## EMPLOYEE INCENTIVE PLAN (EIP)

						Level 1		Level 2		Level 3	
				Bonus %		10%		20%		40%	On base salary
Area	Global Weight	KPI	Inter fam. Weight	Net Weight			7	argets			KPI's basis of calculation
		Global Volumes	30%	9%		100%		110%		120%	Actual vs Target
ES	30%	Volumes Alcholol berevages	40%	12%		100%		110%		120%	Actual vs Target
SA		Volumes Soft Drinks RGB	10%	3%		100%		110%		120%	Actual vs Target
		Numeric Distribution Alcohol	20%	6%		85%-90%		91%-95%		>96%	Actual per Tournesol report
ON		Beer losses	30%	6%	<	7.50%	<	6.50%	<	5.50%	MyApps
Ę	20%	Sugar loss	20%	4%	<	2.00%	<	1.50%	<	1.00%	MyApps
20 20		TRO Beers	25%	5%	>=	50%	>=	60%	>=	65%	MyApps
PR		TRO Soft Drinks	25%	5%	>=	50%	>=	60%	>=	65%	MyApps
			_								
~ ⊢		Electricity consumption (Kwh / HL)	20%	2%	<	13	<	11	<	9	Controlling
7. % FIN %	10%	Water consumption (HL / HL)	40%	4%	<	9	<	8	<	7	Controlling
<b>→ ∑</b>		Maintenance (MWK / HL)	40%	4%	<	3,000	<	2,500	<	2,000	Finance report
1SE		Operational costs (fuel + allowances / kms)	15%	3%	<	850	<	775	<	700	Mwk / kms
<b>\Rightarrow</b>	20%	Transit time adherence	25%	5%	>	80%	>	85%	>	90%	Primary distribution
Ω. ∞2		FG losses (breakages & missings)	30%	6%	<	0.12%	<	0.10%	<	0.08%	Controlling
9		Fleet maintenance	30%	6%	<	1,400	<	1,200	<	1,000	Approved POs / HL
>-		Add to QR FG (% sales)	30%	6%	<	0.20%	<	0.10%	<	0.05%	Controlling
AFET AFET	20%	Add to QR RM & PM (not claimable)	30%	6%	<	8,000,000	<	4,000,000	<	2,000,000	Controlling
S		Total accidents	40%	8%	<	7	<	5	<	3	LTIR + non LTIR + Vehicles accidents

**EIP CONDITIONS** 

_	ΙP	7	Λ	1	П	Λ	TI	$\overline{A}$	ΝĪ	
C	IP		А	Ll	JI	_A	111	U	IV	

	Target	Actuals	% Bonus	Weight
Global Volumes	65,230	71,637	10.0%	3.0%
Volumes Alcholol berevages	40,495	45,617	20.0%	8.0%
Volumes Soft Drinks RGB	16,187	16,919	10.0%	1.0%
Numeric Distribution Alcohol		86%	10.0%	2.0%
TOTAL APPORTIONED				4.2%
Beer losses		4.85%	40.0%	12.0%
Sugar loss		1.28%	20.0%	4.0%
TRO Beers		65%	40.0%	10.0%
TRO Soft Drinks		59%	10.0%	2.5%
TOTAL APPORTIONED				5.7%
Electricity consumption (Kwh / HL)		13.4	0.0%	0.0%
Water consumption (HL / HL)		6.1	40.0%	16.0%
Maintenance (MWK / HL)		2,199	20.0%	8.0%
TOTAL APPORTIONED				2.4%
Operational costs (fuel + allowances	s / kms)	805	10.0%	1.5%
Transit time adherence		88%	20.0%	5.0%
FG losses (breakages & missings)		0.07%	40.0%	12.0%
Fleet maintenance		1,123	20.0%	6.0%
TOTAL APPORTIONED				4.9%
Add to QR FG (% sales)		0.11%	10.0%	3.0%
Add to QR RM & PM (not claimable)	)	188,233,018	0.0%	0.0%
Total accidents		5	10.0%	4.0%
TOTAL APPORTIONED				1.4%
FATAL ACCIDENT - Castel respo	nsability (If Ye	s. 50% honus o	nlv)	No

18.6% BONUS FOR JUNE

GOOD MONTH