

Presentation to Participants of the Salary Savings Plan

The Hague, 23rd February 2015

European Patent Office

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1. About Fidelity
2. Key Characteristics Salary Savings Plan (SSP)
3. Investment Solutions
4. Administration Portal
5. Communication to participants
6. Summary

Fidelity Worldwide Investment

Who we are - global

- Fidelity is a privately held globally active independent investment company, majority owned by management and investment professionals
- Offer clients a broad array of investment capabilities across equity, fixed income, real estate and solutions
- Investment Management and Pension Solutions as core business
- Bottom-up research is the basis for our active fund management
- We have a worldwide presence through our own branches and offices and have a unique research network

About

400

Fund managers and analysts around the world

Over

290

Assets under management and administration

Over

6.900

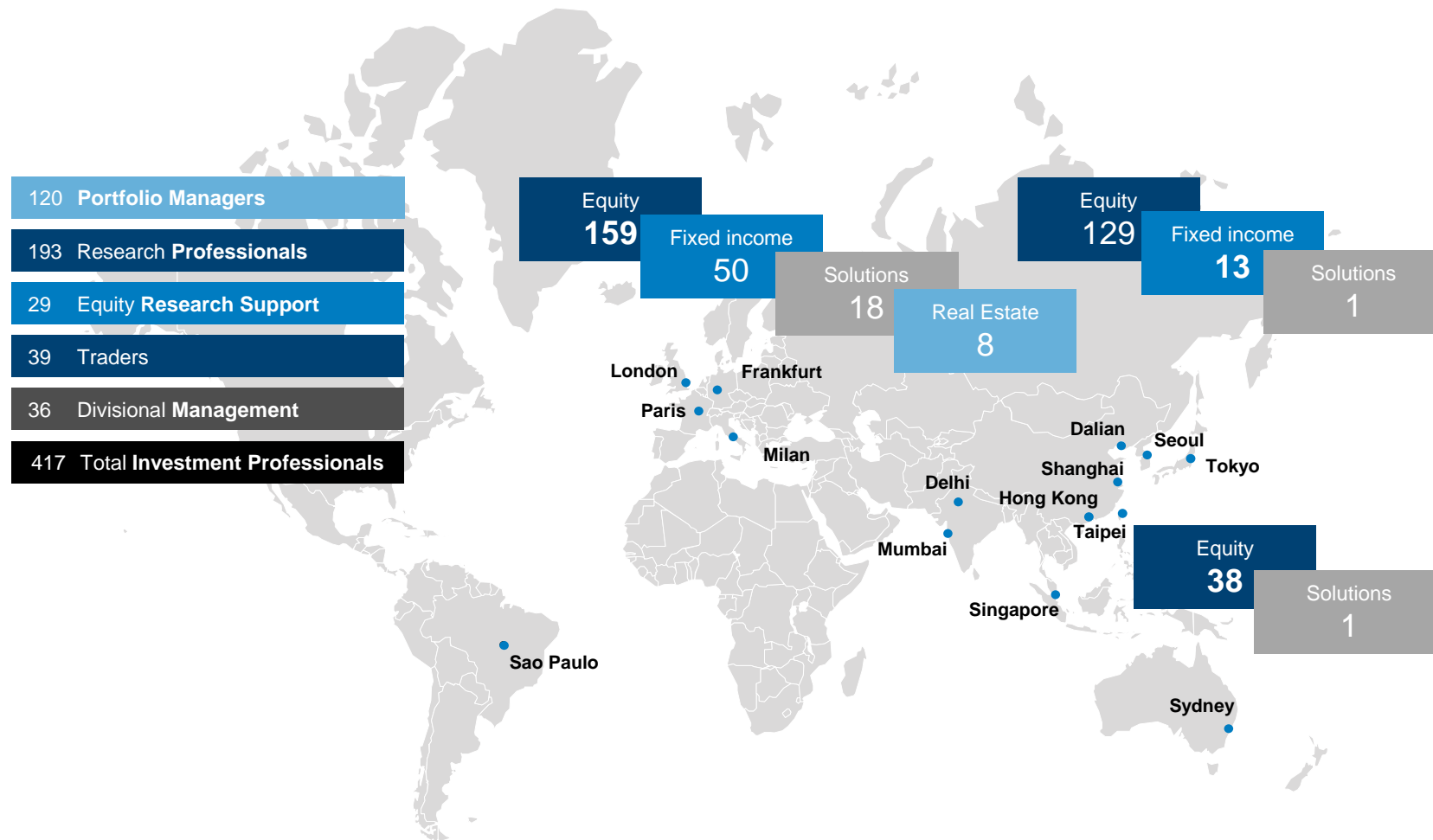
Employees in 25 countries

Over

40

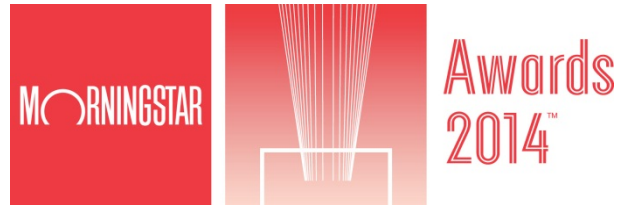
years of investment experience

Fidelity Worldwide Investment – Global Investment Resources



Source: Fidelity Worldwide Investment as of December 2014

Awarded for our investment and pension excellence



As Best Large Asset Manager of Equity Funds and Bond Funds Fidelity was awarded with the „Morningstar „Multi Asset Fund House Award“ at the Morningstar Awards 2014. The Award was granted on the basis of a sustainable risk adjusted outperformance of a broad range of both, equity and bond funds.



The business publication „Capital“ has nominated Fidelity as one of the best Asset Managers in Germany. At the „Capital Fonds-Kompass 2014“ Fidelity reached rank 4 of the top 10 percent investment companies awarded with 5 stars out of a total of 100 investment firms that have been analysed.



Fidelity Worldwide Investment was awarded „Best Large Asset Manager in Germany, Austria and Switzerland“ for the 3rd time after 2010 and 2011 with the Feri EuroRating Award. Additionally, the investment company received the Feri EuroRating Award 2014 for its Fidelity Emerging Europe, Middle East and Africa Fund in the category of "Emerging Markets" equities.



Lipper Fund Awards 2014

The rating agency Lipper annually grants awards to funds that consistently rank among the most profitable products in its category and have lower volatility than comparable funds. Fidelity was able to convince with four European funds and confirmed with the award of the Fidelity Pacific Fund Fidelity's strength in the field Asian equities and emerging markets.

Source: Fidelity Worldwide Investment as of December 2014

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Key characteristics of the Salary Savings Plan

Eligibility: Currently, all staff having started on or after 1st January 2009 with EPO

Contributions: Split between participant (1/3) and employer (2/3)

Investments: Three investment strategies available to participants

Flexibility: Opportunity to adapt investment choice once per 12 months

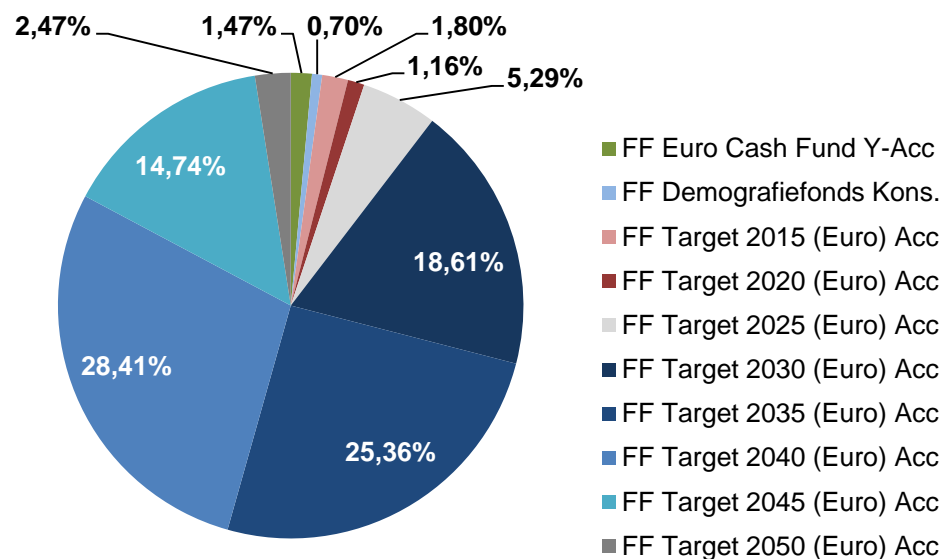
Access: Via online portal and dedicated personal login credentials

Supervision: Plan monitored by supervisory committee consisting of staff and management representatives

SSP Key Figures as at 31th December 2014

Plan Members: 912 Employees

Plan Assets: EUR 30.166.131,38



Source: Fidelity Worldwide Investment , 31/12/2014

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Glossary I

Definition of:

Investment Fund

An Investment Fund is a portfolio of assets such as bonds or shares.

Equities

An alternative term for shares. A share is a unit of ownership in a company or investment fund. The American term is stocks. Equities can provide a return that is potentially equal to the return on bonds plus a risk premium.

Bonds

A security issued by a company or a government. During the life of the bond, the bondholder receives regular interest payments based on the coupon rate. On maturity the loan is repaid. Bonds can provide a return that is potentially above inflation.

Cash

Cash presents the lowest level of expected return but ensures liquidity and a high degree of safety of the original investment. When investing in Cash the Fund Manager invests in short term money market securities. Cash can provide only a limited return, potentially slightly above or equal to inflation.

Glossary II

Definition of:

Volatility

The relative rate at which the price of a security moves up and down. Volatility is found by calculating the annualised standard deviation of daily change in price. If the price of a stock moves rapidly over short time periods, it has a high volatility. If the price almost never changes, it has a low volatility.

Standard deviation

A statistical measure of the historical volatility of a mutual fund or portfolio, usually computed using 36 monthly returns. More generally, a measure of the extent to which numbers are spread around their average.

Legal owner of the Funds within SSP

The employees decide in which investment fund they would like to be invested in, however they are not the legal owner of the funds. The Office (EPO) orders the funds but the European Patent Organisation is the legal owner until the Office transfers the money to the staff, usually at retirement.

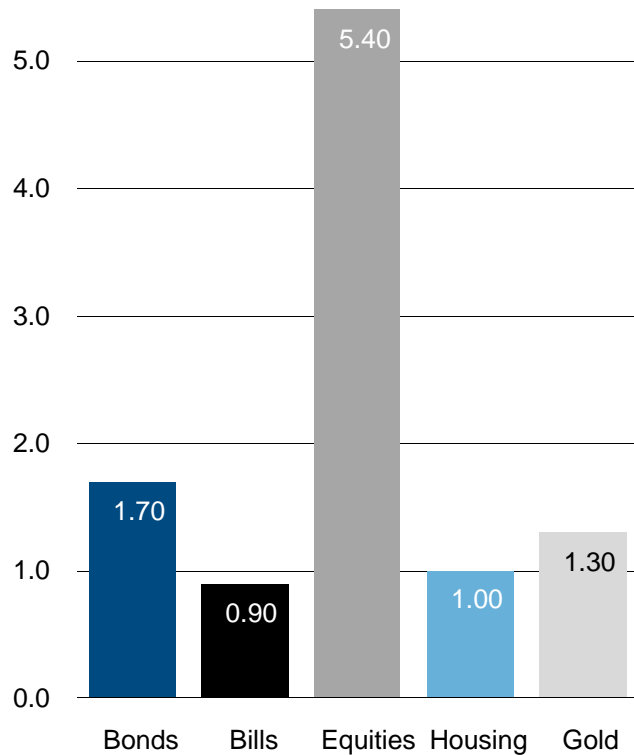
Action required by employee within SSP

After six month and thereafter on an annual basis, the employee may choose the strategy which is best suitable for him. Once he has chosen the preferred strategy, no further action is required.

