



### **Additional information on the 2016 Annual Report on the Remuneration of Directors**

In light of the upcoming Annual General Meeting, Applus Services, S.A. (Applus+ or the Company) would like to provide the following additional clarifications regarding the Executive Director's remuneration and, in particular, regarding section A 4 of the Annual Report on the Remuneration of Directors:

- **With regards to the annual cash Short-Term Incentive**, the metric weightings is as follows:
  - 65% Applus+ Group Adjusted Operating Profit; and
  - 35% Applus+ Group Operating Cash Flow.
  
- **With regards to the Long-Term Incentive Plan approved by the Shareholders Meeting held on 22 June 2016:**
  - Earnings Per Share (EPS) targets will be disclosed ex-post.
  - Total Shareholder Return (TSR) benchmark group:
    - SGS S.A.
    - Intertek Group PLC
    - Core Laboratories, Inc.
    - ALS Limited
    - Bureau Veritas S.A.
    - Eurofins Scientific S.E.
    - Mistras Group, Inc.
    - TEAM Industrial Services, Inc.
    - Exova Group plc
  
- **With regards to the Pre-IPO Exceptional One-Off Award**, the Executive Director has been granted with the third and last tranche of Restricted Stock Units (RSUs) convertibles into shares, which were vested this year in accord with the following vesting schedule:
  - 392,989 RSUs on the 9<sup>th</sup> May 2015;
  - 392,989 RSUs on the 9<sup>th</sup> May 2016; and
  - 392,990 RSUs on the 9<sup>th</sup> May 2017.

This plan has been definitely liquidated with the aforementioned last vesting.