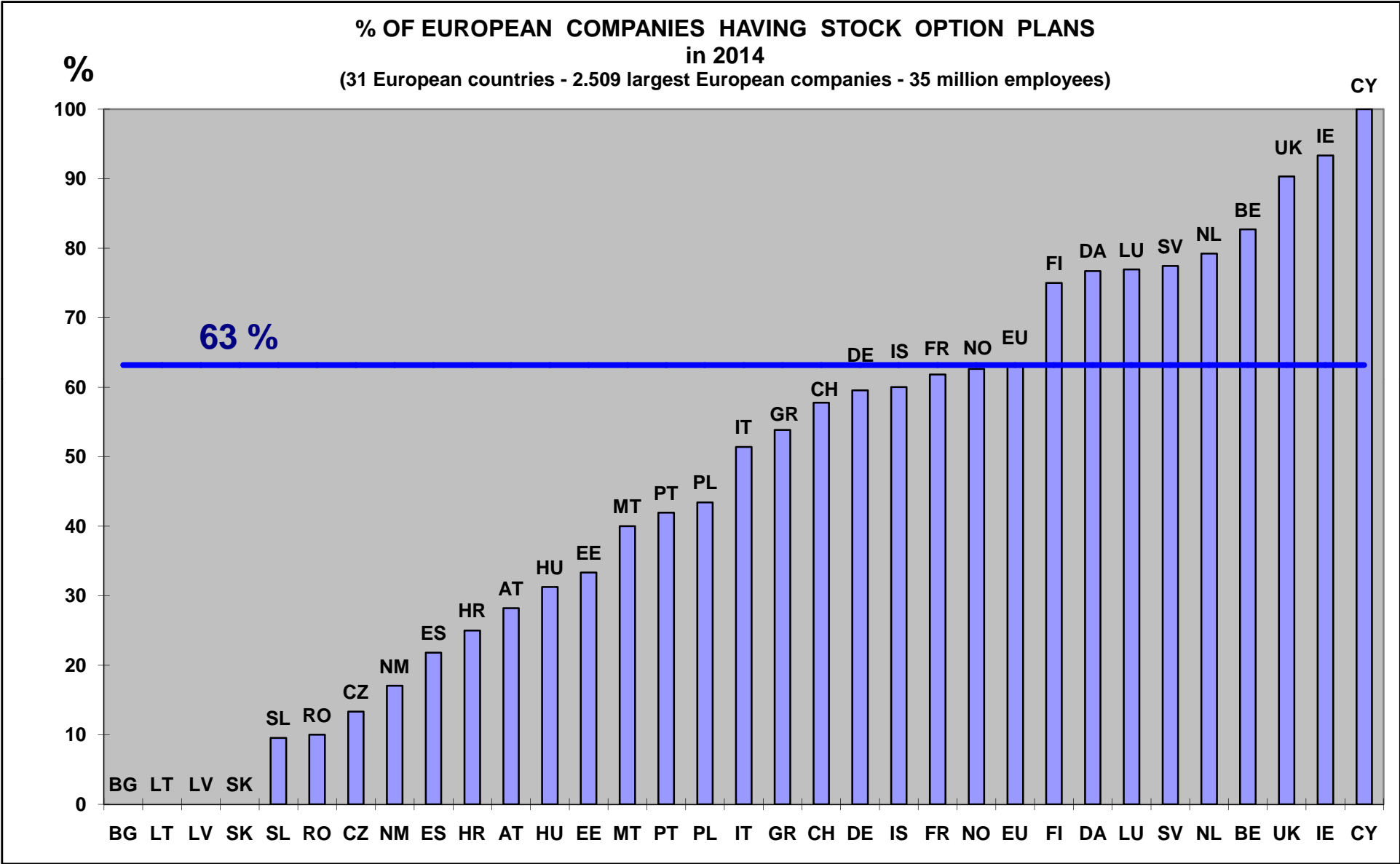


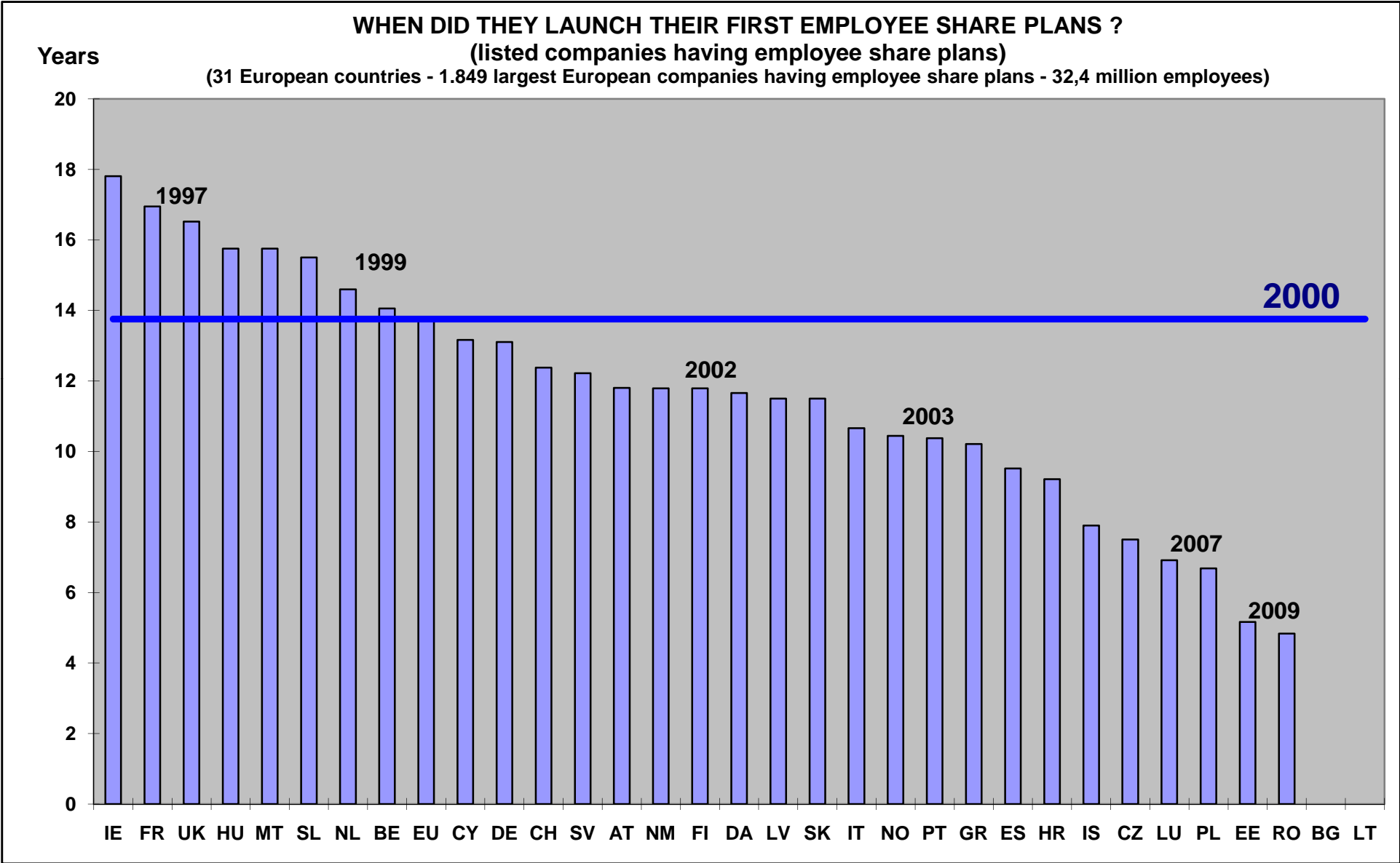


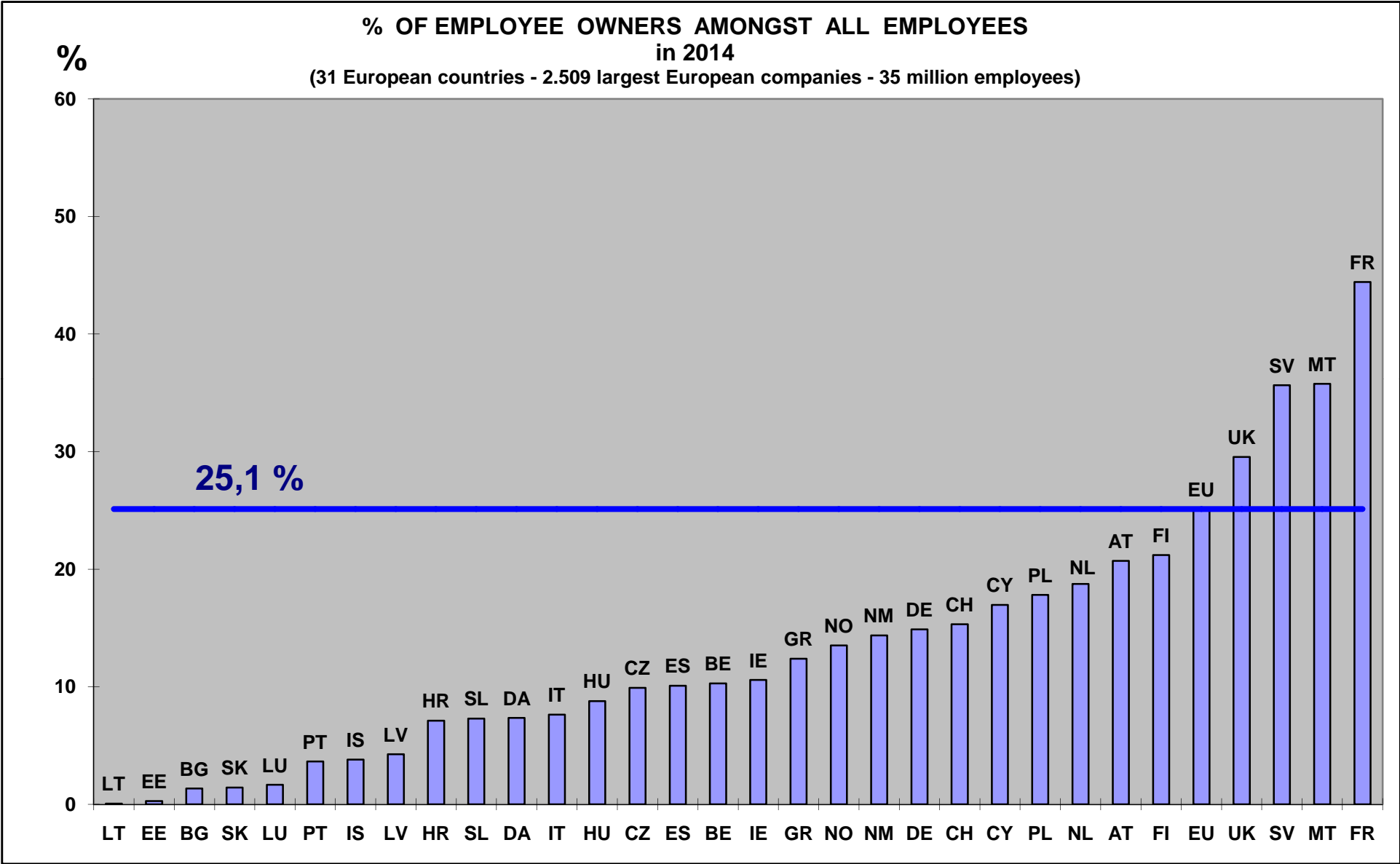


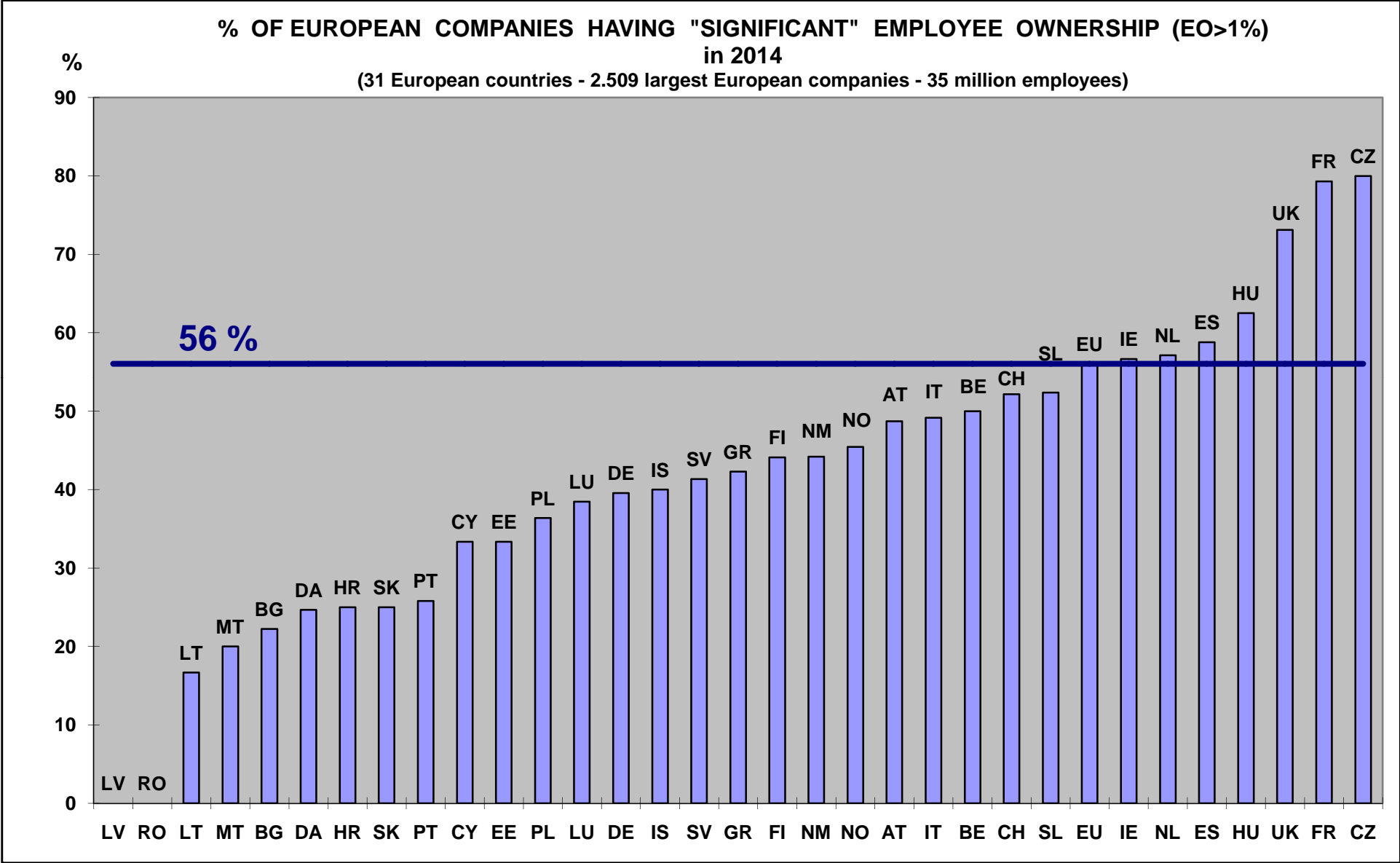


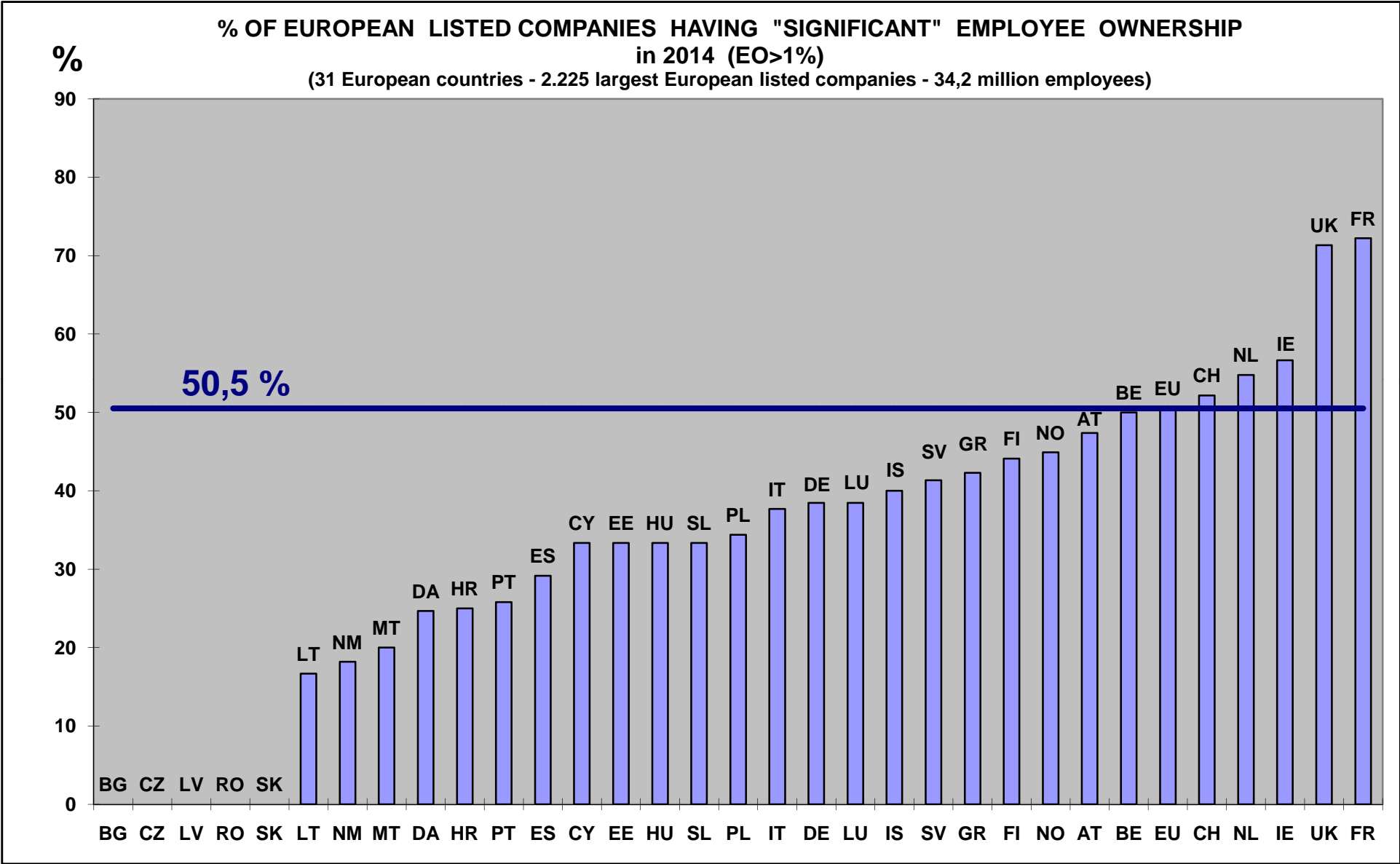


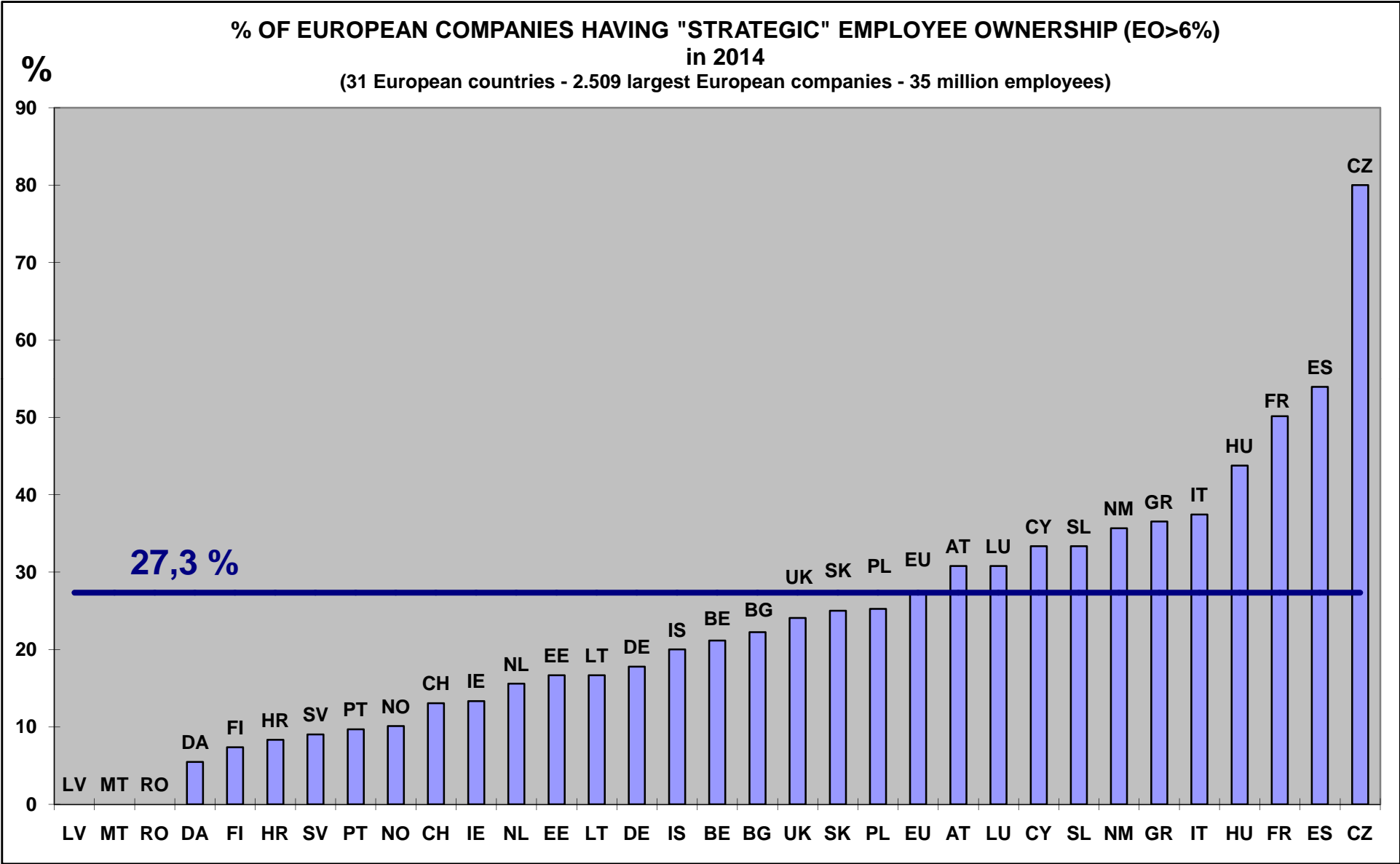


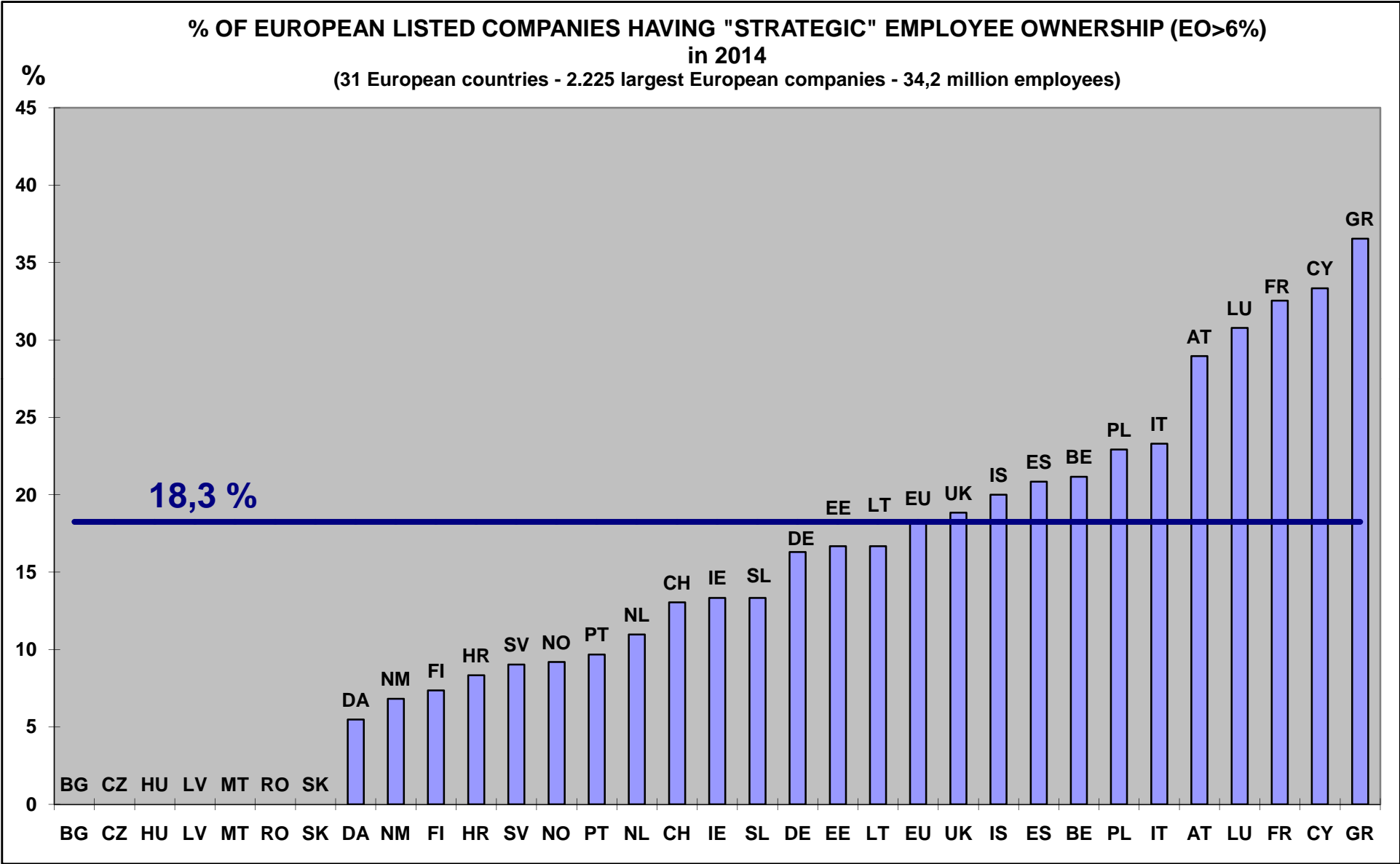


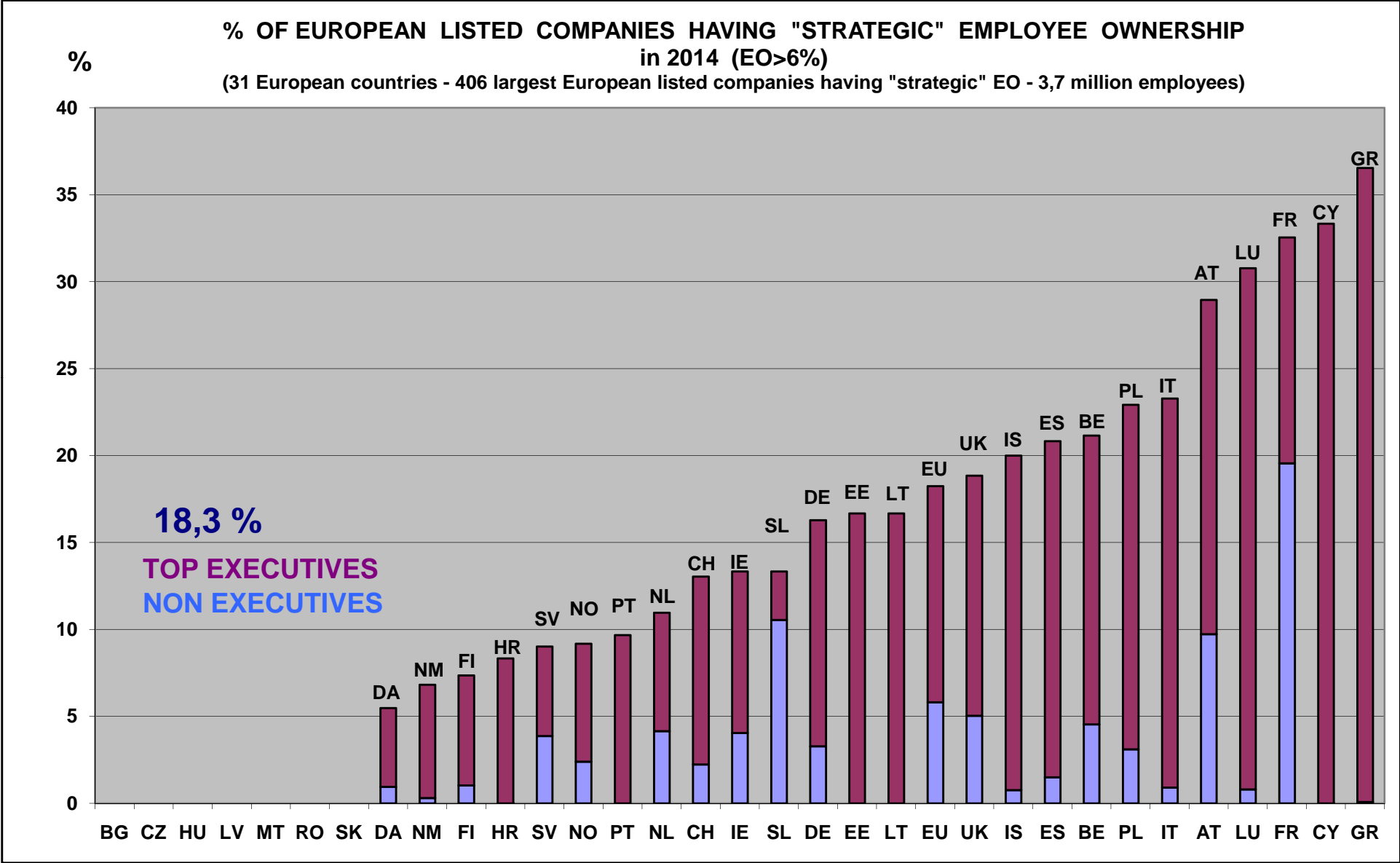


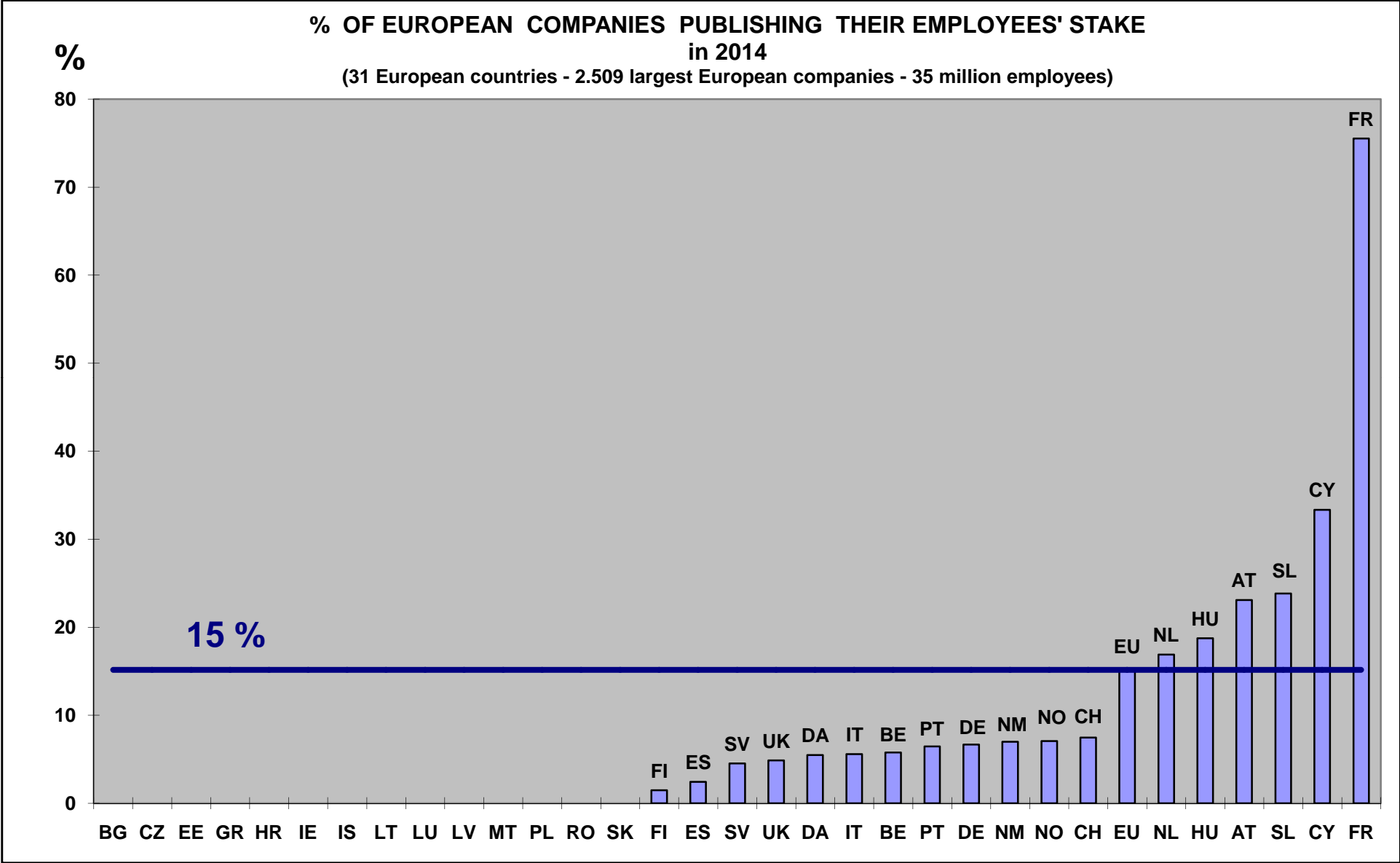


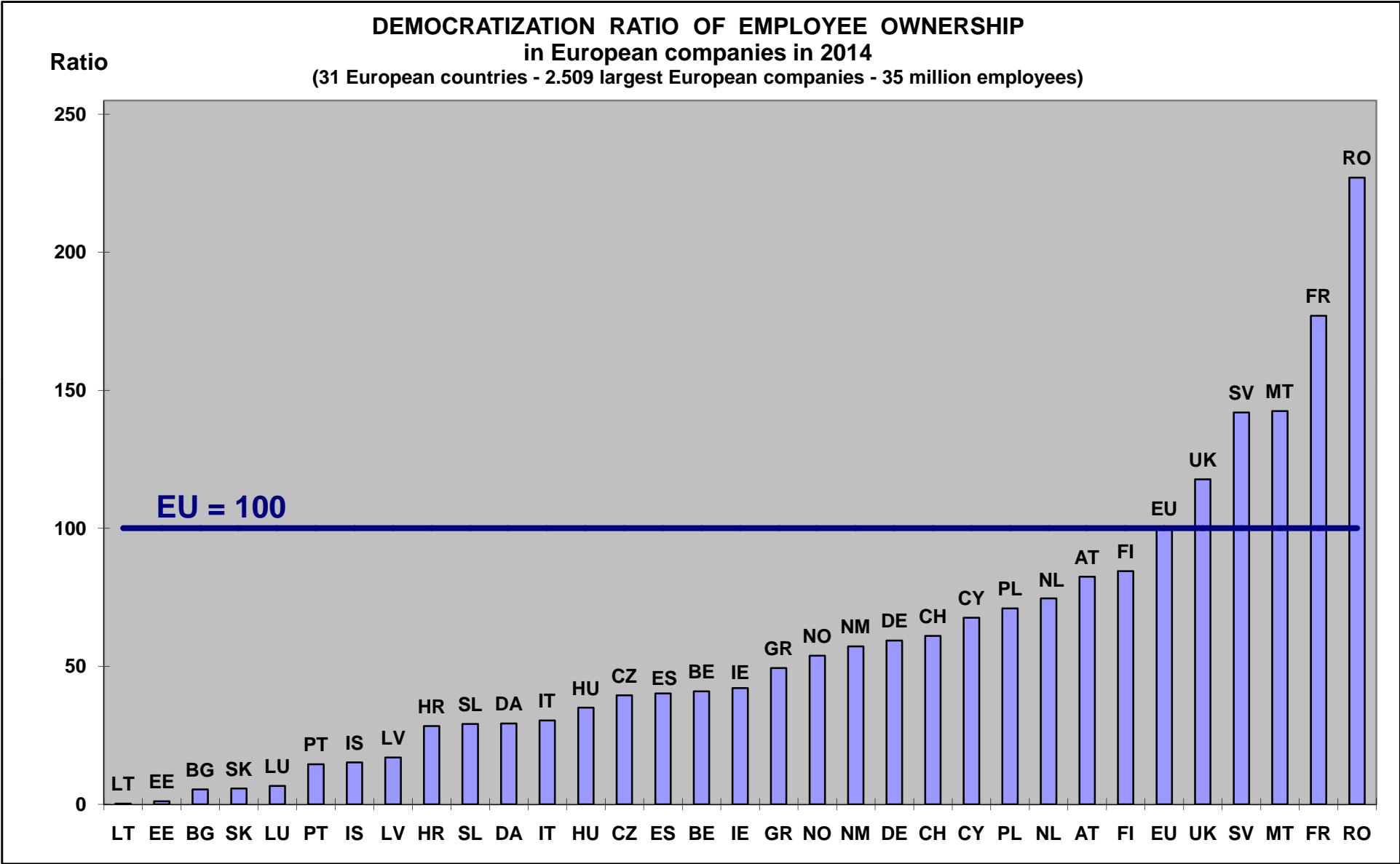


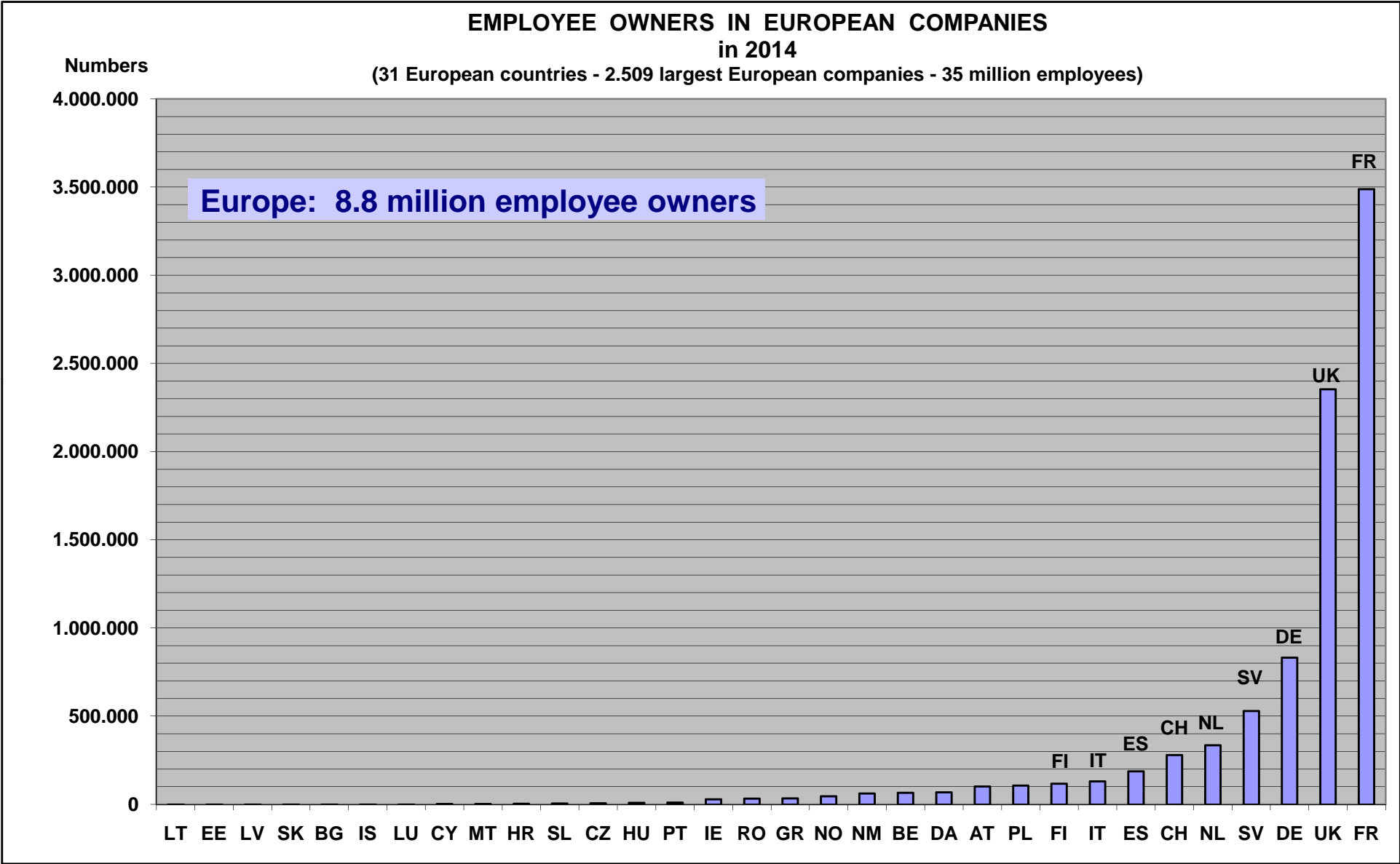


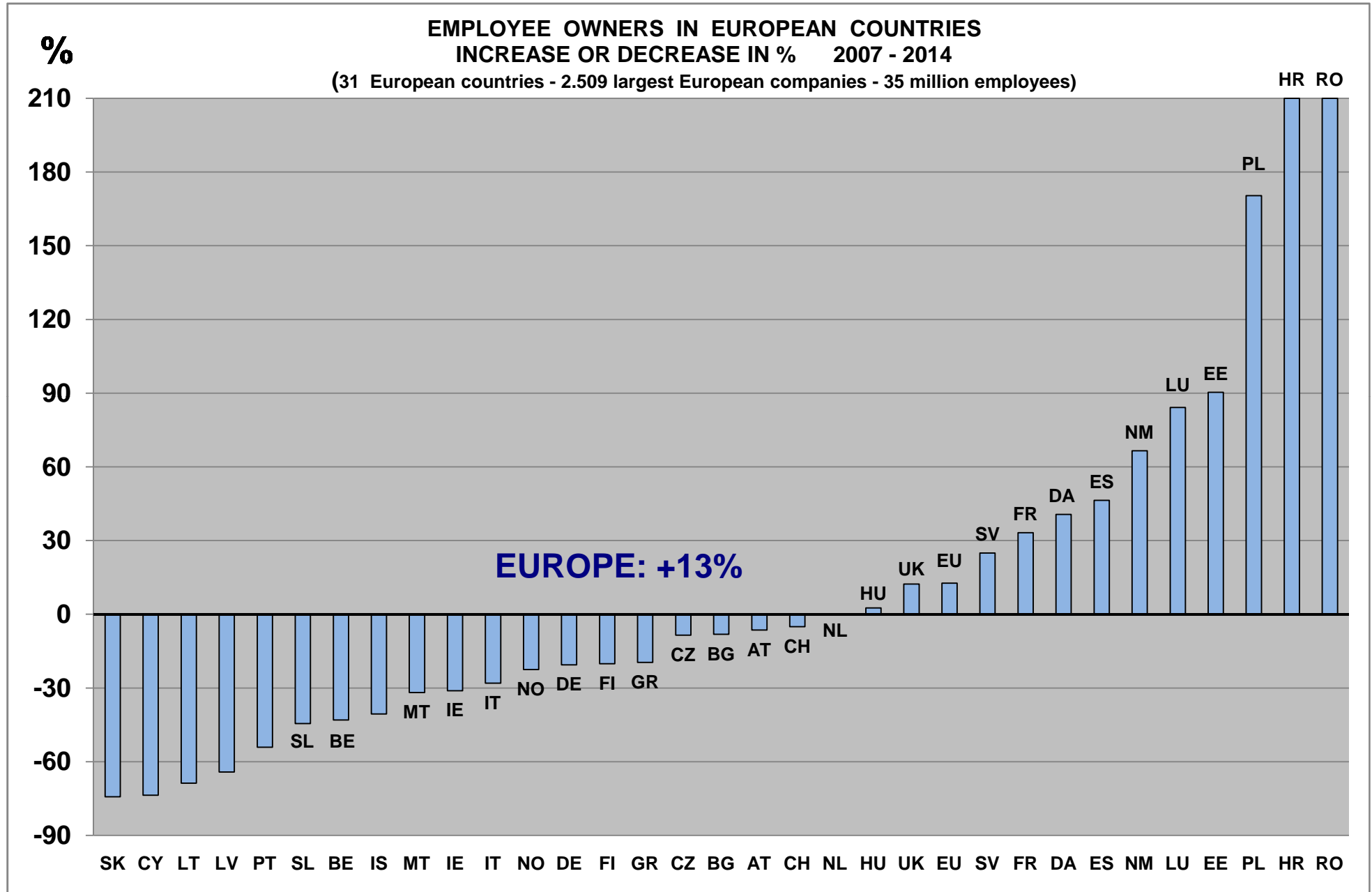


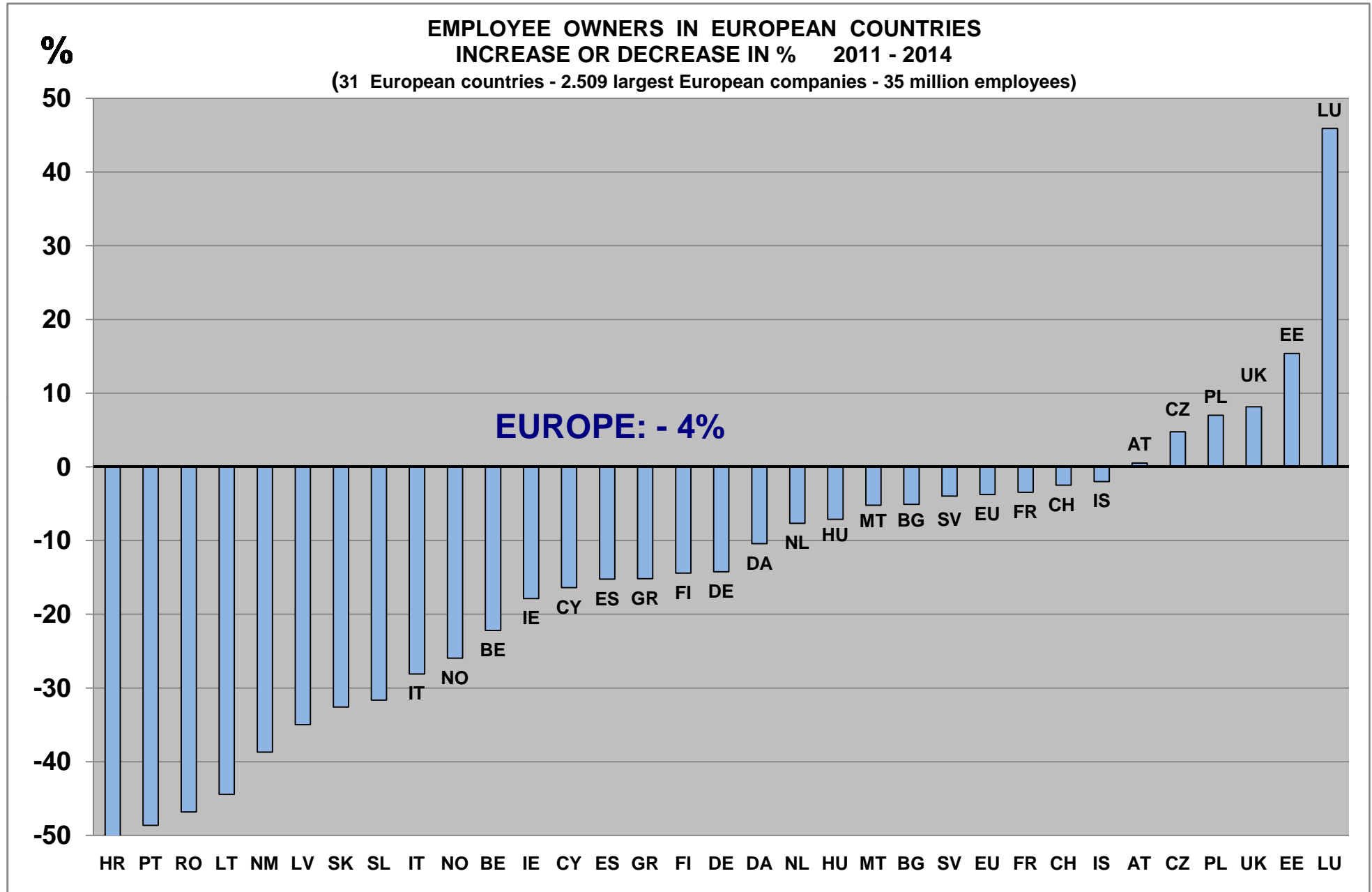


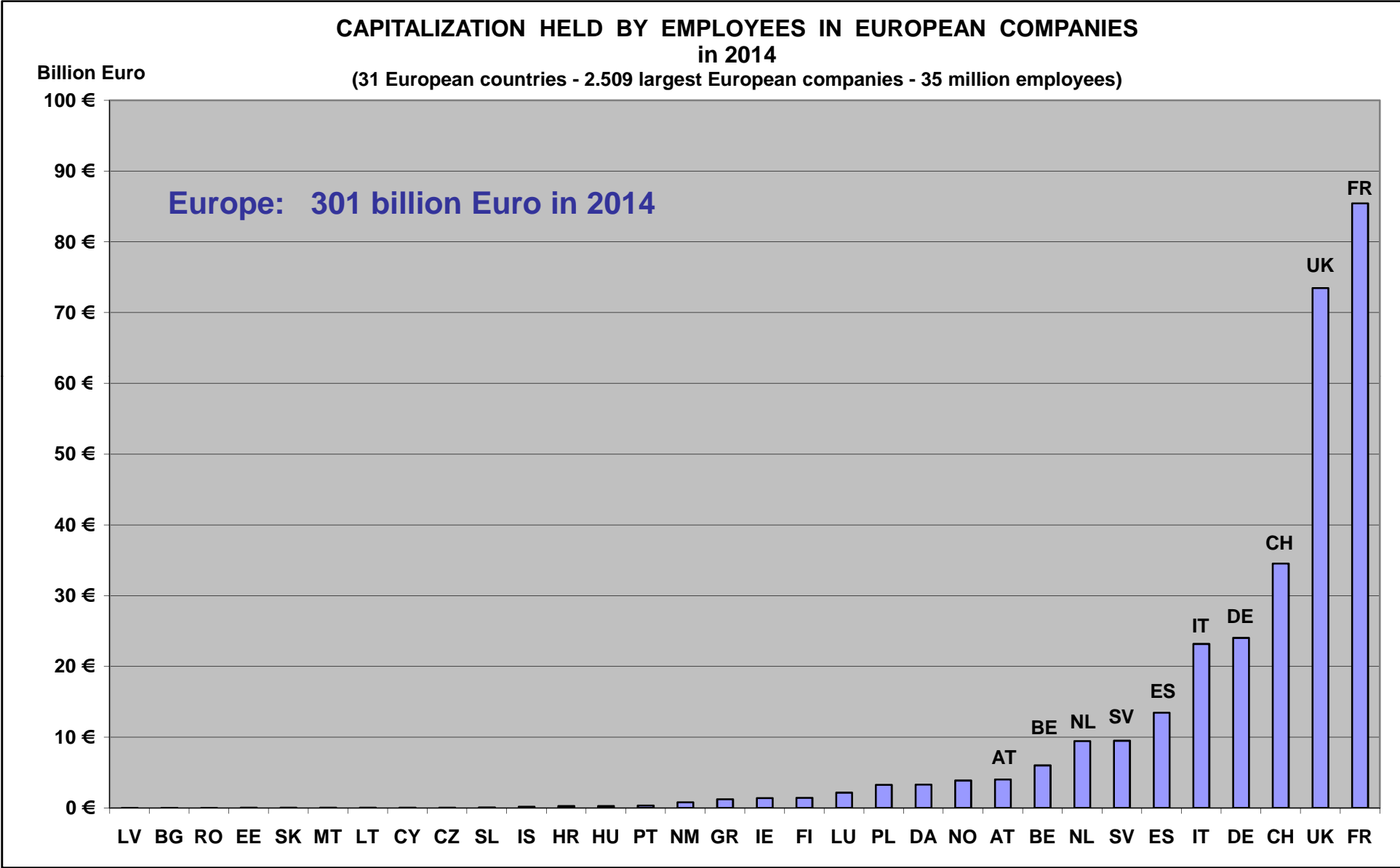


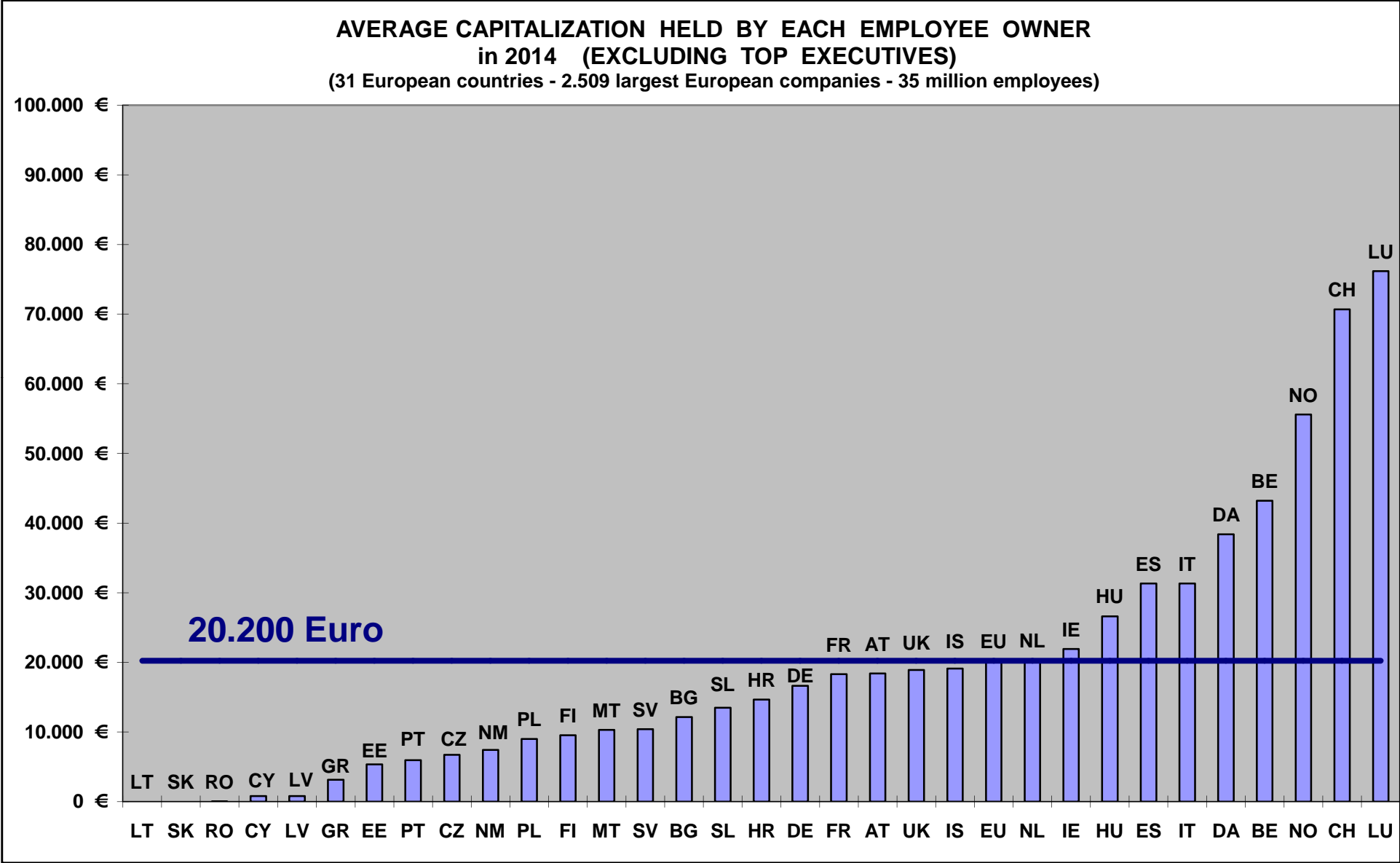


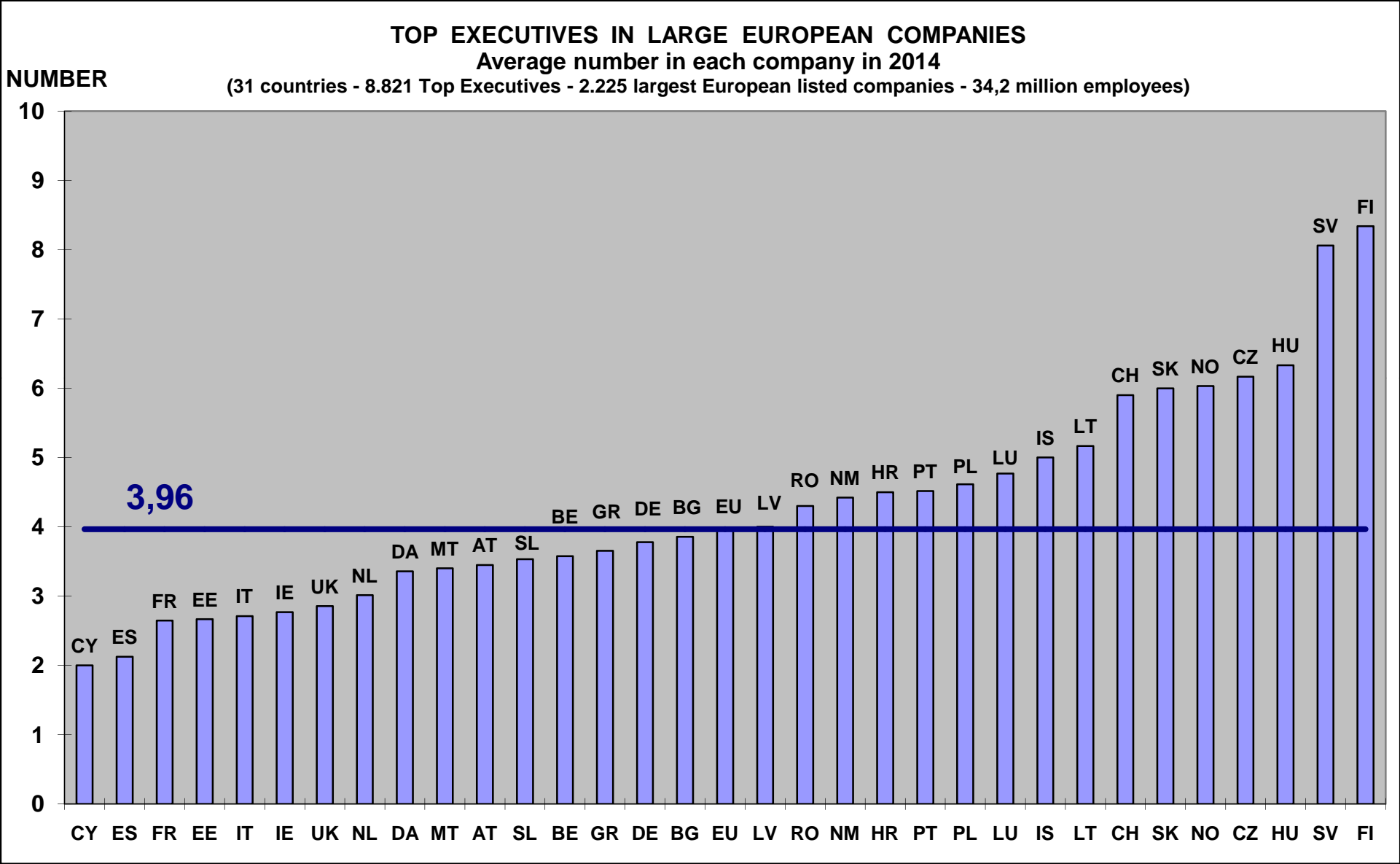


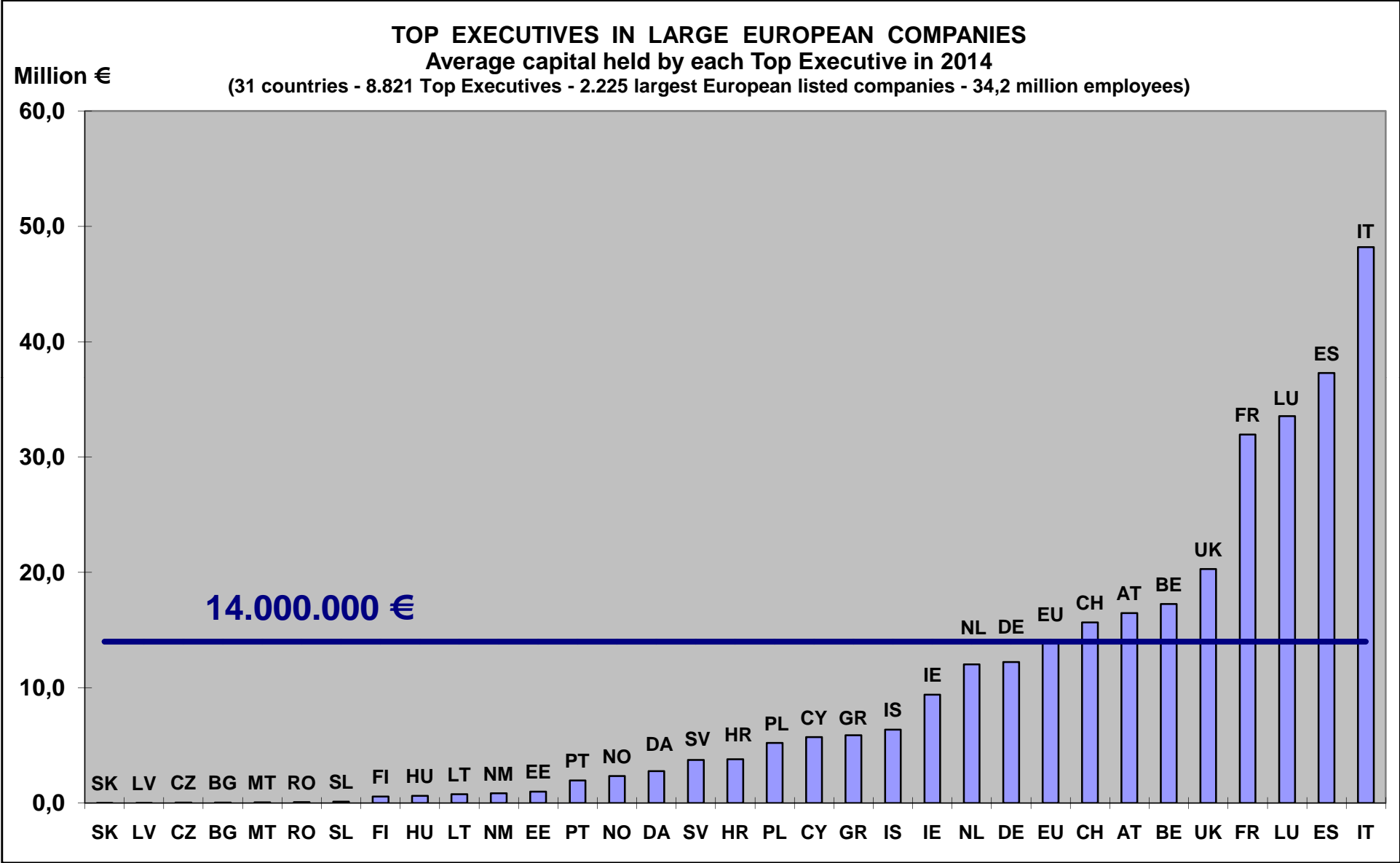


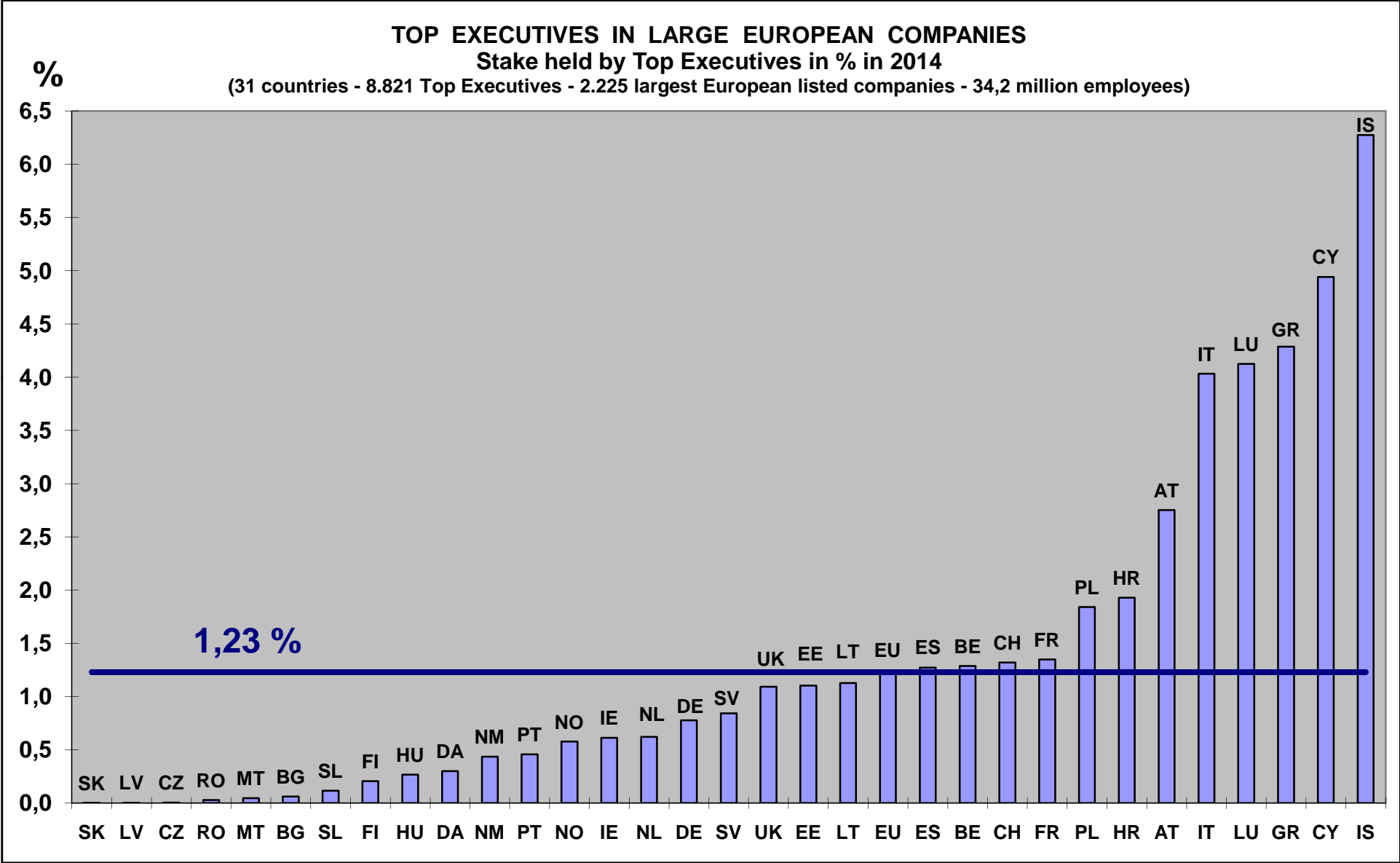












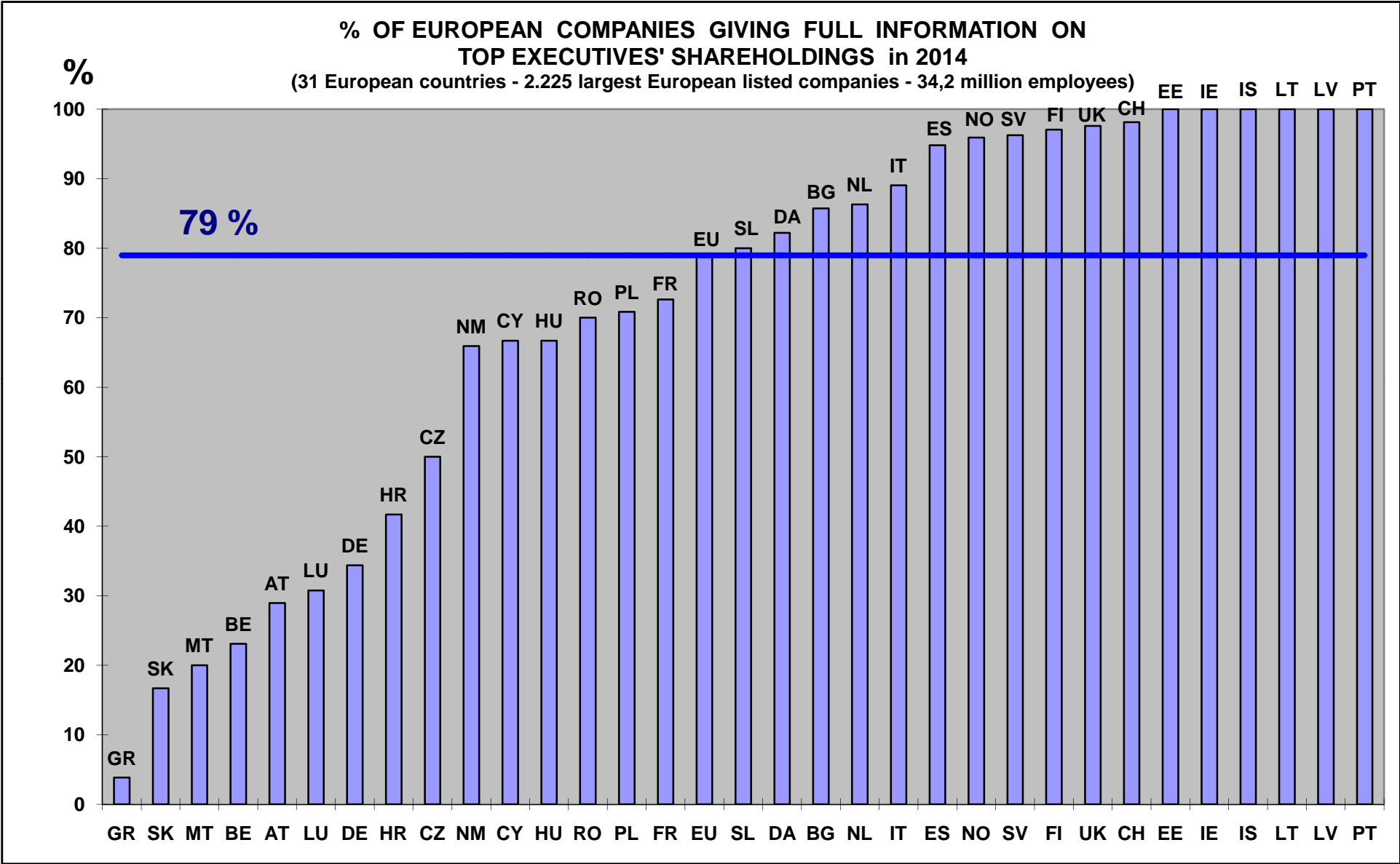


Table 23: Information on Top Executives' shareholdings in 2014

INFORMATION ON TOP EXECUTIVES' SHAREHOLDINGS				
Countries	Listed Companies	Listed Companies giving full information on Top Executives' shareholdings		
		Number	Number in 2014	% in 2014
AT	38	11	28,9%	26,3%
BE	52	12	23,1%	25,0%
BG	7	6	85,7%	85,7%
CH	161	158	98,1%	98,1%
CY	3	2	66,7%	100,0%
CZ	6	3	50,0%	50,0%
DA	73	60	82,2%	80,8%
DE	221	76	34,4%	34,8%
EE	6	6	100,0%	100,0%
ES	96	91	94,8%	94,8%
FI	68	66	97,1%	95,6%
FR	252	183	72,6%	74,2%
GR	52	2	3,8%	1,9%
HR	12	5	41,7%	41,7%
HU	9	6	66,7%	77,8%
IE	30	30	100,0%	100,0%
IS	5	5	100,0%	100,0%
IT	146	130	89,0%	90,4%
LT	6	6	100,0%	66,7%
LU	13	4	30,8%	15,4%
LV	3	3	100,0%	100,0%
MT	5	1	20,0%	20,0%
NL	73	63	86,3%	87,7%
