



Sustainability
Report 2023-24

Leading with Resilience and Responsibility



Ambitions
Realized.

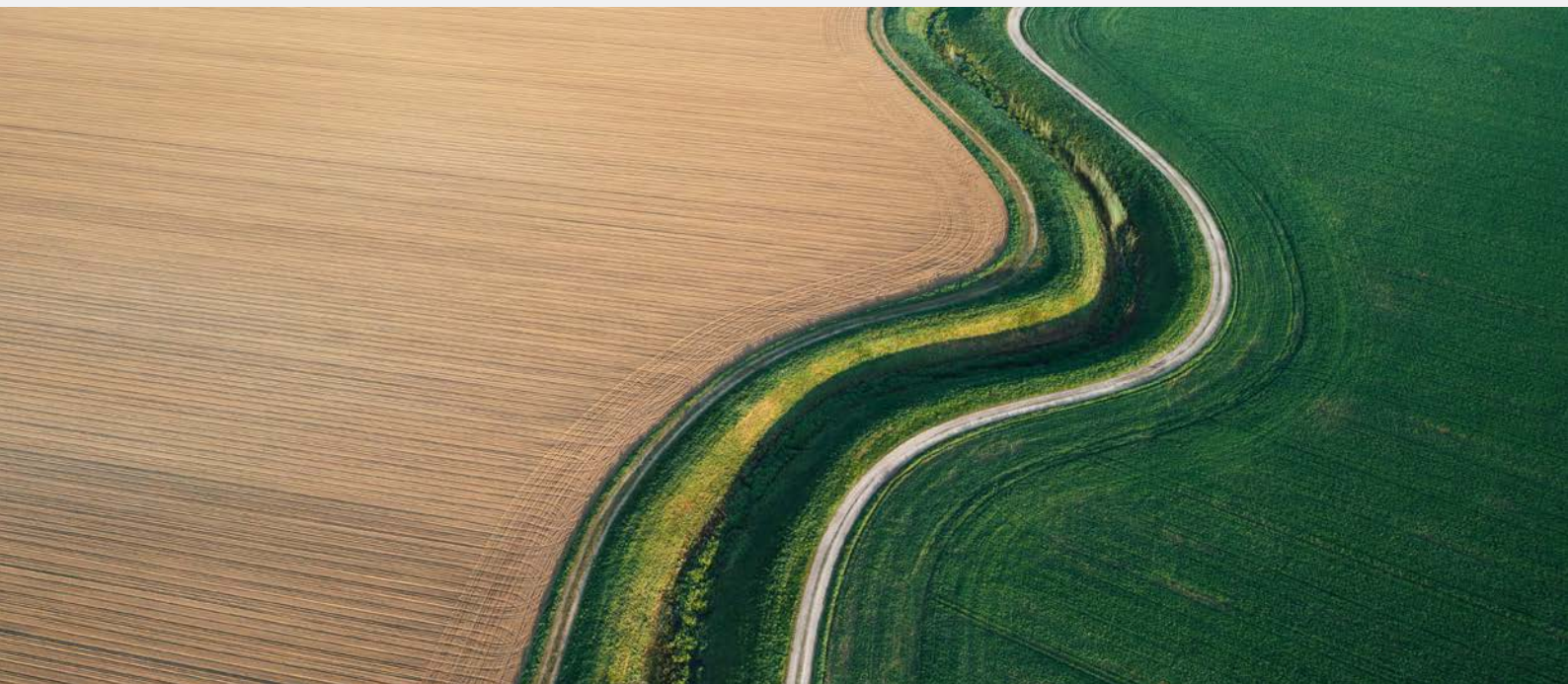


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Chairman's Letter



No single entity can solve this problem alone. It needs creativity, innovation, partnerships, transparency and collaboration among markets, governments, and civil society to drive societal progress and create a better world for future generations.

Dear Stakeholders

We are pleased to present our 17th annual sustainability report. It outlines our sustainability journey and addresses emerging challenges and opportunities in the world.

The year 2023-24 is notable for GenAI's significant rise, potentially as impactful as electricity, semiconductors, and the internet. However, this year also saw climate change worsen. There have been multiple breaches of the safe threshold of 1.5 degree centigrade rise in the global average temperature.

This duality underscores the complex nature of progress. While new technologies like GenAI offers great promise, climate change remains the defining issue of our generation. When combined with ongoing geopolitical tensions and a modest global economic recovery, it places us at a crucial moment in history. One that calls for visionary leadership and urgent, immediate action to guide us toward a more promising future.

No single entity can solve this problem alone. It needs creativity, innovation, partnerships, transparency and collaboration among markets, governments, and civil society to drive societal progress and create a better world for future generations.

In this sustainability report, we outline how we at Wipro are addressing some of these challenges. As a responsible corporation, with strong values and governance, we see our role as stewards for all our stakeholders. These include employees, customers, investors, suppliers, communities and governments. We care about our communities. We are committed to fighting climate change and recognize there is still much to do.

Last year, we introduced a new sustainability dashboard. It has seven key goals. These include Climate Change, Water Stewardship, Diversity, Equity & Inclusion, Continuous Learning, Health &



Well-being, Community Impact, and Responsible Technology Governance. This dashboard helps us track progress and adjust our goals as we move forward.

The report details our progress in all the seven areas. I encourage you to review them thoroughly. Each area is equally important and urgent. However, for this letter, I want to highlight a few key points.

Climate Change

We have placed sustainability at the core of our work and operations. We are always asking ourselves about how we can advance it with each new opportunity. For example, while GenAI offers immense possibilities, its rapid rise also presents significant energy challenges. These technologies are highly energy intensive, creating new hurdles for technology companies and energy utilities.

We continuously collaborate with our partners and clients to address these issues. We are proud to report that we are making good progress on our climate action goals.

Thanks to early investments in renewable energy and sustainable building design, we have exceeded our targets. Around 75% of our electricity in India now comes from renewable sources. This progress gives us confidence that we will achieve our 100% renewable energy goal before the target year of 2030.

We are also ahead of our targets in reducing Scope 1, 2 and 3 GHG emissions. This is due to the widespread availability of solar power at or below grid cost. It is the result of a 35-fold increase in global production capacity and a four-fold drop in prices over less than a decade.

Companies like ours are taking significant strides due to systemic improvements in solar power. However, meeting our Net Zero GHG emissions before 2040 will depend on replicating this success in other carbon-intensive sectors. These include electric mobility, low-carbon aviation, cement and steel.

Continuous Learning and Responsible Tech

There is growing evidence that employees are more motivated and productive in workplaces that respect diverse perspectives, prioritize health and well-being, and offer continuous learning and advancement opportunities.

Last year, nearly 225,000 Wipro employees, including myself, completed the basic GenAI course, with 30,000 advancing to more specialized modules. Reskilling our talent is crucial for sustaining our business and helping our clients transition to an AI-first world. However, we have adopted a broader perspective.

We want everyone at Wipro to be AI literate. This is why our training extends beyond just billable roles. This underscores our commitment to creating a future-ready workforce. We have a strong belief that widespread GenAI literacy is essential for building an equal-opportunity world.

AI is becoming more important to society. We need ethical boundaries and principles to ensure that it is used responsibly. We are developing a strong AI code of ethics. We are focusing on Responsible AI as well, integrating it throughout the entire design-to-execution cycle. We believe a human-centred approach will bridge gaps, build trust, and maximize AI's potential.



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Health and Well-being

We have refreshed our employee well-being program. It now emphasizes physical health, mental health, and community volunteering. We recognize that community volunteering enhances personal fulfilment and balance, thus improving



overall well-being. To build on this, we plan to significantly increase our employees' volunteering efforts through partnerships in education, healthcare and ecology. The goal is to prepare them as both productive professionals and engaged citizens.

Building on our longstanding commitment to education, healthcare and ecology, our efforts have reached nearly 4.5 million people. These include over 3 million children and 420,000 women of reproductive age. Moving forward, we will focus more on climate adaptation and strengthening resilience among vulnerable communities in response to the widespread impact of climate change.

Governance

We began our sustainability journey in 2008 with GRI (Global Reporting Initiative) as our core framework. We still consider it as the gold standard for disclosures. We also participate in other reporting frameworks required by regulations or requested by customers and investors.

This proliferation of frameworks can potentially help draw more companies into the sustainability space. However, we are aware of the risk of 'compliance fatigue.' This may lead to a checkbox-ticking mentality. Business must work closely with regulators to prevent this from happening, while also maintaining rigorous standards.

I want to emphasize that we highly value transparency and rigor in our disclosures. For instance, we are among the few companies worldwide that publish a monetary valuation of our environmental footprint. This year marks eight years since we began reporting our

Environmental Profit & Loss statement. For FY24, our environmental impact quantified in monetary terms (including GHG emissions, air pollution, water consumption, solid waste and land use) amounted to \$25,000 per million in revenue, or 2.5% of our annual revenues.

Moving forward, we will expand the scope. We plan to include the positive valuation of sustainability solutions for customers and human and social capital, providing a more comprehensive view of the shared value we create.

In conclusion, sustainability is fundamentally about "we" and "us" - the power of collective and collaborative efforts. Embracing this transformative spirit, we acknowledge and value the contributions of all our stakeholders. We look forward to a more fruitful journey ahead with your continued support and involvement.

Thank You

Rishad A. Premji
Chairman



Overview

- › ESG Highlights
- › Report Profile

Wipro Limited is a global leader in IT services, offering innovative solutions in digital strategy, consulting, and IT services. We operate across four main areas: IT Services (including Wipro FullStride Cloud and Wipro Consulting), IT Products in India, and ISRE services for Indian government entities.

Our vision is to drive client transformations through advanced AI and technology while upholding our core values of client success, respect, global responsibility, and integrity.

This 17th Sustainability Report highlights our stakeholder-centric approach. We carefully track key performance indicators (KPIs) following GRI and ISO standards, with assurance by Deloitte Haskins and Sells LLP. Our commitment to transparency is demonstrated through active engagement with industry leaders and a strong policy framework aimed at our ESG goals.

We align with UNSDGs to advance health, economic growth, clean energy, and education, reflecting our dedication to a sustainable future.



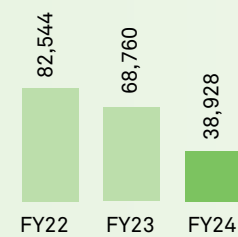


ESG Highlights



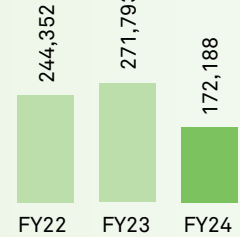
38,928

Scope 1&2 Emissions
(tons of CO2 eq)



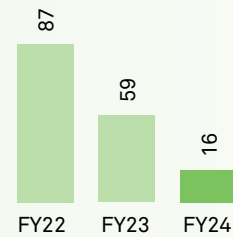
172,188

Scope 3 Emissions
(tons of CO2 eq)



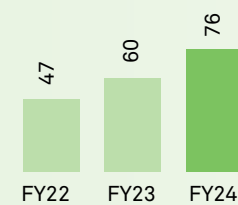
16

Scope 1 & 2 Emission Intensity by Area
(Kg CO2 per sq. Mt. per annum)



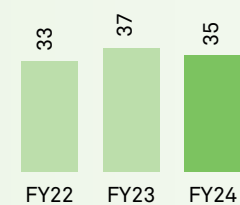
76

Renewable Energy
Total Energy Consumption (%)



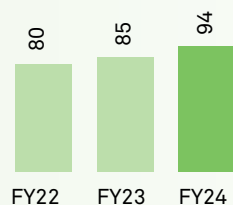
35

Water Used
Total Water Consumption (%)



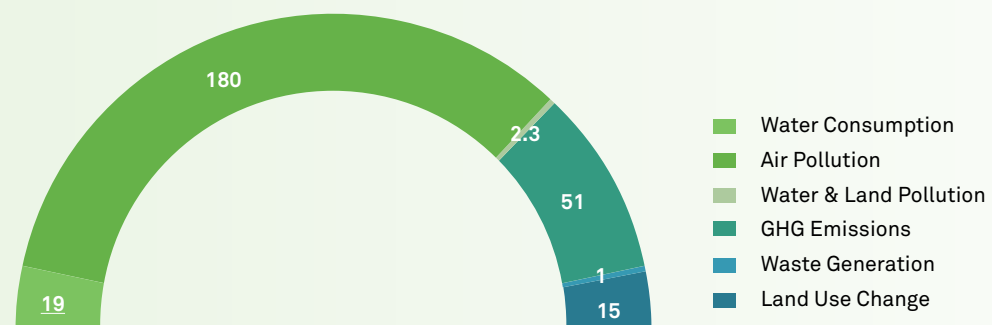
94

Waste Recycled
(Excl. C&D)
Waste Recycled (%)



270

NCV Valuation
Impact in \$ Mn



234,054

Total Employees

36.6%

Women Employees

146

Nationalities in Workforce



150+ Partners

Engaged in Community Education Initiatives

420,000

Women in the Reproductive Age Group Reached

1,664

Persons with Disabilities (Based on Voluntary Self-Declaration)

47,000

Total Employees Engaged with Wipro Cares (Volunteering, Monetary Contribution, or Both)

12.9 mn

Skilling Hours Completed

2.96 mn

Children Reached

62,000+

Children with Disabilities Reached



\$10.8 bn

IT Services Revenue

760 bps

Increase in Customer Net Promoter Score

25.56%

Supplier Diversity Spend



Report Profile

About Wipro

Wipro Limited (NYSE: WIT, 507685, NSE: WIPRO) is a leading provider of IT services to enterprises across the globe. Our IT Services business provides a range of IT and IT-enabled services which include digital strategy advisory, customer-centric design, technology consulting, IT consulting, custom application design, development, re-engineering and maintenance, systems integration, package implementation, global infrastructure services, analytics services, business process services, research and development, and hardware and software design to leading enterprises worldwide. It is recognized globally for its comprehensive portfolio of services, strong commitment to sustainability, and good corporate citizenship.

Our business comprises of:

IT Services - Our IT service offerings are categorized under four Global Business Lines (GBLs)- Wipro FullStride Cloud, Wipro Enterprise Futuring, Wipro Engineering Edge, and Wipro Consulting.

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 comprises 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. We selectively bid for system integrator (SI) projects.

Wipro's Vision and Values

Our Vision is to

- Be a trusted partner to our clients in their transformation journey and enable them to achieve leadership in their respective industries; orchestrate value for our clients as part of their transformation journey through sector-focused 'AI-powered,' 'Business Solutions,' 'Digital' and 'Technology' capabilities, cutting-edge innovation, leveraging our strategic ecosystem partnerships and our world-class talent; and stay resolute in our commitment to the environment, societies and communities in which we live and work.

The Spirit of Wipro reflects the essence of core values and virtue.

- **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, cultures, and people.
- **Be global and responsible:**
We will be global in our thinking and 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 more than merely following the law. 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.



Organization Details

[GRI 2-1](#)

Organization Name	Wipro Limited
Nature of Ownership	A publicly owned, incorporated entity
Corporate Address	Doddakannelli, Sarjapur Road, Bengaluru-560035, Karnataka, India

Entities Included in Sustainability Reporting

[GRI 2-2](#)

Financial performance and employee metrics are for all geographies, while environmental performance indicators are primarily for India. Any other qualitative reporting, unless otherwise specified, includes all geographies.

Reporting Period and Contact

[GRI 2-3](#)

Reporting Timeframe (frequency)	April 1, 2023 to March 31, 2024 (Annually)
Link to the previous report	Wipro Sustainability Report FY22-23
Contact Point	P S NARAYAN Global Head of Sustainability & Social Initiatives, Wipro Limited Email: narayan.pan@wipro.com +91 080 25056766 (India)
Geographies	America Europe India Japan Middle East Asia Pacific
Businesses	Wipro Technologies Wipro Business Process Services
Publication Date	August 9, 2024
Reporting Boundary	Standalone

Our reporting approach is stakeholder-centric. This is our 17th Sustainability Report. It adheres to GRI guidelines and meticulously tracks all key performance indicators (KPIs). Since the financial year 2019-20, we have also followed ISO26000 guidelines. Since the first year, our reports have been subject to the highest standards of independent, third-party scrutiny, which helps incorporate improvements into our sustainability programs and initiatives. Key identified GRI

disclosures and parameters in this report have been assured at a limited level by Deloitte Haskins & Sells LLP.

We welcome our readers' feedback, points of view, and suggestions on Wipro's Sustainability Report 2023-24. Your honest feedback will enable us to strengthen and improve our sustainability program. You may write to eco.eye@wipro.com



Membership of Associations

[GRI 2-28](#)

Sustainability being a multi-stakeholder game requires aligning with the right networks which acts as a force multiplier for our business. Wipro actively engaged with many top industry chambers/associations having an international reach of trade. We are in the leadership position at CII-Greenco. We actively participate in stakeholder consultations with NASSCOM, BfN (Business for Nature), WEF (World Economic Forum), Alliance for Clean Air, and REI (Responsible Energy Initiative). We also actively engage with CRB (Centre for Responsible Business), CII, the US Chamber of Commerce, BITKOM, IFCCI, and TechUK.

Our contributions to industry associations this year are as follows:

Industry Association	From	To	Fee (\$)
NASSCOM	Apr-23	Mar-24	85,801
BITKOM	Jan-23	Dec-24	53,340
US CC	Jun-23	Jul-24	25,000

Embedding Policy Commitments

[GRI 2-24](#)

Our Materiality Section outlines the key ESG and sustainability topics that are most material to us, as identified through our stakeholder engagements with our key stakeholders - employees, customers, suppliers, investors, and local communities. We engage with our stakeholders through various forums regularly. Through these engagements, we have identified key material topics, such as environmental impact, corporate social responsibility, health and safety, human rights, and business conduct.

Each of our ESG goals is linked to the policies that govern them. These commitments are integrated into the strategy of each Function, and procedures and processes are outlined for working toward these commitments. These policies are developed based on globally accepted frameworks and norms, industry benchmarking, and consultations with senior leadership, experts, and our identified stakeholders. Some policies we have developed

are the Code of Business Conduct, Environmental Policy, Corporate Social Responsibility, Wipro Health and Safety Policy, Wipro Supplier Code of Conduct, and Human Rights Policy. More details are provided in the Materiality section of this report.

The ownership of the policies rests with the respective Function, which is also responsible for the implementation of the ESG goals. The ESG commitments are integrated into the strategy of each Function, and procedures and processes are outlined for working towards these commitments. Employees are regularly trained in the expectations of these policies. The employee training portal makes available all the relevant training for each Function to enable employees to build their capacity.

Process to Remediate Negative Impacts

[GRI 2-25](#)

We encourage our employees to report any fraudulent financial or other information, instances of a leak or suspected leak of unpublished price-sensitive information, and any conduct that violates the company's code of business conduct. We ensure that these reports can be made anonymously if desired. We strictly prohibit discrimination, retaliation, or harassment against any employee who reports under the Vigil Mechanism or participates in the investigation.

Mechanisms for Seeking Advice and Raising Concerns

[GRI 2-26](#)

Our company has implemented an Ombuds process, in accordance with Section 177(9) and (10) of the Companies Act, 2013, Regulation 22 of the Listing Regulations, and Regulation 9A of the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015. This process serves as a mechanism for receiving and addressing complaints from employees and directors.



We create awareness of our policies by sending group mailers that highlight the actions taken against errant employees. The mechanism followed under the Ombuds process is displayed on the company's intranet and website.

All complaints received through the Ombuds process are reviewed and approved by the Chief Ombuds person or designate. Employees and stakeholders can register their concerns by sending an email or through our web-based portal.

Following an investigation of the concerns received, a decision is made by the appropriate authority based on the findings of the investigation. If the complainant is non-responsive for more than 15 days, the concern may be closed without further action.

During the financial year 2023-24, we received 1222 complaints, disposed off 1230 complaints (including open cases from last year), and had 76 complaints pending at the end of the financial year. All cases were investigated, and actions were taken as deemed appropriate. 18% of these cases were reported anonymously. The top categories of complaints were non-adherence to internal policy/process (40%), hiring-related concerns (14%), and behavioral

issues (13%). Most cases were resolved through the engagement of other internal functions, mediation, or closed as they were unsubstantiated.

The Audit, Risk, and Compliance Committee periodically reviews the functioning of this mechanism. We ensure that no personnel of the company are denied access to the Audit, Risk, and Compliance Committee.

Statement on Sustainable Development Goals

[GRI 2-22](#)

At Wipro, our commitment to sustainability and social responsibility is at the heart of everything we do. We align our operations with the United Nations Sustainable Development Goals (UNSDGs), a global blueprint for a better and more sustainable future. These goals focus on achieving sustainable development across three dimensions – economic, social and environmental – in a balanced and integrated manner.

Out of 17 interconnected goals, addressing the world's most pressing challenges, the following are relevant to Wipro and its businesses and have a direct positive impact through our initiatives.





	SDGs	Goals	Wipro's Initiative
	SDG 3 Good Health and Well-being	Ensure healthy lives and promote well-being for all at all ages	Employee well-being and safety
	SDG 8 Decent Work and Economic Growth	Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.	Workplace sustainability
	SDG 6 Clean Water and Sanitation	Ensure universal and equitable access to safe and affordable drinking water; Improve water quality by reducing pollution.	Water circularity efforts within Wipro; Wipro Foundation working with communities
	SDG 7 Affordable and Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all.	Wipro's transition to renewable energy
	SDG 11 Sustainable Cities and Communities	Make cities inclusive, safe, resilient and sustainable.	Wipro Foundation's Urban Ecology program
	SDG 12 Responsible consumption and production	Ensure sustainable consumption and production patterns.	
	SDG 4 Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Wipro Foundation's community initiatives
	SDG 9 Industry Innovation and Infrastructure	Build resilient infrastructure, promote sustainable industrialization, and foster innovation.	Lab 45 and Lab 45 Think Tank
	SDG 17 Partnerships for the goals	Strengthen the means of implementation and revitalize the global partnership for sustainable development.	Advocacy with different stakeholder groups



Governance

- › Board and ESG
- › Sustainability Governance
- › Risk Management
- › Wipro and its Stakeholders

At Wipro, our ESG strategy seamlessly aligns with our business goals, guided by our Spirit of Wipro values and robust governance framework. Our Board of Directors play a pivotal role, blending diverse expertise with ethical oversight.

Our governance is rigorous, adhering to GRI and ISO26000 standards, and validated by Deloitte Haskins and Sells LLP. The Board is supported by specialized committees: Audit, Risk, and Compliance; Nomination and Remuneration; and Administrative and Shareholders/Investors Grievance. These bodies oversee key areas like director selection, performance evaluation, and stakeholder engagement.

We emphasize transparency through anti-corruption policies and sustainability initiatives, earning significant accolades. Stakeholder engagement is key, involving employees, customers, investors, suppliers, local communities, and government bodies. Our thorough engagement process, aligned with GRI Standards and AA1000 principles, distils 50 topics into 25 key issues across eight themes, with ESG goals like achieving Net Zero emissions by 2040.





Board and ESG

Overview

An effective ESG strategy is one that is aligned with and incorporated into the company's long-term business strategy. This section outlines Wipro's corporate governance practices related to environmental, social and governance (ESG) issues. At Wipro, the Spirit of Wipro values and the Five Habits form the basis of our corporate governance and operations. We are committed to protecting the interests of all stakeholders by institutionalizing a strong system of checks and balances, promote transparency, ensuring compliance, and embedding a culture of integrity and accountability at each level of the organization.

At the heart of this commitment is the Board of Directors. Their role is not just to oversee and guide but to inspire and drive meaningful change. They foster a culture of ethical conduct and transparency, ensuring that Wipro remains resilient, agile, and capable of navigating challenges in a rapidly evolving business

landscape. Our approach to corporate governance covers the key aspects of governance, its structure, composition, roles and responsibilities.

Our Corporate Governance philosophy is put into practice at Wipro through the following four functional layers, namely:

- By Shareholders
- By Board of Directors
- By Committees of Boards of Directors
- By management process
 - Risk management
 - Code of business conduct
 - Compliance framework
 - The Ombuds process

Read Wipro's corporate governance guidelines

[Click Here](#)

Governance Structure and Composition

[GRI 2-9](#)

The Board of Directors has designated one Independent Director as Lead Independent Director. They are responsible for coordinating the activities of other Independent Directors and performing various other duties. Two of the six Independent Directors are women. The Board is well diversified in terms of age, skills,

knowledge, experience, industry background, and perspectives. These economic and social aspects play a role in the Board Nomination process, ensuring the selection of a Board that can act in the best interests of the company and its stakeholders.



Rishad A. Premji



Azim H. Premji



Srinivas Pallia



Tulsi Naidu



Patrick J Ennis



Patrick Dupuis



Deepak Satwalekar



Paivi Fleischer



Kannan Srinivasa

Name	Appointment	Position at Wipro Limited	Other Significant Positions	Diversity Category	Competencies	Stakeholder Representation
Rishad A. Premji	May 1, 2015	Executive Director and Chairman	Wipro Executive Committee		Administrative and Shareholder	Yes
Azim H. Premji	September 1, 1998	Non-executive, non-independent Director				
Srinivas Pallia	April 7, 2024	Chief Executive Officer and Managing Director	Wipro Executive Committee			
Tulsi Naidu	July 1, 2020	Independent Director	CEO of Asia Pacific of Zurich Insurance Group, a member of their Executive Committee, a trustee of their Foundation, and a member of the Board of Directors of Zurich Australia Limited	Woman	Audit, risk, compliance and Nomination, Remuneration	
Patrick J Ennis	April 1, 2016	Independent Director	Venture Partner at Madrona Venture Group and on the Boards of Yoodli Inc. and Tangibly Inc		Administrative and Shareholder	
Patrick Dupuis	April 1, 2016	Independent Director	Provides executive coaching for c-suite and mid-career executives		Nomination and Remuneration	
Deepak Satwalekar	July 1, 2020	Lead Independent Director	Chairman of Home First Finance Company India Limited and Board of Germinait Solutions Private Limited		Audit, Risk and Compliance; Nomination and Remuneration; Administrative and Shareholder	
Paivi Fleischer	October 1, 2022	Independent Director	Chair of the Board of Directors of SEBA Bank AG, Director at Konecranes Plc and WithSecure Plc	Woman	Administrative and Shareholder	
Kannan Srinivasa	October 1, 2023	Independent Director	Board of the National Bank for Financing Infrastructure and Development and Bangalore International Airport Limited		Audit, Risk and Compliance	

Detailed profiles for Wipro's Board of Directors can be viewed [here](#).



Committees formed by the Board include:

- Audit, Risk and Compliance Committee
- Nomination and Remuneration Committee
- Administrative and Shareholders/Investors
- Grievance Committee

The most up-to-date charter for each committee can be found [here](#).

Nomination and Selection of the Highest Governance Body

[GRI 2-10](#)

The Nomination and Remuneration Committee leads the nomination and selection process for appointing Directors. 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.' It is also responsible for conducting an annual performance assessment for Board Members and the Board's operations in accordance with the Corporate Governance Guidelines.

Chair of the Highest Governance Body

[GRI 2-11](#)

Rishad Premji is the Chairman of the Board of Directors. He is also the Executive Chairman of Wipro Limited.

Role of the Highest Governance Body in Impact Oversight

[GRI 2-12](#)

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 is responsible for reviewing the Company's policies on Corporate Social Responsibility, including public issues significant to Wipro 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 in line with the defined priorities and goals. The sustainability team also presents a quarterly report to the Chairman and the Board CSR Committee.

The sustainability organization includes functional groups namely Business Sustainability, Wipro Cares, and Wipro Foundation. Collectively, they pull together different strands of our sustainability initiatives and steer it in a defined direction.

Delegating Responsibility for Impact Management

[GRI 2-13](#)

All key organizational stakeholders have vested responsibilities related to planning, execution, evangelization, review, as well as advocacy of the sustainability agenda of the company. The roles and responsibilities are represented below.



	Planning and Review	Execution	Internal Evangelizing	External Advocacy
Board of Directors	✓			
Executive Board	✓		✓	✓
Business Leadership	✓		✓	✓
Facilities Management Group	✓	✓		
Infrastructure Creation Group	✓	✓		
Business Sustainability Office	✓		✓	✓
Employee Chapters			✓	
Human Resources	✓		✓	✓
Finance	✓			
Corporate Affairs, Brand and Communication			✓	✓
Risk Office	✓		✓	
Legal and Compliance			✓	



Conflicts of Interest

[GRI 2-15](#)

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 policies related to conflicts of interest can be found [here](#).

Wipro is a promoter group-led company with promoters having 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 [here](#).

Wipro's COBC provides comprehensive guidelines for all business transactions, covering critical aspects such as customer relations, confidentiality, intellectual property, and ethical behavior. 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 regularly reviewed by the Legal and Compliance team ensuring it stays current with trends and changes in corporate ethics, benchmarking 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 non-compliance with the non-negotiable aspects of COBC, e.g., child labor, anti-corruption, etc. 360-degree feedback process rates Wipro managers on how well they align with the principle of unyielding integrity. The full COBC can be found [here](#). The COBC covers the requirements of 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 and the geographies selected are based on the relative ranking in Transparency International ranking of countries we operate in.

Communication of Critical Concerns

[GRI 2-16](#)

Wipro has adopted a mechanism for employees and directors to seek advice and raise concerns about responsible business conduct in Wipro's operations and business relationships through Ombuds Policy. 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. The detailed policy can be found [here](#).

