

TOTAL COMPENSATION STATEMENT

Employee Name	Manish Gupta	Employee ID	8830790
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2022 PDD Rating and 2022 Short-Term Incentive (STI) Award

2022 Performance Rating	3S
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STI Award Calculation	01 Jul 2022 to 31 Dec 2022 (SGD)
(A) Annual Base Salary	90,000
(B) STI Target Percentage	17.5%
(C) Proration Factor	50.41%
(D) Individual Performance Multiplier (IPM)	99.12%
(E) STI Business Score	125%
2022 STI Award = (A) x (B) x (C) x (D) x (E)	9,850

2023 Target Total Compensation

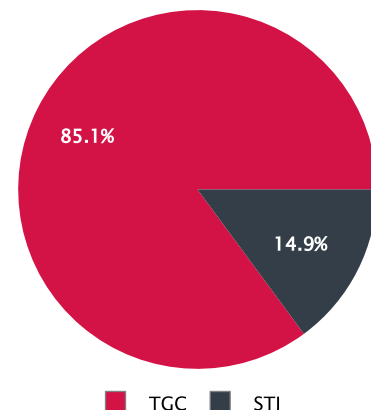
Effective Date: 01 March 2023

Total Guaranteed Cash (TGC)	SGD 92,760
Annual Base Salary	92,760
Annual Base Salary Increase % versus last year	3.07%

Target Short-Term Incentive (STI)	SGD 16,233
STI Target Amount	16,233
STI Target Percentage	17.5%

Target Total Compensation (TTC)	SGD 108,993
TTC = TGC + STI	

Target Total Compensation Pay Mix
SGD 108,993



Notes:

STI Award

The STI award can range from zero up to a maximum of two times of your individual STI target amount. AIA reserves the right to vary or amend your STI target percentage and the Individual Performance Multiplier (IPM) at its sole and absolute discretion. Eligibility to participate in the STI plan or receive an STI award in one year does not guarantee eligibility to participate or receive an STI award at the same or similar level in subsequent years.

Your 2022 STI award is expected to be paid to you (net of applicable withholding / hypothetical tax) no later than 31 March 2023 unless (1) you are (a) on probation or (b) under investigation for potential fraudulent activities/acts of misconduct or (c) on Performance Improvement Plan (PIP) at the time of payment, in which case the STI award may be paid to you after your successful probation completion or satisfactory conclusion of PIP or the outcome of the investigation (for potential fraudulent activities/acts of misconduct), subject to AIA's discretion in the relevant circumstances, or (2) you are ineligible



to receive the STI award, for example if you leave AIA before the STI award is paid or are under notice of termination by either you or AIA at the time of payment.

Your 2022 STI award, will be paid to you via the respective Local Business Unit (LBU) payroll if you have worked in more than one LBU during the performance year.

For STI booklet, please click [here](#).

For further information on how to read the Total Compensation Statement, please refer to the knowledge article [here](#).