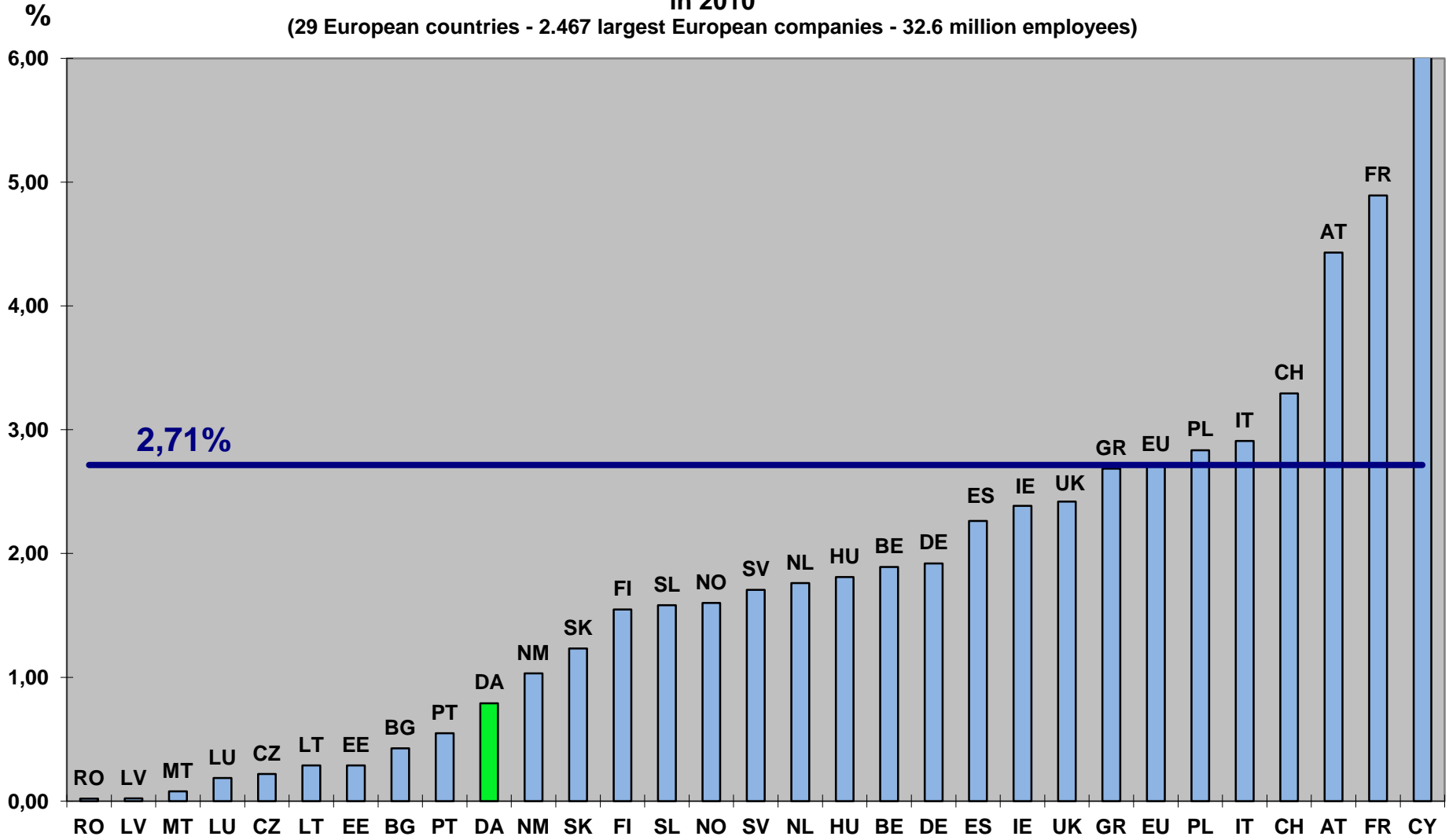
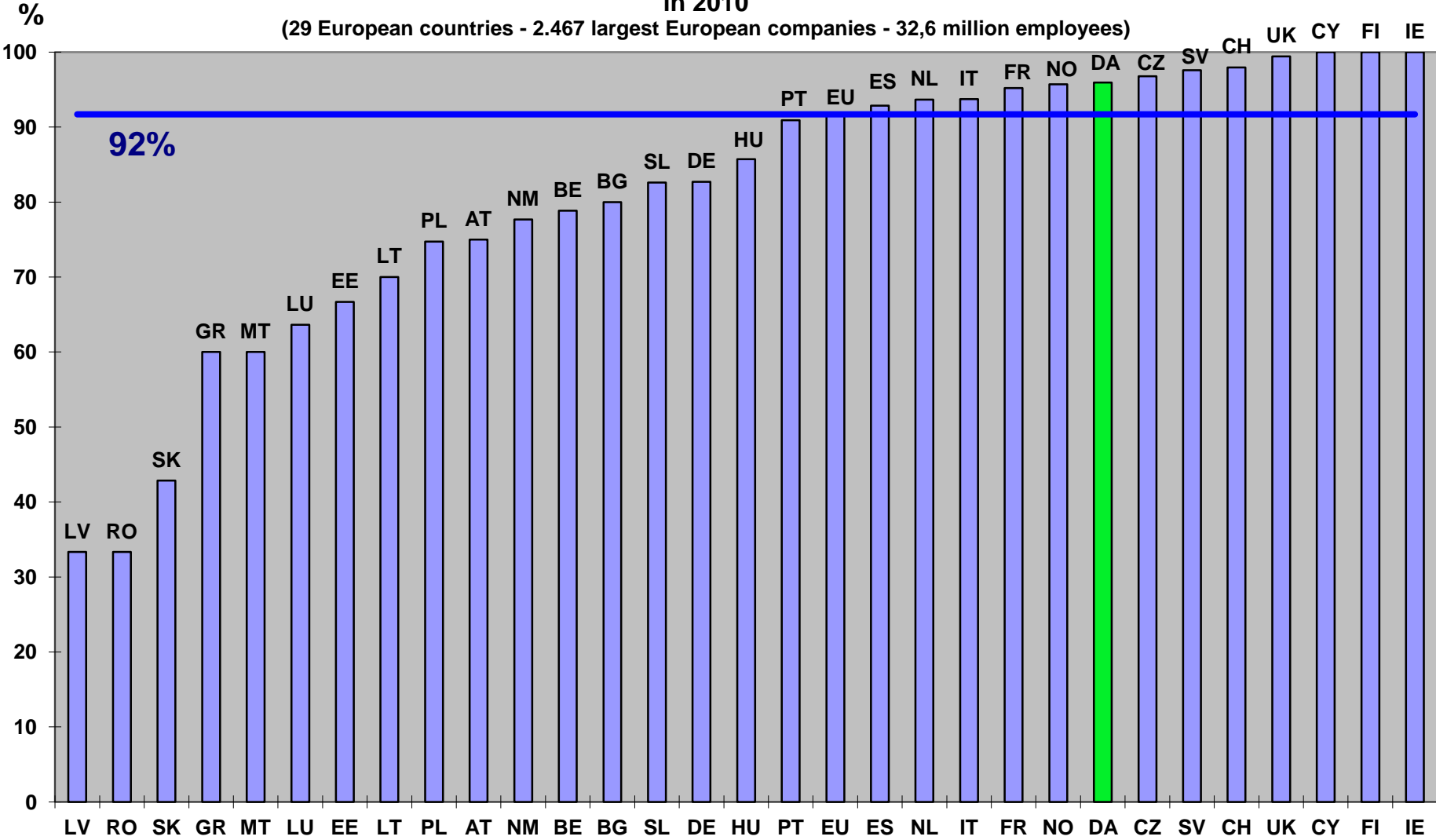


% CAPITAL HELD BY EMPLOYEES IN EUROPEAN COMPANIES in 2010 (29 European countries - 2.467 largest European companies - 32.6 million employees)



