

DISCLOSURE UNDER SEBI (SHARE BASED EMPLOYEE BENEFITS) REGULATIONS, 2014 FOR THE YEAR ENDED MARCH 31, 2020						
Sl. No.	Description	WESOP 2000	Wipro Restricted Stock Unit Plan 2005	ADS Restricted Stock Unit Plan 2004	Wipro Restricted Stock Unit Plan 2007	Wipro Equity Reward Trust Employee Stock Purchase Plan, 2013
1	Date of Shareholder's Approval	July 27, 2000	July 21, 2005	June 11, 2004	July 18, 2007	May 30, 2013
2	Total Number of Options Approved Under the plan*	747,474,747	59,797,979	59,797,979 ADS representing 59,797,979 underlying equity shares	49,831,651	39,546,197
3	Vesting Requirements	As determined by Board Governance, Nomination and Compensation Committee	As determined by Board Governance, Nomination and Compensation Committee	As determined by Board Governance, Nomination and Compensation Committee	As determined by Board Governance, Nomination and Compensation Committee	As determined by Board Governance, Nomination and Compensation Committee
4	Maximum Term of Options Granted	As determined by Board Governance, Nomination and Compensation Committee	As determined by Board Governance, Nomination and Compensation Committee	As determined by Board Governance, Nomination and Compensation Committee	As determined by Board Governance, Nomination and Compensation Committee	As determined by Board Governance, Nomination and Compensation Committee
5	Source of Shares (Primary, Secondary or Combination)	Primary	Primary	Primary	Primary	Primary
6	Number of Options outstanding at the beginning of the period (2019-20)	-	-	14,446,790	17,607,463	-
7	Number of Options/RSUs granted during the year *	-	-	5,373,000	5,682,500	-
8	Pricing formula	Fair market value i.e. the market prices defined by the Securities and Exchange Board of India	Face value of the share	Face value of the share	Face value of the share	Face value of the share

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9	Number of Options Vested during the year	-	-	2,759,808	4,812,748	-
10	Number of Options exercised during the year	-	-	2,496,125	4,610,572	-
11	Number of shares arising as a result of exercise of options (as of March 31, 2020)					-
	a) Through transfer of shares from Wipro Equity Reward Trust, ESOP Trust	-	-	-	4,607,772	-
	b) Through allotment of shares	-	-	2,496,125	2,800	-
12	Number of Options Lapsed/Forfeited during the year **	-	-	3,755,159	3,065,201	-
13	Variation in terms of options upto March 31, 2020	-	-	-	-	-
14	Money realized by exercise of options during the year(₹)	-	-	4,992,250	9,221,144	-
15	Number of Options outstanding at the end of the year (2019-20)	-	-	7,886,540	15,614,190	-
16	Number of Options Exercisable at the end of the year	-	-	1,212,560	1,502,957	-

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17	Loan Repaid by the Trust during the year from exercise price received	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
18	Employee Wise details of Options granted during the year:					
	i. Senior managerial personnel					
	Abidali Z Neemuchwala, Chief Executive Officer and Managing Director	-	-	750,000***	-	-
	Jatin P Dalal, Chief Financial Officer	-	-	-	175,000	-
	ii. Any other Employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year	-	-	-	-	-
iii. Identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (exceeding outstanding warrants and conversion) of the company at the time of grant	-	-	-	-	-	

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Sl. No.	Description	WESOP 2000	Wipro Restricted Stock Unit Plan 2005	ADS Restricted Stock Unit Plan 2004	Wipro Restricted Stock Unit Plan 2007	Wipro Equity Reward Trust Employee Stock Purchase Plan, 2013
19	Diluted Earnings per share pursuant to issue of shares on exercise of options calculated in accordance with Accounting Standard (AS) 20	₹ 16.62				-
20	Method used to account for ESOS - Intrinsic or fair value					
21	Where the company opts for expensing of the options using the intrinsic value of the options, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognized if it had used the fair value of the options shall be disclosed. The impact of this difference on profits and on EPS of the company.	Not applicable as there were no grants during the year under this plan	Since these options were granted at a nominal exercise price, intrinsic value on the date of grants approximates the fair value of the options	Since these options were granted at a nominal exercise price, intrinsic value on the date of grants approximates the fair value of the options	Since these options were granted at a nominal exercise price, intrinsic value on the date of grants approximates the fair value of the options	-

