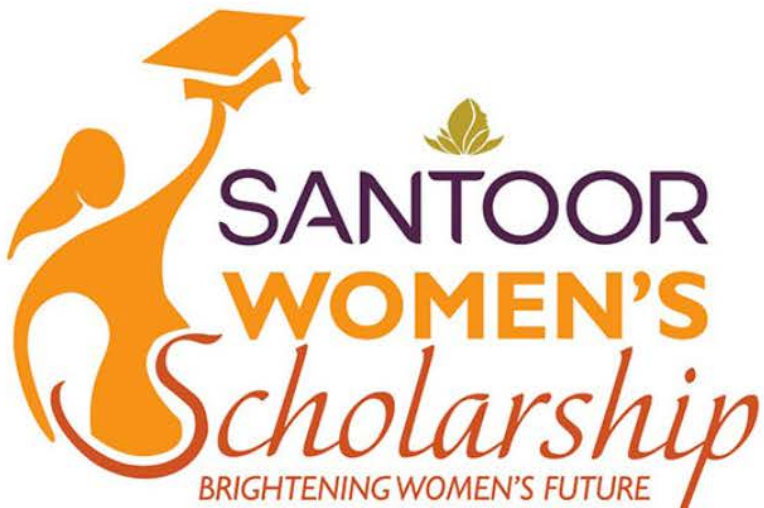




WIPRO ENTERPRISES PRIVATE LIMITED

CSR IMPACT ASSESSMENT REPORT 2023-24



PREPARED BY
V SREEDHARAN AND
ASSOCIATES



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INTRODUCTION

TO

CORPORATE SOCIAL RESPONSIBILITY

Corporate Social Responsibility (CSR) refers to a company's commitment to operating ethically, contributing positively to society and addressing environmental and social issues. It encompasses a wide range of initiatives and practices that go beyond legal requirements and aim to create sustainable and meaningful impact.

Companies meeting specific financial thresholds are required to spend a specified percentage of their average net profits on CSR activities. The Companies Act, 2013 (hereinafter referred to as “Act”) outlines the areas in which such expenditure can be made, such as promoting education, reducing poverty, and supporting gender equality etc.,

The Act places significant emphasis on CSR as a key aspect of responsible corporate behaviour. The Act's provisions aim to encourage companies to adopt sustainable and socially responsible practices, thereby contributing positively to society while creating long-term value for stakeholders.



ABOUT CSR IMPACT ASSESSMENT AGENCY

V. SREEDHARAN AND ASSOCIATES



V Sreedharan & Associates is a firm of Company Secretaries in practice having its office in Bengaluru. The firm provides professional consultancy services on Corporate Law and Compliance. The firm provides competent, efficient and expert advice on ensuring and enhancing corporate compliances.



COMPANY'S CHARTER

Wipro Enterprises Private Limited (hereinafter referred as 'Wipro Enterprises' / 'the Company') Charter on Corporate Social Responsibility:

Wipro Enterprises places great importance on deeply engaging with social issues through a long-term commitment aimed at creating real change at the grassroots level. This approach acknowledges the mutual benefits for both business interests and societal well-being. Wipro Enterprises conducts its social programs based on solid ethical principles, good governance, and effective management practices. The company maintains transparency and rigorous reporting, underscoring its dedication to public accountability.

Wipro Enterprises is committed to fostering capacity building, empowering communities, promoting inclusive socioeconomic growth, protecting the environment, and advancing green and energy-efficient technologies. The company is dedicated to developing underprivileged regions and uplifting marginalized sections of society.

The company remains committed to conducting business operations in a socially responsible manner. Its vision encompasses sustainable business growth while minimizing environmental impact and maximizing positive social contributions.

Wipro Enterprises' approach to CSR centres around addressing systemic social issues in a meaningful and effective manner. The company's CSR policy reflects the principles and strategies that have guided its longstanding commitment to corporate citizenship and social responsibility.

All CSR projects undertaken by Wipro Enterprises align with the CSR policy and comply with the activities listed in Schedule VII of the Companies Act, 2013.

PROVISIONS OF COMPANIES ACT, 2013

THE COMPANIES ACT, 2013 PROVISIONS VIS-À-VIS CSR IMPACT ASSESSMENT APPLICABILITY.

