



PRIVATE & CONFIDENTIAL

September 1, 2022

Sankara Sarma Akella
Employee ID : 310276

Dear Sankara Sarma Akella,

We succeed when we help our customers, communities, and colleagues realize their ambitions. When we work hard, we want our efforts to be celebrated and recognized. We want to have our professional ambitions realized.

Achieving our goals requires a lot of hard work, and we're proud of how much we've accomplished together thanks to the dedication of individuals like you.

It is my pleasure to recognize your contributions with a merit salary increase (MSI). Your revised compensation, which will be effective **1 September 2022**, is detailed on the next page.

Congratulations on all you've achieved this year. I look forward to continuing our work together, realizing our greatest ambitions well into the future.

Yours sincerely,

for WIPRO LIMITED

A handwritten signature in black ink, appearing to read "Rajan Kohli", is positioned above the printed name.

Rajan Kohli
Managing Partner - iDEAS

Annexure - Revised Compensation

Please note the points w.r.t. the salary structure given below:

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 myWipro > App Store > Information > My Policies > India > My Financials for details on your Benefits entitlements.
4. The details in this communication are confidential. Please do not share them with others.

Revised Salary Structure

Career Group : B2	(Figures in INR)		
Components	Current	Revised	Difference
Basic	38587	41365	2778
House Rent Allowance	19294	20683	1389
Bonus	3500	3500	0
Wipro Benefit Plan	18547	19241	694
Additional Allowance	14766	16765	1999
Total Fixed Cash	94694	101554	6860
Provident Fund	4630	4964	334
Gratuity	2049	2196	147
Total Fixed Compensation	101373	108714	7341
Other Compensation & Benefits			
Medical	600	600	0
Variable Pay			
Target Variable Pay	8268	8864	596
Total Cost to Company Per Month	110241	118178	7937
Total Cost to Company Per Year	1322892	1418136	95244