

# SBC Expense Analytics

Participants



Award Type



Country



All



All



All



Data Activity

New Grants Activity

Realized & Forfeited  
Values

Expense vs Forecast  
Comparison

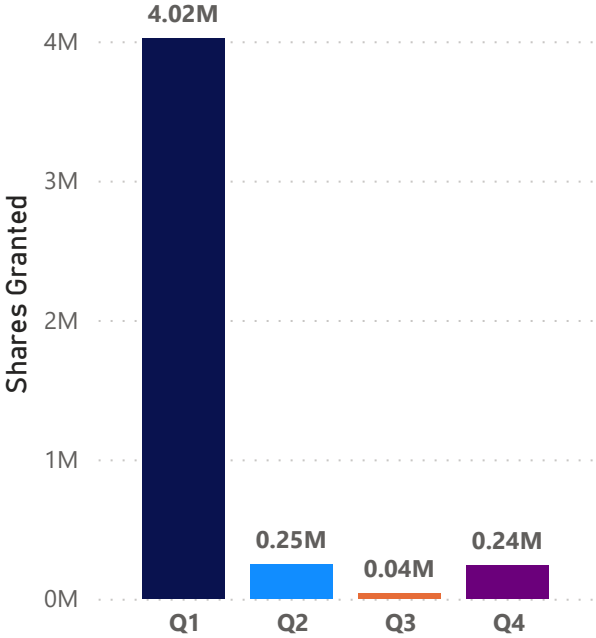
Annual Expense  
Analytics

Quarterly Expense  
Analytics

Forecast to Actual Flux

QoQ Flux

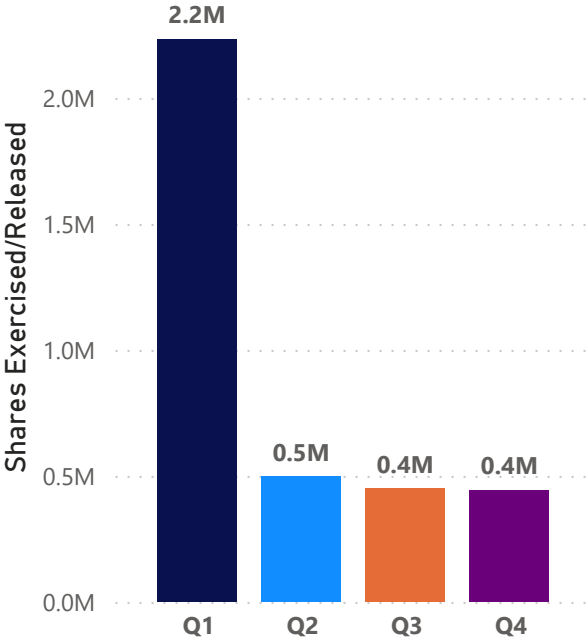
FY23 Shares Granted



4.55M

Total Grants YTD

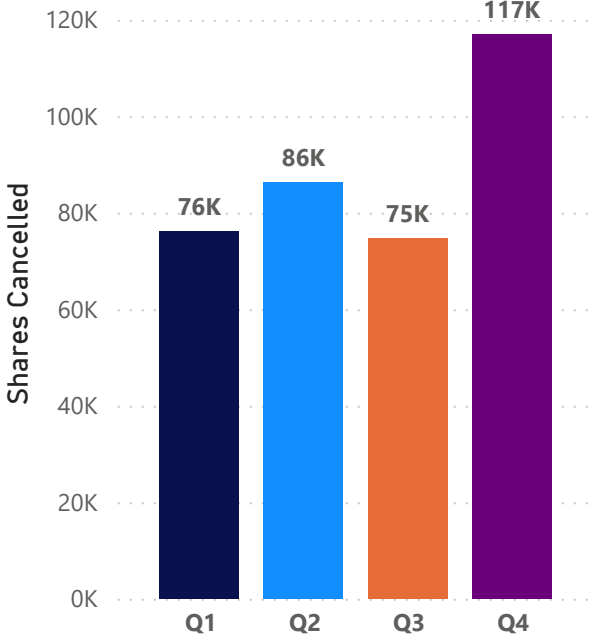
FY23 Shares Exercised/Released



3.62M

Total Exercises/Releases YTD

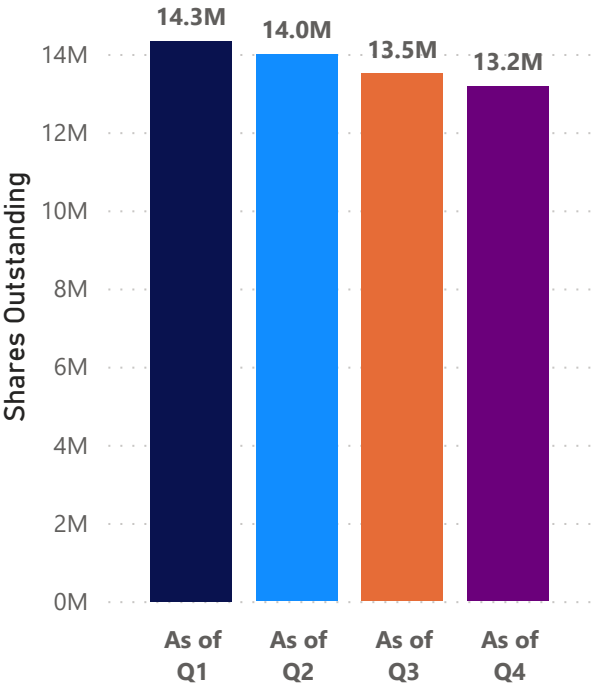
FY23 Shares Cancelled



