ESG
Dashboard
2024-25

ESG Goals

Environment
Environmental Stewardship Across the Value Chain

Goal 01

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

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

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.

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

100% RE for all owned facilities by 2030.

Goal 02

Responsible management of scarce water resources

Reduce the absolute consumption of freshwater* year-on-year by 3% in all operationally-controlled facilities.

*Freshwater refers to water from all sources- municipal, private and groundwater.

(i) Continue to treat 100% of all used water as per safe standards
(ii) Continue to increase the utilization of treated water, so that it constitutes 45% of total water-use by 2030.

Maintain Zero Liquid Discharge (ZLD) of untreated water across all owned facilities.

Social
Building a Future-ready Workplace and Strengthening Our Community Work

Goal 03

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

Exemplify Spirit of Wipro 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 04

Empower employees through continuous learning opportunities

Provide reskilling opportunities to employees for open client demands.

Deliver Leadership skills program at every stage of career lifecycle.

ESG Goals

Goal 05

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

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

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

Goal 06

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

Education

Contribute to the foundational development of 4.75 million children from vulnerable communities by providing access to good-quality primary education by FY26.

Empower 3,60,000 college students and faculty by facilitating skilling a capacity building on emerging digital technologies by FY26.

Primary Health Care

Contribute to the delivery of affordable, comprehensive primary healthcare services for 1 million women in the reproductive age group and positively impact 155,000 children with disabilities by FY26.

Employee Engagement

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

Governance
Aligning Purpose, Transparency and Trust

Goal 07

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.

Maintain Code of Business Conduct annual certification at 100%.

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

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.

Environmental Metrics

1.1 Absolute Emission Profile (tCO$_2$ eq.)

Legend: ● FY25 ● FY24 ● FY23

Scope-wise Emissions (tons of CO$_2$ eq)

Scope	FY23	FY24	FY25
Scope 1	9,640	6,515	8,046
Scope 2	59,120	32,413	23,416
Scope 3	271,793	172,188	188,224

Scope 3 emission data- FY25

- ● Employee commute
- ● Business travel
- ● Upstream fuel and energy
- ● Purchased goods/ services
- ● Upstream leased assets
- ● Downstream leased assets
- ● Work from home emissions
- ● Waste

Emission intensity scope 1 & 2
(kg CO$_2$ per sq. Mt. per annum)

FY23	FY24	FY25
59	16	13

Legend: ● FY23 ● FY24 ● FY25

Table 1.1.1

Emissions – Scope 1	FY23	FY24	FY25
Fuel & Refrigerants- Sites with operational control	9,640	6,515	8,046

Table 1.1.2

Emissions – Scope 2	FY23	FY24	FY25
Purchased electricity- Sites with operational control	59,120	32,413	23,416

Table 1.1.4

Emissions	Baseline*	FY24	Reduction (in %)	FY25	Reduction (in %)
Scope 1	16,046	6,515	59	8,046	50
Scope 2	179,407	32,413	82	23,416	87
Scope 3	281,213	116,217	**59	119,522	57

*Baseline - Scope 1 and 2: 2017, Scope 3: 2020; Scope 3 numbers only include the SBTi-approved top 3 categories.

** The reduction (%) for FY24 has been restated.

Table 1.1.3

Emissions – Scope 3	FY23	FY24	FY25
Upstream fuel and energy	67,017	53,843	16,349
Business travel	57,934	36,227	30,315
Purchased goods/services	87,287	33,968	32,866
Employee commute	28,193	26,147	72,858
Upstream leased assets	7,293	2,462	20,183
Work from home emissions	23,968	18,230	12,310
Waste emissions	101	76	58
Downstream leased assets	0	1,234	3,285
Total Scope 3 emissions	271,793	172,188	188,224

Note : FY25 Emissions for Work from Home, Waste and Downstream leased assets have been restated from the Integrated Annual Report FY25 to provide a more accurate representation.

Table 1.1.5

Emissions intensity - Scope 1 & 2	FY23	FY24	FY25
India office-owned ($kgCO_2$ per sq. Mt. per annum)	59	16	13

1.2 Energy

Composite Grid Purchased Electricity

FY23	FY24	FY25
72,995	45,269	32,209
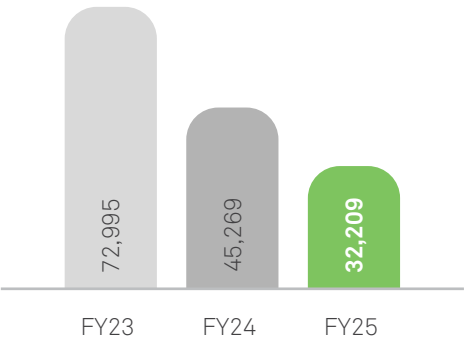
Renewable Energy Purchased

FY23	FY24	FY25
113,054	144,580	162,915
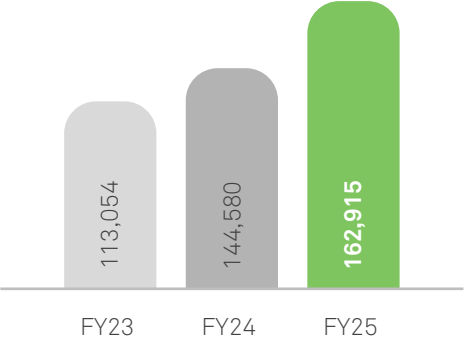
Renewable Energy Generated

FY23	FY24	FY25
2,567	2,964	2,842

Diesel for Electricity
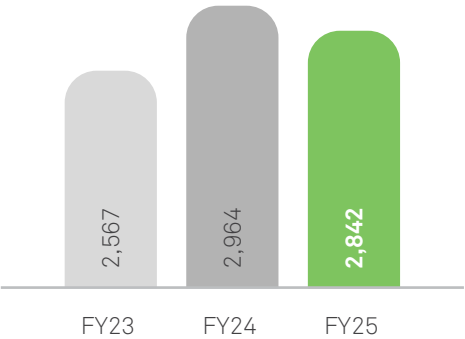
FY23	FY24	FY25
2,641	10,509	11,197

Energy Consumed by Source

209,492 MWh
Total Energy Consumption FY25

- **1.4%** Solar PV
- **0.2%** PNG/LNG
- **5.3%** Diesel for Electricity
- **15.4%** Purchased Electricity from Grid
- **77.8%** Purchased Renewable Electricity
- Electricity
- Fuel
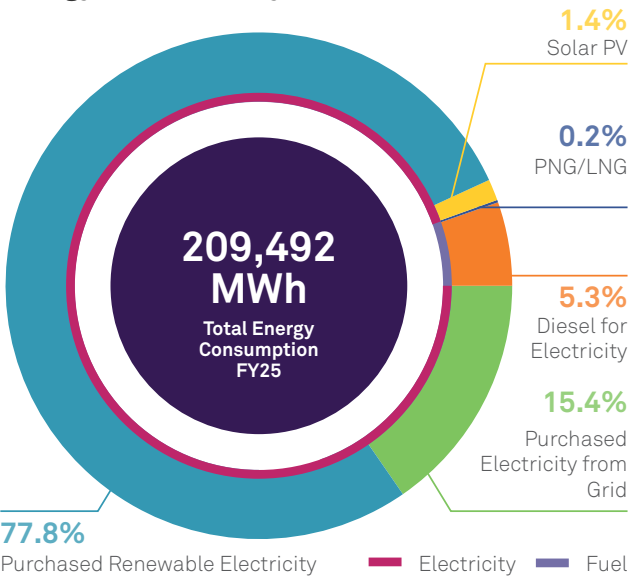
Energy Intensity

	By Area (KWh units per sq. Mt. per annum)	By Revenue (MWh per USD Mn)
● FY25		
● FY24		
● FY23		

