MAYOLY
Taking your care to heart

Variable Compensation Policy: STI

Table of Contents

I. PRINCIPLES 1

II. ELIGIBILITY 1

1. General Rules 1
2. Exceptions and Special Cases 2
2.1. STI Eligibility for new employees 2
2.2. STI Eligibility for employees leaving the company 2
a. Eligibility rules in case of resignation or dismissal 2
b. Eligibility rules for the following reasons 2
2.3. Payment of the bonus in the case of Maternity/paternity Leave, Parental Leave, Long-term illness, or Sabbatical Leave 2

III. STI PLAN 3

1. Composition of the STI Plan 3
2. Calculation Methods 3

IV. APPENDIX 5

Bonus grid – Population at 2,5% 5
Bonus grid - Population at 10% 5
Bonus grid - Population at 15% 6
Bonus grid – Population at 20% 6
Bonus grid - Population at 25% 7
Bonus grid - Population at 30% (Excluding COMEX) 7
Bonus grid - Population at 30% (COMEX) 8
Bonus grid - Population at 40% (COMEX) 8

Variable Compensation Policy: STI

I. Principles

The annual variable compensation plan, also known as STI (Short-Term Incentive), aims to develop and reward both collective and individual performance.

It is a key component of the overall compensation and benefits package.

The STI bonus has been redefined and harmonized across the entire group as of January 1, 2024, to implement a global, competitive, simple, and transparent policy.

This plan:

• **Supports our strategy** by aligning team and employee objectives with the company's strategic priorities.

• **Unites teams** around collective goals, by BU, country, clusters, etc.

• **Raises awareness, motivates, and rewards** employees based on how their performance contributes to the Group's results.

The STI bonus is defined for a calendar year (January 1 to December 31). It is managed at the Corporate HR C&B level with common rules by geographic sectors/functions.

When collective and individual results are finalized and validated locally in each country, the bonus amount is calculated at the end of the first quarter of the following year by the Compensation & Benefits Department then lastly validated by COMEX member, EVP HR and CEO.

Payments for all countries are scheduled for April of the following year, in line with the Group's APR campaign.

If an employee's success rate is below 80%, the bonus will not be paid.

II. Eligibility

1. General Rules

To be eligible for the STI Variable Compensation Plan, employees must meet the following criteria:

- Be employed by Mayoly on a permanent contract (CDI) or on a fixed-term contract (CDD) with at least 3 months of service during the reference year (starting no later than September 30).
- Not be benefiting from other variable compensation schemes, such as sales incentive programs.

Additionally, employees whose individual performance is deemed insufficient and/or whose behavior is judged inappropriate by management and HR are not eligible for the annual bonus payments (individual and collective).

2. Exceptions and Special Cases

2.1. STI Eligibility for new employees

For employees joining during the year, the STI bonus is granted on a pro-rata basis for the time worked, if objectives were set upon the employee's arrival. The annual reference salary used for calculating the bonus will be prorated based on the number of days worked during the year.

2.2. STI Eligibility for employees leaving the company

a. Eligibility rules in case of resignation or dismissal

Employees lose eligibility for the STI bonus if they are dismissed or resign during the reference year. The relevant date is the last day of the contract.

Examples:

- An employee whose last contract day is before December 31 of the reference year will not be eligible for the annual bonus, neither individual nor collective.
- An employee whose last contract day is after December 31 of the reference year and before March 31 will be eligible for the annual bonus, provided they have completed the annual evaluation with their manager in MayHR before leaving. Since collective results are validated annually in April, the collective part of the bonus will be paid based on the estimated collective results as of the departure date and capped at 100%.

b. Eligibility rules for the following reasons:

- Retirement
- Death

Different countries may have additional reasons. Refer to local legislation or practices for further details.

The bonus will be paid on a pro-rata basis for the time worked during the reference year up to the employee's departure date, provided that, when applicable, the annual evaluation with their manager in MayHR was completed before leaving.

Since collective results are validated annually in April, the collective part of the bonus will be paid based on the estimated collective results as of the departure date and capped at 100%.

2.3. Payment of the bonus in the case of Maternity/paternity Leave, Parental Leave, Long-term illness, or Sabbatical Leave

Employees on maternity/paternity leave, parental leave, long-term illness, or sabbatical leave, who have worked for at least 3 consecutive months during the year, will be eligible for the STI bonus. This bonus will be calculated pro-rata based on their time worked and according to the rules of each country.

III. STI Plan

1. Composition of the STI Plan

Calculations are performed based on the criteria and weights assigned to each bonus category.