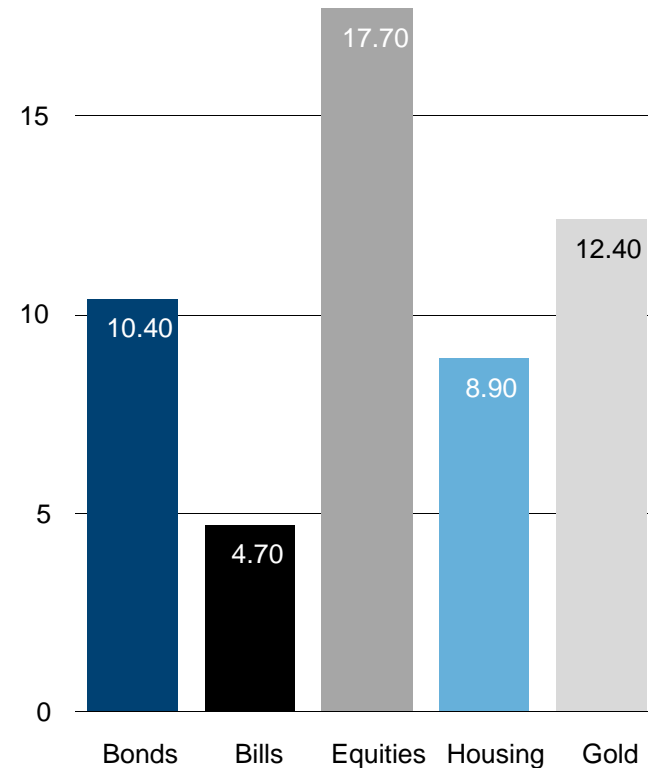
Building Blocks for an Pension Investment Strategy

Long-Term Real Return of Equity and Bonds, 1900-2011*

Real return (annualized %)



Standard deviation (% p.a.)



Equities have given a large risk premium

* Except commercial property (last 7-41 years, depending on country) and index-linked bonds (theoretical value). Housing returns exclude maintenance and improvement expenditure and rental income; Copyright © 2012 Elroy Dimson, Paul Marsh and Mike Staunton, London Business School

Investment strategies for the Salary Savings Plan

1. Life-Cycle Funds

- 8 funds with a pre-defined target date ranging from 2015 to 2050 in 5-year intervals.
- The FF Target funds are matched with the retirement age of the participant and change their composition from mainly equities to a cash-near portfolio towards their target date.

2. Conservative multi-asset investment strategy

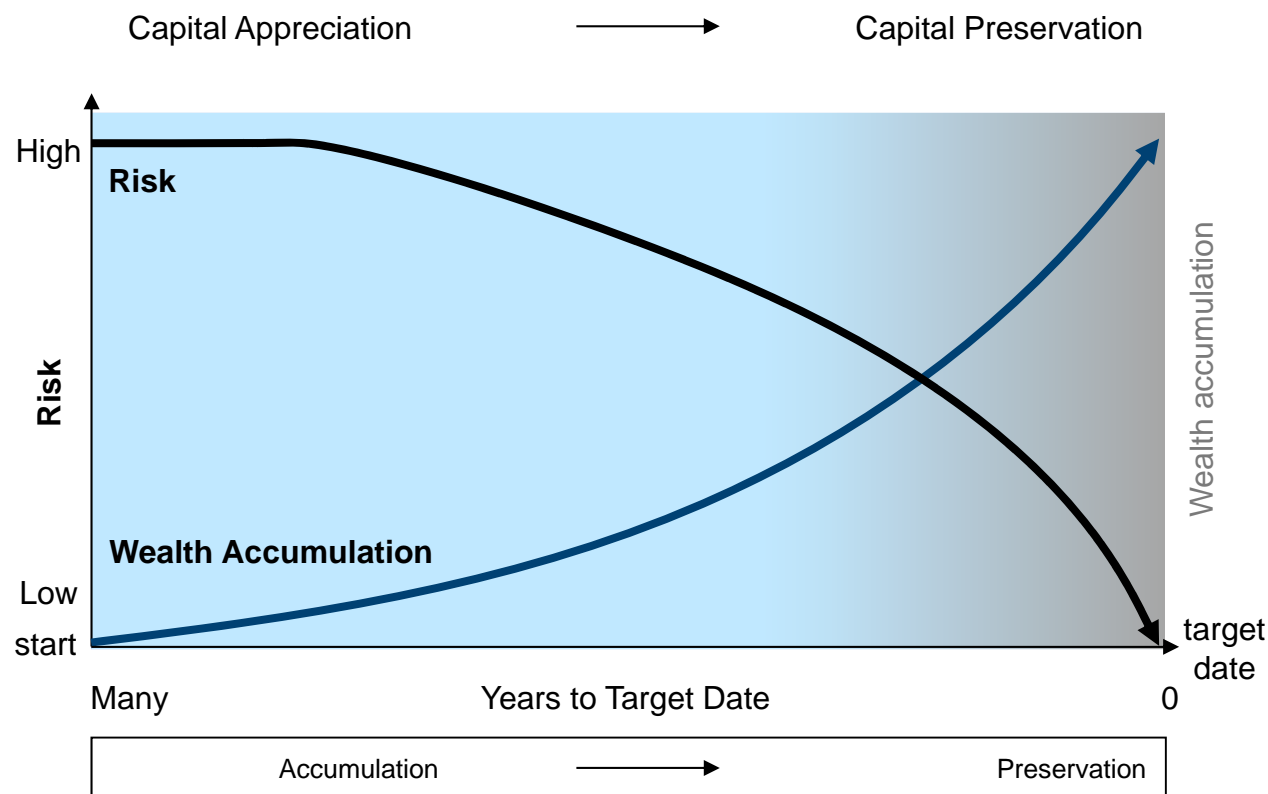
- A conservative portfolio consisting of maximum 20% equities with the remainder being invested in bonds and cash.
- The fund makes use of Fidelity products as well as funds from other providers.

3. Euro Cash Fund

- The FF Euro Cash Fund is a low-risk option well-suited for shorter periods of investment.
- The fund predominantly invests in Euro-denominated titles of high-quality issuers.

1. Life-Cycle Strategy : Investment Objective

- Preservation of invested capital at the target fund's maturity
- Maximisation of return during investment horizon



There is little or no probability of not returning the capital invested, assuming that an investor stays invested till the maturity date from the start

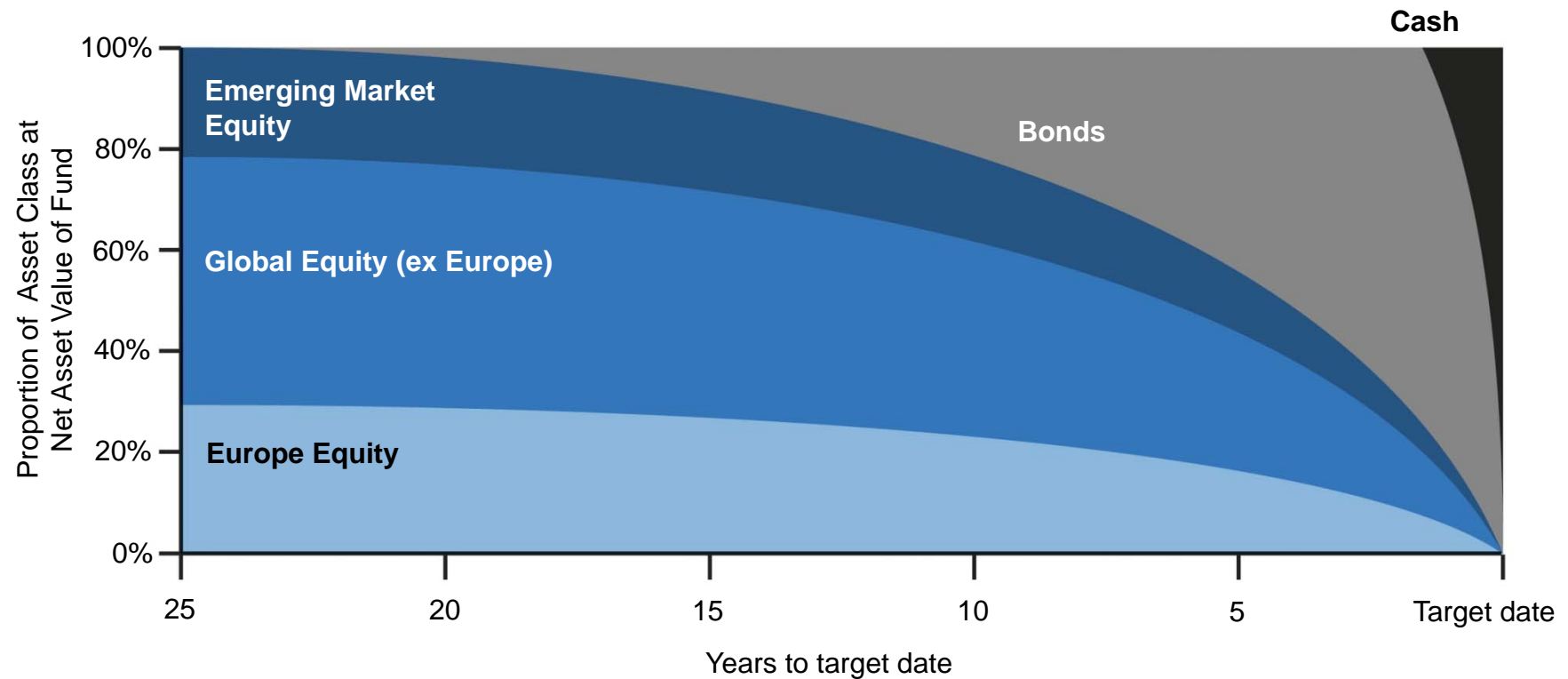
Investing over 40 years, the probability is over 99.5% that you will get your invested capital back; over 20years investment horizon, it is closer to 98.8%

As it gets closer to maturity (say, 2years), the probability increases even further

Source: FIL Ltd, 05.2013. For illustrative purposes only.

1. Life-Cycle Strategy: Dynamic Asset Allocation

- Tried and tested: Fidelity's proprietary roll-down



Source: Fidelity Worldwide Investment. Only for illustration.

1. Life-Cycle Strategy: Asset migration path gradually reducing risk

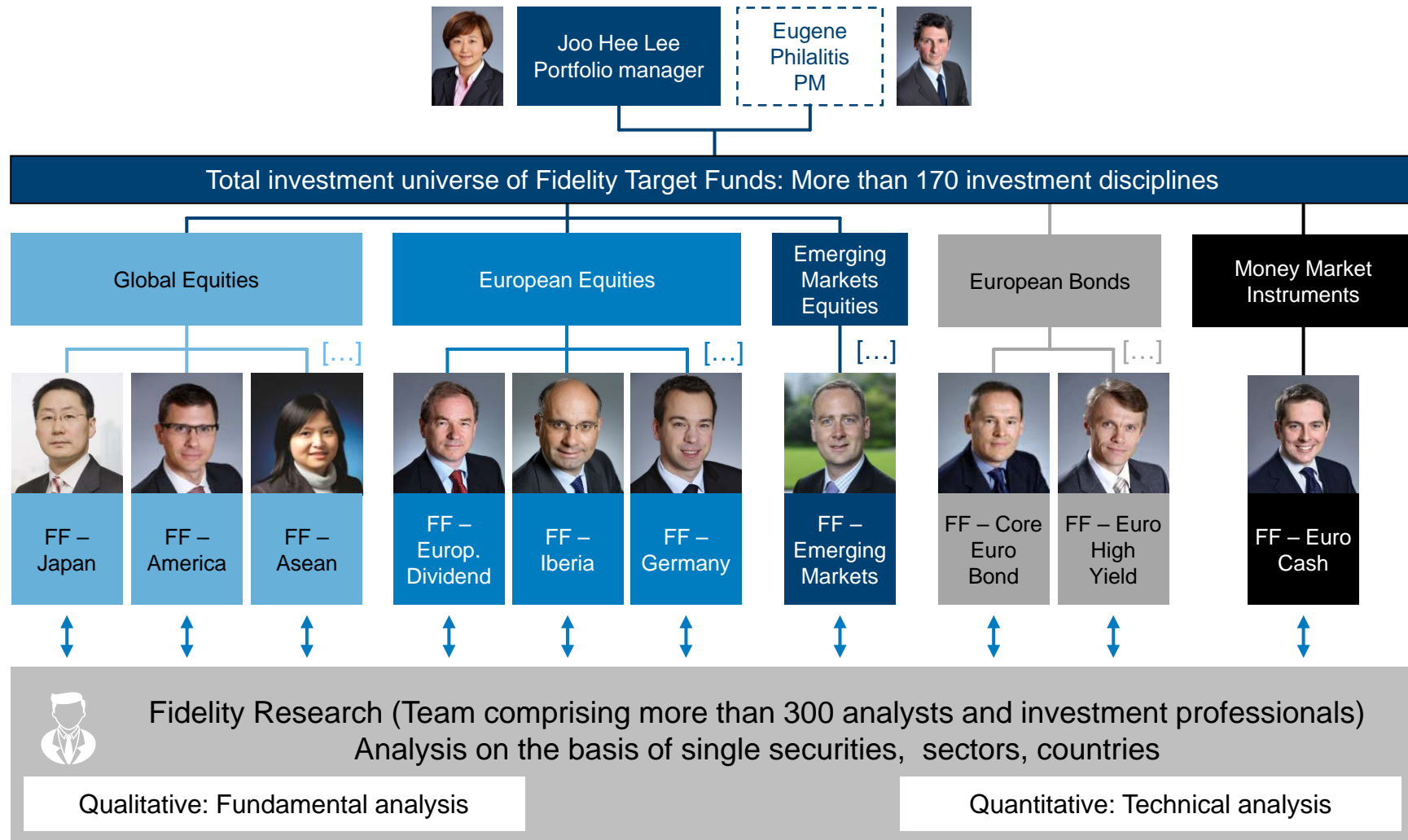
Year to Target Date	Europe	Developed Markets ex Europe	Emerging Markets	Equity Total	Fixed Income and Money Market
25	30%	50%	20%	100%	0%
20	30%	49%	20%	99%	1%
15	27%	44%	18%	89%	11%
10	21%	36%	14%	71%	29%
5	13%	23%	9%	45%	55%
3	9%	15%	6%	30%	70%
1	3%	6%	2%	11%	89%
Target Date	0%	0%	0%	0%	100%

Tactical Asset Allocation

- Return optimising, while controlling the downside risk
- Market-timing vs. benchmark in a controlled way only
- Designed to accommodate lump sums as well as regular inflows

Source: Fidelity Worldwide Investment. Only for illustration.

