

Share Matching Program

This is how it works

Share Matching Plan

Monthly Investment Plan



Top and Senior Management

Other employees



1-50%
of bonus

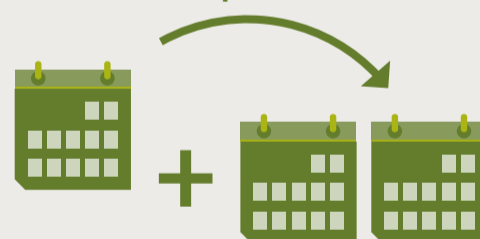


0-5%
of annual salary
in the form of total target cash

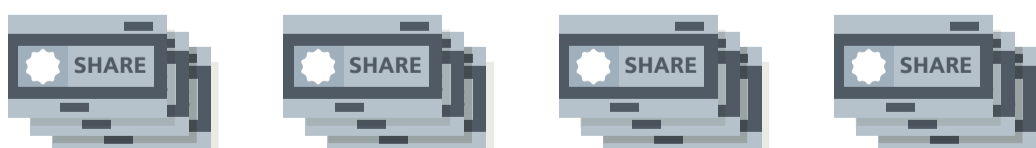


3 years
holding period

1 year
investment phase



2 years
holding period



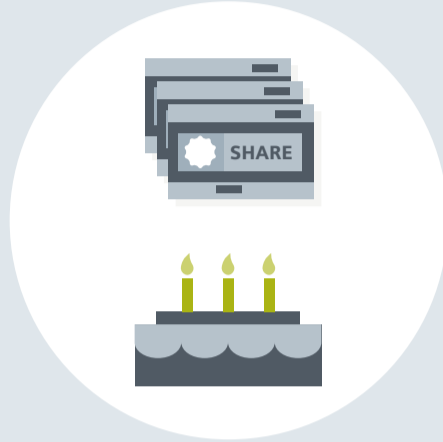
For every 3 shares purchased,
plan participants will
receive one additional

Matching Share

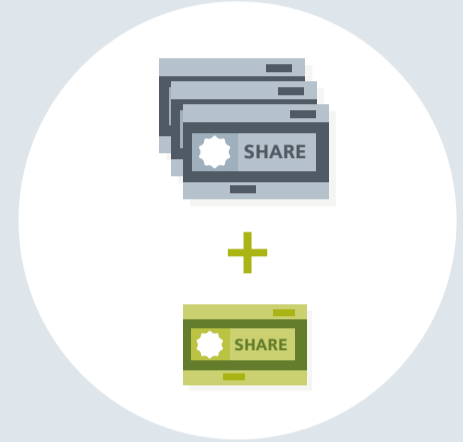
The principle



Buy
3 shares



Participate for
3 years



Get 1 additional
Matching Share



150,000

employees
participate in the
Share Matching
Program 2018



Shares worth

89,000,000 €

were allocated to
employee shareholders
in 2018

87%

still hold their
shares after
3 years