



FEDERATION EUROPEENNE DE L'ACTIONNARIAT SALARIE

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

2018

BY  
MARC MATHIEU  
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

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DANS LES PAYS EUROPÉENS

2018

PAR  
MARC MATHIEU  
FÉDÉRATION EUROPÉENNE DE L'ACTIONNARIAT SALARIÉ

en partenariat avec



[Amundi](#) est le leader européen de la gestion d'actifs  
[Computershare](#) est une entreprise d'administration financière et le premier fournisseur de plans d'actionnariat salarié dans le monde  
[Eres](#) est une société de conseil et de gestion spécialisée en épargne salariale, retraite et actionnariat salarié coté et non coté

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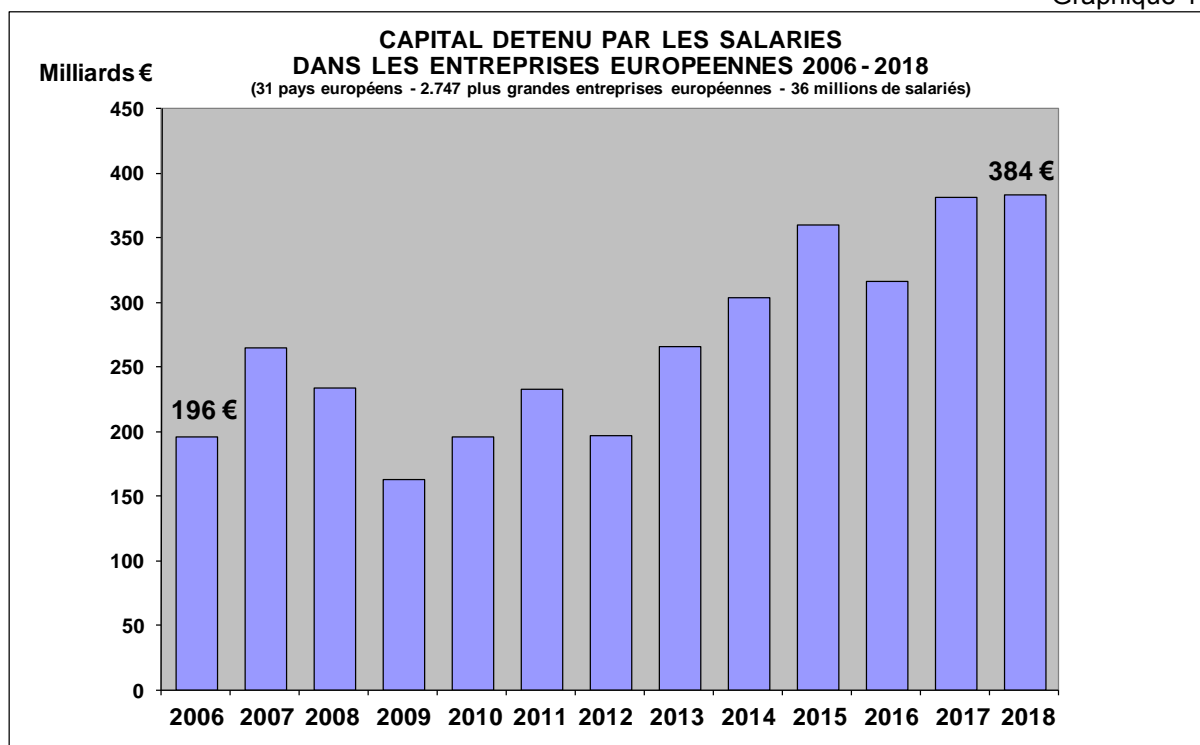
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## INTRODUCTION

Nouvelle année record pour l'actionnariat salarié en Europe, avec près de 400 milliards d'Euro détenus par les salariés, soit 3.11% (Graphique 1). 87.3% des grandes entreprises européennes ont des plans d'actionnariat salarié. Leur nombre s'est accru de 3 à 4% en moyenne chaque année depuis 2006, une solide tendance. La croissance est de retour pour le nombre d'actionnaires salariés, à 7.5 millions dans les grandes entreprises; si l'on y ajoute un million d'actionnaires salariés dans les PME, le nombre total atteint 8.5 millions.

Les actifs détenus représentent 51.000€ par personne en 2018 (et 28.000€ si l'on exclut les dirigeants exécutifs).

Graphique 1



Le développement de l'actionnariat salarié dans les grandes entreprises européennes a continué en 2018.

Elles sont toujours plus nombreuses à organiser des plans d'actionnariat salarié (Table 1). En 2018, 94.2% de toutes les grandes entreprises européennes avaient un actionnariat salarié, 87.3% organisaient des plans de toutes sortes, parmi lesquelles 52.3% avaient des plans "pour tous" et 62.3% avaient des plans de stock options. Enfin, 33.4% de toutes les grandes entreprises européennes ont lancé de nouveaux plans en 2018, une proportion qui a tendance à augmenter d'année en année (Graphique 9 page 20).

Cependant, l'érosion du taux de démocratisation de l'actionnariat salarié n'est pas encore arrêtée.

Face à la crise, une série de pays européens (en particulier la Grande Bretagne) avaient 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. A l'inverse, plusieurs autres pays (singulièrement la France) 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.

Ces choix politiques ont eu un fort impact sur les taux de démocratisation de l'actionnariat salarié, avec un divorce grandissant entre l'Europe continentale et la Grande Bretagne. Une



chute sous les 20% était observée sur le continent, tandis qu' à l'inverse, le taux de démocratisation grimpait à plus de 25% en Grande Bretagne (Graphique 7A, page 18).

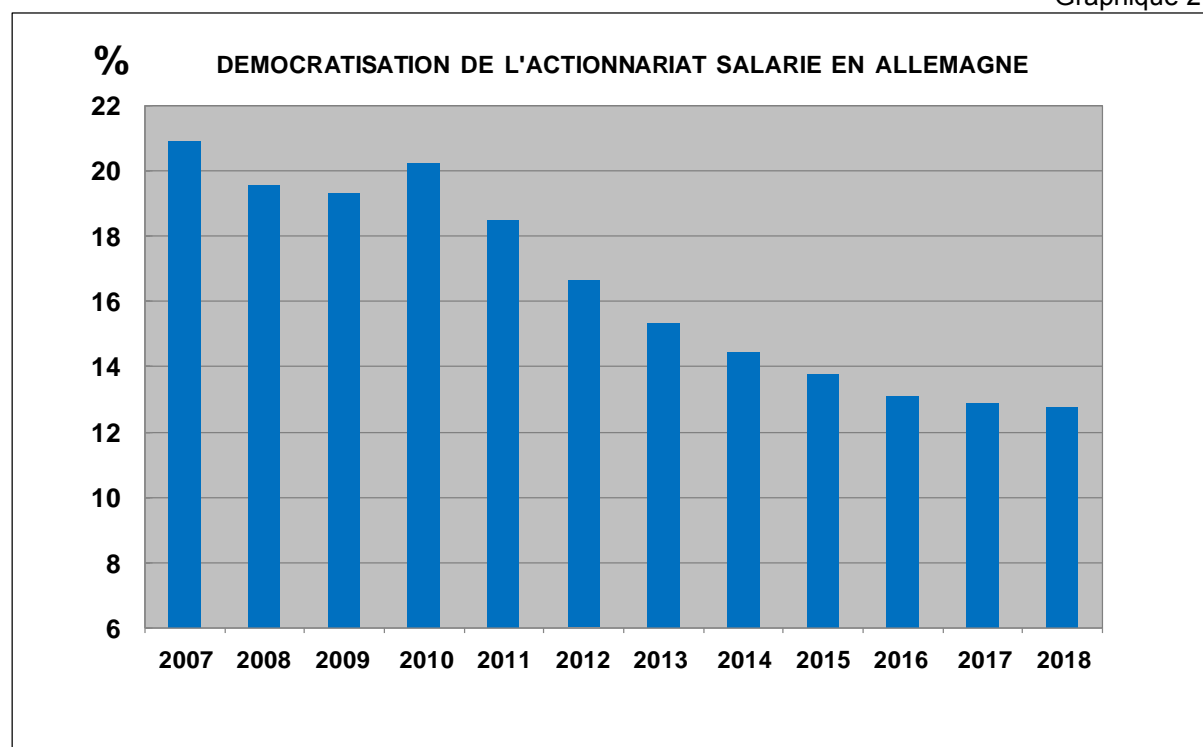
Table 1

	Actionnaires salariés (en milliers)	Part détenue par les salariés (en %)	Capitalisation détenue par les salariés (milliards €)	Entreprises avec actionariat salarié	Entreprises avec plans pour tous	Entreprises avec plans de stock options	Entreprises qui ont lancé de nouveaux plans
2006	6.700	2,39%	196	71,2%	35,3%	46,4%	
2007	7.111	2,69%	265	75,0%	37,6%	49,0%	21,7%
2008	7.474	2,79%	234	78,0%	39,2%	51,2%	29,0%
2009	7.660	2,95%	163	81,9%	40,4%	52,5%	25,8%
2010	7.837	2,88%	196	82,6%	41,1%	53,1%	23,9%
2011	7.866	2,96%	233	83,5%	41,8%	54,1%	26,8%
2012	7.709	2,84%	197	85,2%	43,0%	55,2%	26,5%
2013	7.425	3,08%	266	87,3%	43,8%	56,1%	25,6%
2014	7.324	3,09%	304	89,0%	45,0%	57,4%	26,9%
2015	7.312	3,14%	360	90,5%	47,1%	59,3%	29,9%
2016	7.343	3,20%	317	92,3%	48,9%	60,3%	29,2%
2017	7.407	3,20%	382	93,0%	50,7%	61,5%	33,0%
2018	7.486	3,11%	384	94,2%	52,3%	62,3%	33,4%

Après un épisode négatif de 2009 à 2013, les décisions politiques sont redevenues positives dans la plupart des pays européens. Le taux de démocratisation a rebondi en France à la suite de la "Loi Macron", illustrant l'élasticité de l'actionariat salarié aux politiques fiscales.

Cependant, les facteurs négatifs pèsent encore dans plusieurs pays. L'Allemagne donne l'image de l'impact négatif de telles politiques sur la démocratisation de l'actionariat salarié (Graphique 2).

Graphique 2



### • Gouvernance des entreprises et profit-sharing

En plus de toute l'information sur l'actionariat salarié, les plans d'actionariat 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 106 entreprises européennes les plus remarquables pour l'actionnariat salarié est publiée [page 39](#).

- **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 ([page 44](#)).

- **Représentation des salariés dans les conseils**

La représentation des salariés dans les conseils d'administration ou de surveillance est usuelle dans beaucoup de grandes entreprises européennes ([page 83](#)).

Les **actionnaires salariés** sont représentés dans les conseils dans 12% des grandes entreprises françaises (celles-ci représentent 32% 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 43% 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, - 7% de toutes les entreprises cotées ([page 100](#)).

- **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 ([page 103](#)).

- **Les entreprises cotées et 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 ([page 106](#)).

- **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 ([page 121](#)).

- **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 (2.425 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 majoritairement par leurs salariés (les 322 entreprises qui occupent 100 personnes et plus).

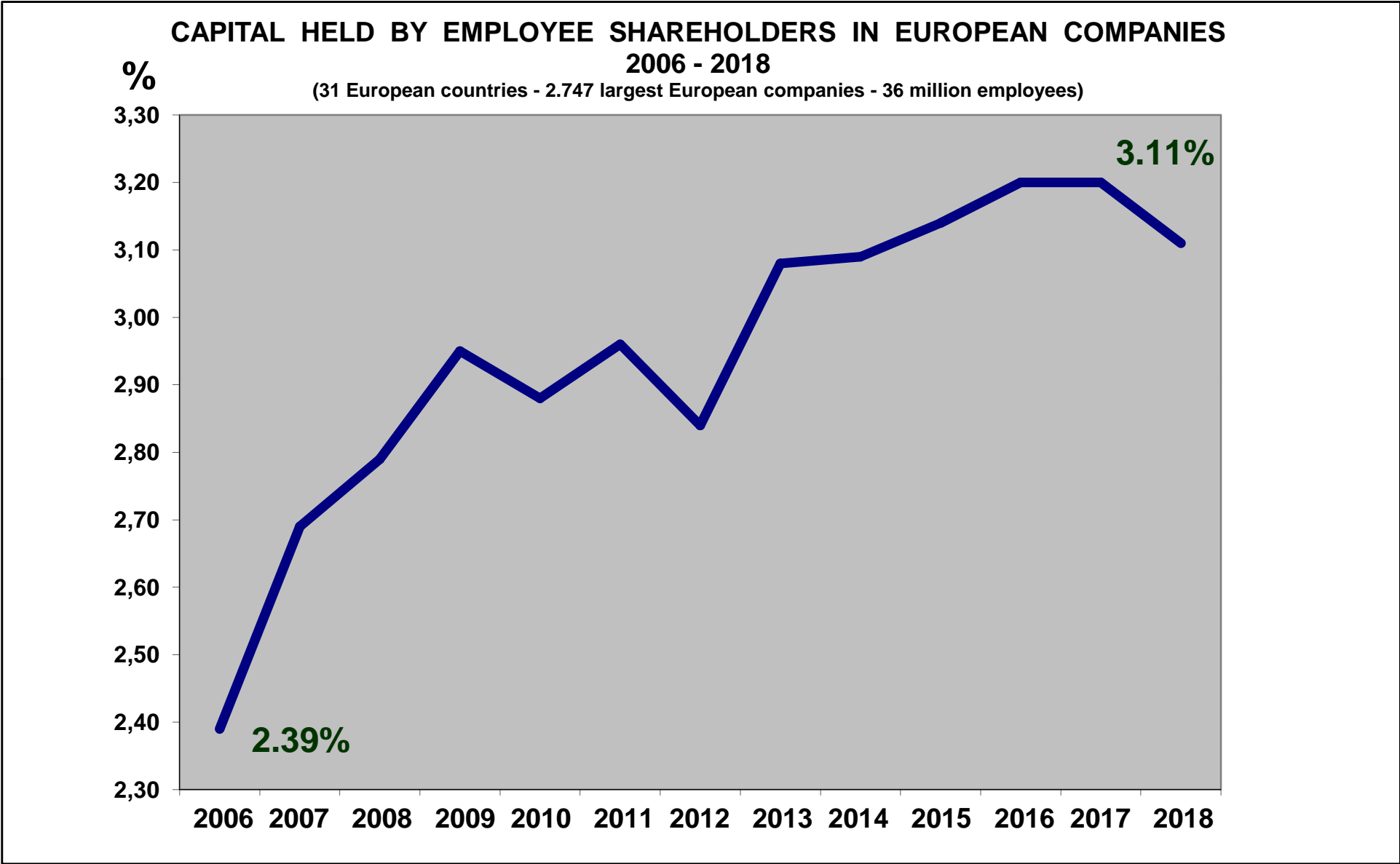
Toutes les informations sont tirées des Rapports Annuels des sociétés ([page 129](#)).

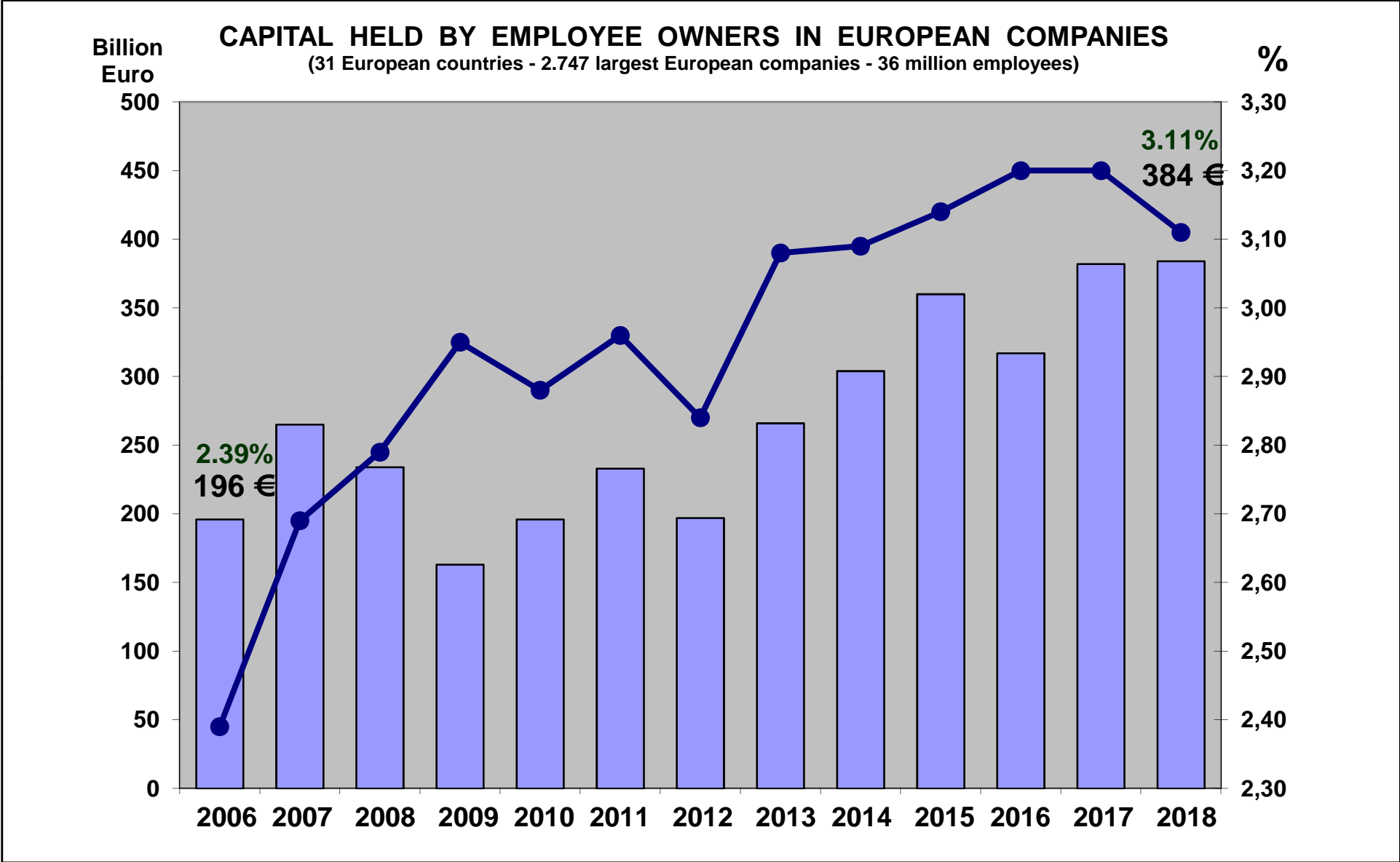
ÉVOLUTION  
DE L'ACTIONNARIAT SALARIÉ  
EN EUROPE

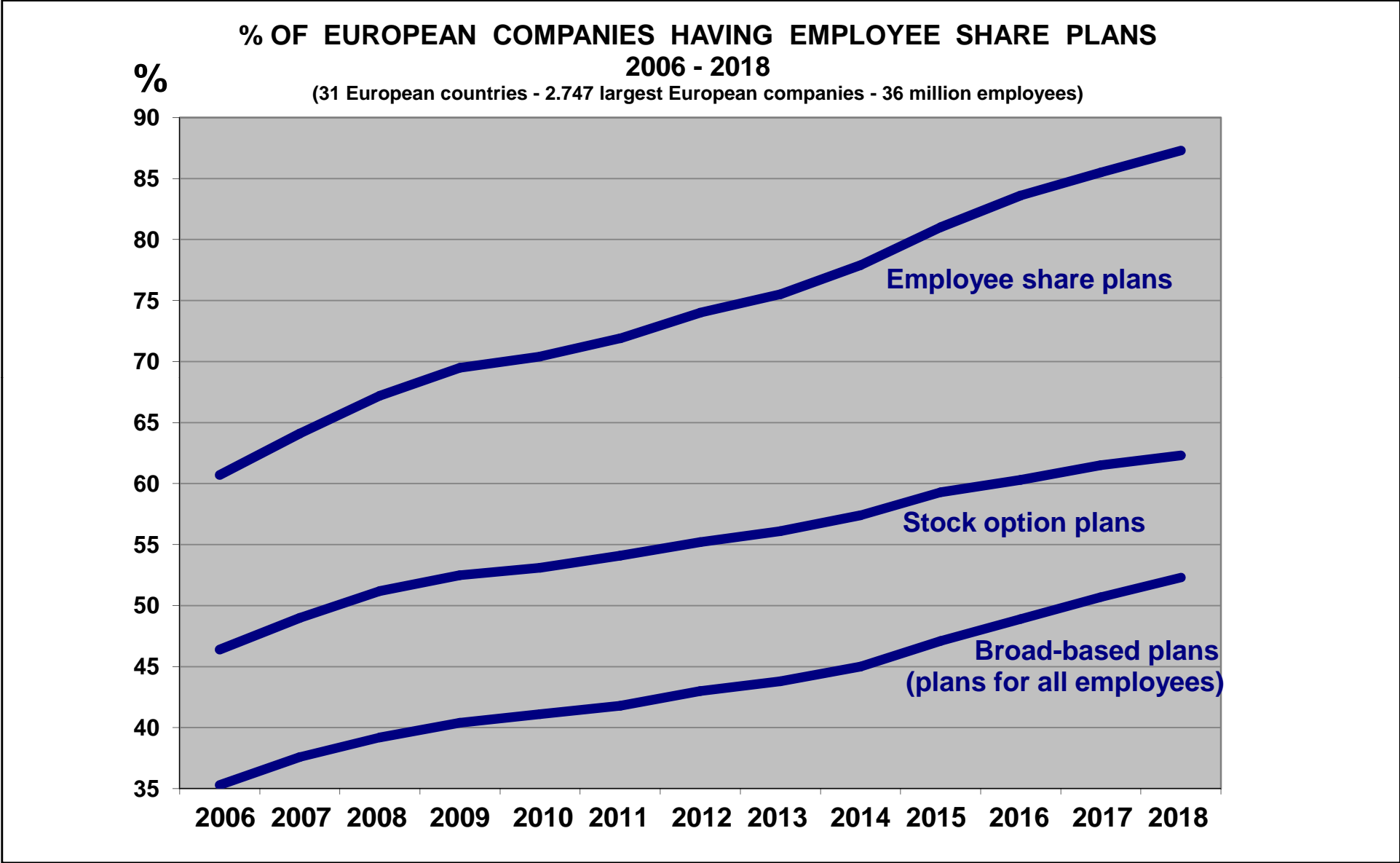
2006-2018

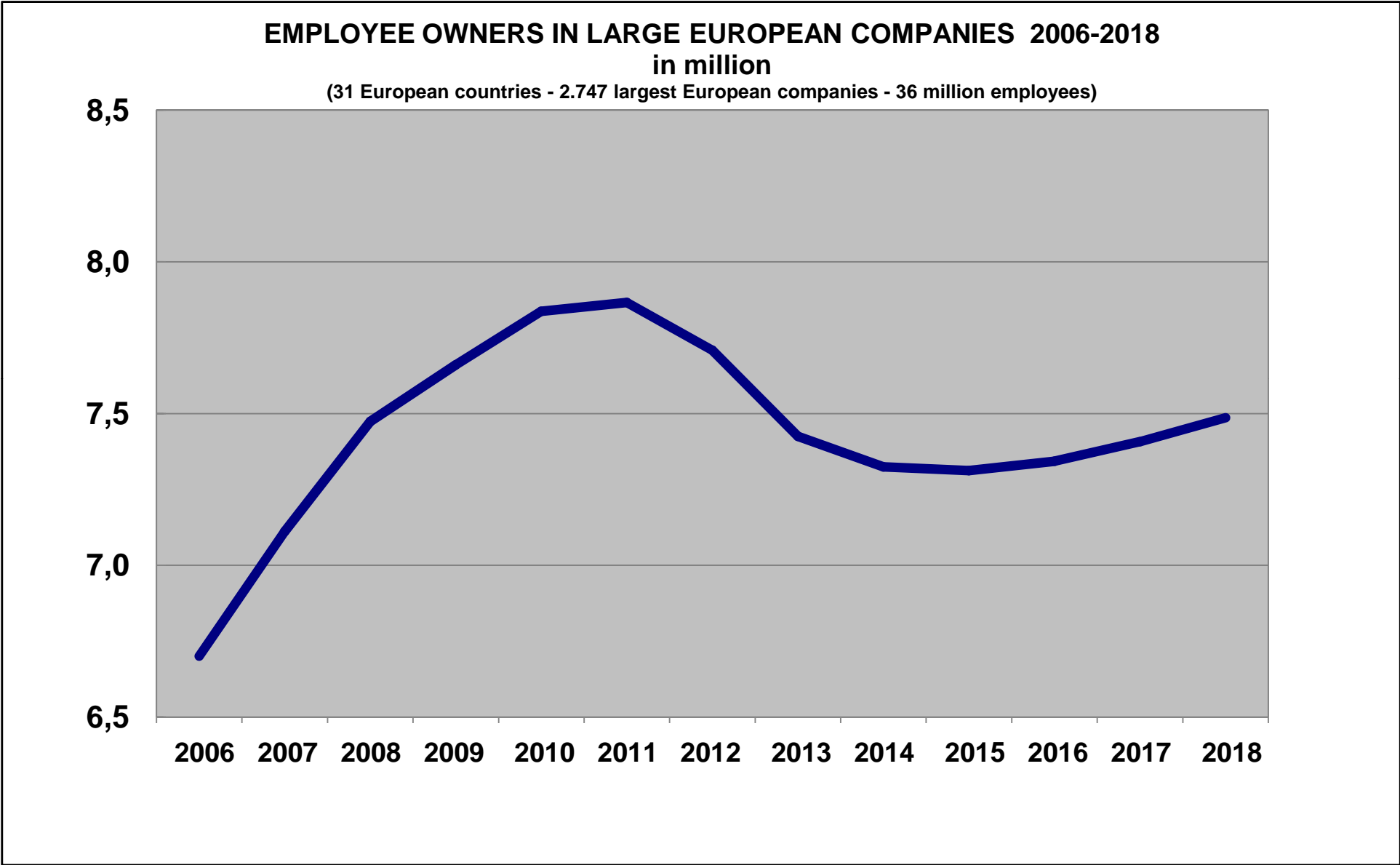
## EVOLUTION DE L'ACTIONNARIAT SALARIE EN EUROPE 2006-2018

- 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 2.39% en 2006 à 3.11% en 2018 (Graphique 3). En montant absolu, l'accroissement atteint 135% depuis 2009 (Graphique 4).
- Les grandes entreprises européennes dotées de plans d'actionnariat salarié ont augmenté sans discontinuer, en nombre et en pourcentage: 87.3% des grandes entreprises européennes ont des plans d'actionnariat salarié en 2018, 62.3% ont des plans de stock options et 52.3% ont des plans pour tous les salariés en 2018 contre 35.3% en 2006 (Graphique 5).
- Le nombre d'actionnaires salariés a légèrement diminué de 2011 à 2014, avant de rebondir (Graphique 6). Cependant, le taux de démocratisation de l'actionnariat salarié (mesuré par la proportion d'actionnaires salariés parmi l'ensemble des salariés) a baissé sensiblement, de 24.1% en 2007 à 20.7% en 2018 (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 46.5% en 2006 à 56.9% en 2018 (Graphique 8).
- La proportion de grandes entreprises qui ont lancé de nouveaux plans d'actionnariat salarié marque une nette tendance à augmenter au fil des ans, avec 33.4% en 2018, 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 2018 (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 2018 et leur typologie (Tables 10-13).
  - Sur les entreprises cotées et non-cotées dans la base de données EFES (Table 14).



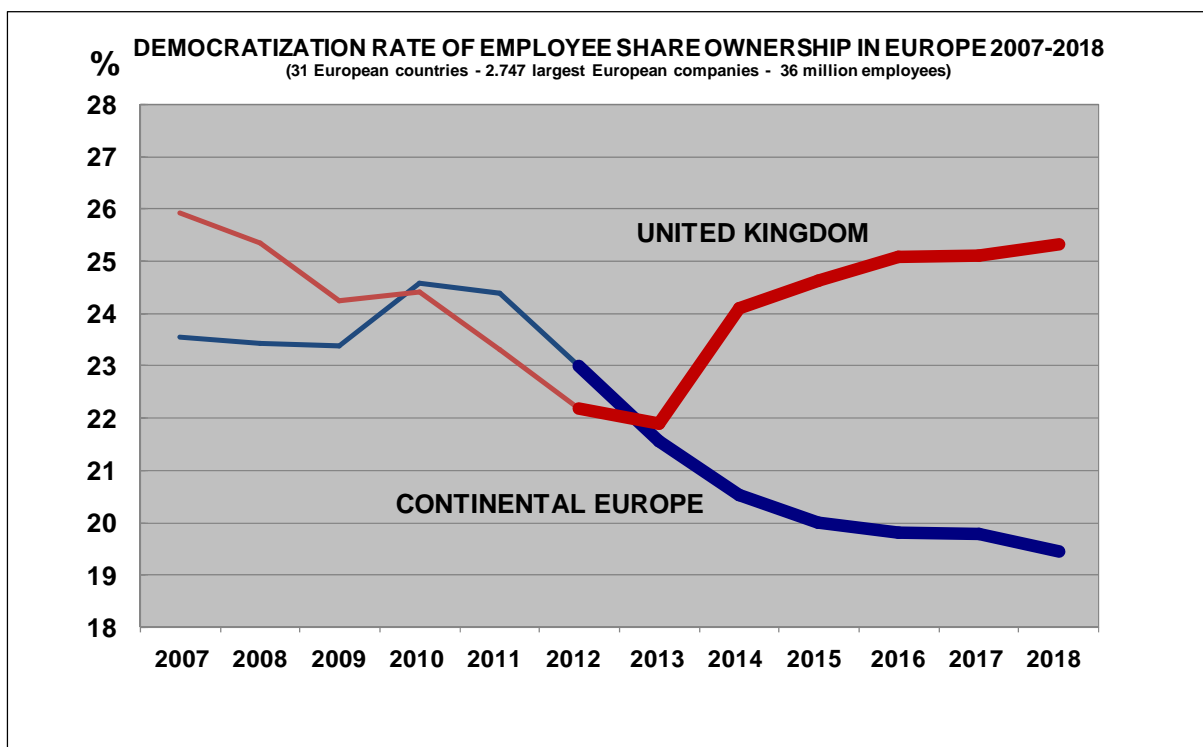
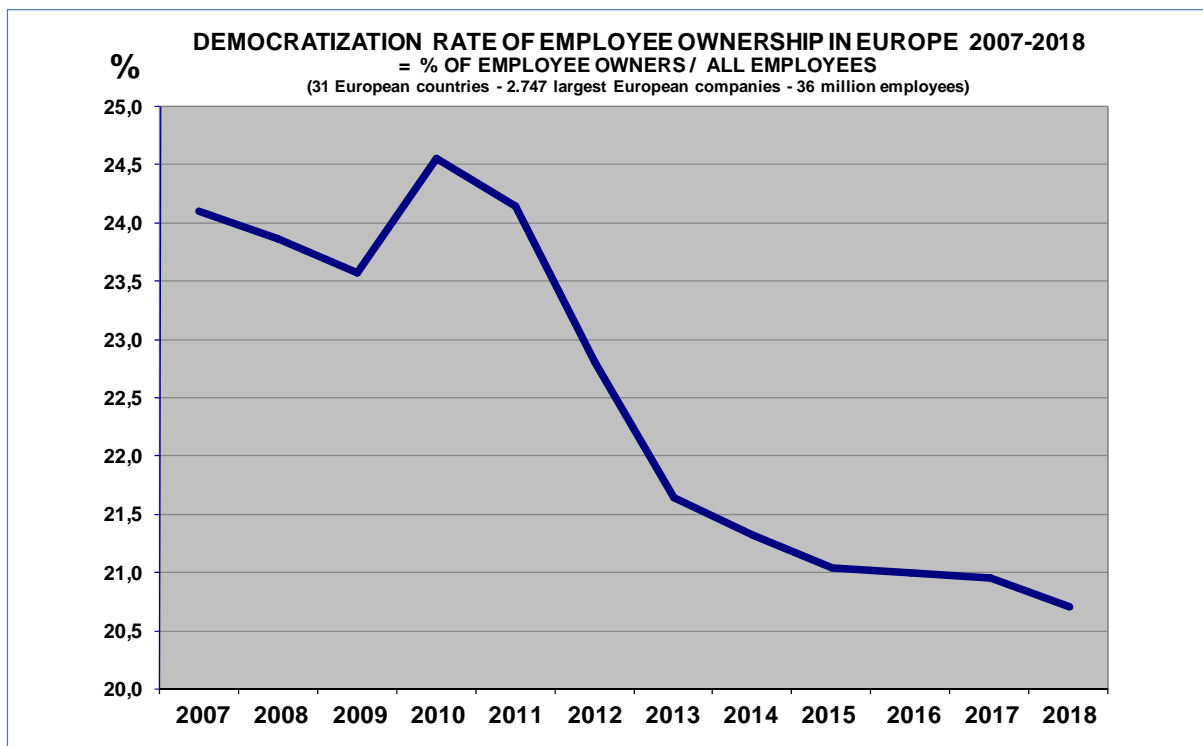




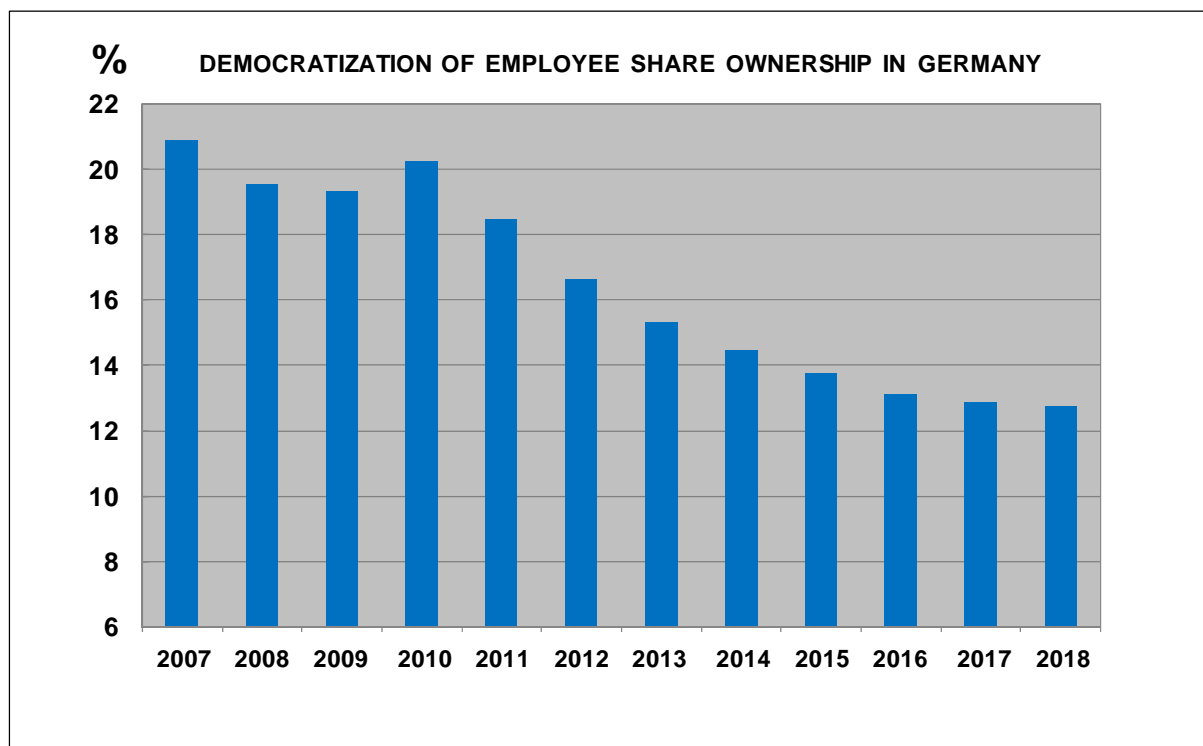
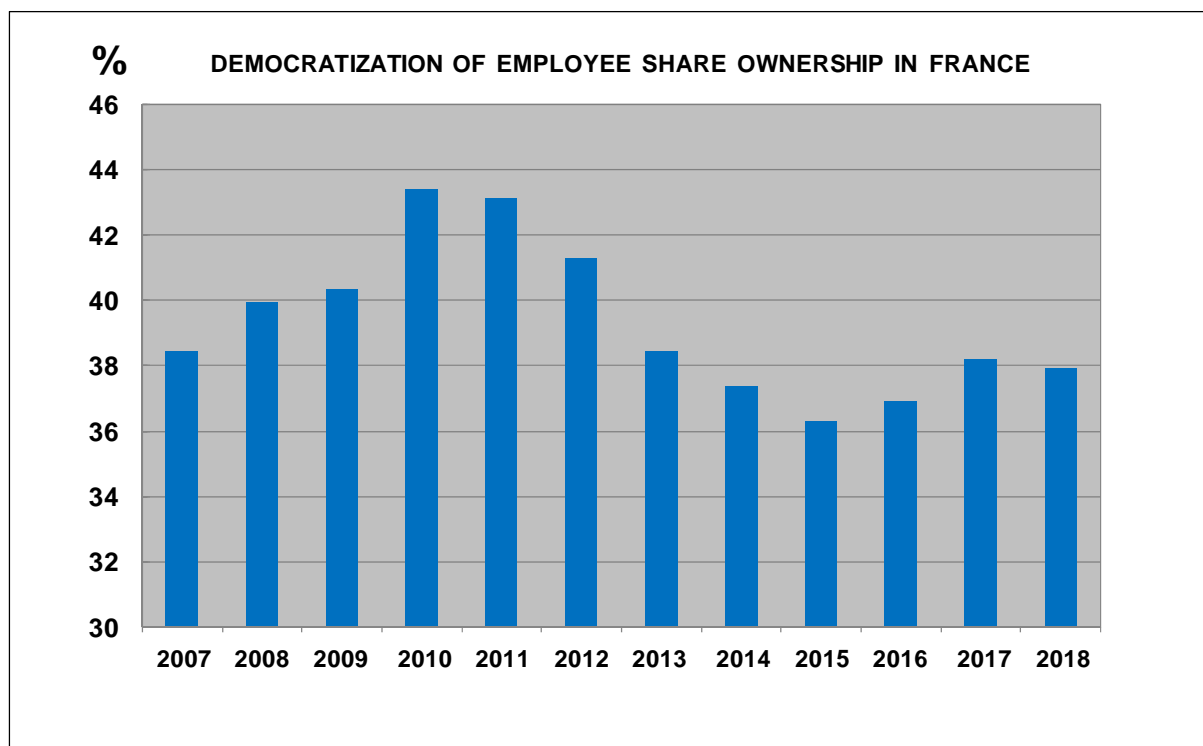


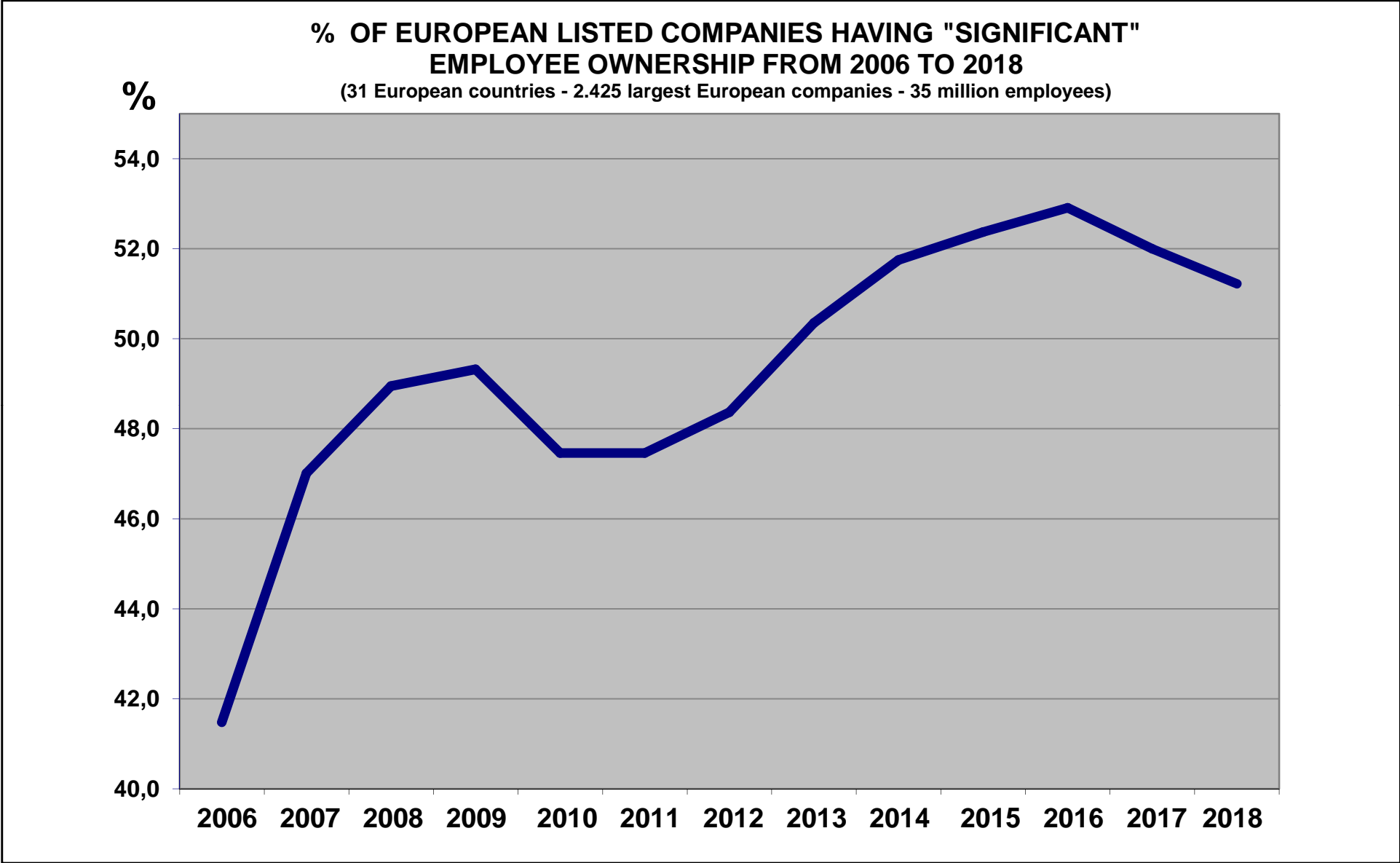


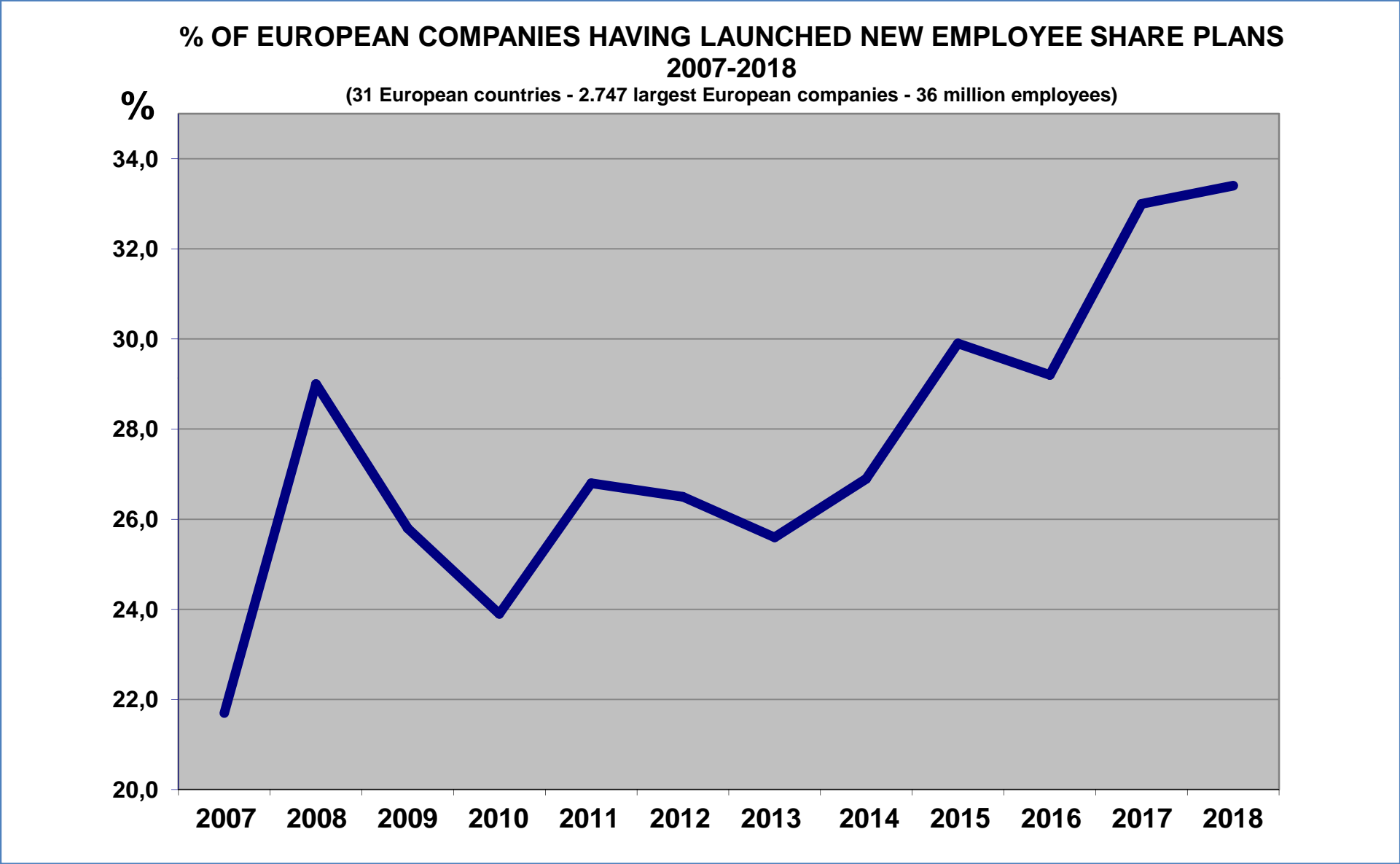
Graph 7A



Graph 7B







Tables 2-4: Main data about employee share ownership, 2006-2018

Description	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Employees' stake in ownership structure (%)	3,11%	3,20%	3,20%	3,14%	3,09%	3,08%	2,84%	2,96%	2,88%	2,95%	2,79%	2,69%	2,39%
Capitalisation held by all employees (billion Euro)	384 €	382 €	317 €	360 €	304 €	266 €	197 €	233 €	196 €	163 €	234 €	265 €	196 €
% Variation	+0,5%	+20,4%	-11,9%	+18,6%	+14,5%	+34,7%	-15,4%	+19,1%	+20,2%	-30,5%	-11,7%	+35,4%	

Description	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Employee owners (numbers)	7.485.690	7.406.629	7.343.300	7.312.282	7.323.518	7.424.952	7.708.658	7.866.448	7.837.171	7.660.131	7.473.795	7.110.758
% Variation	+1,1%	+0,9%	+0,4%	-0,2%	-1,4%	-3,7%	-2,0%	+0,4%	+2,3%	+2,5%	+5,1%	
Employee owners in % of all employees	20,7%	21,0%	21,0%	21,0%	21,3%	21,6%	22,8%	24,2%	24,6%	23,6%	23,9%	24,1%

Description	2018
Date of first employee share plan, on average	1.999
Date of first employee share plan (listed companies)	2.002

Tables 5-6: Main data about large European companies, 2006-2018

	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Companies (number)	2.747	2.747	2.747	2.747	2.747	2.747	2.747	2.747	2.747	2.747	2.747	2.747	2.747
Market capitalisation (billion €)	12.347 €	11.961 €	9.916 €	11.477 €	9.831 €	8.606 €	6.931 €	7.880 €	6.793 €	5.527 €	8.392 €	9.877 €	8.210 €
% Variation	+3,2%	+20,6%	-13,6%	+16,7%	+14,2%	+24,2%	-12,0%	+16,0%	+22,9%	-34,1%	-15,0%	+20,3%	
Employees (number)	36.154.676	35.349.378	34.987.886	34.757.561	34.344.502	34.312.291	33.798.609	32.576.955	31.922.448	32.497.110	31.318.349	29.503.498	27.817.385
% Variation	+2,3%	+1,0%	+0,7%	+1,2%	+0,1%	+1,5%	+3,8%	+2,1%	-1,8%	+3,8%	+6,2%	+6,1%	

% Variation	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Market capitalisation	+3,2%	+20,6%	-13,6%	+16,7%	+14,2%	+24,2%	-12,0%	+16,0%	+22,9%	-34,1%	-15,0%	+20,3%
Employees (number)	+2,3%	+1,0%	+0,7%	+1,2%	+0,1%	+1,5%	+3,8%	+2,1%	-1,8%	+3,8%	+6,2%	+6,1%

Tables 7-8: Main data about employee share plans, 2006-2018

**ALL COMPANIES**

Description	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	
<b>% of all Companies</b>														
% Companies having employee share ownership	94,2%	93,0%	92,3%	90,5%	89,0%	87,3%	85,2%	83,5%	82,6%	81,9%	78,0%	75,0%	71,2%	
% Companies having employee share plans	87,3%	85,5%	83,6%	81,0%	77,9%	75,5%	74,0%	71,9%	70,4%	69,5%	67,2%	64,1%	60,7%	
% Companies having broad-based employee share plans	52,3%	50,7%	48,9%	47,1%	45,0%	43,8%	43,0%	41,8%	41,1%	40,4%	39,2%	37,6%	35,3%	
% Companies having stock options	62,3%	61,5%	60,3%	59,3%	57,4%	56,1%	55,2%	54,1%	53,1%	52,5%	51,2%	49,0%	46,4%	
% Companies having launched new employee share plans in year	33,4%	33,0%	29,2%	29,9%	26,9%	25,6%	26,5%	26,8%	23,9%	25,8%	29,0%	21,7%		
<b>Number of Companies</b>														
Companies having employee share ownership	2.588	2.554	2.534	2.487	2.444	2.399	2.340	2.294	2.268	2.251	2.142	2.060	1.956	
Companies having employee share plans	2.399	2.348	2.297	2.226	2.140	2.075	2.034	1.975	1.934	1.908	1.845	1.761	1.667	
Companies having broad-based employee share plans	1.436	1.392	1.344	1.294	1.235	1.202	1.182	1.149	1.128	1.111	1.076	1.032	970	
Companies having stock options	1.712	1.688	1.656	1.629	1.577	1.541	1.516	1.487	1.459	1.443	1.406	1.347	1.275	
Companies having launched new employee share plans in year	917	906	802	821	740	703	727	737	657	709	796	597		
<b>Variation</b>													<b>Average</b>	
Companies having employee share ownership	+1,3%	+0,8%	+1,9%	+1,8%	+1,9%	+2,5%	+2,0%	+1,1%	+0,8%	+5,1%	+4,0%	+5,3%		<b>+2,4%</b>
Companies having employee share plans	+2,2%	+2,2%	+3,2%	+4,0%	+3,1%	+2,0%	+3,0%	+2,1%	+1,4%	+3,4%	+4,8%	+5,6%		<b>+3,1%</b>
Companies having broad-based employee share plans	+3,2%	+3,6%	+3,9%	+4,8%	+2,7%	+1,7%	+2,9%	+1,9%	+1,5%	+3,3%	+4,3%	+6,4%		<b>+3,3%</b>
Companies having stock options	+1,4%	+1,9%	+1,7%	+3,3%	+2,3%	+1,6%	+2,0%	+1,9%	+1,1%	+2,6%	+4,4%	+5,6%		<b>+2,5%</b>
Companies having launched new employee share plans in year	+1,2%	+13,0%	-2,3%	+10,9%	+5,3%	-3,3%	-1,4%	+12,2%	-7,3%	-10,9%	+33,3%			<b>+5,1%</b>

**LISTED COMPANIES**

Description	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	
<b>% of listed Companies</b>														
% Listed Companies having employee share ownership	93,4%	92,0%	91,3%	89,7%	88,0%	86,4%	84,2%	82,8%	81,9%	81,3%	77,0%	73,7%	69,7%	
% Listed Companies having employee share plans	85,7%	83,8%	81,8%	79,3%	75,9%	73,5%	72,1%	70,2%	68,6%	67,7%	65,3%	61,9%	58,0%	
% Listed Companies having broad-based employee share plans	46,6%	45,1%	43,4%	41,9%	39,6%	38,4%	37,7%	36,9%	36,1%	35,5%	34,2%	32,5%	30,0%	
% Listed Companies having stock options	70,3%	69,2%	67,9%	66,8%	64,7%	63,2%	62,1%	61,0%	59,8%	59,2%	57,7%	55,2%	52,2%	
<b>Number of listed Companies</b>														
Listed Companies having employee share ownership	2.266	2.232	2.214	2.174	2.135	2.095	2.041	2.007	1.987	1.971	1.868	1.787	1.689	
Listed Companies having employee share plans	2.077	2.031	1.983	1.922	1.842	1.783	1.748	1.702	1.664	1.641	1.583	1.500	1.407	
Listed Companies having broad-based employee share plans	1.130	1.093	1.053	1.015	960	930	915	895	876	861	830	788	728	
Listed Companies having stock options	1.704	1.679	1.647	1.620	1.568	1.532	1.507	1.478	1.450	1.435	1.398	1.339	1.266	
<b>% Variation</b>													<b>Average</b>	
Listed Companies having employee share ownership	+1,5%	+0,8%	+1,8%	+1,8%	+1,9%	+2,6%	+1,7%	+1,0%	+0,8%	+5,5%	+4,5%	+5,8%		<b>+2,5%</b>
Listed Companies having employee share plans	+2,3%	+2,4%	+3,2%	+4,3%	+3,3%	+2,0%	+2,7%	+2,3%	+1,4%	+3,7%	+5,5%	+6,6%		<b>+3,3%</b>
Listed Companies having broad-based employee share plans	+3,4%	+3,8%	+3,7%	+5,7%	+3,2%	+1,6%	+2,2%	+2,2%	+1,7%	+3,7%	+5,3%	+8,2%		<b>+3,7%</b>
Listed Companies having stock options	+1,5%	+1,9%	+1,7%	+3,3%	+2,3%	+1,7%	+2,0%	+1,9%	+1,0%	+2,6%	+4,4%	+5,8%		<b>+2,5%</b>

Table 9: Main data about employee share plans, 2006-2018

<b>% of large European Companies</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>	<b>2009</b>	<b>2008</b>	<b>2007</b>	<b>2006</b>
Having employee share ownership	94,2%	93,0%	92,3%	90,5%	89,0%	87,3%	85,2%	83,5%	82,6%	81,9%	78,0%	75,0%	71,2%
Having employee share plans	87,3%	85,5%	83,6%	81,0%	77,9%	75,5%	74,0%	71,9%	70,4%	69,5%	67,2%	64,1%	60,7%
Having broad-based employee share plans	52,3%	50,7%	48,9%	47,1%	45,0%	43,8%	43,0%	41,8%	41,1%	40,4%	39,2%	37,6%	35,3%
Having stock options	62,3%	61,5%	60,3%	59,3%	57,4%	56,1%	55,2%	54,1%	53,1%	52,5%	51,2%	49,0%	46,4%
Having launched new employee share plans	33,4%	33,0%	29,2%	29,9%	26,9%	25,6%	26,5%	26,8%	23,9%	25,8%	29,0%	21,7%	



Tables 10-11: Main data about employees' stake, 2006-2018

ALL COMPANIES (listed and non-listed)														
Description	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	
<b>% of companies</b>														
% Companies having EO>1% in ownership structure ("significant" ownership)	56,9%	57,5%	58,4%	57,6%	57,0%	55,5%	53,6%	52,4%	52,1%	53,7%	53,3%	51,5%	46,5%	
% Companies having EO>6% in ownership structure ("strategic" ownership)	29,4%	30,3%	30,8%	30,7%	31,0%	31,3%	30,9%	30,7%	30,7%	31,1%	31,0%	30,8%	28,9%	
% Companies having EO>20% in ownership structure ("determining" ownership)	21,2%	22,0%	22,7%	22,9%	23,2%	23,2%	23,0%	22,9%	22,9%	23,3%	23,1%	23,0%	21,7%	
% Companies having EO>50% in ownership structure ("controlling" ownership)	15,2%	15,2%	15,5%	15,5%	15,7%	15,7%	15,7%	15,5%	15,5%	15,7%	15,9%	15,9%	15,0%	
<b>Numbers</b>														
Companies having EO>1% in ownership structure ("significant" ownership)	1.564	1.583	1.603	1.583	1.565	1.524	1.472	1.438	1.432	1.476	1.463	1.415	1.277	
Companies having EO>6% in ownership structure ("strategic" ownership)	808	833	846	844	852	861	849	842	842	855	851	845	795	
Companies having EO>20% in ownership structure ("determining" ownership)	583	604	624	629	638	638	632	629	629	639	634	632	596	
Companies having EO>50% in ownership structure ("controlling" ownership)	417	418	426	425	432	428	432	427	425	430	436	437	413	
<b>Variation</b>													<b>Average</b>	
Companies having EO>1% in ownership structure ("significant" ownership)	-1,2%	-1,2%	+1,3%	+1,2%	+2,7%	+3,5%	+2,4%	+0,4%	-3,0%	+0,9%	+3,4%	+10,8%		<b>+1,8%</b>
Companies having EO>6% in ownership structure ("strategic" ownership)	-3,0%	-1,5%	+0,2%	-0,9%	-1,0%	+1,4%	+0,8%	+0,0%	-1,5%	+0,5%	+0,7%	+6,3%		<b>+0,2%</b>
Companies having EO>20% in ownership structure ("determining" ownership)	-3,5%	-3,2%	-0,8%	-1,4%	+0,0%	0,9%	+0,5%	+0,0%	-1,6%	+0,8%	+0,3%	+6,0%		<b>-0,2%</b>
Companies having EO>50% in ownership structure ("controlling" ownership)	-0,2%	-1,9%	+0,2%	-1,6%	+0,9%	-0,9%	+1,2%	+0,5%	-1,2%	-1,4%	-0,2%	+5,8%		<b>+0,1%</b>
<b>LISTED COMPANIES ONLY</b>														
Description	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	
<b>% of companies</b>														
% Companies having EO>1% in ownership structure ("significant" ownership)	51,2%	52,0%	52,9%	52,4%	51,8%	50,4%	48,4%	47,5%	47,5%	49,3%	49,0%	47,0%	41,5%	
% Companies having EO>6% in ownership structure ("strategic" ownership)	20,0%	21,1%	21,7%	21,9%	22,4%	23,1%	22,7%	22,9%	23,2%	23,8%	23,8%	23,6%	21,7%	
% Companies having EO>20% in ownership structure ("determining" ownership)	10,9%	11,8%	12,7%	13,2%	13,7%	14,0%	13,9%	14,3%	14,5%	14,9%	14,9%	14,9%	13,6%	
% Companies having EO>50% in ownership structure ("controlling" ownership)	4,3%	4,4%	4,9%	5,2%	5,5%	5,7%	6,0%	6,3%	6,4%	6,7%	6,9%	7,1%	6,4%	
<b>Numbers</b>														
Companies having EO>1% in ownership structure ("significant" ownership)	1.242	1.261	1.283	1.270	1.255	1.221	1.173	1.151	1.151	1.196	1.187	1.140	1.006	
Companies having EO>6% in ownership structure ("strategic" ownership)	486	512	527	532	543	559	551	556	562	577	576	571	526	
Companies having EO>20% in ownership structure ("determining" ownership)	263	285	307	319	331	339	337	346	351	362	360	360	329	
Companies having EO>50% in ownership structure ("controlling" ownership)	103	107	118	125	134	138	146	152	155	163	168	172	154	
<b>Variation</b>													<b>Average</b>	
Companies having EO>1% in ownership structure ("significant" ownership)	-1,5%	-1,7%	+1,0%	+1,2%	+2,8%	+4,1%	+1,9%	+0,0%	-3,8%	+0,8%	+4,1%	+13,3%		<b>+1,9%</b>
Companies having EO>6% in ownership structure ("strategic" ownership)	-5,1%	-2,8%	-0,9%	-2,0%	-2,9%	+1,5%	-0,9%	-1,1%	-2,6%	+0,2%	+0,9%	+8,6%		<b>-0,6%</b>
Companies having EO>20% in ownership structure ("determining" ownership)	-7,7%	-7,2%	-3,8%	-3,6%	-2,4%	+0,6%	-2,6%	-1,4%	-3,0%	+0,6%	+0,0%	+9,4%		<b>-1,8%</b>
Companies having EO>50% in ownership structure ("controlling" ownership)	-3,7%	-3,7%	-5,6%	-6,7%	-2,9%	-5,5%	-3,9%	-1,9%	-4,9%	-3,0%	-2,3%	+11,7%		<b>-3,2%</b>

Tables 12-13: Typology of employees' stake in large European companies in 2018

<b>%EO</b>	<b>TYPES</b>	<b>ALL COMPANIES</b>	
<b>- 1%</b>	<b>insignificant</b>	<b>43,1%</b>	<b>1.183</b>
<b>+ 1%</b>	<b>significant</b>	<b>56,9%</b>	<b>1.564</b>
<b>+ 6%</b>	<b>strategic</b>	<b>29,4%</b>	<b>808</b>
<b>+ 20%</b>	<b>determining</b>	<b>21,2%</b>	<b>583</b>
<b>+ 50%</b>	<b>controlling</b>	<b>15,2%</b>	<b>417</b>
		<b>100 %</b>	<b>2.747</b>

<b>%EO</b>	<b>TYPES</b>	<b>LISTED COMPANIES</b>	
<b>- 1%</b>	<b>insignificant</b>	<b>48,8%</b>	<b>1.183</b>
<b>+ 1%</b>	<b>significant</b>	<b>51,2%</b>	<b>1.242</b>
<b>+ 6%</b>	<b>strategic</b>	<b>20,0%</b>	<b>486</b>
<b>+ 20%</b>	<b>determining</b>	<b>10,9%</b>	<b>263</b>
<b>+ 50%</b>	<b>controlling</b>	<b>4,3%</b>	<b>103</b>
		<b>100 %</b>	<b>2.425</b>

Table 14: All European companies in the EFES database, listed and non-listed in 2018

<b>COMPARING ALL COMPANIES, LISTED AND NON-LISTED</b>			
<b>Description</b>	<b>ALL</b>	<b>LISTED</b>	<b>NON-LISTED</b>
Companies (number)	2.747	2.425	322
Employees (number)	36.154.676	35.306.355	848.321
Employee owners (number)	7.485.690	6.925.509	560.181
Employee owners in % of all employees	20,7%	19,6%	66,0%
Companies having employee ownership	2.588	2.266	322
Companies having employee share plans	2.399	2.077	322
Companies having broad-based employee share plans	1.436	1.130	306
Companies having stock options	1.712	1.704	8
Companies having published employees' stake in ownership structure	417	247	170
Companies having EO>1% in ownership structure ("significant" ownership)	1.564	1.242	322
Companies having EO>6% in ownership structure ("strategic" ownership)	808	486	322
Companies having EO>20% in ownership structure ("determining" ownership)	583	263	320
Companies having EO>50% in ownership structure ("controlling" ownership)	417	103	314
% Companies having employee ownership	94,2%	93,4%	100,0%
% Companies having employee share plans	87,3%	85,6%	100,0%
% Companies having broad-based employee share plans	52,3%	46,6%	95,0%
% Companies having stock options	62,3%	70,3%	2,5%
% Companies having published employees' share in ownership structure	15,2%	10,2%	52,8%
% Companies having EO>1% in ownership structure ("significant" ownership)	56,9%	51,2%	100,0%
% Companies having EO>6% in ownership structure ("strategic" ownership)	29,4%	20,0%	100,0%
% Companies having EO>20% in ownership structure ("determining" ownership)	21,2%	10,8%	99,4%
% Companies having EO>50% in ownership structure ("controlling" ownership)	15,2%	4,2%	97,5%

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 2018, de même que les variations observées au cours de la période complète (de 2007 à 2018), et pour les années récentes (de 2011 à 2018).
- La capitalisation détenue par les salariés de 2007 à 2018 est publiée au Tableau 16 pour l'ensemble des salariés, et en moyenne pour chacun d'entre eux. Quant aux parts respectives des dirigeants exécutifs et des salariés ordinaires, elles sont détaillées au Tableau 17.
- La part moyenne détenue par chaque actionnaire salarié a augmenté de 141% entre 2009 et 2018 (de 21.300€ à 51.300€) lorsqu'on inclut les dirigeants exécutifs et les salariés ordinaires, et de 126% pour les seuls salariés ordinaires (de 12.300€ à 27.800€) (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 2018. Ceci est à mettre en relation avec les politiques négatives adoptées par plusieurs pays à la suite de la crise, avec leur impact négatif sur la démocratisation de l'actionnariat salarié (Graphique 11).
- Enfin, le tableau détaillé des parts détenues par les dirigeants exécutifs et par les salariés ordinaires dans chaque pays européen révèle de très importantes inégalités individuelles (Table 18).

Table 15: Employee shareholders in European countries, 2007-2018

Countries	EMPLOYEE SHAREHOLDERS IN EUROPEAN COUNTRIES (31 countries - 2.747 largest European companies - 36 million employees)													
	% variation from 2011 to 2018	% variation from 2007 to 2018	Employee shareholders 2018	Employee shareholders 2017	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	-15,9%	-23,0%	77.419	81.842	88.709	98.390	94.439	99.537	102.325	97.261	101.392	98.420	103.288	106.356
BE	-39,7%	-56,4%	45.854	47.451	52.582	55.704	59.887	46.979	53.288	78.670	92.689	103.444	119.637	108.935
BG	-79,5%	-79,9%	43	45	45	191	206	215	218	217	220	224	230	221
CH	-9,2%	-14,8%	238.317	234.481	234.547	248.910	248.725	256.946	258.908	258.295	270.279	290.328	286.467	275.365
CY	-52,0%	-84,9%	843	1.064	1.307	1.665	1.854	2.082	2.139	2.218	12.231	12.255	7.700	7.055
CZ	-7,1%	-18,6%	4.488	4.461	4.487	4.528	5.216	4.686	4.793	4.800	5.258	5.288	5.337	5.479
DA	-9,1%	46,0%	60.811	64.837	58.877	59.941	64.012	67.649	67.664	71.334	64.607	66.590	58.814	44.415
DE	-21,6%	-27,5%	753.004	740.126	739.423	771.779	798.198	837.916	884.998	943.589	1.014.379	982.507	958.003	1.020.677
EE	-9,0%	n.s.	58	44	45	43	46	42	43	48	28	30	10	18
ES	-27,6%	23,1%	148.575	152.783	156.684	161.030	172.628	192.284	203.737	211.118	180.080	174.419	183.158	124.125
FI	-10,1%	-15,5%	113.098	112.239	94.400	98.205	106.175	107.426	115.555	124.784	127.821	154.480	151.135	132.759
FR	-1,9%	24,2%	3.189.362	3.112.896	3.015.117	2.940.519	2.978.194	3.063.002	3.178.513	3.174.091	3.107.779	2.912.852	2.768.288	2.506.717
GR	-33,6%	-38,1%	24.079	25.987	27.008	28.844	31.100	33.377	35.126	39.156	41.270	44.678	45.898	41.991
HR	-82,8%	56,9%	1.839	1.885	2.020	2.344	4.204	6.453	8.706	10.949	13.242	15.485	12.564	1.202
HU	-7,9%	10,4%	9.355	7.176	7.175	7.787	8.126	8.185	8.000	7.794	6.696	6.544	6.725	6.500
IE	-51,7%	-61,9%	11.421	11.813	11.997	14.887	18.360	19.868	21.630	24.433	27.773	29.357	30.432	31.042
IS	-22,9%	-53,3%	416	378	353	406	484	470	486	490	530	560	652	809
IT	-8,1%	-13,7%	155.357	156.284	167.362	166.191	118.789	130.551	148.180	170.059	181.107	194.429	195.609	181.029
LT	100,0%	33,3%	23	28	27	19	17	11	15	14	16	19	24	21
LU	n.s.	n.s.	7.681	7.214	7.190	4.613	939	907	736	671	384	443	367	380
LV	n.s.	n.s.	0	1	1	3	3	3	0	0	0	0	0	0
MT	-12,9%	-37,1%	2.093	2.008	1.982	2.100	2.165	2.205	2.306	2.306	2.305	2.305	2.217	3.193
NL	-20,6%	-35,8%	175.245	184.070	172.799	177.410	182.779	203.365	219.512	231.756	228.409	220.983	231.937	286.751
NO	-29,8%	-27,6%	42.606	41.252	42.056	43.007	45.257	48.140	51.539	58.762	62.388	63.774	58.397	56.945
PL	-49,2%	15,6%	37.083	50.458	71.959	86.376	104.933	101.101	121.166	99.326	92.152	66.952	13.139	43.667
PT	-64,0%	-62,4%	4.866	5.275	5.598	6.180	6.961	15.195	14.770	14.640	14.026	14.341	13.563	14.048
RO	-84,9%	n.s.	3.632	9.276	15.308	18.086	24.073	30.066	61.058	61.396	68	29	5	9
SK	-42,5%	-78,1%	165	167	152	168	195	201	199	290	303	426	762	762
SL	-69,0%	-72,9%	1.122	1.623	2.123	2.795	3.446	4.066	4.663	5.231	5.754	6.000	5.990	5.985
SV	-7,5%	18,0%	422.073	414.984	409.078	399.329	390.656	451.870	457.024	448.573	392.450	382.824	387.853	351.679
UK	12,2%	10,4%	1.954.760	1.934.482	1.952.888	1.910.831	1.851.450	1.690.156	1.681.361	1.724.177	1.791.534	1.810.146	1.825.595	1.752.622
<b>31 COUNTRIES</b>	<b>-5,8%</b>	<b>4,2%</b>	<b>7.485.690</b>	<b>7.406.629</b>	<b>7.343.300</b>	<b>7.312.282</b>	<b>7.323.518</b>	<b>7.424.952</b>	<b>7.708.658</b>	<b>7.866.448</b>	<b>7.837.171</b>	<b>7.660.131</b>	<b>7.473.795</b>	<b>7.110.758</b>
<b>13 NMS - PL</b>	<b>-70,8%</b>	<b>-8,8%</b>	<b>23.663</b>	<b>27.778</b>	<b>34.673</b>	<b>39.729</b>	<b>49.552</b>	<b>58.215</b>	<b>92.141</b>	<b>95.263</b>	<b>46.121</b>	<b>48.604</b>	<b>41.564</b>	<b>30.445</b>

NMS = "New" Member States

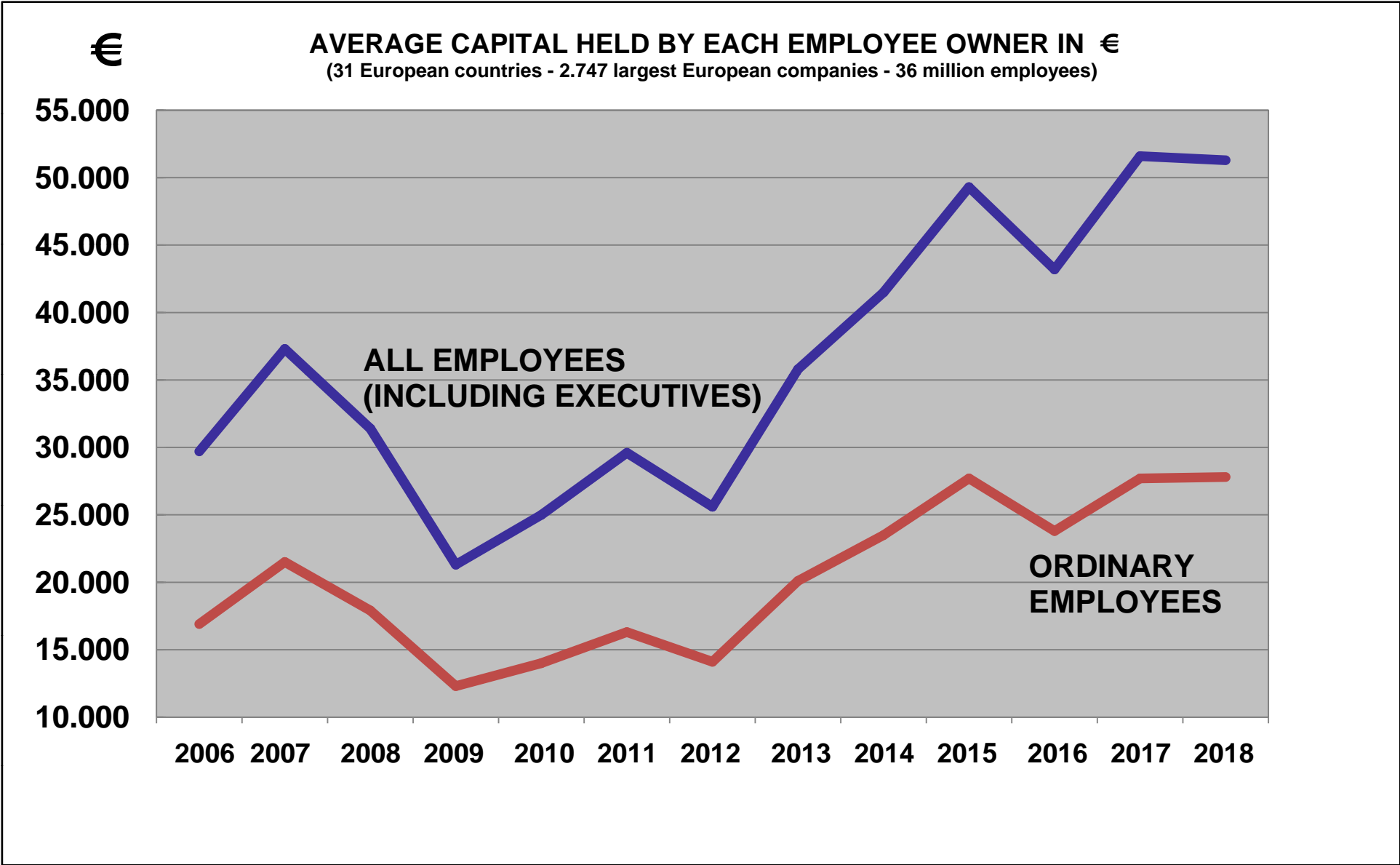
Table 16: Capitalization held by employees in large European companies, 2006-2018

CAPITALIZATION HELD BY EMPLOYEES														
Description	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	Average
Capitalization held by all employees (billion Euro)	384 €	382 €	317 €	360 €	304 €	266 €	197 €	233 €	196 €	163 €	234 €	265 €	196 €	
% Variation	+0,5%	+20,4%	-11,9%	+18,6%	+14,5%	+34,7%	-15,4%	+19,1%	+20,2%	-30,5%	-11,7%	+35,4%		<b>+7,8%</b>
Employees (million)	36,2	35,3	35,0	34,8	34,3	34,3	33,8	32,6	31,9	32,5	31,3	29,5	27,8	
Average capitalization held by employee	10.600 €	10.800 €	9.100 €	10.400 €	8.900 €	7.700 €	5.800 €	7.200 €	6.100 €	5.000 €	7.500 €	9.000 €	7.000 €	
Employee owners (million)	7,5	7,4	7,3	7,3	7,3	7,4	7,7	7,9	7,8	7,7	7,5	7,1	6,7	
Average capitalization held by each employee owner	51.300 €	51.600 €	43.200 €	49.300 €	41.500 €	35.800 €	25.600 €	29.600 €	25.000 €	21.300 €	31.400 €	37.300 €	29.200 €	
% Variation	-0,6%	+19,4%	-12,3%	+18,7%	+16,1%	+39,9%	-13,7%	+18,7%	+17,5%	-32,2%	-16,0%	+27,6%		<b>+6,9%</b>

Table 17: Capitalization held by employees in large European companies: Top Executives and ordinary employees, 2007-2018

TOP EXECUTIVES VERSUS ORDINARY EMPLOYEES													
Description		2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Capitalization held by all employees	(billion Euro) EO	384,2	382,2	317,4	360,3	304,0	265,5	197,1	233,1	195,6	162,8	234,4	265,4
Capitalization held by Executive employees	(billion Euro) EXEC	176,2	177,3	142,7	157,9	132,0	116,2	88,3	104,9	85,8	69,0	101,0	113,0
Capitalization held by non-executive employees	(billion Euro) NonEXEC	208,0	205,0	174,8	202,4	172,0	149,3	108,8	128,2	109,9	93,8	133,3	152,3
Executives' share in capitalization held by all employees	EXEC	45,9%	46,4%	44,9%	43,8%	43,4%	43,8%	44,8%	45,0%	43,8%	42,4%	43,1%	42,6%
Non-executives' share in capitalization held by all employees	NonEXEC	54,1%	53,6%	55,1%	56,2%	56,6%	56,2%	55,2%	55,0%	56,2%	57,6%	56,9%	57,4%
Average capitalization held by each employee owner	EO	51.300 €	51.600 €	43.200 €	49.300 €	41.500 €	35.800 €	25.600 €	29.600 €	25.000 €	21.300 €	31.400 €	37.300 €
Average capitalization held by each Executive	EXEC	18.200.000 €	18.300.000 €	14.800.000 €	16.600.000 €	14.000.000 €	12.500.000 €	9.400.000 €	11.400.000 €	9.400.000 €	7.600.000 €	11.200.000 €	12.500.000 €
Average capitalization held by each ordinary employee owner	NonEXEC	27.800 €	27.700 €	23.800 €	27.700 €	23.500 €	20.100 €	14.100 €	16.300 €	14.000 €	12.300 €	17.900 €	21.500 €
Employees' stake in ownership structure	EO	3,11%	3,20%	3,20%	3,14%	3,09%	3,08%	2,84%	2,96%	2,88%	2,95%	2,79%	2,69%
Executives' stake in ownership structure	EXEC	1,43%	1,48%	1,44%	1,38%	1,34%	1,35%	1,27%	1,33%	1,26%	1,25%	1,20%	1,14%
Ordinary employees' stake in ownership structure	NonEXEC	1,68%	1,72%	1,76%	1,76%	1,75%	1,73%	1,57%	1,63%	1,62%	1,70%	1,59%	1,54%





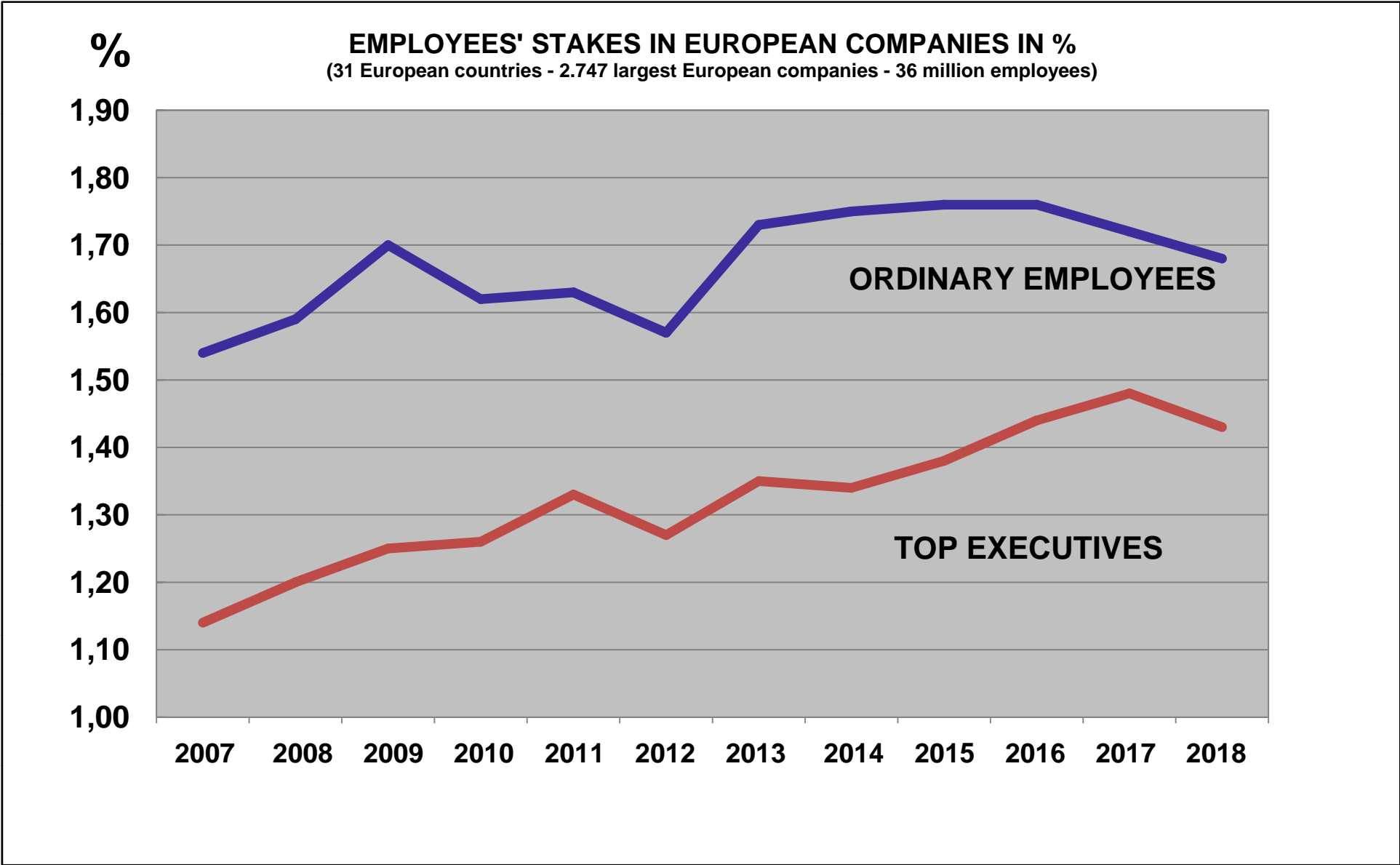


Table 18: Top Executives and ordinary employees - Capitalisation held in European countries in 2018

	Listed Companies Number	TOP EXECUTIVES AND OTHER EMPLOYEES IN LARGE EUROPEAN COMPANIES								
		EUROPEAN LISTED COMPANIES IN 2018								
		TOP EXECUTIVES					ORDINARY EMPLOYEES			
		Top Executives Number	Average number in a company Number	Capital held by each Top Executive €	Capital held by all Top Executives billion €	Stake held by all Top Executives in %	Employee shareholders Number	Capital held by each employee shareholder €	Capital held by all employee shareholders billion €	Stake held by all employee shareholders in %
AT	39	133	3,41	10.032.431 €	1,3 €	1,13%	77.184	31.259 €	2,4 €	2,05%
BE	60	203	3,38	34.258.679 €	7,0 €	2,28%	45.603	72.014 €	3,3 €	1,08%
BG	5	20	4,00	4.054.217 €	0,1 €	8,30%	0	0 €	0,0 €	0,00%
CH	161	922	5,73	18.057.894 €	16,6 €	1,33%	237.395	94.444 €	22,4 €	1,80%
CY	4	10	2,50	1.271.231 €	0,0 €	1,16%	833	701 €	0,0 €	0,05%
CZ	8	47	5,88	400.511 €	0,0 €	0,07%	3.311	275 €	0,0 €	0,00%
DA	74	225	3,04	3.963.442 €	0,9 €	0,25%	60.586	67.305 €	4,1 €	1,14%
DE	234	861	3,68	21.127.131 €	18,2 €	1,08%	742.356	19.860 €	14,7 €	0,87%
EE	7	15	2,14	1.396.999 €	0,0 €	0,96%	43	59.274 €	0,0 €	0,12%
ES	106	183	1,73	53.745.078 €	9,8 €	1,42%	99.557	18.526 €	1,8 €	0,27%
FI	75	613	8,17	1.627.651 €	1,0 €	0,43%	112.485	15.550 €	1,7 €	0,76%
FR	273	633	2,32	51.830.416 €	32,8 €	1,49%	2.874.768	28.456 €	81,8 €	3,72%
GR	46	158	3,43	16.098.116 €	2,5 €	5,31%	23.921	12.074 €	0,3 €	0,60%
HR	15	66	4,40	5.674.239 €	0,4 €	2,48%	1.773	40.293 €	0,1 €	0,47%
HU	7	46	6,57	3.100.571 €	0,1 €	0,65%	8.775	24.155 €	0,2 €	0,97%
IE	32	85	2,66	15.308.340 €	1,3 €	0,94%	11.136	106.954 €	1,2 €	0,86%
IS	7	41	5,86	15.660.448 €	0,6 €	11,68%	375	110.701 €	0,0 €	0,76%
IT	157	375	2,39	55.030.551 €	20,6 €	3,64%	118.190	12.281 €	1,5 €	0,26%
LT	8	48	6,00	591.435 €	0,0 €	0,96%	0	0 €	0,0 €	0,01%
LU	14	73	5,21	140.998.634 €	10,3 €	16,61%	7.608	14.885 €	0,1 €	0,18%
LV	1	4	4,00	0 €	0,0 €	0,00%	0	0 €	0,0 €	0,00%
MT	8	27	3,38	4.787.896 €	0,1 €	3,83%	2.066	17.403 €	0,0 €	1,07%
NL	76	220	2,89	19.209.944 €	4,2 €	0,68%	172.685	42.847 €	7,4 €	1,20%
NO	102	618	6,06	5.390.315 €	3,3 €	1,23%	39.258	70.305 €	2,8 €	1,02%
PL	100	460	4,60	7.800.725 €	3,6 €	2,73%	36.117	15.757 €	0,6 €	0,43%
PT	28	109	3,89	10.469.384 €	1,1 €	1,71%	4.757	10.629 €	0,1 €	0,08%
RO	13	60	4,62	135.113 €	0,0 €	0,05%	3.572	2.719 €	0,0 €	0,06%
SK	6	33	5,50	1.383 €	0,0 €	0,00%	0	0 €	0,0 €	0,00%
SL	11	43	3,91	117.240 €	0,0 €	0,10%	346	20.610 €	0,0 €	0,14%
SV	203	1.599	7,88	4.229.961 €	6,8 €	1,21%	419.300	13.927 €	5,8 €	1,04%
UK	545	1.415	2,60	22.842.342 €	32,3 €	1,11%	1.812.228	22.435 €	40,7 €	1,40%
<b>31 COUNTRIES</b>	<b>2.425</b>	<b>9.345</b>	<b>3,85</b>	<b>18.755.743 €</b>	<b>175,3 €</b>	<b>1,42%</b>	<b>6.916.164</b>	<b>27.911 €</b>	<b>193,0 €</b>	<b>1,57%</b>
<b>13 NMS - PL (*)</b>	<b>93</b>	<b>419</b>	<b>4,51</b>	<b>1.960.758 €</b>	<b>0,8 €</b>	<b>0,82%</b>	<b>20.654</b>	<b>16.492 €</b>	<b>0,3 €</b>	<b>0,34%</b>

(\*) "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 2018, 2.747 entreprises ont été compilées ([Table 19](#)). Ces 2.747 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 2018. 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 2018, 2.425 entreprises cotées sont incluses dans le Recensement, ainsi que 322 entreprises non-cotées (parmi lesquelles les 172 plus grandes coopératives de salariés en Europe). En nombre, les 2.425 plus grandes entreprises cotées représentent 25% de toutes les sociétés cotées européennes en 2018 (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 106 entreprises européennes les plus remarquables pour l'actionnariat salarié est publiée [page 39](#).