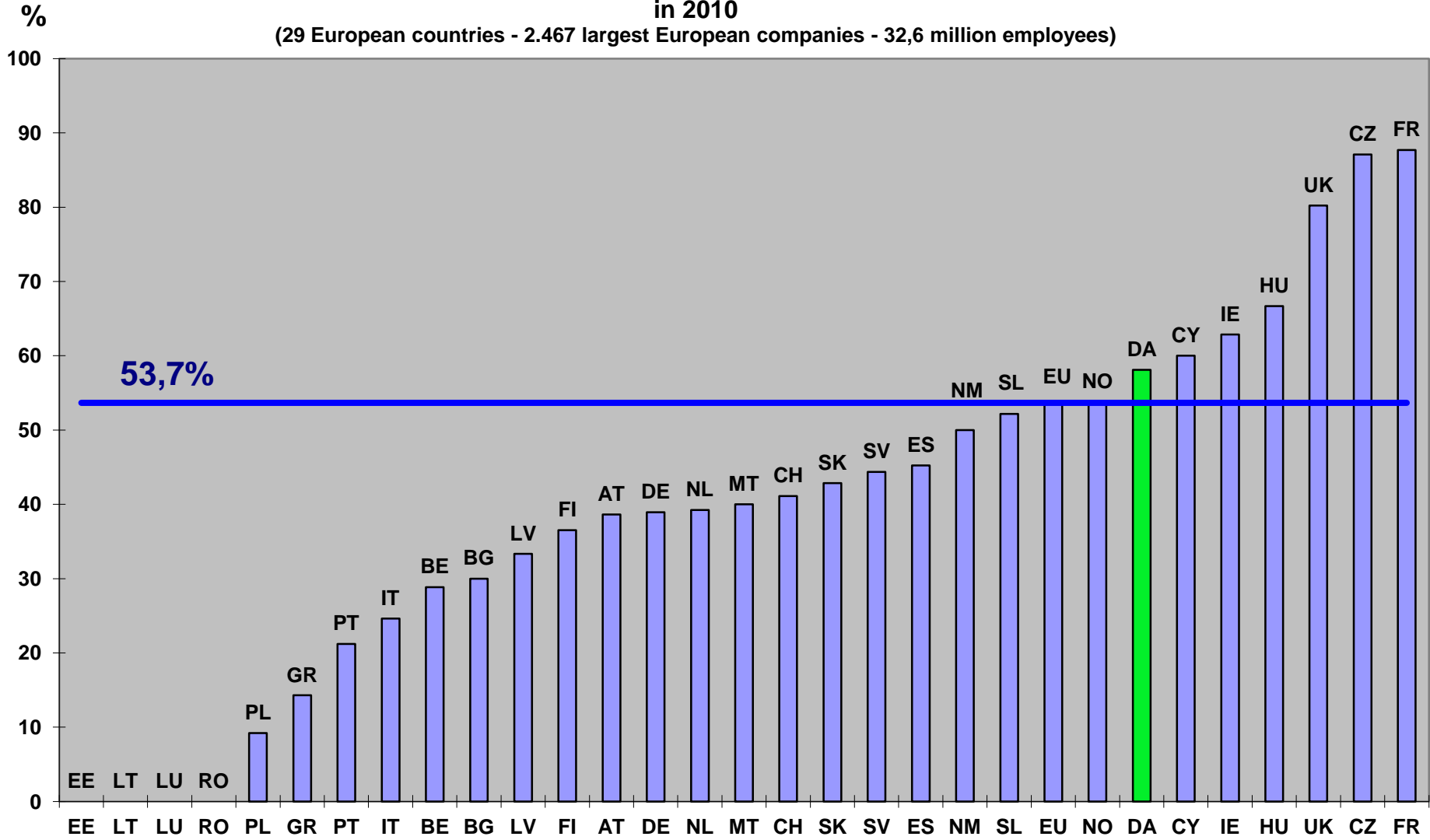
% EUROPEAN COMPANIES HAVING EMPLOYEE OWNERSHIP in 2010

(29 European countries - 2.467 largest European companies - 32,6 million employees)



