



2017 Growth Driven Profit-sharing Statement for JIRAYU KAEWPRATEEP

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|---------------|--------------------|
| Serial Number | 0011746 |
| Current Band | 06 |
| Manager Name | PASSMON JERANARONG |

The Growth Driven Profit-sharing program links compensation to the company's business results and your contribution for the prior performance year as compared to the performance of your peers. If you have any questions regarding this statement, please contact your manager or HR@IBM. For additional information on the Growth Driven Profit-sharing Program, visit your local You and IBM home page.

Currency amounts shown in THB

Growth Driven Profit-sharing Plan

| | |
|---|-------|
| Pool Name | IBM |
| Growth Driven Profit-sharing Payment Amount | 7,200 |

Regards

PASSMON JERANARONG

This is an informational statement only that does not create a contract or any legal rights. Your compensation is governed by the terms of IBM's compensation plans and programs in your respective country. Specifically, please refer to the Growth Driven Profit-sharing guidelines document which is available through the Formal program guidelines link within the GDP section of w3. If you believe the data shown on this statement is inaccurate, please notify your manager or HR@IBM.

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0011746 - Page 1

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