

Driving Impact with Purpose and Progress

Sustainability
Report of
2025-26

Table of Contents

Driving Responsible Growth Through Collaboration	03	Diversity, Equity, and Inclusion (DEI)	38
About the Report	04	Enhancing Employee Well-Being and Workplace Experience	40
Message From Chief Executive Officer	06	Learning and Development	52
Message from Chief Financial Officer	07	Human Rights	56
Message from Executive Chairman	08	Employee Health and Safety	58
Message from Chief Revenue Officer	09	Customer Trust, Confidentiality, and Service Quality	60
About Wissen Infotech	10	Responsible and Sustainable Supply Chain Management	61
Stakeholder Engagement	16	Corporate Social Responsibility	63
Materiality Assessment	17	Enabling Good Governance for Sustainable Business Growth	69
Building a Resource-Efficient and Low-Carbon Organization	20	Business Ethics	73
Energy Management	21	Risk Management	75
Emissions Management	22	Data Privacy, Information and Cyber Security	77
Water Management	24	GRI Content Index	81
Waste Management	25	Abbreviations	88
Biodiversity	26		
Climate Strategy	27		
Building Human Capital for Long-Term Value Creation	31		
Workforce breakdown	32		
Talent Acquisition and Retention	33		

Driving Responsible Growth Through Collaboration

At Wissen, we recognize that sustainability is not a journey we undertake alone. It is shaped by the people we work with, the communities we serve, and the partners who contribute to our shared success. This belief guided us throughout the year as we deepened our engagement with stakeholders to better understand what matters most to them and how we can create meaningful, lasting value.

As our business continues to grow, so does our responsibility to listen, learn, and respond. Through a structured materiality assessment, we engaged with stakeholders across our ecosystem to gain insights into the environmental, social, and governance topics that are most relevant to our business and those we impact. Their perspectives helped us identify our priorities, refine our sustainability focus areas, and strengthen our approach to long-term value creation.

Our commitment to collaboration extends beyond our own operations. Recognizing that a sustainable future depends on a responsible value chain, we also enhanced our engagement with suppliers. Through ongoing dialogue, we sought to better understand their sustainability practices, encourage responsible business conduct, and build stronger partnerships rooted in shared values and accountability.

These conversations have done more than inform our strategy, they have strengthened our understanding of the opportunities and challenges that lies ahead. They have reinforced the importance of transparency, trust, and collective action in driving meaningful progress.

As we continue to advance our sustainability journey, we remain committed to working hand in hand with our stakeholders, turning insights into action and collaboration into impact. Together, we are building a more resilient, responsible, and sustainable future.

About the Report

“

Wissen Infotech is publishing its second Sustainability Report, marking a significant step forward in the Company's ongoing journey to embed sustainability more deeply within its strategic direction and day-to-day operations. This report reflects a continued focus on accountability and responsible governance, while demonstrating the organization's intent to deliver sustained, long-term value to its stakeholders through transparent and structured sustainability practices.

”



Reporting Scope and Boundary

Covering the financial year 2025–26, this report details Wissen Infotech’s sustainability efforts and performance across its Bangalore and Hyderabad locations. The scope is confined to activities within the Company’s direct operational oversight and serves as a baseline to support future performance tracking and the advancement of sustainability initiatives over time.

Reporting Framework

We have aligned our key sustainability initiatives with the United Nations Sustainable Development Goals (UNSDGs), reflecting our contribution to globally recognized sustainability priorities. This Sustainability Report has been prepared in reference to the Global Reporting Initiative (GRI) Standards to enable transparent, consistent, and comprehensive disclosure of our environmental, social, and governance (ESG) performance. Together, these frameworks provide a structured foundation for measuring impact and aligning our sustainability efforts with international best practices.

Forward-Looking Statement

This report contains forward-looking statements that reflect our current expectations, plans, and outlook, based on reasonable assumptions and historical performance. These statements are subject to various external factors, including industry developments, market conditions, regulatory changes, government policies, and other influencing variables. As a result, actual outcomes may differ, and the assumptions on which these statements are based may change over time.

Restatement of Information

There are no restatements of information regarding significant material topics and ESG data from previous reports.

Feedback

We value your feedback on the report: Please reach out to us on:
swati.sinha@wisseninfotech.com

Message From Chief Executive Officer



As we continue our sustainability journey, we are proud to build on the strong foundation established over the past year by broadening the scope of our initiatives and deepening the integration of sustainability into our business strategy. At Wissen Infotech, we believe that responsible growth is driven by understanding the expectations of our stakeholders, strengthening collaboration across our value chain, and continuously evolving to meet the challenges of a changing world.

"This year, our focus has been on expanding our impact through two significant milestones—enhancing our materiality assessment to better capture the evolving priorities of our stakeholders and strengthening our supplier sustainability assessment to foster a more responsible and resilient supply chain. These initiatives have enabled us to sharpen

our sustainability priorities, strengthen decision-making, and reinforce our commitment to creating long-term value for our clients, employees, partners, investors, and communities.

Our theme for this year reflects our belief that sustainability is an ongoing journey of continuous improvement and innovation. We have also strengthened our sustainability framework through initiatives including the validation of our science-based emissions reduction targets, greater supplier engagement, enhanced governance practices, and continued alignment with globally recognized sustainability frameworks. During the year, we reduced our total GHG emissions by 5.2%, while continuing to advance our climate action journey through our science-based targets. We also reinforced our commitment to an inclusive workplace, with 100% of our employees receiving DEI training.

Together, these efforts are helping us build a more resilient, transparent, and future-ready organization. As we look ahead, we remain committed to embedding sustainability into every aspect of our business,

enabling responsible innovation, strengthening stakeholder trust, and creating meaningful value for generations to come.

I extend my sincere gratitude to our employees, customers, partners, suppliers, and all stakeholders whose support and shared commitment continue to make this journey possible. Together, we will continue to expand possibilities and create lasting impact through sustainable growth."

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

Message from Chief Financial Officer



At Wissen Infotech, we believe that sustainable growth is built on financial discipline, responsible decision-making, and a clear focus on long-term value creation. As our business continues to evolve, sustainability considerations are becoming increasingly important in how we manage resources, assess risks, and plan for future growth.

As Chief Financial Officer, I view sustainability as closely connected to financial resilience and responsible business management. During the year, Wissen Infotech recorded 48.02 average training hours per employee, strengthening the skills and capabilities required to support our evolving business needs. Our focus also remains on maintaining strong operational and financial discipline. With 35% of our total electricity consumption covered through I-RECs, we continue to consider resource efficiency and environmental performance as part of our broader approach to responsible business management. Along with the various initiatives being undertaken, we are also looking at the processes we follow across the organisation to identify opportunities to embed sustainability into our day-to-day operations and decision-making. Similarly, our EcoVadis score of 56/100 provides an external benchmark of our sustainability performance and helps inform areas for continued improvement.

As we expand across markets, responsible growth requires us to balance business priorities with resilience, effective risk management, and stakeholder expectations. Our customer satisfaction score of 85.34% reflects our continued focus on understanding and responding to customer needs, which remains an important foundation for sustained business performance and long-term value creation.

Looking ahead, we will continue to integrate sustainability considerations into financial and strategic decision-making, with a focus on strengthening resilience, improving resource efficiency, building organisational capabilities, embedding sustainability across our processes, and creating enduring value for our stakeholders.

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

Message From Executive Chairman



As we continue our sustainability journey, our commitment remains firmly rooted in creating enduring value through responsible and sustainable growth. At Wissen Infotech, we believe that long-term business success is inseparable from the well-being of our people, the trust of our stakeholders, and the resilience of the ecosystems in which we operate. Sustainability is not a parallel agenda—it is an integral part of how we envision the future of our organization and the impact we aspire to create.

"This year, we have taken important steps to strengthen our sustainability framework and deepen our understanding of the issues that matter most to our stakeholders. Through a comprehensive materiality assessment, we have sharpened our focus on key environmental, social, and governance priorities, ensuring that our efforts are aligned with both stakeholder expectations and

long-term business objectives. We have also expanded our supplier assessment initiatives, reinforcing our commitment to responsible and ethical practices across our value chain.

Our efforts to improve resource efficiency have continued to deliver encouraging progress, including a 13.83% reduction in energy consumption and an 18.97% reduction in water consumption during the year. We have also continued to invest in the growth and development of our people, with over 1.16 lakh training hours delivered during the year, reflecting our focus on building capabilities for a changing business environment.

As technology continues to transform industries and societies, we recognize our responsibility to lead with integrity, innovation, and accountability. By embedding sustainability into our decision-making, governance structures, and business strategy, we are building a resilient, future-ready organization capable of navigating emerging challenges and opportunities. Our focus remains on creating

sustainable value for our customers, employees, partners, investors, and communities while contributing positively to a more inclusive and sustainable future.

I would like to thank our employees, customers, partners, and stakeholders for their continued trust and support. Together, we are shaping an organization that not only delivers business excellence today but also creates lasting value for generations to come.

Mr. Subhakar Kurly,
Executive Chairman

Message From Chief Revenue Officer



As Chief Revenue Officer, I have always believed that sustainable business growth is built on trust, long-term partnerships, and the ability to consistently create value for our clients and stakeholders. Today, sustainability has become an important differentiator, shaping customer expectations, influencing business decisions, and strengthening the resilience of organizations across industries.

Over the past year, we have further embedded sustainability into our business strategy by deepening our understanding of stakeholder priorities through a comprehensive materiality assessment and strengthening responsible sourcing through our supplier sustainability assessment program. These initiatives have provided valuable insights into the issues that matter most to our customers, partners, employees, investors, and suppliers, enabling us to align our offerings with evolving expectations while reinforcing the integrity and resilience of our value chain.

Our commitment to responsible business practices enhances the value we deliver to clients by fostering transparency, responsible governance, and long-term collaboration. As sustainability increasingly becomes a key consideration in business partnerships, we see it not only as a responsibility but also as an opportunity to strengthen customer confidence, create shared value, and unlock new avenues for sustainable growth.

As we continue this journey, we remain committed to delivering innovative solutions that help our customers succeed while creating positive environmental, social, and economic impact. Together with our stakeholders, we will continue building a future where responsible growth and business success go hand in hand.

Mr. Upendra Rachupally
Chief Revenue Officer

About Wissen Infotech

Wissen Infotech has grown into a globally integrated technology and engineering partner delivering transformative digital solutions to enterprises worldwide. With a presence across the US, India, the UK, Australia, Mexico, Vietnam, and Canada, the company combines deep domain expertise with scalable delivery capabilities to help organizations navigate an increasingly dynamic digital landscape.

Over the past two decades, Wissen Infotech has built a strong reputation for enabling enterprises to modernize operations, enhance business agility, and accelerate innovation through technology-led transformation. Wissen delivers end-to-end solutions spanning Application Development, Cloud, Intelligent Automation, Big Data, AI & Machine Learning, and Enterprise Support services. By integrating advanced technologies with strategic engineering expertise, Wissen empowers businesses to unlock operational efficiency, improve resilience, and create long-term value.

Wissen serves a diverse portfolio of industries including Banking & Financial

Services, Telecommunications, Retail, Healthcare & Life Sciences, Manufacturing, and Energy & Commodities. Its industry-centric approach enables the organization to address sector-specific challenges while delivering scalable and future-ready digital solutions tailored to evolving market demands.

Driven by a culture of innovation, collaboration, and continuous improvement, Wissen Infotech partners with global enterprises to design and execute high-impact transformation programs. Supported by robust infrastructure, strategically located development centers, and globally recognized service management practices, the company remains committed to delivering reliable, high-performance, and cost-effective technology solutions that help clients achieve sustainable growth in a rapidly evolving business environment.



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, Social & Environmental Sustainability

Operating Principles: Alignment to Sustainability



- 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

Global



India



Business Activities at a Glance

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

Application Development End-to-end custom software offerings that support diverse business objectives through the use of next-generation technologies and established best practices.	Cloud Services Advanced expertise in transitioning to the cloud, building cloud-native solutions, and managing cloud environments to drive scalable, efficient, and resilient operations.
Salesforce Development (SFDC) Comprehensive Salesforce services covering platform implementation, tailored configurations, and seamless system integration to enhance customer relationship management capabilities.	Data and Analytics Sophisticated data-centric capabilities encompassing Big Data platforms, Artificial Intelligence (AI), Machine Learning (ML), and predictive analytics to support insight-led decision-making.
Visualization and Business Intelligence Enabling real-time insights and intuitive data visualization through the deployment of sophisticated Business Intelligence tools and interactive reporting solutions.	Robotic Process Automation (RPA) Leveraging process automation to drive efficiency gains, reduce resource intensity, and minimize overall operational costs.
Mobility Solutions Building mobile-first applications and mobility frameworks that enhance customer interaction and empower a connected enterprise environment.	Agile & DevOps Embedding agile execution models and DevOps automation to improve development velocity and ensure consistent, high-quality product outcomes.
Quality Assurance & Test Automation Ensuring robust product quality through integrated testing capabilities, including automation-driven validation across development cycles.	Infrastructure Management Providing scalable IT infrastructure support using diverse engagement models to enhance system stability, efficiency, and operational continuity.

Performance Highlights

Environment



1. SBTi validation of emissions reduction targets, strengthening alignment with global climate goals.
2. Conducted climate risk assessments and scenario analysis (Physical and Transition) to improve resilience.
3. 85% of employees trained on ESG and sustainability-related practices.
4. Ratings: Ecovadis - 56/100
CDP - C (Climate Change)
5. Procured 1,322.2 MWh of IRECs, covering 35% of total electricity consumption.
6. Conducted 1st Materiality assessment.

Social



1. Great Place to Work certified for 5 consecutive years.
2. Delivered 1,16,361.75 training hours with 48.02 average training hours per employee.
3. 100% employees received DEI training.
4. 85.34% employee satisfaction score with 87% participation in ESAT survey.
5. Maintained zero fatalities, zero LTIFR, and zero occupational ill-health cases.
6. Conducted Supplier sustainability assesment for 42% of the suppliers.

Governance



1. ESG governance strengthened through ESG Core Committee with Board-level oversight.
2. Maintained zero reported cases of discrimination, harassment, child labor, or whistleblower incidents.
3. Strengthened supplier governance by conducting Supplier Sustainability Assessment.
4. Reinforced ethical business practices through Human Rights, POSH, and Whistleblower policies.
5. Zero Cases of POSH & Human Rights Violations.
6. Zero cases of Data Breaches.

Hall of Fame

- » Great place to work certified
- » Diamond Award for HR Excellence 2026 presented by ET Media Business Intelligence at the Leadership Summit & Excellence Awards 2026
- » Talent Magnet Award at the @ Global Conference Summit 2025 hosted at MAHE Manipal Academy of Higher Education, Manipal Institute of Technology
- » Sanjivani Talent Catalyst Award (Sanjivani Talent Summit 2026)



Stakeholder Engagement

At Wissen Infotech, stakeholder engagement is an integral part of our sustainability and business strategy. We adopt a structured, transparent, and inclusive approach to engaging with both internal and external stakeholders to better understand their evolving expectations, strengthen collaboration, and build long-term trust-based relationships.

Through formal communication channels, periodic interactions, and collaborative initiatives, Wissen ensures that stakeholder perspectives are systematically incorporated into decision-making processes, operational improvements, and sustainability priorities. Our engagement approach enables us to enhance accountability, drive continuous improvement, and create long-term value for all stakeholders.

Stakeholder Group	Key Areas of Interest	Engagement Mechanisms	Frequency
 Clientele	Service quality, innovation, project delivery, business continuity, data security	Customer Satisfaction (CSAT) surveys, quarterly business review meetings, weekly status calls, feedback mechanisms	Ongoing / Quarterly / Annual
 Employees	Career development, well-being, diversity & inclusion, workplace culture, rewards & recognition	Town halls, employee engagement activities, training programs, annual performance reviews, surveys, wellness initiatives	Ongoing
 Suppliers	Ethical business practices, operational continuity, sustainability expectations	Regular coordination meetings, supplier awareness programs, mutual site visits, Supplier Code of Conduct communication	Periodic
 Board of Directors & Senior Management	Strategic growth, governance, risk management, ESG performance	Board meetings, leadership reviews, formal communications, monthly CEO review discussions	Monthly / Quarterly
 Communities & Society	Community development, education, environmental stewardship, social impact	CSR initiatives, employee volunteering, donation drives, awareness campaigns, community outreach programs	Ongoing
 Regulatory Bodies & Industry Associations	Compliance, governance, industry best practices	Regulatory filings, compliance reviews, industry participation and disclosures	Periodic / As required

Materiality Assessment

Approach to Materiality

Wissen Infotech conducted a structured Impact Materiality Assessment in FY 2025–26 to identify and prioritise the Environmental, Social, and Governance (ESG) topics that reflect the organisation's most significant impacts on the economy, environment, and people. The assessment was conducted in alignment with the GRI Universal Standards 2021, with specific reference to GRI 3: Material Topics.

As a technology and consulting organisation, Wissen's impact footprint is primarily shaped by its people practices, governance systems, ethical conduct, and responsible use of technology — and the materiality process was designed to reflect the same.

A structured survey was administered to internal stakeholders, including senior management and employees across functions. Prior to participation, stakeholders were briefed on ESG concepts and the identified impact areas to ensure informed and meaningful responses.

