# Implementation of an Employee Participation Program

## le 27 mars 2018

The Management Board of MOBOTIX AG decided with consent of the Supervisory Board to introduce an Employee Participation Scheme. The company provides a bonus which will be allocated as shares to the employees if the company targets, that is, revenue and profit for the business year 2017/18 are reached. The shares are on one hand bought by a corresponding bank within dedicated time windows and on the other hand allocated to the employees for preferential terms out of MOBOTIX own shares after a lock-up period.

The talks with the Works Council were already started.

Target of the Employee Participation Scheme is the recruitment of new employees for the core competencies of the company, especially in software development, a higher employee motivation and retention as well as to share the future success of MOBOTIX AG with their employees.