NO	98	94	95,9%	95,9%
PL	96	68	70,8%	63,5%
PT	31	31	100,0%	96,8%
RO	10	7	70,0%	50,0%
SK	6	1	16,7%	16,7%
SL	15	12	80,0%	80,0%
SV	133	128	96,2%	97,0%
UK	499	487	97,6%	95,2%
31 COUNTRIES	2.225	1.757	79,0%	78,2%
13 NMS - PL (*)	88	58	65,9%	63,6%

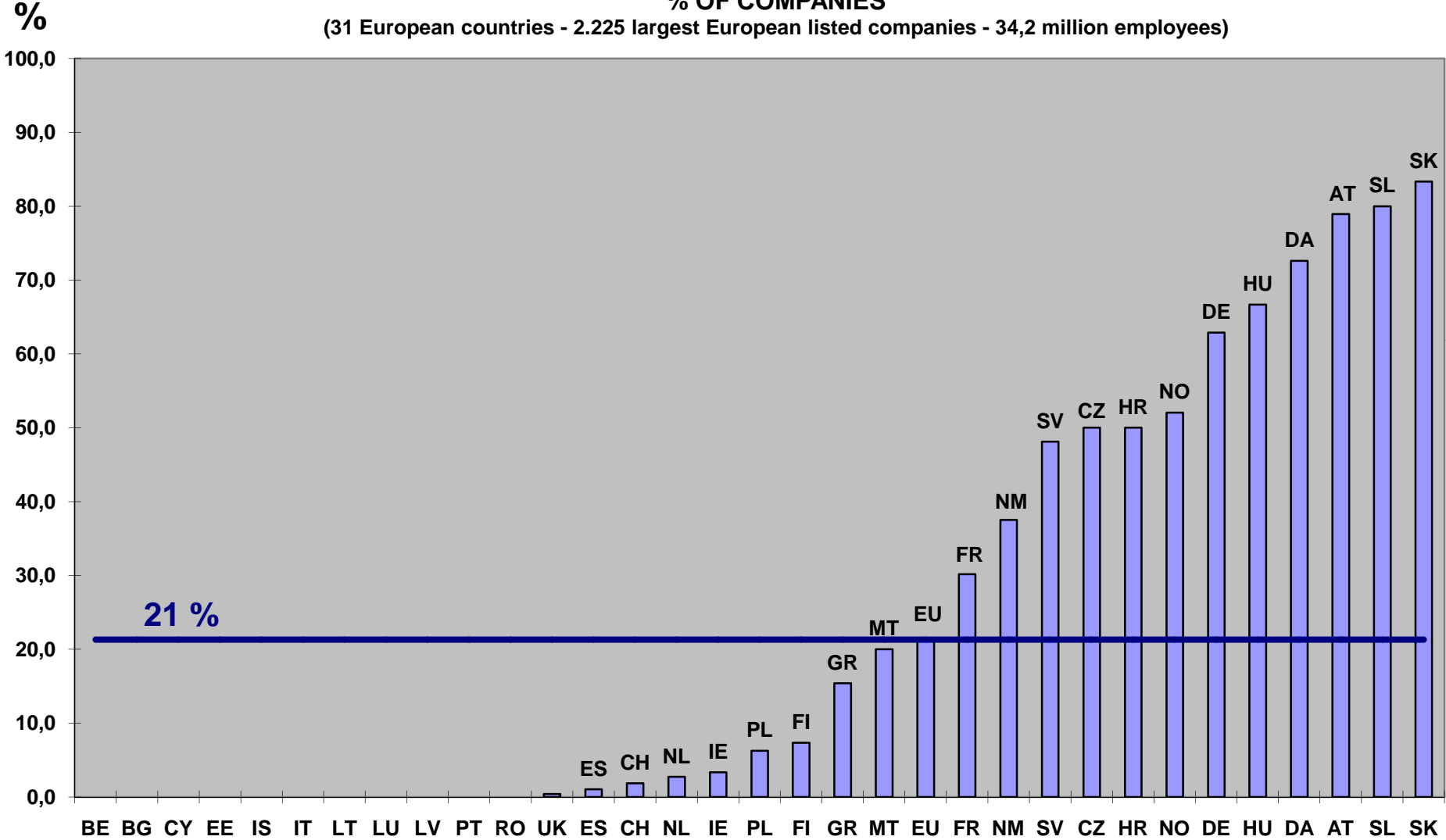
(*) "New" Member States except Poland

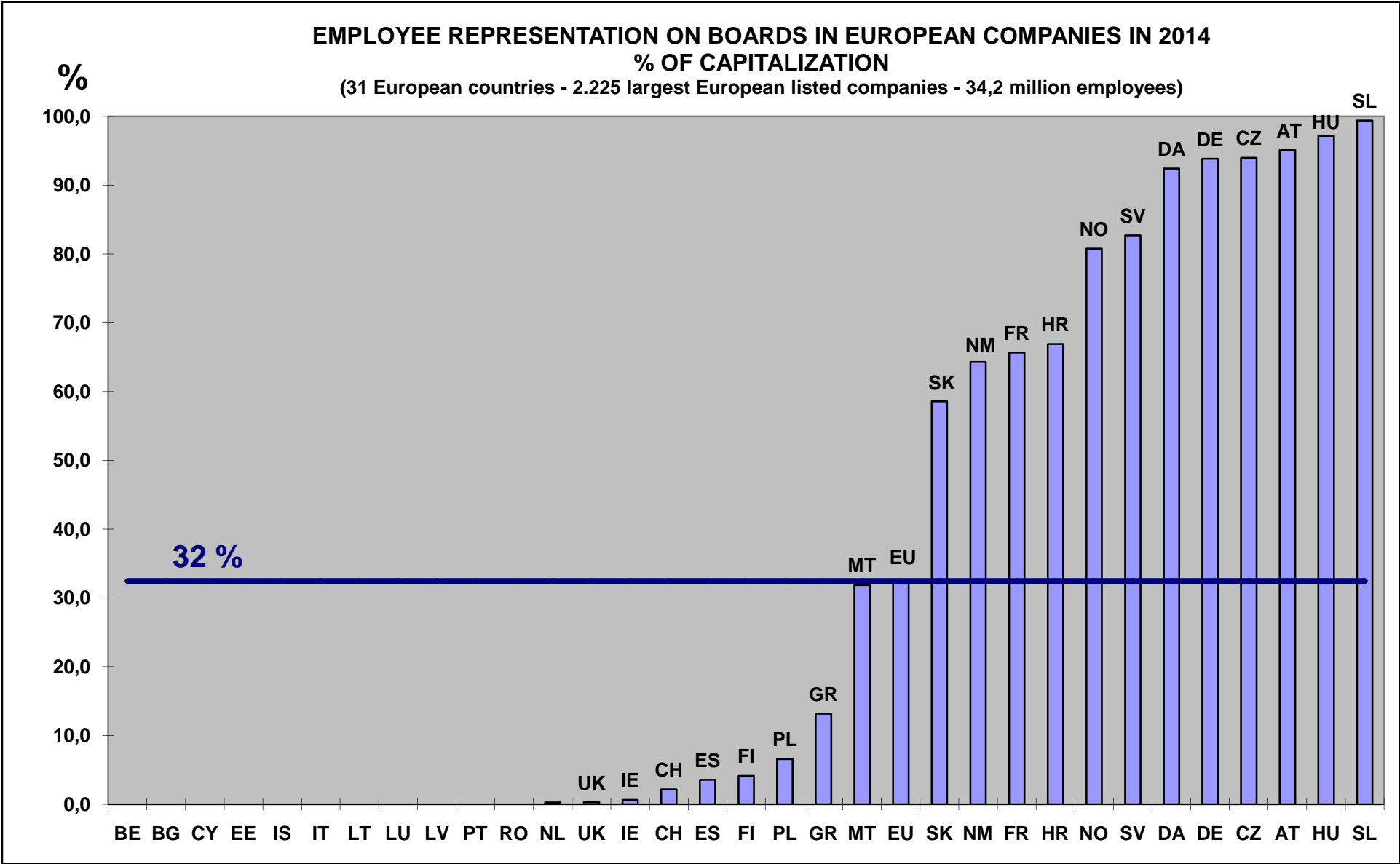
Table 24: Corporate governance and profit-sharing in European listed companies in 2014

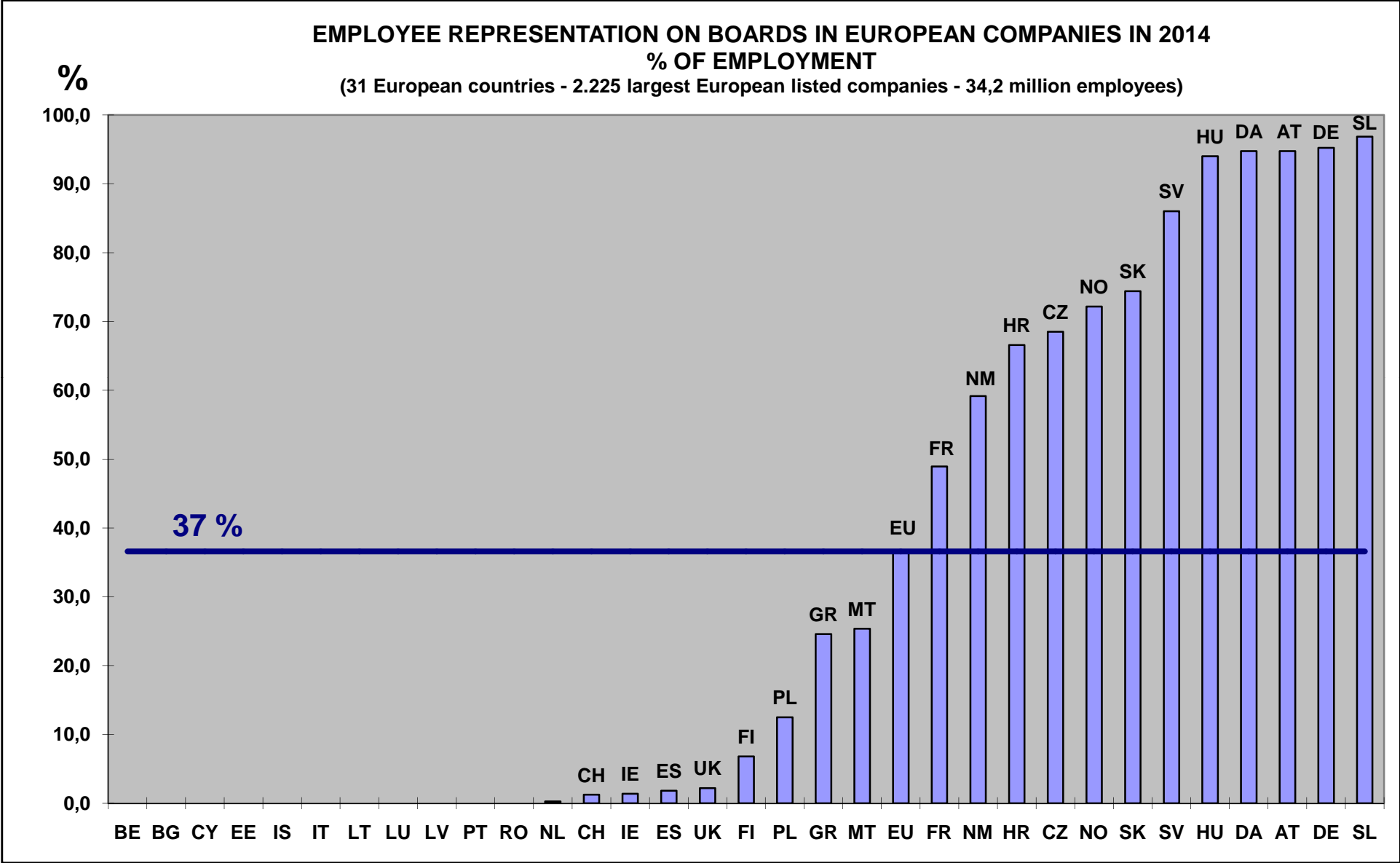
	COMPANIES		EMPLOYMENT		CAPITALISATION	
	Number	%	Million	%	Billion €	%
TOTAL	2.225	100,0%	34,2	100,0%	10.050 €	100,0%
<u>BOARD STRUCTURE</u>						
One-tier board structure	1.085	48,8%	19,4	56,7%	6.044 €	60,1%
Two-tier board structure	1.140	51,2%	14,8	43,3%	4.006 €	39,9%
<u>REPRESENTATION ON BOARDS</u>						
Employee shareholders on boards	38	1,7%	2,3	6,7%	512 €	5,1%
Employees on boards (shareholders or not)	474	21,3%	12,5	36,6%	3.261 €	32,4%
Executive owners on boards	310	13,9%	1,5	4,5%	332 €	3,3%
<u>PROFIT SHARING</u>						
in Europe	376	16,9%	11,5	33,7%	2.794 €	27,8%
idem except France	150	7,6%	4,1	15,3%	1.227 €	14,5%
<u>VOTING RIGHTS</u>						
Positive discrimination for employee ownership	75	3,4%	4,4	12,8%	886 €	8,8%
Negative discrimination against employee ownership	147	6,6%	2,5	7,2%	863 €	8,6%
<u>TOP EXECUTIVES</u>						
Full information about shares held by Top Executives	1.757	79,0%	26,7	77,9%	8.587 €	85,4%

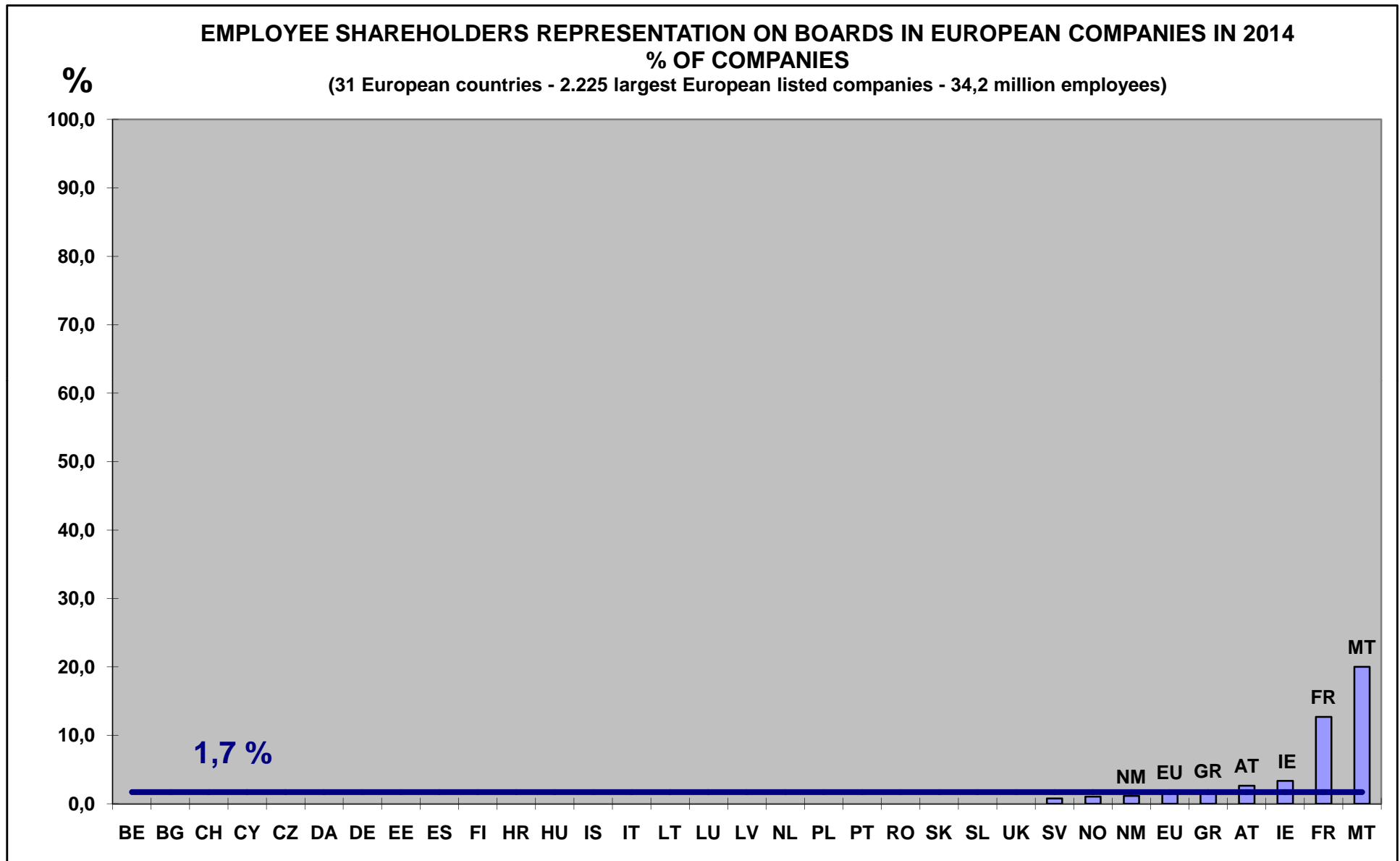
EMPLOYEE REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2014 % OF COMPANIES

