

HRD/COV/FY21-22/ 9017787

Date: 16th August 2021

Hyderabad SEZ

Dear Jaxn Neelima,

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 therefore pleased to inform you that further to your participation in the I-Leap Next Program (**iLeap enhance**), we are pleased to offer you an increase in your annual gross salary from **INR 186,636** to a minimum of **INR 250,008** per annum, effective **1st October 2021** subject to the fulfillment of the following conditions, in accordance with the terms of this Letter:

- (a) You are currently at Job Level 2B and have completed 12 months in the employment of Infosys in this job level as of **30th September 2021**
- (b) You have successfully completed the **iLeap enhance** Augmentation Certification as of **30th September 2021**
- (c) Your performance rating as of **30th September 2021** is either Met Expectation or above.
- (d) You are in the good standing of Infosys and have not resigned voluntarily from Infosys at any time prior to **30th September 2021**.
- (e) You have not committed any misconduct nor are being subject to any investigation or inquiry pertaining to violation of any employment policies during your tenure at Infosys.
- (f) Other relevant business and regulatory requirements being met with.
- (g) Your employment with Infosys is confirmed and you have successfully completed your contractual probation period as on **30th September 2021**
- (h) You are not on and are not scheduled to participate in any active or future Performance Improvement Plan, as on **30th September 2021**
- (i) The total number of days that you are on Loss of Pay (LOP) in the last 12 months preceding **30th September 2021** should not be greater than 90 days

On the successful completion and fulfillment of the conditions specified above, Infosys will issue you a formal salary increment letter stating the revised salary and the date from which the revised salary would be made effective for you. For the avoidance of doubt, we hereby expressly re-clarify that the increase in your gross salary is subject to the fulfillment of the above-mentioned conditions and at the sole discretion of Infosys. Notwithstanding the foregoing, please note that if there is a change in your base location on account of an official transfer (for any reason whatsoever) or otherwise, your Expected New Salary may vary from the amount mentioned herein, depending on your new base location and other business considerations as relevant.

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 continue to evolve your strengths and capabilities and deliver impact outcomes to our clients and the world around us.

Best Wishes and Regards,



Dendra Mathur

Senior Vice President & Head- Human Resource Development
Infosys BPM Ltd

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