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22	Weighted average exercise prices and weighted average fair values of options separately for options whose exercise price either equals or exceeds or is less than the market prices of the stock.	Not applicable as there were no grants during the year under this plan	Not applicable as there were no grants during the year under this plan	Exercise price Rs. 2/- per option. The weighted average grant-date fair value of options granted during the year ended March 31, 2020 was Rs. 270.41/-.	Exercise price Rs. 2/- per option. The weighted average grant-date fair value of options granted during the year ended March 31, 2020 was Rs. 251.44/-.	-
23	A description of method and significant assumptions used during the year to estimate the fair values of options, including the following information:					
	<p>(a) the weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model;</p> <p>(b) the method used and the assumptions made to incorporate the effects of expected early exercise;</p>					

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	(c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and (d) whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition.	Not Applicable as there were no grants during the year under this plan	Not Applicable as there were no grants during the year under this plan	Since these options were granted at a nominal exercise price, intrinsic value on the date of grants approximates the fair value of the options	Since these options were granted at a nominal exercise price, intrinsic value on the date of grants approximates the fair value of the options	-

Notes:-

* Includes RSUs that will vest based on performance parameters of the Company.

** As per the plan options/RSUs lapse on termination of the Plan. If an Option/RSU expires or becomes un-exercisable without having been exercised in full, such options shall become available for future grant under the Plan.

*** The Board of Directors has, at its meeting held on May 29, 2020, noted the resignation of Mr. Abidali Z. Neemuchwala as the Chief Executive Officer and Managing Director with effect from the end of the day on June 1, 2020. Hence, the stock options granted to Mr. Neemuchwala during the year have been forfeited, as per the terms of the ADS Restricted Stock Unit Plan 2004.

- Pursuant to the SEBI circular dated October 10, 2019 prohibiting issuance of depository receipts by listed companies to Non- Resident Indians (“NRIs”), the Board Governance, Nomination and Compensation Committee in November 2019 approved cash pay out to its NRI employees in lieu of shares and upon exercise of vested ADS RSU under the Company’s WARSUP 2004 Plan, based on prevailing market price of ADS on the date of exercise. Consequently, the number of options outstanding at the end of the year 2019-20 reported under point 15 of the above table excludes 5,681,966 options categorized as cash settled RSUs.

Details relating to Wipro Equity Reward Trust

(i) General information on all schemes

Sl. No.	Particulars	Details
1	Name of the trust	Wipro Equity Reward Trust
2	Details of the Trustee(s)	As per requirements of trust deed
3	Amount of loan disbursed by company/any company in the group, during the year	-
4	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	-
5	Amount of loan, if any, taken from any other source for which company/any company in the group has provided any security or guarantee	-
6	Any other contribution made to the Trust during the year	-

(ii) Brief details of transactions in shares by the Trust

(a)	Number of shares held at the beginning of the year	27,353,853 equity shares
(b)	Number of shares acquired during the year through (i) primary issuance (ii) secondary acquisition, also as a percentage of paid up equity capital as at the end of the previous financial year, along with information on weighted average cost of acquisition per share	NIL
(c)	Number of shares transferred to the employees / sold along with the purpose thereof	4,607,772
(d)	Number of shares held at the end of the year	22,746,081

(iii) In case of secondary acquisition of shares by the Trust- Not Applicable

Number of shares	As a percentage of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained
Held at the beginning of the year	-
Acquired during the year	-
Sold during the year	-
Transferred to the employees during the year	-
Held at the end of the year	-