



Confidential

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Personalized for Ajitesh Kumar

2023 LOCAL INCENTIVE PLAN (LIP) PAYOUT

Our performance in the past year demonstrates the hard work of our talented global team, the value our business model delivers, and our commitment to helping our customers solve their toughest challenges.

We are well positioned for growth at Ecolab. We know that the world will continue to face increased water shortages, greater demands for food and energy and growing expectations for improved public health. We have the solutions, service and insights to help solve these problems, improve the quality of life for people everywhere and support the health of our planet.

Thank you for your contributions to Ecolab's success.



Ajitesh Kumar (20363923)	Your 2023 LIP Payout	248,993 (INR)
Sr Platform Engineer	Your Bonus as a % of Target	117%
Local Incentive Plan	Based on Bonus Eligible Earnings	2,126,800 (INR)

Goal Description	Funded Results	Payout Results	Total Bonus Payout (USD)
Bonus Period - Dec 1, 2022 to Nov 30, 2023			
Bonus Target - 10%			
Enterprise	117%	117%	1,484
Individual Business Objective	117%	117%	1,484
Total			\$2,968
2023 Payout			248,993 (INR)