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

Le remarquable développement des plans d'actionnariat salarié dans les grandes entreprises européennes de 1945 à 2018 apparaît aux [Graphiques 12 et 13](#). Un développement spectaculaire, soudain et rapide a démarré au milieu des années 1980. 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. D'après l'expérience générale des actionnaires salariés européens, les bénéfices surpassent les risques.

- **Part détenue par les salariés dans chaque grande entreprise européenne**

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 44](#)).

Table 19: Numbers of companies in the EFES database in 2018

<b>EFES DATABASE of employee share ownership in European companies in 2018</b>				
~ Listed companies with market capitalisation of 200 million € or more in May 2006, 2007, ..., 2018				
~ Non-listed companies whose employees own at least 50%, employing 100 persons or more				
<b>Countries</b>	<b>Companies numbers</b>	<b>Listed</b>	<b>Non-listed</b>	<b>Coops</b>
AT - Austria	40	39	1	0
BE - Belgium	61	60	1	0
BG - Bulgaria	6	5	1	1
CH - Switzerland	161	161	0	0
CY - Cyprus	4	4	0	0
CZ - Czech Republic	28	8	20	20
DA - Denmark	74	74	0	0
DE - Germany	238	234	4	0
EE - Estonia	7	7	0	0
ES - Spain	162	106	56	41
FI - Finland	75	75	0	0
FR - France	380	273	107	73
GR - Greece	46	46	0	0
HR - Croatia	15	15	0	0
HU - Hungary	9	7	2	0
IE - Ireland	33	32	1	0
IS - Iceland	7	7	0	0
IT - Italy	186	157	29	29
LT - Lithuania	8	8	0	0
LU - Luxemburg	14	14	0	0
LV - Latvia	1	1	0	0
MT - Malta	8	8	0	0
NL - Netherlands	81	76	5	0
NO - Norway	104	102	2	0
PL - Poland	103	100	3	3
PT - Portugal	28	28	0	0
RO - Romania	13	13	0	0
SK - Slovakia	8	6	2	2
SL - Slovenia	14	11	3	0
SV - Sweden	208	203	5	0
UK - United Kingdom	625	545	80	3
<b>TOTAL 31 COUNTRIES</b>	<b>2.747</b>	<b>2.425</b>	<b>322</b>	<b>172</b>
<b>On which:</b>				
<b>European Union</b>	<b>2.475</b>	<b>2.155</b>	<b>320</b>	<b>172</b>
<b>New Member States (without PL)</b>	<b>121</b>	<b>93</b>	<b>28</b>	<b>23</b>

## Most remarkable European companies in 2018 regarding employee share ownership

(L = Listed / NL = Non-listed)

### AUSTRIA

AT L Amag Austria Metall  
AT L Flughafen Wien  
AT L Oberbank  
AT L Voestalpine

### BELGIUM

BE L Colruyt  
BE L Elia  
BE L EVS  
BE L IBA  
BE L KBC

### BULGARIA

no

### SWITZERLAND

CH L Baloise  
CH L Berner Kantonalbank  
CH L Crédit Suisse  
CH L Geberit  
CH L Lonza  
CH L Swiss REs  
CH L UBS  
CH L Zurich Insurance

### CYPRUS

no

### CZECH REPUBLIC

no

### DENMARK

DA L Jobindex  
DA L Novo Nordisk  
DA L SimCorp

### GERMANY

DE L Allianz  
DE L BASF  
DE L Bayer  
DE L Daimler  
DE L Fraport  
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 Construciones y Auxiliar de Ferro.  
ES NL Betsaide  
ES NL Izar  
ES NL Mondragon

### FINLAND

FI L Aspo  
FI L Fortum

### FRANCE

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 Ipsos  
FR L Nexans  
FR L Nexity  
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 Groupe Demain  
FR NL Spie Batignolles  
FR NL UTB  
FR NX Auchan

### GREECE

no

### CROATIA

no

### HUNGARY

HU L Any  
HU L Richter

### IRELAND

no

### ICELAND

no

### ITALY

IT L Prysmian  
IT L UniCredit

### LITUANIA

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  
NL NL Witteveen en Bos

### 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

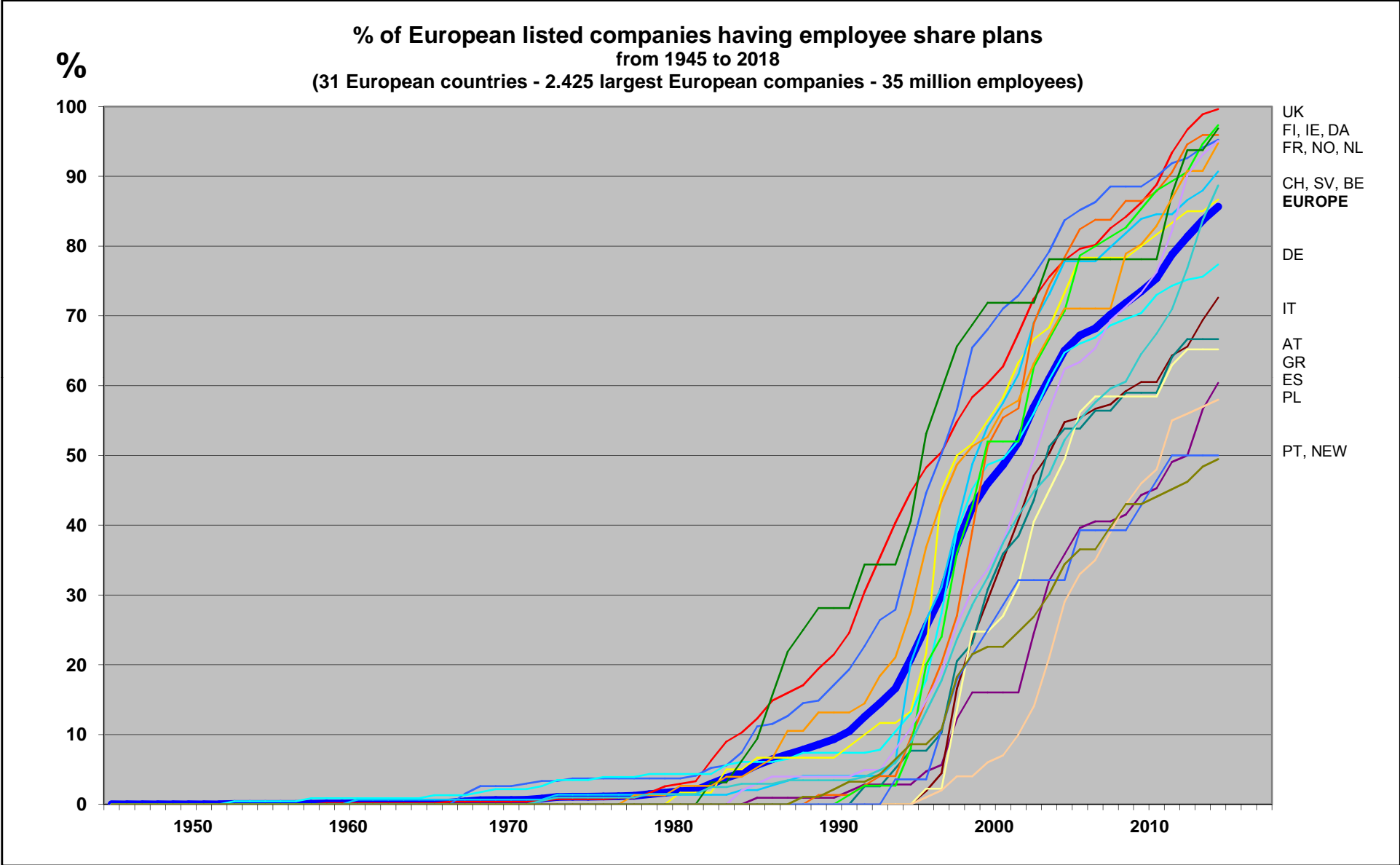
SL L Datalab

### SWEDEN

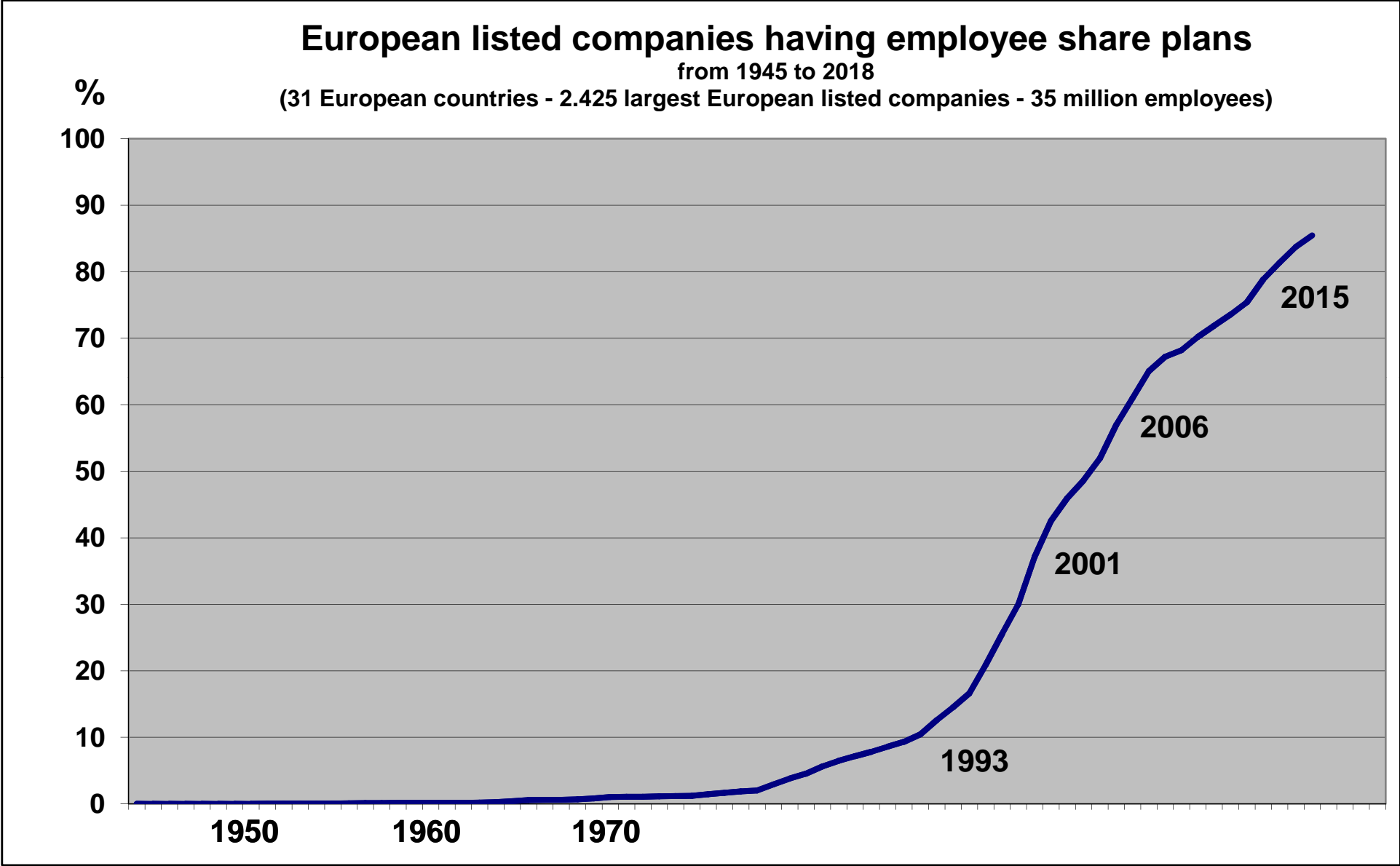
SV L Saab  
SV L Skanska  
SV L Svenska Handelsbanken

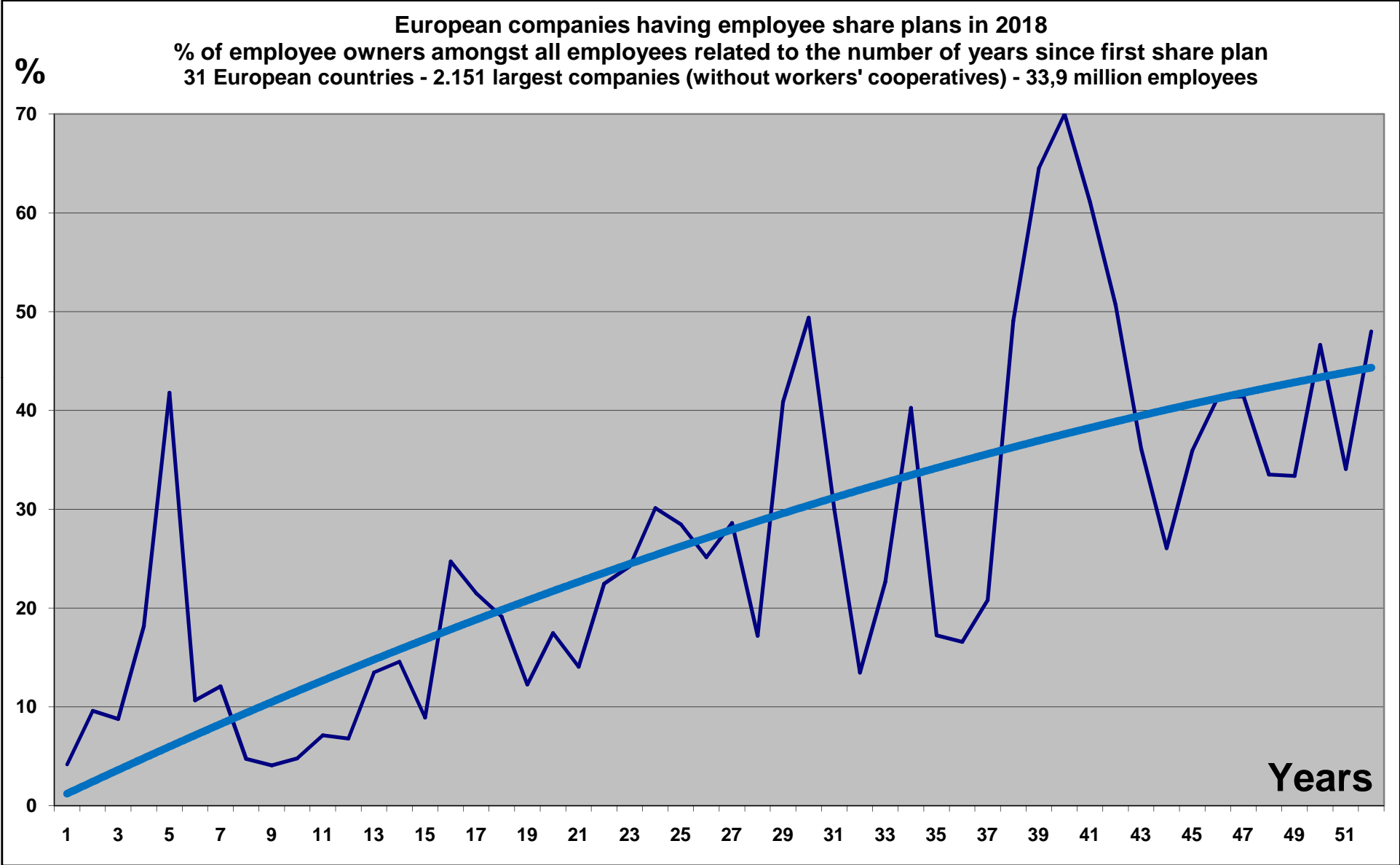
### UNITED KINGDOM

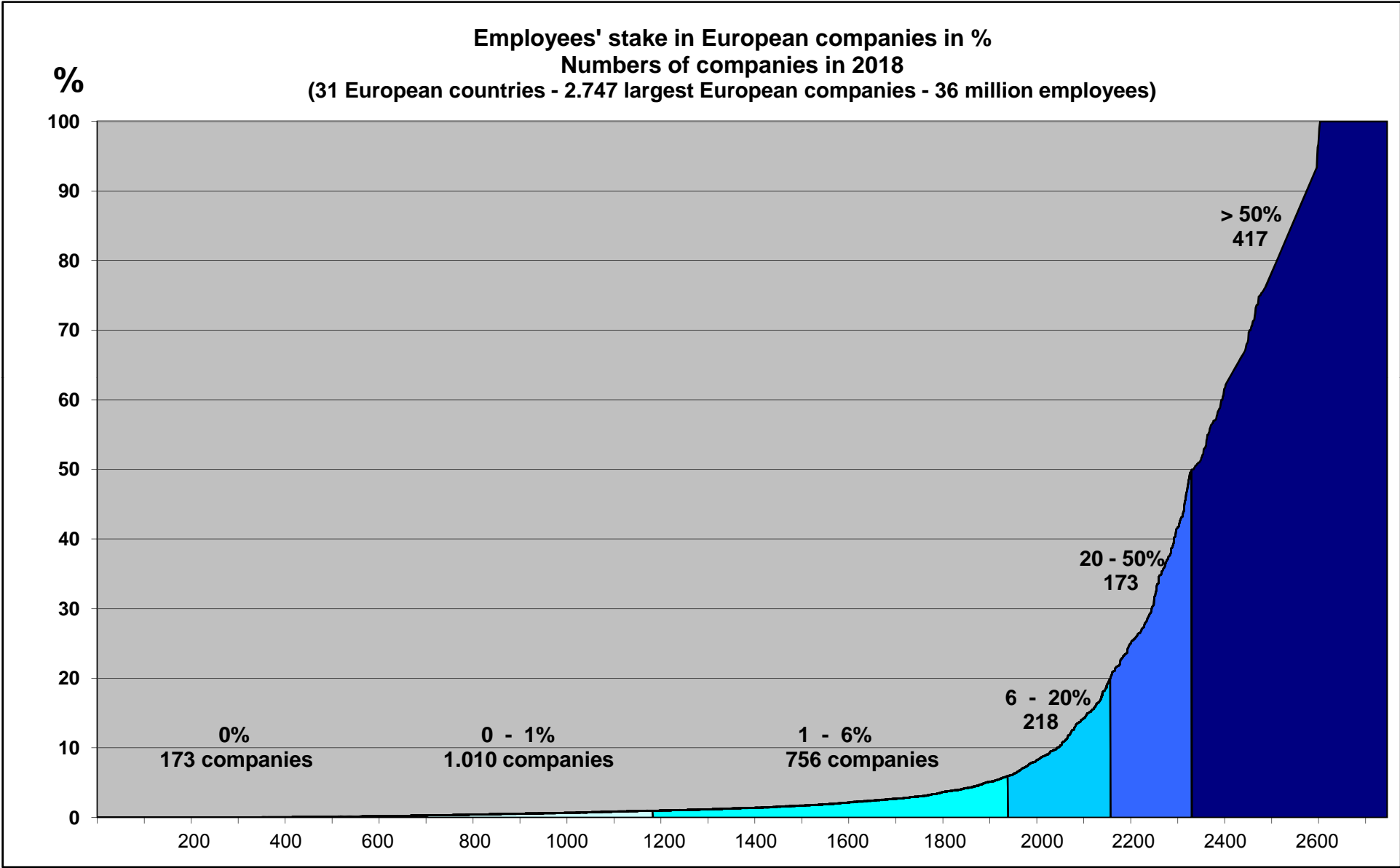
UK L Barr  
UK L Britvic  
UK L Clarkson  
UK L Janus Henderson  
UK L Johnson Matthey  
UK L Northgate  
UK L Rathbones  
UK L Royal Mail  
UK NL Arup Group  
UK NL Eagle Plant  
UK NL John Lewis Partnership  
UK NL Mott MacDonald  
UK NL Scott & Fyfe  
UK NL Scott Bader











## **THE EUROPEAN EMPLOYEE OWNERSHIP TOP 100 IN 2018**

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.



EMP 100 Ranking 2018	Company	Employees (number)	Country	Share Plan type	L/NL listed/non-list.	First Plan Year	Place	Branche
1	John Lewis Partnership	85,500	UK	Trust	NL	1,929	London	Department stores
2	Mondragon	80,818	ES	Coop	NL	1,956	Mondragon	Miscellaneous
3	Consorzio Cooperative Costruzioni	20,000	IT	Coop	NL	1,912	Bologna	Residential construction
4	STEF	16,733	FR	Plans	L	1,993	Paris	Infrastructure & logistics
5	Manutecoop	16,342	IT	Coop	NL	1,938	Bologna	Infrastructure & logistics
6	Mott MacDonald	14,929	UK	Trust	NL	1,989	Croydon	Engineering and construction
7	Arup Group	13,841	UK	Trust	NL	1,988	London	Engineering and construction
8	Coop Italiana di Ristorazione CIR Food	11,806	IT	Coop	NL	1,977	Reggio Emilia	Restaurants & catering service
9	Schunk GmbH	8,200	DE	Foundation	NL	1,947	Giessen	Materials
10	Spie batignolles	7,069	FR	Plans	NL	1,997	Paris	Building
11	Cooperativa Muratori e Cementisti CMC	6,905	IT	Coop	NL	1,901	Ravenna	Building, civil engineering
12	Unipart	6,049	UK	Trust	NL	1,987	Oxford	Cars parts manufacturers
13	Colser - Auroradomus	6,037	IT	Coop	NL	1,975	Parma	Security & alarm services
14	Conast	5,800	IT	Coop	NL	1,993	Brescia	Security & alarm services
15	La Cascina	5,375	IT	Coop	NL	1,978	Roma	Restaurants & catering service
16	Ceva	5,050	FR	MBO/EBO	NL	1,999	Libourne	Veterinary health
17	Artelia	4,900	FR	MBO/EBO	NL	1,998	Lyon	Engineering and construction
18	Suara Cooperativa	4,560	ES	Coop	NL	1,981	Barcelona	Social services
19	BearingPoint	4,343	NL	Partnership	NL	2,009	London	Consultancy
20	Sacmi	4,305	IT	Coop	NL	1,919	Imola	Glass & clay
21	ADF Ateliers de Fos	3,921	FR	MBO/EBO	NL	2,008	Vitrolles	Engineering & maintenance
22	Scopelec	3,500	FR	Coop	NL	1,973	Toulouse	Networking & communication devices
23	Groupe Up	3,465	FR	Coop	NL	1,964	Paris	Other banking & financial services
24	Irizar	3,300	ES	Coop	NL	1,963	Ormaiztegui	Bus manufacturers
25	Shaw Healthcare Group	3,272	UK	Trust	NL	2,009	Cardiff	Medical services
26	Norconsult	3,200	NO	Plans	NL	nc	Sandvik	Engineering and architecture
27	Claros	3,000	ES	Coop	NL	2,001	Sevilla	Social services
28	Control Risks	2,500	UK	EOTrust	NL	1,982	London	Consultancy
29	City Health Care Partnership	2,320	UK	Plans	NL	2,010	Hull	Medical services
30	Cefla	2,000	IT	Coop	NL	1,932	Imola	Furnishings, floorings
31	Acome	1,760	FR	Coop	NL	1,932	Paris	Building materials & equipment
32	Formula Servizi	1,706	IT	Coop	NL	1,975	Forlì	Logistics
33	Ingerop	1,700	FR	MBO/EBO	NL	2,000	Paris	Engineering & Consultancy
34	Childbase Partnership	1,691	UK	EOTrust	NL	2,001	Milton Keynes	Nurseries
35	EBS Le Relais	1,687	FR	Coop	NL	1,984	Bruay	Waste management & recycling
36	Central Surrey Health	1,681	UK	Trust	NL	2,006	Epsom	Medical services
37	Bristol Community Health	1,673	UK	Plans	NL	2,013	Bristol	Medical services
38	Macrosad	1,635	ES	Coop	NL	1,994	Jaen	Social services
39	Locala Community Partnerships	1,562	UK	Plans	NL	2,011	Kirklees	Medical services
40	Medway Community Healthcare	1,560	UK	Plans	NL	2,011	Chatham	Medical services
41	Colegio Gredos San Diego	1,555	ES	Coop	NL	1,985	Madrid	Education
42	Aglisys	1,500	UK	EOTrust	NL	2,015	London	IT solutions
43	PolyExpert	1,500	FR	MBO/EBO	NL	2,014	Paris	Insurance
44	BMT Group	1,450	UK	Trust	NL	1,985	London	Engineering
45	ACP	1,400	AT	MBO/EBO	NL	2,013	Vienna	IT solutions
46	Cooperativa Ceramica d'Imola	1,336	IT	Coop	NL	1,874	Imola	Glass & clay
47	Gescop (Barco+GAT+Taxicop)	1,200	FR	Coop	NL	1,970	Paris	Other transportation services
48	Domel	1,200	SL	ESOP	NL	1,996	Zelesniki	Electrical products
49	Idea	1,200	FR	Plans	NL	1,957	Saint-Nazaire	Logistics
50	SLR Management	1,184	UK	MBO/EBO	NL	2,000	London	Consultancy
51	Prospects	1,154	UK	Trust	NL	2,011	London	Employment & training services
52	Consital	1,150	IT	Coop	NL	1,949	Bologna	Building, civil engineering
53	Der Spiegel	1,127	DE	Foundation	NL	1,974	Hamburg	Publishing
54	Meridionale Servizi	1,094	IT	Coop	NL	1,980	Bari	Facility management
55	Witteveen en Bos	1,054	NL	Partnership	NL	1,992	Deventer	Engineering and construction
56	Provide	1,017	UK	Plans	NL	2,011	Colchester	Medical services
57	Cegos	1,000	FR	MBO/EBO	NL	1,945	Paris	Professional training
58	Pentalog	1,000	FR	Plans	NL	1,995	Orléans	Softwares
59	La Productora	1,000	ES	Coop	NL	1,995	Gijon	Facility management
60	Herend Manufactory	1,000	HU	ESOP	NL	1,992	Herend	Glass and clay
61	Katea Legaia	950	ES	SAL	NL	2,006	Renteria	Social inclusion
62	Movares	945	NL	MBO/EBO	NL	2,001	Utrecht	Engineering & public transports
63	Anglian Community Enterprise	925	UK	Plans	NL	2,011	Colchester	Medical services
64	UTB	910	FR	Coop	NL	1,933	Paris	Building materials & equipment
65	Serma Technologies	901	FR	MBO/EBO	L	2,007	Paris	Electrical products
66	Bouyer-Leroux	900	FR	Coop	NL	1,980	Nantes	Building materials & equipment
67	Alfa Accountants	900	NL	MBO/EBO	NL	1,999	Wageningen	Accounting
68	De Sangosse	850	FR	MBO/EBO	NL	1,989	Agen	Agricultural
69	East Coast Community Healthcare	848	UK	Plans	NL	2,011	Beccles	Medical services
70	Tili Floris	800	FR	Coop	NL	2,006	Nantes	Transportation services
71	Nice-Matin	800	FR	Coop	NL	1,944	Nice	Publishing
72	Care Plus Group	800	UK	Plans	NL	2,011	Grimsbay	Medical services
73	Transports Urbans i Serveis Generals	795	ES	SAL	NL	1,985	Barcelona	Transportation services
74	Gateley	757	UK	Plans	L	2,015	London	Business support services
75	Abacus Cooperativa	750	ES	Coop	NL	1,985	Barcelona	Books & educational products
76	Spółdzielnia Piekarsko-Ciastkarska	700	PL	Coop	NL	1,987	Warsaw	Bread
77	Open Group	700	IT	Coop	NL	2,014	Bologna	Social inclusion
78	Bluestone Resorts	694	UK	MBO/EBO	NL	2,013	Pembrokeshire	Leisure park
79	Alfa Travel	687	UK	EOTrust	NL	2,015	Chorley	Leisure & entertainment retailing
80	Scott Bader	685	UK	Trust	NL	1,951	Wollaston	Plastics & fibres
81	Davy	680	IE	MBO/EBO	NL	2,006	Dublin	Stockbroker
82	Sheffield Forgemasters	666	UK	MBO/EBO	NL	2,005	Sheffield	Steel industry
83	CSG	654	IT	Coop	NL	1,992	Ancona	Business support services
84	FPEE Industries	650	FR	MBO/EBO	NL	2,003	Le Mans	Doors manufacturer
85	LS Services	638	FR	Coop	NL	nc	Villeurbanne	Diversified utilities
86	Gripple	637	UK	Trust	NL	1,988	Sheffield	Cars parts manufacturers
87	Lindum Group	629	UK	Trust	NL	1,992	Lincoln	Engineering and construction
88	Florida	625	ES	Coop	NL	1,977	Valencia	Education
89	Ampo	620	ES	Coop	NL	1,964	Idiazabal	Valves
90	Groupe Nadia	600	FR	MBO/EBO	NL	1,999	Cholet	Metal fabrication
91	Wilkin & Sons	590	UK	Trust	NL	1,995	Colchester	Restaurants & catering service
92	Fondasol	580	FR	MBO/EBO	NL	2,014	Avignon	Engineering
93	Sogenor	567	FR	MBO/EBO	NL	2,000	Coutances	Hospitals
94	Scotnet	560	FR	Coop	NL	1,981	Paris	Cleaning services
95	Parfett & Sons	560	UK	Trust	NL	2,008	Stockport	Retail stores
96	North Somerset Community Partnership	559	UK	Plans	NL	2,011	Clevedon	Medical services
97	Alan Nuttall	546	UK	EOTrust	NL	2,015	Hinckley	Engineering and construction
98	Highland Home Carers	519	UK	Plans	NL	2,004	Inverness	Medical services
99	Olava	504	CZ	Coop	NL	1,952	Pisek	House wares & garden
100	Broadway Malyan Holdings	495	UK	EOTrust	NL	1,998	London	Architects

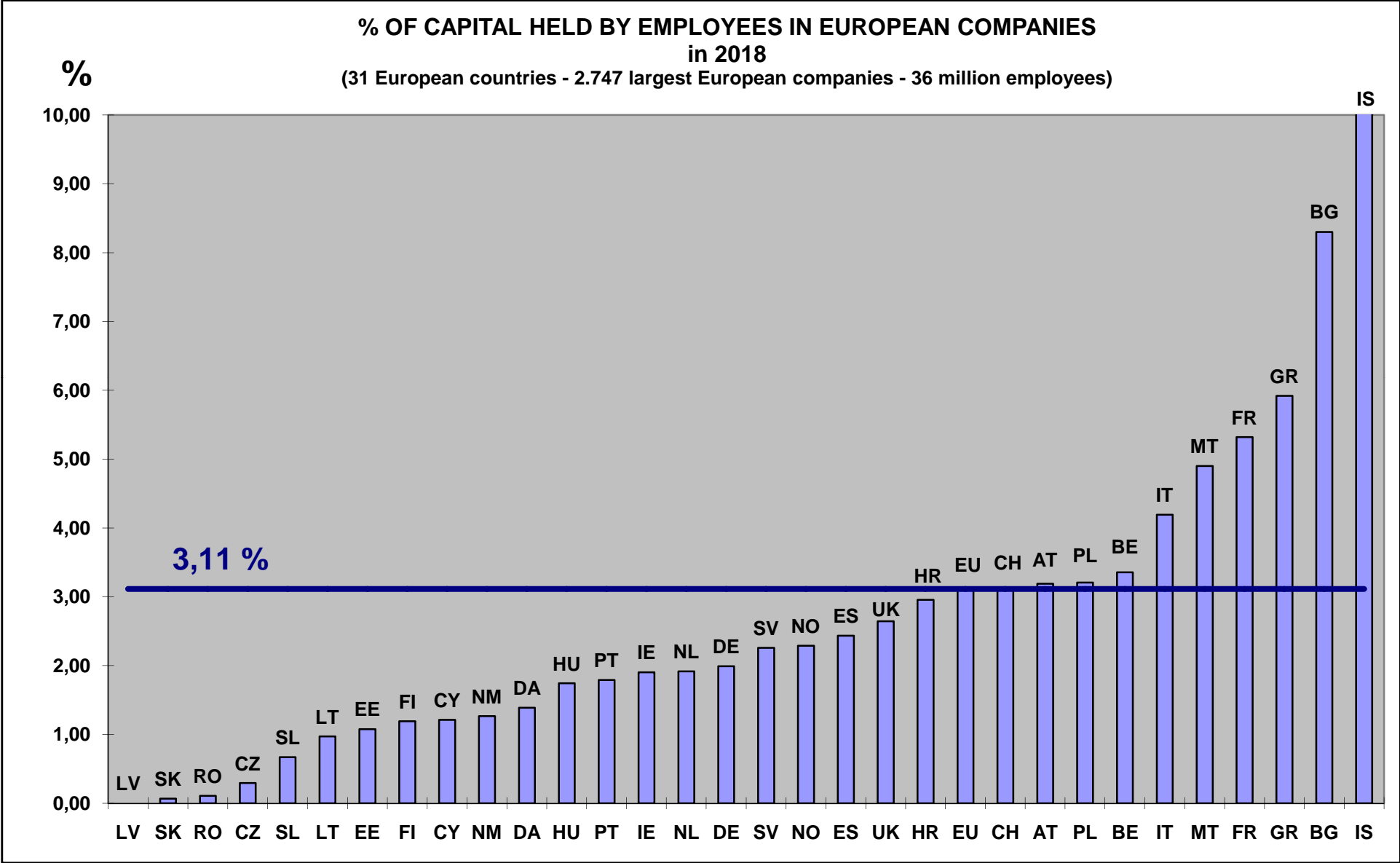
# LES PAYS

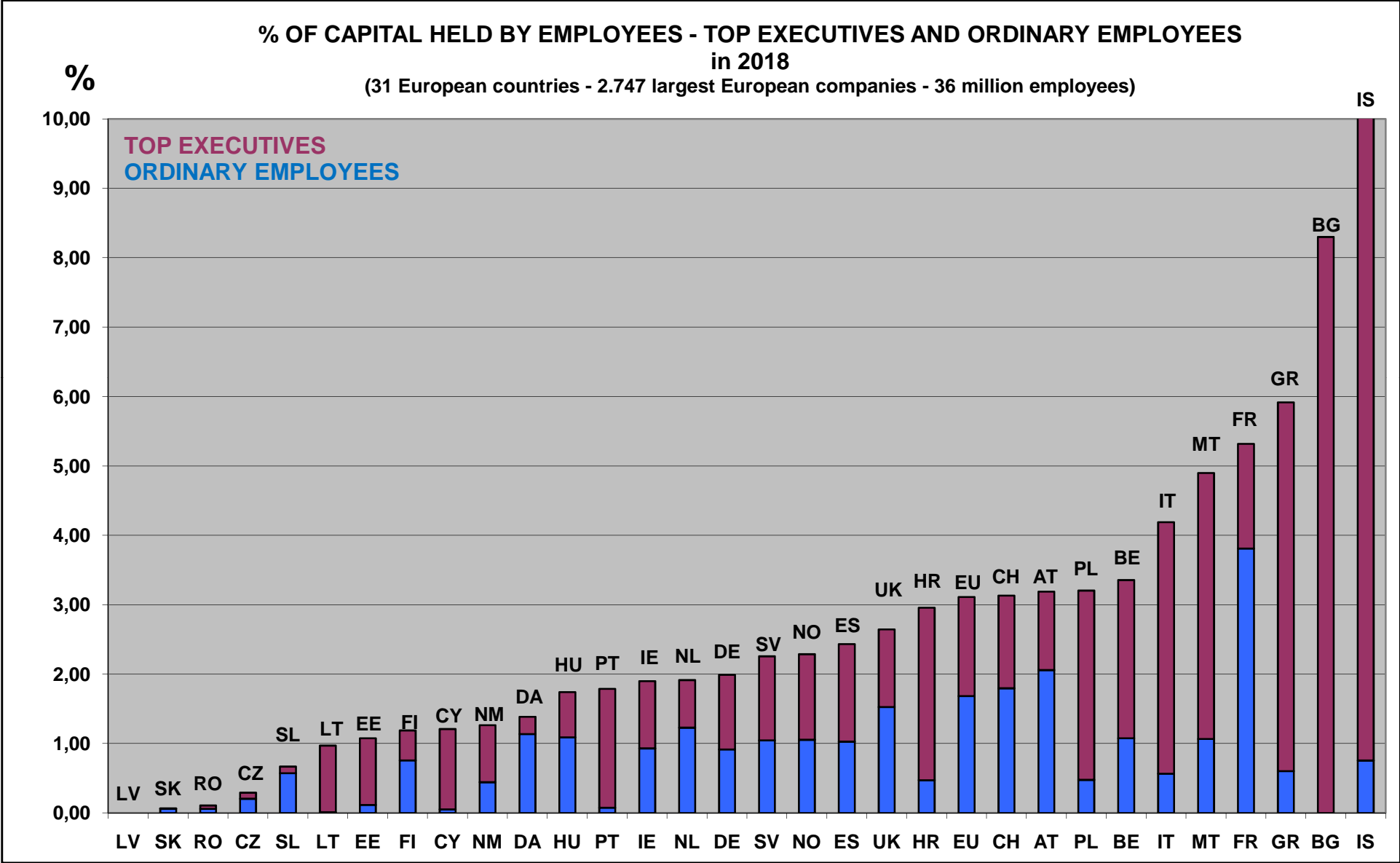
## LES PAYS EUROPEENS

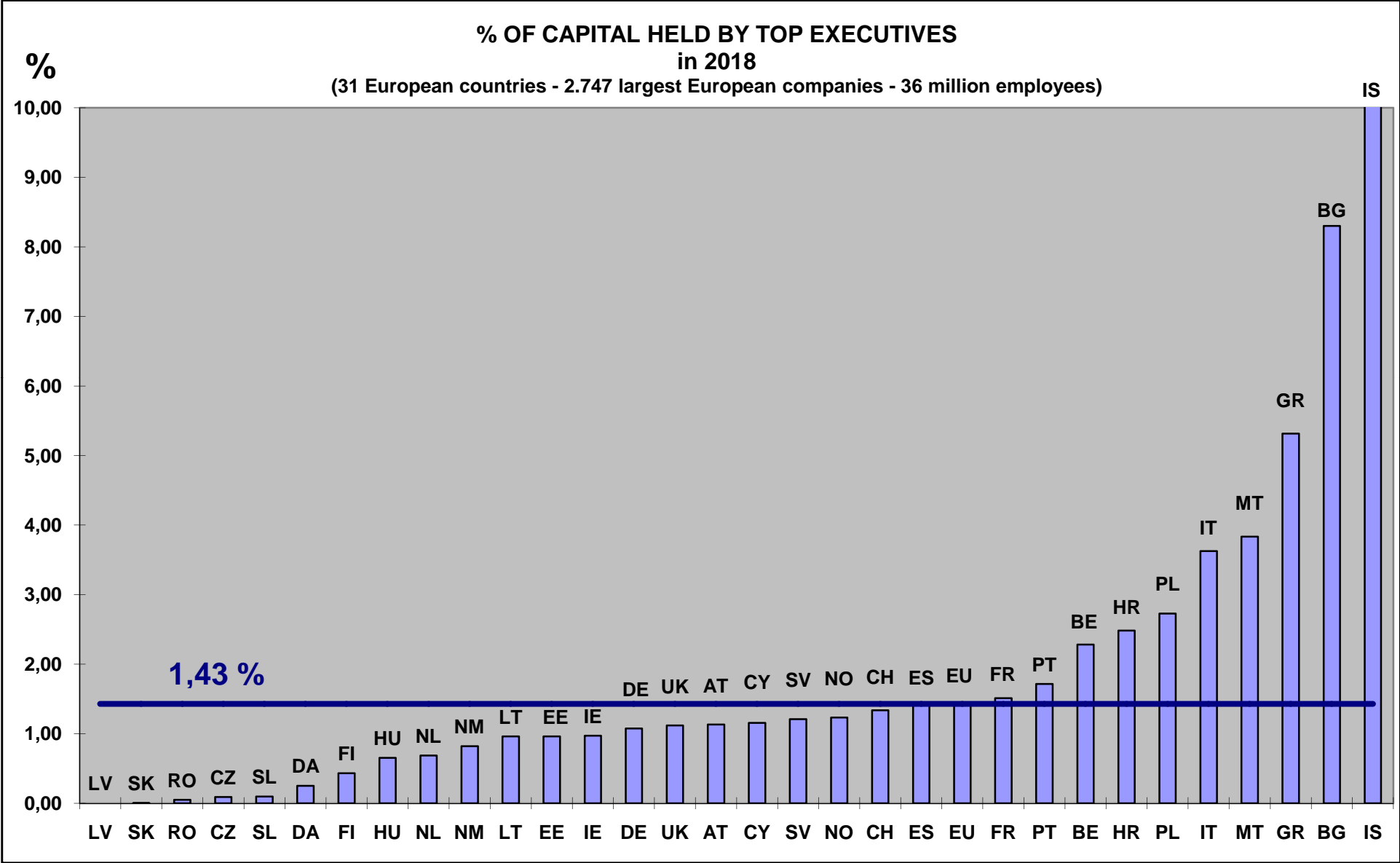
Ce chapitre permet de comparer les pays européens entre eux, pour toutes les principales caractéristiques de l'actionnariat salarié.

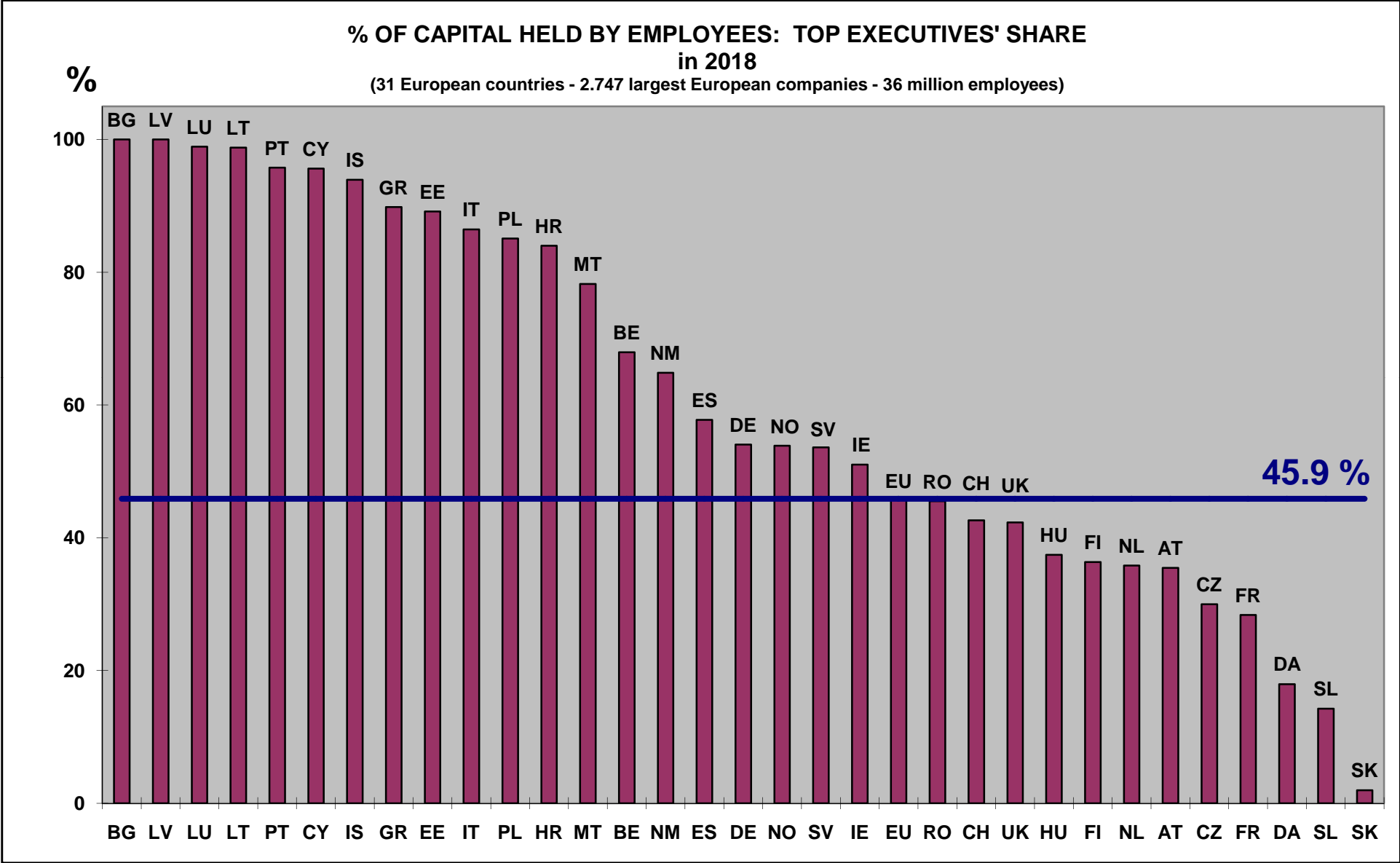
- Première comparaison, la part détenue par les salariés dans les grandes entreprises européennes est à 3.11% pour la moyenne européenne en 2018 ([Graphique 16](#)). Celle-ci se répartit de façon variable entre dirigeants exécutifs et salariés ordinaires, comme on le voit au [Graphique 17](#). Les [Graphiques 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. Seuls quelques 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: seuls quelques 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 2018 ([Graphique 26](#)), ainsi que 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% en moyenne mais 0% pour la Lettonie et 37.9% en France ([Graphique 29](#)).
- 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 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 2018 ([Graphique 38](#)), et pour la période récente de 2011 à 2018 ([Graphique 39](#)).
- Enfin, la capitalisation totale détenue par les salariés dans chaque pays européen en 2018 apparaît au [Graphique 40](#), tandis que l'avoir moyen détenu par chaque actionnaire salarié dans les différents pays est renseigné au [Graphique 41](#).

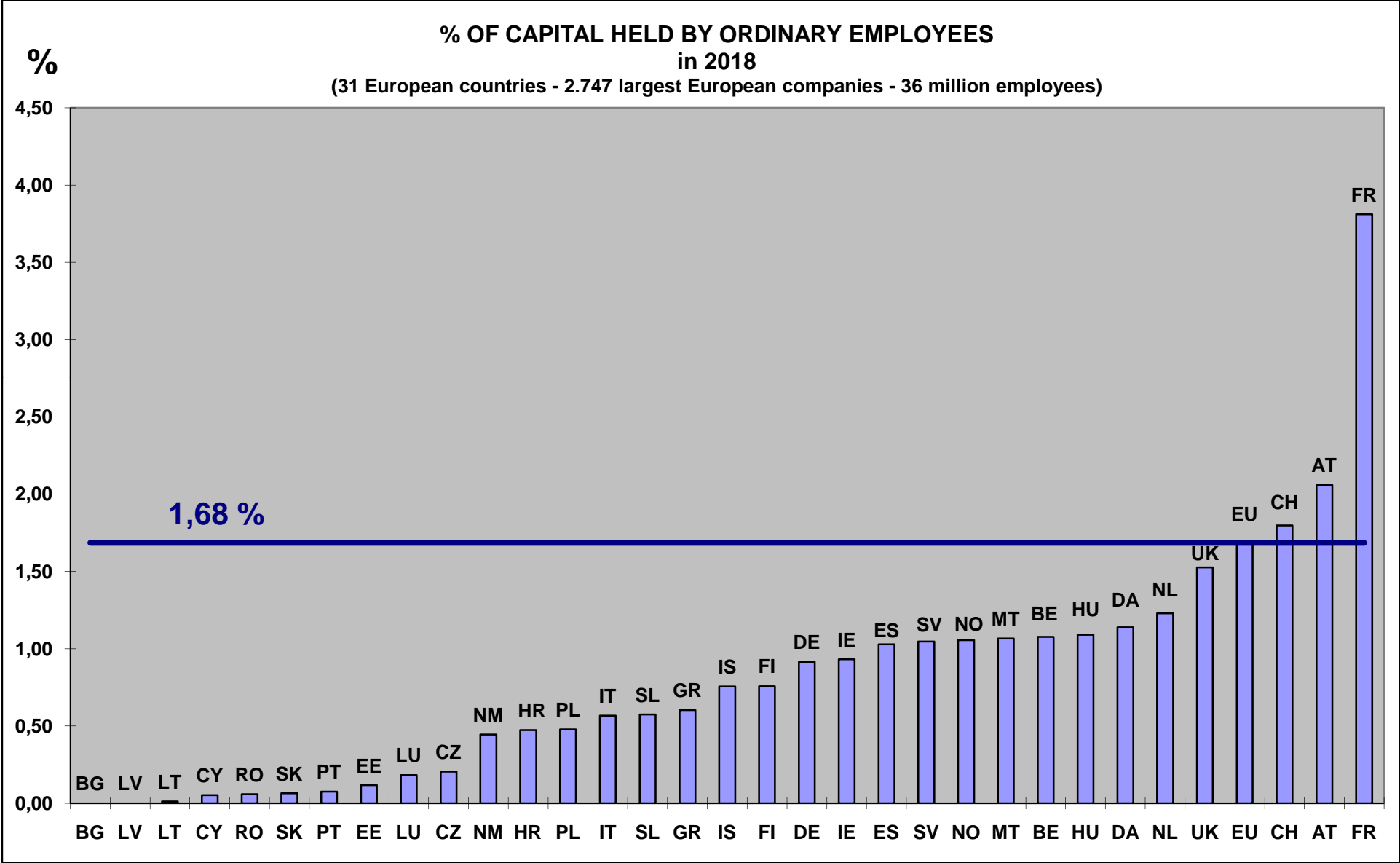


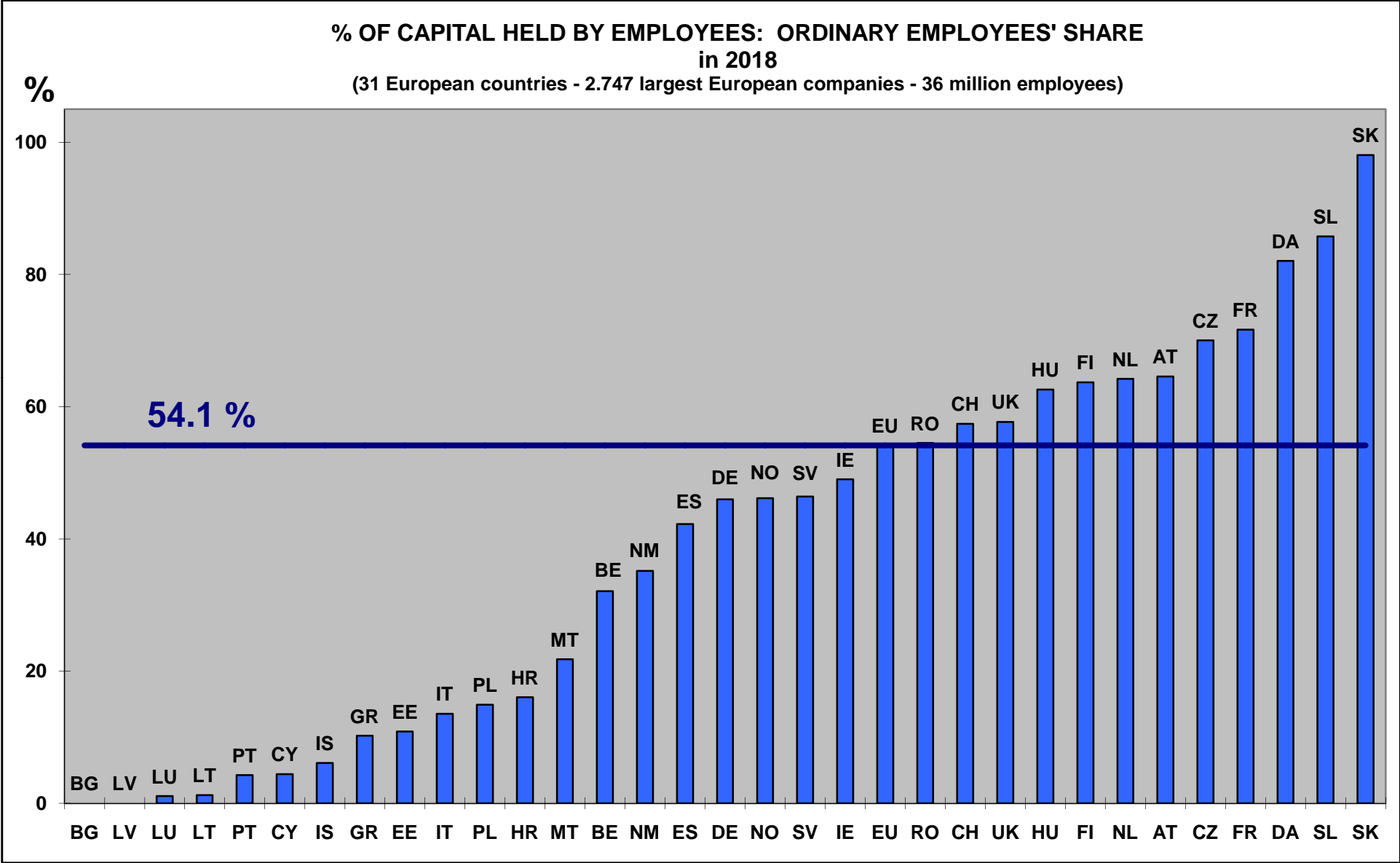


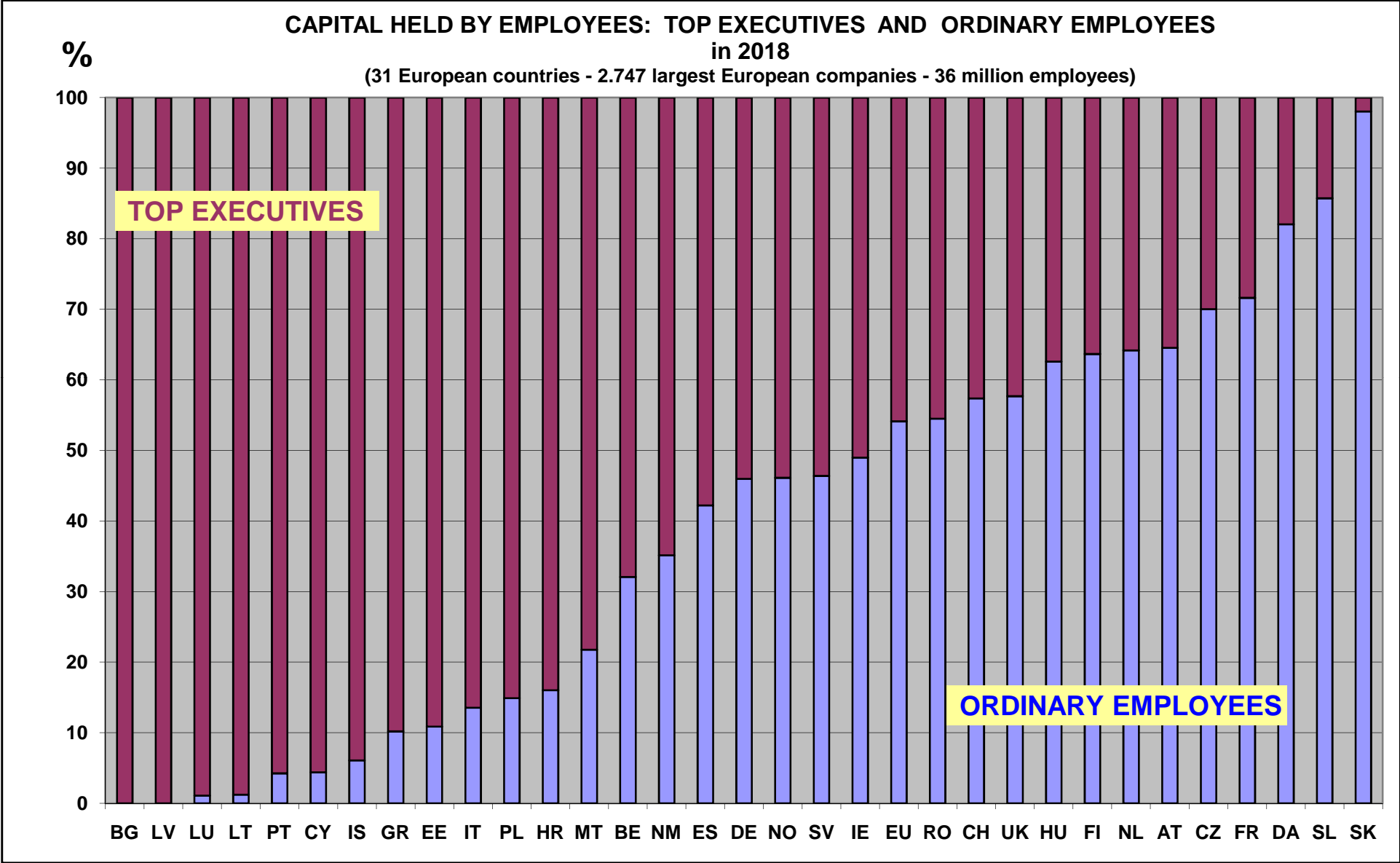






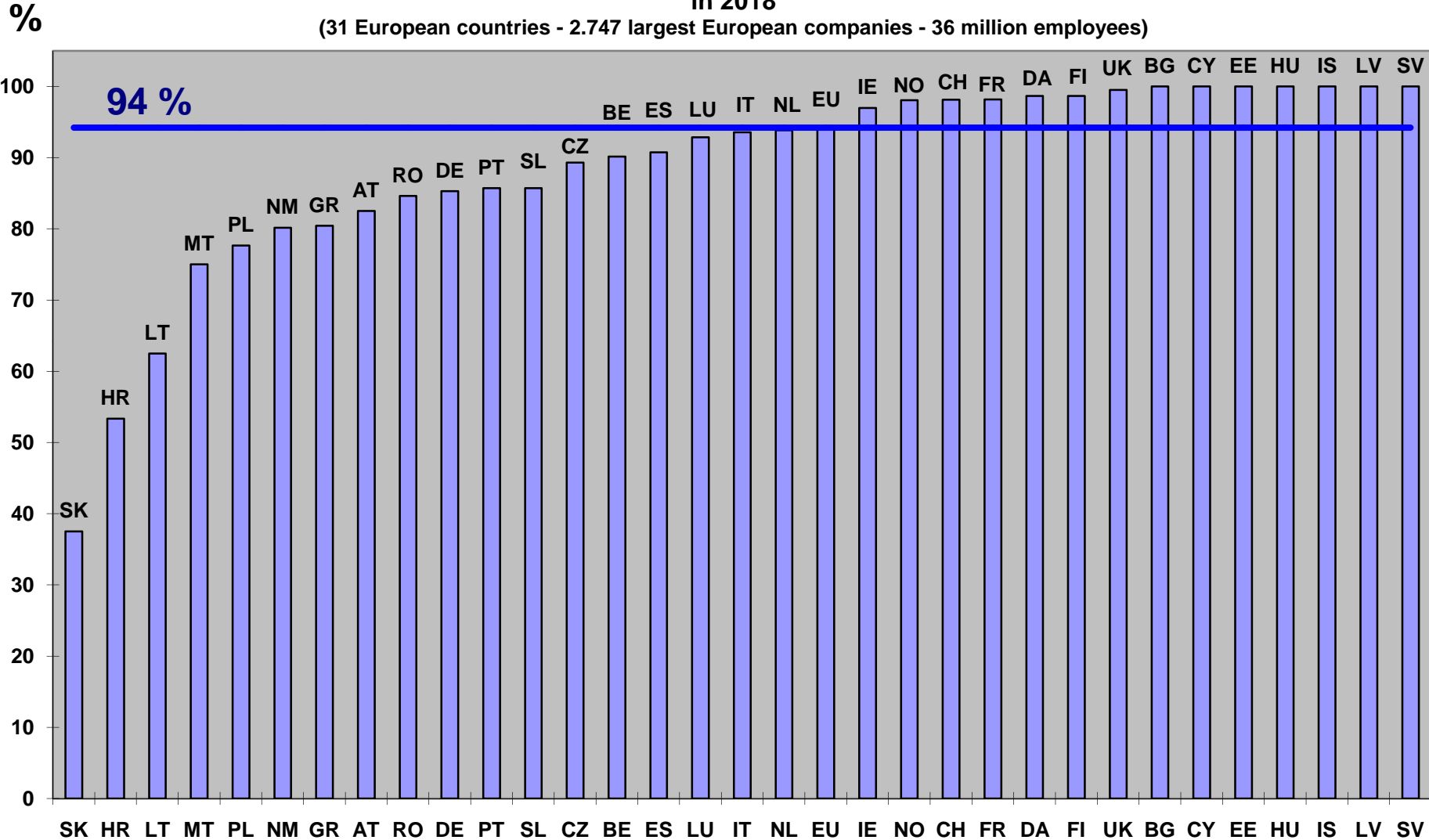




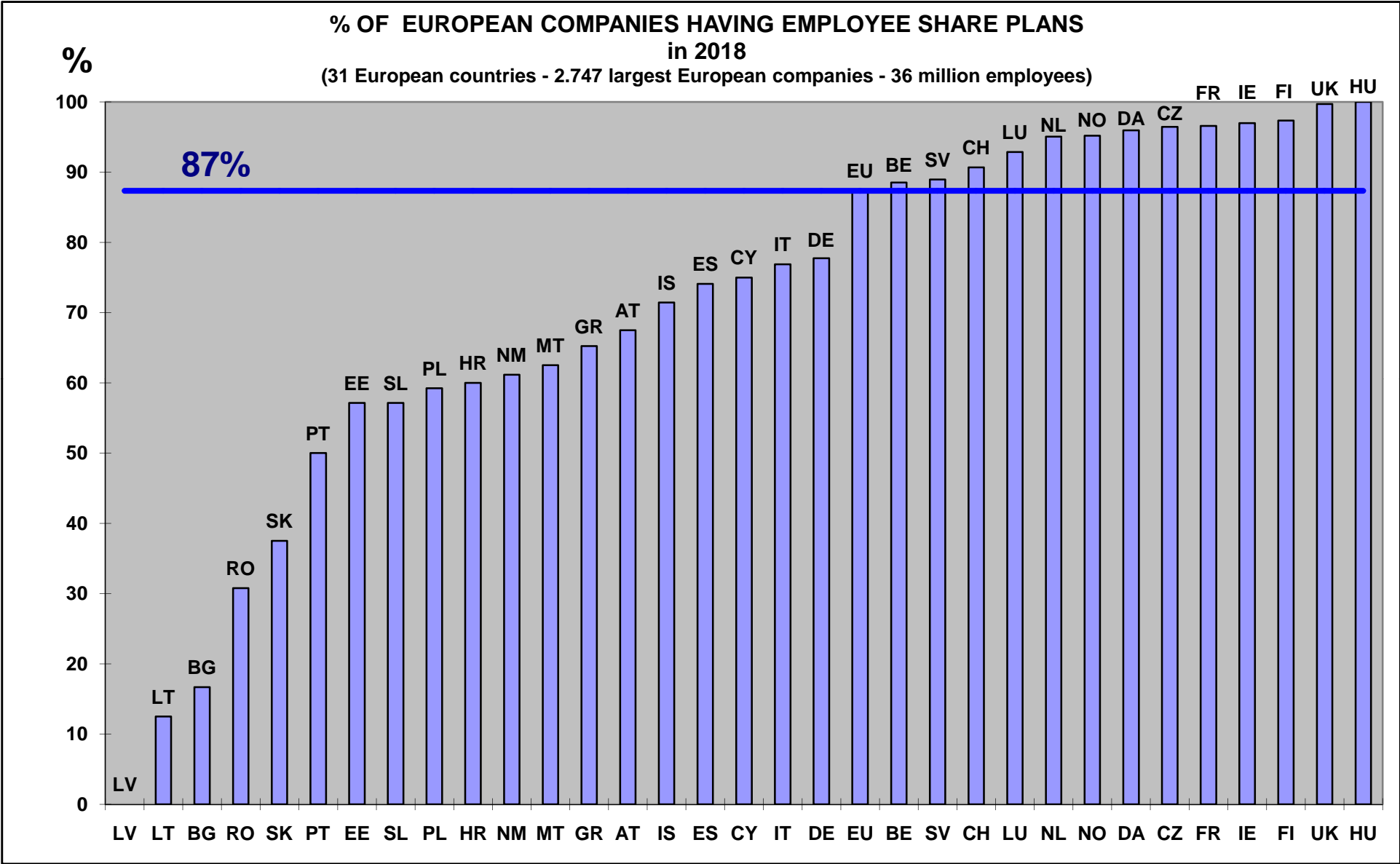


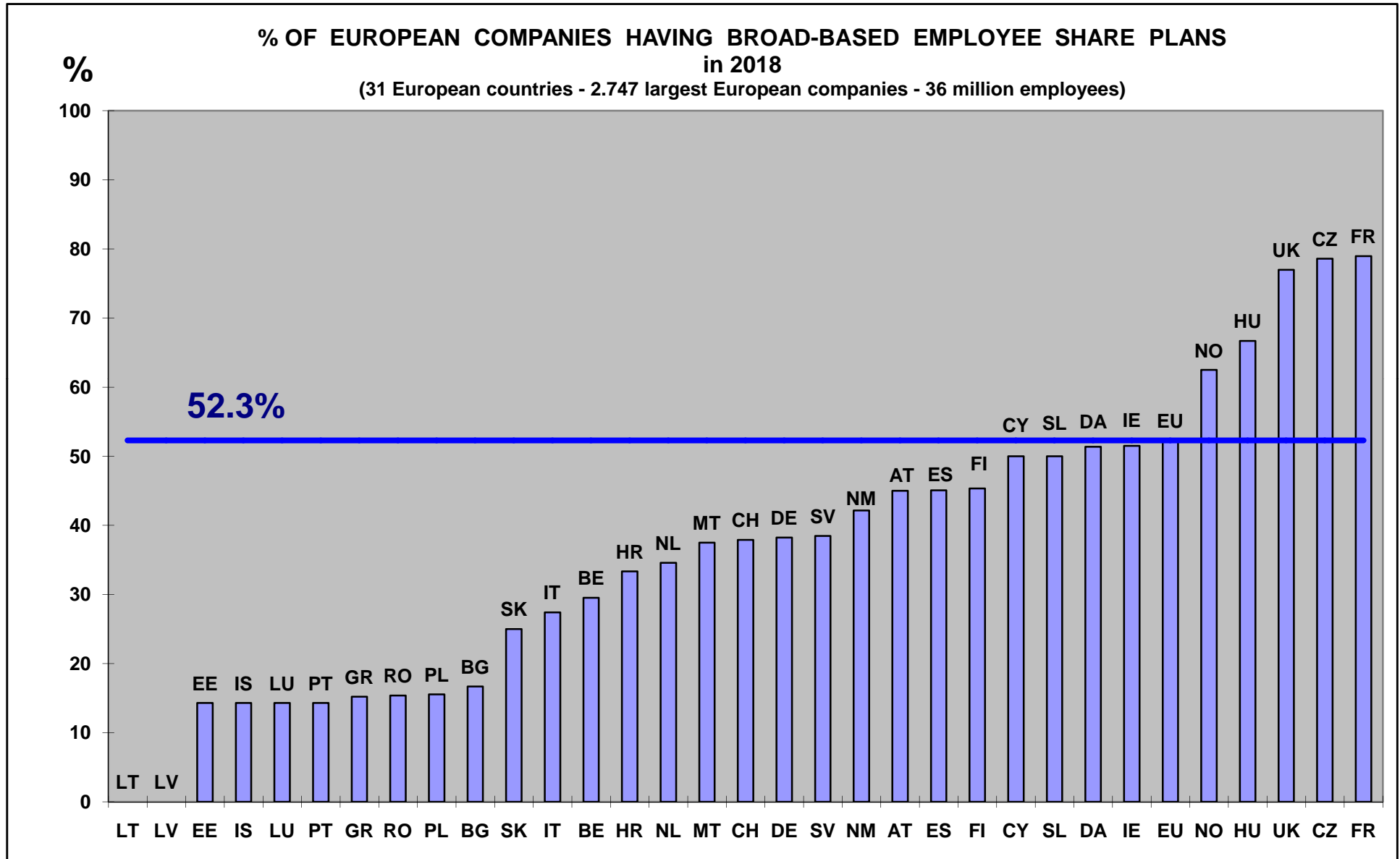
### % OF EUROPEAN COMPANIES HAVING EMPLOYEE SHARE OWNERSHIP in 2018

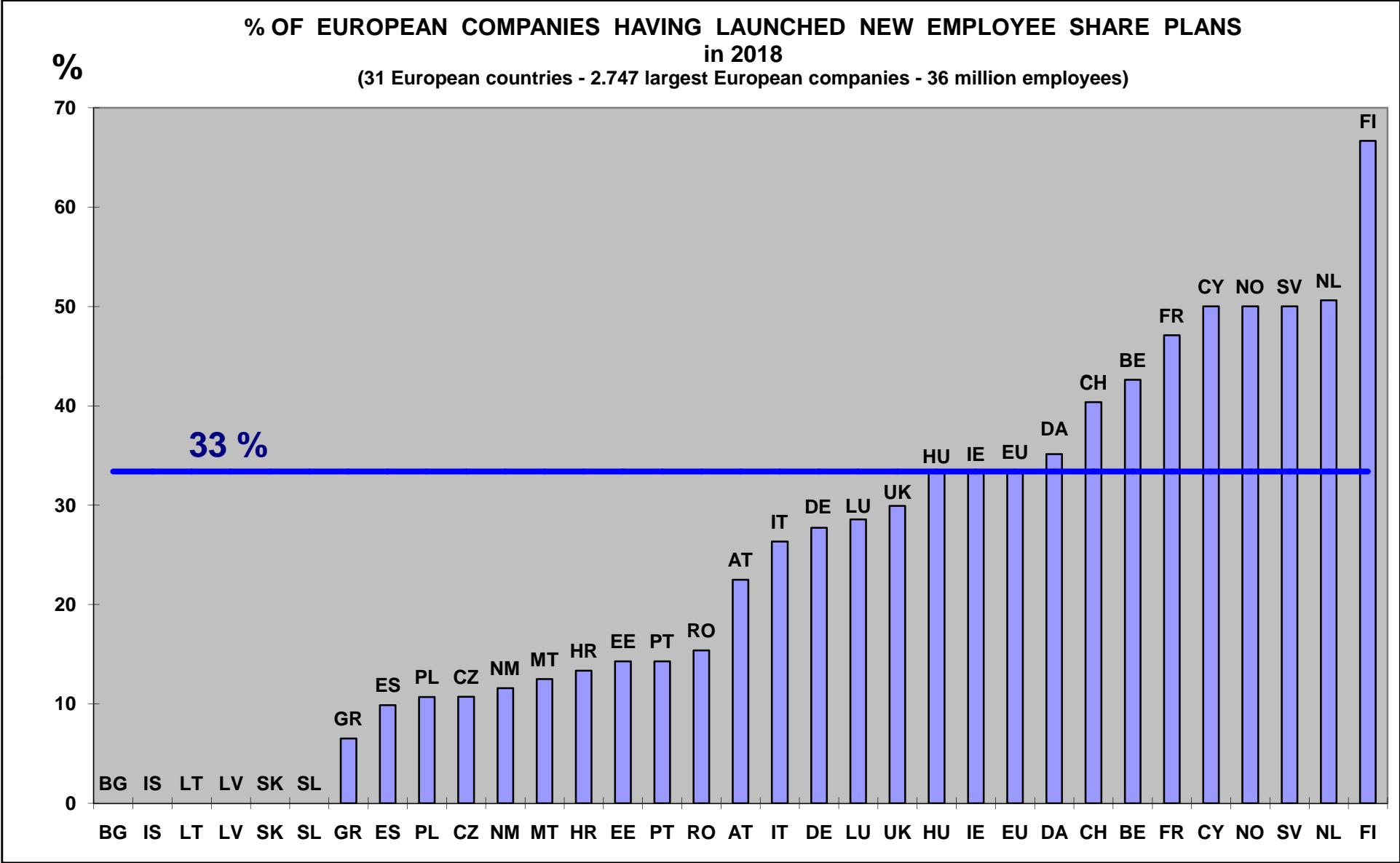
(31 European countries - 2.747 largest European companies - 36 million employees)

