

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	⁽¹⁾ For reasons of comparison, the company pension expenses are recalculated under IAS 19 with general assumption setting for 2005 to 2007.
Eric Boyer de la Giroday	566	439	482	⁽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.
Dick Harryvan ⁽²⁾	324	206		⁽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.
John Hele ^{(3) (4)}	72			⁽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.
Eli Leenaars	348	270	255	⁽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.
Tom McInerney ^{(2) (4)}	286	297		⁽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.
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	

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.