



Inclusion in Action: Building a Culture of Belonging

Annual Inclusion & Belonging Report
FY 2024-25

CONTENTS

- 01 Executive Summary
- 02 Our Leadership Commitment
- 03 Our Commitment to Inclusion and Belonging on Global Platforms
- 04 Inclusion & Belonging at Wipro – Year at a Glance
- 05 Fostering an Environment of Intentional Inclusion
- 06 Inclusion in Action
 - Women Inclusion
 - Disability Inclusion
 - LGBTQIA+ Inclusion
 - Advancing Multi-Generational Inclusivity
 - Black Alliance
 - Supplier Diversity
- 07 Employee Resource Groups and Affinity Groups
- 08 Community Engagements
- 09 Recognitions
- 10 Wiproites Voices
- 11 Building a Culture of Belonging

Executive Summary



Wipro's 80-year legacy stands as a powerful testament to our belief that purpose fuels business—and business, in turn, amplifies purpose. Our journey of purpose-led transformation over eight decades reflects our unwavering commitment to being a responsible corporation, guided by deeply rooted values, enduring habits, and progressive mindsets. These principles come together to form the *Spirit of Wipro*, embodied in our *Five Habits and Leadership Mindsets*.

Collaboration is at the heart of everything we do—within our teams, with our partners, and in service of our communities. By embracing diverse perspectives, we empower our customers to solve their most complex challenges. This collaborative spirit extends beyond our organization, driving meaningful impact in local communities through dedicated volunteering and purposeful contributions.

We are immensely proud to actively contribute to shaping a more equitable, humane, and sustainable society, where every individual is

empowered to bring their whole, authentic self. We enthusiastically champion diverse communities, embrace local cultures, and celebrate the unique perspectives and rich heritage that Wiproites bring to their work. This dedication helps us cultivate an environment where everyone feels genuinely valued and truly belongs.

Our culture profoundly shapes our experience at Wipro. Our culture framework connects key pillars: purpose, mindset, learning, recognition, belonging, and wellbeing, significantly influencing how we experience Wipro. As each Wiproite embodies the organization's culture, it deeply impacts our collective experience.

This latest edition of our annual report on Inclusion and Belonging – titled, '*Inclusion in Action: Building a Culture of Belonging*' – shares the progress we have made in creating spaces and opportunities for everyone and a culture in which we all take pride.

Our Leadership Commitment



Inclusion and Belonging are at the heart of everything we do—not just guiding principles, but essential drivers of our success. Our journey of purpose-led transformation is shaped by the Spirit of Wipro, where deeply held values and forward-thinking mindsets unite to foster an environment where every person feels recognized, valued, and empowered to reach their full potential. As we embrace the possibilities of AI, we remain steadfast in our commitment to ensuring that both our technologies and our teams reflect the rich diversity of the communities we serve.

Srini Pallia

CEO & Managing Director
Executive Sponsor – Inclusion and Belonging Council

At Wipro, inclusion goes beyond initiatives—it's woven into the very fabric of our mindset. We strive to make Inclusion and Belonging tangible in our daily interactions, leadership, and teamwork. Our goal is to nurture a workplace where every perspective is valued, every background is honored, and everyone feels a genuine sense of belonging.



Sunita Rebecca Cherian

Chief Culture Officer
Chair – Inclusion and Belonging Council



Our Commitment to Inclusion and Belonging on Global Platforms



UN Global Compact

Wipro has been a signatory of United Nations Global Compact (UNGC) since 2008. An early mover of the Forward Faster initiative of UNGC, Wipro has committed to 'equal pay for work of equal value by 2030'.



United Nations Women Empowerment Principles

Since 2012, Wipro has been a signatory to this program, fostering gender equality and empowerment of women in the workplace.



Valuable 500

Wipro is a signatory to this B2B initiative since 2020, which is a catalyst for disability inclusion.



United Nations Human Rights Office – Standards of Conduct

Wipro supports the United Nations Standards of Conduct for Business Tackling Discrimination against LGBTI community.



Partnering for Racial Justice in Business

Wipro is a member of 'Partnering for Racial Justice in Business', a World Economic Forum initiative.



CEO Action for Inclusion and Diversity

Our CEO is a signatory to CEO Action for Inclusion and Diversity, the largest CEO-driven business commitment to advance inclusion and diversity in the workplace.



Action to Catalyze Tech (ACT) Report

Wipro is a founding signatory of the ACT report, an initiative to align the technology industry around collective action for diversity, equity, and inclusion.



