



K A M P O S

BONUS POLICY

valid from 1st January 2022

Purpose and definition of the company's Bonus Policy

The employee bonus policy explains how the company calculates and distributes bonuses to employees. KAMPOS is committed to reward employees based on their performance and based on the business results.

KAMPOS may modify this policy and our bonus plans at any time without prior notice.

Scope

This policy applies to all regular full-time, part-time and seasonal employees. This policy cannot be overwritten by any side agreement between the employee and the line manager.

Bonuses can be either discretionary or non-discretionary:

- **Discretionary Bonuses** are determined at the company's sole discretion. They are not a promise to employees and the company doesn't guarantee anyone will receive them. (For example: KAMPOS may pay a bonus to reward an employee who showed exemplary performance at a particular time)
- **Non-discretionary Bonuses** are promised or announced to employees and guaranteed to those who meet the established criteria for the bonus. (For example: KAMPOS may promise to pay non-discretionary bonuses to reward the Team for meeting specific targets)

Lump-sum bonus - Discretionary Bonus

KAMPOS may award lump-sum bonuses (one-time bonus payments) to employees who show exemplary performance. The company defines "exemplary performance" as:

- Exceeding goals, either financial or non-financial area of the business;
- Performing additional duties from what is expected;
- Serving as good example of professional behavior to other employees including but not limited to teamwork, leadership and ethics.

The supervisor identifies and recommends by formal written document to the Human Resources and Department to elaborate and explain the employee's exemplary performance.

The Human Resources will:

- Review the recommendations based on available budget and should be forwarded to the CEO for approval and disclosure of the amount of bonus

- that the employee should receive;
- Send a formal letter to the employee who showed exemplary performance;
- Communicate with the Finance Department to arrange the payment of the bonuses on time.

Year-end bonus - Non-discretionary Bonus

KAMPOS will award a year-end bonus to each employee when the below conditions are met:

- The company has met or exceeded its annual financial goals and targets;
- The employee has met or exceeded its own personal target and/or objectives for his/her area of responsibility;
- The employee has not announced he/she intend to resign either verbally or in writing;
- The employee has received at least satisfactory performance reviews.

The company will pay out bonuses according to this tiered system:

- Directors are entitled to receive 1.000 EURO;
- Head of (including Store Managers) are entitled to receive 750 EURO;
- Managers (including Sales Assistant) are entitled to receive 500 EURO;
- Interns are entitled to receive 200 EURO.

Sales Team specific Incentive Scheme

Sales team (full time, part-time and seasonal employees) are entitled to receive a 2% of the turnover of the shop prorated bonus based on the following conditions:

- The budget of the boutique is met (50% weight);
- The budget for the company is met (50% weight);
- The full bonus is prorated by the employees who worked in the shop by the time spent in the shop;
- Products missing in the inventory will be deducted from the total amount at cost.

Calculation examples

Assuming the Company's Target is €100.000,00 and the Store's Target is €20.000,00 there are 3 scenarios:

SCENARIO 1:

The Company's Result: €101.000,00

Store's Result: €21.000,00

BOTH THE COMPANY and THE STORE achieved their TARGETs, which means the BONUS IS ACHIEVED in full

Calculation:

(Store's Result ~~€21.000,00~~) * (2% Fixed Company Bonus Percentage)

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0.420/Sales Team = ***€420,00/Sales Team***

SCENARIO 2:

The Company's Result: €101.000,00

Store's Result: €19.000,00

THE COMPANY ACHIEVED the target but THE STORE DIDN'T, and therefore ONLY PART OF THE BONUS IS ACHIEVED.

Calculation:

(Store's Result ~~€19.000,00~~) * (2% Fixed Company Bonus Percentage) * (50% Half of the BONUS)

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0.190,00/Sales Team = ***€190,00/Sales Team***

SCENARIO 3:

The Company's Result: €99.000,00

Store's Result: €19.000,00

BOTH THE COMPANY and THE STORE DOESNT ACHIEVED the TARGET, which indicates that the BONUS IS NOT ACHIEVED.

All bonuses are subject to taxation and will be added on the employee payslip.

Full time employees who participated in selling activities throughout summer period are entitled to receive either the sales incentive bonus or annual bonus (not both), whichever is higher.

Declaration of Principles

I hereby acknowledge receipt of the Bonus Policy from KAMPOS GLOBAL A.G., KAMPOS ITALIA S.R.L. Societa' Benefit or any subsidiary of the group. I understand and agree that it is my responsibility to read and comply with the Bonus Policy and I promise to do so. I also understand that if I ever have a question about the principles stated in this Discount Policy or do not understand them, I should raise that question or concern with the supervisor and/or the Finance Department.

Employee's Name in Print

Signature of Employee

Date Signed by Employee

TO BE PLACED IN EMPLOYEE'S PERSONNEL FILE