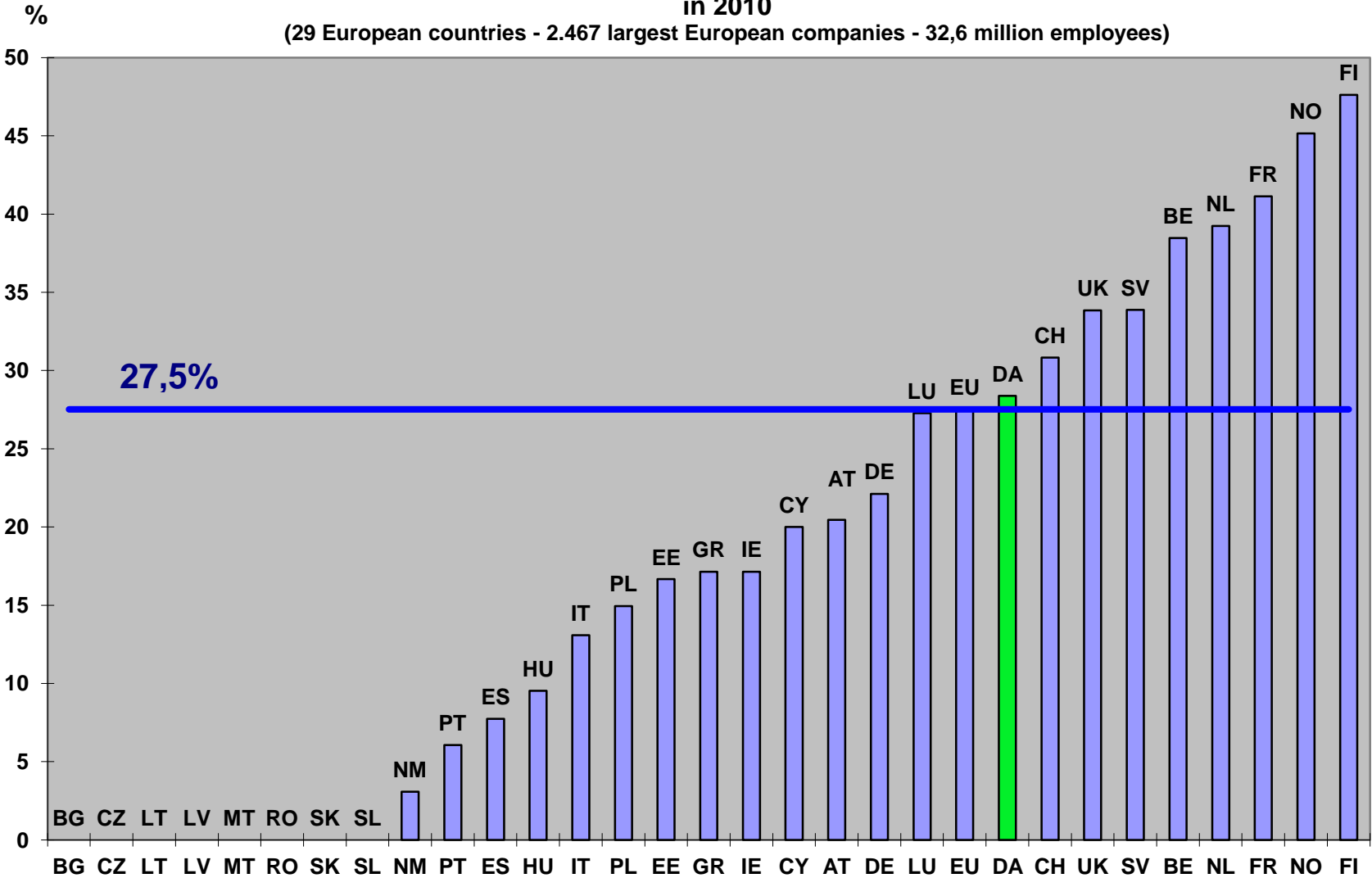
% EUROPEAN COMPANIES HAVING BROAD-BASED EMPLOYEE SHARE PLANS in 2010

(29 European countries - 2.467 largest European companies - 32,6 million employees)