Collective Knowledge of the Highest Governance Body

[GRI 2-17](#)

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. Details on the familiarization programs can be found [here](#).

Collective Knowledge of the Highest Governance Body

[GRI 2-18](#)

In line with the Corporate Governance Guidelines of the Company, an Annual Performance Evaluation was conducted for all Board Members and for the working of the Board and its Committees. This evaluation was internally conducted and led by the Chairman of the Nomination and Remuneration Committee with specific focus on performance and effective functioning of the Board. The Board evaluation framework has been designed in compliance with the requirements under the Companies Act, 2013 and the Listing Regulations, and in accordance with the Guidance Note on Board Evaluation issued by SEBI in January 2017. The Board evaluation was conducted through questionnaire designed with qualitative parameters and feedback based on ratings. The outcome of the Board Evaluation for the financial year 2023-24 was discussed by the Nomination and Remuneration Committee and the Board at their respective meetings held in April 2024. The Board has received highest ratings on Board communication and relationships, demonstrating highest level of integrity in identifying, disclosing and managing potential conflicts of interest, legal and financial duties of the Board and composition and role of the Board. The Board noted the actions taken to improve Board effectiveness based on feedback given in the previous year. Considering the external environment, the Board recommended focusing on the area of risk management and execution.



- Board – based on criteria such as composition and role of the Board, Board communication and relationships, functioning of Board Committees, review of the performance of the Executive Directors, succession planning, strategic planning, etc. It involved a questionnaire with qualitative criteria and rating-based feedback.
- Committees – 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.
- Directors – 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.

Remuneration Policies

[GRI 2-19](#)

The Board, on the recommendation of the Nomination and Remuneration Committee, has framed the policy for selection and appointment of Directors including determining qualifications and independence of a Director, Key Managerial Personnel (“KMP”), Senior Management Personnel and their remuneration as part of its

charter and other matters provided under Section 178(3) of the Companies Act, 2013. The policy can be found [here](#).

For details regarding the remuneration of the Board, please refer to Annexure I and Page 134 of the [Wipro's Integrated Annual Report FY2023-24](#).

For details regarding the remuneration of senior management, please refer to Annexure II of the [Wipro's Integrated Annual Report FY2023-24](#).

For details regarding the designing of remuneration policy and the determination of remuneration please refer to Pages 133-134 of the [Wipro's Integrated Annual Report FY2023-24](#).

Anti-Corruption, Competitive Practices and Tax

[GRI 205,206,207](#)

Our code of conduct and the supplier code of conduct cover the requirements of the Foreign Corrupt Practices Act (FCPA) and the UK anti-bribery act. High risk functions assessed are procurement, talent acquisition, CMF, HR, FMG, sales. High-risk geographies are selected based on the relative ranking in the Transparency International ranking of the countries we operate in.

For further details of Wipro's corporate governance guidelines and policies, refer to [Amended CG Guidelines \(wipro.com\)](#)



Sustainability Governance

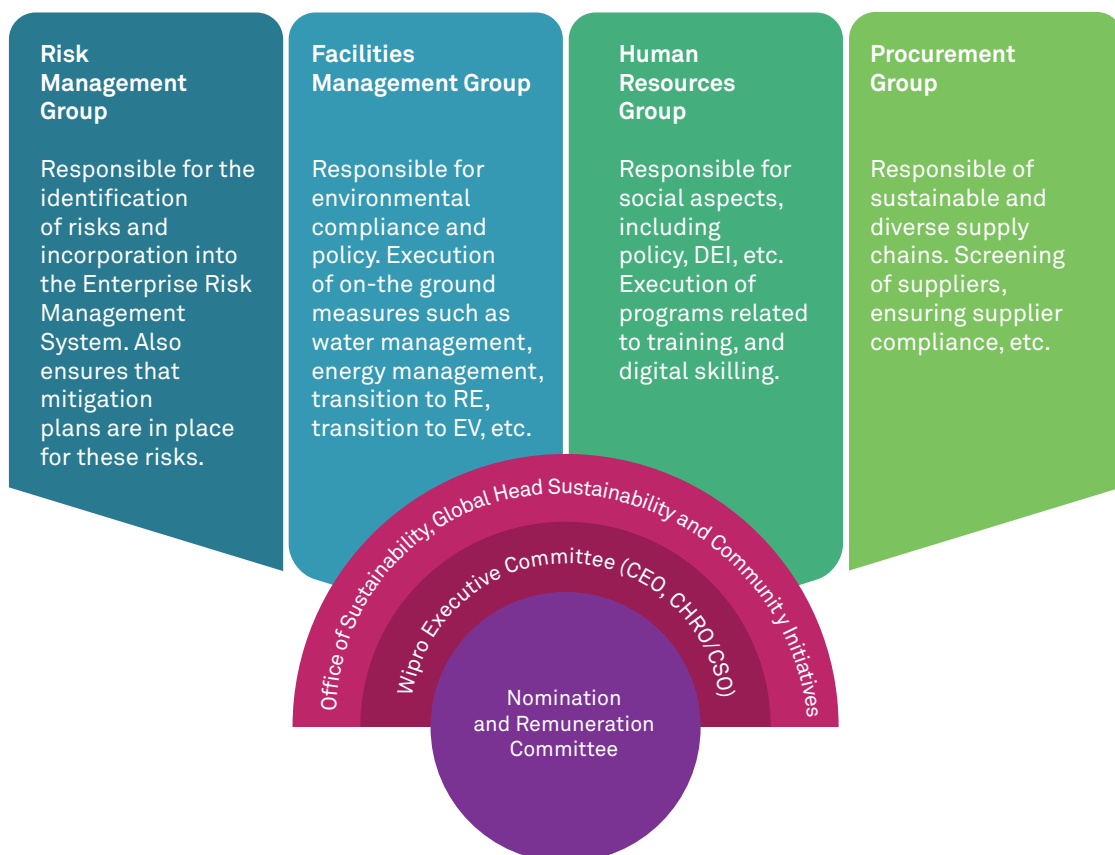
GRI 2-14

Wipro's sustainability program is boundaryless. It includes corporate sustainability - the organization running its business with integrity while ensuring that the ecological footprint of its operations is minimized; and community initiatives - looking beyond the boundaries of the organization and contributing toward the development of the larger community.

Wipro's journey of creating sustainable governance starts with aligning its governance with sustainability goals. Wipro's sustainability program is governed by the Nomination and Remuneration Committee comprising of

independent directors. This is followed by the Wipro Executive Committee, including the Chairman and CEO. The Chief Human Resources Officer also acts as the Chief Sustainability Officer, and reports to the Wipro Executive Committee. Their collective vision shapes Wipro's sustainability strategy, ensuring alignment with global best practices and emerging trends. We recognize that sustainable governance is not an isolated function but a collaborative effort across hierarchies and functions. This is not possible without the collaborative efforts of different cross-functional teams .

Governance Framework



The Global Operations Team – architecting sustainable processes, strategies and mitigation measures.
The People Function – nurturing diversity, well-being, talent and managing the workforce.
Investor Relations – engaging with investors, weaving sustainability into financial narratives.
The Legal Team – ensuring compliance, ethical conduct, and safeguarding commitment to responsible business.



Reporting Structure

Wipro follows a meticulous reporting structure. We operate our multiple sustainability initiatives based on the principle of building a coalition of partners, both internal and external. The Global Head of Sustainability oversees the operation of sustainability programs and reporting. This includes the responsibility of formally reviewing and approving sustainability disclosures and

seeking assurance for reports. The overarching responsibility for our sustainability charter rests with our Chief Sustainability Officer who reports to the Chairman. The CSO is also part of the Group Executive Council, the senior-most executive body, which comprises of a core group of corporate leaders.

Risk Management

An effective risk management process is crucial for proactively identifying, assessing, and mitigating potential threats to an organization's goals. This section explores Wipro's systematic risk management framework, ensuring informed decision-making and improved project outcomes.

Risk Management Framework

Our Next-Gen Risk Management framework is based on globally recognized standards and industry best practices. It is designed to be agile to proactively navigate uncertainties and capitalize on the opportunities in this dynamic business environment. The framework enables and supports business objectives through risk-intelligent assessments while focusing on the continuous identification and mitigation of all categories of risks, including emerging risks. We further strengthen our framework through the adoption of Generative AI. The framework has been digitized to enable businesses to make faster, informed, and quality risk-based decisions, encouraging a risk-resilient culture. It is administered by the Audit, Risk, and Compliance Committee of the Board and is supported by a multi-layered risk governance structure across the organization.

Risk Management Process

Our Operational Risk Framework (ORF), enables comprehensive risk identification through a collaborative approach between 1st, 2nd, and 3rd lines of defense, across all risk categories. The first line of defense is the Function. The second line of defense can be the Information security

team, risk management team, data privacy team, or business resilience team, based on the type of risk. The third line of defense is the Internal Audit team which directly reports to the Board. Wipro has a rigorous process to identify, manage, and mitigate risks, as explained below. We do this through our internal portal where the Risk & Governance module is housed. This module manages the risk process across the risk lifecycle—Risk identification, risk assessment -impact, likelihood, velocity, net & residual severity, monitoring controls & their effectiveness, treatment, and reporting.

Risk Identification and Exposure

Risk identification in each category is done through an analysis of regulatory and business requirements as well as customer feedback. A detailed risk exposure is conducted at the Function level to identify the potential impact magnitude and likelihood of risk occurrence. In addition, stakeholder engagement, brainstorming sessions, and scenario planning exercises are conducted to refine risk identification further. Every function maintains a Risk Register with the identified risks within their respective functions. Identified risks are tracked through the Risk and Governance module in our internal module.

The Chief Risk Officer (CRO) every quarter reviews all the top risks with the Audit, Risk, and Compliance Committee to the Board. In addition, the internal audit findings are also shared with the CRO. All our top risks are reported in the Annual Report. Please refer to page 92 of the [Wipro's Integrated Annual Report FY2023-24](#).



Risk Assessment

Every risk is assessed periodically for progress. The frequency of assessment depends upon the severity of the risk and could range from monthly to quarterly.

Risk Appetite and Tolerance

Risk appetite defines the level of risk that a company is willing to accept. The Risk Governance committee goes through a rigorous process and works closely with the Business, Functions, and Enterprise Risk Management (ERM) team to set the risk appetite and tolerance. The Risk Appetite Framework empowers Wipro Business units (Strategic Market Units and Global Business Lines) and Functions to make independent decisions based on their risk tolerance and the performance of Key Risk Indicators (KRIs). KRIs and tolerance limits are revisited yearly based on Strategic Priorities and Key Performance Indicators set for the financial year and inputs from external consulting firms. Wipro has a well-established quarterly process to assess risk performance for Key Risk Indicators (KRIs) by Functions and Business units. Business units (Strategic Market Units and Global Business Lines) and Functions define a 'Mitigation Action Plan' for any KRIs that are underperforming. Risk Appetite Dashboard is published to Business units (Strategic Market Units and Global Business Lines) and Functions heads, CXOs, and CROs with details of KRIs, their performance, and trends.

Risk Treatment

Every function has to ensure that its risks are within the appetite and tolerance limits set by the organization. They work closely with the second lines of defense to strengthen processes and controls.

Risk Monitoring and Reporting

All open risks are monitored on an ongoing basis by the functions and reported to the risk governance committee. Top risks across the

organization are reviewed quarterly with the Audit, Risk, and Compliance Committee on the Board. Ongoing top risks and their mitigation plans are reviewed with the Risk and Governance Committee consisting of leaders from Business and Functions. Also, there are Risk Councils at Business, Functions, Geography, Location, and Risk Theme levels (Responsible usage of GenAI, Anti-Bribery and Anti-Corruption (ABAC), etc.).

Risk Audit

Stress testing at defined frequencies is done by the various second lines of defense – risk management, cybersecurity and information security, data privacy, or business resilience, and the third line of defense – internal audit committees. The internal audit process is aligned with the ISO 31000 guidelines. Following that, the internal audit's findings are reported to the Board's Audit, Risk, and Compliance Committee every quarter.

Our Risk Management process is benchmarked by third-party organizations, such as the Big 4 consulting companies. In FY24, we received an encouraging benchmarking score (92%) and an acknowledgment that Wipro has achieved an advanced level of maturity concerning its ERM practices.

Risk Management Policies

Wipro has several risk management policies and frameworks, e.g., those relating to Cybersecurity and Information Security, Data Privacy, Risk Assurance which defines risk ownership, Risk Appetite and Tolerance, Risk Acceptance and Retiral Policy, Country Risk Framework, Anti-Bribery and Anti-Corruption (ABAC) program, Emerging Risk and Risk Framework for Acquired Entity. These are some of the policies that help us timely identify and manage risks effectively.

Risk Culture

In an era where cyber threats are evolving and escalating in their sophistication, a robust and comprehensive cybersecurity strategy is paramount. Wipro's Enterprise Risk Culture and Awareness Program exemplifies a holistic approach to cybersecurity, weaving together various critical components into a cohesive overall strategy.

Strategic Framework and Intervention Models

At the core of the Enterprise Risk Culture Awareness Program lies a well-architected

strategic framework. This framework is designed to pre-emptively identify potential phishing threats and to equip employees with the knowledge and tools necessary to mitigate these risks. The strategy encompasses a range of intervention models, including simulated phishing exercises, real-time threat analysis, and adaptive learning modules. These interventions are not static. They evolve in response to the changing tactics of cyber adversaries, ensuring that the organization's defenses remain robust and proactive.

Employee Lifecycle and InfoSec Programs Integration



Employees are introduced to the fundamentals of cybersecurity from the moment they join the organization. This education which is based on the NIST 2 standards continues through their career at Wipro, with advanced modules and training sessions designed to address the evolving threat landscape. This lifecycle approach ensures that every employee, regardless of their tenure or role, possesses a solid foundation in cybersecurity principles and practices.

E-Modules and Instructor-Led Trainings

A distinguishing feature of the Enterprise Risk Culture Awareness Program is the blend of e-modules and instructor-led training. This hybrid model caters to diverse learning preferences, allowing employees to engage with the material in a manner that best suits their learning style.

Fostering an InfoSec Culture and Awareness

This is done through regular communications, awareness campaigns, and engagement activities. The program seeks to embed cybersecurity into the organizational DNA.



Enterprise Phishing Simulation Program

This initiative provides employees a hands-on experience in identifying and responding to phishing attempts. By simulating real-world phishing scenarios (that are periodically reviewed and updated), the program helps sharpen employees' vigilance and improves their ability to recognize and report potential threats.

Expansion of Role-Based Awareness Training

Recognizing that different roles within the organization face unique cybersecurity challenges, the program includes an expansion

of role-based awareness training. These trainings are tailored to the specific needs and risk profiles of various roles from senior leadership to new hires, Finance, HR, GPO, etc., providing targeted awareness and resources. These role-based trainings ensure all employees are equipped to protect themselves and the organization from cyber threats.

Through this holistic approach, Wipro is preparing its employees to defend against phishing and other cyber threats while fostering an organizational culture where cybersecurity is everyone's responsibility.

Awards and Accolades for FY 2023-24

- ☆ Wipro has been selected as a Dow Jones Sustainability World Index (DJSI) member for the 14th consecutive year
- ☆ Received Gold in the EcoVadis Sustainability Rating 2022
- ☆ Recognized as among the '100 Best Companies for Women in India' for five consecutive years and featured in the '100 Best – Hall of Fame' by Avtar and Seramount in Best Companies for Women in India (BCWI)
- ☆ Winner of the NASSCOM AON DEI Champions 2023 Award for "PWD Inclusion – Tech"
- ☆ Ranked as a 'Leader in Sustainability and ESG Services' by ISG in Australia, the UK, and the US
- ☆ India Workplace Equality Index (IWEI) Gold Employer for LGBT+ inclusion in 2023, 2022 and 2021; Silver Employer in 2020
- ☆ Recognized by ET NOW Best Organizations for Women Award 2024
- ☆ Wipro Switzerland earns "Great Place to Work" certification
- ☆ Wipro teams emerge as the Winner and 2nd Runner Up in the Intel One API GenAI Hackathon
- ☆ Included in the Bloomberg Gender-Equality Index (GEI) for the fifth consecutive year
- ☆ Wipro achieves prestigious recognition from Germany's National Cybersecurity Authority
- ☆ Wipro wins the 2024 EPEAT Purchaser Award for Sustainable Procurement Practices





Wipro and its Stakeholders

GRI 3

Process to Determine Material Topics

GRI 3-1

In the tapestry of sustainability, stakeholders are the threads that bind us together. Engaging stakeholders is at the core of our commitment to understanding and addressing material issues. It is about fostering connections with those who matter most. In our quest for inclusivity, we have identified six vital stakeholder groups. They are the pillars of our ecosystem, each with a unique role and voice. A detailed description of our stakeholder engagement process, including topics of engagement, frequency of engagement and impact can be found on pages 40-41 of [Wipro's Integrated Annual Report FY2023-24](#).

Stakeholder engagement is a relationship to be nurtured, it is key to staying connected with the material issues. It is about recognizing that our success is intertwined with the well-being of all stakeholders, from employees to customers to communities. It serves to understand the risks

and possibilities connected with the social, environmental, and economic context in which an organization operates.

Materiality Assessment being the backbone of ESG strategy helps identify Wipro's most material issues. 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 organization.

- 1. IDENTIFY-** Identifying ESG topics using input from internal stakeholders, peer review, benchmarking, sector scans, and guidance from organizations like SASB, MSCI, EcoVadis, and SandP Global CSA.
- 2. DESIGN-** Develop a methodology for stakeholder engagement that includes the identification of a representative set of internal and external stakeholders and customized questionnaires to capture the stakeholders' responses.
- 3. COLLECT-** Collect data from internal and external stakeholders using surveys and focus group discussions (FGDs). 529 responses were received, including 33 from external stakeholders such as suppliers, investors, and customers. Internal stakeholders were engaged through electronic surveys and FGDs with Board members and management.
- 4. ANALYZE-** Analyzing stakeholder responses, assigning weights to stakeholder groups, categorizing themes into sub-topics, and synthesizing them into a materiality matrix.

Our Stakeholders

Internal



Employees



Suppliers



Customers



Planets



Investors

External



Government and Policy
(through Industry Associations)



Communities and Civil Society

While the internal stakeholders have direct and operational/business value chain impacts, the external stakeholders are part of the larger community and society in which we operate.

Incorporating stakeholder feedback is pivotal, particularly considering these key criteria.

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

For more information, please refer to the summary of Stakeholder Engagement and Materiality Determination exercise [here](#).

Approach to Stakeholder Engagement

[GRI 2-29](#)

Over time, our approach to stakeholder engagement has evolved, adapting to the changing needs of our dynamic world. But one thing remains constant: our senior management's unwavering commitment to meaningful engagement and utilizing stakeholder insights to drive positive change.

It's also important to understand and identify attributes of stakeholders that makes them important to business hence our approach to identify stakeholders is multifaceted, driven by the Impact, Influence, Interest, Legitimacy, Urgency, and Diverse Perspectives. These qualities serve as our compass, guiding us to those stakeholders whose interactions significantly shape our journey.

Key Insights from Stakeholders' Response

83%

of employees are concerned about sustainability; However, **30%** agree focusing on it may adversely affect profitability.

90%

of investors are curious about sustainability; However, **20%** agree that focusing on it may adversely affect profitability.

100%

of customers are informed about sustainability; However, **33%** agree that focusing on it may adversely affect profitability.

90%

of the suppliers are interested in collaborating with Wipro on sustainability, while **60%** of them believe that they can contribute to Wipro's sustainability ambitions.





Stakeholders	Objective of Engagement	Modes of Engagement and Frequency	Key Material Issues to Stakeholders	Impacts	Steps Taken to Address Stakeholder Concerns	Primary Internal Custodian
Customers	To meet their present and emerging business needs and trends and offer differentiated value to them	Strategic and operational reviews, Customer Meets, Formal customer feedback and surveys (Annual and Project-based)	<ul style="list-style-type: none">• Cybersecurity and Data Privacy• Measuring externalities• Fair Labor practice and human rights	Partnerships with customers helped in meeting their present and emerging business information technology requirements	Customer engagement, better review and feedback processes	CEO, Chief Operating Officer, Sales and Marketing functions and their teams
Employees	To understand their expectations and feedback enables us to strengthen our people processes and empower them	Focused Group Discussions, Performance reviews, Open houses, Blogs (daily to annual (360-degree feedback)	<ul style="list-style-type: none">• Customer satisfaction and engagement• Talent attrition and Retention• Cybersecurity and Data Privacy	Feedback and employee perception enhance and improve people's processes, Talent retention through holistic employee well-being programs	Employee well-being programs, Employee engagement, programs and initiatives for leadership development, Digital learning	The Human Resources group
Suppliers	To meet diverse business operations requirements	Regular operational reviews, Supplier meets, Vendor surveys (monthly to annually)	<ul style="list-style-type: none">• Corporate governance and business ethics• Employee health and well-being.• Cybersecurity and data privacy	Partnerships with suppliers helped in meeting diverse business operations requirements	Capacity building programs, flagship programs (WINDOV, WISDOM) collaborations	Global Procurement (GP), Facility Management Group (FMG)
Investors	To gain diverse perspectives on business strategy and performance and views on economics and environment	Annual General Meeting, Annual Report, Investor meets, Conferences	<ul style="list-style-type: none">• Talent attrition and Retention• Customer satisfaction and engagement• Health and well-being	Better ratings in investor-led platforms such as CDP, DJSI, EcoVadis, MSCI, ensuring long-term value creation	Programs and initiatives that Strengthen clients and partnerships	Chief Financial Officer (CFO)
Local Community/ CSR	To engage on systemic issues that are force multipliers for social change and sustainable development	Periodic meetings and partner newsletters. (monthly to quarterly)	<ul style="list-style-type: none">• Education• Primary healthcare• Environment issues	Engagement on systemic issues that are force multipliers for social change and sustainable development	Urban ecology program, Education and healthcare initiatives, community care through employee engagement	Wipro Foundation, Wipro Cares
Government and Policy Network	To influence policy directions for the larger social good bringing about systemic changes in society through legislation, policies and directives	Newsletters, Periodic meetings with partners, Workshops (monthly to annual)	<ul style="list-style-type: none">• India's policies• The role of CSR• Legislation policies• Taxation legislation in the countries we operate in	Meaningful participation and influencing policy directions for the larger social good	Active involvement in both, policy formulation and debate and dialog on various challenges of development and sustainability	Corporate Affairs group, Senior Leadership



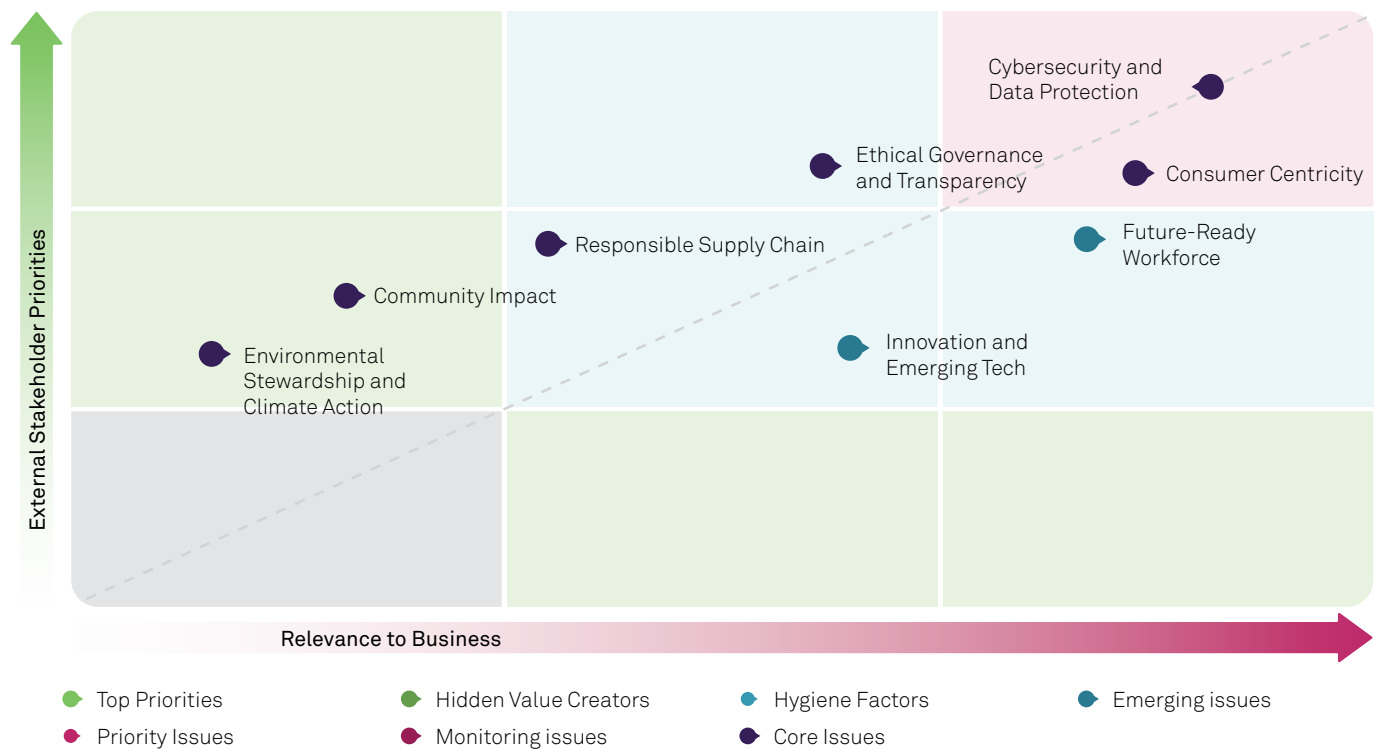
List of Material Topics

GRI 3-2

In conducting our materiality assessment, an initial list of 50 material topics was considered. Stakeholder-specific questionnaires were developed and responses were sought from all stakeholders – employees, customers, investors and suppliers. A total of approximately 530 stakeholder responses were recorded and two in-depth focus group discussions were held with Wipro's leaders. In addition to internal and external stakeholder responses, external market context such as customer expectations, multiple ESG frameworks, and standards were considered to further distill material topics. Based upon this exercise, the topics were filtered down to 25, and

organized into 8 main themes. The responses were mapped. Topics closer to the 45-degree line indicate an alignment between internal and external stakeholder views in terms of relevance, importance and potential impact. These were collated and the materiality matrix outlines the broad themes that are considered material to Wipro. The ones in purple represent issues that are core to Wipro, while the others represent emerging issues. Environment stewardship and climate action were rated high by at least 2 stakeholders and lie at the very core of Wipro's value system.

Materiality Matrix



The 8 themes and the material topics are mapped below:

Ethical Governance and Transparency

- Corporate governance and business ethics
- Risk management
- Business continuity and contingency planning
- Stakeholder relationships and engagement
- Managing regulatory and compliance relationships
- Tax policy and transparency
- Transparency in remuneration
- Responsible AI
- Responsible policy advocacy



Future Ready Workforce

- Talent attraction and retention
- Learning and development (LandD)
- Fair labor practices and human rights
- Fair compensation and remuneration
- Inclusion and diversity (landD)

Environmental Stewardship

- Climate action (mitigation) and GHG emissions
- Environmental sustainability management i.e. energy, water and waste
- Green data centers and facilities
- Climate risk and resilience-physical and transition

Responsible Supply Chain

- Responsible supply chain management
- Supplier diversity and development

Data Privacy and Cybersecurity

- Cybersecurity and data protection

Community Impact

- Social impact and community engagement

Customer Centricity

- Customer satisfaction and engagement

Innovation and Emerging Tech

- R&D and innovation
- Protecting intellectual property rights

These themes and topics have been crystallized into Wipro's 7 ESG Goals. Progress against these goals is monitored by the Wipro Executive Committee every quarter.

Environment

Environmental Stewardship Across the Value Chain

GOAL 1

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



To achieve Net Zero GHG emissions for Scope 1, 2 and 3 by 2040.



100% RE for all owned facilities by 2030.



Reduce baseline emissions by 59% for Scope 1, 2 by 2030 on 2017 baseline and 55% for Scope 3 by 2030 on 2020 baseline.



Strengthen customer stewardship by 2030 by reducing the delivery footprint of the top 25 accounts by 50% in terms of Scope 1, 2, and 3 GHG emissions with a year-on-year reduction of 5% on a compounded basis.

GOAL 2

Responsible management of scarce water resources



Improve total water* efficiency by 60% in all owned facilities from the baseline measure of 200 liters per employee per day in FY'23 to 70 liters per employee per day.



Increase share of reused water as proportion of total water consumption to 60% by 2030.

**total water includes freshwater and reused water*

Social

Building a future-ready workplace and strengthening our community work

GOAL 3

Build and promote a culture of inclusion by nurturing diversity and shaping behaviors



Increase diversity in terms of gender, ethnicity, nationality, persons with disability and sexual orientation.



Exemplify Spirit of Wipro values through the Five Habits, Leadership Mindset and Code of Business Conduct.



Build an equitable workplace that is inclusive and that encourages everyone to be their authentic selves.

GOAL 4

Empower employees through continuous learning opportunities



Provide opportunities to employees to reskill themselves for open client demands.



Deliver leadership skills program at every stage of career life cycle.

