



Effective Date: 16/5/2023

Valvoline & Matador Contract Customer Standard Bonus & ASM Performance Award

| | Monthly Contract Liter | Yearly Contract Liter | Customer Yearly Bonus % | ASM Performance Award | |
|------------------------------|------------------------|-----------------------|-------------------------|----------------------------|-------------------------|
| | | | | New Contract Finding (MMK) | Existing Contract (MMK) |
| MCO Contract Program | 300 | 3,600 | 2.0% | 150,000 | 75,000 |
| | 400 | 4,800 | 2.5% | 250,000 | 125,000 |
| | 600 | 7,200 | 3.0% | 300,000 | 150,000 |
| | 800 & Above | 9,600 | 5.0% | 350,000 | 200,000 |
| PCMO Contract Program | 300 | 3,600 | 2.0% | 200,000 | 100,000 |
| | 400 | 4,800 | 2.5% | 300,000 | 150,000 |
| | 600 | 7,200 | 3.0% | 400,000 | 200,000 |
| | 800 & Above | 9,600 | 5.0% | 500,000 | 250,000 |

Will be divided ASM reward by three times as below;

- 1) At the beginning of contract- 10% (based on ASM reward amount)
- 2) If half fully the yearly target liters- 30% (based on ASM reward amount)
- 3) If fully the yearly target liters - 60% (based on ASM reward amount)

Remark

Matador+ Valvoline Brand နှစ်ခုပေါင်းပြီး Contract ချုပ်ငြိမ်းရပါမည်။

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