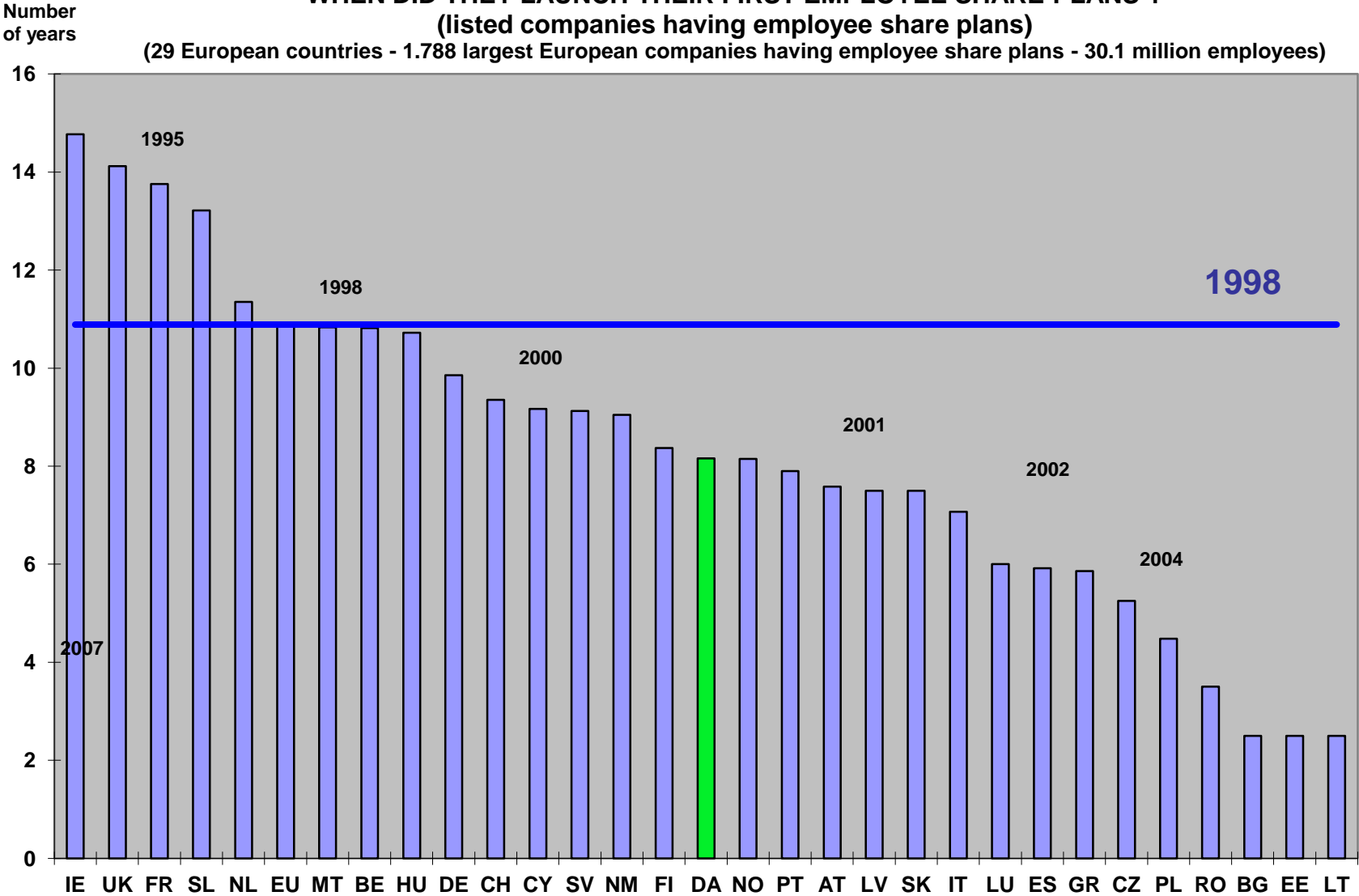
% EUROPEAN COMPANIES HAVING LAUNCHED NEW EMPLOYEE SHARE PLANS in 2010

(29 European countries - 2.467 largest European companies - 32,6 million employees)



