

CONFIDENTIAL

Annual Review Cycle Compensation Statement for Abir Bhattacharya

Work Location/Currency: ZZ-ID-ID/INR

Standard Hours: 40

CURRENT TOTAL FIXED PAY as of 16-February-2021

2,200,000

01-April Base Pay Adjustment

75,000

3.41 %

(% Based on 31-MAR-2021 Total Fixed Pay)

New Total Fixed Pay

2,275,000

OTHER PAY

2020 Northern Partners Incentive Plan Award

February Award Cash Payment

176,000

8.00 %

(% Based on 31-Dec-2020 Total Fixed Pay)

Total Annual Award Amount:

176,000

8.00 %

(% Based on 31-Dec-2020 Total Fixed Pay)

TOTAL COMPENSATION

2,451,000

(New Total Fixed Pay + Total Annual Award Amount)

This is a system generated pay confirmation and does not require a signature.

**** Conditions on Eligibility for Payment of Award.** In order for a Participant to remain eligible for payment of an award, the Participant must continue employment in Good Standing with the business unit that designated him or her as a Participant. A Participant who terminates employment by resigning (other than due to Retirement) before the Settlement Date or whose employment is terminated by Northern Trust for Cause shall not be entitled to any award or prorated award under Northern Partner Incentive Plan.

Run Date: 12-FEB-2021 Org Code: 7CG00 Dept: 8801 TOP C&IS Alternatives Banag Manager Name: Raja Sekhar Kavuru

Emplid: 0001579 Employee Name: Abir Bhattacharya

Date: February 18, 2021
Name: Abir Bhattacharya

Effective Date: April 1, 2021

Emp ID: 0001579

Salary Annexure

<u>Salary Component</u>	<u>Amount (INR)</u>
India Basic	910,000
House Rent Allowance	364,000
Flexible Cash Component	1,001,000
Total Fixed Pay (TFP)	2,275,000
Incentives	
Bonus Potential	25.00 % of TFP
Retirals [Employers Contribution]	
Employer's Contribution To PF	109,200
Gratuity	43,771
Sub Total	152,971
Annual Fixed Pay (TFP + Retirals)	2,427,971
Monthly Gross	189,583

Additional Benefits:

- * Health Insurance is provided to the employee and his/her dependents
- * Life and Accident cover is provided for the employee only
- * A company ESI (Employee State Insurance) contribution is provided for eligible employees

Note:

1. Flexible cash component can be further used for claiming tax exemptions on LTA subject to limits.
2. Shift allowance where applicable is paid as per prevalent policy.
3. Bonus Potential indicates bonus eligibility based on company, business unit and individual performance and will be prorated depending on the date of joining.
4. Your Total Fixed Pay will be reviewed in the Annual Review Cycle in the first quarter of 2022.
5. Your next opportunity to earn a bonus will be for the 2021 plan year, which is paid in the Annual Review Cycle in February of 2022.
6. All other terms of employment remain as in your offer letter.
7. This is a system generated pay confirmation and does not require a signature.