



Dashboard
2025-26

ESG GOALS

Environment

Environmental Stewardship Across the Value Chain

Goal 1

(A) Contribute effectively to climate actions across value chain

- To achieve Net Zero GHG emissions for Scope 1, 2 and Scope 3 by 2040
- Achieve 100% Renewable Energy by 2030
- 59% Reduction in Scope 1 and 2 by 2030
- 55% Reduction in Scope 3



(B) Customer Stewardship

- By 2030: Help customers reduce targeted GHG emissions through digital and cloud-based sustainability solutions
- Reduce the delivery footprint for the top 25 accounts by 50% by 2030 on Scope 1, 2 and 3 GHG emissions

Goal 2

Responsible management of scarce water resources

- Reduce the absolute consumption of freshwater year-on-year by 3% in all operationally controlled facilities
- Maintain Zero Liquid Discharge (ZLD) of untreated water across all owned facilities
- Continue to treat 100% of all used water as per safe standards
- Increase the utilisation of treated water, to the extent of 45% of total water requirements by 2030



Social

Build and Promote a Culture of Inclusion by Nurturing Diversity and Shaping Behaviour

Goal 3

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

- Build an equitable workplace that encourages everyone to be their authentic selves
- Increase gender representation overall and at the leadership level, and improve pay parity



Goal 4

Empower employees through continuous learning opportunities

- Provide opportunities to employees to reskill themselves for open client demands
- Delivering Leadership skills programmes at every stage of employees' career life cycle



Goal 5

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

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



ESG GOALS

Goal 6

(A) Contribute in a deep and meaningful manner to a more equitable, humane, and sustainable society (domains of focus: education, healthcare, urban ecology)

Education and Healthcare

- 2027 Targets: Outreach and positive impacts on 5.25 million children including 180,000 children with disabilities | Ante-Natal Care (ANC) and Pre-Natal Care (PNC) for 1.2 million expecting and young mothers | Digital Skilling for ~520,000 college students or young adults
- 2030 Goals: Outreach and positive impact on eight million children including 250,000 children with disability, reproductive healthcare for two million expecting and reproductive age women, digital skilling for one million college students



(B) Create robust platforms for employees to contribute to and engage with communities everywhere

- To expand our network of employee chapters outside of India
- Leverage the passion of committed employees and leaders to drive meaningful community initiatives everywhere we are present
- In FY26: Active employee chapters in 30 major cities across the world | 42,000 active employee contributors | 40 major projects outside India
- By 2030: Active employee chapters in 35 major cities we have presence in | 100,000 active employee contributors | 50 major projects outside India

Governance

Aligning Purpose, Transparency and Trust

Goal 7

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

(B) Wipro to lead on responsible technology governance with specific focus on cybersecurity, data privacy and AI

- Progress against these goals is measured through KPIs including CoBC training coverage, supplier SCOC adherence, cybersecurity maturity, and AI Governance coverage of tools and apps



Environmental Metrics

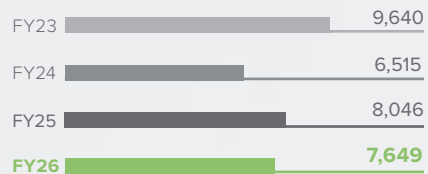
Absolute Emissions Profile

- Energy
- Water
- Waste
- Air Quality
- Management System Certification
- NCX Valuation
- Double Materiality Depiction for Environmental Aspects

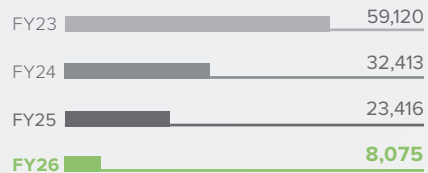
1.1 Absolute Emissions Profile (Tons of CO₂eq)

Scope-Wise Emissions (Tons of CO₂eq)

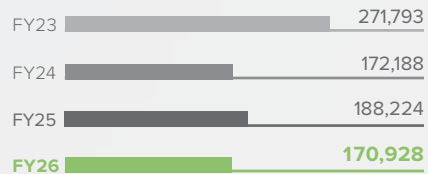
Scope 1



Scope 2



Scope 3



Scope 3 Emissions (FY26)

39%
Employee Commute

17%
Business Travel

6%
Work From Home Emissions

17%
Purchased Goods/Services

12%
Upstream Leased Assets

6%
Capital Goods

2%
Upstream Fuel and Energy

1%
Downstream Leased Assets

<1%
Waste Emissions

Absolute Emissions Profile

- Energy
- Water
- Waste
- Air Quality
- Management System Certification
- NCX Valuation
- Double Materiality Depiction for Environmental Aspects

Table 1.1.1

Scope 1 (TCO ₂ e)	FY23	FY24	FY25	FY26
Fuel and Refrigerant – Sites with Operational Control	9,640	6,515	8,046	7,649

Table 1.1.2

Scope 2 (TCO ₂ e)	FY23	FY24	FY25	FY26
Purchased Electricity - Sites with Operational Control	59,120	32,413	23,416	8,075

Table 1.1.3

Emissions (TCO ₂ e)	Baseline*	FY26	Reduction (in %)
Scope 1	16,046	7,649	52
Scope 2	179,407	8,075	95
Scope 3	281,213	98,584	65

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

Table 1.1.4

Scope 3 (TCO ₂ e)	FY23	FY24	FY25	FY26
Purchased Goods/Services	87,287	33,968	32,866	29,770
Capital Goods*				9,954
Upstream Fuel and Energy	67,017	53,843	16,349	2,911
Waste Emissions	101	76	58	31
Business Travel	57,934	36,227	30,315	29,420
Employee Commute	28,193	26,147	72,858	66,253
Work From Home Emissions	23,968	18,230	12,310	11,027
Upstream Leased Assets	7,293	2,462	20,183	20,034
Downstream Leased Assets	0	1,234	3,285	1,528
Total Scope 3 Emissions	271,793	172,188	188,224	170,928

*Until FY25, emissions from capital goods were reported as part of purchased goods and services

Table 1.1.5

Emission Intensity	FY23	FY24	FY25	FY26
Scope 1 and 2: Sites with Operational Control (kg CO ₂ per sqm per annum)	59	16	13	6.5
Scope 3 (kg CO ₂ per sqm per annum)	0.26	0.09	0.08	0.07

