



WELCOME TO WIPRO

October 10, 2025

Matthew Staff

Resume ID: **2636524**

Welcome to Wipro Limited and congratulations on your appointment as **Senior Developer**.

For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us. Your terms of appointment are explained in detail below. Please go through and confirm your acceptance by clicking on "I accept" button on the portal.

Best Regards,
For Wipro Limited

A handwritten signature in blue ink, appearing to read "Madhu Menon", is positioned above the printed name and title.

Madhu Menon
VICE PRESIDENT AND GLOBAL HEAD

Recruiter - Satish Kumar Sharma at satish.sharma10@wipro.com

October 10, 2025

Matthew Staff
5011 Treebark Ln, Houston, 77018, United States
Houston 77018
Texas United States

Dear **Matthew Staff**,

We are pleased to offer you a position in Wipro Limited (the “**Company**”) on the following terms and conditions:

1. APPOINTMENT AND REPORTING:

1.1. Designation - **Senior Developer**

1.2. SMU/GBL - **Technology Services**

1.3. SMU/GBL-Sector/Practice - **TS - Industry Cloud & Digital**

1.4. Band - **GROUP B3**

1.5. Anticipated Date of Joining - **October 20, 2025**

1.6. Reporting Manager - **Vigneswaran Manavalan, vigneswaran.manavalan@wipro.com**, or such other person as Company may decide at its sole discretion from time to time.

1.7. Location: You will perform your duties from Wipro's office or Client locations as applicable. You may be required to work from a different Wipro or client office, on reasonable notice, and may be required to travel from time to time in the performance of your duties.

1.8. Your employment is at will, meaning you or Wipro may end your employment at any time for any reason.

2. WITHDRAWAL/LAPSE OF THE OFFER

2.1. Employment is contingent upon successful completion of a background check. A separate consent form will be provided.

2.2. This offer of appointment is conditional and will be automatically withdrawn, lapse or stand terminated if:

2.2.1. You do not commence employment on the Anticipated Date of Joining above or any alternative date communicated by the Company to you.

2.2.2. Any information provided by you is found to be incorrect or misrepresented.

2.2.3. Any documents furnished by you are found to be inaccurate, false or fabricated.

3. COMPENSATION AND TAXES:

3.1. Your compensation is as detailed in the salary offer sheet provided in Annexure I.

3.2. You are entitled to certain benefits as on the date of joining in accordance with the policies and programs of the Company which are applicable to you based on your role, department, location, and band as mentioned under Annexure II. These programs and policies may be amended from time to time, at Company's sole discretion and can be found on the Company's Intranet.

3.3. Salary increments and bonus /variable/incentive pay are contingent upon your performance and the Company's financial results.

3.4. The Company shall deduct applicable withholding taxes. Beyond that, you are solely responsible for paying any taxes, direct or indirect, federal/central, state or local, whether payable in India or elsewhere, on

your compensation and benefits.

4. EMPLOYEE OBLIGATIONS:

4.1. You are expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results commensurate with your role and the goals set by your reporting manager.

4.2. You shall not engage in activities (whether directly or indirectly) that have or will have an adverse impact on the reputation or image and business of the Company.

4.3. You will not engage in an outside activity, including but not limited to outside employment, if

(a) the activity interferes with your ability to fulfil your responsibilities to the Company; or

(b) the activity violates the Company's conflict of interest policy; or

(c) the activity is for or related to a competitor of the Company. Before beginning or continuing any outside employment or engaging in outside activity which may result in a potential conflict of interest, you shall obtain advance written approval from your HR manager. You are required to sign the conflict-of-interest declaration as set out in Annexure III.

4.4. You shall comply with the Company's code of conduct to regulate, monitor and report of trading by Designated Persons and their Immediate Relatives as outlined in Annexure IV.

4.5. You are obliged to familiarize yourself with and adhere to all Company policies as detailed in the Company's intranet, including but not limited to the Code of Business Conduct, policies relating to conflict of interest, anti-bribery, gifts and business courtesies, data privacy and data protection, information security, ombuds grievance policy and employee handbook relating to dress code, workplace behaviour, attendance, etc. (together the "Policies") as they form an integral part of the terms of your employment with the Company.

4.6. You are required to complete mandatory trainings within the timelines prescribed as required by the Company from time to time.

