

## TERMS AND CONDITIONS OF EMPLOYMENT CONTRACT

**Employer:** RBS Services India Private Limited (Formerly known as RBS Business Services Private Limited) ('the Company', 'we' or 'our'), having its Registered Office at 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor TechSpace, Sector-21, Dundaheera, Gurugram, Haryana 122016, India a subsidiary undertaking / member of The Royal Bank of Scotland Group of companies.

**Employee:** Rajeev Ranjan Srivastava, B-19/ 4th Floor, Sai Apartment, Ganesh Nagar, Part 2, Delhi, Delhi, 110092

Throughout this contract The Royal Bank of Scotland Group is referred to as the 'Group', a company in the Group is referred to as 'Group Company' and includes The Royal Bank of Scotland Group Plc and any subsidiaries and associated companies, including but not limited to the Company.

**Date of Issue: 06 August 2019**

This contract of employment (hereinafter referred to as "this **Contract**") executed on 06 August 2019 between:

**SDS01 - Start Date:** Your Permanent employment will begin on 12 August 2019 ("Start Date"). For sake of clarity, please note that for all purposes, your services would be treated as continuous from the date of your appointment as per the fixed term contract of employment i.e. 18 June 2018 ("Group Service Start Date").

**JTS01 - Job Title:** Within PPI, your **Job Title** is **CS&O Analyst** and **Business Title** is **Analyst**. The Company reserves the right to unilaterally amend/ revise these titles for any business purposes, at its sole discretion.

JTS01.1 - For benefit purposes, this is a Benefit **Band 4** and **Grade 2** role.

JTS01.2 - You may be required to undertake other reasonable duties from time to time, for the Company and any Group Company. The Group reserves the right to second you or transfer you to any Group Company and any suitable alternative position reasonably within your capabilities, according to business requirements of the Group on a temporary or permanent basis. You will not refuse to carry out any assignment solely on the grounds that it has not been part of your usual duties during your employment. You will also not be entitled to any additional compensation for carrying out any job which, in the opinion of the management, is equivalent to the job you have been assigned earlier.

JTS01.3 - Whilst you are employed by the Company, you must not undertake any other employment, whether paid or unpaid, or engage or be involved or interested, whether directly or indirectly, in any other business or organisation (either during or outside your working hours), unless you have obtained our prior written consent.

### **LNS01 - Location:**

LNS01.1 - **Your Work Location will be New Delhi.** We may, at our discretion, require you to (temporarily or permanently) work at or transfer to different work premises.

LNS01.2 - You acknowledge and agree that your employment with the Company may be seconded or transferred to another company within the Group (as may be determined by the Company) in accordance with applicable policies. You shall execute all documents necessary or desirable to effect such transfer.

### **IPS01 - Integrity and Professionalism:**

IPS01.1 - This offer of employment is contingent upon the successful completion of the Pre Employment Screening (PES) process which is part of the background screening conducted by the Group. PES includes but is not limited to verification of your employment history and qualifications.

IPS01.2 - The Group may withdraw this offer of employment (if applicable) or terminate your employment if the result of any background screening check (which may be conducted at any time prior to or during your employment) or act on your part demonstrates (at the discretion of the Group) that you will not be able to carry out the inherent requirements of your employment to the Group's standards of integrity and professionalism.

### **HWS01 - Hours of Work:**

HWS01.1 - Your normal hours will be **45** hours each week. Our working week runs Monday to Sunday. Your manager will allocate your working days and times.

HWS01.2 - We have the right to vary the number of hours, days and times which you work to meet the needs of the business. If this happens you will be given reasonable notice.

HWS01.3 - You will be required to work the hours necessary to fulfil the responsibilities of your role.

### **RMS01 - Remuneration:**

RMS01.1 - The entitlements of your total reward are subject to any Company policy, procedure or guideline that may be issued from time to time. All perquisites and benefits including reimbursements are subject to income tax provisions which may be applicable including taxation on perquisite value.

RMS01.2 - Your remuneration package includes the Total Fixed Pay of INR 300000. Please refer to the enclosed Annexure 1 to see the Total Fixed Pay breakup.

RMS01.3 - Your pay Total Fixed Pay will have three core components:

- RMS01.3.1 - Salary - This includes Basic and Supplementary allowance.
- RMS01.3.2 - Benefit Funding - This is the value provided towards benefits like HRA, LTA, Telephone reimbursement, Meal card etc.
- RMS01.3.3 - Retirement Funding - This is the value provided towards Retirement benefits like Provident Fund, National Pension System (NPS) etc.

