



Sustainability Report

FY 2022-23

Ambitions Realized.

Table of Contents

Executive Chairman's Letter	3
Executive Summary	5
ESG Highlights	12
Report Profile	19
Wipro and Sustainability	22
Corporate Governance	31
Materiality and Stakeholder Engagement	46
Financial Stewardship	50
Environmental Sustainability	56
Workplace Sustainability	71
Customer Stewardship	83
Ethical Supply Chain	93
Partnering for Social Change	99
Annexures	118
Independent Assurance Statement	119
List of sites functional with operation control	125
GRI Index	127

Executive Chairman's Letter



Rishad Premji
Chairman, Wipro Ltd.

Dear Stakeholders,

It is with great pleasure that we present to you our 16th annual sustainability report. This report offers an overview of Wipro's sustainability journey, which is embedded within the emerging challenges and opportunities of our contemporary world.

I recently attended the annual World Economic Forum in Davos, where discussions were dominated by Generative Artificial Intelligence. However, the term 'polycrisis' was frequently used to describe the multidimensional risks that humanity currently faces. The latest edition of the Global Risks Report, which was unveiled at the event, highlights that four of the top 10 risks are environmental, three are social, and the remaining are economic and technological. These listed risks, including "failure to mitigate climate change," "erosion of social cohesion and societal polarization," and "geo-economic confrontation," underscore their complex and interconnected nature.

Businesses must understand and navigate disruptive futures for three main reasons: (i) to effectively identify and respond to risks; (ii) to capitalize on various opportunities that provide distinct cost savings and revenue benefits, and (iii) to play a significant role in addressing these challenges beyond their immediate business environment from a fiduciary perspective.

Wipro has developed a 'Sustainability Dashboard' that covers seven critical areas: Climate Change, Water Stewardship, Workplace Diversity, Equity and Inclusion (DEI), Employee Learning and Development, Health and Well-being, Community and Societal Stewardship, and Good Governance including Responsible AI, CyberSecurity, and Data Privacy. This tool is a living anchor for the Wipro board and leadership to plan, execute, review and provide forward direction. Our sustainability report provides a comprehensive update on our progress toward the defined goals for these themes. A common thread running through our objectives is the imperative to think and act in a boundaryless manner.

Here are a few examples:

- We are making significant progress toward our goal of utilizing 100% renewable energy by 2030, with our owned facilities currently operating at 60% renewable energy. We place a high importance on ensuring that the renewable energy we use is sourced from producers who are committed to fair land acquisition and positive community practices. To enforce this, we have integrated principles of responsible energy procurement into our supplier contracts. In addition, recognizing that climate change disproportionately affects vulnerable communities, we consider it a vital corporate responsibility to support these communities in adapting to increasing weather extremes like droughts, floods and cyclones.

- We are committed to empowering women and persons with disabilities not only in our workplace but also in our communities. Our holistic approach addresses crucial life-phases such as expecting and young mothers, early childcare, and more.
- We are excited about the potential of Generative Artificial Intelligence (GenAI) for businesses and society. Our value proposition for customers maximizes its innovative footprint in enterprise digital systems. It also emphasizes ethical practices, and proactive vigilance about its potential pitfalls.

In recent years, we have observed a growth in the variety of sustainability disclosure frameworks, some of which are mandated by governments. This trend signifies that investors, governments and markets are increasingly acknowledging the importance of fostering shared economic, social and environmental values. However, for these frameworks to be truly effective, there is an urgent need for us to review, rationalize and simplify the entire reporting landscape. It's important to note that the aim of this simplification isn't to lessen the responsibilities of businesses, but rather to ensure they don't engage in greenwashing.

We acknowledge that our best efforts might still fall short given the magnitude of the challenges we face. This realization underscores the importance of honest and transparent reporting, so that we can collectively assess our standing. We are proud to have been aligned with GRI standards since 2008, and anticipate its positive contribution moving forward.

Let me close by quoting Albert Einstein: "Not everything that matters can be measured and not everything that can be measured matters." This underscores our belief in acting according to our values beyond legal requirements or standards. Our values have always guided us at Wipro; they are our compass in our ongoing journey as a responsible business.

Best

Rishad Premji



Executive Summary





Wipro's sustainability journey is rooted in strong foundations of caring, commitment, and humility. We care about the communities we work with, are committed to minimalizing our impact on the planet, and are grounded in humility to know we have a long way to go. In this report, we present the organization's contextual background, our vision of sustainability, and how we embed it into our core governance, policies, processes, and outcomes. The essential principles underlying our sustainability vision stem from our values as encapsulated in the **Spirit of Wipro** and our brand promise: Be passionate about clients' success, treat each person with respect, be global and responsible, and unyielding integrity in everything we do. **The Five Habits** — Being Respectful, Being Responsive, Always Communicating, Demonstrating Stewardship, and Building Trust — are our values in action, and represent how we experience Wipro every day.

What do we do - our core business: Wipro Limited (NYSE: WIT, BSE: 507685, NSE: WIPRO) is a leading technology services and consulting company focused on building innovative solutions that address clients' most complex digital transformation needs. Leveraging our holistic portfolio of capabilities in consulting, design, engineering, and operations, we help clients realize their boldest ambitions and build future-ready, sustainable businesses. With 250,000 employees and business partners across more than 60 countries, we deliver on the promise of helping our clients, colleagues, and communities thrive in an ever-changing world.

Who are our Stakeholders: At Wipro, stakeholders play a significant role in our decision-making process and operations, and in helping us understand the social, environmental, and economic context we operate in. Building a symbiotic relationship with our stakeholders leads us to better outcomes. Our stakeholders include employees, customers, investors, suppliers, communities, and government. We strive to engage with each of our stakeholders in a meaningful way.

What is material to our Stakeholders – a quick dive into materiality: At Wipro, stakeholder engagement is an ongoing process. Identifying and understanding stakeholders, and their priorities and engaging with them is key to materiality determination. The interaction incorporates financial and nonfinancial information – governance, environmental and social – in a manner that can help stakeholders understand how a company creates and sustains value over the long-term. Material issues and their relative importance to Wipro and our stakeholders are not static and will likely change with time.

During the financial year, Stakeholder Engagement and Materiality Assessment was conducted. The responses helped us understand the relevant material themes. The engagement with internal stakeholders was carried out through electronic surveys along with Focus Group Discussions (FGD) for Board members and the management. The external stakeholders were engaged through customized electronic surveys designed to gain an understanding of topics that are material to them. The materiality assessment listed out the top material issues for the organization- Data Privacy and Cyber Security, Customer Centricity, Future-ready Workforce, Ethical Governance and Transparency, Innovation and Emerging Tech, Environmental Stewardship and Community Impact. The material issues are relevant to all our 6 stakeholder groups: Employees, Investors, Customers,

Suppliers, Government and policy networks through industry associations, CSR implementation agencies, and Civil society networks (more details provided in the Materiality and Stakeholder Engagement Section). The material issues help us recognize and mitigate risk, identify new opportunities, and take action to become a trustworthy organization in the societies we operate in. Overall, identifying the most important ESG topics for our organization provides a plethora of benefits ranging from financial resilience to greater efficiency to a healthier, more harmonious workplace for society.

Economic value creation: We are present in more than 60 countries employing 250,000 people across various industry sectors. In FY'23, our revenue increased by 14.3% to INR (Indian Rupees) 909,348 million, despite a 0.5% dip in operating profit to INR 139,606 million. Tax payments amounted to INR 33,992 million across our operational jurisdictions. As of March 2023, the company's total net worth stands at INR 781,753 million. Noteworthy is the rise in the effective tax rate from 19.1% (March 31, 2022) to 23.0% (March 31, 2023), attributed to reversed tax provisions linked to audit closures in fiscal 2022. Shareholding reflects a distribution of 72.97% to the promoter and promoter group, 26.87% to the public, which is a mix of banks, financial institutions, private companies, members of the public, and 0.16% held by the Employee Trust as of March 31, 2023. Signifying our commitment to social responsibility, 66% of Wipro's economic interest is pledged to philanthropy through Azim Premji Foundation. The ownership structure is strategically designed for dual impact, creating both economic and social value. The total shareholder payout reached 46.7% of net income, with earnings per share at INR 20.73. Announcing the largest-ever buyback of INR 120 billion, Wipro continues to prioritize shareholder value. Furthermore, investments in natural capital, including green buildings and renewable energy procurement, have resulted in commendable ratings on investor-led platforms such as Carbon Disclosure Project (CDP), Dow Jones Sustainability Index (DJSI), EcoVadis, and Morgan Stanley Capital International (MSCI), ensuring sustained long-term value creation for our investors.

Social value creation: By social value, we include all our key 'people stakeholders' – employees, customers, suppliers, and communities.

- **Employees:** Wipro has around 250,000 employees worldwide and growing. Being in a dynamic sector, Wipro faces similar issues of access to a talent pool as well as retention of good employees. However, Wipro strives to implement policies related to learning and development, employee well-being, and inclusion to attract and retain talent. With 36.4%, i.e., 90,000 employees being women, Wipro is above the national average of women in IT. Our gender pay parity is increasing year on year. With a global and diverse workforce, we place strong emphasis on respecting dignity and diversity and being sensitive to human rights. Our policies and processes promote transparency and responsible conduct in the workplace. Our people strategy is based on **Culture Transformation and Inclusion and diversity, People Processes, Employee Experiences, Engagement, and Communication**. We view employees as key stakeholders and provide multiple engagement platforms and initiatives to facilitate continuous communication, feedback, and advocacy.
- **Employee Learning:** We are very cognizant of the fact that it is our talented workforce that provides value to our customers, and we aim to create unparalleled employee experience through diverse learning opportunities. WiLearn, our learning platform contains 25,000+ e-learning courses, videos, curated links, and an integrated learning portal that keeps our employees updated on the latest trends and technologies. In addition, employees undergo training on "unconscious bias", "emotional well-being", "fitness", nutrition, and a host of other curated themes.
- **Employee Volunteering:** Being involved in a community and nurturing a sense of belonging is essential to overall well-being. Wipro Wellbeing offers volunteering opportunities, causes, support groups, and other ways to reach out the way most meaningful to each employee. In addition, Wipro Cares, our volunteering program, is active in ten countries, with a focus on digital skills, inclusion, the environment, and local engagement. During 2022-23, around 3,300 employees contributed a total of over 13,500 volunteer hours through volunteer events.

- **Contract workforce:** Wipro has a significant number of contract workforce, who are provided the same training and well-being facilities as employees. Contract employees also have access to daycare and lactation facilities across our campuses in India. All contract employees go through internal mandatory training such as the Code of Business Conduct, Information Security Awareness, etc.
- **Customers:** We believe in providing customers value that goes beyond contractual commitments. From building more adaptive ‘business-anywhere’ frameworks to advanced technologies that fuel the intelligent enterprise, Wipro helps businesses thrive in a world defined by disruption and fueled by transformative technology. Our half-yearly CSAT survey is conducted by an external partner to get an independent view of customer engagement. The Net Promoter Score – an index used to assess customers’ likelihood to recommend Wipro – improved by 527 bps in FY23. Some of our successful customer engagement stories include TopCoder, Wipro FullStride and Wipro Enterprise Futuring. TopCoder, our talent cloud platform, and the “largest tech gig workforce”, has 1.7 million strong technologists. Wipro FullStride Cloud Services is an example where we bring together our portfolio of cloud offerings, talent, capabilities, and Cloud Studio assets under one umbrella to better orchestrate the cloud journey for our clients. We continue to make strategic investments in high-growth areas like data and AI, cyber security, and engineering. In addition, we are accelerating investments to apply our knowledge to help enterprises with their sustainability goals, strategies, sustainability products/services, and other offerings to enable their transition to Net Zero.

In addition, we aim to engage and collaborate with customers by bringing together our experience and strategic investments to solutions in areas like Net Zero, decarbonization and sustainability, and data privacy. Wipro has implemented a rigorous carbon accounting and management program over the past two decades. Wipro is committed to achieving Net-Zero GHG emissions by 2040 and is part of leading industry networks working on the subjects like Transform to Net Zero, WEF, and Open Footprint.

We have 120+ customers who are part of independent raters like CDP Supply Chain, Ecovadis, and industry-led consortiums that assess the company’s performance on sustainability-related aspects, which include human rights, environment, supply chain, labor practices, etc. Furthermore, through consistent engagement, we upskill our developer resources, drive and collaborate on shared internal and external innovation, and further strengthen Wipro’s brand as an industry thought leader. Our engagement is, and will always be, respectful, collaborative, and focused on supporting the long-term viability of the open-source ecosystem.

- **Suppliers:** Wipro works extensively with our suppliers to ensure there is a win-win relationship. We conduct comprehensive technical and compliance assessments while onboarding new suppliers. In addition, suppliers are expected to adhere to our Supplier Code of Conduct, which outlines requirements around supplier diversity, anti-bribery, and anti-corruption, to name a few. In addition, Wipro is working with suppliers to assess their carbon footprint and other ESG parameters, to devise a roadmap to reduce carbon emissions and improve ESG parameters. This will have an overall impact on Wipro’s Net Zero commitment roadmap.

Additionally, Wipro has instituted two flagship programs for new as well as existing suppliers meeting certified norms of diversity: the ‘Wipro Inclusion & Diversity Opportunity for Vendors (WINDOV)’ series of virtual conclaves that enable direct access for small suppliers to present their capabilities to the global procurement team and the ‘Wipro Inclusive Supplier Development and Mentorship (WISDOM)’ program to strengthen these businesses by providing management as well as technical support to participating diverse suppliers. Because of our supplier diversity initiatives, we were able to register 13.6% of our global spend with certified diverse suppliers and 3.8% of our global spend with MSME suppliers during FY23. We aim to increase our global diverse spending to 15% by 2024.

- **Communities:** We are committed to good citizenship and responsibility beyond our core business, focusing on two aspects: (a) reducing negative impacts on local communities and (b) actively contributing to communities. Wipro, through its strong community program, works closely with industry, government, and communities on different challenges of urban living. Around 3,300 employees have contributed over 13,500 volunteer hours through volunteer events through our Wipro Cares program. 13,000+ new employee contributors joined our matching program, bringing the total number of employees contributing to Wipro Cares' initiatives to 45,000. Wipro Cares has a presence in 10 countries.

Our initiatives are designed to be contextually relevant to local communities and geographies. In India, for instance, there are some common challenges and complexities related to the system of school education. But these also vary depending on the geographical, social, and cultural milieu.

Our focus is on climate change, water, biodiversity, and responsible resource consumption – including wider issues of urban governance and public health through various interventions. In India, our focus is on education, healthcare, and urban ecology. Our work outside of India focuses primarily on education. Over the past decade, the Wipro Science Education Fellowship (SEF) has directly benefited 1,500 STEM teachers and District Science Coordinators, hundreds of additional teachers indirectly, and 300,000+ underprivileged kids across the world.

The Wipro Education Initiatives partner with civil society to bring about systemic, long-term improvement in school education. The Wipro earthian program, on the other hand, engages with schools and colleges to foster thinking and action related to sustainability among the young in India.

Wipro Cares engages with communities in various parts of India, supporting initiatives on primary healthcare, education for underprivileged and girl children, children with disabilities, and rehabilitation in disaster-hit areas. Several of these initiatives are in geographies distant from our operational locations; we support them as they have significant, intrinsic value, and contribute to long-term social well-being.

Governance and Management: All our programs and actions are based on a solid foundation of ethics and values, manifest in the Spirit of Wipro. Our values and principles of ethical conduct are embedded in all our policies, processes, and procedures. We also have a comprehensive Code of Business Conduct for our suppliers that covers basic human and labor rights issues. Stakeholders are encouraged to highlight and report any wrongdoing or violation of our values and ethics via the Ombuds process, without fear of reprisal.

Environmental value creation: Our ecological sustainability programs comprise multiple themes identified through a rigorous assessment of environmental impacts arising from our business and supply chain operations. The key components of our ecological sustainability program are Energy, Water, Waste Management, Campus Biodiversity and Urban Resilience. Wipro has been measuring and conserving environmental parameters for more than 2 decades. These are part of our ESG goals whose progress is reviewed quarterly by the Wipro Executive Board.

- **Energy Consumption:** The overall energy consumption from Scope 1 and 2 boundaries (operational and financial control) is 721.1 million Mjoules, compared to 645.9 million Mjoules in the previous year. The total energy consumption - electricity and diesel-based backup power - for office spaces in India is 188.7 million units; after including the electricity consumption for leased spaces, our global electricity consumption is 288 million units. This is tracked through our Global Energy Consumption Center, located at our Kodathi campus.
- **Carbon Emissions:** Wipro, being one of the early adopters of the Science-based Targets Initiatives (SBTi), has been on an aggressive path to meet the approved Net Zero targets. Wipro has committed to a 59% reduction of Scope 1 and 2 emissions by 2030. However, we are considerably ahead of our targets. As of FY23, we have already achieved a 65% reduction in Scope 1 & 2 emissions and are aiming to achieve more than 90% reduction by 2030. This is primarily through our transition to renewable energy, which stands at 60% as of FY23. In addition, we are targeting a 55% reduction in Scope 3 emissions by 2030, based on the FY2020 baseline. Our SBTi Scope 3 emissions target is based on employee commute, business travel emissions, and upstream fuel. We, however, track all of our Scope 3 emissions and to date, we have recorded a reduction of 46% in our Scope 3 emissions from a 2020 baseline.

- **Water Availability:** Wipro actively tracks water usage across all of its owned campuses. We track water withdrawals across 9 river basins, and our freshwater withdrawals have reduced by nearly 50% since 2017. One of the reasons could be the hybrid work model currently being followed. These numbers may likely rise as office occupancy increases. The other possible reason for the decrease in the use of freshwater is the increased use of recycled water in our operations. With the latest technology in sewage treatment plants installed in our campuses, we reuse 100% of the treated water from the STPs, and it forms around 37% of our water usage.
- **Waste Management:** Wipro recycles 85% of the waste generated. Only 15% is sent to landfills. We also compost nearly 100% of the organic waste generated at our campuses.
- **Natural Capital Valuation:** One of the pivots of our assessment process is the Natural Capital Valuation exercise, to gauge the impacts created across our operations and value chain on a comprehensive set of environmental factors. The results have been incorporated back into our sustainability agenda, goals, and actions. Natural Capital Impacts are calculated across six key performance indicators (KPIs); GHG emissions, air pollution, water consumption, water and land pollution, waste generation, and land use change. The methodology uses a value for the social cost of carbon that varies by country and geography. In FY23, the total environmental costs related to Wipro's operations and supply chain were quantified at \$0.28 billion (\$0.32 billion in FY22), of which operational and supply chain impacts contribute 4% (\$12 million) and 97% (\$270 million) respectively.

Governance & Sustainability:

Sustainability governance at Wipro is informed by our strategic choice to work across both dimensions of business and social responsibility. Business responsibility is about the organization fulfilling its essential duties and obligations, running its business with integrity, and ensuring that the ecological footprint of its operations is minimized. The second dimension of social responsibility is about looking beyond the organization's boundaries and contributing to the larger community's development.

- **Strategy:** At Wipro, a collective commitment to sustainability is ingrained throughout the organization, transcending hierarchies, functions, and business units. Various key stakeholders, notably the Global Operations team, People Function, Investor Relations team, and Legal team, actively contribute to the success of our sustainability programs. Despite the distributed responsibility, the overarching oversight of these initiatives resides at the corporate level, where our Chairman, Board of Governors, and Group Executive Council provide strategic direction. The Sustainability Report for the fiscal year spanning April 1, 2022, to March 31, 2023, serves as a comprehensive evaluation of Wipro's performance, addressing topics deemed crucial by stakeholders and capable of influencing the company's operations. Regular dialogues and assessments involving the Board, its committees, senior management, and other stakeholders ensure a consistent alignment with stakeholder expectations.

- **Risk planning & management:** Integral to Wipro's governance framework is the Next-Gen Risk Management system, meticulously crafted on globally recognized standards and industry best practices. This dynamic and flexible framework is designed to adapt to the evolving business landscape. Its primary objective is to facilitate and reinforce the achievement of business objectives through risk-intelligent assessments, with a significant emphasis on the continuous identification and mitigation of various risks, including emerging ones.

Wipro recognizes the importance of ESG as a key performance indicator for strategic partnerships and investments. A low sustainability score can negatively impact business growth, leading to financial and reputational consequences. Therefore, Wipro has implemented a comprehensive ESG risk management framework to identify, assess, and mitigate potential risks and opportunities. This framework includes setting clear ESG goals, monitoring and reporting progress, and engaging stakeholders to ensure accountability.

We prioritize proactive risk management with a focus on global sustainability trends. We have conducted a comprehensive Climate Change Risk Assessment for our global operations, identifying potential disruptions in India's coastal cities due to extreme weather events. Our mitigation plan includes a strong business continuity strategy and infrastructure insurance. We are a key member of the 'Transform to Net Zero' initiative, the sole Asian-based company in the group. We have actively contributed to three transformation guides: Setting Net Zero goals, Innovating Net Zero products/services, and Climate justice.

- **Good governance:** Wipro's commitment to good governance is underscored by its multi-faceted approach to ethical conduct, data privacy and cyber security, ethical AI, and transparency. At the core of this commitment lies the organization-wide Code of Business Conduct, providing a comprehensive framework of general principles to guide employees in making ethical decisions. Beyond this, Wipro maintains a robust enterprise-wide data privacy framework, extending its governance mechanisms to include corporate policies, training programs, privacy impact analyses, and incident management. This dynamic and modular data privacy framework, aligned with cyber and information security standards, positions Wipro to adapt efficiently to international regulatory challenges and evolving customer expectations. Moreover, the company prioritizes responsible AI practices by adopting a privacy-by-design approach, emphasizing fair data handling and equitable AI outcomes. Strict controls, ongoing training, and adherence to global standards further solidify Wipro's commitment. However, the company's dedication transcends mere compliance, as it actively endeavors to develop AI solutions that address societal challenges, foster progress, and contribute to education and health initiatives. In amalgamating these ethical considerations, data privacy measures, and responsible AI practices, Wipro establishes a holistic governance framework that not only ensures regulatory compliance but also enhances its competitive edge and facilitates responsible business practices in the market.
- **Transparency:** We consider voluntary disclosures such as this Sustainability Report integral to our standards of good governance. Comprehensive and well-articulated sustainability disclosures reflect a culture of transparency and accountability central to our sustainability philosophy. We have been active participants in several Environmental, Social, and Governance (ESG) disclosure frameworks, such as the Dow Jones Sustainability Index, and the Carbon Disclosure Index. Our disclosures aligned with GRI (Global Reporting Initiatives), Integrated Reporting (IFRS Foundation), and NVGs (National Voluntary Guidelines) are available in the public domain.

ESG Highlights

Environmental, Social, and Governance



Highlights of FY23.



\$11.2 billion

IT SERVICES REVENUE

⬆ 11.5%

15.7%

IT SERVICES OPERATING
MARGIN



115%

OPERATING CASH FLOW BY NET INCOME

Two consecutive quarters
of total bookings
over \$4.1 billion each



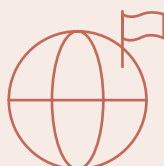
\$3.9 billion

LARGE DEAL TCV
Closed 55 large deals

⬆ 67%

36.4%

WOMEN EMPLOYEES



144

NATIONALITIES
IN THE WORKFORCE



769

PERSONS WITH DISABILITIES
(Based on voluntary self-declaration)

1,312

PATENT GRANTED TILL DATE

₹3,675 million

R&D EXPENSES

↑ 26%

₹2,157 million

CSR SPEND



13.6%

DIVERSE SUPPLIER SPEND
(% of total spend on products
and services)

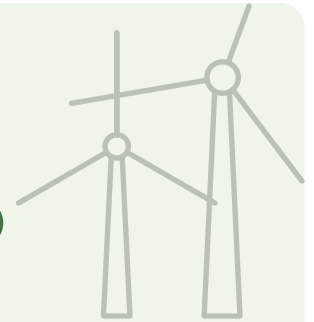


45,000

TOTAL EMPLOYEES ENGAGED WITH WIPRO CARES
(Volunteering or monetary contribution or both)

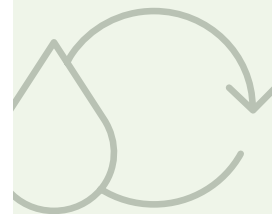
60%

RENEWABLE ENERGY
(% of total consumption)



97%

WASTE AVOIDED FROM
BEING SENT TO LANDFILL



37%

WATER RECYCLED
(% of total water consumption)

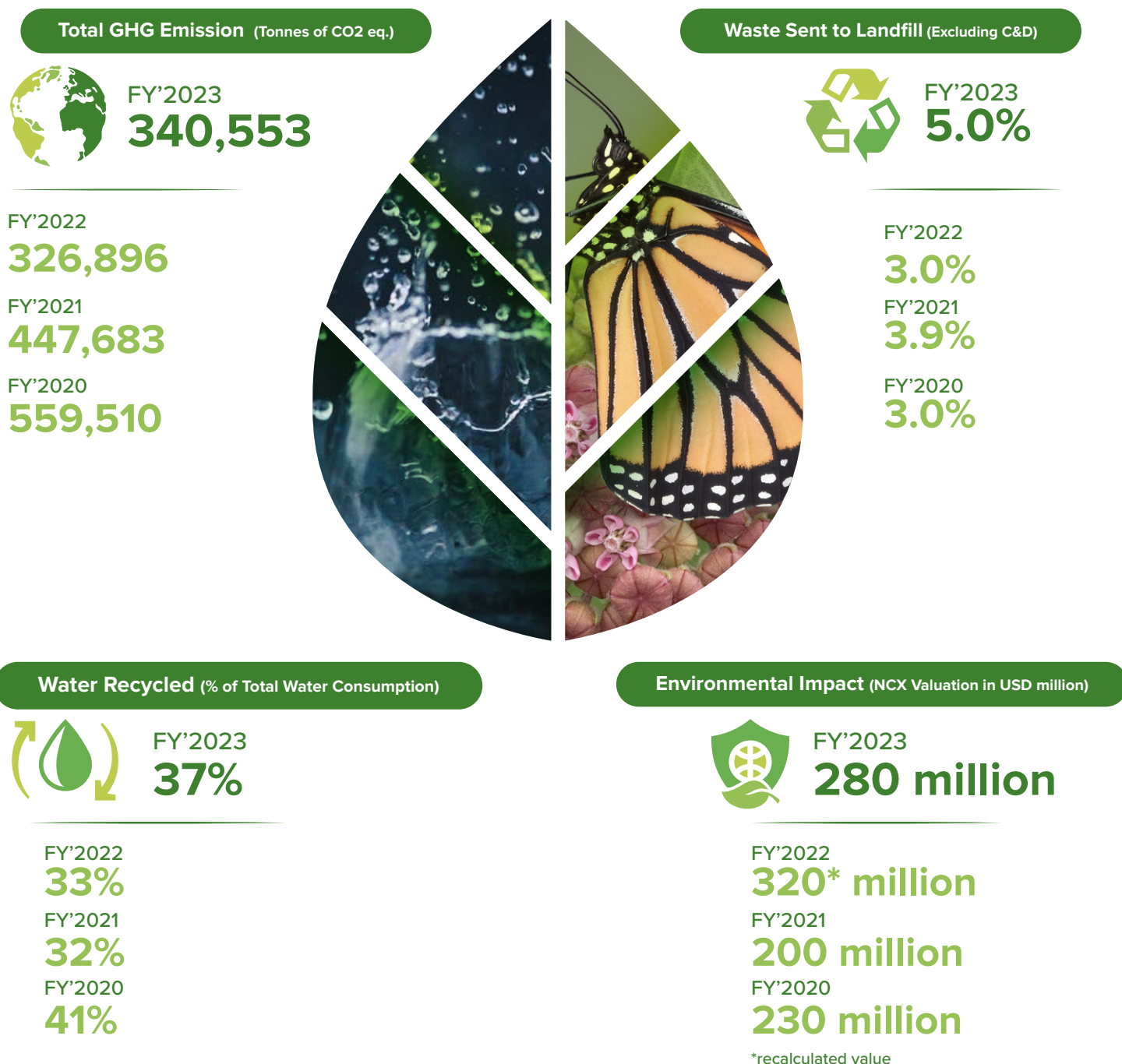
Ecological sustainability

We are one of the first 7 companies globally to have Net Zero goals validated against the Net Zero standard from SBTi (Science-Based Targets Initiative). Our focus is on direct decarbonization approaches.


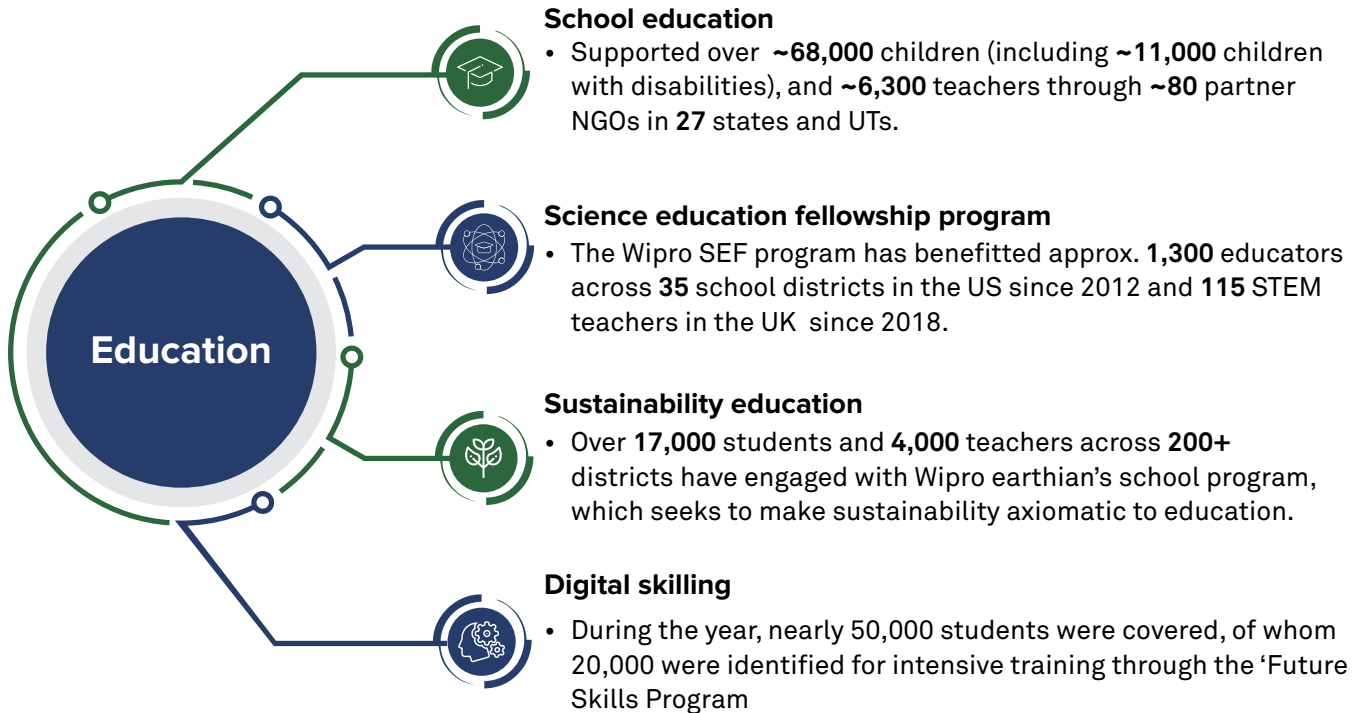
- Near-Term Targets: Wipro commits to reduce absolute scope 1 and 2 GHG emissions by 59% by FY 2030 from an FY 2017 base year, *and absolute scope 3 GHG emissions by 55% by FY2030 from an FY2020 base year. We are also committed to reaching 100% RE by 2030.
- Long-Term Targets Wipro also commits to reduce absolute scope 1 and 2 emissions 100% by FY2040 from an FY2017 base year, *and absolute scope 3 GHG emissions 100% by FY2040 from an FY2020 base year.

*The target boundary includes land-related emissions and removals from bioenergy feedstocks

Key updates on progress against our ESG goals can be found within the comprehensive three-year KPIs on the ESG Dashboard FY23 available at: <https://www.wipro.com/content/dam/nexus/en/investor/annual-reports/2022-2023/esg-dashboard-fy-2022-23.pdf>




Social responsibility




Healthcare

- Reached out to **13,00,000+** people in in Andhra Pradesh, Maharashtra, Karnataka, Kerala, Nagaland, NCR, Odisha, West Bengal and Rajasthan . We now run a total of **26** projects in primary healthcare with a focus on maternal and child healthcare.




Community ecology

- Provided social, nutritional, and health security to 25,000 workers in the informal sector of waste in Bengaluru and Mysuru.




Urban ecology

- Supported participatory water management practices and community grant projects in Bengaluru, Pune, Chennai, Hyderabad, and NCR region.



Employee engagement

- Around 3,300 employees contributed a total of over 13,500 volunteer hours through volunteer events in India.
- Outside of India, our volunteering program, is active in ten countries, with a focus on digital skills, inclusion, the environment, and local engagement.









Disaster response

- Provided comprehensive support for relief operations for flood-affected vulnerable communities in Assam, covering a population of **325,000** people.

Workplace sustainability

- **219000+** employees in foundational, intermediate, and advanced digital skills as of FY 2023
- Our learning platform 'wiLearn' is a one-stop solution for the learning needs of all Wiproites. It contains **25,000+** eLearning courses, videos, curated links, and an integrated learning portal that keeps our employees updated on the latest trends and technologies.
- Over **86%** of total employees were covered in **21** locations in India and **8** locations outside India under ISO (International Standards Organization) **14000** and ISO **45001** certifications.
- Changes to employee benefits included changes to medical assistance, insurance and leave policies.

	FY'2021	FY'2022	FY'2023
 Total employees	2,01,665	2,39,824	2,49,095
 Women Employees (%)	35.7%	36.1%	36.4%
 Persons with Disabilities	667	705	781
 Nationalities in Workforce	130+	135+	135+
 Gender Pay Parity	0.92	0.93	0.93
 Count of LGBTQ+ Employees	0.5%	0.5%	0.7%

Customer stewardship

Customer Engagement

- Our half-yearly reimagined CSAT Survey is conducted through an external partner to get an independent view of customer engagement. Net Promoter Score is an index used to assess customers' likelihood to recommend Wipro. Based on the CSAT survey, the overall NPS score for FY'23 has improved by 527 bps from FY'22.
- We aim to engage and collaborate with customers by bringing together our experience and strategic investments to solutions in areas like Net Zero.
- Decarbonization and sustainability/ESG, cyber security and data privacy.
- Data privacy is an essential material issue for customers. With the increasing digitalization of businesses and the shift.
- With hybrid ways of working, business data is susceptible to more risks than before. Wipro has an enterprise-wide robust data privacy framework in place to safeguard data at all levels.
- Topcoder, our on-demand technology talent crowd-sourcing platform, has 1.7 million strong community technologists.



Report Profile



About the Report

This sustainability report highlights Wipro's efforts to respond to changes in the business sector. It demonstrates the organization's responsible attitude to assuring company continuity, customer satisfaction, and exceptional services. It displays Wipro's approach to corporate responsibility and the progress of Wipro's activities to suit the requirements of the hour.

Wipro's Sustainability Report assesses its performance from 1 April 2022 to 31 March 2023. It includes information on topics that the organization considers are of interest to its stakeholders and has the potential to influence its operations. Regular conversations and evaluations with the Board and its committees, senior management, and other stakeholders enable the organization to work consistently toward meeting its stakeholders' expectations.

