

Sample Burn Rate & Dilution Analysis



Burn Rate

Fiscal Year	Options Granted	Full-Value Grants	Total Granted	Weighted Avg. Shares Outstanding	ISS Value-Adjust ed Burn Rate	Unadjusted Burn	2024 Burn Rate
2024	-	5,444,000	5,444,000	151,392,000	3.6%	3.6%	
2023	-	6,250,000	6,250,000	152,510,000	4.1%	4.1%	
2022	-	3,590,000	3,590,000	159,089,000	2.3%	2.3%	
* ISS Burn Rate Benchmark for 4510 Software & Services GICS: (1.99%)					3.3%	3.3%	2.8%
Index: S&P 500							

Dilution

	2025	2024
Shares Outstanding	153,836,358	153,211,442
Warrants	32,005,972	26,998,000
Requested New Shares	8,000,000	5,000,000
Total Shares Available	2,859,459	7,336,898
Options/Full Awards O/S	12,497,404	8,022,562
Total:	23,356,863	20,359,460
Basic Dilution:	15.2%	13.3%
Full Dilution:	11.2%	10.2%

Plan Duration

3 Year Average Grant	5,094,667
Available Shares Expected Plan Duration (Years)	0.6
New + Available Shares	10,859,459
New + Available Expected Plan Duration (Years)	2.1