



WISSEN INFOTECH

SUSTAINABILITY REPORT

2024-25

Driving Impact with Purpose and Progress

Message from CEO



At Wissen Infotech, sustainability is not just a responsibility — it is an integral part of our purpose and long-term vision. As we complete 25 years in the IT services industry, we remain deeply committed to creating value through ethical governance, social responsibility, and environmental mindfulness. We recognize that our actions today shape the world of tomorrow, and we are actively working to reduce our environmental footprint, promote diversity and inclusion, and uphold transparency and accountability across all levels of our organization. Our commitment to the principles of Environmental, Social, and Governance (ESG) is reflected in our policies, culture, and day-to-day operations. We believe that sustainable growth is not just good business—it's the right thing to do, and we are proud to take this journey alongside our people, partners, and clients.

-Mr. Ashok K Thatipally
Founder, CEO & Head of Operations

Message from CFO



At Wissen, we believe that innovation and sustainability go hand in hand. As a technology company, we recognize our responsibility to reduce our environmental impact and contribute to a more sustainable future. We are committed to integrating green practices into every stage of our operations.

Over the past year, we have taken significant strides toward building a more sustainable organization. Recognizing the urgency of climate change, we have intensified our efforts to reduce carbon emissions across our operations. This includes optimizing energy consumption through the adoption of energy-efficient systems and continuously improving our digital infrastructure to lower power usage without compromising performance.

In line with our vision for a greener future, we are transitioning our office premises partly to certified green building. This facility is designed to meet high standards in energy conservation, waste management, and indoor environmental quality—reinforcing our commitment to responsible resource use and employee well-being.

Sustainability is not a one-time effort but a continuous journey. We are embedding ESG considerations into our strategic decision-making processes, ensuring that sustainability becomes an integral part of our corporate DNA.

As we move forward, we remain dedicated to transparently reporting our progress and collaborating with our partners, clients, and employees to build a more inclusive and sustainable future.

Together with our employees, partners, and clients, we strive to make tech smarter, cleaner, and more responsible.

-Mr. Madhav Vijjali
Founder, CFO and EVP of Business Development

Message from CRO



At Wissen, we believe that true progress is measured not only by financial performance, but by the positive, lasting impact we create for our people, our communities, and the planet. As we share our first Sustainability Report, I am proud of the deliberate steps we've taken—and continue to take—toward building a more responsible and resilient organization.

Sustainability is not a checkbox for us; it is a core value embedded in how we think, lead, and grow. Through the ESG framework, we are aligning our business with long-term goals that prioritize environmental responsibility, social equity, and strong governance practices. At the heart of this journey lies emotional intelligence—our ability to lead with empathy, foster inclusive relationships, and make thoughtful decisions that reflect both our values and the needs of those we serve.

From reducing our environmental footprint and supporting diverse, empowered teams, to upholding transparency and ethics in everything we do, we are committed to creating value that is sustainable, human-centered, and future-ready.

This report is not just a record of progress—it is a reflection of our mindset and a promise to keep evolving. We will continue to hold ourselves accountable to the highest standards, guided by emotional intelligence and a shared sense of purpose.

-Mr. Upendra Rachupally
Founder & Chief Revenue Officer

Message from Executive Chairman



Our first Sustainability Report is a matter of great pride and responsibility for us. As an innovative tech company that touches several industries and ecosystems every day, this report signals a promise to our people, our partners, and the planet that we are committed to progress that is not only profitable but also responsible.

We have always believed that long-term success must go hand-in-hand with long-term responsibility. This report is a transparent account of how we are embedding sustainability across our strategy and operations.

For us, sustainability is an imperative. Every business decision we make now considers its broader impact. We are taking active steps to reduce our carbon footprint across office operations and delivery with our energy-efficient campuses and digital-first delivery models. Our workplace is diverse and inclusive while being future-ready. Along with this, we are also sharpening our focus on governance with robust policies around data ethics and responsible AI.

More than reporting metrics, it is about building trust with every line of code, every project delivered, and every partnership formed.

At Wissen Infotech, ESG goals are integral to our business objectives, and we are committed to creating long-term value. Thank you to all those who have been part of this wonderful journey.

-Mr. Subhakar Kurly
Executive Chairman

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Driving Impact with Purpose

At Wissen Infotech, growth and sustainability go hand in hand. As we continue to scale our operations, enter new markets, and strengthen our technological capabilities, we remain anchored in our commitment to responsible and purpose-driven growth. The theme of this year's sustainability report, "Driving Impact with Purpose," reflects our belief that true progress is measured not just by business success, but by the positive impact we create for our people, communities, clients, and the environment.

Our expansion efforts are guided by a deep understanding that long-term success is only possible when built on a foundation of ethical governance, inclusive growth, and environmental stewardship. Whether it's through innovation in our digital solutions, investments in employee development, or our engagement in community upliftment, we are embedding sustainability into the core of our business strategy.

This report highlights our

initiatives, performance, and progress across key ESG pillars, showcasing how we are aligning our growth ambitions with the global sustainability agenda—creating shared value while shaping a resilient and responsible future.



About the Report

“

We are proud to present Wissen Infotech’s inaugural Sustainability Report for the year 2025. This report marks a significant milestone in our journey towards integrating sustainability into our core business operations. As our first sustainability report, it reflects our commitment to transparency, accountability, and long-term value creation for all stakeholders.

”

Reporting Scope and Boundary

This report covers Wissen Infotech’s sustainability initiatives and performance for the financial year 2024-25, focusing on our operations in the Hyderabad and Bengaluru locations. The scope includes activities under our direct control within these locations, serving as a baseline for future sustainability efforts.

Reporting Framework

This Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021, ensuring a comprehensive and transparent approach to disclosing our ESG performance. Additionally, we have mapped our initiatives and contributions to the United Nations Sustainable

Development Goals (UNSDGs), reflecting our commitment to advancing global sustainability priorities. These frameworks provide a structured foundation for measuring our impact and aligning our efforts with international best practices.

Forward-Looking Statement

This report includes forward-looking statements reflecting our expectations and plans, based on reasonable assumptions and past performance. These statements are influenced by factors such as industry trends, market conditions, regulatory landscapes and other external variables. As such, they are inherently subject to change, and the assumptions underlying them may evolve significantly over time.

Responsibility Statement

Wissen Infotech is committed to the accuracy and transparency of the information presented in this sustainability report. The data and disclosures reflect our genuine efforts towards ESG goals. While we strive for continuous improvement, this report represents our dedication to responsible business practices and sustainable growth.

Feedback

We value your feedback on the report:

Please reach out to us on: swati.sinha@wisseninfotech.com

Company Overview

Introduction to Wissen Infotech

Established in 2000, Wissen Infotech has grown into a global organization with offices in the US, India, UK, Australia, Mexico, Vietnam, and Canada. Our world-class infrastructure and development facilities are strategically located to support its global operations effectively.

Wissen serves as an end-to-end solution provider across key verticals, including Banking & Financial Services, Telecom, Healthcare, Manufacturing, and Energy. With a proven track record, it has successfully delivered several projects for more than 20 Fortune 500 companies, reflecting our expertise and commitment to excellence.

Focused on enabling organizational resilience and fostering digital fluency, Wissen helps clients implement enterprise systems, craft digital strategies, and achieve business transformation. These efforts ensure clients gain a competitive advantage in an ever-changing business environment.

By utilizing the global presence, adherence to industry-standard processes such as ITIL, and multi-location facilities, Wissen consistently delivers cost-effective, high-quality solutions designed to maximize returns on IT investments.



Vision

To drive transformative growth by delivering innovative, secure, scalable, and quality IT solutions globally at optimized costs, helping customers achieve a competitive edge by focusing on their core business, while committing to ethical & sustainable practices and responsibility towards environment & community.



Mission

Deliver high-performance outcomes through collaborative partnerships, innovation, and a commitment to excellence and customer success while fostering social responsibility and environmental sustainability.



Values

Transparency, Ownership and Commitment, Seeking Perfection, Curiosity, Respect, Integrity and Social & Environmental Sustainability



Operating Principles

Align with Client Goals, Make an Impact, reduce our Carbon Footprint, Design for High Performance, Promote Sustainability, Collaborate, Stay Committed to Social Responsibility.

Geographical Presence



Business Activities at a Glance

Wissen provides a comprehensive range of Digital Transformation Services tailored to meet the evolving needs of global clients. The key service offerings include:



Stakeholder Engagement

At Wissen, stakeholder engagement is integral to our business strategy and long-term value creation. We actively engage with both internal and external stakeholders through structured and meaningful channels to understand their expectations, foster transparency, and strengthen relationships. Our stakeholder engagement framework ensures that the voices of all key stakeholder groups are heard and addressed through regular communication, feedback mechanisms, and collaborative initiatives.

External Stakeholder Groups Include:



- **Clients:** Engaged through weekly status calls, quarterly business reviews, and annual Customer Satisfaction (CSAT) surveys.
- **Suppliers:** Interactions are maintained through mutual visits and ongoing collaboration to ensure quality and continuity.
- **Society at Large:** We connect through community engagement initiatives, social events, and employee volunteering programmes aimed at making a positive impact.

Internal Stakeholder Groups Include:



- **Employees and Their Families:** We foster a supportive work culture through engagement activities, Family Day events, townhalls, skill-based training (technical and non-technical), Annual Day celebrations, and sports events.
- **Board of Directors and Senior Management:** Engagement is facilitated through regular board meetings, email communications, and monthly review meetings with the CEO to align on strategy and performance.

Memberships and Associations

As part of our broader stakeholder engagement strategy, we collaborate with influential industry associations and regulatory bodies to contribute to policy advocacy, promote sustainability, and stay aligned with emerging trends. These partnerships allow us to engage in constructive dialogue, influence industry-wide progress, and reinforce our commitment to responsible business practices.

Key Affiliations and Contributions Include:

Federation of Telangana Chambers of Commerce and Industry (FTCCI):

We participate in multi-sectoral discussions that encourage inclusive economic growth and enable knowledge-sharing across industries.

Hyderabad Software Enterprises Association (HYSEA):

Through this association, we support innovation-driven growth and work towards advancing sustainability practices in the technology sector.

Materiality Assessment

Wissen's materiality assessment is rooted in the MSCI sectoral map and peer analysis, ensuring alignment between our sustainability priorities, stakeholder expectations, and business impact. By leveraging the MSCI ESG framework, we have developed a structured evaluation process to identify and address key areas of importance to our business and its stakeholders. The Board of Directors, along with the ESG Committee, actively oversees the management of material topics, reinforcing our commitment to responsible governance and long-term value creation.

Steps in our Materiality Assessment

IDENTIFICATION OF KEY ISSUES

We utilized MSCI ESG materiality maps to pinpoint industry-relevant environmental, social, and governance (ESG) issues. Key areas of focus include:

- **Environmental:** Carbon emissions, energy efficiency, and e-waste management.
- **Social:** Human capital development, privacy and data security, and supply chain labor standards.
- **Governance:** Ethical practices, transparent reporting, and board oversight.

INTEGRATION INTO STRATEGY

We are integrating these material topics into Wissen Infotech's sustainability roadmap and reporting framework. This includes establishing measurable KPIs to monitor our progress and sharing transparent updates with stakeholders.

By prioritizing these areas, we ensure that our sustainability efforts address the issues that matter most to our stakeholders and contribute to the long-term resilience of our business. This approach empowers us to:

- Proactively address critical ESG risks and opportunities.
- Strengthen stakeholder engagement and trust.
- Align with global reporting standards such as GRI and MSCI ESG Ratings.