354K

Total Forfeitures YTD

FY23 Total Shares Outstanding



\$2.11bn

Intrinsic Value of Outstanding Shares

# SBC Expense Analytics

Fiscal Quarter  
All

Participants  
All

Award Type  
All

Country  
All

Data Activity

New Grants Activity

Realized & Forfeited Values

Expense vs Forecast Comparison

Annual Expense Analytics

Quarterly Expense Analytics

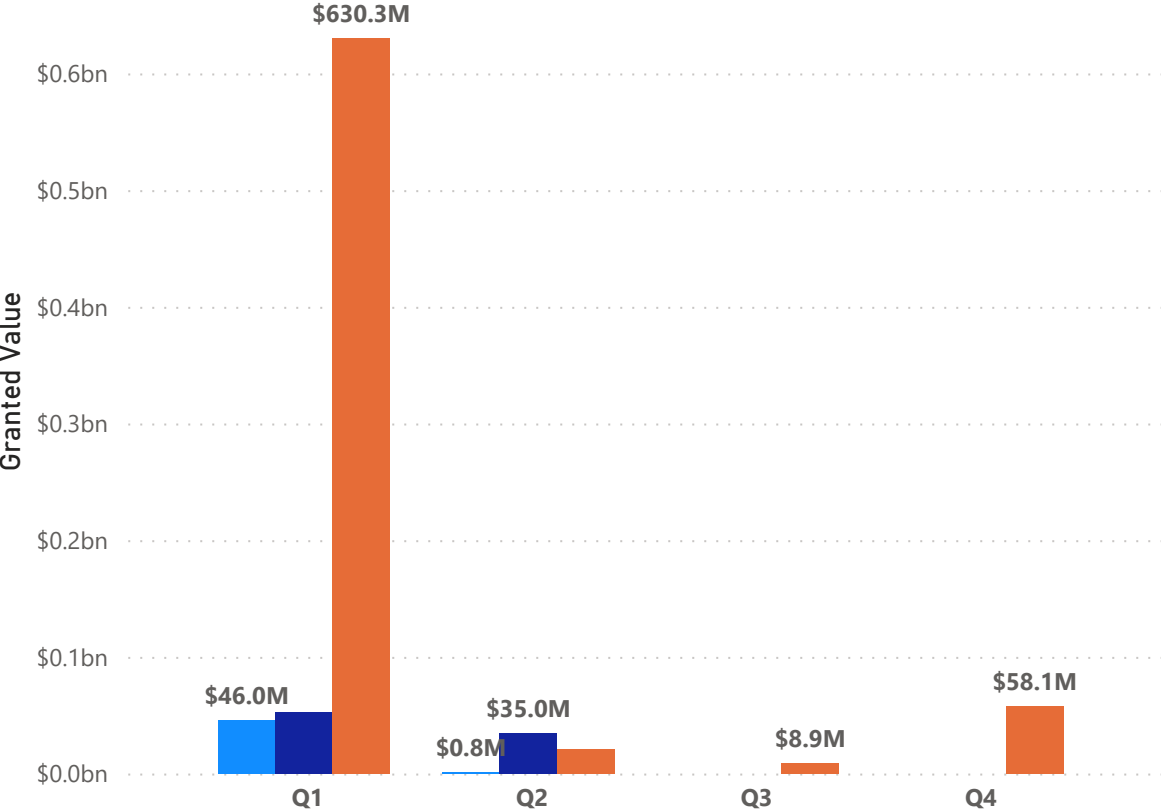
Forecast to Actual Flux

QoQ Flux

Select a bar and click on this button to drill through

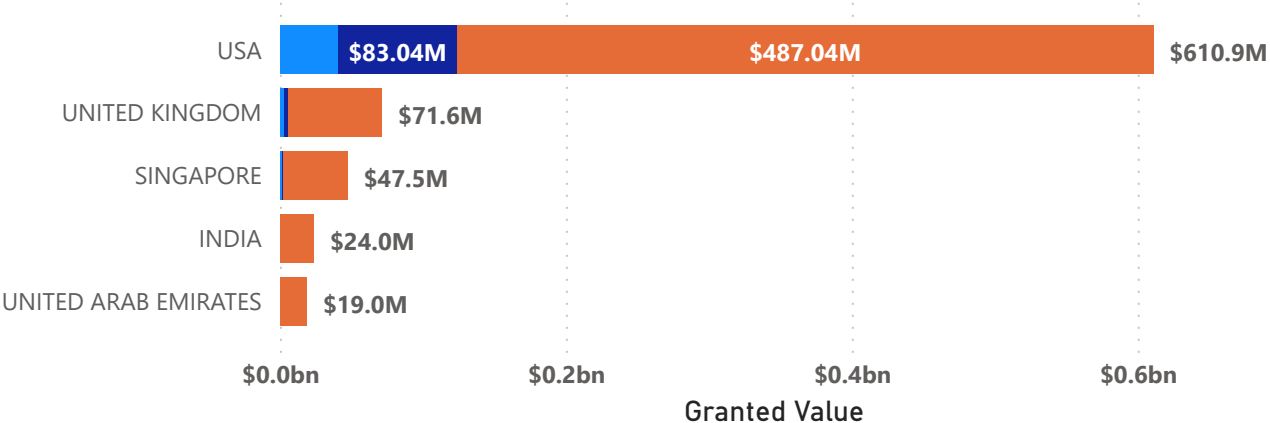
FY23 Quarterly Granted Value by Award Type

