LODHA
BUILDING A BETTER LIFE

November 08 , 2019

Associate ID	:	5401
Name	:	Gauri Kulkarni
Designation	:	Associate General Manager - Architecture
Cell	:	Architecture
Location	:	Corporate Office

Dear Gauri,

As we stand on the cusp of another interesting phase in the real estate industry, let us take a moment to reflect back on the last 12 months: a tough phase full of learning and some incredible changes. Not only have we come out resilient from this intense phase, our vision and ambition has also enabled us to maintain our leadership position in India as the No.1 real estate player for the 7th consecutive year.

While the market continues to remain demanding with India's GDP growth slipping to a 5+ year low, we see this as a significant opportunity for us to consolidate our top position in residential sales and significantly grow our rental portfolio (office, retail and logistics). We believe that by working collaboratively and by continuously focusing on the customer, we can deliver on our AOP goals for FY 19-20 and FY 20-21 which will set us in an extremely strong position of growth from 2021 onwards. We will also use this period to improve our efficiency and productivity so that we can compete ever more strongly in the market place by offering better value to our consumers. In summary, there is great opportunity before us and with the commitment and sacrifices of every associate, we can achieve unprecedented heights in the next 18-24 months.

As an outcome of the performance review 2018-19, your performance has been rated as Exceeds Expectations.

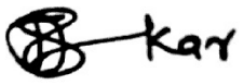
Your performance bonus for the year is Rs. 2,02,897. The detailed calculation for the same is available on ESS and the amount shall be paid out level wise commencing December 2019 salary. Your CTC is at par with the market benchmarks and hence remains unchanged.

The other terms and conditions of your appointment continue to remain the same as prior to the date of this letter. You will continue to be governed by all policies of the organization which are in force and as will be amended and made applicable from time to time.

Please ensure that the content of this letter is kept completely confidential.

We thank you for your efforts and look forward to an enriching year ahead with your continued support and dedication.

With regards,



Janhavi Sukhtankar
HoD - Human Resources