

December 2018

Our Ref : (A595905, AA, HIE16814)

**Strictly Private and Confidential**

Krantiveer Sehrawat  
Programmer

Dear Krantiveer,

**2018 Compensation Review**

The annual review covers, where appropriate, compensation adjustments and/or the award of year 2019 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 and is dependent upon continued employment with the Company on the payment date\*.

<b><u>Permanent Changes effective 01 January 2019 (INR)</u></b>	<b><u>Current</u></b>	<b><u>Revised</u></b>
New Job Title: Analyst Programmer		
Base Salary	333,000	393,000
Housing Allowance	199,800	235,800
Other Allowance	99,900	117,900
Monthly Bonus	23,310	27,510
Provident Fund	39,960	47,160
<b>Total</b>	<b>695,970</b>	<b>821,370</b>

I would like to add my personal thanks for your contribution this year and wish you further success in 2019.

Yours sincerely,

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

Ian Thompson  
Chief Technology and Operations Officer

Note: \* where an employee is issued notice of termination, or resigns between the date of this letter and the payment date, the employee will forfeit the bonus payment.



## Personal Statement - December 2018

Krantiveer Sehrawat

CURRENCY: INR

	<u>2016</u>	<u>2017</u>	<u>2018</u>
<b><u>Fixed Compensation</u></b>			
Base Salary (as at 31st Dec)	275,150	310,920	333,000
House Rent Allowance	165,090	186,552	199,800
Other Allowance	82,545	93,276	99,900
Monthly Bonus	19,261	21,764	23,310
<b>TOTAL FIXED</b>	<b>542,046</b>	<b>612,512</b>	<b>656,010</b>
Reference Bonus / BP %	0 %	0 %	0 %
<b><u>Variable Compensation</u></b>			
Discretionary Bonus			
<b>TOTAL BONUS</b>			
<b><u>Pension</u></b>			
Provident Fund (India) - EPFO	33,018	37,310	39,960
<b>TOTAL</b>	<b>33,018</b>	<b>37,310</b>	<b>39,960</b>

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.