

SENIOR EXECUTIVE PAYROLL AND BONUS STRUCTURE

EMPLOYMENT CONTRACT ANNEXURE

1. EXECUTIVE & CONTRACT DETAILS

Executive Name	
Job Title / Corporate Office	
Effective Date	
Contract Reference Number	

2. BASE SALARY & PAYROLL PARAMETERS

Annual Base Salary (Gross)	
Pay Frequency	
Payroll Cycle / Pay Date	
Currency of Payment	
Tax / Residency Status	

3. SHORT-TERM INCENTIVE (STI) / ANNUAL BONUS

Target Bonus Percentage	
Maximum Cap Percentage	
Performance Metrics / KPIs	
Measurement / Appraisal Period	
Payout Timeline	

4. LONG-TERM INCENTIVE (LTI) & EQUITY PROGRAM

LTI Vehicle Type	
Target Grant Value	
Vesting Schedule & Conditions	

Performance Vesting Criteria	
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5. EXECUTIVE PERQUISITES & BENEFITS

Car Allowance / Executive Vehicle	
Health, Medical & Life Insurance	
Expense Reimbursement Limits	
Deferred Compensation Plan	
Other Perquisites	

6. CLAWBACK AND DEFERRAL TERMS

7. AUTHORIZATION AND SIGNATURES

FOR THE COMPANY

Name: _____
 Title: _____
 Date: _____

EXECUTIVE SIGNATURE

Name: _____
 Title: _____
 Date: _____