Business Coalition for the US Equality Act

Wipro is part of the Business Coalition for the US Equality Act by Human Rights Campaign

Global Inclusion and Belonging Council



Srini Pallia
CEO & Managing Director
Executive Sponsor – Inclusion and Belonging Council



Aparna Iyer
Chief Financial Officer
Executive Sponsor – Women Inclusion



Genine Mikucki
HR Head – Americas 1
Executive Sponsor – Americas Region



Ivana Bartoletti
Global Chief Privacy and AI Governance Officer
Executive Sponsor – Europe Region



Keri Dawson
Global Head of Designit and Experience Advisory Practice
Executive Sponsor – LGBTQIA+ Inclusion



Nanda Kishore
Chief of Delivery and Operations Excellence
Executive Sponsor – Disability Inclusion



Sanjeev Jain
Chief Operating Officer
Executive Sponsor – Multi-generational Inclusion



Saurabh Govil
Chief Human Resources Officer
Wipro Executive Leadership Sponsor – Inclusion and Belonging Council



Sunita Rebecca Cherian
Chief Culture Officer
Chair – Inclusion and Belonging Council



Trevor Williams
Vice President, Capital Markets and Insurance
Executive Sponsor – Race and Ethnicity Inclusion



Warren Zambelli
Managing Director – Africa
Executive Sponsor – AMPEA Region

Message from our Council members

At Wipro, we believe that everyone belongs. This belief is not just aspirational—it is foundational. As the Inclusion and Belonging (I&B) Council, we reaffirm our unwavering commitment to cultivating a workplace where every individual feels safe, valued, and empowered to bring their authentic selves to work.

The I&B Council, led by our CEO as Executive Sponsor and supported by senior leaders across geographies and business units, pledges to:

- **Model inclusive leadership** leading by example, demonstrating inclusive behaviors in every interaction and decision.
- **Create safe spaces** by fostering environments where open dialogue, feedback, and diverse perspectives are welcomed and respected.
- **Celebrate diversity** by amplifying underrepresented voices and honour the intersectionality of identities across our workforce.
- **Ensure accountability** by embedding inclusion into our governance structures, policies, and performance metrics, ensuring that inclusion is not optional—it is integral.

We invite every leader and employee to join us on this journey. Inclusion and Belonging is not the responsibility of a few—it is a shared commitment. Let us:

- Sponsor and mentor underrepresented colleagues
- Embed inclusion into daily decisions
- Practice empathetic leadership
- Challenge bias and foster psychological safety

Together, we will build a culture where belonging is not just felt—it is lived.

Inclusion and Belonging at Wipro Year at a Glance

Our global workforce represents

146

nationalities working across
65 countries



40%

of our hires were
women

Multi-generational
workforce

37%

Generation Z



15.25 mn
Learning Hours



83.4
Skilling Hours
per Employee

Employee
Engagement
Survey (EES)

Employee Engagement
Score

85%



Inclusion Score

85%



199,900+

employees have completed
the Learning Module on
Unconscious Bias



2.6x

increase in the number of women
leaders in the last 5 years



Total Employees

FY25 233,346

Generations at Workplace

Generation	FY25
Boomers	1%
Gen X	10%
Millenials	52%
Gen Z	37%

Regional Headcount %

Region	FY25	FY24	FY23
America	7.0%	7.3%	7.1%
Europe	3.3%	3.8%	3.9%
India	83.0%	81.9%	82.2%
APMEA	6.7%	7%	6.8%

Gender Representation

Gender	FY25	FY24	FY23
Female	37.1%	36.6%	36.4%
Male	62.9%	63.4%	63.6%

Employees with Disabilities

(Based on voluntary self-declaration)

FY25	FY24	FY23
2,080	1,664	769

LGBTQIA+

(Based on voluntary self-declaration)

FY25	FY24	FY23
1,808	1,652	1,699



Fostering an Environment of Intentional Inclusion

At Wipro, 'Everyone belongs'. We are committed to nurturing a workplace where every individual feels a deep sense of belonging and is empowered to be their authentic self. By fostering an environment rooted in meritocracy and high performance, we enable everyone to thrive.

Our unwavering commitment to gender equality, LGBTQIA+ inclusion, accessibility for all abilities, racial harmony, intergenerational collaboration, and a diverse supplier network shapes a truly inclusive workplace. We strive to create a space where everyone feels welcome, valued, and empowered to bring their whole selves to work.

We believe in building a connected workforce—one where every individual is integral to our success, genuinely seen and valued, and encouraged to share their talents and perspectives within their work communities.

Our strategy is guided by robust governance and accountability measures. The **Global Inclusion and Belonging Council**, led by our CEO as Executive Sponsor, provides strategic direction and focus. The Council's active involvement, commitment, and advocacy are pivotal to our inclusion journey. Each member sponsors either a pillar or a geography, supported by unit and geo-based councils led by senior business leaders. A network of Inclusion Champions further supports these efforts, driving our initiatives forward.



At Wipro, we prioritize fairness, equity, and psychological safety, fostering a workplace where everyone feels respected, empowered, and valued. Our inclusive policies, transparent career pathways, and equitable opportunities support this commitment. We actively address bias and promote open dialogue, enabling individuals to contribute authentically and strengthening our culture of belonging. By upholding fair work practices, prioritizing labour rights and wellbeing, and supporting employees through transitions, we ensure that every person feels secure and included, reinforcing our dedication to a workplace where everyone belongs.