Absolute Emissions Profile

Energy

Water

Waste

Air Quality

Management

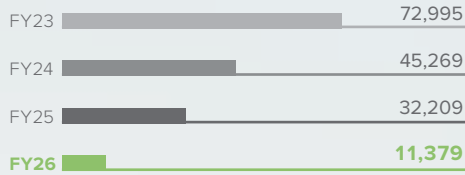
System Certification

NCX Valuation

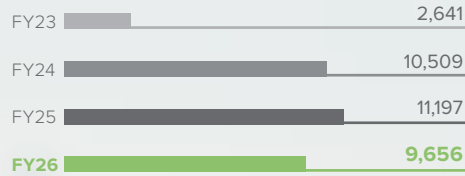
Double Materiality
Depiction for
Environmental Aspects

1.2 Energy

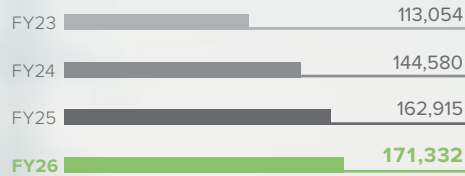
Composite Grid Purchased Electricity (in mWh)



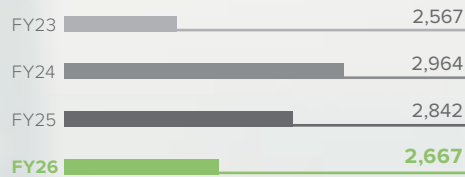
Diesel for Electricity (in mWh)



Renewable Energy Purchased (in mWh)

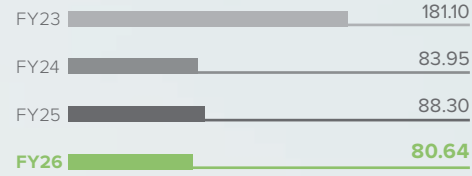


Renewable Energy Generated (in mWh)

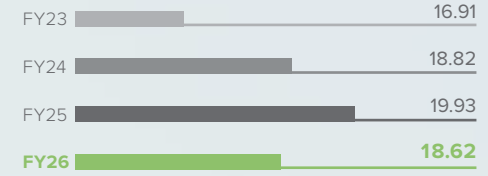


Energy Intensity

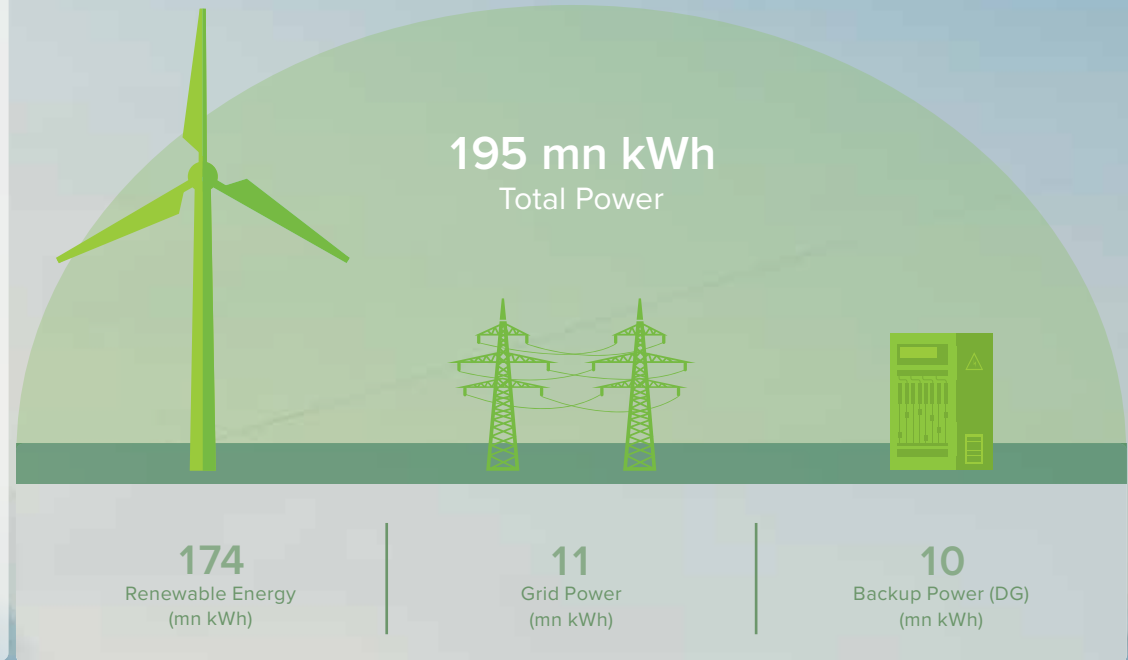
By Area
(kWh per sqm per annum)



By Revenue
(mWh per USD mn)



Energy Consumed by Source



Absolute Emissions Profile

Energy

Water

Waste

Air Quality

Management System Certification

NCX Valuation

Double Materiality Depiction for Environmental Aspects

Table 1.2.1

Total Energy Consumption (mWh)	Source	FY23	FY24	FY25	FY26
Composite-Grid	Purchased Electricity	72,995	45,269	32,209	11,378.62
Renewable-Purchased	Electricity Purchased Electricity	113,054	144,580	162,915	171,332.09
Renewable-Generated	Solar PV	2,567	2,964	2,842	2,667.14
Renewable	Biogas	5.1	19.8	0	0
Non-Renewable	Charcoal	37.6	0	0	0
Non-Renewable	Fuel PNG/LNG	0	26.3	329	106.47
Non-Renewable	LPG	704.7	0	0	0
Non-Renewable-Generated	Diesel for Electricity	2,641	10,509	11,197	9,656.02



Table 1.2.2

Renewable Energy (RE)	FY23	FY24	FY25	FY26
Units in million	113	145	165	174
As % of Electricity Used in Sites with Operational Control	60%	76%	84%	94%

Our goal is to achieve 100% renewable energy by 2030

Table 1.2.3

Energy Intensity: Office Space	FY23	FY24	FY25	FY26
Area Intensity (kWh per sqm per annum)	181.10	83.95	88.30	80.64
Revenue Intensity (mWh per USD mn)	16.91	18.82	19.93	18.62

Table 1.2.4

Data Centre (DC) Efficiency	FY23	FY24	FY25	FY26
Absolute Energy Consumption of DCs* (kWh)	15,723,221	730,197	1,267,720	4,329,689
Number of DCs	4	2	5	7
PUE	1.64	1.62	1.55	1.73
Percentage of Renewable Energy in the Total DC consumption				95%
Target for FY27				1.5

*The sharp increase in electricity consumption in data centres could be due to increased use of AI.