GOAL 5

Prioritize employee health, well-being and safety at all times



Conduct frequent well-being sessions and ensure coverage of PSH training.



Adopt a holistic lifecycle approach that emphasizes employee safety, physical health and mental well-being.

GOAL 6

Contribute in a deep, meaningful manner to a more equitable, humane and sustainable society



Education

Contribute to the foundational development of 4.92 million children from vulnerable communities by providing access to good-quality primary education by FY25.

Empower 235,000 college students and faculty by facilitating skilling and capacity-building on emerging digital technologies by FY25.



Employee Engagement

Leverage the passion of committed employees and leaders to drive meaningful community initiatives wherever we are present. By FY26, aim to have active employee chapters in 30 major cities globally, 60,000 active employee contributors, and 40 major projects outside India.



Primary Healthcare

Contribute to the delivery of affordable, comprehensive primary healthcare services for 600,000 women in the reproductive age group and positively impact 100,000 children with disabilities by FY25.



Governance

Aligning Purpose, Transparency and Trust

GOAL 7



Maintain the highest standards of governance based on the bedrock of Wipro values and ethical business conduct



The Wipro values of unyielding integrity and consistent and ethical business conduct to be the basis for every employee and staff member's actions.



Wipro to lead in ESG governance through:

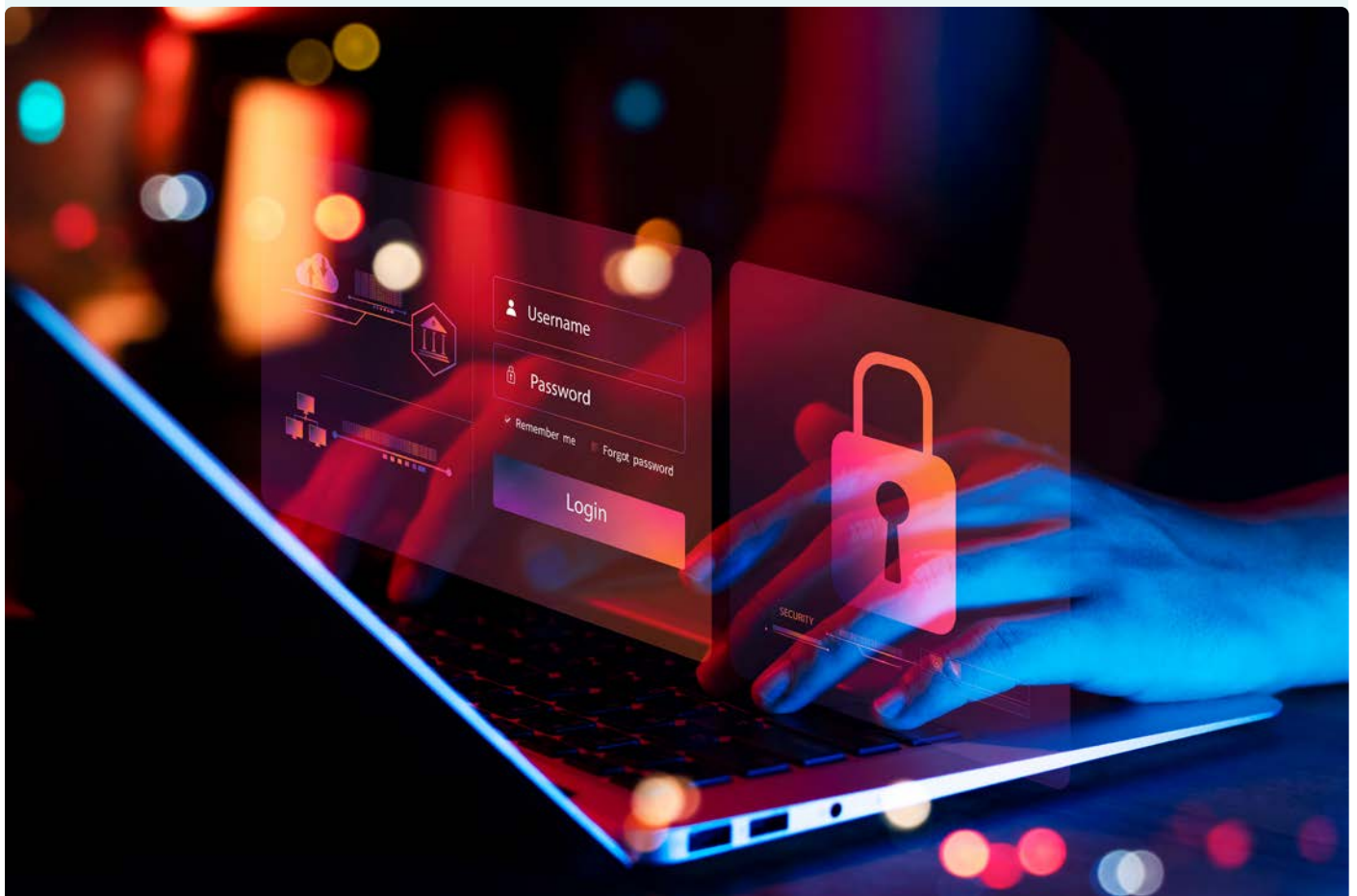
- A consistent structure of goals, KPIs and reviews by the board and leadership.
- Formal assessment of ESG risks into Wipro's Enterprise Risk Management system.
- Rigorous and transparent ESG disclosures to investors, customers and in the public domain.



Maintain globally accepted standards of cyber security and data privacy through effective implementation of information security management system to sustain and continuously improve cybersecurity maturity.



Maintain Code of Business Conduct annual certification at 100%.





Management of Material Topics

Sl. No.	Material Issue Identified	Risk or Opportunity	Rationale for Identification	Approach to Risk Mitigation and/or Adaptation	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Ethical governance and Transparency	R	Emerging requirements from investors, raters and regulators on ambitious ESG requirements and transparency thereof. The risk is reputational in case of instances of non-compliance with regulations or sectoral norms. In addition, Wipro has always had a strong bedrock of ethical values and governance.	Part of the formal ESG governance process that incorporates this risk as part of Wipro's Enterprise Risk Management system and is integrated at the leadership and board level.	Negative implications
2	Future Ready Workforce	R	Highly motivated and skilled resources are a backbone of the organization. Effective and efficient people management helps business gain a competitive advantage. A risk that could arise is if organizations fail to hire and manage resources appropriately.	We've built a wide portfolio of offerings through Virtual InstructorLed Trainings ("VILTs"), selfpaced modules, virtual learning journeys, social learning, gamified interventions and e-summits to cater to various learning needs.	Negative implications
3	Data Privacy and Cybersecurity	R	According to a report released by CheckPoint Research, global cyber attacks increased by 38% in 2022 compared to the earlier year with an average of 1000+ weekly attacks per organization.	<ul style="list-style-type: none"> Controls put in place to identify and disable inactive devices. Effective security controls implemented to detect, prevent and remediate threats. Program to continuously monitor the effectiveness of the controls and sustain the security controls. 	Negative implications
4	Data Privacy and Cybersecurity	O	Providing a secure, resilient and reliable technology landscape within the organization for protecting the confidentiality, integrity, availability of systems/data and risks arising on account of proliferation of devices due to wider adoption of digital technologies and increase in remote working. Wipro's Consulting practice helps organizations build their digital risk and cybersecurity strategy and a cyber-defense assurance function.	<ul style="list-style-type: none"> Focus on continuous improvement of the efficacy of the security controls with the adoption of new processes and latest technology solutions. Wipro abides by various international laws that protect data privacy rights such as General Data Protection Regulation (EU), Personal Information Protection and Electronic Documents Act (Canada) and others. Privacy Impact Assessments ("PIAs") completed on 850+ applications used in Wipro as part of GDPR Compliance program and Wipro's commitment to 100% PIA efficacy. Workforce of specialists in cybersecurity and data privacy with expertise in industry leading solutions. 	Positive implications
5	Environmental Stewardship and Climate Action	R	Environmental strategy and actions of an organization are under careful scrutiny of conscious investors as well as an area of interest for clients for forging strategic partnerships. A low sustainability quotient can potentially impact the realization of new and augmented revenue lines resulting in negative financial and reputational impacts.	<ul style="list-style-type: none"> Wipro is committed to achieving Net-Zero GHG emissions by 2040 and is part of leading industry networks working on the subject like Transform to Net Zero, WEF and Open Footprint. Wipro has put in place a rigorous carbon accounting and management program over the past two decades. 	Negative implications



Sl. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Environmental Stewardship and Climate Action	O	Industry leading solutions in Net Zero solutions and environmental impact tracking are emerging opportunity areas of high potential.	<ul style="list-style-type: none"> Wipro supports the evolution of its clients and partners toward Green IT operations by modernizing operations in energy transition. Wipro engages with clients across their value-chains to enable sustainable operations and product-service capabilities through business value chain transformation. 	Positive implications
7	Customer Centricity	O	Our strategy supports value creation for our clients and accelerates growth by focusing on strategic markets and sectors through a wide range of digital transformation solutions. Five strategic priorities are: accelerate growth, strengthen clients and partnerships, lead with business solutions, building talent at scale and operational excellence.	We have a significant focus on building strategic, long-term relationships with customers, solving for complex business problems, driving mergers and acquisitions, and orchestrating business value to our clients by leveraging human and intellectual capital by investing in our people and through an ecosystem of partners.	Positive implications
8	Customer Centricity	R	The risk of not executing our strategy will impact our key financial metrics of growth, market share and profitability.	-	Negative implications
9	Innovation and Emerging Tech	R	Our capability to invent new technology solutions while keeping pace with rapidly changing technology and service offering needs of clients. Failure to do so will result in loss of clients and revenues.	To remain competitive in new areas, we are making strategic investment to build capabilities in new technologies, through reskilling, strategic hiring, research work and IP creation by leveraging understanding of client needs across specific domains.	Negative implications
10	Innovation and Emerging Tech	O	-	Wipro has been investing in research and development to leverage technologies such as AI/ML, AR/VR, Blockchain, IoT, Robotics, 5G and cloud, to bring out cutting-edge innovations for clients.	Positive implications
11	Community Impact	O	Community engagement in the areas of education, primary health, disaster response has been an integral part of our approach for over two decades.	Through a range of programs (grants and programmatic interventions) we work with over 230+ partners across India on school education, water and health and run the largest environmental education program of its kind in the country.	Positive implications
12	Responsible Supply Chain	R	Identification and strategic collaboration with suppliers / partners who provide key products and services can lead to contractual, legal and business continuity risks in case of a breach.	<ul style="list-style-type: none"> Electronic Product Environmental Assessment Tool (“EPEAT”) - aligned responsible sourcing of IT hardware. Wipro’s green building program for resource procurement that meets stringent environmental criteria - both at the construction and at the operational stages. Renewable energy sourcing from RE generators. As part of the supplier onboarding process, details are scrutinized, and a third-party screening tool is used to assess social risks before registering the vendor with Wipro. 	Positive implications

For more details kindly refer to Wipro’s material responsible business conduct issues on page 445 of the [Wipro's Integrated Annual Report FY2023-24](#).



Policy Commitments

GRI 2-23

Based on the above materiality matrix, Wipro identified and derived its 7 ESG goals reflecting its focus toward sustainability, centering the planet as one of the major stakeholders.

Listed below are policies that highlight Wipro's commitment to reducing its environmental impact and improving social performance.

S.No	Wipro Goals	Material Topics	Existing Policy Mapping
Environment			
1	Contribute effectively to actions across the value chain on the climate change challenge.	Environmental Stewardship and Climate Action	1. Energy Policy 2. Ecological Sustainability Policy
2	Responsible management of scarce water resources.		3. Water Policy
Social			
3	Build and promote a culture of inclusion by nurturing diversity and shaping behaviors.	Future-ready Workforce	4. Global Policy on Inclusion and Diversity 5. Policy on Appointment of Directors and Board Diversity 6. Global Policy for Equal Employment Opportunity for Persons with Disabilities
4	Empower employees through continuous learning opportunities.		7. Human Capital Development Policy
5	Prioritize employee health, well-being and safety.	Employee Health and Well-being	8. Wipro Statement of Health and Safety
6	Contribute in a deep, meaningful manner to a more equitable, humane and sustainable society.	Community Impact	9. Policy on Corporate Social Responsibility
Governance			
7	Maintain the highest standards of governance based on the bedrock of Wipro values and ethical business conduct.	Ethical Governance and Transparency	10. Code of Business Conduct 11. Code of Ethics for Principal Executive Officer and senior financial officers
		Cyber Security and Data Protection	12. Data Privacy 13. Information Security
		Customer Centricity	
		Innovation and Emerging Tech	14. Ethical AI Policy
		Responsible Supply Chain	15. Sustainable Procurement Policy 16. Wipro Supplier Code of Conduct

For further insights and information on Wipro's policies and procedures read: [Code of Business Conduct | Integrity | Honesty | Fairness \(wipro.com\)](#)



Financials

› Financial Stewardship

At Wipro, we prioritize sustainable growth and shareholder value. We provide transparent financial reporting, ensuring investors receive fair returns and can make informed decisions. Our policy mandates a minimum payout of 45-50% of net income over the past three years, maintaining consistent shareholder returns. As of March 31, 2024, we had 2,397,648 shareholders.

In FY24, Wipro reported consolidated revenues of ₹897,943 million, a slight decrease from FY23. Despite this, gross profit increased to ₹266,446 million. Operating income was ₹136,099 million, with a profit attributable to equity holders of ₹110,452 million.

We focus on mitigating financial risks through prudent management of taxation, wage pressure, credit, foreign currency, and interest rate risks. We have encountered no significant penalties or legal issues, demonstrating our adherence to high ethical standards. For more details, refer to Wipro's Annual Report FY24.





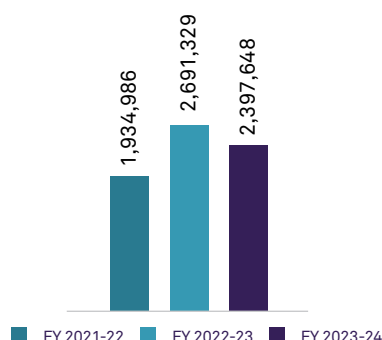
Financial Stewardship

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. We have always strived to enhance shareholder value for our investors. The Company's policy has been to provide a regular, stable and consistent distribution of return. The Company's policy of capital allocation includes a minimum payout of 45-50% of net income for a period of the trailing three years. There has been no change in our philosophy on shareholder return during the year ended on March 31, 2024.

Profile of Wipro Shareholders

*Number of Shareholders



*Number of shareholders (as at March 31st of respective years) represents holders of equity shares and does not include holders of ADRs.

Revenue

Our revenues and profits for the years ended March 31, 2023, and 2024 are provided below:

Consolidated Results	FY 2023	FY 2024	YoY Change
(₹ in millions, except earnings per share data)			
Revenue ⁽¹⁾	909,348	897,943	(1.25)%
Cost of revenue	(645,446)	(631,497)	(2.16)%
Gross profit	263,902	266,446	0.96%
Selling and marketing expenses	(65,157)	(69,972)	7.39%
General and administrative expenses	(59,139)	(60,375)	2.09%
Operating income	139,606	136,099	(2.51)%
Profit attributable to equity holders	113,500	110,452	(2.69)%
As a percentage of revenue			
Selling and marketing expenses	7.17%	7.79%	62bps
General and administrative expenses	6.50%	6.72%	22bps
Gross margins	29.02%	29.67%	65bps
Operating margin	15.35%	15.16%	(19)bps
Earnings per share			
Basic	20.73	20.89	
Diluted	20.68	20.82	

⁽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 ₹904,876 million and ₹897,603 million for the years ended March 31, 2023, and 2024, respectively.

Engagement with Investors

We actively engage with our investors through the following framework:

INFORM

We keep our investors in the loop through multiple channels, such as regular press releases, quality earnings reports, and investor presentations. Our financial statements are a rock-solid foundation for proactive disclosures.

DIALOGUE

Our senior leaders engage in investor conferences, road shows, and personal visits because informed investors are our best partners. We believe in open dialogue and transparency.

LISTEN

Annual General Meetings and feedback sessions ensure their voice is heard.



Financial and Market Risk Assessment

Some of the key financial and market risks identified are listed in the table below. For more information, please go to page 96 of [Wipro's Integrated Annual Report Fy2023-24](#)

Market Risks	Challenge	Mitigation
Taxation Risks	Profits earned from services outside India may be subject to taxation in the country where the work is performed.	Most of our taxes paid abroad can be used as credit against Indian tax liability. We also benefit from certain tax incentives, such as a tax holiday for businesses operating from designated SEZs.
Wage Pressure	While wages have been historically lower in India compared to the USA or Europe, wage increase in India could impact our competitive advantage.	Increase employee compensation to retain talent. Enhance efficiency and productivity to offset wage increases. Explore talent sourcing from other low-cost locations.
Credit Risk	Possibility of customers not settling obligations.	Regularly assess credit ratings, monitor financial reliability, and diversify customer base. No significant concentration of credit risk.
Foreign Currency Risk	Exposure to exchange rate fluctuations due to international transactions.	Manage foreign exchange risk by monitoring revenue, receivables, and payables. Appreciation of the Indian Rupee against major currencies can impact results.
Interest Rate Risk	This risk primarily arises from floating rate investments and borrowings.	Use interest rate swap agreements to manage exposure. Focus on short-term investments to minimize interest rate risk.

Financial Assurances from Governments

[GRI 201-4](#)

We have not received any other direct or indirect financial assistance beyond the scope of the state policy. The Company has complied with the requirements of Stock Exchanges or SEBI on matters related to Capital Markets, as applicable, during the last three years. No penalties or strictures have been imposed on the Company.

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.



Environment and Climate

- › Environmental Sustainability
- › Climate Strategy

We are committed to fostering a sustainable future aligned with Spirit of Wipro's principles of responsibility and integrity. Aiming for Net Zero emissions by 2040, we have set specific targets to reduce Scope 1 and 2 emissions by 59% from our 2017 baseline and Scope 3 emissions by 55% from our 2020 baseline by 2030. Recognized by the Science Based Targets initiative, our strategy emphasizes emission mitigation and business resilience. We conduct rigorous materiality exercises and climate risk assessments to guide our initiatives.

By investing in energy conservation and transitioning to renewable energy, Wipro currently powers 76% of its facilities with renewables, cutting CO₂e emissions by over 101,002 tonnes. Our water management targets include a 60% efficiency improvement by 2030 and extensive rainwater harvesting. Waste management involves rigorous segregation, recycling, and disposal processes, achieving a 94% recycling rate. These efforts are supported by detailed monitoring and adherence to global best practices.





Environmental Sustainability

Overview

At Wipro, we are dedicated to creating a sustainable and resilient future, guided by The Spirit of Wipro, which embodies our commitment to responsibility and unwavering integrity. Recognizing that our journey toward sustainability begins with reducing our own carbon footprint, we have implemented significant measures over the past decades to minimize our emissions. In 2018, we set ambitious targets to achieve Net Zero emissions across our operations and value chain by 2040. By 2030, our goals include reducing our combined Scope 1 and Scope 2 (market-based) emissions by 59% from our 2017 baseline and cutting Scope 3 absolute emissions by 55% from our 2020 baseline. To reach these milestones, we are investing in both energy conservation as well as energy transition activities. Our commitment to these goals has been formally recognized by the Science Based Targets initiative (SBTi), which validated our targets in 2021.

The data for all the environmental parameters presented in this section are from sites that are under Wipro's operational control.

Energy

A crucial lever for reducing emissions from our operations is the transition to clean energy. Energy consumption significantly contributes to our carbon footprint, driven by the electricity needs of our operations and data centers. Notably, around 90% of our electricity usage is

concentrated in India, where our large operational centers are located. We have considered 26 sites under Wipro's operational control for the current year's environmental assessment. The primary sources of energy demand for our operations include air conditioning, lighting, and allied electrical systems.

Our top priorities are energy efficiency and conservation and transitioning to renewable energy. Energy efficiency involves deploying energy-efficient devices, while energy conservation focuses on measures such as cooling only occupied areas of buildings. We are continually striving to reduce our energy intensity and enhance the efficiency of both our physical and digital infrastructure. Each year, we are increasing the share of renewable energy in our overall consumption. Our goal is to transition to 100% renewable energy across all facilities under our ownership and operational control by 2030.

Energy Management

Our Energy program is governed by our [Energy Policy](#). It is managed by the Facilities Management Group, aided by the Procurement Group. While the former focuses on energy efficiency and conservation, the transition to renewable energy is handled by both Facilities and Procurement. Our Infrastructure Group designs and implements energy-efficient buildings. Wipro has 36 LEED-certified buildings. This group is also constantly implementing energy-efficient solutions within



our existing infrastructure. We have adopted ISO 50001 EMS across our campuses. Three campuses (Kodathi, Chennai, and Sarjapur 2) received certifications in August 2022, accounting for 35% of the total operational office space. Our overall energy consumption is monitored at a central location called the Global Energy Command Centre (GECC).

Energy Consumption

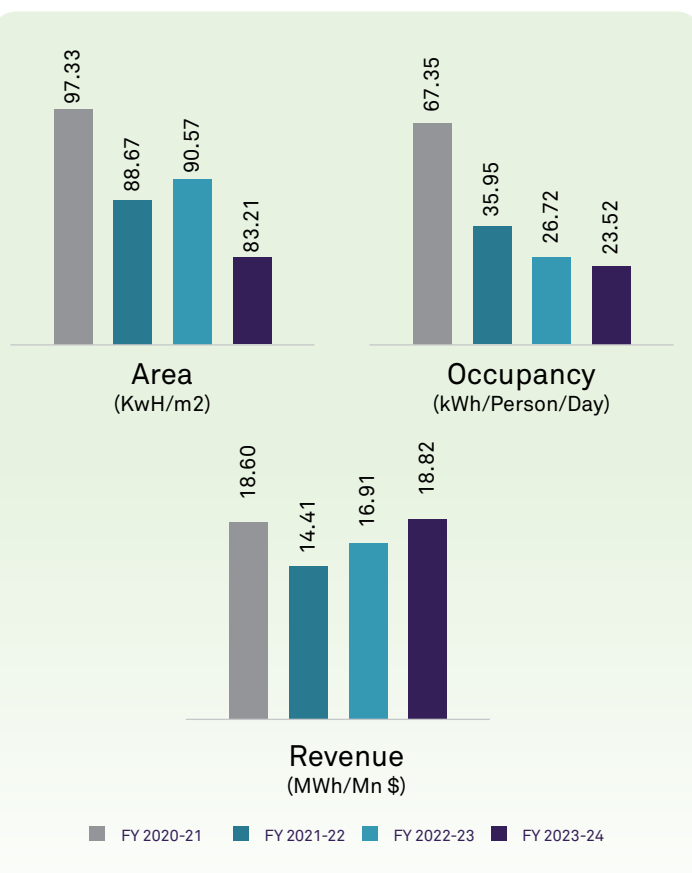
Currently, 76% of the purchased electricity for our facilities under operational control comes from renewable sources, making it our primary energy source. This includes 520.3 million MJ of purchased renewable energy and 10.7 million MJ self-generated through solar PV, totaling approximately 732.1 million MJ of energy. This transition has resulted in emissions savings of over 101,002 tonnes of CO₂e, equivalent to taking more than 24,039 cars off the road for a year or the carbon sequestered by over 1.7 million seedlings grown for ten years (source: EPA). The sources of our renewable energy vary by location and largely consist of green tariffs and Private Purchase Agreements (PPA). This year, we have also invested in Group Captive, which we expect will significantly increase our share of renewable energy.

In FY24, we purchased around 163 million MJ of grid power and consumed another 37.8 million MJ of diesel-generated backup power. Total energy consumption from renewable sources is around 76%. There is no energy consumption for heating, or cooling purposes in FY23-24. The following dashboard presents the distribution of our overall energy consumption for our owned and operated locations. We have considered DEFRA 2023 version 1.1 and BPCL (Bharat Petroleum) conversion factors to calculate the energy consumption in MJ. Our leased facilities, where we do not have direct control, consume an additional 18.6 million MJ of electricity (calculation based on leased floor area using the IEA database).

Type	Source	MwH	Trillion Joules
Renewable	Purchased Electricity	144579.8	520.5
Renewable (Gen)	Solar PV	2963.8	10.7
Renewable	Biogas	19.8	0.1
Non-Renewable	Purchased Electricity - Grid	45268.9	163.0
Non-Renewable	PNG	26.3	0.1
Non-Renewable	Diesel	10509.0	37.8
Total		203367.6	732.1

Energy Intensity

Energy intensity is calculated considering all sources of energy at an organization level with sites under direct operational control (specifically India).



We continue working to lower the correlation between our business growth and non-renewable energy consumption.



Efficiency and Reduction

When designing our new facilities, we prioritize optimizing overall performance, focusing on both efficiency and user experience. Our commitment to energy efficiency is exemplified in our recent facilities in Bengaluru and Hyderabad, which adhere to global best practices. Both campuses boast an Energy Performance Index (EPI) of below 80 units per square meter per annum at full occupancy. Additionally, these buildings eliminate the use of UPS batteries by replacing them with rotary UPS, thus reducing the environmental impact associated with battery manufacturing and disposal.

We are also enhancing the performance of our existing campuses through various energy efficiency measures. These include retrofitting technologies to improve Chiller and Air Handling Units (AHUs), UPS optimization, integrating the design with energy-efficient principles, and utilizing monitoring platforms such as the Global Energy Command Centre (GECC).

The GECC aggregates inputs from the Building Management System (BMS) onto a common platform to optimize operational control and improve energy efficiency. It integrates every energy-consuming system within Wipro facilities globally, connecting to individual IoT-enabled devices and sensors.

Currently, approximately 15.2 million square feet across India are connected to the BMS, covering 68% of our total office space.



Case Study: Energy Savings from the Chiller Unit

Our BMS system connected to our Global Energy Command Center (GECC) has resulted in energy optimization and cost savings across our facilities. To take a specific case study at one of our Bengaluru locations, the GECC platform resulted in streamlining our Chiller operations and increasing efficiency. Data analysis from the GECC platform revealed inefficiencies in the Chiller system, such as poor health monitoring and random operations. A new configuration of the system was implemented to achieve the same performance.

Type	Old Plant Configuration	New Plant Configuration
No. of Chillers	6	3
Tonnage Capacity	4200 TR	2400 TR
No. of Pumps	27	6
No. of Cooling Towers	6	3

The new configuration resulted in a 40% reduction in energy consumption by the Chiller system, resulting in cost savings of ₹18 million per annum.



Emissions

Our approach to energy efficiency and GHG mitigation is centered on the following approach.



At Wipro, we strive to achieve a robust mechanism for measuring and reporting performance metrics to set scientifically valid, traceable, and accountable goals. We follow the methodologies outlined in the GHG Protocol to measure and track our Scope 1, Scope 2, and Scope 3 emissions. In FY24, our total GHG emissions amounted to approximately 2,11,116 tCO₂e. This figure encompasses our Scope 1, Scope 2, and Scope 3 emissions, calculated using relevant DEFRA factors.

Our near-term emissions goals include:

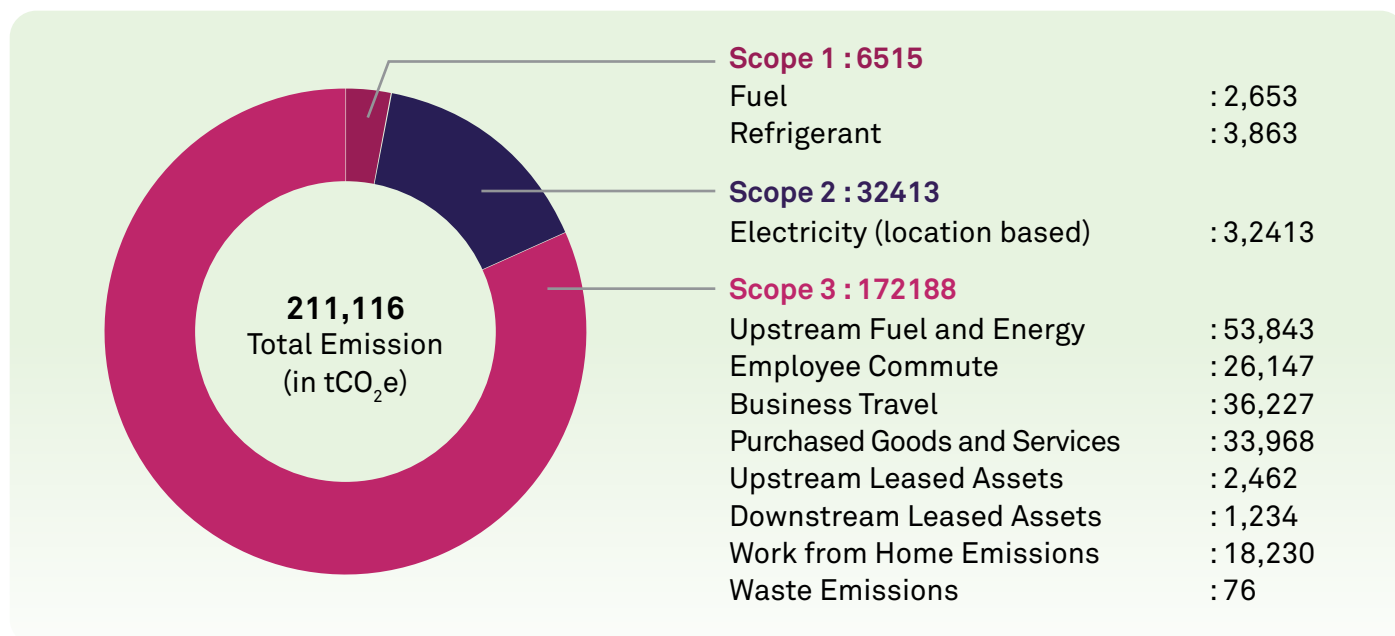
- Reducing combined Scope 1 and Scope 2 emissions by 59% from our 2017 baseline* by 2030.
- Reducing scope 3 absolute emissions by 55% from our 2020 baseline* by 2030.

