

PERSONAL & CONFIDENTIAL

HR/VPP/Q1-FY20

August 28, 2019

Name : Rajesh Kumar

Emp No : 2359348

Dear Rajesh,

The VPP funding percentage for Q1 FY20 is 85 % which amounts to **INR 18063**. This will be credited as variable pay on August 2019 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.

Best Wishes,

Global Compensation & Benefits

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