Absolute Emissions Profile

Energy

Water

Waste

Air Quality

Management System Certification

NCX Valuation

Double Materiality Depiction for Environmental Aspects

1.3 Water

Table 1.3.1
Water Withdrawal by Sources

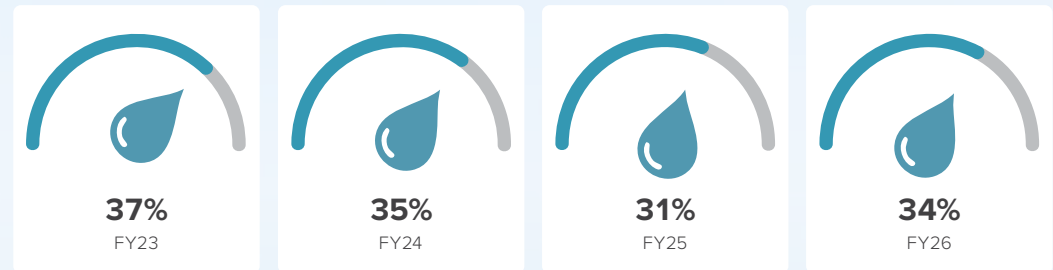


Table 1.3.2

Freshwater Consumption (mn litres)	FY23	FY24	FY25	FY26
Freshwater Consumption (mn litres)	878	1,044	1,313	1,205
Freshwater Consumption Target for FY26				1,226

Target for freshwater consumption in FY27 is 1,169 mn litres.

Table 1.3.3
Percentage of Reused Water in Total Water Consumption*



*We treat 100% of our wastewater. The table above represents the percentage of treated water reused in our total water consumption.

Absolute Emissions Profile

Energy

Water

Waste

Air Quality

Management System Certification

NCX Valuation

Double Materiality Depiction for Environmental Aspects

Table 1.3.4

Water Withdrawal by Sources
(mn litres)

Water Sources	FY23	FY24	FY25	FY26
Ground Water	45.7	37.8	16.3	13.52
Private Water	334.2	440.6	598.4	548.16
Municipal Water	374.7	533.6	668.5	643.25
Industrial Water	24.5	21.1	0	0
Third-Party Purchase	52.0	0.8	2.5	30.5
Rainwater Harvested	11.9	11.1	27.3	25.8
Total Volume	843	1,044.9	1,313	1,261.22



Table 1.3.5

Consumption Intensity	FY23	FY24	FY25	FY26
Area Intensity (litres per sqm per annum)	852	426.5	550.8	505.73
Revenue Intensity (kL per USD mn)	78.4	95.6	124.34	116.79
Occupancy (litre per person per day)	149.2	119.5	75.49	61.85

Table 1.3.6

Net Water Consumption (mn litres)	FY23	FY24	FY25	FY26
Total Water Withdrawal	878	1,044.9	1,308.48	1,261.22
Total Discharge	4.2	0.6	0.95	37.45*
Total Net Freshwater Consumption	838.8	1,044.3	1,307.5	1,223.77

*The increase in discharge is due to STP renovation - the wastewater is being sent to the municipality treatment plant
In all our operationally controlled campuses, we treat all our wastewater using Sewage Treatment Plants (STP) and ultrafiltration technologies (in most campuses) and reuse it within our organisational boundary.

Absolute Emissions Profile

Energy

Water

Waste

Air Quality

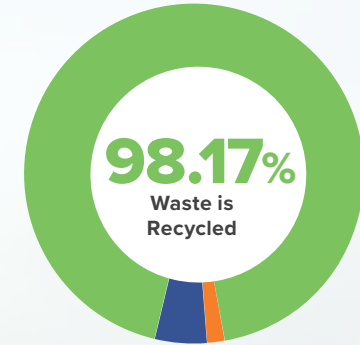
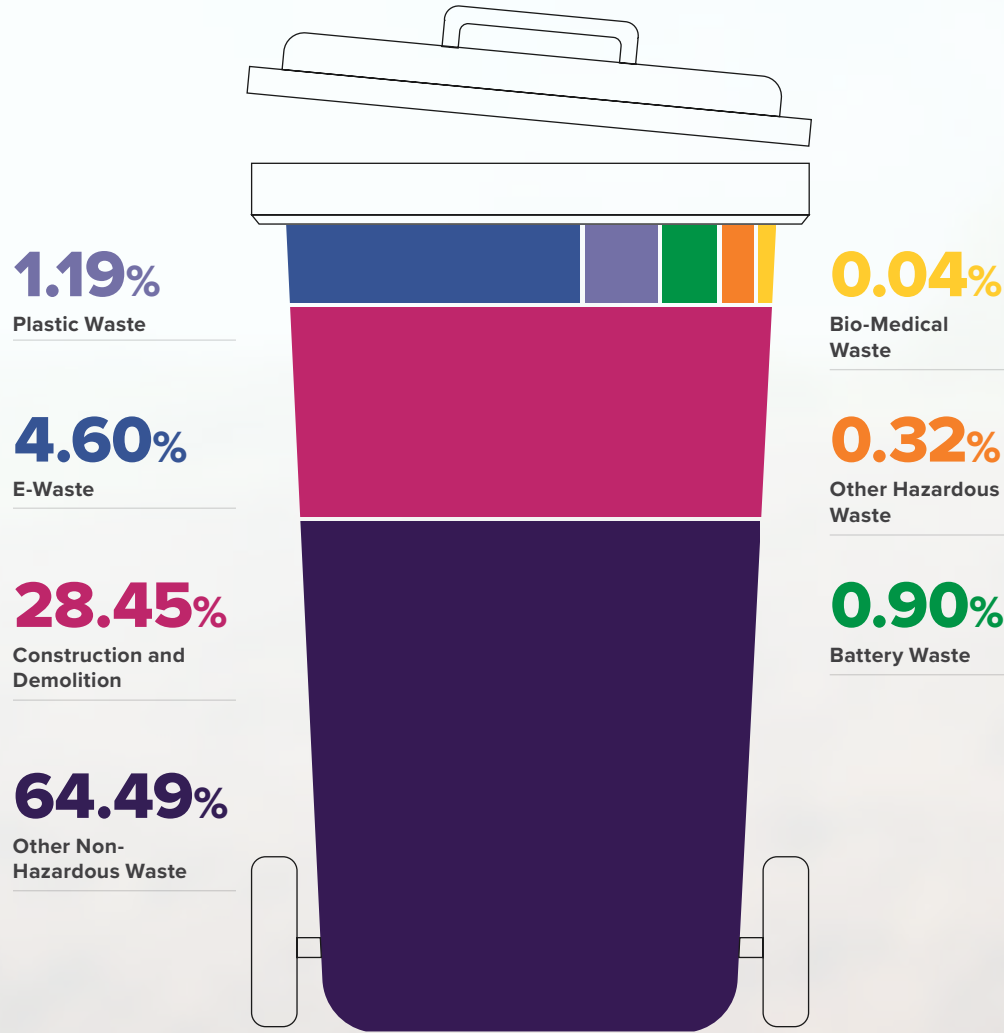
Management system Certification

