

Private & Confidential

March 2023

Dear Gagan,

Thank you for your continued hard work and commitment throughout 2022.

Last year, we delivered a strong financial performance, showing continued growth despite an environment of ongoing macroeconomic and geopolitical volatility. As a Group, we are continuing to successfully execute on our multi-year integration and moving into transformation.

We all contribute towards the Group's success and financial results, and I'm pleased to share your compensation statement outlining your bonus details and base pay for the year ahead.

Bonus payment

If eligible your bonus payment reflects performance – yours and LSEG's.

The extent to which we deliver LSEG's annual financial targets and strategic goals determines the overall bonus pool funding and the Group Performance Factor (GPF). You can find out more about how the GPF for 2022 was confirmed [here](#).

Your individual performance rating is also a factor. As confirmed in December, your rating was determined by what you achieved and how you achieved it.

Base pay

Your compensation statement also includes your base pay for the year ahead.

Thank you again for your contribution to our ongoing success.

Yours sincerely,



David Schwimmer
Chief Executive Officer, LSEG



Annual Compensation Statement 2023

Employee Details

Employee Name	Employee ID
Gagan Chaurasiya	6081902

Base Pay

Current Total Base Pay	Increase %	Increase Amount	Effective Date	New Total Base Pay
INR 1,400,002.00	10.00%	INR 140,001.00	April 1, 2023	INR 1,540,003.00

2022 Annual Incentive Plan Details

Plan Start Date: Jan 01, 2022	Plan End Date: Dec 31, 2022
Plan Name	AIP - Technology
Prorated Base Pay ¹	INR 823,445.27
Prorated Target Incentive % ²	8.77%
Prorated Target Incentive Amount	INR 72,242.50
Individual Performance Factor	100.00%
Group Performance Factor	111.00%
Plan Payment Amount ³	INR 80,190.00
2022 Incentive Payout Total ⁴	INR 80,190.00

This statement is computer generated and does not need a signature.



Compensation as at April 1, 2023

Annualised Target Compensation as at April 1, 2023	
Basic Salary	INR 616,001.00
Flexi Benefit Plan (FBP)	INR 850,082.00
Employer's contribution to Provident Fund	INR 73,920.00
Annual Base Salary (Total Fixed Pay)	INR 1,540,003.00
Target Incentive %	10.00%
Target Incentive Amount	INR 154,000.30
Target Total Cash	INR 1,694,003.30

All incentive/bonus awards are calculated against pro-rata salary paid during the performance period.

New Total Base Pay subject to local leave of absence and/or disability policies. In some cases, pay changes may not take effect until a return from a leave of absence.

Notes

1. Prorated Base Pay: Base pay is prorated when an employee has not been a plan participant for a full year and/or when they have received base pay changes during the performance year
2. Prorated Target Incentive %: Target Incentive % is prorated when an employee's plan target % has changed during the performance year
3. Plan Payment Amount: Prorated Base Pay X Prorated Incentive Target % X Business Performance Factor X Individual Performance Factor
4. Total Incentive Amount: Sum of all Plan Payment Amounts
5. Calculation: There may be slight variances when calculating by hand, due to displaying rounded percentages
6. Bonus will be processed through payroll in March and will be subject to local statutory deductions.

Please note that the payout under this plan will always be according to the Company's applicable incentive plan as may be revised and circulated every year.

Employees will not be eligible for an Award Payout if the employee resigns/voluntarily terminates employment, inclusive of the period between the employee giving notice to resign/voluntarily terminate and their Termination Date, prior to the group publishing its Preliminary Results for the Performance Period (typically the first week in March), subject to applicable law.

This statement only reflects change of your compensation. Please refer to employment agreement/letters issued subsequently for other employment terms and conditions.

This statement is computer generated and does not need a signature.