



2023 TOTAL COMPENSATION SUMMARY

Aadesh Nirfarake

GEID: 1011347562

Job/Officer Title: Apps Dev Programmer Analyst 2 / OFFICER

Sector / GOC: ICG / 31181358 - CCB Tech - Gateway Pune

Work Country: IN

Currency: INR

HOW: 2-Exceeds Expectations / **WHAT:** 2-Exceeds Expectations

| TOTAL COMPENSATION | Local Currency | % |
|--|-----------------------|-------------|
| Salary as of December 31, 2023 | 1,588,343.00 | |
| Total Incentive/Retention Award (includes deferred awards) | 125,000.00 | 100% |
| Cash Bonus | 125,000.00 | |
| TOTAL COMPENSATION | 1,713,343.00 | |

ANNUAL SALARY - Local Currency

| Current Annualized Salary Rate | Action | Increase | Increase % | Effective Date | 2024 Annualized Salary Rate |
|--------------------------------------|--------|------------|------------|------------------|-----------------------------|
| 1,588,343.00 | Market | 670,916.08 | 42.24 % | January 01, 2024 | 2,259,259.08 |

PROMOTION OR JOB CHANGE

| New Job Title / Officer Title / Job Level | Effective Date |
|--|------------------|
| Apps Dev Intmd Programmer Anal / OFFICER / C11 | January 01, 2024 |

All amounts are in local currency unless otherwise indicated. This Profile states the pre-tax value of your cash bonus made under Citi's Discretionary Incentive and Retention Award Plan (DIRAP).

DIRAP awards are determined at the sole discretion of management and may include terms and conditions under which your award may be recovered, reduced or canceled. Receipt of a DIRAP award should not be construed as a promise or guarantee of future awards or continued employment. All DIRAP awards are subject to applicable withholdings and applicable regulatory requirements and guidelines.

In order to be eligible for a DIRAP award, you must be employed on the date the award is paid.

* Annual Salary Rate (ASR) is defined as the current annualized rate of Base Salary. Total Compensation is defined as the Annual Salary Rate plus the annual year-end Incentive/Retention Award (including any commissions, if relevant) and may include overtime. In some locations, ASR may include additional allowances or cash benefits. Please refer to Workday for final detail around your fixed pay.

This Profile is provided for informational purposes only and is not a statement of legal entitlement. In the event of any conflict or inconsistency between the information above and the information contained in the records of your Citi employer (the 'Company'), the Company's records will control.