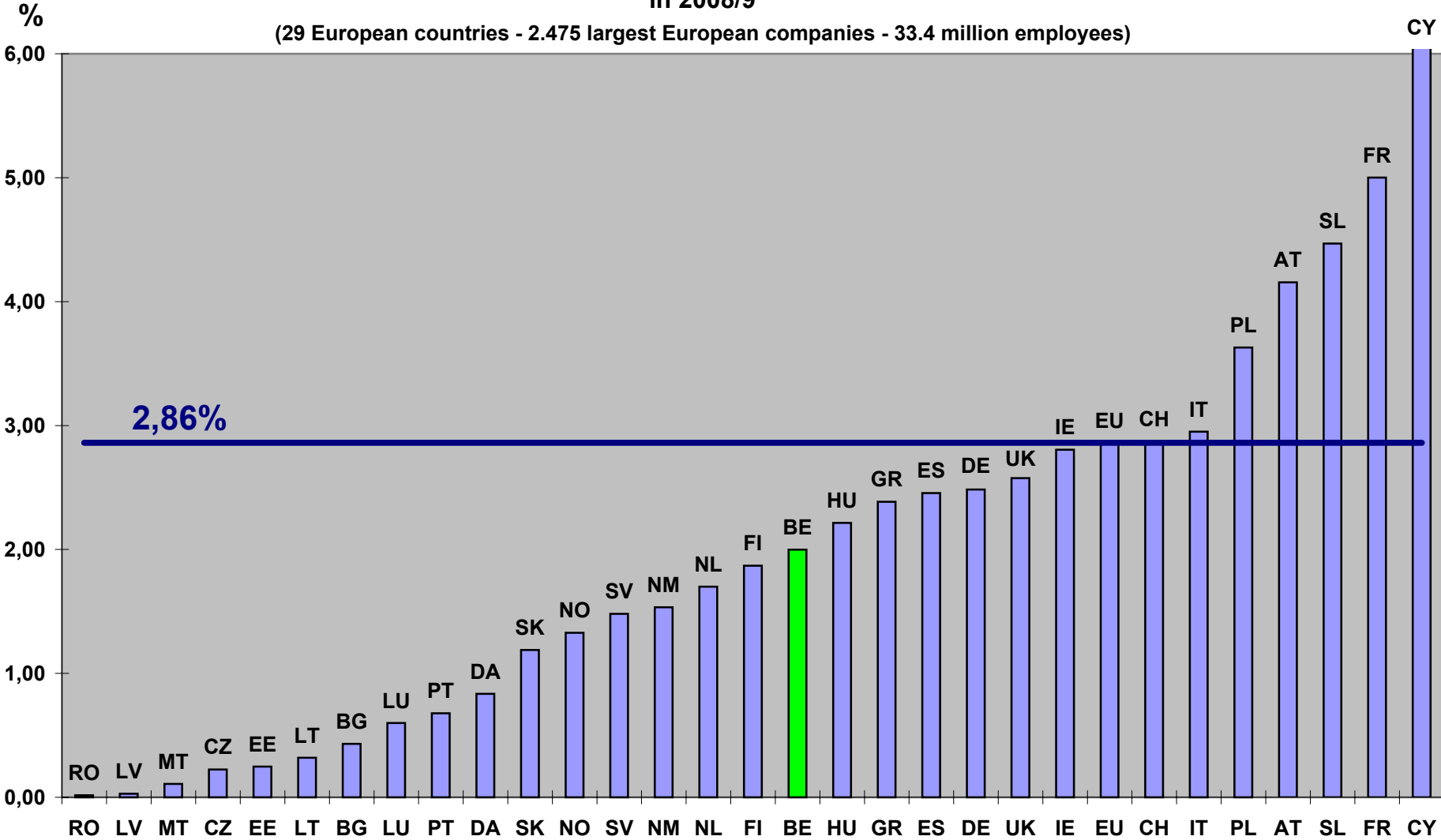




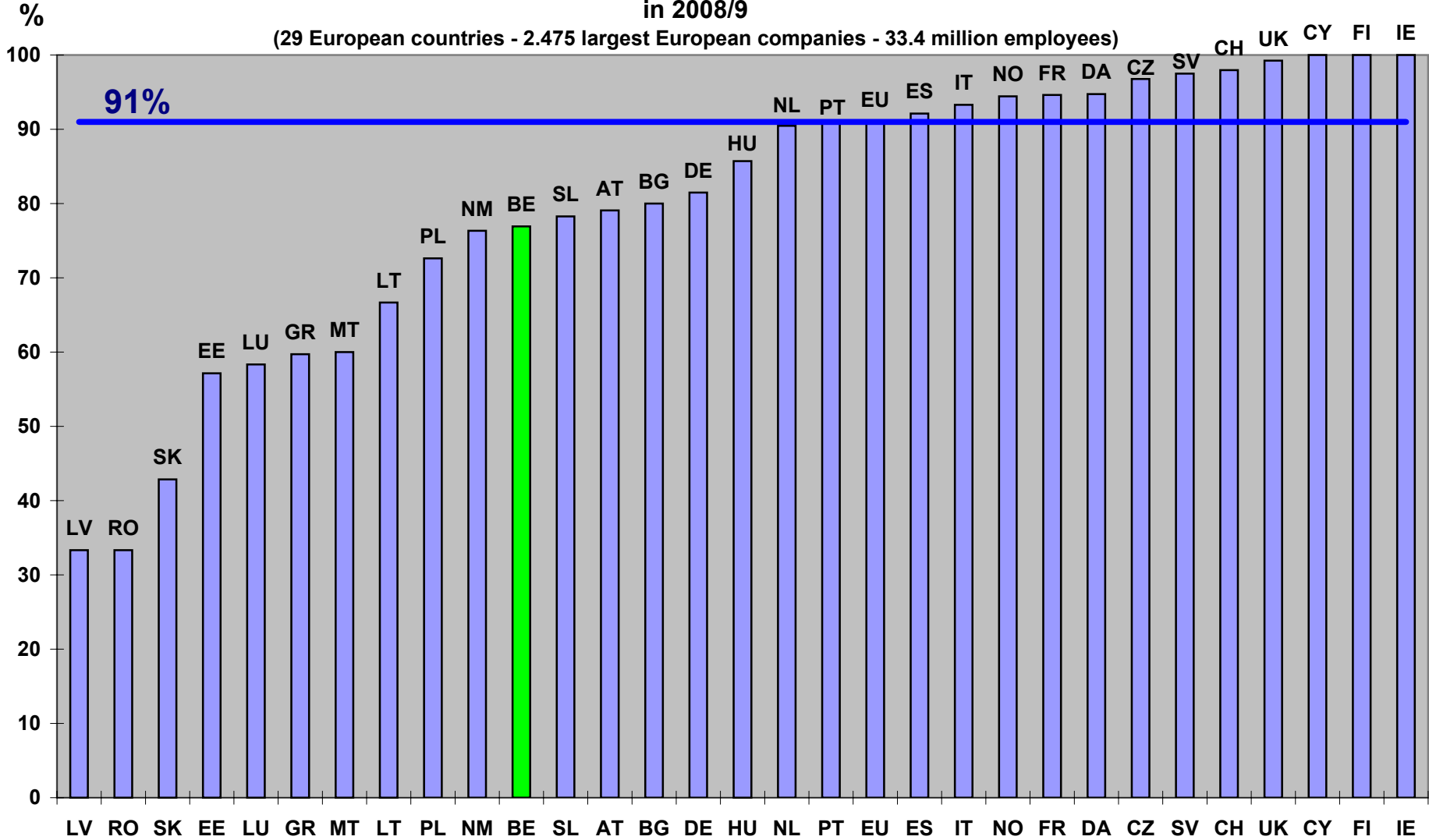
### % CAPITAL HELD BY EMPLOYEES IN EUROPEAN COMPANIES in 2008/9

(29 European countries - 2.475 largest European companies - 33.4 million employees)



