



10 Exchange Place
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Dear Shankar,

Opera Solutions is very proud to have you as part of our team. We thank you for your hard work and dedication and we are happy to announce your participation in Opera's Guaranteed Compensation Program. This program guarantees minimum annual compensation and is not inclusive of compensation changes as a result of merit increases, promotions or bonuses.

Please see the details of your Guaranteed Compensation below:

- 1) If you remain in the employ of Opera Solutions, on the effective dates outlined herein, and satisfactorily perform all the duties and obligations of your given role, you shall receive from Opera Solutions a 2018 guaranteed annual compensation of 2049300 INR.
- 2) Your Guaranteed Compensation is payable in the amount of 341550 INR and will be made in one installment effective December 31, 2018.
- 3) You must not have resigned or have been terminated prior to payout date to receive payment.

Please note that your compensation is personal to you and should not be shared with other employees.

Please feel free to reach out to your HR team if you have any questions.

Wishing you the very best in continuing your valuable contributions in the coming years.

**Sincerely,
OPERA SOLUTIONS USA, LLC**

By: _____
Timothy Bridges
Senior Vice President

Agreed and Accepted:

Shankar Mishra

Date: _____