RMS01.4 - Other Benefits (in addition to the Total Fixed Pay) provided by the Company are Hospitalization Insurance Cover, Life Insurance Cover, Statutory Bonus, ESIC Contribution, Gratuity and such other benefits as per applicable law. These benefits are as per applicable law & the Company / Group policy. You will find more information on the Group's intranet.

#### **RTS01 - Retirement:**

RTS01.1 - Subject to any applicable law, the normal retirement age is 60.

#### **LVS01 - Annual Leave and Public Holidays:**

LVS 01.1 - Your annual leave entitlement will be in accordance with the Company's Leave policy and guidelines. You may be required to take part of your annual leave as compliance leave, in accordance with applicable policy.

LVS 01.2 - Additional days are given each year for public holidays and we will let you know when they are. We reserve the right to ask you to work on a public holiday.

LVS 01.3 - If you join or leave during a leave year, your annual leave entitlement in respect of that year will be adjusted accordingly. When your employment ends, any accrued annual leave pay due to you for that leave year will be calculated based on your Total Fixed Pay.

LVS 01.4 - Full details of the policy regarding annual leave and holidays are available on the Group's intranet or from your line manager.

#### **CNS01 - Confidentiality:**

CNS01.1 - 'Confidential Information' is knowledge about the commercial affairs and business transactions of the Company and the Group, including, but not limited to, information about the customers, clients, employees, suppliers (whether former, actual or potential), Group contracts, pricing structures, financial and marketing details, terms of business, proposed transactions, premises, assets, internal communications, Intellectual Property, technical systems, data, designs, formulae, product lines, projects, operational procedures, research activities, negotiating position, forward planning, technical and product developments, accounts, finances, computer software and general know-how of the Company or any company of the Group.

CNS01.2 - Confidential Information also includes, without limitation:

- CNS01.2.1 information relating directly or indirectly to particular securities or issuers thereof (both Group companies and third parties) and which would, if generally available, be likely to have an effect on the price of such securities or related investments ('Price-Sensitive Information');

- CNS01.2.2 - any information contained in documents marked "confidential" or documents of a higher security classification and other information which, because of its nature or the circumstances in which you receive it, you should reasonably consider to be confidential; and
- CNS01.2.3 - confidential information (howsoever obtained) about or provided by any third party received during the course of or as a result of your employment by the Group.

CNS01.3 - You agree you shall at all times observe secrecy in respect of all the affairs of the Group of which you become aware as a result of your employment and in particular you will keep confidential:

- CNS01.3.1 - all information relating to the Group's customers including their identity, their accounts and the details of all Group products or policies held by them.
- CNS01.3.2 - all the actual or proposed transactions of the Group with its customers, suppliers, advisers, regulators and other business connections; and
- CNS01.3.3 - all data belonging to, or held by, the Group whether stored electronically or otherwise and all Confidential Information of the Group.

CNS01.4 - Subject to the need to use or disclose Confidential Information in the proper performance of your duties to the Group, you agree that you will not at any time, whether on your own behalf or in any capacity on behalf of any other person, firm, company or organisation, disclose, reveal, cause the publication of or otherwise make use of any such Confidential Information whether for your personal gain or otherwise and you will not make any direct or indirect detrimental or derogatory references to the Group, its directors or employees in any form, including on the internet (for example making any such references in any on-line diary, typically known as "blogging").

CNS01.5 - You acknowledge and understand that:

- CNS01.5.1 - maintaining absolute confidentiality is crucial to the Group whose business depends upon the discretion of employees and contracted personnel;
- CNS01.5.2 - a breach of this undertaking of confidentiality will be regarded as a serious disciplinary matter and may if committed while you are employed by the Company result in disciplinary action being taken against you up to and including dismissal without notice and/or criminal proceedings;
- CNS01.5.3 - this obligation of secrecy will apply to all the Group's business and will remain in full force and effect even after you have left the service of, or ceased working within, the Group;
- CNS01.5.4 - the obligation of secrecy will apply unless you have express written consent from the Group to disclose the Confidential Information or you are required to do so by law or the information is already in the public domain, other than by way of unauthorised use or disclosure.

CNS01.6 - The restrictions outlined in this clause do not apply to any disclosure which you are

required to make by law, or to the use or disclosure of information which is already within the public domain through no fault of your own or action on your part, or to a disclosure which constitutes a protected disclosure within the meaning of applicable public interest disclosure legislation.