STI PAY MIX MAYOLY GROUP 2024		
Bonus	CF	IF
Population at 2,5%	20,00%	80,00%
Population at 10%	30,00%	70,00%
Population at 15%	40,00%	60,00%
Population at 20%	40,00%	60,00%
Population at 25%	50,00%	50,00%
Population at 30% (Excluding Comex)	50,00%	50,00%
Population Comex	60,00%	40,00%

The STI consists of 2 factors:

- Collective factor: depends on the Organization/ Division/Country/ Bonus Category.
- Individual factor: depends on the achievement rate of individual objectives set by the Manager via MayHR after discussion with the employee.

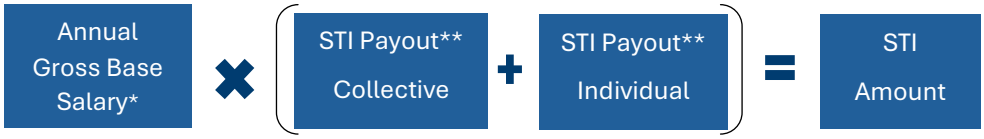
STI PAY MIX MAYOLY GROUP 2024 => => Collective Factor						
Bonus	CF	80%	90%	100%	110%	120%
Population at 2,5%	0,50%	0,00%	0,25%	0,50%	0,75%	1,00%
Population at 10%	3,00%	0,00%	1,50%	3,00%	4,50%	6,00%
Population at 15%	6,00%	0,00%	3,00%	6,00%	9,00%	12,00%
Population at 20%	8,00%	0,00%	4,00%	8,00%	12,00%	16,00%
Population at 25%	12,50%	0,00%	6,25%	12,50%	18,75%	25,00%
Population at 30% (Excluding Comex)	15,00%	0,00%	7,50%	15,00%	22,50%	30,00%
Population at 30% Comex	18,00%	0,00%	9,00%	18,00%	27,00%	36,00%
Population at 40% Comex	24,00%	0,00%	12,00%	24,00%	36,00%	48,00%

STI PAY MIX MAYOLY GROUP 2024 => Individual Factor						
Bonus	IF	80%	90%	100%	110%	120%
Population at 2,5%	2,00%	0,00%	1,00%	2,00%	3,00%	4,00%
Population at 10%	7,00%	0,00%	3,50%	7,00%	10,50%	14,00%
Population at 15%	9,00%	0,00%	4,50%	9,00%	13,50%	18,00%
Population at 20%	12,00%	0,00%	6,00%	12,00%	18,00%	24,00%
Population at 25%	12,50%	0,00%	6,25%	12,50%	18,75%	25,00%
Population at 30% (Excluding Comex)	15,00%	0,00%	7,50%	15,00%	22,50%	30,00%
Population at 30% Comex	12,00%	0,00%	6,00%	12,00%	18,00%	24,00%
Population at 40% Comex	16,00%	0,00%	8,00%	16,00%	24,00%	32,00%

The achievement rate of collective and individual performances can vary from 0% to 120%.

2. Calculation Methods

The calculation methods are defined as follows:



** Annual Gross Base Salary: Considering the time worked*
***STI Payout: Result of the collective grid + result of the individual grid (grids in appendices)*

Example – Bonus Calculation

Let's consider the case of an employee who was present all year (365 days) in 2025, with:

- A base salary of $33,000 from January 1st to March 31st , 2025
- A new base salary of $34,000 from April 1st to December 31st , 2025
- A Target bonus of 2.5%

Note: The bonus is calculated based on the employee's performance and base salary earned during 2025 (year N-1).
Although the payment is made in April 2026, it reflects the performance and compensation from the full calendar year 2025.

Bonus Breakdown:

- Individual performance factor: the employee was evaluated by their manager at 110%, triggering a bonus payout of 3%.
- Collective performance factor: the achieved result is 105%, triggering a bonus payout of 0.62%.
- Total bonus percentage: 3% + 0.62% = 3.62%

Step-by-step Bonus calculation:

- Period 1 : January 1st to March 31st (90 days)
  (90/365) x $33,000*3.62%= $294.56
- Period 2 : April 1st to December 31st (275 days)
  (275/365) x $34,000 x 3.62% = $926.83

Total Bonus Amount (based on 2025 earnings)
- 294.56 + 926.83 = $ 1,221.39

This amount will be paid in April 2026.

