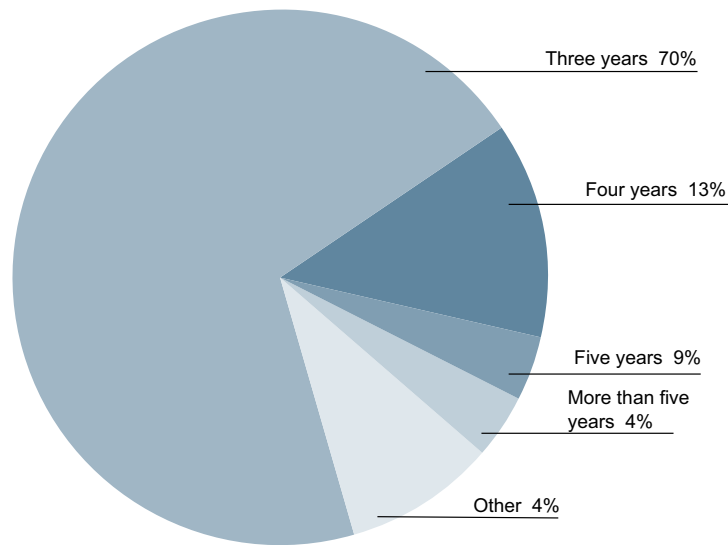


## Terms, vesting periods and vesting structures

The shares vesting period represents the period from the date of offering to the end of the performance period (if performance conditions are not met). The most commonly used shares vesting period is three years (70%) (refer to Figure 3.16).

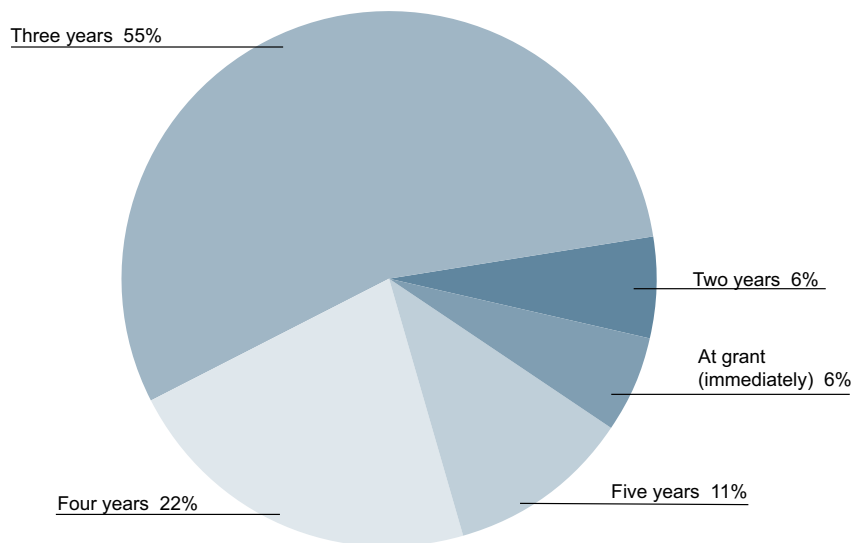
**Figure 3.16 Shares vesting period**



*n=16 (Q12)*

\* Responses are based on organisations that submitted to the remuneration component of the survey.

**Figure 3.17 Options restriction period**



*n=18 (Q12)*