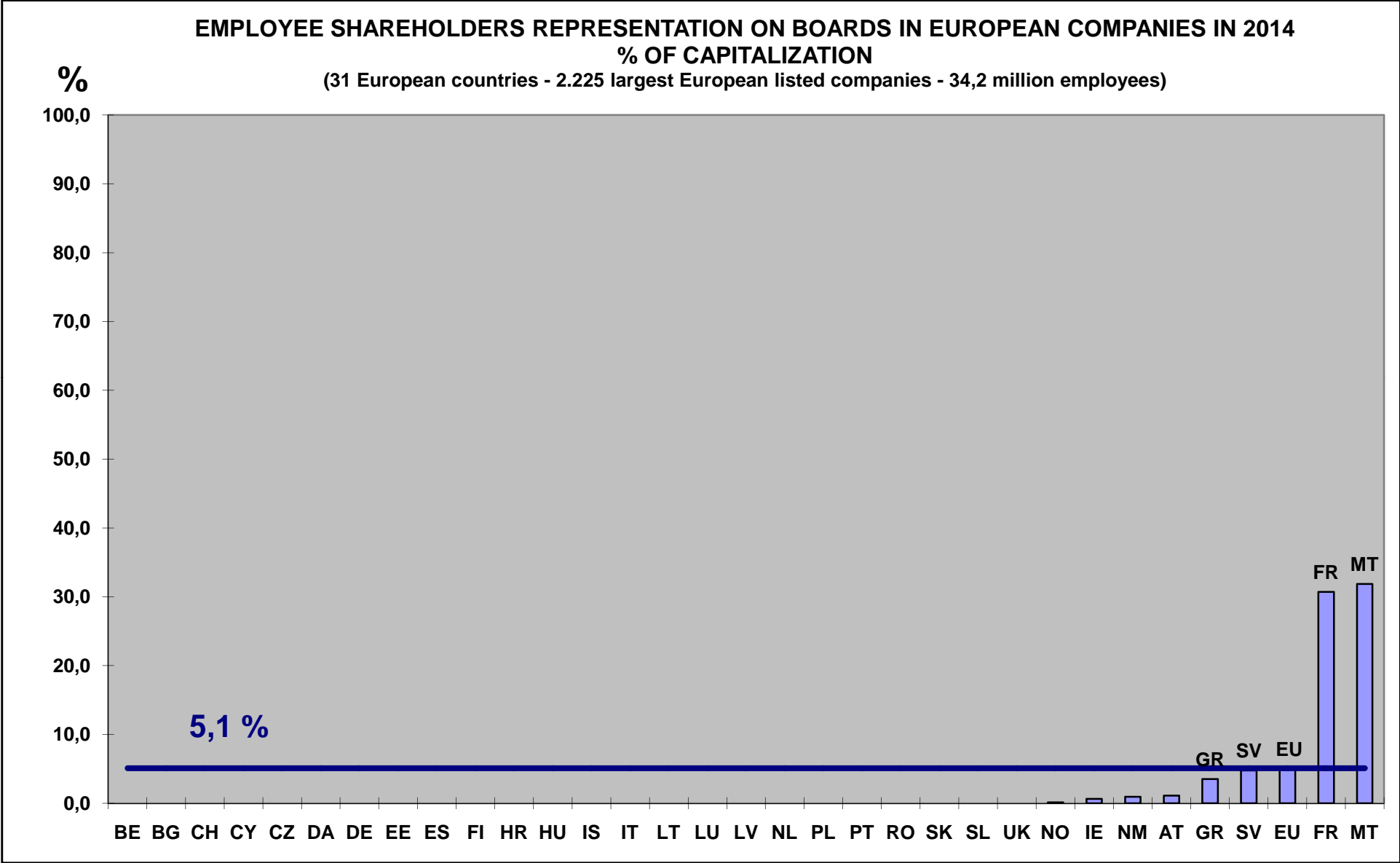
(31 European countries - 2.225 largest European listed companies - 34,2 million employees)

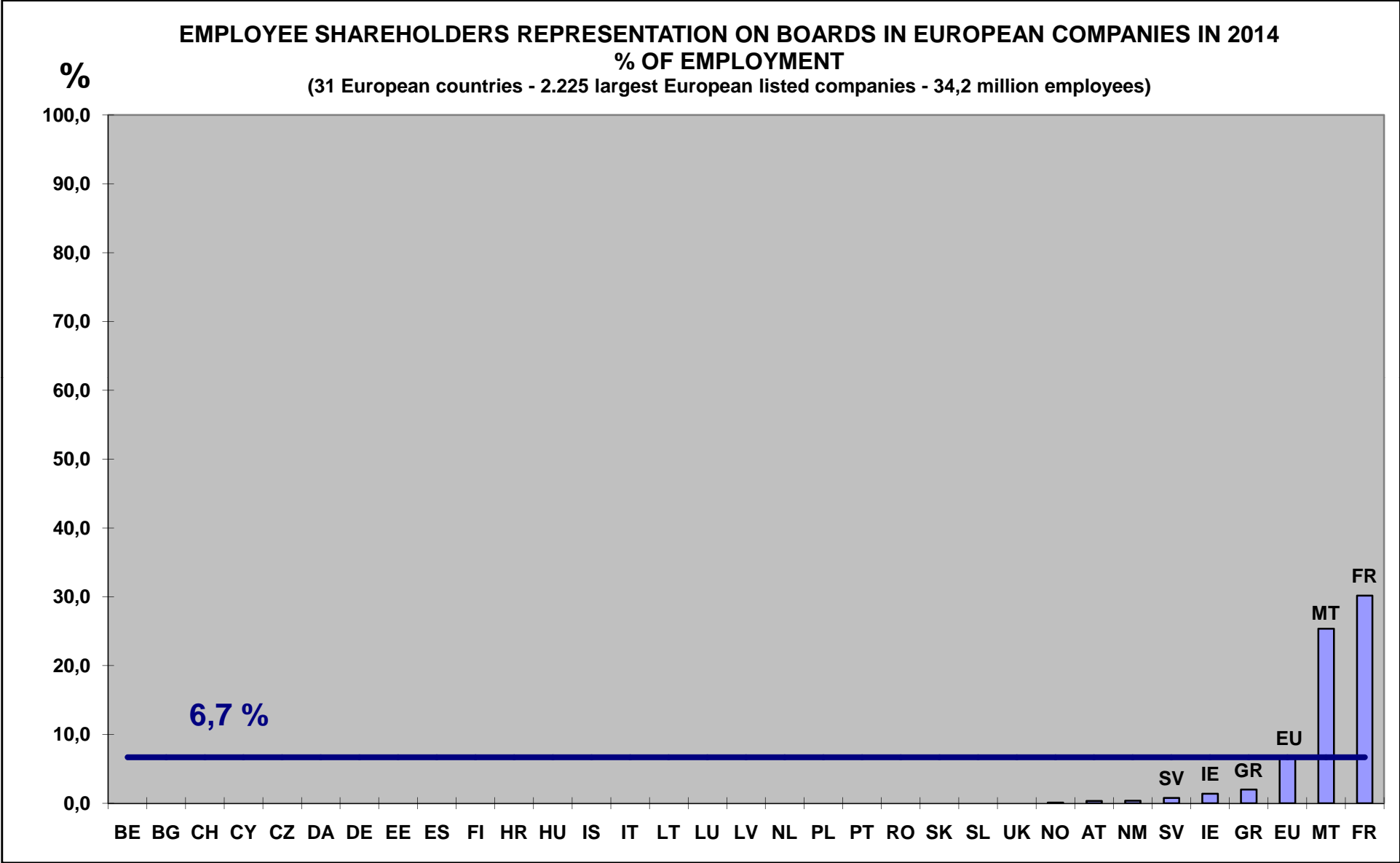


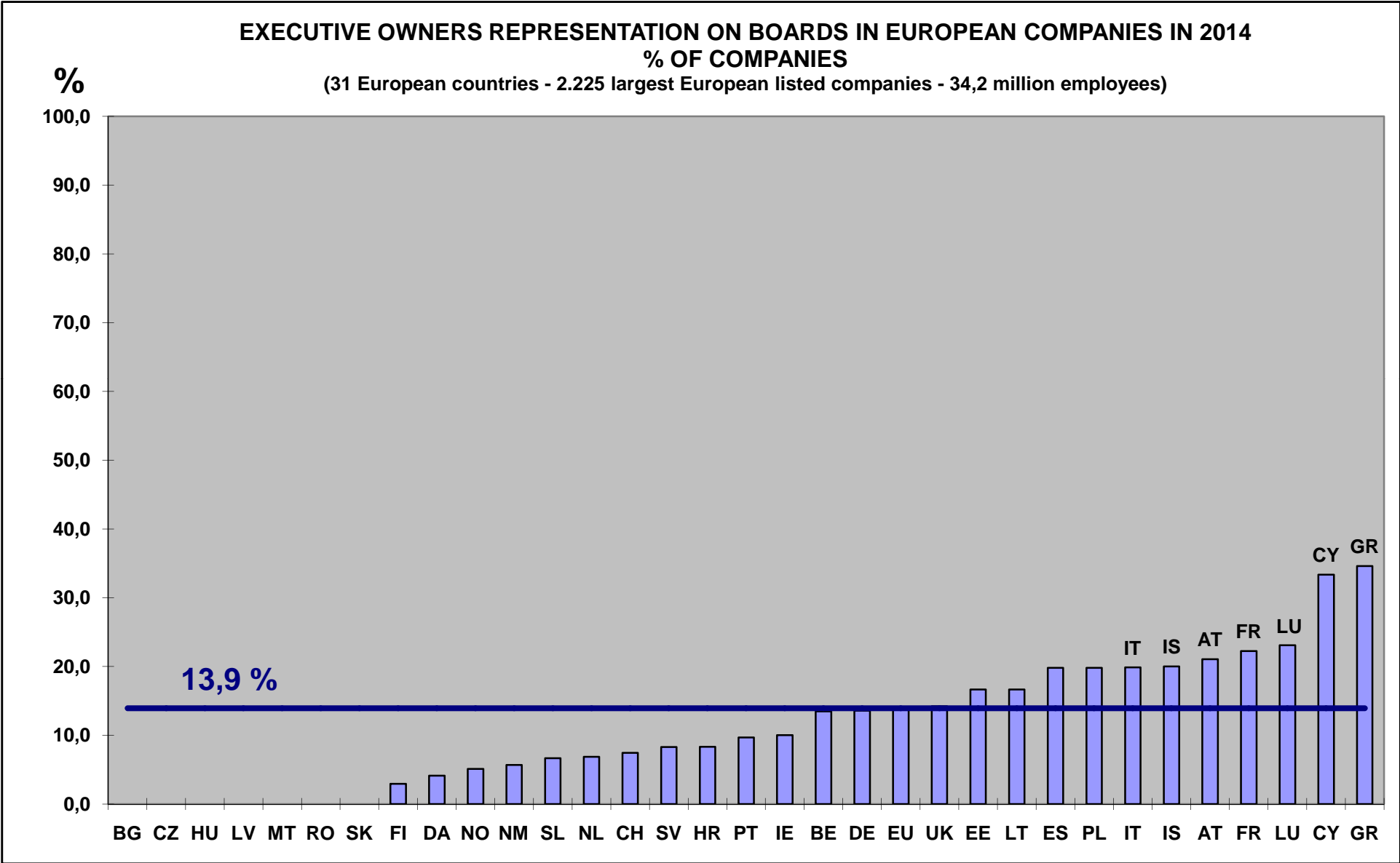


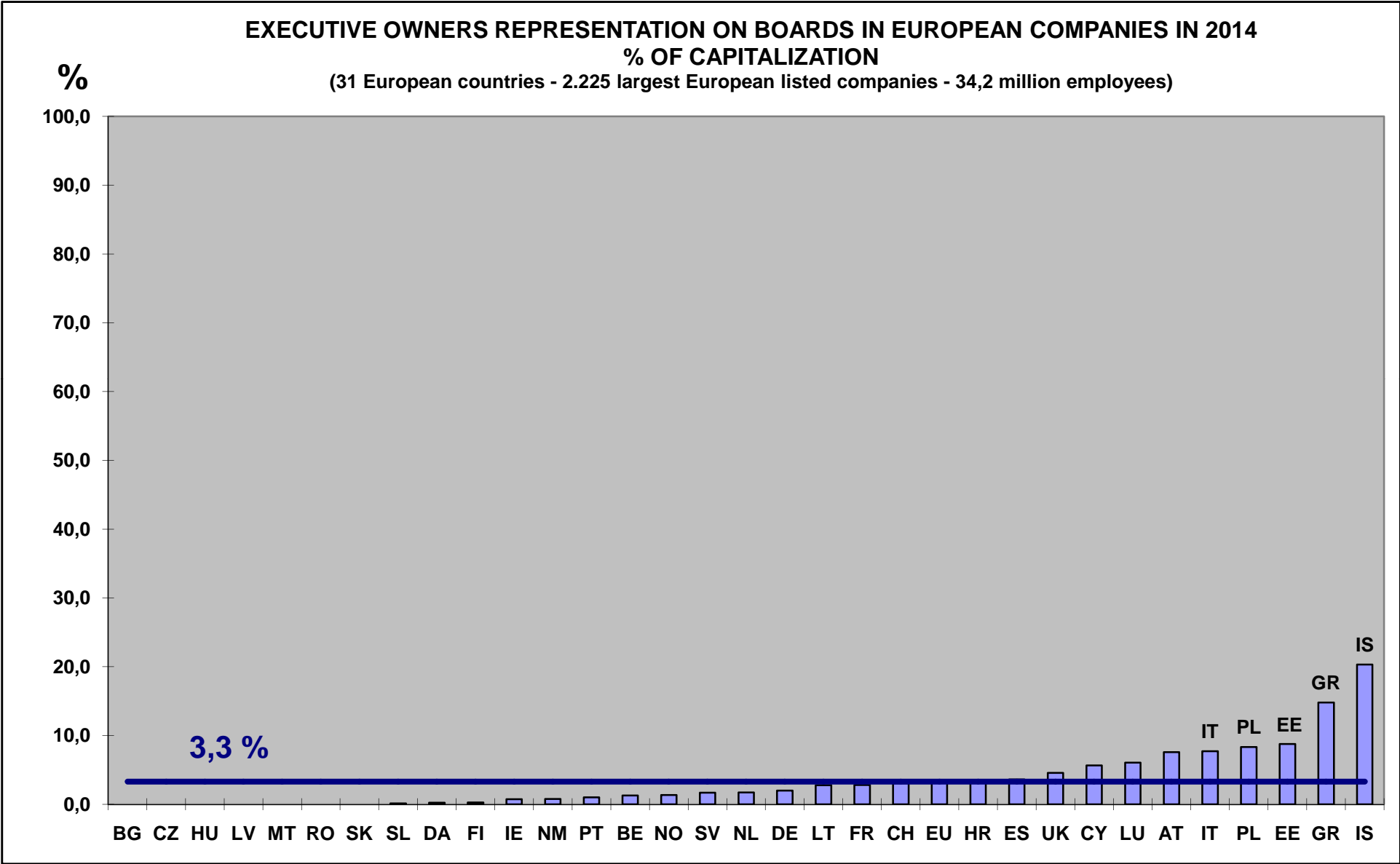


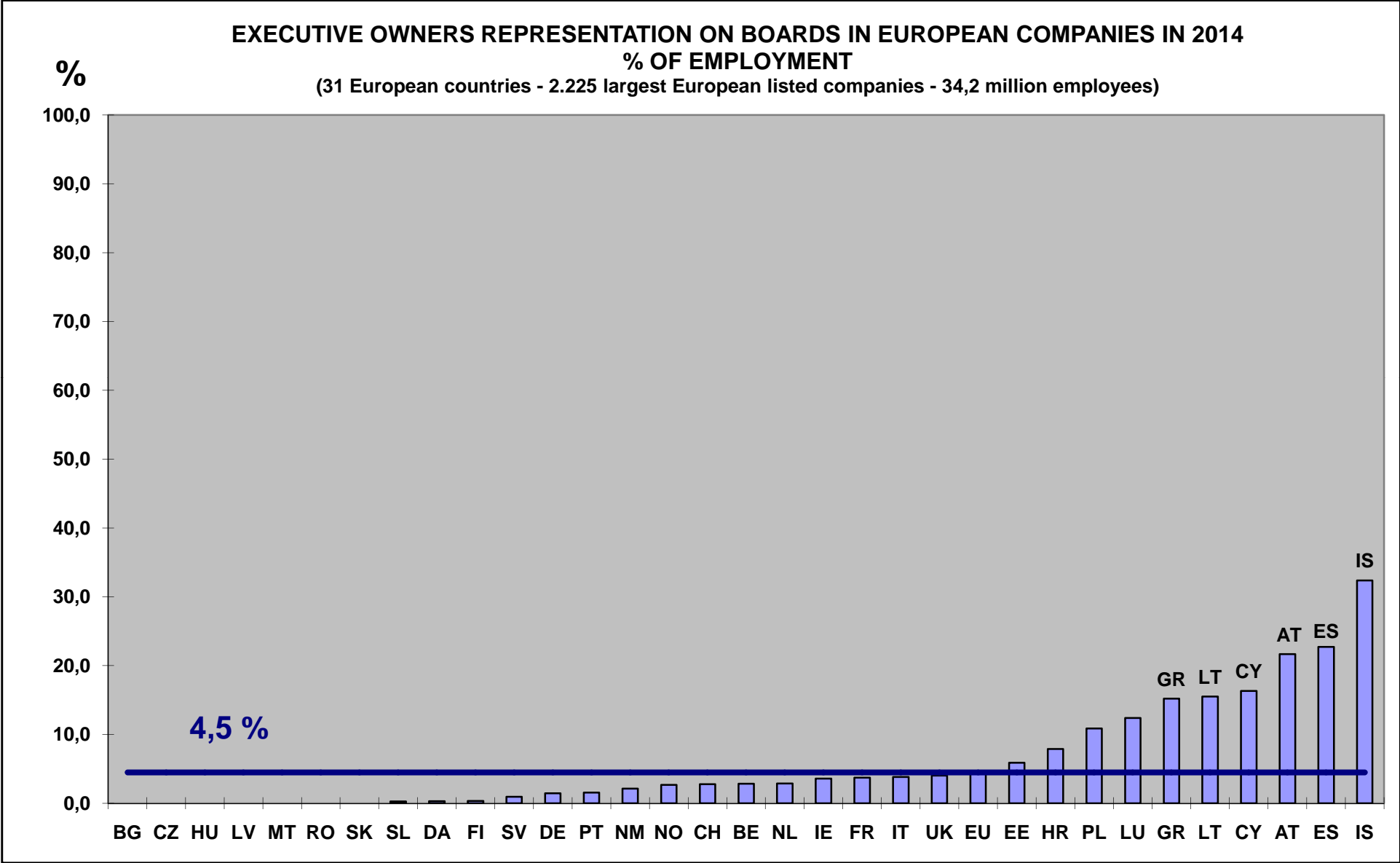


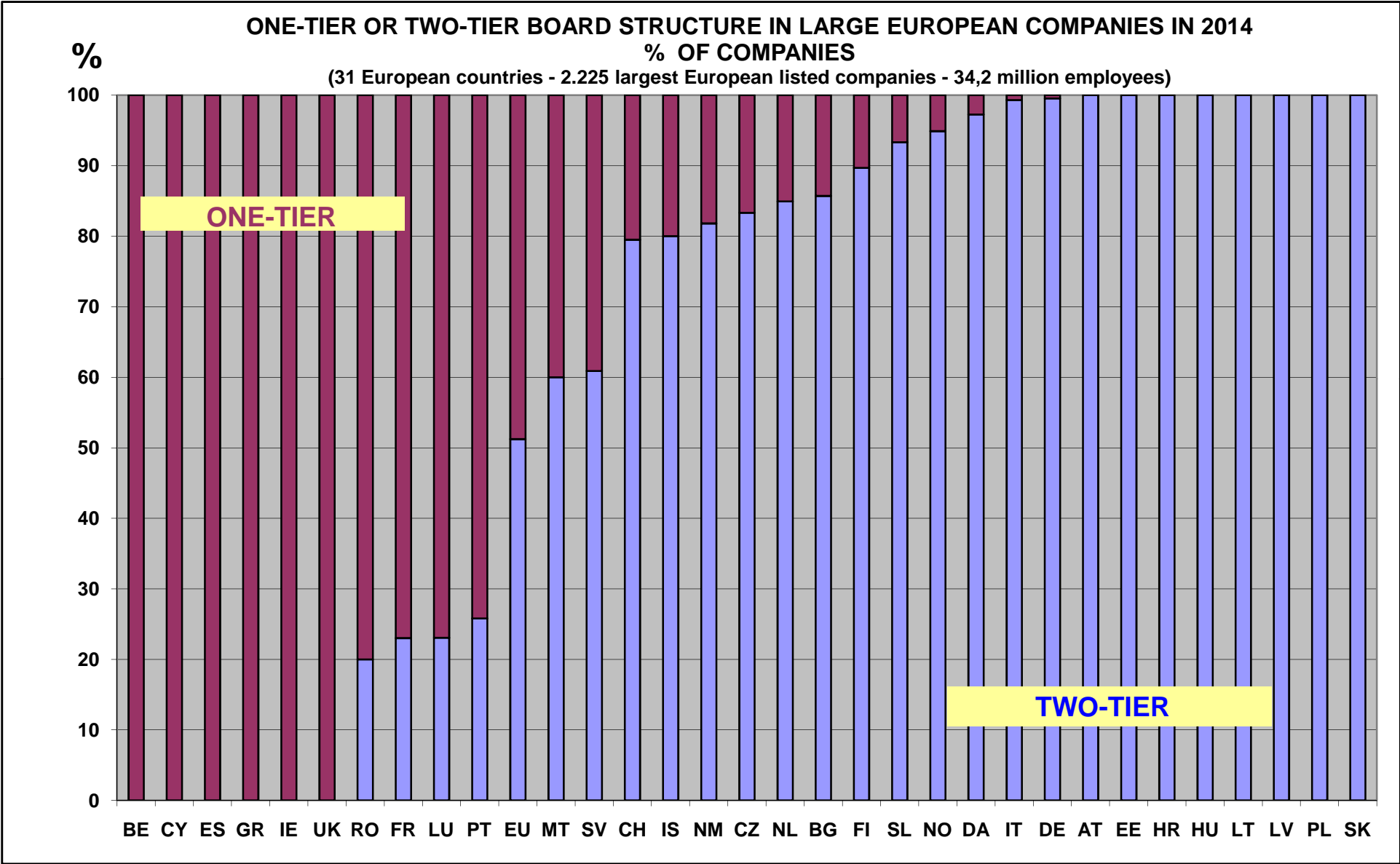


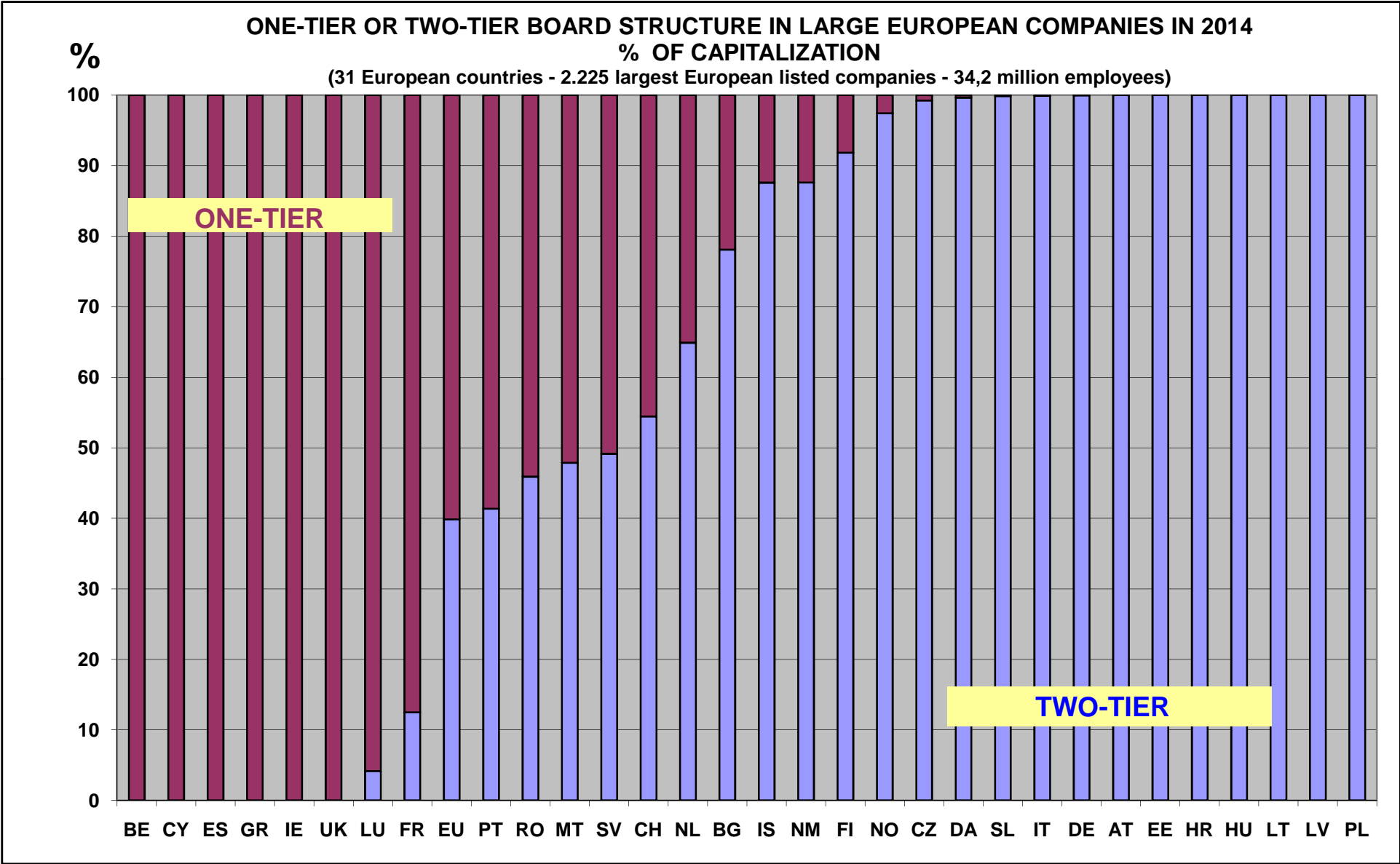


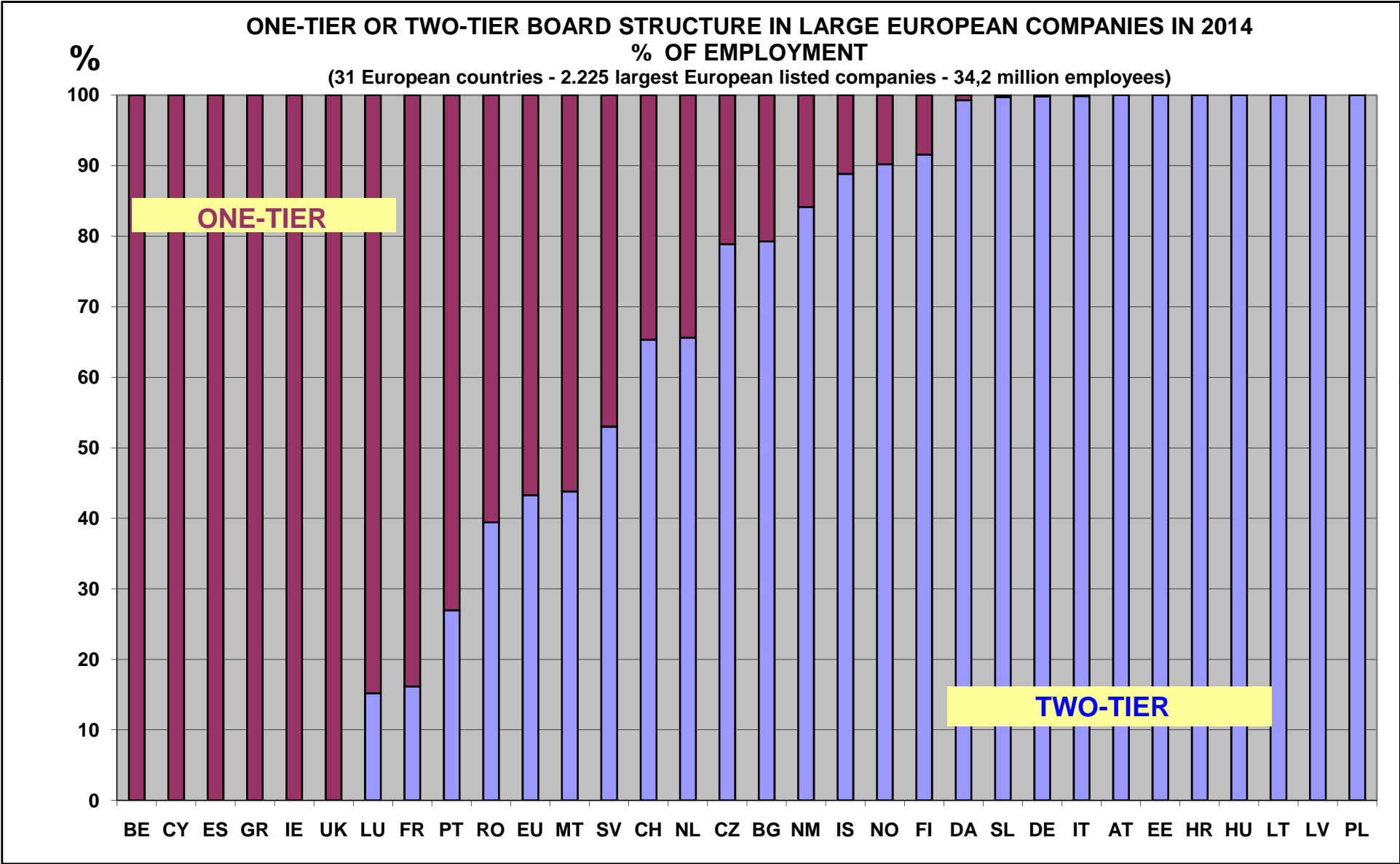












EMPLOYEE REPRESENTATION ON BOARDS AND BOARD STRUCTURE IN EUROPEAN LISTED COMPANIES IN 2014																		
(31 European countries - 2.225 largest listed companies - 32,4 million employees)																		
	% OF COMPANIES						% OF CAPITALIZATION						% OF EMPLOYMENT					
	Companies	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Capitalization	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Employment	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure
AT	100,0	2,6	78,9	21,1	0,0	100,0	100,0	1,1	95,1	7,6	0,0	100,0	100,0	0,3	94,8	21,7	0,0	100,0
BE	100,0	0,0	0,0	13,5	100,0	0,0	100,0	0,0	0,0	1,3	100,0	0,0	100,0	0,0	0,0	2,8	100,0	0,0
BG	100,0	0,0	0,0	0,0	14,3	85,7	100,0	0,0	0,0	0,0	21,9	78,1	100,0	0,0	0,0	0,0	20,7	79,3
CH	100,0	0,0	1,9	7,5	20,5	79,5	100,0	0,0	2,1	3,0	45,5	54,5	100,0	0,0	1,2	2,8	34,7	65,3
CY	100,0	0,0	0,0	33,3	100,0	0,0	100,0	0,0	0,0	5,7	100,0	0,0	100,0	0,0	0,0	16,3	100,0	0,0
CZ	100,0	0,0	50,0	0,0	16,7	83,3	100,0	0,0	94,0	0,0	0,7	99,3	100,0	0,0	68,5	0,0	21,1	78,9
DA	100,0	0,0	72,6	4,1	2,7	97,3	100,0	0,0	92,4	0,2	0,3	99,7	100,0	0,0	94,8	0,3	0,7	99,3
DE	100,0	0,0	62,9	13,6	0,5	99,5	100,0	0,0	93,8	2,0	0,0	100,0	100,0	0,0	95,2	1,5	0,2	99,8
EE	100,0	0,0	0,0	16,7	0,0	100,0	100,0	0,0	0,0	8,8	0,0	100,0	100,0	0,0	0,0	5,9	0,0	100,0
ES	100,0	0,0	1,0	19,8	100,0	0,0	100,0	0,0	3,5	3,6	100,0	0,0	100,0	0,0	1,8	22,7	100,0	0,0
FI	100,0	0,0	7,4	2,9	10,3	89,7	100,0	0,0	4,1	0,3	8,2	91,8	100,0	0,0	6,8	0,3	8,4	91,6
FR	100,0	12,7	30,2	22,2	77,0	23,0	100,0	30,7	65,7	2,8	87,5	12,5	100,0	30,2	48,9	3,7	83,8	16,2
GR	100,0	1,9	15,4	34,6	100,0	0,0	100,0	3,5	13,2	14,8	100,0	0,0	100,0	2,0	24,6	15,2	100,0	0,0
HR	100,0	0,0	50,0	8,3	0,0	100,0	100,0	0,0	66,9	3,3	0,0	100,0	100,0	0,0	66,6	7,9	0,0	100,0
HU	100,0	0,0	66,7	0,0	0,0	100,0	100,0	0,0	97,2	0,0	0,0	100,0	100,0	0,0	94,0	0,0	0,0	100,0
IE	100,0	3,3	3,3	10,0	100,0	0,0	100,0	0,6	0,6	0,7	100,0	0,0	100,0	1,4	1,4	3,6	100,0	0,0
IS	100,0	0,0	0,0	20,0	20,0	80,0	100,0	0,0	0,0	20,3	12,4	87,6	100,0	0,0	0,0	32,4	11,2	88,8
IT	100,0	0,0	0,0	19,9	0,7	99,3	100,0	0,0	0,0	7,7	0,1	99,9	100,0	0,0	0,0	3,8	0,1	99,9
LT	100,0	0,0	0,0	16,7	0,0	100,0	100,0	0,0	0,0	2,8	0,0	100,0	100,0	0,0	0,0	15,5	0,0	100,0
LU	100,0	0,0	0,0	23,1	76,9	23,1	100,0	0,0	0,0	6,1	95,8	4,2	100,0	0,0	0,0	12,4	84,8	15,2
LV	100,0	0,0	0,0	0,0	0,0	100,0	100,0	0,0	0,0	0,0	0,0	100,0	100,0	0,0	0,0	0,0	0,0	100,0
MT	100,0	20,0	20,0	0,0	40,0	60,0	100,0	31,9	31,9	0,0	52,1	47,9	100,0	25,4	25,4	0,0	56,2	43,8
NL	100,0	0,0	2,7	6,8	15,1	84,9	100,0	0,0	0,3	1,7	35,1	64,9	100,0	0,0	0,3	2,9	34,4	65,6
NO	100,0	1,0	52,0	5,1	5,1	94,9	100,0	0,1	80,8	1,4	2,6	97,4	100,0	0,1	72,2	2,7	9,8	90,2
PL	100,0	0,0	6,3	19,8	0,0	100,0	100,0	0,0	6,6	8,3	0,0	100,0	100,0	0,0	12,5	10,9	0,0	100,0
PT	100,0	0,0	0,0	9,7	74,2	25,8	100,0	0,0	0,0	1,0	58,6	41,4	100,0	0,0	0,0	1,6	73,1	26,9
RO	100,0	0,0	0,0	0,0	80,0	20,0	100,0	0,0	0,0	0,0	54,1	45,9	100,0	0,0	0,0	0,0	60,6	39,4
SK	100,0	0,0	83,3	0,0	0,0	100,0	100,0	0,0	58,6	0,0	0,0	100,0	100,0	0,0	74,4	0,0	0,0	100,0
SL	100,0	0,0	80,0	6,7	6,7	93,3	100,0	0,0	99,4	0,1	0,1	99,9	100,0	0,0	96,9	0,3	0,3	99,7
SV	100,0	0,8	48,1	8,3	39,1	60,9	100,0	4,8	82,7	1,7	50,9	49,1	100,0	0,8	86,0	0,9	47,0	53,0
UK	100,0	0,0	0,4	14,2	100,0	0,0	100,0	0,0	0,3	4,5	100,0	0,0	100,0	0,0	2,2	4,0	100,0	0,0
EU	100,0	1,7	21,3	13,9	48,8	51,2	100,0	5,1	32,4	3,3	60,1	39,9	100,0	6,7	36,6	4,5	56,7	43,3
13 NMS - PL*	100,0	1,1	37,5	5,7	18,2	81,8	100,0	0,9	64,3	0,8	12,4	87,6	100,0	0,4	59,1	2,1	15,9	84,1

* "New" Member States except Poland

EMPLOYEE REPRESENTATION ON BOARDS AND BOARD STRUCTURE IN EUROPEAN LISTED COMPANIES IN 2014																		
(31 European countries - 2.225 largest listed companies - 32,4 million employees)																		
	COMPANIES						CAPITALIZATION						EMPLOYMENT					
	Companies	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Capitalization	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Employment	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure
AT	38	1	30	8	0	38	78.390 €	865 €	74.540 €	5.940 €	0 €	78.390 €	490.518	1.564	464.830	106.336	0	490.518
BE	52	0	0	7	52	0	249.214 €	0 €	0 €	3.209 €	249.214 €	0 €	632.756	0	0	17.986	632.756	0
BG	7	0	0	0	1	6	1.356 €	0 €	0 €	0 €	297 €	1.059 €	19.882	0	0	0	4.122	15.760
CH	161	0	3	12	33	128	1.127.107 €	0 €	24.225 €	34.150 €	513.367 €	613.740 €	1.821.947	0	22.667	50.355	632.032	1.189.916
CY	3	0	0	1	3	0	693	0€	0€	39€	693€	0€	10.983	0	0	1.785	10.933	0
CZ	6	0	3	0	1	5	22.078 €	0 €	20.746 €	0 €	165 €	21.913 €	59.635	0	40.858	0	12.607	47.028
DA	73	0	53	3	2	71	225.455 €	0 €	208.325 €	487 €	772 €	224.683 €	932.013	0	883.138	2.592	6.829	925.184
DE	221	0	139	30	1	220	1.313.270 €	0 €	1.232.434 €	26.144 €	180 €	1.313.090 €	5.580.761	0	5.313.527	81.293	8.905	5.571.856
EE	6	0	0	1	0	6	1.421 €	0 €	0 €	125 €	0 €	1.421 €	14.632	0	0	860	0	14.632
ES	96	0	1	19	96	0	597.636 €	0 €	21.179 €	21.622 €	597.636 €	0 €	1.750.803	0	31.948	397.842	1.750.803	0
FI	68	0	5	2	7	61	155.547 €	0 €	6.382 €	400 €	12.679 €	142.867 €	552.322	0	37.554	1.878	46.507	505.815
FR	252	32	76	56	194	58	1.580.589 €	485.583 €	1.037.674 €	44.377 €	1.382.924 €	197.665 €	7.506.613	2.263.587	3.671.784	279.908	6.292.214	1.214.399
GR	52	1	8	18	52	0	26.087 €	915 €	3.435 €	3.861 €	26.087 €	0 €	273.875	5.455	67.295	41.587	273.875	0
HR	12	0	6	1	0	12	10.605 €	0 €	7.095 €	352 €	0 €	10.605 €	53.676	0	35.730	4.228	0	53.676
HU	9	0	6	0	0	9	13.530 €	0 €	13.146 €	0 €	0 €	13.530 €	98.992	0	93.058	0	0	98.992
IE	30	1	1	3	30	0	127.052 €	801 €	801 €	951 €	127.052 €	0 €	265.724	3.615	3.615	9.523	265.724	0
IS	5	0	0	1	1	4	2.531 €	0 €	0 €	514 €	314 €	2.217 €	12.616	0	0	4.084	1.408	11.208
IT	146	0	0	29	1	145	473.405 €	0 €	0 €	36.539 €	356 €	473.049 €	1.613.749	0	0	61.510	2.049	1.611.700
LT	6	0	0	1	0	6	2.079 €	0 €	0 €	57 €	0 €	2.079 €	11.104	0	0	1.720	0	11.104
LU	13	0	0	3	10	3	50.435 €	0 €	0 €	3.054 €	48.332 €	2.103 €	66.850	0	0	8.268	56.680	10.170
LV	3	0	0	0	0	3	599	0€	0€	0€	0€	599€	3.367	0	0	0	0	3.367
MT	5	1	1	0	2	3	2.206 €	703 €	703 €	0 €	1.150 €	1.056 €	6.056	1.536	1.536	0	3.402	2.654
NL	73	0	2	5	11	62	424.718 €	0 €	1.102 €	7.215 €	149.028 €	275.690 €	1.784.274	0	4.863	51.242	613.640	1.170.634
NO	98	1	51	5	5	93	239.556 €	298 €	193.486 €	3.252 €	6.142 €	233.414 €	335.894	249	242.430	8.913	32.920	302.975
PL	96	0	6	19	0	96	125.301 €	0 €	8.236 €	10.442 €	0 €	125.301 €	593.451	0	74.046	64.394	0	593.451
PT	31	0	0	3	23	8	59.762 €	0 €	0 €	594 €	35.033 €	24.729 €	291.941	0	0	4.559	213.271	78.670
RO	10	0	0	0	8	2	12.887 €	0 €	0 €	0 €	6.970 €	5.917 €	57.264	0	0	0	34.691	22.573
SK	6	0	5	0	0	6	2.341 €	0 €	1.371 €	0 €	0 €	2.341 €	13.373	0	9.950	0	0	13.373
SL	15	0	12	1	1	14	5.178 €	0 €	5.147 €	7 €	7 €	5.171 €	66.940	0	64.843	178	178	66.762
SV	133	1	64	11	52	81	475.236 €	22.708 €	392.975 €	7.930 €	241.680 €	233.556 €	1.484.856	11.503	1.277.166	14.048	697.669	787.187
UK	499	0	2	71	499	0	2.644.084 €	0 €	7.895 €	120.254 €	2.644.084 €	0 €	7.807.836	0	171.903	314.567	7.807.836	0
EU	2.225	38	474	310	1.085	1.140	10.050.351 €	511.873 €	3.260.898 €	331.515 €	6.044.163 €	4.006.187 €	34.214.653	2.287.509	12.512.741	1.529.655	19.401.049	14.813.604
13 NMS - PL*	88	1	33	5	16	72	74.974 €	703 €	48.208 €	580 €	9.281 €	65.693 €	415.854	1.536	245.975	8.771	65.933	349.921

* "New" Member States except Poland

Table 27: Profit-sharing in European listed companies in 2014

	COMPANIES		EMPLOYMENT		CAPITALISATION	
	Number	%	Million	%	Billion €	%
TOTAL	2.225	100,0%	34,2	100,0%	10.050 €	100,0%
<u>COMPANIES WITH PROFIT SHARING</u>						
in Europe	376	16,9%	11,5	33,7%	2.794 €	27,8%
idem except France	150	7,6%	4,1	15,3%	1.227 €	14,5%

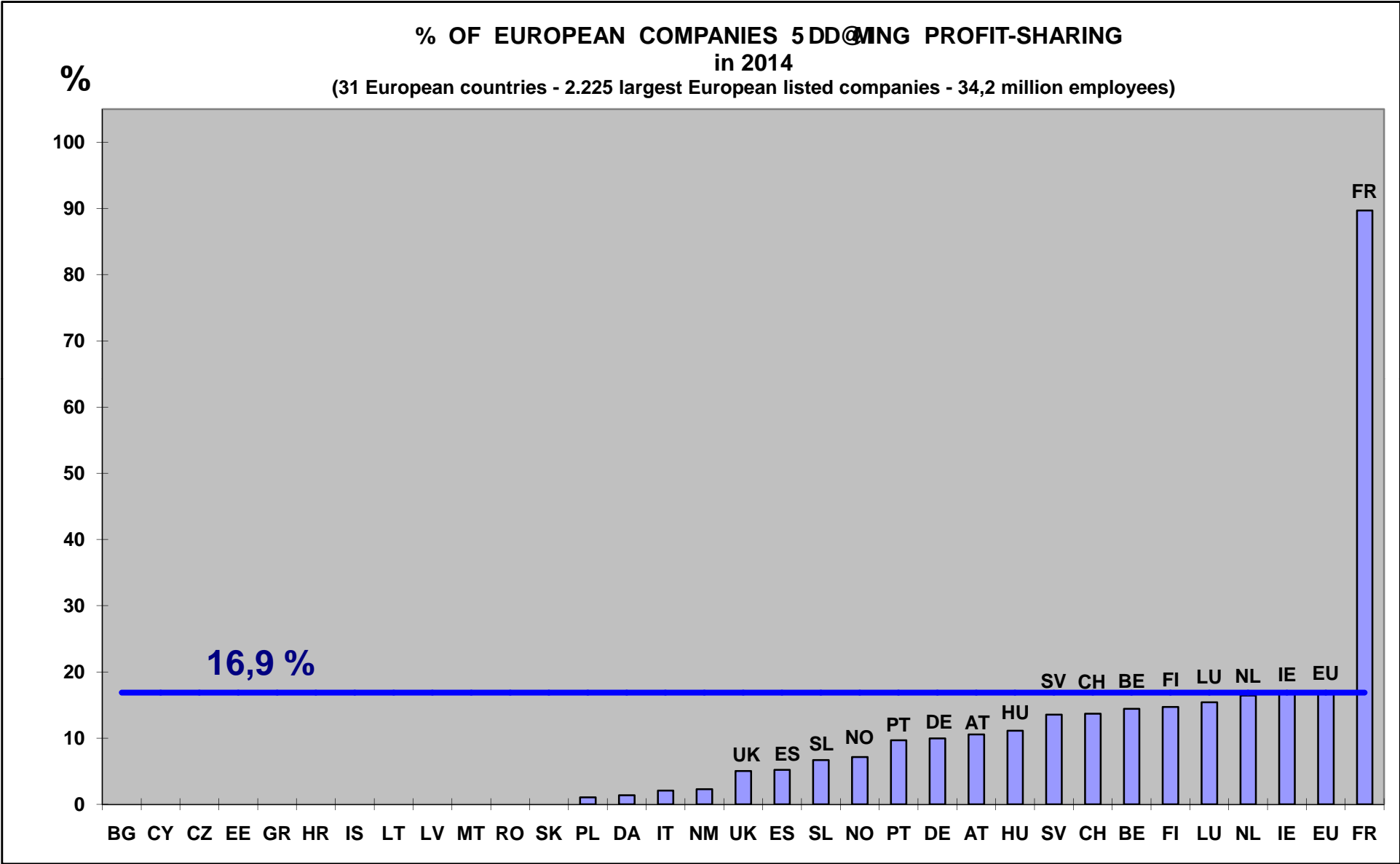
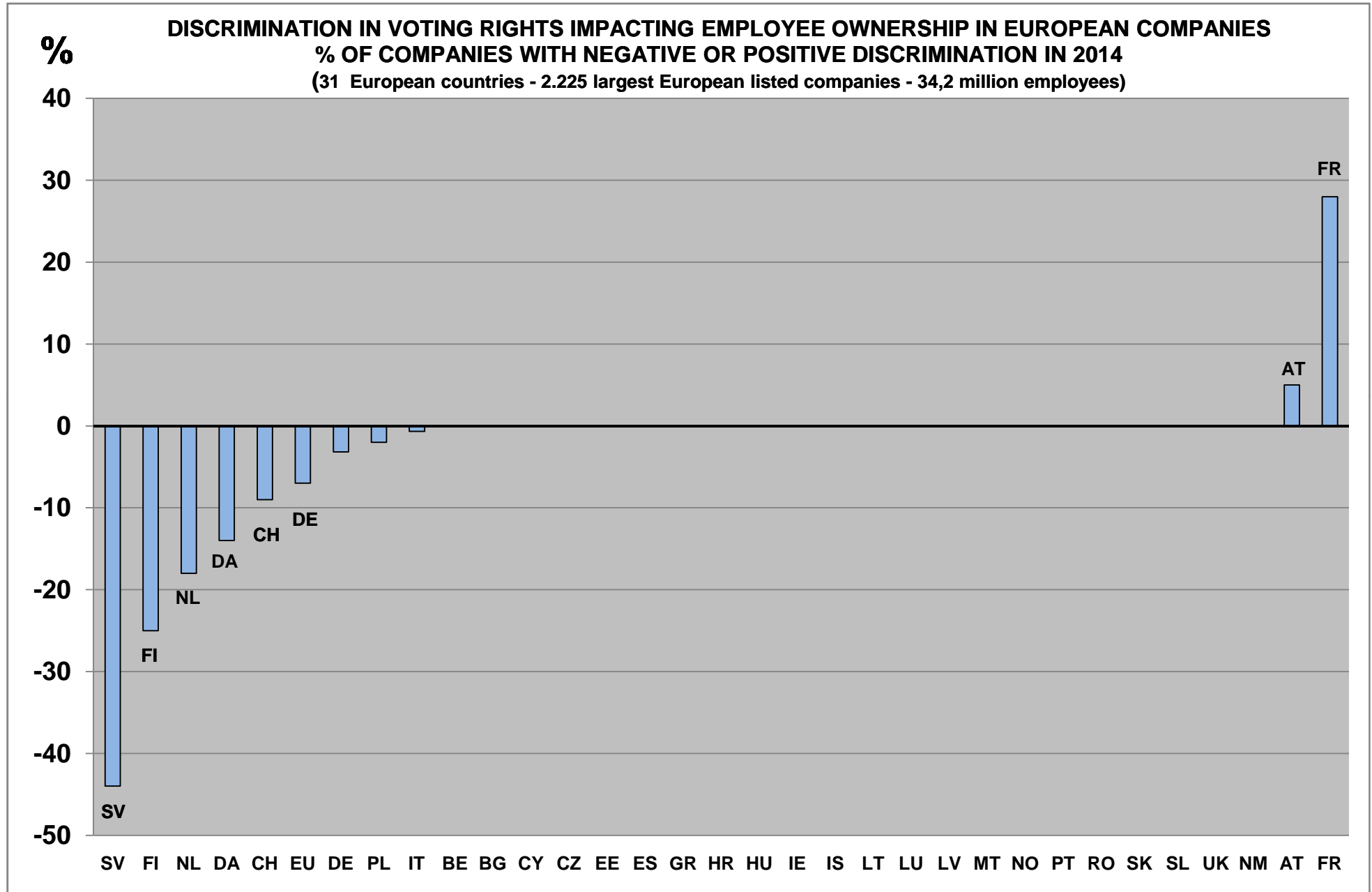