We take a tailored approach to I&B, recognizing that one-size-fits-all strategies don't address the diverse needs of our workforce. By maintaining ongoing dialogue and actively listening to employees, we transform feedback into policies that reflect lived experiences. We use focus groups, pulse surveys, and demographic-specific experience surveys to guide our efforts, and track progress. We track the Inclusion Score using employee feedback and engagement surveys and have seen an Inclusion Score of 85% in our Employee Engagement Survey.

We are dedicated to cultivating a culture of conscious inclusion through continuous learning and awareness. Our educational modules and conversations cover topics such as Unconscious Bias, Microaggressions, Microaffirmations, Generational Diversity, Allyship, LGBTQIA+ inclusion, Disability Inclusion, and more.

Over the past year, we have dedicated our efforts to nurturing, sustaining, and enhancing our I&B initiatives, guided by an intersectional perspective. We have observed a rise in conversations and engagement around inclusion throughout the organization, facilitated by various initiatives such as I&B newsletters, infographic series on a wide range of I&B topics, stories celebrating resilience and determination, and inspiring features on diverse experiences and perspectives. These efforts have created regular opportunities for open dialogue and continuous learning.

Community engagement is central to our approach, with programs designed to promote equity and allyship. We also run global communication campaigns to highlight key inclusion and belonging observances, raise awareness, encourage positive behavioral change, and inspire action across our organization.



**90% of Wiproites
have completed
our e-learning
module on
Unconscious Bias**

I&B at Wipro is integrated with Wipro Foundation and broader ESG goals, extending inclusivity beyond the workforce to the communities served. These dynamic initiatives continually evolve, reinforcing Wipro's commitment to people, the planet, and communities.

Inclusion in Action

Women Inclusion

Launched in 2008, the **Women of Wipro (WoW)** initiative adopts a life-stage approach to address the unique needs of women at every phase of their careers, offering tailored support. Through a range of programs, WoW fosters a supportive environment for women's professional growth and encourages increased participation across all levels and roles within the organization.

Wipro is committed to creating an enabling environment for our women associates. Over the years, WoW has played a pivotal role in nurturing a culture that supports the career aspirations of women and promotes their greater involvement throughout the organization. Our WoW initiative features programs designed to empower women employees at every stage of their careers, helping them build successful and fulfilling professional journeys.

2.6x increase in women leaders and **7.5%** increase in women in mid-management over past 5 years



Women's representation over the last 5 years

Women Representation	FY25	FY21
Overall	37.1%	35.7%
Senior Leadership	18.8%	7.3%
Mid-level	25.0%	17.5%
Junior Level	42.4%	42.2%

We have enhanced our program by implementing a comprehensive range of policies, processes, and initiatives. Through career development conversations, robust leadership programs, and dedicated mentorship and sponsorship opportunities, we empower our women employees with the support and resources they need to thrive in their careers. We have witnessed strong participation from women in workshops, speaker series, and peer learning circles, where participants have gained valuable insights.

Our efforts to promote women's inclusion have been recognized by leading organizations. In FY25, Wipro was featured in **World Economic Forum's [Diversity, Equity, and Inclusion Lighthouses 2025](#)** for our Women of Wipro (WoW) initiative. Our commitment to advancing gender equality was highlighted in **UNGC Network India's ['Case Study Compendium'](#)**. Additionally, Wipro's case study on how the organisation is propelling Women in Tech through our commitment to Diversity, Equity and Inclusion was featured in **Nasscom's [Indomitable Women in Tech Celebrating Achievements and Allies in India](#)**.

Leadership Dialogues: We host monthly and quarterly discussions where women leaders share their perspectives with our CEO and Executive Leadership, fostering open and meaningful conversations.

One of Wipro's flagship initiatives is **Enrich**—a 12-month sponsorship program that pairs high-potential senior women leaders with sponsors hold Vice President roles or higher. Now in its fourth year, the program has proven to be highly impactful, with participants from earlier batches advancing to become sponsors themselves.

The **WoW Mom** program offers comprehensive support for women employees who are proceeding for or returning from maternity leave. Through community-building initiatives like WOW groups and affinity groups such as WoW Moms, we foster networking, support, and inspiration among our women employees. Notably, 99% of our women employees who took maternity leave have



returned to work. The **Begin Again** program, launched in 2021, is designed to support women returning to their careers after a break and has achieved an impressive 80% retention rate.

WoW Mom and Begin Again were featured in a case study series as part of the **Women in India Inc. project, led by The Udaiti Foundation in partnership with the Bill and Melinda Gates Foundation and the Centre for Economic Data and Analysis (CEDA)**. These studies showcase organizations excelling in gender representation:

- a. [Addressing The Leaky Pipeline: How Wipro Is Helping Women Employees Thrive During And After Motherhood](#)
- b. [The Comeback Workforce: A Study Of Return To Work \(RTW\) Programs In India](#)

Additionally, the Begin Again program was featured in ['The Returnship Road'](#) report by **CEDA (Centre for Economic Data and Analysis), Ashoka University, in collaboration with the Godrej DEI Lab**.