Identification of Material Topics

Potential ESG topics were identified through a combination of internal review and external benchmarking, drawing on:

- 1 ESG disclosures of leading IT and technology service providers
- 2 ESG analyst questionnaires and rating frameworks
- 3 GRI Standards and sustainability reporting guidance

This ensured the topic universe was both contextually relevant to Wissen and aligned with broader industry expectations.

Key Materiality Topics Identified

SL no	Material Topic	ESG Category	Impact Type	Priority
1	Corporate Governance & Business Ethics		Transparency, accountability, and responsible decision-making across the organisation	High
2	Economic Performance		Long-term value creation and financial resilience for stakeholders	High
3	Customer Relationship Management		Trust, service quality, and responsible engagement with clients	High
4	Privacy & Data Security		Protection of client and employee data in a digital operating environment	High
5	Risk Management		Business continuity and governance effectiveness through proactive risk mitigation	High
6	Human Capital Development		Workforce capability, employee well-being, health, and safety	High
7	Climate Change		Indirect emissions and energy-related impacts from operations	Medium
8	Supply Chain Sustainability		Responsible sourcing and monitoring of limited supply chain footprint	Low
9	Green Tech & Innovation		Operational efficiency gains through adoption of sustainable technologies	Low
10	Community Development		Social value creation through local community engagement	Low



Environmental

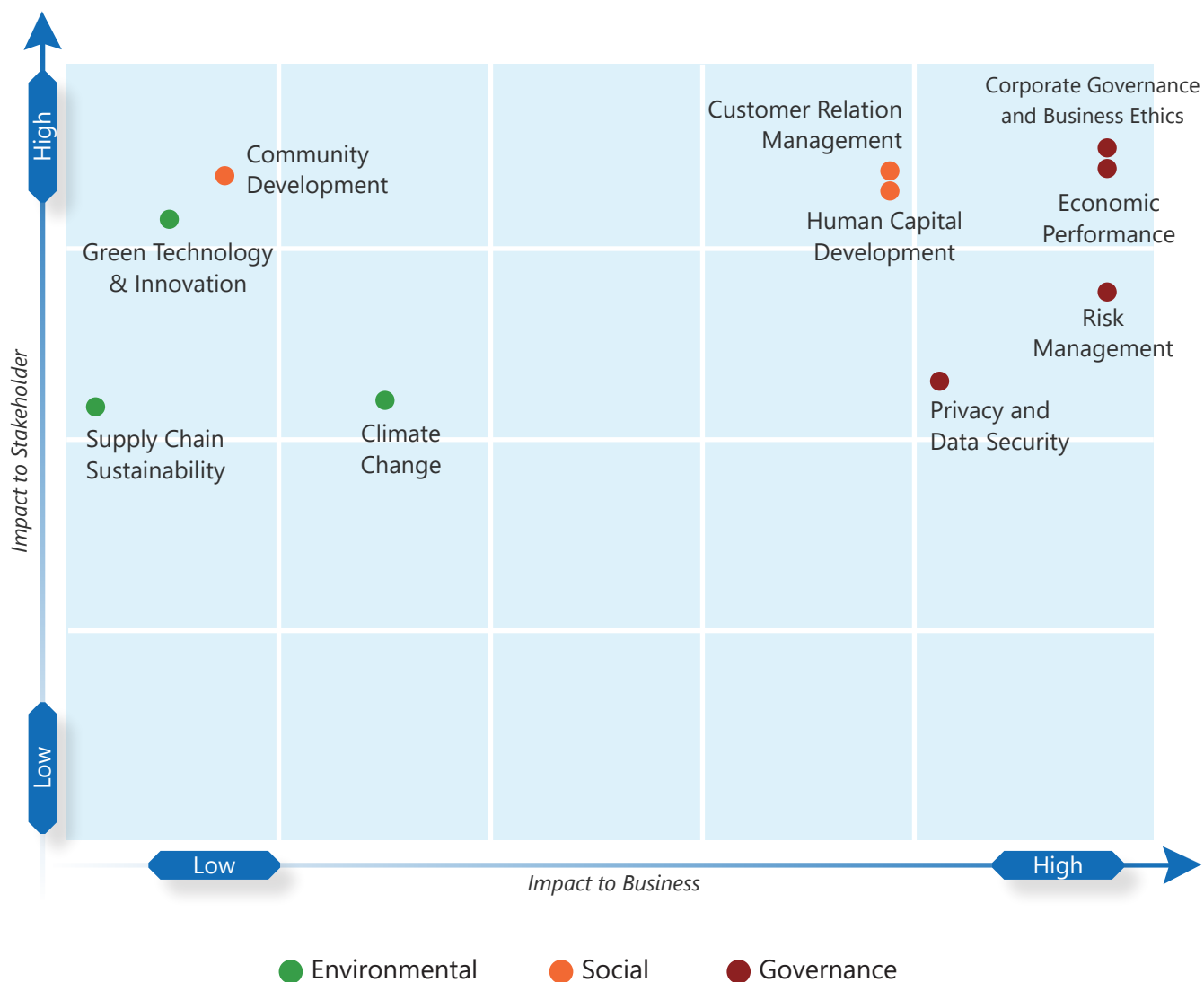


Social



Governance

Wissen Infotech Materiality Matrix



Building a Resource-Efficient and Low-Carbon Organization

SDG Alignment



Performance Highlights

13.83%

Reduction in energy consumption

6.7%

Reduction in waste generation

35%

IREC Contribution

At Wissen Infotech, environmental responsibility is embedded into our governance and operational practices, with strategic guidance provided by our Chief Financial Officer (CFO) and execution supported by a dedicated Environmental, Social, and Governance (ESG) team. Our comprehensive Environmental Policy underpins our approach to managing energy, water, and waste responsibly, reinforcing our commitment to resource efficiency, circular practices, and long-term ecological balance. We actively integrate sustainable practices across our operations and value chain by minimizing waste, promoting recycling, conserving natural resources, and fostering environmental awareness. In parallel, we assess climate-related risks and opportunities and align our actions with global net-zero ambitions, the Science Based Targets initiative (SBTi), and India's Nationally Determined Contributions (NDCs) to drive proactive reductions in greenhouse gas (GHG) emissions.

Energy Management

We have strengthened our energy performance by embedding structured energy management practices across our operations, contributing to reduced energy consumption, lower operating costs, and decreased greenhouse gas emissions. These initiatives support our broader climate change mitigation objectives and reinforce our commitment to resource efficiency.

We foster a culture of responsible energy use throughout the organization, supported by investments in advanced technologies and renewable energy solutions. With active oversight and support from senior management, we continue to drive sustained improvements in energy efficiency and overall environmental performance.

Key Energy Efficiency Initiatives

- **Optimized Air Conditioning** Standardized and controlled temperature settings have been implemented across office facilities to optimize air conditioning usage, ensuring energy savings while maintaining employee comfort.
- **Efficient Lighting Practices** Wissen has adopted energy-conscious lighting measures, including the exclusive use of energy-efficient LED lighting across all office spaces and strict protocols to switch off lights when not in use.
- **We reduce energy consumption** by optimizing our facility operations during periods of lower occupancy. During night shifts, we operate only one unit/floor, while during extended weekends and holidays, we keep only one office/floor operational. This helps us minimize energy use associated with lighting, air conditioning, and other facility operations.

Scope	Unit	FY 2025-26	FY 2024-25
Total Energy Consumption	MWh	1322.183	1534.448
Total Fuel Consumption	MWh	109.92	129.58
IREC Contribution	MWh	463	460

Energy Intensity (FY 2025-26) = 0.00000023409 MWh/ INR Revenue

Our focus on energy efficiency translated into a measurable reduction in overall energy consumption during FY 2025–26. Total energy consumption declined by 13.8% year-on-year, reflecting the progress made in improving energy efficiency across our operations and strengthening our approach to responsible energy management.

Emissions Management

We recognize that climate change presents material risks to business continuity, supply chains, and long-term financial performance. In response, we have adopted a structured and proactive approach to managing these challenges by systematically measuring and monitoring our greenhouse gas (GHG) emissions through the development of a comprehensive GHG inventory. This approach reflects our commitment to reducing emissions, strengthening climate risk mitigation, and contributing to a low-carbon and more sustainable future.

Category of Scope	Unit	FY 2025-26	FY 2024-25
Scope 1	tCO ₂ e	28.51	32.5
Scope 2	tCO ₂ e	1010.48	1115.54
Scope 3	tCO ₂ e	710.89	698.01

Emission Intensity (FY 2025-26) = 0.000000309819 tCO₂(2 in subscript)e/ INR Revenue

Our efforts to better understand and manage our carbon footprint translated into measurable progress during FY 2025–26. Our total GHG emissions stood at 1,749.89 tCO₂e, marking a 5.2% reduction from 1,846.05 tCO₂e recorded in FY 2024–25. This year-on-year decline reflects the progress made in strengthening emissions management and advancing our efforts towards a lower-carbon operation.

Scope 3 Categories	Unit	FY 2025-26
Category 1 (Purchased Goods and Services)	tCO ₂ e	50.7
Category 2 (Capital Goods)	tCO ₂ e	6.071
Category 3 (Fuel and Energy related Activities)	tCO ₂ e	77.87
Category 4 (Upstream Transportation and Distribution)	tCO ₂ e	67.88
Category 5 (Waste Generated in Operations)	tCO ₂ e	0.0578
Category 6 (Business Travel)	tCO ₂ e	39.42
Category 7 (Employee Computing)	tCO ₂ e	468.89

Emission Reduction Initiatives

Operational control

We optimize energy use by implementing controlled temperature settings for air conditioning systems and ensuring that lights are switched off when not in use. In addition, we exclusively utilize energy-efficient LED lighting across our office spaces, enabling us to reduce energy consumption while maintaining a comfortable and productive work environment.

New Green building certified office in Hyderabad

We have reinforced our commitment to sustainable infrastructure and environmental stewardship through our new LEED-certified office in Hyderabad. The facility incorporates advanced energy efficiency measures, water conservation technologies, and enhanced indoor air quality features, creating a healthier and more sustainable workplace for our employees.

In addition, the building is equipped with a rainwater management system that supports resource conservation and strengthens resilience. Through this green building, we demonstrate our commitment to developing innovative and environmentally responsible workspaces that are aligned with globally recognized sustainability standards.

Investment in IRECs

As part of our ongoing efforts to transition to cleaner energy sources, we have continued the procurement of International Renewable Energy Certificates (IRECs) for the second consecutive year. This initiative supports our Science Based Targets initiative (SBTi) ambitions and reflects our sustained commitment to reducing the environmental impact associated with our energy consumption.

During the reporting year, IRECs accounted for 35% (463 MWh) of the total electricity consumed across our Hyderabad and Bengaluru facilities, demonstrating tangible progress in increasing renewable energy adoption and enhancing our overall environmental performance.



Water Management

We integrate sustainable water management practices into our day-to-day operations to minimize environmental impacts and enhance resource efficiency. At our Hyderabad campus, we operate a sewage treatment plant (STP) that enables the recycling of wastewater, which is subsequently reused for landscaping and flushing purposes, significantly reducing freshwater consumption.

Complementing these infrastructure-driven measures, we regularly monitor water usage and deploy water-efficient fixtures across our facilities to prevent wastage and ensure compliance with applicable regulations. We also place strong emphasis on employee engagement by conducting awareness initiatives that promote responsible water-use practices. Through these combined efforts, we seek to conserve water resources and strengthen our commitment to long-term environmental stewardship.



Location	FY 2025-26	FY 2024-25	Reduction (kL)	Reduction (%)
Hyderabad	1,487.10	3,128.44	1,641.34	52.46%
Bengaluru	8,914.84	9,708.22	793.38	8.17%
Total	10,401.94	12,836.66	2,434.72	18.97%

Water Intensity (FY 2025-26) = 0.0000018416 kL/ INR Revenue

During FY 2025–26, overall water consumption across both locations decreased by 2,434.72 kL, representing an 18.97% reduction compared with FY 2024–25. This decline reflects the progress made in improving water-use efficiency and strengthening responsible water management practices across our operations.

Waste Management

We adopt a practical and accountable approach to waste management to minimize our environmental impact. We focus on reducing waste generation at source, extending the useful life of materials, and ensuring the responsible treatment and disposal of waste at the end of its lifecycle.

	Unit	FY 2025-26	FY 2024-25
Total Waste Generated	kg	7654	9594.5
Hazardous Waste			
E-Waste	kg	NIL*	1540.5
Non-Hazardous Waste			
Food Waste	kg	5095	6861
Paper Waste	kg	2559	1193

**E-waste generation is measured every two years*

Waste Intensity (FY 2025-26) = 0.0000013551 kg/Revenue in INR

The below-mentioned initiatives are implemented across our offices and are further supported by continuous awareness programs that motivate employees to practice responsible waste management and contribute to a cleaner, more resource-efficient workplace.

01

Phased out single-use items by replacing plastic bottles with reusable glass bottles and eliminating disposable cups in favor of durable steel cups, while encouraging employees to use personal drinkware

02

All biodegradable waste generated at our facilities is processed through composting

03

Electronic waste is managed responsibly by prioritizing equipment repair and directing all non-repairable items to authorized recyclers, ensuring complete compliance with recycling requirements.

Biodiversity

An aerial photograph showing a vast, dense green forest in the foreground. In the middle ground, there is a body of water, possibly a lake or a wide river, with some small structures and a bridge visible. In the far background, a city skyline with several tall buildings is visible under a blue sky with scattered white clouds.

As a technology-led organization, our facilities are located within developed urban areas, thereby avoiding any direct presence in ecologically sensitive or protected zones and minimizing impacts associated with land use and biodiversity. While our operational footprint in this regard remains limited, we extend our environmental responsibility beyond our offices through active participation in afforestation initiatives.

In collaboration with local authorities and community groups, we undertake tree plantation drives that contribute to the expansion of urban green spaces, improve air quality, and enhance climate resilience. These initiatives are strongly supported by employee volunteers, whose active participation reflects our collective commitment to environmental responsibility and reinforces a culture of sustainability beyond our day-to-day operations.

Climate Strategy

We are continuing our climate action journey for the second consecutive year, building on our ongoing efforts with measurable progress and a long-term perspective. Our approach to climate management extends beyond compliance with global standards and focuses on proactively reducing our environmental footprint while strengthening climate resilience across our operations and value chain.

Through sustained initiatives and a forward-looking strategy, we remain committed to driving meaningful environmental outcomes and contributing to a low-carbon future.

ESG Governance and Oversight

The governance and execution of our climate strategy are guided by a dedicated ESG (Environmental, Social, and Governance) Core Committee, chaired by our Chief Financial Officer (CFO) and comprising representatives from multiple functions who integrate ESG priorities into business decision-making and strategic planning. This cross-functional approach ensures that climate considerations are embedded across our operations and long-term growth plans.

Oversight is further strengthened through Board approval of a dedicated sustainability budget, demonstrating strong governance and ensuring that adequate resources are available for the effective implementation of our environmental initiatives.

Scenario Analysis

We conducted an annual, qualitative, organization-wide climate scenario analysis to evaluate the potential impacts of chronic physical climate risks on our operations, workforce, and business continuity. By assessing a range of plausible future climate pathways, we sought to better understand how evolving climatic conditions could influence our risk profile over time.

The insights generated through this analysis supported informed decision-making, strengthened our long-term climate resilience planning, and enabled the integration of climate considerations into our broader risk management framework and sustainability initiatives.

Climate Scenario	Warming Pathway	Planning Horizon	Climate Indicators
RCP 2.6 (SSP1), RCP 4.5 (SSP2), and RCP 7.0 (SSP3),	1.6°C to 2.9°C	Short-term (2021–2040) Medium-term (2041–2060)	- Changes in mean temperature, - Frequency of extreme heat days (TX35 and TX40), - Cooling and Heating Degree Days (CDD/ HDD), - Extreme precipitation events (RX1day and RX5day), consecutive dry days, - Standardized Precipitation Index (SPI-6)

The outcomes of the scenario analysis extended beyond risk identification and informed both physical and transition risk assessments, supported opportunity mapping, and contributed directly to our enterprise-wide risk management processes. Importantly, the insights derived also supported our strategic climate actions, including the formulation of SBTi-validated near-term and net-zero targets.

Climate Risk Assessment

We integrated climate risk assessment into our enterprise-wide Enterprise Risk Management (ERM) framework, enabling a structured evaluation of climate-related risks, opportunities, and dependencies across our operations.

For our operations in India, we identified a range of physical and transition risks that could influence our business performance and long-term resilience.

Physical Risks

Rising temperatures and extreme heat:

An increasing frequency of days exceeding 35°C and 40°C may result in higher cooling and energy requirements, increased heat-related health concerns for employees, productivity impacts, and additional stress on infrastructure and facilities

Variability in precipitation patterns:

Extreme rainfall events can lead to localized flooding, potentially disrupting access to data centres and client locations, while prolonged dry periods may contribute to water scarcity, affecting resources required for operational cooling.

In FY2025-26, we expanded our climate risk assessment approach beyond physical risks to include transition risks, enabling a more comprehensive evaluation of climate-related challenges and opportunities arising from evolving policy, technology, market, and reputational dynamics.