5. EMPLOYEE REPRESENTATIONS

5.1. You represent to the Company that:

5.1.1. All information provided in your application and to the Company is accurate and will remain so.

5.1.2. You possess the necessary qualifications and skill to perform your duties.

5.1.3. You were not a Government Official in the last 12 months or have declared any such status (whether yourself or through your recruiter) to the Company.

"Government Officials" means any officer or employee of a government or any department, agency, or instrumentality thereof, or of a public international organization, or any person acting in an official capacity for or on behalf of any such government or department, agency, or instrumentality, or for, or on behalf of any such public international organization.

5.1.4. You are not bound by any non-compete or other restrictive agreements that would prevent you from working without limitation for the Company.

5.1.5. In accordance with the Immigration Reform and Control Act, we are required to verify that you are legally entitled to work in the United States. You must complete Section 1 of Form I-9 and present it with original documents establishing identity and employment eligibility. Please present these documents on your first day of employment to the authorized representative of the Company. Failure to complete Section 1 on your start date and to produce the appropriate document(s) may make you ineligible for employment with the Company.

6. CONFIDENTIALITY, AND NON-SOLICITATION OBLIGATIONS

6.1. CONFIDENTIAL INFORMATION

6.1.1. The Company has and will develop, compile and own certain proprietary techniques and Confidential Information that have great value in its business. Confidential Information includes not only information disclosed by the Company but also information developed or learned by you during the course of your employment with the Company. You acknowledge that the unauthorized use or disclosure of Confidential Information would be detrimental to the interests of the Company, whether or not such information is identified as Confidential Information by the Company and are to be kept in strictest confidence.

“Confidential Information” shall mean and include without limitation: all information concerning databases, source code, object code, assemblers, generators, compilers, subroutine libraries and other computer programs, products, processes, formulas, trade secrets, innovations, inventions, discoveries, improvements, techniques, research or development and test results, specifications, data, know-how formats, marketing plans, business plans, strategies, forecasts, unpublished financial statement, budgets, projections, and customer and supplier identities, characteristics and agreements.

6.1.2. You agree that at all times during and subsequent to your employment, you will hold in trust, keep confidential, not disclose to any third party without express authorization, or make any other unauthorized use of the Company’s Confidential Information.

6.1.3. You further agree not to cause the transmission, removal or transport of Confidential Information from the Company’s places or business or such other place of business specified by the Company, without prior written approval of the Company or such other authorized agent of the Company as designated in writing by the Company.

6.1.4. You shall not use or disclose any Confidential Information, including trade secrets, proprietary information, copyright, trademark of any former employer or other person with whom you have an obligation of confidentiality. You shall not bring into the Company any pre-existing intellectual property of your past employer(s) or competitor(s) or any other third party(s) and use them in creation of work product for the Company.

6.1.5. Your obligations under this Section 6 shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

6.2. NON-SOLICITATION

6.2.1. You acknowledge that you will receive highly Confidential Information along with trade secrets as a result of your employment and that the Company has a legitimate business interest in preventing intentional or inadvertent disclosure of such information in a manner that would create competitive disadvantages. Beyond that, you acknowledge that, you will receive considerable compensation and access to knowledge, information and training, which is an investment the Company has a legitimate interest in protecting. Accordingly, you agree as follows:

6.2.2. During your employment and for a period of twelve (12) months following the termination of your employment, you shall not, either directly or indirectly, solicit or encourage any current or Former Company Employee to terminate his or her employment with the Company. Nor shall you, either directly or indirectly, engage, solicit, hire, or retain any current or Former Company Employee to perform services of any type that the Company can render.

“Former Company Employee” means an individual who has left the Company within a span of 180 days.

6.2.3. During your employment and for a period of twelve (12) months following the termination of your

employment, you shall not provide services to, contact, or cause to be contacted, directly or indirectly, or engage in any form of oral, verbal, written, recorded, transcribed, or electronic communication with any Customer with whom you have interacted (or had substantive exposure to) during the preceding twelve (12) months prior to the end of your employment with the Company for the purposes of conducting business that is competitive or similar to that of the Company, for the purposes of providing services that are the same or similar to those you provided while employed by the Company, or for the purpose of disadvantaging the Company's business in any way.

"Customer" shall mean all persons or entities that have used or inquired of the Company's services, or to whom the Company has proposed providing services, at any time during the one-year period preceding the termination of your employment with the Company.

