

Share Guidelines

| Total revenue € / year | Shares |
|------------------------|---------|
| <500 th. | 1 |
| 500 th. - 5 m. | 2 - 5 |
| 5 - 20 m. | 6 - 10 |
| 20 - 50 m. | 11 - 15 |
| 50 - 100 m. | 16 - 20 |
| >100 m. | 20+ |