Transition Risks

Policy and regulatory changes: Evolving renewable energy regulations and sourcing requirements may influence the availability and procurement of renewable energy certificates. To assess these implications, the organization considers both the IEA STEPS and IEA NZE 2050 pathways. As part of its response, Wissen Infotech procures International Renewable Energy Certificates (I-RECs), covering approximately 30% of its electricity consumption.	Technological transformation: The transition to a low-carbon economy requires ongoing investment in cloud-based infrastructure, virtualization, and energy-efficient technologies. Delays in adoption could result in increased costs and reduced technological competitiveness.
Market expectations: Growing demand from clients for transparent ESG disclosures and credible science-based climate commitments may influence business opportunities. Strong climate performance can strengthen competitiveness, while insufficient action may impact customer retention and market positioning.	Reputational considerations: Limited transparency in climate disclosures or weaknesses in climate governance could affect stakeholder trust, attract increased scrutiny, and influence investor perceptions and confidence.

Employee Awareness and Training on ESG

We believe that employee engagement is critical to the successful implementation of our ESG commitments. We promote ESG awareness through regular communication, training programs, and internal initiatives that encourage responsible environmental and social practices. Our employees are sensitized to topics such as energy conservation, waste reduction, ethical conduct, and workplace well-being.

By cultivating a culture of sustainability and accountability, we empower our workforce to actively contribute to the achievement of our ESG objectives.

***In FY 2025-26, 85% of employees
were trained on ESG***

SBTi Commitment

At Wissen Infotech, our climate journey is driven by the understanding that businesses have a critical role to play in addressing the challenges of climate change and supporting the transition to a low-carbon economy. As part of this commitment, we have aligned our climate strategy with the Science Based Targets initiative (SBTi), establishing both Near-Term and Net-Zero emission reduction targets that are grounded in climate science and aligned with global efforts to limit temperature rise to 1.5°C. This reflects our intention to embed climate considerations into long-term business planning while creating a clear and measurable pathway for decarbonization.

FY2024–25 marked an important milestone in this journey, with the formal validation of our Near-Term and Net-Zero targets by the SBTi. This validation reinforces the credibility of our climate commitments and demonstrates that our emissions reduction ambitions are consistent with internationally recognized best practices. While reducing emissions from our own operations remains a key focus area, we also recognize the importance of addressing impacts beyond our direct control. Accordingly, we are actively measuring, monitoring, and working to reduce Scope 3 emissions across our value chain, enabling a more comprehensive approach to climate action.

Climate Commitment	Baseline Year	Target Year	Target
Near-Term	FY 2023	FY2034	Reduce absolute Scope 1 and Scope 2 GHG emissions by 58.8%
Long-Term	FY 2023	FY2050	Reduce absolute Scope 1, Scope 2, and Scope 3 GHG emissions by 90%
Net-Zero	FY 2023	FY2050	Achieve net-zero emissions across operations and value chain

By establishing science-based targets and expanding our focus across the value chain, we are building a structured framework to systematically lower our carbon footprint, strengthen climate resilience, and support global decarbonization efforts. These commitments serve as a foundation for continuous improvement as we progress toward our long-term vision of achieving net-zero emissions and creating sustainable value for our stakeholders.



Building Human Capital for Long-Term Value Creation

SDG Alignment



Performance Highlights

75%

Suppliers covered under
Supplier Awareness Program

21

Supplier underwent
Supplier Assessment

Zero

fatalities reported
across all operations

Zero

cases of ill-health across
the organization

Zero

Lost Time Injury
Frequency Rate (LTIFR)

Target: Maintain zero fatalities and LTIFR through proactive safety measures.

At Wissen, our people are central to our long-term success. We strive to build a workplace that is inclusive, empowering, and sustainable, enabling employees to grow, perform, and contribute meaningfully. Guided by our core values of innovation, integrity, and collaboration, our employee engagement approach equips our workforce with the capabilities and mindset needed to navigate evolving business challenges and drive future-ready growth.

Workforce Breakdown

Details of Workforce- Total Employee Count

	Male	Female	Total (within each Category)
Top Management	31	5	36
Middle Management	77	10	87
Associate	409	93	496
Lower Management	989	513	1502
Total Permanent Employees	1506	621	2127

FY 2025-26



Male

70.83%



Female

29.23%

Talent Acquisition and Retention

At Wissen Infotech, we recognize that attracting and retaining high-quality talent is essential to sustaining our long-term growth and organizational stability. We have formalized this commitment through our Responsible Recruitment Policy, which establishes a clear and ethical framework governing all hiring and employment practices. Through this policy, we ensure that recruitment processes are transparent, legally compliant, and grounded in integrity, while maintaining open and accountable partnerships with staffing agencies.

We place strong emphasis on fairness, equity, and transparency throughout the employee lifecycle. We provide equal access to employment opportunities and ensure equitable compensation for work of equal value, with clear communication of wages, working hours, and employment terms. Our working hour structures are defined in advance, overtime is voluntary, and employees receive appropriate rest periods. We uphold strict non-discrimination standards across hiring, compensation, and career progression decisions, ensuring that all individuals are evaluated based solely on merit, qualifications,

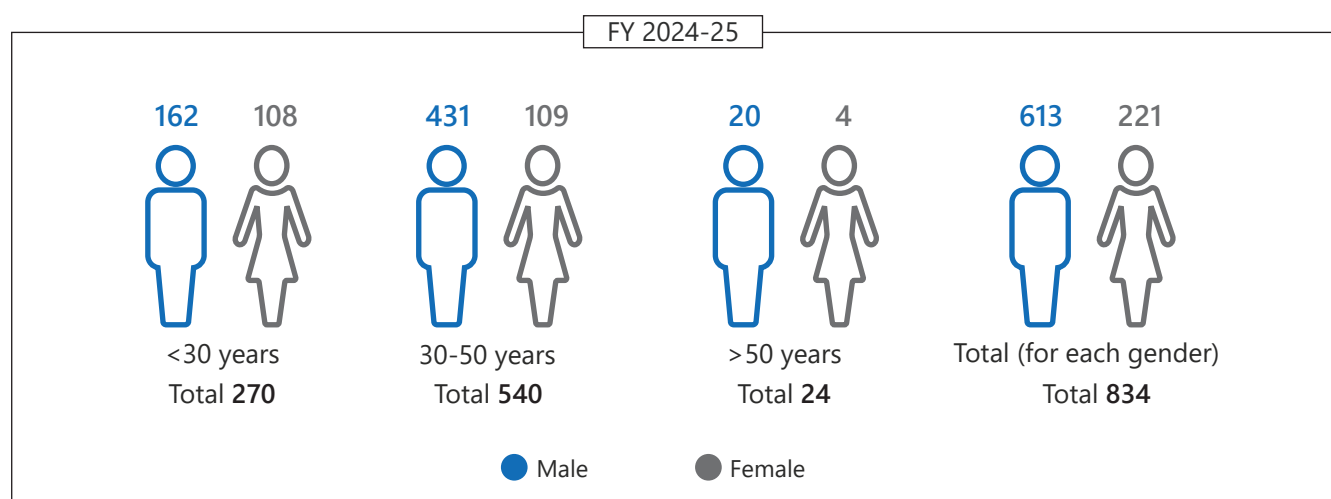
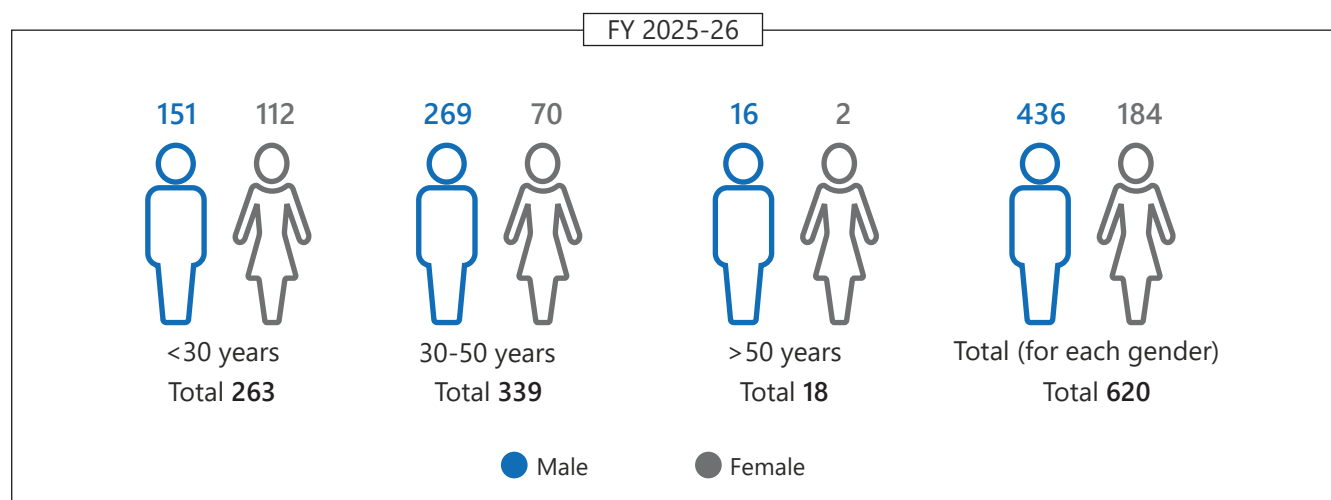
and business needs. To further strengthen objectivity in hiring, we implement structured Talent Acquisition practices, including anonymized candidate screening, which helps eliminate bias and supports fair evaluation. We also promote stable employment relationships wherever possible and leverage digitally enabled recruitment processes alongside flexible work arrangements, such as remote and part-time opportunities, to attract talent from diverse geographic and professional backgrounds.

To further strengthen employee retention and workplace integrity, we cultivate an environment where individuals feel respected, secure, and motivated to grow. This commitment is reinforced through our Anti-Harassment

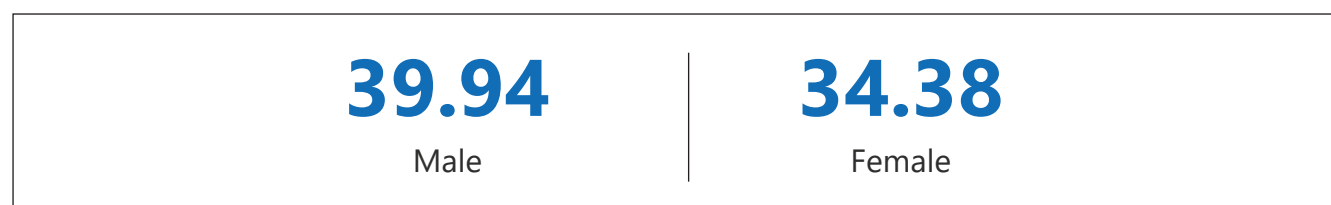
and Anti-Discrimination Policy, which ensures that all employees are treated with dignity and protected from discrimination, harassment, intimidation, or any form of inappropriate conduct. We support our workforce through competitive compensation and benefits, flexible work arrangements, employee well-being initiatives, and transparent communication practices that enhance trust and engagement. To ensure effectiveness and continuous improvement, we regularly evaluate our recruitment and employment practices through internal audits, confidential employee surveys, structured feedback mechanisms, and defined performance metrics, enabling us to sustain a resilient, inclusive, and high-performing workforce.



Representation in New Hiring



Employee Turnover (FY 2025-26)



Local Hiring and Community Economic Contribution

At Wissen, we actively promote inclusive economic development by prioritizing the engagement of professionals from the regions in which we operate. Local talent is understood as individuals who are based in the same geography and can take up roles without the need for relocation. By following this approach, we generate employment opportunities within the community, reinforce local economic ecosystems, and minimize the environmental footprint linked to workforce mobility. In line with this commitment, all senior leadership positions are filled by professionals from the local community.



Local Hires (FY 2025-26)



100% of the senior management is hired from the local community

Internal Career Mobility and Growth

At Wissen, we view internal career progression as an essential part of building and retaining strong talent. Our people are encouraged to pursue opportunities within the organization that align with their evolving interests and capabilities, including roles across different functions and regions. This focus on internal mobility supports sustained employee motivation, reduces attrition, and helps develop a dynamic workforce with diverse experience and long-term organizational knowledge.

***In FY 2025-26, 842 employees are
hired internally***

Details of New Hiring- Positions filled by internal candidates

% of open positions filled by internal candidates

FY 2025-26

40.09%

FY 2024-25

40%

Performance Culture

At Wissen, we follow a structured and merit-driven performance management framework that aligns individual contributions with organizational objectives and business growth. Performance reviews are conducted annually and are centered on meaningful, outcome-based conversations that emphasize measurable results and impact rather than effort or process alone.

The appraisal process is designed to be transparent, fair, and free from discrimination, ensuring equitable treatment of all employees irrespective of personal characteristics. Evaluations are based on individual achievements, contributions, and demonstrated outcomes, reinforcing a consistent and objective assessment approach across the organization.

To strengthen fairness and effectiveness in the process, managers are trained to conduct constructive performance dialogues that support goal alignment, career development, and continuous improvement. They are also sensitized to principles of equity and unbiased evaluation to minimize unconscious bias in assessments.

Through this disciplined and transparent framework, Wissen fosters a culture that recognizes performance, supports professional growth, and drives both individual and organizational success.



Male

100%



Female

100%

Employees Receiving Performance & Career Development Reviews

Recognizing Excellence in Talent Leadership

Our commitment to building a future-ready workforce is reflected in the recognition received for our leadership in talent acquisition, workforce transformation, and industry collaboration. These accolades underscore our continued efforts to create innovative hiring practices, strengthen employer branding, foster meaningful academia-industry partnerships, and develop sustainable talent pipelines that support long-term organizational growth.

- **Diamond Award – HR Excellence 2026** *(Presented by ET Media Business Intelligence at the HR Leadership Summit & Excellence Awards 2026)*: This prestigious recognition celebrates sustained excellence in Talent Acquisition leadership and acknowledges the strategic role of HR in driving business transformation. The award recognizes our efforts in building a high-performing Talent Acquisition function, driving hiring transformation and operational excellence, strengthening employer branding through initiatives such as Wissen Pathways, leveraging technology and AI to enhance recruitment effectiveness, and aligning talent strategy with business objectives to create a scalable, future-ready hiring ecosystem.
- **Talent Magnet Award** *(Global Conference Summit 2025, hosted by MAHE – Manipal Academy of Higher Education)*: This award recognizes outstanding leadership in transforming talent acquisition into a strategic business advantage. It acknowledges our commitment to developing innovative hiring practices, building scalable talent ecosystems, and nurturing future-ready workforce capabilities that support sustainable business growth while advancing excellence in people practices.
- **Sanjivani Talent Catalyst Award 2026** *(Sanjivani Talent Summit 2026)*: This recognition honours our contribution to strengthening employability and bridging the gap between academia and industry. Through our flagship Wissen Pathways initiative, we have expanded collaborations with universities and campuses to create scalable talent pipelines, particularly by connecting emerging talent from Tier 3 and Tier 4 cities with meaningful career opportunities. The award recognizes our efforts to mentor future talent, enhance workforce readiness, and foster long-term industry-academia partnerships that create shared value for students, institutions, and industry.

Diversity, Equity, and Inclusion (DEI)

At Wissen, we are committed to creating a diverse, equitable, and inclusive workplace where every individual is respected, valued, and empowered to contribute to their fullest potential. Our Diversity, Equity, and Inclusion Policy provides a structured framework to translate this commitment into action across all locations where we operate. We ensure equal employment opportunities and make all employment-related decisions based on merit, qualifications, and business needs, without discrimination on any legally protected grounds. Our approach goes beyond regulatory compliance by embedding DEI principles into our policies, processes, and organizational culture, while upholding human rights in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Our DEI initiatives focus on building an inclusive workforce across multiple dimensions. We promote gender diversity through flexible workplace policies, reintegration programs for women returning from career breaks, leadership and capability-building initiatives, and a strict zero-tolerance policy toward workplace harassment. Generational diversity is encouraged through cross-generational mentoring, tailored learning and development programs, flexible work options

suited to different life stages, and initiatives that foster mutual respect and belonging. We are equally committed to the inclusion of persons with disabilities by complying with the Rights of Persons with Disabilities Act, 2016, providing reasonable workplace accommodations, flexible work arrangements, and awareness programs that promote empathy and reduce stigma. Cultural and global diversity are strengthened through unbiased recruitment practices, cultural sensitivity training, and the integration of diverse perspectives into our teams and decision-making processes.