7. ASSIGNMENT OF INTELLECTUAL PROPERTY

7.1. In connection with your employment and during the term of your employment, Intellectual Property which conceptualization, creation, development or conceived by you solely or jointly with others (whether or not during business hours) that is related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies and facilities, shall be deemed the exclusive property of the Company. You shall comply with the policies of the Company in relation to Intellectual Property during the term of your employment.

"Intellectual Property" includes all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials).

8. PERSONAL AND SENSITIVE PERSONAL INFORMATION

8.1. In order for the Company to fulfil one or more of its obligations, Company may process various categories of general Personal Data or any other relevant information that Company may require for the duration of the employment or contractual relationship. The Company will only process sensitive Personal Data or special categories of Personal Data such as health information, race, ethnicity, sexual orientation, national identifier numbers, etc. where applicable in limited circumstances and only when the Company is permitted to do so under applicable regulations. The Company may require to collect, use, share, transfer, disseminate or disclose your Personal Data and/or sensitive personal data with other employees, affiliates, associates, subsidiaries, agents, vendors and/or for external purpose with any third party or any other person/partner, client, customer or authorized government agency, for a legitimate purpose. You explicitly give your consent to the Company as set out in Annexure V to share your Personal Data and sensitive personal data for a legitimate and required purpose.

"Personal Data" shall mean data, whether true or not, about an individual who can be identified from that data, or from that data and other information to which the Company has or is likely to have access including but not limited to name, e-mail ID, contact information, passport details, bank account details etc.

9. TERMINATION

9.1. Subject to applicable law, as an at-will employee, either the Company or you may terminate your employment at any time, without requiring or assigning any reasons, by notice to you from the Company or by submission of resignation in the Company system. No one can change your at-will status, neither orally or in writing. The Company requests that the Employee provide at least two weeks' notice period before resigning from the Employment.

9.2. Upon termination of your employment, you (or your legal heirs, as the case may be) will complete the exit formalities and shall:

9.2.1. immediately return to the Company all Company provided assets (laptops, accessories, mobile phones etc), documents, manuals, documented Confidential Information (without making any copies thereof or extracts therefrom), kits, access cards, credit cards and other property belonging to the Company that may be entrusted to or placed in your possession by virtue of or during the course of your employment with the Company.

9.2.2. immediately deliver to the Company all notes, analyses, summaries and working papers relating

thereto.

9.2.3. ensure all your outgoing and pending activities are successfully completed and properly handed over to the satisfaction of your reporting manager.

10. MISCELLANEOUS PROVISIONS

10.1. Notice. Notices and all other communications shall be in writing and shall be deemed to have been duly given when:

(i) personally delivered to you or;

(ii) when mailed by registered mail, return receipt requested and postage prepaid or;

(iii) emailed to your work or personal email address on record with the Company. Mailed Notices to the Company shall be addressed to the then current U.S. Head of Human Resources.

10.2. Modifications and Waivers. No provision of this offer shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by both parties. No waiver by either party of any breach of, or of compliance with, any condition or provision of this offer by the other party shall be considered a waiver of any shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

10.3. Severability. If any provision herein becomes or is deemed invalid, illegal or unenforceable under applicable law, by reason of the scope, extent or duration of its coverage, then such provision shall be deemed amended to the extent necessary to conform to applicable law so as to be valid and enforceable or, if such provision cannot be so amended without materially altering the intention of the parties, then such provision shall be stricken and the remainder of this Agreement shall continue in full force and effect.

10.4. No Assignment. This offer and employment is personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights and this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of the Company's assets to such entity.

10.5. Merger. These terms and conditions supersede all prior letters, agreements, offers, commitments and understandings, oral, written and implied, between you and the Company with respect to the subject matter hereof or previous job opportunities or offers with the Company. All such prior letters, agreements, offers and understandings are hereby terminated and deemed to be of no further force or effect without any liability to the Company.