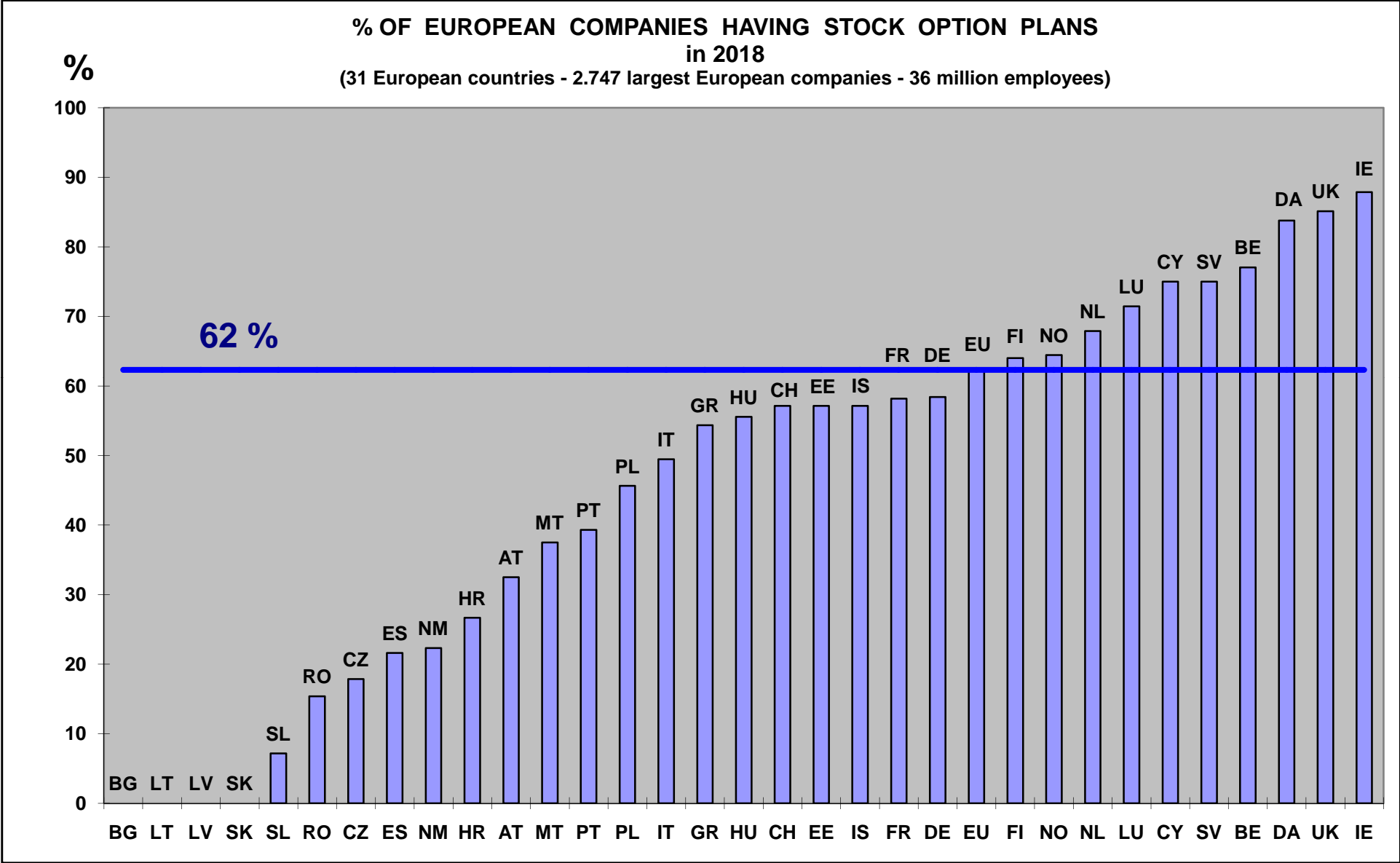


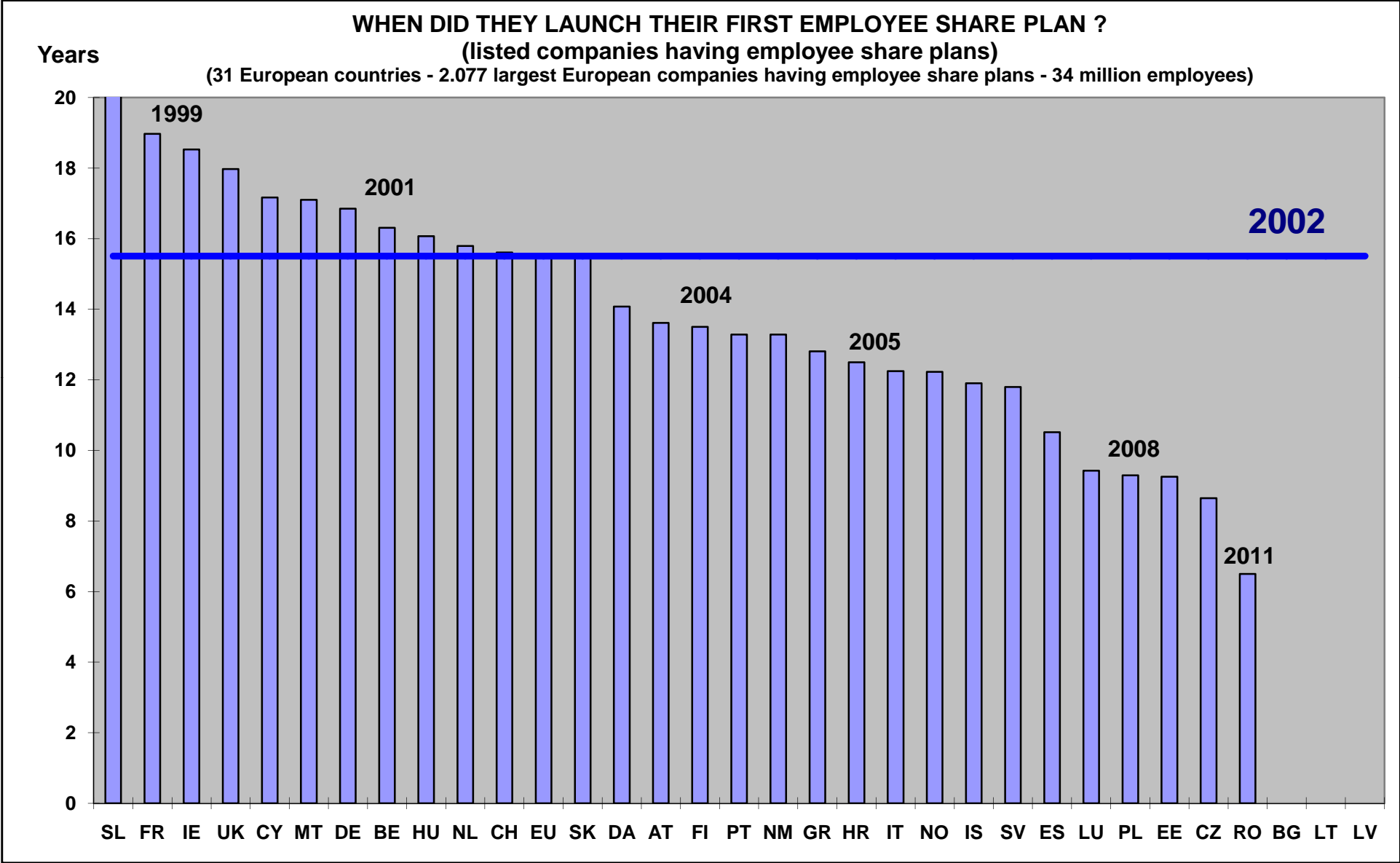


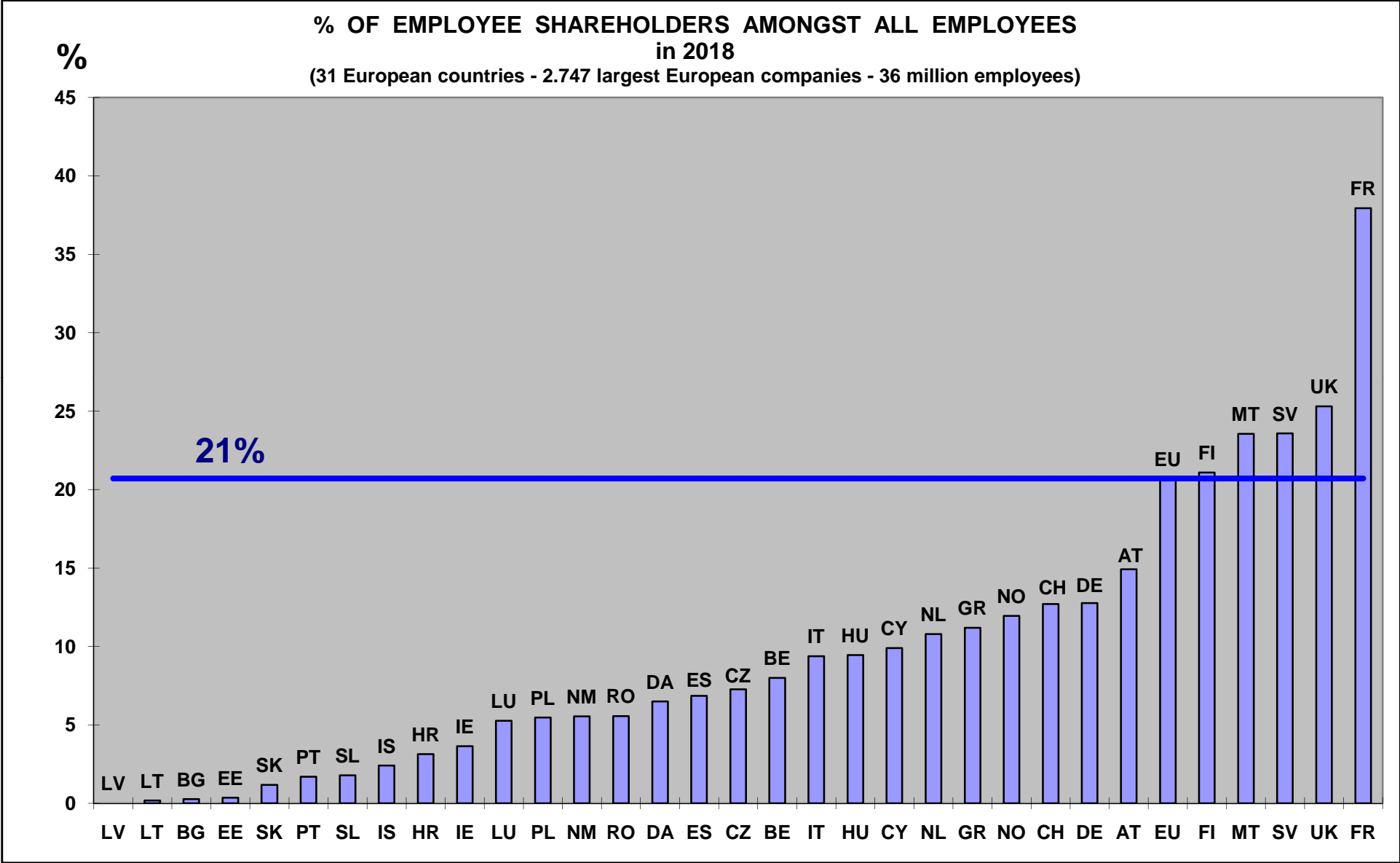


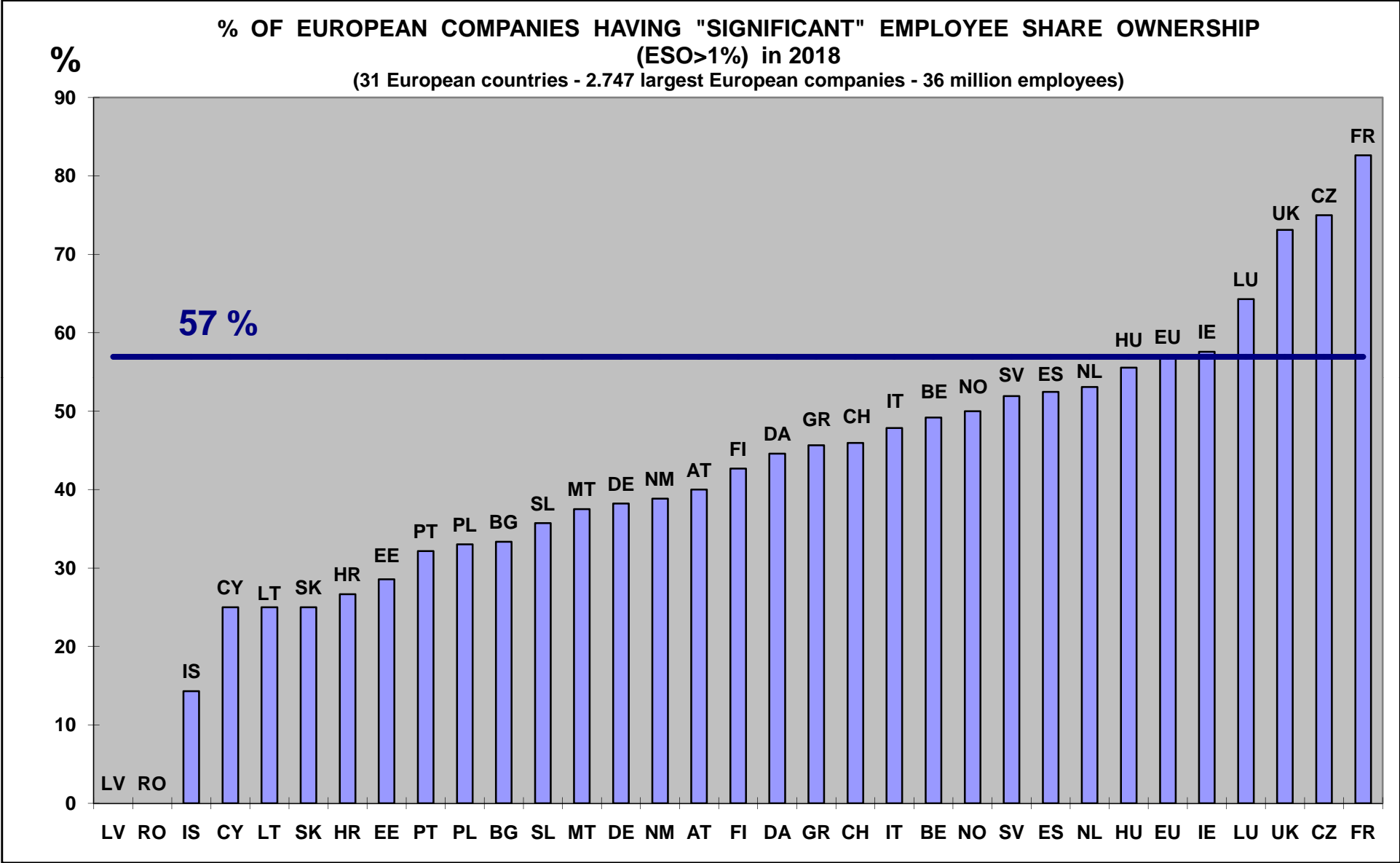


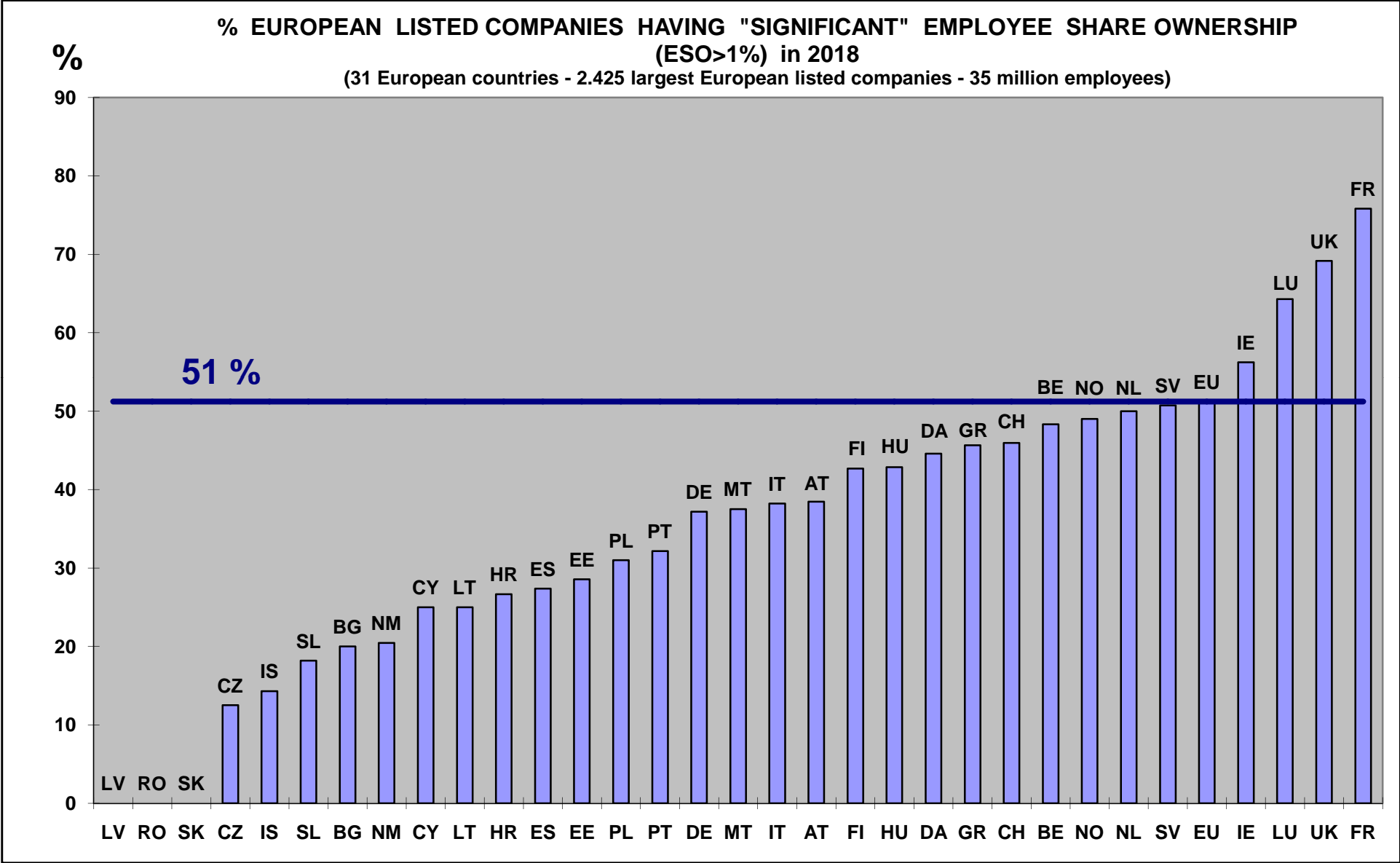




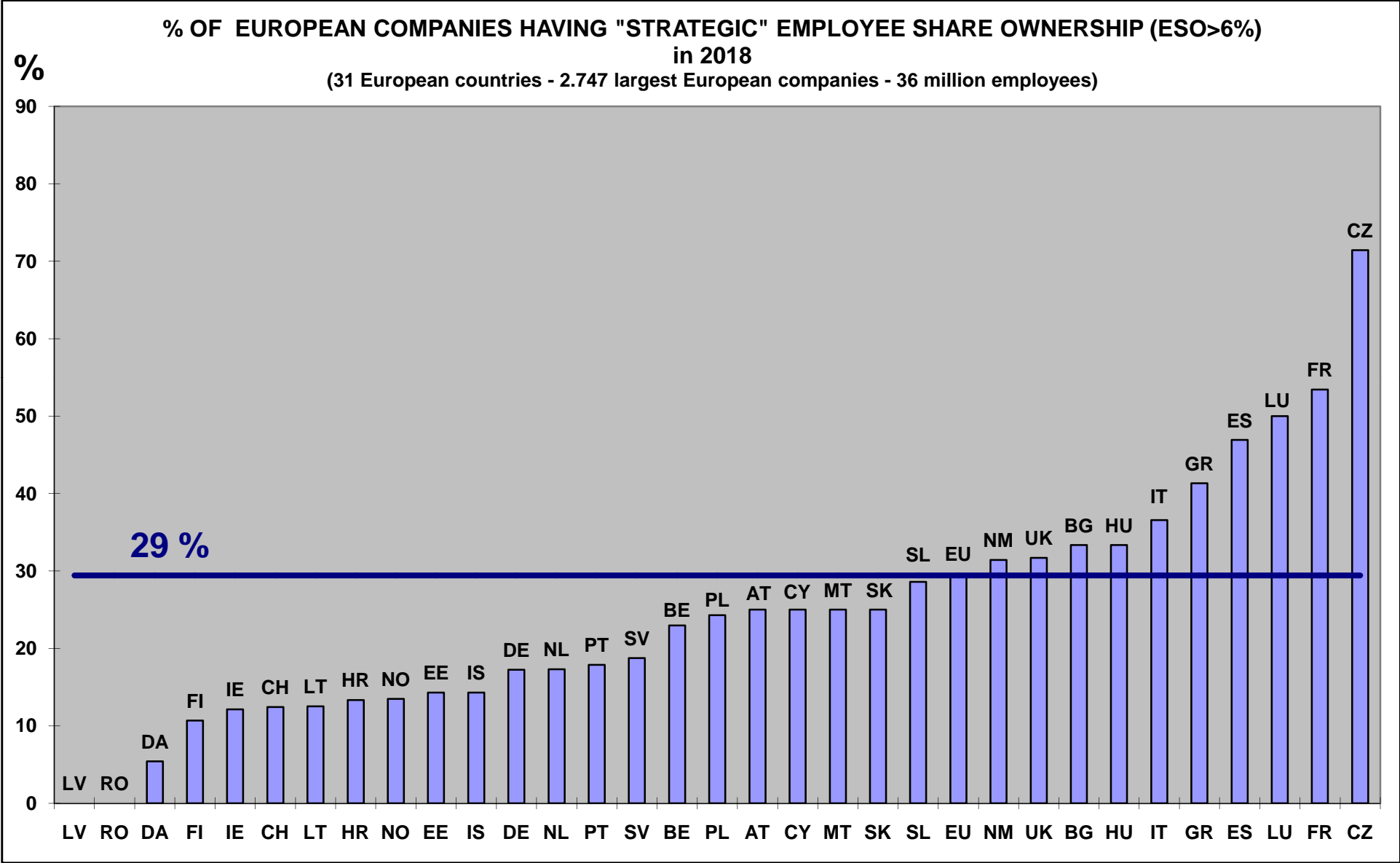


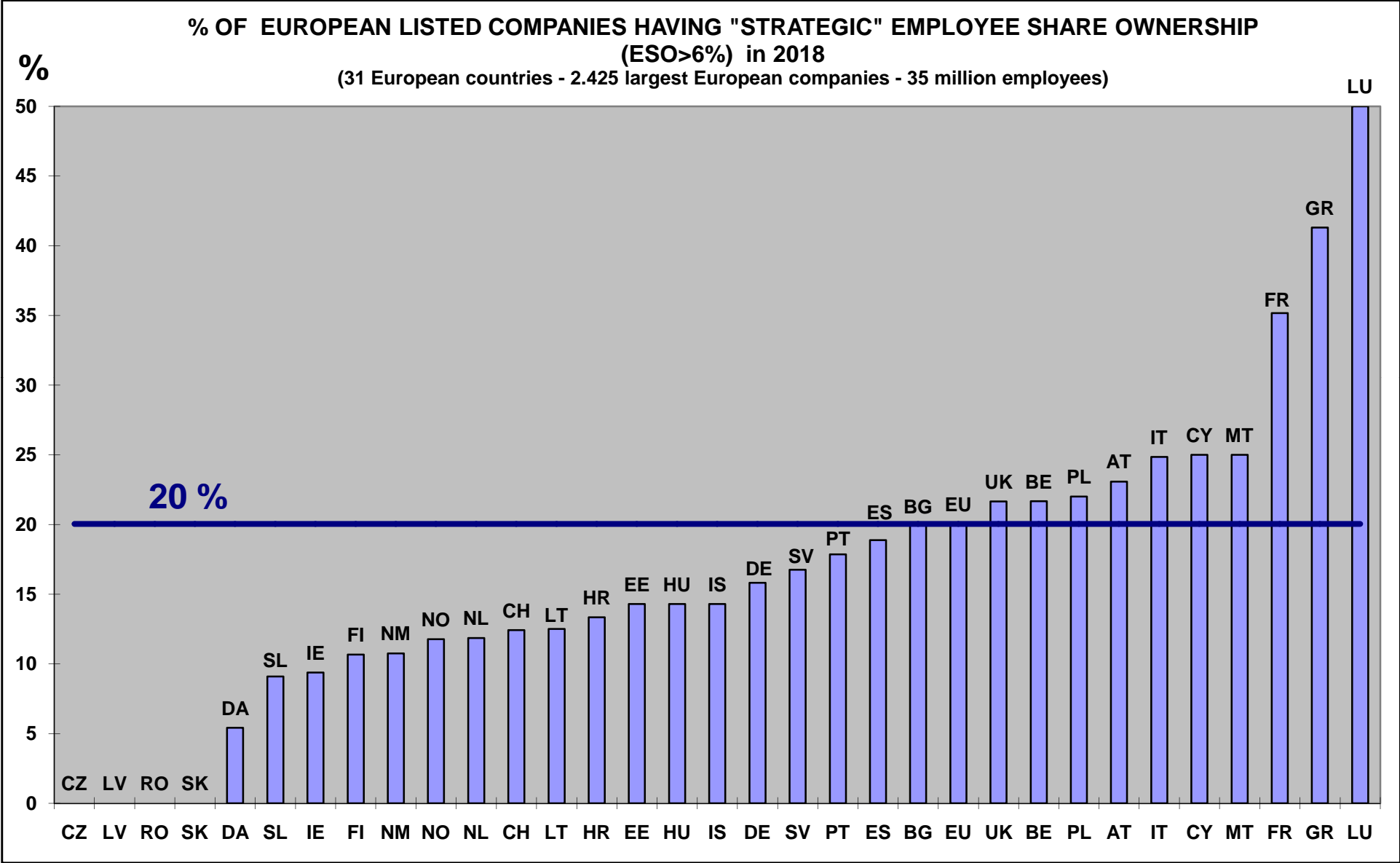


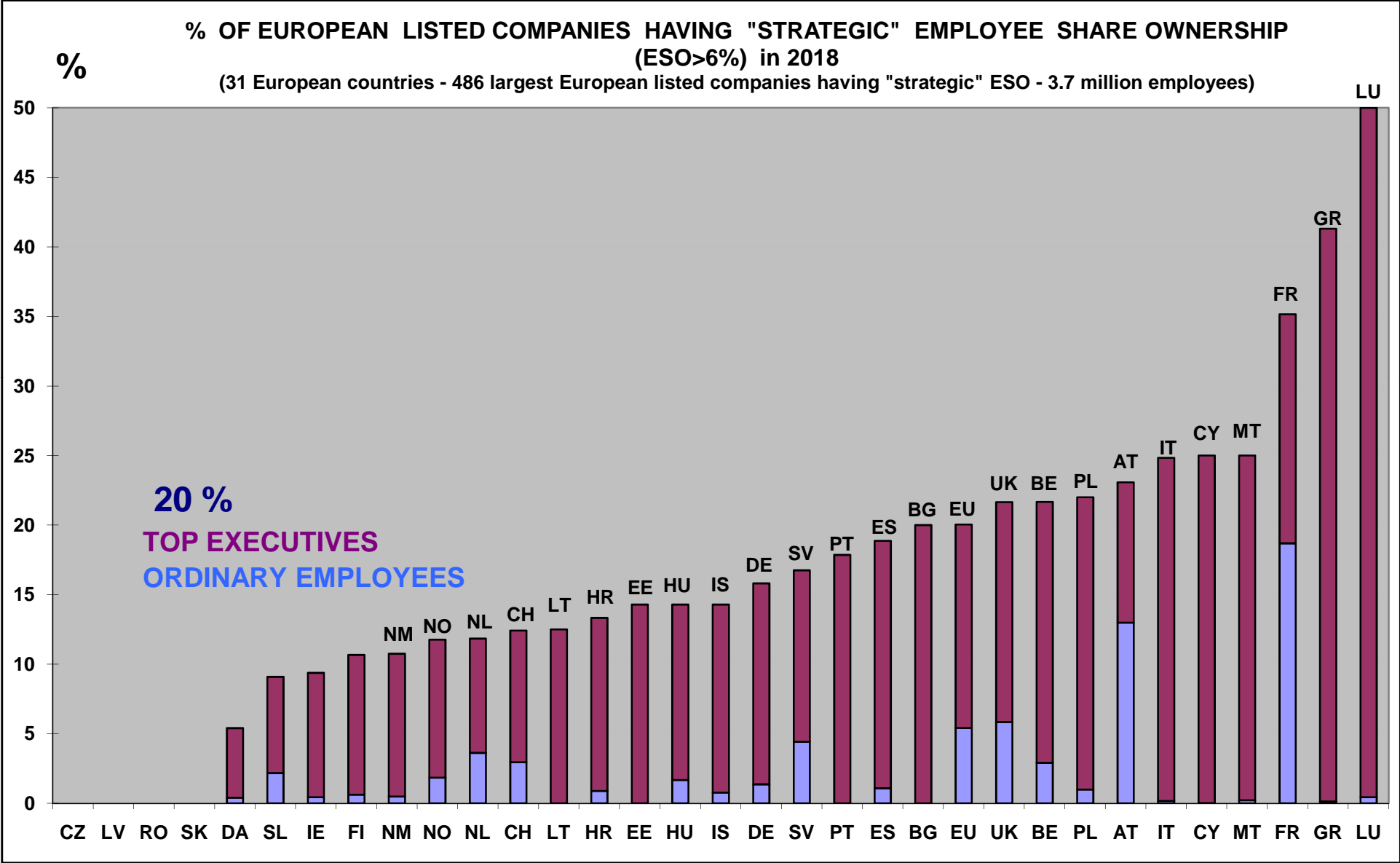


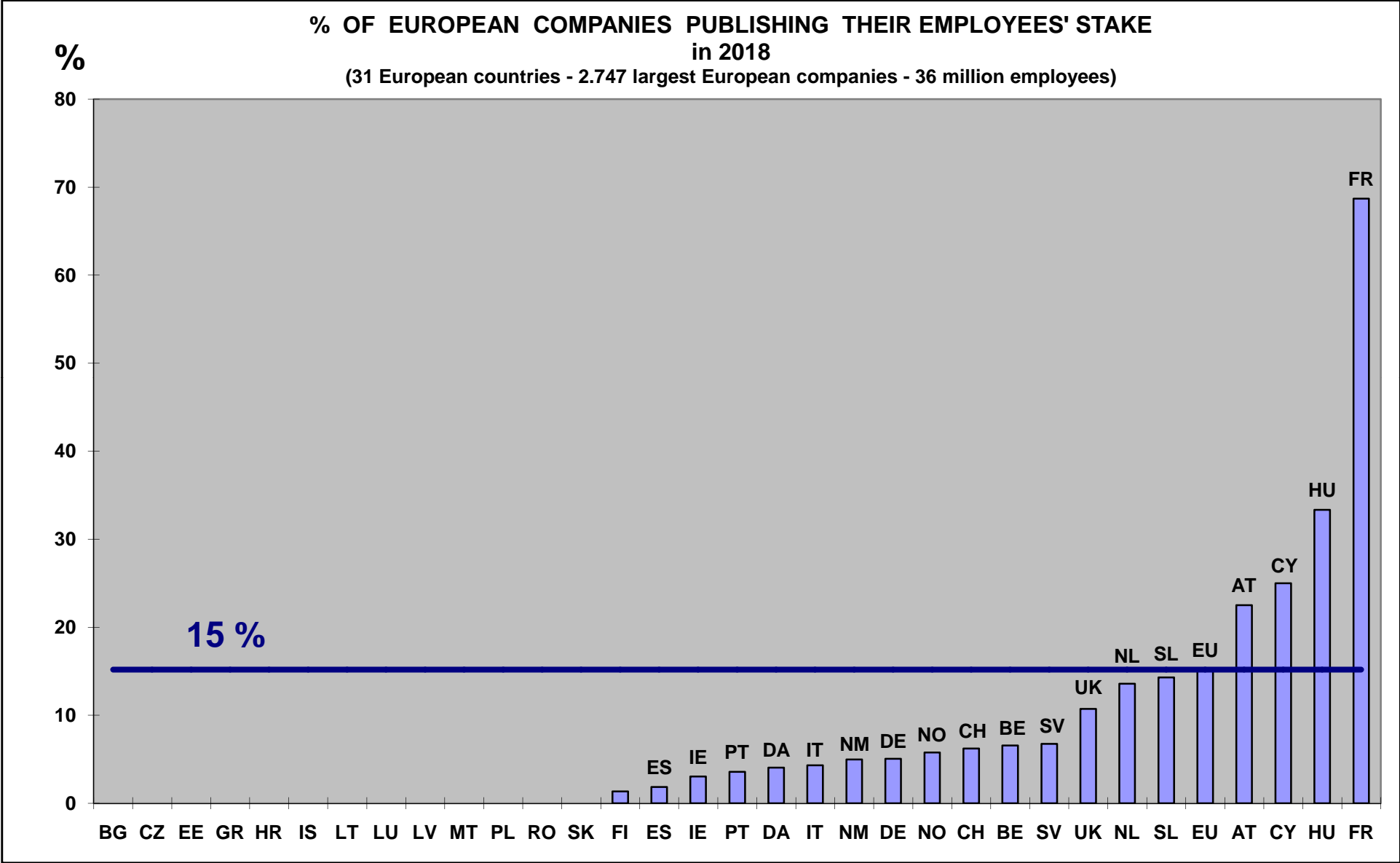


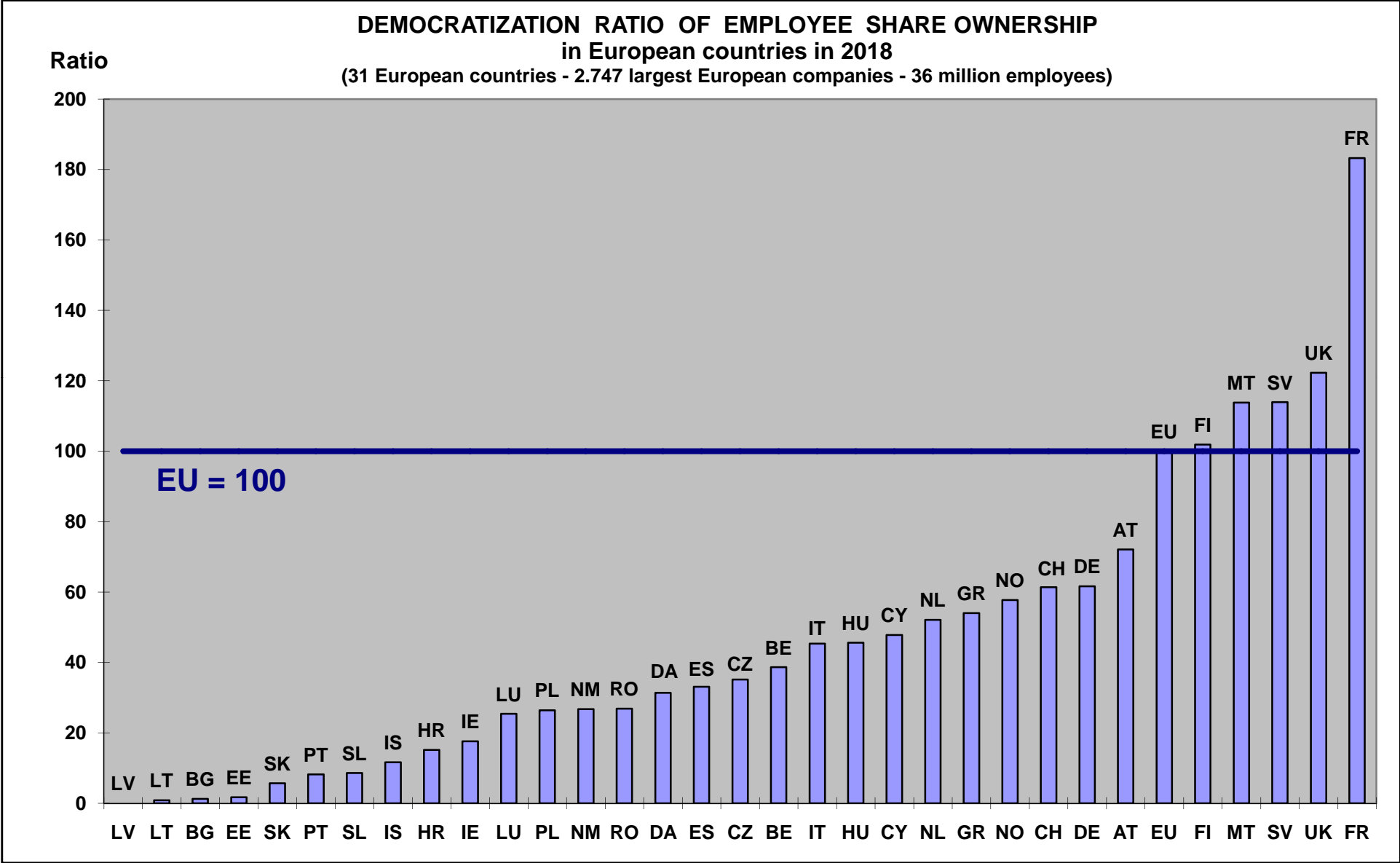


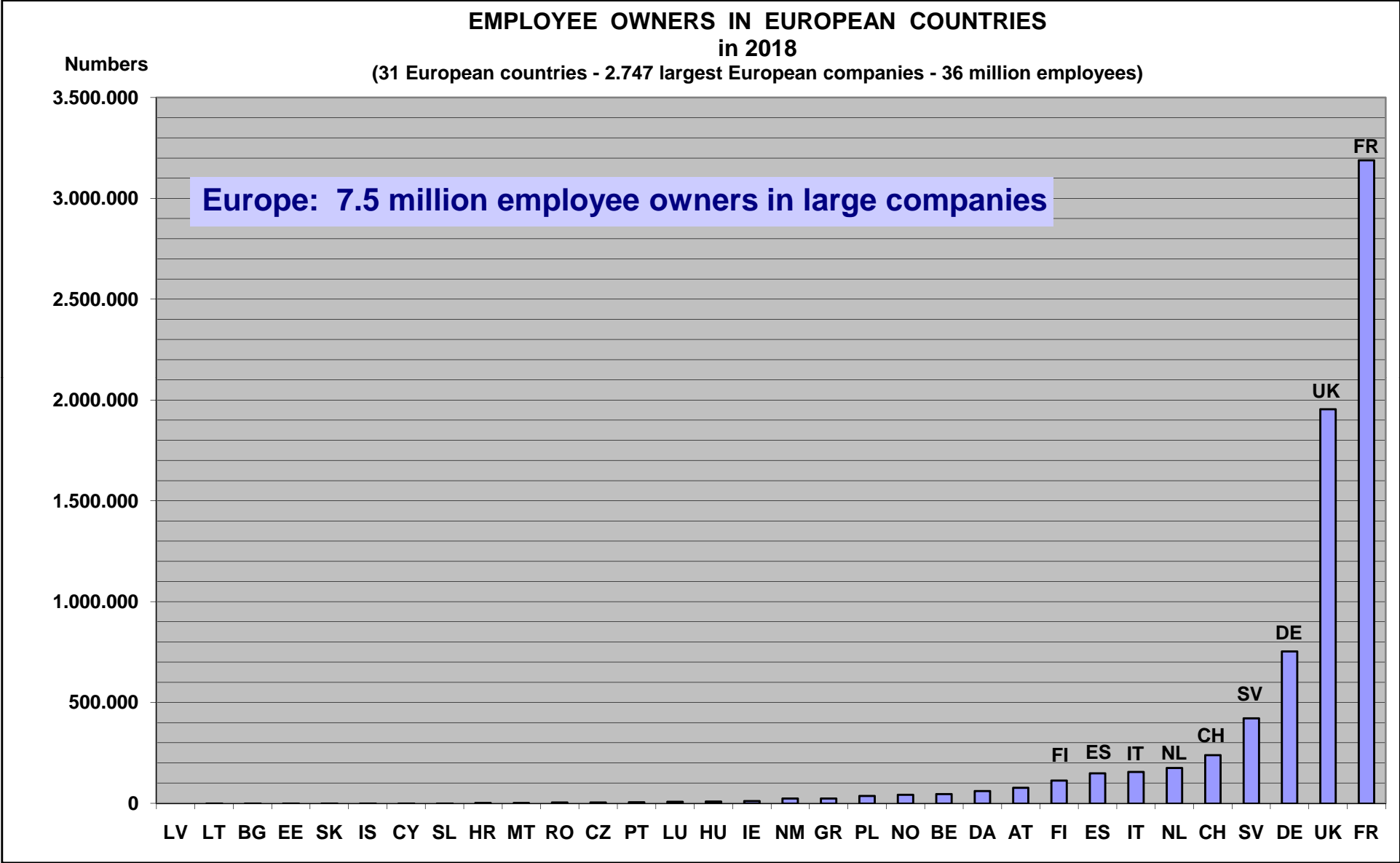


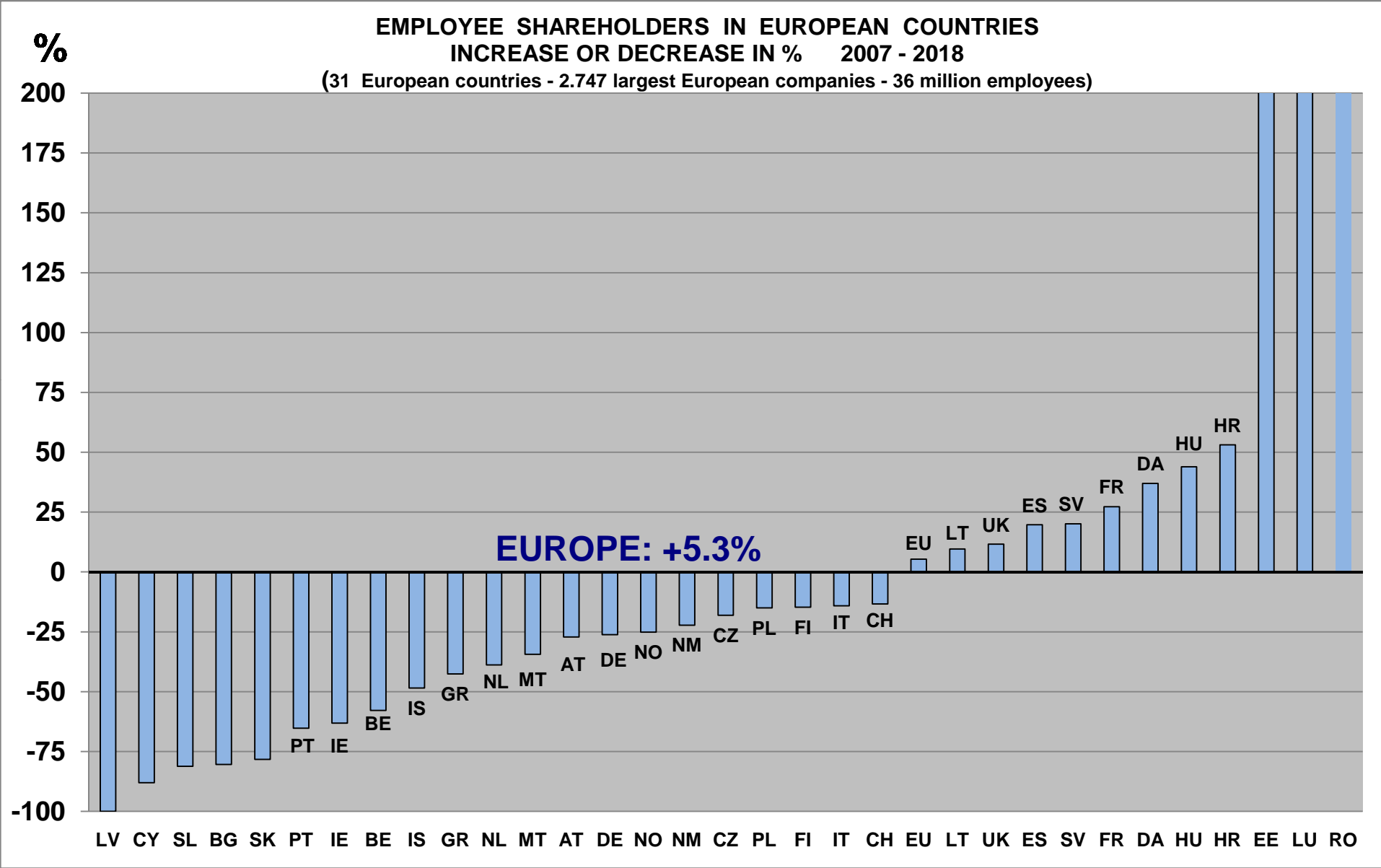


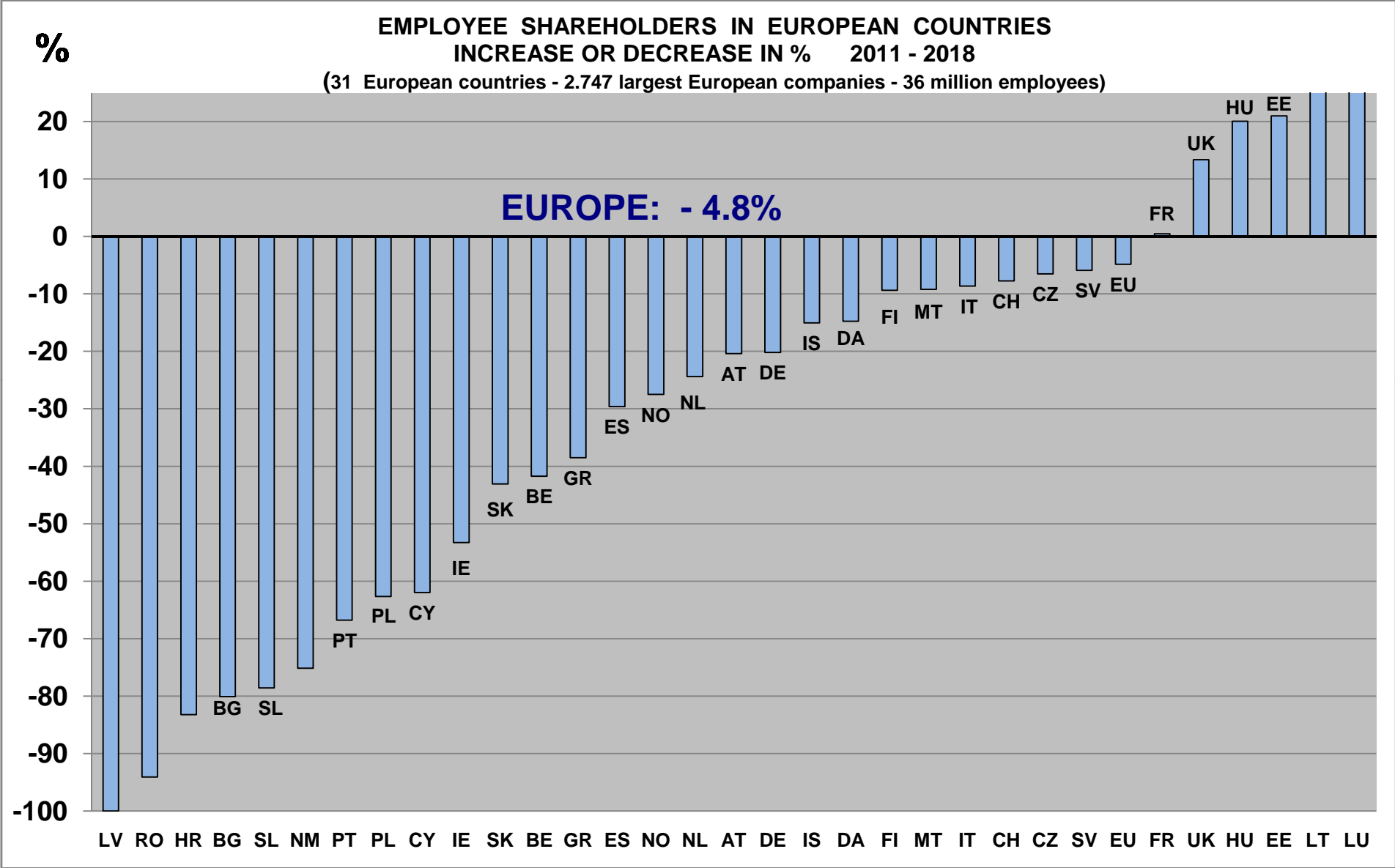








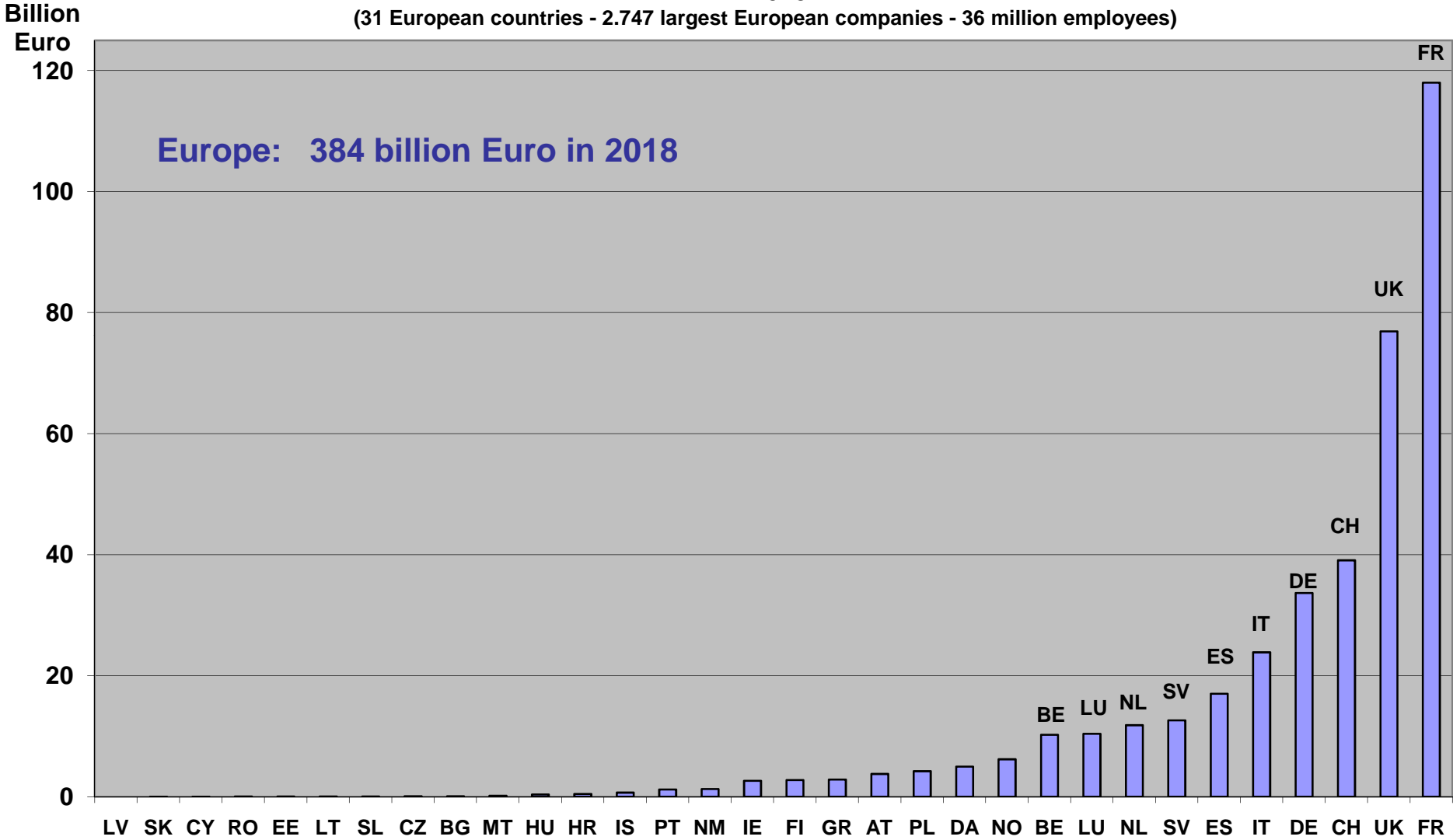


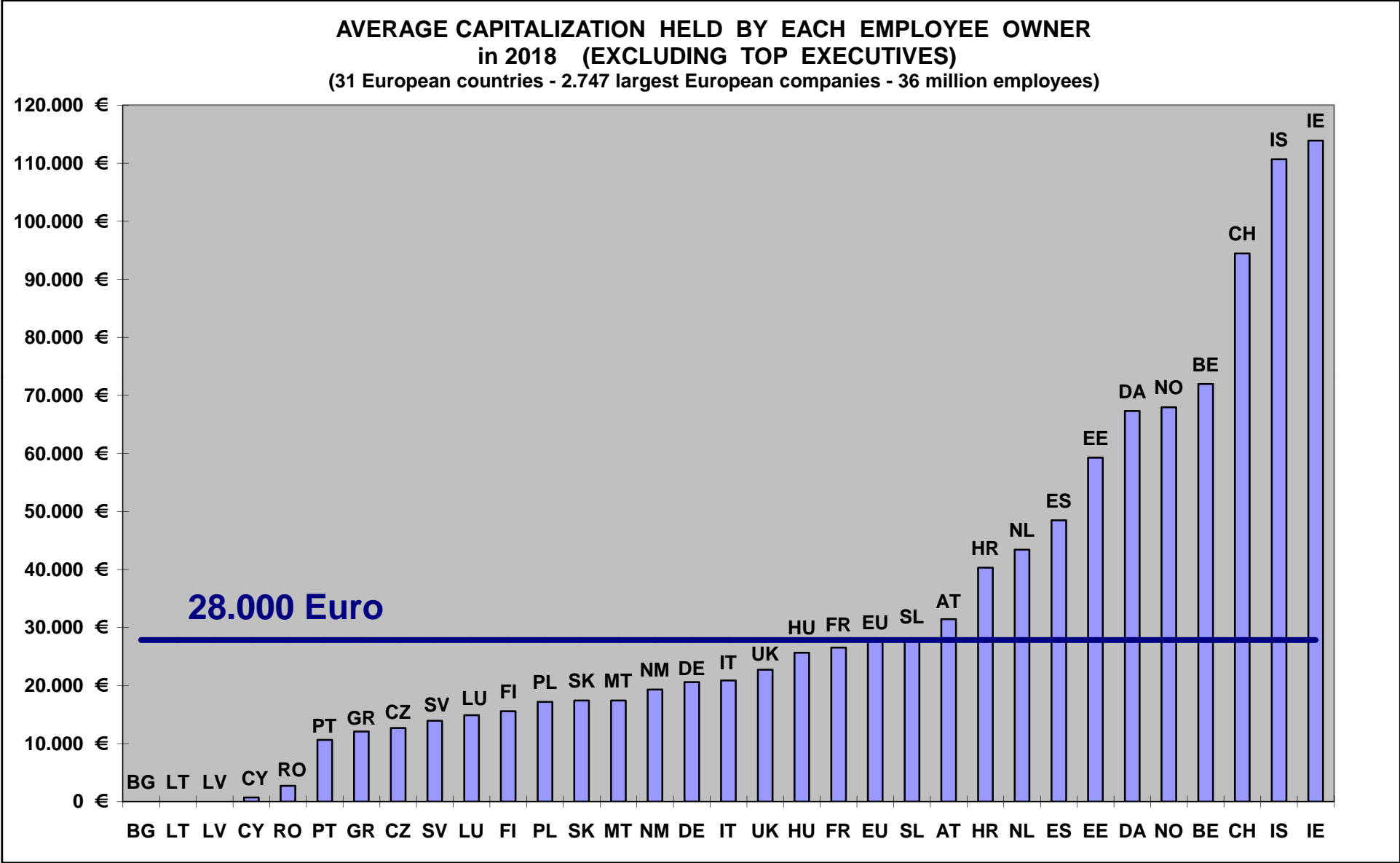




### CAPITALIZATION HELD BY EMPLOYEES IN EUROPEAN COMPANIES in 2018

(31 European countries - 2.747 largest European companies - 36 million employees)

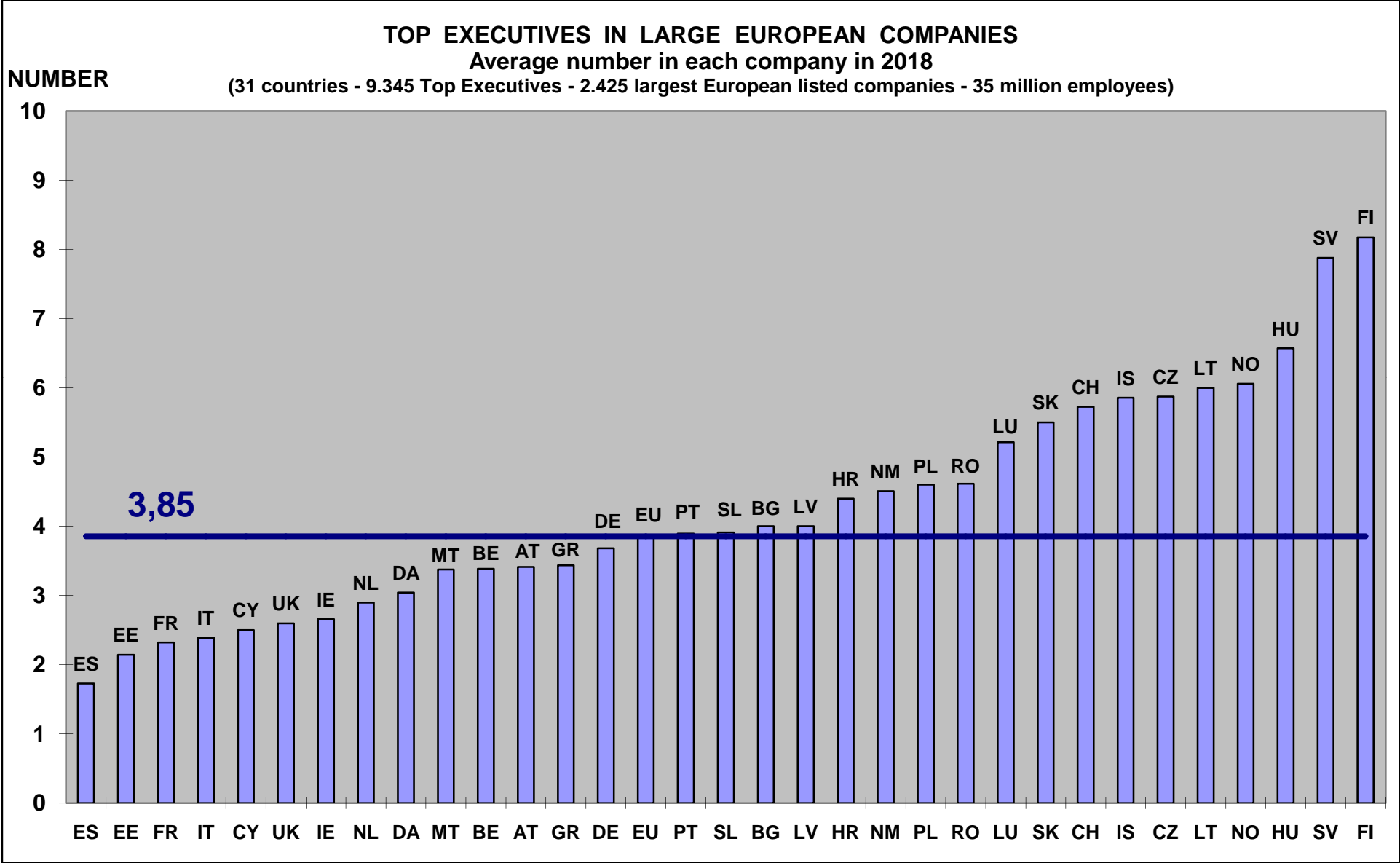


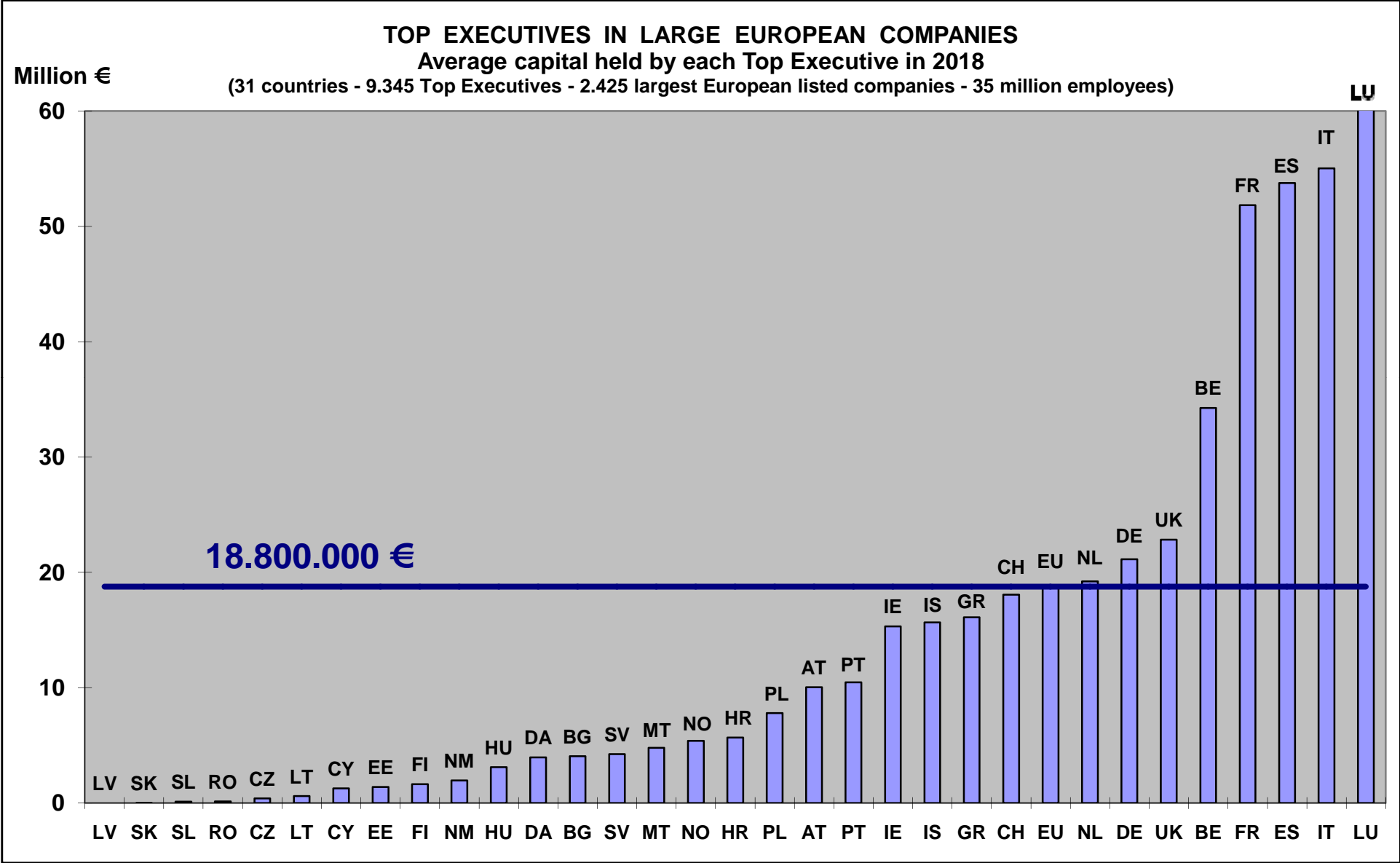


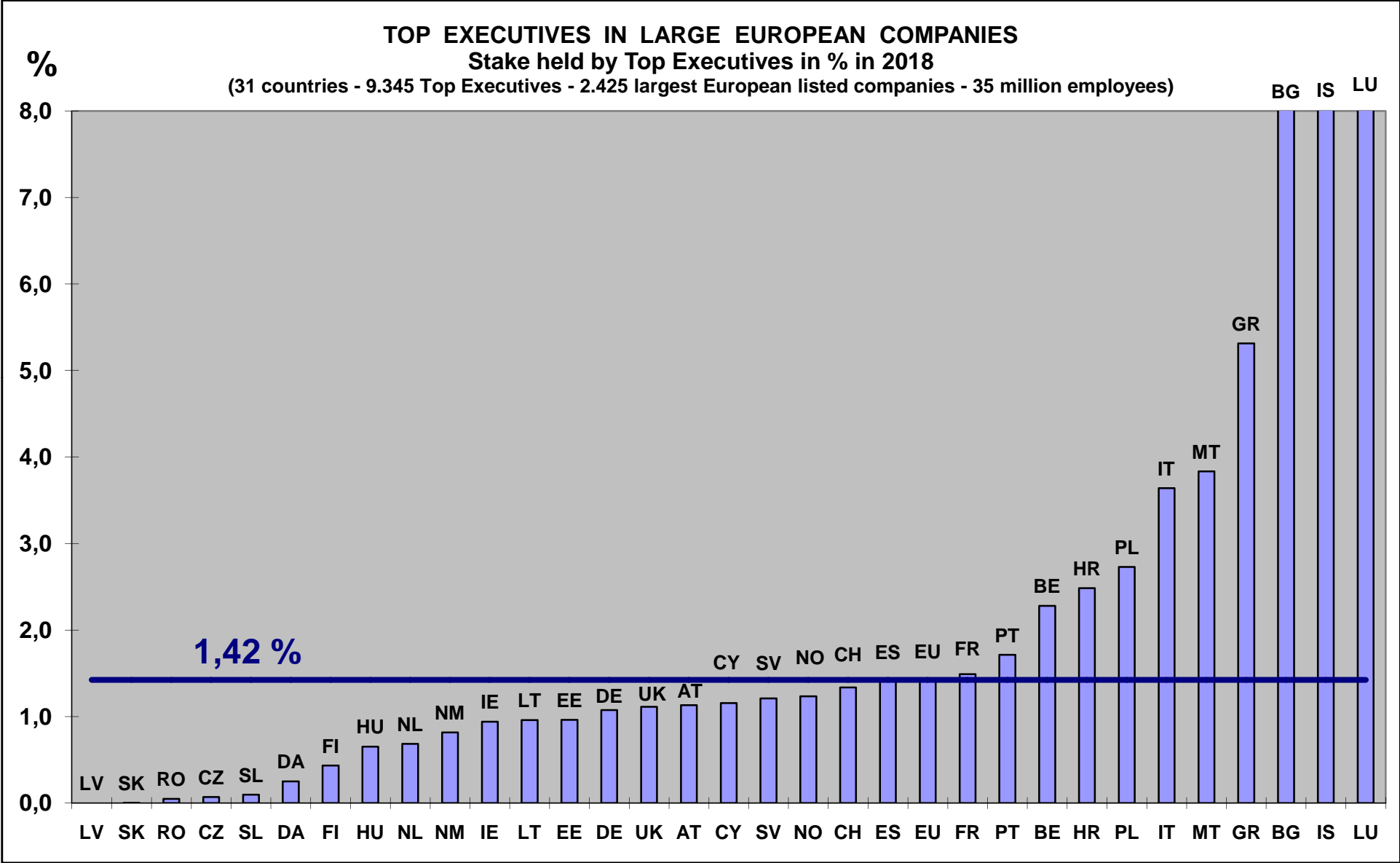
# LES DIRIGEANTS EXÉCUTIFS

## 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 3,85 dirigeants exécutifs par entreprise cotée, de 2 en Espagne à 8 en Suède ou en Finlande (Graphique 42).
- Différences très marquées entre les pays européens pour le capital moyen détenu par chaque dirigeant exécutif, aussi bien pour les montants absolus, avec une moyenne de 18.8 millions d'Euro par personne (Graphique 43), que pour la part détenue en % (Graphique 44).
- Enfin, 78% de toutes les grandes entreprises cotées européennes publient l'information complète sur la détention d'actions par leurs dirigeants exécutifs. Seuls quelques pays se distinguent des autres par leur information moins transparente, en particulier l'Allemagne, la Belgique, le Luxembourg, l'Autriche et la Grèce (Graphique 45).







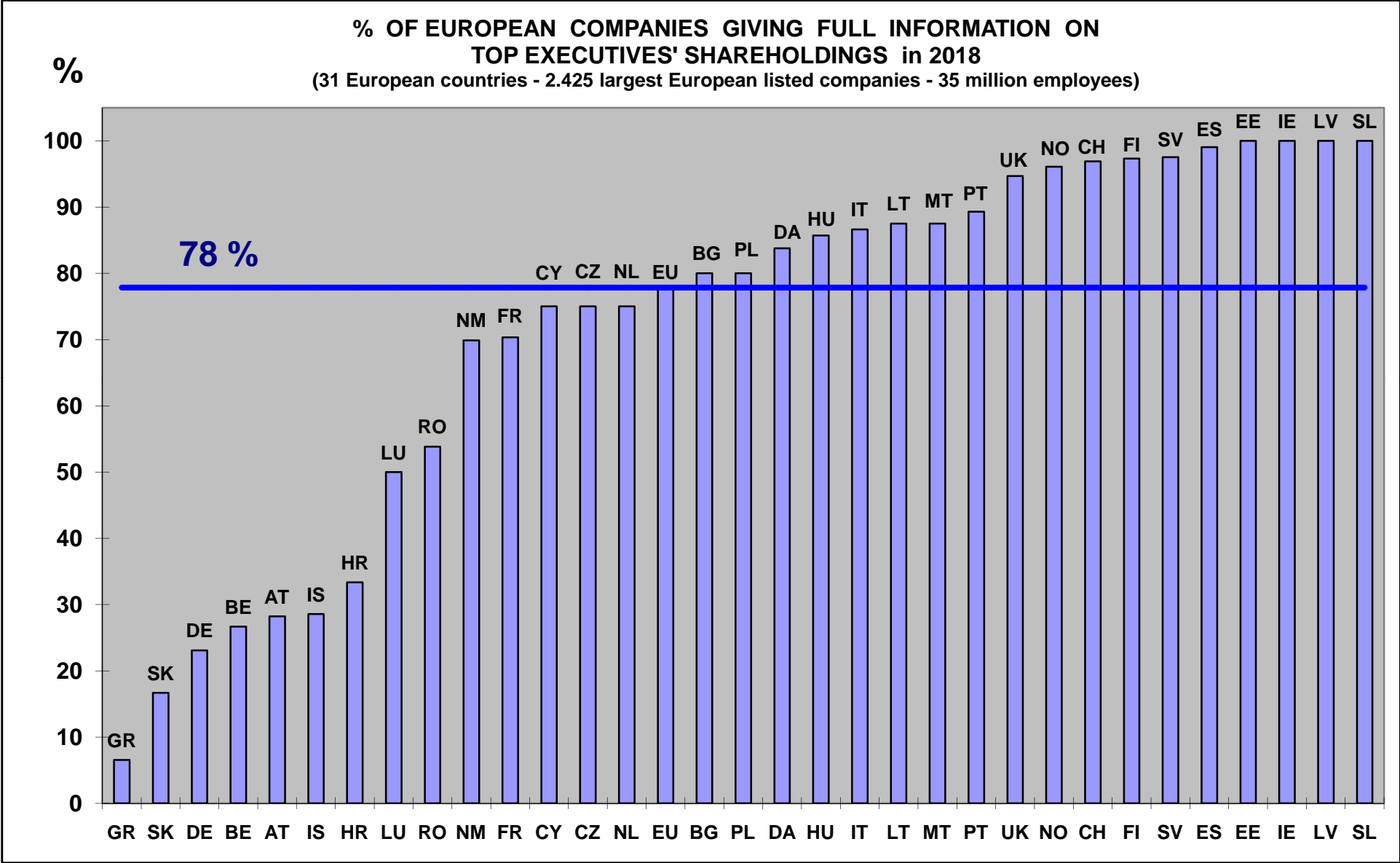




Table 23: Full information on Top Executives' shareholdings in 2018

FULL INFORMATION ON TOP EXECUTIVES' SHAREHOLDINGS								
Countries	Listed Companies  Number 2018	Listed Companies giving full information on Top Executives' shareholdings						
		Number 2018	% 2018	% 2017	% 2016	% 2015	% 2014	% 2013
AT	39	11	28,2%	25,6%	23,1%	23,1%	20,5%	20,5%
BE	60	16	26,7%	26,7%	30,0%	31,7%	25,0%	26,7%
BG	5	4	80,0%	80,0%	80,0%	100,0%	100,0%	80,0%
CH	161	156	96,9%	95,0%	93,2%	93,8%	91,9%	91,3%
CY	4	3	75,0%	75,0%	75,0%	75,0%	50,0%	75,0%
CZ	8	6	75,0%	87,5%	100,0%	62,5%	50,0%	37,5%
DA	74	62	83,8%	86,5%	87,8%	85,1%	81,1%	79,7%
DE	234	54	23,1%	24,8%	25,2%	27,4%	26,9%	26,9%
EE	7	7	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
ES	106	105	99,1%	95,3%	91,5%	89,6%	85,8%	83,0%
FI	75	73	97,3%	93,3%	93,3%	90,7%	82,7%	80,0%
FR	273	192	70,3%	70,3%	74,7%	73,6%	71,8%	70,0%
GR	46	3	6,5%	6,5%	4,3%	4,3%	4,3%	2,2%
HR	15	5	33,3%	40,0%	33,3%	33,3%	40,0%	40,0%
HU	7	6	85,7%	85,7%	71,4%	71,4%	71,4%	71,4%
IE	32	32	100,0%	96,9%	96,9%	96,9%	90,6%	90,6%
IS	7	2	28,6%	28,6%	85,7%	85,7%	85,7%	85,7%
IT	157	136	86,6%	87,3%	84,7%	82,2%	80,3%	80,3%
LT	8	7	87,5%	87,5%	87,5%	87,5%	87,5%	50,0%
LU	14	7	50,0%	50,0%	50,0%	42,9%	35,7%	14,3%
LV	1	1	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
MT	8	7	87,5%	87,5%	87,5%	75,0%	75,0%	75,0%
NL	76	57	75,0%	76,3%	76,3%	75,0%	75,0%	68,4%
NO	102	98	96,1%	91,2%	88,2%	87,3%	84,3%	81,4%
PL	100	80	80,0%	83,0%	82,0%	81,0%	75,0%	64,0%
PT	28	25	89,3%	96,4%	96,4%	100,0%	96,4%	92,9%
RO	13	7	53,8%	61,5%	69,2%	69,2%	61,5%	46,2%
SK	6	1	16,7%	16,7%	16,7%	16,7%	16,7%	16,7%
SL	11	11	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
SV	203	198	97,5%	97,0%	90,1%	80,8%	73,4%	71,4%
UK	545	516	94,7%	95,2%	93,6%	91,4%	87,5%	82,9%
<b>31 COUNTRIES</b>	<b>2.425</b>	<b>1.888</b>	<b>77,9%</b>	<b>77,9%</b>	<b>77,1%</b>	<b>75,3%</b>	<b>72,0%</b>	<b>69,1%</b>
<b>13 NMS - PL (*)</b>	<b>93</b>	<b>65</b>	<b>69,9%</b>	<b>73,1%</b>	<b>73,1%</b>	<b>69,9%</b>	<b>67,7%</b>	<b>61,3%</b>

(\*) "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 2018 apparaissent au [Tableau 24](#), et les évolutions de 2013 à 2018 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 d'administration ou de surveillance 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, qui représentent 32% 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 42.9% des salariés dans les grandes entreprises européennes ([Graphique 48](#)). C'est le cas pour 90% des salariés dans les grandes entreprises en Autriche, Danemark, Allemagne, Hongrie ou Slovaquie. En France, c'est le cas pour 74% des salariés des grandes entreprises (donc nettement au-dessus de la moyenne européenne), alors que c'est seulement le cas pour 1.3% 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 78% des salariés dans les grandes entreprises. Cette représentation est organisée soit par le canal des représentants syndicaux ou des comités d'entreprises pour 74% des cas, soit par le canal des représentants de l'actionnariat salarié pour 32% (tandis que dans 28% 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, - 7% de toutes les entreprises cotées ([Tables 28-29](#) et [Graphique 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, Suisse, Pays-Bas, 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 38% des grandes entreprises en Suède ([Graphique 59](#)). Les droits de vote de l'actionnariat salarié sont généralement réduits de 30 à 45% en Suède et au Danemark, de 23% en Finlande et 13% 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 2018

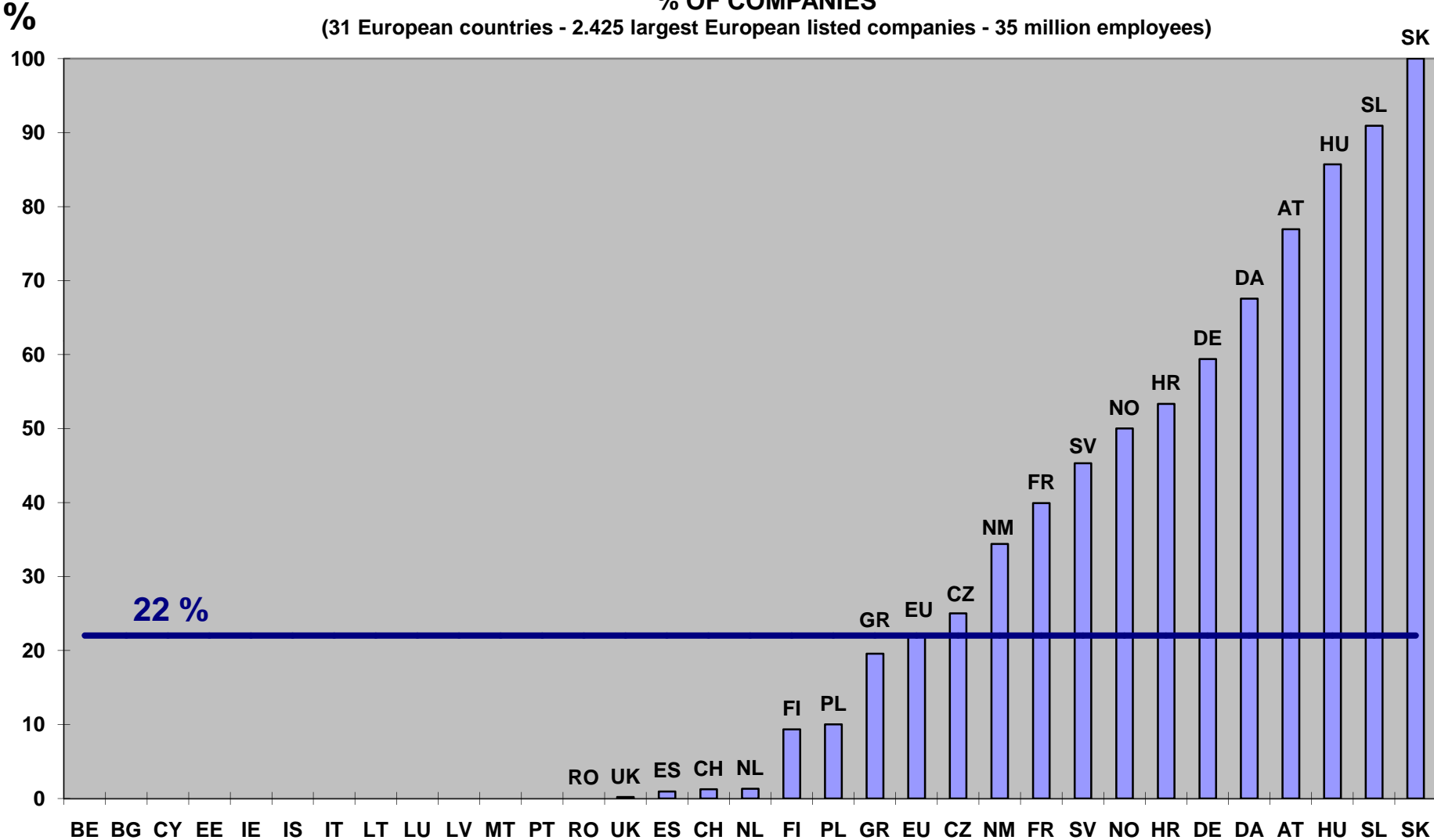
	COMPANIES		EMPLOYMENT		CAPITALIZATION	
	Number	%	Million	%	Billion €	%
<b>TOTAL LISTED COMPANIES</b>	2.425	100,0%	35,3	100,0%	12.315 €	100,0%
<b><u>BOARD STRUCTURE</u></b>						
One-tier board structure	1.211	49,9%	20,2	57,3%	7.195 €	58,4%
Two-tier board structure	1.214	50,1%	15,1	42,7%	5.120 €	41,6%
<b><u>REPRESENTATION ON BOARDS</u></b>						
Employee shareholders on boards	38	1,6%	2,6	7,4%	679 €	5,5%
Employees on boards (shareholders or not)	548	22,6%	15,5	43,9%	4.439 €	36,0%
Executive owners on boards	372	15,3%	2,0	5,6%	554 €	4,5%
<b><u>VOTING RIGHTS</u></b>						
Positive discrimination for employee share ownership	81	3,3%	4,6	13,1%	1.153 €	9,4%
Negative discrimination against employee share ownership	180	7,4%	2,6	7,2%	1.065 €	8,6%
<b><u>TOP EXECUTIVES</u></b>						
Full information about shares held by Top Executives	1.888	77,9%	26,8	75,8%	9.920 €	80,6%

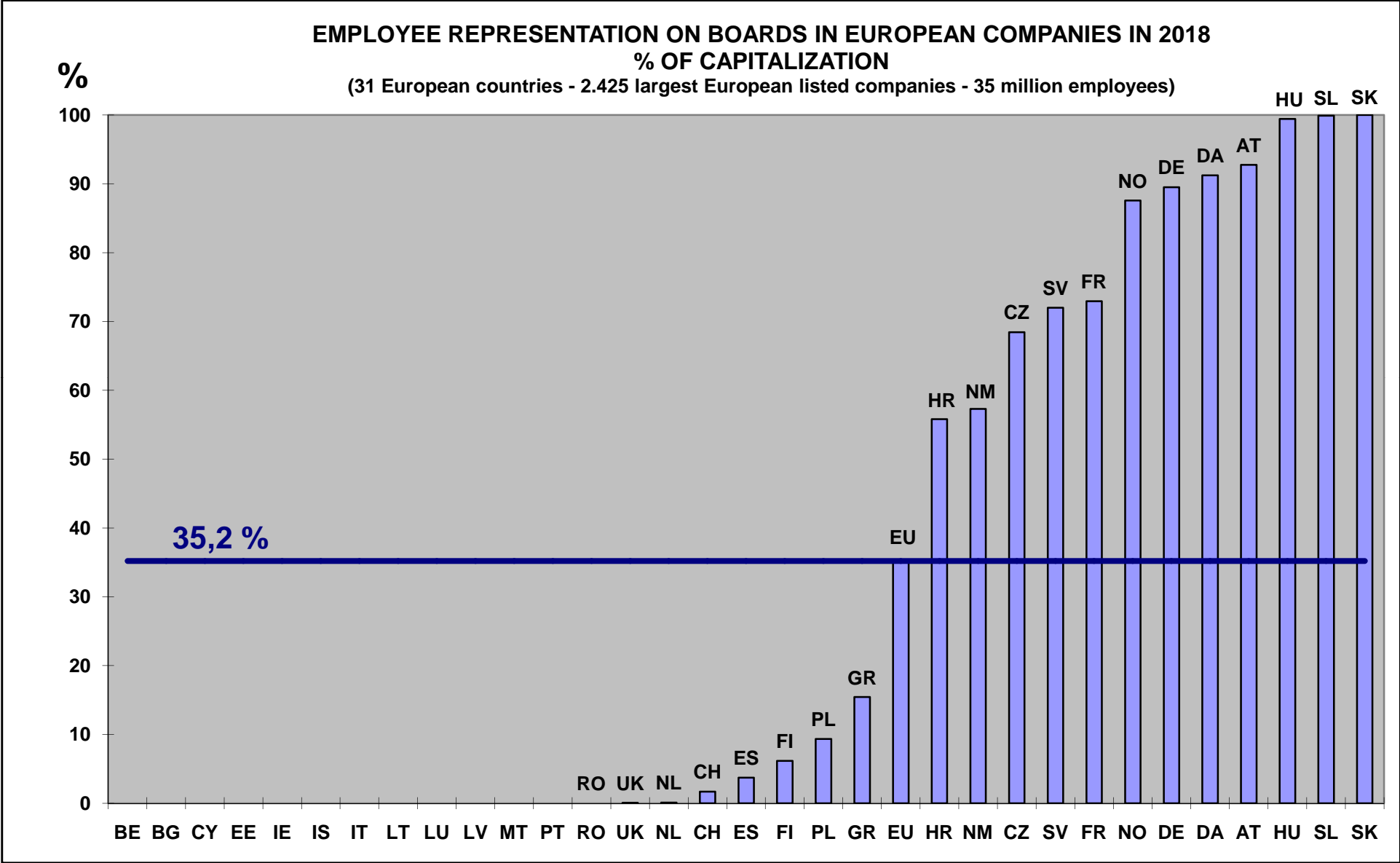
Table 25: Corporate governance in European listed companies - Evolution from 2013 to 2018