Wipro ESG Dashboard is available at: [esg-dashboard-fy-2022-23.pdf \(wipro.com\)](https://www.wipro.com/esg-dashboard-fy-2022-23.pdf)

Scope of Report

Businesses

Wipro Technologies | Wipro Business Process Services

Geographies

America | Europe | India | Japan | Middle East | Asia Pacific

Scope of Reporting

Financial Performance Indicators

All Geographies

Environmental Performance Indicators

India (Energy and emissions data reported for all geographies)

People Metrics

All geographies

Social performance metrics

Primarily India

Other Qualitative Reporting

All Geographies (unless otherwise specified)

Reporting Timeframe

Reporting Period for Integrated Report - Extended

April 1, 2022, to March 31, 2023
(Referred hereafter in short as '22-23')

Date of most recent previous report

Wipro Sustainability Report for last fiscal, the year 2021-22, released in March

Link to previous report

https://www.wipro.com/content/dam/nexus/en/sustainability/sustainability_reports/wipro-sustainability-report-fy-2021-22.pdf

Reporting Cycle

Annual basis

Contact Point

Narayan P S

Vice President and Head, Sustainability

Email: narayan.pan@wipro.com

Feedback and Suggestions

We welcome our readers' feedback, points of view and suggestions on Wipro's Sustainability Report 2022-23, and on our sustainability program in general and look forward to hearing from you. It is your honest feedback that will enable us to strengthen and improve our sustainability program. You may write to us at any of the following contact points:

Name

Wipro Sustainability Team

Narayan P S

Global Head of Sustainability

Abhishek K. Jain

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Wipro and Sustainability



About Wipro

Wipro Limited (NYSE: WIT, BSE: 507685, NSE: WIPRO) is a leading technology services and consulting company focused on building innovative solutions that address clients' most complex digital transformation needs. Leveraging our holistic portfolio of capabilities in consulting, design, engineering, and operations, we help clients realize their boldest ambitions and build future-ready, sustainable businesses. With nearly 245,000 employees and business partners across 65+ countries, we deliver on the promise of helping our customers, colleagues, and communities thrive in an ever-changing world.

Business Overview

Our business comprises the IT Services, IT Products, and ISRE segments. The ISRE segment consists of IT services offerings to ISRE Customers. Our revenues for the last three fiscal years by business segment are as follows:

	Revenue (INR Million)		
Segments	2021	2022	2023
IT Services	6,05,815	7,81,824	8,97,478
IT Products	7,685	6,173	6,047
ISRE	8,912	7,295	5,823
Reconciling items	13	-3	0
Total	6,22,425	7,95,289	9,09,348

IT Services

Our IT Services service offerings are organized through two Global Business Lines (GBLs) - Integrated Digital, Engineering and Application Services ("iDEAS") and Cloud Infrastructure, Digital Operations, Risk and Enterprise Cyber Security Services ("iCORE").

However, effective April 1, 2023, we now organize our capabilities across four new GBLs. The four GBLs will deepen alignment with clients' evolving business needs and capitalize on emerging opportunities in high-growth segments of the market.

- **Wipro FullStride Cloud:** Brings our entire suite of cloud capabilities under a fully integrated, full-stack offering creating an end-to-end cloud services delivery engine.
- **Wipro Enterprise Futuring:** Offers clients forward-looking solutions for large-scale enterprise transformation by bringing together intelligent insights, enterprise data and applications platform, digital operations, and cybersecurity risk services and leveraging advanced technologies such as AI, and AR/VR.
- **Wipro Engineering Edge:** Expands our capabilities and services in emerging technologies such as cloud, 5G, Industry 4.0, IoT, Silicon Design, embedded systems, data and AI platforms.
- **Wipro Consulting:** Brings together Capco, Designit and Wipro's domain and consulting business under a global line, driving enhanced experience sharing.

IT Products

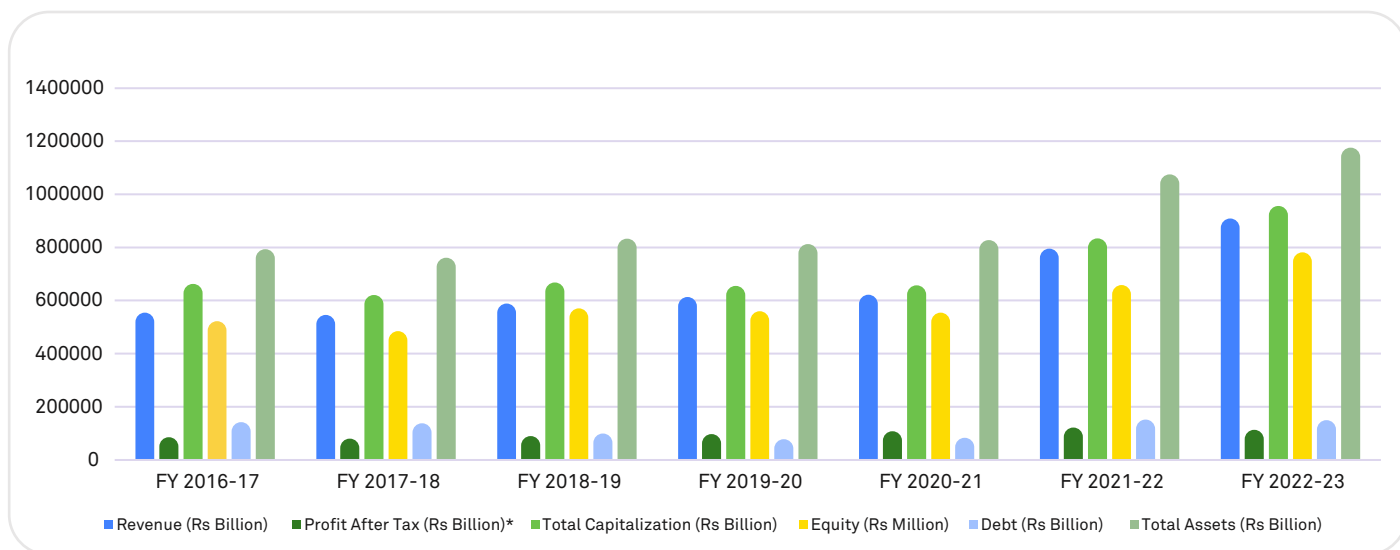
We provide our offerings to enterprises in all major industries, primarily in the Indian market: Government, Defense, IT and IT-enabled services, Telecommunications, Manufacturing, Utilities, Education, and Financial services sectors. We have a diverse range of customers.

ISRE

Our ISRE segment consists of IT Services offerings to organizations owned or controlled by the GoI (Government of India) and/or any Indian State Governments. Our ISRE strategy focuses on consulting and digital engagements, and we are selective in bidding for SI (System Integrator) projects with long working capital cycles.

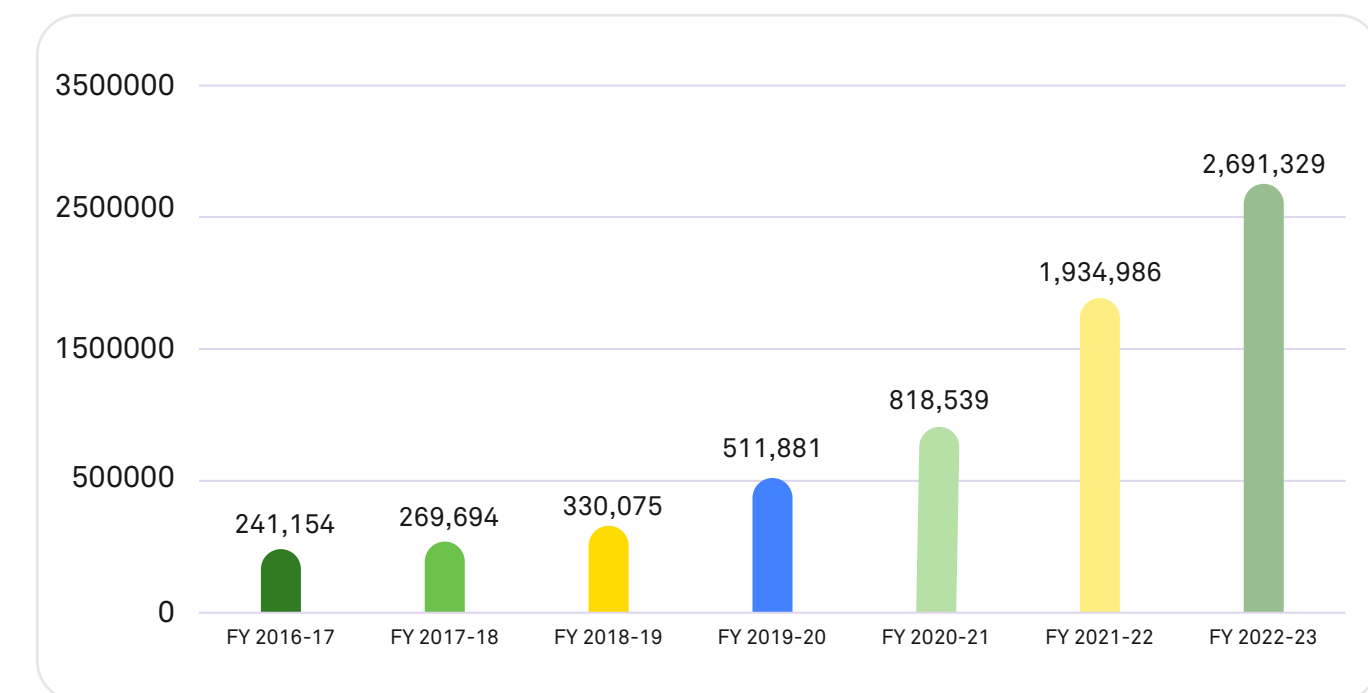
Key Organizational Metrics

Financial Metrics

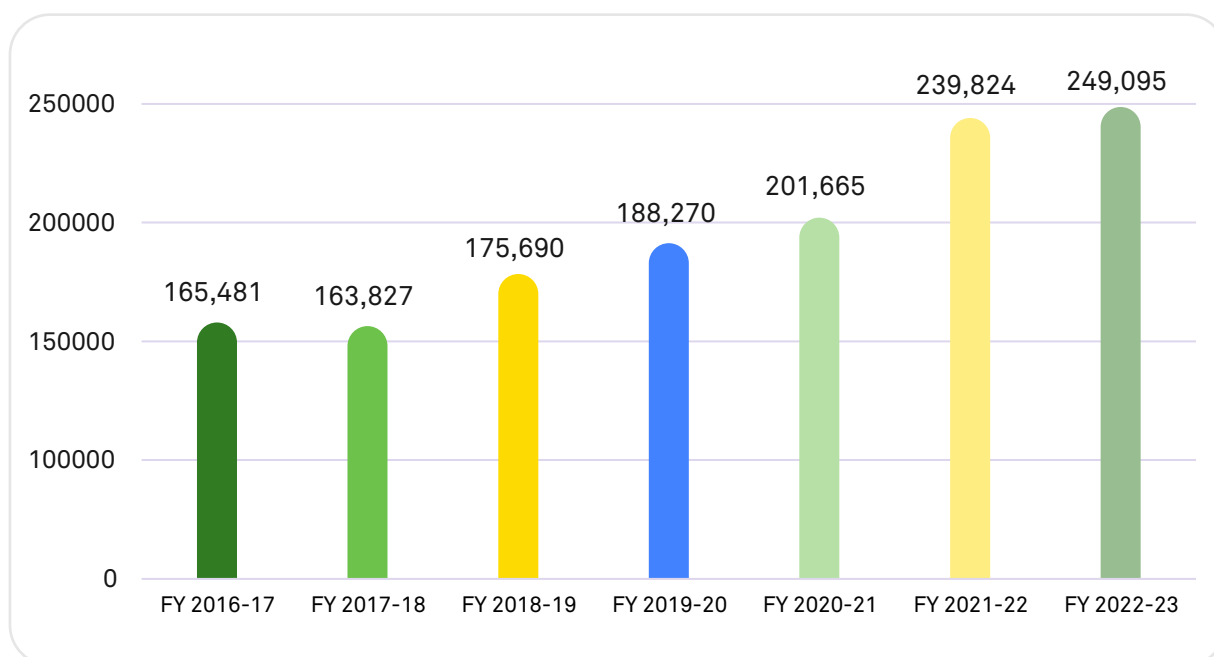


	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Revenue (Rs Billion)	554179	546359	589060	613401	622425	795289	909348
Profit After Tax (Rs Billion)*	84895	80081	90031	97218	107946	122191	113500
Total Capatalization (Rs Billion)	662716	621195	667583	654698	657609	834087	955830
Equity (Rs Million)	522695	485346	570753	559333	554593	658673	781753
Debt (Rs Billion)	142412	138259	99467	78042	83332	151696	150093
Total Assets (Rs Billion)	793516	760640	833171	812789	827322	1075054	11,75,822

No. of Shareholders



No. of Employees



The number of employees figures are only for core employees in the IT business. Does not include partner employees, retainers and support service workforce.

Vision and Spirit of Wipro

The Spirit of Wipro is the core of Wipro. These are our Values. It is about who we are. It is our character. It is reflected consistently in all our behavior. The Spirit is deeply rooted in the unchanging essence of Wipro. It also embraces what we must aspire to be. It is the indivisible synthesis of the four values. The Spirit is a beacon. It is what gives us direction and a clear sense of purpose. It energizes us and is the touchstone for all that we do.

Be passionate about client's success

- Be passionate about clients' success. We succeed when we make our clients' successful. We collaborate to sharpen our insights and amplify this success. We execute with excellence. Always.

Treat each person with respect

- We treat every human being with respect. We nurture an open environment where people are encouraged to learn, share, and grow. We embrace diversity of thought, of cultures, and of people.

Be global and responsible

- We will be global in our thinking and our actions. We are responsible citizens of the world. We are energized by the deep connectedness between people, ideas, communities, and the environment.

Unyielding integrity in everything we do

- Integrity is our core and is the basis of everything. It is about following the law, but it's more. It is about delivering on our commitments. It is about honesty and fairness in action. It is about being ethical beyond any doubt, in the toughest of circumstances.

Wipro's Vision

Be a trusted partner to our clients in their transformation journey; Orchestrate value to our clients through sector-focused 'Business solutions', digital and technology capabilities, leading-edge innovation leveraging our strategic ecosystem partnerships, and world-class talent; Stay resolute in our commitment to the environment, societies, and communities we work and live in.

Alignment with Global Frameworks

Sustainable Development Goals (SDGs) were adopted to stimulate action over 15 years (2015-30) in areas of critical importance for humanity and the planet. These goals focus on achieving sustainable development in its three dimensions – economic, social, and environmental – in a balanced and integrated manner. These goals call for action by all countries— poor, rich, and middle-income— to promote prosperity while protecting the planet and cover a wide range of issues like poverty eradication, economic growth education, health, social protection, climate change, and environmental protection.

Given the ambitious nature of the targets for 2030, the magnitude of efforts required to achieve them, and the scale of the challenge, it is impossible to achieve the goals without meaningful partnerships between different stakeholders. Businesses - as drivers of economic growth and employment and a source of finance, technology, and innovation - are key stakeholders and have great potential to contribute towards implementing the SDGs. At Wipro, we are actively working on multiple aspects of development that are aligned with the different themes of SDGs.



Ensure healthy lives and promote well-being for all at all ages.

Well-being and safety are critical components of doing business at Wipro. Caring for these is embedded in our core values of action with integrity and sensitivity. We work towards enhancing the well-being of our employees through workplace safety and security initiatives with a special focus on physical and emotional health.

For more information, refer to “**Workplace Sustainability**”.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Education is one of the themes identified by Wipro to help in positive societal change and development. Currently, multiple distinct tracks are running on school education, each with its own overarching goals but with shared synergies wherever relevant. Wipro Applying Thought in Schools works towards systemic reform of education in the country. The Wipro Cares Program in school education focuses on supporting access to and ensuring continuity of, school education for underprivileged children and children with disabilities, especially those from disadvantaged backgrounds. The Wipro Education Fellowship Program was started to strengthen the support system for new education initiatives/CSOs working in underserved geographies and on underexplored thematic areas. The Wipro earthian program’s approach integrates sustainability in education – for schools and colleges.

For more information, refer to “**Social Responsibility**”.



Active gender equality and empower all women and girls.

The entire organization, beginning with our leadership, is aligned with our I&D vision. Our CEO is the Executive Sponsor of the I&D Council. We have a structured program ‘Women of Wipro’ to develop and nurture the women’s talent in the organization.

For more information, refer to “**Workplace Sustainability**”.



Ensure availability and sustainable management of water and sanitation for all.

Wipro’s water stewardship program has water efficiency, responsible sourcing, reduced consumption and water security as its stated objectives. Our engagement with water includes a broad range of programs, both within Wipro and outside, like recycling wastewater, use of water-efficient fixtures, rainwater harvesting and Participatory Ground Water Management.

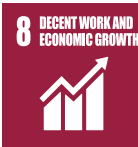
For more information, refer to “**Environmental Sustainability**”.



Ensure access to affordable, reliable, sustainable and modern energy for all.

Wipro contributes to the cause of affordable and sustainable energy by investing in renewable energy resources, and adopting energy-efficient practices as well as clean energy technologies and infrastructure.

For more information, refer to **“Environmental Sustainability”**.



Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.

Wipro is a global information technology, consulting, and outsourcing company with a 250,000+ workforce, and revenues of over 11 billion in the year ending March 23. The company contributes to economic growth and development by creating jobs while upholding the highest labor standards across operations and the value chain.

Refer to **“Workplace Sustainability and Financial Stewardship”**.



Build resilient infrastructure, promote sustainable industrialization, and foster innovation.

Inclusive and sustainable industrial development and technological progress further the cause of income generation. Wipro continues to work on technological innovations that can drive sustainability through the digitalization of dematerialization, system integration and optimization and offers a range of sustainability-inspired solutions to our customers.

For more information, refer to **“Customer Stewardship”**.



Make cities inclusive, safe, resilient and sustainable.

Wipro, through its community program, is working closely with industry, government and communities on different challenges of urban living. Our focus is on building capacity - on climate change, water, biodiversity and responsible resource consumption – including wider issues of urban governance and public health through various interventions.

For more information, refer to **“Environmental Sustainability”**.



Ensure sustainable consumption and production patterns.

Wipro's sustainability program aims to reduce its ecological footprint and several initiatives have been developed to improve resource and energy efficiency across its value chain. The focus is on energy efficiency, responsible use, and pollution and waste management.

For more information, refer to **“Environmental Sustainability”**.



Take urgent action to combat climate change and its impacts.

Understanding the implications of climate change for the planet and business value chain specifically. Wipro has set ambitious targets – to contribute to planetary net zero goals by 2050 by committing to reducing its value chain emissions to Net Zero by 2040.

For more information, refer to **“Environmental Sustainability”**.



Sustainably Manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.

Wipro currently runs a significant initiative around campus biodiversity on two of our campuses in India. It is our objective to convert five of our existing campuses to biodiversity zones and design all our new campuses based on biodiversity principles.

For more information, refer to **“Environmental Sustainability”**.



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Structural interventions like our grievance Redressal Process for Prevention of Sexual Harassment (POSH) and Ombuds, Employee Perception Survey (EPS), Contract Employee Engagement, Governance Reviews with Health Committees, Audit Risk & Compliance Board, and Inclusion & Diversity Council, help us to proactively identify and mitigate risks on human rights and any other organizational processes.

For more information, refer to **“Workplace Sustainability”**.



Strengthen the means of implementation and revitalize the global partnership for sustainable development.

At Wipro, we think that businesses must engage with the social and ecological challenges that humanity faces in a deep and meaningful manner with long-term commitment; for that is the only way by which real change can happen on the ground. We engage with communities, governments, and civil society organizations on issues like education for underprivileged children.

For more information, refer to **“Social Responsibility”**.

SDG Alignment

SDGs for which we have direct positive impact through our programs.



SDGs for which we have indirect positive impact through our programs.



SUSTAINABLE DEVELOPMENT GOALS

Rewards & Recognition

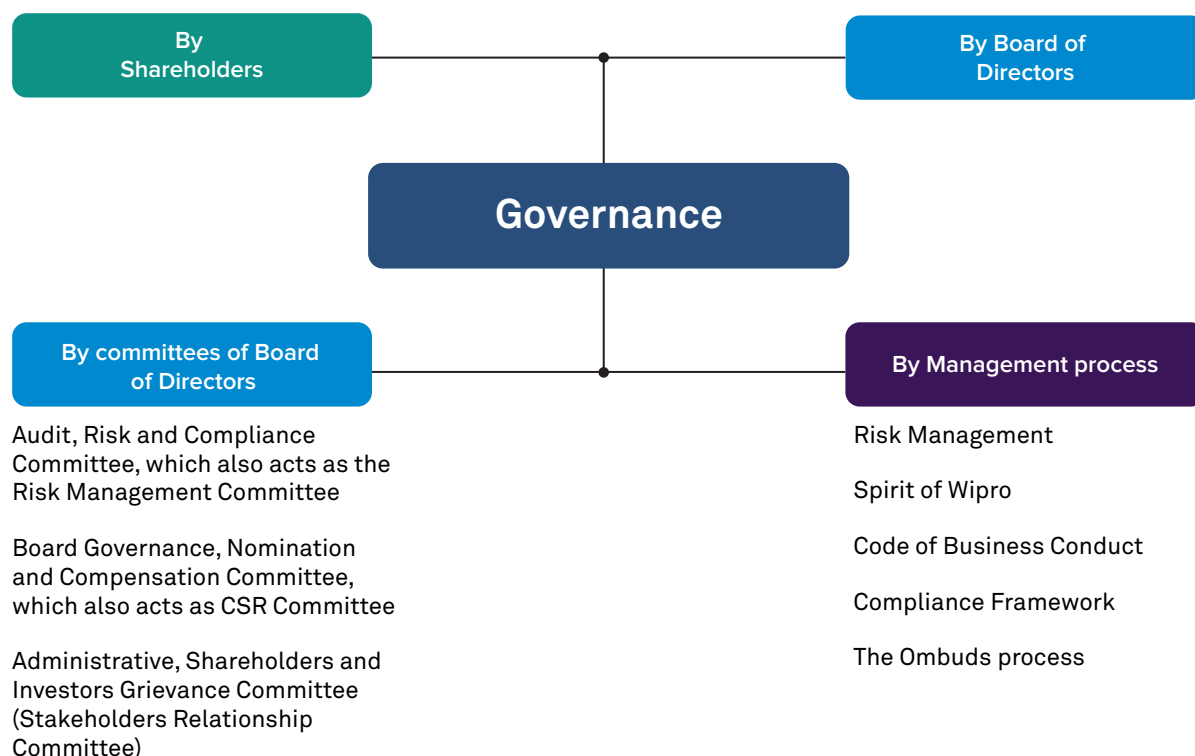
- Wipro has been selected a Dow Jones Sustainability World Index (DJSI) Member for the 13th consecutive year.
- Member of Vigeo Eiris Emerging Market Sustainability Index since its inception (annual index comprising the top 100 companies from emerging markets).
- Received Gold in EcoVadis Sustainability Rating 2022.
- Ranked a Leader in Sustainability and ESG Services by ISG in Australia, the UK ,and the US.
- A constituent company in the FTSE4Good Index.
- Received “A” rating in CDP Climate Change and Supplier engagement in 2022.
- Featured in the Bloomberg Gender-Equality Index for the fourth consecutive year.
- Wipro has been certified as a Great Place to Work (GPTW) in India for 2022 and 2023.
- Wipro has been recognized as one of the Best Places to Work for LGBTQ+ Equality in the Corporate Equality Index 2022 by the Human Rights Campaign Foundation.
- Wipro has been featured in the 100 Best Companies for Women in India for four years in a row by Avtar & Seramount Best Companies for Women in India (BCWI) list.
- Wipro is ranked among the Top 50 India’s Best Companies to Work For 2022, and named as one of India’s Best Employers among Nation-Builders 2022 by the GPTW institute.
- Wipro earned the Gold Employer title as per India Workplace Equality Index (IWEI) for LGBT+ inclusion in 2022.
- Wipro has been recognized by the Top Employers Institute as a 2023 Top Employer in 11 countries across the Americas, Europe and Asia Pacific; ranking among the top three employers in five countries.



Corporate Governance



At Wipro, Corporate Governance is more than just adherence to the statutory and regulatory requirements. It is equally about focusing on voluntary practices that underlie the highest levels of transparency and propriety. Our Corporate Governance philosophy is put into practice at Wipro through the following four functional layers, namely,



Wipro Corporate Governance Guidelines can be viewed at <https://www.wipro.com/content/dam/nexus/en/investor/corporate-governance/policies-and-guidelines/ethical-guidelines/12766-corporate-governance-guidelines.pdf>

Governance by Management Process

Wipro places great importance on upholding regulatory compliance and adhering to standards. The company has established a compliance framework to implement appropriate practices and processes to ensure compliance with all relevant laws and regulations worldwide. The framework aims to identify and mitigate compliance risks effectively. The Compliance framework includes the Global Statutory Compliance Policy and Certification Process as approved by the Audit Committee and Board of Wipro Limited. Electronic dashboards, self-declaration checklists on statutory obligations, and audits are some mechanisms to monitor and manage compliance in Wipro.

The Risk Steering Council and Risk and Governance Committee meet on a monthly and quarterly basis respectively, to review key risk themes and provide direction and oversight, to the risk management process.

Governance by Code of Business Conduct

Wipro has an organization-wide Code of Business Conduct, which reflects general principles to guide employees in making ethical decisions. The Code outlines fundamental ethical considerations and specific considerations that need to be maintained for professional conduct. More details are provided in the Corporate Governance report.

Committees of the Board

Our Board has constituted Committees to focus on specific areas and make informed decisions within the authority delegated to each of the Committees. Each Committee of the Board is guided by its Charter, which defines the scope, powers, and composition of the Committee. All decisions and recommendations of the Committees are placed before the Board for information or approval. During the financial year, the Board has accepted the recommendations of Committees on matters where such a recommendation is mandatorily required. There have been no instances where such recommendations have not been considered.

We have three Committees of the Board as of March 31, 2023:

- a) The Audit, Risk and Compliance Committee of our Board is constituted in line with the provisions of Regulations 18 and 21 of the Listing Regulations, Section 177 of the Companies Act, 2013, and Sections 303A.06 and 303A.07 of NYSE Listed Company Manual. It reviews, acts on, and reports to our Board concerning various auditing and accounting matters. The Audit, Risk, and Compliance Committee also acts as the Risk Management Committee in compliance with Regulation 21 of the Listing Regulations. The Committee reviews, works on, and reports to our Board concerning risk management matters. The detailed charter of the Committee is available on our website at <https://www.wipro.com/investors/corporate-governance/charters/>
- b) Nomination and Remuneration Committee (formerly known as Board Governance, Nomination Compensation Committee), which also oversees the Corporate Social Responsibility initiatives of the Company and acts as the CSR Committee: In October 2022, the Board Governance, Nomination and Compensation Committee was renamed as the Nomination and Remuneration Committee and the charter of the Committee was amended. The detailed charter of the Nomination and Remuneration Committee is available on our website at <https://www.wipro.com/investors/corporate-governance/charters/>
- c) Administrative and Shareholders/Investors Grievance Committee (Stakeholders Relationship Committee): This Committee carries out the role of the Stakeholders Relationship Committee in compliance with Section 178 of the Companies Act, 2013 and Regulation 20 of the Listing Regulations. The Administrative and Shareholders/Investors Grievance Committee reviews, acts on and, reports to our Board concerning various matters relating to stakeholders. The detailed charter of the Committee is available on our website at <https://www.wipro.com/investors/corporate-governance/charters/>

Board of Directors

As of March 31, 2023, our Board had two Executive Directors, six non-executive Independent Directors and one non-executive non-independent Director. The Executive Chairman and Whole Time Director, and the non-executive non-independent Director are Promoter Directors. The Chief Executive Officer (CEO) and Managing Director is a professional CEO who is responsible for the day-to-day operations of the Company. Of the seven Non-Executive Directors, six are Independent Directors, free from any business or other relationship that could materially influence their judgment. In the opinion of the Board, all the Independent Directors are independent of the management and satisfy the criteria of independence as defined under the Companies Act, 2013, the Listing Regulations and the NYSE Listed Company Manual.

The Board is well diversified and consists of three women Independent Directors and three Directors who are foreign nationals. The profiles of our directors are available on our website at <https://www.wipro.com/leadership>.

In the opinion of the Board and the Board Governance, Nomination and Compensation Committee, the following is a list of core skills/expertise/competencies required in the context of the Company's business and which are available with the Board:

Wide management and leadership experience	Strong management and leadership experience, including in areas of business development, strategic planning, and mergers and acquisitions, ideally with major public companies with successful multinational operations in technology, manufacturing, banking, investments and finance, international business, scientific research and development, senior level government experience and academic administration.
Information Technology	Expertise or experience in the information technology business, technology consulting and operations, emerging areas of technology such as digital, cloud, and cyber security, intellectual property in the information technology domain, and knowledge of technology trends.
Diversity	Diversity of thought, experience, knowledge, perspective, gender, and culture is brought to the Board by individual members. With a varied mix of strategic perspectives and geographical focus with knowledge and understanding of key geographies.
Functional and managerial experience	Knowledge and skills in accounting and finance, business judgment, general management practices and processes, crisis response and management, industry knowledge, macroeconomic perspectives, human resources, labor laws, international markets, sales and marketing, and risk management.
Personal values	Personal characteristics matching the Company's values, such as integrity, accountability, and high-performance standards.
Corporate governance	Experience in developing and implementing good corporate governance practices, maintaining board and management accountability, managing stakeholders' interests and the Company's responsibilities towards customers, employees, suppliers, regulatory bodies and the communities in which it operates. Experience in boards and committees of other large companies.

Board Nomination and Selection

Our Corporate Governance Guidelines specify the board nomination process as well as board membership criteria. We consider different factors of expertise and experience in economic and social aspects in board selection. These factors, such as independence, alignment with the company's values, diversity and complementarity in terms of age, skills and knowledge, management experience, industry background, perspectives, etc., ensure the selection of a Board that can act in the best interests of the company and its stakeholders.

Training of Board

The board undergoes familiarization programs and other continuing education programs aimed at developing and enhancing the collective knowledge of economic and social topics related to their duties as Directors on an ongoing basis to enable them to perform their duties better and to recognize and deal appropriately with issues that arise.

Board Evaluation

We conducted an annual performance assessment for Board Members and the Board's operations in accordance with our Corporate Governance Guidelines. The Chairman of the Board Governance, Nomination, and Compensation Committee led this assessment, emphasizing the Board's performance and effective functioning. The evaluation framework adheres to legal mandates such as the Companies Act, 2013, Listing Regulations, and SEBI's Guidance Note from January 2017. It involved a questionnaire with qualitative criteria and rating-based feedback. The evaluation of the Board was based on criteria such as composition and role of the Board, Board communication and relationships, functioning of Board Committees, review of the performance of Executive Directors, succession planning, strategic planning, etc.

Evaluation of Committees was based on criteria such as adequate independence of each Committee, frequency of meetings and time allocated for discussions at meetings, functioning of Board Committees, and effectiveness of its advice/recommendation to the Board, etc.

Evaluation of Directors was based on criteria such as participation and contribution in Board and Committee meetings, representation of shareholder interest, and enhancement of shareholder value, experience, and expertise to provide feedback and guidance to top management on business strategy, governance, risk, and understanding of the organization's strategy, etc.

The outcome of the Board Evaluation for the financial year 2022-23 was discussed by the Board Governance, Nomination, and Compensation Committee and the Board at their respective meetings held in April 2023. The Board received top ratings in areas like communication, legal and financial duties, and Board composition and role. They acknowledged the steps taken to enhance effectiveness from previous feedback and identified areas for future focus, including diversity, post-COVID-19 strategy, succession planning, and risk management.

Conflict of Interest

Board members are not prohibited from serving on Boards and/or Committees of other organizations, except for companies that compete with the businesses pursued by the Company. However, members of the Board must comply with applicable regulatory requirements concerning limits on the number of directorships in both the country of incorporation and the country of residence.

The Board Profile section in our Annual Report discloses other board memberships held by our Board of Directors. Service on Boards and/or Committees of other organizations shall be consistent with the Company's conflict of interest policy. Wipro is a promoter group-led company with promoters having other diverse businesses and interests. Given that the promoter group has occasions to engage in Related Party Transactions (RPTs), disclosures on the same are made in our annual reports in the interest of transparency. Such transactions are guided by 'Policy on Related Party Disclosures', an abridged version of which is made available on our website at <https://www.wipro.com/content/dam/nexus/en/investor/corporate-governance/policies-and-guidelines/ethical-guidelines/12759-abridged-policy-for-related-party-transactions.pdf>

Wipro's Strategic Approach

Like our previous reports, we continue to adopt the stakeholder format of reporting. Given that stakeholder inclusion and engagement is a crucial cornerstone of the AA1000 and the GRI frameworks, we believe that the stakeholder format is more appropriate for focusing attention on key material aspects for each stakeholder. Each section in this report is structured as our response to the concerns of the respective stakeholders identified through the materiality assessment.

Policies

Values are the foundational cornerstones of an institution and shape its essential core, i.e., 'what it stands for'. The Spirit of Wipro is the core of Wipro. Policies and processes further articulate these across key organizational and stakeholder domains. Major policies are:

- Global Policy on Inclusion and Diversity
- Dividend Distribution Policy
- Archival Policy
- Code for Independent Directors as per Companies Act, 2013
- Code of business conduct and ethics
- Modern Slavery Statement
- Ecological Sustainability Policy
- Disclosure Policy
- Policy on Corporate Social Responsibility
- Supplier Code of conduct
- Global Policy on Prevention of Sexual Harassment
- Global Policy on Prevention of LGBTQ+ Discrimination

Policies and processes are developed based on globally accepted frameworks and norms, industry benchmarking as well as consultations with leaders and experts. For effective implementation, we have appropriate governance in place for all policies. Communication, advocacy and engagement are done at multiple levels through various forums. For all policies: [Read Wipro's Company Policies and Procedures.](#)

Risk Management

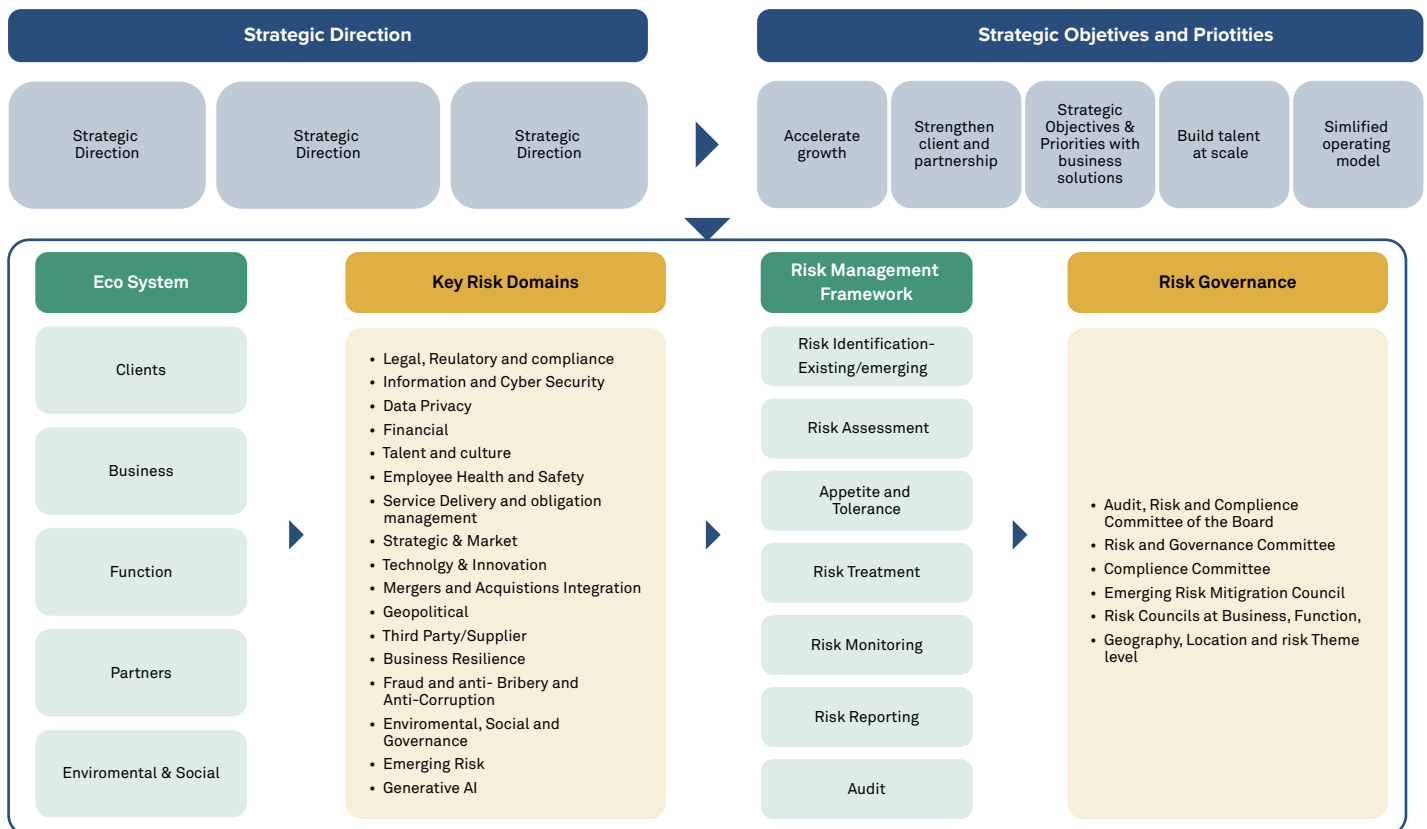
The risk landscape in the current business environment is changing dynamically with the dimensions of Cyber Security, Information Security and Business Continuity, Data Privacy, and Large Deal Execution figuring prominently in the risk charts for most organizations in our sector. To effectively mitigate these risks, we have employed a risk management framework, which helps proactively identify, prioritize, and mitigate risks. The framework is based on principles laid out in the four globally recognized standards below.

