



FEDERATION EUROPEENNE DE L'ACTIONNARIAT SALARIE

RECENSEMENT ÉCONOMIQUE ANNUEL DE L'ACTIONNARIAT SALARIÉ DANS LES PAYS EUROPÉENS

2016

BY
MARC MATHIEU
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

RECENSEMENT
ÉCONOMIQUE ANNUEL DE
L'ACTIONNARIAT SALARIÉ
DANS LES PAYS EUROPÉENS

2016

PAR
MARC MATHIEU
FÉDÉRATION EUROPÉENNE DE L'ACTIONNARIAT SALARIÉ

en partenariat avec

Amundi



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ISBN: 978-2-930903-07-1

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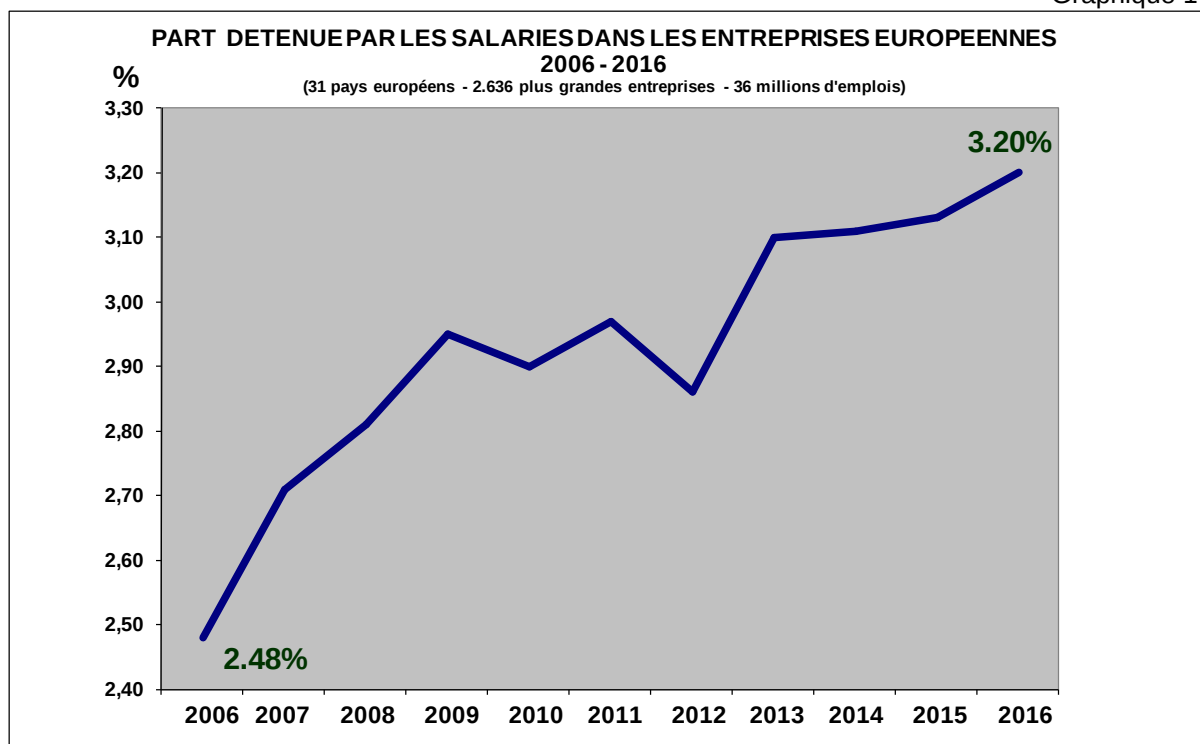
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INTRODUCTION

La part détenue par les salariés dans les grandes entreprises européennes poursuit sa montée. Elle n'a jamais été aussi élevée, à 3.20% en 2016 (Graphique 1) et 325 milliards d'Euro. Même à travers la crise européenne, l'actionnariat salarié démontre encore et encore son statut de formidable moteur de participation et de développement.

Les avoirs par personne ont doublé depuis 2009, avec 42.000 € par personne (et 23.000 € si l'on exclut les dirigeants exécutifs).

Graphique 1



Le développement de l'actionnariat salarié s'est poursuivi dans les grandes entreprises européennes en 2016.

Toujours plus nombreuses sont celles qui organisent des plans d'actionnariat salarié. En 2016, 94% de toutes les grandes entreprises européennes avaient un actionnariat salarié, 86% organisaient des plans de toutes sortes, parmi lesquelles 53% avaient des plans "pour tous" et 63% avaient des plans de stock options. Enfin, 28% de toutes les grandes entreprises européennes ont lancé de nouveaux plans en 2016, ce qui est parfaitement en ligne avec les années précédentes (Graphique 9 page 19).

Table 1

	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Actionnaires salariés (milliers de personnes)	7.772	7.838	7.883	8.004	8.253	8.397	8.333	8.129	7.933	7.533	
Part détenue par les salariés (%)	3,20%	3,13%	3,11%	3,10%	2,86%	2,97%	2,90%	2,95%	2,81%	2,71%	2,48%
Capitalisation détenue par les salariés (milliards €)	325	369	312	273	203	239	201	166	241	275	208
% entreprises européennes avec actionnariat salarié	93,6%	92,4%	91,2%	89,6%	88,1%	86,7%	85,8%	85,3%	80,9%	78,0%	74,3%
% entreprises européennes avec plans pour tous	52,5%	51,3%	49,1%	47,7%	47,0%	45,9%	45,1%	44,5%	43,1%	41,2%	38,8%
% entreprises européennes avec stock options	62,6%	62,1%	60,4%	59,4%	58,8%	57,8%	56,8%	56,3%	55,0%	52,8%	50,1%
% entreprises européennes avec de nouveaux plans	28,1%	30,9%	28,2%	27,2%	28,0%	29,0%	26,1%	27,8%	31,4%	23,6%	

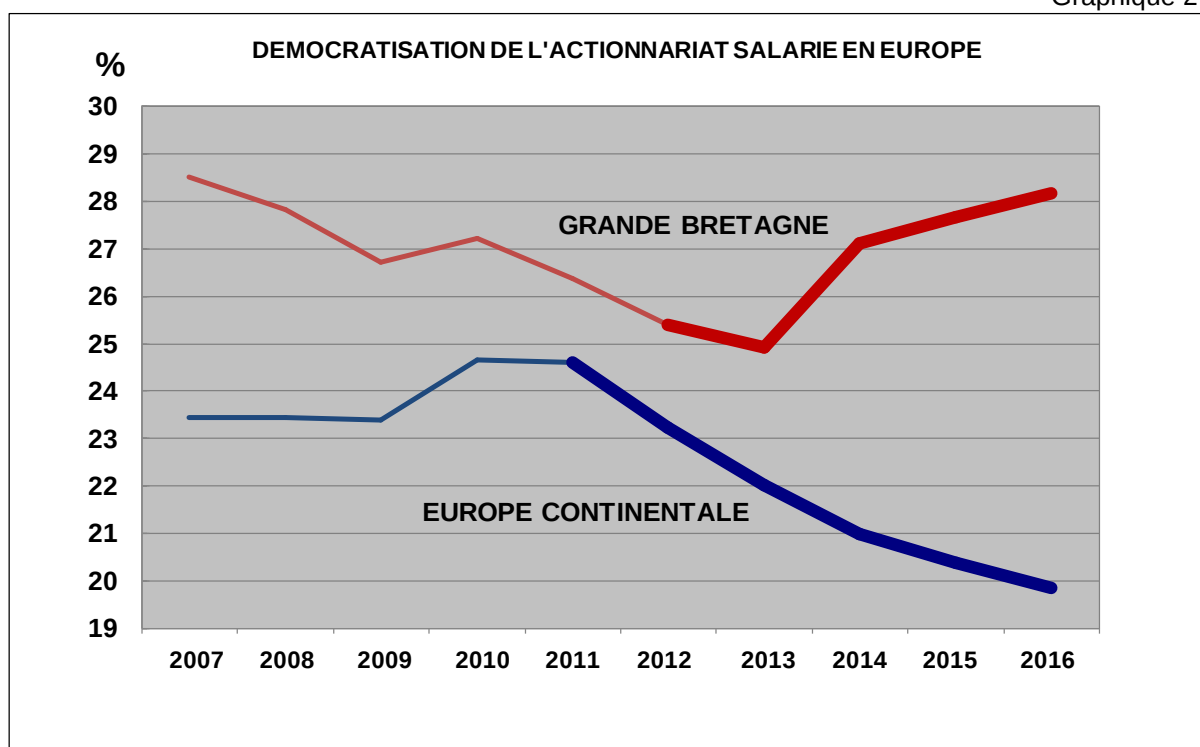
Cependant, le déséquilibre politique a continué à s'élargir entre les pays européens.

Une série de pays ont fait le choix de politiques plus incitatives, voyant la promotion de l'actionnariat salarié et de l'épargne à long terme comme un investissement pour l'avenir. La Grande Bretagne, l'Autriche et la Norvège ont choisi de doubler les incitants fiscaux pour l'actionnariat salarié, vu comme un élément clé de sortie de crise, tandis que l'Espagne, le Danemark, la Roumanie et la Pologne vont aussi dans ce sens.

A l'inverse, plusieurs pays ont choisi de réduire la dépense publique et d'encourager la consommation des ménages, en sacrifiant les incitants à l'épargne et à l'actionnariat salarié (France, Grèce, Pays-Bas). De son côté, l'Allemagne a confirmé sa réticence à promouvoir l'actionnariat salarié.

Le graphique suivant montre le divorce grandissant entre l'Europe continentale et la Grande Bretagne. Alors que 28% des salariés en 2016 étaient actionnaires de leur entreprise en Grande Bretagne, la dégringolade s'est poursuivie à moins de 20% sur le continent (Graphique 2).

Graphique 2



Le nombre d'actionnaires salariés en Europe tend à se stabiliser. Cependant, la baisse est significative en Europe continentale depuis 2011 (-12% ou -800.000 personnes) alors que le nombre augmentait par contre de 14% en Grande Bretagne (+300.000 personnes).

Alors que les actifs détenus par les salariés européens en actions de leur entreprise ont crû de manière spectaculaire depuis 2009, le nombre des salariés détenteurs s'est réduit en Europe continentale. Le choix de politiques moins incitatives a donc eu une conséquence claire: la démocratisation de l'actionnariat salarié marque le pas, et les inégalités de richesse se sont accrues. Le net recul de la démocratisation de l'actionnariat salarié en Europe apparaît au Graphique 7, page 17.

• Gouvernance des entreprises et profit-sharing

En plus de toute l'information sur l'actionnariat salarié, les plans d'actionnariat pour les dirigeants exécutifs et pour les salariés ordinaires, ce nouveau Recensement comporte des chapitres sur la gouvernance et le profit-sharing dans les entreprises européennes (notamment la représentation des salariés dans les conseils et les discriminations de droits

de vote qui touchent l'actionnariat salarié), ainsi qu'une comparaison systématique entre les entreprises cotées européennes et les entreprises non-cotées contrôlées par les salariés.

- **Liste des cas remarquables de l'actionnariat salarié en Europe**

La liste des 114 entreprises européennes les plus remarquables pour l'actionnariat salarié est publiée page 38.

- **Les classements du TOP 100 Actionnariat Salarié Europe**

Les tableaux du TOP 100 Actionnariat Salarié sont établis sur base de deux classements des 100 plus grandes entreprises européennes pour leur actionnariat salarié (voir page 43).

- **Représentation des salariés dans les conseils**

La représentation des salariés dans les conseils est usuelle dans beaucoup de grandes entreprises européennes, soit dans les conseils d'administration soit dans les conseils de surveillance (voir page 82).

Les actionnaires salariés sont représentés dans les conseils dans 12% des grandes entreprises françaises (celles-ci représentant 31% en termes d'emplois). En France, la représentation des actionnaires salariés dans les conseils est donc plus typique des très grandes entreprises. Cependant, cette représentation est beaucoup moins fréquente dans les autres pays européens. Quant à la représentation des salariés dans les conseils, elle est de règle pour 40% des salariés dans les grandes entreprises européennes.

- **Profit-sharing**

Sauf en France (où la loi le rend obligatoire), le profit-sharing n'est pratiqué que par un très petit nombre d'entreprises, - 6,9% de toutes les entreprises cotées (voir page 99).

- **Droits de vote de l'actionnariat salarié**

Dans la plupart des pays européens, aucune discrimination n'est faite en faveur ou à l'encontre des droits de vote de l'actionnariat salarié. Par contre, des discriminations significatives sont à constater dans six pays (voir page 102).

- **Les entreprises cotées comparées à celles, non-cotées, contrôlées par les salariés**

Il a parfois été affirmé que les entreprises non-cotées contrôlées par leurs salariés auraient mieux résisté à la crise financière que les entreprises cotées en bourse. La comparaison systématique des deux groupes donne une meilleure information à ce propos (v. page 105).

- **Le contrôle actionnarial des entreprises cotées européennes**

Ce Recensement donne une information sur l'existence ou non d'un actionnaire de contrôle dans chaque entreprise cotée européenne significative. Huit catégories d'actionnaires de contrôle ont été identifiées: dirigeant exécutif, investisseur privé, famille, fondation, entreprise, fondateurs, état, salariés. Le développement de l'actionnariat salarié est fortement influencé par l'existence ou non d'un actionnaire de contrôle (Graphique 70).

- **Base de données de l'actionnariat salarié dans les entreprises européennes**

Ce Recensement est basé sur une base de données complète de toutes les grandes entreprises cotées européennes (2.335 entreprises, soit 25% de toutes les entreprises cotées, mais 99% de la capitalisation totale et 95% en termes d'emploi, donnant donc une image quasi-exhaustive de l'ensemble des entreprises cotées) et de toutes les grandes entreprises non-cotées contrôlées par leurs salariés (les 301 entreprises qui occupent 100 personnes et plus).

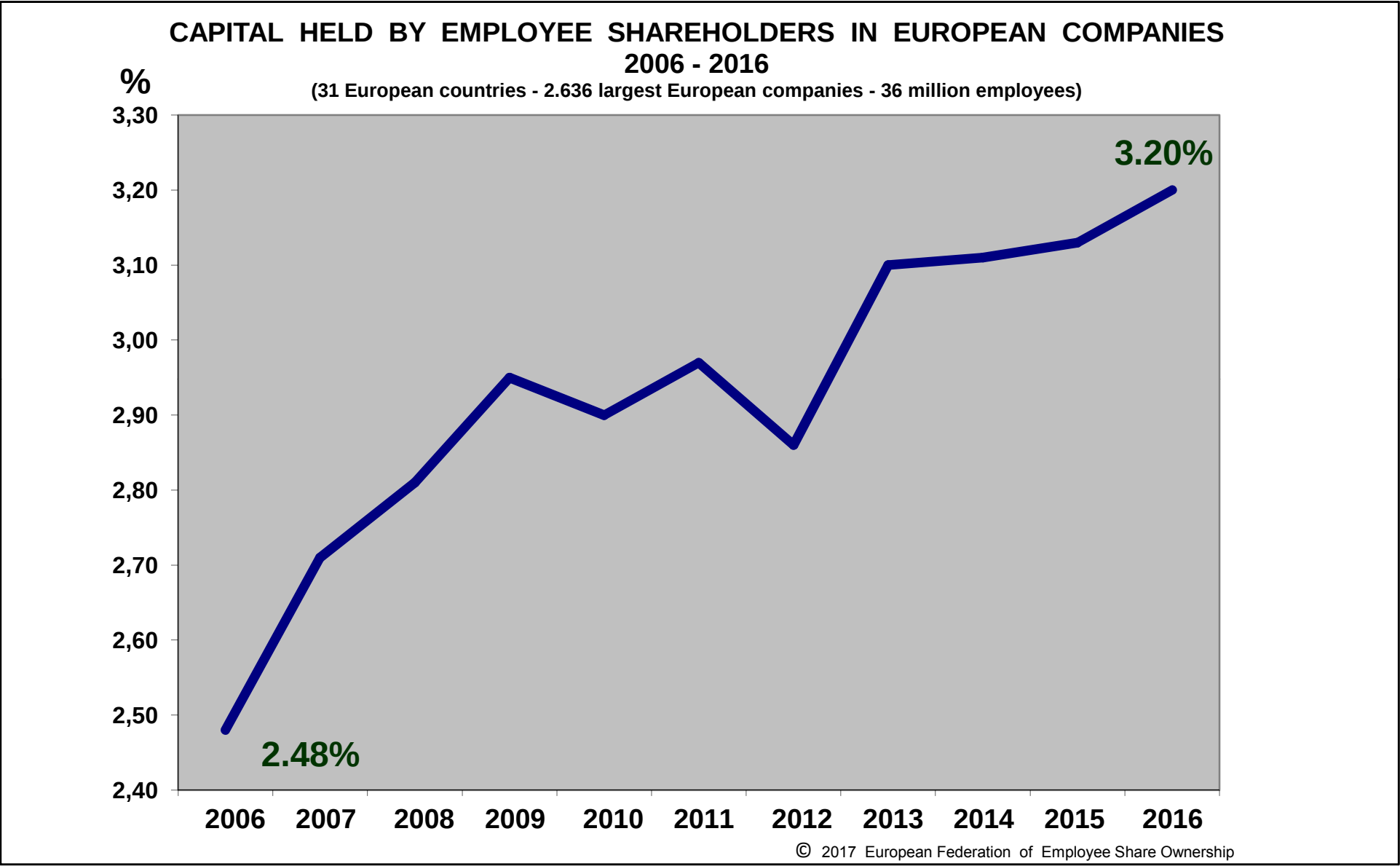
Toutes les informations sont tirées des Rapports Annuels des sociétés (page 128).

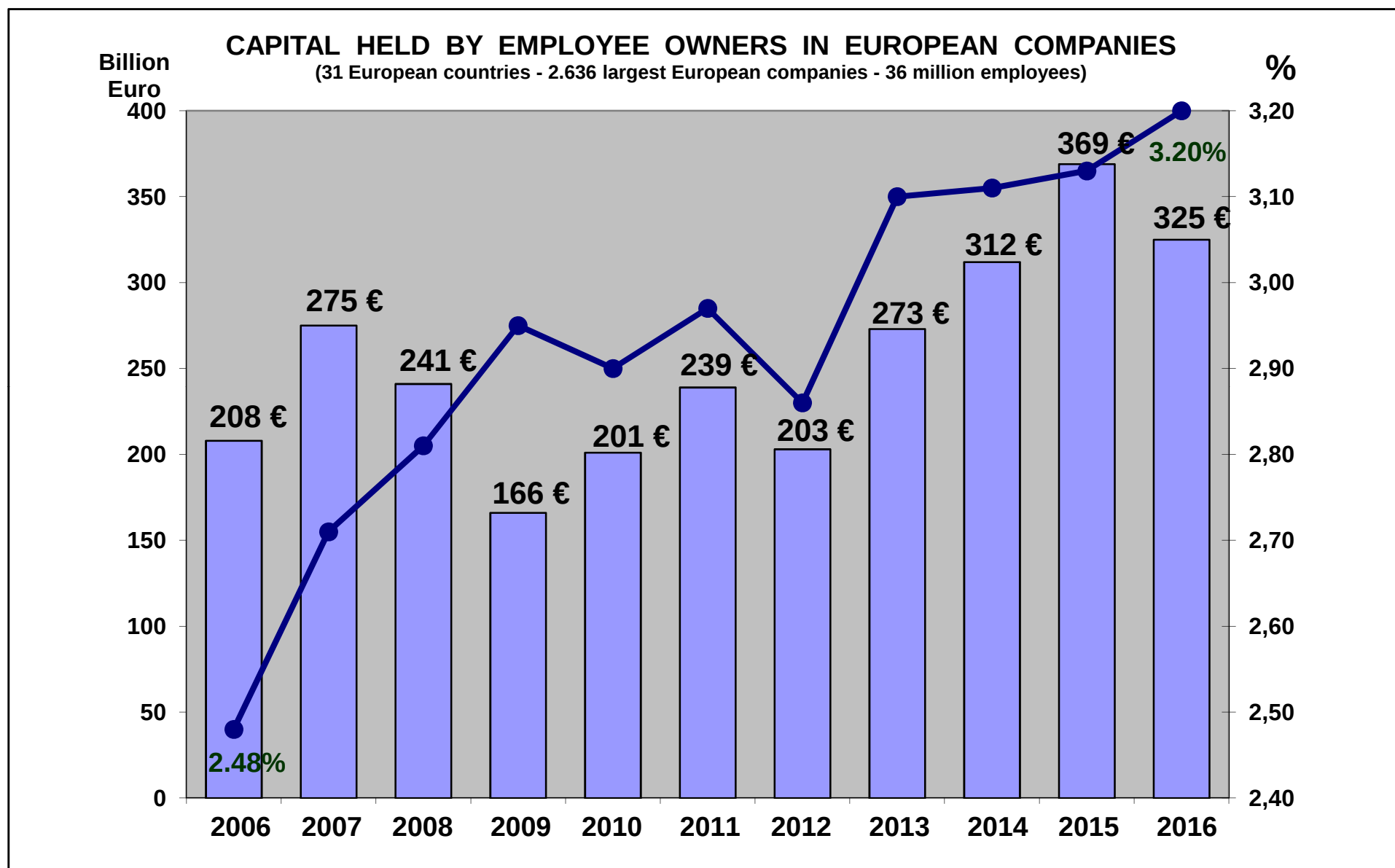
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EN EUROPE

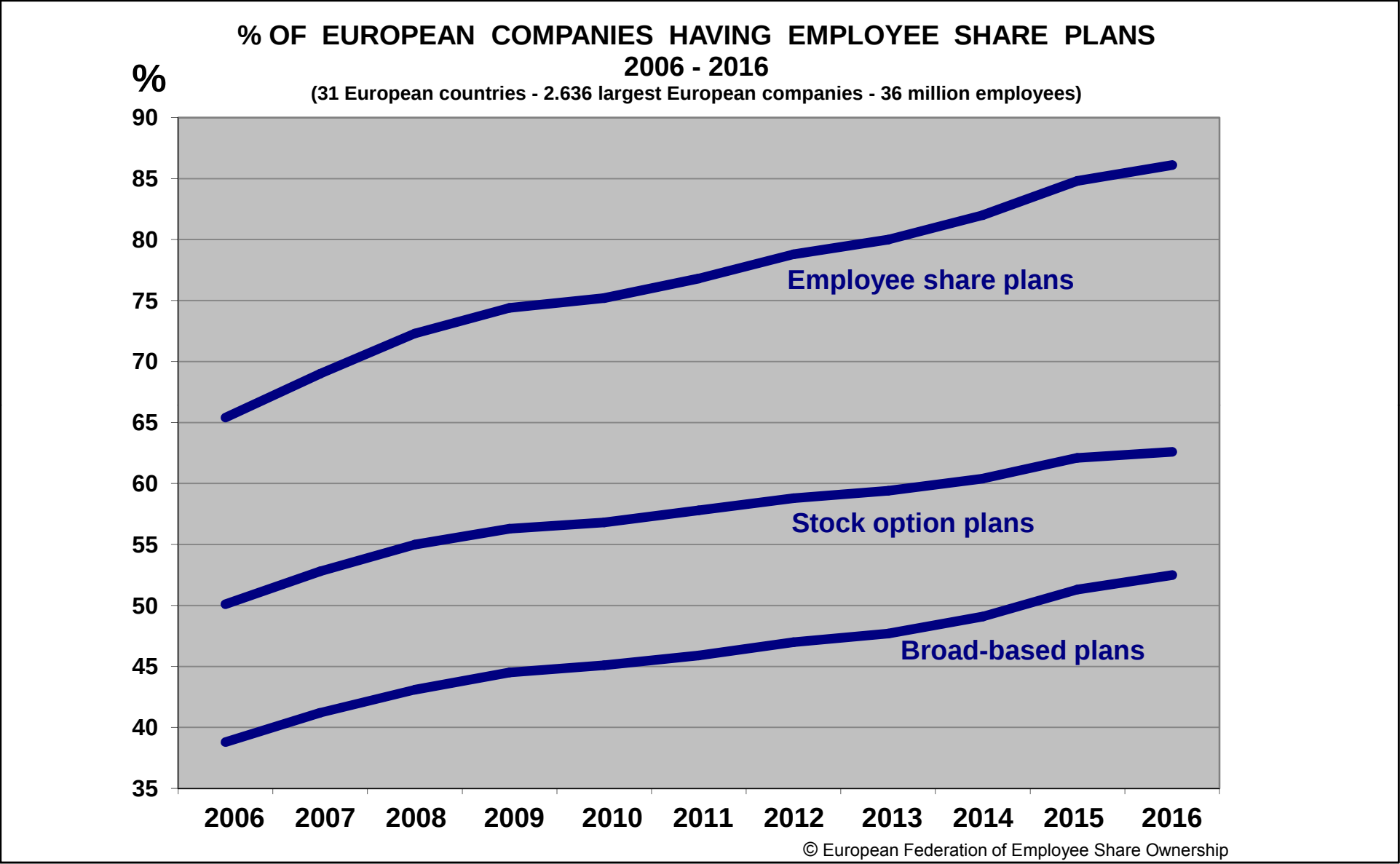
2006-2016

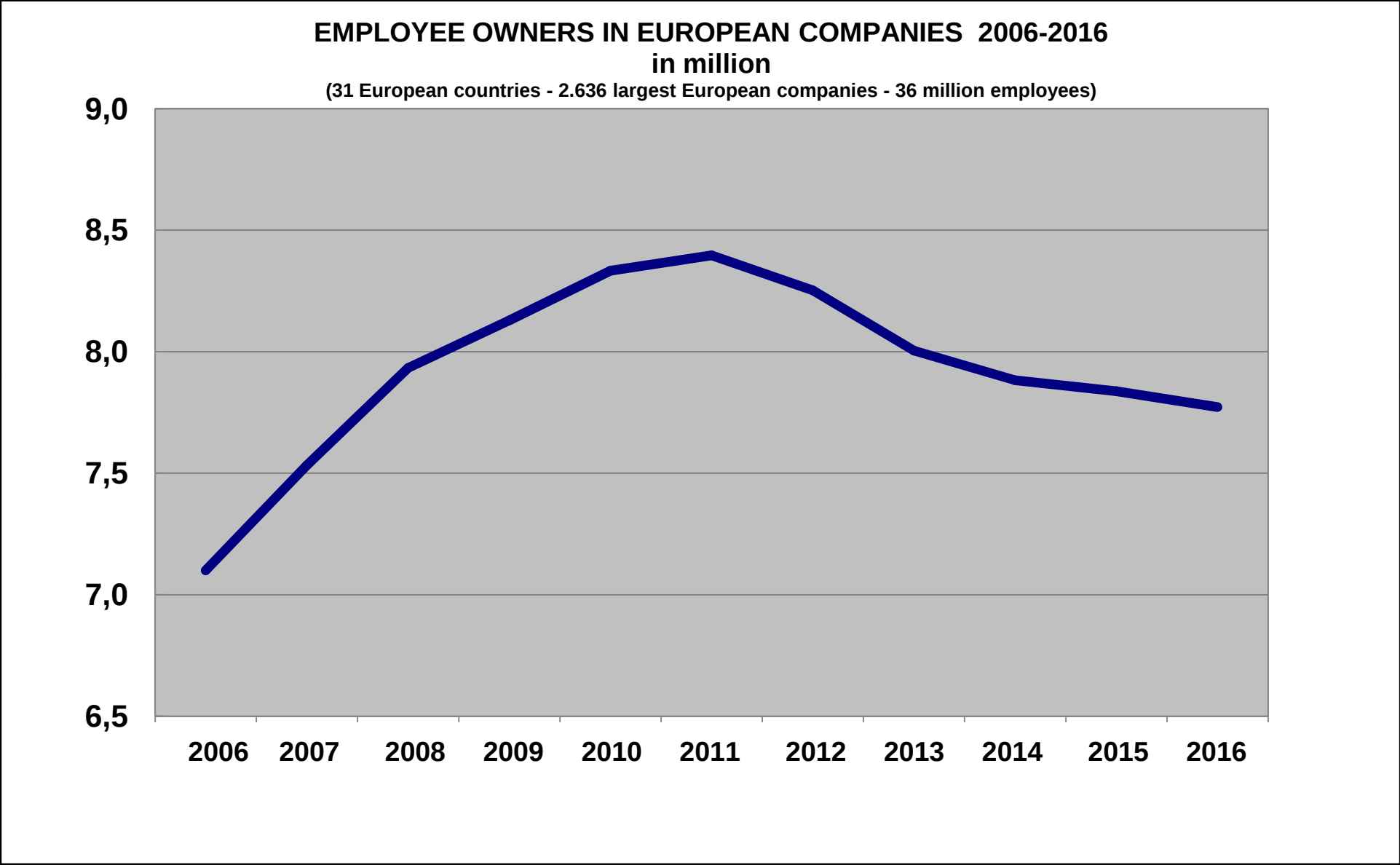
EVOLUTION DE L'ACTIONNARIAT SALARIE EN EUROPE 2006-2016

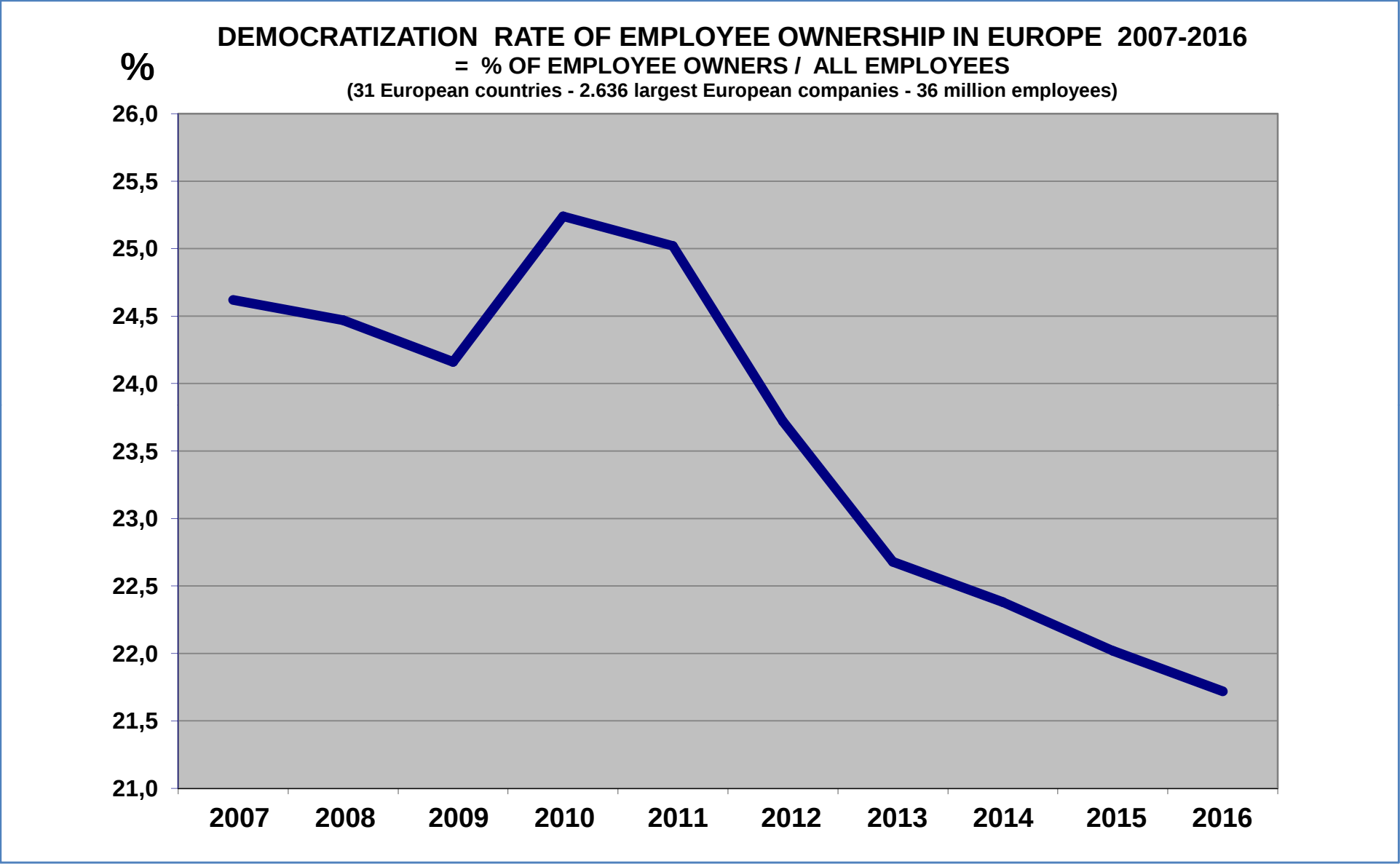
- Il est remarquable de constater que la part détenue par les salariés dans les grandes entreprises européennes a poursuivi sa croissance à travers la crise européenne, de 2.48% en 2006 à 3.20% en 2016 (Graphique 3). En montant absolu, elle a doublé depuis 2009 (Graphique 4).
- Les grandes entreprises européennes dotées de plans d'actionnariat salarié ont augmenté sans discontinuer, en nombre et en pourcentage: 86% des grandes entreprises européennes ont des plans d'actionnariat salarié en 2016, 63% ont des plans de stock options et 53% ont des plans pour tous les salariés en 2016 contre 39% en 2006 (Graphique 5).
- Cependant, le nombre d'actionnaires salariés marque une diminution depuis 2011 (Graphique 6), et le taux de démocratisation de l'actionnariat salarié (mesuré par la proportion d'actionnaires salariés parmi l'ensemble des salariés) a baissé sensiblement, de 24.6% en 2007 à 21.7% en 2016, soit -12% (Graphique 7).
- La croissance de la part détenue par les salariés s'observe dans la plupart des grandes entreprises européennes. Ainsi le pourcentage de grandes entreprises où l'actionnariat salarié détient une part "significative" (une part de 1% ou plus) est passé de 48% en 2006 à 58% en 2016 (Graphique 8).
- La proportion de grandes entreprises qui ont lancé de nouveaux plans d'actionnariat salarié est remarquablement stable au fil des ans, autour de 30%, soit un nouveau plan tous les 3 ans environ (Graphique 9).
- Les tableaux 2 à 14 résument les principales observations:
 - Sur l'actionnariat salarié en Europe de 2006 à 2016 (Tables 2-4).
 - Sur les grandes entreprises européennes: capitalisation et emplois (Tables 5-6).
 - Sur les plans d'actionnariat salarié (Tables 7-9).
 - Sur les parts détenues par les salariés de 2006 à 2016 et leur typologie (Tables 10-13).
 - Sur les entreprises cotées et non-cotées dans la base de données EFES (Table 14).

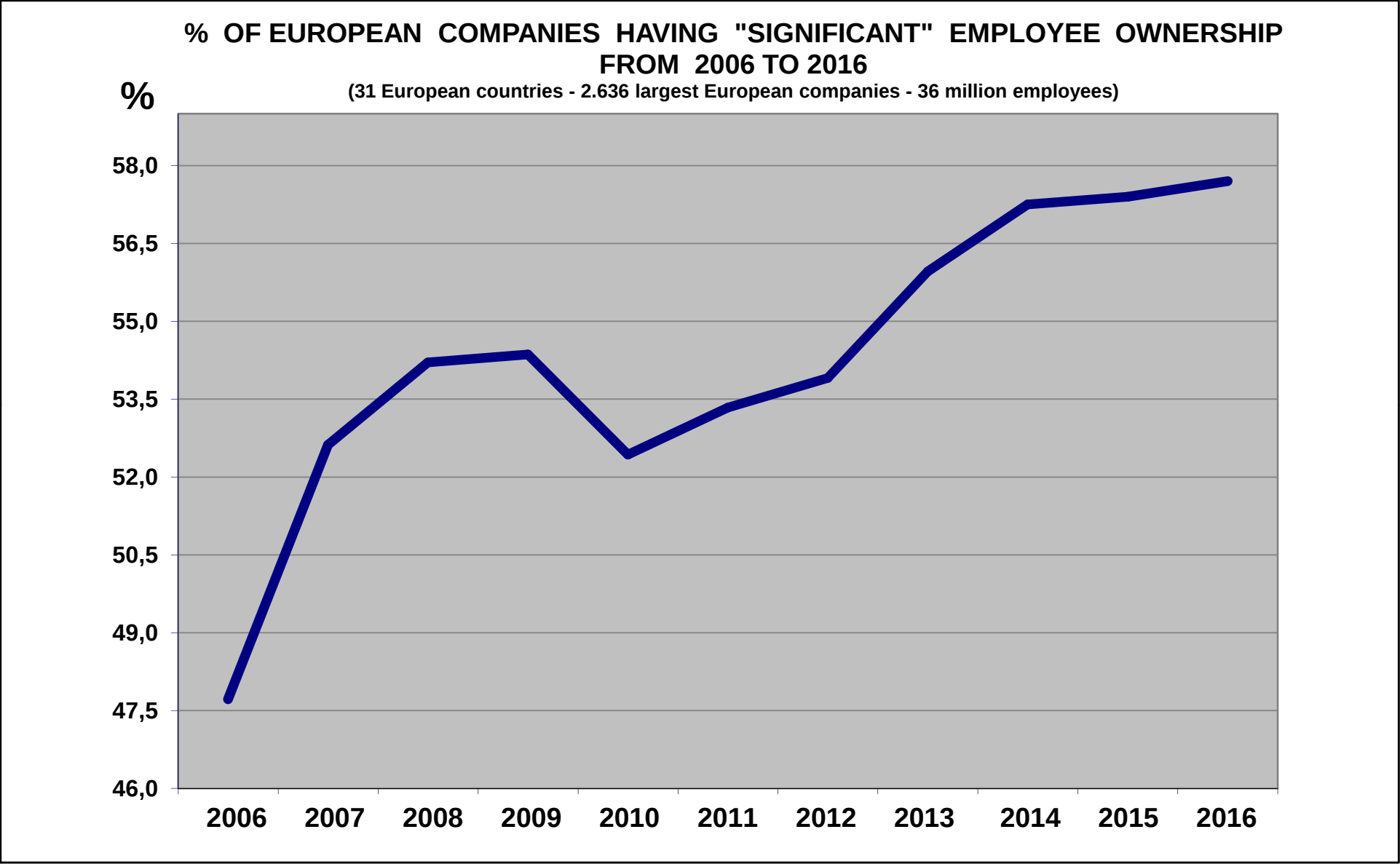


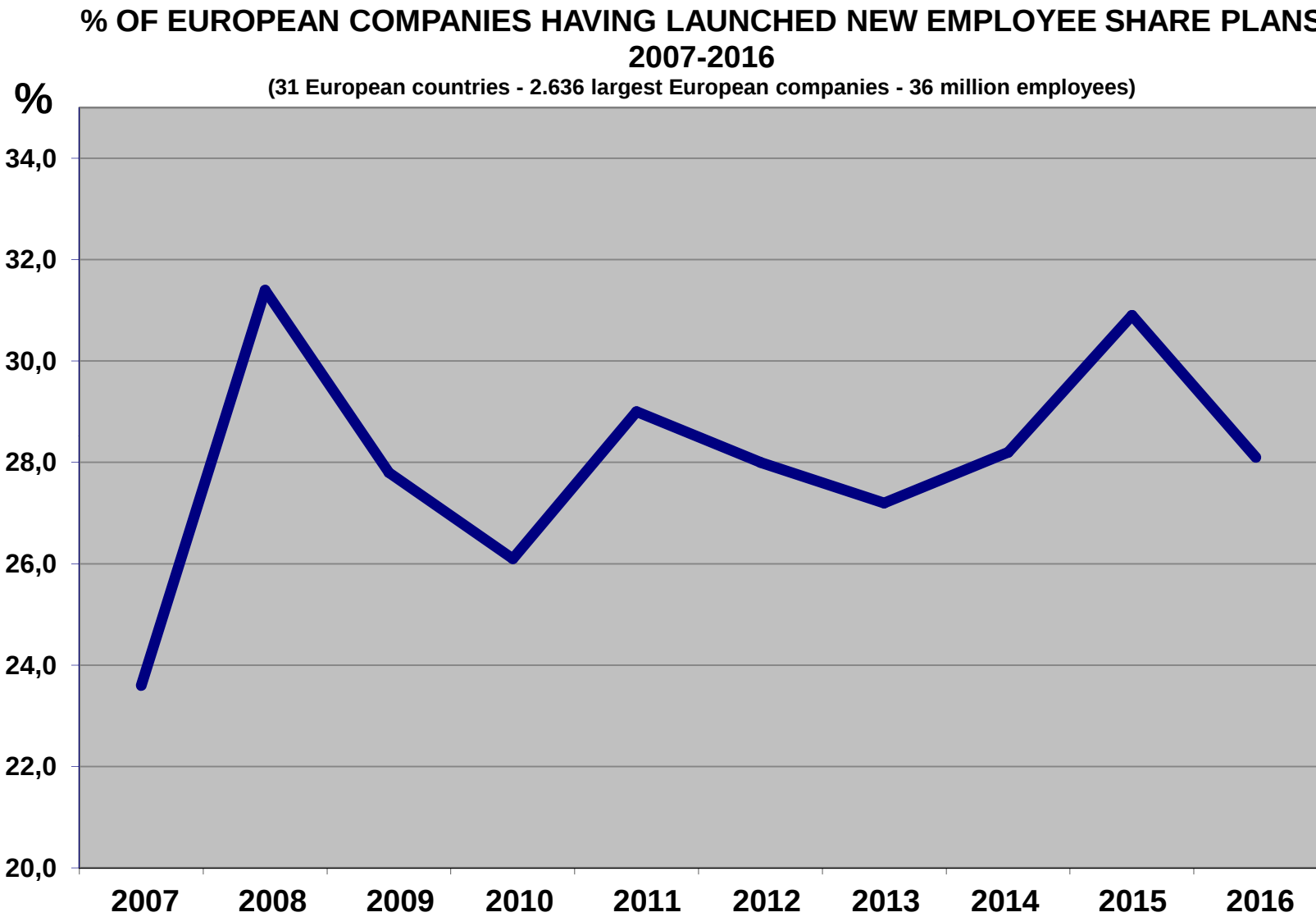












Tables 2-4: Main data about employee share ownership, 2006-2016

Description	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Employees' stake in ownership structure (%)	3,20%	3,13%	3,11%	3,10%	2,86%	2,97%	2,90%	2,95%	2,81%	2,71%	2,48%
Capitalisation held by all employees (billion Euro)	325 €	369 €	312 €	273 €	203 €	239 €	201 €	166 €	241 €	275 €	208 €
% Variation	-11,8%	+18,0%	+14,5%	+34,4%	-15,2%	+19,0%	+21,0%	-31,0%	-12,3%	+31,7%	

Description	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Employee owners (numbers)	7.772.063	7.837.834	7.882.840	8.004.060	8.253.107	8.397.115	8.332.561	8.129.071	7.933.282	7.532.968
% Variation	-0,8%	-0,6%	-1,5%	-3,0%	-1,7%	+0,8%	+2,5%	+2,5%	+5,3%	
Employee owners in % of all employees	21,7%	22,0%	22,4%	22,7%	23,7%	25,0%	25,2%	24,2%	24,5%	24,6%

Description	2016
Date of first employee share plan, on average	1.998
Date of first employee share plan (listed companies only)	2.001

Tables 5-6: Main data about large European companies, 2006-2016

	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Companies (number)	2.636	2.636	2.636	2.636	2.636	2.636	2.636	2.636	2.636	2.636	2.636
Market capitalisation (billion €)	10.177 €	11.781 €	10.059 €	8.811 €	7.089 €	8.059 €	6.940 €	5.636 €	8.575 €	10.126 €	8.412 €
% Variation	-13,6%	+17,1%	+14,2%	+24,3%	-12,0%	+16,1%	+23,1%	-34,3%	-15,3%	+20,4%	
Employees (number)	35.779.411	35.591.995	35.226.588	35.287.865	34.797.833	33.561.355	33.011.060	33.646.451	32.425.713	30.598.592	28.737.706
% Variation	+0,5%	+1,0%	-0,2%	+1,4%	+3,7%	+1,7%	-1,9%	+3,8%	+6,0%	+6,5%	

% Variation	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Market capitalisation	-13,6%	+17,1%	+14,2%	+24,3%	-12,0%	+16,1%	+23,1%	-34,3%	-15,3%	+20,4%
Employees (number)	+0,5%	+1,0%	-0,2%	+1,4%	+3,7%	+1,7%	-1,9%	+3,8%	+6,0%	+6,5%

Tables 7-8: Main data about employee share plans, 2006-2016

ALL COMPANIES

Description	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
% of all Companies											
% Companies having employee share ownership	93,6%	92,4%	91,2%	89,6%	88,1%	86,7%	85,8%	85,3%	80,9%	78,0%	74,3%
% Companies having employee share plans	86,1%	84,8%	82,0%	80,0%	78,8%	76,8%	75,2%	74,4%	72,3%	69,0%	65,4%
% Companies having broad-based employee share plans	52,5%	51,3%	49,1%	47,7%	47,0%	45,9%	45,1%	44,5%	43,1%	41,2%	38,8%
% Companies having stock options	62,6%	62,1%	60,4%	59,4%	58,8%	57,8%	56,8%	56,3%	55,0%	52,8%	50,1%
% Companies having launched new employee share plans in year	28,1%	30,9%	28,2%	27,2%	28,0%	29,0%	26,1%	27,8%	31,4%	23,6%	
Number of Companies											
Companies having employee share ownership	2.468	2.436	2.404	2.363	2.322	2.286	2.263	2.249	2.133	2.055	1.959
Companies having employee share plans	2.286	2.234	2.162	2.110	2.078	2.024	1.982	1.962	1.905	1.819	1.723
Companies having broad-based employee share plans	1.383	1.351	1.294	1.258	1.239	1.209	1.189	1.172	1.136	1.087	1.023
Companies having stock options	1.649	1.636	1.592	1.565	1.550	1.524	1.497	1.484	1.450	1.393	1.320
Companies having launched new employee share plans in year	741	815	743	716	738	764	687	733	828	621	
Variation											
Companies having employee share ownership	+1,3%	+1,3%	+1,7%	+1,8%	+1,6%	+1,0%	+0,6%	+5,4%	+3,8%	+4,9%	
Companies having employee share plans	+2,3%	+3,3%	+2,5%	+1,5%	+2,7%	+2,1%	+1,0%	+3,0%	+4,7%	+5,6%	
Companies having broad-based employee share plans	+2,4%	+4,4%	+2,9%	+1,5%	+2,5%	+1,7%	+1,5%	+3,2%	+4,5%	+6,3%	
Companies having stock options	+0,8%	+2,8%	+1,7%	+1,0%	+1,7%	+1,8%	+0,9%	+2,3%	+4,1%	+5,5%	
Companies having launched new employee share plans in year	-9,1%	+9,7%	+3,8%	-3,0%	-3,4%	+11,2%	-6,3%	-11,5%	+33,3%		

LISTED COMPANIES

Description	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
% of listed Companies											
% Listed Companies having employee share ownership	92,8%	91,6%	90,4%	88,8%	87,2%	86,1%	85,3%	84,7%	80,0%	76,7%	72,9%
% Listed Companies having employee share plans	85,0%	83,0%	80,0%	78,0%	76,8%	75,0%	73,3%	72,5%	70,2%	66,6%	62,6%
% Listed Companies having broad-based employee share plans	47,0%	45,8%	43,6%	42,2%	41,5%	40,6%	39,9%	39,2%	37,8%	35,9%	33,1%
% Listed Companies having stock options	70,4%	69,8%	67,9%	66,8%	66,1%	65,0%	63,9%	63,3%	61,8%	59,4%	56,2%
Number of listed Companies											
Listed Companies having employee share ownership	2.167	2.139	2.111	2.074	2.037	2.010	1.991	1.977	1.867	1.790	1.701
Listed Companies having employee share plans	1.985	1.938	1.869	1.822	1.794	1.750	1.712	1.692	1.639	1.555	1.461
Listed Companies having broad-based employee share plans	1.097	1.070	1.018	985	970	949	931	915	883	837	773
Listed Companies having stock options	1.643	1.630	1.586	1.559	1.544	1.518	1.491	1.478	1.444	1.387	1.313
% Variation											
Listed Companies having employee share ownership	+1,3%	+1,3%	+1,8%	+1,8%	+1,3%	+1,0%	+0,7%	+5,9%	+4,3%	+5,2%	
Listed Companies having employee share plans	+2,4%	+3,7%	+2,6%	+1,6%	+2,5%	+2,2%	+1,2%	+3,2%	+5,4%	+6,4%	
Listed Companies having broad-based employee share plans	+2,5%	+5,1%	+3,4%	+1,5%	+2,2%	+1,9%	+1,7%	+3,6%	+5,5%	+8,3%	
Listed Companies having stock options	+0,8%	+2,8%	+1,7%	+1,0%	+1,7%	+1,8%	+0,9%	+2,4%	+4,1%	+5,6%	

Table 9: Main data about employee share plans, 2006-2016

% of European Companies	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Having employee share ownership	93,6%	92,4%	91,2%	89,6%	88,1%	86,7%	85,8%	85,3%	80,9%	78,0%	74,3%
Having employee share plans	86,1%	84,8%	82,0%	80,0%	78,8%	76,8%	75,2%	74,4%	72,3%	69,0%	65,4%
Having broad-based employee share plans	52,5%	51,3%	49,1%	47,7%	47,0%	45,9%	45,1%	44,5%	43,1%	41,2%	38,8%
Having stock options	62,6%	62,1%	60,4%	59,4%	58,8%	57,8%	56,8%	56,3%	55,0%	52,8%	50,1%
Having launched new employee share plans	28,1%	30,9%	28,2%	27,2%	28,0%	29,0%	26,1%	27,8%	31,4%	23,6%	

Tables 10-11: Main data about employees' stake, 2006-2016

ALL COMPANIES (listed and non-listed)											
Description	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
% of companies											
% Companies having EO>1% in ownership structure ("significant" ownership)	57,7%	57,4%	57,3%	56,0%	53,9%	53,3%	52,4%	54,4%	54,2%	52,6%	47,7%
% Companies having EO>6% in ownership structure ("strategic" ownership)	29,0%	29,5%	29,7%	30,4%	30,0%	29,9%	29,8%	30,3%	29,8%	30,1%	28,5%
% Companies having EO>20% in ownership structure ("determining" ownership)	21,5%	21,9%	22,3%	22,2%	22,2%	22,0%	21,7%	22,3%	21,9%	21,8%	20,8%
% Companies having EO>50% in ownership structure ("controlling" ownership)	15,1%	15,2%	15,4%	15,1%	15,1%	15,1%	14,9%	15,0%	15,0%	15,1%	14,2%
Numbers											
Companies having EO>1% in ownership structure ("significant" ownership)	1.521	1.513	1.509	1.475	1.421	1.406	1.382	1.433	1.429	1.387	1.258
Companies having EO>6% in ownership structure ("strategic" ownership)	765	777	783	800	791	789	786	799	786	793	751
Companies having EO>20% in ownership structure ("determining" ownership)	566	576	588	584	584	580	573	589	576	575	547
Companies having EO>50% in ownership structure ("controlling" ownership)	397	401	405	399	399	397	392	395	396	397	374
Variation											
Companies having EO>1% in ownership structure ("significant" ownership)	+0,5%	+0,3%	+2,3%	+3,8%	+1,1%	+1,7%	-3,6%	+0,3%	+3,0%	+10,3%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-1,5%	-0,8%	-2,1%	+1,1%	+0,3%	+0,4%	-1,6%	+1,7%	-0,9%	+5,6%	
Companies having EO>20% in ownership structure ("determining" ownership)	-1,7%	-2,0%	+0,7%	0,0%	+0,7%	+1,2%	-2,7%	+2,3%	+0,2%	+5,1%	
Companies having EO>50% in ownership structure ("controlling" ownership)	-1,0%	-1,0%	+1,5%	0,0%	+0,5%	+1,3%	-0,8%	-0,3%	-0,3%	+6,1%	

LISTED COMPANIES ONLY											
Description	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
% of companies											
% Companies having EO>1% in ownership structure ("significant" ownership)	52,3%	52,1%	52,1%	50,8%	48,7%	48,4%	47,5%	49,7%	49,7%	48,0%	42,5%
% Companies having EO>6% in ownership structure ("strategic" ownership)	19,9%	20,6%	21,0%	21,9%	21,7%	22,0%	22,0%	22,6%	22,2%	22,5%	20,8%
% Companies having EO>20% in ownership structure ("determining" ownership)	11,4%	12,0%	12,7%	12,8%	12,9%	13,1%	13,0%	13,7%	13,2%	13,3%	12,2%
% Companies having EO>50% in ownership structure ("controlling" ownership)	4,4%	4,7%	5,1%	5,1%	5,2%	5,4%	5,4%	5,6%	5,6%	5,8%	4,9%
Numbers											
Companies having EO>1% in ownership structure ("significant" ownership)	1.220	1.216	1.216	1.187	1.136	1.130	1.110	1.161	1.161	1.120	993
Companies having EO>6% in ownership structure ("strategic" ownership)	464	480	490	512	506	513	514	528	518	526	486
Companies having EO>20% in ownership structure ("determining" ownership)	266	280	296	298	301	306	303	319	309	310	284
Companies having EO>50% in ownership structure ("controlling" ownership)	102	110	118	118	121	127	126	131	131	135	115
Variation											
Companies having EO>1% in ownership structure ("significant" ownership)	+0,3%	0,0%	+2,4%	+4,5%	+0,5%	+1,8%	-4,4%	0,0%	+3,7%	+12,8%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-3,3%	-2,0%	-4,3%	+1,2%	-1,4%	-0,2%	-2,7%	+1,9%	-1,5%	+8,2%	
Companies having EO>20% in ownership structure ("determining" ownership)	-5,0%	-5,4%	-0,7%	-1,0%	-1,6%	+1,0%	-5,0%	+3,2%	-0,3%	+9,2%	
Companies having EO>50% in ownership structure ("controlling" ownership)	-7,3%	-6,8%	+0,0%	-2,5%	-4,7%	+0,8%	-3,8%	0,0%	-3,0%	+17,4%	

Tables 12-13: Typology of employees' stake in large European companies in 2016

%EO	TYPES	ALL COMPANIES	
- 1%	insignificant	42,3%	1.115
+ 1%	significant	57,7%	1.521
+ 6%	strategic	29,0%	765
+ 20%	determining	21,5%	566
+ 50%	controlling	15,1%	397
		100 %	2.636

%EO	TYPES	LISTED COMPANIES	
- 1%	insignificant	47,7%	1.115
+ 1%	significant	52,3%	1.220
+ 6%	strategic	19,9%	464
+ 20%	determining	11,4%	266
+ 50%	controlling	4,4%	102
		100 %	2.335

Table 14: All European companies in the EFES database, listed and non-listed in 2016

COMPARING ALL COMPANIES, LISTED AND NON-LISTED			
Description	ALL	LISTED	NON-LISTED
Companies (number)	2.636	2.335	301
Employees (number)	35.779.411	34.980.908	798.503
Employee owners (number)	7.772.063	7.339.366	432.697
Employee owners in % of all employees	21,7%	21,0%	54,2%
Companies having employee ownership	2.468	2.167	301
Companies having employee share plans	2.286	1.985	301
Companies having broad-based employee share plans	1.383	1.097	286
Companies having stock options	1.649	1.643	6
Companies having published employees' share in ownership structure	394	262	132
Companies having EO>1% in ownership structure ("significant" ownership)	1.521	1.220	301
Companies having EO>6% in ownership structure ("strategic" ownership)	765	464	301
Companies having EO>20% in ownership structure ("determining" ownership)	566	266	300
Companies having EO>50% in ownership structure ("controlling" ownership)	397	102	295
% Companies having employee ownership	93,6%	92,8%	100,0%
% Companies having employee share plans	86,7%	85,0%	100,0%
% Companies having broad-based employee share plans	52,5%	47,0%	95,0%
% Companies having stock options	62,6%	70,4%	2,0%
% Companies having published employees' share in ownership structure	15,0%	11,2%	43,9%
% Companies having EO>1% in ownership structure ("significant" ownership)	57,7%	52,3%	100,0%
% Companies having EO>6% in ownership structure ("strategic" ownership)	29,0%	19,9%	100,0%
% Companies having EO>20% in ownership structure ("determining" ownership)	21,5%	11,4%	99,7%
% Companies having EO>50% in ownership structure ("controlling" ownership)	15,1%	4,4%	98,0%

LES ACTIONNAIRES SALARIÉS

SALARIÉS ORDINAIRES
ET
DIRIGEANTS EXÉCUTIFS

LES ACTIONNAIRES SALARIES: SALARIES ORDINAIRES ET DIRIGEANTS EXECUTIFS

- Le nombre d'actionnaires salariés dans chaque pays européen apparaît au Tableau 15, de 2007 à 2016, de même que les variations observées au cours de la période complète (de 2007 à 2016), et pour les années récentes (de 2011 à 2016).
- La capitalisation détenue par les salariés de 2007 à 2016 est publiée au Tableau 16, pour l'ensemble des salariés et en moyenne pour chacun d'entre eux, tandis que les parts respectives des dirigeants exécutifs et des salariés ordinaires sont détaillées au Tableau 17.
- La part moyenne détenue par chaque actionnaire salarié a doublé entre 2009 et 2016, qu'on y inclue ou non les dirigeants exécutifs, nonobstant la légère baisse observée en 2016 (Graphique 10).
- Les parts détenues par les salariés ont crû un peu plus pour les dirigeants exécutifs que pour les salariés ordinaires de 2007 à 2016 (Graphique 11).
- Enfin, le tableau détaillé des parts détenues par les dirigeants exécutifs et les salariés ordinaires dans chaque pays européen indique de très importantes inégalités individuelles (Table 18).

Table 15: Employee shareholders in European countries, 2007-2016

Countries	EMPLOYEE SHAREHOLDERS IN EUROPEAN COUNTRIES											
	(31 countries - 2.636 largest European companies - 36 million employees)											
	% variation from 2011 to 2016	% variation from 2007 to 2016	Employee shareholders 2016	Employee shareholders 2015	Employee shareholders 2014	Employee shareholders 2013	Employee shareholders 2012	Employee shareholders 2011	Employee shareholders 2010	Employee shareholders 2009	Employee shareholders 2008	Employee shareholders 2007
AT	-9,3%	-17,0%	88.276	98.533	94.521	99.589	102.367	97.283	101.390	98.415	103.298	106.357
BE	-30,3%	-49,1%	57.953	60.103	63.395	50.950	57.256	83.105	97.571	108.450	124.642	113.940
BG	-79,0%	-79,8%	46	192	207	216	219	218	221	225	230	226
CH	-7,6%	-12,0%	256.969	271.273	271.273	278.626	279.230	278.249	291.160	312.088	305.720	292.115
CY	-41,1%	-81,5%	1.307	1.665	1.854	2.082	2.139	2.218	12.231	12.255	7.700	7.055
CZ	0,4%	-12,7%	6.077	6.206	6.367	5.958	5.951	6.054	6.622	6.675	6.851	6.963
DA	-21,8%	24,0%	59.102	60.409	67.771	71.914	72.069	75.611	69.036	71.842	63.693	47.668
DE	-24,3%	-29,9%	720.978	765.341	805.001	847.994	893.191	952.015	1.023.173	991.212	965.619	1.027.872
EE	12,2%	n.s.	35	32	34	29	28	31	9	9	9	17
ES	-22,2%	34,9%	170.375	172.935	185.171	207.988	211.727	218.871	186.745	177.204	185.376	126.264
FI	-24,2%	-28,7%	94.719	98.382	106.363	107.600	115.701	124.936	127.957	154.659	151.320	132.938
FR	-8,8%	15,5%	2.915.000	2.937.500	2.991.099	3.111.268	3.219.427	3.197.733	3.169.599	2.967.358	2.818.327	2.523.168
GR	-26,2%	-30,4%	29.218	30.870	33.037	34.581	35.788	39.574	41.702	44.730	45.927	42.007
HR	-82,4%	60,8%	1.933	2.352	4.219	6.475	8.735	10.965	13.245	15.485	12.564	1.202
HU	-6,5%	12,5%	7.146	7.637	7.976	8.035	7.850	7.644	6.546	6.394	6.575	6.350
IE	-45,4%	-56,0%	16.311	19.511	23.316	25.087	26.795	29.888	33.238	34.632	35.393	37.036
IS	-28,8%	-56,9%	349	402	480	467	486	490	530	560	652	809
IT	-1,1%	-1,0%	177.363	175.537	130.531	141.145	158.339	179.422	186.371	199.540	199.910	179.173
LT	-11,1%	-50,0%	8	4	5	4	8	9	11	14	19	16
LU	n.s.	n.s.	7.616	4.684	996	933	743	652	333	358	266	479
LV	-90,5%	-94,8%	21	53	73	173	200	220	270	300	300	400
MT	-14,0%	-37,9%	1.981	2.099	2.164	2.204	2.305	2.305	2.304	2.304	2.216	3.192
NL	-11,9%	-13,5%	316.576	322.513	329.217	326.228	342.524	359.134	300.525	291.431	301.249	366.149
NO	-27,9%	-26,4%	42.198	43.347	45.868	48.779	51.952	58.533	62.044	63.552	58.523	57.319
PL	-27,6%	65,0%	72.079	86.668	105.144	101.292	121.394	99.559	92.386	66.624	12.748	43.679
PT	-60,7%	-58,8%	5.945	6.429	7.262	15.543	15.220	15.112	14.520	14.835	14.016	14.444
RO	-75,1%	n.s.	15.298	18.085	24.072	30.065	61.057	61.395	67	28	4	8
SK	-40,9%	-77,5%	172	182	195	201	199	290	303	426	762	762
SL	-51,8%	-57,9%	3.421	4.191	4.922	5.627	6.314	7.101	7.684	8.053	8.132	8.124
SV	-5,1%	19,1%	443.002	432.509	424.281	485.468	468.491	467.026	414.178	409.471	415.039	371.983
UK	11,8%	12,2%	2.260.589	2.208.193	2.146.025	1.987.537	1.985.403	2.021.471	2.070.591	2.069.941	2.086.202	2.015.254
31 COUNTRIES	-7,4%	3,2%	7.772.063	7.837.834	7.882.840	8.004.060	8.253.107	8.397.115	8.332.561	8.129.071	7.933.282	7.532.968
13 NMS - PL	-62,0%	9,1%	37.444	42.698	52.089	61.069	95.005	98.450	49.513	52.167	45.362	34.315

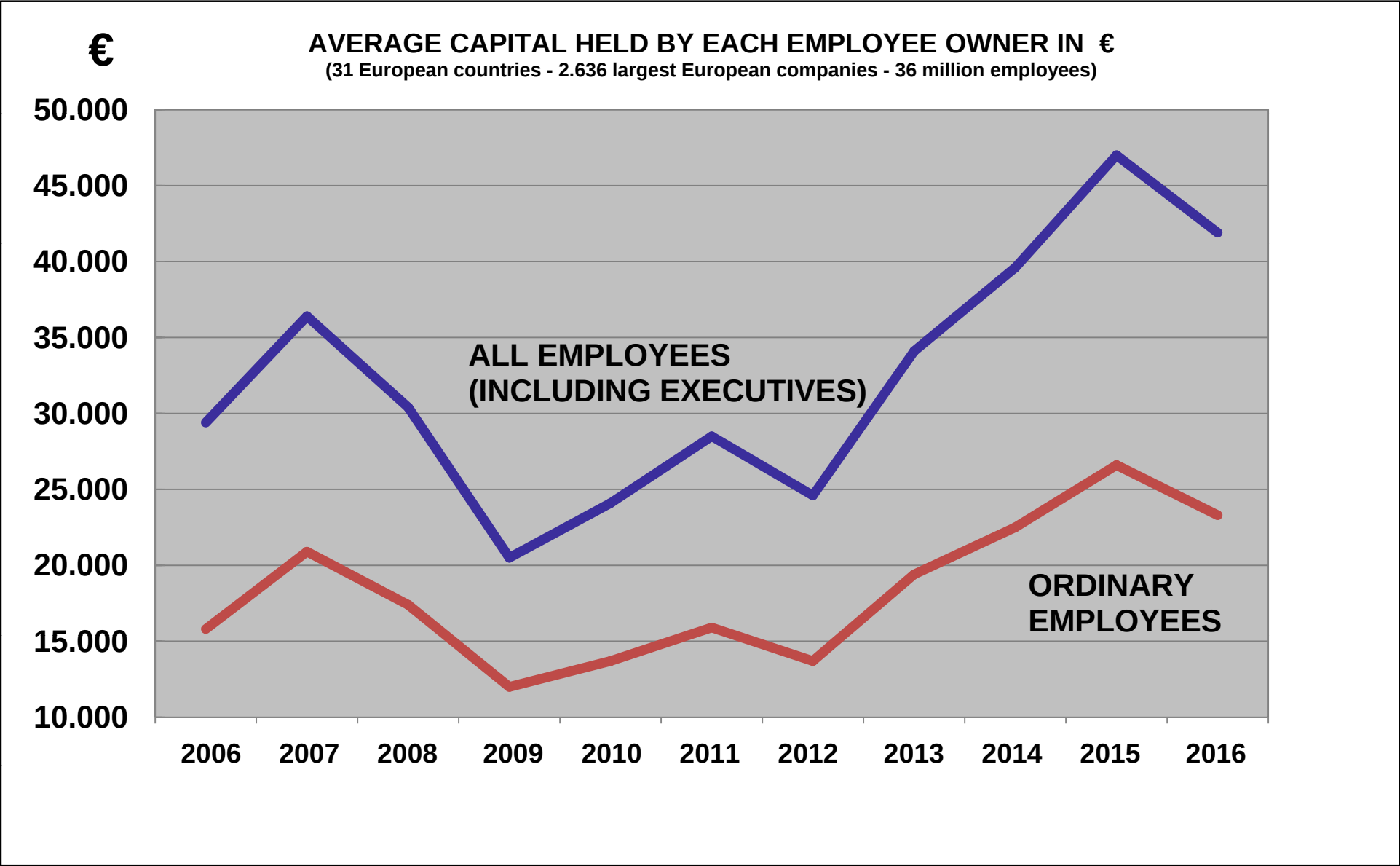
NMS = "New" Member States

Table 16: Capitalization held by employees in large European companies, 2006-2016

CAPITALIZATION HELD BY EMPLOYEES											
Description	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Capitalization held by all employees (billion Euro)	325 €	369 €	312 €	273 €	203 €	239 €	201 €	166 €	241 €	275 €	208 €
% Variation	-11,8%	+18,0%	+14,5%	+34,4%	-15,2%	+19,0%	+21,0%	-31,0%	-12,3%	+31,7%	
Employees (million)	35,8	35,6	35,2	35,3	34,8	33,6	33,0	33,6	32,4	30,6	28,7
Average capitalization held by employee	9.100 €	10.400 €	8.900 €	7.700 €	5.800 €	7.100 €	6.100 €	4.900 €	7.400 €	9.000 €	7.300 €
Employee owners (million)	7,8	7,8	7,9	8,0	8,3	8,4	8,3	8,1	7,9	7,5	7,3
Average capitalization held by each employee owner	41.900 €	47.000 €	39.600 €	34.100 €	24.600 €	28.500 €	24.100 €	20.500 €	30.400 €	36.400 €	28.600 €
% Variation	-11,1%	+18,7%	+16,2%	+34,1%	-13,7%	+18,1%	+18,0%	-32,6%	-16,7%	+27,7%	

Table 17: Capitalization held by employees in large European companies: Top Executives and ordinary employees, 2007-2016

TOP EXECUTIVES VERSUS ORDINARY EMPLOYEES											
Description		2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Capitalization held by all employees	(billion Euro) EO	325,3	368,7	312,3	272,9	203,1	239,5	201,2	166,3	240,8	274,6
Capitalization held by Executive employees	(billion Euro) EXEC	144,1	160,1	134,8	118,0	90,1	106,5	87,1	68,8	102,7	117,1
Capitalization held by non-executive employees	(billion Euro) NonEXEC	181,2	208,6	177,5	154,9	113,0	133,0	114,1	97,5	138,2	157,5
Executives' share in capitalization held by all employees	EXEC	44,3%	43,4%	43,2%	43,2%	44,4%	44,5%	43,3%	41,4%	42,6%	42,6%
Non-executives' share in capitalization held by all employees	NonEXEC	55,7%	56,6%	56,8%	56,8%	55,6%	55,5%	56,7%	58,6%	57,4%	57,4%
Average capitalization held by each employee owner	EO	41.900 €	47.000 €	39.600 €	34.100 €	24.600 €	28.500 €	24.100 €	20.500 €	30.400 €	36.400 €
Average capitalization held by each Executive	EXEC	15.500.000 €	17.300.000 €	14.600.000 €	12.800.000 €	9.700.000 €	11.600.000 €	9.500.000 €	7.600.000 €	11.300.000 €	12.900.000 €
Average capitalization held by each ordinary employee owner	NonEXEC	23.300 €	26.600 €	22.500 €	19.400 €	13.700 €	15.900 €	13.700 €	12.000 €	17.400 €	20.900 €
Employees' stake in ownership structure	EO	3,20%	3,13%	3,11%	3,10%	2,86%	2,97%	2,90%	2,95%	2,81%	2,71%
Executives' stake in ownership structure	EXEC	1,42%	1,36%	1,34%	1,34%	1,27%	1,32%	1,26%	1,22%	1,20%	1,16%
Ordinary employees' stake in ownership structure	NonEXEC	1,78%	1,77%	1,77%	1,76%	1,59%	1,65%	1,64%	1,73%	1,61%	1,56%



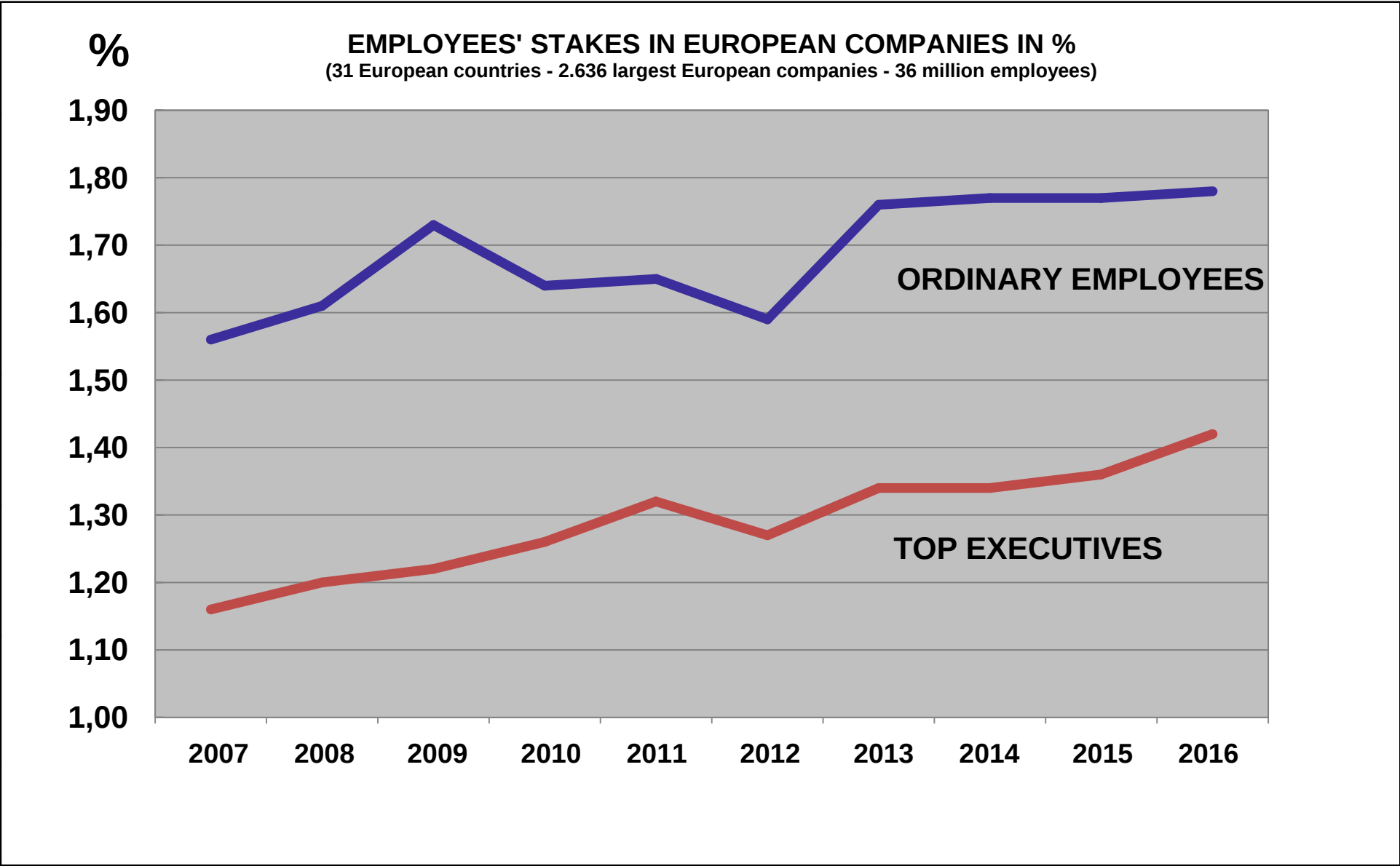


Table 18

	Listed Companies	TOP EXECUTIVES AND OTHER EMPLOYEES IN LARGE EUROPEAN COMPANIES								
		EUROPEAN LISTED COMPANIES IN 2016								
		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	Number	€	billion €	in %	Number	€	billion €	in %
AT	39	140	3,59	19.415.355 €	2,7 €	3,81%	88.047	17.859 €	1,6 €	2,20%
BE	58	170	2,93	32.003.821 €	5,4 €	1,70%	57.742	75.559 €	4,4 €	1,36%
BG	6	24	4,00	2.046.074 €	0,0 €	9,35%	0	0 €	0,0 €	0,00%
CH	163	900	5,52	14.014.923 €	12,6 €	1,06%	256.069	87.660 €	22,4 €	1,88%
CY	3	8	2,67	2.095.168 €	0,0 €	1,04%	1.299	868 €	0,0 €	0,07%
CZ	9	41	4,56	467.895 €	0,0 €	0,09%	3.827	36 €	0,0 €	0,00%
DA	70	220	3,14	4.134.234 €	0,9 €	0,30%	58.882	70.958 €	4,2 €	1,37%
DE	219	833	3,80	15.301.664 €	12,7 €	0,95%	710.417	16.839 €	12,0 €	0,89%
EE	6	13	2,17	1.251.262 €	0,0 €	0,94%	22	19.152 €	0,0 €	0,02%
ES	98	173	1,77	52.023.240 €	9,0 €	1,64%	121.316	11.778 €	1,4 €	0,26%
FI	71	579	8,15	1.396.782 €	0,8 €	0,48%	94.140	14.527 €	1,4 €	0,81%
FR	266	726	2,73	40.754.527 €	29,6 €	1,88%	2.728.043	23.136 €	63,1 €	4,01%
GR	48	163	3,40	10.416.765 €	1,7 €	4,40%	29.055	5.616 €	0,2 €	0,42%
HR	14	60	4,29	4.845.216 €	0,3 €	2,48%	1.873	25.714 €	0,0 €	0,41%
HU	6	38	6,33	562.501 €	0,0 €	0,19%	6.563	27.077 €	0,2 €	1,61%
IE	35	90	2,57	16.216.327 €	1,5 €	1,12%	16.221	72.947 €	1,2 €	0,91%
IS	5	25	5,00	16.936.827 €	0,4 €	8,79%	324	85.470 €	0,0 €	0,57%
IT	157	380	2,42	39.547.996 €	15,0 €	3,29%	131.075	9.898 €	1,3 €	0,28%
LT	5	39	7,80	266.471 €	0,0 €	0,49%	0	0 €	0,0 €	0,00%
LU	12	61	5,08	179.902.824 €	11,0 €	19,29%	7.555	4.654 €	0,0 €	0,06%
LV	3	12	4,00	357 €	0,0 €	0,00%	9	11.499 €	0,0 €	0,01%
MT	7	26	3,71	6.667.626 €	0,2 €	5,53%	1.955	16.836 €	0,0 €	1,05%
NL	75	222	2,96	11.951.739 €	2,7 €	0,54%	314.897	22.328 €	7,0 €	1,43%
NO	97	599	6,18	3.754.829 €	2,2 €	1,22%	41.499	51.617 €	2,1 €	1,16%
PL	96	450	4,69	5.667.209 €	2,6 €	2,54%	71.104	5.659 €	0,4 €	0,40%
PT	30	126	4,20	3.318.659 €	0,4 €	0,83%	5.819	9.575 €	0,1 €	0,11%
RO	11	58	5,27	123.551 €	0,0 €	0,06%	15.240	113 €	0,0 €	0,02%
SK	6	36	6,00	1.253 €	0,0 €	0,00%	0	0 €	0,0 €	0,00%
SL	13	52	4,00	101.095 €	0,0 €	0,10%	1.758	14.318 €	0,0 €	0,49%
SV	163	1.313	8,06	4.517.530 €	5,9 €	1,22%	441.689	13.615 €	6,0 €	1,24%
UK	544	1.477	2,72	17.204.409 €	25,4 €	1,00%	2.123.949	17.544 €	37,3 €	1,46%
31 COUNTRIES	2.335	9.054	3,88	15.819.594 €	143,2 €	1,41%	7.330.312	22.692 €	166,3 €	1,64%
13 NMS - PL (*)	89	407	4,57	1.497.858 €	0,6 €	0,83%	32.471	8.853 €	0,3 €	0,39%

(*) "New" Member States except Poland

LES ENTREPRISES

LES ENTREPRISES EUROPEENNES

- Ce Recensement est basé sur la base de données EFES de l'actionnariat salarié dans les entreprises européennes. Pour le Recensement Economique en 2016, 2.636 entreprises ont été compilées (Table 19). Ces 2.636 entreprises comprennent:
 - Toutes les entreprises cotées dont la capitalisation boursière a atteint 200 millions d'Euro ou plus aux mois de mai des années 2006 à 2016. Le Recensement inclut ainsi toutes les entreprises cotées européennes de taille significative, sans exception.
 - Les entreprises non-cotées dont les salariés détiennent 50% ou plus et qui emploient au moins 100 personnes. Pour une grande part, ces entreprises non-cotées détenues majoritairement par les salariés sont des coopératives de salariés.