10.6. The below sections will survive termination of this Agreement (including referenced Appendices) and continue in full force and effect:

(i) Confidentiality & Non-Solicitation (Section 6)

(ii) Assignment of Intellectual Property (Section 7)

(iii) Personal and Sensitive Personal Information (Section 8)

(iv) Binding Alternative Dispute Resolution of Employment-Related Claims (Section 11)

11. BINDING DISPUTE RESOLUTION OF EMPLOYMENT-RELATED CLAIMS

11.1. all "Covered Claims" (as defined in Section 11.3 below) must be submitted to final and binding arbitration to be held within 30 miles of a Wipro office before a single arbitrator in accordance with American Arbitration Association ("AAA") Employment Arbitration Rules applicable at the time the arbitration is commenced (arbitration may be commenced before any competent and comparable arbitration service so long as the fees associated are comparable or lower than AAA); (b) if the AAA Rules are inconsistent with the terms of this Agreement, the terms of this Agreement shall govern; (c) the Arbitrator, and not any federal, state, or local court or agency, shall have exclusive authority to resolve any dispute relating to the interpretation, applicability, formation, or enforceability of this Agreement, including but not limited to the arbitrability of any dispute between the parties; (d) if either Party files a demand for arbitration or lawsuit containing both arbitrable and non arbitrable claims, the other Party reserves the right to compel arbitration regarding the arbitrable claims and seek a stay of proceedings regarding any non arbitrable claims; (e) employment-related claims against other parties that the Employee alleges were common law employers of Employee, and that rely on a common set of facts as arbitrable claims, are also subject to arbitration; (f) the Parties agree that awards deciding issues for similarly situated employees will have no preclusive effect in

any arbitration between the Parties; and (g) nothing in this Agreement shall preclude the Parties from seeking provisional remedies, such as an injunction or temporary restraining order, in aid of arbitration from a court of competent jurisdiction or from the arbitrator.

11.2. Notwithstanding anything to the contrary in this Section 11 of this Agreement, this arbitration requirement does not apply to: (a) sexual harassment and sexual assault disputes arising under federal, state, or tribal law, unless the Employee elects to arbitrate these claims; (b) claims for sex discrimination or any other claim based on the same facts and circumstances or otherwise related to a sexual harassment or assault dispute that cannot be arbitrated under applicable federal law; (c) whistleblower retaliation claims under the Sarbanes-Oxley Act (SOX) or the Dodd-Frank Act; (d) workers' compensation and unemployment compensation claims; (e) administrative charges for unfair labor practices or other complaints or proceedings brought before the National Labor Relations Board; (f) administrative charges brought before the Equal Employment Opportunity Commission or other similar administrative agency (nevertheless, parties must exhaust administrative remedies before they may submit disputes to arbitration; failure to exhaust administrative remedies shall have the same effect in arbitration as if the arbitration were a civil action in a state or federal court); and (g) any other claims that, as a matter of law, the Parties cannot be compelled to arbitrate under applicable federal law.

11.3. Except as excluded above, "Covered Claims" under this Agreement include all past, current, and future grievances, disputes, claims, or causes of action that otherwise could be brought in a federal, state, or local court under applicable federal, state, or local laws, arising out of or relating to the Employees' employment with the Employer, brought by either party, including claims arising out of or related to the Employees' hiring, recruitment, and termination of employment. Covered Claims include, but are not limited to, claims for breach of any contract or covenant (express or implied), claims for wages, bonuses, or other compensation, claims for discrimination, harassment, or retaliation based on traits or characteristics protected by federal, state, or local law, claims for violation the Family and Medical Leave Act, the Fair Labor Standards Act, the Equal Pay Act, the Worker Adjustment and Retraining Notification Act, biometric privacy laws. Covered Claims under this Agreement include claims arising out of or related to acts or omissions that occurred before entering into this Agreement and those that may occur in the future.

11.4. Employee and Company expressly intend and agree that class and collective action procedures shall not be asserted and will not apply in any arbitration pursuant to this Agreement. The arbitrator shall have no jurisdiction or authority to compel any class or collective claim, consolidate different arbitration proceedings, or join any other party to an arbitration between Company and Employee (except in the event Employee asserts another party is a common law employer and raises claims against such party on a common set of facts as those subject to arbitration or if there are more than 50 arbitration demands filed alleging the same or similar facts).

11.5. Arbitration shall be initiated by the express written notice to either Party. Written notice of Employees' claim shall be mailed by certified or registered mail, return receipt requested, to Company at 2 Tower Center Blvd, 22nd Floor, East Brunswick, NJ 08816 (or Wipro Ltd.'s North America Headquarters at the time) ("Notice Address"). Written notice must be personally signed by the Employee. Written notice of Company claims will be mailed to the last known address of Employee. The written notice shall identify and describe the nature of all claims asserted and the facts supporting the claims. Written notice of arbitration shall be initiated within the same time limitations that applicable federal or state law applies to those claim(s).

