

Employee Information

Employee Name	Chaurasiya, Gagan	Employee ID	6081902
Current Business Title	Software Engineer		
Current Manager	Augustine, Sajith		

ACP Base Pay Changes

Currency	INR
Current Total Base Pay	509,250.00
Merit Increase %	9.0000%
Merit Increase Amount	45,833.00

There may be slight variances when calculating merit increase amount by hand, due to rounding of merit increase %.

New Compensation as of April 1, 2021

Currency	INR
Basic Salary	222,033.00
Flexi Benefit Plan (FBP)	306,406.00
Provident Fund	26,644.00
Total Fixed Pay (TFP) or Total Base Pay	555,083.00
Total Base Pay Change %	9.0001%
Target Incentive %	8.00%
Target Incentive Amount	44,406.64
Target Total Cash	599,489.64

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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We are pleased to inform you that your bonus for the year 2020 as below.

2020 Incentive Payout Details

Plan Name	AIP Refinitiv - Technology
Currency as of 31-Dec-2020	INR
Plan Start Date	Jan 6, 2020
Plan End Date	Dec 31, 2020
Prorated Base Pay	502,293.14
Prorated Incentive Target %	8.00%
Individual Performance Factor	83.00%
Business Performance Factor	100.06%
Plan Payment Amount	33,374.00

2020 Incentive Payout Totals

Total Incentive Amount	33,374.00
Currency	INR

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

AIP Plans

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 * Prorated Incentive Target % * Business Performance Factor * Individual Performance Factor
4. Total Incentive Amount = Sum of all Plan Payment Amounts

This would be paid out to you along with your March 2021 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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