Ministry of Corporate Affairs ('MCA') vide its notification dated 22nd January 2021 amended the Companies (Corporate Social Responsibility Policy) Rules, 2014 which inter alia includes the provisions relating to CSR Impact Assessment. MCA also vide FAQ dated 25th August 2021 have provided the clarifications on the requirement of Impact Assessment.

Accordingly, every company having average CSR obligation of ten crore rupees or more in pursuance of subsection (5) of section 135 of the Companies Act, 2013 in the three immediately preceding financial years, shall undertake impact assessment, through an independent agency, of their CSR projects having outlays of one crore rupees or more, and which have been completed not less than one year before undertaking the impact study.

Wipro Enterprises has the CSR obligation of ten crore rupees and the following 3 projects which have an outlay of Rs. 1 crore and above which requires impact Assessment. Also, the assessment focused on projects completed before one year. The Corporate Social Responsibility (CSR) expenditure made by the Company for the fiscal year 2023-24 was taken into consideration:

Sl No.	Details of the Project
1	Renewable Energy
2	Healthcare and Community Development Projects
3	Santoor Scholarship

The Impact assessment report will form part of the CSR Report to be annexed to the Board's Report for the Financial Year 2024-25 and the website link of such report will be available in the Board's Report. We have been appointed by the Company to conduct the impact assessment of the aforementioned projects and to provide our report on the same.

We have conducted the impact assessment of all the above-mentioned projects.

DETAILS OF IMPLEMENTING AGENCY AND OTHER ORGANISATIONS INVOLVED IN THE PROJECT - BUDDY4STUDY - SANTOOR SCHOLARSHIP.

WIPRO CARES:

Wipro Cares is the Implementing Agency, an employee-led community initiative arm of the Wipro Foundation. It is a 'not-for-profit' trust registered in the year 2003 under the Indian Trusts Act 1882. It is an earnest initiative that aims to make compelling and channelized contributions in the areas of Education, Primary Healthcare, Community Ecology and Disaster Response in proximate communities.

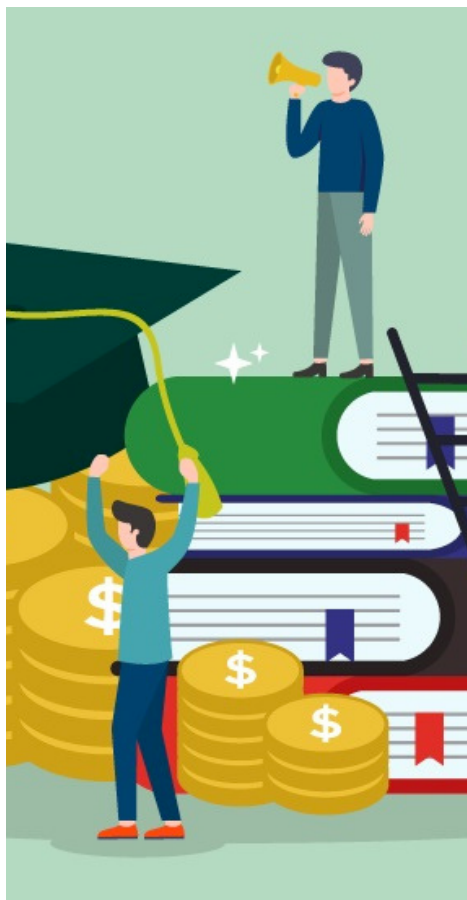


BUDDY4STUDY:

Buddy4Study is a social enterprise that provides educational support to students from underprivileged backgrounds. The company was founded in 2010 by a group of entrepreneurs who were passionate about making education more accessible to everyone.



Buddy4Study works with a variety of partners, including Wipro Cares to provide students with access to resources such as scholarships, tutoring and mentorship. The company also develops innovative educational tools and programs to help students succeed in school and beyond. Buddy4Study is committed to making education more accessible to everyone. The company believes that education is the key to a better future for all.



EXECUTIVE SUMMARY

The **Santoor Scholarship Program**, an initiative of **Wipro Enterprises Private Limited** was launched in 2016–17 with the powerful vision of enabling young women from underserved backgrounds to pursue higher education. This program directly addresses the critical financial barriers that often hinder girls from continuing their academic journeys beyond secondary school, particularly in regions with low female literacy and limited access to financial aid for higher education.