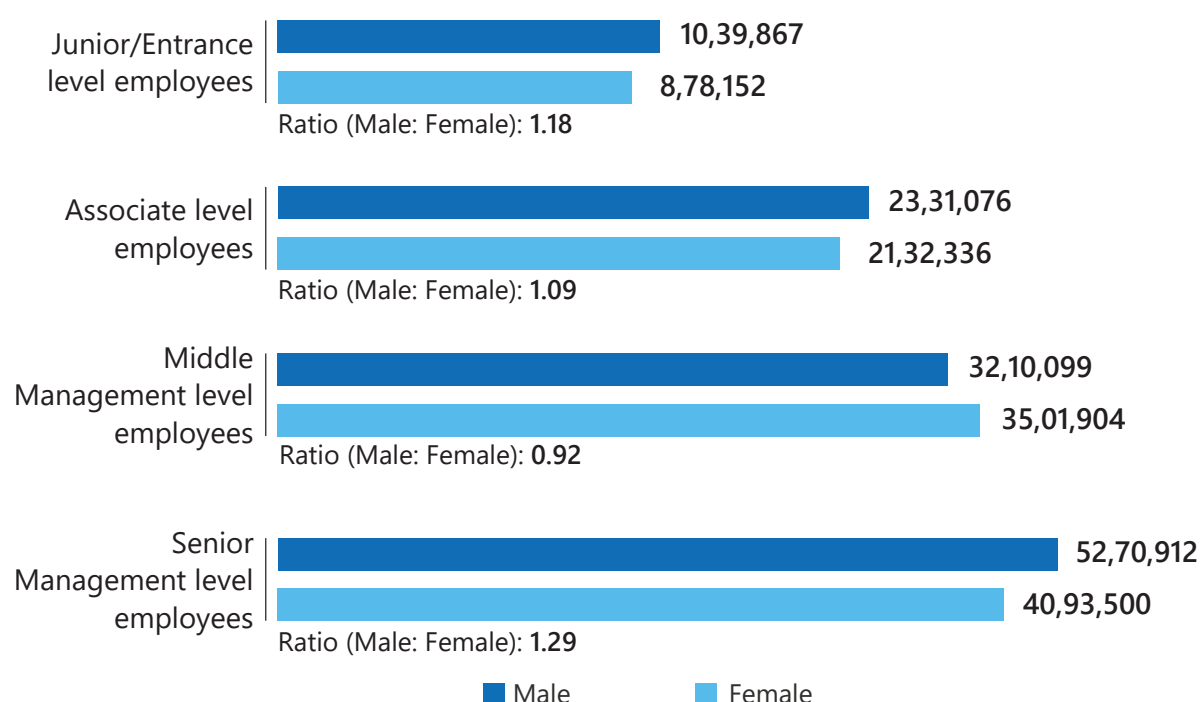
We conduct focused training programs aimed at strengthening an inclusive and respectful work environment by building awareness around unconscious bias, promoting inclusive conduct, and reinforcing fair and equitable workplace practices.

***In FY 2025-26, 100% of our
employees received DEI trainings***

Ensuring Equity in Pay and Compensation

At Wissen, we are committed to maintaining a compensation structure that reflects fairness, transparency, and equal opportunity. We ensure that employees performing similar roles with comparable responsibilities are compensated equitably, without bias or discrimination. Our pay practices are aligned with legal requirements and applicable living wage benchmarks, reinforcing ethical employment standards while supporting employee financial security. Through this approach, we aim to create a workplace where compensation is merit-based and supports both individual growth and organizational integrity.

Basic Salary & Remuneration FY 2025-26



Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees stands at 13.65: 1

Average unadjusted gender pay gap: 28.85%

Enhancing Employee Well-Being and Workplace Experience

At Wissen, we are dedicated to creating a workplace where employees feel supported, valued, and empowered to perform at their best. Our approach to employee well-being extends beyond the workplace and focuses on ensuring physical, mental, and financial security through a comprehensive benefits framework. We provide a range of programs and resources designed to enhance overall well-being, promote work-life balance, and support employees across different stages of their professional journey. Our benefits structure is aligned with employee needs and organizational priorities, enabling us to foster a motivated, resilient, and engaged workforce while reinforcing our commitment to long-term employee satisfaction and holistic development.

Leave Policy at Wissen Infotech

Our Leave Policy is designed to support employee well-being and work-life balance by providing structured leave entitlements in line with applicable laws and organizational guidelines. It ensures employees have access to adequate time off for personal needs, health, and family responsibilities while maintaining operational continuity.

Parental Leave (Maternity & Paternity)

We provide paid maternity and paternity leave to support working parents during important family transitions.

Sabbatical Leave

Employees may avail sabbatical leave to pursue higher education, personal development, research, or rejuvenation, returning with renewed perspective and enhanced capabilities.

Bereavement Leave

Bereavement leave is provided to support employees during the loss of a loved one, allowing time to grieve, attend funeral services, and manage personal matters.

	FY 2025-26	
	Male	Female
a. Total number of employees entitled for parental leave	1510	617
b. Total number of employees that took parental leave	32	26
c. Total number of employees that returned to work in the reporting period after parental leave ended	32	10
d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	32	10
Return to work rates of employees that took parental leave	100	38.46

Access to Comprehensive Healthcare Support

At Wissen, we provide comprehensive health insurance coverage to all employees to safeguard their medical and financial well-being.

Group Health Insurance:

Provides coverage for hospitalization, outpatient care, and preventive wellness support.

Group Term Life Insurance:

Offers financial protection to employees' families in the event of unforeseen life circumstances.

Group Personal Accident Insurance:

Ensures coverage for accidental incidents, including death as well as temporary or permanent disability.

Flexible Work and Productivity Focus

At Wissen, we emphasize efficiency and meaningful output rather than prolonged working hours, recognizing that excessive workloads can affect well-being and performance. We support flexible work arrangements, including hybrid and remote options, to help employees maintain balance while meeting business objectives. We do not encourage overtime; however, when additional work is required, we ensure employees are compensated fairly in line with our policies.

Celebrating Excellence and Achievement

At Wissen, acknowledging employee contributions plays a vital role in strengthening engagement, reinforcing organizational values, and supporting sustained business performance. Our structured Rewards and Recognition framework is designed to honor exceptional efforts, encourage high performance, and inspire employees to continuously excel in their roles. By celebrating achievements and highlighting exemplary contributions, we create a culture where employees feel appreciated and motivated. This approach enhances morale, promotes a performance-driven mindset, and supports the retention of talent while aligning individual accomplishments with the Company's broader strategic objectives.

Transition Assistance Program

At Wissen, we understand that retirement represents a major personal and professional transition, and we are committed to supporting our employees as they prepare for this next phase of life. Our Transition Assistance Program provides structured guidance to help employees plan ahead with confidence, focusing on financial preparedness, personal well-being, and long-term security.

Employee Satisfaction Survey

At Wissen, we regularly seek employee feedback to better understand their experiences and strengthen workplace engagement. Our annual Employee Satisfaction Survey serves as a key tool for evaluating employee perspectives across areas such as organizational culture, leadership effectiveness, communication, professional development, and overall work environment. The insights gained enable us to identify strengths, address improvement areas, and continuously enhance the employee experience.

In FY 2025-26, 87% employees participated in the Employee Satisfaction Survey

85.34%
ESAT Score FY 2025-26



Communication of Operational Changes

At Wissen, we ensure that all operational changes are shared with relevant stakeholders within a one-month timeframe, enabling transparency, preparedness, and smooth transition across teams.

Driving Engagement Through Meaningful Employee Initiatives

At Wissen, we recognize that an engaged and connected workforce is essential to building a collaborative, high-performing organization. Our dedicated employee engagement team curates a range of initiatives designed to strengthen teamwork, enhance communication, encourage creative thinking, and promote inclusion and overall well-being. These programs also reinforce collaboration and help employees stay motivated, aligned, and connected to organizational goals.

Toastmasters Club

"Wissen Bangalore Toastmasters Club is a growing community of 18 members that provides a supportive, learn-by-doing environment to develop confident communication and leadership skills for both professional and personal settings. Through weekly meetings, members participate in prepared speeches, Table Topics, impromptu speaking, speech evaluations, meeting roles, and leadership activities, helping them improve public speaking, presentation structure, storytelling, delivery, spontaneous thinking, and leadership capabilities. The club encourages members at all experience levels to participate, overcome stage fear, step beyond their comfort zones, receive constructive feedback, celebrate progress, and learn from one another. Through regular practice, teamwork, and active participation, the club enables members to become more confident, effective communicators and leaders."



Cultural Celebration

Welcoming New Beginnings:

We ushered in the New Year with interactive activities and cultural performances that strengthened employee connections and set a positive tone for the year ahead.



Celebrating Cultural Heritage:

Festivities such as Sankranti, Holi, Ganesh Chaturthi, Ugadi, Onam, Navaratri, Dussehra, Diwali, Christmas and Telangana Formation Day brought employees together to celebrate traditions, embrace diversity, and foster a vibrant and inclusive workplace culture.



Building a Culture of Appreciation:

Valentine's Day celebrations created opportunities for employees to connect, express appreciation, and strengthen workplace camaraderie.



Celebrating Diversity and Inclusion:

Through Women's Day and International Men's Day initiatives, we celebrated the contributions of our employees while fostering awareness, well-being, and meaningful dialogue. Women's Day activities focused on recognition, creativity, and wellness, while interactive "Man Talk" debates encouraged open conversations on evolving perspectives of masculinity and men's well-being, reinforcing a culture of inclusivity and mutual respect.



Celebrating Family Day: Parents and Caregivers

Family Day celebrations provided employees with an opportunity to recognize and appreciate the invaluable role of their family. Through wellness initiatives, creative activities, and interactive games, the celebrations fostered a spirit of gratitude, connection, and togetherness across the workplace.



Independence Day & Republic Day Celebrations:

We commemorated Republic Day through patriotic performances, themed activities, and creative costume parades that celebrated India's heritage and inspired a sense of pride and unity among employees.



Fun Activities

Team-Building Games:

Activities such as Habit Mapping, Pyramid Building, Ball with Pen, Play Stop Pick, Bottle Fight, Guess the Tagline, and Pick the String encouraged collaboration, communication, and active participation across teams.



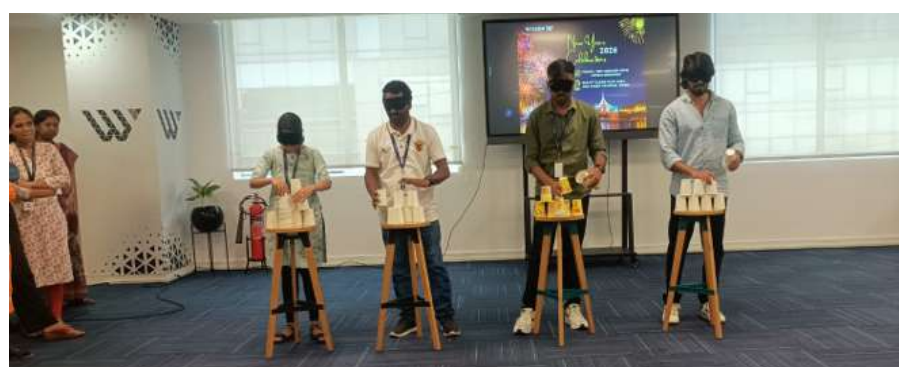
Music Jam Sessions:

Through Antakshari, shared playlists, and multilingual performances, employees celebrated cultural diversity and strengthened connections through the universal language of music.



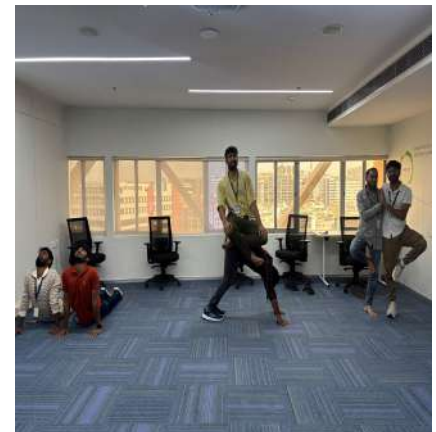
Theatre Club Activities:

Employees brought their favorite movie characters to life by recreating iconic scenes and showcasing their acting talents, creating an enjoyable platform for self-expression and creativity.



Interactive Games and Team-Building Activities:

Employees engaged in a variety of games and challenges designed to promote collaboration, communication, and friendly competition. Activities such as Pictionary, puzzle and pyramid games, blindfold challenges, trust walks, photo scavenger hunts, and office game sessions fostered teamwork and quick thinking. Quarterly quiz competitions and client engagement initiatives encouraged participation from both on-site and remote employees, enhancing inclusivity. Fun Friday challenges, Office Olympics and Squid Games-inspired events, along with movie and music-themed activities, created a lively atmosphere, while Wissen Got Talent and cultural performances provided employees with opportunities to showcase their creativity and strengthen team spirit.



Reviving Traditional Games:

Through engaging activities such as Lagori and Tambola, employees experienced the joy of classic games that encouraged teamwork, strategic thinking, and friendly competition. These sessions created a lively atmosphere and offered employees a refreshing way to connect and unwind.



Art and Painting Workshops:

Through painting club sessions, including Mandala art and other creative forms, as well as fridge magnet painting in Bengaluru and bottle painting activities in Hyderabad, employees explored their artistic abilities and used art as a medium for self-expression and relaxation. These activities provided a creative outlet to channel emotions, support mental well-being, and strengthen connections with colleagues in an engaging and enjoyable setting.



Cultural Celebrations and Team Engagement:

Teachers' Day celebrations evoked nostalgic school memories through themed activities and traditional games, recreating the simplicity and excitement of classroom and playground experiences. This was extended through box cricket, a fast-paced format played in enclosed indoor or netted spaces, reflecting the informal spirit of school and young-day cricket with its emphasis on quick coordination, shared energy, and active participation. Friendship Day celebrations further reinforced this nostalgic connect through activities such as Broken Telephone, Whisper Challenge (BFF Edition), Three-Legged Relay with knot-tying and ball pick-up challenges, and a Friendship Band Making Station, encouraging playful interaction and peer bonding. In addition, TA, L&D, and HR engagement sessions featuring icebreakers, Pictionary, Dumb Charades, rapid-fire rounds, and light-hearted superlatives promoted open communication and cross-functional interaction beyond routine work.



Sports

Wissen Badminton Tournament - (Bengaluru & Hyderabad):

The badminton tournament encouraged employees to demonstrate focus, strategy, and competitive spirit while strengthening connections across teams.



Chess Tournament - (Bengaluru & Hyderabad):

A friendly chess competition provided employees with an opportunity to showcase analytical thinking, concentration, and sportsmanship.



WPL Auction - (Bengaluru & Hyderabad):

- Employees came together for a lively cricket players' auction that fostered team bonding, strategic thinking, and enthusiasm ahead of the tournament.
- With six teams competing, the tournament created an engaging platform for collaboration, teamwork, and healthy competition.



Carrom Tournament - (Bengaluru & Hyderabad):

The carrom competition brought colleagues together through friendly rivalry, promoting precision, engagement, and camaraderie.



Men's Volleyball Tournament - (Hyderabad):

The event brought participants together to promote teamwork, coordination, and a shared sense of achievement.



Women's Throwball Tournament - (Hyderabad):

Through spirited competition and active participation, the tournament celebrated teamwork, energy, and sportsmanship among employees.



Midnight Marathon (Bengaluru):

Employees proudly participated in the Bengaluru Midnight Marathon, promoting physical fitness, community engagement, and overall well-being.



Volleyball Tournament - (Bengaluru):

Employees came together for the annual volleyball tournament, fostering teamwork, coordination, and healthy competition.

Service Recognition Awards

We celebrated the dedication and long-standing contributions of our employees through Service Awards, recognizing milestones of 5, 10, 15, and 25 years of service. These awards honored employee commitment, reinforced our values, and fostered a strong sense of belonging and appreciation across the organization.



Learning and Development

At Wissen, we prioritize continuous learning as a key enabler of employee growth and organizational advancement. Our structured development framework is designed to enhance technical expertise, strengthen leadership capabilities, and support overall professional progression. Through a combination of digital learning platforms, instructor-led sessions, hands-on workshops, and mentoring programs, we provide employees with accessible and relevant opportunities to build critical skills. This integrated approach ensures our workforce remains agile, aligned with evolving industry demands, and well equipped to contribute to long-term business success while reinforcing a culture of continuous improvement and adaptability.

Trainings Conducted in FY 2025-26

	Technical Competency Development	Behavioral Competency Training	Policy & Compliance Awareness	General Skills & Awareness Sessions
No of trainings	326	96	26	26
No of employees	8581	4348	3975	3406
2423 unique employees have attended skill development trainings (including all 4 categories above)				
100% of eligible employees have received training				

**The employee count also consists of employee who have left the organization in the FY*

Average Training Hours

48.33	47.33	116361.75 Total Training Hours
Male	Female	
Total 48.02		

Learning and Development Programs

At Wissen, learning is embedded into our culture as a key driver of innovation, employee growth, and business excellence. We provide employees with diverse learning opportunities that strengthen technical expertise, leadership capabilities, digital competencies, and workplace skills. Through structured learning journeys, digital platforms, and experiential learning programmes, we enable our workforce to continuously build future-ready capabilities while supporting career progression and organisational success.

Wissen University

Wissen University is Wissen's centralized digital learning platform designed to foster a culture of continuous learning and skill enhancement across the organization. It serves as a single destination where employees can access structured learning programs across technical, functional, behavioral, leadership, and domain-specific areas. The platform is organized into multiple academies, each focusing on specialized areas of expertise and offering role-based and skill-based learning journeys aligned with employees' job responsibilities and business requirements. Through a blend of self-paced e-learning modules, instructor-led training sessions, virtual workshops, assessments, certifications, and curated learning resources, Wissen University provides a flexible and engaging learning experience that enables employees to build relevant competencies, strengthen existing skills, and continuously upskill to keep pace with evolving business and technology needs.