Risk Management Framework

Our Next-Gen Enterprise Risk Management (ERM) framework is based on globally recognized standards and is designed to be dynamic and flexible to adapt to the changing business environment. The objective of the ERM framework is to enable and support the achievement of business objectives through risk-intelligent assessments, in addition to placing significant focus on the constant identification and mitigation of all categories of risks within the business. The framework has been benchmarked against best-in-class industry practices and is continuously strengthened. The framework has been digitized, enabling businesses to make faster, more informed, and quality risk-based decisions and encouraging a risk-resilient culture.

ERM framework is administered by the Risk and Governance Committee and is supported by a multi-layered risk governance structure across the enterprise.

Guiding Pillars



Risk Governance

The Board Committee on Audit, Risk, and Compliance, consisting of non-executive independent directors, is responsible for periodically reviewing the company's policies for risk assessment and risk management and assessing the steps taken to control such risks. The committee also reviews and approves the Company's Strategic and Operating Plan for Enterprise Risk Management function. Concomitantly, the Internal Audit function at Wipro also plays a key role in identifying and highlighting potential risks to the Board Committee. High risks including concerns related to grievance redressal, sexual harassment prevention, and critical security incidents are tracked and reviewed periodically. They are reported to the Audit Committee of the board every quarter. The board also reviews customer-related issues and key employee engagement developments.

Major Risk Management and Risk Mitigation Initiatives

Major risks	Mitigation plan
Legal, Regulatory and Compliance Risk	<ul style="list-style-type: none"> • A program on statutory compliance is in place to track all applicable regulations, obligations, and corresponding action items that require to be adhered to, to ensure compliance.
Information and Cyber Security Risk	<ul style="list-style-type: none"> • Established security policies, standards and procedures as part of the information security management system. Regularly assess and adjust security controls, and processes to identify and mitigate cybersecurity risks. • Established threat intelligence, security monitoring, and an incident response process to detect and respond to cybersecurity threats and incidents. • Continuous employee engagement to build a positive security culture and behavior.

Data Privacy	<ul style="list-style-type: none"> • Continuous strengthening of global privacy program through reviews of country and regional regulations, revalidation of existing frameworks, policies, and processes covering all applicable geographies and areas of operations. • Ongoing assessments and mitigation actions are in place for new requirements and existing controls. • Strengthening of cross-border data transfer procedures and controls with adequate Data Transfer/Data Processing agreements for clients and vendors. • Privacy by design, privacy impact assessment, and record of processing activities for all new data processing applications, processes, surveys, or changes to the existing applications/processes before going live. • Privacy by design education and frameworks related to Artificial intelligence, automated decision-making and decentralized technologies.
Fraud Risk and Anti Bribery and Anti-Corruption (ABAC)	<ul style="list-style-type: none"> • Wipro Code of Business Conduct, Zero Tolerance policy on integrity, ABAC program, Fraud program, Finance Risk Management program, Vendor Management program, and our Ombuds program ensure a strong governance • On-going reviews by an independent team and governance by a cross-functional council ensure direction and proactive management of risks.
Finance Risk	<ul style="list-style-type: none"> • See 'Investor returns → Assessment of Key Market Risks' section, in the Wipro Integrated Report FY 23
Geo-political Risk	<ul style="list-style-type: none"> • Country Risk Assessment framework considered before doing business in a geography. • Continuous monitoring by a dedicated team to ensure proactive risk management. • Agreements with multiple risk consulting firms to provide real-time information, security analysis, risk assessments, advice, and forecasts for the timely detection of geopolitical risks and global security events. • Strategy of increasing hiring of local talent in critical client geographies and strategic locations, ensures minimal impact to operations resulting from any protectionist policies by a country that impacts employee mobility.
Mergers & Acquisitions (M&A) integration Risk	<ul style="list-style-type: none"> • Wipro's Post-Merger Integration (PMI) team consists of experts in M&A integration, program and change management. They have the charter to drive all aspects of integration, including the realization of synergies. • PMI team integrates acquired entities, people, processes, and systems with Wipro and ensures alignment to Wipro standards. The M&A integration platform enables real-time tracking of the integration process.

Talent & Culture Risk	<ul style="list-style-type: none"> • See 'People Practices → Learning and Development' section, in Wipro Integrated Annual Report FY 23
Business Resiliency Risk	<ul style="list-style-type: none"> • Our Business Continuity Management System (BCMS) framework is aligned to ISO 22301:2019. • Pro-active business continuity plans prepared and tested across Delivery centers, Functions, and accounts. • A crisis management structure exists globally that proactively manages and supports during crises.
Service Delivery and Obligation Management Risk	<ul style="list-style-type: none"> • Governance Tools for risk governance, contract management, obligation management, and analytics. • Dynamic and integrated Risk Management framework to drive organization risk resilience. • Focus on large-value deals to assess solution fitness and proactive risk management. • Contract Assurance Managers in key accounts to ensure operational excellence. • Contract compliance programs with a focus on proactive risk management and emerging risks.
Employee Workplace Environment, Health and Safety Risk	<ul style="list-style-type: none"> • Environment, Occupational Health, and Safety (EHS) management systems in our campuses conform to international standards such as 14001, and 45001 and are certified by accredited third-party agencies. • Permanent and contract employees undergo necessary Health, Safety, and Environment (HSE) training to ensure they meet the standard of competence required by law in performing their duties.
Environmental, Social and Governance (ESG) Risk	<ul style="list-style-type: none"> • Wipro is proactively addressing all the material issues identified in environment, social and governance areas. We have robust environmental targets for carbon, water and waste, and are actively tracking progress against these targets. • We also have goals for social aspects such as employee well-being, diversity and health and safety. A strong governance structure and feedback mechanism ensures that there is active monitoring and implementation of these goals.

Strategic & Market Risk	<ul style="list-style-type: none"> • Robust strategy which involves adaptive planning, is execution focused, and has a strong governance at a market, sector, and offering level to review performance and realign our strategy with evolving market conditions. • The volatile macro environment has forced companies to drive operational excellence by leveraging technologies like Cloud, AI, Automation, etc. We continue to invest significantly in these areas to support our clients. • We have realigned our operating model into 4 Global Business Lines to align with 'how clients buy' and are addressing the needs of our clients based on their specific sector and market context.
Technology & Innovation Risk	<ul style="list-style-type: none"> • To remain competitive in new areas, we are making a strategic investment to build unmatched capabilities in new technologies, through reskilling, strategic hiring, research work, and IP creation by leveraging a deep understanding of client needs across specific domains.
Third-Party/ Supplier Risk	<ul style="list-style-type: none"> • Comprehensive technical and compliance assessment while onboarding new suppliers. • Ongoing compliance, performance and business continuity readiness reviews of critical vendors. • Defined programs and governance around high-risk vendors and vendors in high-risk countries.
Emerging Risk	<ul style="list-style-type: none"> • An Emerging risk mitigation team helps to proactively identify internal and external emerging risks, perform assessments, and work with stakeholders for timely action and treatment. • The program is steered by the Emerging Risk Mitigation Committee consisting of experts across Business and Functions, ensuring that it is effectively managed.
Generative AI (GenAI) Risk	<ul style="list-style-type: none"> • A cross-organizational GenAI task force assesses and helps proactively identify and manage risk. • A Responsible Use, Deployment, and Development of Generative AI policy is in place. • There are ongoing training and awareness programs for employees. • An enterprise instance of Generative AI tools will allow safer use with enterprise and client data.

Code of Conduct

Wipro has a corporation-wide Code of Business Conduct (COBC) that provides broad direction as well as specific guidelines for all business transactions. The COBC applies to all business practices and employees, contractor employees and consultants. It covers critical aspects like customer relations, protecting customer information, supplier selection, conflicts of interest, gifts, entertainment and business courtesies, communicating with the public, confidential information, intellectual property, competitive/business intelligence, protecting the privacy of employee and personal information, business records and internal controls, safeguarding company assets, insider trading; anti-trust and fair competition, anti-corruption, political involvement/lobbying, global trade; human rights, diversity and non-discrimination, harassment-free workplace; safe and healthy work environment, and sustainability and corporate citizenship.

The COBC is socialized at multiple points of an employee's lifecycle— it is first covered as part of the induction program of new hires. Subsequently, every employee must take an online test annually to assert their familiarity with the tenets of the COBC. The code can be accessed at: <https://www.wipro.com/content/dam/nexus/en/investor/corporate-governance/policies-and-guidelines/ethical-guidelines/code-of-business-conduct-and-ethics.pdf>

The COBC is the central document on which the Company's ethics compliance message is disseminated to all employees. Hence, it is constantly reviewed by the Legal & Compliance team to ensure it stays current with trends and changes in corporate ethics, benchmarking with the best and most ethical companies in the world and keeping up with the statutory changes.

Wipro will take appropriate disciplinary action, including termination, against any employee, agent, contractor, or consultant, whose actions are found to violate the terms of COBC. We have a zero-tolerance policy for noncompliance with the non-negotiable aspects of COBC, e.g., child labor, anti-corruption, etc. A 360-degree feedback process rates Wipro managers on how well they align with the principle of unyielding integrity.

Compliance Management Framework

Wipro's compliance processes are overseen by the Board of Directors, the Audit Committee, and the Corporate Compliance Committee. The latter focuses on matters related to the Code of Business Conduct, grievance redressal, and statutory issues.

We have an effective framework for monitoring legal compliance, including a Global Statutory Compliance Policy approved by the Board. We've also implemented an online compliance management system to track and report compliance status to senior management and the Board regularly. The Audit, Risk, and Compliance Committee, along with the Board, regularly monitors compliance with applicable laws.

Anti-Corruption

Our code of conduct and the supplier code of conduct cover the requirements of the FCPA (Foreign Corrupt Practices Act) and the UK Anti-Bribery Act. High-risk functions assessed are procurement, Talent Acquisition, CMF, Human Resources, Facility Management Group, and Sales. The geographies selected are based on the relative ranking in Transparency International ranking of the countries we operate in.

Grievance Redressal

Our Company has adopted an Ombuds process as a channel for receiving and redressing complaints from employees and directors, as per the provisions of Section 177(9) and (10) of the Companies Act, 2013, Regulation 22 of the Listing Regulations and Regulation 9A of Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015. Under this policy, our Company encourages its employees to report any incidence of fraudulent financial or other information to the stakeholders, reporting of instance(s) of a leak or suspected leak of unpublished price-sensitive information, and any conduct that results in violation of the Company's code of business conduct, to the management (on an anonymous basis, if employees so desire). Further, our Company has prohibited discrimination, retaliation, or harassment of any kind against any employee who reports under the Vigil Mechanism or participates in the investigation.

Awareness of policies is created by, inter alia, sending group mailers highlighting actions taken by the Company against errant employees. The mechanism followed under the Ombuds process has been displayed in the company's intranet and website at, Wipro Ombuds process.

All complaints received through the Ombuds process and investigative findings are reviewed and approved by the Chief Ombudsperson. All employees and stakeholders can also register their concerns either by sending an email to ombuds.person@wipro.com or through a web-based portal at <https://www.wipro.com/investors/corporate-governance/> #WiprosOmbudsProcess. Following an investigation of the concerns received, a decision is made by the appropriate authority on the action to be taken based on the investigation's findings. In case the complainant is non-responsive for more than 15 days, the concern may be closed without further action.

The table below provides details of complaints received/disposed of during the financial year 2022-23:

No. of complaints pending at the beginning of the financial year	82
No. of complaints filed during the financial year	1199
No. of complaints disposed of during the financial year	1197
No. of complaints pending at the end of the financial year	84

All cases were investigated, and actions were taken as deemed appropriate. Based on self-disclosure data, 14% of these cases were reported anonymously. The top categories of complaints were non-adherence to internal policy/process at 46%, followed by workplace concerns and behavioral issues at 23%. The majority of cases (60%) were resolved through engagement of human resources or mediation or closed since they were unsubstantiated. The Audit, Risk, and Compliance Committee periodically reviews the functioning of this mechanism. No personnel of the Company was denied access to the Audit, Risk, and Compliance Committee.

Besides Grievance Redressal, the stakeholders can also share their concerns with us via mail mentioned on our website. We have registers at all our locations which can be used by any stakeholder group to express their concerns. The concerns about unethical or unlawful behavior, and matters related to organizational integrity, which are mandated by law to report are communicated to the relevant agencies as and when such issues happen. In FY'22-23, there were no instances of ethical or unlawful activity that required seeking external advice or reporting to external agencies.

Training

Training programs on ethical compliance and Grievance Redressal are regularly conducted at various leadership levels. At these interactive sessions, key applicable ethical policies are explained, with real organizational case studies and relevant judicial pronouncements on ethical matters. Statistical data on the complaints/concerns received by the Ombuds-persons, and the processes adopted to address these are shared with the participating leaders.

Every new hire is required to attend an ethical compliance session titled "Spirit of Wipro Session" where key aspects of the ethics framework are communicated. We have an annual test and certification for all employees on the Code of Business Conduct. Additionally, specific training through e-learning modules is rolled out on various subjects, including anti-corruption, Gifts, entertainment, and Business Courtesies, It is mandated for all employees in a phased manner.

Other modes of maintaining awareness of ethical compliance among employees include focused training sessions organized for various functions- Procurement, Operations and Administration, Human Resources, Finance and Accounts, and Internal Audit. At these classroom sessions, key policies relevant to the participants are discussed, and feedback is taken for addressing any changes to processes and policies. The ombuds process group periodically circulates mailers on compliance through emails, and posters at key employee access locations.

External Training is organized regularly for Legal and Compliance, Finance, Accounts, and Internal Audit teams on USA and UK's anticorruption laws and best practices for implementing anti-corruption processes in organizations. These sessions are conducted by US external counsel and consulting firms in accordance with mandatory local law, all manager-level employees located in the states of California and Connecticut within the US are required to undergo training and certification on the prevention of sexual harassment. In addition, special training is conducted for the Prevention of Sexual Harassment Committee panel members, and SOPs are published for better governance encompassing the requirements under the law on sexual harassment.

Sustainability Governance

At Wipro, sustainability is everyone's job. The responsibility is spread across hierarchies, functions, and businesses with multiple functions seeing themselves as key stakeholders in its success; among these, the Global Operations team, the People Function, the Investor Relations team, and the Legal team play a major role in several of the programs. However, the oversight of sustainability programs rests at the corporate level with our Chairman, Board of Governors, and Group Executive Council.



Board Oversight

The Board of Directors comprises two Executive Directors, six non-executive Independent Directors, and one non-executive non-independent Director. In keeping with the company's Corporate Governance guidelines, the Board comprises a majority of Independent Directors. The Board of Directors has designated one Independent Director as Lead Independent Director. The Lead Independent Director is responsible for coordinating the activities of other independent directors and performing various other duties. The Board Governance, Nomination, and Compensation Committee leads the nomination and selection process for appointing Directors.

The nomination and selection process for appointing Directors is led by the Board Governance, Nomination and Compensation Committee. Nomination is governed by Corporate Governance Guidelines and the Board Nomination policy. Nomination criteria include experience, expertise, and specific diversity factors, such as Gender and Nationality, to promote diversity of composition and perspective. Further, importance is given to personal characteristics such as 'awareness of the Company's responsibilities to its customers, employees, suppliers, regulatory bodies, and the communities in which it operates'. Familiarization programs are conducted for newly appointed Directors, through meetings with key officials and senior business leaders. During these meetings, Directors are familiarized with the roles and responsibilities of Directors, as well as other specific aspects such as governance, strategy, and related matters.

Sustainability governance at Wipro is informed by our strategic choice to work across both dimensions – business and social responsibility. Business responsibility is about the organization fulfilling its essential duties and obligations, running its business with integrity, and ensuring that the ecological footprint of its operations is minimized. The second dimension of social responsibility is about looking beyond the organization's boundaries and contributing towards the larger community's development.

The Board Governance, Nomination, and Compensation Committee is headed by an independent director, and acts as the CSR Committee - an apex body that oversees Wipro's sustainability policy and programs. The Committee comprising entirely independent directors has the additional responsibility of reviewing the Company's policies on Corporate Social Responsibility, including public issues of significance to the Company and its stakeholders.

This committee and the Chairman will discuss and sign off the goals and objectives along with the budgets of CSR programs at the beginning of every year. Subsequently, the sustainability team's leadership will allocate the budgets as per the defined priorities and goals. The sustainability/CSR leadership team also presents a quarterly report to the Chairman and the Board CSR Committee.

The implementation of the CSR programs happens through multiple channels – Wipro Foundation, a separate trust set up in April 2017, Wipro Cares, a trust for employee contributions that are matched by Wipro and in some cases, directly through functions and groups within Wipro Ltd. Wipro Corporate Social Responsibility policy is available at <https://www.wipro.com/investors/corporate-governance/>

Responsibility Matrix

All key organizational stakeholders have vested responsibilities related to planning, execution, evangelization, review, as well as advocacy of the sustainability agenda of the company. Given below is the responsibility matrix for our environmental programs (energy, water, waste, and biodiversity). Other sustainability programs have similar matrices pertinent to their operations.

	Planning & Review	Execution	Internal Evangelizing	External Advocacy
Board of Directors	✓			
Group Executive Council	✓		✓	✓
Business Leadership	✓		✓	✓
Facility Management	✓	✓		
Infrastructure Creation	✓	✓		
Sustainability Office	✓		✓	✓
Employee Chapters			✓	
Human Resource	✓		✓	✓
Finance Corporate Affairs	✓			
Brand & Communication			✓	✓
Risk Office	✓		✓	

Materiality and Stakeholder Engagement



Wipro and its Stakeholders

Stakeholder engagement is key to staying connected with material issues. Identification of stakeholders is based on factors including impact, influence, interest, legitimacy, urgency, and diversity of viewpoints. These characteristics aid in identifying value chain stakeholders that are crucial to the company and require significant interaction. We have identified eight stakeholder groups: employees, customers, investors, suppliers, communities and civil societies, government and policy networks, young citizens and the future generation, and the education system. We regard stakeholder inclusivity as essential to the process of determining materiality, and it is crucial to take their reasonable expectations and interests into account to incorporate a fair representation of the key issues.

Our Stakeholders

The techniques we utilize to engage with our stakeholders have evolved throughout time and will continue to do so. Senior management is ultimately accountable for engaging with these stakeholders and ensuring that input from such an engagement is utilized.



While the first four have direct and operational/ business value chain impacts, the other two are part of the larger community and society in which we operate.

Stakeholder Engagement

Organizations do not exist in isolation; each company is the sum of its interactions with many stakeholders to produce value for all parties involved, either directly or indirectly. Engagement with stakeholders is critical in such a system of interdependencies; but, during the last several decades, stakeholder engagement has evolved beyond simple exchanges that occur throughout the usual course of business. Engaging with stakeholders serves a larger aim of understanding the risks and possibilities connected with the social, environmental, and economic context in which a firm operates. At Wipro, we consider stakeholder engagement a must-have for creating ethical and sustainable business practices that benefit both the firm and the stakeholders.

Materiality Assessment

During the financial year, we engaged with an independent third party to conduct Stakeholder Engagement and Materiality Assessment. A total of 529 responses were received, of which 33 were from external stakeholders such as suppliers, investors, and customers. The responses helped us understand the relevant material themes.

The engagement with internal stakeholders was carried out through electronic surveys along with Focus Group Discussions (FGD) for Board members and the management. The external stakeholders were engaged through customized electronic surveys designed to gain an understanding of topics that are material to them.

The Approach to Access Material Topics



Identify

Step 1

Identifying a universe of relevant ESG topics based on internal stakeholders, peer review, and benchmarking sector scans. Media reports, and material topics identified by SASB MSCI, EcoVadis, and S&P Global's CSA



Design

Step 2

Designing a methodology for stakeholder engagement that included the identification of a representative set of internal and external stakeholders and the creation of customized questionnaires to capture the stakeholders' responses



Collect

Step 3

Data collection from internal and external stakeholders using surveys along with FGDs for select Stakeholder



Analyze

Step 4

Analyzing responses from stakeholders, determining weights for stakeholder groups, Categorizing themes into sub-topics, and synthesizing them into a **materiality** matrix

Based on GRI Standard and AA 1000 principles of 'Stakeholder Inclusiveness', 'Materiality', and 'Sustainability Context', we have adopted the following approach to determine materiality for our company:

Identifying Issues:

- Seeking Stakeholder feedback
- Benchmarking
- Assessing Internally

Prioritizing Issues:

- Seeking stakeholder feedback
- Understanding the sustainability context
- Figuring intrinsic worth.

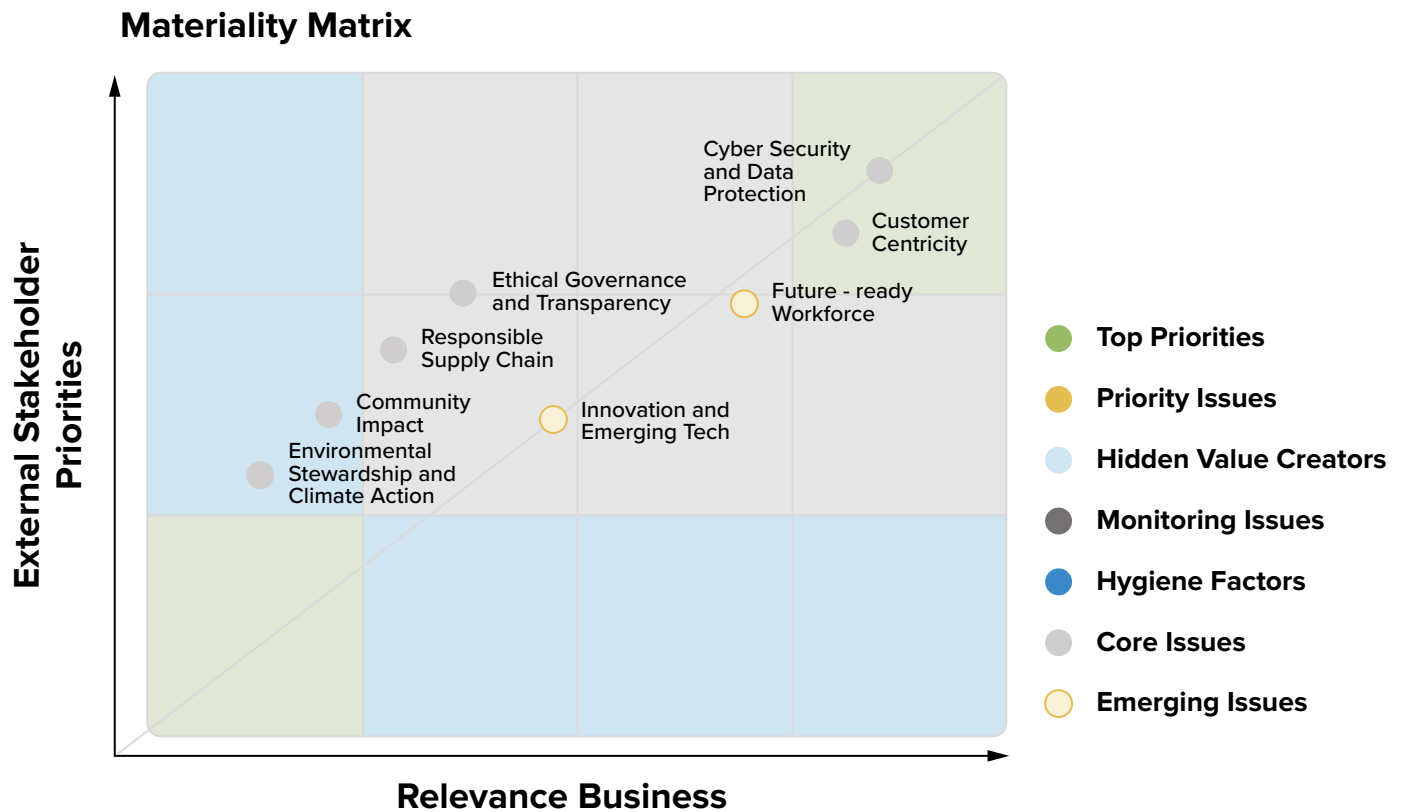
Addressing Materiality Issues

The sustainability context of each highlighted challenge or aspect was examined to appreciate their importance to our organization and industry. Following that, a prioritizing exercise was carried out, considering both the inherent merit of each issue and its relative priority. Stakeholder feedback was also considered, with evaluations for each of these dimensions included against four criteria:

- Relevance to Wipro's business operations
- Relevance to stakeholders
- Impact
- Time horizon of impact

Materiality Map

A materiality assessment is a process of working with internal and external stakeholders to identify the ESG concerns that affect a company and obtain insight into their relative relevance to the organization. The goal should be to identify your company's greatest risk before identifying its greatest opportunity. SASB and GRI are the two most widely utilized sustainability standards for reporting. An organization may better control its impact on people and the environment through reporting. It can recognize and mitigate risk, identify new opportunities, and take action to become a trustworthy organization in the societies they operate. Overall, identifying the most important ESG topics for our organization provides a plethora of benefits ranging from financial resilience to greater efficiency to a healthier, more harmonious workplace for society.



Key Insights from Stakeholder Responses

- 83% of employees are concerned about sustainability and have made lifestyle changes to reduce their carbon footprint.
- 90% of investors are interested in knowing about Wipro's efforts toward sustainability.
- 20% of investors and 30% of employees agree with the statement that "focusing on sustainability/ESG can adversely affect profitability and growth."
- 100% of the customers who responded are well informed about sustainability and 33% agree with the statement that "focusing on sustainability/ESG can adversely affect profitability and growth."
- Wipro's commitment to Net Zero and decarbonization is one of the top five aspects that appeal the most to customers.
- 90% of the suppliers are interested in collaborating with Wipro on sustainability, while 60% of the suppliers believe that they can contribute to Wipro's sustainability ambitions.

Financial Stewardship



The increasing recognition that social and environmental risks can affect a company's operational strength and continuity has prompted active engagement from investors, regulators and the government. Investors increasingly incorporate ESG criteria (Environmental, Social and Governance) into their investment decision frameworks. Over the last decade, this has manifested in at least four different ways, as shown below.

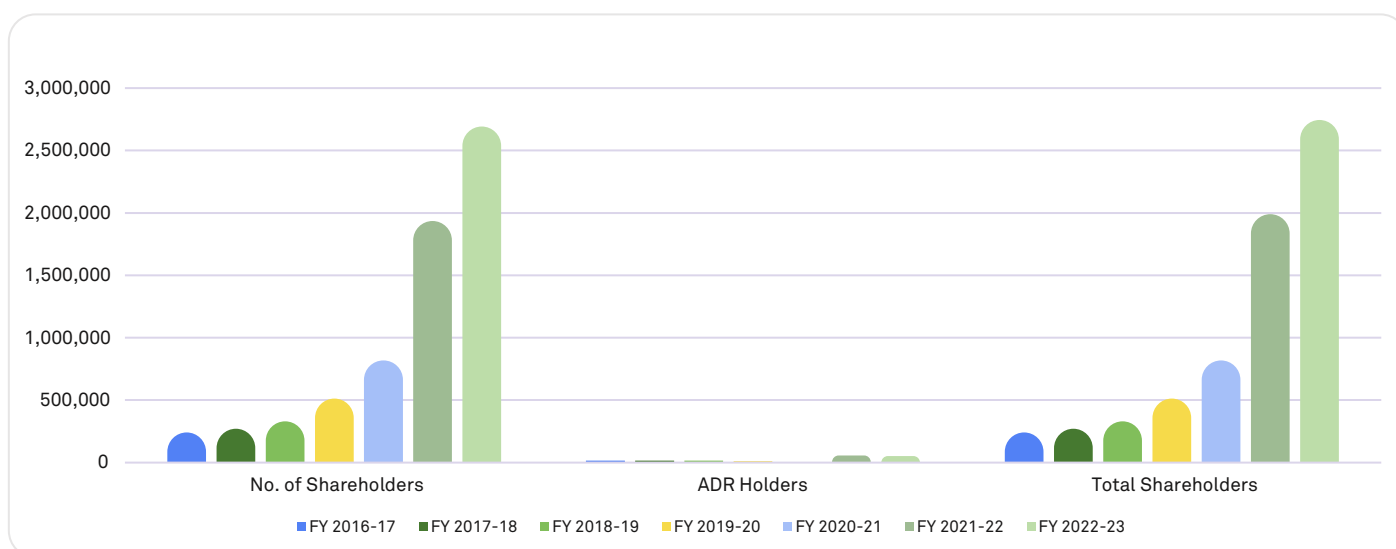
- Stock Exchange (BRSR requirement from SEBI, Form 20F US Securities and Exchange Commission)
- ESG Assessment by Investors (CDP, Vigeo, MSCI, FTSE4Good, S&P Global CSA - DJSI)
- Subscription to Principles of Responsible Investing (PRI) and Integrated Reporting through IFRS Foundation)
- Custom Assessments and studies (Natural Capital Accounting and Climate Risk Assessment)

In 2017 we released our first annual report aligned with the <IR> Framework principles. Since then, our annual Integrated Report has been aligned with GRI Standard and BRSR requirements of SEBI and incorporates the recommendation set out by the Task Force on Climate-related Financial Disclosures (TCFD) and CDSB (Climate Disclosures Standards Board) framework.

Investors

Investors in Wipro are key stakeholders and must get fair returns for investing in our company. We endeavor to report true and fair financial results promptly and communicate the business outlook, risks and opportunities. With reliable financial results and consistent messaging of the economic environment, investors are empowered to make investment decisions best suited to their risk profile.

Profile of Wipro Shareholders



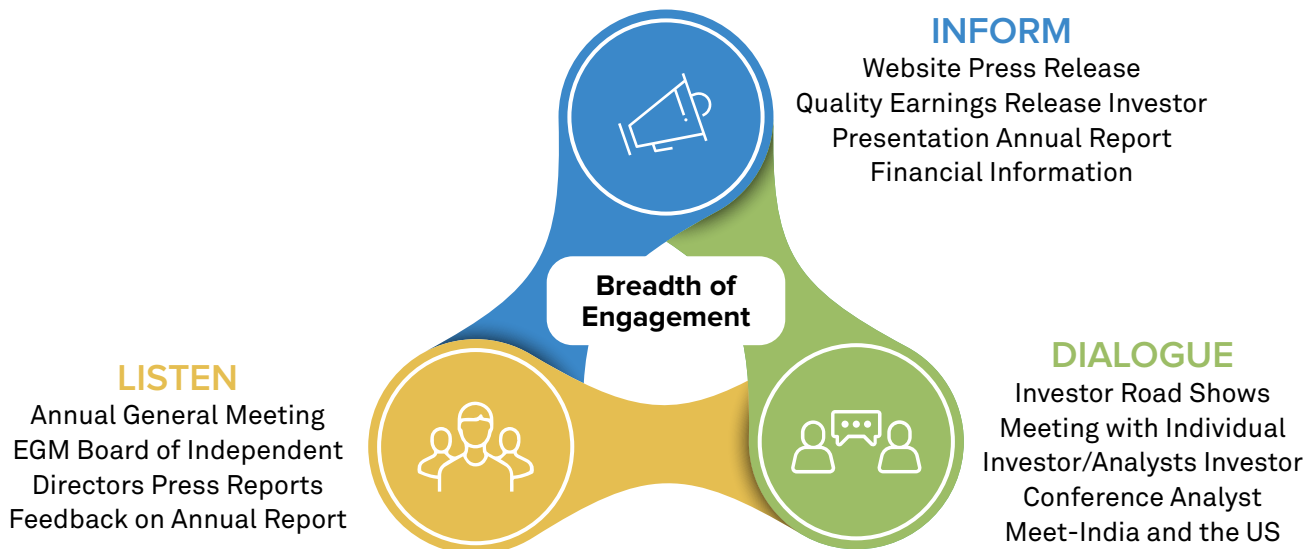
	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
No. of Shareholders	2,41,153	2,69,693	330075	511881	818539	1934986	2691328
ADR Holders	16245	14,152	14,000	10400		55700	52500
Total Shareholders	2,41,153	2,69,693	330075	511881	818539	1990686	2743828

Engagement With Investors

We have multiple communication channels to keep investors informed about various developments and events. Communication through proactive disclosures in our financial statement has been the bedrock of investor engagement at Wipro. Our senior management leaders, along with our dedicated Investor Relations team, participate in various forums like investor conferences and investor road shows, in addition to hosting investors who visit us. Our quarterly results, regulatory filings, transcripts of our earnings call, and media presentations are available at <http://www.wipro.com/investors/>

Engagement Approach

The figure below reflects the breadth of our engagement with Investors.



Business Strategy

Our strategy supports value creation for clients and growth for our organization through five strategic priorities: accelerate growth, strengthen clients and partnerships, lead with business solutions, build talent at scale, and a simplified operating model. We are focusing our efforts and investments on maximum results, going deeper into areas where we believe we have strength, defocusing on others, and scaling up to secure leadership positions. Our new strategy will bring us closer to clients, drive greater agility and responsiveness, and help us become the employer of choice.

Our vision is to:

- To be a trusted partner to our clients in their transformation journey and enable them to achieve leadership in their respective industries.
- To deliver value to our clients as part of their transformation journey through sector-focused 'Business Solutions', 'Digital', and 'Technology' capabilities, cutting-edge innovation, leveraging our strategic partnerships and our world-class talent.

We aim to realize our vision through five key strategic priorities:

- Accelerate growth – focus and scale
- Strengthen clients and partnerships
- Lead with business solutions
- Building talent at Scale
- Simplified operating model

Assessment Of Financial and Economic Risks

Our annual financial report and Form 20-F filing with the U.S. Securities and Exchange Commission for the reporting year lists several external factors or risks that may impact our business. These externalities are assessed regularly and inform business strategy. Here we'll present a summary of the key external risks identified and our approach toward them. The engagement is informed by three primary factors (i) the different timescales in which they play out, (ii) the relative influence the business has, and (iii) meeting the concurrent and diverse needs of its various stakeholders.

Market Risk

Market risk is the potential loss in future earnings, fair values, or cash flows due to financial instrument price changes. This can occur with interest rates, foreign exchange rates, and other market-sensitive instruments, affecting investments, currency dealings, liabilities, and loans. Our market risk exposure arises from investment, financing, and foreign currency revenue activities. The goal of market risk management is to prevent undue vulnerability of our earnings and equity to losses.

For more information:

<https://www.wipro.com/content/dam/nexus/en/investor/annual-reports/2022-2023/form-20-f-fy22-23.pdf>

Risk Management Procedures

The Company manages market risk through a corporate treasury department, which evaluates and exercises independent control over the entire market risk management process. The corporate treasury department

recommends risk management objectives and policies, which are approved by senior management and the Audit Committee. The activities of this department include the management of cash resources, implementing hedging strategies for foreign currency exposures, borrowing strategies, and ensuring compliance with market risk limits and policies.

Components of market risk:

Foreign currency risk

The company operates globally and deals in multiple currencies, leading to foreign exchange risk. This risk stems from various factors, including foreign revenue, receivables, cash flows, payables, and foreign currency loans. A significant portion of revenue is in US Dollars, Pound Sterling, Euro, Canadian Dollars, and Australian Dollars, while costs are primarily in Indian rupees. Exchange rate fluctuations, especially the rupee against these currencies, can impact the company's results negatively.

