

June 27, 2019**Private & Confidential****Nikhil Jain**Employee Id: **LIXIL/667**Dear **Nikhil**,

LIXIL Water Technology recognizes your passion and contribution towards the company's performance in **FY-2019**.

Consequent to the review of your performance during the FY 2019, we are pleased to inform you that with effect from **April 01, 2019** your total compensation (CTC) has been revised to **INR 1492108** as per Annexure I. Your total increment on Fixed CTC is "**17.499%**".

Increment	7.499 %
Market Increment	10 %
Total Increment:	17.499 %

The detailed working of your compensation is enclosed in the annexure attached to this letter.

Bonus Payout:

The Bonus (YEPB) payable is decided basis Company Performance and your Individual Performance.

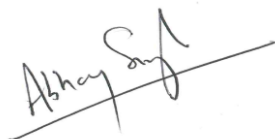
Your Bonus payout (YEPB) for the FY 2019 is **INR 102243**

Bonus Calculation formula: -

Bonus (YEPB)=	Company Performance	x	Individual Performance Multiplier	X	Your Target Bonus
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In compliance with your employment agreement, we expect you to keep the contents of this letter confidential. The other terms and conditions of your employment remain unchanged.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

**Abhay Singh****Director – Human Resources**

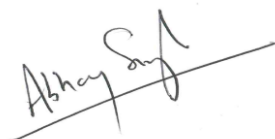
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Annexure I: Revised Compensation Sheet (w.e.f from 1st April 2019)

Employee Code	LIXIL/667	
Employee Name	Nikhil Jain	
	Previous Details (as on 31-Mar-2019)	Revised Details (w.e.f 1-Apr-2019)
Grade	6	6
Designation	Associate Manager	Associate Manager
Department	Technical Services	Technical Services
Salary Component	Previous Breakup As on 31-Mar-2019 Per Annum (INR)	Revised Breakup w.e.f 1-Apr-2019 Per Annum (INR)
Basic	407000	518994
House Rent Allowance	244200	259497
Leave Travel Allowance	50875	64874
Children Education Allowance	2400	2400
Telephone Allowance	24000	24000
Special Allowance	322685	355441
Employer Provident Fund	48840	62279
**Statutory Bonus		10000
Fixed Salary	1100000	1297485
*Performance Incentive	165000	194623
Festival Bonus	5000	
Total Cost to Company	1270000	1492108

*Performance Incentive is based on individual as well as Company performance and shall be governed by the Incentive Plan as may be communicated by the Company from time to time. Company reserves the right to suspend, amend, modify, or terminate the plan in its sole discretion.

**Statutory Bonus is paid once a year. For joiners after 1st April 2019 it will be prorated and paid in the normal timeline - September/October.



Abhay Singh
Director – Human Resources