By Area

FY23	FY24	FY25
181.10	83.95	88.30
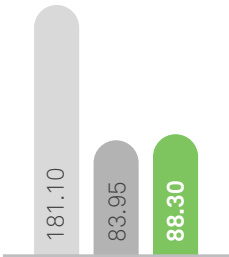
By Revenue

FY23	FY24	FY25
16.91	18.82	19.93
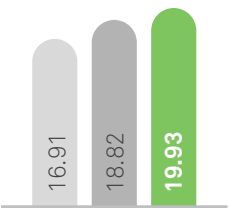
Table 1.2.1

Total energy consumption (MWh)	Source		FY23	FY24	FY25
Composite-Grid	Electricity	Purchased electricity	72,995	45,269	32,209
Renewable-Purchased		Purchased electricity	113,054	144,580	162,915
Renewable-Generated		Solar PV	2,567	2,964	2,842
Renewable	Fuel	Biogas	5.1	19.8	0
Non-Renewable		Charcoal	37.6	0	0
Non-Renewable		PNG/LNG	0	26.3	329
Non-Renewable		LPG	704.7	0	0
Non-Renewable-Generated		Diesel for electricity	2,641	10,509	11,197

Table 1.2.2

Renewable energy	FY23	FY24	FY25
Mn units	113	145	165
As % of energy used in facilities in India	60%	76%	84%

Goal to reach 100% by 2030.

Table 1.2.3

Energy intensity - office space	FY23	FY24	FY25
Area intensity (kWh units per sq. Mt. per annum)	181.10	83.95	88.30
Revenue intensity (MWh per USD Mn)	16.91	18.82	19.93

Table 1.2.4

Data center efficiency	FY23	FY24	FY25
Absolute energy consumption of DCs (kWh)	15,723,221	730,197	1,267,720
Number of DCs	4	2	5
PUE	1.64	1.62	1.55

1.3 Water

	FY23	FY24	FY25
Private Water	38%	44.3%	45.5%
Municipal Water	47%	51.1%	50.9%
Ground Water	5%	3.60%	1.24%
Harvested Rainwater	1.40%	1.10%	2.08%

Area Intensity
(liters per sq. Mt per annum)

852 | 426.5 | 550.8

Revenue Intensity
(Mn Lts per USD Mn)

78.4 | 95.6 | 124.34

Occupancy
(liters per person per day)

149.2 | 119.5 | 75.49
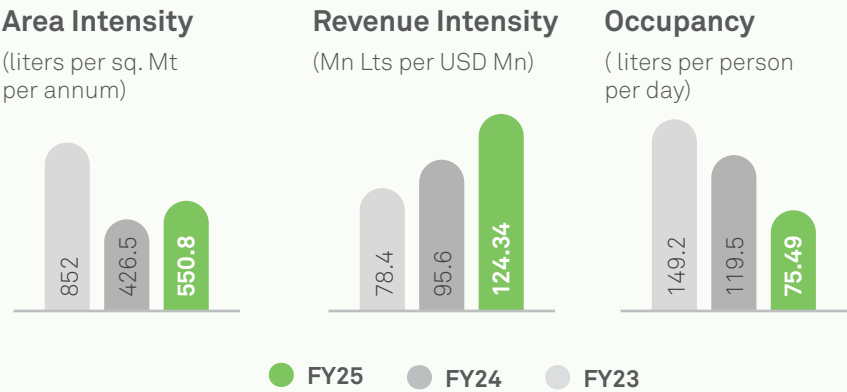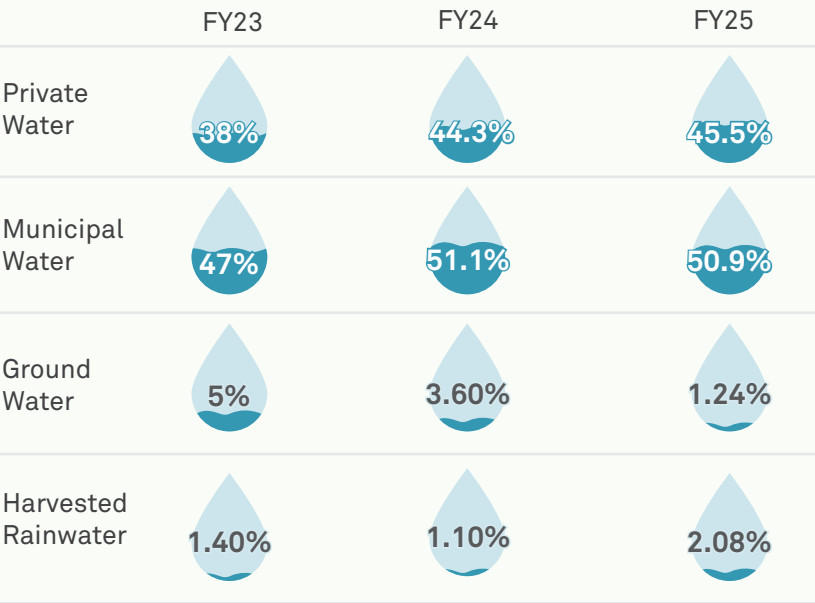
● FY25   ● FY24   ● FY23

Table 1.3.1

Water withdrawal by sources	FY23	FY24	FY25
Private water	38%	44.30%	45.57%
Municipal water	47%	51.10%	50.91%
Ground water	5%	3.60%	1.24%
Harvested rainwater	1.40%	1.10%	2.08%

Table 1.3.2

Freshwater consumption	FY23	FY24	FY25
Freshwater consumption* (million liters)	878	1,044	1,313
Swipe count of employees	19,617	24,016	48,087

*Includes rainwater

Table 1.3.3

Reused ratio	FY23	FY24	FY25
Water recycled (as % of total freshwater consumption)	37%	35%	31%

Table 1.3.4

Water withdrawal and consumption by sources from water-stressed areas
(Million Liters)

Water sources	FY23	FY24	FY25
Ground water	45.7	37.8	16.3
Private water	334.2	440.6	598.4
Municipal water	374.7	533.6	668.5
Industrial water	24.5	21.1	0
3rd party purchase	52	0.8	2.5
Harvested rainwater	11.9	11.1	27.3
Total volume	843	1,044.9	1,313

Table 1.3.5

Consumption intensity	FY23	FY24	FY25
Area intensity (liters per sq. Mt per annum)	852	426.5	550.8
Revenue intensity (kL per USD Mn)	78.4	95.6	124.34
Occupancy (liters per person per day)	149.2*	119.5	75.49

*Due to low occupancy in the campus

Table 1.3.6

Water discharged	FY23	FY24	FY25
Total discharge (Million Liters)	4.2	0.6	0.9

In all our campuses with major operations, we recycle water within the organization boundary using Sewage Treatment Plant (STP) and ultrafiltration technologies.