For the organization, Wissen University plays a vital role in developing a future-ready workforce by standardizing learning across functions and ensuring employees acquire the skills required for their roles. The platform supports faster onboarding, identifies skill gaps, enhances productivity, and strengthens talent development through structured learning

pathways and competency-based training programs. By enabling continuous upskilling and reskilling, Wissen University helps build a highly skilled, agile, and innovative workforce while fostering a culture of continuous learning, collaboration, and professional excellence across the organization."

Graduate Engineer Trainee (GET) Programme

Our Graduate Engineer Trainee (GET) programme provides structured onboarding and technical capability development for early-career professionals. Through focused learning pathways and project-based exposure, the programme achieved 100% deployment of Graduate Engineer Trainees into business projects, enabling faster integration into client engagements.

Apprenticeship Learning Journeys

Wissen's apprenticeship programme combines structured classroom learning with practical, on-the-job experience to build technical and functional competencies. This blended learning approach equips apprentices with the knowledge and practical exposure required to enhance role readiness and contribute effectively to business outcomes.

Technical Learning and Upskilling

Continuous technical learning enables our employees to remain at the forefront of evolving technologies. During the year, we delivered 326 technical training sessions focused on emerging technologies, domain expertise, and client-specific capabilities, helping employees strengthen their technical proficiency and project readiness.

AI and Innovation-Driven Learning

To prepare employees for the future of work, Wissen continued to expand AI-focused learning initiatives. Through the Microsoft Copilot Roadshow, employees gained hands-on experience in AI-powered productivity tools, prompt engineering, content creation, smart dashboard development, and practical business applications. Complementing this initiative, the AI@Work learning programme achieved a 93% completion rate, promoting responsible AI adoption and strengthening digital capabilities across the organisation.

Leadership and People Development

We continue to strengthen leadership capabilities through dedicated programmes focused on people management, coaching, communication, and team leadership. Our People Manager Essentials programme

recorded an 80% completion rate and achieved an NPS score of 85, reflecting its effectiveness in developing confident and capable people leaders.

Wissen Talent Gate

The Wissen Talent Gate initiative enhances employees' readiness for client opportunities through curated learning pathways focused on interview preparation, technical competency enhancement, and business-specific skills. The programme supports employees in building the capabilities required for successful project deployment.

Digital Learning and LMS

The organization has made significant progress in driving the adoption of its Learning Management System (LMS), with 75% of employees actively utilizing the platform as their primary learning and development resource. The LMS serves as a centralized digital learning hub, enabling employees to access self-paced e-learning modules, blended learning programs, Virtual Instructor-Led Training (VILT), Instructor-Led Training (ILT), assessments, certifications, and knowledge resources from a single platform. This high level of adoption reflects the organization's commitment to fostering a culture of continuous learning, allowing employees to learn anytime, anywhere, at their own pace.

The platform delivers role-based and skill-based learning journeys, enabling employees to build technical, functional, and behavioral competencies aligned with business requirements. Extensive LMS adoption has significantly reduced dependency on printed training materials, physical classrooms, and manual administrative processes, resulting in cost optimization, improved operational efficiency, and sustainable learning practices. Additionally, the LMS provides real-time learning analytics, including course enrollments, learning progress, assessment scores, completion rates, and certification tracking, enabling the Learning & Development (L&D) team and managers to identify skill gaps, monitor employee development, and make data-driven learning decisions. With 75% LMS adoption already achieved, the organization continues to drive engagement through interactive learning experiences, gamification, and role-based learning paths, supporting a scalable, digital-first, and future-ready learning ecosystem."

Training Framework

Learning programmes are systematically organised into four categories—Technical, Behavioural, Compliance, and Generic Training—ensuring employees receive holistic development aligned with their functional responsibilities and

career aspirations. During FY 2025–26, Wissen conducted 473 training sessions across these categories, reaching employees through structured and role-specific learning interventions.

Assessments and Certifications

To reinforce learning outcomes, all major learning journeys incorporate graded assessments and certification mechanisms. These assessments validate knowledge acquisition, measure competency development, and ensure consistency in learning standards across the organisation.

Diversity, Equity and Inclusion Learning

Wissen delivers Diversity, Equity and Inclusion (DEI) learning programmes through its digital learning platform to strengthen awareness, promote inclusive behaviours, and foster a respectful workplace. The digital format enables consistent and accessible learning opportunities for employees across locations.

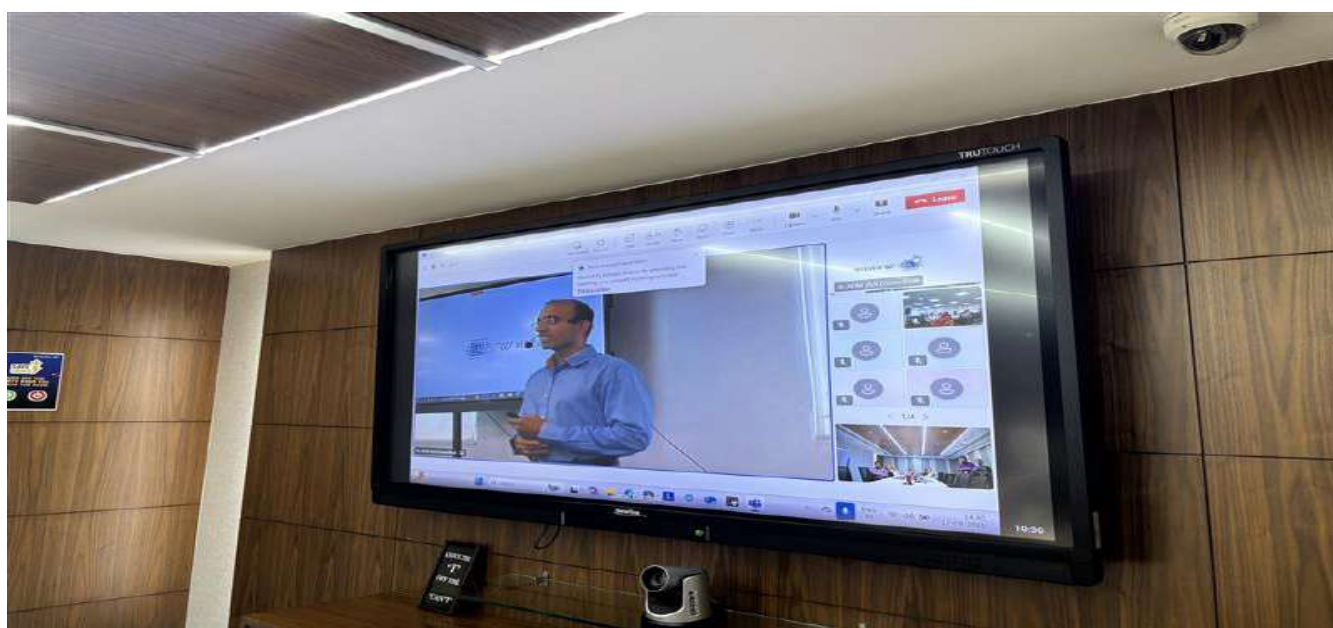
Bench-to-Project Transition

To accelerate workforce deployment, Wissen conducts targeted technical learning programmes that prepare employees for project assignments. During the year, these initiatives resulted in a 79% on-demand Bench-to-Project transition rate, demonstrating the effectiveness

of our capability-building programmes in aligning workforce skills with business requirements.

Financial Literacy and Planning

Supporting holistic employee well-being, Wissen organised financial literacy and planning sessions to improve employees' understanding of personal finance, savings, investments, budgeting, and long-term financial planning. These sessions equip employees with practical knowledge to make informed financial decisions and strengthen their overall financial well-being.



Human Rights

At Wissen, we are committed to respecting and upholding internationally recognized human rights across our operations and value chain. Guided by our Human Rights Policy, we embed the principles of dignity, equality, and respect into our business practices, ensuring fair and ethical treatment of all employees, contractors, suppliers, and stakeholders. We maintain a zero-tolerance approach to human rights violations and actively work to prevent discrimination, exploitation, or unfair practices in any form. We embed human rights considerations into our operational decision-making, governance processes, and business partnerships to promote accountability, ethical conduct, and responsible business practices. Our structured Human Rights framework reinforces an inclusive and respectful workplace while extending these expectations across our supply chain. We actively collaborate with vendors and partners to encourage ethical sourcing, fair labor standards, and adherence to human rights principles, ensuring that responsible and equitable practices are upheld throughout our broader business ecosystem.

Anti-Slavery and Anti-Human Trafficking Commitment

We have implemented a formal Anti-Slavery & Anti-Human Trafficking Policy that affirms our strict prohibition of human trafficking, forced labor, bonded labor, and child labor across our operations and value chain. Through this policy, we ensure that all employment is voluntary, with individuals clearly informed of their terms of employment and free to leave in accordance with applicable notice requirements. We extend these expectations to our suppliers, partners, and business associates, requiring them to uphold the same ethical labor standards. We remain firmly committed to protecting human rights and ensuring that our business activities do not contribute to any form of exploitation or unethical labor practice.

Commitment to a Harassment-Free Work Environment

At Wissen, our commitment to a respectful and inclusive workplace is reinforced through our Anti-Harassment and Anti-Discrimination Policy, which ensures that all employees are treated with dignity and protected from discrimination, harassment, intimidation, or any form of inappropriate conduct. This approach is complemented by competitive compensation and benefits, flexible work arrangements, employee well-being initiatives, and transparent communication practices that strengthen trust, engagement, and long-term retention. To maintain accountability and drive continuous improvement, we regularly assess our recruitment and employment practices through internal audits, confidential employee surveys, structured feedback channels, and defined performance metrics, enabling us to sustain a resilient, inclusive, and high-performing workforce.

We have also established a comprehensive Prevention of Sexual Harassment (POSH) Policy that defines clear expectations for professional conduct and provides secure, confidential channels for reporting

concerns. The Internal Complaints Committee (ICC) oversees the implementation of this policy, ensuring fair and compliant resolution of all cases. Employees are educated on workplace conduct, their rights, and reporting procedures through mandatory onboarding programs and periodic refresher trainings, strengthening awareness and prevention. Our formal grievance redressal mechanism further enables employees to raise concerns without fear of retaliation, reinforcing a culture grounded in trust, accountability, and mutual respect. Employees can raise their concerns and grievances on "grievance@wisseninfotech.com".

In FY 2025-26, 94% of employees received POSH Training

In FY 2025-26, there were zero cases of Discrimination and Harassment.

During the financial year 100% of our employees received training on Anti-Discrimination and Anti-Harassment.

Upholding Freedom of Association

At Wissen, we respect employees' rights to freely express their views, associate with organizations of their choice, and participate in lawful employment-related activities in line with applicable laws. Although formal trade union structures are not currently in place, we remain supportive of these rights and encourage open dialogue without fear of retaliation, fostering a culture of transparency and respect.



***100% of employees have received
Human Rights Training***

Employee Health and Safety

At Wissen, we recognize that a safe and healthy work environment is fundamental to employee well-being and sustainable business performance. We maintain a structured Health and Safety Management System to ensure a secure and compliant workplace across our Hyderabad and Bengaluru offices. Regular risk assessments are conducted in line with our Hazard Identification and Risk Assessment (HIRA) framework, with reviews performed every six months by the compliance team. Any risks identified through these assessments are promptly addressed through corrective actions, process enhancements, and strengthened safety measures, ensuring that all our facilities fully adhere to established safety standards.

We extend these safeguards to all personnel, including contractual staff, by providing comprehensive safety guidelines and regular training sessions. This proactive and systematic approach enables us to identify, mitigate, and prevent workplace risks while reinforcing a culture of accountability, regulatory compliance, and continuous improvement in health and safety performance.

100%
Employees Receiving
Trainings on Employee
Health and Safety

100%
of all operational sites
are covered under
Health & Safety Risk
Assessment

Employee Well-being

At Wissen, we recognize the importance of maintaining a healthy work-life balance and ensuring that employees are not exposed to burnout. We promote a culture that prioritizes well-being and regularly conduct awareness sessions on mental health and emotional wellness, equipping employees with the knowledge and resources needed to manage stress, build resilience, and maintain overall well-being.



Mental Health Awareness:

We organized Men's Health and Emotional Literacy sessions to encourage open conversations around mental well-being and equip employees with strategies to manage emotional challenges.

Road Safety Awareness:

Through expert-led webinars, employees gained insights into safe driving practices, emergency response procedures, and responsible road behavior.

Cancer Awareness:

Dedicated awareness sessions highlighted the importance of preventive healthcare, regular screenings, and early detection to promote long-term well-being.

Cancer Stem Cell Donation Awareness:

Awareness campaigns educated employees on the life-saving potential of stem cell donation and encouraged greater social responsibility.

Ergonomics and Workplace Wellness:

Ergonomics sessions provided practical guidance on posture, workstation setup, and injury prevention to support healthier work habits.

Fun Fitness Challenge:

Employees participated in fitness activities and mini-competitions designed to promote active lifestyles, motivation, and team spirit.

Stepathon Wellness Challenge:

In collaboration with Policybazaar, we encouraged employees to embrace active lifestyles through a step-tracking initiative that rewarded fitness and healthy habits.

Stress and Diet Management:

Interactive sessions provided practical tips on managing stress and adopting balanced nutrition to support physical and mental well-being.

Fire Drill:

At Wissen, fire drills are conducted yearly across all our locations to enhance emergency preparedness and ensure that employees are familiar with evacuation procedures and safety protocols.



Customer Trust, Confidentiality, and Service Quality

At Wissen, building enduring client partnerships is fundamental to our operating philosophy, with customer satisfaction embedded at the core of our service delivery model. We adopt a structured and forward-looking engagement approach that integrates regular feedback channels, responsive grievance redressal mechanisms, and comprehensive satisfaction assessments to ensure our solutions remain aligned with clients' evolving expectations. Our commitment to data protection and confidentiality remains uncompromised, and we have recorded no substantiated incidents involving customer privacy breaches or data loss. To further strengthen service excellence, we conduct annual project-specific customer satisfaction surveys across all active engagements, evaluating key parameters such as team capability, quality of services, deliverable standards, reliability in meeting commitments, and overall client experience. The insights derived from these evaluations inform continuous improvement initiatives, enabling us to consistently enhance performance and reinforce our client-centric commitment.



Responsible and Sustainable Supply Chain Management

At Wissen, responsible supply chain management is central to advancing our sustainability objectives and mitigating ESG risks across our value chain. Our Sustainable Procurement Policy governs the sourcing of goods, services, and manpower, aligning procurement activities with environmental stewardship, ethical integrity, social responsibility, innovation, transparency, and continuous improvement. Applicable to all suppliers, contractors, subcontractors, agents, and business associates, the policy requires compliance with applicable local, national, and international regulations. We prioritize environmentally sustainable sourcing by promoting renewable energy adoption, energy efficiency, water conservation, waste reduction, circular economy practices, and digital alternatives to paper, while ensuring strict adherence to environmental, health, and safety standards relating to hazardous materials and pollutants.

We partner exclusively with suppliers that uphold human rights, fair labor standards, workplace safety, and diversity, and we prohibit any association with forced labor, child labor, discrimination, or unsafe working conditions. Procurement decisions are governed by robust anti-corruption controls, fair competition principles, transparency, accountability, and documented audit trails. Supplier sustainability assessments are conducted during onboarding, and performance is monitored through defined KPIs covering diversity and inclusion, ethical hiring, local employment generation, carbon emission reduction, and waste management improvements, under the oversight of our Sustainability team and senior management. We actively collaborate with suppliers to enhance sustainability performance, provide guidance where required, maintain a transparent grievance mechanism, address non-compliance through corrective action or termination where necessary, and review the policy annually with Board approval to ensure ongoing relevance and legal alignment.

Complementing this framework, our Supplier Code of Conduct establishes mandatory standards for integrity, fairness, and responsible business conduct across our entire supplier ecosystem. Suppliers are required to comply with all applicable anti-bribery and anti-corruption laws, labor and human rights regulations, workplace safety standards, environmental requirements, and data privacy and intellectual property laws. They must prevent bribery, fraud, conflicts of interest, and anti-competitive practices; ensure fair wages, reasonable working hours, non-discrimination, and freedom of association; eliminate forced and child labor; maintain safe working environments with appropriate training; adopt environmentally responsible practices; and safeguard confidential information through robust data security measures. We reserve the right to assess compliance through audits and reviews, require full cooperation and access to relevant information, and mandate prompt reporting of actual or suspected violations through designated ethics channels. Acceptance of the Code is a condition of engagement, and we retain the right to terminate relationships in cases of non-compliance, thereby reinforcing accountability, mitigating operational and reputational risks, and embedding sustainability throughout our supply chain.