En 2016, 2.335 entreprises cotées sont incluses dans le Recensement, ainsi que 301 entreprises non-cotées (parmi lesquelles les 188 plus grandes coopératives de salariés en Europe). En nombre, les 2.335 plus grandes entreprises cotées représentent 25% de toutes les sociétés cotées européennes en 2016 (en excluant la gestion d'actifs financiers, les fonds d'investissement et les fonds de placements immobiliers), mais elles comptent pour 99% de la capitalisation boursière totale et pour 95% en termes d'emploi. Ainsi la base de données EFES et ce Recensement donnent une image pratiquement exhaustive de l'actionnariat salarié et de la participation dans les entreprises cotées européennes.

- **Liste des cas remarquables de l'actionnariat salarié en Europe**

La liste des 114 entreprises européennes les plus remarquables pour l'actionnariat salarié est publiée page 38.

- **Proportion d'entreprises cotées européennes dotées de plans d'actionnariat salarié**

Le remarquable développement des plans d'actionnariat salarié dans les grandes entreprises européennes depuis 1945 apparaît dans les Graphiques 12 et 13. Le même développement s'observe dans tous les pays européens, mais avec un décalage de 30 ans entre les pays de tête et les retardataires, l'image flagrante du retard de convergence européen.

- **Démocratisation croissante de l'actionnariat salarié**

Il est remarquable d'observer que le taux de démocratisation de l'actionnariat salarié (mesuré par la proportion d'actionnaires salarié dans l'ensemble des salariés) augmente au fil du temps dans les grandes entreprises européennes, après le lancement de leur premier plan d'actionnariat (Graphique 14). Cela signifie que la balance des risques et des avantages de l'actionnariat salarié est généralement appréciée positivement par les salariés. L'expérience générale des actionnaires salariés européens montre que les bénéfices surpassent les risques.

- **Part détenue par les salariés dans chacune des grandes entreprises européennes**

De 0 à 100%, on observe un éventail continu des parts détenues par les salariés dans les grandes entreprises européennes (Graphique 15). Aucun nombre magique n'apparaît ici.

- **Les classements du TOP 100 Actionnariat Salarié Europe**

Les tableaux du TOP 100 Actionnariat Salarié Europe sont établis sur base de deux classements des 100 plus grandes entreprises européennes pour leur actionnariat salarié (page 43 et suivantes).

Table 19: Numbers of companies in the EFES database in 2016

EFES DATABASE of employee share ownership in European companies in 2016				
~ Listed companies with market capitalisation of 200 million € or more in May 2006, 2007, ..., 2016				
~ Non-listed companies whose employees own at least 50%, employing 100 persons or more				
Countries	Companies numbers	Listed	Non-listed	Coops
AT - Austria	40	39	1	0
BE - Belgium	59	58	1	0
BG - Bulgaria	7	6	1	1
CH - Switzerland	163	163	0	0
CY - Cyprus	3	3	0	0
CZ - Czech Republic	33	9	24	24
DA - Denmark	70	70	0	0
DE - Germany	223	219	4	0
EE - Estonia	6	6	0	0
ES - Spain	163	98	65	47
FI - Finland	71	71	0	0
FR - France	361	266	95	78
GR - Greece	48	48	0	0
HR - Croatia	14	14	0	0
HU - Hungary	8	6	2	0
IE - Ireland	35	35	0	0
IS - Iceland	5	5	0	0
IT - Italy	187	157	30	30
LT - Lithuania	5	5	0	0
LU - Luxemburg	12	12	0	0
LV - Latvia	3	3	0	0
MT - Malta	7	7	0	0
NL - Netherlands	78	75	3	0
NO - Norway	98	97	1	0
PL - Poland	99	96	3	3
PT - Portugal	30	30	0	0
RO - Romania	11	11	0	0
SK - Slovakia	8	6	2	2
SL - Slovenia	18	13	5	0
SV - Sweden	163	163	0	0
UK - United Kingdom	608	544	64	3
TOTAL 31 COUNTRIES	2.636	2.335	301	188
On which:				
European Union	2.370	2.070	300	188
New Member States (without PL)	123	89	34	27

Most remarkable large European companies in 2016 considering 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
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 Syngenta
CH L UBS
CH L Zurich Insurance

CYPRUS

no

CZECH REPUBLIC

no

DENMARK

DA L Jobindex
DA L Novo Nordisk
DA L SimCorp
DA L Sydbank
DA L William Demant

GERMANY

DE L Allianz
DE L BASF
DE L Bayer
DE L Daimler
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 Construcciones y Auxiliar de Ferros
ES NL Betsaide
ES NL Izar
ES NL Mondragon

FINLAND

FI L Aspo
FI L CapMan
FI L Fortum
FI L Kesko

FRANCE

FR L Air France - KLM
FR L Air Liquide
FR L Arkema
FR L Aviation Latécoère
FR L Axa
FR L Bouygues
FR L Crédit Agricole
FR L Eiffage
FR L Engie
FR L Essilor
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 Sopra Steria
FR L Spie
FR L STEF
FR L Suez
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 UTB

GREECE

no

CROATIA

no

HUNGARY

HU L Any
HU L Richter

IRELAND

IE L Grafton Group

ICELAND

no

ITALY

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

LITHUANIA

no

LUXEMBURG

no

LATVIA

no

MALTA

no

NETHERLANDS

NL L Arcadis
NL L Holland Colours
NL L Nedap
NL L Sligro
NL L Van Lanschot

NORWAY

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

POLAND

no

PORTUGAL

no

ROMANIA

no

SLOVAKIA

no

SLOVENIA

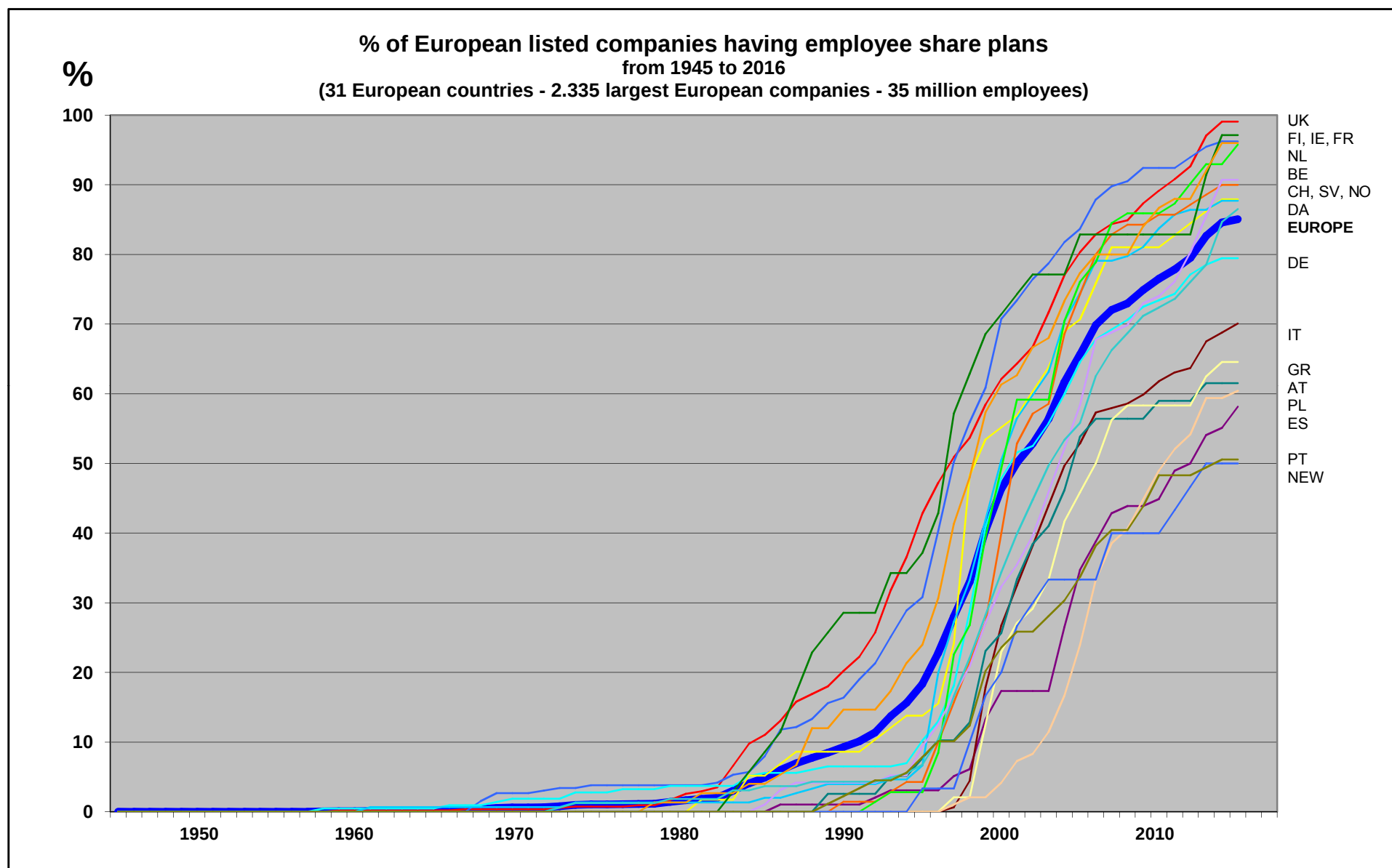
SL L Datalab

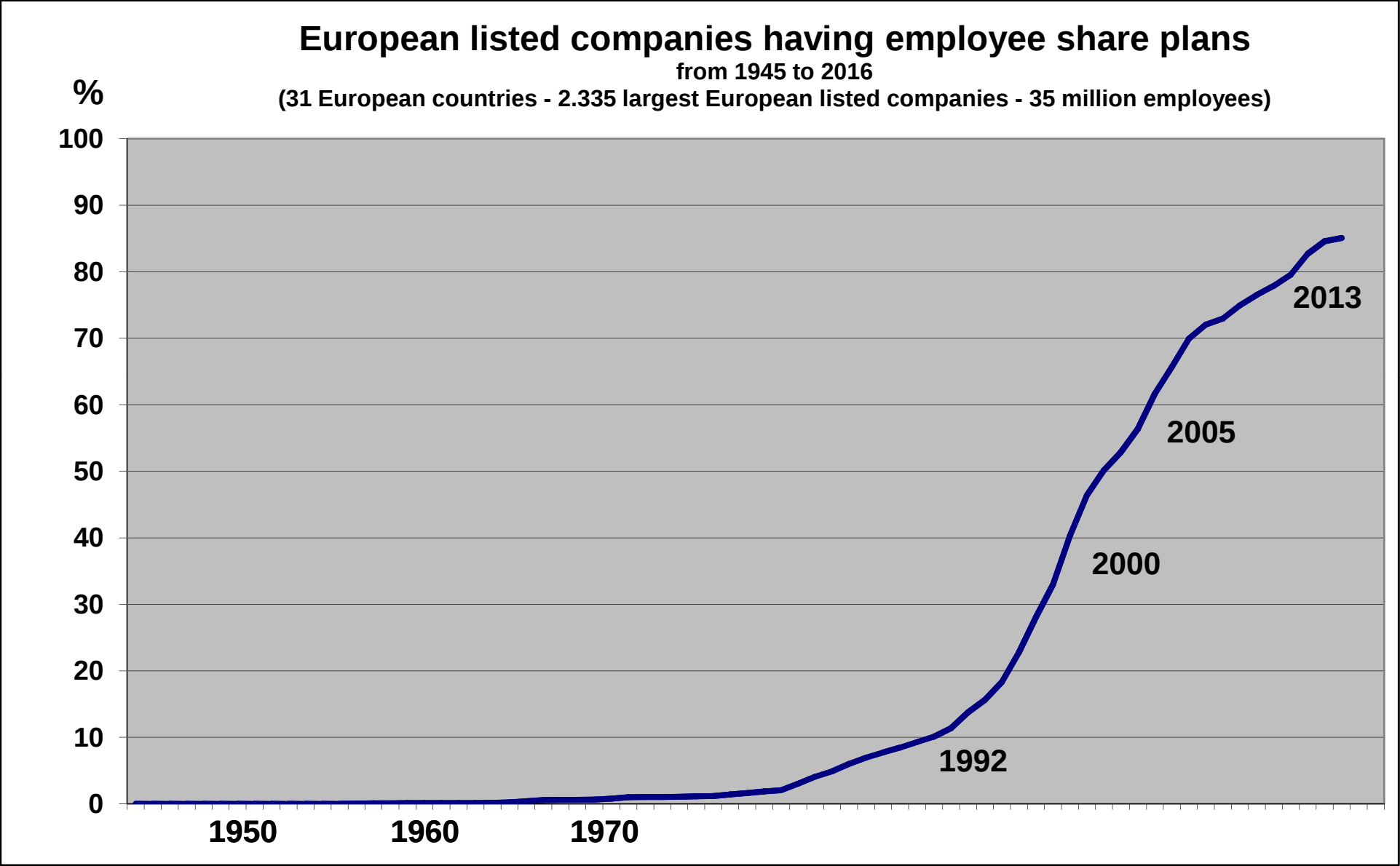
SWEDEN

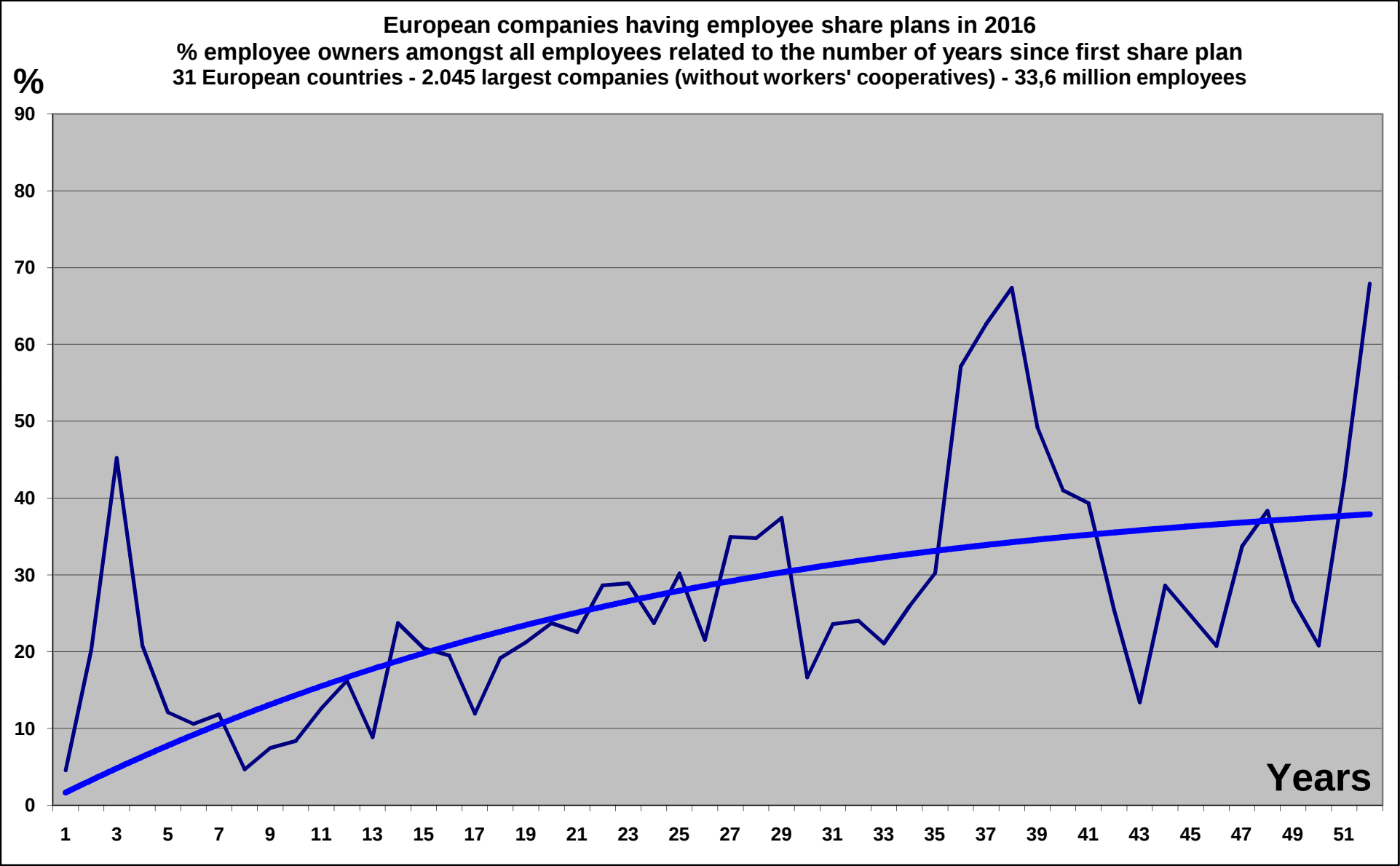
SV L Skanska
SV L Svenska Handelsbanken

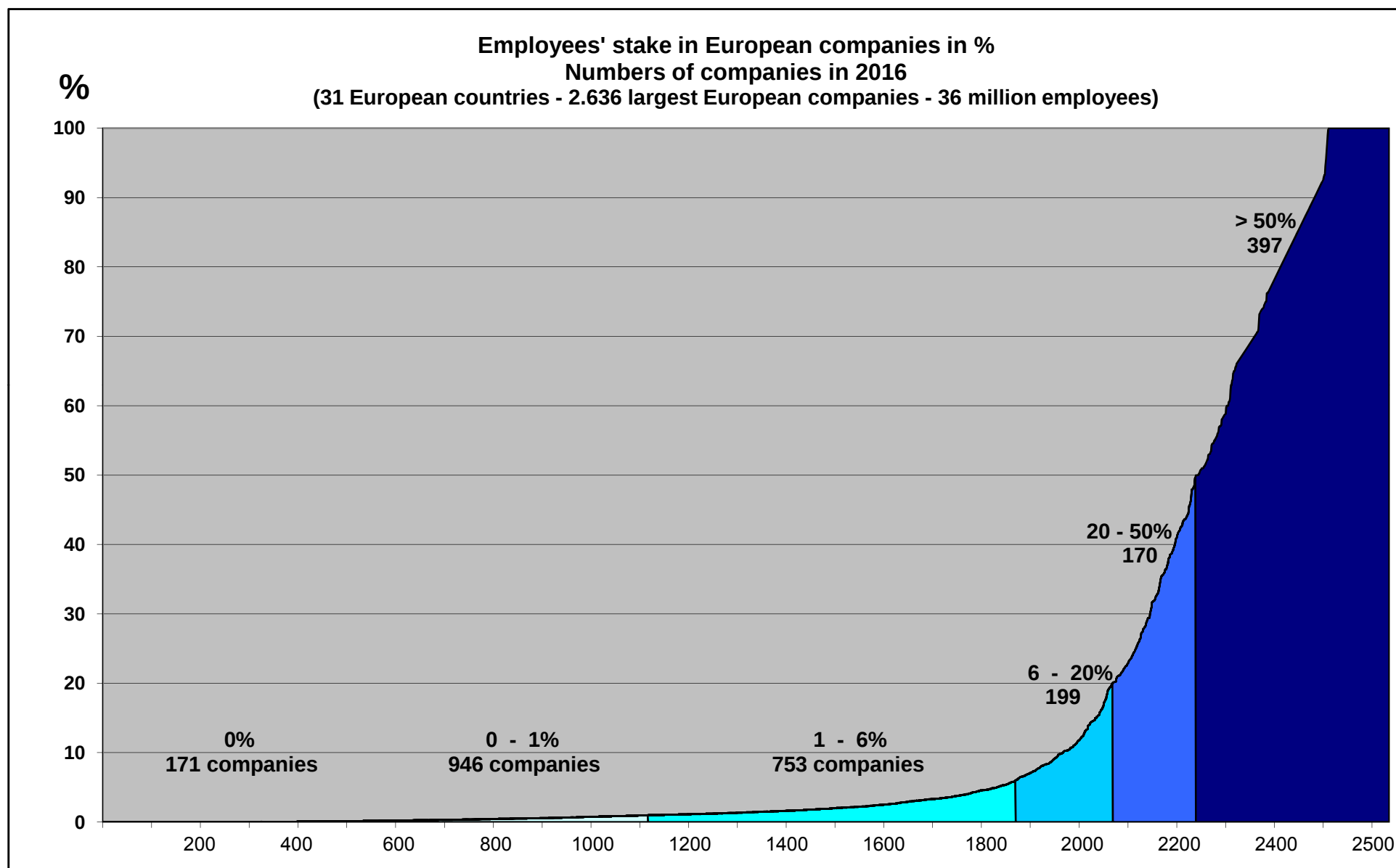
UNITED KINGDOM

UK L Barr
UK L Britvic
UK L Clarkson
UK L Henderson
UK L Johnson Matthey
UK L Northgate
UK L Tesco
UK NL Arup Group
UK NL John Lewis Partnership
UK NL Mott MacDonald
UK NL Scott Bader









THE EUROPEAN EMPLOYEE OWNERSHIP TOP 100 IN 2016

The European Employee Ownership TOP 100 is designed with respect to two rankings of Europe's largest companies, considering employee share 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 capitalization held by employees

CAP 100 Ranking 2016	Company	Country	EO held capitalization million €	Capitalization million € May 2016	% employee owned	Employees number	L/NL listed/ non-list.	First Plan Year	Branche
1	Total	FR	6.246,4 €	102.454,1 €	6,10	96.019	L	1.998	Integrated oil & gas
2	Roche	CH	4.803,0 €	189.779,0 €	2,53	91.747	L	2.000	Pharmaceuticals manufactures
3	Novartis	CH	4.725,8 €	172.318,7 €	2,74	118.700	L	1.990	Pharmaceuticals manufactures
4	Glencore	UK	4.659,9 €	23.907,3 €	19,49	102.388	L	1.997	Extractive industries & services
5	Vinci	FR	4.615,5 €	38.106,7 €	12,11	185.452	L	1.993	Heavy construction
6	Bouygues	FR	4.268,9 €	9.974,4 €	42,80	120.254	L	1.968	Heavy construction
7	Mondragon	ES	4.026,3 €	4.477,1 €	89,93	74.335	NL	1.956	Miscellaneous
8	Axa	FR	3.685,7 €	60.530,7 €	7,29	120.486	L	1.989	Life insurance
9	Anheuser-Busch InBev	BE	3.684,7 €	178.193,2 €	2,07	152.321	L	1.999	Beverages
10	Safran	FR	3.536,5 €	24.688,2 €	14,32	70.087	L	1.969	Telecom equipment
11	BNP Paribas	FR	3.047,4 €	54.143,1 €	5,63	189.077	L	1.997	Banks
12	Sanofi	FR	2.861,0 €	90.688,4 €	3,15	115.631	L	1.990	Pharmaceuticals manufactures
13	Essilor	FR	2.759,6 €	24.223,1 €	11,39	60.883	L	1.972	Other non-durables
14	Siemens	DE	2.532,1 €	81.977,9 €	3,09	348.000	L	1.969	Electronics manufacturing & equipment
15	Lindt	CH	2.390,7 €	14.443,9 €	16,55	13.180	L	1.999	Other food products
16	L'Oréal	FR	2.386,4 €	88.842,8 €	2,69	82.881	L	1.968	Personal care products
17	John Lewis Partnership	UK	2.294,6 €	2.294,6 €	100,00	90.700	NL	1.929	Department stores
18	Société Générale	FR	2.231,7 €	26.326,3 €	8,48	145.703	L	1.987	Banks
19	Novo Nordisk	DA	2.145,7 €	95.934,2 €	2,24	40.638	L	1.997	Pharmaceuticals manufactures
20	Actelion	CH	2.121,9 €	15.930,9 €	13,32	2.547	L	1.998	Biotechnology
21	Svenska Handelsbanken	SV	2.082,2 €	20.300,2 €	10,26	11.819	L	1.973	Banks
22	HSBC	UK	2.015,2 €	106.302,5 €	1,90	255.203	L	1.984	Banks
23	Orange	FR	1.989,4 €	39.362,4 €	5,05	156.191	L	1.992	Diversified telecom operators
24	Schneider Electric	FR	1.859,5 €	31.915,3 €	5,83	181.361	L	1.994	Electrical products
25	BT	UK	1.801,1 €	55.209,4 €	3,26	102.500	L	1.984	Diversified telecom operators
26	Saint-Gobain	FR	1.787,6 €	21.978,9 €	8,13	170.372	L	1.987	Building materials & equipment
27	Eiffage	FR	1.658,8 €	6.382,4 €	25,99	64.606	L	1.986	Heavy construction
28	Admiral	UK	1.648,0 €	6.676,2 €	24,68	7.857	L	2.000	Insurance brokers
29	Airbus	NL	1.624,8 €	43.055,7 €	3,77	136.574	L	2.000	Aerospace/defense - major diversified
30	GlaxoSmithKline	UK	1.581,4 €	88.930,2 €	1,78	101.255	L	1.991	Pharmaceuticals manufactures
31	SAP	DE	1.432,7 €	84.750,8 €	1,69	76.986	L	2.000	Other software
32	Crédit Suisse	CH	1.428,7 €	23.803,3 €	6,00	48.200	L	1.996	Banks
33	AstraZeneca	UK	1.422,2 €	62.157,0 €	2,29	61.500	L	1.994	Pharmaceuticals manufactures
34	WPP	UK	1.394,0 €	26.169,3 €	5,33	128.123	L	1.993	Marketing support services
35	Auchan	FR	1.312,9 €	12.547,0 €	10,46	337.737	NL	1.977	Department stores
36	Barclays	UK	1.181,7 €	34.882,9 €	3,39	129.400	L	1.974	Investment banking & brokerage
37	Colruyt	BE	1.146,1 €	7.639,1 €	15,00	29.683	L	1.987	Grocery retailing
38	Air Liquide	FR	1.118,0 €	32.636,0 €	3,43	51.500	L	1.986	Commodity chemicals
39	Vivendi	FR	1.110,5 €	23.034,2 €	4,82	16.395	L	1.998	Diversified media
40	BASF	DE	1.081,5 €	61.740,1 €	1,75	112.435	L	1.999	Diversified chemicals
41	Royal Dutch Shell	UK	1.051,9 €	174.336,6 €	0,60	93.000	L	1.967	Integrated oil & gas
42	UBS	CH	1.040,3 €	50.682,1 €	2,05	60.099	L	1.997	Banks
43	Engie	FR	1.026,1 €	31.897,5 €	3,22	241.913	L	1.994	Gas utilities
44	Nestle	CH	1.025,7 €	209.134,8 €	0,49	335.000	L	2.001	Diversified foods
45	Swiss RE	CH	1.021,3 €	28.870,5 €	3,54	12.767	L	1.996	General insurance & other
46	Deutsche Bank	DE	986,5 €	20.119,5 €	4,90	101.104	L	1.974	Banks
47	Renault	FR	975,6 €	24.302,5 €	4,01	120.136	L	1.987	Cars manufacturers
48	Cap Gemini	FR	959,4 €	12.861,9 €	7,46	143.643	L	1.987	Computer & consulting services
49	Shire	UK	948,8 €	30.551,1 €	3,11	5.548	L	1.991	Pharmaceuticals manufactures
50	Tesco	UK	924,9 €	16.047,9 €	5,76	476.453	L	1.981	Department stores
51	Reckitt Benckiser	UK	896,9 €	60.966,6 €	1,47	34.700	L	1.997	Personal care products
52	Danone	FR	849,7 €	38.878,6 €	2,19	99.771	L	1.997	Dairy products
53	Diageo	UK	842,2 €	59.915,3 €	1,41	32.078	L	1.991	Beverages
54	Crédit Agricole	FR	820,3 €	22.295,9 €	3,68	71.499	L	2.001	Banks
55	Schunk	DE	817,6 €	817,6 €	100,00	8.100	NL	1.947	Materials
56	Ryanair Holdings	IE	810,2 €	17.032,4 €	4,76	10.926	L	1.998	Airlines
57	Dassault Systèmes	FR	797,1 €	17.414,4 €	4,58	13.974	L	1.993	Engineering & industrial software
58	TomTom	NL	793,6 €	1.675,0 €	47,38	4.666	L	2.003	Wireless communications services
59	Bayer	DE	791,8 €	79.180,3 €	1,00	116.800	L	2.000	Diversified chemicals
60	SABMiller	UK	766,1 €	86.856,9 €	0,88	70.089	L	1.996	Beverages
61	Voestalpine	AT	721,3 €	4.963,3 €	14,53	48.367	L	2.001	Steel production
62	Thales	FR	721,2 €	16.180,7 €	4,46	61.848	L	1.998	Aerospace/defense - products
63	Royal Mail	UK	713,5 €	6.322,8 €	11,28	156.535	L	2.013	Business support services
64	Allianz	DE	692,9 €	62.634,5 €	1,11	142.459	L	1.998	General insurance & other
65	Statoil	NO	683,2 €	46.900,4 €	1,46	21.581	L	2.004	Integrated oil & gas
66	LVMH	FR	680,0 €	73.542,0 €	0,92	125.346	L	1.992	Luxury goods & watches
67	Syngenta	CH	659,6 €	32.791,9 €	2,01	28.704	L	1.994	Agricultural chemicals
68	Pemod-Ricard	FR	658,9 €	25.292,0 €	2,61	18.578	L	1.993	Beverages
69	ASM International	NL	653,9 €	2.132,0 €	30,67	15.945	L	1.989	Semiconductors
70	BP	UK	653,7 €	85.060,3 €	0,77	82.600	L	1.990	Integrated oil & gas
71	Publicis	FR	651,4 €	14.059,0 €	4,63	63.621	L	1.997	Advertising
72	Philips	NL	641,8 €	21.960,1 €	2,92	112.959	L	1.991	Appliances & consumer electronics
73	Atos	FR	641,2 €	8.198,0 €	7,82	91.322	L	1.997	Computer & consulting services
74	Daimler	DE	637,6 €	63.116,1 €	1,01	284.015	L	1.996	Cars manufacturers
75	British American Tobacco	UK	621,3 €	99.439,2 €	0,62	54.669	L	1.998	Tobacco products
76	Coloplast	DA	615,2 €	13.022,4 €	4,72	9.303	L	2.000	Medical technology & supplies
77	Legrand	FR	598,9 €	12.946,9 €	4,63	36.097	L	1.999	Electrical products
78	Unipart	UK	592,0 €	1.086,2 €	54,50	7.291	NL	1.987	Cars parts manufacturers
79	STEF	FR	555,0 €	870,9 €	63,72	15.590	L	1.993	Infrastructure & logistics
80	Skanska	SV	553,1 €	7.486,5 €	7,39	48.470	L	2.000	Heavy construction
81	Lloyds Banking	UK	528,4 €	58.691,3 €	0,90	85.703	L	1.984	Banks
82	Fresenius	DE	523,4 €	34.142,3 €	1,53	222.305	L	1.998	Medical technology & supplies
83	Auto Trader Group	UK	521,6 €	4.840,6 €	10,77	854	L	2.014	Networking & communication devices
84	Unilever NV	NL	517,5 €	67.740,3 €	0,76	85.500	L	1.985	Diversified foods
85	Vodafone	UK	482,0 €	74.950,7 €	0,64	107.667	L	1.988	Diversified telecom operators
86	Ericsson	SV	476,7 €	21.758,5 €	2,19	116.281	L	1.999	Telecom equipment
87	Ubisoft	FR	466,4 €	3.046,2 €	15,31	10.667	L	1.996	Entertainment software
88	Next	UK	459,5 €	9.952,7 €	4,62	51.179	L	1.994	Miscellaneous retail
89	Hennes & Mauritz	SV	454,6 €	41.197,2 €	1,10	104.634	L	2.001	Clothing & footwear retailing
90	Arm Holdings	UK	448,8 €	16.196,5 €	2,77	3.975	L	1.993	Semiconductors
91	Bureau Veritas	FR	443,1 €	8.938,1 €	4,96	65.995	L	1.992	Business support services
92	Unibail-Rodamco	FR	439,2 €	22.876,1 €	1,92	1.996	L	1.995	Dairy products
93	Michelin	FR	439,2 €	16.819,4 €	2,61	111.681	L	2.002	Tyres & rubber
94	Sacmi	IT	424,8 €	621,0 €	68,40	4.180	NL	1.919	Glass & clay
95	Suez	FR	416,5 €	8.285,8 €	5,03	80.990	L	1.994	Water utilities
96	Palmer & Harvey, McLane	UK	412,4 €	412,4 €	100,00	3.500	NL	1.988	Miscellaneous wholesale
97	Unilever plc	UK	406,9 €	51.038,4 €	0,80	85.500	L	1.985	Diversified foods
98	ING	NL	392,8 €	40.053,1 €	0,98	57.553	L	1.982	Banks
99	Lagardère	FR	391,5 €	2.931,9 €	13,35	29.697	L	1.998	Diversified media
100	ASML	NL	391,4 €	35.018,8 €	1,12	12.168	L	1.997	Semiconductors

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

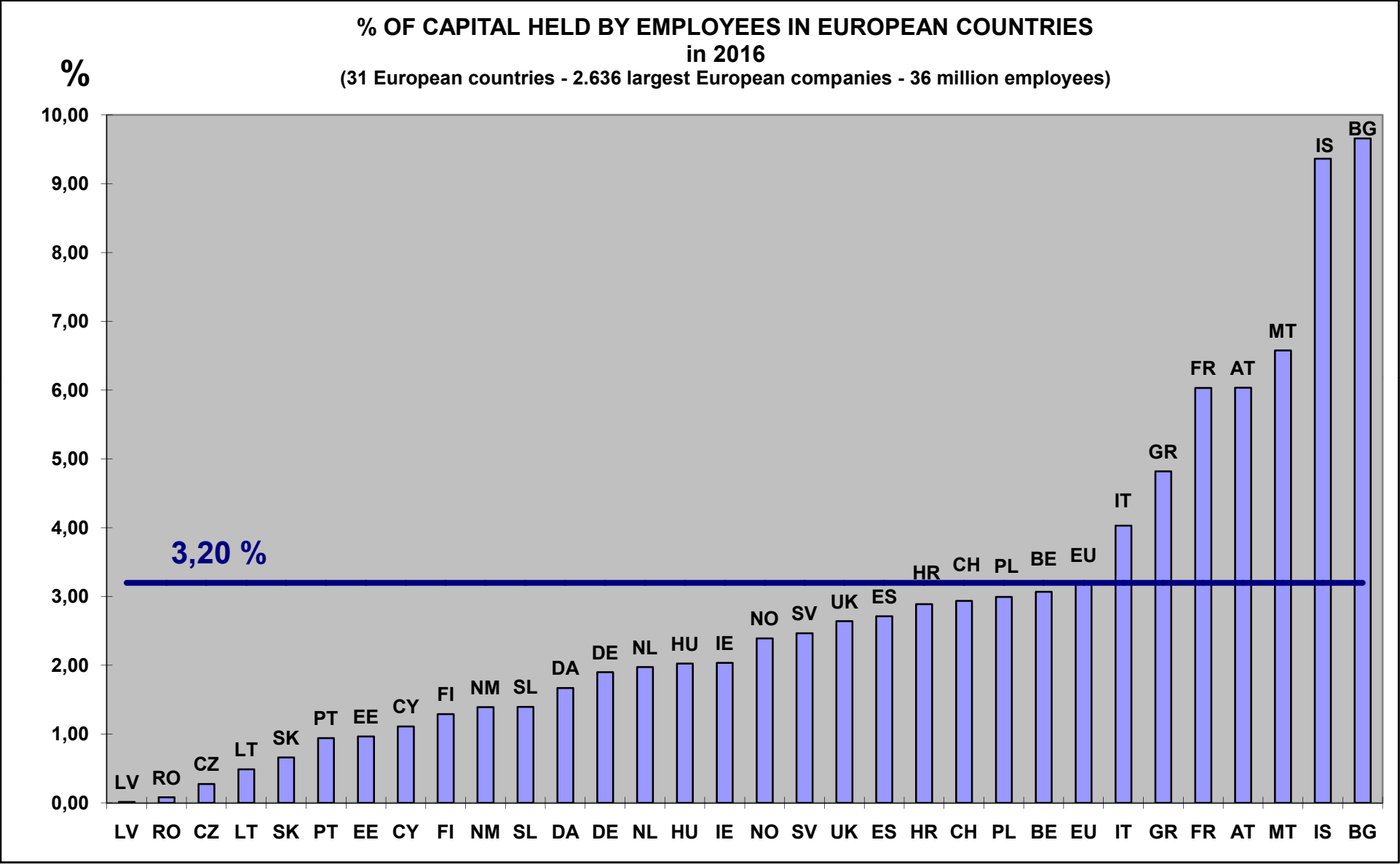
EMP 100 Ranking 2016	Company	Employees (number)	Country	Share Plan type	L/NL listed/ non-list.	First Plan Year	Place	Branche
1	John Lewis Partnership	90.700	UK	Trust	NL	1.929	London	Department stores
2	Mondragon	74.335	ES	Coop	NL	1.956	Mondragon	Miscellaneous
3	Consorzio Cooperative Costruzioni	20.000	IT	Coop	NL	1.912	Bologna	Residential construction
4	Manutencoop	16.479	IT	Coop	NL	1.938	Bologna	Infrastructure & logistics
5	Mott MacDonald	15.736	UK	Trust	NL	1.989	Croydon	Engineering and construction
6	STEF	15.590	FR	Plans	L	1.993	Paris	Infrastructure & logistics
7	Arup Group	12.806	UK	Trust	NL	1.988	London	Engineering and construction
8	Coop Italiana di Ristorazione CIR Food	11.485	IT	Coop	NL	1.977	Reggio Emilia	Restaurants & catering service
9	Team Service	10.000	IT	Coop	NL	1.986	Roma	Cleaning services
10	Schunk	8.100	DE	Foundation	NL	1.947	Giessen	Materials
11	Cooperativa Muratori e Cementisti CMC	7.327	IT	Coop	NL	1.901	Ravenna	Building, civil engineering
12	Unipart	7.291	UK	MBO, Trust	NL	1.987	Oxford	Cars parts manufacturers
13	Colser - Auroradomus	6.013	IT	Coop	NL	1.975	Parma	Security & alarm services
14	La Cascina	5.872	IT	Coop	NL	1.978	Roma	Restaurants & catering service
15	Conast	4.200	IT	Coop	NL	1.993	Brescia	Security & alarm services
16	Sacmi	4.180	IT	Coop	NL	1.919	Imola	Glass & clay
17	Ceva	3.779	FR	MBO/EBO	NL	1.999	Libourne	Veterinary health
18	Palmer & Harvey, McLane	3.500	UK	MBO/EBO	NL	1.988	Hove	Miscellaneous wholesale
19	Artelia	3.500	FR	MBO/EBO	NL	1.998	Lyon	Engineering and construction
20	Claros	3.000	ES	Coop	NL	2.001	Sevilla	Social services
21	Suara Cooperativa	2.819	ES	Coop	NL	1.981	Barcelona	Social services
22	Irizar	2.610	ES	Coop	NL	1.963	Ormaiztegui	Bus manufacturers
23	Scopelec	2.500	FR	Coop	NL	1.973	Toulouse	Networking & communication devices
24	Control Risks	2.439	UK	MBO	NL	1.982	London	Consultancy
25	Groupe Up	2.355	FR	Coop	NL	1.964	Paris	Other banking & financial services
26	EBS Le Relais	1.984	FR	Coop	NL	1.984	Bruay	Waste management & recycling
27	Formula Servizi	1.945	IT	Coop	NL	1.975	Forlì	Logistics
28	Ceffa	1.900	IT	Coop	NL	1.932	Imola	Furnishings, floorings
29	Agilisys	1.700	UK	Trust	NL	2.015	London	IT solutions
30	Score	1.700	UK	Trust	NL	1.982	Aberdeen	Valve and gas turbine
31	Acome	1.561	FR	Coop	NL	1.932	Paris	Building materials & equipment
32	BMT Group	1.544	UK	Trust	NL	1.985	London	Engineering
33	Meridionale Servizi	1.500	IT	Coop	NL	1.980	Bari	Facility management
34	Childbase Partnership	1.500	UK	Trust	NL	2.001	Milton Keynes	Nurseries
35	Colegio Gredos San Diego	1.425	ES	Coop	NL	1.985	Madrid	Education
36	Movares	1.400	NL	MBO/EBO	NL	2.001	Utrecht	Engineering & public transports
37	City Health Care Partnership	1.305	UK	Trust	NL	2.010	Hull	Medical services
38	Unieco	1.300	IT	Coop	NL	1.904	Reggio Emilia	Building, civil engineering
39	Locala Community Partnerships	1.295	UK	Trust	NL	2.011	London	Medical services
40	Cooperativa Ceramica d'Imola	1.250	IT	Coop	NL	1.874	Imola	Glass & clay
41	Bristol Community Health	1.199	UK	Trust	NL	2.013	Bristol	Medical services
42	Prospects Services	1.170	UK	Trust	NL	2.011	London	Employment & training services
43	SLR Management	1.151	UK	MBO/EBO	NL	2.000	London	Consultancy
44	Consital	1.150	IT	Coop	NL	1.949	Bologna	Building, civil engineering
45	Anglian Community Enterprise	1.140	UK	Trust	NL	2.011	Colchester	Medical services
46	Gescop	1.130	FR	Coop	NL	1.970	Paris	Other transportation services
47	Der Spiegel	1.129	DE	ESOP	NL	1.974	Hamburg	Publishing
48	Witteveen en Bos	1.056	NL	Partnership	NL	1.992	Deventer	Engineering and construction
49	CCPL	1.028	IT	Coop	NL	1.904	Reggio Emilia	Building materials & equipment
50	UTB	1.023	FR	Coop	NL	1.933	Paris	Building materials & equipment
51	Domel	1.000	SL	ESOP	NL	1.996	Zelesniki	Electrical products
52	ACP	1.000	AT	MBO/EBO	NL	2.013	Vienna	IT solutions
53	Cegos	1.000	FR	MBO/EBO	NL	1.945	Paris	Professional training
54	La Productora	1.000	ES	Coop	NL	1.995	Gijón	Facility management
55	Macrosad	1.000	ES	Coop	NL	1.994	Jaen	Social services
56	Herend Manufactory	1.000	HU	ESOP	NL	1.992	Herend	Glass and clay
57	East Coast Community Healthcare	946	UK	Trust	NL	2.011	Beccles	Medical services
58	Sheffield Forgemasters	804	UK	MBO/EBO	NL	2.005	Sheffield	Steel industry
59	Care Plus Group	800	UK	Trust	NL	2.011	Grimsby	Medical services
60	Nice-Matin	800	FR	Coop	NL	1.944	Nice	Publishing
61	Pentalog	800	FR	Plans	NL	1.995	Orléans	Software
62	Transports Urbains i Serveis Generals	800	ES	SAL	NL	1.985	Barcelona	Transportation services
63	Katea Legaia	800	ES	SAL	NL	2.006	Renteria	Social inclusion
64	De Sangosse	780	FR	MBO/EBO	NL	1.989	Agen	Agricultural
65	Central Surrey Health	750	UK	Trust	NL	2.006	Epsom	Medical services
66	CASA Care and Share Associates	750	UK	Trust	NL	2.004	Newcastle	Medical services
67	Abacus Cooperativa	742	ES	Coop	NL	1.985	Barcelona	Books & educational products
68	Serma Technologies	740	FR	MBO	L	2.007	Paris	Electrical products
69	Bouyer-Leroux	700	FR	Coop	NL	1.980	Nantes	Building materials & equipment
70	Ampo	700	ES	Coop	NL	1.964	Idiazabal	Valves
71	Spółdzielnia Piekarsko-Ciastkarska	700	PL	Coop	NL	1.987	Warsaw	Bread
72	Alfa Travel	670	UK	Trust	NL	2.015	London	Leisure & entertainment retailing
73	Snezka Nachod	670	CZ	Coop	NL	1.950	Nachod	Clothing & footwear
74	Scott Bader	650	UK	Trust	NL	1.951	Wollaston	Plastics & fibres
75	North Somerset Community Partnership	650	UK	Trust	NL	2.011	Clevedon	Medical services
76	Kovinoplastika	646	SL	ESOP	NL	1.994	Loz	Plastics & fibres
77	Parfett & Sons	620	UK	Trust	NL	2.008	Stockport	Retail stores
78	Alan Nuttall	600	UK	Trust	NL	2.015	London	Engineering and construction
79	LS Services	562	FR	Coop	NL	?	Villeurbanne	Diversified utilities
80	Scotnet	546	FR	Coop	NL	1.981	Paris	Cleaning services
81	Titi Floris	540	FR	Coop	NL	2.006	Nantes	Transportation services
82	Lindum Group	529	UK	Trust	NL	1.992	London	Engineering and construction
83	Otava	500	CZ	Coop	NL	1.952	Pisek	House wares & garden
84	Sogenor	500	FR	MBO/EBO	NL	2.000	Coutances	Hospitals
85	Corno	500	IT	Coop	NL	1.890	Martino Rio	Doors manufacturer
86	ANER	479	FR	Coop	NL	1.938	Paris	Cleaning services
87	Leading Lives	458	UK	Coop	NL	2.012	London	Social care support
88	Syndex	450	FR	Coop	NL	2.011	Paris	Social consultancy
89	First Community Health and Care	449	UK	Trust	NL	2.011	London	Medical services
90	Scopad	439	FR	Coop	NL	2.010	Paris	Social care support
91	L'Audacieuse	434	FR	Coop	NL	1.957	Paris	Cleaning services
92	Highland Home Carers	417	UK	Trust	NL	2.004	Inverness	Medical services
93	Fomento de protección y seguridad	405	ES	SAL	NL	1.997	Murcia	Security & alarm services
94	Grupo Sorolla	400	ES	Coop	NL	1.980	Valencia	Education
95	Cisagest Selin	400	IT	Coop	NL	1.992	Ancona	Business support services
96	Martin Hoppmann	400	DE	Foundation	NL	1.974	Siegen	Auto dealers & parts retailing
97	Proscienzia	367	ES	Coop	NL	1.993	Madrid	Education
98	Steer Davies Gleave	350	UK	Trust	NL	1.997	London	Other transportation services
99	Anton Group	350	UK	Trust	NL	2.004	London	Logistics
100	Grupo El Yate	350	ES	Coop	NL	1.985	Cordoba	Social care services

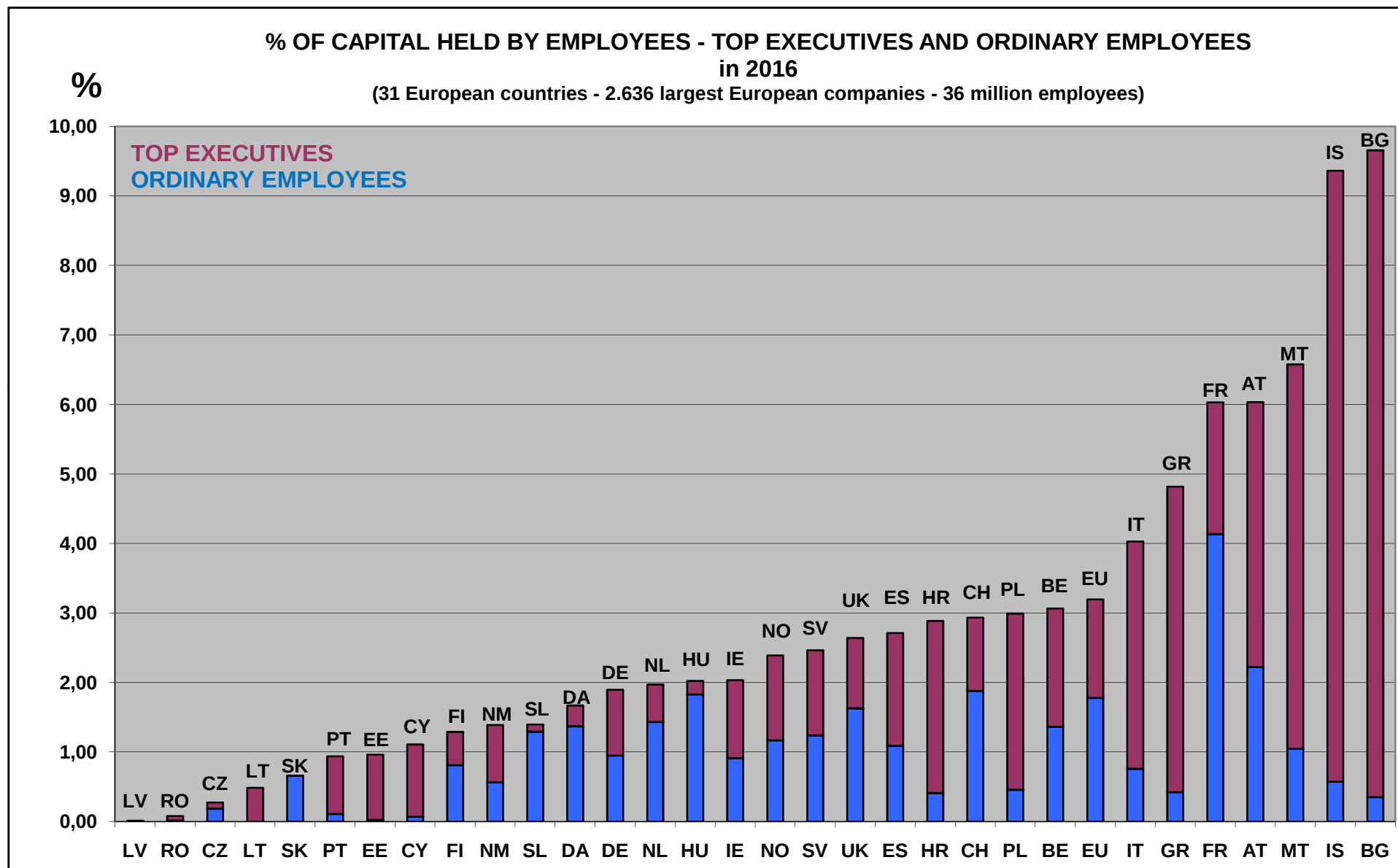
LES PAYS

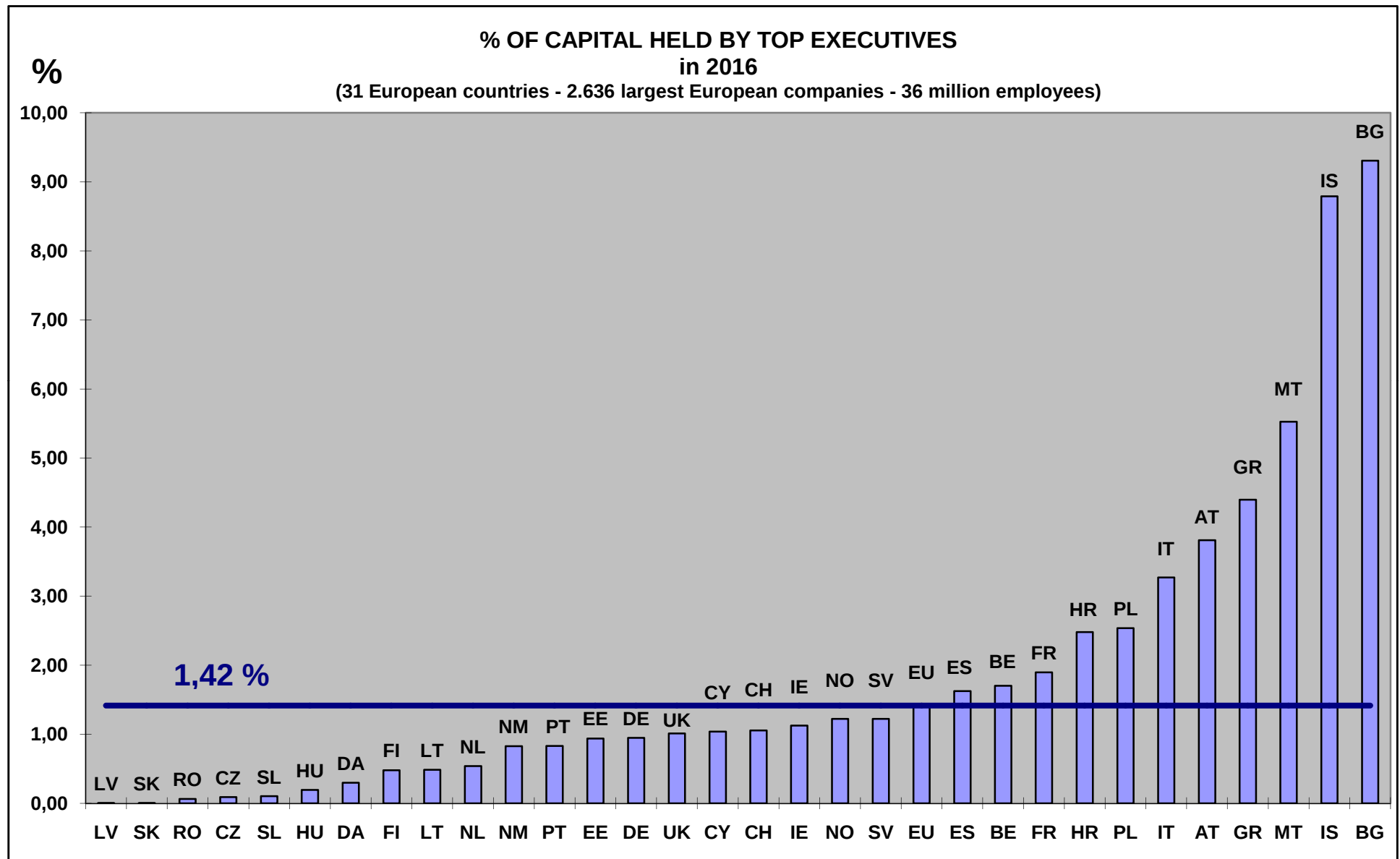
LES PAYS EUROPEENS

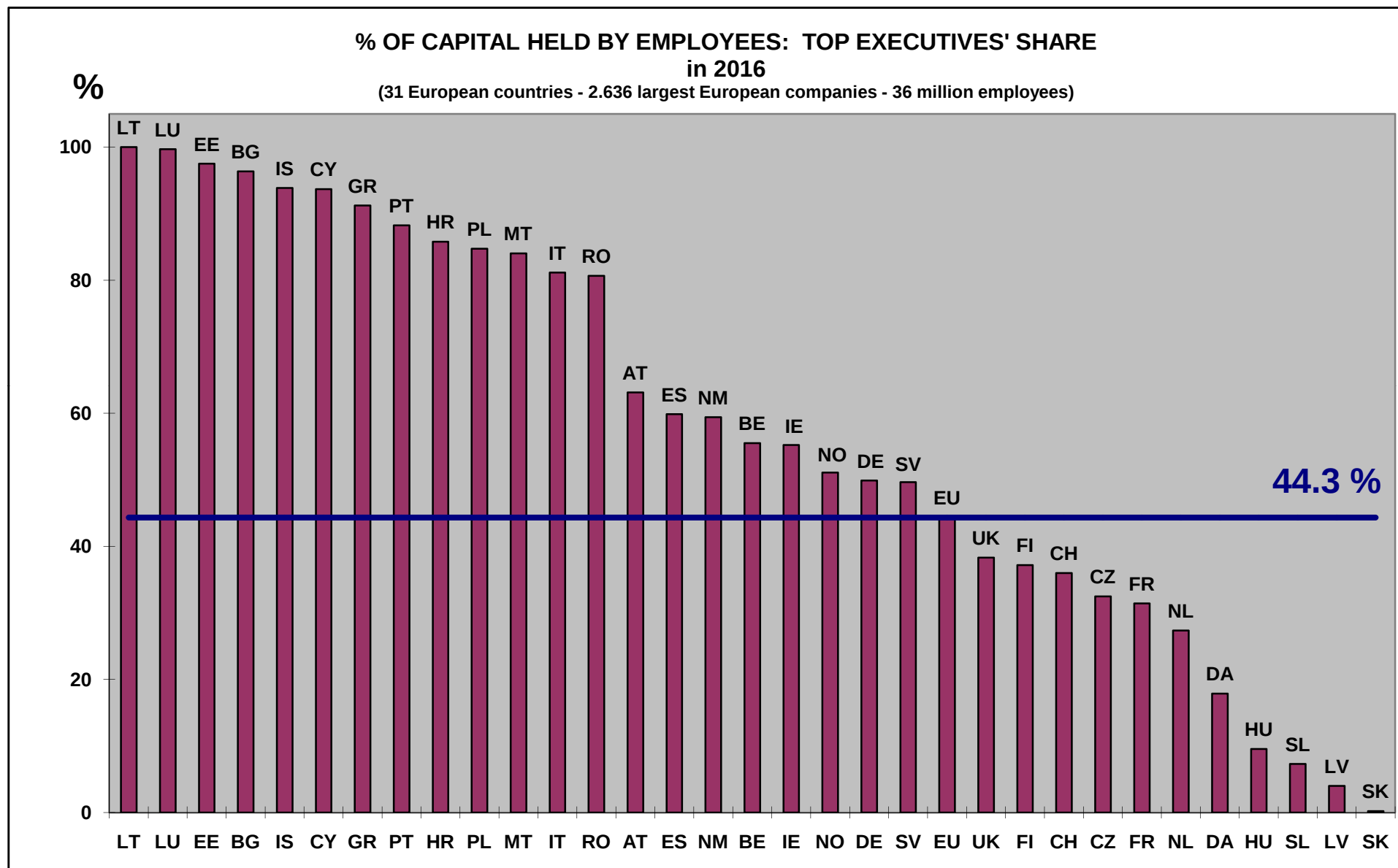
Ce chapitre permet de comparer chaque pays européen aux autres pour toutes les principales caractéristiques de l'actionnariat salarié.

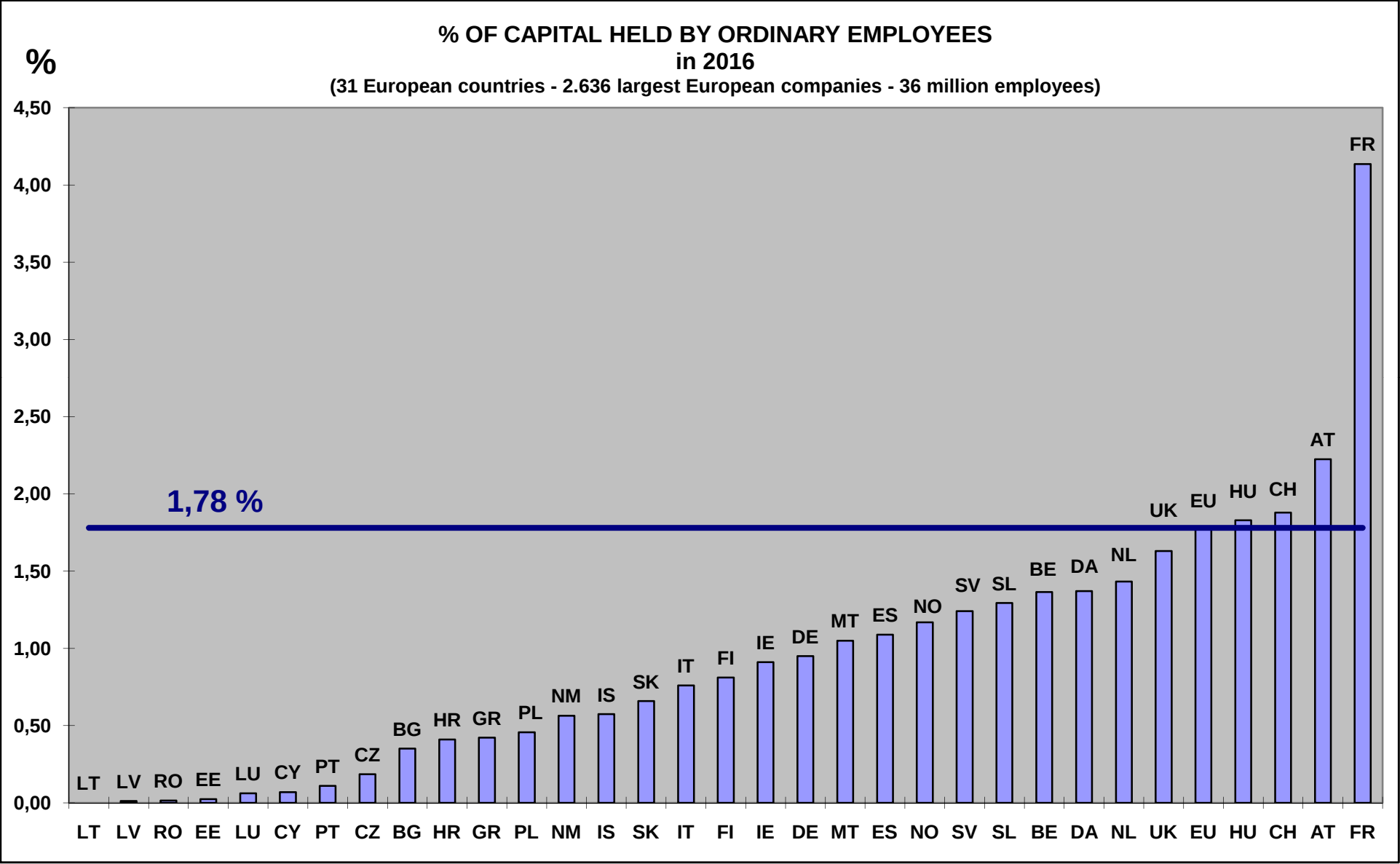
- Premier point de comparaison, la part détenue par les salariés dans les grandes entreprises européennes est à 3.20% pour la moyenne européenne en 2016 (Graphique 16). Celle-ci se répartit de façon variable entre dirigeants exécutifs et salariés ordinaires, comme on le voit au Graphique 17. Les Graphiques 18-22 détaillent les parts relatives des dirigeants exécutifs et des salariés ordinaires dans chaque pays européen.
- Le Graphique 23 montre que 94% des grandes entreprises européennes ont un actionnariat salarié. Seul un petit nombre de pays se situent fort en-dessous de la moyenne.
- De même pour les 87% de grandes entreprises européennes qui ont des plans d'actionnariat salarié: seul un petit nombre de pays se situent fort en-dessous de la moyenne (Graphique 24).
- Pour les plans d'actionnariat salarié "pour tous", on voit au Graphique 25 le large éventail qui différencie les pays européens.
- Fortes différences aussi pour la proportion de grandes entreprises qui ont lancé de nouveaux plans d'actionnariat salarié en 2016 (Graphique 26) et pour la part des grandes entreprises qui ont des plans de stock options (Graphique 27).
- Les différences sont plus marquées encore pour le taux de démocratisation de l'actionnariat salarié (mesuré par la proportion d'actionnaires salariés dans l'ensemble des salariés), avec 21.7% en moyenne mais 0% pour la Lettonie et 36% en France.
- L'actionnariat salarié "significatif" (avec une détention de 1% ou plus) apparaît aux Graphiques 30-31 pour l'ensemble des grandes entreprises et pour les seules entreprises cotées, tandis que l'actionnariat salarié "stratégique" (détention: 6% et plus) apparaît aux Graphiques 32-34.
- Pour ce qui est de la proportion des grandes entreprises qui publient la part détenue par les actionnaires salariés, la France se situe fort au-dessus de tous les autres pays (Graphique 35).
- Pour le nombre d'actionnaires salariés, la France et la Grande Bretagne se détachent fortement des autres pays, tandis que l'Allemagne fait figure de nain en comparaison (Graphique 37).
- La croissance ou la décroissance du nombre d'actionnaires salariés dans chaque pays européen est observée pour la période de 2007 à 2016 (Graphique 38), et pour la période récente de 2011 à 2016 (Graphique 39).
- Enfin, la capitalisation totale détenue par les salariés dans chaque pays européen en 2016 apparaît au Graphique 40, tandis que l'avoir moyen détenu par chaque actionnaire salarié dans les différents pays est renseignée au Graphique 41.