1.4 Waste

Total waste disposed (by categories)

64.10%
Construction and Demolition

22.48%
Organic Waste

6.02%
Other Waste

1.97%
Inorganic Waste
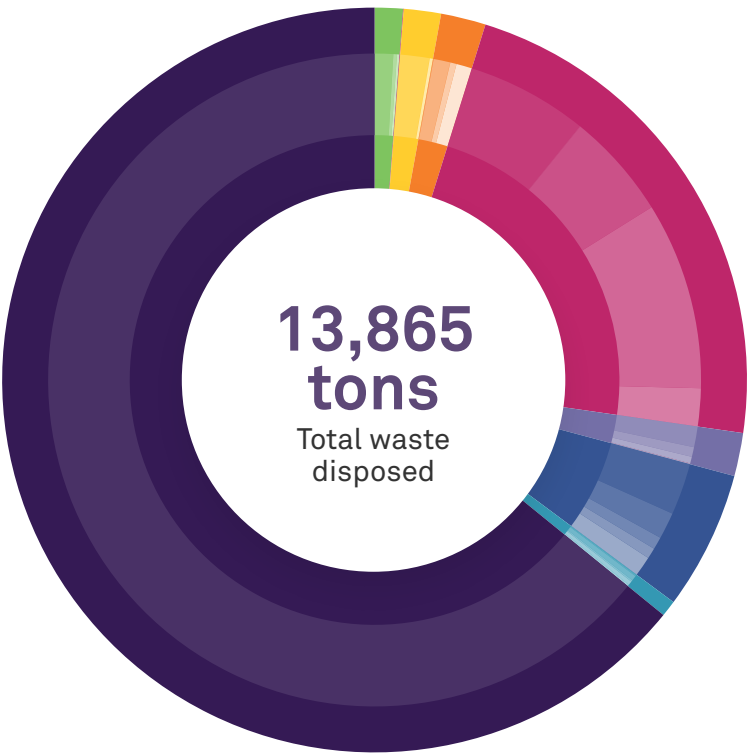
13,865 tons
Total waste disposed

1.87%
Packaging Waste

1.61%
Other Hazardous Waste

1.22%
E-waste

0.70%
Plastic Waste

0.03%
Biomedical Waste

97%
Waste is Recycled

1%
Landfill (without Construction and Demolition)

2%
Incineration
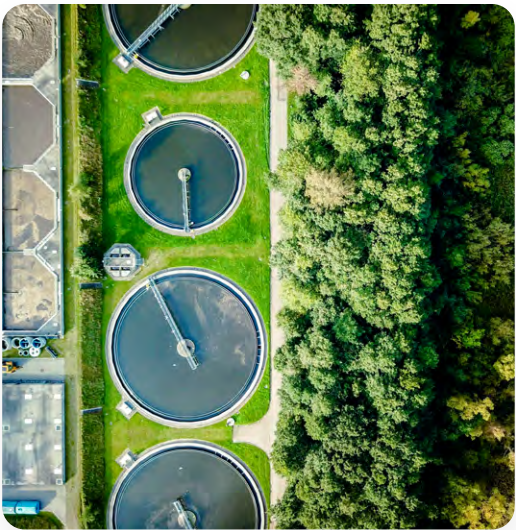
Table 1.4.1

Waste disposed	FY23	FY24	FY25
Total waste disposed (tons)	4,561	5,559	**13,865**

Table 1.4.2

Waste disposal method %	FY23	FY24	FY25
Recycled	85	94.2	**97**
Landfill (without C&D)	5	1.9	**1**
Incineration	2	3.7	**2**
Other methods-Reused	10	0.1	**0**

Table 1.4.3 Bifurcation of waste by categories

Category	Sub-category	Disposal in tons
E-waste	CFL bulbs	0.58
	Computers	126.63
	Defective computer parts and other accessories	24.36
	Electronic items	17.16

Category	Sub-category	Disposal in tons
E-waste	Electrical items	0.42
	Tube lights	0.44
	Total e-waste	**169.59**
Biomedical Waste	Biomedical waste	0.15
	Expired medicines	0.1
	Sanitary waste	3.38
	Total biomedical waste	**3.64**
Other hazardous waste	Batteries	199.77
	DG filters	1.61
	Oil-soaked cotton waste	0.38
	Printing ink or paint cans or ink cartridges	0.03
	Scrap oil	0.5
	Used oil	21.33
	Total other hazardous waste	**223.63**

Category	Sub-category	Disposal in tons
Inorganic Waste	Magazines	4.867
	Mixed paper	113.69
	Newspaper	1.685
	Shredded paper	42.59
	Tissue paper	107.31
	Total inorganic waste	**273.19**
Organic Waste	Branches	835.86
	Cafeteria-used oil	0.51
	Food scraps	731.18
	Grass, yard trimmings and leaves	1,285.68
	STP sludge	259.94
	Total organic waste	**3,116.61**
Packaging Waste	Cardboard	141.97
	Dimensional wood or lumber	66.59
	Packaging wood	46.45
	Styrofoam	0.88
	Thermocol	3.74

Category	Sub-category	Disposal in tons
	Total packaging waste	**259.64**
Other Waste	Mixed metals	354.99
	Mixed MSW (Solid waste or wet and dry garbage)	182.21
	Mixed MSW-2 (Solid waste or wet and dry garbage)	85.65
	Mixed scrap	73.58
	Others	137.8
	Total other waste	**834.25**
Plastic Waste	Chemical containers	4.05
	Milk covers	8.48
	Others specific	35.21
	Partition plastic waste	10.73
	Plastic covers	27.55
	Stationary waste	0.01
	Waste bin covers	5.12
	Water and PET bottles	5.67
	Total plastic waste	**96.83**
CnD	**Construction debris**	**8,887.68**

1.5 Air Quality

Table 1.5.1

Parameter	Unit	FY23	FY24	FY25
NOx	MT	6.7	26.9	**25.74**
SOx	MT	8.6	6	**2.81**
Particulate Matter (PM)	MT	1.3	1.5	**3.17**

1.6 Management System Certification

Table 1.6.1

List of the offices on [page 33.](#)

Management System	ISO	Coverage (%)
Environmental management system	ISO 14001:2015	**89**
Occupational health and safety management system	ISO 45001:2018	**89**
Energy management system	ISO 50001:2018	**14.3**

Coverage is calculated based on the total sites covered under Wipro's operational control.

1.7 NCX Valuation
(Impact in USD million)

Table 1.7.1*

Key Performance Indicator	FY23	FY24	FY25
GHG Emissions	62	51	**60**
Air pollution	190	180	**180**
Water consumption	4.8	19	**19**
Water and land pollution	2.5	2.3	**2.4**
Waste generation	2	1	**3.7**
Land use change	21	15	**10**
Total	280	270	**270**

* This includes impacts from direct operations as well as upstream, excluding suppliers with non-material impacts.

Our total year-on-year Impact Intensity by EBIT has decreased as shown below:

Key Performance Indicator (USD per million USD EBIT)	FY23	FY24	FY25
Total	164,803	164,862	**121,567**

FY23 164,803   FY24 164,862   FY25 121,567

○ FY23 ● FY24 ● FY25

1.8 Double Materiality Depiction for Environmental Aspects

Material Topic	Impacts on Wipro	Impacts due to Wipro	Mitigating Actions (1)	Mitigating Actions (2)
Contribute effectively to addressing the Climate Change Challenge	Potential risk to business continuity due to damage to office infrastructure because of extreme rainfall events and cyclones.	Contribution to climate change due to the GHG footprint of its operations and supply chain (quantified numbers articulated against global footprint).	Regular climate-risk assessment backed by adequate BCP plans and insurance coverage for infra-assets.	Reduce and minimize our carbon footprint. NZ targets, annual and cumulative reductions.
	Impact on employee productivity due to the possibility of increased absenteeism due to climate-induced vector disease.	Contribution due to embedded carbon footprint of our customers.	Regular climate-risk assessment backed by adequate BCP plans. Build broad climate awareness among employees and proactive health behaviours.	Collaborative engagement with customers and suppliers to reduce lifecycle carbon footprint.
	Opportunities for customer solutions & revenues.		Develop comprehensive portfolio of customer solutions.	Active engagement in advocacy on climate change issues.
Contribute to responsible management of water in our locations of interest	Location-specific water scarcity in cities like Chennai, Bengaluru and Hyderabad could result in potential disruption of water supply with resultant impacts on business continuity.	Wipro's water footprint could potentially lead to local water scarcity, especially if sourced from proximate sources.	(i) Augment capacity through carefully designed RWH and purchase of treated-water initiatives (ii) Regularly monitor water scarcity risks and incorporate in BCP with a backup plan.	Reduce our water footprint through improved use efficiency and recycling of wastewater.