Award Type Option PSU RSU



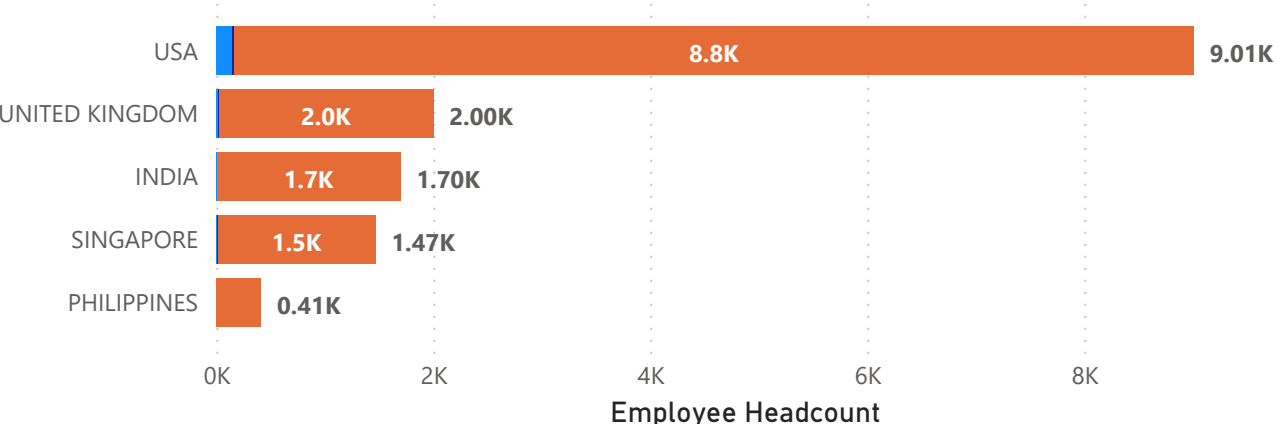
FY23 Top 5 Countries by Granted Value

Award Type Option PSU RSU



FY23 Top 5 Countries by Employee Headcount Receiving Equity Awards

Award Type Option PSU RSU



# SBC Expense Analytics

Fiscal Quarter  
All

Participants  
All

Award Type  
All

Country  
All

Data Activity

New Grants Activity

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Comparison

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Analytics

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Analytics

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QoQ Flux



3.6M

Total Exercises/Releases by Shares



15.2K

Total Exercises/Releases by Employee Count



354.3K

Total Forfeitures by Shares

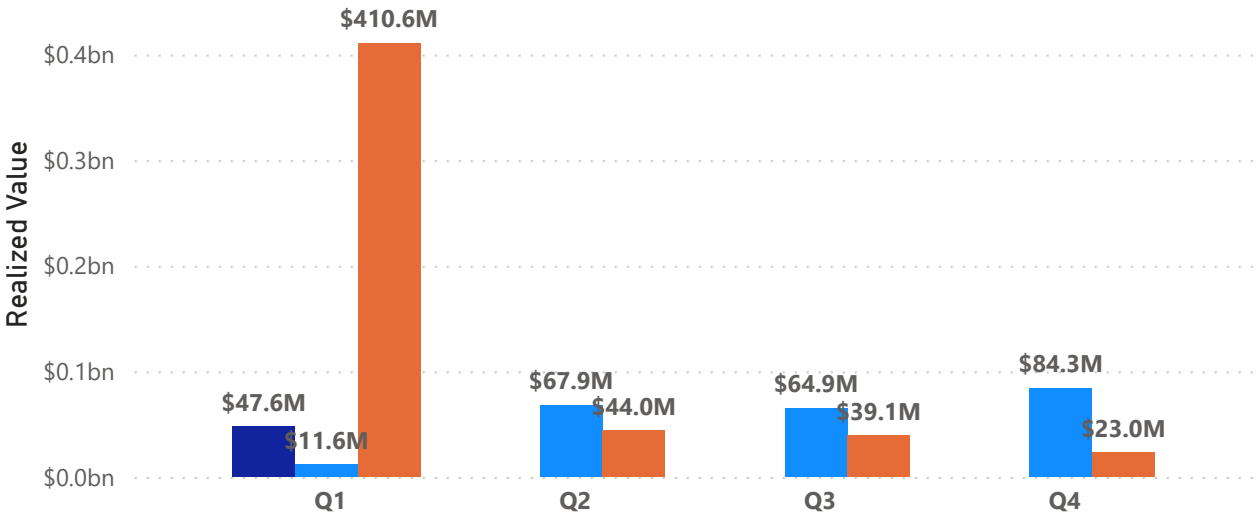


947

Total Forfeitures by Employee Count

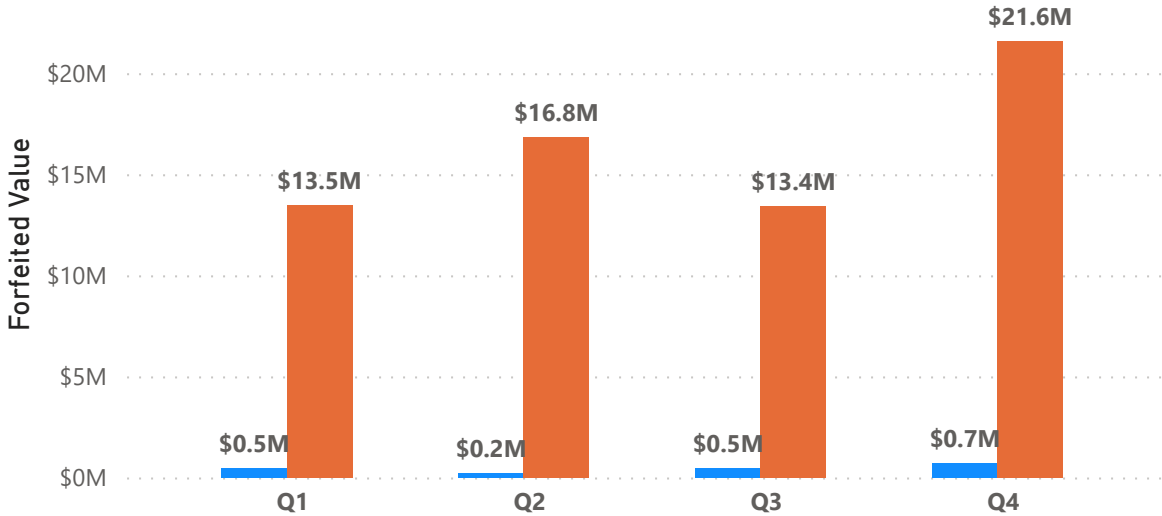
FY23 Quarterly Realized Value by Award Type

