



Strictly Private and Confidential

31st July 2024

Name: Pankaj Mishra

Employee Code: 27761

Subject: Performance Appraisal 2024

Dear Pankaj,

The 2023-24 performance appraisal process has now been completed and after carefully reviewing all details - your self-appraisal, your manager's feedback, and your achievements, your performance has been rated **"Exceeds Expectations"**.

Your annual compensation (CTC) is being revised with effect from 1st July 2024 as follows:

Compensation Details	All Amounts in INR w.e.f 1st July 2024
Total Fixed Pay (A)	962,706
Target Variable Pay (B)**	240,676
CTC (A+B)*	1,203,382

**All amounts mentioned here are subject to taxes and deductions, as applicable*

***Like last year, variable cash compensation for year 2024-25 will be linked to the achievement of your KPIs and not linked to performance ratings.*

We encourage you to speak to your Manager/HRBP in case of any clarifications.

We look forward to continuing to build OYO together.