

Remuneration report (continued)

Information on the options outstanding and the movements during the financial year of options held by the members of the Executive Board as at 31 December 2007

number of options	Outstanding as at 31 December 2006	Granted in 2007	Exercised in 2007	Waived or expired in 2007 ⁽¹⁾	Outstanding as at 31 December 2007	Exercise price in Euros	Exercise price in US dollars	Expiry date
Michel Tilmant	21,000				21,000	29.39		11 Mar 2012
	14,000				14,000	29.50		11 Mar 2012
	21,000				21,000	12.65		3 Mar 2013
	14,000				14,000	12.55		3 Mar 2013
	41,250				41,250	17.69		14 May 2014
	82,600				82,600	21.67		13 May 2015
	108,200				108,200	32.75		12 May 2016
		132,163			132,163	33.10		17 May 2017
Eric Boyer de la Giroday	2,000				2,000	26.10		28 May 2009
	10,000				10,000	28.30		3 Apr 2010
	4,000				4,000	35.80		15 Mar 2011
	3,000				3,000	28.60		27 May 2012
	4,000				4,000	12.55		3 Mar 2013
	17,800				17,800	17.69		14 May 2014
	53,400				53,400	21.67		13 May 2015
	71,400				71,400	32.75		12 May 2016
		87,138			87,138	33.10		17 May 2017
Dick Harryvan	13,125				13,125	29.39		11 Mar 2012
	12,250				12,250	12.65		3 Mar 2013
	6,000				6,000	18.71		15 Mar 2014
	8,800				8,800	23.28		30 Mar 2015
	13,060				13,060	32.77		23 Mar 2016
		46,802			46,802	33.10		17 May 2017
John Hele	24,200				24,200		21.64	17 Nov 2013
	5,700				5,700	18.71		15 Mar 2014
	39,173				39,173	23.28		30 Mar 2015
	31,896				31,896	32.77		23 Mar 2016
		46,592			46,592	32.19		22 Mar 2017
Eli Leenaars	3,300				3,300	25.25		1 Apr 2009
	10,000				10,000		27.28	3 Apr 2010
	22,400				22,400		31.96	15 Mar 2011
	31,000				31,000		25.72	11 Mar 2012
	7,850				7,850	12.55		3 Mar 2013
	9,654				9,654	18.75		15 Mar 2014
	6,436				6,436	18.71		15 Mar 2014
	41,700				41,700	21.67		13 May 2015
	53,200				53,200	32.75		12 May 2016
		65,021			65,021	33.10		17 May 2017
Tom McInerney	40,000				40,000		31.96	15 Mar 2011
	91,400				91,400		25.72	11 Mar 2012
	125,200				125,200		13.70	3 Mar 2013
	153,550				153,550	18.71		15 Mar 2014
	260,425				260,425	23.28		30 Mar 2015
	213,325				213,325	32.77		23 Mar 2016
		125,879			125,879	33.10		17 May 2017
Hans van der Noordaa	13,125				13,125	29.39		11 Mar 2012
	8,900				8,900	12.65		3 Mar 2013
	6,000				6,000	18.71		15 Mar 2014
	15,000				15,000	23.28		30 Mar 2015
	11,195				11,195	32.77		23 Mar 2016
		46,802			46,802	33.10		17 May 2017
Koos Timmermans	10,500				10,500	29.39		11 Mar 2012
	6,000				6,000	18.71		15 Mar 2014
	8,800				8,800	23.28		30 Mar 2015
	6,530				6,530	32.77		23 Mar 2016
		35,443			35,443	32.19		22 Mar 2017

Information on the options outstanding and the movements during the financial year of options held by the members of the Executive Board as at 31 December 2007 (continued)

number of options	Outstanding as at 31 December 2006	Granted in 2007	Exercised in 2007	Waived or expired in 2007	Outstanding as at 31 December 2007	Exercise price in Euros	Exercise price in US dollars	Expiry date
Jacques de Vaucleroy	7,000				7,000	26.10		28 May 2009
	20,000				20,000	28.30		3 Apr 2010
	7,634				7,634		13.70	3 Mar 2013
	61,110				61,110	18.71		15 Mar 2014
	114,950				114,950	23.28		30 Mar 2015
	100,352				100,352	32.77		23 Mar 2016
		70,657			70,657	33.10		17 May 2017
Cees Maas	35,000				35,000	29.39		11 Mar 2012
	35,000				35,000	12.65		3 Mar 2013
	41,250				41,250	17.69		14 May 2014
	51,200				51,200	21.67		13 May 2015
	58,600				58,600	32.75		12 May 2016

⁽¹⁾ Waived at vesting date or expired at expiry date.

Pension costs

The table below shows the pension costs of the individual members of the Executive Board.

Pension costs of the individual members of the Executive Board ⁽¹⁾

amounts in thousands of euros	2007	2006	2005
Michel Tilmant	874	689	685
Eric Boyer de la Giroday	566	439	482
Dick Harryvan ⁽²⁾	324	206	
John Hele ^{(3) (4)}	72		
Eli Leenaars	348	270	255
Tom McInerney ^{(2) (4)}	286	297	
Hans van der Noordaa ⁽²⁾	267	170	
Koos Timmermans ⁽³⁾	166		
Jacques de Vaucleroy ⁽²⁾	267	170	
Cees Maas ^{(5) (6)}	1,386	448	482

⁽¹⁾ For reasons of comparison, the company pension expenses are recalculated under IAS 19 with general assumption setting for 2005 to 2007.

⁽²⁾ Dick Harryvan, Tom McInerney, Hans van der Noordaa and Jacques de Vaucleroy were appointed to the Executive Board on 25 April 2006. The figures for these members reflect pension costs in their capacity as Executive Board members.

⁽³⁾ John Hele and Koos Timmermans were appointed to the Executive Board on 24 April 2007. The figures for these members reflect pension costs in their capacity as Executive Board members.

⁽⁴⁾ John Hele's and Tom McInerney's pension costs have been translated from US dollars to euros at the average exchange rate for that year.

⁽⁵⁾ Cees Maas stepped down from his position in the Executive Board on 24 April 2007 and retired on 1 June 2007. The 2007 figures for him reflect pension costs for the partial year until the last day of employment.

⁽⁶⁾ The early retirement pension benefit is paid up until age 65 and during the early retirement benefit period, the plan provides for additional pension rights earned towards the old-age pension plan, which begins at age 65. The pension cost shown is the additional IFRS impact and cost related to the funding of Cees Maas' old-age pension rights earned during the early retirement pension period, which must be fully realised by the company in the same year he has retired.

Pension costs of former members of the Executive Board who are not included in the above table amounted to nil in 2007, EUR 4,506 thousand in 2006 and EUR 1,184 thousand in 2005.