IV. Appendix

Bonus grid – Population at 2,5%

Population 2,5%

Collective Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,03%	0,05%	0,08%	0,10%	0,13%	0,15%	0,18%	0,20%	0,23%	0,25%	0,28%	0,30%	0,33%	0,35%	0,38%	0,40%	0,43%	0,45%	0,48%	0,50%	0,53%	0,55%	0,57%	0,60%	0,62%	0,65%	0,67%	0,70%	0,72%	0,75%	0,77%	0,80%	0,82%	0,85%	0,87%	0,90%	0,92%	0,95%	0,97%	1,00%

Individual factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,10%	0,20%	0,30%	0,40%	0,50%	0,60%	0,70%	0,80%	0,90%	1,00%	1,10%	1,20%	1,30%	1,40%	1,50%	1,60%	1,70%	1,80%	1,90%	2,00%	2,10%	2,20%	2,30%	2,40%	2,50%	2,60%	2,70%	2,80%	2,90%	3,00%	3,10%	3,20%	3,30%	3,40%	3,50%	3,60%	3,70%	3,80%	3,90%	4,00%

Bonus grid - Population at 10%

Population 10%

Collective Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,15%	0,30%	0,45%	0,60%	0,75%	0,90%	1,05%	1,20%	1,35%	1,50%	1,65%	1,80%	1,95%	2,10%	2,25%	2,40%	2,55%	2,70%	2,85%	3,00%	3,15%	3,30%	3,45%	3,60%	3,75%	3,90%	4,05%	4,20%	4,35%	4,50%	4,65%	4,80%	4,95%	5,10%	5,25%	5,40%	5,55%	5,70%	5,85%	6,00%

Individual factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,35%	0,70%	1,05%	1,40%	1,75%	2,10%	2,45%	2,80%	3,15%	3,50%	3,85%	4,20%	4,55%	4,90%	5,25%	5,60%	5,95%	6,30%	6,65%	7,00%	7,35%	7,70%	8,05%	8,40%	8,75%	9,10%	9,45%	9,80%	10,15%	10,50%	10,85%	11,20%	11,55%	11,90%	12,25%	12,60%	12,95%	13,30%	13,65%	14,00%

IV. Appendix

Bonus grid - Population at 15%

Population 15%

Collective Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,30%	0,60%	0,90%	1,20%	1,50%	1,80%	2,10%	2,40%	2,70%	3,00%	3,30%	3,60%	3,90%	4,20%	4,50%	4,80%	5,10%	5,40%	5,70%	6,00%	6,30%	6,60%	6,90%	7,20%	7,50%	7,80%	8,10%	8,40%	8,70%	9,00%	9,30%	9,60%	9,90%	10,20%	10,50%	10,80%	11,10%	11,40%	11,70%	12,00%

Individual Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,45%	0,90%	1,35%	1,80%	2,25%	2,70%	3,15%	3,60%	4,05%	4,50%	4,95%	5,40%	5,85%	6,30%	6,75%	7,20%	7,65%	8,10%	8,55%	9,00%	9,45%	9,90%	10,35%	10,80%	11,25%	11,70%	12,15%	12,60%	13,05%	13,50%	13,95%	14,40%	14,85%	15,30%	15,75%	16,20%	16,65%	17,10%	17,55%	18,00%

Bonus grid – Population at 20%

Population 20%

Collective Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,40%	0,80%	1,20%	1,60%	2,00%	2,40%	2,80%	3,20%	3,60%	4,00%	4,40%	4,80%	5,20%	5,60%	6,00%	6,40%	6,80%	7,20%	7,60%	8,00%	8,40%	8,80%	9,20%	9,60%	10,00%	10,40%	10,80%	11,20%	11,60%	12,00%	12,40%	12,80%	13,20%	13,60%	14,00%	14,40%	14,80%	15,20%	15,60%	16,00%

Individual Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,60%	1,20%	1,80%	2,40%	3,00%	3,60%	4,20%	4,80%	5,40%	6,00%	6,60%	7,20%	7,80%	8,40%	9,00%	9,60%	10,20%	10,80%	11,40%	12,00%	12,60%	13,20%	13,80%	14,40%	15,00%	15,60%	16,20%	16,80%	17,40%	18,00%	18,60%	19,20%	19,80%	20,40%	21,00%	21,60%	22,20%	22,80%	23,40%	24,00%

IV. Appendix

Bonus grid - Population at 25%

Population 25%

Collective Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,63%	1,25%	1,88%	2,50%	3,13%	3,75%	4,38%	5,00%	5,63%	6,25%	6,88%	7,50%	8,13%	8,75%	9,38%	10,00%	10,63%	11,25%	11,88%	12,50%	13,13%	13,75%	14,38%	15,00%	15,62%	16,25%	16,87%	17,50%	18,12%	18,75%	19,37%	20,00%	20,62%	21,25%	21,87%	22,50%	23,12%	23,75%	24,37%	25,00%

