



March 13, 2026

Private & Confidential
Sai kiran Puppala
Employee ID: 20580028

Dear Sai kiran,

Wipro succeeds when we help our clients and colleagues realize their ambitions. Your contributions have played an important role in our journey. Through your work, you have helped bring our consulting-led, AI-powered vision to life in meaningful ways.

Thank you for your ownership, collaborative mindset, and commitment to delivering impact with purpose. Your work reflects the future we are building at Wipro—one that is insight-driven, technology-enabled, and focused on creating meaningful outcomes.

It gives me pleasure to recognize your impact and your future potential with a merit salary increase (MSI). Your revised compensation, effective March 1, 2026, is detailed on the next page.

Congratulations on all that you have achieved. I look forward to continuing this journey together.

for WIPRO LIMITED

A handwritten signature in blue ink, appearing to read "Nagendra Bandaru", is positioned above the printed name.

Nagendra Bandaru
Managing Partner & Global Head, Technology Services

Annexure - Revised Compensation

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. Following restructuring changes have been made in line with the new Labour codes: Please note that there is no impact on your fixed salary on account of labour code-aligned restructuring.
 - a. Wipro Benefits Plan (WBP) will no longer appear as a separate component in your salary stack, but WBP continues as a tax-saving benefit. HRA is considered as the default WBP component (as reflected in your revised stack) and can be redistributed among other WBP allowances basis declarations made on the WBP portal.
 - b. Additional Allowance is discontinued. Amounts previously listed under WBP and Additional Allowance are redistributed within fixed salary components.
 - c. Statutory bonus (shown as "bonus" in salary stack) for B3 & below bands, will be applicable only if it qualifies* for such a bonus. Where such eligibility is not met, the amount has been merged into other fixed salary components.
 - d. Notional contribution towards Gratuity payable at the time of exit from Wipro, has been revised as per the new labour codes.
3. These changes are subject to company policies. All other terms and conditions with respect to your service, shall remain unchanged.

*Bonus qualification is computed in line with the new labor codes.

Revised Salary Structure

Career Group: GROUP C1	(Figures in INR)		
Component	Current	Revised	Difference
Basic	100625	105657	5032
House Rent Allowance	0	31262	31262
Wipro Benefits Plan (WBP)	21737	0	-21737
Car Lease	53263	53263	0
Conveyance Allowance	0	45041	45041
Additional Allowance	48249	0	-48249
Total Fixed Cash	223874	235222	11348
Provident Fund	12075	12679	604
Gratuity	5344	6582	1238
Total Fixed Compensation	241293	254483	13190
Other Compensation & Benefits	3083	3083	0
Medical	1000	1000	0
Furniture & Equipment	2083	2083	0
Target Variable Pay	43125	45281	2156
Target Variable Pay	43125	45281	2156
Total Cost to Company Per Month	287501	302847	15346
Total Cost to Company Per Year	3450012	3634170	184158