**CNS01.7** - Without prejudice to the foregoing, any disclosure by you of information relating to your pay and remuneration and any and all increments, bonuses and other fringe benefits incidental thereto provided to you by the Company, to any person, including another employee of the Company, will be viewed as a serious breach of your terms of employment and will be dealt with accordingly. Disclosure of such confidential information to your immediate family, tax and legal advisors on a need to know basis will not be a violation of this clause.

**CNS01.8** - The obligations under this clause shall survive after the expiry or termination of this Contract for any reason.

### **DPS01 - Data Protection & Privacy:**

**DPS01.1** - You shall at all times during your employment with the Company act in accordance with the Company's Privacy & Client Confidentiality Policy and any data protection, privacy and client confidentiality policies, procedures and accountabilities as amended from time to time and any applicable local privacy law. Breach of this undertaking could lead to disciplinary action.

**DPS01.2** - By signing this Contract, you acknowledge and agree that we are permitted to collect and hold personal information or data (PI) about you as part of our personnel and other business records and that the Group may use such PI for the purpose of conducting background checks, administering your employment and other purposes directly related to your employment.

**DPS01.3** - You consent that we may disclose such PI to third parties in the event that such disclosure is in our view required for any business or legal requirement or the proper administration of employment and other matters directly related to your employment. This clause applies to PI collected, held, used or disclosed in any medium.

**DPS01.4** - The Employee Privacy Notice contains detailed information about how we process your personal information, including how we process your sensitive personal information, disclosures of your personal information to third parties (such as suppliers or credit reference agencies), intra group sharing of personal information and international transfers of your personal information.

**DPS01.5** - For further information, please refer to the relevant policies, which is available on the Group's intranet or from your line manager.

### **PNS01 - Periods of Notice & Termination:**

**PNS01.1** - You or the Company may terminate your employment by giving the other party written notice as follows:

- **PNS01.1.1** - At any time during your probationary period: 30 calendar days;

- PNS01.1.2 - After completion of your probationary period: 90 calendar days.

PNS01.2 - The Company reserves the right to make a payment in lieu of notice (prorated monthly equivalent of Total Fixed Pay)

PNS01.3 - The Company may terminate your employment summarily without notice (or payment in lieu of notice) in the event of gross misconduct or a serious breach of your employment obligations.

PNS01.4 - The Company, at any time during your notice period (whether notice is given by you or by us), and in its absolute discretion, and in our absolute discretion, (i) alter your duties or (ii) instruct you to remain away from work on garden leave ("Garden Leave").

PNS01.5 - While you are on Garden Leave:

- PNS01.5.1 - you must be available for work, although we are not obliged to provide you with any work;
- PNS01.5.2 - you will continue to receive your reference salary and any benefits (where payable) under this Contract, but no discretionary and performance related awards or incentive payments will accrue during this period as you will not be carrying out your normal duties;
- PNS01.5.3 - you must not, without the Company's prior consent:
  - (a) attend the office premises of the Company or any Group Company;
  - (b) remove any documents or property from the Company or any Group Company;
  - (c) work for any other person or entity other than the Company or undertake any other business;
- PNS01.5.4 - you may not contact or attempt to contact without our prior written consent, any client, customer, agent, professional adviser, broker or other employee of the Company or the Group (except your line manager); and
- PNS01.5.5 - you remain an employee and continue to be bound by all duties as an employee of the Company (including but not limited to your duty of fidelity and good faith to the Company, which will apply in full and to the same extent as existed prior to the Garden Leave), as well as all employment terms and conditions, subject to the above.

### **RPS01 - Return of Property:**

RPS01.1 - When your employment ends (or earlier on demand by the Company) you are required to return all Confidential Information, and all Group property and equipment in an acceptable condition.

### **RCS01 - Restrictive Covenants:**

RCS01.1 - For the purposes of this clause:

