



PERSONAL AND CONFIDENTIAL

Santosh Bisht
201412
Media & CE Product Engineering

07 March 2022

Salary Review 2020

Dear Santosh,

Every year in April, we run a compensation review process where managers make recommendations for bonus payments and salary increases. In April this year, we made the decision to defer the salary increase portion of this review. This was a prudent and pragmatic decision, as we didn't know what impact Covid-19 would have for dunnhumby at the time. I was pleased to announce in October that we would be proceeding with salary reviews, with any increases effective from 1 December 2020.

Following dunnhumby's salary review I am pleased to advise that your base salary has been assessed, and effective 1 December 2020 will increase by 236,436.00 INR to 1,867,026.00 INR annually.

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

On behalf of the Executive team, I thank you for your ongoing dedication to dunnhumby. It's thanks to your contributions that we have been able to navigate this difficult year and the challenges of Covid-19, allowing us to make these salary increases possible.

Yours sincerely,

A handwritten signature in dark ink, appearing to read "Guillaume Bacuvier".

Guillaume Bacuvier
Chief Executive Officer