

Companies with Employee Ownership (EO)

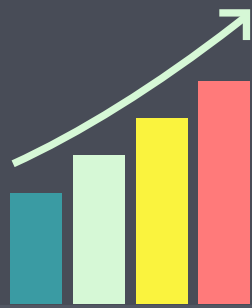
Outperform Their Peers



The Australian Employee Ownership Index (EOI) 2016

	ASX200	EOI Companies
All Sectors	✓	✓
Have EO for all employees	✗	✓
30% of employees participate	✗	✓
Market Cap	\$0.38B - \$136B	\$0.4B - \$126B

Share Price Performance over 5½ Years



EOI Companies

Consistent outperformance of the ASX 200

17
basis points higher

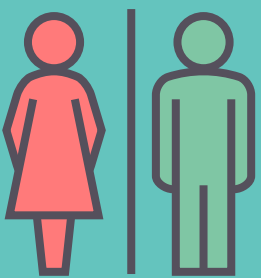
Monthly Outperformance



54%

of EOI companies outperform month on month

CAER Environment and Social outcomes



Twice
as likely to have clear evidence of Equal Opportunity



Outperformed the ASX 200 in **3** out of the **5** ESG factors

EOI Companies also outperformed in



Health and Safety



Job Security



Training and development practices



Proven Productivity, Sustainability and Diversity Outcomes

The results showed a strong correlation between a broad-based EO and stronger share price performance as well as positive rankings under CAER's ESG factors.

Source : CAER research and EOI index results produced from Commsec data



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