

STRICTLY CONFIDENTIAL & PERSONAL
ANNUAL COMPENSATION REVIEW 2023-2024

March 1st, 2024

To: Samy ZAROUR

Subject: Salary Increase and Bonus payout

The last performance year has been a rewarding and successful year for Kpler. We acknowledge the positive impact you have made and your commitment towards Kpler's goals.

Kpler is committed to providing a comprehensive compensation package that is closely linked to rewarding your skills and contributions while being internally equitable and fairly aligned to the local market.

Salary increase

In recognition of your hard work and dedication, your employment terms have been revised as follows:

Salary increase %:	4%
Increased Gross Annual Salary:	€79,560.00
Effective Date:	01/03/2024

Bonus

In addition to your promotion and annual salary increase, you will also receive a one-time year-end bonus

Bonus:	€9,180.00
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Next steps

Your increased salary and one-time performance bonus will be paid with your March salary and will reflect on your March payslip*. All the other terms and conditions of your employment remain the same. If you have any questions please don't hesitate to get in touch with your supervisor or your People Partners.

Congratulations once again on your performance, and we look forward to your continued contributions to the success of Kpler.

* All payments are subjected to applicable payroll and local taxes/deductions.

** All currencies mentioned in the document are in the local currency of the employee's country.


