CY23 Personal Compensation Statement

Dear Rohitash Kumar,

Thank you for your contributions to HARMAN's performance during Calendar Year 2022. I am pleased to present your Personal Compensation Statement for the next compensation period. Your increase is based upon your performance over the past Calendar Year, plus your compensation relative to the external market.

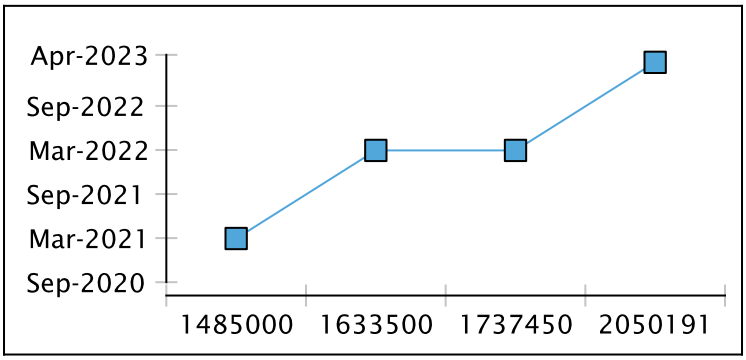
The results below reflect your compensation information and the changes that will be effective beginning in **01-Mar-2023**.

New Base Pay
INR 2,137,064.00

2022 Performance Results	
Overall Performance Rating	4 - Exceeds Expectations
Current Annual Base Salary	INR 1,737,450.00
Merit Increase	INR 312,741.00
Promotion	INR 86,873.00
Total Increase Amount	INR 399,614.00
Total Increase %	23.00%
New Annual Base Salary	INR 2,137,064.00

Once again, thank you for your contributions and we look forward to having continued strong performance and results in the future.

The following graph and table reflect your salary history as available in Workday.



Effective Date	Reason	Base Pay Amount
01-Mar-2021	Conversion	INR 1,485,000.00
01-Mar-2022	Merit	INR 1,633,500.00
01-Mar-2022	Base Salary Change	INR 1,737,450.00
01-Mar-2023	Merit	INR 2,050,191.00

Please note that your compensation is strictly private and confidential and should not be discussed with anyone except your Human Resources representative or your Manager.

All other terms and conditions of your service remain unchanged.

Wishing you success at HARMAN!

The company reserves the right to interpret, change or terminate programs at its discretion.
This statement does not create a contract of employment