Award Type ● PSU ● Option ● RSU



FY23 Quarterly Forfeited Value by Award Type

Award Type ● Option ● RSU



# SBC Expense Analytics

Fiscal Quarter

All

Participants

All

Award Type

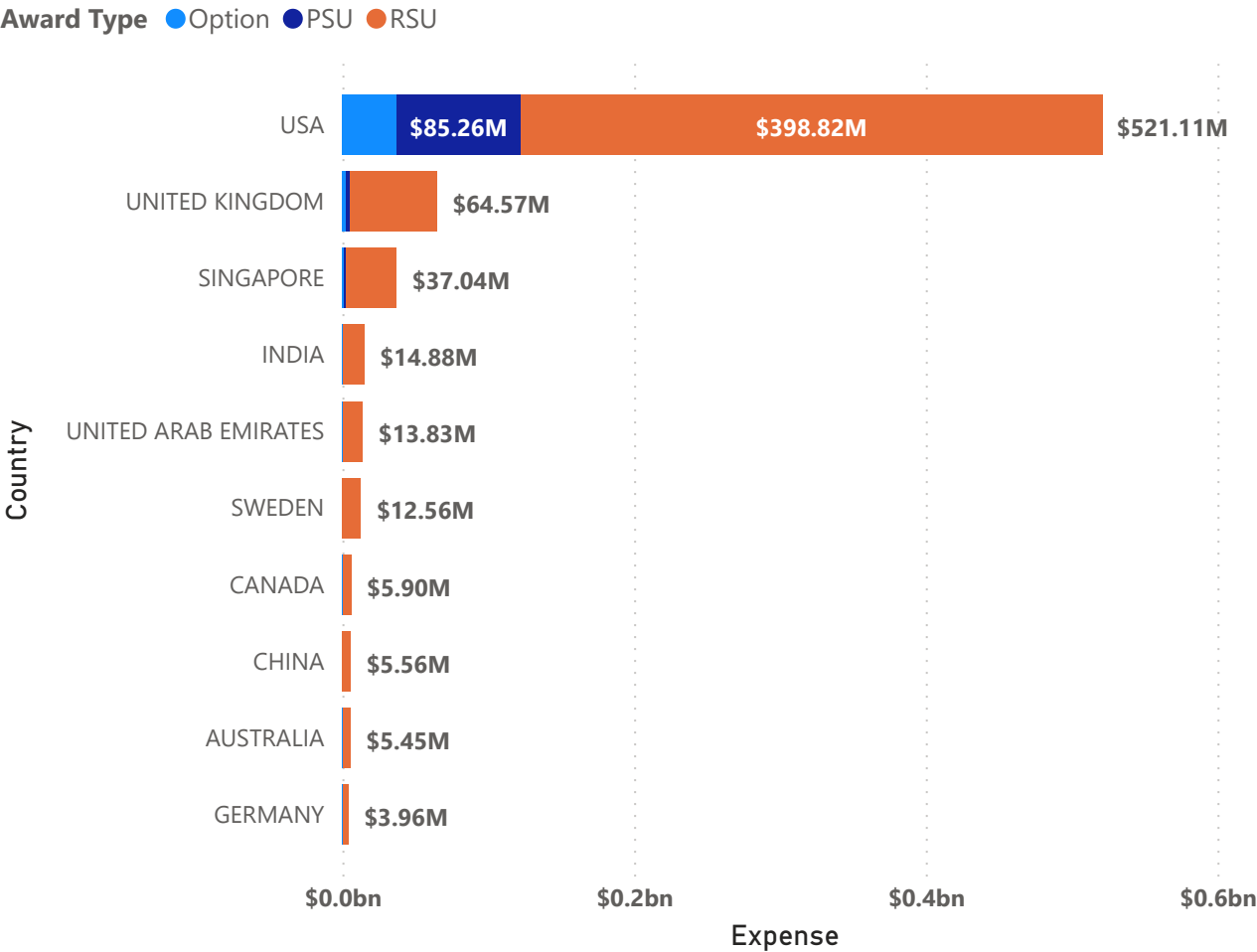
All

Country

