

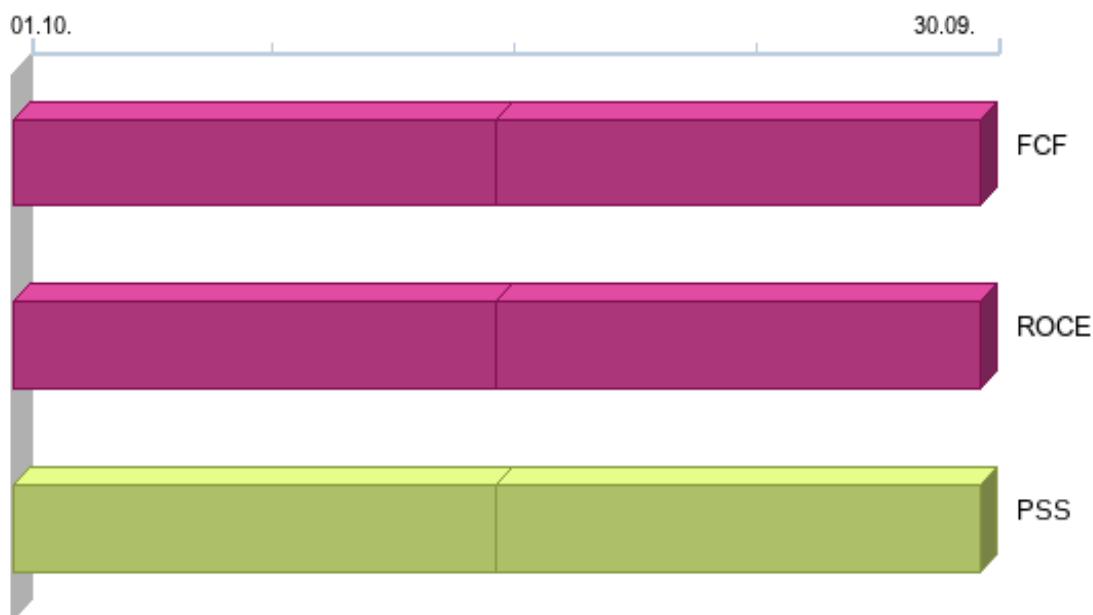
Success Bonus Overview FY 23/24



Success Bonus Masterdata

Last Name	Talluri	Organizational Unit	IFNBV PSS RFS RFC PTCVE
First Name	Bhagath	Legal Manager	Jan Richtering Blenken
Person ID	IF30173015	Personnel Area	IFN Nijmegen
Personnel Number	30180647	Personnel Subarea	Nijmegen
Annual Success Bonus (ASB) (100%)		9.750,00	EUR

Target Structure



The Final Payout Amount of **4.596,10 EUR** will be paid out with the monthly salary in **January**.

The Total Target Achievement is **49,04 %**.

Success Bonus Overview FY 23/24



Calculation Basis / Changes

Start Date	End Date	Annual Success Bonus (ASB) (100%)	Currency	Employment (in %)	Division/CF	Status
01.10.2023	31.03.2024	9.000,00	EUR	100,00%	PSS	Active
01.04.2024	30.09.2024	9.750,00	EUR	100,00%	PSS	Active

Bonus Calculation / Payout

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

01.10.2023 - 31.03.2024

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	50,0000%	25,00%	1.125,00	100,00%	1.125,00	84,70%	952,88	EUR
ROCE	50,0000%	25,00%	1.125,00	100,00%	1.125,00	73,00%	821,25	EUR
PSS	50,0000%	50,00%	2.250,00	100,00%	2.250,00	19,20%	432,00	EUR
		100,00%	4.500,00		4.500,00		2.206,13	

01.04.2024 - 30.09.2024

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	50,0000%	25,00%	1.218,75	100,00%	1.218,75	84,70%	1.032,28	EUR
ROCE	50,0000%	25,00%	1.218,75	100,00%	1.218,75	73,00%	889,69	EUR
PSS	50,0000%	50,00%	2.437,50	100,00%	2.437,50	19,20%	468,00	EUR
		100,00%	4.875,00		4.875,00		2.389,97	