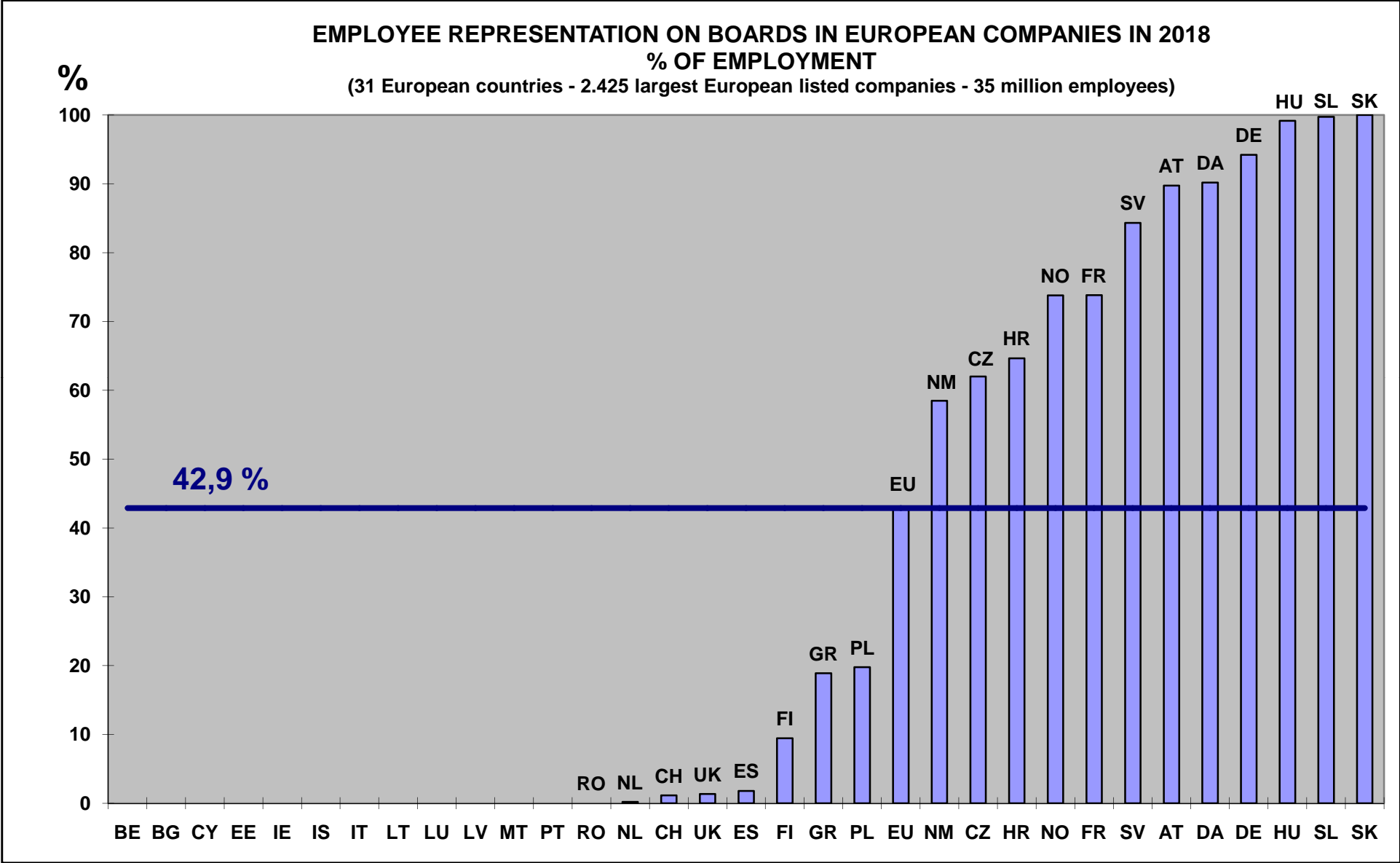
	Number of companies and percentages						
	2018	2018	2017	2016	2015	2014	2013
	Number	%	%	%	%	%	%
<b>TOTAL LISTED COMPANIES</b>	2.425	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
<b><u>BOARD STRUCTURE</u></b>							
One-tier	1.211	49,9%	50,0%	50,4%	50,4%	50,4%	50,2%
Two-tier	1.214	50,1%	50,0%	49,6%	49,6%	49,6%	49,8%
<b><u>REPRESENTATION ON BOARDS</u></b>							
Employee shareholders on boards	38	1,6%	1,6%	1,5%	1,6%	1,5%	1,5%
Employees on boards (shareholders or not)	548	22,6%	21,6%	21,4%	21,4%	20,8%	20,7%
Executive owners on boards	372	15,3%	15,5%	16,4%	16,3%	16,7%	17,2%
<b><u>VOTING RIGHTS</u></b>							
Positive discrimination for employee share ownership	81	3,3%	3,6%	3,3%	2,8%	2,7%	2,6%
Negative discrimination against employee share ownership	182	7,5%	7,1%	7,2%	7,3%	7,1%	7,3%
<b><u>TOP EXECUTIVES</u></b>							
Full information about shares held by Top Executives	1.888	77,9%	77,9%	77,1%	75,3%	72,0%	69,1%

### EMPLOYEE REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2018 % OF COMPANIES

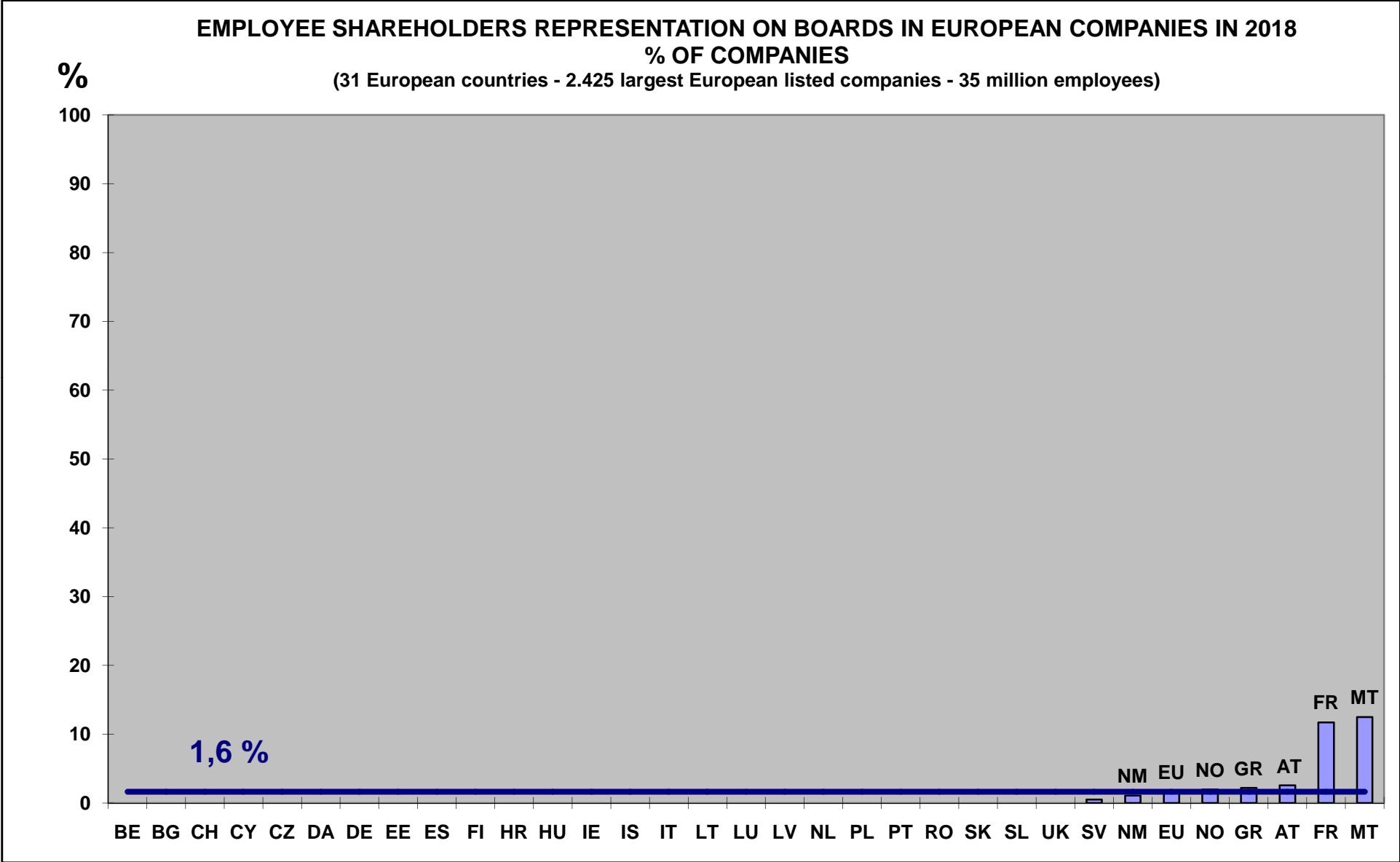
(31 European countries - 2.425 largest European listed companies - 35 million employees)

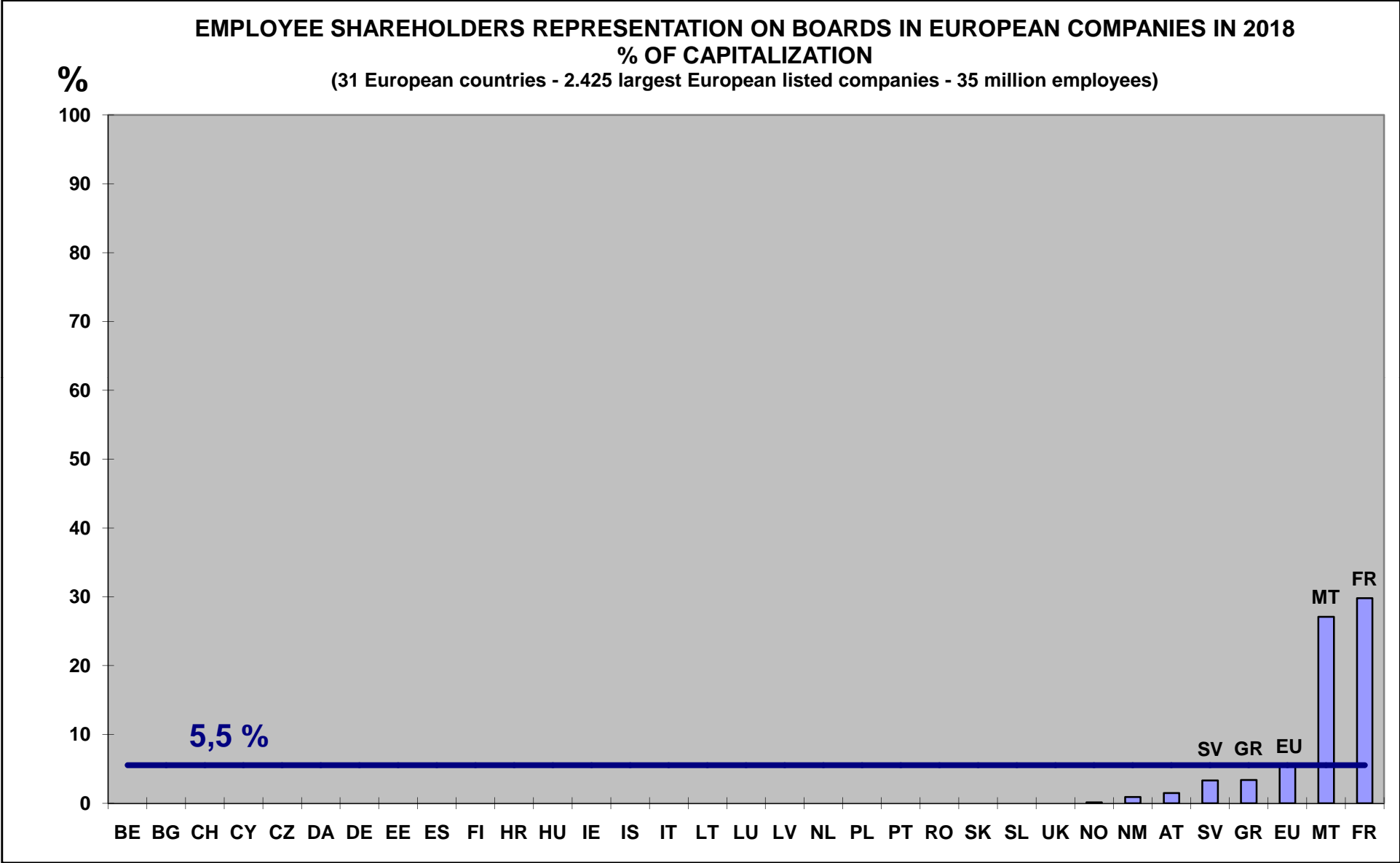


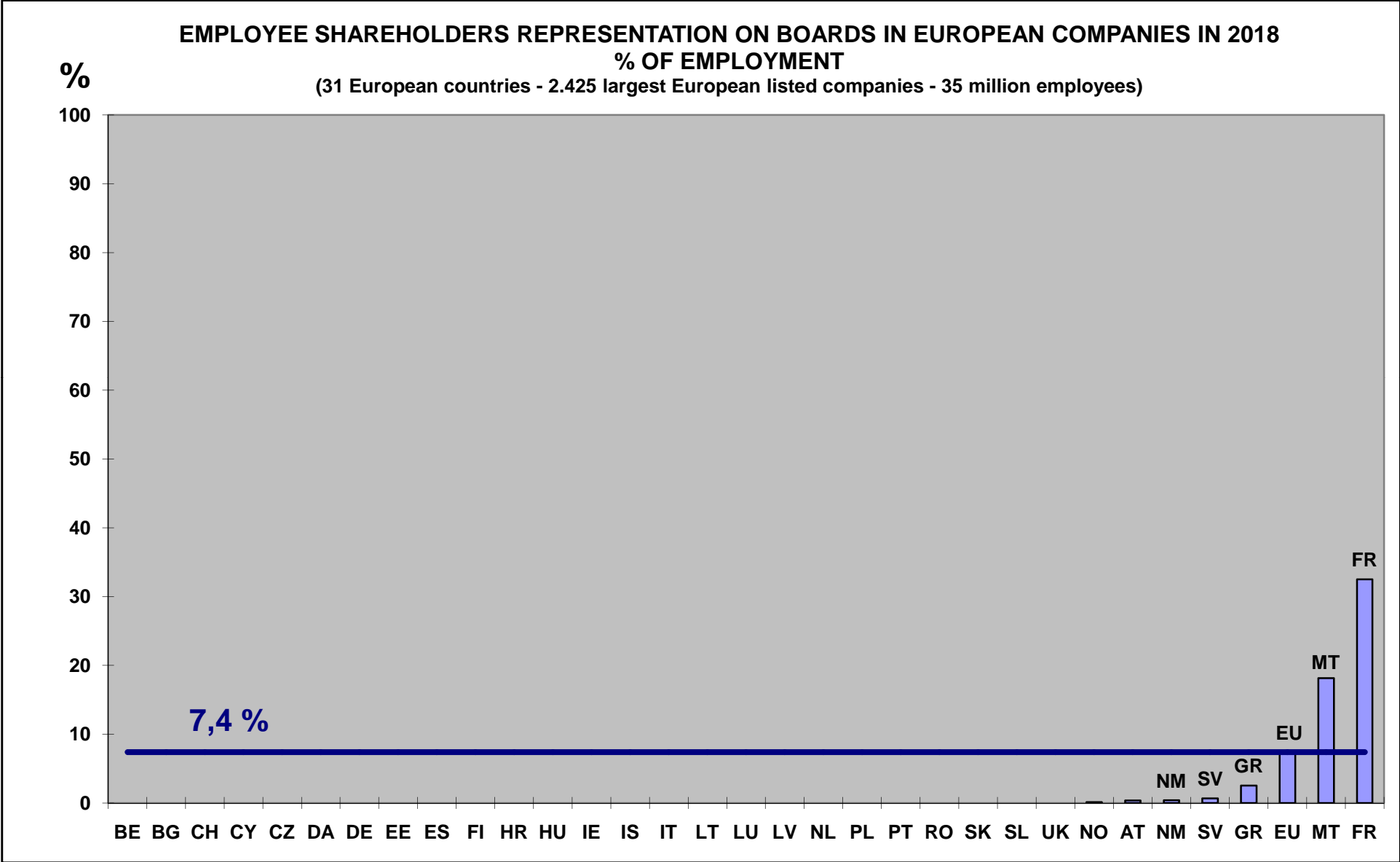






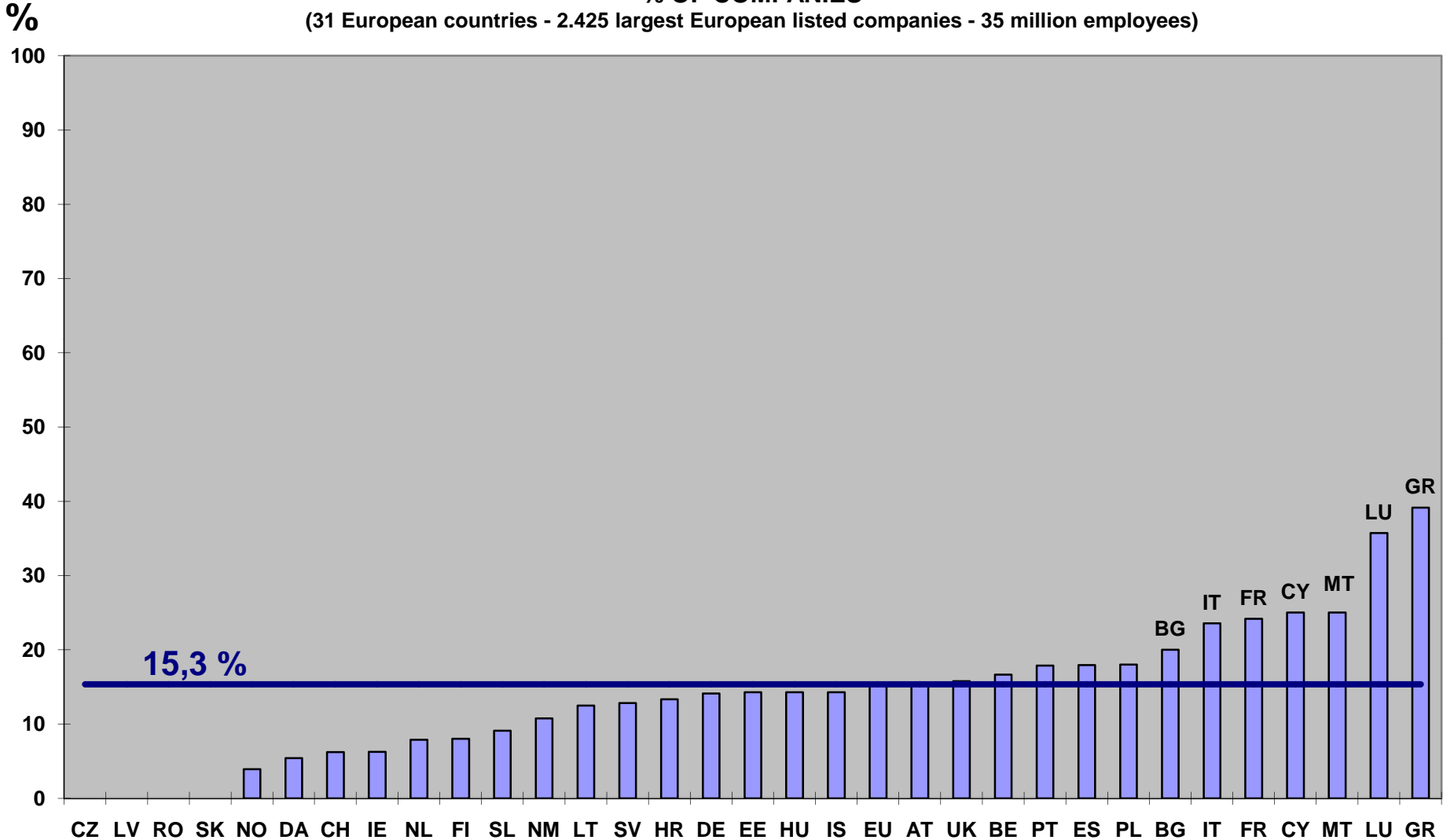






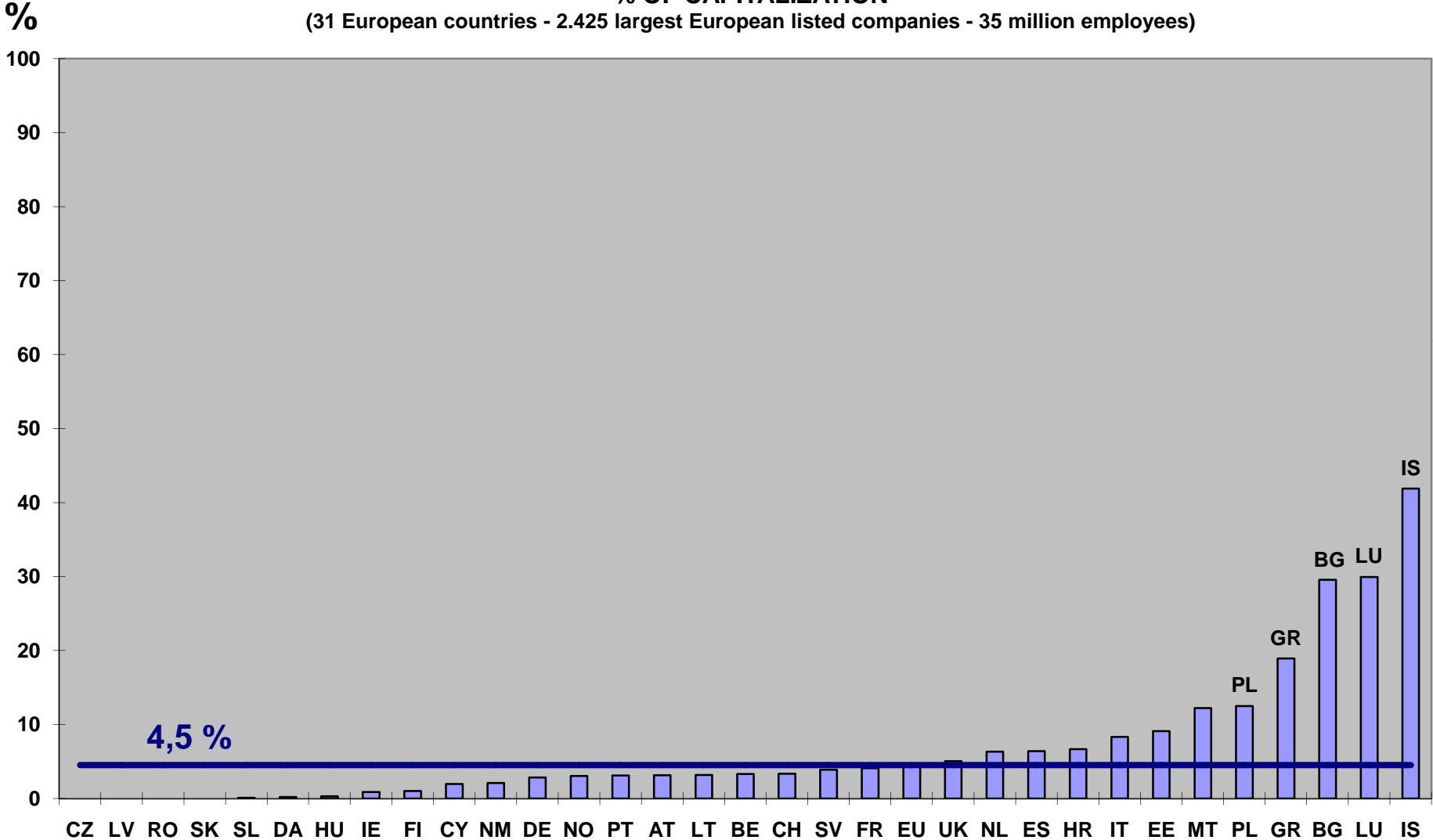
### EXECUTIVE OWNERS REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2018 % OF COMPANIES

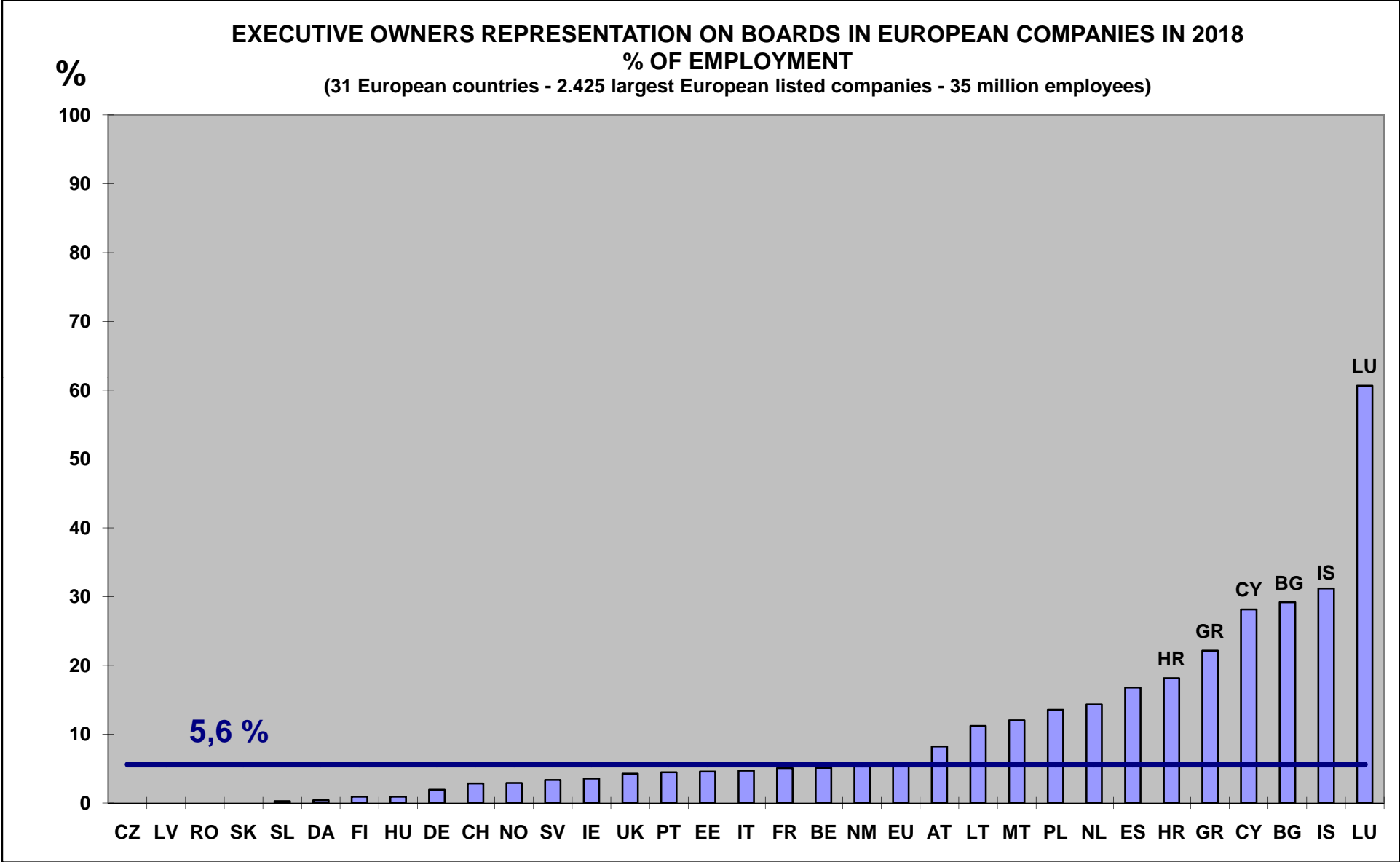
(31 European countries - 2.425 largest European listed companies - 35 million employees)

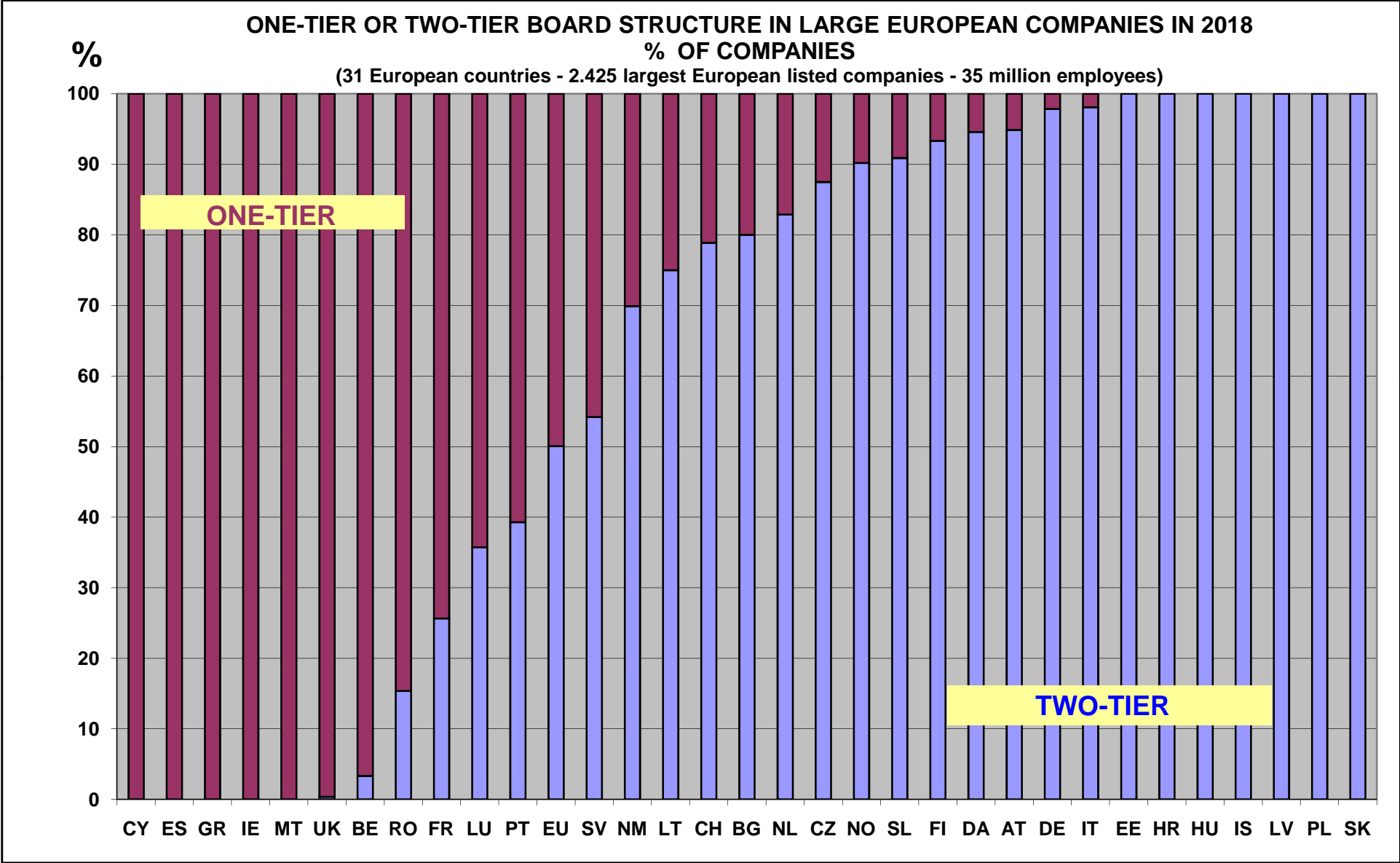


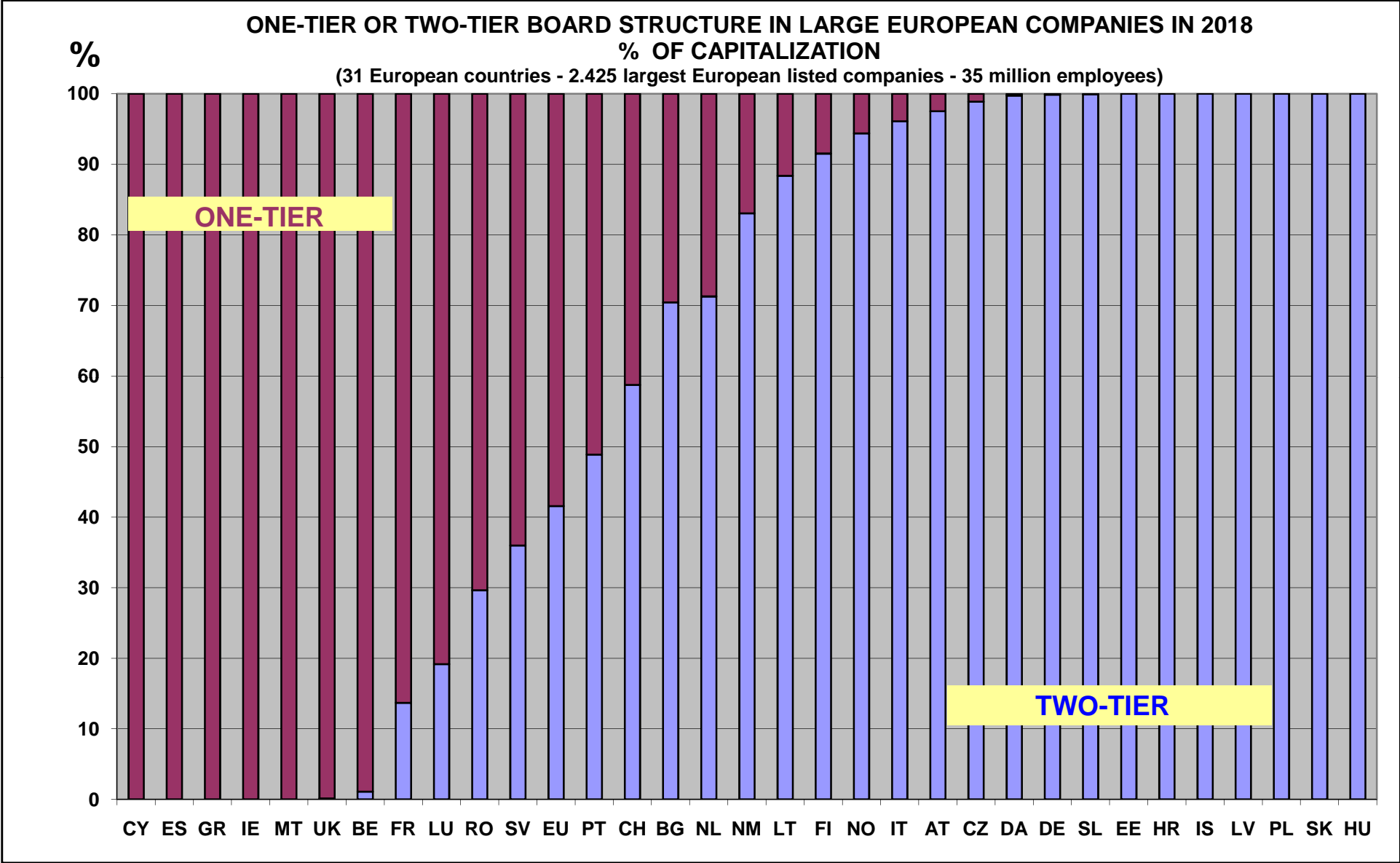
### EXECUTIVE OWNERS REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2018 % OF CAPITALIZATION

(31 European countries - 2.425 largest European listed companies - 35 million employees)

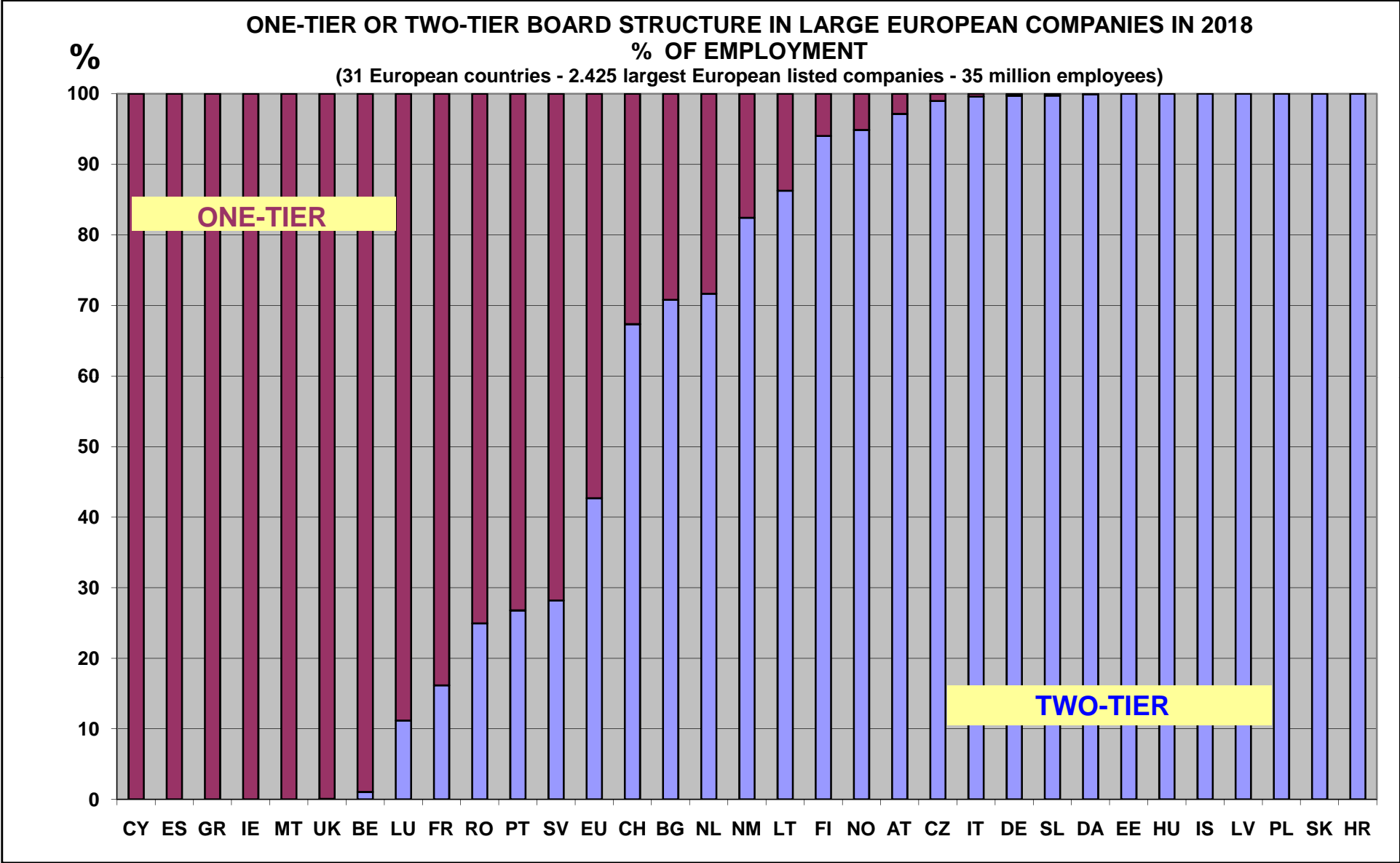












EMPLOYEE REPRESENTATION ON BOARDS AND BOARD STRUCTURE IN EUROPEAN LISTED COMPANIES IN 2018																		
(31 European countries - 2.425 largest listed companies - 35,3 million employees)																		
	% OF COMPANIES						% OF CAPITALIZATION						% OF EMPLOYMENT					
	Companies	Employee shareholders 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	15,4	5,1	94,9	100,0	1,5	92,7	3,1	2,5	97,5	100,0	0,4	89,7	8,2	2,9	97,1
BE	100,0	0,0	0,0	16,7	96,7	3,3	100,0	0,0	0,0	3,3	98,9	1,1	100,0	0,0	0,0	5,1	98,9	1,1
BG	100,0	0,0	0,0	20,0	20,0	80,0	100,0	0,0	0,0	29,6	29,6	70,4	100,0	0,0	0,0	29,2	29,2	70,8
CH	100,0	0,0	1,2	6,2	21,1	78,9	100,0	0,0	1,7	3,3	41,3	58,7	100,0	0,0	1,1	2,8	32,6	67,4
CY	100,0	0,0	0,0	25,0	100,0	0,0	100,0	0,0	0,0	1,9	100,0	0,0	100,0	0,0	0,0	28,1	100,0	0,0
CZ	100,0	0,0	25,0	0,0	12,5	87,5	100,0	0,0	68,4	0,0	1,1	98,9	100,0	0,0	62,0	0,0	1,0	99,0
DA	100,0	0,0	67,6	5,4	5,4	94,6	100,0	0,0	91,2	0,2	0,3	99,7	100,0	0,0	90,2	0,4	0,1	99,9
DE	100,0	0,0	59,4	14,1	2,1	97,9	100,0	0,0	89,5	2,8	0,1	99,9	100,0	0,0	94,2	1,9	0,3	99,7
EE	100,0	0,0	0,0	14,3	0,0	100,0	100,0	0,0	0,0	9,1	0,0	100,0	100,0	0,0	0,0	4,6	0,0	100,0
ES	100,0	0,0	0,9	17,9	100,0	0,0	100,0	0,0	3,7	6,4	100,0	0,0	100,0	0,0	1,8	16,8	100,0	0,0
FI	100,0	0,0	9,3	8,0	6,7	93,3	100,0	0,0	6,2	1,0	8,5	91,5	100,0	0,0	9,4	0,9	6,0	94,0
FR	100,0	11,7	39,9	24,2	74,4	25,6	100,0	29,8	72,9	4,1	86,3	13,7	100,0	32,5	73,8	5,1	83,8	16,2
GR	100,0	2,2	19,6	39,1	100,0	0,0	100,0	3,4	15,4	18,9	100,0	0,0	100,0	2,5	18,9	22,1	100,0	0,0
HR	100,0	0,0	53,3	13,3	0,0	100,0	100,0	0,0	55,8	6,7	0,0	100,0	100,0	0,0	64,6	18,1	0,0	100,0
HU	100,0	0,0	85,7	14,3	0,0	100,0	100,0	0,0	99,4	0,3	0,0	100,0	100,0	0,0	99,2	0,9	0,0	100,0
IE	100,0	0,0	0,0	6,3	100,0	0,0	100,0	0,0	0,0	0,9	100,0	0,0	100,0	0,0	0,0	3,5	100,0	0,0
IS	100,0	0,0	0,0	14,3	0,0	100,0	100,0	0,0	0,0	41,9	0,0	100,0	100,0	0,0	0,0	31,2	0,0	100,0
IT	100,0	0,0	0,0	23,6	1,9	98,1	100,0	0,0	0,0	8,3	3,9	96,1	100,0	0,0	0,0	4,7	0,4	99,6
LT	100,0	0,0	0,0	12,5	25,0	75,0	100,0	0,0	0,0	3,2	11,6	88,4	100,0	0,0	0,0	11,2	13,7	86,3
LU	100,0	0,0	0,0	35,7	64,3	35,7	100,0	0,0	0,0	29,9	80,8	19,2	100,0	0,0	0,0	60,6	88,8	11,2
LV	100,0	0,0	0,0	0,0	0,0	100,0	100,0	0,0	0,0	0,0	0,0	100,0	100,0	0,0	0,0	0,0	0,0	100,0
MT	100,0	12,5	0,0	25,0	100,0	0,0	100,0	27,1	0,0	12,2	100,0	0,0	100,0	18,2	0,0	12,0	100,0	0,0
NL	100,0	0,0	1,3	7,9	17,1	82,9	100,0	0,0	0,1	6,3	28,7	71,3	100,0	0,0	0,2	14,3	28,3	71,7
NO	100,0	2,0	50,0	3,9	9,8	90,2	100,0	0,1	87,6	3,0	5,6	94,4	100,0	0,1	73,8	2,9	5,1	94,9
PL	100,0	0,0	10,0	18,0	0,0	100,0	100,0	0,0	9,3	12,5	0,0	100,0	100,0	0,0	19,8	13,6	0,0	100,0
PT	100,0	0,0	0,0	17,9	60,7	39,3	100,0	0,0	0,0	3,1	51,1	48,9	100,0	0,0	0,0	4,5	73,2	26,8
RO	100,0	0,0	0,0	0,0	84,6	15,4	100,0	0,0	0,0	0,0	70,3	29,7	100,0	0,0	0,0	0,0	75,1	24,9
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	90,9	9,1	9,1	90,9	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	0,5	45,3	12,8	45,8	54,2	100,0	3,3	72,0	3,9	64,0	36,0	100,0	0,7	84,3	3,3	71,8	28,2
UK	100,0	0,0	0,2	15,8	99,6	0,4	100,0	0,0	0,1	5,0	99,9	0,1	100,0	0,0	1,3	4,3	99,9	0,1
<b>EU</b>	<b>100,0</b>	<b>1,6</b>	<b>22,0</b>	<b>15,3</b>	<b>49,9</b>	<b>50,1</b>	<b>100,0</b>	<b>5,5</b>	<b>35,2</b>	<b>4,5</b>	<b>58,4</b>	<b>41,6</b>	<b>100,0</b>	<b>7,4</b>	<b>42,9</b>	<b>5,6</b>	<b>57,3</b>	<b>42,7</b>
13 NMS - PL*	100,0	1,1	34,4	10,8	30,1	69,9	100,0	0,9	57,3	2,1	16,9	83,1	100,0	0,4	58,5	5,3	17,6	82,4

\* "New" Member States except Poland

EMPLOYEE REPRESENTATION ON BOARDS AND BOARD STRUCTURE IN EUROPEAN LISTED COMPANIES IN 2018																		
(31 European countries - 2.425 largest listed companies - 35,3 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	6	2	37	117.964 €	1.760 €	109.403 €	3.710 €	2.929 €	115.035 €	517.301	1.881	464.225	42.540	14.783	502.518
BE	60	0	0	10	58	2	305.101 €	0 €	0 €	10.054 €	301.710 €	3.391 €	573.119	0	0	29.218	567.062	6.057
BG	5	0	0	1	1	4	977	0€	0€	289€	289€	688€	16.765	0	0	4.895	4.895	11.870
CH	161	0	2	10	34	127	1.247.262 €	0 €	20.765 €	41.588 €	514.668 €	732.595 €	1.876.529	0	21.346	53.107	612.578	1.263.952
CY	4	0	0	1	4	0	1.099 €	0 €	0 €	21 €	1.099 €	0 €	8.527	0	0	2.399	8.527	0
CZ	8	0	2	0	1	7	27.346 €	0 €	18.718 €	0 €	308 €	27.038 €	58.306	0	36.151	0	590	57.716
DA	74	0	50	4	4	70	358.263 €	0 €	326.844 €	718 €	912 €	357.351 €	936.898	0	845.029	3.603	715	936.183
DE	234	0	139	33	5	229	1.691.111 €	0 €	1.513.716 €	47.663 €	1.861 €	1.689.250 €	5.891.383	0	5.551.110	113.924	16.303	5.875.080
EE	7	0	0	1	0	7	2.182 €	0 €	0 €	198 €	0 €	2.182 €	16.590	0	0	757	0	16.590
ES	106	0	1	19	106	0	693.383 €	0 €	25.810 €	44.216 €	693.383 €	0 €	2.061.029	0	36.972	345.887	2.061.029	0
FI	75	0	7	6	5	70	230.936 €	0 €	14.236 €	2.293 €	19.561 €	211.375 €	536.432	0	50.626	4.771	32.027	504.405
FR	273	32	109	66	203	70	2.201.496 €	655.566 €	1.605.777 €	89.858 €	1.899.949 €	301.547 €	7.959.033	2.586.231	5.875.682	402.215	6.672.180	1.286.853
GR	46	1	9	18	46	0	47.864 €	1.618 €	7.390 €	9.053 €	47.864 €	0 €	215.304	5.432	40.693	47.663	215.304	0
HR	15	0	8	2	0	15	15.080 €	0 €	8.417 €	1.006 €	0 €	15.080 €	58.783	0	37.995	10.666	0	58.783
HU	7	0	6	1	0	7	21.852 €	0 €	21.726 €	67 €	0 €	21.852 €	97.858	0	97.047	888	0	97.858
IE	32	0	0	2	32	0	138.483 €	0 €	0 €	1.213 €	138.483 €	0 €	313.450	0	0	11.106	313.450	0
IS	7	0	0	1	0	7	5.496 €	0 €	0 €	2.302 €	0 €	5.496 €	17.320	0	0	5.400	0	17.320
IT	157	0	0	37	3	154	567.100 €	0 €	0 €	47.236 €	22.062 €	545.038 €	1.567.372	0	0	73.552	6.065	1.561.307
LT	8	0	0	1	2	6	2.959 €	0 €	0 €	94 €	344 €	2.615 €	13.751	0	0	1.542	1.888	11.863
LU	14	0	0	5	9	5	61.958 €	0 €	0 €	18.550 €	50.076 €	11.882 €	146.253	0	0	88.689	129.888	16.365
LV	1	0	0	0	0	1	431	0€	0€	0€	0€	431€	966	0	0	0	0	966
MT	8	1	0	2	8	0	3.372 €	914 €	0 €	412 €	3.372 €	0 €	8.887	1.613	0	1.067	8.887	0
NL	76	0	1	6	13	63	617.179 €	0 €	482 €	38.959 €	177.224 €	439.954 €	1.617.245	0	3.088	231.625	458.166	1.159.079
NO	102	2	51	4	10	92	270.168 €	327 €	236.582 €	8.166 €	15.129 €	255.039 €	353.154	435	260.569	10.256	18.123	335.031
PL	100	0	10	18	0	100	131.517 €	0 €	12.256 €	16.438 €	0 €	131.517 €	677.141	0	133.752	91.763	0	677.141
PT	28	0	0	5	17	11	66.586 €	0 €	0 €	2.072 €	34.040 €	32.546 €	287.862	0	0	12.848	210.768	77.094
RO	13	0	0	0	11	2	16.525 €	0 €	0 €	0 €	11.625 €	4.900 €	65.350	0	0	0	49.049	16.301
SK	6	0	6	0	0	6	3.563 €	0 €	3.563 €	0 €	0 €	3.563 €	13.730	0	13.730	0	0	13.730
SL	11	0	10	1	1	10	5.255 €	0 €	5.249 €	6 €	6 €	5.249 €	61.425	0	61.268	157	157	61.268
SV	203	1	92	26	93	110	558.993 €	18.513 €	402.528 €	21.661 €	357.818 €	201.175 €	1.788.595	11.832	1.508.354	59.865	1.284.365	504.230
UK	545	0	1	86	543	2	2.903.690 €	0 €	1.510 €	146.319 €	2.899.994 €	3.696 €	7.549.996	0	100.046	321.458	7.544.986	5.010
<b>EU</b>	<b>2.425</b>	<b>38</b>	<b>534</b>	<b>372</b>	<b>1.211</b>	<b>1.214</b>	<b>12.315.193 €</b>	<b>678.698 €</b>	<b>4.334.972 €</b>	<b>554.163 €</b>	<b>7.194.706 €</b>	<b>5.120.487 €</b>	<b>35.306.355</b>	<b>2.607.424</b>	<b>15.137.682</b>	<b>1.971.860</b>	<b>20.231.785</b>	<b>15.074.570</b>
13 NMS - PL*	93	1	32	10	28	65	100.643 €	914 €	57.674 €	2.093 €	17.043 €	83.600 €	420.938	1.613	246.191	22.371	73.993	346.945

\* "New" Member States except Poland

Table 28: Profit-sharing in European listed companies in 2018

	COMPANIES		EMPLOYMENT		CAPITALIZATION	
	Number	%	Million	%	Billion €	%
<b>TOTAL LISTED COMPANIES</b>	2.425	100,0%	35,3	100,0%	12.315 €	100,0%
<b><u>COMPANIES WITH PROFIT SHARING</u></b>						
in Europe	397	16,4%	12,7	35,9%	3.737 €	30,3%
idem except France	169	7,0%	5,0	14,2%	1.580 €	12,8%

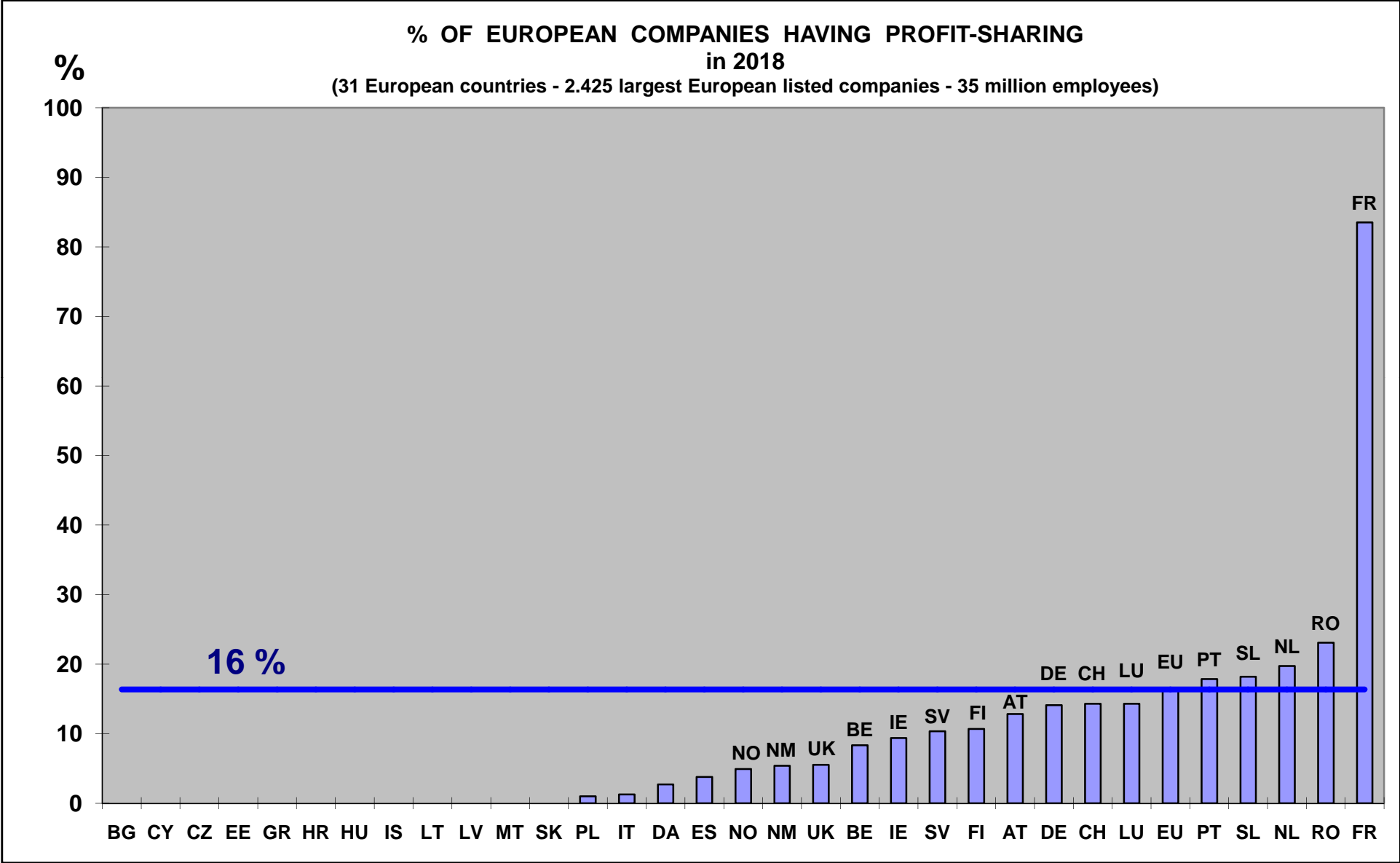
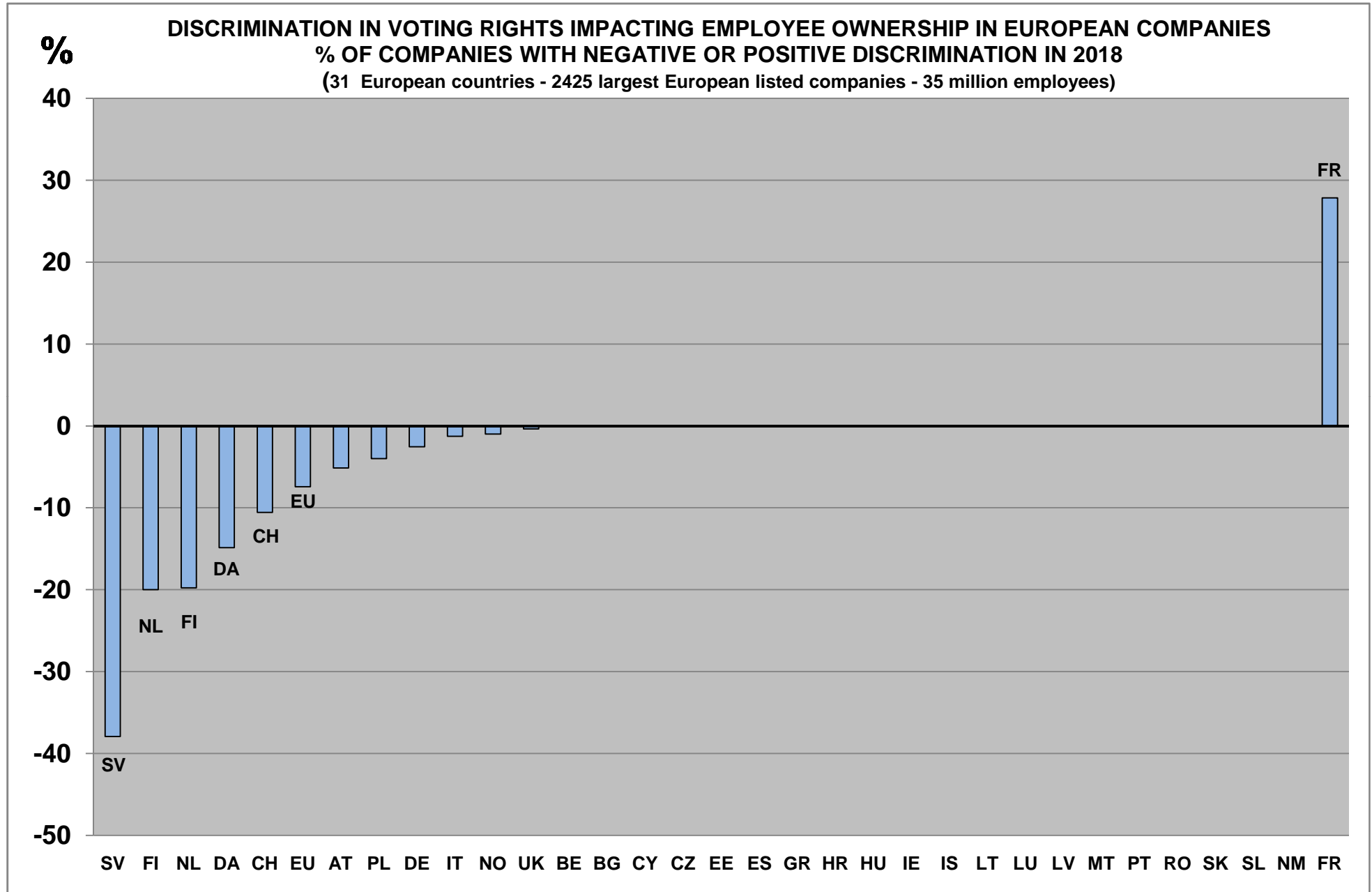


Table 29: Profit-sharing in European countries 2013-2018

PROFIT-SHARING IN EUROPEAN LISTED COMPANIES IN 2018									
Countries	Companies Number 2018	Companies with profit-sharing Number 2018	% Companies with profit-sharing 2018	% Companies with profit-sharing 2017	% Companies with profit-sharing 2016	% Companies with profit-sharing 2015	% Companies with profit-sharing 2014	% Companies with profit-sharing 2013	Comparison: % Companies having employee share plans in 2018
AT	39	5	12,8%	12,8%	12,8%	15,4%	15,4%	15,4%	66,7%
BE	60	5	8,3%	13,3%	13,3%	15,0%	11,7%	11,7%	88,3%
BG	5	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
CH	161	23	14,3%	14,3%	14,9%	13,0%	13,7%	9,9%	90,7%
CY	4	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	75,0%
CZ	8	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	87,5%
DA	74	2	2,7%	2,7%	4,1%	4,1%	4,1%	4,1%	95,9%
DE	234	33	14,1%	12,4%	11,1%	9,8%	9,8%	10,3%	77,4%
EE	7	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	57,1%
ES	106	4	3,8%	3,8%	3,8%	4,7%	3,8%	2,8%	60,4%
FI	75	8	10,7%	10,7%	10,7%	10,7%	10,7%	10,7%	97,3%
FR	273	228	83,5%	83,5%	83,5%	83,2%	82,8%	82,8%	95,2%
GR	46	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	65,2%
HR	15	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	60,0%
HU	7	0	0,0%	0,0%	0,0%	0,0%	0,0%	14,3%	100,0%
IE	32	3	9,4%	9,4%	9,4%	9,4%	9,4%	6,3%	96,9%
IS	7	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	71,4%
IT	157	2	1,3%	1,3%	1,3%	1,3%	1,9%	0,6%	72,6%
LT	8	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	12,5%
LU	14	2	14,3%	14,3%	14,3%	14,3%	14,3%	14,3%	92,9%
LV	1	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
MT	8	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	62,5%
NL	76	15	19,7%	15,8%	15,8%	13,2%	11,8%	10,5%	94,7%
NO	102	5	4,9%	3,9%	3,9%	4,9%	5,9%	5,9%	95,1%
PL	100	1	1,0%	1,0%	1,0%	1,0%	1,0%	1,0%	58,0%
PT	28	5	17,9%	21,4%	10,7%	7,1%	7,1%	7,1%	50,0%
RO	13	3	23,1%	23,1%	23,1%	15,4%	7,7%	7,7%	30,8%
SK	6	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	16,7%
SL	11	2	18,2%	18,2%	18,2%	18,2%	9,1%	9,1%	45,5%
SV	203	21	10,3%	10,3%	9,9%	9,4%	10,3%	10,3%	88,7%
UK	545	30	5,5%	5,0%	5,1%	5,1%	5,1%	3,7%	99,6%
<b>31 COUNTRIES</b>	<b>2.425</b>	<b>397</b>	<b>16,4%</b>	<b>16,1%</b>	<b>15,9%</b>	<b>15,6%</b>	<b>15,5%</b>	<b>14,8%</b>	<b>85,6%</b>
<b>13 NMS - PL (*)</b>	<b>93</b>	<b>5</b>	<b>5,4%</b>	<b>5,4%</b>	<b>5,4%</b>	<b>4,3%</b>	<b>2,2%</b>	<b>3,2%</b>	<b>49,5%</b>

(\*) "New" Member States except Poland



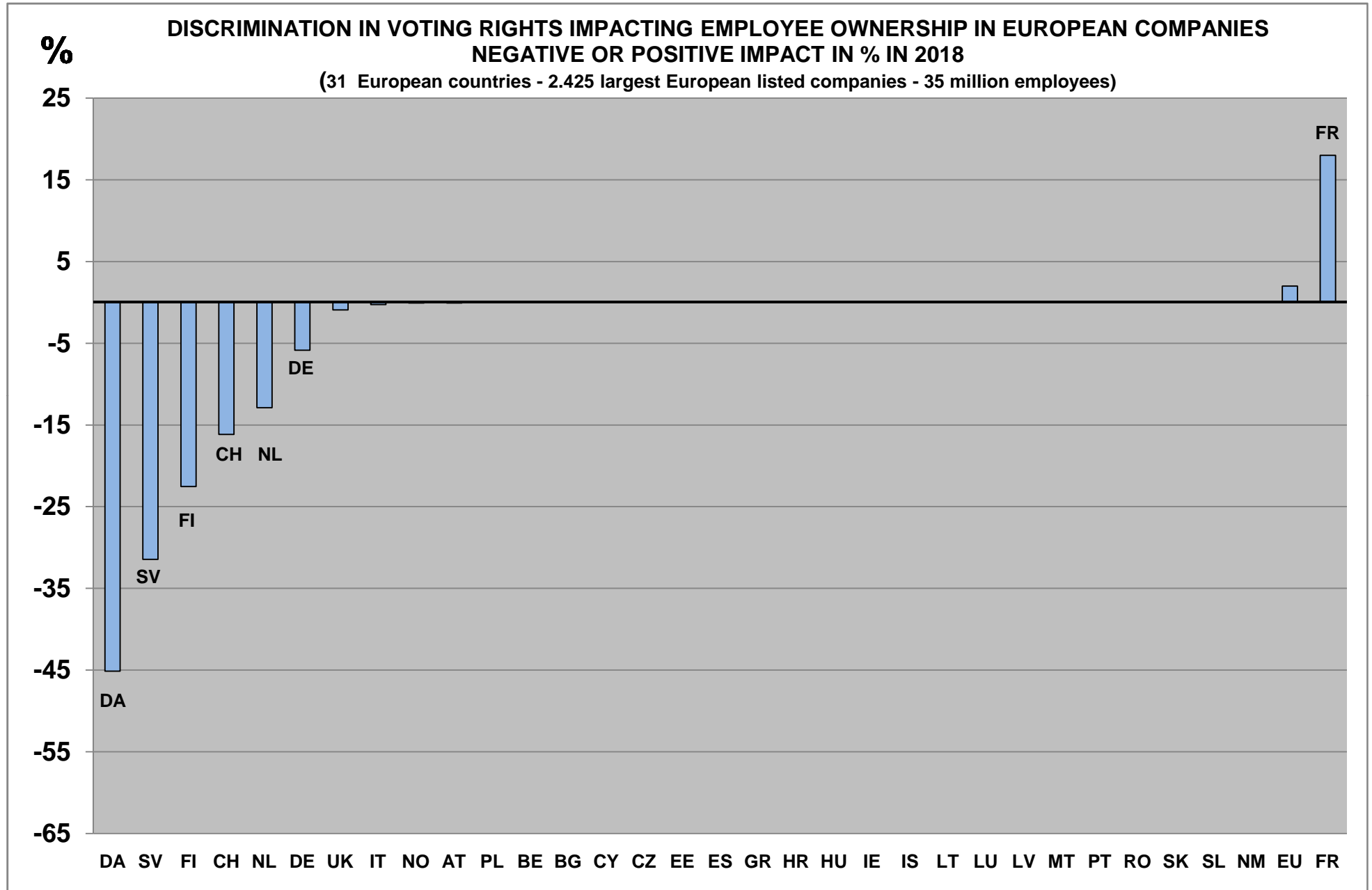




Table 30: Discriminations in voting rights impacting employee share ownership in Europe in 2018

DISCRIMINATIONS IN VOTING RIGHTS IMPACTING EMPLOYEE SHARE OWNERSHIP IN EUROPE IN 2018								
Countries	Listed companies	Listed companies with positive discrimination		Listed companies with negative discrimination		Impact on employee share ownership in %	Employees undergoing	
		Number	%	Number	%		Positive discrimination Number	Negative discrimination Number
AT	39	1	3%	2	5%	0%	2.050	2.329
BE	60	0	0%	0	0%	0%	0	0
BG	5	0	0%	0	0%	0%	0	0
CH	161	1	1%	17	11%	-16%	35.360	190.930
CY	4	0	0%	0	0%	0%	0	0
CZ	8	0	0%	0	0%	0%	0	0
DA	74	0	0%	11	15%	-45%	0	212.295
DE	234	0	0%	6	3%	-6%	0	217.294
EE	7	0	0%	0	0%	0%	0	0
ES	106	0	0%	0	0%	0%	0	0
FI	75	0	0%	15	20%	-23%	0	155.518
FR	273	76	28%	28	10%	+18%	4.529.247	239.636
GR	46	0	0%	0	0%	0%	0	0
HR	15	0	0%	0	0%	0%	0	0
HU	7	0	0%	0	0%	0%	0	0
IE	32	0	0%	0	0%	0%	0	0
IS	7	0	0%	0	0%	0%	0	0
IT	157	0	0%	2	1%	0%	0	10.426
LT	8	0	0%	0	0%	0%	0	0
LU	14	0	0%	0	0%	0%	0	0
LV	1	0	0%	0	0%	0%	0	0
MT	8	0	0%	0	0%	0%	0	0
NL	76	2	3%	15	20%	-13%	43.546	300.050
NO	102	0	0%	1	1%	0%	0	6.581
PL	100	0	0%	4	4%	0%	0	8.567
PT	28	0	0%	0	0%	0%	0	0
RO	13	0	0%	0	0%	0%	0	0
SK	6	0	0%	0	0%	0%	0	0
SL	11	0	0%	0	0%	0%	0	0
SV	203	2	1%	77	38%	-31%	47.180	1.158.299
UK	545	0	0%	2	0%	-1%	0	10.368
<b>31 COUNTRIES</b>	<b>2.425</b>	<b>82</b>	<b>3%</b>	<b>180</b>	<b>7%</b>	<b>+2%</b>	<b>4.657.383</b>	<b>2.512.292</b>
<b>13 NMS - PL (*)</b>	<b>93</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0%</b>	<b>0</b>	<b>0</b>

(\*) "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 2018 est décrite dans les Graphiques 66-69.
- La Grande Bretagne et la France sont les seuls 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 80 en 2018 (Table 32). Cela résulte principalement de l'introduction en 2014 de la législation visant à promouvoir la formule du "Employee Ownership Trust". En France, cette dynamique est plutôt due à la multiplication d'opérations de reprises combinées d'entreprises par les dirigeants et les salariés (Management et Employee Buy-Outs).
- Le nombre de grandes coopératives de salariés est en déclin partout en Europe (voir Table 32).