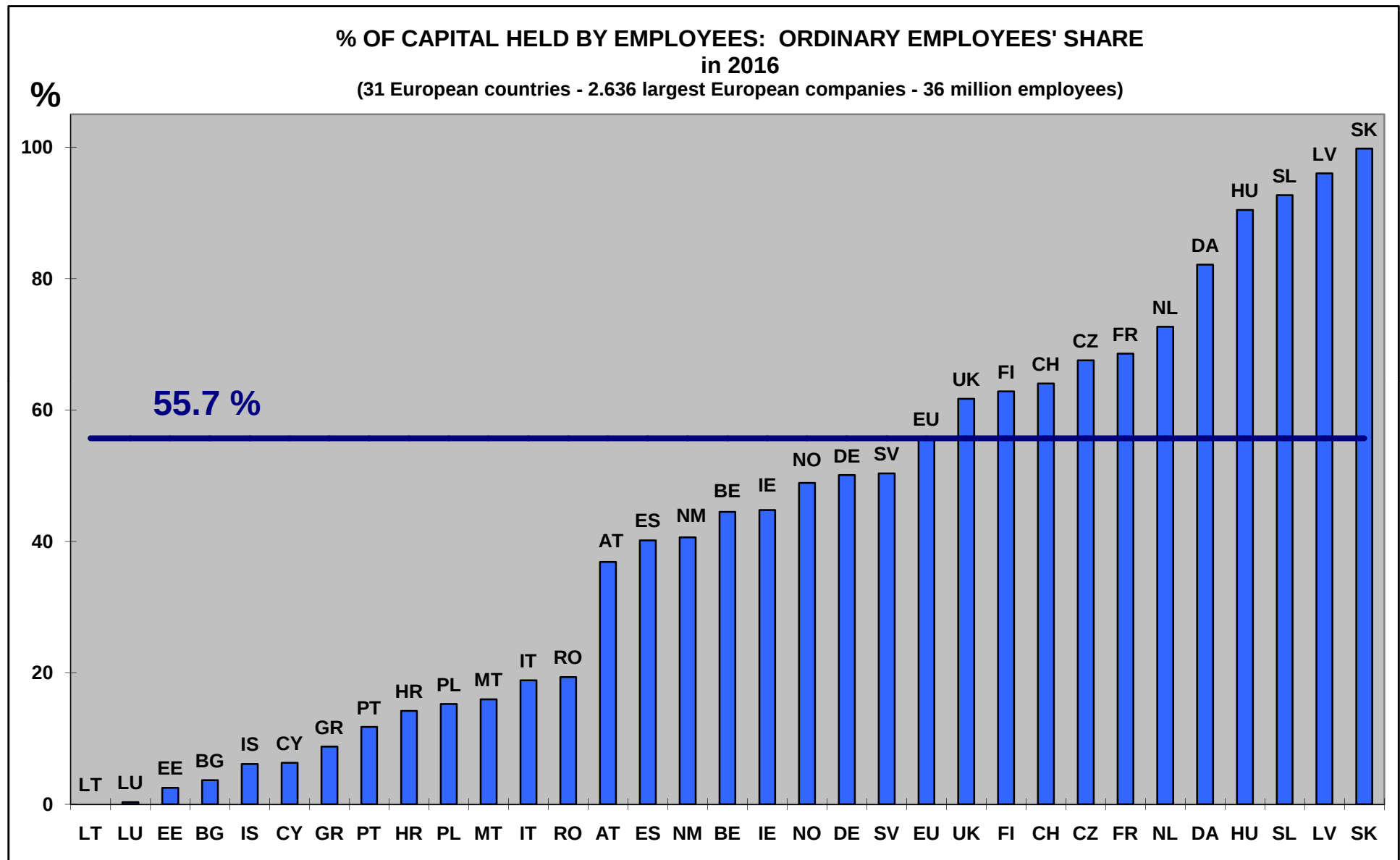


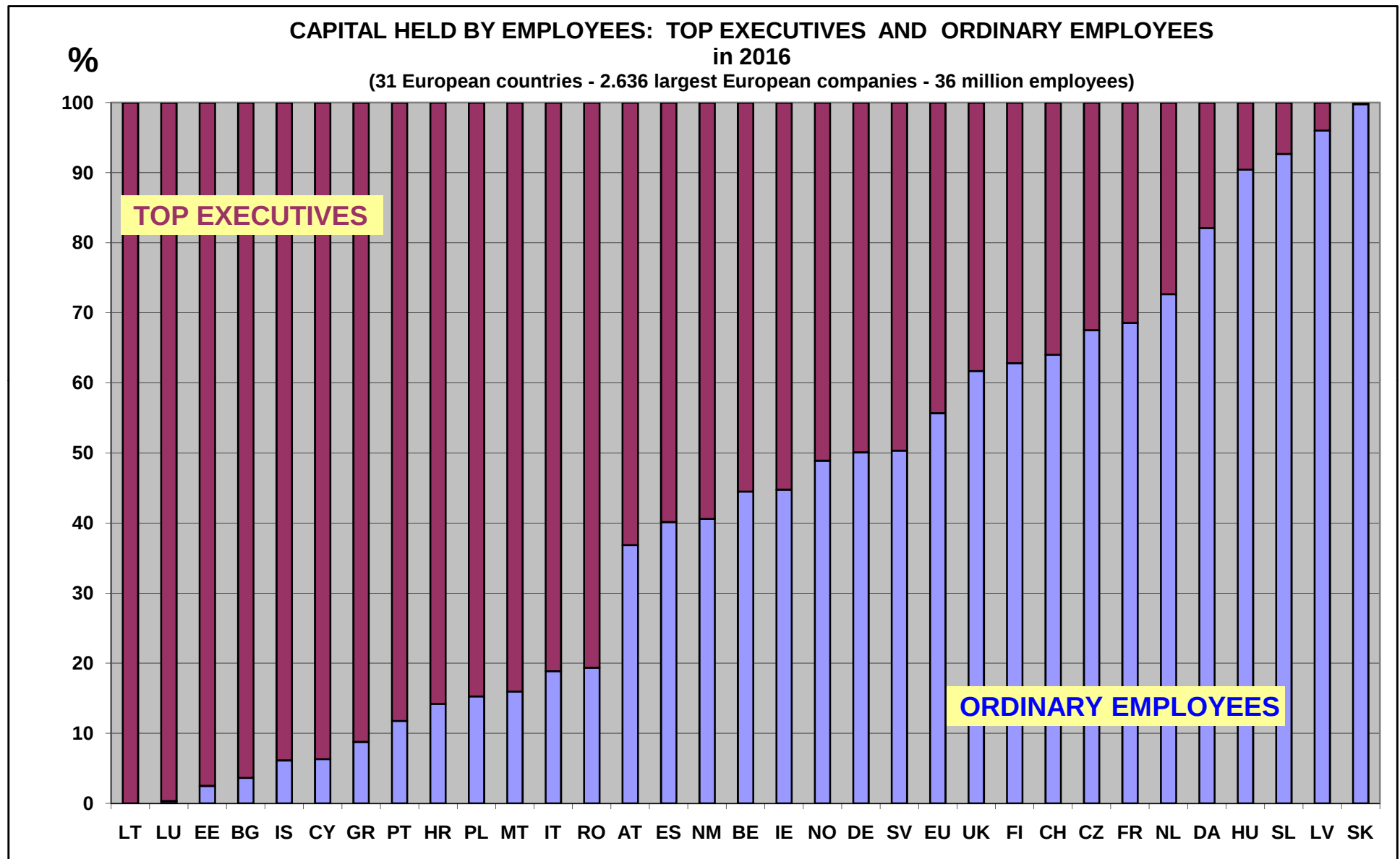


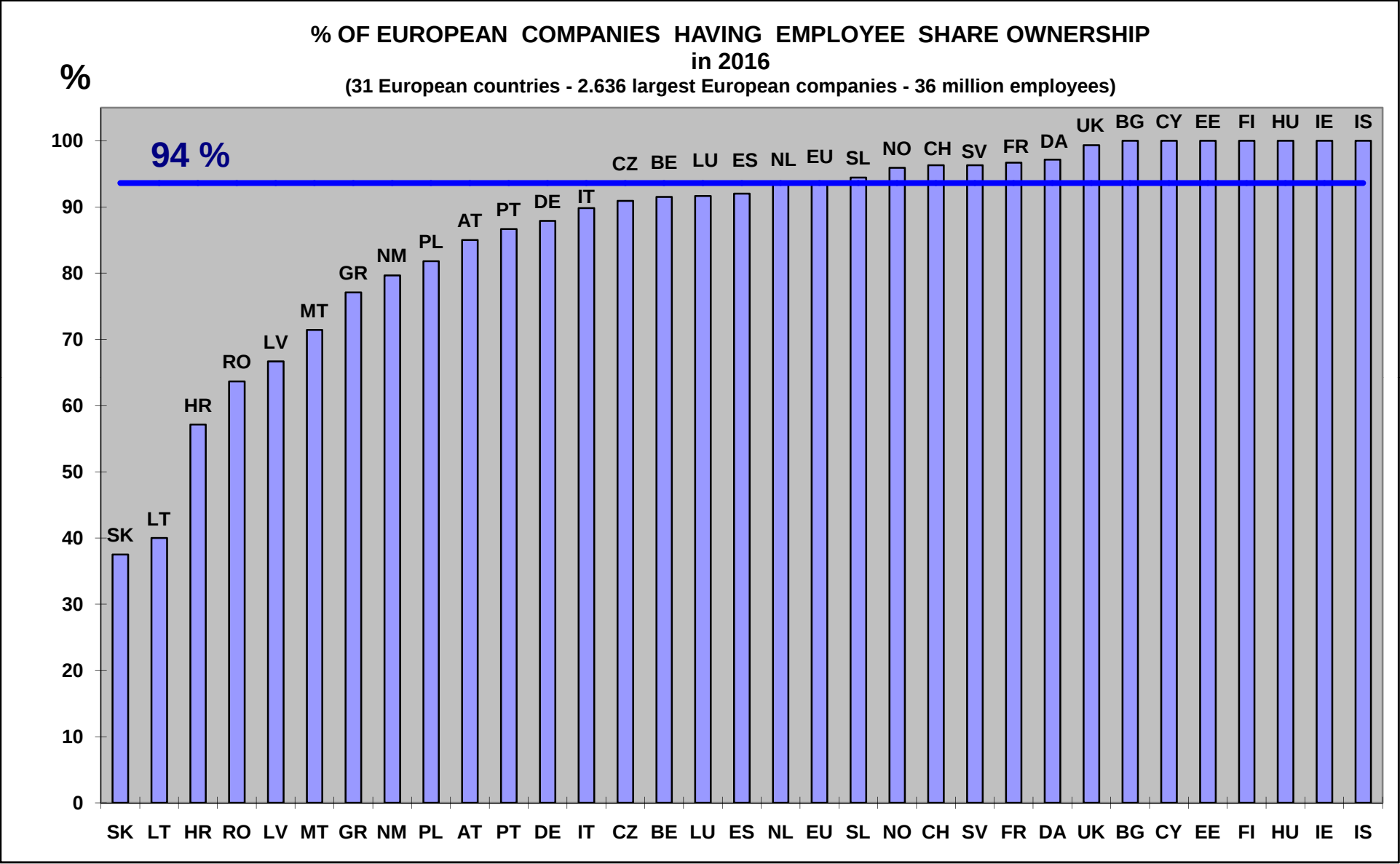


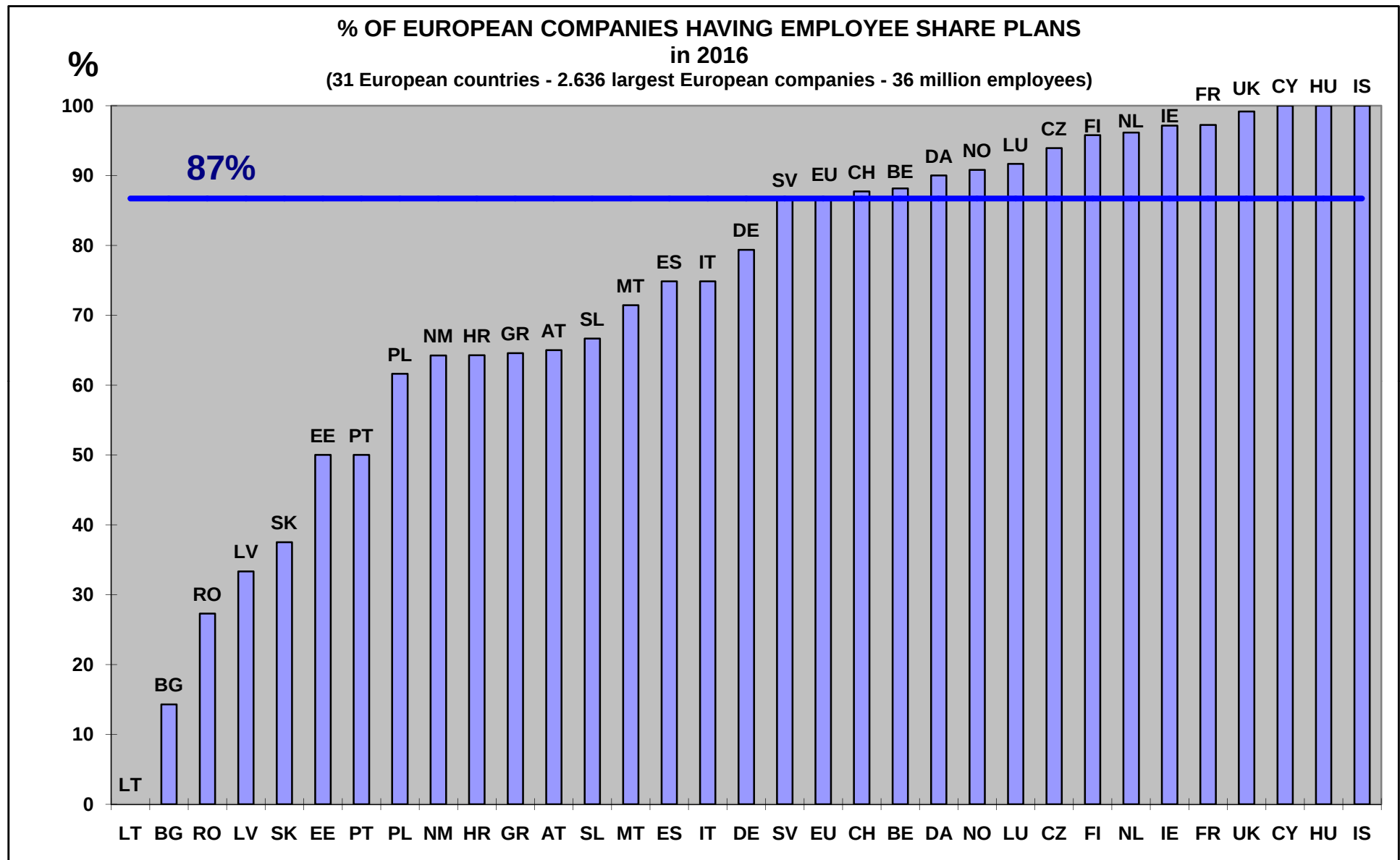


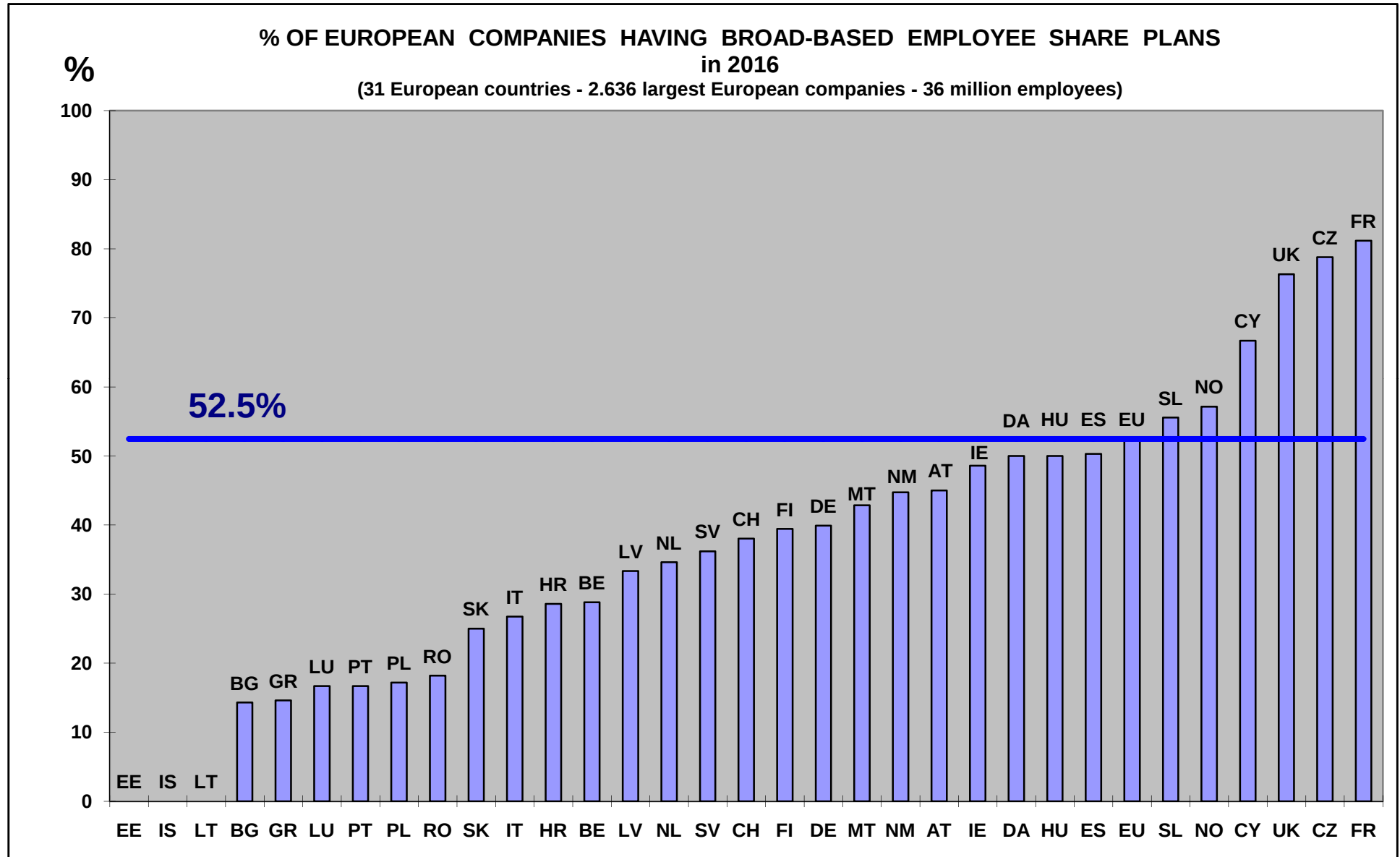


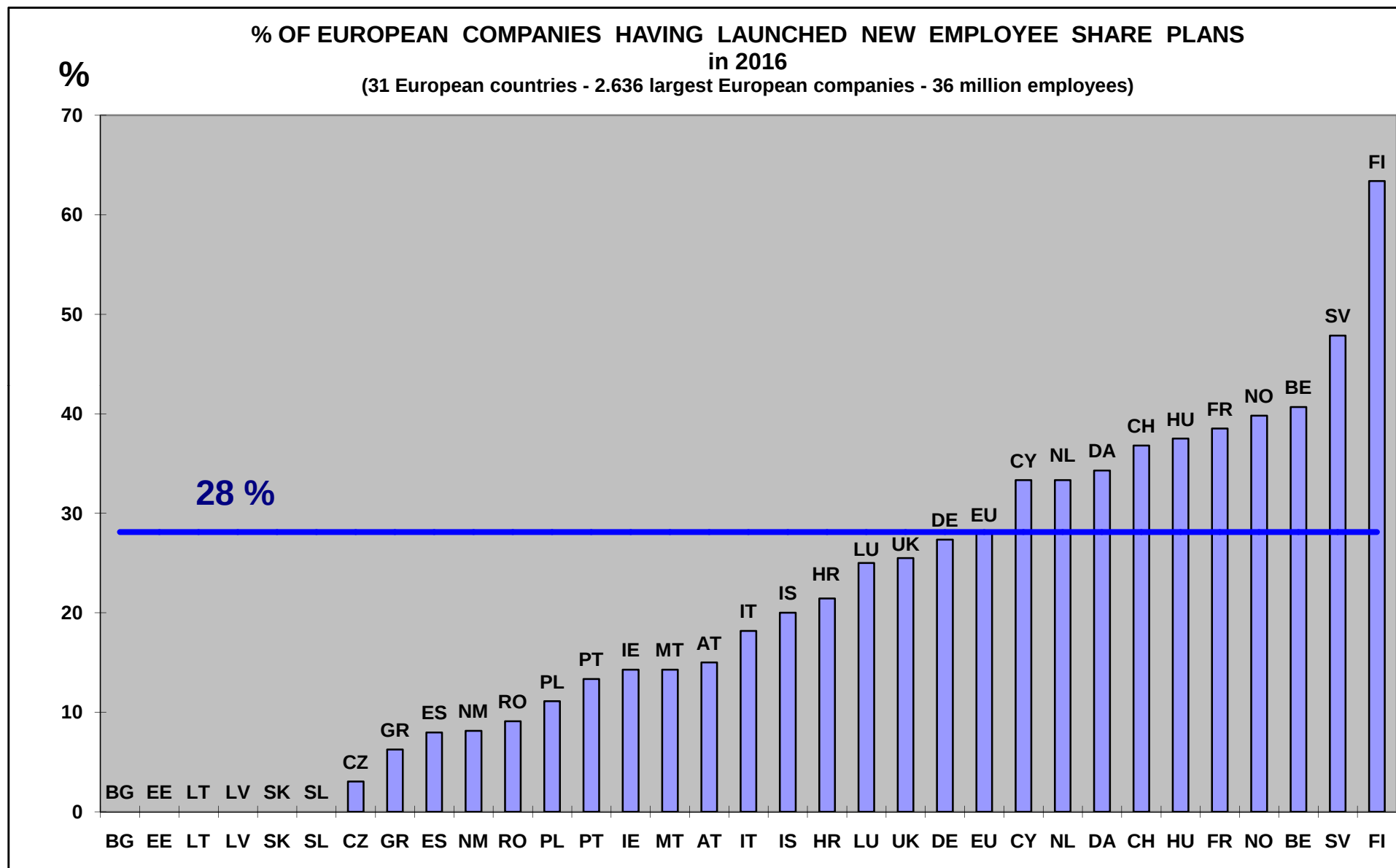


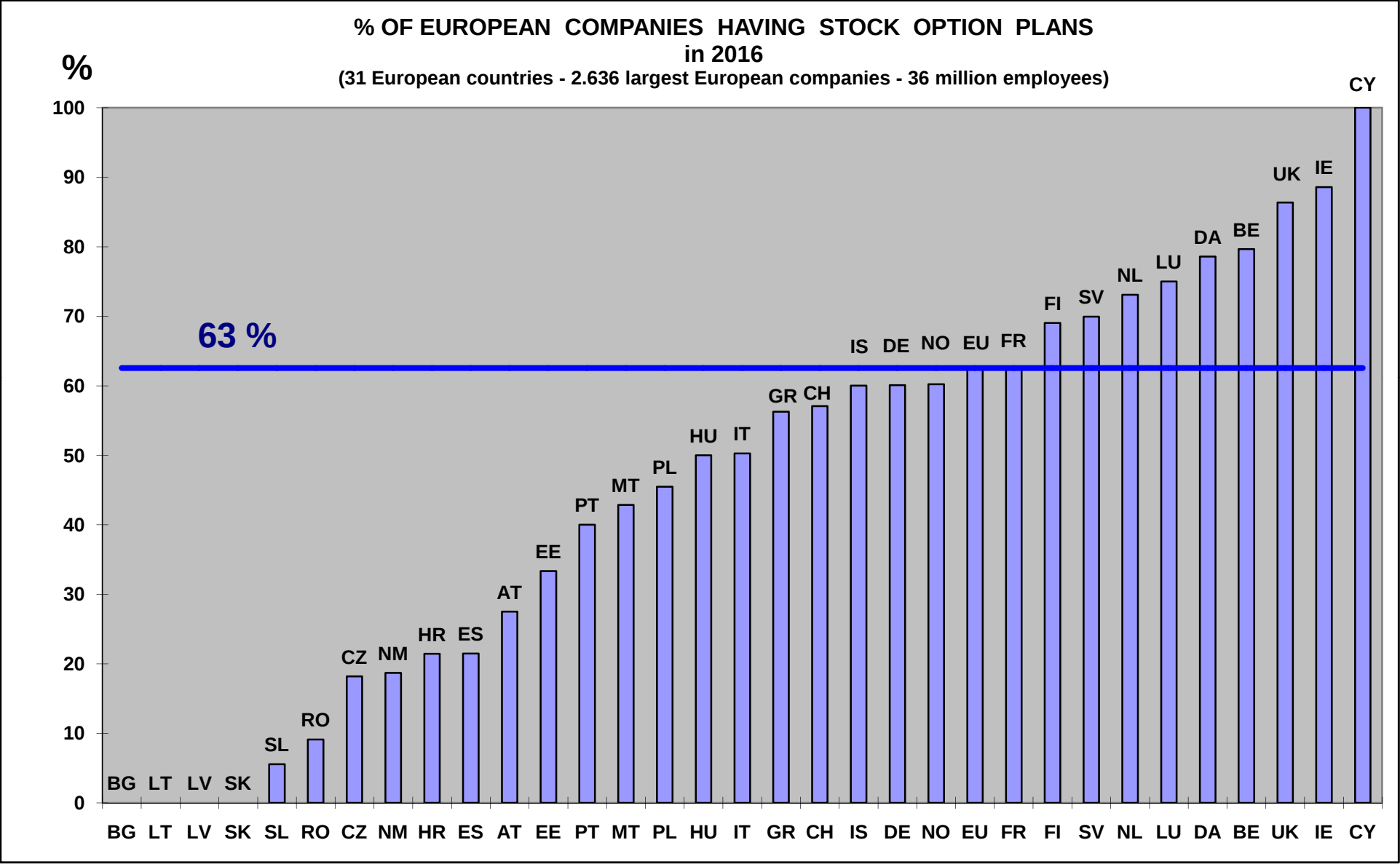


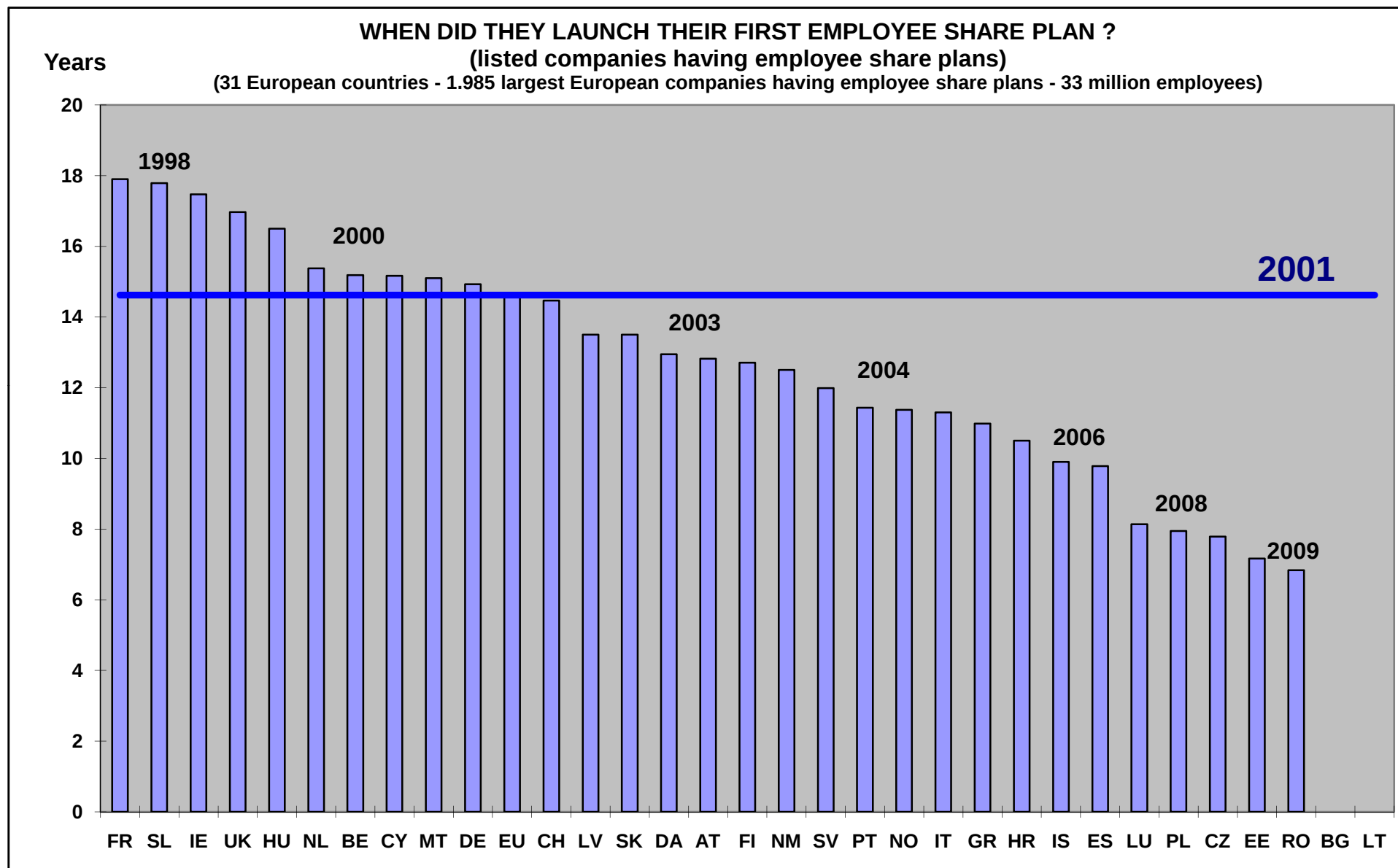


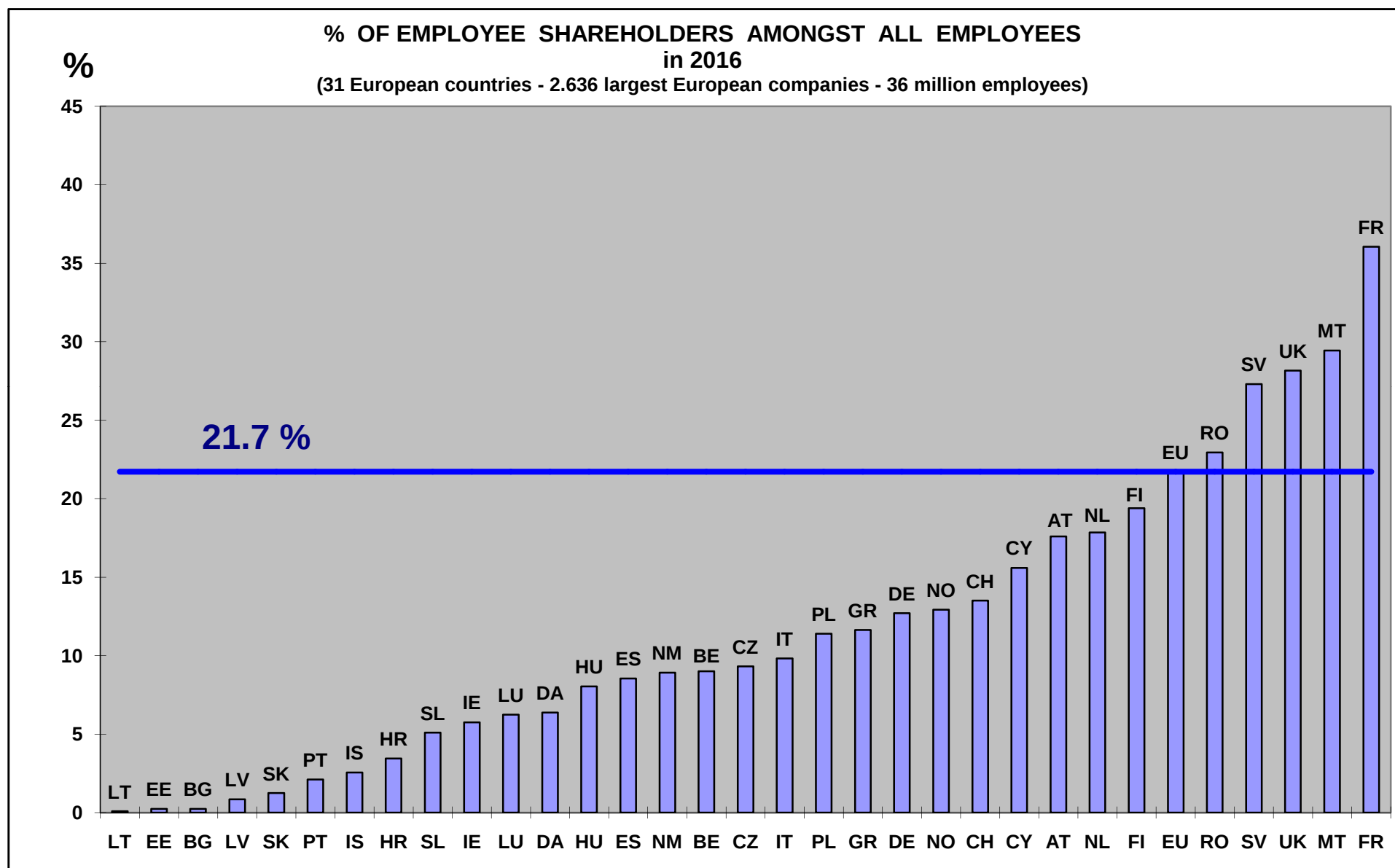


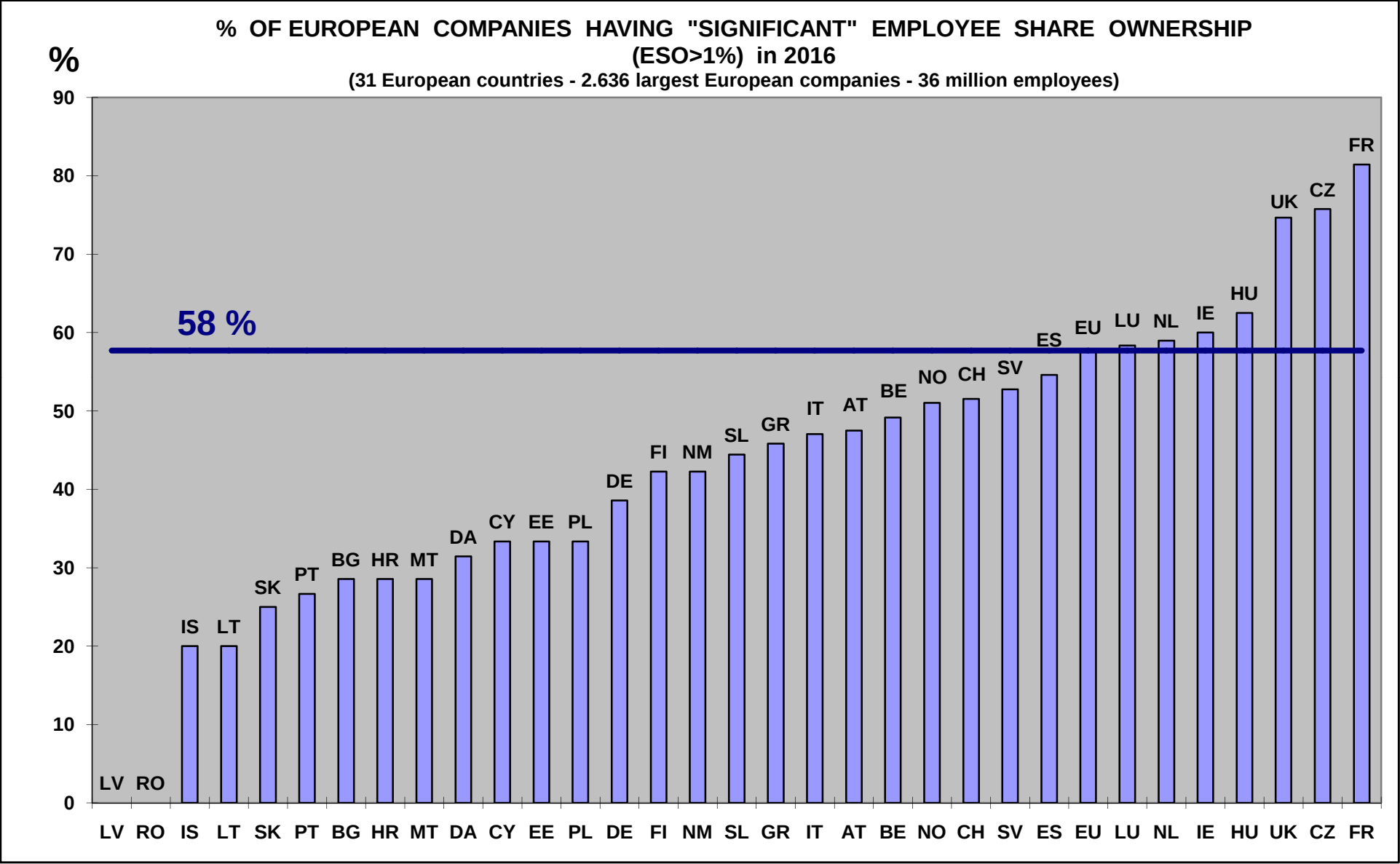


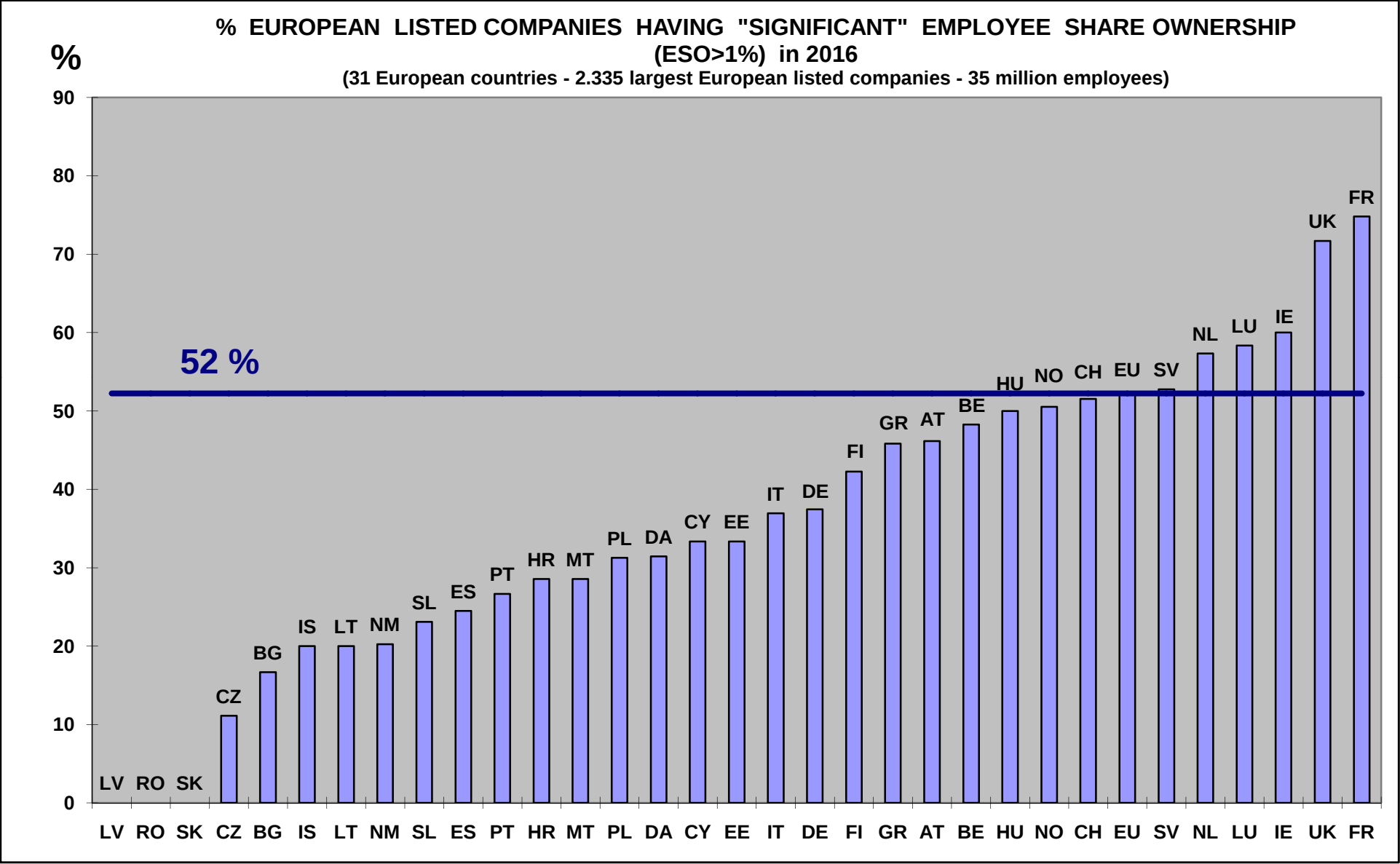


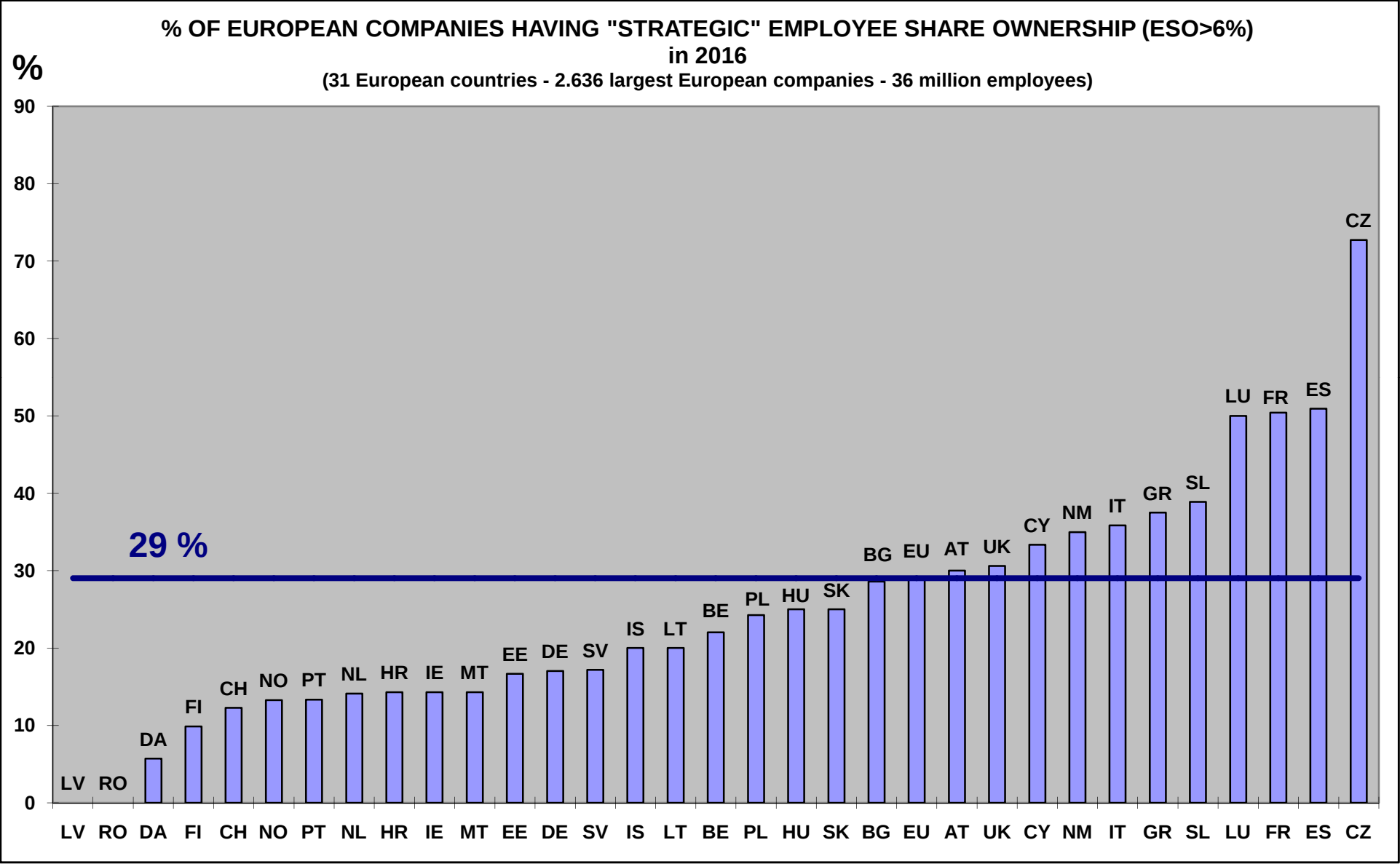


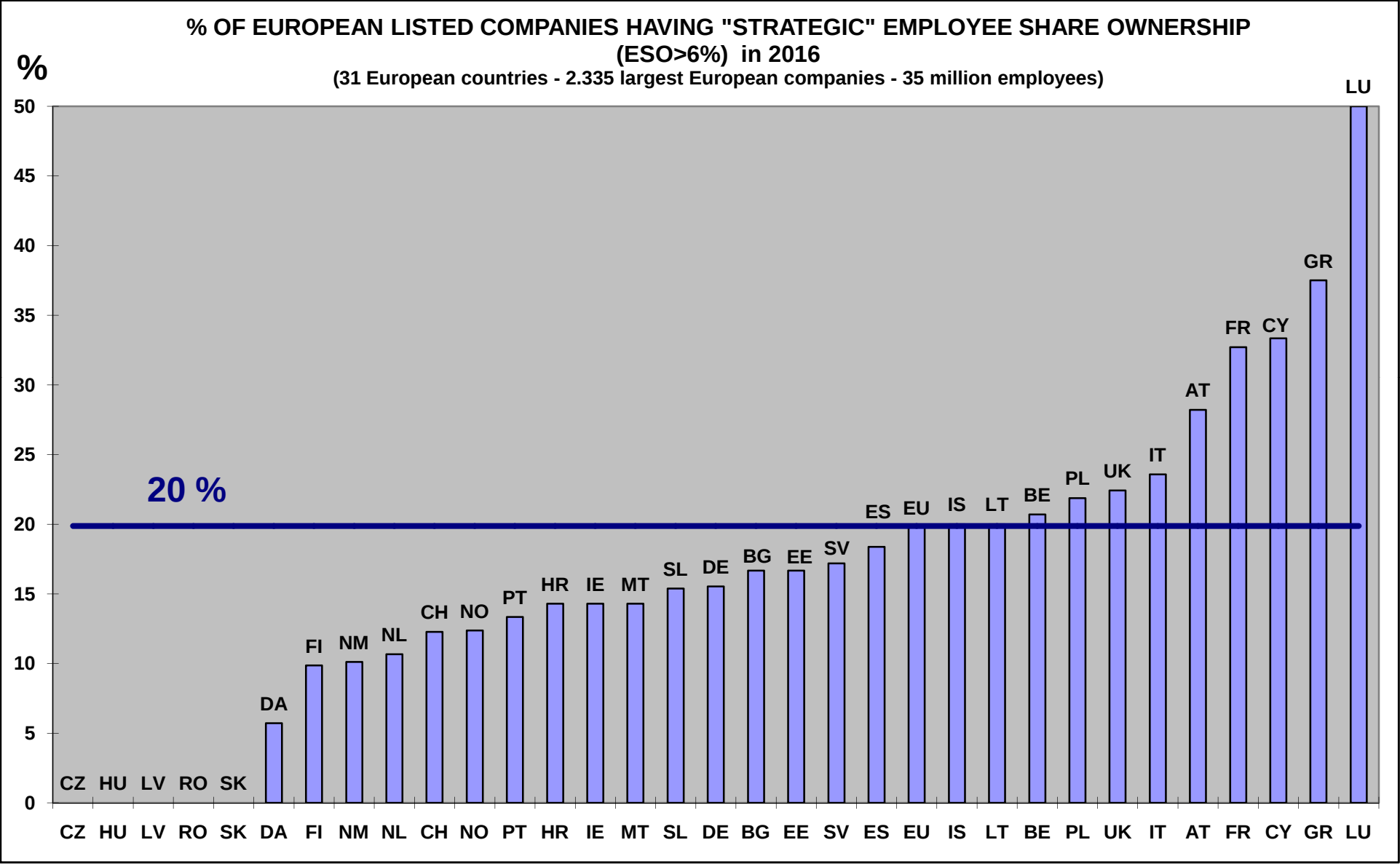


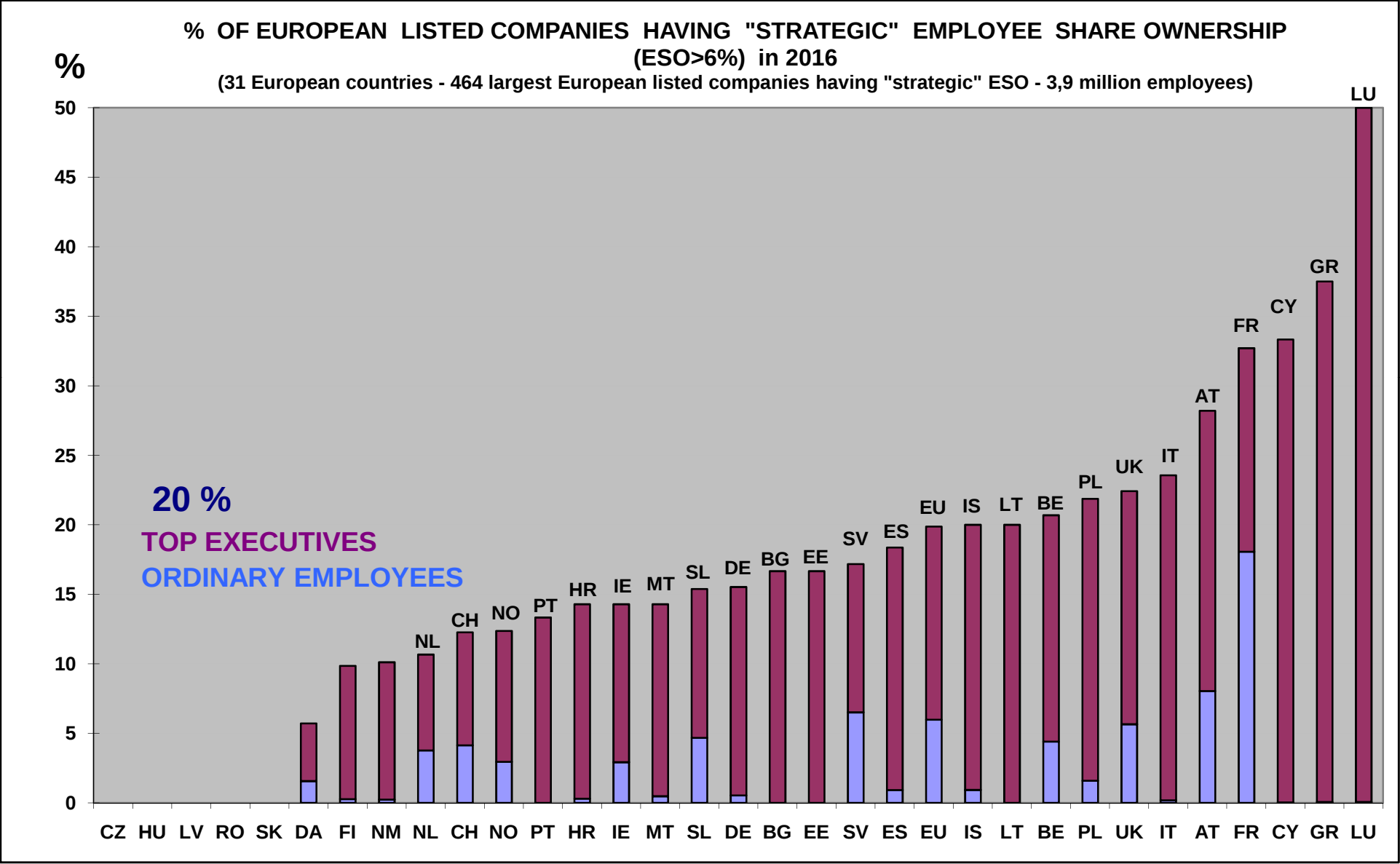


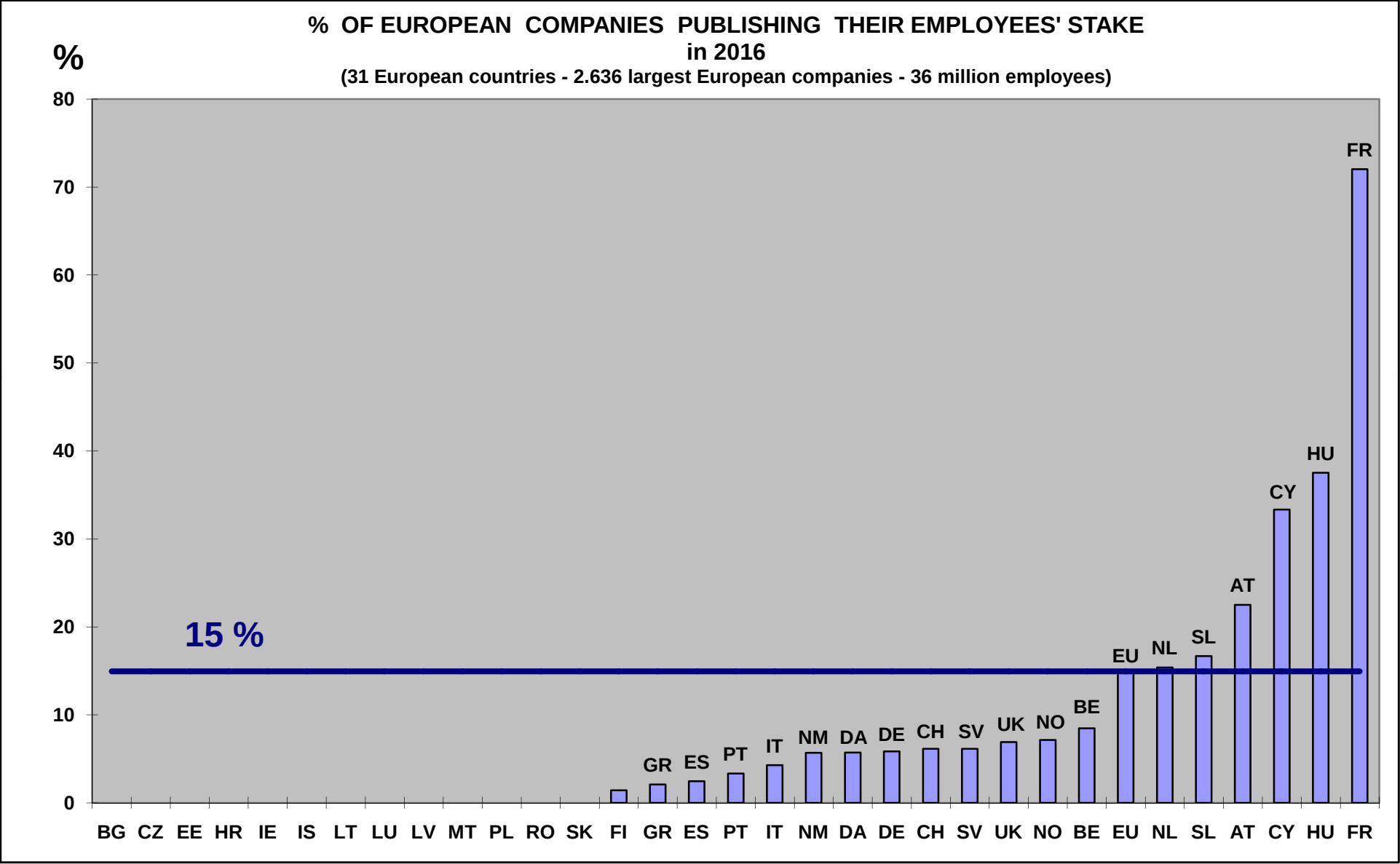


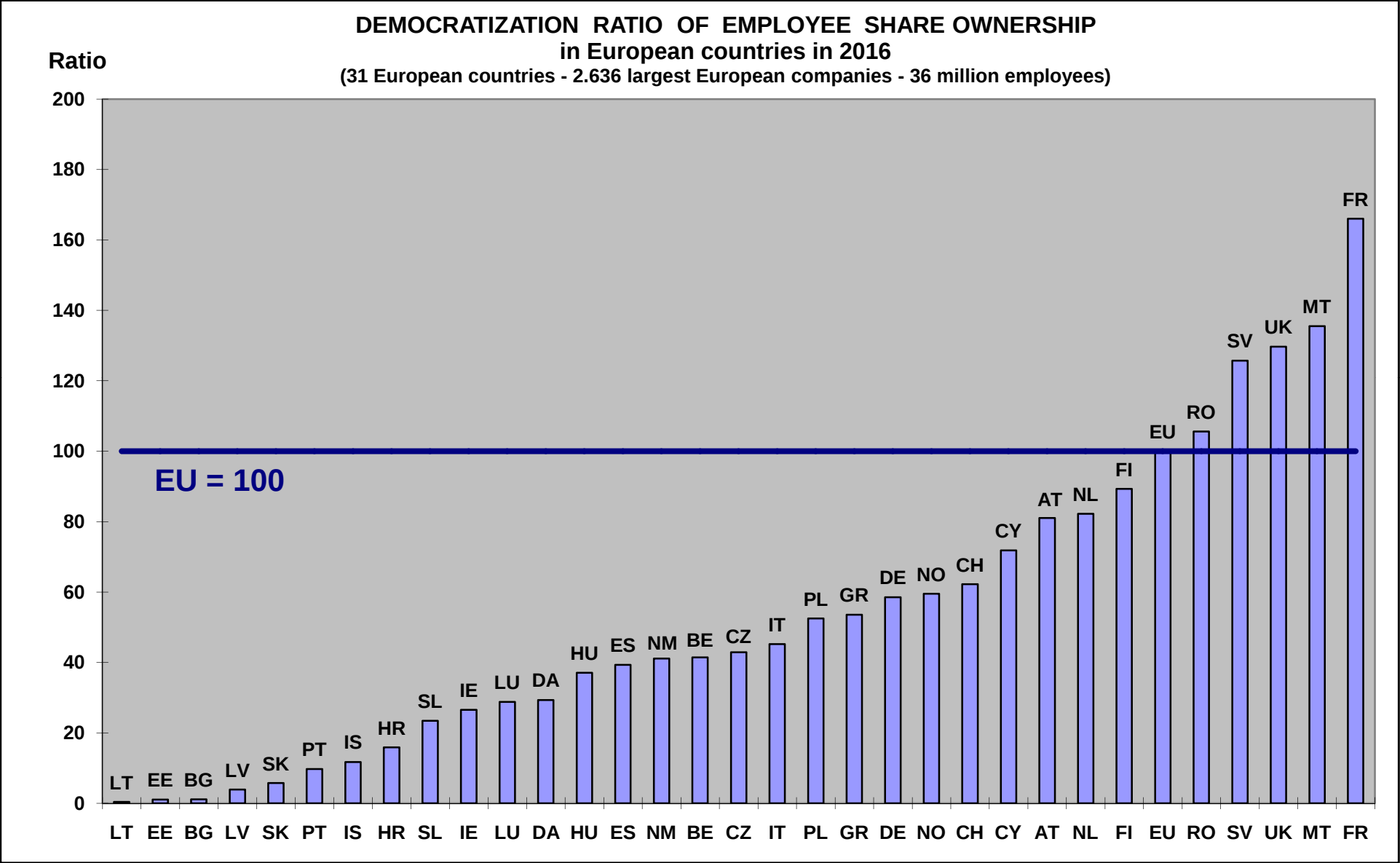


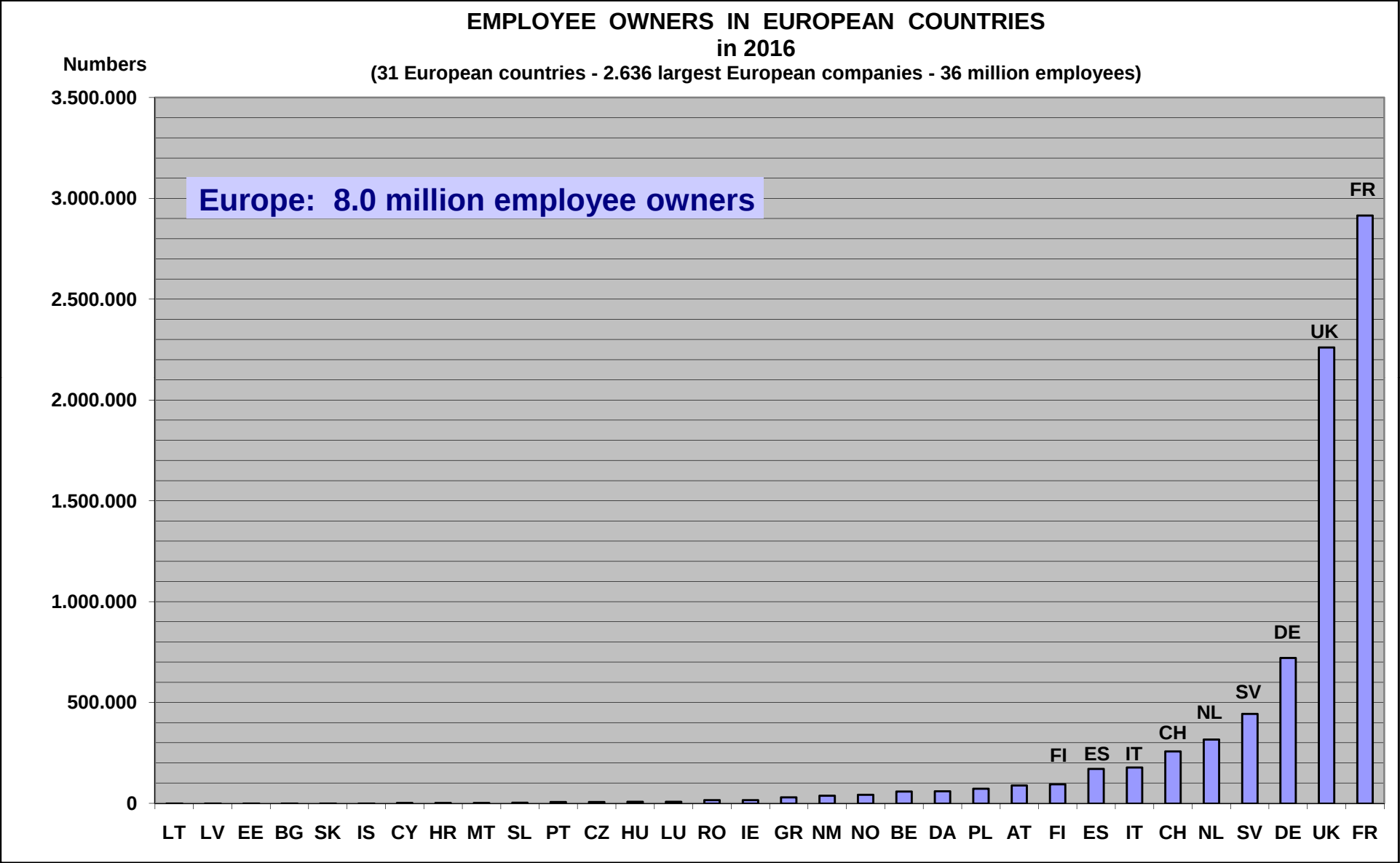


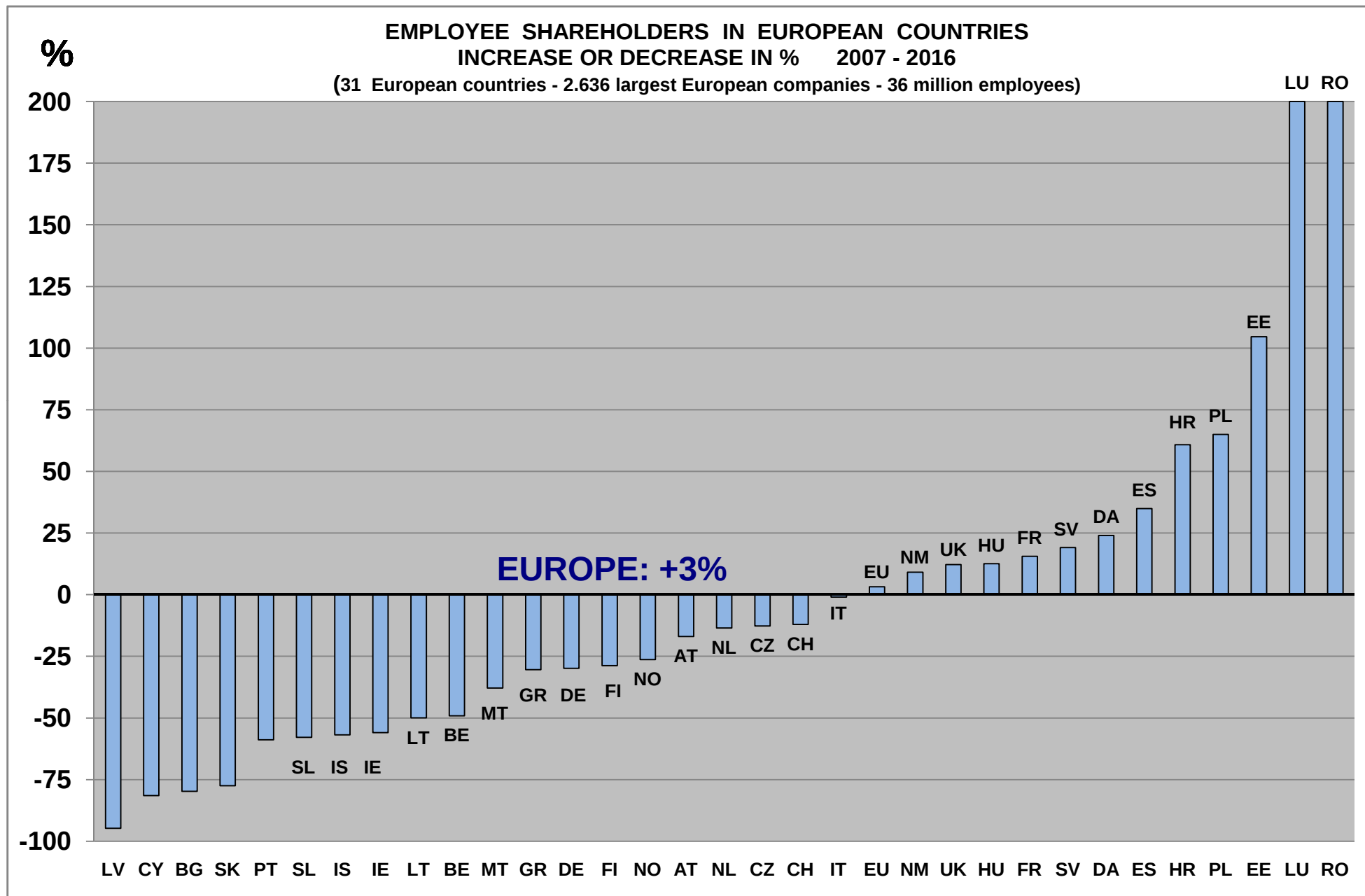


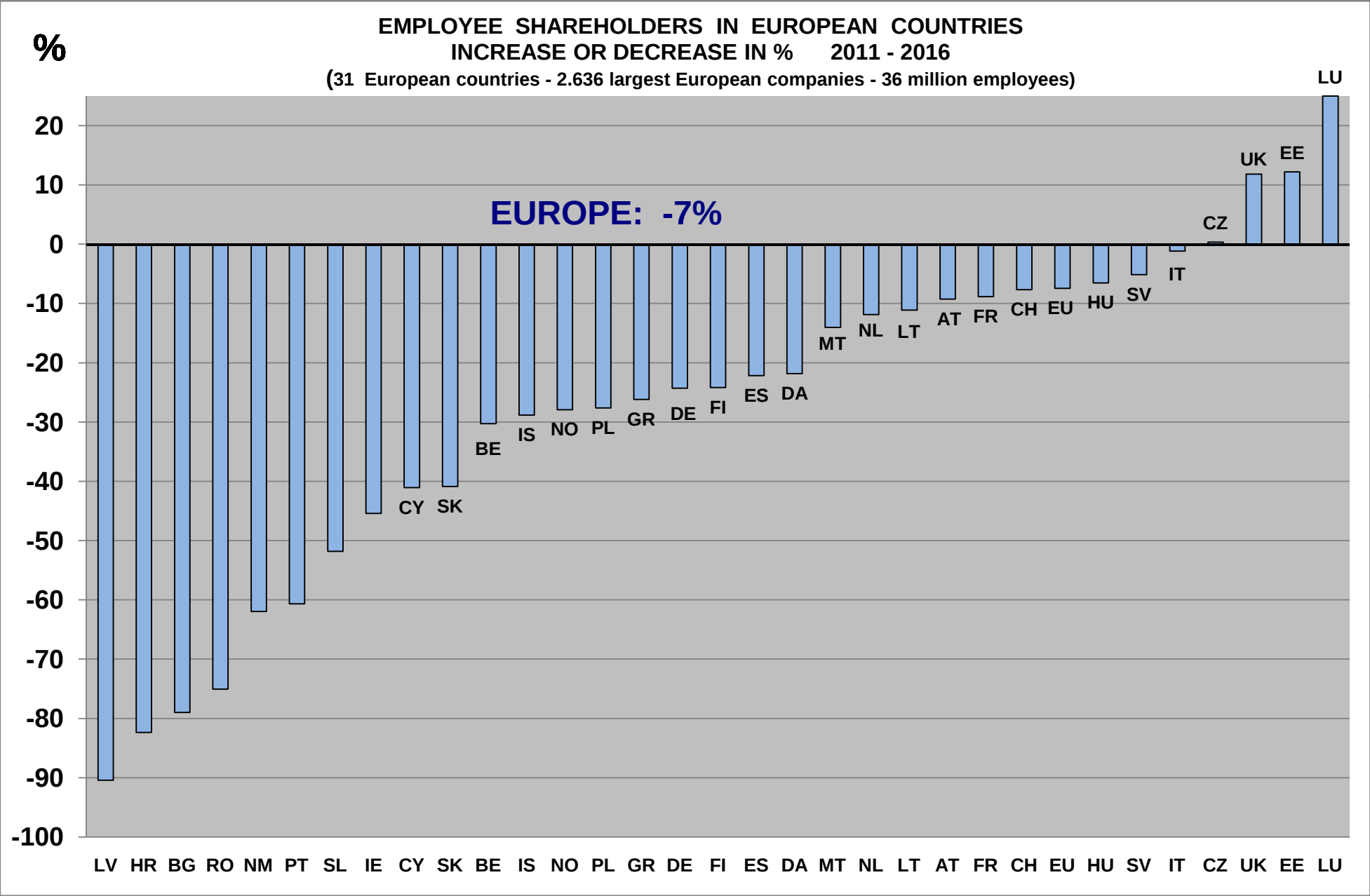


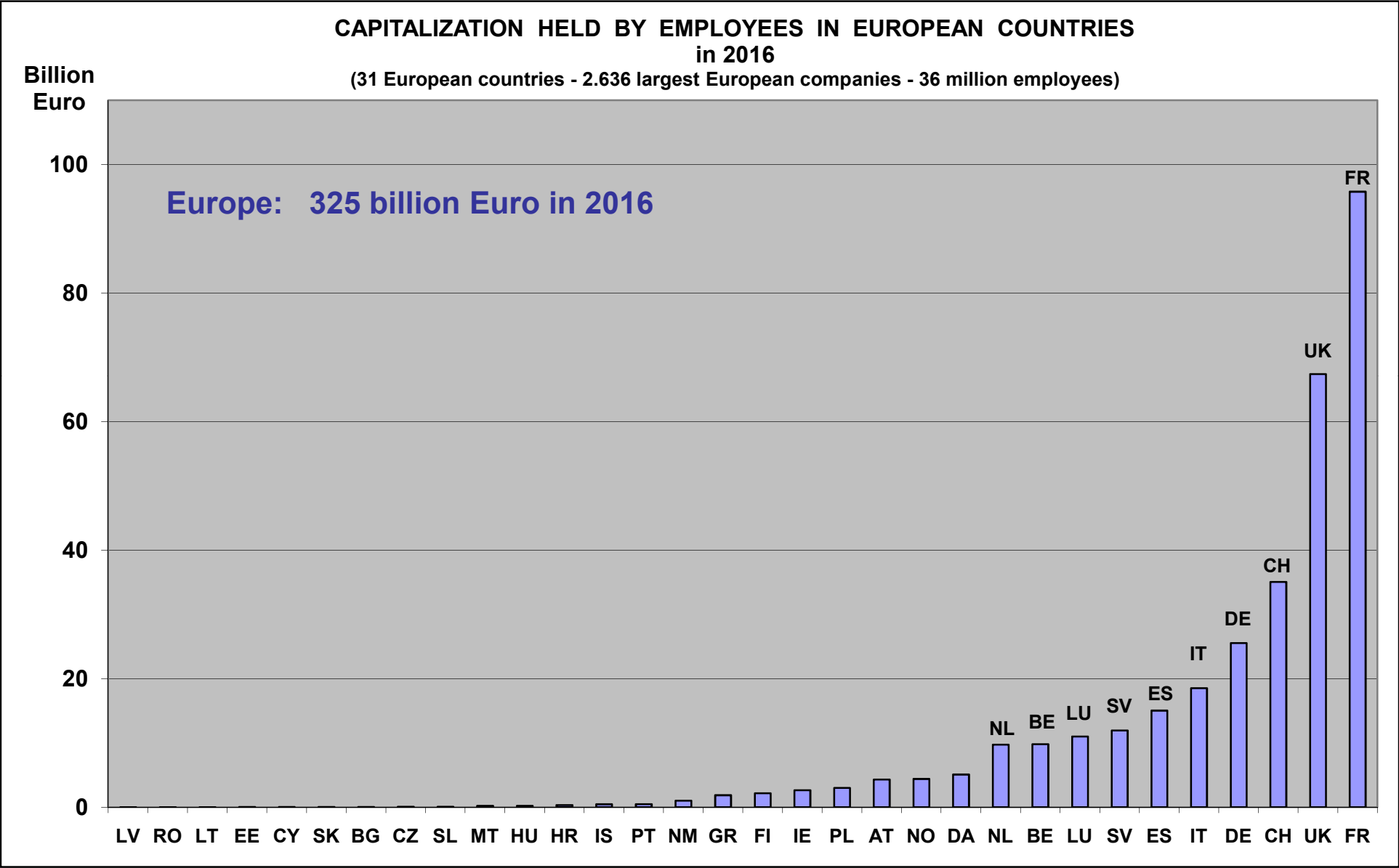


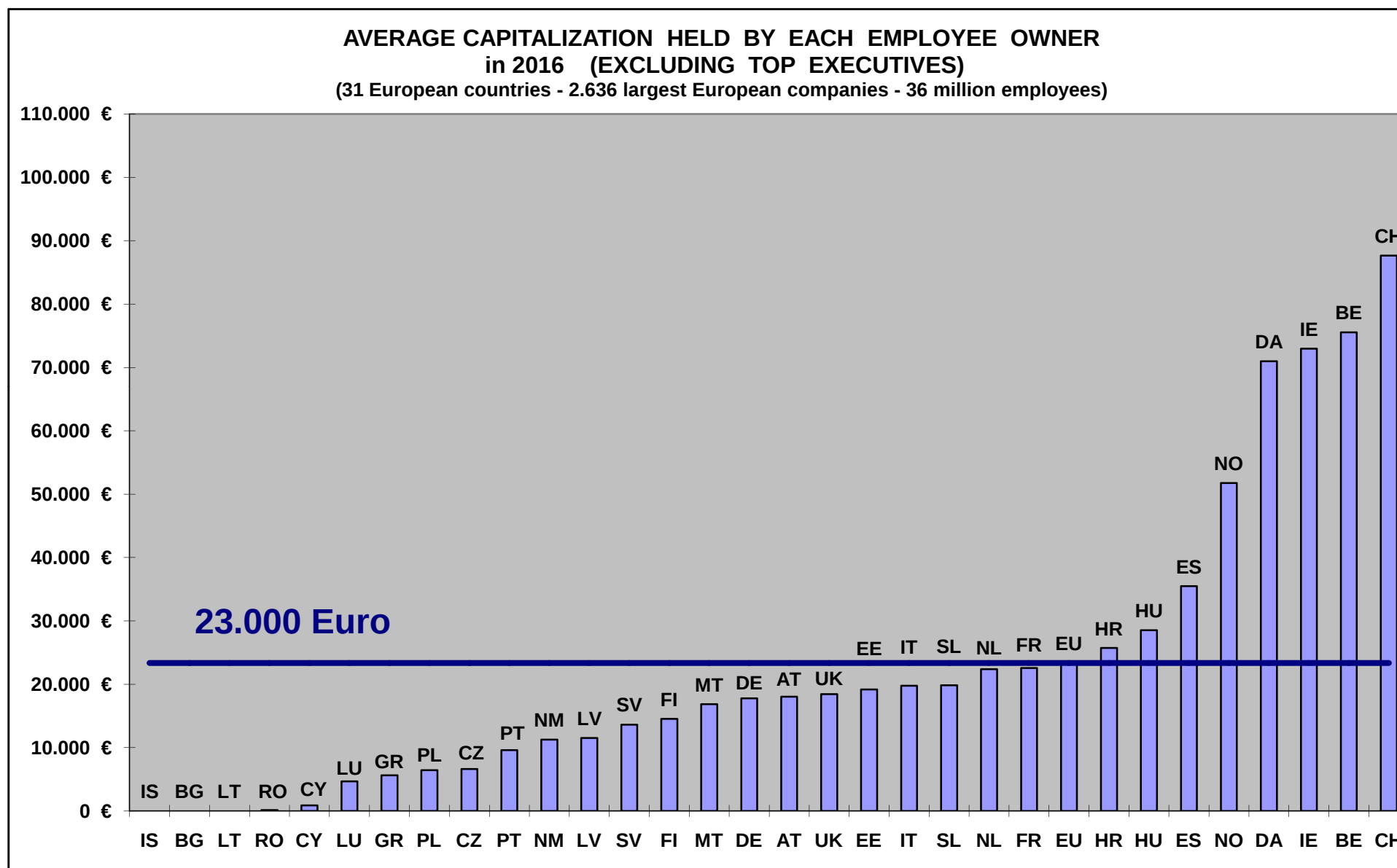








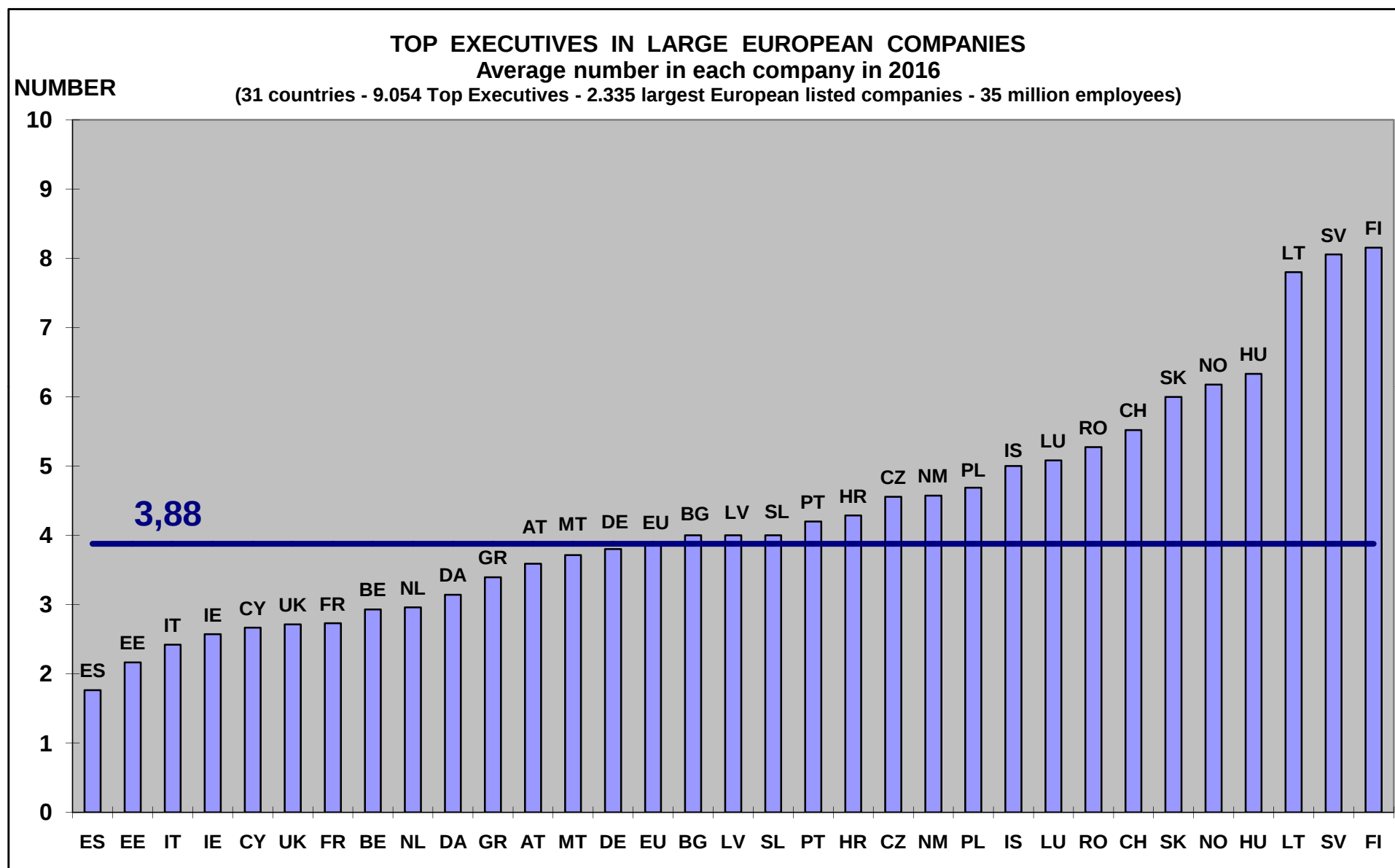


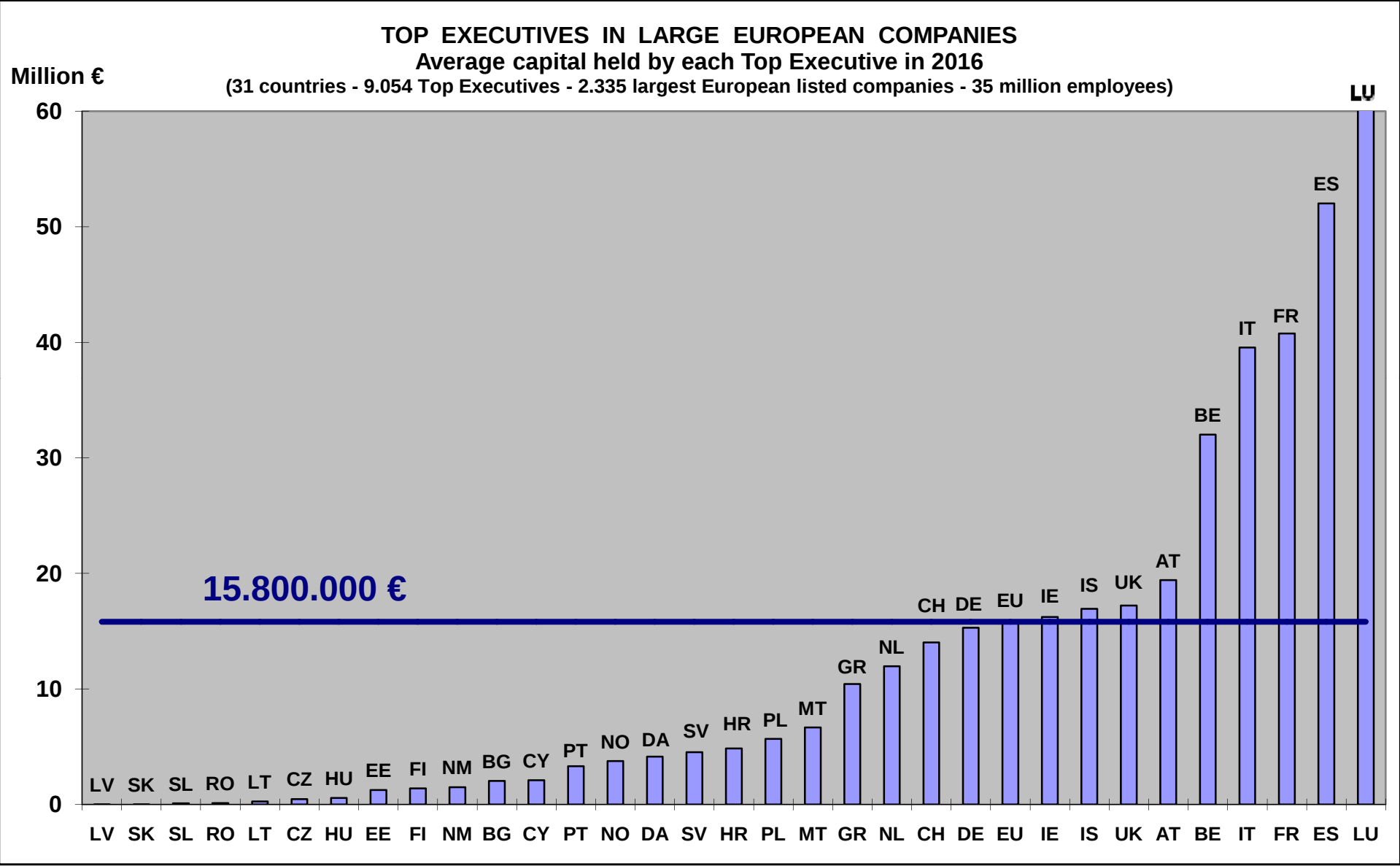


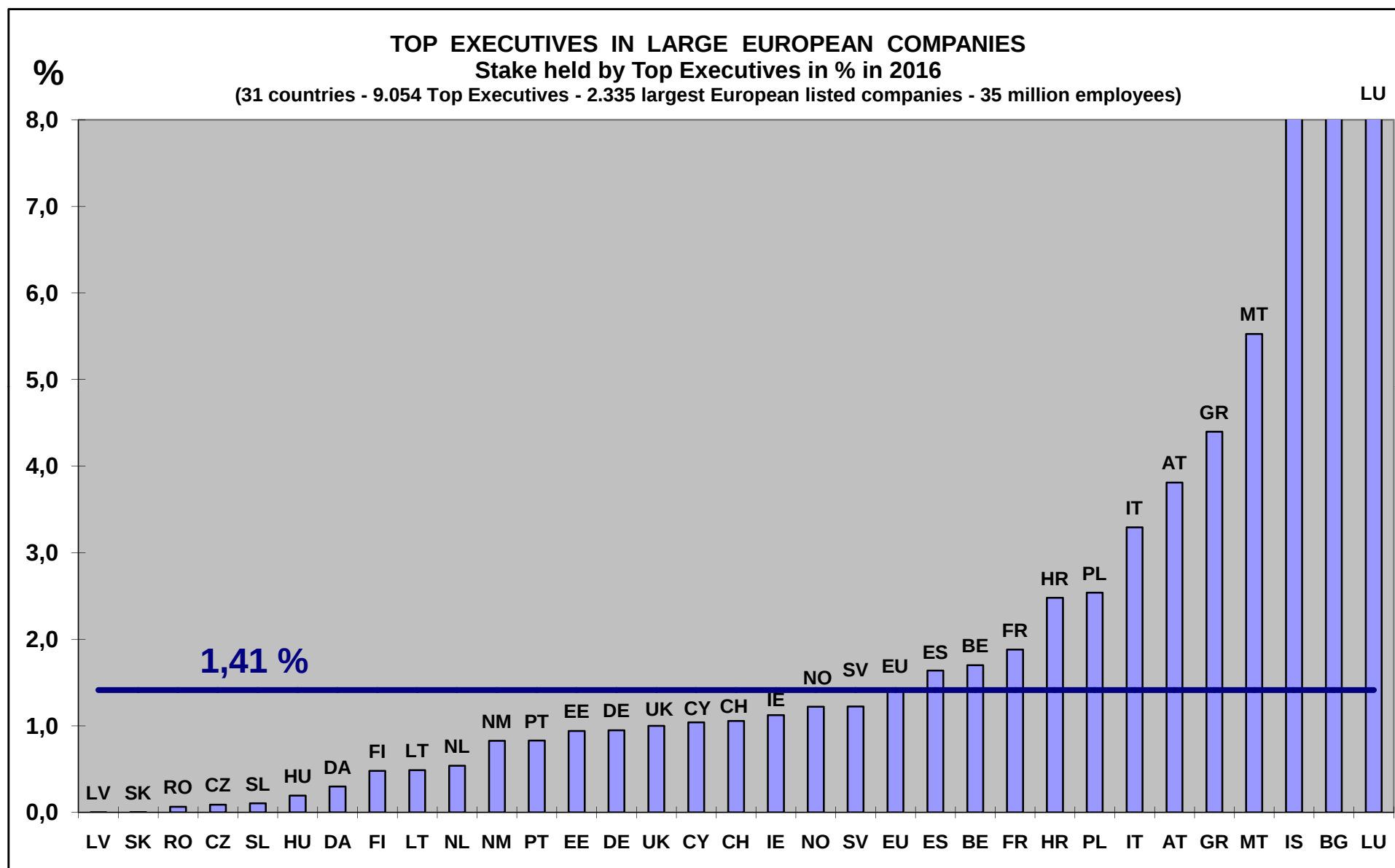
LES DIRIGEANTS EXÉCUTIFS

LES DIRIGEANTS EXECUTIFS

- Des différences sensibles apparaissent entre les différents pays européens pour ce qui est du nombre moyen de dirigeants exécutifs dans chaque entreprise, autour de la moyenne de 3,88 dirigeants exécutifs par entreprise cotée, de 2 en Espagne à 8 en Suède ou en Finlande (Graphique 42).
- Différences très marquées entre les pays pour le capital moyen détenu par chaque dirigeant exécutif, aussi bien pour les montants absolus, avec une moyenne de 15.8 millions d'Euro par personne (Graphique 43), que pour la part détenue en % (Graphique 44).
- Enfin, 79% de toutes les grandes entreprises cotées européennes publient l'information complète sur la détention d'actions par leurs dirigeants exécutifs. Seul un petit nombre de pays se distinguent des autres par leurs informations moins transparentes, en particulier l'Allemagne, la Belgique, le Luxembourg, l'Autriche et la Grèce (Graphique 45).







