



Remuneration report

The remuneration and other terms and conditions of appointment of each Executive Board director are set by the Supervisory Board, based on the policy adopted by the general meeting. Decisions on material matters are always made jointly and all members have shared responsibility.

The remuneration can be analysed as follows:

(x € 1,000)	<i>K.M. Slippens</i>		<i>J.H.F. Pardoel</i>		<i>J.H. Peterse</i>		<i>H.L. van Rozenaal</i>		<i>Total</i>	
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009
	Fixed salary	339	335	300	296	300	296	300	296	1,239
Short-term bonus	56	72	49	64	49	64	49	64	203	264
Long-term bonus	56	72	49	64	49	64	49	64	203	264
Pension contribution	78	71	79	73	79	61	91	84	327	289
Value of options	43	0	43	0	43	0	43	0	172	0
Total	572	550	520	497	520	485	532	508	2,144	2,040

The short-term and long-term bonuses are based on performance in the year in question and are paid in the following year. These bonuses are 50% (2009: 50%) determined by the extent to which the budgeted profit target is achieved. If less than 90% of the target is reached, the bonus is nil, whereas achieving the target will lead to a short-term bonus of 15% of the fixed salary (2009: 15%). If the target is exceeded, the bonus is increased in line with the percentage outperformance. For 2010, the other 50% of the bonus depends on achieving sufficient progress with the implementation of the Food Retail Master Plan, the 'Greater Amsterdam' project and the PLOP project. The long-term bonus is equal to the short-term bonus but has to be used to purchase Sligro Food Group shares that then have to be held for at least four years. The 2010 bonuses were calculated at 55% of the target level (2009: 72%).

In 2011, achieving the profit targets set in the budget, account for half of the bonus (the same as in 2010), while the remainder is made dependent to an equal extent on achieving substantial progress in implementing the CSR agenda, optimization of the project 'Greater Amsterdam', including the integration of Inversco, and a successful integration of Sanders in EMTÉ.

This remuneration policy (achieving profit targets and other concrete, current goals) contributes to the achievement of the long-term objectives of the Group.