Interest rate risk

Interest rate risk primarily arises from floating-rate investments and borrowings, including credit lines. The company's short-term investments limit exposure to significant interest rate risk. It has interest rate swaps against floating rate investments, and a 100 bps increase/(decrease) in interest rates as of March 31, 2023, would affect interest rate swaps by approximately INR (67) million and INR 69 million, respectively, in other comprehensive income.

The company periodically manages interest rate risk on borrowings through interest rate swap agreements, enabling the exchange of payments based on notional amounts and agreed fixed and floating interest rates.

Credit risk

Credit risk arises from the possibility that customers may not be able to settle their obligations as agreed. To manage this, we periodically assess the credit rating and financial reliability of customers, considering the financial condition, current economic trends, forward-looking macroeconomic information, analysis of historical bad debts, and aging of accounts receivable. Individual risk limits are set accordingly. No single customer accounted for more than 10% of the accounts receivable as of March 31, 2023, or revenues for the year ended March 31, 2023. There is no significant concentration of credit risk.

Counterparty risk

Counterparty risk covers issuer risk (on securities), settlement risk (on derivatives and money market contracts), and credit risk (on deposits). Issuer risk is mitigated by purchasing at least AA-rated Indian securities. Settlement and credit risk are minimized by dealing with banks and financial institutions with acceptable credit ratings. Risk exposure is closely monitored and kept within set limits, regularly assessed based on credit analysis, including financial statements and capital adequacy ratios.

Liquidity risk

Liquidity risk is defined as the risk that we will not be able to settle or meet our obligations on time or at a reasonable price. Our corporate treasury department is responsible for liquidity and funding as well as settlement management. In addition, processes and policies related to such risks are overseen by senior management. Management monitors the Company's net liquidity position through rolling forecasts based on expected cash flows.

Financial Performance

Consolidated Results	FY 2021	FY 2022	FY 2023	YoY Change
Revenue ¹	622425	795289	909348	14.34%
Cost of revenue	423205	555872	-645446	16.11%
Gross profit	199220	239417	263902	10.23%
Selling and marketing expenses	41400	54935	-65157	18.61%
General and administrative expenses	34686	46382	-59139	27.50%
Other Operating Income ²	81	2186	0	-100.00%
Operating Income	123053	140286	139606	-0.48%
Finance Expenses	5088	5325	113500	-2231.46%
Finance and Other Income	20912	16257	18185	11.86%
Income Taxes	30345	28946	-33992	17.43%
Profit attributable to equity holders	107946	122191	113665	-6.98%
As a Percentage of Revenue				
Gross Margin ³	32.0%	30.0%	29.0%	-3.33%
Selling and marketing expenses	6.7%	6.9%	7.2%	3.76%
General and administrative expenses	5.6%	5.8%	6.5%	11.49%
Operating Margin ³	19.8%	17.6%	15.4%	-12.73%
Earnings per share-Basic (₹)	19.11	22.35	20.73	-7.25%
Earnings per share-Diluted (₹)	19.07	22.29	20.68	-7.22%

(1)For segment reporting, we have included the impact of exchange rate fluctuations in revenue. Excluding the impact of exchange rate fluctuations, revenue, as reported in our statement of income, is ₹790,934 million and ₹904,876 million for the years ended March 31, 2022 and 2023, respectively.

(2)For segment reporting, we have included the impact of exchange rate fluctuations in revenue. Excluding the impact of exchange rate fluctuations, revenue, as reported in our statement of income, is ₹790,934 million and ₹904,876 million for the years ended March 31, 2022 and 2023, respectively.

(3)Gross margin and operating margin as a percentage of revenue have been calculated by including Other operating income with Revenue.

Ethical Business Conduct — A Fundamental Expectation from Investors

Investors expect ethical conduct from businesses. They are concerned about the loss of management time and resources dealing with such issues, legal liability, and damage to reputation due to unethical practices like bribery, corruption, anti-competition, and anti-trust. Even though large businesses have formal systems to ensure compliance and avoid unethical businesses, are exposed to such risks from their supply chains. Corruption and bribery are significant risks to businesses, and they are more pervasive in the supply chain. This makes business functions dealing with suppliers and business partners vulnerable to such risks.

Policy

Our corporation-wide Code of Business Conduct (COBC) provides broad direction for all business transactions. The COBC is Wipro's central and comprehensive compliance policy document that provides the framework and a common language for ethical conduct for all employees as well as all our stakeholders. The COBC applies to all employees and members of the Board of Directors of the Company, as well as to all individuals who serve the Company on contract, subcontract, retainer, consultant, or any other such basis. Suppliers, service providers, external professionals, agents, and channel partners (dealers, distributors, and others) serve as an extension of the Company, and their conduct and behavior while carrying out business dealings with Wipro or on behalf of Wipro can have an impact on Wipro and its reputation.

- A payment due diligence process where payments made by and on behalf of Wipro are reviewed to ensure adherence to anti-corruption and anti-bribery.
- A Standard Operating Procedure to enable employees to understand and comply with the requirements for specific purposes like business courtesies, gifts, entertainment, charitable contribution, sponsorship, etc. Employees are advised to avoid transactions that might give the appearance of offering or accepting an improper payment, bribe, or kickback.
- Due diligence mechanisms, internal controls, and assessments on its third parties such as channel partners, dealers, collection agents, lead finders/hunters, etc., which includes a specific undertaking from identified vendors, service providers, and consultants to affirm compliance to our Code of Business Conduct and more specifically to our anti-bribery policies.

An Ombuds process for receiving and redressing employees' complaints, through which employees are encouraged to report any fraudulent financial or other information to the stakeholders, any conduct that violates the Company's COBC (on an anonymous basis, if employees so desire).

As part of COBC training, Wipro conducts entry-level training to all its employees across levels worldwide on corporate policies pertaining to Business Relationships, Gifts and Entertainment, Business Courtesies and Conflicts of Interest. Compliance with the Foreign Corrupt Practices Act, the UK Bribery Act, and the Indian Prevention of Corruption Act, are included as part of leadership training programs and focused training programs. In addition to the annual test and certification of the Code of Business Conduct, a certification process is enabled for employees traveling to High-Risk Countries and working in certain functions. Also, communication of COBC and its significance to Wipro is being done through emails, posters, etc.

Compliance

Wipro has a continuing good track of ethical conduct, and we comply with relevant legislation. There have been no significant instances related to bribery, corruption, anti-competitive, or anti-trust practices in the reporting period across our business divisions.

Environmental Sustainability



Since 2007, Wipro has been committed to environmental sustainability, with a focus on climate change, water, biodiversity, and waste management. As a service sector company, our environmental impact is relatively low. Environmental sustainability and achieving Net Zero remain important for investors and customers.

We are in a crucial decade for climate action. The UN's Intergovernmental Panel on Climate Change states that global greenhouse gas emissions must peak by 2025 at the latest and be reduced by 43% by 2030 to limit warming to 1.5°C. However, the world is currently not on track to achieve the goal of keeping 1.5°C within reach.

At COP27, nations reaffirmed their commitment to capping the global temperature increase at 1.5°C above pre-industrial levels. This necessitates significant reductions in greenhouse gas emissions to align with the 2030 science-based target.

COP28 will be a significant moment as it will mark the first "global stocktake," which involves a comprehensive assessment of progress toward the goals of the Paris Agreement. It also aims to address critical issues such as the global adaptation goal, closing emission gaps, and establishing a global financial goal, among other objectives.

Climate action is interconnected with issues like water scarcity, biodiversity loss, pollution, and their effects on vulnerable populations. Wipro's Natural Capital approach encompasses reducing our ecological footprint within the organization and partnering externally on ecological initiatives.

Governance

Our sustainability governance encompasses two dimensions: minimizing our ecological footprint and ensuring compliance, integrity, and community development. Key stakeholders, including the board, executive leadership, and functions, have defined roles in planning, executing, reviewing, and advocating sustainability. Oversight is at the corporate level with our Chairman, Board, and Group Executive Council. Goals are collaboratively set, and quarterly reviews involve top leadership. We benchmark our performance against global peers through comprehensive disclosures and rigorous audits.

Management Approach

At Wipro, we focus on Energy efficiency, GHG mitigation, Water efficiency, Responsible Water management, Pollution, Waste management, and Campus Biodiversity as our main concerns. Our Ecological Sustainability Policy (available at <https://www.wipro.com/content/dam/nexus/en/sustainability/pdf/ecological-sustainability-policy.pdf>) we follow ISO 14001 and ISO 45001, with 21 sites in India with a coverage of 91.3% (all sites listed under Annexure A). We also hold ISO 50001 for energy management at three campuses. We've adopted Green Building Design, we've adopted Green Building Design, with 36 certified LEED buildings out of which 14 are LEED Platinum certified.

For 15+ years, we've responded to CDP Climate Change Investor and Supply Chain inquiries. We use the Natural Capital Protocol to assess our natural capital value, published in our Environmental Profit and Loss account. We're a founding member of the 'Transform to Net Zero' coalition, actively participating in industry consortia, including the World Economic Forum, CII Greenco, and CII Center of Excellence for Sustainable Development.

We offer sustainability solutions across industries, leveraging technology and data to help customers decarbonize.

Strategic Partnerships are key to achieving our goals across the value chain. We work with Renewable energy suppliers, energy-efficient hardware manufacturers and service providers and other partners who help to reduce our overall GHG footprint, including employee commute and business travel footprint.

Monitoring and management of climate-related issues across the organization:

- Climate-related issues are monitored by our Chief Sustainability Officer and the Head of Global Operations concerning the organization's progress against energy and emissions targets for the short, medium and long-term.
- Our climate strategy is aligned with various global principles, for example, the Task Force on Climate-Related Financial Disclosure (TCFD) and is dynamically recalibrated in line with emerging trends. The strategy is reviewed annually by the Chairman, CEO and Chief Sustainability Officer, while progress against the strategy is reviewed quarterly.

Environmental Risks

Wipro's Risk Management and Sustainability functions jointly oversee environmental and climate-related risks. Key issues include extreme weather events, urban water stress, air pollution, waste management, and their impact on employee health.

In 2020, we conducted a global climate change risk assessment for major operational locations across India, China, the Philippines, Germany, Romania, the UK, and the US, focusing on two scenarios (RCP 4.5 and RCP 8.5) for the medium to long-term (2030-2050). Both scenarios indicate an increased likelihood of water stress and heat waves in cities. We're integrating these findings into our BCP and Enterprise Risk Management framework.

Climate Change-Related Impacts

Our risk assessment exercise is undertaken at both the company level and at the asset level. A well-defined Business Continuity Policy prescribes principles to plan for climatic disruptions that could disrupt business objectives. A severity matrix of Low, Medium, and high impacts is defined, and an identified crisis management group is vested with the responsibility to respond, recover, resume, return & restore from these situations. The detailed climate modeling and impact assessment exercise will help in further calibrating our risk management program.

Climate Change and GHG Emissions

We have SBTi (Science Based Targets Initiative) approved targets for Scope 1, Scope 2 and Scope 3 till 2030 that are based on well below 2-degree temperature goals. We have committed to Net Zero goals by 2040, with an absolute emissions reduction of 55% by 2030 concerning the 2017 base year. These are aligned with the Paris Agreement's objectives to limit temperature rise to 1.5 degrees Celsius.

Contribute effectively to actions across the value chain on the Climate Change Challenge

- To achieve Net Zero GHG emissions for Scope 1 and 2 by 2030 and for Scope 3 by 2040.
- Reduce baseline emissions by 75% for Scope 1, 2 by 2030 on 2017 baseline and 60% for Scope 3 on 2020 baseline.
- 100% RE for all owned facilities by 2030.
- Reduce the delivery footprint of top 25 accounts by 50% in terms of Scope 1, 2 and 3 GHG emission with a year-on-year reduction of 5% on a compounded basis, by 2030, on 2023 baseline.
- Responsible management of scarce water resources
- Improve freshwater use efficiency by 65% in all owned facilities from the baseline measure of 200 liters per employee per day in FY23 to 70 liters per employee per day, by 2030.
- Improve year-on-year water efficiency per employee by 10% on a compounded basis. Increase share of recycled water as proportion of total water consumption to 50% by 2030.

Our plan to meet the above goals is through a mitigation hierarchy primarily focused on emissions reduction activities in the value chain. As a first principle, we will defer carbon removal projects (offsets) to the net zero target year (2040). This is in line with the science-based targets approach of not using offsets for value chain emissions.

Performance against Goals

Absolute Emissions

The absolute Scope 1 and 2 emissions (India) for FY23 have decreased by 17% from 82,544 tonnes to 68,760 tonnes. This is due to continued low occupancy and the resultant lesser conditioned area (50% reduction) at our offices. From the current year, we have included all the downstream assets in Scope 1 and 2 which are under our operational control. After considering zero emissions for renewable energy procured, the figures represent net emissions for all years.

Overall Scope 1 and 2 emissions		FY 2022	FY 2023
Scope 1	Fuel	2,167	2764
	Refrigerant	7,404	6876
Scope 2	Electricity	72,973	59120

Data center (Scope 2 emissions)	FY 2022	FY 2023
Data Center (India)	3744	2,684
Data Center (Overseas)	5916	4,609

Emissions Intensity

Our India office space emissions intensity (Scope 1 and Scope 2) is at 59 KgCO₂ eq. per sq mt per annum, down by 32% from FY22. Currently, due to low occupancy on the campuses, we have considered a 50% effective area for the emission intensity. This is the estimated conditioned area when occupancy is less than half.

Total Emissions

The overall GHG emissions across all scopes are 3,40,553 tonnes, the main contributors of which are: Purchased Goods and Services (26%), Electricity–Purchased and Generated (17%), Upstream Fuel and Energy emissions (20%), and Business Travel (17%).

GHG Mitigation Measures

Our five-year GHG mitigation plan consists of three key elements – Energy Efficiency (Reduce), Renewable Energy (RE) Purchase (Replace), and Business Travel and Commute Reduction (Reduce and Replace); of this, RE procurement will contribute a maximum of 80% share to GHG emission mitigation strategy for Scope 1 and 2.

Energy Management

Energy Consumption

The overall energy consumption from Scope 1 and 2 boundaries (operational and financial control) is 721.1 million Mjoules, compared to 645.9 million Mjoules in the previous year. The total energy consumption - electricity and diesel-based backup power - for office spaces in India is 188.7 million units; after including the electricity consumption for leased spaces, our global electricity consumption is 288 million units. Data centers in India and Germany contribute another 15.7 million units.

Energy Intensity

EPI for company-owned office spaces, measured in terms of energy per unit area, has decreased to 181.1 kWh units per sq mt per annum (from the previous year's 177.3). However, the newly opened campuses like Kodathi SEZ aim to have an EPI lower than 80 kWh units per sq mt per annum.

Energy Efficiency

Our new Bengaluru and Hyderabad have an EPI below 80 units per sq mt per annum and eliminate UPS batteries. Existing campuses adopt retrofit tech for Chiller and AHUs, UPS optimization, and monitoring. The Global Energy Command Center optimizes energy for 15.2 million sq. ft of space (68% of the total). It handles system elements at equipment levels with advanced analytics. ISO 50001 Energy management adoption is underway; three campuses are certified (35% of the total).

Server rationalization and virtualization program

- 28 offices for client interactions and sales/pre-sales processes were migrated to State-of-Art Wireless Offices with a unified security platform. 250+ Network/Security devices were reduced. The energy power consumption was reduced from 403,731 kWh in FY22 to a mere 37,773 kWh in FY23.
- 120 servers and 11 voice gateways were decommissioned under various enterprise projects to reduce Wipro's tech debt and legacy infrastructure. The total energy power consumption saved 1,366,034 kWh in FY23.
- 1,200 Cisco VOIP (Voice over Internet Protocol) phones were removed from various locations and users were moved to Microsoft Teams Direct Routing solution, enabling softphone functionality and omni channel. This initiative helped reduce 52,560 kWh of energy in FY23.

Office Emissions

Though occupancy is low (around 20 to 50% across campuses), the building air conditioning, lighting, and allied electrical systems load use would not be proportional. From an assessment of three large campuses representing 35% of the total campus area, we see that the conditioned area average was around 50%. Around 70% of the energy consumption for offices is from air conditioning systems. Hence, the absolute energy consumption and emissions for buildings are not commensurate with low occupancy. We have also considered 50% of the building area for calculating the area intensities.

Hyderabad, Telangana

Wipro Gopanpally Campus

Operations started in 2020

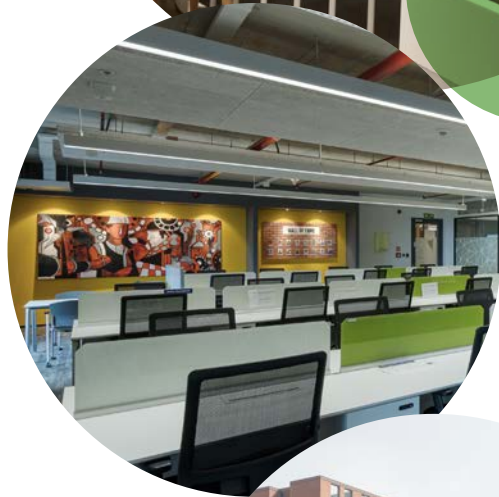
2 Towers (S4, S5) | Campus Area -28 Acres

Built up area -1.6 Million Sq.ft

Seating Capacity > 9391

Highlights

- Large scale (0.5million sq. ft) underfloor air distribution system with edge devices connected to IoT-enabled GECC platform which tracks individual equipment efficiencies on a real-time basis
- Battery Free Campus Rotary UPS replaces traditional battery-powered UPS.
- Global best in Energy: 65 kWh/m2/year
- Building envelope design and implementation of envelope with heat gain of ~0.8 W/sq.ft
- Double-skinned glass façade and Tera Cota Clay tile to reduce heat load.
- Mechanized system for cleaning and maintenance
- 70% reduced drawl - most water-efficient campus
- 100% of roof rainwater is harvested. Surface water channeled using a network of drains and percolation pits to multiple harvesting ponds
- STP-MBR-based for water recycling (for 100% of greywater requirement)
- High energy efficient magnetic bearing chiller with variable primary pumping system installed.



Scope 3 Emissions

Our total Scope 3 emissions for FY23 are 271,793 tonnes of CO2 eq, which accounts for 80% of our total footprint. Out of the 15 categories of Scope 3 reporting, as per the new GHG corporate value chain standard, we are currently reporting on all the 8 categories applicable to us.

28193	Employee Commute	101	Waste	87287	Purchased goods/services (including capital goods)*
23968	Work From Home emissions	7293	Upstream Leased Assets	57934	Business Travel Upstream Fuel+Energy emissions
271793 Total Tons (CO2 eq.)					

*Purchased goods and services are based on material group and category spend for Tier 1 suppliers. For the current year, we have made categorization changes of suppliers, which has resulted in a major reduction of emissions for the category (from 253,955 tons CO2 e in FY22).

Procurement

We have joined the CDP supply chain program—the first India-based company to join the platform. As a pilot, we invited more than 50 large suppliers based on spending incurred last year, and over half of them signed up for the program. Details are covered in the “Supplier Management” section. RE purchase contributed to approximately 113 million kWh or 60% of our total Indian energy consumption. For details on green procurement in IT hardware and other categories, please see the ‘Supplier Management’ section.

Business Travel and Employee Commute

As the pandemic situation improves, we're shifting to eco-friendly travel options for our employees, including buses, commuter trains, and carpooling. We're committed to transitioning our global fleet to electric vehicles (EVs) by 2030 as part of the EV100 initiative by the Climate Group. Currently, we have EVs in Bengaluru and Hyderabad, but scaling up faces challenges like charging infrastructure and battery capacity. EV fleet deployment has decreased from 8% (FY22) to 5% (FY23), while CNG fleet deployment has increased from 25% (FY22) to 38% (FY23).

Challenges and Work in Progress

Presently, there are regulatory barriers in some states combined with supply-side constraints that constrain the acceleration of renewable energy share. To improve, we are planning to invest in 'Group Captive' across four states to reach 75% RE by 2025 from 60% RE in the current year. The Big 3 of our Scope 3 emissions—Air Travel, Employee Commute, and Purchased Goods and Services—require different approaches as each one is in various stages of 'solutions maturity'. Rapid advances in electric mobility, the relatively high usage of public transport, and car-pooling by employees pre-pandemic have helped reduce our commuting-related GHG emissions faster. The pandemic-induced hybrid work model has helped reduce our business travel-related emissions sharply. While this will ensure that we never go back to pre-pandemic levels of travel, we have seen a significant rebound effect of business travel emissions in the current year. Our Scope 3 goals will require an accelerated reduction of business travel emissions over the next 5 years. Given that sustainable aviation fuel is a few years away in terms of price parity, we plan to push the envelope to bring about behavioral changes in business travel. We plan to begin engaging on a granular level to reduce our business travel emissions. While we have started engaging with our key suppliers on carbon management, it will be a few cycles before we can build maturity and explore mitigation levers jointly.



Water Management

At Wipro, we view water through an interrelated lens of efficiency of use and conservation coupled with our approach of engaging with urban water as a boundaryless issue. Our articulated goals are therefore derived from this approach:

Water Efficiency

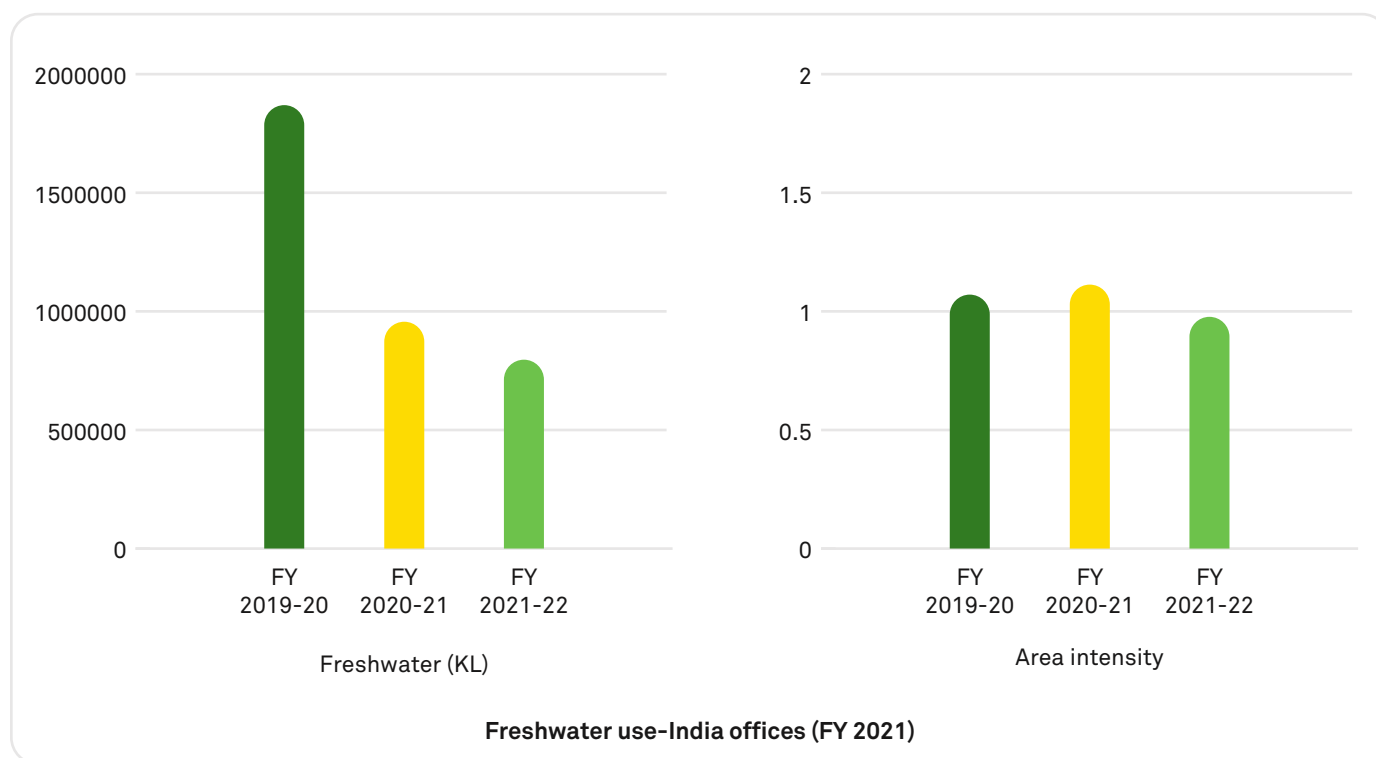
- By 2030, to improve the efficiency of freshwater use by 65% in all owned facilities from the baseline measure of 200 liters per employee per day (Lpcd) in FY23 to 70 Lpcd, with an interim target of 100 Lpcd in FY26. We will aim to drive this through year-on-year improvement of 10% water efficiency per employee on a compounded basis.
- To increase the proportion of recycled water in use from 38% in FY23 to 50% in FY30—an interim target of 45% by FY26.
- Zero discharge of untreated wastewater.
- Contribute to a deeper understanding of systemic challenges of urban water in the major cities in India we operate from.

Water Responsibility

Contribute to a deeper understanding of systemic challenges of urban water in the major cities in India we operate from. To ensure responsible water management in proximate communities, especially in locations prone to water scarcity. We are also collaborating on building capacity and advocacy platforms at the city level for integrated urban water management.

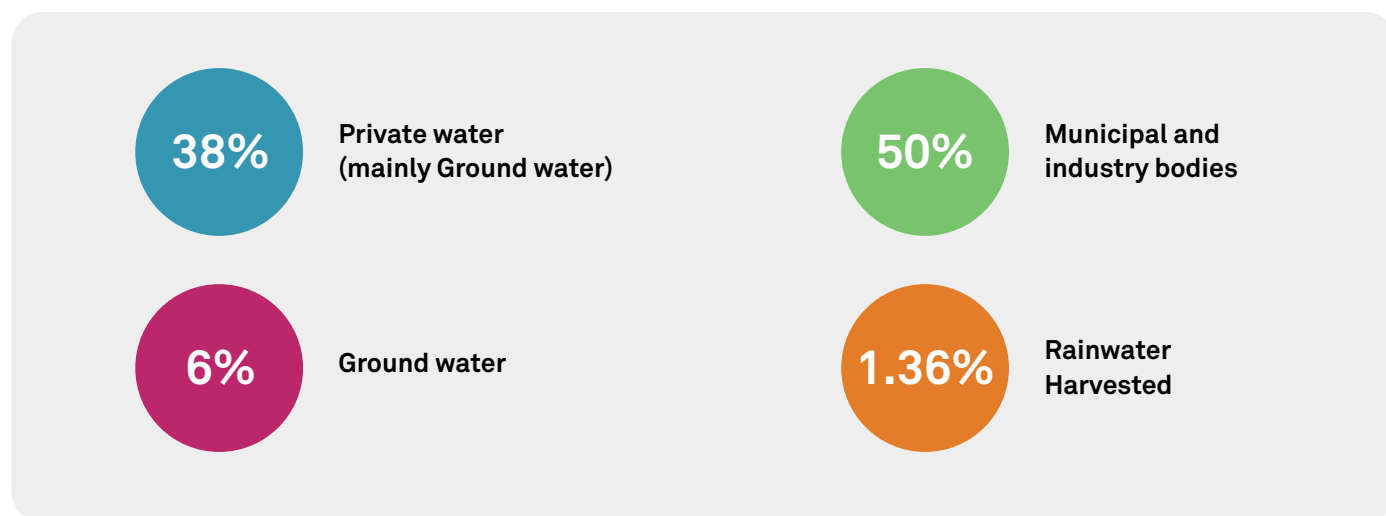
Freshwater Recycling and Efficiency

Freshwater consumption increased by 13% to 878 million liters this year. We recycled 518 million liters with a 37% recycling ratio. Per capita water consumption is now 149 liters per employee per day, down 33%. We reduced freshwater consumption intensity by addressing leaks, commissioning an STP, and consolidating operations. The freshwater area intensity is now 0.9 KL per square meter, a 7% decrease from the previous year.



Sourcing of Water

Our water is derived from four sources – private water (mainly groundwater delivered by tanker water suppliers), municipal water, water supplied by industry associations, in-situ groundwater, and harvested rainwater – the first two sources accounting for nearly 85% of the sourced water. Water purchased from private sources is primarily extracted from groundwater. Our urban/peri-urban facilities are located in three states – Karnataka,



Tamil Nadu and Telangana are in water-stressed basins. The water supplied by the municipal bodies is sourced primarily from river or lake systems.

Use of Recycled Water

The major use of recycled water is for flushing 48%, landscape 37%, chiller 14%, and treated and discharged to municipal sewers 1%. Based on the recommendations of the local authorities, treated water from the facility was let into the municipal sewage network.

Discharged effluent is treated within the premises to maintain the effluent quality within the standards prescribed as per the state or national regulatory requirements.

Collaborative Advocacy on Water

Our long-term projects on Urban Water in Bengaluru and Pune are providing key policy insights and levers for citizen engagement and advocacy on groundwater management and its relationships to surface water flows and water bodies like lakes/tanks and wetlands. We bring together hydrogeologists, academia, government, and citizen groups for a nuanced understanding of issues catalyzing citizen action on the ground. We have consolidated all outputs of the engagement with partners in Bengaluru, Pune, Chennai, and Hyderabad into an 'Urban Waters' online repository (www.urbanwaters.in) covering multiple resources that include case studies, guidebooks, manuals, and other helpful resources. Long-term projects in Bengaluru and Pune focus on policy insights and citizen engagement for groundwater management and surface water flows.

The focus on promoting on-ground engagements across the city on rainwater harvesting continues with engagements with communities, municipal corporations, and institutions in both Bengaluru and Pune. Multiple case studies and groundwater management practices across Bengaluru have been documented by Biome Environmental Trust, our CSO partner, over the last year. It was noted by Biome that a combination of new recharge/withdrawal wells, rejuvenating old ones, installing RWH systems, and dual plumbing systems has helped tackle localized seepage and flooding in the area. Similarly, a heritage public open well in the city center was rejuvenated and is continuously being monitored and showcased as a potential case study around the benefits of shallow aquifer management and use. Our sustainable waste management initiative in a low-income community in Bengaluru was initiated in FY23 with Let's Be the Change (LBTC). The project is on the periphery of the large stormwater drain that is currently undergoing rejuvenation. LBTC is working with 1,200 households in the

community to promote source segregation, timely pickup service as well a reduction in illegal dumping in common spaces. The first phase of our engagement with ACWADAM which began in 2020 has concluded. ACWADAM along with other Pune partners has been able to work towards mapping the aquifers of Pune, enlighten citizens about the collective benefits of groundwater conservation, and engage with multiple government departments on embedding groundwater thinking into their plans.

Additionally, ACWADAM, Bhujal Abhiyan, Jeevitnadi, CEE, and other like-minded institutions have been able to catalyze collaborative exercises that have led to the formation of a Groundwater Cell under the Pune Municipal Corporation. Additionally, citizen-led Managed Aquifer Recharge (MAR) exercises in key locations of the PMC, as well as along river stretches, are complete along with an inventory of springs and water tanker supply sources. ACWADAM concluded its two-year-long study of aquifers in Pune city within PMC areas in 2023. The study aimed to map the aquifer systems of Pune city, estimate the use of groundwater in the city of Pune, and suggest planning, management, and governance of groundwater sources. In the study, ACWADAM partnered with multiple Civil Society Organizations, research and educational institutes, and government bodies to co-create knowledge as well as inform interventions on-ground. The study surveyed over 2,400 wells—900+ dug wells and nearly 1,500 bore wells— and 60+ natural springs.

The resulting information led the team to identify 9 main shallow aquifers in the city as well as 19 separate shallow aquifers in higher elevations, along with multiple other primary and secondary data on groundwater in Pune. ACWADAM was able to build a framework for groundwater management in the city. The next phase of our engagement with ACWADAM is underway with similar interventions in the larger Pune metropolitan area. The collective efforts by Biome and ACWADAM with the Ministry of Housing and Urban Affairs (MoHUA) have led to an initiative under the AMRUT 2.0 scheme of implementing shallow aquifer recharge initiatives in 10 cities across the country.

In Chennai, through the small grants program, we have currently supported 6 community-based interventions on water, climate, and biodiversity. A boot camp was organized in March 2023 and participants from multiple agencies, educational institutions, and organizations were invited to participate and apply for the next round of grants. In the first round, three projects were funded: designing an in-situ wastewater solution; for low-income settlements digging recharge wells in flood-prone communities; and a detailed project report on the various interventions needed for lake rejuvenation. The current round of small grants focuses on promoting wetland literacy among Chennai's youth using Toxic, Climate, and Water through the Construction of 3 deep aquifer recharge wells in Little Flower Convent to tackle local flooding. It also includes the creation of a community garden in Kasturba Nagar to support urban biodiversity and unite urban neighborhoods. In Hyderabad, we are putting together a knowledge repository of water in the city—consumption, sources, water bodies, built infrastructure, and impacts on water flows.

In FY24 we aim to support 6 community design intervention projects with a focus on urban ecological issues. The annual urban waters workshop was organized in March 2023 and brought together more than 60 urban water practitioners across the country for a 2-day event in Bengaluru.



Waste Management

Pollution of air and water poses one of the most serious threats to community health and societal welfare. Managing these commons in an urban context requires business organizations to look beyond their boundaries and adopt an integrated approach.

Our waste management strategy includes:

- Regular monitoring of air, water, and noise pollution to ensure they are well within regulatory and industry norms.
- Reducing material's impact on the environment through recycling and reuse
- Arranging for safe disposal of waste that goes outside our organizational boundaries. To operationalize our strategy, we segregate and monitor waste processing across 13 broad categories and nearly 40 subcategories.

Total waste disposed of during the year was 4,561* tonnes—an increase of 1,861 tonnes compared to the previous year. Campus occupancy has increased in the later part of FY23, from the low base in FY22 post-pandemic. In addition, some categories of waste like electronic waste, batteries, and mixed metals generated in the previous year were disposed of.

- E-waste disposal has had a notable increase due to e-waste which was disposed of pre-COVID-19. Also, rapid technological advancement has been attributed to the disposal of obsolete technology and devices.
- The construction debris has also seen an increase because of the HVAC pipe replacement.
- We monitor diesel generator stack emissions (NOx, SOx, and SPM), indoor air quality (CO, CO2, VOCs, RSPM), treated water quality, and ambient noise levels across 25 key locations every month. All of these meet the specified regulatory norms.
- For the reporting year, our safe disposal rate was 97%, i.e., 3% of waste was landfilled (excluding construction and demolition debris). * 90% of the sites covered under operational control

Waste segregation

Wipro follows a stringent waste segregation process at its facilities. Employees are educated and encouraged to segregate waste at the source into different categories such as recyclable, non-recyclable, hazardous, and organic waste. This segregation helps streamline the disposal process and enables efficient recycling and treatment of waste.

Waste collection and disposal

Wipro collaborates with authorized waste management service providers to collect and dispose of different types of waste safely. Wipro ensures that these service providers comply with relevant regulations and possess the necessary licenses and permits. Waste collection is done systematically, adhering to predefined schedules and routes to optimize efficiency.

Compliance monitoring

Wipro maintains a robust system to monitor waste disposal practices and ensure compliance with local laws and regulations. They conduct periodic audits of waste management processes and engage independent environmental consultants to evaluate compliance. Regular inspections help identify any deviations, and corrective actions are taken promptly to address non-compliance issues.

Tracking and reporting

Wipro maintains comprehensive records and documentation related to waste generation, segregation, collection, and disposal. Wipro utilizes digital platforms and management systems to track waste data and generate reports on waste management performance. These reports help assess the effectiveness of waste reduction initiatives and identify areas for further improvement.

Waste reduction and recycling

Wipro promotes waste reduction through various measures such as minimizing the use of single-use plastics, promoting paperless operations, and adopting energy-efficient technologies. Wipro emphasizes recycling and encourages the use of recycled materials wherever feasible. Wipro collaborates with authorized recycling partners to manage electronic waste (e-waste) responsibly, ensuring compliance with relevant regulations.