Material Topics



Environment

1. Carbon Emission
2. Opportunities in Green Building
3. Opportunities in Renewable Energy
4. Energy and Emission Management
5. Water and Waste Management



Social

1. Human Capital Development
2. Diversity and Inclusion
3. Employee Health and Wellbeing
4. Employee Engagement
5. Supply Chain Management



Governance

1. Business Ethics
2. Tax Transparency
3. Corporate Governance
4. Business Continuity and Risk Management

Environment

Performance Highlights

Commitment to SBTi	Procurement of 30% IRECs
Regular ESG Trainings for Employees	Improved CDP Score from "D" to "C"

SDG Alignment



Environment Policy and Governance

At Wissen Infotech, we are deeply committed to environmental stewardship ably guided by our CFO. A dedicated ESG team looks into the effective implementation of all environment-related initiatives.

We have also established a comprehensive Environmental Policy that reflects our commitment as a responsible environmental steward for the management of waste, water, and energy. This policy serves as the foundation of our sustainability efforts, ensuring that we operate in a manner that represents circularity and promotes long-term ecological balance.

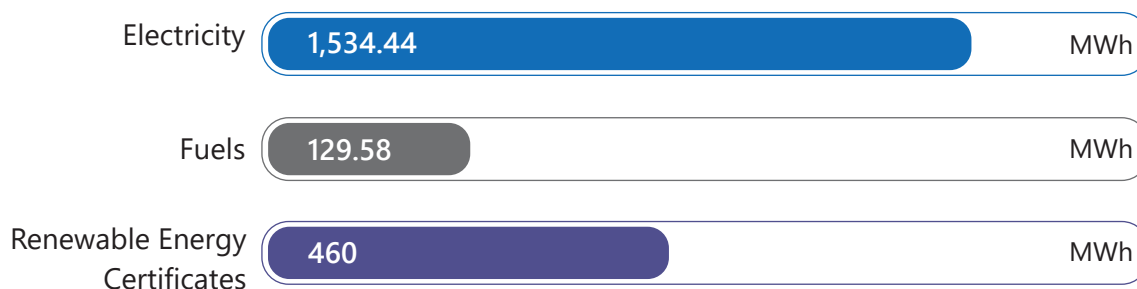
Environmental Stewardship at Wissen Infotech

At Wissen Infotech, we are deeply committed to protecting the environment and embedding sustainable practices into every aspect of our operations. By prioritizing resource efficiency and reducing and recycling waste, we strive to minimize our ecological footprint. Our focus is on understanding climate-related risks and opportunities, conserving natural resources, and fostering environmentally conscious practices throughout our operations, extending to our value chain.

Our alignment to global net-zero goals, SBTi and India's Nationally Determined Contribution (NDCs) guide us to take proactive steps to reduce greenhouse gas (GHG) emissions.

Energy Consumption

We have integrated energy management programs across our operations to enhance energy performance, lower energy costs, and our operational emissions. Building a culture of energy efficiency is key to our approach, and we continue to invest in advanced technologies and renewable energy initiatives in line with our business strategy and vision.



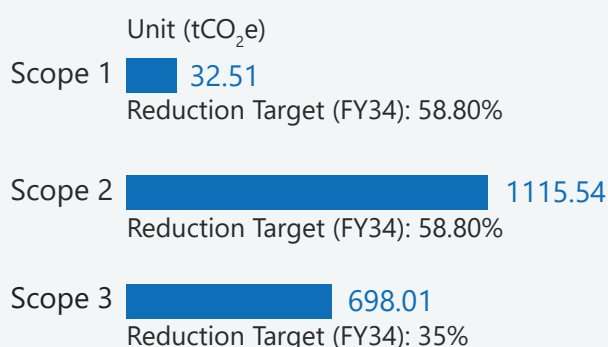
Energy Efficiency Initiatives

- **Optimized Air Conditioning:** We have implemented controlled temperature settings for air conditioning systems to minimize energy consumption while maintaining comfort.
- **Efficient Lighting Practices:** All office spaces are equipped with energy-efficient LED lighting, and we ensure lights are turned off when not in use to conserve energy. During night shifts, employees are encouraged to work from only one floor as the strength is low.

GHG Emissions

We are committed to reducing greenhouse gas emissions and addressing the challenges of climate change. Climate change poses significant risks to organizations, impacting operations, supply chains, and financial stability. To mitigate these risks, we have established a detailed GHG inventory of our emissions using GHG Protocol. These efforts are part of our broader climate strategy to tackle climate risks and contribute to a more sustainable future.

Emission Profile



Emission Reduction Initiatives

Operational Control

At Wissen Infotech, we take proactive steps to optimize energy use and minimize emissions. We maintain controlled temperature settings for air conditioning to balance energy efficiency and comfort. Lights are turned off when not in use, and all office spaces are equipped with energy-efficient LED lighting to reduce energy consumption without compromising functionality.

Employee Awareness and Training

We actively engage our employees in our sustainability journey by organizing regular awareness sessions on energy-saving practices. These sessions encourage team members to take an active role in our efficiency efforts, fostering a culture of environmental responsibility throughout the organization.

Green Building Certified Office in Hyderabad

Our new LEED-certified office in Hyderabad is a testament to our commitment to sustainable infrastructure and environmental stewardship. The building incorporates advanced energy efficiency measures, water-saving technologies, and systems that enhance indoor air quality, creating a healthier and more sustainable workspace. The inclusion of a rainwater management system underscores our focus on resource conservation and resilience and also aligning with global best practices.

Investment in IRECs

In line with our commitment to reducing energy consumption and advancing our Science Based Targets initiative (SBTi) goals, we have begun procuring International Renewable Energy Certificates (IRECs). These now account for 30% (460 MWh) of the total energy consumption across our facilities in Hyderabad and Bengaluru, marking a significant step toward our transition to cleaner energy sources and reinforcing our commitment to sustainability.



Water Management

Water Consumption (KL)

12558.85

FY 2024-25

At Wissen Infotech, we recognize water as a vital resource and are fully committed to its responsible management. To foster a culture of conservation, we actively educate and engage all employees on best practices for water management.

Within our Hyderabad campus, we have implemented a sewage treatment plant (STP) to ensure effective water recycling. The treated wastewater is repurposed for activities like watering the plants in the office premises and for flushing purposes in toilets, reinforcing our commitment to sustainability and resource efficiency. This initiative reflects our dedication to minimizing water wastage and promoting eco-friendly practices across our operations.

Waste Management

Waste Generated (Kgs)

Hazardous Waste



1540.5

E-Waste

Non-Hazardous Waste



6861

Food Waste



1193

Paper Waste

Total (Kgs) **9594.5**

Waste Recycled: **9594.5 Kgs (100%)**

Waste Recycled

At Wissen Infotech, we recognize the critical importance of responsible waste management and its role in reducing environmental impact. Adhering to the 3R principle-Reduce, Reuse, and Recycle-we have implemented comprehensive measures to promote sustainable practices across our operations.

One of our key sustainability initiatives is the replacement of plastic bottles with eco-friendly glass bottles across all our offices, underscoring our commitment to reducing single-use plastics and promoting an environmentally conscious workplace. In addition, we have eliminated the use of paper cups, replacing them with reusable steel cups, and encourage employees to bring their own tea and coffee mugs. To further strengthen these efforts, we regularly conduct awareness sessions to educate employees on best practices for waste reduction and to inspire active participation in our broader sustainability goals.

In managing electronic waste, we ensure that all e-waste is responsibly disposed of through authorized recycling vendors. Furthermore, to reduce unnecessary waste, we prioritize repairing electronic equipment, such as laptops, before considering replacements. 100% of our E-waste goes for recycling to authorised vendors. All the food waste generated on our premises is composted.

Biodiversity

As an IT and technology-driven organization, our offices are strategically located in established urban zones that do not fall within ecologically sensitive or protected areas. This minimizes our direct environmental footprint in terms of land use and biodiversity impact.

However, recognizing our broader responsibility towards environmental stewardship, we actively engage in tree plantation drives in collaboration with local communities and authorities. These initiatives are aimed at enhancing urban green cover, improving air quality, and contributing to climate resilience.

Our efforts are further strengthened by the enthusiastic participation of our employees, who volunteer their time and skills for these drives and other sustainability-related activities. This culture of environmental consciousness is embedded in our organizational ethos, reinforcing our commitment to creating a positive impact beyond our operational boundaries.



Climate Strategy

Climate Strategy at Wissen Infotech

At Wissen Infotech, our climate strategy is rooted in proactive action, measurable progress, and a commitment to long-term sustainability. We aim to not only comply with global standards but to lead by example in reducing our environmental impact and strengthening climate resilience across our value chain.

1. ESG Governance and Oversight

- **Dedicated ESG Core Committee:**
The implementation and oversight of our climate strategy is driven by an ESG Core Committee, chaired by our Chief Financial Officer (CFO). This cross-functional body ensures ESG considerations are embedded across business functions and aligned with strategic goals.

- **Board-Level Commitment:**
A dedicated Sustainability budget has been approved by the Board to support implementation, signaling our strong governance and resource commitment to environmental responsibility.

2. Climate Risk Assessment and Scenario Analysis

- We conduct comprehensive climate risk assessments to identify and evaluate potential climate-related threats and opportunities across our operations and supply chain.
- Through scenario analysis, we assess the potential impact of different climate futures—enabling better preparedness and informed decision-making to safeguard our business continuity and stakeholder interests.

3. Science-Based Targets and Decarbonization

- We are currently in the process of validating our emissions reduction targets with the Science Based Targets initiative (SBTi).
- This step aligns our climate goals with globally accepted decarbonization pathways and reinforces our commitment to limiting global temperature rise in accordance with the Paris Agreement.

4. Performance Monitoring and External Ratings

- We actively participate in third-party ESG performance assessments to benchmark our progress and drive continuous improvement:
 - » CDP (Carbon Disclosure Project): Our CDP climate disclosure score improved from 'D' last year to 'C' this year, reflecting enhanced transparency, improved risk disclosure, and growing maturity in climate-related data management.
 - » EcoVadis: Our performance in the EcoVadis sustainability rating continues to inform our strategy, helping us track progress and align with global best practices.

Employee Awareness and Trainings on ESG

At Wissen Infotech, we prioritize employee awareness and engagement in our sustainability journey. We conduct regular training sessions on energy efficiency, emissions reduction, waste management, and fuel & water conservation, equipping our workforce with the knowledge to adopt sustainable practices. Additionally, we actively encourage employees to contribute ideas and provide feedback, fostering a culture of collective responsibility and continuous improvement in our ESG initiatives.

