



LSEG

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Private & Confidential

March 2022

Dear Gagan Chaurasiya,

LSEG has continued to perform well, despite the ongoing macro-economic uncertainty and global challenges of the Covid-19 pandemic. Our journey to one LSEG is progressing well and we are well positioned to further capitalise on the significant opportunities across financial markets infrastructure.

The Group has delivered another good financial performance, reflecting strong revenue growth across all three business divisions. With many of our colleagues transitioning to the Group's hybrid working model, our continued focus is to execute our strategic plans, demonstrate strong operational resilience and prioritise the welfare of our colleagues. Our Board places great importance on a clear link between pay and performance, including a focus on culture and behaviours, adherence to the Group's risk framework and ensuring our remuneration outcomes reflect this wider context.

On behalf of the Group, I would like to take this opportunity to thank you for your contribution, especially during the challenges brought by the pandemic, in delivering a successful performance throughout the year. We recognise and appreciate your commitment towards the future of the Group.

Yours sincerely,

David Schwimmer
Chief Executive Officer, LSEG

Annual Compensation Statement 2022

Employee Details

Employee Name	Employee ID	Business Title	Current Manager
Gagan Chaurasiya	6081902	Software Engineer	Chandrashekar B Darukaradhya

Base Pay

Effective Date	Currency	Current Total Base Pay	Increase %	Increase Amount	New Total Base Pay
April 1, 2022	INR	555,083.00	26.11%	144,918.00	700,001.00

There may be slight variance when calculating merit increase amount by hand, due to rounding of merit increase % displayed on this statement.



Annual Incentive / Bonus

2021 Incentive / Bonus Payout Details		
Plan Name	AIP - Technology	
Currency as of 31-Dec 2021	INR	
Plan Start Date	Jan 01, 2021	
Plan End Date	Dec 31, 2021	
Prorated Base Pay	543,781.73	
Prorated Incentive Target %	8.00%	
Individual Performance Factor	100.00%	
Group Performance Factor	131.40%	
Plan Payment Amount	57,163.00	
2021 Incentive Payout Total	57,163.00	

Calculation: There may be slight variances when calculating by hand, due to displaying rounded percentages.

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 Incentive Target %: Incentive Target % 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

This would be paid out to you along with your March 2022 salary. Please note that this is subject to you remaining on the rolls of the company per incentive plan terms and conditions. This would be subject to tax deduction at source as per applicable laws. All other terms and conditions of employment remain unaltered. Like the year that went by, the coming years will continue to offer many more challenges and growth opportunities. We welcome your wholehearted support and participation as we continue our exciting journey.

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Compensation as at April 1, 2022

Annualised Target Compensation as at April 1, 2022	
Currency	INR
Basic Salary	280,000.00
Flexi Benefit Plan (FBP)	386,401.00
Provident Fund (PF)	33,600.00
Total Fixed Pay (TFP)	700,001.00
Target Incentive %	8.00%
Target Incentive Amount	56,000.08
Target Total Cash	756,001.08

With effect from January 1, 2022 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.

Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Annual Incentive Plan, subject to the criteria of the then applicable incentive plan of the company. This is a discretionary bonus plan based on Company's financial performance & personal objectives. The potential variable pay amount is an indicative amount only on a full year basis.

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.

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

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