



October 1, 2024

PRIVATE & CONFIDENTIAL

Janarthanan C
Employee ID: 20339051

Dear Janarthanan,

Wipro succeeds when we help our customers and colleagues realize their ambitions. We are proud of all that we have accomplished this year, and the credit goes to individuals like you.

Thank you for your ownership, your positive attitude, and your willingness to work as a team.

It is my pleasure to recognize your impact, and your potential, with a merit salary increase (MSI). Your revised compensation, which will be effective September 1, 2024, 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
Global Head, Enterprise Futuring

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 The Dot > Apps > Total Rewards for details on your Benefits entitlements.

Revised Salary Structure

Career Group: GROUP B1	(Figures in INR)		
Component	Current	Revised	Difference
Basic	13975	15298	1323
House Rent Allowance	6987	7648	661
Bonus	2795	3060	265
Wipro Benefits Plan (WBP)	7769	8137	368
Total Fixed Cash	31526	34142	2616
Provident Fund	1800	1836	36
Gratuity	672	812	140
Total Fixed Compensation	33998	36790	2792
Target Variable Pay	1789	1936	147
Total Cost to Company Per Month	35787	38726	2939
Total Cost to Company Per Year	429444	464715	35271