



Your FY21/22 Annual Review

Please find below your FY21/22 reward statement. If you have any questions regarding this statement please refer to Thrive@Sage for further information.

Private and Confidential

Olivier Duhart
Sage ID: 007937

Dear Olivier,

Thank you very much for your contribution to Sage during FY21.

By staying focused on doing the right thing for our customers, colleagues, shareholders and society, we have built on the strong momentum we have created over the last three years.

Thanks to everyone's efforts, we have continued to deliver great solutions and experiences for our customers, and worked together to build an inclusive, innovative and high-performing culture. I was particularly proud that we also launched our new Sustainability and Society strategy in June, as we celebrated 40 years – building on the success we've seen with Sage Foundation.

Please find enclosed your personal annual reward statement, which sets out your bonus payment for FY21 and details your reward scheme for the year ahead.

As you heard at kick-offs last month, we now move forward with a bold new purpose and a clear set of strategic priorities. By simplifying what we do and moving at pace, we will deliver on our ambition to be the trusted network for small and mid-sized businesses, and create sustained success for Sage and all our stakeholders.

Thank you again for your efforts in FY21.

Best wishes,

Amanda Cusdin
Chief People Officer

Reward summary

	<i>Amount</i>
New annual salary (Effective 1 January)	€44,927.00 2.70% €1,182.00
FY21 total bonus (Payable in December)	€1,700.00

All payments are subject to statutory deductions.



Your FY21 Financial Bonus Calculation

The financial element of your Sage bonus is calculated as follows:

Bonus period: 01/10/20 - 31/12/20			
Annualised salary	€42,971.00		
Salary earned during this period	€10,831.05		
Your financial bonus for this period	€146.22		
<i>Factors</i>		<i>Payout</i>	
ARR			€146.22
France			
Bonus potential	5.00%		
Weighting of financial element	50.00%		
Performance	54.00%		
Bonus period: 01/01/21 - 30/09/21			
Annualised salary	€43,745.00		
Salary earned during this period	€32,718.86		
Your financial bonus for this period	€441.70		
<i>Factors</i>		<i>Payout</i>	
ARR			€441.70
France			
Bonus potential	5.00%		
Weighting of financial element	50.00%		
Performance	54.00%		
Your total financial bonus	€587.92		



Your FY21 Personal Bonus Calculation

The personal element of your Sage bonus is calculated as follows:

Bonus period: 01/10/20 - 31/12/20	
Annualised salary	€42,971.00
Salary earned during this period	€10,831.05
Your personal bonus this period	€270.78
<i>Factors</i>	
Bonus potential	5.00%
Weighting of personal element	50.00%
Managers performance recommendation	100.00%
Bonus period: 01/01/21 - 30/09/21	
Annualised salary	€43,745.00
Salary earned during this period	€32,718.86
Your personal bonus this period	€817.97
<i>Factors</i>	
Bonus potential	5.00%
Weighting of personal element	50.00%
Managers performance recommendation	100.00%
Your total personal bonus	€1,088.75



Your FY21 Total Bonus

Bonus period: 01/10/20 - 30/09/21

Sum of personal and financial bonus €1,676.67

Total bonus €1,700.00
Rounding up value €23.33

Your FY22 Bonus Plan

The information below explains the key features of your FY22 bonus plan.

Your FY22 bonus potential is 5.00%

You belong to the Sage Bonus Plan for Colleagues, which has the following weighting

- Personal performance: 50.00%
- Financial performance: 50.00%

The measures applicable for the financial element of your FY22 bonus will be as follows :

- France ARR: 25.00%
- France Sage Business Cloud ARR: 25.00%

For further information on the FY22 bonus plan please refer to the scheme documents which are available on *Your Sage* under "*My Colleague Zone*" and then select "*Thrive@Sage*" from the "*Thrive & Shine*" section.

The financial element of your bonus will pay out based upon the ARR growth performance and SBC ARR of your financial measure as follows:

<u>Performance Level</u>	<u>ARR Growth Goal**</u>	<u>SBC ARR</u>	<u>Payout level</u>
Below Threshold	<5.9%	<16.7%	0%
Threshold	5.9%	16.7%	30%
Target	9.0%	25.7%	70%
Stretch	10.4%	29.5%	100%
Above Stretch	>10.4%	>29.5%	100%

***The ARR goal may be amended by Sage during the year as a result of corrections or other required accounting or extraordinary adjustments.*