

What you need to know

Gainshare Target Bonus

Fording River, Elkview and their respective unions agreed to reduce the target bonus to 4%.

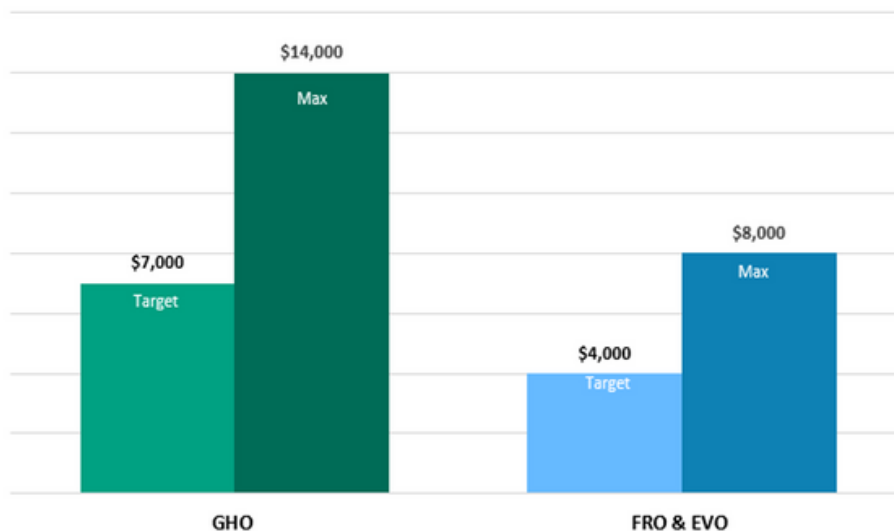
The Greenhills Gainshare Bonus has been maintained at target of 7%.

Recent Payout History

Year	GHO	FRO	LCO	EVO
2023	1.94%	1.58%	0%	1.89%
2022	7.17%	2.31%	1.77%	1.84%
2021	3.56%	2.13%	2.92%	1.52%
2020	9.58%	5.85%	7.84%	5.75%

Average payout since 2008 at GHO is 7.72%

Gainshare Target Bonus*



*based on \$100,000 base salary

Have a question? Email greenhills@evr.com.

All questions will be treated as strictly confidential.