11.6. Except as otherwise required by state law to maintain the enforceability of this Agreement, the AAA Employment Arbitration Rules regarding discovery shall apply to arbitration under this Agreement.

11.7. The Arbitrator shall have jurisdiction to hear and rule on prehearing disputes conferences. The Arbitrator shall allow the filing of a dispositive motions.

11.8. The Company shall be responsible for the arbitrator's fees and arbitration expenses and any other costs unique to the arbitration hearing, except that the Employee shall be responsible for paying the initial filing fees as provided by the AAA Employment Arbitration Rules or at either party's election a comparable arbitration service if such service has comparable or lower fees than AAA. Each Party shall pay its own deposition, witness, expert, and attorneys' fees and other expenses to the same extent as if the matter were being heard in court. The Arbitrator may award reasonable attorneys' fees in accordance with the applicable statute or written agreement.

11.9. EACH PARTY FULLY UNDERSTANDS AND AGREES THAT THEY ARE GIVING UP CERTAIN RIGHTS OTHERWISE AFFORDED TO THEM BY CIVIL COURT ACTIONS, INCLUDING BUT NOT

LIMITED TO THE RIGHT TO A JURY OR COURT TRIAL AND THE RIGHT TO BRING ANY CLAIM AS A CLASS OR COLLECTIVE ACTION TO THE GREATEST EXTENT ALLOWABLE UNDER APPLICABLE FEDERAL LAW.

12. GOVERNING LAW AND JURISDICTION

12.1. If you have any grievances or concerns during the term of your employment, you may raise them under the Company processes and policies for resolution

12.2. This offer of appointment and your employment shall be governed and construed in accordance with the laws of **Texas**.

To accept the terms and conditions of employment offered, please click the Accept Button.

Yours faithfully,
For Wipro Limited



Madhu Menon
VICE PRESIDENT AND GLOBAL HEAD

I have gone through the aforesaid terms and conditions of my appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above.

Name: **Matthew Staff**

Signed by:

Matthew Staff

E137664C9DC8432...

10 Oct, 2025

ANNEXURE - I
SALARY OFFER SHEET

Name: **Matthew Staff**

Location: **Houston**

Position: **Senior Developer**

Band: **GROUP B3**

Career Stream: **PROJECT STREAM**

Offered Annual Salary: **US \$118,000.00**

Your compensation is as detailed below, subject to withholding taxes.

Components	Figures (in USD) per annum
BASIC ANNUAL SALARY	\$110,000.00
VARIABLE PAY (as per eligibility)	\$8,000.00
TARGET COST TO COMPANY (per annum)	\$118,000.00

BASE SALARY

The company will pay the Employee an annual base salary of **US \$110,000.00** payable in bi-weekly installments consistent with the Company's established payroll policies. Your position is classified as exempt from overtime, as per the Fair Labor Standards Act (FLSA) and applicable state law. Such salary typically is reviewed annually and is subject to change in the Company's sole discretion. Additionally, Employee may, at the Company's discretion, be eligible to participate in incentive bonus and/or stock plans made available from time to time.

VARIABLE PAY

You will be covered under the company's Variable Pay program (bonus plan) and your initial targeted Variable Pay subject to meeting goals and objectives as identified from time to time will be **US \$8,000.00** per annum. Bonus varies based on achievement of sales, profitability & utilization targets, or any other pre-defined goals, per the applicable Variable Pay/Bonus plan. Such objectives and goals shall be set by the Company at the beginning of each year and may be modified by the Company in its sole discretion. Variable Pay is payable on a quarterly basis, or as established by the company policy and is subject to payment only if employee continues on the rolls of the company till the last date of the quarter. Details of the bonus scheme will be made available after joining.

ANNEXURE – II

BENEFITS

During the Employment, the Employee will be entitled to participate in the Benefits program, consistent with the Company's established policies applicable to the employee as of the date hereof and such other benefits as affect all employees similarly situated under the Company's benefit policies in effect from time to time. Details of the same will be provided upon joining. Nothing in this Agreement shall be deemed to be a benefit plan or a summary plan description and the applicable benefit plan or summary plan descriptions shall govern the terms of the benefits. For more information on the Company's Benefits program, Employee should consult with the Company's Human Resources Department.

ANNEXURE-III

A conflict of interest occurs when your (or those of your family and friend's) interests (whether on the job or in your free time) are conflicting with or have the potential to conflict with Company's interests or can affect your ability to make objective decisions for the Company or can harm Company's reputation.

