



FY21 Compensation Statement

Employee Name: Konar, Debolina
Employee Title: Sr. SW Engineer

Manager: Buraga, Parthasaradhi

Total Compensation Summary ¹ (INR)					
	<u>FY21 Target</u>	<u>FY21 Actual</u>	<u>FY22 Target³</u>	<u>Target Increase</u>	FY21 Performance
Annualized Base Salary²	2,100,000	1,352,055 ⁵	2,436,000	16.0%	
<i>Effective Date: October 1, 2021</i>					
<u>VIP Payment</u>					
Target %	12.0%	12.0%	12.0%		
Amount	252,000	300,156	292,320		
Bonus as a % of Target		185.0%			
<u>Total Cash</u>	2,352,000	1,652,211	2,728,320	16.0%	
<u>Long Term Incentive Plan (LTIP) Award (USD)⁷</u>					
Amount (\$)		4,317			
<i>Grant Date: November 19, 2021</i>					
<u>Total Direct Compensation</u>					
Amount		1,967,277			
Potential Gain on Unvested Equity by Years October 1, 2021 (Est. Value @ Visa Inc, Price of \$231) (USD)					
<u>Unvested Equity⁹</u>	<u>FY22</u>	<u>FY23</u>	<u>FY24</u>	<u>FY25</u>	<u>Total</u>
Restricted Stock	0	1,439	1,439	1,439	4,317
Total	0	1,439	1,439	1,439	4,317

Access the user guide: [Annual Review toolkit](#) > [Compensation discussions](#) > [Employee Statement User Guide](#)

- 1 This statement is reflective of current compensation and is not a guarantee of future employment.
- 2 If you work a part-time schedule, the FY21 annualized amount shown above reflects the full-time equivalent of your annual salary. Annualized amount does not include language differential pay.
- 3 FY22 Target Values are effective October 1, 2021 and are annualized (not reflective of proration or partial year target values, if applicable)
- 5 Eligible earnings used as basis for VIP / VIP-MIP calculation unless Total Guaranteed Cash (TGC)
- 7 Continued vesting of your equity award is subject to the terms and conditions of the Visa Inc. 2007 Equity Incentive Compensation Plan and your individual grant agreement(s). You will receive your individual grant agreement(s) approximately two weeks from grant date.
- 9 Includes any unvested equity as of October 1, 2021 and, if applicable, your new equity grant expected to be awarded November 19, 2021 (based on grant values).