In FY 2024-25, 85% employees were trained on ESG

Social

Performance Highlights

15523.4 Total Training Hours	46.86 Average Training Hours/Employee	100% Employees Receiving Trainings on Employee Health and Safety
₹50 Lakhs CSR Spent	Employee Diversity 72.5% Male 27.4% Female	70% Strategic Suppliers Covered Under Supplier Awareness Program

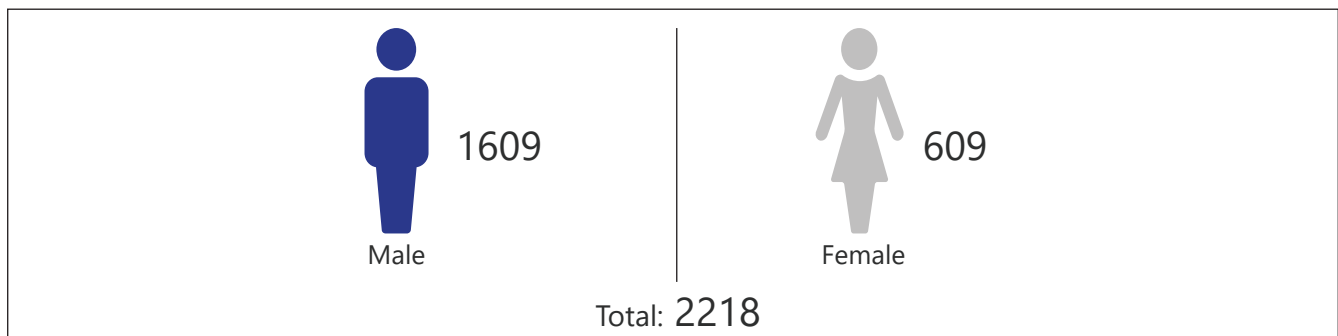
SDG Alignment



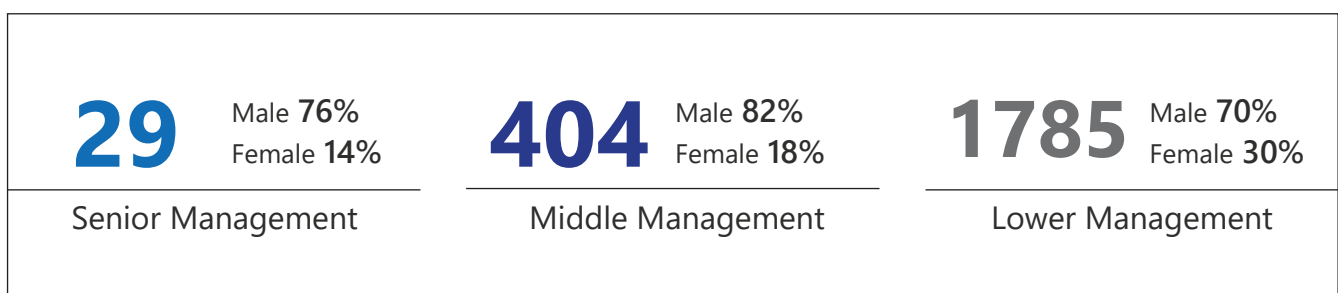
Employees: Building a Sustainable Workforce

At Wissen, we are committed to creating an inclusive, empowering, and sustainable workplace where every individual can thrive. Our approach to employee engagement aligns with core values of innovation, integrity, and collaboration, ensuring that our workforce is prepared to meet the challenges of tomorrow.

Workforce Breakdown:



Breakdown by Category

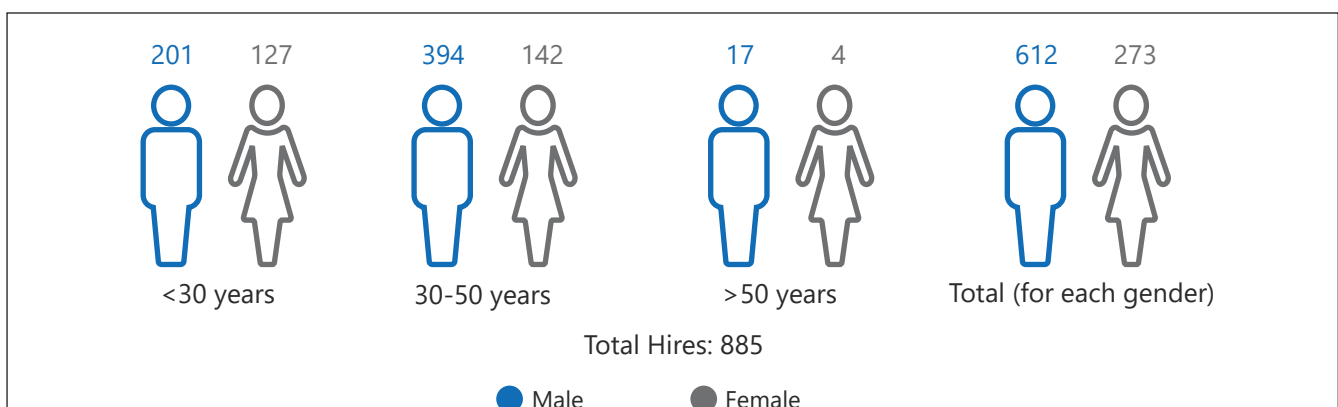


Talent Attraction and Retention

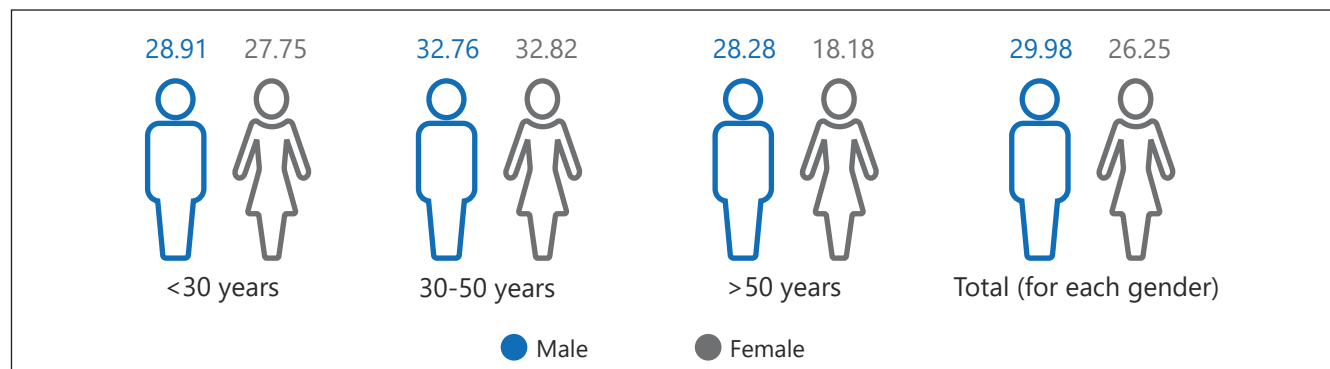
At Wissen, our people are the foundation of our success and the driving force behind sustainable growth. We are committed to fostering a diverse and inclusive workforce by actively seeking talent from all backgrounds and promoting equal opportunities through inclusive hiring practices. Our responsible hiring process ensures fairness and prevents discrimination at every stage of recruitment.

We enhance employee empowerment through upskilling, personalized learning paths, and career development opportunities. Employee retention is strengthened with wellness programs, flexible work options, open communication, and competitive benefits. By leveraging digital tools, we have streamlined our hiring processes, ensuring a seamless and efficient experience for all candidates.

New Hires: FY 2024-25

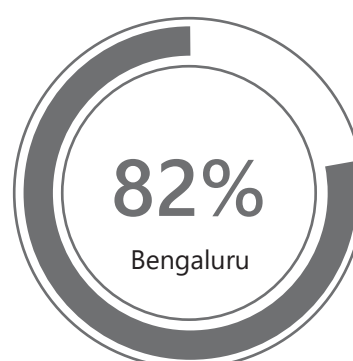
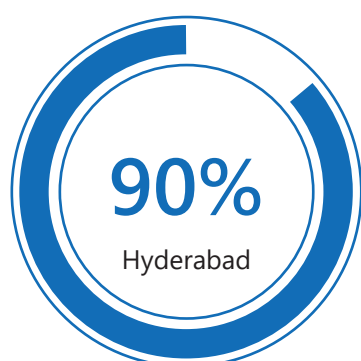


Employee Turnover



Hiring from Local Community

At Wissen Infotech, we are committed to supporting inclusive economic growth by hiring talent from the local communities where we operate. We define local talent as individuals who reside in the area and do not need to relocate for employment. This approach helps us create meaningful job opportunities, strengthen community ties, and contribute to regional development while reducing the environmental impact associated with employee relocation. **100% of the senior management is hired from the local community**



Internal Job Mobility

At Wissen, we actively promote internal job mobility as a means to foster career growth, retain talent, and build a versatile workforce. Employees are encouraged to explore new roles across functions and geographies, enabling them to broaden their skill sets and pursue diverse career paths within the organisation. This not only enhances employee engagement and satisfaction but also helps us build a resilient and future-ready workforce.

In FY 2024-25, 892 positions are filled internally

Performance Review & Incentives at Wissen

At Wissen, we foster a merit-driven culture where employees are recognized and rewarded for their contributions to project success and business growth. The appraisal process is conducted with transparency, fairness, and without discrimination. Evaluations are based on individual performance, achievements, and contributions, ensuring equitable treatment for all employees, irrespective of personal characteristics. Wissen is committed to promoting equal opportunities and a bias-free work environment. Performance reviews are conducted annually, focusing on meaningful performance conversations that

align individual efforts with business objectives. Our evaluation approach is outcome-based, emphasizing results and impact rather than just processes or effort. To ensure fairness and transparency, managers undergo training to conduct constructive performance dialogues, fostering goal alignment and career growth. They are also sensitized to principles of fairness and equity, minimizing unconscious bias in assessments. This structured approach ensures that performance management at Wissen remains objective, transparent, and growth-oriented, driving both individual and organizational success.

Employees Receiving Performance Management and Career Development Review



Learning & Development at Wissen

At Wissen, we believe that continuous learning is the key to innovation and excellence. Our Learning & Development (L&D) team is committed to facilitating new and engaging ways to upskill our workforce, ensuring they remain highly competent and adaptable. By fostering a culture of continuous learning, we empower our teams to thrive in challenging situations, collaborate effectively in multi-disciplinary teams, and excel in a highly cross-functional environment.

Highlights

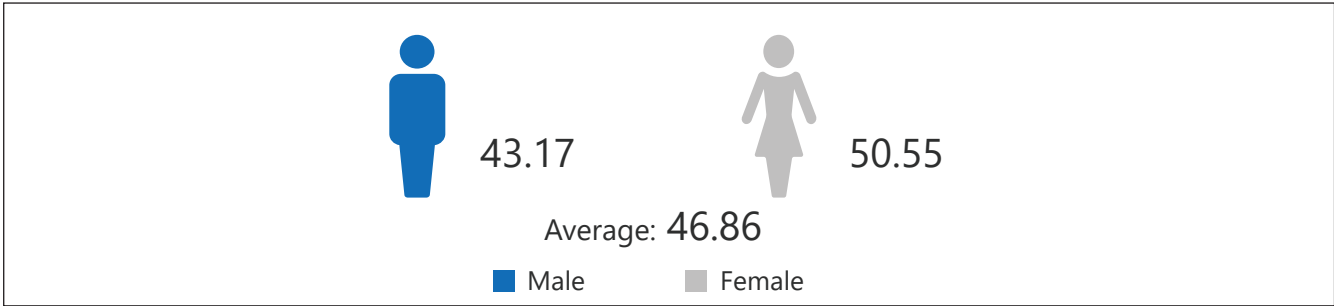




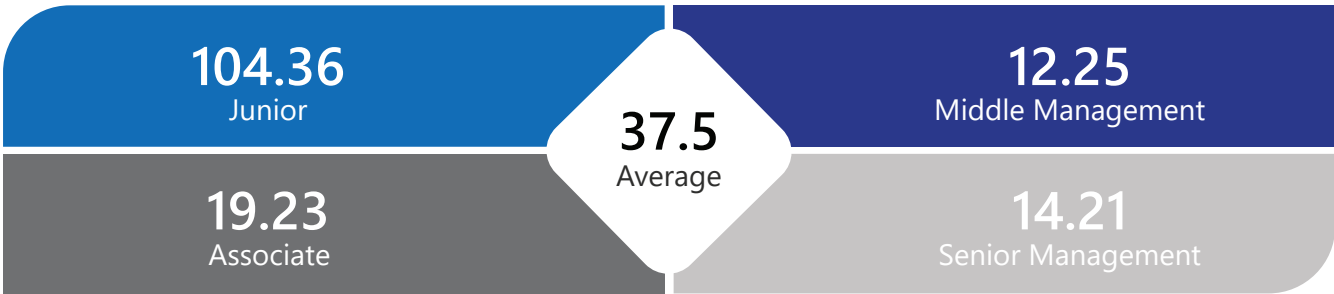
	Career Development	Personal Development	Leadership Development	Professional Skills Training & Coaching	Others (Compliance- CoC, Whistleblower, Anti-Harassment, Anti-Bribery, QMS & ISMS Awareness Sessions, Induction, Awareness Sessions and Generic Trainings)
No of trainings	360	33	16	26	59
No of employees	920	357	252	622	2612