During FY ending **March 2024**, the program has profoundly impacted over **3,800 young women**, disbursing nearly **₹9.15 crore** in scholarships benefiting students across Karnataka, Andhra Pradesh, Telangana, and Chhattisgarh. Each scholarship provides ₹24,000 per annum, specifically designed to cover college fees and essential living expenses throughout undergraduate studies. This demonstrates Wipro's unwavering commitment to social responsibility as a vital investment in fostering equitable and inclusive communities through education.

A **mixed-methods approach** was employed for this impact assessment, combining quantitative surveys via Google Forms (disseminated to approximately 700 beneficiaries) with qualitative insights gathered through over 100 personal follow-up calls. This strategy ensured comprehensive data collection, balancing scalability with the depth of individual experiences. Despite challenges like reluctance to engage and concerns about scams, a persistent and empathetic outreach approach successfully gathered meaningful participation.

Multifaceted Impact: The scholarship's influence extends beyond financial aid. It has:

Directly supported 81.3% of students in completing their education.

Served as a source of motivation for 37.5% of students.

Enhanced the university reputation for 21.3% of recipients.

Allowed 22.5% of students to prioritize education over immediate income-generating jobs.

Significantly eased the economic burden on families for 46.3% of beneficiaries.

OBJECTIVE OF THE PROJECT

The **Santoor Scholarship Program** was launched in 2016–17 with a powerful vision to open the doors of higher education for young women from underserved and socio-economically disadvantaged backgrounds. Grounded in the belief that education can transform lives and communities, this program courageously tackles the financial barriers that often prevent girls from continuing their academic journeys beyond school.

According to the 2011 Census and supported by National Sample Survey Organisation (NSSO) reports, India's female literacy rate stood at approximately 65.5%, with even lower rates in rural and underprivileged districts. Enrolment in higher education for women remains distressingly low, particularly in districts marked by economic vulnerability, gender inequality, and limited institutional support. High dropout rates after secondary school are often the result of financial hardship, early marriages, and restricted access to enabling resources such as scholarships or mentorship. Reports from the All-India Survey on Higher Education (AISHE) in 2016–17 revealed that fewer than 10% of students entering higher education received any form of financial aid.

Amidst this challenging landscape, the Santoor Scholarship Program emerged as a beacon of hope. While it may not claim to reshape macro-level literacy statistics directly, the program meaningfully uplifts young women who are often the first in their families to embark on a college journey. Each scholarship provides Rs. 24,000 per annum, a thoughtfully determined amount designed to cover college fees and essential living expenses, ensuring stability and continuity throughout their undergraduate studies.

Over the past eight years, the program has changed the lives of more than 8,000 young women, focusing its outreach on historically underrepresented districts in higher education.

This unwavering commitment exemplifies Wipro's approach to social responsibility, not merely as philanthropy but as a vital investment in fostering equitable and inclusive communities through education.



STUDY METHODOLOGY

3.1 ASSESSMENT FRAMEWORK

Criteria	Rationale for Strengths	Indicators/Questions
Relevance	The program supports young women from underserved backgrounds to pursue higher education, a critical gap given the low financial aid access in India. It prioritizes disadvantaged districts and promotes inclusive development.	• What criteria were used to select students? • How does the program address key education and equity gaps?
Coherence	Aligned with Wipro’s CSR focus on women’s empowerment and education. It supports Sustainable Development Goals (SDG) goals 1, 4, 5, and 10.	• How well does the program align with the Company’s CSR and global development goals?
Effectiveness and Impact	With over 8,000 scholars supported since 2016–17 and over 3,800 active students in FY24, the program has improved access to education, delayed early marriage, and increased social mobility.	• What change has the program made in beneficiaries’ lives? • Is it meeting its intended goals?

Criteria	Rationale for Strengths	Indicators/Questions
Efficiency	₹24,000 per student per year, based on actual education and living costs, ensuring need-based and practical disbursal. ₹9.15 cr. spent for FY 2023-24 across 4 states.	• Is the allocation per student optimal? • Are funds used effectively to reach and retain students?

3.2 RESEARCH METHODOLOGY

A mixed-methods approach was adopted to assess the impact and effectiveness of the Santoor Scholarship Program, combining both quantitative and qualitative data collection methods to ensure depth, accuracy, and representativeness of findings.

