

Proposal for appointment of Mr. J. Lock as member of Executive Board

In accordance with article 14 paragraph 4 of the Articles of Association, the Supervisory Board proposes to appoint Mr J. Lock as a member of the Executive Board of Royal Ten Cate with the title of CFO.

The appointment is for a period of two years, beginning on 8 April 2010.

The gross salary is based on a classification of the position at Hay level 26 and amounts to €300,000 gross per annum including holiday allowance. The variable income amounts to a maximum of 40% per annum and is based on the achievement of objectives, to be determined by the Supervisory Board.

The contract of employment may be terminated prematurely, without an agreed severance pay arrangement; neither does the contract include a Change of Control clause. Mr Lock will participate in the Royal Ten Cate pension scheme in accordance with the standard conditions.

Abridged CV:

Name: Mr Jaap Lock.
Date of birth: 12.04.1946.
Education: Business economics at the Vrije Universiteit in Amsterdam.
Positions held: from 1973 to 1988 inclusive: Van Gend & Loos, Martinair, Central Sales Office for the Kalkzandsteenindustrie, Textielgroep Twenthe.
From 1988 to 2008: Royal Ten Cate; from 1990 as Corporate Director, Finance & Administration.
Supervisory Directorships: none.
Other functions: Chair of the Stichting Kerk & Muziek (Church & Music Foundation) / Delden Klassiek.

On 24.03.2010 Mr Lock possessed 4,259 Royal Ten Cate shares and 94,000 options.

Almelo, 24.03.2010.