

(30) Share based payments

Framework Plan	2006		2005	
	Number of options	Weighted average exercise price	Number of options	Weighted average exercise price
Outstanding at the beginning of the period	5,892,688	10.60	7,070,961	10.61
Forfeited during the period	-332,179	12.51	-558,293	12.24
Exercised during the period	-1,599,495	8.90	-619,980	9.52
Outstanding at the end of the period	<u>3,961,014</u>	10.40	<u>5,892,688</u>	10.60
Exercisable at the end of the period	<u>1,789,676</u>		<u>1,726,462</u>	

The options under the Framework Plan outstanding at 31 December 2006 have an exercise price in the range of €4 to €16 and a weighted average remaining contractual life of 5.0 years (2005: 5.8 years). The options exercised in 2006 had a weighted average share price of €16.10 (2005: €14.01).

Restricted Share Plan	2006	2005
	Number of shares	Number of shares
Outstanding at the beginning of the period	2,027,907	1,742,919
Forfeited during the period	-154,595	-56,321
Vested during the period	-707,536	-77,317
Granted during the period	372,220	418,626
Outstanding at the end of the period	<u>1,537,996</u>	<u>2,027,907</u>

The restricted shares which vested in 2006 under the Restricted Share Plan had an average value of €14.68 (2005: €10.81).

Share Appreciation Rights	2006		2005	
	Number of SARs	Weighted average exercise price	Number of SARs	Weighted average exercise price
Outstanding at the beginning of the period	166,035	13.63	108,730	13.45
Granted during the period	58,915	15.34	57,305	13.96
Outstanding at the end of the period	<u>224,950</u>	14.07	<u>166,035</u>	13.63
Exercisable at the end of the period	<u>0</u>		<u>0</u>	

The fair value of services received in return for stock options granted are measured by reference to the fair value of stock options granted. The estimate of the fair value of the services received is measured based on a Black and Scholes model. The contractual life of the option is used as an input into this model. Expectations of early exercise are incorporated into the model for the Framework Plan and SARs. For the Restricted Share Plan, the expected life is assumed the same as the remaining time until vesting

The inputs into the Black-Scholes option pricing model were:

Share Appreciation Rights	2006	2005
Share price at 31 December	15.71	12.52
Weighted average exercise price	15.34	13.96
Expected volatility	49.5%	52.2%
Expected life	3.5 years	3.5 years
Risk free interest rate	3.7%	2.9%
Expected dividend yield	2.1%	2.2%

Restricted shares	2006	2005
Weighted average share price	15.34	13.96
Weighted average exercise price	0	0
Expected volatility	49.6%	52.2%
Expected life	3 years	3 years
Risk free interest rate	3.3%	2.8%
Expected dividend yield	2.1%	2.2%