Dear Colleague,

FY19 will be remembered as a year of considerable volatility, with several ups and downs.

Aditya Birla Capital made progress across its businesses, in these challenging times. Our consolidated revenue grew 29% year on year to Rs. 16,570 crore and we achieved a profit before tax of Rs 1,800 crore. We ended with a lending book across our NBFC & HFC of Rs. 63,000 crore, our total premium (including life and health insurance) grew 30% year on year, crossing Rs. 8,000 crore and our AUM crossed 3 lakh crore.

These results are due to your efforts, passion and dedication. I would like to thank you for the same. I would also like to thank your families for the support they have provided throughout the year.

At our recent ABC Day, I had spoken about three subjects which I would like to share with you here.

I had first covered the four attributes of an ABC leader. These are:

§ Proactive, no excuse leader who is resilient, self-motivated, optimistic and focused on outcomes

§ Solution Finders

§ Ability to collaborate and build strong relationships both within and outside ABC

§ Top people managers and talent builders

People who display these characteristics and are aligned with our FAIR culture and ABG values will have a bright future at ABC.

Second, I had spoken about the theme of Breaking Boundaries.

Breaking Boundaries is all about overcoming the limitations that we create in our minds that stop us from achieving our full potential. As an organization and as professionals, I feel it is time for us to ask ourselves how each one of us can break these boundaries and not limit ourselves.

Third, I had talked about our ABC 2.0 strategy covering five pillars, which are:

§ Tech Rejuvenation

§ Data enrichment and analytics

§ Digital Transformation

§ Ecosystem Partnerships

§ Fin-Tech partnerships

I am sharing the links to these three messages in case you would like to hear them in greater detail.

Attributes of a Leader -
https://letsconnect.abfsg.com/sites/abfsg/Pages/AttributesofaLeader.aspx

Breaking Boundaries -
https://letsconnect.abfsg.com/sites/abfsg/Pages/breakingboundaries.aspx
ABC 2.0 - 5 Strategic Pillars -
https://letsconnect.abfsg.com/sites/abfsg/Pages/5StrategicPillars.aspx

At ABC, our purpose is to be able to help people live their lives to the fullest. We can only deliver this purpose if we all work together as one. I look forward to your continued commitment to make Aditya Birla Capital's purpose come true.

I wish you all the best for FY20. I look forward to your continued passion and commitment.



Ajay Srinivasan,
Chief Executive,
Aditya Birla Capital Limited

Life Insurance
Aditya Birla Sun Life Insurance Company Limited

ADITYA BIRLA CAPITAL
adityabirlacapital.com

July 17, 2019

Vikas Sharma
Poornata Id: **113178**

Dear **Vikas Sharma**,

Congratulations on an extremely successful FY 18-19!

Your efforts over the last year have helped Aditya Birla Sun Life Insurance Company Limited achieve its goals. We appreciate your commitment and performance in your role. We are pleased to inform you that your performance during the performance year 2018-19 has been assessed at "**Delivered Full Performance**".

Variable Pay is based on achievement of organizational goals and individual contribution i.e individual performance rating. Your Variable Pay for the performance year 2018-19 is **Rs. 130,417/-**.

Your Fixed Compensation has been revised to Rs. **1,166,270**/- with effect from July 1, 2019. The annual increment has been computed based on your individual performance and contribution to the organisation as assessed by your Manager.

A detailed break-up of your revised compensation for the year 2019-20 is enclosed for your reference. All components as mentioned in the CTC sheet are to be treated as Strictly Confidential and will be governed by the policies of the Organisation as applicable. All other prevailing terms and conditions of your employment remain unchanged.

We wish you success in your career with Aditya Birla Sun Life Insurance and look forward to your continued commitment.

With Best Wishes,

For Aditya Birla Sun Life Insurance Company Limited

T. Shobha Ratna

Shobha Ratna
Head - Human Resources & Training

Life Insurance
Aditya Birla Sun Life Insurance Company Limited

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SALARY ANNEXURE

Name **Vikas Sharma**
Poornata Id: **113178**
Effective Date **July 1, 2019**

Compensation Details	Current Compensation INR per Annum	Revised Compensation INR per Annum
Base Salary	**381,492**	**408,195**
Basic Salary	381,492	408,195
Allowances & Reimbursements	**453,616**	**485,361**
Education Allowance	2,400	2,400
LTA	10,000	10,000
Special Allowance	441,216	472,961
Retirals	**64,129**	**68,617**
Gratuity	18,350	19,634
PF	45,779	48,983
Housing	**190,746**	**204,097**
HRA	190,746	204,097
Actual Annual Incentive Pay	**0**	**130,417**
Actual Annual Incentive Pay	0	130,417
Target Annual Incentive Pay	**163,496**	**174,941**
Target Annual Incentive Pay	163,496	174,941

Fixed Compensation	**1,089,983**	**1,166,270**
Target CTC	**1,253,479**	**1,341,211**