



# 2025 Gender Pay Gap Report Ireland

# Agenda

## Foreword

1. Executive Summary
2. Key Terms Explained
3. Interpreting the Data
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# 1- Executive Summary

## Wipro Gender Pay Gap Report

### Introduction

Wipro's Irish operation consists of four different entities and collectively exceeds the headcount threshold as on 30<sup>th</sup> June 2025.

The aim of this report was to assess overall GPG data against the legislative requirements, and to exercise a series of solutions which would assist in further addressing this gap over time.

The pay and bonus gaps are based on a 12 month pay and bonus cycle and our chosen snapshot date is the 30<sup>th</sup> June 2025.

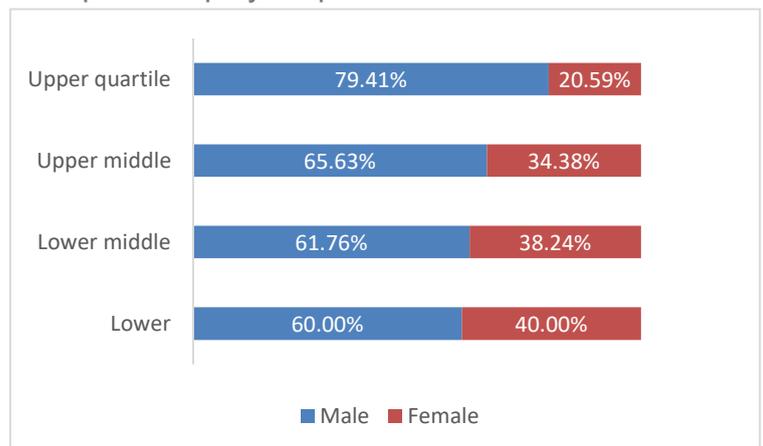
### Wipro Gender Pay Gap:

Wipro's collective Gender Pay Gap Data for 2025 is as follows:

- The mean gap in hourly pay between men and women is **28.34%** in favour of men
- The median gap in hourly pay between men and women is **5.06%** in favour of men
- The mean gap in bonus pay between men and women is **66.66%** in favour of men
- The median gap in bonus pay between men and women is **13.28%** in favour of men
- The mean gap in hourly pay of part-time male and female employees is **0%**
- The median gap in hourly pay of part-time male and female employees is **0%**
- The mean gap in hourly pay of temporary male and female employees is **0%**
- The median gap in hourly pay of temporary male and female employees is **0%**

- The following percentage of men and of women received bonus pay:
  - 82.22% of male employees
  - 68.89% of female employees
  - One of the rebadged entities and expats in Ireland have similar population of males and females with no bonus, however since the overall population of females is significantly lower than men, the percentage drops, thereby adding to this gap. If we exclude these two aforementioned groups, the bonus pays received by males and females are comparable with more females receiving bonus.
- The following percentage of men and of women received benefits in kind:
  - 43.33% of male employees
  - 48.89% of female employees

Wipro's employee quartile data is as follows:



## 2- Key terms explained



### Mean Pay Gap

Mean is defined as the statistical average of a set of data. In the context of GPG reporting, the mean GPG is the difference between women's mean hourly pay and men's mean hourly pay. The mean hourly gap is the average hourly pay, including bonus, across the entire organisation.



### Median Pay Gap

Median is defined as the middle score for a set of data that has been arranged in order of magnitude. In the context of GPP reporting, the median GPG is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly pay, including bonus, of the person in the middle.



### Quartile Bands

Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

## 3.1- Interpreting the Data

### Mean and Median Pay Gap

Wipro's mean GPG figure for 2025 is 28.34% in favour of male employees. Wipro has a median GPG figure of 5.06% for 2025. The main contributors to the mean GPG figure are representation at senior grades. There is a significantly larger proportion of men at a senior level compared to women, which subsequently increases average male salary compared to female salary. However, in terms of pay gap between men and women for any comparable role/ job, we ensure that our hiring practices are consistent irrespective of the gender. This is also supported by the median gap of 5.06%. Please refer to section 3.2 for more details.

### Mean and Median Bonus Gap

Wipro's mean bonus pay gap figure for 2025 is 66.66% in favour of male employees, while there is a median bonus pay gap figure of 13.28%.

The bonus pay gap at Wipro is greater than the hourly pay gap, a direct result of headcount distribution skew for men and women, wherein more women compared to men are populated in the early career levels, which typically receive lower bonuses. **This reflects a trend visible across all sectors in Ireland**, as bonuses exacerbate the gender pay gap, often as a result of a larger ratio of males at senior grades and therefore higher bonuses.

The bonus gap is consistent with the ordinary pay gap, meaning that when bonus pay is removed from the calculation, its impact on overall GPG is immaterial as the basic pay of male employees is demonstrably higher than female employees as a result of the representation gap at senior grades.

Wipro is dedicated to removing potential barriers to growth and supporting the career prospects of women at Wipro and has instituted a number of sponsorship and mentorship programmes to directly address these barriers. Further information on these supports and programmes is provided in Section 4.

### Benefit in Kind Gap

Across all the entities at Wipro, the ratio of male to female employees receiving BIK is consistent, with 43.33% of male employees receiving BIK, while 48.89% of female employees received BIK.