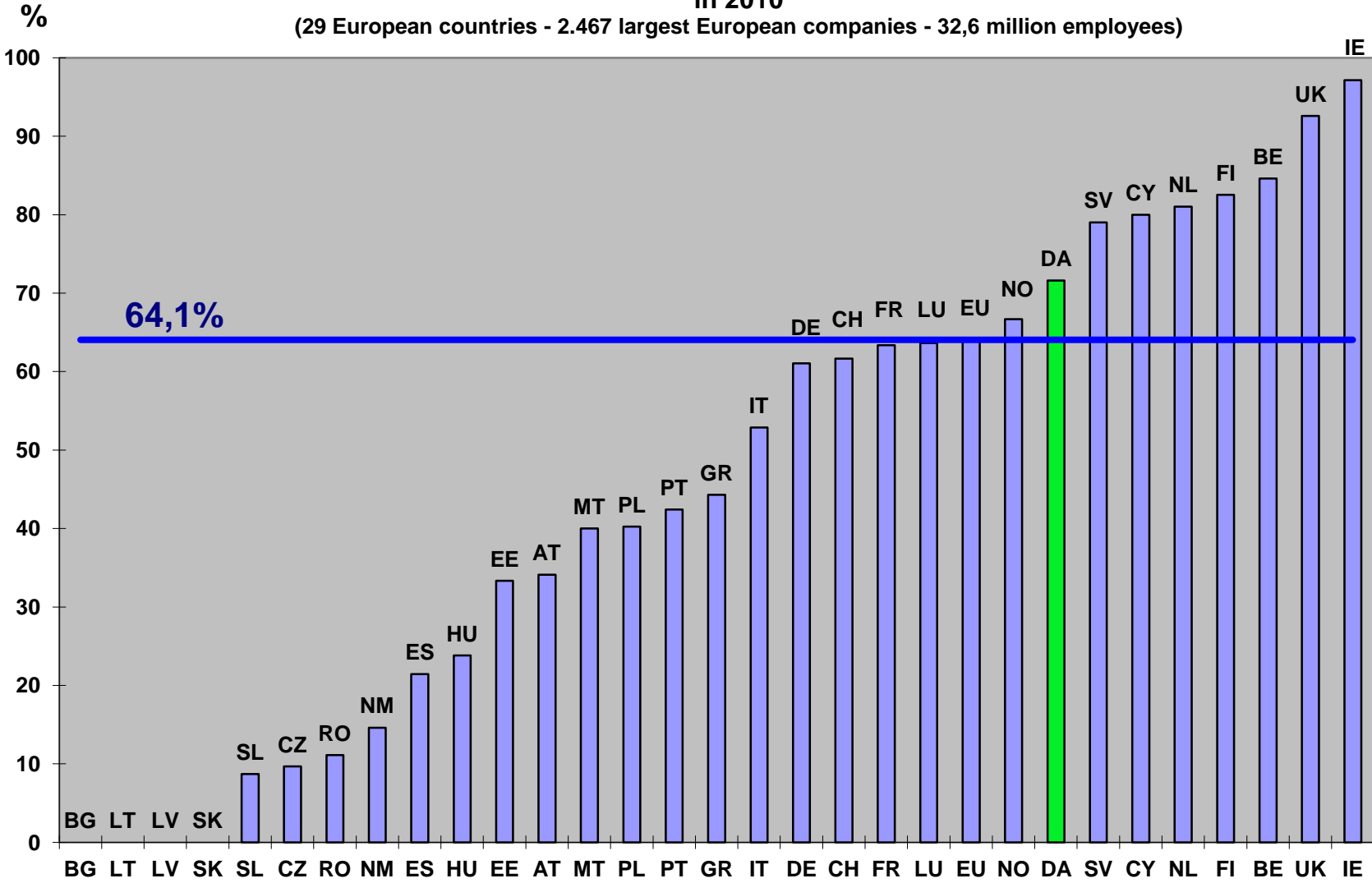
WHEN DID THEY LAUNCH THEIR FIRST EMPLOYEE SHARE PLANS ? (listed companies having employee share plans)

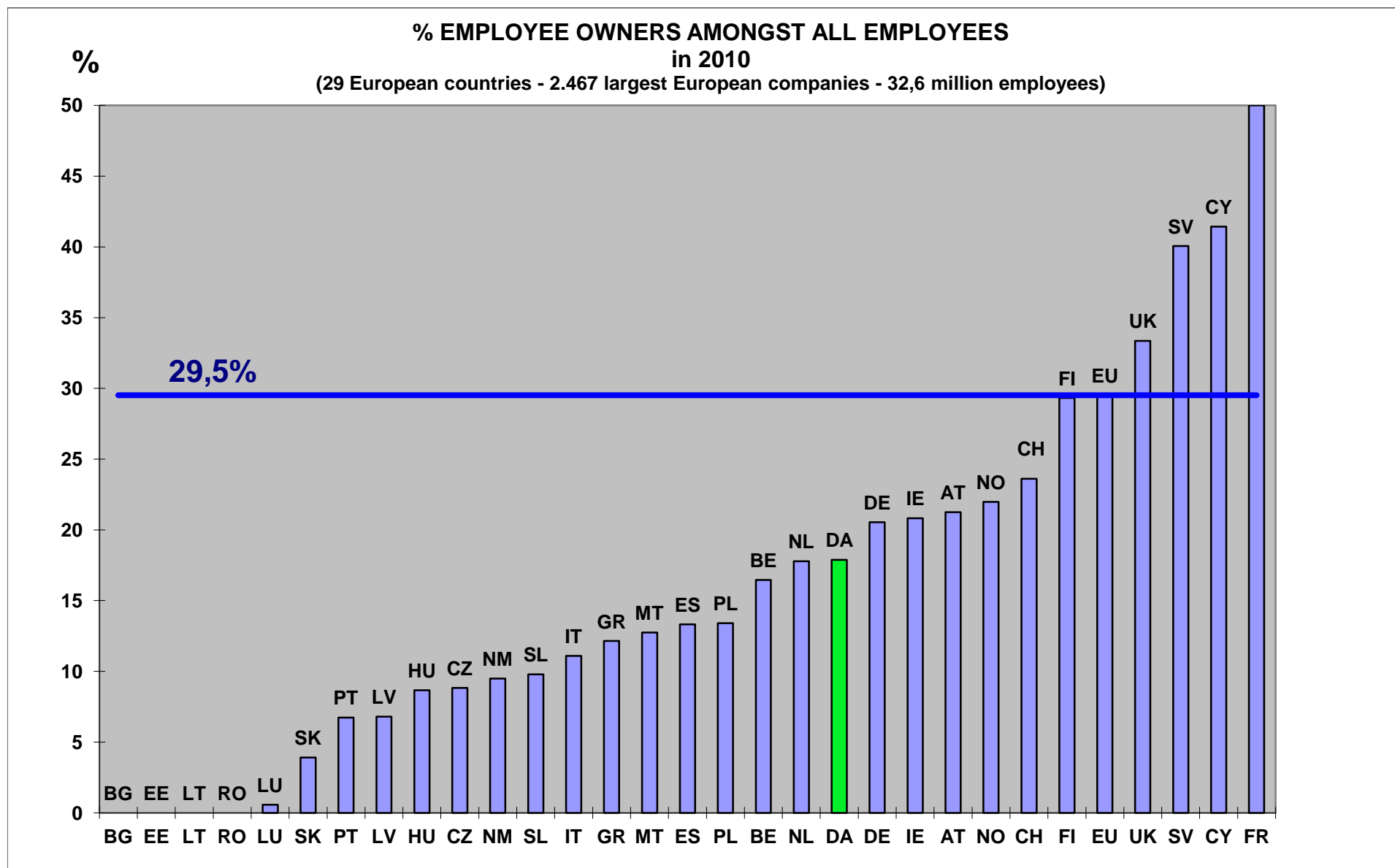
