

HR/Bonus 2025

July 31, 2024

Name : DEVAGUPTAPU SRINIVAS

Emp No : 2501624

Dear DEVAGUPTAPU,

We are pleased that you been associated with us and have contributed to build a prosperous and successful organization. As a token of our appreciation, we would like to inform you that you are eligible for a one-time payout of Retention Bonus of **INR 100000**.

We would also like to inform you that the disbursement of the Retention Bonus would be subject to the following terms and conditions:

1. The retention bonus will be paid along with **April 2025** payroll.
2. You should be active and not serving notice period at the time of payout.
3. This retention bonus will be subject to tax deductions as applicable to you.
4. 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.

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 homecountry and paid in the applicable currency.

We wish you the very best in your career with us. Your continued service is appreciated, and we look forward for a mutually rewarding relationship. We are confident that your continued efforts and commitment will take Mphasis to newer heights and enrich your abilities as a professional.

With warm regards,

For Mphasis Ltd

Rohit Jayachandran

SVP & Head Strategic Accounts

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