Given the diverse geographical spread of the beneficiaries across Karnataka, Andhra Pradesh, Telangana, and Chhattisgarh, and the logistical constraints of in-person interactions, digital and telephonic methods were utilized to optimize reach and response rates.

A structured **Google Form-based** survey was designed and disseminated to approximately **700 beneficiaries**. The form included both objective and subjective questions to capture demographic details, educational progress, utilization of the scholarship, and broader social impacts. This enabled efficient outreach and simplified response collection, especially for those in remote locations.

To further enhance response rates and engagement a **broadcast channel** was created to share regular updates, reminders, and the survey link with beneficiaries.

Over **100 personal follow-up calls** were made to individual scholars to encourage participation and clarify any queries, especially for those who had not responded via the digital link.

RATIONALE FOR METHOD SELECTION

The combined use of online forms and personalized follow-ups ensured both inclusivity and reliability in data collection. While the digital approach offered scalability and convenience, direct phone outreach provided a personal touch that helped overcome barriers such as limited digital literacy or internet access.

The digital-first strategy, anchored by Google Forms and supported through targeted outreach, enabled the team to:

- Reach beneficiaries across urban and rural regions with minimal operational effort.
- Improve response rates through accessible, mobile-friendly survey design.
- Ensure data accuracy, consistency, and completeness for effective evaluation.

This methodological blend allowed the assessment to capture diverse, high-quality insights, forming a credible base for program analysis and future improvement.

3.3 SAMPLE COVERAGE

The following sample has been covered under the study:

Table 1: Overview of Sample Coverage

SI No.	Target Group	Sample size	Mode of Contact
1	Beneficiaries (Students)	700	Google Form circulated digitally via mobile devices and broadcast Channel.
2	Beneficiaries (Students)	80	Direct phone calls and Google form to encourage participation and resolve queries
3	Program Coordinators (Buddy 4 Study and Wipro Cares) led by Shubhrata Das	2	Structured phone discussions and email correspondence to gather implementation insights

GEOGRAPHICAL COVERAGE

The beneficiaries contacted through the survey were spread across the four states, as detailed below.

Table 2: State-wise Geographical Coverage of Beneficiaries

S. No.	State	Covered Under Study
1	Karnataka	✓
2	Telangana	✓
3	Andhra Pradesh	✓
4	Chhattisgarh	✓

3.4 SURVEY IMPLEMENTATION

- Initial communication was established with the Company, following which beneficiary contact details were shared with the assessment team.
- A structured Google Form was shared with approximately 700 students through email and digital platforms.
- To enhance reach and accessibility, the Google Form was also shared via WhatsApp broadcast channels.
- WhatsApp messages were customized with regional language translations for ease of understanding:

Telugu for students in Andhra Pradesh and Telangana.

Kannada for students in Karnataka.

Hindi for students in Chhattisgarh.

- Follow-up phone calls were made to students to:

Encourage participation

Resolve issues in accessing or filling out the form

- The multi-channel strategy ensured the inclusion of students from both rural and urban regions across all four states.
- The collected data through Google Forms was stored securely and monitored periodically for quality and completeness.

3.5 DATA MANAGEMENT

Once the responses were received through Google Forms, the data was downloaded and stored securely for further processing. A separate Excel master file was created to consolidate the collected information and enable structured analysis. Scrutiny procedures were conducted to identify and correct errors, such as duplicate entries and incomplete responses. Consistency checks were also applied to ensure uniformity and accuracy across all records.

Following this, the data was segregated based on key parameters such as state, educational background, and other relevant demographic indicators. This helped in organizing the information meaningfully for further analysis. A summary factsheet was prepared within Excel to present a snapshot of key trends and indicators at a glance.

In addition to quantitative analysis, qualitative responses captured through open-ended questions were reviewed by the research team. These insights were used to understand common themes and student perspectives, enriching the overall interpretation of the findings.

3.6 CHALLENGES FACED

During the assessment process, several challenges emerged, particularly around student responsiveness and digital engagement:

- Several students were reluctant to engage in conversation or provide feedback, often citing discomfort or hesitation in participating in telephonic or digital surveys.
- Some beneficiaries expressed concerns that the outreach could be a scam or phishing attempt, given the growing awareness and caution around cyber fraud. This led to hesitation in clicking online links or responding to unfamiliar numbers.
- Limited response to repeated reminder emails posed a challenge in reaching several students. To overcome this, the team transitioned to WhatsApp-based outreach, which proved more effective and accessible.
- Language and trust barriers in some regions further delayed engagement, requiring multiple rounds of follow-ups to build credibility and reassure students of the authenticity of the survey.



