



October 1, 2024

PRIVATE & CONFIDENTIAL

Nilesh Koli

Employee ID: 20242448

Dear Nilesh,

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 black ink, appearing to read "Nagendra Bandaru", is written over 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 B2	(Figures in INR)		
Component	Current	Revised	Difference
Basic	19853	21711	1858
House Rent Allowance	9927	10855	928
Bonus	3500	3500	0
Wipro Benefits Plan (WBP)	9861	10472	611
Total Fixed Cash	43141	46538	3397
Provident Fund	2382	2605	223
Gratuity	955	1153	198
Total Fixed Compensation	46478	50296	3818
Target Variable Pay	3768	4078	310
Total Cost to Company Per Month	50246	54374	4128
Total Cost to Company Per Year	602952	652488	49536