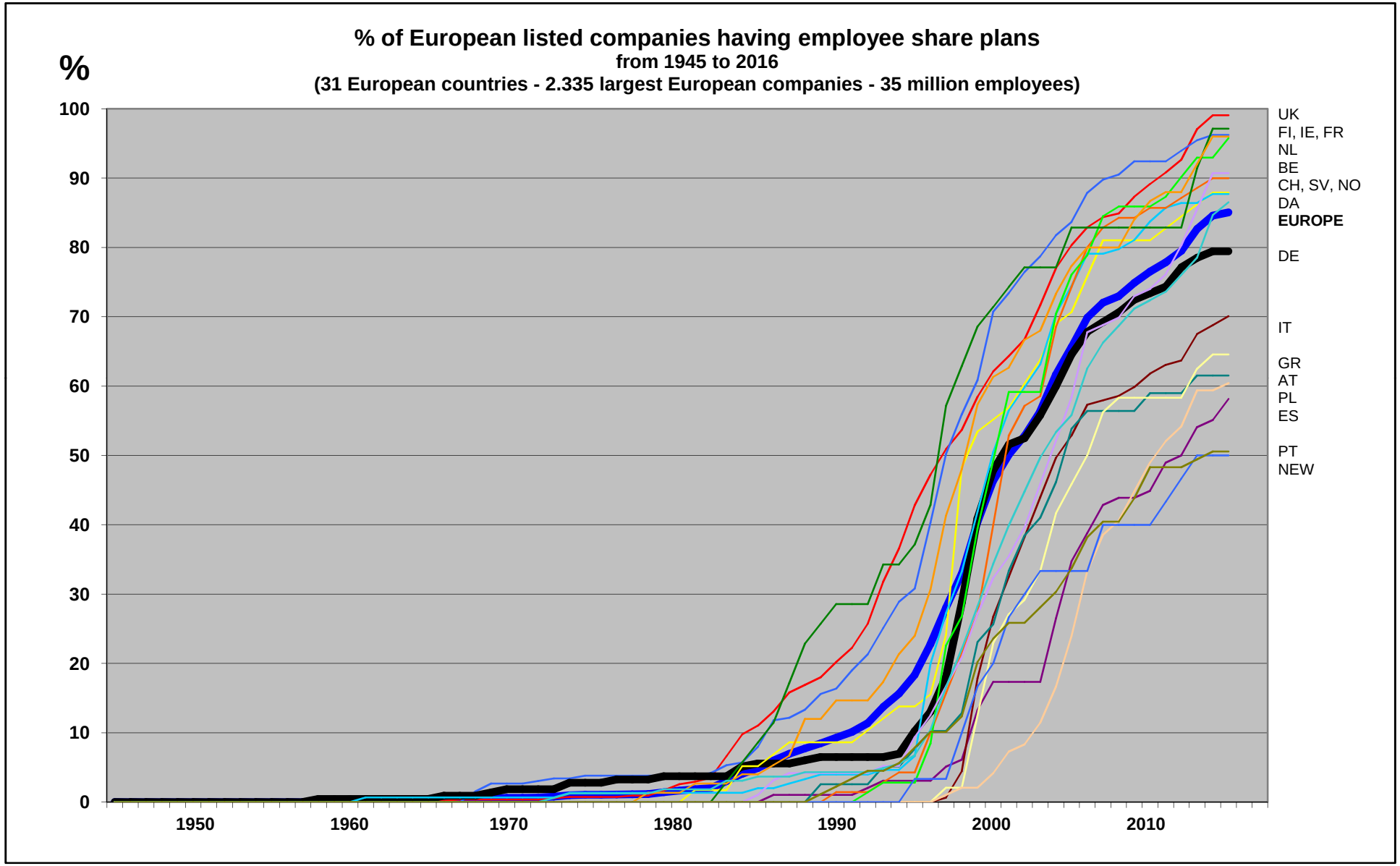
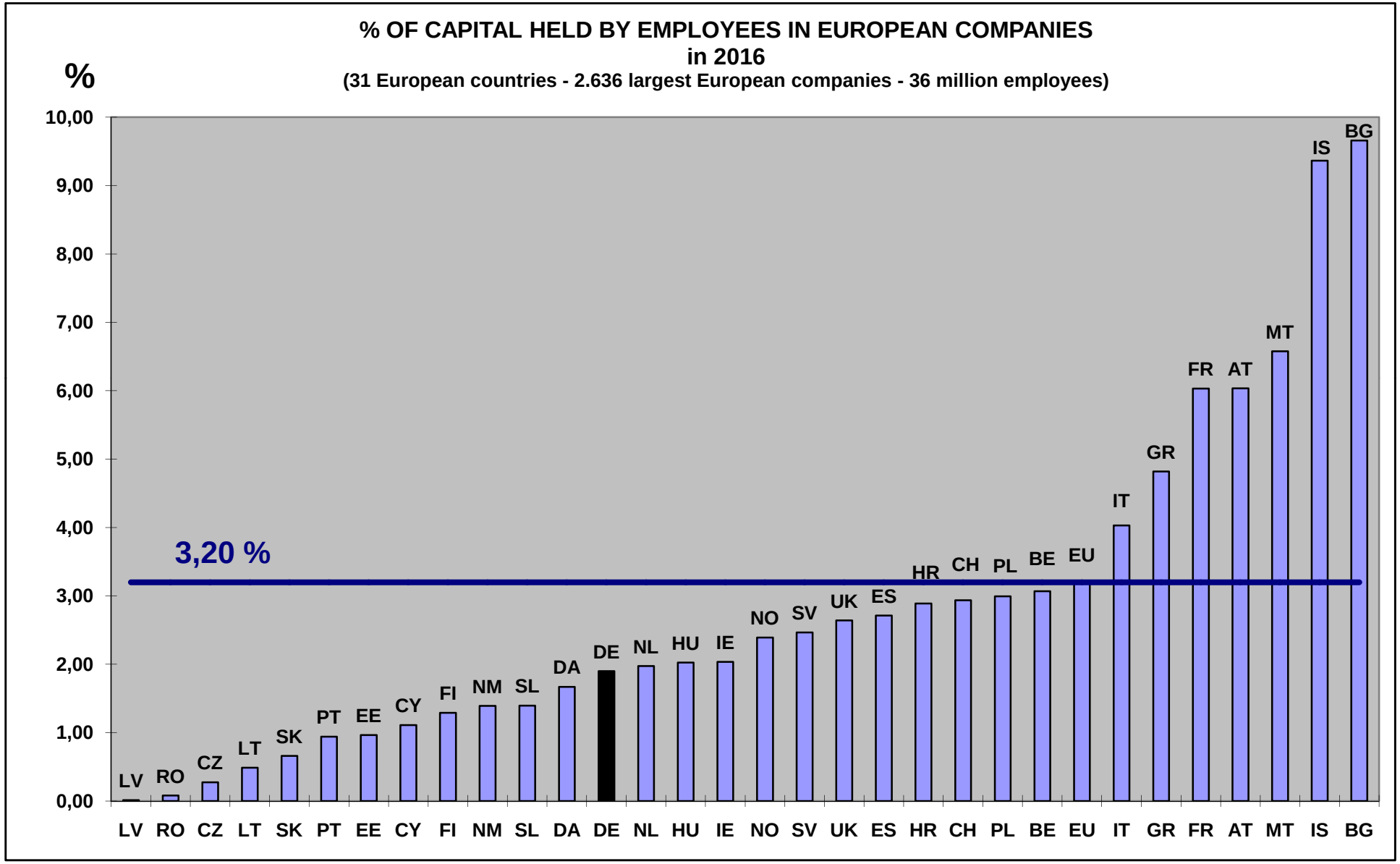
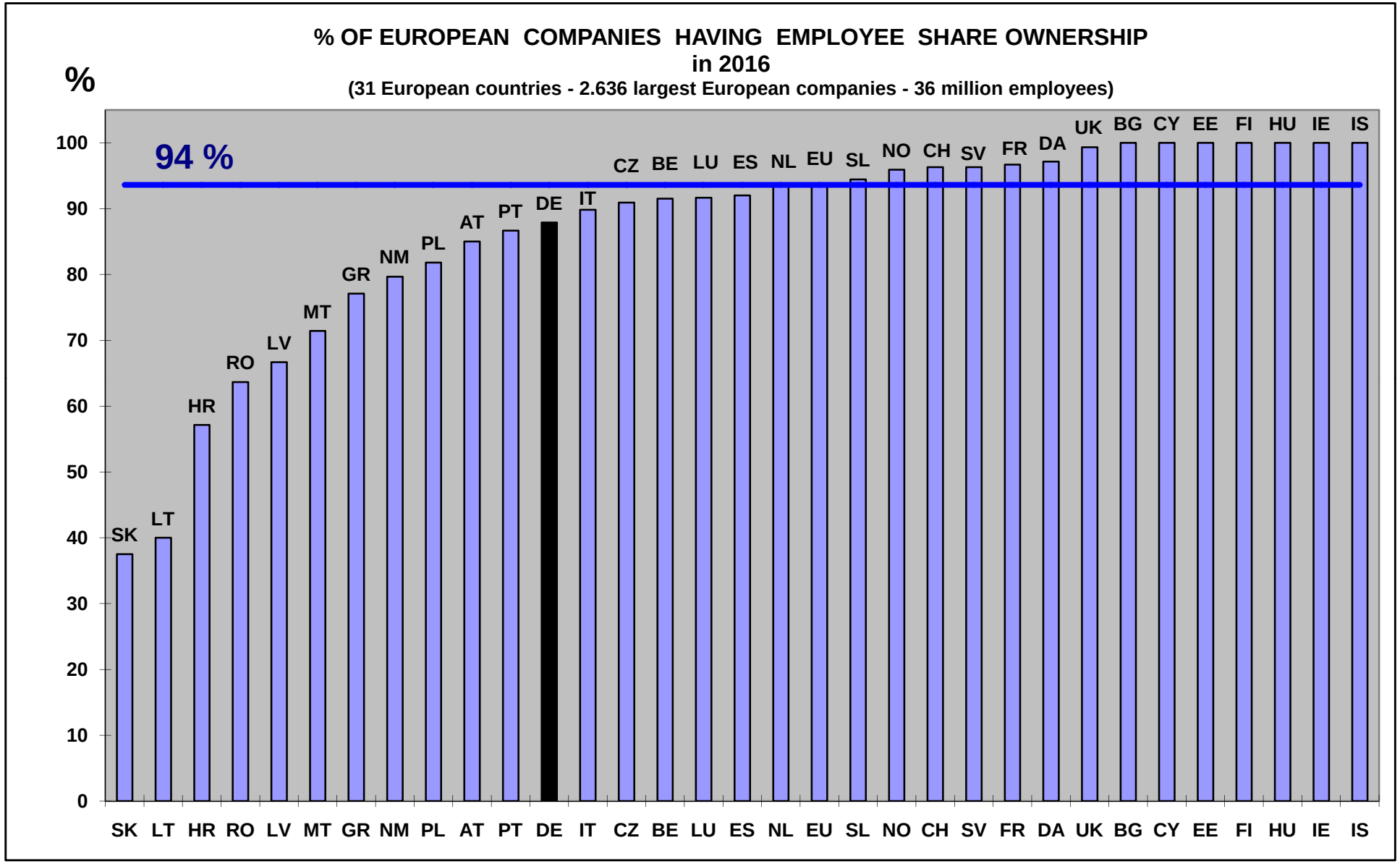
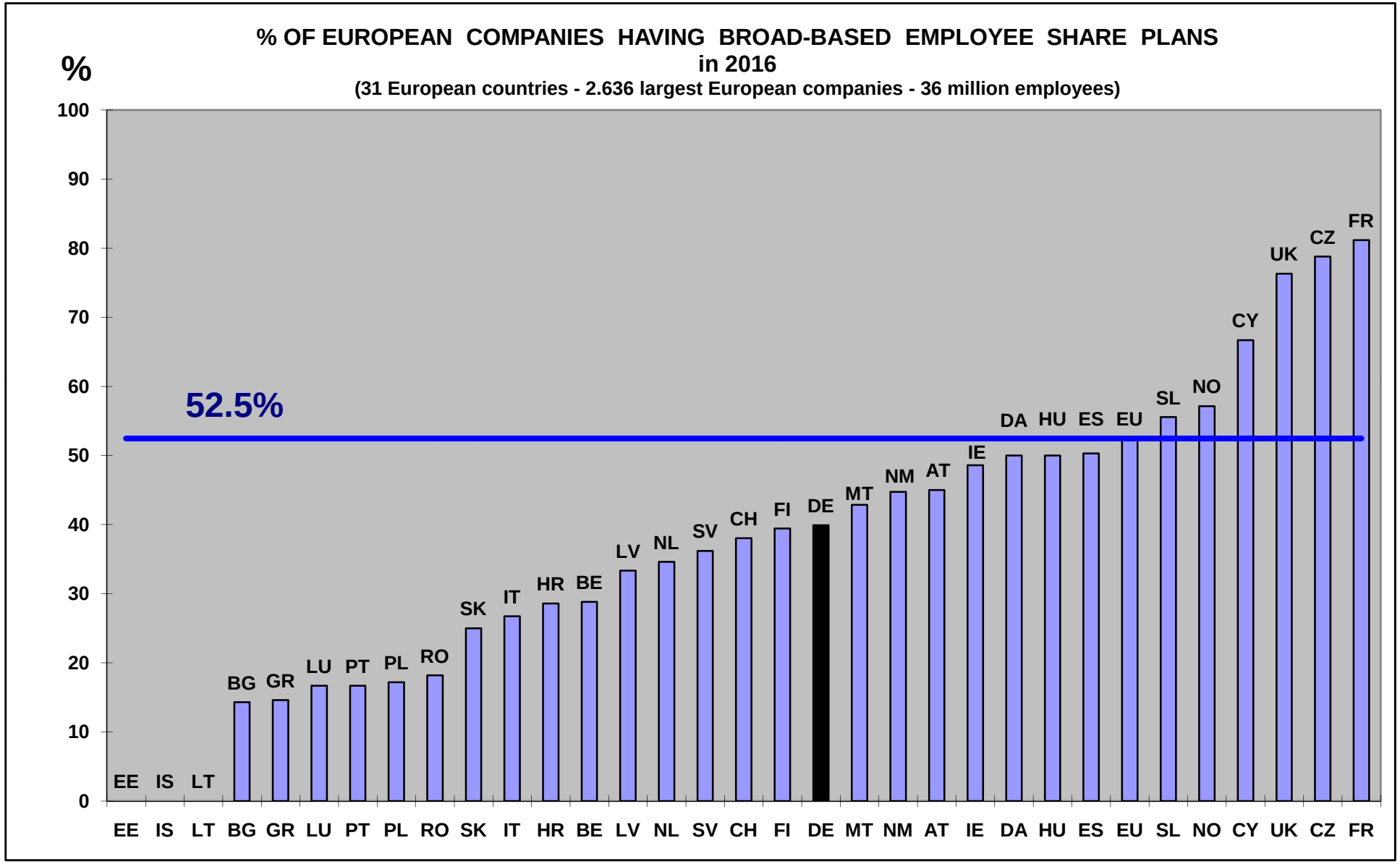
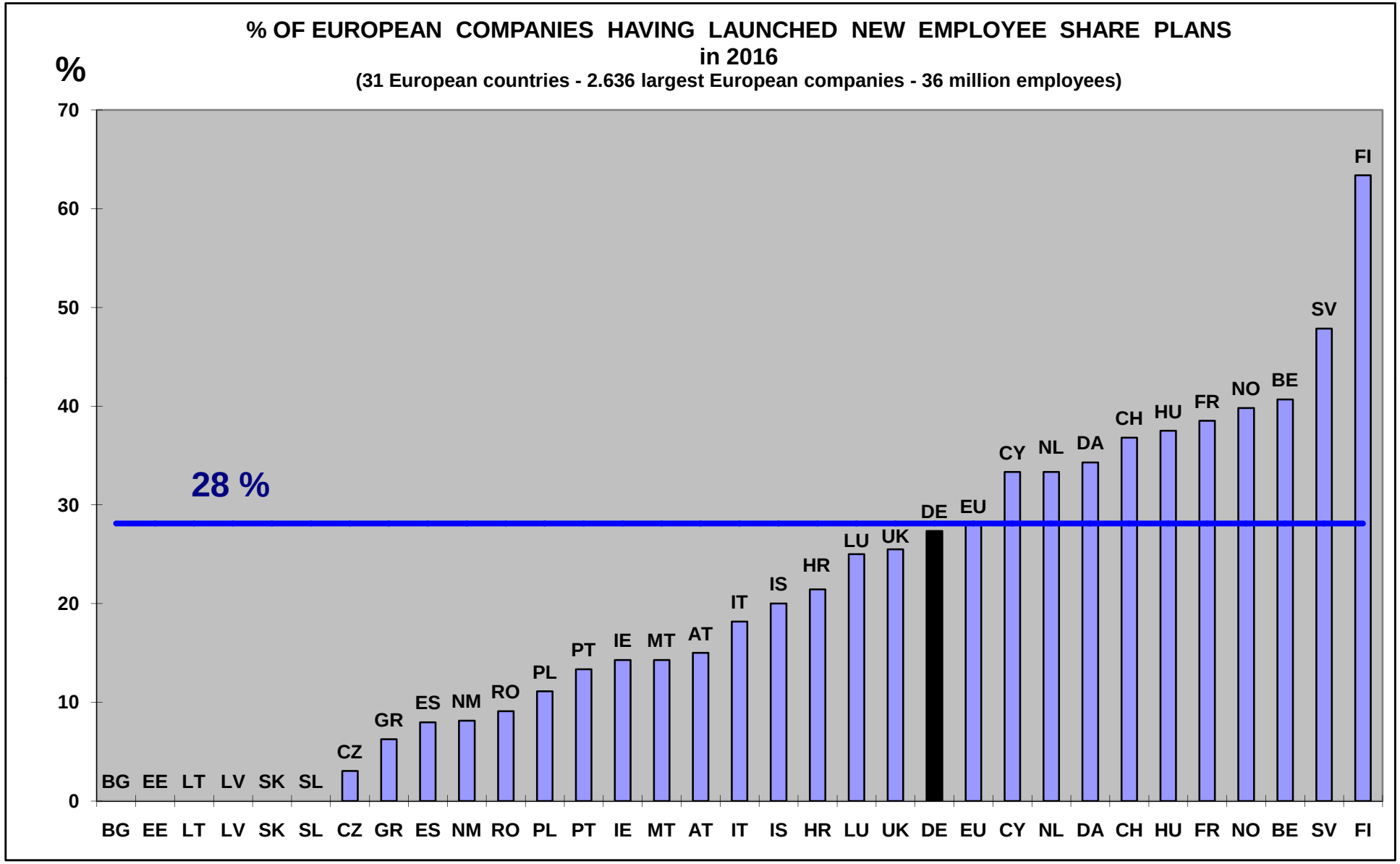
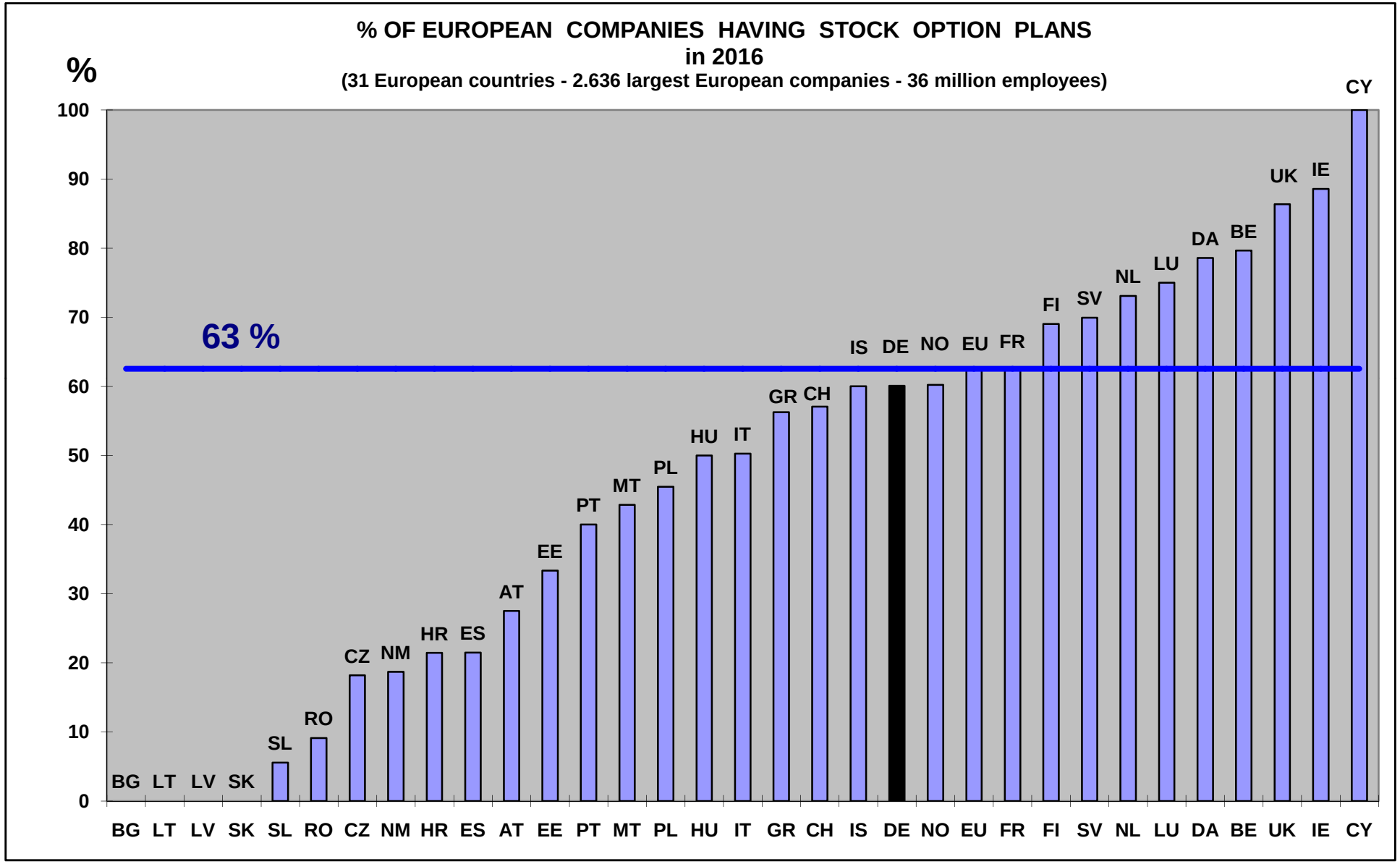

% of European listed companies having employee share plans
from 1945 to 2016
(31 European countries - 2.335 largest European companies - 35 million employees)