Table 28: Profit-sharing in European listed companies in 2014

PROFIT-SHARING IN EUROPEAN LISTED COMPANIES IN 2014					
Countries	Companies	Companies with profit-sharing	Companies with profit-sharing	Companies with profit-sharing	Companies having employee share plans (for comparison)
	Number	Number	% in 2014	% in 2013	% in 2014
AT	38	4	10,5%	10,5%	60,5%
BE	52	8	14,4%	14,4%	90,4%
BG	7	0	0,0%	0,0%	0,0%
CH	161	22	13,7%	12,4%	87,0%
CY	3	0	0,0%	0,0%	100,0%
CZ	6	0	0,0%	0,0%	83,3%
DA	73	1	1,4%	1,4%	86,3%
DE	221	22	10,0%	11,8%	77,4%
EE	6	0	0,0%	0,0%	50,0%
ES	96	5	5,2%	4,2%	52,1%
FI	68	10	14,7%	14,7%	94,1%
FR	252	226	89,7%	90,1%	96,4%
GR	52	0	0,0%	0,0%	59,6%
HR	12	0	0,0%	0,0%	58,3%
HU	9	1	11,1%	22,2%	88,9%
IE	30	5	16,7%	16,7%	96,7%
IS	5	0	0,0%	0,0%	100,0%
IT	146	3	2,1%	0,0%	67,8%
LT	6	0	0,0%	0,0%	0,0%
LU	13	2	15,4%	15,4%	92,3%
LV	3	0	0,0%	0,0%	33,3%
MT	5	0	0,0%	0,0%	80,0%
NL	73	12	16,4%	15,1%	95,9%
NO	98	7	7,1%	6,1%	86,7%
PL	96	1	1,0%	1,0%	58,3%
PT	31	3	9,7%	9,7%	51,6%
RO	10	0	0,0%	0,0%	30,0%
SK	6	0	0,0%	0,0%	16,7%
SL	15	1	6,7%	6,7%	60,0%
SV	133	18	13,5%	14,3%	90,2%
UK	499	25	5,0%	3,8%	99,0%
31 COUNTRIES	2.225	376	16,9%	16,6%	83,7%
13 NMS - PL (*)	88	2	2,3%	3,4%	50,0%

(*) "New" Member States except Poland



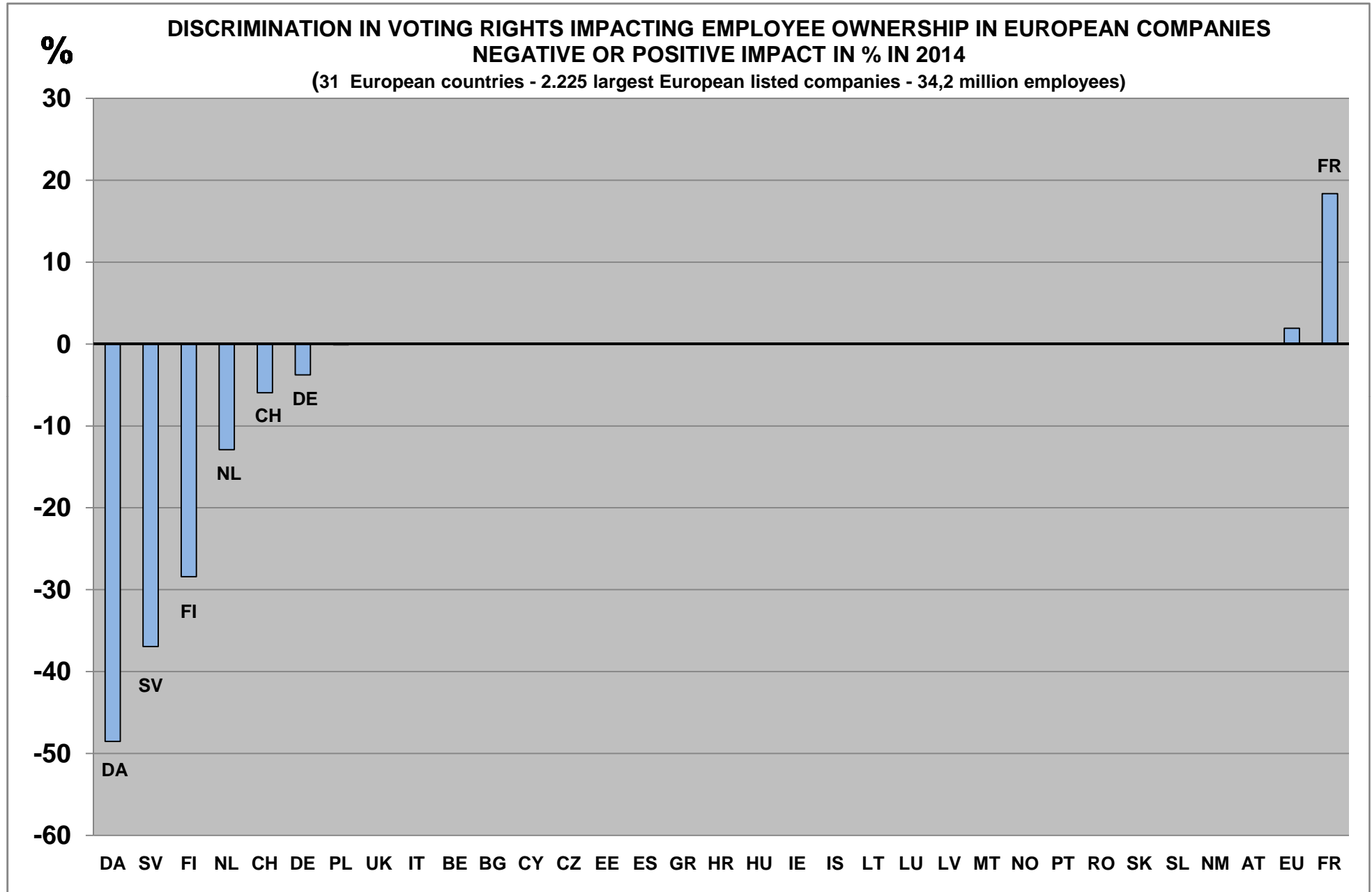


Table 29: Discriminations in voting rights impacting employee share ownership in Europe in 2014

DISCRIMINATIONS IN VOTING RIGHTS IMPACTING EMPLOYEE SHARE OWNERSHIP IN EUROPE IN 2014								
Countries	Listed companies	Listed companies with positive discrimination		Listed companies with negative discrimination		Impact on employee share ownership in %	Employees undergoing	
	Number	Number	%	Number	%		Positive discrimination	Negative discrimination
						%	Number	Number
AT	38	2	5%	1	3%	0%	2.813	990
BE	52	0	0%	0	0%	0%	0	0
BG	7	0	0%	0	0%	0%	0	0
CH	161	1	1%	15	9%	-6%	33.590	172.954
CY	3	0	0%	0	0%	0%	0	0
CZ	6	0	0%	0	0%	0%	0	0
DA	73	0	0%	10	14%	-49%	0	190.006
DE	221	0	0%	6	3%	-4%	0	185.859
EE	6	0	0%	0	0%	0%	0	0
ES	96	0	0%	0	0%	0%	0	0
FI	68	0	0%	17	25%	-28%	0	157.361
FR	252	71	28%	22	9%	+18%	4.351.333	203.456
GR	52	0	0%	0	0%	0%	0	0
HR	12	0	0%	0	0%	0%	0	0
HU	9	0	0%	0	0%	0%	0	0
IE	30	0	0%	0	0%	0%	0	0
IS	5	0	0%	0	0%	0%	0	0
IT	146	0	0%	1	1%	0%	0	10.629
LT	6	0	0%	0	0%	0%	0	0
LU	13	0	0%	0	0%	0%	0	0
LV	3	0	0%	0	0%	0%	0	0
MT	5	0	0%	0	0%	0%	0	0
NL	73	0	0%	13	18%	-13%	0	453.771
NO	98	0	0%	0	0%	0%	0	0
PL	96	0	0%	2	2%	0%	0	3.082
PT	31	0	0%	0	0%	0%	0	0
RO	10	0	0%	0	0%	0%	0	0
SK	6	0	0%	0	0%	0%	0	0
SL	15	0	0%	0	0%	0%	0	0
SV	133	1	1%	58	44%	-37%	518	1.085.199
UK	499	0	0%	2	0%	0%	0	10.467
31 COUNTRIES	2.225	75	3%	147	7%	+2%	4.388.254	2.473.773
13 NMS - PL (*)	88	0	0%	0	0%	0%	0	0

(*) "New" Member States except Poland

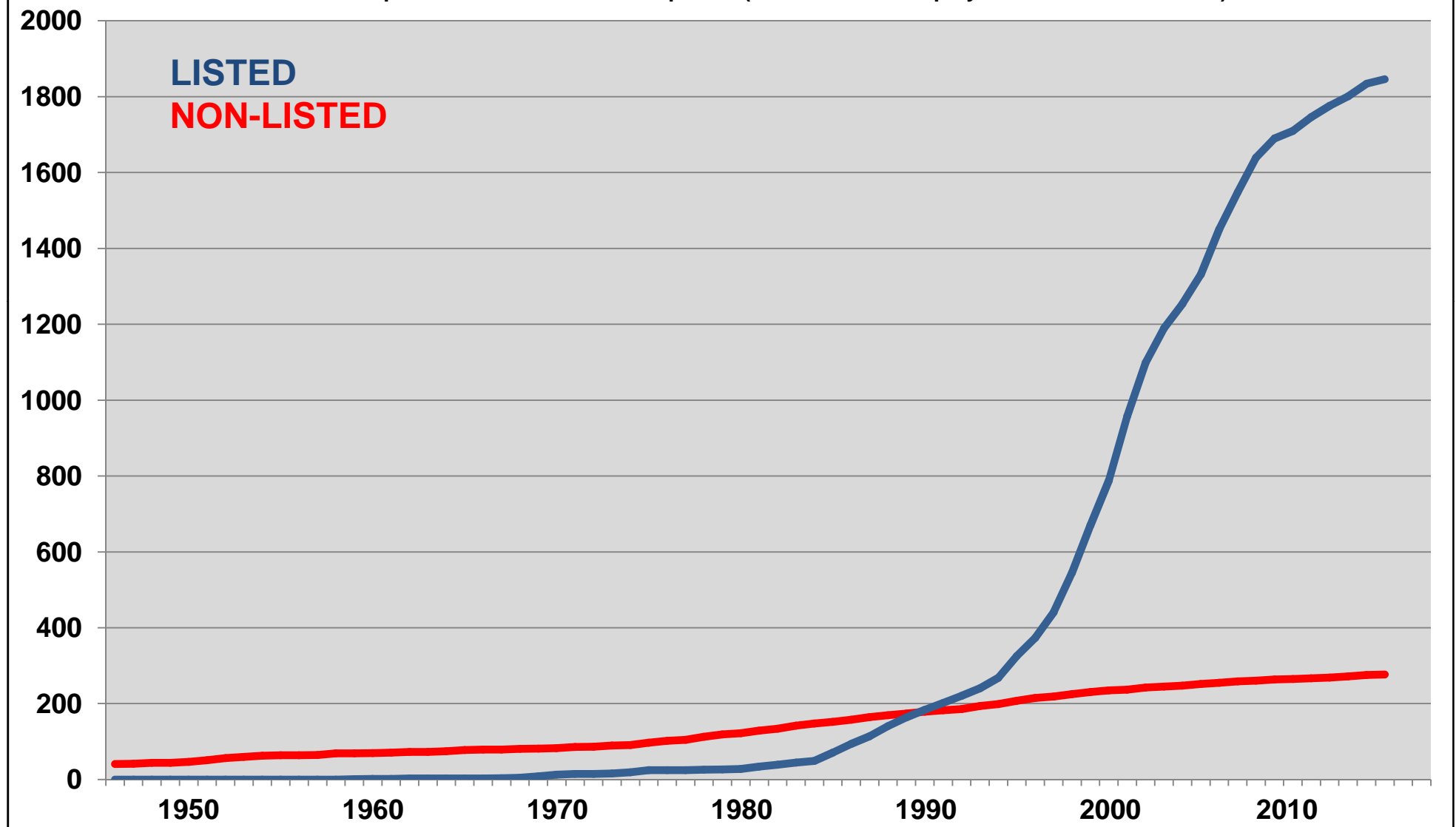
Table 30: Employee ownership in listed and non-listed companies in 2014

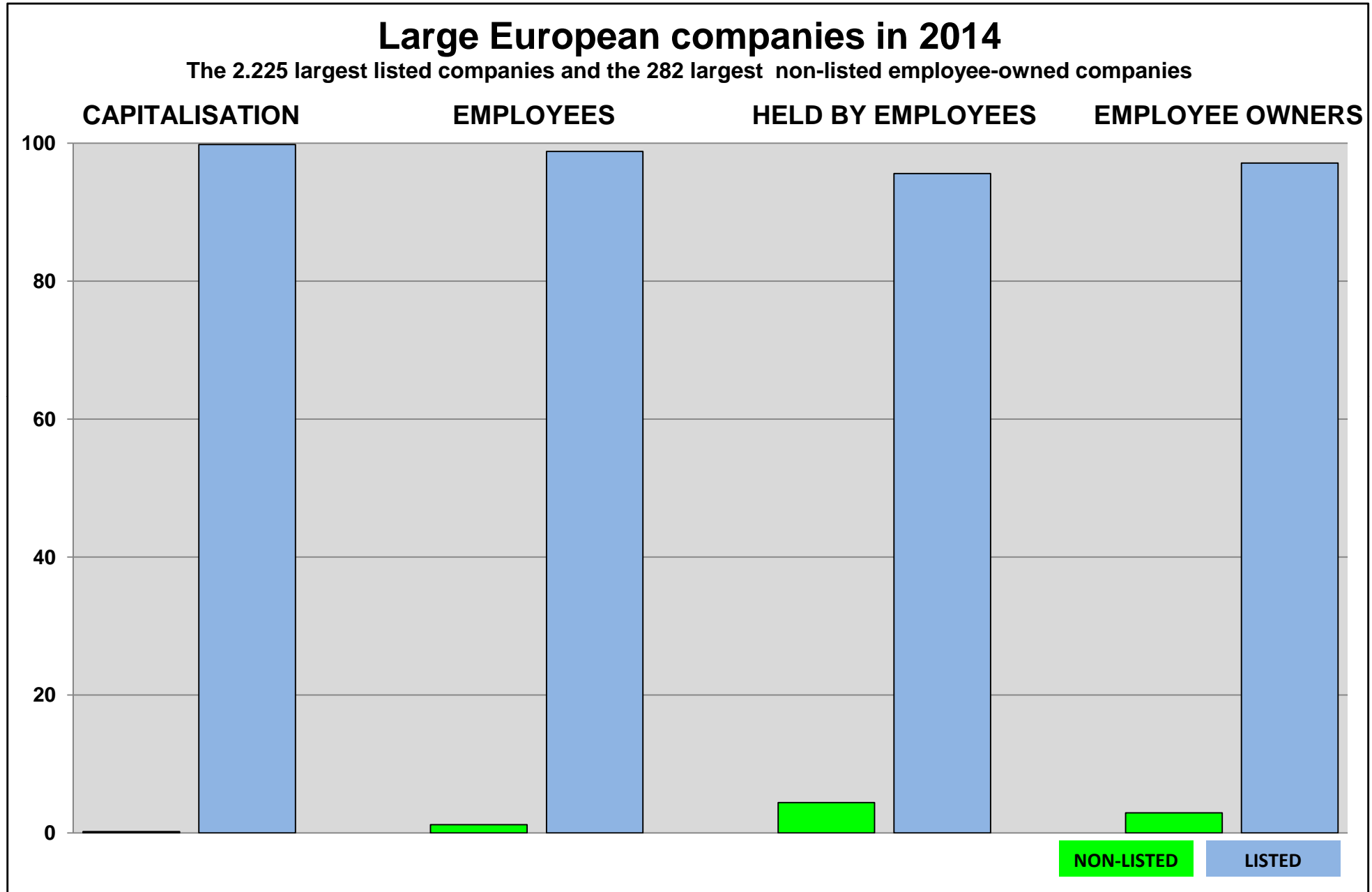
	282 largest European non-listed employee-owned companies	2.225 largest European listed companies
Employees	419.000	34.215.000
Employee owners	254.000	8.362.000
Democratization rate of employee ownership = Employee owners / Employees	60,6%	24,4%
Capitalization (billion Euro)	16,0 €	10.050,4 €
Capitalization held by employees (billion Euro)	13,2 €	286,5 €

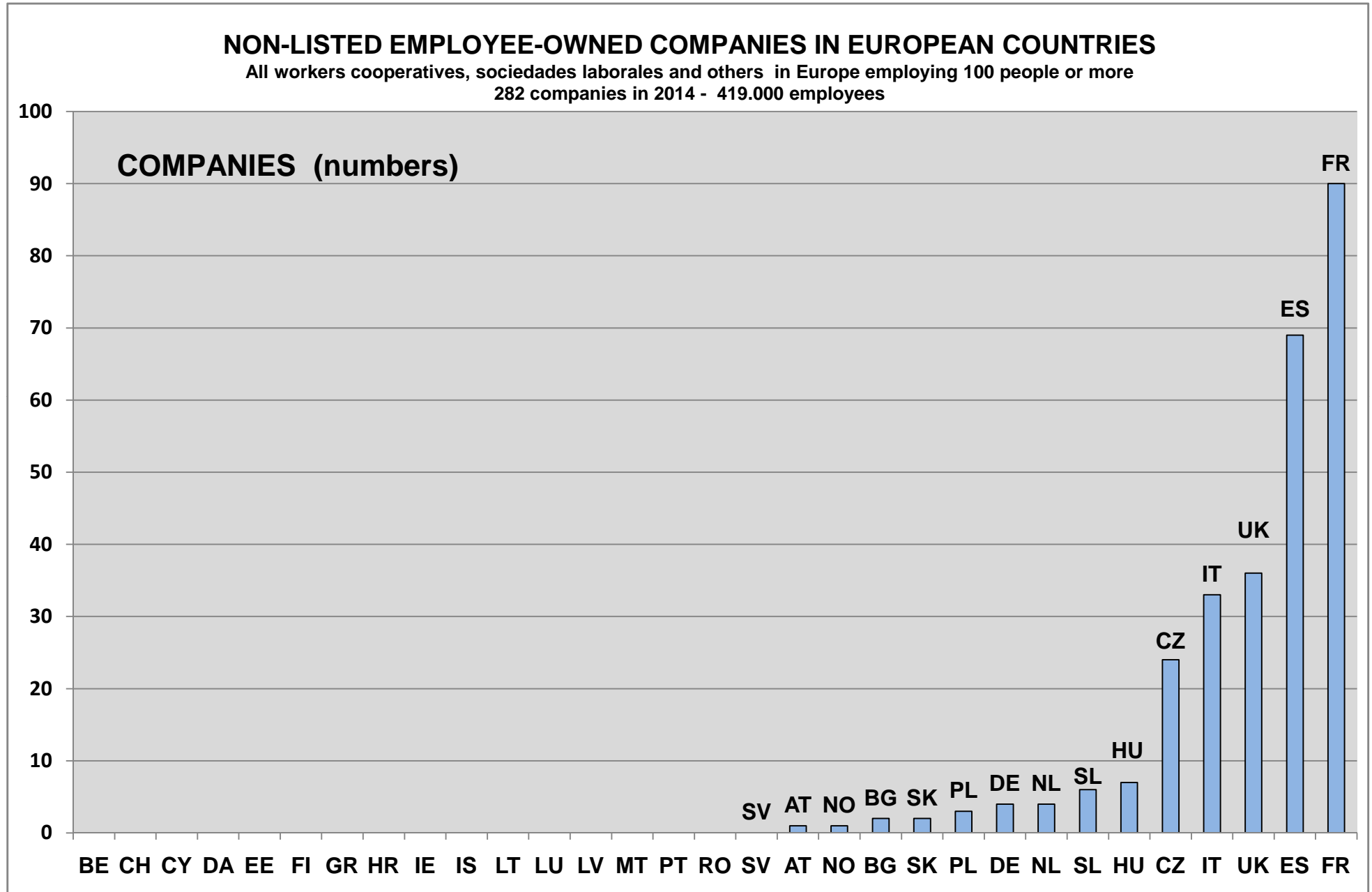
Large European companies having employee share plans in 2014

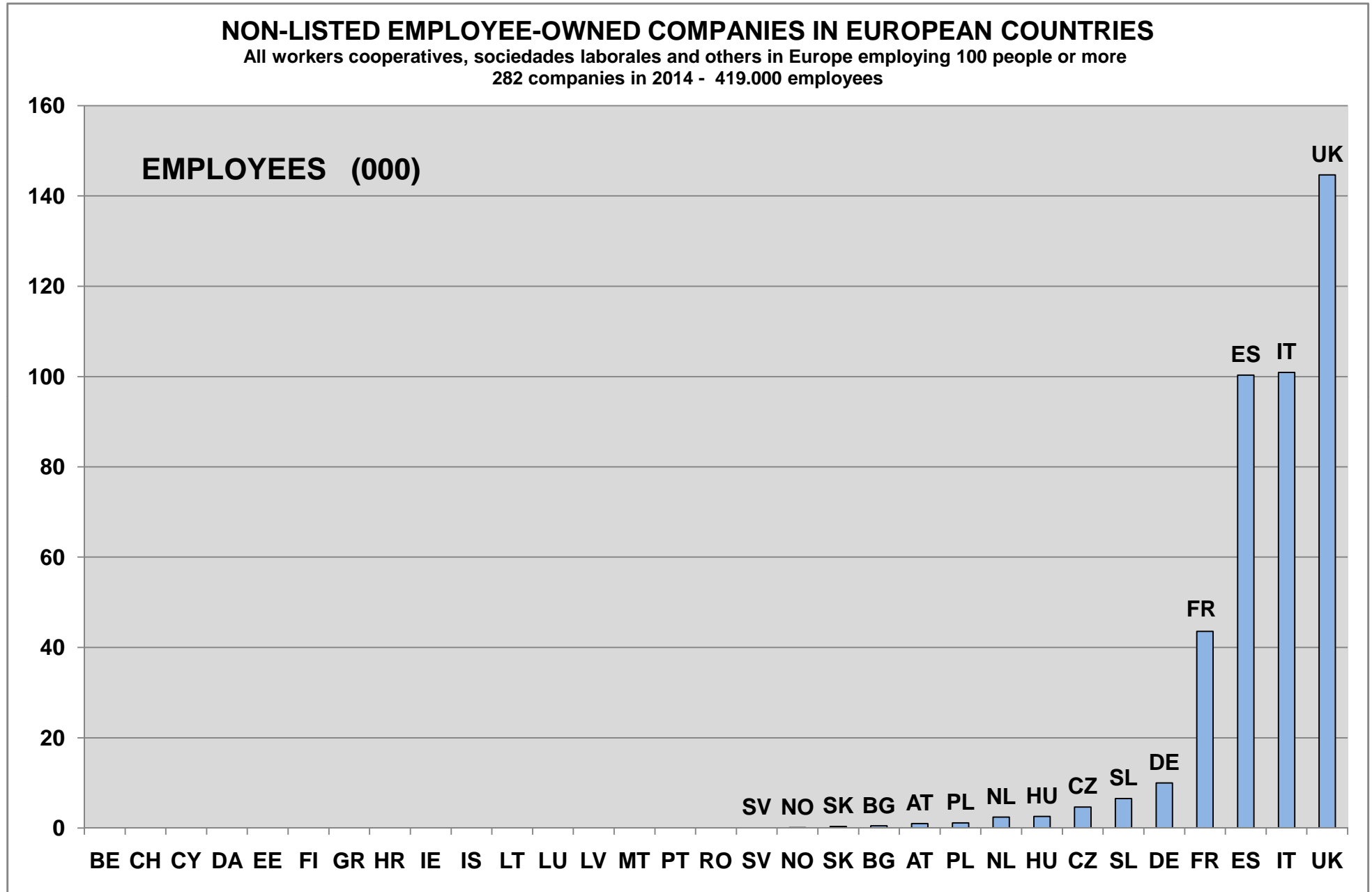
When they started (non-listed employee-owned) - When they launched their first employee share plan (listed)

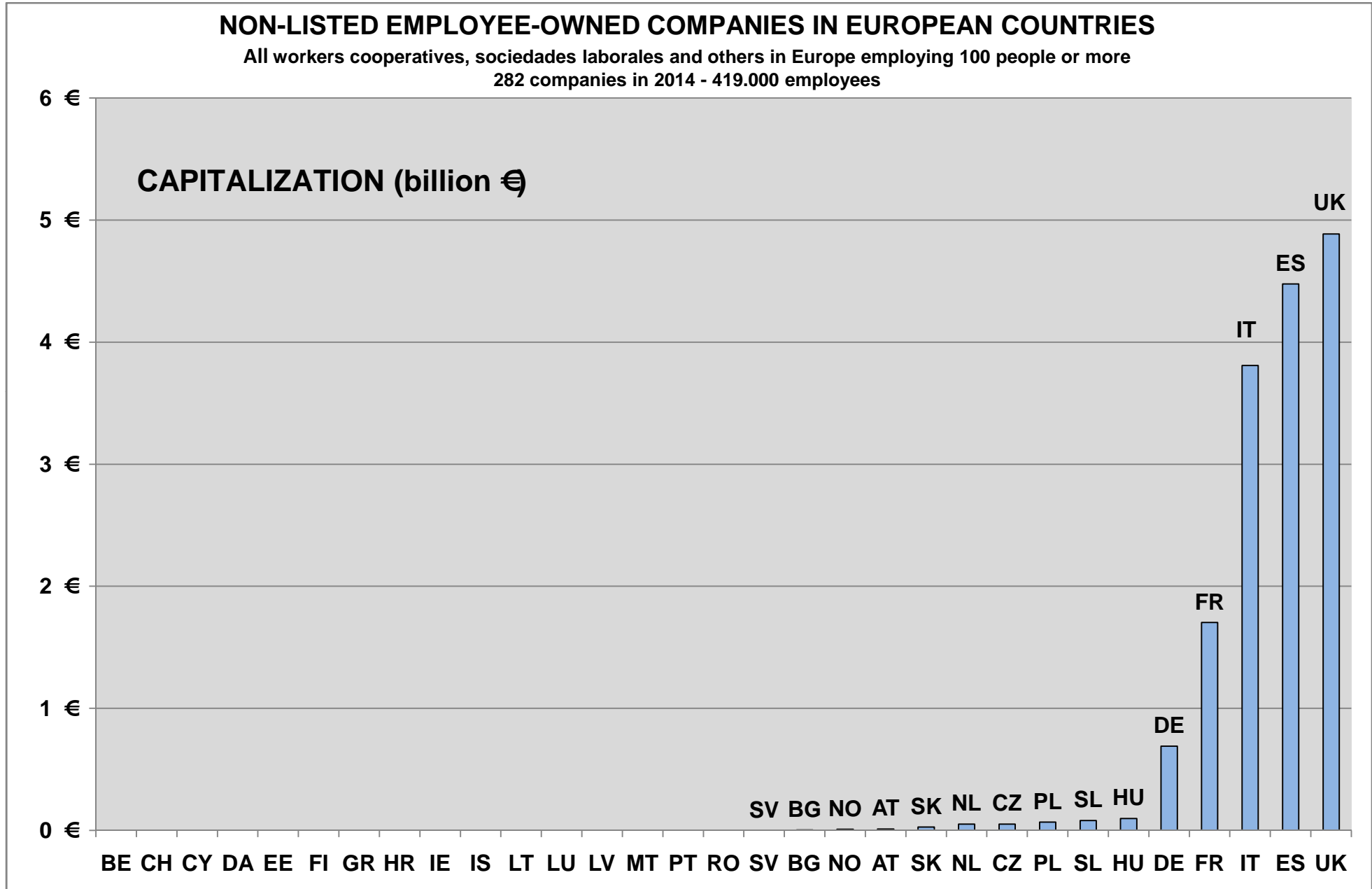
31 European countries - 2.123 companies (277 non-listed employee-owned + 1.846 listed)





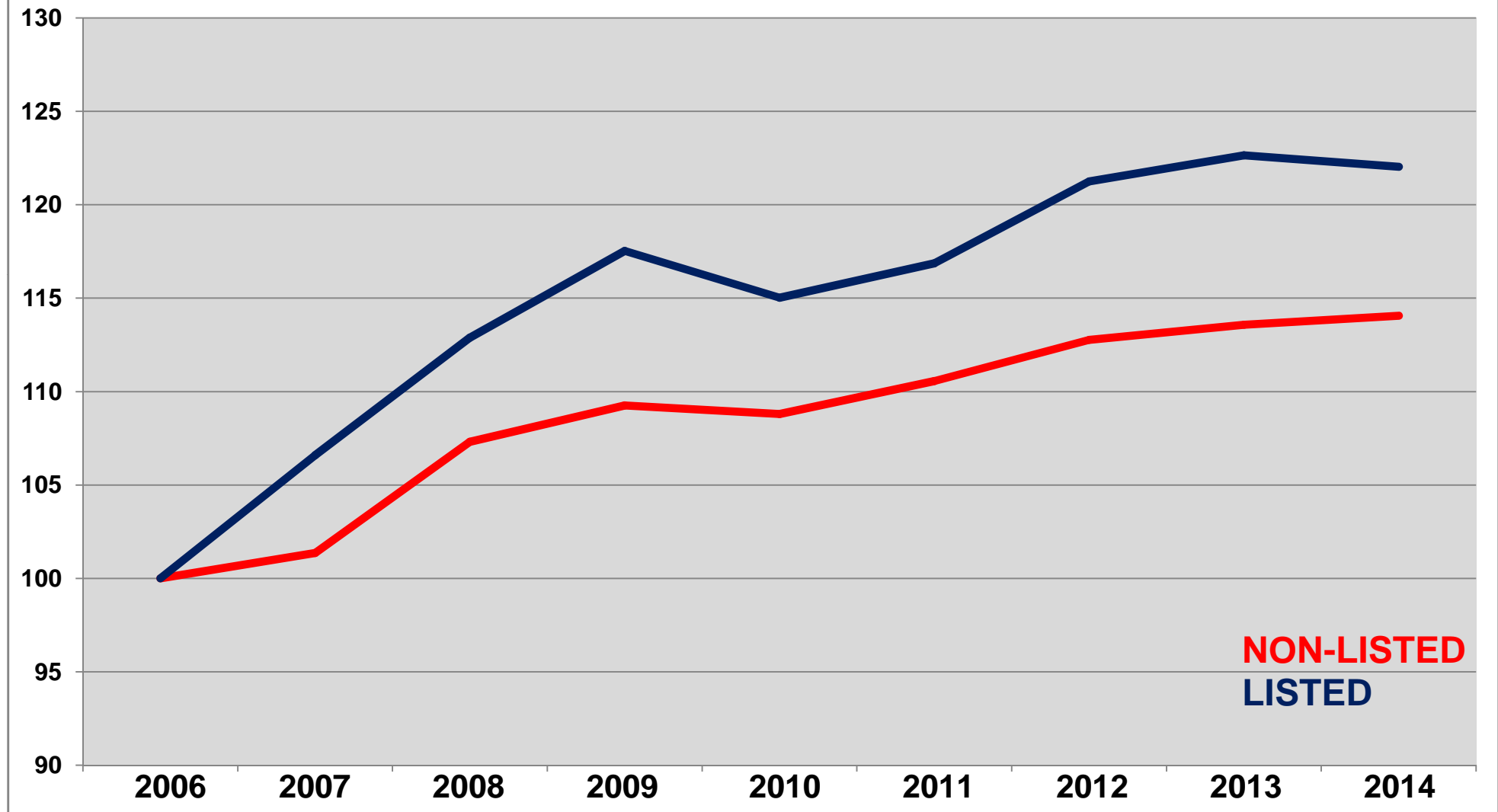






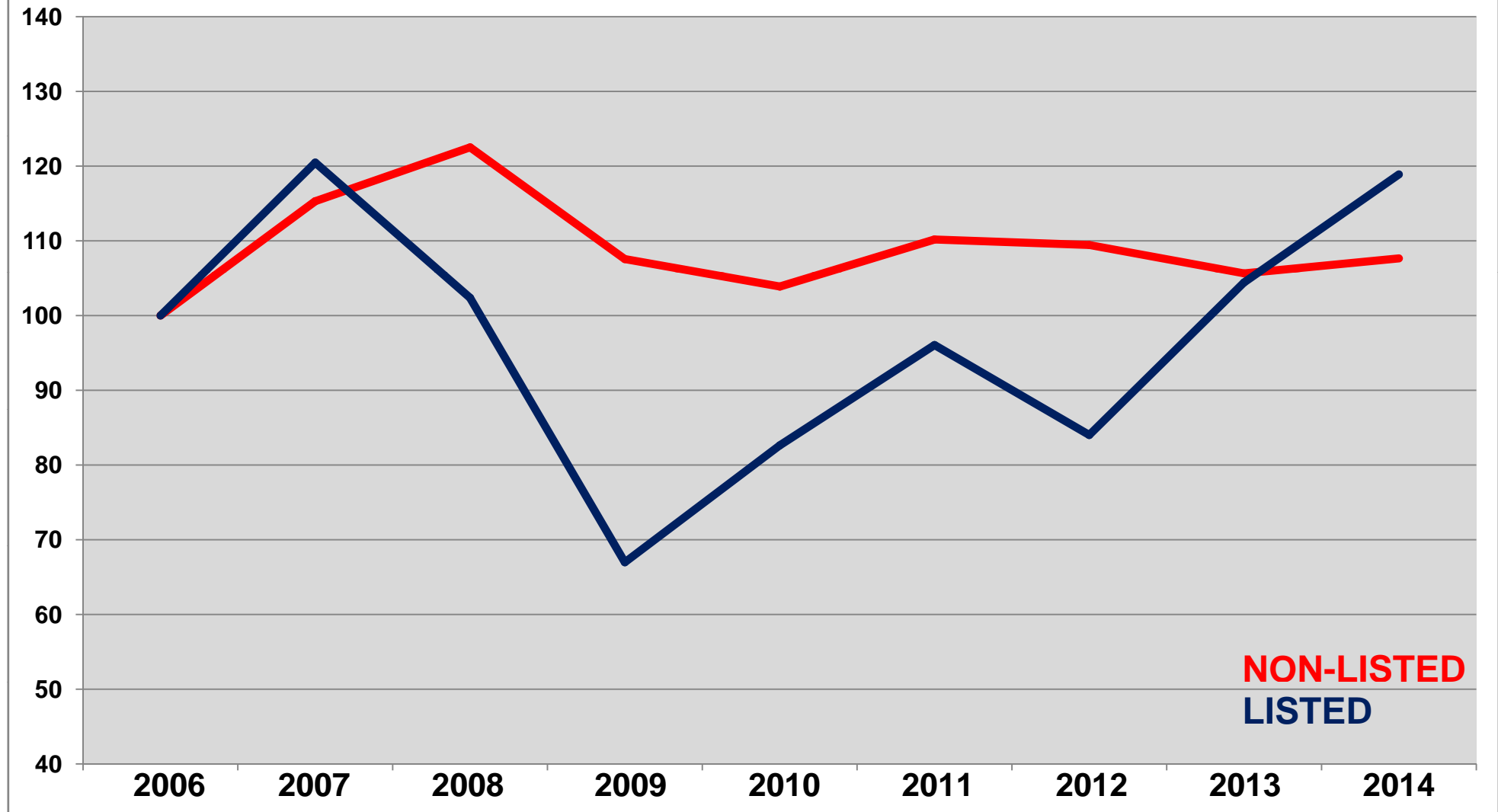
Comparing listed and non-listed employee-owned companies Employment in large European companies 2006-2014 (2006=100)

The 2.225 largest listed companies and the 282 largest non-listed employee-owned companies



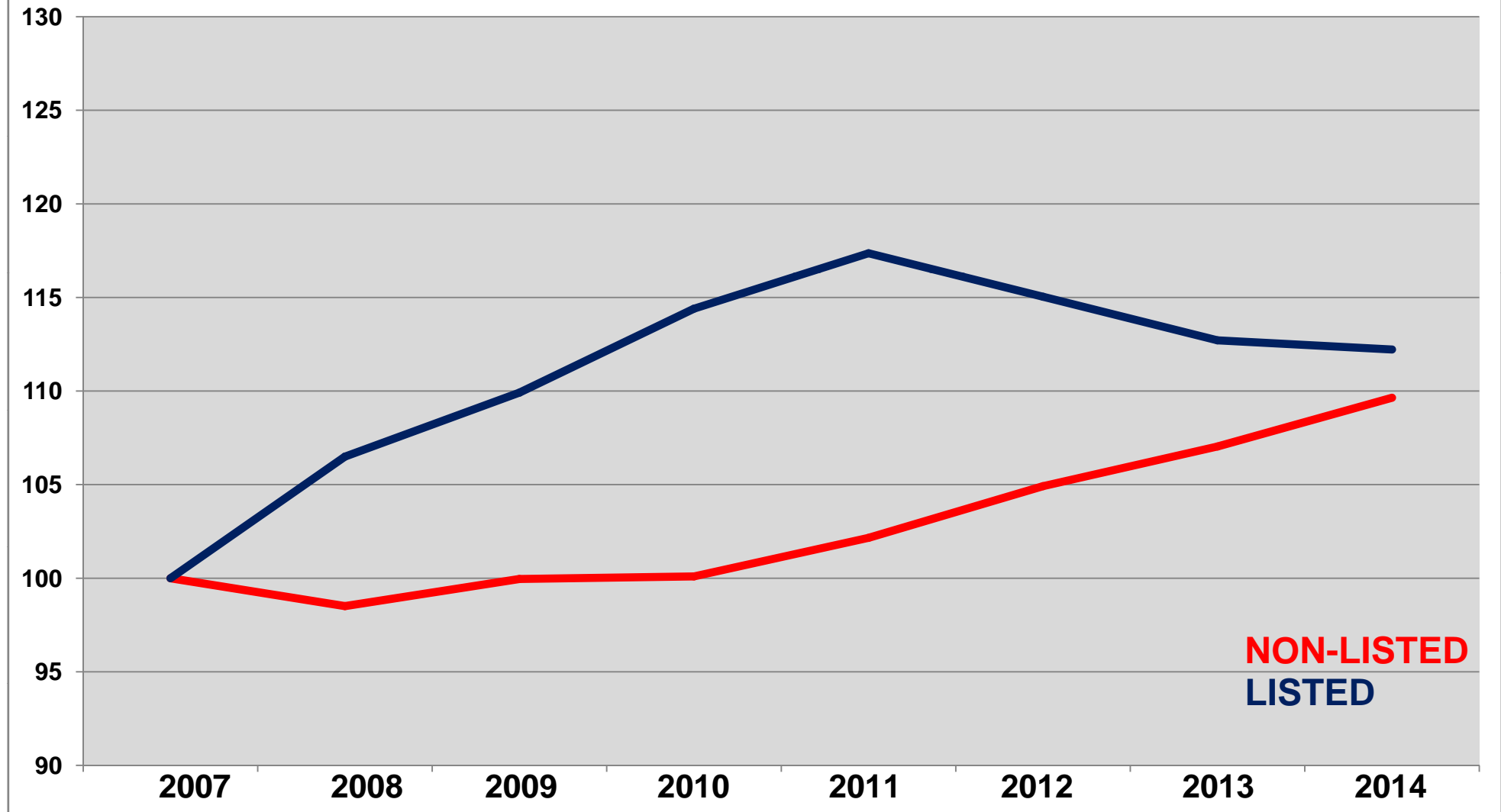
Comparing listed and non-listed employee-owned companies Capitalization of European companies 2006-2014 (2006=100)

The 2.225 largest listed companies and the 282 largest non-listed employee-owned companies



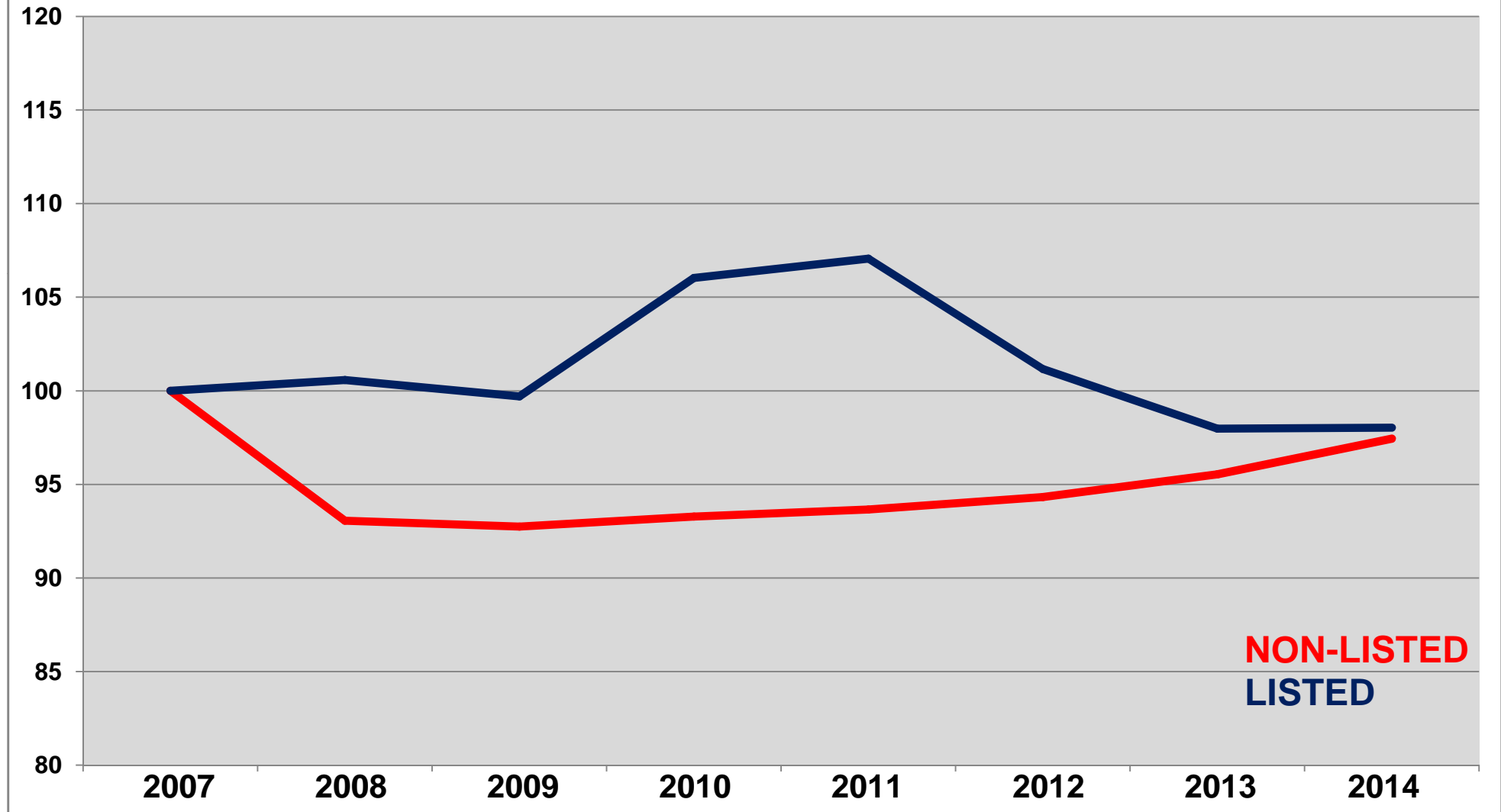
Comparing listed and non-listed employee-owned companies Employee owners in large European companies 2007-2014 (2007=100)

The 2.225 largest listed companies and the 282 largest non-listed employee-owned companies



Comparing listed and non-listed employee-owned companies Democratization ratio of employee ownership 2007-2014 (2007=100)

The 2.225 largest listed companies and the 282 largest non-listed employee-owned companies



METHODOLOGY

This Survey is based on the EFES database of employee ownership in European companies. The database gathers all detailed information about employee ownership, employee share plans and participation in each of all large European listed companies and in each of all large European non-listed employee-owned 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. 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 thirty 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 and 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 28 countries of the European countries, plus Iceland, Norway and Switzerland).

