

## Crunching the Numbers...

In addition to a competitive base salary, RSP program and health and dental benefit package, Impala Canada offers its employees additional payment and benefit opportunities including:



### Impala Canada Retention Bonus

The Retention Bonus Program is a two-year program; all employees – manager level and below in our organization – are eligible to participate, and the total value available is \$10,000. Payment of the Retention Bonus assumes full and continuous employment with Impala Canada during the designated periods.<sup>1</sup>

Bonus Period	Retention Bonus	Safety Top-Up*	Period Total
Year 1 (12 months after start date)	\$3,000	\$1,000	\$4,000
Year 2 (24 months after start date)	\$5,000	\$1,000	\$6,000
<b>Total Available Bonus</b>			<b>\$10,000</b>

### Employee Referral Bonus

The Employee Referral Program will reward our employees for helping us build our strong, dedicated team. A total of \$4,000 will be available for a high-quality, successful referral. Here's how it works:

Bonus Period	Bonus Payment	Safety Top-Up*
3-months after referred employees start date	\$1,500	N/A
6-months after the referred employees start date	\$1,500	N/A
12-months after the referred employees start date	N/A	\$1,000
<b>Total</b>		<b>\$4,000</b>

### Travel Allowance

The Travel Allowance supports travel costs to and from the mine site. Rates are reviewed regularly to ensure they are aligned with the current marketplace.

Distance from residence to mine site	Per month
0-150 km	\$94.25
151-300 km	\$187.42
301-600 km	\$313.08
601 – 1500 km	\$750.75
1501 – 2400 km	\$876.42
2401 + km	\$1018.33

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\*Eligibility for Safety Top-up requires the employee in question (self or referred) maintains a good safety record and is an employee in good standing.

<sup>1</sup>Impala Canada reviews program components against evolving workforce needs regularly. We expect enrollment into the Retention Bonus Program will be open until March 1, 2022. Impala reserves the right to change this date at any time, and any changes to this will be communicated.