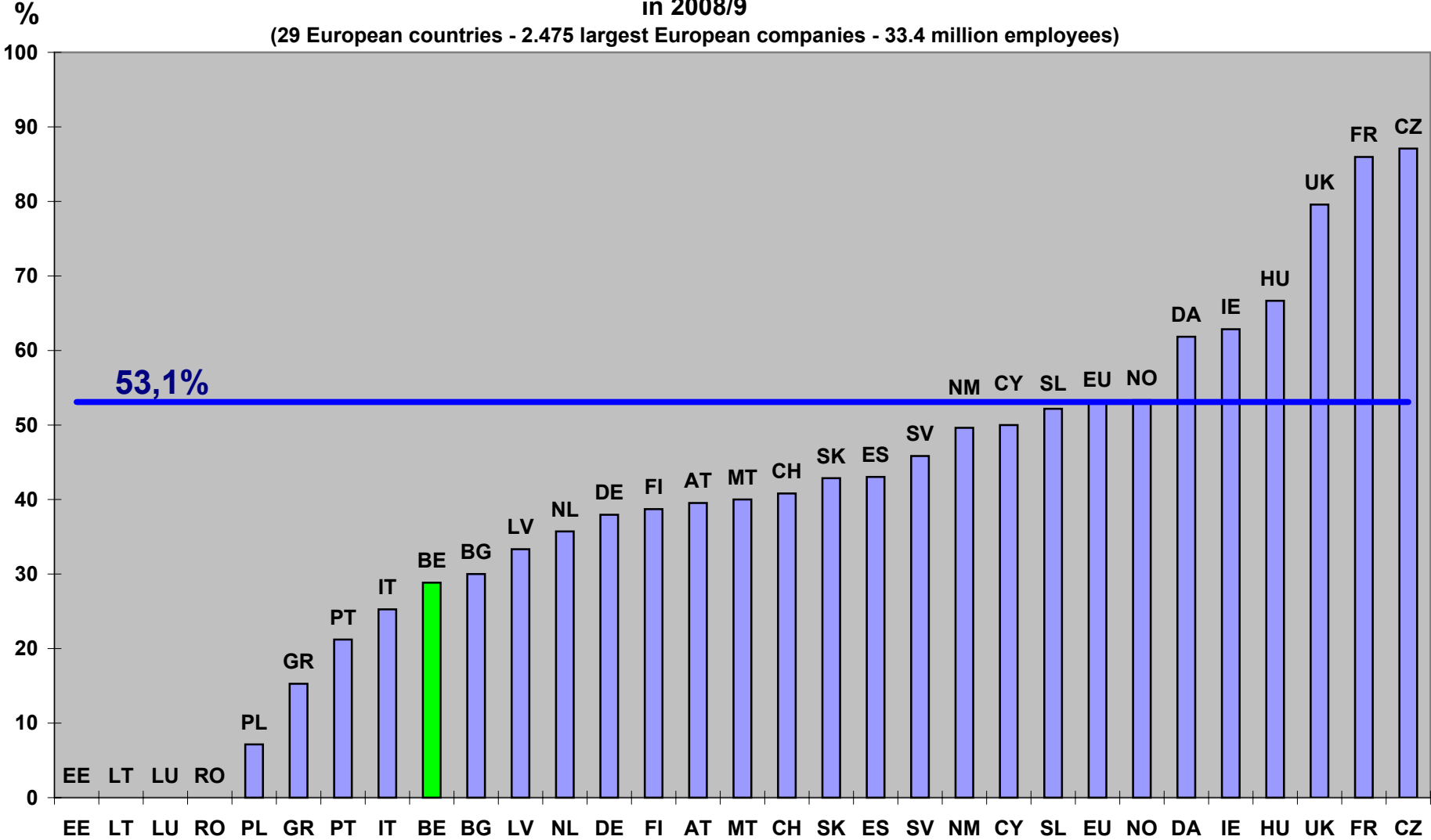
### % EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP in 2008/9

(29 European countries - 2.475 largest European companies - 33.4 million employees)