%
100
90
80
70
60
50
40
30
20
10
0
1950
1960
1970
1980
1990
2000
2010
UK
FI, IE, FR
NL
BE
CH, SV, NO
DA
EUROPE
DE
IT
GR
AT
PL
ES
PT
NEW

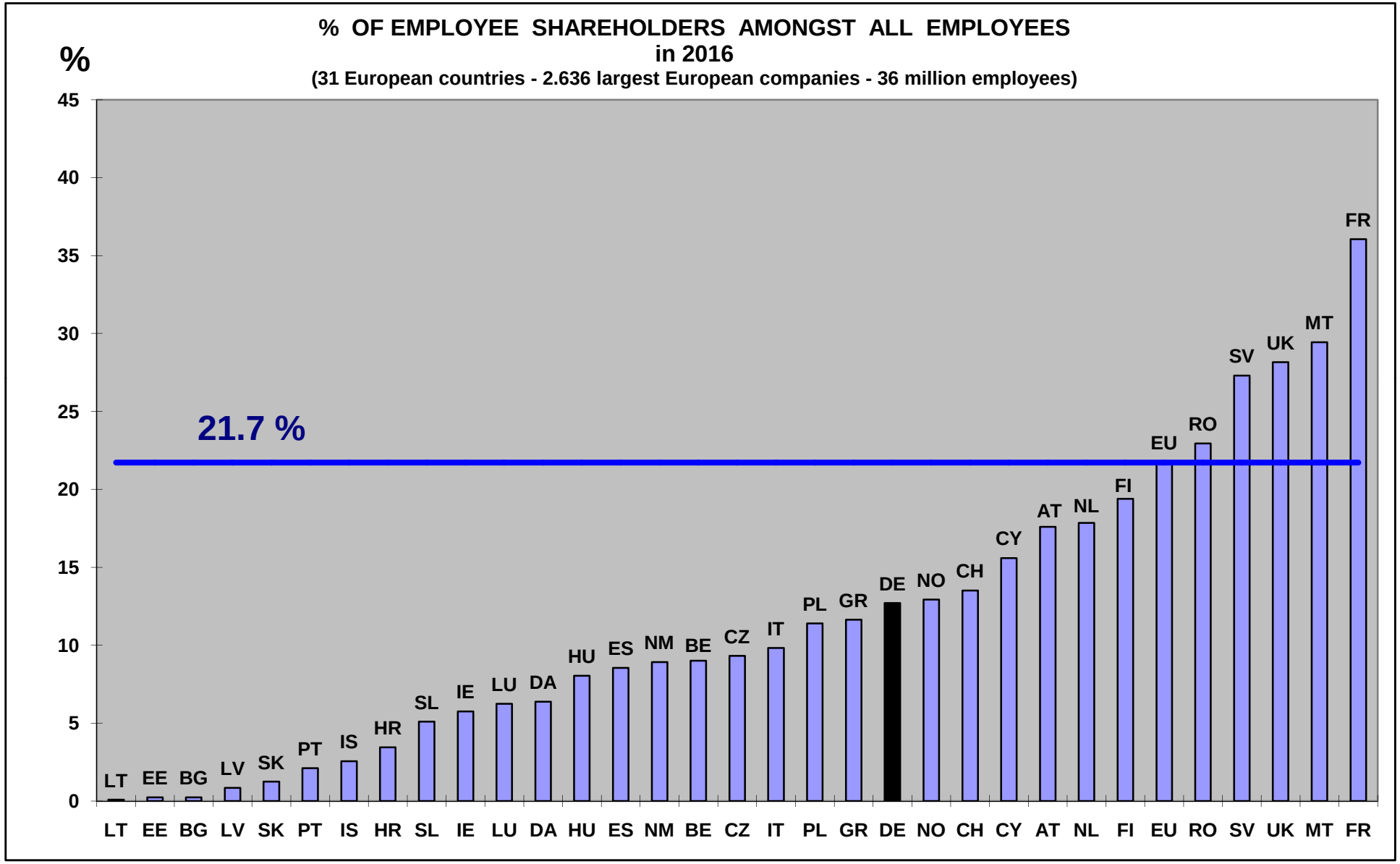

% OF CAPITAL HELD BY EMPLOYEES IN EUROPEAN COMPANIES
in 2016
(31 European countries - 2.636 largest European companies - 36 million employees)
%
10,00
9,00
8,00
7,00
6,00
5,00