NCX Valuation

Double Materiality Depiction for Environmental Aspects

1.4 Waste

Total Waste Disposal (By Categories)



0.22%
Landfill (Without Construction and Demolition)



1.61%
Incineration



Absolute Emissions Profile

Energy

Water

Waste

Air Quality

Management System Certification

NCX Valuation

Double Materiality Depiction for Environmental Aspects

1.4 Waste

Table 1.4.1

Waste Disposal (in tons)	FY23	FY24	FY25	FY26
Total Waste Recycled/Reused	2,957	3,134	5,111	7,756
Total Waste Disposed	1,604	2,426	8,726	7,008
Waste Landfilled*	1,544	2,302	8,646	659
Waste Incinerated with Energy Recovery	0	0	0	0
Waste Incinerated without Energy Recovery	60	124	79	89
Data Coverage	90%	100%	100%	100%

*The sharp decline in C&D waste has led to a reduction in the amount of waste sent to landfill.

Table 1.4.2

Waste Disposal Method (%)*	FY23	FY24	FY25	FY26
Recycled	85	94	97	98.17
Landfill	5	2	1	0.22
Incineration	2	4	2	1.61
Other Methods - Reused	10	0	0	0

*Excluding C&D

Table 1.4.3 Bifurcation of Waste by Categories

Category	Subcategory	Disposal (in kgs)
Plastic Waste	Chemical Containers	3,652
	Milk Covers	7,988
	Others Specific	18,934
	Partition Plastic Waste	25,660
	Plastic Covers	22,659
	Spoons and Forks	0
	Stationary Waste	18
	Waste Bin Covers	5,794
	Water and PET Bottles	7,771
	E-waste	CFL Bulbs
Computers		288,387
Defective Computer Parts and Other Accessories		0
Electrical Chokes		46,459
Electronic Items		14,968
	Tubelights	86

Absolute Emissions Profile

Energy

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Management System Certification

NCX Valuation

Double Materiality Depiction for Environmental Aspects

Category	Subcategory	Disposal (in kgs)
Bio-Medical Waste	Biomedical Waste	130
	Expired Medicines	111
	Sanitary Waste	3,234
Construction and Demolition Waste	Construction Debris	2,206,210
Battery Waste	Batteries	69,698
Other Hazardous Waste	DG Filters	1,231
	Oil Soaked Cotton Waste	362
	Printing Ink or Paint Cans or Ink Cartridges	0
	Scrap Oil	3,381
	Used Oil	19,789
Other Non-Hazardous Waste	Magazines	300
	Mixed Paper	77,134
	News Paper	58
	Shredded Paper	23,939
	Tissue Paper	110,767

Category	Subcategory	Disposal (in kgs)
Other Non-Hazardous Waste	Branches	518,985
	Cafeteria Used Oil	1,578
	Food Scraps	1,112,344
	Grass, Yard Trimmings and Leaves	881,141
	STP Sludge	423,941
	Mixed Metals	616,868
	Solid Waste	175,686
	Wet and Dry Garbage	68,234
	Mixed Scrap	261,545
	Others	428,682
	Cardboard	110,163
	Dimensional Wood or Lumber	132,628
	Packaging Wood	48,569
Styrofoam	809	
Thermocol	8,644	
Total		7,755,701

*Sanitary, biomedical, hazardous, and inorganic tissue waste are disposed of through incineration. All other waste streams are managed through appropriate recycling methods. Only a small portion of construction and demolition (C&D) waste is sent to landfill, while the majority is reused. Most organic waste is recycled or composted using suitable processing methods.

Absolute Emissions Profile

Energy

Water

Waste

Air Quality

Management system Certification

NCX Valuation

Double Materiality Depiction for Environmental Aspects

1.5 Air Quality

Table 1.5.1

Parameter	Unit	FY23	FY24	FY25	FY26
NOx	MT	6.7	26.9	25.74	17.46
SOx	MT	8.6	6.0	2.81	1.77
Particulate Matter (PM)	MT	1.3	1.5	3.17	0.65

1.6 Management System Certification

Table 1.6.1*

List of the Offices on [Page 29](#)

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	16

*Coverage is calculated based on the total sites covered under Wipro's operational control. 17 out of 19 sites are certified with ISO 14001 and 45001; 3 out of 19 sites are certified with ISO 50001.



1.7 NCX Valuation (Impact in USD mn)

Table 1.7.1*

Key Performance Indicator	FY23	FY24	FY25	FY26
GHG Emissions	62	51	60	56
Air Pollution	190	180	180	420
Water Consumption	4.8	19	19	27
Water and Land Pollution	2.5	2.3	2.4	2.6
Waste Generation	2	1	3.7	3.1
Land Use Change	21	15	10	7
Total	280	270	270	510

*This includes impacts from direct operations as well as upstream activities. The increase in valuation is a result of a higher air pollution impact from secondary and tertiary suppliers – more information can be found in the [Integrated Annual Report FY26](#), page 57.

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

Key Performance Indicator (USD per mn USD EBIT)	FY23	FY24	FY25	FY26
Total	164,803	164,862	121,567	104,790*

*This value does not include spends made on services such as membership fees, etc that were made without a purchase order, thus reducing the disproportionate upstream impacts of air pollution from service-related suppliers.

