CRITERIA TO WIN

- 40% Growth versus Budget in %/ 30% Growth vs Last year in % / 30% Growth vs Last year in Value (€)
- Eligibility: min 100% vs Budget
- Eligibility: 12 months on the position by April 2027
- NEW: Maximum of one award in Cardio & one in EVI per entity for the sales representative awards
- Non eligibility direct countries: non active participation into Terumo360
- Others: based upon local management recommendation and EMEA Leadership Team decision
- Overall eligibilty: upon respect of the Terumo Core Values and Code of Conduct

WINNERS SALES REPRESENTATIVES

4 Winners (1 Cardio, 1 EVI per entity) — TF/ TD

6 Winners (3 Cardio, 3 EVI within 4 entities) — TUK/ TEE/ BNL/ TPO

2 Winners (1 Cardio, 1 EVI within 4 entities) — TPT/ TEA/ TSC/ TNO

2 Winners — EURASIA/META

& Significant other

WINNERS KAM & AREA SALES MANAGERS

1 Winner (KAM) — TF/ TD/ TEA/ TUK

1 Winner (Area Sales Manager) — TD/TUK/TIT/TEE/TF

1 Winner (Area Sales Manager) — EURASIA/META

& Significant other

WINNERS SALES MANAGERS

1 Winner — TF/ TD/ TIT/ TEE/TUK

1 Winner — BNL/TPT/ TEA/ TSC/ TNO/ TPO

1 Winner — EURASIA/ META

& Significant other

WINNERS OTHER CATEGORIES

1 Winner — CLUSTER DIRECTORS

3 Winners — COUNTRY MARKETING & PRODUCT SPECIALISTS*

3 Winners — BU MARKETING & BU BUSINESS PARTNER**

1 Winner — PRESIDENT'S PICK

& Significant other

* 1 marketing, 1 product specialist and 1 marketing or product specialist

** 1 marketing, 1 business partner and 1 marketing or business partner