LODHA
BUILDING A BETTER LIFE

Private & Confidential

Associate ID - 5401 **15 May, 2021**
Gauri Kulkarni
DGM - Architecture, Townships
Design

Dear Gauri,

We worked hard as one Lodha team, stood together, grew together and made our brand stronger than ever before. We have achieved a huge milestone of becoming a listed company and look forward to a very exciting journey ahead. With a fantastic closing in the last financial year despite all challenges, we believe that the company's renewed focus on customer advocacy, quality and operational efficiency shall continue to create huge value for all our stakeholders and set new benchmarks.

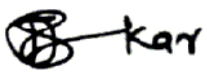
Your contribution has been instrumental in this journey of growth and your performance for FY 20-21 has been rated as **Meets Expectations**.

In recognition of your performance, we are pleased to revise your compensation effective 01st April 2021. The details of your bonus calculation, as applicable, is available on Lodha HR.

Components	Current Compensation	Revised Compensation
Basic	670,627	717,571
Housing Rent Allowance	402,376	430,543
Education Allowance	2,400	2,400
Flexi Pay	92,400	138,600
Special Allowance	406,046	406,621
Total Base Pay	1,573,849	1,695,735
Diwali Bonus	7,000	0
Medical Insurance	8,664	8,881
Provident Fund	54,813	54,813
Gratuity	32,242	34,499
Fixed CTC	1,676,568	1,793,927
Design Linked Variable Pay	120,713	0
Individual Performance Linked Variable Pay	120,713	257,018
Company Performance Linked Variable Pay	60,356	85,673
Total Variable Pay	301,782	342,691
Total Cost to Company	1,978,350	**2,136,618**

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

With regards,

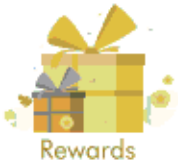


Janhavi Sukhtankar
President - Human Resources

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Total Reward Statement

Components	Revised Compensation
Fixed CTC	1,793,927
Total Variable Pay	342,691
CTC at Meets Expectations	2,136,618
CTC at Exceeds Expectations	**2,321,671**
CTC at Outstanding Performance	**2,436,473**



Rewards

- Merit-Based Variable Pay
- Employee Stock Option Plan (ESOP)
- Flexi EPF & NPS Contribution



Benefits

- Group Mediclaim & Top-ups
- Mediclaim for Parents and In-laws
- Discounted Health Checkup
- In-House Nutritionist/Dietitian
- Interest Free Loan



Work Life Balance

- Flexi Reporting Timing
- Emergency Leave
- Maternity Support
- Weekly 2 Hours for Voluntary CSR
- Paternity Leave
- Child Adoption Leave
- Fun At Work



Recognition

- Above & Beyond
- Ace of Excellence
- Circle of Excellence
- Manager of the Year
- Talent Assessment Champion



Career Development

- Internal Talent Mobility
- Specialized Learning Opportunities
- Key Associate Program