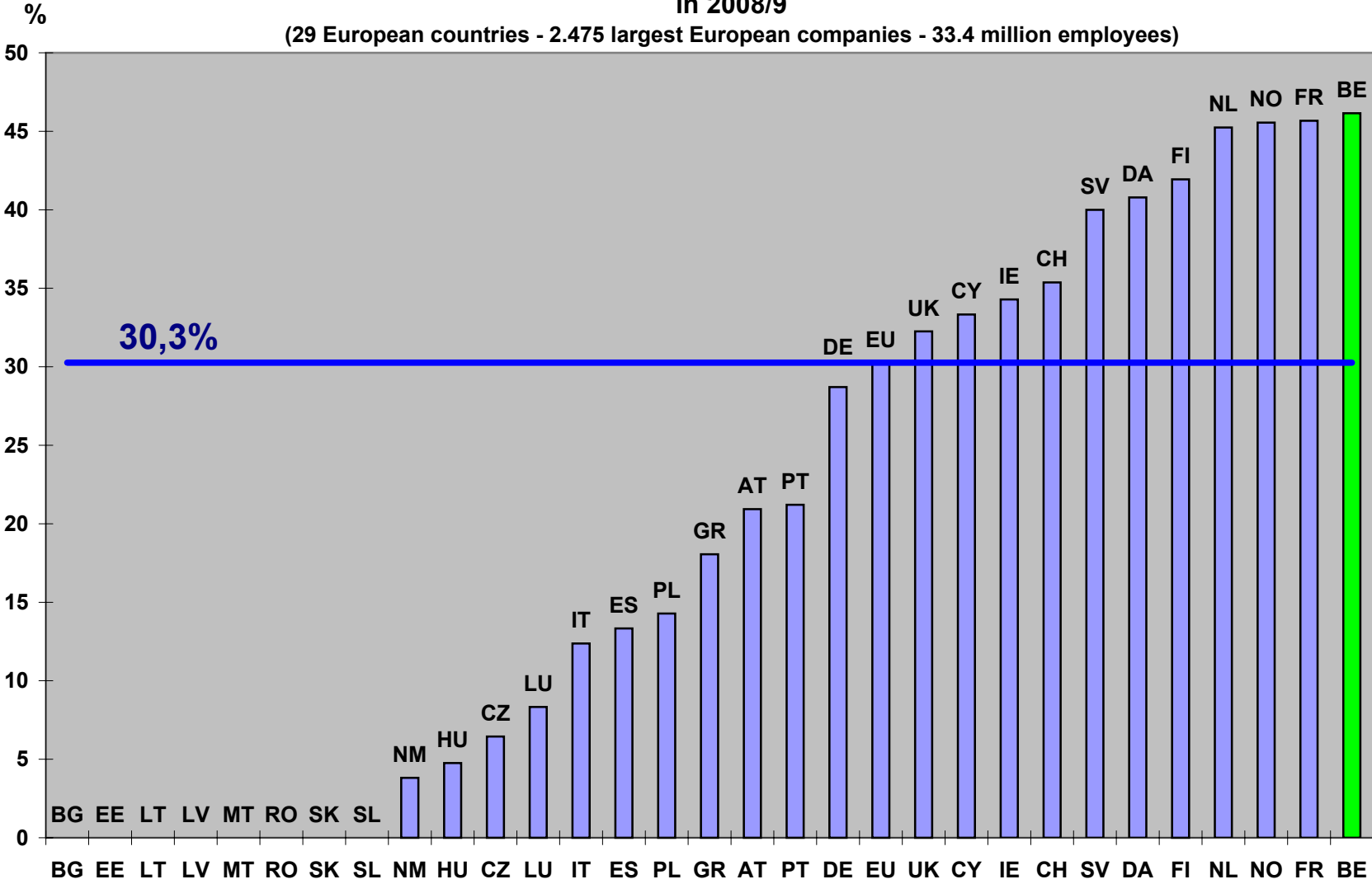
### % EUROPEAN GROUPS HAVING BROAD-BASED EMPLOYEE SHARE PLANS in 2008/9

(29 European countries - 2.475 largest European