Third-party vendor evaluation

To ensure that third-party vendors abide by local waste management laws, Wipro employs a thorough evaluation process. We assess potential vendors' waste management capabilities and compliance history, including any past violations or penalties. Wipro selects vendors who demonstrate a commitment to sustainable waste management practices and can provide evidence of proper waste disposal procedures.

Urban Biodiversity

Our biodiversity projects integrate multiple benefits of water conservation, ambient temperature reduction, air pollution mitigation and employee engagement. We started our first campus biodiversity program in Bengaluru with the Butterfly Park in 2013. We have integrated various ecosystem and educational aspects in our later projects – Wetland Park in Bengaluru and a multi-thematic biodiversity project in Pune, both completed in 2019. We have now started work on a unique 40-acre reserve for endemic species of the Eastern Ghats in Hyderabad. Ex-situ conservation is one of the recommended methods to ensure the preservation of vanishing and threatened species and maintaining genetic diversity

Collaborative Advocacy on Sustainability

We are actively engaged in several forums that advance advocacy on climate change and other related environmental impacts. Examples include the 'Transform to Net Zero Coalition', Forum for the Future's Responsible Energy Initiative, World Economic Forum's Climate Change working group, 'Business for Nature' coalition, India Climate Collaborative, and 'CII GreenCo.' Wipro actively supports the CII-GGBC GreenCo Movement in Karnataka State by chairing and leading the CII Karnataka GreenCo Forum. The objective purpose of the forum is to create a platform where companies can share and learn the best green practices, interact, and network across sectoral and local associations, and collaborate with the Karnataka State Pollution Control Board for the promotion of green companies in the state. Wipro chaired the working group on "Value Chain Decarbonization," which involved about 20 members from various industries and published a report covering Scope 3 emission inventory, challenges, and best practices. Along with the activities of the forum, Wipro actively supports the GreenCo Summit and Waste Management Summit events annually.

Bengaluru Sustainability Forum (BSF)

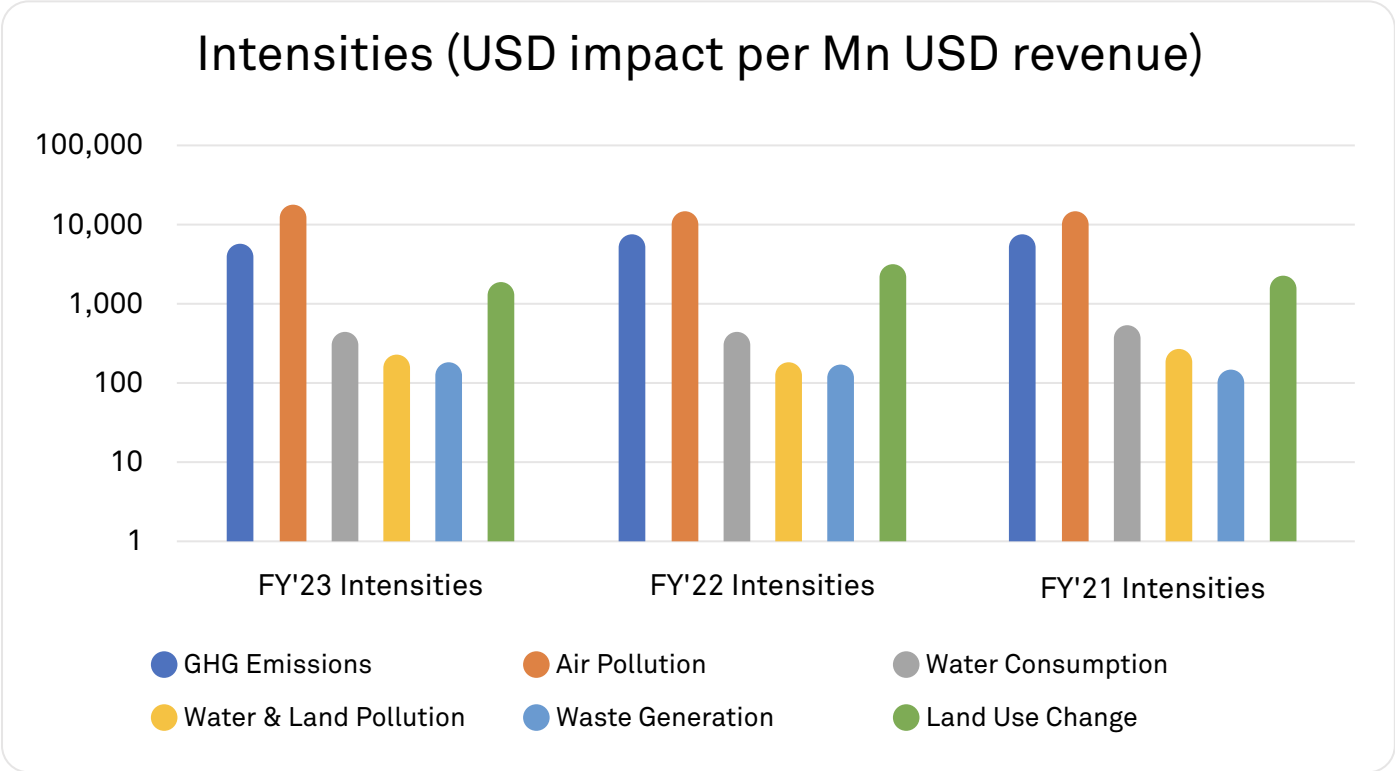
Bengaluru Sustainability Forum, co-convened by Wipro, has completed its 6th year as a city-level initiative for urban sustainability. Hosted at the National Center for Biological Sciences, it's anchored by a steering committee from various institutions. The forum has completed five rounds of collaborative small grants, supporting 36 projects, with 20 successfully concluded. BSF collaborates with organizations like Science Gallery Bengaluru, Bhoomi College, and BLR Design Week on multiple initiatives.

Wipro's Natural Capital Valuation Program

Natural capital valuation is a rigorous framework that assesses and quantifies impacts - positive and negative - on nature or natural capital on account of a company's operations and value chain. Natural Capital Impacts are calculated across six key performance indicators (KPIs); GHG emissions, air pollution, water consumption, water and land pollution, waste generation and land use change. The methodology uses a value for the social cost of carbon that varies by country and geography, as typically, it uses a higher discount rate for developing countries as compared to developed countries.

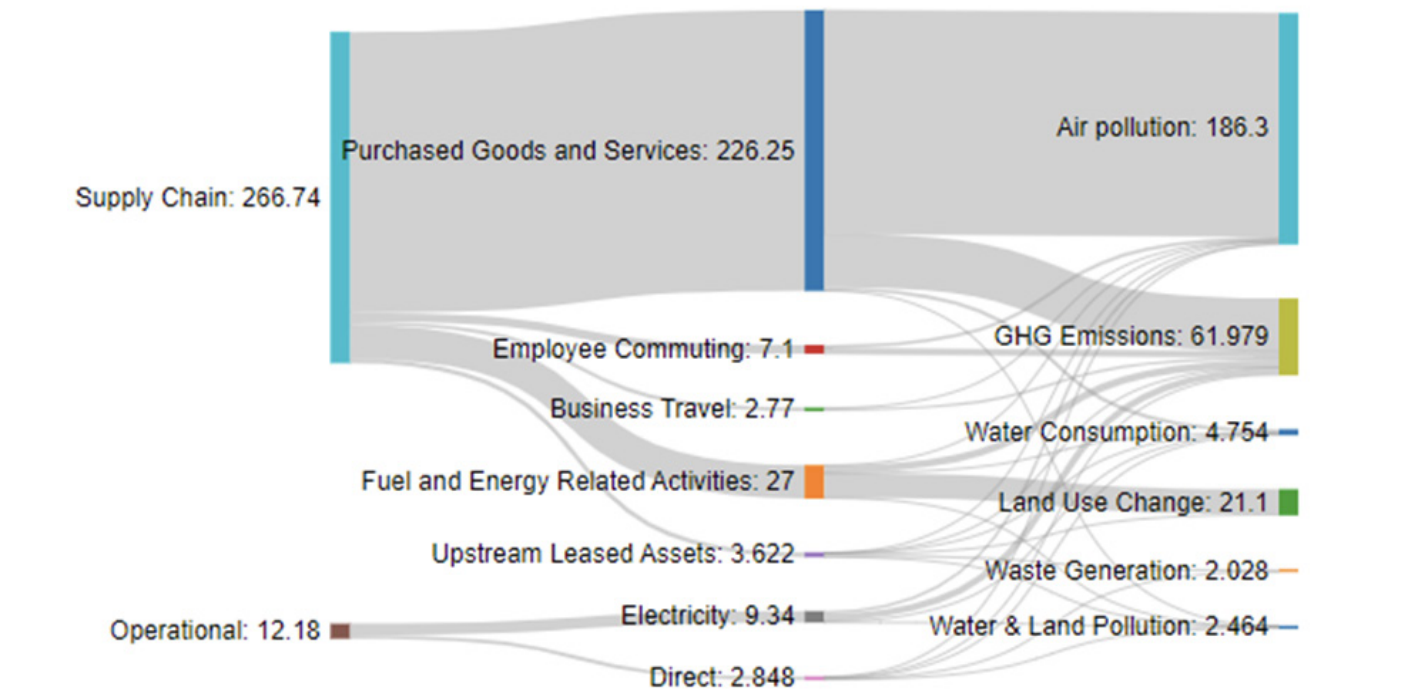
For FY'23, the maximum contribution to the overall impacts is from air pollution (heavy metal emissions) following a similar trend from the last 2 years with purchased goods and services being the highest emitter. A year-on-year comparison of various impact categories is shown in the table below. FY'22 purchased goods services impact are recalculated to use better material code/ supplier mapping. For tier all suppliers recalculated purchased goods and service impact and total impacts are 250 and 320 million USD respectively. Recalculated GHG emissions from Tier 1 suppliers (Wipro's immediate suppliers) in the purchase goods and service category for FY'22 are 88,104 tonne CO₂e as compared to 84,392 tonne CO₂e for FY'23. Spend used for supply chain calculation is 1.05 billion USD in FY'22 and 1.13 billion USD in FY'23.

Year-on-Year Impact (USD) and Impact Intensities (USD/Million USD) for Overall Wipro's Operations



As per the assessment, the total natural capital impact from Wipro's operations is USD 0.28 billion (for FY 2022), of which operational contributes 6% (USD 15 million) and upstream supply chain impacts contribute 94% (USD 260 million) of impacts, respectively. Of the operational impacts, the highest contribution is from electricity consumption-related impacts at 78% (USD 12 million). Wipro can reduce these impacts by further increasing the share of renewable energy in overall energy consumption at various locations.

Operational and Supply Chain- Impacts of Wipro's Overall Operations (million USD)



Workplace Sustainability



Shaping the new workplace for tomorrow

In more than 75 years of serving clients, Wipro has remained steadfast in fostering a workplace where people can connect, belong, and grow. Our culture is people-oriented, touching lives and making a difference for employees, customers, partners, and other stakeholders. As we continue to integrate new ways of working amid widespread macro-environmental changes, we believe that fostering a culture of connectedness is more critical than ever.

To nurture a sense of belonging and collaboration, we have re-evaluated our strategy, policies, and processes as we transitioned to hybrid ways of working. We engaged with our teams virtually and supported our colleagues with a host of initiatives that enabled them to engage and collaborate at multiple levels. Consequently, we have seen many employees returning to the office and collaborating to deliver excellence for our clients. By providing employees with a plethora of opportunities to develop skills that will serve them well now and into the future, we have been able to foster an inclusive and diverse work environment that maximizes employee experience.

At our company, sustainability is not just a buzzword - it's part of our DNA. We've infused this value into every aspect of our operations, including our talent ecosystem. As we strive to build a sustainable workplace, we're continuously strengthening our processes while taking into consideration the needs of our stakeholders.

Our commitment to our core values, including the Spirit of Wipro and the Five Habits, guides our transformation as a company. We're also dedicated to upholding global standards for responsible business practices, human rights, and corporate governance. This approach forms the foundation of how we operate and serve our customers.

People Strategy

Our people strategies focus on creating an unparalleled employee experience through diverse learning opportunities, rewarding and engaging careers, and a strong brand. We believe in creating an inclusive environment that welcomes everyone and nurtures an overall sense of belonging. In 2022, our focus areas included:

- Embedding the New Organization Design: Building leadership capability and defining ways of working in the new paradigm
- Enabling Business Growth at Scale: Partnering with business partners to deliver talent and people solutions aligned with our growth ambitions
- Fostering a High-Performance Culture: Building and nurturing a high-performance culture on the bedrock of our Five Habits
- Creating Best-in-Class Employee Experiences: Attracting and retaining a global, diverse, and talented workforce through a superlative employee experience
- Transforming the HR Function: Developing and sustaining an impactful yet empathetic HR function

Our Culture: Global & Inclusive

Culture & Values

Since our inception in 1945, Wipro has been guided by the belief that purpose drives business and business drives purpose. Wipro's founder, Chairman Azim Premji, has been instrumental in laying this foundation, ensuring that our values serve as the moral compass guiding us all to do the right thing. This has further strengthened our commitment and encouraged us to create a more inclusive workplace for our employees, vendors, and clients, as well as contribute to the creation of a more equitable, humane, and sustainable society. While our company has transformed through the years, our core principles, the Wipro Spirit, have remained constant. In 2020, Chairman Rishad Premji introduced the Five Habits to promote a growth mindset, impacting over 32,000 leaders worldwide. These habits have the potential to reshape how stakeholders perceive and experience Wipro.

Inclusion and Diversity (I&D)

At Wipro, inclusion is a way of life. We are committed to integrating diversity into all aspects of our work and encourage all Wiproites to always be their authentic selves. We value the abilities and potential of people from all walks of life and foster a sense of belonging by embracing all forms of diversity through equitable practices. Our I&D journey is an ongoing effort and involves continually working on various pillars of inclusivity. While the Wipro I&D Council, led by our CEO, offers strategic direction, business unit and geography-specific I&D Councils drive organizational and unit charters. A network of Inclusion champions assists the councils.

Our efforts are focused on creating an inclusive environment across a diverse spectrum of pillars of inclusion, such as gender, disabilities, LGBTQ++, and racial and ethnic inclusion.

Unconscious Bias-learning Module:

We launched a new and refreshed e-learning module with enhanced content and new workplace scenarios to raise awareness among employees on ways they can recognize and eliminate biases in the workplace.

Gender Inclusion:

Our approach towards Gender Inclusion is based on a unique “life-stage” – philosophy inherent in our Women of Wipro (WoW) framework. Our WoW programs have been tailored and customized to cater to the needs of women at every stage of their lives and work; they are not a “one-size-fits-all” approach. The framework structures Wipro’s internal policies, processes, and initiatives to promote gender inclusion and empowerment. Focused training and mentoring programs for women, networking opportunities with women leaders from across the industry, and inclusive policies and practices foster a gender-inclusive work environment at Wipro.

Below are some of the initiatives that underscore our commitment to Gender Inclusion:

Increased Representation of Women in Senior Leadership

We use a holistic approach to increase gender diversity through focused hiring efforts and building a strong pipeline of leaders. Our structured governance continued commitment, and drive from leaders have resulted in women’s representation at the senior leadership level increasing from 12.4% in FY22 to 17.0% in FY23.

We have embarked on a conscious strategy to have more gender-diverse voices at decision-making levels. Currently, 18.2% of the Wipro Executive Board, 22.2% of the Wipro Executive Committee, and 33.3% of our Board of Directors are women.

Programs & Initiatives:

Enrich: Launched in 2021, Enrich is a sponsorship program for high-potential senior women leaders, to strengthen the talent pipeline and create an ecosystem of enablement. The first class graduated successfully, and the second batch commenced with double the number of participants.

Begin Again: A program for women who want to restart their careers after a hiatus, whether it's due to a sabbatical, parenthood, senior care, travel, pursuing a passion, or any other cause.

WoW Mom: A program that aims to support, enable, and engage with women employees proceeding for or returning from maternity leave. It comprises policies to support employees, and encourage pre-maternity connections and HR connections with mothers returning from maternity leave. We also offer a WoW Mom handbook, information on day care facilities, and more.

Refresh: Our program to support women employees returning from maternity leave with a smooth transition back to work. We also run a quarterly survey for returning mothers to solicit their input. We have Leadership Connects and sessions for returning mothers on various topics. This program is customized based on geography.

Other Programs: Our flagship capability programs -- such as Your Career Your Choice and Women in Leadership -- help women stay competitive and tackle workplace challenges. The voices of women leaders are heard through quarterly discussions with our CEO and the Wipro Executive Board through a W-Connect Forum. Disability Inclusion

At Wipro, we are committed to creating a welcoming and inclusive workplace for all our colleagues, including those who face disabilities. Based on the CREATE framework, which stands for Career, Recruit, Engage, Accessibility, Train, and Enable, we have implemented several initiatives to increase accessibility and promote inclusivity.

To enhance accessibility, we have re-strategized our digital accessibility charter, included disability as a category in our Request for Proposal form, and ensured that 70 apps and 50 training courses are accessible to everyone. We have also established global helplines for employees with disabilities and provided access to Microsoft Teams' live transcription feature for those with hearing disabilities. Furthermore, we have trained about 168 Wiproites in the basics of Indian sign language to improve communication with our hearing-impaired colleagues.

By the 2016 Harmonized Guidelines for the Rights of Persons with Disabilities Act, we have examined our campuses and made recommendations to make them more accessible where necessary. This year, we plan to expand our disability charter to include neurodiversity hiring. We will create an ecosystem to launch a pilot project to hire talented neurodivergent individuals and implement a "Train-to-Hire" initiative to improve the representation of employees with disabilities. Additionally, we will continue to strengthen our accessibility charter to reinforce the inclusion of all employees, including those with disabilities. LGBTQ++ Inclusion

By raising awareness, developing a strong network of allies, and implementing policy reforms, we are creating a safe workplace for LGBTQ++ employees. To be all-inclusive, we constantly examine, amend, and add new features to our policies and processes to make them more inclusive. Wipro Pride is an employee resource group (ERG) that helps employees share important information and best practices, network with other LGBTQ++ colleagues and allies, start conversations, and more. We have a Global Prevention of LGBTQ++ Discrimination Policy to protect our employees from bias and discrimination based on their gender identity or sexual orientation. In many countries, Wipro's insurance policy covers gender-affirming or transition surgery and related medical procedures. In addition, we also have inclusive/gender-neutral restrooms available at most offices in India and in other countries.

Race and Ethnicity: The Black Alliance ERG strives to promote a diverse and inclusive work environment, with a focus on Black and African-American employees. We established and observed an additional holiday in the US on Martin Luther King Day. We also have begun efforts to raise awareness about Wipro with students attending historically Black colleges and universities (HBCUs) by partnering with a local fraternity. We held our first Juneteenth event last year, focusing on increasing knowledge about Juneteenth.

Celebrating Diversity

Through organization-wide global campaigns, we observe and celebrate International Women's Day, International Day of Women and Girls in Science, Black History Month, International Day of Persons with Disabilities, Cognitive Diversity, Pride Month, Transgender Awareness Week, Human Rights Day, and other important days recognized by the United Nations. The campaigns include virtual events, panel discussions, sessions for employees, messages from leaders, employee stories, engagement on Yammer, and social media posts. Other campaigns cover themes like sign language, neurodiversity, cultural diversity, mental health, and parenthood.

Performance and Talent Management

In line with our strategic priorities, our talent management processes drive high performance across the organization. Leaders play a key role in setting ambitious business plans and leading their teams to meet those goals. They demonstrate accountability towards outcomes for themselves and their teams. Our talent differentiation is sharp and based on outcomes. Performance differentiation is enabled by clear rating definitions, which require high performance. Rewards are closely linked to performance outcomes. Career growth is based on sustained high performance. We believe values and performance must go hand in hand. We consider our Five Habits as our values in action. We have a bi-annual appraisal process and encourage informal feedback throughout the year to make job growth and learning an ongoing process, not a once-a-year meeting. The annual review process enables fairness and objectivity by taking into account holistic feedback throughout the year.

Career building is an important pillar of our employee value proposition. Our promotion and rotation policies have been strengthened to ensure more employees can take on new roles and build the careers they seek. To ensure talented and capable employees have adequate growth opportunities, we have doubled the frequency of promotions at junior and mid-career levels.

There is an annual 360-degree feedback survey where employees in mid-level and senior-level roles receive feedback from their teams, peers, internal customers, managers, and external customers. At Wipro, succession planning is a bi-annual exercise. Talent is grouped in terms of performance and potential; successors are identified for critical roles and development actions are framed. Executive coaching is provided to senior leaders to facilitate their holistic development. The process helps identify top talent across the organization, with a clear focus on diverse talent that we can engage and train to assume leadership roles in the future, creating a robust and agile leadership pipeline and delivering improved business results.

Learning and Development

The learning and development function provides a learning canvas that drives employee ambitions to be best in class through cutting-edge learning resources, tools, and systems that create a culture of continuous improvement. The function endeavors to enable Wipro's vision of a bold and resilient learning organization by influencing behaviors and building capabilities across career stages that drive strategic priorities and business outcomes. We focus on building technology skills coupled with domain awareness aligned with our organizational vision to earn our client's trust and maximize the value of the business.

Some of our key initiatives are:

On-Demand / Personalized Learning

Our learning platform, "wiLearn," supports the shift to hybrid working with over 25,000 eLearning courses, videos, curated links, and an integrated learning portal, offering anytime, anywhere learning. It covers diverse topics, including emerging technology, management, domain-specific knowledge, and soft skills. Approximately 90% of our 200,000 employees have completed one or more courses, with an average of 35,000 to 40,000 daily logins. Furthermore, 98% of employees have completed various compliance modules. Learning data are routinely updated in employee profiles and can be localized in preferred languages. wiLearn integrates with external partners, including Harvard Spark, Udemy for Business, and NASSCOM - Future Skill. Harvard Spark offers over 25,000 learning assets, including Harvard Business Review materials, videos, podcasts, and more. Udemy for Business provides access to 9,500+ global expert-led online learning assets through 60,000 licenses. The NASSCOM Future-Skill platform offers guidance and content on digital and emerging technologies, empowering our employees to acquire essential skills for growth.

Programs and Initiatives for Leadership Development:

Leadership development at Wipro is a strong institutionalized process with customized initiatives to build leaders at all levels. A critical charter of leadership development involve three flagship programs that have been curated to drive personal growth, enabling leaders to pause, reorient their strategic focus and shape mindsets. Combined, these help leaders better support their teams and be true culture and value champions for a bold Wipro. These in-person leadership programs have been relaunched and reinitiated post-pandemic and delivered to 298 senior managers, general managers and vice presidents across Wipro. They have been very well received with over 90 percent positive feedback across the three formats. Additionally, senior leaders in key roles have been assigned executive coaches and enrolled in leadership programs at top business schools worldwide, including Harvard, Wharton, Chicago Booth, INSTEAD, Stanford, and Columbia. Online development programs like Voyage and learning sessions with Harvard Business School were provided to 35 global account executives and cluster heads.

Strengthening Capability Across Critical Roles in Delivery and Consulting to Drive a High-performance Culture:

Over 2,834 domain consulting role holders received training in client consulting skills via a combination of Virtual Instructor-led training (VILT) and self-paced learning. A dedicated forum of 412 account delivery heads and cluster delivery heads underwent cohort-based and facilitator-led virtual training on critical business themes. Additionally, 2,303 delivery managers and program managers across regions participated in virtual online sessions covering five high-priority themes, and 222 project managers received training on role-specific competencies. Participant feedback and surveys indicated improved business parameters, including faster ramp-ups, enhanced hiring and onboarding, and increased customer confidence. There was also a positive correlation between participant leaders and higher performance ratings and career progression.

Building Future Leaders: Over 115,000 employees globally received cultural assimilation and training in business communication, presentation skills, etiquette, listening skills, and customer orientation through a combination of self-paced VILTs, simulated offerings, and on-the-job learning. Efforts were made to promote diversity awareness and an inclusive culture, with 2,726 individuals participating in sessions on Unconscious Bias, covering topics such as Microaggressions, Microaffirmations, generational diversity, and inclusive hiring. Additionally, more than 3,000 women employees participated in career-building and leadership programs designed exclusively for them. Our Global 100 (G100) program recruited management graduates from top global business schools to develop them into future digital leaders over a 15-month journey, while our MBA talent development program provided practical learning for management graduates from premier business schools in India as part of our key campus initiatives.

Digital Learning

Velocity Program: This is one of the key initiatives we launched in 2022 for our new employees. The core objective of this program is to build an effective engineering talent pool to address the need for billability right from the start. This unique program for newer employees started in FY'23 with students in their final semesters. We partnered with five EdTech organizations for training in four community skills tracks – Full Stack (Java,.Net, MERN, MEAN & SDET), Cloud, Salesforce, and Cognitive (artificial intelligence/machine learning). This program covers up to 18 weeks of learning with evaluation milestones in the form of assessments and capstone projects.

Management Academies: Due to changing delivery models, technologies, and customer expectations, there is an ongoing need for delivery leadership to be reskilled. Certification programs were redesigned in tune with changing business scenarios and included programs for project managers, delivery managers, and program managers.

Myskill-Z: This is a new competency framework that helps employees acquire skills in high demand, enabling them to improve their project skills and, as a result, their career opportunities. As part of this framework, employees have the opportunity to acquire additional skills in their areas of interest.

Competency Building with Live Projects: More than 90,000 employees are members of TopGear, Wipro's internal gig platform. Through this platform, more than 44,400 real-world project challenges were completed by employees in FY 2023. Wipro employees get to work on their aspirational skills as well as multiple areas of interest, get hands-on experience in various live projects, up-skill and cross-skill themselves, and join and contribute to various technology communities.

Talent Next: Our India-wide program to develop competencies in emerging digital technologies among students and faculty has been progressing well. During the year, nearly 50,000 students were covered. Some 20,000 students were identified for intensive training through the Future Skills Program. This year we focused on covering emerging technology courses to existing Talent Next faculties who are Wipro Certified Faculty (WCF) through our Advanced Technology Program (ATP). The number increased more than three-fold from the prior year. We also focused on training and inducting new faculties from new science and engineering colleges across the country. More than 850 faculty from these colleges participated in faculty development programs. Overall this year we covered more than 300 Engineering and Science colleges from across India.

Employee Well-being

At Wipro, the health, safety, and well-being of our employees are of paramount importance. We look at well-being holistically, connecting mind, body, and community to help us focus on being healthy, feeling happy, and living our life's purpose. Our employee wellness programs encompass three areas of employee well-being: Physical, emotional, and financial.



Physical Well-being

Sitting for long periods can lead to discomfort, fatigue, and even injury. Poor posture, repetitive movements, and awkward positions can cause musculoskeletal disorders such as back pain, neck pain, and carpal tunnel syndrome. To address these ergonomic issues, it is important to provide employees with an ergonomic workspace and enable them to take regular breaks to stretch and move around throughout the day.

As we assessed risks in the post-pandemic hybrid world and understood the importance of incorporating these practices, we introduced an ergonomic tool called Stretch and Pause under the Wipro Wellbeing initiative.

Stretch and Pause is a desktop tool that appears in the form of a reminder pop-up on an employee's laptop/desktop at regular intervals and helps Wiproites take a break from work. These gentle non-intrusive reminders demonstrate easy exercises for the eyes, neck, wrists, hands, legs, and back that help to relax muscles and allow employees to return to work with renewed energy.

COVID-19 Safety: We took several measures to preserve business continuity during these trying times, putting employee safety first. We established protocols for controlling prevention, reporting, and tracking infections, quarantine procedures, premise sanitization, and return to work following recovery. We have COVID task forces at both the location and organizational levels. Cross-functional leadership constantly monitors identified risks and mitigation plans. All our facilities have taken precautionary steps in accordance with government rules and best practices. With hybrid working becoming the new normal, vaccinated staff from all bands can work from our India campuses three times a week. All safety standards and guidelines are rigorously followed.

Health and safety risk assessment:

Wipro is committed to making our workplace safe for our colleagues. Wipro was certified as COV-Safe for our well-defined hygiene management system.

A COV-Safe audit was conducted in two stages – remote and then onsite – and we were evaluated on six key aspects of hygiene management.



All Wipro campuses adhere to Indian and international standards for hygiene, lighting, ventilation, and effective control of noise and dust. Wipro has 24 occupational health centers with adequate medical staff to monitor occupational health and provide immediate relief as needed by our employees. We also provide non-occupational medical and healthcare services to employees. During 2022-23, more than 20,000 employees participated in health drives and awareness programs. Off-the-job safety and road safety sessions were also held. As per our Hazard Identification and Risk Assessment (HIRA), it was concluded that there were no high-consequence injuries.

We also have processes for employees to report work-related hazards they may notice. The following steps are taken to assess risks and hazards:

- Breaking the job into successive steps or tasks
- Identifying the hazards associated with each step and task
- Identifying controls in place for each hazard
- Identifying applicable legal obligations relating to risk assessment and implementation of necessary controls

- Estimating the potential severity of an incident associated with each hazard from both safety and health aspects
- Estimating the probability of an incident occurring for each hazard (given existing controls)
- Calculating the risk
- Identifying possible additional controls needed to eliminate these hazards

Safety and security: To eliminate threats and safeguard a globally mobile workforce, Wipro maintains a dedicated 24x7 Global Security Command Centre managed by our Global Security Group. The Foresight & Analysis (F&A) Division monitors worldwide changes to help develop risk briefs and projections for business teams. Before entering a market, the team conducts country-specific risk assessments and shares insights with business teams on the operating environment. To protect the safety of female employees both on and off campus, we have well-defined regulations and standard operating procedures that include, among other things, awareness campaigns, escorted cab pickup and drop-off services, and mobile apps that confirm female employees have safely reached their destination.

Sensitization and Training: Both permanent and contract employees undergo necessary Health, Safety, and Environment (HSE) training to guarantee they satisfy the legal standard of competence for performing their duties. Job-specific training is defined for diverse functions, including our contractors and subcontractors, as part of continual competency development to assist them in embracing safe work practices. All these steps have improved the safety of our workplace.

Connect and Heal: This is our partner for physical well-being under Wipro Wellbeing, our platform for holistic health and wellness. Employees can attend a host of wellness sessions organized by Connect and Heal on different physical fitness regimes, nutrition and educational sessions by doctors. In addition, employees can also avail of free teleconsultations with general practitioners and specialist consultations related to monthly themes.

Participation in committees: All our facilities have safety committees, which meet quarterly and participate in risk assessments, safety inspections, incident investigations, and hygiene audits. More than 8,500 permanent and contract employees across India participated in committees on safety, food, and transport last year. More than 100,000 employees were covered in 21 locations in India and eight locations outside India under ISO 14000 and ISO 45001 certifications.

Emotional Well-being

COVID-19 transformed health and wellness needs, creating a behavioral shift and a need for taking a different approach towards healthcare. Our wellness offerings have evolved into the holistic world of Wipro Wellbeing, connecting the three important points of our lives: mind, body, and community. We adopted a data-driven approach to healthcare that made it sustainable, scalable, and unique. A holistic well-being platform that brings personalized offerings for health and wellness together was built under the wellness brand NOW or Nurturing Our Wellness. It has evolved into a three-point plan for employees' well-being, connecting mind, body, and community.

The 3 Point Plan: The three-point plan is a set of programs and tools -- from healthcare to fitness challenges, webinars to support groups, self-help guides to volunteering opportunities -- designed to help employees build individualized three-point plans for themselves and their families. These include:

- **Mind:** From time to time everybody needs some space, a break, professional help, or a "digital detox." Wipro Wellbeing offers a structured program that ranges from leave days to self-help to confidential counseling.
- **Body:** Physical health is the most visible part of how we feel. Wipro Wellbeing offers not only medical coverage, but also fitness training, a range of sessions and expert panels designed to help employees sleep and eat better, get fit, build healthy habits, and more.
- **Community:** Being involved in a community and nurturing a sense of belonging is essential to overall well-being. Wipro Wellbeing offers volunteering opportunities, causes, support groups and other ways to reach out the way most meaningful to each employee.

We provide the below key benefits to ensure employees can strike a positive work-life balance in all that they do:

- Our flexible working policy and work-from-home options enable employees to adjust their hours based on personal commitments.
- Globally, Wipro commits to provide 12 weeks of paid maternity leave to female employees; five days of paid leave to male employees/secondary caregivers to be used within the first 90 days after childbirth, and four weeks of paid leave for adoption/surrogacy. Parents also have the option of extended parental leave (90 days on an unpaid basis) to care for and bond with a newborn child. Previously, extended leave after childbirth was only available to women; In FY'23 we included new fathers under the policy to enable them to take extended parental leave for 90 days anytime within the first year after childbirth. If the local legislative standards are more beneficial, those standards would apply. Additionally, we also have daycare and breastfeeding/lactation facilities for all our full-time and contract employees in India. At present, we have 10 on-campus daycare centers and affiliations with more than 100 centers across India.
- All employees in India are covered under medical and accident insurance policies. These benefits are also provided to employees across geographies consistent with applicable laws in each jurisdiction.

Financial Well-being

We provide employees with compensation packages that are commensurate with their skills, experience, and local laws and regulations. Salaries are market-driven and reflect the cost of living in specific areas. Our benefits program includes tax-efficient options, life and accident insurance, and medical coverage. Additionally, periodic webinars are conducted to raise awareness on financial planning, investments, and more. We provide long-term incentives for employees in senior leadership positions by granting restricted stock units and performance stock units. These plans are designed to motivate and retain key leaders. We continue to drive a high-performance and growth-oriented culture through our variable pay programs. Our management compensation is closely aligned with organizational objectives and priorities and rewards consistently high performance. We also conduct monthly audits of all labor standards for all full-time and part-time employees. To ensure all our Value chain partners are remitting statutory dues to employees and the authorities regularly, we conduct regular audits of all third-party vendors using internal and external resources.

Employee Communication

Over the course of FY'23 the Employee Communications team at Wipro has implemented strategic initiatives aimed at enhancing the organization's employee experience. With the pandemic accelerating the adoption of technology and creating a clear divide between the consumer world and enterprise technology, Wipro has focused on implementing innovative solutions that address these challenges.

A centralized intranet, "The Dot," was launched, focusing on user-friendliness and personalization. Within 48 hours, with positive initial feedback. Plans are in place to promote platform usage and communities.

We've introduced WiNow, an advanced conversational AI agent, for streamlined transactions via chat, enhancing efficiency. It evolves with new use cases and improved intelligence, paving the way for smarter decision-making and value-added contributions.

Our global employee communications focus is on inclusivity and engagement for our 260,000+ employees in 67 countries. We prioritize living our values, delivering tailored experiences, and ensuring timely updates through internal channels. Employee feedback drives our integrated communication plan, catering to global needs.

In FY'23 we also made a concentrated effort to redesign our new hire Day 1 onboarding session to instill pride in Wipro's culture, achievements, and impressive client work. The session was redesigned to be personalized and high-touch in a virtual setting. We also undertook a programmatic approach to rewrite auto-trigger emails sent from various internal systems, making them more conversational and clearer. So far, over 1800 messages have been reworked. All these strategic initiatives have been aimed at creating a more inclusive, engaging, and technologically advanced workplace and enhancing the employee experience at Wipro.

Employee Insights through Pulse-o-Meter Surveys

Pulse-o-Meter is an account-specific pulse-check, designed to elevate the employee experience through structured bi-annual check-ins in identified accounts. On a global basis, account-level cohorts are created, and action plans are created and tracked with active communications for all employees.

The first cycle of the survey was launched for 58 accounts across IT for all four Strategic Market Units (SMUs) in September 2021. At the end of FY'23, we covered 113 accounts, executed focused action plans and closed 94 percent of the identified actions.

Key highlights from the survey include:

- More than 115,000 employees participated in Pulse-o-Meter surveys
- The average experience score for Pulse-o-Meter 2.0 is 5.7 on a scale of 7, roughly equivalent to a score of 5.8 in the previous survey.
 - The top two rated parameters were client environment and workplace
 - Parameters that required focus were pay and benefits, and growth opportunities
- Engagement scores of women at 5.73 were slightly higher than those of men, who scored at 5.67

Survey feedback was tracked and account-specific actions were implemented.