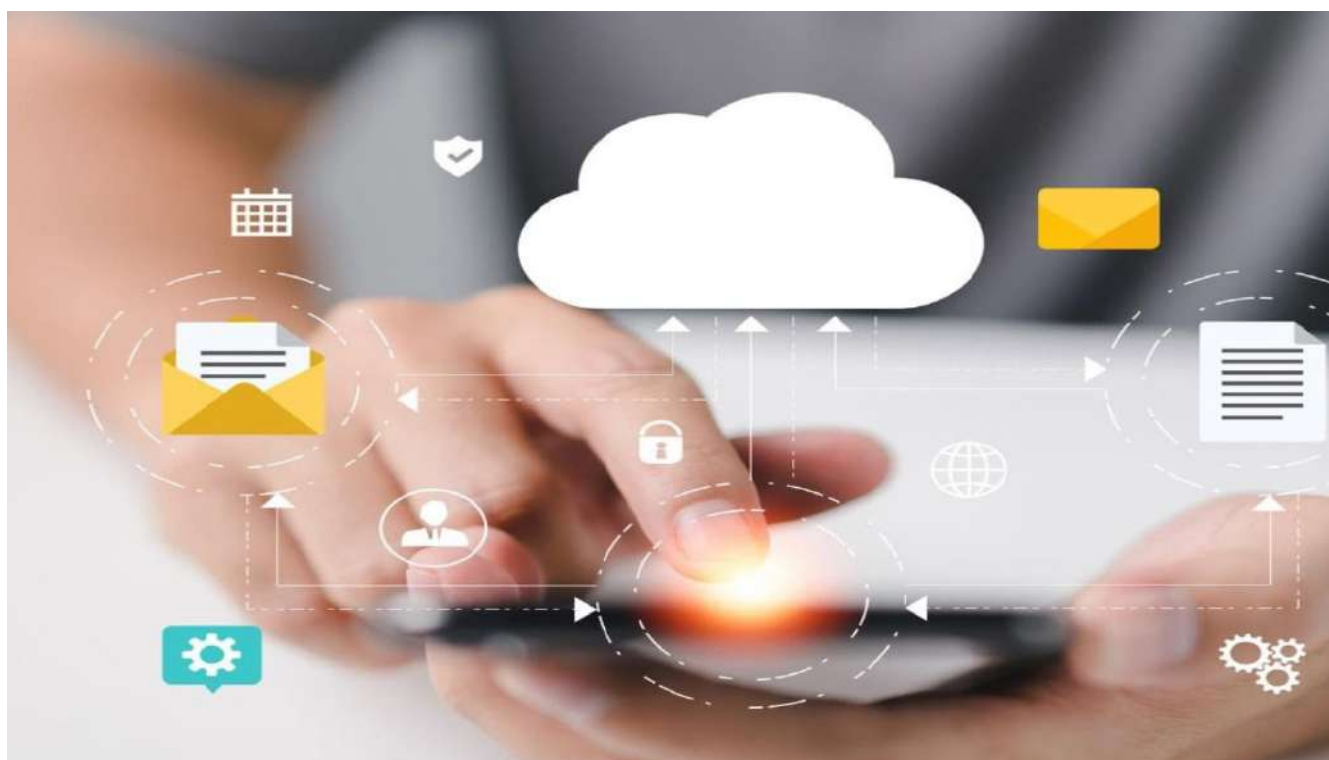
70% of our suppliers have confirmed their acceptance of our Supplier Code of Conduct

Supplier Sustainability Assessment

During FY 2025–26, we conducted a comprehensive Supplier Sustainability Assessment covering key suppliers across our value chain. The assessment was benchmarked against internationally recognised frameworks, including the Global Reporting Initiative (GRI), Business Responsibility and Sustainability Reporting (BRSR), the Carbon Disclosure Project (CDP), and the EcoVadis assessment methodology. Suppliers were evaluated across five key pillars—general sustainability practices, labour and human rights, environmental management, business ethics, and sustainable procurement—to identify strengths, assess ESG risks, and determine opportunities for improvement.

Our supplier evaluation process extends beyond quality, cost, and service by incorporating ESG considerations into procurement decisions. We encourage suppliers to establish policies and management systems related to environmental stewardship, human rights, occupational health and safety, business ethics, anti-corruption, information security, and responsible sourcing. Environmental and social criteria are increasingly considered during supplier selection and engagement to promote sustainable and ethical business practices throughout the supply chain.

Recognising that supplier sustainability is a journey, we adopt a collaborative approach focused on continuous improvement rather than compliance alone. Assessment findings are used to prioritise supplier engagement, build awareness, strengthen ESG capabilities, and support suppliers in enhancing their sustainability performance. Going forward, we aim to further strengthen our responsible procurement framework by expanding ESG-based supplier evaluations, encouraging suppliers to establish measurable environmental targets, improve climate-related disclosures, implement robust human rights and ethics management systems, and increase transparency across the value chain. Through these efforts, Wissen Infotech seeks to build a supply chain that is resilient, responsible, and aligned with globally accepted sustainability principles.



Corporate Social Responsibility

85.67 Lakhs
CSR Spent

7000+
Number of lives impacted positively

At Wissen, Corporate Social Responsibility (CSR) is an integral part of our commitment to creating positive social impact and contributing to inclusive and sustainable development. We believe that responsible business practices extend beyond our operations and into the communities in which we operate, creating shared value for society and stakeholders.

Our CSR approach focuses on supporting initiatives that promote education, skill development, community well-being, and environmental sustainability. Through meaningful engagement, partnerships, and employee volunteering, Wissen seeks to address social challenges while fostering long-term community resilience. We encourage employee participation in CSR initiatives, strengthening our culture of responsibility and collective contribution.

Guided by ethical values and aligned with national priorities and global sustainability goals, Wissen's CSR efforts are designed to deliver measurable outcomes and lasting impact. By integrating social responsibility into our business ethos, Wissen remains committed to contributing to societal progress while advancing sustainable and inclusive growth.

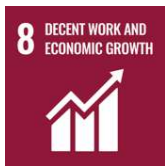
Our CSR Initiatives are as follows:

NURTURING YOUNG MINDS THROUGH TEACH FOR CHANGE



Believing that education is a powerful catalyst for social transformation, our employees participated in Summer Camp 2025 under the Teach for Change initiative to support the learning journey of underprivileged children. Through volunteer-led educational activities, mentoring, and engagement sessions, our teams helped create a stimulating and inclusive learning environment that encourages curiosity, confidence, and long-term educational aspirations among children from underserved communities.

CREATING SHARED VALUE THROUGH THE DHRUVANSH CHARITY CRAFT FAIR



In collaboration with the Dhruvansh Organisation, we organized a Charity Craft Fair showcasing eco-friendly products handcrafted by women from underserved communities. The initiative provided artisans with a platform to display their skills, enhance income-generation opportunities, and strengthen their economic independence. Proceeds from the fair also supported a community lake clean-up drive, creating a meaningful connection between social empowerment and environmental stewardship.



RESTORING COMMUNITY SPACES THROUGH A LAKE CLEAN-UP DRIVE



Driven by the belief that collective action can create lasting environmental impact, our employees participated in a lakeside clean-up initiative aimed at improving public cleanliness and protecting the local ecosystem. The activity brought together volunteers committed to preserving shared community spaces, reducing pollution, and fostering healthier and more sustainable surroundings for residents.



EMPOWERING STUDENTS THROUGH DIGITAL ACCESS



Recognizing the growing importance of technology-enabled learning, we donated four laptops to students at MPPS Ambedkar Nagar, Alwal. By improving access to digital tools and educational resources, the initiative seeks to support students' academic development, strengthen digital literacy, and help bridge the technology gap experienced by economically disadvantaged learners.



BRINGING JOY AND COMPANIONSHIP TO SENIOR CITIZENS



As part of our Ganesh Chaturthi outreach initiative, employees visited an old age home and contributed essential items, including UPS batteries and tea and coffee flasks. Beyond material support, the visit focused on emotional well-being by spending meaningful time with residents, engaging in conversations, sharing festive moments, and fostering a sense of companionship and social inclusion.



EXTENDING COMPASSION TO ANIMAL WELFARE



Our commitment to community well-being extends to the care of vulnerable animals. In partnership with Second Chance Sanctuary, which shelters 109 rescued and abandoned dogs, we donated 136 kg of dog food to support their nutrition and care. Employees also volunteered their time to interact with the animals, creating a more compassionate and nurturing environment for rescued pets.



GROWING A GREENER TOMORROW



In partnership with the Save Green Foundation, our employees participated in a plantation drive at MG Road, planting 100 saplings to enhance urban green cover and support biodiversity. The initiative reflects our shared commitment to climate resilience, environmental conservation, and creating greener, healthier urban ecosystems for future generations.



ENHANCING ACCESS TO SAFE DRINKING WATER IN RURAL COMMUNITIES



To address the challenge of water scarcity in rural communities, our Executive Chairman Mr Subhakar Kurly contributed to the installation of purified drinking water plants across the villages of Kurli Reddivaripalli, Veerappagaripalli, and Moolapalli. The initiative was inaugurated in collaboration with local leaders and marks a meaningful step toward ensuring access to safe, reliable, and clean drinking water for residents.

For these communities, the initiative carries deep local significance. Having grown up in the region, Mr. Subhakar shared that the effort is rooted in a personal commitment to addressing the water crisis and supporting long-term community development through improved access to essential infrastructure and public health resources.



LEADING WITH EMPATHY AND HUMAN CONNECTION



At the beginning of the year, Mr. Upendra Rachupally demonstrated a leadership philosophy rooted in empathy, authenticity, and meaningful human connection. By taking time to share meals and engage in genuine conversations, he reinforced the importance of building relationships based on trust, respect, and understanding. His approach reflects a belief that effective leadership begins with listening, valuing people's perspectives, and creating an environment where individuals feel heard and empowered. Guided by principles of accountability, transparency, and ownership, he emphasizes honest communication and encourages teams to take initiative with confidence. This initiative serves as a reminder that sustainable leadership is not defined by authority alone, but by the ability to serve, support, and inspire others through empathy and integrity.



EYE CAMP



Access to quality eye care remains essential to improving overall well-being and quality of life. In collaboration with Sankara Nethralaya, we organized a comprehensive eye screening and cataract treatment camp for the residents of Eturnagaram, Telangana, benefiting more than 600 individuals across different age groups. Beyond conducting eye examinations and facilitating timely treatment, our teams carried out home visits to provide consultations and encourage community members to seek appropriate medical care. By combining expert medical support with advanced diagnostic technology, the initiative helped improve access to vision care for underserved communities."



SAY NO TO DRUGS – EMBRACE SPORTS



Our commitment to fostering healthier and more resilient communities extends to promoting youth well-being through sports. In partnership with the Sanjosh Foundation, we sponsored the RR Premier League Cricket Tournament, which brought together eight teams from the Venkatapuram, Wazeedu, Eturnagaram, and Mangapet mandals to encourage young people to embrace sports and lead a healthy, drug-free lifestyle. The tournament promoted teamwork, discipline, and physical well-being, while recognizing sporting excellence through cash prizes of ₹30,000 for the champions and ₹15,000 for the runners-up, reinforcing the positive role of sports in community development."

ACADEMIC EXCELLENCE SCHOLARSHIPS



Our commitment to empowering communities through education is reflected in our support for the Scholarship Distribution Program organized in partnership with the Sanjosh Foundation at Eturnagaram, Mulugu District, Telangana. Through this initiative, 118 tribal and economically disadvantaged students who demonstrated academic excellence by securing over 500 marks in SSC(10th) and 900 marks in Intermediate (11th and 12th) received scholarships of ₹2,000 each to help further their educational aspirations. In addition, Vasantha Visha, who was selected to represent Telangana in Karate, was awarded a special scholarship of ₹5,000 in recognition of her outstanding sporting achievement, reinforcing our commitment to nurturing both academic and extracurricular excellence."

Enabling Good Governance for Sustainable Business Growth



Performance Highlight

100%

Coverage of COC
Training

Zero

Cases of Corruption and
Bribery

Zero

Cases of Data security
Breaches

Wissen reinforces organizational resilience and long-term sustainability through strong strategic oversight, effective risk management, and a balanced focus on stakeholder interests. We support this approach through a robust corporate governance framework that emphasizes integrity, transparency, and responsible decision-making. Aligned with applicable regulatory requirements and established industry standards, our governance framework enables us to create sustainable value and strengthen long-term organizational success.

ESG Governance at Wissen Infotech

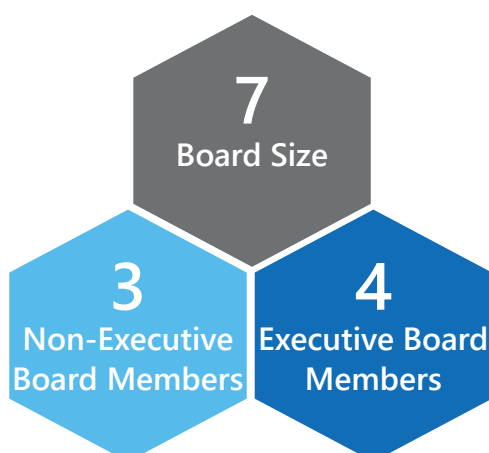
We are strengthening our approach to Environmental, Social, and Governance (ESG) management in recognition of its growing importance to long-term organizational performance and resilience. Our Board provides oversight and strategic direction on ESG matters and recognizes that effective integration of ESG considerations enhances business sustainability, corporate reputation, and meaningful stakeholder engagement.

In line with this commitment, we are developing a comprehensive ESG strategy aligned with internationally recognized standards and leading global practices. The strategy is designed to systematically integrate ESG considerations into our governance structures, operational processes, and decision-making frameworks, while supporting consistent and transparent sustainability reporting and reinforcing accountability across the organization.

By embedding sustainability principles into our core business operations, we seek to create enduring value for stakeholders, strengthen responsible business conduct, and contribute positively to broader social and environmental outcomes over the long term.

Meet the Board

Composition of the board



Board Members

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

01 Mr. Subhakar Reddy Kurly – Executive Chairman

Subhakar Reddy Kurly serves as the Executive Chairman of the Wissen Group, providing leadership focused on strategic growth and sustained profitability. With deep expertise in business development, IT strategy, and service management, he plays a key role in expanding Wissen's global presence, building strategic partnerships, and adopting emerging technologies. He has been a strong proponent of quality and governance and was instrumental in guiding Wissen toward achieving CMMI and ISO certifications. An alumnus of IIT Roorkee, Subhakar brings more than two decades of diverse experience across the IT industry.

02 Mr. Upendra Rachupally – Founder & Chief Revenue Officer

Upendra Rachupally, based in the United States, is the Founder and Chief Revenue Officer of Wissen. He has played a critical role in scaling the company's presence in the US market and in onboarding marquee clients such as GE Healthcare and GE Aviation. With more than two decades of experience in multi-tier application implementation, he brings strong expertise in client engagement, negotiations, and business development. Upendra holds a Master's degree in Electrical Engineering from Western Michigan University, USA.

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

As Founder and Chief Executive Officer, Ashok K. Thatipally has led Wissen's growth since its establishment in 2000. He is responsible for overseeing the company's India operations and ensuring consistent, high-quality service delivery to Fortune 500 clients. His leadership has been instrumental in securing Wissen's ISO certifications and strengthening operational standards. With more than 30 years of experience in the IT industry, he continues to guide the organization toward sustained operational excellence. Ashok holds a Master's degree in Computer Science from BITS Pilani, India.

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

Madhav Vijjali is the Chief Financial Officer of Wissen, responsible for overseeing the company's financial strategy and overall financial performance. In addition, in his role as Executive Vice President for Business Development across Asia Pacific and EMEA, he leads regional growth and market expansion initiatives. Based in Bengaluru, Madhav brings over 25 years of experience in the IT industry and holds a Master's degree in Computer Science from Western Michigan University, USA. His disciplined financial stewardship, combined with a focus on sustainable business practices, supports Wissen's long-term growth and stability.

05 Mr. Reddy Earasi – Founder & Director

As Founder and Director, Reddy Earasi oversees Wissen's international business strategy and customer engagement initiatives. He holds a Bachelor's degree in Engineering from Regional Engineering College, Warangal, and a Master's degree in Computer Science from Western Michigan University, USA. With a strong strategic perspective and advisory expertise, he contributes to the leadership team's efforts to support Wissen's sustained growth and global expansion.

06 Mr. Raj Munnangi – Founder & Director

Raj Munnangi is an entrepreneur with a global outlook and active involvement across multiple business ventures. He brings 15 years of experience as an Oracle Database Administrator, combining strong technical expertise with an entrepreneurial mindset. Raj holds a Master's degree in Computer Science from Western Michigan University and remains focused on identifying and pursuing innovative opportunities across diverse industries.

07 Mr. Raghu Paredy – Director

Raghu Paredy holds a Bachelor's degree in Computer Science from Mysore University and a Master's degree from Oregon State University, USA. An expert in software development and technology-led business expansion, he has built a distinguished career across global organizations including Sabre/Travelocity, Verizon, and British Telecom. Over more than 25 years in the industry, he has successfully led complex, large-scale technology programs with cumulative values exceeding USD 1 billion, bringing strong leadership and execution expertise to each initiative.

Core Board Competencies	Board Members						
	Subhakar Reddy Kurly	Upendra Rachupally	Ashok K. Thatipally	Madhav Vijjali	Reddy Earasi	Raj Munnangi	Raghu Paredy
Leadership and Governance	✓	✓	✓	✓	✓	✓	✓
Strategy and Business Development	✓	✓	✓	✓	✓	✓	✓
Finance and Risk Management	✓		✓	✓			
Technology and Digital Transformation	✓	✓	✓	✓	✓	✓	✓
Operations and Execution Excellence	✓		✓				✓
International Markets and Customer Relations	✓	✓		✓	✓		✓
Innovation and Entrepreneurship	✓	✓	✓	✓	✓	✓	✓
Sustainability and Long-Term Value Creation	✓		✓	✓			

Business Ethics

At Wissen Infotech, we are committed to maintaining strong ethical standards, integrity, and accountability across all areas of our operations. Our policies are designed to ensure compliance with applicable laws, promote fair and responsible conduct, and build confidence among stakeholders. The Board of Directors exercises active oversight of the ethics and compliance framework, ensuring that ethical considerations are consistently integrated into decision-making and business processes. To reinforce this commitment, mandatory periodic training on the Code of Conduct and related policies is conducted to ensure employees remain aligned with the organization's ethical expectations.