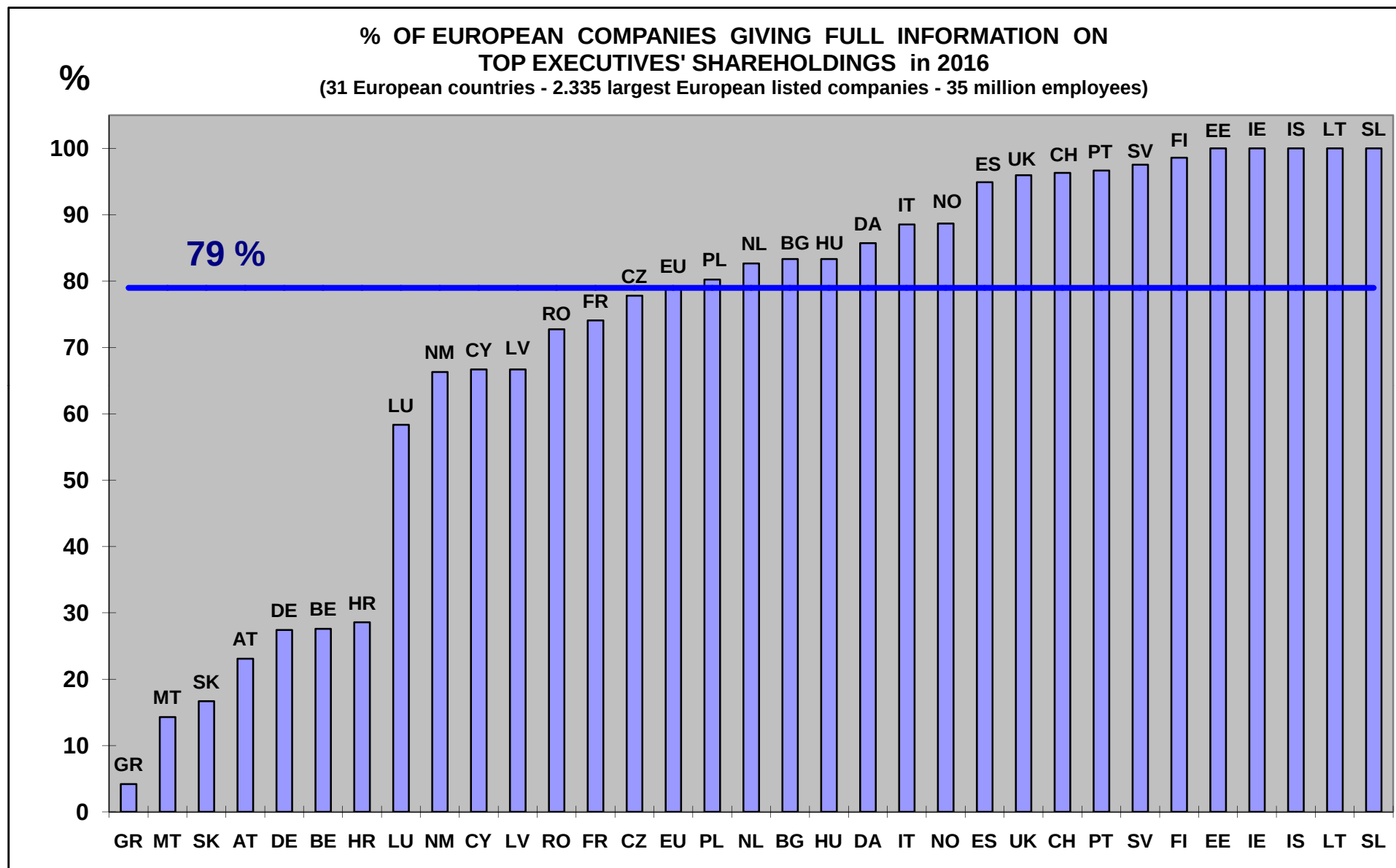


Table 23: Full information on Top Executives' shareholdings in 2016

FULL INFORMATION ON TOP EXECUTIVES' SHAREHOLDINGS						
Countries	Listed Companies	Listed Companies giving full information on Top Executives' shareholdings				
	Number	Number in 2016	% in 2016	% in 2015	% in 2014	% in 2013
AT	39	9	23,1%	23,1%	20,5%	20,5%
BE	58	16	27,6%	29,3%	22,4%	24,1%
BG	6	5	83,3%	100,0%	100,0%	83,3%
CH	163	157	96,3%	96,9%	95,1%	94,5%
CY	3	2	66,7%	66,7%	66,7%	100,0%
CZ	9	7	77,8%	66,7%	55,6%	44,4%
DA	70	60	85,7%	85,7%	82,9%	81,4%
DE	219	60	27,4%	27,4%	26,5%	26,5%
EE	6	6	100,0%	100,0%	100,0%	100,0%
ES	98	93	94,9%	92,9%	88,8%	86,7%
FI	71	70	98,6%	98,6%	91,5%	90,1%
FR	266	197	74,1%	73,7%	72,6%	70,7%
GR	48	2	4,2%	4,2%	4,2%	2,1%
HR	14	4	28,6%	28,6%	35,7%	35,7%
HU	6	5	83,3%	83,3%	83,3%	83,3%
IE	35	35	100,0%	100,0%	94,3%	94,3%
IS	5	5	100,0%	100,0%	100,0%	100,0%
IT	157	139	88,5%	87,9%	86,0%	85,4%
LT	5	5	100,0%	100,0%	100,0%	60,0%
LU	12	7	58,3%	50,0%	41,7%	16,7%
LV	3	2	66,7%	100,0%	100,0%	100,0%
MT	7	1	14,3%	0,0%	0,0%	0,0%
NL	75	62	82,7%	84,0%	85,3%	80,0%
NO	97	86	88,7%	90,7%	88,7%	87,6%
PL	96	77	80,2%	81,3%	76,0%	64,6%
PT	30	29	96,7%	100,0%	96,7%	93,3%
RO	11	8	72,7%	72,7%	63,6%	45,5%
SK	6	1	16,7%	16,7%	16,7%	16,7%
SL	13	13	100,0%	100,0%	100,0%	100,0%
SV	163	159	97,5%	90,2%	84,7%	81,6%
UK	544	522	96,0%	95,4%	91,9%	87,1%
31 COUNTRIES	2.335	1.844	79,0%	78,4%	75,6%	72,7%
13 NMS - PL (*)	89	59	66,3%	66,3%	65,2%	59,6%

(*) "New" Member States except Poland

GOUVERNANCE D'ENTREPRISE
ET
PROFIT-SHARING

GOVERNANCE D'ENTREPRISE ET PROFIT-SHARING

En plus de toute l'information sur l'actionnariat salarié et les plans d'actionnariat salarié, ce Recensement comporte des chapitres sur la gouvernance d'entreprise et le profit-sharing dans les grandes entreprises européennes (notamment la représentation des salariés dans les conseils et les discriminations de droits de vote pour ou contre l'actionnariat salarié). Les données sur la structure des conseils, la représentation des salariés dans les conseils et les droits de votes en 2016 apparaissent au Tableau 24, et les évolutions de 2013 à 2016 au Tableau 25. D'autre part, les données par pays sont détaillées aux Tableaux 26-27.

• Représentation des salariés dans les conseils

La représentation des salariés dans les conseils est usuelle dans beaucoup de grandes entreprises européennes (Graphiques 46-48).

Les **actionnaires salariés** sont représentés dans les conseils dans 12% des grandes entreprises françaises (celles-ci représentant 31% en termes d'emplois (Graphiques 49-50). En France, la représentation des actionnaires salariés dans les conseils est donc plus typique des très grandes entreprises. Cependant, cette représentation est beaucoup moins fréquente dans les autres pays européens.

Quant à la représentation des **salariés** dans les conseils, elle est de règle pour 39.8% des salariés dans les grandes entreprises européennes (Graphique 48). C'est le cas pour 95% des salariés dans les grandes entreprises en Autriche, Danemark, Allemagne, Hongrie ou Slovaquie. En France, c'est le cas pour 64% des salariés des grandes entreprises (donc nettement au-dessus de la moyenne européenne), alors que c'est seulement le cas pour 1.4% des salariés en Grande Bretagne et... 0% en Italie.

La représentation des salariés dans les conseils est particulièrement raffinée en France. Toutes formes confondues, la représentation dans les conseils y concerne, on l'a vu, 64% des salariés dans les grandes entreprises. Cette représentation est organisée soit par le canal des représentants syndicaux ou des comités d'entreprises pour 57% des cas, soit par le canal des représentants de l'actionnariat salarié pour 31% (tandis que dans 24% des cas, on a à la fois une représentation des salariés et de l'actionnariat salarié).

• Profit-sharing

Sauf en France (où la loi le rend obligatoire), le profit-sharing n'est le fait que d'un très petit nombre d'entreprises, - 6,9% de toutes les entreprises cotées (Tables 28-29 et Graphe 58).

• Droits de vote de l'actionnariat salarié

Dans la plupart des pays européens, aucune discrimination n'est faite à l'avantage ou au désavantage des droits de vote de l'actionnariat salarié. Par contre, des discriminations significatives sont à relever dans six pays (Graphique 59).

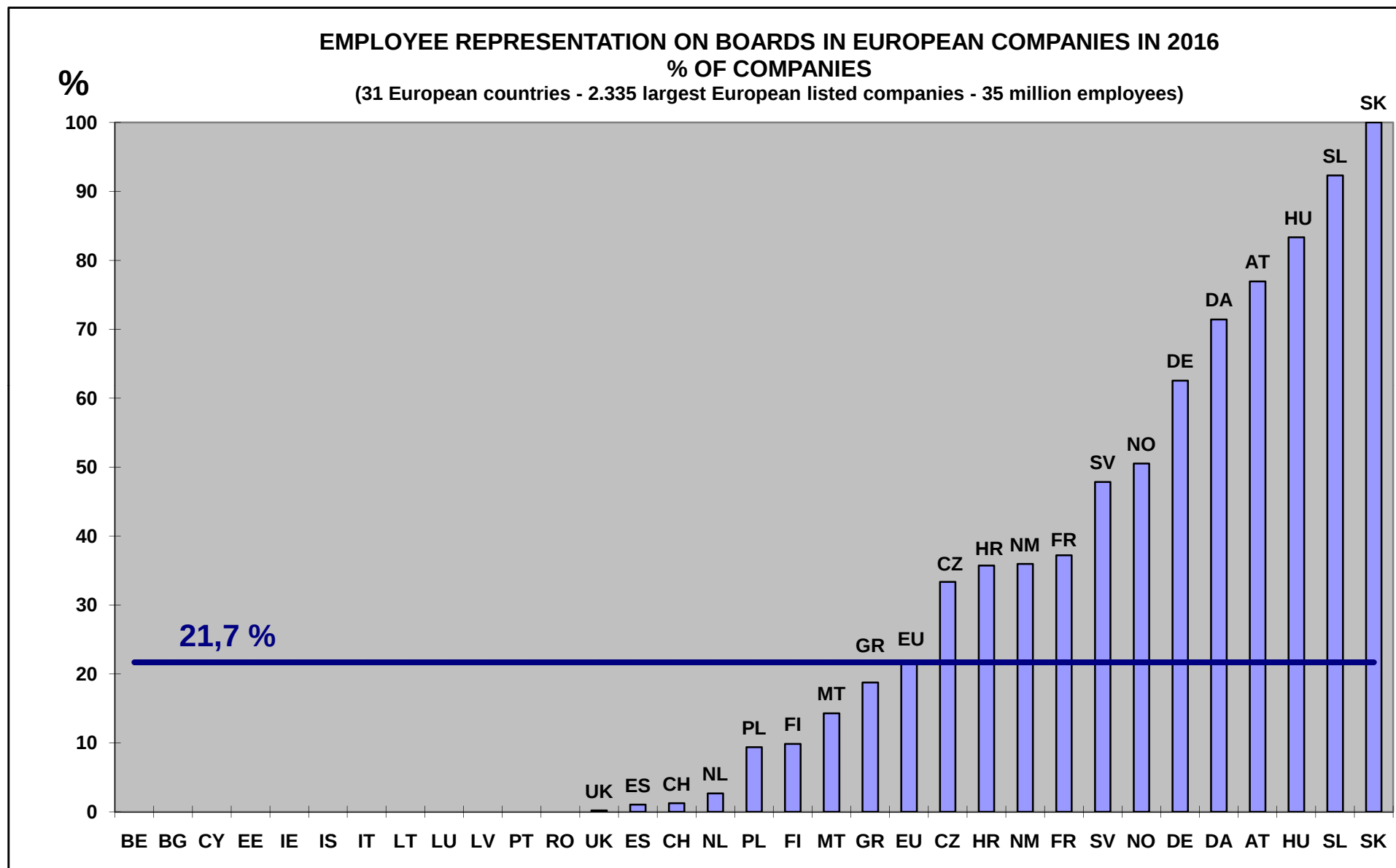
Les droits de vote de l'actionnariat salarié sont généralement démultipliés en France, où les actions nominatives détenues depuis plus de deux ans bénéficient de droits de vote doubles. Au contraire, les droits de vote de l'actionnariat salarié souffrent de discriminations négatives dans six autres pays: Danemark, Suède, Finlande, Pays-Bas, Suisse, Allemagne (Graphiques 59-60 et Table 30). Cas-type dans ces pays, celui des entreprises émettrices de deux classes d'actions, actions-A à 10 voix et actions-B à 1 voix. Les actionnaires de contrôle sont détenteurs des actions à voix multiples, tandis que les plans d'actionnariat salarié sont basés sur les actions à faible pouvoir de vote. De cette manière, les droits de vote de l'actionnariat salarié sont sévèrement discriminés, cela touche jusqu'à 40% des grandes entreprises en Suède. Les droits de vote de l'actionnariat salarié sont généralement réduits de 30 à 60% au Danemark et en Suède, de 25% en Finlande et 15% aux Pays-Bas, par rapport à ce qu'ils seraient sur base de la règle "une action, une voix" (Graphique 60).

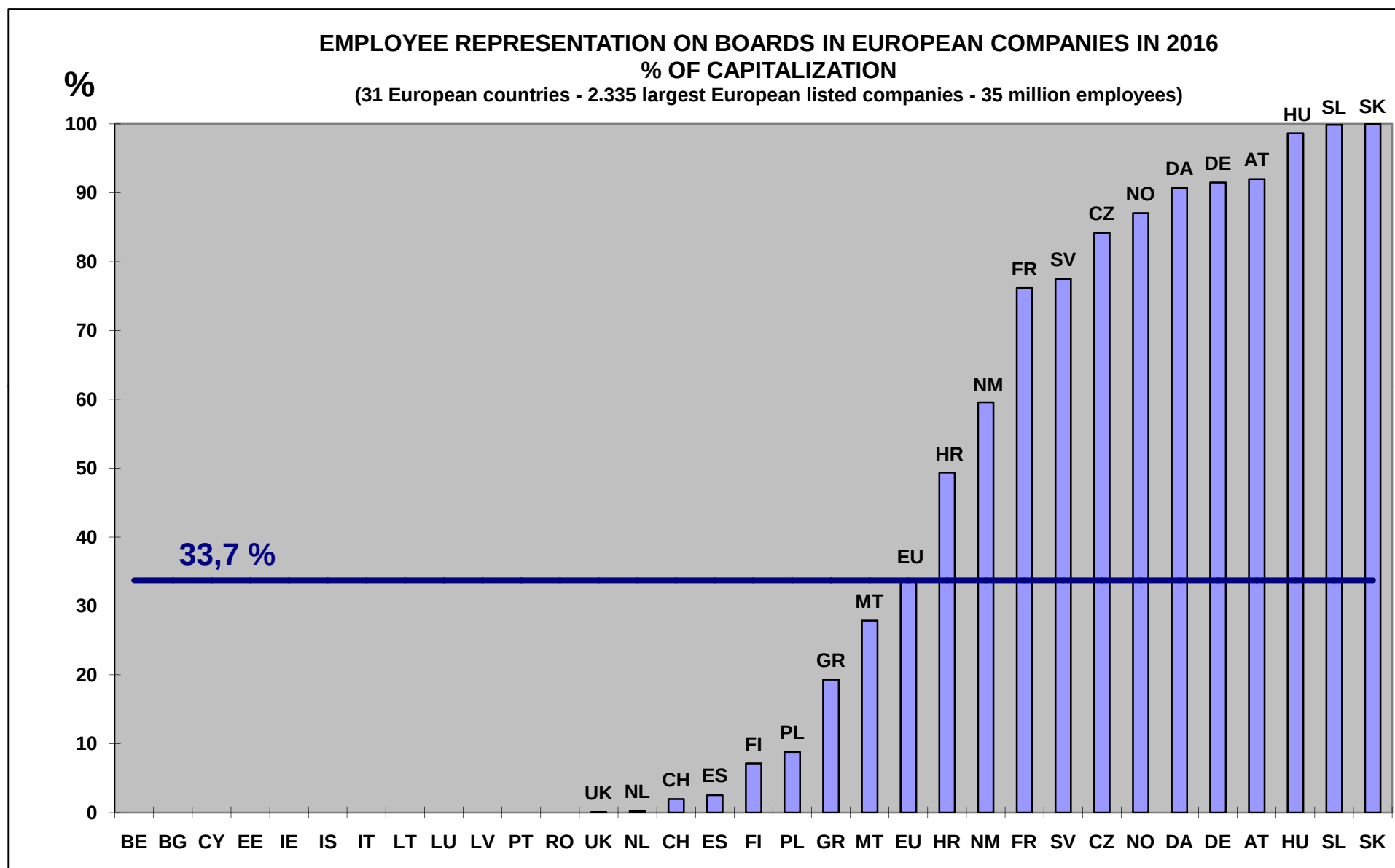
Table 24: Corporate governance in European listed companies in 2016

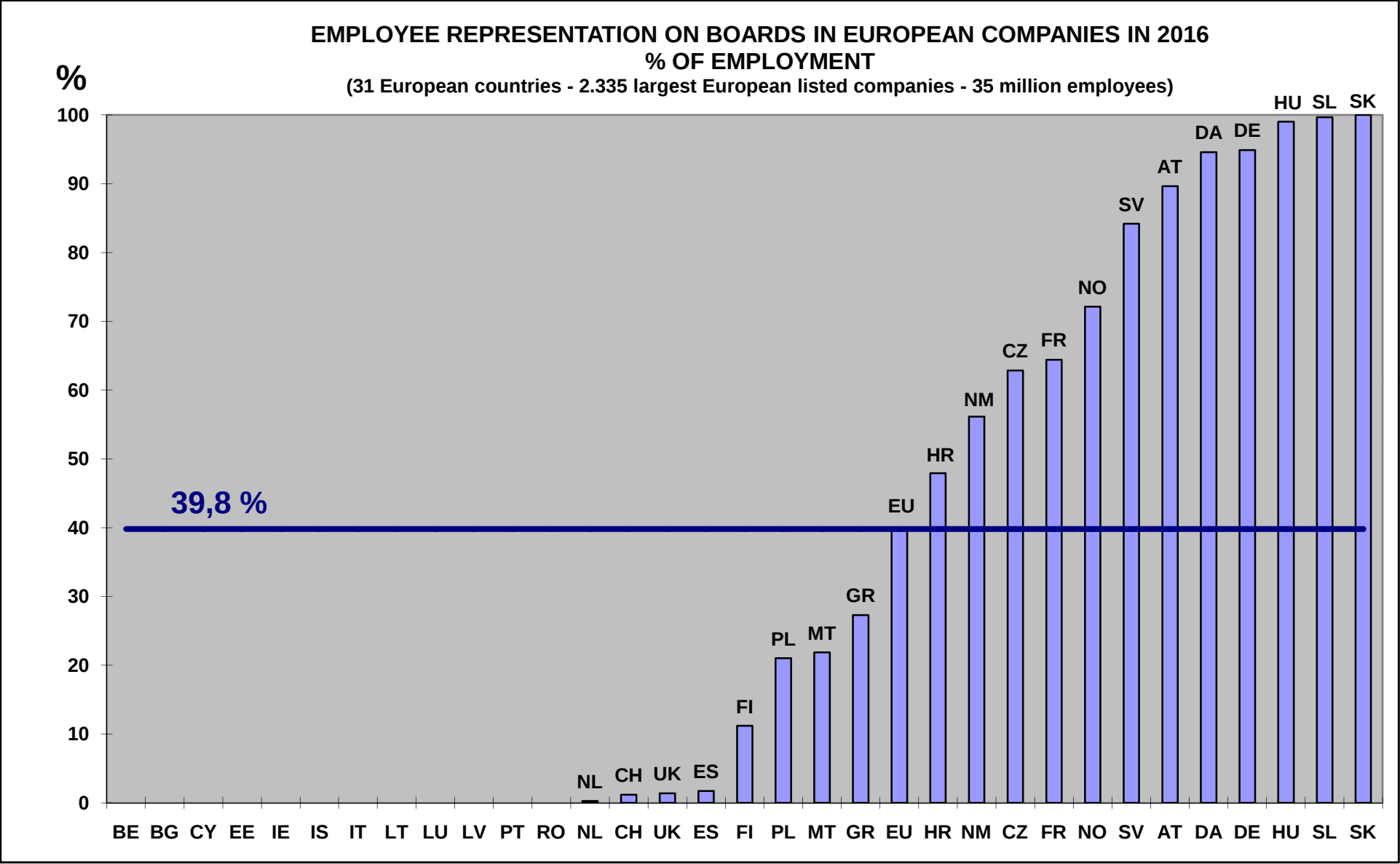
	COMPANIES		EMPLOYMENT		CAPITALIZATION	
	Number	%	Million	%	Billion €	%
TOTAL	2.335	100,0%	35,0	100,0%	10.147 €	100,0%
<u>BOARD STRUCTURE</u>						
One-tier board structure	1.184	50,7%	20,4	58,3%	6.142 €	60,5%
Two-tier board structure	1.151	49,3%	14,6	41,7%	4.005 €	39,5%
<u>REPRESENTATION ON BOARDS</u>						
Employee shareholders on boards	39	1,7%	2,4	7,0%	539 €	5,3%
Employees on boards (shareholders or not)	506	21,7%	13,9	39,8%	3.419 €	33,7%
Executive owners on boards	345	14,8%	2,0	5,6%	390 €	3,8%
<u>VOTING RIGHTS</u>						
Positive discrimination for employee share ownership	82	3,5%	4,4	12,5%	864 €	8,5%
Negative discrimination against employee share ownership	156	6,7%	2,4	6,8%	949 €	9,4%
<u>TOP EXECUTIVES</u>						
Full information about shares held by Top Executives	1.844	79,0%	26,6	76,2%	8.236 €	81,2%

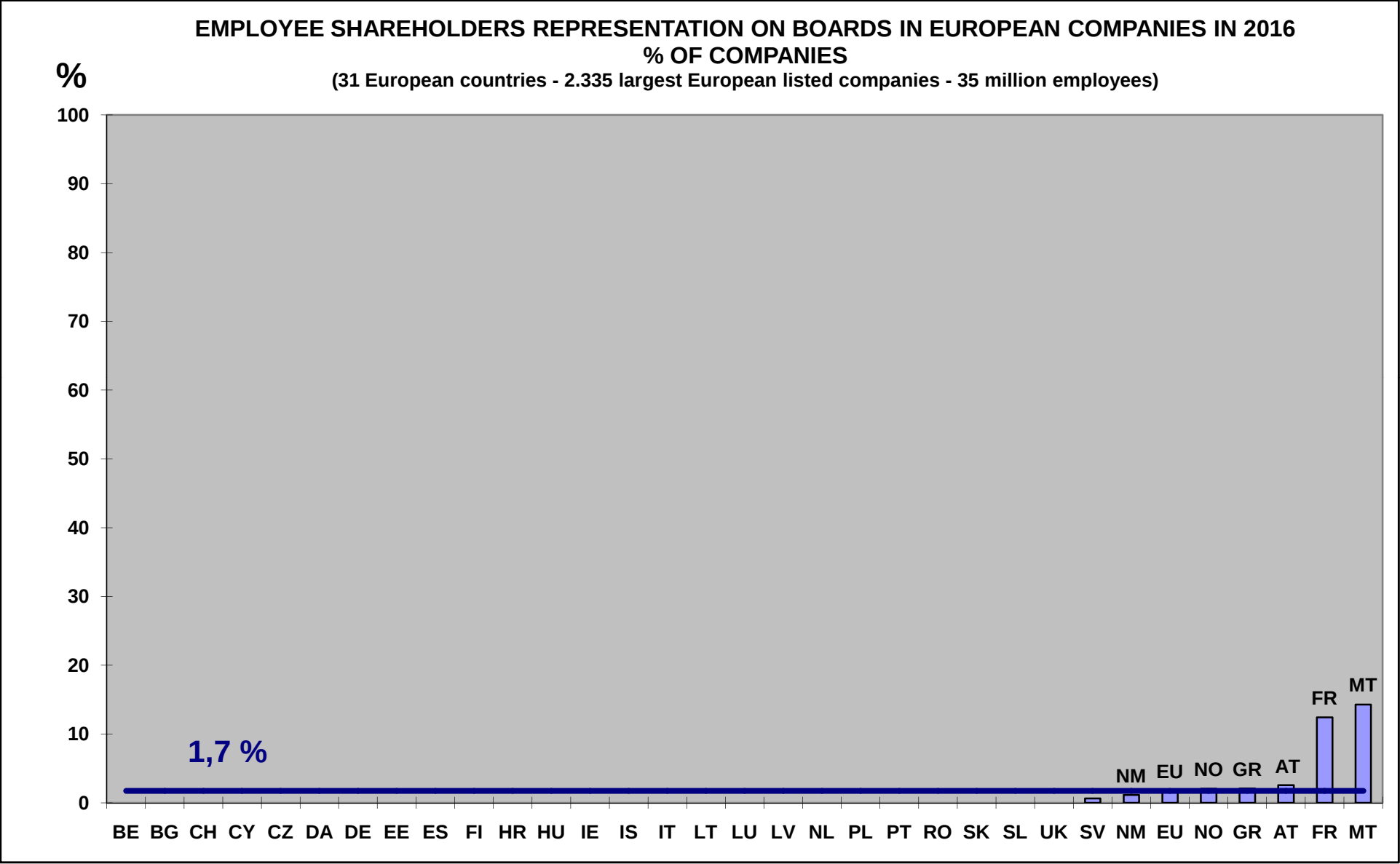
Table 25: Corporate governance in European listed companies - Evolution from 2013 to 2016

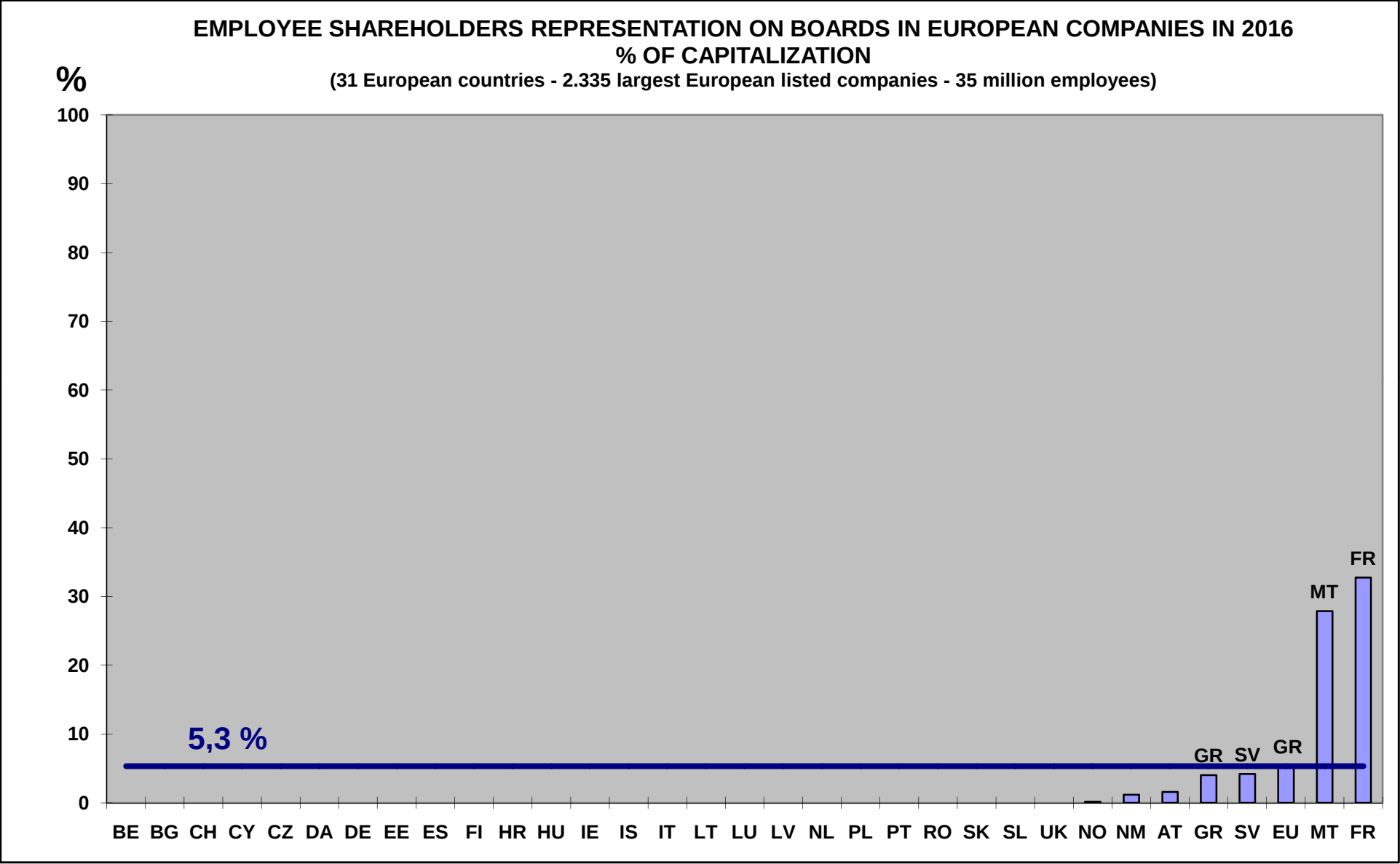
	Number of companies and percentages				
	2016 Number	2016 %	2015 %	2014 %	2013 %
TOTAL	2.335	100,0%	100,0%	100,0%	100,0%
<u>BOARD STRUCTURE</u>					
One-tier	1.184	50,7%	50,7%	50,8%	50,7%
Two-tier	1.151	49,3%	49,3%	49,2%	49,3%
<u>REPRESENTATION ON BOARDS</u>					
Employee shareholders on boards	39	1,7%	1,7%	1,7%	1,6%
Employees on boards (shareholders or not)	506	21,7%	21,7%	21,2%	21,0%
Executive owners on boards	345	14,8%	14,9%	15,6%	16,2%
<u>VOTING RIGHTS</u>					
Positive discrimination for employee share ownership	82	3,5%	3,0%	3,0%	2,8%
Negative discrimination against employee share ownership	156	6,7%	6,9%	6,7%	6,8%
<u>TOP EXECUTIVES</u>					
Full information about shares held by Top Executives	1.844	79,0%	78,4%	75,6%	72,7%

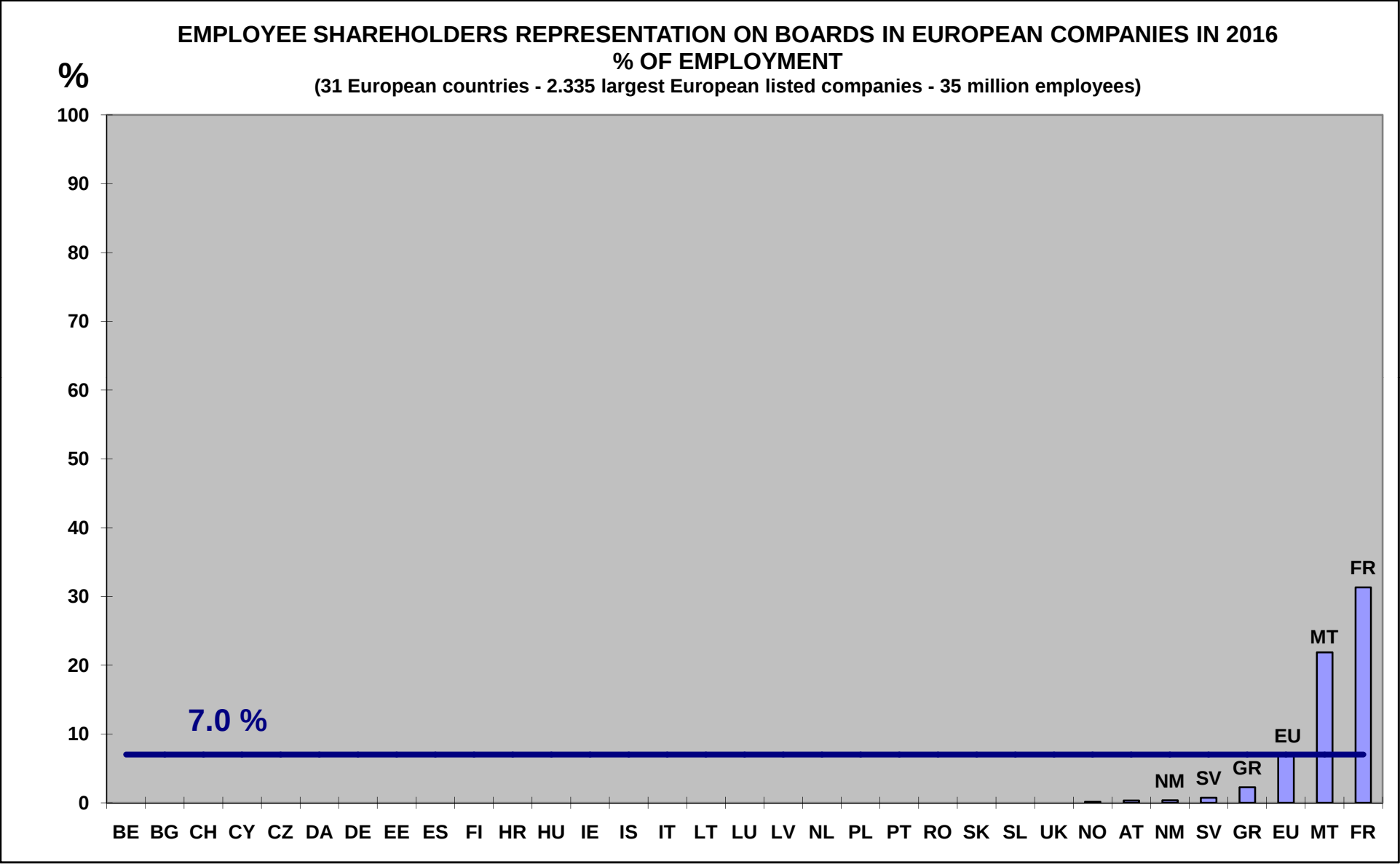


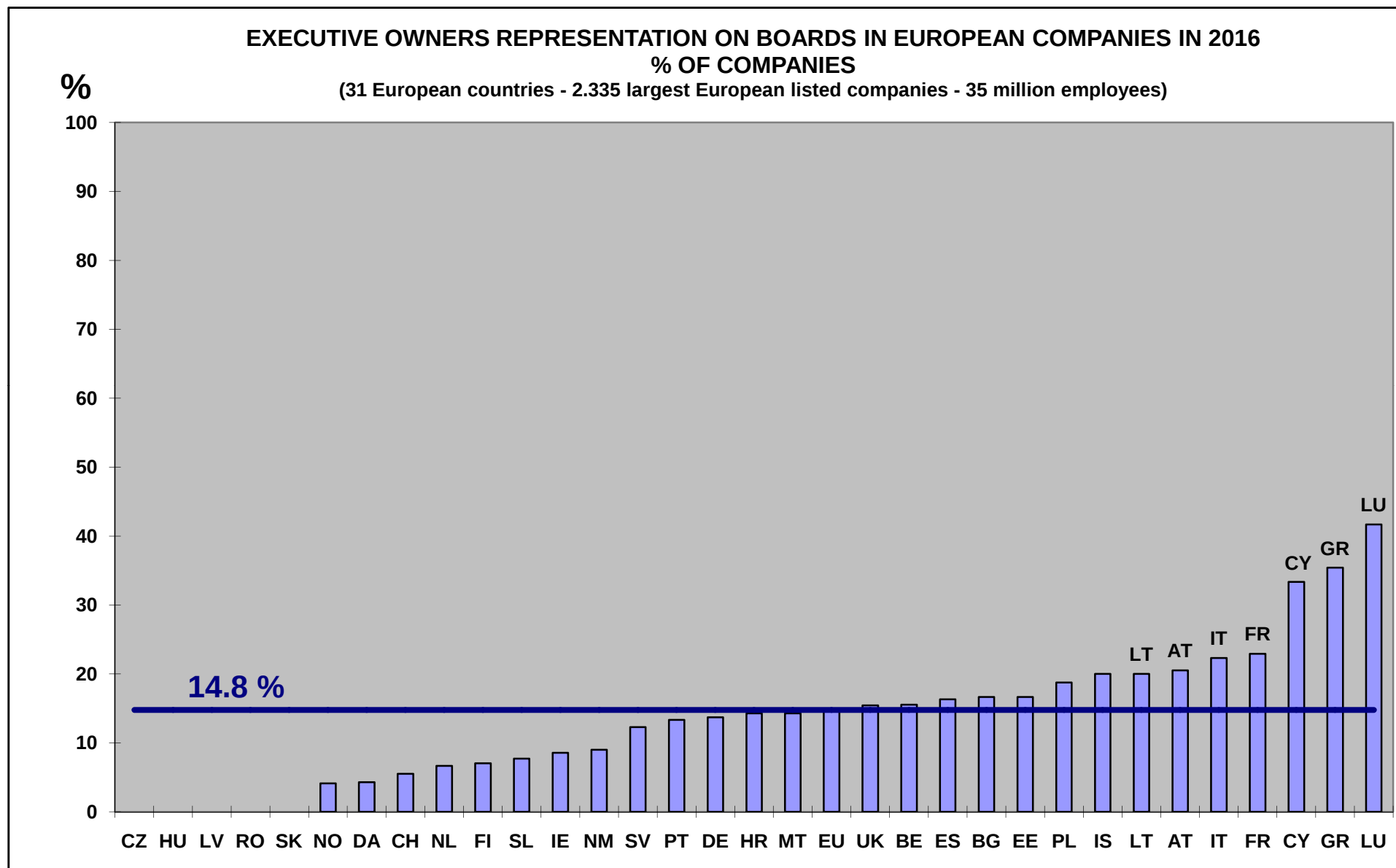


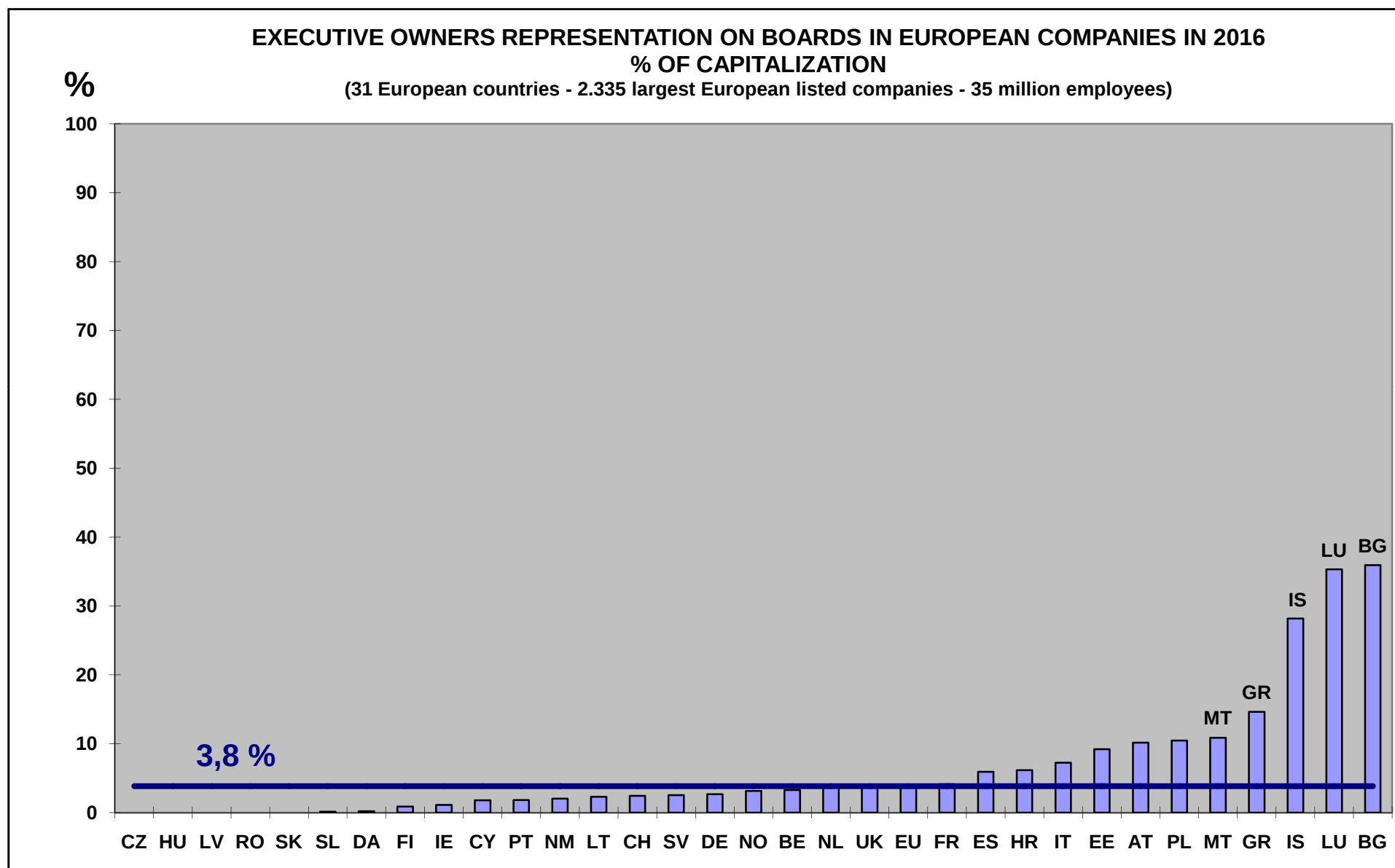


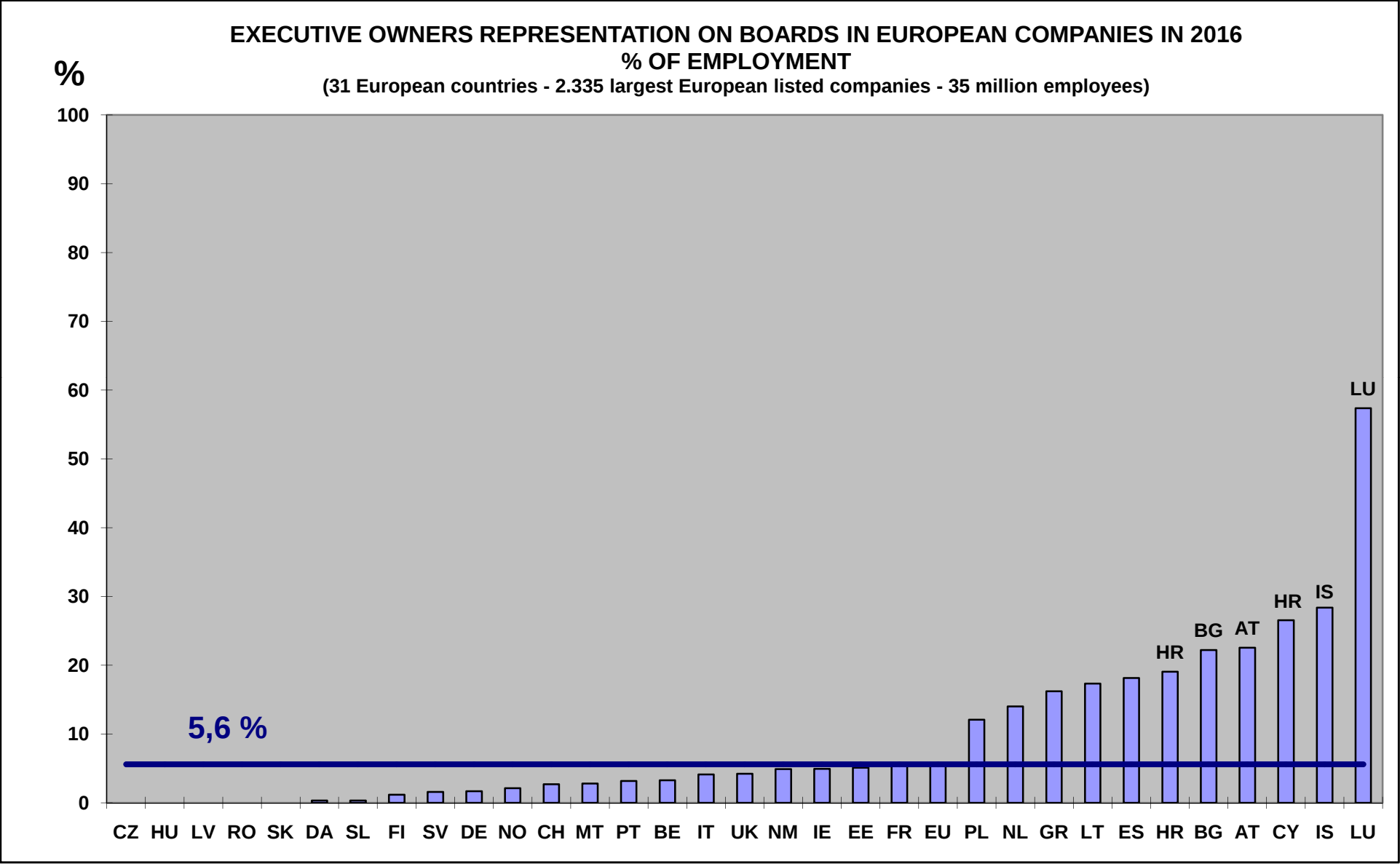


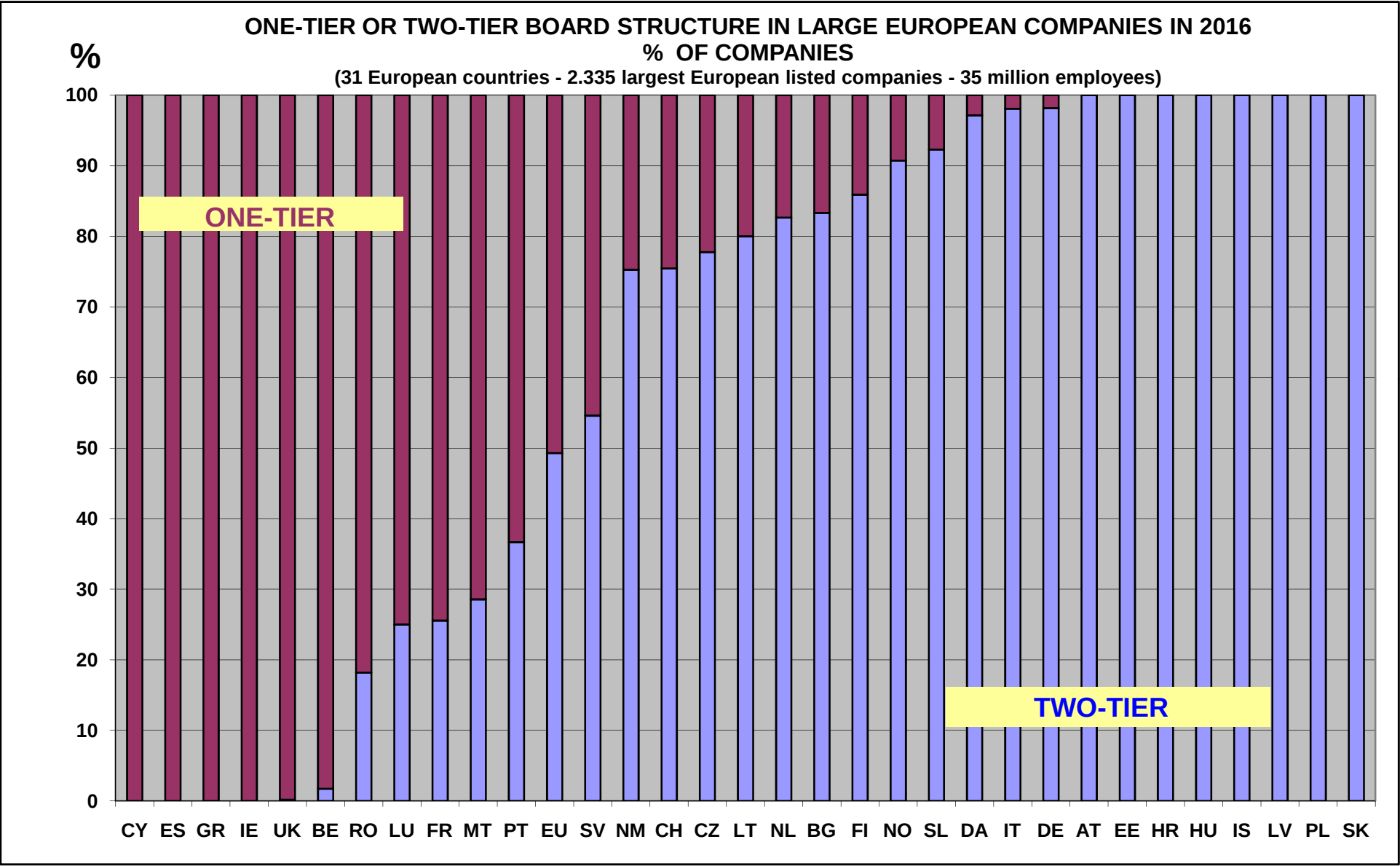


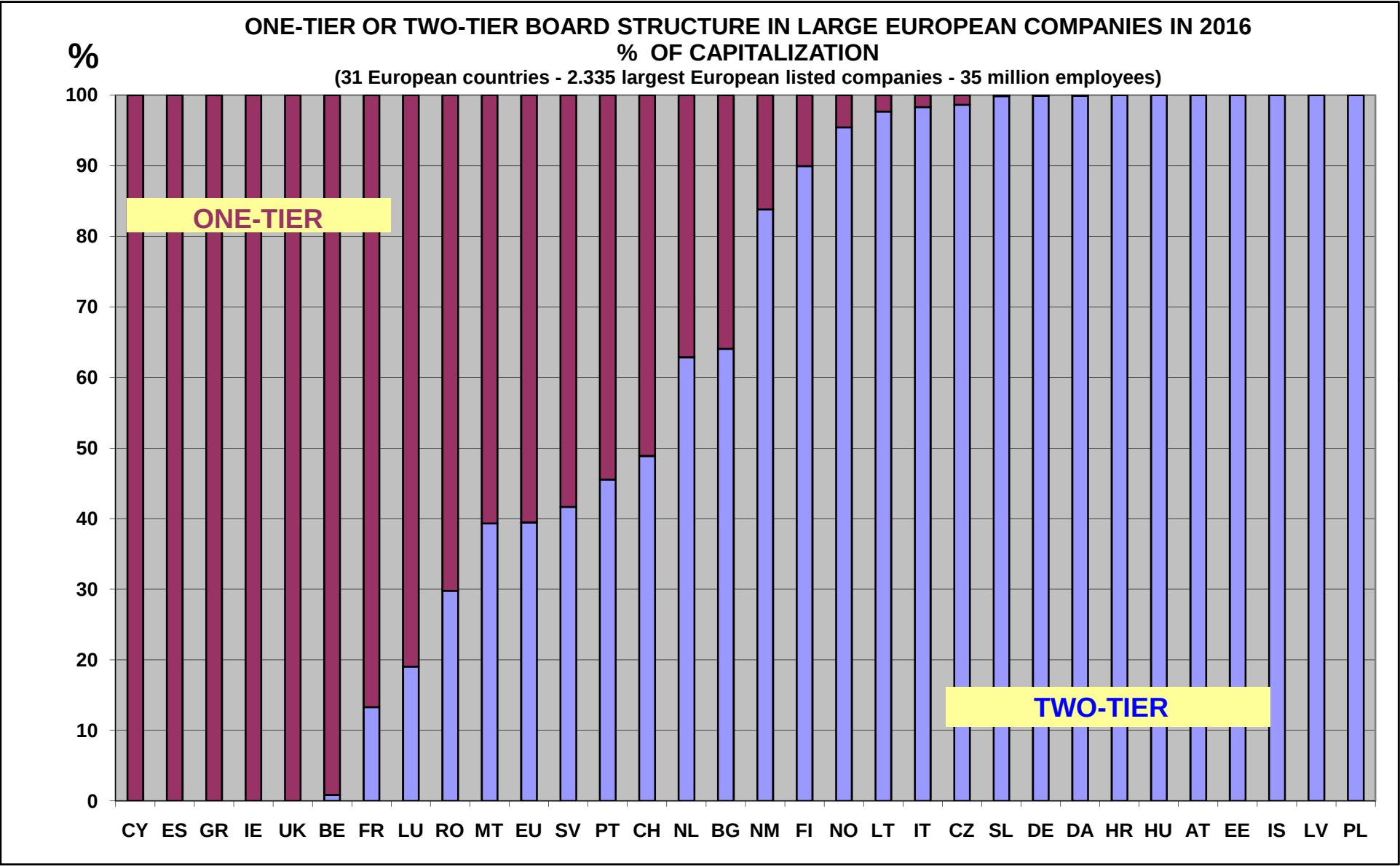


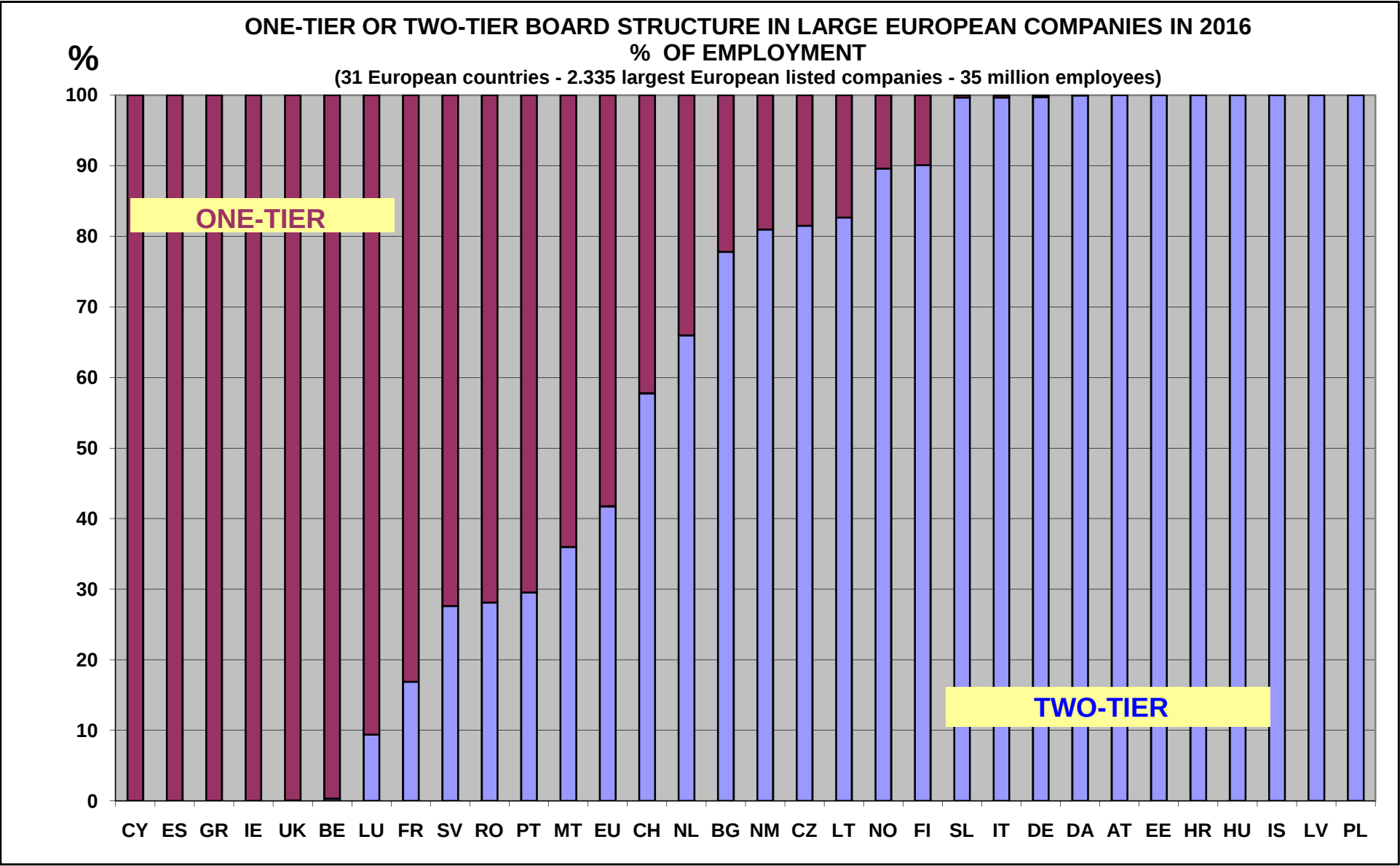












EMPLOYEE REPRESENTATION ON BOARDS AND BOARD STRUCTURE IN EUROPEAN LISTED COMPANIES IN 2016																		
(31 European countries - 2.335 largest listed companies - 35,0 million employees)																		
	% OF COMPANIES						% OF CAPITALIZATION						% OF EMPLOYMENT					
	Companies	Employee shareholders 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	76,9	20,5	0,0	100,0	100,0	1,6	92,0	10,2	0,0	100,0	100,0	0,3	89,6	22,5	0,0	100,0
BE	100,0	0,0	0,0	15,5	98,3	1,7	100,0	0,0	0,0	3,3	99,1	0,9	100,0	0,0	0,0	3,3	99,7	0,3
BG	100,0	0,0	0,0	16,7	16,7	83,3	100,0	0,0	0,0	35,9	35,9	64,1	100,0	0,0	0,0	22,2	22,2	77,8
CH	100,0	0,0	1,2	5,5	24,5	75,5	100,0	0,0	2,0	2,4	51,1	48,9	100,0	0,0	1,2	2,7	42,2	57,8
CY	100,0	0,0	0,0	33,3	100,0	0,0	100,0	0,0	0,0	1,8	100,0	0,0	100,0	0,0	0,0	26,5	100,0	0,0
CZ	100,0	0,0	33,3	0,0	22,2	77,8	100,0	0,0	84,1	0,0	1,3	98,7	100,0	0,0	62,8	0,0	18,5	81,5
DA	100,0	0,0	71,4	4,3	2,9	97,1	100,0	0,0	90,7	0,2	0,1	99,9	100,0	0,0	94,6	0,3	0,0	100,0
DE	100,0	0,0	62,6	13,7	1,8	98,2	100,0	0,0	91,5	2,7	0,1	99,9	100,0	0,0	94,9	1,7	0,3	99,7
EE	100,0	0,0	0,0	16,7	0,0	100,0	100,0	0,0	0,0	9,2	0,0	100,0	100,0	0,0	0,0	5,1	0,0	100,0
ES	100,0	0,0	1,0	16,3	100,0	0,0	100,0	0,0	2,5	5,9	100,0	0,0	100,0	0,0	1,7	18,2	100,0	0,0
FI	100,0	0,0	9,9	7,0	14,1	85,9	100,0	0,0	7,1	0,9	10,0	90,0	100,0	0,0	11,2	1,2	9,9	90,1
FR	100,0	12,4	37,2	22,9	74,4	25,6	100,0	32,7	76,1	4,1	86,7	13,3	100,0	31,3	64,4	5,3	83,1	16,9
GR	100,0	2,1	18,8	35,4	100,0	0,0	100,0	4,0	19,3	14,6	100,0	0,0	100,0	2,3	27,3	16,2	100,0	0,0
HR	100,0	0,0	35,7	14,3	0,0	100,0	100,0	0,0	49,4	6,1	0,0	100,0	100,0	0,0	47,9	19,0	0,0	100,0
HU	100,0	0,0	83,3	0,0	0,0	100,0	100,0	0,0	98,6	0,0	0,0	100,0	100,0	0,0	99,0	0,0	0,0	100,0
IE	100,0	0,0	0,0	8,6	100,0	0,0	100,0	0,0	0,0	1,1	100,0	0,0	100,0	0,0	0,0	4,9	100,0	0,0
IS	100,0	0,0	0,0	20,0	0,0	100,0	100,0	0,0	0,0	28,2	0,0	100,0	100,0	0,0	0,0	28,4	0,0	100,0
IT	100,0	0,0	0,0	22,3	1,9	98,1	100,0	0,0	0,0	7,2	1,7	98,3	100,0	0,0	0,0	4,1	0,3	99,7
LT	100,0	0,0	0,0	20,0	20,0	80,0	100,0	0,0	0,0	2,3	2,3	97,7	100,0	0,0	0,0	17,3	17,3	82,7
LU	100,0	0,0	0,0	41,7	75,0	25,0	100,0	0,0	0,0	35,3	81,0	19,0	100,0	0,0	0,0	57,4	90,6	9,4
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	14,3	14,3	14,3	71,4	28,6	100,0	27,9	27,9	10,9	60,7	39,3	100,0	21,9	21,9	2,8	64,0	36,0
NL	100,0	0,0	2,7	6,7	17,3	82,7	100,0	0,0	0,2	3,7	37,1	62,9	100,0	0,0	0,3	14,0	34,0	66,0
NO	100,0	2,1	50,5	4,1	9,3	90,7	100,0	0,2	87,0	3,1	4,6	95,4	100,0	0,1	72,1	2,1	10,4	89,6
PL	100,0	0,0	9,4	18,8	0,0	100,0	100,0	0,0	8,8	10,5	0,0	100,0	100,0	0,0	21,0	12,1	0,0	100,0
PT	100,0	0,0	0,0	13,3	63,3	36,7	100,0	0,0	0,0	1,8	54,5	45,5	100,0	0,0	0,0	3,2	70,4	29,6
RO	100,0	0,0	0,0	0,0	81,8	18,2	100,0	0,0	0,0	0,0	70,2	29,8	100,0	0,0	0,0	0,0	71,9	28,1
SK	100,0	0,0	100,0	0,0	0,0	100,0	100,0	0,0	100,0	0,0	0,0	100,0	100,0	0,0	100,0	0,0	0,0	100,0
SL	100,0	0,0	92,3	7,7	7,7	92,3	100,0	0,0	99,9	0,1	0,1	99,9	100,0	0,0	99,7	0,3	0,3	99,7
SV	100,0	0,6	47,9	12,3	45,4	54,6	100,0	4,2	77,5	2,5	58,3	41,7	100,0	0,7	84,2	1,6	72,4	27,6
UK	100,0	0,0	0,2	15,4	99,8	0,2	100,0	0,0	0,1	3,8	100,0	0,0	100,0	0,0	1,4	4,2	99,9	0,1
EU	100,0	1,7	21,7	14,8	50,7	49,3	100,0	5,3	33,7	3,8	60,5	39,5	100,0	7,0	39,8	5,6	58,2	41,8
13 NMS - PL*	100,0	1,1	36,0	9,0	24,7	75,3	100,0	1,2	59,6	2,0	16,2	83,8	100,0	0,4	56,1	4,9	19,0	81,0

* "New" Member States except Poland

EMPLOYEE REPRESENTATION ON BOARDS AND BOARD STRUCTURE IN EUROPEAN LISTED COMPANIES IN 2016																		
(31 European countries - 2.335 largest listed companies - 35,0 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	39	1	30	8	0	39	71.333 €	1.128 €	65.607 €	7.244 €	0 €	71.333 €	500.653	1.704	448.720	112.838	0	500.653
BE	58	0	0	9	57	1	319.846 €	0 €	0 €	10.432 €	317.114 €	2.732 €	644.053	0	0	21.000	641.869	2.184
BG	6	0	0	1	1	5	525	0€	0€	189€	189€	337€	19.181	0	0	4.258	4.258	14.923
CH	163	0	2	9	40	123	1.194.670 €	0 €	23.345 €	29.062 €	610.603 €	584.068 €	1.902.552	0	22.475	51.371	803.440	1.099.112
CY	3	0	0	1	3	0	1.613 €	0 €	0 €	29 €	1.613 €	0 €	8.384	0	0	2.224	8.384	0
CZ	9	0	3	0	2	7	21.469 €	0 €	18.065 €	0 €	288 €	21.181 €	60.716	0	38.160	0	11.231	49.485
DA	70	0	50	3	2	68	304.695 €	0 €	276.363 €	528 €	244 €	304.451 €	927.672	0	877.340	3.062	200	927.472
DE	219	0	137	30	4	215	1.345.469 €	0 €	1.230.897 €	35.682 €	1.347 €	1.344.122 €	5.666.562	0	5.377.417	95.490	15.136	5.651.426
EE	6	0	0	1	0	6	1.733 €	0 €	0 €	159 €	0 €	1.733 €	15.483	0	0	791	0	15.483
ES	98	0	1	16	98	0	549.128 €	0 €	13.908 €	32.474 €	549.128 €	0 €	1.896.433	0	32.242	344.304	1.896.433	0
FI	71	0	7	5	10	61	168.628 €	0 €	12.026 €	1.485 €	16.926 €	151.702 €	488.479	0	54.626	5.717	48.352	440.127
FR	266	33	99	61	198	68	1.573.483 €	515.048 €	1.198.091 €	64.770 €	1.364.426 €	209.057 €	7.696.490	2.411.336	4.957.986	411.531	6.396.915	1.299.575
GR	48	1	9	17	48	0	38.626 €	1.557 €	7.454 €	5.649 €	38.626 €	0 €	251.192	5.654	68.509	40.718	251.192	0
HR	14	0	5	2	0	14	11.731 €	0 €	5.791 €	720 €	0 €	11.731 €	56.194	0	26.925	10.703	0	56.194
HU	6	0	5	0	0	6	11.032 €	0 €	10.881 €	0 €	0 €	11.032 €	87.619	0	86.755	0	0	87.619
IE	35	0	0	3	35	0	129.861 €	0 €	0 €	1.443 €	129.861 €	0 €	283.483	0	0	13.994	283.483	0
IS	5	0	0	1	0	5	4.818 €	0 €	0 €	1.357 €	0 €	4.818 €	13.698	0	0	3.886	0	13.698
IT	157	0	0	35	3	154	456.521 €	0 €	0 €	33.027 €	7.709 €	448.812 €	1.705.247	0	0	70.400	5.252	1.699.995
LT	5	0	0	1	1	4	2.138 €	0 €	0 €	49 €	49 €	2.089 €	9.474	0	0	1.643	1.643	7.831
LU	12	0	0	5	9	3	56.889 €	0 €	0 €	20.089 €	46.059 €	10.830 €	121.987	0	0	69.967	110.525	11.462
LV	3	0	0	0	0	3	820	0€	0€	0€	0€	820€	2.484	0	0	0	0	2.484
MT	7	1	1	1	5	2	3.137 €	874 €	874 €	341 €	1.903 €	1.233 €	6.731	1.472	1.472	188	4.309	2.422
NL	75	0	2	5	13	62	493.348 €	0 €	1.171 €	18.221 €	183.248 €	310.099 €	1.770.749	0	4.795	248.021	602.643	1.168.106
NO	97	2	49	4	9	88	184.228 €	290 €	160.345 €	5.795 €	8.385 €	175.842 €	326.456	467	235.455	6.961	33.978	292.478
PL	96	0	9	18	0	96	100.463 €	0 €	8.819 €	10.504 €	0 €	100.463 €	631.510	0	132.721	76.264	0	631.510
PT	30	0	0	4	19	11	50.412 €	0 €	0 €	910 €	27.461 €	22.952 €	282.750	0	0	8.983	199.184	83.566
RO	11	0	0	0	9	2	11.209 €	0 €	0 €	0 €	7.872 €	3.337 €	66.692	0	0	0	47.933	18.759
SK	6	0	6	0	0	6	3.191 €	0 €	3.191 €	0 €	0 €	3.191 €	13.505	0	13.505	0	0	13.505
SL	13	0	12	1	1	12	5.093 €	0 €	5.087 €	6 €	6 €	5.087 €	63.599	0	63.387	212	212	63.387
SV	163	1	78	20	74	89	484.766 €	20.300 €	375.584 €	12.205 €	282.785 €	201.982 €	1.622.227	11.819	1.365.807	25.422	1.174.167	448.060
UK	544	0	1	84	543	1	2.546.105 €	0 €	1.526 €	97.609 €	2.546.074 €	31 €	7.838.652	0	108.624	330.144	7.833.981	4.671
EU	2.335	39	506	345	1.184	1.151	10.146.980 €	539.197 €	3.419.024 €	389.980 €	6.141.916 €	4.005.064 €	34.980.908	2.432.452	13.916.922	1.960.091	20.374.721	14.606.187
13 NMS - PL*	89	1	32	8	22	67	73.690 €	874 €	43.888 €	1.494 €	11.921 €	61.769 €	410.062	1.472	230.204	20.019	77.970	332.092

* "New" Member States except Poland

Table 28: Profit-sharing in European listed companies in 2016

	COMPANIES		EMPLOYMENT		CAPITALIZATION	
	Number	%	Million	%	Billion €	%
TOTAL	2.335	100,0%	35,0	100,0%	10.147 €	100,0%
<u>COMPANIES WITH PROFIT SHARING</u>						
in Europe	388	16,6%	11,4	32,6%	2.684 €	26,5%
idem except France	161	6,9%	3,9	11,3%	1.142 €	11,3%

