

PERSONAL & CONFIDENTIAL

HR/VPP/Q4-FY2022

May 31, 2022

Name : Ponguru Naveen

Emp No : 2461505

Dear Ponguru,

The VPP funding percentage for Q4 FY22 is 96.99 % which amounts to **INR 31037**. This will be credited as variable pay on May 2022 Payroll. The amount mentioned here (Gross) will be subject to taxes as applicable.

This is an indicator of the Company's commitment to encourage and create an outcome driven culture.

This bonus payout is personal to you and you are requested to maintain confidentiality of this payment in the true spirit of the plan.

Best Wishes,

Global Compensation & Benefits

Note: This is a system generated document and will not have signature.