The Code of Conduct applies to all our employees, including individuals engaged on a full-time, part-time, permanent, probationary, retainer, temporary, or contractual basis. Managers are expected to lead by example, discharge their responsibilities in line with the Code, and ensure that its principles are effectively communicated to all team members reporting to them. Where local policies, practices, laws, or regulations impose more stringent requirements, employees are required to comply with such provisions in addition to meeting the minimum standards set out in this Code, with business units and locations responsible for ensuring alignment with local requirements. Our reputation and credibility are founded on its commitment to ethical business practices and the ethical conduct of its employees, who are expected to uphold the highest standards of integrity at all times.

In FY 2025-26, 100% of Employees received Code of Conduct Training

Anti-Bribery and Anti-Corruption Policy

We have established a comprehensive Anti-Bribery and Anti-Corruption policy that strictly prohibits any form of bribery, improper advantage, or unethical conduct. The policy sets clear expectations for responsible business behavior and is founded on our core values of transparency, integrity, honesty, respect, and accountability.

Aligned with applicable global anti-corruption laws, the policy reinforces our commitment to conducting all business activities in a lawful, ethical, and professional manner. Through this framework, we seek to uphold the highest standards of integrity and promote a culture of accountability across the organization.

In FY 2025-26, there were zero cases of Corruption

In FY 2025-26, 85% employees attended training on the ABAC Policy

Whistleblower Policy

Our Whistleblower Policy provides a structured and secure mechanism for employees, contractors, vendors, and other stakeholders to raise concerns regarding suspected misconduct within the organization. The policy enables the reporting of matters such as financial irregularities, bribery and corruption, violations of company policies or the Code of Conduct, workplace harassment or discrimination, and instances of non-compliance with applicable legal or regulatory requirements.

We are committed to ensuring that all disclosures are addressed in a timely, impartial, and confidential manner. In addition, we safeguard individuals who report concerns in good faith from any form of retaliation, thereby reinforcing a culture of integrity, accountability, and ethical conduct across the organization. *During the year there were zero whistleblower cases reported.*

In FY 2025-26, 83% employees attended training on the Whistleblower Policy

Conflict of Interest

To promote transparency and responsible conduct, employees are expected to proactively identify and declare any situations that could influence, or appear to influence, their professional judgment. This includes personal relationships, financial interests, or external activities that may conflict with their duties to the organization. Timely disclosure enables appropriate review and management of such situations, ensuring that business decisions remain objective and aligned with ethical standards. We encourage open communication in addressing potential conflicts and requires ongoing compliance with established procedures to safeguard integrity and trust in all professional interactions.

In FY 2025-26, there were no instances concerning Conflict of Interest



Risk Management

We have established a structured risk management approach to support informed decision-making and protect our organization from potential uncertainties. Our framework focuses on systematically identifying, evaluating, and managing risks across strategic, operational, financial, regulatory, and environmental areas that may affect business continuity and organizational stability.

By integrating risk considerations into our planning and operational processes, we enhance our ability to safeguard stakeholder interests and respond effectively to emerging challenges. This approach is aligned with applicable regulatory requirements and recognized industry practices, reinforcing a strong culture of risk awareness and preparedness across the organization.

Business Continuity & Disaster Recovery Management

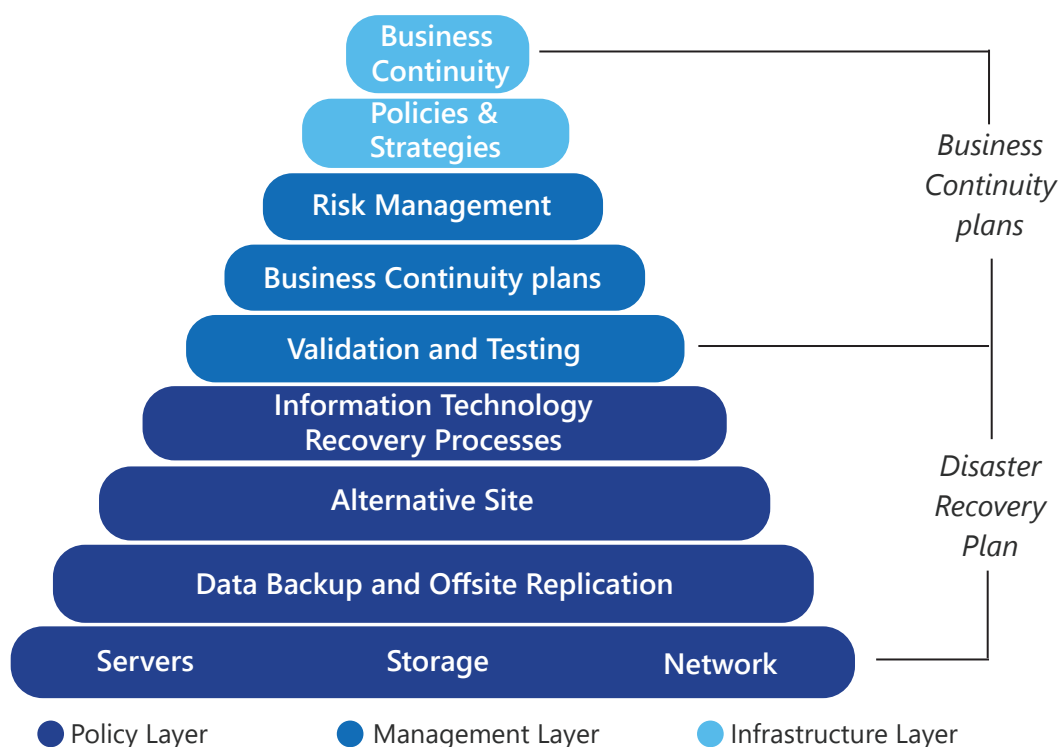
We have implemented a comprehensive Business Continuity and Disaster Recovery framework to safeguard critical operations and maintain operational stability during unforeseen events. The framework is designed to proactively identify potential risks, assess their impact on essential business functions, and establish structured response and recovery measures to minimize disruptions.

A key objective of our approach is to ensure that critical services continue to operate at predefined minimum levels even in the event of significant system failures or disasters. In parallel, we emphasize early risk identification and mitigation to reduce the likelihood of incidents that could adversely affect our services, systems, or business processes. Through this framework, we enhance organizational resilience and strengthen our ability to respond effectively to evolving operational challenges.

Risk Management Framework

To manage uncertainty and enhance organizational resilience, we have established a structured Risk Management framework that addresses both internal and external risk factors. Oversight of the framework is provided by our Management Representative (MR) and Chief Information Security Officer (CISO), who are responsible for monitoring its implementation and evaluating the effectiveness of risk controls.

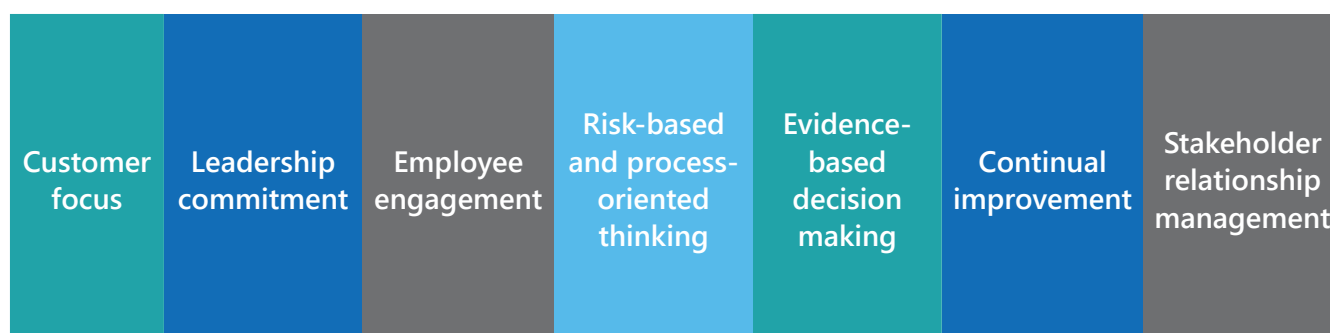
Our framework is supported by clearly defined governance structures, documented policies, standardized processes, and organization-wide awareness initiatives. We have also established specific mitigation measures, including robust internal controls and systematic procedures for identifying, assessing, and managing risks. To ensure continued relevance and effectiveness, we review our Risk Management Policy annually and update it to reflect evolving industry practices and the increasing complexity of the business environment.



Quality Management System

Our Quality Management System (QMS) is designed in accordance with the ISO 9001:2015 standard to uphold the highest levels of operational excellence, customer satisfaction, and continuous improvement. As a CMMI Level 3 certified organization, we follow a structured, process-driven approach supported by periodic internal and external audits, ensuring adherence to quality standards and the continual enhancement of our management systems.

We adopt a risk-based approach within our QMS to proactively identify and address potential quality and operational challenges, thereby enhancing delivery effectiveness and reliability. In addition, we invest in ongoing training and skill development initiatives to ensure that our employees remain aligned with industry best practices and consistently deliver superior outcomes for our clients and stakeholders.



Data Privacy, Information and Cyber Security

In an increasingly digital operating environment, we recognize the critical importance of data privacy and information security. We are committed to protecting sensitive and confidential information through robust cybersecurity controls, clearly defined data protection practices, and compliance with relevant global standards. By continuously investing in advanced security technologies, proactively identifying and managing cyber risks, and strengthening employee awareness, we strive to ensure the confidentiality, integrity, and availability of our information assets. Collectively, these measures enable us to maintain a secure, resilient, and trusted digital environment for our employees, clients, and other stakeholders.

Information Security Policy

Our Information Security Policy reflects our commitment to maintaining a secure and resilient IT infrastructure that supports business excellence. We are focused on protecting intellectual property and ensuring the confidentiality, integrity, and availability of information across our operations, supported by the continual improvement of our Information Security Management System to meet the expectations of internal and external stakeholders.

To translate this commitment into practice, we have established detailed requirements covering areas such as acceptable use, password management, email security, and clearly defined information security roles and responsibilities. Compliance with these requirements is mandatory for all employees and associated personnel. We review the policy annually, or more frequently as required, to ensure its continued effectiveness, with the latest versions made accessible through our company intranet.

Data Privacy Policy

Our Data Privacy Policy reflects our commitment to safeguarding personal and sensitive information throughout its lifecycle. Designed in line with applicable regulatory requirements and recognized industry practices, the policy ensures that data is handled securely during collection, processing, storage, and sharing. We have implemented robust controls, including role-based access restrictions, encryption safeguards, and periodic audits, to minimize the risk of unauthorized access and data breaches while maintaining the confidentiality, integrity, and availability of information.

We have adopted an integrated approach to cybersecurity that combines strong governance practices with advanced technical safeguards. To strengthen our digital defenses, we deploy secure access controls, including multi-factor authentication, along with UTM firewalls and endpoint protection systems. This approach is further reinforced through our comprehensive data privacy framework and regular audits aligned with ISO 27001:2022 requirements. Collectively, these measures enable us to effectively prevent,

detect, and manage cyber risks while ensuring the confidentiality, integrity, and availability of our information assets. The specific security measures implemented by us are outlined in the table below.

Encryption & Access Control:

Customer data is protected through encryption during transmission and while stored, supported by strict role-based access controls to restrict access to authorized personnel only.

Pen Test and Firewalls:

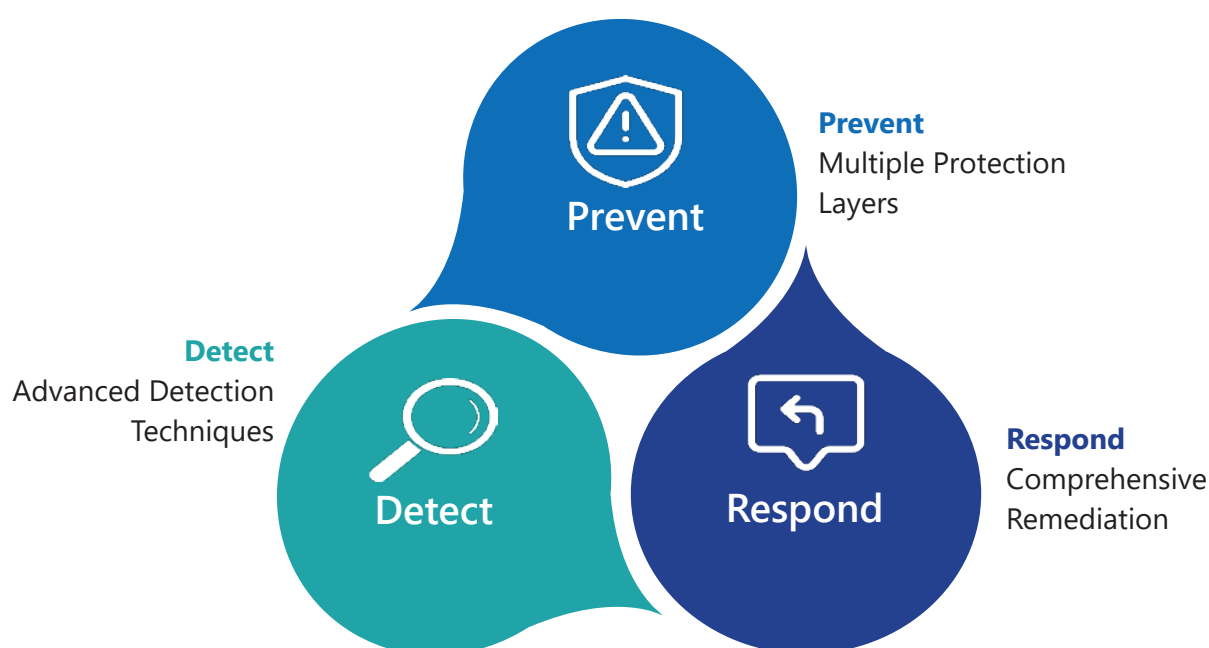
Enhancement of the digital security framework by implementing advanced cybersecurity measures, including regular penetration (pen tests) testing and robust firewall protections. These controls help identify system vulnerabilities, prevent unauthorized access, and safeguard the integrity and security of its information and IT infrastructure.

Regular Audits & Compliance:

Regular security audits maintain alignment with recognized global standards, including ISO/IEC 27001, as well as other applicable regulatory frameworks, to ensure ongoing compliance and effectiveness of its information security practices.

Threat Monitoring & Incident Response:

Proactive security monitoring systems that continuously detect and address cyber threats in real time, enabling rapid response to any potential security incidents.



At Wissen, the Chief Information Security Officer (CISO) provides overall oversight of the organization's information security framework, ensuring that policies, controls, and risk management practices are effectively implemented and maintained. The CISO is responsible for implementing robust security controls to detect, prevent, and address potential threats, while continuously enhancing their effectiveness through the adoption of improved processes. They oversee ongoing monitoring of these controls' performance via internal and external audits and lead efforts to identify and mitigate information security and cybersecurity risks across the organization.

Strengthening Our Information Security Framework

During the year, we achieved ISO 20000-1:2018 certification for our Information Technology Service Management System (ITSMS), reinforcing our commitment to delivering reliable, secure, and high-quality IT services. This certification reflects our structured approach to IT service management, ensuring that our processes are aligned with internationally recognized standards for service delivery, incident management, risk mitigation, and continual improvement.

By implementing the ISO 20000-1:2018 framework, we have strengthened our governance mechanisms, enhanced service resilience, and improved our ability to proactively identify and address technology-related risks. The certification supports our broader cybersecurity and digital transformation objectives by promoting operational excellence, service reliability, and stakeholder confidence while ensuring that our IT services remain secure, efficient, and responsive to evolving business needs.

In FY 2025-26, there were no cases of cyber security and data breaches

Employee Cybersecurity Training

At Wissen, we provide regular training to employees on cybersecurity best practices to reduce human-related security risks, with further details outlined in the table below.

Information Security Awareness	Information Security Do's & Don'ts	Password Security	Physical Security	Phishing
Clear Screen Clear Desk	Secure Web Browsing	GDPR	Patch Management	

During the financial year 93% of the employee received cyber security training

Advancing Responsible Artificial Intelligence

Artificial Intelligence (AI) is increasingly shaping the way we innovate, deliver services, and create value for our stakeholders. As we continue to integrate AI-driven technologies across our operations and solutions, we are committed to ensuring that these technologies are deployed responsibly, ethically, and securely. Our approach to AI is guided by the principles of transparency, accountability, data privacy, fairness, and continuous oversight, enabling us to harness the benefits of AI while effectively managing associated risks.

During the year, we achieved ISO 42001:2023 certification for our Artificial Intelligence Management System (AIMS), underscoring our commitment to internationally recognized best practices in AI governance. This certification provides us with a structured framework for the responsible development, deployment, monitoring, and continual improvement of AI systems, ensuring alignment with regulatory requirements and stakeholder expectations.