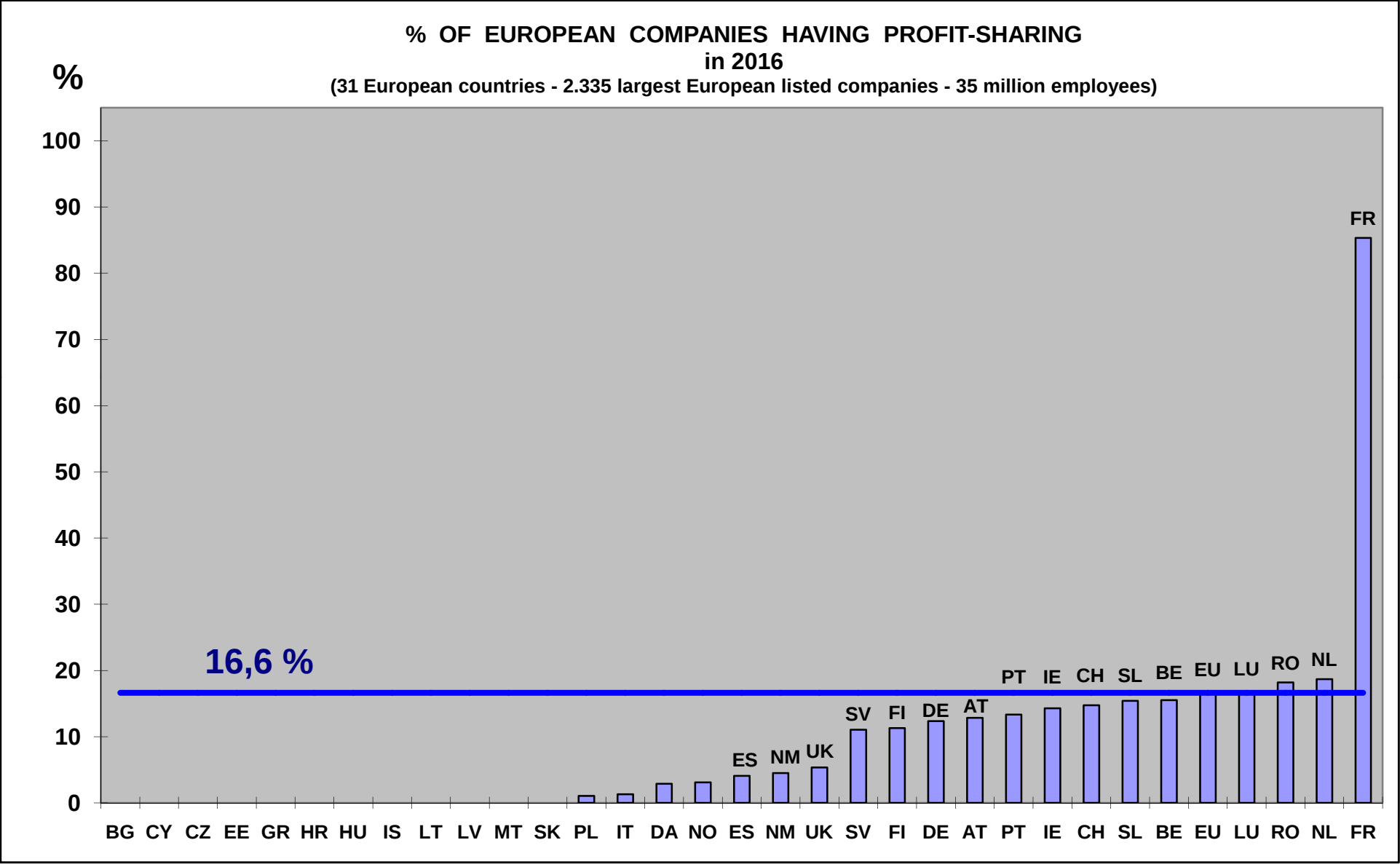
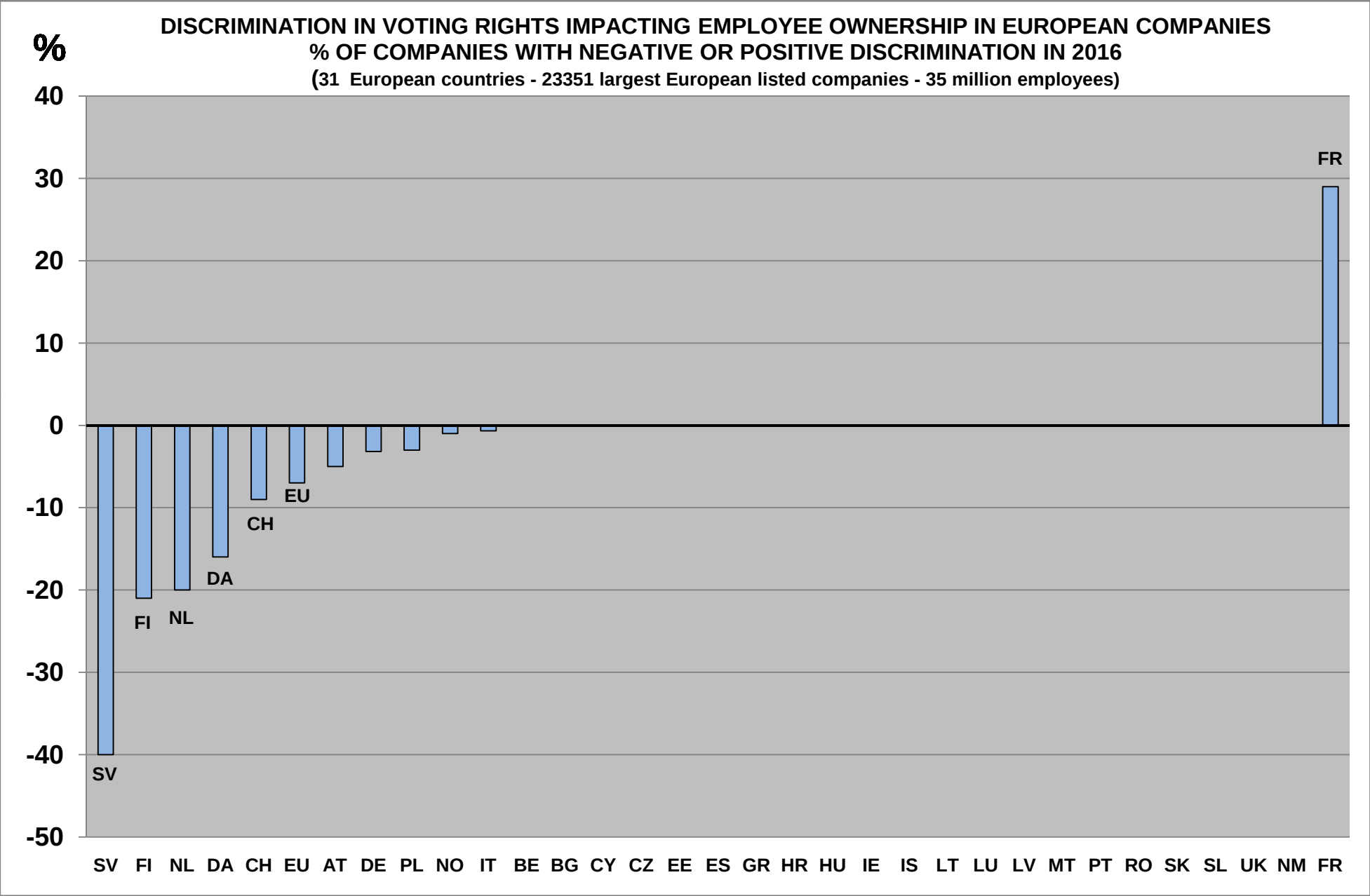


Table 29: Profit-sharing in European listed companies in 2016

PROFIT-SHARING IN EUROPEAN LISTED COMPANIES IN 2015							
Countries	Companies	Companies with profit-sharing	Companies with profit-sharing	Companies with profit-sharing	Companies with profit-sharing	Companies with profit-sharing	For comparison: Companies having employee share plans % in 2016
	Number	Number	% in 2016	% in 2015	% in 2014	% in 2013	
AT	39	5	12,8%	15,4%	15,4%	15,4%	64,1%
BE	58	9	15,5%	17,2%	13,8%	13,8%	87,9%
BG	6	0	0,0%	0,0%	0,0%	0,0%	0,0%
CH	163	24	14,7%	12,3%	12,9%	11,0%	87,7%
CY	3	0	0,0%	0,0%	0,0%	0,0%	100,0%
CZ	9	0	0,0%	0,0%	0,0%	0,0%	77,8%
DA	70	2	2,9%	2,9%	2,9%	2,9%	90,0%
DE	219	27	12,3%	11,0%	11,0%	11,4%	79,0%
EE	6	0	0,0%	0,0%	0,0%	0,0%	50,0%
ES	98	4	4,1%	5,1%	4,1%	3,1%	58,2%
FI	71	8	11,3%	11,3%	11,3%	11,3%	95,8%
FR	266	227	85,3%	85,3%	86,1%	85,7%	96,2%
GR	48	0	0,0%	0,0%	0,0%	0,0%	64,6%
HR	14	0	0,0%	0,0%	0,0%	0,0%	64,3%
HU	6	0	0,0%	0,0%	0,0%	16,7%	100,0%
IE	35	5	14,3%	14,3%	14,3%	14,3%	97,1%
IS	5	0	0,0%	0,0%	0,0%	0,0%	100,0%
IT	157	2	1,3%	1,3%	1,9%	0,6%	70,1%
LT	5	0	0,0%	0,0%	0,0%	0,0%	0,0%
LU	12	2	16,7%	16,7%	16,7%	16,7%	91,7%
LV	3	0	0,0%	0,0%	0,0%	0,0%	33,3%
MT	7	0	0,0%	0,0%	0,0%	0,0%	71,4%
NL	75	14	18,7%	16,0%	16,0%	14,7%	96,0%
NO	97	3	3,1%	5,2%	6,2%	6,2%	90,7%
PL	96	1	1,0%	1,0%	1,0%	1,0%	60,4%
PT	30	4	13,3%	10,0%	10,0%	10,0%	50,0%
RO	11	2	18,2%	9,1%	0,0%	0,0%	27,3%
SK	6	0	0,0%	0,0%	0,0%	0,0%	16,7%
SL	13	2	15,4%	15,4%	7,7%	7,7%	53,8%
SV	163	18	11,0%	10,4%	11,7%	11,7%	86,5%
UK	544	29	5,3%	5,5%	5,0%	3,5%	99,1%
31 COUNTRIES	2.335	388	16,6%	16,4%	16,3%	15,7%	85,0%
13 NMS - PL (*)	89	4	4,5%	3,4%	1,1%	2,2%	50,6%

(*) "New" Member States except Poland



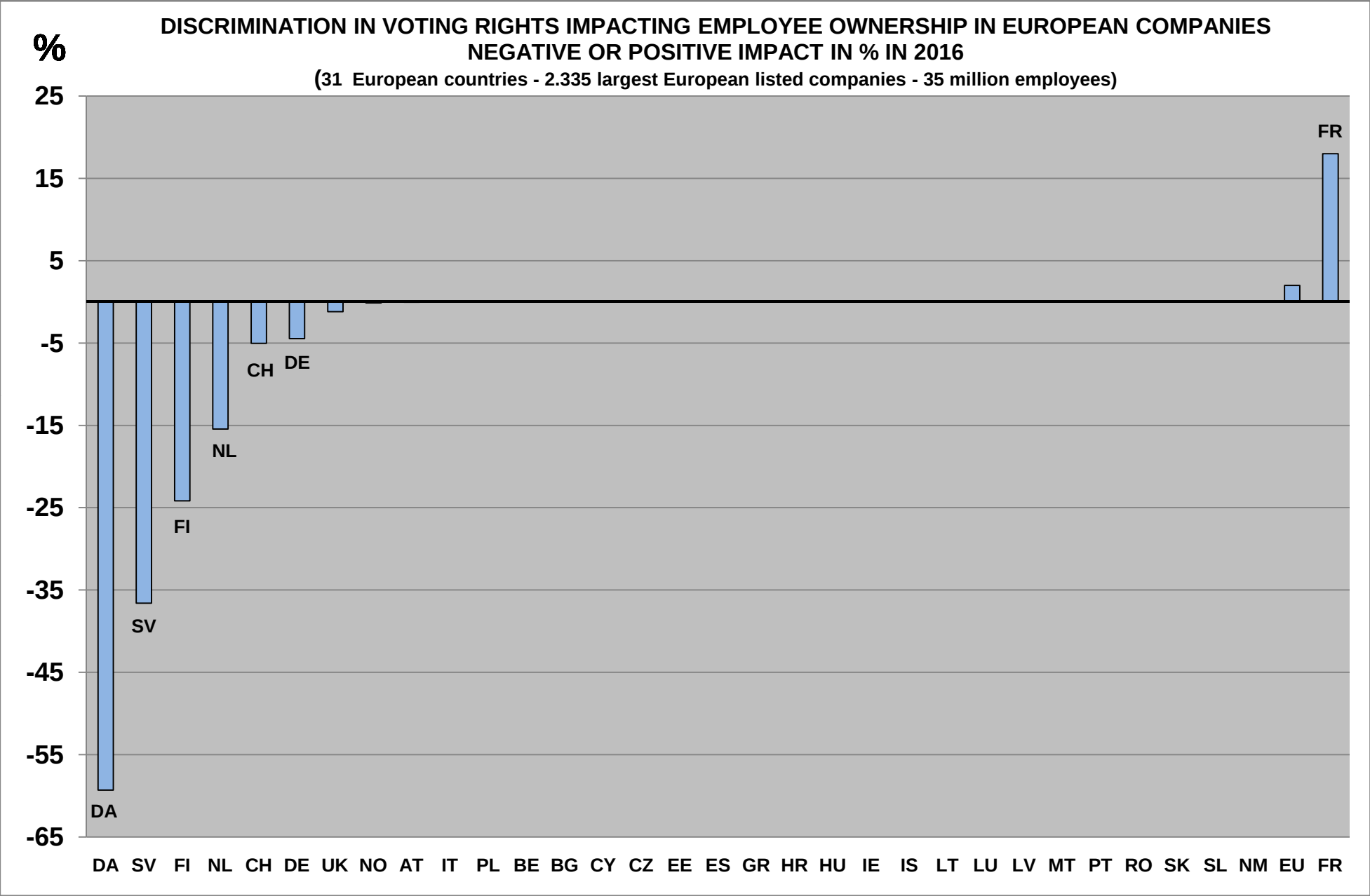


Table 30: Discriminations in voting rights impacting employee share ownership in Europe in 2016

DISCRIMINATIONS IN VOTING RIGHTS IMPACTING EMPLOYEE SHARE OWNERSHIP IN EUROPE IN 2016								
Countries	Listed companies	Listed companies with positive discrimination		Listed companies with negative discrimination		Impact on employee share ownership	Employees undergoing	
	Number	Number	%	Number	%	in % %	Positive discrimination Number	Negative discrimination Number
AT	39	1	3%	2	5%	0%	2.025	2.277
BE	58	0	0%	0	0%	0%	0	0
BG	6	0	0%	0	0%	0%	0	0
CH	163	1	1%	15	9%	-5%	36.313	179.204
CY	3	0	0%	0	0%	0%	0	0
CZ	9	0	0%	0	0%	0%	0	0
DA	70	0	0%	11	16%	-59%	0	216.307
DE	219	0	0%	6	3%	-4%	0	203.367
EE	6	0	0%	0	0%	0%	0	0
ES	98	0	0%	0	0%	0%	0	0
FI	71	1	1%	15	21%	-24%	101	147.566
FR	266	76	29%	19	7%	+18%	4.283.664	229.761
GR	48	0	0%	0	0%	0%	0	0
HR	14	0	0%	0	0%	0%	0	0
HU	6	0	0%	0	0%	0%	0	0
IE	35	0	0%	0	0%	0%	0	0
IS	5	0	0%	0	0%	0%	0	0
IT	157	0	0%	1	1%	0%	0	9.738
LT	5	0	0%	0	0%	0%	0	0
LU	12	0	0%	0	0%	0%	0	0
LV	3	0	0%	0	0%	0%	0	0
MT	7	0	0%	0	0%	0%	0	0
NL	75	2	3%	15	20%	-15%	39.115	253.291
NO	97	0	0%	1	1%	0%	0	5.951
PL	96	0	0%	3	3%	0%	0	5.484
PT	30	0	0%	0	0%	0%	0	0
RO	11	0	0%	0	0%	0%	0	0
SK	6	0	0%	0	0%	0%	0	0
SL	13	0	0%	0	0%	0%	0	0
SV	163	1	1%	66	40%	-37%	748	1.109.953
UK	544	0	0%	2	0%	-1%	0	10.706
31 COUNTRIES	2.335	82	4%	156	7%	+2%	4.361.966	2.373.605
13 NMS - PL (*)	89	0	0%	0	0%	0%	0	0

(*) "New" Member States except Poland

LES ENTREPRISES COTÉES
ET
LES ENTREPRISES NON-COTÉES
DÉTENUES MAJORITAIREMENT
PAR LES SALARIÉS

ENTREPRISES COTEES ET ENTREPRISES NON-COTEES CONTROLEES PAR LES SALARIES

- Il a parfois été affirmé que les entreprises non-cotées contrôlées par leurs salariés auraient mieux résisté à la crise européenne que les entreprises cotées en bourse.

Grâce à la base de données EFES, on dispose d'une information pratiquement exhaustive sur toutes les entreprises cotées européennes et sur presque toutes les grandes entreprises non-cotées contrôlées majoritairement par leurs salariés en Europe.

La comparaison systématique des deux groupes apporte une information plus complète sur la résilience supposée des unes et des autres.

- Une forte dynamique de l'actionnariat salarié peut être observée dans les grandes entreprises cotées européennes depuis le début des années 1980 (Graphique 61).
- Le groupe des entreprises majoritairement contrôlées par leurs salariés est minuscule en Europe, comparé au groupe des entreprises cotées en bourse (Graphique 62).
- Seul un petit nombre de pays a un nombre significatif de grandes entreprises contrôlées majoritairement par leurs salariés,- par grandes entreprises on entend ici celles qui occupent 100 personnes ou plus (Graphique 63). La même remarque vaut pour l'emploi dans ces entreprises (Graphique 64) et pour leur capitalisation (Graphique 65).
- L'évolution comparée des deux groupes d'entreprises de 2006 à 2016 est décrite dans les Graphiques 66-69.
- La Grande Bretagne est le seul pays où apparaît depuis peu une dynamique positive du secteur des grandes entreprises majoritairement contrôlées par les salariés. Le nombre des grandes entreprises de ce type est passé en Grande Bretagne de 36 en 2014 à 63 en 2016, comme on le voit au Tableau 32. Cela résulte principalement de l'introduction en 2014 de la législation visant à promouvoir la formule du "Employee Ownership Trust".

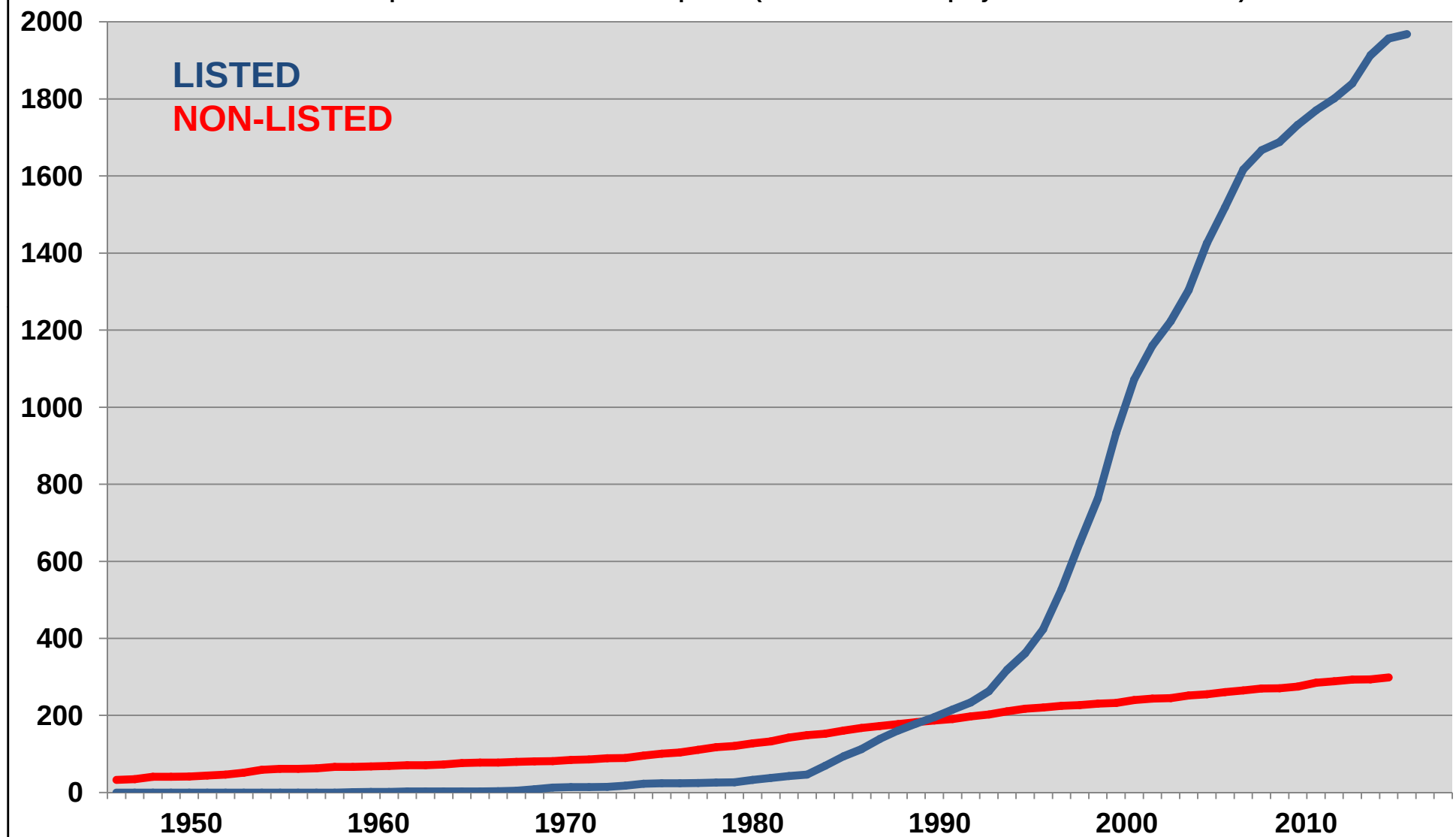
Table 31: Employee share ownership in listed and in majority-employee-owned non-listed companies in 2016

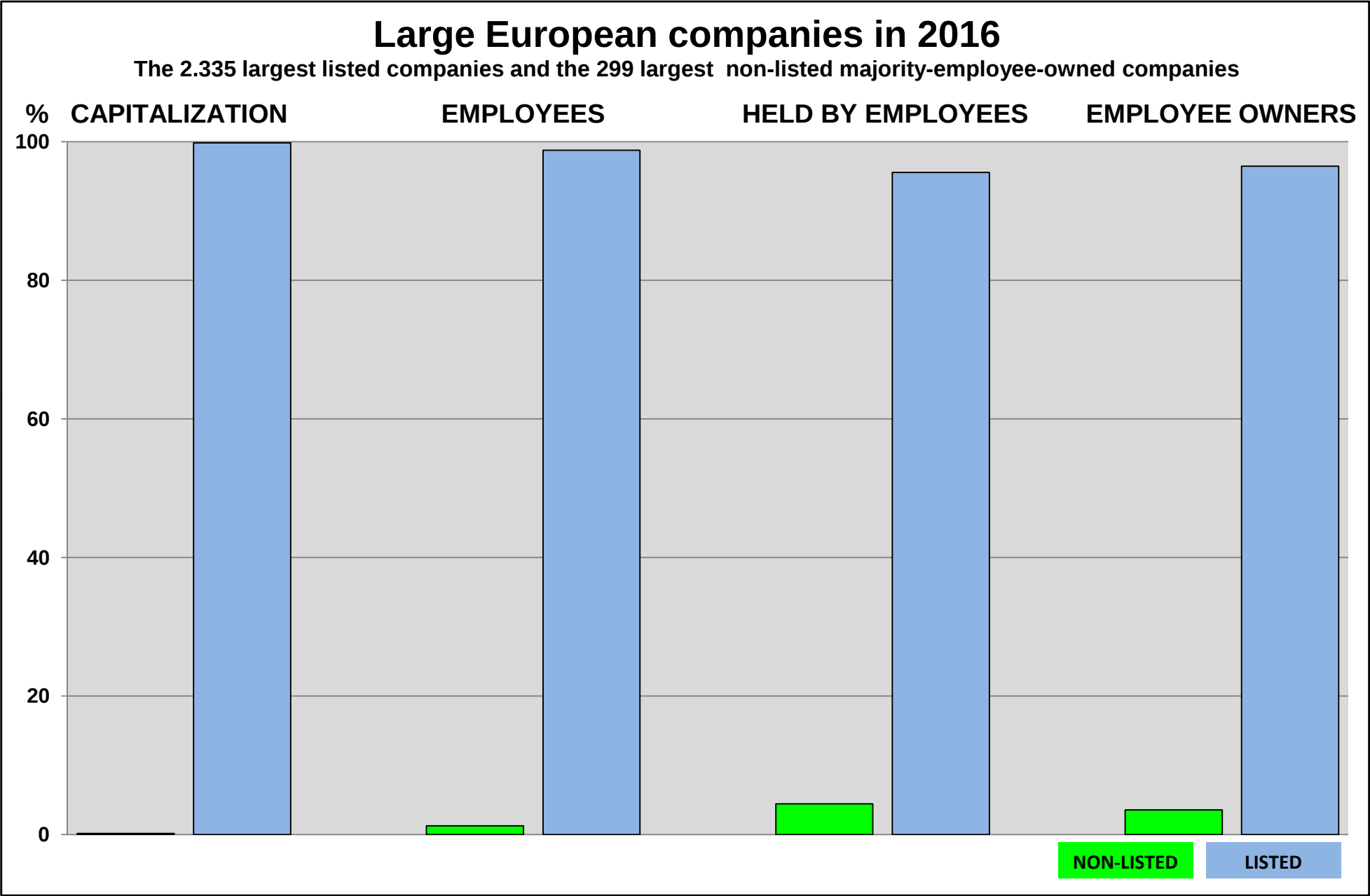
	299 largest European employee-owned non-listed companies	2.335 largest European listed companies
Employees	444.000	34.981.000
Employee owners	269.000	7.339.000
Democratization rate of employee share ownership = Employee owners / Employees	60,7%	21,0%
Capitalization (billion Euro)	17,2 €	10.147,0 €
Capitalization held by the employees (billion Euro)	14,4 €	309,6 €

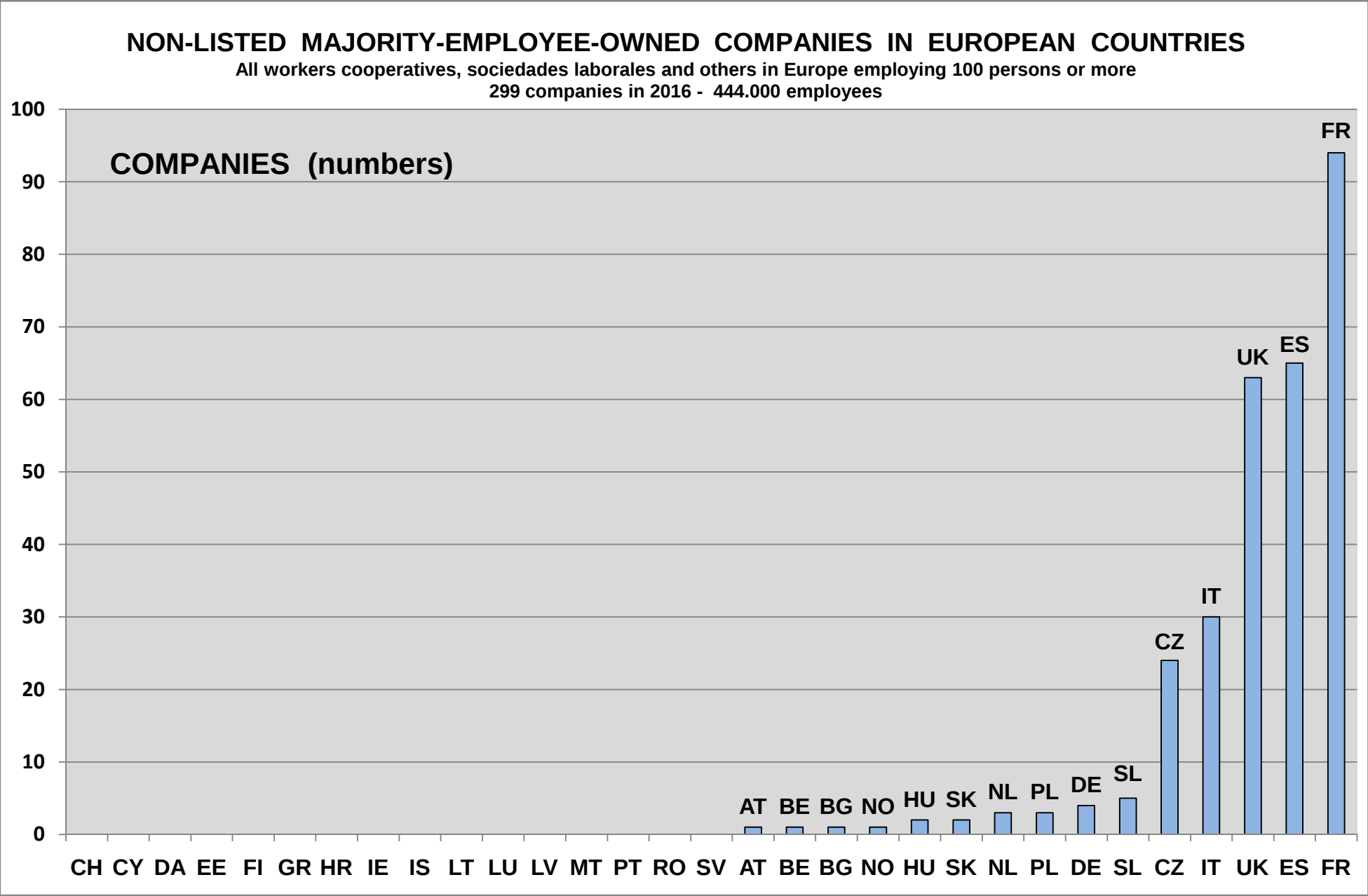
Large European companies having employee share plans in 2016

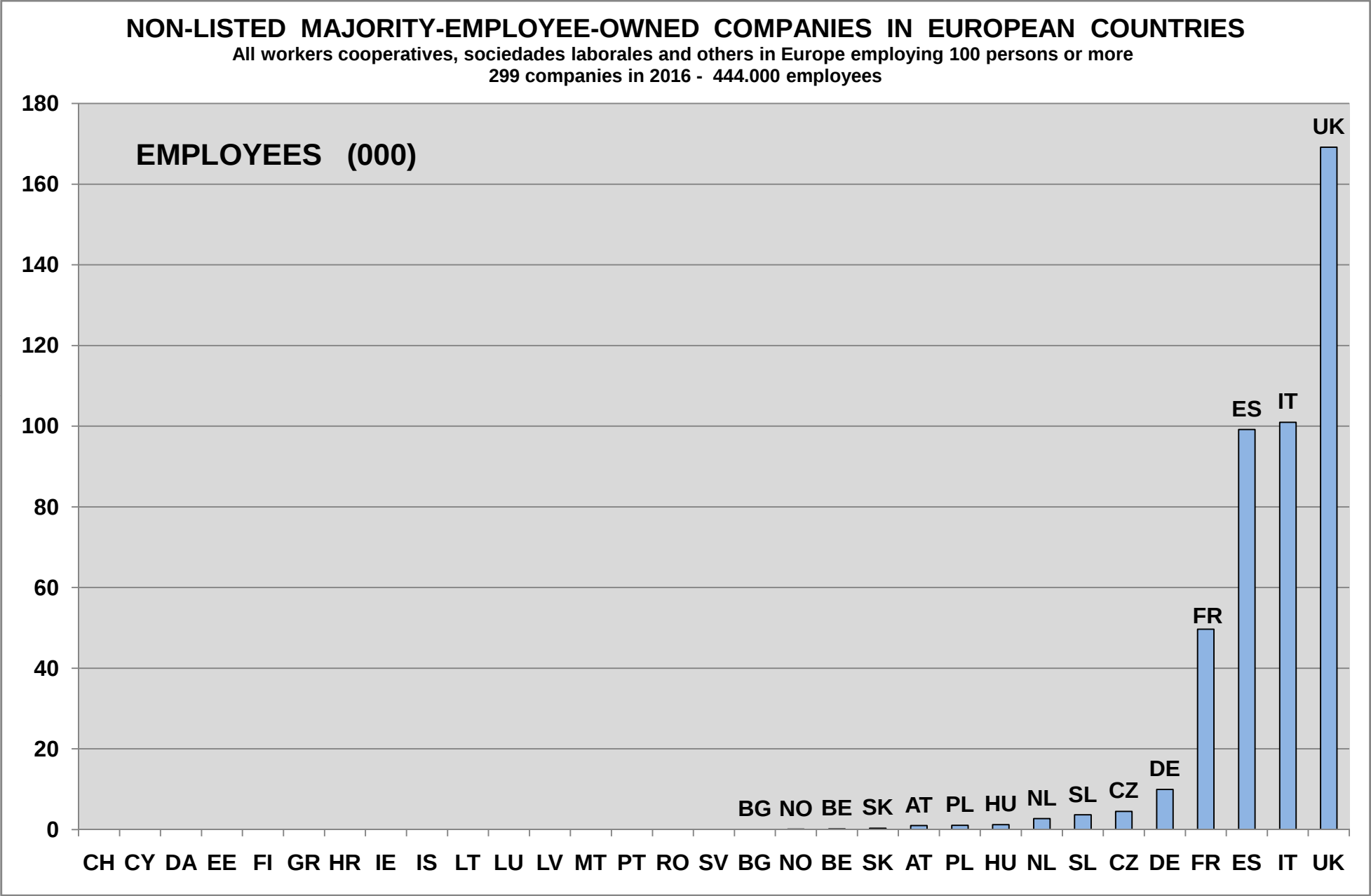
When they started (non-listed employee-owned) - When they launched their first employee share plan (listed)

31 European countries - 2.267 companies (299 non-listed employee-owned + 1.968 listed)









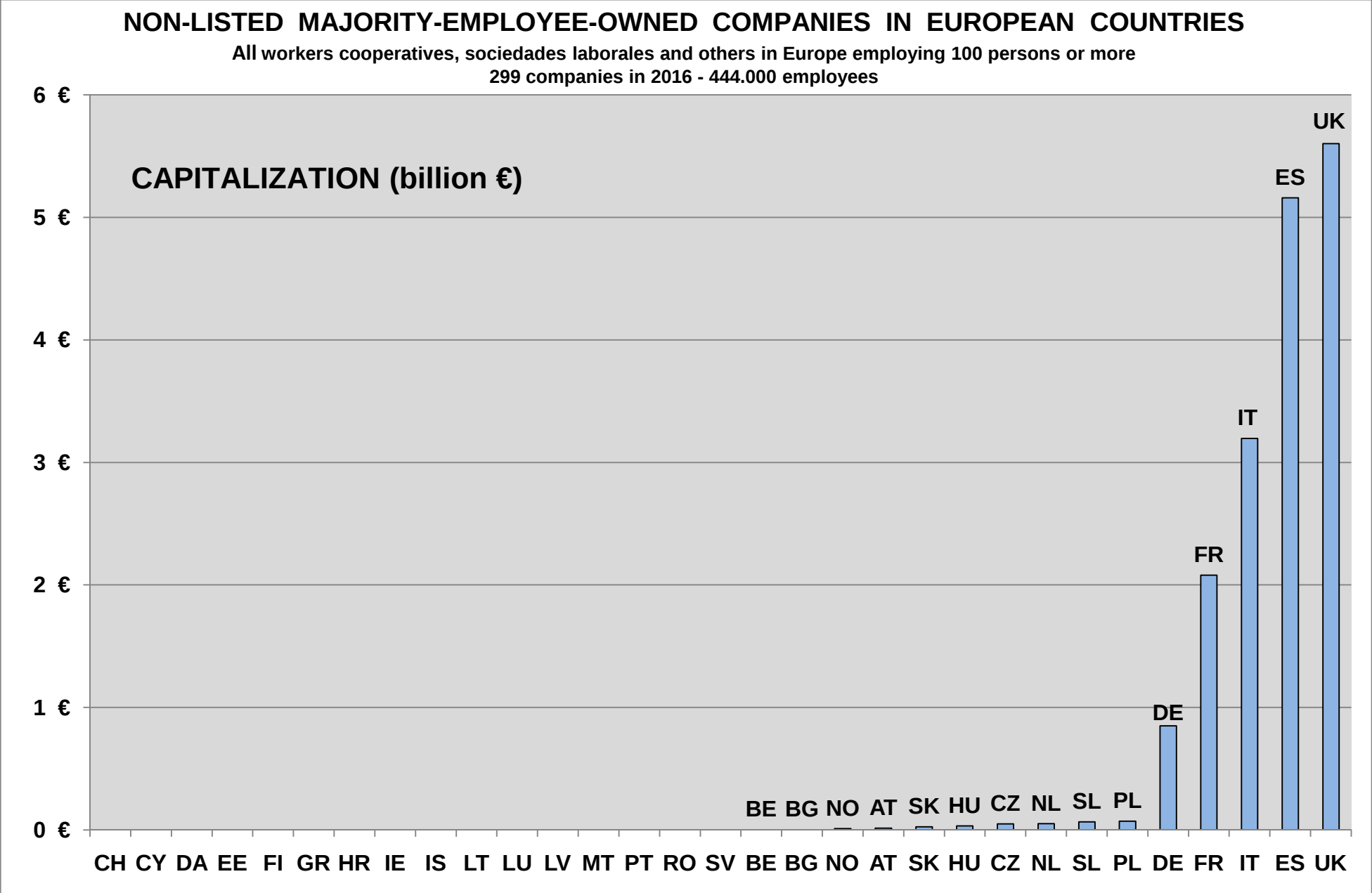
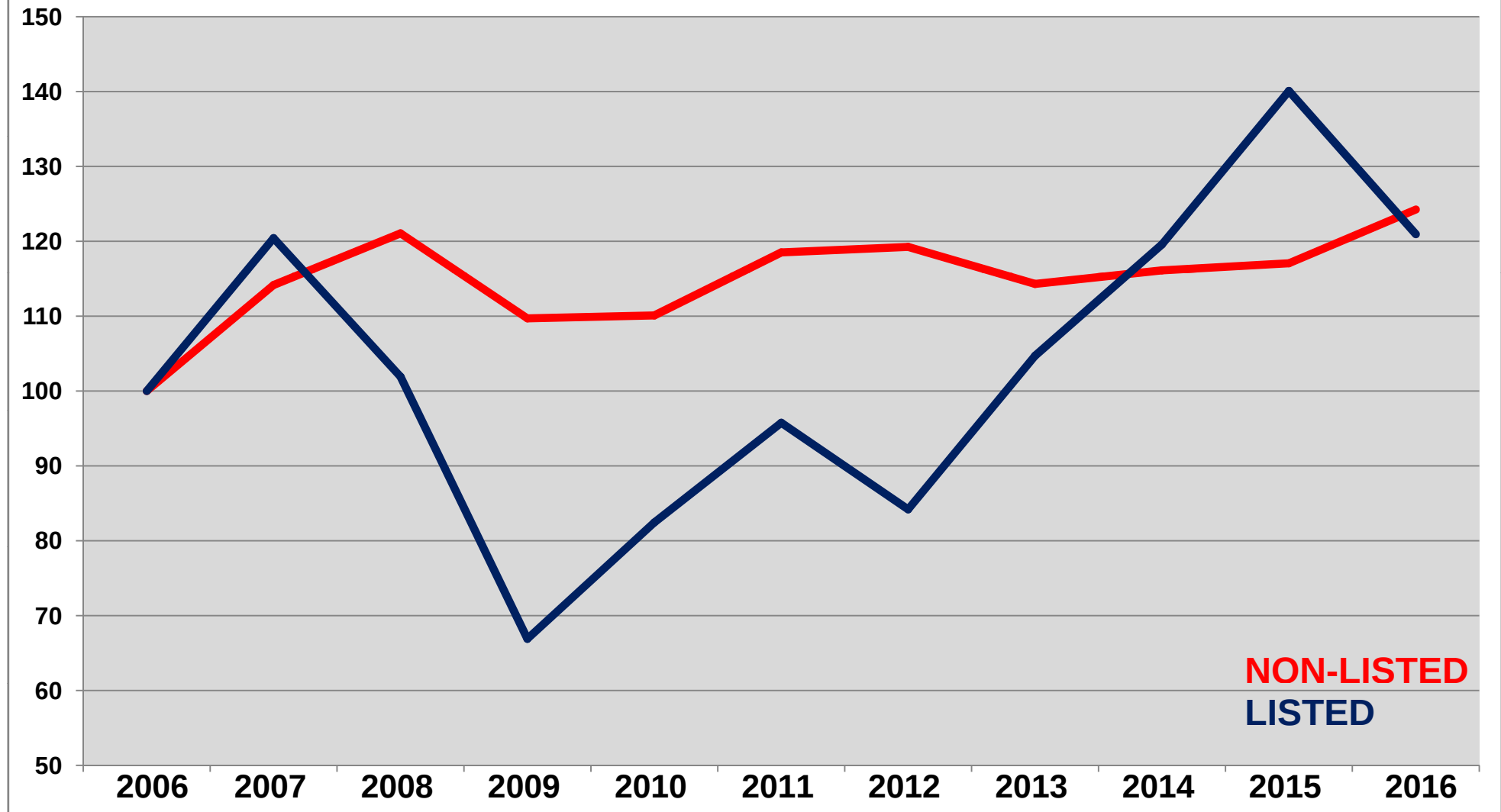


Table 32: Majority-employee-owned non-listed companies in the EFES database

Countries	Companies numbers 2016	Companies numbers 2015	Companies numbers 2014	Companies numbers 2013	Companies numbers 2012	Companies numbers 2011	Companies numbers 2010
AT - Austria	1	1	1	1	0	1	1
BE - Belgium	1	1	0	0	0	0	0
BG - Bulgaria	1	1	2	2	2	2	2
CH - Switzerland	0	0	0	0	0	0	0
CY - Cyprus	0	0	0	0	0	0	0
CZ - Czech Republic	24	24	24	24	25	26	26
DA - Denmark	0	0	0	0	0	1	1
DE - Germany	4	4	4	4	3	2	2
EE - Estonia	0	0	0	0	0	0	0
ES - Spain	65	68	69	68	59	60	63
FI - Finland	0	0	0	0	0	0	0
FR - France	94	97	90	89	83	81	80
GR - Greece	0	0	0	0	0	0	0
HR - Croatia	0	0	0	0	0	0	0
HU - Hungary	2	4	7	8	9	9	9
IE - Ireland	0	0	0	1	1	1	1
IS - Iceland	0	0	0	0	0	0	0
IT - Italy	30	33	33	36	37	35	34
LT - Lithuania	0	0	0	0	0	0	0
LU - Luxemburg	0	0	0	0	0	0	0
LV - Latvia	0	0	0	0	0	0	0
MT - Malta	0	0	0	0	0	0	0
NL - Netherlands	3	4	4	4	4	2	2
NO - Norway	1	1	1	1	0	0	0
PL - Poland	3	3	3	3	3	3	3
PT - Portugal	0	0	0	0	0	0	0
RO - Romania	0	0	0	0	0	0	0
SK - Slovakia	2	2	2	2	3	3	3
SL - Slovenia	5	5	6	6	7	7	8
SV - Sweden	0	0	0	0	0	0	0
UK - United Kingdom	63	55	36	37	35	36	36
TOTAL 31 COUNTRIES	299	303	282	286	271	269	271
New Member States (without PL)	34	36	41	42	46	47	50

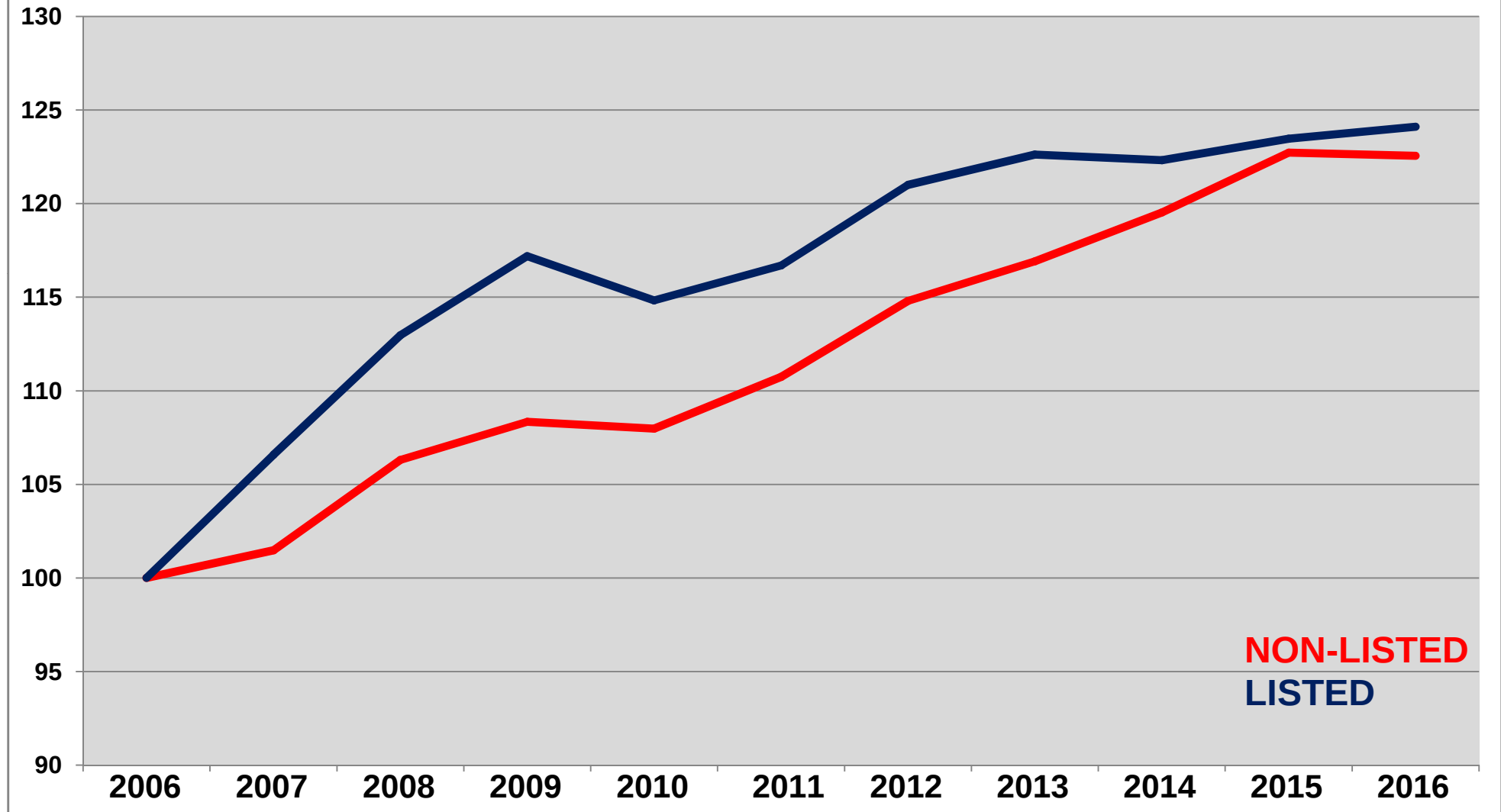
Comparing listed and employee-owned non-listed companies Capitalization of European companies 2006-2016 (2006=100)

The 2,335 largest listed companies and the 299 largest majority-employee-owned non-listed companies



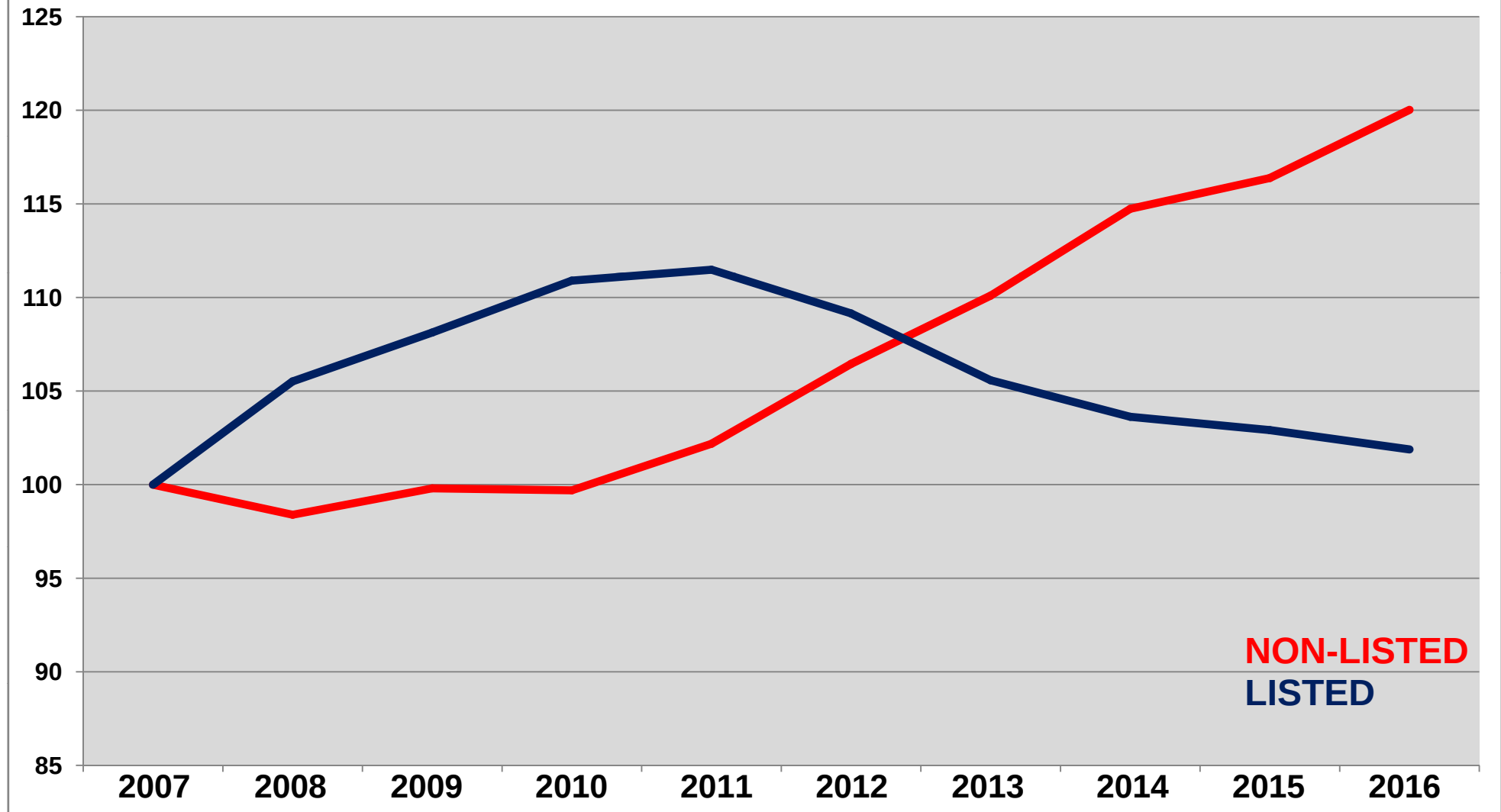
Comparing listed and employee-owned non-listed companies Employment in large European companies 2006-2016 (2006=100)

The 2.335 largest listed companies and the 299 largest majority-employee-owned non-listed companies



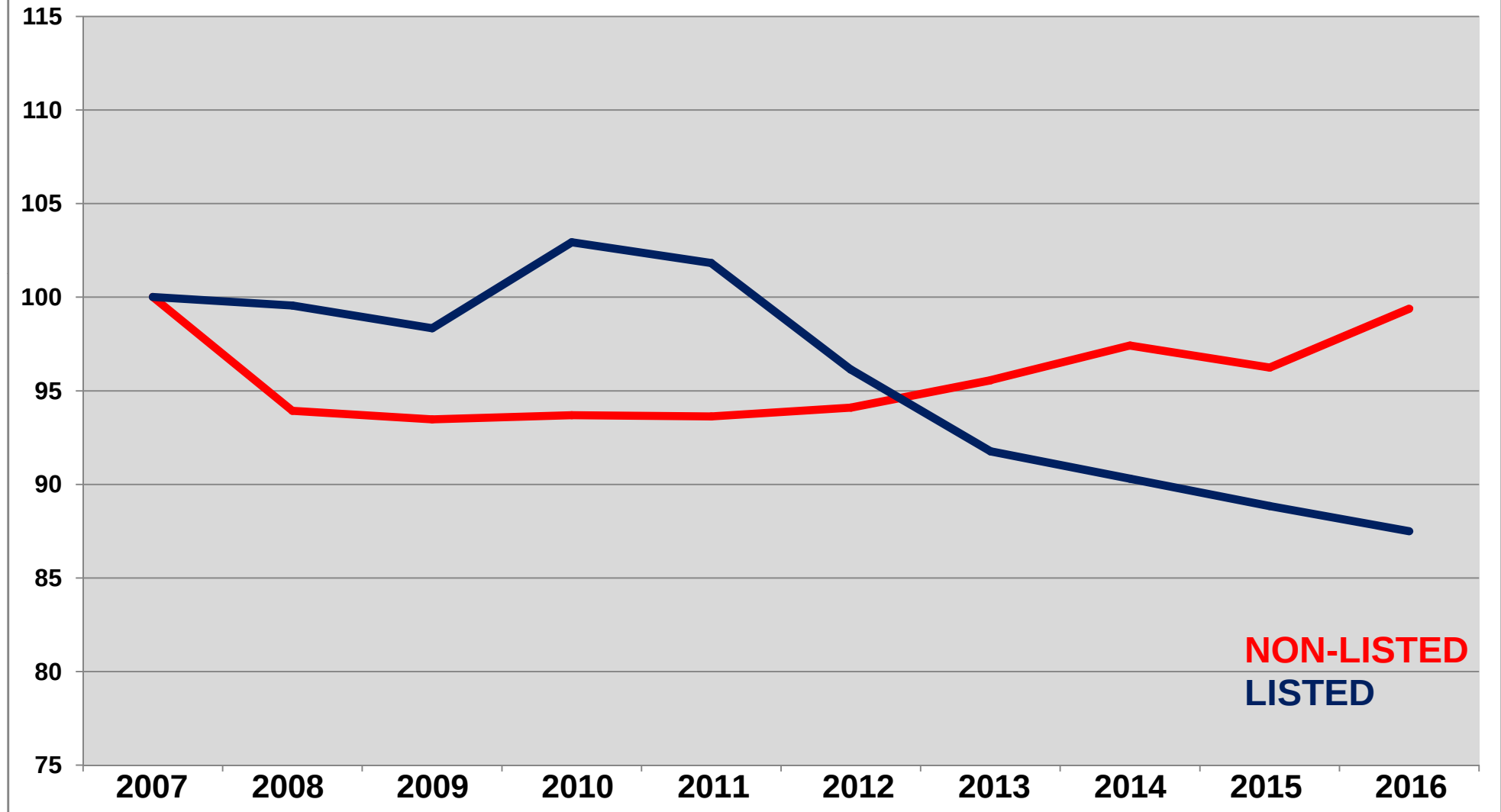
Comparing listed and employee-owned non-listed companies Employee owners in large European companies 2007-2016 (2007=100)

The 2.335 largest listed companies and the 299 largest majority-employee-owned non-listed companies



Comparing listed and employee-owned non-listed companies Democratization rate of employee ownership 2007-2016 (2007=100)

The 2,335 largest listed companies and the 299 largest majority-employee-owned non-listed companies



LE CONTRÔLE ACTIONNNARIAL

LE CONTROLE ACTIONNNARIAL DES ENTREPRISES COTEES EUROPEENNES

- L'information contenue dans la base de données EFES est pratiquement exhaustive pour les entreprises cotées européennes, sachant que les 2.335 entreprises cotées dans la base de données représentent 25% de toutes les sociétés cotées européennes en 2016 (en excluant la gestion d'actifs financiers, les fonds d'investissement et les fonds de placements immobiliers), mais elles comptent pour 99% de la capitalisation boursière totale et pour 95% en termes d'emploi.

La base de données contient l'information sur l'existence ou non d'un actionnaire de contrôle et la part qu'il détient dans chaque entreprise cotée européenne de taille significative. L'actionnaire de contrôle s'entend comme la personne qui détient 25% ou plus, en termes de capital ou de votes.

Un actionnaire de contrôle est présent dans 56% de toutes les grandes entreprises cotées européennes en 2016. Ces entreprises représentent 42% de toute la capitalisation boursière, ce qui signifie que la présence d'un actionnaire de contrôle est plus fréquente dans les entreprises de plus petite taille.

Huit catégories d'actionnaire de contrôle sont identifiées: dirigeant exécutif, investisseur privé, famille, fondation, entreprise, fondateurs, état, salariés.

- On observe que le développement de l'actionnnariat salarié est fortement influencé par l'existence ou non d'un actionnaire de contrôle (Graphique 70). Le graphique mesure le développement de l'actionnnariat salarié par le taux de démocratisation de celui-ci (à savoir la proportion d'actionnaires salariés dans l'ensemble des salariés), celui-ci étant de 21.7% en moyenne en 2016.
- De manière générale, l'existence d'un actionnaire de contrôle est un facteur négatif pour le développement de l'actionnnariat salarié. Deux exceptions: l'actionnnariat salarié est plus développé dans les entreprises sous contrôle public, et le taux de démocratisation de l'actionnnariat salarié est le plus élevé (avec 60%) dans les entreprises où les salariés sont l'actionnaire de contrôle.

Quand l'actionnaire de contrôle est un dirigeant exécutif, le taux de démocratisation de l'actionnnariat salarié n'est que de 6% en moyenne. Il est relativement faible, de 12 à 15% quand l'actionnaire de contrôle est un investisseur privé ou un fond, une fondation, une famille ou le fondateur de l'entreprise.

Dans ce sens, un contrôle "négatif" pour l'actionnnariat salarié peut être observé lorsque l'actionnaire de contrôle est un dirigeant exécutif, un investisseur privé ou un fond, une fondation, une famille ou le fondateur de l'entreprise.

Par contre, le contrôle est "positif" pour l'actionnnariat salarié en absence d'actionnaire de contrôle ou lorsque celui-ci est l'Etat ou les salariés eux-mêmes.

- Tous les pays européens peuvent être comparés aux autres en fonction du poids relatif du contrôle "positif" (Graphique 71) ou "négatif" (Graphique 72) de leurs entreprises. L'Italie, par exemple, n'est pas loin du sommet pour le contrôle négatif, et elle n'est pas loin du fond pour le contrôle positif. Dans les deux cas, les obstacles sont donc particulièrement forts en Italie, contre le développement de l'actionnnariat salarié.
- Le poids relatif de l'actionnnariat de contrôle familial dans chaque pays européen, celui du contrôle public et celui des entreprises sans actionnaire de contrôle sont observés dans les Graphiques 73-75.

**Democratization rate of employee share ownership in large European companies
in relation with the existence of a controlling shareholder in 2016**

(31 European countries - 2.335 largest European listed companies - 35 million employees)

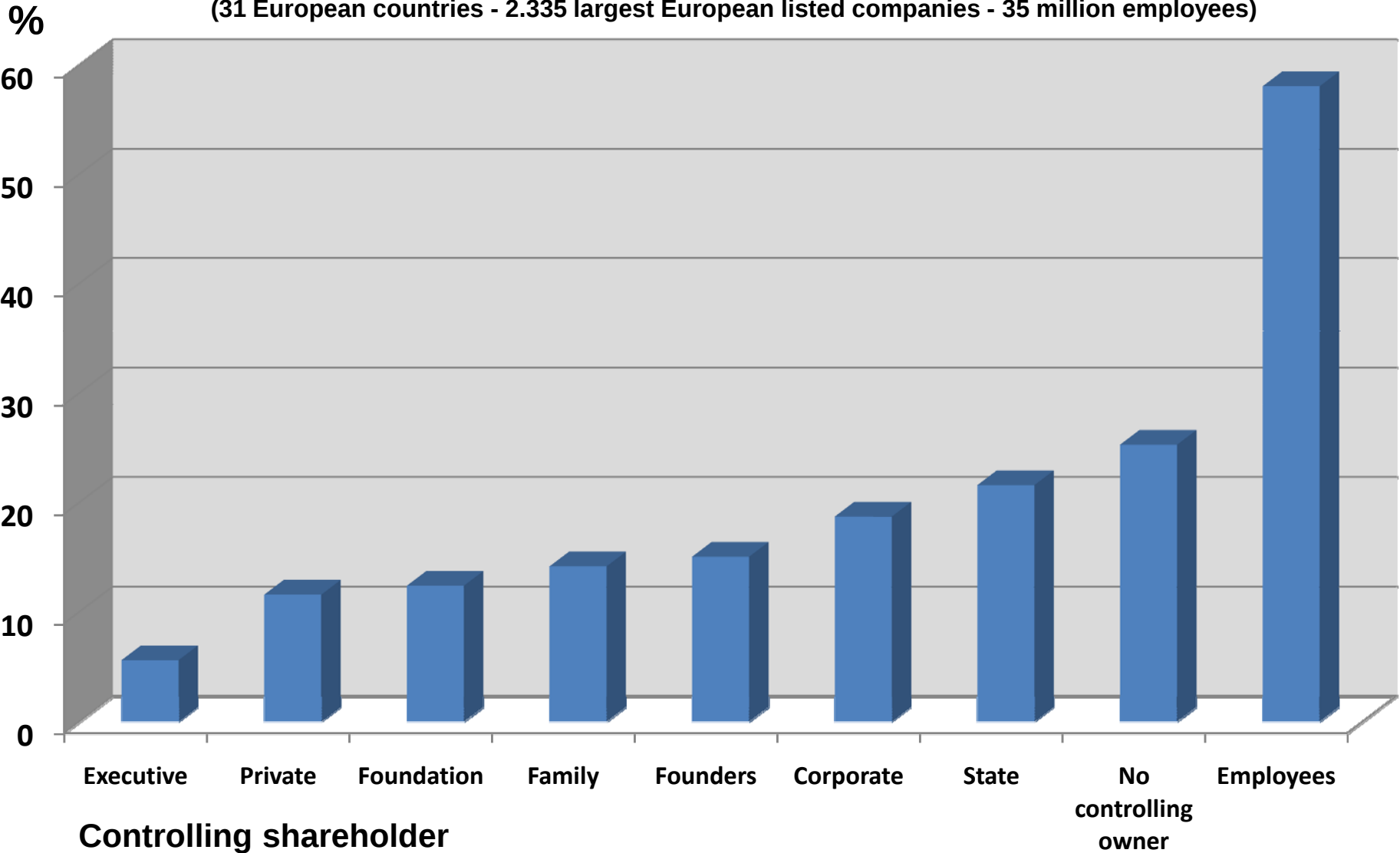
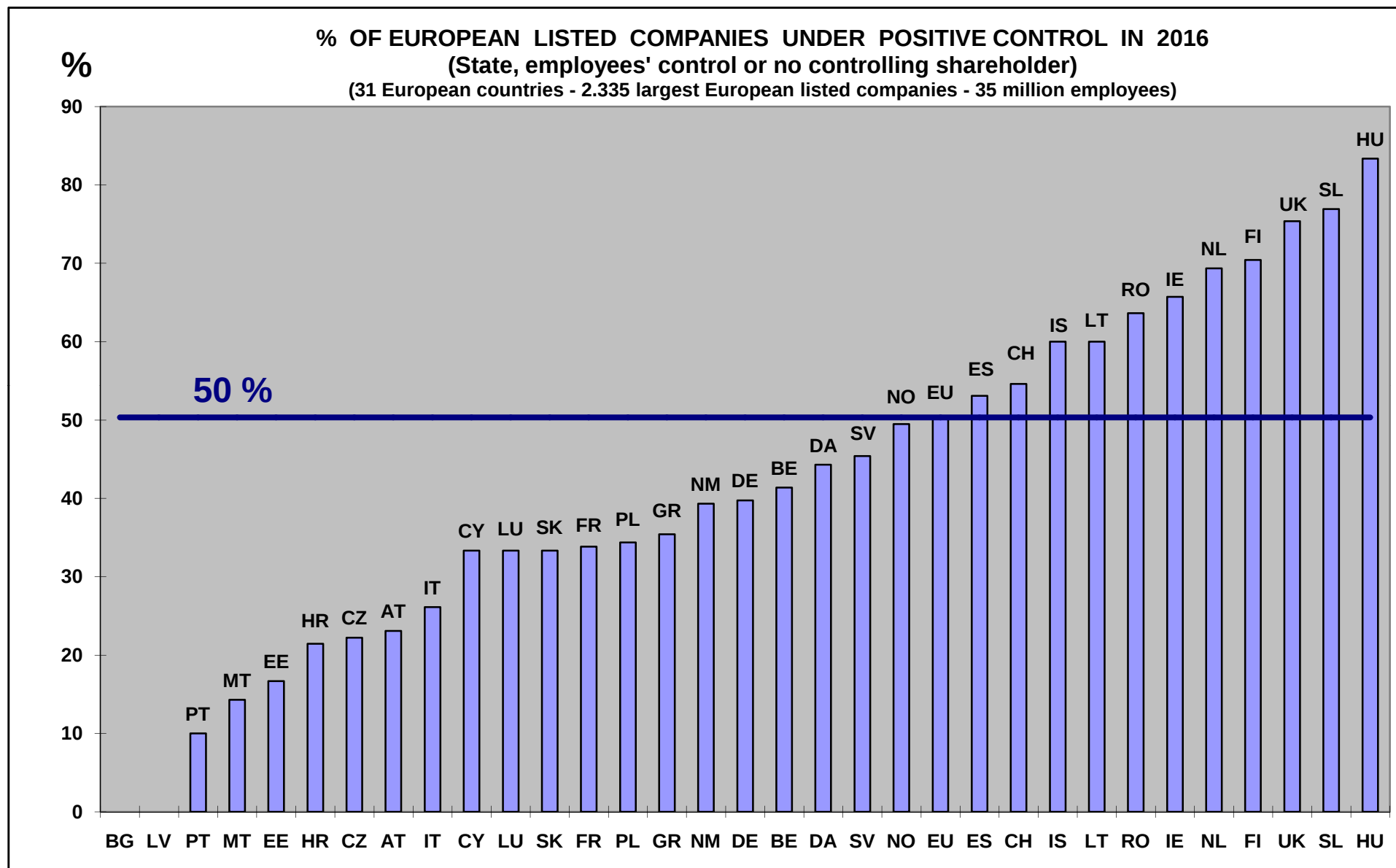


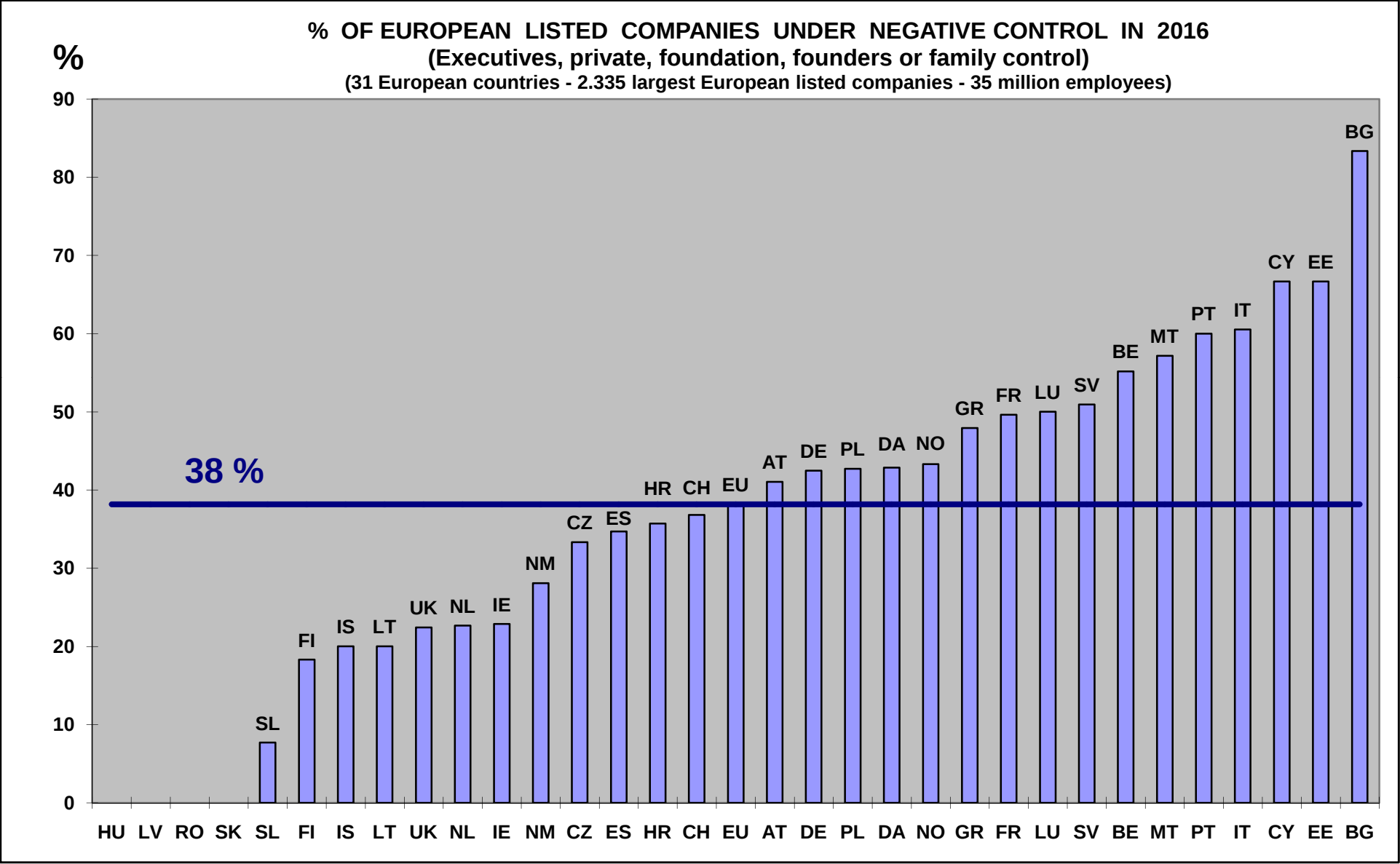
Table 33: Democratization of employee share ownership and ownership control of European listed companies in 2016

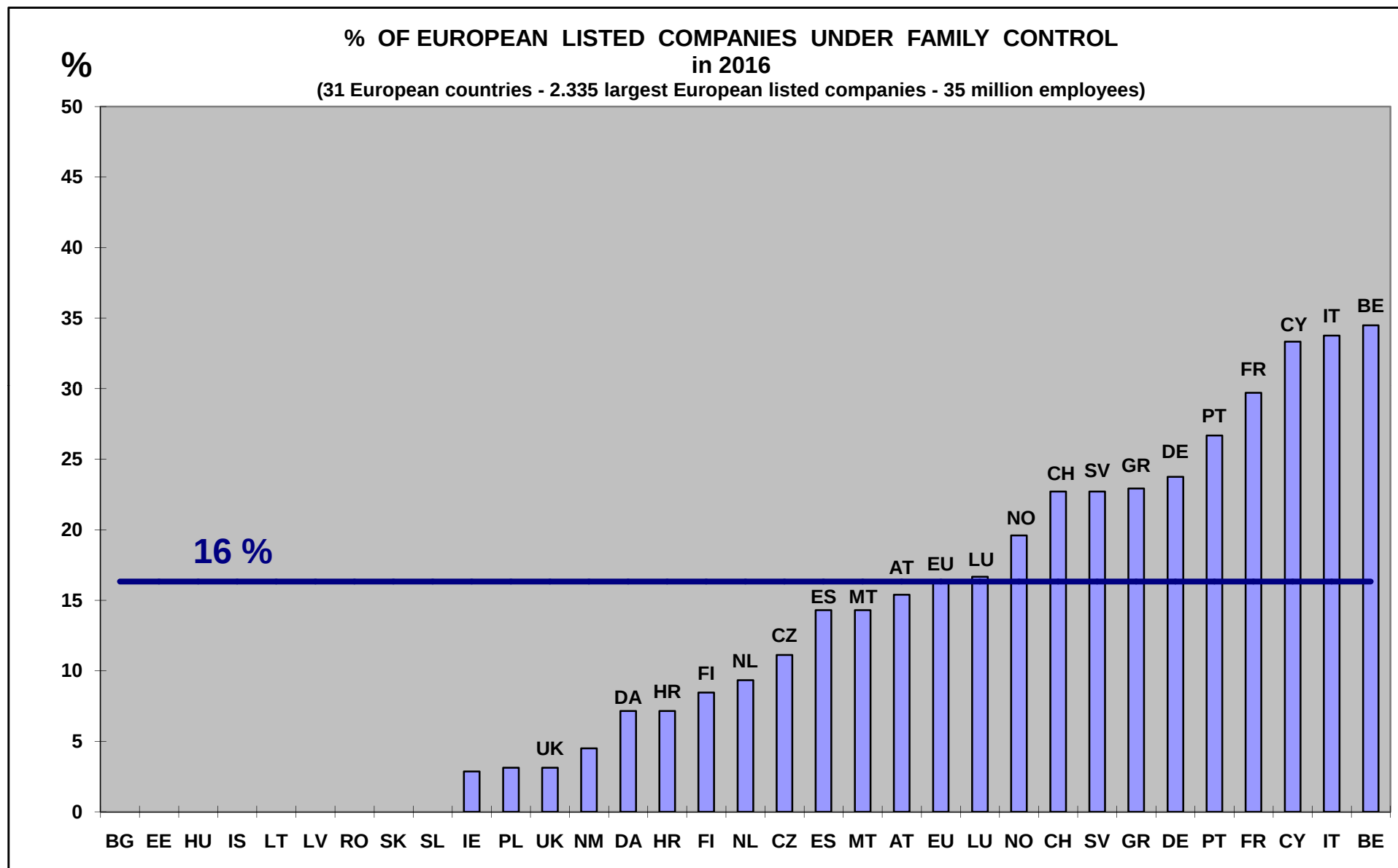
Controlling shareholder of European companies	Democratization rate of employee share ownership	Number of companies	Stock capitalization (billion €)	Employees	% of companies	% of stock capitalization	% of employees
Executive	5,6%	131	133 €	606.000	6%	1%	2%
Private investor	11,6%	293	593 €	2.060.000	13%	6%	6%
Foundation	12,4%	43	269 €	880.000	2%	3%	3%
Family	14,2%	381	1.458 €	5.420.000	16%	14%	15%
Founders	15,1%	43	74 €	370.000	2%	1%	1%
Corporate	18,7%	269	776 €	3.580.000	12%	8%	10%
State	21,6%	149	996 €	3.610.000	6%	10%	10%
No single controlling shareholder	25,3%	1.021	5.845 €	18.420.000	44%	58%	53%
Employees	58,1%	5	3 €	30.000	0%	0%	0%
Total	21,0%	2.335	10.147 €	34.976.000	100%	100%	100%

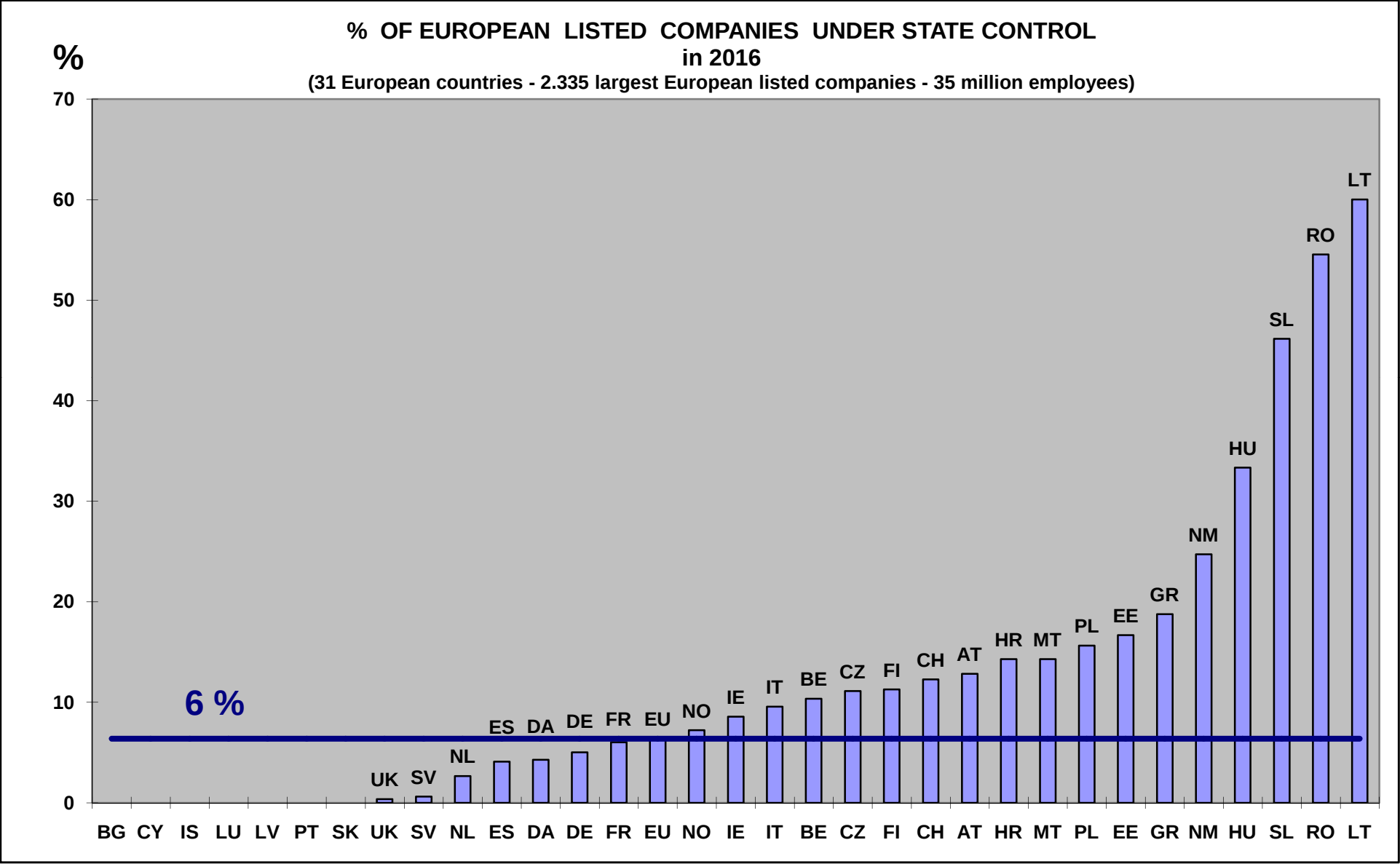
Table 34: Ownership control in European listed companies in 2016

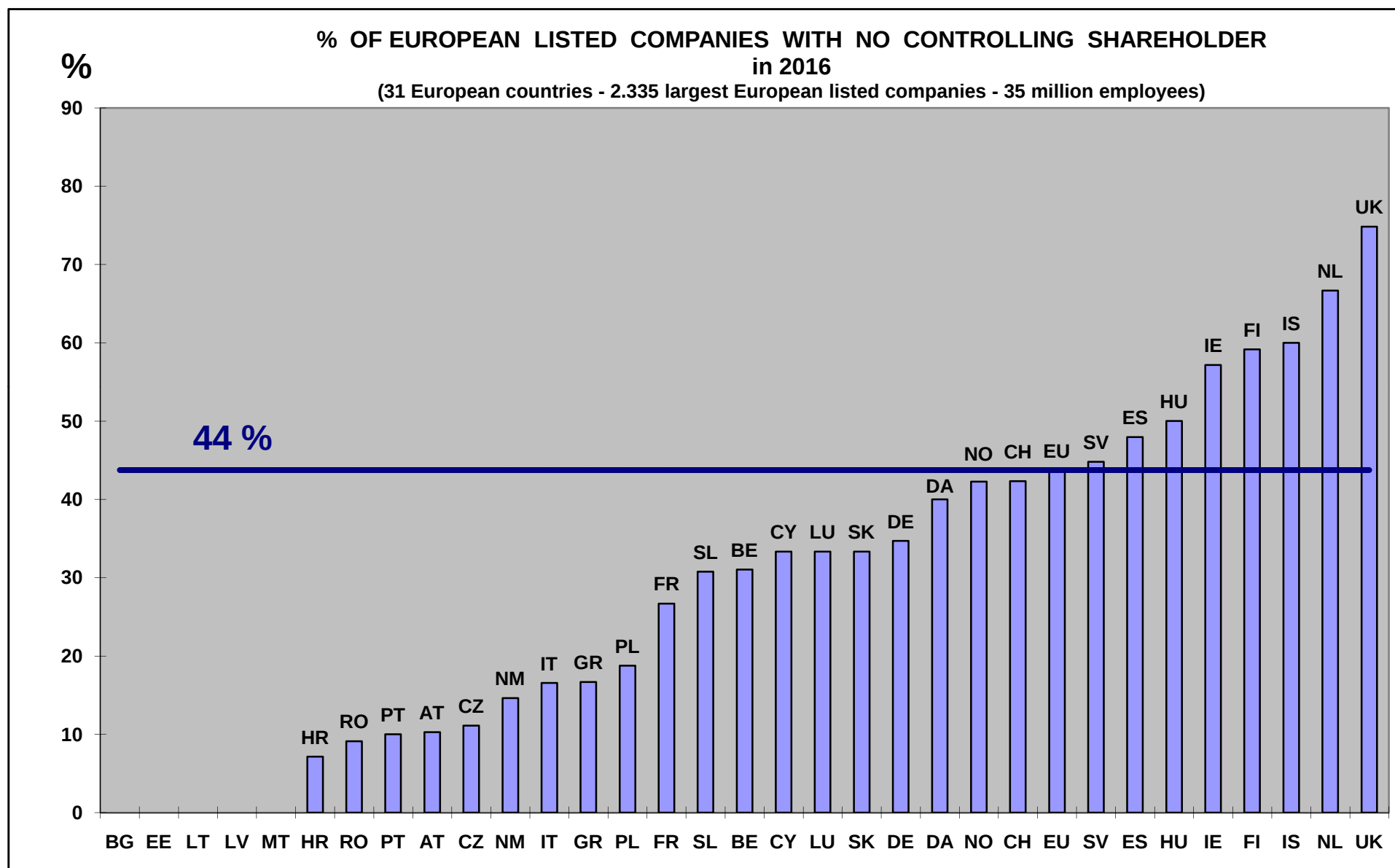
Countries	Companies numbers	Controlling shareholder of European companies								
		Executive	Private	Family	Foundation	Corporate	Founders	No single	State	Employees
AT - Austria	39	4	3	6	3	14	0	4	5	0
BE - Belgium	58	4	8	20	0	2	0	18	6	0
BG - Bulgaria	6	1	4	0	0	1	0	0	0	0
CH - Switzerland	163	0	18	37	3	14	2	69	20	0
CY - Cyprus	3	0	1	1	0	0	0	1	0	0
CZ - Czech Republic	9	0	2	1	0	4	0	1	1	0
DA - Denmark	70	1	9	5	13	9	2	28	3	0
DE - Germany	219	17	12	52	9	39	3	76	11	0
EE - Estonia	6	0	4	0	0	1	0	0	1	0
ES - Spain	98	6	11	14	3	12	0	47	4	1
FI - Finland	71	3	2	6	1	8	1	42	8	0
FR - France	266	30	18	79	0	44	5	71	16	3
GR - Greece	48	5	7	11	0	8	0	8	9	0
HR - Croatia	14	1	3	1	0	6	0	1	2	0
HU - Hungary	6	0	0	0	0	1	0	3	2	0
IE - Ireland	35	2	5	1	0	4	0	20	3	0
IS - Iceland	5	1	0	0	0	1	0	3	0	0
IT - Italy	157	12	24	53	1	21	5	26	15	0
LT - Lithuania	5	0	1	0	0	1	0	0	3	0
LU - Luxembourg	12	1	3	2	0	2	0	4	0	0
LV - Latvia	3	0	0	0	0	3	0	0	0	0
MT - Malta	7	1	2	1	0	2	0	0	1	0
NL - Netherlands	75	2	6	7	0	6	2	50	2	0
NO - Norway	97	1	16	19	4	7	2	41	7	0
PL - Poland	96	7	26	3	1	22	4	18	15	0
PT - Portugal	30	2	7	8	0	9	1	3	0	0
RO - Romania	11	0	0	0	0	4	0	1	6	0
SK - Slovakia	6	0	0	0	0	4	0	2	0	0
SL - Slovenia	13	1	0	0	0	2	0	4	6	0
SV - Sweden	163	9	33	37	4	6	0	73	1	0
UK - United Kingdom	544	20	68	17	1	12	16	407	2	1
TOTAL 31 COUNTRIES	2.335	131	293	381	43	269	43	1.021	149	5
New Member States (without PL)	89	4	17	4	0	29	0	13	22	0











MÉTHODOLOGIE ET DONNÉES

METHODOLOGIE ET DONNEES

Ce Recensement offre une information pratiquement exhaustive. Il est fondé sur la base de données EFES de l'actionnariat salarié dans les entreprises européennes. Celle-ci rassemble toute l'information détaillée sur l'actionnariat salarié et les plans d'actionnariat salarié dans chaque entreprise cotée européenne de taille significative, et dans chaque grande entreprise non-cotée contrôlée majoritairement par ses salariés.