**Baseline year emissions: The Baseline year was chosen as 2017 for Scope 1 and 2 emissions and 2020 for Scope 3 as per SBTi guidelines. Baseline year emissions for Scope 1 and 2 is 195453 tonnes CO₂e and Scope 3 was 281213 (top 3 categories) tonnes CO₂e. We have included all the gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all) in the calculation of GHG Emissions as CO₂e.*

As of FY24, our emissions profile is detailed as follows:

- **Scope 1 emissions:** Comprising slightly over 3.1% of our total emissions, these primarily stem from fuel use in backup generators, natural gas consumption, and refrigerant leakage at our facilities. Biogenic emissions (4 kg CO₂e) have been also considered for the financial year.
- **Scope 2 emissions:** Accounting for nearly 15.4% of our total emissions, these are predominantly due to the electricity consumption of facilities under our operational control.
- **Scope 3 emissions:** Representing about 81.6% of our total GHG emissions, these indirect emissions arise from various sources within our value chain, including upstream fuel and energy, employee commutes, business travel, purchased goods and services, upstream and downstream leased assets, and waste emissions.

The following dashboard provides a detailed breakdown of these emissions categories:



We have made good progress toward our SBTi-approved targets from the 2017 baseline for Scope 1 and 2 emissions, the 2020 baseline for Scope 3 emissions.

- **Scope 1 emissions:** A reduction of 19,662 tCO₂e (75%), from 26,177 tCO₂e to 6515 tCO₂e.
- **Scope 2 emissions:** A reduction of 196,173 tCO₂e (85.8%), from 228,586 tCO₂e to 32413 tCO₂e.
- **Combined Scope 1 and 2 emissions:** A total reduction of 80%.
- **Top three categories of Scope 3 emissions:** A reduction of 164,996 tCO₂e (58.6%), from 281,213 tCO₂e to 116,217 tCO₂e.
- **Scope 3 emissions:** A reduction of 249,339 tCO₂e (59.2%), from 421,527 tCO₂e to 172,188 tCO₂e.

Emission Factors Used

- Scope 1 emissions have been calculated in tonnes CO₂ equivalent using the emissions factors published by the DEFRA conversion factors 2023.
- Scope 2 emissions – for India, the source is the emissions factor in the CO₂ Baseline Database for the Indian Power Sector, User

Guide, Version 19.0, Dec 2023, published by the Central Electricity Authority of India

- Scope 3 emissions have been calculated in tons CO₂ equivalent using the emissions factors published by the DEFRA 2023, DEFRA 2021, IEA (International Energy Agency), CEA version 19.0 (Central Electricity Authority of India), Our World in Data, etc.

GHG emissions were calculated using various methods as per the GHG Protocol guidelines. Upstream Fuel and Energy emissions were assessed with the fuel-data method. Employee commute emissions were determined using a methodology based on the average-data method and average travel distances in India and outside of India respectively. Business travel emissions for air and other travel used ICAO methodology and appropriate emission factors respectively. Purchased Goods and Services emissions, except for cloud emissions (which used supplier-specific data), were computed using the spend-based method and EEIO factors. Upstream Leased Assets emissions were calculated with the average-data method using intensity data from the IEA.



Emissions Management

Wipro was one of the first few companies in the world to have approved SBTi targets. Our 2040 Net Zero targets as well as progress on our near-term targets are closely monitored every quarter by the Wipro Executive Committee, of which our Chief Sustainability Officer¹ and our Chief Executive Officer are a part.

Wipro is a founding member of Transform to Net Zero and the Clean Air Alliance, which focuses on measuring and mitigating air emissions other than greenhouse gases.

Emission Intensity

As a result of our continuous efforts, we have achieved a significant year-on-year decline in emissions intensities across various metrics including revenue, employee count, and floor area. Emission intensity considers all sources of emissions (Scope 1, 2 and 3) at an organization level with sites under direct operational control (specifically India).



1. Our Chief Human Resources Officer also serves as our Chief Sustainability Officer

Other Air Emissions

Our facilities rely on air conditioning and cooling systems that use ozone-depleting refrigerants. The refrigerants used by the organization in the financial year: R-134 A, R-22, R-32, R-404 A, R-407 A, R-407 B, R-407 C, and R-410a. In FY24, our total refrigerant consumption, measured in CFC-11 equivalents, was 2.44 tonnes. Preventing refrigerant leaks and finding low global warming potential (GWP) alternatives are critical for reducing global emissions. To address this, we are enhancing our ability to accurately measure refrigerant leak rates and developing new technology solutions to prevent these leaks.

In addition to refrigerants, our diesel generator units, which provide backup power, emitted 26.93 tonnes of NO_x, 6.04 tonnes of SO_x, and 1.48 tonnes of particulate matter in FY24. Stack concentration is location-specific and based on the capacity of diesel generators, flow rate, the number of hours used, and the gases emitted. These are monitored for ambient air quality checks every month to keep them within the permissible limits prescribed by the State Pollution Control Boards.

Emissions Reduction

Addressing GHG emissions is a critical component of our sustainability strategy. Our approach to reducing Scope 1 and 2 GHG emissions has primarily focused on decarbonization—reducing or eliminating greenhouse gases from our operations through transitioning to renewable energy and enhancing energy efficiency. For Scope 3 emissions, our efforts have centered on improving the accuracy of our baseline measurements and establishing robust processes to mitigate emissions. These mitigation efforts involve integrating policies and procedures into relevant business functions to ensure a sustained effort to reduce emissions.

Given that more than 80% of our GHG emissions originate from Scope 3, mitigating these emissions is both challenging and essential for meeting our goals. We have been consistently working to calibrate and improve the measurement of our Scope 3 GHG emissions.



Shared below are some of our efforts to mitigate our scope 3 emissions:

Upstream Fuel and Energy

We are implementing several proactive measures, to control and mitigate our upstream fuel and energy emissions. We are investing heavily in transitioning to renewables and energy-efficient technologies and equipment across our operations to reduce overall energy consumption. Also, we are collaborating with suppliers to encourage sustainable practices and technologies, such as reducing reliance on fossil fuels and implementing emission-reduction strategies. Conducting regular energy audits and performance reviews of upstream facilities is helping us to identify areas for improvement and track progress toward emission reduction targets.

Business Travel

Following the pandemic, business travel initially surged in the first half of FY24 but moderated in the second half due to internal cost efficiency targets. To reduce high-carbon travel, we are planning to implement the following strategies:

- Utilizing alternative modes of travel, such as trains and buses, especially in regions like India and the EU.
- Launching employee awareness programs and incentives.
- Promoting voluntary low-carbon travel choices within our top delivery accounts through focused awareness campaigns.

Employee Commute

As employees return to work, GHG emissions from commuting have increased. Our multi-faceted approach includes promoting low-footprint transportation options such as buses, trains, and carpooling. We are proud to be the first major Indian business to join EV100, a global initiative by the Climate Group to promote electric mobility. We have committed to transitioning our entire global fleet to electric vehicles (EVs) by 2030, with formal EV contracts already in place in Bengaluru, Hyderabad, and Kochi. Notably, our Kochi campus has achieved 100% EV deployment. Currently, EV and CNG commuting account for nearly 43% of the total distance traveled by our

owned fleet. However, emissions from employees' private transport remain significant. To address this, we are exploring employee incentives and partnerships with public transport providers.



Case Study – Wipro's Fair Travel Program

Wipro has just launched a Fair Travel Program along with a partner to address Business Travel Emissions. The program focuses on a collaborative approach to create and implement policies to curb business travel. Account-wise baseline emissions from business travel have been established over the past year. The goal of this program is to set account-wise targets for emissions reduction through a collaborative approach. This will include stakeholder participation, system upgradation, and policy implementation.

Purchased Goods and Services

We collaborate with suppliers committed to sustainability throughout their value chains. Our engagement with suppliers, including those in hardware procurement and indirect services, focuses on reducing energy consumption and GHG emissions, alongside other environmental and social commitments. Our "Supplier Code of Conduct" mandates these efforts. We have received the prestigious EPEAT award for excellence in sustainable technology procurement seven times consecutively and earned a five-star rating for the third time. We actively engage with our suppliers through the CDP supply chain platform, being the first India-based company to use this platform formally and actively. Additionally, we have launched the Wipro Initiative for Supplier Engagement (WISE) program to work with our suppliers on measuring emissions and setting reduction targets. Further details can be found in the "Supplier Synergies" section.



Water Management

At Wipro, we approach water management through three interconnected lenses:

- 1) Conservation
- 2) Responsibility
- 3) Security

Our goals are built on these dimensions, forming the foundation of our water stewardship strategy. This strategy focuses on assessing and addressing water-related risks to our business while also working with partners on scalable solutions for stakeholders outside of Wipro's boundary. Recognizing urban water as a boundaryless issue, we also work beyond our operational boundaries to enhance shared water resources.



Water efficiency

Improve water efficiency (fresh water use per employee) of our operations.



Responsible management

To ensure responsible sourcing and responsible water management in proximate communities, especially in locations that are prone to water scarcity.



Water security

Recognizing water availability as a business risk, to proactively assess and plan for the water security of the organization in a manner that is congruent with the other two objectives.

Our water goals include:

- Improving the efficiency of freshwater use by 60% in all owned facilities by 2030, aiming for a year-on-year improvement of 10% in water efficiency per employee on a compounded basis.
- Increasing the proportion of recycled water to 60% by FY30, with an interim target of 50% by FY26.
- Achieving zero discharge.

Additionally, we are committed to contributing to a deeper understanding of the systemic challenges of urban water management in the major cities in India where we operate.



Case Study – Rainwater Harvesting

In FY23-24, we harvested over 11.13 million litres of rainwater, which was either stored for use or directed to the ground through recharge wells. Additionally, we commissioned a 2,000 KL rainwater harvesting project at our Chennai campus, reinforcing our commitment to environmental sustainability.

Water Management

Wipro's water management is governed by our [Water Policy](#). We are committed to the judicious use of our water resources. Our continuous improvement plan includes ensuring adequate metering across our campuses, ensuring smooth operation of our sewage treatment plants, and ensuring efficient reuse of treated water. Rainwater harvesting also forms part of our overall water strategy. All water-related action plans are implemented by the Facilities Management team, which works closely with the Sustainability team. The progress against our Water Targets is monitored quarterly by the Wipro Executive Committee.



In addition, we map our climate-related water risks across all our facilities. Based upon the risks identified, we create business resilience plans at all of our sites. These are closely monitored by the Business Continuity team as well as the Enterprise Risk Management team. More details are available in the Climate Strategy section.

Water Withdrawal

Our freshwater use is sourced from third-party purchases and groundwater. Third-party water mainly includes municipal and private supplies, with the latter primarily sourced from groundwater. Municipal water supplies are typically drawn from rivers or lakes. In-situ groundwater accounts for approximately 4% of our total freshwater consumption across various cities in India. Additionally, we are focused on harvesting rainwater to reduce our dependence on conventional freshwater sources and to promote sustainability. There is no direct impact on water sources due to water withdrawal by the organization.

The table below details our total water withdrawal and also highlights withdrawals from water-stressed regions:

Description	Category	Value (Mn Litres)
Total water withdrawal from all areas in mega liters	1. Surface water	0.00
	2. Groundwater	37.75
	3. Seawater	0.00
	4. Produced water	0.00
	5. Third-party water	996.07
Total water withdrawal from all areas with water stress in mega liters	1. Surface water	0.00
	2. Groundwater	33.31
	3. Seawater	0.00
	4. Produced water	0.00
	5. Third-party water	914.32
Total water withdrawal from each of the sources	1. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	1033.82
	2. Other water ($> 1,000$ mg/L Total Dissolved Solids).	0.00

Water Discharge

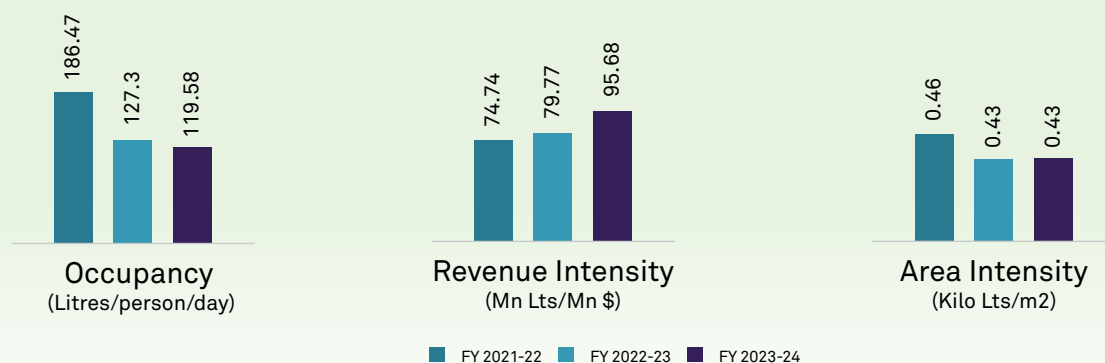
We have state-of-the-art sewage treatment facilities that enable the effective reuse of treated water. Some of these plants are equipped with nanofiltration to produce high-quality water for our chillers. All our water is treated, and all treated water is reused. However, there is a minimal amount of discharge from one of our facilities. We take care not to discharge wastewater into any subsurface waters, surface waters or sewers that lead directly to rivers, oceans, lakes, wetlands, and groundwater. The treated water from our sewage treatment plants is tested and are in conformance with the parameters specified by the respective local pollution control boards.

Description	Category	Value (Mn Litres)
Total water discharge to all areas in mega liters	1. Surface water	0.00
	2. Groundwater	0.00
	3. Seawater	0.00
	4. Third-party water	0.56
total water discharge to all areas in mega liters	1. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	0.00
	2. Other water ($> 1,000$ mg/L Total Dissolved Solids).	0.56
Total water discharge to all areas with water stress in mega liters	1. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	0.00
	2. Other water ($> 1,000$ mg/L Total Dissolved Solids).	0.56

In addition, we are exploring partnerships with organizations to secure treated water for our campuses to reduce our reliance on freshwater sources. We are also intensifying efforts to safeguard our water resources both within and outside our campuses.

Water Intensity

Water intensity is a crucial metric for us to track and manage our consumption year over year, enabling better resource management. The table below shows our water intensity metrics in relation to revenue and occupancy over the past three years.



Waste Management

Wipro's commitment to sustainability drives us to transform waste into a valuable resource. This eco-friendly transformation involves various steps from the segregation of generated waste to its proper disposal. Wipro's approach to waste management involves the following process:



Generation and segregation Wipro's activities lead to generation of different types of waste which are categorized as follows. Total waste generated (including C&D) in this reporting year is 5913 tons which is an increase of 1435 tons compared to previous year due to increased occupancy levels.

Category (Generation)	Value (tons)
E-waste	362.89
Biomedical Waste	2.92
Hazardous Waste	158.86
Inorganic Waste	178.21
Organic Waste	2008.79
Packaging Waste	223.91
Plastic Waste	76.89
Other Waste (Excl. C&D)	660.30
Total Waste Generated (Excluding C&D) *	3672.78

* Total Other Waste (incl. C&D) is 2900.37 tons and Total Waste generated (incl. C&D) is 5912.85 tons.

The categorization of waste generated provides a holistic overview which in turn supports the organization in identifying opportunities for waste prevention and for adopting circularity measures.

Collection and Disposal

The processes that Wipro adopts for collecting and monitoring waste-related data reflect its commitment to managing waste-related impacts. Such processes can include online data entry utilizing digital platforms, maintaining a centralized database, continuous tracking, monitoring, and annual external data validation through audits. To implement our strategy effectively we segregated and monitored our waste processing across 8 broad and 45 subcategories. Since proper segregation and categorization of waste into different categories is done before disposal, it helps Wipro to collaborate with authorized waste management service providers who possess the necessary licenses and permits to collect and dispose off waste safely and systematically adhering to predefined schedules and routes to optimize efficiency.

During disposal, we ensure compliance with local laws and regulations. A concerned team is dedicated to managing and maintaining the site and regular inspections are done which help to identify any deviation and corrective actions are taken promptly to address non-compliance issues.



Impact Valuation

Impact valuation is the quantifying and valuing of a company's positive and negative externalities in the context of society and the environment. It plays a pivotal role as a driver for value creation in the business.

The purpose of impact valuation is to identify the intended and unintended effects of business activities, across products and/or services, operations, and the supply chain. The process of accounting for positive and negative externalities systematically and thoroughly can help businesses make decisions that create value for all stakeholders – not just shareholders.

At Wipro, we have been calculating our Environmental Profit & Loss (EP&L) since 2016. Also referred to as Natural Capital Valuation, this exercise helps us assign a financial value to our natural capital. More recently, we also computed our Human Capital Valuation, which assesses the financial value of our impact on our employees, Social Capital Valuation, which evaluates the financial value of our influence on our communities, and Produced Capital Valuation, which evaluates the financial value of our produced goods and services.

Details on our FY24 impact valuation can be found on page 44 of [Wipro's Integrated Annual Report FY 2023-24](#)

Wipro's position on Impact Valuation

Ever since the 'Triple Bottomline Framework' of People, Planet and Profits was enunciated in the late 1990s, the idea that a company exists to create shared value for all its stakeholders – not just its shareholders – has gripped the imagination of business practitioners and academic researchers alike. Stakeholders typically include customers, employees, suppliers, investors, communities, and governments.

For example, for the employee as a stakeholder, the value created by a company is not only in terms of the salaries and benefits but equally important, a workplace that empowers the employee through continuous professional learning and by fostering a culture that is rooted in the values of diversity, equity, health, and well-being. While few would argue with such a holistic approach how does one evaluate the extent of such value creation? Is there a way of measuring it? Should we even try to measure intangibles like well-being?

While the last example concerns value creation, what about the opposite where a company dilutes or destroys value? British economist Arthur Pigou coined the term 'externality' around a century back to connote any cost (or benefit) borne by a group of people who have no control or say in the running of a company.

The classic example is the deleterious impacts of pollution on communities originating in the company's manufacturing processes. This was seen as an ethical anomaly since companies responsible for such pollution did not have to 'pay' for it or internalize it into its cost structure that would have otherwise reduced its profits. Pigou's concept of externality eventually led to the 'polluter pays' principle and the notion of 'sin tax' where products like tobacco were taxed at above marginal rates as they were seen as creating widespread negative externalities in society.

In recent years though, the debate has shifted sharply to whether and how a company should measure the intangible, non-financial value it creates or destroys. It's not difficult to see why this is tricky terrain e.g. is there a rigorous enough methodology to measure the whole range of ecosystem services forests provide – purifying air, conserving soil moisture, supporting pollinators, mitigating floods...not to speak of the material benefits of food, fiber and medicinal sources.

These are not straightforward questions to answer especially if one has to consider second and third-order effects in spatial and temporal terms e.g. the beneficial effects of the Amazon rainforest are not just to proximate communities but to planetary health as a whole; an example is the correlation between the Amazon rainforest

and the rainfall pattern in Tibet. Despite such academic challenges, the last three decades have seen an ever-growing tribe of researchers drawn from Economics, Ecology, Sociology, Law, etc., grapple with methodological questions such as ‘What is the right discounting rate to be applied to the potential benefits or damage of an environmental action and which will manifest over decades to future generations?’

Back in 2016, we did our first assessment of our impacts on natural capital – in other words, we tried to measure the environmental externality on account of our operations and procurement processes. We published a summary of the results in something called the Environmental Profit & Loss statement (EP&L). We were probably one of the first few companies in the world to attempt such an exercise. Done in partnership with Trucost, a UK-based consulting firm, the methodology applied an econometric input-output model wherein identified environmental and business metrics were used as proxy inputs to arrive at plausible monetary impacts.

While we were aware of some inherent limitations of such techniques, we also recognized the important signaling value they carried internally and externally. Translating our environmental impacts into a common currency of business helped aid conversations with the company’s leadership and internal teams; a concrete example is the comparison EP&L provides across time periods on how we perform on different facets of environmental stewardship. Externally, it provides a basis for meaningful intra and inter-sectoral comparisons for researchers and analysts. For shareholders, the valuation of natural and social capital can be a useful leading indicator of a company’s exposure to physical and regulatory risks.

Over the last 8 years, we have fine-tuned and refined our non-financial valuation in collaboration with GIST; we have included more environmental parameters – e.g. air pollution, and land use change – while introducing more recently the valuation of human, social, and produced capital. Our FY24 exercise, for example, shows that the total value of our environmental impacts is \$ 270 Million which translates to intensity

impacts of \$25,000 per \$ Million of Revenue and \$160,000 per \$ Million of EBIT; in other words, our environmental externalities add up to 2.5% of revenue and 16% of EBIT.

Our journey so far has resulted in many interesting insights e.g. while our GHG footprint may seem significant, 2/3rds of our environmental footprint is due to air pollution. The typical reaction to this fact is one of puzzlement – how can an IT Services company be responsible for air pollution? The answer lies in the upstream pollution of thermal power stations which accounts for nearly 25% of our Indian electricity consumption; other factors include employee commute and business travel

How do we see the road ahead? With a proliferation of global and national regulatory frameworks – ISSB, CSRD, BRSR in India – that seem to be tilting towards disclosing the financial materiality of factors like climate change, employee well-being, and customer solutions, we will see a concomitant increase in players in this space with an attendant expansion of scope and refinement of methodologies. This, we think, will result in cascading adoption cycles by more and more companies creating a virtuous feedback loop.

At Wipro, we will continue to expand the range of stakeholder impacts we value – most importantly, this will include several determinants of positive value creation e.g. sustainability solutions for customers, employee well-being, and supplier diversity. We will therefore be able to present a more balanced picture of the impacts and externalities we create, whether positive or negative.

It’s important though to adopt the Japanese concept of wabi-sabi when engaging with this space, i.e., it’s fine, in fact desirable, to have some degree of methodological imperfections when trying to measure the value of something as complex as nature and society. Impact valuation must be embedded in a bedrock of transparent and nuanced qualitative narratives; after all, as someone famously said ‘Not everything that matters can be measured and not everything that can be measured matters’.



Waste Management Performances

Waste management is governed by the Operations Team. The focus is on reusing and recycling maximum amount of waste. Wastes that do not fall in either category is safely disposed. There

is an end-to-end visibility on the treatment and disposal of waste. Processes are closely monitored and we are continuously working on improving our management practices.

Waste Directed from Disposal (in tons)				Waste Directed to Disposal (in tons)			
	Preparation for reuse	Recycling	Other recovery operations	Incineration (with energy recovery)	Incineration (without energy recovery)	Landfilling	Other disposal operations
Hazardous Waste	0.00	185.18	0.00	0.00	5.59	0.00	0
Non-Hazardous Waste	2.92	2945.55	0.00	0	118.49	2301.59	0
Total Waste (tons)	2.92	3130.73	0.00	0.00	124.08	2301.59	0.00

- 87% of inorganic waste is recycled through approved partners.
- Biomedical and hazardous waste is incinerated as per approved methods.
- Responsible electronic end-of-life recycling is ensured through approved vendors.
- For the reporting year, the recycling rate is 94%.

Waste Disposal Method*	Value (tons)
Incinerated	3.74
Recycled	94.24
Landfilled (excl. C&D)	1.94
Reused	0.09

*Post inclusion of C&D, the incineration, recycled, landfill and reused share would be 2.23%, 41.40%, 56.31% and 0.05% respectively.

Waste Tracking Mechanism

With compliance monitoring and tracking, reports are generated to assess waste management performance which further aids in assessing the effectiveness of waste reduction initiatives and identifying the scope for improvement.

Wipro's target is to ensure that by 2025 more than 98% of other categories of waste are recycled as per appropriate national standards with less than 2% reaching landfills (excluding construction and demolition waste) and 100% of organic waste generated from business operations is recycled.

Currently, 98% of our organic waste is composted. At the end of the financial year, 531.3 tonnes (Hazardous waste – 113.3 tons and Non-Hazardous Waste – 418 tons) of waste was present onsite (in our operationally owned campuses).

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. It has recently been tied up with a startup PadCare which facilitates proper disposal and recycling of sanitary waste through innovative technology.



Climate Strategy

With climate emergency being more prevalent and more visible in the past decade, immediate and real climate action is becoming increasingly important. COP 28 emphasized the need to fast track efforts to limit global warming to 1.5 deg C, while COP 28 did the first-ever ever “global stocktake” under the Paris Agreement. The stocktake revealed that progress across all climate action areas—from reducing greenhouse gas emissions to enhancing climate resilience and providing financial and technological support to vulnerable nations—was slow and inadequate.

It becomes imperative, therefore, for all stakeholders (companies, countries and regions) to have a clear climate strategy that incorporates mitigation, adaptation and resilience.

Wipro's efforts in climate action comprises strategies to mitigate GHG emissions and to enhance business resilience. This is informed by qualification of the impact of our business operations on global climate change and in turn its impact on our business. Our climate strategy aligns with the Task Force on Climate-Related Financial Disclosure (TCFD).

Materiality

In determining the risks and opportunities of climate change with respect to the business, it is important to go through a double materiality exercise.

Wipro conducted an extensive materiality exercise in 2023 to determine the key material issues. Through an elaborate stakeholder consultation

and several focus group discussions with the leadership, we identified 25 key material topics across 8 themes. Details of our materiality exercise can be found on page 25 of this report. The 8 themes were further crystallized into 7 ESG Goals that are important for the organization. The progress against these goals is monitored by the Board on a quarterly basis.

Environmental Stewardship across the Value Chain

- 1 Contribute effectively to actions across the value chain
- 2 Responsible management of scarce water resources

Social: Building the Future-ready Workplaces and Strengthening our Community Work

- 3 Build and promote a culture of inclusion by nurturing diversity and shaping behaviors
- 4 Empower employees through continuous learning opportunities
- 5 Prioritize employee health, well-being and safety at all times
- 6 Contribute in a deep, meaningful manner to a more equitable, humane and sustainable society

Governance: Aligning Purpose, Transparency and Trust

- 7 Maintain the highest standards of governance based on the bedrock of Wipro values and ethical business conduct

Environmental stewardship and climate change emerged as one of the key material topics for the company, based on stakeholder engagement and leadership focus group discussions.

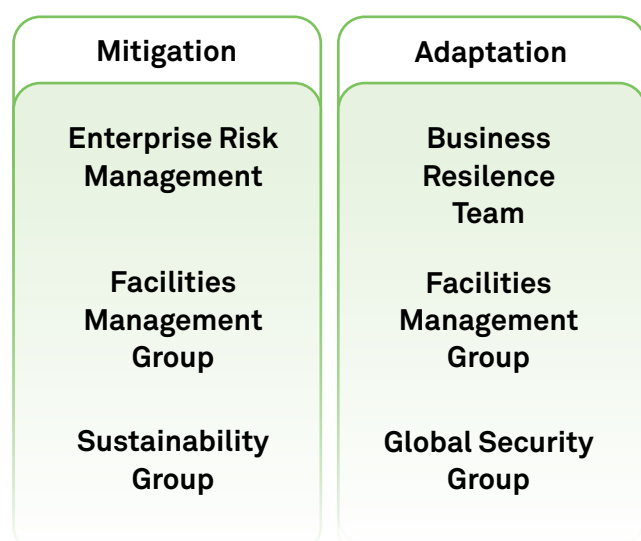
Risk and Opportunity Assessment of our Material Topics

Every Function conducts a risk assessment on their material topics and chalks out mitigation measures to address the risk. These risks and mitigation plans are clearly defined in the Risk Register and monitored quarterly by the Enterprise Risk Management Team. Detailed description of the risks, mitigation measures and opportunities against each material topic is outlined in GRI 3.3. The responsibility matrix implemented for all ESG goals and material topic categories is shown on page 28 and 29

Governance of our Material Topics

Each of our material topics have a defined Function owner, who looks into the planning, implementation and monitoring of the goal. Every material topic is governed by one or more policies. A mapping of material topics to the relevant policies can be found on page 30

Functions play both mitigation and adaptation roles as applicable (depicted below).



Climate Risk

Looking at the other side of double materiality, Wipro recognizes that climate and ESG risks can affect a company's operational strength and continuity. This has kept us vigilant in assessing our risks periodically. While a formal climate risk assessment exercise is carried out once in a few years, our Business Resilience team has implemented a comprehensive program to proactively assess risks, including our climate-related risks and their associated impacts. These risks are integrated with our Business Resilience program to ensure business continuity.

Risk Identification

The Enterprise Risk Management and Sustainability functions at Wipro oversee environmental and climate change related risk identification which is an internal part of a company-wide risk identification process.

