

PERSONAL AND CONFIDENTIAL

Santosh Bisht
201412
Media & CE Product Engineering

07 March 2022

Compensation Review 2020

Dear Santosh,

2019/20 has been a challenging year for dunnhumby that has seen a number of changes to our organisational structure. On behalf of the Executive team I want to thank you for your commitment throughout this period which has enabled us to share some of the profits in the form of annual bonus.

I am pleased to confirm that, based on your individual performance and that of dunnhumby's business results, your 2019/20 annual bonus is 107,266.00 INR, this will be paid to you via the May 2020 payroll.

All other terms and conditions of your employment remain the same.

On behalf of the Executive team, thank you for your ongoing contribution to dunnhumby's growth.

Yours sincerely,



Guillaume Bacuvier
Chief Executive Officer