



2024 H2 Bonus - MyManagement for Dinesh Dilli

Introduction

As part of this step in the process:

C&B Operations team captures collective achievements (vs. Team objectives).

Payout calculations, as per the Bonus Scorecard (BSC) relevant to your role and scope, are defined in the BSC guidelines applicable for this semester. You may connect with your line manager or HRBP for further details.

Management reserves the right to adjust them under exceptional circumstances.

Employee Information

The information displayed here is as of the form creation date (static). If updates have been made later, the [Employee Info](#) page will show the current/latest information.

First Name	Dinesh	Last Name	Dilli
DAS ID	A883794	Line Manager	Satheesh Kumar Gadapa
GCM Job Code	Technical Engineering 6 (TEN06)	Job Title	Lead Consultant
Department	A APAC SCB Ops SCB Ops IN (70032368)	Cluster	GDC (000015)
Country	India	Branch	A APAC Standard Chartered Bank (23001594)
Sub-Branch	Standard Chartered Bank (24002370)	Working Scope	India (10000016)
Cost Center	AHS-Others SCB DB (IN92400171)	Indirect Function	
Legal Entity	IND - Atos Global IT Sol & Ser P.Ltd (A924)	Bonus Plan Identifier	MYMANAGEMENT
Effective Semester On Target Bonus	187500.00	Currency	INR

MyManagement Collective Objectives

The sum of the Bonus Objectives must add up to 100%.
Recommendation is to have a minimum weight per objective of 5%.

Note:

The company reserves the right in those cases where a financial KPI is not available/not measurable at the indicated scope level (e.g. country/cluster/region) for a given semester, to use the next scope level which is available or to use an alternative financial KPI for the payout calculation.

Financial

Contributive Cash Flow (CCF) - Group

FY_B2_Budget

Objective Details

		The following values will determine the payout curve and replace the previous payout curve for this KPI Threshold (minimum): -806.0m€ = 80% payout Target: -552.0m€ = 100% payout Cap (maximum): -496.8m€ = 130% payout These values will be also displayed in the respective threshold / target / cap fields in 'curve details' shortly.	
Company Assignment	Tech F	Description	
BSC Scheme	GEO Tech F	Weight	25.0%
Primary Scope	Group	Curve	Cash Flow (CCF)
Secondary Scope			
Other Details			



Financial
External Revenue (ER) - APAC
FY_B2_Budget

Objective Details

		The following values will determine the payout curve and replace the previous payout curve for this KPI Threshold (minimum): 295.5m€ = 50% payout Target: 311.1m€ = 100% payout Cap (maximum): 317.3m€ = 150% payout These values will be also displayed in the respective threshold / target / cap fields in 'curve details' shortly.	
Company Assignment	Tech F	Description	
BSC Scheme	GEO Tech F	Weight	25.0%
Primary Scope	APAC	Curve	External Revenue
Secondary Scope			
Other Details			



Financial
Operating Margin (OM) - APAC
FY_B2_Budget

Objective Details

The following values will determine the payout curve and replace the previous

Company Assignment	Tech F	Description	payout curve for this KPI Threshold (minimum): 43.2m€ = 80% payout Target: 51.0m€ = 100% payout Cap (maximum): 53.5m€ = 130% payout These values will be also displayed in the respective threshold / target / cap fields in 'curve details' shortly.
BSC Scheme	GEO Tech F	Weight	25.0%
Primary Scope	APAC	Curve	Margin (OM/GM/PM)
Secondary Scope			
Other Details			



Financial
Operating Margin (OM) - Group
FY_B2_Budget

Objective Details

Company Assignment	Tech F	Description	The following values will determine the payout curve and replace the previous payout curve for this KPI Threshold (minimum): 237.6m€ = 80% payout Target: 352.6m€ = 100% payout Cap (maximum): 370.2m€ = 130% payout These values will be also displayed in the respective threshold / target / cap fields in 'curve details' shortly.
BSC Scheme	GEO Tech F	Weight	25.0%
Primary Scope	Group	Curve	Margin (OM/GM/PM)
Secondary Scope			
Other Details			



Objectives Acknowledgement

By ticking this box I acknowledge that I have read and understood my objectives for this semester.



I acknowledge that I have read and understood my objectives.

Date:

10/21/2024

Employee's Comments:

Agreed