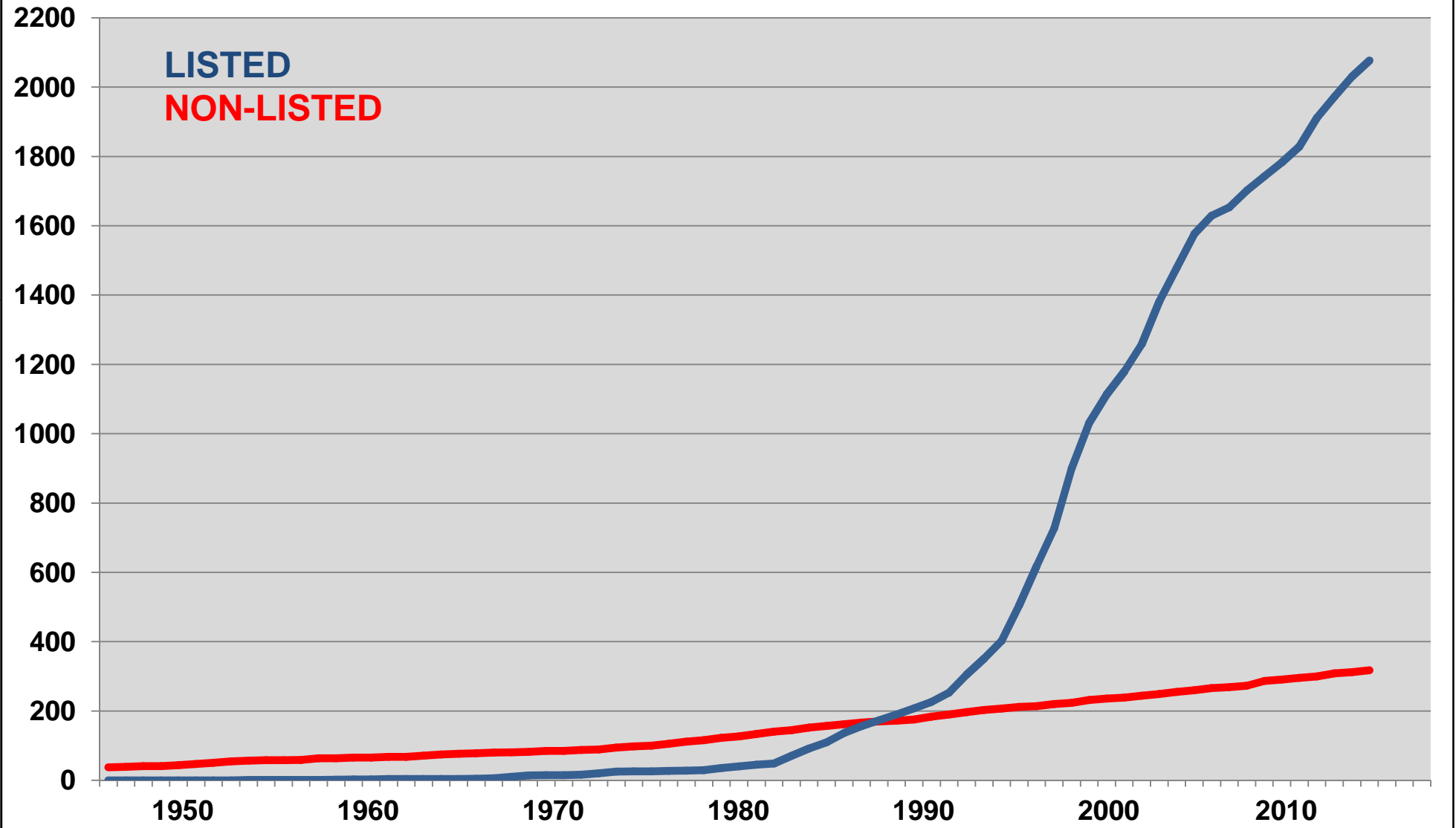
Table 31: Employee share ownership in listed companies  
and in majority-employee-owned non-listed companies in 2018

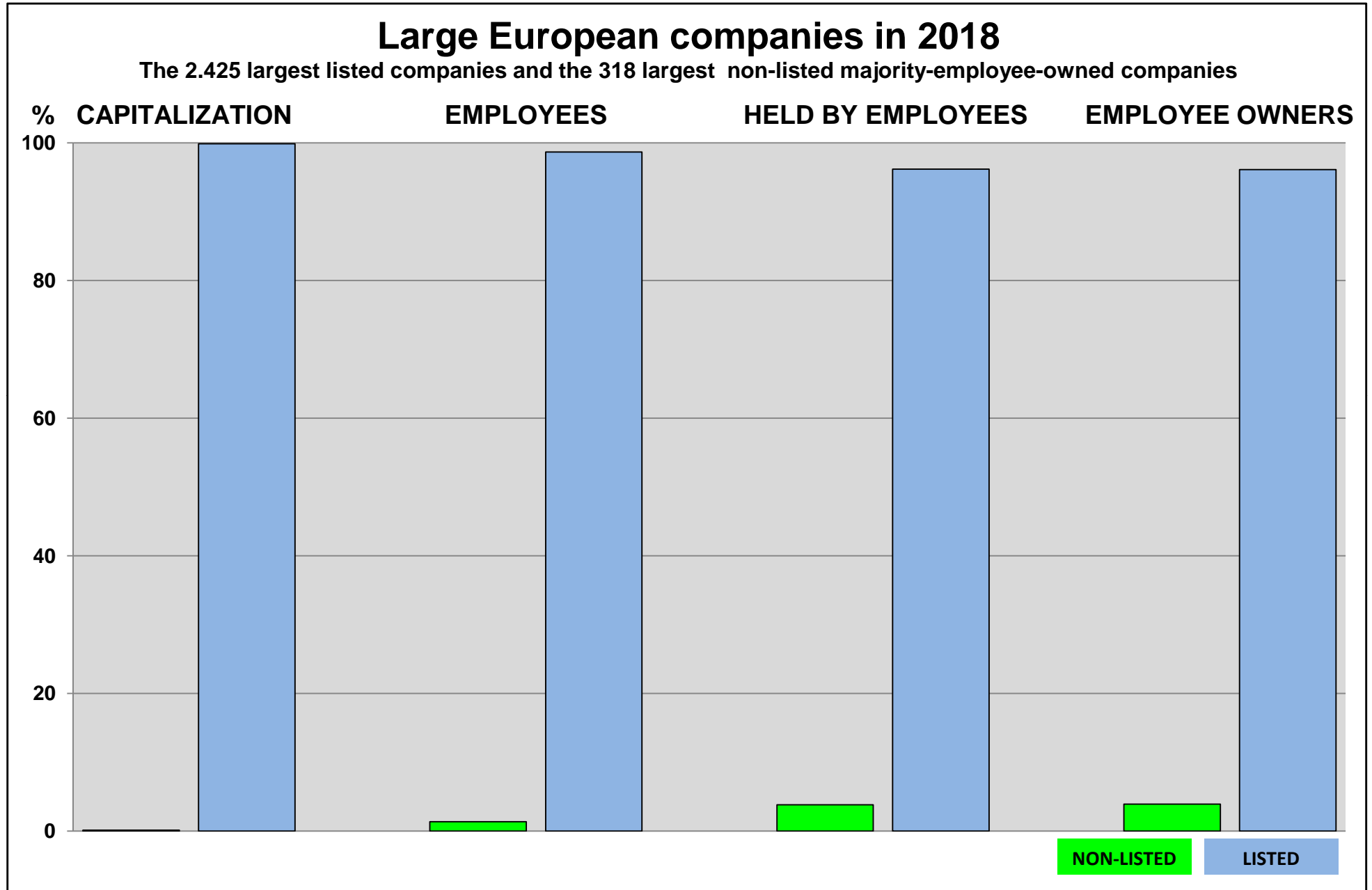
		<b>Largest European majority-employee- owned non-listed companies</b>	<b>Largest European listed companies</b>
Companies	(number)	318	2.425
Employees	(number)	480.000	35.300.000
Employee owners	(number)	281.000	6.925.000
Democratization rate of employee share ownership	(%)	58,6%	19,6%
Capitalization	(billion Euro)	16,6 €	12.315,0 €
Capitalization held by all employees	(billion Euro)	14,6 €	368,3 €

# Large European companies having employee share plans in 2018

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

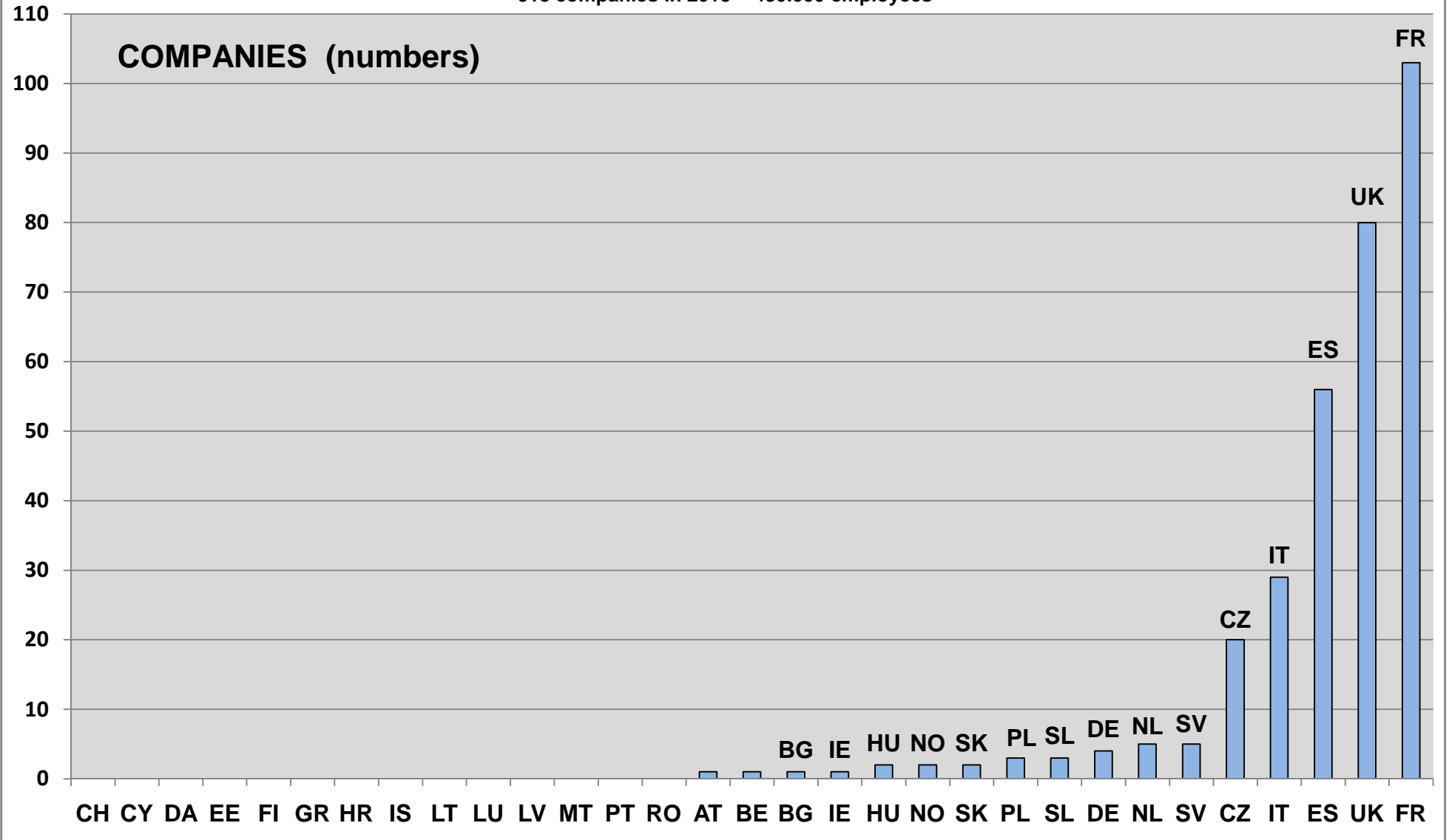
31 European countries - 2.395 companies (318 non-listed employee-owned + 2.077 listed)





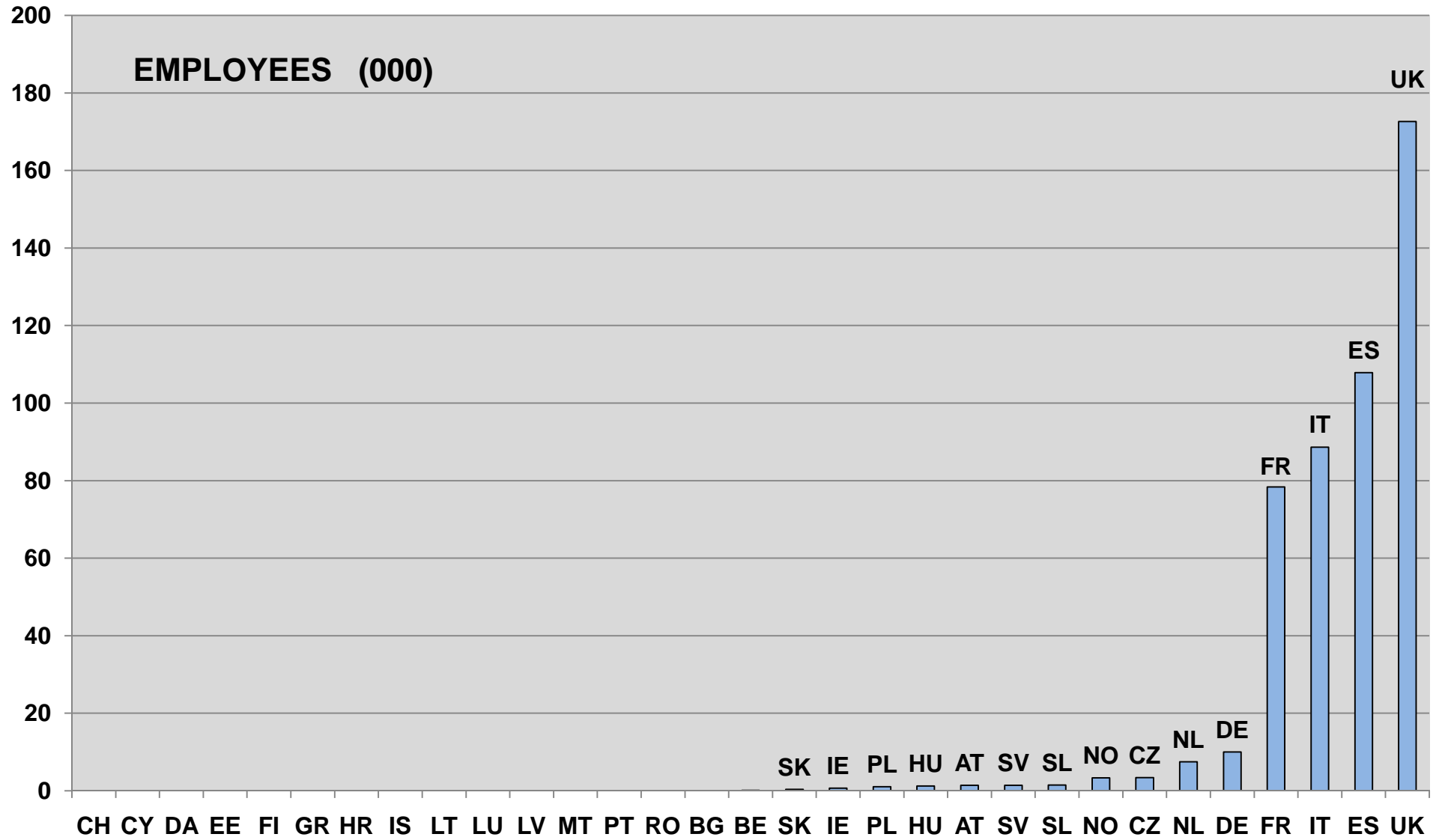
### NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES IN EUROPEAN COUNTRIES

All workers cooperatives, sociedades laborales and others in Europe employing 100 persons or more  
 318 companies in 2018 - 480.000 employees



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All workers cooperatives, sociedades laborales and others in Europe employing 100 persons or more  
 318 companies in 2018 - 480.000 employees





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318 companies in 2018 - 480.000 employees

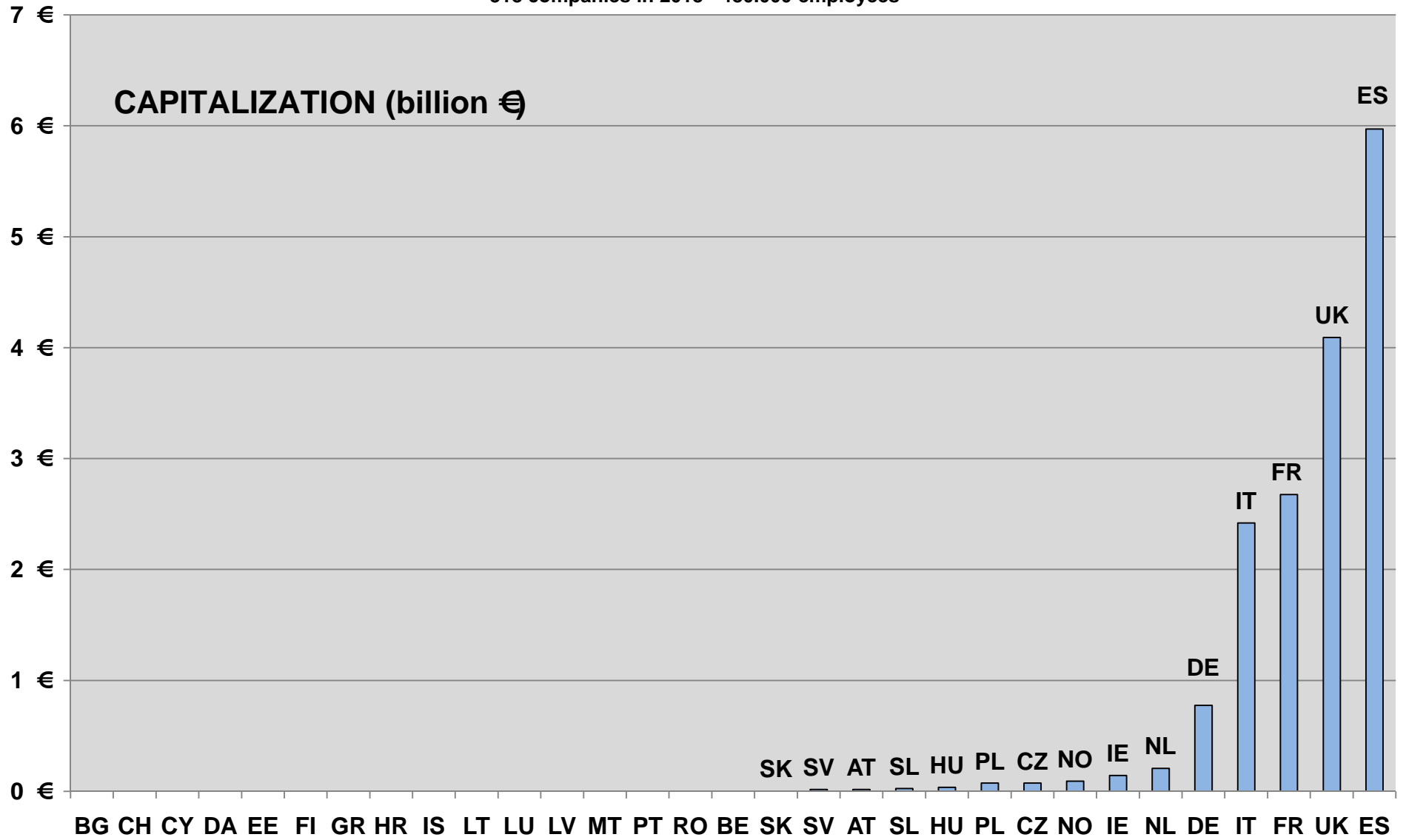


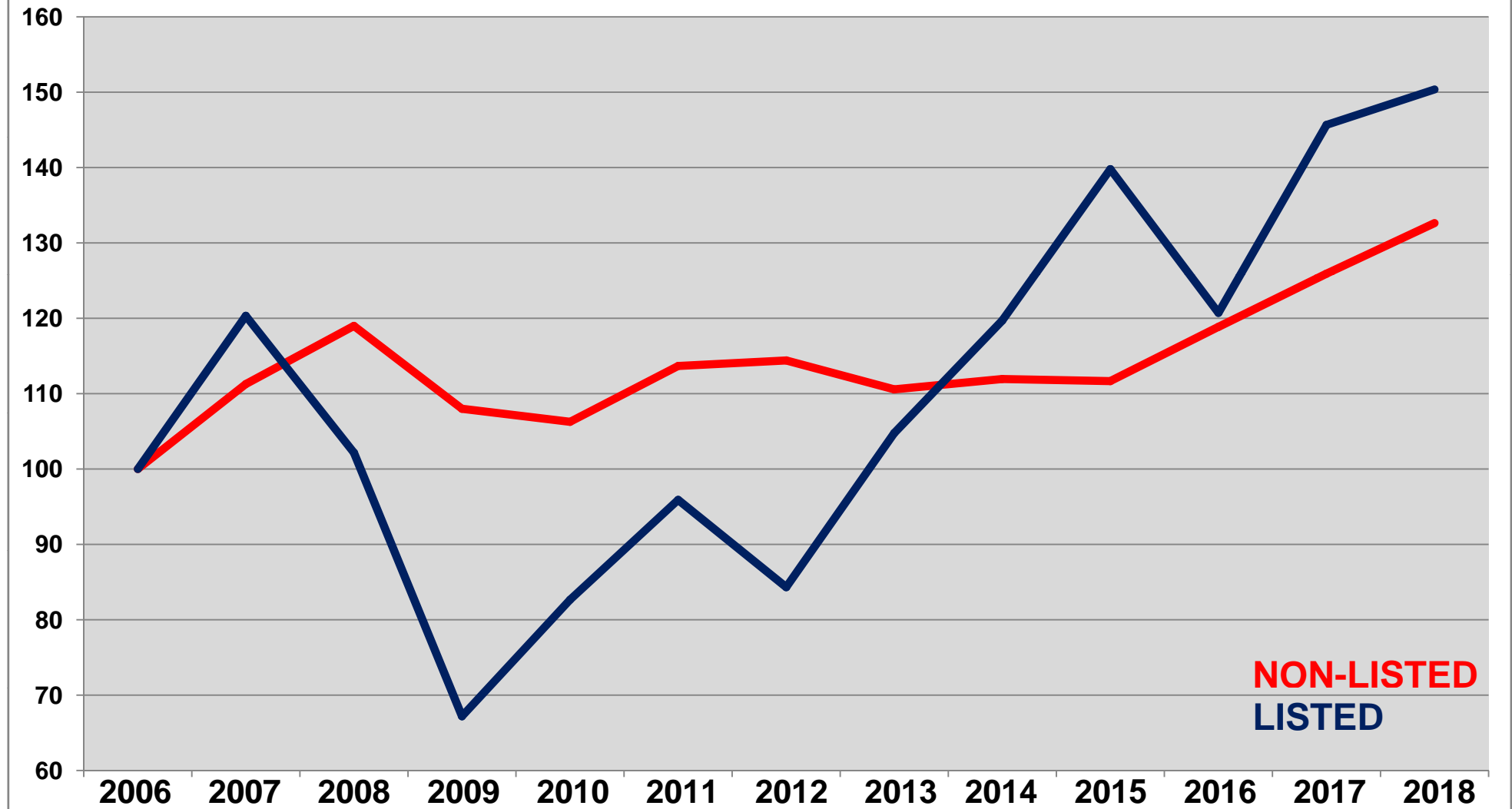
Table 32: Majority-employee-owned non-listed companies in the EFES database

Countries	Companies (number)								
	2018	2017	2016	2015	2014	2013	2012	2011	2010
AT - Austria	1	1	1	1	1	1	0	1	1
BE - Belgium	1	1	1	1	0	0	0	0	0
BG - Bulgaria	1	1	1	1	2	2	2	2	2
CH - Switzerland	0	0	0	0	0	0	0	0	0
CY - Cyprus	0	0	0	0	0	0	0	0	0
CZ - Czech Republic	20	22	24	24	24	24	25	26	26
DA - Denmark	0	0	0	0	0	0	0	1	1
DE - Germany	4	4	4	4	4	4	3	2	2
EE - Estonia	0	0	0	0	0	0	0	0	0
ES - Spain	56	59	65	68	69	68	59	60	63
FI - Finland	0	0	0	0	0	0	0	0	0
FR - France	103	103	94	97	90	89	83	81	80
GR - Greece	0	0	0	0	0	0	0	0	0
HR - Croatia	0	0	0	0	0	0	0	0	0
HU - Hungary	2	2	2	4	7	8	9	9	9
IE - Ireland	1	0	0	0	0	1	1	1	1
IS - Iceland	0	0	0	0	0	0	0	0	0
IT - Italy	29	29	30	33	33	36	37	35	34
LT - Lithuania	0	0	0	0	0	0	0	0	0
LU - Luxemburg	0	0	0	0	0	0	0	0	0
LV - Latvia	0	0	0	0	0	0	0	0	0
MT - Malta	0	0	0	0	0	0	0	0	0
NL - Netherlands	5	4	3	4	4	4	4	2	2
NO - Norway	2	1	1	1	1	1	0	0	0
PL - Poland	3	3	3	3	3	3	3	3	3
PT - Portugal	0	0	0	0	0	0	0	0	0
RO - Romania	0	0	0	0	0	0	0	0	0
SK - Slovakia	2	2	2	2	2	2	3	3	3
SL - Slovenia	3	5	5	5	6	6	7	7	8
SV - Sweden	5	0	0	0	0	0	0	0	0
UK - United Kingdom	80	66	63	55	36	37	35	36	36
<b>TOTAL 31 COUNTRIES</b>	<b>318</b>	<b>303</b>	<b>299</b>	<b>303</b>	<b>282</b>	<b>286</b>	<b>271</b>	<b>269</b>	<b>271</b>
<b>New Member States (except PL)</b>	<b>28</b>	<b>32</b>	<b>34</b>	<b>36</b>	<b>41</b>	<b>42</b>	<b>46</b>	<b>47</b>	<b>50</b>

Countries	On which workers' co-operatives (number)					
	2018	2017	2016	2015	2014	2013
CZ - Czech Republic	20	22	24	24	24	24
ES - Spain	41	44	47	48	48	43
FR - France	73	78	78	80	76	76
IT - Italy	29	29	30	33	33	36
UK - United Kingdom	3	3	3	2	3	3
<b>TOTAL 31 COUNTRIES</b>	<b>172</b>	<b>182</b>	<b>188</b>	<b>193</b>	<b>191</b>	<b>189</b>
<b>New Member States (except PL)</b>	<b>23</b>	<b>25</b>	<b>27</b>	<b>27</b>	<b>28</b>	<b>28</b>

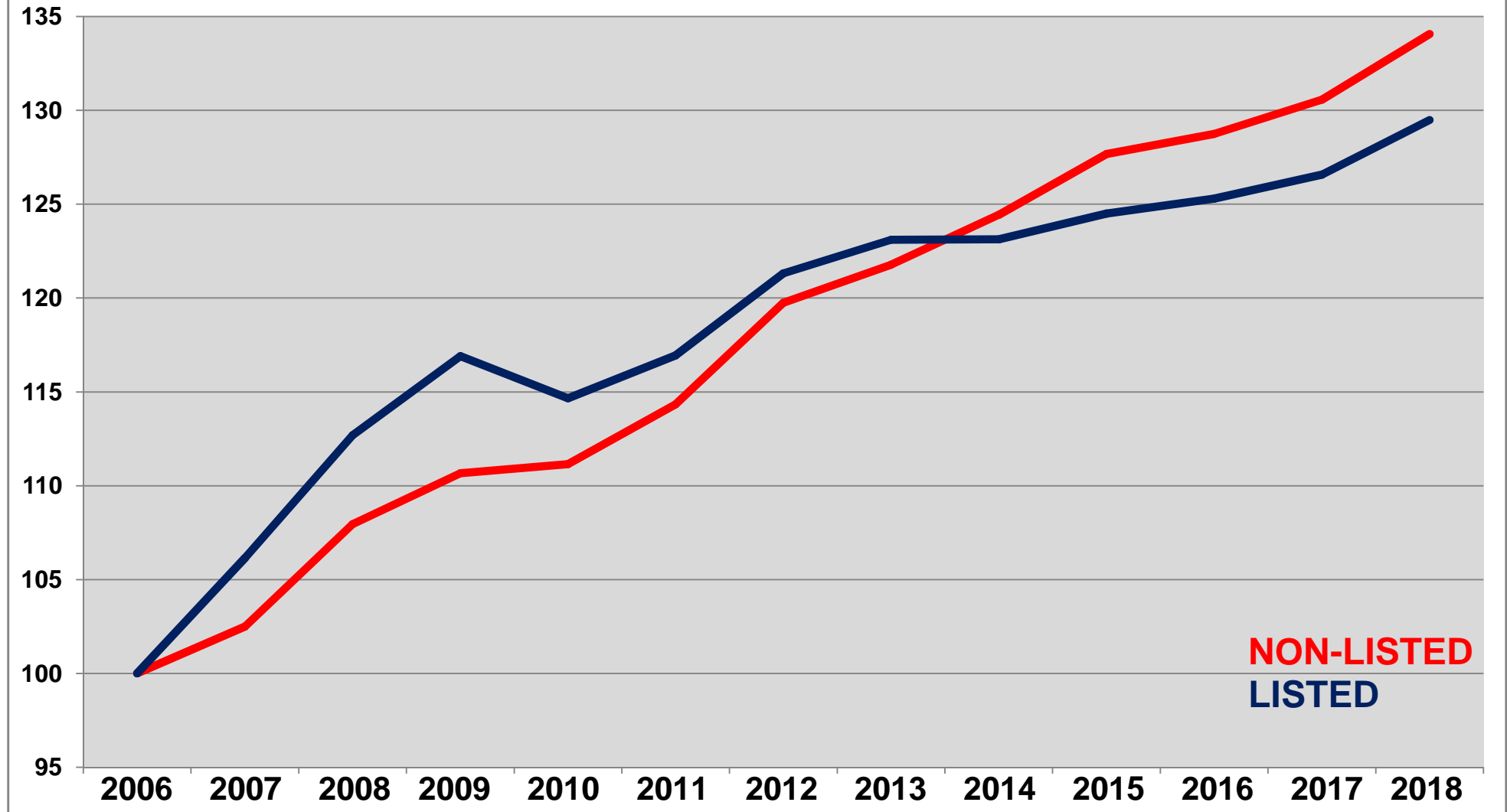
## Comparing listed and employee-owned non-listed companies Capitalization of European companies 2006-2018 (2006=100)

The 2.425 largest listed companies and the 318 largest majority-employee-owned non-listed companies



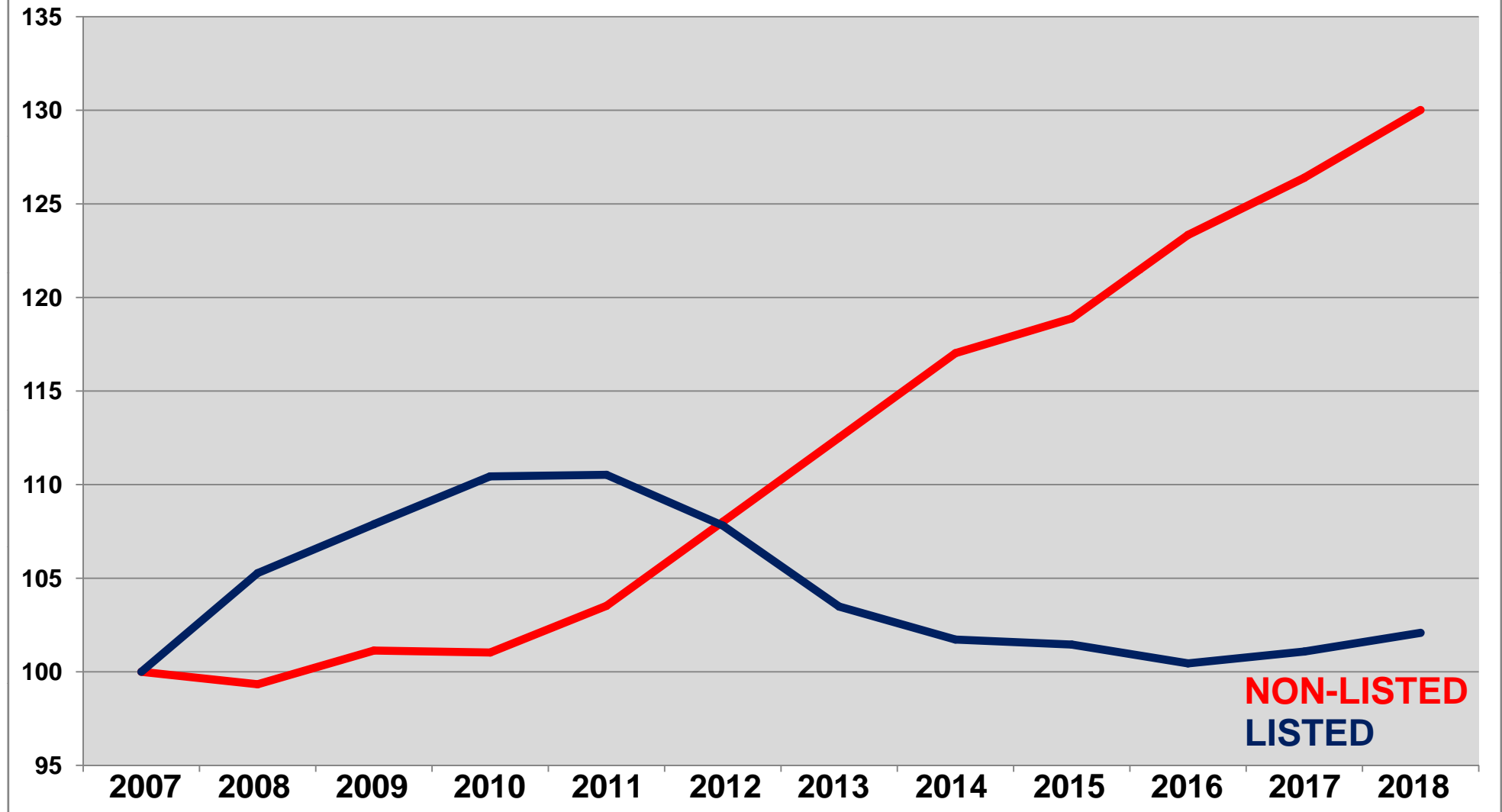
# Comparing listed and employee-owned non-listed companies Employment in large European companies 2006-2018 (2006=100)

The 2.425 largest listed companies and the 318 largest majority-employee-owned non-listed companies



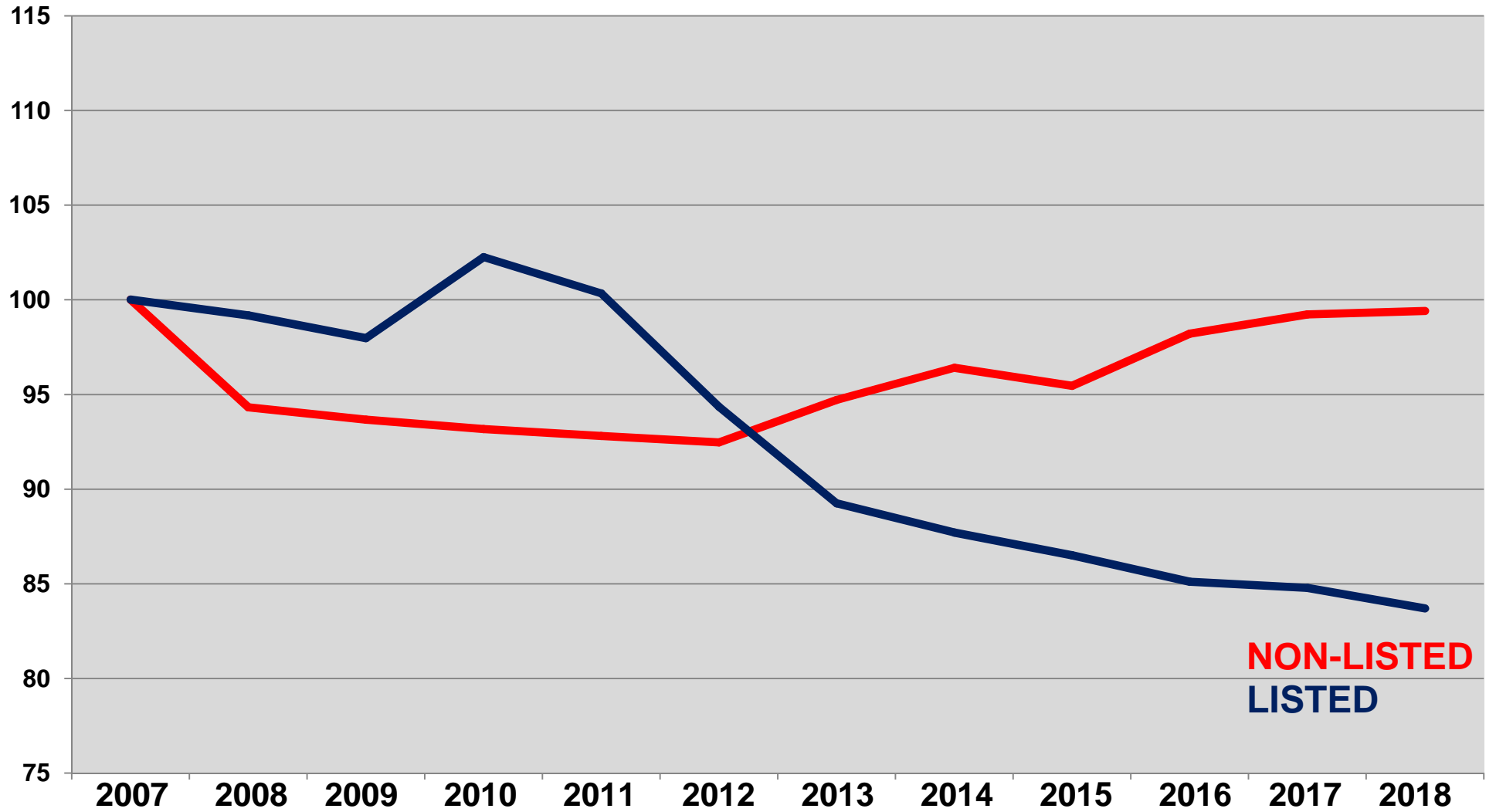
## Comparing listed and employee-owned non-listed companies Employee owners in large European companies 2007-2018 (2007=100)

The 2.425 largest listed companies and the 318 largest majority-employee-owned non-listed companies



# Comparing listed and employee-owned non-listed companies Democratization rate of employee ownership 2007-2018 (2007=100)

The 2.425 largest listed companies and the 318 largest majority-employee-owned non-listed companies



# LE CONTRÔLE ACTIONNARIAL

## LE CONTROLE ACTIONNARIAL DES ENTREPRISES COTEES EUROPEENNES

- L'information contenue dans la base de données EFES est pratiquement exhaustive pour les entreprises cotées européennes, sachant que les 2.425 entreprises cotées dans la base de données représentent 25% de toutes les sociétés cotées européennes en 2018 (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 96% 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 2018. 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 ([Table 33](#)).

Huit catégories d'actionnaire de contrôle sont 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](#)). Le graphique mesure le développement de l'actionnariat 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% en moyenne en 2018.
- De manière générale, l'existence d'un actionnaire de contrôle est un facteur négatif pour le développement de l'actionnariat salarié. Deux exceptions: l'actionnariat salarié est plus développé dans les entreprises sous contrôle public, et le taux de démocratisation de l'actionnariat salarié est le plus élevé (avec 67.6%) 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'actionnariat salarié n'est que de 5.7% en moyenne. Il est relativement faible, de 9 à 14% quand l'actionnaire de contrôle est un investisseur privé ou un fond, une fondation, une famille ou le fondateur de l'entreprise ([Table 33](#)).

Dans ce sens, un contrôle "négatif" pour l'actionnariat 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'actionnariat 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'actionnariat salarié.
- Le poids relatif de l'actionnariat de contrôle familial dans chaque pays européen, celui du contrôle public et celui des entreprises sans actionnaire de contrôle sont décrits aux [Graphiques 73-75](#).



### Democratization rate of employee share ownership in large European companies in relation with the existence of a controlling shareholder in 2018

(31 European countries - 2.425 largest European listed companies - 35 million employees)

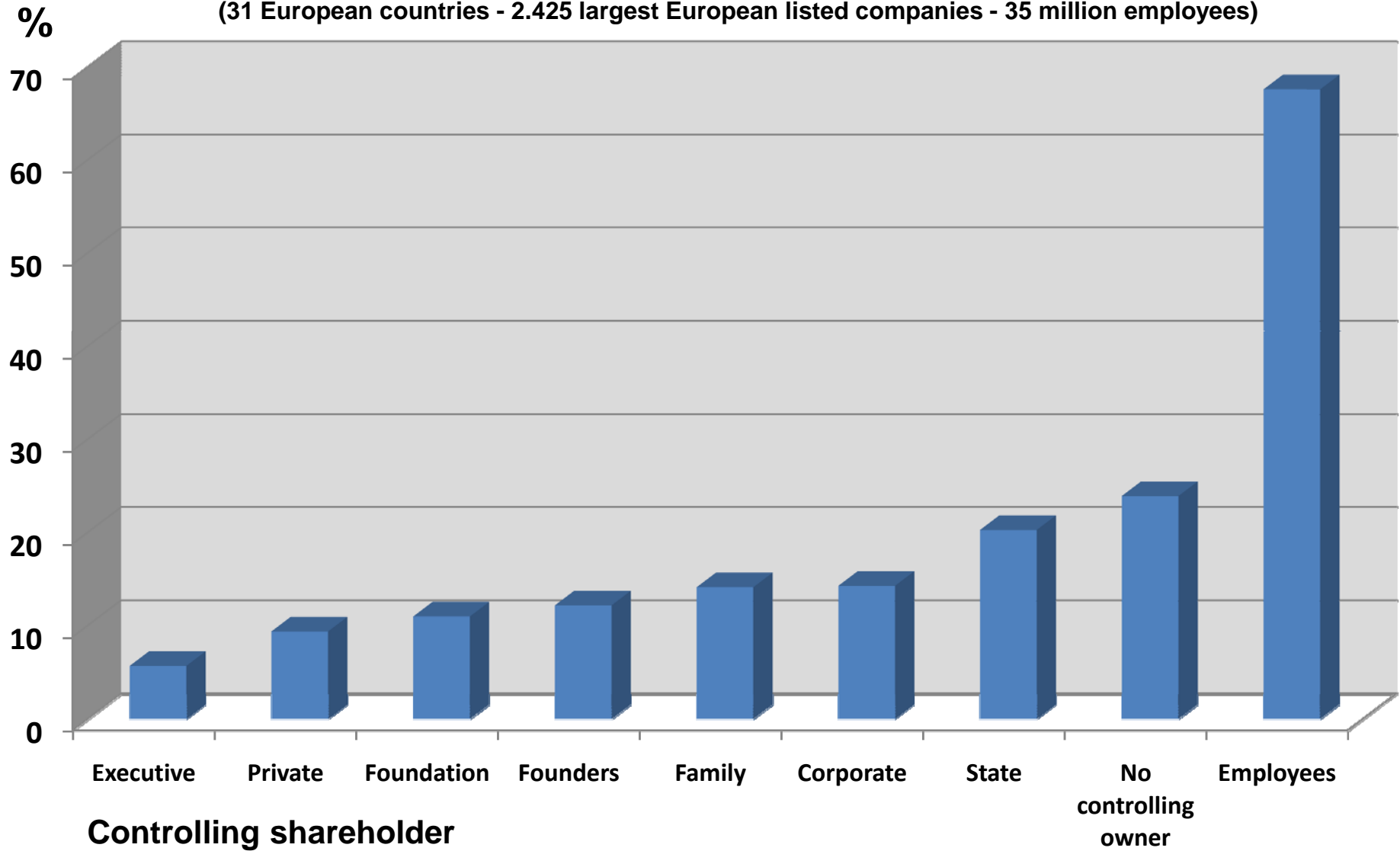
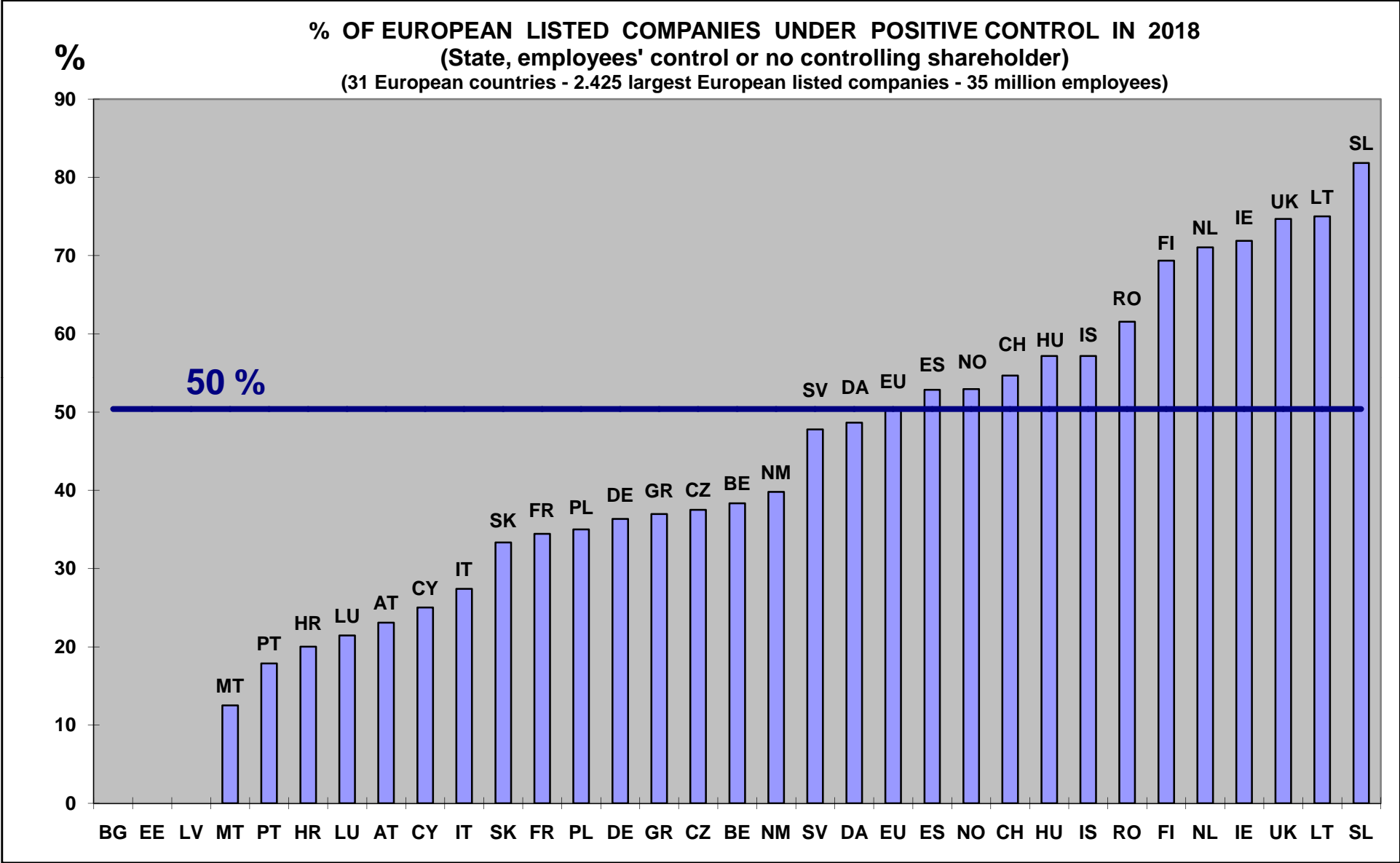


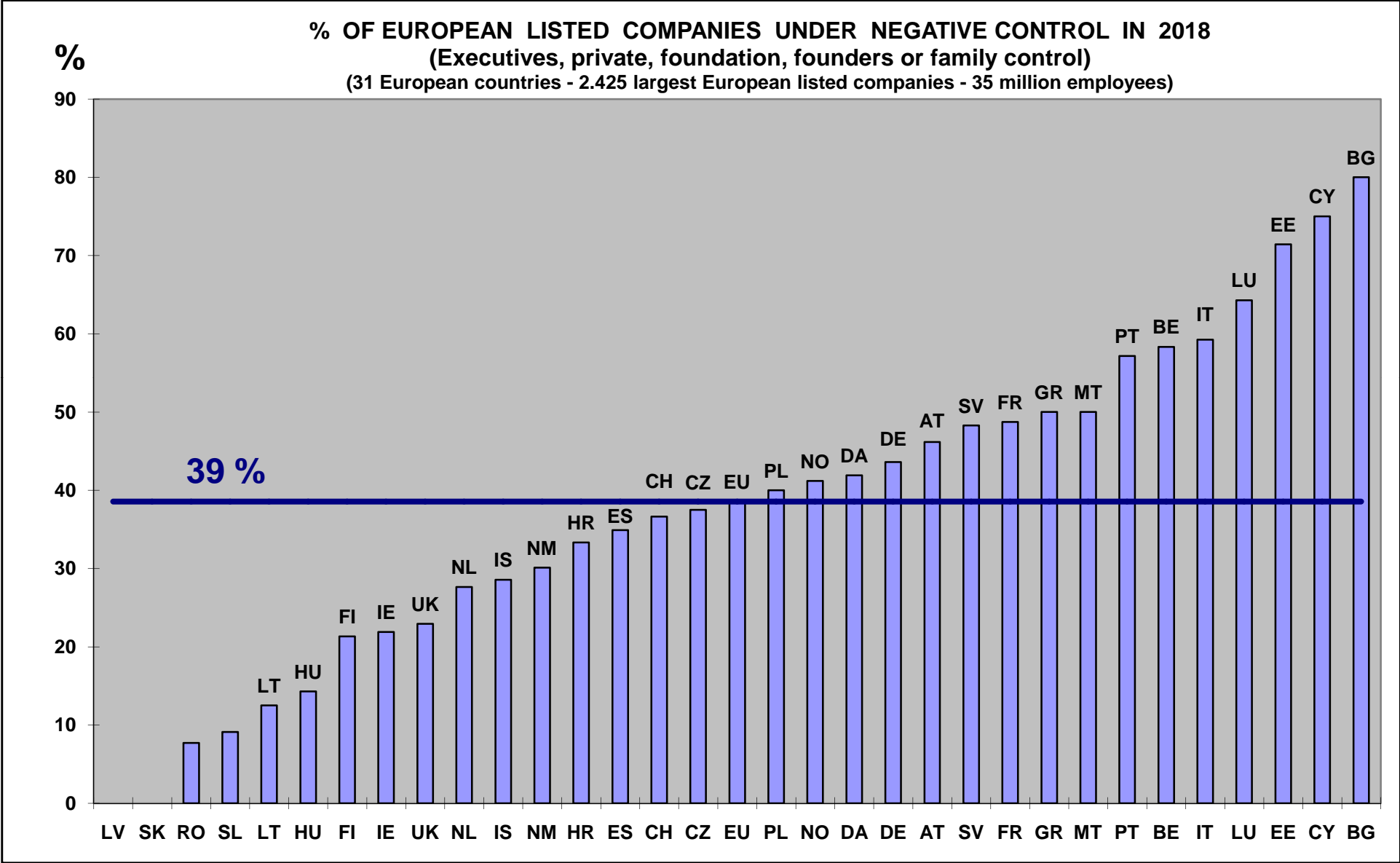
Table 33: Democratization of employee share ownership and ownership control of European listed companies in 2018

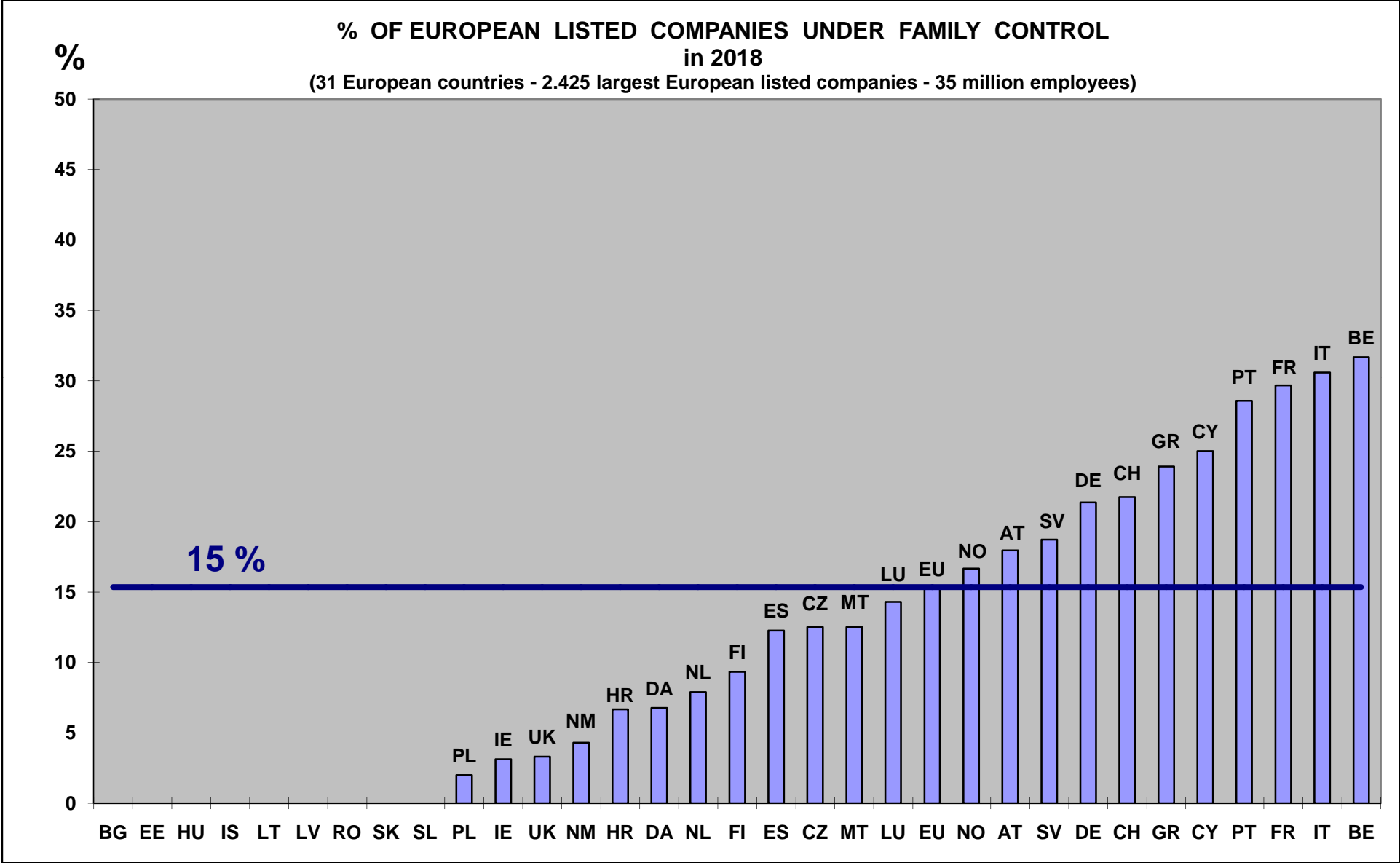
Controlling shareholder of European companies	Democratization rate of employee share ownership	Number of companies	Stock capitalization (billion €)	Employees	% of companies	% of stock capitalization	% of employees
Executive	5,7%	145	196 €	670.000	6%	2%	2%
Private investor	9,4%	321	631 €	1.820.000	13%	5%	5%
Foundation	11,0%	45	296 €	820.000	2%	2%	2%
Founders	12,2%	52	95 €	390.000	2%	1%	1%
Family	14,1%	372	1.849 €	5.890.000	15%	15%	17%
Corporate	14,3%	268	813 €	3.265.000	11%	7%	9%
State	20,3%	155	1.233 €	3.550.000	6%	10%	10%
No single controlling shareholder	23,9%	1.061	7.188 €	18.805.000	44%	58%	53%
Employees	67,6%	6	14 €	95.000	0%	0%	0%
<b>Total</b>	<b>19,6%</b>	<b>2.425</b>	<b>12.315 €</b>	<b>35.305.000</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

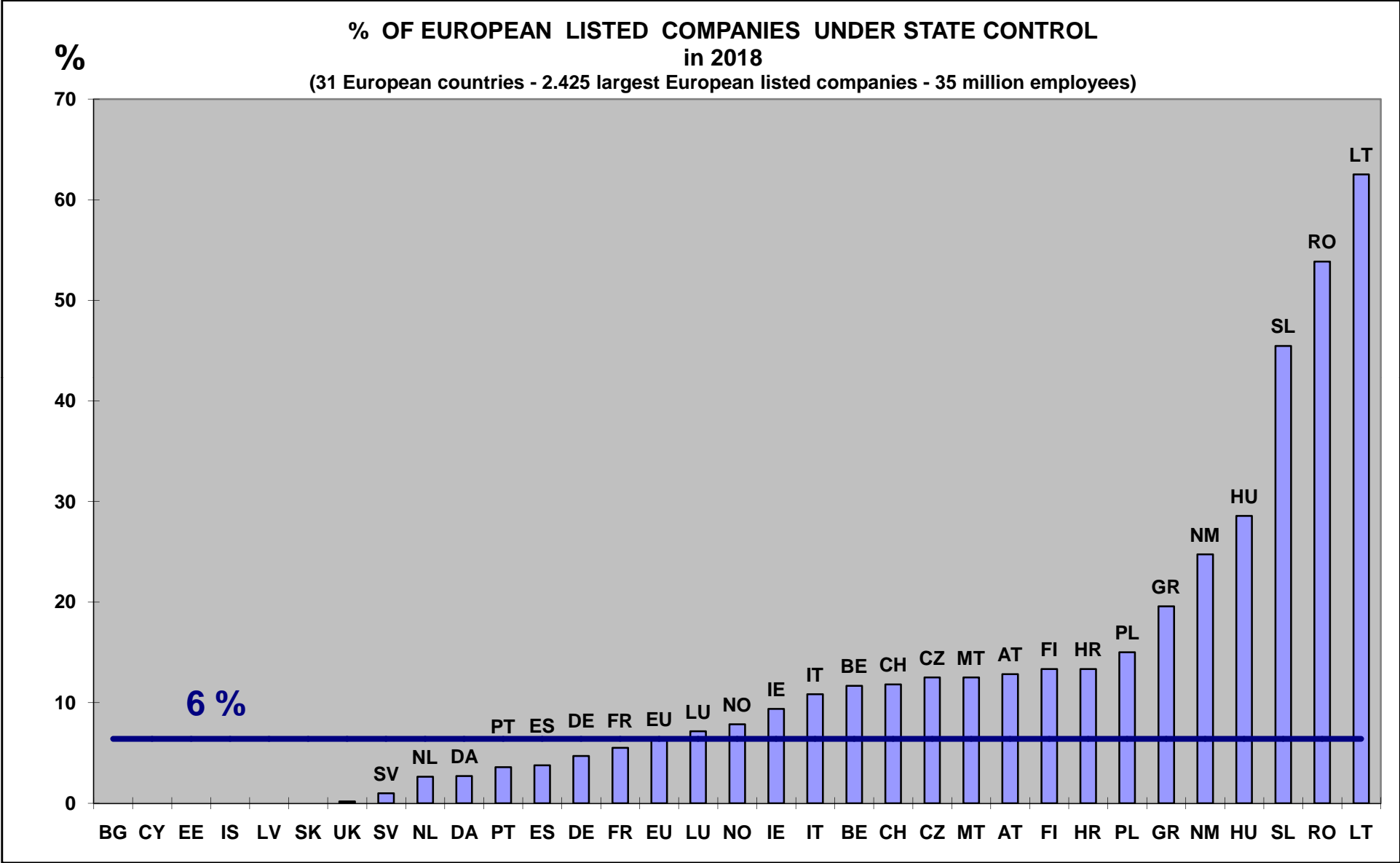
Table 34: Ownership control in European listed companies in 2018

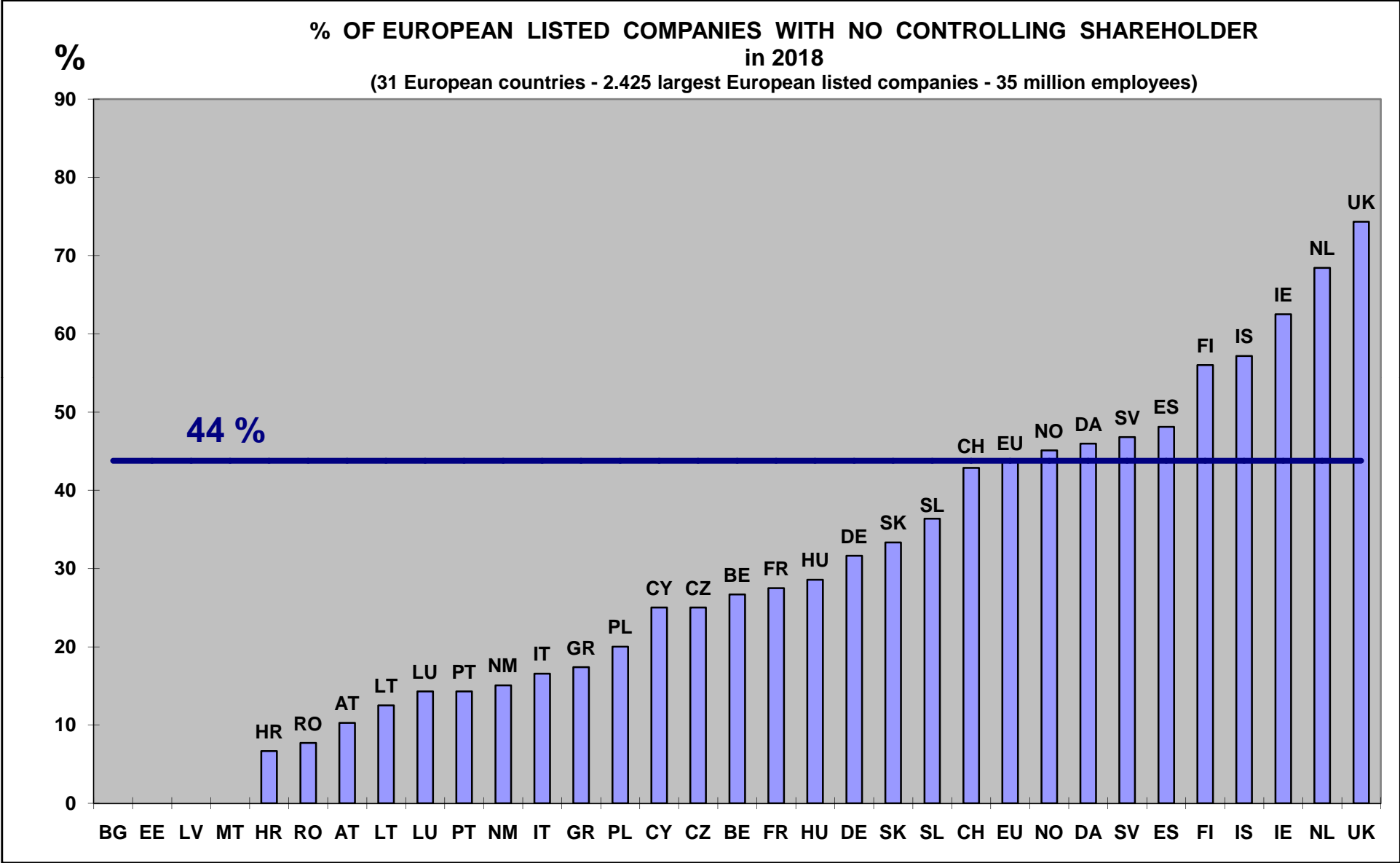
Countries	Companies numbers	Controlling shareholder of European companies								
		Executive	Private	Family	Foundation	Corporate	Founders	No single	State	Employees
AT - Austria	39	3	4	7	4	12	0	4	5	0
BE - Belgium	60	6	10	19	0	2	0	16	7	0
BG - Bulgaria	5	1	3	0	0	1	0	0	0	0
CH - Switzerland	161	2	19	35	2	14	1	69	19	0
CY - Cyprus	4	0	2	1	0	0	0	1	0	0
CZ - Czech Republic	8	0	2	1	0	2	0	2	1	0
DA - Denmark	74	1	10	5	13	7	2	34	2	0
DE - Germany	234	19	17	50	8	47	8	74	11	0
EE - Estonia	7	0	4	0	0	2	1	0	0	0
ES - Spain	106	8	12	13	4	13	0	51	4	1
FI - Finland	75	3	3	7	2	7	1	42	10	0
FR - France	273	34	15	81	0	46	3	75	15	4
GR - Greece	46	5	7	11	0	6	0	8	9	0
HR - Croatia	15	1	3	1	0	7	0	1	2	0
HU - Hungary	7	0	1	0	0	2	0	2	2	0
IE - Ireland	32	1	4	1	0	2	1	20	3	0
IS - Iceland	7	1	1	0	0	1	0	4	0	0
IT - Italy	157	11	28	48	1	21	5	26	17	0
LT - Lithuania	8	0	1	0	0	1	0	1	5	0
LU - Luxemburg	14	1	5	2	0	2	1	2	1	0
LV - Latvia	1	0	0	0	0	1	0	0	0	0
MT - Malta	8	1	2	1	0	3	0	0	1	0
NL - Netherlands	76	3	9	6	0	1	3	52	2	0
NO - Norway	102	1	18	17	4	6	2	46	8	0
PL - Poland	100	7	25	2	1	25	5	20	15	0
PT - Portugal	28	0	7	8	0	7	1	4	1	0
RO - Romania	13	0	1	0	0	4	0	1	7	0
SK - Slovakia	6	0	0	0	0	4	0	2	0	0
SL - Slovenia	11	1	0	0	0	1	0	4	5	0
SV - Sweden	203	12	42	38	5	8	1	95	2	0
UK - United Kingdom	545	23	66	18	1	13	17	405	1	1
<b>TOTAL 31 COUNTRIES</b>	<b>2.425</b>	<b>145</b>	<b>321</b>	<b>372</b>	<b>45</b>	<b>268</b>	<b>52</b>	<b>1.061</b>	<b>155</b>	<b>6</b>
<b>New Member States (without PL)</b>	<b>93</b>	<b>4</b>	<b>19</b>	<b>4</b>	<b>0</b>	<b>28</b>	<b>1</b>	<b>14</b>	<b>23</b>	<b>0</b>













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 pas 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 2018, 2.747 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 2.747 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 2018. Le Recensement inclut ainsi toutes les entreprises cotées européennes de taille significative, sans exception (en excluant la gestion d'actifs financiers, les fonds d'investissement et les fonds de placements immobiliers).
- 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 2018, 2.425 entreprises cotées sont incluses dans le Recensement, ainsi que 322 entreprises non-cotées (parmi lesquelles les 172 plus grandes coopératives de salariés en Europe). Ensemble, elles emploient 36 millions de personnes, près de 30% des salariés en Europe.

En nombre, les 2.425 plus grandes entreprises cotées représentent 25% de toutes les sociétés cotées européennes en 2018 (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 (9 pages)
- Table des données de l'actionnariat salarié par pays (10 pages)
- Données de l'actionnariat salarié par pays (47 pages)
- Liste des 2.747 entreprises européennes dans la base de données en 2018 (13 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

<b>Table of data on employee share ownership in European companies</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
1	Company	Name	2017/18
2	ISIN code (listed companies)	ISIN code	2017/18
3	Remarkable case considering employee share ownership	0/1	2017/18
4	Listed / Non listed	L/NL	2017/18
5	Country code	Name	2017/18
6	Date Annual Report	Date	2017/18
7	Branche	Name	2017/18
<b>YEAR 2017/18</b>			
8	Market capitalization on May 15, 2018	Million Euro	2017/18
9	Employees	Number	2017/18
10	Shares (allotted, called up and fully paid - own shares deducted)	Number	2017/18
11	Employee share plans: Year by year description of plans, beneficiaries, numbers and conditions	Description	2017/18
12	Typology of employee share plans	Type code	2017/18
13	Employee shareholders (employee owners)	Number	2017/18
14	Date of first employee share plan	Year	2017/18
15	New employee share plan in current year?	0/1	2017/18
16	Number of shares held by employees published by company?	0/1	2017/18
17	Employee Stock Options?	0/1	2017/18
18	Broad-based employee share plans?	0/1	2017/18
19	Employee (share) ownership in some extent?	0/1	2017/18
20	Employee share plans?	0/1	2017/18
21	Shares held by Executive Directors	Number	2017/18
22	Shares held by employees (when specified)	Number	2017/18
23	Options exercised and share grants vested (employees - Executive Directors)	Number	2017/18
24	Employee share purchases	Number	2017/18
25	Employees' stake in ownership structure	%	2017/18
26	Significant employees' stake (1 to 6%)?	0/1	2017/18
27	Strategic employees' stake (6 to 20%)?	0/1	2017/18
28	Determining employees' stake (20 to 50%)?	0/1	2017/18
29	Controlling employees' stake (50 to 100%)?	0/1	2017/18
30	Capitalization held by employees	Million Euro	2017/18
31	Capitalization held by Executive Directors	Million Euro	2017/18
32	Capitalization held by ordinary employees	Million Euro	2017/18
33	Top Executives	Number	2017/18
34	Full information on Top Executives' shareholdings?	0/1	2017/18
35	Applying profit-sharing?	0/1	2017/18
36	Discrimination in voting rights	Description	2017/18
37	Discrimination in voting rights?	0/1	2017/18
38	Employee shareholders' representation on boards?	0/1	2017/18
39	Employee representation on boards?	0/1	2017/18
40	Executive owners on boards?	0/1	2017/18
41	Employee representation on boards	Description	2017/18
42	Board structure	Description	2017/18
43	One-tier board structure?	0/1	2017/18
44	Two-tier board structure?	0/1	2017/18

<b>Table of data on employee share ownership in European companies</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
45	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2017/18
46	Controlling shareholder's stake	%	2017/18
47	Controlling shareholder	Description	2017/18
<b>YEAR 2016/17</b>			
48	Market capitalization on May 15, 2017	Million Euro	2016/17
49	Employees	Number	2016/17
50	Shares (allotted, called up and fully paid - own shares deducted)	Number	2016/17
51	Employee shareholders (employee owners)	Number	2016/17
52	New employee share plan in current year?	0/1	2016/17
53	Number of shares held by employees published by company?	0/1	2016/17
54	Employee Stock Options?	0/1	2016/17
55	Broad-based employee share plans?	0/1	2016/17
56	Employee (share) ownership in some extent?	0/1	2016/17
57	Employee share plans?	0/1	2016/17
58	Shares held by Executive Directors	Number	2016/17
59	Shares held by employees (when specified)	Number	2016/17
60	Options exercised and share grants vested (employees - Executive Directors)	Number	2016/17
61	Employee share purchases	Number	2016/17
62	Employees' stake in ownership structure	%	2016/17
63	Significant employees' stake (1 to 6%)?	0/1	2016/17
64	Strategic employees' stake (6 to 20%)?	0/1	2016/17
65	Determining employees' stake (20 to 50%)?	0/1	2016/17
66	Controlling employees' stake (50 to 100%)?	0/1	2016/17
67	Capitalization held by employees	Million Euro	2016/17
68	Capitalization held by Executive Directors	Million Euro	2016/17
69	Capitalization held by ordinary employees	Million Euro	2016/17
70	Top Executives	Number	2016/17
71	Full information on Top Executives' shareholdings?	0/1	2016/17
72	Applying profit-sharing?	0/1	2016/17
73	Discrimination in voting rights	Description	2016/17
74	Discrimination in voting rights?	0/1	2016/17
75	Employee shareholders' representation on boards?	0/1	2016/17
76	Employee representation on boards?	0/1	2016/17
77	Executive owners on boards?	0/1	2016/17
78	Employee representation on boards	Description	2016/17
79	Board structure	Description	2016/17
80	One-tier board structure?	0/1	2016/17
81	Two-tier board structure?	0/1	2016/17
82	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2016/17
83	Controlling shareholder's stake	%	2016/17
84	Controlling shareholder	Description	2016/17
<b>YEAR 2015/16</b>			
85	Market capitalization on May 15, 2016	Million Euro	2015/16
86	Employees	Number	2015/16
87	Shares (allotted, called up and fully paid - own shares deducted)	Number	2015/16

<b>Table of data on employee share ownership in European companies</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
88	Employee shareholders (employee owners)	Number	2015/16
89	New employee share plan in current year?	0/1	2015/16
90	Number of shares held by employees published by company?	0/1	2015/16
91	Employee Stock Options?	0/1	2015/16
92	Broad-based employee share plans?	0/1	2015/16
93	Employee (share) ownership in some extent?	0/1	2015/16
94	Employee share plans?	0/1	2015/16
95	Shares held by Executive Directors	Number	2015/16
96	Shares held by employees (when specified)	Number	2015/16
97	Options exercised and share grants vested (employees - Executive Directors)	Number	2015/16
98	Employee share purchases	Number	2015/16
99	Employees' stake in ownership structure	%	2015/16
100	Significant employees' stake (1 to 6%)?	0/1	2015/16
101	Strategic employees' stake (6 to 20%)?	0/1	2015/16
102	Determining employees' stake (20 to 50%)?	0/1	2015/16
103	Controlling employees' stake (50 to 100%)?	0/1	2015/16
104	Capitalization held by employees	Million Euro	2015/16
105	Capitalization held by Executive Directors	Million Euro	2015/16
106	Capitalization held by ordinary employees	Million Euro	2015/16
107	Top Executives	Number	2015/16
108	Full information on Top Executives' shareholdings?	0/1	2015/16
109	Applying profit-sharing?	0/1	2015/16
110	Discrimination in voting rights	Description	2015/16
111	Discrimination in voting rights?	0/1	2015/16
112	Employee shareholders' representation on boards?	0/1	2015/16
113	Employee representation on boards?	0/1	2015/16
114	Executive owners on boards?	0/1	2015/16
115	Employee representation on boards	Description	2015/16
116	Board structure	Description	2015/16
117	One-tier board structure?	0/1	2015/16
118	Two-tier board structure?	0/1	2015/16
119	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2015/16
120	Controlling shareholder's stake	%	2015/16
121	Controlling shareholder	Description	2015/16
<b>YEAR 2014/15</b>			
122	Market capitalization on May 15, 2015	Million Euro	2014/15
123	Employees	Number	2014/15
124	Shares (allotted, called up and fully paid - own shares deducted)	Number	2014/15
125	Employee shareholders (employee owners)	Number	2014/15
126	New employee share plan in current year?	0/1	2014/15
127	Number of shares held by employees published by company?	0/1	2014/15
128	Employee Stock Options?	0/1	2014/15
129	Broad-based employee share plans?	0/1	2014/15
130	Employee (share) ownership in some extent?	0/1	2014/15
131	Employee share plans?	0/1	2014/15

**Table of data on employee share ownership in European companies**

<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
132	Shares held by Executive Directors	Number	2014/15
133	Shares held by employees (when specified)	Number	2014/15
134	Options exercised and share grants vested (employees - Executive Directors)	Number	2014/15
135	Employee share purchases	Number	2014/15
136	Employees' stake in ownership structure	%	2014/15
137	Significant employees' stake (1 to 6%)?	0/1	2014/15
138	Strategic employees' stake (6 to 20%)?	0/1	2014/15
139	Determining employees' stake (20 to 50%)?	0/1	2014/15
140	Controlling employees' stake (50 to 100%)?	0/1	2014/15
141	Capitalization held by employees	Million Euro	2014/15
142	Capitalization held by Executive Directors	Million Euro	2014/15
143	Capitalization held by ordinary employees	Million Euro	2014/15
144	Top Executives	Number	2014/15
145	Full information on Top Executives' shareholdings?	0/1	2014/15
146	Applying profit-sharing?	0/1	2014/15
147	Discrimination in voting rights	Description	2014/15
148	Discrimination in voting rights?	0/1	2014/15
149	Employee shareholders' representation on boards?	0/1	2014/15
150	Employee representation on boards?	0/1	2014/15
151	Executive owners on boards?	0/1	2014/15
152	Employee representation on boards	Description	2014/15
153	Board structure	Description	2014/15
154	One-tier board structure?	0/1	2014/15
155	Two-tier board structure?	0/1	2014/15
156	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2014/15
157	Controlling shareholder's stake	%	2014/15
158	Controlling shareholder	Description	2014/15
	<b>YEAR 2013/14</b>		
159	Market capitalization on May 15, 2014	Million Euro	2013/14
160	Employees	Number	2013/14
161	Shares (allotted, called up and fully paid - own shares deducted)	Number	2013/14
162	Employee shareholders (employee owners)	Number	2013/14
163	New employee share plan in current year?	0/1	2013/14
164	Number of shares held by employees published by company?	0/1	2013/14
165	Employee Stock Options?	0/1	2013/14
166	Broad-based employee share plans?	0/1	2013/14
167	Employee (share) ownership in some extent?	0/1	2013/14
168	Employee share plans?	0/1	2013/14
169	Shares held by Executive Directors	Number	2013/14
170	Shares held by employees (when specified)	Number	2013/14
171	Options exercised and share grants vested (employees - Executive Directors)	Number	2013/14
172	Employee share purchases	Number	2013/14
173	Employees' stake in ownership structure	%	2013/14
174	Significant employees' stake (1 to 6%)?	0/1	2013/14
175	Strategic employees' stake (6 to 20%)?	0/1	2013/14



**Table of data on employee share ownership in European companies**

<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
176	Determining employees' stake (20 to 50%)?	0/1	2013/14
177	Controlling employees' stake (50 to 100%)?	0/1	2013/14
178	Capitalization held by employees	Million Euro	2013/14
179	Capitalization held by Executive Directors	Million Euro	2013/14
180	Capitalization held by ordinary employees	Million Euro	2013/14
181	Top Executives	Number	2013/14
182	Full information on Top Executives' shareholdings?	0/1	2013/14
183	Applying profit-sharing?	0/1	2013/14
184	Discrimination in voting rights	Description	2013/14
185	Discrimination in voting rights?	0/1	2013/14
186	Employee shareholders' representation on boards?	0/1	2013/14
187	Employee representation on boards?	0/1	2013/14
188	Executive owners on boards?	0/1	2013/14
189	Employee representation on boards	Description	2013/14
190	Board structure	Description	2013/14
191	One-tier board structure?	0/1	2013/14
192	Two-tier board structure?	0/1	2013/14
	<b>YEAR 2012/13</b>		
193	Market capitalization on May 15, 2013	Million Euro	2012/13
194	Employees	Number	2012/13
195	Shares (allotted, called up and fully paid - own shares deducted)	Number	2012/13
196	Employee shareholders (employee owners)	Number	2012/13
197	New employee share plan in current year?	0/1	2012/13
198	Number of shares held by employees published by company?	0/1	2012/13
199	Employee Stock Options?	0/1	2012/13
200	Broad-based employee share plans?	0/1	2012/13
201	Employee (share) ownership in some extent?	0/1	2012/13
202	Employee share plans?	0/1	2012/13
203	Shares held by Executive Directors	Number	2012/13
204	Shares held by employees (when specified)	Number	2012/13
205	Options exercised and share grants vested (employees - Executive Directors)	Number	2012/13
206	Employee share purchases	Number	2012/13
207	Employees' stake in ownership structure	%	2012/13
208	Significant employees' stake (1 to 6%)?	0/1	2012/13
209	Strategic employees' stake (6 to 20%)?	0/1	2012/13
210	Determining employees' stake (20 to 50%)?	0/1	2012/13
211	Controlling employees' stake (50 to 100%)?	0/1	2012/13
212	Capitalization held by employees	Million Euro	2012/13
213	Capitalization held by Executive Directors	Million Euro	2012/13
214	Capitalization held by ordinary employees	Million Euro	2012/13
215	Top Executives	Number	2012/13
216	Full information on Top Executives' shareholdings?	0/1	2012/13
217	Applying of profit-sharing?	0/1	2012/13
218	Discrimination in voting rights	Description	2012/13
219	Discrimination in voting rights?	0/1	2012/13

<b>Table of data on employee share ownership in European companies</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
220	Employee shareholders' representation on boards?	0/1	2012/13
221	Employee representation on boards?	0/1	2012/13
222	Executive owners on boards?	0/1	2012/13
223	Employee representation on boards	Description	2012/13
224	Board structure	Description	2012/13
225	One-tier board structure?	0/1	2012/13
226	Two-tier board structure?	0/1	2012/13
<b>YEAR 2011/12</b>			
227	Market capitalization on May 15, 2012	Million Euro	2011/12
228	Employees	Number	2011/12
229	Shares (allotted, called up and fully paid - own shares deducted)	Number	2011/12
230	Employee shareholders (employee owners)	Number	2011/12
231	New employee share plan in current year?	0/1	2011/12
232	Number of shares held by employees published by company?	0/1	2011/12
233	Employee Stock Options?	0/1	2011/12
234	Broad-based employee share plans?	0/1	2011/12
235	Employee (share) ownership in some extent?	0/1	2011/12
236	Employee share plans?	0/1	2011/12
237	Shares held by Executive Directors	Number	2011/12
238	Shares held by employees (when specified)	Number	2011/12
239	Options exercised and share grants vested (employees - Executive Directors)	Number	2011/12
240	Employee share purchases	Number	2011/12
241	Employees' stake in ownership structure	%	2011/12
242	Significant employees' stake (1 to 6%)?	0/1	2011/12
243	Strategic employees' stake (6 to 20%)?	0/1	2011/12
244	Determining employees' stake (20 to 50%)?	0/1	2011/12
245	Controlling employees' stake (50 to 100%)?	0/1	2011/12
246	Capitalization held by employees	Million Euro	2011/12
247	Capitalization held by Executive Directors	Million Euro	2011/12
248	Capitalization held by ordinary employees	Million Euro	2011/12
249	Top Executives	Number	2011/12
<b>YEAR 2010/11</b>			
250	Market capitalization on May 15, 2011	Million Euro	2010/11
251	Employees	Number	2010/11
252	Shares (allotted, called up and fully paid - own shares deducted)	Number	2010/11
253	Employee shareholders (employee owners)	Number	2010/11
254	New employee share plan in current year?	0/1	2010/11
255	Number of shares held by employees published by company?	0/1	2010/11
256	Employee Stock Options?	0/1	2010/11
257	Broad-based employee share plans?	0/1	2010/11
258	Employee (share) ownership in some extent?	0/1	2010/11
259	Employee share plans?	0/1	2010/11
260	Shares held by Executive Directors	Number	2010/11
261	Shares held by employees (when specified)	Number	2010/11
262	Options exercised and share grants vested (employees - Executive Directors)	Number	2010/11

**Table of data on employee share ownership in European companies**

<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
263	Employee share purchases	Number	2010/11
264	Employees' stake in ownership structure	%	2010/11
265	Significant employees' stake (1 to 6%)?	0/1	2010/11
266	Strategic employees' stake (6 to 20%)?	0/1	2010/11
267	Determining employees' stake (20 to 50%)?	0/1	2010/11
268	Controlling employees' stake (50 to 100%)?	0/1	2010/11
269	Capitalization held by employees	Million Euro	2010/11
270	Capitalization held by Executive Directors	Million Euro	2010/11
271	Capitalization held by ordinary employees	Million Euro	2010/11
272	Top Executives	Number	2010/11
<b>YEAR 2009/10</b>			
273	Market capitalization on May 15, 2010	Million Euro	2009/10
274	Employees	Number	2009/10
275	Shares (allotted, called up and fully paid - own shares deducted)	Number	2009/10
276	Employee shareholders (employee owners)	Number	2009/10
277	New employee share plan in current year?	0/1	2009/10
278	Number of shares held by employees published by company?	0/1	2009/10
279	Employee Stock Options?	0/1	2009/10
280	Broad-based employee share plans?	0/1	2009/10
281	Employee (share) ownership in some extent?	0/1	2009/10
282	Employee share plans?	0/1	2009/10
283	Shares held by Executive Directors	Number	2009/10
284	Shares held by employees (when specified)	Number	2009/10
285	Options exercised and share grants vested (employees - Executive Directors)	Number	2009/10
286	Employee share purchases	Number	2009/10
287	Employees' stake in ownership structure	%	2009/10
288	Significant employees' stake (1 to 6%)?	0/1	2009/10
289	Strategic employees' stake (6 to 20%)?	0/1	2009/10
290	Determining employees' stake (20 to 50%)?	0/1	2009/10
291	Controlling employees' stake (50 to 100%)?	0/1	2009/10
292	Capitalization held by employees	Million Euro	2009/10
293	Capitalization held by Executive Directors	Million Euro	2009/10
294	Capitalization held by ordinary employees	Million Euro	2009/10
295	Top Executives	Number	2009/10
<b>YEAR 2008/9</b>			
296	Market capitalization on May 15, 2009	Million Euro	2008/9
297	Employees	Number	2008/9
298	Shares (allotted, called up and fully paid - own shares deducted)	Number	2008/9
299	Employee shareholders (employee owners)	Number	2008/9
300	New employee share plan in current year?	0/1	2008/9
301	Number of shares held by employees published by company?	0/1	2008/9
302	Employee Stock Options?	0/1	2008/9
303	Broad-based employee share plans?	0/1	2008/9
304	Employee (share) ownership in some extent?	0/1	2008/9
305	Employee share plans?	0/1	2008/9

<b>Table of data on employee share ownership in European companies</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
306	Shares held by Executive Directors	Number	2008/9
307	Shares held by employees (when specified)	Number	2008/9
308	Options exercised and share grants vested (employees - Executive Directors)	Number	2008/9
309	Employee share purchases	Number	2008/9
310	Employees' stake in ownership structure	%	2008/9
311	Significant employees' stake (1 to 6%)?	0/1	2008/9
312	Strategic employees' stake (6 to 20%)?	0/1	2008/9
313	Determining employees' stake (20 to 50%)?	0/1	2008/9
314	Controlling employees' stake (50 to 100%)?	0/1	2008/9
315	Capitalization held by employees	Million Euro	2008/9
316	Capitalization held by Executive Directors	Million Euro	2008/9
317	Capitalization held by ordinary employees	Million Euro	2008/9
318	Top Executives	Number	2008/9
	<b>YEAR 2007/8</b>		
319	Market capitalization on May 15, 2008	Million Euro	2007/8
320	Employees	Number	2007/8
321	Shares (allotted, called up and fully paid - own shares deducted)	Number	2007/8
322	Employee shareholders (employee owners)	Number	2007/8
323	New employee share plan in current year?	0/1	2007/8
324	Number of shares held by employees published by company?	0/1	2007/8
325	Employee Stock Options?	0/1	2007/8
326	Broad-based employee share plans?	0/1	2007/8
327	Employee (share) ownership in some extent?	0/1	2007/8
328	Employee share plans?	0/1	2007/8
329	Shares held by Executive Directors	Number	2007/8
330	Shares held by employees (when specified)	Number	2007/8
331	Options exercised and share grants vested (employees - Executive Directors)	Number	2007/8
332	Employee share purchases	Number	2007/8
333	Employees' stake in ownership structure	%	2007/8
334	Significant employees' stake (1 to 6%)?	0/1	2007/8
335	Strategic employees' stake (6 to 20%)?	0/1	2007/8
336	Determining employees' stake (20 to 50%)?	0/1	2007/8
337	Controlling employees' stake (50 to 100%)?	0/1	2007/8
338	Capitalization held by employees	Million Euro	2007/8
339	Capitalization held by Executive Directors	Million Euro	2007/8
340	Capitalization held by ordinary employees	Million Euro	2007/8
	<b>YEAR 2006/7</b>		
341	Market capitalization on May 15, 2007	Million Euro	2006/7
342	Employees	Number	2006/7
343	Shares (allotted, called up and fully paid - own shares deducted)	Number	2006/7
344	Employee shareholders (employee owners)	Number	2006/7
345	New employee share plan in current year?	0/1	2006/7
346	Number of shares held by employees published by company?	0/1	2006/7
347	Employee Stock Options?	0/1	2006/7
348	Broad-based employee share plans?	0/1	2006/7

**Table of data on employee share ownership in European companies**

<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
349	Employee (share) ownership in some extent?	0/1	2006/7
350	Employee share plans?	0/1	2006/7
351	Shares held by Executive Directors	Number	2006/7
352	Shares held by employees (when specified)	Number	2006/7
353	Options exercised and share grants vested (employees - Executive Directors)	Number	2006/7
354	Employee share purchases	Number	2006/7
355	Employees' stake in ownership structure	%	2006/7
356	Significant employees' stake (1 to 6%)?	0/1	2006/7
357	Strategic employees' stake (6 to 20%)?	0/1	2006/7
358	Determining employees' stake (20 to 50%)?	0/1	2006/7
359	Controlling employees' stake (50 to 100%)?	0/1	2006/7
360	Capitalization held by employees	Million Euro	2006/7
361	Capitalization held by Executive Directors	Million Euro	2006/7
362	Capitalization held by ordinary employees	Million Euro	2006/7
<b>YEAR 2005/6</b>			
363	Market capitalization on May 15, 2006	Million Euro	2005/6
364	Employees	Number	2005/6
365	Shares (allotted, called up and fully paid - own shares deducted)	Number	2005/6
366	Number of shares held by employees published by company?	0/1	2005/6
367	Employee Stock Options?	0/1	2005/6
368	Broad-based employee share plans?	0/1	2005/6
369	Employee (share) ownership in some extent?	0/1	2005/6
370	Employee share plans?	0/1	2005/6
371	Shares held by Executive Directors	Number	2005/6
372	Shares held by employees (when specified)	Number	2005/6
373	Options exercised and share grants vested (employees - Executive Directors)	Number	2005/6
374	Employee share purchases	Number	2005/6
375	Employees' stake in ownership structure	%	2005/6
376	Significant employees' stake (1 to 6%)?	0/1	2005/6
377	Strategic employees' stake (6 to 20%)?	0/1	2005/6
378	Determining employees' stake (20 to 50%)?	0/1	2005/6
379	Controlling employees' stake (50 to 100%)?	0/1	2005/6
380	Capitalization held by employees	Million Euro	2005/6