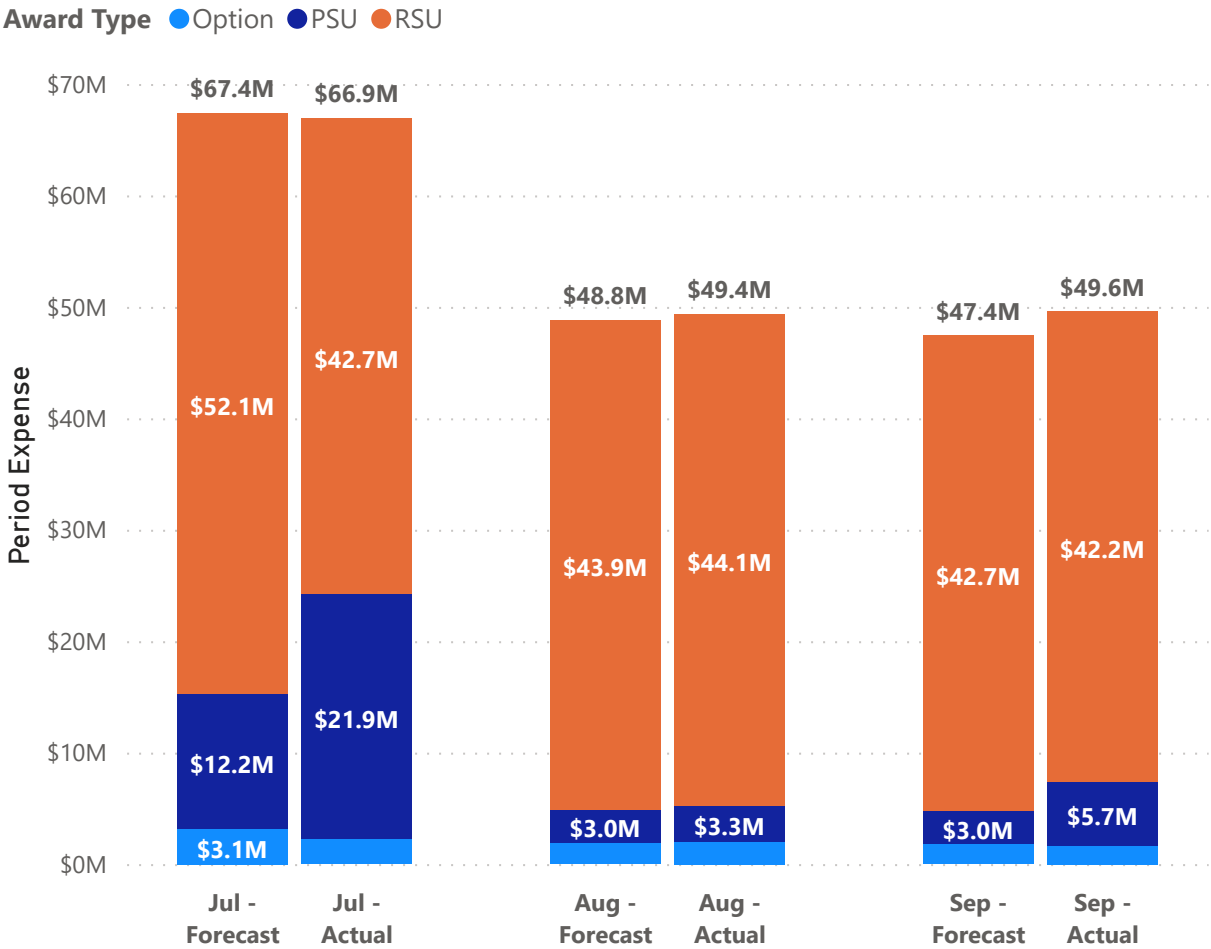
All

- Data Activity
- New Grants Activity
- Realized & Forfeited Values
- Expense vs Forecast Comparison
- Annual Expense Analytics
- Quarterly Expense Analytics
- Forecast to Actual Flux
- QoQ Flux