companies - 33.4 million employees)



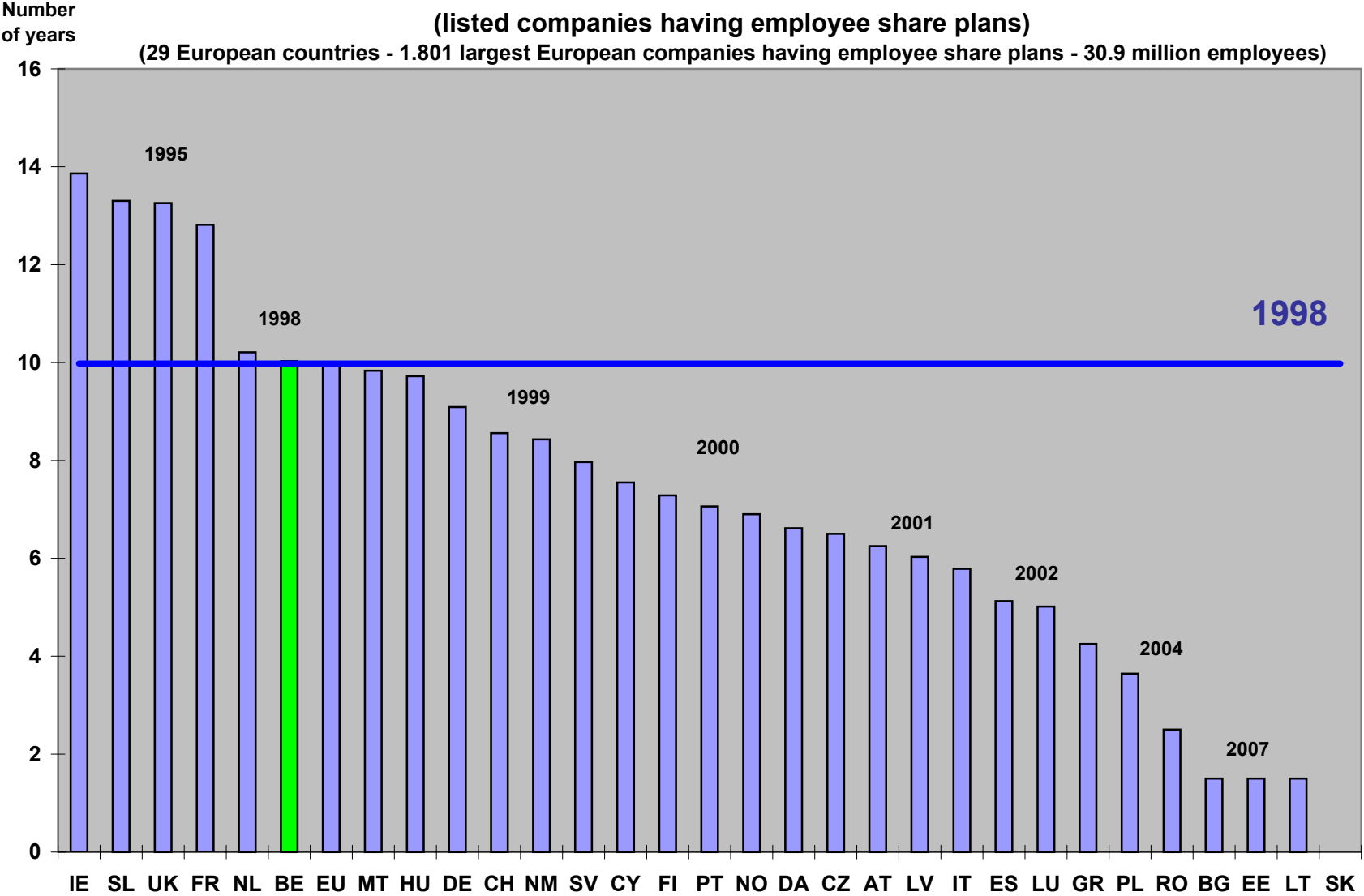
### % EUROPEAN GROUPS HAVING LAUNCHED NEW EMPLOYEE SHARE PLANS in 2008/9

