



# 2024 Fall/Annual Bonus Plan

March 21, 2025

**Associate Information**

Name: KUMAR, P ANIL  
Emplid: 00008141557

**Total Bonus to be Paid: ₹ 4,29,188**

**Period from:** 2/4/2024 - 2/1/2025  
**Plan Assignment:** 1150 India

Plan Component	Payout Percent
Adjusted Bonus EBITDA	75.0%

Target Annual Bonus %	Annual Salary	Weight/Plan Component	Target Bonus Amount*	Payout Percent	Actual Bonus Amount
15.0%	₹ 38,15,000	100.0% - Adjusted Bonus EBITDA	₹ 5,72,250	75.0%	₹ 4,29,188

*\*Includes proration*