

**HRD/CR/2018/06/629595**

**June 28, 2018**

**Ashok Mallappa Naik**  
**Emp. No. 629595**  
**MSP**

Dear Ashok,

In a world which is being constantly disrupted by technology, each of us must think beyond the immediate. Your constant focus on being a strategic partner and your commitment to deliver great work have helped us achieve a lot together. We thank you for your continuous contribution towards our digital transformation journey and in helping our clients 'navigate their next'.

We are pleased to revise your compensation in acknowledgment of your commitment and performance with effect from **April 01, 2018**.

The revised compensation is:

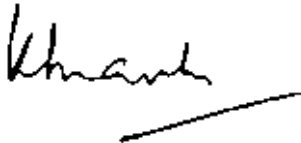
**Total Gross Salary: INR 100,491/- per month**

*(Inclusive of Performance Bonus at an indicative pay out of 100%)*

All other terms and conditions of your employment remain unchanged.

We look forward to your continued support as we chase bigger dreams, meet new challenges and rise above them together. Wishing you all the best for the year ahead!

Best regards,



**Shankar Krishnamurthy**  
**EVP and Group Head – Human Resources**

Emp. No. 629595

Role Designation: Technology Lead

PL: 5

Unit: MSP

**ANNEXURE I**

<b>SALARY COMPONENTS</b>	<b>CURRENT SALARY Amount (in INR per month)</b>	<b>REVISED SALARY Amount (in INR per month)</b>
<b>Fixed Salary</b>		
Basic Salary	22,230 /-	23,570 /-
Fixed Dearness Allowance	1,100 /-	1,100 /-
Basket of Allowances	48,665 /-	51,666 /-
Bonus / Ex-Gratia	4,666 /-	4,934 /-
<b>Retirement Benefits</b>		
Provident Fund	2,800 /-	2,960 /-
Gratuity	1,122 /-	1,187 /-
<b>Total Fixed Salary</b>	<b>80,583 /-</b>	<b>85,417 /-</b>
Performance Bonus*	14,220 /-	15,074 /-
<b>TOTAL GROSS SALARY</b>	<b>94,803 /-</b>	<b>100,491 /-</b>
<b>TOTAL GROSS SALARY (per annum)</b>	<b>1,137,636 /-</b>	<b>1,205,892 /-</b>

*Basket of allowance includes HRA, LTA, Medical, Children's Education, and Transport Allowance.*

*\*Infosys Limited operates a non-contractual discretionary Performance Bonus Plan. The Performance Bonus is paid out on a quarterly basis. The payment of Performance Bonus will happen in August, November, February and May respectively for the period of April to June, July to September, October to December and January to March. The actual payment of Performance Bonus will vary based on the Company, Unit / Department and individual performance. Please note that to be eligible for Performance Bonus payment for a given evaluation period, you need to be on the rolls of the Company as on the last date of the evaluation period under consideration.*

*The Company reserves the right to change the provisions under this Bonus Plan, by giving prior notice to the concerned employees.*

*Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.*