1435 unique employees have attended skill development trainings (including all 4 categories above)

Average Training Hours (2024-25)



Average Training Hours by Employee Category (2024-25)



Training & Development Programs

Technical Learning and Upskilling

Wissen's L&D team delivers an extensive portfolio of technical training programs to help employees stay ahead of emerging technologies and industry trends. Our trainings cover a wide range of in-demand domains including:

- Programming & Analytics
- Cloud & DevOps
- Cybersecurity
- Machine Learning & AI
- Enterprise Technologies
- IT Operations

These trainings are delivered via internal expert trainers, instructor-led virtual sessions, external partners, and platforms like Udemy. Our internal Technical Trainers Pool allows knowledge to be shared organically, ensuring that learning is tailored, relevant, and contextual.

Leadership and Soft Skills Development

To nurture strong leadership across all levels of the organisation, Wissen has launched targeted development programs:

- **Leadership for All:** Designed for both first-time and experienced managers, this program focuses on building leadership acumen,

performance management, team engagement, and strategic thinking.

- **Training for First-Time Managers:** Supports employees transitioning into managerial roles with skills in communication, appraisal handling, and people leadership.
- **Training for Experienced Managers:** Enhances the capabilities of seasoned leaders to manage diverse, high-performing teams and shape organisational culture.

In addition, soft skills programs such as career development, personal effectiveness, and communication workshops are curated in collaboration with project heads to meet specific team needs.

Signature Learning Initiatives

- **Weave a Tale:** A storytelling and public speaking platform that encourages self-expression, improves communication, and builds confidence in a supportive, judgment-free environment.
- **Don't Just Retire – Refire:** A financial literacy initiative developed in partnership with the Centre for Investment Education and Learning (CIEL), helping employees prepare for life after retirement through sessions on saving, investing,

taxation, and pension planning.

- **Apprenticeship Program:** Tailored for fresh graduates, this program includes hands-on technical training, communication coaching, weekly assessments, story deck presentations, role-plays, and interactive sessions with senior leaders—offering a strong foundation for new entrants into the IT industry.

AI and Innovation-Driven Learning

Through AI@Wissen, the L&D team collaborates with the AI Centre of Excellence (COE) to promote the effective use of AI tools. This includes structured email campaigns and instructor-led training sessions that ensure employees are AI-literate and future-ready.

The L&D team also plays a key facilitative role in Technovation—a company-wide innovation challenge. It empowers employees to submit ideas that could improve business processes, customer experience, or technology solutions. In H1 of the year:

- 69 ideas were submitted across two quarters.
- 10 ideas were selected for implementation, with mentorship and support from the COE and business

leaders.

- Employees volunteered and collaborated to drive projects aligned with strategic business goals.

Future Vision: Wissen University

The L&D team is currently working on developing Wissen University, a comprehensive internal learning platform that will serve as a central hub for training, certifications, and knowledge sharing. This initiative is expected to elevate organisational learning and standardise best-in-class practices across global teams.

Diversity Equity and Inclusion

Diversity, equity, and inclusion are central to our workplace ethos. Wissen values the unique backgrounds, experiences, and perspectives of all the employees, fostering an environment that respects and celebrates individuality. This commitment enhances creativity, drives innovation, and strengthens our organizational culture. At Wissen, embracing diversity, equity, and inclusion is not just a principle but a strategic priority. By working together, we



strive to build a more inclusive organization, one that is equipped to thrive in an interconnected, global landscape. environment that respects and celebrates individuality. This commitment enhances creativity, drives innovation, and strengthens our organizational culture.

Diversity and Inclusion Policy

Wissen's Diversity and Inclusion Policy affirms our commitment to providing equal employment opportunities and fostering a diverse, equitable, and inclusive workplace where all employees feel respected, valued, and empowered to contribute to their fullest potential regardless of their background, gender, ethnicity, age, disability, sexual orientation, or cultural beliefs.

At Wissen Infotech, we recognize that our strength lies in the diversity of our people and the inclusive environment we nurture. Across all locations where we operate, we ensure compliance with local employment laws and aim to exceed mere compliance by embedding diversity, equity, and inclusion (DEI) in our processes and policies. We strive to create an environment where everyone thrives and contributes to our collective success.

Equal Employment Opportunities

We ensure that all employment practices, including recruitment, hiring, promotions, and compensation, are conducted without bias. Our commitment to equal employment opportunities is reflected in our Responsible Recruitment Policy and practices that support gender parity and equitable representation at all levels of the organization.

Inclusive Workplace Initiatives

To cultivate an inclusive culture, we implement various initiatives to support employee resource groups, and regular training sessions on unconscious bias and cultural competency. These efforts aim to create a supportive environment where diverse perspectives are valued and integrated into our business operations. We also celebrate multicultural festivals in the organisation to ensure everybody feels included.

Gender Diversity

Wissen is committed to fostering an inclusive and diverse workplace, with a strong emphasis on gender diversity. Women make up 27% of our workforce, reflecting our dedication to creating equal opportunities and a balanced work environment. We actively promote policies and initiatives that support career growth, leadership development, and a culture of respect and inclusion, ensuring that every employee can thrive and contribute meaningfully to our success.

Wissen Infotech was honoured with the 'STPI IT Export Award 2023–2024' at the 27th edition of the Bengaluru Tech Summit " held in November 2024 in recognition of our "Exceptional Growth in Women's Employment. This award reflects our ongoing commitment to fostering gender diversity and creating inclusive opportunities in the technology sector.

DEI Training

Wissen has conducted trainings to foster a more inclusive and respectful workplace. These sessions educate employees on unconscious bias, inclusive behaviors, and equitable workplace practices.

In FY 2024-25, 70% of our employees received DEI trainings

Empowering Inclusive Leadership: Wissen's 5-Day DEI Training

At Wissen, we believe leadership is the cornerstone of a thriving, inclusive, and high-performing workplace. In line with this vision, we conduct a 5-days leadership development program that focuses on fostering diversity, equity, and collaboration across all levels.

Objective

To build leadership capabilities that promote inclusive communication, address unconscious bias, strengthen team synergy, and enhance feedback culture.

Key Modules Covered

- Understanding Diversity & Inclusion
- Recognizing & Addressing Bias
- Accountability, Collaboration & Team Synergy
- Grievance Handling & Conflict Resolution
- The Power of Feedback & Coaching

Implementation

Delivered virtually for maximum accessibility, the program is rolled out in phases across leadership teams, with continuous feedback to track progress.

Value Delivered

- Strengthens employee engagement and psychological safety
- Improves team collaboration and conflict resolution
- Boosts innovation through diverse perspectives

Reinforces Wissen's culture of transparency and continuous growth

Employee Benefits & Well-Being at Wissen

At Wissen, we believe that our employees are our greatest asset. We are committed to fostering a supportive, healthy, and rewarding work environment that prioritizes their well-being, professional growth, and work-life balance. Our comprehensive employee benefits program is designed to provide security, motivation, and personal fulfilment through various initiatives.

1. Parental Leave (Maternity & Paternity)

We support working parents by offering paid maternity and paternity leave, ensuring that the new parents can focus on welcoming a new family member without work-related concerns.

Employees that took parental leave	 Male 10  Female 40 Total 50
Employees that returned to work in the reporting period after parental (maternity) leave ended	26

Women availing maternity leave in Dec 24 are expected to return by Jun'25

2. Sabbatical Leave

Employees who wish to focus on long-term personal development, higher education, research opportunities, or simply a break for rejuvenation can avail sabbatical leave. This helps them return to work refreshed and with new perspectives that contribute positively to their roles.

3. Bereavement Leave

Wissen recognizes that the loss of a loved one is a deeply personal and difficult experience. In support of our employees during such times, we offer bereavement leave to provide time for grieving, attending funeral services, and managing personal affairs.

4. Healthcare & Insurance

To ensure financial and medical security, Wissen provides comprehensive healthcare benefits, covering 100% of our employees including:

- Group Health Insurance - Covering hospitalization, outpatient treatments, and wellness programs
- Group Term Life Insurance – Covering employees against unforeseen circumstances.
- Group Personal Accident Insurance – Covers accidental death and provides benefits for permanent or temporary disability.

5. Flexible Working

Wissen offers flexible working arrangements, including remote work and hybrid models, to support work-life balance and enhance productivity. Employees can choose work-from-home options based on role

requirements and business needs, ensuring both operational efficiency and personal well-being. With a variety of flexible work arrangements, employees can plan their schedules to maintain a healthy balance, reducing stress and enhancing overall satisfaction. Our policies are designed to empower employees to focus on their professional goals while also prioritizing their health and personal lives.

Wissen doesn't encourage overtime for the employees. But in case if that happens Wissen ensures that the employees are remunerated for it appropriately.

6. Employee Incentives & Rewards

Recognizing and rewarding employee contributions is integral to Wissen's work culture. Our incentive programs are structured to keep employees engaged and motivated.

7. Employee Satisfaction

Wissen conducts an annual employee satisfaction survey to gain insights into the experiences, expectations, and overall engagement levels of its workforce. The survey aims to understand employee perspectives on various aspects such as workplace culture, leadership, communication, career development, and work-life balance.

97.9% employees participated in the Employee Satisfaction Survey conducted in FY 2024-25
ESAT Score FY 2024-25: 90.92%

8. Recognition & Awards

At Wissen, we firmly believe that recognizing and rewarding employees for their contributions is essential to driving success, fostering a positive work culture, and aligning individual efforts with corporate goals. Our Rewards and Recognition program is designed to celebrate excellence and motivate employees to achieve their full potential while advancing the company's vision and values.

The program serves as both a morale booster and a key driver of productivity, positivity, and employee retention. By acknowledging outstanding performance, we not only recognize individual achievements but also set role models for others to emulate. This creates an environment where employees feel valued, motivated, and engaged.

9. Transition Assistance Program

At Wissen, we recognise that career transitions—especially into retirement—are significant life events that require thoughtful preparation and support. Our Transition Assistance Program is designed to help employees navigate these changes with confidence by offering resources that promote financial security, emotional readiness, and long-term well-being.

One of the key initiatives under this program is "Don't Just Retire – Refire", a financial literacy workshop conducted in partnership with the Centre for Investment Education and Learning (CIEL). This initiative equips employees with essential knowledge on saving, investing, taxation, and pension planning. Through expert-led sessions, employees gain practical tools and insights to make informed financial decisions and smoothly transition into a secure and fulfilling post-retirement phase.

