

January 1, 2025

Mr. Himmat Singh Nathawat

Employee ID: 3623713

Dear **Himmat** ,

The nature of your work and its deliverables requires a compensation structure that enables us to measure outcomes and reward them commensurately. Consequently, the variable performance incentive plan has been changed from monthly to annual mode with effect from **January 1, 2025**. The payment with respect to the monthly incentive (P4P) plan till **December 31, 2024** will be made to you.

Please see the attached **Annexure 1** for details on your revised compensation structure. Your next increment is due in April 2025.

All other terms & conditions of your employment remain as per your Employment Agreement duly modified from time to time in compliance with MetLife's policies, amended as deemed necessary.

Wishing you a long and successful career at MetLife.

For **MetLife Global Operations Support Center Pvt. Ltd.**



Siddhartha Chandoke

AVP - Head C&B and Total Rewards, Human Resources

Annexure 1

Name : Mr. Himmat Singh Nathawat
Designation : Specialist - Technology Services
Job Title : Specialist
Global Grade : 09
Employee ID : 3623713
Effective Date : January 1, 2025

Annual Compensation Details

Salary Components	Salary (in INR)
Basic	380000
House Rent Allowance (HRA)	190000
Ad-Hoc Allowance / Flexi-Kitty	316122
Retirals	
Provident Fund (Employer's Contribution)	45600
Gratuity	18278
Base Salary	950000
Service Delivery Incentive Plan (SDIP) (Target: 10% of Base Salary)	95000
CTC	1045000

Note: All payments will be subject to relevant taxes and prevailing company policies/practices.



Siddhartha Chandoke
 AVP - Head C&B and Total Rewards, Human Resources

Accepted and Acknowledged on : 15 Apr 2025 9:05PM