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

For the 2014 Economic Survey, 2.509 European companies are compiled. Most of these European companies or "groups" include a "parent company" and some hundreds or even some thousands of subsidiaries in various countries.

These 2.509 European companies include:

- All listed companies whose stock market capitalisation was 200 million Euro and more in May of years 2006 to 2014. It means that the Survey involves all large European listed 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 2014, 2.225 listed companies belong to the survey, together with 284 non-listed companies (on which the 191 largest European workers' cooperatives). Altogether, they employ 35 million people, not far from 30% of all European employees.

The 2.225 largest listed companies in 2014 represent 25% of all European listed companies (excluding asset management, investment funds and real estate funds), but 98% of the whole capitalization and 94% in terms of employment. In this way, we may affirm that the EFES database and the Survey bring an exhaustive picture of employee share ownership and participation in European listed companies.

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).

Since year 2012, in addition to the whole information about employee ownership and employee share plans, Top Executives and ordinary employees, the EFES database gathers also specific information about corporate governance (including board structures, employee representation on boards and discrimination in voting rights), and about profit-sharing in European companies.

Beside all information about companies, the database is also providing all main data about each European country, for macroeconomic analysis.

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

- Country codes
- Table of data on employee ownership in European companies (6 pages)
- Table of data on employee ownership in European countries (7 pages)
- Data on employee ownership in European countries (31 pages)
- List of the 2.509 largest European companies in 2014 (12 pages)

COUNTRY CODES

AT	Austria
BE	Belgium
BG	Bulgaria
CH	Switzerland
CY	Cyprus
CZ	Czech Republic
DA	Denmark
DE	Germany
EE	Estonia
ES	Spain
FI	Finland
FR	France
GR	Greece
HR	Croatia
HU	Hungary
IE	Ireland
IS	Iceland
IT	Italy
LT	Lithuania
LU	Luxembourg
LV	Latvia
MT	Malta
NL	Netherlands
NO	Norway
PL	Poland
PT	Portugal
RO	Romania
SK	Slovak Republic
SL	Slovenia
SV	Sweden
UK	United Kingdom
EU	Europe
NM	13 Newest Member States of the EU except Poland

Table of data on employee ownership in European companies			
Data	Description	Unit	Year
1	Company	Name	2013/14
2	ISIN code (listed companies)	ISIN code	2013/14
3	Remarkable cases	0/1	2013/14
4	Listed / Non listed	L/NL	2013/14
5	Country code	Name	2013/14
6	Date Annual Report	Date	2013/14
7	Branche	Name	2013/14
YEAR 2013/14			
8	Market capitalization on May 15, 2014	Million Euro	2013/14
9	Employees	Number	2013/14
10	Shares (allotted, called up and fully paid - own shares deducted)	Number	2013/14
11	Employee share plans: Year by year description of plans, beneficiaries, numbers and conditions	Description	2013/14
12	Typology of employee share plans	Type code	2013/14
13	Employee shareholders (employee owners)	Number	2013/14
14	Date of first employee share plan	Year	2013/14
15	New employee share plan in current year?	0/1	2013/14
16	Number of shares held by employees published by company?	0/1	2013/14
17	Employee Stock Options?	0/1	2013/14
18	Broad-based employee share plans?	0/1	2013/14
19	Employee (share) ownership in some extent?	0/1	2013/14
20	Employee share plans?	0/1	2013/14
21	Shares held by Executive Directors	Number	2013/14
22	Shares held by employees (specified)	Number	2013/14
23	Options exercised by Executive Directors	Number	2013/14
24	Options exercised by employees	Number	2013/14
25	Shares grants vested - Executive Directors	Number	2013/14
26	Shares grants vested - employees	Number	2013/14
27	Employee share purchases	Number	2013/14
28	Employees' stake in ownership structure	%	2013/14
29	Significant employees' stake (1 to 6%)?	0/1	2013/14
30	Strategic employees' stake (6 to 20%)?	0/1	2013/14
31	Determining employees' stake (20 to 50%)?	0/1	2013/14
32	Controlling employees' stake (50 to 100%)?	0/1	2013/14
33	Capitalization held by employees M	Million Euro	2013/14
34	Capitalization held by Executive Directors	Million Euro	2013/14
35	Capitalization held by ordinary employees	Million Euro	2013/14
36	Top Executives	Number	2013/14
37	Full information on Top Executives' shareholdings?	0/1	2013/14
38	Applying profit-sharing?	0/1	2013/14
39	Discrimination in voting rights	Description	2013/14
40	Discrimination in voting rights?	0/1	2013/14
41	Employee shareholders' representation on boards?	0/1	2013/14
42	Employee representation on boards?	0/1	2013/14
43	Executive owners on boards?	0/1	2013/14
44	Employee representation on boards	Description	2013/14
45	Board structure	Description	2013/14
46	One-tier board structure?	0/1	2013/14

Table of data on employee ownership in European companies			
Data	Description	Unit	Year
47	Two-tier board structure?	0/1	2013/14
YEAR 2012/13			
48	Market capitalization on May 15, 2013	Million Euro	2012/13
49	Employees	Number	2012/13
50	Shares (allotted, called up and fully paid - own shares deducted)	Number	2012/13
51	Employee shareholders (employee owners)	Number	2012/13
52	New employee share plan in current year?	0/1	2012/13
53	Number of shares held by employees published by company?	0/1	2012/13
54	Employee Stock Options?	0/1	2012/13
55	Broad-based employee share plans?	0/1	2012/13
56	Employee (share) ownership in some extent?	0/1	2012/13
57	Employee share plans?	0/1	2012/13
58	Shares held by Executive Directors	Number	2012/13
59	Shares held by employees (specified)	Number	2012/13
60	Options exercised by Executive Directors	Number	2012/13
61	Options exercised by employees	Number	2012/13
62	Shares grants vested - Executive Directors	Number	2012/13
63	Shares grants vested - employees	Number	2012/13
64	Employee share purchases	Number	2012/13
65	Employees' stake in ownership structure	%	2012/13
66	Significant employees' stake (1 to 6%)?	0/1	2012/13
67	Strategic employees' stake (6 to 20%)?	0/1	2012/13
68	Determining employees' stake (20 to 50%)?	0/1	2012/13
69	Controlling employees' stake (50 to 100%)?	0/1	2012/13
70	Capitalization held by employees M	Million Euro	2012/13
71	Capitalization held by Executive Directors	Million Euro	2012/13
72	Capitalization held by ordinary employees	Million Euro	2012/13
73	Top Executives	Number	2012/13
74	Full information on Top Executives' shareholdings?	0/1	2012/13
75	Mention of profit-sharing?	0/1	2012/13
76	Discrimination in voting rights	Description	2012/13
77	Discrimination in voting rights?	0/1	2012/13
78	Employee shareholders' representation on boards?	0/1	2012/13
79	Employee representation on boards?	0/1	2012/13
80	Executive owners on boards?	0/1	2012/13
81	Employee representation on boards	Description	2012/13
82	Board structure	Description	2012/13
83	One-tier board structure?	0/1	2012/13
84	Two-tier board structure?	0/1	2012/13
YEAR 2011/12			
85	Market capitalization on May 15, 2012	Million Euro	2011/12
86	Employees	Number	2011/12
87	Shares (allotted, called up and fully paid - own shares deducted)	Number	2011/12
88	Employee shareholders (employee owners)	Number	2011/12
89	New employee share plan in current year?	0/1	2011/12
90	Number of shares held by employees published by company?	0/1	2011/12
91	Employee Stock Options?	0/1	2011/12

Table of data on employee ownership in European companies			
Data	Description	Unit	Year
92	Broad-based employee share plans?	0/1	2011/12
93	Employee (share) ownership in some extent?	0/1	2011/12
94	Employee share plans?	0/1	2011/12
95	Shares held by Executive Directors	Number	2011/12
96	Shares held by employees (specified)	Number	2011/12
97	Options exercised by Executive Directors	Number	2011/12
98	Options exercised by employees	Number	2011/12
99	Shares grants vested - Executive Directors	Number	2011/12
100	Shares grants vested - employees	Number	2011/12
101	Employee share purchases	Number	2011/12
102	Employees' stake in ownership structure	%	2011/12
103	Significant employees' stake (1 to 6%)?	0/1	2011/12
104	Strategic employees' stake (6 to 20%)?	0/1	2011/12
105	Determining employees' stake (20 to 50%)?	0/1	2011/12
106	Controlling employees' stake (50 to 100%)?	0/1	2011/12
107	Capitalization held by employees M	illion Euro	2011/12
108	Capitalization held by Executive Directors	Million Euro	2011/12
109	Capitalization held by ordinary employees	Million Euro	2011/12
110	Top Executives	Number	2011/12
YEAR 2010/11			
111	Market capitalization on May 15, 2011	Million Euro	2010/11
112	Employees	Number	2010/11
113	Shares (allotted, called up and fully paid - own shares deducted)	Number	2010/11
114	Employee shareholders (employee owners)	Number	2010/11
115	New employee share plan in current year?	0/1	2010/11
116	Number of shares held by employees published by company?	0/1	2010/11
117	Employee Stock Options?	0/1	2010/11
118	Broad-based employee share plans?	0/1	2010/11
119	Employee (share) ownership in some extent?	0/1	2010/11
120	Employee share plans?	0/1	2010/11
121	Shares held by Executive Directors	Number	2010/11
122	Shares held by employees (specified)	Number	2010/11
123	Options exercised by Executive Directors	Number	2010/11
124	Options exercised by employees	Number	2010/11
125	Shares grants vested - Executive Directors	Number	2010/11
126	Shares grants vested - employees	Number	2010/11
127	Employee share purchases	Number	2010/11
128	Employees' stake in ownership structure	%	2010/11
129	Significant employees' stake (1 to 6%)?	0/1	2010/11
130	Strategic employees' stake (6 to 20%)?	0/1	2010/11
131	Determining employees' stake (20 to 50%)?	0/1	2010/11
132	Controlling employees' stake (50 to 100%)?	0/1	2010/11
133	Capitalization held by employees M	illion Euro	2010/11
134	Capitalization held by Executive Directors	Million Euro	2010/11
135	Capitalization held by ordinary employees	Million Euro	2010/11
136	Top Executives	Number	2010/11
YEAR 2009/10			

Table of data on employee ownership in European companies			
Data	Description	Unit	Year
137	Market capitalization on May 15, 2010	Million Euro	2009/10
138	Employees	Number	2009/10
139	Shares (allotted, called up and fully paid - own shares deducted)	Number	2009/10
140	Employee shareholders (employee owners)	Number	2009/10
141	New employee share plan in current year?	0/1	2009/10
142	Number of shares held by employees published by company?	0/1	2009/10
143	Employee Stock Options?	0/1	2009/10
144	Broad-based employee share plans?	0/1	2009/10
145	Employee (share) ownership in some extent?	0/1	2009/10
146	Employee share plans?	0/1	2009/10
147	Shares held by Executive Directors	Number	2009/10
148	Shares held by employees (specified)	Number	2009/10
149	Options exercised by Executive Directors	Number	2009/10
150	Options exercised by employees	Number	2009/10
151	Shares grants vested - Executive Directors	Number	2009/10
152	Shares grants vested - employees	Number	2009/10
153	Employee share purchases	Number	2009/10
154	Employees' stake in ownership structure	%	2009/10
155	Significant employees' stake (1 to 6%)?	0/1	2009/10
156	Strategic employees' stake (6 to 20%)?	0/1	2009/10
157	Determining employees' stake (20 to 50%)?	0/1	2009/10
158	Controlling employees' stake (50 to 100%)?	0/1	2009/10
159	Capitalization held by employees M	illion Euro	2009/10
160	Capitalization held by Executive Directors	Million Euro	2009/10
161	Capitalization held by ordinary employees	Million Euro	2009/10
162	Top Executives	Number	2009/10
YEAR 2008/9			
163	Market capitalization on May 15, 2009	Million Euro	2008/9
164	Employees	Number	2008/9
165	Shares (allotted, called up and fully paid - own shares deducted)	Number	2008/9
166	Employee shareholders (employee owners)	Number	2008/9
167	New employee share plan in current year?	0/1	2008/9
168	Number of shares held by employees published by company?	0/1	2008/9
169	Employee Stock Options?	0/1	2008/9
170	Broad-based employee share plans?	0/1	2008/9
171	Employee (share) ownership in some extent?	0/1	2008/9
172	Employee share plans?	0/1	2008/9
173	Shares held by Executive Directors	Number	2008/9
174	Shares held by employees (specified)	Number	2008/9
175	Options exercised by Executive Directors	Number	2008/9
176	Options exercised by employees	Number	2008/9
177	Shares grants vested - Executive Directors	Number	2008/9
178	Shares grants vested - employees	Number	2008/9
179	Employee share purchases	Number	2008/9
180	Employees' stake in ownership structure	%	2008/9
181	Significant employees' stake (1 to 6%)?	0/1	2008/9
182	Strategic employees' stake (6 to 20%)?	0/1	2008/9

Table of data on employee ownership in European companies			
Data	Description	Unit	Year
183	Determining employees' stake (20 to 50%)?	0/1	2008/9
184	Controlling employees' stake (50 to 100%)?	0/1	2008/9
185	Capitalization held by employees M	illion Euro	2008/9
186	Capitalization held by Executive Directors	Million Euro	2008/9
187	Capitalization held by ordinary employees	Million Euro	2008/9
188	Top Executives	Number	2008/9
YEAR 2007/8			
189	Market capitalization on May 15, 2008	Million Euro	2007/8
190	Employees	Number	2007/8
191	Shares (allotted, called up and fully paid - own shares deducted)	Number	2007/8
192	Employee shareholders (employee owners)	Number	2007/8
193	New employee share plan in current year?	0/1	2007/8
194	Number of shares held by employees published by company?	0/1	2007/8
195	Employee Stock Options?	0/1	2007/8
196	Broad-based employee share plans?	0/1	2007/8
197	Employee (share) ownership in some extent?	0/1	2007/8
198	Employee share plans?	0/1	2007/8
199	Shares held by Executive Directors	Number	2007/8
200	Shares held by employees (specified)	Number	2007/8
201	Options exercised by Executive Directors	Number	2007/8
202	Options exercised by employees	Number	2007/8
203	Shares grants vested - Executive Directors	Number	2007/8
204	Shares grants vested - employees	Number	2007/8
205	Employee share purchases	Number	2007/8
206	Employees' stake in ownership structure	%	2007/8
207	Significant employees' stake (1 to 6%)?	0/1	2007/8
208	Strategic employees' stake (6 to 20%)?	0/1	2007/8
209	Determining employees' stake (20 to 50%)?	0/1	2007/8
210	Controlling employees' stake (50 to 100%)?	0/1	2007/8
211	Capitalization held by employees M	illion Euro	2007/8
212	Capitalization held by Executive Directors	Million Euro	2007/8
213	Capitalization held by ordinary employees	Million Euro	2007/8
YEAR 2006/7			
214	Market capitalization on May 15, 2007	Million Euro	2006/7
215	Employees	Number	2006/7
216	Shares (allotted, called up and fully paid - own shares deducted)	Number	2006/7
217	Employee shareholders (employee owners)	Number	2006/7
218	New employee share plan in current year?	0/1	2006/7
219	Number of shares held by employees published by company?	0/1	2006/7
220	Employee Stock Options?	0/1	2006/7
221	Broad-based employee share plans?	0/1	2006/7
222	Employee (share) ownership in some extent?	0/1	2006/7
223	Employee share plans?	0/1	2006/7
224	Shares held by Executive Directors	Number	2006/7
225	Shares held by employees (specified)	Number	2006/7
226	Options exercised by Executive Directors	Number	2006/7
227	Options exercised by employees	Number	2006/7

Table of data on employee ownership in European companies			
Data	Description	Unit	Year
228	Shares grants vested - Executive Directors	Number	2006/7
229	Shares grants vested - employees	Number	2006/7
230	Employee share purchases	Number	2006/7
231	Employees' stake in ownership structure	%	2006/7
232	Significant employees' stake (1 to 6%)?	0/1	2006/7
233	Strategic employees' stake (6 to 20%)?	0/1	2006/7
234	Determining employees' stake (20 to 50%)?	0/1	2006/7
235	Controlling employees' stake (50 to 100%)?	0/1	2006/7
236	Capitalization held by employees M	illion Euro	2006/7
237	Capitalization held by Executive Directors	Million Euro	2006/7
238	Capitalization held by ordinary employees	Million Euro	2006/7
YEAR 2005/6			
239	Market capitalization on May 15, 2006	Million Euro	2005/6
240	Employees	Number	2005/6
241	Shares (allotted, called up and fully paid - own shares deducted)	Number	2005/6
242	Number of shares held by employees published by company?	0/1	2005/6
243	Employee Stock Options?	0/1	2005/6
244	Broad-based employee share plans?	0/1	2005/6
245	Employee (share) ownership in some extent?	0/1	2005/6
246	Employee share plans?	0/1	2005/6
247	Shares held by Executive Directors	Number	2005/6
248	Shares held by employees (specified)	Number	2005/6
249	Options exercised by Executive Directors	Number	2005/6
250	Options exercised by employees	Number	2005/6
251	Shares grants vested - Executive Directors	Number	2005/6
252	Shares grants vested - employees	Number	2005/6
253	Employee share purchases	Number	2005/6
254	Employees' stake in ownership structure	%	2005/6
255	Significant employees' stake (1 to 6%)?	0/1	2005/6
256	Strategic employees' stake (6 to 20%)?	0/1	2005/6
257	Determining employees' stake (20 to 50%)?	0/1	2005/6
258	Controlling employees' stake (50 to 100%)?	0/1	2005/6
259	Capitalization held by employees M	illion Euro	2005/6

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
ALL COMPANIES, YEAR 2013/14			
1	Companies	Numbers	2013/14
2	Date of first employee share plan	Year	2013/14
3	Companies having launched new employee share plans	Numbers	2013/14
4	Companies having published Employees' stake in ownership structure	Numbers	2013/14
5	Companies having stock options	Numbers	2013/14
6	Companies having broad-based employee share plans	Numbers	2013/14
7	Companies having employee ownership	Numbers	2013/14
8	Companies having employee share plans	Numbers	2013/14
9	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2013/14
10	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2013/14
11	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2013/14
12	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2013/14
13	Stock Market Capitalisation in May 2014	Million Euro	2013/14
14	Employees	Numbers	2013/14
15	Employee owners	Numbers	2013/14
16	Employee owners in % of employees	%	2013/14
17	Employees' stake in ownership structure (EO)	%	2013/14
18	Top Executives' stake in ownership structure (EXEC)	%	2013/14
19	Common employees' stake in ownership structure (NonEXEC)	%	2013/14
ALL COMPANIES, YEAR 2012/13			
20	Companies having launched new employee share plans	Numbers	2012/13
21	Companies having published Employees' stake in ownership structure	Numbers	2012/13
22	Companies having stock options	Numbers	2012/13
23	Companies having broad-based employee share plans	Numbers	2012/13
24	Companies having employee ownership	Numbers	2012/13
25	Companies having employee share plans	Numbers	2012/13
26	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2012/13
27	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2012/13
28	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2012/13
29	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2012/13
30	Capitalisation in May 2013	Million Euro	2012/13
31	Employees	Numbers	2012/13
32	Employee owners	Numbers	2012/13
33	Employee owners in % of employees	%	2012/13
34	Employees' stake in ownership structure (EO)	%	2012/13
35	Top Executives' stake in ownership structure (EXEC)	%	2012/13
36	Common employees' stake in ownership structure (NonEXEC)	%	2012/13
ALL COMPANIES, YEAR 2011/12			
37	Companies having launched new employee share plans	Numbers	2011/12
38	Companies having published Employees' stake in ownership structure	Numbers	2011/12
39	Companies having stock options	Numbers	2011/12
40	Companies having broad-based employee share plans	Numbers	2011/12
41	Companies having employee ownership	Numbers	2011/12
42	Companies having employee share plans	Numbers	2011/12
43	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2011/12
44	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2011/12
45	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2011/12
46	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2011/12
47	Capitalisation in May 2012	Million Euro	2011/12
48	Employees	Numbers	2011/12
49	Employee owners	Numbers	2011/12

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
50	Employee owners in % of employees	%	2011/12
51	Employees' stake in ownership structure (EO)	%	2011/12
52	Top Executives' stake in ownership structure (EXEC)	%	2011/12
53	Common employees' stake in ownership structure (NonEXEC)	%	2011/12
ALL COMPANIES, YEAR 2010/11			
54	Companies having launched new employee share plans	Numbers	2010/11
55	Companies having published Employees' stake in ownership structure	Numbers	2010/11
56	Companies having stock options	Numbers	2010/11
57	Companies having broad-based employee share plans	Numbers	2010/11
58	Companies having employee ownership	Numbers	2010/11
59	Companies having employee share plans	Numbers	2010/11
60	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2010/11
61	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2010/11
62	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2010/11
63	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2010/11
64	Capitalisation in May 2011	Million Euro	2010/11
65	Employees	Numbers	2010/11
66	Employee owners	Numbers	2010/11
67	Employee owners in % of employees	%	2010/11
68	Employees' stake in ownership structure (EO)	%	2010/11
69	Top Executives' stake in ownership structure (EXEC)	%	2010/11
70	Common employees' stake in ownership structure (NonEXEC)	%	2010/11
ALL COMPANIES, YEAR 2009/10			
71	Companies having launched new employee share plans	Numbers	2009/10
72	Companies having published Employees' stake in ownership structure	Numbers	2009/10
73	Companies having stock options	Numbers	2009/10
74	Companies having broad-based employee share plans	Numbers	2009/10
75	Companies having employee ownership	Numbers	2009/10
76	Companies having employee share plans	Numbers	2009/10
77	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2009/10
78	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2009/10
79	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2009/10
80	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2009/10
81	Capitalisation in May 2010	Million Euro	2009/10
82	Employees	Numbers	2009/10
83	Employee owners	Numbers	2009/10
84	Employee owners in % of employees	%	2009/10
85	Employees' stake in ownership structure (EO)	%	2009/10
86	Top Executives' stake in ownership structure (EXEC)	%	2009/10
87	Common employees' stake in ownership structure (NonEXEC)	%	2009/10
ALL COMPANIES, YEAR 2008/9			
88	Companies having launched new employee share plans	Numbers	2008/9
89	Companies having published Employees' stake in ownership structure	Numbers	2008/9
90	Companies having stock options	Numbers	2008/9
91	Companies having broad-based employee share plans	Numbers	2008/9
92	Companies having employee ownership	Numbers	2008/9
93	Companies having employee share plans	Numbers	2008/9
94	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2008/9
95	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2008/9
96	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2008/9
97	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2008/9

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
98	Capitalisation in May 2009	Million Euro	2008/9
99	Employees	Numbers	2008/9
100	Employee owners	Numbers	2008/9
101	Employee owners in % of employees	%	2008/9
102	Employees' stake in ownership structure (EO)	%	2008/9
103	Top Executives' stake in ownership structure (EXEC)	%	2008/9
104	Common employees' stake in ownership structure (NonEXEC)	%	2008/9
ALL COMPANIES, YEAR 2007/8			
105	Companies having launched new employee share plans	Numbers	2007/8
106	Companies having published Employees' stake in ownership structure	Numbers	2007/8
107	Companies having stock options	Numbers	2007/8
108	Companies having broad-based employee share plans	Numbers	2007/8
109	Companies having employee ownership	Numbers	2007/8
110	Companies having employee share plans	Numbers	2007/8
111	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2007/8
112	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2007/8
113	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2007/8
114	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2007/8
115	Capitalisation in May 2008	Million Euro	2007/8
116	Employees	Numbers	2007/8
117	Employee owners	Numbers	2007/8
118	Employee owners in % of employees	%	2007/8
119	Employees' stake in ownership structure (EO)	%	2007/8
120	Top Executives' stake in ownership structure (EXEC)	%	2007/8
121	Common employees' stake in ownership structure (NonEXEC)	%	2007/8
ALL COMPANIES, YEAR 2006/7			
122	Companies having launched new employee share plans	Numbers	2006/7
123	Companies having published Employees' stake in ownership structure	Numbers	2006/7
124	Companies having stock options	Numbers	2006/7
125	Companies having broad-based employee share plans	Numbers	2006/7
126	Companies having employee ownership	Numbers	2006/7
127	Companies having employee share plans	Numbers	2006/7
128	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2006/7
129	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2006/7
130	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2006/7
131	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2006/7
132	Capitalisation in May 2007	Million Euro	2006/7
133	Employees	Numbers	2006/7
134	Employee owners	Numbers	2006/7
135	Employee owners in % of employees	%	2006/7
136	Employees' stake in ownership structure (EO)	%	2006/7
137	Top Executives' stake in ownership structure (EXEC)	%	2006/7
138	Common employees' stake in ownership structure (NonEXEC)	%	2006/7
ALL COMPANIES, YEAR 2005/6			
139	Companies having published Employees' stake in ownership structure	Numbers	2005/6
140	Companies having stock options	Numbers	2005/6
141	Companies having broad-based employee share plans	Numbers	2005/6
142	Companies having employee ownership	Numbers	2005/6
143	Companies having employee share plans	Numbers	2005/6
144	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2005/6
145	Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2005/6

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
146	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2005/6
147	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2005/6
148	Capitalisation in May 2006	Million Euro	2005/6
149	Employees	Numbers	2005/6
150	Employees' stake in ownership structure (EO)	%	2005/6
LISTED COMPANIES, YEAR 2013/14			
151	Listed Companies	Numbers	2013/14
152	Date of first employee share plan	Year	2013/14
153	Listed Companies having published Employees' stake in ownership structure	Numbers	2013/14
154	Listed Companies having stock options	Numbers	2013/14
155	Listed Companies having broad-based employee share plans	Numbers	2013/14
156	Listed Companies having employee ownership	Numbers	2013/14
157	Listed Companies having employee share plans	Numbers	2013/14
158	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2013/14
159	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2013/14
160	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2013/14
161	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2013/14
162	Employees in listed companies having employee share plans	Numbers	2013/14
163	Employee owners in listed companies having employee share plans	Numbers	2013/14
164	Employee owners in % of all employees in listed companies having employee share plans	%	2013/14
165	Listed Companies applying profit sharing	Numbers	2013/14
166	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2013/14
167	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2013/14
168	Listed Companies having employee shareholders' representation on Boards	Numbers	2013/14
169	Listed Companies having employees representation on Boards	Numbers	2013/14
170	Listed Companies having Executive owners on Boards	Numbers	2013/14
171	Listed Companies having One-Tier Board structure	Numbers	2013/14
172	Listed Companies having Two-Tier Board structure	Numbers	2013/14
LISTED COMPANIES, YEAR 2012/13			
173	Listed Companies having published Employees' stake in ownership structure	Numbers	2012/13
174	Listed Companies having stock options	Numbers	2012/13
175	Listed Companies having broad-based employee share plans	Numbers	2012/13
176	Listed Companies having employee ownership	Numbers	2012/13
177	Listed Companies having employee share plans	Numbers	2012/13
178	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2012/13
179	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2012/13
180	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2012/13
181	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2012/13
182	Employees in listed companies having employee share plans	Numbers	2012/13
183	Employee owners in listed companies having employee share plans	Numbers	2012/13
184	Employee owners in % of all employees in listed companies having employee share plans	%	2012/13
185	Listed Companies applying profit sharing	Numbers	2012/13
186	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2012/13
187	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2012/13
188	Listed Companies having employee shareholders' representation on Boards	Numbers	2012/13
189	Listed Companies having employees representation on Boards	Numbers	2012/13
190	Listed Companies having Executive owners on Boards	Numbers	2012/13
191	Listed Companies having One-Tier Board structure	Numbers	2012/13
192	Listed Companies having Two-Tier Board structure	Numbers	2012/13
LISTED COMPANIES, YEAR 2011/12			
193	Listed Companies having published Employees' stake in ownership structure	Numbers	2011/12

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
194	Listed Companies having stock options	Numbers	2011/12
195	Listed Companies having broad-based employee share plans	Numbers	2011/12
196	Listed Companies having employee ownership	Numbers	2011/12
197	Listed Companies having employee share plans	Numbers	2011/12
198	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2011/12
199	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2011/12
200	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2011/12
201	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2011/12
202	Employees in listed companies having employee share plans	Numbers	2011/12
203	Employee owners in listed companies having employee share plans	Numbers	2011/12
204	Employee owners in % of all employees in listed companies having employee share plans	%	2011/12
LISTED COMPANIES, YEAR 2010/11			
205	Listed Companies having published Employees' stake in ownership structure	Numbers	2010/11
206	Listed Companies having stock options	Numbers	2010/11
207	Listed Companies having broad-based employee share plans	Numbers	2010/11
208	Listed Companies having employee ownership	Numbers	2010/11
209	Listed Companies having employee share plans	Numbers	2010/11
210	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2010/11
211	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2010/11
212	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2010/11
213	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2010/11
214	Employees in listed companies having employee share plans	Numbers	2010/11
215	Employee owners in listed companies having employee share plans	Numbers	2010/11
216	Employee owners in % of all employees in listed companies having employee share plans	%	2010/11
LISTED COMPANIES, YEAR 2009/10			
217	Listed Companies having published Employees' stake in ownership structure	Numbers	2009/10
218	Listed Companies having stock options	Numbers	2009/10
219	Listed Companies having broad-based employee share plans	Numbers	2009/10
220	Listed Companies having employee ownership	Numbers	2009/10
221	Listed Companies having employee share plans	Numbers	2009/10
222	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2009/10
223	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2009/10
224	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2009/10
225	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2009/10
226	Employees in listed companies having employee share plans	Numbers	2009/10
227	Employee owners in listed companies having employee share plans	Numbers	2009/10
228	Employee owners in % of all employees in listed companies having employee share plans	%	2009/10
LISTED COMPANIES, YEAR 2008/9			
229	Listed Companies having published Employees' stake in ownership structure	Numbers	2008/9
230	Listed Companies having stock options	Numbers	2008/9
231	Listed Companies having broad-based employee share plans	Numbers	2008/9
232	Listed Companies having employee ownership	Numbers	2008/9
233	Listed Companies having employee share plans	Numbers	2008/9
234	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2008/9
235	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2008/9
236	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2008/9
237	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2008/9
238	Employees in listed companies having employee share plans	Numbers	2008/9
239	Employee owners in listed companies having employee share plans	Numbers	2008/9
240	Employee owners in % of all employees in listed companies having employee share plans	%	2008/9
LISTED COMPANIES, YEAR 2007/8			

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
241	Listed Companies having published Employees' stake in ownership structure	Numbers	2007/8
242	Listed Companies having stock options	Numbers	2007/8
243	Listed Companies having broad-based employee share plans	Numbers	2007/8
244	Listed Companies having employee ownership	Numbers	2007/8
245	Listed Companies having employee share plans	Numbers	2007/8
246	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2007/8
247	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2007/8
248	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2007/8
249	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2007/8
250	Employees in listed companies having employee share plans	Numbers	2007/8
251	Employee owners in listed companies having employee share plans	Numbers	2007/8
252	Employee owners in % of all employees in listed companies having employee share plans	%	2007/8
LISTED COMPANIES, YEAR 2006/7			
253	Listed Companies having published Employees' stake in ownership structure	Numbers	2006/7
254	Listed Companies having stock options	Numbers	2006/7
255	Listed Companies having broad-based employee share plans	Numbers	2006/7
256	Listed Companies having employee ownership	Numbers	2006/7
257	Listed Companies having employee share plans	Numbers	2006/7
258	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2006/7
259	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2006/7
260	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2006/7
261	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2006/7
262	Employees in listed companies having employee share plans	Numbers	2006/7
263	Employee owners in listed companies having employee share plans	Numbers	2006/7
264	Employee owners in % of all employees in listed companies having employee share plans	%	2006/7
LISTED COMPANIES, YEAR 2005/6			
265	Listed Companies having published Employees' stake in ownership structure	Numbers	2005/6
266	Listed Companies having stock options	Numbers	2005/6
267	Listed Companies having broad-based employee share plans	Numbers	2005/6
268	Listed Companies having employee ownership	Numbers	2005/6
269	Listed Companies having employee share plans	Numbers	2005/6
270	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2005/6
271	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2005/6
272	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2005/6
273	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2005/6
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2013/14			
274	Non-listed Companies	Numbers	2013/14
275	Birthdate	Year	2013/14
276	Stock Capitalisation	Million Euro	2013/14
277	Employees	Numbers	2013/14
278	Employee owners	Numbers	2013/14
279	Employee owners in % of employees	%	2013/14
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2012/13			
280	Stock Capitalisation	Million Euro	2012/13
281	Employees	Numbers	2012/13
282	Employee owners	Numbers	2012/13
283	Employee owners in % of employees	%	2012/13
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2011/12			
284	Stock Capitalisation	Million Euro	2011/12
285	Employees	Numbers	2011/12
286	Employee owners	Numbers	2011/12

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
287	Employee owners in % of employees	%	2011/12
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2010/11			
288	Stock Capitalisation	Million Euro	2010/11
289	Employees	Numbers	2010/11
290	Employee owners	Numbers	2010/11
291	Employee owners in % of employees	%	2010/11
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2009/10			
292	Stock Capitalisation	Million Euro	2009/10
293	Employees	Numbers	2009/10
294	Employee owners	Numbers	2009/10
295	Employee owners in % of employees	%	2009/10
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2008/9			
296	Stock Capitalisation	Million Euro	2008/9
297	Employees	Numbers	2008/9
298	Employee owners	Numbers	2008/9
299	Employee owners in % of employees	%	2008/9
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2007/8			
300	Stock Capitalisation	Million Euro	2007/8
301	Employees	Numbers	2007/8
302	Employee owners	Numbers	2007/8
303	Employee owners in % of employees	%	2007/8
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2006/7			
304	Stock Capitalisation	Million Euro	2006/7
305	Employees	Numbers	2006/7
306	Employee owners	Numbers	2006/7
307	Employee owners in % of employees	%	2006/7
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2005/6			
308	Stock Capitalisation	Million Euro	2005/6
309	Employees	Numbers	2005/6

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	1	2	3	4	5	6	7	8	9	10
	2013/14 Companies Numbers	2013/14 Date of first Empl. Share Plan Year	2013/14 Companies having new share plans Numbers	2013/14 Companies having published %EO Numbers	2013/14 Companies having Stock Options Numbers	2013/14 Companies having broad based plans Numbers	2013/14 Companies having EOwnership Numbers	2013/14 Companies having E Share Plans Numbers	2013/14 Companies having %EO>1% Numbers	2013/14 Companies having %EO>6% Numbers
AT	39	2.002	8	9	11	17	33	24	19	12
BE	52	1.999	28	3	43	16	47	47	26	11
BG	9	1.948	0	0	0	2	8	2	2	2
CH	161	2.001	58	12	93	62	156	140	84	21
CY	3	2.000	0	1	3	2	3	3	1	1
CZ	30	1.960	3	0	4	26	28	29	24	24
DA	73	2.002	17	4	56	37	71	63	18	4
DE	225	2.000	61	15	134	85	192	176	89	40
EE	6	2.008	0	0	2	0	6	3	2	1
ES	165	1.992	18	4	36	84	157	119	97	89
FI	68	2.002	31	1	51	28	67	64	30	5
FR	343	1.992	121	259	212	287	329	334	272	172
GR	52	2.003	2	0	28	8	41	31	22	19
HR	12	2.004	0	0	3	2	7	7	3	1
HU	16	1.996	3	3	5	11	14	15	10	7
IE	30	1.996	10	0	28	17	30	29	17	4
IS	5	2.006	1	0	3	0	5	5	2	1
IT	179	1.989	22	10	92	49	165	132	88	67
LT	6	0	0	0	0	0	3	0	1	1
LU	13	2.007	3	0	10	0	10	12	5	4
LV	3	2.002	0	0	0	1	2	1	0	0
MT	5	1.998	0	0	2	3	4	4	1	0
NL	77	1.999	27	13	61	29	75	74	44	12
NO	99	2.003	33	7	62	56	97	86	45	10
PL	99	2.004	13	0	43	16	82	59	36	25
PT	31	2.003	6	2	13	7	27	16	8	3
RO	10	2.009	1	0	1	2	7	3	0	0
SK	8	1.967	0	0	0	2	3	3	2	2
SL	21	1.996	0	5	2	12	19	15	11	7
SV	133	2.001	61	6	103	54	132	120	55	12
UK	536	1.997	183	26	484	416	531	531	392	129
31 COUNTRIES	2.509	1.997	710	380	1.585	1.331	2.351	2.147	1.406	686
13 NMS - PL (*)	129	1.983	7	9	22	63	104	85	57	46

(*) "New" Member States except Poland

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	11	12	13	14	15	16	17	18	19	20
	2013/14	2013/14	May 2014	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14	2012/13
	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners	Employee owners in % of employees	Employees' stake	Top Executives' stake	Common employees' stake	Companies having new share plans
	Numbers	Numbers	million €	Numbers	Numbers	%	%	%	%	Numbers
AT	8	3	78.402 €	491.518	101.739	20,70	5,13	2,75	2,38	7
BE	7	3	249.214 €	632.756	64.983	10,27	2,41	1,29	1,12	20
BG	2	2	1.360 €	20.362	274	1,34	0,28	0,06	0,22	0
CH	11	4	1.127.107 €	1.821.947	278.973	15,31	3,06	1,32	1,74	58
CY	1	1	693 €	10.933	1.854	16,96	5,15	4,94	0,21	0
CZ	24	24	22.130 €	64.274	6.363	9,90	0,20	0,00	0,19	2
DA	3	2	225.455 €	932.013	68.451	7,34	1,46	0,30	1,16	22
DE	30	11	1.313.960 €	5.590.752	832.206	14,89	1,83	0,78	1,05	67
EE	0	0	1.421 €	14.632	38	0,26	1,11	1,10	0,01	1
ES	84	74	602.113 €	1.851.100	186.675	10,08	2,23	1,26	0,97	18
FI	2	0	155.547 €	552.322	117.126	21,21	0,92	0,20	0,71	32
FR	140	112	1.592.519 €	7.852.685	3.489.266	44,43	5,37	1,36	4,01	144
GR	14	3	26.087 €	273.875	33.926	12,39	4,69	4,29	0,41	3
HR	1	1	10.605 €	53.676	3.819	7,12	2,45	1,93	0,52	0
HU	7	7	13.628 €	101.540	8.917	8,78	2,00	0,27	1,73	3
IE	1	0	127.052 €	265.724	28.101	10,58	1,10	0,61	0,48	5
IS	1	0	2.531 €	12.616	480	3,81	6,62	6,28	0,34	3
IT	57	48	477.212 €	1.715.562	131.139	7,64	4,85	4,00	0,86	27
LT	1	0	2.079 €	11.104	5	0,05	1,13	1,13	0,00	0
LU	2	2	50.435 €	66.850	1.109	1,66	4,28	4,12	0,16	3
LV	0	0	599 €	3.367	143	4,25	0,02	0,00	0,02	0
MT	0	0	2.206 €	6.056	2.166	35,77	1,05	0,05	1,00	1
NL	9	5	424.770 €	1.786.718	334.785	18,74	2,22	0,62	1,60	32
NO	7	3	239.565 €	335.994	45.411	13,52	1,62	0,58	1,04	42
PL	13	3	125.370 €	594.576	105.884	17,81	2,60	1,84	0,76	12
PT	3	0	59.762 €	291.941	10.617	3,64	0,56	0,46	0,10	9
RO	0	0	12.887 €	57.264	32.648	57,01	0,03	0,03	0,01	1
SK	2	2	2.369 €	13.713	195	1,43	0,95	0,00	0,95	0
SL	6	5	5.259 €	73.460	5.358	7,29	1,47	0,11	1,36	0
SV	7	4	475.236 €	1.484.856	529.225	35,64	2,00	0,84	1,16	56
UK	79	48	2.648.969 €	7.967.518	2.354.544	29,55	2,77	1,10	1,68	151
31 COUNTRIES	522	367	10.076.543 €	34.951.704	8.776.421	25,11	2,99	1,23	1,76	719
13 NMS - PL (*)	44	42	75.238 €	430.381	61.782	14,36	1,04	0,43	0,60	8

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	21	22	23	24	25	26	27	28	29	30
	2012/13	2012/13	2012/13	2012/13	2012/13	2012/13	2012/13	2012/13	2012/13	May 2013
	Companies having published %EO	Companies having Stock Options	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization
	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	million €
AT	9	11	17	32	23	19	10	6	2	74.123 €
BE	3	42	15	47	46	21	11	6	4	219.400 €
BG	0	0	2	8	2	2	2	2	2	1.072 €
CH	13	93	61	156	139	85	23	11	3	1.021.247 €
CY	1	3	2	3	3	2	1	1	1	475 €
CZ	0	4	25	28	29	24	24	24	24	22.734 €
DA	5	54	36	70	61	24	4	3	2	173.805 €
DE	14	131	82	188	168	90	44	29	11	1.136.397 €
EE	0	2	0	6	3	2	1	0	0	1.543 €
ES	4	35	84	156	118	98	91	82	74	455.338 €
FI	1	51	26	66	64	27	4	2	0	130.856 €
FR	253	210	280	325	326	268	170	136	109	1.353.447 €
GR	0	28	8	40	31	21	16	12	3	43.508 €
HR	0	3	2	6	7	3	1	1	1	12.889 €
HU	5	5	11	14	15	10	8	7	7	14.848 €
IE	0	28	17	30	28	17	5	2	0	94.203 €
IS	0	3	0	5	5	2	0	0	0	2.147 €
IT	10	91	47	164	131	88	69	59	50	386.639 €
LT	0	0	0	2	0	1	1	1	0	1.833 €
LU	0	9	0	10	11	5	5	2	2	44.229 €
LV	0	0	1	2	1	0	0	0	0	582 €
MT	0	2	3	4	4	1	0	0	0	2.228 €
NL	13	61	29	75	74	40	13	8	5	371.513 €
NO	6	61	53	95	82	43	11	6	2	217.726 €
PL	1	41	15	75	56	36	26	14	3	113.523 €
PT	1	13	7	26	15	8	4	3	0	50.881 €
RO	0	1	2	5	3	0	0	0	0	12.828 €
SK	0	0	2	3	3	2	2	2	2	2.290 €
SL	5	2	12	19	15	11	7	6	5	4.235 €
SV	7	102	52	131	119	55	14	7	2	429.392 €
UK	26	476	403	522	518	376	139	86	49	2.458.262 €
31 COUNTRIES	377	1.562	1.294	2.313	2.100	1.381	706	518	363	8.854.194 €
13 NMS - PL (*)	11	22	62	100	85	58	47	44	42	77.558 €