4,00
3,00
2,00
1,00
0,00
3,20 %
LV RO CZ LT SK PT EE CY FI NM SL DA DE NL HU IE NO SV UK ES HR CH PL BE EU IT GR FR AT MT IS BG

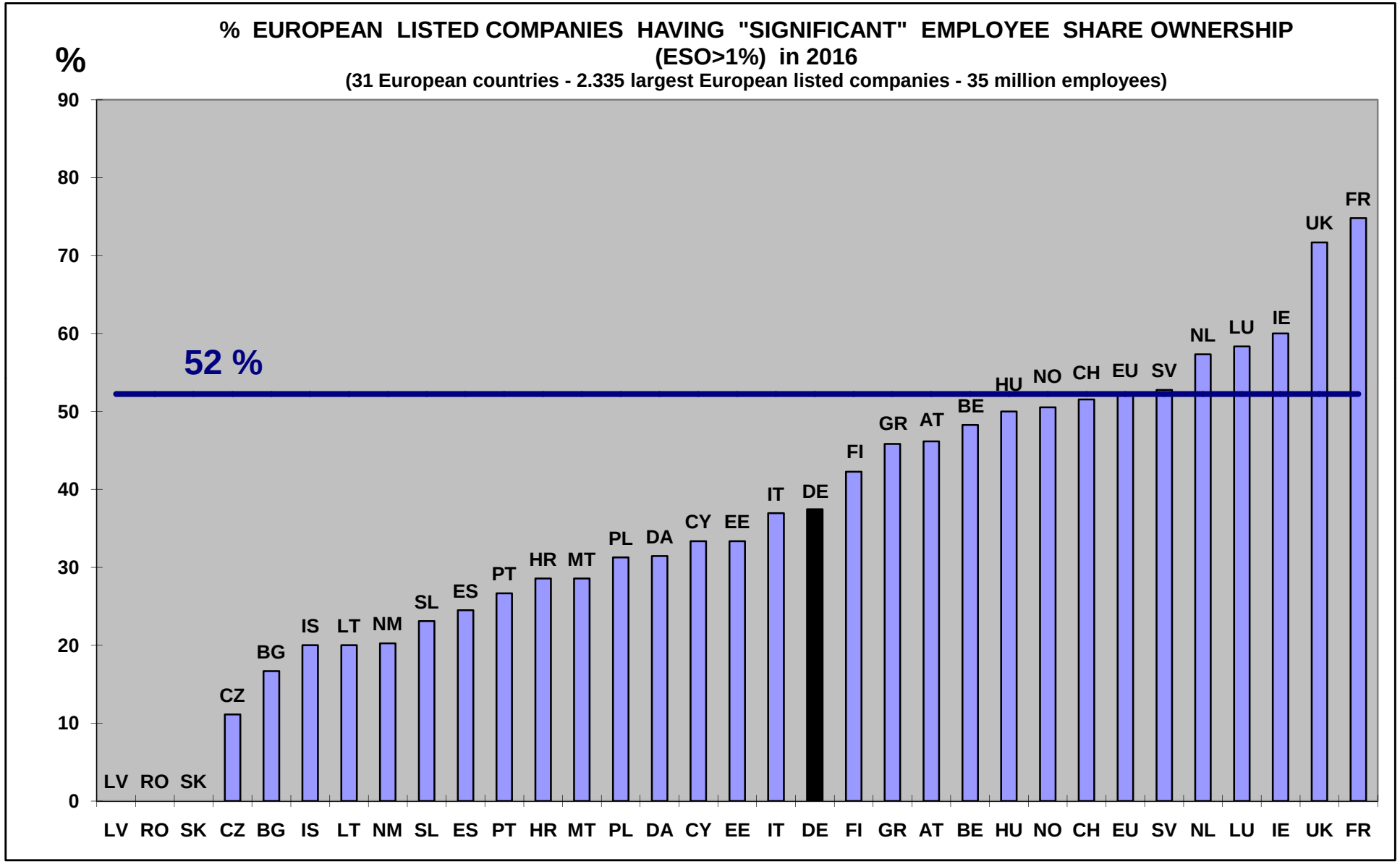

% OF EUROPEAN COMPANIES HAVING EMPLOYEE SHARE OWNERSHIP
in 2016
(31 European countries - 2.636 largest European companies - 36 million employees)
%
94 %
100
90
80
70
60
50
40
30
20
10
0
