

**PERSONAL & CONFIDENTIAL**

**HR/VPP/Q3-FY2022**

February 26, 2022

**Name : Kuramkoti Naveen Kumar**

**Emp No : 2473254**

Dear Kuramkoti,

Being an achiever is a wonderful thing! All of us at Mphasis would like to thank you for continuously honoring the Mphasis culture of being outcome focused and customer centric!

The VPP funding percentage for Q3 FY22 is 100 % which amounts to **INR 19375**. This will be credited as variable pay in February 2022 payroll. The amount mentioned here (Gross) will be subject to taxes as applicable.

This is an indicator of the Company's commitment to encourage and create an outcome driven culture.

This bonus payout is personal to you and you are requested to maintain confidentiality of this payment in the true spirit of the plan.

We appreciate your efforts towards the success of this company. Do take time to celebrate this achievement with your loved ones!

**Best Wishes,**

**Global Compensation & Benefits Team**

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