

**SHOP APOTHEKE EUROPE N.V.**

**Key employment terms – Mr. Olaf Heinrich**

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<b>Name:</b>	Olaf Heinrich
<b>Employer:</b>	Shop-Apotheke Service B.V.
<b>Effective date of the contract:</b>	1 August 2023
<b>Annual base salary:</b>	EUR 500,000
<b>Short term benefits:</b>	None
<b>Other remuneration components:</b>	It is envisaged that throughout the duration of his term, expiring after the 2027 AGM, Mr. Olaf Heinrich (if appointed) will receive approximately EUR 3.75 million in the form of rights to acquire shares (i.e. stock option grants), under and pursuant to the terms and conditions of the 2023 Stock Option Plan (as defined in the convocation notice)
<b>Notice period upon termination:</b>	Six months for the employee, twelve months for the employer
<b>Pension:</b>	N/A