

FY22 Bonus Scale for EBITDA Attainment Payout

Target Award	5.0%
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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%	2.5%	85.0%	3.5%	95.0%	4.5%	105.0%	6.0%	115.0%	8.0%
76.0%	2.6%	86.0%	3.6%	96.0%	4.6%	106.0%	6.2%	116.0%	8.2%
77.0%	2.7%	87.0%	3.7%	97.0%	4.7%	107.0%	6.4%	117.0%	8.4%
78.0%	2.8%	88.0%	3.8%	98.0%	4.8%	108.0%	6.6%	118.0%	8.6%
79.0%	2.9%	89.0%	3.9%	99.0%	4.9%	109.0%	6.8%	119.0%	8.8%
80.0%	3.0%	90.0%	4.0%	100.0%	5.0%	110.0%	7.0%	120.0%	9.0%
81.0%	3.1%	91.0%	4.1%	101.0%	5.2%	111.0%	7.2%	121.0%	9.2%
82.0%	3.2%	92.0%	4.2%	102.0%	5.4%	112.0%	7.4%	122.0%	9.4%
83.0%	3.3%	93.0%	4.3%	103.0%	5.6%	113.0%	7.6%	123.0%	9.6%
84.0%	3.4%	94.0%	4.4%	104.0%	5.8%	114.0%	7.8%	125.0%	10.0%