The most important criteria considered for climate change risk identification are:

- Planning for Business Continuity (in the case of extreme weather events)
- Energy and Water Scarcity accelerated by a gradual increase in average temperature and temperature ranges and precipitation variation
- Health risks due to changes in temperature and related climate parameters

Risk identification and assessment at the company and asset level:

A well-defined Business Resilience Policy articulates the guidelines to be used to plan for climatic disruptions that could disrupt business objectives. The Business Resilience team governs and guides the standard risk assessment methodology at every location and helps identify risks that could potentially impact the continuity of business and related financial parameters like revenue and profitability, reputation, and legal parameters. This group collaborates with various support groups in the organization to assess risks for human resources, facilities and IT infrastructure with identified impacts, probability/likelihood and controls in place.



Risk Identification through Climate Modelling using RCP 4.5 and 8.5 Scenarios:

In addition to our ongoing process of risk assessment, a comprehensive climate risk assessment exercise was conducted in 2020, encompassing both physical and transitional risk which serves as a clarion call to action. Leveraging the IPCC-defined RCP 4.5 (The Optimistic Scenario) and RCP 8.5 (The Business-As-Usual Scenario), the scenario-based assessment was conducted to evaluate medium to long-term effects (2030-2050) of acute (Increased severity and frequency of extreme weather events such as cyclones and floods) and chronic (Rising mean temperatures can impact health and well-being of employees) physical hazards.

Our risk matrix categorizes climate-related threats into different levels of risk, based upon impact and likelihood. The impacts

are categorized under three key criteria as listed below, and are characterized as having a significant financial effect based on the description:

- **People's safety:** The possible risk to the safety of 1,000 or more of our personnel at any given time in any area. We have estimated this to be 0.5% of staff in specific cities.
- **Wipro's infrastructure:** The need for relocation of more than 25% of personnel to other sites, as well as a 10% increase in infrastructure costs due to possible damage.
- **Customer delivery:** Possible impacts on a customer engagement by more than 25% of the relationship value. Furthermore, any mission-critical service would have to be restored within the time frame agreed upon with clients.

Combined with the likelihood of risk occurrence, risks were categorized into high, medium and low.

As per the Optimistic Scenario (RCP 4.5)

Zone	North		South							West		East
Hazards	Delhi	Noida	Bengaluru	Chennai	Coim-batore	Hyder-abad	Kochi	Mysuru	Vishakha-patnam	Mumbai	Pune	Kolkata
Water Stress	High	High	High	High	Medium	Medium	Low	Low	High	High	High	High
Urban Flooding	Low	Low	Medium	Medium	Low	Low	Low	Low	Medium	Medium	Low	High
Extreme Rainfall Days	Low	Low	Low	Medium	Low	Low	Low	Low	Medium	Medium	Low	High
Hot Days	Medium	Medium	Low	Low	Medium	Low	Medium	Medium	High	High	Low	Low
Heat Waves	Medium	Medium	Medium	Low	Low	Low	Medium	Medium	Medium	High	Low	Low
Air Quality	High	High	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low

More information on the process and results can be found on page 97 of [Wipro's Integrated Annual Report FY2023-24](#) and on the website [here](#).

Risk Resilience (Adaptation)

Wipro has a well-defined Business Resilience Policy to plan for any contingency through the implementation of a robust Business Continuity Management System (BCMS). Climate-related disruptions are a part of the business risks, and the BCMS takes into consideration disruptions that may result from climate-related natural disasters.

The Business Resilience team implements a comprehensive Threat Management Program that enhances its resilience posture across global delivery locations. The program addresses five key threat categories: Environmental, Technological Infrastructure, Operational, Geopolitical and Security, and Workforce Disruptions.

Key Features

- Bottom-up approach to identify vulnerabilities and develop risk response strategies
- Continuous monitoring of threats
- Focus on critical locations and single-points-of-failure

The process followed is as follows:

- Identification and rating of risk
- Assessing the impact of the risk on business continuity
- Formulating a Business Continuity Plan/ Business Resilience Plan. These plans are made at the (i) Account level (to address recovery of critical business processes for the customer service delivery), (ii) Service Function level (to address recovery of critical business processes of the service function); and (iii) Location level (to address immediate emergency response and also integrate recovery of critical business processes for various accounts and service functions at the location)

Outcomes and Impact

- Improved business continuity posture through identification of critical risks
- Enhanced decision-making capabilities based on actionable insights
- Strengthened stakeholder collaboration via workshops and engagement initiatives

The program demonstrates Wipro's commitment to proactive risk management, operational resilience, and sustainable growth.

By systematically addressing potential threats, Wipro ensures its ability to maintain service continuity for clients while safeguarding its workforce and assets.



Case Study

During the 2023 flood and cyclonic events in Chennai, the Crisis management (CM) team took control for effective response, recovery and resumption from the situation. Early detection of forecasted rains helped in initiating CM protocol before the crisis. Account / Service function and location level business continuity plans were invoked. Recovery strategies like work from home, relocation to alternate sites and onshore support through resiliency were implemented for customer accounts.

Actionable Insights and Future Plans

The next round of climate risk assessment across all our facilities is being planned later this year. Armed with our current knowledge and process, this risk assessment exercise will be more rigorous. In addition to risk intensity, the proposed plan is to assess site-wise preparedness to arrive at an overall risk score. Further, actual impacts on employees and business, with a focus on employee health and absenteeism, will be assessed to obtain actionable insights. We also plan to initiate an academic exercise to understand the impacts of climate-related natural disasters on employee health and productivity, to better nuance the impacts on business.

Climate Action (Mitigation)

Since 2007, we have had an unequivocal commitment to environmental sustainability, under which climate change, water, biodiversity, and waste management have been key focus areas.

Targets for Operations and Value Chain

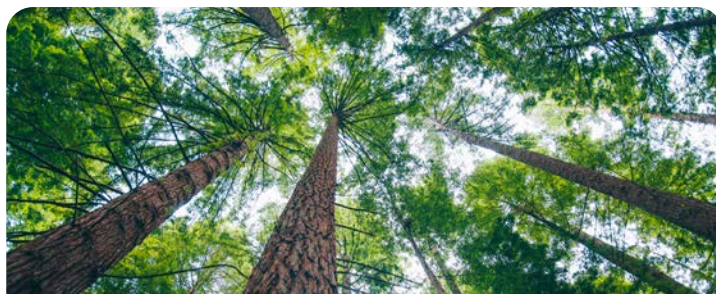
Our Net Zero Targets, validated by SBTi, are:

- Net Zero on Scope 1, 2, and 3 emissions by 2040
- 59% reduction of Scope 1 and 2 by 2030
- 55% reduction of Scope 3 by 2030
- In addition, we have also committed to RE100 - 100% renewable energy - by 2030.

Our climate action is governed by our Energy and Environmental Policy. At the core of our climate action initiatives is decarbonization which revolves around Energy Efficiency and Renewable Energy Transition. Our efforts around energy efficiency are outlined in the Environmental section of this report (page 40). Our transition to renewable energy began several years ago. Today, our operationally controlled facilities are powered by 76% renewable energy procured through multiple types of arrangements available in the market, e.g., Group captive. As a result, our Scope 1 and 2 emissions have reduced by 80% with respect to our FY2017 baseline, significantly ahead of our near-term 2030 targets.

We have also been measuring and baselining emissions on account of our value chain. As we fine-tune our measurement methodologies for Scope 3, it helps feed into our mitigation strategies as outlined on page 79 of the [Wipro's Integrated Annual Report FY2023-24](#).

Implementation of the mitigation plans is embedded and distributed among the multiple functions within the organization while the overall governance is with the Sustainability team.

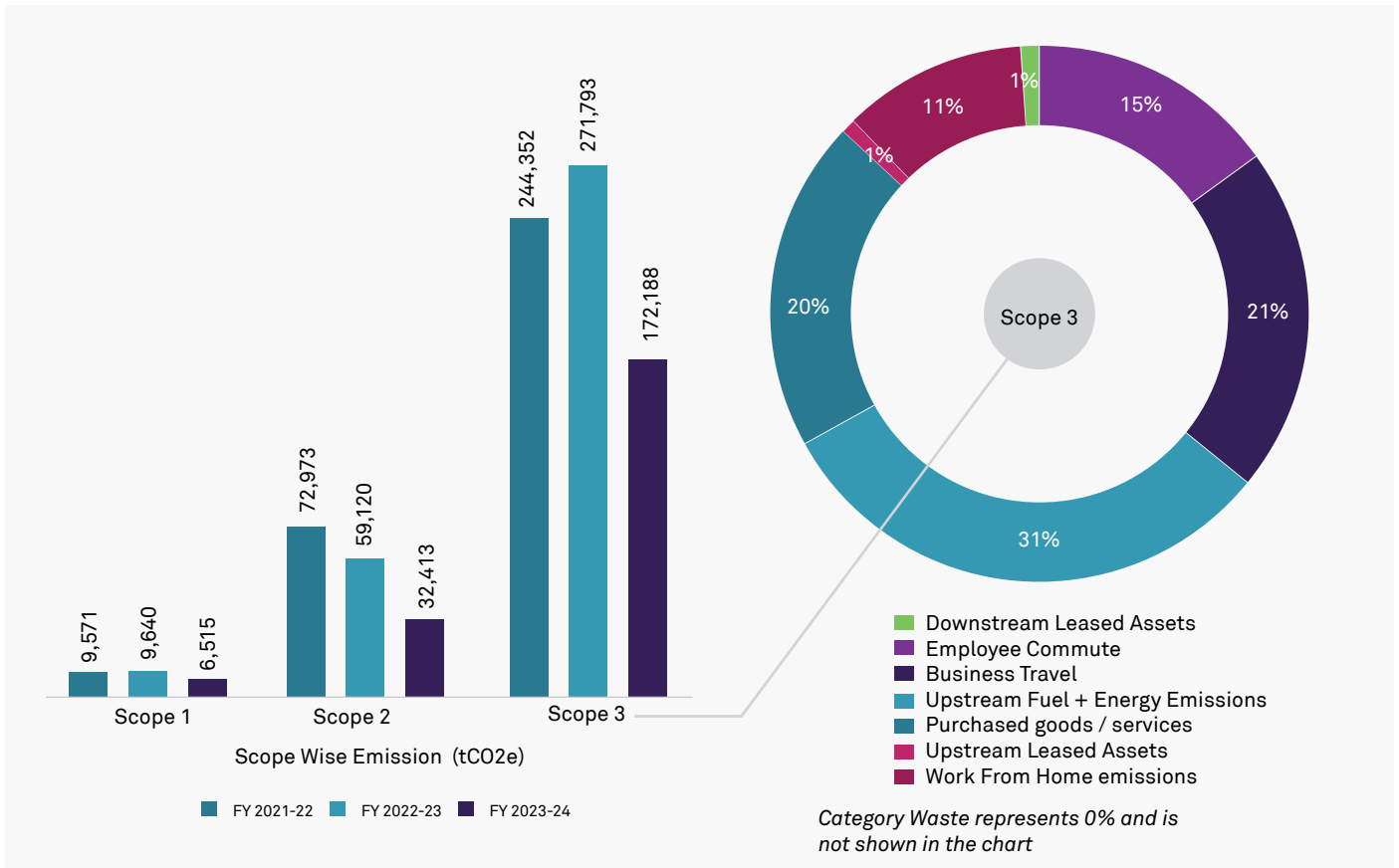


Net Zero vs Carbon Neutral

The ongoing debate of Net Zero vs Carbon Neutrality continues even as SBTi faced a backlash for introducing carbon credits to the program, having to rescind it almost immediately. To understand what the fuss is all about, it is important to understand these terms better. Though achieving Net Zero and Carbon Neutrality has the same end goal of mitigating climate change, the mechanisms by which they go about it is very different.

Carbon Neutrality is achieved by balancing carbon sequestration with carbon emissions. Technically, this could mean that as long as there are enough carbon sinks, the absolute quantum of carbon emissions need not reduce. There are two observations with this - the measurement of carbon sink capacity should be fool-proof in order to claim carbon neutrality; and more importantly, it could set an undesirable precedent that internal decarbonization may be perceived to be unnecessary.

Net Zero, on the other hand, focuses on direct decarbonization to reduce the absolute emissions until the point it can no longer be done, post which carbon offsets could be relied upon. SBTi, for example, endorses targets that support limiting global temperature rise to 1.5 degrees Celsius, as agreed in the 2015 Paris Climate Summit. It allows offsets only for the residual, last 10% of an organization's footprint and that too, only from the target year onwards. The reliance on direct decarbonization reflects a commitment to an absolute reduction of emissions, which could help achieve our global goals faster.



Collaborating with our Value Chain

As part of the ESG Goals and Targets that get reviewed by the Board every quarter, we have a goal to reduce our delivery emissions for our top customer accounts by 50% by 2030. The first step to do this is to establish a baseline. We have created a “Considered Delivery Impact” calculator to measure the footprint contribution of programs/ teams, and are in the process of deploying this among our clients, and reviewing quarterly. This is elaborated on page 59 of the [Wipro's Integrated Annual Report FY2023-24](#).

In parallel, we are actively engaging with our supply chain through the CDP Supply Chain Platform as well as an internal program called WISE (Wipro Initiative for Supplier Engagement). Through these programs, we intend to work

closely with our suppliers to measure and report their baseline emissions, and also to set actionable targets. This is elaborated in more detail in the Supplier Stewardship section of this report.

Actionable Insights and Future Plans

As our Net Zero program matures, we are working toward achieving more granularity and accuracy in our measurement of Scope 3 emissions in account of our Purchased Goods and Services, Business Travel and Employee Commute categories. As our office occupancy and travel numbers steadily increase, it becomes imperative that we introduce new processes and policies to lower emission levels. To decarbonize our supply chain, we follow an inside-out approach to set the right processes and policies.



Climate Risks and Opportunities

Climate-Related Risks

Category	Description
Current Regulation	(i) Fuel/Energy taxes; (ii) Renewable energy regulations and; (iii) Regulations for promoting energy efficient equipment.
Emerging Regulation	(i) Possible increase in the costs of renewable power due to tariff barriers on imports of equipment; ii) Rise in costs of procuring energy from the grid or from captive diesel backups, where the latter is closely linked to global oil prices (iii) Increase in cost of water and increase in cost of sewage treatment due to climate accelerated water scarcity.
Technology	(i) Lag in adoption of energy-efficient equipment retrofits in older buildings, lag in adoption of latest energy efficiency technologies, lag in adoption of renewable energy, adoption of electric vehicles without adequate charging infrastructure, inability to anticipate climate-induced risks to water and the consequent gaps in adoption of higher quality water treatment technologies. (ii) Inability to take advantage of the emerging markets for digital solutions for climate change solutions.
Legal	We have a proactive approach in managing and complying with emerging and current regulations and commitment to sustainability. Hence, we have not faced nor do we anticipate any legal risks.
Market	Inability to cater effectively and ahead of the curve to the high demand of low carbon, IT-enabled solutions/services. This could be in specific sectors where we may not have adequate understanding or capabilities - agriculture or urban planning, for example.
Reputation	Risk arising due to reputation damage stemming from social/ community concerns related to environmental impacts or the perception of not being seen to be doing enough by customers leading to reduced revenue opportunities and impaired inability to do business.
Acute Physical	Physical infrastructure damage, revenue loss due to employee absence from work, and increase in fuel procurement cost due to extreme weather events like cyclones and flooding
Chronic Physical	Increase in tropical diseases caused by precipitation variations, increase in employee absenteeism due to rise in mean temperature.



Financial Impact of Climate Risks

We have made the following assumptions while calculating the financial impact over five years (FY23-24 to FY27-28)

- (a) +7% annual increase in cost of electricity
- (b) -2% reduction of total electricity consumption due to energy conservation measures.
- (c) +7% increase in cost of sales (CoS)

The total financial impact estimated due to increase in fuel/electricity price is within the range of \$55.7 to 68.1 million. This is offset by 2% reduction in energy consumption (\$1 million) due to energy efficiency programs.

Further, \$1.72 million of cost is added based on assumption that Government of India mandates 5% RPO every year. Therefore, the net financial impact due to this is \$ 62 million) for a five-year period.

Our plan to manage the risk from increase in fuel and electricity prices is two-fold:

- (a) Demand side management, where we improve energy efficiency through initiatives like HVAC Plant retrofits, Group Captive Investments, Energy Optimization, etc. We have estimated the cost of such initiatives to be \$11.7 million for a five year period.

- (b) Scale up Renewable Energy procurement through open access or group captive channels at lower relative costs from 75 million units to 110 million units by 2030. During FY 2023-24, RE contributed 76% of our total energy consumption.

We estimate a total additional cost of \$40.53 million over the next five years on account of additional energy procurement, server virtualization, revamp of building management systems, running of global energy command center (GECC) and retrofits to significantly improve efficiency - for example, electronically commutated fans for Air Handling Units (AHU) in buildings are 30-40% more energy efficient. Also the cost is inclusive of \$27.34 million due to the green platinum-rated buildings.





Climate-related Opportunities

Category	Opportunity	Financial Value (Mn \$) 5 Year duration
1	Development and/or expansion of low emission goods and services	\$1,810.5
1.a	Impact Measurements, Impact Intelligence and System Efficiency	Provide IT services to companies around Zero transition management, energy management, smart grid solutions, data analytics, and reporting for customers from energy-intensive sectors like energy and utility companies, retail, transportation, and manufacturing
1.b	Sustainable Technology	In digital transformations, we help our customers integrate sustainability end-to-end, from aligning with business objectives to well-designed architecture, considered user experiences, sustainable technology across the stack, impact intelligence, and overall responsibility and resilience expectations. We also leverage the use of Responsible AI.
2	Products and services ensuring resilience of IT operations	\$18348.0
	End User Computing Services (EUCS) and cloud infrastructure services (CIS)	Expand our existing services under Cloud and Infrastructure offerings (CIS) to help our customers run their operations using an asset-light IT infrastructure -thus, building resilience against the risks of extreme weather.

Financial Value of Climate Opportunity

Based on the present revenue trends and the likely traction for sustainability, decarbonization and net zero solutions of our core offerings in energy, utilities, engineering research/design, sustainable finance/lending, sustainable design, we have projected year-on-year revenue growth for five-year period. We estimate an aggregate revenue opportunity of \$1,810.5 mn over a five-year period from FY2025 to FY202. The financial impact figure is based on a 30% annual growth rate annually over five years for the mentioned services on the 2023 revenue base of \$154 mn.

Over the next five-year period FY2025 to FY2029 we have estimated an increase in revenue through our offerings like data centers, cloud

infrastructure services and modernisation, and End User Computing Services (EUCS) to be around \$18,348 million. This is based on an annual growth rate of 10% over next five years based on our 2023 revenue base of \$2746 mn.

The projected costs for realizing these opportunities are estimated as \$95.2 Mn and \$520 Mn respectively. This is based on the additional cost to company of employees in product development, sales, marketing, delivery and support projected for a period of five years - which is estimated to be 2.5 - 2.8% of revenue for the same period.



Stakeholder Value

- › Workplace Sustainability
- › Customer Stewardship
- › Supplier Synergies
- › Community Initiatives

Wipro champions stakeholder value with dynamic workplace sustainability and a firm commitment to diversity, equity, and inclusion (DEI). Our hybrid work model perfectly balances in-person connections with flexibility. We empower women through the Women of Wipro (WoW) framework and drive disability and LGBTQ+ inclusion with strong policies.

We fuel high performance and career growth with real-time feedback and clear objectives, while our Management Academies sharpen Project and Delivery Managers' skills. Employee well-being takes center stage with programs focused on stress management, fitness, and safety. AI plays a crucial role, with over 97% of employees trained in Generative AI, driving innovation through Lab45 and partnerships with tech giants like Google Cloud and AWS.

Wipro Foundation makes a global impact, reaching millions through education, healthcare, and digital skilling, while our ethical supply chain practices advance sustainability and help us achieve Net Zero goals.





Workplace Sustainability

The Next Generation Workplace

At the core of Wipro's powerful legacy is its values. Our commitment to our Five Habits and the Spirit of Wipro guides us and forms the foundation for our transformation and evolution. At the heart of this is our belief that people are our greatest asset. We strive to make a difference in the lives of our employees, customers, partners, and the communities in which we live and work. As we undergo a fundamental transformation journey, our priority is to nurture what makes Wipro, Wipro: our employees.

Over the course of the years, we have examined our policies and processes more closely to make them even more people-centric. The changes the world has seen and will continue to see have changed the way we work, and we are committed to creating a workplace that reflects our contemporary society.

Around the world, Wiproites have returned to the office to build networks, celebrate successes, and access learning opportunities together. Our hybrid work model offers the flexibility of remote work combined with the collaboration and advantages of working together in the office. We have launched initiatives to promote in-person connections, networking, collaboration, learning, celebration, and growth. Our employee engagement activities aim to cultivate a positive work culture, uplift morale, and boost productivity.

Diversity, Equity and Inclusion (DEI)

Inclusion is a way of life at Wipro. We integrate diversity into everyday work, encouraging all Wiproites to be their authentic selves, at all times. We are committed to equitable practices, to offering equal opportunities to all, and embracing all forms of differences. This core value of inclusion and equity allows us to be an employer of choice that attracts, and grows, diverse talent. At Wipro, we are committed to fostering a workplace where individuals, regardless of their gender, sexual orientation, disabilities, racial or ethnic background, and generations, are valued not in silos but as unique intersections of multifaceted identities. Through this approach, we aim to promote equity, respect, and a sense of belonging for all.

Women

Our approach towards women is based on the 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 inclusion and empowerment of women. Focused training and mentoring programs for women, networking opportunities with women leaders from across the industry, and inclusive



policies and practices foster an inclusive work environment at Wipro.

Begin Again is our program focused on hiring women who have taken a break from their careers. The program was featured in the [NASSCOM-IIM Ahmedabad Report on Returnship Programs](#).

Shared below are some of the initiatives that underscore our commitment to Women:

Increased Representation of Women in Senior Leadership

We use a holistic approach to increase the representation of women in senior leadership 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 7.3% in FY21 to 18.7% in FY24.

We are actively working to increase women's representation in decision-making roles. Currently, 22.2% of our Board of Directors, 20.0% of the Wipro Executive Board, and 22.6% of the Wipro Executive Committee are women.

Key Programs and Initiatives

Enrich: A sponsorship program for high-potential senior women leaders, to strengthen the talent pipeline and create an ecosystem of enablement. Two cohorts of the program have graduated, and the program has been a success following which our next cohort has seen a two-fold increase in participation.

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, encourage pre-maternity connections and HR connections with mothers returning from maternity leave. We also offer a WoW Mom

handbook, information on daycare facilities, lactation facilities and more.

Our holistic policy ensures a smoother integration for our returning mothers and helps support them as they take on new responsibilities and new adjustments in their lives. 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.

We have implemented e-learning modules to support maternity management in the workplace. One module is designed for women associates, while the other is tailored for managers. These modules provide step-by-step guidance from the announcement of pregnancy, through the maternity leave period, the transition back to work, and beyond.

Other Programs: Our flagship capability programs such as Your Career Your Choice and She Leads 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 an inclusive and accessible workplace for all colleagues, including those with disabilities, chronic medical conditions, and primary caregivers to dependents with disabilities. We align our efforts with the CREATE framework (Career, Recruit, Engage, Accessibility, Train, and Enable) to implement initiatives such as hiring, redeployment, engagement through accessibility improvements. We plan to expand our disability charter to include neurodiversity hiring and continue strengthening our accessibility charter. Our efforts have led to increased self-identification among colleagues with disabilities, participation in observances and campaigns throughout the year, and recognition from Forbes and NASSCOM. We've enabled over 1200+ reasonable accommodation requests and enhanced policies and benefits to ensure inclusion of our colleagues. Our external advocacy includes participation in round tables with leading organizations, demonstrating our commitment to holistic diversity, equity and inclusion.

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. Recently, we introduced a dedicated e-module for Championing LGBTQ+ Inclusion in the workplace, and pronouns were also included in Office 365.

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. Efforts to raise awareness about Wipro with students attending historically Black colleges and universities (HBCUs) by partnering with a local fraternity are also ongoing. Our first Juneteenth event focuses on increasing knowledge about Juneteenth. We commemorate Black History Month throughout February.

There are also regional and country-specific chapters along with affinity groups for Hispanic and Latin/o/a/x employees and allies, Asian and Pacific Islander employees and allies, etc.

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, and social media posts. Other campaigns cover themes like sign language, allyship, neurodiversity, cultural diversity, mental health, and parenthood.



Hiring and Onboarding

Our Associates are our greatest strength and we aim to build exceptional teams from diverse backgrounds to allow us to drive success and set high standards for innovation. Our culture and values have always provided us with a strong foundation to create an industry-leading Talent Attraction Model.

We have leveraged this model to attract, identify and hire diverse top talent across the organization at all levels. We have provided early career hires with a sustainable platform to grow and shape themselves into technology leaders of tomorrow. We have also focused on creating and launching an Employer Value Proposition (EVP) this year to market the right jobs to the right lateral hires to build strength in the organization and to hire the best leaders for experienced roles.

Improving candidate experience has also been a top priority and we have seen this focus pay off in our Glassdoor ratings, where 70% have voted to recommend Wipro to a friend. Diversity and inclusion has been rated as the highest quality for Wipro at Glassdoor.

We have also seen our highest-ever rating on Indeed where we have been rated 3.8 out of 16,000+ reviews. Technology and automation have been at the forefront of our hiring practices and this has helped us make quick and data-backed hiring decisions. We have also created flagship programs such as “Begin Again” to further our commitment to diversity and inclusion.



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 real-time 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 considering 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 new roles and build the careers they seek. To ensure talented and capable employees have adequate growth opportunities, we have doubled and sustained the frequency of promotions at junior and mid-career levels.

Management by Objectives: The goals and objectives are set by associates at the beginning of the year based on the discussion with their manager. The account/unit objectives are cascaded to the role incumbents by the respective managers ensuring alignment with the overall organizational objectives. Role holders can modify their goals and objective if needed, during the year as well.

Multidimensional Performance Appraisal: The individual's performance is evaluated based on the outcomes achieved by them against the goals and objectives set. The evaluation is basis holistic review of their performance considering the inputs from their additional managers and reporting managers.



Team-Based Appraisal : There is an annual 360-degree feedback survey where employees in 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.

Agile Conversations: Under our 'Feed-Forward' initiative, managers have access to real-time inputs with team members whether it is shout-out for a job well done or constructive inputs on the performance against goals and objectives. The comments from the managers (including all managers the individual had worked with) ensure holistic reviews of the individual's performance during the mid-year and year-end appraisal cycles.

Employee Development Programs

Management Academies

Project/Delivery Management Academies have designed in-house Learning and Certification programs for Project Managers (PMs) and Delivery Managers (DMs) that would help the community to understand the Wipro way of managing projects using Wipro tools, techniques and enable them to deliver projects efficiently for clients.

Program Benefits

- Improve the delivery capabilities of the organization by enhancing the core project and delivery management competencies through the learning and certification programs.
- Improve the margins of the project by enabling the PMs and DMs to understand the project finance and leverage the organizational initiatives like TopGear and Automations etc.
- Focusing on delivery-led growth by enabling PMs and DMs to apply Project Management learnings like stakeholder management, change management, etc.
- Manage the project effectively by applying the knowledge, skills and techniques gained through this learning and certification.

Impact

- The Average Customer Satisfaction (CSAT) rating for FY24 is 6.36 (in the scale of 7)
- Approx \$240,000 cost savings for FY24 to the organization by conducting these trainings in-house.

Coverage

4900 associates have completed Project Management certification and around 2000 have completed the Delivery Management certification to date. Out of these 1705 (35%) are performing the PM role and 670 (33.5%) are performing the DM role now.



Foundational Talent Development

Foundational Talent Development aims at fortifying a continuous learning culture through carefully curated programs. Some of the learning approaches under the Business Communication Skills program:

Business English Learning Lab:

- Business English Basics (Applied Grammar) – Encompasses exposure to various client/business scenarios to elevate oral articulation skills.
- Business Writing Skills (Writing Etiquette) – Enhances ability to document and write business succinctly and crisply ensuring clarity and comprehension.

Digital Learning Pod: Initiated for Next Gen Associates of Application Engineering and Cloud Services.

Open VILT (Virtual instructor-led training): Accent Neutralization, Presentation Skills, and Art of Business Communication.

Bespoke Endeavors: Bespoke programs reinforce customer-centric mindset and behaviors at work which leads to enhanced customer experience and engagement. Each bespoke endeavor is custom fit to the training requirements of the business unit and considers client feedback.

Program Benefits	<ul style="list-style-type: none">• Satisfactory closures of customer needs, asks, escalations and handovers.• Comprehensive and timely response to clients.• Improved interactions in client and stakeholder meetings observed in Business units• Improved quality of feedback from the Business Leaders• Pre and post assessments based on Advanced MS feature (Speaker/ Presenter Coach) and real-time feedback enhance speaking skills.• Addressed customer issues with empathy and solution focus.• Observed efficient collaboration among employees across the organization.
Impact	<ul style="list-style-type: none">• NPS score of 8.5 with 97% survey takers promoting the VILTs.• NPS score of 9 with 98% promoters and 2% neutral for Bespoke programs.• 131,997 participants across the organization certified in various open programs focusing on Communication Skills.• 9,189 participants certified in various Bespoke initiatives that include enhancement in English language proficiency and communication.• 3,801 participants accessed the learning pathway for BELL – Business English Learning Lab.• 2,377 participants certified in BELL.• 84 unique bespoke initiatives completed.• Testimonials from Business Leaders were received, highlighting:<ul style="list-style-type: none">a) Enhanced team collaboration with better interpersonal communication.b) Increased productivity with clear and confident communication with clients <p>Business leaders find these skills significantly contributing to growth and customer satisfaction.</p>
Coverage	<p>149,785 total participants upskilled to carry out effective communication.</p> <p>Approximately 61% of FTEs upskilled under the Business Communication program.</p>

Learning and Development

Some of our other key learning and development initiatives include Digital and On-demand Learning (through platforms like MySkillZ and

Codility; as well as hyper-scaler certifications), behavioral learning through SPARK (a Harvard learning platform), and skills learning through platforms like WiLearn and T-base.



