

PERSONAL AND CONFIDENTIAL

Santosh Bisht
201412
Media & CE Product Engineering

07 March 2022

Salary Review 2021

Dear Santosh,

Whilst we've faced challenges over the past year as a result of Covid-19, we've also realised many exciting opportunities, I'm therefore pleased to confirm that we have been able to proceed with our salary review. It's thanks to your contributions that we have been able to navigate this challenging period, allowing us to make these salary increases possible.

Your base salary has been assessed, and effective 1 July 2021 will increase by 282,969.00 INR to 2,149,995.00 INR annually.

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

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

Yours sincerely,



Claire Lorains
Chief Executive Officer