



Date: February 1, 2024
To: Chavan, Ajay (Employee ID:00297982)
From: Kapoor, Akash

FY23 AIP Payout Details

In recognition of your contribution to Adobe in Fiscal Year (FY) 2023 (December 3, 2022 to December 1, 2023) you have been awarded an AIP bonus outlined below. Bonus amounts are determined by assessing achievement of strategic objectives as well as demonstration of our company values.

<i>Corporate Factor</i>	<i>Individual Performance Factor</i>	<i>FY23 Payout Amount</i>
100.00%	90.00%	INR 46,236.27

Reminder: Mid-year changes to salary or AIP target %, mid-year hire dates, and unpaid personal leaves of absences (LOA) or LOA more than 182-days will impact your bonus target calculation and affect your FY23 AIP Payout. To learn more about how AIP is calculated, watch the [AIP Award Determination](#) video. Review [AIP calculation examples](#) to see samples of target bonuses.

Compensation Details

In support of your ongoing success and contribution to Adobe, here is a summary of your compensation package as of February 1, 2024. Thank you for your dedication and contribution to make Adobe – as a company, and as a product – better.

1,000,000.00 <i>Current Salary</i>	X	7.00% <i>Increase %</i>	=	1,070,000.00 <i>New Salary</i>		Your New TTC ¹
				+		INR 1,177,000.00
10% <i>Current AIP Target %</i>				10% <i>New AIP Target %</i>	=	<i>Visible in Workday on February 5, 2024</i>

¹Total Target Compensation (TTC) is the expected sum of your salary and your AIP Target Amount at 100% attainment.