Employee Well-being and Support Programs

Well-being is a pillar of our cultural framework. We are advocates of well-being and focus on the holistic Well-being and good health of all our permanent employees. Beyond providing for professional growth, we believe every individual must invest in personal fulfillment and fun.

Wipro Well-being is a journey to help each of us feel well and have the energy to live the life we want by connecting the three important aspects of our lives: Mind, Body, and Community. We adopted a data-driven approach to healthcare that makes it sustainable, scalable, and unique. This also includes a holistic well-being platform with offerings for health and wellness across geographies aligned to the three-point plan toward employees' well-being, connecting mind, body, and community.

Leaders define the ecosystem within which their teams operate. Hence leadership involvement in well-being is a key area of focus. A leader sponsor has been identified for well-being at Wipro. The role of the leader sponsor is to normalize well-being conversations and socialize well-being interventions.

The 3-Point Plan: Well-being is connected to every aspect of our lives and is the sum of how we feel in mind, body, and our communities. When we find meaning in our work, it energizes our personal lives. When our relationships are fulfilling, we are in harmony with our communities. When our communities are supported and sustainable, so is our planet. And it all begins with feeling well. Wipro Well-being is designed to help us find the habits, activities, and approaches we need to succeed and thrive.

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 Well-being offers a structured program that ranges from leave days to self-help to confidential counselling.

- **Body:** Physical health is the most visible part of how we feel. Wipro counseling 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 Well-being offers volunteering opportunities, causes, support groups and other ways to reach out the way most meaningful to each employee.

Stress Management

- EAP Counseling - Available to all employees globally, free of cost. 24*7 support from certified counselors through phone or emails.
- Resources (articles, videos, and self-help courses) to assist employees in making informed choices on their well-being, available via digital well-being platforms. We also have the HMM-SPARK portal which can be accessed by all employees. There are learning pathways for various skills. The learning elements on this portal are in the form of articles, podcasts, videos, and courses curated by Harvard experts.
- Redressal platforms for employees - We encourage safe workplaces by offering platforms for the redressal and grievances through Ombuds and Prevention of Sexual Harassment. We have yearly certification on the prevention of sexual harassment and ombuds for all employees.
- Behavior spotting - Psychological first aid program designed for leaders, specifically the Front-Line Managers (FLMs), to be equipped with skills to recognize any early signs of psychological distress and align strategies in place to support their affected team members.

- Rejuvenation leaves- To enable work-life balance and encourage employees to take time off for self/family time, we have introduced this leave over and above existing leaves in some geographies.
- Capability Building Modules in Mental Well-being (Gear Up) – An expert-curated online well-being module to help learners strengthen their mental resilience. The module enables learners to navigate through stressful situations effectively with the aid of easy-to-master tools that they can implement in their daily lives. This will be followed by courses focusing on building capability in managers to identify and manage signs of distress among team members.



Sports and Health

- Fitness and Recreation - We have gyms and recreational facilities in office campuses across locations. This is free for all Wipro employees.
- Annual Health checks- Wipro encourages all employees to go through a health check. It is sponsored by the company globally. The Health check is sponsored once every year by the company to encourage healthy lifestyles.
- Free, unlimited consultations with general practitioners, and discounted rates for specialists in several countries with free specialist consults based on monthly well-being themes.

- Health education is digitally available 24/7 in our well-being platforms and every day as mail nuggets to all employees.

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

Hybrid Work and Flexible Working: Wipro's Hybrid Work Policy guidelines give employees the flexibility to work remotely (outside of their assigned office) while supporting Wipro's commitment to collaboration, innovation, and productivity.

Parental Leave: 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 the 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 FY23 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.

Lactation and Day-care Facilities: Additionally, we also have day care and breast-feeding/lactation facilities for all our full-time and contract employees in India. At present, we have 10 on-campus day care centers and affiliations with more than 100 centers across India.

Insurance: All permanent 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.

Compensation and Benefits Approach: We provide employees with compensation packages commensurate with their skills, experience, and local laws and regulations. Salaries are determined by the markets we serve and the cost of living in a particular geography.



Our integrated benefits program provides a range of options for better financial and social security, including efficient tax-management 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 consistent 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.

Occupational Safety and Health

OHS Risk Assessment

Wipro has established, implemented and maintained a Risk Assessment procedure (Procedure Hazard Identification, Risk Assessment and Control) for ongoing hazard identification, risk assessment and determination of necessary controls. The procedure has considered all the requirements of the ISO 45001:2018 and ISO 14001 Standard. Procedure Hazard Identification, Risk Assessment and Control includes the requirement to complete risk assessment in consultation with relevant personnel and where applicable, include the health and safety representative for that area. The risk of hazards shall be assessed including consideration of controls – using likelihood and severity and the hierarchy of controls will be applied to reduce the risk to a level that is ‘acceptable’ according to the acceptance criteria specified and internally derived. Quarterly safety committee meetings are conducted.

Vendor works, snakes in the campus and transport are some incidences that have contributed to high- consequences injuries

Independent External Verification

All our operationally-controlled sites have undergone a comprehensive audit of our employee health and safety risk assessment, identifying, and mitigating potential hazards to provide a safe and healthy work environment for all employees. 100% of our sites are certified with ISO 45001, demonstrating our commitment to the well-being of our workforce, fostering a culture of safety, and maintaining compliance with regulatory requirements.

Procedure to Investigate Work Related Injuries, Ill health, Diseases and Incidents

Wipro has established, implemented and maintains a process to report, investigate and manage incidents and non-conformities. Proactive reporting for unsafe conditions and unsafe acts are captured and corrective actions are derived. Reactive indicators like dangerous occurrences, near misses, first aid, minor and major injuries are investigated and corrective action is undertaken. The learnings are implemented across the organization.

OHS Training

Employees working on behalf or under the control of Wipro in the areas where significant aspects/hazards have been identified and are trained to build competency for handling the significant aspects/hazards. Core team members of the department within the scope of EHS shall be responsible for assuring that the appropriate training, awareness, and competence requirements have been defined and met. The associated records of competency are retained by the MR as relevant for fulfilling the requirement of competency. EHS induction module is introduced to train all new joiners to make them understand the requirements. We have provided EHS E-Learning (Wi Learn) programs for employees to educate and empower all employees with the knowledge and skills necessary to identify and manage health and safety risks, as well as adopt good working practices. Every employee is required to undergo this training yearly.



Internal Inspection

Wipro digitally captures inspection in the inspection tool. Unsafe conditions and acts are captured and corrected immediately. This creates safer work environment for the employees.

In addition, Wipro captures all lagging indicators from Employees, contractors and visitors' HSE incidents in a digital platform, as categorized below.

- Near Miss cases
- Dangerous Occurrence,
- First Aid cases
- Minor Injury and Illness,
- Major Injury and illness,
- Environmental Incidents.
- Work related deaths
- Non work related incidents(including personal health & ambulance movement),

All Leading indicators like HSE inspection, unsafe condition and acts are also digitally captured and proactivity closed in the system to create a safe workplace for our employees, contractors and visitors. All the incidents are reviewed at the monthly leadership meetings. High potential injury and dangerous occurrence are discussed in the EHS townhall. All incidents are reviewed and closed, and appropriate corrective action is taken. The learnings are implemented across organization like Personal protective equipment's (PPE's) usage, safe work method for contract works, reporting unsafe condition and unsafe acts and closing them. Systems such as work permit systems, lockout -tagout, and safety for people working at heights are implemented to prevent injury.

We have a two-way communication system in place to facilitate employee voice regarding working conditions:

- We have established a robust two-way communication system, ensuring that employees have a dedicated catalog option in the Service Now portal to raise requests and concerns and share about EHS suggestions regarding their working conditions. This open communication framework empowers employees to:
 - Freely express their views and opinions
 - Report safety concerns and near-miss incidents

- Provide feedback on workplace policies and procedures
- Contribute to continuous improvement initiatives
- Emergency contact numbers/service providers' contact details are available in all levels to communicate directly for sharing any issues.
- Weekly Huddle meeting: Face-to-face contact with employees to understand delivery progress and risks, share best practices, recognize the performance, and identify gaps in workplace activities and opportunities for improvement

Actions to Improve Workstation Ergonomics

We prioritize employee well-being by implementing comprehensive ergonomic measures to create a comfortable and safe working environment. Our initiatives include:

- Regular reminders for stretching and pausing and motivational prompts through hourly pop-up windows, encouraging employees to stretch and move throughout the day;
- Provision of ergonomic chairs, designed to promote good posture and reduce discomfort;
- Collaborations with ergonomists to conduct awareness sessions and guided stretching exercises, enhancing employee knowledge and engagement;
- We have deployed a dedicated physiotherapist at our OHC, providing employees with convenient and readily accessible support for their musculoskeletal well-being.

Actions to address stress and psychological well-being in the workplace - Considering the importance of mental health and well-being in the workplace we have implemented various actions to support our employees' psychological well-being and mitigate stress. These initiatives include:

- Mindfulness and stress management webinar
- Mental health awareness webinar
- Regular feedback and open communication channels to address concerns
- Yoga sessions virtually and on-site

Engagement on Employee Health and Safety

The Dot is Wipro's new employee experience platform, designed to improve productivity and employee engagement. The Dot is designed to



enrich communication and will be a collaboration ecosystem at Wipro, foster a richer sense of company culture, and boost productivity and efficiency.

Weekly EHS Buzz post gets posted focusing on EHS best practices, Safety moments, Virtual activities, theme-based activities, and wellness talks. Details of safety related incidents, in the following format:

Safety Incident/ Number	Category	FY23-24	FY 22-23
Lost time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.18	0.11
Total recordable work-related injuries	Employees	66	59
No. of fatalities	Employees	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0

These numbers are for Indian, permanent employees only. We do not have workers on the payroll of the Company. Our OHS Policy covers all employees, contractors/third-party employees & workers

Improvement of OH&S Performance

We are on a continuous improvement path to improve our OHS systems. Some examples of initiatives undertaken include:

- Process improvement for seamless recording of industrial injury leave and incidents reported.
- Enhancing the inspection and auditing functions (digitally capturing Leading indicators like unsafe conditions and acts).
- Implementation of permit-to-work processes
- Integration of occupational health and safety considerations at the earliest stage in the design life cycle of plant and equipment, as well as in planning for facilities relocation,

and/or process redesign.

- Improvement of the occupational health and safety culture of the organization
- Enhancing the incident investigation process

Employee Experience Survey (EES) and Employee Insights

Employee Engagement Survey (EES) is a purposefully designed active listening mechanism to understand employee engagement and various drivers leading to engagement at the organizational level. Covering the entire employee lifecycle, the survey gauges the overall engagement and satisfaction on aspects such as career, work-life balance, enabling environment, and more.

Here are the key highlights from the EES:

- Employee engagement at 83% (with 75% participation). Engagement score is reported as a combination of job satisfaction (80%), purpose (91%) and willingness to recommend (79%): Wipro continues to lead benchmark of Fortune 500 companies, and IT / Professional Services organizations.
- The survey also touches upon 20 engagement drivers, some of them being well-being/ happiness (79%), psychological safety (84%), diversity and inclusion, transparent communication, work-life balance (82%), role fit, trust in manager and leadership, etc.

Wipro is leading benchmarks of Fortune 500 companies, IT / Professional Services organizations.

- We continue to see higher scores around aspects of well-being, stress management, happiness and psychological safety.
- 91% of Wipro associates believe Wipro is having a positive impact on the world.
- Innovation (90%) and empowerment (89%) were other two top scoring engagement drivers.
- Action plans based on the surveys have been created and communicated to Wiproites. Based on the May 2023 survey, 66% associates saw positive changes in the organization because of the feedback they gave.



Some actions that we have taken based on the feedback:

- A culture of self-service is being built with The Dot (our employee experience platform) to make information (resources, applications, tools) available to enhance productivity and build engagement. WiNow (our AI chatpod) has assisted over 214K unique associates, in the flow of work with 80% internal customer favorability, addressing ~15K queries per day.
- Reimagination of onboarding has led to 97% favorability on Day 1 and 89.3% favorability on day 90 amongst new hires.
- Simplification of associate travel with self-service is live in 23 countries and is being expanded across all countries, while simultaneously simplifying policies to make reimbursements easy to claim and process, simplifying business travel.
- Digital ecosystems are being leveraged to quicken background verification and faster onboarding. Technology is being used to verify claim submissions, and management of associate leave and attendance, toward superior compliance.
- (Internal) customer satisfaction of queries addressed by people operations has seen a 20% increase with structural changes, simplification, and operational focus on turn-around time and training of associates.
- Our CEO has committed to quarterly leadership connects. All SMU (Strategic Market Units) CEOs and GBL (Global Business Lines) leaders will conduct quarterly town halls and allow asking questions to the associates.



Human Rights and Values at Wipro

Commitment to Human Rights

Wipro is committed to protecting and respecting human rights and remedying rights violations as they are identified. These include issues relating to human trafficking, forced labor, child labor, freedom of association, the right to collective bargaining, equal remuneration and discrimination.

Providing equal employment opportunities, ensuring distributive, procedural, and interactional fairness in all what we do, creating a harassment-free, safe environment and respecting one's fundamental rights are some of the ways in which we ensure the protection of human rights.

As an equal opportunity employer, we do not discriminate based on race, ethnicity, color, religion, sex, national origin, gender identity, gender expression, sexual orientation or disability. Our Code of Business Conduct (COBC), Supplier Code of Conduct and Human Rights Policy are aligned to globally accepted standards and frameworks like the U.N. Global Compact, U.N. Universal Declaration of Human Rights and International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO Declaration). They cover all employees, suppliers, clients, communities and countries across geographies where we do business. 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 allow asking 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 have established committees and processes like the Ombuds, Prevention of Sexual



Harassment Committee, Employee Experience Survey, Audit/Risk and Compliance committees, EHS, an Inclusion and Diversity Council and Culture Council to review progress and formulate strategies to address issues pertaining to compliance, safety and a harassment-free workplace.

These processes are periodically reviewed by the top management. We keep our employees informed about these processes regularly through trainings, mailers and internal social media platforms. The human rights requirements form part of our business agreements and contracts. Also, a detailed due diligence is done before each merger or acquisition which outlines compliance and governance risks.

Identified 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 at the workplace

Mitigation Policies and Processes

We have created specific interventions to address these identified risks:

- **A level playing field across key pillars of diversity specifically for employees with disabilities and for members of the LGBTQ+ community:**
 - Inclusion champions and allies in the business have been trained to conduct awareness sessions for employees across units. These sessions cover themes like understanding gender and sexual orientation, inclusive language and behavior at the workplace, becoming an ally, and others.
 - Wiproites can declare a same-sex partner under family details and under our medical insurance policy and cover their registered partners. We have an LGBTQ+ handbook that acts as an important reference

and aids in understanding the LGBTQ+ community.

- To foster 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 on 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 trainings (Code of Business Conduct, Information Security Awareness Course and Code of Operations Conduct). We also ensure background verification is carried out for these employees through the HRSS Team. We conduct open houses along with “rest and relaxation” sessions for synergy employees deployed in Indian business units.

- **Awareness of Unconscious Bias:** At Wipro, we encourage each one of us to break the biases. For many years now, we have had an e-learning module on unconscious bias for all employees to deepen their understanding of the subject. More than 1,82,500 employees have completed the module.

We also run global communication campaigns to raise awareness and drive behavioural 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 that we are actively mitigating the impact of potential bias and help build more diverse and inclusive teams.



Key Metrics

Diversity of Governance Bodies and Employees

GRI 405-1

	FY 2023-24	%
Americas	16,459	7.3
Europe	8,665	3.8
India	1,84,554	81.9
APMEA	15,704	7.0
Total	2,25,382	100

Age-wise	FY 2023-24	%
<30	1,11,756	49.6
30-50	1,04,833	46.5
>50	8,793	3.9
Total	2,25,382	100

Gender-wise	FY 2023-24	%
Female	82,595	36.6
Male	1,42,767	63.4
Total	2,25,382	100

*Total includes Transgender

Age-wise distribution of the Board	
35-55	3
56-70	4
>70	2

Gender-wise distribution of the Board can be found on [page 15](#)

Gender Pay Parity

GRI 405-2

Gender Pay Parity	FY 2023-24
Gender Pay Parity (Average Female Salary/Average Male Salary) for our employees (most in number) in India	0.94

Our global adjusted gender pay*, including Indian employees, shows senior management ratio at 0.99, middle management ratio at 0.92 and junior management ratio at 0.96.

Adjusted Gender Pay Gap accounts for pay differences between men and women, considering factors like job role, experience, location and skills. Using regression analysis, we predict compensation based on these factors and

calculate the gender pay gap by comparing it to actual (base and variable) compensation. Our analysis relies on the Pay Analytics platform developed by our technology partner, Beqom. Adjusted pay gap is considered to be a more accurate representation of gender-based pay disparities.

Work-related Injuries

GRI 403-9

Safety Incident/ Number	Category	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.18
Total recordable work-related injuries	Employees	66
No. of fatalities	Employees	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0

NOTE: These numbers are for Indian, permanent employees only. We do not have workers on payroll of Company. Our OHS policy covers all employees, contractors/ third party employees & workers.

Percentage of employees receiving regular performance and career development reviews

GRI 404-3

Details of performance and career development reviews of employees*:

Category	FY 2023-24		
	Total (A)**	No. (B)	%(B/A)
Employees			
Male	124,793	118,915	95.29
Female	70,780	68,140	96.27
Others	13	12	92.31
Total	195,586	187,067	95.64

NOTE: Wipro's Performance Appraisal and Review Policy covers employees across all levels and functions. The performance review across levels & functions is similar to the overall rates.

* Permanent global employees considered.

**Column A denotes the number of employees eligible for performance review



New Employee Hires and Attrition

GRI 401-1

New Hires

The percentage of open positions filled by internal candidates for the last fiscal year : 87%

Region-wise	FY 2023-24	%
Americas	3,786	9.4
Europe	907	2.3
India	31,129	77.5
APMEA	4,360	10.8
Total	40,182	100

Age-wise	FY 2023-24	%
<30	27,711	69%
30-50	11,540	28.7%
>50	931	2.3%
Total	40,182	100

Gender-wise	FY 2023-24	%
Female	16,201	40.3
Male	23,970	59.7
Total	40,182*	100

*Total includes Transgender

Voluntary Attrition

With focused engagement plans and continued governance, we aim to control attrition and improve employee retention.

Region-wise	FY 2023-24
Americas	12.7
Europe	16.7
India	12.7
APMEA	14

Age-wise	FY 2023-24
<30	14.4
30-50	14
>50	9.8

Gender-wise (%)	FY 2023-24
Female	12.8
Male	14.5

Only voluntary attrition considered

Management-wise (%)	FY 2023-24
Senior Management	10.6
Middle Management	11.2
Junior Management	14.2

Discrimination

GRI 406-1

Gender-wise	Total number of Incidents	Number of incidents reviewed	Remediation Plans implemented	Incident no longer subject to action
Discrimination	9	9	3	6

NOTE: Disciplinary action were executed against accused and HR was informed to ensure periodic feedback is taken to gauge progress as per the [Ombuds Policy](#)



Customer Stewardship

Security Practices

[GRI 410](#)

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 creating value for our customers customers 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 customers' expectations. From building 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 IT service offerings are categorized under four Global Business Lines (GBLs), designed to drive focused growth in our priority markets. The offerings combine global expertise with local geo-focus in building capabilities while ensuring a dedicated sales presence closely aligned with the needs and preferences of our clients.

- **Wipro FullStride Cloud:** Brings our entire suite of strategic cloud expertise and capabilities under a fully integrated, full-stack offering creating an end-to-end AI-powered cloud services delivery engine
- **Wipro Enterprise Futuring:** Offers clients forward-looking, AI-powered solutions for large-scale enterprise transformation by bringing together intelligence insights, enterprise data, applications platforms, digital operations, cybersecurity, cybersecurity, and design and experience.
- **Wipro Engineering Edge:** Expands our capabilities and services in emerging technologies such as Data and AI platforms engineering, Cloud, 5G, Industry 4.0, IoT, Silicon Design, and Embedded systems.
- **Wipro Consulting:** Brings together Capco, Designit, and Wipro's domain and consulting business under a global business line, driving enhanced experience sharing between these independent units.



reshape industries, drive efficiencies, and unlock innovation, and we aim to be at the forefront of this transformation.

In FY24, we made a significant investment in our ai360 strategy. Building on our decade-long investments, and with responsible at the core of ai360, we are creating an end-to-end innovation ecosystem integrating AI into every platform, tool, and solution used both internally and with our customers'. Our customers today face greater regulatory requirements in operating and reporting. Leveraging our sustained leadership and commitment to being a responsible business over the years, we are focused on helping our customers transform digitally and sustainably to become market leaders and global change makers.

Value Creation for Customers

The key tenets of our customer-centric approach are:

1. Responsible Technology Governance
2. Innovation
3. Talent Upskilling
4. Customer Engagement

Responsible Technology Governance

Wipro is committed to being a leader in responsible technology governance with a specific focus on IT security and data privacy, and AI.

IT Security and Data Privacy

As part of its continual compliance program, Wipro has achieved ISO/IEC 27701 and ISO/IEC 27018 certifications and has a robust data privacy framework that includes various governance mechanisms, policies, training, and tools to comply with relevant regulations and customer expectations. The Global Data Privacy Team consists of privacy professionals headed by the Chief Privacy Officer who reports to the General Counsel. Our data privacy program is agile and can adapt to upcoming international regulatory challenges and developments in an efficient manner along with 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. Wipro has procured tools and subscribed to platforms like IAPP, Data Guidance and Comtrac to achieve this purpose. The Team enables various business lines in integrating privacy principles and methodologies to enhance the sophistication levels of privacy training and awareness throughout the organization.

Wipro's Data Privacy policy outlines the privacy and data protection principles followed by Wipro and its entities with regard to the personal information of its customers, partners, employees, and other stakeholders. This is reviewed and updated at a regular stipulated frequency. Wipro does not share personal information with third parties except with consent or when legally required.

The Data Privacy team enables various business lines in integrating privacy principles and methodologies. Comprehensive training is provided to all employees on privacy incident-management and reporting. All employees including contractors are required to complete the revised mandatory annual privacy training, to ensure that they understand key privacy concepts and principles, laws, best practices, and contractual obligations. We are at 92% overall training completion in FY24

Wipro incorporates privacy by design and its default principles and methodologies in its products, offerings, and internal applications. Privacy impact assessments, data mapping, vendor due diligence, and other measures are conducted regularly. These measures ensure that privacy requirements are embedded throughout the project lifecycle. The PIAs are performed using a risk-based approach and borrow best practices from industry-leading global standards. As part of the General Data Protection Regulation (GDPR) Compliance Program and its commitment to 100% PIA efficacy, the team has completed the PIAs for 850+ applications used in Wipro. In addition, Wipro has a dedicated privacy incident management team that uses industry-leading



solutions to detect, respond, and recover from any potential or actual incident or breach related to customer privacy or personal data.

Data Breaches

Wipro has adequately complied to data transfer requirements such as DTA, Consent Mechanism.

etc. by executing agreements with its affiliates, customers and vendors. We are committed to responsible transfer of data around the world. There were no substantiated incidents concerning breaches of customer privacy, PII (Personally Identifiable Information) and/or loss of customer data during FY23-24 (please see BRSR report).



Sustainability and AI

Emerging technologies, such as artificial intelligence (AI), blockchain, and augmented reality, have the potential to drive sustainability and combat climate change. AI has revolutionized sustainability by optimizing resource use, mitigating climate change, fostering responsible practices, and addressing environmental challenges. AI has a significant impact on sustainability across various business domains, including energy efficiency, digital transformation, climate change mitigation, natural resource management, circular economy and waste reduction, and disaster response and resilience. What then prevents the widespread use of AI?

Emerging technologies play a crucial role in advancing sustainability and offer solutions to combat climate change, improve resource management, and enhance overall sustainability. Artificial Intelligence (AI), Blockchain, Internet of Things (IoT), Augmented Reality (AR) and other emerging technologies transformed digital enterprises by streamlined operations, increased efficiency, and unlocked new opportunities for growth. Among emerging technologies, AI plays a pivotal role in promoting sustainability by

optimizing resource use, mitigating climate change, fostering responsible practices, and addressing environmental challenges.

Some key areas where AI can play a significant role are:

1. Energy Efficiency and Resource

Optimization: AI has the potential to improve energy efficiency by optimizing operations, minimizing energy consumption, and reducing waste. Smart grids, smart airports and smart supply chains can be created by optimizing electricity distribution, improving efficiency and optimizing logistics.

2. Digital Transformation: There is an opportunity to apply sustainability measures across all fronts of their digital transformation strategy to minimize environmental impacts. Workload distribution between servers and data centers can be optimized using AI. AI can also be used to streamline software development processes and to maximize IT Asset performance by predicting and preventing failures. These actions optimize the energy consumption of IT processes, contributing to the organization's Net Zero goals.

3. Climate Change Mitigation: AI has tremendous potential in climate change modelling and mitigation. With the ability to analyze vast amounts of data, AI can improve modelling capabilities, thus increasing preparedness. AI can also be very effectively used in siting and designing effective renewable energy plants and locations for carbon capture.

4. Natural Resource Management: AI aids in monitoring and protecting environment and resources. For example, AI utilizes satellite imagery to detect deforestation, illegal logging, and loss of biodiversity with advanced technology. AI is already being effectively used to assist farmers in making data-driven decisions, and soon can be used to identify major leakage points in water pipelines to ensure water sustainability.

5. Circular Economy and Waste Reduction: AI has the potential to facilitate the effective and efficient implementation of circular economy principles in waste recycling, wastewater management and enhancing transparency in the supply chain.

6. Disaster Response and Resilience: AI enhances disaster preparedness and response by better predicting natural disasters (e.g., floods and earthquakes) and accelerating damage assessment with drones and image processing, expediting recovery efforts. While the use of AI can seem like the perfect panacea for efficiency improvement and predictability, it is important to consider the other side of the coin.

The impact of AI on the planet is not insignificant. Few of them are listed below:

1. Energy and Emissions: The more sophisticated the AI model, the more connections there are and higher the energy

required for computation. As per research done by our Think Tank, if nothing changes in 20 years, data centres alone will emit the entire CO2 emissions that our planet emits today. It becomes important, therefore, to design systems that are energy efficient or use alternate sources of energy.

2. Water: Data centres tend to get very heated due to the high computation. Typically, they are air-cooled. In certain cases, when the temperature is very high, water is also used for cooling purposes. A medium-sized data centre (15 megawatts) uses as much water as three average-sized hospitals, or more than two 18-hole golf courses. A large-size data centre (150 MW) will be evaporating 1 Olympic size swimming pool of water per day. It is important, therefore, to get innovative in designing the data centres to mitigate hot spots as much as possible, so that it doesn't get heated up and the need for water cooling is eliminated.

3. E-Waste: Research from Wipro's Think Tank has shown that only 13-15% of data centre infrastructure can be recycled. That makes a data centre extremely resource intensive. The possibility of refurbishing and reusing should be explored as much as possible to ensure the sustainability of the data centres.

Intersection of sustainability and AI holds immense potential for improving humanity's well-being while addressing global challenges. However, in doing so, companies need to address the sustainability of data centres. These are the new challenges - and opportunities - that companies will face and will need to address as we enter into the new frontiers of AI.



Ethical AI

At Wipro, we believe innovation and responsibility go hand-in-hand to harness the enormous benefits of AI. We must be able to manage its risks. We have a solid AI governance framework aimed to:

1. Embed AI in all we do, and do so responsibly and sustainably;
2. Build AI in alignment with our values as well as existing and upcoming regulations;
3. Be a trusted partner to our customers and stakeholders.

In addition to the above, Wipro has also embarked on its journey toward the Gen AI intersection with data privacy by developing relevant [policies](#) and guidelines, operationalizing controls in core processes and developing management methodologies and controls assessment framework. The AI offerings by Wipro aim to be responsible at its core, generative first including for and driven by our people. With respect to GenAI, Wipro has 3 lines of defense where the 1st line of defense is employees developing and deploying, AI Councils in GBs and functions. The 2nd Line of defense is Responsible AI Taskforce, Enabling Functions (e.g., Data Privacy, BiTS, CISO, Legal, Intellectual Property, HR), Enterprise Risk Management, Quality Assurance, Talent Skilling, Cloud Academy. And the 3rd line of defence is Internal Audit.

