



Bonus policy

Fiscal 2023

Effective from 01.01.2023 to 31.12.2023



LEATHER FINISHING
SUZANO, BRAZIL
TIER 2

LEATHER TANNING
SUZANO, BRAZIL
TIER 3

RAW LEATHER
ARZIGNANO, ITALY
TIER 4

CATTLE HIDE
BERGAMO, ITALY
TIER 5

FOAM
TAOYUAN, TAIWAN
TIER 2

POLYMER FIBER 1
TAOYUAN, TAIWAN
TIER 3

POLYMER FIBER 2
TAOYUAN, TAIWAN
TIER 3

VIRGIN PLASTIC
TAOYUAN, TAIWAN
TIER 4

Bonus policy 2023

The purpose of this policy is to clarify the guidelines for bonus at TrusTrace for this fiscal year. The bonus plan is an integral part of Trustrace's overall compensation philosophy. The employees right to have a bonus is always published in written form and is revised on a yearly basis.

TrusTrace wants employees to be rewarded for business success that we accomplish as a team.

Bonus policy 2023

- **All employees** are entitled to a bonus opportunity equivalent to one month of salary.
- The one-month salary value will be calculated based on salary applicable to the employee in the month of April 2023.
- The business goals for the bonus follows the revenue year of TrusTrace which is from 1st of January to 31st of December.
- Bonus will be paid out according to the matrix if revenue **or** MRR target are reached.
- No bonus will be paid out unless the minimum threshold value in revenue or MRR target is reached.
- Depending upon the time of joining during the revenue year and the FTE %, the bonus eligibility will be calculated on a pro-rata basis.
- The employee must still be employed by TrusTrace at the end of March 2024, in order to receive a bonus. The pay out will be made before 31st March 2024.

Target SEK	% of monthly salary
Annual Revenue – 95 MSEK (or) MRR – 10 MSEK	125%
Annual Revenue – 85 MSEK (or) MRR – 8.88 MSEK	100%
Annual Revenue – 75 MSEK (or) MRR – 7.5 MSEK	50%
Below 75MSEK and below MRR – 7 MSEK	NIL