SK LT HR RO LV MT GR NM PL AT PT DE IT CZ BE LU ES NL EU SL NO CH SV FR DA UK BG CY EE FI HU IE IS

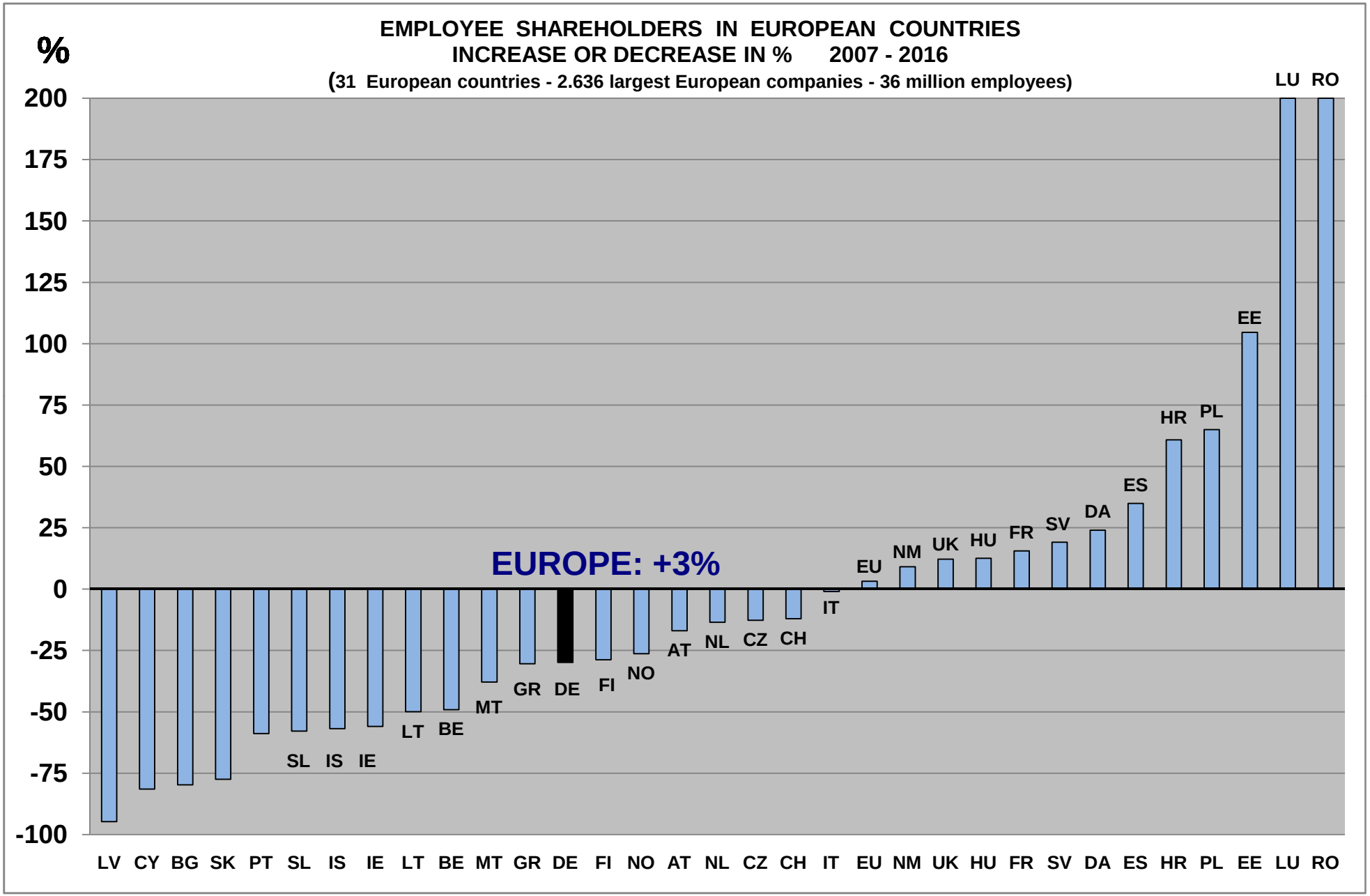

% OF EUROPEAN COMPANIES HAVING BROAD-BASED EMPLOYEE SHARE PLANS
in 2016
(31 European countries - 2.636 largest European companies - 36 million employees)
%
100
90
80
70
60
50
40
30
20
10
0
52.5%
EE IS LT BG GR LU PT PL RO SK IT HR BE LV NL SV CH FI DE MT NM AT IE DA HU ES EU SL NO CY UK CZ FR


