

Name: Wei, Li Man

Employee ID: 1365949

Location/Dept: NCS Chengdu - Chengdu

Office (LOC_CHN08)/Intelligent Center
(4251230)

Job Title: Software Engineer (21378744)



2025 ANNUAL REMUNERATION REVIEW

Dear Li Man,

In recognition of your contributions in FY2025, please find your remuneration awards for the year detailed herein.

These awards take into account factors that include overall Company performance, business unit and individual, as well as prevailing practices and macroeconomics of the markets we operate in.

The information in this letter, as with all communication on individual pay-related matters, is strictly confidential. If you need clarification, do not hesitate to speak to your manager.

Thank you for your commitment and we look forward to your continued contributions to bring the organisation to new heights.

Notes:

1. All monetary figures are displayed in local currency.
2. Performance Bonus is computed based on base salary as at 31 March 2025.
3. Performance Bonus is not applicable to employees on Sales Commission Schemes, and is pro-rated for employees with less than one year of service during the qualifying period (1 April 2024 to 31 March 2025).

For more information, please approach your P&C Partner.

This is a computer generated statement and no signature is required.

Fixed Reward (As of 1 July 2025)

Salary Increment	¥512
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Monthly Base Salary	¥11,712
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Variable Reward

Performance Bonus (PB) Paid	¥8,976
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