- Some students were unresponsive, largely due to academic commitments, time constraints, or lingering concerns regarding data security and privacy.

Despite these hurdles, the assessment team remained consistently patient, and polite in their follow-ups. All communication was sensitively worded, focused on building trust, clarifying the legitimacy of the study, and reassuring students about data privacy and confidentiality.

This persistent yet empathetic approach helped gradually overcome initial resistance and ensured meaningful participation from a diverse set of beneficiaries across regions.

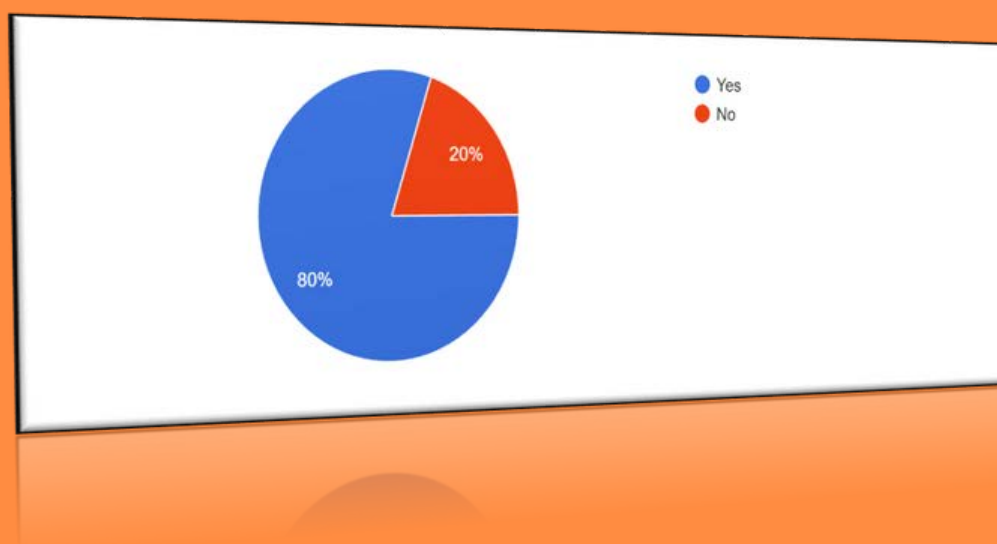
SALIENT FINDINGS OF THE PROJECT

A total of 700 students were chosen for participating in the study. All the beneficiaries are females. About 80 students showed up for the survey via Google forms and telephonic conversation. About 86.3% of the population under consideration were of the view that the project was briefed by the Team before application of the Scholarship and 13.7% opined differently.

4.1 WORKING DEMOGRAPHICS

Majority of them were not employed at the time of the survey due to the reason of being undergraduate students. A small portion of them undertook part time jobs. The distribution of employed students has been depicted in the following picture.

Pie Chart 1: Employed vs Non employed students (N=80)



4.2 HAPPINESS INDEX OF THE PROJECT

The Happiness Index is a simple tool we have used to quantify and represent the overall satisfaction of the beneficiaries towards the project. It purely reflects how positively the beneficiaries have perceived the project outcomes and the impact it has had for their academic ladder.

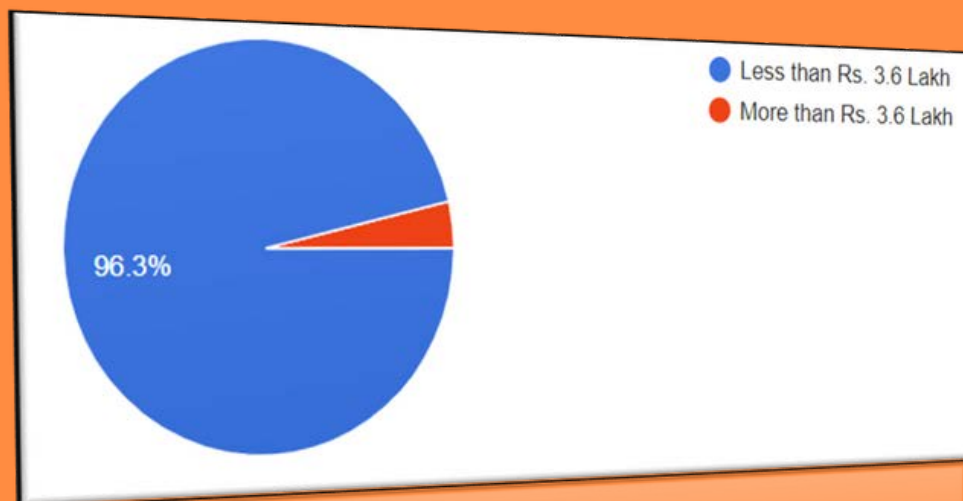
Approximately 98.8% of the respondents expressed a positive perception of the benefits derived from the Scholarship Programme, underscoring its strong impact and relevance. Only 1.2% of the beneficiaries indicated a slightly differing view, suggesting minimal reservations or areas for further exploration.