Material Topic	Impacts on Wipro	Impacts due to Wipro	Mitigating Actions (1)	Mitigating Actions (2)
	Frequent flooding due to inadequate urban planning could result in disruption to employee mobility and productivity.	Inability to treat wastewater could result in pollution of water commons e.g., groundwater, lakes etc.	(i) Adequate WFH coverage of all employees (ii) For mission-critical functions with mandatory onsite presence, work with local municipal authorities and NGOs for alternative transport options e.g., mechanized boats, rafts etc.	Treating water as a boundary-less issue and working with local communities on issues related to urban ecology and wetland restoration.
Minimize solid waste generation from operations and its impact on communities	Wipro's own solid waste, if not managed in a timely and effective manner, can result in unhygienic workspaces within our facilities with potential impacts on employees' health.	Wipro's ability to recycle and reuse its waste directly contributes to the quality and hygiene of urban public spaces in our cities.	Continuously ensure close to 100% recycling and repurposing of its solid waste across categories.	Continuously ensure close to 100% recycling and repurposing of its solid waste across categories.
	Regulatory requirements, e.g., for e-waste, require Wipro as a bulk consumer to have robust processes to dispose of certain categories of hazardous waste as per norms.		To proactively ensure full compliance with all regulatory requirements on plastic, e-waste, and hazardous waste.	
	As a bulk consumer, packaging footprint and recycling practices of Wipro's suppliers can have cascading impacts, positive or negative, on Wipro's waste footprint.		Collaborate with suppliers to continuously reduce the packaging footprint of the products we purchase.	

Material Topic	Impacts on Wipro	Impacts due to Wipro	Mitigating Actions (1)	Mitigating Actions (2)
Enhance the biodiversity quotient of Wipro-owned campuses	At a global and national level, biodiversity loss could result in accelerated climate change impacts and air pollution. The effects on account of climate change on Wipro's infrastructure and business continuity have already been articulated elsewhere.	Though Wipro occupies fairly large real estate spaces in cities in India, these are pre-existing urban land parcels and there was no significant loss of biodiversity due to Wipro's operations.	(i) Wipro plays an active part in national and global advocacy on biodiversity and nature-positive solutions. (ii) Wipro ensures adequate tree cover that helps enhance favourable micro-climates in the immediate proximity of Wipro's operations.	Wipro places emphasis on biodiversity enhancement and awareness within its campuses and employees.
	Well-designed biodiversity zones within Wipro campuses can help reduce local temperatures and associated cooling costs. It can also help in providing an enriching setting for employees and enhance their 'connect' with the workplace. In other words, it can be an interesting differentiator to attract and retain talent.		Wipro to ensure all its new campuses incorporate essential biodiversity design principles.	

Social Metrics

2.1 Employee Count

The Americas	Europe	India	APMEA
7.0%	3.3%	83.0%	6.7%
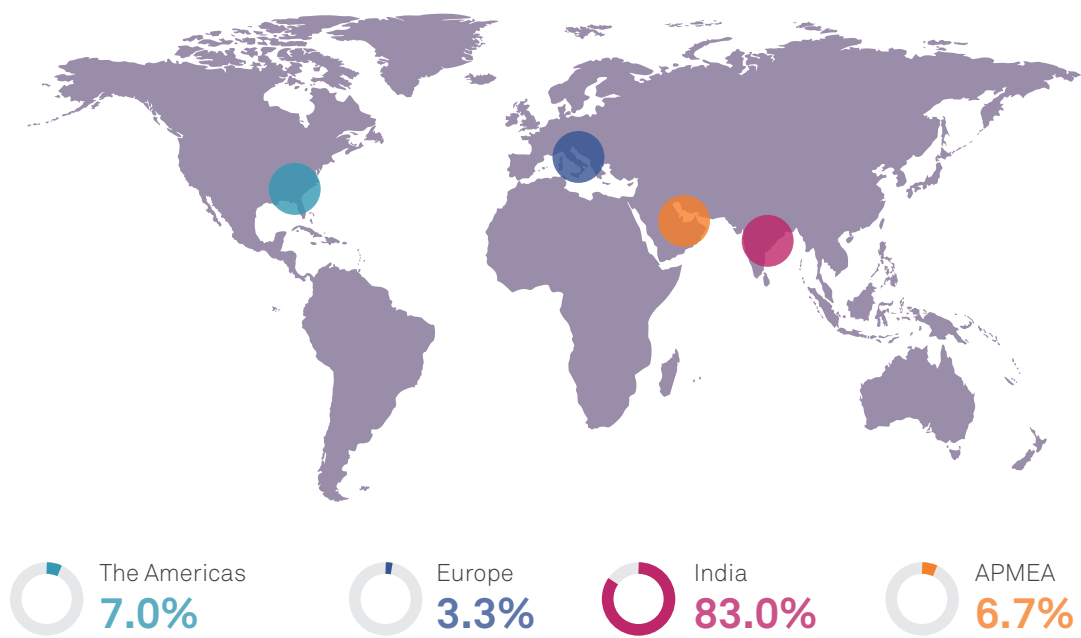
Gender-wise distribution

37.1% | 62.9%

● Female   ● Male
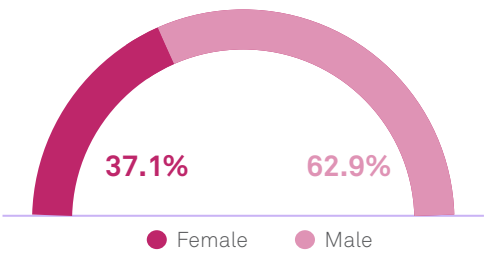
2.1 Employee Count

Table 2.1.1

Wipro	Capco	Others	Total
225,306	7,060	980	233,346

Coverage is calculated based on the total sites covered under Wipro's operational control.

Table 2.1.2

Region-wise	FY23	%	FY24	%	FY25	%
Americas	17,782	7.1	16,459	7.3	15,858	7.0
Europe	9,820	3.9	8,665	3.8	7,371	3.3
India	204,798	82.2	184,554	81.9	186,985	83
APMEA	16,695	6.8	15704	7.0	15,092	6.7
Total	249,095	100	225,382	100	225,306	100

Table 2.1.3

Gender-wise	FY23	%	FY24	%	FY25	%
Female	90,721	36.4	82,595	36.6	83,666	37.1
Male	158,356	63.6	142,767	63.4	141,613	62.9
Total	249,095	100	225,382	100	225,306*	100

*Total includes those who are transgender

Table 2.1.4

Age-wise	FY23	%	FY24	%	FY25	%
<30	132,720	53.3	111,756	49.6	109,726	48.7
30-50	107,617	43.2	104,833	46.5	106,817	47.4
>50	8,758	3.5	8,793	3.9	8,763	3.9
Total	249,095	100	225,382	100	225,306	100

2.2 Employee Count (Contractual)

The Americas
18.7%

Europe
9.7%

India
59.7%

APMEA
11.9%

Table 2.2.2

Gender-wise	FY23	%	FY24	%	FY25	%
Female	3,218	24.3	2,368	22.4	2,396	23.7
Male	10,012	75.7	8,180	77.6	7,709	76.3
Total	13,230	100	10,549*	100	10,109*	100