% OF EUROPEAN COMPANIES HAVING LAUNCHED NEW EMPLOYEE SHARE PLANS
in 2016
(31 European countries - 2.636 largest European companies - 36 million employees)
%
70
60
50
40
30
20
10
0
28 %
BG EE LT LV SK SL CZ GR ES NM RO PL PT IE MT AT IT IS HR LU UK DE EU CY NL DA CH HU FR NO BE SV FI


% OF EUROPEAN COMPANIES HAVING STOCK OPTION PLANS
in 2016
(31 European countries - 2.636 largest European companies - 36 million employees)
%
100
90
80
70
60
50
40
30
20
10
0
63 %
BG LT LV SK SL RO CZ NM HR ES AT EE PT MT PL HU IT GR CH IS DE NO EU FR FI SV NL LU DA BE UK IE CY


% OF EMPLOYEE SHAREHOLDERS AMONGST ALL EMPLOYEES
in 2016
(31 European countries - 2.636 largest European companies - 36 million employees)
%
45
40
35
30
25
20
15
10
5
0
21.7 %
LT EE BG LV SK PT IS HR SL IE LU DA HU ES NM BE CZ IT PL GR DE NO CH CY AT NL FI EU RO SV UK MT FR


% EUROPEAN LISTED COMPANIES HAVING "SIGNIFICANT" EMPLOYEE SHARE OWNERSHIP
(ESO>1%) in 2016
(31 European countries - 2.335 largest European listed companies - 35 million employees)
%
90
80
70
60
50
40
30
20
10
0
52 %
LV RO SK CZ BG IS LT NM SL ES PT HR MT PL DA CY EE IT DE FI GR AT BE HU NO CH EU SV NL LU IE UK FR


EMPLOYEE SHAREHOLDERS IN EUROPEAN COUNTRIES
INCREASE OR DECREASE IN % 2007 - 2016
(31 European countries - 2.636 largest European companies - 36 million employees)
%
200
175
150
125
100
75
50
25
0
-25
-50
-75
-100
EUROPE: +3%
LV CY BG SK PT SL IS IE LT BE MT GR DE FI NO AT NL CZ CH IT EU NM UK HU FR SV DA ES HR PL EE LU RO