

HR/Bonus 2023-24

PRIVATE & CONFIDENTIAL

April 28, 2023

Name : SAI SARATH KARRA

Employee No : 2428337

Dear Sai,

Your contribution to the success of our business is deeply valued. In recognition of your performance, we are pleased to inform you that you are eligible for onetime Bonus of **INR 100000** (One Lakh Only).

The disbursement of the bonus amount will be subject to the following terms and conditions:

1. The payout of **INR 100000** will be made along with April 2024 salary.
2. At the time of payout you are required to be in India payroll else the bonus letter issued will be null and void and no pro-rated calculation
3. You should be active and not serving notice period at the time of payout.
4. The Bonus will be applicable to you only if your last rating is 3 or above during the payout.
5. This Bonus plan will not be applicable, in case you are part of any higher Bonus plan.
6. This Bonus will be subject to tax deductions as applicable to you.
7. This scheme is not treated as a part of your compensation and Mphasis reserves the right to revisit/withdraw/modify the same without any notice or benefit in lieu thereof.
8. This agreement is between you and Mphasis and should be strictly confidential as its limited to you.
9. This bonus plan will be applicable to you only if you are part of Hi-Tech & Airlines SBU or Direct Core at the time of the payout.

As per statutory guidelines, any pay is to be accounted in the Entity where the employee was employed, for the period when it was applicable. Hence in case of transfer any payment related to Variable Pay / Bonus/Incentive will be calculated on a pro rata basis for the duration of employment in the home country and paid in the applicable currency.

We wish you the very best in your career with us. We are confident that your continued efforts and commitment will take Mphasis to newer heights and enrich your abilities as a professional.

for Mphasis Ltd

Ravi Vasantraj

Global Delivery Head

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