

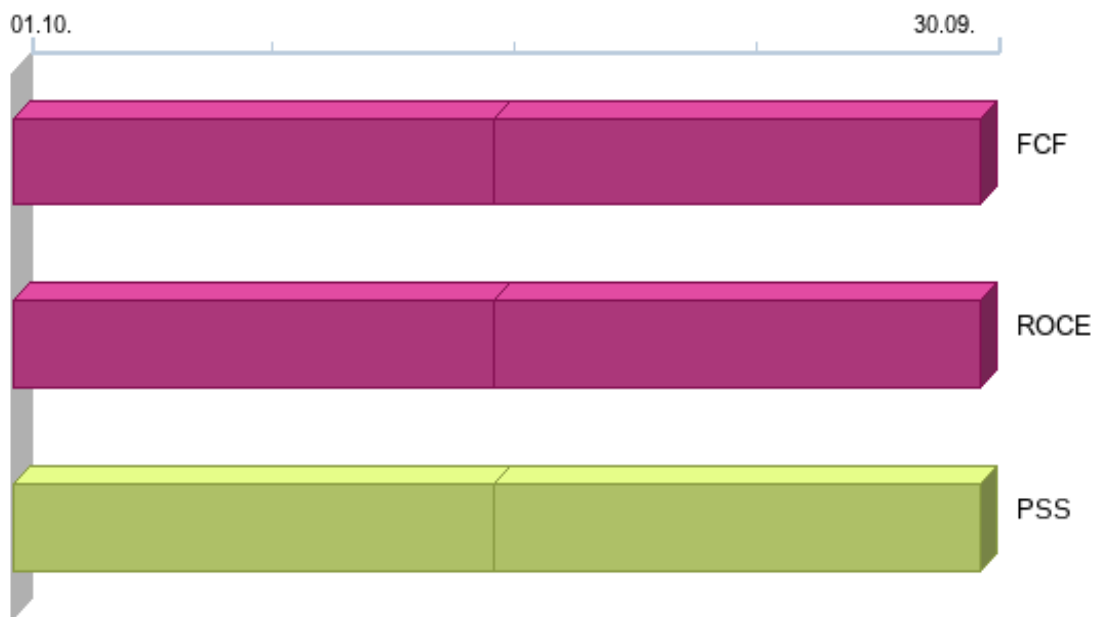
Success Bonus Overview FY 22/23



Success Bonus Masterdata

Last Name	Talluri	Organizational Unit	IFNBV PSS RFS RFC D
First Name	Bhagath	Legal Manager	Andrea Scarpa
Person ID	IF30173015	Personnel Area	IFN Nijmegen
Personnel Number	30180647	Personnel Subarea	Nijmegen
Annual Success Bonus (ASB) (100%)		9.000,00	EUR

Target Structure



The Final Payout Amount of **7.606,60 EUR** will be paid out with the monthly salary in **December** .

The Total Target Achievement is **95,05 %**.

Success Bonus Overview FY 22/23



Calculation Basis / Changes

Start Date	End Date	Annual Success Bonus (ASB) (100%)	Currency	Employment (in %)	Division/CF	Status
01.10.2022	31.03.2023	7.000,00	EUR	100,00%	PSS	Active
01.04.2023	30.09.2023	9.000,00	EUR	100,00%	PSS	Active

Bonus Calculation / Payout

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

01.10.2022 - 31.03.2023

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	49,8630%	25,00%	872,60	100,00%	872,60	100,60%	877,84	EUR
ROCE	49,8630%	25,00%	872,60	100,00%	872,60	142,40%	1.242,58	EUR
PSS	49,8630%	50,00%	1.745,21	100,00%	1.745,21	68,60%	1.197,21	EUR
		100,00%	3.490,41		3.490,41		3.317,63	

01.04.2023 - 30.09.2023

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	50,1370%	25,00%	1.128,08	100,00%	1.128,08	100,60%	1.134,85	EUR
ROCE	50,1370%	25,00%	1.128,08	100,00%	1.128,08	142,40%	1.606,39	EUR
PSS	50,1370%	50,00%	2.256,17	100,00%	2.256,17	68,60%	1.547,73	EUR
		100,00%	4.512,33		4.512,33		4.288,97	