Digitalization and Talent Analytics: We continued our efforts to enable HR Business partners and leaders in data-based decision-making, including launching interactive and intuitive dashboards. Going forward, this will give us insights using real-time data and advanced analytics into ways to drive quick and proactive solutions.

Human Rights & Values at Wipro

Commitment to Human Rights

Wipro is committed to protecting and respecting Human Rights and remedying rights violations in case they are identified; for example, issues relating to human trafficking, forced labor, child labor, freedom of association, the right to collective bargaining, equal remuneration, and discrimination. Providing equal employment opportunity, ensuring distributive, procedural, and interactional fairness in all that we do, creating a harassment-free, safe environment, and respecting one's fundamental rights are some of the ways in which we ensure the same. As an equal opportunity employer, we do not discriminate based on race, color, religion, sex, national origin, gender identity, gender expression, sexual orientation, or disability. Our policies align with global standards, including the U.N. Global Compact, U.N. Universal Declaration of Human Rights, and ILO Declaration, covering all stakeholders across geographies. Wipro is also one of the founding members of CII's Business for Human Rights Initiative.



Freedom of Association

We respect the right of employees to freely associate without fear of reprisal, discrimination, intimidation, or harassment. Our employees are represented by formal employee representative groups in certain geographies including Continental Europe and Latin America, which constitute 2.9 percent of our workforce with an additional 1.3 percent under collective bargaining agreements. Our HR representatives ensure legislative awareness and compliance and meet these groups periodically to inform and consult on any changes that might impact their terms and conditions of employment and/or their work environment.

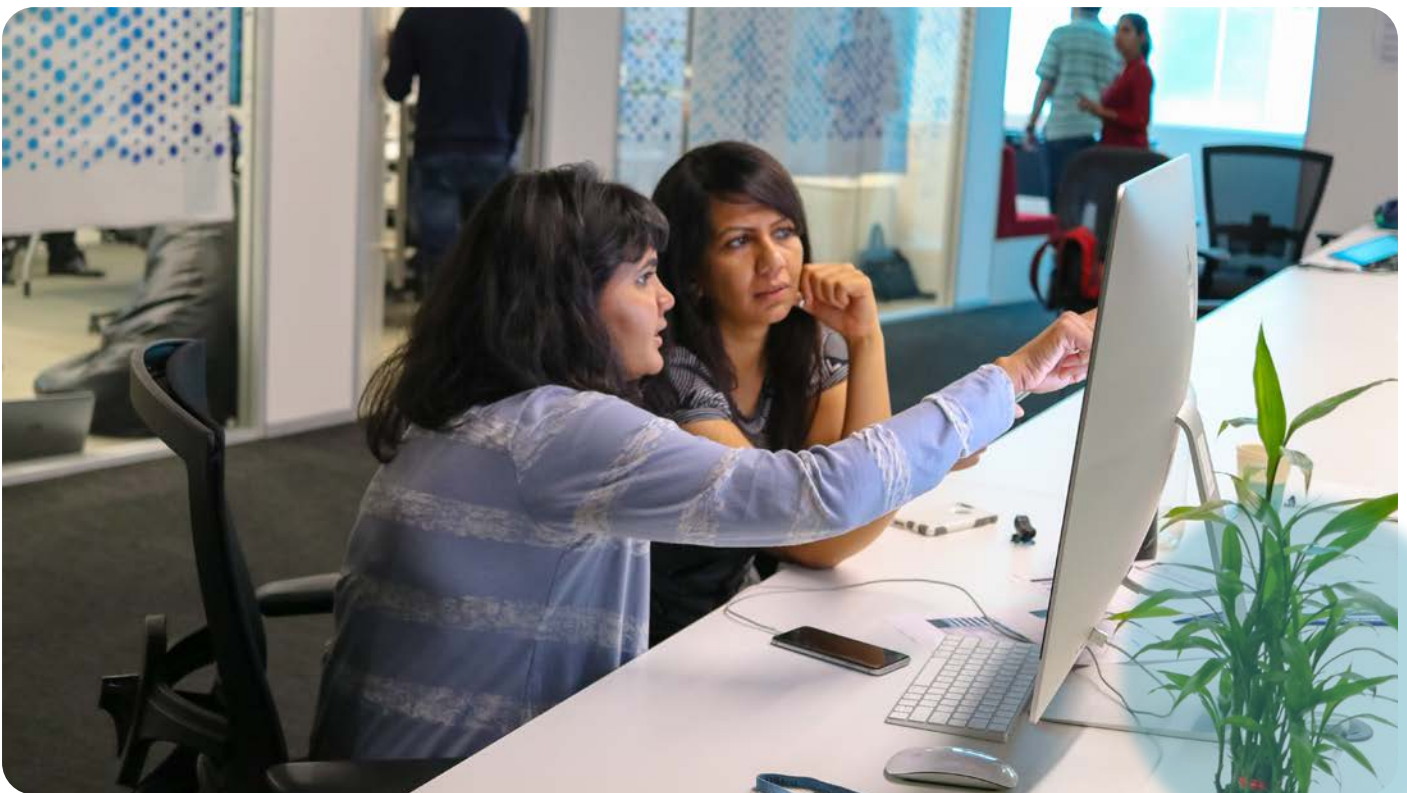
Risk Identification Process

We've established committees like Ombuds, Prevention of Sexual Harassment, and more to ensure compliance, safety, and a harassment-free workplace. These processes are periodically reviewed by top management. We keep employees informed through regular training, communication, and internal platforms.

The human rights requirements form part of our business agreements and contracts. Also, detailed due diligence is done before each merger or acquisition which outlines compliance and governance risks.

Through various projects, audits, and feedback, we have identified the following as potential risks to human rights, as key areas of focus:

- A level playing field across key pillars of diversity specifically for employees with disabilities and for members of the LGBTQ++ community
- Contract employee engagement
- Eliminate unconscious bias in the workplace



Mitigation Policies and Processes

We have created specific interventions to address these identified risks:

Our strategy for promoting diversity includes providing awareness training led by inclusion champions and allies, covering topics like gender, sexual orientation, inclusive language, and workplace behavior. Employees are empowered to declare same-sex partners for insurance coverage. We offer an LGBTQ++ handbook to aid understanding. To foster more inclusion of colleagues with disabilities, we have developed in-house awareness modules and workshops on topics such as inclusive procurement, digital accessibility plus Web Content Accessibility Guidelines 2.1 standards, inclusive recruitment, and more. Customized workshops are conducted periodically to raise awareness and help employees learn more about non-discrimination, accessible workplaces, communicating in sign language, awareness of reasonable accommodation, and workplace solutions to strengthen inclusivity.

Contract Employee Engagement: We engage contract employees to support our projects in India Business on short-term assignments. The duration of such engagements varies depending on the project and the role.

We ensure the parent organizations provide medical insurance coverage along with Group Life Insurance, for employees. We drive internal mandatory training (Code of Business Conduct, Information Security Awareness Course & Code of Operations Conduct). We also ensure background verification is carried out for these employees through the HRSS Team. We have started conducting open houses along with “rest and relaxation” sessions for synergy employees deployed in Indian business units. We have designed an offline tool to declare client assets and are arranging training on both technical and soft skills to enhance employees’ career paths. We have converted approximately 400 synergy employees to core based on their performance.

Awareness of Unconscious Bias:

At Wipro, we encourage each one of us to break the bias. For many years now, we have had an e-learning module on unconscious bias for all employees that helps them deepen their understanding of the subject. In FY23, we launched a new and revamped version of the Unconscious Bias e-Learning Module. More than 1,65,000 employees have completed the previous module while more than 43,000 employees have completed the new module which was launched in November 2022. We also run global communication campaigns to raise awareness and drive behavioral changes. Helping our employees thrive, achieve their full potential, and bring value to our clients begins with our managers and leaders. Our people managers go through inclusive leadership programs to help ensure we are actively mitigating the impact of potential bias and helping them build more diverse and inclusive teams.

People Results

We have a culture of transparent and voluntary reporting across geographies that includes the Business Responsibility and Sustainability Report, the Sustainability Report, and the Dow Jones Sustainability Index, to name a few. These have strengthened our employer brand and internal business processes, creating differentiated people outcomes. Leaders who significantly influence Wipro’s human capital strategies are measured on the performance of key indicators in this area. The indicators provide insights into the effectiveness of human capital strategies and are reviewed regularly both at organizational and individual business unit levels. For a detailed view of People Results, please refer to the Environmental, Social, and Governance (ESG) Dashboard.

Customer Stewardship



Organizations earn and keep their societal license by using an integrated approach to creating social value with their customers, business partners, vendors, investors, communities, and civil society. We believe in providing customers with values that go beyond our contractual commitments. This originates from our trust-based and collaborative partnership strategy. Active interaction at numerous levels is required to satisfy and comprehend our consumers' expectations. From building more adaptive 'business-anywhere' frameworks to advanced technologies that fuel the intelligent enterprise, Wipro helps businesses thrive in a world defined by disruption and fueled by transformative technology. We realize this progress through Climate Transition Action Plans (CTAPs) based on the Science-Based Targets initiative (SBTi) and by activating, engineering, and solving for impact reductions in operational, financial, customer, and supplier emissions.

Our Sustainability & Impact portfolio draws on Wipro's subject matter expertise in sustainability combined with our expertise in Data and Analytics, Responsible Finance (further enabled through the CAPCO acquisition), Energy Transition and Management, Sustainable Design and Engineering (further enabled with Designit) Sustainable Manufacturing & Supply Chain, and Sustainable Technology. We already see nearly 2% of revenue from core sustainability solutions and offerings. If we include our broader ecosystem of offerings across our global lines of business, the revenue contribution is multi-fold.

Operating Model

Our operating model is anchored in sectors and markets. Our four SMUs (Americas 1, Americas 2, Europe and APMEA) are the primary axis for our go-to-market strategy.

- The Americas 1 and Americas 2 SMUs are structured by sectors; and
- The Europe and APMEA SMUs are structured by countries, with a dedicated focus on identified sectors.

We have consolidated synergistic capabilities and offerings under the two GBLs:

- iDEAS, comprising Integrated Digital, Engineering and Application Services; and
- iCORE, which is Infra Cloud, Operations, and Risk and Enterprise Cybersecurity.

However, effective April 1, 2023, we now organize our capabilities across four new GBLs. The four GBLs will deepen alignment with clients' evolving business needs and capitalize on emerging opportunities in high-growth segments of the market.

Our capabilities are classified under four new GBLs:

- Wipro FullStride Cloud

Brings our entire suite of cloud capabilities under a fully integrated, full-stack offering creating an end-to-end cloud services delivery engine;

- Wipro Enterprise Futuring

Offers clients forward-looking solutions for large-scale enterprise transformation by bringing together intelligent insights, enterprise data and applications platform, digital operations, and cybersecurity risk services and leveraging advanced technologies such as AI, AR/VR;

- Wipro Engineering Edge

Expand our capabilities and services in emerging technologies such as cloud, 5G, Industry 4.0, IoT, Silicon Design, embedded systems, data, and AI platforms.

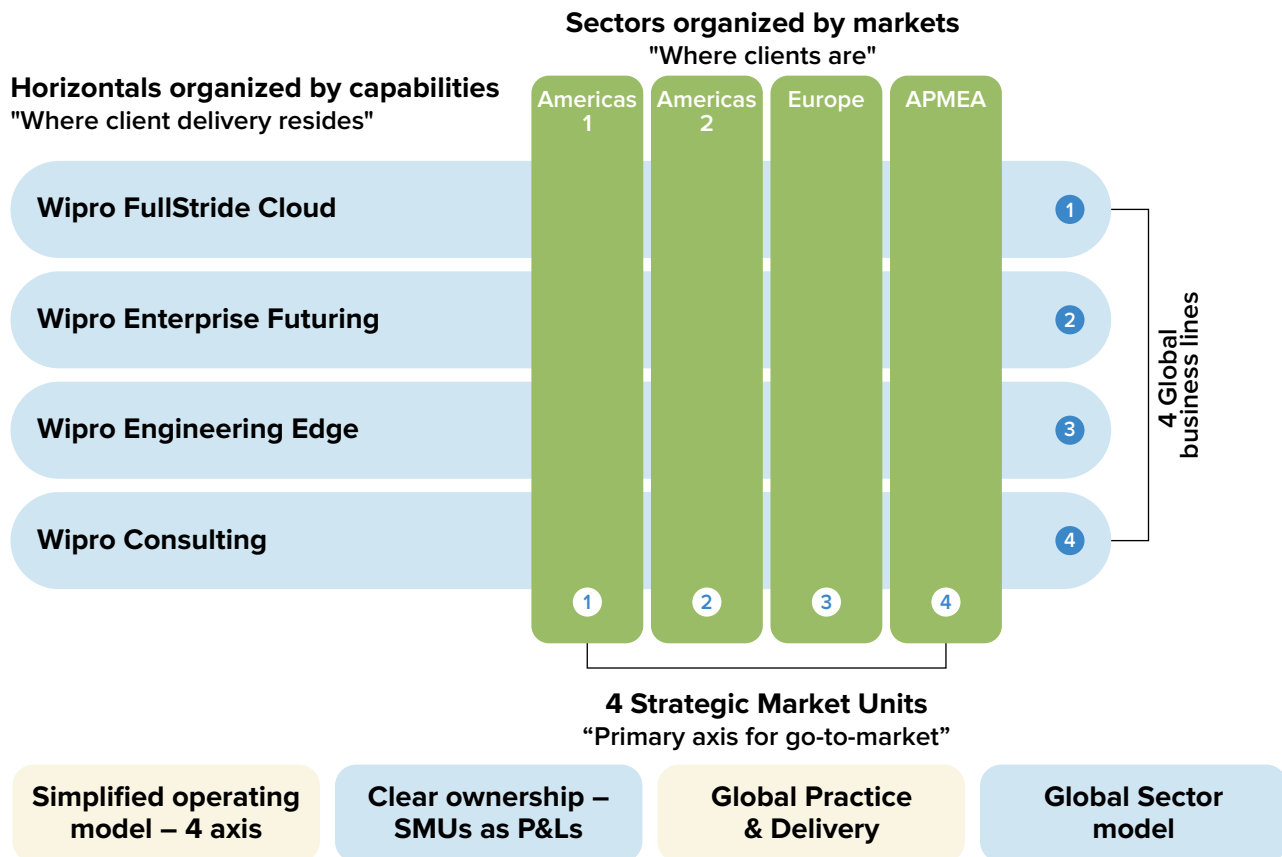
- Wipro Consulting

Brings together Capco, Designit, and Wipro's domain and consulting business under a global line, driving enhanced experience sharing.

Customer Engagement

Operating Model

4 Strategic market units (SMUs), 2 Global business lines (GBLs)



Customer Satisfaction Survey (CSAT)

The Customer Satisfaction Survey (CSAT) is conducted through an external partner to get an independent view and validation of customer engagement. It captures the voice of customers from Decision makers or CXOs, influencers, or senior leadership at an account level. The annual CSAT Survey questionnaire addresses areas relevant to growth, viz. strategic, forward-looking, delivery-led growth, new models of working, digital roadmap, and Value Delivery. We also continuously capture customer feedback through direct interactions, informal meetings, governance meetings, and senior management interaction with the client.

Reimagined half-yearly CSAT process (moving forward, we are going to carry out an annual CSAT survey)

Key features include -

- Customer polling includes the Decision makers (CXOs), Influencers (Senior Management), and the operational level (Mid Management)
- Different sets of questions for each stratum. CXO questions are focused on strategy and are futuristic.
- The half-yearly survey is administered once in six months by 3rd party
- Online web-based survey for all customers with an option to conduct interviews for CXO strata-based customers
- Focus is on the overall strength of the relationship. This includes the feedback and feed-forward elements that would help identify key growth levers

Meetings are conducted for the CSAT performance at SMU / GBL / Service Line / Sector/Country Business Heads. Qualitative text analytics help to identify the growth levers. The leadership identifies areas of improvement and appropriate actions. The actions are tracked, implemented, and closed (with the customer's approval) at an account level and led by the account owner (with participation from the delivery head, program managers, quality team, and all appropriate service-line representatives). Periodic updates on progress build customer confidence in the process and ensure that the actions taken impact customer satisfaction positively and eventually work towards closure.

Project CSAT

Project CSAT is a view of customers' experience in projects and programs. PCSAT Survey is conducted at the middle management or operational leaders' teams for various engagements at the Program or Project level. Survey questionnaires suit all types of projects and programs (Development projects, Maintenance projects, Testing projects, Managed Service programs, overall program level, and Milestones). Web-based survey is administered. Categories of questions include the Delivery, Quality, Service, and Project Management sections. The rating scale is 1 to 7 (1 being extremely dissatisfied and 7 extremely satisfied). Customer feedback helps analyze improvement opportunities which are then planned and tracked to closure. Senior Management regularly reviews feedback reports in different forums and review meetings.

PCSAT performance key measurements are -

- Overall Satisfaction Top 2 Box % - measures the percentage of "satisfied" customers. An overall rating of 6 and above is considered "satisfied".
- DRFT Top 2 Box % - measures the percentage of "satisfied" customers on the Quality parameter DRFT (Delivering all committed output right, the first time). DRFT rating of 6 and above are considered as "satisfied."

Strategic Approach

We aim to realize our ambition through our strategy, which is defined in the context of five strategic priorities: accelerate growth, strengthen clients and partnerships, lead with business solutions, build talent at scale and a simplified operating model.

1. Accelerate growth – focus and scale

We have prioritized specific sectors in the chosen geographies/markets, and we will accelerate efforts to drive market leadership in these areas. Americas and the UK continue to be large and key focus markets. Strong growth plans are driving our ambitions for Europe and APMEA. Our choice of sectors in a market is driven by both market attractiveness and Wipro's competitive positioning and strengths. All SMUs and sectors grew during fiscal year 2023

2. Strengthen clients and partnerships

- Four Growth Anchors: We drive growth through four pillars: large client portfolio, winning major deals, partnerships for growth acceleration, and inorganic expansion via M&A and Wipro Ventures.
- Client-Centric Approach: We align our organization with key customers, assigning Global Account Executives (GAEs) and support teams to foster growth in these accounts.
- Large Deal Focus: A specialized team concentrates on originating and winning large deals, bolstered by deal principals, financial experts, and consultants.
- Impressive FY23 Results: Our top five and top ten IT Services customers saw YoY growth of 11.8% and 12.3%, respectively. Our large deal total contract value deals over \$30 million, reached \$3.9 billion, marking a 66.5% YoY increase.
- Strategic Partnerships: Collaborating with hyperscalers and industry leaders like AWS, Microsoft, Google, and others, we drive innovation in areas such as cloud, AI, and digital solutions. Key initiatives include dedicated studios and innovation centers.

- **Ecosystem Engagement:** Through Wipro Ventures and academic partnerships, we bring cutting-edge capabilities to clients, managing 23 active investments and engaging with eight venture funds.
- **M&A Strategy:** Acquisitions play a crucial role, enabling us to leapfrog in strategic areas, expand our footprint, and integrate effectively. Recent acquisitions have strengthened our presence and capabilities.
- **Future-Ready Sales:** We're enhancing our sales model with focused account segmentation and specialized roles, fostering effective deal pursuits and client service.

3. Lead with business solutions

We are focused on building and multiplying business solutions that solve business and technology problems for our clients.

Wipro's FullStride cloud services as an example where we have stitched together our portfolio of cloud offerings, talent, capabilities, and Cloud Studio assets under one umbrella to better orchestrate the cloud journey for our clients. We continue to make strategic investments in high-growth areas like data and AI, cybersecurity and engineering. We are accelerating investments and focusing on building industry-specific solutions and services. We have also identified and are investing in emerging areas that will drive the technology-driven opportunities in the coming decade through Lab45, Wipro's Innovation lab. With an emphasis on areas like Talent Cloud, Brand of Trust, Autonomic systems, etc. Lab45 provides strategic guidance in futuristic technologies and develops technological solutions by scaling new and existing platforms such as our talent cloud platform, Topcoder, the 'largest tech gig workforce' of 1.7 M+ members, and DICE ID, a blockchain-enabled platform to help issue and verify tamper-proof credentials.

Building talent at scale

We have contemporary and diverse senior leadership, including in our client-facing GAE roles. We have moved our leadership closer to clients. Our leadership team has a good mix of lateral hires and internally promoted high-performing leaders. Throughout our organizational transformation, we have continued to reinforce the spirit and values of our company.

We continue to invest in building world-class talent in areas such as front-end, consulting, architects, domain, and cutting-edge technologies such as AI, data sciences, cybersecurity and engineering.

For example, we have built a workforce of specialists in cyber security called 'CyberSecurists' who not only bring in cyber technical expertise but are subject-matter experts in industry leading vendor-solutions. We are also working with our hyperscaler partners such as AWS, Microsoft, Google, Salesforce, SAP, ServiceNow to enable skilling through certifications and hands-on learning on their platforms. We are committed to significantly improving gender and ethnic diversity in our leadership ranks. In the last 24 months, we have increased the number of women leaders from 7.3% to 17.3%.

Simplifies operating model

Delivery, capabilities solutions, and horizontal specialists are owned by GBLs. Part of this construct is a strong global domain and consulting capability organization that collaborates with market units in bringing industry and consulting capabilities to our clients. From a client standpoint, our model ensures adequate sector and domain-focus in our go-to-market and execution. This enables focused growth, combines global expertise with local geography-focuses on building capabilities, and provides a dedicated sales presence led by proximity to clients.

We are also focusing our investments on driving a future-ready sales operating model with focused account segmentation. These clear sales roles drive impact and flying formation in deal pursuits which enables us to win and service our clients effectively. A key element of our simplified operating model is about driving delivery excellence. Core to this is our focus on workforce transformation, program management, and the new ways of working.

Emerging issues & trends

The latest Global Risk Report from the World Economic Forum highlights the growing significance of social and environmental risks, marking them as the most critical concerns. Additionally, technological risks such as digital inequality and cybersecurity failures are looming as significant short- and medium-term threats. Our commitment is to actively engage and collaborate with our customers, leveraging our expertise and strategic investments in vital areas such as achieving Net Zero emissions, decarbonization, sustainability, data privacy, open-source technologies, and innovative talent crowdsourcing through Top Gear. Wipro has meticulously executed a comprehensive carbon accounting and management program over the last two decades, solidifying our resolve to attain Net Zero GHG emissions by 2040. We actively participate in prominent industry networks like Transform to Net Zero, WEF, and Open Footprint to collectively address these challenges. In the era of increasing digitalization and the adoption of hybrid work models, data privacy emerges as a paramount concern for our customers. Wipro has established a robust enterprise-wide data privacy framework to safeguard sensitive information at every level. Moreover, our on-demand technology talent crowdsourcing platform, TopCoder, boasts a community of 1.7 million skilled technologists, bolstering our capabilities to drive innovation and deliver top-notch solutions. To thrive in this evolving landscape, the IT sector needs to prioritize cybersecurity, invest in digital inclusion initiatives, diversify supply chain sources, adapt to changing regulations, and invest in talent development. Additionally, fostering innovation while addressing environmental and geopolitical concerns will be crucial for sustainable growth in the coming years.

Innovation

Wipro was evaluated for its capabilities around innovation offerings and IP management maturity. One of the five strategic priorities for our organization is to lead with Business Solutions by focusing beyond the IT office and leveraging our industry and technology expertise.

Intellectual property

We believe that IP is increasingly a strong driver of business competitiveness and profits, especially in a knowledge-intensive industry. Our IP portfolio is key to our strategy to drive non-linearity, and we believe that our IP will differentiate our products and services, introduce new benefits, reduce costs, and improve the quality of products and services. To stay ahead of the competition, strategic investments are being made to build unmatched capabilities in emerging technology areas through IP creation by leveraging a deep understanding of rapidly changing technology and service offering needs of clients across specific domains. All IP endeavors are intended to develop and safeguard our IP assets, prompt innovation, and strengthen our market presence by developing a robust and forward-looking IP portfolio.

Our IP work has resulted in important patent applications that were filed during the last financial year in key technology domains such as Artificial Intelligence (AI) & Machine Learning (ML), 5G, Augmented Reality (AR) & Virtual Reality (VR), and Cybersecurity. As of March 31, 2023, we have 1,312 granted patents in various countries. We have filed 25 patents during the year ended March 31, 2023, and currently have approximately 747 patent applications pending grant in various jurisdictions across the world.

Open innovation

Our Open Innovation programs expand our innovation capabilities by enlisting the help of a broader innovation ecosystem comprised of start-up partners, academia, and expert networks. We inked collaboration agreements with Wipro's research teams to collaborate on various topics in AI, Natural Language Processing (NLP), encryption, 5G, blockchain, autonomous vehicles, Computer Vision (CV), and other critical new technologies with the IIT, among others. Through collaborative engagements, we also continued to nurture new creative start-up collaborations and grow current connections.

Horizon Program

Wipro has a separate funding program called the Horizon Funding Program. As a part of this, we identify and incubate disruptive business ideas, thereby helping to drive significant growth and differentiation for Wipro from a 2–3-year horizon standpoint. The key objective of this program is to build disruptive solutions with a focus on building platforms, products, and solutions of the future, developing competencies through co-innovation.

Horizon Program is the in-house incubation program, which is focused on driving organic incubation in emerging areas covering products, platforms, solutions, and capabilities. It encourages the employees of Wipro to come out with business ideas which, if found feasible will be funded with the focus on generating revenues over a period.

It has been in existence for more than ten years and has created many successful businesses, like Holmes, Smart Grid, etc. The program in the current year has a rich portfolio in areas of Sustainability, 5G, Autonomous Vehicles, GenAI, and Metaverse.

Blockchain

The blockchain capability at Wipro has been consistently ranked in the Leader segment by global industry analysts such as Everest Group, IDC, and Avasant. We have rolled out two strategic platforms:

- DICE ID, which helps in creating trust ecosystems and enables organizations to issue and verify tamper-proof digital credentials.
- ATOM, an asset tokenization platform that enables enterprises to tokenize different types of assets on public and permissioned blockchain networks.

We continue to partner and contribute to leading technology consortia such as Hyperledger Foundation, Hedera Hashgraph and Energy Web Foundation. Some of our recent marquee engagements include:

- Crypto custody management and exchange for a large Turkish bank by providing end-to-end business consulting and implementation.
- Verifiable credentials solution for a large South African bank for issuing credentials to their citizens to help them avail government services and benefits.
- Device Passport solution for a consortium led by a large Oil and Gas giant for managing the equipment's lifecycle and its major milestones.

Furthermore, Wipro Ventures, the strategic investment arm of Wipro, invests in enterprise software and cybersecurity start-ups. These investments span across the Enterprise IT stack and include areas like Analytics, Business Automation, Cloud Infrastructure, Cybersecurity, Data Management, DevOps, IoT (Internet of Things), and Test Automation, among others. As of March 31, 2023, Wipro Ventures has invested in 30 companies, of which 7 have exited through successful M&A (Mergers & Acquisitions) transactions. In addition to direct equity investments in emerging start-ups, Wipro Ventures has invested in 8 enterprise-focused venture funds in India, Israel, and the US. New direct equity investments in FY23 include Securonix, Qwiet.ai, Kibsi, Kognitos, and Spartan Radar.

We continue to maintain and expand a rich tapestry of mutually productive relationships with academic institutions around the world, including UT Austin, IIT Patna, IISc, and more. The support of education and research for positive social impact is core to the Wipro organization, and our university collaborations play a key role in enabling sustainable R&D at Wipro for the benefit of our clients and the world at large.

Data Privacy & IT Security

Data privacy is an integral part of Wipro's Code of Business Conduct (COBC), emphasizing the importance of privacy in business transactions. The COBC applies to all employees and members of the Company's Board of Directors. It also applies to individuals who serve the Company on contract, subcontract, retainer, consultant, or any other basis. In addition to the Code of Business Conduct, Wipro has defined a 'Data Protection and Privacy' policy and procedures that adopt globally accepted data protection principles. This policy aims to define the controls required during the lifecycle of processing personal data, including collecting, using, accessing, sharing, storing, transmitting, transferring, securely disposing, and destroying data as per applicable laws and regulations. Privacy policies and procedures are reviewed internally at periodic intervals.

Wipro has a strong enterprise-wide data privacy framework that goes beyond its Code of Business Conduct and consists of several governance mechanisms, corporate policies, training and awareness programs, in-depth privacy impact analyses, privacy by design, data mapping, vendor due diligence, incident management, and awareness. This approach ensures that our data privacy program continues to be agile and can adapt to the upcoming international regulatory challenges and developments efficiently along with the ever-evolving customer expectations. The dynamic, modular, risk-based data privacy framework is in line with the cyber and information security framework, enabling Wipro to comply with the relevant regulations and industry-best privacy practices allowing the Company to have a competitive edge in the market to facilitate business. Wipro's IT infrastructure is certified under the ISO 27001 standard, which assures in the areas of information security, physical security, and business continuity. We benchmark our processes to meet the EU's General Data Protection Regulation (GDPR) and SOX IT compliance requirements.



Wipro has a designated central Global Data Privacy Team, which reports to the Chief Risk Officer and General Counsel and is led by the Chief Privacy Officer. The Wipro Data Privacy Function proactively oversees and puts into place the necessary and efficient procedures, as well as ensures compliance with the privacy laws that apply to Wipro as an organization. The Team is also actively involved in supporting all client delivery tasks and facilitating adherence to the privacy frameworks that have been internally established when processing personal data for our clients. This Team also enables various business lines to integrate privacy principles and methodologies to enhance the sophistication levels of privacy training and awareness throughout the organization.

Wipro 'Privacy Statement' articulates the privacy and data protection principles followed by Wipro Limited and its entities around the world regarding the personal information of its customers (including products, outsourcing and other services clients), partners, employees (current or former employees, trainees), applicants, contractors, prospects and vendors and current or former members of the Board of Directors, whose personal information are processed by Wipro. Wipro does not share personal information about customers with affiliates, partners, service providers, group entities, and non-affiliated companies except (a) to provide products or services you've requested; (b) when we have your permission or (c) under the circumstances such as – being compliant with legal requirements.

Refer to the Privacy Statement for more details <https://www.wipro.com/privacy-statement/>

Data privacy by design and default (PbD) is a key topic that has been addressed in most of the data privacy regulations worldwide. Privacy by design is one of the most critical elements of the Wipro privacy program. The inclusion of PbD in the privacy program enables an organization to embed privacy requirements in the early stages of any project continues throughout the lifecycle and ensures all the critical controls and elements of the privacy program are in place holistically. Wipro has a formalized PbD framework by developing a methodological procedure to guide the organization through the implementation process – including all Wipro in-house applications - in the capacity of a data controller.

Wipro has a dedicated privacy incident management team to manage any potential or actual incident or data breach related to customer privacy or personal data of customers through our internal Security Incident Reporting (SIR). A Privacy Incident Management procedure has been established to identify and document the roles and responsibilities of stakeholders. There were no substantiated incidents concerning breaches of customer privacy, PII (Personally Identifiable Information), and loss of customer data during FY'23.

Partnering with Customers on their Sustainability and ESG Journey

With the possibility of catastrophic climate change, sustainability is an existential concern with which every organization must grapple soon. Wipro, on the other hand, sees sustainability as a unique opportunity to rethink business as usual and begin on a road of true, holistic corporate change. Sustainability is critical to the heart of our business at Wipro. It affects every part of the organization, from internal processes to product and service lines.

Our capabilities are integrated, comprehensive, and customizable across every industry, including Manufacturing and Heavy Industry, Banking, Financial Services and Insurance, Electricity, Oil and Gas, Transportation and Logistics, Health Care and Life Sciences, and Consumer Goods, with over 30 sustainability- aligned services and offerings. Among the recent projects we have completed are integrated energy- management for a large warehouse company, platform transformation and system consolidation for a large oil and gas company, improved user experience for electrical and gas infrastructure monitoring, devices and services for end-user smart energy management, P2P trading in renewables for energy companies, sustainability reporting systems, and a full material disclosure portal for large electronics manufacturers.

These offerings draw from Wipro's expertise in cloud, sustainable IT, sustainable design, innovation and experience, sustainable finance, engineering, cybersecurity, and other lines of business to offer the type of unified transformation clients need to achieve their sustainability and Net Zero goals. Our two entities, Designit and CAPCO, provide design-led sustainability consulting across sectors and sustainable finance solutions for financial sector clients, respectively. Technology partnerships are a key enabler, and Wipro's alliances with many of the world's leading enterprise software providers, cloud computing, and technology companies allow us to create unique and comprehensive solutions for our clients. For more information, refer to <https://www.wipro.com/sustainability/>

We have 120+ customers who are part of independent raters like CDP Supply Chain, Ecovadis, and industry-led consortiums that assess the company's performance on sustainability-related aspects, which include human rights, environment, supply chain, labor practices, etc.

Sustainability Expectations from Customers

Apart from technology-driven value creation, our global customers expect transparency and compliance on different sustainability aspects within our operations and in our extended value chain – Human Rights, Labor Practices and Diversity being key dimensions among them. Many customers require acceptance and alignment with their supplier's code of conduct. We have 100+ customers who are part of independent raters like Ecovadis, CDP and S&P Global CSA.

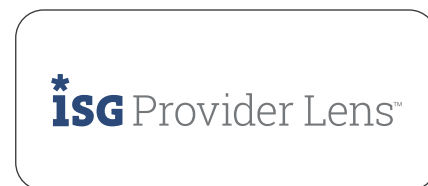
Sustainability Analyst Accolades



Major Contender - Everest Group – Net Zero Consulting Services



Contender - Forrester Wave: IT Sustainability Service Providers



ISG Provider Lens Sustainability and ESG 2023

Sustainability Solutions

Wipro provides an end-to-end ecosystem helping organizations achieve their sustainability ambitions by integrating digital and sustainable business transformation across their entire value chain.

With over 16,000 experts across the globe, Wipro has deep expertise in sustainability applications across a suite of services and partners. Moreover, as founding members of Transform to Net Zero, The Carbon Call, and leaders in the Open Group, the Sustainable Markets Initiative (SMI) and the World Economic Forum, Wipro leads by example to help lead the global transformation to a Net Zero, sustainable economy.

Integrated Sustainability Services

Impact Assessment, Strategy, and Governance: Assessing and managing sustainability risks and opportunities and identifying areas for improvement initiatives. Setting sustainability governance, strategy, goals and targets, and roadmap.

Impact Accounting: Digitizing and accounting for your footprint using global metrics, sustainability data management ecosystem, and visualization for improved compliance, disclosure, transparency, and value realization.

Responsible Finance: Sustainability/ESG embedded into responsible banking and investment with sound data, risk management, and regulatory tracking.

Culture of Sustainability: Creating a diverse, equitable, and safe environment where employees and communities can thrive.

Sustainable Products and Services: Creating and enabling sustainable products, services, and experiences for customers.

Sustainable Technologies: Digitizing your systems end to end with modern and innovative technologies and services, for a reduced footprint and improved services.

Sustainable Manufacturing and Supply Chain: Creating a diverse, equitable, and safe environment where employees and communities can thrive.

Energy Transition and Management: Transforming and optimizing your extended value chain to reduce your natural resources impact.

Partnerships

360-degree strategic partnering with industry leaders to ensure the best results for clients.



Alliances

Coming together with other organizations and institutions to innovate new technologies.



Investments

Expanding the Wipro portfolio to increase capabilities and better serve customers.



and many others



Ethical Supply Chain



Our approach to our suppliers is that of progressive partnership. This is based on core business requirements of quality, price, and speed combined with our non-negotiable principles of ethical and sustainable actions, e.g. zero tolerance for child labor. Suppliers are key partners in creating value for our stakeholders.

Our Supply Chain

The impacts or externalities of businesses are frequently influenced by their supply chain processes. Managing the environmental and social impacts of the supply chain is interlinked to economic outputs over the long term – they can help businesses avoid disruptions, meet evolving customer and business partner requirements, foster innovation and protect the company's reputation and brand value. It can also help further the business imperatives of efficiency, cost-effectiveness, and resilience in the supply chain. However, the fundamental and compelling reason for sustainability engagement in our value chain stems from our belief that it is the right thing to do in the larger interests of both the suppliers as well as of society.

The context, scale, and complexity of modern supply chains pose challenges for businesses to identify, influence, and control these impacts. Our supply chain management program is influenced by our understanding of the multiple drivers as well as its associated challenges.