FY23 Top 10 Countries by Expense



Q4 FY23 Monthly Actual Expense vs. Forecasted Expense



# SBC Expense Analytics

Participants

Award Type

Country

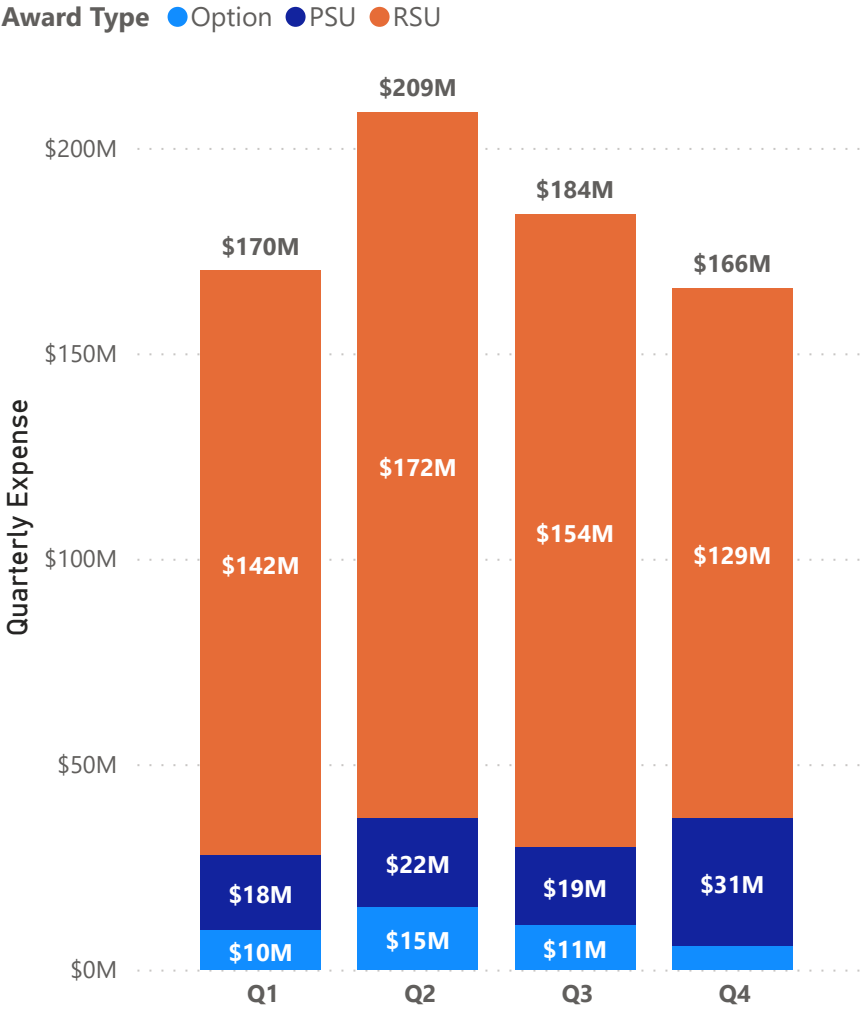
All

All

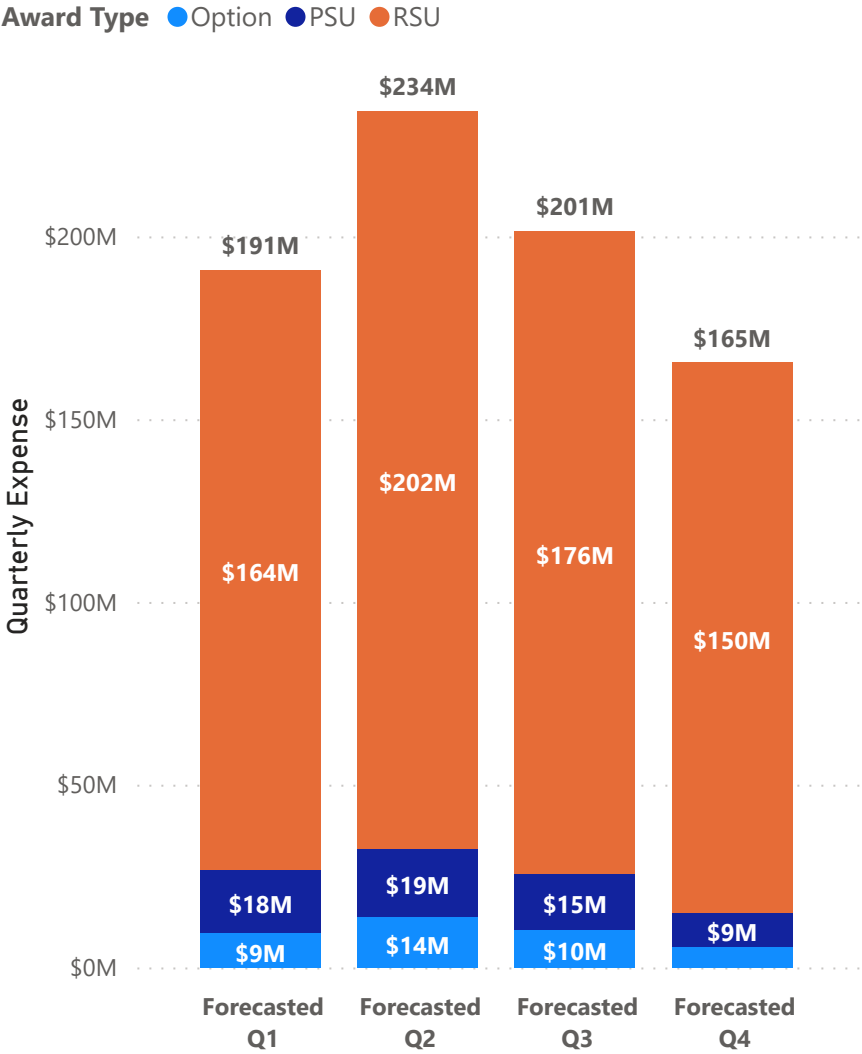
All

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Actual FY23 Quarterly Expense