10. Communication of Operational Changes:

At Wissen, all operational changes are communicated to relevant stakeholders within a one-month timeframe, ensuring transparency, preparedness, and seamless adaptation across teams.

Great Place to Work Certified

Our commitment to employee well-being, professional development, and a strong sense of purpose has helped us build a workplace where people feel valued and inspired. We have consistently been certified as a “Great Place to Work” for past 4 years ensuring we create a fair, empowering and supportive working environment for all of our employees.



Employee Engagement Initiatives at Wissen Infotech

At Wissen, we strongly believe that a workplace where employees feel valued, supported, connected and engaged is a productive and dynamic workplace. Our dedicated employee engagement team ensures that they design fun activities that strengthen teamwork and communication, foster problem solving, innovation and strategic thinking, boost morale, and promote holistic well-being and inclusiveness at workplace and highlight the importance of collaboration in achieving project goals.

These programs include:

Celebration of Festivals:

At Wissen, we take pride in the rich cultural diversity of our workforce and celebrate it through a wide array of festivals throughout the year, including Makar Sankranti, Holi, Ugadi, Ganesh Chaturthi, Navratri, Dussehra, and Christmas. Each celebration is uniquely curated to foster unity, joy, and employee engagement.

The year featured a range of vibrant activities: from kite-making workshops and intricate rangoli competitions symbolizing hope during Makar Sankranti, collaborative canvas painting during Holi, and traditional prayers with pachadi distribution for Ugadi. Ganesh Chaturthi was celebrated with nine days of prayers and festivities, while Navratri brought energy to the workplace through a Dandiya workshop, a "9 days, 9 colours" dress code, and a contest recognizing the best-dressed employees. Diwali was marked by gift distribution by Management and a cultural performance where employees showcased their talents, and the year ended with a cheerful Secret Santa event during Christmas.

Together, these celebrations added yet another memorable chapter to Wissen's vibrant cultural journey, making the workplace a source of joy and shared tradition.



Fun Fridays

Fun Fridays at Wissen are dedicated to fostering team bonding, creativity, and relaxation through a series of engaging and enjoyable activities. These regular social events create a lively and collaborative atmosphere, allowing employees to unwind and connect beyond work.

Highlights from the year included a range of innovative and interactive activities. The Fitness Challenge energized employees with fun physical tasks, promoting wellness and healthy competition. The Blindfold Drawing Challenge brought out laughter and creativity as participants attempted to draw various objects while blindfolded, resulting in amusing and imaginative outcomes.

In the Spin a Yarn activity, employees showcased their storytelling skills by collaboratively building a narrative, while the Suck it Up challenge tested coordination and teamwork as teams competed to transfer items using only straws. Musical talents were celebrated during the Music Jam Session, creating a relaxed, creative space for expression and enjoyment.

Other team-based activities included an adventurous Treasure Hunt that encouraged problem-solving and collaboration across teams, and Human Tic Tac Toe, a dynamic game that promoted strategic thinking and teamwork. The Pass Through the Hoop challenge further enhanced coordination and group synergy, as employees worked together to achieve a shared goal.

Together, these Fun Friday initiatives played a key role in nurturing a positive workplace culture, strengthening interpersonal relationships, and creating lasting memories for all participants.



Project-Specific Activities:

Tailored activities designed to enhance collaboration within project teams.

The activity featuring the Game of Phones was an innovative and interactive event. Employees used their smartphones to complete a series of fun and challenging tasks, encouraging creativity and quick thinking. This activity not only promoted teamwork and communication but also added a modern twist to traditional team-building exercises. The Game of Phones brought out the competitive spirit in a light-hearted way, making it an enjoyable and memorable experience for all participants.



Tech Talk

The talk on Cloud Computing and DevOps was a resounding success, creating a significant impact on employee knowledge, skills, and engagement. By fostering a culture of learning and innovation, the event has set the stage for future growth and development within the organization.



Townhalls

Wissen holds regular town halls to celebrate achievements, reflect on our progress, and align on future goals. These forums provide an opportunity for leadership to share important updates, strategic directions, and company milestones. It also provides employees with a platform to share feedback and voice any grievances.



Workplace Wellness

The Employee Engagement team promotes workplace wellness through Desk Yoga and Exercises, organizing expert-driven webinars on occasions like World No Tobacco Day, World Yoga Day, etc. On World Yoga Day, employees engaged in various yoga sessions guided by expert instructors that promoted physical and mental well-being. Events like Workplace Ergonomics and Back Pain Consultation were conducted where employees received expert advice on maintaining proper posture and setting up their workstations to prevent back pain and other musculoskeletal issues. The consultation included practical tips and personalized assessments, empowering participants to create a healthier and more comfortable work environment. This initiative not only promoted physical well-being but also highlighted the organization's commitment to employee health and productivity.

Other wellness activities included CPR Training conducted by certified instructors, PCOS & PCOD Webinar by experts, Webinar on Childcare for Working Parents, Webinar on Mental & Inner Wellbeing, Menstrual Hygiene Awareness Session, and Zumba Session, which was a fantastic opportunity to take a break, get moving, and prioritize wellness. This energetic and fun-filled activity helped everyone shake off stress, boost their mood, and improve overall fitness.



Relaxation

Mental well-being and relaxation are key to a productive and amicable workplace. The activities described below were organized by the Employee Engagement team to ensure this:

Wissen Laughter Legends League! - The Funny Awards Ceremony invited employees to nominate their peers in various categories, culminating in a lively badge distribution. Whether project-wise or involving all teams, the ceremony recognized those with the most nominations in each category. For example, the 'Code Wizard' Award celebrated the developer who conjured elegant solutions out of thin air, like a magical spell, while the 'Data Sorcerer' Award honored those who extracted meaningful insights from raw data using mystical powers and Python.

World Music Day was celebrated with a vibrant musical evening, featuring a variety of performances by talented employees. The event showcased diverse musical styles and brought everyone together in a joyful celebration of music, fostering a sense of community and creativity.



Family Day

Celebrated on 3 different days to ensure coverage of employees in different shifts, Family Day fostered stronger team bonds and boosted morale by allowing employees to connect with their colleagues' families in a fun, relaxed environment, featuring a delightful lunch, cultural performances by employees and their family members, and goodies distribution as a token of appreciation.



Annual Day

The Annual Day celebration in August marked the completion of 24 successful and glorious years of Wissen and was a grand and joyous event, bringing together employees for a day of festivities and fun. The celebrations began with a day-long blood donation camp organized in collaboration with Rotary TTK Blood Bank and BMST (Bengaluru) and Lions Clubs International (Hyderabad). The event provided an opportunity for the employees to contribute to a vital cause. A total of 55 donors in Bengaluru and 48 in Hyderabad participated, helping to meet the blood needs of many patients, demonstrating a strong commitment to social responsibility and community support. The day concluded with a variety of performances, including music and dance, showcasing the diverse talents within Wissen. This memorable event not only highlighted the organization's successes but also strengthened the bonds among team members, creating lasting memories and a renewed sense of unity.



International Earth Day

In celebration of International Earth Day on April 22nd, the Employee Engagement team organized a project-specific initiative centered around the theme of a green and sustainable Earth. The activity aimed to highlight the beauty of our planet while promoting environmental awareness and conservation. Employees participated in a creative pot-painting session, drawing inspiration from the Earth's diverse landscapes, ranging from vibrant oceans to verdant forests. Each design served as a symbolic expression of our collective commitment to environmental stewardship. The initiative brought employees together in a meaningful and artistic tribute to our planet. Several initiatives described below were taken on and around World Environment Day, marking Wissen's consciousness and commitment towards a sustainable planet.



Sports Day

Several sports tournaments, including Cricket (Wissen Premier League - WPL), Carrom, Chess, Throwball, Volleyball, Table Tennis, and Badminton, were organized in December for both male and female employees. These events not only provided an opportunity for participants to showcase their talents and engage in healthy competition but also played a vital role in promoting employee well-being. Most importantly, they fostered a sense of unity, teamwork, and inclusiveness, thereby enhancing overall workplace morale and strengthening interdepartmental relationships.



Cultivating Green Spaces

In the Green Initiative carried out on 29th May, employees were engaged in a collective effort to enhance and beautify local median gardens with plants. This initiative aimed to encourage the creation of vibrant and sustainable green spaces that benefit both the community and the urban environment. By participating employees enhanced urban green space, fostered community engagement, promoted environmental conservation & sustainable practices and inspired positive change.



Earth Hour

Employees celebrated Earth Hour at the office by switching off all lights and non-essential electronics. This symbolic gesture highlighted our commitment to energy conservation and environmental sustainability. This event not only raised awareness about environmental issues but also fostered a sense of collective responsibility and action towards a greener future.

Community Cleanup and Tree Plantation

This activity fosters a sense of responsibility and community spirit among employees. This activity significantly improved the local environment through cleaner public spaces and increased green cover, fostered employee engagement and teamwork, promoted sustainable practices, inspired positive environmental change, and demonstrated the organization's commitment to sustainability.



Health and Safety at Wissen Infotech

Wissen Infotech is committed to maintaining the highest standards of workplace health and safety, ensuring a secure and well-protected environment for all employees.

Highlights

- Zero fatalities reported across all operations.
- Zero cases of ill-health across the organisation
- Zero Lost Time Injury Frequency Rate (LTIFR)
- Target: Maintain zero fatalities and LTIFR through proactive safety measures.

Health and Safety Policy

Our comprehensive health and safety policy ensures compliance with all regulatory requirements and promotes a culture of safety-first across the organization.

We implemented a Health and safety Management system and a structured HIRA framework to proactively identify, assess, and mitigate workplace hazards, reducing risks and ensuring a safe working environment.

Both of our offices In Bengaluru and Hyderabad undergo Health and safety risk Assessment. 100% of our office premises adhere to the HIRA guidelines.

The compliance team conducts the health and safety assessment and it is reviewed every 6 months. Any actions emerging from the periodic reviews are addressed immediately by making process improvements and implementing the required safety measures.

To ensure the health and safety of our contractual staff, we provide comprehensive workplace safety manuals and conduct regular training sessions. These initiatives are designed to equip them with the necessary knowledge and practices to maintain a safe and secure working environment.





Regular Training and Awareness Programs

At Wissen, the health, safety, and holistic well-being of our employees are core to our workplace culture. We conduct regular health and safety training sessions to educate employees on workplace hazards, emergency preparedness, and best practices, including fire drills. These initiatives are designed to build awareness, ensure compliance, and empower employees to actively contribute to a safer work environment.

Our dedicated employee engagement team plays a vital role in promoting wellness through a variety of initiatives. These include team-building activities, interactive games, and Desktop Yoga exercises to support ergonomic well-being and reduce sedentary stress. In addition, expert-led awareness sessions focus on critical topics such as workplace ergonomics, stress management, and work-related hazards.

Employees have also actively participated in guided yoga sessions conducted by professional instructors, enhancing both physical and mental health. Wellness events like Workplace Ergonomics and Back Pain Consultation provided employees with personalized assessments and practical advice on maintaining proper posture and setting up their workstations effectively. These sessions helped prevent musculoskeletal issues and created a more comfortable, health-conscious work environment.

