



PROTECTING INVESTING FINANCING ADVISING

Dear Colleague,

Let me start by wishing you and family good health. After all, the last year has helped all of us realize that our health is our most precious asset and what matters the most.

It would be an understatement to call FY21 a challenging year. It was a year like no other, with lockdowns and significant impact to lives, livelihoods and the economy. None of us have lived through something like this before and I guess all of us have therefore learned something from it. Looking back over the year, our success in navigating through this uncertain business environment has, in a large part, been due to three factors. The first is the unstinting commitment shown by our people who went out of their way in service of our customers and distributors. The second is the resilience of our people and families who made innumerable adjustments and sacrifices to be able to efficiently work from home while supporting each other to get through the year. And third, our collective ability to see opportunity in challenges and to make the most of these unprecedented times.

Despite the headwinds in the environment, we delivered strong financial results. Our Consolidated revenue grew 14% year-on-year and we achieved an all-time high consolidated net profit of Rs 1,127 Crores, a growth of 22% year-on-year, a testimony to the commitment of our people, our focus on execution and the resilience of our diversified business model. Our focus on scale, retail and profitability resulted in growth across our protection, investing and financing verticals and our active customer base growing to over 24 Million. Our strong push to digital also held us in good stead and will be a key driver going forward. My thanks to team ABC for all the energy, commitment and passion through FY21!

As we make our way into FY 22, with the hope of better days to come, here are some things ABC asks of you:

- Operate with a customer-centric, purpose-led approach and keep your eye on the business fundamentals and why we do what we do; never take short cuts as we are building a long-term institution
- Be proactive and adopt a 'no excuse mindset'; look to see what is possible and make it happen.
- Embrace the 'digital-mindset', be agile and move with speed; everyone needs to be a tech+ manager today, so upskill yourself and think with speed and agility to create an impact
- Focus on your family's overall wellbeing so you can bring your best version to work every day; rejoice in the diversity of ABC's employees and encourage diversity and inclusion in your work
- Collaborate, Collaborate, Collaborate; we are stronger together and can achieve much more together

I wish you all the best and look forward to your continued passion and commitment.

Yours sincerely,

Ajay Srinivasan
Chief Executive
Aditya Birla Capital Limited

Aditya Birla Capital Ltd.

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Aditya Birla Finance Ltd.

(A subsidiary of Aditya Birla Capital Ltd.)



ADITYA BIRLA
CAPITAL

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August 7, 2021

Suraj Jaiswal

Poornata Id: **360949**

Dear **Suraj Jaiswal**,

We thank you for your contribution to Aditya Birla Finance Limited. We are pleased to inform you that your performance during the performance year 2020-21 has been assessed at "**Delivered Full Performance**".

Variable Pay is based on achievement of organizational, functional goals and individual contribution (basis performance rating). Your Variable Pay for the performance year 2020-2021 is **Rs. 95,699/-**

Your Fixed Compensation has been revised to Rs. **808,500/-** with effect from July 1, 2021.

We look forward to your continued support and contribution.

With Best Wishes,

Sujatha Sudheendra

Head - Human Resources

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SALARY ANNEXURE

Name Suraj Jaiswal
Poornata Id: 360949
Effective Date July 1, 2021

Compensation Details	Current Compensation INR per Annum	Revised Compensation INR per Annum
Base Salary	257,250	282,975
Basic Salary	257,250	282,975
Allowances & Reimbursements	305,881	336,469
Advance Statutory Bonus	16,800	16,800
Education Allowance	2,400	2,400
LTA	8,000	8,000
Special Allowance	278,681	309,269
Retirals	43,244	47,568
Gratuity	12,374	13,611
PF	30,870	33,957
Housing	128,625	141,488
HRA	128,625	141,488
Actual Annual Incentive Pay	63,045	95,699
Actual Annual Incentive Pay	63,045	95,699
Target Annual Incentive Pay	110,250	121,275
Target Annual Incentive Pay	110,250	121,275
Fixed Compensation	735,000	808,500
Target CTC	845,250	929,775

Note:

- Income Tax will be applicable as per prevailing tax laws
- Performance Linked Pay shown under Revised Compensation denotes the Actual Variable Pay being paid for FY 20-21. We have paid the partial Variable pay along with May / June 2021 salary.
- Target Variable Pay under Revised Compensation denotes the indicative Performance Linked Pay for FY 21-22 subject to achievement of organizational goals, business line/functional goals (wherever applicable) and individual contribution (basis performance rating)

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