4.3 ANNUAL FAMILY INCOME

The income benchmark of ₹3.6 lakh per annum was established by referencing the average annual income levels of rural households, which provided a meaningful context for evaluating the financial status of the respondents. This helped us categorize and analyse the beneficiary group in relation to typical rural income standards.

The survey findings reveal that 96.3% of the respondents reported an annual household income of less than ₹3.6 lakh, indicating that the majority belong to economically modest backgrounds. In contrast, only 3.7% stated that their annual income exceeds ₹3.6 lakh.

Pie Chart 2: Annual family income (N=80).

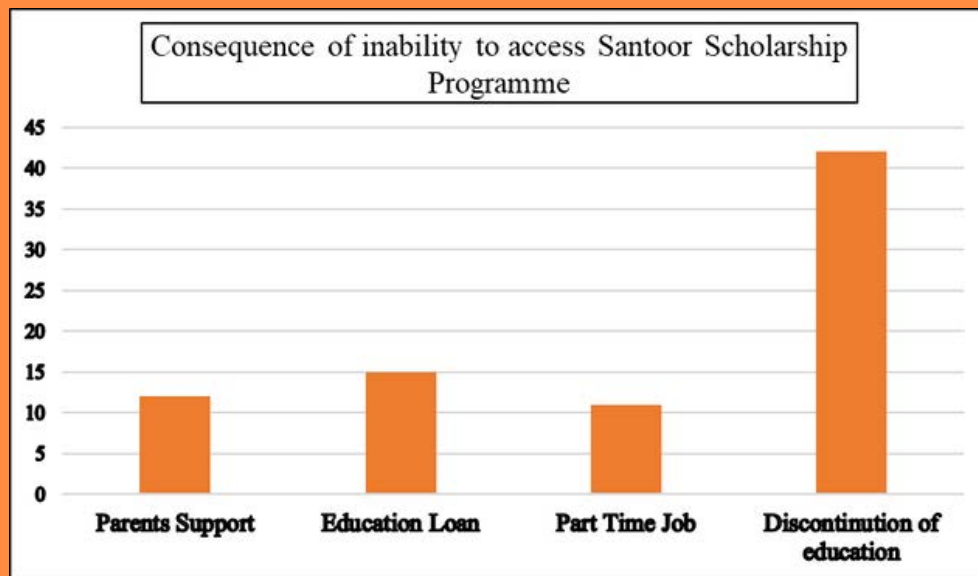


4.4 PERCEPTION ON SITUATION IF NOT AWARDED WITH THE SCHOLARSHIP.

All the beneficiaries were posed a question of how they would have funded their education if Santoor Scholarship did not exist. Many respondents said that they would have faced financial challenges, making it difficult or impossible to pursue higher education without the scholarship. Some mentioned the possibility of dropping out, especially tribal and SC students.

A large number of respondents would have considered education loans from banks or financial institutions. Several respondents indicated they would have sought part-time jobs to fund their education, although some noted this would make it harder to focus on studies. Some respondents mentioned relying on parental support, even if it meant financial burden for their families.

Below is the graph depicting the consequence of inability to access this Scholarship programme:



4.5 ATTRIBUTES OF DISBURSAL OF FUNDS TO SPECIFIC STATES

We enquired with the Company regarding the rationale for rolling out the program exclusively in the states of Karnataka, Telangana, Chhattisgarh, and Andhra Pradesh. The Company explained that these states were selected primarily due to Santoor's significant brand presence and market share in these regions. Additionally, given the program's reliance on government collaboration to ensure effective implementation, these states were further prioritized as the Azim Premji Foundation has an established presence there. The Foundation's direct engagement with government systems facilitates stronger connection with key departments, particularly those related to education and social welfare, thereby supporting the seamless execution of the program.

