

Long term incentive plan : Term Sheet

1. Grant price: 3,45 EUR
2. Vesting period: 3 (calendar) years
3. Exercise period: 10 years

<u>Key T&C's</u>	vested options	unvested options
Resignation	90d to exercise	cancelled
Redundancy	no change to vesting/exercise schedule	
Retirement	no change to vesting/exercise schedule	
Dismissal for cause	cancelled	cancelled
Disability/decease	no change to vesting/exercise schedule	