



## **Share option plan**

In the annual shareholders meeting of 17 March 2010, a new share option plan has been approved. This represents the introduction of a new employee participation scheme as well as an investment in generating employee loyalty/improving the benefit package for senior management with a focus on the long term. The target group comprises approximately 50 individuals who are awarded share options which become vested after 4 years and are not exercisable before then. The exercise price is the first ex-dividend price after the grant date. At least 50% of any resultant net gain must be used to buy Sligro Food Group shares, which in turn will be locked up for four years.

The number of share options awarded to Sligro Food Group N.V. Executive Board members will be based on a fraction of their regular salary and the award ratio multiplied by a factor depending on the development in the overall return for shareholders relative to a peer group, varying between 0% and 150%. The first peer group comparison will be made in 2013. For the years prior to then, the factor will be 75%. The other members of the target group will receive, depending on the category, 50% or 25% of the award made to the Executive Board members.