

Ref No.: HR/SS/RL/482957

Date: November 04, 2025

Employee Name : Piyush Girdhar
Employee Id : 482957
Designation : Senior. Associate - Operations

Subject: Redeployment

Dear **Piyush**,

To suit the business exigencies and changes in the business environment, there have been changes, redundancy and realignment of some of the roles. Your position is one of those affected by such realignment. You have therefore been included in the redeployment pool where we shall be making our best efforts to redeploy you in any available role that matches your competency profile. However, considering the varied competency requirements for varied roles, there may be some limitation on the extent and ability of redeployment despite our best intentions and efforts. The redeployment will be effective **November 04, 2025** and will end ninety days therefrom, i.e. on **February 01, 2026**.

In order to facilitate the above, **Parth Sarthi** has been appointed as a Single Point of contact (SPOC). You are advised to report to your SPOC until further notice. SPOC will coordinate your interviews for other available roles, across the organization.

In case, your current or any other process / team requires your contribution in the interim temporary period, SPOC will advise you accordingly and you are expected to report for duties, as advised.

On identification of alternative deployment, a suitable communication will be issued to you and you would be required to report to the new team. You may be required to undergo the required training process and evaluation so that you qualify for productive engagement.

While the fixed portion of your compensation (CTC) shall remain protected, the incentive payouts, if any, will be as per plan and criteria applicable to the new process.

We expect you to make best efforts in assisting us in the redeployment process and accepting any role that is offered to you. If you do not accept an alternative role and / or do not co-operate in the redeployment process, the Company can initiate appropriate disciplinary action, which may lead to termination of employment.

While the Company shall make best efforts to redeploy you as stated above, in the unlikely event of its inability to provide redeployment, kindly treat this letter as notice of termination of contract of your employment in accordance with standard employment agreement, in such an event, at the end of ninety days, i.e. on **February 01, 2026**, you will be relieved from the services of the company.

Yours Sincerely,

For WNS Global Services Pvt. Ltd.



Nitin Sardana
Executive Vice President - Human Resources
Cc: Personal file