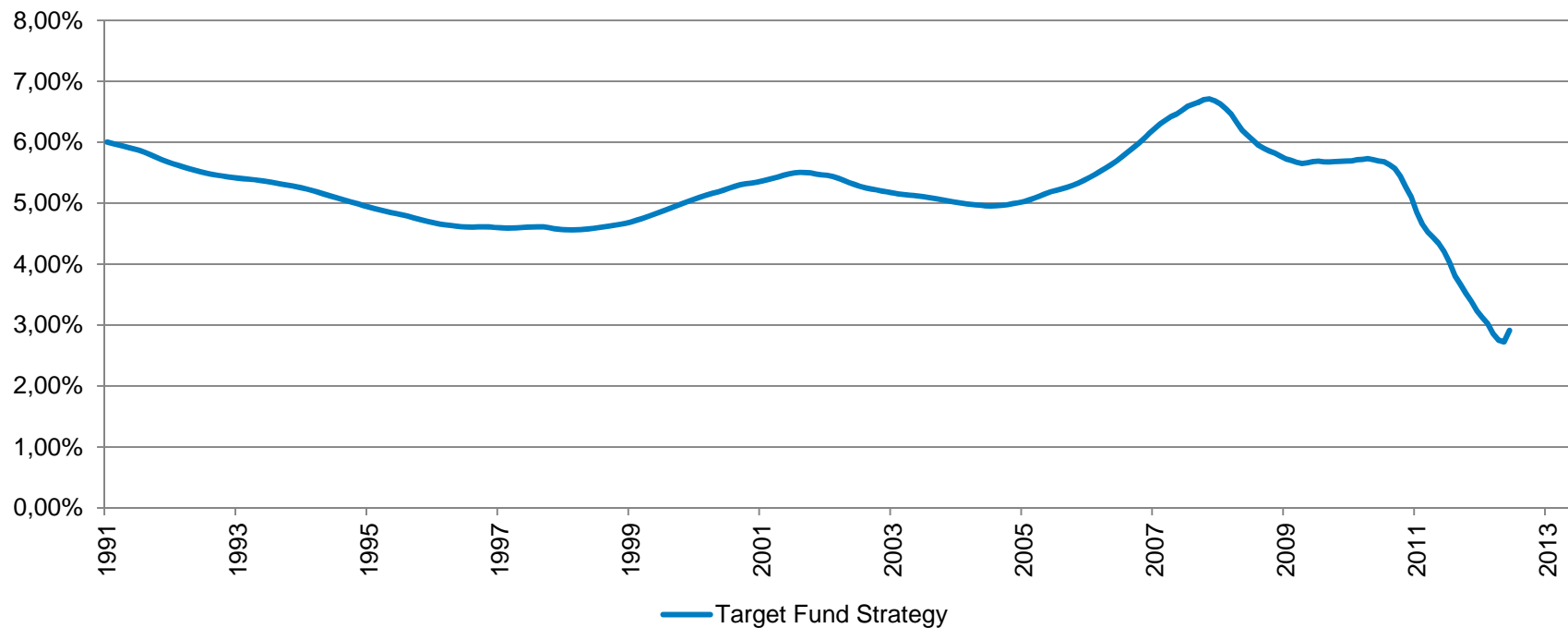
1. Life-Cycle Strategy: Investment Approach



1. Life-Cycle Strategy: Long-term Performance

Backtest with monthly contributions

Annualised Internal Rate of Return for Investing €100 each month into Hypothetical Target May 2014 Fund



Source: FIL Limited, 2014. For illustrative purposes only.

The above back testing was developed using the actual market data between Dec 1991 and May 2014. A composite index includes MSCI World ex Europe, MSCI Europe, MSCI Emerging Markets and BAML Large cap bond index . To accommodate for pre-EUR era, DEM 1 month Libor and The BofA Merrill Lynch German Government Index were used as a proxy for Cash and Bond Indices. Please also note that the above back testing is based on gross of fees returns. This does not in any case include any tactical deviation from the Fidelity Target fund model. The Target Fund May 2014 is for illustrative purposes only and has not existed as an investment fund in reality.

1. Life-Cycle Strategy: Age based allocation of plan members

Allocation of target funds to retirement age

Pensionable age 2015 - 2019	—————>	FF Target Fund 2015
Pensionable age 2020 - 2024	—————>	FF Target Fund 2020
Pensionable age 2025 - 2029	—————>	FF Target Fund 2025
Pensionable age 2030 - 2034	—————>	FF Target Fund 2030
Pensionable age 2035 - 2039	—————>	FF Target Fund 2035
Pensionable age 2040 - 2044	—————>	FF Target Fund 2040
Pensionable age 2045 - 2049	—————>	FF Target Fund 2045
Pensionable age 2050 -	—————>	FF Target Fund 2050



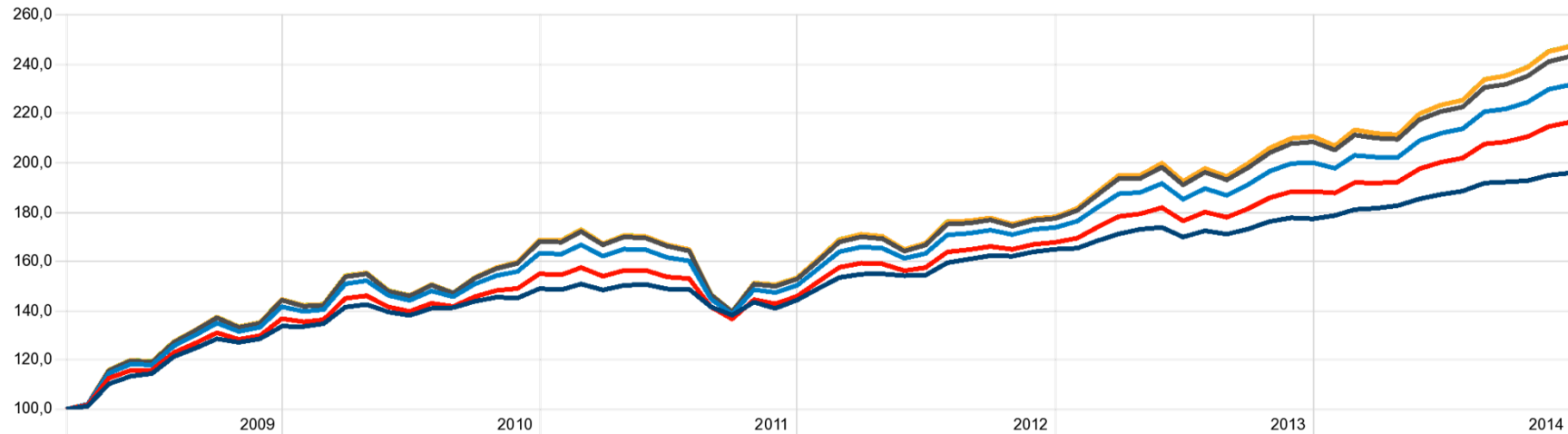
Source: Fidelity Worldwide Investment

1. Fidelity Funds - Target™ (Euro) Funds P-Shares

Historical Performance since start SSP

Historical Performance Fidelity Target Funds P-Shares 2015 - 2040

Time Period: 01.03.2009 to 31.12.2014



— Fidelity Target™ 2015 (Euro) P-Acc-EUR

— Fidelity Target™ 2020 (Euro) P-Acc-EUR

— Fidelity Target™ 2025 (Euro) P-Acc-EUR

— Fidelity Target™ 2030 (Euro) P-Acc-EUR

— Fidelity Target™ 2035 (Euro) P-Acc-EUR

— Fidelity Target™ 2040 (Euro) P-Acc-EUR

Source: Morningstar Direct

Funds	YTD	1 Month	3 Month	1 Year	3 Years (ann.)	5 Years (ann.)	Since start SSP* (ann.)
Fidelity Target™ 2015 (Euro) P-Acc-EUR	10,51	0,49	1,92	10,51	10,72	7,94	10,86
Fidelity Target™ 2020 (Euro) P-Acc-EUR	14,94	0,84	3,86	14,94	14,07	9,62	12,63
Fidelity Target™ 2025 (Euro) P-Acc-EUR	15,80	0,79	4,43	15,80	15,52	10,34	13,71
Fidelity Target™ 2030 (Euro) P-Acc-EUR	16,64	0,89	4,90	16,64	16,75	11,01	14,58
Fidelity Target™ 2035 (Euro) P-Acc-EUR	17,33	0,87	5,08	17,33	17,27	11,33	14,96
Fidelity Target™ 2040 (Euro) P-Acc-EUR	17,38	0,87	5,11	17,38	17,28	11,33	15,02

Source: Morningstar, 31.12.2014. * Display since 01.03.2009. Start SSP 01.03.2009. Launch of funds: 23/12/2008; Performance net of fees. Figures stated in %.

1. Fidelity Funds - Target™ (Euro) Funds P-Shares

Historical Performance since inception

Historical Performance Fidelity Target Funds P-Shares 2045 - 2050

Time Period: 04.03.2014 to 31.12.2014



— Fidelity Target™ 2045 P Acc EUR

— Fidelity Target™ 2050 P Acc EUR

Source: Morningstar Direct

Funds	YTD	1 Month	3 Month	1 Year	3 Years (ann.)	5 Years (ann.)	Since Inception* (ann.)
Fidelity Target™ 2045 (Euro) P-Acc-EUR	-	0,86	5,09	-	-	-	17,70
Fidelity Target™ 2050 (Euro) P-Acc-EUR	-	0,86	5,09	-	-	-	17,70

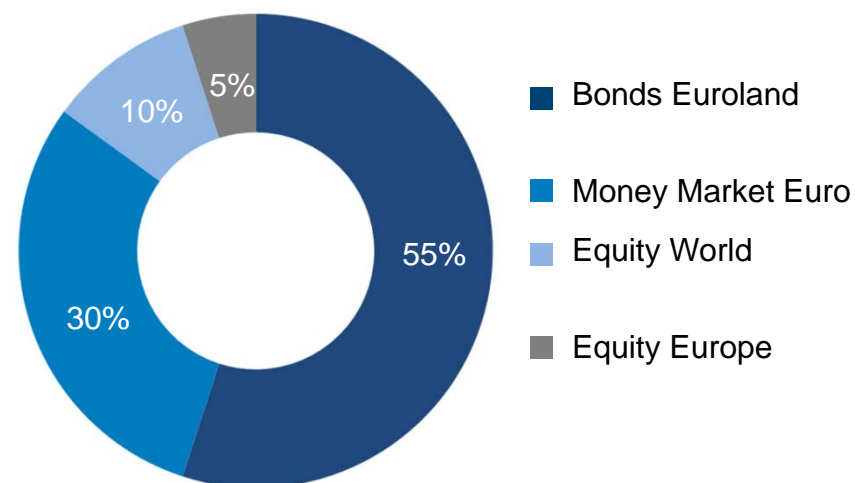
Source: Morningstar, 31.12.2014. * Display since 04.03.2014. Launch of funds: 03/03/2014; Performance net of fees. Figures stated in %.