### Quartiles

Across four entities at Wipro, 66.67% of Wipro employees are males, and 33.33% are females. When dividing all employees into quartiles, a skew towards male employees at the upper income quartile is present. In the upper income quartile, men are comparatively overrepresented (79.41%), compared with the overall demographic profile. However, male representation decreases at each lower income quartile, resulting in men being comparatively underrepresented in the bottom income quartile.

In the mid-lower and lower-income quartiles, women represent 38.24% and 40.00% of employees respectively, demonstrating the strong pipeline of female talent within the middle management grades of Wipro. Wipro has several specific mentoring and sponsorship programmes in place to support the pipeline of future female leaders and remove potential barriers to their career growth. Wipro, and the wider technology sector, is a predominately male sector. In this context, Wipro is committed to supporting women entering into the sector, through a series of initiatives supporting female engagement with STEM subjects at young age.

### Part-Time Employees

There are no employees on part time contracts at Wipro, and therefore the pay gap is 0%.

### Employees on Temporary Contracts

There are no employees on temporary contracts at Wipro, and therefore the pay gap is 0%.

## 3.2- Interpreting the Data

### Representation at Senior Grades

As already demonstrated in this report, due to overall headcount distribution, female employees are underrepresented at senior grades within Wipro. While female employees represent 33.33% of employees across all entities in Wipro, the below table demonstrates that women are overrepresented at more junior grades and underrepresented at more senior grades.

Band	FEMALE	MALE
GROUP B1	37.78%	31.11%
GROUP B2	35.56%	22.22%
GROUP B3	17.78%	13.33%
GROUP C1	6.67%	16.67%
GROUP C2	0.00%	6.67%
GROUP D1	0.00%	7.78%
GROUP D2	2.22%	2.22%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

This imbalance in headcount skew is the single biggest driver of GPG in Wipro. As more female employees are occupying junior grades, average female salary is pushed downwards. Conversely, the higher proportion of male employees at more senior grades compared to the overall headcount increases average male salary, exacerbating the pay gap.

However, the overall approach discussed above captures the pay gap of the entire organization as a whole, that essentially means all the females in the organization are taken as one group and the average/ median is calculated likewise the process is repeated for Males and then the average/ median is compared. This methodology may not give the right representation and could be influenced by the gender ratios at different levels and skill sets, more importantly it does not provide an equal substitution between men and women against comparable job. In terms of pay with regards to comparable jobs, we ensure that there is no deviation in the pay range between males and females since our hiring grids are same irrespective of the gender.

# 4.1- How Wipro plans to address its gap

## 1. Representation of Women in Senior Grades

Wipro understands that GPG is fundamentally about representation rather than equal pay for equal work. The presence of a gender pay gap is not evidence of unequal pay practices. However, Wipro's quartile data, while broadly consistent with the wider technology sector in Ireland, does indicate more work is needed to address female representation at senior grades.

It should also be noted that hiring more women is not the simple solution to representation challenges. Rather, work is needed to support female career cycles and remove potential barriers to professional development for women at Wipro. Wipro remains dedicated to ensuring equal representation at all grades within the organisation and supporting the professional growth of underrepresented groups towards senior leadership positions. Wipro is working to support pathways both into the industry for young women, as well as supporting the career growth of future female leaders already within Wipro.

Wipro has structures in place to support increased female engagement with the technology industry, while also supporting the career opportunities for future senior female leaders.

In addition to increased recruitment at junior levels, Wipro also supports the recruitment of women returning to the workforce after a period away through the *Begin Again* programme. *Begin Again* provides reskilling and upskilling opportunities to women who took a break from work, whether that be to raise a family, take a sabbatical, elderly care or following a passion.

Wipro supports the career development of senior female leaders through the *Enrich* programme. *Enrich* is a sponsorship programme targeting women in mid to senior mid management positions.

The programme is targeted at eliminating potential barriers to further career growth, including promoting visibility of proteges by providing networking opportunities with senior leadership, and encouraging proteges to take on challenging assignments.

Globally, through the Wipro Foundation, Wipro has directly supported primary and secondary school education programmes in India, the UK and USA.

Furthermore, as a result of lower representation of women in senior grades, the bonus pay gap is significantly greater than the hourly pay gap. This reflects a trend visible across all sectors in Ireland, as bonuses exacerbate the gender pay gap, often as a result of a larger ratio of males in senior roles, gaining larger bonuses.

Wipro is committed to supporting the professional development of senior women at Wipro, removing potential professional barriers and curating an inclusive culture.

## 4.2- How Wipro plans to address its gap

### 2. Promoting Balance in the Male and Female Career Cycles

Wipro is dedicated to removing potential barriers to female career growth and promoting balance between the male and female career cycles. Wipro recognises that the professional needs of an employee changes throughout the career, and therefore instituted the *WoW (Women of Wipro) Life Stages* Programme. This programme is designed to confer benefits most appropriate with the life stage of different employees, from early career benefits to late stage and senior benefits. Stage 1, '*Early Career Stage*' is designed to support greater exposure,

Furthermore, through the WoW network, the WoW MoM Focused Group Discussion was set up. WoW MoM is a forum for mothers returning from maternity leave to understand if they require support from the organisation, or mentoring from other female senior leaders who availed of maternity leave. Through this forum, the WoW MoM Focused Group Discussion was set up to create a central space for returning mothers to identify supports required from Wipro to manage the return to work.

### 3. Awareness and Accountability

Wipro's action and commitments towards EDI is driven both by senior leadership, and across the firm.

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