Absolute Emissions Profile

Energy

Water

Waste

Air Quality

Management System Certification

NCX Valuation

Double Materiality Depiction for Environmental Aspects

1.8 Double Materiality Depiction for Environmental Aspects

E, S, G	Impacts on Wipro	Impacts due to Wipro	Mitigating Actions (1) *	Mitigating Actions (2) **
 <p>Contribute effectively to addressing the climate change challenge</p>	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 minimise 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	(i) Regular climate risk assessment backed by adequate BCP plans. (ii) 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 and revenues		Develop comprehensive portfolio of customer solutions	Active engagement in advocacy on climate change issues
 <p>Contribute to responsible management of water in our locations of interest</p>	Location-specific water scarcity in cities like Chennai, Bangalore, 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
	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., mechanised boats, rafts etc.	Treating water as a boundary-less issue and working with local communities on issues related to urban ecology and wetland restoration

Absolute Emissions Profile

Energy

Water

Waste

Air Quality

Management System Certification

NCX Valuation

Double Materiality Depiction for Environmental Aspects

E, S, G	Impacts on Wipro	Impacts due to Wipro	Mitigating Actions (1) *	Mitigating Actions (2) **
 <p>Minimise solid waste generation from operations and its impact on communities</p>	<p>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 employee's health</p>	<p>Wipro's ability to recycle and reuse its waste directly contributes to the quality and hygiene of urban public spaces in our cities</p>	<p>Wipro to continuously ensure close to 100% recycling and repurposing of its solid waste across categories</p>	<p>All e-waste is securely managed and recycled through specialized, authorized vendors. Prior to recycling, all assets undergo a mandatory data sanitisation and destruction process to ensure information security</p>
	<p>Regulatory requirements such as e-waste regulations, require Wipro, as a bulk consumer to have robust processes to dispose of certain categories of hazardous waste as per norms</p>	<p>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</p>	<p>To proactively ensure full compliance with all regulatory requirements on plastic, e-waste, and hazardous waste</p>	<p>Collaborate with suppliers to continuously reduce the packaging footprint of the products we purchase</p>



Absolute Emissions Profile

Energy

Water


Waste

Air Quality

Management System Certification

NCX Valuation

Double Materiality Depiction for Environmental Aspects

E, S, G	Impacts on Wipro	Impacts due to Wipro	Mitigating Actions (1) *	Mitigating Actions (2) **
 <p>Enhance the biodiversity quotient of Wipro-owned campuses</p>	<p>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</p> <p>Well-designed biodiversity zones within Wipro campuses can help reduce local temperatures and associated cooling costs. This 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</p>	<p>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</p>	<p>(i) Wipro plays an active part in national and global advocacy on biodiversity and nature-positive solutions</p> <p>(ii) Wipro ensures adequate tree cover that helps enhance favourable micro-climates in the immediate proximity of Wipro's operations</p> <p>Wipro to ensure all its new campuses incorporate essential biodiversity design principles</p>	<p>Wipro places emphasis on biodiversity enhancement and awareness within its campuses and employees</p>



Social Metrics

Employee Count

Diversity

Gender Pay Parity

Training and Development

Percentage Share of Nationalities

Return to Work and Retention Rate

Freedom of Association

Retirement Benefits

Health and Safety

Employee Count



6.3%
The Americas

3.5%
Europe

83.3%
India

6.9%
APMEA

Gender-Wise Distribution



37.8%
Female

62.3%
Male



Employee Count

Diversity

Gender Pay Parity

Training and Development

Percentage Share of Nationalities

Return to Work and Retention Rate

Freedom of Association

Retirement Benefits

Health and Safety

2.1 Employee Count

Table 2.1.1*

Wipro	Capco	Total
228,147	8,175	236,322

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

Table 2.1.2*

Region-Wise	FY23	%	FY24	%	FY25	%	FY26	%
Americas	17,782	7.1	16,459	7.3	15,858	7.0	14,455	6.3
Europe	9,820	3.9	8,665	3.8	7,371	3.3	7,907	3.5
India	204,798	82.2	184,554	81.9	186,985	83	190,064	83.3
APMEA	16,695	6.8	15,704	7.0	15,092	6.7	15,721	6.9
Total	249,095	100	225,382	100	225,306	100	228,147	100

*Above disclosure excludes CAPCO entities

Table 2.1.3*

Gender-Wise	FY23	%	FY24	%	FY25	%	FY26	%
Female	90,721	36.4	82,595	36.6	83,666	37.1	85,982	37.7
Male	158,356	63.6	142,767	63.4	141,613	62.9	142,033	62.3
Total	249,095	100	225,382	100	225,306	100	228,147**	100

**Total includes those who are transgender.

*Above disclosure excludes CAPCO entities

Table 2.1.4*

Age-Wise	FY23	%	FY24	%	FY25	%	FY26	%
<30	132,720	53.3	111,756	49.6	109,726	48.7	110,489	48.4
30-50	107,617	43.2	104,833	46.5	106,817	47.4	109,791	48.1
>50	8,758	3.5	8,793	3.9	8,763	3.9	7,867	3.4
Total	249,095	100	225,382	100	225,306	100	228,147	100

*Above disclosure excludes CAPCO entities



Employee Count

Diversity

Gender Pay Parity

Training and Development

Percentage Share of Nationalities

Return to Work and Retention Rate

Freedom of Association

Retirement Benefits

Health and Safety

2.2 Employee Count (Contractual)

Table 2.2.1

Region-Wise	FY23	%	FY24	%	FY25	%	FY26	%
Americas	1,746	13.2	1,753	16.6	1,893	18.7	1,649	16.6
Europe	982	7.4	981	9.3	981	9.7	1,105	11.1
India	8,553	64.6	6,373	60.4	6,033	59.7	6,243	63.0
APMEA	1,951	14.7	1,442	13.7	1,202	11.9	917	9.2
Total	13,232	100	10,549	100	10,109	100	9,914	100

Table 2.2.2

Gender-Wise	FY23	%	FY24	%	FY25	%	FY26	%
Female	3,218	24.3	2,368	22.4	2,396	23.7	2,643	26.7
Male	10,012	75.7	8,180	77.6	7,709	76.3	7,218	72.8
Total	13,230	100	10,549*	100	10,109*	100	9,914 *	100

*Total includes those who are transgender.

