

The Stakeholder Scorecard

		Weighting		Result	
Customers		20%		18.2%	
		Target	FY Result	Weight	Result
	Reliability	75%	70%	33%	31%
	Relationship	90%	95%	33%	35%
	Relatedness	80%	60%	33%	25%
		Weighting		Result	
Team Members		20%		19.4%	
		Target	FY Result	Weight	Result
	Engagement	77%	73%	50%	48%
	Diversity	50%	35%	20%	14%
	Compensation	150m	170m	20%	23%
	L&D Spend	\$1m	\$1.2m	10%	12%
		Weighting		Result	
Community		20%		24.2%	
		Target	FY Result	Weight	Result
	Volunteer Hours	600	900	40%	60%
	Investment	\$500k	\$550k	30%	33%
	In-kind donations	\$1.5m	\$1.4m	30%	28%

		Weighting		Result	
Society		20%		21%	
		Target	FY Result	Weight	Result
	GHG CO ₂ (tonnes)	25T	24t	40%	38%
	H ₂ O (liters)	500L	450L	20%	22%
	Energy (kWh)	200k	180k	40%	44%
		Weighting		Result	
Owners/Shareholders		20%		20.8%	
		Target	FY Result	Weight	Result
	Revenues (\$)	\$5m	\$5.2m	50%	52%
	EBITDA (\$)	\$500k	\$520k	50%	52%
Stakeholder Scorecard Summary					
		Weighting		Result	
	Customers	20%		18.2%	
	Team Members	20%		19.4%	
	Community	20%		24.2%	
	Society	20%		21.0%	
	Owners/Shareholders	20%		20.8%	
Organizational Target:				100%	
Organizational Result:				103.6%	

Executive Restricted Stock Unit Entitlement		
2019 Potential Disbursement: 100,000 stock units		
	2019 Result	RSU Allotment
Customers	18.2%	18,200
Team Members	19.4%	19,400
Community	24.2%	24,200
Society	21.0%	21,000
Owners/Shareholders	20.8%	20,800
2019 Total Allotment:		103,600 RSUs
<p>Stakeholder Scorecard courtesy Dan Pontefract</p> <p>www.danpontefract.com</p> <p>dp@danpontefract.com</p>		