

## 2023 Total Compensation Statement

### Confidential

Employee ID	MMGBSI-424
Employee Name	Kranthi Jella
Title	Analyst, Data

2022 AIP Bonus Target (Prorated, if applicable)		₹ 19,521	7.5%
Current Cost To Company (CTC) (A+B+C)		₹ 583,834	
2022 Fixed Compensation (A)		₹ 520,560	
2022 Retirals (B)		₹ 43,753	
2022 AIP Bonus Target (C)		₹ 19,521	7.5%
2022 AIP Bonus Payout	2022 Performance Year	₹ 23,523	% of Target 120.5%
Fixed Compensation Increase		₹ 78,084	15%
2023 Target Cost To Company (CTC) (X+Y+Z)		₹ 671,409	
2023 Fixed Compensation (X)	1-Apr-23	₹ 598,644	
2023 Retirals (Y)	1-Apr-23	₹ 50,316	
2023 AIP Bonus Target (Z)	2023 Performance Year	₹ 22,449	7.5%

**Notes:**  
Amounts shown above are contingent upon continued employment and are subject to the respective compensation programs and HR policies. These programs and policies supersede any other materials (either verbal or written) related to your compensation.

Payment of AIP is subject to the completion of the Company's 2022 audited financial statements.

Prepared February, 2023