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| Ref: HRD/2018-19/1539726 JUNE, 2019Name: Makkena PeeterDept: OperationsDear Peeter,We wish to thank you for your contributions in 2018-19.Your Performance assessment for the year has been concluded. Based on the discussion you had with your reporting manager, we are pleased to inform that your overall performance rating for the financial year 2018-19 has been rated as **Good**. This rating implies that you have met expectations of the role.Based on your performance rating, your total annual compensation has been revised to **Rs. 271512 /-** which is **6%** increase on your current compensation. This increase is effective from **01 Apr 2019**. Please note that your compensation is private and confidential and you are advised not to discuss or disclose the same with anybody.The year ahead, promises to be an exciting one with new challenges and opportunities. We are sure that you will continue to excel in your performance in the coming years and strive to make Karvy a great place to work.Our personal thanks to your family as well, for having supported you through the year and wish you every success in the year ahead.For Karvy Fintech Pvt LtdV GaneshManaging Director & CEOEnclosure: Annexure-I (New Compensation Structure) |
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| Annexure-IIn view of the judgment of the Honourable Supreme Court of India directing EPF contribution to be made on Basic pay, Special Allowance, Shift Allowance, we have amended your Fixed Pay, which is appended below for your reference. Please feel free to let us know should you need any clarification.Needless to emphasise, increased EPF contribution would get you better savings, particularly since EPF is one of the most secure & high yield savings instruments & is tax exempt as well.Name: Makkena PeeterDesignation: Assistant ManagerGrade: S7Location: Selenium

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| **Compensation Structure** |
| Components | (Rs. P.A) |
| Basic | 108612 |
| H.R.A | 65172 |
| Special Allowance | 56232 |
| Advance Bonus | 21720 |
| P.F (Company's Contribution) | 19776 |
| Fixed Pay | 271512 |

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| Other Benefits:

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| Personal Accident Cover | :Personal accident cover for self in cases of death or disability |
| Mediclaim / ESIC | :Covered under ESIC or Medical Insurance for Self, Spouse and Two children, whichever is applicable. |
| Gratuity | :As per Gratuity Act |
| Group Term Life Insurance | :As per the policy |

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