

Table 2: Benefits findings per company for the position XXXX

	Bonus Policy	Other variable payments	Stock Option	Stock Granting	Cash Allowance	Company car policy
Company 1	40% of annual base salary, 100% linked to company results (30% for strategy director)	no	3 years vesting period and 7 years exercise period for stock options.	Annual Grant. Expected Value target equal to 50% of annual base salary	n/a	3000cc, €1 500 monthly lease.
Company 2	35% of base salary at 100%, at 90% of target: 80% of the 35%. No additional bonus for overachievement.	no	Fantom Shares on annual basis. 60% of annual cash. Grand value: FMV, 2 years vesting period and 3 years exercise period	no	no	2000cc, € 1000ml
Company 3	28% of base salary at 100% of target. At 90%:80% of 28%, at 80%: 60% of 28%, at 110%: 120% of 28%, at 120%: 140% of 28%.	no	no	no	Representation allowance €6 000	1800cc and € 509 monthly lease
Company 4	Through profit sharing scheme. 4 monthly salaries at 100%, 6ms for overachievement	no	less than 3 years vesting period, less than 6 months exercise period	no	no	2000cc, €800ml
Company X	40% of annual base salary, 100% linked to company results (30% for strategy director)	no	3 years vesting period and 7 years exercise period for stock options.	Annual Grant. Expected Value target equal to 50% of annual base salary	n/a	3000cc, €1 500 monthly lease.