



November 23, 2022

**PRIVATE & CONFIDENTIAL**

**Amit Kumar**  
**Employee ID: 20115768**

**Dear Amit,**

Wipro is a company that celebrates ambition.

We set a high bar for ourselves, with goals to grow our business, strengthen our company culture, and expand our capabilities to better support new and existing customers. Achieving all of this requires a lot of hard work, and we're proud of how much we've accomplished thanks to the dedication of individuals like yourself.

It is my pleasure to recognize your contributions with a merit salary increase (MSI). Your revised compensation, which will be effective **April 01, 2022**, is detailed on the next page.

Congratulations on all you've achieved this year. I look forward to continuing our work together, exceeding even our greatest ambitions for the future.

**Yours sincerely,**  
**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 points w.r.t. the salary structure given below:

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 : B2	(Figures In INR/Month)		
Element	Current	Revised	Difference
Basic	10386	11114	728
House Rent Allowance	5193	5557	364
Bonus	1165	1311	146
Wipro Benefits Plan	4355	4727	372
<b>Total Fixed Cash</b>	<b>21099</b>	<b>22709</b>	<b>1610</b>
Provident Fund	1768	1800	32
Gratuity	551	590	39
<b>Total Fixed Compensation</b>	<b>23418</b>	<b>25099</b>	<b>1681</b>
<b>Other Compensation Benefit</b>			
Medical	600	600	0
<b>Variable Pay</b>			
Variable Pay	1947	2084	137
<b>Total Cost To Company Per Month</b>	<b>25965</b>	<b>27783</b>	<b>1818</b>
<b>Total Cost To Company Per Annum</b>	<b>311580</b>	<b>333396</b>	<b>21816</b>