

HRD/CR/2021/05/1036559

May 29, 2021

**Shabir Ahmad Shah Usman Shah**  
**Emp. No. 1036559**  
**ADM**

Dear Shabir,

As we find ways to keep up with these changing times, let's take a moment to reflect upon and appreciate some of the great work we have delivered as an organization. Our wins would not have been possible without you. We thank you for your unparalleled support and efforts to overcome the current challenges and ensure success in all aspects. At Infosys, we strive towards ensuring that you find meaning and purpose, both professionally and personally, while building this transforming enterprise, learning continuously, and moving onwards and upwards. You play a pivotal role in the long-standing relationships we've built over the years with our clients and are a key pillar of this organization.

We are pleased to revise your compensation in acknowledgment of your commitment and performance with effect from **July 01, 2021**.

The revised compensation is:

**Total Gross Salary: INR 52,226/- per month**

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

All other terms and conditions of your employment remain unchanged.

As we continue to grapple with these unprecedented times and consistently reimagine the way we work and live, we look forward to your support and commitment to deliver impact outcomes to our clients and the world around us!

Best regards,



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

Emp. No. 1036559

Role Designation: Technology Analyst

PL: 4

Unit: ADM

**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	18,280 /-	19,080 /-
Basket of Allowances	20,036 /-	20,899 /-
Bonus / Ex-Gratia	3,656 /-	3,816 /-
<b>Retirement Benefits</b>		
Provident Fund	2,194 /-	2,290 /-
Gratuity	879 /-	918 /-
<b>Total Fixed Salary</b>	<b>45,045 /-</b>	<b>47,003 /-</b>
Performance Bonus*	5,005 /-	5,223 /-
<b>TOTAL GROSS SALARY</b>	<b>50,050 /-</b>	<b>52,226 /-</b>
<b>TOTAL GROSS SALARY (per annum)</b>	<b>600,600 /-</b>	<b>626,712 /-</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.