<b>Table of data on employee share ownership in European countries</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
<b>ALL COMPANIES, YEAR 2017/18</b>			
1	Companies	Numbers	2017/18
2	Date of first employee share plan	Year	2017/18
3	Companies having launched new employee share plans	Numbers	2017/18
4	Companies having published Employees' stake in ownership structure	Numbers	2017/18
5	Companies having stock options	Numbers	2017/18
6	Companies having broad-based employee share plans	Numbers	2017/18
7	Companies having employee share ownership	Numbers	2017/18
8	Companies having employee share plans	Numbers	2017/18
9	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2017/18
10	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2017/18
11	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2017/18
12	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2017/18
13	Stock Market Capitalisation in May 2017	Million Euro	2017/18
14	Employees	Numbers	2017/18
15	Employee owners	Numbers	2017/18
16	Employee owners in % of employees	%	2017/18
17	Employees' stake in ownership structure (EO)	%	2017/18
18	Top Executives' stake in ownership structure (EXEC)	%	2017/18
19	Ordinary employees' stake in ownership structure (NonEXEC)	%	2017/18
<b>ALL COMPANIES, YEAR 2016/17</b>			
20	Companies having launched new employee share plans	Numbers	2016/17
21	Companies having published Employees' stake in ownership structure	Numbers	2016/17
22	Companies having stock options	Numbers	2016/17
23	Companies having broad-based employee share plans	Numbers	2016/17
24	Companies having employee share ownership	Numbers	2016/17
25	Companies having employee share plans	Numbers	2016/17
26	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2016/17
27	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2016/17
28	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2016/17
29	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2016/17
30	Stock Market Capitalisation in May 2017	Million Euro	2016/17
31	Employees	Numbers	2016/17
32	Employee owners	Numbers	2016/17
33	Employee owners in % of employees	%	2016/17
34	Employees' stake in ownership structure (EO)	%	2016/17
35	Top Executives' stake in ownership structure (EXEC)	%	2016/17
36	Ordinary employees' stake in ownership structure (NonEXEC)	%	2016/17
<b>ALL COMPANIES, YEAR 2015/16</b>			
37	Companies having launched new employee share plans	Numbers	2015/16
38	Companies having published Employees' stake in ownership structure	Numbers	2015/16
39	Companies having stock options	Numbers	2015/16
40	Companies having broad-based employee share plans	Numbers	2015/16
41	Companies having employee share ownership	Numbers	2015/16
42	Companies having employee share plans	Numbers	2015/16
43	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2015/16
44	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2015/16
45	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2015/16
46	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2015/16
47	Stock Market Capitalisation in May 2016	Million Euro	2015/16
48	Employees	Numbers	2015/16
49	Employee owners	Numbers	2015/16
50	Employee owners in % of employees	%	2015/16
51	Employees' stake in ownership structure (EO)	%	2015/16

<b>Table of data on employee share ownership in European countries</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
52	Top Executives' stake in ownership structure (EXEC)	%	2015/16
53	Ordinary employees' stake in ownership structure (NonEXEC)	%	2015/16
<b>ALL COMPANIES, YEAR 2014/15</b>			
54	Companies having launched new employee share plans	Numbers	2014/15
55	Companies having published Employees' stake in ownership structure	Numbers	2014/15
56	Companies having stock options	Numbers	2014/15
57	Companies having broad-based employee share plans	Numbers	2014/15
58	Companies having employee share ownership	Numbers	2014/15
59	Companies having employee share plans	Numbers	2014/15
60	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2014/15
61	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2014/15
62	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2014/15
63	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2014/15
64	Stock Market Capitalisation in May 2015	Million Euro	2014/15
65	Employees	Numbers	2014/15
66	Employee owners	Numbers	2014/15
67	Employee owners in % of employees	%	2014/15
68	Employees' stake in ownership structure (EO)	%	2014/15
69	Top Executives' stake in ownership structure (EXEC)	%	2014/15
70	Ordinary employees' stake in ownership structure (NonEXEC)	%	2014/15
<b>ALL COMPANIES, YEAR 2013/14</b>			
71	Companies having launched new employee share plans	Numbers	2013/14
72	Companies having published Employees' stake in ownership structure	Numbers	2013/14
73	Companies having stock options	Numbers	2013/14
74	Companies having broad-based employee share plans	Numbers	2013/14
75	Companies having employee share ownership	Numbers	2013/14
76	Companies having employee share plans	Numbers	2013/14
77	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2013/14
78	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2013/14
79	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2013/14
80	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2013/14
81	Stock Market Capitalisation in May 2014	Million Euro	2013/14
82	Employees	Numbers	2013/14
83	Employee owners	Numbers	2013/14
84	Employee owners in % of employees	%	2013/14
85	Employees' stake in ownership structure (EO)	%	2013/14
86	Top Executives' stake in ownership structure (EXEC)	%	2013/14
87	Ordinary employees' stake in ownership structure (NonEXEC)	%	2013/14
<b>ALL COMPANIES, YEAR 2012/13</b>			
88	Companies having launched new employee share plans	Numbers	2012/13
89	Companies having published Employees' stake in ownership structure	Numbers	2012/13
90	Companies having stock options	Numbers	2012/13
91	Companies having broad-based employee share plans	Numbers	2012/13
92	Companies having employee share ownership	Numbers	2012/13
93	Companies having employee share plans	Numbers	2012/13
94	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2012/13
95	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2012/13
96	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2012/13
97	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2012/13
98	Capitalisation in May 2013	Million Euro	2012/13
99	Employees	Numbers	2012/13
100	Employee owners	Numbers	2012/13
101	Employee owners in % of employees	%	2012/13
102	Employees' stake in ownership structure (EO)	%	2012/13

<b>Table of data on employee share ownership in European countries</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
103	Top Executives' stake in ownership structure (EXEC)	%	2012/13
104	Ordinary employees' stake in ownership structure (NonEXEC)	%	2012/13
<b>ALL COMPANIES, YEAR 2011/12</b>			
105	Companies having launched new employee share plans	Numbers	2011/12
106	Companies having published Employees' stake in ownership structure	Numbers	2011/12
107	Companies having stock options	Numbers	2011/12
108	Companies having broad-based employee share plans	Numbers	2011/12
109	Companies having employee share ownership	Numbers	2011/12
110	Companies having employee share plans	Numbers	2011/12
111	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2011/12
112	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2011/12
113	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2011/12
114	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2011/12
115	Capitalisation in May 2012	Million Euro	2011/12
116	Employees	Numbers	2011/12
117	Employee owners	Numbers	2011/12
118	Employee owners in % of employees	%	2011/12
119	Employees' stake in ownership structure (EO)	%	2011/12
120	Top Executives' stake in ownership structure (EXEC)	%	2011/12
121	Ordinary employees' stake in ownership structure (NonEXEC)	%	2011/12
<b>ALL COMPANIES, YEAR 2010/11</b>			
122	Companies having launched new employee share plans	Numbers	2010/11
123	Companies having published Employees' stake in ownership structure	Numbers	2010/11
124	Companies having stock options	Numbers	2010/11
125	Companies having broad-based employee share plans	Numbers	2010/11
126	Companies having employee share ownership	Numbers	2010/11
127	Companies having employee share plans	Numbers	2010/11
128	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2010/11
129	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2010/11
130	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2010/11
131	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2010/11
132	Capitalisation in May 2011	Million Euro	2010/11
133	Employees	Numbers	2010/11
134	Employee owners	Numbers	2010/11
135	Employee owners in % of employees	%	2010/11
136	Employees' stake in ownership structure (EO)	%	2010/11
137	Top Executives' stake in ownership structure (EXEC)	%	2010/11
138	Ordinary employees' stake in ownership structure (NonEXEC)	%	2010/11
<b>ALL COMPANIES, YEAR 2009/10</b>			
139	Companies having launched new employee share plans	Numbers	2009/10
140	Companies having published Employees' stake in ownership structure	Numbers	2009/10
141	Companies having stock options	Numbers	2009/10
142	Companies having broad-based employee share plans	Numbers	2009/10
143	Companies having employee share ownership	Numbers	2009/10
144	Companies having employee share plans	Numbers	2009/10
145	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2009/10
146	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2009/10
147	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2009/10
148	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2009/10
149	Capitalisation in May 2010	Million Euro	2009/10
150	Employees	Numbers	2009/10
151	Employee owners	Numbers	2009/10
152	Employee owners in % of employees	%	2009/10
153	Employees' stake in ownership structure (EO)	%	2009/10



<b>Table of data on employee share ownership in European countries</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
154	Top Executives' stake in ownership structure (EXEC)	%	2009/10
155	Ordinary employees' stake in ownership structure (NonEXEC)	%	2009/10
<b>ALL COMPANIES, YEAR 2008/9</b>			
156	Companies having launched new employee share plans	Numbers	2008/9
157	Companies having published Employees' stake in ownership structure	Numbers	2008/9
158	Companies having stock options	Numbers	2008/9
159	Companies having broad-based employee share plans	Numbers	2008/9
160	Companies having employee share ownership	Numbers	2008/9
161	Companies having employee share plans	Numbers	2008/9
162	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2008/9
163	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2008/9
164	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2008/9
165	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2008/9
166	Capitalisation in May 2009	Million Euro	2008/9
167	Employees	Numbers	2008/9
168	Employee owners	Numbers	2008/9
169	Employee owners in % of employees	%	2008/9
170	Employees' stake in ownership structure (EO)	%	2008/9
171	Top Executives' stake in ownership structure (EXEC)	%	2008/9
172	Ordinary employees' stake in ownership structure (NonEXEC)	%	2008/9
<b>ALL COMPANIES, YEAR 2007/8</b>			
173	Companies having launched new employee share plans	Numbers	2007/8
174	Companies having published Employees' stake in ownership structure	Numbers	2007/8
175	Companies having stock options	Numbers	2007/8
176	Companies having broad-based employee share plans	Numbers	2007/8
177	Companies having employee share ownership	Numbers	2007/8
178	Companies having employee share plans	Numbers	2007/8
179	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2007/8
180	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2007/8
181	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2007/8
182	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2007/8
183	Capitalisation in May 2008	Million Euro	2007/8
184	Employees	Numbers	2007/8
185	Employee owners	Numbers	2007/8
186	Employee owners in % of employees	%	2007/8
187	Employees' stake in ownership structure (EO)	%	2007/8
188	Top Executives' stake in ownership structure (EXEC)	%	2007/8
189	Ordinary employees' stake in ownership structure (NonEXEC)	%	2007/8
<b>ALL COMPANIES, YEAR 2006/7</b>			
190	Companies having launched new employee share plans	Numbers	2006/7
191	Companies having published Employees' stake in ownership structure	Numbers	2006/7
192	Companies having stock options	Numbers	2006/7
193	Companies having broad-based employee share plans	Numbers	2006/7
194	Companies having employee share ownership	Numbers	2006/7
195	Companies having employee share plans	Numbers	2006/7
196	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2006/7
197	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2006/7
198	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2006/7
199	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2006/7
200	Capitalisation in May 2007	Million Euro	2006/7
201	Employees	Numbers	2006/7
202	Employee owners	Numbers	2006/7
203	Employee owners in % of employees	%	2006/7
204	Employees' stake in ownership structure (EO)	%	2006/7

<b>Table of data on employee share ownership in European countries</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
205	Top Executives' stake in ownership structure (EXEC)	%	2006/7
206	Ordinary employees' stake in ownership structure (NonEXEC)	%	2006/7
<b>ALL COMPANIES, YEAR 2005/6</b>			
207	Companies having published Employees' stake in ownership structure	Numbers	2005/6
208	Companies having stock options	Numbers	2005/6
209	Companies having broad-based employee share plans	Numbers	2005/6
210	Companies having employee share ownership	Numbers	2005/6
211	Companies having employee share plans	Numbers	2005/6
212	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2005/6
213	Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2005/6
214	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2005/6
215	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2005/6
216	Capitalisation in May 2006	Million Euro	2005/6
217	Employees	Numbers	2005/6
218	Employees' stake in ownership structure (EO)	%	2005/6
<b>LISTED COMPANIES, YEAR 2017/18</b>			
219	Listed Companies	Numbers	2017/18
220	Date of first employee share plan	Year	2017/18
221	Listed Companies having published Employees' stake in ownership structure	Numbers	2017/18
222	Listed Companies having stock options	Numbers	2017/18
223	Listed Companies having broad-based employee share plans	Numbers	2017/18
224	Listed Companies having employee share ownership	Numbers	2017/18
225	Listed Companies having employee share plans	Numbers	2017/18
226	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2017/18
227	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2017/18
228	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2017/18
229	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2017/18
230	Employees in listed companies having employee share plans	Numbers	2017/18
231	Employee owners in listed companies having employee share plans	Numbers	2017/18
232	Employee owners in % of all employees in listed companies having employee share plans	%	2017/18
233	Listed Companies applying profit sharing	Numbers	2017/18
234	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2017/18
235	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2017/18
236	Listed Companies having employee shareholders' representation on Boards	Numbers	2017/18
237	Listed Companies having employees representation on Boards	Numbers	2017/18
238	Listed Companies having Executive owners on Boards	Numbers	2017/18
239	Listed Companies having One-Tier Board structure	Numbers	2017/18
240	Listed Companies having Two-Tier Board structure	Numbers	2017/18
<b>LISTED COMPANIES, YEAR 2016/17</b>			
241	Listed Companies having published Employees' stake in ownership structure	Numbers	2016/17
242	Listed Companies having stock options	Numbers	2016/17
243	Listed Companies having broad-based employee share plans	Numbers	2016/17
244	Listed Companies having employee share ownership	Numbers	2016/17
245	Listed Companies having employee share plans	Numbers	2016/17
246	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2016/17
247	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2016/17
248	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2016/17
249	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2016/17
250	Employees in listed companies having employee share plans	Numbers	2016/17
251	Employee owners in listed companies having employee share plans	Numbers	2016/17
252	Employee owners in % of all employees in listed companies having employee share plans	%	2016/17
253	Listed Companies applying profit sharing	Numbers	2016/17
254	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2016/17
255	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2016/17

<b>Table of data on employee share ownership in European countries</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
256	Listed Companies having employee shareholders' representation on Boards	Numbers	2016/17
257	Listed Companies having employees representation on Boards	Numbers	2016/17
258	Listed Companies having Executive owners on Boards	Numbers	2016/17
259	Listed Companies having One-Tier Board structure	Numbers	2016/17
260	Listed Companies having Two-Tier Board structure	Numbers	2016/17
<b>LISTED COMPANIES, YEAR 2015/16</b>			
261	Listed Companies having published Employees' stake in ownership structure	Numbers	2015/16
262	Listed Companies having stock options	Numbers	2015/16
263	Listed Companies having broad-based employee share plans	Numbers	2015/16
264	Listed Companies having employee share ownership	Numbers	2015/16
265	Listed Companies having employee share plans	Numbers	2015/16
266	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2015/16
267	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2015/16
268	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2015/16
269	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2015/16
270	Employees in listed companies having employee share plans	Numbers	2015/16
271	Employee owners in listed companies having employee share plans	Numbers	2015/16
272	Employee owners in % of all employees in listed companies having employee share plans	%	2015/16
273	Listed Companies applying profit sharing	Numbers	2015/16
274	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2015/16
275	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2015/16
276	Listed Companies having employee shareholders' representation on Boards	Numbers	2015/16
277	Listed Companies having employees representation on Boards	Numbers	2015/16
278	Listed Companies having Executive owners on Boards	Numbers	2015/16
279	Listed Companies having One-Tier Board structure	Numbers	2015/16
280	Listed Companies having Two-Tier Board structure	Numbers	2015/16
<b>LISTED COMPANIES, YEAR 2014/15</b>			
281	Listed Companies having published Employees' stake in ownership structure	Numbers	2014/15
282	Listed Companies having stock options	Numbers	2014/15
283	Listed Companies having broad-based employee share plans	Numbers	2014/15
284	Listed Companies having employee share ownership	Numbers	2014/15
285	Listed Companies having employee share plans	Numbers	2014/15
286	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2014/15
287	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2014/15
288	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2014/15
289	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2014/15
290	Employees in listed companies having employee share plans	Numbers	2014/15
291	Employee owners in listed companies having employee share plans	Numbers	2014/15
292	Employee owners in % of all employees in listed companies having employee share plans	%	2014/15
293	Listed Companies applying profit sharing	Numbers	2014/15
294	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2014/15
295	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2014/15
296	Listed Companies having employee shareholders' representation on Boards	Numbers	2014/15
297	Listed Companies having employees representation on Boards	Numbers	2014/15
298	Listed Companies having Executive owners on Boards	Numbers	2014/15
299	Listed Companies having One-Tier Board structure	Numbers	2014/15
300	Listed Companies having Two-Tier Board structure	Numbers	2014/15
<b>LISTED COMPANIES, YEAR 2013/14</b>			
301	Listed Companies having published Employees' stake in ownership structure	Numbers	2013/14
302	Listed Companies having stock options	Numbers	2013/14
303	Listed Companies having broad-based employee share plans	Numbers	2013/14
304	Listed Companies having employee share ownership	Numbers	2013/14
305	Listed Companies having employee share plans	Numbers	2013/14
306	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2013/14

<b>Table of data on employee share ownership in European countries</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
307	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2013/14
308	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2013/14
309	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2013/14
310	Employees in listed companies having employee share plans	Numbers	2013/14
311	Employee owners in listed companies having employee share plans	Numbers	2013/14
312	Employee owners in % of all employees in listed companies having employee share plans	%	2013/14
313	Listed Companies applying profit sharing	Numbers	2013/14
314	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2013/14
315	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2013/14
316	Listed Companies having employee shareholders' representation on Boards	Numbers	2013/14
317	Listed Companies having employees representation on Boards	Numbers	2013/14
318	Listed Companies having Executive owners on Boards	Numbers	2013/14
319	Listed Companies having One-Tier Board structure	Numbers	2013/14
320	Listed Companies having Two-Tier Board structure	Numbers	2013/14
<b>LISTED COMPANIES, YEAR 2012/13</b>			
321	Listed Companies having published Employees' stake in ownership structure	Numbers	2012/13
322	Listed Companies having stock options	Numbers	2012/13
323	Listed Companies having broad-based employee share plans	Numbers	2012/13
324	Listed Companies having employee share ownership	Numbers	2012/13
325	Listed Companies having employee share plans	Numbers	2012/13
326	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2012/13
327	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2012/13
328	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2012/13
329	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2012/13
330	Employees in listed companies having employee share plans	Numbers	2012/13
331	Employee owners in listed companies having employee share plans	Numbers	2012/13
332	Employee owners in % of all employees in listed companies having employee share plans	%	2012/13
333	Listed Companies applying profit sharing	Numbers	2012/13
334	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2012/13
335	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2012/13
336	Listed Companies having employee shareholders' representation on Boards	Numbers	2012/13
337	Listed Companies having employees representation on Boards	Numbers	2012/13
338	Listed Companies having Executive owners on Boards	Numbers	2012/13
339	Listed Companies having One-Tier Board structure	Numbers	2012/13
340	Listed Companies having Two-Tier Board structure	Numbers	2012/13
<b>LISTED COMPANIES, YEAR 2011/12</b>			
341	Listed Companies having published Employees' stake in ownership structure	Numbers	2011/12
342	Listed Companies having stock options	Numbers	2011/12
343	Listed Companies having broad-based employee share plans	Numbers	2011/12
344	Listed Companies having employee share ownership	Numbers	2011/12
345	Listed Companies having employee share plans	Numbers	2011/12
346	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2011/12
347	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2011/12
348	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2011/12
349	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2011/12
350	Employees in listed companies having employee share plans	Numbers	2011/12
351	Employee owners in listed companies having employee share plans	Numbers	2011/12
352	Employee owners in % of all employees in listed companies having employee share plans	%	2011/12
<b>LISTED COMPANIES, YEAR 2010/11</b>			
353	Listed Companies having published Employees' stake in ownership structure	Numbers	2010/11
354	Listed Companies having stock options	Numbers	2010/11
355	Listed Companies having broad-based employee share plans	Numbers	2010/11
356	Listed Companies having employee share ownership	Numbers	2010/11
357	Listed Companies having employee share plans	Numbers	2010/11

<b>Table of data on employee share ownership in European countries</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
358	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2010/11
359	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2010/11
360	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2010/11
361	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2010/11
362	Employees in listed companies having employee share plans	Numbers	2010/11
363	Employee owners in listed companies having employee share plans	Numbers	2010/11
364	Employee owners in % of all employees in listed companies having employee share plans	%	2010/11
<b>LISTED COMPANIES, YEAR 2009/10</b>			
365	Listed Companies having published Employees' stake in ownership structure	Numbers	2009/10
366	Listed Companies having stock options	Numbers	2009/10
367	Listed Companies having broad-based employee share plans	Numbers	2009/10
368	Listed Companies having employee share ownership	Numbers	2009/10
369	Listed Companies having employee share plans	Numbers	2009/10
370	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2009/10
371	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2009/10
372	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2009/10
373	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2009/10
374	Employees in listed companies having employee share plans	Numbers	2009/10
375	Employee owners in listed companies having employee share plans	Numbers	2009/10
376	Employee owners in % of all employees in listed companies having employee share plans	%	2009/10
<b>LISTED COMPANIES, YEAR 2008/9</b>			
377	Listed Companies having published Employees' stake in ownership structure	Numbers	2008/9
378	Listed Companies having stock options	Numbers	2008/9
379	Listed Companies having broad-based employee share plans	Numbers	2008/9
380	Listed Companies having employee share ownership	Numbers	2008/9
381	Listed Companies having employee share plans	Numbers	2008/9
382	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2008/9
383	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2008/9
384	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2008/9
385	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2008/9
386	Employees in listed companies having employee share plans	Numbers	2008/9
387	Employee owners in listed companies having employee share plans	Numbers	2008/9
388	Employee owners in % of all employees in listed companies having employee share plans	%	2008/9
<b>LISTED COMPANIES, YEAR 2007/8</b>			
389	Listed Companies having published Employees' stake in ownership structure	Numbers	2007/8
390	Listed Companies having stock options	Numbers	2007/8
391	Listed Companies having broad-based employee share plans	Numbers	2007/8
392	Listed Companies having employee share ownership	Numbers	2007/8
393	Listed Companies having employee share plans	Numbers	2007/8
394	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2007/8
395	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2007/8
396	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2007/8
397	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2007/8
398	Employees in listed companies having employee share plans	Numbers	2007/8
399	Employee owners in listed companies having employee share plans	Numbers	2007/8
400	Employee owners in % of all employees in listed companies having employee share plans	%	2007/8
<b>LISTED COMPANIES, YEAR 2006/7</b>			
401	Listed Companies having published Employees' stake in ownership structure	Numbers	2006/7
402	Listed Companies having stock options	Numbers	2006/7
403	Listed Companies having broad-based employee share plans	Numbers	2006/7
404	Listed Companies having employee share ownership	Numbers	2006/7
405	Listed Companies having employee share plans	Numbers	2006/7
406	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2006/7
407	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2006/7

<b>Table of data on employee share ownership in European countries</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
408	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2006/7
409	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2006/7
410	Employees in listed companies having employee share plans	Numbers	2006/7
411	Employee owners in listed companies having employee share plans	Numbers	2006/7
412	Employee owners in % of all employees in listed companies having employee share plans	%	2006/7
<b>LISTED COMPANIES, YEAR 2005/6</b>			
413	Listed Companies having published Employees' stake in ownership structure	Numbers	2005/6
414	Listed Companies having stock options	Numbers	2005/6
415	Listed Companies having broad-based employee share plans	Numbers	2005/6
416	Listed Companies having employee share ownership	Numbers	2005/6
417	Listed Companies having employee share plans	Numbers	2005/6
418	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2005/6
419	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2005/6
420	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2005/6
421	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2005/6
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2017/18</b>			
422	Non-listed Companies	Numbers	2017/18
423	Birthdate	Year	2017/18
424	Stock Capitalisation	Million Euro	2017/18
425	Employees	Numbers	2017/18
426	Employee owners	Numbers	2017/18
427	Employee owners in % of employees	%	2017/18
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2016/17</b>			
428	Stock Capitalisation	Million Euro	2016/17
429	Employees	Numbers	2016/17
430	Employee owners	Numbers	2016/17
431	Employee owners in % of employees	%	2016/17
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2015/16</b>			
432	Stock Capitalisation	Million Euro	2015/16
433	Employees	Numbers	2015/16
434	Employee owners	Numbers	2015/16
435	Employee owners in % of employees	%	2015/16
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2014/15</b>			
436	Stock Capitalisation	Million Euro	2014/15
437	Employees	Numbers	2014/15
438	Employee owners	Numbers	2014/15
439	Employee owners in % of employees	%	2014/15
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2013/14</b>			
440	Stock Capitalisation	Million Euro	2013/14
441	Employees	Numbers	2013/14
442	Employee owners	Numbers	2013/14
443	Employee owners in % of employees	%	2013/14
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2012/13</b>			
444	Stock Capitalisation	Million Euro	2012/13
445	Employees	Numbers	2012/13
446	Employee owners	Numbers	2012/13
447	Employee owners in % of employees	%	2012/13
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2011/12</b>			
448	Stock Capitalisation	Million Euro	2011/12
449	Employees	Numbers	2011/12
450	Employee owners	Numbers	2011/12
451	Employee owners in % of employees	%	2011/12
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2010/11</b>			
452	Stock Capitalisation	Million Euro	2010/11

<b>Table of data on employee share ownership in European countries</b>			
<b>Data</b>	<b>Description</b>	<b>Unit</b>	<b>Year</b>
453	Employees	Numbers	2010/11
454	Employee owners	Numbers	2010/11
455	Employee owners in % of employees	%	2010/11
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2009/10</b>			
456	Stock Capitalisation	Million Euro	2009/10
457	Employees	Numbers	2009/10
458	Employee owners	Numbers	2009/10
459	Employee owners in % of employees	%	2009/10
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2008/9</b>			
460	Stock Capitalisation	Million Euro	2008/9
461	Employees	Numbers	2008/9
462	Employee owners	Numbers	2008/9
463	Employee owners in % of employees	%	2008/9
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2007/8</b>			
464	Stock Capitalisation	Million Euro	2007/8
465	Employees	Numbers	2007/8
466	Employee owners	Numbers	2007/8
467	Employee owners in % of employees	%	2007/8
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2006/7</b>			
468	Stock Capitalisation	Million Euro	2006/7
469	Employees	Numbers	2006/7
470	Employee owners	Numbers	2006/7
471	Employee owners in % of employees	%	2006/7
<b>NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2005/6</b>			
472	Stock Capitalisation	Million Euro	2005/6
473	Employees	Numbers	2005/6

### Data on employee share ownership in European countries\*

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	1	2	3	4	5	6	7	8	9	10
	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18
	Companies	Date of first Empl. Share Plan	Companies having new share plans	Companies having published %EO	Companies having Stock Options	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%
	Numbers	Year	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers
AT	40	2.004	9	9	13	18	33	27	16	10
BE	61	2.001	26	4	47	18	55	54	30	14
BG	6	1.945	0	0	0	1	6	1	2	2
CH	161	2.002	65	10	92	61	158	146	74	20
CY	4	2.000	2	1	3	2	4	3	1	1
CZ	28	1.965	3	0	5	22	25	27	21	20
DA	74	2.003	26	3	62	38	73	71	33	4
DE	238	2.000	66	12	139	91	203	185	91	41
EE	7	2.008	1	0	4	1	7	4	2	1
ES	162	1.995	16	3	35	73	147	120	85	76
FI	75	2.004	50	1	48	34	74	73	32	8
FR	380	1.994	179	261	221	300	373	367	314	203
GR	46	2.005	3	0	25	7	37	30	21	19
HR	15	2.005	2	0	4	5	8	9	4	2
HU	9	2.000	3	3	5	6	9	9	5	3
IE	33	1.999	11	1	29	17	32	32	19	4
IS	7	2.006	0	0	4	1	7	5	1	1
IT	186	1.994	49	8	92	51	174	143	89	68
LT	8	0	0	0	0	0	5	1	2	1
LU	14	2.008	4	0	10	2	13	13	9	7
LV	1	0	0	0	0	0	1	0	0	0
MT	8	2.000	1	0	3	3	6	5	3	2
NL	81	2.002	41	11	55	28	76	77	43	14
NO	104	2.005	52	6	67	65	102	99	52	14
PL	103	2.006	11	0	47	16	80	61	34	25
PT	28	2.004	4	1	11	4	24	14	9	5
RO	13	2.011	2	0	2	2	11	4	0	0
SK	8	1.967	0	0	0	2	3	3	2	2
SL	14	1.995	0	2	1	7	12	8	5	4
SV	208	2.005	104	14	156	80	208	185	108	39
UK	625	2.000	187	67	532	481	622	623	457	198
<b>31 COUNTRIES</b>	<b>2.747</b>	<b>1.999</b>	<b>917</b>	<b>417</b>	<b>1.712</b>	<b>1.436</b>	<b>2.588</b>	<b>2.399</b>	<b>1.564</b>	<b>808</b>
13 NMS - PL (*)	121	1.986	14	6	27	51	97	74	47	38

(\*) "New" Member States except Poland



## Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	11	12	13	14	15	16	17	18	19	20
	2017/18	2017/18	May 2018	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2016/17
	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners	Employee owners in % of employees	Employees' stake	Top Executives' stake	Ordinary employees' stake	Companies having new share plans
	Numbers	Numbers	million €	Numbers	Numbers	%	%	%	%	Numbers
AT	6	2	117.980 €	518.701	77.419	14,93	3,19	1,13	2,06	8
BE	11	4	305.102 €	573.271	45.854	8,00	3,36	2,28	1,08	24
BG	2	1	977 €	16.840	43	0,26	8,30	8,30	0,00	0
CH	9	3	1.247.262 €	1.876.529	238.317	12,70	3,13	1,33	1,80	60
CY	1	1	1.099 €	8.527	843	9,89	1,21	1,16	0,05	2
CZ	20	20	27.421 €	61.728	4.488	7,27	0,29	0,09	0,21	2
DA	3	2	358.263 €	936.898	60.811	6,49	1,39	0,25	1,14	34
DE	30	14	1.691.887 €	5.901.396	753.004	12,76	1,99	1,08	0,92	62
EE	0	0	2.182 €	16.590	58	0,35	1,08	0,96	0,12	0
ES	68	60	699.355 €	2.168.885	148.575	6,85	2,43	1,41	1,03	21
FI	4	1	230.936 €	536.432	113.098	21,08	1,19	0,43	0,76	47
FR	161	130	2.219.002 €	8.406.061	3.189.362	37,94	5,32	1,51	3,81	176
GR	13	4	47.864 €	215.304	24.079	11,18	5,92	5,31	0,60	2
HR	2	1	15.080 €	58.783	1.839	3,13	2,96	2,48	0,47	2
HU	3	2	21.889 €	99.086	9.355	9,44	1,74	0,65	1,09	4
IE	2	1	138.626 €	314.130	11.421	3,64	1,90	0,97	0,93	8
IS	1	0	5.496 €	17.320	416	2,40	12,44	11,68	0,76	0
IT	58	46	569.519 €	1.656.010	155.357	9,38	4,19	3,62	0,57	52
LT	0	0	2.959 €	13.751	23	0,17	0,97	0,96	0,01	0
LU	4	3	61.958 €	146.253	7.681	5,25	16,80	16,61	0,18	6
LV	0	0	431 €	966	0	0,00	0,00	0,00	0,00	0
MT	1	1	3.372 €	8.887	2.093	23,56	4,90	3,83	1,07	0
NL	10	6	617.386 €	1.624.727	175.245	10,79	1,92	0,69	1,23	36
NO	6	3	270.261 €	356.504	42.606	11,95	2,29	1,23	1,06	46
PL	14	4	131.591 €	678.214	37.083	5,47	3,20	2,73	0,48	9
PT	5	2	66.586 €	287.862	4.866	1,69	1,79	1,71	0,08	6
RO	0	0	16.525 €	65.350	3.632	5,56	0,11	0,05	0,06	2
SK	2	2	3.566 €	14.070	165	1,17	0,07	0,00	0,06	0
SL	4	4	5.282 €	62.925	1.122	1,78	0,67	0,10	0,57	0
SV	17	8	559.010 €	1.790.028	422.073	23,58	2,26	1,21	1,05	105
UK	126	92	2.907.783 €	7.722.646	1.954.760	25,31	2,65	1,12	1,53	192
<b>31 COUNTRIES</b>	<b>583</b>	<b>417</b>	<b>12.346.652 €</b>	<b>36.154.676</b>	<b>7.485.690</b>	<b>20,70</b>	<b>3,11</b>	<b>1,43</b>	<b>1,68</b>	<b>906</b>
13 NMS - PL (*)	35	32	100.784 €	427.503	23.663	5,54	1,27	0,82	0,44	12

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	21	22	23	24	25	26	27	28	29	30
	2016/17	2016/17	2016/17	2016/17	2016/17	2016/17	2016/17	2016/17	2016/17	May 2017
	Companies having published %EO Numbers	Companies having Stock Options Numbers	Companies having broad based plans Numbers	Companies having EOwnership Numbers	Companies having E Share Plans Numbers	Companies having %EO>1% Numbers	Companies having %EO>6% Numbers	Companies having %EO>20% Numbers	Companies having %EO>50% Numbers	Stock capitalization million €
AT	10	13	18	33	27	17	10	6	2	103.326 €
BE	4	47	17	54	52	29	15	11	4	349.543 €
BG	0	0	1	6	1	2	2	2	1	978 €
CH	9	90	58	155	141	78	19	8	3	1.347.501 €
CY	1	3	2	4	3	1	1	1	1	1.918 €
CZ	0	5	22	25	27	21	20	20	20	23.635 €
DA	3	62	38	73	71	31	5	3	1	344.190 €
DE	11	138	89	199	182	93	44	34	16	1.647.384 €
EE	0	4	1	7	4	2	1	0	0	2.012 €
ES	4	35	73	141	116	86	76	68	59	726.664 €
FI	1	48	31	74	71	31	7	4	1	214.835 €
FR	262	221	294	372	365	311	205	164	131	2.023.123 €
GR	0	25	7	37	30	22	19	13	4	46.511 €
HR	0	3	5	8	9	4	2	2	1	13.466 €
HU	3	5	4	9	9	6	3	3	2	21.496 €
IE	1	28	16	31	31	19	4	3	2	142.223 €
IS	0	4	1	7	5	1	1	1	0	6.212 €
IT	8	90	50	171	137	85	67	59	47	515.543 €
LT	0	0	0	5	1	2	1	1	0	2.739 €
LU	0	10	2	12	12	8	7	5	3	70.423 €
LV	0	0	0	1	0	0	0	0	0	355 €
MT	0	3	3	6	5	3	2	1	1	3.414 €
NL	13	55	27	76	74	47	14	10	6	576.933 €
NO	7	66	63	100	97	50	15	7	2	222.111 €
PL	0	46	16	77	60	34	26	14	4	137.807 €
PT	1	11	4	23	14	9	5	5	2	58.125 €
RO	0	1	2	11	3	0	0	0	0	15.296 €
SK	0	0	2	3	3	2	2	2	2	3.326 €
SL	2	1	7	12	8	5	4	4	3	4.839 €
SV	15	148	77	203	175	114	41	19	8	594.368 €
UK	62	526	462	619	615	470	215	134	92	2.740.889 €
<b>31 COUNTRIES</b>	<b>417</b>	<b>1.688</b>	<b>1.392</b>	<b>2.554</b>	<b>2.348</b>	<b>1.583</b>	<b>833</b>	<b>604</b>	<b>418</b>	<b>11.961.184 €</b>
13 NMS - PL (*)	6	25	49	97	73	48	38	36	31	93.474 €

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	31	32	33	34	35	36	37	38	39	40
	2016/17	2016/17	2016/17	2016/17	2016/17	2016/17	2015/16	2015/16	2015/16	2015/16
	Employees	Employee owners	Employee owners in % of employees	Employees' stake	Top Executives' stake	Ordinary employees' stake	Companies having new share plans	Companies having published %EO	Companies having Stock Options	Companies having broad based plans
	Numbers	Numbers	%	%	%	%	Numbers	Numbers	Numbers	Numbers
AT	499.086	81.842	16,40	3,46	1,32	2,15	9	9	13	18
BE	565.793	47.451	8,39	3,27	2,12	1,15	29	4	47	17
BG	17.342	45	0,26	7,33	7,33	0,00	0	0	0	1
CH	1.840.685	234.481	12,74	2,90	1,18	1,72	64	10	89	57
CY	8.659	1.064	12,29	0,81	0,76	0,05	1	1	3	2
CZ	55.779	4.461	8,00	0,33	0,10	0,23	1	0	5	22
DA	941.331	64.837	6,89	1,45	0,26	1,20	31	4	61	37
DE	5.743.269	740.126	12,89	1,93	0,95	0,98	65	12	138	86
EE	16.202	44	0,27	0,89	0,87	0,02	0	0	4	1
ES	2.074.251	152.783	7,37	2,31	1,33	0,97	13	4	35	72
FI	520.977	112.239	21,54	1,23	0,44	0,79	46	1	48	29
FR	8.148.669	3.112.896	38,20	5,86	1,81	4,04	142	265	221	290
GR	226.849	25.987	11,46	6,20	5,67	0,53	3	1	25	7
HR	55.896	1.885	3,37	2,55	2,14	0,41	3	0	3	5
HU	94.739	7.176	7,57	1,87	0,57	1,31	3	3	5	4
IE	298.730	11.813	3,95	2,06	1,19	0,87	7	1	27	14
IS	15.868	378	2,38	12,13	11,45	0,68	1	0	4	1
IT	1.661.012	156.284	9,41	4,13	3,50	0,63	35	8	89	48
LT	10.045	28	0,28	0,82	0,81	0,02	0	0	0	0
LU	140.035	7.214	5,15	23,88	23,80	0,08	4	0	10	2
LV	1.271	1	0,08	0,00	0,00	0,00	0	0	0	0
MT	7.793	2.008	25,77	5,32	4,43	0,89	1	0	3	3
NL	1.638.752	184.070	11,23	1,94	0,71	1,23	28	14	55	25
NO	333.983	41.252	12,35	2,00	0,92	1,08	44	8	63	59
PL	638.155	50.458	7,91	2,96	2,46	0,50	11	0	46	16
PT	274.650	5.275	1,92	1,21	1,13	0,08	4	1	11	4
RO	67.929	9.276	13,66	0,10	0,06	0,04	2	0	1	2
SK	14.033	167	1,19	0,07	0,00	0,07	0	0	0	2
SL	62.123	1.623	2,61	0,66	0,08	0,57	0	2	1	7
SV	1.673.409	414.984	24,80	2,55	1,37	1,18	81	16	133	71
UK	7.702.064	1.934.482	25,12	2,63	1,09	1,54	174	60	516	442
<b>31 COUNTRIES</b>	<b>35.349.378</b>	<b>7.406.629</b>	<b>20,95</b>	<b>3,20</b>	<b>1,48</b>	<b>1,71</b>	<b>802</b>	<b>424</b>	<b>1.656</b>	<b>1.344</b>
13 NMS - PL (*)	411.811	27.778	6,75	1,27	0,77	0,49	11	6	25	49

(\*) "New" Member State

## Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	41	42	43	44	45	46	47	48	49	50
	2015/16	2015/16	2015/16	2015/16	2015/16	2015/16	May 2016	2015/16	2015/16	2015/16
	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners	Employee owners in % of employees
	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	million €	Numbers	Numbers	%
AT	34	27	17	10	7	2	72.420 €	498.728	88.709	17,79
BE	56	52	29	14	10	4	310.272 €	496.336	52.582	10,59
BG	6	1	2	2	2	1	487 €	16.835	45	0,27
CH	151	138	81	20	9	4	1.144.702 €	1.833.145	234.547	12,79
CY	3	3	1	1	1	1	1.742 €	8.594	1.307	15,21
CZ	25	26	21	20	20	20	21.524 €	53.461	4.487	8,39
DA	72	70	26	5	3	1	317.994 €	926.710	58.877	6,35
DE	205	180	98	45	35	16	1.329.185 €	5.640.856	739.423	13,11
EE	7	4	2	1	0	0	1.807 €	15.801	45	0,28
ES	143	112	83	77	70	61	556.584 €	2.014.589	156.684	7,78
FI	73	70	30	9	5	2	167.940 €	470.202	94.400	20,08
FR	369	359	313	204	168	132	1.596.683 €	8.164.520	3.015.117	36,93
GR	35	30	21	18	12	4	38.494 €	248.339	27.008	10,88
HR	8	9	4	2	2	1	11.827 €	57.447	2.020	3,52
HU	9	8	6	2	2	2	17.065 €	94.298	7.175	7,61
IE	32	31	20	5	3	2	128.108 €	277.192	11.997	4,33
IS	7	5	1	1	1	0	5.157 €	14.343	353	2,46
IT	164	133	86	67	59	48	437.698 €	1.706.902	167.362	9,80
LT	3	1	2	1	1	0	2.647 €	10.074	27	0,27
LU	12	12	8	7	5	3	57.229 €	125.668	7.190	5,72
LV	1	0	0	0	0	0	411 €	1.264	1	0,08
MT	6	5	3	2	1	1	3.327 €	7.537	1.982	26,30
NL	72	74	49	15	11	6	446.108 €	1.487.002	172.799	11,62
NO	98	94	53	14	7	3	187.911 €	344.703	42.056	12,20
PL	87	60	36	28	15	4	100.817 €	619.777	71.959	11,61
PT	25	14	9	5	5	2	50.118 €	271.501	5.598	2,06
RO	8	3	0	0	0	0	11.345 €	71.385	15.308	21,44
SK	3	3	2	2	2	2	3.193 €	13.792	152	1,11
SL	13	8	5	4	4	4	4.895 €	63.125	2.123	3,36
SV	197	164	119	48	25	8	484.035 €	1.644.814	409.078	24,87
UK	610	601	476	217	139	92	2.404.505 €	7.788.946	1.952.888	25,07
<b>31 COUNTRIES</b>	<b>2.534</b>	<b>2.297</b>	<b>1.603</b>	<b>846</b>	<b>624</b>	<b>426</b>	<b>9.916.230 €</b>	<b>34.987.886</b>	<b>7.343.300</b>	<b>20,99</b>
<b>13 NMS - PL (*)</b>	<b>92</b>	<b>71</b>	<b>48</b>	<b>37</b>	<b>35</b>	<b>32</b>	<b>80.270 €</b>	<b>413.613</b>	<b>34.673</b>	<b>8,38</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	51	52	53	54	55	56	57	58	59	60
	2015/16	2015/16	2015/16	2014/15	2014/15	2014/15	2014/15	2014/15	2014/15	2014/15
	Employees' stake	Top Executives' stake	Ordinary employees' stake	Companies having new share plans	Companies having published %EO	Companies having Stock Options	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%
	%	%	%	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers
AT	4,10	1,90	2,20	11	8	13	18	34	25	18
BE	3,12	1,78	1,34	28	5	46	16	55	51	29
BG	10,46	10,08	0,38	0	0	0	1	6	1	2
CH	2,84	1,06	1,79	54	11	87	56	150	136	76
CY	1,03	0,96	0,06	0	1	3	2	3	3	1
CZ	0,36	0,09	0,27	2	0	5	22	25	26	21
DA	1,60	0,25	1,35	19	5	59	35	70	67	22
DE	1,94	0,99	0,94	63	12	138	85	201	178	102
EE	0,94	0,91	0,02	2	0	4	1	7	4	2
ES	2,98	1,86	1,12	19	5	35	71	140	109	85
FI	1,31	0,48	0,83	43	1	47	27	70	67	34
FR	5,97	1,77	4,19	147	262	221	283	364	355	310
GR	4,80	4,37	0,43	5	1	25	7	35	29	21
HR	2,87	2,46	0,41	0	0	3	4	7	8	3
HU	2,04	0,28	1,76	2	3	5	4	9	8	6
IE	2,07	1,16	0,91	11	1	26	14	32	29	20
IS	8,76	8,23	0,54	1	0	4	1	7	5	2
IT	4,10	3,40	0,70	31	8	89	46	161	129	87
LT	0,59	0,59	0,01	0	0	0	0	3	1	2
LU	19,34	19,26	0,08	6	0	10	2	12	12	8
LV	0,00	0,00	0,00	0	0	0	0	1	0	0
MT	6,67	5,63	1,05	0	0	3	3	6	5	3
NL	1,84	0,60	1,24	30	15	55	24	72	73	46
NO	2,34	1,17	1,17	37	9	62	55	97	87	53
PL	3,20	2,75	0,46	15	0	44	16	87	58	38
PT	1,12	1,01	0,11	7	1	11	4	25	14	10
RO	0,08	0,06	0,02	2	0	1	2	8	3	0
SK	0,07	0,00	0,07	0	0	0	2	3	3	2
SL	0,68	0,11	0,57	0	3	1	7	13	8	5
SV	2,46	1,23	1,22	67	18	126	65	191	151	108
UK	2,66	1,08	1,58	219	61	506	421	593	581	467
<b>31 COUNTRIES</b>	<b>3,20</b>	<b>1,44</b>	<b>1,76</b>	<b>821</b>	<b>430</b>	<b>1.629</b>	<b>1.294</b>	<b>2.487</b>	<b>2.226</b>	<b>1.583</b>
13 NMS - PL (*)	1,41	0,82	0,60	8	7	25	48	91	70	47

(\*) "New" Member State

## Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	61	62	63	64	65	66	67	68	69	70
	2014/15 Companies having %EO>6%  Numbers	2014/15 Companies having %EO>20%  Numbers	2014/15 Companies having %EO>50%  Numbers	May 2015 Stock capitalization  million €	2014/15 Employees  Numbers	2014/15 Employee owners  Numbers	2014/15 Employee owners in % of employees  %	2014/15 Employees' stake  %	2014/15 Top Executives' stake  %	2014/15 Ordinary employees' stake  %
AT	10	7	2	85.369 €	501.665	98.390	19,61	3,72	1,41	2,31
BE	15	10	5	312.899 €	491.657	55.704	11,33	2,71	1,43	1,28
BG	2	2	1	606 €	16.489	191	1,16	9,56	9,24	0,32
CH	22	10	4	1.334.281 €	1.771.843	248.910	14,05	2,90	1,03	1,87
CY	1	1	1	2.135 €	10.609	1.665	15,69	1,46	1,37	0,09
CZ	20	20	20	24.669 €	54.953	4.528	8,24	0,30	0,06	0,24
DA	3	3	1	319.154 €	926.903	59.941	6,47	1,50	0,19	1,32
DE	48	38	17	1.512.090 €	5.599.823	771.779	13,78	1,83	0,85	0,98
EE	1	0	0	1.591 €	15.291	43	0,28	1,06	1,02	0,03
ES	79	71	62	684.402 €	1.942.035	161.030	8,29	2,35	1,41	0,94
FI	11	6	2	171.102 €	477.847	98.205	20,55	1,09	0,29	0,80
FR	203	166	129	1.800.557 €	8.102.153	2.940.519	36,29	5,65	1,53	4,12
GR	19	14	4	41.699 €	255.615	28.844	11,28	4,99	4,51	0,48
HR	2	2	1	12.025 €	60.454	2.344	3,88	2,88	2,50	0,39
HU	2	2	2	15.307 €	94.233	7.787	8,26	1,58	0,29	1,30
IE	7	4	3	145.585 €	263.613	14.887	5,65	1,39	0,78	0,61
IS	1	1	0	3.895 €	13.882	406	2,93	7,32	7,00	0,32
IT	67	59	47	530.062 €	1.758.986	166.191	9,45	4,21	3,57	0,64
LT	1	1	0	2.801 €	11.443	19	0,17	0,91	0,91	0,00
LU	7	5	3	80.000 €	98.863	4.613	4,67	24,46	24,39	0,08
LV	0	0	0	398 €	1.255	3	0,24	0,00	0,00	0,00
MT	2	1	1	2.833 €	7.230	2.100	29,05	3,66	2,67	0,99
NL	15	12	6	480.773 €	1.520.519	177.410	11,67	1,86	0,56	1,30
NO	13	7	3	235.911 €	348.628	43.007	12,34	1,72	0,64	1,08
PL	27	15	4	139.932 €	606.989	86.376	14,23	2,62	1,99	0,63
PT	5	5	2	55.517 €	261.603	6.180	2,36	1,14	1,02	0,12
RO	0	0	0	14.591 €	74.555	18.086	24,26	0,05	0,03	0,02
SK	2	2	2	2.772 €	14.069	168	1,20	0,08	0,00	0,08
SL	4	4	4	5.526 €	64.373	2.795	4,34	0,65	0,11	0,54
SV	46	23	9	538.127 €	1.633.199	399.329	24,45	2,19	1,00	1,19
UK	209	138	90	2.919.940 €	7.756.784	1.910.831	24,63	2,79	1,10	1,70
<b>31 COUNTRIES</b>	<b>844</b>	<b>629</b>	<b>425</b>	<b>11.476.551 €</b>	<b>34.757.561</b>	<b>7.312.282</b>	<b>21,04</b>	<b>3,14</b>	<b>1,38</b>	<b>1,76</b>
13 NMS - PL (*)	37	35	32	85.254 €	424.954	39.729	9,35	1,11	0,67	0,43

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	71	72	73	74	75	76	77	78	79	80
	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14
	Companies having new share plans  Numbers	Companies having published %EO  Numbers	Companies having Stock Options  Numbers	Companies having broad based plans  Numbers	Companies having EOwnership  Numbers	Companies having E Share Plans  Numbers	Companies having %EO>1%  Numbers	Companies having %EO>6%  Numbers	Companies having %EO>20%  Numbers	Companies having %EO>50%  Numbers
AT	9	9	13	17	33	24	18	11	7	2
BE	29	5	45	16	55	50	29	16	10	5
BG	0	0	0	1	6	1	2	2	2	1
CH	54	12	87	56	148	135	81	22	11	5
CY	0	1	3	2	3	3	1	1	1	1
CZ	2	0	4	22	25	25	21	20	20	20
DA	19	5	58	34	69	65	19	5	3	2
DE	65	13	136	82	197	175	99	49	39	17
EE	0	0	3	1	7	4	3	2	1	0
ES	17	5	35	70	140	104	86	79	72	62
FI	31	1	47	25	68	64	30	10	6	2
FR	130	260	219	278	357	347	306	207	165	128
GR	3	1	23	7	35	27	20	18	13	3
HR	0	0	3	4	7	8	3	1	1	1
HU	3	3	5	4	9	8	6	2	2	2
IE	11	1	25	13	30	27	19	5	3	2
IS	1	0	4	1	7	5	2	1	1	0
IT	21	8	86	44	158	124	86	67	58	47
LT	1	0	0	0	3	1	2	1	1	0
LU	5	0	8	0	12	10	8	7	5	3
LV	0	0	0	0	1	0	0	0	0	0
MT	0	0	3	3	6	5	3	2	1	1
NL	26	15	55	22	69	68	47	15	13	6
NO	34	8	59	50	95	81	51	12	8	3
PL	16	0	40	16	86	53	39	28	15	4
PT	6	2	11	4	24	13	10	5	5	2
RO	2	0	1	2	8	3	0	0	0	0
SK	1	0	0	2	3	3	2	2	2	2
SL	0	3	1	7	13	8	6	4	4	4
SV	66	17	119	61	186	142	105	45	26	11
UK	188	63	484	391	584	557	461	213	143	96
<b>31 COUNTRIES</b>	<b>740</b>	<b>432</b>	<b>1.577</b>	<b>1.235</b>	<b>2.444</b>	<b>2.140</b>	<b>1.565</b>	<b>852</b>	<b>638</b>	<b>432</b>
13 NMS - PL (*)	9	7	23	48	91	69	49	37	35	32

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	81	82	83	84	85	86	87	88	89	90
	May 2014	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14	2012/13	2012/13	2012/13
	Stock capitalization	Employees	Employee owners	Employee owners in % of employees	Employees' stake	Top Executives' stake	Ordinary employees' stake	Companies having new share plans	Companies having published %EO	Companies having Stock Options
	million €	Numbers	Numbers	%	%	%	%	Numbers	Numbers	Numbers
AT	79.876 €	492.436	94.439	19,18	3,78	1,44	2,34	7	9	13
BE	244.307 €	484.006	59.887	12,37	2,47	1,34	1,14	21	3	44
BG	829 €	16.862	206	1,22	9,57	9,33	0,24	0	0	0
CH	1.087.820 €	1.743.946	248.725	14,26	3,08	1,36	1,72	55	13	87
CY	821 €	11.134	1.854	16,66	4,34	4,17	0,18	0	1	3
CZ	23.992 €	56.407	5.216	9,25	0,30	0,06	0,24	1	0	4
DA	255.103 €	929.851	64.012	6,88	1,24	0,20	1,03	25	5	57
DE	1.288.428 €	5.523.241	798.198	14,45	1,84	0,77	1,07	70	12	134
EE	1.453 €	14.884	46	0,31	1,83	1,83	0,01	1	0	3
ES	598.892 €	1.894.926	172.628	9,11	2,45	1,45	1,00	15	5	34
FI	149.215 €	529.777	106.175	20,04	1,00	0,22	0,78	32	1	46
FR	1.589.777 €	7.964.341	2.978.194	37,39	5,63	1,54	4,09	147	253	217
GR	61.712 €	264.297	31.100	11,77	3,50	3,15	0,35	3	1	23
HR	10.893 €	57.249	4.204	7,34	3,08	2,57	0,51	0	0	3
HU	12.761 €	96.364	8.126	8,43	1,79	0,28	1,50	3	3	5
IE	125.736 €	261.370	18.360	7,02	1,14	0,64	0,50	6	1	25
IS	2.860 €	13.348	484	3,63	5,89	5,59	0,30	3	0	4
IT	457.373 €	1.748.346	118.789	6,79	4,43	3,83	0,61	24	8	86
LT	2.417 €	12.652	17	0,13	1,14	1,13	0,00	0	0	0
LU	56.003 €	89.801	939	1,05	14,08	13,92	0,16	3	0	7
LV	378 €	1.267	3	0,24	0,00	0,00	0,00	0	0	0
MT	2.581 €	7.268	2.165	29,79	3,12	2,25	0,87	1	0	3
NL	392.320 €	1.548.253	182.779	11,81	1,96	0,66	1,31	25	14	54
NO	236.731 €	341.303	45.257	13,26	1,58	0,53	1,05	37	8	55
PL	124.260 €	597.044	104.933	17,58	2,44	1,68	0,76	13	1	36
PT	53.441 €	257.461	6.961	2,70	0,87	0,76	0,11	8	1	11
RO	14.441 €	74.479	24.073	32,32	0,03	0,02	0,00	2	0	1
SK	2.344 €	13.713	195	1,43	0,10	0,00	0,10	0	0	0
SL	5.092 €	64.660	3.446	5,33	0,70	0,12	0,58	0	3	1
SV	467.426 €	1.556.314	390.656	25,10	2,12	0,92	1,20	61	18	114
UK	2.481.471 €	7.677.502	1.851.450	24,12	2,87	1,19	1,68	140	62	471
<b>31 COUNTRIES</b>	<b>9.830.754 €</b>	<b>34.344.502</b>	<b>7.323.518</b>	<b>21,32</b>	<b>3,09</b>	<b>1,34</b>	<b>1,75</b>	<b>703</b>	<b>422</b>	<b>1.541</b>
<b>13 NMS - PL (*)</b>	<b>78.003 €</b>	<b>426.939</b>	<b>49.552</b>	<b>11,61</b>	<b>1,19</b>	<b>0,72</b>	<b>0,46</b>	<b>8</b>	<b>7</b>	<b>23</b>

(\*) "New" Member State



### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	91	92	93	94	95	96	97	98	99	100
	2012/13	2012/13	2012/13	2012/13	2012/13	2012/13	2012/13	May 2013	2012/13	2012/13
	Companies having broad based plans  Numbers	Companies having EOwnership  Numbers	Companies having E Share Plans  Numbers	Companies having %EO>1%  Numbers	Companies having %EO>6%  Numbers	Companies having %EO>20%  Numbers	Companies having %EO>50%  Numbers	Stock capitalization  million €	Employees  Numbers	Employee owners  Numbers
AT	17	32	23	19	10	6	1	75.755 €	486.818	99.537
BE	15	55	49	26	17	9	6	215.025 €	449.139	46.979
BG	1	6	1	2	2	2	1	519 €	15.597	215
CH	56	148	133	79	22	11	4	982.538 €	1.729.955	256.946
CY	2	3	3	2	1	1	1	604 €	14.698	2.082
CZ	21	25	25	21	20	20	20	24.079 €	62.262	4.686
DA	33	68	64	23	6	4	2	192.582 €	964.396	67.649
DE	79	196	167	104	54	40	18	1.116.761 €	5.455.810	837.916
EE	1	7	4	3	2	1	0	1.564 €	14.360	42
ES	70	139	103	85	79	71	62	456.793 €	1.901.162	192.284
FI	23	67	63	26	10	5	2	125.467 €	539.050	107.426
FR	271	353	338	302	205	163	123	1.363.752 €	7.966.927	3.063.002
GR	7	34	27	20	17	12	3	42.816 €	264.569	33.377
HR	4	6	8	4	1	1	1	13.139 €	59.099	6.453
HU	4	9	8	6	2	2	2	14.440 €	96.646	8.185
IE	13	30	26	19	6	4	2	93.043 €	255.996	19.868
IS	1	7	5	2	0	0	0	2.448 €	12.738	470
IT	43	157	122	89	70	60	51	371.317 €	1.730.179	130.551
LT	0	3	0	2	1	1	0	2.043 €	12.862	11
LU	0	12	9	8	7	5	3	41.920 €	88.781	907
LV	0	1	0	0	0	0	0	363 €	1.273	3
MT	3	6	5	3	2	1	1	2.508 €	7.147	2.205
NL	22	69	66	42	16	12	6	359.278 €	1.587.777	203.365
NO	48	90	75	45	13	7	2	214.683 €	338.751	48.140
PL	15	80	50	39	27	15	4	112.580 €	594.616	101.101
PT	4	23	12	10	6	5	2	44.322 €	249.474	15.195
RO	2	6	3	0	0	0	0	14.313 €	73.805	30.066
SK	2	3	3	2	2	2	2	2.264 €	13.892	201
SL	7	13	8	6	4	4	4	4.031 €	64.818	4.066
SV	57	180	137	97	42	27	9	424.459 €	1.537.625	451.870
UK	381	571	538	438	217	147	96	2.291.030 €	7.722.069	1.690.156
<b>31 COUNTRIES</b>	<b>1.202</b>	<b>2.399</b>	<b>2.075</b>	<b>1.524</b>	<b>861</b>	<b>638</b>	<b>428</b>	<b>8.606.437 €</b>	<b>34.312.291</b>	<b>7.424.952</b>
<b>13 NMS - PL (*)</b>	<b>47</b>	<b>88</b>	<b>68</b>	<b>51</b>	<b>37</b>	<b>35</b>	<b>32</b>	<b>79.867 €</b>	<b>436.459</b>	<b>58.215</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	101 2012/13 Employee owners in % of employees %	102 2012/13 Employees' stake %	103 2012/13 Top Executives' stake %	104 2012/13 Ordinary employees' stake %	105 in 2011/12 Companies having new share plans Numbers	106 2011/12 Companies having %EO published Numbers	107 2011/12 Companies having Stock Options Numbers	108 2011/12 Companies having broad based plans Numbers	109 2011/12 Companies having EOwnership Numbers	110 2011/12 Companies having E Share Plans Numbers
AT	20,45	4,31	1,84	2,47	9	7	13	17	29	23
BE	10,46	2,39	1,25	1,14	21	4	44	14	52	47
BG	1,38	10,08	9,70	0,38	0	0	0	1	5	1
CH	14,85	2,83	1,39	1,45	54	12	87	55	148	131
CY	14,16	4,26	4,08	0,18	0	1	3	2	3	3
CZ	7,53	0,28	0,05	0,23	2	0	4	21	26	25
DA	7,01	1,08	0,17	0,92	30	5	56	33	67	64
DE	15,36	1,87	0,73	1,15	71	13	133	77	197	166
EE	0,29	1,35	1,34	0,01	1	0	3	1	5	3
ES	10,11	2,96	1,67	1,29	16	6	33	70	135	101
FI	19,93	1,00	0,21	0,79	28	1	45	21	65	61
FR	38,45	5,29	1,49	3,80	149	249	216	264	348	334
GR	12,62	3,80	3,28	0,52	3	1	23	7	32	27
HR	10,92	2,65	1,70	0,95	1	0	3	4	7	7
HU	8,47	1,54	0,30	1,24	2	3	5	4	9	8
IE	7,76	1,48	0,89	0,59	6	1	25	13	30	26
IS	3,69	0,69	0,36	0,32	2	0	4	1	5	4
IT	7,55	5,70	5,02	0,69	29	9	86	43	158	121
LT	0,09	0,87	0,87	0,00	0	0	0	0	5	0
LU	1,02	6,21	6,08	0,12	3	0	7	0	11	9
LV	0,24	0,00	0,00	0,00	0	0	0	0	0	0
MT	30,85	2,13	1,29	0,85	2	0	3	3	6	5
NL	12,81	1,62	0,55	1,06	27	14	53	22	67	64
NO	14,21	1,42	0,46	0,96	29	8	55	48	87	75
PL	17,00	2,94	1,78	1,16	15	1	33	15	76	49
PT	6,09	0,74	0,65	0,09	3	1	11	4	23	11
RO	40,74	0,01	0,01	0,01	2	0	1	2	4	3
SK	1,45	0,09	0,00	0,09	0	0	0	2	2	3
SL	6,27	0,81	0,10	0,72	0	2	1	7	13	8
SV	29,39	1,77	0,58	1,19	55	18	108	55	166	129
UK	21,89	3,13	1,32	1,81	167	65	461	376	559	526
<b>31 COUNTRIES</b>	<b>21,64</b>	<b>3,08</b>	<b>1,35</b>	<b>1,73</b>	<b>727</b>	<b>421</b>	<b>1.516</b>	<b>1.182</b>	<b>2.340</b>	<b>2.034</b>
13 NMS - PL (*)	13,34	1,06	0,54	0,52	10	6	23	47	85	66

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	111	112	113	114	115	116	117	118	119	120
	2011/12	2011/12	2011/12	2011/12	May 2012	2011/12	2011/12	2011/12	2011/12	2011/12
	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners	Employee owners in % of employees	Employees' stake	Top Executives' stake
	Numbers	Numbers	Numbers	Numbers	million €	Numbers	Numbers	%	%	%
AT	20	10	6	1	60.230 €	487.286	102.325	21,00	4,33	2,23
BE	25	17	9	6	161.344 €	472.656	53.288	11,27	2,20	1,12
BG	2	2	2	1	726 €	14.582	218	1,50	10,23	9,94
CH	79	25	11	4	754.146 €	1.685.652	258.908	15,36	2,54	1,32
CY	2	1	1	1	835 €	16.194	2.139	13,21	4,41	4,22
CZ	21	20	20	20	27.408 €	63.922	4.793	7,50	0,24	0,04
DA	22	6	4	2	158.360 €	960.299	67.664	7,05	1,05	0,20
DE	106	54	39	18	900.324 €	5.313.664	884.998	16,66	1,86	0,80
EE	3	2	1	0	1.187 €	13.875	43	0,31	1,41	1,39
ES	85	76	69	62	339.465 €	2.029.863	203.737	10,04	3,30	1,63
FI	28	10	5	2	101.579 €	566.086	115.555	20,41	1,00	0,21
FR	295	197	161	122	1.050.625 €	7.694.750	3.178.513	41,31	5,17	1,46
GR	20	16	11	3	17.372 €	269.805	35.126	13,02	3,83	3,25
HR	3	1	1	1	11.705 €	60.911	8.706	14,29	2,83	1,50
HU	6	3	2	2	13.618 €	94.418	8.000	8,47	1,59	0,51
IE	18	6	4	2	77.712 €	250.883	21.630	8,62	1,24	0,79
IS	2	0	0	0	2.158 €	12.128	486	4,01	0,63	0,35
IT	91	72	62	53	299.833 €	1.714.594	148.180	8,64	5,28	4,44
LT	2	1	1	0	1.822 €	12.854	15	0,12	0,85	0,85
LU	8	7	5	3	38.124 €	87.573	736	0,84	6,51	6,48
LV	0	0	0	0	343 €	1.257	0	0,00	0,00	0,00
MT	4	2	1	1	2.187 €	7.147	2.306	32,27	1,62	0,80
NL	39	16	12	6	291.813 €	1.563.871	219.512	14,04	1,58	0,62
NO	37	12	8	2	189.930 €	337.597	51.539	15,27	1,23	0,32
PL	42	31	17	5	93.034 €	608.871	121.166	19,90	3,03	1,70
PT	9	5	4	1	32.854 €	238.041	14.770	6,20	0,62	0,58
RO	0	0	0	0	13.249 €	76.077	61.058	80,26	0,01	0,01
SK	2	2	2	2	2.253 €	13.501	199	1,48	0,07	0,00
SL	6	4	4	4	3.631 €	64.913	4.663	7,18	0,93	0,08
SV	89	38	25	11	335.188 €	1.486.506	457.024	30,74	1,61	0,57
UK	406	213	145	97	1.948.353 €	7.578.833	1.681.361	22,18	2,60	1,19
<b>31 COUNTRIES</b>	<b>1.472</b>	<b>849</b>	<b>632</b>	<b>432</b>	<b>6.931.408 €</b>	<b>33.798.609</b>	<b>7.708.658</b>	<b>22,81</b>	<b>2,84</b>	<b>1,27</b>
13 NMS - PL (*)	51	38	35	32	78.964 €	439.651	92.141	20,96	1,05	0,53

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	121	122	123	124	125	126	127	128	129	130
	2011/12	in 2010/11	2010/11	2010/11	2010/11	2010/11	2010/11	2010/11	2010/11	2010/11
	Ordinary employees' stake %	Companies having new share plans Numbers	Companies having %EO published Numbers	Companies having Stock Options Numbers	Companies having broad based plans Numbers	Companies having EOwnership Numbers	Companies having E Share Plans Numbers	Companies having %EO>1% Numbers	Companies having %EO>6% Numbers	Companies having %EO>20% Numbers
AT	2,10	7	6	13	16	28	22	17	10	6
BE	1,07	26	4	44	14	51	47	27	16	9
BG	0,29	0	0	0	1	5	1	2	2	2
CH	1,22	58	13	87	55	147	127	80	28	11
CY	0,20	0	1	3	2	3	3	2	1	1
CZ	0,20	1	0	3	21	25	24	21	20	20
DA	0,85	29	5	54	33	66	62	26	6	4
DE	1,06	61	13	131	76	194	163	108	59	45
EE	0,01	0	0	2	1	5	3	3	2	1
ES	1,66	17	6	32	67	134	99	86	77	70
FI	0,79	33	1	45	21	64	60	32	9	4
FR	3,71	151	243	216	262	345	332	291	194	164
GR	0,58	6	1	23	7	32	27	22	19	12
HR	1,34	0	0	3	4	7	7	4	1	1
HU	1,08	3	3	5	4	9	8	6	3	2
IE	0,46	7	2	25	13	30	26	19	6	4
IS	0,28	2	0	4	1	3	3	0	0	0
IT	0,84	33	10	84	42	155	119	88	70	60
LT	0,00	0	0	0	0	5	0	2	1	0
LU	0,03	1	0	7	0	11	8	8	6	5
LV	0,00	0	0	0	0	0	0	0	0	0
MT	0,82	0	0	3	3	6	4	4	2	1
NL	0,96	29	12	52	22	64	62	37	16	13
NO	0,92	37	7	53	46	86	71	35	12	8
PL	1,33	13	5	30	13	73	44	40	30	17
PT	0,04	3	1	11	4	23	11	9	6	5
RO	0,01	2	0	1	2	4	3	0	0	0
SK	0,07	0	0	0	2	2	3	2	2	2
SL	0,85	1	2	1	7	13	8	6	4	4
SV	1,04	51	18	106	54	163	126	84	38	24
UK	1,41	166	54	449	356	541	502	377	202	134
<b>31 COUNTRIES</b>	<b>1,57</b>	<b>737</b>	<b>407</b>	<b>1.487</b>	<b>1.149</b>	<b>2.294</b>	<b>1.975</b>	<b>1.438</b>	<b>842</b>	<b>629</b>
<b>13 NMS - PL (*)</b>	<b>0,52</b>	<b>7</b>	<b>6</b>	<b>21</b>	<b>47</b>	<b>84</b>	<b>64</b>	<b>52</b>	<b>38</b>	<b>34</b>

(\*) "New" Member State

## Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	131	132	133	134	135	136	137	138	139	140
	2010/11	May 2011	2010/11	2010/11	2010/11	2010/11	2010/11	2010/11	in 2009/10	2009/10
	Companies having %EO>50%	Stock capitalization	Employees	Employee owners	Employee owners in % of employees	Employees' stake	Top Executives' stake	Ordinary employees' stake	Companies having new share plans	Companies having %EO published
	Numbers	million €	Numbers	Numbers	%	%	%	%	Numbers	Numbers
AT	1	82.107 €	481.413	97.261	20,20	3,99	1,74	2,25	10	8
BE	6	166.618 €	485.363	78.670	16,21	2,17	1,14	1,03	20	6
BG	1	873 €	15.259	217	1,42	9,03	8,79	0,23	0	0
CH	3	853.416 €	1.561.375	258.295	16,54	2,63	1,19	1,44	53	12
CY	1	2.420 €	16.878	2.218	13,14	2,41	2,02	0,39	0	1
CZ	20	35.997 €	65.681	4.800	7,31	0,23	0,08	0,15	1	0
DA	1	172.416 €	929.625	71.334	7,67	0,90	0,15	0,76	22	5
DE	22	1.013.222 €	5.110.537	943.589	18,46	2,05	0,92	1,13	50	16
EE	1	1.347 €	13.695	48	0,35	1,45	1,43	0,02	1	0
ES	63	483.411 €	1.898.522	211.118	11,12	3,12	1,80	1,32	13	5
FI	2	141.162 €	557.737	124.784	22,37	1,08	0,18	0,89	29	1
FR	122	1.299.078 €	7.357.120	3.174.091	43,14	5,28	1,47	3,81	137	247
GR	3	39.874 €	286.246	39.156	13,68	4,00	3,40	0,60	9	1
HR	1	13.956 €	61.891	10.949	17,69	3,51	1,76	1,75	0	0
HU	2	20.906 €	91.227	7.794	8,54	1,43	0,59	0,83	2	5
IE	2	40.686 €	257.292	24.433	9,50	2,43	1,52	0,91	4	2
IS	0	1.664 €	11.369	490	4,31	0,45	0,24	0,21	0	0
IT	50	409.041 €	1.707.231	170.059	9,96	3,93	3,29	0,64	25	10
LT	0	2.144 €	13.405	14	0,10	0,80	0,80	0,00	0	0
LU	3	43.017 €	80.962	671	0,83	5,84	5,82	0,02	0	0
LV	0	348 €	1.257	0	0,00	0,00	0,00	0,00	0	0
MT	1	2.394 €	7.227	2.306	31,91	1,60	0,71	0,89	0	0
NL	7	323.820 €	1.474.360	231.756	15,72	1,67	0,65	1,02	24	12
NO	3	197.155 €	316.169	58.762	18,59	1,44	0,61	0,83	38	7
PL	5	93.581 €	599.917	99.326	16,56	2,64	0,80	1,84	11	3
PT	1	45.499 €	243.402	14.640	6,01	0,67	0,60	0,07	2	1
RO	0	15.890 €	80.999	61.396	75,80	0,02	0,01	0,01	0	0
SK	2	2.652 €	12.979	290	2,23	0,03	0,00	0,03	0	0
SL	4	4.484 €	64.085	5.231	8,16	0,66	0,10	0,56	0	3
SV	12	386.164 €	1.381.931	448.573	32,46	1,74	0,84	0,90	45	19
UK	88	1.984.310 €	7.391.801	1.724.177	23,33	2,83	1,39	1,44	161	48
<b>31 COUNTRIES</b>	<b>427</b>	<b>7.879.648 €</b>	<b>32.576.955</b>	<b>7.866.448</b>	<b>24,15</b>	<b>2,96</b>	<b>1,33</b>	<b>1,63</b>	<b>657</b>	<b>412</b>
13 NMS - PL (*)	33	103.410 €	444.583	95.263	21,43	1,08	0,56	0,52	4	9

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	141	142	143	144	145	146	147	148	149	150
	2009/10	2009/10	2009/10	2009/10	2009/10	2009/10	2009/10	2009/10	May 2010	2009/10
	Companies having Stock Options  Numbers	Companies having broad based plans  Numbers	Companies having EOwnership  Numbers	Companies having E Share Plans  Numbers	Companies having %EO>1%  Numbers	Companies having %EO>6%  Numbers	Companies having %EO>20%  Numbers	Companies having %EO>50%  Numbers	Stock capitalization  million €	Employees  Numbers
AT	13	16	28	22	16	10	6	2	67.270 €	475.352
BE	44	15	50	48	27	17	10	6	147.310 €	484.526
BG	0	1	5	1	2	2	2	1	693 €	14.086
CH	87	55	147	125	78	28	11	4	706.259 €	1.500.085
CY	3	2	3	3	3	1	1	1	2.763 €	17.235
CZ	3	21	24	24	21	20	20	20	32.580 €	67.898
DA	53	32	65	61	25	4	3	1	150.321 €	896.288
DE	129	75	191	160	108	61	45	23	841.143 €	5.009.394
EE	2	1	5	3	2	1	1	1	1.222 €	14.217
ES	32	67	134	99	86	75	70	63	406.769 €	1.788.242
FI	44	20	64	59	32	10	4	2	127.045 €	550.974
FR	213	259	341	326	287	192	164	121	1.125.987 €	7.162.265
GR	23	7	32	27	20	17	10	3	45.130 €	300.212
HR	3	4	7	7	5	2	2	1	10.615 €	61.397
HU	5	4	9	8	7	3	2	2	19.696 €	93.876
IE	25	13	30	26	19	7	4	2	38.243 €	259.891
IS	3	1	3	2	0	0	0	0	1.215 €	12.019
IT	82	42	155	117	91	71	61	50	374.242 €	1.701.402
LT	0	0	5	0	2	1	0	0	2.595 €	13.670
LU	6	0	11	7	8	6	5	3	35.856 €	66.708
LV	0	0	0	0	0	0	0	0	318 €	1.269
MT	3	3	6	4	4	3	2	2	2.589 €	7.489
NL	49	22	63	59	38	16	13	7	277.821 €	1.450.280
NO	51	44	84	68	37	15	9	3	166.921 €	313.086
PL	28	11	69	41	37	27	17	5	108.235 €	588.727
PT	11	4	23	11	9	6	5	1	40.754 €	232.990
RO	1	0	3	1	0	0	0	0	13.290 €	85.695
SK	0	2	2	3	2	2	2	2	2.397 €	12.585
SL	1	7	13	8	6	6	4	4	5.467 €	65.005
SV	104	52	165	123	88	39	23	11	304.435 €	1.338.173
UK	441	348	531	491	372	200	133	84	1.734.212 €	7.337.410
<b>31 COUNTRIES</b>	<b>1.459</b>	<b>1.128</b>	<b>2.268</b>	<b>1.934</b>	<b>1.432</b>	<b>842</b>	<b>629</b>	<b>425</b>	<b>6.793.393 €</b>	<b>31.922.448</b>
13 NMS - PL (*)	21	45	82	62	54	41	36	34	94.225 €	454.422

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	151	152	153	154	155	156	157	158	159	160
	2009/10	2009/10	2009/10	2009/10	2009/10	in 2008/9	2008/9	2008/9	2008/9	2008/9
	Employee owners Numbers	Employee owners in % of employees %	Employees' stake %	Top Executives' stake %	Ordinary employees' stake %	Companies having new share plans Numbers	Companies having %EO published Numbers	Companies having Stock Options Numbers	Companies having broad based plans Numbers	Companies having EOwnership Numbers
AT	101.392	21,33	4,09	1,62	2,47	8	8	12	16	27
BE	92.689	19,13	2,39	1,22	1,16	25	6	44	15	50
BG	220	1,57	9,93	9,64	0,29	0	0	0	1	5
CH	270.279	18,02	2,69	1,13	1,56	49	12	86	54	147
CY	12.231	70,97	6,83	1,91	4,92	1	1	3	2	3
CZ	5.258	7,74	0,28	0,09	0,19	1	0	2	21	24
DA	64.607	7,21	0,67	0,10	0,57	31	8	53	32	65
DE	1.014.379	20,25	2,06	0,92	1,13	62	16	129	75	189
EE	28	0,20	0,74	0,73	0,01	1	0	2	1	5
ES	180.080	10,07	3,29	1,78	1,52	18	5	30	67	134
FI	127.821	23,20	1,32	0,20	1,12	27	1	44	20	63
FR	3.107.779	43,39	5,19	1,49	3,69	146	245	210	254	338
GR	41.270	13,75	3,26	2,62	0,63	10	1	22	7	32
HR	13.242	21,57	3,55	1,36	2,19	2	0	3	4	7
HU	6.696	7,13	1,53	0,69	0,84	1	5	5	5	9
IE	27.773	10,69	2,71	1,74	0,97	9	2	25	13	30
IS	530	4,41	0,38	0,19	0,18	2	0	3	1	3
IT	181.107	10,64	2,67	1,98	0,68	23	11	82	41	155
LT	16	0,12	0,37	0,37	0,00	0	0	0	0	5
LU	384	0,58	7,07	7,04	0,03	1	0	6	0	10
LV	0	0,00	0,00	0,00	0,00	0	0	0	0	0
MT	2.305	30,78	6,25	5,43	0,82	0	0	3	3	6
NL	228.409	15,75	1,77	0,68	1,09	24	10	49	22	61
NO	62.388	19,93	1,57	0,83	0,74	33	6	51	41	84
PL	92.152	15,65	2,48	1,43	1,04	11	2	28	11	67
PT	14.026	6,02	1,02	0,92	0,10	3	1	11	4	23
RO	68	0,08	0,01	0,01	0,00	0	0	1	0	3
SK	303	2,41	0,10	0,00	0,10	0	0	0	2	2
SL	5.754	8,85	0,64	0,15	0,50	0	3	1	6	13
SV	392.450	29,33	1,65	0,77	0,88	55	17	99	51	163
UK	1.791.534	24,42	2,69	1,31	1,38	166	48	439	342	528
<b>31 COUNTRIES</b>	<b>7.837.171</b>	<b>24,55</b>	<b>2,88</b>	<b>1,26</b>	<b>1,62</b>	<b>709</b>	<b>408</b>	<b>1.443</b>	<b>1.111</b>	<b>2.251</b>
13 NMS - PL (*)	46.121	10,15	1,32	0,64	0,69	6	9	20	45	82

(\*) "New" Member State

## Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	161	162	163	164	165	166	167	168	169	170
	2008/9	2008/9	2008/9	2008/9	2008/9	May 2009	2008/9	2008/9	2008/9	2008/9
	Companies having E Share Plans  Numbers	Companies having %EO>1%  Numbers	Companies having %EO>6%  Numbers	Companies having %EO>20%  Numbers	Companies having %EO>50%  Numbers	Stock capitalization  million €	Employees  Numbers	Employee owners  Numbers	Employee owners in % of employees  %	Employees' stake  %
AT	21	17	10	6	1	54.174 €	496.040	98.420	19,84	3,72
BE	47	26	18	10	7	108.988 €	518.018	103.444	19,97	2,35
BG	1	2	2	2	1	620 €	12.966	224	1,73	8,07
CH	124	75	28	11	5	543.417 €	1.539.611	290.328	18,86	2,09
CY	3	3	1	1	1	3.049 €	17.027	12.255	71,98	7,51
CZ	23	20	20	20	20	29.680 €	62.966	5.288	8,40	0,25
DA	61	27	4	3	1	110.355 €	899.267	66.590	7,40	0,66
DE	157	112	64	46	24	689.285 €	5.081.829	982.507	19,33	2,13
EE	3	3	1	1	1	666 €	16.334	30	0,18	1,07
ES	98	88	76	71	63	410.092 €	1.776.762	174.419	9,82	3,43
FI	57	37	10	4	2	117.781 €	591.605	154.480	26,11	1,71
FR	323	286	195	165	122	988.316 €	7.222.079	2.912.852	40,33	5,41
GR	26	20	16	11	4	57.310 €	292.393	44.678	15,28	2,94
HR	7	5	2	2	1	8.771 €	62.144	15.485	24,92	3,73
HU	8	7	3	2	2	12.850 €	76.449	6.544	8,56	1,73
IE	26	20	8	5	2	30.225 €	282.059	29.357	10,41	3,06
IS	2	2	1	0	0	821 €	11.319	560	4,95	2,87
IT	116	93	70	63	50	338.535 €	1.726.236	194.429	11,26	2,57
LT	0	2	1	0	0	1.605 €	14.345	19	0,13	0,40
LU	7	7	5	5	3	22.090 €	65.670	443	0,67	2,89
LV	0	0	0	0	0	246 €	1.398	0	0,00	0,00
MT	4	3	2	1	1	2.042 €	8.104	2.305	28,44	1,38
NL	58	38	15	12	7	211.214 €	1.541.423	220.983	14,34	1,59
NO	68	44	16	9	3	123.531 €	321.510	63.774	19,84	1,28
PL	39	38	27	16	7	73.812 €	595.035	66.952	11,25	2,84
PT	11	9	6	5	1	41.770 €	231.305	14.341	6,20	1,16
RO	1	0	0	0	0	10.577 €	91.367	29	0,03	0,01
SK	3	2	2	2	2	1.875 €	13.357	426	3,19	0,13
SL	8	6	6	4	4	5.656 €	65.159	6.000	9,21	0,63
SV	119	91	41	24	10	202.701 €	1.395.223	382.824	27,44	1,49
UK	487	393	205	138	85	1.324.588 €	7.468.110	1.810.146	24,24	2,89
<b>31 COUNTRIES</b>	<b>1.908</b>	<b>1.476</b>	<b>855</b>	<b>639</b>	<b>430</b>	<b>5.526.642 €</b>	<b>32.497.110</b>	<b>7.660.131</b>	<b>23,57</b>	<b>2,95</b>
13 NMS - PL (*)	61	53	40	35	33	77.637 €	441.616	48.604	11,01	1,27

