



2016/2017 Pay Review Statement

Name: KAMBLE, DISHA
Employee ID: 43936842
Department/Country: GPB IT US & LAM / India

Fixed Pay:	INR	343,622
Variable Pay:	INR	85,470
Total Compensation:	INR	429,092

Your Total Compensation is comprised of your annual Fixed Pay at 31 December 2016 and your Variable Pay, if any, for 2016.

Variable pay comprising of:		Vesting (if applicable)
Immediate Cash	INR	85,470

		With effect from
New Fixed Pay	INR	417,502
		01 March 2017

Fixed Pay excludes Provident Fund and Gratuity.

Please note that the contents of this statement, including the notes on the following page, should be treated with absolute confidentiality except to the extent you are required to make disclosure for any tax, legal or regulatory purposes. Any breach of this confidentiality obligation will be dealt with appropriately, which may involve disciplinary action being taken.

For HSBC Software Development (IND)
 (Generated by Human Resources)

Notes

Variable Pay

Please note that any and all elements of your variable pay are subject to the terms and conditions of your employment with the Company. The payment of any variable pay elements, whether in cash or otherwise, does not confer any right to receive an amount, whether in cash or otherwise, next year or at any time in the future.

Immediate Cash

Your award will be paid through payroll, less any statutory withholdings, subject to you being in employment and not under notice of termination, either given to or received from any company within the HSBC Group of companies on the payment date.