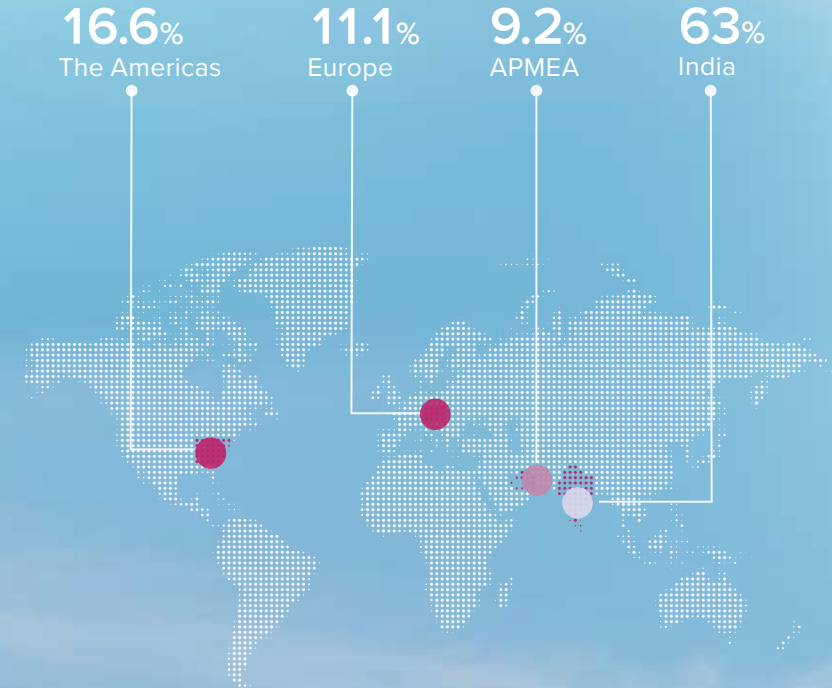


Table 2.2.3

Age-Wise	FY23	%	FY24	%	FY25	%	FY26	%
<30	5,950	45	4,239	40.2	3,925	38.8	3,733	37.6
30-50	5,299	40	5,140	48.7	5,595	55.3	5,284	53.3
>50	1,983	15	1,170	11.1	589	5.8	897	9.0
Total	13,232	100	10,549	100	10,109	100	9,914	100



Employee Count

Diversity

Gender Pay Parity

Training and Development

Percentage Share of Nationalities

Return to Work and Retention Rate

Freedom of Association

Retirement Benefits

Health and Safety

2.3 Diversity

By FY27, we aspire to increase women representation at senior leadership and across organisation to 21% and 38% respectively.

Table 2.3.1

Gender (%)	FY23	FY24	FY25	FY26
Women in management (in junior, middle and senior management) positions (as % of total management positions)	22.7	23.9	24.9	25.6
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	27.4
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	18.1
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	24.8
Share of women in STEM-related positions (as % of total STEM positions)	36	36.2	36.8	37.5
Count of employees with disability	781 (0.3%)	1,664 (0.7%)	2,080 (0.9%)	2,535 (1.1%)
Count of LGBTQ+ employees	1,699 (0.7%)	1,652 (0.7%)	1,808 (0.8%)	1,663 (0.7%)

2.4 Gender Pay Parity

Table 2.4.1

Gender Pay Parity	FY23	FY24	FY25	FY26
Gender pay parity (average female salary/average male salary) for our frontline employees (most in number) in India	0.93	0.94	0.96	0.98

Employee Count

Diversity

Gender Pay Parity

Training and Development

Percentage Share of Nationalities

Return to Work and Retention Rate

Freedom of Association

Retirement Benefits

Health and Safety

2.5 Training and Development

Table 2.5.1

	FY23	FY24	FY25	FY26
Coverage (%)	100	100	100	92.7
Employee Spent (mn hours)	16.0	12.9	11.30	19.23
Amount Spent per FTE (USD) (Finance Total/HC)	114.7	131.9	150 (USD per EMP)	150 (USD per EMP)



Table 2.5.2

Management Level (e.g., Junior/Low-Level, Middle, Senior/Top-Level Management)	Number of Hours (FY23)	%	Number of Hours (FY24)	%	Number of Hours (FY25)	%	Number of Hours (FY26)	%
Lower Level	11.6 mn hours	~73%	9.8 mn hours	~76%	7.73 mn hours	~68.4%	15.65 mn hours	81.00%
Middle Level	4 mn hours	~25%	2.6 mn hours	~20%	2.71 mn hours	~24%	3.56 mn hours	19.00%
Top Level	0.25 mn hours	~2%	0.5 mn hours	~4%	0.85 mn hours	~7.5%	0.03 mn hours	0.20%
Total Hours	15.85 mn Hours	~100%	12.9 mn Hours	~100%	11.30 mn Hours	100%	19.23 mn Hours	100%



Employee Count

Diversity

Gender Pay Parity

Training and Development

Percentage Share of Nationalities

Return to Work and Retention Rate

Freedom of Association

Retirement Benefits

Health and Safety

2.5.3 Type of Training



0.52
mn hrs
Quality and Compliance Training



5.58
mn hrs
Fresher's Training



1.22
mn hrs
Lateral Trainings (Role-Based)



3.48
mn hrs
Lateral Trainings (Technical)



0.31
mn hrs
Behavioural Training



5.37
mn hrs
Other E-Learnings



2.75
mn hrs
Other Training



19.23 mn hrs
Grand Total

2.5.4 Details of Training Given to Employees to Be Updated For FY25 And FY26

HR Trainings

1. PSH Assessment

	FY26
PSH Assessment	88%

2. CoBC Training

	FY26
CoBC Training (Includes Permanent Contract employees)	92%

3. Unconscious Bias E-Learning Module Adoption

	FY24	FY25	FY26
Unconscious Bias E-Learning Module Adoption	81%	89%	91%



Employee Count

Diversity

Gender Pay Parity

Training and Development

Percentage Share of Nationalities

Return to Work and Retention Rate

Freedom of Association

Retirement Benefits

Health and Safety

2.6 Percentage Share of Nationalities

Table 2.6.1

	HC (Head Count)	%	Share in Management Position
Indian	199,211	87.3	88.7
American	5,006	2.2	3.6
Filipino	9,754	4.3	0.5
British	2,624	1.2	1.6
Brazilian	1,493	0.7	0.3
Romanian	1,318	0.6	0.8
Mexican	1,237	0.5	0.4

2.7 Return to Work and Retention Rate of Employees that Took Parental Leave - FY26

Table 2.7.1

Return to Work and Retention Post Parental Leave	Women	Men
Total number of employees that took paternal leave	3,648	4,303
Total number of employees that returned after parental leave ended*	3,594	4,274
Total number of employees that returned to work after parental leave ended that were still employed till the end of financial year	2,018	2,393
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	2,871	3,018

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



Table 2.7.2

Return to Work Rate and Retention Rate (FY26)	Women	Men
Return to Work Rate	99.94%	100%
Retention Rate	70.29%	79.29%



Employee Count

Diversity

Gender Pay Parity

Training and Development

Percentage Share of Nationalities

Return to Work and Retention Rate

Freedom of Association

Retirement Benefits

Health and Safety

2.8 Freedom of Association

Table 2.8.1

Category	FY23			FY24			FY25			FY26		
	Total Employees	Number of Employees in Respective Category, who are part of Association(s) or Union	%	Total Employees	Number of Employees in Respective Category, who are part of Association(s) or Union	%	Total Employees	Number of Employees in Respective Category, who are part of Association(s) or Union	%	Total Employees	Number of Employees in Respective Category, who are part of Association(s) or Union	%
Male	158,356	4,672	3	142,766	4,329	3	141,613	2,663	1.88	142,033	2,202	1.55
Female	90,721	2,529	2.8	82,595	2,432	2.9	83,666	1,047	1.25	85,982	891	1.04
Total	249,095	7,202	2.9	225,381	6,761	3	225,306	3,712	1.65	228,147	3,095	1.36