- RCS01.1.1 - 'Termination Date' means the date of termination of your employment with the Company for whatever reason;
- RCS01.1.2 - 'Confidential Information' has the meaning given to it in the Confidentiality clause in this Contract;
- RCS01.1.3 - 'Business' means those parts of the business carried on at the Termination Date by the Company or any other Group Company with which you were involved to a material extent at any time during the Relevant Period;
- RCS01.1.4 - 'Restricted Period' means the period of six months commencing on the Termination Date, less any period immediately prior to the Termination Date, which you have been required by the Company to spend on Garden Leave;
- RCS01.1.5 - 'Relevant Period' means:
  - (a) if you are placed on Garden Leave, the period of 12 months prior to the commencement of Garden Leave; or
  - (b) if you are not placed on Garden Leave, the period of 12 months prior to the Termination Date (or, if not employed for 12 months, the duration of the Employment);
- RCS01.1.6 - 'Customer' means any person, firm, company or organisation or other entity who or which, at any time during the Relevant Period, (i) was a customer or client of the Company or (ii) has had negotiations or discussions about the supply or about products or services supplied or provided by the Company or any other Group Company and:
  - (a) with whom or which, during the Relevant Period, you had business dealings, negotiations or discussions, in the course of your employment; or
  - (b) in relation to whom or which you are, by reason of your employment, in possession of any trade secrets or Confidential Information;
- RCS01.1.7 - 'Relevant Third Party' means any person, firm, company, organisation or other entity who or which, at any time during the Relevant Period, was an investor with or an exclusive supplier to the Company or any Group Company (other than a supplier of utilities and goods or services for administrative purposes) and:
  - (a) with whom or which, during the Relevant Period, you had business dealings in the course of your employment; or
  - (b) in relation to whom or which you are, by reason of your employment, in possession of any trade secrets or Confidential Information;
- RCS01.1.8 - 'Relevant Person' means any person with whom you had been in contact with during the Relevant Period and who was at the Termination Date (i) a director of the Company or any other Group Company or (ii) an employee of the Company or any other Group Company at appointed, managerial, senior managerial or executive level or (iii) a consultant of the Company or any other Group Company.

RCS01.2 - You agree, as separate and independent obligations, that during the Restricted Period you will not without the written consent of the Company which shall not be unreasonably withheld or delayed, directly or indirectly, either on your own behalf or for, with,

through or on behalf of any other person, firm, organisation, company or other entity:

- RCS01.2.1 - in competition with the Business, (i) solicit, or entice away or endeavour to solicit, or entice away the custom or business of any Customer from the Company or any other Group Company or (ii) interfere adversely with or endeavour to interfere adversely with the Company's or any other Group Company's relationship with any Customer;
- RCS01.2.2 - in competition with the Business, do any business with, accept orders from, or have any business dealings with any Customer;
- RCS01.2.3 - cause or endeavour to cause any Relevant Third Party to either cease investing in or doing business with the Company or any other Group Company or to materially alter the terms of its investment in or on which it transacts business with the Company or any Group Company in a manner detrimental to the Company or any other Group Company;
- RCS01.2.4 - solicit, induce or endeavour to solicit or induce any Relevant Person to cease working for or providing services to the Company or any other Group Company, whether or not any such Relevant Person would thereby commit a breach of contract; or
- RCS01.2.5 - employ or otherwise engage or attempt to employ or otherwise engage in any business in competition with the Business, any Relevant Person, whether or not any such Relevant Person would thereby commit a breach of contract.

RCS01.3 - You further agree that you shall not, following the termination of your employment with the Company represent yourself or hold yourself out as being in any way connected with the business of the Company or any other Group Company.

RCS01.4 - You acknowledge and agree that:

- RCS01.4.1 - the Restrictions are considered by the parties to be reasonable in all the circumstances;
- RCS01.4.2 - the duration and extent of each of the Restrictions are no greater than necessary for the protection of the Company's legitimate commercial interests and/or those of any other Group Company;
- RCS01.4.3 - if any of the Restrictions by itself, or taken together with any of the others, is found to be void or unenforceable, but would be valid if some part of it were deleted or modified, such Restriction shall apply with such modification as may be necessary to make it valid and effective; and
- RCS01.4.4 - the Restrictions are separate and severable and enforceable as such, so that if any Restriction is determined as being unenforceable in whole or in part for any reason, that shall not affect the enforceability of any of the remaining Restrictions or, in the case of part of a Restriction being unenforceable, of the remainder of that Restriction.


RCS01.5 - Any benefit given or deemed to be given by you to any other Group Company under the terms of this clause is received and held on trust by the Company for the relevant Group Company. You hereby agree to enter into appropriate restrictive covenants of a similar scope and duration to the Restrictions directly with any other Group Company if requested to do so by the Company.

time of joining. However, if for some reason you are unable to submit it on the Start Date, i.e. day of joining, a self-declaration shall be required in this regard. You will indicate the timeframe by when these documents can be submitted.

This Contract is valid subject to you reporting to work on your Start Date failing which your appointment stands withdrawn.

