

December 2017

Our Ref : (A595905, AA, HIE16814)

Strictly Private and Confidential

Krantiveer Sehrawat
Programmer

Dear Krantiveer,

2017 Compensation Review

The annual review covers, where appropriate, compensation adjustments and/or the award of year 2018 phantom shares. In addition, each year FIL sets aside a proportion of its profits to pay discretionary bonuses to eligible employees who have met or exceeded their goals during the year. The outcome of your review is detailed below.

<u>Permanent Changes effective 01 January 2018 (INR)</u>	<u>Current</u>	<u>Revised</u>
Base Salary	310,920	333,000
Housing Allowance	186,552	199,800
Other Allowance	93,276	99,900
Monthly Bonus	21,764	23,310
Provident Fund	37,310	39,960
Total	649,823	695,970

I would like to add my personal thanks for your contribution this year and wish you further success in 2018.

Yours sincerely,

A handwritten signature in blue ink, appearing to be 'Ian Thompson'.

Ian Thompson
Chief Technology and Operations Officer



Personal Statement - December 2017

Krantiveer Sehrawat

CURRENCY: INR

	<u>2015</u>	<u>2016</u>	<u>2017</u>
<u>Fixed Compensation</u>			
Base Salary (as at 31st Dec)		275,150	310,920
House Rent Allowance		165,090	186,552
Other Allowance		82,545	93,276
Monthly Bonus		19,261	21,764
TOTAL FIXED		542,046	612,512
Reference Bonus / BP %		0 %	0 %
<u>Variable Compensation</u>			
Discretionary Bonus			
TOTAL BONUS			
<u>Pension</u>			
Provident Fund (India) - EPFO		33,018	37,310
TOTAL		33,018	37,310

This statement is not definitive and is for information only. It does not create any entitlement to any payment or benefit.

For details of your entitlements and benefits tailored to your location please refer to your contract of employment, employee handbook and/or plan rules.