

FY22 Bonus Scale for EBITDA Attainment Payout

Target Award	20.0%
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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%	10.0%	85.0%	14.0%	95.0%	18.0%	105.0%	24.0%	115.0%	32.0%
76.0%	10.4%	86.0%	14.4%	96.0%	18.4%	106.0%	24.8%	116.0%	32.8%
77.0%	10.8%	87.0%	14.8%	97.0%	18.8%	107.0%	25.6%	117.0%	33.6%
78.0%	11.2%	88.0%	15.2%	98.0%	19.2%	108.0%	26.4%	118.0%	34.4%
79.0%	11.6%	89.0%	15.6%	99.0%	19.6%	109.0%	27.2%	119.0%	35.2%
80.0%	12.0%	90.0%	16.0%	100.0%	20.0%	110.0%	28.0%	120.0%	36.0%
81.0%	12.4%	91.0%	16.4%	101.0%	20.8%	111.0%	28.8%	121.0%	36.8%
82.0%	12.8%	92.0%	16.8%	102.0%	21.6%	112.0%	29.6%	122.0%	37.6%
83.0%	13.2%	93.0%	17.2%	103.0%	22.4%	113.0%	30.4%	123.0%	38.4%
84.0%	13.6%	94.0%	17.6%	104.0%	23.2%	114.0%	31.2%	124.0%	39.2%
								125.0%	40.0%