Now in its fourth edition, **#HerCode** is dedicated to empowering women in tech by providing the tools, resources, and support they need to succeed. The program helps participants develop their skills, expand their professional networks, and gain valuable experiences to advance their careers. Launched on the **International Day of Women and Girls in Science**, this year's #HerCode featured exciting Ideathon and Hackathon challenges, offering participants unique opportunities to collaborate, innovate, and showcase their talents. Throughout February we celebrated women in STEM through storytelling, contests, fireside chats and panel discussions.

Our flagship women's leadership programs, including **Your Career Your Choice, Your Path Your Progress, and She Leads**, help women remain competitive and effectively navigate workplace challenges. Across our business units and geographies, Wipro runs several programs to support women at various career stages, including **Inner Circle** (mentoring for mid to senior management), **#Limitless** (for early to mid-management), **Circle Talks** (group mentoring for high-potential junior associates), **Lumina** (mentoring to transition into leadership roles), **EmpowerHER** (one-on-one coaching for mid-management), **UpThrive** (sponsorship for emerging mid-management leaders in APMEA), **AFAAQ** (AFAAQ in Arabic means 'New Horizons' is a talent development and reskilling program for women in the Middle East), and the **Women Leadership Program** (year-long coaching and mentoring for top talent in Switzerland). In FY25, the Women@Capco Affinity Group launched the inaugural cohort of its global Women's Leadership Development Program aimed at strengthening its leadership pipeline.

The inspiring professional and personal journeys of women at Wipro, spanning diverse roles, have been highlighted through various series such as **HerStory, Women of Wipro, The Spark Collective (Enrich alumni), Reignite & ReturnSHIP (returning mothers), SHE CAN** and more. Wipro was recognized as Highly Commended in the Top Women in Business in Diversity, Equity and Inclusion in Africa at the **Standard Bank Top Women Awards 2024**.

Our conversation-based series for **Women in Tech** highlights senior women leaders in technology, including clients, and explores the pivotal roles women play in the industry and strategies for overcoming bias. These discussions inspire like-minded employees to pursue senior positions in technology. Additionally, we host sessions focused on industry insights and best practices to support our women professionals.

March 2025 was marked by meaningful conversations and month-long initiatives celebrating **International Women's Day and Women's History Month**, centered around the theme 'Building an Equitable Future: Guiding the Way, Illuminating Paths.' These efforts sparked discussions on key topics such as allyship, the future of AI, sustainability, community engagement, wellbeing, financial inclusion, and empowering lives with purpose. It was inspiring to see our Distinguished Member of Technical Staff (DMTS) community pledge their support to mentoring women technologists through the #EachOneInspireOne campaign. The dedication of Wipro colleagues who volunteered their time to support underprivileged women and girls was truly heartening.

Pay Equity

At Wipro, our compensation philosophy is the same for employees across genders working full time in the same grade, role, and location, with equivalent experience. We follow global adjusted pay* internally as it is considered to be a more accurate representation of pay equity data. Pay equity is an ongoing commitment for us and we continue to monitor our progress.

*Adjusted Gender Pay Gap accounts for pay differences between men and women, considering factors like job role, experience, location and skills. The details are computed using regression analysis. Our analysis relies on the Pay Analytics platform developed by our technology partner, Beqom. For FY25 our global adjusted pay numbers are 94.8%.

Disability Inclusion

Wipro is dedicated to disability inclusion and has a six-pronged approach for holistic growth of persons with disabilities aligning with the CREATE framework (Career, Recruitment, Engagement, Accessibility, Training, and Enablement). We continually review and revise policies to enable accessible and inclusive environments and work on improving digital accessibility across platforms.

Disability awareness sessions and disability inclusion handbook offer practical guidance on inclusive practices to empower employees. Additionally, Leadership Connects and conversations with senior leaders provide valuable engagement opportunities for community members.

The Disability Alliance Network (DAN) brings together Wiproites with disabilities, caregivers, allies, and individuals across intersectional identities. DAN fosters a safe space for conversations, resource sharing, and support on topics such as disability, neurodiversity, and accessibility, all aimed at promoting holistic inclusion.

We have established systems and tools for self-declaration and for requesting reasonable



accommodations or adjustments. These initiatives have led to increased self-identification among colleagues with disabilities, as well as greater participation in observances and awareness campaigns throughout the year. In FY25, we have enabled over 4,000 reasonable accommodation requests, ensuring our workplace remains inclusive for all colleagues. In FY25, the Ability@Capco Affinity Group, launched a podcast, Ability Unplugged dedicated to fostering an inclusive workplace by sparking open conversations about all aspects of disability.

Last year, Wipro was featured in the **Valuable 500 whitepaper** '[Unlocking Disability Confident Leadership](#)'. And Wipro's case study on neurodiversity inclusion was featured in the **Nasscom whitepaper** '[Neurodiversity and the Future of Work in India](#)'.

Throughout the year, we recognized key observances including World Braille Day, Autism Awareness Month, Global Accessibility Awareness Day, International Week of Deaf People, International Day of Sign Languages, and International Day of Persons with Disabilities, among others.



