

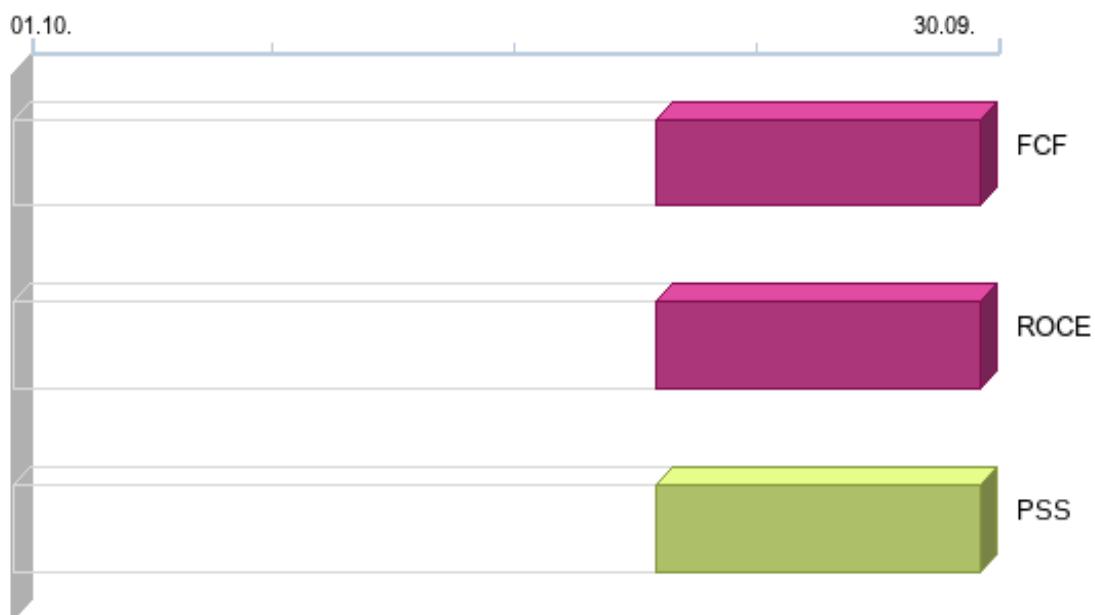
Success Bonus Overview FY 21/22



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

Target Structure



The Final Payout Amount of **3.900,90 EUR** 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	