*Total includes those who are transgender
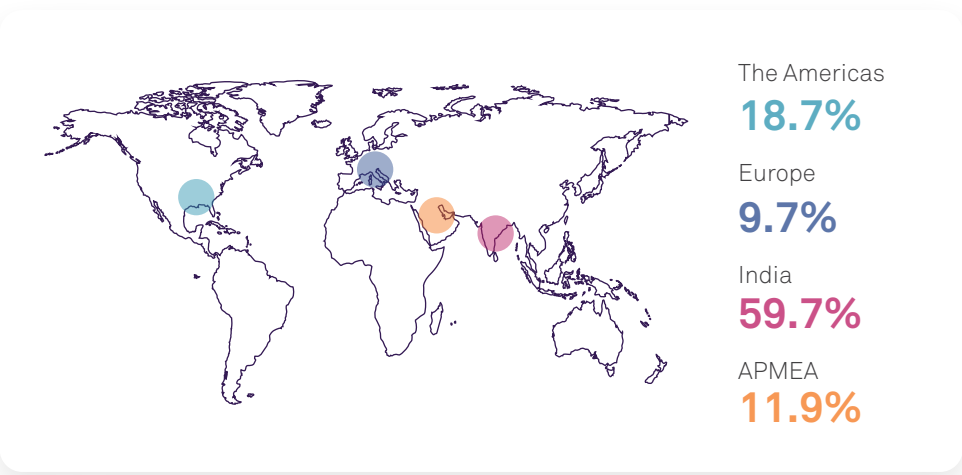
Table 2.2.1

Region-wise	FY23	%	FY24	%	FY25	%
Americas	1,746	13.2	1,753	16.6	1,893	18.7
Europe	982	7.4	981	9.3	981	9.7
India	8,553	64.6	6,373	60.4	6,033	59.7
APMEA	1,951	14.7	1,442	13.7	1,202	11.9
Total	13,232	100	10,549	100	10,109	100

Table 2.2.3

Age-wise	FY23	%	FY24	%	FY25	%
<30	5,950	45	4,239	40.2	3,925	38.8
30-50	5,299	40	5,140	48.7	5,595	55.3
>50	1,983	15	1,170	11.1	589	5.8
Total	13,232	100	10,549	100	10,109	100

2.3 New Hires

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

The Americas
7.1%

Europe
1.0%

India
84%

APMEA
7.8%

Table 2.3.2

Gender-wise	FY23	%	FY24	%	FY25	%
Female	35,502	36.4	16,201	40.3	**24,054**	**39.9**
Male	61,901	63.5	23,970	59.7	**36,102**	**60**
Total	97,417	100	40,182	100	**60,172***	**100**

*Total includes those who are transgender.
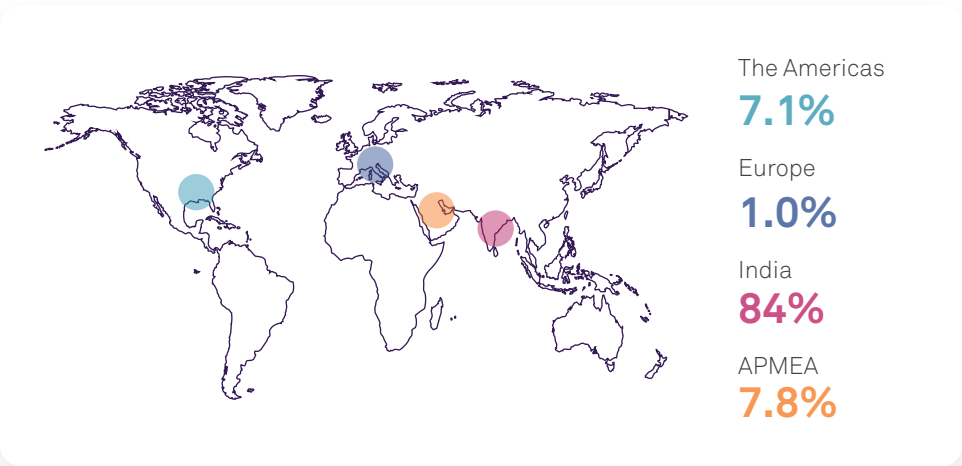
Table 2.3.1

Region-wise	FY23	%	FY24	%	FY25	%
Americas	6,980	7.2	3,786	9.4	**4,275**	**7.1**
Europe	2,223	2.3	907	2.3	**616**	**1**
India	81,099	83.2	31,129	77.5	**50,564**	**84**
APMEA	7,115	7.3	4,360	10.8	**4,717**	**7.8**
Total	97,417	100	40,182	100	**60,172**	**100**

Table 2.3.3

Age-wise	FY23	%	FY24	%	FY25	%
<30	66,395	68.2	27,711	69	41,881	69.6
30-50	29,126	29.9	11,540	28.7	17,262	28.7
>50	1,896	1.9	931	2.3	1,029	1.7
Total	**97,417**	**100**	**40,182**	**100**	**60,172**	**100**

2.4 Voluntary Attrition

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

The Americas
12%

Europe
15.5%
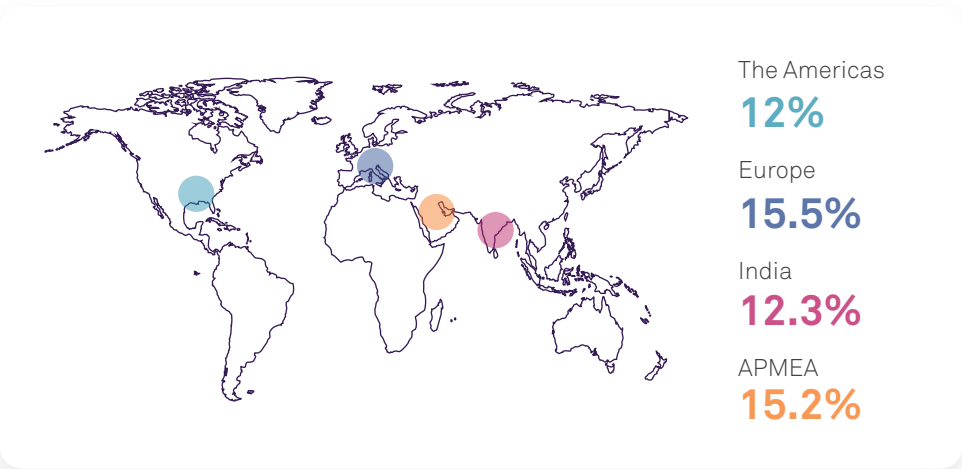
India
12.3%

APMEA
15.2%

Table 2.4.1

Region-wise (%)	FY23	FY24	FY25
Americas	20.1	12.7	12
APMEA	20.7	16.7	15.5
Europe	18.2	12.7	12.3
India	20.5	14.0	15.2

Table 2.4.2

Gender-wise (%)	FY23	FY24	FY25
Female	20.2	12.8	13.5
Male	20.5	14.5	15.4

Table 2.4.3

Age-wise (%)	FY23	FY24	FY25
<30	20.3	14.4	14.4
30-50	21.1	14.0	15.7
>50	13.5	9.8	8.3

2.5 Diversity

By FY26, we aspire to increase women representation at Senior Leadership to 21% and across the organization, to 38%.

