



## FY21 Compensation Statement

### Total Compensation Summary<sup>1</sup> (INR)

	FY22 Actual
<b>Base Salary</b>	2,436,000+ 12% (PF)
<b>VIP Payment</b>	
Target %	12.0%
Bonus as a % of Target	292,320
<b>Total Cash</b>	2,728,320

FY21 Performance		
	What	How
	Strong	Strong

<b>Long Term Incentive Plan (LTIP) Award (USD)<sup>7</sup></b>	
Amount (\$)	4,317
Grant Date: November 19, 2021	

LTI Type	Value (USD)	Vesting
Restricted Stock Units	4,317	1/3 per year
	4,317	
<b>Total LTI</b>		

### Potential Gain on Unvested Equity by Years October 1, 2021 (Est. Value @ Visa Inc, Price of \$231) (USD)

Unvested Equity <sup>9</sup>	FY22	FY23	FY24	FY25	Total
Restricted Stock	0	1,439	1,439	1,439	4,317
<b>Total</b>	<b>0</b>	<b>1,439</b>	<b>1,439</b>	<b>1,439</b>	<b>4,317</b>

**Employee Name:** Konar, Debolina

**Employee Title:** Sr. SW Engineer

**Manager:** Buraga, Parthasaradhi

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

<sup>1</sup> This statement is reflective of current compensation and is not a guarantee of future employment.

<sup>2</sup> 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.

<sup>3</sup> 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). **Visa**

**Confidential**