

## FAQ - DE-CIX Employee Participation Program

### **1. What are shares with "restricted transferability"?**

"Restricted transferability" means that the shares may only be transferred with the consent of the company. Consent may be refused for objective reasons, see also the examples on page 9 of the attached presentation. The redemption rules serve to safeguard the purposes of the participation program, in particular to prevent persons who are not in the service of the DE-CIX Group or who do not contribute in a special way to its economic success from holding preference shares, while other persons who are to be incentivized by preference shares - such as new managers or employees - no longer have access to preference shares

### **2. Can third parties acquire shares? For example, if beneficiaries leave the company as employees or members of the Management Board.**

No. There are extensive "call options" within the employee participation program to buy back the respective shares when a beneficiary leaves the company. This means that no external persons (third parties) can acquire shares.

### **3. Is an Initial Public Offering (IPO) planned?**

No. This is not planned, as DE-CIX also has sufficient liquid funds in the medium term to finance further growth from its own resources.

### **4. Will eco lose its DE-CIX voting rights or other existing influencing factors?**

No. eco will retain 100 percent of the ordinary shares (with voting rights) even after the capital increase. The shares required for the employee participation program are **non-voting** preference shares.

### **5. Are the share packages gifts to the employees?**

No. The beneficiaries are defined according to objective criteria and must acquire the shares from their own funds (own acquisition is a prerequisite for acquiring further shares via a loan).

### **6. What happens to the money within the newly founded company?**

The money that flows into DE-CIX Equity Management GmbH through the sale of shares as part of the employee participation program is managed with the utmost care. In particular, it is needed to service any call options.

**7. How is the group of beneficiaries selected?**

The beneficiaries include persons who, due to their special expertise and experience, their long years of service or as executives, work particularly closely with the DE-CIX Executive Board and/or play a decisive role in shaping and influencing the development of the company and the companies of the DE-CIX Group. The members of the DE-CIX Executive Committee are appointed by the DE-CIX Executive Board in consultation with the DE-CIX Supervisory Board.

**8. What does the employee participation program cost eco?**

All costs already incurred and to be incurred in connection with the implementation of the employee participation program will be borne by DE-CIX.

**9. How does eco benefit from the introduction of the employee participation program and what does it mean for me as a member?**

As the sole shareholder of DE-CIX Group AG, eco has a vital interest in the successful positioning of DE-CIX Group AG in international competition. The more successful DE-CIX is, the more opportunities eco has to help shape the framework conditions of the Internet industry in the interests of its members.