LGBTQIA+ Inclusion

At Wipro, the focus has been to ensure that LGBTQIA+ colleagues, partners, parents, and allies feel safe, empowered and represented. Wipro champions LGBTQIA+ inclusion through a dedicated global non-discrimination policy, inclusive benefits covering gender-affirming care, and gender-neutral restrooms. We offer comprehensive LGBTQIA+ education through e-modules, handbooks, and sensitization sessions.

Our Global Pride ERG and its Regional Chapters in Europe, India, Philippines and USA provide vital community support. With a mission rooted in fostering inclusion, visibility, and allyship, the network is a cornerstone of Wipro's commitment to Inclusion and Belonging.

From its inception, Wipro Pride has built a robust and structured Employee Resource Group (ERG) model which includes a global executive sponsor, a global charter lead, and regional ERG chairs and co-chairs who lead local chapters. These chapters host regular open connects for LGBTQIA+ colleagues and allies, creating inclusive spaces for dialogue, support, and community-building. Our Charter lead and ERG leads were featured in 2024 Involve Outstanding Role Model List by YouTube.



Throughout the year live awareness and sensitization sessions were conducted to deepen understanding and empathy across teams. Last year we launched a Train-the-Trainer Program which equips leaders to deliver LGBTQIA+ awareness sessions, ensuring consistency and cultural relevance in every geography. We also launched a monthly newsletter and videos on allyship in action.

Wipro Pride's event calendar reflects year-round engagement, featuring over 12 key LGBTQIA+ observances. These events foster global participation and shared purpose. We have seen colleagues across geographies share personal stories, enriching the global dialogue. These initiatives have inspired increased participation and engagement within the ERG, helping to cultivate a culture of openness and support.



Advancing Multi-Generational Inclusivity

We foster a multi-generational workplace ensuring policies and practices support employees across generations. Our tools and programs empower individuals to balance work and personal commitments while offering continuous development opportunities. Through mentoring, reverse mentoring, peer learning, and 360-degree feedback, we foster cross-generational collaboration and knowledge exchange. Our engagement framework promotes a culture that values diverse perspectives and nurtures inclusive growth. Employees engage meaningfully through initiatives such as coffee chats, fireside conversations, and informal learning circles creating a vibrant, collaborative environment that celebrates generational diversity.

Some initiatives include:

- A dedicated Multi-Gen Council has been established to drive cross-generational initiatives focused on accelerating AI adoption, promoting talent mobility, encouraging hybrid work, and fostering a culture of integrity. Through a structured calendar of activities, the council also works to enhance awareness of ethics across the organization.
- Employees at various life stages both contribute to and benefit from our comprehensive mentoring programs, which include traditional, peer, and reverse mentoring.
- The Wipro People Manager Program supports both first-time and experienced managers in successfully transitioning into leadership roles.
- Wipro's Work Integrated Learning Program (WILP) provides BCA and BSc students the opportunity to begin their careers at Wipro while pursuing an M.Tech degree from a premier university, with the degree fully sponsored by Wipro.
- Young Talent (including fresh from campus - Next-Gen Associates) benefitted through client readiness skilling and account specific skilling initiatives.
- Multi-Gen Connect sessions, fireside chats, and panel discussions were held to deepen understanding of generational diversity and promote cross-generational collaboration.





Black Alliance

The Black Alliance ERG is dedicated to fostering a diverse and inclusive workplace for African-American employees. In the US, we honor **Martin Luther King Jr. (MLK) Day** as an additional holiday, encouraging employees to participate in volunteer opportunities with charities and non-profits that directly support Black communities. We also organize engaging events to commemorate **Juneteenth**, highlighting its historical significance and context.

Each February, we celebrate **Black History Month** by recognizing the achievements, history, and contributions of African-Americans. This year, Wiproites had the opportunity to reflect on the triumphs, challenges, and impact of African-Americans throughout history.

There are candid and authentic conversations held throughout the year where experience and perspectives are shared. Additionally, we coordinate volunteer days at local schools, helping teens and college students explore careers in technology and providing guidance to support their future success.

Supplier Diversity

Wipro believes that small and diverse businesses should have equal opportunity to compete for contracts and subcontracts held by Wipro. We promise to support diverse businesses in all its operating geographies

by sourcing goods and services from certified diverse businesses to the extent possible.

Wipro Inclusive Supplier Development and Mentorship (WISDOM)

WISDOM provides management and technical support to diverse suppliers. This support helps suppliers build sustainable and scalable business operations. The senior leaders of the company conduct opening presentations for WISDOM participants, where the critical role of diversity and inclusion within Wipro's business is reiterated. The Wipro Supplier Diversity Lead conducts individual meetings with every supplier and assists them to determine barriers and enablers while working with Wipro. The WISDOM final round includes barrier and enablement discussions in front of each leader who represents a buying organization while aiming for consistent support.

Women Entrepreneurship with Wipro (WEW)

Championed by the office of Chief Global Procurement Officer, this program has won the UN Women's India level topmost award in FY25 for Gender Responsive Procurement practices. The program aims to identify Women Business Enterprises (WBE) among existing suppliers and encourage them to acquire third-party certification for their diverse-ownership and control. The eligible enterprises receive mentorship from Wipro leadership, including women leaders to strengthen and scale up their business.