Individual Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,63%	1,25%	1,88%	2,50%	3,13%	3,75%	4,38%	5,00%	5,63%	6,25%	6,88%	7,50%	8,13%	8,75%	9,38%	10,00%	10,63%	11,25%	11,88%	12,50%	13,13%	13,75%	14,38%	15,00%	15,62%	16,25%	16,87%	17,50%	18,12%	18,75%	19,37%	20,00%	20,62%	21,25%	21,87%	22,50%	23,12%	23,75%	24,37%	25,00%

Bonus grid - Population at 30% (Excluding COMEX)

Population 30%

Collective Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,75%	1,50%	2,25%	3,00%	3,75%	4,50%	5,25%	6,00%	6,75%	7,50%	8,25%	9,00%	9,75%	10,50%	11,25%	12,00%	12,75%	13,50%	14,25%	15,00%	15,75%	16,50%	17,25%	18,00%	18,75%	19,50%	20,25%	21,00%	21,75%	22,50%	23,25%	24,00%	24,75%	25,50%	26,25%	27,00%	27,75%	28,50%	29,25%	30,00%

Individual Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,75%	1,50%	2,25%	3,00%	3,75%	4,50%	5,25%	6,00%	6,75%	7,50%	8,25%	9,00%	9,75%	10,50%	11,25%	12,00%	12,75%	13,50%	14,25%	15,00%	15,75%	16,50%	17,25%	18,00%	18,75%	19,50%	20,25%	21,00%	21,75%	22,50%	23,25%	24,00%	24,75%	25,50%	26,25%	27,00%	27,75%	28,50%	29,25%	30,00%

MAYOLY
Taking your care to heart

IV. Appendix

Bonus grid - Population at 30% (COMEX)

Population 30%

Collective Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,90%	1,80%	2,70%	3,60%	4,50%	5,40%	6,30%	7,20%	8,10%	9,00%	9,90%	10,80%	11,70%	12,60%	13,50%	14,40%	15,30%	16,20%	17,10%	18,00%	18,90%	19,80%	20,70%	21,60%	22,50%	23,40%	24,30%	25,20%	26,10%	27,00%	27,90%	28,80%	29,70%	30,60%	31,50%	32,40%	33,30%	34,20%	35,10%	36,00%

Individual Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,60%	1,20%	1,80%	2,40%	3,00%	3,60%	4,20%	4,80%	5,40%	6,00%	6,60%	7,20%	7,80%	8,40%	9,00%	9,60%	10,20%	10,80%	11,40%	12,00%	12,60%	13,20%	13,80%	14,40%	15,00%	15,60%	16,20%	16,80%	17,40%	18,00%	18,60%	19,20%	19,80%	20,40%	21,00%	21,60%	22,20%	22,80%	23,40%	24,00%

Bonus grid - Population at 40% (COMEX)

Population 40%

Collective Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	1,20%	2,40%	3,60%	4,80%	6,00%	7,20%	8,40%	9,60%	10,80%	12,00%	13,20%	14,40%	15,60%	16,80%	18,00%	19,20%	20,40%	21,60%	22,80%	24,00%	25,20%	26,40%	27,60%	28,80%	30,00%	31,20%	32,40%	33,60%	34,80%	36,00%	37,20%	38,40%	39,60%	40,80%	42,00%	43,20%	44,40%	45,60%	46,80%	48,00%

Individual Factor

R/O	80% & <	81%	82%	83%	84%	85%	86%	87%	88%	89%	90%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	101%	102%	103%	104%	105%	106%	107%	108%	109%	110%	111%	112%	113%	114%	115%	116%	117%	118%	119%	120% & >
VS R/O	-100%	-95%	-90%	-85%	-80%	-75%	-70%	-65%	-60%	-55%	-50%	-45%	-40%	-35%	-30%	-25%	-20%	-15%	-10%	-5%	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Bonus	0,00%	0,80%	1,60%	2,40%	3,20%	4,00%	4,80%	5,60%	6,40%	7,20%	8,00%	8,80%	9,60%	10,40%	11,20%	12,00%	12,80%	13,60%	14,40%	15,20%	16,00%	16,80%	17,60%	18,40%	19,20%	20,00%	20,80%	21,60%	22,40%	23,20%	24,00%	24,80%	25,60%	26,40%	27,20%	28,00%	28,80%	29,60%	30,40%	31,20%	32,00%