Please indicate your acceptance of these terms and conditions by signing the duplicate copy of this Contract and returning it to the Company on your Start Date.

I, the undersigned, have read and agree to be bound by the terms and conditions of employment specified or referred to in this contract. I understand that the Company may vary the terms and conditions of employment from time to time.

.....  
  
Signature

..... 12/08/2019 .....


Date

.....  
Signature  
Signed for and on behalf of  
**RBS Services India Private Limited**  
on 06 August 2019  
by Vineet Verma

**Manager**  
**HR People Services India**

*This document is digitally signed by the authorized signatories of RBS Services India Private Limited.*

*This document is classified as Private and Confidential.*

  
Digitally signed by  
VINEET VERMA  
Date: 2019.08.07  
12:31:00 +05:30

06 August 2019


Rajeev Srivastava

### Annexure 1: Total Fixed Pay Break-up

This is with reference to the Remuneration clause of the Terms & Condition of Employment letter dated 06 August 2019 issued to you. Please see below the detailed breakup of your Total Fixed Pay:

Components of Total Fixed Pay (TFP)			
Pay Heads	Amount (INR per annum)	Components of Pay (INR per annum)	Components of Pay (INR per month)
Salary (Basic & Supplementary Allowances)	245850	Basic: 183000	Basic: 15250
		Supplementary Allowance: 62850	Supplementary Allowance: 5238
Benefits Funding (Benefits selected through RBS Portal)	9150	HRA and other Benefits as per policy :9150	HRA and other Benefits as per policy : 763
Retirement Funding (Retirement plan options selected through RBS Portal)	45000	Provident Fund: 21960	Provident Fund: 1830
		Other Retiral Benefits as per Policy: 23040	Other Retiral Benefits as per Policy: 1920
<b>Total Fixed Pay:</b>	<b>300000</b>		
<b>Note:</b> 1. Benefit Funding – This is the value provided towards benefit like HRA, LTA, Telephone Reimbursement, Meal card, etc. 2. Retirement Funding – This is the value provided towards Retirement benefits like Provident Fund, National Pension System (NPS) etc. 3. Unutilized value from Benefit Funding and Retirement Funding will be paid through payroll. 4. All benefits enumerated are subjected to specific rules governing its operations. 5. The corresponding Income Tax liability has been excluded from these calculations.			

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Signed for and on behalf of  
**RBS Services India Private Limited**  
on **06 August 2019**  
by **Vineet Verma**  
**Manager**  
**HR People Services India**

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Candidate Signature  
Date: **12/08/2019**

Digitally signed by  
VINEET VERMA  
Date: 2019.08.07  
12:26:37 +05:30



## Annual Pay & Performance Statement

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Rajeev Ranjan Srivastava  
8088276

February 2020

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Your current salary of INR 300,000 will increase by 10% on 1 April 2020.

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### New pay details effective from 1 April 2020

Your revised Total Fixed Pay effective 1 April 2020 is:

INR 330,000

Please find enclosed the compensation break-up sheet.

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Your performance rating for 2019 is 3.

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If you have any questions regarding the content of this pay statement, please discuss these with your line manager in the first instance.

**Jaspreet Bakshi**  
Director - HR People Services, India



<b>APPENDIX – YOUR TOTAL REWARD w.e.f. 1 April 2020</b>			
<b>Name</b>	Rajeev Ranjan Srivastava	<b>Job Title</b>	Customer Service & Operations Analyst A3
<b>Employee ID</b>	8088276	<b>Management Level</b>	A
<b>Grade</b>	3	<b>Corporate Title</b>	Analyst
<b>PAY HEADS</b>	<b>AMOUNT (INR p.a.)</b>	<b>COMPONENTS OF PAY (INR p.a.)</b>	
<b>Salary Funding</b> (Basic & Cash Allowances)	271,350	Basic : 183,000	
		Supplementary Allowance : 88,350	
<b>Benefit Funding</b> (Benefits selected through RBSelect)	9,150	House Rent Allowance : 9,150	
<b>Retirement Funding</b> (Retirement plan options selected through RBSelect)	49,500	Provident Fund (Mandatory) : 21,960	
		Other Retiral Benefits as per Policy : 27,540	
<b>NEW TOTAL FIXED PAY</b>		<b>330,000</b>	
<b>CORE BENEFITS</b>			
<b>Insurance Benefits</b>	Hospitalisation Insurance		As per the Policy
	Group Personal Accident Insurance		As per the Policy
	Term Life Insurance		As per the Policy
<b>OTHER RETIRALS</b>			
<b>Gratuity</b>	Gratuity		As per the Policy

