

HRD/CR/2019/06/778707

June 14, 2019

Rahul Kandpal
Emp. No. 778707
ADM

Dear Rahul,

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We are pleased to revise your compensation in acknowledgment of your commitment and performance with effect from **April 01, 2019**.

The revised compensation is:

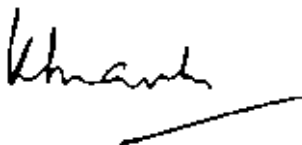
Total Gross Salary: INR 55,474/- per month

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

All other terms and conditions of your employment remain unchanged.

We look forward to your continued support as we chase bigger dreams, meet new challenges and rise above them together. Wishing you all the best for the year ahead!

Best regards,



Shankar Krishnamurthy
EVP and Group Head – Human Resources

Emp. No. 778707

Role Designation: Technology Analyst

PL: 4

Unit: ADM

ANNEXURE I

SALARY COMPONENTS	CURRENT SALARY Amount (in INR per month)	REVISED SALARY Amount (in INR per month)
Fixed Salary		
Basic Salary	14,150 /-	16,100 /-
Fixed Dearness Allowance*	1,100 /-	NA
Basket of Allowances	26,237 /-	27,901 /-
Bonus / Ex-Gratia	3,050 /-	3,220 /-
Retirement Benefits		
Provident Fund	1,830 /-	1,932 /-
Gratuity	734 /-	774 /-
Total Fixed Salary	47,101 /-	49,927 /-
Performance Bonus**	5,233 /-	5,547 /-
TOTAL GROSS SALARY	52,334 /-	55,474 /-
TOTAL GROSS SALARY (per annum)	628,008 /-	665,688 /-

Basket of allowance includes HRA, LTA, Medical, Children's Education, and Transport Allowance.

*Fixed Dearness Allowance has been merged with Basic Salary.

**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.