

CEO's letter to stakeholders



Dear Stakeholders,

Fiscal year 2022 (FY'22) was the year we started to reap the benefits of our transformation strategy and began to move the needle in every single benchmark we set for ourselves. At the end of the year, we became a \$10 billion company and recorded our fastest-ever revenue growth in absolute terms.

Further, we ended the year with the most robust pipeline ever. Despite an extraordinarily challenging labor market, we added new talent at a record pace, reaching a global employee pool of over 240,000.

These results are reflective of the success of our bold growth strategy, our singular focus on creating value for clients, and most importantly, the unwavering dedication of our people.

As we look to the year ahead, we are watching the conflict in Europe, mounting economic headwinds, and the rising inflation rates and emerging food shortages across the globe.

We strongly believe in the power of technology in solving some of our most intractable problems and galvanizing the human spirit.

We expect technology investments to only grow in importance in the coming years, as businesses continue to turn to cloud-based technologies and digital tools to enable an increasingly dispersed global workforce, as well as to enhance enterprise agility and speed of innovation to better prepare for the future.

As enterprises become more sophisticated in their use of the cloud and realize its broad-ranging benefits, we expect the demand for our services to remain strong.

Against the backdrop of an uncertain macro environment, we will stay focused on our clients, our employees, and our stakeholders to help them rise to the challenges of the moment and realize their boldest ambitions.

Investing in our business, capabilities, and people to help clients realize their ambitions

FY'22 marked the year in which we ramped up our investments in strategic parts of our business to capitalize on the growth opportunities in the market and enhance our position as a trusted advisor to clients.

We **invested in organic capabilities and prioritized inorganic investments** that allowed us to provide clients with seamlessly orchestrated solutions and expertise and help them realize their most ambitious business and technology transformation goals.

We continued to invest in our cloud transformation capabilities as cloud migration continued apace and cloud-based business models increasingly became the norm.

We **launched Wipro FullStride Cloud Services** to bring together our portfolio of cloud offerings, talent, capabilities, and Cloud Studio.

Wipro FullStride Cloud Services is a true manifestation of our vision of becoming a **“Value Orchestrator”** who can seamlessly blend capability and thinking across the two merging worlds of business and technology to help clients transform and realize new business opportunities.

We significantly **expanded our cybersecurity capabilities** and acquired two consultancies—**Edgile** in the United States and **Ampion** in Australia—that focus on helping clients manage the evolving landscape of cyber threats.



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The closure of our **largest acquisition to date, Capco**, was another important milestone. Capco’s consulting capabilities and domain expertise proved to be invaluable additions to our Banking Financial Services and Insurance offerings, allowing us to deliver clients a full spectrum of services—from consulting and strategy to technology development and implementation—in this critical sector. Capco recorded a strong double-digit growth in FY’22. We signed over 60 joint clients wins across our markets.

Overall, we completed six acquisitions in the last few quarters - **Capco, Ampion, LeanSwift, Edgile, CAS Group and, most recently, Rizing**—with each acquisition filling in a different piece of the puzzle, creating new synergies and differentiators for us in key strategic markets and deepening our consulting domain expertise in high-growth industries.

We continued to **invest in our people** and added over 45,000 new employees on a net basis in FY’22, marking our highest ever net talent acquisition!

Being a global company, we believe our strength comes from our ability to tap into a world of diverse views, thinking, and backgrounds that our people bring to the table each day.

I am particularly proud to report that, in FY'22, we recorded **advancements across diversity metrics**, improving ethnic diversity of our senior leadership by 24 percentage points and nearly doubling gender diversity in leadership ranks.

In helping our people realize their ambitions, we revamped our promotion cycles and incentive programs to ensure ongoing career progression and development. Additionally, we created new learning tools and rolled out new training programs to keep our people up to date with the latest professional and technical developments and to become an employer of choice for top technology talent.

Our people will always be our greatest asset. We will continue to invest in their ongoing development so they can deliver the cutting-edge thinking and solutions that our clients demand from us.

Accelerating our transformation journey

In FY'22, we achieved notable success in all aspects of our strategy and delivered ahead of expectations on several counts.

To **accelerate growth**, we prioritized specific sectors in our chosen markets. We invested in building solutions in areas where we see strong growth potential and doubled down on strategic sectors where we already have strong market presence.

The **Banking and Financial Services** is one such example where we are growing our eminence as the preferred partner for consulting, technology, and digital transformation services.