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	31	32	33	34	35	36	37	38	39	40
	2012/13 Employees Numbers	2012/13 Employee owners Numbers	2012/13 Employee owners in % of employees %	2012/13 Employees' stake %	2012/13 Top Executives' stake %	2012/13 Common employees' stake %	in 2011/12 Companies having new share plans Numbers	2011/12 Companies having %EO published Numbers	2011/12 Companies having Stock Options Numbers	2011/12 Companies having broad based plans Numbers
AT	486.810	105.019	21,57	4,63	2,11	2,52	9	7	11	17
BE	594.011	51.644	8,69	2,35	1,20	1,14	22	4	42	14
BG	18.967	286	1,51	0,34	0,06	0,28	0	0	0	2
CH	1.805.798	284.864	15,77	2,81	1,34	1,47	57	12	93	60
CY	14.511	2.082	14,35	5,41	5,18	0,23	0	1	3	2
CZ	71.502	5.953	8,32	0,20	0,02	0,19	3	0	4	25
DA	967.231	72.516	7,50	1,26	0,24	1,02	26	5	53	36
DE	5.525.645	866.753	15,69	1,83	0,70	1,12	67	14	131	80
EE	14.186	33	0,23	0,86	0,85	0,01	1	0	2	0
ES	1.855.246	209.462	11,29	2,82	1,56	1,26	16	6	34	84
FI	565.581	117.973	20,86	1,00	0,25	0,76	30	1	51	24
FR	7.889.077	3.563.406	45,17	5,12	1,32	3,80	140	251	209	276
GR	274.554	34.965	12,74	3,82	3,30	0,51	4	0	28	8
HR	55.154	6.075	11,01	2,25	1,27	0,97	1	0	3	2
HU	103.318	9.706	9,39	1,80	0,30	1,50	2	4	5	11
IE	260.604	29.705	11,40	1,42	0,85	0,58	6	0	28	17
IS	11.949	467	3,91	0,74	0,38	0,37	2	0	3	0
IT	1.714.874	143.723	8,38	6,19	5,18	1,01	29	11	91	47
LT	11.909	4	0,03	0,75	0,75	0,00	0	0	0	0
LU	66.942	1.047	1,56	5,38	5,28	0,10	5	0	9	0
LV	3.028	173	5,71	0,01	0,00	0,01	0	0	0	1
MT	6.021	2.185	36,29	1,00	0,05	0,95	1	0	2	3
NL	1.872.146	328.768	17,56	1,86	0,56	1,31	31	12	61	29
NO	337.109	51.628	15,31	1,45	0,52	0,93	34	6	61	52
PL	601.164	101.734	16,92	3,05	1,91	1,15	15	1	40	15
PT	342.918	19.342	5,64	0,51	0,42	0,09	4	1	13	7
RO	58.788	38.864	66,11	0,02	0,01	0,01	1	0	1	2
SK	13.892	201	1,45	0,98	0,00	0,98	0	0	0	2
SL	76.011	6.163	8,11	1,66	0,10	1,56	1	5	2	12
SV	1.475.064	582.507	39,49	1,69	0,55	1,14	58	8	101	50
UK	8.011.200	2.161.394	26,98	3,07	1,23	1,84	171	31	474	400
31 COUNTRIES	35.105.210	8.798.643	25,06	3,05	1,29	1,76	736	380	1.555	1.278
13 NMS - PL (*)	447.287	71.724	16,04	1,00	0,35	0,65	10	10	22	62

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	41	42	43	44	45	46	47	48	49	50
	2011/12 Companies having EOwnership Numbers	2011/12 Companies having E Share Plans Numbers	2011/12 Companies having %EO>1% Numbers	2011/12 Companies having %EO>6% Numbers	2011/12 Companies having %EO>20% Numbers	2011/12 Companies having %EO>50% Numbers	May 2012 Stock capitalization million €	2011/12 Employees Numbers	2011/12 Employee owners Numbers	2011/12 Employee owners in % of employees %
AT	29	23	20	10	5	1	58.937 €	487.607	106.897	21,92
BE	44	45	20	11	6	4	164.129 €	619.787	57.887	9,34
BG	7	2	2	2	2	2	1.149 €	17.656	289	1,63
CH	156	137	81	25	11	3	786.124 €	1.761.430	287.541	16,32
CY	3	3	2	1	1	1	706 €	15.967	2.139	13,40
CZ	29	29	24	24	24	24	27.189 €	73.075	6.010	8,22
DA	69	61	24	4	3	2	138.744 €	965.938	72.776	7,53
DE	191	168	92	43	29	11	909.667 €	5.388.369	913.301	16,95
EE	4	2	2	1	0	0	1.173 €	13.731	32	0,23
ES	153	115	98	89	81	74	337.045 €	1.993.486	213.155	10,69
FI	65	63	27	4	2	0	105.801 €	598.548	127.877	21,36
FR	323	323	264	163	137	109	1.044.487 €	7.647.441	3.619.422	47,33
GR	38	31	21	16	12	3	17.547 €	280.394	36.157	12,89
HR	6	6	2	1	1	1	11.472 €	56.937	8.335	14,64
HU	15	15	10	8	7	7	13.905 €	101.206	9.590	9,48
IE	30	28	17	5	2	0	78.433 €	255.021	31.341	12,29
IS	4	4	2	0	0	0	1.953 €	11.329	486	4,29
IT	164	130	89	71	62	52	316.747 €	1.698.454	160.884	9,47
LT	4	0	1	1	1	0	1.622 €	11.987	8	0,07
LU	9	11	5	4	2	2	39.328 €	68.012	856	1,26
LV	1	1	0	0	0	0	587 €	3.357	200	5,96
MT	4	4	2	0	0	0	1.970 €	5.998	2.285	38,10
NL	71	72	38	13	8	5	298.495 €	1.864.340	345.097	18,51
NO	93	82	38	10	7	2	192.232 €	339.633	54.737	16,12
PL	77	56	38	29	16	5	93.428 €	622.761	121.321	19,48
PT	27	14	7	3	2	0	40.890 €	333.408	19.626	5,89
RO	3	3	0	0	0	0	11.813 €	60.976	61.057	100,13
SK	2	3	2	2	2	2	2.281 €	13.501	199	1,48
SL	18	15	11	7	6	5	3.918 €	76.301	6.950	9,11
SV	129	117	54	16	7	2	339.520 €	1.427.738	563.557	39,47
UK	519	515	349	145	88	50	2.085.838 €	7.869.092	2.137.266	27,16
31 COUNTRIES	2.287	2.078	1.342	708	524	367	7.127.129 €	34.683.479	8.967.275	25,85
13 NMS - PL (*)	96	83	58	47	44	42	77.784 €	450.692	97.094	21,54

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	51 2011/12 Employees' stake %	52 2011/12 Top Executives' stake %	53 2011/12 Common employees' stake %	54 in 2010/11 Companies having new share plans Numbers	55 2010/11 Companies having %EO published Numbers	56 2010/11 Companies having Stock Options Numbers	57 2010/11 Companies having broad based plans Numbers	58 2010/11 Companies having EOwnership Numbers	59 2010/11 Companies having E Share Plans Numbers	60 2010/11 Companies having %EO>1% Numbers
AT	4,42	2,28	2,14	7	6	11	16	28	22	17
BE	2,14	1,06	1,08	24	4	42	14	43	45	21
BG	0,36	0,08	0,28	0	0	0	2	7	2	2
CH	2,50	1,26	1,24	58	13	93	60	156	134	78
CY	5,22	4,99	0,23	0	1	3	2	3	3	2
CZ	0,19	0,02	0,17	1	0	3	25	28	28	24
DA	1,30	0,33	0,97	28	5	53	36	69	61	26
DE	1,82	0,77	1,05	59	14	130	79	188	164	95
EE	0,86	0,85	0,01	0	0	2	0	4	2	2
ES	3,18	1,56	1,62	16	6	34	81	152	114	98
FI	1,09	0,32	0,77	33	1	51	24	65	63	30
FR	4,93	1,26	3,67	147	249	209	275	321	322	263
GR	3,89	3,31	0,58	7	0	28	8	38	31	22
HR	2,50	1,14	1,36	0	0	3	2	6	6	2
HU	1,90	0,50	1,40	3	5	5	11	16	15	10
IE	1,11	0,70	0,42	7	2	28	17	30	28	17
IS	0,70	0,39	0,31	2	0	3	0	3	3	0
IT	5,76	4,59	1,17	36	12	91	46	162	130	88
LT	0,71	0,71	0,00	0	0	0	0	4	0	1
LU	5,07	5,04	0,03	1	0	8	0	9	9	5
LV	0,01	0,00	0,01	0	0	0	1	1	1	0
MT	1,02	0,11	0,91	0	0	2	3	4	4	2
NL	1,91	0,62	1,30	36	11	60	29	69	70	37
NO	1,28	0,39	0,89	44	6	58	50	91	77	34
PL	3,21	1,88	1,33	17	5	36	13	75	51	40
PT	0,38	0,32	0,06	4	1	13	7	27	14	6
RO	0,01	0,01	0,01	2	0	1	2	3	3	0
SK	1,04	0,00	1,04	0	0	0	2	2	3	2
SL	1,91	0,08	1,83	1	5	2	12	18	14	11
SV	1,55	0,54	1,01	55	8	100	50	128	115	56
UK	2,57	1,11	1,46	178	32	466	388	515	506	344
31 COUNTRIES	2,81	1,22	1,60	766	386	1.535	1.255	2.265	2.040	1.335
13 NMS - PL (*)	1,01	0,35	0,66	7	11	21	62	96	81	58

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	61	62	63	64	65	66	67	68	69	70
	2010/11 Companies having %EO>6%	2010/11 Companies having %EO>20%	2010/11 Companies having %EO>50%	May 2011 Stock capitalization	2010/11 Employees	2010/11 Employee owners	2010/11 Employee owners in % of employees	2010/11 Employees' stake	2010/11 Top Executives' stake	2010/11 Common employees' stake
	Numbers	Numbers	Numbers	million €	Numbers	Numbers	%	%	%	%
AT	10	5	1	80.531 €	482.175	101.214	20,99	4,10	1,80	2,29
BE	11	6	4	172.290 €	611.286	83.532	13,67	2,13	1,08	1,06
BG	2	2	2	1.409 €	18.339	288	1,57	0,37	0,15	0,22
CH	31	11	2	885.845 €	1.629.532	286.044	17,55	2,62	1,15	1,46
CY	1	1	1	2.291 €	16.651	2.218	13,32	2,54	2,13	0,41
CZ	24	24	24	37.737 €	75.523	6.074	8,04	0,19	0,07	0,12
DA	5	4	1	150.293 €	936.639	76.425	8,16	1,08	0,21	0,87
DE	48	32	15	1.021.503 €	5.189.500	970.242	18,70	2,02	0,89	1,13
EE	1	0	0	1.336 €	13.593	33	0,24	1,02	1,00	0,02
ES	88	81	75	484.348 €	1.870.211	220.249	11,78	2,97	1,69	1,28
FI	4	2	0	148.724 €	574.286	136.868	23,83	1,27	0,40	0,87
FR	160	138	108	1.314.137 €	7.330.020	3.614.345	49,31	5,03	1,24	3,79
GR	18	11	3	40.636 €	297.292	39.992	13,45	4,00	3,41	0,59
HR	1	1	1	13.713 €	57.917	10.565	18,24	3,18	1,40	1,78
HU	8	7	7	21.585 €	98.322	9.602	9,77	1,60	0,58	1,02
IE	5	2	0	41.348 €	261.731	34.215	13,07	2,12	1,30	0,82
IS	0	0	0	1.593 €	10.592	490	4,63	0,47	0,25	0,22
IT	71	61	50	432.972 €	1.683.252	181.758	10,80	4,24	3,36	0,88
LT	1	0	0	1.928 €	12.554	9	0,07	0,68	0,68	0,00
LU	3	2	2	44.196 €	64.127	760	1,18	4,90	4,88	0,02
LV	0	0	0	646 €	2.957	220	7,44	0,02	0,00	0,02
MT	0	0	0	2.180 €	6.060	2.285	37,71	1,07	0,09	0,98
NL	13	9	5	349.788 €	1.778.478	362.551	20,39	1,69	0,61	1,08
NO	10	8	3	202.617 €	322.308	61.334	19,03	1,49	0,74	0,75
PL	29	15	5	94.536 €	618.077	98.971	16,01	2,82	0,99	1,83
PT	3	3	0	62.687 €	297.850	20.677	6,94	0,36	0,28	0,08
RO	0	0	0	14.442 €	64.788	61.395	94,76	0,02	0,01	0,01
SK	2	2	2	2.680 €	12.979	290	2,23	0,87	0,00	0,87
SL	8	6	5	5.039 €	76.262	7.839	10,28	1,41	0,09	1,31
SV	17	7	4	392.882 €	1.330.053	551.017	41,43	1,68	0,80	0,87
UK	142	85	53	2.118.444 €	7.697.740	2.177.362	28,29	2,80	1,31	1,50
31 COUNTRIES	716	525	373	8.144.356 €	33.441.095	9.118.864	27,27	2,91	1,26	1,65
13 NMS - PL (*)	48	43	42	104.987 €	455.945	100.818	22,11	1,01	0,41	0,60

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	71	72	73	74	75	76	77	78	79	80
	in 2009/10	2009/10	2009/10	2009/10	2009/10	2009/10	2009/10	2009/10	2009/10	2009/10
	Companies having new share plans	Companies having %EO published	Companies having Stock Options	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%
	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers
AT	9	8	11	16	28	22	17	10	5	2
BE	20	6	42	15	42	45	20	11	6	4
BG	0	0	0	2	7	2	2	2	2	2
CH	54	12	92	60	154	131	75	29	10	2
CY	0	1	3	2	3	3	3	1	1	1
CZ	0	0	3	25	28	28	24	24	24	24
DA	21	5	52	35	68	60	26	4	3	1
DE	51	17	129	79	186	162	99	47	31	14
EE	1	0	2	0	4	2	1	0	0	0
ES	14	6	34	81	152	114	92	84	79	73
FI	32	1	51	23	65	63	30	6	2	0
FR	137	256	208	272	317	318	258	160	138	110
GR	10	0	28	8	38	31	18	15	9	2
HR	0	0	3	2	6	6	2	1	1	1
HU	2	7	5	11	16	15	11	8	7	7
IE	6	2	28	17	30	28	15	6	2	0
IS	0	0	2	0	3	2	0	0	0	0
IT	26	13	89	44	162	127	90	72	62	49
LT	0	0	0	0	4	0	1	1	0	0
LU	2	0	7	0	9	8	4	2	1	1
LV	0	0	0	1	1	1	0	0	0	0
MT	0	0	2	3	4	4	1	0	0	0
NL	30	11	57	29	69	67	38	13	9	5
NO	45	6	57	48	90	74	36	14	9	3
PL	14	3	34	11	71	48	36	28	15	5
PT	3	1	13	7	27	14	7	3	3	0
RO	0	0	1	0	2	1	0	0	0	0
SK	0	0	0	2	2	3	2	2	2	2
SL	0	6	2	12	18	14	11	10	6	5
SV	47	9	99	48	128	113	56	17	6	3
UK	180	30	462	380	510	501	344	145	88	53
31 COUNTRIES	704	400	1.516	1.233	2.244	2.007	1.319	715	521	369
13 NMS - PL (*)	3	14	21	60	95	79	58	49	43	42

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	81 May 2010 Stock capitalization million €	82 2009/10 Employees Numbers	83 2009/10 Employee owners Numbers	84 2009/10 Employee owners in % of employees %	85 2009/10 Employees' stake %	86 2009/10 Top Executives' stake %	87 2009/10 Common employees' stake %	88 in 2008/9 Companies having new share plans Numbers	89 2008/9 Companies having %EO published Numbers	90 2008/9 Companies having Stock Options Numbers
AT	65.906 €	476.185	103.810	21,80	4,26	1,73	2,52	8	8	11
BE	153.662 €	611.622	97.844	16,00	2,33	1,14	1,18	24	6	42
BG	1.087 €	16.774	293	1,75	0,43	0,15	0,28	0	0	0
CH	731.862 €	1.566.283	299.702	19,13	2,68	1,09	1,58	55	13	91
CY	2.634 €	17.008	12.231	71,91	7,16	2,00	5,16	1	1	3
CZ	33.507 €	78.942	6.615	8,38	0,21	0,06	0,15	2	0	3
DA	130.764 €	906.691	70.100	7,73	0,82	0,15	0,66	31	9	52
DE	846.007 €	5.093.660	1.041.718	20,45	2,03	0,89	1,14	64	16	127
EE	1.212 €	14.157	11	0,08	0,29	0,29	0,00	0	0	2
ES	408.081 €	1.765.155	188.040	10,65	3,23	1,77	1,47	18	6	31
FI	132.871 €	566.634	140.447	24,79	1,49	0,38	1,11	28	1	51
FR	1.138.765 €	7.139.844	3.425.874	47,98	4,87	1,19	3,68	149	254	206
GR	46.046 €	311.846	42.112	13,50	3,27	2,65	0,62	10	0	27
HR	10.360 €	57.300	12.795	22,33	3,30	1,39	1,90	2	0	3
HU	20.343 €	101.245	8.567	8,46	1,70	0,68	1,02	1	8	5
IE	38.923 €	264.779	37.644	14,22	2,38	1,50	0,88	11	2	28
IS	1.150 €	11.235	530	4,72	0,40	0,21	0,19	2	0	2
IT	388.307 €	1.678.189	188.588	11,24	3,05	2,10	0,95	25	14	89
LT	2.338 €	12.839	11	0,09	0,28	0,28	0,00	0	0	0
LU	36.936 €	51.880	447	0,86	5,93	5,91	0,03	1	0	6
LV	542 €	3.969	270	6,80	0,02	0,00	0,02	0	0	0
MT	2.389 €	6.310	2.289	36,28	0,95	0,06	0,89	0	0	2
NL	300.278 €	1.828.445	304.100	16,63	1,76	0,64	1,13	34	11	57
NO	170.593 €	321.374	63.541	19,77	1,65	0,94	0,71	41	5	57
PL	110.899 €	610.048	91.166	14,94	2,60	1,58	1,03	15	2	33
PT	55.065 €	291.007	20.712	7,12	0,67	0,56	0,11	5	1	13
RO	11.709 €	68.954	67	0,10	0,01	0,01	0,00	0	0	1
SK	2.420 €	12.585	303	2,41	0,84	0,00	0,84	0	0	0
SL	6.629 €	78.471	8.524	10,86	1,62	0,13	1,49	1	6	2
SV	307.810 €	1.285.600	491.563	38,24	1,60	0,74	0,86	54	9	96
UK	1.849.486 €	7.655.279	2.216.508	28,95	2,68	1,24	1,44	180	31	460
31 COUNTRIES	7.008.581 €	32.904.309	8.876.420	26,98	2,83	1,19	1,64	762	403	1.500
13 NMS - PL (*)	95.169 €	468.554	51.975	11,09	1,17	0,40	0,77	7	15	21

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	91	92	93	94	95	96	97	98	99	100
	2008/9	2008/9	2008/9	2008/9	2008/9	2008/9	2008/9	May 2009	2008/9	2008/9
	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners
	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	million €	Numbers	Numbers
AT	16	28	22	17	10	5	1	53.396 €	496.655	100.836
BE	15	42	45	18	11	6	4	113.920 €	648.612	108.724
BG	2	7	2	2	2	2	2	1.190 €	15.541	298
CH	59	152	128	72	28	10	2	568.153 €	1.608.514	316.240
CY	2	3	3	3	1	1	1	2.921 €	16.800	12.255
CZ	25	28	28	24	24	24	24	29.401 €	75.715	6.670
DA	35	68	60	29	4	3	1	95.391 €	916.256	72.868
DE	79	183	157	102	51	32	15	687.296 €	5.169.146	1.016.044
EE	0	4	2	2	0	0	0	660 €	16.286	11
ES	81	152	112	96	85	80	73	413.169 €	1.754.187	178.437
FI	23	64	62	36	5	2	0	122.040 €	611.608	170.360
FR	266	316	316	258	163	141	108	994.741 €	7.216.539	3.108.317
GR	8	38	30	19	15	10	4	58.729 €	305.277	44.975
HR	2	6	6	2	1	1	1	8.522 €	57.866	15.035
HU	12	16	15	11	8	7	7	13.238 €	84.439	8.504
IE	17	30	28	17	7	3	0	30.656 €	286.676	38.962
IS	0	3	2	1	1	0	0	757 €	10.536	560
IT	44	162	127	94	71	64	49	349.798 €	1.701.689	202.368
LT	0	4	0	1	1	0	0	1.344 €	13.459	14
LU	0	8	7	4	2	2	2	22.946 €	53.406	474
LV	1	1	1	0	0	0	0	479 €	4.561	300
MT	3	4	4	1	0	0	0	1.842 €	6.926	2.289
NL	29	66	67	39	13	9	6	216.692 €	1.958.674	295.540
NO	45	90	74	41	15	9	2	128.259 €	327.988	65.206
PL	10	70	46	35	28	16	7	74.560 €	619.140	64.723
PT	7	27	14	8	3	3	0	55.796 €	288.531	22.555
RO	0	2	1	0	0	0	0	8.995 €	71.713	28
SK	2	2	3	2	2	2	2	1.897 €	13.357	426
SL	11	18	14	11	10	7	6	7.345 €	80.444	8.935
SV	47	128	110	61	18	7	2	203.342 €	1.342.008	487.240
UK	373	509	497	368	149	91	53	1.418.090 €	7.805.866	2.188.804
31 COUNTRIES	1.214	2.231	1.983	1.374	728	537	372	5.685.565 €	33.578.415	8.537.998
13 NMS - PL (*)	60	95	79	59	49	44	43	77.835 €	457.107	54.765

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	101 2008/9 Employee owners in % of employees %	102 2008/9 Employees' stake %	103 2008/9 Top Executives' stake %	104 2008/9 Common employees' stake %	105 in 2007/8 Companies having new share plans Numbers	106 2007/8 Companies having %EO published Numbers	107 2007/8 Companies having Stock Options Numbers	108 2007/8 Companies having broad based plans Numbers	109 2007/8 Companies having EOwnership Numbers	110 2007/8 Companies having E Share Plans Numbers
AT	20,30	3,85	1,34	2,51	4	9	11	16	23	21
BE	16,76	2,28	1,06	1,23	26	6	40	15	41	43
BG	1,92	0,38	0,12	0,26	0	0	0	2	3	2
CH	19,66	2,09	0,83	1,26	39	10	91	59	142	125
CY	72,95	7,84	2,90	4,93	0	1	3	2	3	3
CZ	8,81	0,22	0,06	0,16	2	0	3	25	25	28
DA	7,95	0,88	0,18	0,70	33	10	50	34	62	58
DE	19,66	2,10	0,89	1,21	65	16	125	75	173	152
EE	0,07	0,48	0,48	0,00	2	0	2	0	4	2
ES	10,17	3,36	1,79	1,56	18	8	29	81	140	109
FI	27,85	1,84	0,43	1,40	30	1	51	22	64	59
FR	43,07	5,03	1,29	3,74	160	249	204	264	307	312
GR	14,73	3,08	2,54	0,54	11	0	25	7	37	28
HR	25,98	3,46	1,24	2,22	2	0	3	2	7	6
HU	10,07	2,00	0,73	1,27	1	9	5	12	16	15
IE	13,59	2,64	1,69	0,95	15	1	28	17	30	28
IS	5,32	3,11	2,83	0,28	3	0	2	0	3	2
IT	11,89	2,85	1,85	1,00	33	13	87	43	148	124
LT	0,10	0,25	0,25	0,00	0	0	0	0	4	0
LU	0,89	1,29	1,25	0,03	1	0	5	0	7	6
LV	6,58	0,03	0,00	0,03	0	0	0	1	1	1
MT	33,06	0,73	0,03	0,70	1	0	2	3	4	4
NL	15,09	1,70	0,55	1,15	36	12	56	28	67	67
NO	19,88	1,33	0,79	0,53	35	5	53	41	81	70
PL	10,45	2,95	1,41	1,53	15	1	30	8	47	40
PT	7,82	0,83	0,64	0,20	5	1	11	6	21	12
RO	0,04	0,01	0,01	0,00	0	0	1	0	2	1
SK	3,19	1,07	0,00	1,07	0	0	0	2	2	3
SL	11,11	4,07	0,14	3,93	2	6	2	11	19	12
SV	36,31	1,43	0,51	0,91	61	7	91	45	124	103
UK	28,04	2,86	1,22	1,64	233	36	454	358	502	487
31 COUNTRIES	25,43	2,88	1,14	1,74	833	401	1.464	1.179	2.109	1.923
13 NMS - PL (*)	11,98	1,54	0,42	1,12	10	16	21	60	90	77

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	111 2007/8 Companies having %EO>1% Numbers	112 2007/8 Companies having %EO>6% Numbers	113 2007/8 Companies having %EO>20% Numbers	114 2007/8 Companies having %EO>50% Numbers	115 May 2008 Stock capitalization million €	116 2007/8 Employees Numbers	117 2007/8 Employee owners Numbers	118 2007/8 Employee owners in % of employees %	119 2007/8 Employees' stake %	120 2007/8 Top Executives' stake %
AT	17	9	5	2	103.250 €	459.074	105.727	23,03	3,55	0,78
BE	22	11	6	4	196.838 €	643.593	124.874	19,40	2,27	0,68
BG	2	2	2	2	3.139 €	14.912	304	2,04	0,30	0,20
CH	75	26	10	1	722.360 €	1.550.621	308.838	19,92	2,33	1,02
CY	3	2	1	0	6.197 €	11.351	7.700	67,84	8,15	1,64
CZ	24	24	24	24	52.167 €	79.068	6.846	8,66	0,13	0,02
DA	31	5	2	1	147.843 €	850.679	64.797	7,62	0,96	0,29
DE	98	53	30	16	1.100.142 €	4.973.336	992.250	19,95	1,99	0,82
EE	2	0	0	0	1.532 €	15.317	11	0,07	0,40	0,40
ES	99	86	80	73	602.942 €	1.655.479	186.571	11,27	2,96	1,75
FI	36	5	2	0	214.581 €	586.462	166.077	28,32	1,86	0,38
FR	255	159	138	109	1.470.005 €	6.914.509	2.921.304	42,25	4,71	1,21
GR	19	13	10	3	114.562 €	295.210	46.181	15,64	2,64	2,08
HR	2	2	1	1	11.697 €	55.780	12.064	21,63	2,64	1,28
HU	11	8	7	7	26.183 €	84.519	8.858	10,48	1,74	0,75
IE	20	7	3	0	65.094 €	281.783	39.534	14,03	3,01	1,89
IS	2	1	0	0	1.166 €	9.106	652	7,16	2,79	2,20
IT	96	72	63	52	490.095 €	1.636.603	202.341	12,36	2,65	1,86
LT	1	1	0	0	3.213 €	14.112	19	0,13	0,26	0,26
LU	4	3	2	2	47.452 €	52.312	390	0,75	0,97	0,91
LV	0	0	0	0	1.027 €	4.139	300	7,25	0,04	0,00
MT	1	0	0	0	2.945 €	6.514	2.203	33,82	0,75	0,01
NL	41	13	9	6	431.556 €	1.892.130	303.334	16,03	1,87	0,60
NO	40	16	7	1	222.088 €	314.597	59.167	18,81	1,55	1,00
PL	30	26	15	6	129.855 €	568.777	8.558	1,50	2,49	1,59
PT	11	4	1	0	75.157 €	256.921	21.866	8,51	1,37	0,91
RO	0	0	0	0	18.669 €	62.971	4	0,01	0,01	0,01
SK	2	2	2	2	3.267 €	13.602	762	5,60	0,59	0,00
SL	10	10	7	7	13.350 €	77.302	9.014	11,66	3,52	0,13
SV	62	19	9	3	319.143 €	1.300.905	481.905	37,04	1,63	0,74
UK	366	147	90	51	2.082.061 €	7.564.005	2.193.128	28,99	2,78	1,27
31 COUNTRIES	1.382	726	526	373	8.679.574 €	32.245.689	8.275.579	25,66	2,75	1,13
13 NMS - PL (*)	58	51	44	43	143.387 €	439.588	48.085	10,94	1,31	0,35

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	121 2007/8 Common employees' stake %	122 in 2006/7 Companies having new share plans Numbers	123 2006/7 Companies having %EO published Numbers	124 2006/7 Companies having Stock Options Numbers	125 2006/7 Companies having broad based plans Numbers	126 2006/7 Companies having EOwnership Numbers	127 2006/7 Companies having E Share Plans Numbers	128 2006/7 Companies having %EO>1% Numbers	129 2006/7 Companies having %EO>6% Numbers	130 2006/7 Companies having %EO>20% Numbers
AT	2,77	9	10	12	15	24	21	17	8	5
BE	1,59	16	7	39	14	38	41	20	11	8
BG	0,10	0	1	0	2	3	2	2	2	2
CH	1,31	33	10	90	58	140	121	70	26	10
CY	6,51	1	0	3	2	3	3	3	2	1
CZ	0,11	2	0	2	25	25	27	24	24	24
DA	0,67	25	11	47	29	57	54	32	4	2
DE	1,17	46	16	119	69	163	148	100	53	31
EE	0,00	0	0	0	0	3	0	2	0	0
ES	1,21	17	11	27	79	137	105	94	84	78
FI	1,49	26	2	50	21	63	56	38	5	3
FR	3,50	108	251	201	259	298	305	245	158	135
GR	0,56	8	0	23	6	34	25	17	14	9
HR	1,36	1	0	3	1	5	5	1	1	1
HU	0,98	3	9	5	12	16	15	11	8	7
IE	1,12	9	1	27	15	29	27	18	8	3
IS	0,59	2	1	2	0	3	2	2	1	0
IT	0,78	38	13	84	41	143	119	96	75	66
LT	0,00	0	0	0	0	4	0	1	1	0
LU	0,05	2	0	4	0	6	4	4	3	2
LV	0,04	0	0	0	1	1	1	0	0	0
MT	0,74	1	0	2	3	4	4	2	0	0
NL	1,27	23	14	55	28	66	65	36	14	9
NO	0,55	27	5	45	38	77	64	41	18	7
PL	0,89	15	1	26	7	39	31	31	25	14
PT	0,46	2	1	11	6	21	11	11	5	1
RO	0,00	1	0	1	0	2	1	0	0	0
SK	0,59	0	0	0	2	2	3	2	2	2
SL	3,39	0	6	1	11	18	9	10	9	5
SV	0,89	34	5	83	41	122	94	63	22	8
UK	1,51	178	38	445	345	494	478	354	154	94
31 COUNTRIES	1,62	627	413	1.407	1.130	2.040	1.841	1.347	737	527
13 NMS - PL (*)	0,96	9	16	17	59	86	70	58	49	42

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	131	132	133	134	135	136	137	138	139	140
	2006/7 Companies having %EO>50%	May 2007 Stock capitalization	2006/7 Employees	2006/7 Employee owners	2006/7 Employee owners in % of employees	2006/7 Employees' stake	2006/7 Top Executives' stake	2006/7 Common employees' stake	2005/6 Companies having %EO published	2005/6 Companies having Stock Options
	Numbers	million €	Numbers	Numbers	%	%	%	%	Numbers	Numbers
AT	2	117.328 €	412.413	108.786	26,38	2,87	0,64	2,23	9	12
BE	4	235.097 €	618.272	114.184	18,47	2,27	0,58	1,69	6	37
BG	2	3.125 €	13.080	298	2,28	0,19	0,02	0,17	1	0
CH	2	877.489 €	1.469.199	293.995	20,01	2,15	0,79	1,36	9	86
CY	0	8.090 €	9.384	7.055	75,18	7,44	0,87	6,58	1	3
CZ	24	40.501 €	83.719	6.960	8,31	0,11	0,01	0,10	0	2
DA	1	154.710 €	775.493	48.662	6,27	0,98	0,27	0,72	10	43
DE	17	1.209.370 €	4.950.710	1.047.799	21,16	1,85	0,77	1,08	14	107
EE	0	2.473 €	12.575	20	0,16	1,98	1,78	0,21	0	0
ES	71	662.970 €	1.504.890	127.504	8,47	2,82	1,76	1,06	19	23
FI	1	215.991 €	519.919	146.627	28,20	1,51	0,26	1,25	1	48
FR	107	1.750.640 €	6.526.429	2.620.053	40,15	4,69	1,11	3,59	241	197
GR	3	119.681 €	241.021	42.197	17,51	3,08	2,60	0,48	0	22
HR	1	21.687 €	56.286	40	0,07	0,90	0,89	0,00	0	4
HU	7	29.722 €	80.808	8.698	10,76	1,78	0,97	0,81	10	4
IE	0	102.910 €	264.338	40.803	15,44	3,16	2,11	1,05	1	26
IS	0	1.171 €	9.130	809	8,86	3,73	2,82	0,91	0	2
IT	55	605.127 €	1.483.097	181.719	12,25	2,90	2,20	0,70	13	78
LT	0	2.974 €	14.325	16	0,11	0,26	0,26	0,00	0	0
LU	2	46.219 €	49.764	602	1,21	0,99	0,93	0,07	0	3
LV	0	1.302 €	4.310	400	9,28	0,05	0,00	0,05	0	0
MT	0	3.393 €	5.773	3.182	55,12	1,19	0,03	1,17	0	2
NL	6	465.260 €	1.806.026	335.181	18,56	1,89	0,77	1,12	11	53
NO	3	218.190 €	295.296	58.603	19,85	1,37	0,73	0,64	6	40
PL	7	142.757 €	510.456	39.160	7,67	2,38	1,56	0,82	2	19
PT	0	85.154 €	236.826	23.135	9,77	1,33	0,58	0,75	2	11
RO	0	20.696 €	67.667	8	0,01	0,02	0,02	0,00	0	0
SK	2	2.883 €	12.226	762	6,23	0,67	0,00	0,67	0	0
SL	5	13.705 €	71.153	9.657	13,57	2,19	0,44	1,76	5	1
SV	4	379.359 €	1.204.102	423.661	35,18	1,66	0,86	0,79	4	80
UK	55	2.669.021 €	7.141.367	2.097.339	29,37	2,45	1,12	1,33	37	429
31 COUNTRIES	381	10.208.995 €	30.450.054	7.787.915	25,58	2,65	1,09	1,56	402	1.332
13 NMS - PL (*)	41	150.552 €	431.307	37.096	8,60	1,19	0,45	0,75	17	16

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	141	142	143	144	145	146	147	148	149	150
	2005/6	2005/6	2005/6	2005/6	2005/6	2005/6	2005/6	May 2006	2005/6	2005/6
	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employees' stake
	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	million €	Numbers	
AT	11	20	18	11	7	4	2	74.063 €	330.597	1,73
BE	12	35	39	18	10	9	4	191.453 €	585.806	2,08
BG	2	3	2	2	2	2	2	1.990 €	11.816	0,26
CH	49	141	116	58	24	9	2	780.703 €	1.328.914	1,89
CY	2	2	3	2	1	1	0	4.664 €	8.945	1,74
CZ	25	24	27	24	24	24	24	34.680 €	88.775	0,12
DA	27	55	51	23	4	2	1	121.527 €	633.459	0,79
DE	63	155	136	80	42	24	12	952.727 €	4.594.207	1,42
EE	0	3	0	1	0	0	0	1.441 €	7.991	0,46
ES	76	127	97	91	82	76	72	529.028 €	1.359.596	2,59
FI	14	61	53	34	6	3	2	184.809 €	502.196	1,41
FR	242	276	299	235	148	122	96	1.406.817 €	6.126.111	4,38
GR	6	29	23	16	12	6	2	102.217 €	226.198	2,27
HR	1	5	5	1	1	1	1	13.715 €	56.056	0,81
HU	10	16	15	10	8	8	7	27.138 €	67.138	1,86
IE	15	28	26	14	8	4	0	83.518 €	233.851	2,68
IS	0	2	2	2	1	0	0	876 €	6.736	3,36
IT	40	140	111	94	77	65	52	544.928 €	1.396.543	3,28
LT	0	3	0	1	1	1	0	2.887 €	14.487	0,71
LU	0	7	3	4	3	2	2	41.579 €	44.803	0,69
LV	0	1	1	0	0	0	0	1.161 €	4.608	0,08
MT	3	4	4	2	0	0	0	3.034 €	5.920	1,42
NL	27	64	62	29	15	8	6	370.622 €	1.721.225	1,55
NO	35	71	57	35	15	8	2	197.012 €	242.883	1,26
PL	7	32	23	25	20	11	7	112.514 €	498.486	1,81
PT	6	18	11	9	5	1	0	65.281 €	233.964	0,97
RO	0	2	0	0	0	0	0	17.892 €	74.595	0,02
SK	2	2	3	2	2	2	2	2.683 €	13.130	0,74
SL	10	17	9	10	10	6	5	8.456 €	66.231	2,85
SV	39	113	92	56	21	7	4	321.699 €	1.156.999	1,24
UK	336	479	460	324	148	92	51	2.275.552 €	6.952.072	2,37
31 COUNTRIES	1.060	1.935	1.748	1.213	697	498	358	8.476.664 €	28.594.337	2,42
13 NMS - PL (*)	55	82	69	55	49	45	41	119.742 €	419.692	0,90

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	151	152	153	154	155	156	157	158	159	160
	2013/14 Listed companies Numbers	2013/14 Listed companies Average date of first Empl. Share Plan Year	2013/14 Listed companies Companies having published %EO Numbers	2013/14 Listed companies Companies having Stock Options Numbers	2013/14 Listed companies Companies having broad based plans Numbers	2013/14 Listed companies Companies having EOwnership Numbers	2013/14 Listed companies Companies having E Share Plans Numbers	2013/14 Listed companies Companies having %EO>1% Numbers	2013/14 Listed companies Companies having %EO>6% Numbers	2013/14 Listed companies Companies having %EO>20% Numbers
AT	38	2.002	8	11	17	32	23	18	11	7
BE	52	1.999	3	43	16	47	47	26	11	7
BG	7	0	0	0	0	6	0	0	0	0
CH	161	2.001	12	93	62	156	140	84	21	11
CY	3	2.000	1	3	2	3	3	1	1	1
CZ	6	2.006	0	4	2	4	5	0	0	0
DA	73	2.002	4	56	37	71	63	18	4	3
DE	221	2.000	11	134	81	188	171	85	36	26
EE	6	2.008	0	2	0	6	3	2	1	0
ES	96	2.004	3	36	15	88	50	28	20	15
FI	68	2.002	1	51	28	67	64	30	5	2
FR	252	1.997	176	210	201	239	243	182	82	51
GR	52	2.003	0	28	8	41	31	22	19	14
HR	12	2.004	0	3	2	7	7	3	1	1
HU	9	1.998	3	5	4	7	8	3	0	0
IE	30	1.996	0	28	17	30	29	17	4	1
IS	5	2.006	0	3	0	5	5	2	1	1
IT	146	2.003	1	92	16	132	99	55	34	24
LT	6	0	0	0	0	3	0	1	1	1
LU	13	2.007	0	10	0	10	12	5	4	2
LV	3	2.002	0	0	1	2	1	0	0	0
MT	5	1.998	0	2	3	4	4	1	0	0
NL	73	1.999	9	61	25	71	70	40	8	5
NO	98	2.003	6	62	55	96	85	44	9	6
PL	96	2.007	0	43	13	79	56	33	22	10
PT	31	2.003	2	13	7	27	16	8	3	3
RO	10	2.009	0	1	2	7	3	0	0	0
SK	6	2.002	0	0	0	1	1	0	0	0
SL	15	1.998	3	1	6	13	9	5	2	1
SV	133	2.001	6	103	54	132	120	55	12	7
UK	499	1.997	6	480	382	494	494	356	94	44
31 COUNTRIES	2.225	2.000	255	1.578	1.056	2.068	1.862	1.124	406	243
13 NMS - PL (*)	88	2.002	7	21	22	63	44	16	6	4

(*) "New" Member States except Poland

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	161 2013/14 Listed companies Companies having %EO>50% Numbers	162 2013/14 Listed companies having plans Employees Numbers	163 2013/14 Listed companies having plans Employee owners Numbers	164 2013/14 Listed companies having plans Employee owners in % of employees	165 2013/14 Listed companies applying Profit-sharing Numbers	166 2013/14 Listed companies full info about EXEC shareholdings Numbers	167 2013/14 Listed companies Discriminations in voting rights Numbers	168 2013/14 Listed companies Employee owners on Boards Numbers	169 2013/14 Listed companies Employees on Boards Numbers	170 2013/14 Listed companies EXEC owners on Boards Numbers
AT	2	341.300	101.624	29,8	4	11	3	1	30	8
BE	3	619.354	64.976	10,5	8	12	0	0	0	7
BG	0	0	0	0,0	0	6	0	0	0	0
CH	4	1.662.899	253.088	15,2	22	158	16	0	3	12
CY	1	10.933	1.854	17,0	0	2	0	0	0	1
CZ	0	55.988	3.817	6,8	0	3	0	0	3	0
DA	2	904.970	68.423	7,6	1	60	10	0	53	3
DE	7	5.290.344	822.356	15,5	22	76	6	0	139	30
EE	0	9.914	34	0,3	0	6	0	0	0	1
ES	5	1.517.120	137.677	9,1	5	91	0	0	1	19
FI	0	528.652	117.100	22,2	10	66	17	0	5	2
FR	23	7.426.695	3.299.044	44,4	226	183	95	32	54	56
GR	3	217.912	13.905	6,4	0	2	0	1	7	18
HR	1	43.376	3.819	8,8	0	5	0	0	6	1
HU	0	95.015	7.594	8,0	1	6	0	0	6	0
IE	0	265.540	28.100	10,6	5	30	0	1	0	3
IS	0	12.616	480	3,8	0	5	0	0	0	1
IT	17	1.451.088	82.337	5,7	3	130	1	0	0	29
LT	0	0	0	0,0	0	6	0	0	0	1
LU	2	40.025	1.106	2,8	2	4	0	0	0	3
LV	0	800	140	17,5	0	3	0	0	0	0
MT	0	4.068	2.164	53,2	0	1	0	1	0	0
NL	1	1.749.215	333.339	19,1	12	63	13	0	2	5
NO	2	318.110	45.284	14,2	7	94	0	1	50	5
PL	0	371.711	105.171	28,3	1	68	2	0	6	19
PT	0	216.262	10.573	4,9	3	31	0	0	0	3
RO	0	35.063	32.630	93,1	0	7	0	0	0	0
SK	0	3.271	0	0,0	0	1	0	0	5	0
SL	1	22.649	3.478	15,4	1	12	0	0	12	1
SV	4	1.447.356	529.170	36,6	18	128	59	1	63	11
UK	14	7.723.546	2.238.237	29,0	25	487	2	0	2	71
31 COUNTRIES	92	32.385.791	8.307.521	25,7	376	1.757	224	38	447	310
13 NMS - PL (*)	3	281.077	55.531	19,8	2	58	0	1	32	5

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	171 2013/14 Listed companies One-Tier Board structure Numbers	172 2013/14 Listed companies Two-Tier Board structure Numbers	173 2012/13 Listed companies Companies having published %EO Numbers	174 2012/13 Listed companies Companies having Stock Options Numbers	175 2012/13 Listed companies Companies having broad based plans Numbers	176 2012/13 Listed companies Companies having EOwnership Numbers	177 2012/13 Listed companies Companies having E Share Plans Numbers	178 2012/13 Listed companies Companies having %EO>1% Numbers	179 2012/13 Listed companies Companies having %EO>6% Numbers	180 2012/13 Listed companies Companies having %EO>20% Numbers
AT	0	38	8	11	17	32	23	19	10	6
BE	52	0	3	42	15	47	46	21	11	6
BG	1	6	0	0	0	6	0	0	0	0
CH	33	128	13	93	61	156	139	85	23	11
CY	3	0	1	3	2	3	3	2	1	1
CZ	1	5	0	4	1	4	5	0	0	0
DA	2	71	5	54	36	70	61	24	4	3
DE	1	220	10	131	78	184	164	86	40	25
EE	0	6	0	2	0	6	3	2	1	0
ES	96	0	3	35	15	87	49	29	22	13
FI	7	61	1	51	26	66	64	27	4	2
FR	194	58	174	208	195	236	237	181	83	51
GR	52	0	0	28	8	40	31	21	16	12
HR	0	12	0	3	2	6	7	3	1	1
HU	0	9	5	5	4	7	8	3	1	0
IE	30	0	0	28	17	30	28	17	5	2
IS	1	4	0	3	0	5	5	2	0	0
IT	1	145	1	91	14	131	98	55	36	26
LT	0	6	0	0	0	2	0	1	1	1
LU	10	3	0	9	0	10	11	5	5	2
LV	0	3	0	0	1	2	1	0	0	0
MT	2	3	0	2	3	4	4	1	0	0
NL	11	62	9	61	25	71	70	36	9	4
NO	5	93	5	61	52	94	81	42	10	5
PL	0	96	1	41	12	72	53	33	23	11
PT	23	8	1	13	7	26	15	8	4	3
RO	8	2	0	1	2	5	3	0	0	0
SK	0	6	0	0	0	1	1	0	0	0
SL	1	14	3	1	6	13	9	5	2	1
SV	52	81	7	102	52	131	119	55	14	7
UK	499	0	5	472	371	487	483	341	104	51
31 COUNTRIES	1.085	1.140	255	1.555	1.022	2.034	1.821	1.104	430	244
13 NMS - PL (*)	16	72	9	21	21	59	44	17	7	4