(29 European countries - 1.788 largest European companies having employee share plans - 30.1 million employees)



% EUROPEAN COMPANIES HAVING STOCK OPTION PLANS in 2010

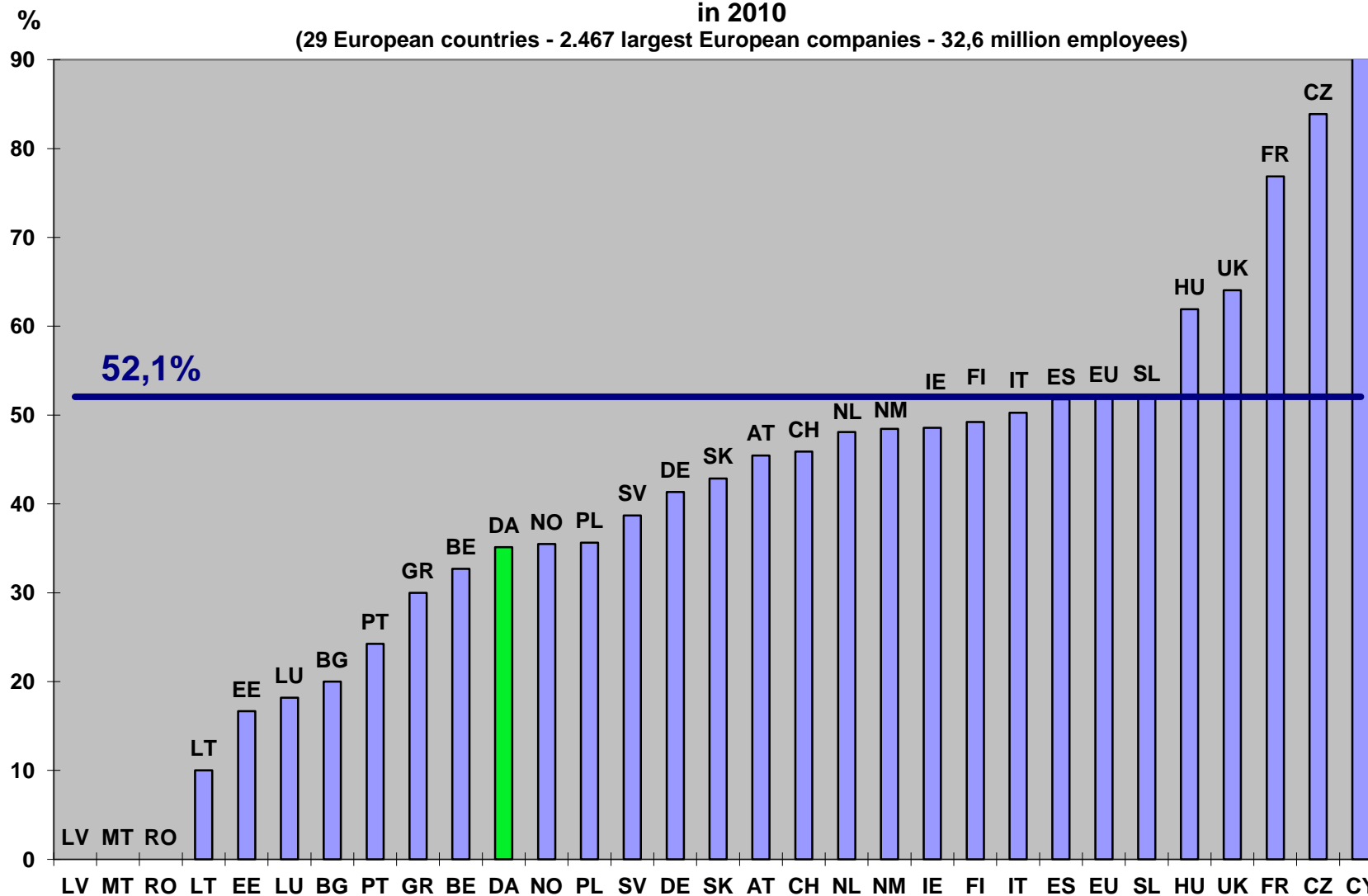
(29 European countries - 2.467 largest European companies - 32,6 million employees)





% EUROPEAN COMPANIES HAVING "SIGNIFICANT" EMPLOYEE OWNERSHIP (EO>1%) in 2010

(29 European countries - 2.467 largest European companies - 32,6 million employees)



DEMOCRATIZATION RATIO OF EMPLOYEE OWNERSHIP
in largest European companies by origin in 2010
(29 European countries - 2.467 largest European companies - 32,6 million employees)