Another sector where we see strong growth potential is **Technology, Media and Telecommunications**. The acquisition of **CAS Group** will allow us to bring specialized expertise, strategic consulting, and program management capabilities to large-scale business and technology transformation projects in this sector, while increasing our penetration into the Fortune 100.

Our focused strategy led to robust revenue growth, not only in our top market—the U.S.—but also across Europe, where we experienced a remarkable 39% growth.

In FY'22, we made significant strides in **strengthening partnerships** and added more than half a dozen new clients with engagements exceeding \$100 million.

Further, we are increasingly shaping our client approach to **lead with business solutions** and invest in areas that are critical to clients' success.

Last year, we continued to build out our **AI and data analytics** capabilities, leveraging our 22+ years of analytics experience and the 30,000+ people focused on delivering big data, AI, and innovation capabilities across the globe.

We made remarkable progress in strengthening our **frontline sales and leadership** teams in local markets to deepen client relationships and better understand the unique local challenges.

Further, we are continuing to expand our **talent cloud** capabilities through our **Topcoder** platform, which is turning into a significant competitive advantage for Wipro in a business environment where most enterprises are struggling to find the tech talent needed to deliver digital solutions at scale.

Business Performance in FY'22

We accomplished revenues of \$10.4 billion—a significant milestone that represents 27% growth in constant currency and an addition of \$2.2 billion in revenues for the year.

Our order bookings in Annual Contract Value terms grew 30% YoY. We delivered profitability of 17.7% in fiscal year 2022 despite significant investments in solutions, capabilities, and talent, adjusted for Capco, our largest acquisition. This will be well above the pre-pandemic margin levels.

Our net income in absolute terms was the highest ever, which grew by over 13% and earnings per share expanded by 17% for the full year. We also had a robust operating cash flow generation of ₹ 110.8 billion, which is 90.7% of net income for the year.



Living our purpose and continuing our commitment to our employees, communities, and environment

Wipro has always operated with a strong **commitment to our values and purpose**, conducted business responsibly, and stood by the principles of democracy, justice, and equality.

As one of the only companies that gives back two thirds of its earnings to its communities, our shared sense of purpose is one of the main drivers of our success.

Most recently, shaken by the armed conflict in Europe, many of our employees in countries neighboring Ukraine personally joined relief efforts, providing food and shelter for thousands of displaced people. We also partnered with Project HOPE to raise funds to support their emergency response team and partners in providing critical medical supplies and assistance to refugees.

Climate change has become the greatest challenge of our era, posing a grave threat to our well-being, livelihoods, food and physical security, as well as our future development.

We have long acknowledged the negative impact of climate change on our society and incorporated **Environmental, Social and Governance (ESG)** principles into our business. As a founding member of Transform to Net Zero, we are fully committed to reducing our emissions to zero by 2040.

We recognize that the climate challenge is greater than us and requires collective action. We are now taking our learnings and applying our long-term experience in sustainability to help businesses define their ESG missions and reach higher standards. In the past year, we started creating a portfolio of sustainability solutions to accelerate how we help our clients address climate change and define optimal transitions to net zero.

Overall, our long history of **commitment to our communities, employees, and the environment** continues to be a critical differentiator for us in the marketplace and will become even more important as stakeholders' focus on ESG principles continues to increase.

Looking ahead

The past two years have been truly transformative for Wipro. The changes we made to our operations and organizational structure, as well as the new capabilities we built, have been making an impact on how the market and clients perceive us.

Clients are now turning to us to help them realize some of their boldest business and technology transformation goals. They are looking to us to design new solutions and orchestrate across ecosystems so they can act with the agility and speed they need to grow in an era of rapid innovation and disruption.

Reflecting this significant transformation in our market position, we recently launched a new brand campaign that speaks to who we've become to our clients and stakeholders.

Ambitions Realized, our first brand campaign in five years, is a culmination of our remarkable transformation and will become a guiding light for where we go from here.

As we kick off fiscal year 2023, we remain resolute in our commitment to helping our clients, employees, partners, and stakeholders realize their biggest ambitions and ignite personal and professional growth.

I would like to close out by thanking our employees across the globe who show up each day with the same passion and commitment to our success, as well as our clients, partners, investors, and all stakeholders for their continued trust in us.

Sincerely,



Thierry Delaporte

Chief Executive Officer and Managing Director