



July 28, 2024

Private and Confidential

Nikhil Gond

Poornata ID: 421851

Sub: Annual Performance & Compensation Review 2024

Dear Nikhil Gond,

For the last year performance cycle, your individual performance has been rated **Partially Delivered Performance** vis-à-vis the goals set at the beginning of the year. You are advised to make intensive efforts and to be fully focused on improvement and enhancement of your performance. You may consult your Manager and HR Business Partner for support required. In case you are unable to improve your performance, it will affect your career & growth in the company.

In line with the Compensation Framework adopted, your Compensation remains unchanged.

In case you have any queries regarding the compensation approach for this year, please reach out to your HR Business Partner.

Warm regards,

A handwritten signature in black ink, appearing to read "Ashish Dikshit".

Ashish Dikshit
Managing Director

ADITYA BIRLA FASHION AND RETAIL LIMITED

Registered Office:

Piramal Agastya Corporate Park, Building 'A',
4th and 5th Floor, Unit No. 401, 403, 501, 502,
L.B.S. Road, Kurla, Mumbai - 400 070

CIN: L18101MH2007PLC233901
Tel.: +91 86529 05000
Fax: +91 86529 05400

Website: www.abfrl.com
E-mail: secretarial@abfrl.adityabirla.com