Employees who are subject of any kind of employee representation or covered by a formal collective bargaining agreement with external union

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

**FY25 data has been restated for accuracy

2.9 Retirement Benefits (For India)

Table 2.9.1

Benefits	FY23		FY24		FY25		FY26	
	Number of Employees Covered as % of Total Employees	Deducted and Deposited With The Authority	Number of Employees Covered As % of Total Employees	Deducted and Deposited With The Authority	Number of Employees Covered as % of Total Employees	Deducted and Deposited With The Authority	Number of Employees Covered as % of Total Employees	Deducted and Deposited With The Authority
PF	100	Yes	100	Yes	100	Yes	100	Yes
Gratuity	100	NA	100	NA	100	NA	100	NA
ESI	22.1	Yes	18.2	Yes	16.5	Yes	19.63	Yes

Employee Count

Diversity

Gender Pay Parity

Training and Development

Percentage Share of Nationalities

Return to Work and Retention Rate

Freedom of Association

Retirement Benefits

Health and Safety

2.10 Health and Safety

Table 2.10.1 Work-related Injuries

Employees	FY23	FY24	FY25	FY26
II (Excluding Personal Transport)	36	30	14	49
II (Including Personal Transport)	59	36	102	152
Occupational Diseases - Ergonomic	1,411	3,617	3,594	2,075
II Lost Days (Excluding Personal Transport)	142	627	278	1,285
II Lost Days (Including Personal Transport)	1,176	2,819	3,688	5,780
IIR (Excluding Personal Transport)	0.072	0.081	0.01	0.02
IIR (Including Personal Transport)	0.112	0.179	0.05	0.06
Lost Day Rate	1.121	1.528	1.97	2.34
Occupational Disease Rate	2.689	1.960	1.02	0.84

This table outlines details on injuries that were recorded at the workplace.

II: Industrial Injury, IIR: Industrial Injury Rate, IIR: (excluding personal transport), IIR: (including personal transport) is equivalent of per one million person hours worked

Absentee Rate	FY23	FY24	FY25	FY26
Absentee Rate (India) (%)	6.5	4.3	6.5	6.8

Table 2.10.2 Human Capital Return on Investment

HC RoI	FY23	FY24	FY25	FY26
Total Revenue (In mn USD)	11,200	10,805	10,511	10,478
Total Operating Expenses (In mn USD)	9,492	9,316	8,824	8,279
Total Employee-Related Expenses (In mn USD)	4,527	4,594	4,363	5,924
Total Employees	250,000	234,000	235,415	238,061
Resulting HC ROI	1.37	1.32	1.38	1.37



Value Chain

100%

Percentage of targeted suppliers that have signed the SCOC

100%

Percentage of targeted suppliers that have gone through a CSR assessment



Education

Across our education programme we reached **2.89** mn children, including **148,467** children with disabilities supported through inclusive education pathways. Our education efforts begin with early childhood education and extend across school improvement, equity focused engagements, STEM and computer science education, digital skilling at the collegiate level, and sustainability education as an integrative theme.



Ecology

Across ecology focused initiatives, we supported **13** participatory water management practices, **5** climate resilience initiatives, and **5** community ecology grants, planted **50,000** trees, and engaged with communities across **12** cities, strengthening local stewardship of natural resources.



Community Initiatives

Our community initiatives are designed to respond to persistent gaps in education, health, and urban ecosystems where long-term, systems oriented support is required to improve equity and access. During FY26, our work spanned **26** states and **4** UTs in India, as well as **20+** countries globally, in partnership with nearly **188** organisations across education, primary healthcare, digital skilling, urban ecology, and cities and public spaces.



TalentNext and Future Skills programme

Through TalentNext, our India-wide skilling programme we supported **77,397** students during FY26, bringing our cumulative reach to **367,058** students since FY21, including through the Future Skills Programme in collaboration with NASSCOM.



Healthcare

In health, we continued to strengthen primary healthcare systems serving vulnerable urban communities by improving access, building local capacity, and training public health workers. Through these efforts, our programme reached **1.7** mn children. Our portfolio includes **22** health projects across major cities, with a focus on reproductive, maternal, newborn, child, and adolescent health. Collectively, these initiatives reached **1** mn women in the reproductive age group and **7,600** children with disabilities.



Employee Volunteering

Employee participation remains a critical enabler of this work. During FY26, **31,238** employees from **22** employee chapters in India and across **20+** countries engaged through volunteering and/or monetary contributions, contributing a combined **35,314** volunteering hours across India and outside India.

In India alone, volunteering efforts reached **60,158+** people, supporting education, healthcare, inclusion, and environmental sustainability initiatives. Outside India, employees supported **138** volunteering-led projects and **22** grants-based projects through **26** employee chapters, reinforcing community programme across global locations.

Governance Metrics

Board Structure

Grievance Redressal

▶ 3.1 Board Structure (As of 31st March 2026)

02
Executive Directors

06
Independent Directors

01
Other Non-Executive Directors

12.11 Years
Board Average Tenure

03
Number of Female Directors In Board (As Of 31st March 2026)

22%
Female



78%
Male

08
Board Members* With Relevant IT Sector Experience (According to GICS Level 1 Sector Classification)

*Excluding executive members



Board Structure

Grievance Redressal

3.2 Grievance Redressal

Table 3.2.1

Source of Complaints	FY23	FY23	FY24	FY24	FY25	FY25	FY26	FY26
	Number of Complaints Filed During	Number of Resolutions Pending	Number of Complaints Filed During	Number of Resolutions Pending	Number of Complaints Filed During	Number of Resolutions Pending	Number of Complaints Filed During	Number of Resolutions Pending
Employees and Workers	827	50	808	55	717	60	705	92
Customers	1	0	2	1	4	1	4	0
Anonymous	93	9	214	13	97	10	284	39
Value Chain Partners	14	0	2	0	4	2	2	0
Ex-Employees	96	4	72	3	53	5	50	6
Contract Employees/Retainers	8	0	8	0	5	0	5	1
Total	1,039	63	1,104	72	880	78	1,050	138