Wipro is an Equal Opportunity Employer and strongly advocates the same through its supply chain by encouraging supplier diversity. Qualified enterprises owned by persons with disability, women or members of minority communities are proactively identified and engaged with. We are restructuring our vendor empanelment process to help strengthen our supplier diversity process.

Wipro has a formal process to identify suppliers who are strategic to its sustained business performance. The suppliers are classified into two categories: Strategic suppliers and Tactical suppliers. The Global Procurement Group finalizes the supplier categorization based on annual performance evaluation. Strategic Suppliers are suppliers that are essential for the success of strategic business outcomes for Wipro. Sustainability or other serious issues with such suppliers may seriously dent Wipro's ability to meet its objectives. Tactical Suppliers account for only a small part of the overall spending of Wipro.

Supply Chain Risk Assessment

Wipro's approach to identifying sustainability risks in the supply chain includes cross-functional analysis of the risks of different organizational functions. The Enterprise Risk Management function owns the supplier economic risk assessment process, and their focus is on ensuring continuous and non-interrupted supply of services/goods. Vendor Risk Assessment comprises a formal evaluation of a vendor company's financial health determined by many factors, including operational efficiency, susceptibility to corruption, etc.

The Group Sustainability Function partners with the Global Procurement Group, Facilities Management Group and other relevant stakeholders in identifying environmental and social risks in Wipro's supply chain through periodic independent studies.

The Ombuds process is also available for suppliers through a 24/7 hotline and on the internet. The concerns raised through the Ombuds process are another source of identification of risks in the supply chain.

	Impact Identified in Supply Chain	Supplier Category for whom the Impacts are Significant
Economic	Probability of Default Bankruptcy Corruption Risk	All Supplier Categories
Environmental*	High Carbon Footprint	Commercial and Industry Machinery and equipment repair and maintenance Architectural, engineering-related services Hardware manufacturing
	High Water Footprint	Architectural, engineering, and related services Business support services Telecommunications
	High Waste Footprint	Architectural, engineering, and related services Telecommunications Business support services
Social**	Human Rights & Labor Practice (Child Labor Prohibition and Regulation, Employee compensation, Payment of Minimum Wages, Maternity benefits)	Office manpower support staff Facilities Management Security

* Based on 'Natural Capital Valuation,' which studied Stakeholder

**Feedback Based on Social Audit conducted for manpower service providers.

Feedback from our various stakeholders indicated the following issues as relevant to our value chain.

Influencing Stakeholders	Emerging Concerns
Customers	Cyber security and data protection/privacy Measuring and managing impact/accounting for externalities (natural capital valuation) Risk management, including business continuity and contingency planning
Employees	Fair Labor Practices and human rights Employee Health and well-being
Investors	Talent attraction and retention Customer satisfaction and engagement Fair compensation and remuneration
Suppliers	Corporate governance and business ethics Tax policy and transparency Protecting intellectual property rights

Supplier Engagement Approach

At Wipro, we believe that a supply chain program should consider the socio-economic realities in the geographies where we operate. The supply chain sustainability charter should go beyond legal compliance and take into consideration emergent debates and issues. Fundamentally, our supply chain program is driven more by responsible engagement and commitment as informed by our values, rather than a compliance mindset.

Our Supply Chain engagement has been a journey where sustainability has increasingly become central. Our engagement approach is multi-pronged, with a focus on improving the suppliers' capabilities in managing their sustainability performance. Manpower service providers in civil, operations, and support services are a category identified as significant in terms of social impacts. Similarly, suppliers who provide utility products and services (electricity, water, waste management) and ICT equipment have large environmental footprints and are therefore material to our strategy to reduce our environmental impact.

CDP supply chain program. We have joined the CDP supply chain program – the first India-based Company to join the platform. Through the platform, we engaged with nearly 60 of our top carbon-intensive suppliers and encouraged measurement and disclosure of their environmental data on the CDP platform. Based on the disclosed emission allocations to Wipro, we carried out one-on-one discussions with a few of the suppliers to broadly understand their methodology and approach towards the reporting of emissions data on the platform.

For the current year's engagement, we have refined our selection and shortlisted around 20 suppliers across each of the top categories based on spend values and sectoral emission intensity.

Programs & Process

Our supplier engagement program integrates a process of continuous evaluation, capacity building and risk management. We expect these steps to encourage responsible behavior from our partners. Environment and social aspects are important factors in our supplier engagement, and the Wipro supplier code of conduct (SCOC) must be mandatorily signed by all suppliers at the time of onboarding.

Wipro has instituted two flagship programs for new as well as existing suppliers meeting certified norms of diversity: the 'Wipro Inclusion & Diversity Opportunity for Vendors (WINDOV)' series of virtual conclaves that enable direct access for small suppliers to present their capabilities to the global procurement team and the 'Wipro Inclusive Supplier Development and Mentorship (WISDOM)' program to strengthen these businesses by providing management as well as technical support to participating diverse suppliers. WINDOV Conclaves have enabled us to source goods from remotely located Indian tribal women and American businesses located in Historically Underutilized Businesses (HUB) zones; WISDOM interactions have enabled us to identify addressable barriers to increase our spending with existing Wipro diverse suppliers.

A dedicated vendor helpdesk handles supplier queries on payment issues, and policy clarifications and provides the initial contact for grievance redressal. The helpdesk had a two-day SLA resolution percentage of 99.99% with respect to vendor queries in the reporting year. The feedback our vendors gave through this initiative helped us improve our processes and initiate new steps, like automation of sharing payment advice, periodical validation of vendor credentials in our database as well as self-service payment status intranet link for internal stakeholders to update partners/vendors.

Social audit program

Vendor compliance audit is carried out monthly, to monitor compliance with labor practices. The audit process plays a crucial role in identifying gaps and assessing the readiness of compliance requirements, as per the State specific regulatory requirements. Third-party audit tools are used for the monthly compliance check. Out of 367 vendor locations identified for the audit, 278 vendor audit locations have been completed. Wipro has partnered with DASRA, a strategic philanthropy foundation, to build better social and well-being practices within our suppliers through the Social Compact platform. Social Compact focuses on six key outcomes of informal worker practices: wages, health, access to entitlements, gender safety and future of work. This engagement will assist us in reflecting on our current worker practices, introducing remedial actions wherever necessary and monitoring through a social-compliance assessment customized for Wipro and our supply chain.

Ombuds Process: Our organization-wide multi-lingual Ombuds process is available 24x7 (phone and internet-enabled) for our Suppliers and Contractors. Wipro's Ombuds process allows and encourages any affected stakeholder, including suppliers and contractors, to report breaches of the COBCE and any other matter of integrity to the Ombudsman concerned.

All our vendors must acknowledge and accept the Wipro Supplier Code of Conduct (SCOC). High-Risk Vendors (HRV) identified based on geography, nature of service, and engagements where they interact with the government on behalf of Wipro go through additional checks and balances during processing for keywords like government payments, miscellaneous expenses, commission, facilitation fee, gift, reward, out of pocket expense, etc. All HRV vendors are required to submit an anti-bribery anti-corruption questionnaire. We also have requirements of stricter negotiating threshold, clear break up of costs, and multiple quotes regardless of the value.

Environmental Impacts: Based on natural capital valuation, in the purchased goods and service category, we identified most of the impacts are concentrated down the value chain of Wipro's direct suppliers. We engage with tier 1 suppliers to improve their sustainability performance so that they can cascade these practices down their supply chain.

Green Initiatives in ICT Hardware

- **Green Procurement:** Wipro adopted the EPEAT standard from the Green Electronic Council in 2017 for IT hardware procurement – across multiple IT Hardware categories. Procurement of EPEAT-certified products dated the year 2021 was estimated to lead to a GHG reduction of 3873 tons CO2 equivalent, 171,788 MWh of energy savings and 39.8 million liters of water over the lifetime of products. We shall receive the assessment report for 2022 in dated July 2023. Based on this, we are the only IT services and consulting organization globally to have received the EPEAT purchaser award in 2021 across 4 product categories. We have also been recognized with the EPEAT (Electronic Product Environmental Assessment Tool) 5 STAR rating in both 2022 and 2023. Read more: <https://globalelectronicscouncil.org/epeat-purchaser-awards/>
- **Enhancing Virtualization Platform:** 120 servers and 11 voice gateways were decommissioned under various enterprise projects to reduce Wipro's tech debt and legacy infrastructure. The total energy power consumption saved 1,366,034 kWh in FY23. 1,200 Cisco VOIP (Voice over Internet Protocol) phones were removed from various locations and users were moved to Microsoft Teams Direct Routing solution, enabling softphone functionality and omni channel. This initiative helped reduce 52,560 kWh of energy in FY23.

Strategic Approach

Based on our understanding of risks in our supply chain, our supply-chain approach is based on the principles of ethics and integrity, ecological sustainability, and workplace responsibility.

- **Ethics** - Wipro expects its suppliers to adhere to similar standards of ethics and integrity as its standards.
- **Ecological Sustainability** - We expect suppliers to supply products and services that exceed environmental standards and to establish a program of ecological sustainability in their operations.
- **Equitable** - Wipro being an Equal Opportunity employer is committed to procuring products and services that are developed based on universal design principles and accessibility standards. Wipro expects its suppliers to adhere to principles of human rights, employee welfare, health and safety, minimum wages, and fair working hours. We encourage sourcing from the local economy and supplier diversity.

The Global Procurement Group

The responsibility of managing Wipro's procurement-related activities rests with the Global Procurement Group. The goal of the Procurement Group is to provide high-quality products and services on a timely basis, consistent with organizational objectives and policies and at the same time adhering to the highest ethical standards. The responsibility is divided among multiple buyer groups that handle different procurement categories. The Procurement Group works with Enterprise Risk Management, Internal Audit and Legal teams to ensure compliance and to proactively address supply chain risks.

Policy And Guiding Principles

Our Code of Business Conduct which provides the ethical guidelines and expectations for conducting business on behalf of Wipro also directs Wipro's relationship with its suppliers and applies to all suppliers, agents, service providers, channel partners, dealers, distributors, and vendors ("Suppliers"). In addition to the COBC, the Supplier Code of Conduct (SCOC) of Wipro further strengthens and augments the COBC concerning the environmental and social aspects of business practices expected of our supply chain.

The SCOC covers key risks in the supply chain, like forced or compulsory labor, prohibition on child labor, equal employment opportunity and non-discrimination/ no harassment, minimum wages, environment, health and safety, and compliance with anti-bribery laws. The code is aligned with the requirements of the FCPA (Foreign Corrupt Practices Act) and the UK anti-bribery act. The document also gives an overview of the process followed by Wipro so that it provides a ready reference template for its suppliers. The SCOC is communicated to all suppliers, and suppliers must accept and sign it.

Wipro also has a procurement policy that acts as an internal decision-making guide related to procurement. This policy details the procurement principles that the Global Procurement Group is expected to adhere to, as well as other aspects of procurement like supplier selection, supplier diversity, etcetera.

Our supply chain governance program is informed by four guiding principles.

- **Understanding socio-economic contexts:** We are mindful of the fact that while one may have ambitious policies, commitments, and codes of conduct in place, one must consider the complex socio-economic realities in which it has to be operationalized. For example, in developing economies, supplier staff may not be aware of the nuances of human and labor rights. In some instances, the practice may be due to livelihood issues – for example, excessive working hours in some cases may be the norm to secure additional income. Children in family-owned or sole proprietorships could sometimes be employed (or "helping") in the business. Enforcement of unilateral actions in such cases does not change the practice on the ground but only diverts attention from the problem at hand.
- **Ability to monitor, influence, and control:** The 'secondary supply chain' in many procurement categories extends across multiple branches/levels/tiers. In many cases, our visibility is limited to the first one or two tiers. For supply chain entities not critical or strategic to us – where suppliers are not a core part of our business or where spending does not contribute to either a reasonable proportion of the suppliers' revenue or the available market supply. Our ability to influence supplier practices is much more limited. Industry bodies and large government procurement programs have a more significant role in influencing change.
- **Regulatory compliance:** Given the spread of the supply chain across different geographies as well as sectors, the compliance landscape can be quite complex. The impact of the supply chain on different stakeholders is dependent on the nature of the business and the operational context. As a result, the compliance requirements of one supplier category can vary from another. However, it is often found compliance is not reflective of the ground reality. At Wipro, we try to uphold all the regulations, and wherever there is a conflict, our best efforts are to minimize any dissonance.
- **Integrating best practices in supply chain engagement:** Managing supply chain externalities is of key interest to business due to the deepening of complexities in the supply chain and the resultant risks. Customers and investors are looking at compliance levels and the ethics of organizations as key differentiators in their decision process. Industry forums like Sedex, Ecovadis, and CDP Supply Chain are working towards indirectly driving continuous change in ethical and responsible business practices in global supply chains. Industry ratings such as the Dow Jones Sustainability Index and CDP are increasingly giving importance to the supply chain performance of organizations. There are many emerging standards and frameworks dedicated to this cause. We intend to adopt and integrate best practices from all these sources to drive sustainability in our supply chain.

Partnering for Social Change



Partnering for Social Change

At Wipro, we think it is critical for businesses to engage with the social and ecological challenges that humanity faces. We engage with communities on issues that matter most to them in a deep and meaningful manner with long-term commitment; for that is the only way by which real change can happen on the ground. Our social initiatives center on the following dimensions- Education, Community Care, and Ecology. The programs on ecology are covered in the 'Ecological Sustainability' section.

Our work with organizations usually involves programmatic support. They typically span three years and may be extended further, if needed. We work closely with our partners, review the progress, and participate in important decisions along with them during the project's lifecycle. However, our fundamental philosophy is to leave it to our partners to design and run their programs as they deem appropriate since they know best.

Wipro Foundation is a public charitable trust created in 2017 to manage Wipro's corporate citizenship and CSR activities. The foundation has a robust governance process led by a 5-member board of trustees which reviews plans and progress against goals every quarter.

Governance and Strategy for Corporate Social Responsibility

The Board Governance, Nomination, and Compensation Committee of Wipro Limited is the apex body that oversees our CSR policy and programs. The committee is comprised of all the independent directors. The goals and objectives, along with the annual budgets for CSR, are discussed and signed off at the beginning of every year with the board CSR committee and the Board of Directors. This takes place as part of the annual strategic and operating plan processes of the organization.

Our CSR programs' implementation happens through multiple channels – Wipro Foundation, a trust set up in April 2017; Wipro Cares, a trust for employee contributions matched by Wipro; and through functions and groups within Wipro Ltd.

Education

Engaging in deep and meaningful systemic work in the area of school and college education

School education in India

School education outside India

Sustainability education

Technology Education

Talent Next

Community Care

Engaging with proximate communities

Primary Healthcare

Environment

Disaster Rehabilitation

Ecology
Addressing environmental issues like energy, water, solid waste and biodiversity
Energy & Carbon
Waste
Water
Biodiversity

Our approach to social responsibility and sustainability rests on three important pillars.

The Strategic: We choose domains and issues to engage with that are force multipliers for social change and sustainable development. Social responsibility is as much about being a sustainable organization as it is about external initiatives. Therefore, some of our areas of engagement lie at the convergence of business goals and social purposes.

The Systemic: Within the chosen domains, we choose to engage with systemic issues that require deep, meaningful, and challenging work. Given the nature of social change, this implies commitment over the long-term, typically for several decades, because real, genuine change takes longer to happen.

The Deliberative: Our emphasis on depth and long-term commitment implies a deliberative approach that precludes spreading ourselves thin or engaging in 'checkbook philanthropy'. By implication, this also means that we are wary of expanding and growing our social programs as ends in themselves.

SDG Mapping with Social Initiatives

Program	Wipro Divisions	SDGs
PRIMARY HEALTHCARE Primary healthcare services for the remote, inaccessible villages of Nagaland where the availability of primary healthcare services has been weak or inconsistent.	Wipro Cares	SDG 3
Nagaland, Northeast India and Gadchiroli in Maharashtra, India	Wipro Cares	SDG 3, SDG 2
EDUCATION		
Inclusive Education- Program for disabled children in disadvantaged sections 11 projects across 5 states	Wipro Education	SDG 1, SDG 4
Education for underprivileged children 22 projects in 9 states	Wipro Education	SDG 1, SDG 4, SDG 8, SDG 10
Sustainability education in 29 states and 3 UTs in India	Wipro earthian	SDG 4, SDG 11
Develop capacity in civil society organizations to work on issues of education reform in a systematic manner 125 projects across 26 states	Wipro Education	SDG 4, SDG 10

Program	Wipro Divisions	SDGs
Encourage new/young startups working in school education	Wipro Education	SDG 4, SDG 10
Wipro Science Education Fellowship Programs (SEF)	Wipro Education	SDG 4, SDG 10
DISASTER REHABILITATION 13 projects across 3 states (Andhra Pradesh, Kerala, Tamil Nadu)	Wipro Cares	SDG 1, SDG 2

URBAN RESILIENCE Urban waste management and welfare of waste pickers- Organize waste workers, i.e., waste pickers to enhance and upgrade their skills for innovation in waste management services in Bangalore, India.	Wipro Education	SDG 10, SDG 11
Urban Water – Long-term projects on urban water in Bangalore and Pune, India.	Wipro eco-eye	SDG 6, SDG 11
EMPLOYEE VOLUNTEERING During 2021-22 12500+ Wipro employees engaged with Wipro Cares either through volunteering, monetary contribution, or both bringing the total number of employees who contribute to Wipro Cares' initiatives to 35,000.	Wipro Cares	SDG 17
Working through partners and communities is at the core of all the programs		SDG 17

Education, Ecology, and Community Care

School Education

Collaborated with 29 new NGO partners to improve public education, education for children with disabilities, and school access for the most disadvantaged children.

Sustainability Education

More than 8600+ college students have participated in the National Sustainability Quiz since 2015.

Science Education Fellowship Program

Supported 1,500 STEM educators reaching out to more than 301,500 underserved students since 2012 in 35 school districts in seven states in the US.

Provided bursaries to 115 STEM teachers in the UK, in partnership with King's College London (KCL) and Sheffield Hallam University (SHU), since 2018.

Healthcare

Reached out to 13,00,000+ people in Andhra Pradesh, Maharashtra, Karnataka, Kerala, Nagaland, NCR, Odisha, West Bengal and Rajasthan. We now run a total of 26 projects in primary healthcare with a focus on maternal and child healthcare.

Community Ecology

Planted more than 50,000 trees through our project in Agroforestry in Tamil Nadu.

Urban Ecology

15+ partners are engaged in urban ecology projects.

Disaster Response

By establishing a stitching unit in the flood-affected region of Thrissur, we were able to employ ~100 women and encourage them to exhibit their work at the Wipro campus in Kerala.

Employee Engagement

13,000+ new employee contributors joined our matching program, bringing the total number of employees who contribute to Wipro Cares' initiatives to 45,000.



Education

We firmly believe that education is an enabler of social change. We envision a democracy where every citizen is empowered and driven by social sensitivity. Our notion of good education envisages holistic development in multiple dimensions, including cognitive, social, emotional, physical, and ethical abilities.

Civil Society Organizations (CSOs) and public institutions have played a critical role in improving school education through sustained work and a wide range of creative interventions. Their work has had a direct impact on the ground by leading to shifts in educational discourse and practice. Our approach is to support such organizations engaged in school education to enhance learning experiences in schools.

We do this through various means, such as Grants to enable organizations to undertake focused on-the-ground work; Capacity building in educational, operational, and organizational areas; Mentoring support.

from domain experts and experienced practitioners; Facilitating the creation of an active community of educational organizations; and Providing Fellowships to founders of new organizations.

Our Interventions in School Education and Higher Education:

Our work in school education continues to be the cornerstone of our CSR interventions. We currently collaborate with **~140 partners** from 27 states and UTs in the country on more than **~15 thematic areas** making it one of the most diverse networks of education groups across the country. We have supported **300+ organizations** through **250+ educational programs to date**, reaching out to over a million children. The impact of this vast and diverse network of education organizations has been in the areas of access, equity, curriculum, textbooks, teacher capacity, sustainability education, and school leadership, among other aspects. Wipro's initiatives in higher education are tied to its broader goal of being a responsible corporate citizen. Some of the main aspects of the strategy of its higher education interventions have been: Supporting the creation of a technology education ecosystem in the country that is diverse and responsive to the challenges of the times; Making sustainability research and training in higher education spaces a priority; Seeding sustainability thinking in students of higher education institutions; Addressing the higher education needs of students from underserved and underprivileged communities, especially those of women.

School Education

Access to Education Program

Disadvantaged communities across the country face multiple issues in accessing school education. These are related to school enrollment, children's nutrition, counseling services for parents, and remedial education. Our Access to Education Program addresses these issues through deep and sustained work through our partners.

Program goals include enabling access to formal education for vulnerable children from urban slums, HIV-affected families, migrant labor families, and street children, who are underserved through the public education system. It also seeks to support the non-formal educational needs of children from underserved communities and to encourage the demand for education in families of first-generation school-goers.

Our partner organizations work towards enabling access to education for such children. Some of them have set up bridges and learning centers in government schools. A limited number of them run free schools and residential homes. In FY 2022-23, We have supported **32 partners in 12 states/UTs** working towards providing access to education for close to **~12000 students and 480 educators**. Systemic Reforms in School Education

We at Wipro feel that the gaps in the school education system in India need to be addressed systematically and sustainably. Only this can ensure equitable learning outcomes for all children, especially for those from underserved and less privileged backgrounds. These gaps range from an inadequate curricular focus on specific thematic/subject areas, lack of teacher capacity to execute innovative pedagogic strategies, and neglect of design thinking in working with schools as organizations, etc.

Through our Systemic Education Reforms Program, we have been addressing these gaps by working with organizations across the country that have demonstrated abilities in striving toward sustained educational change. In many thematic areas and geographical regions there is a dearth of organizations working in a focused manner in areas that need urgent attention. In such cases, we have supported new organizations through our Wipro Education Fellows Program with fellowships for the founders and a comprehensive bouquet of offerings for organizational development.

Systemic Education Reform Program

Our Systemic Education Reforms Program supports diverse Civil Society Organizations (CSOs) to develop their capacities to work towards systemic reform of school education. We currently support three categories of organizations across the country through organizational grants: Early and mid-stage organizations working in school education; Community-based organizations having the desire to get into school education; Established organizations that now do not work in the education vertical, but who are keen to enter this field. We support organizations through financial grants, opportunities for capacity building, mentoring support, and our partner network.

The approach has evolved over the years based on our understanding of partners and their work on the ground. Since 2015, our focus has been on the accelerated expansion of our partner network and simultaneously building an effective capacity-building and support ecosystem for our partners. We currently support 37 organizations across 17 states/UTs. Through our partners across these states, we reach out to close to **~15000 students** and **3000+ educators**.

Wipro Education Fellows Program

The Wipro Education Fellows (WEF) Program was launched in 2016 (piloted in 2015) with the objective of systemic improvement of Indian school education by supporting early-stage civil society organizations (CSOs) focused on school education. It supports individuals or teams who have already demonstrated capacities and commitment to the social/education sector through their past engagements. Selected fellows are supported with fellowship stipends, workshops and mentoring from partner resource organizations, and access to networking opportunities with educational CSOs.

A maximum of three Founders per organization are supported at a time. Financial support is provided for up to 3 years and amounts to approximately Rs. 3.6 lakhs/year, paid in the form of quarterly stipends.

Since 2015, we have collaborated with **131 Wipro Education Fellows**, working on multiple domains of education in some of the most underserved geographies of the country.

WEF program currently supports **71 Fellows across 40 organizations** operating in 19 states/UT of which 13 organizations were added this year. Of these 71 Fellows, 1 Fellow (1 organization) works in the space of education for children with disabilities, reaching out to ~30000 children and ~2000 educators.

Special Project: Bengaluru Government Schools

The APF-Wipro Foundation Urban Schools Project is a joint effort to strengthen government schools in Bengaluru. It has a special focus on school infrastructure development and restoration and improving teaching and learning in government schools.

Started in FY20, the outcomes of our pilot project at VV Puram and MR Nagar Schools in Bengaluru have been encouraging in terms of higher enrolment of children from nearby communities. We are making efforts to provision computer learning in these schools through our partners. We continue to support the maintenance of the schools, and provide additional teaching and learning materials as required, in addition to taking up targeted sanitation interventions in the communities where the children belong. We have now extended support to 10 more schools and 144 Anganwadi Centers (AWC).

This initiative has been recognized by the Government of Karnataka (GoK). It has made a commitment of Rs 89 crore for similar projects in 20 more schools in Bengaluru. We have signed an MoU with the GoK and provided architectural design support to these schools.

Education for Children with Disabilities

According to the 2011 census, 5.5 million children aged 0-14 years have one or more disabilities. 28% of Children with Disabilities (CwDs) aged between 6 and 13 years do not attend school. There is a shortage of trained special educators and therapists, a lack of awareness among parents, teachers, and communities, inaccessibility of conveyance and nutrition, and under-resourced classrooms without assistance aid, and technologies.

At Wipro Foundation, we attempt to address these gaps by working with a range of NGOs serving different disability areas and integrating multiple models and approaches into every aspect of the education and development of CwDs. Our partners employ diverse models and work across different disabilities (visual, speech and hearing, locomotors, intellectual and developmental disabilities), and geographical locations.

We have consciously encouraged early intervention, and inclusive education, building parents' capacities, and sensitizing multiple stakeholders. We effectively reach more than 11,000 CwDs operating in 10 states/UTs through 21 partners of which we support 7 new organizations under our Education for Children with Disabilities Program.

Sustainability Education

Wipro earthian

Sustainability education has a huge role to play in combating climate change and building ecological resilience. Our sustainability education program, Wipro earthian, is rooted in humanity's challenging task of finding solutions to several systemic sustainability issues.

Wipro earthian runs in two phases – the Wipro earthian outreach program and the Continuous Engagement Program (CEP). Participating schools form teams and engage in an intensive activity-based learning program in their schools and communities. The school program has evolved into three full-fledged themes: Water, Biodiversity, and Waste. In the last 11 years, Wipro earthian has become one of India's largest sustainability education programs. It has delivered rich learning experiences for students, teachers, and institutions. You may learn about the higher education component of the program [here](#).

Wipro earthian – School Program

Wipro earthian is rooted in the challenging task humanity faces, of finding solutions to several systemic sustainability issues. It is a long-term intervention that seeks to make sustainability axiomatic to education. The program has an extensive outreach program for educational institutions involving multiple partner organizations and grassroots-level NGOs who work on environmental education across the country.

Wipro-earthian, now in its 13th year, is one of the only sustainability education programs in India of its scale with diverse learning opportunities for both schools and colleges. This program has reached over 5,000+ colleges and 20,000+ schools since its inception. In 2022 the school program engaged 3,000+ schools and 4,000+ teachers in 200+ districts across India and received 1,300+ submissions in multiple languages. In all, we reached 17,000+ students in FY23.

Participating schools form teams and engage in an intensive activity-based learning program in their schools and communities. As part of our Continuous Engagement Program, winning team members are taken through experiential field workshops where they are introduced to concepts of sustainability and community, human-animal conflicts and other related topics.

Wipro Sustainability Educators Program

Case Study: Wipro Sustainability Educators Program The Wipro Sustainability Educators Program is an initiative to support grassroots environment educators across India. These educators deeply engage in stewarding sustainability education in schools through engagement at scale. They also engage with local communities on areas like citizen science, local biodiversity registers, and learning from nature involving students participating in the Wipro earthian School Program.



We have 18 educators in the program, with a total of 16 partner organizations, representing the states of Himachal Pradesh, Arunachal Pradesh, Ladakh, Madhya Pradesh, Jammu and Kashmir, Nagaland, Chhattisgarh, Goa, Bihar, Kerala, Gujarat, Uttarakhand and Assam. These educators have been able to directly work with more than 400 government and private schools in these states in the domains of Biodiversity, Waste, and Water.

Educators are provided with a robust capacity-building ecosystem of domain-specific workshops and training programs in sustainability education. These focus on specific areas like facilitation skills, stakeholder engagement and workshops to enhance domain knowledge. Educators are also supported in creating local and contextual learning material on various themes related to sustainability, based on their interest areas.

The objective of the program is to create a strong network of skilled environmental educators across all states. They will evangelize the Wipro earthian program in schools and strengthen teachers' abilities in all aspects of environmental education.

Wipro earthian - College Program

Wipro earthian acts as a catalyst for fostering excellence in sustainability thinking and action amongst the youth. Since 2011, this program has reached more than 5,000 colleges.

The last version of our college program encouraged students to think about sustainable solutions to problems related to climate change, circular economy, etc. This was a 6-week Climate Data Challenge, where participants were given entrepreneurship training to build viable, data-driven, circular economy solutions and business models. In FY2022, 30 teams were shortlisted and 5 winning teams were selected.

As part of the Continuing Engagement Program, we work with higher education faculty on curricula integration, provide sustainability internships, and support research. Partner institutes embark on a collaborative exercise that brings them, sustainability experts, and Wipro together, to create unique learning experiences, develop academic literature on sustainability education, and become partners in change. Over the years, we have curated the development of faculty material in two disciplines and facilitated 90+ internships

Sustainability Quiz

The Wipro earthian Sustainability Quiz for colleges was launched in 2015. The quiz questions are curated from a wide range of topics under the broad umbrella of sustainability. These questions cover areas related to renewable energy sources, solid waste management, urban mobility, green tech, green building and architecture, water management, and the latest trends in sustainability, etc. Over the last seven years, this quiz has been launched in many of the top colleges in India, including, IITs, IIMs, NITs, and BITS. We have seen unprecedented participation levels with 8600+ teams, and 15,000+ students participating from these and other institutions.

The preliminary rounds till the semifinals of the 2022 edition of the quiz, were conducted virtually on our quizzing portal. The finals of the quiz were held at the 2022 Wipro earthian Awards event. The top four positions went to Syed Mohammad from Osmania Medical College, Hyderabad, Richa Misra from IIM Ahmedabad, Kavipriyan S from R.M.K Engineering College, Chennai, and Murtuza Hashmi from Deccan College of Medical Sciences. All rounds of the quiz were hosted by noted quizmaster Lloyd Saldana.

The Wipro-Science Education Fellowship (SEF)

Wipro SEF programs in the US and the UK are intended for education professionals with backgrounds in science, mathematics, engineering, and computing, and education policymakers, to assist them in developing disciplinary capacities while broadening their understanding of STEM subjects in general.

United States

Started in 2012, Wipro Science Education Fellowship Program USA (Wipro SEF USA) is a two-year program designed to improve individual teacher practice, foster teacher leadership opportunities, and create a district corps of teacher leaders supporting sustainable positive changes in science education. The Wipro SEF USA Program is anchored by the University of Massachusetts Boston and is run in collaboration with seven university partners. It is working with 600 teachers across 35 school districts in seven (7) states.

United Kingdom

The Wipro SEF program in the UK was launched in September 2018, to catalyze improved STEM teaching practices among teachers and educators. It is being run in partnership with King's College, London (KCL), and Sheffield Hallam University (SHU). Both partners have managed to adapt their programs effectively in 2020. KCL has implemented a successful, blended model of online sessions for STEM teachers combined with intensive personal tutoring.

2021 saw the first cohort of the MA STEM Education program at King's College London (KCL) graduating. To date, we have supported 42 bursaries that cover up to 70% of the tuition fees at KCL, facilitating teachers from all over the UK to study in the program. These bursaries directly contribute to the UK's ability to address its shortage of skilled STEM education professionals including teachers. Our second partner, Sheffield Hallam University, has successfully recruited their third cohort and completed their onboarding.



In News: UNT Dallas is out to find the next Einstein (dallasnews.com)

The Wipro Science Education Fellowship (SEF) Program at UNT Dallas is transforming science education in five local school districts. The two-year fellowship program trains groups of teachers to train other teachers. The goal is to improve science education for all children in the district. Wipro SEF, unlike other professional development programs, brings together teachers of different grade levels to share recordings of themselves teaching the same topic. It makes them more aware of how the same science curriculum evolves in complexity, as students progress from elementary to high school. The lessons foster curiosity, enthusiasm for science, success in further schooling, and a rewarding profession. The curriculum was established in Boston Public Schools and introduced in Dallas in 2017 with a \$1.1 million grant from Wipro.

Link: <https://www.dallasnews.com/opinion/commentary/2023/04/04/unt-dallas-is-out-to-find-the-next-einstein/>

Capacity Building

The Wipro Education Partners Network includes over 150 organizations at various stages of their organizational journeys. These CSOs are working in 27 states and UTs. In December 2022, these partners gathered for the annual Wipro Education Partners' Forum in Pune for a three-day forum to discuss a variety of educational issues, approaches, and policies, to help improve education access, education quality, and education for children with disabilities.

Through Wipro Cares, we also work in the domain of primary healthcare, wherein we have partnered with 30 non-profit organizations working across 13 states. In February 2023 we organized Wipro Cares Healthcare Partner's Forum in Bengaluru in which more than 100 participants from these partner organizations participated. In the forum, they tabled their experiences, generated fruitful discussions, shared the best practices and models and learned from each other at a common platform.

Wipro's work in school education continues to be the cornerstone of our CSR interventions. To date, we have reached out to more than 1 million children. Similarly, on the healthcare front, we continue to work towards the delivery of accessible, affordable, and comprehensive primary healthcare services for vulnerable populations by complementing the public health system and strengthening under-invested and under-served areas that need the most attention. We have reached out to over 1.3 million people in Andhra Pradesh, Maharashtra, Karnataka, Kerala, Nagaland, NCR, Odisha, West Bengal, and Rajasthan through 26 healthcare projects delivering primary healthcare services. The predominant focus is on maternal and child care, along with expanding the scope in areas of mental health and adolescent health.

To foster continual learning, we continue to strengthen our work on capacity building and cross-learning amongst our partners on various educational, operational and organizational aspects, through workshops and close mentoring.



Higher Education

TalentNext @ Mission10X

TalentNext @ Mission10X is our program to develop digital skills in college students and faculty capacity in advanced technologies. This program offers digital technology courses to faculty members of engineering colleges for two weeks on industry-relevant skills and certifies them. They in turn leverage our course contents, platform, assignments, case studies, and assessments to train their 6th-semester students as part of the curriculum. The students trained by these faculties must go through a 250-hour self-directed learning journey and qualify for coding challenges to participate in Wipro's campus selection process.

Mission10X closely works with faculty members and principals from various engineering Institutions across India. This work involves faculty capacity enhancement, curricular improvement, leadership capacity development and curricular support for material creation. The program's approach includes integrated pedagogical improvement, the relevance of the curriculum to industry, basic teamwork skills, communication and deeper learning, etc.

Program Highlights

We offered NASSCOM's FutureSkills for 11,597 students in 52 Engineering colleges in India.

- 190 faculty and 29,000 students were trained in various digital skills.
- 131 faculty were trained in advanced technologies such as AI/ML and Big Data Analytics.
- Cumulatively, we trained 89,000 students from 200+ Engineering and Science colleges. 87% of the students so trained are employed with various industries including Wipro.
- 500+ Wipro Certified Faculty (WCF) from the inception.
- 21,590+ students from 52 colleges provided NASSCOM FutureSkills over the last two years.
- Two Project Challenges completed. 112 Professors took part in the project challenge conducted on AI/ ML and Big Data Analytics in the last two years.
- 178,000+ students covered by digital skilling.
- 1,900+ college faculty covered for digital capacity building.
Cumulative: WASE and WIMS
- Supported 42,000 students to pursue Work Integrated Learning Programs (WILPs) including WASE, WIMS, SIM, and WiSTA cumulatively.
- 28,500 students completed M. Tech. degrees over the last 23 years.
- In FY23, new entrants to WILP numbered 4,679, while the aggregate strength across four (4) years is 10,860.

Santoor Scholarship Program

The Santoor Scholarship program, launched in 2016-17 by Wipro Cares and Wipro Enterprises Ltd, aims to provide financial assistance to women students from disadvantaged backgrounds, who aspire to pursue higher education after completing grade 12. The program focuses on addressing the low participation rates of women in education due to factors such as economic deprivation, lack of support structures, social and cultural barriers, and forced early marriages.

Currently operational in Karnataka, Andhra Pradesh, and Telangana, the program has recently been extended to include Chhattisgarh. Over the years, the scholarship program has supported 4,500 students in these three states. Starting this year, it will be extended to benefit 1,800 students across four states every year.

