

2025 Annual Rewards Statement

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Annual Rating and Rewards Decisions

Year-end Performance Rating	2024 APB Bonus Payout	2025 Stock Award
Exceeds Expectations	52.12% 455,859 INR	120% 22,320 USD

2024 APB

APB Actual Payout					455,859 INR	
Measures	Weight	Performance			Payout %	Weighted Payout %
		Target	Actual	Actual as % of Target		
Business Performance						
Revenue	20%	\$57.5B	\$53.1B	92.35%	32.02%	6.40%
Gross Margin %	20%	46.0%	36.0%	78.20%	0.00%	0.00%
One Intel Goals	20%	100%	98.57%	98.57%	98.57%	19.71%
Group Perf Operating Profit*	20%				0.00%	0.00%
OKRs-Individual	20%	100%			130%	26.00%
Final Payout %						52.12%

2025 Stock Grant

2025 Stock Grant		22,320 USD
Stock Target	18,600 USD	
% of Stock Target	120 %	
Total Stock Grant	22,320 USD	
Vesting Schedule	4 year quarterly, RSU	
Estimated Total Unvested Stock	45,926 USD	

Note: More information on the Rewards statement can be found in [2025 Rewards Statement FAQ](#).

* Group Performance against Operating Profit is displaying the payout percent for the Group at the end of the calendar year.

Additional information on APB including proration rules can be found on the [APB](#) page.