



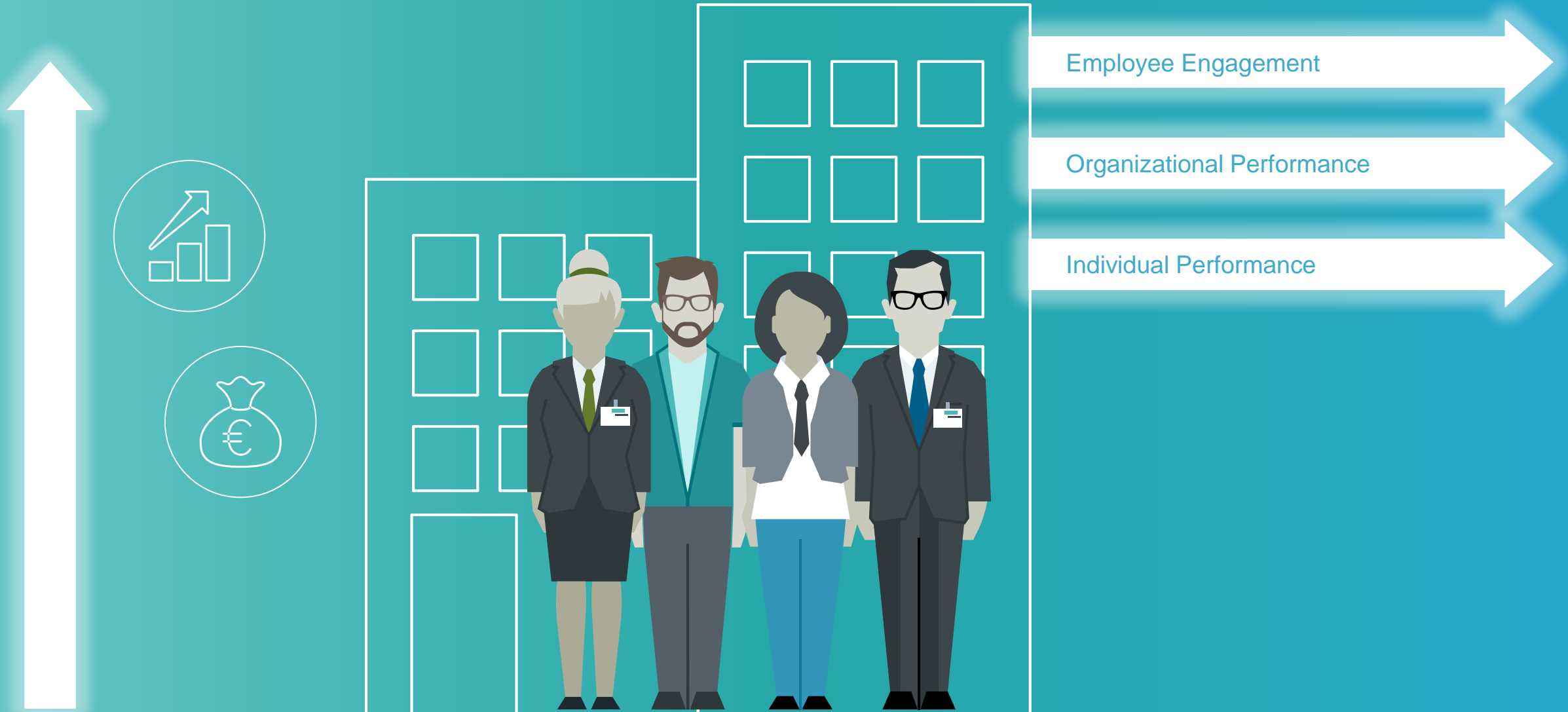
# EMPLOYEE SHARE OWNERSHIP

Best practice examples: The Berlin Appeal

# The investment behavior of the German population



# Employee share ownership has a positive impact on both – employees and companies



# Employee share ownership is still a shadowy existence in Germany



# What are our demands?

1

Increase of attractiveness, e.g. raise tax allowance in Germany to an internationally customary level of at least EUR 3,000



2

No taxation of dividends and interest income if reinvested for long-term asset accumulation.



3

Different taxation of long-term investors, e.g. tax exemption for capital gains with a holding period of at least ten years.



4

Examination of tax, regulatory and company law requirements for the simple offer of employee capital participation in companies.



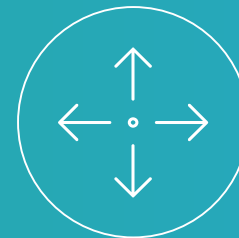
5

Promoting employee share ownership in small enterprises and start-ups by drawing on experience from other European countries.



6

EU-wide harmonization of the regulatory and tax framework for employee share ownership schemes.



# Questions

