



**PERSONAL AND CONFIDENTIAL**

Santosh Bisht  
201412  
Product Development - Media - India

07 March 2022

**Compensation Review 2019**

Dear Santosh,

2018/19 has continued to be a year of change in the Optimise phase of our dunnhumby Strategy and on behalf of the Executive team I want to thank you for your commitment 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 2018/19 annual bonus is 189,319.00 INR, this will be paid to you via the May 2019 payroll.

Following dunnhumby's annual salary review I am pleased to advise that your base salary has been assessed, and effective 1 July 2019 will increase by 161,590.00 INR to 1,630,590.00 INR annually.

Your base salary forms part of your total reward package, which also includes a competitive benefit offering and eligibility for a discretionary performance based incentive plan.

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,

Guillaume Bacuvier  
**Chief Executive Officer**