rough RBSelect)		
Retirement Funding Retirement plan options selected through RBSelect)	49,500	Provident Fund (Mandatory) : 21,960 Other Retiral Benefits as per Policy : 27,540
<b>NEW TOTAL FIXED PAY</b>	<b>330,000</b>	
<b>CORE BENEFITS</b>		
Insurance Benefits	Hospitalisation Insurance	As per the Policy
	Group Personal Accident Insurance	As per the Policy
	Term Life Insurance	As per the Policy
<b>OTHER RETIRALS</b>		
Gratuity	Gratuity	As per the Policy
<b>TOTAL REWARD</b>		<b>Total Fixed Pay + Gratuity + Insurance Benefits</b>

Unutilized Benefit Funding and Retirement Funding will be added to Supplementary Allowances. Refer to policies on intranet for individual elements of Benefit Funding and Retirement Funding. Elements of Benefit and optional Retiral along with policy and entitlements effective from 1 April 2020 will be communicated, after which employees will be able to review and reallocate their benefits on RBSelect for FY2020-21. This appendix should be interpreted in conjunction with the relevant policies uploaded on RBS Intranet.



## Annual Pay & Performance Statement

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February 2021

Rajeev Ranjan Srivastava  
8088276

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Your current Total Fixed Pay of INR 330,000 will increase by 8.33% on 1 April 2021.

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### New pay details effective from 1 April 2021

Your revised Total Fixed Pay effective 1 April 2021 is:

INR 357,500

Please find enclosed the compensation break-up sheet.

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Your performance rating for 2020 is 3.

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If you have any questions regarding the content of this pay statement, please discuss these with your line manager in the first instance.

A handwritten signature in blue ink that reads 'Jaspreet Bakshi'.

Jaspreet Bakshi  
Managing Director - HR People Services, India



NatWest  
Group

**APPENDIX – YOUR TOTAL REWARD w.e.f. 1 April 2021**

<b>PAY HEADS</b>	<b>AMOUNT (INR p.a.)</b>	<b>COMPONENTS OF PAY (INR p.a.)</b>	
Name	Rajeev Ranjan Srivastava	Job Title	Customer Service & Operations Analyst (Volume) A3
Employee ID	8088276	Management Level	A
Grade	3	Corporate Title	Analyst
Salary Funding (Basic & Cash Allowances)	291,125	Basic : 255,000 Supplementary Allowance : 36,125	
Benefit Funding (Benefits selected through RBSelect)	12,750	House Rent Allowance : 12,750	
Retirement Funding (Retirement plan options selected through RBSelect)	53,625	Provident Fund (Mandatory) : 30,600 Other Retiral Benefits as per Policy : 23,025	
<b>NEW TOTAL FIXED PAY</b>	<b>357,500</b>		
<b>CORE BENEFITS</b>			
	Hospitalisation Insurance	As per the Policy	

Allowances)		Supplementary Allowance : 36,125
<b>Benefit Funding</b> (Benefits selected through RBSelect)	12,750	House Rent Allowance : 12,750
<b>Retirement Funding</b> (Retirement plan options selected through RBSelect)	53,625	Provident Fund (Mandatory) : 30,600 Other Retiral Benefits as per Policy : 23,025
<b>NEW TOTAL FIXED PAY</b>	<b>357,500</b>	
<b>CORE BENEFITS</b>		
Insurance Benefits	Hospitalisation Insurance	As per the Policy
	Group Personal Accident Insurance	As per the Policy
	Term Life Insurance	As per the Policy
<b>OTHER RETIRALS</b>		
Gratuity	Gratuity	As per the Policy
<b>TOTAL REWARD</b>		<b>Total Fixed Pay + Gratuity + Insurance Benefits</b>

Note:

1. This proposed structure is applicable as at 19 February 2021, which may undergo modifications in line with Regulatory laws.
2. Unutilized Benefit Funding and Retirement Funding will be added to Supplementary Allowances.
3. Refer to policies on intranet for individual elements of Benefit Funding and Retirement Funding.
4. Elements of Benefit and optional Retiral along with policy and entitlements effective from 1 April 2021 will be communicated, after which employees will be able to review and reallocate their benefits on RBSelect for FY
5. This appendix should be interpreted in conjunction with the relevant policies uploaded on NatWest Group Intra