Table 2.5.1

Gender (%)	FY23	FY24	FY25
Women in management (in junior, middle and senior management) positions (as % of total management positions)	22.7	23.9	24.9
Share of women in junior management positions, i.e., first level of management (as % of total junior management positions)	24.6	25.8	26.8
Share of women in top management positions, i.e., maximum two levels away from the CEO or comparable positions (as % of total top management positions)	17	18.7	18.8
Share of women in management positions in revenue-generating functions (e.g., sales) as % of all such managers (i.e., excluding support functions such as HR, IT, Legal, etc.)	21.7	23	23.9
Share of women in STEM-related positions (as % of total STEM positions)	36	36.2	36.8
Count of employees with disability	781 (0.3%)	1,664 (0.7%)	2,080 (0.9%)
Count of LGBTQ+ employees	1,699 (0.7%)	1,652 (0.7%)	1,808 (0.8%)

2.6 Gender Pay Parity

Table 2.6.1

Gender pay parity	FY23	FY24	FY25
Gender pay parity (average female salary/ average male salary) for our frontline employees (most in number) in India	0.93	0.94	0.96

2.7 Training & Development

Table 2.7.1

	FY23	FY24	FY25
Coverage (%)	100	100	**100**
Employee spent (million hours)	16	12.9	**11.30**
Amount Spent per FTE ($) (Finance total/HC)	114.7	131.9	**150** (USD per EMP)

Training Breakup

31%
62%
8%

● Lower level ● Middle level ● Top level
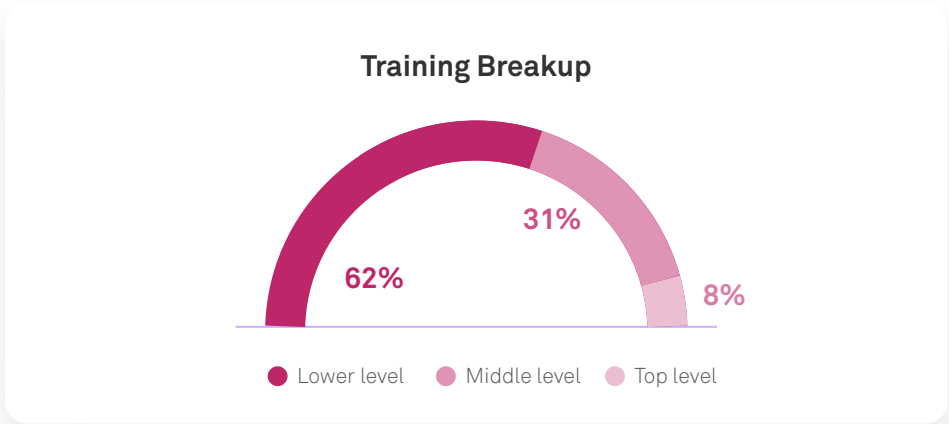
Table 2.7.2 : Break-up

Management level (e.g., junior/low level, middle, senior/top level management)	Number of hours (FY23)	Average hours (%)	Number of hours (FY24)	Average hours (%)	Number of hours (FY25)	Average hours (%)
Lower level	11.6 million hours	~73%	9.8 million hours	~76%	**7.73 million hours**	**~68.4%**
Middle level	4 million hours	~25%	2.6 million hours	~20%	**2.71 million hours**	**~24%**
Top level	0.25 million hours	~2%	0.5 million hours	~4%	**0.85 million hours**	**~7.5%**
Total hours	15.85 million hours	~100%	12.9 million hours	~100%	**11.30 million hours**	**100%**

Table 2.7.3 : Type of training

Quality and Compliance 0.42 Mn Hrs	**Fresher's Training** 1.17 Mn Hrs
Lateral Trainings (Role-based) 7.88 Mn Hrs	**Lateral Trainings (Technical)** 0.42 Mn Hrs
Other E-Learnings 0.66 Mn Hrs	**Behavioral** 1.05 Mn Hrs

Grand Total
11.30 Mn Hrs

Table 2.7.4 : HR Trainings

1. PSH Assessment

	FY25
PSH Assessment	**87%**

2. COBC Training

	FY25
COBC Training (includes permanent and contract employees)	**92.2%**

Unconscious Bias E-Learning Module Adoption

	FY23	FY24	FY25
Unconscious bias e-learning module adoption	74%	81%	**89%**

2.8 Percentage Share of Nationalities

Table 2.8

Nationality	HC	%	Share in management position (%)
Indian	197,136	87.5	89.9
American	5,670	2.5	4.5
Filipino	9,210	4.1	0.5
Brazilian	1,619	0.7	1.0
Romanian	1,659	0.7	0.4
Mexican	1,325	0.6	0.5

2.9 Return to Work & Retention Rate of Employees that took Parental Leave

Table 2.9.1

Return to work & Retention post parental leave (FY 2025)	Women	Men
Total number of employees taking parental leave	4,709	3,037
Total number of employees that returned after parental leave ended*	4,703	3,037
Total number of employees that returned to work after parental leave ended that were still employed till the end of financial year	1,856	2,416
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	1,240	1,963

*Employees returning from Maternity Leave but leaving before the completion of 3 months are considered as not having returned from ML and are counted as attrition cases.

Table 2.9.2

Return to work rate and retention rate (FY25)	Women	Men
Return to work rate	99.87%	100.00%
Retention rate	66.81%	81.25%

2.10 Freedom of Association

Table 2.10.1

Category	FY23			FY24			FY25		
	Total employees in respective category	No. of employees in respective category, who are part of association(s) or Union	%	Total employees in respective category	No. of employees in respective category, who are part of association(s) or Union	%	Total employees in respective category	No. of employees in respective category, who are part of association(s) or Union	%
Employees who are subject of any kind of employee representation or covered by a formal collective bargaining agreement with external Union									
Male	158,356	4,672	3	142,766	4,329	3	141,613	4,903	3.4
Female	90,721	2,529	2.8	82,595	2,432	2.9	83,666	2,808	3.3
Total	249,095	7,202	2.9	225,381	6,761	3	225,306	7,711	3.4

*Employees could be part of either External Union or Collective Bargaining Agreements or both.

2.11 Retirement Benefits (For India)

Table 2.11.1

| Benefits	FY23		FY24		FY25	
	No. of employees covered as % of total employees	Deducted and deposited with the authority	No. of employees covered as % of total employees	Deducted and deposited with the authority	No. of employees covered as % of total employees	Deducted and deposited with the authority
PF	100	Yes	100	Yes	100	Yes
Gratuity	100	NA	100	NA	100	NA
ESI	22.1	Yes	18.2	Yes	16.5	Yes

2.12 Health & Safety

Table 2.12.1

Employees	FY23	FY24	FY25
II (excluding personal transport)	36	30	14
II (including personal transport)	59	36	102
Occupational diseases-Ergonomic	1,411	3,617	3,594
II Lost days (excluding personal transport)	142	627	278
II Lost days (including personal transport)	1,176	2,819	3,688
IIR (excluding personal transport)	0.072	0.081	0.01
IIR (including personal transport)	0.112	0.179	0.05
Lost day rate	1.121	1.528	1.97
Occupational disease rate	2.689	1.96	1.02
Absentee rate (India)(%)	6.5	4.3	6.5