(\*) "New" Member State



### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	171	172	173	174	175	176	177	178	179	180
	2008/9	2008/9	in 2007/8	2007/8	2007/8	2007/8	2007/8	2007/8	2007/8	2007/8
	Top Executives' stake	Ordinary employees' stake	Companies having new share plans	Companies having %EO published	Companies having Stock Options	Companies having broad based plans	Companies having EOOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%
	%	%	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers
AT	1,25	2,47	4	8	12	16	22	20	16	9
BE	1,15	1,21	25	6	41	15	49	44	28	18
BG	7,75	0,32	0	0	0	1	3	1	2	2
CH	0,87	1,22	40	9	86	54	138	122	75	26
CY	2,78	4,73	0	1	3	2	3	3	3	2
CZ	0,06	0,20	1	0	2	21	22	24	21	20
DA	0,11	0,55	32	8	50	31	61	58	27	5
DE	0,94	1,19	62	16	127	70	180	152	105	64
EE	1,06	0,01	2	0	2	1	5	2	3	1
ES	1,81	1,62	17	7	27	67	122	94	89	77
FI	0,30	1,41	29	1	44	19	63	52	38	10
FR	1,69	3,72	171	242	208	252	331	318	281	193
GR	2,39	0,55	11	1	20	6	31	24	18	14
HR	1,58	2,16	2	0	3	3	8	7	4	2
HU	0,74	0,99	1	4	5	5	9	8	7	3
IE	1,97	1,09	12	1	25	13	30	26	22	8
IS	2,61	0,26	3	0	3	1	3	2	3	1
IT	1,83	0,74	32	10	80	40	141	113	93	70
LT	0,40	0,00	0	0	0	0	5	0	2	1
LU	2,84	0,05	2	0	5	0	10	6	7	6
LV	0,00	0,00	0	0	0	0	0	0	0	0
MT	0,75	0,63	1	0	3	3	6	4	3	2
NL	0,57	1,02	31	10	49	22	62	59	40	16
NO	0,71	0,57	30	6	49	38	76	66	44	18
PL	1,29	1,55	14	2	26	9	49	35	35	30
PT	1,04	0,12	3	1	9	3	18	9	12	7
RO	0,01	0,00	0	0	1	0	3	1	0	0
SK	0,00	0,13	0	0	0	2	2	3	2	2
SL	0,16	0,47	1	3	1	6	13	7	6	6
SV	0,56	0,93	59	15	92	48	157	111	87	40
UK	1,31	1,58	211	49	433	328	520	474	390	198
<b>31 COUNTRIES</b>	<b>1,25</b>	<b>1,70</b>	<b>796</b>	<b>400</b>	<b>1.406</b>	<b>1.076</b>	<b>2.142</b>	<b>1.845</b>	<b>1.463</b>	<b>851</b>
13 NMS - PL (*)	0,54	0,72	8	8	20	44	79	60	53	41

(\*) "New" Member State

## Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	181	182	183	184	185	186	187	188	189	190
	2007/8	2007/8	May 2008	2007/8	2007/8	2007/8	2007/8	2007/8	2007/8	in 2006/7
	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners	Employee owners in % of employees	Employees' stake	Top Executives' stake	Ordinary employees' stake	Companies having new share plans
	Numbers	Numbers	million €	Numbers	Numbers	%	%	%	%	Numbers
AT	6	2	103.794 €	458.251	103.288	22,54	3,51	0,75	2,76	9
BE	10	7	190.774 €	516.406	119.637	23,17	2,31	0,73	1,58	17
BG	2	1	2.292 €	11.347	230	2,03	4,81	4,73	0,09	0
CH	11	4	690.585 €	1.507.184	286.467	19,01	2,35	1,07	1,28	33
CY	1	0	6.326 €	11.578	7.700	66,51	7,98	1,61	6,37	1
CZ	20	20	48.473 €	63.537	5.337	8,40	0,17	0,03	0,14	2
DA	3	1	169.121 €	832.382	58.814	7,07	0,63	0,14	0,49	28
DE	44	26	1.081.195 €	4.897.451	958.003	19,56	2,02	0,85	1,17	45
EE	1	1	1.539 €	15.365	10	0,07	0,65	0,65	0,00	0
ES	71	63	590.447 €	1.682.410	183.158	10,89	3,05	1,79	1,27	16
FI	4	2	205.486 €	566.814	151.135	26,66	1,72	0,24	1,49	24
FR	163	124	1.440.553 €	6.925.389	2.768.288	39,97	5,10	1,59	3,51	114
GR	10	3	110.888 €	282.493	45.898	16,25	2,53	1,96	0,57	6
HR	2	1	12.064 €	59.338	12.564	21,17	3,11	1,24	1,87	1
HU	2	2	25.174 €	76.620	6.725	8,78	1,64	0,78	0,86	2
IE	5	2	63.867 €	278.173	30.432	10,94	3,08	2,04	1,04	8
IS	0	0	1.371 €	9.946	652	6,56	2,38	1,87	0,50	2
IT	62	53	469.340 €	1.659.002	195.609	11,79	2,39	1,75	0,63	34
LT	0	0	3.466 €	14.948	24	0,16	0,32	0,32	0,00	0
LU	5	3	44.891 €	61.515	367	0,60	1,78	1,72	0,06	1
LV	0	0	389 €	1.356	0	0,00	0,00	0,00	0,00	0
MT	1	1	3.145 €	7.729	2.217	28,68	1,17	0,48	0,69	1
NL	12	7	436.789 €	1.592.298	231.937	14,57	1,73	0,59	1,13	19
NO	9	4	208.515 €	307.436	58.397	19,00	1,55	0,97	0,58	24
PL	17	7	125.476 €	557.430	13.139	2,36	2,49	1,52	0,97	14
PT	3	1	56.555 €	206.288	13.563	6,57	1,75	1,30	0,44	1
RO	0	0	20.250 €	84.148	5	0,01	0,01	0,01	0,00	1
SK	2	2	3.245 €	13.602	762	5,60	0,07	0,00	0,07	0
SL	4	4	10.715 €	62.446	5.990	9,59	0,82	0,15	0,67	0
SV	27	11	307.767 €	1.354.664	387.853	28,63	1,68	0,77	0,91	35
UK	137	84	1.957.246 €	7.200.804	1.825.595	25,35	2,74	1,29	1,44	159
<b>31 COUNTRIES</b>	<b>634</b>	<b>436</b>	<b>8.391.739 €</b>	<b>31.318.349</b>	<b>7.473.795</b>	<b>23,86</b>	<b>2,79</b>	<b>1,20</b>	<b>1,59</b>	<b>597</b>
13 NMS - PL (*)	35	32	137.079 €	422.014	41.564	9,85	1,19	0,46	0,74	8

(\*) "New" Member State

## Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	191	192	193	194	195	196	197	198	199	200
	2006/7	2006/7	2006/7	2006/7	2006/7	2006/7	2006/7	2006/7	2006/7	May 2007
	Companies having %EO published  Numbers	Companies having Stock Options  Numbers	Companies having broad based plans  Numbers	Companies having EOwnership  Numbers	Companies having E Share Plans  Numbers	Companies having %EO>1%  Numbers	Companies having %EO>6%  Numbers	Companies having %EO>20%  Numbers	Companies having %EO>50%  Numbers	Stock capitalization  million €
AT	9	12	15	23	20	15	8	6	2	117.663 €
BE	7	40	14	45	42	24	16	11	6	226.915 €
BG	1	0	1	3	1	2	2	2	1	2.637 €
CH	9	83	53	134	116	70	25	12	5	846.728 €
CY	0	3	2	3	3	3	2	1	0	8.218 €
CZ	0	2	21	22	24	21	20	20	20	36.971 €
DA	9	47	27	57	55	30	5	3	1	174.951 €
DE	15	123	66	171	150	110	62	45	29	1.182.148 €
EE	0	0	1	4	0	3	1	1	1	2.475 €
ES	10	25	65	119	90	83	76	70	61	642.890 €
FI	2	43	19	62	49	39	10	5	2	205.845 €
FR	239	202	244	321	308	274	190	163	120	1.703.546 €
GR	1	18	5	28	21	18	15	9	3	115.096 €
HR	0	3	2	6	6	2	2	2	1	22.035 €
HU	4	5	5	9	8	7	3	2	2	28.267 €
IE	1	24	12	28	25	19	9	5	2	100.814 €
IS	1	2	1	3	2	3	2	0	0	1.348 €
IT	10	76	38	134	107	94	73	65	56	577.282 €
LT	0	0	0	5	0	2	1	0	0	3.208 €
LU	0	4	0	8	3	6	5	4	3	42.293 €
LV	0	0	0	0	0	0	0	0	0	572 €
MT	0	3	3	6	4	4	2	1	1	3.593 €
NL	11	48	22	61	56	36	17	13	7	497.200 €
NO	6	45	37	71	62	39	18	7	3	201.940 €
PL	2	22	8	40	28	33	25	14	9	130.091 €
PT	1	9	3	18	8	11	7	2	1	59.676 €
RO	0	1	0	3	1	0	0	0	0	22.277 €
SK	0	0	2	2	3	2	2	2	2	2.861 €
SL	3	0	6	13	5	6	5	3	3	11.490 €
SV	12	85	45	151	101	83	42	26	12	364.825 €
UK	51	422	315	510	463	376	200	138	84	2.541.343 €
<b>31 COUNTRIES</b>	<b>404</b>	<b>1.347</b>	<b>1.032</b>	<b>2.060</b>	<b>1.761</b>	<b>1.415</b>	<b>845</b>	<b>632</b>	<b>437</b>	<b>9.877.202 €</b>
13 NMS - PL (*)	8	17	43	76	55	52	40	34	31	144.606 €

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	201	202	203	204	205	206	207	208	209	210
	2006/7	2006/7	2006/7	2006/7	2006/7	2006/7	2005/6	2005/6	2005/6	2005/6
	Employees Numbers	Employee owners Numbers	Employee owners in % of employees %	Employees' stake %	Top Executives' stake %	Ordinary employees' stake %	Companies having %EO published Numbers	Companies having Stock Options Numbers	Companies having broad based plans Numbers	Companies having EOwnership Numbers
AT	411.456	106.356	25,85	2,79	0,57	2,22	9	12	11	19
BE	486.240	108.935	22,40	2,30	0,62	1,69	6	38	12	42
BG	9.049	221	2,44	4,72	4,56	0,16	1	0	1	3
CH	1.430.051	275.365	19,26	2,15	0,81	1,35	9	79	46	135
CY	9.611	7.055	73,41	7,32	0,85	6,47	1	3	2	2
CZ	66.139	5.479	8,28	0,17	0,02	0,15	0	2	21	21
DA	744.620	44.415	5,96	0,74	0,16	0,58	9	43	23	55
DE	4.881.217	1.020.677	20,91	1,85	0,75	1,10	12	112	61	160
EE	12.613	18	0,14	2,02	1,82	0,21	0	0	1	4
ES	1.526.491	124.125	8,13	2,92	1,81	1,12	16	22	61	107
FI	501.499	132.759	26,47	1,49	0,27	1,22	1	41	12	59
FR	6.516.390	2.506.717	38,47	5,04	1,42	3,63	228	195	229	302
GR	227.611	41.991	18,45	3,03	2,58	0,44	1	17	5	24
HR	60.305	1.202	1,99	1,16	0,88	0,28	0	4	2	6
HU	72.790	6.500	8,93	1,70	1,02	0,69	5	5	5	9
IE	258.276	31.042	12,02	3,15	2,22	0,93	0	24	11	27
IS	9.947	809	8,13	3,23	2,45	0,79	0	2	0	2
IT	1.512.785	181.029	11,97	2,80	2,24	0,56	11	72	37	128
LT	15.143	21	0,14	0,30	0,30	0,00	0	0	0	4
LU	56.007	380	0,68	1,85	1,78	0,06	0	3	0	9
LV	1.348	0	0,00	0,00	0,00	0,00	0	0	0	0
MT	7.027	3.193	45,44	1,54	0,44	1,10	0	3	3	6
NL	1.526.526	286.751	18,78	1,71	0,73	0,98	10	45	21	60
NO	290.461	56.945	19,61	1,29	0,60	0,69	7	39	36	66
PL	506.377	43.667	8,62	2,42	1,50	0,92	2	16	7	34
PT	187.632	14.048	7,49	1,73	0,91	0,82	1	9	3	15
RO	92.275	9	0,01	0,02	0,02	0,00	0	0	0	3
SK	12.226	762	6,23	0,08	0,00	0,08	0	0	2	2
SL	57.689	5.985	10,37	1,13	0,49	0,64	3	0	6	13
SV	1.252.987	351.679	28,07	1,72	0,90	0,83	9	82	43	143
UK	6.760.713	1.752.622	25,92	2,39	1,12	1,27	47	407	309	496
<b>31 COUNTRIES</b>	<b>29.503.498</b>	<b>7.110.758</b>	<b>24,10</b>	<b>2,69</b>	<b>1,14</b>	<b>1,54</b>	<b>388</b>	<b>1.275</b>	<b>970</b>	<b>1.956</b>
13 NMS - PL (*)	416.215	30.445	7,31	1,23	0,56	0,67	10	17	43	73

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.747 largest European companies - 36 million employees)

Countries	211	212	213	214	215	216	217	218
	2005/6	2005/6	2005/6	2005/6	2005/6	May 2006	2005/6	2005/6
	Companies having E Share Plans  Numbers	Companies having %EO>1%  Numbers	Companies having %EO>6%  Numbers	Companies having %EO>20%  Numbers	Companies having %EO>50%  Numbers	Stock capitalization  million €	Employees  Numbers	Employees' stake  %
AT	17	11	7	5	2	74.360 €	329.570	1,73
BE	40	22	15	12	5	186.271 €	460.551	2,12
BG	1	2	2	2	1	1.663 €	7.606	6,19
CH	113	57	24	11	5	757.791 €	1.292.428	1,92
CY	3	2	1	1	0	4.793 €	9.172	1,70
CZ	24	21	20	20	20	30.788 €	64.925	0,17
DA	51	21	5	3	1	137.399 €	601.009	0,69
DE	139	91	50	36	24	932.963 €	4.523.150	1,42
EE	0	2	1	1	1	1.446 €	8.013	0,65
ES	82	81	73	68	63	514.245 €	1.383.362	2,70
FI	46	35	11	5	3	177.413 €	486.062	1,43
FR	297	264	183	153	112	1.383.322 €	6.135.909	4,62
GR	19	17	14	7	3	98.931 €	212.898	2,15
HR	6	2	2	2	1	14.062 €	59.893	1,29
HU	8	6	3	3	2	25.901 €	59.193	1,76
IE	24	14	8	5	1	81.709 €	228.614	2,58
IS	2	2	1	0	0	1.005 €	7.495	2,92
IT	102	91	76	64	52	522.810 €	1.452.577	3,24
LT	0	2	1	1	0	3.108 €	15.266	0,70
LU	3	5	4	3	3	36.749 €	48.977	1,67
LV	0	0	0	0	0	590 €	1.323	0,00
MT	4	4	2	1	1	3.235 €	7.208	1,79
NL	53	30	17	10	7	374.705 €	1.502.763	1,40
NO	56	32	16	9	2	186.364 €	246.126	1,11
PL	20	26	19	12	8	104.858 €	495.384	1,83
PT	8	10	7	2	1	44.827 €	184.126	1,24
RO	0	0	0	0	0	19.473 €	99.395	0,02
SK	3	2	2	2	2	2.664 €	13.130	0,10
SL	5	7	7	3	3	7.248 €	51.925	1,89
SV	99	77	39	24	13	314.173 €	1.204.411	1,29
UK	442	341	185	131	77	2.165.242 €	6.624.924	2,07
<b>31 COUNTRIES</b>	<b>1.667</b>	<b>1.277</b>	<b>795</b>	<b>596</b>	<b>413</b>	<b>8.210.107 €</b>	<b>27.817.385</b>	<b>2,39</b>
13 NMS - PL (*)	54	50	41	36	31	114.971 €	397.050	0,96

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	219	220	221	222	223	224	225	226	227	228
	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18
	Listed companies Numbers	Listed companies Average date of firms Empl. Share Plan Year	Listed companies Companies having published %EO Numbers	Listed companies Companies having Stock Options Numbers	Listed companies Companies having broad based plans Numbers	Listed companies Companies having EOwnership Numbers	Listed companies Companies having E Share Plans Numbers	Listed companies Companies having %EO>1% Numbers	Listed companies Companies having %EO>6% Numbers	Listed companies Companies having %EO>20% Numbers
AT	39	2.004	8	13	18	32	26	15	9	5
BE	60	2.001	3	47	18	54	53	29	13	10
BG	5	0	0	0	0	5	0	1	1	1
CH	161	2.002	10	92	61	158	146	74	20	9
CY	4	2.000	1	3	2	4	3	1	1	1
CZ	8	2.009	0	5	2	5	7	1	0	0
DA	74	2.003	3	62	38	73	71	33	4	3
DE	234	2.001	8	139	87	199	181	87	37	26
EE	7	2.008	0	4	1	7	4	2	1	0
ES	106	2.007	2	35	17	91	64	29	20	12
FI	75	2.004	1	48	34	74	73	32	8	4
FR	273	1.999	177	220	201	266	260	207	96	56
GR	46	2.005	0	25	7	37	30	21	19	13
HR	15	2.005	0	4	5	8	9	4	2	2
HU	7	2.001	3	5	4	7	7	3	1	1
IE	32	1.999	0	29	16	31	31	18	3	1
IS	7	2.006	0	4	1	7	5	1	1	1
IT	157	2.005	0	92	22	145	114	60	39	29
LT	8	0	0	0	0	5	1	2	1	0
LU	14	2.008	0	10	2	13	13	9	7	4
LV	1	0	0	0	0	1	0	0	0	0
MT	8	2.000	0	3	3	6	5	3	2	1
NL	76	2.002	8	55	24	71	72	38	9	5
NO	102	2.005	4	67	63	100	97	50	12	4
PL	100	2.008	0	47	13	77	58	31	22	11
PT	28	2.004	1	11	4	24	14	9	5	5
RO	13	2.011	0	2	2	11	4	0	0	0
SK	6	2.002	0	0	0	1	1	0	0	0
SL	11	1.996	2	1	4	9	5	2	1	1
SV	203	2.006	9	156	75	203	180	103	34	12
UK	545	2.000	7	525	406	542	543	377	118	46
<b>31 COUNTRIES</b>	<b>2.425</b>	<b>2.002</b>	<b>247</b>	<b>1.704</b>	<b>1.130</b>	<b>2.266</b>	<b>2.077</b>	<b>1.242</b>	<b>486</b>	<b>263</b>
13 NMS - PL (*)	93	2.004	6	27	23	69	46	19	10	7

(\*) "New" Member States except Poland

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	229 2017/18 Listed companies Companies having %EO>50% Numbers	230 2017/18 Listed companies having plans Employees Numbers	231 2017/18 Listed companies having plans Employee owners Numbers	232 2017/18 Listed companies having plans Employee owners in % of employees	233 2017/18 Listed companies applying Profit-sharing Numbers	234 2017/18 Listed companies full info about EXEC shareholdings Numbers	235 2017/18 Listed companies Discriminations in voting rights Numbers	236 2017/18 Listed companies Employee owners on Boards Numbers	237 2017/18 Listed companies Employees on Boards Numbers	238 2017/18 Listed companies EXEC owners on Boards Numbers
AT	1	367.176	77.298	21,1	5	11	3	1	30	6
BE	3	553.429	45.799	8,3	5	16	0	0	0	10
BG	0	0	0	0,0	0	4	0	0	0	1
CH	3	1.836.974	238.271	13,0	23	156	18	0	2	10
CY	1	0	0	0,0	0	3	0	0	0	1
CZ	0	0	0	0,0	0	6	0	0	2	0
DA	2	935.472	60.806	6,5	2	62	11	0	50	4
DE	10	5.631.358	743.139	13,2	33	54	6	0	139	33
EE	0	11.339	54	0,5	0	7	0	0	0	1
ES	4	1.802.857	99.690	5,5	4	105	0	0	1	19
FI	1	533.098	113.091	21,2	8	73	15	0	7	6
FR	26	7.877.524	2.875.375	36,5	228	192	104	32	109	66
GR	4	178.154	24.064	13,5	0	3	0	1	9	18
HR	1	48.509	1.839	3,8	0	5	0	0	8	2
HU	0	97.858	8.821	9,0	0	6	0	0	6	1
IE	0	313.216	11.220	3,6	3	32	0	0	0	2
IS	0	16.691	408	2,4	0	2	0	0	0	1
IT	19	1.289.452	118.422	9,2	2	136	2	0	0	37
LT	0	805	17	2,1	0	7	0	0	0	1
LU	3	124.648	7.677	6,2	2	7	0	0	0	5
LV	0	0	0	0,0	0	1	0	0	0	0
MT	1	4.824	2.090	43,3	0	2	0	1	0	2
NL	1	1.606.249	172.903	10,8	15	57	17	0	1	6
NO	1	342.335	39.865	11,6	5	98	1	2	51	4
PL	1	465.468	36.530	7,8	1	80	4	0	10	18
PT	2	212.913	4.829	2,3	5	25	0	0	0	5
RO	0	33.783	3.599	10,7	3	7	0	0	0	0
SK	0	3.390	0	0,0	0	1	0	0	6	0
SL	1	17.506	370	2,1	2	11	0	0	10	1
SV	3	1.701.830	420.780	24,7	21	198	79	1	92	26
UK	15	7.468.621	1.813.638	24,3	30	516	2	0	1	86
<b>31 COUNTRIES</b>	<b>103</b>	<b>33.475.480</b>	<b>6.920.598</b>	<b>20,7</b>	<b>397</b>	<b>1.888</b>	<b>262</b>	<b>38</b>	<b>534</b>	<b>372</b>
<b>13 NMS - PL (*)</b>	<b>4</b>	<b>218.014</b>	<b>16.792</b>	<b>7,7</b>	<b>5</b>	<b>65</b>	<b>0</b>	<b>1</b>	<b>32</b>	<b>10</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	239 2017/18 Listed companies One-Tier Board structure Numbers	240 2017/18 Listed companies Two-Tier Board structure Numbers	241 2016/17 Listed companies Companies having published %EO Numbers	242 2016/17 Listed companies Companies having Stock Options Numbers	243 2016/17 Listed companies Companies having broad based plans Numbers	244 2016/17 Listed companies Companies having EOwnership Numbers	245 2016/17 Listed companies Companies having E Share Plans Numbers	246 2016/17 Listed companies Companies having %EO>1% Numbers	247 2016/17 Listed companies Companies having %EO>6% Numbers	248 2016/17 Listed companies Companies having %EO>20% Numbers
AT	2	37	9	13	18	32	26	16	9	5
BE	58	2	3	47	17	53	51	28	14	10
BG	1	4	0	0	0	5	0	1	1	1
CH	34	127	9	90	58	155	141	78	19	8
CY	4	0	1	3	2	4	3	1	1	1
CZ	1	7	0	5	2	5	7	1	0	0
DA	4	70	3	62	38	73	71	31	5	3
DE	5	229	7	138	85	195	178	89	40	30
EE	0	7	0	4	1	7	4	2	1	0
ES	106	0	3	35	17	85	60	30	20	12
FI	5	70	1	48	31	74	71	31	7	4
FR	203	70	178	220	197	265	258	204	98	59
GR	46	0	0	25	7	37	30	22	19	13
HR	0	15	0	3	5	8	9	4	2	2
HU	0	7	3	5	2	7	7	4	1	1
IE	32	0	0	28	15	30	30	18	3	2
IS	0	7	0	4	1	7	5	1	1	1
IT	3	154	0	90	21	142	109	56	38	30
LT	2	6	0	0	0	5	1	2	1	1
LU	9	5	0	10	2	12	12	8	7	5
LV	0	1	0	0	0	1	0	0	0	0
MT	8	0	0	3	3	6	5	3	2	1
NL	13	63	10	55	23	71	69	42	9	5
NO	10	92	5	66	61	98	95	48	13	5
PL	0	100	0	46	13	74	57	31	23	11
PT	17	11	1	11	4	23	14	9	5	5
RO	11	2	0	1	2	11	3	0	0	0
SK	0	6	0	0	0	1	1	0	0	0
SL	1	10	2	1	4	9	5	2	1	1
SV	93	110	10	148	72	198	170	109	36	14
UK	543	2	8	518	392	539	539	390	136	55
<b>31 COUNTRIES</b>	<b>1.211</b>	<b>1.214</b>	<b>253</b>	<b>1.679</b>	<b>1.093</b>	<b>2.232</b>	<b>2.031</b>	<b>1.261</b>	<b>512</b>	<b>285</b>
<b>13 NMS - PL (*)</b>	<b>28</b>	<b>65</b>	<b>6</b>	<b>25</b>	<b>21</b>	<b>69</b>	<b>45</b>	<b>20</b>	<b>10</b>	<b>8</b>

(\*) "New" Member State



### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	249 2016/17 Listed companies Companies having %EO>50% Numbers	250 2016/17 Listed companies having plans Employees Numbers	251 2016/17 Listed companies having plans Employee owners Numbers	252 2016/17 Listed companies having plans Employee owners in % of employees	253 2016/17 Listed companies applying Profit-sharing Numbers	254 2016/17 Listed companies full info about EXEC shareholdings Numbers	255 2016/17 Listed companies Discriminations in voting rights Numbers	256 2016/17 Listed companies Employee owners on Boards Numbers	257 2016/17 Listed companies Employees on Boards Numbers	258 2016/17 Listed companies EXEC owners on Boards Numbers
AT	1	351.901	81.733	23,2	5	10	3	1	30	6
BE	3	548.034	47.404	8,6	8	16	0	0	0	10
BG	0	0	0	0,0	0	4	0	0	0	1
CH	3	1.802.952	234.437	13,0	23	153	18	0	2	9
CY	1	0	0	0,0	0	3	0	0	0	1
CZ	0	0	0	0,0	0	7	0	0	2	0
DA	1	939.922	64.832	6,9	2	64	11	0	49	3
DE	12	5.484.300	730.418	13,3	29	58	6	0	136	36
EE	0	11.015	40	0,4	0	7	0	0	0	1
ES	3	1.728.757	105.135	6,1	4	101	0	0	1	19
FI	1	517.677	112.233	21,7	8	70	15	0	7	5
FR	29	7.630.440	2.806.124	36,8	228	192	104	32	89	66
GR	4	190.467	25.973	13,6	0	3	0	1	9	18
HR	1	47.794	1.885	3,9	0	6	0	0	8	2
HU	0	93.511	6.636	7,1	0	6	0	0	6	1
IE	1	297.836	11.627	3,9	3	31	0	0	0	3
IS	0	15.244	374	2,5	0	2	0	0	0	1
IT	20	1.296.474	118.993	9,2	2	137	2	0	0	37
LT	0	829	20	2,4	0	7	0	0	0	1
LU	3	120.636	7.211	6,0	2	7	0	0	0	5
LV	0	0	0	0,0	0	1	0	0	0	0
MT	1	4.641	2.005	43,2	0	7	0	1	0	2
NL	1	1.620.312	181.724	11,2	12	58	17	0	1	6
NO	0	321.167	38.692	12,0	4	93	1	2	51	4
PL	1	448.487	49.904	11,1	1	83	4	0	9	19
PT	2	207.433	5.234	2,5	6	27	0	0	0	5
RO	0	34.893	9.240	26,5	3	8	0	0	0	0
SK	0	3.346	0	0,0	0	1	0	0	6	0
SL	0	17.110	863	5,0	2	11	0	0	10	1
SV	3	1.594.571	413.925	26,0	21	197	74	1	90	24
UK	16	7.444.844	1.795.922	24,1	27	519	3	0	1	91
<b>31 COUNTRIES</b>	<b>107</b>	<b>32.774.592</b>	<b>6.852.583</b>	<b>20,9</b>	<b>390</b>	<b>1.889</b>	<b>258</b>	<b>38</b>	<b>507</b>	<b>377</b>
<b>13 NMS - PL (*)</b>	<b>3</b>	<b>213.139</b>	<b>20.690</b>	<b>9,7</b>	<b>5</b>	<b>68</b>	<b>0</b>	<b>1</b>	<b>32</b>	<b>10</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	259 2016/17 Listed companies One-Tier Board structure Numbers	260 2016/17 Listed companies Two-Tier Board structure Numbers	261 2015/16 Listed companies Companies having published %EO Numbers	262 2015/16 Listed companies Companies having Stock Options Numbers	263 2015/16 Listed companies Companies having broad based plans Numbers	264 2015/16 Listed companies Companies having EOwnership Numbers	265 2015/16 Listed companies Companies having E Share Plans Numbers	266 2015/16 Listed companies Companies having %EO>1% Numbers	267 2015/16 Listed companies Companies having %EO>6% Numbers	268 2015/16 Listed companies Companies having %EO>20% Numbers
AT	1	38	8	13	18	33	26	16	9	6
BE	59	1	3	47	17	55	51	28	13	9
BG	1	4	0	0	0	5	0	1	1	1
CH	37	122	10	89	57	151	138	81	20	9
CY	4	0	1	3	2	3	3	1	1	1
CZ	1	7	0	5	2	5	6	1	0	0
DA	3	71	4	61	37	72	70	26	5	3
DE	5	228	8	138	82	201	176	94	41	31
EE	0	7	0	4	1	7	4	2	1	0
ES	105	0	3	35	16	87	56	27	21	14
FI	7	68	1	48	29	73	70	30	9	5
FR	204	69	181	220	195	262	253	206	97	63
GR	46	0	1	25	7	35	30	21	18	12
HR	0	15	0	3	5	8	9	4	2	2
HU	0	7	3	5	2	7	6	4	0	0
IE	31	0	0	27	13	31	30	19	4	2
IS	0	7	0	4	1	7	5	1	1	1
IT	3	154	1	89	19	135	105	57	38	30
LT	2	6	0	0	0	3	1	2	1	1
LU	9	5	0	10	2	12	12	8	7	5
LV	0	1	0	0	0	1	0	0	0	0
MT	6	2	0	3	3	6	5	3	2	1
NL	13	63	11	55	21	67	69	44	10	6
NO	10	91	6	63	57	96	92	51	12	5
PL	0	100	0	46	13	84	57	33	25	12
PT	17	11	1	11	4	25	14	9	5	5
RO	10	2	0	1	2	8	3	0	0	0
SK	0	6	0	0	0	1	1	0	0	0
SL	1	10	2	1	4	10	5	2	1	1
SV	90	110	11	133	66	192	159	114	43	20
UK	542	2	7	508	378	532	527	398	140	62
<b>31 COUNTRIES</b>	<b>1.207</b>	<b>1.207</b>	<b>262</b>	<b>1.647</b>	<b>1.053</b>	<b>2.214</b>	<b>1.983</b>	<b>1.283</b>	<b>527</b>	<b>307</b>
<b>13 NMS - PL (*)</b>	<b>25</b>	<b>67</b>	<b>6</b>	<b>25</b>	<b>21</b>	<b>64</b>	<b>43</b>	<b>20</b>	<b>9</b>	<b>7</b>

(\*) "New" Member State

## Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	269 2015/16 Listed companies Companies having %EO>50% Numbers	270 2015/16 Listed companies having plans Employees Numbers	271 2015/16 Listed companies having plans Employee owners Numbers	272 2015/16 Listed companies having plans Employee owners in % of employees	273 2015/16 Listed companies applying Profit-sharing Numbers	274 2015/16 Listed companies full info about EXEC shareholdings Numbers	275 2015/16 Listed companies Discriminations in voting rights Numbers	276 2015/16 Listed companies Employee owners on Boards Numbers	277 2015/16 Listed companies Employees on Boards Numbers	278 2015/16 Listed companies EXEC owners on Boards Numbers
AT	1	350.990	88.597	25,2	5	9	3	1	30	6
BE	3	479.824	52.556	11,0	8	18	0	0	0	8
BG	0	0	0	0,0	0	4	0	0	0	1
CH	4	1.796.365	234.501	13,1	24	150	19	0	2	10
CY	1	0	0	0,0	0	3	0	0	0	1
CZ	0	0	0	0,0	0	8	0	0	2	0
DA	1	925.281	58.871	6,4	3	65	11	0	50	3
DE	12	5.393.482	729.608	13,5	26	59	6	0	135	37
EE	0	10.741	41	0,4	0	7	0	0	0	1
ES	5	1.703.511	109.277	6,4	4	97	0	0	1	20
FI	2	466.929	94.393	20,2	8	70	16	0	7	7
FR	31	7.664.710	2.725.732	35,6	228	204	99	31	86	70
GR	4	210.972	26.995	12,8	0	2	0	1	9	17
HR	1	48.560	2.020	4,2	0	5	0	0	7	2
HU	0	93.342	6.751	7,2	0	5	0	0	6	0
IE	1	276.343	11.826	4,3	3	31	0	0	0	3
IS	0	13.698	349	2,5	0	6	0	0	0	1
IT	21	1.337.985	130.138	9,7	2	133	1	0	0	36
LT	0	861	20	2,3	0	7	0	0	0	1
LU	3	103.927	7.187	6,9	2	7	0	0	0	5
LV	0	0	0	0,0	0	1	0	0	0	0
MT	1	4.411	1.979	44,9	0	7	0	1	0	2
NL	1	1.467.609	170.565	11,6	12	58	17	0	1	7
NO	1	331.997	39.617	11,9	4	90	1	2	51	3
PL	1	434.913	71.390	16,4	1	82	4	0	9	21
PT	2	200.340	5.555	2,8	3	27	0	0	0	5
RO	0	35.107	15.279	43,5	3	9	0	0	0	0
SK	0	3.268	0	0,0	0	1	0	0	6	0
SL	1	17.091	1.457	8,5	2	11	0	0	10	1
SV	3	1.568.083	408.189	26,0	20	183	74	1	90	30
UK	18	7.531.132	1.816.359	24,1	28	510	3	0	1	99
<b>31 COUNTRIES</b>	<b>118</b>	<b>32.471.471</b>	<b>6.809.252</b>	<b>21,0</b>	<b>386</b>	<b>1.869</b>	<b>254</b>	<b>37</b>	<b>503</b>	<b>397</b>
<b>13 NMS - PL (*)</b>	<b>4</b>	<b>213.381</b>	<b>27.548</b>	<b>12,9</b>	<b>5</b>	<b>68</b>	<b>0</b>	<b>1</b>	<b>31</b>	<b>9</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	279 2015/16 Listed companies One-Tier Board structure Numbers	280 2015/16 Listed companies Two-Tier Board structure Numbers	281 2014/15 Listed companies Companies having published %EO Numbers	282 2014/15 Listed companies Companies having Stock Options Numbers	283 2014/15 Listed companies Companies having broad based plans Numbers	284 2014/15 Listed companies Companies having EOwnership Numbers	285 2014/15 Listed companies Companies having E Share Plans Numbers	286 2014/15 Listed companies Companies having %EO>1% Numbers	287 2014/15 Listed companies Companies having %EO>6% Numbers	288 2014/15 Listed companies Companies having %EO>20% Numbers
AT	1	38	7	13	18	33	24	17	9	6
BE	59	1	4	46	16	54	50	28	14	9
BG	1	4	0	0	0	5	0	1	1	1
CH	42	116	11	87	56	150	136	76	22	10
CY	4	0	1	3	2	3	3	1	1	1
CZ	1	7	0	5	2	5	6	1	0	0
DA	2	72	5	59	35	70	67	22	3	3
DE	5	227	8	138	81	197	174	98	44	34
EE	0	7	0	4	1	7	4	2	1	0
ES	104	0	3	35	15	84	53	29	23	15
FI	11	64	1	47	27	70	67	34	11	6
FR	208	65	179	220	192	260	252	206	99	64
GR	46	0	1	25	7	35	29	21	19	14
HR	0	15	0	3	4	7	8	3	2	2
HU	0	7	3	5	2	7	6	4	0	0
IE	31	0	0	26	13	31	28	19	6	3
IS	0	7	0	4	1	7	5	2	1	1
IT	3	154	1	89	17	132	101	58	38	30
LT	2	6	0	0	0	3	1	2	1	1
LU	9	5	0	10	2	12	12	8	7	5
LV	0	1	0	0	0	1	0	0	0	0
MT	6	2	0	3	3	6	5	3	2	1
NL	13	62	11	55	20	67	68	41	10	7
NO	9	92	7	62	53	95	85	51	11	5
PL	0	100	0	44	13	84	55	35	24	12
PT	17	11	1	11	4	25	14	10	5	5
RO	10	2	0	1	2	8	3	0	0	0
SK	0	6	0	0	0	1	1	0	0	0
SL	1	10	2	1	4	10	5	2	1	1
SV	88	111	13	126	60	186	146	103	41	18
UK	539	2	8	498	365	519	514	393	136	65
<b>31 COUNTRIES</b>	<b>1.212</b>	<b>1.194</b>	<b>266</b>	<b>1.620</b>	<b>1.015</b>	<b>2.174</b>	<b>1.922</b>	<b>1.270</b>	<b>532</b>	<b>319</b>
<b>13 NMS - PL (*)</b>	<b>25</b>	<b>67</b>	<b>6</b>	<b>25</b>	<b>20</b>	<b>63</b>	<b>42</b>	<b>19</b>	<b>9</b>	<b>7</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	289 2014/15 Listed companies Companies having %EO>50% Numbers	290 2014/15 Listed companies having plans Employees Numbers	291 2014/15 Listed companies having plans Employee owners Numbers	292 2014/15 Listed companies having plans Employee owners in % of employees	293 2014/15 Listed companies applying Profit-sharing Numbers	294 2014/15 Listed companies full info about EXEC shareholdings Numbers	295 2014/15 Listed companies Discriminations in voting rights Numbers	296 2014/15 Listed companies Employee owners on Boards Numbers	297 2014/15 Listed companies Employees on Boards Numbers	298 2014/15 Listed companies EXEC owners on Boards Numbers
AT	1	356.495	98.279	27,6	6	9	3	1	30	6
BE	4	475.892	55.676	11,7	9	19	0	0	0	8
BG	0	0	0	0,0	0	5	0	0	0	1
CH	4	1.735.845	248.865	14,3	21	151	19	0	4	11
CY	1	0	0	0,0	0	3	0	0	0	1
CZ	0	0	0	0,0	0	5	0	0	3	0
DA	1	925.704	59.936	6,5	3	63	11	0	50	3
DE	13	5.362.086	762.006	14,2	23	64	6	0	135	40
EE	0	10.381	40	0,4	0	7	0	0	0	1
ES	6	1.633.684	114.614	7,0	5	95	0	0	1	21
FI	2	474.580	98.198	20,7	8	68	16	0	6	7
FR	32	7.613.669	2.744.555	36,0	227	201	89	32	86	70
GR	4	218.955	28.830	13,2	0	2	0	1	9	18
HR	1	51.613	2.344	4,5	0	5	0	0	7	2
HU	0	93.005	7.207	7,7	0	5	0	0	6	0
IE	2	262.830	14.736	5,6	3	31	0	0	0	5
IS	0	13.193	402	3,1	0	6	0	0	0	1
IT	20	1.403.380	129.108	9,2	2	129	1	0	0	35
LT	0	829	15	1,8	0	7	0	0	0	1
LU	3	71.047	4.610	6,5	2	6	0	0	0	5
LV	0	0	0	0,0	0	1	0	0	0	0
MT	1	4.261	2.097	49,2	0	6	0	1	0	2
NL	1	1.501.285	175.312	11,7	10	57	17	0	1	7
NO	1	335.546	40.718	12,1	5	89	1	2	49	3
PL	1	431.504	85.740	19,9	1	81	4	0	9	20
PT	2	197.645	6.140	3,1	2	28	0	0	0	5
RO	0	36.910	18.053	48,9	2	9	0	0	0	0
SK	0	3.256	0	0,0	0	1	0	0	6	0
SL	1	16.596	2.062	12,4	2	11	0	0	10	1
SV	4	1.556.716	398.494	25,6	19	164	73	1	88	26
UK	20	7.499.126	1.779.032	23,7	28	498	3	0	1	95
<b>31 COUNTRIES</b>	<b>125</b>	<b>32.286.033</b>	<b>6.877.068</b>	<b>21,3</b>	<b>378</b>	<b>1.826</b>	<b>243</b>	<b>38</b>	<b>501</b>	<b>395</b>
13 NMS - PL (*)	4	216.851	31.816	14,7	4	65	0	1	32	9

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	299	300	301	302	303	304	305	306	307	308
	2014/15	2014/15	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14
	Listed companies One-Tier Board structure Numbers	Listed companies Two-Tier Board structure Numbers	Listed companies Companies having published %EO Numbers	Listed companies Companies having Stock Options Numbers	Listed companies Companies having broad based plans Numbers	Listed companies Companies having EOwnership Numbers	Listed companies Companies having E Share Plans Numbers	Listed companies Companies having %EO>1% Numbers	Listed companies Companies having %EO>6% Numbers	Listed companies Companies having %EO>20% Numbers
AT	1	38	8	13	17	32	23	17	10	6
BE	59	1	4	45	16	54	49	28	15	9
BG	1	4	0	0	0	5	0	1	1	1
CH	41	117	12	87	56	148	135	81	22	11
CY	4	0	1	3	2	3	3	1	1	1
CZ	1	7	0	4	2	5	5	1	0	0
DA	2	72	5	58	34	69	65	19	5	3
DE	4	228	9	136	78	193	171	95	45	35
EE	0	7	0	3	1	7	4	3	2	1
ES	104	0	3	35	14	84	48	30	23	16
FI	12	63	1	47	25	68	64	30	10	6
FR	210	63	178	218	190	256	248	204	105	65
GR	46	0	1	23	7	35	27	20	18	13
HR	0	15	0	3	4	7	8	3	1	1
HU	0	7	3	5	2	7	6	4	0	0
IE	31	0	0	25	12	29	26	18	4	2
IS	0	7	0	4	1	7	5	2	1	1
IT	2	152	1	86	15	129	96	57	38	29
LT	2	6	0	0	0	3	1	2	1	1
LU	9	5	0	8	0	12	10	8	7	5
LV	0	1	0	0	0	1	0	0	0	0
MT	6	2	0	3	3	6	5	3	2	1
NL	13	62	10	55	18	64	63	42	10	8
NO	8	92	6	59	48	93	79	49	10	6
PL	0	100	0	40	13	83	50	36	25	12
PT	17	11	2	11	4	24	13	10	5	5
RO	10	2	0	1	2	8	3	0	0	0
SK	0	6	0	0	0	1	1	0	0	0
SL	1	10	2	1	4	10	5	3	1	1
SV	90	107	12	119	56	181	137	100	40	21
UK	532	2	12	476	336	511	491	388	141	71
<b>31 COUNTRIES</b>	<b>1.206</b>	<b>1.187</b>	<b>270</b>	<b>1.568</b>	<b>960</b>	<b>2.135</b>	<b>1.841</b>	<b>1.255</b>	<b>543</b>	<b>331</b>
<b>13 NMS - PL (*)</b>	<b>25</b>	<b>67</b>	<b>6</b>	<b>23</b>	<b>20</b>	<b>63</b>	<b>41</b>	<b>21</b>	<b>9</b>	<b>7</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	309 2013/14 Listed companies Companies having %EO>50% Numbers	310 2013/14 Listed companies having plans Employees Numbers	311 2013/14 Listed companies having plans Employee owners Numbers	312 2013/14 Listed companies having plans Employee owners in % of employees	313 2013/14 Listed companies applying Profit-sharing Numbers	314 2013/14 Listed companies full info about EXEC shareholdings Numbers	315 2013/14 Listed companies Discriminations in voting rights Numbers	316 2013/14 Listed companies Employee owners on Boards Numbers	317 2013/14 Listed companies Employees on Boards Numbers	318 2013/14 Listed companies EXEC owners on Boards Numbers
AT	1	350.457	94.326	26,9	6	8	3	1	30	7
BE	4	470.289	59.858	12,7	7	15	0	0	0	8
BG	0	0	0	0,0	0	5	0	0	0	1
CH	5	1.709.010	248.685	14,6	22	148	19	0	3	12
CY	1	0	0	0,0	0	2	0	0	0	1
CZ	0	0	0	0,0	0	4	0	0	4	0
DA	2	928.751	64.007	6,9	3	60	11	0	53	4
DE	13	5.266.280	788.356	15,0	23	63	6	0	135	40
EE	0	10.166	42	0,4	0	7	0	0	0	2
ES	6	1.586.464	125.878	7,9	4	91	0	0	1	20
FI	2	526.262	106.168	20,2	8	62	16	0	5	7
FR	32	7.504.823	2.785.574	37,1	226	196	85	32	66	73
GR	3	230.374	31.087	13,5	0	2	0	1	8	17
HR	1	48.801	4.204	8,6	0	6	0	0	9	2
HU	0	95.136	7.499	7,9	0	5	0	0	6	0
IE	1	260.646	18.229	7,0	3	29	0	0	0	4
IS	0	12.616	480	3,8	0	6	0	0	0	1
IT	20	1.396.719	79.159	5,7	3	126	1	0	0	34
LT	0	824	12	1,5	0	7	0	0	0	1
LU	3	62.976	936	1,5	2	5	0	0	0	4
LV	0	0	0	0,0	0	1	0	0	0	0
MT	1	4.179	2.162	51,7	0	6	0	1	0	2
NL	1	1.526.250	180.705	11,8	9	57	17	0	1	8
NO	1	328.585	43.157	13,1	6	86	1	1	50	4
PL	1	416.663	104.250	25,0	1	75	3	0	9	21
PT	2	188.688	6.918	3,7	2	27	0	0	0	5
RO	0	35.063	24.054	68,6	1	8	0	0	0	0
SK	0	3.271	0	0,0	0	1	0	0	5	0
SL	1	17.013	2.656	15,6	1	11	0	0	9	1
SV	6	1.490.235	389.844	26,2	21	149	73	1	89	24
UK	27	7.434.628	1.726.310	23,2	28	477	3	0	1	103
<b>31 COUNTRIES</b>	<b>134</b>	<b>31.905.170</b>	<b>6.894.556</b>	<b>21,6</b>	<b>376</b>	<b>1.745</b>	<b>238</b>	<b>37</b>	<b>484</b>	<b>406</b>
<b>13 NMS - PL (*)</b>	<b>4</b>	<b>214.453</b>	<b>40.629</b>	<b>18,9</b>	<b>2</b>	<b>63</b>	<b>0</b>	<b>1</b>	<b>33</b>	<b>10</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	319	320	321	322	323	324	325	326	327	328
	2013/14	2013/14	2012/13	2012/13	2012/13	2012/13	2012/13	2012/13	2012/13	2012/13
	Listed companies One-Tier Board structure Numbers	Listed companies Two-Tier Board structure Numbers	Listed companies Companies having published %EO Numbers	Listed companies Companies having Stock Options Numbers	Listed companies Companies having broad based plans Numbers	Listed companies Companies having EOwnership Numbers	Listed companies Companies having E Share Plans Numbers	Listed companies Companies having %EO>1% Numbers	Listed companies Companies having %EO>6% Numbers	Listed companies Companies having %EO>20% Numbers
AT	1	38	8	13	17	32	23	19	10	6
BE	59	1	3	44	15	54	48	25	16	8
BG	1	4	0	0	0	5	0	1	1	1
CH	41	117	13	87	56	148	133	79	22	11
CY	4	0	1	3	2	3	3	2	1	1
CZ	1	7	0	4	1	5	5	1	0	0
DA	2	72	5	57	33	68	64	23	6	4
DE	4	228	8	134	75	192	163	100	50	36
EE	0	7	0	3	1	7	4	3	2	1
ES	104	0	3	34	14	83	47	29	23	15
FI	13	62	1	46	23	67	63	26	10	5
FR	207	65	173	216	184	254	242	204	107	68
GR	46	0	1	23	7	34	27	20	17	12
HR	0	15	0	3	4	6	8	4	1	1
HU	0	7	3	5	2	7	6	4	0	0
IE	29	0	0	25	12	29	25	18	5	3
IS	1	6	0	4	1	7	5	2	0	0
IT	2	151	1	86	14	128	94	60	41	31
LT	2	6	0	0	0	3	0	2	1	1
LU	10	4	0	7	0	12	9	8	7	5
LV	0	1	0	0	0	1	0	0	0	0
MT	6	2	0	3	3	6	5	3	2	1
NL	14	61	9	54	18	64	61	37	11	7
NO	6	93	6	55	46	88	73	43	11	5
PL	0	100	1	36	12	77	47	36	24	12
PT	17	11	1	11	4	23	12	10	6	5
RO	10	2	0	1	2	6	3	0	0	0
SK	0	6	0	0	0	1	1	0	0	0
SL	1	10	2	1	4	10	5	3	1	1
SV	90	104	13	114	52	175	132	92	37	22
UK	528	2	11	463	328	500	475	367	147	77
<b>31 COUNTRIES</b>	<b>1.199</b>	<b>1.182</b>	<b>263</b>	<b>1.532</b>	<b>930</b>	<b>2.095</b>	<b>1.783</b>	<b>1.221</b>	<b>559</b>	<b>339</b>
<b>13 NMS - PL (*)</b>	<b>25</b>	<b>67</b>	<b>6</b>	<b>23</b>	<b>19</b>	<b>60</b>	<b>40</b>	<b>23</b>	<b>9</b>	<b>7</b>

(\*) "New" Member State



### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	329 2012/13 Listed companies Companies having %EO>50% Numbers	330 2012/13 Listed companies having plans Employees Numbers	331 2012/13 Listed companies having plans Employee owners Numbers	332 2012/13 Listed companies having plans Employee owners in % of employees	333 2012/13 Listed companies applying Profit-sharing Numbers	334 2012/13 Listed companies full info about EXEC shareholdings Numbers	335 2012/13 Listed companies Discriminations in voting rights Numbers	336 2012/13 Listed companies Employee owners on Boards Numbers	337 2012/13 Listed companies Employees on Boards Numbers	338 2012/13 Listed companies EXEC owners on Boards Numbers
AT	1	347.102	99.509	28,7	6	8	0	1	30	7
BE	5	436.122	46.950	10,8	7	16	0	0	0	7
BG	0	0	0	0,0	0	4	0	0	0	1
CH	4	1.693.742	256.898	15,2	16	147	19	0	3	12
CY	1	0	0	0,0	0	3	0	0	0	1
CZ	0	0	0	0,0	0	3	0	0	4	0
DA	2	963.300	67.644	7,0	3	59	11	0	53	4
DE	14	5.205.759	827.937	15,9	24	63	7	0	132	42
EE	0	9.797	37	0,4	0	7	0	0	0	1
ES	6	1.594.559	147.480	9,2	3	88	0	0	1	20
FI	2	535.631	107.421	20,1	8	60	16	0	6	6
FR	32	7.529.202	2.878.966	38,2	226	191	87	31	64	76
GR	3	229.814	33.366	14,5	0	1	0	1	8	17
HR	1	50.344	6.453	12,8	0	6	0	0	9	2
HU	0	95.436	7.542	7,9	1	5	0	0	6	0
IE	1	255.319	19.752	7,7	2	29	0	0	0	5
IS	0	11.949	467	3,9	0	6	0	0	0	0
IT	23	1.387.642	94.788	6,8	1	126	1	0	0	35
LT	0	626	7	1,1	0	4	0	0	0	1
LU	3	62.108	905	1,5	2	2	0	0	0	4
LV	0	0	0	0,0	0	1	0	0	0	0
MT	1	4.210	2.201	52,3	0	6	0	1	0	2
NL	1	1.561.039	201.284	12,9	8	52	17	0	1	8
NO	0	326.104	46.227	14,2	6	83	1	1	50	5
PL	1	410.302	100.389	24,5	1	64	3	0	9	21
PT	2	183.931	15.154	8,2	2	26	0	0	0	6
RO	0	37.531	30.051	80,1	1	6	0	0	0	0
SK	0	3.585	0	0,0	0	1	0	0	5	0
SL	1	17.454	3.245	18,6	1	11	0	0	10	1
SV	4	1.469.958	451.097	30,7	21	145	74	1	87	22
UK	30	7.488.783	1.568.890	20,9	20	452	2	0	1	110
<b>31 COUNTRIES</b>	<b>138</b>	<b>31.911.349</b>	<b>7.014.659</b>	<b>22,0</b>	<b>359</b>	<b>1.675</b>	<b>238</b>	<b>36</b>	<b>479</b>	<b>416</b>
<b>13 NMS - PL (*)</b>	<b>4</b>	<b>218.983</b>	<b>49.536</b>	<b>22,6</b>	<b>3</b>	<b>57</b>	<b>0</b>	<b>1</b>	<b>34</b>	<b>9</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	339 2012/13 Listed companies One-Tier Board structure Numbers	340 2012/13 Listed companies Two-Tier Board structure Numbers	341 2011/12 Listed companies Companies having published %EO Numbers	342 2011/12 Listed companies Companies having Stock Options Numbers	343 2011/12 Listed companies Companies having broad based plans Numbers	344 2011/12 Listed companies Companies having EOwnership Numbers	345 2011/12 Listed companies Companies having E Share Plans Numbers	346 2011/12 Listed companies Companies having %EO>1% Numbers	347 2011/12 Listed companies Companies having %EO>6% Numbers	348 2011/12 Listed companies Companies having %EO>20% Numbers
AT	1	38	7	13	17	29	23	20	10	6
BE	59	1	4	44	14	51	47	24	16	8
BG	1	4	0	0	0	4	0	1	1	1
CH	41	117	12	87	55	148	131	79	25	11
CY	4	0	1	3	2	3	3	2	1	1
CZ	1	7	0	4	1	6	5	1	0	0
DA	2	72	5	56	33	67	64	22	6	4
DE	3	228	9	133	73	193	162	102	50	35
EE	0	7	0	3	1	5	3	3	2	1
ES	104	0	4	33	14	79	45	29	20	13
FI	12	63	1	45	21	65	61	28	10	5
FR	209	63	168	215	180	252	241	199	101	68
GR	46	0	1	23	7	32	27	20	16	11
HR	0	15	0	3	4	7	7	3	1	1
HU	0	7	3	5	2	7	6	4	1	0
IE	29	0	0	25	12	29	25	17	5	3
IS	1	6	0	4	1	5	4	2	0	0
IT	2	150	1	86	14	129	93	62	43	33
LT	2	5	0	0	0	5	0	2	1	1
LU	10	4	0	7	0	11	9	8	7	5
LV	0	1	0	0	0	0	0	0	0	0
MT	6	2	0	3	3	6	5	4	2	1
NL	14	61	9	53	18	62	59	34	11	7
NO	5	94	6	55	46	85	73	35	10	6
PL	0	100	1	33	12	73	46	39	28	14
PT	16	12	1	11	4	23	11	9	5	4
RO	10	2	0	1	2	4	3	0	0	0
SK	0	6	0	0	0	0	1	0	0	0
SL	1	10	2	1	4	10	5	3	1	1
SV	87	105	13	108	50	161	124	84	33	20
UK	526	2	16	453	325	490	465	337	145	77
<b>31 COUNTRIES</b>	<b>1.192</b>	<b>1.182</b>	<b>264</b>	<b>1.507</b>	<b>915</b>	<b>2.041</b>	<b>1.748</b>	<b>1.173</b>	<b>551</b>	<b>337</b>
<b>13 NMS - PL (*)</b>	<b>25</b>	<b>66</b>	<b>6</b>	<b>23</b>	<b>19</b>	<b>57</b>	<b>38</b>	<b>23</b>	<b>10</b>	<b>7</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	349	350	351	352	353	354	355	356	357	358
	2011/12	2011/12	2011/12	2011/12	2010/11	2010/11	2010/11	2010/11	2010/11	2010/11
	Listed companies Companies having %EO>50% Numbers	Listed companies having plans Employees Numbers	Listed companies having plans Employee owners Numbers	Listed companies having plans Employee owners in % of employees	Listed companies Companies having published %EO Numbers	Listed companies Companies having Stock Options Numbers	Listed companies Companies having broad based plans Numbers	Listed companies Companies having EOwnership Numbers	Listed companies Companies having E Share Plans Numbers	Listed companies Companies having %EO>1% Numbers
AT	1	347.355	102.297	29,5	6	13	16	28	22	17
BE	5	459.967	53.277	11,6	4	44	14	50	47	26
BG	0	0	0	0,0	0	0	0	4	0	1
CH	4	1.649.488	258.858	15,7	13	87	55	147	127	80
CY	1	0	0	0,0	1	3	2	3	3	2
CZ	0	0	0	0,0	0	3	1	5	4	1
DA	2	959.217	67.660	7,1	5	54	33	66	62	26
DE	14	5.072.413	875.012	17,3	9	131	72	190	159	104
EE	0	9.588	39	0,4	0	2	1	5	3	3
ES	6	1.724.167	158.979	9,2	4	32	11	78	43	30
FI	2	562.626	115.547	20,5	1	45	21	64	60	32
FR	33	7.279.600	2.995.808	41,2	164	215	180	250	241	196
GR	3	234.053	35.115	15,0	1	23	7	32	27	22
HR	1	51.342	8.706	17,0	0	3	4	7	7	4
HU	0	93.208	7.357	7,9	2	5	2	7	6	4
IE	1	250.260	21.529	8,6	1	25	12	29	25	18
IS	0	11.329	486	4,3	0	4	1	3	3	0
IT	25	1.375.850	112.365	8,2	2	84	13	126	91	59
LT	0	559	7	1,3	0	0	0	5	0	2
LU	3	60.593	734	1,2	0	7	0	11	8	8
LV	0	0	0	0,0	0	0	0	0	0	0
MT	1	4.374	2.302	52,6	0	3	3	6	4	4
NL	1	1.538.316	217.470	14,1	7	52	18	59	57	32
NO	0	324.328	49.814	15,4	5	53	44	84	69	33
PL	2	417.136	120.452	28,9	5	30	10	70	41	37
PT	1	177.964	14.719	8,3	1	11	4	23	11	9
RO	0	39.444	61.051	154,8	0	1	2	4	3	0
SK	0	3.624	0	0,0	0	0	0	0	1	0
SL	1	17.978	3.835	21,3	2	1	4	10	5	3
SV	6	1.421.598	456.288	32,1	13	106	49	158	121	79
UK	33	7.350.827	1.568.329	21,3	16	441	316	483	452	319
<b>31 COUNTRIES</b>	<b>146</b>	<b>31.437.203</b>	<b>7.308.035</b>	<b>23,2</b>	<b>262</b>	<b>1.478</b>	<b>895</b>	<b>2.007</b>	<b>1.702</b>	<b>1.151</b>
<b>13 NMS - PL (*)</b>	<b>4</b>	<b>220.117</b>	<b>83.297</b>	<b>37,8</b>	<b>5</b>	<b>21</b>	<b>19</b>	<b>56</b>	<b>36</b>	<b>24</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	359	360	361	362	363	364	365	366	367	368
	2010/11	2010/11	2010/11	2010/11	2010/11	2010/11	2009/10	2009/10	2009/10	2009/10
	Listed companies Companies having %EO>6% Numbers	Listed companies Companies having %EO>20% Numbers	Listed companies Companies having %EO>50% Numbers	Listed companies having plans Employees Numbers	Listed companies having plans Employee owners Numbers	Listed companies having plans Employee owners in % of employees	Listed companies Companies having published %EO Numbers	Listed companies Companies having Stock Options Numbers	Listed companies Companies having broad based plans Numbers	Listed companies Companies having EOwnership Numbers
AT	10	6	1	341.914	97.233	28,4	8	13	16	28
BE	15	8	5	473.313	78.660	16,6	6	44	15	49
BG	1	1	0	0	0	0,0	0	0	0	4
CH	28	11	3	1.525.852	258.241	16,9	12	87	55	147
CY	1	1	1	0	0	0,0	1	3	2	3
CZ	0	0	0	0	0	0,0	0	3	1	4
DA	6	4	1	928.548	71.328	7,7	5	53	32	65
DE	55	41	18	4.878.573	933.630	19,1	12	129	71	187
EE	2	1	1	9.269	44	0,5	0	2	1	5
ES	21	14	7	1.594.665	165.305	10,4	3	32	11	78
FI	9	4	2	554.250	124.778	22,5	1	44	20	64
FR	99	72	34	6.963.434	3.007.718	43,2	166	212	177	248
GR	19	12	3	249.048	39.144	15,7	1	23	7	32
HR	1	1	1	52.438	10.949	20,9	0	3	4	7
HU	1	0	0	90.017	7.080	7,9	3	5	2	7
IE	5	3	1	256.672	24.331	9,5	1	25	12	29
IS	0	0	0	10.592	490	4,6	0	3	1	3
IT	41	31	22	1.372.302	135.634	9,9	2	82	13	126
LT	1	0	0	545	5	0,9	0	0	0	5
LU	6	5	3	55.540	670	1,2	0	6	0	11
LV	0	0	0	0	0	0,0	0	0	0	0
MT	2	1	1	4.376	2.302	52,6	0	3	3	6
NL	11	8	2	1.449.070	229.865	15,9	7	49	18	58
NO	10	6	1	305.053	57.341	18,8	5	51	42	82
PL	27	14	2	409.515	98.621	24,1	3	28	8	66
PT	6	5	1	181.119	14.590	8,1	1	11	4	23
RO	0	0	0	42.520	61.386	144,4	0	1	0	3
SK	0	0	0	3.683	0	0,0	0	0	0	0
SL	1	1	1	18.022	4.415	24,5	3	1	4	10
SV	33	19	7	1.328.578	447.881	33,7	14	104	47	160
UK	145	77	34	7.177.024	1.620.401	22,6	18	433	310	477
<b>31 COUNTRIES</b>	<b>556</b>	<b>346</b>	<b>152</b>	<b>30.275.931</b>	<b>7.492.042</b>	<b>24,7</b>	<b>272</b>	<b>1.450</b>	<b>876</b>	<b>1.987</b>
<b>13 NMS - PL (*)</b>	<b>10</b>	<b>6</b>	<b>5</b>	<b>220.870</b>	<b>86.181</b>	<b>39,0</b>	<b>7</b>	<b>21</b>	<b>17</b>	<b>54</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	369	370	371	372	373	374	375	376	377	378
	2009/10	2009/10	2009/10	2009/10	2009/10	2009/10	2009/10	2009/10	2008/09	2008/09
	Listed companies Companies having E Share Plans Numbers	Listed companies Companies having %EO>1% Numbers	Listed companies Companies having %EO>6% Numbers	Listed companies Companies having %EO>20% Numbers	Listed companies Companies having %EO>50% Numbers	Listed companies having plans Employees Numbers	Listed companies having plans Employee owners Numbers	Listed companies having plans Employee owners in % of employees	Listed companies Companies having published %EO Numbers	Listed companies Companies having Stock Options Numbers
AT	22	16	10	6	2	335.753	101.364	30,2	8	12
BE	47	26	16	9	5	472.716	92.679	19,6	6	44
BG	0	1	1	1	0	0	0	0,0	0	0
CH	125	78	28	11	4	1.466.590	270.225	18,4	12	86
CY	3	3	1	1	1	0	0	0,0	1	3
CZ	4	1	0	0	0	0	0	0,0	0	2
DA	61	25	4	3	1	895.119	64.601	7,2	8	53
DE	156	104	57	41	19	4.788.210	1.005.142	21,0	12	129
EE	3	2	1	1	1	9.484	27	0,3	0	2
ES	43	30	19	14	7	1.484.041	130.818	8,8	3	30
FI	59	32	10	4	2	547.483	127.815	23,3	1	44
FR	237	194	100	73	34	6.796.734	2.960.724	43,6	164	209
GR	27	20	17	10	3	262.174	41.261	15,7	1	22
HR	7	5	2	2	1	51.848	13.242	25,5	0	3
HU	6	5	1	0	0	92.666	5.982	6,5	3	5
IE	25	18	6	3	1	259.262	27.671	10,7	1	25
IS	2	0	0	0	0	11.235	530	4,7	0	3
IT	89	62	42	32	23	1.372.764	146.416	10,7	2	82
LT	0	2	1	0	0	530	5	0,9	0	0
LU	7	8	6	5	3	44.117	383	0,9	0	6
LV	0	0	0	0	0	0	0	0,0	0	0
MT	4	4	3	2	2	4.644	2.301	49,5	0	3
NL	54	33	11	8	2	1.428.353	226.559	15,9	6	49
NO	66	35	13	7	1	301.657	61.002	20,2	4	51
PL	38	34	24	14	2	394.601	91.412	23,2	2	28
PT	11	9	6	5	1	171.198	13.976	8,2	1	11
RO	1	0	0	0	0	47.015	64	0,1	0	1
SK	1	0	0	0	0	3.716	0	0,0	0	0
SL	5	3	3	1	1	21.108	4.935	23,4	3	1
SV	118	83	34	18	6	1.283.475	391.802	30,5	12	99
UK	443	318	146	80	33	7.132.356	1.695.124	23,8	19	432
<b>31 COUNTRIES</b>	<b>1.664</b>	<b>1.151</b>	<b>562</b>	<b>351</b>	<b>155</b>	<b>29.678.849</b>	<b>7.476.060</b>	<b>25,2</b>	<b>269</b>	<b>1.435</b>
<b>13 NMS - PL (*)</b>	<b>34</b>	<b>26</b>	<b>13</b>	<b>8</b>	<b>6</b>	<b>231.011</b>	<b>26.556</b>	<b>11,5</b>	<b>7</b>	<b>20</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	379 2008/09 Listed companies Companies having broad based plans Numbers	380 2008/09 Listed companies Companies having EOwnership Numbers	381 2008/09 Listed companies Companies having E Share Plans Numbers	382 2008/09 Listed companies Companies having %EO>1% Numbers	383 2008/09 Listed companies Companies having %EO>6% Numbers	384 2008/09 Listed companies Companies having %EO>20% Numbers	385 2008/09 Listed companies Companies having %EO>50% Numbers	386 2008/09 Listed companies having plans Employees Numbers	387 2008/09 Listed companies having plans Employee owners Numbers	388 2008/09 Listed companies having plans Employee owners in % of employees
AT	16	27	21	17	10	6	1	358.089	98.392	27,5
BE	15	49	47	25	17	9	6	505.728	103.434	20,5
BG	0	4	0	1	1	1	0	0	0	0,0
CH	54	147	124	75	28	11	5	1.506.600	290.274	19,3
CY	2	3	3	3	1	1	1	0	0	0,0
CZ	1	4	3	0	0	0	0	0	0	0,0
DA	32	65	61	27	4	3	1	898.084	66.584	7,4
DE	71	185	153	108	60	42	20	4.857.279	972.839	20,0
EE	1	5	3	3	1	1	1	11.340	29	0,3
ES	11	78	42	32	20	15	7	1.459.288	124.220	8,5
FI	20	63	57	37	10	4	2	588.211	154.474	26,3
FR	173	245	234	193	103	74	36	6.891.624	2.769.719	40,2
GR	7	32	26	20	16	11	4	252.807	44.671	17,7
HR	4	7	7	5	2	2	1	52.771	15.485	29,3
HU	3	7	6	5	1	0	0	75.239	5.818	7,7
IE	12	29	25	19	7	4	1	281.279	29.255	10,4
IS	1	3	2	2	1	0	0	10.536	560	5,3
IT	12	126	88	64	41	34	24	1.397.704	159.797	11,4
LT	0	5	0	2	1	0	0	578	5	0,9
LU	0	10	7	7	5	5	3	41.797	442	1,1
LV	0	0	0	0	0	0	0	0	0	0,0
MT	3	6	4	3	2	1	1	4.828	2.301	47,7
NL	18	57	54	34	11	8	3	1.523.094	219.359	14,4
NO	39	82	66	42	14	7	1	313.644	62.448	19,9
PL	8	64	36	35	24	13	4	397.778	66.209	16,6
PT	4	23	11	9	6	5	1	170.048	14.290	8,4
RO	0	3	1	0	0	0	0	49.679	25	0,1
SK	0	0	1	0	0	0	0	3.737	0	0,0
SL	3	10	5	3	3	1	1	22.470	5.172	23,0
SV	46	158	114	86	36	19	5	1.332.729	382.230	28,7
UK	305	474	440	339	152	85	34	7.266.830	1.714.767	23,6
<b>31 COUNTRIES</b>	<b>861</b>	<b>1.971</b>	<b>1.641</b>	<b>1.196</b>	<b>577</b>	<b>362</b>	<b>163</b>	<b>30.273.792</b>	<b>7.302.796</b>	<b>24,1</b>
<b>13 NMS - PL (*)</b>	<b>17</b>	<b>54</b>	<b>33</b>	<b>25</b>	<b>12</b>	<b>7</b>	<b>5</b>	<b>220.642</b>	<b>28.834</b>	<b>13,1</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	389 2007/08 Listed companies Companies having published %EO Numbers	390 2007/08 Listed companies Companies having Stock Options Numbers	391 2007/08 Listed companies Companies having broad based plans Numbers	392 2007/08 Listed companies Companies having EOwnership Numbers	393 2007/08 Listed companies Companies having E Share Plans Numbers	394 2007/08 Listed companies Companies having %EO>1% Numbers	395 2007/08 Listed companies Companies having %EO>6% Numbers	396 2007/08 Listed companies Companies having %EO>20% Numbers	397 2007/08 Listed companies Companies having %EO>50% Numbers	398 2007/08 Listed companies having plans Employees Numbers
AT	8	12	16	22	20	16	9	6	2	337.898
BE	6	41	15	48	44	27	17	9	6	504.672
BG	0	0	0	2	0	1	1	1	0	0
CH	9	86	54	138	122	75	26	11	4	1.475.952
CY	1	3	2	3	3	3	2	1	0	0
CZ	0	2	1	3	4	1	0	0	0	0
DA	8	50	31	61	58	27	5	3	1	831.328
DE	12	127	66	176	148	101	60	40	22	4.678.144
EE	0	2	1	5	2	3	1	1	1	11.102
ES	4	27	11	66	38	33	21	15	7	1.377.383
FI	1	44	19	63	52	38	10	4	2	563.503
FR	160	207	172	239	230	189	102	73	38	6.619.498
GR	1	20	6	31	24	18	14	10	3	244.541
HR	0	3	3	8	7	4	2	2	1	50.157
HU	3	5	3	7	6	5	1	0	0	75.410
IE	0	25	12	29	25	21	7	4	1	277.351
IS	0	3	1	3	2	3	1	0	0	9.106
IT	2	80	11	112	85	64	41	33	24	1.337.599
LT	0	0	0	5	0	2	1	0	0	535
LU	0	5	0	10	6	7	6	5	3	38.143
LV	0	0	0	0	0	0	0	0	0	0
MT	0	3	3	6	4	3	2	1	1	4.849
NL	6	49	18	58	55	36	12	8	3	1.575.817
NO	4	49	36	74	64	42	16	7	2	300.061
PL	2	26	6	47	32	32	27	14	4	361.869
PT	1	9	3	18	9	12	7	3	1	153.094
RO	0	1	0	3	1	0	0	0	0	41.104
SK	0	0	0	0	1	0	0	0	0	3.671
SL	3	1	3	10	4	3	3	1	1	22.181
SV	10	92	43	152	106	82	35	22	6	1.291.099
UK	17	426	294	469	431	339	147	86	35	7.001.185
<b>31 COUNTRIES</b>	<b>258</b>	<b>1.398</b>	<b>830</b>	<b>1.868</b>	<b>1.583</b>	<b>1.187</b>	<b>576</b>	<b>360</b>	<b>168</b>	<b>29.187.253</b>
13 NMS - PL (*)	7	20	16	52	32	25	13	7	4	209.009

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	399	400	401	402	403	404	405	406	407	408
	2007/08	2007/08	2006/07	2006/07	2006/07	2006/07	2006/07	2006/07	2006/07	2006/07
	Listed companies having plans Employee owners Numbers	Listed companies having plans Employee owners in % of employees	Listed companies Companies having published %EO Numbers	Listed companies Companies having Stock Options Numbers	Listed companies Companies having broad based plans Numbers	Listed companies Companies having EOwnership Numbers	Listed companies Companies having E Share Plans Numbers	Listed companies Companies having %EO>1% Numbers	Listed companies Companies having %EO>6% Numbers	Listed companies Companies having %EO>20% Numbers
AT	103.267	30,6	9	12	15	23	20	15	8	6
BE	119.627	23,7	7	40	14	44	42	23	15	10
BG	0	0,0	1	0	0	2	0	1	1	1
CH	286.407	19,4	9	83	53	134	116	70	25	12
CY	0	0,0	0	3	2	3	3	3	2	1
CZ	0	0,0	0	2	1	3	4	1	0	0
DA	58.808	7,1	9	47	27	57	55	30	5	3
DE	948.776	20,3	11	123	62	167	146	106	58	41
EE	8	0,1	0	0	1	4	0	3	1	1
ES	136.198	9,9	4	25	9	63	34	27	20	14
FI	151.129	26,8	2	43	19	62	49	39	10	5
FR	2.631.323	39,8	157	201	164	229	220	182	99	73
GR	45.885	18,8	1	18	5	28	21	18	15	9
HR	12.564	25,0	0	3	2	6	6	2	2	2
HU	5.999	8,0	3	5	3	7	6	5	1	0
IE	30.330	10,9	0	24	11	27	24	18	8	4
IS	652	7,2	1	2	1	3	2	3	2	0
IT	157.422	11,8	2	76	9	105	79	65	44	36
LT	5	0,9	0	0	0	5	0	2	1	0
LU	366	1,0	0	4	0	8	3	6	5	4
LV	0	0,0	0	0	0	0	0	0	0	0
MT	2.213	45,6	0	3	3	6	4	4	2	1
NL	230.384	14,6	7	48	18	57	52	32	13	9
NO	57.275	19,1	4	45	35	69	60	37	16	5
PL	12.407	3,4	2	22	5	38	25	30	22	11
PT	13.519	8,8	1	9	3	18	8	11	7	2
RO	1	0,0	0	1	0	3	1	0	0	0
SK	0	0,0	0	0	0	0	1	0	0	0
SL	5.170	23,3	3	0	3	10	2	3	2	0
SV	387.286	30,0	7	85	40	146	96	78	37	21
UK	1.733.390	24,8	16	415	283	460	421	326	150	89
<b>31 COUNTRIES</b>	<b>7.130.408</b>	<b>24,4</b>	<b>256</b>	<b>1.339</b>	<b>788</b>	<b>1.787</b>	<b>1.500</b>	<b>1.140</b>	<b>571</b>	<b>360</b>
13 NMS - PL (*)	25.960	12,4	7	17	15	49	27	24	12	6

(\*) "New" Member State



### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	409 2006/07 Listed companies Companies having %EO>50% Numbers	410 2006/07 Listed companies having plans Employees Numbers	411 2006/07 Listed companies having plans Employee owners Numbers	412 2006/07 Listed companies having plans Employee owners in % of employees	413 2005/06 Listed companies Companies having published %EO Numbers	414 2005/06 Listed companies Companies having Stock Options Numbers	415 2005/06 Listed companies Companies having broad based plans Numbers	416 2005/06 Listed companies Companies having EOwnership Numbers	417 2005/06 Listed companies Companies having E Share Plans Numbers	418 2005/06 Listed companies Companies having %EO>1% Numbers	419 2005/06 Listed companies Companies having %EO>6% Numbers	420 2005/06 Listed companies Companies having %EO>20% Numbers	421 2005/06 Listed companies Companies having %EO>50% Numbers
AT	2	305.411	106.349	34,8	9	12	11	19	17	11	7	5	2
BE	5	475.389	108.925	22,9	6	38	12	41	40	21	14	11	4
BG	0	0	0	0,0	1	0	0	2	0	1	1	1	0
CH	5	1.401.596	275.304	19,6	9	79	46	135	113	57	24	11	5
CY	0	0	0	0,0	1	3	2	2	3	2	1	1	0
CZ	0	0	0	0,0	0	2	1	2	4	1	0	0	0
DA	1	743.586	44.400	6,0	9	43	23	55	51	21	5	3	1
DE	25	4.674.520	1.011.657	21,6	10	112	57	156	135	87	46	32	20
EE	1	9.034	8	0,1	0	0	1	4	0	2	1	1	1
ES	5	1.247.622	77.515	6,2	5	22	5	51	26	25	17	12	7
FI	2	498.199	132.753	26,6	1	41	12	59	46	35	11	5	3
FR	35	6.229.982	2.378.207	38,2	144	194	150	213	210	172	92	63	28
GR	3	193.942	41.919	21,6	1	17	5	24	19	17	14	7	3
HR	1	51.267	1.202	2,3	0	4	2	6	6	2	2	2	1
HU	0	71.580	5.774	8,1	3	5	3	7	6	4	1	1	0
IE	1	257.441	30.937	12,0	0	24	11	26	23	13	8	5	1
IS	0	9.130	809	8,9	0	2	0	2	2	2	1	0	0
IT	27	1.200.801	133.915	11,2	2	71	8	101	73	64	49	37	25
LT	0	515	5	1,0	0	0	0	4	0	2	1	1	0
LU	3	34.256	375	1,1	0	3	0	9	3	5	4	3	3
LV	0	0	0	0,0	0	0	0	0	0	0	0	0	0
MT	1	4.626	3.187	68,9	0	3	3	6	4	4	2	1	1
NL	3	1.510.986	285.220	18,9	6	45	17	56	49	26	13	6	3
NO	1	285.666	56.009	19,6	5	39	34	64	54	30	14	7	0
PL	6	329.208	42.915	13,0	2	16	4	31	17	23	16	9	5
PT	1	139.095	14.010	10,1	1	9	3	15	8	10	7	2	1
RO	0	46.348	5	0,0	0	0	0	3	0	0	0	0	0
SK	0	2.366	0	0,0	0	0	0	0	1	0	0	0	0
SL	0	20.954	5.217	24,9	2	0	3	10	2	4	4	0	0
SV	7	1.193.271	351.110	29,4	5	82	38	138	94	72	34	19	8
UK	37	6.568.579	1.665.256	25,4	15	400	277	448	401	293	137	84	32
<b>31 COUNTRIES</b>	<b>172</b>	<b>27.505.368</b>	<b>6.772.982</b>	<b>24,6</b>	<b>237</b>	<b>1.266</b>	<b>728</b>	<b>1.689</b>	<b>1.407</b>	<b>1.006</b>	<b>526</b>	<b>329</b>	<b>154</b>
13 NMS - PL (*)	3	206.690	15.398	7,4	7	17	15	46	26	22	13	8	3

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	422 2017/18 Large non-listed employee-owned companies Numbers	423 2017/18 Large non-listed EO companies Birthdate Year	424 2017/18 Large NL EO comp. Stock capitalisation million €	425 2017/18 Large NL EO comp. Employees Numbers	426 2017/18 Large NL EO comp. Employee owners Numbers	427 2017/18 Large NL EO comp. Employee owners in % of employees	428 2016/17 Large NL EO comp. Stock capitalisation million €	429 2016/17 Large NL EO comp. Employees Numbers	430 2016/17 Large NL EO comp. Employee owners Numbers	431 2016/17 Large NL EO comp. Employee owners in % of employees
AT	1	2.013	17 €	1.400	102	7,29	15 €	1.200	85	7,08
BE	1	nc	1 €	152	48	31,58	1 €	134	41	30,60
BG	1	1.945	0 €	75	33	44,25	0 €	75	34	44,70
CH	0	0	0 €	0	0	0,00	0 €	0	0	0,00
CY	0	0	0 €	0	0	0,00	0 €	0	0	0,00
CZ	20	1.950	75 €	3.422	1.130	33,01	73 €	3.377	1.152	34,10
DA	0	0	0 €	0	0	0,00	0 €	0	0	0,00
DE	4	1.973	776 €	10.013	9.787	97,74	705 €	9.857	9.629	97,69
EE	0	0	0 €	0	0	0,00	0 €	0	0	0,00
ES	56	1.981	5.971 €	107.856	48.835	45,28	5.832 €	99.483	47.597	47,84
FI	0	0	0 €	0	0	0,00	0 €	0	0	0,00
FR	103	1.983	2.677 €	78.393	35.010	44,66	2.562 €	71.228	31.190	43,79
GR	0	0	0 €	0	0	0,00	0 €	0	0	0,00
HR	0	0	0 €	0	0	0,00	0 €	0	0	0,00
HU	2	1.993	36 €	1.228	534	43,48	33 €	1.228	539	43,92
IE	1	2.006	143 €	680	200	0,00	140 €	670	185	0,00
IS	0	0	0 €	0	0	0,00	0 €	0	0	0,00
IT	29	1.950	2.419 €	88.638	36.792	41,51	2.471 €	88.883	37.148	41,79
LT	0	0	0 €	0	0	0,00	0 €	0	0	0,00
LU	0	0	0 €	0	0	0,00	0 €	0	0	0,00
LV	0	0	0 €	0	0	0,00	0 €	0	0	0,00
MT	0	0	0 €	0	0	0,00	0 €	0	0	0,00
NL	5	2.000	208 €	7.482	2.340	31,28	167 €	7.060	2.345	33,21
NO	2	2.003	93 €	3.350	2.730	81,49	87 €	3.370	2.550	75,67
PL	3	1.959	75 €	1.073	505	47,08	72 €	1.073	510	47,56
PT	0	0	0 €	0	0	0,00	0 €	0	0	0,00
RO	0	0	0 €	0	0	0,00	0 €	0	0	0,00
SK	2	1.949	3 €	340	160	47,08	3 €	340	162	47,56
SL	3	1.993	27 €	1.500	733	48,84	26 €	1.500	740	49,34
SV	5	1.991	16 €	1.433	1.174	0,00	16 €	1.216	939	0,00
UK	80	2.001	4.093 €	172.650	141.118	81,74	3.585 €	176.470	138.553	78,51
<b>31 COUNTRIES</b>	<b>318</b>	<b>1.982</b>	<b>16.630 €</b>	<b>479.686</b>	<b>281.231</b>	<b>58,63</b>	<b>15.789 €</b>	<b>467.164</b>	<b>273.398</b>	<b>58,52</b>
<b>13 NMS - PL (*)</b>	<b>28</b>	<b>1.957</b>	<b>141 €</b>	<b>6.565</b>	<b>2.590</b>	<b>39,44</b>	<b>135 €</b>	<b>6.520</b>	<b>2.626</b>	<b>40,28</b>

