



October 1, 2024

**PRIVATE & CONFIDENTIAL**

**Sankara Sarma Akella**

**Employee ID: 310276**

**Dear Sankara Sarma,**

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 "Jo Debecker", is positioned below the text "for WIPRO LIMITED".

**Jo Debecker**

**Global Head, Wipro FullStride Cloud**

## 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 B3	(Figures in INR)		
Component	Current	Revised	Difference
Basic	48001	50401	2400
House Rent Allowance	24001	25201	1200
Bonus	3500	3500	0
Wipro Benefits Plan (WBP)	20900	21500	600
Additional Allowance	17920	19477	1557
<b>Total Fixed Cash</b>	<b>114322</b>	<b>120079</b>	<b>5757</b>
Provident Fund	5760	6048	288
Gratuity	2549	2676	127
<b>Total Fixed Compensation</b>	<b>122631</b>	<b>128803</b>	<b>6172</b>
Medical	800	800	0
Target Variable Pay	13715	14400	685
<b>Total Cost to Company Per Month</b>	<b>137146</b>	<b>144003</b>	<b>6857</b>
<b>Total Cost to Company Per Year</b>	<b>1645752</b>	<b>1728040</b>	<b>82288</b>