

HRD/CONF/2022/09/1143428

September 01, 2022

**Mr. Raja Kishore Guntagani**  
**Emp. No. 1143428**  
**ECSADMCUS**

Dear Raja,

We firmly believe that the core strength of our Company is its people and that each and every employee has an indispensable role to play in realizing our vision of becoming a globally respected corporation that provides best-of-breed business solutions, leveraging technology, delivered by best-in-class people. We recognize that you have played an important role in our endeavor to achieve our aims and have great pleasure in confirming your services effective **September 01, 2022**. Effective this date, your compensation has been revised as follows:

**Total Gross Salary: Rs. 31,568 /- per month**

The details of your revised compensation are in the Annexure.

**1. Increments & Promotions:**

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis in April.

**2. Notice of termination:**

As you must be aware, the confirmation of your services results in a change in certain terms of your employment. As a regular employee, you will be required to give three month's notice or salary thereof in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the three-month notice period. Similarly, the Company can terminate your services by giving three month's notice or salary thereof.

**3. Transferability:**

Your services can be transferred to any of our units and departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

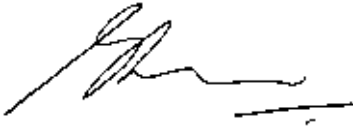
**4. Other Terms & Conditions:**

You will be required to claim all business related expenses and settle all dues within 30 days of incurring the expenditure. Expense claims, which are received after 30 days from the date of incurring the expenditure, will be deemed to be unauthorized. Also, any unsettled dues post the aforementioned period would be deducted from the salary.

You will also be governed by the rules and regulations of the company as applicable to your category of employees.

We are confident that your continued contribution and co-operation will help us on our exciting journey to excellence.

With best wishes,



**Richard Lobo**  
**EVP and Head Human Resources - Infosys Limited**

**Raja Kishore Guntagani**  
**Emp.No. 1143428**  
**ECSADMCUS**

**ANNEXURE**

<b>SALARY COMPONENTS</b>	<b>AMOUNT (in INR per month)</b>
<b>Fixed Salary</b>	
Basic Salary	15,790 /-
Basket of Allowances *	9,966 /-
Bonus/Ex-Gratia	3,158 /-
<b>Retirement Benefits</b>	
(i) Provident Fund	1,895 /-
(ii) Gratuity	759 /-
<b>TOTAL FIXED SALARY</b>	<b>31,568 /-</b>
<b>TOTAL GROSS SALARY</b>	<b>31,568 /-</b>
<b>TOTAL GROSS SALARY (per annum)</b>	<b>378,816 /-</b>

\*(HRA, LTA, Medical, Children's Education, Transport Allowance)

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