



**Information on remuneration  
components for**

**New Executive Board Member**

**L. Benjamin**

Amsterdam, March 2009

# Agreed Package for Lawrence Benjamin

(valid as per date of appointment)

Base Salary*	Target bonus %	Total Target* Cash	Target Long-term Incentive (equity based)
As % of Base Salary Capped at 125% of Base Salary	As % of Base Salary Capped at 156% of Base Salary at grant		
<b>\$950.000</b>	<b>100%</b>	<b>\$1.900.000</b>	<b>125%</b>

\* Please note: amounts in USD



# Agreed Package

## Other relevant components

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### 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;
- Lawrence Benjamin will continue to participate in the Ahold USA pension arrangements.

