



**PRIVATE & CONFIDENTIAL**

**Jan 25, 2021**

**KANDUKURI AJAY VAMSI**

**Employee ID: 393526**

**Dear KANDUKURI AJAY VAMSI,**

In 2020, the pandemic demanded all of us change the way we work. Despite the difficulties, I am proud to see us collectively step up, and deliver on our client commitments. As a result, Wipro is improving its performance despite continued uncertainty in the external environment. I would like to recognize your contributions through our Merit Salary Increment (MSI) cycle. Your revised compensation, which will be effective **Jan 01, 2021**, is detailed on the next page.

I congratulate you on your good work, and wish you success this coming year. Let us work together to ignite a bold and bright future for us all.

Yours sincerely,  
for WIPRO LIMITED

**Thierry Delaporte**  
**CEO & Managing Director**

## Annexure - Revised Compensation

Details of your revised compensation are given below:

Career Group : B2			(Figures in Rs/Month)
Element	Current	Revised	Difference
Basic	16,803	19,076	2,273
House Rent Allowance	8,402	9,538	1,136
Bonus	3,364	3,500	136
Wipro Benefit Plan	8,919	10,525	1,606
<b>Total Fixed Cash</b>	<b>37,488</b>	<b>42,639</b>	<b>5,151</b>
Provident Fund	2,016	2,289	273
Gratuity	892	1,013	121
<b>Total Fixed Compensation</b>	<b>40,396</b>	<b>45,941</b>	<b>5,545</b>
<b>Other Compensation &amp; Benefits</b>			
Medical	600	600	0
<b>Variable Pay</b>			
Target Variable Pay	3,324	3,774	450
<b>Total Cost to Company Per Month</b>	<b>44,320</b>	<b>50,315</b>	<b>5,995</b>
<b>Total Cost to Company Per Year</b>	<b>531,840</b>	<b>603,780</b>	<b>71,940</b>

All the above changes are subject to the Company policy. If you are currently on a long term onsite assignment, the above revised compensation will be applicable to you upon your return to India. All other terms and conditions with respect to your service shall remain unaltered. Please refer to myWipro > App Store > Information > My Policies > India > My Financials for details on your Benefits entitlements.

Please note that the details in this communication are confidential and you are requested not to share the same with others.