

April 1, 2023

Private and Confidential

Aasritha Gone

Associate ID: 449357

Subject: Variable Performance Incentive

Dear Aasritha,

We are pleased to inform that you have been awarded a Variable Performance Incentive of INR 118,985 (One Lakh Eighteen Thousand Nine Hundred Eighty Five Rupees) in recognition of your contribution to the organization for FY '23. Please note that this variable performance incentive is based on your and ADP's overall performance.

The above-mentioned amount, after applicable tax deductions, would be credited to your bank account along with the April salary. Please note that all data related to your salary, benefits and variable performance incentive is to be treated with confidentiality.

Aasritha, we thank you for your contributions to the organization. We are committed to further strengthening the work environment and provide more opportunities for your learning and growth, career development and expanding your career experiences at ADP.

We look forward to your continued commitment and contribution during the coming year.

Regards,



(Vipul Singh)

Senior Vice President & Head of HR

Note: This letter is computer generated and does not require wet ink signature.

