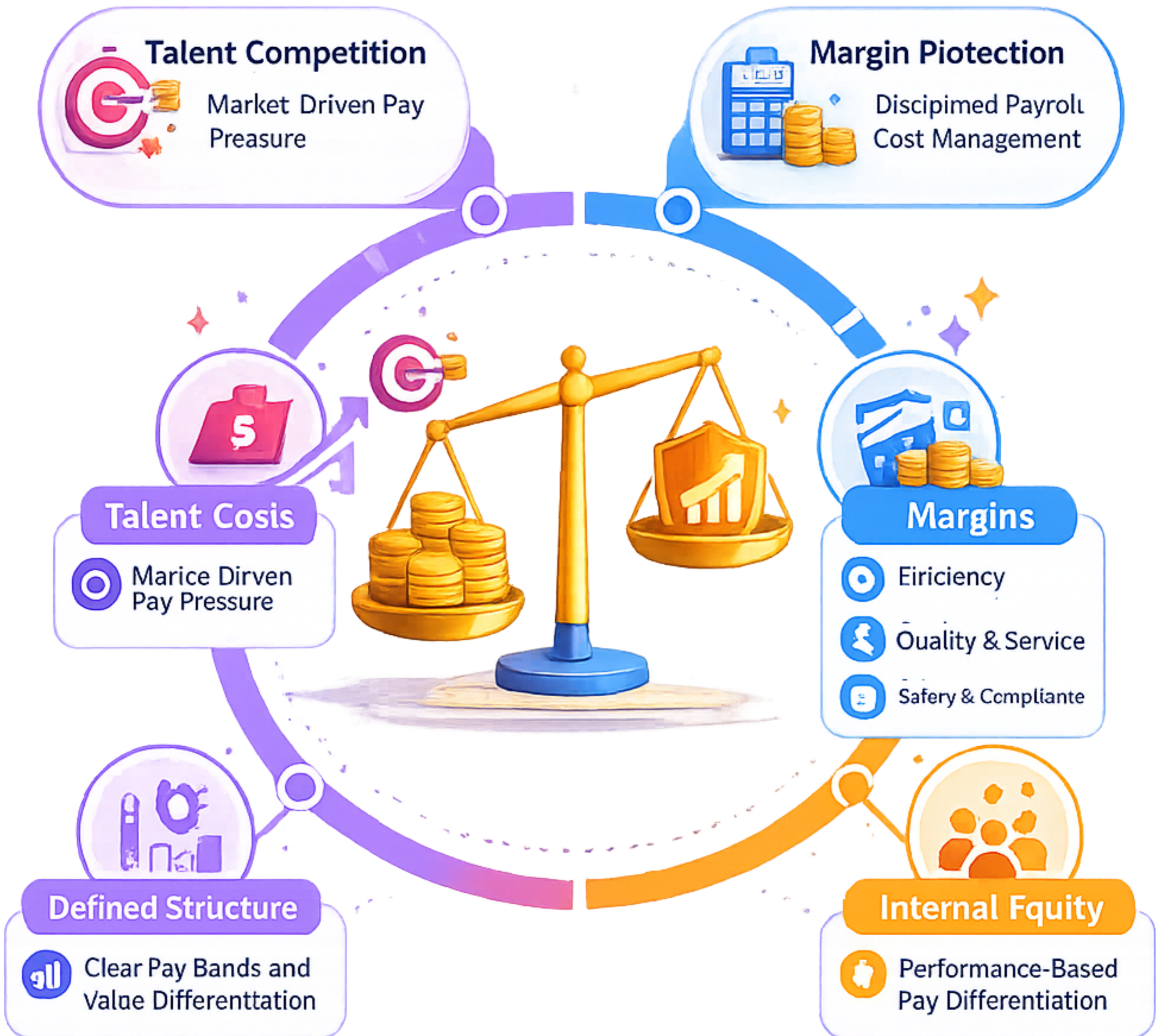


How Do We Stay Competitive on Pay

Without Damaging Margins or Creating Internal Inequity?



STRUCTURAL DRIVERS of SUSTAINABLE AND FOUTABLE PAY:

- Clear salary bands anchored in role value
- Performance based differentiation rules
- Meaningful variable pay tied to measurable outcomes
- Long-term incentives aligned with enterprise growth
- Governance discipline to prevent reactive exceptions