DECLARATION ON CONFLICT OF INTEREST

I have no actual, potential or perceived conflict of interest in relation to my employment with Wipro Limited/OR I have declared all actual, potential or perceived conflict of interest in relation to my employment with Wipro Limited to the recruiter and to the Company.

I do not have any other Employment or assignments (even if part-time)

(i) which require use of skills similar to those I will use for the Company, or;

(ii) for Company vendors and customers or;

(iii) where there is a risk that the outside activity may cause me to disclose Company's confidential or proprietary information or trade secrets.

I will not be directly reporting to my relatives or close friends.

I do not have financial transactions with other Company employees, contractors, customers or vendors which may impair/affect my ability to make objective decisions on behalf of the Company.

In case any conflict of interest arises during my employment with the Company, I will proactively inform my HR manager and seek their consent.

Name: **Matthew Staff**

Signed by:

Matthew Staff

E137664C9DC8432...

10 Oct, 2025

ANNEXURE – IV

COMPLIANCE TO COMPANY'S CODE OF CONDUCT TO REGULATE, MONITOR AND REPORTING TRADING (CODE) BY DESIGNATED PERSONS AND THEIR IMMEDIATE RELATIVES

Insider Trading is prohibited by both law as well as by Company's internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in Company's Securities, when in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities. As an employee of the Company, you are considered as an Insider and accordingly advised as below:

1. Trading when in Possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed.

2. Communication or Procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

- (i) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need-to-know basis.
- (ii) Counseling as well as expressing opinions or making any recommendation to any person on the Securities of the Company when in possession of any UPSI.
- (iii) Unauthorized disclosure or communication of UPSI.
- (iv) Procuring any UPSI from others.

3. Possible Disciplinary Actions: Employees who violate this Code shall be subject to disciplinary action by the Company in accordance with the guidance provided under the Sanctions Framework adopted by the Board of Directors and as may be determined by the Insider Trading Compliance Committee from time to time.

4. Disclosure Requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh Indian rupees.

For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons and their Immediate Relatives.

ANNEXURE – V

PERSONAL AND SENSITIVE DATA PROCESSING

I **Matthew Staff**, confirm that I have and am voluntarily sharing my Personal Data and Sensitive Personal Data with Wipro Limited (the “**Company**”) for the following purposes:

1. Retaining records of my candidature including any document which contains personal or Sensitive Personal Data e.g. financial information, educational records, employment records, medical records etc. for any future reference/verification;
2. Processing my job application including background verification checks;
3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of my Personal Data and Sensitive Personal Data by the Company for any future reference/verification and authorize Company to transfer the same to Company's clients, customers or any third party for legitimate purpose. I understand that 'Personal Data' means any information, relating to me that is available with Wipro and is capable of identifying me and Sensitive Personal Data means Personal Data related to my immutable characteristics or personal health information.

Regarding circumstances that require my separate or written consent as required under applicable law, I hereby acknowledge this privacy notice and have given all sufficient separate and/or written consent as applicable under relevant laws and regulations.

I explicitly consent to the transfer of my Personal Data and Sensitive Personal Data to the entrusted third parties and to locations outside of country (where applicable) and processing of my Personal Data and Sensitive Personal Data as explained in the above sections of the privacy notice.

Name: **Matthew Staff**

Signed by:

E137664C9DC8432...

10 Oct, 2025

NOTICE AND ACKNOWLEDGEMENT OF PAY RATE AND PAYDAY

1. Employer Information:

- a. Name: **Wipro Limited**
- b. Physical and Mailing Address of Main Office: **2, Tower Centre BIVD, Suite 2200, East Brunswick, New Jersey, 08816**
- c. Email: usnew.joinersupport@wipro.com
- d. Manager or Supervisor Name: **Vigneswaran Manavalan**
- e. Manager or Supervisor Email: vigneswaran.manavalan@wipro.com

2. Employee's start date: October 20, 2025

3. Notice Given: October 10, 2025

Effective Date: **October 20, 2025**

4. Status of Employee: Exempt (exempt from overtime)

- If exempt, on what basis: **[80004330 - Developer L4 - GROUP B3]**

5. Employee's Rate and Basis of Pay:

- a. Base **USD \$110,000.00** per annum, payable in bi-weekly installments consistent with the Company's established payroll policies.
- b. If Salaried/Exempt: Employee acknowledges that their salary is compensation for all hours worked in the workweek and that they are exempt from overtime.
- c. Employee [Is not] overtime eligible.

