

HRD/ROLE CHANGE/2022/02/1036992

February 25, 2022

Himanshu Shukla
Emp. No. 1036992
EAS

Dear Himanshu,

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.

Congratulations! In recognition of your performance, we are happy to promote you to the Role designation of **Associate Consultant in PL 4** effective **January 01, 2022**.

We are pleased to inform you that your compensation is being revised as follows:

Total Gross Salary: INR 49,786/- per month

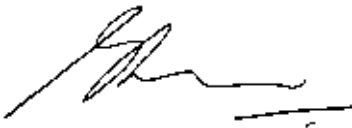
(Inclusive of Performance Bonus at an indicative pay out of 100%)

The job description, competencies and performance measures that apply in your revised Role Designation will be made available to you on Harmony shortly.

Here's wishing you success in your new role!

All other terms and conditions of your employment remain unchanged.

Best regards,



Richard Lobo
EVP and Head – Human Resources – Infosys Limited

Emp. No. 1036992
Role Designation: Associate Consultant
PL: 4
Unit: EAS

ANNEXURE I

SALARY COMPONENTS	CURRENT SALARY Amount (in INR per month)	REVISED SALARY Amount (in INR per month)
Fixed Salary		
Basic Salary	21,660 /-	22,420 /-
Basket of Allowances	13,659 /-	14,135 /-
Bonus / Ex-Gratia	4,332 /-	4,484 /-
Retirement Benefits		
Provident Fund	2,599 /-	2,690 /-
Gratuity	1,042 /-	1,078 /-
Total Fixed Salary	43,292 /-	44,807 /-
Performance Bonus*	NA	4,979 /-
TOTAL GROSS SALARY	43,292 /-	49,786 /-
TOTAL GROSS SALARY (per annum)	519,504 /-	597,432 /-

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.