

Standard Chartered Global Business Services Private Limited  
(Formerly known as Scope International Private Limited)  
CIN: U67190TN2000PTC049177  
Registered Address: 1, Haddows Road, Nungambakkam  
Chennai - 600 006, India  
Email Id: Askhr@sc.com

Tel (91-80) 6604 4444  
Fax (91-44) 2821 9466  
www.sc.com/gbs/in

# 2017 P<sup>3</sup> Compensation Statement

## Strictly Private and Confidential

Aarthi V  
GBS Technology Services  
India  
ID: 1526484  
1 March 2018

2017 Achievement rating	Exceptional
2017 Values and Behaviour rating	Almost always lives the values
2017 Performance rating	Outstanding

2017 Compensation		
<u>Fixed Compensation as at 31 December 2017</u>		
Total Employment Cost (TEC)	INR	784,000
Total Fixed Compensation	INR	784,000
<u>Variable Compensation<sup>a</sup></u>		
2017 Annual Incentive Award		
Cash	INR	122,163
Total Annual Incentive Award	INR	122,163

2018 Compensation		
<u>2018 Fixed Compensation<sup>b</sup> - Effective 1 April 2018</u>		
Total Employment Cost (TEC)	INR	901,600
Total Fixed Compensation	INR	901,600
<u>Target Total Variable Compensation</u>		10% of Total Employment Cost (TEC)
Local Grade		Grade E

**a. Variable Compensation**

Your total variable compensation has been determined using the Group performance modifier, Business Area performance modifier and the Individual performance modifier as shown in the table below:

Total Variable Compensation	=	Individual Target Total Variable Compensation	x	Group Performance Modifier	x	Business Area Performance Modifier	x	Individual Performance Modifier
122,163		78,400		106.00%		105.00%		Per Group guidelines with line manager discretion

**Business Area Performance Modifier is:**

Scorecard Name	Weight (for calculation of average)	Performance Modifier
ITO	100.00%	105.00%

The cash element of your variable compensation will be paid to you with the normal salary payroll in March, less any applicable statutory deductions, elected sacrifices or hypothetical tax.

Eligible employees will receive a Statutory Bonus after the close of the financial year. The amount paid towards any Incentives/Annual Incentive/other discretionary variable compensation during the Financial Year 2017 – 2018, if any, will be adjusted towards the Statutory Bonus payable for the Financial year 2017 – 2018.

Payment of any variable compensation is subject to you being employed by the Group and not having given or received notice of termination of employment on or before the payment date.

For the avoidance of doubt, the Group retains absolute discretion as to the size of the variable compensation award made (if any). Receipt of an award in one year does not give rise to an entitlement in respect of any future year(s).

By receiving any variable compensation award you acknowledge and agree to the following terms:

- Any shares delivered to you as part of your variable compensation award must not be transferred, assigned, hedged or have a charge placed against them. In line with remuneration regulations, you understand that you are not permitted to engage in personal hedging strategies or enter into contracts of insurance to mitigate against the risk alignment effects embedded in the Group's remuneration arrangements. This prohibition includes hedging against the share price of Standard Chartered PLC shares.
- All awards are subject to the Group Ex-Post Risk Adjustment of Remuneration Policy and Procedures, which are accessible on RiskPod (<http://riskpod.zone1.scb.net/Lists/Policies/DispForm.aspx?ID=553>).
- Pursuant to the Group Ex-Post Risk Adjustment of Remuneration Policy and Procedures the Group reserves the right to apply a deduction or adjustment to variable compensation awards (including upfront cash, deferred cash, upfront shares, deferred shares, and long term incentives) and/or in certain circumstances has the right to recover monies as a result of such adjustment through compensation including fixed compensation, vested variable compensation and termination payments.
- You acknowledge and agree that the Group Ex-Post Risk Adjustment of Remuneration Policy and Procedures may affect this variable compensation award in future.

- All awards are subject to the Group Total Variable Compensation plan rules.

**b. Fixed Compensation**

Payment of any adjustment to salary or allowance is subject to you being employed by the Group and not having given or received notice of termination of employment on or before the effective date.

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# Promotion Letter

## Strictly Private and Confidential

Aarthi V  
GBS Technology Services  
India  
ID: 1526484  
1 March 2018

## Promotion

Congratulations on your promotion to Grade E, which will be effective from 1 April 2018 (the "Promotion Date"). As part of the GBS transformation we are reviewing the local grade terminology in our systems. Hence your promoted local grade "Grade E" will be renamed to "Band 8A". Your employment terms will now be subject to the relevant policies and practices applicable to your new local grade.

Your job title from 1 April 2018 is 'Support Lead'.

This promotion is subject to you meeting all and any necessary regulatory approvals for your new role, including but not limited to meeting all requirements for fit and proper certification. In the event that you do not meet such approvals or certification requirements, this offer of promotion will be withdrawn.

For the avoidance of doubt, any allowance changes due to promotion are already included in your other cash allowances amount as set out your 2017 P<sup>3</sup> statement.

Please refer to your local employee policy documents on the Bridge.

By receiving the revised salary and compensation applicable to your new role, you agree to the changes to your terms and conditions of employment as set out in this statement, the enclosed P<sup>3</sup> statement (which sets out the changes related to your compensation effective from the promotion date).

I agree to the revised terms and conditions set out in this statement.

Dated: 1 March 2018