(29 European countries - 2.475 largest European companies - 33.4 million employees)



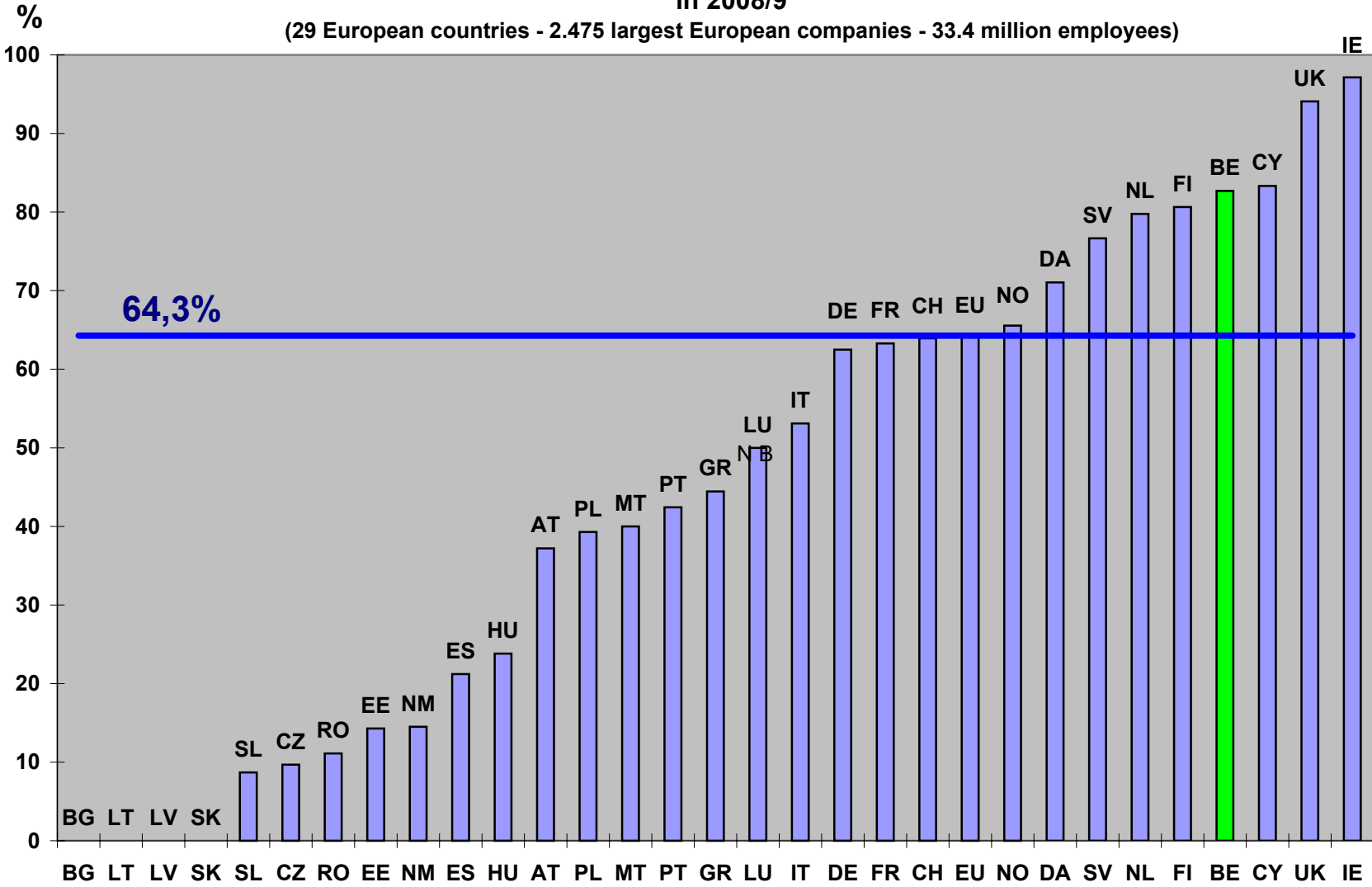
### WHEN DID THEY LAUNCH THEIR FIRST EMPLOYEE SHARE PLAN ? (listed companies having employee share plans)

