

May 29, 2018

Siripuram Jagadish Raj
Employee ID: 18503
Senior Developer

Subject: **FY 2017-18 Bonus1 Payout**

Dear Siripuram,

At the outset, I would like to 'Thank You' for the commitment you demonstrate at work every single day. You are an indelible part of Microland's success as a Digital Accelerator to enterprises on their transformation journeys.

Microland is gaining positive momentum to be the 1 Billion \$ company that we aspire to be. And that is reflected in the new positioning that defines us as a Digital Accelerator. This calls for us to truly embrace digital, strongly embed ourselves in clients' journeys, and continue our efforts with a start-up mindset. We turned in a robust growth in a particularly challenging environment and added 28 new customers in the year gone by. We continue to receive positive CSAT feedback from our customers across all our engagements. We continued to receive favorable mentions amongst analysts and advisors. All this has been possible due to the continued commitment of you and the teams you represent.

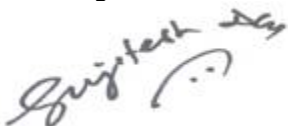
In recognition of your achievements over the past year, I am pleased to share with you that your bonus for FY 2017-18 is INR 48033. You will receive this amount with your compensation for May 2018, subject to payout periods and deduction of taxes, applicable in the geography to which you belong.

We will be investing in building and enhancing solutions and services that will allow us to innovate and stay relevant with our clients and stakeholders. We will continue to invest in our people and infrastructure in order to truly embody Digital Acceleration.

I sincerely believe that I have your commitment and look forward to your valuable contribution in our journey as a trusted strategic partner to clients. I am confident that you will continue to find opportunities to learn, grow and have a fulfilling career at Microland.

I wish you all the best for the coming year!

Warm regards,



Sujitesh Das

Vice President – Strategic HR

Strictly Confidential

Microland Limited

1B, Ecospace, Bellandur Outer Ring Road, Bangalore 560 103, India
P: +91 80 3918 0000 | F: +91 80 3918 0044 | www.microland.com
Corporate Identity Number (CIN): U85110KA1989PLC014450