

Overview of performance shares

	Year of issue	Outstanding at 31 Dec. 2014	In 2015			Outstanding at 31 Dec. 2015	Share price at date of grant (€)
			Granted	Vested	Forfeited / expired		
Feike Sijbesma	2012	31,000	-	(15,500)	(15,500)	-	40.90
	2013	24,000	-	-	-	24,000	48.91
	2014	28,822	-	-	-	28,822	49.88
	2015	-	32,051	-	-	32,051	52.58
	Total	83,822	32,051	(15,500)	(15,500)	84,873	
	Retained shares originated from performance shares					58,624	
Geraldine Matchett¹	2015	-	27,008	-	-	27,008	52.58
	Total	-	27,008	-	-	27,008	
	Retained shares originated from performance shares					-	
Stephan Tanda	2012	20,000	-	(10,000)	(10,000)	-	40.90
	2013	16,000	-	-	-	16,000	48.91
	2014	18,990	-	-	-	18,990	49.88
	2015	-	20,511	-	-	20,511	52.58
	Total	54,990	20,511	(10,000)	(10,000)	55,501	
	Retained shares originated from performance shares					33,721	
Dimitri de Vreeze	2014	16,910	-	-	-	16,910	49.88
	2015	-	20,836	-	-	20,836	52.58
	Total	16,910	20,836	-	-	37,746	
	Retained shares originated from performance shares					-	
Stefan Doboczky²	2012	20,000	-	(10,000)	(10,000)	-	40.90
	2013	16,000	-	(8,000)	(8,000)	-	48.91
	2014	19,158	-	(9,579)	(9,579)	-	49.88
	2015	-	898	-	(898)	-	52.58
	Total	55,158	898	(27,579)	(28,477)	-	
Rolf-Dieter Schwalb³	2012	20,000	-	(10,000)	(10,000)	-	40.90
	2013	16,000	-	(8,000)	(8,000)	-	48.91
	2014	19,158	-	(9,579)	(9,579)	-	49.88
	Total	55,158	-	(27,579)	(27,579)	-	

¹ Member of the Managing Board as of 1 August 2014

² Left DSM to pursue career outside of the company as of 1 June 2015

³ Retired as member of the Managing Board as of 1 December 2014