L'ébauche de cette base de données a été testée dès 2005. Ensuite, une base de données complète a été constituée en 2006, avec le soutien de la Commission Européenne - DG Emploi et Affaires Sociales. Puis celle-ci a été complétée et mise à jour annuellement depuis 2007.

De loin en loin au cours des trente dernières années, quelques rapports européens avaient livré des informations éparses sur l'actionnariat salarié et son développement à travers l'Europe. Parmi ceux-ci sont à signaler le Rapport Pepper I en 1991, le Rapport Pepper II en 1996 et un Rapport intitulé *"Recent trends in employee financial participation in the European Union"* dû au Professeur Erik Poutsma en 2001. A cette époque, ces rapports ont été pratiquement la seule source d'information sur le développement de l'actionnariat salarié dans l'Union Européenne.

Cependant ils étaient fondés sur des informations partielles (recueillies principalement par sondages) qui n'étaient disponibles que très tardivement. Le Rapport de 2001 par exemple était basé sur les résultats de l'Enquête EPOC de 1996 (*Employee Direct Participation in Organisational Change*), conduite par la Fondation de Dublin. En outre aucune de ces informations ne couvrait l'ensemble des pays de l'Union Européenne (par exemple le Rapport de 2001 ne concernait que dix pays).

Il paraissait crucial de disposer d'informations plus récentes et complètes. D'un côté on savait que l'actionnariat salarié était en fort développement. De l'autre on ne disposait que d'informations tardives. Un hiatus se creusait entre les entreprises et les praticiens d'une part, et les acteurs sociaux et politiques de l'autre, ceux-ci ne disposant pas d'information correcte sur ce qui se passait. C'est pourquoi la Fédération Européenne de l'Actionnariat Salarié a mis en place cette base de données et son "Recensement Economique Annuel de l'Actionnariat Salarié dans les Pays Européens".

La base de données recueille l'information sur chaque entreprise européenne de taille significative, d'où une information rigoureusement comparable pour chaque pays européen (présentement les 28 pays de l'Union Européenne plus l'Islande, la Norvège et la Suisse).

Cette information est tirée de ce que les entreprises publient elles-mêmes dans leurs Rapports Annuels - d'où une information de qualité, et sans retard.

Pour le Recensement Economique de 2016, 2.636 entreprises ont été compilées. La plupart de ces entreprises ou "groupes" comprennent une société mère et des dizaines voire des milliers de filiales dans de nombreux pays. Ces 2.636 entreprises comprennent:

- Toutes les entreprises cotées dont la capitalisation boursière a atteint 200 millions d'Euro ou plus aux mois de mai des années 2006 à 2016. Le Recensement inclut ainsi toutes les entreprises cotées européennes de taille significative, sans exception.
- Les entreprises non-cotées dont les salariés détiennent 50% ou plus et qui emploient au moins 100 personnes. La plupart des entreprises européennes de ce type sont enregistrées dans la base de données; néanmoins cette liste ne peut pas être considérée comme exhaustive. De fait, l'information dont on dispose pour les entreprises cotées est bien plus disponible et fiable que pour les non-cotées. Pour une bonne part, les entreprises non-cotées détenues majoritairement par les salariés sont des coopératives de salariés.

En 2016, 2.335 entreprises cotées sont incluses dans le Recensement, ainsi que 301 entreprises non-cotées (parmi lesquelles les 188 plus grandes coopératives de salariés en Europe). Ensemble, elles emploient 36 millions de personnes, près de 30% des salariés en Europe.

En nombre, les 2.335 plus grandes entreprises cotées représentent 25% de toutes les sociétés cotées européennes en 2016 (en excluant la gestion d'actifs financiers, les fonds d'investissement et les fonds de placements immobiliers), mais elles comptent pour 99% de la capitalisation boursière totale et pour 95% en termes d'emploi. Ainsi la base de données EFES et ce Recensement donnent une image pratiquement exhaustive de l'actionnariat salarié et de la participation dans les entreprises cotées européennes.

Les Rapports Annuels sont une excellente source d'information sur l'actionnariat salarié dans les grandes entreprises européennes, particulièrement les entreprises cotées. Les normes internationales d'information financière (*International Financial Reporting Standards*) sont de plus en plus efficace et la qualité de l'information va en s'améliorant.

La plupart des grandes entreprises européennes offrent une information fiable ou tout à fait complète concernant leurs dirigeants exécutifs: rémunération individuelle, actions détenues, actions reçues, stock options reçues et exercées, etc.

Presque toutes les grandes entreprises européennes donnent une masse d'information concernant leurs salariés et leurs plans d'actionnariat salarié. Quand elles ont lancé leur premier plan? Quels plans elles ont lancés, arrêtés ou révisés, année après année. Quels salariés ont bénéficié de ces plans: catégories, nombres. Combien d'actions ont été données ou vendues aux salariés, combien de stock options ont été offertes ou exercées... Enfin, beaucoup de grandes entreprises européennes offrent une information sur le nombre d'actionnaires salariés (ou de membres dans les coopératives de salariés).

En plus de l'information sur l'actionnariat salarié et les plans d'actionnariat salarié, les dirigeants exécutifs et les salariés ordinaires, la base de données EFES a été étendue depuis 2013 aux données de gouvernance d'entreprise (en particulier la représentation des salariés dans les conseils d'administration ou de surveillance et les discriminations dans les droits de votes) et au profit-sharing.

Enfin, depuis 2015 la base de données enregistre aussi l'information sur l'existence ou non d'un actionnaire de contrôle, son poids et son type (dirigeant exécutif, investisseur privé, famille, fondation, entreprise, fondateur, état, salariés), dans chaque entreprise cotée européenne de taille significative.

La description complète de la base de données est détaillée ci-après:

- Codes pays
- Table des données de l'actionnariat salarié par entreprise (8 pages)
- Table des données de l'actionnariat salarié par pays (8 pages)
- Données de l'actionnariat salarié par pays (39 pages)
- Liste des 2.636 entreprises européennes dans la base de données en 2016 (12 pages)

CODES PAYS

AT	Autriche
BE	Belgique
BG	Bulgarie
CH	Suisse
CY	Chypre
CZ	Tchéquie
DA	Danemark
DE	Allemagne
EE	Estonie
ES	Espagne
FI	Finlande
FR	France
GR	Grèce
HR	Croatie
HU	Hongrie
IE	Irlande
IS	Islande
IT	Italie
LT	Lithuanie
LU	Luxembourg
LV	Lettonie
MT	Malte
NL	Pays-Bas
NO	Norvège
PL	Pologne
PT	Portugal
RO	Roumanie
SK	Slovaquie
SL	Slovénie
SV	Suède
UK	Royaume Uni
EU	Europe
NM	13 Nouveaux Membres de l'UE sauf Pologne

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
1	Company	Name	2015/16
2	ISIN code (listed companies)	ISIN code	2015/16
3	Remarkable case considering employee ownership	0/1	2015/16
4	Listed / Non listed	L/NL	2015/16
5	Country code	Name	2015/16
6	Date Annual Report	Date	2015/16
7	Branche	Name	2015/16
YEAR 2015/16			
8	Market capitalization on May 15, 2016	Million Euro	2015/16
9	Employees	Number	2015/16
10	Shares (allotted, called up and fully paid - own shares deducted)	Number	2015/16
11	Employee share plans: Year by year description of plans, beneficiaries, numbers and conditions	Description	2015/16
12	Typology of employee share plans	Type code	2015/16
13	Employee shareholders (employee owners)	Number	2015/16
14	Date of first employee share plan	Year	2015/16
15	New employee share plan in current year?	0/1	2015/16
16	Number of shares held by employees published by company?	0/1	2015/16
17	Employee Stock Options?	0/1	2015/16
18	Broad-based employee share plans?	0/1	2015/16
19	Employee (share) ownership in some extent?	0/1	2015/16
20	Employee share plans?	0/1	2015/16
21	Shares held by Executive Directors	Number	2015/16
22	Shares held by employees (when specified)	Number	2015/16
23	Options exercised and share grants vested (employees - Executive Directors)	Number	2015/16
24	Employee share purchases	Number	2015/16
25	Employees' stake in ownership structure	%	2015/16
26	Significant employees' stake (1 to 6%)?	0/1	2015/16
27	Strategic employees' stake (6 to 20%)?	0/1	2015/16
28	Determining employees' stake (20 to 50%)?	0/1	2015/16
29	Controlling employees' stake (50 to 100%)?	0/1	2015/16
30	Capitalization held by employees	Million Euro	2015/16
31	Capitalization held by Executive Directors	Million Euro	2015/16
32	Capitalization held by ordinary employees	Million Euro	2015/16
33	Top Executives	Number	2015/16
34	Full information on Top Executives' shareholdings?	0/1	2015/16
35	Applying profit-sharing?	0/1	2015/16
36	Discrimination in voting rights	Description	2015/16
37	Discrimination in voting rights?	0/1	2015/16
38	Employee shareholders' representation on boards?	0/1	2015/16
39	Employee representation on boards?	0/1	2015/16
40	Executive owners on boards?	0/1	2015/16
41	Employee representation on boards	Description	2015/16
42	Board structure	Description	2015/16
43	One-tier board structure?	0/1	2015/16
44	Two-tier board structure?	0/1	2015/16

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
45	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2015/16
46	Controlling shareholder's stake	%	2015/16
47	Controlling shareholder	Description	2015/16
YEAR 2014/15			
48	Market capitalization on May 15, 2015	Million Euro	2014/15
49	Employees	Number	2014/15
50	Shares (allotted, called up and fully paid - own shares deducted)	Number	2014/15
51	Employee shareholders (employee owners)	Number	2014/15
52	New employee share plan in current year?	0/1	2014/15
53	Number of shares held by employees published by company?	0/1	2014/15
54	Employee Stock Options?	0/1	2014/15
55	Broad-based employee share plans?	0/1	2014/15
56	Employee (share) ownership in some extent?	0/1	2014/15
57	Employee share plans?	0/1	2014/15
58	Shares held by Executive Directors	Number	2014/15
59	Shares held by employees (when specified)	Number	2014/15
60	Options exercised and share grants vested (employees - Executive Directors)	Number	2014/15
61	Employee share purchases	Number	2014/15
62	Employees' stake in ownership structure	%	2014/15
63	Significant employees' stake (1 to 6%)?	0/1	2014/15
64	Strategic employees' stake (6 to 20%)?	0/1	2014/15
65	Determining employees' stake (20 to 50%)?	0/1	2014/15
66	Controlling employees' stake (50 to 100%)?	0/1	2014/15
67	Capitalization held by employees	Million Euro	2014/15
68	Capitalization held by Executive Directors	Million Euro	2014/15
69	Capitalization held by ordinary employees	Million Euro	2014/15
70	Top Executives	Number	2014/15
71	Full information on Top Executives' shareholdings?	0/1	2014/15
72	Applying profit-sharing?	0/1	2014/15
73	Discrimination in voting rights	Description	2014/15
74	Discrimination in voting rights?	0/1	2014/15
75	Employee shareholders' representation on boards?	0/1	2014/15
76	Employee representation on boards?	0/1	2014/15
77	Executive owners on boards?	0/1	2014/15
78	Employee representation on boards	Description	2014/15
79	Board structure	Description	2014/15
80	One-tier board structure?	0/1	2014/15
81	Two-tier board structure?	0/1	2014/15
82	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2014/15
83	Controlling shareholder's stake	%	2014/15
84	Controlling shareholder	Description	2014/15
YEAR 2013/14			
85	Market capitalization on May 15, 2014	Million Euro	2013/14
86	Employees	Number	2013/14
87	Shares (allotted, called up and fully paid - own shares deducted)	Number	2013/14

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
88	Employee shareholders (employee owners)	Number	2013/14
89	New employee share plan in current year?	0/1	2013/14
90	Number of shares held by employees published by company?	0/1	2013/14
91	Employee Stock Options?	0/1	2013/14
92	Broad-based employee share plans?	0/1	2013/14
93	Employee (share) ownership in some extent?	0/1	2013/14
94	Employee share plans?	0/1	2013/14
95	Shares held by Executive Directors	Number	2013/14
96	Shares held by employees (when specified)	Number	2013/14
97	Options exercised and share grants vested (employees - Executive Directors)	Number	2013/14
98	Employee share purchases	Number	2013/14
99	Employees' stake in ownership structure	%	2013/14
100	Significant employees' stake (1 to 6%)?	0/1	2013/14
101	Strategic employees' stake (6 to 20%)?	0/1	2013/14
102	Determining employees' stake (20 to 50%)?	0/1	2013/14
103	Controlling employees' stake (50 to 100%)?	0/1	2013/14
104	Capitalization held by employees	Million Euro	2013/14
105	Capitalization held by Executive Directors	Million Euro	2013/14
106	Capitalization held by ordinary employees	Million Euro	2013/14
107	Top Executives	Number	2013/14
108	Full information on Top Executives' shareholdings?	0/1	2013/14
109	Applying profit-sharing?	0/1	2013/14
110	Discrimination in voting rights	Description	2013/14
111	Discrimination in voting rights?	0/1	2013/14
112	Employee shareholders' representation on boards?	0/1	2013/14
113	Employee representation on boards?	0/1	2013/14
114	Executive owners on boards?	0/1	2013/14
115	Employee representation on boards	Description	2013/14
116	Board structure	Description	2013/14
117	One-tier board structure?	0/1	2013/14
118	Two-tier board structure?	0/1	2013/14
YEAR 2012/13			
119	Market capitalization on May 15, 2013	Million Euro	2012/13
120	Employees	Number	2012/13
121	Shares (allotted, called up and fully paid - own shares deducted)	Number	2012/13
122	Employee shareholders (employee owners)	Number	2012/13
123	New employee share plan in current year?	0/1	2012/13
124	Number of shares held by employees published by company?	0/1	2012/13
125	Employee Stock Options?	0/1	2012/13
126	Broad-based employee share plans?	0/1	2012/13
127	Employee (share) ownership in some extent?	0/1	2012/13
128	Employee share plans?	0/1	2012/13
129	Shares held by Executive Directors	Number	2012/13
130	Shares held by employees (when specified)	Number	2012/13
131	Options exercised and share grants vested (employees - Executive Directors)	Number	2012/13

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
132	Employee share purchases	Number	2012/13
133	Employees' stake in ownership structure	%	2012/13
134	Significant employees' stake (1 to 6%)?	0/1	2012/13
135	Strategic employees' stake (6 to 20%)?	0/1	2012/13
136	Determining employees' stake (20 to 50%)?	0/1	2012/13
137	Controlling employees' stake (50 to 100%)?	0/1	2012/13
138	Capitalization held by employees	Million Euro	2012/13
139	Capitalization held by Executive Directors	Million Euro	2012/13
140	Capitalization held by ordinary employees	Million Euro	2012/13
141	Top Executives	Number	2012/13
142	Full information on Top Executives' shareholdings?	0/1	2012/13
143	Applying of profit-sharing?	0/1	2012/13
144	Discrimination in voting rights	Description	2012/13
145	Discrimination in voting rights?	0/1	2012/13
146	Employee shareholders' representation on boards?	0/1	2012/13
147	Employee representation on boards?	0/1	2012/13
148	Executive owners on boards?	0/1	2012/13
149	Employee representation on boards	Description	2012/13
150	Board structure	Description	2012/13
151	One-tier board structure?	0/1	2012/13
152	Two-tier board structure?	0/1	2012/13
YEAR 2011/12			
153	Market capitalization on May 15, 2012	Million Euro	2011/12
154	Employees	Number	2011/12
155	Shares (allotted, called up and fully paid - own shares deducted)	Number	2011/12
156	Employee shareholders (employee owners)	Number	2011/12
157	New employee share plan in current year?	0/1	2011/12
158	Number of shares held by employees published by company?	0/1	2011/12
159	Employee Stock Options?	0/1	2011/12
160	Broad-based employee share plans?	0/1	2011/12
161	Employee (share) ownership in some extent?	0/1	2011/12
162	Employee share plans?	0/1	2011/12
163	Shares held by Executive Directors	Number	2011/12
164	Shares held by employees (when specified)	Number	2011/12
165	Options exercised and share grants vested (employees - Executive Directors)	Number	2011/12
166	Employee share purchases	Number	2011/12
167	Employees' stake in ownership structure	%	2011/12
168	Significant employees' stake (1 to 6%)?	0/1	2011/12
169	Strategic employees' stake (6 to 20%)?	0/1	2011/12
170	Determining employees' stake (20 to 50%)?	0/1	2011/12
171	Controlling employees' stake (50 to 100%)?	0/1	2011/12
172	Capitalization held by employees	Million Euro	2011/12
173	Capitalization held by Executive Directors	Million Euro	2011/12
174	Capitalization held by ordinary employees	Million Euro	2011/12
175	Top Executives	Number	2011/12

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
YEAR 2010/11			
176	Market capitalization on May 15, 2011	Million Euro	2010/11
177	Employees	Number	2010/11
178	Shares (allotted, called up and fully paid - own shares deducted)	Number	2010/11
179	Employee shareholders (employee owners)	Number	2010/11
180	New employee share plan in current year?	0/1	2010/11
181	Number of shares held by employees published by company?	0/1	2010/11
182	Employee Stock Options?	0/1	2010/11
183	Broad-based employee share plans?	0/1	2010/11
184	Employee (share) ownership in some extent?	0/1	2010/11
185	Employee share plans?	0/1	2010/11
186	Shares held by Executive Directors	Number	2010/11
187	Shares held by employees (when specified)	Number	2010/11
188	Options exercised and share grants vested (employees - Executive Directors)	Number	2010/11
189	Employee share purchases	Number	2010/11
190	Employees' stake in ownership structure	%	2010/11
191	Significant employees' stake (1 to 6%)?	0/1	2010/11
192	Strategic employees' stake (6 to 20%)?	0/1	2010/11
193	Determining employees' stake (20 to 50%)?	0/1	2010/11
194	Controlling employees' stake (50 to 100%)?	0/1	2010/11
195	Capitalization held by employees	Million Euro	2010/11
196	Capitalization held by Executive Directors	Million Euro	2010/11
197	Capitalization held by ordinary employees	Million Euro	2010/11
198	Top Executives	Number	2010/11
YEAR 2009/10			
199	Market capitalization on May 15, 2010	Million Euro	2009/10
200	Employees	Number	2009/10
201	Shares (allotted, called up and fully paid - own shares deducted)	Number	2009/10
202	Employee shareholders (employee owners)	Number	2009/10
203	New employee share plan in current year?	0/1	2009/10
204	Number of shares held by employees published by company?	0/1	2009/10
205	Employee Stock Options?	0/1	2009/10
206	Broad-based employee share plans?	0/1	2009/10
207	Employee (share) ownership in some extent?	0/1	2009/10
208	Employee share plans?	0/1	2009/10
209	Shares held by Executive Directors	Number	2009/10
210	Shares held by employees (when specified)	Number	2009/10
211	Options exercised and share grants vested (employees - Executive Directors)	Number	2009/10
212	Employee share purchases	Number	2009/10
213	Employees' stake in ownership structure	%	2009/10
214	Significant employees' stake (1 to 6%)?	0/1	2009/10
215	Strategic employees' stake (6 to 20%)?	0/1	2009/10
216	Determining employees' stake (20 to 50%)?	0/1	2009/10
217	Controlling employees' stake (50 to 100%)?	0/1	2009/10
218	Capitalization held by employees	Million Euro	2009/10

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
219	Capitalization held by Executive Directors	Million Euro	2009/10
220	Capitalization held by ordinary employees	Million Euro	2009/10
221	Top Executives	Number	2009/10
YEAR 2008/9			
222	Market capitalization on May 15, 2009	Million Euro	2008/9
223	Employees	Number	2008/9
224	Shares (allotted, called up and fully paid - own shares deducted)	Number	2008/9
225	Employee shareholders (employee owners)	Number	2008/9
226	New employee share plan in current year?	0/1	2008/9
227	Number of shares held by employees published by company?	0/1	2008/9
228	Employee Stock Options?	0/1	2008/9
229	Broad-based employee share plans?	0/1	2008/9
230	Employee (share) ownership in some extent?	0/1	2008/9
231	Employee share plans?	0/1	2008/9
232	Shares held by Executive Directors	Number	2008/9
233	Shares held by employees (when specified)	Number	2008/9
234	Options exercised and share grants vested (employees - Executive Directors)	Number	2008/9
235	Employee share purchases	Number	2008/9
236	Employees' stake in ownership structure	%	2008/9
237	Significant employees' stake (1 to 6%)?	0/1	2008/9
238	Strategic employees' stake (6 to 20%)?	0/1	2008/9
239	Determining employees' stake (20 to 50%)?	0/1	2008/9
240	Controlling employees' stake (50 to 100%)?	0/1	2008/9
241	Capitalization held by employees	Million Euro	2008/9
242	Capitalization held by Executive Directors	Million Euro	2008/9
243	Capitalization held by ordinary employees	Million Euro	2008/9
244	Top Executives	Number	2008/9
YEAR 2007/8			
245	Market capitalization on May 15, 2008	Million Euro	2007/8
246	Employees	Number	2007/8
247	Shares (allotted, called up and fully paid - own shares deducted)	Number	2007/8
248	Employee shareholders (employee owners)	Number	2007/8
249	New employee share plan in current year?	0/1	2007/8
250	Number of shares held by employees published by company?	0/1	2007/8
251	Employee Stock Options?	0/1	2007/8
252	Broad-based employee share plans?	0/1	2007/8
253	Employee (share) ownership in some extent?	0/1	2007/8
254	Employee share plans?	0/1	2007/8
255	Shares held by Executive Directors	Number	2007/8
256	Shares held by employees (when specified)	Number	2007/8
257	Options exercised and share grants vested (employees - Executive Directors)	Number	2007/8
258	Employee share purchases	Number	2007/8
259	Employees' stake in ownership structure	%	2007/8
260	Significant employees' stake (1 to 6%)?	0/1	2007/8
261	Strategic employees' stake (6 to 20%)?	0/1	2007/8

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
262	Determining employees' stake (20 to 50%)?	0/1	2007/8
263	Controlling employees' stake (50 to 100%)?	0/1	2007/8
264	Capitalization held by employees	Million Euro	2007/8
265	Capitalization held by Executive Directors	Million Euro	2007/8
266	Capitalization held by ordinary employees	Million Euro	2007/8
YEAR 2006/7			
267	Market capitalization on May 15, 2007	Million Euro	2006/7
268	Employees	Number	2006/7
269	Shares (allotted, called up and fully paid - own shares deducted)	Number	2006/7
270	Employee shareholders (employee owners)	Number	2006/7
271	New employee share plan in current year?	0/1	2006/7
272	Number of shares held by employees published by company?	0/1	2006/7
273	Employee Stock Options?	0/1	2006/7
274	Broad-based employee share plans?	0/1	2006/7
275	Employee (share) ownership in some extent?	0/1	2006/7
276	Employee share plans?	0/1	2006/7
277	Shares held by Executive Directors	Number	2006/7
278	Shares held by employees (when specified)	Number	2006/7
279	Options exercised and share grants vested (employees - Executive Directors)	Number	2006/7
280	Employee share purchases	Number	2006/7
281	Employees' stake in ownership structure	%	2006/7
282	Significant employees' stake (1 to 6%)?	0/1	2006/7
283	Strategic employees' stake (6 to 20%)?	0/1	2006/7
284	Determining employees' stake (20 to 50%)?	0/1	2006/7
285	Controlling employees' stake (50 to 100%)?	0/1	2006/7
286	Capitalization held by employees	Million Euro	2006/7
287	Capitalization held by Executive Directors	Million Euro	2006/7
288	Capitalization held by ordinary employees	Million Euro	2006/7
YEAR 2005/6			
289	Market capitalization on May 15, 2006	Million Euro	2005/6
290	Employees	Number	2005/6
291	Shares (allotted, called up and fully paid - own shares deducted)	Number	2005/6
292	Number of shares held by employees published by company?	0/1	2005/6
293	Employee Stock Options?	0/1	2005/6
294	Broad-based employee share plans?	0/1	2005/6
295	Employee (share) ownership in some extent?	0/1	2005/6
296	Employee share plans?	0/1	2005/6
297	Shares held by Executive Directors	Number	2005/6
298	Shares held by employees (when specified)	Number	2005/6
299	Options exercised and share grants vested (employees - Executive Directors)	Number	2005/6
300	Employee share purchases	Number	2005/6
301	Employees' stake in ownership structure	%	2005/6
302	Significant employees' stake (1 to 6%)?	0/1	2005/6
303	Strategic employees' stake (6 to 20%)?	0/1	2005/6
304	Determining employees' stake (20 to 50%)?	0/1	2005/6

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
305	Controlling employees' stake (50 to 100%)?	0/1	2005/6
306	Capitalization held by employees	Million Euro	2005/6

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
ALL COMPANIES, YEAR 2015/16			
1	Companies	Numbers	2015/16
2	Date of first employee share plan	Year	2015/16
3	Companies having launched new employee share plans	Numbers	2015/16
4	Companies having published Employees' stake in ownership structure	Numbers	2015/16
5	Companies having stock options	Numbers	2015/16
6	Companies having broad-based employee share plans	Numbers	2015/16
7	Companies having employee share ownership	Numbers	2015/16
8	Companies having employee share plans	Numbers	2015/16
9	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2015/16
10	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2015/16
11	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2015/16
12	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2015/16
13	Stock Market Capitalisation in May 2016	Million Euro	2015/16
14	Employees	Numbers	2015/16
15	Employee owners	Numbers	2015/16
16	Employee owners in % of employees	%	2015/16
17	Employees' stake in ownership structure (EO)	%	2015/16
18	Top Executives' stake in ownership structure (EXEC)	%	2015/16
19	Common employees' stake in ownership structure (NonEXEC)	%	2015/16
ALL COMPANIES, YEAR 2014/15			
20	Companies having launched new employee share plans	Numbers	2014/15
21	Companies having published Employees' stake in ownership structure	Numbers	2014/15
22	Companies having stock options	Numbers	2014/15
23	Companies having broad-based employee share plans	Numbers	2014/15
24	Companies having employee share ownership	Numbers	2014/15
25	Companies having employee share plans	Numbers	2014/15
26	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2014/15
27	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2014/15
28	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2014/15
29	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2014/15
30	Stock Market Capitalisation in May 2015	Million Euro	2014/15
31	Employees	Numbers	2014/15
32	Employee owners	Numbers	2014/15
33	Employee owners in % of employees	%	2014/15
34	Employees' stake in ownership structure (EO)	%	2014/15
35	Top Executives' stake in ownership structure (EXEC)	%	2014/15
36	Common employees' stake in ownership structure (NonEXEC)	%	2014/15
ALL COMPANIES, YEAR 2013/14			
37	Companies having launched new employee share plans	Numbers	2013/14
38	Companies having published Employees' stake in ownership structure	Numbers	2013/14
39	Companies having stock options	Numbers	2013/14
40	Companies having broad-based employee share plans	Numbers	2013/14
41	Companies having employee share ownership	Numbers	2013/14
42	Companies having employee share plans	Numbers	2013/14
43	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2013/14
44	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2013/14
45	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2013/14
46	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2013/14
47	Stock Market Capitalisation in May 2014	Million Euro	2013/14
48	Employees	Numbers	2013/14
49	Employee owners	Numbers	2013/14
50	Employee owners in % of employees	%	2013/14
51	Employees' stake in ownership structure (EO)	%	2013/14
52	Top Executives' stake in ownership structure (EXEC)	%	2013/14
53	Common employees' stake in ownership structure (NonEXEC)	%	2013/14

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
ALL COMPANIES, YEAR 2012/13			
54	Companies having launched new employee share plans	Numbers	2012/13
55	Companies having published Employees' stake in ownership structure	Numbers	2012/13
56	Companies having stock options	Numbers	2012/13
57	Companies having broad-based employee share plans	Numbers	2012/13
58	Companies having employee share ownership	Numbers	2012/13
59	Companies having employee share plans	Numbers	2012/13
60	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2012/13
61	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2012/13
62	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2012/13
63	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2012/13
64	Capitalisation in May 2013	Million Euro	2012/13
65	Employees	Numbers	2012/13
66	Employee owners	Numbers	2012/13
67	Employee owners in % of employees	%	2012/13
68	Employees' stake in ownership structure (EO)	%	2012/13
69	Top Executives' stake in ownership structure (EXEC)	%	2012/13
70	Common employees' stake in ownership structure (NonEXEC)	%	2012/13
ALL COMPANIES, YEAR 2011/12			
71	Companies having launched new employee share plans	Numbers	2011/12
72	Companies having published Employees' stake in ownership structure	Numbers	2011/12
73	Companies having stock options	Numbers	2011/12
74	Companies having broad-based employee share plans	Numbers	2011/12
75	Companies having employee share ownership	Numbers	2011/12
76	Companies having employee share plans	Numbers	2011/12
77	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2011/12
78	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2011/12
79	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2011/12
80	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2011/12
81	Capitalisation in May 2012	Million Euro	2011/12
82	Employees	Numbers	2011/12
83	Employee owners	Numbers	2011/12
84	Employee owners in % of employees	%	2011/12
85	Employees' stake in ownership structure (EO)	%	2011/12
86	Top Executives' stake in ownership structure (EXEC)	%	2011/12
87	Common employees' stake in ownership structure (NonEXEC)	%	2011/12
ALL COMPANIES, YEAR 2010/11			
88	Companies having launched new employee share plans	Numbers	2010/11
89	Companies having published Employees' stake in ownership structure	Numbers	2010/11
90	Companies having stock options	Numbers	2010/11
91	Companies having broad-based employee share plans	Numbers	2010/11
92	Companies having employee share ownership	Numbers	2010/11
93	Companies having employee share plans	Numbers	2010/11
94	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2010/11
95	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2010/11
96	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2010/11
97	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2010/11
98	Capitalisation in May 2011	Million Euro	2010/11
99	Employees	Numbers	2010/11
100	Employee owners	Numbers	2010/11
101	Employee owners in % of employees	%	2010/11
102	Employees' stake in ownership structure (EO)	%	2010/11
103	Top Executives' stake in ownership structure (EXEC)	%	2010/11
104	Common employees' stake in ownership structure (NonEXEC)	%	2010/11
ALL COMPANIES, YEAR 2009/10			
105	Companies having launched new employee share plans	Numbers	2009/10

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
106	Companies having published Employees' stake in ownership structure	Numbers	2009/10
107	Companies having stock options	Numbers	2009/10
108	Companies having broad-based employee share plans	Numbers	2009/10
109	Companies having employee share ownership	Numbers	2009/10
110	Companies having employee share plans	Numbers	2009/10
111	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2009/10
112	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2009/10
113	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2009/10
114	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2009/10
115	Capitalisation in May 2010	Million Euro	2009/10
116	Employees	Numbers	2009/10
117	Employee owners	Numbers	2009/10
118	Employee owners in % of employees	%	2009/10
119	Employees' stake in ownership structure (EO)	%	2009/10
120	Top Executives' stake in ownership structure (EXEC)	%	2009/10
121	Common employees' stake in ownership structure (NonEXEC)	%	2009/10
ALL COMPANIES, YEAR 2008/9			
122	Companies having launched new employee share plans	Numbers	2008/9
123	Companies having published Employees' stake in ownership structure	Numbers	2008/9
124	Companies having stock options	Numbers	2008/9
125	Companies having broad-based employee share plans	Numbers	2008/9
126	Companies having employee share ownership	Numbers	2008/9
127	Companies having employee share plans	Numbers	2008/9
128	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2008/9
129	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2008/9
130	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2008/9
131	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2008/9
132	Capitalisation in May 2009	Million Euro	2008/9
133	Employees	Numbers	2008/9
134	Employee owners	Numbers	2008/9
135	Employee owners in % of employees	%	2008/9
136	Employees' stake in ownership structure (EO)	%	2008/9
137	Top Executives' stake in ownership structure (EXEC)	%	2008/9
138	Common employees' stake in ownership structure (NonEXEC)	%	2008/9
ALL COMPANIES, YEAR 2007/8			
139	Companies having launched new employee share plans	Numbers	2007/8
140	Companies having published Employees' stake in ownership structure	Numbers	2007/8
141	Companies having stock options	Numbers	2007/8
142	Companies having broad-based employee share plans	Numbers	2007/8
143	Companies having employee share ownership	Numbers	2007/8
144	Companies having employee share plans	Numbers	2007/8
145	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2007/8
146	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2007/8
147	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2007/8
148	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2007/8
149	Capitalisation in May 2008	Million Euro	2007/8
150	Employees	Numbers	2007/8
151	Employee owners	Numbers	2007/8
152	Employee owners in % of employees	%	2007/8
153	Employees' stake in ownership structure (EO)	%	2007/8
154	Top Executives' stake in ownership structure (EXEC)	%	2007/8
155	Common employees' stake in ownership structure (NonEXEC)	%	2007/8
ALL COMPANIES, YEAR 2006/7			
156	Companies having launched new employee share plans	Numbers	2006/7
157	Companies having published Employees' stake in ownership structure	Numbers	2006/7
158	Companies having stock options	Numbers	2006/7

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
159	Companies having broad-based employee share plans	Numbers	2006/7
160	Companies having employee share ownership	Numbers	2006/7
161	Companies having employee share plans	Numbers	2006/7
162	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2006/7
163	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2006/7
164	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2006/7
165	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2006/7
166	Capitalisation in May 2007	Million Euro	2006/7
167	Employees	Numbers	2006/7
168	Employee owners	Numbers	2006/7
169	Employee owners in % of employees	%	2006/7
170	Employees' stake in ownership structure (EO)	%	2006/7
171	Top Executives' stake in ownership structure (EXEC)	%	2006/7
172	Common employees' stake in ownership structure (NonEXEC)	%	2006/7
ALL COMPANIES, YEAR 2005/6			
173	Companies having published Employees' stake in ownership structure	Numbers	2005/6
174	Companies having stock options	Numbers	2005/6
175	Companies having broad-based employee share plans	Numbers	2005/6
176	Companies having employee share ownership	Numbers	2005/6
177	Companies having employee share plans	Numbers	2005/6
178	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2005/6
179	Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2005/6
180	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2005/6
181	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2005/6
182	Capitalisation in May 2006	Million Euro	2005/6
183	Employees	Numbers	2005/6
184	Employees' stake in ownership structure (EO)	%	2005/6
LISTED COMPANIES, YEAR 2015/16			
185	Listed Companies	Numbers	2015/16
186	Date of first employee share plan	Year	2015/16
187	Listed Companies having published Employees' stake in ownership structure	Numbers	2015/16
188	Listed Companies having stock options	Numbers	2015/16
189	Listed Companies having broad-based employee share plans	Numbers	2015/16
190	Listed Companies having employee share ownership	Numbers	2015/16
191	Listed Companies having employee share plans	Numbers	2015/16
192	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2015/16
193	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2015/16
194	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2015/16
195	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2015/16
196	Employees in listed companies having employee share plans	Numbers	2015/16
197	Employee owners in listed companies having employee share plans	Numbers	2015/16
198	Employee owners in % of all employees in listed companies having employee share plans	%	2015/16
199	Listed Companies applying profit sharing	Numbers	2015/16
200	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2015/16
201	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2015/16
202	Listed Companies having employee shareholders' representation on Boards	Numbers	2015/16
203	Listed Companies having employees representation on Boards	Numbers	2015/16
204	Listed Companies having Executive owners on Boards	Numbers	2015/16
205	Listed Companies having One-Tier Board structure	Numbers	2015/16
206	Listed Companies having Two-Tier Board structure	Numbers	2015/16
LISTED COMPANIES, YEAR 2014/15			
207	Listed Companies having published Employees' stake in ownership structure	Numbers	2014/15
208	Listed Companies having stock options	Numbers	2014/15
209	Listed Companies having broad-based employee share plans	Numbers	2014/15
210	Listed Companies having employee share ownership	Numbers	2014/15
211	Listed Companies having employee share plans	Numbers	2014/15

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
212	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2014/15
213	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2014/15
214	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2014/15
215	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2014/15
216	Employees in listed companies having employee share plans	Numbers	2014/15
217	Employee owners in listed companies having employee share plans	Numbers	2014/15
218	Employee owners in % of all employees in listed companies having employee share plans	%	2014/15
219	Listed Companies applying profit sharing	Numbers	2014/15
220	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2014/15
221	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2014/15
222	Listed Companies having employee shareholders' representation on Boards	Numbers	2014/15
223	Listed Companies having employees representation on Boards	Numbers	2014/15
224	Listed Companies having Executive owners on Boards	Numbers	2014/15
225	Listed Companies having One-Tier Board structure	Numbers	2014/15
226	Listed Companies having Two-Tier Board structure	Numbers	2014/15
LISTED COMPANIES, YEAR 2013/14			
227	Listed Companies having published Employees' stake in ownership structure	Numbers	2013/14
228	Listed Companies having stock options	Numbers	2013/14
229	Listed Companies having broad-based employee share plans	Numbers	2013/14
230	Listed Companies having employee share ownership	Numbers	2013/14
231	Listed Companies having employee share plans	Numbers	2013/14
232	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2013/14
233	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2013/14
234	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2013/14
235	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2013/14
236	Employees in listed companies having employee share plans	Numbers	2013/14
237	Employee owners in listed companies having employee share plans	Numbers	2013/14
238	Employee owners in % of all employees in listed companies having employee share plans	%	2013/14
239	Listed Companies applying profit sharing	Numbers	2013/14
240	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2013/14
241	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2013/14
242	Listed Companies having employee shareholders' representation on Boards	Numbers	2013/14
243	Listed Companies having employees representation on Boards	Numbers	2013/14
244	Listed Companies having Executive owners on Boards	Numbers	2013/14
245	Listed Companies having One-Tier Board structure	Numbers	2013/14
246	Listed Companies having Two-Tier Board structure	Numbers	2013/14
LISTED COMPANIES, YEAR 2012/13			
247	Listed Companies having published Employees' stake in ownership structure	Numbers	2012/13
248	Listed Companies having stock options	Numbers	2012/13
249	Listed Companies having broad-based employee share plans	Numbers	2012/13
250	Listed Companies having employee share ownership	Numbers	2012/13
251	Listed Companies having employee share plans	Numbers	2012/13
252	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2012/13
253	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2012/13
254	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2012/13
255	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2012/13
256	Employees in listed companies having employee share plans	Numbers	2012/13
257	Employee owners in listed companies having employee share plans	Numbers	2012/13
258	Employee owners in % of all employees in listed companies having employee share plans	%	2012/13
259	Listed Companies applying profit sharing	Numbers	2012/13
260	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2012/13
261	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2012/13
262	Listed Companies having employee shareholders' representation on Boards	Numbers	2012/13
263	Listed Companies having employees representation on Boards	Numbers	2012/13
264	Listed Companies having Executive owners on Boards	Numbers	2012/13
265	Listed Companies having One-Tier Board structure	Numbers	2012/13

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
266	Listed Companies having Two-Tier Board structure	Numbers	2012/13
LISTED COMPANIES, YEAR 2011/12			
267	Listed Companies having published Employees' stake in ownership structure	Numbers	2011/12
268	Listed Companies having stock options	Numbers	2011/12
269	Listed Companies having broad-based employee share plans	Numbers	2011/12
270	Listed Companies having employee share ownership	Numbers	2011/12
271	Listed Companies having employee share plans	Numbers	2011/12
272	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2011/12
273	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2011/12
274	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2011/12
275	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2011/12
276	Employees in listed companies having employee share plans	Numbers	2011/12
277	Employee owners in listed companies having employee share plans	Numbers	2011/12
278	Employee owners in % of all employees in listed companies having employee share plans	%	2011/12
LISTED COMPANIES, YEAR 2010/11			
279	Listed Companies having published Employees' stake in ownership structure	Numbers	2010/11
280	Listed Companies having stock options	Numbers	2010/11
281	Listed Companies having broad-based employee share plans	Numbers	2010/11
282	Listed Companies having employee share ownership	Numbers	2010/11
283	Listed Companies having employee share plans	Numbers	2010/11
284	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2010/11
285	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2010/11
286	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2010/11
287	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2010/11
288	Employees in listed companies having employee share plans	Numbers	2010/11
289	Employee owners in listed companies having employee share plans	Numbers	2010/11
290	Employee owners in % of all employees in listed companies having employee share plans	%	2010/11
LISTED COMPANIES, YEAR 2009/10			
291	Listed Companies having published Employees' stake in ownership structure	Numbers	2009/10
292	Listed Companies having stock options	Numbers	2009/10
293	Listed Companies having broad-based employee share plans	Numbers	2009/10
294	Listed Companies having employee share ownership	Numbers	2009/10
295	Listed Companies having employee share plans	Numbers	2009/10
296	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2009/10
297	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2009/10
298	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2009/10
299	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2009/10
300	Employees in listed companies having employee share plans	Numbers	2009/10
301	Employee owners in listed companies having employee share plans	Numbers	2009/10
302	Employee owners in % of all employees in listed companies having employee share plans	%	2009/10
LISTED COMPANIES, YEAR 2008/9			
303	Listed Companies having published Employees' stake in ownership structure	Numbers	2008/9
304	Listed Companies having stock options	Numbers	2008/9
305	Listed Companies having broad-based employee share plans	Numbers	2008/9
306	Listed Companies having employee share ownership	Numbers	2008/9
307	Listed Companies having employee share plans	Numbers	2008/9
308	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2008/9
309	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2008/9
310	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2008/9
311	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2008/9
312	Employees in listed companies having employee share plans	Numbers	2008/9
313	Employee owners in listed companies having employee share plans	Numbers	2008/9
314	Employee owners in % of all employees in listed companies having employee share plans	%	2008/9
LISTED COMPANIES, YEAR 2007/8			
315	Listed Companies having published Employees' stake in ownership structure	Numbers	2007/8
316	Listed Companies having stock options	Numbers	2007/8

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
317	Listed Companies having broad-based employee share plans	Numbers	2007/8
318	Listed Companies having employee share ownership	Numbers	2007/8
319	Listed Companies having employee share plans	Numbers	2007/8
320	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2007/8
321	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2007/8
322	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2007/8
323	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2007/8
324	Employees in listed companies having employee share plans	Numbers	2007/8
325	Employee owners in listed companies having employee share plans	Numbers	2007/8
326	Employee owners in % of all employees in listed companies having employee share plans	%	2007/8
LISTED COMPANIES, YEAR 2006/7			
327	Listed Companies having published Employees' stake in ownership structure	Numbers	2006/7
328	Listed Companies having stock options	Numbers	2006/7
329	Listed Companies having broad-based employee share plans	Numbers	2006/7
330	Listed Companies having employee share ownership	Numbers	2006/7
331	Listed Companies having employee share plans	Numbers	2006/7
332	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2006/7
333	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2006/7
334	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2006/7
335	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2006/7
336	Employees in listed companies having employee share plans	Numbers	2006/7
337	Employee owners in listed companies having employee share plans	Numbers	2006/7
338	Employee owners in % of all employees in listed companies having employee share plans	%	2006/7
LISTED COMPANIES, YEAR 2005/6			
339	Listed Companies having published Employees' stake in ownership structure	Numbers	2005/6
340	Listed Companies having stock options	Numbers	2005/6
341	Listed Companies having broad-based employee share plans	Numbers	2005/6
342	Listed Companies having employee share ownership	Numbers	2005/6
343	Listed Companies having employee share plans	Numbers	2005/6
344	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2005/6
345	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2005/6
346	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2005/6
347	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2005/6
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2015/16			
348	Non-listed Companies	Numbers	2015/16
349	Birthdate	Year	2015/16
350	Stock Capitalisation	Million Euro	2015/16
351	Employees	Numbers	2015/16
352	Employee owners	Numbers	2015/16
353	Employee owners in % of employees	%	2015/16
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2014/15			
354	Stock Capitalisation	Million Euro	2014/15
355	Employees	Numbers	2014/15
356	Employee owners	Numbers	2014/15
357	Employee owners in % of employees	%	2014/15
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2013/14			
358	Stock Capitalisation	Million Euro	2013/14
359	Employees	Numbers	2013/14
360	Employee owners	Numbers	2013/14
361	Employee owners in % of employees	%	2013/14
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2012/13			
362	Stock Capitalisation	Million Euro	2012/13
363	Employees	Numbers	2012/13
364	Employee owners	Numbers	2012/13
365	Employee owners in % of employees	%	2012/13
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2011/12			

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
366	Stock Capitalisation	Million Euro	2011/12
367	Employees	Numbers	2011/12
368	Employee owners	Numbers	2011/12
369	Employee owners in % of employees	%	2011/12
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2010/11			
370	Stock Capitalisation	Million Euro	2010/11
371	Employees	Numbers	2010/11
372	Employee owners	Numbers	2010/11
373	Employee owners in % of employees	%	2010/11
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2009/10			
374	Stock Capitalisation	Million Euro	2009/10
375	Employees	Numbers	2009/10
376	Employee owners	Numbers	2009/10
377	Employee owners in % of employees	%	2009/10
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2008/9			
378	Stock Capitalisation	Million Euro	2008/9
379	Employees	Numbers	2008/9
380	Employee owners	Numbers	2008/9
381	Employee owners in % of employees	%	2008/9
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2007/8			
382	Stock Capitalisation	Million Euro	2007/8
383	Employees	Numbers	2007/8
384	Employee owners	Numbers	2007/8
385	Employee owners in % of employees	%	2007/8
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2006/7			
386	Stock Capitalisation	Million Euro	2006/7
387	Employees	Numbers	2006/7
388	Employee owners	Numbers	2006/7
389	Employee owners in % of employees	%	2006/7
NON-LISTED EMPLOYEE-OWNED COMPANIES, YEAR 2005/6			
390	Stock Capitalisation	Million Euro	2005/6
391	Employees	Numbers	2005/6

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	1 2015/16 Companies Numbers	2 2015/16 Date of first Empl. Share Plan Year	3 2015/16 Companies having new share plans Numbers	4 2015/16 Companies having published %EO Numbers	5 2015/16 Companies having Stock Options Numbers	6 2015/16 Companies having broad based plans Numbers	7 2015/16 Companies having EOwnership Numbers	8 2015/16 Companies having E Share Plans Numbers	9 2015/16 Companies having %EO>1% Numbers	10 2015/16 Companies having %EO>6% Numbers
AT	40	2.003	6	9	11	18	34	26	19	12
BE	59	2.000	24	5	47	17	54	52	29	13
BG	7	1.945	0	0	0	1	7	1	2	2
CH	163	2.001	60	10	93	62	157	143	84	20
CY	3	2.000	1	1	3	2	3	3	1	1
CZ	33	1.963	1	0	6	26	30	31	25	24
DA	70	2.003	24	4	55	35	68	63	22	4
DE	223	2.000	61	13	134	89	196	177	86	38
EE	6	2.008	0	0	2	0	6	3	2	1
ES	163	1.993	13	4	35	82	150	122	89	83
FI	71	2.003	45	1	49	28	71	68	30	7
FR	361	1.992	139	260	226	293	349	351	294	182
GR	48	2.005	3	1	27	7	37	31	22	18
HR	14	2.005	3	0	3	4	8	9	4	2
HU	8	1.998	3	3	4	4	8	8	5	2
IE	35	1.998	5	0	31	17	35	34	21	5
IS	5	2.006	1	0	3	0	5	5	1	1
IT	187	1.992	34	8	94	50	168	140	88	67
LT	5	0	0	0	0	0	2	0	1	1
LU	12	2.007	3	0	9	2	11	11	7	6
LV	3	2.002	0	0	0	1	2	1	0	0
MT	7	2.000	1	0	3	3	5	5	2	1
NL	78	2.000	26	12	57	27	73	75	46	11
NO	98	2.004	39	7	59	56	94	89	50	13
PL	99	2.005	11	0	45	17	81	61	33	24
PT	30	2.004	4	1	12	5	26	15	8	4
RO	11	2.009	1	0	1	2	7	3	0	0
SK	8	1.967	0	0	0	2	3	3	2	2
SL	18	1.996	0	3	1	10	17	12	8	7
SV	163	2.004	78	10	114	59	157	141	86	28
UK	608	1.998	155	42	525	464	604	603	454	186
31 COUNTRIES	2.636	1.998	741	394	1.649	1.383	2.468	2.286	1.521	765
13 NMS - PL (*)	123	1.984	10	7	23	55	98	79	52	43

(*) "New" Member States except Poland

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	11 2015/16 Companies having %EO>20%	12 2015/16 Companies having %EO>50%	13 May 2016 Stock capitalization	14 2015/16 Employees	15 2015/16 Employee owners	16 2015/16 Employee owners in % of employees	17 2015/16 Employees' stake	18 2015/16 Top Executives' stake	19 2015/16 Common employees' stake	20 2014/15 Companies having new share plans
	Numbers	Numbers	million €	Numbers	Numbers	%	%	%	%	Numbers
AT	9	3	71.348 €	501.653	88.276	17,60	6,03	3,81	2,22	11
BE	9	4	319.848 €	644.223	57.953	9,00	3,07	1,70	1,36	27
BG	2	1	528 €	19.256	46	0,24	9,66	9,30	0,35	0
CH	8	3	1.194.670 €	1.902.552	256.969	13,51	2,93	1,06	1,88	54
CY	1	1	1.613 €	8.384	1.307	15,59	1,11	1,04	0,07	0
CZ	24	24	21.518 €	65.226	6.077	9,32	0,27	0,09	0,19	3
DA	3	2	304.695 €	927.672	59.102	6,37	1,67	0,30	1,37	15
DE	27	11	1.346.319 €	5.676.531	720.978	12,70	1,90	0,95	0,95	62
EE	0	0	1.733 €	15.483	35	0,22	0,96	0,94	0,02	1
ES	78	70	554.287 €	1.995.608	170.375	8,54	2,71	1,62	1,09	20
FI	4	2	168.628 €	488.479	94.719	19,39	1,29	0,48	0,81	44
FR	151	122	1.588.108 €	8.083.880	2.915.000	36,06	6,03	1,90	4,14	143
GR	12	4	38.626 €	251.192	29.218	11,63	4,82	4,40	0,42	4
HR	2	1	11.731 €	56.194	1.933	3,44	2,89	2,48	0,41	0
HU	2	2	11.065 €	88.847	7.146	8,04	2,02	0,19	1,83	2
IE	2	1	129.861 €	283.483	16.311	5,75	2,04	1,12	0,91	11
IS	1	0	4.818 €	13.698	349	2,55	9,36	8,79	0,57	1
IT	60	48	459.716 €	1.806.197	177.363	9,82	4,03	3,27	0,76	30
LT	1	0	2.138 €	9.474	8	0,08	0,49	0,49	0,00	0
LU	4	3	56.889 €	121.987	7.616	6,24	19,35	19,29	0,06	5
LV	0	0	820 €	2.484	21	0,85	0,01	0,00	0,01	0
MT	1	1	3.137 €	6.731	1.981	29,44	6,58	5,53	1,05	0
NL	7	4	493.399 €	1.773.451	316.576	17,85	1,97	0,54	1,43	31
NO	7	3	184.239 €	326.571	42.198	12,92	2,39	1,22	1,17	39
PL	13	3	100.534 €	632.583	72.079	11,39	2,99	2,54	0,46	14
PT	4	1	50.412 €	282.750	5.945	2,10	0,94	0,83	0,11	7
RO	0	0	11.209 €	66.692	15.298	22,94	0,08	0,06	0,02	1
SK	2	2	3.217 €	13.845	172	1,24	0,66	0,00	0,66	0
SL	6	5	5.159 €	67.245	3.421	5,09	1,40	0,10	1,29	0
SV	13	3	484.766 €	1.622.227	443.002	27,31	2,46	1,22	1,24	66
UK	113	73	2.551.705 €	8.024.812	2.260.589	28,17	2,64	1,01	1,63	224
31 COUNTRIES	566	397	10.176.738 €	35.779.411	7.772.063	21,72	3,20	1,42	1,78	815
13 NMS - PL (*)	41	37	73.868 €	419.861	37.444	8,92	1,39	0,83	0,56	7

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	21 2014/15 Companies having published %EO Numbers	22 2014/15 Companies having Stock Options Numbers	23 2014/15 Companies having broad based plans Numbers	24 2014/15 Companies having EOwnership Numbers	25 2014/15 Companies having E Share Plans Numbers	26 2014/15 Companies having %EO>1% Numbers	27 2014/15 Companies having %EO>6% Numbers	28 2014/15 Companies having %EO>20% Numbers	29 2014/15 Companies having %EO>50% Numbers	30 May 2015 Stock capitalization million €
AT	8	11	18	34	25	20	12	9	3	84.159 €
BE	6	46	16	53	51	29	14	9	5	321.267 €
BG	0	0	1	7	1	2	2	2	1	642
CH	11	92	61	156	142	80	22	9	3	1.385.171 €
CY	1	3	2	3	3	1	1	1	1	2.006 €
CZ	0	6	26	30	31	25	24	24	24	24.712 €
DA	5	54	35	67	62	20	3	3	2	311.042 €
DE	13	133	88	192	174	90	41	31	12	1.537.378 €
EE	0	2	0	6	3	2	1	0	0	1.533 €
ES	5	35	81	149	119	92	88	80	71	688.175 €
FI	1	49	27	70	66	35	9	5	2	171.802 €
FR	262	226	291	347	349	291	184	150	124	1.801.207 €
GR	1	27	7	37	30	22	19	14	4	41.868 €
HR	0	3	3	7	8	3	2	2	1	11.926 €
HU	3	4	4	8	8	5	2	2	2	14.889 €
IE	0	30	17	35	32	21	7	3	2	147.466 €
IS	0	3	0	5	5	2	1	1	0	3.539 €
IT	8	94	48	166	136	90	70	61	47	554.451 €
LT	0	0	0	2	0	1	1	1	0	2.341 €
LU	0	9	2	11	11	7	6	4	3	79.827 €
LV	0	0	1	2	1	0	0	0	0	585
MT	0	3	3	5	5	2	1	1	1	2.724 €
NL	13	57	27	73	74	44	11	8	4	535.997 €
NO	8	58	55	93	84	49	12	7	3	233.040 €
PL	0	44	17	81	60	35	24	13	3	140.395 €
PT	1	12	5	26	15	9	4	4	1	56.680 €
RO	0	1	2	7	3	0	0	0	0	14.456 €
SK	0	0	2	3	3	2	2	2	2	2.797 €
SL	4	1	10	17	12	8	7	6	5	5.791 €
SV	12	110	55	154	130	75	25	12	4	540.412 €
UK	45	523	447	590	591	451	182	112	71	3.062.566 €
31 COUNTRIES	407	1.636	1.351	2.436	2.234	1.513	777	576	401	11.780.843 €
13 NMS - PL (*)	8	23	54	97	78	51	43	41	37	84.402 €

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	31 2014/15 Employees	32 2014/15 Employee owners	33 2014/15 Employee owners in % of employees	34 2014/15 Employees' stake	35 2014/15 Top Executives' stake	36 2014/15 Common employees' stake	37 2013/14 Companies having new share plans	38 2013/14 Companies having published %EO	39 2013/14 Companies having Stock Options	40 2013/14 Companies having broad based plans
	Numbers	Numbers	%	%	%	%	Numbers	Numbers	Numbers	Numbers
AT	503.904	98.533	19,55	5,07	2,74	2,33	8	9	11	17
BE	637.919	60.103	9,42	2,67	1,38	1,29	28	5	45	16
BG	18.993	192	1,01	9,03	8,73	0,31	0	0	0	1
CH	1.845.539	271.273	14,70	2,95	1,02	1,93	58	12	92	61
CY	10.399	1.665	16,01	1,55	1,46	0,09	0	1	3	2
CZ	67.624	6.206	9,18	0,23	0,06	0,17	3	0	5	26
DA	929.120	60.409	6,50	1,57	0,24	1,34	16	5	53	35
DE	5.637.976	765.341	13,57	1,80	0,82	0,98	65	14	132	84
EE	15.010	32	0,21	1,08	1,05	0,03	0	0	2	0
ES	1.924.311	172.935	8,99	2,10	1,19	0,91	18	5	35	80
FI	493.888	98.382	19,92	1,08	0,30	0,78	32	1	49	25
FR	8.058.570	2.937.500	36,45	5,63	1,63	4,00	130	261	224	285
GR	258.438	30.870	11,94	5,01	4,53	0,48	3	1	25	7
HR	60.148	2.352	3,91	2,91	2,52	0,39	0	0	3	3
HU	88.759	7.637	8,60	1,60	0,30	1,30	3	3	4	4
IE	270.001	19.511	7,23	1,37	0,75	0,62	12	0	29	16
IS	13.193	402	3,05	8,03	7,68	0,35	1	0	3	0
IT	1.861.512	175.537	9,43	4,19	3,47	0,72	22	8	92	46
LT	9.879	4	0,04	0,92	0,92	0,00	0	0	0	0
LU	95.322	4.684	4,91	24,45	24,39	0,07	4	0	7	0
LV	2.470	53	2,15	0,02	0,00	0,01	0	0	0	1
MT	6.454	2.099	32,52	3,54	2,51	1,03	0	0	3	3
NL	1.804.306	322.513	17,87	2,01	0,50	1,51	25	14	57	25
NO	331.588	43.347	13,07	1,78	0,68	1,10	34	7	56	52
PL	621.497	86.668	13,95	2,60	1,98	0,63	16	0	41	17
PT	276.596	6.429	2,32	1,03	0,91	0,12	6	2	12	5
RO	70.221	18.085	25,75	0,05	0,03	0,02	1	0	1	2
SK	14.096	182	1,29	0,80	0,00	0,80	1	0	0	2
SL	69.081	4.191	6,07	1,40	0,10	1,30	0	4	1	10
SV	1.615.865	432.509	26,77	2,18	0,96	1,21	64	11	106	53
UK	7.979.315	2.208.193	27,67	2,79	1,06	1,74	193	46	501	416
31 COUNTRIES	35.591.995	7.837.834	22,02	3,13	1,36	1,77	743	409	1.592	1.294
13 NMS - PL (*)	433.134	42.698	9,86	1,16	0,66	0,49	8	8	22	54

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	41 2013/14 Companies having EOwnership Numbers	42 2013/14 Companies having E Share Plans Numbers	43 2013/14 Companies having %EO>1% Numbers	44 2013/14 Companies having %EO>6% Numbers	45 2013/14 Companies having %EO>20% Numbers	46 2013/14 Companies having %EO>50% Numbers	47 May 2014 Stock capitalization million €	48 2013/14 Employees Numbers	49 2013/14 Employee owners Numbers	50 2013/14 Employee owners in % of employees %
AT	33	24	20	13	9	3	78.627 €	494.721	94.521	19,11
BE	53	50	30	15	9	5	249.980 €	639.665	63.395	9,91
BG	7	1	2	2	2	1	1.063 €	19.366	207	1,07
CH	154	141	85	22	10	4	1.123.783 €	1.815.851	271.273	14,94
CY	3	3	1	1	1	1	693 €	10.933	1.854	16,96
CZ	30	30	25	24	24	24	24.140 €	70.121	6.367	9,08
DA	67	61	18	5	4	3	244.820 €	933.927	67.771	7,26
DE	189	173	94	43	34	13	1.312.890 €	5.559.415	805.001	14,48
EE	6	3	2	1	0	0	1.421 €	14.632	34	0,23
ES	148	114	94	85	80	70	603.080 €	1.885.795	185.171	9,82
FI	69	63	32	8	5	2	149.513 €	545.618	106.363	19,49
FR	342	345	288	188	150	122	1.576.815 €	7.923.606	2.991.099	37,75
GR	37	28	21	18	13	3	62.076 €	267.497	33.037	12,35
HR	7	8	3	1	1	1	10.813 €	56.943	4.219	7,41
HU	8	8	5	2	2	2	12.351 €	90.914	7.976	8,77
IE	33	30	20	5	2	1	127.152 €	267.404	23.316	8,72
IS	5	5	2	1	1	0	2.531 €	12.616	480	3,81
IT	165	131	92	71	60	47	477.913 €	1.856.154	130.531	7,03
LT	2	0	1	1	1	0	2.079 €	11.104	5	0,05
LU	11	9	7	6	4	3	55.871 €	86.401	996	1,15
LV	2	1	0	0	0	0	599 €	2.540	73	2,87
MT	5	5	2	1	1	1	2.492 €	6.483	2.164	33,38
NL	71	69	44	11	9	4	439.174 €	1.834.330	329.217	17,95
NO	93	79	50	13	8	3	235.378 €	325.946	45.868	14,07
PL	81	56	36	25	13	3	125.657 €	611.949	105.144	17,18
PT	25	14	8	3	3	0	55.760 €	273.267	7.262	2,66
RO	7	3	0	0	0	0	14.346 €	72.679	24.072	33,12
SK	3	3	2	2	2	2	2.369 €	13.713	195	1,43
SL	17	12	9	7	6	5	5.221 €	69.450	4.922	7,09
SV	151	124	75	27	15	6	469.650 €	1.540.403	424.281	27,54
UK	580	569	441	182	119	76	2.590.258 €	7.913.147	2.146.025	27,12
31 COUNTRIES	2.404	2.162	1.509	783	588	405	10.058.514 €	35.226.588	7.882.840	22,38
13 NMS - PL (*)	97	77	52	42	40	37	77.587 €	438.878	52.089	11,87

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	51 2013/14 Employees' stake %	52 2013/14 Top Executives' stake %	53 2013/14 Common employees' stake %	54 2012/13 Companies having new share plans Numbers	55 2012/13 Companies having published %EO Numbers	56 2012/13 Companies having Stock Options Numbers	57 2012/13 Companies having broad based plans Numbers	58 2012/13 Companies having EOwnership Numbers	59 2012/13 Companies having E Share Plans Numbers	60 2012/13 Companies having %EO>1% Numbers
AT	5,20	2,82	2,38	7	9	11	17	32	23	20
BE	2,43	1,29	1,15	20	3	44	15	53	49	25
BG	7,46	7,27	0,19	0	0	0	1	7	1	2
CH	3,08	1,32	1,76	58	13	92	60	154	139	86
CY	5,15	4,94	0,21	0	1	3	2	3	3	2
CZ	0,24	0,06	0,18	2	0	5	25	30	30	25
DA	1,37	0,29	1,08	23	5	52	34	66	60	24
DE	1,81	0,75	1,06	68	14	129	81	187	165	96
EE	1,11	1,10	0,01	1	0	2	0	6	3	2
ES	2,23	1,26	0,97	16	5	34	80	147	113	93
FI	0,99	0,22	0,76	33	1	48	23	68	62	29
FR	5,65	1,63	4,03	149	253	222	279	339	338	284
GR	3,53	3,18	0,35	3	1	25	7	36	28	20
HR	3,10	2,59	0,51	0	0	3	3	6	8	3
HU	1,81	0,29	1,52	3	3	4	4	8	8	5
IE	1,09	0,61	0,48	6	0	29	16	33	29	20
IS	6,62	6,28	0,34	3	0	3	0	5	5	2
IT	4,61	3,91	0,70	25	8	91	44	164	129	92
LT	1,13	1,13	0,00	0	0	0	0	2	0	1
LU	14,04	13,89	0,15	2	0	6	0	11	8	7
LV	0,02	0,00	0,02	0	0	0	1	2	1	0
MT	2,99	2,09	0,90	1	0	3	3	5	5	2
NL	2,12	0,58	1,54	28	14	57	25	71	69	41
NO	1,64	0,59	1,05	39	7	55	49	90	75	45
PL	2,52	1,77	0,75	15	1	39	16	75	53	35
PT	0,78	0,67	0,11	8	1	12	5	24	13	8
RO	0,03	0,02	0,00	1	0	1	2	5	3	0
SK	0,95	0,00	0,95	0	0	0	2	3	3	2
SL	1,33	0,12	1,22	0	4	1	10	17	12	9
SV	2,12	0,89	1,23	56	12	103	51	147	121	72
UK	2,90	1,15	1,75	149	43	491	403	567	554	423
31 COUNTRIES	3,11	1,34	1,77	716	398	1.565	1.258	2.363	2.110	1.475
13 NMS - PL (*)	1,21	0,70	0,51	8	8	22	53	94	77	53

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	61 2012/13 Companies having %EO>6% Numbers	62 2012/13 Companies having %EO>20% Numbers	63 2012/13 Companies having %EO>50% Numbers	64 May 2013 Stock capitalization million €	65 2012/13 Employees Numbers	66 2012/13 Employee owners Numbers	67 2012/13 Employee owners in % of employees %	68 2012/13 Employees' stake %	69 2012/13 Top Executives' stake %	70 2012/13 Common employees' stake %
AT	11	7	2	74.322 €	489.193	99.589	20,36	4,67	2,16	2,51
BE	15	8	6	220.083 €	601.645	50.950	8,47	2,35	1,21	1,15
BG	2	2	1	792 €	17.903	216	1,21	6,60	6,36	0,25
CH	24	10	3	1.018.373 €	1.799.739	278.626	15,48	2,82	1,34	1,48
CY	1	1	1	475 €	14.511	2.082	14,35	5,41	5,18	0,23
CZ	24	24	24	24.480 €	77.426	5.958	7,69	0,23	0,05	0,17
DA	5	4	3	186.147 €	968.478	71.914	7,43	1,19	0,24	0,95
DE	48	33	13	1.136.325 €	5.491.383	847.994	15,44	1,85	0,72	1,14
EE	1	0	0	1.543 €	14.186	29	0,20	0,86	0,85	0,01
ES	86	78	70	457.900 €	1.893.461	207.988	10,98	2,79	1,54	1,25
FI	8	4	2	125.871 €	558.177	107.600	19,28	1,00	0,21	0,78
FR	188	150	120	1.342.943 €	7.944.130	3.111.268	39,16	5,36	1,55	3,81
GR	15	11	3	43.293 €	268.112	34.581	12,90	3,83	3,31	0,52
HR	1	1	1	13.094 €	58.765	6.475	11,02	2,66	1,70	0,96
HU	3	2	2	14.040 €	91.296	8.035	8,80	1,56	0,31	1,25
IE	6	3	1	94.268 €	262.039	25.087	9,57	1,42	0,85	0,58
IS	0	0	0	2.147 €	11.949	467	3,91	0,74	0,38	0,37
IT	73	62	49	387.568 €	1.841.865	141.145	7,66	5,93	5,10	0,84
LT	1	1	0	1.833 €	11.909	4	0,03	0,75	0,75	0,00
LU	7	4	3	41.801 €	85.472	933	1,09	6,14	6,03	0,11
LV	0	0	0	582 €	3.028	173	5,71	0,01	0,00	0,01
MT	1	1	1	2.431 €	6.438	2.204	34,23	1,99	1,12	0,87
NL	12	8	4	400.312 €	1.915.323	326.228	17,03	1,70	0,50	1,21
NO	12	7	2	213.524 €	325.539	48.779	14,98	1,45	0,51	0,94
PL	25	14	3	114.532 €	610.935	101.292	16,58	2,97	1,83	1,14
PT	4	3	0	46.692 €	266.797	15.543	5,83	0,69	0,59	0,10
RO	0	0	0	14.221 €	72.005	30.065	41,75	0,02	0,01	0,01
SK	2	2	2	2.290 €	13.892	201	1,45	0,98	0,00	0,98
SL	7	6	5	4.143 €	70.743	5.627	7,95	1,58	0,10	1,48
SV	27	14	3	425.477 €	1.526.376	485.468	31,81	1,76	0,58	1,18
UK	191	124	75	2.399.311 €	7.975.151	1.987.537	24,92	3,15	1,27	1,88
31 COUNTRIES	800	584	399	8.810.814 €	35.287.865	8.004.060	22,68	3,10	1,34	1,76
13 NMS - PL (*)	43	40	37	79.924 €	452.102	61.069	13,51	1,08	0,52	0,57

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	71 in 2011/12 Companies having new share plans Numbers	72 2011/12 Companies having %EO published Numbers	73 2011/12 Companies having Stock Options Numbers	74 2011/12 Companies having broad based plans Numbers	75 2011/12 Companies having EOwnership Numbers	76 2011/12 Companies having E Share Plans Numbers	77 2011/12 Companies having %EO>1% Numbers	78 2011/12 Companies having %EO>6% Numbers	79 2011/12 Companies having %EO>20% Numbers	80 2011/12 Companies having %EO>50% Numbers
AT	9	7	11	17	29	23	21	11	6	1
BE	22	4	44	14	50	48	24	15	8	6
BG	0	0	0	1	6	1	2	2	2	1
CH	56	12	92	59	154	137	83	26	10	3
CY	0	1	3	2	3	3	2	1	1	1
CZ	3	0	5	25	31	30	25	24	24	24
DA	27	5	51	34	65	60	23	5	4	3
DE	68	14	129	79	189	165	96	47	33	13
EE	1	0	2	0	4	2	2	1	0	0
ES	16	6	33	80	143	110	93	84	77	70
FI	28	1	48	21	67	61	29	8	4	2
FR	147	249	221	273	335	335	279	180	150	119
GR	4	1	25	7	34	28	20	15	11	3
HR	1	0	3	3	7	7	2	1	1	1
HU	2	3	4	4	8	8	5	3	2	2
IE	6	0	29	16	33	29	20	6	3	1
IS	2	0	3	0	4	4	2	0	0	0
IT	31	9	91	44	163	127	94	74	64	50
LT	0	0	0	0	4	0	1	1	1	0
LU	3	0	6	0	10	8	7	6	4	3
LV	0	0	0	1	1	1	0	0	0	0
MT	2	0	3	3	5	5	3	1	1	1
NL	29	14	57	25	69	68	38	12	8	4
NO	29	7	55	49	88	75	38	11	8	2
PL	15	1	37	16	76	52	38	28	16	5
PT	4	1	12	5	25	12	7	3	2	0
RO	1	0	1	2	3	3	0	0	0	0
SK	0	0	0	2	2	3	2	2	2	2
SL	1	3	1	10	17	12	9	7	6	5
SV	58	12	102	49	139	118	65	26	12	3
UK	173	46	482	398	558	543	391	191	124	74
31 COUNTRIES	738	396	1.550	1.239	2.322	2.078	1.421	791	584	399
13 NMS - PL (*)	11	7	22	53	91	75	53	43	40	37