(\*) "New" Member States except Poland

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	432	433	434	435	436	437	438	439	440	441
	2015/16	2015/16	2015/16	2015/16	2014/15	2014/15	2014/15	2014/15	2013/14	2013/14
	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers
AT	15 €	1.000	89	8,90	13 €	1.000	89	8,90	11 €	1.000
BE	2 €	107	20	18,69	2 €	98	20	20,41	2 €	82
BG	2 €	75	36	47,59	2 €	360	182	50,67	2 €	360
CH	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CY	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CZ	73 €	3.396	1.211	35,65	72 €	3.383	1.280	37,84	69 €	3.481
DA	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
DE	681 €	9.969	9.729	97,59	636 €	9.929	9.681	97,50	631 €	9.991
EE	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
ES	5.397 €	98.179	47.348	48,23	5.250 €	97.422	46.351	47,58	4.745 €	97.006
FI	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
FR	2.323 €	63.621	27.334	42,96	2.206 €	61.824	23.443	37,92	2.033 €	60.786
GR	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HR	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HU	33 €	956	424	44,38	32 €	1.228	580	47,24	32 €	1.228
IE	140 €	620	170	0,00	135 €	580	150	0,00	130 €	540
IS	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
IT	2.366 €	90.605	37.140	40,99	2.451 €	92.042	37.008	40,21	2.547 €	90.999
LT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LU	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LV	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
MT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
NL	162 €	6.830	2.235	32,72	150 €	6.431	2.098	32,62	164 €	6.353
NO	84 €	3.205	2.429	75,80	77 €	3.000	2.277	75,91	73 €	2.750
PL	71 €	1.073	526	48,98	68 €	1.125	587	52,15	68 €	1.125
PT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
RO	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
SK	3 €	301	147	48,98	3 €	313	163	52,15	3 €	340
SL	26 €	1.300	648	49,83	28 €	1.347	715	53,06	28 €	1.347
SV	15 €	1.061	786	0,00	14 €	994	737	0,00	13 €	961
UK	3.510 €	178.304	136.524	76,57	2.863 €	175.698	131.793	75,01	3.483 €	166.854
<b>31 COUNTRIES</b>	<b>14.903 €</b>	<b>460.602</b>	<b>266.796</b>	<b>57,92</b>	<b>14.001 €</b>	<b>456.774</b>	<b>257.154</b>	<b>56,30</b>	<b>14.035 €</b>	<b>445.203</b>
<b>13 NMS - PL (*)</b>	<b>137 €</b>	<b>6.028</b>	<b>2.466</b>	<b>40,90</b>	<b>137 €</b>	<b>6.631</b>	<b>2.921</b>	<b>44,04</b>	<b>135 €</b>	<b>6.756</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	442	443	444	445	446	447	448	449	450	451
	2013/14	2013/14	2012/13	2012/13	2012/13	2012/13	2011/12	2011/12	2011/12	2011/12
	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees
AT	89	8,90	11 €	1.000	0	0,00	10 €	900	0	0,00
BE	20	24,39	2 €	71	20	28,17	2 €	57	2	3,51
BG	197	54,73	2 €	360	205	57,01	3 €	360	205	57,01
CH	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
CY	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
CZ	1.397	40,13	68 €	3.693	1.467	39,72	66 €	4.042	1.566	38,75
DA	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
DE	9.768	97,77	599 €	10.069	9.896	98,28	594 €	10.034	9.911	98,77
EE	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
ES	46.682	48,12	4.817 €	101.432	44.745	44,11	4.872 €	104.418	44.697	42,81
FI	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
FR	23.046	37,91	1.937 €	58.014	23.009	39,66	2.037 €	55.634	21.678	38,97
GR	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
HR	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
HU	626	51,02	32 €	1.210	643	53,14	34 €	1.210	643	53,14
IE	130	0,00	126 €	500	115	0,00	131 €	450	100	0,00
IS	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
IT	39.552	43,46	2.592 €	85.672	35.698	41,67	2.710 €	85.200	35.756	41,97
LT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
LU	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
LV	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
MT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
NL	2.074	32,64	135 €	6.257	2.081	33,25	122 €	6.643	2.043	30,75
NO	2.089	75,95	66 €	2.500	1.900	76,01	54 €	2.241	1.712	76,38
PL	634	56,32	68 €	1.125	660	58,67	73 €	1.125	660	58,67
PT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
RO	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
SK	191	56,32	3 €	340	199	58,67	2 €	340	199	58,67
SL	772	57,31	28 €	1.347	804	59,69	30 €	1.347	804	59,69
SV	733	0,00	11 €	915	681	0,00	10 €	877	649	0,00
UK	125.132	74,99	3.367 €	161.191	121.259	75,23	3.594 €	153.579	113.025	73,59
<b>31 COUNTRIES</b>	<b>253.131</b>	<b>56,86</b>	<b>13.864 €</b>	<b>435.696</b>	<b>243.384</b>	<b>55,86</b>	<b>14.345 €</b>	<b>428.458</b>	<b>233.651</b>	<b>54,53</b>
<b>13 NMS - PL (*)</b>	<b>3.184</b>	<b>47,13</b>	<b>133 €</b>	<b>6.950</b>	<b>3.319</b>	<b>47,75</b>	<b>135 €</b>	<b>7.299</b>	<b>3.418</b>	<b>46,83</b>

(\*) "New" Member State

### Data on employee share ownership in European countries

(31 countries - 2.709 largest European companies - 36 million employees)

Countries	452	453	454	455	456	457	458	459	460	461
	2010/11	2010/11	2010/11	2010/11	2009/10	2009/10	2009/10	2009/10	2008/9	2008/9
	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers
AT	11 €	900	0	0,00	13 €	900	0	0,00	15 €	820
BE	2 €	53	2	3,77	2 €	56	2	3,57	2 €	62
BG	3 €	360	209	58,00	3 €	360	212	59,01	3 €	360
CH	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CY	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CZ	66 €	4.007	1.577	39,37	66 €	4.017	1.945	48,41	66 €	4.687
DA	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
DE	588 €	10.004	9.884	98,80	538 €	9.372	9.163	97,77	561 €	9.802
EE	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
ES	5.159 €	104.454	45.731	43,78	5.135 €	105.926	49.185	46,43	5.123 €	111.358
FI	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
FR	1.869 €	52.283	21.945	41,97	1.701 €	49.801	20.626	41,42	1.987 €	48.284
GR	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HR	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HU	34 €	1.210	714	59,01	28 €	1.210	714	59,01	28 €	1.210
IE	130 €	450	100	0,00	125 €	450	100	0,00	120 €	560
IS	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
IT	2.624 €	82.834	34.346	41,46	2.508 €	82.703	34.608	41,85	2.402 €	80.357
LT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LU	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LV	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
MT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
NL	125 €	6.396	1.891	29,57	119 €	6.176	1.851	29,96	37 €	2.879
NO	53 €	1.840	1.409	76,59	42 €	1.790	1.372	76,62	38 €	1.710
PL	71 €	1.125	653	58,00	61 €	1.125	687	61,11	62 €	1.165
PT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
RO	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
SK	1 €	500	290	58,00	3 €	500	303	60,56	3 €	710
SL	29 €	1.347	795	59,01	25 €	1.347	795	59,01	25 €	1.347
SV	10 €	824	607	0,00	9 €	765	565	0,00	8 €	704
UK	3.477 €	140.499	103.771	73,86	2.945 €	131.179	96.405	73,49	3.061 €	129.955
<b>31 COUNTRIES</b>	<b>14.252 €</b>	<b>409.086</b>	<b>223.925</b>	<b>54,74</b>	<b>13.323 €</b>	<b>397.677</b>	<b>218.534</b>	<b>54,95</b>	<b>13.541 €</b>	<b>395.969</b>
<b>13 NMS - PL (*)</b>	<b>133 €</b>	<b>7.424</b>	<b>3.585</b>	<b>48,29</b>	<b>124 €</b>	<b>7.434</b>	<b>3.969</b>	<b>53,39</b>	<b>125 €</b>	<b>8.314</b>

(\*) "New" Member State

**Data on employee share ownership in European countries**  
(31 countries - 2.709 largest European companies - 36 million employees)

Countries	462	463	464	465	466	467	468	469	470	471	472	473
	2008/9	2008/9	2007/8	2007/8	2007/8	2007/8	2006/7	2006/7	2006/7	2006/7	2005/6	2005/6
	Large NL EO comp Employee owners Numbers	Large NL EO comp Employee owners in % of employees	Large NL EO comp Stock capitalisation million €	Large NL EO comp Employees Numbers	Large NL EO comp Employee owners Numbers	Large NL EO comp Employee owners in % of employees	Large NL EO comp Stock capitalisation million €	Large NL EO comp Employees Numbers	Large NL EO comp Employee owners Numbers	Large NL EO comp Employee owners in % of employees	Large NL EO comp Stock capitalisation million €	Large NL EO comp Employees Numbers
AT	0	0,00	15 €	740	0	0,00	16 €	700	0	0,00	18 €	700
BE	2	3,23	2 €	60	2	3,33	2 €	50	2	4,00	2 €	40
BG	216	60,00	3 €	360	216	60,00	3 €	360	216	60,00	3 €	360
CH	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CY	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CZ	1.977	42,18	68 €	5.053	2.126	42,08	67 €	5.129	2.189	42,68	64 €	5.058
DA	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
DE	9.595	97,88	537 €	9.341	9.156	98,02	523 €	9.116	8.931	97,97	510 €	8.879
EE	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
ES	50.122	45,01	5.915 €	111.007	46.887	42,24	5.448 €	100.257	46.507	46,39	4.942 €	94.823
FI	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
FR	20.705	42,88	1.888 €	46.650	19.934	42,73	1.760 €	45.217	18.077	39,98	1.627 €	42.389
GR	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HR	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HU	726	60,00	27 €	1.210	726	60,00	27 €	1.210	726	60,00	27 €	1.210
IE	100	0,00	115 €	560	100	0,00	111 €	560	100	0,00	90 €	550
IS	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
IT	34.551	43,00	2.194 €	77.487	38.110	49,18	2.013 €	78.043	47.041	60,28	1.913 €	85.709
LT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LU	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LV	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
MT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
NL	1.624	56,40	41 €	2.578	1.553	60,24	38 €	2.479	1.531	61,77	36 €	2.429
NO	1.311	76,68	35 €	1.440	1.108	76,92	31 €	1.190	919	77,25	28 €	1.090
PL	699	60,00	60 €	1.165	699	60,00	60 €	1.225	735	60,00	58 €	1.225
PT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
RO	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
SK	426	60,00	3 €	1.270	762	60,00	3 €	1.270	762	60,00	3 €	1.270
SL	808	60,00	24 €	1.337	802	60,00	24 €	1.255	753	60,00	22 €	1.255
SV	523	0,00	7 €	639	486	0,00	7 €	594	459	0,00	6 €	559
UK	95.374	73,39	3.986 €	125.355	92.201	73,55	3.818 €	118.085	87.358	73,98	3.188 €	110.256
<b>31 COUNTRIES</b>	<b>218.760</b>	<b>55,25</b>	<b>14.919 €</b>	<b>386.251</b>	<b>214.869</b>	<b>55,63</b>	<b>13.952 €</b>	<b>366.740</b>	<b>216.308</b>	<b>58,98</b>	<b>12.538 €</b>	<b>357.802</b>
13 NMS - PL (*)	4.153	49,95	124 €	9.230	4.632	50,19	124 €	9.224	4.646	50,37	119 €	9.153

(\*) "New" Member State

# LISTE DES ENTREPRISES

**List of the 2.747 European companies in the EFES database in 2018** (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 Atrium European RE  
 AT L Bank für Tirol und Vorarlberg  
 AT L BKS Bank  
 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 Petro Welt Technologies  
 AT L Polytec  
 AT L Porr  
 AT L Raiffeisen Bank International  
 AT L RHI Magnesita  
 AT L Rosenbauer International  
 AT L Schoeller-Bleckmann  
 AT L Semperit  
 AT L Strabag  
 AT L Telekom Austria  
 AT L Uniqa  
 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 Balta  
 BE L Barco  
 BE L Bekaert  
 BE L Biocartis  
 BE L bpost  
 BE L Celyad  
 BE L CFE  
 BE L Co.Br.Ha  
 BE L Colruyt  
 BE L Crescent  
 BE L Deceuninck  
 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  
 BE L Hamon  
 BE L IBA  
 BE L Jensen-Group

BE L KBC  
 BE L Kinopolis  
 BE L Lotus Bakeries  
 BE L MDxHealth  
 BE L Melexis  
 BE L Mithra Pharmaceuticals  
 BE L Nyrstar  
 BE L Ontex  
 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 Ter Beke  
 BE L Tessenderlo  
 BE L Thrombogenics  
 BE L TiGenix  
 BE L UCB  
 BE L Umicore  
 BE L Van de Velde  
 BE L X-FAB Silicon Foundries  
 BE NL EASI

**BULGARIA**

BG L Bulgarian American Credit Bank  
 BG L Central Cooperative Bank  
 BG L Chimimport  
 BG L First Investment Bank  
 BG L Sopharma  
 BG NL Nov svjat

**SWITZERLAND**

CH L ABB  
 CH L Acrevis Bank  
 CH L Adecco  
 CH L Adval Tech  
 CH L Aevis Holding  
 CH L Agta Record  
 CH L Allreal  
 CH L Alpiq  
 CH L Also Actebis  
 CH L APG SGA  
 CH L Arbonia  
 CH L Arysza  
 CH L Ascom  
 CH L Autoneum  
 CH L Bachem  
 CH L Baloise  
 CH L Bank Cler  
 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 Food  
 CH L Bellevue Group  
 CH L Berner KB  
 CH L Bk Linth  
 CH L BKW  
 CH L Bobst  
 CH L Bossard A  
 CH L Bucher  
 CH L Burckhardt Compression  
 CH L Burkhalter  
 CH L Calida N  
 CH L Cassiopea  
 CH L Cavotec  
 CH L Cembra Money Bank

CH L Cham Group  
 CH L Cie Financière Tradition  
 CH L Clariant  
 CH L Coltene  
 CH L Comet  
 CH L Conzzeta  
 CH L CPH  
 CH L Crédit Suisse  
 CH L Daetwyler  
 CH L Datacolor  
 CH L DKSH  
 CH L dormakaba  
 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 Santé  
 CH L GAM Holding  
 CH L Geberit  
 CH L Givaudan  
 CH L Glarner 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 Idorsia  
 CH L Implenia  
 CH L Inficon  
 CH L Interroll  
 CH L Intershop  
 CH L Investis  
 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 Kuros Biosciences  
 CH L LafargeHolcim  
 CH L Landis Gyr  
 CH L Lem  
 CH L Liechtenstein. Landesbank  
 CH L Lindt  
 CH L Logitech  
 CH L Lonza  
 CH L Luzerner KB  
 CH L MCH Group  
 CH L Meier Tobler  
 CH L Metall Zug  
 CH L Meyer Burger  
 CH L Mobilezone  
 CH L Mobimo  
 CH L Molecular Partners  
 CH L Myriad  
 CH L Nestle  
 CH L Novartis  
 CH L O Fuessli  
 CH L OC Oerlikon  
 CH L Orior  
 CH L Panalpina  
 CH L Phoenix Mecano  
 CH L Precious Woods  
 CH L Richemont  
 CH L Rieter  
 CH L Roche



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CH L Romande Energie  
 CH L Rothschild  
 CH L Santhera  
 CH L Schindler  
 CH L Schmolz+Bickenbach  
 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  
 CH L Swiss Life  
 CH L Swiss RE  
 CH L Swisscom  
 CH L Swissquote  
 CH L Tamedia  
 CH L Tecan  
 CH L Temenos  
 CH L Thurgauer Kantonalbank  
 CH L Titl BN Berg  
 CH L Tornos N  
 CH L u-blox  
 CH L UBS  
 CH L Valartis Bank  
 CH L Valiant  
 CH L Valora  
 CH L VAT Group  
 CH L Vaudoise  
 CH L Vetropack  
 CH L Von Roll  
 CH L Vontobel  
 CH L Walliser KB  
 CH L Ypsomed  
 CH L Zehnder  
 CH L Zueblin Immobilien  
 CH L Zuger KB  
 CH L Zur Rose  
 CH L Zurich Insurance  
 CH (LI)L Vifor Pharma  
 CH (LI)L VP Bank Vaduz

**CYPRUS**

CY L Bank of Cyprus  
 CY L Cyprus Trading Corp  
 CY L Hellenic Bank  
 CY L Vassiliko Cement

**CZECH REPUBLIC**

CZ L CEZ  
 CZ L Fortuna Entertainment  
 CZ L Kofola  
 CZ L Komerční Banka  
 CZ L Moneta Money Bank  
 CZ L O2  
 CZ L Pegas NonWovens  
 CZ L Unipetrol  
 CZ NL Cyklos  
 CZ NL Dipro  
 CZ NL Drevopracující výrobní družstvo  
 CZ NL Drupol  
 CZ NL Elektro Becov  
 CZ NL Elko  
 CZ NL Granat  
 CZ NL Horácké kovodružstvo Třebíč  
 CZ NL Irisa  
 CZ NL Kovodružstvo  
 CZ NL Kovoplast  
 CZ NL Lidokov  
 CZ NL Mechanika Praha  
 CZ NL Modeva

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

**DENMARK**

DA L A.P. Møller - Mærsk  
 DA L ALK-Abelló  
 DA L Alm Brand  
 DA L Ambu  
 DA L Asetek  
 DA L Athena Investments  
 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 Columbus  
 DA L D/S Norden  
 DA L Danske Bank  
 DA L DFDS  
 DA L DLH  
 DA L DSV  
 DA L FLSmidth & Co  
 DA L Flügger  
 DA L Genmab  
 DA L GN Store Nord  
 DA L Grønlandsbanken  
 DA L H. Lundbeck  
 DA L H+H International  
 DA L IC Group  
 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 Nets  
 DA L NeuroSearch  
 DA L NKT  
 DA L NNIT  
 DA L Nordic Waterproofing Holding  
 DA L Nordjyske Bank  
 DA L North Media  
 DA L Novo Nordisk  
 DA L Novozymes  
 DA L Orsted  
 DA L Pandora  
 DA L Park Street Nordicom  
 DA L Parken  
 DA L Per Aarsleff  
 DA L Ringkjøbing Landbobank  
 DA L Rockwool International  
 DA L Royal Unibrew  
 DA L RTX  
 DA L Sanistaal  
 DA L Santa Fe  
 DA L Scandinavian Tobacco  
 DA L Schouw & Co  
 DA L SimCorp  
 DA L Solar  
 DA L SP Group  
 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 11880 Solutions  
 DE L Aareal Bank  
 DE L Adesso  
 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 Allgeier  
 DE L Allianz  
 DE L Amadeus Fire  
 DE L ATOSS Software  
 DE L Audi  
 DE L Aurubis  
 DE L Axel Springer  
 DE L Baader Bank  
 DE L BASF  
 DE L Basler  
 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 Berliner Effektingesellschaft  
 DE L Bertrandt  
 DE L BETA Systems Software  
 DE L bet-at-home  
 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 Carl Zeiss Meditec  
 DE L Ceconomy  
 DE L Centrotec Sustainable  
 DE L CeWe  
 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 Data Modul  
 DE L Datagroup  
 DE L Delivery Hero  
 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  
 DE L Dr. Hoenle  
 DE L Draegerwerk  
 DE L Drillisch  
 DE L Duerkopp Adler  
 DE L Duerr  
 DE L E.ON  
 DE L Eisen- und Huetttenwerke  
 DE L Elmos Semiconductor  
 DE L ElringKlinger

## List of the 2.747 European companies in the EFES database in 2018 (L = Listed / NL = Non-listed)

DE	L	Encavis	DE	L	MLP	DE	L	Vonovia
DE	L	Energie Baden-Wuerttemberg	DE	L	Mobotix	DE	L	Vossloh
DE	L	Energiekontor	DE	L	Mologen	DE	L	VTG
DE	L	EnviTec Biogas	DE	L	MorphoSys	DE	L	Wacker Chemie
DE	L	Euwax Broker	DE	L	MPH Health Care	DE	L	Wacker Neuson
DE	L	Evonik Industries	DE	L	MTU Aero Engines	DE	L	WashTec
DE	L	Evotec	DE	L	Muehlbauer	DE	L	Wire Card
DE	L	Fielmann	DE	L	MunichRe	DE	L	Wuestenrot & Wuerttemberg.
DE	L	FinTech	DE	L	MVV Energie	DE	L	Xing
DE	L	First Sensor	DE	L	Nemetschek	DE	L	zooplus
DE	L	Formycon	DE	L	Nexus	DE	NL	Der Spiegel
DE	L	Francotyp-Postalia	DE	L	Nordex	DE	NL	Martin Hoppmann
DE	L	Fraport	DE	L	Norma	DE	NL	Meissner
DE	L	Freenet	DE	L	Nuernberger Beteiligungs	DE	NL	Schunk
DE	L	Fresenius	DE	L	OHB	<b>ESTONIA</b>		
DE	L	Fresenius Medical Care	DE	L	Oldenburgische Landesbank	EE	L	Harju Elekter
DE	L	FRIWO	DE	L	OSRAM Licht	EE	L	LHV Group
DE	L	Frosta	DE	L	Paragon	EE	L	Merko Ehitus
DE	L	Fuchs Petrolub	DE	L	Patrizia Immobilien	EE	L	Olympic Entertainment Group
DE	L	GEA Group	DE	L	Paul Hartmann	EE	L	Tallink Grupp
DE	L	Gelsenwasser	DE	L	Pfeiffer Vacuum	EE	L	Tallinna Kaubamaja
DE	L	Geresheimer	DE	L	Phoenix Solar	EE	L	Tallinna Vesi
DE	L	Gerry Weber	DE	L	ProSiebenSAT.1 Media	<b>SPAIN</b>		
DE	L	Gesco	DE	L	PSI	ES	L	Abengoa
DE	L	GFT Technologies	DE	L	Puma	ES	L	Abertis
DE	L	GK Software	DE	L	PVA TePla	ES	L	Acciona
DE	L	Grammer	DE	L	QSC	ES	L	Acerinox
DE	L	Grenke	DE	L	R. Stahl	ES	L	ACS
DE	L	H&R	DE	L	Rational	ES	L	Adolfo Dominguez
DE	L	Hamburger Hafen und Logistik	DE	L	Renk	ES	L	Adveo
DE	L	Hannover Rueckversicherung	DE	L	Rheinmetall	ES	L	Aedas
DE	L	Hawesko	DE	L	Rhoen-Klinikum	ES	L	Aena
DE	L	Heidelberg Cement	DE	L	RIB Software	ES	L	Alantra Partners
DE	L	Heidelberger Druckmaschinen	DE	L	RWE	ES	L	Almirall
DE	L	Hella	DE	L	Salzgitter	ES	L	Amadeus
DE	L	Henkel	DE	L	SAP	ES	L	Amper
DE	L	Hochtief	DE	L	Sartorius	ES	L	Applus Services
DE	L	HolidayCheck	DE	L	Schaltbau Holding	ES	L	Atresmedia
DE	L	Hornbach Holding	DE	L	Secunet	ES	L	Audax Renovables
DE	L	Hornbach-Baumarkt	DE	L	SGL Carbon	ES	L	Azkoyen
DE	L	HSBC Trinkaus und Burkhardt	DE	L	SHW	ES	L	Banco Bilbao
DE	L	Hugo Boss	DE	L	Siemens	ES	L	Banco de Sabadell
DE	L	Hypoport	DE	L	Simona	ES	L	Banco Santander
DE	L	Indus Holding	DE	L	Singulus Technologies	ES	L	Bankia
DE	L	Infineon	DE	L	Sixt	ES	L	Bankinter
DE	L	Innogy	DE	L	SLM Solutions	ES	L	Baron de Ley
DE	L	Isra Vision	DE	L	SMA Solar Technology	ES	L	Bolsas y Mercados Espanoles
DE	L	Jenoptik	DE	L	Software	ES	L	CaixaBank
DE	L	Jungheinrich	DE	L	SolarWorld	ES	L	Carbures Europe
DE	L	K + S	DE	L	SQS Software Quality Systems	ES	L	Cellnex Telecom
DE	L	KAP-Beteiligungs	DE	L	STADA Arzneimittel	ES	L	Cie Automotive
DE	L	KHD Humboldt Wedag Int.	DE	L	Steico	ES	L	Clinica Baviera
DE	L	KION Group	DE	L	STINAG Stuttgart Invest	ES	L	Codere
DE	L	KloECKner & Co	DE	L	Sto	ES	L	Coemac
DE	L	Koenig & Bauer	DE	L	Stratec Biomedical	ES	L	Construccion y Auxiliar de Ferro.
DE	L	KPS	DE	L	Stroer	ES	L	Deoleo
DE	L	Krones	DE	L	Suedwestdeutsche Salzwerke	ES	L	DIA
DE	L	KSB	DE	L	Suedzucker	ES	L	Dogi International Fabrics
DE	L	KUKA	DE	L	Suess Microtec	ES	L	Duro Felguera
DE	L	KWS Saat	DE	L	Surteco	ES	L	Ebro Foods
DE	L	Lanxess	DE	L	Symrise	ES	L	Elecnor
DE	L	Lechwerke	DE	L	Takkt	ES	L	Enagas
DE	L	Leifheit	DE	L	Talanx	ES	L	Ence
DE	L	Leoni	DE	L	Technotrans	ES	L	Endesa
DE	L	Linde	DE	L	Telefonica Deutschland	ES	L	Ercros
DE	L	Lotto24	DE	L	ThyssenKrupp	ES	L	Euskaltel
DE	L	LPKF Laser & Electronics	DE	L	Tipp24	ES	L	Faes Farma
DE	L	Lufthansa	DE	L	Tom Tailor	ES	L	FCC
DE	L	Man	DE	L	Tradegate	ES	L	Ferrovial
DE	L	Manz	DE	L	TUI	ES	L	Fluidra
DE	L	McKesson Europe	DE	L	United Internet	ES	L	General de Alquiler de Maquinaria
DE	L	Mediclin	DE	L	USU	ES	L	Gestamp Automocion
DE	L	Medigene	DE	L	Uzin Utz	ES	L	Global Dominion
DE	L	Medion	DE	L	Verbio	ES	L	Grifols A
DE	L	Mensch und Maschine	DE	L	Villeroy & Boch			
DE	L	Merck	DE	L	Viscom			
DE	L	Metro	DE	L	Volkswagen			

**List of the 2.747 European companies in the EFES database in 2018** (L = Listed / NL = Non-listed)

ES	L	Grupo Catalana de Occidente	ES	NL	Electrolumen	FI	L	Olvi
ES	L	Grupo Empresarial San Jose	ES	NL	San Gervasi	FI	L	Oriola
ES	L	Grupo Ezentis	ES	NL	Florida	FI	L	Orion
ES	L	Iberdrola	ES	NL	Frenos Iruna	FI	L	Outokumpu
ES	L	Iberpapel	ES	NL	Fundiciones San Vicente	FI	L	Outotec
ES	L	Inditex	ES	NL	Goizper	FI	L	Pihlajalinna
ES	L	Indra	ES	NL	Grup La Pau	FI	L	Ponsse
ES	L	Inmobiliaria Colonial	ES	NL	Grupo El Yate	FI	L	Pöyry
ES	L	Inmobiliaria del Sur	ES	NL	Grupo Sorolla	FI	L	Raisio
ES	L	Int. Consolidated Air	ES	NL	Helechos	FI	L	Ramirent
ES	L	Laboratorio Reig Jofre	ES	NL	Industrias Laneko	FI	L	Rapala
ES	L	Laboratorios Rovi	ES	NL	Irizar	FI	L	Revenio
ES	L	Liberbank	ES	NL	ITMA	FI	L	Rovio Entertainment
ES	L	Lingotes Especiales	ES	NL	Izar	FI	L	Sampo
ES	L	Logista	ES	NL	José Ramón Otero	FI	L	Sanoma
ES	L	Mapfre	ES	NL	Juan Comenius	FI	L	Scanfil
ES	L	Masmovil	ES	NL	Katea Legaia	FI	L	Sponda
ES	L	Mediaset Espana	ES	NL	La Productora	FI	L	SRV
ES	L	Melia Hotels	ES	NL	Lan-Mobel	FI	L	Stockmann
ES	L	Miquel y Costas	ES	NL	Larcovi	FI	L	Stora Enso
ES	L	Natra	ES	NL	Macrosad	FI	L	Suominen
ES	L	Naturgy	ES	NL	Mondragon	FI	L	Technopolis
ES	L	Naturhouse	ES	NL	Nor Rubber	FI	L	Terveystalo
ES	L	Neinor Homes	ES	NL	Prosciencia	FI	L	Tieto
ES	L	NH Hoteles	ES	NL	Rpk	FI	L	Tikkurila
ES	L	Obrascon Huarte Lain	ES	NL	Samaniego	FI	L	Tokmanni
ES	L	Papeles y Cartones de Europa	ES	NL	Sersa	FI	L	UPM
ES	L	Parques Reunidos	ES	NL	Sierra Nevada	FI	L	Uponor
ES	L	Pharma Mar	ES	NL	Suara Cooperativa	FI	L	Vaisala
ES	L	Prim	ES	NL	Textils Mora	FI	L	Valmet
ES	L	Prisa	ES	NL	Tornilleria Deba	FI	L	Verkkokauppa
ES	L	Prosegur	ES	NL	Transports Urbans de Sabadell	FI	L	Viking Line
ES	L	Prosegur Cash	ES	NL	Transports Urbans i Serveis Gen.	FI	L	Wärtsilä
ES	L	Quabit	ES	NL	Vitrinor	FI	L	YIT
ES	L	Realia						
ES	L	Red Electrica						
ES	L	Renta 4 Banco						
ES	L	Renta Corporacion						
ES	L	Repsol						
ES	L	Sacyr Vallehermoso						
ES	L	Siemens Gamesa						
ES	L	Sniace						
ES	L	Solaria						
ES	L	Talgo						
ES	L	Tecnicas Reunidas						
ES	L	Telefonica						
ES	L	Telepizza						
ES	L	Tubacex						
ES	L	Tubos Reunidos						
ES	L	Unicaja Banco						
ES	L	Urbas						
ES	L	Vidrala						
ES	L	Viscofan						
ES	L	Vocento						
ES	L	Zardoya Otis						
ES	NL	Abacus Cooperativa						
ES	NL	Adhesivos Orcajada						
ES	NL	Agintzari						
ES	NL	Arrasate-G Taldea						
ES	NL	Ambulancias Barbate						
ES	NL	Ambulancias Gipuzkoa						
ES	NL	Ampo						
ES	NL	Artysan						
ES	NL	Betsaide						
ES	NL	Burdinola						
ES	NL	Centro Internac. De Educación						
ES	NL	Claros						
ES	NL	Colegio Echeyde						
ES	NL	Fuente La Reina 82						
ES	NL	Colegio Gredos San Diego						
ES	NL	Collegio Malvar						
ES	NL	Comotrans						
ES	NL	Comunitat Terapèutica Malgrat						
ES	NL	Divina Aurora						
ES	NL	Doble Via						
ES	NL	Eduvic						
ES	NL	Ekin						
FI	L	Afarak	FR	L	AB Science			
FI	L	Ahlstrom-Munksjo	FR	L	ABC Arbitrage			
FI	L	Aktia Bank	FR	L	Abeo			
FI	L	Alma Media	FR	L	Accor			
FI	L	Altia	FR	L	Adocia			
FI	L	Amer Sports	FR	L	Hi-Media			
FI	L	Asiakastieto	FR	L	Aeroports de Paris			
FI	L	Aspo	FR	L	Affine			
FI	L	Atria	FR	L	Afone			
FI	L	Basware	FR	L	Air France - KLM			
FI	L	Bittium	FR	L	Air Liquide			
FI	L	CapMan	FR	L	Airbus			
FI	L	Cargotec	FR	L	Akka Technologies			
FI	L	Caverion	FR	L	Akwel			
FI	L	Citycon	FR	L	Albioma			
FI	L	Cramo	FR	L	Ales Groupe			
FI	L	Detection Technology	FR	L	Alpes (Compagnie)			
FI	L	DNA	FR	L	Alstom			
FI	L	Elisa	FR	L	Altarea			
FI	L	Etteplan	FR	L	Alten			
FI	L	Faron Pharmaceuticals	FR	L	Altran			
FI	L	Finnair	FR	L	Amundi			
FI	L	Fiskars	FR	L	ANF			
FI	L	Fortum	FR	L	April			
FI	L	F-Secure	FR	L	Archos			
FI	L	Glaston	FR	L	Arkema			
FI	L	HKScan	FR	L	Assystem			
FI	L	Huhtamäki	FR	L	Atos			
FI	L	Kamux	FR	L	Aubay			
FI	L	Kemira	FR	L	Aufeminin.com			
FI	L	Kesko	FR	L	Aurea			
FI	L	Kone	FR	L	Aures			
FI	L	Konecranes	FR	L	Aviation Latécoère			
FI	L	Lassila & Tikanoja	FR	L	Axa			
FI	L	Lehto	FR	L	Axway Software			
FI	L	Lemminkäinen	FR	L	Bains Mer Monaco			
FI	L	Metsä Board	FR	L	Bastide le Confort			
FI	L	Metso	FR	L	Belier			
FI	L	Neste Oil	FR	L	Beneteau			
FI	L	Nokia	FR	L	Bic			
FI	L	Nokian Renkaat	FR	L	Bigben Interactive			

**FINLAND**
**FRANCE**

**List of the 2.747 European companies in the EFES database in 2018** (L = Listed / NL = Non-listed)

FR	L	BioMerieux	FR	L	Groupe SFPI	FR	L	Prodways
FR	L	Blue Solutions	FR	L	GTT	FR	L	Publicis
FR	L	BNP Paribas	FR	L	Guerbet	FR	L	Rallye
FR	L	Boiron	FR	L	Haulotte	FR	L	Ramsay Generale de Sante
FR	L	Bolloré	FR	L	Havas	FR	L	Recylex
FR	L	Bonduelle	FR	L	Herige	FR	L	Remy Cointreau
FR	L	Bourbon	FR	L	Hermes	FR	L	Renault
FR	L	Bouygues	FR	L	Icade	FR	L	Rexel
FR	L	Bricorama	FR	L	ID Logistics	FR	L	Robertet
FR	L	Bureau Veritas	FR	L	Iliad	FR	L	Rothschild
FR	L	Burelle	FR	L	Imerys	FR	L	Rubis
FR	L	Business & Decision	FR	L	Infotel	FR	L	Safran
FR	L	Cap Gemini	FR	L	Ingenico	FR	L	Saint-Gobain
FR	L	Carmat	FR	L	Innate Pharma	FR	L	Samse
FR	L	Carrefour	FR	L	Int. de Plantations d'Heveas	FR	L	Sanofi
FR	L	Casino	FR	L	Interparfums	FR	L	Sartorius Stedim
FR	L	Cegedim	FR	L	Ipsen	FR	L	Savencia
FR	L	Cellectis	FR	L	Ipsos	FR	L	Schneider Electric
FR	L	Cerenis Therapeutics Holding	FR	L	Jacques Bogart	FR	L	Scor
FR	L	CGG	FR	L	Jacquet Metal Service	FR	L	Séché Environnement
FR	L	Chargeurs	FR	L	JC Decaux	FR	L	Sequana
FR	L	Christian Dior	FR	L	Kaufman & Broad	FR	L	Serma Technologies
FR	L	Claranova	FR	L	Kering	FR	L	SES-imagotag
FR	L	CNIM Construction	FR	L	Korian Medica	FR	L	SII
FR	L	CNP Assurances	FR	L	Lagardère	FR	L	SMCP
FR	L	Coface	FR	L	Lanson-BCC	FR	L	SMTPC
FR	L	Colas	FR	L	Laurent-Perrier	FR	L	Société Générale
FR	L	Crédit Agricole	FR	L	LDC	FR	L	Sodexo
FR	L	Damartex	FR	L	Le Noble Age	FR	L	Soitec
FR	L	Danone	FR	L	Lebon	FR	L	Solocal
FR	L	Dassault Aviation	FR	L	Lectra	FR	L	Solutions 30
FR	L	Dassault Systèmes	FR	L	Legrand	FR	L	Somfy
FR	L	DBV Technologies	FR	L	Linedata Services	FR	L	Sopra Steria
FR	L	Delta Plus	FR	L	Lisi	FR	L	Spie
FR	L	Derichebourg	FR	L	LNC Les Nouveaux Constructeurs	FR	L	Spir Communication
FR	L	Devoteam	FR	L	L'Oréal	FR	L	SRP Groupe
FR	L	Direct Energie	FR	L	LVMH	FR	L	STEF
FR	L	Edenred	FR	L	M6-Metropole TV	FR	L	Suez
FR	L	EDF	FR	L	Maisons du Monde	FR	L	Sword Group
FR	L	Eiffage	FR	L	Maisons France Confort	FR	L	Synergie
FR	L	Electricité de Strasbourg	FR	L	Malteries Franco-Belges	FR	L	Tarkett
FR	L	Elior	FR	L	Manitou	FR	L	Technicolor
FR	L	Elis	FR	L	Manutan	FR	L	Teleperformance
FR	L	Engie	FR	L	Marie Brizard	FR	L	Tessi
FR	L	Eramet	FR	L	Maurel et Prom	FR	L	TF1
FR	L	ERYTECH Pharma	FR	L	Mercialys	FR	L	TFF
FR	L	ESI Group	FR	L	Mersen	FR	L	Thales
FR	L	Esker	FR	L	Metabolic Explorer	FR	L	Thermador
FR	L	Essilor	FR	L	MGI Digital	FR	L	Total
FR	L	Euler Hermes	FR	L	Michelin	FR	L	Toupargel
FR	L	Eurofins	FR	L	Mr Bricolage	FR	L	Transgene
FR	L	Europcar	FR	L	Nanobiotix	FR	L	Trigano
FR	L	Eutelsat	FR	L	Natixis	FR	L	U10
FR	L	Evolis	FR	L	Naturex	FR	L	Ubisoft
FR	L	Exel Industries	FR	L	Neopost	FR	L	Umanis
FR	L	Faurecia	FR	L	Neurones	FR	L	Unibail-Rodamco
FR	L	Ferrière Casino de Cannes	FR	L	Nexans	FR	L	Union Financiere de France
FR	L	Figeac Aéro	FR	L	Nexity	FR	L	Valeo
FR	L	Fleury Michon	FR	L	Nicox	FR	L	Vallourec
FR	L	Fnac Darty	FR	L	NRJ Group	FR	L	Valneva
FR	L	Fontaine Pajot	FR	L	Oeneo	FR	L	Velcan Energy
FR	L	Frey	FR	L	Olympique Lyonnais	FR	L	Veolia
FR	L	Fromageries Bel	FR	L	Onxeo	FR	L	Vétoquinol
FR	L	Futuren	FR	L	Orange	FR	L	Vicat
FR	L	Gaumont	FR	L	Orano	FR	L	Viel et Compagnie
FR	L	Gecina	FR	L	Orchestra Premaman	FR	L	Vilmorin
FR	L	Genfit	FR	L	Orpea	FR	L	Vinci
FR	L	Getlink	FR	L	Parrot Promesses	FR	L	Virbac
FR	L	GFI Informatique	FR	L	PCAS	FR	L	Vivendi
FR	L	GL Events	FR	L	Pernod-Ricard	FR	L	Voltaia
FR	L	Groupe CRIT	FR	L	Perrier	FR	L	Voyageurs Du Monde
FR	L	Groupe Flo	FR	L	Peugeot	FR	L	Vranken-Pommery
FR	L	Groupe Gorge	FR	L	Pharmagest Interactive	FR	L	Wavestone
FR	L	Groupe Guillin	FR	L	Pierre Vacances	FR	L	Wendel
FR	L	Groupe Open	FR	L	Plastic Omnium	FR	L	Worldline
FR	L	Groupe Partouche	FR	L	Plastiques Val Loire	FR	L	Xilam
FR	L	Groupe SEB	FR	L	Poxel	FR	L	XPO Logistics Europe

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FR L Zodiac Aerospace  
 FR NL A Capella  
 FR NL Acières de Ploërmel  
 FR NL Acome  
 FR NL ADF Ateliers de Fos  
 FR NL AEL  
 FR NL Alainé  
 FR NL ALMA  
 FR NL Alpine Aluminium  
 FR NL Alstef  
 FR NL Altenov  
 FR NL ANER  
 FR NL Armor  
 FR NL Artelia  
 FR NL ASCA  
 FR NL ASI  
 FR NL ATGT  
 FR NL Aubelec  
 FR NL AVM Dépannage  
 FR NL Bouyer-Leroux  
 FR NL Cap Services  
 FR NL CEFF  
 FR NL Cegos  
 FR NL Ceva  
 FR NL CITEL  
 FR NL CLPS L'Enjeu des Compétences  
 FR NL CMEG  
 FR NL COMEBO  
 FR NL COMEC  
 FR NL Construction Côte d'Emeraude  
 FR NL C'Pro  
 FR NL CREFO  
 FR NL De Sangosse  
 FR NL Delpharm  
 FR NL Divalto  
 FR NL DRTP  
 FR NL EBS Le Relais  
 FR NL ECCS  
 FR NL ECF CER CA  
 FR NL Fondasol  
 FR NL Fonderie de la Bruche  
 FR NL FPEE Industries  
 FR NL GA Smart Building  
 FR NL GCE  
 FR NL Germat  
 FR NL Gescop (Barco+GAT+Taxicop)  
 FR NL Groupe Demain  
 FR NL Groupe Nadia  
 FR NL Hardis  
 FR NL Hexa  
 FR NL Hisa Ingénierie  
 FR NL ID Formation  
 FR NL IDEA  
 FR NL Ingerop  
 FR NL Instep Formation  
 FR NL ISRA  
 FR NL La Brosse et Dupont  
 FR NL La Moderne  
 FR NL Lamanage de Marseille  
 FR NL Les Charpentiers de Paris  
 FR NL Les Maçons Parisiens  
 FR NL LS Services  
 FR NL L'Union des Forgerons  
 FR NL M.R.Y  
 FR NL Mader  
 FR NL Maison Coopérative de Retz  
 FR NL Mateloc  
 FR NL NGE  
 FR NL Nice-Matin  
 FR NL Parc Zoologique d'Amneville  
 FR NL Parcs et Sports  
 FR NL Pentalog  
 FR NL PolyExpert  
 FR NL Procar Demas  
 FR NL Proginov  
 FR NL QuadriPlus Groupe  
 FR NL Recapé

FR NL SCETEC  
 FR NL Scop Nea  
 FR NL Scopelec  
 FR NL Scoprobat  
 FR NL Scotnet  
 FR NL Scotpa  
 FR NL SNA Areacem  
 FR NL SNAT  
 FR NL SNTPP  
 FR NL Socarenam  
 FR NL Sogenor  
 FR NL Sogeti Ingénierie  
 FR NL SOPCZ  
 FR NL Sorapel  
 FR NL Spie batignolles  
 FR NL STPEE  
 FR NL Syndex  
 FR NL Techniques Topo  
 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  
 FR NX Auchan  
 FR NX Egis  
 FR NX Movitex  
 FR NX Pierre Fabre

**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 Farms  
 GR L EFG Eurobank Ergasias  
 GR L Ellaktor  
 GR L Follis Follie  
 GR L Fourlis  
 GR L Frigoglass  
 GR L GEK Terna  
 GR L Gr. Sarantis  
 GR L Hellenic Exchanges Holding  
 GR L Hellenic Petroleum  
 GR L Hellenic Telecom OTE  
 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 LAMPS  
 GR L Marfin Investment Group  
 GR L Minoan Lines  
 GR L Motor Oil (Hellas) Corinth Refin.  
 GR L Mytilineos Holdings  
 GR L National Bank of Greece  
 GR L Nireus  
 GR L Opap  
 GR L Piraeus Bank  
 GR L Piraeus Port Authority  
 GR L Public Power Corporation  
 GR L Quest  
 GR L Sfakianakis  
 GR L 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 Arena Hospitality  
 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 L Waberers  
 HU NL Herend Manufactory  
 HU NL Uvaterv

**IRELAND**

IE L Abbey  
 IE L AIB Group  
 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 Glanbia  
 IE L Glenveagh Properties  
 IE L Grafton Group  
 IE L Greencore  
 IE L Icon  
 IE L Independent News & Media  
 IE L Irish Continental  
 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 Providence Resources  
 IE L Ryanair  
 IE L Smurfit Kappa  
 IE L Total Produce  
 IE L United Drug  
 IE NL Davy

**ICELAND**

IS L Eimskip  
 IS L Hagar  
 IS L Icelandair  
 IS L Marel  
 IS L N1  
 IS L Össur  
 IS L Tryggingamidstodin

**List of the 2.747 European companies in the EFES database in 2018** (L = Listed / NL = Non-listed)**ITALY**

IT	L	A2A	IT	L	Geox	IT	L	UnipolSai
IT	L	Acea	IT	L	Gima TT	IT	L	Valsoia
IT	L	Acotel	IT	L	Gr Edit l'Espresso	IT	L	Vittoria Assicurazioni
IT	L	Aedes	IT	L	Hera	IT	L	Yoox
IT	L	Aeffe	IT	L	IGD	IT	L	Zignago Vetro
IT	L	Aeroporto Guglielmo	IT	L	Il Sole 24 Ore	IT	NL	3elle La Lavorazione del Legno
IT	L	Alerion	IT	L	IMA	IT	NL	Cefla
IT	L	Amplifon	IT	L	Immsi	IT	NL	Coop Muratori Sterratori ed Affini
IT	L	Ansaldo STS	IT	L	Infrastrutture Wireless Italiane	IT	NL	Colser - Auroradomus
IT	L	Ascopiave	IT	L	Interpump Group	IT	NL	Conast
IT	L	Astaldi	IT	L	Intesa Sanpaolo	IT	NL	Conscoop
IT	L	ASTM	IT	L	Iren	IT	NL	Consital
IT	L	Atlantia	IT	L	Italgas	IT	NL	Consorzio Coop. Costruzioni
IT	L	Autogrill	IT	L	Italiaonline	IT	NL	Coop Italiana di Ristorazione
IT	L	Azimut Holding	IT	L	Italmobiliare	IT	NL	Coop Muratori e Braccianti di C.
IT	L	B.F.	IT	L	IVS Group	IT	NL	Cooperativa Ceramica d'Imola
IT	L	Banca Carige	IT	L	Juventus FC	IT	NL	Cooperativa Edile Appennino
IT	L	Banca Farmafactoring	IT	L	La Doria	IT	NL	Cooperativa Muratori e Cementisti
IT	L	Banca Finnat	IT	L	Landi Renzo	IT	NL	Cores Italia
IT	L	Banca Generali	IT	L	Leonardo	IT	NL	CPL Concordia
IT	L	Banca IFIS	IT	L	LU-VE	IT	NL	CSG
IT	L	Banca Intermobiliare	IT	L	Luxtottica	IT	NL	Ecoopera
IT	L	Mediolanum	IT	L	Maire Tecnimont	IT	NL	Formula Servizi
IT	L	Banca MPS	IT	L	Marr	IT	NL	ICEL
IT	L	Banca Pop Sondrio	IT	L	Massimo Zanetti	IT	NL	Industria Vetraria Valdarnese
IT	L	Banca Profilo	IT	L	Mediaset	IT	NL	La Cascina
IT	L	Banco BPM	IT	L	Mediobanca	IT	NL	Manutencoop
IT	L	Banco Desio Brianza	IT	L	Moncler	IT	NL	Meridionale Servizi
IT	L	BasicNet	IT	L	Mondadori Editore	IT	NL	Open Group
IT	L	Bastogi	IT	L	Newron Pharma	IT	NL	Open-Co
IT	L	Beghelli	IT	L	Nice	IT	NL	Servizio Autonoleggio con Autista
IT	L	Beni Stabili	IT	L	Notorious Pictures	IT	NL	Sacmi
IT	L	Biesse	IT	L	OVS	IT	NL	Sorgeva
IT	L	Bio On	IT	L	Panariagroup	IT	NL	Unieco
IT	L	BPER Banca	IT	L	Parmalat			
IT	L	Brembo	IT	L	Piaggio			
IT	L	Brunello Cucinelli	IT	L	Pininfarina			
IT	L	Buzzi Unicem	IT	L	Poligrafici Editoriale			
IT	L	Cairo Communication	IT	L	Poste Italiane			
IT	L	Caltagirone Editore	IT	L	Prada			
IT	L	Campari	IT	L	Prelios			
IT	L	Carraro	IT	L	Prima Industrie			
IT	L	Cattolica Assicurazioni	IT	L	Prysmian			
IT	L	Cembre	IT	L	RAI Way			
IT	L	Cementir	IT	L	RCS MediaGroup			
IT	L	Cerved Information Solutions	IT	L	Recordati			
IT	L	CIR Compagnie Industriali Riunite	IT	L	Reno de Medici			
IT	L	Class Editori	IT	L	Reply			
IT	L	Cosmo	IT	L	Retelit			
IT	L	Credito Emiliano	IT	L	Risanamento			
IT	L	Credito Valtellinese	IT	L	Sabaf			
IT	L	Datalogic	IT	L	Saes Getters			
IT	L	De Longhi	IT	L	Safilo			
IT	L	Diasorin	IT	L	Saipem			
IT	L	Digital Bros	IT	L	Salini Impregilo			
IT	L	doBank	IT	L	Salvatore Ferragamo			
IT	L	EI Towers	IT	L	Saras			
IT	L	El.En	IT	L	Sesa			
IT	L	Elica	IT	L	SIAS			
IT	L	Emak	IT	L	SIT			
IT	L	Enav	IT	L	Snaitech			
IT	L	Enel	IT	L	Snam			
IT	L	Eni	IT	L	Sogefi			
IT	L	ePrice	IT	L	Sol			
IT	L	ERG	IT	L	Stefanel			
IT	L	Esprinet	IT	L	Tamburi			
IT	L	Falck Renewables	IT	L	Technogym			
IT	L	Ferrari	IT	L	Telecom Italia			
IT	L	Ferrovie Nord Milano	IT	L	Terna			
IT	L	Fiat Chrysler Automobiles	IT	L	Tiscali			
IT	L	Fiera Milano	IT	L	Tod's			
IT	L	Fincantieri	IT	L	Toscana Aeroporti			
IT	L	FincoBank	IT	L	Trevi			
IT	L	Gas Plus	IT	L	UBI Banca			
IT	L	Generali Assicurazioni	IT	L	UniCredit			
			IT	L	Unieuro			
			IT	L	Unipol			

**LITUANIA**

LT	L	Amber Grid
LT	L	Energijos Skirstymo Operatorius
LT	L	Klaipedos Nafta
LT	L	Lietuvos Energija
LT	L	Litgrid
LT	L	Rokiskio Suris
LT	L	Siauliu Bankas
LT	L	Telia Lietuva

**LUXEMBURG**

LU	L	Altice
LU	L	Aperam
LU	L	B&M European Value Retail
LU	L	B&S Group
LU	L	D'Amico
LU	L	eDreams
LU	L	L'Occitane International
LU	L	Logwin
LU	L	Play Communications
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
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**MALTA**

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

**List of the 2.747 European companies in the EFES database in 2018** (L = Listed / NL = Non-listed)**NETHERLANDS**

NL L Aalberts  
 NL L ABN AMRO  
 NL L Accell  
 NL L Aegon  
 NL L AerCap  
 NL L Ahold Delhaize  
 NL L Ajax  
 NL L Akzo Nobel  
 NL L AMG  
 NL L Amsterdam Commodities  
 NL L Arcadis  
 NL L Arcelor Mittal  
 NL L argenx  
 NL L ASM International  
 NL L ASML  
 NL L ASR Nederland  
 NL L Avantium  
 NL L BAM  
 NL L Basic-Fit  
 NL L Besi  
 NL L Beter Bed  
 NL L Boskalis  
 NL L Brunel  
 NL L CNH Industrial  
 NL L Constellium  
 NL L Corbion  
 NL L DSM  
 NL L Eurocommercial Properties  
 NL L Euronext  
 NL L ForFarmers  
 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  
 NL L ING  
 NL L Interxion  
 NL L Kardan  
 NL L Kas Bank  
 NL L Kendrion  
 NL L Kiadis Pharma  
 NL L KPN  
 NL L Lastminute.com  
 NL L Lucas Bols Holding  
 NL L Nedap  
 NL L Nielsen Holdings  
 NL L NN Group  
 NL L NSI  
 NL L Ordina  
 NL L Pharming  
 NL L Philips  
 NL L Philips Lighting  
 NL L PostNL  
 NL L Qiagen  
 NL L Randstad  
 NL L Refresco  
 NL L Relx NV  
 NL L SBM Offshore  
 NL L SIF Holding  
 NL L Sligro  
 NL L Stern  
 NL L STMicroelectronics  
 NL L Takeaway.com  
 NL L TKH  
 NL L TomTom  
 NL L Unilever NV  
 NL L Van Lanschot  
 NL L Volkerwessels  
 NL L Vopak  
 NL L Wessanen  
 NL L Wolters Kluwer

NL L Wright Medical  
 NL NL Alfa Accountants  
 NL NL BearingPoint  
 NL NL Goudappel  
 NL NL Movares  
 NL NL Witteveen en Bos

**NORWAY**

NO L ABG Sundal Collier  
 NO L AF Gruppen  
 NO L Akastor  
 NO L Aker ASA  
 NO L Aker BP  
 NO L Aker Solutions  
 NO L AKVA Group  
 NO L American Shipping  
 NO L Aqualis  
 NO L Arcus  
 NO L Arendals Fossekompagni  
 NO L Atea  
 NO L Austevoll Seafood  
 NO L Awilco Drilling  
 NO L B2Holding  
 NO L Bakkafrøst  
 NO L BerGenBio  
 NO L Borregaard  
 NO L DnB  
 NO L DNO  
 NO L DOF  
 NO L Eidesvik Offshore  
 NO L Ekornes  
 NO L ElectroMagnetic GeoServices  
 NO L Entra  
 NO L Equinor  
 NO L Europris  
 NO L Evry  
 NO L Fred Olsen Energy  
 NO L Frontline  
 NO L GC Rieber Shipping  
 NO L Gjensidige Forsikring  
 NO L Golar LNG  
 NO L Grieg Seafood  
 NO L Hafslund  
 NO L Hexagon Composites  
 NO L Hiddn  
 NO L Idex  
 NO L Incus Investor  
 NO L Komplet Bank  
 NO L Kongsberg Automotive  
 NO L Kongsberg Gruppen  
 NO L Kværner  
 NO L Leroy Seafood  
 NO L Link Mobility  
 NO L Marine Harvest  
 NO L MPC Container Ships  
 NO L Multiconsult  
 NO L NEL  
 NO L Next Biometrics  
 NO L Nordic Nanovector  
 NO L Nordic Semiconductor  
 NO L Norsk Hydro  
 NO L Norway Royal Salmon  
 NO L Norwegian Air Shuttle  
 NO L Norwegian Energy Company  
 NO L NRC  
 NO L Ocean Yield  
 NO L Odfjell  
 NO L Olav Thon Eiendoms  
 NO L Orkla  
 NO L Otello  
 NO L Pareto Bank  
 NO L Petroleum Geo-Services  
 NO L Petrolia  
 NO L Polaris Media  
 NO L Prosafe  
 NO L Protector Forsikring  
 NO L Q-Free

NO L REC Silicon  
 NO L SalMar  
 NO L Sbanken  
 NO L Scatec Solar  
 NO L Schibsted  
 NO L SeaBird Exploration  
 NO L SeaDrill  
 NO L Selvaag Bolig  
 NO L Sevan Marine  
 NO L Siem Offshore  
 NO L Solstad Farstad  
 NO L Songa Offshore  
 NO L Sparebank 1 N.-Norge  
 NO L SpareBank 1 Ostlandet  
 NO L SpareBank 1 Ringerike Hadeland  
 NO L Sparebank 1 SMN  
 NO L Sparebank 1 SR Bank  
 NO L Sparebanken More  
 NO L Sparebanken Vest  
 NO L Spectrum  
 NO L Stolt-Nielsen  
 NO L Storebrand  
 NO L Subsea 7  
 NO L Telenor  
 NO L TGS Nopec Geophys.  
 NO L Thin Film Electronics  
 NO L Tomra Systems  
 NO L TTS Marine  
 NO L Veidekke  
 NO L Wilh. Wilhelmsen  
 NO L Wilh. Wilhelmsen Hld.  
 NO L XXL  
 NO L Yara International  
 NO NL Kantega  
 NO NL Norconsult

**POLAND**

PL L 11 Bit Studios  
 PL L Agora  
 PL L Alchemia  
 PL L Alior Bank  
 PL L Alumetal  
 PL L Amica  
 PL L AmRest  
 PL L Apator  
 PL L Asseco Business Solutions  
 PL L Asseco Poland  
 PL L ATM Groupa  
 PL L Azoty  
 PL L Bank BGZ BNP Paribas  
 PL L Bank Handlowy  
 PL L Bank Millennium  
 PL L Bank Ochrony Srodowiska  
 PL L Bank Pekao  
 PL L Bank Zachodni WBK  
 PL L Benefit Systems  
 PL L Bioton  
 PL L Bogdanka  
 PL L Boryszew  
 PL L Budimex  
 PL L CCC  
 PL L CD Projekt  
 PL L Celon Pharma  
 PL L Ciech  
 PL L ComArch  
 PL L Cyfrowy Polsat  
 PL L Dino Polska  
 PL L DomDevelopment  
 PL L Echo  
 PL L Elbudowa  
 PL L Emperia  
 PL L Enea  
 PL L Energa  
 PL L Erbud  
 PL L Eurocash  
 PL L Fabryki Mebli "Forte"  
 PL L Famur

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PL	L	Firma Oponiarska Debica	PT	L	Impresa	SV	L	Assa Abloy
PL	L	Getin Holding	PT	L	Jeronimo Martins	SV	L	Atlas Copco
PL	L	Getin Noble Bank	PT	L	Luz Saude	SV	L	Atrium Ljungberg
PL	L	Gielda Papierow	PT	L	Martifer	SV	L	Attendo
PL	L	Globe Trade Centre	PT	L	Media Capital	SV	L	Autoliv
PL	L	Grupa Lotos	PT	L	Mota-Engil	SV	L	Avanza
PL	L	Grupa Zywiec	PT	L	Navigator	SV	L	Axactor
PL	L	Idea Bank	PT	L	NOS	SV	L	Axfood
PL	L	IDM	PT	L	Novabase	SV	L	Axis
PL	L	Inter Cars	PT	L	REN	SV	L	B&B Tools
PL	L	JW Construction	PT	L	SAG	SV	L	BE Group
PL	L	JSW	PT	L	Semapa	SV	L	Beijer
PL	L	Kety	PT	L	Sonae	SV	L	Beijer Alma
PL	L	KGHM	PT	L	Sonae Industria	SV	L	Betsson
PL	L	Kopex	PT	L	Sonaecom	SV	L	Bilia
PL	L	Kruk	PT	L	Teixeira Duarte	SV	L	BillerudKorsnas
PL	L	LC Corp				SV	L	BioGaiia
PL	L	Livechat Software				SV	L	BiolInvent
PL	L	LPP				SV	L	Biotage
PL	L	Mabion				SV	L	Boliden
PL	L	mBank				SV	L	Boozt
PL	L	Medicalgorithmics				SV	L	Bravida
PL	L	Mercor				SV	L	Bufab
PL	L	Mostostal Warsaw				SV	L	Bulten
PL	L	Mostostal Zabrze				SV	L	Byggmax
PL	L	Netia				SV	L	Camurus
PL	L	Neuca				SV	L	Capio
PL	L	Orange Polska				SV	L	Castellum
PL	L	Orbis				SV	L	Catena
PL	L	PCC Rokita				SV	L	Catena Media
PL	L	Pfleiderer				SV	L	CellaVision
PL	L	PGE Polska Grupa Energetyczna				SV	L	Cherry B
PL	L	PKP Cargo				SV	L	Cinnober
PL	L	Polimex Mostostal				SV	L	Clas Ohlson
PL	L	PolNord				SV	L	Cloetta Fazer
PL	L	Polski Koncern Naftowy				SV	L	CLX Communications
PL	L	Polskie Gornictwo Naft.				SV	L	Collector
PL	L	Powszechna Kasa PKO Bank Pol.				SV	L	Com Hem Holding
PL	L	Powszechny Zaklad U.				SV	L	Concentric
PL	L	Rafako				SV	L	Concordia Maritime
PL	L	Rawiplug				SV	L	Coor Service Management
PL	L	Sanok Rubber				SV	L	CTT Systems
PL	L	Sniezka				SV	L	D. Carnegie & Co
PL	L	Stalexport Autostrady				SV	L	Diamyd Medical
PL	L	Stalprodukt				SV	L	Diös
PL	L	Synthos				SV	L	Dometric
PL	L	Tauron Polska Energia				SV	L	Duni
PL	L	Toya				SV	L	Dustin
PL	L	Ulma				SV	L	Elanders
PL	L	Vistula				SV	L	Electrolux
PL	L	Wawel				SV	L	Elekta
PL	L	Wielton				SV	L	Eltel
PL	L	Wirtualna				SV	L	Eniro
PL	L	Work Service				SV	L	Ericsson
PL	L	Zaklady Azotowe Pulawy				SV	L	Essity
PL	L	Zaklady Chemiczne Police				SV	L	Evolution Gaming
PL	L	Zaklady Lentex				SV	L	Fabege
PL	L	Zaklady Tluszczone Kruszwica				SV	L	Fagerhult
PL	L	Zepak				SV	L	FastPartner
PL	L	Zespol Elektrocieplowni Kogene.				SV	L	Fenix Outdoor
PL	NL	Spoldzielnia Piekarsko-Ciastkars.				SV	L	Fingerprint Cards
PL	NL	Sppic				SV	L	G5 Entertainment
PL	NL	Tarnowska Odziez				SV	L	Garo
<b><u>PORTUGAL</u></b>						SV	L	Getinge
PT	L	Altri	SV	L	Active Biotech	SV	L	Gränges
PT	L	Banco BPI	SV	L	AddLife	SV	L	Gunnebo
PT	L	Banco Comercial Portugues	SV	L	AddNode Group	SV	L	Haldex
PT	L	Cofina	SV	L	Addtech	SV	L	Handicare
PT	L	Corticeira Amorim	SV	L	AF	SV	L	Hansa Medical
PT	L	CTT Correios de Portugal	SV	L	Ahlsell	SV	L	Heba Fastighets
PT	L	EDP	SV	L	Alfa Laval	SV	L	Hemfosa
PT	L	EDP Renovaveis	SV	L	Alimak	SV	L	Hennes and Mauritz
PT	L	F. Ramada Investimentos	SV	L	Alligator Bioscience	SV	L	Hexagon
PT	L	Galp Energia	SV	L	Amasten	SV	L	Hexatronic
PT	L	Global ITech	SV	L	Ambea	SV	L	Hexpol
PT	L	Ibersol	SV	L	Anoto	SV	L	HiQ International
			SV	L	AQ Group	SV	L	HMS Networks
			SV	L	Arjo			
<b><u>ROMANIA</u></b>								
RO	L	Alro						
RO	L	Antibiotice						
RO	L	Banca Transilvania						
RO	L	BRD-Société Générale Bucuresti						
RO	L	CNTEE Tranelectrica						
RO	L	Conpet						
RO	L	Electrica						
RO	L	OMV Petrom						
RO	L	Romp petrol Rafinare Constanta						
RO	L	SN Nuclearelectrica						
RO	L	SNGN Romgaz						
RO	L	SNTGN Transgaz						
RO	L	Sphera Franchise						
<b><u>SLOVAKIA</u></b>								
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						
<b><u>SLOVENIA</u></b>								
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	Sava Re						
SL	L	Telekom Slovenije						
SL	L	Zavarovalnica Triglav						
SL	NL	Domel						
SL	NL	Etiketa						
SL	NL	Odeja						
<b><u>SWEDEN</u></b>								
SV	L	AAK						
SV	L	AcadeMedia						
SV	L	Acando						
SV	L	Active Biotech						
SV	L	AddLife						
SV	L	AddNode Group						
SV	L	Addtech						
SV	L	AF						
SV	L	Ahlsell						
SV	L	Alfa Laval						
SV	L	Alimak						
SV	L	Alligator Bioscience						
SV	L	Amasten						
SV	L	Ambea						
SV	L	Anoto						
SV	L	AQ Group						
SV	L	Arjo						





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UK	L	Curtis Banks	UK	L	Go-Ahead	UK	L	Joules Group
UK	L	CVS Group	UK	L	Goals Soccer Centres	UK	L	JPJ Group
UK	L	Daily Mail & General	UK	L	Gocompare.com	UK	L	Just Eat
UK	L	Dairy Crest	UK	L	Gooch & Housego	UK	L	Just Eat
UK	L	Dart	UK	L	Goodwin	UK	L	Kainos
UK	L	De La Rue	UK	L	Grainger	UK	L	KCom
UK	L	Debenhams	UK	L	Great Portland Estates	UK	L	Keller
UK	L	Dechra Pharmaceuticals	UK	L	Greene King	UK	L	Keywords Studios
UK	L	DeepMatter	UK	L	Greggs	UK	L	Kier
UK	L	Derwent London	UK	L	GVC Holdings	UK	L	Kingfisher
UK	L	Devro	UK	L	GW Pharmaceuticals	UK	L	Ladbrokes
UK	L	DFS Furniture	UK	L	Halfords	UK	L	Laird
UK	L	Diageo	UK	L	Halma	UK	L	Lakehouse
UK	L	Dialight	UK	L	Hammerson	UK	L	Lamprell
UK	L	Dialog Semiconductor	UK	L	Hansard Global	UK	L	Land Securities
UK	L	Dignity	UK	L	Hardy Oil & Gas	UK	L	Latham (James)
UK	L	Diploma	UK	L	Hargreaves	UK	L	Learning Technologies
UK	L	Direct Line Insurance	UK	L	Harworth	UK	L	Legal & General
UK	L	DiscoverIE	UK	L	Hays	UK	L	LivaNova
UK	L	Dixons Carphone	UK	L	Headlam	UK	L	Lloyds Banking
UK	L	Dominos Pizza	UK	L	Helical Bar	UK	L	London Security
UK	L	dotDigital	UK	L	Hikma Pharmaceuticals	UK	L	London Stock Exchange
UK	L	Drax	UK	L	Hill & Smith	UK	L	Lookers
UK	L	Dunelm	UK	L	Hilton Food	UK	L	LoopUp
UK	L	DX Group	UK	L	Hiscox	UK	L	Low & Bonar
UK	L	Earthport	UK	L	Hochschild Mining	UK	L	LSL Property Services
UK	L	easyJet	UK	L	Hogg Robinson	UK	L	M&C Saatchi
UK	L	Eco Animal Health	UK	L	Homeserve	UK	L	M.P. Evans
UK	L	Eddie Stobart	UK	L	Horizon Discovery	UK	L	Majestic Wine
UK	L	Egdon Resources	UK	L	Hostelworld	UK	L	Man Group
UK	L	Ei Group	UK	L	Hotel Chocolat	UK	L	Management Consulting
UK	L	Electrocomponents	UK	L	Howdens	UK	L	Marks & Spencer
UK	L	Elementis	UK	L	HSBC	UK	L	Marshall Motor
UK	L	Emis Group	UK	L	HSS Hire Group	UK	L	Marshalls
UK	L	EnQuest	UK	L	Hunting	UK	L	Marston's
UK	L	Epwin Group	UK	L	Huntsworth	UK	L	Mattioli Woods
UK	L	Equiniti	UK	L	Hurricane Energy	UK	L	McBride
UK	L	Eros International	UK	L	Hvivo	UK	L	McColl's Retail
UK	L	Essentra	UK	L	Ibstock	UK	L	McKay Securities
UK	L	esure Group	UK	L	Ideagen	UK	L	Mears
UK	L	Eurocell	UK	L	Idox	UK	L	Medica
UK	L	Euromoney Institutional Investor	UK	L	IG Design	UK	L	Meggitt
UK	L	Everyman Media	UK	L	IG Group	UK	L	Melrose
UK	L	EVR Holdings	UK	L	IGas Energy	UK	L	Menzies (John)
UK	L	Experian	UK	L	Imagination Technologies	UK	L	Mereo BioPharma
UK	L	Faroe Petroleum	UK	L	IMI	UK	L	Merlin Entertainment
UK	L	FDM	UK	L	Immunodiagnostic Systems	UK	L	Micro Focus
UK	L	Fenner	UK	L	Impellam	UK	L	Microgen
UK	L	Ferguson	UK	L	Imperial Brands	UK	L	Midwich
UK	L	Fevertree	UK	L	Inchcape	UK	L	Millennium & Copthorne
UK	L	Fidessa	UK	L	Indivior	UK	L	Mitchells & Butlers
UK	L	Findel	UK	L	Informa	UK	L	Mitie
UK	L	First Derivatives	UK	L	Inmarsat	UK	L	Mondi plc
UK	L	FirstGroup	UK	L	InterContinental Hotels	UK	L	Moneysupermarket.com
UK	L	Fisher	UK	L	Intermediate Capital	UK	L	Morgan Advances Materials
UK	L	Flybe	UK	L	International Personal Finance	UK	L	Morgan Sindall
UK	L	Focusrite	UK	L	Interserve	UK	L	Morrisons
UK	L	Foxtons	UK	L	Intertek	UK	L	Morses Club
UK	L	French Connection	UK	L	Intu	UK	L	Mortgage Advice Bureau
UK	L	Frontier Developments	UK	L	Investec plc	UK	L	Mothercare
UK	L	Fuller Smith & Turner	UK	L	Iofina	UK	L	Mulberry
UK	L	Future	UK	L	Iomart	UK	L	Nanoco Group
UK	L	FW Thorpe	UK	L	IP Group	UK	L	National Express
UK	L	G4S	UK	L	IQE	UK	L	National Grid
UK	L	Galliford Try	UK	L	ITE	UK	L	NCC Group
UK	L	Game Digital	UK	L	ITM Power	UK	L	NEX Group
UK	L	Games Workshop	UK	L	ITV	UK	L	Next
UK	L	Gamma Communications	UK	L	IWG	UK	L	Next Fifteen
UK	L	Gateley	UK	L	James Halstead	UK	L	Nichols
UK	L	Gattaca	UK	L	Janus Henderson	UK	L	Northgate
UK	L	GB Group	UK	L	Jardine Lloyd Thompson	UK	L	Novae
UK	L	GCM Resources	UK	L	JD Sports Fashion	UK	L	Numis
UK	L	Genus	UK	L	Jimmy Choo	UK	L	Ocado
UK	L	GKN	UK	L	JKX Oil & Gas	UK	L	Old Mutual plc
UK	L	GlaxoSmithKline	UK	L	Johnson Matthey	UK	L	On the Beach
UK	L	Glencore	UK	L	Johnson Service	UK	L	OneSavings Bank
UK	L	GlobalData	UK	L	Johnston Press	UK	L	Ophir Energy

**List of the 2.747 European companies in the EFES database in 2018** (L = Listed / NL = Non-listed)

UK	L	Oxford Biomedica	UK	L	Scapa	UK	L	U and I
UK	L	Oxford Instruments	UK	L	Scottish Salmon Company	UK	L	UBM
UK	L	Page Group	UK	L	SDL	UK	L	Ultra Electronics
UK	L	Paragon	UK	L	Secure Trust Bank	UK	L	Unilever plc
UK	L	Patisserie Holdings	UK	L	Segro	UK	L	Unite Group
UK	L	PayPoint	UK	L	Senior	UK	L	United Utilities
UK	L	Paysafe	UK	L	Serco	UK	L	Urban & Civic
UK	L	Pearson	UK	L	Serica Energy	UK	L	Utilitywise
UK	L	Pendragon	UK	L	Severfield	UK	L	Vectura
UK	L	Pennon	UK	L	Severn Trent	UK	L	Vedanta
UK	L	Persimmon	UK	L	Shaftesbury	UK	L	Velocys
UK	L	Personal Group	UK	L	Shield Therapeutics	UK	L	Vernalis
UK	L	Petrofac	UK	L	Shire	UK	L	Vertu Motors
UK	L	Pets at Home Group	UK	L	Shore Capital	UK	L	Vesuvius
UK	L	Photo-Me International	UK	L	SIG	UK	L	Victoria
UK	L	Playtech	UK	L	Signet Jewelers	UK	L	Victrex
UK	L	Plexus	UK	L	Silence Therapeutics	UK	L	Virgin Money
UK	L	Polypipe	UK	L	Sinclair Pharma	UK	L	Vitec
UK	L	Porvair	UK	L	Sirius Minerals	UK	L	Vodafone
UK	L	PPHE Hotel Group	UK	L	Sky	UK	L	Volex
UK	L	Premier Foods	UK	L	Smart Metering Systems	UK	L	Volution
UK	L	Premier Oil	UK	L	Smith & Nephew	UK	L	VP
UK	L	Premier Technical Services	UK	L	Smith (DS)	UK	L	Watchstone
UK	L	Provident Financial	UK	L	Smiths	UK	L	Watkin Jones
UK	L	Prudential	UK	L	Soco International	UK	L	Weir Group
UK	L	PureTech Health	UK	L	Softcat	UK	L	Wetherspoon
UK	L	Purplebricks	UK	L	Sophos	UK	L	WH Smith
UK	L	PV Crystalox	UK	L	Sound Energy	UK	L	Whitbread
UK	L	PZ Cussons	UK	L	Spectris	UK	L	William Hill
UK	L	QinetiQ	UK	L	Speedy Hire	UK	L	Williams Grand Prix
UK	L	Quadrise Fuels	UK	L	Spirax-Sarco Engineering	UK	L	Wilmington
UK	L	Quantum Pharmaceutical	UK	L	Spire Healthcare	UK	L	Wincanton
UK	L	Quartix	UK	L	Spirent	UK	L	Wizz Air
UK	L	Quixant	UK	L	Sportech	UK	L	Wood Group (John)
UK	L	Quiz	UK	L	Sports Direct	UK	L	WPP
UK	L	R.E.A.Holdings	UK	L	SSE	UK	L	Wyg
UK	L	Rank Group	UK	L	SSP Group	UK	L	Xaar
UK	L	Rasmala	UK	L	St. Ives	UK	L	Xeros Technology
UK	L	Rathbones	UK	L	St. James's Place	UK	L	XLMedia
UK	L	Reach	UK	L	St. Modwen Properties	UK	L	XPS
UK	L	Reckitt Benckiser	UK	L	Staffline Recruitment	UK	L	YouGov
UK	L	Record	UK	L	Stagecoach	UK	L	Young's
UK	L	Redcentric	UK	L	Stallergenes Greer	UK	L	Yu Group
UK	L	Redde	UK	L	Standard Chartered	UK	L	Zotefoams
UK	L	Redrow	UK	L	Standard Life Aberdeen	UK	L	ZPG
UK	L	Regal Petroleum	UK	L	Sterling Energy	UK	NL	ADP
UK	L	Relx plc	UK	L	Sthree	UK	NL	Agilisys
UK	L	Renew Holdings	UK	L	Stobart	UK	NL	AHMM
UK	L	Renewi	UK	L	Stock Spirits	UK	NL	Alan Nuttall
UK	L	Renishaw	UK	L	STV	UK	NL	Albany Pumps
UK	L	Rentokil Initial	UK	L	Sumo Group	UK	NL	Alfa Travel
UK	L	Restaurant Group	UK	L	Superdry	UK	NL	Anglian Community Enterprise
UK	L	Restore	UK	L	Synthomer	UK	NL	Anton Group
UK	L	RhythmOne	UK	L	TalkTalk Telecom	UK	NL	Aquascot
UK	L	Ricardo	UK	L	Tarsus	UK	NL	Arup Group
UK	L	Rightmove	UK	L	Tate & Lyle	UK	NL	Auchrannie
UK	L	Rio Tinto	UK	L	Taylor Wimpey	UK	NL	Bluestone Resorts
UK	L	RM	UK	L	TechnipFMC	UK	NL	BMT Group
UK	L	Robert Walters	UK	L	Ted Baker	UK	NL	Bristol Community Health
UK	L	Rockhopper Exploration	UK	L	Telecom plus	UK	NL	Broadway Malyan
UK	L	Rolls-Royce	UK	L	Telford Homes	UK	NL	Cambridge Nutritional Foods
UK	L	Rotork	UK	L	Telit Communications	UK	NL	Care Plus Group
UK	L	Royal Bank of Scotland	UK	L	Tesco	UK	NL	Central Surrey Health
UK	L	Royal Dutch Shell	UK	L	Thomas Cook	UK	NL	Childbase Partnership
UK	L	Royal Mail	UK	L	TI Fluid Systems	UK	NL	City Health Care Partnership
UK	L	RPC	UK	L	Time Out Group	UK	NL	Community Dental Services
UK	L	RPS	UK	L	Tissue Regenix	UK	NL	Control Risks
UK	L	RSA Insurance	UK	L	Tiziana Life Sciences	UK	NL	Curtins Group Ltd
UK	L	RWS Holdings	UK	L	Topps Tiles	UK	NL	Donald Insall Associates
UK	L	S & U	UK	L	TP Icap	UK	NL	EA Technology
UK	L	SafeCharge	UK	L	Travis Perkins	UK	NL	Eagle Plant
UK	L	Saga	UK	L	Treatt	UK	NL	East Coast Community Health.
UK	L	Sage	UK	L	Tribal	UK	NL	Edinburgh Bicycle Cooperative
UK	L	Sainsbury	UK	L	Trifast	UK	NL	First Community Health and Care
UK	L	San Leon Energy	UK	L	TT Electronics	UK	NL	Fresca Group
UK	L	Sarossa	UK	L	Tullow Oil	UK	NL	Gibson
UK	L	Savills	UK	L	Tyman	UK	NL	Gripple

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UK	NL	Highland Home Carers
UK	NL	Hill Biscuits
UK	NL	Hodge Jones and Allen
UK	NL	Houlder
UK	NL	Hyperion Insurance
UK	NL	John Lewis Partnership
UK	NL	Kite Packaging
UK	NL	Leading Lives
UK	NL	Lindum Group
UK	NL	Locala Community Partnerships
UK	NL	Mace Group
UK	NL	Mail Solutions
UK	NL	Make
UK	NL	Medway Community Healthcare
UK	NL	Mines Rescue Service
UK	NL	Mott MacDonald
UK	NL	North Somerset Com. Partnership
UK	NL	Palmer & Harvey, McLane
UK	NL	Parfett & Sons
UK	NL	Peregrine Livefoods
UK	NL	Prospects
UK	NL	Provide
UK	NL	School Trends
UK	NL	Scott & Fyfe
UK	NL	Scott Bader
UK	NL	Scottish Woodlands
UK	NL	Shaw Healthcare
UK	NL	Shawston International
UK	NL	Sheffield Forgemasters
UK	NL	SLR Management
UK	NL	Smile Together Dental
UK	NL	Spectrum Community Health
UK	NL	Steer Davies Gleave
UK	NL	Stephens Scown
UK	NL	Stewart-Buchanan
UK	NL	Stride Treglown
UK	NL	Suma
UK	NL	Sunderland Home Care
UK	NL	Swann-Morton
UK	NL	Team Consulting
UK	NL	Tithegrove Holdings
UK	NL	Trace Group
UK	NL	TTP Group
UK	NL	Tullis Russell
UK	NL	UBH International
UK	NL	Unipart
UK	NL	WCF
UK	NL	Wilkin & Sons

Pour toute information

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La FEAS est l'organisation-couple 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.

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