4.6 DURATION OF SCHOLARSHIP

The programme selects students who are enrolled in the first year of their undergraduate studies, ensuring that support begins at the very start of their higher education journey. Each selected student receives an annual scholarship amount of Rs. 24,000, which is disbursed every year. This financial assistance continues till the completion of the student's course, enabling them to pursue their education without interruption due to financial constraints.

Thus, the duration of scholarship depends directly on the duration of the academic structure enrolled by the selected student.

The Company prioritises funding for students from disadvantaged districts of the state pursuing a career in pure sciences and humanities and has earmarked 60% of the fund for this purpose. The remaining 40% of the fund is concentrated in the professional programs.

4.7 NATURE OF FINANCIAL SUPPORT PROVIDED

All 80 students were asked to specify the type of financial aid (scholarship) they received during the course of their education. They uniformly reported that they had received direct cash benefits, which they subsequently utilised for various education-related expenses.

We received the following response from one of the beneficiaries when asked on the type of benefit received via the scholarship:

“Wipro Santoor scholarship has helped a lot to successfully complete my 1st year under-graduation programme. It has influenced a lot to complete my further remaining 2 years of my under graduation.”

4.8 AWARENESS ON THE SCHOLARSHIP PROGRAMME.

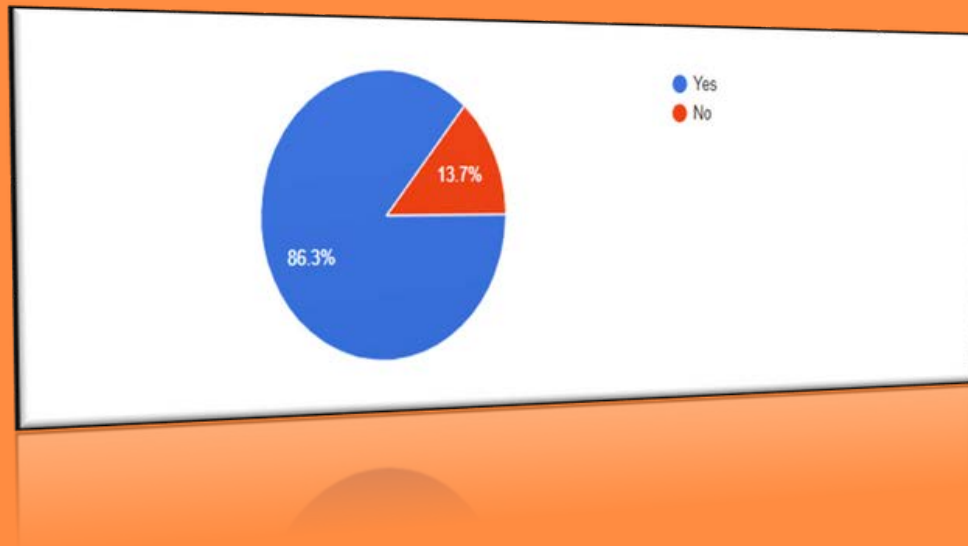
When asked how awareness about the scholarship programme is created, the Company informed us that it implements a robust annual communications plan. This comprehensive plan encompasses:

- Press releases in multiple newspapers across the four states,
- Media events organised at select locations,
- Announcements in print media, radio, and on various social media platforms,
- Direct communication with government departments and key educational institutions, and
- Maintaining a dynamic web presence to ensure wider reach and easy access to information.

Through these multi-channel efforts, the Company effectively promotes awareness of the scholarship programme and ensures that information reaches the intended beneficiaries.