II: Industrial Injury, IIR: Industrial Injury Rate, IIR (excluding personal transport), IIR (including personal transport) is equivalent of per one million person hours worked.
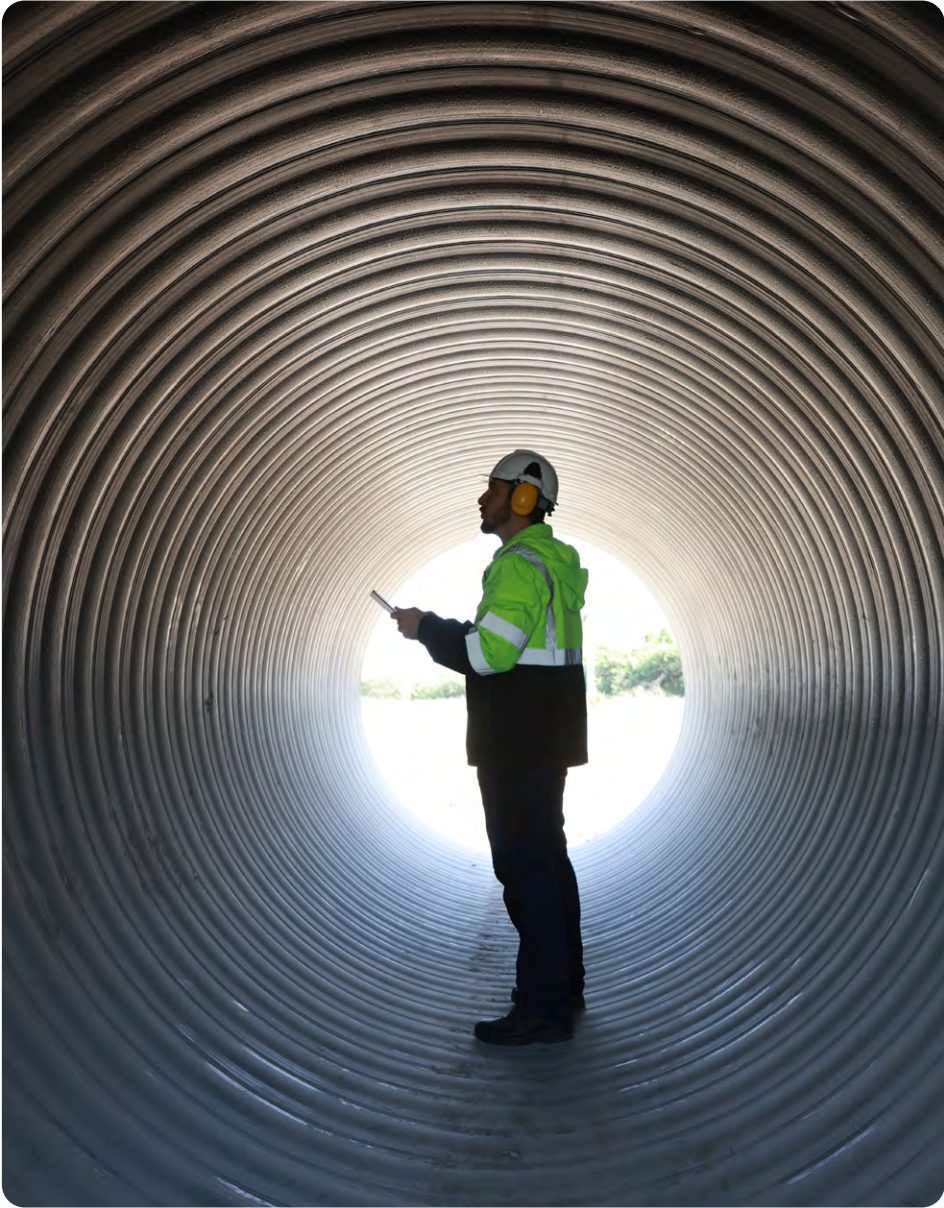
Education, Ecology & Community Care

Urban and Community Ecology

Urban Ecology

Supported **21** projects to build resilient urban environments in collaboration with **15** partners across **8** cities and **1** town; awarded **6** grants in Bengaluru and Mysuru.

Community Ecology

Supported **15,600+** informal waste workers in Mysuru; planted **50,000** trees in Coimbatore and trained **100+** farmers in agroforestry.

Urban Public Spaces

Supported Pune International Centre (PIC), Bangalore International Center (BIC), and Museum of Art and Photography (MAP) as inclusive and accessible public spaces.

Education

School Education

Reached **157** partners; supported **526,188** children, including **68,000+** children with disabilities.

Sustainability Education

Wipro earthian engaged **12,500** children and **2,845** teachers across **200+** districts.

Wipro STEM Program (US & UK)

Reached **1,500+** STEM teachers and **800,000+** underserved students in the US; supported **100+** fellows and mentors in the UK through partnerships with King's College London (KCL) and Sheffield Hallam University (SHU).

Engineering Education

Trained **75,666** students and **3,200** faculty members in AI/ML and Big Data under the TalentNext initiative.

Healthcare, Disaster Response and Employee Volunteering

Healthcare

Implemented **23** healthcare projects across **10** states, reaching **2.06 million** people.

Provided focused support to **300,000+** women of reproductive age, **510,000** children, and **2,000** children with disabilities.

Disaster Response

Delivered relief and rehabilitation to over **4,200** people affected by the Kerala Wayanad landslides across 10 wards.

Employee Engagement

Conducted **344** volunteering events across 20 countries; engaged **15,814** volunteers who contributed over **35,000** hours, impacting **47,000+** lives.

Governance Metrics

3.1 Board Structure (as of 31st March 2025)

02
Executive directors

06
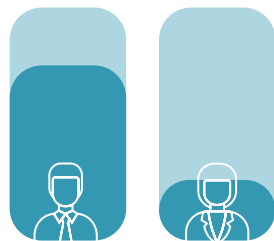Independent directors

01
Other non-executive directors

02
Number of female directors in the board

78% Male   **22%** Female

Board diversity

9.12 years
Board average tenure

08
Board members* with relevant IT sector experience (According to GICS Level 1 sector classification)

*Excluding executive members

3.2 Grievance Redressal

Table 3.2.1 - Source of Complaints

Category	Number of complaints filed during FY23	Number of resolutions pending FY23	Number of complaints filed during FY24	Number of resolutions pending FY24	Number of complaints filed during FY25	Number of resolutions pending FY25
Employees and workers	827	50	808	55	717	60
Customers	1	0	2	1	4	1
Anonymous	93	9	214	13	97	10
Value chain partners	14	0	2	0	4	2
Ex-employees	96	4	72	3	53	5
Contract employees/ retainers	8	0	8	0	5	0
Total	**1,039**	**63**	**1,104**	**72**	**880**	**78**

Table 3.2.2

Sexual harassment complaints raised	FY23 (Global, All gender)	FY23 (India, female Only)	FY24 (Global, All gender)	FY24 (India, female Only)	FY25 (Global, All gender)	FY25 (India, female Only)
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	141	58	182	93	195	125

Table 3.2.3 - Number of complaints

Allegations class	FY23	FY24	FY25
Behavior-related	280	254	307
Confidentiality of information	26	25	27
Conflict of interest	25	42	50
Discrimination	12	9	8
Financial/other impropriety	92	90	79
Hiring-related nonconformities	119	129	69
Referred to other forums	120	128	80
Policy-related	435	400	389
Retaliation/retribution	6	12	1
Vendor-related	10	6	8
Workplace harassment	72	134	76
Grand Total	**1,197**	**1,230**	**1,094**

For the FY25, the organization has chosen to consolidate/reclassify the allegations under which complaints were disposed.

Percentage of targeted suppliers that have signed the SCOC: 100%
Percentage of targeted suppliers that have gone through a CSR assessment: 100%