2. Strategy: Conservative Multi Asset Investment

Fidelity Demografiefonds Konservativ

- The Multi Asset Fund invests in different actively and passively managed funds
- The investment target is to achieve a return above the average return of government bonds with a conservative risk budget
- The fund's asset allocation is actively managed
- The fund is designed for investors with a conservative risk attitude and a medium-term investment horizon
- Maximum allocation to equities: 20%
- Fund manager: Eugene Philalitis
- Fund inception date: 26.03.2009
- ISIN: DE000A0RHF92

Strategic Asset Allocation



Investment goal:

- Attractive capital investment with a defensive asset allocation

Risk management approach:

- Dynamic control of risk assets
- Active management of portfolio volatility

Source: Fidelity Worldwide Investment

2. Strategy: Conservative Multi Asset Investment

Historical Performance

Historical Performance

Time Period: 27.03.2009 to 31.12.2014



— Fidelity Demografiefonds Konservativ

Source: Morningstar Direct

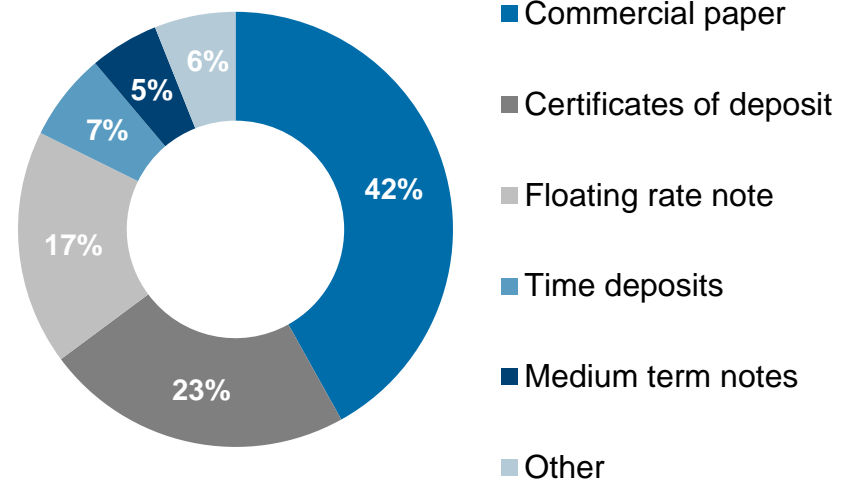
Fund	YTD	1 Month	3 Months	1 Year	3 Years (ann.)	5 Years (ann.)	Since Inception* (ann.)
Fidelity Demografiefonds Konservativ	8,24	0,47	1,82	8,24	6,51	4,49	4,99

Source: Morningstar, 31.12.2014. *Fund inception date: 26.03.2009. All Figures in percent

3. Strategy: Fidelity Euro Cash Fund

- Aims to provide a return in line with money market rates, with primary focus on capital security and liquidity
- The fund is designed for investors with a risk averse attitude and with a short-term investment horizon
- At least 70% invested in Euro denominated interest bearing debt with less than 12 months to maturity.
- Weighted average maturity: 0-60 days
- Minimum security rating: A2 Moody's
- Fund manager: Tim Foster
- Fund size: EUR 187m
- ISIN: LU0346390353

Security Type



Investment goal:

- Capital preservation and liquidity with a defensive asset allocation

Risk management approach:

- Intensive fundamental credit research to identify high quality issuers
- Quantitative research to guide portfolio interest rate sensitivity and yield curve strategies

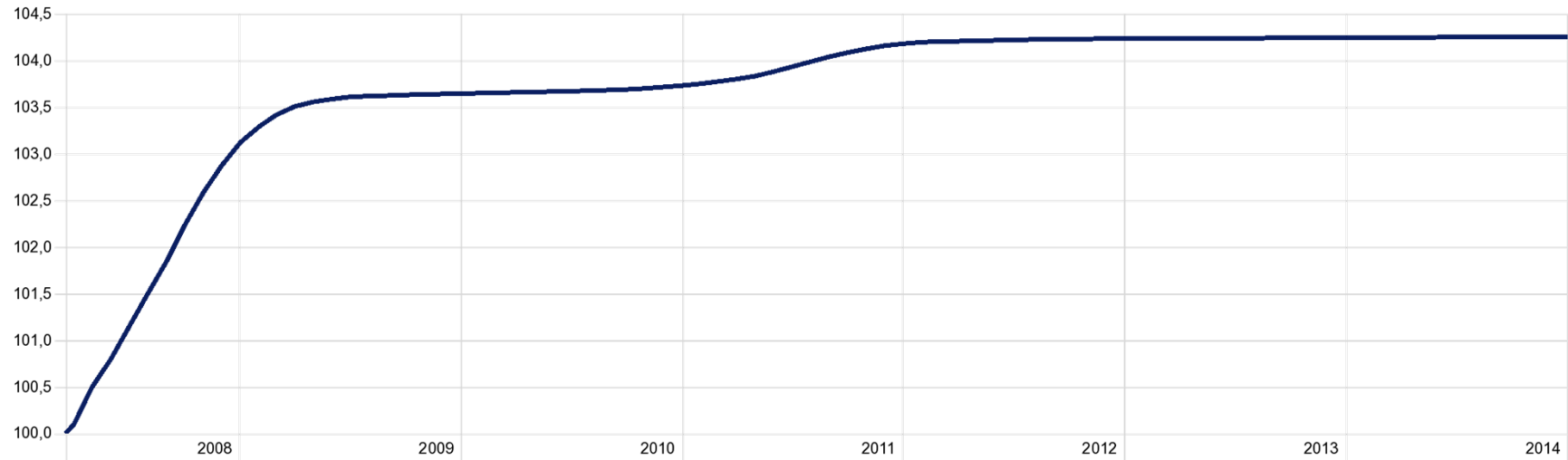
Source: Fidelity Worldwide Investment

Fidelity Euro Cash Fund Y-Acc-EUR

Historical Performance

Historical Performance

Time Period: 18.03.2008 to 31.12.2014



— Fidelity Euro Cash Y-Acc-EUR

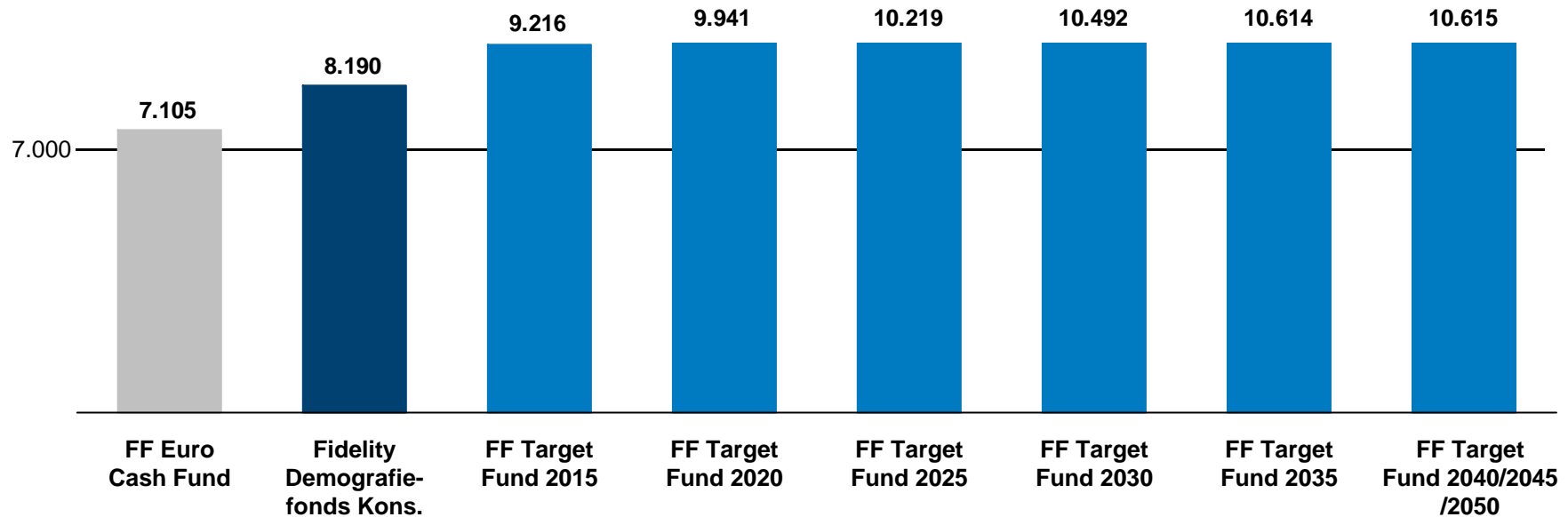
Source: Morningstar Direct

Fonds	YTD	1 month	3 month	1 Year	3 Years (ann.)	5 Years (ann.)	Since inception* (ann.)
Fidelity Euro Cash Fund Y-Acc	0,01	0,00	0,00	0,01	0,02	0,12	0,62

Source: Morningstar, 31.12.2014, *Fund inception date: 17.03.2008; Performance in percent.

SSP-specific performance since launch (01.03.2009)

Monthly investment of 100 EUR in arrears



Fund	Internal Rate of Return [% p.a.]
FF Euro Cash Fund	0,50
Fidelity Demografiefonds Konservativ	5,31
FF Target™ (Euro) Fund 2015	9,32
FF Target™ (Euro) Fund 2020	11,90
FF Target™ (Euro) Fund 2025	12,84
FF Target™ (Euro) Fund 2030	13,74
FF Target™ (Euro) Fund 2035	14,13
FF Target™ (Euro) Fund 2040/2045/2050	14,14

Source: Fidelity, as of 31.12.2014. Calculation assumptions: First investment at 01.03.2009 with 67 payments. Performance after hypothetical daily reinvestment full TER. The real performance of the SSP-beneficiaries may vary significantly. For plan-member individual Return on Investment please refer to the SSP-Portal (<http://www.epo-ssp.eu/>).

Investment options: Summary

	Expected long-term Nominal Return	Expected Volatility	Investment Horizon
1. Life-Cycle Funds	6.5%*	**	Long Term
2. Multi Asset Investment	4.8%	3.5%	Medium Term
3. Cash Fund	2.6%	0.3%	Short Term

Expected return varies between

- 7.3% p.a. (30 years to Target Date) and
- 6.4% p.a. (10 years to Target Date) and finally
- 4% p.a. (1 year to Target Date)

Volatility varies between

- 17% p.a. (30 years to Target Date) and
- 11.8% p.a. (10 years to Target Date) and finally
- 2.9% p.a. (1 year to Target Date).

Please note: Calculations are based on long-term performance scenarios and are no guarantee for future performance.