Table 3.2.2

Sexual Harassment Complaints Raised	FY23	FY23	FY24	FY24	FY25	FY25	FY26	FY26
	(Global, All Gender)	(India, Female Only)	(Global, All Gender)	(India, Female Only)	(Global, All Gender)	(India, Female Only)	(Global, All Gender)	(India, Female Only)
Total complaints reported under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	141	58	182	93	195	125	205	128

*Redressal rate



Board Structure

Grievance Redressal

Table 3.2.3 Number of Complaints Investigated by Category

Allegation Category	Cases Disposed During FY23	Cases Disposed During FY24	Cases Disposed During FY25	Cases Disposed During FY26
Behaviour-Related	280	254	307	315
Conflict of Interest	25	42	50	59
Discrimination	12	9	8	13
Financial/Other Impropriety	92	90	79	177
Referred to Other Forums	120	128	80	95
Policy-Related	435	400	389	346
Retaliation/Retribution	6	12	1	7
Vendor-Related	10	6	8	7
Workplace Harassment	72	134	76	51
Grand Total	1,197	1,230	1,094	1,070

Effective last year, certain allegation categories, including confidentiality of information and hiring-related non-conformities, have been realigned and reclassified as part of category rationalisation. These are now subsumed under broader categories—Policy Violation and Other Impropriety, respectively. Accordingly, year-on-year comparisons for these categories may not be directly comparable.

Annexure

Sites with Operational Control

Sl. No	Office Name	Country	City/State	Address	Owned/ Leased	Area (in sq.ft)
1	Airoli T7	India	Mumbai/ Maharashtra	Building No.7, Opp. Airoli Railway Station, Navi Mumbai - 400708	Leased	345,376
2	Bhubaneswar	India	Bhubaneswar/ Odisha	Wipro Limited, IDCO IT SEZ, Plot No-E/8, Infocity, Bhubaneswar - 751024	Owned	204,715
3	CDC 5	India	Chennai/ Tamil Nadu	CDC5, SEZ Campus, ELCOT SEZ, S.No. 602/B, Medavakkam Road, Sholinganallur, Tambaram Taluk, Kancheepuram District, Chennai - 600119	Owned	2,819,207
4	Coimbatore	India	Coimbatore/ Tamil Nadu	ELCOT Special Economic zone, S.F.No.426/1 426/2 and 27/1,Vilankurchi Village, Coimbatore North Taluk, Coimbatore Dist - 641004	Owned	624,448
5	Electronic City 123*	India	Bangalore/ Karnataka	Electronic City Phase 1, Electronic City Bengaluru, Karnataka 560100	Owned	1,423,598
6	Electronic City 4	India	Bangalore/ Karnataka	No. 70/1, 2, 3, 4 and 84/1, 2, 3, 4, Doddathogur Village, Keonics Electronic City, Bengaluru - 560100,	Owned	1,868,800
7	Electronic City 5	India	Bangalore/ Karnataka	EC5 SEZ, Unit-1 Special Economic Zone, Sy.No. 84/1(P), 84/2(P), 84/3(P) and 84/4(P), Doddathogur, Begur Hobli, Electronic City, Bangalore South Taluk, Bengaluru - 560100, Karnataka, India	Owned	1,195,539
8	GDC	India	Gurgaon/ Uttar Pradesh	GDC, Gurgaon, Plot No. 480-481, Udyog Vihar, Phase -3, Gurgaon - 122016	Owned	180,000
9	GNDC	India	Greater Noida/ Uttar Pradesh	GNDC, Greater Noida, Plot No. 2, 3 and 4, Knowledge Park 4, Near IT Park, Gautam Budh Nagar, Greater Noida - 201306	Owned	579,022
10	Gopanpally	India	Hyderabad/ Telangana	HDC, Hyderabad, Survey No.124/P, Gopanpally Village, and, Survey No. 132/P, Vattinaganapally Village, Serilingampally Mandal, R.R. District, Hyderabad - 500095	Owned	1,895,262

Sl. No	Office Name	Country	City/State	Address	Owned/ Leased	Area (in sq.ft)
11	KDC	India	Kolkata/ West Bengal	KDC 1, Wipro Ltd, Block DM, Plot 1,7,8, Sec-5, Salt lake, 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, Salt lake, Kolkata -700091.	Owned	895,752
12	Kodathi	India	Bangalore/ Karnataka	SY No. 91/1, 98 and 99, Kodathi Village Varthur Hobli, Sarjapur Road, Bangalore - 560035	Owned	4,340,488
13	KODC	India	Kochi/ Kerala	KODC, Kochi, Software Development Centre, Info Park Special Economic Zone, Kusumagiri PO, Kakkanad, Kochi - 682030	Owned	903,537.8
14	Manikonda	India	Hyderabad/ Telangana	HDC, Hyderabad, Survey No. 203/1, Manikonda Village, Gachibowli, Hyderabad - 500032	Owned	2,479,516
15	Mysore	India	Bangalore/ Karnataka	GSMC, Mysore, No.146/147, Metagalli Industrial Area, Metagalli, Mysore - 570016, Karnataka, India	Owned	135,300
16	PDC 1	India	Pune/ Maharashtra	Plot No. 2, INFOTECH PARK, Hinjawadi Taluk. Mulshi, Pune	Owned	644,875
17	PDC 2	India	Pune/ Maharashtra	PDC2, Pune, Plot No. 31, MIDC Phase-2, Rajiv Gandhi Infotech Park, Hinjewadi, Pune - 411057,	Owned	3,393,557
18	Sarjapur 1	India	Bangalore/ Karnataka	SJP1, Bangalore Doddakannelli Village, Sarjapur Road, Bengaluru - 560035,	Owned	231,480
19	Sarjapur 2	India	Bangalore/ Karnataka	SJP2, Bangalore, Special Economic Zone (SR) Sy. No. 69(P), 71/4(P), 78/8A(P), 134(P), 76(P), 77, Doddakannelli Village, Varthur Hobli, Sarjapur Road, Bengaluru - 560035	Owned	1,658,658
20	Vizag	India	Visakapatnam/ Andhra Pradesh	Old TB hospital, near Rama talkies, Visakapatnam	Owned	201,654
21	Kensington	India	Mumbai/ Maharashtra	No. 302 and 701, Kensington SEZ, A wing, technology street, Hiranandani Business park, Powai, Mumbai - 400076	Leased	67,275
22	KINGS COURT	United Kingdom	Reading	185 Kings Road, Kings Court	Owned	25,706

*A total of 19 sites are considered within the scope for ISO certifications (refer Table 1.6.1). Kensington (closed in July 2025) and Electronic City 123 (closed for the entire financial year) have been excluded from the coverage.



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