

17 June, 2025

Goodness Okoye

Interswitch Limited
Plot 1648C Oko-Awo Street
Victoria Island
Lagos.

Dear Goodness,

SALARY REVIEW

We are pleased to inform you that management has approved an upward review of your Annual Gross Salary (AGS), effective June 1, 2025.

As a result of this review, your Annual Gross Salary will now be ~~N~~9,880,219.00 (subject to applicable taxes). Kindly note that all other benefits remain the same. Please see the details attached.

We wish you continued success in your career journey at the Switch.

Yours sincerely,

For: Interswitch Limited



Franklin Ali
Group Chief Human Resource Officer



Interswitch Limited

Plot 1648C Oko-Awo Street
Victoria Island, Lagos
Tel: +234 1 628 3888 (Switchboard)
info@interswitchgroup.com

www.interswitchgroup.com

RC: 419469

Employee's Name: Goodness Okoye		Grade Level: OFF 2
	Current Annual(=N=)	New Annual(=N=)
Basic Allowance	1,235,027.37	1,482,032.85
Housing Allowance	2,140,714.12	2,568,856.94
Transport Allowance	658,681.27	790,417.52
Utility Allowance	3,211,071.17	3,853,285.41
13th Month	164,670.32	197,604.38
Leave Allowance	823,351.58	988,021.90
A - Annual Gross Salary	8,233,515.83	9,880,219.00
Short Term Incentives		
Corporate Level Performance Bonus (Average payout over the last FYs used)	460,799.75	460,799.75
B - Total Short-Term Incentives	460,799.75	460,799.75
Statutory Benefits		
Life Insurance	148,203.28	177,843.94
Medical	527,429.00	527,429.00
Pension (Employer)	403,442.28	484,130.73
Social Insurance (NSITF)	82,335.16	98,802.19
C. Total Statutory Benefits	1,161,409.72	1,288,205.86
Discretionary Benefits		
Lunch - Provided for onsite workers	390,000.00	390,000.00
Airtime - Paid monthly to eCash	36,000.00	36,000.00
VESS - Optional subscription	120,000.00	120,000.00
Mobile Data - Paid monthly to eCash	60,000.00	60,000.00
Birthday Allowance - Paid to eCash on Birth Anniversary	20,000.00	20,000.00
Spousal Support - Quarterly payment (in Spouses' eCash)	480,000.00	480,000.00
D. Total Discretionary Benefits	1,106,000.00	1,106,000.00
E. Total Cost to Company (A+B+C+D)	10,961,725.30	12,735,224.61



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Directors: Sir Kenneth Okafor (British), Mitchell Dagle, John Chaplin (British), Elias Yazbeck (French), Naveen Wadhwa (American),
Chinonso Nwachukwu, Stephen Cooper (British)