18% of our suppliers are certified diverse suppliers. In FY25, our supplier diversity initiatives enabled us to register 13.47% of our global spend with certified diverse suppliers and 3.99% of our global spend with MSME suppliers.

Employee Resource Groups & Affinity Groups

We believe that collective representation is a powerful driver of positive change and a more inclusive society. Our ERGs and Affinity Groups provide support for associates to feel connected, supported, and included.

Throughout the year our ERGs and Affinity Groups organized activities and events to promote allyship and empower employees to become strong allies—at work, at home, and in their communities. Members and allies came together to share experiences, stories, and challenges, collaborating to build a robust foundation of resources and educational materials. As a result, we have seen increased awareness, understanding, and empathy across the organization. Our efforts have also led to significant growth in ERG membership, further strengthening our commitment to employee support and inclusion.



Our ERGs and Affinity Groups include:

- Women of Wipro (WoW)
- Disability Alliance Network
- Wipro Pride
- Black Alliance
- Parenting Hub
- WoW Mom

There are also regional and country specific chapters along with affinity groups for Women of Wipro, Pride, Hispanic & Latin/o/a/x employees and allies, Asian American & Pacific Islander employees and allies, Caretakers & Caregivers, Veterans & Military, etc.



Community Engagements



Wipro's Corporate Social Responsibility (CSR) activities are carried out through Wipro Foundation, Wipro Cares, and directly through functions and groups within the company. Going back over two decades, the work focuses on social initiatives in the domains of education, primary healthcare, ecology, disaster response, cities and public spaces. Wipro is deeply committed to social good, with 66% of its economic interest pledged to philanthropy. It also has a robust employee engagement program. It encourages volunteering and donations—matched 1:1 by the company—to amplify positive impact in communities.

Some of the community engagement programs are shared below. To learn more, please visit <https://wiprofoundation.org/>



Comprehensive support for children with disabilities

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

In FY25, we continued our engagement with 26 partners across 23 states and 2 union territories in India through our education partners in the CwD space.



Enhancing digital competencies among educators and students

TalentNext, launched in 2016, aims to improve the quality of engineering education in India. Its goal is to bridge the gap between demand and supply of skilled professionals. Since FY21, we have covered 533 engineering and 113 science colleges from across India. In FY25, the program trained 75,666 students in industry-relevant digital skills. This includes students who were identified for intensive training through the ‘Future Skills Program’ in FY25. The program has also trained 3,200 faculty members in advanced technologies such as AI/ML and Big Data Analytics. Out of them 1,850 members have been certified.

Wipro earthian

Now in its 14th year, **Wipro earthian** is one of the largest sustainability education program for schools and colleges in the country. It offers opportunities to students and educators to build a deeper understanding of issues related to sustainability. This is facilitated through hands-on projects and diverse learning opportunities.

The **Wipro earthian** awards are a culmination of the annual program, which aims to foster integrated sustainability education.

The awards acknowledge Indian schools and colleges that actively promote sustainable action and thinking. The program received over 1,500 project submissions this year. And over 100 schools were recognized for their outstanding efforts by Wipro earthian’s regional NGO partners.

This year, Wipro earthian supported **Ideas to Impact (i2I)**, a nationwide competition spearheaded by IIT Madras. The contest is designed to transform innovative ecological concepts into viable prototypes that actively contribute to a sustainable future.

Wipro STEM Program

Over the past decade, the Wipro STEM Program has directly benefited 1,500+ STEM teachers, and hundreds of additional teachers indirectly, positively impacting 800,000+ underserved students.

