



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. For the purpose of this letter, Total Fixed Pay includes all components of your salary stack excluding variable pay.
2. Some of the components under Total Fixed Pay - including City Compensatory Allowance, Holiday Bonus, Special Allowance, Social Security Contribution and Meal Allowance, among others - may be conditional in nature, and are subject to change based on country laws or company policy.
3. The components shall be governed as per the relevant clauses shared with you in your offer/deputation letter/policy documents on The Dot.
4. For details of component-wise salary breakup, please refer to the path: The Dot > Apps > MyFinancials > Salary.
5. This change is effective while you are in: **USA**.
6. All other terms and conditions of your service shall remain unchanged.

Revised Salary Structure

Career Group: GROUP B3	(Figures in USD)		
Component	Current	Revised	Difference
Total Fixed Pay	5910	5961	51
Total Variable Pay	707	756	49
Total Compensation per month	6617	6716	99
Total Compensation per annum	79404	80595	1191