

Standard Chartered Global Business Services Private Limited  
(Formerly known as Scope International Private Limited)  
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# 2017 P<sup>3</sup> Compensation Statement

## Strictly Private and Confidential

Mukunthan S  
GBS Biz/Functions CIO  
India  
ID: 1541821  
1 March 2018

2017 Achievement rating	Good
2017 Values and Behaviour rating	Generally lives the values
2017 Performance rating	Good

As part of the GBS transformation we are reviewing the local grade terminology in our systems. Hence your local grade "Grade D" will be renamed to "Band 8B" in April 2018. All other terms and conditions of your employment remain unchanged.

2017 Compensation			
<u>Fixed Compensation as at 31 December 2017</u>			
Total Employment Cost (TEC)	INR		572,000
Total Fixed Compensation	INR		572,000
<u>Variable Compensation<sup>a</sup></u>			
2017 Annual Incentive Award			
Cash	INR		63,664
Total Annual Incentive Award	INR		63,664

2018 Compensation			
<u>2018 Fixed Compensation<sup>b</sup> - Effective 1 April 2018</u>			
Total Employment Cost (TEC)	INR		640,640
Total Fixed Compensation	INR		640,640
<u>Target Total Variable Compensation</u>			10% of Total Employment Cost (TEC)
Local Grade			Grade D



**a. Variable Compensation**

Your total variable compensation has been determined using the Group performance modifier, Business Area performance modifier and the Individual performance modifier as shown in the table below:

Total Variable Compensation	=	Individual Target Total Variable Compensation	x	Group Performance Modifier	x	Business Area Performance Modifier	x	Individual Performance Modifier
63,664		57,200		106.00%		105.00%		Per Group guidelines with line manager discretion

**Business Area Performance Modifier is:**

Scorecard Name	Weight (for calculation of average)	Performance Modifier
ITO	100.00%	105.00%

The cash element of your variable compensation will be paid to you with the normal salary payroll in March, less any applicable statutory deductions, elected sacrifices or hypothetical tax.

Eligible employees will receive a Statutory Bonus after the close of the financial year. The amount paid towards any Incentives/Annual Incentive/other discretionary variable compensation during the Financial Year 2017 – 2018, if any, will be adjusted towards the Statutory Bonus payable for the Financial year 2017 – 2018.

Payment of any variable compensation is subject to you being employed by the Group and not having given or received notice of termination of employment on or before the payment date.

For the avoidance of doubt, the Group retains absolute discretion as to the size of the variable compensation award made (if any). Receipt of an award in one year does not give rise to an entitlement in respect of any future year(s).

By receiving any variable compensation award you acknowledge and agree to the following terms:

- Any shares delivered to you as part of your variable compensation award must not be transferred, assigned, hedged or have a charge placed against them. In line with remuneration regulations, you understand that you are not permitted to engage in personal hedging strategies or enter into contracts of insurance to mitigate against the risk alignment effects embedded in the Group's remuneration arrangements. This prohibition includes hedging against the share price of Standard Chartered PLC shares.
- All awards are subject to the Group Ex-Post Risk Adjustment of Remuneration Policy and Procedures, which are accessible on RiskPod (<http://riskpod.zone1.scb.net/Lists/Policies/DispForm.aspx?ID=553>).
- Pursuant to the Group Ex-Post Risk Adjustment of Remuneration Policy and Procedures the Group reserves the right to apply a deduction or adjustment to variable compensation awards (including upfront cash, deferred cash, upfront shares, deferred shares, and long term incentives) and/or in certain circumstances has the right to recover monies as a result of such adjustment through compensation including fixed compensation, vested variable compensation and termination payments.
- You acknowledge and agree that the Group Ex-Post Risk Adjustment of Remuneration Policy and Procedures may affect this variable compensation award in future.

- All awards are subject to the Group Total Variable Compensation plan rules.

**b. Fixed Compensation**

Payment of any adjustment to salary or allowance is subject to you being employed by the Group and not having given or received notice of termination of employment on or before the effective date.

By receiving the salary and compensation applicable to your role, you agree to the changes to your terms and conditions of employment as set out in this statement.