



PDR 2022 “bonus of productivity”

May 2023



2022 PDR Result

- EBITDA : -14.86%
- Productivity (Vol/HC vs LY) : -1.30%
- Absenteeism : > 2.00%
- Absenteeism individual: (see following slide with individual scheme)
- BQA: 83.9%



PDR REWARD SCHEME 2022

Elaborated on 2022 results

INDEX WEIGHT

15% EBITDA -

2018-2020 EBITDA	<1%	1.00%	12.00%	20.00%	26.00%	≥ 32.0%
Payout	0	48.75	73.13	97.50	105.30	120.00

35% PRODUCTIVITY

2018-2020	<4.40%	4.40%	6.00%	8.00%	10.00%	12.00%
Payout	0	113.75	170.63	227.50	245.70	280.00

40% ABSENTEEISM

2018-2020 goal	>2.38%	2.38%	2.22%	2.10%	2.06%	≤2.00 %
Payout		65.00	97.50	130.00	140.40	160.00
ABS individual scheme ON goal payout	0	65.00	97.50	130.00	140.00	Valore da schema indiv.

10% QUALITY

2018-2020 goal	< 85%	85.00%	86.30%	88.90%	89.50%	≥ 91.00%
Payout	0	32.50	48.75	65.00	70.20	80.00

2018 proposal		325	488	650	702	800
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Absenteeism scheme - Individual

		0%	>0 = 2.00	>2.10 = 3%	>3 = 5%	>5 = 8%	>8%
Base country reward		160	160	160	160	160	160
Individual bonus		160	160	112	48	16	0
Premium of presence (*)		40	0	0	0	0	0
		360	320	272	208	176	160

Reward 115% 100% 85% 65% 55% 50%

Tasso assenteismo individuale	Compenso assenteismo individuale	Compenso assenteismo country	Compenso redditivita'	Compenso Produttivita'	Compenso Qualita'	Totale PDR (Full Time Equivalent)	
0% *	200.00 €	160.00 €	0 €	0 €	0 €	360.00 €	
0 - 2,00% **	160.00 €	160.00 €	0 €	0 €	0 €	320.00 €	
> 2,00%-3%	112.00 €	160.00 €	0 €	0 €	0 €	272.00 €	
>3% - 5%	48.00 €	160.00 €	0 €	0 €	0 €	208.00 €	
>5 - 8%	16.00 €	160.00 €	0 €	0 €	0 €	176.00 €	
Over 8%	- €	160.00 €	0 €	0 €	0 €	160.00 €	
			1.58%	-14.86%	-1.30%	83.90%	<<<< risultati 2022

* zero ore assolute, non semplicemente dopo applicazione di franchigia- Importo che quindi comprende il bonus da 40 euro

** chi ha 0% di assenteismo pero' dopo l'applicazione della franchigia di 5 gg, ma in realta' ha fatto ore di assenza



INDEX	2018		2019		2020		2021		2022		2023	
	Result	Value	Result	Value	Result	Value	Result	Value	Result	Value	Result	Value
EBITDA	44.9%	120,00	13.80%	73,10	-13.40%	0	62.3%	120,00	-14.86%	0,00		
ABSENTEEISM	1.30%	160,00	1.24%	160,00	>2	160,00	1.58%	160,00	>2.00%	160,00		
Individual max value		Valore da schema		Valore da schema		Valore da schema		Valore da schema		Valore da schema		
Premium of presence if individual is 0%		40,00		40,00		40,00		40,00		40,00		
PRODUCTIVITY	4.40%	113,75	0.86%	0,00	14.06 %	280,00	16.95%	280,00	-1.30%	0,00		
BQA	86.4%	48,75	87.6%	48.75	n/a	0	87,5%	48,75	83.90%	0.00		
PDR value Min – Max including Premium of presence	442.50 - 602.50 642,50		281,85 – 441.85 481,85		440.00 - 600,00 640,00 Add 48,75 (BQA) recognition in welfare		608,75 – 768,75 808,75 Additional 150,00 FTE if amount converted on Welfare		160,00 – 320.00 360.00 Additional 150,00 FTE if amount converted on Welfare			