Wipro Science Education Fellowship Program

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

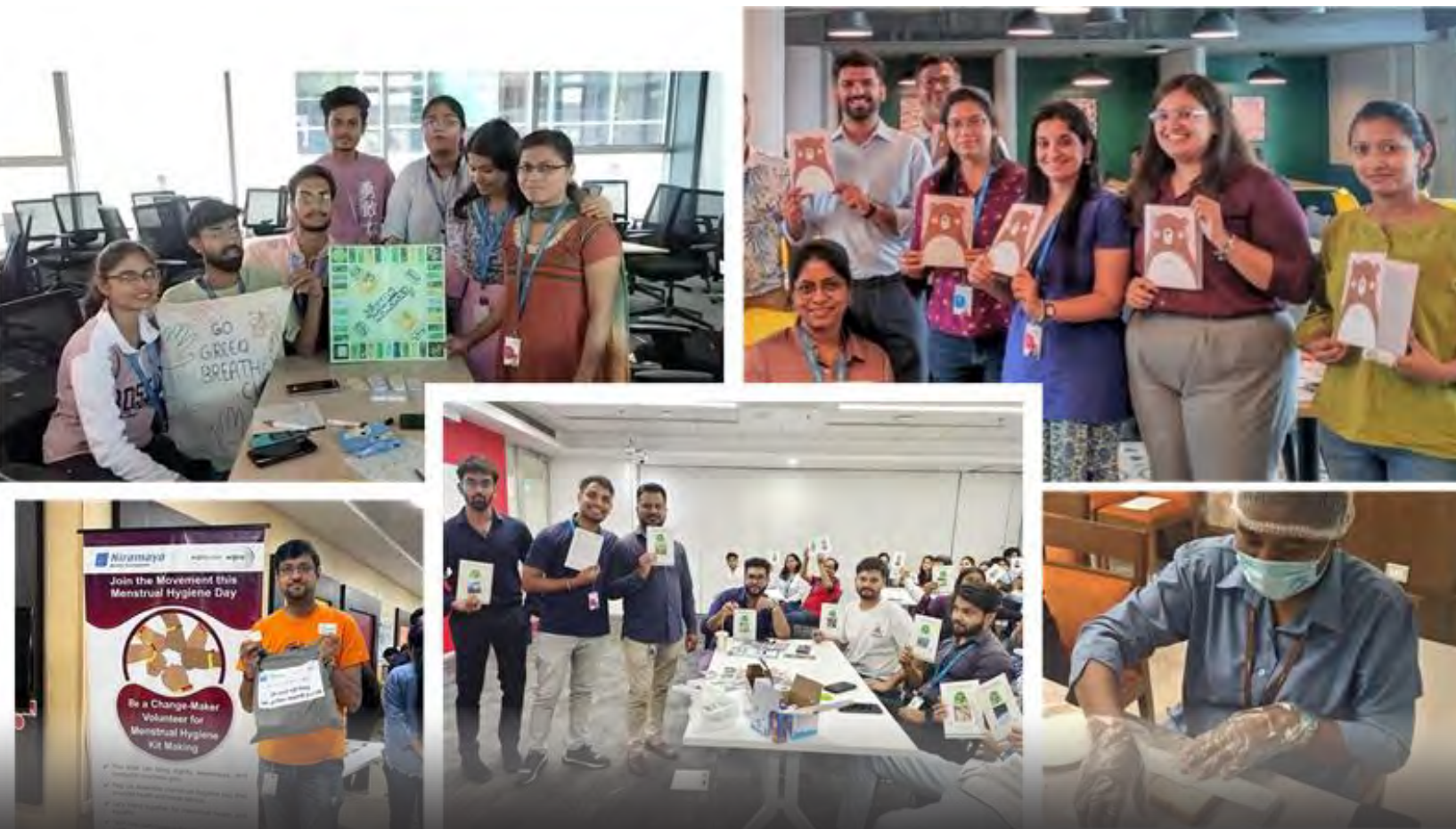
United Kingdom: Wipro SEF UK was launched in FY19, in partnership with King's College, London (KCL), and Sheffield Hallam University (SHU). The program at KCL is the UK's first Masters in STEM Education Program. It offers up to 15 bursaries per year to in-service and early-career STEM teachers. Through our partnership with SHU, we strive to focus on the Wipro Teacher Fellowship and Wipro Teacher Mentor Program through our partnership with SHU. Through this initiative, we have supported over 100 fellows, mentors and senior mentors over the years.

Employee Engagement

In FY25, we launched 'Be the Change', a recalibrated version of our employee volunteering program under Wipro Cares. It integrates wellbeing, personal purpose and social impact. 'Be the Change' reflects a collective promise made by our leaders to address pressing issues in the four focus areas we have identified for Wipro—education, healthcare, ecology and disaster response.

Wipro Cares has integrated volunteering as a natural extension of employees' professional lives through virtual, on-campus, and outdoor volunteering opportunities, including options for their families. Beyond mere numbers, our goal is to build a culture of service and enhance personal wellbeing.

As a part of the operationalization process, Wipro Cares conducted 344 volunteering events across 20 countries, engaging 15,814 volunteers. They have contributed over 35,000 hours impacting 47,000+ lives



Recognitions



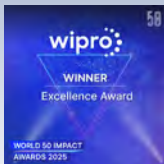
Featured as a **Diversity Equity & Inclusion Lighthouse 2025** by **World Economic Forum**



Brandon Hall HCM Excellence Awards 2024:
Winner of 3 Gold Awards – Best Diversity, Equity, Inclusion & Belongingness Strategy, Best Leadership Development for Women and Best Learning Program for Unconscious Bias Awareness



Stevie Awards for Great Employers: Won Gold award in 2025 in Diversity & Inclusion category



World 50 Impact Awards 2025:
 Winner of Excellence Award for significant impact in DEI advancement



Nasscom Women in Tech Awards 2024:
 Winner in the Catalyst Category which recognizes our commitment to creating an environment where women in tech can thrive, lead, and innovate



UN Women Asia-Pacific Women's Empowerment Principles Awards 2024:
 Winner in India and 2nd Runner-up in the Asia-Pacific region in the Gender-Responsive Marketplace category



Recognized as among **'100 Best Companies for Women in India'** for six years in a row and featured in **'100 Best – Hall of Fame'** by Avtar & Seramount, in **Best Companies for Women in India (BCWI)**



