

Current Report No. 7 / 2016

Report Date: 24 March 2016

Abbreviated name of the issuer: Ronson Europe N.V.

Subject: Execution of annexes to agreements with key managers of Ronson Europe N.V. in connection with changes to the incentive plan

Legal basis: Article 56 section 1.1 of the Public Offering Act – inside information

The Report:

The management board of Ronson Europe N.V., a company listed on the Warsaw Stock Exchange (the “**Company**”), hereby announces that on 24 March 2016, the Company executed annexes to agreement with key managers of the Company in connection with changes the incentive plan, which is based on the price performance of the Company’s shares (the “**Phantom Stock Plan**”), which was disclosed in the current report of the Company no. 2/2014. The changes to the Phantom Stock Plan were approved by the members of the Remuneration Committee. The changes cover the following:

- i. the exercise price of one option originally assumed the conditions of the Phantom Stock Plan in the amount of PLN 1.60 shall be adjusted by dividends paid out by the Company during vesting and exercise periods, which was omitted in the original plan. The adjustment mechanism applies only to options that are not exercised as of date of dividend payment (being the basis for adjustment) and applies until the last day of exercise period;
- ii. in addition to the options vested by employees until the end of 2015, additional new options shall be offered, which may be vested at the end of 2016; the number of additional options is equal to 25% of the options vested until the end of 2015 (thus the total number of options increased from 2,705,000 to 3,381,250); each of the employees received the same proportion of the new options, i.e. 25% of the options that were vested by such employee based on the original agreement;
- iii. all options granted within the Phantom Stock Plan – both the ones that have been vested until the end of 2015 as well as the new options that may be vested by the end of 2016 – expire as of the end of June 2019 or within 18 months since the departure of the employee, depending which occurs first.