

Payment to Kai-Uwe Kessel upon Departure

Mr Kessel received a payment equivalent to 12 months' basic salary (i.e. excluding any benefits in kind or bonus). This was calculated by reference to his contractual notice period under his contract for services as a director of the Company, and pursuant to the rules on the payment of termination indemnities in Belgium which applied to Mr Kessel's separate services agreements for his role as a Group executive.