



PRIVATE & CONFIDENTIAL

December 21, 2022

Sanjeev Kumar

Employee ID : 20318519

Dear Sanjeev Kumar,

Wipro succeeds when we are able to help our customers and our colleagues realize their ambitions. But achieving this goal demands hard work, commitment, a positive and inventive attitude, a client-centric approach, and a willingness to work as a team.

We are proud of how much we have accomplished together, thanks to individuals like you.

It is my pleasure to recognize your impact, and your potential, through a promotion to **Group B1**. Your revised compensation, which will be effective **1 January 2023**, is detailed on the next page.

Congratulations on everything you've achieved this year. I look forward to continuing our work together and realizing our greatest ambitions well into the future.

for WIPRO LIMITED

A handwritten signature in blue ink, appearing to read "Nagendra Bandaru", is positioned above a horizontal line.

Nagendra Bandaru

Managing Partner - iCORE

## Annexure - Revised Compensation

Please note the below points with regard to the salary structure:

1. If you are currently on a long-term onsite assignment, the revised compensation will be applicable to you upon your return to India.
2. These changes are subject to company policies. All other terms and conditions with respect to your service, shall remain unchanged.
3. Please refer to myWipro > App Store > Information > My Policies > India > My Financials for details on your Benefits entitlements.
4. The details in this communication are confidential. Please do not share them with others.

### Revised Salary Structure

Career Group : B1	(Figures in INR)		
Components	Current	Revised	Difference
Basic	11667	12834	1167
House Rent Allowance	5833	6417	584
Bonus	2333	2566	233
Wipro Benefit Plan	4856	5581	725
<b>Total Fixed Cash</b>	<b>24689</b>	<b>27398</b>	<b>2709</b>
Provident Fund	1800	1800	0
Gratuity	620	681	61
<b>Total Fixed Compensation</b>	<b>27109</b>	<b>29879</b>	<b>2770</b>
<b>Other Compensation &amp; Benefits</b>			
Medical	600	600	0
<b>Variable Pay</b>			
Target Variable Pay	1458	1605	147
<b>Total Cost to Company Per Month</b>	<b>29167</b>	<b>32084</b>	<b>2917</b>
<b>Total Cost to Company Per Year</b>	<b>350004</b>	<b>385008</b>	<b>35004</b>