

PERSONAL & CONFIDENTIAL

HR/VPP/Q2-FY2022

November 29, 2021

Name : Ponguru Naveen

Emp No : 2461505

Dear Ponguru,

Being an achiever is a wonderful thing! All of us at Mphasis would like to thank you for continuously honoring the Mphasis culture of being outcome focused and customer centric!

The VPP funding percentage for Q2 FY22 is 100 % which amounts to **INR 18435**. This will be credited as variable pay in November 2021 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.

We appreciate your efforts towards the success of this company. Do take time to celebrate this achievement with your loved ones!

Best Wishes,

Global Compensation & Benefits Team

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