Road Safety Awareness Program

Wissen conducted a road safety awareness program for employees highlighting:

- Basic rules of road safety
- Personal safety for vehicle drivers
- Emergency procedures for road accidents
- Consequences of anger, alcohol, & mobile usage in driving
- Importance of traffic signals and signages

Human Rights

At Wissen, we are committed to upholding internationally recognized human rights and integrating them into every aspect of our operations and partnerships. The company fosters a culture of dignity, equality, and respect, ensuring fair treatment for all employees, contractors, suppliers, and stakeholders. Through the Human Rights Policy, Wissen Infotech reaffirms its dedication to ethical business practices, ensuring zero violation of human rights, and the promotion of a sustainable and inclusive workplace extended to the value chain as well.

Human Rights Policy and Commitment

Wissen adheres to a comprehensive human rights policy that aligns with international labor standards and best practices. We strive to create an inclusive, safe, and non-discriminatory work environment, ensuring that human rights are respected across all our operations.

In FY 2024-25, there were zero cases of Discrimination and Harassment.

Prevention of Human Trafficking, Child Labor, and Forced Labor

Wissen has a strict policy against human trafficking, child labor, and forced or involuntary labor. The minimum

age of employment is 18 years or above and in compliance with applicable laws. HR and recruitment team ensures absolute compliance of this policy with zero tolerance. Wissen strictly prohibits the use of forced labor and human trafficking in all company operations.

In FY 2024-25, there were zero cases of child labor, forced labor or compulsory labor.

Freedom of Association and Collective Bargaining

Wissen Infotech respects and upholds the right of employees to freely choose whether to join, form, or refrain from joining any labor union, without intimidation, fear or harassment. We are committed to maintaining transparent communication with legally recognized employee representatives where ever applicable. Due to the nature of our business, there are currently no unions in place.

Prevention of Sexual Harassment

Wissen maintains a zero-tolerance policy for sexual harassment, reinforcing a culture of safety and respect in the workplace. Our internal mechanisms, including training programs and grievance redressal systems, ensure that employees can report concerns without fear of retaliation.

The Internal Complaints Committee (ICC) has the overall responsibility of monitoring the implementation of this policy.

In FY 2024-25, there were Zero Instances of Sexual harassment.

Wissen Infotech has a robust Prevention of Sexual Harassment (POSH) Policy in place and conducts regular POSH trainings to ensure a safe, inclusive, and respectful workplace. These sessions educate employees on their rights, responsibilities, and the process for reporting concerns. In addition to mandatory onboarding training, we also conduct periodic refresher sessions to all of our employees to positively reinforce awareness and compliance with POSH policy, fostering a culture of dignity and zero tolerance for harassment.

Equal Remuneration

Wissen Infotech is committed to fair and equitable compensation practices, ensuring equal remuneration for men and women for work of equal value. We strive to foster a culture of fairness, diversity, and inclusion when it comes to compensation and career growth opportunities. Additionally, we ensure that all employees receive wages above the living wage as per local laws, wherever applicable, reinforcing our commitment to ethical employment practices.

Basic salary and remuneration (FY 2024-25)	Ratio (Male : Female)
Junior/Entrance level employees	1.19
Associate level employees	1.22
Middle Management level employees	1.00
Senior Management level employees	1.34

Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees stands at 13.61:1

Average unadjusted gender pay gap: 30.89%

Human Rights Across Supply Chain

Recognizing the impact of business operations beyond our own workforce, Wissen Infotech actively promotes human rights across its supply chain. We work closely with vendors and partners to ensure ethical sourcing, fair labor practices, and adherence to human rights principles, reinforcing responsible business conduct at every level.

Through these efforts, Wissen Infotech upholds its responsibility to protect and promote human rights, ensuring a sustainable and ethical workplace for all.

Grievance Redressal and Whistleblower Policy

Wissen Infotech has a structured grievance redressal mechanism to address employee concerns promptly and fairly. Employees and stakeholders can report violations, including discrimination, harassment, or unethical practices, through a secure and transparent process. Our whistleblower policy ensures confidentiality and protection against retaliation, encouraging individuals to speak up without fear. This reinforces our commitment to integrity, accountability, and a respectful workplace.

In FY 2024-25, there were zero reported cases of whistleblower

Sustainable Supply Chain Management

At Wissen, we recognize that responsible supply chain management is critical to our sustainability goals. We are committed to working with suppliers to convey our business values and expectation around Environment, Social, and Governance aspects. Our approach ensures that sustainability is embedded throughout our procurement and supplier engagement processes.

Sustainable Procurement Policy

Our sustainable procurement policy guides us in sourcing materials and services responsibly. We prioritize suppliers who demonstrate environmental stewardship, fair labor practices, and ethical business conduct, ensuring a positive impact across the supply chain.

Supplier Code of Conduct

Wissen Infotech has established a supplier code of conduct that sets clear expectations for our vendors

regarding human rights, labor conditions, environmental responsibility, and ethical governance. We work closely with our partners to uphold these standards and drive positive change.

To reinforce our commitment to sustainability, we have incorporated environmental and social clauses into our Non Disclosure Agreement (NDA) with the suppliers. These clauses ensure that suppliers align with our ESG objectives, comply with relevant regulations, and contribute to a responsible supply chain. 100% of our

suppliers have formally signed the NDA.

70% of our suppliers have received and formally acknowledged the Supplier Code of Conduct, affirming their commitment to our ethical, environmental, and social standards.

Supplier Awareness Programs

Wissen has conducted supplier awareness program for 70% of its strategic suppliers.

We actively engage with our suppliers to build awareness

around sustainability. Wissen Infotech has conducted supplier awareness programs for our top suppliers, helping them understand our expectations and sustainability goals. Moving forward, we plan to expand these programs to a larger supplier base, strengthening sustainability efforts across our operations.

Through these initiatives, Wissen Infotech aims to foster a transparent, ethical, and sustainable supply chain, ensuring long-term value creation for all stakeholders.

Corporate Social Responsibility

Wissen contributes to Corporate Social Responsibility (CSR) initiatives as a reflection of its commitment to inclusive growth and community development. Through strategic programmes focused on community Development, Wissen aims to make a meaningful impact on society while fostering a culture of empathy and responsibility within the organisation.

Midnight Marathon 2024

For the 3rd consecutive year, Wissen proudly participated as one of the sponsors of the 17th Bengaluru Midnight Marathon 2024, organized by the Rotary Bengaluru IT Corridor. The event was a vibrant celebration of fitness, camaraderie, and community spirit, offering participants the unique experience of running under the stars. With categories designed for all levels of runners, the marathon also featured a special walk advocating the cause 'Run for Safe City', highlighting the importance of public safety and community well-being. Blending health, enjoyment, and social responsibility, the event successfully brought together diverse participants in the heart of Bengaluru. Wissen's sponsorship contributions supported two impactful initiatives — the construction of a school and EPIC, a medical outreach program.



Charity Craft Fair by Dhruvansh

This fair setup at Wissen Hyderabad office showcased eco-friendly products made by women from communities around restored lakes, as part of an initiative by the Dhruvansh Organisation. Founded by Madhulika Choudhary, Dhruvansh focusses on restoring lakes in Hyderabad, such as Neknampur Lake, and empowering local women by providing jobs and skills in sustainable product creation. The products on display included items made from coconut, bamboo, and other handmade eco-friendly materials.



National Pet Day

On National Pet Day, April 11th, employees came together to make a difference through our Donate and Impact Lives initiative. Their generous donations brought joy and comfort to many furry friends, making tails wag and hearts purr. By contributing to a pet shelter, employees showed their compassion and commitment to supporting animals in need. Additionally, a visit to the pet shelter provided employees with valuable insights into the shelter's operations and the impact of their contributions. This heartfelt effort not only provided much-needed resources for the shelter but also strengthened the sense of community and empathy within our team. Donations including food items, accessories and toys were made by employees of both locations.



Children's Day Donation Drive

On the occasion of Children's Day, our employees came together to support underprivileged children with heartfelt generosity. Contributions included stationery, books, toys, clothes, groceries, and food, benefiting over 100 children across orphanages and schools in Hyderabad and Bengaluru. This initiative reflects our continued commitment to community welfare and inclusive growth.



Partnering for Progress: Supporting Education

Wissen firmly believes that education is a cornerstone of a sustainable and equitable society. In alignment with this belief, we are proud to have partnered with Teach for Change (TFC), an organization committed to enhancing the quality of education in government schools across India. Since its inception in 2014, TFC has been addressing foundational challenges within the public education system through impactful programs.

As part of this collaboration, several Wissen employees have been actively volunteering since January 2025, dedicating their weekends to support teaching efforts in government schools. Our volunteers engage directly with students and teachers, contributing to academic development and helping foster a more interactive and effective learning environment. This initiative has not only supported improved educational outcomes but has also offered our employees meaningful opportunities for personal growth, leadership, and community engagement.

Through our partnership with TFC, Wissen continues to advance the United Nations Sustainable Development Goal of Quality Education (SDG 4), promote a culture of volunteerism among employees, and strengthen our relationships with local communities.

Furthering this commitment, Wissen also donated stationery kits to 500 students at Gati Government High School in Banjara Hills, Hyderabad ensuring that basic learning tools reach those who need them most.

Wissen also provided 160 students of the Zilla Parishad School, Ramanna Gudem and 300 students of the Kasturba Residential School, Yeturu Nagaram with essential school supplies, including shoes, belts, ties, exam pads, notebooks and pens, ensuring they have the tools needed to excel in their education and reinforcing our belief that every child deserves access to quality education.

Recognizing excellence and to further encourage academic success, a one-time scholarship was announced for students who were selected for the Science Welfare Program at the national level and students qualifying for this scholarship would get the opportunity to travel to Delhi.



Setting up Drinking Water Plants in a Remote Village in Andhra Pradesh

Anantapur district in Andhra Pradesh, one of the largest and driest regions in the country, faces severe water scarcity, with many communities relying solely on seasonal rainfall. Access to safe drinking water remains a major challenge, forcing villagers to travel long distances to purchase potable water. As part of our commitment to community well-being and sustainable development, Wissen initiated the establishment of drinking water treatment plants in underserved areas. In 2024, we set up the first plant in the village of Kurly, providing the community with reliable access to clean drinking water. This marks the beginning of a long-term initiative, with plans to extend this support to several more villages in the years to come. Through this effort, Wissen aims to improve health outcomes, reduce water insecurity, and empower rural communities with the basic necessity of life-safe drinking water.



Metro Pillar Beautification Project – A Step Towards a Greener, More Inclusive Future

As part of our Corporate Social Responsibility (CSR) initiatives, we have undertaken a unique and impactful Metro Pillar Beautification Project. Through this initiative, we are maintaining the landscape around 70 metro pillars in Whitefield, Bangalore, ensuring a greener and cleaner urban environment.

In addition to landscape maintenance, we have transformed these pillars into powerful canvases of change by commissioning meaningful paintings. These artworks serve as visual storytellers, spreading awareness on critical social and environmental issues, including:

- **Pollution Control** – Advocating for cleaner air and a sustainable future.
- **Diversity & Inclusion** – Celebrating unity in differences and fostering an inclusive society.
- **Water Conservation** – Emphasizing the need to protect and preserve our water resources.

