

CONFIDENTIAL

Employee : Nikita Das
Employee ID : 021458
Manager Name : Hemanth Kumar K R

March 16, 2023

2022/2023 Year End Compensation Statement

Dear Nikita,

In recognition of your performance in 2022 and your continued contributions to the future of Informatica, the details below provide you with compensation changes and awards you will receive effective April 01, 2023:

Compensation	Current	Change %	Change Amount	New
Business Title	Senior QA Engineer			Senior QA Engineer
Currency	INR			INR
Bonus Percentage Target	10.0%			10.0%
Annual Base Pay	1,323,675	22.0%	291,209	1,614,884
Basic Salary	529,470			645,953
HRA	211,788			258,381
Special Allowance (or FBP)	582,417			710,550
Employer PF Contribution	63,536			77,514
Medical and Accident Insurance Premium	52,029			52,029
Gratuity *	25,455			31,055
Total Pay	1,464,695			1,775,482
Performance Bonus Target Amount**	132,368			161,488
Cost to Company	1,597,063	21.3%	339,907	1,936,970

*Gratuity calculation is given as per Gratuity act 1972.

** Performance Bonus Target is payable subject to the Company's performance and your performance.

Corporate Bonus	Individual Achievement %	Bonus Amount *	Currency
2022 Bonus Award **	100.0%	112,512	INR

* Your bonus award calculation includes Corporate Plan performance (funded at 85%) and individual performance achievement modifier. It is based on your salary as of 31 December 2022 and includes proration for any FTE, Incentive Plan, or Target changes throughout 2022.

** 2022 Bonus will be paid end of February 2023 in most countries - March for countries with different payroll cut off dates.

Equity	Equity Amount (USD) *
2023 Restricted Stock Unit (RSU) Award RSU award will vest quarterly over 2 years	10,000

*The number of RSUs awarded will be determined based on the 30-calendar day average stock price ending with and including the calendar day immediately prior to the Grant Date. Please refer to E*TRADE for more information.

All other terms and conditions of your employment remain unchanged.

Again, thank you for your participation as champions for our customers' intelligent disruptions!

Sincerely,
Vake Jairam
GVP, Total Rewards