

Total Compensation Statement



Name:	Gupta,Ayush	Year:	2019
SECTOR:	Technology II	Job Title / Lvl:	Sr App Developer / H
BUD:	Clearing Markets ISS Svcs Tech	Office:	IND / Pune
MU:	8542398-MKTS TECH SEG IN	Employee ID:	000312478 <small>Data as at year-end</small>
PERFORMANCE RATING			
Below Expectations			
<i>All values below are shown in</i>		INR	<i>2018 not shown - see Reference</i>
PAY		2019	
Fixed Pay - as at year-end		875,179	
VARIABLE AWARD(S)			
Cash Incentive Award		23,075	
TOTAL VARIABLE AWARD(S)		23,075	
TOTAL ANNUAL COMPENSATION		898,254	
FIXED PAY REVIEW			
		Percent Chg	Effective Date
Fixed Pay - as at year-end		875,179	
Merit Increase		83,142	9.50%
NEW FIXED PAY		958,321	9.50%
			01-Jul-20
The effective date of the Merit Increase may be amended by your employer in its sole discretion. Any change to your agreed number of work hours per week between January 1 and the actual Merit Increase effective date is not reflected above, but may affect the listed amount and percentage of the Merit Increase accordingly upon final payroll processing. Where applicable, you will be notified of the recalculated amount and percentage of the Merit Increase in due course, which may increase or decrease on a pro-rata basis based on the change in your working hours.			

Please see overleaf (page2) for relevant footnotes

Thank you for your continued contributions and commitment to BNY Mellon.

REFERENCE
Other: No '18 data-PY Not applicable

Name:	Gupta,Ayush	Year:	2019	Emplid: 000312478
-------	-------------	-------	------	-------------------

NOTES

"TOTAL ANNUAL COMPENSATION" - is an estimate of amounts paid by your employer and The Bank of New York Mellon Corporation ("BNY Mellon") (as the parent of the entire BNY Mellon organization) and for compensation review purposes only. Calculated by adding together your Pay and any Variable Award(s). Sales Commission components (if applicable) are excluded.

"Cash Incentive Award" - is the amount of your award under your employer's discretionary annual incentive plan that will be paid in cash, provided that the conditions described in the BNY Mellon 2019 Incentive Plans General Terms and Conditions (the "General Terms and Conditions") have been fulfilled. All awards are subject to BNY Mellon's forfeiture and clawback terms in the General Terms and Conditions and are not considered part of compensation for benefits purposes and by accepting this award you agree to be bound by the General Terms and Conditions. Payment of an award does not create any rights or obligations relating to further awards in the future.

NOTE - All incentive or bonus payments, if any, to be paid to you by your employer or BNY Mellon from time to time will include all mandatory or statutory bonus payments that you are entitled to under the Payment of Bonus Act, 1965, if applicable to you, and all other applicable laws, rules, statutes, enactments, orders and regulations currently in force and as amended from time to time. The employer or BNY Mellon, as the case may be, shall deduct tax at source at the applicable rate.

All other terms and conditions of your employment remain unchanged.

Any currency conversions from US\$ into local currency use the following exchange rate for the performance period, as provided by Corporate Finance (US\$1:INR71.086)