

## President's Club 2022 - Rules

### Eligibility requirements

- The individual must have achieved or exceeded his/her 2022 cumulative objective.
- The individual must have held a sales rep or sales manager role from January 1, 2022 to December 31, 2022, with an effective presence of 11 months over this period.
- The individual should be employed by the group in January 2023. Resigning employees are not eligible
- For IC, ICS, Field Team Leader, Sales Managers and Sales Directors, the reference objectives are those distributed at the beginning of the year.
- For Inside Sales and Inside Sales Team Leaders, the reference objectives are the sum of the objectives distributed monthly (minimum 11 months of objectives distributed).
- If an individual changes role during the contest period, his/her reference objective will be the sum of the objectives on each of his/her roles and he/she will compete for the BU and the category in which he/she will be present on December 31, 2022.
- The invitation to the President's club is at management's discretion. The CEO and the COO, as well as the Exco, have the possibility to exclude participants.

### Terms and Conditions of the Competition

#### Sales Reps (IC/ICS/IS/team leaders)

- IC and ICS: Ranking according to the achievement rate of the License + SaaS Booking objective for the period from January 1, 2022 to December 31, 2022
  - A 20% booster will be applied to Q2 2022 actuals (\*)
- Field Team Leaders: Ranking according to the achievement rate of their individual License + SaaS Booking objective for the period from January 1, 2022 to December 31, 2022
  - A 20% booster will be applied to Q2 2022 actuals (\*)
- IS and Team Leader IS: Ranking according to the achievement rate of the Saas + license + Services booking objective for the period from January 1, 2022 to December 31, 2022.
  - 20% increase in performance for the 2<sup>nd</sup> quarter of 2022 (\*)
- Number of seats per BU
  - 2 seats for ICS all BUs combined
    - To be eligible in this category, a person must have held an ICS role for at least 9 months
  - 15 seats for IC, IS and Team Leaders:
    - 3 seats for the top performers of the CPA BU
    - 4 seats for HCM: 1 for the top performer of the HCM Payroll France team, 1 for the top performer of the HCM Payroll International team, 1 for the top performer of the HCM Talentsoft France team, 1 for the top performer of the HCM Talentsoft International team,
    - 3 seats for the top performers of the Finance BU
    - 2 seats for the top performers of the Retail BU
    - 3 seats for the SB BU, with a limit of 1 seat for Koalaboox reps and 1 seat for Inside Sales Team Leaders

- 1 seat reserved for the best performing "rookie" all BUs combined: best 2022 performer of the IC, ICS, IS or team leader categories who joined a sales role at Cegid in 2021, if this person is not already part of the 17 seats above
- 1 seat reserved for the best performer of a company acquired in H1 2022

## Sales Managers

- 2 seats for Sales Managers and Country Managers, if they directly supervise 3 or more sales rep FTEs over the period from January 1 to December 31, 2022.
  - Sales Directors, Field Sales Managers or Country Managers: Ranking according to the achievement rate of their License + SaaS team Booking objective for the period from January 1 to December 31, 2022.
    - A 20% booster will be applied to Q2 2022 actuals (\*)
  - Inside Sales Managers: Ranking according to the achievement rate of their license + SaaS + Services Team booking objective for the period from January 1 to December 31, 2022.
    - A 20% booster will be applied to Q2 2022 actuals (\*)
- To be eligible, a manager must have received a Sales Manager compensation plan from Xactly or have a Country Manager role, and have directly managed 3 or more Sales Rep FTEs over the period from January 1 to December 31, 2022.

## Other populations

- 1 seat will be allocated for a head of BU, with specific criteria communicated separately
- 1 seat for a Sales Director: Ranking according to the cumulative achievement rate all their objectives for the period from January 1, 2022 to December 31, 2022
- 6 seats allocated based on submissions from BU heads and validated by Exco
  - CSMs, Pre-Sales, Pre-Sales Managers, Alliance, SDR, Country Managers roles without sales supervision (or less than 3 FTEs)

## Guests

- President's Club participants can invite a person of their choice.
- If a guest is an Cegid employee, additional information will be requested to determine that person's eligibility.
- Guests must be at least 16 years old on January 1, 2023.
- If the eligible person cannot participate to the trip, no compensation will be given.

(\*) The calculation of achievements used to determine eligibility to the President's Club is based on the same rules as for variable compensation plans, with the following exception: the achievements of the period from April 1, 2022 to June 30, 2022 are increased by 20% for the calculation of eligibility to the President's Club.

This increase will only be applicable to the calculation of the eligibility to the President's Club, and it will not be reflected in the achievements used as a basis for the calculations of the variable compensation plan.