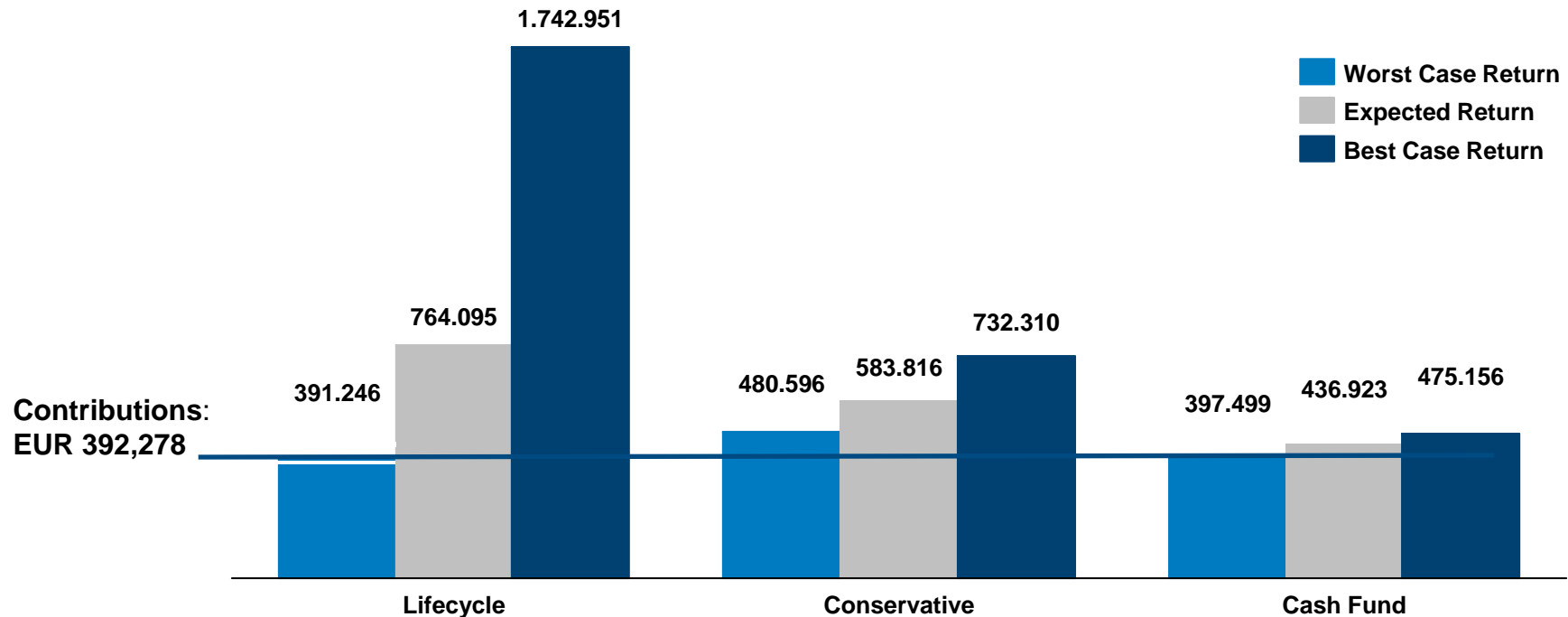
*expected nominal return on average p.a.; **The expected volatility / return is adapting to the roll-down of the funds.

Scenario 1: Job Group 4

Starting Grade: G8
 Starting Age: 32
 Retirement Age: 65

Assumptions:

- Inflation: 2.00% p.a.
- One year without progression (no step, no promotion) every three years

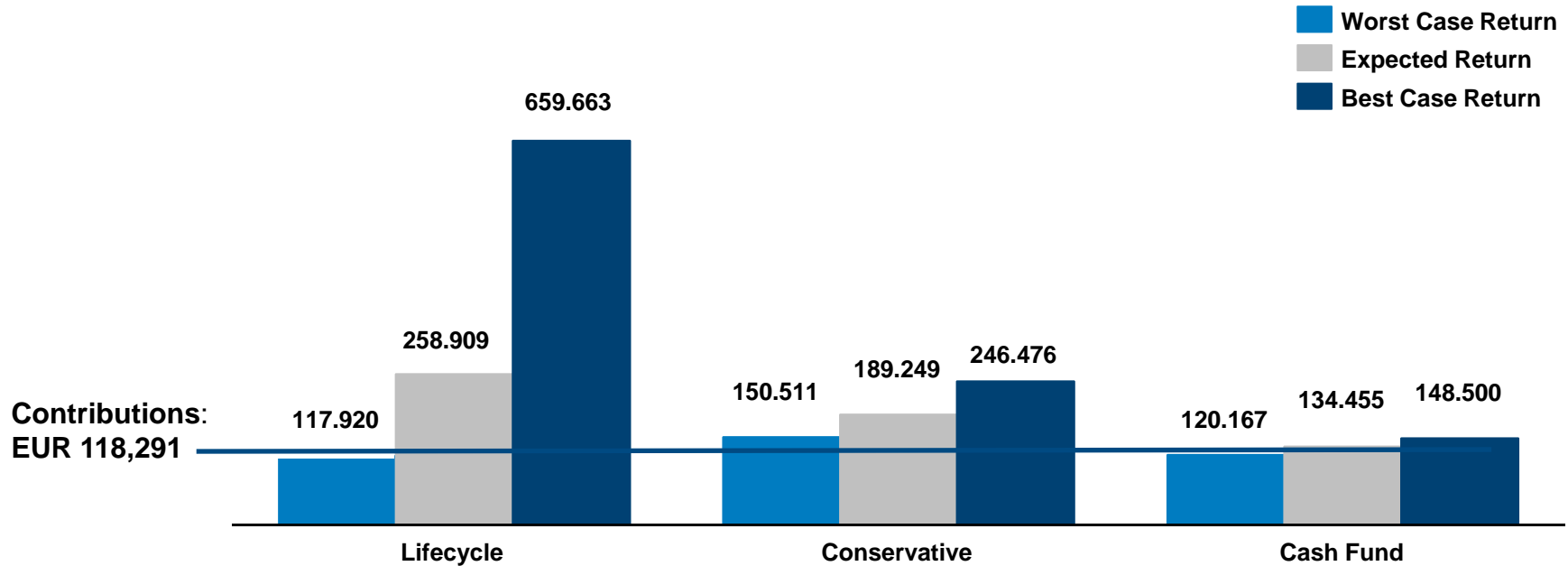


Please note: Calculations are based on long-term performance scenarios and are no guarantee for future performance. Best Case Return= 95th Percentile of Return, Worst Case Return= 5th Percentile of Return. A percentile is the value of a variable below which a certain percent of observations fall. In the future worst and best case returns can be lower or higher and are not guaranteed.

Scenario 1: Job Group 6

Starting Grade: G3
 Starting Age: 30
 Retirement Age: 63

- Assumptions:
- Inflation: 2.00% p.a.
 - One year without progression (no step, no promotion) every three years



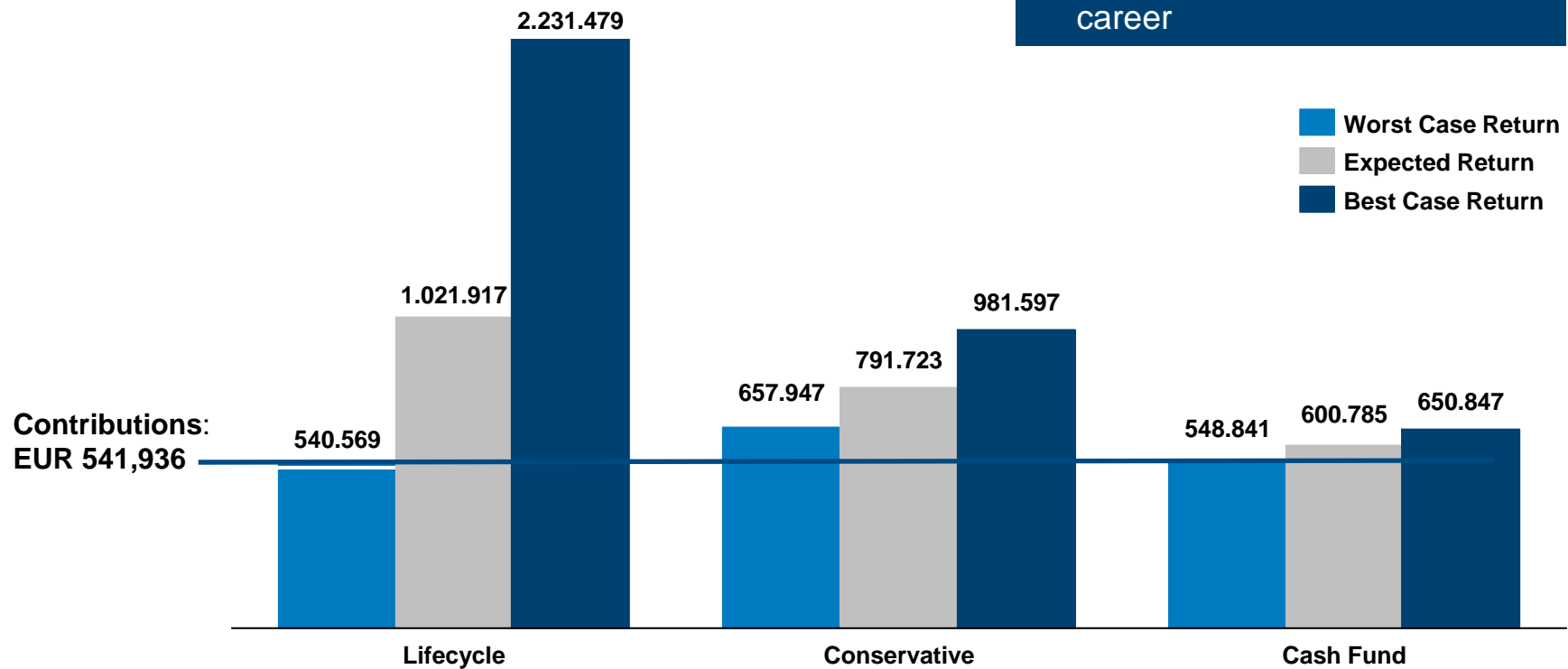
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Scenario 2: Job Group 4

Starting Grade: G8
 Starting Age: 32
 Retirement Age: 65

Assumptions:

- Inflation: 2.00% p.a.
- One step every year and one double-step only once in the career



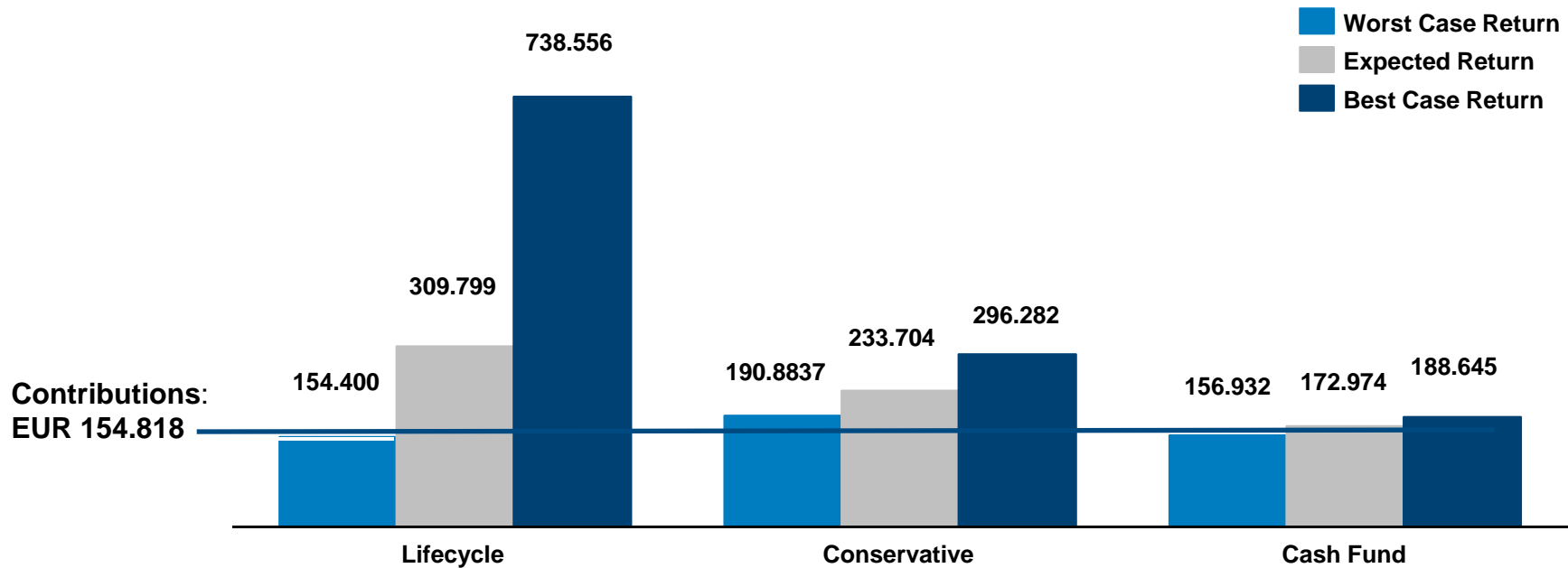
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Scenario 3: Job Group 4