This initiative is more than just an aesthetic enhancement-it is a step towards social consciousness and environmental responsibility

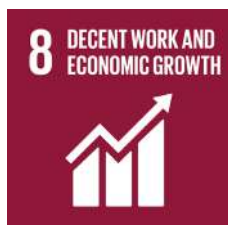


Governance

Performance Highlights

100% Employees Receiving CoC Trainings	100% Employees Receiving Human Rights Trainings
Zero Data & Cyber Security Breaches	Zero Cases of Ethical Non-Compliance

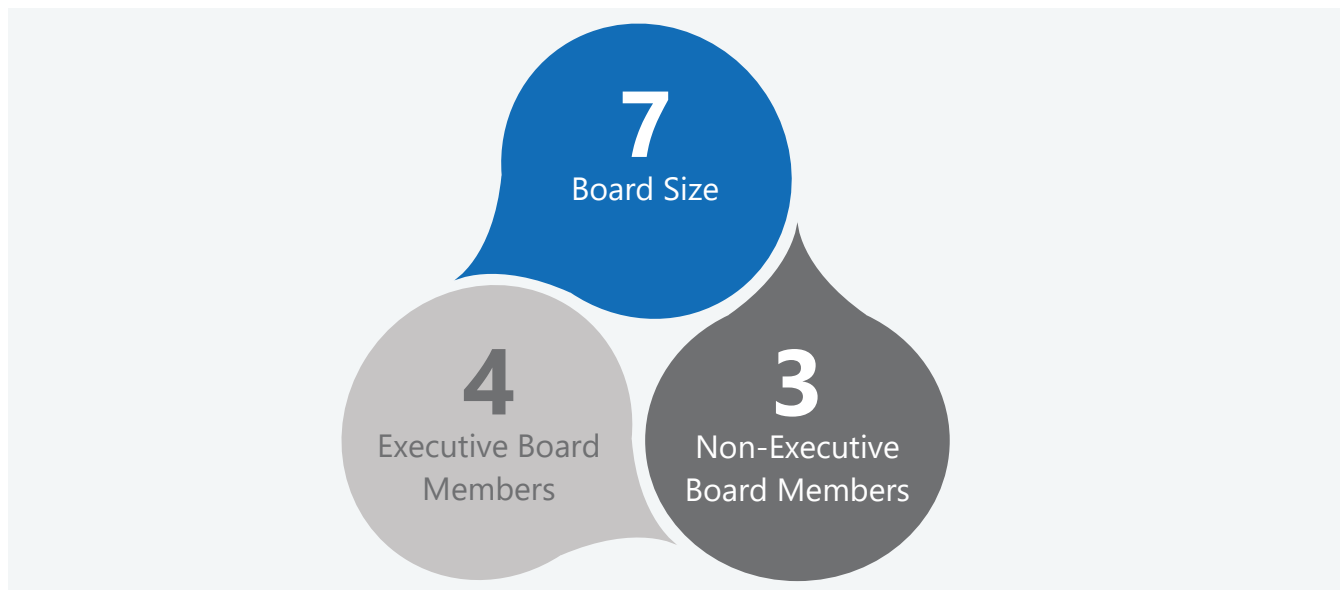
SDG Alignment



Corporate Governance at Wissen

Wissen upholds the highest standards of corporate governance, ensuring transparency, accountability, and ethical decision-making. Our governance framework is designed to foster long-term value creation while maintaining compliance with regulatory requirements and industry best practices. We prioritize stakeholder interests, risk management, and strategic oversight to strengthen business resilience and sustainability.

Composition of the Board



ESG Governance at Wissen Infotech

Wissen Infotech recognizes the growing importance of Environmental, Social, and Governance (ESG) factors in shaping long-term business success. The Board has acknowledged the positive impact of ESG integration on sustainability, reputation, and stakeholder engagement. As part of this commitment, Wissen has initiated the development of a comprehensive ESG strategy that aligns with global best practices.

This strategy will embed ESG considerations into corporate governance, operational decision-making, along with reporting frameworks, ensuring responsible and transparent business practices. By integrating sustainability into our core operations, Wissen Infotech aims to drive long-term value creation while contributing to a more sustainable future.

Meet the Board

NAME	DESIGNATION
Mr. SUBHAKAR REDDY KURLY	Executive Chairman
Mr. UPENDRA RACHUPALLY	Founder & Chief Revenue Officer
Mr. ASHOK K THATIPALLY	Founder, CEO & Head of Operations
Mr. MADHAV VIJJALI	Founder, CFO and EVP of Business Development
Mr. REDDY EARASI	Founder & Director
Mr. RAJ MUNNANGI	Founder & Director
Mr. RAGHU PAREDDY	Director

Skills & Competencies of the Directors



Mr. Subhakar Reddy Kurly – Executive Chairman

Subhakar Reddy Kurly leads Wissen Group as the Executive Chairman, driving overall profitability and strategic growth. With expertise in business development, IT strategy, and service management, he plays a pivotal role in expanding Wissen's global footprint, forging key partnerships, and embracing emerging technologies. A strong advocate for quality, he was instrumental in Wissen achieving CMMI and ISO certifications. A graduate of IIT Roorkee, Subhakar brings over 20 years of diverse experience in the IT industry.



Mr. Upendra Rachupally – Founder & Chief Revenue Officer

Upendra Rachupally, based in the USA, is Wissen's Founder & Chief Revenue Officer. He has been instrumental in expanding the company's business in the US market, securing key clients, including GE Healthcare and GE Aviation. With over 20 years of experience in multi-tier application implementation, he excels in client negotiations and business development. Upendra holds a Master's degree in Electrical Engineering from Western Michigan University, USA.



Mr. Ashok K Thatipally – Founder, CEO & Head of Operations

As the Founder and CEO, Ashok K Thatipally has been the driving force behind Wissen's growth since its inception in 2000. He oversees Wissen's India operations, ensuring seamless service delivery to Fortune 500 clients. His leadership has been key in achieving Wissen's ISO certifications. With over three decades of experience in IT, he continues to drive the company towards operational excellence. Ashok holds a Master's degree in Computer Science from BITS Pilani, India.



Mr. Madhav Vijjali – Founder, CFO & EVP of Business Development

Madhav Vijjali serves as Wissen's Chief Financial Officer, managing the company's financial health and strategy. Additionally, as EVP of Business Development for Asia Pacific and EMEA, he drives expansion in these regions. Based in Bengaluru, Madhav has over 25 years of experience in IT, holding a Master's degree in Computer Science from Western Michigan University, USA. His proactive financial oversight along with Sustainable business considerations ensures Wissen's sustained growth and stability.

**Mr.Reddy Earasi – Founder & Director**

As a Founder and Director, Reddy Earasi is responsible for Wissen's overseas business strategy and customer relations. With a Bachelor's degree in Engineering from Regional Engineering College, Warangal, and a Master's in Computer Science from Western Michigan University, USA, he brings strategic vision and advisory expertise to the leadership team, ensuring Wissen's continued global success.

**Mr.Raj Munnangi – Founder & Director**

Raj Munnangi is an entrepreneur with a global perspective, actively involved in diverse business ventures. With 15 years of experience as an Oracle Database Administrator, he combines his technical expertise with his entrepreneurial pursuits. Holding a Master's degree in Computer Science from Western Michigan University, he is dedicated to exploring innovative opportunities across industries.

**Mr.Raghu Paredy – Director**

With over 25 years of experience, Raghu Paredy is a seasoned executive who has led large-scale technology projects worth over \$1 billion. His expertise spans leadership roles at Sabre/Travelocity, Verizon, and British Telecom. A specialist in software development and technology-driven business growth, Raghu holds a Bachelor's degree in Computer Science from Mysore University and a Master's from Oregon State University, USA.

Business Ethics

At Wissen Infotech, we uphold the highest standards of ethical conduct, integrity, and accountability across all business operations. Our policies ensure compliance with legal requirements, foster a culture of fairness, and reinforce trust with stakeholders. The Board of Directors provides active oversight of our ethics and compliance framework, ensuring that ethical principles are embedded into our decision-making and business practices at every level. Mandatory periodic trainings on Code of Conduct and all the below mentioned policies are conducted to ensure all employees are aligned with our ethical standards.

- **Code of Conduct:** Defines the ethical principles that guide our employees in maintaining professionalism, integrity, and responsible business practices. It promotes a culture of respect, transparency, and accountability.
- **Anti-Corruption and Anti-Bribery Policy:** Wissen follows a zero-tolerance approach to bribery and corruption, prohibiting any form of kickbacks, facilitation payments, or unethical business dealings. This policy ensures compliance with global anti-corruption laws.
In FY 2024-25, there were zero cases of Anti-Corruption and Anti-Bribery
In FY 2024-25, 85% employees attended training on the AB&C Policy
- **Whistleblower Policy:** Wissen provides a safe and confidential channel for employees and stakeholders to report unethical conduct, misconduct, or policy violations without fear of retaliation.
In FY 2024-25, 90% employees attended training on the Whistleblower Policy
- **POSH (Prevention of Sexual Harassment) Policy:** Wissen is committed to fostering a safe, respectful, and inclusive workplace. Our POSH policy ensures a structured grievance redressal process and regular awareness sessions to prevent workplace harassment.
In FY 2024-25, 95% employees attended training on the POSH Policy
- **Conflict of Interest:** Employees are required to disclose any personal, financial, or external engagements that may create conflicts with their professional responsibilities, ensuring transparency and ethical decision-making.
During the year there were no instances concerning Conflict of Interest.

Risk Management

At Wissen, we recognize that effective risk management is essential for sustaining long-term business growth and resilience. Our risk management framework is designed to identify, assess, and mitigate potential risks that could impact our operations, financial stability, regulatory compliance, and reputation. By proactively addressing strategic, operational, financial, and environmental risks, we ensure business continuity, safeguard stakeholder interests, and enhance decision-making. Our structured approach aligns with industry best practices and regulatory requirements, fostering a culture of risk awareness and preparedness across the organization.

Business Continuity & Disaster Recovery Management

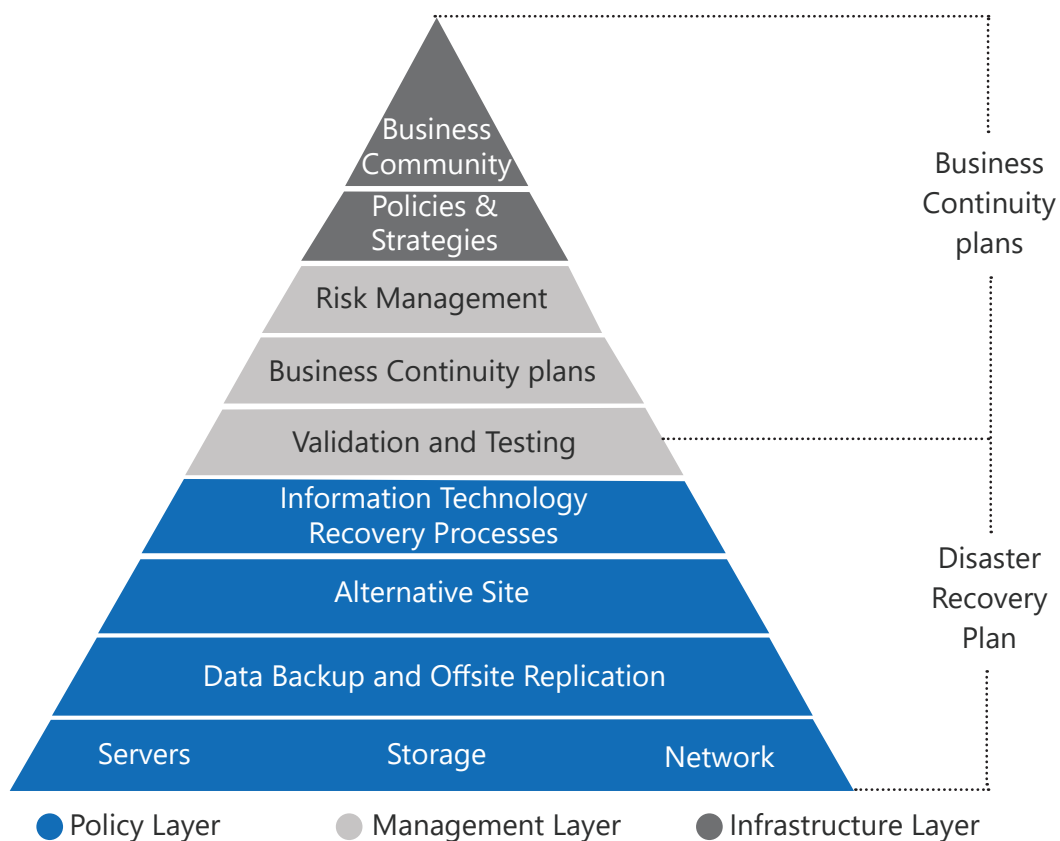
Wissen Infotech is committed to ensuring uninterrupted operations and safeguarding critical business functions through a robust Business Continuity Planning (BCP) framework. Our BCP is a comprehensive management process designed to identify potential threats, assess their impact on business operations, and establish effective response mechanisms to mitigate disruptions.

