

# The New Stock Option Plan

- Available for up to 218 employees including the management board
- Share-Investment: upfront investment of up to 6400 shares necessary; 15 options granted per invested share
- Exercise price: 20 day average before grant date
- Exercise Hurdle: achievement of EPS target
- Option Life: 4 years
- Vesting Period: 1 year
- Settlement: Company can opt for cash or share settlement