



2024 Outcome Statement

November 18, 2024

Anubhav Sharma
22843041

Dear Anubhav,

In the past 12 months we have continued to deliver sustained momentum across NAB, so thank you for your contributions in FY24.

Your outcome statement confirms your performance, conduct and reward outcomes for the FY24 performance year. This information is outlined in the top tables on the right of this statement.

Your FY25 Fixed Reward details are shown in the bottom right table and will be effective January 01, 2025. All payments are gross amounts subject to tax and other deductions i.e., statutory etc. which will be dependent on your local jurisdiction and applicable tax laws.

We understand your job is just one part of your life and we are here to help support you to manage your career, life, and work. NAB is more than a career, with more focus on you through programs and tools to help you to learn, grow, pursue more opportunities; and recognise and celebrate your successes, big and small.

Thank you for your contribution and we look forward to working with you to deliver on our Group Strategy and achieve our goals in FY25.

Yours sincerely,

Inderpreet Kaur
Head of People & Culture – NAB India
For and on behalf of NAB Global Innovation Centre India Private Limited

Currency	
Currency:	INR

FY24 Performance	
Performance Rating:	Highly Achieved

FY24 Outcome – Variable Reward	
NAB GPI:	90%
NAB India EPI:	130%
Individual Score:	150.00%
Number of eligible days:	204
LWOP days:	0
Total:	₹ 22,992
Cash:	₹ 22,992

FY25 Reward Components	
Fixed Reward Current:	₹ 550,000
Fixed Reward Increase:	₹ 71,500
Fixed Reward New:	₹621,500
Variable Reward Plan:	GVRP
Variable Reward Target:	5%
Refer to Annexure 1 for new Remuneration break-up	

Annexure I
Remuneration Breakup

Employee Name: Anubhav Sharma		
Functional Designation: Advisor II		
Corporate Title: Senior Associate		
Group Level: Group 1, JL11		
Effective Date: January 01, 2025		
	PER ANNUM	PER MONTH
	(INR)	(INR)
Basic Salary	310,750.00	25,895.83
House Rent Allowance	124,300.00	10,358.33
Special Allowance	149,160.00	12,430.00
Employer Provident Fund	37,290.00	3,107.50
FIXED REWARD#	621,500.00	51,791.66
<i># Subject to deduction of applicable taxes and statutory or other amounts as per provision of law and / or applicable policy.</i>		
ANNUAL TARGET VARIABLE REWARD*	5%	
<i>* Annual Target Variable Reward is a discretionary reward which is subject to NAB Group's Variable Reward Plan (VR Plan) terms and applicable Policy. It is assessed and awarded annually based on NAB Group's performance, NAB India's performance and the Employee's individual performance in the financial year. It is calculated as a percentage of Fixed Reward and is subject to pro-rata (as applicable).</i>		
ALL TAXES PRESENT AND FUTURE ARE TO BE BORNE BY THE EMPLOYEE.		
GRATUITY WILL BE PAID AS PER APPLICABLE PREVAILING LAW.		