Innovation

Wipro continues to be committed to co-investing, co-innovating, and co-creating with partners to drive demand and engage with hyperscaler, industry leading platforms and AI companies such as Amazon Web Services (AWS), Microsoft, Google, Salesforce, SAP, ServiceNow and NVIDIA. Our Cloud, GenAI and transformative innovation is being done collaboratively with our partners at our global Wipro FullStride Cloud Studios, Innovations Centres, Workspace experience centres such as Wipro HPE GenAI Customer Experience Centre and Wipro Google Cloud Innovation Arena in Bengaluru and Wipro AWS Launch Pad co-innovation centres in Toronto, Canada and Sao Paulo, Brazil.

Our AI Governance Framework is rooted on four dimensions

Individual Dimension:

AI has to enhance, support and benefit people. This means investing in privacy preserving technologies, from data minimization to differential privacy and the leveraging of synthetic data as well as solid security controls. Privacy in / by design in AI is crucial for us.

Societal Dimension:

AI has to better our societies, and for this reason we believe in a participatory approach to AI development and Development. We are committed to ensuring AI systems do not automate existing inequalities and bias.

Technical Dimension:

AI has to be safe and robust, and in compliance with existing and upcoming legislation. From the EU AI Act to the US Executive Order, privacy, liability and human rights legislation, AI does not exist in isolation and we strive to achieve a regulatory by design approach in the way we deploy and build AI.

Environmental Dimension:

We support AI for sustainability alongside sustainable AI. The environmental footprint of innovation must form part of the decision making around the deployment of AI.

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 a focus on areas like the talent cloud, brand of trust and autonomic systems, Lab45 provides strategic guidance in futuristic technologies and develops technological solutions by scaling new and existing platforms such as our talent cloud platform, Topcoder, which provides us access to the 'largest tech gig workforce' of over 2 million members.

In addition, the Lab45 think tank focuses on researching emerging technologies that will shape the future. From Generative AI to exoskeletons,



the think tank studies the impact these technologies would have on business, humanity and our planet. Some sustainable innovations include:

- Impact Intelligence/Accounting
- Sustainable Technology
- Sustainable Airports
- Environmental Health and Safety

Talent Upskilling

Our talent management program is governed by our Human Capital Development Policy. We are committed to bringing the benefits of AI to all our associates and in empowering each one to use and develop AI responsibly to better serve and collaborate with our customers. Over 97% or 225,000 employees have completed training in GenAI principles and its responsible use and development. Training on privacy, fairness, explainable AI and regular updates at the intersection between the law and technology are made available to associates. More details on our commitment to employee learning and development can be found in the Workplace Sustainability Section on page 66.

Customer Engagement

The Customer Satisfaction Survey (CSAT) is conducted through an external partner to get an independent view and validation of customer engagement. It captures the voices 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 clients. 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 influencers (senior 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 a third 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 toward closure.

A quantitative measurement of customer satisfaction is through the Net Promoter Score. Our Net Promoter Score over the past 4 years is given below:

Satisfaction Measurement	FY20-21	FY21-22	FY22-23	FY23-24
Satisfaction measurement (Net Promoter Score)	45.4	47.9	55.2	55.7
Percentage of customers (%)	76	74	80	78.4



Sustainability Solutions

Leveraging our sustained leadership and commitment to being a responsible business over the years, Wipro Impact – our integrated sustainability services practice – is focused on helping our customers transform digitally and sustainably to become market leaders and global change makers. This is enabled through our integrated set of sustainability services and thought leadership. Our sustainability services span the following:

- **Impact Assessment and Impact Intelligence:** Creating a reliable and responsible sustainability data ecosystem to measure and assess impact.
- **Net Zero Transition and Management:** Transforming the extended value chain to reduce natural resources impact.

- **Responsible Finance:** Embedded data, risk management, and regulatory tracking to reduce environmental impact.
- **Sustainable Technology:** End-to-end technology and sustainability ecosystem to reduce environmental impact.
- **Sustainable Products:** Creating and enabling sustainable products, services and experiences.

Details can be found on page 56 of the [Wipro's Integrated Annual Report FY2023-24](#).

Wipro is committed to providing value to our customers. This commitment keeps us continually innovative. Our focus is to hire great talent, provide a learning ecosystem, and dare to look beyond the status quo to deliver the best solutions to our customers.



Supplier Synergies

Businesses often find their impacts or externalities shaped by their supply chain operations. The management of environmental and social repercussions of the supply chain is tied to long-term economic results. Thus, management can aid businesses in circumventing disruptions, adapting to changing customer and business partner needs, promoting innovation, and safeguarding the company's reputation and brand value. It can also enhance the business objectives of efficiency, cost-effectiveness, and resilience in the supply chain.

At Wipro, we strongly believe that our suppliers are our partners in our journey toward Net Zero and our sustainability journey is closely linked to their sustainability journey. We are committed to working closely with our supply chain partners in this journey. Our supply chain management program is shaped by our comprehension of the numerous factors and the challenges they bring.

Management Approach

The responsibility of managing procurement-related activities of Wipro 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 who handle different

procurement categories. The Procurement Group works along with Enterprise Risk Management, Internal Audit and Legal teams to ensure compliance and to proactively address risks in the supply chain.

Policy and Guiding Principles

Wipro has a Global 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, etc. Our supply chain governance program is informed by four guiding principles:

- **Understanding the Socio-Economic Context:** While ambitious policies and codes of conduct are essential, it's crucial to consider the complex socio-economic realities in which they are operationalized. We have built systems and processes to ensure adherence to leading procurement practices including assurance of human rights, corruption-free business practices and transparent processes while encouraging environmentally sustainable business operations.
- **Ability to Monitor, Influence, and Control:** The 'secondary supply chain' extends across multiple tiers, and due to the complexities, it's unrealistic to claim compliance across all tiers. Visibility is often limited to the first



one or two tiers. For non-critical supply chain entities, where suppliers aren't a core part of our business or where the spend doesn't contribute significantly to the suppliers' revenue or market supply, our ability to influence supplier practices is limited. Industry bodies and large government procurement programs play a larger role in influencing change.

- **Regulatory Compliance:** Wipro follows a Vendor Risk Assessment policy to align information security assessments of critical suppliers/vendors with applicable policies, procedures, standards, and baselines. A security questionnaire based on industry frameworks like ISO 27001 and NIST 800-53 is used to evaluate vendor security controls. Assessment reports, approved by relevant stakeholders, highlight non-conformances and observations. These observations are tracked and addressed to achieve effective closure. Comprehensive audits are conducted to assess labor practices, including working hours, child labor, and workplace safety.
- **Integrating Best Practices in Supply Chain Engagement:** Managing supply chain externalities is crucial due to the deepening complexities in the supply chain and the resultant risks. Customers and investors consider compliance levels and ethics as key differentiators in their decision-making process. Industry forums like Electronic Industry Citizenship Coalition, Ecovadis, etc., are working towards driving continuous change in ethical and responsible business practices in global supply chains. Industry ratings such as SandP Global CSA (formally known as DJSI), Eco Vadis and CDP are increasingly emphasizing the supply chain performance of organizations. We aim to adopt and integrate best practices from all these sources to drive sustainability in our supply chain.

Pillars of our Supplier Sustainability Program

Based on our understanding of risks in our supply chain, our supply-chain approach is based on the three E Principles - Ethical procurement practices, Equitable and open to Diversity, and Ecological sustainability.

- **Ethical:** Wipro expects its partners to adhere to ethical procurement practices in accordance with Wipro's core values, the Code of Business Conduct (COBC), Spirit of Wipro Values, and Supplier Code of Conduct (SCOC). We use system-enabled database checks for vendors across geographies, third-party tools for monthly labor compliance tracking in certain regions, and category-specific credit scoring of suppliers. Annual sessions on anti-bribery and anti-corruption are conducted to identify high-risk geographies and social compliance programs for manpower services providers.
- **Equitable:** Wipro is an equal opportunity employer committed to procuring products and services that are developed based on universal design principles and accessibility standards such as Harmonized Guidelines (HG), 2016 Government of India for physical infrastructure and the WCAG (Web Content Access Guidelines) 2.1 AA meant for ICT products. We consider this as critical for creating equitable opportunity for all users, especially for persons with disability. At present, we have a voluntary declaration provision for suppliers to illustrate how their products or services are accessible to all users with different abilities.
- **Ecological:** We expect suppliers to supply products and services that exceed environmental standards and to establish a program of ecological sustainability in their own operations. Wipro is also committed to promoting environment-friendly practices in all aspects of its operations, including the procurement of materials and services for cleaning, cooling, landscaping, and safety practices.



Program Highlights

- **Social Audit Program:** Vendor compliance audit are 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.
- **Diversity Program:** Wipro has instituted two flagship programs for new as well as existing suppliers meeting certified norms of diversity: the 'Wipro Inclusion and Diversity Opportunity for Vendors (WINDOV)' conducts a 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 and 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 in the past; whereas WISDOM interactions have enabled us to identify addressable barriers to increase our spending with the existing Wipro diverse suppliers. Currently, WISDOM is underway with manpower suppliers with a three-fold increase in participation. Further, to strengthen our Gender Response Procurement initiative, Wipro has launched a Women Entrepreneurship with Wipro (WEW) project that will utilize learnings from WINDOV as well as WISDOM.
- **CDP Supply Chain Program:** Through the platform we engaged with 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 few of the suppliers to

Human Rights Assessment of the Value Chain

Wipro takes human Rights Assessment very seriously. As part of its human rights assessment of our supply chain, Wipro partnered with an external organization (DASRA) in August 2023, to assess the well-being practices across Wipro's Tier-2 suppliers working at our campuses. The purpose of this assessment was to build better social and well-being practices within our suppliers through the Social Compact platform. The assessment focused on six key outcomes of informal worker practices: wages, health, access to entitlements, gender safety and future of work. The assessment was carried out in 4 cities across 6 Wipro campuses as a pilot. It included detailed information gathering from the contract workforce as well as their direct employers (Wipro's Tier-1 suppliers).

Recommendations from this study, such as enhanced training and awareness to the contract workforce by the Tier 1 suppliers, enabling a common format for appointment letters, etc, have been noted by the senior leadership, including the Wipro Executive Committee. 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

understand their methodology and approach toward the reporting of emissions data on the platform. This year also, we will reach out to nearly 200 suppliers and engage with them actively to ensure greater participation.

- **WISE Supply Chain Engagement:** Wipro recently launched the Wipro Initiative for Supplier Engagement (WISE) Program as a way to engage suppliers to be part of our NetZero journey. Currently in a pilot stage, this program endeavors to work closely with 50 of our strategic suppliers to assess their sustainability maturity while encouraging them to report on key metrics related to carbon, environment and social parameters.

Navigating Challenges and the Path Ahead

The key challenges we face include vendors' lack of awareness regarding labor compliance, the need to reassign tasks frequently due to changes in the vendor's Single Point of Contacts (SPOCs), and the delayed resolution of non-compliance issues. The way forward is to streamline communication and enhance compliance awareness among vendors to expedite the resolution of non-compliance issues.

- **Supply Chain Engagement**

Wipro has audited 42 out of 87 engineering service and facility support vendor partners, evaluating their services against stringent environmental criteria.

- **Sustainable Procurement**

Our green building program follows an integrated approach spanning design, engineering services, materials and equipment procurement that meet stringent environmental criteria – both, at the construction and operational stages. In addition, we continue to procure renewable energy through Power Purchase Agreements (PPAs) from RE generators across three states in India. In the previous reporting year, we also completed an assessment of RE generators in two states based on the principles of the 'Responsible Energy Initiative' set up by 'Forum for the Future'. These cover various social and environmental aspects in the setup and maintenance of power plants including impacts on local communities. We also annually assess our electronic waste recyclers on meeting recycling standards.





Community Initiatives

In Summary

Wipro Foundation is the Corporate Social Responsibility (CSR) entity of Wipro Limited. Going back over two decades, we focus on social initiatives in the domains of Education, Primary Healthcare, Ecology, Disaster Response, and Cities and Public Spaces.

In FY24, our community initiatives reached 17 countries. We supported ~225 projects in Education, Primary Healthcare, Digital Skilling, and Urban and Community Ecology. These initiatives have had a positive impact on the lives of about 4.5 million people, primarily those from underserved communities.

- Focusing on processes and practices
- Working toward incremental, systemic changes for a more equitable and sustainable future

Stakeholders Addressed

- Proximate communities
- Public health systems
- Public education system
- Civil society organizations (CSOs)
- Engineering students and faculty

Education – A Key Enabler of Community Well-being

To ensure equitable access to education in disadvantaged communities, we worked on areas such as improving early childhood education (ECE), primary schooling, teaching-learning methodologies, and transforming government schools into quality educational institutions. Our aim has been to encourage children and youth to adopt sustainability thinking and act on ecological issues. We collaborated with more than 160 partners across 28 states and union territories in India to improve the impact of our education initiatives.

FY24 GOAL	To create a positive impact for 2 million children
FY24 PROGRESS	2.96 million children reached
FY25 GOAL	4.92 million

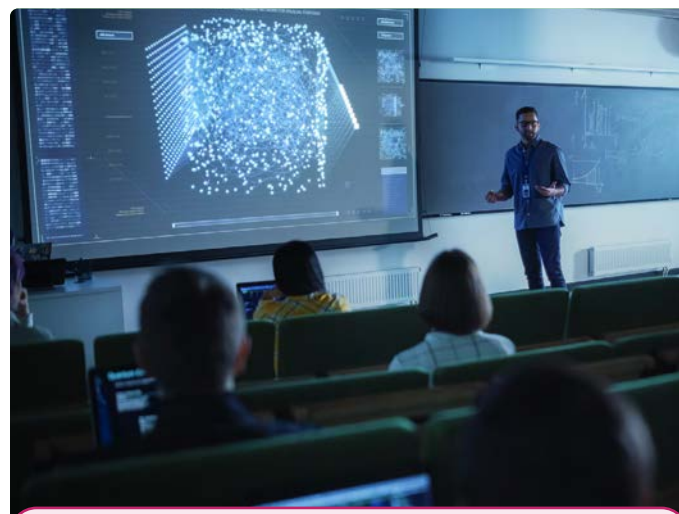
Approach

- Addressing the needs of the most vulnerable and marginalized social groups
- Keeping ecological and social sustainability at the center of all interventions

We have made a conscious effort to introduce early interventions and champion inclusive education for children with disabilities (CwD). This process has involved empowering parents and raising awareness among various stakeholders. Leveraging the strong community connections of our partners, we have prioritized teacher training, driving positive attitudinal changes, developing flexible curricula, creating inclusive learning spaces, and promoting active community engagement. In addition to education, we also focus on the children's overall health and well-being. This is done by identifying CwD through community outreach, capacity building of government staff and health workers, rehabilitative services for children with intellectual disabilities, developing social skills, networking for availing and facilitating government schemes, and providing therapy and nutritional support.

In FY24, we continued our engagement with 25 partners across 11 states and 1 UT through our education partners in the children with disability space.

Transforming Engineering Education through Digital Skilling



FY24 GOAL	200,000 students to get access to digital skilling
FY24 PROGRESS	205,000 students reached
FY25 GOAL	235,000



Toward Inclusion

FY24 GOAL	To reach 25,000 children with disabilities
FY24 PROGRESS	62,000+ children reached
FY25 GOAL	100,000

Launched in 2016, TalentNext is an India-wide program designed to improve the quality of engineering education by preparing faculty and academic leaders to train students. It addresses the gap between demand and supply of skilled professionals. In collaboration with NASSCOM, we introduced our 'FutureSkills' platform. Its goal is to empower engineering students with the competencies needed to thrive in the tech landscape. This intervention has involved working with 2,380+ professors, cumulatively.

The Ideas to Impact Challenge: Sustainable Futures through Wipro earthian

Wipro earthian, one of India's largest sustainability education programs for schools and colleges, combines our long-term interests in education and ecology. It seeks to make sustainability axiomatic to education in India. This year, Wipro earthian extended its support to Ideas to Impact (i2I), a nation wide competition,



spearheaded by IIT Madras. The contest is designed to transform innovative engineering ideas into viable prototypes, which actively contribute to a sustainable future. Since its launch in October 2023, the competition has received more than 1,000 team entries. It will offer comprehensive training, mentorship support and a prototype development fund of up to 50,000 rupees for the top 20 teams



Primary Healthcare: Strengthening Public Systems to Support Marginalized Communities

Women of Reproductive Age

FY24 GOAL	430,000
FY24 PROGRESS	420,000
FY25 GOAL	600,000

Our healthcare initiative comprises 25 projects across major cities. It covers a comprehensive spectrum of primary health services. We prioritize improving staff capacity, ensuring medicine accessibility, and strengthening healthcare facilities. Our key focus includes tackling public health issues, such as anaemia in women from marginalized areas and communities. We have implemented systematic maternal and child health interventions, positively impacting 760,000 infants. In FY24, our primary healthcare program

was operational in Karnataka, Andhra Pradesh, Kerala, Maharashtra, Telangana, Odisha, West Bengal, Rajasthan, NCR and Nagaland.

Employee engagement through Community Work



Employee engagement with community initiatives is one of the three pillars of our employee well-being framework. The other two are physical and mental health. In FY24, we curated 200+ events and initiatives to facilitate employee engagement in community work. ~47,000 employees from 29 employee chapters in India and across the world engaged through monetary contributions and volunteering.

(All the numbers related to the achievements of the year under review, and goals for the next year, have been calculated on a baseline of FY21.)

Overview of Social and Community Initiatives

In close collaboration with 150+ partners, Wipro Foundation is actively contributing to building an inclusive and equitable future for underserved communities.

We strive to transform lives across groups, including migrant families, out-of-school children, girls from marginalized communities, CwD, teachers and practitioners, communities impacted in water-stressed cities and peri-urban settlements, and women in the reproductive age group.



Our Mode of Implementation

- Support the creation of an ecosystem of civil society organizations (CSOs), which can help realize the vision of justice, equity and sustainability
- Work toward strengthening public service delivery systems
- Build the capacities of all the stakeholders involved



CSR Approach: Delivering Impact

Wipro believes that it is imperative to contribute to creating a more just, equitable, humane and sustainable society. We have been involved with social initiatives for more than two decades. In the process, we have been engaging with critical issues across the domains of education, primary healthcare, ecology and disaster response.

We choose to focus on these domains, as they are widely recognized to be key enablers of societal progress and community resilience. Through our work in these areas, we aim to create a long-term positive impact on livelihoods, health, well-being, gender equity, economic productivity, and democratic participation.

Learn more about our Corporate Social Responsibility (CSR) policy, CSR projects, and impact assessment [here](#).

Our Areas of Intervention

Education

- Improving educational access
- Improving educational quality (India)
- Education for children with disabilities
- Sustainability education, advocacy and research
- Engineering education and digital skilling
- Improving educational quality (overseas)

Primary Healthcare

- Maternal and child health
- Nutrition
- Adolescent health
- Mental health
- Capacity building of frontline workers
- Augmenting the public health system

Urban Public Spaces, and Urban and Community Ecology

- Urban and community ecology — water and sanitation, solid waste management (SWM), climate adaptation
- Promotion of urban public institutions engaged with art, culture and inclusive societal values

Disaster Response

- Disaster relief, livelihood regeneration, and building community resilience

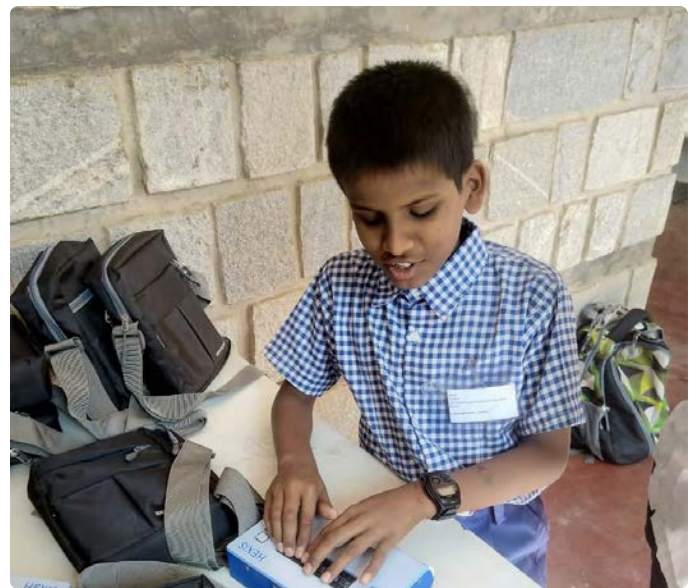


Education

In FY24, our work in systemic improvement in quality of education, with focus on early childhood and primary education, reached close to 245,000 students in collaboration with 92 organizations across 22 states and 3 UTs. This includes the 25 partners we engage with through the Wipro Education Fellowship Program. This program nurtures early-stage education organizations committed to driving systemic change in India's school education system.

Our collaboration with 44 partners across 12 states and 1 UT has been instrumental in advancing educational access for ~100,000 students from underserved communities. Through the 'Urban Government School Initiative,' we aim to restore infrastructure, improve teaching-learning practices and develop model government schools. The Government of Karnataka has recognized the effectiveness of our approach and model. It has adopted a similar template on a scaled-up basis over the last two years.

We have continuously strengthened our engagement with partners who emphasize education for CwD. We work with 25 partners across our access and systemic reform programs, with a presence in 11 states and 1 UT, reaching over 62,000 CwDs.



Our experience of working with over 350 organizations over the last two decades has revealed the critical need for capacity building for organizations with varying degrees of maturity. To address this, we have launched a non-funded program as a pilot. Here, we do not offer programmatic funding. We extend our support to selected partners in building their capacities in organizational and educational aspects. During the year, we onboarded 7 partners under the Capacity Building Program. Our initiatives have helped develop our partners' capacities through training and mentoring in the key areas of foundational literacy, numeracy, STEM education, library education, and supplementary education.



Wipro earthian, now in its 13th year, works at scale. It provides diverse learning opportunities for students from both schools and colleges. With a presence in over 200 districts across 28 states and 6 UTs, the program trained 3,000+ schoolteachers and saw participation from 10,000+ students.

TalentNext aims to improve the quality in engineering education. It addresses the

gap between demand and supply of skilled professionals. It also provides training and support to professors and students in digital skills. In FY24, 74,000 students were trained in industry-relevant digital skills. In addition, 850 faculty were trained in advanced technologies such as AI/ML and Big Data Analytics.

In FY24, our outreach reached ~570,000 children. The cumulative number from FY21 exceeds 2.9 mn children.

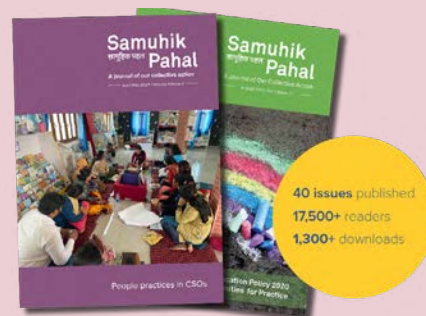
Chandrayaan-3 Inspires Students in Special Mission



Chandrayaan-3, ISRO's recent lunar exploration mission, has captured the curiosity of citizens, especially students. On October 28, 2023, a collaborative effort between Wipro Foundation, ISRO, and NLightN Education led to a special session for students from government schools associated with Azim Premji Foundation and Wipro Foundation.

During this session, Dr Shamrao and Aditya R shared their experiences. They shed light on ISRO's moon exploration process, rover operations, and the challenges they overcame. The initiative aims to ignite interest in space science among the next generation of scientists.

Samuhik Pahal: Nurturing Collective Learning in Education



Launched in May 2020, "Samuhik Pahal" serves as a publication for organizations dedicated to education. Anchored by the Wipro Education Partners Network, this journal fosters collaboration, with more than 250 authors from over 90 grassroots CSOs across the country sharing their insights and reflections. These contributors include experts in fields like inclusive education, education assessments, and nature education. Over the past four years, 40 issues have been published, enriching the discourse on collective action in education.



Primary Healthcare

We partner with healthcare nonprofits to empower local communities. The focus is on enabling communities to self-manage their healthcare needs. We have implemented 25 healthcare projects, reaching 1.5 million people in the states of Andhra Pradesh, Karnataka, Kerala, Maharashtra, Nagaland, NCR, Odisha, Rajasthan, Telangana and West Bengal. In FY24, the program strengthened the operations of 90+ primary

health centers, with focused interventions for 190,000 women within the reproductive age group, 380,000 infants and children, and around 1,500 children with disabilities.

Since FY21, our outreach efforts in primary healthcare have impacted a total population of 3.8 million, reaching 420,000 women in the reproductive age group, 760,000 children and infants, and 3,100 children with disabilities.

A Second Chance at Life: Asima's Journey to Motherhood



Asima is a 28-year-old young mother living in a peri-urban slum in Kolkata. During a pregnancy, she battled numerous medical conditions. These included hypothyroidism, thalassemia and diabetes. She also had two miscarriages earlier. This made her pregnancy high-risk.

Abandoned by her husband, she had no one to turn to. She chose to move back in with her parents. They 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 promptly referred her to an advanced medical care facility. She also undertook subsequent follow-ups and counseling. All of these made a difference to Asima's health. Despite her severe medical complications, Asima's spirit and the CINI didi's efforts ensured that she gave birth to a healthy baby.

The care and support that Asima received did not end there. The CINI didi continued to follow-up with Asima. She ensured that the young mother received adequate support and advice on immunizing her child.

"Through the care and support of CINI didi, I could experience health and happiness, once again. As a mother, I urge all expectant mothers to seek their help in this journey of motherhood," shares Asima.

Wipro has been working in collaboration with their CSO partner CINI, with Kolkata Municipal Corporation, Urban Health Mission, and ICDS. This initiative has supported 700+ pregnant women and lactating mothers in this urban region to gain timely access to healthcare.



Urban and Community Ecology

At Wipro, our commitment is twofold – embedding sustainability within our business practices and championing initiatives that enhance urban ecology. The Urban Ecology Small Grants Program encourages local environmental restoration. The Urban Waters Program advocates for resilient, people-centric urban water management practices. It is active in water-stressed cities such as Bengaluru, Chennai, Hyderabad and Pune.

In FY24, we supported participatory water management practices in six (6) cities. The goal was to enhance water sustainability and resilience within urban environments. We facilitated community grant projects that empowered 11 local organizations in Bengaluru, Chennai and Hyderabad, to make a positive impact. We co-organized the third edition of the Urban Waters Forum, in collaboration with IIT Bombay, with 140 participants. This event encourages knowledge exchange among Wipro's partners, experts and stakeholders working on water management. The website urbanwaters.in was launched to serve as a resource hub and showcase the best practices in water-stressed cities.

Wipro Foundation has co-convened an inter-institutional initiative called the Bengaluru Sustainability Forum (BSF). Its mandate is to enable conversations and promote interdisciplinary collaborations on sustainability in Bengaluru. BSF has become an important

space in the city for wide-ranging discussions on issues related to urban sustainability. It also runs a successful small grants program, which supports action-oriented projects for the urban environment. Between FY21 and FY24, a total of 10 grants were awarded.



Under the community ecology initiative, we focus on striking ecological balance in our proximate communities. We do this by taking up projects that deliver direct and tangible benefits. In FY24, 15,600+ people from the informal waste sector in Bengaluru and Mysuru were supported with training, upskilling, social security, and health camps. In Coimbatore, we planted 50,000 trees over 100 acres and provided agroforestry training to farmers. In Bhubaneswar, we supported infrastructural work for water storage and distribution, providing clean water to 500 tribal households.

National Geographic and Wipro Present 'The Butterfly Effect'



“[The Butterfly Effect](#),” a short film by National Geographic and Wipro, premiered on the National Geographic Channel in India in December 2023. The film delves into the heart of Wipro’s sustainability story, our community initiatives, and our commitment to Net Zero. It is also a metaphor for our impact on the world – a reminder that even small actions create ripple effects that resonate far beyond our initial intentions.

Water Transformation in Phirkinali Village, Odisha



In a heartwarming tale of resilience and collaboration, Phirkinali village in Odisha has undergone a remarkable transformation. For years, its residents faced the challenges of open defecation, insufficient bathing facilities, and a lack of clean drinking water.

However, thanks to the joint efforts of women from six tribal villages, Gram Vikas (a local non-profit organization), and Wipro, the village now has round-the-clock access to running water. At the center of this transformation is a 30,000-liter overhead water tank. It is a beacon of hope for the 78 families residing in Phirkinali.



Each household now enjoys the convenience of three taps: one in the kitchen, one in the bathroom, and a third in the toilet. Ensuring access to clean water and basic sanitation is a critical step toward securing a healthier and more prosperous future for these communities.



Sustainable Cities: Our Collective Endeavor

As part of our commitment to urban ecological sustainability, we awarded 11 small grants to groups in Bengaluru, Chennai and Hyderabad. Our initiatives included backing the Climate Dialogue Series, a film festival, and the Urban Ecology Design Competition.

A severe water crisis struck Bengaluru in 2023. This was exacerbated by a poor monsoon season and declining groundwater levels. As a response, our partners took the initiative to compile resources and educate residents on water conservation practices.

Citizen Action to Conserve Groundwater in Pune



Bhujal Abhiyan Trust, Pune, is a Wipro Foundation partner in our Urban Ecology Program. Together we have spearheaded a citizen-led effort to establish a Groundwater Cell within Pune Municipal Corporation. The goal is to influence policy through citizens' advocacy, with practical demonstration and implementation of groundwater recharge as its foundation.

The entire campaign has been led by Bhujal Abhiyan members. The process has included the conceptualization of the Groundwater Cell for urban local bodies, detailing their roles, responsibilities, objectives, and composition of members. The Groundwater Cell is planned to comprise government officials, experts, and representatives from NGOs and civil society. Inputs from experts from other partner organizations like Advanced Centre for Water Resources Development and Management (ACWADAM) have also been a critical part of the process.