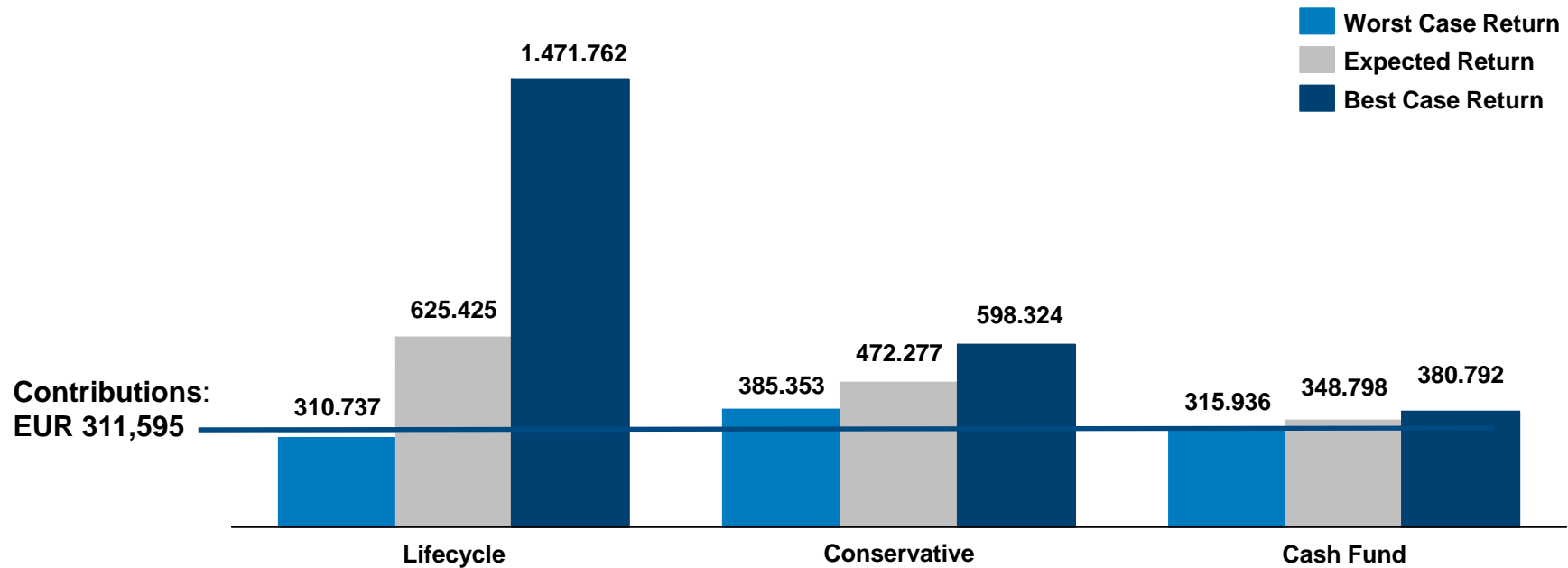
Starting Grade: G8

Starting Age: 32

Retirement Age: 65

Assumptions:

- Inflation: 2.00% p.a.
- One step every two years



Please note: Calculations are based on long-term performance scenarios and are no guarantee for future performance. Best Case Return= 95th Percentile of Return, Worst Case Return= 5th Percentile of Return. A percentile is the value of a variable below which a certain percent of observations fall. In the future worst and best case returns can be lower or higher and are not guaranteed.

Scenario 3: Job Group 6

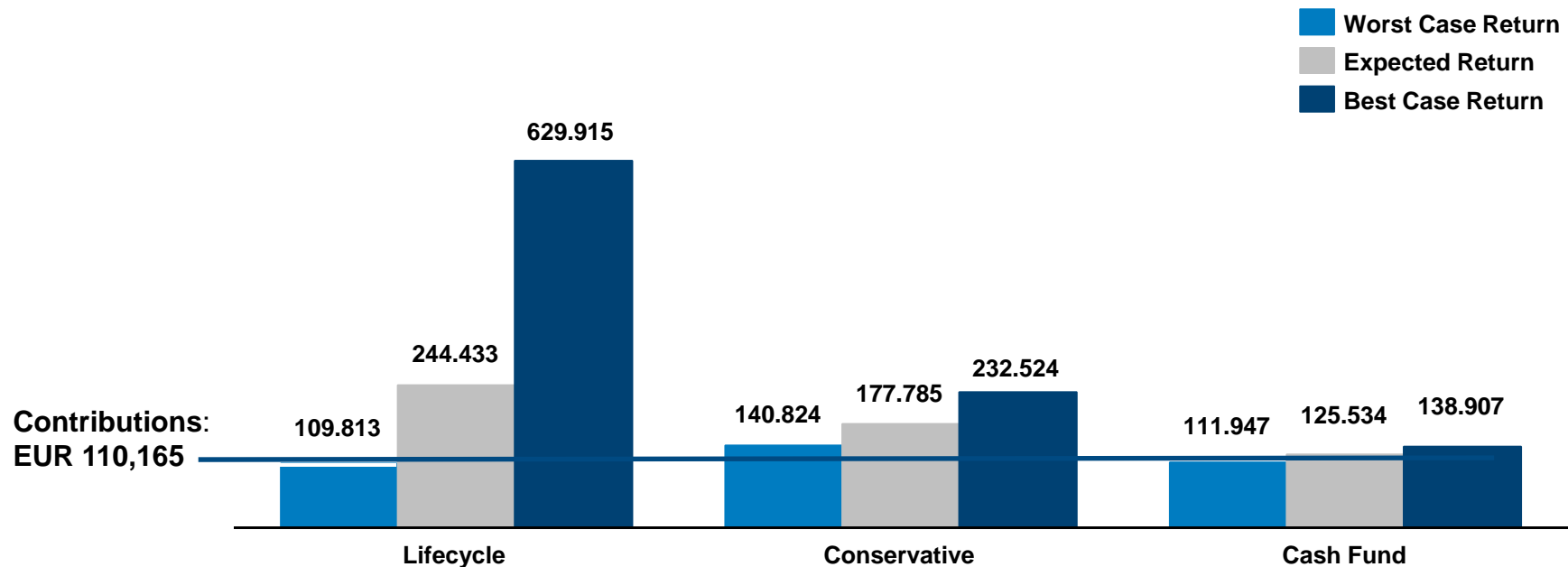
Starting Grade: G3

Starting Age: 30

Retirement Age: 63

Assumptions:

- Inflation: 2.00% p.a.
- One step every two years



Please note: Calculations are based on long-term performance scenarios and are no guarantee for future performance. Best Case Return= 95th Percentile of Return, Worst Case Return= 5th Percentile of Return. A percentile is the value of a variable below which a certain percent of observations fall. In the future worst and best case returns can be lower or higher and are not guaranteed.

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Changing the personal investment option

Joining the plan

- For the first six months of joining the plan, all new members are allocated the respective life cycle fund which best matches their retirement age.

After 6 months

- Prior to reaching the end of the first 6 months, members will receive an email that they can change their investments into any one of the 3 investment strategies offered.
- Once a change has been made, a confirmation email will follow
- If no change is being made, all future investments will continue to be invested into the life cycle fund

Annual switching option

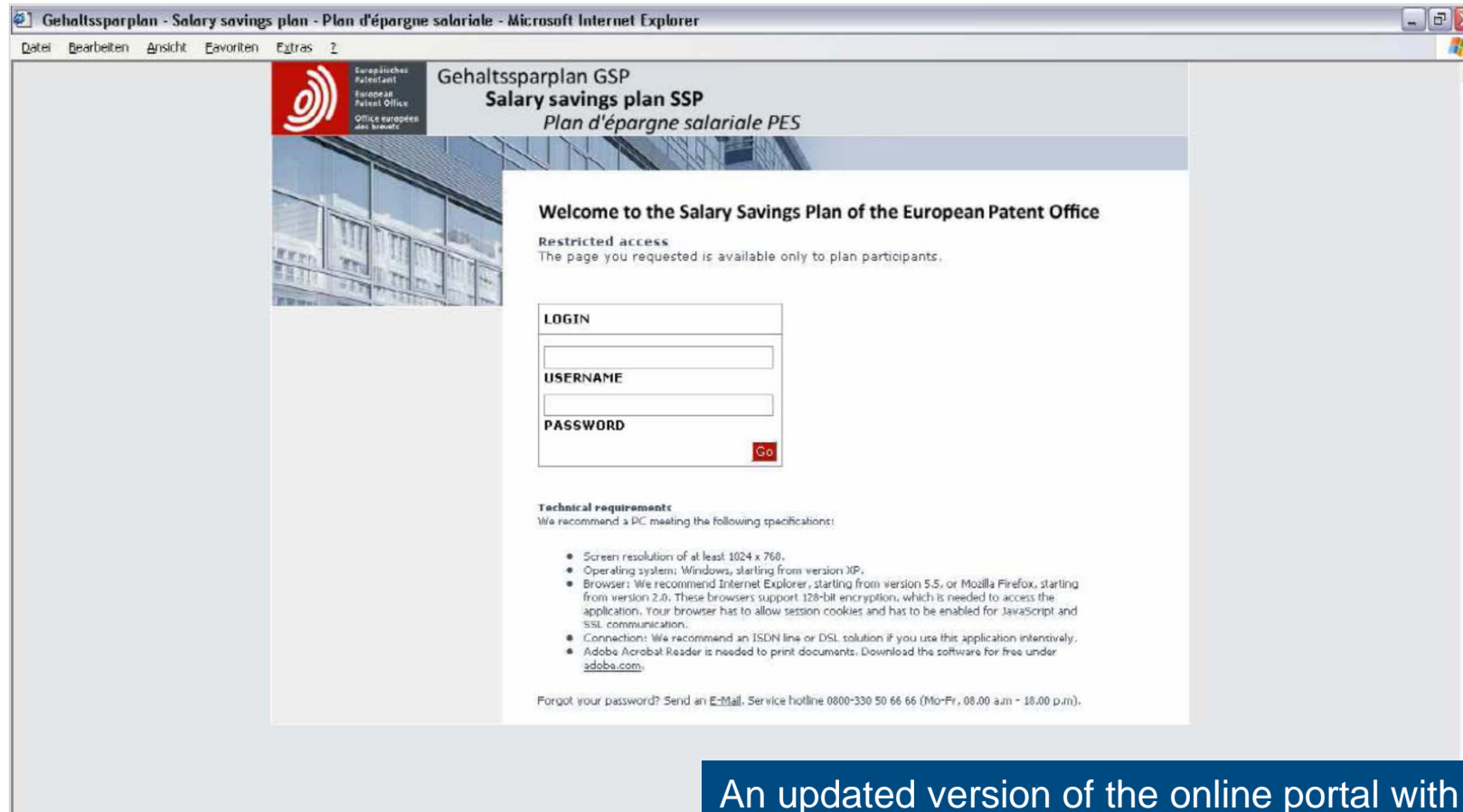
- Every 12 months after an investment change has been initiated, the member will be able to review the investment option again.
- All changes are made via the online portal
- The switch of investments is free of charge

Enrolment of new members

- New EPO employee automatically joins the SSP
- Core member data is transmitted by EPO via FTP Server to Fidelity
- Fidelity sets up account and creates welcome letter (see on right)
- Letter is sent to SSP member at EPO
- Member logs into online portal to receive access to plan information



Online Portal – Login Screen



An updated version of the online portal with additional functions and a new design will be implemented in the coming month

Online Portal – Home page at first entry

LP Enterprise - Microsoft Internet Explorer

Datei Bearbeiten Ansicht Favoriten Extras ?

Home Plan information Individual account Change language Logout

Europäisches Patentamt
European Patent Office
Office européen des brevets

Gehaltssparplan GSP Salary savings plan SSP Plan d'épargne salariale PES

More Applications

- Individual account
- Plan information

Welcome to the Salary Savings Plan!
Set up your start page according to your preferences through "drag and drop".

It is quite simple:

- Move the mouse cursor over the applications in the left column,
- Click and hold the left mouse button,
- Drag the application into the middle area, and
- Release the mouse button.

Open an application by clicking on the image or the name in the title bar.

The next time you login ... you will see the start page exactly as you have configured it.

Information

Your online portal offers you all the information and applications that you need for your daily access. The required software can be opened with a single click on the respective button. With the authentication process: on entering the portal you are automatically logged on to all applications.