6. Variable Pay: "YES" USD \$8,000.00 per annum

7. Commission Eligibility: "NO"

8. Discretionary Bonus: Employee may be eligible for a discretionary bonus. The Company has complete discretion with respect to any decision regarding whether to award a bonus and the amount of any bonus. A bonus is not earned until actually paid and you must be actively employed on the date the bonus is paid to be eligible to earn and receive the bonus.

9. Allowances Taken: None.

10. Types of Deductions That May Be Taken:

- a. Employment taxes and withholdings.
- b. Insurance premiums.
- c. Retirement savings.
- d. Garnishments / Attachments.
- e. Any other amount the Company is permitted by law to withhold from wages.

11. Regular Payday: Friday

12. Frequency of Pay: Bi-weekly.

13. Paid Time Off (PTO) / Leave Benefits: PTO policies and leave benefits are set forth in the Company's Employee Handbook and benefits website, including:

- a. Company Holidays.
- b. Time off.
- c. Leave of Absence.
- d. Paid Sick Time.

On joining, the handbook and leave policies can be accessed at: **The Dot. > myPolicies.**

14. Workers' Compensation:

- a. Insurance Carrier's Name: **The CNA Insurance Company**
- b. Insurance Carrier's Address: **151 N Franklin STREET, FLOOR 9, CHICAGO, IL 60606**
- c. Insurance Carrier's Telephone Number: **1- 877-262-2727**
- d. Policy No.: California: **WC 7 15644520**; Other states: **WC 7 15644937**

15. Tip Policy: None (not a tipped position).

16. State-Specific Information:

For California Employees Only: Unless exempt, the employee identified on and receiving this notice is entitled to minimum requirements for paid sick leave under state law which provides that an employee:

- 1. May accrue paid sick leave and may request and use up to 3 days or 24 hours of accrued paid sick leave per year (or more if required by local ordinance);
- 2. May not be terminated or retaliated against for using or requesting the use of accrued paid sick leave; and
- 3. Has the right to file a complaint with the state and/or city in which they work against an employer who retaliates or discriminates against an employee for:
 - ☐ requesting or using accrued sick days;
 - ☐ attempting to exercise the right to use accrued paid sick days;
 - ☐ filing a complaint or alleging a violation of Article 1.5 section 245 et seq. of the California Labor Code;
 - ☐ cooperating in an investigation or prosecution of an alleged violation of this Article or opposing any policy or practice or act that is prohibited by Article 1.5 section 245 et seq. of the California Labor Code.

The following applies to the employee identified on and receiving this notice: (Check one box)

- ☐ Accrues paid sick leave only pursuant to the minimum requirements stated in Labor Code §245 et seq. with no other employer policy providing additional or different terms for accrual and use of paid sick leave.
- ☐ **Accrues paid sick leave pursuant to the employer's policy which satisfies or exceeds the accrual, carryover, and use requirements of Labor Code §246.**
- ☐ Employer provides no less than 24 hours (or 3 days) of paid sick leave at the beginning of each 12-month period.
- ☐ The employee is exempt from paid sick leave protection by Labor Code §245.5. (State exemption and specific subsection for exemption):_____.

For City of San Diego Employees: Please see attached Earned Sick Leave and Minimum Wage Employee Notification Form.

Labor Code section 2810.5(b) requires that the employer notify you in writing of any changes to the information set forth in this Notice of Pay Rate and Payday within seven calendar days after the time of the changes, unless one of the following applies:

- (a) All changes are reflected on a timely wage statement furnished in accordance with Labor Code section 226;
- (b) Notice of all changes is provided in another writing required by law within seven days of the changes.

District of Columbia Employees Only: Basis of wage payment:

- ☐ Minimum wage
- ☐ Living wage
- ☐ Living wage exempt
- ☒ Employer determined wage

For Minnesota Employees Only: Please see the attached notice from the Minnesota Department of Labor and Industry (DLI) regarding your right to request this notice in a different language.

17. Employee Acknowledgment:

On this day, I received notice of my pay rate, overtime rate (if eligible), allowances (if any), designated payday, time, frequency, and method of payment, fringe benefits, and paid time off and other leave benefits. I acknowledge that my compensation is subject to change. I further acknowledge that nothing in this notice shall constitute a contract for a specific term of employment. I received a copy of this notice. I told my

employer what my primary language is.