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	181 2012/13 Listed companies Companies having %EO>50% Numbers	182 2012/13 Listed companies having plans Employees Numbers	183 2012/13 Listed companies having plans Employee owners Numbers	184 2012/13 Listed companies having plans Employee owners in % of employees	185 2012/13 Listed companies applying Profit-sharing Numbers	186 2012/13 Listed companies full info about EXEC shareholdings Numbers	187 2012/13 Listed companies Discriminations in voting rights Numbers	188 2012/13 Listed companies Employee owners on Boards Numbers	189 2012/13 Listed companies Employees on Boards Numbers	190 2012/13 Listed companies EXEC owners on Boards Numbers
AT	2	338.502	104.989	31,0	4	10	0	1	30	7
BE	4	581.213	51.637	8,9	8	13	0	0	0	6
BG	0	0	0	0,0	0	6	0	0	0	0
CH	3	1.643.109	255.927	15,6	20	158	18	0	3	12
CY	1	14.511	2.082	14,3	0	3	0	0	0	1
CZ	0	62.926	3.217	5,1	0	3	0	0	3	0
DA	2	939.249	72.490	7,7	1	59	10	0	53	3
DE	7	5.232.580	856.765	16,4	26	77	7	0	139	31
EE	0	9.623	28	0,3	0	6	0	0	0	0
ES	5	1.517.990	162.275	10,7	4	91	0	0	1	21
FI	0	560.798	117.949	21,0	10	65	17	0	6	2
FR	24	7.484.174	3.382.119	45,2	227	187	93	32	52	60
GR	3	216.651	14.946	6,9	0	1	0	1	7	18
HR	1	44.728	6.075	13,6	0	5	0	0	6	1
HU	0	95.611	7.700	8,1	2	7	0	0	6	0
IE	0	260.427	29.704	11,4	5	30	0	1	0	4
IS	0	11.949	467	3,9	0	5	0	0	0	0
IT	18	1.459.971	96.960	6,6	0	132	1	0	0	30
LT	0	0	0	0,0	0	4	0	0	0	1
LU	2	40.269	1.045	2,6	2	2	0	0	0	3
LV	0	800	170	21,3	0	3	0	0	0	0
MT	0	4.121	2.182	53,0	0	1	0	1	0	0
NL	1	1.829.644	327.200	17,9	11	64	14	0	1	5
NO	1	318.819	51.500	16,2	6	94	0	1	52	7
PL	0	378.100	100.999	26,7	1	61	2	0	6	19
PT	0	269.552	19.303	7,2	3	30	0	0	0	4
RO	0	37.531	38.850	103,5	0	5	0	0	0	0
SK	0	3.585	0	0,0	0	1	0	0	5	0
SL	1	24.466	4.208	17,2	1	12	0	0	13	1
SV	2	1.438.372	582.456	40,5	19	129	60	1	62	9
UK	16	7.775.264	2.048.246	26,3	19	475	1	0	2	79
31 COUNTRIES	93	32.594.535	8.341.491	25,6	369	1.739	223	38	447	324
13 NMS - PL (*)	3	297.902	64.512	21,7	3	56	0	1	33	4

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	191 2012/13 Listed companies One-Tier Board structure Numbers	192 2012/13 Listed companies Two-Tier Board structure Numbers	193 2011/12 Listed companies Companies having published %EO Numbers	194 2011/12 Listed companies Companies having Stock Options Numbers	195 2011/12 Listed companies Companies having broad based plans Numbers	196 2011/12 Listed companies Companies having EOwnership Numbers	197 2011/12 Listed companies Companies having E Share Plans Numbers	198 2011/12 Listed companies Companies having %EO>1% Numbers	199 2011/12 Listed companies Companies having %EO>6% Numbers	200 2011/12 Listed companies Companies having %EO>20% Numbers
AT	0	38	7	11	17	29	23	20	10	5
BE	52	0	4	42	14	44	45	20	11	6
BG	1	6	0	0	0	5	0	0	0	0
CH	33	128	12	93	60	156	137	81	25	11
CY	3	0	1	3	2	3	3	2	1	1
CZ	1	5	0	4	1	5	5	0	0	0
DA	2	71	5	53	36	69	61	24	4	3
DE	1	219	10	131	76	187	164	88	39	25
EE	0	6	0	2	0	4	2	2	1	0
ES	96	0	5	34	15	84	46	29	20	12
FI	7	61	1	51	24	65	63	27	4	2
FR	197	54	171	207	193	236	236	177	76	52
GR	52	0	0	28	8	38	31	21	16	12
HR	0	12	0	3	2	6	6	2	1	1
HU	0	9	4	5	4	8	8	3	1	0
IE	30	0	0	28	17	30	28	17	5	2
IS	1	4	0	3	0	4	4	2	0	0
IT	1	145	1	91	14	131	97	56	38	29
LT	1	5	0	0	0	4	0	1	1	1
LU	10	3	0	9	0	9	11	5	4	2
LV	0	3	0	0	1	1	1	0	0	0
MT	2	3	0	2	3	4	4	2	0	0
NL	11	62	9	61	25	67	68	34	9	4
NO	3	95	5	61	51	92	81	37	9	6
PL	0	96	1	40	12	74	53	35	26	13
PT	22	9	1	13	7	27	14	7	3	2
RO	8	2	0	1	2	3	3	0	0	0
SK	0	6	0	0	0	0	1	0	0	0
SL	1	14	3	1	6	12	9	5	2	1
SV	51	82	8	101	50	129	117	54	16	7
UK	498	0	10	470	369	485	481	315	111	54
31 COUNTRIES	1.084	1.138	258	1.548	1.009	2.011	1.802	1.066	433	251
13 NMS - PL (*)	17	71	8	21	21	55	42	17	7	4

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	201 2011/12 Listed companies Companies having %EO>50% Numbers	202 2011/12 Listed companies having plans Employees Numbers	203 2011/12 Listed companies having plans Employee owners Numbers	204 2011/12 Listed companies having plans Employee owners in % of employees	205 2010/11 Listed companies Companies having published %EO Numbers	206 2010/11 Listed companies Companies having Stock Options Numbers	207 2010/11 Listed companies Companies having broad based plans Numbers	208 2010/11 Listed companies Companies having EOwnership Numbers	209 2010/11 Listed companies Companies having E Share Plans Numbers	210 2010/11 Listed companies Companies having %EO>1% Numbers
AT	1	339.709	106.867	31,5	6	11	16	28	22	17
BE	4	608.209	57.880	9,5	4	42	14	43	45	21
BG	0	0	0	0,0	0	0	0	5	0	0
CH	3	1.599.582	257.259	16,1	13	93	60	156	134	78
CY	1	15.967	2.139	13,4	1	3	2	3	3	2
CZ	0	64.030	3.223	5,0	0	3	1	4	4	0
DA	2	936.431	72.756	7,8	5	53	36	69	61	26
DE	7	5.104.260	903.303	17,7	10	130	75	184	160	91
EE	0	9.444	28	0,3	0	2	0	4	2	2
ES	5	1.658.630	165.980	10,0	5	34	12	83	45	29
FI	0	593.686	127.850	21,5	1	51	24	65	63	30
FR	24	7.264.083	3.438.114	47,3	169	207	193	235	236	177
GR	3	220.548	15.538	7,0	0	28	8	38	31	22
HR	1	45.551	8.335	18,3	0	3	2	6	6	2
HU	0	93.561	7.584	8,1	3	5	4	9	8	3
IE	0	254.848	31.340	12,3	2	28	17	30	28	17
IS	0	11.329	486	4,3	0	3	0	3	3	0
IT	20	1.447.938	114.082	7,9	2	91	13	129	97	55
LT	0	0	0	0,0	0	0	0	4	0	1
LU	2	41.032	854	2,1	0	8	0	9	9	5
LV	0	800	200	25,0	0	0	1	1	1	0
MT	0	4.286	2.282	53,2	0	2	3	4	4	2
NL	1	1.820.218	343.619	18,9	8	60	25	65	66	33
NO	1	320.091	54.610	17,1	5	58	49	90	76	33
PL	2	394.731	120.582	30,5	5	36	10	72	48	37
PT	0	265.611	19.575	7,4	1	13	7	27	14	6
RO	0	39.444	61.051	154,8	0	1	2	3	3	0
SK	0	3.624	0	0,0	0	0	0	0	1	0
SL	1	25.448	4.938	19,4	3	1	6	12	8	5
SV	2	1.395.168	563.493	40,4	8	100	50	128	115	56
UK	18	7.643.626	2.029.206	26,5	12	462	358	482	473	311
31 COUNTRIES	98	32.221.884	8.513.172	26,4	263	1.528	988	1.991	1.766	1.061
13 NMS - PL (*)	3	302.155	89.780	29,7	7	20	21	55	40	17

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	211 2010/11 Listed companies Companies having %EO>6% Numbers	212 2010/11 Listed companies Companies having %EO>20% Numbers	213 2010/11 Listed companies Companies having %EO>50% Numbers	214 2010/11 Listed companies having plans Employees Numbers	215 2010/11 Listed companies having plans Employee owners Numbers	216 2010/11 Listed companies having plans Employee owners in % of employees	217 2009/10 Listed companies Companies having published %EO Numbers	218 2009/10 Listed companies Companies having Stock Options Numbers	219 2009/10 Listed companies Companies having broad based plans Numbers	220 2009/10 Listed companies Companies having EOwnership Numbers
AT	10	5	1	334.995	101.186	30,2	8	11	16	28
BE	11	6	4	600.612	83.526	13,9	6	42	15	42
BG	0	0	0	0	0	0,0	0	0	0	5
CH	31	11	2	1.473.514	253.617	17,2	12	92	60	154
CY	1	1	1	16.651	2.218	13,3	1	3	2	3
CZ	0	0	0	66.558	3.219	4,8	0	3	1	4
DA	5	4	1	907.210	76.400	8,4	5	52	35	68
DE	44	28	11	4.915.300	960.266	19,5	13	129	75	182
EE	1	0	0	9.167	29	0,3	0	2	0	4
ES	19	12	6	1.531.388	172.029	11,2	4	34	12	83
FI	4	2	0	570.072	136.848	24,0	1	51	23	65
FR	74	54	24	6.961.475	3.448.066	49,5	174	206	190	233
GR	18	11	3	234.078	17.974	7,7	0	28	8	38
HR	1	1	1	46.732	10.565	22,6	0	3	2	6
HU	1	0	0	90.803	7.373	8,1	4	5	4	9
IE	5	2	0	261.561	34.213	13,1	2	28	17	30
IS	0	0	0	10.592	490	4,6	0	2	0	3
IT	38	28	18	1.441.379	136.541	9,5	2	89	11	129
LT	1	0	0	0	0	0,0	0	0	0	4
LU	3	2	2	38.705	759	2,0	0	7	0	9
LV	0	0	0	900	220	24,4	0	0	1	1
MT	0	0	0	4.299	2.282	53,1	0	2	3	4
NL	9	5	1	1.735.421	361.168	20,8	8	57	25	65
NO	9	7	2	303.233	61.209	20,2	5	57	47	89
PL	26	12	2	392.182	98.238	25,0	3	34	8	68
PT	3	3	0	224.591	20.625	9,2	1	13	7	27
RO	0	0	0	42.520	61.386	144,4	0	1	0	2
SK	0	0	0	3.683	0	0,0	0	0	0	0
SL	2	1	1	25.580	5.659	22,1	4	1	6	12
SV	17	7	4	1.299.515	550.951	42,4	9	99	48	128
UK	109	52	21	7.476.711	2.075.113	27,8	14	458	350	477
31 COUNTRIES	442	254	105	31.019.427	8.682.171	28,0	276	1.509	966	1.972
13 NMS - PL (*)	7	3	3	306.893	92.951	30,3	9	20	19	54

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	221 2009/10 Listed companies Companies having E Share Plans Numbers	222 2009/10 Listed companies Companies having %EO>1% Numbers	223 2009/10 Listed companies Companies having %EO>6% Numbers	224 2009/10 Listed companies Companies having %EO>20% Numbers	225 2009/10 Listed companies Companies having %EO>50% Numbers	226 2009/10 Listed companies having plans Employees Numbers	227 2009/10 Listed companies having plans Employee owners Numbers	228 2009/10 Listed companies having plans Employee owners in % of employees	229 2008/09 Listed companies Companies having published %EO Numbers	230 2008/09 Listed companies Companies having Stock Options Numbers
AT	22	17	10	5	2	329.396	103.782	31,5	8	11
BE	45	20	11	6	4	601.574	97.838	16,3	6	42
BG	0	0	0	0	0	0	0	0,0	0	0
CH	131	75	29	10	2	1.413.653	275.335	19,5	13	91
CY	3	3	1	1	1	17.008	12.231	71,9	1	3
CZ	4	0	0	0	0	69.188	3.309	4,8	0	3
DA	60	26	4	3	1	874.017	70.075	8,0	9	52
DE	158	95	43	27	10	4.827.997	1.032.458	21,4	12	127
EE	2	1	0	0	0	9.424	10	0,1	0	2
ES	45	23	15	10	4	1.451.365	136.403	9,4	4	31
FI	63	30	6	2	0	562.398	140.427	25,0	1	51
FR	234	174	76	55	27	6.796.539	3.277.752	48,2	172	204
GR	31	18	15	9	2	246.619	19.597	7,9	0	27
HR	6	2	1	1	1	45.769	12.795	28,0	0	3
HU	8	4	1	0	0	93.809	6.338	6,8	4	5
IE	28	15	6	2	0	264.600	37.642	14,2	2	28
IS	2	0	0	0	0	11.235	530	4,7	0	2
IT	94	57	39	29	18	1.443.873	143.237	9,9	2	89
LT	0	1	1	0	0	0	0	0,0	0	0
LU	8	4	2	1	1	29.289	446	1,5	0	6
LV	1	0	0	0	0	1.500	270	18,0	0	0
MT	4	1	0	0	0	4.580	2.286	49,9	0	2
NL	63	34	9	5	1	1.787.589	302.714	16,9	8	57
NO	73	35	13	8	2	301.936	63.414	21,0	4	57
PL	45	33	25	12	2	384.237	90.396	23,5	2	33
PT	14	7	3	3	0	218.186	20.659	9,5	1	13
RO	1	0	0	0	0	47.015	64	0,1	0	1
SK	1	0	0	0	0	3.716	0	0,0	0	0
SL	8	5	4	1	1	29.101	6.321	21,7	4	1
SV	113	56	17	6	3	1.259.666	491.497	39,0	9	96
UK	468	311	112	55	21	7.438.209	2.121.021	28,5	16	456
31 COUNTRIES	1.735	1.047	443	251	103	30.563.487	8.468.847	27,7	278	1.493
13 NMS - PL (*)	38	17	8	3	3	321.110	43.623	13,6	9	20

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	231 2008/09 Listed companies Companies having broad based plans Numbers	232 2008/09 Listed companies Companies having EOwnership Numbers	233 2008/09 Listed companies Companies having E Share Plans Numbers	234 2008/09 Listed companies Companies having %EO>1% Numbers	235 2008/09 Listed companies Companies having %EO>6% Numbers	236 2008/09 Listed companies Companies having %EO>20% Numbers	237 2008/09 Listed companies Companies having %EO>50% Numbers	238 2008/09 Listed companies having plans Employees Numbers	239 2008/09 Listed companies having plans Employee owners Numbers	240 2008/09 Listed companies having plans Employee owners in % of employees
AT	16	28	22	17	10	5	1	351.365	100.808	28,7
BE	15	42	45	18	11	6	4	638.038	108.718	17,0
BG	0	5	0	0	0	0	0	0	0	0,0
CH	59	152	128	72	28	10	2	1.447.071	286.000	19,8
CY	2	3	3	3	1	1	1	16.800	12.255	72,9
CZ	1	4	4	0	0	0	0	65.669	3.309	5,0
DA	35	68	60	29	4	3	1	877.383	72.843	8,3
DE	75	179	153	98	47	28	11	4.899.937	1.006.317	20,5
EE	0	4	2	2	0	0	0	11.292	10	0,1
ES	12	83	43	27	16	11	4	1.428.422	126.185	8,8
FI	23	64	62	36	5	2	0	607.298	170.355	28,1
FR	185	232	233	174	79	58	26	6.907.330	2.964.557	42,9
GR	8	38	30	19	15	10	4	237.738	21.462	9,0
HR	2	6	6	2	1	1	1	46.984	15.035	32,0
HU	5	9	8	4	1	0	0	76.947	6.237	8,1
IE	17	30	28	17	7	3	0	286.456	38.960	13,6
IS	0	3	2	1	1	0	0	10.536	560	5,3
IT	11	129	94	61	38	31	19	1.470.323	157.072	10,7
LT	0	4	0	1	1	0	0	0	0	0,0
LU	0	8	7	4	2	2	2	29.533	473	1,6
LV	1	1	1	0	0	0	0	1.624	300	18,5
MT	3	4	4	1	0	0	0	4.773	2.286	47,9
NL	25	62	63	35	9	5	2	1.916.529	294.213	15,4
NO	44	89	73	40	14	8	1	312.246	65.078	20,8
PL	7	67	43	32	25	13	4	386.869	63.967	16,5
PT	7	27	14	8	3	3	0	217.518	22.501	10,3
RO	0	2	1	0	0	0	0	49.679	25	0,1
SK	0	0	1	0	0	0	0	3.737	0	0,0
SL	5	12	8	5	4	1	1	31.113	6.679	21,5
SV	47	128	110	61	18	7	2	1.314.870	487.173	37,1
UK	343	476	464	335	116	58	20	7.592.815	2.094.898	27,6
31 COUNTRIES	948	1.959	1.712	1.102	456	266	106	31.240.895	8.128.277	26,0
13 NMS - PL (*)	19	54	38	18	8	3	3	308.618	46.136	14,9

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	241 2007/08 Listed companies Companies having published %EO Numbers	242 2007/08 Listed companies Companies having Stock Options Numbers	243 2007/08 Listed companies Companies having broad based plans Numbers	244 2007/08 Listed companies Companies having EOwnership Numbers	245 2007/08 Listed companies Companies having E Share Plans Numbers	246 2007/08 Listed companies Companies having %EO>1% Numbers	247 2007/08 Listed companies Companies having %EO>6% Numbers	248 2007/08 Listed companies Companies having %EO>20% Numbers	249 2007/08 Listed companies Companies having %EO>50% Numbers	250 2007/08 Listed companies having plans Employees Numbers
AT	9	11	16	23	21	17	9	5	2	331.456
BE	6	40	15	41	43	22	11	6	4	633.611
BG	0	0	0	1	0	0	0	0	0	0
CH	10	91	59	142	125	75	26	10	1	1.386.875
CY	1	3	2	3	3	3	2	1	0	11.351
CZ	0	3	1	2	4	0	0	0	0	68.409
DA	10	50	34	62	58	31	5	2	1	810.616
DE	12	125	71	169	148	94	49	26	12	4.712.574
EE	0	2	0	4	2	2	0	0	0	11.054
ES	5	29	12	71	40	30	17	11	4	1.342.434
FI	1	51	22	64	59	36	5	2	0	582.128
FR	167	203	183	223	229	171	75	55	27	6.630.076
GR	0	25	7	37	28	19	13	10	3	228.465
HR	0	3	2	7	6	2	2	1	1	45.462
HU	6	5	5	9	8	4	1	0	0	77.372
IE	1	28	17	30	28	20	7	3	0	281.521
IS	0	2	0	3	2	2	1	0	0	9.106
IT	2	87	10	115	91	63	39	30	19	1.414.747
LT	0	0	0	4	0	1	1	0	0	0
LU	0	5	0	7	6	4	3	2	2	28.940
LV	0	0	1	1	1	0	0	0	0	1.100
MT	0	2	3	4	4	1	0	0	0	4.804
NL	9	56	24	63	63	37	9	5	2	1.853.412
NO	4	53	40	80	69	39	15	6	0	300.818
PL	1	30	5	45	37	27	23	12	3	354.537
PT	1	11	6	21	12	11	4	1	0	196.443
RO	0	1	0	2	1	0	0	0	0	41.104
SK	0	0	0	0	1	0	0	0	0	3.671
SL	4	1	5	13	6	4	4	1	1	30.641
SV	7	91	45	124	103	62	19	9	3	1.277.047
UK	14	450	329	470	455	334	115	58	20	7.350.485
31 COUNTRIES	270	1.458	914	1.840	1.653	1.111	455	256	105	30.020.260
13 NMS - PL (*)	11	20	19	50	36	17	10	3	2	294.968

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	251 2007/08 Listed companies having plans Employee owners Numbers	252 2007/08 Listed companies having plans Employee owners in % of employees	253 2006/07 Listed companies Companies having published %EO Numbers	254 2006/07 Listed companies Companies having Stock Options Numbers	255 2006/07 Listed companies Companies having broad based plans Numbers	256 2006/07 Listed companies Companies having EOwnership Numbers	257 2006/07 Listed companies Companies having E Share Plans Numbers	258 2006/07 Listed companies Companies having %EO>1% Numbers	259 2006/07 Listed companies Companies having %EO>6% Numbers	260 2006/07 Listed companies Companies having %EO>20% Numbers
AT	105.706	31,9	10	12	15	24	21	17	8	5
BE	124.868	19,7	7	39	14	38	41	20	11	8
BG	0	0,0	1	0	0	1	0	0	0	0
CH	275.527	19,9	10	90	58	140	121	70	26	10
CY	7.700	67,8	0	3	2	3	3	3	2	1
CZ	3.209	4,7	0	2	1	2	3	0	0	0
DA	64.772	8,0	11	47	29	57	54	32	4	2
DE	982.967	20,9	12	119	65	159	144	96	49	27
EE	9	0,1	0	0	0	3	0	2	0	0
ES	137.705	10,3	5	27	10	68	36	25	15	9
FI	166.072	28,5	2	50	21	63	56	38	5	3
FR	2.784.264	42,0	169	200	177	214	222	161	74	52
GR	22.157	9,7	0	23	6	34	25	17	14	9
HR	12.064	26,5	0	3	1	5	5	1	1	1
HU	6.497	8,4	6	5	5	9	8	4	1	0
IE	39.532	14,0	1	27	15	29	27	18	8	3
IS	652	7,2	1	2	0	3	2	2	1	0
IT	154.155	10,9	2	84	8	110	86	63	42	33
LT	0	0,0	0	0	0	4	0	1	1	0
LU	389	1,3	0	4	0	6	4	4	3	2
LV	300	27,3	0	0	1	1	1	0	0	0
MT	2.200	45,8	0	2	3	4	4	2	0	0
NL	302.059	16,3	10	55	24	62	61	32	10	5
NO	59.045	19,6	4	45	37	76	63	40	17	6
PL	7.815	2,2	1	26	4	37	28	28	22	11
PT	21.819	11,1	1	11	6	21	11	11	5	1
RO	1	0,0	0	1	0	2	1	0	0	0
SK	0	0,0	0	0	0	0	1	0	0	0
SL	6.675	21,8	4	0	5	12	3	4	3	0
SV	481.836	37,7	5	83	41	122	94	63	22	8
UK	2.102.165	28,6	14	441	318	462	446	322	122	62
31 COUNTRIES	7.872.159	26,2	276	1.401	866	1.771	1.571	1.076	466	258
13 NMS - PL (*)	38.655	13,1	11	16	18	46	29	17	8	2

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	261 2006/07 Listed companies Companies having %EO>50% Numbers	262 2006/07 Listed companies having plans Employees Numbers	263 2006/07 Listed companies having plans Employee owners Numbers	264 2006/07 Listed companies having plans Employee owners in % of employees	265 2005/06 Listed companies Companies having published %EO Numbers	266 2005/06 Listed companies Companies having Stock Options Numbers	267 2005/06 Listed companies Companies having broad based plans Numbers	268 2005/06 Listed companies Companies having EOwnership Numbers	269 2005/06 Listed companies Companies having E Share Plans Numbers	270 2005/06 Listed companies Companies having %EO>1% Numbers
AT	2	300.238	108.779	36,2	9	12	11	20	18	11
BE	4	609.213	114.178	18,7	6	37	12	35	39	18
BG	0	0	0	0,0	1	0	0	1	0	0
CH	2	1.310.243	265.704	20,3	9	86	49	141	116	58
CY	0	9.384	7.055	75,2	1	3	2	2	3	2
CZ	0	71.569	3.282	4,6	0	2	1	1	3	0
DA	1	735.937	48.618	6,6	10	43	27	55	51	23
DE	13	4.710.295	1.038.727	22,1	12	107	59	151	132	76
EE	0	8.996	10	0,1	0	0	0	3	0	1
ES	2	1.224.902	79.026	6,5	6	23	7	58	28	22
FI	1	515.579	146.622	28,4	1	48	14	61	53	34
FR	25	6.263.670	2.491.906	39,8	160	196	161	199	217	151
GR	3	176.482	16.110	9,1	0	22	6	29	23	16
HR	1	46.357	40	0,1	0	4	1	5	5	1
HU	0	73.624	6.337	8,6	6	4	4	9	8	3
IE	0	264.063	40.798	15,5	1	26	15	28	26	14
IS	0	9.130	809	8,9	0	2	0	2	2	2
IT	22	1.275.700	125.411	9,8	2	77	7	108	78	62
LT	0	0	0	0,0	0	0	0	3	0	1
LU	2	28.013	597	2,1	0	3	0	7	3	4
LV	0	1.061	400	37,7	0	0	0	1	1	0
MT	0	4.581	3.177	69,4	0	2	3	4	4	2
NL	2	1.765.045	333.906	18,9	9	53	23	60	58	25
NO	2	283.790	58.479	20,6	5	40	34	70	56	34
PL	4	318.152	38.397	12,1	2	19	4	29	20	22
PT	0	182.205	23.090	12,7	2	11	6	18	11	9
RO	0	46.348	5	0,0	0	0	0	2	0	0
SK	0	2.366	0	0,0	0	0	0	0	1	0
SL	0	28.309	6.804	24,0	2	0	4	11	3	4
SV	4	1.181.869	423.569	35,8	4	80	39	113	92	56
UK	24	6.932.478	2.009.230	29,0	14	425	308	448	428	292
31 COUNTRIES	114	28.379.598	7.391.067	26,0	262	1.325	797	1.674	1.479	943
13 NMS - PL (*)	1	292.595	27.110	9,3	10	15	15	42	28	14

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	271 2005/06 Listed companies Companies having %EO>6% Numbers	272 2005/06 Listed companies Companies having %EO>20% Numbers	273 2005/06 Listed companies Companies having %EO>50% Numbers	274 2013/14 Large non-listed employee-owned companies Numbers	275 2013/14 Large non-listed EO companies Birthdate Year	276 2013/14 Large NL EO comp. Stock capitalisation million €	277 2013/14 Large NL EO comp. Employees Numbers	278 2013/14 Large NL EO comp. Employee owners Numbers	279 2013/14 Large NL EO comp. Employee owners in % of employees	280 2012/13 Large NL EO comp. Stock capitalisation million €
AT	7	4	2	1	2.013	11 €	1.000	89	8,90	11 €
BE	10	9	4	0	0	0 €	0	0	0,00	0 €
BG	0	0	0	2	1.948	4 €	480	263	54,73	4 €
CH	24	9	2	0	0	0 €	0	0	0,00	0 €
CY	1	1	0	0	0	0 €	0	0	0,00	0 €
CZ	0	0	0	24	1.950	52 €	4.639	2.546	54,89	52 €
DA	4	2	1	0	0	0 €	0	0	0,00	0 €
DE	38	20	8	4	1.973	690 €	9.991	9.768	97,77	656 €
EE	0	0	0	0	0	0 €	0	0	0,00	0 €
ES	13	7	3	69	1.983	4.476 €	100.297	48.916	48,77	4.553 €
FI	6	3	2	0	0	0 €	0	0	0,00	0 €
FR	64	39	15	90	1.978	1.703 €	43.537	21.892	50,28	1.609 €
GR	12	6	2	0	0	0 €	0	0	0,00	0 €
HR	1	1	1	0	0	0 €	0	0	0,00	0 €
HU	1	1	0	7	1.994	98 €	2.548	1.323	51,92	97 €
IE	8	4	0	0	0	0 €	0	0	0,00	0 €
IS	1	0	0	0	0	0 €	0	0	0,00	0 €
IT	45	33	20	33	1.946	3.807 €	100.913	48.202	47,77	3.933 €
LT	1	1	0	0	0	0 €	0	0	0,00	0 €
LU	3	2	2	0	0	0 €	0	0	0,00	0 €
LV	0	0	0	0	0	0 €	0	0	0,00	0 €
MT	0	0	0	0	0	0 €	0	0	0,00	0 €
NL	11	4	2	4	1.997	52 €	2.444	1.444	59,08	45 €
NO	14	7	1	1	2.003	9 €	100	91	91,00	8 €
PL	17	8	4	3	1.959	68 €	1.125	634	56,32	68 €
PT	5	1	0	0	0	0 €	0	0	0,00	0 €
RO	0	0	0	0	0	0 €	0	0	0,00	0 €
SK	0	0	0	2	1.949	28 €	340	191	56,32	28 €
SL	4	1	0	6	1.993	81 €	6.520	1.866	28,62	81 €
SV	21	7	4	0	0	0 €	0	0	0,00	0 €
UK	116	60	20	36	1.992	4.885 €	144.682	116.282	80,37	4.522 €
31 COUNTRIES	427	230	93	282	1.975	15.966 €	418.616	253.507	60,56	15.667 €
13 NMS - PL (*)	8	5	1	41	1.964	263 €	14.527	6.189	42,61	262 €

(*) "New" Member States except Poland

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	281	282	283	284	285	286	287	288	289	290
	2012/13	2012/13	2012/13	2011/12	2011/12	2011/12	2011/12	2010/11	2010/11	2010/11
	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers
AT	1.000	0	0,00	10 €	900	0	0,00	11 €	900	0
BE	0	0	0,00	0 €	0	0	0,00	0 €	0	0
BG	480	274	57,01	4 €	480	274	57,01	4 €	480	278
CH	0	0	0,00	0 €	0	0	0,00	0 €	0	0
CY	0	0	0,00	0 €	0	0	0,00	0 €	0	0
CZ	4.852	2.735	56,38	56 €	5.138	2.787	54,24	54 €	5.108	2.855
DA	0	0	0,00	0 €	0	0	0,00	0 €	0	0
DE	10.069	9.896	98,28	652 €	10.034	9.911	98,77	647 €	10.004	9.884
EE	0	0	0,00	0 €	0	0	0,00	0 €	0	0
ES	104.549	47.118	45,07	4.604 €	107.758	47.108	43,72	4.874 €	107.636	48.132
FI	0	0	0,00	0 €	0	0	0,00	0 €	0	0
FR	42.139	21.245	50,42	1.770 €	41.145	21.382	51,97	1.740 €	39.415	20.964
GR	0	0	0,00	0 €	0	0	0,00	0 €	0	0
HR	0	0	0,00	0 €	0	0	0,00	0 €	0	0
HU	3.730	2.006	53,78	105 €	3.730	2.006	53,78	102 €	3.730	2.228
IE	0	0	0,00	0 €	0	0	0,00	0 €	0	0
IS	0	0	0,00	0 €	0	0	0,00	0 €	0	0
IT	98.146	46.643	47,52	4.173 €	98.447	46.691	47,43	4.059 €	95.943	45.083
LT	0	0	0,00	0 €	0	0	0,00	0 €	0	0
LU	0	0	0,00	0 €	0	0	0,00	0 €	0	0
LV	0	0	0,00	0 €	0	0	0,00	0 €	0	0
MT	0	0	0,00	0 €	0	0	0,00	0 €	0	0
NL	2.566	1.564	60,97	38 €	2.663	1.475	55,39	41 €	2.686	1.383
NO	100	91	91,00	8 €	91	91	100,00	8 €	90	90
PL	1.125	660	58,67	73 €	1.125	660	58,67	71 €	1.125	653
PT	0	0	0,00	0 €	0	0	0,00	0 €	0	0
RO	0	0	0,00	0 €	0	0	0,00	0 €	0	0
SK	340	199	58,67	30 €	340	199	58,67	29 €	500	290
SL	6.662	1.942	29,15	86 €	6.385	1.992	31,20	84 €	7.134	2.161
SV	0	0	0,00	0 €	0	0	0,00	0 €	0	0
UK	141.105	113.126	80,17	4.626 €	135.651	108.037	79,64	4.618 €	131.080	102.228
31 COUNTRIES	416.863	247.500	59,37	16.233 €	413.887	242.613	58,62	16.343 €	405.831	236.228
13 NMS - PL (*)	16.064	7.157	44,55	280 €	16.073	7.258	45,16	274 €	16.952	7.812

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	291	292	293	294	295	296	297	298	299	300
	2010/11	2009/10	2009/10	2009/10	2009/10	2008/9	2008/9	2008/9	2008/9	2007/8
	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €
AT	0,00	13 €	900	0	0,00	15 €	820	0	0,00	15 €
BE	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
BG	58,00	4 €	480	283	59,01	4 €	480	288	60,00	4 €
CH	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
CY	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
CZ	55,89	53 €	5.730	3.306	57,69	53 €	5.721	3.361	58,74	51 €
DA	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
DE	98,80	595 €	9.372	9.163	97,77	624 €	9.802	9.595	97,88	598 €
EE	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
ES	44,72	4.850 €	108.985	51.555	47,30	4.837 €	114.197	52.170	45,68	5.626 €
FI	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
FR	53,19	1.538 €	37.191	19.603	52,71	1.895 €	36.164	19.637	54,30	1.813 €
GR	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
HR	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
HU	59,74	96 €	3.730	2.228	59,74	96 €	3.776	2.266	60,00	92 €
IE	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
IS	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
IT	46,99	3.905 €	95.797	45.210	47,19	3.743 €	93.302	45.154	48,40	3.482 €
LT	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
LU	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
LV	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
MT	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
NL	51,49	36 €	2.649	1.386	52,31	35 €	2.537	1.327	52,30	38 €
NO	100,00	7 €	90	90	100,00	7 €	90	90	100,00	9 €
PL	58,00	61 €	1.125	687	61,11	62 €	1.165	699	60,00	60 €
PT	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
RO	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
SK	58,00	25 €	500	303	60,56	25 €	710	426	60,00	24 €
SL	30,29	196 €	8.180	2.181	26,66	410 €	8.696	2.238	25,74	401 €
SV	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
UK	77,99	4.028 €	124.580	95.466	76,63	4.144 €	123.556	93.887	75,99	5.957 €
31 COUNTRIES	58,21	15.407 €	399.310	231.461	57,97	15.950 €	401.016	231.137	57,64	18.171 €
13 NMS - PL (*)	46,09	374 €	18.620	8.301	44,58	588 €	19.383	8.579	44,26	573 €

(*) "New" Member State

Data on employee ownership in European countries
(31 countries - 2.509 largest European companies - 35 million employees)

Countries	301	302	303	304	305	306	307	308	309
	2007/8	2007/8	2007/8	2006/7	2006/7	2006/7	2006/7	2005/6	2005/6
	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers
AT	740	0	0,00	16 €	700	0	0,00	18 €	700
BE	0	0	0,00	0 €	0	0	0,00	0 €	0
BG	480	288	60,00	4 €	480	288	60,00	4 €	480
CH	0	0	0,00	0 €	0	0	0,00	0 €	0
CY	0	0	0,00	0 €	0	0	0,00	0 €	0
CZ	6.181	3.637	58,84	52 €	6.241	3.673	58,85	51 €	6.669
DA	0	0	0,00	0 €	0	0	0,00	0 €	0
DE	9.341	9.156	98,02	589 €	9.116	8.931	97,97	572 €	8.879
EE	0	0	0,00	0 €	0	0	0,00	0 €	0
ES	113.950	48.790	42,82	5.185 €	103.212	48.336	46,83	4.681 €	97.762
FI	0	0	0,00	0 €	0	0	0,00	0 €	0
FR	35.390	19.416	54,86	1.637 €	31.483	17.718	56,28	1.506 €	29.814
GR	0	0	0,00	0 €	0	0	0,00	0 €	0
HR	0	0	0,00	0 €	0	0	0,00	0 €	0
HU	3.931	2.359	60,00	92 €	3.931	2.359	60,00	92 €	3.931
IE	0	0	0,00	0 €	0	0	0,00	0 €	0
IS	0	0	0,00	0 €	0	0	0,00	0 €	0
IT	90.514	48.042	53,08	3.194 €	88.993	56.146	63,09	2.942 €	96.622
LT	0	0	0,00	0 €	0	0	0,00	0 €	0
LU	0	0	0,00	0 €	0	0	0,00	0 €	0
LV	0	0	0,00	0 €	0	0	0,00	0 €	0
MT	0	0	0,00	0 €	0	0	0,00	0 €	0
NL	2.259	1.270	56,21	36 €	2.185	1.270	58,11	34 €	2.179
NO	90	90	100,00	8 €	90	90	100,00	7 €	90
PL	1.165	699	60,00	60 €	1.225	735	60,00	58 €	1.225
PT	0	0	0,00	0 €	0	0	0,00	0 €	0
RO	0	0	0,00	0 €	0	0	0,00	0 €	0
SK	1.270	762	60,00	24 €	1.270	762	60,00	22 €	1.270
SL	8.256	2.321	28,12	439 €	7.667	2.833	36,95	256 €	7.328
SV	0	0	0,00	0 €	0	0	0,00	0 €	0
UK	120.321	90.946	75,59	5.765 €	115.469	88.086	76,29	4.587 €	110.104
31 COUNTRIES	393.888	227.774	57,83	17.102 €	372.062	231.226	62,15	14.831 €	367.053
13 NMS - PL (*)	20.118	9.366	46,56	611 €	19.589	9.914	50,61	426 €	19.678

(*) "New" Member State

List of the 2.509 largest European companies in 2014

(L = Listed / NL = Non-listed)

AUSTRIA

AT	L	Agrana
AT	L	Amag
AT	L	AMS
AT	L	Andritz
AT	L	AT&S
AT	L	Bank für Tirol und Vorarlberg
AT	L	BKS Bank
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	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	Porr
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	Vienna Insurance
AT	L	Voestalpine
AT	L	Warimpex
AT	L	Wienerberger
AT	L	Zumtobel
AT	NL	ACP

BELGIUM

BE	L	Ablynx
BE	L	Ackermans & Van Haaren
BE	L	Ageas
BE	L	Agfa
BE	L	Anheuser-Busch InBev
BE	L	Arseus
BE	L	Atenor
BE	L	Barco
BE	L	Bekaert
BE	L	Belgacom
BE	L	bpost
BE	L	Cardio3 Biosciences
BE	L	CFE
BE	L	CMB
BE	L	Colruyt
BE	L	Deceuninck
BE	L	Delhaize Group
BE	L	Dexia
BE	L	Dieteren
BE	L	Econocom
BE	L	Elia
BE	L	Euronav
BE	L	EVS
BE	L	Exmar
BE	L	Fluxys
BE	L	Galapagos
BE	L	GBL
BE	L	GIMV
BE	L	Greenyard Foods
BE	L	Hamon
BE	L	IBA
BE	L	KBC
BE	L	Kinopolis
BE	L	Lotus Bakeries

BE	L	Melexis
BE	L	Mobistar
BE	L	Nyrstar
BE	L	Option
BE	L	Picanol
BE	L	Recticel
BE	L	Resilux
BE	L	Roularta
BE	L	Sioen
BE	L	Sipef
BE	L	Solvay
BE	L	Spadel
BE	L	Telenet
BE	L	Tessenderlo
BE	L	Thrombogenics
BE	L	UCB
BE	L	Umicore
BE	L	Van de Velde

BULGARIA

BG	L	Bulgarian American 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	RHI (Didier-Werke)
BG	NL	Nov svyat
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	Aevis Holding
CH	L	Agta Record
CH	L	Allreal
CH	L	Alpiq
CH	L	Also Actebis
CH	L	APG
CH	L	Arbonia
CH	L	Aryzt
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	Bravofly Rumbo
CH	L	Bucher
CH	L	Burkhardt Compression
CH	L	Burkhalter
CH	L	Calida N
CH	L	Cavotec
CH	L	Cembra Money Bank
CH	L	Cham Paper
CH	L	Charles Voegelé
CH	L	CKW
CH	L	Clariant
CH	L	Coltene
CH	L	Comet N

CH	L	Compagnie Financière Tradition
CH	L	Conzzeta
CH	L	Coop Bank
CH	L	CPH
CH	L	Crédit Suisse
CH	L	Cytos
CH	L	Datacolor
CH	L	Datwyler
CH	L	DKSH
CH	L	Dottikon
CH	L	Dufry
CH	L	EFG International
CH	L	Emmi
CH	L	Ems-Chemie
CH	L	Energiedienst
CH	L	Evolva
CH	L	Feintool
CH	L	Fischer
CH	L	Flughafen Zürich
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	Intershop
CH	L	IVF Hartmann
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	Nestlé
CH	L	Nobel Biocare
CH	L	Novartis
CH	L	Oerlikon
CH	L	Orell Fuessli
CH	L	Orior
CH	L	Panalpina
CH	L	Phoenix Mecano
CH	L	Precious Woods
CH	L	Publigroupe
CH	L	Repower
CH	L	Richemont
CH	L	Rieter
CH	L	Roche
CH	L	Romande Energie
CH	L	Rothschild
CH	L	Santhera
CH	L	Schindler

List of the 2.509 largest European companies in 2014

(L = Listed / NL = Non-listed)

CH L Schweiter
 CH L SFS Group^{*}
 CH L SGS
 CH L Siegfried
 CH L Sika
 CH L Sonova
 CH L Sopracenerin
 CH L St. Galler KB
 CH L StarragHeckert
 CH L Straumann
 CH L Sulzer
 CH L Swatch Group
 CH L Swiss Life
 CH L Swiss RE
 CH L Swiss Steel
 CH L Swisscom
 CH L Swisslog
 CH L Swissquote
 CH L Syngenta
 CH L Tamedia
 CH L Tecan
 CH L Temenos
 CH L u-blox
 CH L UBS
 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 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

CZECH REPUBLIC

CZ L CEZ
 CZ L Fortuna Entertainment
 CZ L Komerční Banka
 CZ L New World Resources
 CZ L Telefonica O2
 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 Elektro Becov
 CZ NL Elko
 CZ NL Granat
 CZ NL Horacke kovodružstvo Trebic
 CZ NL Irida
 CZ NL Kovodružstvo
 CZ NL Kovoplast
 CZ NL Lidokov
 CZ NL Mechanika Praha
 CZ NL Mechanika Prostějov
 CZ NL Modeva
 CZ NL Obzor
 CZ NL Otava
 CZ NL Plzenske Dilo
 CZ NL Snezka Nachod
 CZ NL Styl Plzen
 CZ NL Vkus Jicin
 CZ NL Vytvoř Trest

DENMARK

DA L A.P. Møller - Mærsk
 DA L ALK-Abelló
 DA L Alm. Brand
 DA L Ambu^{*}B
 DA L Atlantic Petroleum
 DA L Auriga Industries
 DA L Bang & Olufsen
 DA L BankNordik
 DA L Bavarian Nordic
 DA L Carlsberg
 DA L Christian Hansen
 DA L Coloplast
 DA L D/S Norden
 DA L Danske Bank
 DA L DFDS
 DA L DK Company
 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 Grønlandsbanken
 DA L H. Lundbeck
 DA L H+H International
 DA L IC Company
 DA L ISS
 DA L Jeudan
 DA L Jutlander Bank
 DA L Jyske Bank
 DA L Københavns Lufthavne
 DA L Matas
 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
 DA L Novo Nordisk
 DA L Novozymes
 DA L Østasiatiske Kompagni
 DA L OW Bunker
 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 Schouw & Co
 DA L SimCorp
 DA L Sjølsø
 DA L Solar
 DA L Spar Nord Bank
 DA L Sparekassen Faaborg
 DA L Sydbank
 DA L TDC
 DA L Tivoli
 DA L TK Development
 DA L Topdanmark
 DA L TopoTarget
 DA L Torm
 DA L Tryg
 DA L United Plantation Berhad
 DA L Veloxis
 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 Adler Modemaerkte^{*}
 DE L ADVA Optical Networking
 DE L Air Berlin
 DE L Aixtron
 DE L Alba
 DE L Allianz
 DE L Amadeus Fire^{*}
 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 Bastei Lubbe^{*}
 DE L Bauer
 DE L Bayer
 DE L BayWa
 DE L Beate Uhse
 DE L Bechtle
 DE L Beiersdorf
 DE L Bertrand
 DE L Bijou Brigitte
 DE L Bilfinger
 DE L Biotest
 DE L BMW
 DE L Borussia Dortmund^{*}
 DE L Brenntag
 DE L CANCOM^{*}
 DE L Capital Stage^{*}
 DE L Carl Zeiss Meditec
 DE L Celesio
 DE L Centrotec Sustainable
 DE L CeWe Stiftung
 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 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 DMG Mori Seiki
 DE L Draegerwerk
 DE L Drillisch
 DE L Duerr
 DE L DVB Bank
 DE L E.ON
 DE L Eisen- und Huettenwerke
 DE L Elmos Semiconductor
 DE L ElringKlinger
 DE L Energie Baden-Wuerttemberg
 DE L EnviTec Biogas
 DE L Euwax Broker
 DE L Evonik Industries^{*}
 DE L Evotec
 DE L Fielmann
 DE L Francotyp-Postalia
 DE L Fraport
 DE L Freenet
 DE L Fresenius

List of the 2.509 largest European companies in 2014

(L = Listed / NL = Non-listed)