Through the adoption of the ISO 42001:2023 framework, we have strengthened our AI governance mechanisms, enhanced risk management processes, and established clear controls to address ethical, security, and operational considerations throughout the AI lifecycle. As AI continues to evolve, we remain focused on leveraging its transformative potential to drive innovation, improve decision-making, and deliver sustainable value while maintaining the highest standards of trust and responsibility.

Tax Strategy and Governance

We maintain a responsible and transparent approach to tax management that is aligned with our ethical standards and statutory obligations. Our tax strategy is designed to ensure full compliance with applicable tax laws while supporting sustainable business growth, reflecting our commitment to financial integrity and accountability.

Compliance & Transparency:

Transparent and accurate tax reporting is maintained in line with applicable local and international tax regulations.

Fair Tax Practices:

Responsible tax practices are upheld by avoiding aggressive tax planning strategies or artificial arrangements intended to circumvent applicable tax obligations.

Risk Management:

Tax risk is mitigated through well-defined policies supported by strong internal controls and periodic audits.

Sustainable Contributions:

Fair contributions are made to the economies in which we operate, supporting long-term development and reinforcing our corporate social responsibility commitments.

Tax governance is overseen by senior leadership and is periodically reviewed to ensure alignment with evolving regulatory requirements. We engage with tax authorities in an open and collaborative manner and conduct regular internal and external assessments and audits to maintain the effectiveness, robustness, and integrity of our tax governance framework.

GRI

Content Index

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 2 · 2021 General Disclosures	2-1 Name of the Organisation	About Wissen Infotech	10
GRI 2 · 2021 General Disclosures	2-2 Entities included in the organization's sustainability reporting	Reporting Scope and Boundary	5
GRI 2 · 2021 General Disclosures	2-3 Reporting period, frequency and contact point	Reporting Scope and Boundary	5
GRI 2 · 2021 General Disclosures	2-4 Restatements of information	Restatement of Information	5
GRI 2 · 2021 General Disclosures	2-5 External assurance	-	-
GRI 2 · 2021 General Disclosures	2-6 Activities, value chain and other business relationships	Business Activities at a Glance; Responsible and Sustainable Supply Chain Management	13, 61
GRI 2 · 2021 General Disclosures	2-7 Employees	Workforce Breakdown	32
GRI 2 · 2021 General Disclosures	2-8 Workers who are not employees	-	-
GRI 2 · 2021 General Disclosures	2-9 Governance structure and composition	Meet the Board	70–72
GRI 2 · 2021 General Disclosures	2-10 Nomination and selection of the highest governance body	-	-
GRI 2 · 2021 General Disclosures	2-11 Chair of the highest governance body	ESG Governance and Oversight ; Meet the Board - Board Members; Skills & Competencies of the Directors	27, 70
GRI 2 · 2021 General Disclosures	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance at Wissen Infotech; Business Ethics	69, 73
GRI 2 · 2021 General Disclosures	2-13 Delegation of responsibility for managing impacts	Risk Management Framework; Data Privacy, Information and Cyber Security	75, 79
GRI 2 · 2021 General Disclosures	2-14 Role of the highest governance body in sustainability reporting	-	-
GRI 2 · 2021 General Disclosures	2-15 Conflicts of interest	Conflict of Interest	74
GRI 2 · 2021 General Disclosures	2-16 Communication of critical concerns	-	-
GRI 2 · 2021 General Disclosures	2-17 Collective knowledge of the highest governance body	-	-

GRI 2 · 2021 General Disclosures	2-18 Evaluation of the performance of the highest governance body	-	-
GRI 2 · 2021 General Disclosures	2-19 Remuneration policies	-	-
GRI 2 · 2021 General Disclosures	2-20 Process to determine remuneration	-	-
GRI 2 · 2021 General Disclosures	2-21 Annual total compensation ratio	-	39
GRI 2 · 2021 General Disclosures	2-22 Statement on sustainable development strategy	Message From Chief Executive Officer; Message From Executive Chairman	6, 8
GRI 2 · 2021 General Disclosures	2-23 Policy Commitments	Building a Resource-Efficient and Low-Carbon Organization; Human Rights; Business Ethics	20, 56, 73
GRI 2 · 2021 General Disclosures	2-24 Embedding policy commitments	Business Ethics; Information Security Policy	73, 77
GRI 2 · 2021 General Disclosures	2-25 Processes to remediate negative impacts	Human Rights - grievance redressal; Responsible and Sustainable Supply Chain Management; Whistleblower Policy	57, 61, 74
GRI 2 · 2021 General Disclosures	2-26 Mechanisms for seeking advice and raising concerns	Human Rights - grievance redressal; Whistleblower Policy	57, 74
GRI 2 · 2021 General Disclosures	2-27 Compliance with laws and regulations	-	-
GRI 2 · 2021 General Disclosures	2-28 Membership associations	-	-
GRI 2 · 2021 General Disclosures	2-29 Approach to stakeholder engagement	Stakeholder Engagement	16
GRI 2 · 2021 General Disclosures	2-30 Collective bargaining agreements	-	-
GRI 3 · 2021 Material Topics	3-1 Process to determine Material Topics	Materiality Assessment - Approach to Materiality; Identification of Material Topics	17
GRI 3 · 2021 Material Topics	3-2 List of Material topics	Key Materiality Topics Identified; Wissen Infotech Materiality Matrix	18–19
GRI 3 · 2021 Material Topics	3-3 Management of material topics	Key Materiality Topics Identified	18
GRI 101 · 2024 Biodiversity	101-1 Policies to halt and reverse biodiversity loss	-	-
GRI 101 · 2024 Biodiversity	101-2 Management of biodiversity impacts	Biodiversity	26
GRI 101 · 2024 Biodiversity	101-3 Access and benefit-sharing	-	-
GRI 101 · 2024 Biodiversity	101-4 Identification of biodiversity impacts	-	-
GRI 101 · 2024 Biodiversity	101-5 Locations with biodiversity impacts	Biodiversity	26

GRI 101 · 2024 Biodiversity	101-6 Direct drivers of biodiversity loss	-	-
GRI 101 · 2024 Biodiversity	101-7 Changes to the state of biodiversity	-	-
GRI 101 · 2024 Biodiversity	101-8 Ecosystem services	-	-
GRI 201 · 2016 Economic Performance	201-1 Direct Economic Value Generated	-	-
GRI 201 · 2016 Economic Performance	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	Climate Strategy - Scenario Analysis; Climate Risk Assessment; Transition Risks	27–29
GRI 201 · 2016 Economic Performance	201-3 Defined Benefit Plan Obligations and Other Retirement Plans	Transition Assistance Program	41
GRI 201 · 2016 Economic Performance	201-4 Financial Assistance Received from Government	-	-
GRI 202 · 2016 Market Presence	202-1 Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	Ensuring Equity in Pay and Compensation	39
GRI 202 · 2016 Market Presence	202-2 Proportion of senior management hired from the local community	Local Hiring and Community Economic Contribution	35
GRI 203 · 2016 Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Corporate Social Responsibility	65–67
GRI 203 · 2016 Indirect Economic Impacts	203-2 Significant indirect economic impacts	Local Hiring and Community Economic Contribution; Creating Shared Value Through the Dhruvansh Charity Craft Fair	35, 64
GRI 204 · 2016 Procurement Practices	204-1 Proportion of spending on local suppliers	-	-
GRI 205 · 2016 Anti-Corruption	205-1 Operations Assessed for Risks Related to Corruption	-	-
GRI 205 · 2016 Anti-Corruption	205-2 Communication and Training About Anti-Corruption Policies and Procedures	Anti-Bribery and Anti-Corruption Policy; Supplier Code of Conduct	61, 73
GRI 205 · 2016 Anti-Corruption	205-3 Confirmed Incidents of Corruption and Actions Taken	Anti-Bribery and Anti-Corruption Policy	73
GRI 206 · 2016 Anticompetitive Behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Whistleblower Policy	74
GRI 207 · 2019 Tax	207-1 Approach to tax	Tax Strategy and Governance	80
GRI 207 · 2019 Tax	207-2 Tax governance, control, and risk management	Tax Strategy and Governance	80
GRI 207 · 2019 Tax	207-3 Stakeholder engagement and management of concerns related to tax	Tax Strategy and Governance	80

GRI 207 · 2019 Tax	207-4 Country-by-country reporting	-	-
GRI 301 · 2016 Materials	301-1 Materials used by weight or volume	-	-
GRI 301 · 2016 Materials	301-2 Recycled input materials used	-	-
GRI 301 · 2016 Materials	301-3 Reclaimed products and their packaging materials	-	-
GRI 302 · 2016 Energy	302-1 Energy Consumption Within the Organization	Energy Management	21
GRI 302 · 2016 Energy	302-2 Energy Consumption Outside of the Organization	-	-
GRI 302 · 2016 Energy	302-3 Energy Intensity	Energy Management	21
GRI 302 · 2016 Energy	302-4 Reduction of Energy Consumption	Energy Management - Key Energy Efficiency Initiatives	21
GRI 302 · 2016 Energy	302-5 Reductions in Energy Requirements of Products and Services	-	-
GRI 303 · 2018 Water and Effluents	303-1 Interactions with water as a shared resource	Water Management;	24
GRI 303 · 2018 Water and Effluents	303-2 Management of water discharge related impacts	Water Management	24
GRI 303 · 2018 Water and Effluents	303-3 Water withdrawal	-	-
GRI 303 · 2018 Water and Effluents	303-4 Water discharge	-	-
GRI 303 · 2018 Water and Effluents	303-5 Water consumption	Water Management	24
GRI 305 · 2016 Emissions	305-1 Direct (Scope 1) GHG Emissions	Emissions Management	22
GRI 305 · 2016 Emissions	305-2 Energy Indirect (Scope 2) GHG Emissions	Emissions Management	22
GRI 305 · 2016 Emissions	305-3 Other Indirect (Scope 3) GHG Emissions	Emissions Management	22
GRI 305 · 2016 Emissions	305-4 GHG Emissions Intensity	Emissions Management	22
GRI 305 · 2016 Emissions	305-5 Reduction of GHG Emissions	Emissions Management; Emission Reduction Initiatives	22–23
GRI 305 · 2016 Emissions	305-6 Emissions of Ozone-Depleting Substances (ODS)	-	-
GRI 305 · 2016 Emissions	305-7 Nitrogen Oxides (NOx), Sulphur Oxides (SOx), And Other Significant Air Emissions	-	-
GRI 306 · 2020 Waste	306-1 Waste Generation and Significant Waste-Related Impacts	Waste Management	25
GRI 306 · 2020 Waste	306-2 Management of Significant Waste-Related Impacts	Waste Management	25
GRI 306 · 2020 Waste	306-3 Waste Generated	Waste Management	25

GRI 306 · 2020 Waste	306-4 Waste Diverted from Disposal	Waste Management	25
GRI 306 · 2020 Waste	306-5 Waste Directed to Disposal	-	-
GRI 401 · 2016 Employment	401-1 New Employee Hires and Employee Turnover	Representation in New Hiring; Employee Turnover	34
GRI 401 · 2016 Employment	401-2 Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees	Enhancing Employee Well-Being and Workplace Experience	40
GRI 401 · 2016 Employment	401-3 Parental Leave	Leave Policy at Wissen Infotech - Parental Leave	40
GRI 401 · 2016 Labor/ Management Relations	402-1 Minimum notice periods regarding operational changes	Communication of Operational Changes	42
GRI 403 · 2018 Occupational Health and Safety	403-1 Occupational health and safety management system	Employee Health and Safety	58
GRI 403 · 2018 Occupational Health and Safety	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health and Safety	58
GRI 403 · 2018 Occupational Health and Safety	403-3 Occupational health services	-	-
GRI 403 · 2018 Occupational Health and Safety	403-4 Worker participation, consultation, and communication on occupational health and safety	-	-
GRI 403 · 2018 Occupational Health and Safety	403-5 Worker training on occupational health and safety	Employee Health and Safety; Road Safety Awareness	58–59
GRI 403 · 2018 Occupational Health and Safety	403-6 Promotion of worker health	Employee Well-being; health and wellness initiatives	58–59
GRI 403 · 2018 Occupational Health and Safety	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety; Responsible and Sustainable Supply Chain Management	58, 61
GRI 403 · 2018 Occupational Health and Safety	403-8 Workers covered by an occupational health and safety management system	Employee Health and Safety	58
GRI 403 · 2018 Occupational Health and Safety	403-9 Work related injuries	Performance Highlights - Social; Building Human Capital for Long-Term Value Creation	14, 31
GRI 403 · 2018 Occupational Health and Safety	403-10 Work related ill health	Performance Highlights - Social; Building Human Capital for Long-Term Value Creation	14, 31
GRI 404 · 2016 Training and Education	404-1 Average hours of training per year per employee	Learning and Development - Average Training Hours	52

GRI 404 · 2016 Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	Transition Assistance Program; Learning and Development Programs	41, 52–55
GRI 404 · 2016 Training and Education	404-3 Percentage of employees receiving regular performance and career development reviews	Performance Culture - Employees Receiving Career Development Reviews	36
GRI 405 · 2016 Diversity and Equal Opportunity	405-1 Diversity of Governance Bodies and Employees	Workforce Breakdown	32
GRI 405 · 2016 Diversity and Equal Opportunity	405-2 Ratio of Basic Salary and Remuneration of Women to Men	Ensuring Equity in Pay and Compensation - Basic Salary & Remuneration	39
GRI 406 · 2016 Nondiscrimination	406-1 Incidents of discrimination and corrective actions taken	Human Rights - Commitment to a Harassment-Free Work Environment	57
GRI 407 · 2016 Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-
GRI 408 · 2016 Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labour	Human Rights	56
GRI 409 · 2016 Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human Rights	56
GRI 410 · 2016 Security Practices	410-1 Security personnel trained in human rights policies or procedures	-	-
GRI 411 · 2016 Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	-	-
GRI 413 · 2016 Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility and community initiatives	63–68
GRI 413 · 2016 Local Communities	413-2 Operations with significant actual and potential negative impacts on local communities	-	-
GRI 414 · 2016 Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Responsible and Sustainable Supply Chain Management; Supplier Assessment	61–62
GRI 414 · 2016 Supplier Social Assessment	414-2 Negative social impacts in the supply chain and actions taken	-	-
GRI 415 · 2016 Public Policy	415-1 Political contributions	-	-
GRI 416 · 2016 Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	-	-

GRI 416 · 2016 Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	-
GRI 417 · 2016 Marketing and Labelling	417-1 Requirements for product and service information and labelling	-	-
GRI 417 · 2016 Marketing and Labelling	417-2 Incidents of non-compliance concerning product and service information and labelling	-	-
GRI 417 · 2016 Marketing and Labelling	417-3 Incidents of non-compliance concerning marketing communications	-	-
GRI 418 · 2016 Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy, Information and Cyber Security	79

Abbreviations

AI	Artificial Intelligence
BFF	Best Friends Forever
BRSR	Business Responsibility and Sustainability Reporting
CDD	Cooling Degree Days
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CISO	Chief Information Security Officer
CMMI	Capability Maturity Model Integration
COC	Code of Conduct
CSR	Corporate Social Responsibility
CSAT	Customer Satisfaction
DEI	Diversity, Equity and Inclusion
ERM	Enterprise Risk Management
ESAT	Employee Satisfaction
ESG	Environmental, Social and Governance
ET	Economic Times
EVP	Executive Vice President
FY	Financial Year
GDPR	General Data Protection Regulation
GET	Graduate Engineer Trainee
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HDD	Heating Degree Days
HR	Human Resources
IEA	International Energy Agency
I-REC / IREC	International Renewable Energy Certificate
IIT	Indian Institute of Technology
ILT	Instructor-Led Training
ISO	International Organization for Standardization
IT	Information Technology
ITSMS	Information Technology Service Management System
KPI	Key Performance Indicator
L&D	Learning and Development
LED	Light Emitting Diode
LEED	Leadership in Energy and Environmental Design
LMS	Learning Management System
LTIFR	Lost Time Injury Frequency Rate
MAHE	Manipal Academy of Higher Education
ML	Machine Learning

MWh	Megawatt Hour
NDC	Nationally Determined Contribution
NPS	Net Promoter Score
NZE	Net Zero Emissions
POSH	Prevention of Sexual Harassment
RCP	Representative Concentration Pathway
RPA	Robotic Process Automation
RX1day	Maximum 1-Day Precipitation
RX5day	Maximum 5-Day Precipitation
SBTi	Science Based Targets initiative
SDG	Sustainable Development Goal
SFDC	Salesforce.com
SPI	Standardized Precipitation Index
SSC	Secondary School Certificate
SSP	Shared Socioeconomic Pathway
STEPS	Stated Policies Scenario
STP	Sewage Treatment Plant
tCO ₂ e	Tonnes of carbon dioxide equivalent
TA	Talent Acquisition
TX35	Number/Frequency of Days with Maximum Temperature above 35°C
TX40	Number/Frequency of Days with Maximum Temperature above 40°C
UK	United Kingdom
UNGP	United Nations Guiding Principles on Business and Human Rights
UNSDGs	United Nations Sustainable Development Goals
US / USA	United States / United States of America
VILT	Virtual Instructor-Led Training
WPL	Wissen Premier League