

Success Bonus Overview FY 21/22



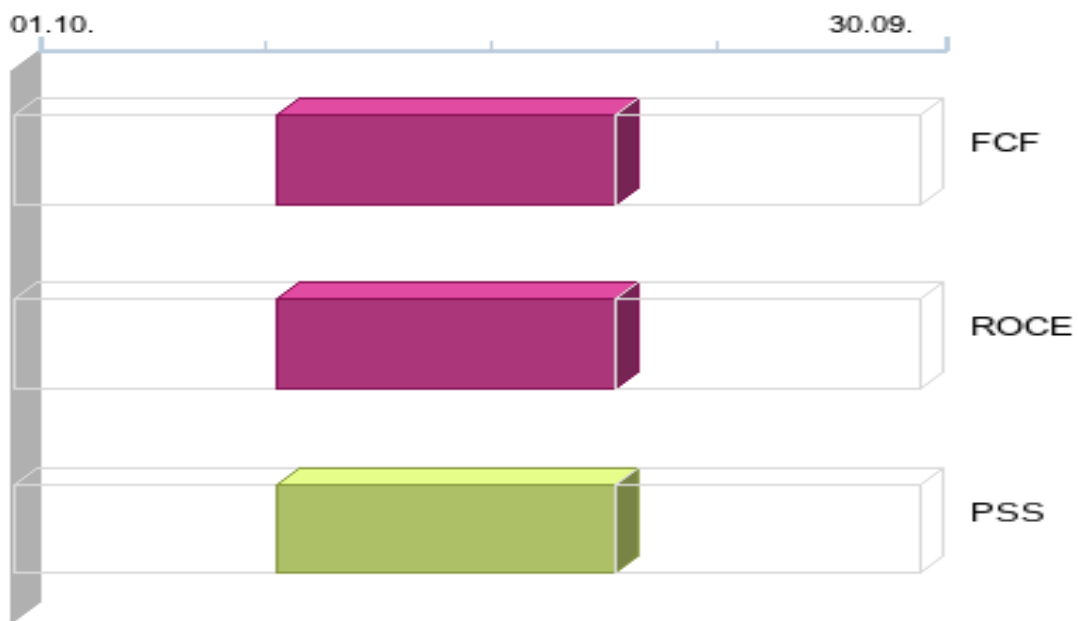
Success Bonus Masterdata

Last Name	Talluri	Organizational Unit	IFH PSS RFS RFC D
First Name	Bhagath	Legal Manager	Sergio Pires
Person ID	IF30173015	Personnel Area	IFH Rotterdam
Personnel Number	30173015	Personnel Subarea	Rotterdam

Annual Success Bonus (ASB) (100%) 7.000,00 EUR

Please note: Two or more Personnel Numbers are displayed in this document.

Target Structure



The Final Payout Amount of **4.380,54 EUR** for Personnel Number 30173015

will be paid out with the monthly salary in **December** .

The Total Target Achievement is **166,73 %**.

Success Bonus Overview FY 21/22



Calculation Basis / Changes

Start Date	End Date	Annual Success Bonus (ASB) (100%)	Currency	Employment (in %)	Division/CF	Status
15.01.2022	31.05.2022	7.000,00	EUR	100,00%	PSS	Active
01.06.2022	30.09.2022	0,00		100,00%	PSS	Withdrawn

Bonus Calculation / Payout

Note: all monetary amounts are rounded to two digits after the decimal place.

15.01.2022 - 31.05.2022

Target Name	Period (in %)	Target Weight (in %)	ASB (100%) pro rata	Employment (in %)	ASB (100%) pro rata/employment	Target Achievement (in %)	Calculated Payout Amount	Currency
FCF	37,5342%	25,00%	656,85	100,00%	656,85	250,00%	1.642,13	EUR
ROCE	37,5342%	25,00%	656,85	100,00%	656,85	119,70%	786,25	EUR
PSS	37,5342%	50,00%	1.313,70	100,00%	1.313,70	148,60%	1.952,16	EUR
		100,00%	2.627,40		2.627,40		4.380,54	