The program gives priority funding to students pursuing courses in liberal arts, humanities, and pure sciences, particularly those from aspirational districts.

Santoor Scholarship Case Study

For Rekha Aluwala of Karimnagar, Telangana, the Santoor Scholarship came as a boon, enabling her to do her B. Tech. “It was financially difficult for me to opt for B. Tech. after my 12th standard. I was thinking of going for a B.Sc. At that time, two of my friends and I heard of the Santoor Scholarship. We applied for it and got it. We were all able to complete our B. Tech. I completed my B. Tech in 2020 and I now work at Wipro,” she said. Now, many of her juniors in college have applied for it. This scholarship, according to Rekha, is very helpful for girl students.

Shobha Sanganna Mudapuji had enrolled for a BA program at a college in Gulbarga, Karnataka. While there, she heard about the Santoor Scholarship. “About eight to nine batch mates of mine applied for it. But only three of us got it. I was one of them. I was fortunate to get it for all the three years of my BA course,” she said. Given that her father was the sole earning member of the family, and financial difficulties were not uncommon, the scholarship helped Shobha to continue with her graduation. She finished her BA in Economics with 76 percent marks. But, soon after, marriage followed and Shobha was unable to take up further studies or a job. Now, she is preparing to appear for the Indian Administrative Services (IAS) exams.

Anitha G comes from a large family with four sisters and three brothers. A resident of Mahbubnagar, Telangana, she heard about the Santoor Scholarship from one of the professors at her college in Hyderabad. The scholarship helped her to complete a BSc degree in Microbiology. She is currently preparing for a Junior Research Fellowship (JRF) Program at the Centre for Scientific and Industrial Research (CSIR).

Ecology

As a part of its deep commitment to ecological sustainability, Wipro has been involved with multiple environment-related programs within our business ecosystem and in the civic and social sectors outside. Commonly called ‘Eco-eye’, the inception of our sustainability program goes back to 2008.

The four pillars of our program are Carbon Mitigation, Energy Efficiency, Responsible Water, Waste, and Pollution Management, and Biodiversity. Our sustainability programs’ governance model goes beyond regulatory compliance and the business ecosystem.

Our sustainability program is driven by rigorous goal-setting and the involvement of multiple internal and external stakeholders. It involves employees, customers, suppliers, investors, the government, communities, and the education system.

We have defined aspirational goals on dimensions such as GHG emission reduction, Water, Waste, Biodiversity, People Diversity, Supply Chain, Education, and Community Engagement. Through our community ecology initiative under Wipro Cares, we focus on creating ecological balance in our proximate communities by taking up projects that benefit underprivileged groups and positively impact the environment of groundwater.

Ecological Sustainability

Urban Ecology

At Wipro, we believe that sustainable communities must be at the center of any strategy for building planetary ecological resilience. As responsible corporate citizens, we have been working at making our business practices sustainable, while simultaneously focusing on fostering ecological health in our proximate communities in the cities where we are based.

As a part of this strategy, we have been encouraging local actions for environmental restoration through our Urban Ecology Small Grants Program. We have also been supporting the creation of resilient, people-focused and participatory urban water management systems.

We believe that building sustainable cities involves making all the relevant stakeholders talk to each other regularly about urban environmental issues that matter. Bengaluru Sustainability Forum is an attempt at doing this at a city-wide level in Bengaluru.

Bengaluru Sustainability Forum

To foster conversations and encourage interdisciplinary collaborations on sustainability in Bengaluru, Wipro Foundation co-convened an inter-institutional initiative called the Bengaluru Sustainability Forum (BSF). BSF has become an important space in the city for wide-ranging discussions on issues related to urban sustainability in the city. It also runs a successful small grants program that supports action-oriented projects on the urban environment.

Urban Ecology Small Grants Program

This Program's objective is to select capable and committed individuals and teams by providing grants to 10 organizations every year, to help them set up stable organizations, and facilitate their long-term and effective engagement on water, climate, and waste-related issues. The program supports individuals or teams who demonstrate an understanding of sustainability practices and a serious commitment to work on the ground and implement the measures in their respective regions. It facilitates the implementation of initiatives that engage with diverse communities and stakeholders.

Through the Small Grants Program, along with the Bengaluru Sustainability Forum (BSF), we have supported some unique projects such as the Jakkur Lake Groups' outdoor learning center and community gardens, Sarjapura Curries (documentation of wild edible species and recipes of the region), instream decontamination of wastewater, and community-based organizations working on lake rejuvenation and groundwater.

From 2019 onward, BSF has awarded 36 projects over 5 cohorts in the areas of urban biodiversity, urban climate change, urban water, and urban waste management through its Small Grants Program. We are supporting 7 new projects in the 5th edition (2023) of the Small Grants Program. The projects in this round are themed around climate change and action.

In Chennai, through the small grants program, we currently support 6 community-based interventions on water, climate, and biodiversity. In Hyderabad, a call for six design interventions in water, waste, and public spaces has been initiated by our partner Hyderabad Urban Lab Foundation (HUL Foundation). In the National Capital Region (NCR), a new initiative to address urban biodiversity and hydrology issues has commenced in the Aravalli hills. The Aravallis offers crucial ecosystem services. To restore the health of this vital ecosystem, it is imperative to collaborate with the forest department for rainwater conservation and water provisioning to promote biodiversity. Additionally, we envision extending the well-known Mangar Bani Eco Club into other villages in the area.

Urban Waters Program

Scarcity of water, flooding of low-lying areas, drastic alterations to natural water systems, untreated sewage flowing into lakes, rivers, stormwater drains, and falling groundwater tables are some of the water-related problems that plague most Indian cities. The governance mechanism in the urban water sector needs to extend beyond an administrative framework and incorporate a behavioral understanding of water usage, proper demand allocation, active stakeholder engagement, and local knowledge.

Our Participatory Urban Water Management Programs in Pune and Bengaluru combine science and community engagement to build a deep, systemic understanding of water sources and flows. The Pune project has progressed well despite the pandemic. It is in its second phase of work in the city of Pune. The second phase of the 'Million Wells for Bengaluru' project is almost complete. Our Chennai program has currently supported six small grants that look at micro-interventions on different aspects of the urban water landscape in the city. The Hyderabad program is currently in its second year of supporting small grants.

Our Urban Waters Initiative brings together the knowledge, experience, and practice of individuals, communities, practitioners, citizen activists, and researchers working on issues in Rainwater, Groundwater, Surface Water, Lakes, and Wastewater. It seeks to inform, guide and provide resources aimed at making us water-literate, community-oriented problem solvers, who can act responsibly to protect our common urban water resources. Key highlights of the Urban Waters Program in Bengaluru are Rain Water Harvesting in Rajiv Nagar School, Reimagining Water Resources in Rainbow Drive Community, and the Jakkur Lake Project.

In FY 2022-23, we supported participatory water management practices and community grant projects in 5 cities. 15+ partners are engaged in urban ecology projects.

Breathing Life into a Lake

As a responsible corporate citizen, Wipro has promoted ecological health in the places where we operate. This is because we believe that sustainable cities are the key to global ecological resilience. We helped the Puttenahalli Neighborhood Lake Improvement Trust create a replicable floating bio-filtration wetland in Puttenahalli Lake in Bengaluru between 2020 and 2023. The newly developed floating wetland treats both organic and inorganic pollutants in the water. Puttenahalli Lake's excellent ecosystem was recently recognized by Magsaysay award-winning journalist Ravish Kumar where he stressed the role of citizen caretakers to maintain the lake. To learn more, visit: <https://www.puttenahallilake.in/>

Biodiversity at Wipro Campuses

Wipro's campuses in Bengaluru and Pune are biodiversity hotspots. There are precautions in place to minimize the impact on birds that may be foraging or hibernating. Pruning and cutting are done only after careful consideration to avoid disturbing breeding birds. Pesticides having the lowest hazard ratings are preferred. We use composted green waste from within the campus as fertilizer whenever possible.

Our Bengaluru and Pune campuses are home to a variety of shrubs and plants, each with its flowering season. We have also installed bird boxes and other habitat piles across our campuses to provide additional refuge for wildlife. Non-native plant species are controlled, while old trees are preserved.

We have started work on the Biodiversity Project at the 50-acre green belt at our Gopanpally Hyderabad campus. This is planned to be a unique reserve that will host endemic and endangered species of the Deccan and Eastern Ghat biodiversity zones.

We have completed the following projects:

- Butterfly Park & Wetland Park in Bengaluru with 106 species of plants
- Biodiversity Park in Pune with 300+ native species.
- Across these projects, we have created 20+ thematic zones with 350+ unique species of plants.

We have integrated educational signages in these parks as well.

Community Ecology

Under the community ecology initiative, we focus on creating ecological balance in our proximate communities. We do this by taking up projects that provide direct and tangible benefits for disadvantaged communities through empowering impacts on health, education, and livelihood, and have a positive effect on the environment.

Through our project in Agroforestry in Tamil Nadu, we have planted more than 50,000 trees in FY 2022-23. More than 500 farmers benefitted through the training and seedling distribution organized through this program.

Our project in urban solid waste management continues to be operational in Bengaluru and Mysuru, reaching out to 25,000 people. It provides social, nutritional, and health security to workers in the informal sector of waste.

In FY 2022-23, we added a new project in Bhubaneshwar (Eastern India) that will support peri-urban communities in building integrated water, sanitation, and hygiene management systems. It will also ensure continuous availability of clean water for drinking and domestic use.

We are implementing rainwater harvesting in seven (7) government schools in the Greater Bengaluru area. The project enhances the schools' self-reliance for their water requirements and builds awareness of water conservation among students.

Case Study: Replenishing water access for school children – Recharged with rainwater harvesting

The Anekal region of Bengaluru, which includes Wipro's Sarjapur campus, is heavily reliant on groundwater. Unfortunately, this reliance has led to overexploitation of the resource. While this issue affects all residents of the region, government schools are particularly hard hit. Marsur Government School is one such school affected by the issue.

Wipro Cares collaborated with Biome Environmental Trust (BIOME) to install a Rainwater Harvesting (RWH) system and a recharge well to address this issue. A related goal was to improve the school's sanitation infrastructure. This project was unique in that students, teachers, parents, and experts collaborated on the project from conception to completion. A water literacy campaign covering topics like the school's local water cycle, water demand management, and RWH maintenance was also launched. This helped build ownership and awareness among all key stakeholders.

Thanks to the RWH, Marsur Government School now has consistent access to water and sanitation facilities. The technology includes recharging the groundwater. The school children at Marsur can now focus on their studies with the basic hygiene and sanitation needs taken care of. Following the successful implementation at Marsur School, Wipro Cares has embarked on a project with Biome to implement RWH in seven government schools in this region.

The testimonials below are proof of how this change has positively impacted lives:

“Our students, particularly the girls, were having a tough time using the restrooms. The situation improved immensely after the broken pipeline was repaired and the soak pit was cleaned.” - Hitesh, Teacher

“We did not expect the new recharge well to hold water. We are surprised and delighted that there is water that can be used for gardening, growing vegetables and fruits.” - Nagaratna, Head Teacher

“The rainwater from the sump is of high quality. And we use it for everything except for drinking. Staff members from other schools and residents from the surrounding area have visited our school to see the rainwater harvesting system setup. They have also expressed interest in implementing it at their respective locations.” – Sridhar, Parent

Primary Healthcare

Access to primary healthcare is a key determinant of an individual's trajectory in life. Through community initiatives, in partnership with nonprofits, we aim to build local communities' capacity to manage their own healthcare needs and support the regular delivery of preventive and curative healthcare.

At first, community healthcare projects providing quality primary healthcare services were initiated in villages in Aurangabad's rural areas, where healthcare access was weak or non-existent. Over the last few years, our interventions have expanded to other rural areas such as Amalner, Hindupur, Sriperumbudur, Baddi, Haridwar, Devanahalli, etc. We currently focus on expanding our community healthcare interventions in low-income housing areas of major cities like Mumbai, Pune, Delhi, and Kolkata.

Through 26 projects, across nine states in India, we provide more than 1.3 million people with access to primary healthcare by addressing issues related to maternal and child health, nutrition, adolescent health, mental health, awareness, and capacity building, and through augmenting the public health system.



Case Study: Asima's Journey to Motherhood

This is the account of Asima, a 28-year-old young mother living in a peri-urban slum in Kolkata, who received a second lease on life, thanks to the timely intervention of a frontline health worker - a CINI (Child In Need Institute) didi.

Asima was battling numerous medical conditions. These included hypothyroidism, thalassemia and diabetes, apart from two miscarriages. This made her pregnancy high-risk. Abandoned by her husband, she had no one to turn to but to move back in with her parents. They also struggled to care for her. It was only when a CINI didi visited her during a door-to-door outreach program that Asima's medical condition came to light.

The CINI didi's prompt referral to an advanced medical care facility, and subsequent follow-up and counselling, made a remarkable difference to Asima's health. Despite severe medical complications, Asima's undying spirit and the tireless efforts of the CINI didi ensured that she gave birth to a healthy baby. The CINI didi continued to follow-up with Asima to ensure that she received adequate support and advice on immunizing her child.

Disaster Response

Natural disasters such as earthquakes, floods, and cyclones are an unfortunate reality of life, particularly in a geographically and climatically diverse nation like India. Whenever these catastrophes occur, underprivileged groups are disproportionately impacted. The already precarious nature of their livelihoods gets disrupted further. Since the 2001 Gujarat earthquake, we have responded to numerous natural disasters. The type of intervention and support differs. These are based on geography, culture, and the socioeconomic context. Our disaster response projects aim to strengthen communities and assist them in rebuilding their livelihoods.

In FY 2022-23, Wipro Cares collaborated with Doctors For You (DFY) during the Assam Floods, to provide comprehensive support for relief operations for flood-affected vulnerable communities in the Cachar and Nagaon districts. The assistance included emergency healthcare services and the distribution of hygiene kits to over 50,000 households.

As part of our long-term response to the Kerala floods of 2018, we collaborated with the Kottappuram Integrated Development Society (KIDS) to establish a stitching unit to provide livelihood support to women in the Thrissur and Ernakulam districts of Kerala.

Cities and Public Spaces



The role of public spaces in cities and communities in creating and fostering important human values such as social integrity, inclusion, democracy, and empathy is well established. Public spaces build a strong sense of community, increase feelings of safety and security, and encourage community members to participate in collective affairs and undertake acts of civic responsibility. The concept of ‘public space’ here refers to not just physical spaces like public parks or lakes but also intellectual and social spaces that are spiritually inclusive.

Focusing on ‘Public Spaces in Cities and Communities’ became a part of our CSR charter in 2018. This charter supports fostering inclusive public spaces in our cities, such as spaces for the arts, sports, theatre, etc., that are designed to be accessible to the public. We support two institutions – the Museum of Art and Photography (MAP) and Bangalore International Center (BIC) – in major ways as a part of this endeavor.

Bangalore International Center (BIC)

In 2018, we contributed to the Bangalore International Center (BIC) with the greater goal of promoting socially inclusive, culturally dynamic, and democratic public spaces in cities. BIC has quickly grown into a thriving physical and virtual platform for a diverse spectrum of dialogues and activities in the arts, culture and history, science and technology, education, and public governance.

Since 2019, BIC has organized over 400 events in 20+ areas, including Culture, Environment, Law, Music, Public Policy, Anthropology, Mythology, Philosophy, and others, generating over 3 lakh views for live and recorded events, including podcast listens.

BIC has also hosted discussions and exhibitions on a wide range of topics. These include 'Women of the Records,' 'The Queer Politics of Postcoloniality,' 'Music Beyond Borders,' and 'Born a Muslim.' These knowledge events have featured acclaimed speakers such as Rajmohan Gandhi, Ramachandra Guha, Kiran Mazumdar Shaw, Gopalkrishna Gandhi, and Aakar Patel, among many others.

Museum of Art & Photography (MAP)

In 2020, we made a grant to the Museum of Art and Photography (MAP) Foundation. MAP is the first major private museum in the southern part of India. The museum has about 20,000 works in six major genres: Pre-Modern Art, Popular Culture, Living Traditions, Modern and Contemporary Art, Photography and Textiles, and Craft and Design. The purpose of MAP is to make art and culture accessible to a broad and plural audience in Bengaluru and the surrounding region.

Wipro Foundation is one of MAP's founding patrons. The museum's library is named 'Wipro Library,' honoring this partnership. Across two floors, the library is a growing repository of art and art history books, including rare and unique ones. MAP's 44,000 square foot building houses five galleries, a 130-seat auditorium, the 'Wipro Library,' as well as a café and restaurant.

MAP places significant focus on making art more accessible to People with Disabilities (PwDs) by producing Individual Supported Living (ISL) content and conducting research to understand the expectations of People with Disabilities (PwDs) from museums and cultural institutions.

Wipro Cares

Wipro Cares is a not-for-profit trust that engages with our proximate communities on the issues of education for the underprivileged, including for children with disabilities, primary healthcare, and the environment. In addition, the trust also works on the long-term rehabilitation of affected communities after natural disasters. The programs supported by Wipro Cares in these domains include the 'Access to Education Program,' 'Education for Children with Disabilities,' 'Community Ecology Program,' 'Community Healthcare Program,' and 'Disaster Response Program'.

Employee engagement is an integral part of Wipro Cares. Wipro encourages employees to volunteer with its partners, act as catalysts in bringing about positive change, and learn in the process. The Wipro Cares governance framework is an excellent example of employees playing a key role in volunteering and contributions. The Wipro Cares funding model comprises three tracks: (i) Employee contribution matched by Wipro; (ii) Direct budget allocation from Wipro Ltd; (iii) 'Donations' from other companies like Wipro Enterprises Private Limited (WEL) as part of their CSR strategy.

India

The fund-raising campaign rolled out in October 2022 resulted in the addition of 13,000 contributors. With this, around 45,000 employees contribute monetarily to Wipro Cares currently. In FY 2022-23, Wipro Cares worked with 28 education partners, 17 projects in education for children with disabilities, 26 projects in primary healthcare, 5 projects in community ecology, and 2 projects in disaster rehabilitation. more than 301 employee volunteering- events were conducted, involving around 3300 volunteers contributing about 13,500 volunteering hours.

International Volunteering Engagement

International Employee Engagement: Our international volunteering engagement has a presence in 10 countries. Facilitated through Wipro Cares, its focus has been on thematic priorities such as building digital skills, inclusion, and the environment. In this context, Wipro Next Door is an effort to engage in education, health, ecology, and disaster response initiatives across Wipro campuses outside of India.

In the US, we supported 10 projects focused on developing digital skills in young people from underprivileged communities, promoting STEM education, tree plantation drives, and clean-ups in parks.

In Canada, Wiproites supported indigenous communities' well-being and mental health through partnerships with universities and nonprofits. In Brazil, we volunteered for projects that focused on providing food security to populations in the north of the country.

In the Philippines, 500 Wipro volunteers engaged in community learning and youth inclusion, planted more than 2,000 trees, supported organizations working with visually impaired individuals, and provided rations and school aid to more than 300 disadvantaged families.

In France, Wipro Cares volunteers supported children and young people in foster care, through mentoring and monetary contributions. Additionally, they also supported an animal welfare organization.

In Romania, we focused on education, digital skills, primary healthcare, and the environment, planting more than 2,000 trees. In the UK, Wipro Cares volunteers worked with an organization that supports young girls and women to pursue studies or careers in STEM. They also organized a laptop donation drive at a local school.

In partnership with Project HOPE, Wipro raised over \$180,000 and provided support to nearly 330,000 Ukrainians through the shipment of essential medicines, and medical supplies, and extended support to Project HOPE's emergency response teams for healthcare and humanitarian relief.

Globally, Wiproites also contributed to donation drives following the devastating earthquakes in Turkey and Syria.

ANNEXURES



Independent Assurance Statement

The Management and Board of Directors

Wipro Limited
Doddakanneli,
Sarjapur Road,
Bengaluru – 560 035
Karnataka, India

Scope

We have been engaged by Wipro Limited to perform a ‘limited assurance engagement,’ as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on Wipro Limited’s Sustainability performance / non-financial performance (the “Subject Matter”) contained in Wipro Limited’s (the “Company’s”) Integrated Annual Report 2022 -23 as of 31 March 2023 and for the period from 1 April 2022 to 31 March 2023 (the “Report”).

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Wipro Limited

In preparing the Sustainability performance / non-financial performance, Wipro Limited applied the GRI Standard of the Global Reporting Initiative (Criteria). Such Criteria were specifically designed for reporting the Sustainability performance / non-financial performance in the Integrated Annual Report 2022 -23; As a result, the subject matter information may not be suitable for another purpose.

Wipro Limited’s responsibilities

Wipro Limited’s management is responsible for selecting the Criteria, and for presenting the Sustainability performance / non-financial performance in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY’s responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (‘ISAE 3000’) and the terms of reference for this engagement as agreed with Wipro Limited on 19 April 2023. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures do not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the GRI Inventory and Sustainability performance / non-financial performance (subject matter) related information and applying analytical and other appropriate procedures.

Our procedures included:

- Review of the standard disclosures as per the GRI Standard of the Global Reporting Initiative regarding the company's material sustainability aspects contained in the report.
- Review of consistency of data / information within the report.
- Undertake assurance review of the data and information reported in the subject matter, at corporate level and for the following sample sites:

- Review and execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in the collection, transcription, and aggregation processes followed;
The list of indicators for which assurance has been provided is as follows:

Disclosure Title	GRI Disclosure	Wipro KPIs (Data Points)
Energy	302-1	Energy consumption within the organization
	302-2	Energy consumption outside of the organization
	302-3	Energy intensity
Water	303-1	Interactions with water as a shared resource
	303-2	Management of water discharge-related impacts
	303-3	Water withdrawal
	303-4	Water Discharge
	303-5	Water Consumption
Emissions	305-1	Direct (Scope 1) GHG emissions
	305-2	Indirect (Scope 2) GHG emissions
	305-3	Other indirect (Scope 3) GHG emissions
	305-4	GHG emissions intensity
	305-5	Reduction of GHG emissions
	305-6	Emissions of ozone-depleting substances (ODS)
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Disclosure Title	GRI Disclosure	Wipro KPIs (Data Points)
Waste	306-1	Waste generation and significant waste-related impacts
	306-2	Management of significant waste-related impacts
	306-3	Waste generated
	306-4	Waste diverted from disposal
	306-5	Waste directed to disposal
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria
Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
	401-3	Parental leave
Occupational Health and Safety	403-1	Occupational health and safety management system
	403-2	Hazard identification, risk assessment, and incident investigation
	403-3	Occupational health services
	403-4	Worker participation, consultation, and communication on occupational health and safety
	403-5	Worker training on occupational health and safety
	403-6	Promotion of worker health
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
	403-9	Work-related injuries

Disclosure Title	GRI Disclosure	Wipro KPIs (Data Points)
Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs
	404-3	Percentage of employees receiving regular performance and career development reviews
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
Security Practices	410-1	Security personnel trained in human rights policies or procedures
Local Communities	414-2	Operations with local community engagement, impact assessments, and development programs
	404-3	Operations with significant actual and potential negative impacts on local communities
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data

- For the following seven indicators ‘reasonable’ level of assurance criteria as set out in ISAE 3000 have been followed:
 - 302-1: Energy consumption within the organization
 - 303-3: Water withdrawal
 - 305-1: Direct (Scope 1) GHG emissions
 - 305-2: Indirect (Scope 2) GHG emissions
 - 305-5: Reduction of GHG emissions
 - 404-3: Percentage of employees receiving regular performance and career development reviews
 - 406-1: Incidents of discrimination and corrective actions taken
- Conduct interviews of select representatives of the Company’s management to understand the current processes in place for capturing sustainability performance data as per GRI Standards, the Company’s sustainability vision and the progress made during the reporting period;
- Evaluation of the appropriateness of quantification methods and reporting policies used, and the reasonableness of estimates made; and

- Review of the Company's plans, policies, and practices, regarding their social, environmental and sustainable development, to be able to make comments on the completeness of the reporting and the degree to which EY believes the report provides a fair and honest representation of the Company's activities.

We also performed such other procedures as we considered necessary in the circumstances.

Emphasis of matter

The assurance scope excludes:

- Data and information outside the defined reporting period-1st April 2022 to 31st March 2023
- Data and information on the economic and financial performance of the Company;
- Data, statements, and claims already available in the public domain through Annual Reports, or other sources;
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- The Company's compliance with regulations, acts, and guidelines with respect to various regulatory agencies and other legal matters.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that need to be made to Sustainability performance / non-financial performance as of 31 March 2023 and for the period from 1 April 2022 to 31 March 2023, for it to be in accordance with the Criteria.

Restricted use

This report is intended solely for the information and use of Wipro Limited and is not intended to be and should not be used by anyone other than Wipro Limited.

For and on behalf of Ernst & Young Associates LLP.



Chaitanya Kalia
(Partner)
26 July 2023
Mumbai

List of sites functional with operation control

Site Name	Formatted Address
Wipro Limited	EC4, Bangalore, No. 70/1, 2, 3, 4 & 84/1, 2, 3, 4, Doddathogur Village, Keonics Electronic City, Bengaluru - 560100, Karnataka, India
Wipro Limited	Airoli - Building No.7, Raheja Mindspace, Opp. Airoli Railway Station, Airoli, Navi Mumbai - 400708, Maharashtra, India
Wipro Limited	GNDC, Greater Noida, Plot No. 2, 3 & 4, Knowledge Park 4, Near IT Park, Gautam Budh Nagar, Greater Noida - 201306, Uttar Pradesh, India
Wipro Limited	CDC2, Chennai, 475-A, Rajiv Gandhi Salai, Sholinganallur, Chennai - 600119, Tamil Nadu, India
Wipro Limited	EC5 SEZ, Unit-1 Special Economic Zone, Sy.No. 84/1(P), 84/2(P), 84/3(P) & 84/4(P), Doddathogur, Begur Hobli, Electronic City, Bangalore South Taluk, Bengaluru - 560100, Karnataka, India
Wipro Limited	GDC, Gurgaon, Plot No. 480-481, Udyog Vihar, Phase -3, Gurgaon - 122016, Uttar Pradesh, India
Wipro Limited	HDC, Hyderabad, Survey No.124/P, Gopanpally Village & Survey No. 132/P, Vattinagunapally Village, Serilingampally Mandal, R.R. District, Hyderabad - 500095, Andhra Pradesh, India
Wipro Limited	GSMC, No.146/147, Metagalli Industrial Area, Metagalli, Mysore - 570016, Karnataka, India
Wipro Limited	PDC2, Pune, Plot No. 31, MIDC Phase-2, Rajiv Gandhi Infotech Park, Hinjewadi, Pune - 411057, Maharashtra, India
Wipro Limited	SJP2, Bangalore, Special Economic Zone (SR) Sy. No. 69(P), 71/4(P), 78/8A(P), 134(P), 76(P), 77, Doddakannelli Village, Varthur Hobli, Sarjapur Road, Bengaluru - 560035, Karnataka, India
Wipro Limited	HDC1,2&3, Hyderabad, Survey No. 203/1, Manikonda Village, Gachibowli, Hyderabad - 500032, Andhra Pradesh, India
Wipro Limited	KDC 1&2 , Special Economic Zone, Plot No. 1, 7, 8 & 9 Block DM, Sector - V, Salt Lake, Kolkatta - 700091, West Bengal, India
Wipro Limited	SJP1, Bangalore Doddakannelli Village, Sarjapur Road, Bengaluru - 560035, Karnataka, India
Wipro Limited	CDC5, SEZ Campus, ELCOT SEZ, S.No. 602/B, Medavakkam Road, Sholinganallur, Tambaram Taluk, Kancheepuram District, Chennai - 600119, Tamil Nadu, India

Site Name	Formatted Address
Wipro Limited	KODC, Software Development Centre, Info Park Special Economic Zone, Kusumagiri PO, Kakkanad, Kochi - 682030, Kerala, India
Wipro Limited	Kodathi, SY No. 91/1, 98 & 99, Kodathi Village Varthur Hobli, Sarjapur Road, Bangalore - 560035, Karnataka, India
Wipro Limited	KDC3, SBlock CN, Plot 1B, Special Economy Zone, Sector – 5, Salt lake, Kolkata - 700091, West Bengal, India
Wipro Limited	CMDC,ELCOT Special Economic zone, S.F.No.426/1 426/2 & 27/1,Vilankurchi Village, Coimbatore North Taluk, Coimbatore Dist - 641004, Tamil Nadu, India
Wipro Limited	BHDC,Wipro Limited, IDCO IT SEZ, Plot No-E/8, Infocity, Bhubaneswar - 751024, Odisha, India
Wipro Limited	Mumbai Development Center (Kensington), Unit. No. 701, 7th Floor, A-Wing Kensington SEZ Park, Hiranandani Business Park, Powai, Mumbai - 400076
Wipro Limited	Vizag Development Center (VDC), Survey #39, part of Resapuvanipalem village Old T B Hospital Premises, Rama Talkies Road ,Vishakapatnam 530013

GRI Index

STATEMENT OF USE	Wipro Ltd. has reported the information cited in this GRI content index for the period 1 April 2022 to 31 March 2023 with reference to the GRI Standards.	
GRI 1 USED	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	20
	2-2 Entities included in the organization's sustainability reporting	20
	2-3 Reporting period, frequency and contact point	20
	2-4 Restatements of information	20
	2-5 External assurance	119 to 126
	2-6 Activities, value chain and other business relationships	23
	2-7 Employees	17
	2-8 Workers who are not employees	Social Metrics - Page 8 of ESG Dashboard 2022-23
	2-9 Governance structure and composition	31 to 37
	2-10 Nomination and selection of the highest governance body	35
	2-11 Chair of the highest governance body	35
	2-12 Role of the highest governance body in overseeing the management of impacts	32
	2-13 Delegation of responsibility for managing impacts	32 to 34
	2-14 Role of the highest governance body in sustainability reporting	44 to 45
	2-15 Conflicts of interest	34
	2-16 Communication of critical concerns	42 to 43
	2-17 Collective knowledge of the highest governance body	34
	2-18 Evaluation of the performance of the highest governance body	35
	2-19 Remuneration policies	79
	2-20 Process to determine remuneration	79
	2-21 Annual total compensation ratio	Board's Report- Page 96 of the Integrated Annual Report 2022-23

	2-22 Statement on sustainable development strategy	25 to 26
	2-23 Policy commitments	37
	2-24 Embedding policy commitments	42
	2-25 Processes to remediate negative impacts	38 to 41
	2-26 Mechanisms for seeking advice and raising concerns	42 to 43
	2-27 Compliance with laws and regulations	42
	2-28 Membership associations	57
	2-29 Approach to stakeholder engagement	47 to 48
	2-30 Collective bargaining agreements	80
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	47 to 49
	3-2 List of material topics	Page 44 of the Integrated Annual report 2022-23
	3-3 Management of material topics	47
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	51
	201-2 Financial implications and other risks and opportunities due to climate change	53 to 54
	201-3 Defined benefit plan obligations and other retirement plans	52 to 53
	201-4 Financial assistance received from government	Investor Returns - Page 45 of the Integrated Annual Report 2022-23
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Financial Well-being - Page 68 of the Integrated Annual Report 2022-23
	202-2 Proportion of senior management hired from the local community	Social metrics (Share of Nationalities) - Page 14 of ESG Dashboard 2022-23
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	Page 119 & BRSR Principle 2 - Page 430 of the Integrated Annual Report 2022-23
	203-2 Significant indirect economic impacts	Community Initiatives - Page 76 of Integrated Annual Report 2022-23
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	Supplier management – Page 72 of Integrated Annual Report 2022-23

GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	42
	205-2 Communication and training about anti-corruption policies and procedures	Social Metrics (Training & Development) - Page 12 of ESG Dashboard 2022-23
	205-3 Confirmed incidents of corruption and actions taken	55
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti- trust, and monopoly practices	55
GRI 207: TAX 2019	207-1 Approach to tax	Wipro Form 20F & Global Tax Policy
	207-2 Tax governance, control, and risk management	52 to 53
	207-3 Stakeholder engagement and management of concerns related to tax	Wipro Global Tax Policy
	207-4 Country-by-country reporting	Filed with Income tax, Government of India
GRI 207: TAX 2019	207-1 Approach to tax	Wipro Form 20F & Global Tax Policy
	207-2 Tax governance, control, and risk management	52 to 53
	207-3 Stakeholder engagement and management of concerns related to tax	Wipro Global Tax Policy
	207-4 Country-by-country reporting	Filed with Income tax, Government of India
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	Not applicable to our business and industry. We are not in the manufacturing sector.
	301-2 Recycled input materials used	Not applicable to our business and industry. We are not in the manufacturing sector.
	301-3 Reclaimed products and their packaging materials	Not applicable to our business and industry. We are not in the manufacturing sector.
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	59
	302-2 Energy consumption outside of the organization	59
	302-3 Energy intensity	60
	302-4 Reduction of energy consumption	60
	302-5 Reductions in energy requirements of products and services	59 to 60

GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	64
	303-2 Management of water discharge-related impacts	64
	303-3 Water withdrawal	64
	303-4 Water discharge	Water - Page 4 of ESG Dashboard 2022-23
	303-5 Water consumption	Water - Page 4 of ESG Dashboard 2022-23
GRI 304: BIODIVERSITY 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable to our business and industry. We are not in areas proximate to protected areas and areas of high biodiversity value
	304-2 Significant impacts of activities, products and services on biodiversity	68
	304-3 Habitats protected or restored	68
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable to our business and industry
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	58
	305-2 Energy indirect (Scope 2) GHG emissions	58
	305-3 Other indirect (Scope 3) GHG emissions	62
	305-4 GHG emissions intensity	60
	305-5 Reduction of GHG emissions	62
	305-6 Emissions of ozone-depleting substances (ODS)	59
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Quality - Page 5 of ESG Dashboard 2022-23
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	67
	306-2 Management of significant waste-related impacts	67
	306-3 Waste generated	67
	306-4 Waste diverted from disposal	68
	306-5 Waste directed to disposal	68
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	96
	308-2 Negative environmental impacts in the supply chain and actions taken	97
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Hiring – Page 62 of Integrated Annual Report 2022-23
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	76 to 80
	401-3 Parental leave	79

GRI 402: LABOR/ MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	Information unavailable
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	40
	403-2 Hazard identification, risk assessment, and incident investigation	77
	403-3 Occupational health services	77
	403-4 Worker participation, consultation, and communication on occupational health and safety	77
	403-5 Worker training on occupational health and safety	77
	403-6 Promotion of worker health	77
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	77
	403-8 Workers covered by an occupational health and safety management system	77
	403-9 Work-related injuries	Social Metrics (Health & Safety) - Page 15 of ESG Dashboard 2022-23
	403-10 Work-related ill health	Social Metrics (Health & Safety) - Page 15 of ESG Dashboard 2022-23
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Social Metrics (Training & Development) - Page 12 of ESG Dashboard 2022-23
	404-2 Programs for upgrading employee skills and transition assistance programs	74 to 76
	404-3 Percentage of employees receiving regular performance and career development reviews	74 to 76
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	72
	405-2 Ratio of basic salary and remuneration of women to men	Social Metrics (Gender Pay Parity) - Page 12 of ESG Dashboard 2022-23
GRI 406: NON- DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	42
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social Metrics (Freedom of Association) - Page 14 of ESG Dashboard 2022-23
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Not applicable to our business and industry. Wipro has a Zero tolerance policy towards Child Labour

GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable to our business and industry. Wipro has a Zero tolerance policy towards Forced or Compulsory Labour
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures	78
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not Applicable - as our operations are in urban areas under city administration limits.
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	100 to 117
	413-2 Operations with significant actual and potential negative impacts on local communities	None. However, we have extensive community engagement programs in the area of ecology, education and health care in regions where we operate.
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	95
	414-2 Negative social impacts in the supply chain and actions taken	95 to 96
GRI 415: PUBLIC POLICY 2016	415-1 Political contributions	As per our Code of Business Conduct Policy, we do not make any political contributions.
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	Not applicable to our sector
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable to our sector
GRI 417: MARKETING AND LABELING 2016	417-1 Requirements for product and service information and labeling	Not applicable to our sector
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not applicable to our sector
	417-3 Incidents of non-compliance concerning marketing communications	Not applicable to our sector
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	89 to 90



Ambitions Realized.

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About Wipro Limited

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