(29 European countries - 1.801 largest European companies having employee share plans - 30.9 million employees)



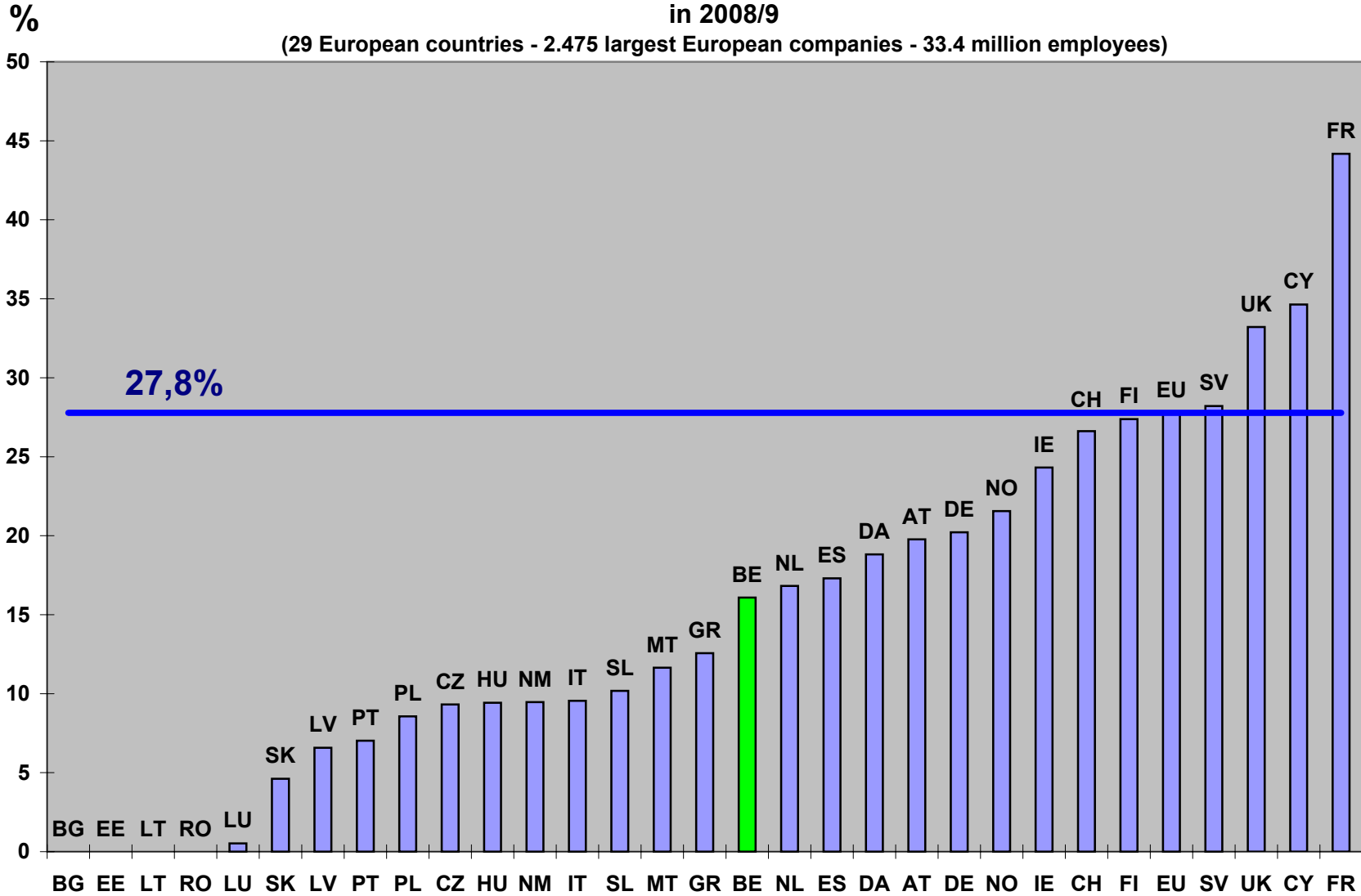
### % EUROPEAN COMPANIES HAVING STOCK OPTION PLANS in 2008/9

