Marc Mathieu

EUROPEAN FEDERATION OF EMPLOYEE SHAREOWNERSHIP
ETUDE

L'actionnariat salarié freiné par la crise

La Tribune.fr - 28/04/2009 à 19:00 - 241 mots

Selon une étude d'Hewitt Associates, 55 % des entreprises ne lanceront pas de plans d'actionnariat salariés en 2009.

Plus de la moitié, 55 % exactement, des grandes entreprises ne lanceront pas un plan d'actionnariat salarié pour 2009, indique la dernière étude menée par Hewitt Associates auprès de 65 groupes du CAC 40 et du SBF 120 en mars-avril 2009. C'est une inflexion
L'actionnariat salarié résiste à la crise révèle l'enquête exclusive de Hewitt menée en mars 2009

Media Contacts:
Claire Mouillet, Hewitt Associates, 01 55 63 23 72

2009-04-28
### EUROPEAN EMPLOYEE OWNERSHIP ACROSS THE CRISIS

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
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<tbody>
<tr>
<td>Employee owners</td>
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<tr>
<td>Employees' share in ownership structure</td>
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<tr>
<td>Capitalisation held by employees in €</td>
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<tr>
<td>European companies having employee ownership</td>
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<tr>
<td>European companies having broad-based plans</td>
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<tr>
<td>European companies having launched new plans</td>
<td></td>
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<thead>
<tr>
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<th>2008</th>
<th>2009</th>
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<td>8.4</td>
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EUROPEAN GROUPS HAVING EMPLOYEE SHARE PLANS

Graph first year plans

UK, IE, FI, FR, NL
DE, DA, SV, CH, NO
EUROPE, DE, IT

ES, AT, 11 NEW
PL, GR
PT
EUROPEAN GROUPS HAVING EMPLOYEE SHARE PLANS

%
DEMOCRATISATION PROCESS

- Number of companies
- Companies having share plans
- Companies having broad based plans
- Number of countries
- Number of employee owners
- % employee owners / all employees
- Capitalisation held by employees
How long employee share plans have been in existence

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of years</th>
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<tbody>
<tr>
<td>1995</td>
<td>14</td>
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<td>6</td>
</tr>
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<td>2001</td>
<td>4</td>
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<tr>
<td>2002</td>
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Countries: IE, SL, UK, FR, NL, BE, EU, MT, HU, DE, CH, NM, SV, CY, FI, PT, NO, DA, CZ, AT, LV, IT, ES, LU, GR, PL, RO, BG, EE, LT, SK
HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE
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TOP EXECUTIVES
(stock options)
(1-2 years later)
HIGH MANAGEMENT
(1% employees)
(1-2 years later)
MIDDLE AND LOW MANAGEMENT
(10% employees)
(2-3 years later)
ALL EMPLOYEE BROAD BASED SHARE PLANS
(100% employees)
EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP

91%

Graph displaying European groups having employee ownership with percentages for various countries.
EUROPEAN GROUPS HAVING BROAD BASED SHARE PLANS

Graph % broad based share plans

53.1%
DATABASE OF EMPLOYEE OWNERSHIP

Each of all
2,500 largest European groups

Stock capitalisation > 200 million €

33.4 million employees
(25-30% of all European employees)
ANNUAL REPORTS
Europe: 9.3 million employee owners
HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE

% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES

%
% CAPITAL HELD BY EMPLOYEES IN EUROPEAN GROUPS

TOP EXECUTIVES
NON-EXECUTIVES

%
% HELD BY TOP EXECUTIVES AND OTHERS

- TOP EXECUTIVES
- COMMON EMPLOYEES
DEMOCRATISATION RATIO OF EMPLOYEE OWNERSHIP

EU = 100
% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES

27.8%
% CAPITAL HELD BY EMPLOYEES IN EUROPEAN GROUPS

- 0% Companies: 220
- <1% Companies: 925
- <6% Companies: 655
- <20% Companies: 178
- <50% Companies: 160
- >50% Companies: 337
## Classification

<table>
<thead>
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<th>Percentage Range</th>
<th>Category</th>
<th>ALL GROUPS</th>
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<tr>
<td>1 to 6%</td>
<td>significant</td>
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<tr>
<td>6 to 20%</td>
<td>strategic</td>
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<tr>
<td>20 to 50%</td>
<td>determining</td>
<td>20.1%</td>
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<tr>
<td>over 50%</td>
<td>controlling</td>
<td>13.6%</td>
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## Classification

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Category</th>
<th>Listed Groups</th>
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<tr>
<td>up to 1%</td>
<td>insignificant</td>
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<tr>
<td>1 to 6%</td>
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<td>46.8%     1.072</td>
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<tr>
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<td>18.2%     416</td>
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<tr>
<td>over 50%</td>
<td>controlling</td>
<td>3.7%       84</td>
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% EUROPEAN GROUPS HAVING "SIGNIFICANT" EMPLOYEE OWNERSHIP

53.8%
2010

10 million people

20,000 Euro each
AVERAGE CAPITALISATION HELD BY EACH EMPLOYEE OWNER (EXCLUDING TOP EXECUTIVES)

7,100,000 €
11,000 €
<table>
<thead>
<tr>
<th>Salary</th>
<th>Revenue</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>7.100.000 Euro</td>
<td>63 billion €</td>
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<td>11.000 Euro</td>
<td>103 billion €</td>
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<td>18.000 Euro</td>
<td>166 billion €</td>
<td>2.86%</td>
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No legislation

=

Stock-Option Plans for happy few
Political roadmap for employee ownership in Europe
Manifesto for 2009 election European Parliament
European Economic & Social Committee

Own-Initiative Opinion
February 2010 – October 21, 2010
Belgian Presidency of the European Union Council 2010

Brussels, November 26, 2010
Congress Palace

Ten years of public policies for employee ownership in Europe - past, present, future

Project coordinated by the European Federation of Employee Share Ownership
Thank you for your attention
For more information

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