Forecasted FY24 Quarterly Expense



\$728M

FY23 Annual Expense

\$850.5M

Unamortized Expense as of  
End of FY23

1.43

Weighted Avg. Remaining  
Expense Life as of End of FY23

# SBC Expense Analytics

Participants  
All

Award Type  
All

Country  
All

Data Activity

New Grants Activity

Realized & Forfeited Values

Expense vs Forecast Comparison

Annual Expense Analytics

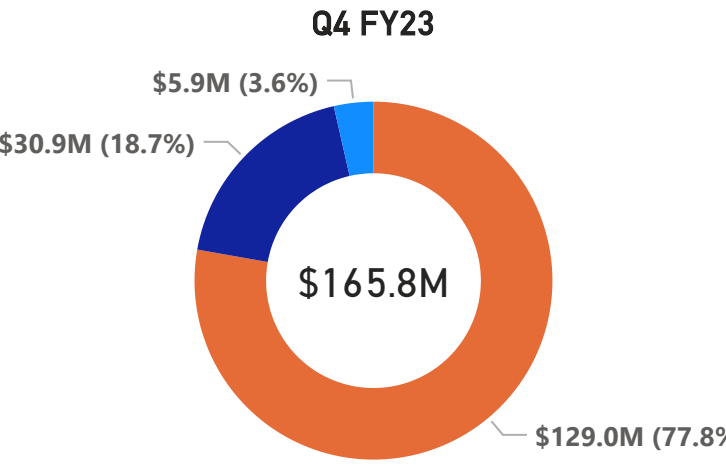
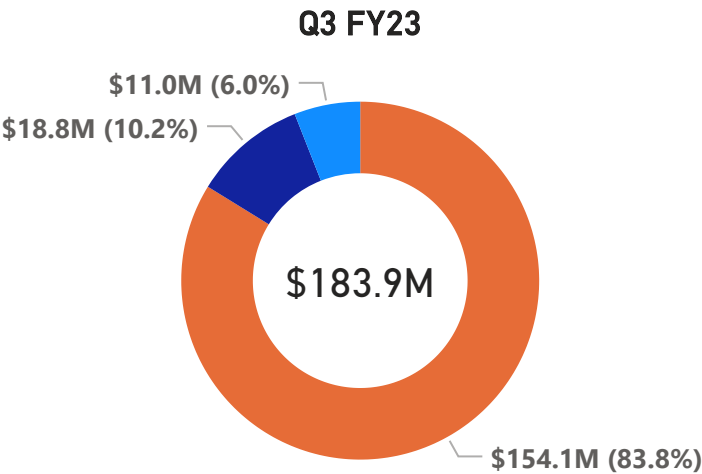
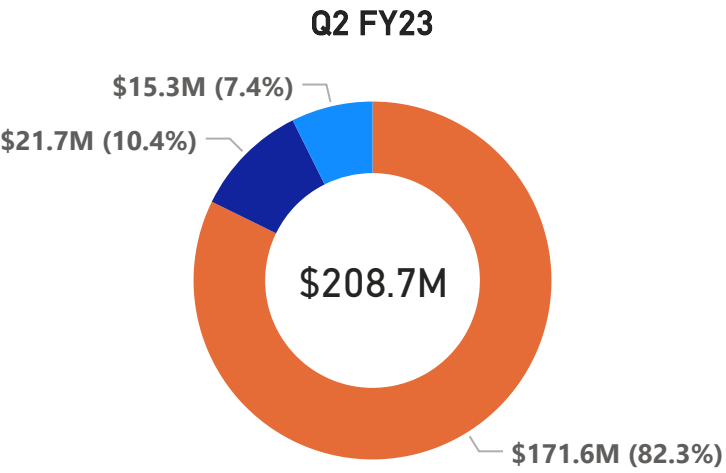
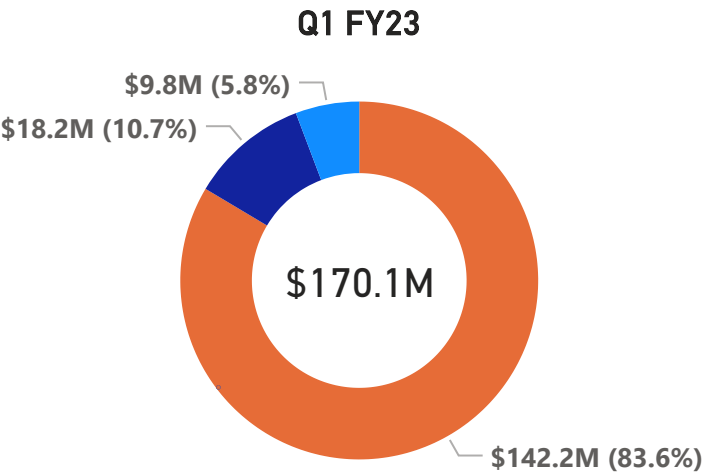
Quarterly Expense Analytics