(29 European countries - 2.475 largest European companies - 33.4 million employees)

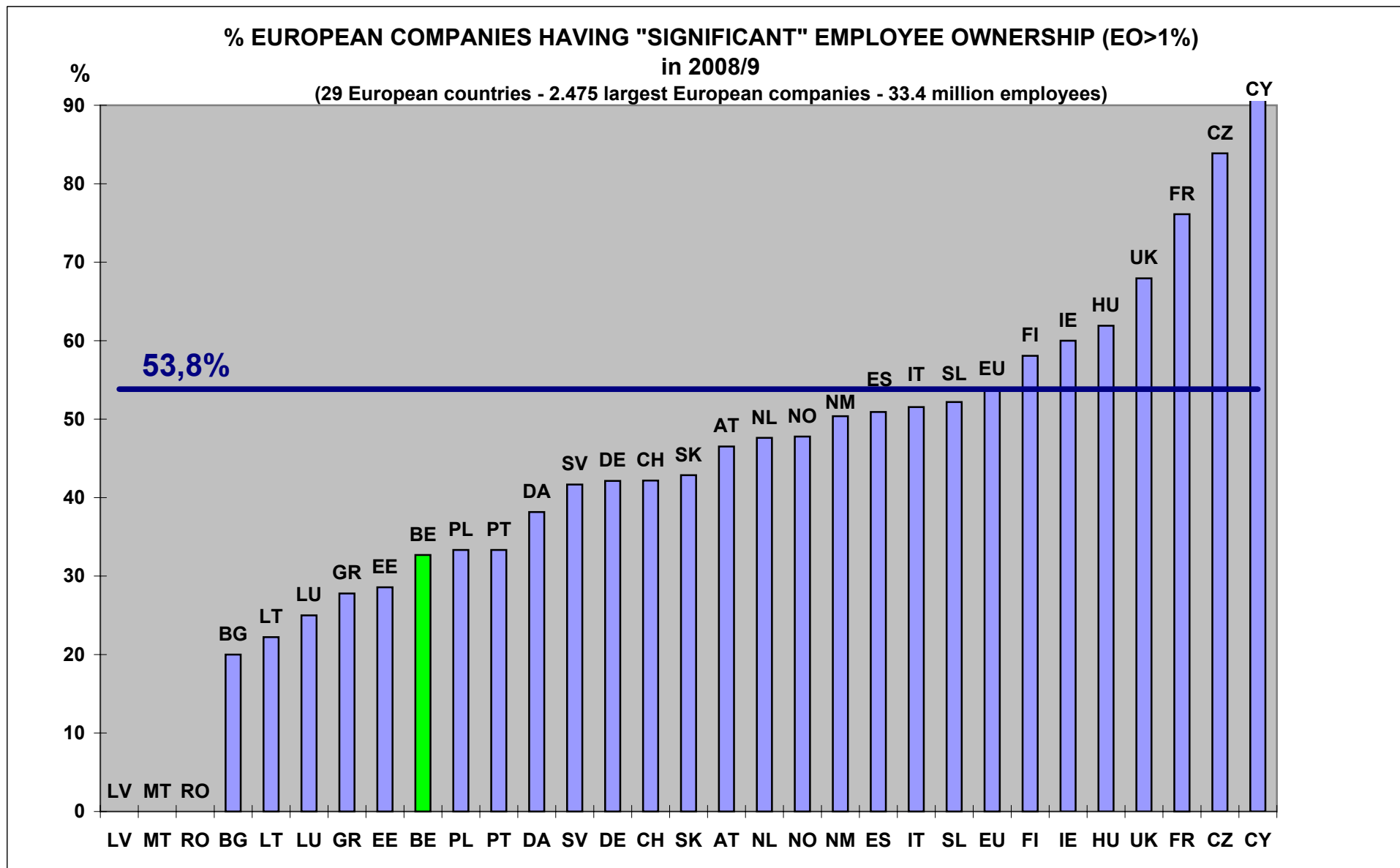


### % EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2008/9

(29 European countries - 2.475 largest European companies - 33.4 million employees)