DE	L	Fresenius Medical Care	DE	L	Patrizia Immobilien	EE	L	Merko Ehitus
DE	L	Fuchs Petrolub	DE	L	Paul Hartmann*	EE	L	Olympic Entertainment Group
DE	L	GEA Group	DE	L	Pfeiffer Vacuum	EE	L	Tallink Grupp
DE	L	Gelsenwasser	DE	L	Phoenix Solar	EE	L	Tallinna Kaubamaja
DE	L	Gerrhesheimer	DE	L	Porsche	EE	L	Tallinna Vesi
DE	L	Gerry Weber International	DE	L	Praktiker			
DE	L	Gesco*	DE	L	ProSiebenSAT.1 Media			
DE	L	GfK	DE	L	PSI			
DE	L	GFT Technologies	DE	L	Puma	SPAIN		
DE	L	Grammer	DE	L	QSC	ES	L	Abengoa
DE	L	Grenkeleasing	DE	L	R. Stahl	ES	L	Abertis
DE	L	H&R	DE	L	Rational	ES	L	Acciona
DE	L	Hamburger Hafen und Logistik	DE	L	Renk*	ES	L	Acerinox
DE	L	Hannover Rueckversicherung	DE	L	Rheinmetall	ES	L	ACS
DE	L	Hawesko	DE	L	Rhoen-Klinikum	ES	L	Adolfo Dominguez
DE	L	Heidelberg Cement	DE	L	RIB Software	ES	L	Adveo
DE	L	Heidelberger Druckmaschinen	DE	L	Roth & Rau	ES	L	Almirall
DE	L	Henkel	DE	L	RWE	ES	L	Amadeus
DE	L	Hochtief	DE	L	Salzgitter	ES	L	Amper
DE	L	Homag Group	DE	L	SAP	ES	L	Atresmedia
DE	L	Hornbach Holding	DE	L	Sartorius	ES	L	Banco de Sabadell
DE	L	Hornbach-Baumarkt	DE	L	Schaltbau Holding*	ES	L	Banco Popular Espanol
DE	L	HSBC Trinkaus und Burkhardt	DE	L	Schuler	ES	L	Banco Santander
DE	L	Hugo Boss	DE	L	Sedo Holding	ES	L	Bankia
DE	L	IKB Deutsche Industriebank	DE	L	SGL Carbon	ES	L	Bankinter
DE	L	Indus Holding	DE	L	SHW*	ES	L	Baron de Ley
DE	L	Infineon	DE	L	Siemens	ES	L	BBVA
DE	L	Init innovation*	DE	L	Simona	ES	L	Bolsas y Mercados Espanoles
DE	L	Isra Vision*	DE	L	Singulus Technologies	ES	L	CaixaBank
DE	L	IVG Immobilien	DE	L	Sixt	ES	L	Campofrio
DE	L	Jenoptik	DE	L	Sky Deutschland	ES	L	Carbures Europe
DE	L	Junghenrich	DE	L	SLM Solutions	ES	L	Cementos Portland Valderrivas
DE	L	K + S	DE	L	SMA Solar Technology	ES	L	Cia Vinicola del Norte de Espana
DE	L	Kabel Deutschland	DE	L	Software	ES	L	Cie Automotive
DE	L	KAP-Beteiligungs	DE	L	SolarWorld	ES	L	Clinica Baviera
DE	L	KHD Humboldt Wedag Int.	DE	L	STADA Arzneimittel	ES	L	Codere
DE	L	KION Group*	DE	L	STINAG Stuttgart Invest	ES	L	Construccion y Auxiliar de Ferro.
DE	L	KloECKner & Co	DE	L	Sto	ES	L	Deoleo
DE	L	Koenig & Bauer	DE	L	Stratec Biomedical Systems	ES	L	DIA
DE	L	Kontron	DE	L	Stroer	ES	L	Duro Felguera
DE	L	KPS* Consulting	DE	L	Suedwestdeutsche Salzwerke*	ES	L	Ebro Foods
DE	L	Krones	DE	L	Suedzucker	ES	L	Elecnor
DE	L	KSB	DE	L	Surteco	ES	L	Enagas
DE	L	KUKA	DE	L	Symrise	ES	L	Ence
DE	L	KWS Saat	DE	L	Takkt	ES	L	Endesa
DE	L	Lanxess	DE	L	Talan*	ES	L	Ercros
DE	L	Lechwerke	DE	L	Telegate	ES	L	Faes Farma
DE	L	Leifheit*	DE	L	Terex	ES	L	FCC
DE	L	Leoni	DE	L	ThyssenKrupp	ES	L	Ferrovial
DE	L	Linde	DE	L	Tipp24	ES	L	Fersa Energias Renovables
DE	L	Loewe	DE	L	Tom Tailor	ES	L	Fluidra
DE	L	LPKF Laser & Electronics*	DE	L	Tomorrow Focus	ES	L	Gamesa
DE	L	Lufthansa	DE	L	TUI	ES	L	Gas Natural
DE	L	Man	DE	L	United Internet	ES	L	General de Alquiler de Maquinaria
DE	L	Manz	DE	L	VBH Holding	ES	L	Grifols
DE	L	Marseille Kliniken	DE	L	Verbio	ES	L	Grupo Catalana de Occidente
DE	L	Mediclin	DE	L	Villeroy & Boch	ES	L	Grupo Ezentis
DE	L	Medigene	DE	L	Volkswagen	ES	L	Grupo San Jose
DE	L	Medion	DE	L	Vossloh	ES	L	Grupo Tavex
DE	L	Merck	DE	L	VTG	ES	L	Iberdrola
DE	L	Metro	DE	L	Wacker Chemie	ES	L	Iberpapel
DE	L	MLP	DE	L	Wacker Neuson	ES	L	Inditex
DE	L	Mobotix	DE	L	WashTec	ES	L	Indra
DE	L	Mologen*	DE	L	Wincor Nixdorf	ES	L	Inmobiliaria Colonial
DE	L	MorphoSys	DE	L	Wire Card	ES	L	Int. Consolidated Air
DE	L	MTU Aero Engines	DE	L	WMF	ES	L	Jazztel
DE	L	Muehlbauer	DE	L	Wuestenrot & Wuerttembergische	ES	L	Laboratorios Rovi
DE	L	MunichRe	DE	L	Xing	ES	L	Let's Gowex
DE	L	MVV Energie	DE	L	zooplus	ES	L	Liberbank
DE	L	Nemetschek	DE	NL	Der Spiegel	ES	L	Mapfre
DE	L	Nordex	DE	NL	Martin Hoppmann	ES	L	Mediaset Espana
DE	L	Norma	DE	NL	Meissner	ES	L	Melia Hotels
DE	L	Nuernberger Beteiligungs	DE	NL	Schunk	ES	L	Miquel y Costas
DE	L	OHB				ES	L	Natra
DE	L	Oldenburgische Landesbank				ES	L	Natraceutical
DE	L	OSRAM Licht*	ESTONIA			ES	L	NH Hoteles
DE	L	P&I Personal und Informatik	EE	L	Harju Elekter	ES	L	Obrascon Huarte Lain
						ES	L	Papeles y Cartones de Europa

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ES L Promodores Prisa
 ES L Prosegur
 ES L Quabit
 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 Tecnom
 ES L Telefonica
 ES L Tubacex
 ES L Tubos Reunidos
 ES L Uralita
 ES L Urbas Guadahermosa
 ES L Vidrala
 ES L Viscosfan
 ES L Vocento
 ES L Vueling Airlines
 ES L Zardoya Otis
 ES L Zeltia
 ES NL Abacus Cooperativa
 ES NL Adhesivos Orcajada
 ES NL Agintzari
 ES NL Ambulancias Barbate
 ES NL Ambulancias Gipuzkoa
 ES NL Ampo
 ES NL Arrasate-G Taldea
 ES NL Artysan
 ES NL Asti Leku Ikastola
 ES NL Autosol
 ES NL Ayuda a domicilio de Murcia
 ES NL Betsaide
 ES NL Burdinola
 ES NL Centro Internacional De Educ.
 ES NL Claros
 ES NL Colegio Echeyde
 ES NL Fuente La Reina 82
 ES NL Colegio Gredos San Diego
 ES NL Villa de Mostoles
 ES NL Colegio Malvar
 ES NL Comotrans
 ES NL Com. Terapèutica De Malgrat
 ES NL Divina Aurora
 ES NL Doble Via
 ES NL Eduvic
 ES NL Ekin
 ES NL Electrolumen
 ES NL San Gervasi
 ES NL Florida
 ES NL Fomento de proteccion y segur.
 ES NL Frenos Iruna
 ES NL Fundiciones San Vicente
 ES NL Global Salcai Utinsa
 ES NL Goizper
 ES NL Grup La Pau
 ES NL Grupo El Yate
 ES NL Grupo Sorolla
 ES NL Helechos
 ES NL Industrias Laneko
 ES NL Irizar
 ES NL ITMA
 ES NL Izar
 ES NL José Ramón Otero
 ES NL Juan Comenius
 ES NL Katea Legaia
 ES NL KIBO Peluqueros
 ES NL La Fageda
 ES NL La Productora
 ES NL La Vola
 ES NL Lan-Mobel

ES NL Larcovi
 ES NL Macrosad
 ES NL Mondragon
 ES NL Nor Rubber
 ES NL Palacio Arboleas
 ES NL Prosciencia
 ES NL Rpk
 ES NL Samaniego
 ES NL Senda Animacion
 ES NL Sersa
 ES NL Sierra Nevada
 ES NL Suara Cooperativa
 ES NL Textils Mora
 ES NL Tornilleria Deba
 ES NL Transports Urbans de Sabadell
 ES NL Transports Urbans i Serveis Gen.
 ES NL Trans-Vol
 ES NL Trassa
 ES NL Vitrinor

FINLAND

FI L Afarak
 FI L Ahlstrom
 FI L Aktia Bank A
 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 Caverion
 FI L Citycon
 FI L Comptel
 FI L Cramo
 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
 FI L Metso
 FI L Munksjo
 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
 FI L Ramirent
 FI L Rapala
 FI L Rautaruukki
 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 Tieto
 FI L Tikkurila
 FI L UPM-Kymmene
 FI L Uponor
 FI L Vacon
 FI L Vaisala
 FI L Valmet
 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 Albioma
 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 Archos
 FR L Areva
 FR L Arkema
 FR L Assystem
 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 Belvédère
 FR L Beneteau
 FR L Bic
 FR L BioMerieux
 FR L Blue Solutions
 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 Bricorama
 FR L Bull
 FR L Bureau Veritas
 FR L Burelle
 FR L Business & Decision
 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 CGG Veritas
 FR L Chargeurs

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(L = Listed / NL = Non-listed)

FR	L	Christian Dior	FR	L	Laurent-Perrier	FR	L	Suez Environnement
FR	L	CIC	FR	L	LDC	FR	L	Sword Group
FR	L	Ciments Français	FR	L	Lectra	FR	L	Synergie
FR	L	Club Mediterranee	FR	L	Legrand	FR	L	Tarkett
FR	L	CNIM Construction	FR	L	Linedata Services	FR	L	Technicolor
FR	L	CNP Assurances	FR	L	Lisi	FR	L	Technip
FR	L	Colas	FR	L	Les Nouveaux Constructeurs	FR	L	Teleperformance
FR	L	Crédit Agricole	FR	L	L'Oréal	FR	L	Tessf
FR	L	Damartex	FR	L	LVMH	FR	L	TF1
FR	L	Danone	FR	L	M6-Metropole TV	FR	L	Thales
FR	L	Dassault Aviation	FR	L	Maisons France Confort	FR	L	Theolia
FR	L	Dassault Systèmes	FR	L	Manitou BF	FR	L	Thermador
FR	L	DBV Technologies	FR	L	Manutan	FR	L	Tonnellerie Francois Freres
FR	L	Derichebourg	FR	L	Maurel et Prom	FR	L	Total
FR	L	Devoteam	FR	L	Medica	FR	L	Toupargel
FR	L	Direct Energie	FR	L	Mercialys	FR	L	Transgene
FR	L	Edenred	FR	L	Mersen	FR	L	Trigano
FR	L	EDF	FR	L	Metabolic Explorer	FR	L	U10
FR	L	Eiffage	FR	L	MGI Coutier	FR	L	Ubisoft
FR	L	Electricité de Strasbourg	FR	L	Michelin	FR	L	Unibail-Rodamco
FR	L	Eramet	FR	L	Montupet	FR	L	Union Fin. de France Banque
FR	L	Essilor	FR	L	MPI	FR	L	Valeo
FR	L	Etam Developpement	FR	L	Mr Bricolage	FR	L	Vallourec
FR	L	Euler Hermes	FR	L	Natixis	FR	L	Valneva
FR	L	Euro Disney	FR	L	Naturex	FR	L	Velcan Energy
FR	L	Eurofins	FR	L	Neopost	FR	L	Veolia
FR	L	Eutelsat	FR	L	Neurones	FR	L	Vétoquinol
FR	L	Exel Industries	FR	L	Nexans	FR	L	Vicat
FR	L	Faiveley	FR	L	Nexity	FR	L	Viel et Compagnie
FR	L	Faurecia	FR	L	NextRadioTV	FR	L	Vilmorin
FR	L	Fermière Casino de Cannes	FR	L	Nicox	FR	L	Vinci
FR	L	FIGEAC-AERO	FR	L	Norbert Dentressangle	FR	L	Virbac
FR	L	Fimalac	FR	L	NRJ Group	FR	L	Vivendi
FR	L	Fleury Michon	FR	L	Numericable	FR	L	VM Matériaux
FR	L	Fnac	FR	L	Octo Technology	FR	L	Vranken-Pommery
FR	L	Foncière de Paris	FR	L	Oeneo	FR	L	Wendel
FR	L	Fromageries Bel	FR	L	Olympique Lyonnais	FR	L	Zodiac Aerospace
FR	L	GameLoft	FR	L	Orange	FR	NL	Acéries de Ploërmel
FR	L	Gaumont	FR	L	Orpea	FR	NL	Acome
FR	L	GDF Suez	FR	L	Parrot Promesses	FR	NL	Adrep
FR	L	Generale de Sante	FR	L	Pernod-Ricard	FR	NL	AEL
FR	L	GFI Informatique	FR	L	Peugeot	FR	NL	AEML
FR	L	GL Events	FR	L	Pharmagest Interactive	FR	NL	ALMA
FR	L	Grand Marnier	FR	L	Pierre Vacances	FR	NL	Alstef
FR	L	Groupe CRIT	FR	L	Plastic Omnium	FR	NL	ANER
FR	L	Groupe Eurotunnel	FR	L	Publicis	FR	NL	Arfeo Buroform
FR	L	Groupe Flo	FR	L	Radiall	FR	NL	Armor
FR	L	Groupe Go Sport	FR	L	Rallye	FR	NL	Artelia
FR	L	Groupe Gorge	FR	L	Recylex	FR	NL	ASCA
FR	L	Groupe Guillin	FR	L	Remy Cointreau	FR	NL	ATGT
FR	L	Groupe Partouche	FR	L	Renault	FR	NL	Aubelec
FR	L	Groupe SEB	FR	L	Rexel	FR	NL	Auchan
FR	L	Groupe Steria	FR	L	Robertet	FR	NL	AVM Dépannage
FR	L	GTT	FR	L	Rodriguez Group	FR	NL	Bourgeois
FR	L	Guerbet	FR	L	Rubis	FR	NL	Bouyer-Leroux
FR	L	Haulotte	FR	L	Safran	FR	NL	Canal-Elec
FR	L	Havas	FR	L	Saft Groupe	FR	NL	Cap Services
FR	L	Hermes	FR	L	Saint-Gobain	FR	NL	CEFF
FR	L	Hi-Media	FR	L	Samse	FR	NL	Cegos
FR	L	Icade	FR	L	Sanofi	FR	NL	Ceva
FR	L	ID Logistics	FR	L	Sartorius Stedim	FR	NL	Cie Jo Bithume
FR	L	Iliad	FR	L	Schneider Electric	FR	NL	CITEL
FR	L	Imerys	FR	L	Scor	FR	NL	CMEG – Bâtisseurs d'Innovations
FR	L	Ingenico	FR	L	Seche Environnement	FR	NL	COMEBO
FR	L	Innate Pharma	FR	L	Sequana	FR	NL	COMEC
FR	L	Internat. de Plantations d'Heveas	FR	L	SIIC de Paris	FR	NL	Construction Côte d'Emeraude
FR	L	Interparfums	FR	L	Siic	FR	NL	De Sangosse
FR	L	Ipsen	FR	L	SMTPC	FR	NL	Divalto
FR	L	Ipsos	FR	L	Société Générale	FR	NL	DRTP
FR	L	Jacquet Metal Service	FR	L	Sodexo	FR	NL	EBS Le Relais
FR	L	JC Decaux	FR	L	Soitec	FR	NL	ECCS
FR	L	Kaufman & Broad	FR	L	Solocal	FR	NL	ECF CER CA
FR	L	Kering	FR	L	Somfy	FR	NL	Fonderie de la Bruche
FR	L	Korian-Medica	FR	L	Sopra	FR	NL	GCE
FR	L	Lafarge	FR	L	Spir Communication	FR	NL	Germa
FR	L	Lagardère	FR	L	Stallergenes	FR	NL	Gescop
FR	L	Lanson-BCC	FR	L	STEF	FR	NL	Hardis

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FR NL Hexa
 FR NL Hisa Ingénierie
 FR NL Hydrokarst
 FR NL ID Formation
 FR NL Instep Formation
 FR NL ISRA
 FR NL Juratri
 FR NL La Brosse et Dupont
 FR NL La Moderne
 FR NL Lamanage de Marseille
 FR NL L'Audacieuse
 FR NL Le Chèque Déjeuner
 FR NL Les Charpentiers de Paris
 FR NL Les Maçons Parisiens
 FR NL LS Services
 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 Port Parallèle
 FR NL Procar Demas
 FR NL QuadriPlus Groupe
 FR NL Recapé
 FR NL SCETEC
 FR NL Scop Nea
 FR NL Scopelec
 FR NL Scoprobat
 FR NL Scotnet
 FR NL Scotpa
 FR NL Seafrance
 FR NL SNA Areacem
 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 Condi.
 FR NL Théâtre 95
 FR NL Titi Floris
 FR NL Tournus Equipement
 FR NL Tri Vallées
 FR NL UTB

GREECE

GR L Aegean Airlines
 GR L Alpha Bank
 GR L Anek Lines
 GR L Athens Water Supply & Sewerage
 GR L Attica Bank
 GR L Attica Holdings
 GR L Autohellas
 GR L Coca-Cola Hellenic Bottling
 GR L Creta Farm
 GR L EFG Eurobank Ergasias
 GR L Ellaktor
 GR L Folli Follie
 GR L Forthnet
 GR L Furlis
 GR L Frigoglass
 GR L GEK Terna
 GR L Gr. Sarantis
 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 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 Investment Group
 GR L Metka
 GR L 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 Bank
 GR L Piraeus Port Authority
 GR L Public Power Corporation
 GR L Quest
 GR L Sfakianakis
 GR L Sidenor
 GR L Technical Olympics
 GR L Terna Energy
 GR L Thessaloniki Port Authority
 GR L Thessaloniki Water
 GR L Titan Cement
 GR L Viohalco

CROATIA

HR L Adris
 HR L Atlantic Grupa
 HR L Croatia osiguranje
 HR L Hrvatski Telekom
 HR L Industrija Nafta
 HR L Jadranski naftovod
 HR L Koncar
 HR L Ledo
 HR L Plava Laguna
 HR L Podravka
 HR L Privredna banka Zagreb
 HR L Zagrebacka banka

HUNGARY

HU L Any
 HU L Danubius
 HU L Egis
 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 Pécsi Geodéziai és Térképészeti
 HU NL Pemü
 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 FBD Holdings
 IE L Fyffes
 IE L Glanbia
 IE L Grafton Group

IE L Greencore
 IE L Icon Clinical
 IE L Independent News & Media
 IE L Irish Continental Group
 IE L Kenmare Resources
 IE L Kerry Group
 IE L Kingspan Group
 IE L Mincon
 IE L Origin Enterprises
 IE L Paddy Power
 IE L Permanent TSB
 IE L Petroceltic International
 IE L Providence Resources
 IE L Ryanair Holdings
 IE L Smurfit Kappa Group
 IE L Total Produce
 IE L United Drug
 IE L Vislink

ICELAND

IS L Eimskip
 IS L Hagar
 IS L Icelandair
 IS L Marel
 IS L Össur

ITALY

IT L A2A
 IT L Acea
 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 Ascopiave
 IT L Astaldi
 IT L ASTM
 IT L Atlantia
 IT L Autogrill
 IT L Azimut Holding
 IT L Banca Carige
 IT L Banca Finnat
 IT L Banca Generali
 IT L Banca IFIS
 IT L Banca MPS
 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
 IT L Bastogi
 IT L Beghelli
 IT L Beni Stabili
 IT L Biesse
 IT L Bonifiche Ferraresi
 IT L Brembo
 IT L Brunello Cucinelli
 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 Bergamasco
 IT L Credito Valtellinese

List of the 2.509 largest European companies in 2014

(L = Listed / NL = Non-listed)

IT L Dada
 IT L Danieli
 IT L Datalogic
 IT L De Longhi
 IT L Delclima
 IT L Diasorin
 IT L Edison
 IT L EEMS Italia
 IT L El Towers
 IT L Elica
 IT L Enel
 IT L Enel Green Power
 IT L Engineering Ingegneria
 IT L Eni
 IT L ERG
 IT L Esprinet
 IT L Falck Renewables
 IT L Ferrovie Nord Milano
 IT L Fiat
 IT L Fiera Milano
 IT L Finmeccanica
 IT L Gala
 IT L Gas Plus
 IT L Generali Assicurazioni
 IT L Geox
 IT L Gr Edit l'Espresso
 IT L Gtech
 IT L Hera
 IT L IGD
 IT L Il Sole 24 Ore
 IT L IMA
 IT L Immsi
 IT L Indesit
 IT L Interpump Group
 IT L Intesa Sanpaolo
 IT L Iren
 IT L Italcementi
 IT L Italmobiliare
 IT L IVS Group
 IT L Juventus FC
 IT L Landi Renzo
 IT L Luxottica
 IT L Maire Tecnimont
 IT L Marr
 IT L Mediaset
 IT L Mediobanca
 IT L Mediolanum
 IT L Moleskine
 IT L Moncler
 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
 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 Salini Impregilo
 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 Tamburini
 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 Fondiaria-SAI
 IT L Vianini Lavori
 IT L Vittoria Assicurazioni
 IT L Yoox
 IT L Zignago Vetrol
 IT NL 3elle La Lavorazione del Legno
 IT NL CCPL
 IT NL Cooperativa Edile Appennino
 IT NL Cefla
 IT NL Cercostruzioni
 IT NL Cisagest Selin
 IT NL Coop Muratori Sterratori ed Affini
 IT NL Colser Servizi
 IT NL Conast
 IT NL Conscoop
 IT NL Consorzio Cooperative Costruz.
 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 CPL Concordia
 IT NL Ecoopera
 IT NL Formula Servizi
 IT NL ICEL
 IT NL ITER
 IT NL Industria Vetraria Valdarnese
 IT NL La Cascina
 IT NL Manutencoop
 IT NL Meridionale Servizi
 IT NL Cormo
 IT NL Servizio Autonoleggio con Autista
 IT NL Sacmi
 IT NL Sorgeva
 IT NL Team Service
 IT NL Unieco

LITUANIA

LT L Lesto
 LT L Lietuvos Dujos
 LT L Lietuvos Energija
 LT L Litgrid
 LT L Rokiskio Suris
 LT L Teo LT

LUXEMBURG

LU L Aperam
 LU L D'Amico
 LU L eDreams
 LU L Foyer
 LU L Gagfah
 LU L L'Occitane International
 LU L Logwin
 LU L Prospector Offshore Drilling
 LU L RM2 International DI
 LU L RTL Group
 LU L SAF-Holland
 LU L SES Global FDR
 LU L Tenaris

LATVIA

LV L Latvijas Gaze
 LV L Latvijas Kuniciba
 LV L Ventspils Nafta

MALTA

MT L Bank of Valletta
 MT L FIMBank
 MT L GO
 MT L HSBC Bank Malta
 MT L International Hotels Investments

NETHERLANDS

NL L Aalberts
 NL L Accell
 NL L Aegon
 NL L AerCap
 NL L Ahold
 NL L Airbus
 NL L Akzo Nobel
 NL L AMG
 NL L Amsterdam Commodities
 NL L Arcadis
 NL L Arcelor Mittal
 NL L ASM International
 NL L ASML
 NL L Ballast Nedam
 NL L BAM
 NL L Besi
 NL L Beter Bed
 NL L Boskalis
 NL L Brunel
 NL L CNH Industrial
 NL L Constellium
 NL L Corbion
 NL L Corio
 NL L Delta Lloyd
 NL L DSM
 NL L Eurocommercial Properties
 NL L Exact
 NL L Fugro
 NL L Funcom
 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 ING
 NL L Interxion
 NL L Kardan
 NL L Kas Bank
 NL L Kendrion
 NL L Koninklijke Philips
 NL L KPN
 NL L Macintosh
 NL L Nedap
 NL L Nielsen Holdings
 NL L Nieuwe Steen
 NL L Nutreco
 NL L Ordina
 NL L Pharming
 NL L PostNL
 NL L Qiagen
 NL L Randstad
 NL L Reed Elsevier NV
 NL L Royal Imtech
 NL L SBM Offshore
 NL L Sligro
 NL L Stern
 NL L STMicroelectronics
 NL L Telegraaf
 NL L Ten Cate
 NL L TKH

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NL	L	TNT Express	NO	L	Orkla	PL	L	Fabryki Mebli "Forte"
NL	L	TomTom	NO	L	Petroleum Geo-Services	PL	L	Famur
NL	L	Tornier	NO	L	Petrolia	PL	L	Farmacol
NL	L	Unilever NV	NO	L	Polaris Media	PL	L	Firma Oponiarska Debica
NL	L	Unit 4 Agresso	NO	L	Prosafe	PL	L	Gant Development
NL	L	USG People	NO	L	Protector Forsikring	PL	L	Getin Holding
NL	L	Van Lanschot	NO	L	Q-Free	PL	L	Getin Noble Bank
NL	L	Vopak	NO	L	REC Silicon	PL	L	Gielda Papierow
NL	L	Wessanen	NO	L	REC Solar	PL	L	Globe Trade Centre
NL	L	Wolters Kluwer	NO	L	Rem Offshore	PL	L	Grupa Kety
NL	L	Ziggo	NO	L	SaiMar	PL	L	Grupa Lotos
NL	NL	Atrive	NO	L	Scana Industrier	PL	L	Grupa Zywiec
NL	NL	Goudappel	NO	L	Schibsted	PL	L	Integer.pl
NL	NL	Movares	NO	L	SeaBird Exploration	PL	L	Inter Cars
NL	NL	Witteveen en Bos	NO	L	SeaDrill	PL	L	JW Construction
NORWAY			NO	L	Sevan Drilling	PL	L	JSW
NO	L	ABG Sundal Collier	NO	L	Sevan Marine	PL	L	KGHM
NO	L	AF Gruppen	NO	L	Siem Offshore	PL	L	Kofola
NO	L	Agasti Holding	NO	L	Solstad Offshore	PL	L	Kopex
NO	L	AGR Group	NO	L	Songa Offshore	PL	L	Kruk
NO	L	Aker ASA	NO	L	Sparebank 1 N.-Norge	PL	L	LC Corp
NO	L	Aker Solutions	NO	L	SpareBank 1 Ringerike Hadeland	PL	L	LPP
NO	L	Algeta	NO	L	Sparebank 1 SMN	PL	L	mBank
NO	L	American Shipping	NO	L	Sparebank 1 SR Bank	PL	L	Medicalgorithmics
NO	L	Aqualis	NO	L	Sparebanken More	PL	L	Mercor
NO	L	Arendals Fossekompagni	NO	L	Spectrum	PL	L	Mostostal Warsaw
NO	L	Atea	NO	L	Statoil	PL	L	Mostostal Zabrze
NO	L	Austevoll Seafood	NO	L	Stolt-Nielsen	PL	L	Netia
NO	L	Awilco Drilling	NO	L	Storebrand	PL	L	Neuca
NO	L	Bakkafrost	NO	L	Subsea 7	PL	L	NFI Empik M&F
NO	L	Blom	NO	L	Telenor	PL	L	Orange Polska
NO	L	Borregaard	NO	L	TGS Nopec Geophys.	PL	L	Orbis
NO	L	BWG Homes	NO	L	Thin Film Electronics	PL	L	Pelion
NO	L	Cermaq	NO	L	Tomra Systems	PL	L	Petrolinvest
NO	L	Copeinca	NO	L	TTS Marine	PL	L	Pfleiderer Grajewo
NO	L	Deep Sea Supply	NO	L	Veidekke	PL	L	PGE Polska Grupa Energetyczna
NO	L	Det Norske Oljeselskap	NO	L	Western Bulk	PL	L	PKP Cargo
NO	L	DnB	NO	L	Wilh. Wilhelmsen	PL	L	Polimex Mostostal
NO	L	DNO	NO	L	Yara International	PL	L	PolNord
NO	L	DOF	NO	NL	Kantega	PL	L	Polski Koncern Naftowy
NO	L	Dolphin Group	POLAND			PL	L	Polskie Gornictwo Naft.
NO	L	Eidesvik Offshore	PL	L	Agora	PL	L	Powszechna Kasa PKO Bank
NO	L	Eitzen Chemical	PL	L	Alchemia	PL	L	Powszechny Zaklad U.
NO	L	Ekornes	PL	L	Alior Bank	PL	L	Rafako
NO	L	ElectroMagnetic GeoServices	PL	L	AmRest	PL	L	Rawiplug
NO	L	Eltek	PL	L	Apator	PL	L	Rovese
NO	L	Evry	PL	L	Asseco	PL	L	Sniezka
NO	L	Farstad Shipping	PL	L	ATM Grupa	PL	L	Stalprodukt
NO	L	Fred Olsen Energy	PL	L	Azoty Tarnow Police	PL	L	Stomil Sanok
NO	L	Fred. Olsen Production	PL	L	Bank BPH	PL	L	Synthos
NO	L	Frontline	PL	L	Bank Gospodarki Zywnosciowej	PL	L	Tauron Polska Energia
NO	L	GC Rieber Shipping	PL	L	Bank Handlowy	PL	L	TVN
NO	L	Gjensidige Forsikring	PL	L	Bank Millennium	PL	L	Ulma
NO	L	Golar LNG	PL	L	Bank Ochrony Srodowiska	PL	L	Vistula
NO	L	Grieg Seafood	PL	L	Bank Pekao	PL	L	Wawel
NO	L	Hafslund	PL	L	Bank Zachodni WBK	PL	L	Work Service
NO	L	Havfisk	PL	L	Barlinek	PL	L	Zaklady Azotowe Pulawy
NO	L	Hexagon Composites	PL	L	Bioton	PL	L	Zaklady Chemiczne Police
NO	L	Hurtigruten	PL	L	Bogdanka	PL	L	Zaklady Kruszwica
NO	L	Idex	PL	L	Boryszew	PL	L	Zaklady Lentex
NO	L	Kongsberg Automotive	PL	L	Budimex	PL	L	Zepak
NO	L	Kongsberg Gruppen	PL	L	CCC	PL	L	Zespol Elektrocieplowni Kogen.
NO	L	Kvaerner	PL	L	CD Projekt	PL	NL	Spoldzielnia Piekarsko-Ciastk.
NO	L	Leroy Seafood	PL	L	Ciech	PL	NL	Sppic
NO	L	Marine Harvest	PL	L	Cinema City International	PL	NL	Tarnowska Odzież
NO	L	Nordic Semiconductor	PL	L	ComArch	PORTUGAL		
NO	L	Norsk Hydro	PL	L	Cyfrowy Polsat	PT	L	Altri
NO	L	Norske Skogindustrier	PL	L	Dom Maklerski IDM	PT	L	Banco BPI
NO	L	Norway Royal Salmon	PL	L	DomDevelopment	PT	L	Banco Comercial Portugues
NO	L	Norwegian Air Shuttle	PL	L	Echo	PT	L	Banco Espirito Santo
NO	L	Norwegian Energy Company	PL	L	Elbudowa	PT	L	Banif Group
NO	L	Ocean Yield	PL	L	Emperia	PT	L	Cimpor
NO	L	Odjell	PL	L	Enea	PT	L	Cofina
NO	L	Olav Thon Eiendoms	PL	L	Erbud	PT	L	Corticeira Amorim
NO	L	Opera Software	PL	L	Eurocash	PT	L	CTT Correios de Portugal

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UK	L	ASOS	UK	L	Clarkson	UK	L	GlaxoSmithKline
UK	L	AssetCo	UK	L	Clinigen	UK	L	Glencore Xstrata
UK	L	Associated British Foods	UK	L	Close Brothers	UK	L	Go-Ahead
UK	L	Assura	UK	L	CLS Holdings	UK	L	Goals Soccer Centres
UK	L	AstraZeneca	UK	L	Coalfield Resources	UK	L	Goodwin [†]
UK	L	Atkins (WS)	UK	L	Cobham	UK	L	Grainger
UK	L	Avanti Communications [†]	UK	L	Colt Telecom	UK	L	Great Portland Estates
UK	L	Aveva	UK	L	Compass	UK	L	Greene King
UK	L	Aviva	UK	L	Computacenter	UK	L	Greggs
UK	L	Avocet Mining	UK	L	Connect Group	UK	L	Guinness Peat
UK	L	Avon Rubber [†]	UK	L	Consort Medical	UK	L	GW Pharmaceuticals [†]
UK	L	AZ Electronic Materials	UK	L	Costain	UK	L	Halfords
UK	L	Babcock International	UK	L	CPP Group	UK	L	Halma
UK	L	BAE Systems	UK	L	Cranswick	UK	L	Hammerson
UK	L	Balfour Beatty	UK	L	Croda International	UK	L	Hansard Global
UK	L	Barclays	UK	L	CSR	UK	L	Hardy Oil & Gas
UK	L	Barr	UK	L	CVS Group [†]	UK	L	Hargreaves Services
UK	L	Barratt Developments	UK	L	Daily Mail & General	UK	L	Hays
UK	L	BBA Aviation	UK	L	Dairy Crest	UK	L	Headlam
UK	L	Beazley	UK	L	Daisy Group	UK	L	Helical Bar
UK	L	Bellway	UK	L	Dart	UK	L	HellermannTyton
UK	L	Berendsen	UK	L	Darty	UK	L	Henderson
UK	L	Berkeley	UK	L	De La Rue	UK	L	Hikma Pharmaceuticals
UK	L	Betfair	UK	L	Debenhams	UK	L	Hill & Smith
UK	L	BG Group	UK	L	Dechra Pharmaceuticals	UK	L	Hilton Food [†]
UK	L	BHP Billiton plc	UK	L	Derwent London	UK	L	Hiscox
UK	L	Big Yellow	UK	L	Development Securities	UK	L	Hochschild Mining
UK	L	Blinkx	UK	L	Devro	UK	L	Hogg Robinson
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	Howdens
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	Direct Line Insurance [†]	UK	L	Huntsworth
UK	L	BowlLeven	UK	L	Dixons Retail	UK	L	Hurricane Energy [†]
UK	L	BP	UK	L	Domino Printing Sciences	UK	L	Hyder Consulting
UK	L	Brammer	UK	L	Dominos Pizza	UK	L	Icap
UK	L	Brewin Dolphin	UK	L	Drax	UK	L	IDOX [†]
UK	L	Brit [†]	UK	L	Dunelm	UK	L	IG Group
UK	L	British American Tobacco	UK	L	DX Group [†]	UK	L	IGas Energy [†]
UK	L	British Land	UK	L	e2v Technologies	UK	L	Imagination Technologies
UK	L	British Polythene Industries	UK	L	Earthport [†]	UK	L	IMI
UK	L	British Sky Broadcasting	UK	L	easyJet	UK	L	Immunodiagnostic Systems
UK	L	Britvic	UK	L	Egdon Resources	UK	L	Impellam
UK	L	Brown (N)	UK	L	Electrocomponents	UK	L	Imperial Tobacco
UK	L	BT	UK	L	Elementis	UK	L	Inchcape
UK	L	BTG	UK	L	Emis Group [†]	UK	L	Informa
UK	L	Bunzl	UK	L	EnQuest	UK	L	Inmarsat
UK	L	Burberry	UK	L	Enterprise Inns	UK	L	Innovation
UK	L	Bwin.party	UK	L	Eros International	UK	L	InterContinental Hotels
UK	L	Cable & Wireless Com.	UK	L	Essentra	UK	L	Intermediate Capital
UK	L	Cairn Energy	UK	L	esure Group [†]	UK	L	International Greetings
UK	L	Cambian Group [†]	UK	L	Euromoney Institutional Investor	UK	L	International Personal Finance
UK	L	Camellia	UK	L	European Islamic Investment Bk.	UK	L	Interserve
UK	L	Cape	UK	L	Exova	UK	L	Intertek
UK	L	Capita	UK	L	Experian	UK	L	Intu
UK	L	Capital & Counties Properties [†]	UK	L	F&C Asset Management	UK	L	Invensys
UK	L	Capital & Regional	UK	L	Fairpoint	UK	L	Investec plc
UK	L	Carclo	UK	L	Faroe Petroleum	UK	L	Iofina [†]
UK	L	CareTech	UK	L	Fenner	UK	L	Iomart Group [†]
UK	L	Carillion	UK	L	Fidessa	UK	L	IP Group
UK	L	Carnival plc	UK	L	Findel	UK	L	IQE [†]
UK	L	Carpetright	UK	L	First Derivatives [†]	UK	L	ITE
UK	L	Carphone Warehouse	UK	L	FirstGroup	UK	L	ITM Power
UK	L	Carr's Milling Industries [†]	UK	L	Fisher	UK	L	ITV
UK	L	Castings [†]	UK	L	Flybe	UK	L	James Halstead
UK	L	Centaur Media	UK	L	French Connection	UK	L	Jardine Lloyd Thompson
UK	L	Centrica	UK	L	Fuller Smith & Turner	UK	L	JD Sports Fashion
UK	L	Ceres Power	UK	L	Future	UK	L	JKX Oil & Gas
UK	L	Charles Stanley	UK	L	G4S	UK	L	Johnson Matthey
UK	L	Charles Taylor Consulting	UK	L	Galliford Try	UK	L	Johnson Service
UK	L	Chemring	UK	L	Games Workshop	UK	L	Johnston Press
UK	L	Chesnara	UK	L	GB Group [†]	UK	L	Just Eat [†]
UK	L	Chime Communications	UK	L	GCM Resources	UK	L	Just Retirement Group [†]
UK	L	Cineworld Group	UK	L	Gemfields [†]	UK	L	KCom
UK	L	Circassia Pharmaceuticals [†]	UK	L	Genus	UK	L	Keller
UK	L	Circle Holdings	UK	L	GKN	UK	L	Kentz [†]

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UK	L	Kier	UK	L	Phoenix IT	UK	L	Skyepharma
UK	L	Kingfisher	UK	L	Photo-Me International	UK	L	Smart Metering Systems*
UK	L	Kofax	UK	L	Pinewood Shepperton†	UK	L	Smith & Nephew
UK	L	Ladbrokes	UK	L	Playtech	UK	L	Smith (DS)
UK	L	Laird	UK	L	Polypipe Group†	UK	L	Smiths
UK	L	Lamprell	UK	L	Poundland Group†	UK	L	Soco International
UK	L	Land Securities	UK	L	Premier Farnell	UK	L	Songbird Estates
UK	L	Lavendon	UK	L	Premier Foods	UK	L	Spectris
UK	L	Legal & General	UK	L	Premier Oil	UK	L	Speedy Hire
UK	L	Lloyds Banking	UK	L	Prezzo	UK	L	Speymill
UK	L	London Security	UK	L	Progressive Digital Media	UK	L	Spirax-Sarco Engineering
UK	L	London Stock Exchange	UK	L	Promethean World†	UK	L	Spirent
UK	L	Lonmin	UK	L	Provident Financial	UK	L	Spirit Pub
UK	L	Lookers	UK	L	Prudential	UK	L	Sportech†
UK	L	Low & Bonar	UK	L	Punch Taverns	UK	L	Sports Direct
UK	L	LSL Property Services	UK	L	PV Crystalox	UK	L	SSE
UK	L	M&C Saatchi†	UK	L	PZ Cussons	UK	L	St. Ives
UK	L	M.P. Evans	UK	L	QinetiQ	UK	L	St. James's Place
UK	L	Majestic Wine	UK	L	Quadrise Fuels	UK	L	St. Modwen Properties
UK	L	Man Group	UK	L	Quindell	UK	L	Staffline Recruitment†
UK	L	Management Consulting	UK	L	R.E.A.Holdings	UK	L	Stagecoach
UK	L	Marks & Spencer	UK	L	Rank Group	UK	L	Standard Chartered
UK	L	Marshalls	UK	L	Rathbones	UK	L	Standard Life
UK	L	Marston's	UK	L	Reckitt Benckiser	UK	L	Sterling Energy
UK	L	Max Petroleum	UK	L	Record	UK	L	Sthree
UK	L	McBride	UK	L	Redcentric†	UK	L	Stobart
UK	L	McColl's Retail	UK	L	Redde	UK	L	Stock Spirits*
UK	L	McKay Securities	UK	L	Redrow	UK	L	STV (ex-SMG)
UK	L	Mears	UK	L	Reed Elsevier plc	UK	L	Styles & Wood
UK	L	Mecom	UK	L	Regal Petroleum	UK	L	SuperGroup
UK	L	Meggitt	UK	L	Regeneris†	UK	L	Sweett
UK	L	Melrose Industries	UK	L	Regus	UK	L	Synergy Health
UK	L	Menzies (John)	UK	L	Renishaw	UK	L	Synthomer
UK	L	Merlin Entertainments	UK	L	Renovo	UK	L	TalkTalk Telecom
UK	L	Michael Page	UK	L	Rentokil Initial	UK	L	Tanfield
UK	L	Micro Focus	UK	L	Restaurant Group	UK	L	Tarsus
UK	L	Millennium & Copthorne	UK	L	Rexam	UK	L	Tate & Lyle
UK	L	Mitchells & Butlers	UK	L	Ricardo	UK	L	Taylor Wimpey
UK	L	Mitie	UK	L	Rightmove	UK	L	Ted Baker
UK	L	Mondi	UK	L	Rio Tinto	UK	L	Telety
UK	L	Moneysupermarket.com	UK	L	RM	UK	L	Telecom plus
UK	L	Monitise†	UK	L	Robert Walters	UK	L	Telford Homes
UK	L	Morgan Advances Materials	UK	L	Rockhopper Exploration†	UK	L	Telit Communications‡
UK	L	Morgan Sindall	UK	L	Rolls-Royce	UK	L	Terrace Hill
UK	L	Morrisons	UK	L	Rotork	UK	L	Tesco
UK	L	Mothercare	UK	L	Royal Bank of Scotland	UK	L	Thomas Cook
UK	L	Mulberry	UK	L	Royal Dutch Shell	UK	L	Topps Tiles
UK	L	Nanoco Group	UK	L	Royal Mail†	UK	L	Travis Perkins
UK	L	National Express	UK	L	RPC	UK	L	Tribal
UK	L	National Grid	UK	L	RPS	UK	L	Trinity Mirror
UK	L	NCC Group†	UK	L	RSA Insurance	UK	L	TT Electronics
UK	L	Next	UK	L	RWS Holdings†	UK	L	TUI Travel
UK	L	Nichols†	UK	L	S & U†	UK	L	Tullett Prebon
UK	L	Nighthawk Energy	UK	L	SABMiller	UK	L	Tullow Oil
UK	L	Northgate	UK	L	Sage	UK	L	Tyman
UK	L	Novae	UK	L	Sainsbury	UK	L	UBM
UK	L	Numis	UK	L	Salamander Energy	UK	L	UK Mail
UK	L	Ocado	UK	L	San Leon Energy†	UK	L	Ultra Electronics
UK	L	Old Mutual	UK	L	Sarossa	UK	L	Unilever plc
UK	L	Ophir Energy	UK	L	Savills	UK	L	Unite Group
UK	L	Optimal Payments	UK	L	Scapa	UK	L	United Utilities
UK	L	Optos	UK	L	SDL	UK	L	Utilitywise†
UK	L	Oxford Advanced Surface	UK	L	Secure Trust Bank†	UK	L	UTV Media
UK	L	Oxford Biomedica	UK	L	Segro	UK	L	Vectura
UK	L	Oxford Instruments	UK	L	Senior	UK	L	Vedanta Resources
UK	L	Pace	UK	L	Sepura†	UK	L	Velocys
UK	L	Paragon	UK	L	Serco	UK	L	Vernalis
UK	L	Partnership Assurance†	UK	L	Serica Energy	UK	L	Vertu Motors†
UK	L	Patisserie Holdings	UK	L	Servelec Group†	UK	L	Vesuvius
UK	L	PayPoint	UK	L	Severfield-Rowen	UK	L	Victrex
UK	L	Pearson	UK	L	Severn Trent	UK	L	Vitec
UK	L	Pendragon	UK	L	Shaftesbury	UK	L	Vodafone
UK	L	Pennon	UK	L	Shanks	UK	L	Volax
UK	L	Perform	UK	L	Shire	UK	L	VP
UK	L	Persimmon	UK	L	Shore Capital	UK	L	Weir Group
UK	L	Petrofac	UK	L	SIG	UK	L	Wetherspoon
UK	L	Pets at Home Group†	UK	L	Signet Jewelers	UK	L	WH Smith

List of the 2.509 largest European companies in 2014

(L = Listed / NL = Non-listed)

UK	L	Whitbread
UK	L	William Hill
UK	L	Williams Grand Prix
UK	L	Wilmington
UK	L	Wincanton
UK	L	Wolfson Microelectronics
UK	L	Wolseley
UK	L	Wood Group (John)
UK	L	WPP
UK	L	Wyg
UK	L	Xaar
UK	L	Xchanging
UK	L	Young's
UK	L	ZincOx Resources
UK	NL	Arup Group
UK	NL	Bluefin Solutions
UK	NL	Cambridge Nutritional Foods
UK	NL	Childbase Partnership
UK	NL	EA Technology
UK	NL	Edinburgh Bicycle Cooperative
UK	NL	Gripple
UK	NL	Hatfield Colliery
UK	NL	Highland Home Carers
UK	NL	Ineos
UK	NL	John Lewis Partnership
UK	NL	Kite Packaging
UK	NL	Lindum Group
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	Prospects
UK	NL	School Trends
UK	NL	Score
UK	NL	Scott & Fyfe
UK	NL	Scott Bader
UK	NL	Scottish Woodlands
UK	NL	Sheffield Forgemasters
UK	NL	Steer Davies Gleave
UK	NL	Stewart-Buchanan
UK	NL	Suma
UK	NL	Sunderland Home Care
UK	NL	Swann-Morton
UK	NL	Tullis Russell
UK	NL	UBH International
UK	NL	Unipart
UK	NL	Wilkin & Sons

For all information

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The EFES' objective is to act as the umbrella organization of employee owners, companies and all persons, trade unions, experts, researchers, institutions looking to promote employee ownership and participation in Europe.

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