

<b>Year</b>	<b>Cash</b>	<b>Bonus</b>	<b>Right</b>
2017	NO	NO	NO
2018	12.5%	NO	NO
2019	12.5%	NO	NO
2020	15%	NO	NO
2021	22.05%	NO	NO
2022	22.25%	NO	NO