These efforts have resulted in the formation of India's first citizen-centric Groundwater Cell in an urban local body. This Cell can potentially play a significant role in addressing groundwater management issues in the region. There is potential for this model to be replicated across India, as an example of participatory community-led groundwater management.

Urban Public Spaces



Public spaces are crucial for fostering social integrity, inclusion, democracy and empathy. They enhance community bonds, safety, security, and civic participation. Since 2018, our CSR charter has been dedicated to nurturing inclusive public spaces. The two major projects we support that act as inclusive public spaces are the Bangalore International Center (BIC) and the Museum of Art and Photography (MAP). BIC has been running well for more than six years now. It has rapidly become a vibrant hub for diverse conversations and cultural events. MAP has a library with rare books on art and history housed across two floors. It also has special initiatives for making art accessible for persons with disability.

Disaster Response



Natural disasters such as earthquakes, floods and cyclones disproportionately affect vulnerable communities. Their already precarious livelihoods are further disrupted. Since the 2001 Gujarat earthquake, we have responded to various natural disasters such as Uttarakhand floods, Tamil Nadu floods, Kerala floods, and cyclone Amphan, among others. Our approach considers geography, culture, and the socioeconomic context. Our commitment extends beyond immediate relief. It also focuses on sustainable recovery and community empowerment.

In FY24, we delivered essential disaster relief to 267 families impacted by the flooding in Anna Nagar and the riverbed areas of Delhi. Our efforts encompassed distributing emergency food supplies and medicines and setting up medical camps. We also conducted health awareness programs on waterborne diseases to support the affected communities during this critical time.



Community Care through Employee Engagement

Wipro Cares (India) is a not-for-profit trust that engages with our proximate communities. In addition, the trust also works on long-term rehabilitation of communities affected by natural disasters.

The programs run by Wipro Cares include Access to Education Program, Education for Children with Disabilities, Community Ecology Program, Community Healthcare Program, and Disaster Response Program. Employees play a key role in Wipro Cares, both in terms of volunteering and monetary contributions.

Creating Bridges between Communities and Employees

Wipro employees actively engage in initiatives like tree plantations, youth mentoring, local school engagement, blood donation, cleanup drives, and fundraising, creating a

significant positive impact. In FY24, over 200 employee volunteering events took place, engaging ~3,400 volunteers. These employees contributed a total of 11,652 volunteering hours.

International Programs



Wipro STEM Program

Over the past decade, the program has directly benefited 1,500 STEM teachers and District Science Coordinators. It has also benefitted hundreds of additional teachers indirectly. Overall, this program has positively impacted 800,000+ underserved students.

Wipro Science Education Fellowship Program

The United States: Introduced in 2012, Wipro Science Education Fellowship USA (Wipro SEF USA) is a two-year long program. It is designed to improve individual teacher practice, foster teacher leadership opportunities, and create a district corps of teacher leaders. The overall objective is to support sustainable positive changes in science education. Wipro SEF USA runs in partnership with 7 universities. It works with 600 teachers across 35 school districts in 7 states.



The United Kingdom: Wipro SEF UK was launched in FY19, in partnership with King's College, London (KCL), and Sheffield Hallam University (SHU). The KCL program is the UK's first Masters in STEM Education Program. It offers up to 15 bursaries per year to in-service and early-career STEM teachers. Wipro Teacher Fellowship and Wipro Teacher Mentor Program are the focus of our partnership with Sheffield Hallam University (SHU). The goal of the partnership is to provide continuous professional development to STEM teachers. Through these programs, we have supported 45+ fellows, mentors, and senior mentors this year.

International Community Initiatives



In FY24, Wipro's community initiatives were operational in 17 countries across the world. These have been structured around the three thematic areas of digital skills, youth inclusion, and the environment. We developed partnerships with over 30 organizations and supported more than 30 projects. In the process, we reached 12,000 people in the communities where Wiproites live and work. Wipro employees dedicated thousands of volunteered hours to support these causes.

In the Americas, we have been advancing digital skills and empowering the youth. In the US, we partnered with schools and groups like

Technovation to prepare children for their future careers. In Canada, we worked with Making Changes to help women re-enter the ICT sector. In Brazil, we mentored youth from underprivileged areas, collaborating with the Amigos do Bem non-profit organization to combat poverty.

In Europe, we developed activities in every region Wipro has a presence in. In the UK, we partnered with Generation to empower individuals through masterclasses and mock interviews, enabling access to employment opportunities. We also collaborated with Thames21 to maintain clean rivers in London and the UK. Additionally, we supported Gaydio Academy to equip LGBTQIA+ youth with essential skills.

In France, we championed animal rights with SPA and aided young people in care with SOS Children's Villages. In Poland, we supported young individuals in institutional care with Fundacja Robinson. In Switzerland, with Powercoders, we helped train migrants and refugees in IT. In Sweden, we worked with Fryshuset for youth inclusion. In the Netherlands, we mentored Codam's IT students. In Romania, we created the Wipro Forest for a greener future and have supported Teach for Romania for over seven years to enhance education in disadvantaged areas. Additionally, we empowered women with IT skills through Education for Open Society, boosting their reemployment.

In the APMEA region, we focused on youth inclusion projects. In the Philippines, we supported young adults in Alternative Learning Systems and young inmates in prison to enhance their employable skills. In South Africa, the Wipro Graduate Academy provided intense digital and soft skills training for underprivileged youth, bridging the gap between training and employment.

In Australia, our focus was on building community resilience against the effects of climate change.

Romania: Creating Sustainable Futures through the Wipro Forest



The Wipro team in Romania has always had bold ambitions and deep commitment to support local communities. They have been partnering with a local nonprofit organization, EcoAssist, for the last 9 years and have been planting trees across the country.

In 2023, the team decided to take a bold action to mitigate the effects of climate change. They planted the very first Wipro Forest. An important goal of this project is also to help local communities become more resilient. It had Wiproites join hands as a team, as a part of the whole organizational ecosystem. The Wipro Forest embodies the vision of community and a sustainable future. It transcends the typical company planting event. It hopes to evolve into a holistic ecosystem where business, education, and environmental initiatives converge.

Two key objectives have guided the decision to plant the Wipro Forest. The first one is to be a good citizen and invest in breathable air and climate stability for future generations. This initiative has added another layer of efforts to Wipro's commitment to Net Zero. The Wipro Forest has 20,000 saplings planted across an area of four (4) hectares. The planting took

place during the autumn of 2023 and the spring of 2024, on a terrain that comes with a climate need.

The mixed woodlands are estimated to store 103.2 tons of carbon per year after five (5) years, with the amount increasing to 188 tons per year by the 10th year of their life. Over a 30-year lifespan, this cumulative carbon storage would reach 28,200 tons per year. The tree species represent the core of the ecosystem they will generate, with future forests becoming a biodiversity hotspot for both flora and fauna.

The trees will capture dust from the atmosphere, allowing the four (4) hectares to retain nearly 140 tons of dust per year. The forest will reduce wind speed, leading to decreased water evaporation intensity from the soil. It will also act as a barrier against winds and snow in the area. The soil will be protected, and its fertility will increase over time.

This process has also helped nurture an ecosystem of stakeholders engaged in environmental preservation and in the fight against climate change. More than 200 Wipro



employees, and their families and friends, have been participating regularly in these plantation drives. Employees of Wipro clients and local community members have taken part in the planting events as well.

The team has also been able to mobilize Teach for Romania, a partner in the country, to join the planting efforts. Teach for Romania's teachers, and students from underserved communities accompanied by these teachers, have had hands-on learning opportunities to gain firsthand experience in ecological conservation. This has shaped, and further nurtured, their understanding of sustainability and a breathable future for all.

A teacher participating through Teach for Romania shared, "The children from two classes supported by Wipro enthusiastically participated in their second tree-planting

event in Baicoi, Prahova County, alongside the local Forestry Department. Tree planting was not only a practical activity but also an opportunity for students to learn about natural cycles and the impact we have on the environment. We are grateful to our partner and the students from the two schools in Calarasi for their active involvement and passion for environmental protection. Together, we have sown the seeds of a new generation of responsible citizens ready to take on the role of protecting our planet."

More than 300 volunteers from different communities and backgrounds have been adding their footprint to the ecosystem through the Wipro Forest initiative. Future generations will inherit this ecosystem rich in biodiversity and a legacy of environmental stewardship and responsibility.



Annexures

- › GRI Standard
- › Assurance Reports





GRI Standard

General Disclosures			Reference
	GRI Indicator	Description	
	GRI 2-1	Organizational details	Organizational details
	GRI 2-2	Entities included in the organization's sustainability reporting	Entities included in the organization's sustainability reporting
	GRI 2-3	Reporting period, frequency and contact point	Reporting period, frequency and contact point
	GRI 2-4	Restatements of information	None
	GRI 2-5	External assurance	Independent Assurance Statement
	GRI 2-6	Activities, value chain and other business relationships	About Wipro
	GRI 2-7	Employees	The Next Generation Workplace
	GRI 2-8	Workers who are not employees	Workers are not relevant to our business
	GRI 2-9	Governance structure and composition	Governance structure and composition
	GRI 2-10	Nomination and selection of the highest governance body	Nomination and selection of the highest governance body
	GRI 2-11	Chair of the highest governance body	Chair of the highest governance body
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Role of the highest governance body in overseeing the management of impacts
	GRI 2-13	Delegation of responsibility for managing impacts	Delegation of responsibility for managing impacts
	GRI 2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance
	GRI 2-15	Conflicts of interest	Conflicts of interest
	GRI 2-16	Communication of critical concerns	Communication of critical concerns
	GRI 2-17	Collective knowledge of the highest governance body	Collective knowledge of the highest governance body
	GRI 2-18	Evaluation of the performance of the highest governance body	Evaluation of the performance of the highest governance body
	GRI 2-19	Remuneration policies	Remuneration policies
	GRI 2-20	Process to determine remuneration	Remuneration policies



	GRI 2-21	Annual total compensation ratio	Statement of Disclosure of Remuneration under Section 197 of the Companies Act, 2013 and Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 - Page 114 and 115 of Integrated Annual Report 2023-24
	GRI 2-22	Statement on sustainable development strategy	Statement on Sustainable Development Goals
	GRI 2-23	Policy commitments	Policy commitments
	GRI 2-24	Embedding policy commitments	Embedding policy commitments
	GRI 2-25	Processes to remediate negative impacts	Processes to remediate negative impacts
	GRI 2-26	Mechanisms for seeking advice and raising concerns	Channels for guidance and concerns
	GRI 2-27	Compliance with laws and regulations	Compliance Management Framework- Page 108 of Integrated Annual Report 2023-24
	GRI 2-28	Membership associations	Membership associations
	GRI 2-29	Approach to stakeholder engagement	Approach to stakeholder engagement
	GRI 2-30	Collective bargaining agreements	Freedom of association

Material Topics

General Disclosures		Reference	
GRI 3: Material Topics 2021	GRI 3-1	Process to determine material topics	Process to determine material topics
	GRI 3-2	List of material topics	List of material topics
	GRI 3-3	Management of material topics	
Economic performance			
GRI 201: Economic Performance 2016	GRI 201-1	Direct economic value generated and distributed	Financial stewardship
	GRI 201-2	Financial implications and other risks and opportunities due to climate change	Section A, Q.24 - Page 445 of Integrated Annual Report 2023-24
	GRI 201-3	Defined benefit plan obligations and other retirement plans	Principle 3, Essential Indicator: Q.2 - Page 456 of Integrated Annual Report 2023-24
	GRI 201-4	Financial assistance received from government	Financial assistances from government
Market presence			
	GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Principle 5, Essential Indicator: Q.2 - Page 463 of Integrated Annual Report 2023-24
	GRI 202-2	Proportion of senior management hired from the local community	Information unavailable



Indirect economic impacts			
GRI 203: Indirect Economic Impacts 2016	GRI 203-1	Infrastructure investments and services supported	Principle 2, Essential Indicator: Q.1 - Page 454 of Integrated Annual Report 2023-24
	GRI 203-2	Significant indirect economic impacts	Principle 8, Essential Indicator: Q.1 - Page 475-476 of Integrated Annual Report 2023-24
Procurement practices			
GRI 204: Procurement Practices 2016	GRI 204-1	Proportion of spending on local suppliers	Principle 8, Essential Indicator: Q.4 - Page 476 of Integrated Annual Report 2023-24
Anti-corruption			
GRI 205: Anti-corruption 2016	GRI 205-1	Operations assessed for risks related to corruption	Collective knowledge of the highest governance body
	GRI 205-2	Communication and training about anti-corruption policies and procedures	Evaluation of the performance of the highest governance body
	GRI 205-3	Confirmed incidents of corruption and actions taken	Remuneration policies
Anti-competitive behavior			
GRI 206: Anti-competitive Behavior 2016	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-corruption, competitive practices and tax
Tax			
GRI 207: Tax 2019	GRI 207-1	Approach to tax	Wipro Form 20F and Global Tax Policy
	GRI 207-2	Tax governance, control, and risk management	Key Financial and Market Risks - Page 96-97 of Integrated Annual Report 2023-24
	GRI 207-3	Stakeholder engagement and management of concerns related to tax	Wipro Global Tax Policy
	GRI 207-4	Country-by-country reporting	https://www.wipro.com/investors/annual-reports/subsidiaries-2023-2024/
Materials			
GRI 301: Materials 2016	GRI 301-1	Materials used by weight or volume	Not applicable to our business and industry. We are not in the manufacturing sector.
	GRI 301-2	Recycled input materials used	Not applicable to our business and industry. We are not in the manufacturing sector.
	GRI 301-3	Reclaimed products and their packaging materials	Not applicable to our business and industry. We are not in the manufacturing sector.
Energy			
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organization	Energy consumption
	GRI 302-2	Energy consumption outside of the organization	Energy consumption



	GRI 302-3	Energy intensity	Energy intensity
	GRI 302-4	Reduction of energy consumption	Efficiency and reduction
	GRI 302-5	Reductions in energy requirements of products and services	Efficiency and reduction
Water and effluents			
GRI 303: Water and Effluents 2018	GRI 303-1	Interactions with water as a shared resource	Water management
	GRI 303-2	Management of water discharge-related impacts	Water management
	GRI 303-3	Water withdrawal	Water withdrawal
	GRI 303-4	Water discharge	Water discharge
	GRI 303-5	Water consumption	Principle 6, Leadership Indicator: Q.1 - Page 470-471 of Integrated Annual Report 2023-24
Biodiversity			
GRI 304: Biodiversity 2016	GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Information is not disclosed. Not applicable to our business and industry. We are not in areas proximate to protected areas and areas of high biodiversity value
	GRI 304-2	Significant impacts of activities, products and services on biodiversity	Information is not disclosed. Not applicable to our business and industry. We are not in areas proximate to protected areas and areas of high biodiversity value
	GRI 304-3	Habitats protected or restored	Information is not disclosed. Not applicable to our business and industry. We are not in areas proximate to protected areas and areas of high biodiversity value
	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Information is not disclosed. Not applicable to our business and industry. We are not in areas proximate to protected areas and areas of high biodiversity value
Emissions			
GRI 305: Emissions 2016	GRI 305-1	Direct (Scope 1) GHG emissions	Emissions
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	Emissions
	GRI 305-3	Other indirect (Scope 3) GHG emissions	Emissions
	GRI 305-4	GHG emissions intensity	Emission intensity
	GRI 305-5	Reduction of GHG emissions	Reduction
	GRI 305-6	Emissions of ozone-depleting substances (ODS)	Other air emissions



	GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Refer to table 1.5 on ESG Dashboard FY23-24
Waste			
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	
GRI 306: Waste 2020	GRI 306-1	Waste generation and significant waste-related impacts	Waste Management
	GRI 306-2	Management of significant waste-related impacts	Waste Management
	GRI 306-3	Waste generated	Waste Management
	GRI 306-4	Waste diverted from disposal	On Disposals
	GRI 306-5	Waste directed to disposal	On Disposals
Supplier environmental assessment			
GRI 308: Supplier Environmental Assessment 2016	GRI 308-1	New suppliers that were screened using environmental criteria	Principle 6, Leadership Indicator: Q.7 - Page 473 of Integrated Annual Report 2023-24
	GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Principle 6, Leadership Indicator: Q.6 and 7 - Page 473-474 of Integrated Annual Report 2023-24
Employment			
GRI 401: Employment 2016	GRI 401-1	New employee hires and employee turnover	Workplace Sustainability - Key Metrics
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee well-being
	GRI 401-3	Parental leave	Refer to table 2.9 on ESG Dashboard FY23-24
Labor/management relations			
GRI 402: Labor/Management Relations 2016	GRI 402-1	Minimum notice periods regarding operational changes	Information unavailable
Occupational health and safety			
GRI 403: Occupational Health and Safety 2018	GRI 403-1	Occupational health and safety management system	Occupational safety and health
	GRI 403-2	Hazard identification, risk assessment, and incident investigation	Prioritization risk and integration of action plan
	GRI 403-3	Occupational health services	Occupational safety and health
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Two-way communication system in place to facilitate employee voice regarding working conditions
	GRI 403-5	Worker training on occupational health and safety	OHS Training
	GRI 403-6	Promotion of worker health	Occupational safety and health



	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational safety and health
	GRI 403-8	Workers covered by an occupational health and safety management system	Occupational safety and health
	GRI 403-9	Work-related injuries	OHS Risk Assessment, Internal Inspection
	GRI 403-10	Work-related ill health	Occupational safety and health
Training and education			
GRI 404: Training and Education 2016	GRI 404-1	Average hours of training per year per employee	Workplace Sustainability - Key Metrics
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development Programs
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Workplace Sustainability - Key Metrics
Diversity and equal opportunity			
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1	Diversity of governance bodies and employees	Workplace Sustainability - Key Metrics
	GRI 405-2	Ratio of basic salary and remuneration of women to men	Workplace Sustainability - Key Metrics
Non-discrimination			
GRI 406: Non-discrimination 2016	GRI 406-1	Incidents of discrimination and corrective actions taken	Workplace Sustainability - Key Metrics
Freedom of association and collective bargaining			
GRI 407: Freedom of Association and Collective Bargaining 2016	GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of association
Child labor			
GRI 408: Child Labor 2016	GRI 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 Forced or Compulsory Labour
Forced or compulsory labor			
GRI 409: Forced or Compulsory Labor 2016	GRI 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
Security practices			
GRI 410: Security Practices 2016	GRI 410-1	Security personnel trained in human rights policies or procedures	Principle 5, Essential Indicator: Q.1- Page 463 of Integrated Annual Report 2023-24



Rights of indigenous peoples			
GRI 411: Rights of Indigenous Peoples 2016	GRI 411-1	Incidents of violations involving rights of indigenous peoples	Not Applicable - as our operations are in urban areas under city administration limits.
Local communities			
GRI 413: Local Communities 2016	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Principle 8, Essential Indicator: Q.1 - Page 475 of Integrated Annual Report 2023-24
	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Principle 8, Essential Indicator: Q.1 - Page 475 of Integrated Annual Report 2023-24
Supplier social assessment			
GRI 414: Supplier Social Assessment 2016	GRI 414-1	New suppliers that were screened using social criteria	Principle 2, Essential Indicator: Q.2; Principle 5, Leadership Indicator: Q.4 - Page 454 and 465 of Integrated Annual Report 2023-24
	GRI 414-2	Negative social impacts in the supply chain and actions taken	Principle 3, Leadership Indicator: Q.5 and 6; Principle 5, Leadership Indicator: Q.4 and 5 - Page 460 and 465 of Integrated Annual Report 2023-24
Public policy			
GRI 415: Public Policy 2016	GRI 415-1	Political contributions	As per our Code of Business Conduct Policy, we do not make any political contributions.
Customer health and safety			
GRI 416: Customer Health and Safety 2016	GRI 416-1	Assessment of the health and safety impacts of product and service categories	Not applicable to our business and industry
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable to our business and industry
Marketing and labeling			
GRI 417: Marketing and Labeling 2016	GRI 417-1	Requirements for product and service information and labeling	Not applicable to our business and industry
	GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Not applicable to our business and industry
	GRI 417-3	Incidents of non-compliance concerning marketing communications	Not applicable to our business and industry
Customer privacy			
GRI 418: Customer Privacy 2016	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Workplace Sustainability - Key Metrics



Deloitte Haskins & Sells LLP

Chartered Accountants
One International Center
Tower 3, 27th-32nd Floor
Senapati Bapat Marg
Elphinstone Road (West)
Mumbai-400 013
Maharashtra, India

Tel: +91 22 6185 4000
Fax: +91 22 6185 4101

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION OF WIPRO LIMITED

To the Board of Directors of WIPRO LIMITED

1. We have undertaken to perform reasonable assurance engagement, for **WIPRO LIMITED** (the "Company") vide our engagement letter dated April 8, 2024 in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in Sustainability Report (the "Report") of the Company for the year ended March 31, 2024. This engagement was conducted by our multidisciplinary team including assurance practitioners, environmental engineers, and specialists.

2. Identified Sustainability Information

Our scope of reasonable assurance consists of the Sustainability Information listed in the Appendix I to our report. The reporting boundary of the Report is Standalone operations of the Company with exceptions disclosed by way of note under respective disclosures, where applicable.

Our reasonable assurance engagement was with respect to the year ended March 31, 2024 information only and we have not performed any procedures with respect to earlier periods included in the Report and, therefore, do not express any opinion thereon.

3. Criteria

The Criteria used by the Company to prepare the Identified Sustainability Information is GRI Sustainability Reporting Standards, issued by the Global Reporting Initiative (GRI) referred to as GRI Standards (the "GRI Standards").

4. Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including the reporting boundary of the Report, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the Report and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

5. Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between companies.



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6. Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (the "ICAI") and have the required competencies and experience to conduct this assurance engagement.

We apply Standard on Quality Control ("SQC") 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

7. Our Responsibility

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix I based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 "Assurance Engagements on Greenhouse Gas Statements" (together the "Standards"), both issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI.

These Standards require that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information listed in Appendix I and included in the Report are prepared, in all material respects, in accordance with the Criteria.

As part of reasonable assurance engagement in accordance with the Standards, we exercise professional judgment and maintain professional skepticism throughout the engagement.

8. Reasonable Assurance

A reasonable assurance engagement involves identifying and assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;





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- Made inquiries of Company's management, including the sustainability team, facilities management group, human resource team amongst others and those with the responsibility for preparation of the Report;
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures;
- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at other locations/offices on a sample basis. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures in addition to inquiry of the personnel responsible for the Identified Sustainability Information;
- Tested the reasonableness of emission factors and methodologies used for calculation of Green House Gas ("GHG") emissions;
- Tested the Company's process for collating the sustainability information through agreeing or reconciling the Identified Sustainability Information with the underlying records on a sample basis; and
- Tested the consolidation working for locations/offices on a sample basis under the reporting boundary for ensuring the completeness of data being reported.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

9. Exclusions

Our assurance scope excludes the following and therefore we do not express an opinion on:

- Aspects of the Report and the data/information (qualitative or quantitative) other than the Identified Sustainability Information; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

10. Other information

The Company's management is responsible for the other information. The other information comprises the information included within the Report, other than Identified Sustainability Information and our independent assurance reports dated August 16, 2024 thereon.

Our opinion on the Identified Sustainability Information does not cover the other information and we do not express any form of assurance thereon.

In connection with our assurance engagement of the Identified Sustainability Information, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Identified Sustainability Information or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.





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11. Reasonable Assurance Opinion

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information for the year ended March 31, 2024 listed in Appendix I are prepared in all material respects, in accordance with the Criteria as stated in paragraph 3 above.

12. Restriction on use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Reasonable Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For Deloitte Haskins & Sells LLP
Chartered Accountants
(Firm's Registration No. 117366W / W-100018)

Pratiq Shah
Partner
Membership No. 111850
UDIN: 24111850BKILKI6429

Place: Mumbai
Date: August 16, 2024



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APPENDIX I

Identified Sustainability Information in the Report subject to Reasonable Assurance

Sr. No	GRI Standards	Description of Indicator
1	302-1	Energy consumption within the organization (Note 1)
2	302-3	Energy intensity (Note 1)
3	303-3	Water withdrawal (Note 1)
4	303-4	Water Discharge (Note 1)
5	305-1	Direct (Scope 1) GHG emissions (Note 1)
6	305-2	Energy indirect (Scope 2) GHG emissions (Note 1)
7	305-4	GHG emissions intensity (Note 1)
8	305-6	Emissions of ozone-depleting substances (ODS) (Note 1)
9	306-3	Waste generated (Note 1)
10	306-4	Waste diverted from disposal (Note 1)
11	306-5	Waste directed to disposal (Note 1)
12	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data

Note:

1. The reporting boundary for the information reported under Sr. No. [1 to 11] is owned/ leased offices under operational control of the Company.





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Chartered Accountants
One International Center
Tower 3, 27th-32nd Floor
Senapati Bapat Marg
Elphinstone Road (West)
Mumbai-400 013
Maharashtra, India

Tel: +91 22 6185 4000
Fax: +91 22 6185 4101

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION OF WIPRO LIMITED

To the Board of Directors
of WIPRO LIMITED

1. We have undertaken to perform limited assurance engagement, for **WIPRO LIMITED** (the "Company") vide our engagement letter dated April 8, 2024 in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Sustainability Report (the "Report"), of the Company for the year ended March 31, 2024. This engagement was conducted by our multidisciplinary team including assurance practitioners, environmental engineers, and specialists.

2. Identified Sustainability Information

Our scope of limited assurance consists of the Sustainability Information listed in the Appendix I to our report. The reporting boundary of the Report is Standalone operations of the Company with exceptions disclosed by way of note under respective disclosures, where applicable.

Our limited assurance engagement was with respect to the year ended March 31, 2024 information and we have not performed any procedures with respect to earlier periods included in the Report and, therefore, do not express any conclusion thereon.

3. Criteria

The Criteria used by the Company to prepare the Identified Sustainability Information is GRI Sustainability Reporting Standards, issued by the Global Reporting Initiative (GRI) referred to as GRI Standards (the "GRI Standards").

4. Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including the reporting boundary of the Report, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the Report and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.



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5. Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between companies.

6. Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (the "ICAI") and have the required competencies and experience to conduct this assurance engagement.

We apply Standard on Quality Control ("SQC") 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

7. Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information listed in Appendix I based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 "Assurance Engagements on Greenhouse Gas Statements" (together the "Standards"), both issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI.

These Standards require that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information listed in Appendix I and included in the Report is free from material misstatement.

As part of limited assurance engagement, in accordance with the Standards, we exercise professional judgment and maintain professional skepticism throughout the engagement.

8. Limited Assurance

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information as listed in Appendix I, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. Consequently, the level of assurance





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obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the Criteria.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents and evaluating the appropriateness of quantification methods and reporting policies and agreeing with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- Made inquiries of Company's management, including the sustainability team, facilities management group, human resource team amongst others and those with the responsibility for preparation of the Report;
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures;
- Obtained an understanding of the key systems and processes for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at other locations/offices on a sample basis;
- Reviewed the Company's process for collating the sustainability information through agreeing or reconciling the Identified Sustainability Information with the underlying records on a sample basis;
- Reviewed the reasonableness of key assumptions, emission factors and methodologies used for calculation of GHG emissions; and
- Reviewed the working of consolidation for locations/offices on a sample basis and corporate office under the reporting boundary for ensuring the completeness of data being reported.

9. Exclusions

Our assurance scope excludes the following and therefore we do not express a conclusion on:

- Aspects of the Report and the data/information (qualitative or quantitative) other than the Identified Sustainability Information; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

10. Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Sustainability Information listed in Appendix I and presented in the Report for year ended March 31, 2024 are not prepared, in all material respects, in accordance with the Criteria as stated in paragraph 3 above.





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11. Restriction on use

Our Limited Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Limited Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For Deloitte Haskins & Sells LLP

Chartered Accountants

(Firm's Registration No. 117366W / W-100018)

Pratiq Shah

Partner

Membership No. 111850

UDIN: 24111850BKJLKJ7604

Place: Mumbai

Date: August 16, 2024



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APPENDIX I

Identified Sustainability Information in the Report subject to limited assurance

Sr. No	GRI Standards	Description of Indicator
1	303-1	Interactions with water as a shared resource (Note 1)
2	303-2	Management of water discharge related impacts (Note 1)
3	305-3	Other indirect (Scope 3) GHG emissions
4	305-5	Reduction of GHG emissions (Note 1)
5	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions (Note 1)
6	306-1	Waste generation and significant waste-related impacts (Note 1)
7	306-2	Management of significant waste related impacts (Note 1)
8	401-1	New employee hires and employee turnover
9	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
10	403-9	Work related injuries
11	404-2	Programs for upgrading employee skills and transition assistance programs
12	404-3	Percentage of employees receiving regular performance and career development reviews
13	405-1	Diversity of governance bodies and employees
14	405-2	Ratio of basic salary and remuneration of women to men
15	406-1	Incidents of discrimination and corrective actions taken

Note:

1. The reporting boundary for the information reported is owned/ leased offices under operational control of the Company.





Ambitions Realized.

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru – 560 035
India

Tel: +91 (80) 2844 0011
Fax: +91 (80) 2844 0256
wipro.com

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