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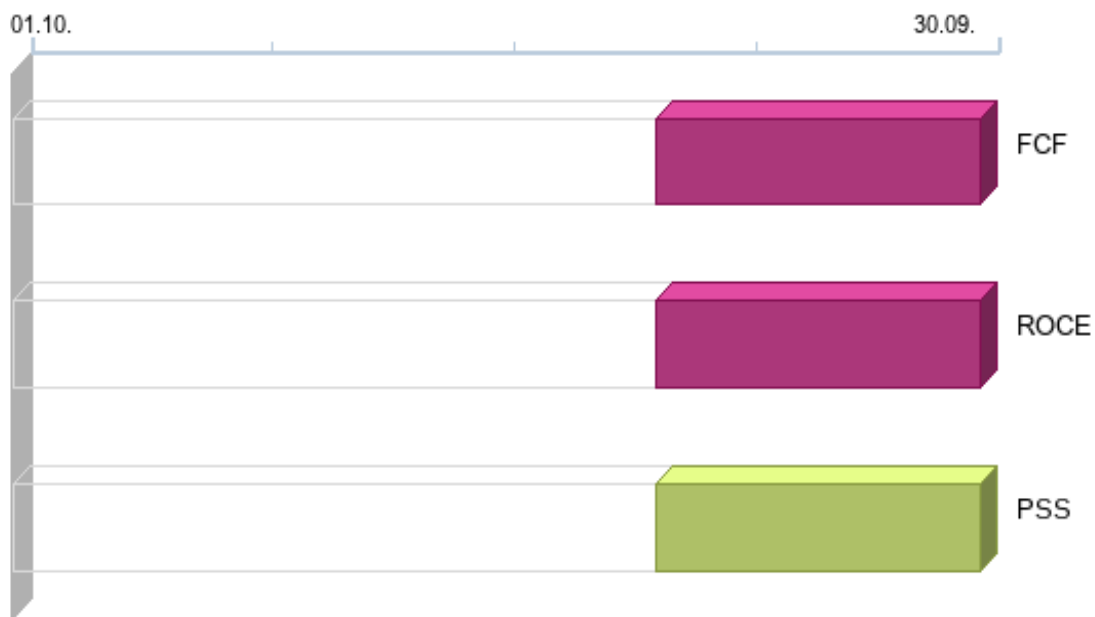
Success Bonus Masterdata

Last Name	Talluri	Organizational Unit	IFNBV PSS RFS RFC D
First Name	Bhagath	Legal Manager	Menno Clerk
Person ID	IF30173015	Personnel Area	IFN Nijmegen
Personnel Number	30180647	Personnel Subarea	Nijmegen

Annual Success Bonus (ASB) (100%) 7.000,00 EUR

Please note: Two or more Personnel Numbers are displayed in this document.

Target Structure



The Final Payout Amount of **3.900,90 EUR** for Personnel Number 30180647

will be paid out with the monthly salary in **December** .

The Total Target Achievement is **166,73 %**.

Success Bonus Overview FY 21/22



Calculation Basis / Changes

Start Date	End Date	Annual Success Bonus (ASB) (100%)	Currency	Employment (in %)	Division/CF	Status
01.06.2022	30.09.2022	7.000,00	EUR	100,00%	PSS	Active

Bonus Calculation / Payout

Note: all monetary amounts are rounded to two digits after the decimal place.

01.06.2022 - 30.09.2022

Target Name	Period (in %)	Target Weight (in %)	ASB (100%) pro rata	Employment (in %)	ASB (100%) pro rata/employment	Target Achievement (in %)	Calculated Payout Amount	Currency
FCF	33,4247%	25,00%	584,93	100,00%	584,93	250,00%	1.462,33	EUR
ROCE	33,4247%	25,00%	584,93	100,00%	584,93	119,70%	700,16	EUR
PSS	33,4247%	50,00%	1.169,86	100,00%	1.169,86	148,60%	1.738,41	EUR
		100,00%	2.339,72		2.339,72		3.900,90	