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	81 May 2012 Stock capitalization million €	82 2011/12 Employees Numbers	83 2011/12 Employee owners Numbers	84 2011/12 Employee owners in % of employees %	85 2011/12 Employees' stake %	86 2011/12 Top Executives' stake %	87 2011/12 Common employees' stake %	88 in 2010/11 Companies having new share plans Numbers	89 2010/11 Companies having %EO published Numbers	90 2010/11 Companies having Stock Options Numbers
AT	59.116 €	489.625	102.367	20,91	4,48	2,34	2,14	7	6	11
BE	164.762 €	627.264	57.256	9,13	2,15	1,07	1,09	24	4	44
BG	952 €	16.805	219	1,30	7,80	7,58	0,22	0	0	0
CH	783.380 €	1.755.038	279.230	15,91	2,52	1,27	1,25	57	13	92
CY	706 €	15.967	2.139	13,40	5,22	4,99	0,23	0	1	3
CZ	28.563 €	79.235	5.951	7,51	0,21	0,05	0,16	2	0	4
DA	150.664 €	965.254	72.069	7,47	1,22	0,32	0,90	28	5	50
DE	914.239 €	5.349.574	893.191	16,70	1,84	0,78	1,06	61	14	128
EE	1.173 €	13.731	28	0,20	0,86	0,85	0,01	0	0	2
ES	339.083 €	2.024.078	211.727	10,46	3,14	1,53	1,61	17	6	32
FI	101.911 €	588.477	115.701	19,66	1,00	0,22	0,78	32	1	48
FR	1.041.092 €	7.682.032	3.219.427	41,91	5,17	1,50	3,67	155	245	221
GR	17.452 €	273.504	35.788	13,09	3,90	3,32	0,58	7	1	25
HR	11.677 €	60.565	8.735	14,42	2,84	1,50	1,34	0	0	3
HU	13.228 €	89.168	7.850	8,80	1,61	0,52	1,09	3	3	4
IE	78.507 €	256.136	26.795	10,46	1,15	0,73	0,42	7	2	29
IS	1.953 €	11.329	486	4,29	0,70	0,39	0,31	2	0	3
IT	313.386 €	1.824.560	158.339	8,68	5,73	4,68	1,05	34	10	89
LT	1.622 €	11.987	8	0,07	0,71	0,71	0,00	0	0	0
LU	38.029 €	84.746	743	0,88	6,45	6,44	0,02	1	0	6
LV	587 €	3.357	200	5,96	0,01	0,00	0,01	0	0	0
MT	2.130 €	6.430	2.305	35,85	1,48	0,64	0,84	0	0	3
NL	323.299 €	1.906.516	342.524	17,97	1,75	0,56	1,19	33	11	56
NO	189.135 €	325.940	51.952	15,94	1,27	0,37	0,90	39	6	53
PL	94.451 €	631.073	121.394	19,24	3,09	1,78	1,31	15	5	33
PT	36.592 €	254.016	15.220	5,99	0,57	0,51	0,06	4	1	12
RO	13.158 €	74.277	61.057	82,20	0,01	0,01	0,01	2	0	1
SK	2.281 €	13.501	199	1,48	1,04	0,00	1,04	0	0	0
SL	3.773 €	70.696	6.314	8,93	1,89	0,08	1,81	1	3	1
SV	336.426 €	1.472.797	468.491	31,81	1,60	0,56	1,03	55	12	101
UK	2.025.828 €	7.820.155	1.985.403	25,39	2,65	1,16	1,49	178	40	470
31 COUNTRIES	7.089.154 €	34.797.833	8.253.107	23,72	2,86	1,27	1,59	764	389	1.524
13 NMS - PL (*)	79.849 €	455.719	95.005	20,85	1,08	0,51	0,58	8	7	21

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	91 2010/11 Companies having broad based plans Numbers	92 2010/11 Companies having EOwnership Numbers	93 2010/11 Companies having E Share Plans Numbers	94 2010/11 Companies having %EO>1% Numbers	95 2010/11 Companies having %EO>6% Numbers	96 2010/11 Companies having %EO>20% Numbers	97 2010/11 Companies having %EO>50% Numbers	98 May 2011 Stock capitalization million €	99 2010/11 Employees Numbers	100 2010/11 Employee owners Numbers
AT	16	28	22	18	11	6	1	80.701 €	483.975	97.283
BE	14	49	48	25	15	8	6	172.975 €	617.887	83.105
BG	1	6	1	2	2	2	1	1.184 €	17.513	218
CH	59	153	133	81	32	10	2	882.284 €	1.623.289	278.249
CY	2	3	3	2	1	1	1	2.291 €	16.651	2.218
CZ	25	30	29	25	24	24	24	38.966 €	81.882	6.054
DA	34	65	59	25	6	5	2	166.057 €	935.901	75.611
DE	78	186	162	99	51	36	17	1.025.672 €	5.146.786	952.015
EE	0	4	2	2	1	0	0	1.336 €	13.593	31
ES	77	142	108	94	84	77	71	485.413 €	1.900.045	218.871
FI	21	67	61	32	8	4	2	141.938 €	565.001	124.936
FR	272	333	333	279	177	151	118	1.302.807 €	7.353.925	3.197.733
GR	7	34	28	21	17	10	3	40.290 €	289.656	39.574
HR	3	7	7	2	1	1	1	13.937 €	61.536	10.965
HU	4	8	8	5	3	2	2	20.526 €	86.227	7.644
IE	16	33	29	20	6	3	1	41.418 €	262.726	29.888
IS	0	3	3	0	0	0	0	1.593 €	10.592	490
IT	43	161	125	93	74	63	48	428.190 €	1.812.389	179.422
LT	0	4	0	1	1	0	0	1.928 €	12.554	9
LU	0	10	7	7	5	4	3	42.937 €	78.652	652
LV	1	1	1	0	0	0	0	646	2.967	220
MT	3	5	4	3	1	1	1	2.337 €	6.504	2.305
NL	25	65	66	37	13	10	4	353.767 €	1.799.592	359.134
NO	47	87	71	36	11	8	3	196.955 €	306.864	58.533
PL	14	74	47	39	28	16	5	95.421 €	623.624	99.559
PT	5	25	12	6	3	3	0	49.255 €	262.871	15.112
RO	2	3	3	0	0	0	0	15.799 €	79.199	61.395
SK	2	2	3	2	2	2	2	2.680 €	12.979	290
SL	10	17	11	9	7	6	5	4.696 €	70.242	7.101
SV	49	138	116	68	27	12	5	386.736 €	1.365.289	467.026
UK	379	543	522	373	178	115	69	2.058.018 €	7.660.454	2.021.471
31 COUNTRIES	1.209	2.286	2.024	1.406	789	580	397	8.058.750 €	33.561.355	8.397.115
13 NMS - PL (*)	53	90	72	53	43	39	37	106.326 €	461.837	98.450

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	101 2010/11 Employee owners in % of employees %	102 2010/11 Employees' stake %	103 2010/11 Top Executives' stake %	104 2010/11 Common employees' stake %	105 in 2009/10 Companies having new share plans Numbers	106 2009/10 Companies having %EO published Numbers	107 2009/10 Companies having Stock Options Numbers	108 2009/10 Companies having broad based plans Numbers	109 2009/10 Companies having EOwnership Numbers	110 2009/10 Companies having E Share Plans Numbers
AT	20,10	4,15	1,86	2,29	9	8	11	16	28	22
BE	13,45	2,13	1,08	1,05	20	6	44	15	48	48
BG	1,24	6,65	6,48	0,17	0	0	0	1	6	1
CH	17,14	2,62	1,15	1,47	56	12	91	59	152	130
CY	13,32	2,54	2,13	0,41	0	1	3	2	3	3
CZ	7,39	0,20	0,09	0,11	1	0	4	25	29	29
DA	8,08	1,00	0,20	0,79	21	5	49	33	64	58
DE	18,50	2,03	0,90	1,13	52	17	126	78	184	159
EE	0,23	1,02	1,00	0,02	1	0	2	0	4	2
ES	11,52	2,96	1,69	1,27	13	6	32	77	142	108
FI	22,11	1,07	0,19	0,88	33	1	48	20	67	61
FR	43,48	5,30	1,50	3,80	142	251	218	268	328	326
GR	13,66	4,03	3,43	0,59	9	1	25	7	34	28
HR	17,82	3,52	1,77	1,75	0	0	3	3	7	7
HU	8,86	1,43	0,61	0,83	2	5	4	4	8	8
IE	11,38	2,23	1,41	0,82	6	2	29	16	33	29
IS	4,63	0,47	0,25	0,22	0	0	2	0	3	2
IT	9,90	4,21	3,42	0,79	25	10	87	41	161	122
LT	0,07	0,68	0,68	0,00	0	0	0	0	4	0
LU	0,83	5,80	5,78	0,01	0	0	5	0	10	6
LV	7,44	0,02	0,00	0,02	0	0	0	1	1	1
MT	35,44	1,47	0,56	0,91	0	0	3	3	5	4
NL	19,96	1,66	0,60	1,06	26	11	53	25	65	63
NO	19,07	1,52	0,70	0,82	40	6	52	46	85	69
PL	15,96	2,69	0,87	1,81	13	3	31	12	71	44
PT	5,75	0,63	0,55	0,08	3	1	12	5	25	12
RO	77,52	0,02	0,01	0,01	0	0	1	0	2	1
SK	2,23	0,87	0,00	0,87	0	0	0	2	2	3
SL	10,11	1,43	0,10	1,33	0	4	1	10	17	11
SV	34,21	1,73	0,84	0,89	44	13	99	47	138	113
UK	26,39	2,88	1,36	1,52	171	37	462	373	537	512
31 COUNTRIES	25,02	2,97	1,32	1,65	687	400	1.497	1.189	2.263	1.982
13 NMS - PL (*)	21,32	1,09	0,54	0,54	4	10	21	51	88	70

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	111 2009/10 Companies having %EO>1% Numbers	112 2009/10 Companies having %EO>6% Numbers	113 2009/10 Companies having %EO>20% Numbers	114 2009/10 Companies having %EO>50% Numbers	115 May 2010 Stock capitalization million €	116 2009/10 Employees Numbers	117 2009/10 Employee owners Numbers	118 2009/10 Employee owners in % of employees %	119 2009/10 Employees' stake %	120 2009/10 Top Executives' stake %
AT	18	11	6	2	66.046 €	477.785	101.390	21,22	4,28	1,76
BE	24	15	8	6	154.290 €	617.528	97.571	15,80	2,34	1,15
BG	2	2	2	1	897 €	16.009	221	1,38	7,67	7,44
CH	78	30	9	2	728.632 €	1.560.498	291.160	18,66	2,68	1,09
CY	3	1	1	1	2.634 €	17.008	12.231	71,91	7,16	2,00
CZ	24	24	24	24	35.168 €	85.509	6.622	7,74	0,24	0,10
DA	23	5	4	2	145.101 €	905.663	69.036	7,62	0,75	0,15
DE	101	51	35	18	850.595 €	5.046.379	1.023.173	20,28	2,03	0,90
EE	1	0	0	0	1.212 €	14.157	9	0,06	0,29	0,29
ES	88	80	75	69	409.529 €	1.794.875	186.745	10,40	3,22	1,77
FI	32	10	4	2	127.379 €	557.066	127.957	22,97	1,32	0,20
FR	273	176	151	118	1.128.288 €	7.162.495	3.169.599	44,25	5,18	1,49
GR	16	13	7	2	45.651 €	304.244	41.702	13,71	3,28	2,66
HR	3	2	2	1	10.597 €	61.046	13.245	21,70	3,56	1,36
HU	6	3	2	2	19.326 €	88.976	6.546	7,36	1,54	0,70
IE	18	7	3	1	38.977 €	265.630	33.238	12,51	2,49	1,61
IS	0	0	0	0	1.150 €	11.235	530	4,72	0,40	0,21
IT	95	75	64	47	382.802 €	1.805.972	186.371	10,32	3,02	2,17
LT	1	1	0	0	2.338 €	12.839	11	0,09	0,28	0,28
LU	6	4	3	2	35.786 €	64.854	333	0,51	7,03	7,00
LV	0	0	0	0	542 €	3.969	270	6,80	0,02	0,00
MT	2	1	1	1	2.532 €	6.753	2.304	34,12	6,24	5,40
NL	37	13	10	4	303.110 €	1.851.522	300.525	16,23	1,73	0,62
NO	37	14	9	3	166.460 €	308.326	62.044	20,12	1,64	0,91
PL	37	27	15	5	110.459 €	615.616	92.386	15,01	2,51	1,48
PT	7	3	3	0	44.550 €	252.712	14.520	5,75	0,97	0,86
RO	0	0	0	0	13.199 €	83.895	67	0,08	0,01	0,01
SK	2	2	2	2	2.420 €	12.585	303	2,41	0,84	0,00
SL	9	9	6	5	6.060 €	71.310	7.684	10,78	1,44	0,14
SV	68	27	11	4	304.518 €	1.322.604	414.178	31,32	1,65	0,77
UK	371	180	116	68	1.800.031 €	7.611.999	2.070.591	27,20	2,75	1,28
31 COUNTRIES	1.382	786	573	392	6.940.278 €	33.011.060	8.332.561	25,24	2,90	1,26
13 NMS - PL (*)	53	45	40	37	96.924 €	474.056	49.513	10,44	1,34	0,61

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	121 2009/10 Common employees' stake %	122 in 2008/9 Companies having new share plans Numbers	123 2008/9 Companies having %EO published Numbers	124 2008/9 Companies having Stock Options Numbers	125 2008/9 Companies having broad based plans Numbers	126 2008/9 Companies having EOwnership Numbers	127 2008/9 Companies having E Share Plans Numbers	128 2008/9 Companies having %EO>1% Numbers	129 2008/9 Companies having %EO>6% Numbers	130 2008/9 Companies having %EO>20% Numbers
AT	2,52	8	8	11	16	28	22	18	11	6
BE	1,19	25	6	44	15	48	48	22	15	9
BG	0,22	0	0	0	1	6	1	2	2	2
CH	1,59	51	12	90	58	151	127	73	29	9
CY	5,16	1	1	3	2	3	3	3	1	1
CZ	0,14	2	0	3	25	29	28	24	24	24
DA	0,60	30	9	49	33	64	58	26	5	4
DE	1,13	63	16	125	78	181	155	106	55	36
EE	0,00	0	0	2	0	4	2	2	0	0
ES	1,46	18	6	30	77	142	107	91	81	76
FI	1,12	27	1	48	20	66	60	38	9	4
FR	3,69	146	250	215	262	326	324	273	179	154
GR	0,63	10	1	24	7	34	27	17	13	8
HR	2,20	2	0	3	3	7	7	3	2	2
HU	0,84	1	5	4	5	8	8	6	3	2
IE	0,88	11	2	29	16	33	29	20	8	4
IS	0,19	2	0	2	0	3	2	1	1	0
IT	0,86	25	11	87	41	161	122	97	74	66
LT	0,00	0	0	0	0	4	0	1	1	0
LU	0,02	1	0	5	0	9	6	6	4	4
LV	0,02	0	0	0	1	1	1	0	0	0
MT	0,84	0	0	3	3	5	4	2	1	1
NL	1,11	29	10	53	25	63	63	38	13	10
NO	0,72	36	5	52	43	85	69	42	15	9
PL	1,03	12	2	31	11	70	43	36	27	15
PT	0,11	4	1	12	5	25	12	7	3	3
RO	0,00	0	0	1	0	2	1	0	0	0
SK	0,84	0	0	0	2	2	3	2	2	2
SL	1,30	0	4	1	9	17	11	9	9	6
SV	0,88	54	11	96	46	137	110	73	29	12
UK	1,46	175	37	461	368	535	509	395	183	120
31 COUNTRIES	1,64	733	398	1.484	1.172	2.249	1.962	1.433	799	589
13 NMS - PL (*)	0,73	6	10	20	51	88	69	54	45	40

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	131 2008/9 Companies having %EO>50%	132 May 2009 Stock capitalization	133 2008/9 Employees	134 2008/9 Employee owners	135 2008/9 Employee owners in % of employees	136 2008/9 Employees' stake	137 2008/9 Top Executives' stake	138 2008/9 Common employees' stake	139 in 2007/8 Companies having new share plans	140 2007/8 Companies having %EO published
	Numbers	million €	Numbers	Numbers	%	%	%	%	Numbers	Numbers
AT	1	53.516 €	498.055	98.415	19,76	3,87	1,37	2,50	4	9
BE	7	114.497 €	654.089	108.450	16,58	2,30	1,06	1,24	27	6
BG	1	1.005 €	15.048	225	1,50	4,98	4,78	0,20	0	0
CH	2	564.091 €	1.600.107	312.088	19,50	2,10	0,83	1,27	40	9
CY	1	2.921 €	16.800	12.255	72,95	7,84	2,90	4,93	0	1
CZ	24	30.721 €	81.738	6.675	8,17	0,21	0,06	0,15	2	0
DA	2	105.070 €	914.748	71.842	7,85	0,83	0,19	0,64	32	8
DE	19	695.835 €	5.118.993	991.212	19,36	2,09	0,89	1,20	62	16
EE	0	660 €	16.286	9	0,06	0,48	0,48	0,00	2	0
ES	69	414.922 €	1.782.288	177.204	9,94	3,34	1,79	1,56	17	8
FI	2	117.554 €	599.558	154.659	25,80	1,70	0,30	1,40	29	1
FR	116	989.795 €	7.228.755	2.967.358	41,05	5,35	1,61	3,74	169	245
GR	3	57.820 €	296.738	44.730	15,07	2,94	2,40	0,54	11	1
HR	1	8.748 €	61.774	15.485	25,07	3,74	1,58	2,16	2	0
HU	2	12.490 €	71.649	6.394	8,92	1,75	0,76	0,99	1	4
IE	1	30.715 €	287.390	34.632	12,05	2,78	1,83	0,95	15	1
IS	0	757 €	10.536	560	5,32	3,11	2,83	0,28	3	0
IT	47	344.603 €	1.827.789	199.540	10,92	2,84	1,94	0,90	34	10
LT	0	1.344 €	13.459	14	0,10	0,25	0,25	0,00	0	0
LU	3	22.030 €	64.232	358	0,56	2,81	2,78	0,03	1	0
LV	0	479 €	4.561	300	6,58	0,03	0,00	0,03	0	0
MT	1	1.985 €	7.345	2.304	31,37	1,23	0,58	0,65	1	0
NL	5	229.663 €	1.984.766	291.431	14,68	1,60	0,52	1,08	34	11
NO	2	122.939 €	314.006	63.552	20,24	1,35	0,79	0,56	33	5
PL	7	74.957 €	625.719	66.624	10,65	2,84	1,31	1,53	15	2
PT	0	45.695 €	249.430	14.835	5,95	1,11	0,98	0,13	4	1
RO	0	10.485 €	89.567	28	0,03	0,01	0,01	0,00	0	0
SK	2	1.897 €	13.357	426	3,19	1,07	0,00	1,07	0	0
SL	5	6.555 €	72.188	8.053	11,16	1,68	0,16	1,52	1	4
SV	3	202.101 €	1.373.000	409.471	29,82	1,47	0,55	0,93	59	9
UK	69	1.370.438 €	7.752.479	2.069.941	26,70	2,96	1,29	1,67	230	36
31 COUNTRIES	395	5.636.289 €	33.646.451	8.129.071	24,16	2,95	1,22	1,73	828	387
13 NMS - PL (*)	37	79.291 €	463.772	52.167	11,25	1,33	0,52	0,81	9	9

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	141 2007/8 Companies having Stock Options Numbers	142 2007/8 Companies having broad based plans Numbers	143 2007/8 Companies having EOwnership Numbers	144 2007/8 Companies having E Share Plans Numbers	145 2007/8 Companies having %EO>1% Numbers	146 2007/8 Companies having %EO>6% Numbers	147 2007/8 Companies having %EO>20% Numbers	148 2007/8 Companies having %EO>50% Numbers	149 May 2008 Stock capitalization million €	150 2007/8 Employees Numbers
AT	11	16	23	21	18	10	6	2	103.370 €	460.274
BE	41	15	47	45	26	15	9	7	197.474 €	649.021
BG	0	1	3	1	2	2	2	1	2.877 €	14.473
CH	90	58	141	125	76	27	9	1	715.840 €	1.542.876
CY	3	2	3	3	3	2	1	0	6.197 €	11.351
CZ	3	25	26	29	24	24	24	24	53.472 €	83.025
DA	47	32	60	56	28	5	3	2	164.574 €	850.158
DE	124	74	170	151	101	54	34	20	1.096.808 €	4.927.671
EE	2	0	4	2	2	0	0	0	1.532 €	15.317
ES	27	77	130	103	93	81	76	69	601.978 €	1.688.271
FI	48	19	66	56	37	9	4	2	206.192 €	574.562
FR	213	261	318	320	270	175	151	118	1.450.011 €	6.931.650
GR	22	6	33	25	16	11	8	2	112.609 €	286.882
HR	3	3	8	7	3	3	2	1	12.033 €	58.978
HU	4	5	8	8	6	3	2	2	24.824 €	71.920
IE	29	16	33	29	23	8	4	1	65.153 €	282.503
IS	2	0	3	2	2	1	0	0	1.166 €	9.106
IT	85	40	148	119	98	74	65	50	482.252 €	1.763.349
LT	0	0	4	0	1	1	0	0	3.213 €	14.112
LU	4	0	9	5	6	5	4	3	44.841 €	60.493
LV	0	1	1	1	0	0	0	0	1.027 €	4.139
MT	3	3	5	4	2	1	1	1	3.088 €	6.921
NL	54	25	65	64	41	14	10	5	464.459 €	2.026.450
NO	50	40	77	67	40	16	7	1	208.660 €	300.832
PL	28	9	49	38	31	26	14	6	128.584 €	579.899
PT	10	4	19	10	10	4	1	0	61.610 €	221.102
RO	1	0	2	1	0	0	0	0	20.158 €	82.348
SK	0	2	2	3	2	2	2	2	3.267 €	13.602
SL	1	9	17	10	9	9	6	6	12.345 €	69.690
SV	89	43	131	103	69	27	14	4	309.034 €	1.327.472
UK	456	350	528	497	390	177	117	66	2.016.666 €	7.497.266
31 COUNTRIES	1.450	1.136	2.133	1.905	1.429	786	576	396	8.575.314 €	32.425.713
13 NMS - PL (*)	20	51	83	69	54	47	40	37	144.034 €	445.877

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	151 2007/8 Employee owners Numbers	152 2007/8 Employee owners in % of employees %	153 2007/8 Employees' stake %	154 2007/8 Top Executives' stake %	155 2007/8 Common employees' stake %	156 in 2006/7 Companies having new share plans Numbers	157 2006/7 Companies having %EO published Numbers	158 2006/7 Companies having Stock Options Numbers	159 2006/7 Companies having broad based plans Numbers	160 2006/7 Companies having EOwnership Numbers
AT	103.298	22,44	3,61	0,85	2,77	9	10	12	15	24
BE	124.642	19,20	2,28	0,68	1,59	16	7	40	14	43
BG	230	1,59	0,28	0,28	0,00	0	1	0	1	3
CH	305.720	19,81	2,34	1,03	1,32	33	9	88	57	138
CY	7.700	67,84	8,15	1,64	6,51	1	0	3	2	3
CZ	6.851	8,25	0,13	0,03	0,10	2	0	2	25	26
DA	63.693	7,49	0,87	0,28	0,59	26	9	44	27	55
DE	965.619	19,60	1,99	0,83	1,17	47	16	120	70	161
EE	9	0,06	0,40	0,40	0,00	0	0	0	0	3
ES	185.376	10,98	2,96	1,75	1,21	16	11	25	75	127
FI	151.320	26,34	1,71	0,23	1,47	27	2	48	19	65
FR	2.818.327	40,66	5,04	1,52	3,52	113	246	208	255	307
GR	45.927	16,01	2,50	1,93	0,56	7	1	20	5	30
HR	12.564	21,30	3,12	1,24	1,88	1	0	3	2	6
HU	6.575	9,14	1,64	0,79	0,86	2	4	4	5	8
IE	35.393	12,53	3,07	1,96	1,12	9	1	28	15	31
IS	652	7,16	2,79	2,20	0,59	2	1	2	0	3
IT	199.910	11,34	2,62	1,89	0,73	37	10	81	38	141
LT	19	0,13	0,26	0,26	0,00	0	0	0	0	4
LU	266	0,44	1,74	1,69	0,05	1	0	3	0	8
LV	300	7,25	0,04	0,00	0,04	0	0	0	1	1
MT	2.216	32,02	1,07	0,36	0,71	1	0	3	3	5
NL	301.249	14,87	1,75	0,56	1,19	21	13	53	25	64
NO	58.523	19,45	1,59	1,02	0,57	24	5	43	37	72
PL	12.748	2,20	2,49	1,54	0,95	15	2	24	8	41
PT	14.016	6,34	1,67	1,25	0,42	2	1	10	4	19
RO	4	0,00	0,01	0,01	0,00	1	0	1	0	2
SK	762	5,60	0,59	0,00	0,59	0	0	0	2	2
SL	8.132	11,67	1,97	0,14	1,82	0	4	0	9	17
SV	415.039	31,27	1,67	0,77	0,90	33	6	82	40	127
UK	2.086.202	27,83	2,84	1,32	1,52	175	38	446	333	519
31 COUNTRIES	7.933.282	24,47	2,81	1,20	1,61	621	397	1.393	1.087	2.055
13 NMS - PL (*)	45.362	10,17	1,17	0,40	0,77	8	9	16	50	80

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	161 2006/7 Companies having E Share Plans Numbers	162 2006/7 Companies having %EO>1% Numbers	163 2006/7 Companies having %EO>6% Numbers	164 2006/7 Companies having %EO>20% Numbers	165 2006/7 Companies having %EO>50% Numbers	166 May 2007 Stock capitalization million €	167 2006/7 Employees Numbers	168 2006/7 Employee owners Numbers	169 2006/7 Employee owners in % of employees %	170 2006/7 Employees' stake %
AT	21	18	9	6	2	117.448 €	413.413	106.357	25,73	2,92
BE	43	23	14	10	6	235.754 €	623.706	113.940	18,27	2,27
BG	1	2	2	2	1	2.903 €	12.679	226	1,78	4,29
CH	120	70	27	10	2	867.260 €	1.461.870	292.115	19,98	2,16
CY	3	3	2	1	0	8.090 €	9.384	7.055	75,18	7,44
CZ	28	24	24	24	24	41.956 €	87.203	6.963	7,98	0,12
DA	52	29	5	3	2	172.009 €	764.531	47.668	6,23	0,89
DE	149	102	53	34	21	1.200.918 €	4.912.998	1.027.872	20,92	1,83
EE	0	2	0	0	0	2.473 €	12.575	17	0,14	1,98
ES	99	87	79	74	67	659.946 €	1.528.244	126.264	8,26	2,82
FI	54	39	9	5	2	207.573 €	509.295	132.938	26,10	1,47
FR	310	258	173	148	112	1.725.045 €	6.534.584	2.523.168	38,61	5,08
GR	22	15	12	7	2	117.387 €	232.294	42.007	18,08	2,97
HR	6	2	2	2	1	22.004 €	59.945	1.202	2,00	1,16
HU	8	6	3	2	2	27.927 €	68.090	6.350	9,33	1,71
IE	28	20	9	4	1	102.969 €	264.867	37.036	13,98	3,20
IS	2	2	1	0	0	1.171 €	9.130	809	8,86	3,73
IT	113	99	76	67	53	590.636 €	1.609.229	179.173	11,13	2,89
LT	0	1	1	0	0	2.974 €	14.325	16	0,11	0,26
LU	3	6	5	4	3	42.293 €	56.007	479	0,85	1,85
LV	1	0	0	0	0	1.302 €	4.310	400	9,28	0,05
MT	4	3	1	1	1	3.536 €	6.197	3.192	51,51	1,46
NL	62	37	15	10	5	536.172 €	1.939.311	366.149	18,88	1,71
NO	60	39	18	7	2	204.032 €	285.213	57.319	20,10	1,31
PL	30	32	25	13	7	141.086 €	521.813	43.679	8,37	2,29
PT	9	10	5	1	0	65.930 €	199.640	14.444	7,23	1,66
RO	1	0	0	0	0	22.186 €	90.475	8	0,01	0,02
SK	3	2	2	2	2	2.883 €	12.226	762	6,23	0,67
SL	8	9	8	5	5	12.839 €	64.434	8.124	12,61	2,03
SV	93	69	29	13	5	364.906 €	1.221.686	371.983	30,45	1,74
UK	486	378	184	120	69	2.622.548 €	7.068.919	2.015.254	28,51	2,49
31 COUNTRIES	1.819	1.387	793	575	397	10.126.157 €	30.598.592	7.532.968	24,62	2,71
13 NMS - PL (*)	63	54	45	39	36	151.074 €	441.843	34.315	7,77	1,26

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	171 2006/7 Top Executives' stake %	172 2006/7 Common employees' stake %	173 2005/6 Companies having %EO published Numbers	174 2005/6 Companies having Stock Options Numbers	175 2005/6 Companies having broad based plans Numbers	176 2005/6 Companies having EOwnership Numbers	177 2005/6 Companies having E Share Plans Numbers	178 2005/6 Companies having %EO>1% Numbers	179 2005/6 Companies having %EO>6% Numbers	180 2005/6 Companies having %EO>20% Numbers
AT	0,70	2,22	9	12	11	20	18	12	8	5
BE	0,58	1,69	6	38	12	40	41	21	13	11
BG	4,14	0,15	1	0	1	3	1	2	2	2
CH	0,80	1,36	9	84	49	139	117	60	25	9
CY	0,87	6,58	1	3	2	2	3	2	1	1
CZ	0,02	0,10	0	2	25	25	28	24	24	24
DA	0,26	0,63	9	40	24	53	48	22	5	3
DE	0,74	1,09	13	109	65	154	137	82	42	27
EE	1,78	0,21	0	0	0	3	0	1	0	0
ES	1,76	1,07	19	22	71	117	91	85	77	72
FI	0,26	1,21	1	45	12	63	50	36	11	5
FR	1,47	3,61	238	201	240	285	301	248	162	134
GR	2,54	0,43	1	19	5	26	20	14	11	5
HR	0,88	0,28	0	4	2	6	6	2	2	2
HU	1,03	0,68	5	4	5	8	8	5	3	3
IE	2,15	1,05	1	27	15	30	27	15	9	5
IS	2,82	0,91	0	2	0	2	2	2	1	0
IT	2,26	0,63	11	76	37	138	106	96	78	66
LT	0,26	0,00	0	0	0	3	0	1	1	1
LU	1,78	0,06	0	3	0	9	3	6	5	4
LV	0,00	0,05	0	0	0	1	1	0	0	0
MT	0,34	1,12	0	3	3	5	4	3	1	1
NL	0,67	1,03	12	51	24	63	59	30	15	9
NO	0,63	0,68	6	38	36	67	54	32	15	8
PL	1,44	0,85	2	18	7	35	22	26	20	12
PT	0,91	0,75	1	10	4	16	9	8	5	1
RO	0,02	0,00	0	0	0	2	0	0	0	0
SK	0,00	0,67	0	0	2	2	3	2	2	2
SL	0,45	1,58	4	0	9	17	8	9	9	6
SV	0,91	0,82	5	79	37	119	91	63	28	12
UK	1,15	1,34	37	430	325	506	465	349	176	117
31 COUNTRIES	1,16	1,56	391	1.320	1.023	1.959	1.723	1.258	751	547
13 NMS - PL (*)	0,53	0,73	11	16	49	77	62	51	45	42

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	181 2005/6 Companies having %EO>50% Numbers	182 May 2006 Stock capitalization million €	183 2005/6 Employees Numbers	184 2005/6 Employees' stake Numbers	185 2015/16 Listed companies Numbers	186 2015/16 Listed companies Average date of first Empl. Share Plan Year	187 2015/16 Listed companies Companies having published %EO Numbers	188 2015/16 Listed companies Companies having Stock Options Numbers	189 2015/16 Listed companies Companies having broad based plans Numbers	190 2015/16 Listed companies Companies having EOwnership Numbers
AT	2	74.163 €	331.397	1,81	39	2.003	8	11	18	33
BE	6	192.119 €	591.153	2,09	58	2.000	4	47	17	53
BG	1	1.863 €	11.465	5,53	6	0	0	0	0	6
CH	2	773.498 €	1.322.434	1,90	163	2.001	10	93	62	157
CY	0	4.664 €	8.945	1,74	3	2.000	1	3	2	3
CZ	24	35.775 €	92.136	0,12	9	2.008	0	6	2	6
DA	2	135.256 €	623.191	0,74	70	2.003	4	55	35	68
DE	16	946.806 €	4.558.247	1,38	219	2.001	9	134	85	192
EE	0	1.441 €	7.991	0,46	6	2.008	0	2	0	6
ES	68	527.961 €	1.384.941	2,59	98	2.006	4	35	17	85
FI	3	179.092 €	493.358	1,41	71	2.003	1	49	28	71
FR	100	1.388.362 €	6.123.119	4,74	266	1.998	181	225	203	254
GR	2	100.703 €	217.765	2,12	48	2.005	1	27	7	37
HR	1	14.031 €	59.533	1,29	14	2.005	0	3	4	8
HU	2	25.571 €	54.593	1,77	6	1.999	3	4	2	6
IE	1	83.577 €	234.404	2,73	35	1.998	0	31	17	35
IS	0	876 €	6.736	3,36	5	2.006	0	3	0	5
IT	51	534.959 €	1.527.444	3,28	157	2.004	1	94	20	138
LT	0	2.887 €	14.487	0,71	5	0	0	0	0	2
LU	3	36.749 €	48.977	1,67	12	2.007	0	9	2	11
LV	0	1.161 €	4.608	0,08	3	2.002	0	0	1	2
MT	1	3.177 €	6.347	1,70	7	2.000	0	3	3	5
NL	5	416.070 €	1.839.533	1,42	75	2.000	11	57	24	70
NO	1	188.656 €	237.661	1,10	97	2.004	6	59	55	93
PL	7	112.345 €	510.733	1,76	96	2.008	0	45	14	78
PT	0	49.591 €	195.633	1,14	30	2.004	1	12	5	26
RO	0	19.381 €	97.595	0,02	11	2.009	0	1	2	7
SK	2	2.683 €	13.130	0,74	6	2.002	0	0	0	1
SL	5	7.953 €	59.422	2,77	13	1.998	2	1	5	12
SV	5	313.959 €	1.175.537	1,28	163	2.004	10	114	59	157
UK	64	2.236.597 €	6.885.191	2,41	544	1.999	5	520	408	540
31 COUNTRIES	374	8.411.928 €	28.737.706	2,48	2.335	2.001	262	1.643	1.097	2.167
13 NMS - PL (*)	36	120.588 €	430.253	0,98	89	2.003	6	23	21	64

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	191 2015/16 Listed companies Companies having E Share Plans Numbers	192 2015/16 Listed companies Companies having %EO>1% Numbers	193 2015/16 Listed companies Companies having %EO>6% Numbers	194 2015/16 Listed companies Companies having %EO>20% Numbers	195 2015/16 Listed companies Companies having %EO>50% Numbers	196 2015/16 Listed companies having plans Employees Numbers	197 2015/16 Listed companies having plans Employee owners Numbers	198 2015/16 Listed companies having plans Employee owners in % of employees	199 2015/16 Listed companies applying Profit-sharing Numbers	200 2015/16 Listed companies full info about EXEC shareholdings Numbers
AT	25	18	11	8	2	347.788	88.164	25,4	5	9
BE	51	28	12	8	3	622.049	57.908	9,3	9	16
BG	0	1	1	1	0	0	0	0,0	0	5
CH	143	84	20	8	3	1.861.912	256.904	13,8	24	157
CY	3	1	1	1	1	8.384	1.307	15,6	0	2
CZ	7	1	0	0	0	53.763	3.868	7,2	0	7
DA	63	22	4	3	2	909.597	59.085	6,5	2	60
DE	173	82	34	23	7	5.396.805	711.171	13,2	27	60
EE	3	2	1	0	0	10.423	31	0,3	0	6
ES	57	24	18	13	5	1.676.890	121.431	7,2	4	93
FI	68	30	7	4	2	484.783	94.710	19,5	8	70
FR	256	199	87	57	28	7.630.402	2.728.753	35,8	227	197
GR	31	22	18	12	4	195.833	10.201	5,2	0	2
HR	9	4	2	2	1	47.620	1.933	4,1	0	4
HU	6	3	0	0	0	87.619	6.601	7,5	0	5
IE	34	21	5	2	1	283.254	16.310	5,8	5	35
IS	5	1	1	1	0	13.698	349	2,5	0	5
IT	110	58	37	30	20	1.399.215	131.367	9,4	2	139
LT	0	1	1	1	0	0	0	0,0	0	5
LU	11	7	6	4	3	100.246	7.613	7,6	2	7
LV	1	0	0	0	0	361	20	5,5	0	2
MT	5	2	1	1	1	4.411	1.979	44,9	0	1
NL	72	43	8	4	1	1.758.057	315.118	17,9	14	62
NO	88	49	12	6	2	309.891	42.074	13,6	3	86
PL	58	30	21	10	0	440.848	71.521	16,2	1	77
PT	15	8	4	4	1	209.266	5.903	2,8	4	29
RO	3	0	0	0	0	32.118	15.279	47,6	2	8
SK	1	0	0	0	0	3.268	0	0,0	0	1
SL	7	3	2	1	1	18.865	1.798	9,5	2	13
SV	141	86	28	13	3	1.546.493	442.885	28,6	18	159
UK	539	390	122	49	11	7.753.331	2.125.409	27,4	29	522
31 COUNTRIES	1.985	1.220	464	266	102	33.207.190	7.319.691	22,0	388	1.844
13 NMS - PL (*)	45	18	9	7	4	266.832	32.817	12,3	4	59

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	201 2015/16 Listed companies Discriminations in voting rights Numbers	202 2015/16 Listed companies Employee owners on Boards Numbers	203 2015/16 Listed companies Employees on Boards Numbers	204 2015/16 Listed companies EXEC owners on Boards Numbers	205 2015/16 Listed companies One-Tier Board structure Numbers	206 2015/16 Listed companies Two-Tier Board structure Numbers	207 2014/15 Listed companies Companies having published %EO Numbers	208 2014/15 Listed companies Companies having Stock Options Numbers	209 2014/15 Listed companies Companies having broad based plans Numbers	210 2014/15 Listed companies Companies having EOwnership Numbers
AT	3	1	30	8	0	39	7	11	18	33
BE	0	0	0	9	57	1	5	46	16	52
BG	0	0	0	1	1	5	0	0	0	6
CH	16	0	2	9	40	123	11	92	61	156
CY	0	0	0	1	3	0	1	3	2	3
CZ	0	0	3	0	2	7	0	6	2	6
DA	11	0	50	3	2	68	5	54	35	67
DE	6	0	137	30	4	215	9	133	84	188
EE	0	0	0	1	0	6	0	2	0	6
ES	0	0	1	16	98	0	4	35	16	84
FI	16	0	7	5	10	61	1	49	27	70
FR	95	33	86	61	198	68	181	225	201	252
GR	0	1	8	17	48	0	1	27	7	37
HR	0	0	5	2	0	14	0	3	3	7
HU	0	0	5	0	0	6	3	4	2	6
IE	0	0	0	3	35	0	0	30	17	35
IS	0	0	0	1	0	5	0	3	0	5
IT	1	0	0	35	3	154	1	94	18	136
LT	0	0	0	1	1	4	0	0	0	2
LU	0	0	0	5	9	3	0	9	2	11
LV	0	0	0	0	0	3	0	0	1	2
MT	0	1	0	1	5	2	0	3	3	5
NL	17	0	2	5	13	62	11	57	24	70
NO	1	2	47	4	9	88	7	58	54	92
PL	3	0	9	18	0	96	0	44	14	78
PT	0	0	0	4	19	11	1	12	5	26
RO	0	0	0	0	9	2	0	1	2	7
SK	0	0	6	0	0	6	0	0	0	1
SL	0	0	12	1	1	12	2	1	5	12
SV	67	1	77	20	74	89	12	110	55	154
UK	2	0	1	84	543	1	5	518	396	530
31 COUNTRIES	238	39	488	345	1.184	1.151	267	1.630	1.070	2.139
13 NMS - PL (*)	0	1	31	8	22	67	6	23	20	63

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	211 2014/15 Listed companies Companies having E Share Plans Numbers	212 2014/15 Listed companies Companies having %EO>1% Numbers	213 2014/15 Listed companies Companies having %EO>6% Numbers	214 2014/15 Listed companies Companies having %EO>20% Numbers	215 2014/15 Listed companies Companies having %EO>50% Numbers	216 2014/15 Listed companies having plans Employees Numbers	217 2014/15 Listed companies having plans Employee owners Numbers	218 2014/15 Listed companies having plans Employee owners in % of employees	219 2014/15 Listed companies applying Profit-sharing Numbers	220 2014/15 Listed companies full info about EXEC shareholdings Numbers
AT	24	19	11	8	2	352.378	98.422	27,9	6	9
BE	50	28	13	8	4	622.216	60.077	9,7	10	17
BG	0	1	1	1	0	0	0	0,0	0	6
CH	142	80	22	9	3	1.805.672	271.211	15,0	20	158
CY	3	1	1	1	1	10.399	1.665	16,0	0	2
CZ	7	1	0	0	0	56.264	3.840	6,8	0	6
DA	62	20	3	3	2	910.710	60.390	6,6	2	60
DE	170	86	37	27	8	5.368.824	755.575	14,1	24	60
EE	3	2	1	0	0	10.100	29	0,3	0	6
ES	54	27	23	15	6	1.609.038	125.001	7,8	5	91
FI	66	35	9	5	2	490.295	98.373	20,1	8	70
FR	254	196	89	56	30	7.611.878	2.755.611	36,2	227	196
GR	30	22	19	14	4	203.635	11.852	5,8	0	2
HR	8	3	2	2	1	51.613	2.352	4,6	0	4
HU	6	3	0	0	0	87.531	7.057	8,1	0	5
IE	32	21	7	3	2	269.798	19.510	7,2	5	35
IS	5	2	1	1	0	13.193	402	3,1	0	5
IT	106	60	40	31	19	1.468.061	129.391	8,8	2	138
LT	0	1	1	1	0	0	0	0,0	0	5
LU	11	7	6	4	3	67.506	4.681	6,9	2	6
LV	1	0	0	0	0	356	50	14,0	0	3
MT	5	2	1	1	1	4.261	2.097	49,2	0	0
NL	71	41	8	5	1	1.789.195	321.083	17,9	12	63
NO	83	48	11	6	2	314.158	43.233	13,8	5	88
PL	57	32	21	10	0	438.702	86.041	19,6	1	78
PT	15	9	4	4	1	206.460	6.390	3,1	3	30
RO	3	0	0	0	0	34.338	18.053	52,6	1	8
SK	1	0	0	0	0	3.256	0	0,0	0	1
SL	7	3	2	1	1	18.978	2.445	12,9	2	13
SV	130	75	25	12	4	1.541.415	432.409	28,1	17	147
UK	532	391	122	52	13	7.706.603	2.076.807	26,9	30	519
31 COUNTRIES	1.938	1.216	480	280	110	33.066.834	7.394.043	22,4	382	1.831
13 NMS - PL (*)	44	17	9	7	4	277.096	37.587	13,6	3	59

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	221 2014/15 Listed companies Discriminations in voting rights Numbers	222 2014/15 Listed companies Employee owners on Boards Numbers	223 2014/15 Listed companies Employees on Boards Numbers	224 2014/15 Listed companies EXEC owners on Boards Numbers	225 2014/15 Listed companies One-Tier Board structure Numbers	226 2014/15 Listed companies Two-Tier Board structure Numbers	227 2013/14 Listed companies Companies having published %EO Numbers	228 2013/14 Listed companies Companies having Stock Options Numbers	229 2013/14 Listed companies Companies having broad based plans Numbers	230 2013/14 Listed companies Companies having EOwnership Numbers
AT	3	1	30	8	0	39	8	11	17	32
BE	0	0	0	9	57	1	4	45	16	52
BG	0	0	0	1	1	5	0	0	0	6
CH	16	0	3	10	40	123	12	92	61	154
CY	0	0	0	1	3	0	1	3	2	3
CZ	0	0	4	0	2	7	0	5	2	6
DA	11	0	50	3	2	68	5	53	35	67
DE	6	0	137	32	3	216	10	132	80	185
EE	0	0	0	1	0	6	0	2	0	6
ES	0	0	1	19	98	0	4	35	15	83
FI	16	0	6	5	10	61	1	49	25	69
FR	90	34	86	62	198	68	180	223	198	249
GR	0	1	9	18	48	0	1	25	7	37
HR	0	0	5	2	0	14	0	3	3	7
HU	0	0	5	0	0	6	3	4	2	6
IE	0	0	0	5	35	0	0	29	16	33
IS	0	0	0	1	0	5	0	3	0	5
IT	1	0	0	35	2	153	1	92	16	135
LT	0	0	0	1	1	4	0	0	0	2
LU	0	0	0	5	9	3	0	7	0	11
LV	0	0	0	0	0	3	0	0	1	2
MT	0	1	0	1	5	2	0	3	3	5
NL	17	0	2	5	13	62	11	57	22	68
NO	1	2	46	4	8	88	6	56	51	92
PL	3	0	9	18	0	96	0	41	14	78
PT	0	0	0	4	19	11	2	12	5	25
RO	0	0	0	0	9	2	0	1	2	7
SK	0	0	6	0	0	6	0	0	0	1
SL	0	0	12	1	1	12	2	1	5	12
SV	66	1	76	16	76	87	11	106	53	151
UK	2	0	1	81	540	1	10	496	367	522
31 COUNTRIES	232	40	488	348	1.180	1.149	272	1.586	1.018	2.111
13 NMS - PL (*)	0	1	32	8	22	67	6	22	20	63

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	231 2013/14 Listed companies Companies having E Share Plans Numbers	232 2013/14 Listed companies Companies having %EO>1% Numbers	233 2013/14 Listed companies Companies having %EO>6% Numbers	234 2013/14 Listed companies Companies having %EO>20% Numbers	235 2013/14 Listed companies Companies having %EO>50% Numbers	236 2013/14 Listed companies having plans Employees Numbers	237 2013/14 Listed companies having plans Employee owners Numbers	238 2013/14 Listed companies having plans Employee owners in % of employees	239 2013/14 Listed companies applying Profit-sharing Numbers	240 2013/14 Listed companies full info about EXEC shareholdings Numbers
AT	23	19	12	8	2	346.067	94.408	27,3	6	8
BE	49	29	14	8	4	625.850	63.365	10,1	8	13
BG	0	1	1	1	0	0	0	0,0	0	6
CH	141	85	22	10	4	1.777.150	271.216	15,3	21	155
CY	3	1	1	1	1	10.933	1.854	17,0	0	2
CZ	6	1	0	0	0	58.621	3.821	6,5	0	5
DA	61	18	5	4	3	914.140	67.755	7,4	2	58
DE	169	90	39	30	9	5.273.686	795.164	15,1	24	58
EE	3	2	1	0	0	9.914	30	0,3	0	6
ES	49	29	20	15	5	1.565.790	137.065	8,8	4	87
FI	63	32	8	5	2	541.803	106.354	19,6	8	65
FR	252	194	94	57	29	7.505.507	2.812.746	37,5	229	193
GR	28	21	18	13	3	214.698	13.520	6,3	0	2
HR	8	3	1	1	1	48.801	4.219	8,6	0	5
HU	6	3	0	0	0	89.686	7.349	8,2	0	5
IE	30	20	5	2	1	267.220	23.315	8,7	5	33
IS	5	2	1	1	0	12.616	480	3,8	0	5
IT	101	62	41	30	19	1.464.308	81.215	5,5	3	135
LT	0	1	1	1	0	0	0	0,0	0	5
LU	9	7	6	4	3	59.576	993	1,7	2	5
LV	1	0	0	0	0	380	70	18,4	0	3
MT	5	2	1	1	1	4.179	2.162	51,7	0	0
NL	66	41	8	6	1	1.815.821	327.811	18,1	12	64
NO	78	49	12	7	2	308.501	45.751	14,8	6	86
PL	53	33	22	10	0	424.263	104.467	24,6	1	73
PT	14	8	3	3	0	197.588	7.218	3,7	3	29
RO	3	0	0	0	0	35.063	24.054	68,6	0	7
SK	1	0	0	0	0	3.271	0	0,0	0	1
SL	7	4	2	1	1	19.577	3.078	15,7	1	13
SV	124	75	27	15	6	1.475.934	424.197	28,7	19	138
UK	511	384	125	62	21	7.658.532	2.021.160	26,4	27	500
31 COUNTRIES	1.869	1.216	490	296	118	32.729.474	7.444.838	22,7	381	1.765
13 NMS - PL (*)	43	18	8	6	4	280.425	46.638	16,6	1	58

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	241 2013/14 Listed companies Discriminations in voting rights Numbers	242 2013/14 Listed companies Employee owners on Boards Numbers	243 2013/14 Listed companies Employees on Boards Numbers	244 2013/14 Listed companies EXEC owners on Boards Numbers	245 2013/14 Listed companies One-Tier Board structure Numbers	246 2013/14 Listed companies Two-Tier Board structure Numbers	247 2012/13 Listed companies Companies having published %EO Numbers	248 2012/13 Listed companies Companies having Stock Options Numbers	249 2012/13 Listed companies Companies having broad based plans Numbers	250 2012/13 Listed companies Companies having EOwnership Numbers
AT	3	1	30	9	0	39	8	11	17	32
BE	0	0	0	8	57	1	3	44	15	52
BG	0	0	0	1	1	5	0	0	0	6
CH	16	0	3	12	42	121	13	92	60	154
CY	0	0	0	1	3	0	1	3	2	3
CZ	0	0	4	0	2	7	0	5	1	6
DA	11	0	53	4	2	68	5	52	34	66
DE	6	0	137	33	3	216	10	129	77	183
EE	0	0	0	1	0	6	0	2	0	6
ES	0	0	1	19	98	0	4	34	15	82
FI	16	0	5	5	11	60	1	48	23	68
FR	86	33	67	66	196	70	174	221	192	246
GR	0	1	8	17	48	0	1	25	7	36
HR	0	0	7	2	0	14	0	3	3	6
HU	0	0	5	0	0	6	3	4	2	6
IE	0	1	0	4	33	0	0	29	16	33
IS	0	0	0	1	1	4	0	3	0	5
IT	1	0	0	35	2	152	1	91	14	134
LT	0	0	0	1	1	4	0	0	0	2
LU	0	0	0	4	10	2	0	6	0	11
LV	0	0	0	0	0	3	0	0	1	2
MT	0	1	0	1	5	2	0	3	3	5
NL	17	0	2	6	14	61	11	57	22	68
NO	1	1	47	5	6	88	6	55	48	89
PL	3	0	9	19	0	96	1	39	13	72
PT	0	0	0	4	19	11	1	12	5	24
RO	0	0	0	0	9	2	0	1	2	5
SK	0	0	5	0	0	6	0	0	0	1
SL	0	0	11	1	1	12	2	1	5	12
SV	65	1	75	16	77	84	12	103	51	147
UK	2	0	1	89	538	1	8	486	357	512
31 COUNTRIES	227	39	470	364	1.179	1.141	265	1.559	985	2.074
13 NMS - PL (*)	0	1	32	8	22	67	6	22	19	60

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	251 2012/13 Listed companies Companies having E Share Plans Numbers	252 2012/13 Listed companies Companies having %EO>1% Numbers	253 2012/13 Listed companies Companies having %EO>6% Numbers	254 2012/13 Listed companies Companies having %EO>20% Numbers	255 2012/13 Listed companies Companies having %EO>50% Numbers	256 2012/13 Listed companies having plans Employees Numbers	257 2012/13 Listed companies having plans Employee owners Numbers	258 2012/13 Listed companies having plans Employee owners in % of employees	259 2012/13 Listed companies applying Profit-sharing Numbers	260 2012/13 Listed companies full info about EXEC shareholdings Numbers
AT	23	20	11	7	2	342.444	99.561	29,1	6	8
BE	48	24	14	7	5	587.105	50.920	8,7	8	14
BG	0	1	1	1	0	0	0	0,0	0	5
CH	139	86	24	10	3	1.759.840	278.559	15,8	18	154
CY	3	2	1	1	1	14.511	2.082	14,3	0	3
CZ	6	1	0	0	0	65.555	3.222	4,9	0	4
DA	60	24	5	4	3	948.214	71.898	7,6	2	57
DE	161	92	44	29	9	5.214.222	838.020	16,1	25	58
EE	3	2	1	0	0	9.623	24	0,2	0	6
ES	48	28	21	13	5	1.575.592	161.727	10,3	3	85
FI	62	29	8	4	2	554.558	107.593	19,4	8	64
FR	246	192	96	60	30	7.549.491	2.942.035	39,0	228	188
GR	28	20	15	11	3	213.516	14.566	6,8	0	1
HR	8	3	1	1	1	50.344	6.475	12,9	0	5
HU	6	3	1	0	0	90.086	7.392	8,2	1	5
IE	29	20	6	3	1	261.862	25.086	9,6	5	33
IS	5	2	0	0	0	11.949	467	3,9	0	5
IT	99	62	43	32	20	1.460.403	95.874	6,6	1	134
LT	0	1	1	1	0	0	0	0,0	0	3
LU	8	7	7	4	3	58.799	931	1,6	2	2
LV	1	0	0	0	0	800	170	21,3	0	3
MT	5	2	1	1	1	4.210	2.201	52,3	0	0
NL	66	38	9	5	1	1.893.732	324.710	17,1	11	60
NO	74	44	11	6	1	307.713	48.661	15,8	6	85
PL	50	32	22	11	0	420.476	100.588	23,9	1	62
PT	13	8	4	3	0	193.431	15.504	8,0	3	28
RO	3	0	0	0	0	37.531	30.051	80,1	0	5
SK	1	0	0	0	0	3.585	0	0,0	0	1
SL	7	4	2	1	1	21.153	3.708	17,5	1	13
SV	121	72	27	14	3	1.462.577	485.385	33,2	19	133
UK	499	368	136	69	23	7.729.572	1.867.062	24,2	19	474
31 COUNTRIES	1.822	1.187	512	298	118	32.842.893	7.584.473	23,1	367	1.698
13 NMS - PL (*)	43	19	9	6	4	297.398	55.325	18,6	2	53

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	261 2012/13 Listed companies Discriminations in voting rights Numbers	262 2012/13 Listed companies Employee owners on Boards Numbers	263 2012/13 Listed companies Employees on Boards Numbers	264 2012/13 Listed companies EXEC owners on Boards Numbers	265 2012/13 Listed companies One-Tier Board structure Numbers	266 2012/13 Listed companies Two-Tier Board structure Numbers	267 2011/12 Listed companies Companies having published %EO Numbers	268 2011/12 Listed companies Companies having Stock Options Numbers	269 2011/12 Listed companies Companies having broad based plans Numbers	270 2011/12 Listed companies Companies having EOwnership Numbers
AT	0	1	30	8	0	39	7	11	17	29
BE	0	0	0	7	57	1	4	44	14	49
BG	0	0	0	1	1	5	0	0	0	5
CH	19	0	3	12	42	121	12	92	59	154
CY	0	0	0	1	3	0	1	3	2	3
CZ	0	0	4	0	2	7	0	5	1	7
DA	11	0	53	4	2	68	5	51	34	65
DE	7	0	134	35	2	216	10	129	75	185
EE	0	0	0	0	0	6	0	2	0	4
ES	0	0	1	20	98	0	5	33	15	78
FI	16	0	6	4	10	61	1	48	21	67
FR	86	32	65	71	197	68	169	220	188	244
GR	0	1	8	17	48	0	1	25	7	34
HR	0	0	7	2	0	14	0	3	3	7
HU	0	0	5	0	0	6	3	4	2	6
IE	0	1	0	5	33	0	0	29	16	33
IS	0	0	0	0	1	4	0	3	0	4
IT	1	0	0	37	2	152	1	91	14	133
LT	0	0	0	1	2	3	0	0	0	4
LU	0	0	0	4	10	2	0	6	0	10
LV	0	0	0	0	0	3	0	0	1	1
MT	0	1	0	1	5	2	0	3	3	5
NL	18	0	1	6	14	61	11	57	22	66
NO	1	1	48	6	6	89	6	55	48	87
PL	3	0	9	19	0	96	1	37	13	73
PT	0	0	0	5	18	12	1	12	5	25
RO	0	0	0	0	9	2	0	1	2	3
SK	0	0	5	0	0	6	0	0	0	0
SL	0	0	12	1	1	12	2	1	5	12
SV	66	1	73	14	74	85	12	102	49	139
UK	1	0	1	97	537	1	13	477	354	505
31 COUNTRIES	229	38	465	378	1.174	1.142	265	1.544	970	2.037
13 NMS - PL (*)	0	1	33	7	23	66	6	22	19	57

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	271 2011/12 Listed companies Companies having E Share Plans Numbers	272 2011/12 Listed companies Companies having %EO>1% Numbers	273 2011/12 Listed companies Companies having %EO>6% Numbers	274 2011/12 Listed companies Companies having %EO>20% Numbers	275 2011/12 Listed companies Companies having %EO>50% Numbers	276 2011/12 Listed companies having plans Employees Numbers	277 2011/12 Listed companies having plans Employee owners Numbers	278 2011/12 Listed companies having plans Employee owners in % of employees	279 2010/11 Listed companies Companies having published %EO Numbers	280 2010/11 Listed companies Companies having Stock Options Numbers
AT	23	21	11	6	1	343.101	102.339	29,8	6	11
BE	47	23	14	7	5	613.952	57.226	9,3	4	44
BG	0	1	1	1	0	0	0	0,0	0	0
CH	137	83	26	10	3	1.715.355	279.164	16,3	13	92
CY	3	2	1	1	1	15.967	2.139	13,4	1	3
CZ	6	1	0	0	0	66.820	3.230	4,8	0	4
DA	60	23	5	4	3	945.450	72.055	7,6	5	50
DE	161	92	43	29	9	5.083.090	883.209	17,4	10	128
EE	2	2	1	0	0	9.444	24	0,3	0	2
ES	45	28	19	12	5	1.707.828	165.538	9,7	5	32
FI	61	29	8	4	2	584.817	115.691	19,8	1	48
FR	245	188	89	61	30	7.309.594	3.050.923	41,7	166	220
GR	28	20	15	11	3	217.174	15.173	7,0	1	25
HR	7	2	1	1	1	51.342	8.735	17,0	0	3
HU	6	3	1	0	0	87.958	7.207	8,2	2	4
IE	29	20	6	3	1	255.963	26.794	10,5	2	29
IS	4	2	0	0	0	11.329	486	4,3	0	3
IT	97	64	44	34	21	1.448.071	113.070	7,8	2	89
LT	0	1	1	1	0	0	0	0,0	0	0
LU	8	7	6	4	3	57.766	741	1,3	0	6
LV	1	0	0	0	0	800	200	25,0	0	0
MT	5	3	1	1	1	4.374	2.302	52,6	0	3
NL	65	35	9	5	1	1.886.477	341.095	18,1	8	56
NO	74	37	10	7	1	306.766	51.836	16,9	5	53
PL	49	35	25	13	2	432.849	120.687	27,9	5	33
PT	12	7	3	2	0	186.219	15.169	8,1	1	12
RO	3	0	0	0	0	39.444	61.051	154,8	0	1
SK	1	0	0	0	0	3.624	0	0,0	0	0
SL	7	4	2	1	1	22.054	4.338	19,7	2	1
SV	118	65	26	12	3	1.414.293	468.397	33,1	12	101
UK	490	338	138	71	24	7.587.469	1.872.278	24,7	15	465
31 COUNTRIES	1.794	1.136	506	301	121	32.409.389	7.841.095	24,2	266	1.518
13 NMS - PL (*)	41	19	9	6	4	301.827	89.226	29,6	5	21

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	281 2010/11 Listed companies Companies having broad based plans Numbers	282 2010/11 Listed companies Companies having EOwnership Numbers	283 2010/11 Listed companies Companies having E Share Plans Numbers	284 2010/11 Listed companies Companies having %EO>1% Numbers	285 2010/11 Listed companies Companies having %EO>6% Numbers	286 2010/11 Listed companies Companies having %EO>20% Numbers	287 2010/11 Listed companies Companies having %EO>50% Numbers	288 2010/11 Listed companies having plans Employees Numbers	289 2010/11 Listed companies having plans Employee owners Numbers	290 2010/11 Listed companies having plans Employee owners in % of employees
AT	16	28	22	18	11	6	1	337.946	97.255	28,8
BE	14	48	47	24	14	7	5	605.603	83.076	13,7
BG	0	5	0	1	1	1	0	0	0	0,0
CH	59	153	133	81	32	10	2	1.584.288	278.183	17,6
CY	2	3	3	2	1	1	1	16.651	2.218	13,3
CZ	1	6	5	1	0	0	0	69.567	3.226	4,6
DA	34	65	59	25	6	5	2	916.109	75.595	8,3
DE	74	182	158	95	47	32	13	4.893.084	942.060	19,3
EE	0	4	2	2	1	0	0	9.167	27	0,3
ES	12	77	43	29	19	12	6	1.586.556	171.589	10,8
FI	21	67	61	32	8	4	2	561.314	124.928	22,3
FR	188	243	245	189	87	63	30	6.998.206	3.044.930	43,5
GR	7	34	28	21	17	10	3	231.000	17.562	7,6
HR	3	7	7	2	1	1	1	52.438	10.965	20,9
HU	2	6	6	3	1	0	0	85.017	6.930	8,2
IE	16	33	29	20	6	3	1	262.556	29.886	11,4
IS	0	3	3	0	0	0	0	10.592	490	4,6
IT	13	131	95	63	44	33	19	1.441.195	135.748	9,4
LT	0	4	0	1	1	0	0	0	0	0,0
LU	0	10	7	7	5	4	3	53.230	651	1,2
LV	1	1	1	0	0	0	0	900	220	24,4
MT	3	5	4	3	1	1	1	4.376	2.302	52,6
NL	22	62	63	34	10	7	1	1.779.987	357.808	20,1
NO	46	86	70	35	10	7	2	288.133	58.416	20,3
PL	11	71	44	36	25	13	2	427.105	98.859	23,1
PT	5	25	12	6	3	3	0	189.612	15.060	7,9
RO	2	3	3	0	0	0	0	42.520	61.386	144,4
SK	0	0	1	0	0	0	0	3.683	0	0,0
SL	5	12	6	4	2	1	1	22.175	4.959	22,4
SV	49	138	116	68	27	12	5	1.316.538	466.929	35,5
UK	343	498	477	328	133	70	26	7.437.028	1.916.978	25,8
31 COUNTRIES	949	2.010	1.750	1.130	513	306	127	31.226.576	8.008.237	25,6
13 NMS - PL (*)	19	56	38	19	9	5	4	306.494	92.233	30,1

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	291 2009/10 Listed companies Companies having published %EO Numbers	292 2009/10 Listed companies Companies having Stock Options Numbers	293 2009/10 Listed companies Companies having broad based plans Numbers	294 2009/10 Listed companies Companies having EOwnership Numbers	295 2009/10 Listed companies Companies having E Share Plans Numbers	296 2009/10 Listed companies Companies having %EO>1% Numbers	297 2009/10 Listed companies Companies having %EO>6% Numbers	298 2009/10 Listed companies Companies having %EO>20% Numbers	299 2009/10 Listed companies Companies having %EO>50% Numbers	300 2009/10 Listed companies having plans Employees Numbers
AT	8	11	16	28	22	18	11	6	2	332.165
BE	6	44	15	47	47	23	14	7	5	605.936
BG	0	0	0	5	0	1	1	1	0	0
CH	12	91	59	152	130	78	30	9	2	1.523.579
CY	1	3	2	3	3	3	1	1	1	17.008
CZ	0	4	1	5	5	0	0	0	0	72.468
DA	5	49	33	64	58	23	5	4	2	882.855
DE	13	126	74	180	155	97	47	31	14	4.804.185
EE	0	2	0	4	2	1	0	0	0	9.424
ES	4	32	12	77	43	23	15	10	4	1.481.409
FI	1	48	20	67	61	32	10	4	2	553.375
FR	170	217	185	241	241	186	89	65	32	6.833.005
GR	1	25	7	34	28	16	13	7	2	243.770
HR	0	3	3	7	7	3	2	2	1	51.848
HU	3	4	2	6	6	4	1	0	0	87.766
IE	2	29	16	33	29	18	7	3	1	265.451
IS	0	2	0	3	2	0	0	0	0	11.235
IT	2	87	11	131	92	65	45	34	19	1.443.306
LT	0	0	0	4	0	1	1	0	0	0
LU	0	5	0	10	6	6	4	3	2	42.263
LV	0	0	1	1	1	0	0	0	0	1.500
MT	0	3	3	5	4	2	1	1	1	4.644
NL	8	53	22	62	60	34	10	7	1	1.835.621
NO	5	52	45	84	68	36	13	8	2	289.208
PL	3	31	9	68	41	34	24	12	2	414.929
PT	1	12	5	25	12	7	3	3	0	179.891
RO	0	1	0	2	1	0	0	0	0	47.015
SK	0	0	0	0	1	0	0	0	0	3.716
SL	3	1	5	12	6	4	4	1	1	25.409
SV	13	99	47	138	113	68	27	11	4	1.278.179
UK	17	457	338	493	468	327	136	73	26	7.394.602
31 COUNTRIES	278	1.491	931	1.991	1.712	1.110	514	303	126	30.735.762
13 NMS - PL (*)	7	21	17	54	36	19	11	6	4	320.798

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	301 2009/10 Listed companies having plans Employee owners Numbers	302 2009/10 Listed companies having plans Employee owners in % of employees	303 2008/09 Listed companies Companies having published %EO Numbers	304 2008/09 Listed companies Companies having Stock Options Numbers	305 2008/09 Listed companies Companies having broad based plans Numbers	306 2008/09 Listed companies Companies having EOwnership Numbers	307 2008/09 Listed companies Companies having E Share Plans Numbers	308 2008/09 Listed companies Companies having %EO>1% Numbers	309 2008/09 Listed companies Companies having %EO>6% Numbers	310 2008/09 Listed companies Companies having %EO>20% Numbers
AT	101.362	30,5	8	11	16	28	22	18	11	6
BE	97.542	16,1	6	44	15	47	47	21	14	8
BG	0	0,0	0	0	0	5	0	1	1	1
CH	291.094	19,1	12	90	58	151	127	73	29	9
CY	12.231	71,9	1	3	2	3	3	3	1	1
CZ	3.316	4,6	0	3	1	5	4	0	0	0
DA	69.020	7,8	9	49	33	64	58	26	5	4
DE	1.013.940	21,1	12	125	74	177	151	102	51	32
EE	8	0,1	0	2	0	4	2	2	0	0
ES	136.034	9,2	4	30	12	77	42	26	16	11
FI	127.949	23,1	1	48	20	66	60	38	9	4
FR	3.035.471	44,4	169	214	180	239	239	186	92	68
GR	19.193	7,9	1	24	7	34	27	17	13	8
HR	13.245	25,5	0	3	3	7	7	3	2	2
HU	5.832	6,6	3	4	3	6	6	4	1	0
IE	33.236	12,5	2	29	16	33	29	20	8	4
IS	530	4,7	0	2	0	3	2	1	1	0
IT	142.576	9,9	2	87	11	131	92	67	44	36
LT	0	0,0	0	0	0	4	0	1	1	0
LU	332	0,8	0	5	0	9	6	6	4	4
LV	270	18,0	0	0	1	1	1	0	0	0
MT	2.301	49,5	0	3	3	5	4	2	1	1
NL	299.196	16,3	7	53	22	60	60	35	10	7
NO	61.924	21,4	4	52	42	84	68	41	14	8
PL	91.651	22,1	2	31	8	67	40	33	24	12
PT	14.467	8,0	1	12	5	25	12	7	3	3
RO	64	0,1	0	1	0	2	1	0	0	0
SK	0	0,0	0	0	0	0	1	0	0	0
SL	5.539	21,8	3	1	4	12	6	4	4	1
SV	414.082	32,4	11	96	46	137	110	73	29	12
UK	1.973.363	26,7	18	456	333	491	465	351	140	77
31 COUNTRIES	7.965.767	25,9	276	1.478	915	1.977	1.692	1.161	528	319
13 NMS - PL (*)	42.806	13,3	7	20	17	54	35	20	11	6

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	311 2008/09 Listed companies Companies having %EO>50% Numbers	312 2008/09 Listed companies having plans Employees Numbers	313 2008/09 Listed companies having plans Employee owners Numbers	314 2008/09 Listed companies having plans Employee owners in % of employees	315 2007/08 Listed companies Companies having published %EO Numbers	316 2007/08 Listed companies Companies having Stock Options Numbers	317 2007/08 Listed companies Companies having broad based plans Numbers	318 2007/08 Listed companies Companies having EOwnership Numbers	319 2007/08 Listed companies Companies having E Share Plans Numbers	320 2007/08 Listed companies Companies having %EO>1% Numbers
AT	1	354.159	98.387	27,8	9	11	16	23	21	18
BE	6	641.851	108.421	16,9	6	41	15	46	44	25
BG	0	0	0	0,0	0	0	0	2	0	1
CH	2	1.563.552	312.022	20,0	9	90	58	141	125	76
CY	1	16.800	12.255	72,9	1	3	2	3	3	3
CZ	0	69.350	3.314	4,8	0	3	1	3	5	0
DA	2	886.267	71.826	8,1	8	47	32	60	56	28
DE	15	4.875.035	981.548	20,1	12	124	70	166	147	97
EE	0	11.292	8	0,1	0	2	0	4	2	2
ES	4	1.455.615	125.858	8,6	5	27	12	65	38	28
FI	2	595.964	154.651	25,9	1	48	19	66	56	37
FR	31	6.934.331	2.837.163	40,9	164	212	179	231	235	183
GR	3	233.805	21.223	9,1	1	22	6	33	25	16
HR	1	52.771	15.485	29,3	0	3	3	8	7	3
HU	0	70.439	5.668	8,0	3	4	3	6	6	4
IE	1	287.170	34.630	12,1	1	29	16	33	29	23
IS	0	10.536	560	5,3	0	2	0	3	2	2
IT	20	1.468.092	155.808	10,6	2	85	10	118	89	68
LT	0	0	0	0,0	0	0	0	4	0	1
LU	3	40.359	357	0,9	0	4	0	9	5	6
LV	0	1.624	300	18,5	0	0	1	1	1	0
MT	1	4.828	2.301	47,7	0	3	3	5	4	2
NL	2	1.969.461	290.177	14,7	8	54	22	62	61	38
NO	1	298.557	63.431	21,2	4	50	39	76	66	39
PL	4	418.129	65.885	15,8	2	28	6	47	35	28
PT	0	178.417	14.781	8,3	1	10	4	19	10	10
RO	0	49.679	25	0,1	0	1	0	2	1	0
SK	0	3.737	0	0,0	0	0	0	0	1	0
SL	1	27.252	5.877	21,6	3	1	4	12	5	4
SV	3	1.326.088	409.389	30,9	9	89	43	131	103	69
UK	27	7.535.316	1.973.708	26,2	15	451	319	488	457	350
31 COUNTRIES	131	31.380.476	7.765.058	24,7	264	1.444	883	1.867	1.639	1.161
13 NMS - PL (*)	4	307.772	45.232	14,7	7	20	17	50	35	20

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	321 2007/08 Listed companies Companies having %EO>6% Numbers	322 2007/08 Listed companies Companies having %EO>20% Numbers	323 2007/08 Listed companies Companies having %EO>50% Numbers	324 2007/08 Listed companies having plans Employees Numbers	325 2007/08 Listed companies having plans Employee owners Numbers	326 2007/08 Listed companies having plans Employee owners in % of employees	327 2006/07 Listed companies Companies having published %EO Numbers	328 2006/07 Listed companies Companies having Stock Options Numbers	329 2006/07 Listed companies Companies having broad based plans Numbers	330 2006/07 Listed companies Companies having EOwnership Numbers
AT	10	6	2	333.878	103.277	30,9	10	12	15	24
BE	14	8	6	637.367	124.613	19,6	7	40	14	42
BG	1	1	0	0	0	0,0	1	0	0	2
CH	27	9	1	1.508.263	305.649	20,3	9	88	57	138
CY	2	1	0	11.351	7.700	67,8	0	3	2	3
CZ	0	0	0	70.067	3.214	4,6	0	2	1	3
DA	5	3	2	820.136	63.677	7,8	9	44	27	55
DE	50	30	16	4.689.074	956.397	20,4	12	120	66	157
EE	0	0	0	11.054	7	0,1	0	0	0	3
ES	16	11	4	1.375.181	137.511	10,0	5	25	10	62
FI	9	4	2	571.051	151.312	26,5	2	48	19	65
FR	88	65	33	6.660.791	2.692.346	40,4	165	207	173	221
GR	11	8	2	224.756	21.909	9,7	1	20	5	30
HR	3	2	1	50.157	12.564	25,0	0	3	2	6
HU	1	0	0	70.710	5.849	8,3	3	4	3	6
IE	8	4	1	282.241	35.391	12,5	1	28	15	31
IS	1	0	0	9.106	652	7,2	1	2	0	3
IT	44	35	20	1.410.556	152.805	10,8	2	81	8	111
LT	1	0	0	0	0	0,0	0	0	0	4
LU	5	4	3	37.121	265	0,7	0	3	0	8
LV	0	0	0	1.100	300	27,3	0	0	1	1
MT	1	1	1	4.849	2.213	45,6	0	3	3	5
NL	11	7	2	2.013.028	300.044	14,9	10	53	22	61
NO	15	6	0	287.301	58.407	20,3	4	43	36	71
PL	23	11	3	379.114	12.021	3,2	2	24	5	39
PT	4	1	0	160.624	13.969	8,7	1	10	4	19
RO	0	0	0	41.104	1	0,0	0	1	0	2
SK	0	0	0	3.671	0	0,0	0	0	0	0
SL	4	1	1	27.030	5.875	21,7	3	0	4	12
SV	27	14	4	1.284.106	414.949	32,3	6	82	40	127
UK	137	77	27	7.280.609	1.993.416	27,4	14	441	305	479
31 COUNTRIES	518	309	131	30.255.396	7.576.334	25,0	268	1.387	837	1.790
13 NMS - PL (*)	13	6	3	291.093	37.723	13,0	7	16	16	47

