

Compensation Review 2025 - 26

Date: April 01, 2025

Employee No : 461546
Name : Ahmed Sharaz
Career Band : Professional
Role Band : A
Title : Data Engineer

Dear Ahmed,

In keeping with our theme of "One WNS, One Goal – Outperform", WNS is committed to focusing its efforts on building a performance oriented culture. To this effect, we rely on you as a committed employee to create more value for our business, clients and yourself.

In recognition of your contribution during the last year, we are pleased to inform you that your compensation has been revised with effect from **April 01, 2025**. Your revised gross pay is **INR 908,124 per annum** (INR Nine Lakh Eight Thousand One Hundred Twenty Four Only per annum) which is inclusive of Fixed Pay and Bonus/ Incentive.

A detailed stack-up of your revised compensation is mentioned below.

Fixed Pay	: INR 756,768
Variable Pay	: INR 151,356

All other terms and conditions of your employment will remain unchanged.

Wishing you the very best and look forward to your continued enthusiasm and commitment to organizational growth.

With Regards,

For Smart Cube India Pvt. Ltd.



R Swaminathan
Chief People Officer