Contact

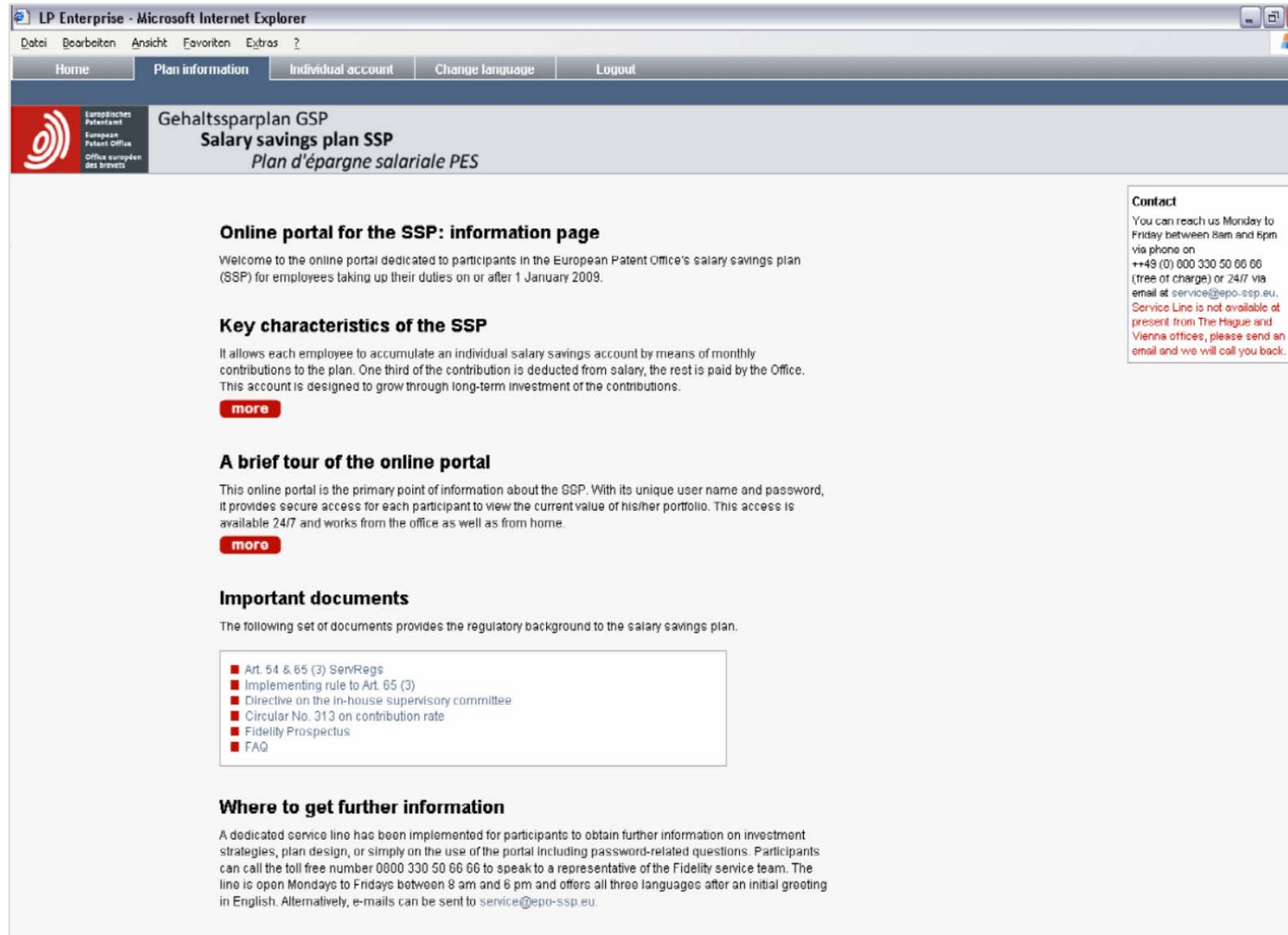
You can reach us Monday to Friday between 8am and 6pm via phone on ++49 (0) 800 330 50 66 66 (free of charge) or 24/7 via email at service@epo-ssp.eu. Service Line is not available at present from The Hague and Vienna offices, please send an email and we will call you back.

International Phone Line working from all EPO offices

Online Portal – Home page tailored by user

The screenshot shows a Microsoft Internet Explorer browser window displaying the LP Enterprise online portal. The browser's address bar shows the URL "LP Enterprise - Microsoft Internet Explorer". The page features a navigation menu with the following items: Home, Plan information, Individual account, Change language, and Logout. The main content area is titled "Gehaltssparplan GSP" (Salary savings plan SSP) and "Plan d'épargne salariale PES". On the left side, there is a "More Applications" section with a "Drop boxes here" placeholder. The main content area is divided into two columns. The left column is titled "Plan information" and contains a link "Rules, brochure and general information" with an icon of a person and a chart. The right column is titled "Individual account" and contains a link "View your individual salary savings account" with an icon of a person and coins. On the far right, there are two informational boxes. The top one is titled "Information" and states: "Your online portal offers you all the information and applications that you need for your daily access. The required software can be opened with a single click on the respective button. With the authentication process on entering the portal you are automatically logged on to all applications." The bottom one is titled "Contact" and states: "You can reach us Monday to Friday between 8am and 6pm via phone on ++49 (0) 800 330 50 66 66 (free of charge) or 24/7 via email at service@tepo.ssp.eu. Service Line is not available at present from The Hague and Vienna offices, please send an email and we will call you back."


Online Portal – Plan information



LP Enterprise - Microsoft Internet Explorer

Datei Bearbeiten Ansicht Favoriten Extras ?

Home Plan information Individual account Change language Logout

 **Gehaltssparplan GSP**
Salary savings plan SSP
Plan d'épargne salariale PES

Online portal for the SSP: information page

Welcome to the online portal dedicated to participants in the European Patent Office's salary savings plan (SSP) for employees taking up their duties on or after 1 January 2009.

Key characteristics of the SSP

It allows each employee to accumulate an individual salary savings account by means of monthly contributions to the plan. One third of the contribution is deducted from salary, the rest is paid by the Office. This account is designed to grow through long-term investment of the contributions.

[more](#)

A brief tour of the online portal

This online portal is the primary point of information about the SSP. With its unique user name and password, it provides secure access for each participant to view the current value of his/her portfolio. This access is available 24/7 and works from the office as well as from home.

[more](#)

Important documents

The following set of documents provides the regulatory background to the salary savings plan.

- Art. 54 & 65 (3) ServRegs
- Implementing rule to Art. 65 (3)
- Directive on the in-house supervisory committee
- Circular No. 313 on contribution rate
- Fidelity Prospectus
- FAQ

Where to get further information

A dedicated service line has been implemented for participants to obtain further information on investment strategies, plan design, or simply on the use of the portal including password-related questions. Participants can call the toll free number 0000 330 50 66 66 to speak to a representative of the Fidelity service team. The line is open Mondays to Fridays between 9 am and 6 pm and offers all three languages after an initial greeting in English. Alternatively, e-mails can be sent to service@epo-ssp.eu.

Contact

You can reach us Monday to Friday between 8am and 6pm via phone on ++49 (0) 000 330 50 66 66 (free of charge) or 24/7 via email at service@epo-ssp.eu. Service Line is not available at present from The Hague and Vienna offices, please send an email and we will call you back.

Online Portal – Language option

The screenshot shows a web browser window titled "LP Enterprise - Microsoft Internet Explorer". The browser's address bar and menu bar are visible. The website's navigation bar includes "Home", "Plan information", "Individual account", "Change language", and "Logout". The main content area is titled "Gehaltssparplan GSP / Salary savings plan SSP / Plan d'épargne salariale PES". A blue arrow points from the "Change language" menu item to a "Select your language" dialog box that is overlaid on the page. The dialog box contains a dropdown menu with the following options: "français", "English", "français", and "Deutsch". A "Close" button is located at the bottom right of the dialog box. The background text on the page includes sections for "Online portal for the SSP: information page", "Key characteristics of the SSP", "A brief tour of the online portal", and "Important documents". A "Contact" sidebar is visible on the right side of the page.

Online Portal – Change of password

Please enter your old password in the first field and your new password in the second and third field.

Change password

Enter current password

Enter new password

Confirm new password

Rules for password:

- Min. 8 characters with min. 2 letters or numbers
- No special characters (such as \$€@!)

Save Cancel

Customer Login

Impersonation

Authenticated as

Quit impersonation

Online Portal – Personal Data

The screenshot displays a web interface for an online portal. At the top, there is a navigation bar with 'Home' and 'Tools' links. Below this is a sidebar menu with options: 'Personal Data', 'Address Data', 'Investment choice', and 'Balances'. The main content area is titled 'Personal Data' and contains a section for 'Personal details'. This section lists the following information: Surname*, First Name, Gender (Male), and Date of Birth (13 August 1980). On the right side of the page, there is a vertical sidebar with 'Customer Login' at the top, followed by 'Impersonation' which includes 'Authenticated as' and a 'Quit Impersonation' link.

Online Portal – Address Data

Home		Tools			
Personal Data		Address Data		Customer Login	
Address Data		Salutation	Dear Mr		
Investment choice		Additional Address Information	Rijswijk Main		
Balances		City or Town	The Hague	Impersonation	
				Authenticated as	
				Quit impersonation	

Online Portal – Asset Overview

Home Tools

Personal Data
Address Data
Investment choice
Balances

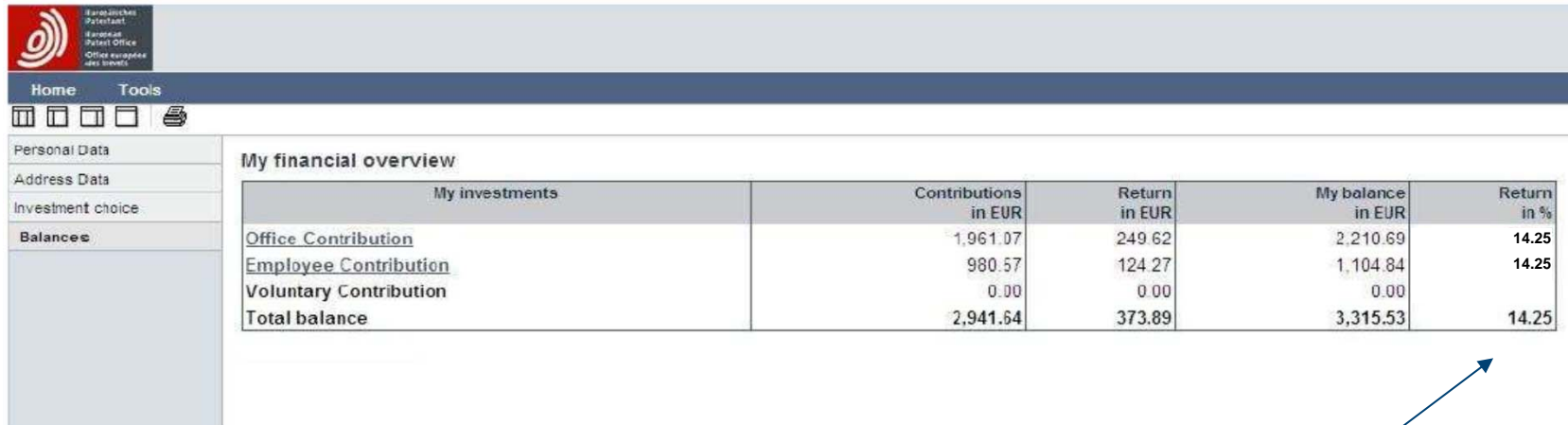
My financial overview

My investments	Contributions in EUR	Return in EUR	My balance in EUR
<u>Office Contribution</u>	686.25	51.10	737.35
<u>Employee Contribution</u>	343.15	25.39	368.54
Voluntary Contribution	0.00	0.00	0.00
Total balance	1,029.40	76.49	1,105.89

Customer Login
Impersonation
Authenticated as
Out impersonation

A click on the underlined text provides further details

Online Portal – Return on Investment



The screenshot shows the top navigation bar with the EPO logo and 'Home'/'Tools' links. A sidebar on the left contains menu items: Personal Data, Address Data, Investment choice, and Balances. The main content area is titled 'My financial overview' and contains a table with the following data:

My investments	Contributions in EUR	Return in EUR	My balance in EUR	Return in %
Office Contribution	1,961.07	249.62	2,210.69	14.25
Employee Contribution	980.57	124.27	1,104.84	14.25
Voluntary Contribution	0.00	0.00	0.00	
Total balance	2,941.64	373.89	3,315.53	14.25

