



October 1, 2024

**PRIVATE & CONFIDENTIAL**

**Daraveni Kiran**  
**Employee ID: 20470708**

**Dear Daraveni,**

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 be "Srikumar", is located below the text "for WIPRO LIMITED".

**Srikumar**  
**Global Head, Wipro Engineering Edge**

## 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 B2	(Figures in INR)		
Component	Current	Revised	Difference
Basic	47667	50528	2861
House Rent Allowance	23834	25264	1430
Bonus	3500	3500	0
Wipro Benefits Plan (WBP)	20817	21532	715
Additional Allowance	5561	6675	1114
<b>Total Fixed Cash</b>	<b>101379</b>	<b>107499</b>	<b>6120</b>
Provident Fund	5720	6063	343
Gratuity	2532	2683	151
<b>Total Fixed Compensation</b>	<b>109631</b>	<b>116245</b>	<b>6614</b>
Medical	600	600	0
Target Variable Pay	8938	9474	536
<b>Total Cost to Company Per Month</b>	<b>119169</b>	<b>126319</b>	<b>7150</b>
<b>Total Cost to Company Per Year</b>	<b>1430028</b>	<b>1515830</b>	<b>85802</b>