

## 2022 Compensation Summary

<b>Employee Name:</b>	Pratik Shah (05156)	<b>Department:</b>	Application Development - Beon
<b>Job Title:</b>	Executive Director, Technology	<b>Manager:</b>	Gupta Garuda (20011)
<b>Location:</b>	Mumbai	<b>Hire Date</b>	Dec 16, 2013

	2022		2023	
	Target Compensation	Actual Compensation*	Target Compensation	
<b>Annual Base Salary (INR)</b>				
Base Salary <i>Basic Salary</i>	6,790,200 Dec 31, 2022	6,790,200 Dec 31, 2022	7,605,000 Jan 1, 2023	
<i>Housing Allowance</i>		4,527,026		
<i>Meal Allowance</i>		2,236,774		
<i>% Increase</i>		26,400	814,800 12.00%	

Annual Incentive Plan (AIP) (INR)	Target Value	Target % of Base Salary	Actual Award <sup>2</sup>	Award % of Target	Target Value	Target % of Base Salary
<b>Total Incentive Award</b>	1,455,140	21.43%	1,382,390	95.00%	1,901,250	25.00%
<i>KPI Component (100%)</i>	1,455,140		1,382,390	95.00%	1,901,250	

Long Term Incentive Plan (LTIP) (USD)	Target Value (Feb 2023)	Actual Award <sup>3</sup> (Feb 2023)	Award % of Target	Target Value (Feb 2024 Grant)
Total LTIP Award	10,000	10,500	105.00%	10,000
Restricted Stock Units (RSU)		10,500		

<b>Total Compensation Summary (INR)<sup>4</sup></b> <i>(Base Salary + AIP + LTIP)</i>	9,030,269	8,996,766	10,291,179
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<sup>1</sup>Reflects job title as of January 1, 2023

<sup>2</sup>Actual Incentive awards, less applicable withholding and deductions, will be paid by payroll on or before February 14, 2023

<sup>3</sup>February 2, 2023 Awards are subject to the approval of MSCI inc. Board of Directors. LTIP Awards are valued in USD.

<sup>4</sup>For the Total Compensation Summaries, LTIP has been converted to local currency for employees outside the US using the Exchange 1 USD = 78.492936 INR as of December 31, 2022. This is only for reference purposes.

\*Actual Compensation reflects Annual Base Salary + Actual Bonus + Actual LTIP

# ANNEXURE I - 2023 Compensation Summary in Local Currency

Components	Amount
A Basic Salary <sup>1</sup>	5,070,254
B Housing Allowance	2,508,347
E Meal Allowance	26,400
F 2023 Base Salary (effective 1/1/2023)	7,605,000
G Firm's Contribution to Provident Fund <sup>2</sup>	608,430
H Gratuity Accrual (Defined Benefit)	243,762
Cost to Company	8,457,193

<sup>1</sup>Your Basic salary as 2/3 of your Base Salary. Housing Allowance is calculated as Base Salary minus the sum of Basic Salary, and Meal Allowances.

<sup>2</sup>The contribution made by the Firm towards your Provident Fund is calculated as 12% of your Annual Basic Salary. The Gratuity contribution is calculated as a lump sum payment calculated on the basis of a half month's (15/26) Basic salary for each completed year of service payable on in the event of retirement, death, disability, and termination of employment as per the Payment of Gratuity Act, 1972.

**Please note that compensation details are governed by strict confidentiality norms. We would advise you to take care and not discuss your compensation details to anyone except the HRG team at your location.**