Check one:

☐ I acknowledge that I have been given this pay notice in English because it is my primary language and the language in which I communicate with the employer.

☐ I acknowledge that if my primary language is not English, or if I communicate with my employer in a language other than English, that my employer has provided me with this pay notice in English, as well as in my primary language and the language in which I communicate with my employer.

Acknowledged by:

THE COMPANY:
For Wipro Limited



Madhu Menon
VICE PRESIDENT AND GLOBAL HEAD

Name: **Matthew Staff**

Signed by:

Matthew Staff

E137664C9DC8432...

10 Oct, 2025

Spanish / Español	Este documento contiene información importante sobre su acuerdo de empleo. Marque la casilla a la izquierda para recibir esta información en este idioma.
Hmong / Hmoob	Daim ntawv no muaj cov xov tseem ceeb txog koj txoj cog lus ua hauj lwj. Khij lub npau ntwam sab laug kom tau xais cov xov tseem ceeb no yam si hom lus no.
Vietnamese / Việt ngữ	Tài liệu này chứa thông tin quan trọng về thỏa thuận việc làm của quý vị. Đánh dấu vào ô bên trái để nhận thông tin này bằng Việt ngữ.
Simp. Chinese / 简体中文	本文件包含与您的雇用协议相关的重要信息。勾选左边的方框将接收以这种语言提供的信息。
Russian / русский	Данный документ содержит важную информацию о вашем трудовом договоре. Отметьте галочкой квадрат слева для получения этой информации на данном языке.
Somali / Soomaali	Dukumentigan waxaa ku qoran macluumaad muhiim ah oo ku saabsan heshiiska shaqadaada. Calaamadi sanduuqaan haddii aad rabto inaad macluumaadkan ku hesho luqaddan.
Laotian / ພາສາລາວ	ຂໍ້ກ່າວຫານນີ້ມີຂໍ້ມູນທີ່ສຳຄັນຕໍ່ການປະຕິບັດງານຂອງທ່ານ. ກົດດັນໃຈກວ່າທີ່ຢູ່ເບື້ອງຊ້າຍເພື່ອຮັບຂໍ້ມູນນີ້ໃນພາສານີ້.
Korean / 한국어	이 문서에는 귀하의 고용 계약 조건에 대한 중요한 정보가 담겨있습니다. 이 언어로 이 정보를 받기를 원하시면 왼쪽 상자에 체크하여 주세요.
Tagalog / Tagalog	Ang dokumentong ito ay nagtataglay ng mahalagang impormasyon tungkol sa kasaunduan sa iyong pagtatrabaho. Lagyan ng tsek ang kahon sa kaliwa upang matanggap ang impormasyong ito sa wikang ito.
Oromo / Oromoo	Waraqaan kun waayee waliigaltee hojii keetii odeeffannoo barbaachisoo ta'an qabatee jira. Saaxinnii karaa bitaatti argamu kana irratti mallattoo godhi yof afaan Kanaan barreeffama argachuu barbaadde.
Amharic / አማርኛ	ይህ ደብዳቤ ስለግንባርና በሚመለከት ስለተደረገው ስምምነት ስለልላገገ መረጃ የያዘ ነው፡፡ ይህንን ደብዳቤ በስተግራ በኩል ባለው ጽሑፉ ተተርጎሞ እንዲጠቀስ ከረገጉ በዛው በስተግራ በኩል ባለው ስተን ውስጥ ምልክት ያድርጉ፡፡
Karen / ကညီကျိာ်	လၢ်တၢ်ဖျါစံးတၢ်အံၤတၢ်ယုၤတၢ်ဂ့ၢ်တၢ်ဂၢၢ်လၢအခူဒီးဘၣ်သးန့တၢ်မံၤတၢ်မၤအတၢ်အပူၤလီၤအီၤန့တၢ်လီၤ. တၢ်နီၤတၢ်အဝါလၢအဆိၣ်လၢအဆိၣ်လၢတၢ်ကၠးန့တၢ်ဂ့ၢ်တၢ်ဂၢၢ်လၢအခူဒီးဘၣ်သးန့တၢ်မံၤတၢ်မၤအတၢ်အပူၤလီၤအီၤန့တၢ်လီၤ.