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	331 2006/07 Listed companies Companies having E Share Plans Numbers	332 2006/07 Listed companies Companies having %EO>1% Numbers	333 2006/07 Listed companies Companies having %EO>6% Numbers	334 2006/07 Listed companies Companies having %EO>20% Numbers	335 2006/07 Listed companies Companies having %EO>50% Numbers	336 2006/07 Listed companies having plans Employees Numbers	337 2006/07 Listed companies having plans Employee owners Numbers	338 2006/07 Listed companies having plans Employee owners in % of employees	339 2005/06 Listed companies Companies having published %EO Numbers	340 2005/06 Listed companies Companies having Stock Options Numbers
AT	21	18	9	6	2	302.324	106.350	35,2	9	12
BE	42	22	13	9	5	612.875	113.911	18,6	6	38
BG	0	1	1	1	0	0	0	0,0	1	0
CH	120	70	27	10	2	1.430.122	292.050	20,4	9	84
CY	3	3	2	1	0	9.384	7.055	75,2	1	3
CZ	4	0	0	0	0	72.897	3.285	4,5	0	2
DA	52	29	5	3	2	734.761	47.639	6,5	9	40
DE	145	98	49	30	17	4.688.722	1.018.857	21,7	11	109
EE	0	2	0	0	0	8.996	7	0,1	0	0
ES	34	22	14	9	2	1.246.252	78.810	6,3	6	22
FI	54	39	9	5	2	505.795	132.930	26,3	1	45
FR	226	172	87	63	29	6.280.529	2.404.373	38,3	155	200
GR	22	15	12	7	2	172.663	15.933	9,2	1	19
HR	6	2	2	2	1	51.267	1.202	2,3	0	4
HU	6	4	1	0	0	66.880	5.624	8,4	3	4
IE	28	20	9	4	1	264.592	37.031	14,0	1	27
IS	2	2	1	0	0	9.130	809	8,9	0	2
IT	83	69	46	37	23	1.270.124	123.859	9,8	2	75
LT	0	1	1	0	0	0	0	0,0	0	0
LU	3	6	5	4	3	34.256	474	1,4	0	3
LV	1	0	0	0	0	1.061	400	37,7	0	0
MT	4	3	1	1	1	4.626	3.187	68,9	0	3
NL	59	34	12	7	2	1.927.427	364.944	18,9	9	51
NO	59	38	17	6	1	274.394	57.197	20,8	5	38
PL	27	29	22	10	4	342.877	42.929	12,5	2	18
PT	9	10	5	1	0	145.019	14.399	9,9	1	10
RO	1	0	0	0	0	46.348	5	0,0	0	0
SK	1	0	0	0	0	2.366	0	0,0	0	0
SL	3	4	3	0	0	25.362	5.954	23,5	2	0
SV	93	69	29	13	5	1.183.557	371.870	31,4	5	79
UK	447	338	144	81	31	6.857.478	1.925.768	28,1	14	425
31 COUNTRIES	1.555	1.120	526	310	135	28.572.083	7.176.850	25,1	253	1.313
13 NMS - PL (*)	29	20	11	5	2	289.187	26.719	9,2	7	16

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	341 2005/06 Listed companies Companies having broad based plans Numbers	342 2005/06 Listed companies Companies having EOwnership Numbers	343 2005/06 Listed companies Companies having E Share Plans Numbers	344 2005/06 Listed companies Companies having %EO>1% Numbers	345 2005/06 Listed companies Companies having %EO>6% Numbers	346 2005/06 Listed companies Companies having %EO>20% Numbers	347 2005/06 Listed companies Companies having %EO>50% Numbers	348 2015/16 Large non-listed employee-owned companies Numbers	349 2015/16 Large non-listed EO companies Birthdate Year	350 2015/16 Large NL EO comp. Stock capitalisation million €
AT	11	20	18	12	8	5	2	1	2.013	15 €
BE	12	39	40	20	12	10	5	1	0	2 €
BG	0	2	0	1	1	1	0	1	1.945	2 €
CH	49	139	117	60	25	9	2	0	0	0 €
CY	2	2	3	2	1	1	0	0	0	0 €
CZ	1	2	4	0	0	0	0	24	1.950	49 €
DA	24	53	48	22	5	3	2	0	0	0 €
DE	61	150	133	78	38	23	12	4	1.973	850 €
EE	0	3	0	1	0	0	0	0	0	0 €
ES	6	52	26	20	12	7	3	65	1.982	5.159 €
FI	12	63	50	36	11	5	3	0	0	0 €
FR	159	205	218	162	76	49	18	94	1.978	2.079 €
GR	5	26	20	14	11	5	2	0	0	0 €
HR	2	6	6	2	2	2	1	0	0	0 €
HU	3	6	6	3	1	1	0	2	1.993	33 €
IE	15	30	27	15	9	5	1	0	0	0 €
IS	0	2	2	2	1	0	0	0	0	0 €
IT	7	109	76	67	49	37	22	30	1.946	3.195 €
LT	0	3	0	1	1	1	0	0	0	0 €
LU	0	9	3	6	5	4	3	0	0	0 €
LV	0	1	1	0	0	0	0	0	0	0 €
MT	3	5	4	3	1	1	1	0	0	0 €
NL	21	60	56	27	12	6	2	3	1.997	52 €
NO	35	66	53	31	14	7	0	1	2.003	11 €
PL	4	32	19	23	17	9	4	3	1.959	71 €
PT	4	16	9	8	5	1	0	0	0	0 €
RO	0	2	0	0	0	0	0	0	0	0 €
SK	0	0	1	0	0	0	0	2	1.949	26 €
SL	4	12	3	4	4	1	0	5	1.994	66 €
SV	37	119	91	63	28	12	5	0	0	0 €
UK	296	467	427	310	137	79	27	63	1.998	5.600 €
31 COUNTRIES	773	1.701	1.461	993	486	284	115	299	1.978	17.211 €
13 NMS - PL (*)	15	44	28	17	11	8	2	34	1.959	178 €

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	351 2015/16 Large NL EO comp. Employees Numbers	352 2015/16 Large NL EO comp. Employee owners Numbers	353 2015/16 Large NL EO comp. Employee owners in % of employees	354 2014/15 Large NL EO comp. Stock capitalisation million €	355 2014/15 Large NL EO comp. Employees Numbers	356 2014/15 Large NL EO comp. Employee owners Numbers	357 2014/15 Large NL EO comp. Employee owners in % of employees	358 2013/14 Large NL EO comp. Stock capitalisation million €	359 2013/14 Large NL EO comp. Employees Numbers	360 2013/14 Large NL EO comp. Employee owners Numbers
AT	1.000	89	8,90	13 €	1.000	89	8,90	11 €	1.000	89
BE	170	41	0,00	2 €	135	20	0,00	2 €	130	20
BG	75	36	47,59	2 €	360	182	50,67	2 €	360	197
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	4.510	2.209	48,98	52 €	4.560	2.366	51,88	52 €	4.588	2.546
DA	0	0	0,00	0 €	0	0	0,00	0 €	0	0
DE	9.969	9.729	97,59	759 €	9.929	9.681	97,50	690 €	9.991	9.768
EE	0	0	0,00	0 €	0	0	0,00	0 €	0	0
ES	99.175	48.887	49,29	4.945 €	98.909	47.865	48,39	4.472 €	98.819	48.033
FI	0	0	0,00	0 €	0	0	0,00	0 €	0	0
FR	49.653	22.731	45,78	2.047 €	48.165	18.809	39,05	1.893 €	47.042	17.841
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	1.228	545	44,37	32 €	1.228	580	47,24	32 €	1.228	626
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	100.950	45.908	45,48	3.483 €	104.322	46.056	44,15	3.580 €	103.310	49.222
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	2.702	1.457	53,92	54 €	2.332	1.430	61,32	50 €	2.406	1.406
NO	115	100	86,96	10 €	100	91	91,00	9 €	100	91
PL	1.073	526	48,98	68 €	1.125	587	52,15	68 €	1.125	634
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	167	48,98	28 €	340	177	52,15	28 €	340	191
SL	3.646	1.611	44,18	81 €	3.673	1.728	47,04	81 €	3.573	1.826
SV	0	0	0,00	0 €	0	0	0,00	0 €	0	0
UK	169.160	135.159	79,90	4.642 €	168.187	131.364	78,11	5.115 €	158.776	124.841
31 COUNTRIES	443.766	269.193	60,66	16.217 €	444.365	261.024	58,74	16.087 €	432.789	257.332
13 NMS - PL (*)	9.799	4.567	46,61	195 €	10.161	5.033	49,54	196 €	10.089	5.387

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	361 2013/14 Large NL EO comp. Employee owners in % of employees	362 2012/13 Large NL EO comp. Stock capitalisation million €	363 2012/13 Large NL EO comp. Employees Numbers	364 2012/13 Large NL EO comp. Employee owners Numbers	365 2012/13 Large NL EO comp. Employee owners in % of employees	366 2011/12 Large NL EO comp. Stock capitalisation million €	367 2011/12 Large NL EO comp. Employees Numbers	368 2011/12 Large NL EO comp. Employee owners Numbers	369 2011/12 Large NL EO comp. Employee owners in % of employees	370 2010/11 Large NL EO comp. Stock capitalisation million €
AT	8,90	11 €	1.000	0	0,00	10 €	900	0	0,00	11 €
BE	0,00	2 €	130	20	0,00	2 €	130	20	0,00	2 €
BG	54,73	2 €	360	205	57,01	3 €	360	205	57,01	3 €
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	55,50	52 €	4.801	2.735	56,98	56 €	5.022	2.721	54,17	54 €
DA	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
DE	97,77	656 €	10.069	9.896	98,28	652 €	10.034	9.911	98,77	647 €
EE	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
ES	48,61	4.547 €	103.065	46.203	44,83	4.598 €	106.084	46.130	43,48	4.868 €
FI	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
FR	37,92	1.819 €	43.235	17.216	39,82	1.965 €	41.371	16.488	39,85	1.810 €
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	51,02	32 €	1.210	643	53,14	34 €	1.210	643	53,14	34 €
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	47,64	3.755 €	97.838	45.190	46,19	3.989 €	97.187	45.195	46,50	3.878 €
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	58,44	43 €	2.529	1.518	60,04	35 €	2.612	1.429	54,71	38 €
NO	91,00	8 €	100	91	91,00	8 €	91	91	100,00	8 €
PL	56,32	68 €	1.125	660	58,67	73 €	1.125	660	58,67	71 €
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	56,32	28 €	340	199	58,67	30 €	340	199	58,67	29 €
SL	51,10	81 €	3.573	1.902	53,23	86 €	3.054	1.952	63,92	84 €
SV	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €
UK	78,63	4.732 €	153.989	120.454	78,22	4.980 €	146.154	113.103	77,39	4.880 €
31 COUNTRIES	59,46	15.836 €	423.364	246.933	58,33	16.520 €	415.674	238.747	57,44	16.417 €
13 NMS - PL (*)	53,40	195 €	10.284	5.685	55,28	208 €	9.986	5.720	57,28	203 €

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	371 2010/11 Large NL EO comp. Employees Numbers	372 2010/11 Large NL EO comp. Employee owners Numbers	373 2010/11 Large NL EO comp. Employee owners in % of employees	374 2009/10 Large NL EO comp. Stock capitalisation million €	375 2009/10 Large NL EO comp. Employees Numbers	376 2009/10 Large NL EO comp. Employee owners Numbers	377 2009/10 Large NL EO comp. Employee owners in % of employees	378 2008/9 Large NL EO comp. Stock capitalisation million €	379 2008/9 Large NL EO comp. Employees Numbers	380 2008/9 Large NL EO comp. Employee owners Numbers
AT	900	0	0,00	13 €	900	0	0,00	15 €	820	0
BE	130	20	0,00	2 €	130	20	0,00	2 €	130	20
BG	360	209	58,00	3 €	360	212	59,01	3 €	360	216
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	5.062	2.828	55,87	53 €	5.620	3.306	58,82	53 €	5.721	3.361
DA	0	0	0,00	0 €	0	0	0,00	0 €	0	0
DE	10.004	9.884	98,80	595 €	9.372	9.163	97,77	624 €	9.802	9.595
EE	0	0	0,00	0 €	0	0	0,00	0 €	0	0
ES	106.082	47.201	44,50	4.844 €	107.438	50.635	47,13	4.831 €	112.790	51.270
FI	0	0	0,00	0 €	0	0	0,00	0 €	0	0
FR	38.099	15.786	41,43	1.616 €	35.487	14.111	39,76	1.617 €	34.180	14.178
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	1.210	714	59,01	28 €	1.210	714	59,01	28 €	1.210	726
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	94.653	43.582	46,04	3.727 €	94.463	43.697	46,26	3.568 €	91.878	43.634
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	2.623	1.326	50,55	33 €	2.586	1.329	51,39	32 €	2.454	1.254
NO	90	90	100,00	7 €	90	90	100,00	7 €	90	90
PL	1.125	653	58,00	61 €	1.125	687	61,11	62 €	1.165	699
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	500	290	58,00	25 €	500	303	60,56	25 €	710	426
SL	3.351	2.121	63,29	73 €	3.351	2.121	63,29	73 €	3.594	2.156
SV	0	0	0,00	0 €	0	0	0,00	0 €	0	0
UK	136.815	104.472	76,36	4.173 €	128.342	97.207	75,74	4.257 €	127.418	96.214
31 COUNTRIES	401.005	229.175	57,15	15.253 €	390.974	223.596	57,19	15.198 €	392.322	223.839
13 NMS - PL (*)	10.483	6.162	58,78	182 €	11.041	6.656	60,28	182 €	11.595	6.885

(*) "New" Member State

Data on employee share ownership in European countries
(31 countries - 2.636 largest European companies - 36 million employees)

Countries	381 2008/9 Large NL EO comp. Employee owners in % of employees	382 2007/8 Large NL EO comp. Stock capitalisation million €	383 2007/8 Large NL EO comp. Employees Numbers	384 2007/8 Large NL EO comp. Employee owners Numbers	385 2007/8 Large NL EO comp. Employee owners in % of employees	386 2006/7 Large NL EO comp. Stock capitalisation million €	387 2006/7 Large NL EO comp. Employees Numbers	388 2006/7 Large NL EO comp. Employee owners Numbers	389 2006/7 Large NL EO comp. Employee owners in % of employees	390 2005/6 Large NL EO comp. Stock capitalisation million €	391 2005/6 Large NL EO comp. Employees Numbers
AT	0,00	15 €	740	0	0,00	16 €	700	0	0,00	18 €	700
BE	0,00	2 €	130	20	0,00	2 €	130	20	0,00	2 €	130
BG	60,00	3 €	360	216	60,00	3 €	360	216	60,00	3 €	360
CH	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CY	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CZ	58,74	51 €	6.181	3.637	58,84	52 €	6.241	3.673	58,85	51 €	6.669
DA	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
DE	97,88	598 €	9.341	9.156	98,02	589 €	9.116	8.931	97,97	572 €	8.879
EE	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
ES	45,46	5.619 €	112.545	47.791	42,46	5.179 €	101.807	47.334	46,49	4.675 €	96.357
FI	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
FR	41,48	1.552 €	33.684	14.361	42,63	1.400 €	34.228	13.773	40,24	1.265 €	32.222
GR	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HR	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HU	60,00	27 €	1.210	726	60,00	27 €	1.210	726	60,00	27 €	1.210
IE	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
IS	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
IT	47,49	3.311 €	89.103	47.011	52,76	3.031 €	87.598	55.201	63,02	2.787 €	95.256
LT	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LU	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LV	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
MT	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
NL	51,10	35 €	2.178	1.205	55,33	33 €	2.104	1.205	57,27	31 €	2.079
NO	100,00	9 €	90	90	100,00	8 €	90	90	100,00	7 €	90
PL	60,00	60 €	1.165	699	60,00	60 €	1.225	735	60,00	58 €	1.225
PT	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
RO	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
SK	60,00	24 €	1.270	762	60,00	24 €	1.270	762	60,00	22 €	1.270
SL	60,00	69 €	3.732	2.239	60,00	69 €	3.592	2.155	60,00	69 €	3.647
SV	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
UK	75,51	5.395 €	123.208	92.769	75,29	5.322 €	117.771	89.463	75,96	4.266 €	112.015
31 COUNTRIES	57,05	16.770 €	384.937	220.682	57,33	15.815 €	367.442	224.283	61,04	13.853 €	362.109
13 NMS - PL (*)	59,38	174 €	12.753	7.580	59,44	175 €	12.673	7.532	59,43	172 €	13.156

(*) "New" Member State

LISTE DES ENTREPRISES

List of the 2.636 European companies in the EFES database in 2016 (L = Listed / NL = Non-listed)

AUSTRIA

AT	L	Agrana
AT	L	Amag Austria Metall
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	FACC
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
AT	L	Porr
AT	L	Raiffeisen Bank International
AT	L	RHI
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	Atenor
BE	L	Barco
BE	L	Bekaert
BE	L	Biocartis
BE	L	bpost
BE	L	Celyad
BE	L	CFE
BE	L	CMB
BE	L	Co.Br.Ha
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	Fagron
BE	L	Fluxys
BE	L	Galapagos
BE	L	GBL
BE	L	GIMV
BE	L	Greenyard Foods
BE	L	Hamon
BE	L	IBA
BE	L	Jensen-Group

BE	L	KBC
BE	L	Kinepolis
BE	L	Lotus Bakeries
BE	L	Melexis
BE	L	Mithra Pharmaceuticals
BE	L	Nyrstar
BE	L	Ontex
BE	L	Option
BE	L	Orange Belgium
BE	L	Picanol
BE	L	Proximus
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
BE	L	Zetes Industries
BE	NL	EASI

BULGARIA

BG	L	Bulgarian American Credit Bank
BG	L	CCB Central Cooperative Bank
BG	L	Chimimport
BG	L	First Investment Bank
BG	L	Petrol AD
BG	L	Sopharma
BG	NL	Nov svyat

SWITZERLAND

CH	L	ABB
CH	L	Acrevis Bank
CH	L	Actelion
CH	L	Adecco
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	Aryzta
CH	L	Ascom
CH	L	Autoneum
CH	L	Bachem
CH	L	Baloise
CH	L	Bank Linth
CH	L	Barry Callebaut
CH	L	Baselland KB
CH	L	Basilea
CH	L	Basler KB
CH	L	BC Geneve
CH	L	BC Vaud
CH	L	Belimo
CH	L	Bell Holding
CH	L	Bellevue Group
CH	L	Berner Kantonalbank
CH	L	BKW
CH	L	Bobst
CH	L	Bossard
CH	L	Bucher
CH	L	Burckhardt Compression
CH	L	Burkhalter
CH	L	Calida
CH	L	Cassiopea
CH	L	Cavotec
CH	L	Cembra Money Bank
CH	L	Cham Paper
CH	L	Charles Voegelé

CH	L	Clariant
CH	L	Coltene
CH	L	Comet
CH	L	Compagnie Financière Tradition
CH	L	Conzzeta
CH	L	Coop Bank
CH	L	CPH
CH	L	Crédit Suisse
CH	L	Daetwyler
CH	L	Datacolor
CH	L	DKSH
CH	L	dorma+kaba
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 Zuerich
CH	L	Forbo
CH	L	Galenica
CH	L	GAM Holding
CH	L	Gategroup
CH	L	Geberit
CH	L	Givaudan
CH	L	Glärner Kantonalbank
CH	L	Graubuender KB
CH	L	Gurit
CH	L	Helvetia
CH	L	Highlight Communications
CH	L	Hochdorf
CH	L	Huber and Suhner
CH	L	Huegli
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	Kardex
CH	L	Komax
CH	L	Kudelski
CH	L	Kuehne & Nagel
CH	L	Kuoni
CH	L	Kuros Bio
CH	L	LafargeHolcim
CH	L	Lastminute.com
CH	L	Lem
CH	L	Liechtensteinische Landesbank
CH	L	LifeWatch
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	Molecular Partners
CH	L	Myriad Group
CH	L	Nestle
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	Repower

List of the 2.636 European companies in the EFES database in 2016 (L = Listed / NL = Non-listed)

CH L Richemont
 CH L Rieter
 CH L Roche
 CH L Romande Energie
 CH L Rothschild
 CH L Santhera
 CH L Schindler
 CH L Schweiter
 CH L SFS Group
 CH L SGS
 CH L Siegfried
 CH L Sika
 CH L Sonova
 CH L St. Galler KB
 CH L Starrag
 CH L Straumann
 CH L Sulzer
 CH L Sunrise Communications
 CH L Swatch Group
 CH L Swiss Life
 CH L Swiss RE
 CH L Swiss Steel
 CH L Swisscom
 CH L Swissquote
 CH L Syngenta
 CH L Tamedia
 CH L Tecan
 CH L Temenos
 CH L Thurgauer Kantonalbank
 CH L Titl BN Berg
 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 Kofola
 CZ L Komerční Banka
 CZ L Moneta Money Bank
 CZ L New World Resources
 CZ L Pegas NonWovens
 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 Iriša
 CZ NL Kovodružstvo
 CZ NL Kovoplast

CZ NL Lidokov
 CZ NL Mechanika Praha
 CZ NL Mechanika Prostějov
 CZ NL Modeva
 CZ NL Obzor
 CZ NL Otava
 CZ NL Plzenske Dilo
 CZ NL Snezka Nachod
 CZ NL Styl Plzeň
 CZ NL Vkus Jicin
 CZ NL Vyvoj Trest

DENMARK

DA L A.P. Møller - Mærsk
 DA L ALK
 DA L Alm Brand
 DA L Ambu
 DA L Atlantic Petroleum
 DA L Bang & Olufsen
 DA L BankNordik
 DA L Bavarian Nordic
 DA L Brdr.Hartmann
 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 Jobindex
 DA L Jutlander Bank
 DA L Jyske Bank
 DA L Københavns Lufthavne
 DA L Matas
 DA L Mols-Linien
 DA L NeuroSearch
 DA L NKT Holding
 DA L NNIT
 DA L Nordicom
 DA L Nordjyske Bank
 DA L North Media
 DA L Novo Nordisk
 DA L Novozymes
 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 Santa Fe
 DA L SAS
 DA L Scandinavian Tobacco
 DA L Schouw & Co
 DA L SimCorp
 DA L Solar
 DA L Spar Nord Bank
 DA L Sparekassen Sjælland
 DA L Sydbank
 DA L TDC
 DA L Tivoli
 DA L TK Development
 DA L Topdanmark
 DA L Torm

DA L Tryg
 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 All for One Steeb
 DE L Allianz
 DE L Amadeus Fire
 DE L Atevia
 DE L Atoss Software
 DE L Audi
 DE L Aurubis
 DE L Axel Springer
 DE L Baader Bank
 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 Bertrandt
 DE L bet-at-home.com
 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 Celsio
 DE L Centrotec Sustainable
 DE L CeWe
 DE L Clere
 DE L Comdirect Bank
 DE L Commerzbank
 DE L CompuGroup
 DE L Constantin Medien
 DE L Continental
 DE L CropEnergies
 DE L CTS Eventim
 DE L Daimler
 DE L Delticom
 DE L Deutsche Bank
 DE L Deutsche Boerse
 DE L Deutsche Post
 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 Energiekontor
 DE L EnviTec Biogas
 DE L Euwax Broker
 DE L Evonik Industries
 DE L Evotec

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DE L Fielmann
 DE L flatex
 DE L Formycon
 DE L Francotyp-Postalia
 DE L Fraport
 DE L Freenet
 DE L Fresenius
 DE L Fresenius Medical Care
 DE L Frosta
 DE L Fuchs Petrolub
 DE L GEA Group
 DE L Gelsenwasser
 DE L Gerresheimer
 DE L Gerry Weber International
 DE L Gesco
 DE L GfK
 DE L GFT Technologies
 DE L Grammer
 DE L Grenkeleasing
 DE L H&R
 DE L Hamburger Hafen und Logistik
 DE L Hannover Rueckversicherung
 DE L Hawesko
 DE L Heidelberg Cement
 DE L Heidelberger Druckmaschinen
 DE L Hella
 DE L Henkel
 DE L Hochtief
 DE L Hornbach Holding
 DE L Hornbach-Baumarkt
 DE L HSBC Trinkaus und Burkhardt
 DE L Hugo Boss
 DE L Hypoport
 DE L IKB Deutsche Industriebank
 DE L Indus Holding
 DE L Infineon
 DE L Init innovation
 DE L Isra Vision
 DE L Jenoptik
 DE L Jungheinrich
 DE L K + S
 DE L Kabel Deutschland
 DE L KAP-Beteiligungs
 DE L KHD Humboldt Wedag
 DE L KION Group
 DE L Kloeckner & Co
 DE L Koenig & Bauer
 DE L Kontron
 DE L KPS Consulting
 DE L Krones
 DE L KSB
 DE L KUKA
 DE L KWS Saat
 DE L Lanxess
 DE L Lechwerke
 DE L Leifheit
 DE L Leoni
 DE L Linde
 DE L LPKF Laser & Electronics
 DE L Lufthansa
 DE L Man
 DE L Manz
 DE L Mediclin
 DE L Medigene
 DE L Medion
 DE L Mensch und Maschine
 DE L Merck
 DE L Metro
 DE L MLP
 DE L Mobotix
 DE L Mologen
 DE L MorphoSys
 DE L MTU Aero Engines
 DE L Muehlbauer
 DE L MunichRe
 DE L MVV Energie
 DE L Nemetschek

DE L Nexus
 DE L Nordex
 DE L Norma
 DE L Nuernberger Beteiligungs
 DE L OHB
 DE L Oldenburgische Landesbank
 DE L Osram Licht
 DE L Patrizia Immobilien
 DE L Paul Hartmann
 DE L Pfeiffer Vacuum
 DE L Phoenix Solar
 DE L Porsche
 DE L ProSiebenSAT.1 Media
 DE L PSI
 DE L Puma
 DE L QSC
 DE L R. Stahl
 DE L Rational
 DE L Renk
 DE L Rheinmetall
 DE L Rhoen-Klinikum
 DE L RIB Software
 DE L RWE
 DE L Salzgitte
 DE L SAP
 DE L Sartorius
 DE L Schaltbau Holding
 DE L SGL Carbon
 DE L SHW
 DE L Siemens
 DE L Simona
 DE L Singulus Technologies
 DE L Sixt
 DE L SLM Solutions
 DE L SMA Solar Technology
 DE L Software
 DE L SolarWorld
 DE L SQS Software Quality Systems
 DE L STADA Arzneimittel
 DE L STINAG Stuttgart Invest
 DE L Sto
 DE L Stratec Biomedical Systems
 DE L Stroer
 DE L Suedwestdeutsche Salzwerke
 DE L Suedzucker
 DE L Surteco
 DE L Symrise
 DE L Takkt
 DE L Talanx
 DE L Telefonica Deutschland
 DE L Telegate
 DE L ThyssenKrupp
 DE L Tipp24
 DE L Tom Tailor
 DE L Tomorrow Focus
 DE L TUI
 DE L United Internet
 DE L Uzin Utz
 DE L VBH Holding
 DE L Verbio
 DE L Villeroy & Boch
 DE L Volkswagen
 DE L Vonovia
 DE L Vossloh
 DE L VTG
 DE L Wacker Chemie
 DE L Wacker Neuson
 DE L WashTec
 DE L Wincor Nixdorf
 DE L Wire Card
 DE L Wuestenrot & Wuertembergische
 DE L Xing
 DE L zooplus
 DE NL Der Spiegel
 DE NL Martin Hoppmann
 DE NL Meissner
 DE NL Schunk

ESTONIA

EE L Harju Elekter
 EE L Merko Ehitus
 EE L Olympic Entertainment
 EE L Tallink Grupp
 EE L Tallinna Kaubamaja
 EE L Tallinna Vesi

SPAIN

ES L Abengoa
 ES L Abertis
 ES L Acciona
 ES L Acerinox
 ES L ACS
 ES L Adolfo Dominguez
 ES L Adveo
 ES L Aena
 ES L Almirall
 ES L Amadeus
 ES L Amper
 ES L Applus Services
 ES L Atresmedia
 ES L Banco de Sabadell
 ES L Banco Popular Espanol
 ES L Banco Santander
 ES L Bankia
 ES L Bankinter
 ES L Baron de Ley
 ES L BBVA
 ES L Bolsas y Mercados Espanoles
 ES L CaixaBank
 ES L Carbures Europe
 ES L Cellnex Telecom
 ES L Cementos Portland Valderrivas
 ES L Cie Automotive
 ES L Clinica Baviera
 ES L Codere
 ES L Coemac
 ES L Construcciones y Auxiliar de Ferros.
 ES L Deoleo
 ES L DIA
 ES L Duro Felguera
 ES L Ebro Foods
 ES L Elecnor
 ES L Enagas
 ES L Ence
 ES L Endesa
 ES L Ercros
 ES L Euskaltel
 ES L Faes Farma
 ES L FCC
 ES L Ferrovial
 ES L Fersa Energias Renovables
 ES L Fluidra
 ES L Gamesa
 ES L Gas Natural
 ES L General de Alquiler de Maquinaria
 ES L Global Dominion
 ES L Grifols
 ES L Grupo Catalana de Occidente
 ES L Grupo Empresarial San Jose
 ES L Grupo Ezentis
 ES L Iberdrola
 ES L Iberpapel
 ES L Inditex
 ES L Indra
 ES L Inmobiliaria Colonial
 ES L International Consolidated Air
 ES L Natraceutical
 ES L Laboratorios Rovi
 ES L Liberbank
 ES L Logista Holdings
 ES L Mapfre
 ES L Masmovil
 ES L Mediaset Espana
 ES L Melia Hotels

ES	NL	Larcovi
ES	NL	Macrosad
ES	NL	Mondragon
ES	NL	Nor Rubber
ES	NL	Prosciencia
ES	NL	Rpk
ES	NL	Samaniego
ES	NL	San Gervasi
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	Villa de Mostoles
ES	NL	Vitrinor

FI	L	Afarak
FI	L	Ahlstrom
FI	L	Aktia Bank
FI	L	Alma Media
FI	L	Amer Sports
FI	L	Asiakastieto Group
FI	L	Aspo
FI	L	Atria
FI	L	Basware
FI	L	Biotie Therapies
FI	L	Bittium
FI	L	CapMan
FI	L	Cargotec
FI	L	Caverion
FI	L	Citycon
FI	L	Comptel
FI	L	Cramo
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	Lehto
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	Pihlajalinna
FI	L	PKC Group
FI	L	Ponsse
FI	L	Pöyry
FI	L	Raisio
FI	L	Ramirent
FI	L	Rapala
FI	L	Sampo
FI	L	Sanoma
FI	L	Scanfil
FI	L	Sponda
FI	L	SRV

FR	L	AB Science
FR	L	ABC Arbitrage
FR	L	Accor
FR	L	Adocia
FR	L	Aéroports 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	Amundi
FR	L	ANF
FR	L	April
FR	L	Archos
FR	L	Areva
FR	L	Arkema
FR	L	Assystem
FR	L	Atos
FR	L	Aubay
FR	L	Aufeminin.com
FR	L	Aurea
FR	L	Ausy
FR	L	Avenir Telecom
FR	L	Aviation Latécoère
FR	L	Axa
FR	L	Axway Software
FR	L	Bains Mer Monaco
FR	L	Belier
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	Bourbon
FR	L	Bouygues
FR	L	Bricorama
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	Collectis
FR	L	Cerenis Therapeutics
FR	L	CFAO

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FR	L	CGG Veritas	FR	L	JC Decaux	FR	L	Société Générale
FR	L	Chargeurs	FR	L	Kaufman & Broad	FR	L	Sodexo
FR	L	Christian Dior	FR	L	Kering	FR	L	Soitec
FR	L	CIC	FR	L	Korian Medica	FR	L	Solocal
FR	L	CNIM Construction	FR	L	Lagardère	FR	L	Solucor
FR	L	CNP Assurances	FR	L	Lanson-BCC	FR	L	Somfy
FR	L	Coface	FR	L	Laurent-Perrier	FR	L	Sopra Steria
FR	L	Colas	FR	L	LDC	FR	L	Spie
FR	L	Crédit Agricole	FR	L	Lectra	FR	L	Spir Communication
FR	L	Damartex	FR	L	Legrand	FR	L	SRP Groupe
FR	L	Danone	FR	L	Linedata Services	FR	L	Stallergenes
FR	L	Dassault Aviation	FR	L	Lisi	FR	L	STEF
FR	L	Dassault Systèmes	FR	L	Les Nouveaux Constructeurs	FR	L	Store Electronic Systems
FR	L	DBV Technologies	FR	L	L'Oréal	FR	L	Suez
FR	L	Derichebourg	FR	L	LVMH	FR	L	Sword Group
FR	L	Devoteam	FR	L	M6-Metropole TV	FR	L	Synergie
FR	L	Direct Energie	FR	L	Maisons France Confort	FR	L	Tarkett
FR	L	Edenred	FR	L	Manitou BF	FR	L	Technicolor
FR	L	EDF	FR	L	Manutan	FR	L	Technip
FR	L	Eiffage	FR	L	Marie Brizard	FR	L	Teleperformance
FR	L	Electricité de Strasbourg	FR	L	Maurel et Prom	FR	L	Tessi
FR	L	Elior	FR	L	Mercialys	FR	L	TF1
FR	L	Elis	FR	L	Mersen	FR	L	TFF
FR	L	Engie	FR	L	Metabolic Explorer	FR	L	Thales
FR	L	Eramet	FR	L	MGI Coutier	FR	L	Thermador
FR	L	Erytech Pharma	FR	L	Michelin	FR	L	Total
FR	L	Essilor	FR	L	Montupet	FR	L	Toupargel
FR	L	Etam Développement	FR	L	Mr Bricolage	FR	L	Transgene
FR	L	Euler Hermes	FR	L	Nanobiotix	FR	L	Trigano
FR	L	Euro Disney	FR	L	Natixis	FR	L	U10
FR	L	Eurofins	FR	L	Naturex	FR	L	Ubisoft
FR	L	Europcar	FR	L	Neopost	FR	L	Unibail-Rodamco
FR	L	Eutelsat	FR	L	Neurons	FR	L	Union Financière de France
FR	L	Exel Industries	FR	L	Nexans	FR	L	Valeo
FR	L	Faiveley	FR	L	Nexity	FR	L	Vallourec
FR	L	Faurecia	FR	L	NextRadioTV	FR	L	Valneva
FR	L	Fermière Casino de Cannes	FR	L	Nicox	FR	L	Valtech
FR	L	Figeac Aéro	FR	L	NRJ Group	FR	L	Velcan Energy
FR	L	Fimalac	FR	L	Numericable	FR	L	Veolia
FR	L	Fleury Michon	FR	L	Octo Technology	FR	L	Vétoquinol
FR	L	Fnac	FR	L	Oeneo	FR	L	Vicat
FR	L	Foncière de Paris	FR	L	Olympique Lyonnais	FR	L	Viel et Compagnie
FR	L	Fromageries Bel	FR	L	Onxeo	FR	L	Vilmorin
FR	L	Futurén	FR	L	Orange	FR	L	Vinci
FR	L	GameLoft	FR	L	Orchestra Premaman	FR	L	Virbac
FR	L	Gaumont	FR	L	Orpea	FR	L	Vivendi
FR	L	Genfit	FR	L	Parrot Promesses	FR	L	Voltaia
FR	L	GFI Informatique	FR	L	Pernod-Ricard	FR	L	Vranken-Pommery
FR	L	GL Events	FR	L	Peugeot	FR	L	Wendel
FR	L	Grand Marnier	FR	L	Pharmagest Interactive	FR	L	Worldline
FR	L	Groupe CRIT	FR	L	Pierre Vacances	FR	L	XPO Logistics Europe
FR	L	Groupe Eurotunnel	FR	L	Plastic Omnium	FR	L	Zodiac Aerospace
FR	L	Groupe Flo	FR	L	Poxel	FR	NL	A Capella
FR	L	Groupe Gorge	FR	L	Publicis	FR	NL	Acéries de Ploërmel
FR	L	Groupe Guillin	FR	L	Radiall	FR	NL	Acome
FR	L	Groupe Partouche	FR	L	Rallye	FR	NL	Adrep
FR	L	Groupe SEB	FR	L	Ramsay Générale de Santé	FR	NL	AEL
FR	L	Groupe SFPI	FR	L	Recylex	FR	NL	AEML
FR	L	GTT	FR	L	Remy Cointreau	FR	NL	ALMA
FR	L	Guerbet	FR	L	Renault	FR	NL	Alstef
FR	L	Haulotte	FR	L	Rexel	FR	NL	ANER
FR	L	Havas	FR	L	Robertet	FR	NL	Armor
FR	L	Herige	FR	L	Rubis	FR	NL	Artelia
FR	L	Hermes	FR	L	Safran	FR	NL	ASCA
FR	L	Hi-Media	FR	L	Saft Groupe	FR	NL	ATGT
FR	L	Icade	FR	L	Saint-Gobain	FR	NL	Aubelec
FR	L	ID Logistics	FR	L	Samse	FR	NL	Auchan
FR	L	Iliad	FR	L	Sanofi	FR	NL	AVM Dépannage
FR	L	Imerys	FR	L	Sartorius Stedim	FR	NL	Bourgeois
FR	L	Infotel	FR	L	Savencia	FR	NL	Bouyer-Leroux
FR	L	Ingenico	FR	L	Schneider Electric	FR	NL	Cap Services
FR	L	Innate Pharma	FR	L	Scor	FR	NL	CEFF
FR	L	Internat. de Plantations d'Heveas	FR	L	Seche Environnement	FR	NL	Cegos
FR	L	Interparfums	FR	L	Sequana	FR	NL	Ceva
FR	L	Ipsen	FR	L	Serma Technologies	FR	NL	CITEL
FR	L	Ipsos	FR	L	SII	FR	NL	CMEG
FR	L	Jacquet Metal Service	FR	L	SMTPC	FR	NL	COMEBO

List of the 2.636 European companies in the EFES database in 2016 (L = Listed / NL = Non-listed)

FR NL COMEC
FR NL Construction Côte d'Emeraude
FR NL De Sangosse
FR NL Delpharm
FR NL Divalto
FR NL DRTTP
FR NL EBS Le Relais
FR NL ECCS
FR NL ECF CER CA
FR NL Fonderie de la Bruche
FR NL GCE
FR NL Germa
FR NL Gescop
FR NL Hardis
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 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 NGE
FR NL Nice-Matin
FR NL Parc Zoologique d'Amneville
FR NL Parcs et Sports
FR NL Pentalog
FR NL Procar Demas
FR NL QuadriPlus Groupe
FR NL Recapé
FR NL SCETEC
FR NL Scop Nea
FR NL Scopad
FR NL Scopelec
FR NL Scoprobat
FR NL Scotnet
FR NL Scotpa
FR NL SNA Areacem
FR NL SNAT
FR NL SNTTP
FR NL Socarenam
FR NL Sogenor
FR NL Sogeti Ingénierie
FR NL SOPCZ
FR NL Sorapel
FR NL Sté Nationale de Façonnage
FR NL STPEE
FR NL Syndex
FR NL Techniques Topo
FR NL Théâtre 95
FR NL Titi Floris
FR NL Tournus Equipement
FR NL TPC Scop
FR NL Tri Vallées
FR NL Up
FR NL UTB
FR NL Veyret Techniques Découpe
FR NL Yes High Tech
FR NL Ziemex

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 Fourlis
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 Lamda Development
GR L Marfin Investment Group
GR L Metka
GR L Minoan Lines
GR L Motor Oil Corinth Refineries
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 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 Dalekovod
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 Valamar Riviera
HR L Zagrebacka banka

HUNGARY

HU L Any
HU L FHB
HU L Magyar Telekom
HU L MOL
HU L OTP Banka
HU L Richter
HU NL Herend Manufactory
HU NL Uvater

IRELAND

IE L Abbey
IE L Aer Lingus
IE L Allied Irish Banks
IE L Applegreen
IE L Bank of Ireland

IE L C&C Group
IE L Cairn Homes
IE L CPL Resources
IE L CRH
IE L Dalata Hotel Group
IE L Datalex
IE L DCC
IE L FBD Holdings
IE L Fyffes
IE L Glanbia
IE L Grafton Group
IE L Greencore
IE L Icon
IE L Independent News & Media
IE L Irish Continental Group
IE L Kenmare Resources
IE L Kerry Group
IE L Kingspan
IE L Malin
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 Aedes
IT L Aeffe
IT L Aeroporto Guglielmo
IT L Alerion
IT L Amplifon
IT L Ansaldo STS
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 Fintat
IT L Banca Generali
IT L Banca IFIS
IT L Banca MPS
IT L Banca Pop Emil Romagna
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 Banzai
IT L BasicNet
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

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IT L Caltagirone Editore
IT L Campari
IT L Carraro
IT L Cattolica Assicurazioni
IT L Cembre
IT L Cementir
IT L Cerved Information Solutions
IT L CIR Compagnie Industriali Riunite
IT L Class Editori
IT L Cofide
IT L Cosmo
IT L Credem
IT L Credito Valtellinese
IT L Dada
IT L Danieli
IT L Datalogic
IT L De Longhi
IT L Diasorin
IT L EEMS Italia
IT L El Towers
IT L El.En
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 Ferrari
IT L Ferrovie Nord Milano
IT L Fiat Chrysler Automobiles
IT L Fiera Milano
IT L Fincantieri
IT L FinecoBank
IT L Finmeccanica
IT L Fondiaria-SAI
IT L Gala
IT L Gas Plus
IT L Generali Assicurazioni
IT L Geox
IT L Gr Edit l'Espresso
IT L Hera
IT L IGD
IT L Il Sole 24 Ore
IT L IMA
IT L Immsi
IT L Infrastrutture Wireless Italiane
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 La Doria
IT L Landi Renzo
IT L Luxottica
IT L Maire Tecnimont
IT L Marr
IT L Massimo Zanetti
IT L Mediaset
IT L Mediobanca
IT L Mediolanum
IT L Moleskine
IT L Moncler
IT L Mondadori Editore
IT L Newron Pharma
IT L Nice
IT L Notorious Pictures
IT L OVS
IT L Panariagroup
IT L Parmalat
IT L Piaggio
IT L Pininfarina
IT L Pirelli
IT L Poligrafici Editoriale

IT L Poste Italiane
IT L Prada
IT L Prelios
IT L Premuda
IT L Prysmian
IT L RAI Way
IT L RCS MediaGroup
IT L Recordati
IT L Reply
IT L Risanamento
IT L Sabaf
IT L Saes Getters
IT L Safilo
IT L Saipem
IT L Salini Impregilo
IT L Salvatore Ferragamo
IT L Saras
IT L Save
IT L Seat Pagine Gialle
IT L Sesa
IT L SIAS
IT L SNAI
IT L Snam
IT L Sogefi
IT L Sol
IT L Stefanel
IT L Tamburi
IT L Technogym
IT L Telecom Italia
IT L Telecom Italia Media
IT L Terna
IT L Tiscali
IT L Tod's
IT L Toscana Aeroporti
IT L Trevi
IT L UBI Banca
IT L UniCredit
IT L Unipol
IT L Valsoia
IT L Vianini Lavori
IT L Vittoria Assicurazioni
IT L Yoox
IT L Zignago Vetro
IT NL 3elle La Lavorazione del Legno
IT NL CCPL
IT NL CEA - Coop. Edile Appennino
IT NL Cefla
IT NL Cisagest Selin
IT NL CMSA - Coop Muratori Sterratori
IT NL Colser - Auroradomus
IT NL Conast
IT NL Conscoop
IT NL Consital
IT NL Consorzio Coop. Costruzioni
IT NL Coop Italiana di Ristorazione
IT NL Coop Muratori e Braccianti di C.
IT NL Coop Muratori e Cementisti
IT NL Cooperativa Ceramica d'Imola
IT NL Coopsette
IT NL Cormo
IT NL CPL Concordia
IT NL Ecoopera
IT NL Formula Servizi
IT NL ICEL
IT NL Industria Vetraria Valdarnese
IT NL La Cascina
IT NL Manutencoop
IT NL Meridionale Servizi
IT NL Sacmi
IT NL Servizio Autonoleggio con Autista
IT NL Sorgeva
IT NL Team Service
IT NL Unieco

LITUANIA

LT L Energijos Skirstymo Operatorius
LT L Lietuvos Energija

LT L Litgrid
LT L Rokiskio Suris
LT L Teo LT

LUXEMBURG

LU L Altice
LU L Aperam
LU L B&M European Value Retail
LU L D'Amico
LU L eDreams
LU L L'Occitane International
LU L Logwin
LU L RM2 International
LU L RTL Group
LU L SAF-Holland
LU L SES Global FDR
LU L Tenaris

LATVIA

LV L Latvijas Gaze
LV L Latvijas Kunieciba
LV L Ventspils Nafta

MALTA

MT L Bank of Valletta
MT L FIMBank
MT L GO
MT L HSBC Bank Malta
MT L International Hotels Investments
MT L Malta Int. Airport
MT L RS2 Software

NETHERLANDS

NL L Aalberts
NL L ABN AMRO
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 Cnova
NL L Constellium
NL L Corbion
NL L Delta Lloyd
NL L DSM
NL L Eurocommercial Properties
NL L Euronext
NL L Fugro
NL L Funcom
NL L Gemalto
NL L GrandVision
NL L Heijmans
NL L Heineken
NL L Holland Colours
NL L Hunter Douglas
NL L IMCD Group
NL L ING
NL L Interxion
NL L Kardan
NL L Kas Bank
NL L Kendrion
NL L KPN

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NL	L	Lucas Bols Holding	NO	L	Kværner	PL	L	Bioton
NL	L	Macintosh	NO	L	Leroy Seafood	PL	L	Bogdanka
NL	L	Nedap	NO	L	Marine Harvest	PL	L	Boryszew
NL	L	Nielsen Holdings	NO	L	Multiconsult	PL	L	Budimex
NL	L	NN Group	NO	L	NEL	PL	L	CCC
NL	L	NSI	NO	L	Next Biometrics	PL	L	CD Projekt
NL	L	Ordina	NO	L	Nordic Semiconductor	PL	L	Ciech
NL	L	Pharming	NO	L	Norsk Hydro	PL	L	ComArch
NL	L	Philips	NO	L	Norske Skogindustrier	PL	L	Cyfrowy Polsat
NL	L	PostNL	NO	L	Norway Royal Salmon	PL	L	Dom Maklerski IDM
NL	L	Qiagen	NO	L	Norwegian Air Shuttle	PL	L	DomDevelopment
NL	L	Randstad	NO	L	Norwegian Energy Company	PL	L	Echo
NL	L	Refresco Gerber	NO	L	NRC	PL	L	Elbudowa
NL	L	Relx NV	NO	L	Ocean Yield	PL	L	Emperia
NL	L	Royal Imtech	NO	L	Odffjell	PL	L	Enea
NL	L	SBM Offshore	NO	L	Olav Thon Eiendoms	PL	L	Energia
NL	L	SIF Holding	NO	L	Opera Software	PL	L	Erbud
NL	L	Sligro	NO	L	Orkla	PL	L	Eurocash
NL	L	Stern	NO	L	Petroleum Geo-Services	PL	L	Fabryki Mebli "Forte"
NL	L	STMicroelectronics	NO	L	Petrolia	PL	L	Famur
NL	L	Telegraaf	NO	L	Polaris Media	PL	L	Farmacol
NL	L	Ten Cate	NO	L	Prosafe	PL	L	Firma Oponiarska Debica
NL	L	TKH	NO	L	Protector Forsikring	PL	L	Getin Holding
NL	L	TNT Express	NO	L	Q-Free	PL	L	Getin Noble Bank
NL	L	TomTom	NO	L	REC Silicon	PL	L	Gielda Papierow
NL	L	Unilever NV	NO	L	Rem Offshore	PL	L	Globe Trade Centre
NL	L	USG People	NO	L	SailMar	PL	L	Grupa Kety
NL	L	Van Lanschot	NO	L	Scatec Solar	PL	L	Grupa Lotos
NL	L	Vopak	NO	L	Schibsted	PL	L	Grupa Zywiec
NL	L	Wessanen	NO	L	SeaBird Exploration	PL	L	Integer.pl
NL	L	Wolters Kluwer	NO	L	SeaDrill	PL	L	Inter Cars
NL	L	Wright Medical	NO	L	Sevan Marine	PL	L	JW Construction
NL	NL	Goudappel	NO	L	Siem Offshore	PL	L	JSW
NL	NL	Movares	NO	L	Skandiabanken	PL	L	KGHM
NL	NL	Witteveen en Bos	NO	L	Solstad Offshore	PL	L	Kopex
NORWAY			NO	L	Songa Offshore	PL	L	Kruk
NO	L	ABG Sundal Collier	NO	L	Sparebank 1 N.-Norge	PL	L	LC Corp
NO	L	AF Gruppen	NO	L	SpareBank 1 Ringerike Hadeland	PL	L	LPP
NO	L	Agasti	NO	L	Sparebank 1 SMN	PL	L	mBank
NO	L	Akastor	NO	L	Sparebank 1 SR Bank	PL	L	Medicalgorithmics
NO	L	Aker ASA	NO	L	Sparebanken More	PL	L	Mercor
NO	L	Aker Solutions	NO	L	Sparebanken Vest	PL	L	Midas
NO	L	American Shipping	NO	L	Spectrum	PL	L	Mostostal Warsaw
NO	L	Aqualis	NO	L	Statoil	PL	L	Mostostal Zabrze
NO	L	Arendals Fossekompani	NO	L	Stolt-Nielsen	PL	L	Netia
NO	L	Atea	NO	L	Storebrand	PL	L	Neuca
NO	L	Aurora LPG	NO	L	Subsea 7	PL	L	NFI Empik M&F
NO	L	Austevoll Seafood	NO	L	Telenor	PL	L	Orange Polska
NO	L	Awilco Drilling	NO	L	TGS Nopec Geophys.	PL	L	Orbis
NO	L	Bakkafrost	NO	L	Thin Film Electronics	PL	L	Pelion
NO	L	Borregaard	NO	L	Tomra Systems	PL	L	Petrolinvest
NO	L	Deep Sea Supply	NO	L	TTS Marine	PL	L	Pfleiderer Grajewo
NO	L	Det Norske Oljeselskap	NO	L	Veidekke	PL	L	PGE Polska Grupa Energetyczna
NO	L	DnB	NO	L	Western Bulk	PL	L	PKP Cargo
NO	L	DNO	NO	L	Wilh. Wilhelmsen	PL	L	Polimex Mostostal
NO	L	DOF	NO	L	XXL	PL	L	PolNord
NO	L	Dolphin Group	NO	NL	Yara International	PL	L	Polski Koncern Naftowy
NO	L	Eidesvik Offshore	NO	NL	Kantega	PL	L	Polskie Gornictwo Naft.
NO	L	Ekornes	POLAND			PL	L	Pow. Kasa PKO Bank Polski
NO	L	ElectroMagnetic GeoServices	PL	L	Agora	PL	L	Powszechny Zaklad U.
NO	L	Europris	PL	L	Alchemia	PL	L	Rafako
NO	L	Evry	PL	L	Alior Bank	PL	L	Rawlplug
NO	L	Farstad Shipping	PL	L	Alumetal	PL	L	Rovese
NO	L	Fred Olsen Energy	PL	L	Amica Wronki	PL	L	Snieszka
NO	L	Frontline	PL	L	AmRest	PL	L	Stalprodukt
NO	L	GC Rieber Shipping	PL	L	Apator	PL	L	Stomil Sanok
NO	L	Gjensidige Forsikring	PL	L	Asseco	PL	L	Synthos
NO	L	Golar LNG	PL	L	ATM Grupa	PL	L	Tauron Polska Energia
NO	L	Grieg Seafood	PL	L	Azoty	PL	L	Ulma
NO	L	Hafslund	PL	L	Bank BGZ BNP	PL	L	Vistula
NO	L	Havfisk	PL	L	Bank BPH	PL	L	Wawel
NO	L	Hexagon Composites	PL	L	Bank Handlowy	PL	L	Wirtualna
NO	L	Idex	PL	L	Bank Millennium	PL	L	Work Service
NO	L	Incus Investor	PL	L	Bank Ochrony Srodowiska	PL	L	Zaklady Azotowe Pulawy
NO	L	Kongsberg Automotive	PL	L	Bank Pekao	PL	L	Zaklady Chemiczne Police
NO	L	Kongsberg Gruppen	PL	L	Bank Zachodni WBK	PL	L	Zaklady Lentex
						PL	L	Zaklady Tluszczowe Kruszwica

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PL L Zepak
 PL L Zespol Elektro. Kogeneracja
 PL NL Spol. Piekarsko-Ciastkarska
 PL NL Sppic
 PL NL Tarnowska Odzież

SL NL ETI Elektroelement
 SL NL Etiketa
 SL NL Kovinoplastika
 SL NL Odeja

SV L Holmen
 SV L Hufvudstaden
 SV L Humana
 SV L Husqvarna
 SV L IAR Systems
 SV L IFS

PORTUGAL

PT L Altri
 PT L Banco BPI
 PT L Banco Comercial Portugues
 PT L Banif Group
 PT L Cimpor
 PT L Cofina
 PT L Corticeira Amorim
 PT L CTT Correios de Portugal
 PT L EDP
 PT L EDP Renovaveis
 PT L Galp Energia
 PT L Global ITech
 PT L Ibersol
 PT L Impresa
 PT L Jeronimo Martins
 PT L Luz Saude
 PT L Martifer
 PT L Media Capital
 PT L Mota-Engil
 PT L Navigator
 PT L NOS
 PT L Novabase
 PT L REN
 PT L SAG
 PT L SDC
 PT L Semapa
 PT L Sonae
 PT L Sonae Industria
 PT L Sonaecom
 PT L Teixeira Duarte

SWEDEN

SV L AAK
 SV L Active Biotech
 SV L AddLife
 SV L Addtech
 SV L AF
 SV L Alfa Laval
 SV L Alimak
 SV L Amasten
 SV L Anoto
 SV L AQ Group
 SV L Arcam
 SV L Assa Abloy
 SV L Atlas Copco
 SV L Atrium Ljungberg
 SV L Attendo
 SV L Autoliv
 SV L Avanza
 SV L Axfood
 SV L Axis
 SV L B&B Tools
 SV L BE Group
 SV L Beijer
 SV L Beijer Alma
 SV L Betsson
 SV L Bilia
 SV L BillerudKorsnas
 SV L BioGaia
 SV L BioInvent International
 SV L Boliden
 SV L Bravida
 SV L Bufab Holding
 SV L Byggmax
 SV L Camurus
 SV L Capiro
 SV L Castellum
 SV L Catena Media
 SV L Cherry
 SV L Clas Ohlson
 SV L Cloetta Fazer
 SV L CLX Communications
 SV L Collector
 SV L Com Hem Holding
 SV L Concentric
 SV L Concordia Maritime
 SV L Coor Service Management
 SV L Diamyd Medical
 SV L Dometic
 SV L Duni
 SV L Dustin
 SV L Electrolux
 SV L Elekta
 SV L Eltel
 SV L Eniro
 SV L Ericsson
 SV L Evolution Gaming
 SV L Faberge
 SV L Fagerhult
 SV L FastPartner
 SV L Fenix Outdoor
 SV L Fingerprint Cards
 SV L Getinge
 SV L Gränges
 SV L Gunnebo
 SV L Haldex
 SV L Heba Fastighets
 SV L Hennes and Mauritz
 SV L Hexagon
 SV L Hexpol
 SV L HiQ International
 SV L HMS Networks
 SV L Hoist Finance

SV L Indutrade
 SV L Intrum Justitia
 SV L Invisio Communications
 SV L Inwido
 SV L ITAB Shop Concept
 SV L JM
 SV L Kambi Group
 SV L KappAhl
 SV L Klövern
 SV L Kungsleden
 SV L Lagercrantz
 SV L Latour
 SV L LeoVegas
 SV L Lifco
 SV L Lindab
 SV L Loomis
 SV L Lundbergs
 SV L Lundin Petroleum
 SV L Meda
 SV L Medivir
 SV L Mekonomen
 SV L Millicom
 SV L Modern Times Group
 SV L Mycronic
 SV L NCC
 SV L Nederman
 SV L Net Insight
 SV L NetEnt
 SV L New Wave Group
 SV L NIBE
 SV L Nobia
 SV L Nobina
 SV L Nolato
 SV L Nordax
 SV L Nordea Bank
 SV L Nordic Mines
 SV L Nordnet
 SV L OEM
 SV L Opus Group
 SV L Orexo
 SV L Oriflame
 SV L PA Resources
 SV L Peab
 SV L Proffice
 SV L Qliro
 SV L RaySearch Laboratories
 SV L Recipharm
 SV L Resurs
 SV L Rezidor Hotel Group
 SV L RNB
 SV L Saab
 SV L Sandvik
 SV L SCA
 SV L Scandi Standard
 SV L Scandic Hotels
 SV L SEB
 SV L Sectra
 SV L Securitas
 SV L Skanska
 SV L SKF
 SV L SkiStar
 SV L SSAB
 SV L Studsvik
 SV L Svenska Handelsbanken
 SV L Sweco
 SV L Swedbank
 SV L Swedish Match
 SV L Swedish Orphan Biovitrum
 SV L Swedol
 SV L Systemair
 SV L Tele2

ROMANIA

RO L Alro
 RO L Antibiotice
 RO L Banca Transilvania
 RO L BRD-Société Générale Bucuresti
 RO L CNTEE Transelectrica
 RO L Electrica
 RO L OMV Petrom
 RO L Rompetrol Rafinare Constanta
 RO L SN Nuclearelectrica
 RO L SNGN Romgaz
 RO L SNTGN Transgaz

SLOVAKIA

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

SLOVENIA

SL L Datalab
 SL L Gorenje
 SL L Intereuropa
 SL L Istrabenz
 SL L KRKA
 SL L Luka Koper
 SL L Mercator
 SL L Petrol
 SL L Pivovarna Lasko
 SL L Sava
 SL L Sava Re
 SL L Telekom Slovenije
 SL L Zavarovalnica Triglav
 SL NL Domel

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SV	L	Telia	UK	L	Bovis Homes	UK	L	Dialog Semiconductor
SV	L	Tethys Oil	UK	L	BowLeven	UK	L	Dignity
SV	L	Thule Group	UK	L	BP	UK	L	Diploma
SV	L	Tobii	UK	L	Brammer	UK	L	Direct Line Insurance
SV	L	TradeDoubler	UK	L	Brewin Dolphin	UK	L	Dixons Carphone
SV	L	Transcom WorldWide	UK	L	Brit	UK	L	DJI Holdings
SV	L	Trelleborg	UK	L	British American Tobacco	UK	L	Dominos Pizza
SV	L	Trigon Agri	UK	L	British Land	UK	L	Drax
SV	L	Troax	UK	L	British Polythene Industries	UK	L	Dunelm
SV	L	Unibet	UK	L	Britvic	UK	L	DX Group
SV	L	VBG Group	UK	L	Brown (N)	UK	L	e2v Technologies
SV	L	Vitrolife	UK	L	BT	UK	L	Earthport
SV	L	Volvo	UK	L	BTG	UK	L	easyJet
SV	L	Wallenstam	UK	L	Bunzl	UK	L	Eco Animal Health
SV	L	Wihlborgs Fastigheter	UK	L	Burberry	UK	L	Egdon Resources
UNITED KINGDOM			UK	L	Bwin.party	UK	L	Electrocomponents
UK	L	3i Group	UK	L	Cable & Wireless Com.	UK	L	Elementis
UK	L	4d pharma	UK	L	Cairn Energy	UK	L	Emis Group
UK	L	4imprint Group	UK	L	Cambian Group	UK	L	EnQuest
UK	L	888 Holdings	UK	L	Camellia	UK	L	Enterprise Inns
UK	L	AA	UK	L	Cape	UK	L	Epwin Group
UK	L	Abcam	UK	L	Capita	UK	L	Equiniti
UK	L	Acal	UK	L	Capital & Counties Properties	UK	L	Eros International
UK	L	Accesso Technology	UK	L	Capital & Regional	UK	L	Essentra
UK	L	Accsys Technologies	UK	L	Carclo	UK	L	esure Group
UK	L	Admiral	UK	L	Card Factory	UK	L	Eurocell
UK	L	Advanced Medical Solutions	UK	L	CareTech	UK	L	Euromoney Institutional Investor
UK	L	Aggreko	UK	L	Carillion	UK	L	Exova
UK	L	Aldermore	UK	L	Carnival plc	UK	L	Experian
UK	L	Alent	UK	L	Carpentryright	UK	L	Fairpoint
UK	L	Alliance Pharma	UK	L	Carr's Milling Industries	UK	L	Faroe Petroleum
UK	L	Alternative Networks	UK	L	Castings	UK	L	FDM
UK	L	Amec	UK	L	Centaur Media	UK	L	Fenner
UK	L	Amlin	UK	L	Centrica	UK	L	Fevertree
UK	L	Anglo American	UK	L	Ceres Power	UK	L	Fidessa
UK	L	AO World	UK	L	Charles Stanley	UK	L	Findel
UK	L	Arbutnot Banking	UK	L	Charles Taylor Consulting	UK	L	First Derivatives
UK	L	Arm Holdings	UK	L	Chemring	UK	L	FirstGroup
UK	L	Arrow Global	UK	L	Chesnara	UK	L	Fisher
UK	L	Ashley (Laura)	UK	L	Cineworld Group	UK	L	Flybe
UK	L	Ashtead	UK	L	Circassia Pharmaceuticals	UK	L	Foxtons
UK	L	ASOS	UK	L	Circle Holdings	UK	L	French Connection
UK	L	AssetCo	UK	L	CityFibre Infrastructure	UK	L	Fuller Smith & Turner
UK	L	Associated British Foods	UK	L	Clarkson	UK	L	Future
UK	L	Assura	UK	L	Clinigen	UK	L	FW Thorpe
UK	L	AstraZeneca	UK	L	Clipper Logistics	UK	L	G4S
UK	L	Atkins (WS)	UK	L	Close Brothers	UK	L	Galliford Try
UK	L	Auto Trader Group	UK	L	CLS Holdings	UK	L	Game Digital
UK	L	Avanti Communications	UK	L	Coats Group	UK	L	Games Workshop
UK	L	Aveva	UK	L	Cobham	UK	L	Gamma Communications
UK	L	Aviva	UK	L	Colt Telecom	UK	L	Gattaca
UK	L	Avocet Mining	UK	L	Compass	UK	L	GB Group
UK	L	Avon Rubber	UK	L	Computacenter	UK	L	GCM Resources
UK	L	Babcock International	UK	L	Connect Group	UK	L	Gemfields
UK	L	BAE Systems	UK	L	Consort Medical	UK	L	Genus
UK	L	Balfour Beatty	UK	L	Conviviality	UK	L	GKN
UK	L	Barclays	UK	L	Costain	UK	L	GlaxoSmithKline
UK	L	Barr	UK	L	CPP Group	UK	L	Glencore
UK	L	Barratt Developments	UK	L	Craneware	UK	L	GlobalData
UK	L	BBA Aviation	UK	L	Cranswick	UK	L	Globo
UK	L	Beazley	UK	L	Crest Nicholson	UK	L	Go-Ahead
UK	L	Bellway	UK	L	Croda International	UK	L	Goals Soccer Centres
UK	L	Benchmark Holdings	UK	L	Cronin	UK	L	Gooch & Housego
UK	L	Berendsen	UK	L	Curtis Banks	UK	L	Goodwin
UK	L	Berkeley	UK	L	CVS Group	UK	L	Grainger
UK	L	Betfair	UK	L	Daily Mail & General	UK	L	Great Portland Estates
UK	L	BHP Billiton plc	UK	L	Dairy Crest	UK	L	Greene King
UK	L	Big Yellow	UK	L	Dart	UK	L	Greggs
UK	L	Blanco Techno	UK	L	Darty	UK	L	GVC Holdings
UK	L	Blinkx	UK	L	De La Rue	UK	L	GW Pharmaceuticals
UK	L	Bloomsbury Publishing	UK	L	Debenhams	UK	L	Halfords
UK	L	Bodycote	UK	L	Dechra Pharmaceuticals	UK	L	Halma
UK	L	boohoo.com	UK	L	Derwent London	UK	L	Hammerson
UK	L	Booker	UK	L	Devro	UK	L	Hansard Global
UK	L	Boot (Henry)	UK	L	DFS Furniture	UK	L	Hardy Oil & Gas
UK	L	Borders & Southern Petroleum	UK	L	Diageo	UK	L	Hargreaves
			UK	L	Dialight	UK	L	Harworth

List of the 2.636 European companies in the EFES database in 2016 (L = Listed / NL = Non-listed)

UK	L	Hays	UK	L	London Security	UK	L	Premier Oil
UK	L	Headlam	UK	L	London Stock Exchange	UK	L	Provident Financial
UK	L	Helical Bar	UK	L	Lonmin	UK	L	Prudential
UK	L	HellermannTyton	UK	L	Lookers	UK	L	Punch Taverns
UK	L	Henderson	UK	L	Low & Bonar	UK	L	PureTech Health
UK	L	Hikma Pharmaceuticals	UK	L	LSL Property Services	UK	L	PV Crystalox
UK	L	Hill & Smith	UK	L	M&C Saatchi	UK	L	PZ Cussons
UK	L	Hilton Food	UK	L	M.P. Evans	UK	L	QinetiQ
UK	L	Hiscox	UK	L	Majestic Wine	UK	L	Quadrise Fuels
UK	L	Hochschild Mining	UK	L	Man Group	UK	L	Quantum Pharmaceutical
UK	L	Hogg Robinson	UK	L	Management Consulting	UK	L	Quartix
UK	L	Home Retail	UK	L	Marks & Spencer	UK	L	R.E.A.Holdings
UK	L	Homeserve	UK	L	Marshall Motor	UK	L	Rank Group
UK	L	Horizon Discovery	UK	L	Marshall's	UK	L	Rasmala
UK	L	Hostelworld	UK	L	Marston's	UK	L	Rathbones
UK	L	Howdens	UK	L	Mattioli Woods	UK	L	Reckitt Benckiser
UK	L	HSBC	UK	L	McBride	UK	L	Record
UK	L	HSS Hire Group	UK	L	McColl's Retail	UK	L	Redcentric
UK	L	Hunting	UK	L	McKay Securities	UK	L	Redde
UK	L	Huntsworth	UK	L	Mears	UK	L	Redrow
UK	L	Hurricane Energy	UK	L	Meggitt	UK	L	Regal Petroleum
UK	L	Hvivo	UK	L	Melrose Industries	UK	L	Regus
UK	L	Ibstock	UK	L	Menzies (John)	UK	L	Relx plc
UK	L	Icap	UK	L	Merlin Entertainments	UK	L	Renew Holdings
UK	L	Idox	UK	L	Michael Page	UK	L	Renishaw
UK	L	IG Design	UK	L	Micro Focus	UK	L	Rentokil Initial
UK	L	IG Group	UK	L	Millennium & Copthorne	UK	L	Restaurant Group
UK	L	IGas Energy	UK	L	Mitchells & Butlers	UK	L	Restore
UK	L	Imagination Technologies	UK	L	Mitie	UK	L	Rexam
UK	L	IMI	UK	L	Mondi plc	UK	L	Ricardo
UK	L	Immunodiagnostic Systems	UK	L	Moneysupermarket.com	UK	L	Rightmove
UK	L	Impellam	UK	L	Monitise	UK	L	Rio Tinto
UK	L	Imperial Brands	UK	L	Morgan Advances Materials	UK	L	RM
UK	L	Inchcape	UK	L	Morgan Sindall	UK	L	Robert Walters
UK	L	Indivior	UK	L	Morrison's	UK	L	Rockhopper Exploration
UK	L	Infinis Energy	UK	L	Mortgage Advice Bureau	UK	L	Rolls-Royce
UK	L	Informa	UK	L	Mothercare	UK	L	Rotork
UK	L	Inmarsat	UK	L	Mulberry	UK	L	Royal Bank of Scotland
UK	L	Innovation	UK	L	Nanoco Group	UK	L	Royal Dutch Shell
UK	L	InterContinental Hotels	UK	L	National Express	UK	L	Royal Mail
UK	L	Intermediate Capital	UK	L	National Grid	UK	L	RPC
UK	L	International Personal Finance	UK	L	NCC Group	UK	L	RPS
UK	L	Interserve	UK	L	Next	UK	L	RSA Insurance
UK	L	Intertek	UK	L	Next Fifteen	UK	L	RWS Holdings
UK	L	Intu	UK	L	Nichols	UK	L	S & U
UK	L	Investec plc	UK	L	Nighthawk Energy	UK	L	SABMiller
UK	L	Iofina	UK	L	Northgate	UK	L	Saga
UK	L	Iomart Group	UK	L	Novae	UK	L	Sage
UK	L	IP Group	UK	L	Numis	UK	L	Sainsbury
UK	L	IQE	UK	L	Ocado	UK	L	San Leon Energy
UK	L	ITE	UK	L	Old Mutual	UK	L	Sarossa
UK	L	ITM Power	UK	L	On the Beach	UK	L	Savills
UK	L	ITV	UK	L	OneSavings Bank	UK	L	Scapa
UK	L	James Halstead	UK	L	Ophir Energy	UK	L	SDL
UK	L	Jardine Lloyd Thompson	UK	L	Oxford Biomedica	UK	L	Secure Trust Bank
UK	L	JD Sports Fashion	UK	L	Oxford Instruments	UK	L	Segro
UK	L	Jimmy Choo	UK	L	Pace	UK	L	Senior
UK	L	JKX Oil & Gas	UK	L	Paragon	UK	L	Sepura
UK	L	Johnson Matthey	UK	L	Partnership Assurance	UK	L	Serco
UK	L	Johnson Service	UK	L	Patisserie Holdings	UK	L	Serica Energy
UK	L	Johnston Press	UK	L	PayPoint	UK	L	Servelec Group
UK	L	Just Eat	UK	L	Paysafe	UK	L	Severfield-Rowen
UK	L	Just Retirement Group	UK	L	Pearson	UK	L	Severn Trent
UK	L	Kainos	UK	L	Pendragon	UK	L	Shaftesbury
UK	L	KCom	UK	L	Pennon	UK	L	Shanks
UK	L	Keller	UK	L	Persimmon	UK	L	Shawbrook
UK	L	Kier	UK	L	Personal Group	UK	L	Shield Therapeutics
UK	L	Kingfisher	UK	L	Petrofac	UK	L	Shire
UK	L	Ladbroke's	UK	L	Pets at Home Group	UK	L	Shore Capital
UK	L	Laird	UK	L	Photo-Me International	UK	L	SIG
UK	L	Lakehouse	UK	L	Pinewood Shepperton	UK	L	Signet Jewelers
UK	L	Lamprell	UK	L	Playtech	UK	L	Silence Therapeutics
UK	L	Land Securities	UK	L	Plexus	UK	L	Sinclair Pharma
UK	L	Lavendon	UK	L	Polypipe Group	UK	L	Sirius Minerals
UK	L	Legal & General	UK	L	Poundland Group	UK	L	Sky
UK	L	LivaNova	UK	L	Premier Farnell	UK	L	Skyepharma
UK	L	Lloyds Banking	UK	L	Premier Foods	UK	L	Smart Metering Systems

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UK	L	Smith & Nephew	UK	L	Watkin Jones	UK	NL	Sunderland Home Care
UK	L	Smith (DS)	UK	L	Weir Group	UK	NL	Swann-Morton
UK	L	Smiths	UK	L	Wetherspoon	UK	NL	Trace Group
UK	L	Soco International	UK	L	WH Smith	UK	NL	TTP Group
UK	L	Softcat	UK	L	Whitbread	UK	NL	Tullis Russell
UK	L	Sophos Group	UK	L	William Hill	UK	NL	UBH International
UK	L	Spectris	UK	L	Williams Grand Prix	UK	NL	Unipart
UK	L	Speedy Hire	UK	L	Wilmington	UK	NL	WCF
UK	L	Spirax-Sarco Engineering	UK	L	Wincanton	UK	NL	Wilkin & Sons
UK	L	Spire Healthcare	UK	L	Wireless Group			
UK	L	Spirent	UK	L	Wizz Air			
UK	L	Sportech	UK	L	Wolseley			
UK	L	Sports Direct	UK	L	Wood Group (John)			
UK	L	SSE	UK	L	WPP			
UK	L	SSP Group	UK	L	Wyg			
UK	L	St. Ives	UK	L	Xaar			
UK	L	St. James's Place	UK	L	Xchanging			
UK	L	St. Modwen Properties	UK	L	Xeros Technology			
UK	L	Staffline Recruitment	UK	L	YouGov			
UK	L	Stagecoach	UK	L	Young's			
UK	L	Standard Chartered	UK	L	ZincOx Resources			
UK	L	Standard Life	UK	L	Zoopla Property			
UK	L	Sterling Energy	UK	NL	Agilisys			
UK	L	Sthree	UK	NL	Alan Nuttall			
UK	L	Stobart	UK	NL	Alfa Travel			
UK	L	Stock Spirits	UK	NL	Anglian Community Enterprise			
UK	L	STV	UK	NL	Anton Group			
UK	L	Styles & Wood	UK	NL	Aquascot			
UK	L	SuperGroup	UK	NL	Arup Group			
UK	L	Sweett	UK	NL	BMT Group			
UK	L	Synergy Health	UK	NL	Bristol Community Health			
UK	L	Synthomer	UK	NL	Cambridge Nutritional Foods			
UK	L	TalkTalk Telecom	UK	NL	Care Plus Group			
UK	L	Tarsus	UK	NL	CASA Care and Share Associates			
UK	L	Tate & Lyle	UK	NL	Central Surrey Health			
UK	L	Taylor Wimpey	UK	NL	Childbase Partnership			
UK	L	Ted Baker	UK	NL	City Health Care Partnership			
UK	L	Telecity	UK	NL	Community Dental Services			
UK	L	Telecom plus	UK	NL	Control Risks			
UK	L	Telford Homes	UK	NL	EA Technology			
UK	L	Telit Communications	UK	NL	East Coast Community Health.			
UK	L	Tesco	UK	NL	Edinburgh Bicycle Cooperative			
UK	L	Thomas Cook	UK	NL	First Community Health and Care			
UK	L	Tissue Regenix	UK	NL	Gibson			
UK	L	Topps Tiles	UK	NL	Gripple			
UK	L	Travis Perkins	UK	NL	Hatfield Colliery			
UK	L	Tribal	UK	NL	Highland Home Carers			
UK	L	Trifast	UK	NL	Houlder			
UK	L	Trinity Mirror	UK	NL	Hyperion Insurance			
UK	L	TT Electronics	UK	NL	Ineos			
UK	L	Tullett Prebon	UK	NL	John Lewis Partnership			
UK	L	Tullow Oil	UK	NL	Kite Packaging			
UK	L	Tyman	UK	NL	La Fosse Associates			
UK	L	U and I	UK	NL	Leading Lives			
UK	L	UBM	UK	NL	Lindum Group			
UK	L	UK Mail	UK	NL	Locala Community Partnerships			
UK	L	Ultra Electronics	UK	NL	Mace Group			
UK	L	Unilever plc	UK	NL	Make			
UK	L	Unite Group	UK	NL	Mines Rescue Service			
UK	L	United Utilities	UK	NL	Mott MacDonald			
UK	L	Urban & Civic	UK	NL	North Somerset Community Part.			
UK	L	Utilitywise	UK	NL	Opus Energy			
UK	L	Vectura	UK	NL	Palmer & Harvey, McLane			
UK	L	Vedanta Resources	UK	NL	Parfett & Sons			
UK	L	Velocys	UK	NL	Prospects			
UK	L	Vernalis	UK	NL	RG Group			
UK	L	Vertu Motors	UK	NL	School Trends			
UK	L	Vesuvius	UK	NL	Score			
UK	L	Victoria	UK	NL	Scott & Fyfe			
UK	L	Victrex	UK	NL	Scott Bader			
UK	L	Virgin Money	UK	NL	Scottish Woodlands			
UK	L	Vitec	UK	NL	Sheffield Forgemasters			
UK	L	Vodafone	UK	NL	SLR Management			
UK	L	Voelx	UK	NL	Steer Davies Gleave			
UK	L	Volution Group	UK	NL	Stewart-Buchanan			
UK	L	VP	UK	NL	Stride Treglown			
UK	L	Watchstone	UK	NL	Suma			

Pour toute information

EFES - European Federation of Employee Share Ownership

FEAS - Fédération Européenne de l'Actionnariat Salarié

Avenue Voltaire 135, B-1030 Bruxelles

Tel: +32 (0)2 242 64 30 - Fax: +32 (0)2 808 30 33

E-mail: efes@efesonline.org

Internet: www.efesonline.org

La FEAS est l'organisation-coupe qui vise à fédérer les actionnaires salariés, les entreprises et toutes les personnes, les syndicats, les experts, les chercheurs et autres intéressés à la promotion de l'actionnariat salarié et la participation en Europe.

ISBN: 978-2-930903-07-1