Forecast to Actual Flux

QoQ Flux

## % of FY23 Quarterly Expense by Award Type

Award Type   ● Option   ● PSU   ● RSU



# SBC Expense Analytics

Grant Date ▾  
All ▾

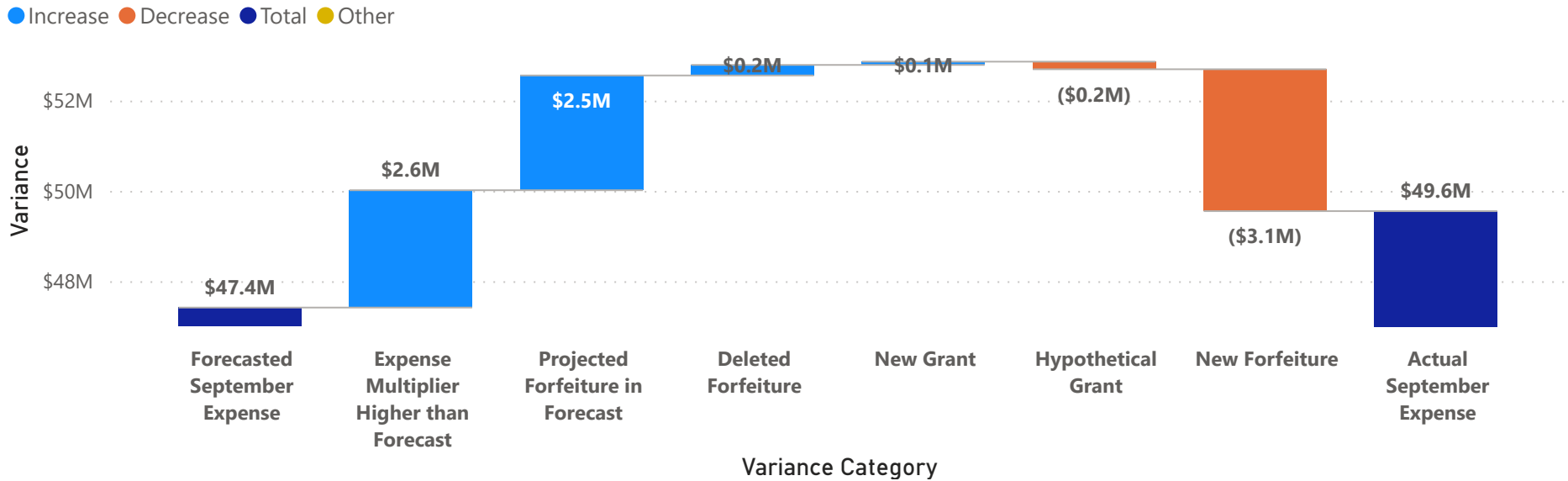
Participants ▾  
All ▾

Award Type ▾  
All ▾

Country ▾  
All ▾

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September Forecast to Actual Expense Flux Analysis



\$2.14M

September Expense Increase

\$72.54K

Expense Increase from September New Grants

(\$3.14M)

Expense Decrease from September Forfeitures

**Variance Explanation**

- The forecasted September expense doesn't include the actual new awards granted in September.
- The expense multiplier for PER20-23 PSUs came out to 150% in September, which was 6% higher than forecasted, resulting in larger expense than projected in August.
- More forfeitures actually occurred in September than expected, resulting in higher expense reversals for the period.
- September off-cycle awards were forecasted to have a total value of \$12.4M, whereas actual awards had a total value of \$4.4M. Therefore, September's expense was less than expected.

# SBC Expense Analytics

Grant Date  
All

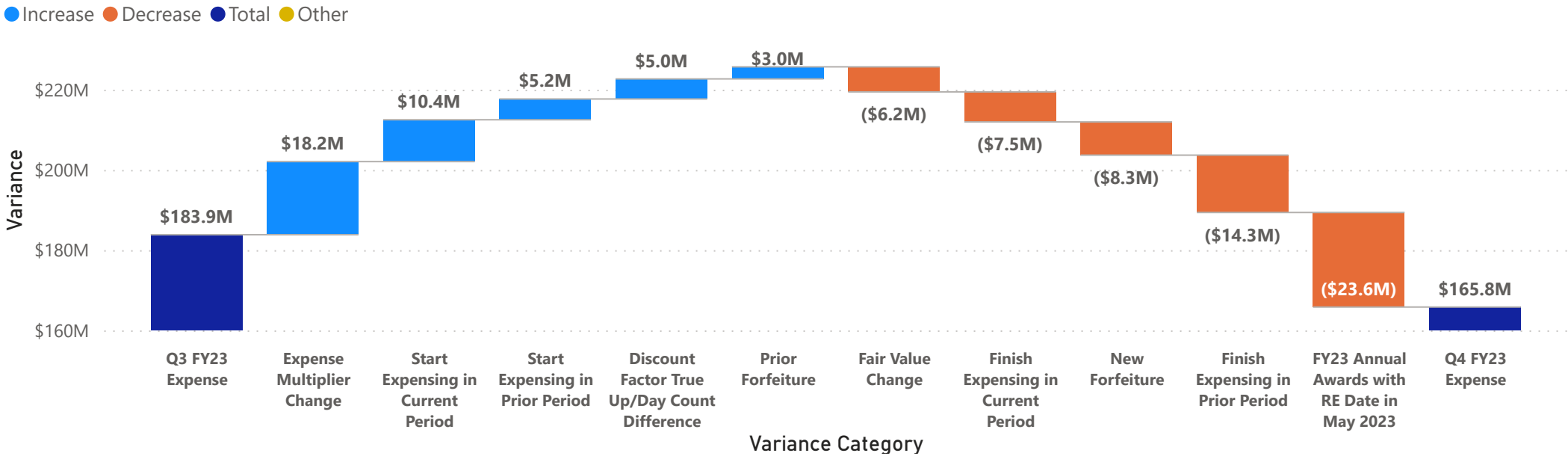
Participants  
All

Award Type  
All

Country  
All

Data Activity	New Grants Activity	Realized & Forfeited Values	Expense vs Forecast Comparison	Annual Expense Analytics	Quarterly Expense Analytics	Forecast to Actual Flux	QoQ Flux
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Q3 FY23 to Q4 FY23 Actual Expense Flux Analysis



(\$18.03M)

Q4 FY23 Expense Decrease

(\$8.28M)

Expense Decrease from Q4 Forfeitures

### Variance Explanation

- PSU expense multiplier increased from 100% in Q3 to 150% in Q4 FY23
- PSU fair values increased in Q4 but not as much as in Q3, resulting in less expense recognized from fair value true-ups in Q4.
- Higher forfeitures occurred in Q4 relative to Q3 FY23, leading to a higher expense reversal in Q4.
- The decrease in expense is primarily driven by FY23 annual awards held by employees with May retirement eligibility dates. The expense for these awards was fully amortized from mid-November 2022 to May 2023.