

FY22 Bonus Scale for EBITDA Attainment Payout

Target Award	15.0%
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Last updated: 07/01/2021

Bonus Payout Scale									
EBITDA Attain	Payout	EBITDA Attain	Payout	EBITDA Attain	Payout	EBITDA Attain	Payout	EBITDA Attain	Payout
75.0%	7.5%	85.0%	10.5%	95.0%	13.5%	105.0%	18.0%	115.0%	24.0%
76.0%	7.8%	86.0%	10.8%	96.0%	13.8%	106.0%	18.6%	116.0%	24.6%
77.0%	8.1%	87.0%	11.1%	97.0%	14.1%	107.0%	19.2%	117.0%	25.2%
78.0%	8.4%	88.0%	11.4%	98.0%	14.4%	108.0%	19.8%	118.0%	25.8%
79.0%	8.7%	89.0%	11.7%	99.0%	14.7%	109.0%	20.4%	119.0%	26.4%
80.0%	9.0%	90.0%	12.0%	100.0%	15.0%	110.0%	21.0%	120.0%	27.0%
81.0%	9.3%	91.0%	12.3%	101.0%	15.6%	111.0%	21.6%	121.0%	27.6%
82.0%	9.6%	92.0%	12.6%	102.0%	16.2%	112.0%	22.2%	122.0%	28.2%
83.0%	9.9%	93.0%	12.9%	103.0%	16.8%	113.0%	22.8%	123.0%	28.8%
84.0%	10.2%	94.0%	13.2%	104.0%	17.4%	114.0%	23.4%	124.0%	29.4%
								125.0%	30.0%