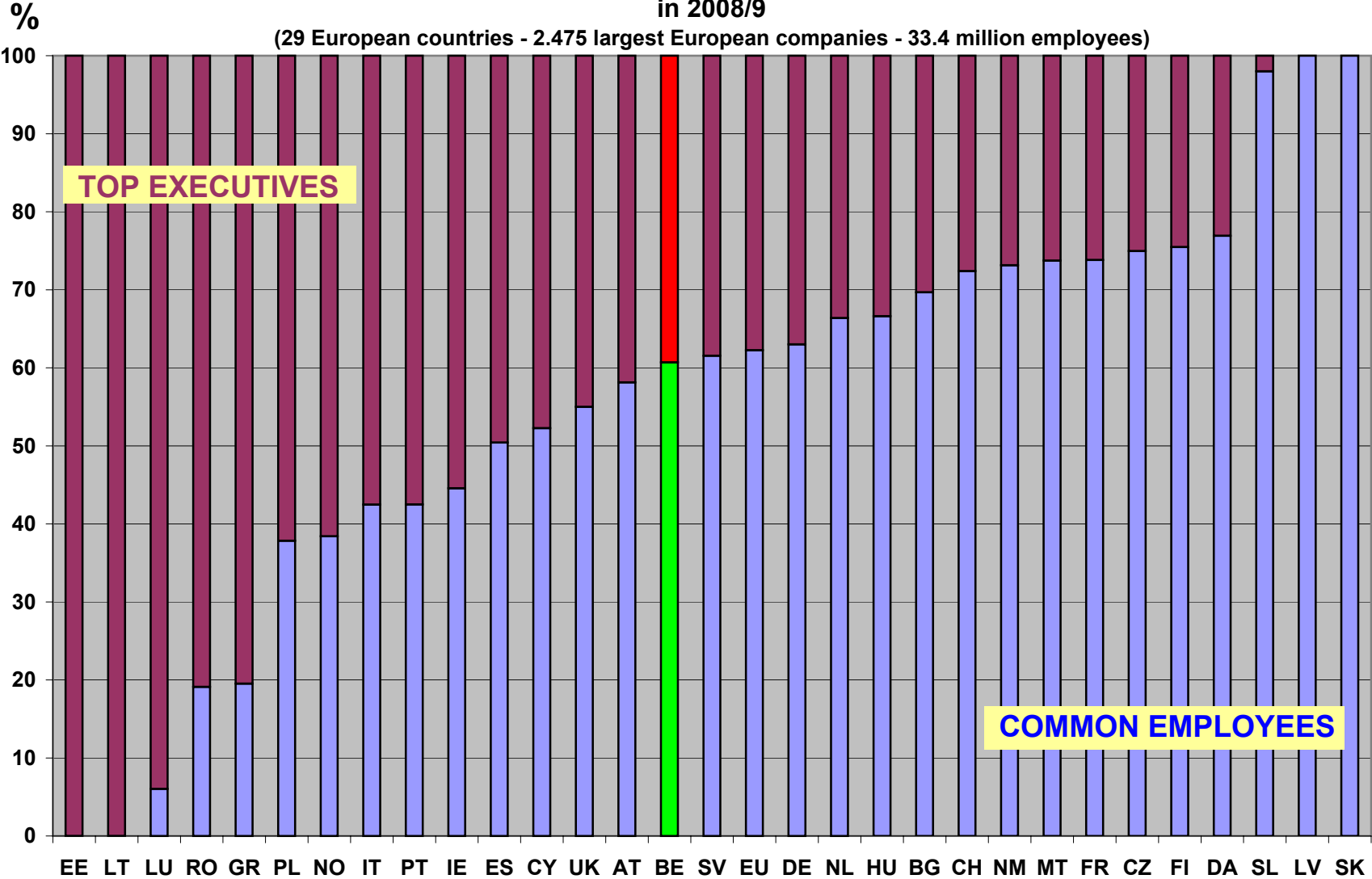






### CAPITAL HELD BY EMPLOYEES: TOP EXECUTIVES AND COMMON EMPLOYEES in 2008/9

(29 European countries - 2.475 largest European companies - 33.4 million employees)



**DEMOCRATIZATION RATIO OF EMPLOYEE OWNERSHIP**  
**in largest European groups by origin in 2008/9**  
(29 European countries - 2.475 largest European companies - 33.4 million employees)

