

Dear Colleagues,

We are happy to announce that Huawei has declared a dividend of **1.90 RMB/TBU**. The Dividend for the vested TBUs (as per allotted units in 2012, 2013 and 2014 to you) would be paid along with **June 2015** salary, using the conversion rate (RMB to INR) announced by company.

Please refer to "**TUP Pay**" item in the pay slip to refer to this amount in June 2015 pay slip.

**The 2015 payment for TBU dividend would be calculated as follows:**

Number of TBU vested = 3/3<sup>rd</sup> of TBU Granted in 2012 plus 2/3<sup>rd</sup> of TBU Granted in 2013 plus 1/3<sup>rd</sup> of TBU Granted in 2014

Illustration: An Employee "A" is granted 6000 units in 2012, 9000 units in 2013 and 8400 units in 2014

Year of Grant	Units Granted	No. Of units vested in 2015 July (A)	Standard Dividend Equivalent (RMB) per unit (B)	Loss of pay days in 2014	Service Ratio (Total Working days (250) - Loss of pay days / total working days) (C)	Total amount payable in RMB (A*B*C)	Total Amount payable in INR (Conversion Rate: 1 RMB=INR 10.2864)
2012	6000	6000	1.90	14.00	94%	10761.6	110,700
2013	9000	6000	1.90	14.00	94%	10,762	110,700
2014	8400	2800	1.90	14.00	94%	5,022	51,660
TOTAL PAYMENT IN JUNE 2015							273,060

Kindly revert to your manager / HRP, for any clarifications.