Annexure

Sites with Operational Control

Sl.No	Site	City	Country	Ownership type	Address	Area
1	Kodathi	Bengaluru	India	Owned	Wipro Limited, Kodathi SEZ, Survey No. 91/1, 98 & 99, Kodathi Village, Varthur Hobli, Bengaluru East Taluk, Bengaluru, 560035	4,340,084
2	SJP1	Bengaluru	India	Owned	Wipro Limited, SJP1, Sarjapur Road, Doddakannelli, Bengaluru, 560035	231,480
3	SJP2	Bengaluru	India	Owned	Wipro Limited, SEZ/SJP2/DEV/P371/4 (P), 78/8A (P), 134 (P) Wipro Special Economic Zone Sy No.69 (P)76(p), 77(p), 80 (P), 70(P), 79/1(P) Doddakannelli Village Bangalore Varthur Hobli, Sarjapur Road Bengaluru 29, 560035	1,658,658
4	VDC	Vizag / Visakhapatnam	India	Owned	Wipro Limited, Survey No.39, Old TB hospital, Resapuvanipalem Village, Visakhapatnam, 530013	201,654
5	Mysuru	Mysuru	India	Owned	Wipro Limited, No: 146/147, Metagalli Industrial Area, Metagalli, Mysuru, 570016	94,440
6	CDC5	Chennai	India	Owned	Wipro Limited, ELCOT SEZ, Survey No. 602/03, Medavakkam, Road, Sholinganallur, Chennai, Tamil Nadu, 600119	2,819,207
7	KODC	Kochi / Cochin	India	Owned	Wipro Limited, Infopark SEZ, Kusumagiri P.O, Kakkanad, Cochin, Kerala, 682030	977,299
8	CMDC	Coimbatore	India	Owned	Wipro Ltd, SF.No.426/1,426/2 & 427/1, ELCOT SEZ, Vilankurichi Village, Coimbatore North Taluk, Coimbatore, Tamil Nadu, 641004	624,448
9	Gopanapally SEZ	Hyderabad	India	Owned	Wipro Limited, Sy.No.124/P & 132/P, Gopanapally, Vattinagulpally Village, Serilingampally Mandal, Hyderabad- 500019	1,221,489
10	KDC	Kolkata	India	Owned	KDC 1, Wipro Ltd, Block DM, Plot 1,7,8, Sec-5, Saltlake, Kolkata -700091. KDC 2, Wipro Ltd, Block DM, Plot 9, Sec-5, Saltlake, Kolkata -700091. KDC 3, Wipro Ltd, Block CN, Plot 1B, Sec-5, Saltlake, Kolkata-700091	895,752
11	BHDC	Bhubaneshwar	India	Owned	Wipro Ltd. IDCO IT SEZ, Plot No: E/8, Infocity, Bhubaneswar, Odisha, 751024	204,715

Sl.No	Site	City	Country	Ownership type	Address	Area
12	Manikonda - SEZ*	Hyderabad	India	Owned	Wipro Limited, Survey No. 203/1, Manikonda Jagir Village, Gachibowli, Rajendranagar Mandal, Ranga Reddy District, Hyderabad - 500032	613,532
13	Manikonda Phase 1*	Hyderabad	India	Owned	Wipro Limited, Manikonda-STPI campus, Survey No. 203/1, Part of Manikonda Jagir Village, Gachibowli, Rajendranagar Mandal, Ranga Reddy District, Hyderabad - 500032	915,838
14	Manikonda Phase 3*	Hyderabad	India	Owned	Wipro Limited, 203/1, Manikonda Village, Gachibowli SEZ, Hyderabad, Telangana 500032	950,146
15	PDC1	Pune	India	Owned	Wipro Limited, Plot No. 2, MIDC, Phase I, Hinjewadi, Mulshi Taluka, Pune - 411027.	644,875
16	PDC2	Pune	India	Owned	Wipro Limited, Wipro Special Economic Zone, Plot No 31, Phase-II, Rajiv Gandhi Infotech Park, Hinjewadi, Pune - 411057	3,458,572
17	GNDC	Greater Noida	India	Owned	Wipro Limited, Plot no2,3,& 4, Knowledge Park-IV, Greater Noida, Gautam Budh Nagar, Uttar Pradesh, 201308	579,022
18	GDC	Gurgaon	India	Owned	Wipro Limited, Plot no 480-481, Udyog Vihar phase-III, Gurugram, Haryana, 122016	180,000
19	EC4**	Bengaluru	India	Owned	Wipro Limited, No.70/1/2/3/4, Doddathoguru Tronics City, Phase 1, Hosur Road, Bengaluru 560100	1,868,800
20	EC1, EC2, and EC3**	Bengaluru	India	Owned	Electronics City Phase 1, Electronic City Bengaluru, Karnataka 560100	1,423,598
21	EC 5	Bengaluru	India	Owned	Electronics City Phase 1, Electronic City Bengaluru, Karnataka 560100	1,195,539
22	Airoli	Mumbai	India	Leased	Wipro Limited, Unit No: 2, Serene Properties, Building No:7, Mindspace - SEZ, TTC Industrial Area, Thane-Belapur Rd, opposite Airoli Railway Station, Navi Mumbai, Maharashtra, 400708	345,376
23	Kensington	Mumbai	India	Leased	Unit No. 701, 7th Floor, A-Wing Kensington SEZ Park, Hiranandani Business Park, Powai, Mumbai, Maharashtra 400076	67,275

*These three offices are located within the same campus and are considered to be a single facility for ISO certification.

** These sites were closed during the year FY25.

Enhancing Wellbeing

We value work-life balance as key to productivity and well-being, and provide structured support for employees' personal and professional growth. As a part of enhancing well-being we have implemented the following measures to encourage balance.

Hybrid Work and Well-being

- We encourage wellbeing-friendly practices such as meeting hygiene, discouraging after-hours/weekend work, and project planning that respects personal time.

- Our flexible work arrangements like Hybrid Work Policy allow employees to work remotely, supporting autonomy and reducing commute-related fatigue. We also have compensatory off enabled in certain scenarios to help employees balance their schedules.

- While we do not encourage overtime, we recognize that certain client engagements may require extended hours. In such cases, we enable overtime strictly in accordance with local statutory norms and labor laws. Wipro has a Global Overtime Policy that sets clear guidelines for managing overtime across geographies, ensuring compliance and fairness. We adhere to country-specific statutory limits on working hours, and our internal systems are configured to flag any deviations and qualify for overtime norms.

- At Wipro we provide paid annual leave to all employees across geographies, in alignment with local statutory requirements and our internal wellbeing commitments. Leave entitlements vary by country and are governed by respective country-specific policies. Employees are eligible for annual paid time off along with a bouquet of other leave types such as sick leave, parental leave, compassionate leave, and rejuvenation leave—enabling them to spend quality time with family and recharge. Employees are regularly encouraged to plan and utilise their leaves proactively and through mails and periodic communications, to support their wellbeing and maintain a healthy work-life balance.

Living Wages

- Our compensation practices are periodically reviewed through market benchmarking, internal audits, and compliance assessments to uphold fairness and equity. We have made a commitment to be compliant on living wages by 2030 and have carried out audits in regions covering 80% of our employees where we are compliant. Over the coming years, we plan to audit other regions as well to ensure alignment globally. This is in addition to our statutory minimum wage requirements where regular checks are done by our compliance teams to ensure we are paying in alignment with the legal requirements for each geography.

Freedom of Association

- We respect the right to freedom of association and collective bargaining. In locations where employees are represented by trade unions or works councils, we engage in constructive dialogue to address working conditions and employee welfare, in line with ILO standards and local laws.

Role Movements/Transitions

- Employees undergoing role movements/ transitions are supported through structured programs including counselling, reskilling and redeployment opportunities. These initiatives help employees navigate career changes with dignity and preparedness. We comply with all legal notice period requirements during restructuring or major operational changes.

Partner Engagements

- Our vendor governance and partner engagement frameworks and built to extend our practices on labor rights and well-being to our contractors and business partners, ensuring consistent standards of fairness, safety, and dignity across our supply chain.

- We also conduct periodic reviews, surveys, and third-party audits to assess and enhance labor practices. These mechanisms support continuous improvement, alignment with global human rights standards, and responsiveness to all stakeholder feedback.

![Wipro logo] Ambitions Realized.

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Wipro Limited (NYSE: WIT, BSE: 507685, NSE: WIPRO) is a leading technology services and consulting company focused on building innovative solutions that address clients' most complex digital transformation needs.

Leveraging our holistic portfolio of capabilities in consulting, design, engineering, and operations, we help clients realize their boldest ambitions and build future-ready, sustainable businesses. With over 230,000 employees and business partners across 65 countries, we deliver on the promise of helping our clients, colleagues, and communities thrive in an ever-changing world.

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IND/BEVOLVE/FY25