The primary objectives of our BCP framework are:

- **Ensuring Service Continuity** – Maintaining core services at a minimum pre-determined level under all circumstances, including major failures or disasters.
- **Preventing Business Disruptions** – Proactively identifying and addressing high-impact risks to prevent incidents that could disrupt services, systems, or business processes.

Risk Management Framework

Wissen has a well-defined Risk Management framework designed to proactively identify and address both internal and external risks impacting the organization. This framework encompasses a structured policy, clearly defined processes, governance mechanisms, and awareness initiatives. The risk management policy outlines specific mitigation strategies, including robust internal controls and systematic procedures to manage identified risks. The MR and CISO are responsible for supervising the execution of this policy and assessing the effectiveness of the risk control measures in place. The policy undergoes an annual review to align with industry developments and the increasing complexity of the business environment.



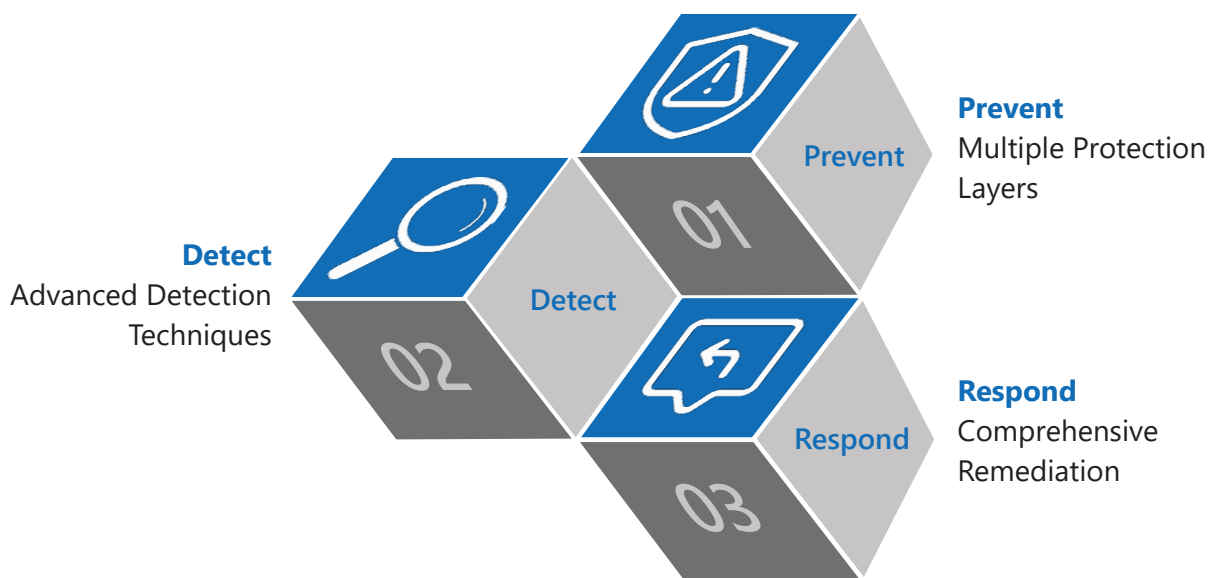
Information Security

Wissen's Information Security Policy

"Wissen is firmly committed to provide world class secure IT Infrastructure ensuring IPR protection, confidentiality, integrity and availability of information for business excellence by continually improving its Information Security Management System thereby meeting the expectations of its internal and external customers"

Wissen is committed to safeguarding information assets through continuous investment in advanced cybersecurity and data protection initiatives. The organization has implemented a comprehensive cybersecurity framework that upholds the principles of confidentiality, integrity, and availability in an increasingly digital environment. Proactive security controls are deployed to identify, prevent, and respond to potential threats effectively.

Wissen is certified under the ISO 27001:2022 standard, and its information security policies incorporate detailed protocols covering areas such as password management, acceptable use, email handling, and defined roles and responsibilities related to information security. Adherence to these policies is mandatory for all employees and associated personnel. To ensure ongoing relevance and effectiveness, the policy is reviewed on an annual basis or as circumstances require, with the most recent versions accessible to all employees via the company's intranet.



CISO Ensures:

- Implementation of effective security controls to detect, prevent and remediate threats.
- Commitment to continuously enhancing the effectiveness of these controls by adopting new processes
- Continuous monitoring of the effectiveness of the control through internal and external audits
- Identifying and mitigating information security and cybersecurity risks

Wissen prioritizes a secure environment through UTM firewalls & end point protection and secure access through multi-factor authentication, it has in-depth data privacy policy, regular audits in line with ISO 27001:2022 standard to proactively tackle cyber threats.

Trainings Provided

Wissen conducts regular awareness trainings for all employees. These trainings include Information Security Awareness, Information Security Do's & Don'ts, Password Security, Physical Security, Clear Screen Clear Desk, Secure Web Browsing, GDPR, Patch Management, Phishing, Incident Management.

Data Privacy and Cyber Security

In today's digital era, data privacy and cybersecurity are more critical than ever. With the increasing frequency of cyber threats and data breaches, Wissen is committed to safeguarding sensitive information through stringent security protocols and compliance with global standards. By proactively addressing risks and fostering awareness, we ensure a secure and resilient digital environment for our employees, clients, and stakeholders.

Data Privacy Policy

Wissen is committed to protecting the confidentiality, integrity, and availability of personal and sensitive data. We adhere to industry best practices and regulatory requirements to ensure that data is collected, processed, stored, and shared securely. Our policies include strict access controls, encryption measures, and regular audits to prevent unauthorized access and data breaches.

Cybersecurity and Customer Data Protection at Wissen

At Wissen, we recognize that cybersecurity is critical in protecting customer data and maintaining trust. Our comprehensive cybersecurity framework is designed to safeguard sensitive information against threats, unauthorized access, and data breaches.

We implement industry-leading security measures, including:

- **Encryption & Access Control:** All customer data is encrypted both in transit and at rest, with strict role-based access controls to prevent unauthorized access.
- **Pen Test and Firewalls:** Wissen has implemented robust cybersecurity measures, including the adoption of penetration testing (pen tests) and firewalls, to safeguard its digital infrastructure. These tools help identify vulnerabilities, prevent unauthorized access, and ensure the integrity and security of our systems and data.
- **Regular Audits & Compliance:** We conduct periodic security audits and adhere to global standards such as ISO 27001, and other regulatory frameworks.
- **Threat Monitoring & Incident Response:** Our proactive security monitoring systems detect and mitigate cyber threats in real-time, ensuring a swift response to any potential breaches.
- **Employee Awareness & Training:** We regularly train employees on cybersecurity best practices to minimize human-related security risks.

By prioritizing cybersecurity and customer data protection, Wissen reinforces its commitment to digital trust, operational resilience, and long-term sustainability.

In FY 2024-25, there were no cases of cyber security and data breaches

Quality Management System

At Wissen Infotech, we have established a robust Quality Management System (QMS) built on the principles of ISO 9001:2015, reflecting our deep commitment to excellence, customer satisfaction and continual improvement. Our QMS is founded on key quality management principles, including:

- Customer focus
- Leadership commitment
- Employee Engagement
- Risk-based and process-based thinking
- Evidence-based decision making
- Continual improvement
- Stakeholder relationship management

We are a CMMI Level 3 certified organization, and our process-oriented culture is supported by regular internal and external audits, ensuring compliance and ongoing enhancement of quality standards. We also conduct continuous training and capacity building to keep our teams aligned with evolving best practices. Our risk-based approach enables proactive identification and mitigation of potential quality and operational risks, further strengthening our delivery capabilities.

Customer Centricity

At Wissen, fostering long-term client relationships is a core priority, with customer satisfaction placed at the center of our service philosophy. We follow a structured and proactive approach to client engagement, incorporating regular feedback mechanisms, efficient grievance redressal processes, and comprehensive satisfaction surveys. These practices ensure that we consistently deliver high-quality, client-focused solutions tailored to evolving needs.

Wissen is committed to upholding the highest standards of data protection and client confidentiality. Notably, there have been no substantiated complaints related to breaches of customer privacy or data loss.

To continuously enhance service delivery, the organization administers annual project-specific customer satisfaction surveys across all active engagements. These surveys are designed to assess performance across multiple key dimensions, including team effectiveness, service quality, deliverable standards, adherence to commitments, and overall client experience. Insights from this feedback are used to drive continuous improvement and strengthen our commitment to excellence.

Tax Strategy and Governance at Wissen

At Wissen, we are committed to a responsible and transparent tax strategy that aligns with our ethical values and regulatory obligations. Our tax approach ensures compliance with all applicable tax laws while supporting sustainable business growth.

Key Principles of our Tax Strategy

- **Compliance & Transparency:** We adhere to local and international tax regulations, maintaining clear and accurate tax reporting.
- **Fair Tax Practices:** We do not engage in aggressive tax planning or artificial arrangements to avoid tax obligations.
- **Risk Management:** Our tax policies are designed to mitigate risks by ensuring robust internal controls and regular audits.
- **Sustainable Contributions:** We contribute fairly to the economies where we operate, supporting long-term development and corporate social responsibility.

Governance & Oversight

- Our tax strategy is overseen by senior leadership and reviewed periodically to ensure alignment with regulatory changes.
- We engage with tax authorities in an open and cooperative manner, ensuring compliance with evolving tax laws.
- Regular assessments, internal and external audits are conducted to uphold the integrity of our tax governance framework.

By maintaining a strong tax governance structure, Wissen ensures financial responsibility, regulatory compliance, and ethical corporate practices.

UNGC

Alignment

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Abbreviations

BCP	Business Continuity Planning
CDP	Carbon Disclosure Project
CIEL	Centre for Investment Education and Learning
CISO	Chief Information Security Officer
CSAT	Customer Satisfaction
CSR	Corporate Social Responsibility
COE	Centre of Excellence
ESG	Environmental, Social and Governance
GDPR	General Data Protection Regulation
GHG	Green House Gases
HIRA	Hazard Identification and Risk Assessment
ICC	Internal Complaints Committee
ISO	International Organization for Standardization
IREC	International Renewable Energy Certificate
LTIFR	Lost Time Injury Frequency Rate
MR	Management Representative
NDC	Nationally Determined Contribution
POSH	Prevention of Sexual Harassment
QMS	Quality Management System
SBTi	Science-Based Targets Initiative
SDG	Sustainable Development Goals
STP	Sewage Treatment Plant