

Standard Chartered Global Business Services Private Limited  
CIN: U67190TN2000PTC049177  
Registered Address: 1, Haddows Road, Nungambakkam  
Chennai - 600 006, India

Tel (91-44) 2821 9188  
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# 2018 P<sup>3</sup> Compensation Statement

## Strictly Private and Confidential

Vijay Ganesh S  
GBS Biz/Functions CIO  
India  
ID: 1222270  
28 February 2019

2018 Achievement rating	Very good
2018 Valued behaviours rating	Almost Always
2018 Performance rating	Great

2018 Compensation		
<u>Fixed Compensation as at 31 December 2018</u>		
Total Employment Cost (TEC)	INR	2,036,650
Total Fixed Compensation	INR	2,036,650
<u>Variable Compensation<sup>a</sup></u>		
2018 Annual Incentive Award		
Cash	INR	244,953
Total Annual Incentive Award	INR	244,953

2019 Compensation		
<u>2019 Fixed Compensation<sup>b</sup> - Effective 1 April 2019</u>		
Total Employment Cost (TEC)	INR	2,281,048
Total Fixed Compensation	INR	2,281,048
<u>Target Total Variable Compensation</u>	INR	228,104
Local Grade		Band 6

**a. Variable Compensation**

Your total variable compensation has been determined using the Group performance modifier, Business Area scorecard modifier and the Individual performance modifier as shown in the table below:

Total Variable Compensation	=	Individual Target Total Variable Compensation	x	Group Performance Modifier	x	Business Area Scorecard Modifier	x	Individual Performance Modifier
244,953		185,150		105.00%		105.00%		Per Group guidelines with People Leader adjustment

**Business Area Scorecard Modifier is:**

Scorecard Name	Weight (for calculation of average)	Scorecard Modifier
ITO	100.00%	105.00%

The cash element of your variable compensation will be paid to you with the normal salary payroll in March, less any applicable statutory deductions, elected sacrifices or hypothetical tax.

Payment of any variable compensation is subject to you being employed by the Group and not having given or received notice of termination of employment on or before the payment date.

For the avoidance of doubt, the Group retains absolute discretion as to the size of the variable compensation award made (if any). Receipt of an award in one year does not give rise to an entitlement in respect of any future year(s).

By receiving any variable compensation award you acknowledge and agree to the following terms:

- Any shares delivered to you as part of your variable compensation award must not be transferred, assigned, hedged or have a charge placed against them. In line with remuneration regulations, you understand that you are not permitted to engage in personal hedging strategies or enter into contracts of insurance to mitigate against the risk alignment effects embedded in the Group's remuneration arrangements. This prohibition includes hedging against the share price of Standard Chartered PLC shares.
- All awards are subject to the Group Ex-Post Risk Adjustment of Remuneration Policy and Standards, which are accessible on RiskPod (<http://riskpod.zone1.scb.net/Lists/Group%20Policies/DispForm.aspx?ID=34&ContentTypeld=0x0100DB43E7BF2256814AAB562BAE393A6C16>).
- Pursuant to the Group Ex-Post Risk Adjustment of Remuneration Policy and Standards the Group reserves the right to apply a deduction or adjustment to variable compensation awards (including upfront cash, deferred cash, upfront shares, deferred shares, and long term incentives) and/or in certain circumstances has the right to recover monies as a result of such adjustment through compensation including fixed compensation, vested variable compensation and termination payments.
- You acknowledge and agree that the Group Ex-Post Risk Adjustment of Remuneration Policy and Standards may affect this variable compensation award in future.
- All awards are subject to the Group Total Variable Compensation plan rules.

**b. Fixed Compensation**

Payment of any adjustment to salary or allowance is subject to you being employed by the Group and not having given or received notice of termination of employment on or before the effective date.



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# Promotion Letter

## Strictly Private and Confidential

Vijay Ganesh S  
GBS Biz/Functions CIO  
India  
ID: 1222270  
28 February 2019

## Promotion

Congratulations on your promotion to Band 6, which will be effective from 1 April 2019 (the "Promotion Date"). Your employment terms will now be subject to the relevant policies and practices applicable to your new local grade.

Your job title from 1 April 2019 is 'Senior Manager'.

This promotion is subject to you meeting all and any necessary regulatory approvals for your new role, including but not limited to meeting all requirements for fit and proper certification. In the event that you do not meet such approvals or certification requirements, this offer of promotion will be withdrawn.

For the avoidance of doubt, any allowance changes due to promotion are already included in your other cash allowances amount as set out in your 2018 P<sup>3</sup> statement.

Please refer to your local employee policy documents on the Bridge.

By receiving the revised compensation applicable to your new role, you agree to the changes to your terms and conditions of employment as set out in this statement, the enclosed P<sup>3</sup> statement (which sets out the changes related to your compensation effective from the promotion date).

I agree to the revised terms and conditions set out in this statement.

I Accept

Dated: 28 February 2019