New: Individual Plan Performance for every Plan Member

Online Portal – Office contributions

Home
Tools

Personal Data

Address Data

Investment choice

Balances

My account – Office Contribution

Overview individual investments

Funds	Total units	Price	Currency	Price date	Value in EUR
FIDELITY-TARGET TM 2040 (EURO) FUND ACC	42.56	14.100	EUR	26-Jun-2009	600.10
Value of invested units					600.10
Transactions pending confirmation					137.25
Total amount					737.35

My transactions

of 01/02/2009 until 29/06/2009 All

Date of transaction	Purchases / Redemptions	Funds	Date of Purchase	Shares	Price in EUR	Amount in EUR
Your Total Payments Until 01-Feb-2009						
01-Feb-2009	Inpayment	↓ FIDELITY-TARGET TM 2040 (EURO) FUND ACC	26-Feb-2009	11.39	12.050	137.25
01-Mar-2009	Inpayment	↓ FIDELITY-TARGET TM 2040 (EURO) FUND ACC	26-Mar-2009	11.20	12.250	137.25
01-Apr-2009	Inpayment	↓ FIDELITY-TARGET TM 2040 (EURO) FUND ACC	28-Apr-2009	10.33	13.280	137.25
01-May-2009	Inpayment	↓ FIDELITY-TARGET TM 2040 (EURO) FUND ACC	26-May-2009	9.64	14.230	137.25
01-Jun-2009	Inpayment	↓ FIDELITY-TARGET TM 2040 (EURO) FUND ACC		--	--	137.25
Your Total Payments Until 29-Jun-2009						686.25

Customer Login

Impersonation

Authenticated as

[Out impersonation](#)

Online Portal – Employee contributions

Home
Tools

- Personal Data
- Address Data
- Investment choice
- Balances

My account – Employee Contribution

Overview individual investments

Funds	Total units	Price	Currency	Price date	Value in EUR
FIDELITY-TARGET TM 2040 (EURO) FUND ACC	21.27	14.100	EUR	26-Jun-2009	299.91
Value of invested units					299.91
Transactions pending confirmation					68.63
Total amount					368.54

My transactions

of 01/02/2009 until 29/06/2009 All

Date of transaction	Purchases / Redemptions	Funds	Date of Purchase	Shares	Price in EUR	Amount in EUR
Your Total Payments Until 01-Feb-2009						
01-Feb-2009	Inpayment	FIDELITY-TARGET TM 2040 (EURO) FUND ACC	26-Feb-2009	5.69	12.050	68.63
01-Mar-2009	Inpayment	FIDELITY-TARGET TM 2040 (EURO) FUND ACC	26-Mar-2009	5.60	12.250	68.63
01-Apr-2009	Inpayment	FIDELITY-TARGET TM 2040 (EURO) FUND ACC	26-Apr-2009	5.16	13.280	68.63
01-May-2009	Inpayment	FIDELITY-TARGET TM 2040 (EURO) FUND ACC	26-May-2009	4.82	14.230	68.63
01-Jun-2009	Inpayment	FIDELITY-TARGET TM 2040 (EURO) FUND ACC		--	--	68.63
Your Total Payments Until 29-Jun-2009						343.15

Customer Login

Impersonation

Authenticated as

[Quit impersonation](#)

Online Portal – Investment Choice

Strategy	Fund	Percent
Strategy 1	↓ Fidelity Target TM 2040 Euro Fund Acc	100
Strategy 2	↓ Fidelity Demografiefonds Konservativ Acc	0
Strategy 3	↓ Fidelity Funds Euro Cash Acc	0

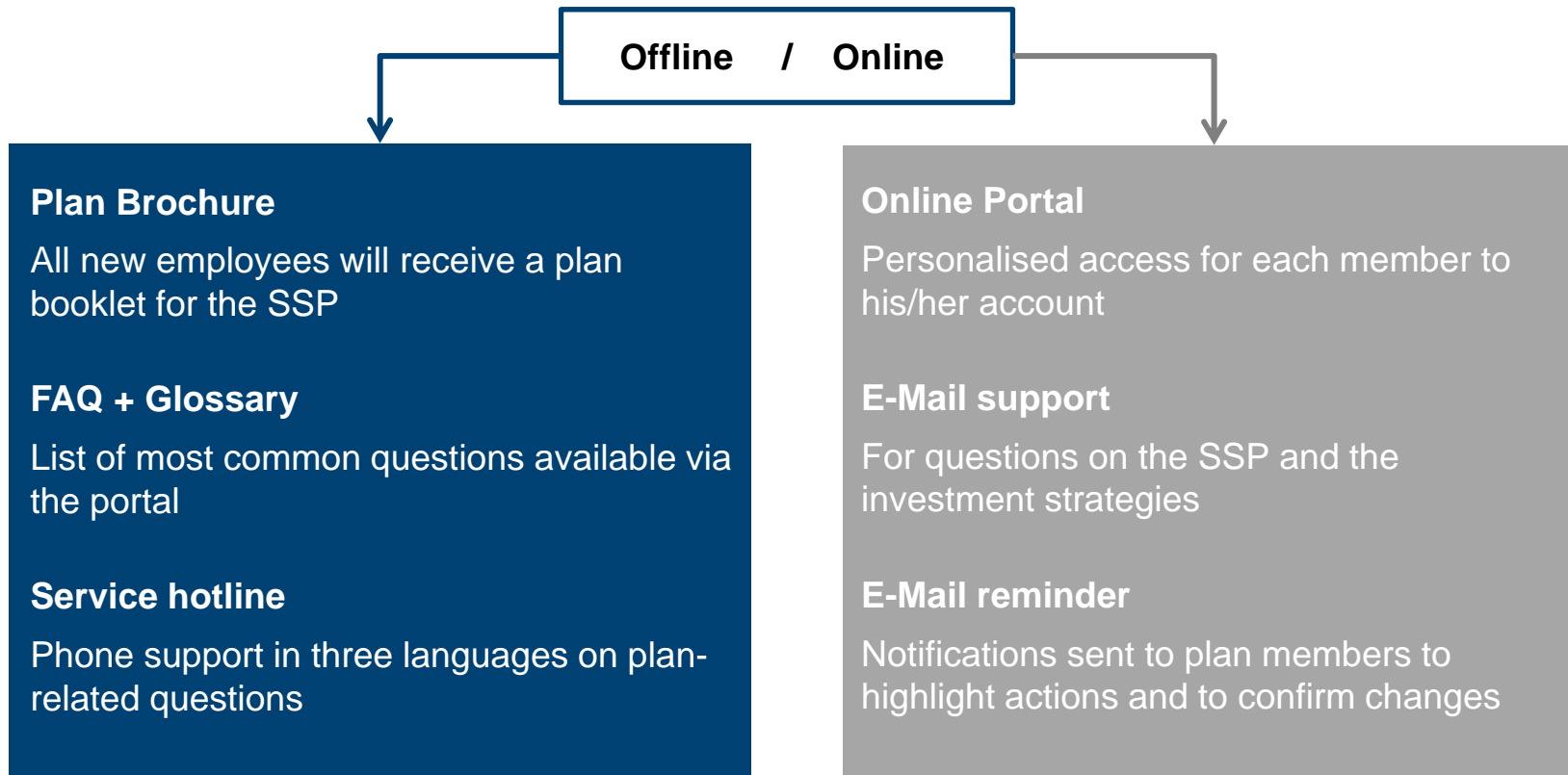
Strategy:
All 8 life-cycle funds are available, not only the one originally allocated by the Office

Fund:
Icons in front of fund name provide access to fund fact sheets

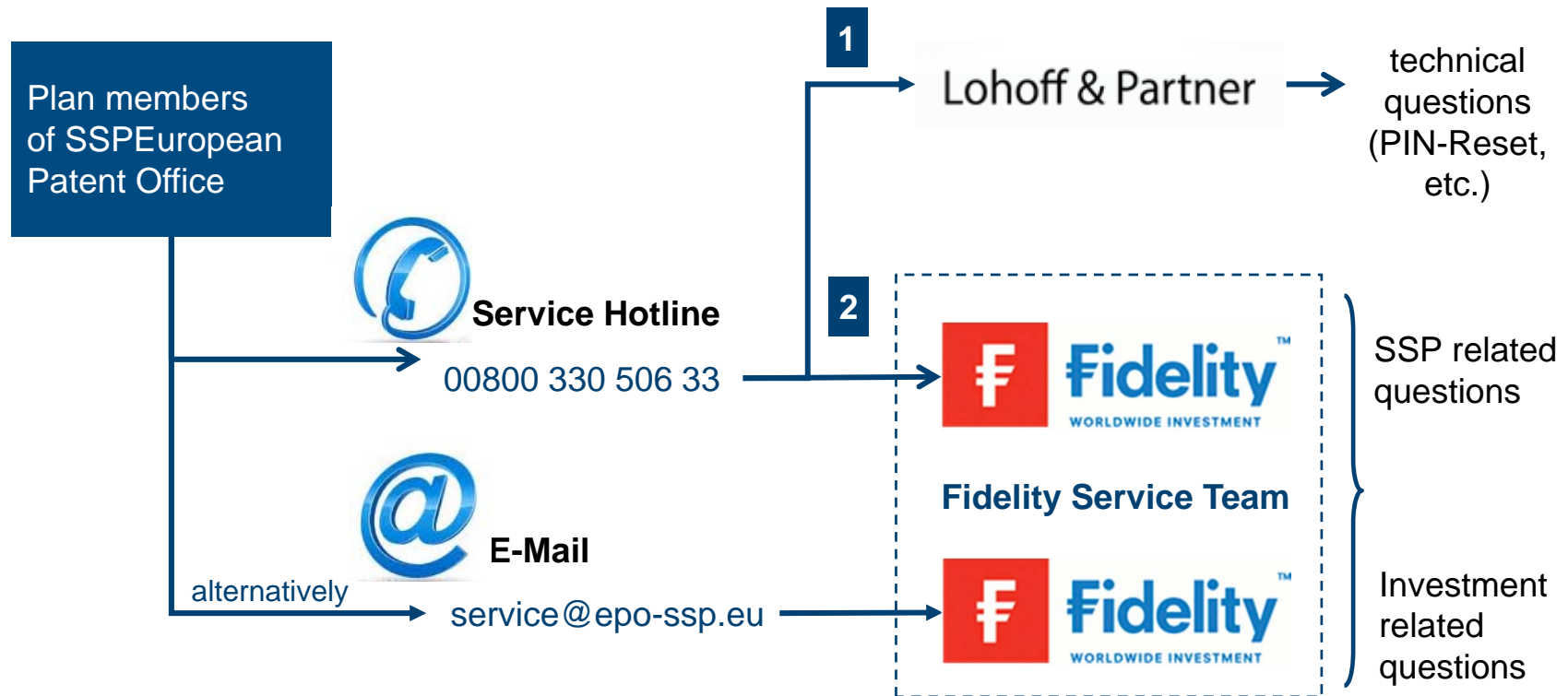
Percent:
Only one fund can be chosen for 100% of all contributions, no split of investments possible

1. About Fidelity
2. Key Characteristics Salary Savings Plan (SSP)
3. Investment Solutions
4. Administration Portal
5. Communication to participants
6. Summary

Information on the Salary Savings Plan



Getting in touch with Fidelity



- Set up of a dedicated service hotline for plan members, re-routing of technical questions to Lohoff & Partner (separate Team for Fidelity-Clients)
- Set up of a special e-mail address for e-mail communication
- Personal questions to be addressed to the Human Resource department at EPO

1. About Fidelity
2. Key Characteristics Salary Savings Plan (SSP)
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6. Summary

Key Benefits of the Plan

Attractive:

- 2/3 of contributions paid by the Office

Flexible:

- Investment choice can be changed after 6 months and once per 12 months thereafter

Cost effective:

- All administration and fund costs are borne by the Office Transparent: Online portal allows 24/7 access to the plan via the internet – from work as well as from home

Important information

SICAV funds

The key investor information document, the prospectus, the annual report and the semi-annual report are available free of charge from FIL Investment Services GmbH, Postfach 200237, 60606 Frankfurt/Main or at www.fidelity.de. The publisher of the aforementioned documents as well as other documents relating to the SICAV funds is FIL Investment Services GmbH, Kastanienhöhe 1, 61476 Kronberg im Taunus. FIL Investment Services GmbH, Kastanienhöhe 1, 61476 Kronberg im Taunus acts merely as an intermediary and does not offer any investment advice.

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