



# Information on remuneration components for Chief Commercial & Development Officer J. E. McCann

Amsterdam, February 2012



# Agreed Package for J.E. Mc Cann

(valid as per September 1, 2011)

Base Salary	At target annual cash incentive	Total Target Cash	At target long-term Incentive (equity based)
	As % of Base Salary Max bonus opportunity capped at 125%		As % of Base Salary
€ 600,000	100%	€ 1,200,000	150%

# Agreed Package

## Other relevant components

- No guaranteed bonuses;
- No company loans;
- Severance arrangement is one year base salary;
- Notice period, 12 months for Ahold, 6 months for the incumbent;
- The appointment is initially on interim basis until approved by the shareholders and the term of the appointment is four years;
- Mr. Mc Cann will participate in the Dutch Ahold pension scheme.