



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:

- **Short-Term Incentive** – Metric weightings:

- 65% Applus+ Group Adjusted Operating Profit; and
- 35% Applus+ Group Operating Cash Flow.

- **Long-Term Incentive Plan**

- 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

- **Non-compete provisions** – In case of non-compliance with the non-compete clause, the Executive director would have to reimburse the company 30% of the fixed salary received since joining the company.

- **Pre-IPO Exceptional One-Off Award** – 392,989 Restricted Stock Units (RSUs) vested this year in accord with the following vesting schedule:

- 392,989 RSUs on the 9th May 2015;
- 392,989 RSUs on the 9th May 2016; and
- 392,990 RSUs on the 9th May 2017.