



CY24 Personal Compensation Statement

Dear Mir Faisal,

Thank you for your contributions to HARMAN's performance during Calendar Year 2023. I am pleased to present your Personal Compensation Statement for the next compensation period. Your increase is based upon your performance over the past Calendar Year, plus your compensation relative to the external market.

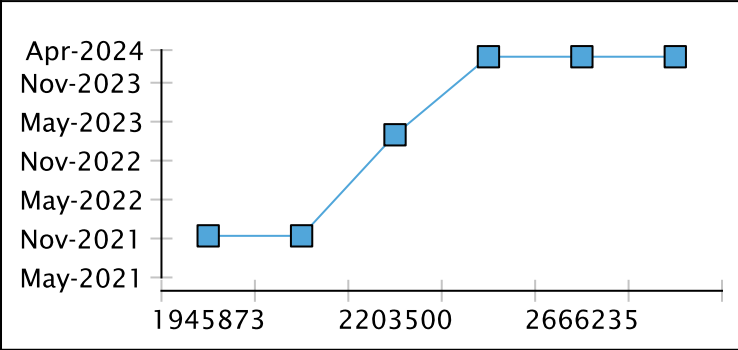
The results below reflect your compensation information and the changes that will be effective beginning in **01-Mar-2024**.

New Base Pay
INR 2,776,410.00

2023 Performance Results	
Overall Performance Rating	4 - Exceeds Expectations
Current Annual Base Salary	INR 2,203,500.00
Merit Increase	INR 264,420.00
Adjustment	INR 198,315.00
Promotion	INR 110,175.00
Total Increase Amount	INR 572,910.00
Total Increase %	26.00%
New Annual Base Salary	INR 2,776,410.00

Once again, thank you for your contributions and we look forward to having continued strong performance and results in the future.

The following graph and table reflect your salary history as available in Workday.



Effective Date	Reason	Base Pay Amount
12-Nov-2021	Hire Employee	INR 1,945,873.00
12-Nov-2021	Conversion	INR 1,950,000.00
01-Mar-2023	Merit	INR 2,203,500.00
01-Mar-2024	Merit	INR 2,467,920.00
01-Mar-2024	Base Salary Change	INR 2,666,235.00
01-Mar-2024	Promotion	INR 2,776,410.00

Wishing you success at HARMAN!