

# Incentrium

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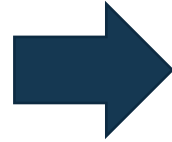
# ABOUT

Incentrium, die Cloud-  
basierte Lösung für das  
Management, Bewertung  
und Reporting für  
Anteilsbasierte Vergütung



**Management**

**Übersicht**



**Dashboard**

## Program Overview ⌵

### ESOP

#### Basedata

- Equity settled
- 0 Instrument
- Ex. price -

#### Conditions

- Cap** No cap
- Market** No market condition
- Service** No service condition

### VSOP

#### Basedata

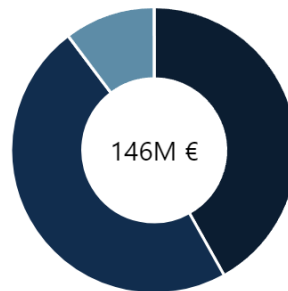
- Equity settled
- 13.032,3 Instrume...
- Ex. price 295,86 €

#### Conditions

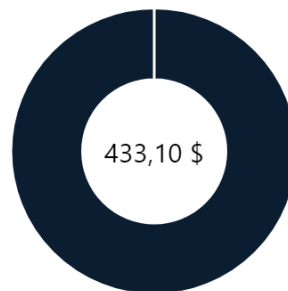
- Cap** No cap
- Market** No market condition
- Service** No service condition

## Portfolio value ⌵

EUR



USD



\*Vested and unvested instruments are included

## Events ⌵

### SEPTEMBER '24

Test aggregierte view 1:  
233 Instruments vest

### DECEMBER '24

Multiple programs  
4.110 Instruments  
2.570 Instruments

### JANUARY '25

Multiple programs  
10.025 Instruments  
5.000 Instruments

### MAY '25

Multiple programs  
2 Instruments

### JUNE '25

Multiple programs  
2.140 Instruments

### DECEMBER '25

Multiple programs  
2.203 Instruments

### JANUARY '26

Vorschlagswert Flukt:  
25 Instruments vest

### MAY '26

rTSR BNT 2Y:  
1 Instrument turn exercisable

## Status Quo ⌵

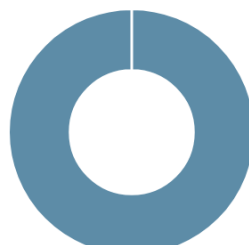
Aggregate

### ESOP



■ Unvested ■ Vested, not exercisable  
■ Vested, exercisable ■ Unvested, exercisable  
■ Exercised

### VSOP

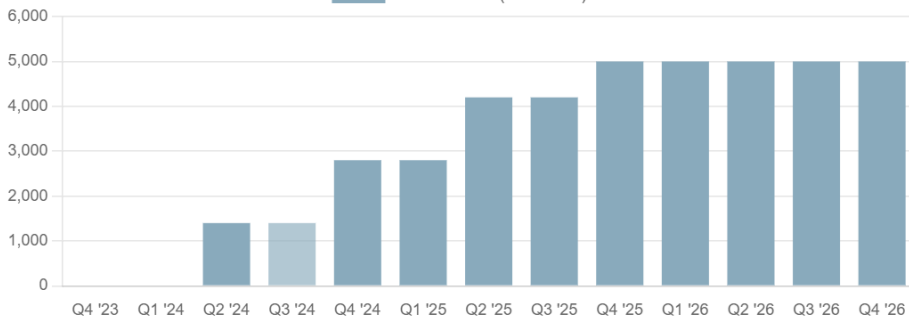


■ Unvested ■ Vested, not exercisable  
■ Vested, exercisable ■ Unvested, exercisable  
■ Exercised

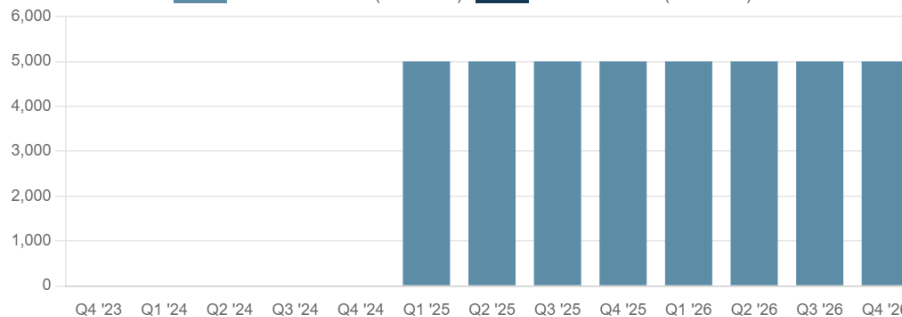
## Forecast for ESOP ⌵

Aggregate

■ Vested Grants (cumulative)



■ Exercisable Grants (cumulative) ■ Exercised Grants (cumulative)





## Management

Übersicht



Dashboard

Verwaltung



Dokumente, E-Sign,  
Benachrichtigungen

Motivation





## Bewertung

Cap  
Condition

Abs./Rel.  
Market  
Cond.

Perf.  
Condition

# Komplexität

Index  
Kopplung

Peer-  
group  
Kopplung

Abs./Rel.  
Vesting-  
pläne

Accel.  
Vesting



# Reporting

April	Mai	Juni	Juli
Q1	Q2	Q3	Q4
2024	2025	2026	2027

Program 1	Grant 1	Grant 1 – Tranche 1
Program 2	Grant 2	Grant 1 – Tranche 2
Program 3	Grant 3	Grant 1 – Tranche 3
Program 4	Grant 4	Grant 1 – Tranche 4

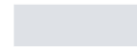
Costcentre	Entity	Debit	Credit



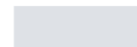
# Reporting

## Development

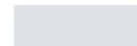
Outstanding Grants at the beginning of the period



Grants granted during period



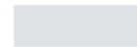
Grants forfeited during period



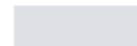
Grants exercised during period



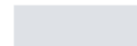
Grants expired during period



Outstanding Grants at the end of the period



Grants exercisable at the beginning of the period

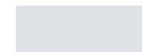


## Valuation

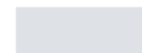
Exercise price



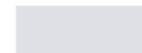
Lifetime



Remaining lifetime



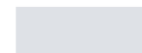
Stock price



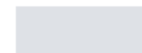
Expected dividend yield



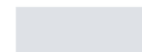
Volatility



Risk free interest



PV







# THANK YOU

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