Recognized as **'Exemplar of Inclusion'** in 2024, 2023, 2021, 2020 and 2019, and among the **Champions of Inclusion** in the 2022 **Avtar & Seramount Most Inclusive Companies Index (MICI)**



Human Rights Campaign Foundation's 2024 Corporate Equality Index (CEI):
 Recognized as one of the 'Best Places to Work for LGBTQ+ Equality' since 2020



India Workplace Equality Index (IWEI):
 Gold Employer for LGBT+ inclusion from 2021-24; Silver Employer in 2020



Recognized as **2024 Top 10 Best Company for Women in Gulf** by Avtar & Seramount



Listed on the Dow Jones Sustainability Indices (DJSI) for the 15th consecutive year

Wiproites Voices



“It has been a wonderful experience being part of the Enrich journey across the three chapters. Making new connections, learning, reflecting and exchanging perspectives – has truly been ‘Enriching’.”



Ajay Bhaskar (He/Him)
Chief Strategy and Transformation Officer
Sponsor, Enrich Program



“Enrich is a significant milestone in my journey, and throughout this, my sponsor has been an invaluable source of support, providing me with guidance. Each one-on-one conversation with my sponsor helped me recharge and refresh my perspective.”



Lisa Zhang (She/Her)
China Country Head Protégé,
Enrich Program



“I am profoundly grateful to have joined Wipro. I have been continually impressed by the company's strong commitment to providing support and opportunities for people with disabilities. Wipro played a crucial role in helping me pursue my professional goals. Wipro's dedication to building an inclusive and empowering environment is truly commendable.”



Glady Anu Raju (She/Her)
Project Engineer,
Technology Services



“I am incredibly proud to be part of Wipro, where LGBTQIA+ inclusion is not just a moment but a movement we live every day. Even as the world changes, our values remain strong. The Wipro logo, with all its colours, sits atop our office, vibrant by day and glowing by night. It reflects the pride, diversity, and love we stand for—365 days a year.”



Juber Saladaga (He/Him)
Project Manager for Country
Operations – Philippines,
Business Process Services



“Being a member of the Black Alliance ERG has been incredibly rewarding and inspiring. ERGs at Wipro provide a platform for members and allies to discuss, share concerns, and unite their voices for overall change. A few years ago, our Black Alliance ERG, successfully advocated for Dr. Martin Luther King Day to be recognized as a Wipro Holiday. The collective determination to explore impactful historical moments and future possibility fills me with pride.”



Brandy King (She/Her)
Senior Executive – Global People Operations
Member of Black Alliance ERG



“At Wipro, we believe innovation stems from diverse perspectives and inclusive environments. Our commitment to inclusion is embedded in our technology transformation programs including the Distinguished Member of Technical Staff (DMTS) program – a community of technologists passionate about client centric co-innovation, IP creation, knowledge sharing and mentoring”



Thomas Mueller (He/Him)
Vice President & CTO,
Wipro Engineering



"Joining Wipro through the Begin Again program, marked the beginning of a transformative journey for me, characterized by a supportive hiring process and a seamless integration into the company. As a Scrum Master, I have experienced significant growth, benefiting from opportunities to enhance my skills and leadership abilities within a nurturing environment. The focus on learning and collective growth makes working at Wipro a uniquely enriching experience."



Shaheenkousar Wadageri (She/Her)
Senior Scrum Master
Begin Again Joiner



“After returning from maternity leave, I was able to successfully balance the dual roles of motherhood and career, thanks to the unwavering support of my family and colleagues. The welcoming environment at Wipro made it easy for me to reintegrate and feel a genuine sense of belonging. Additionally, the opportunities for cross-skilling and upskilling played a crucial role in ensuring a smooth transition back into my professional responsibilities.”



Kavya Vishwanatha (She/Her)
Technical Lead, Technology Services
Returning Mother



“My decision to join Wipro was fundamentally driven by its profound alignment with my professional ethos, which centres on purpose and continuous growth. Wipro's long-standing reputation, its dedication to impactful philanthropic endeavours, and the rich opportunities it offers for personal and professional development are genuinely inspiring. I am particularly impressed by the company's commitment to accountability and the unparalleled platform it provides for talent to not only contribute but truly shine.”



Khush Kalavadia (She/Her)
Associate Consultant,
Wipro Consulting



Building a Culture of Belonging

At Wipro, building a culture of belonging is a journey, not a destination. We are proud of the progress we have made and remain steadfast in our commitment to cultivating a culture where everyone feels valued, respected, and empowered to succeed.

Looking ahead, we remain committed to advancing inclusion and belonging through continuous improvement and innovation. Our priorities for the coming year include expanding mentorship opportunities, enhancing support for underrepresented communities, and collaborating with external partners to drive meaningful change.



Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru – 560 035
India

Tel: +91 (80) 2844 0011
Fax: +91 (80) 2844 0256

wipro.com

Wipro Limited (NYSE: WIT, BSE: 507685, NSE: WIPRO) is an AI-powered technology services 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 customers, colleagues, and communities thrive in an ever-changing world.

For additional information, visit us at www.wipro.com.