On similar lines, we enquired with the beneficiaries and among 80 beneficiaries, the following pie chart depicts the familiarity of the beneficiary with the scholarship program as briefed by the Wipro Team:

Pie Chart 3: Whether briefing on the scholarship programme was done by Team Wipro? (N=80)

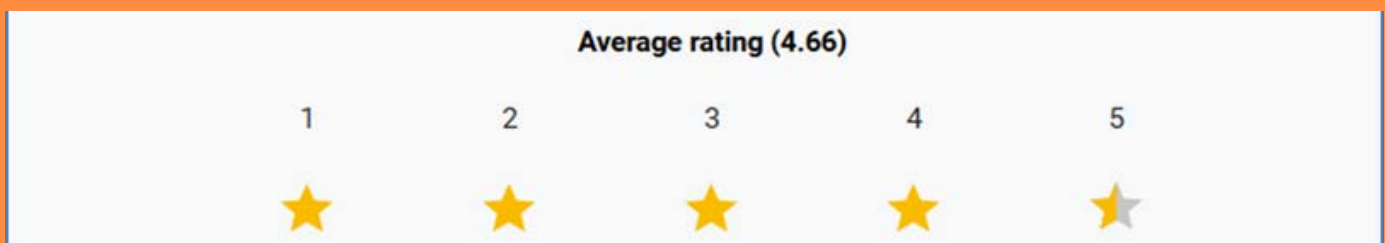


4.9 IMPACT OF SCHOLARSHIP ON STUDENTS.

To assess the overall impact of the scholarship programme, we sought direct feedback from the beneficiaries. All 80 students were asked to rate the programme on a scale of 1 to 5, where 1 indicated least satisfied and 5 indicated highly satisfied.

The objective was to understand the students' perception of the programme in terms of its impact it has on their academic performance and career goals.

Result



The Company was faced with a question by us as to the instances of dropouts after the allocation of the Scholarship amount. The Company was of the view that they see generally 7-8% dropouts every year.

4.10 CONTRIBUTION OF SCHOLARSHIP IN THE PROFESSIONAL CAREER

When we directly contacted the beneficiaries for expressing their views on the contribution of the scholarship in their personal growth and professional development, we received the following responses from them:

“The scholarship program has significantly influenced my personal and professional growth by:

- 1. Boosting Confidence: Receiving the scholarship has given me a sense of validation and confidence in my abilities.*
- 2. Reducing Financial Stress: The scholarship has relaxed my financial burdens, allowing me to focus on my studies and personal development.*
- 3. Opening Opportunities: The scholarship has enabled me to pursue academic and professional opportunities that might have been out of reach otherwise.”*

- Madhura K T - Udupi, Karnataka

“छात्रवृत्ति कार्यक्रम महत्वपूर्ण तरीकों से योगदान करता है — यह आत्मविश्वास बढ़ाने, शैक्षणिक प्रदर्शन सुधारने और भविष्य के करियर को संवारने में सहायक होता है”

- Ukha Manikpuri – Rajnandgaon, Chhattisgarh

“इस छात्रवृत्ति ने मेरी ज़िंदगी में एक नई आशा और उत्साह का संचार किया है। इसकी सहायता से मैं बिना किसी आर्थिक चिंता के अपनी पढ़ाई पर बेहतर ध्यान केंद्रित कर पा रही हूँ। यह मेरी व्यक्तिगत प्रगति के लिए भी अत्यंत आवश्यक था, क्योंकि अब मुझे लगता है कि मैं पहले से अधिक ज़िम्मेदार और एकाग्रचित्त हो गई हूँ।

व्यावसायिक स्तर पर, मैं भविष्य में एक अच्छी नौकरी प्राप्त करना चाहती हूँ ताकि मैं अपनी माता जी की सहायता कर सकूँ और अपने छोटे भाई-बहनों की शिक्षा में भी सहयोगी बन सकूँ। मेरा सपना है कि मैं अपने पिता का नाम रोशन करूँ और एक सफल एवं ईमानदार व्यक्तित्व बनूँ।”

- Saniya Khan – Raipur, Chhattisgarh

సర్, మీ వల్లనే నేను కోచింగ్ క్లాసులు తీసుకోవడానికి, పుస్తకాలు కొనడానికి ఆర్థికంగా స్వతంత్రంగా మారాను. నేను చదువుకునే ట్యూబల్, స్టడీ చెయిర్ వంటి స్టడీ సదుపాయాలు కూడా కొనగలిగాను. ఇప్పుడు నేను నా చదువుపై విశ్వాసంతో ఉన్నాను మరియు నా లక్ష్యమైన ఐఏఎస్ ఆఫీసర్ కావడం సాధిస్తానని నమ్ముతున్నాను. ఇది అంతా మీ వల్లే సాధ్యమైంది

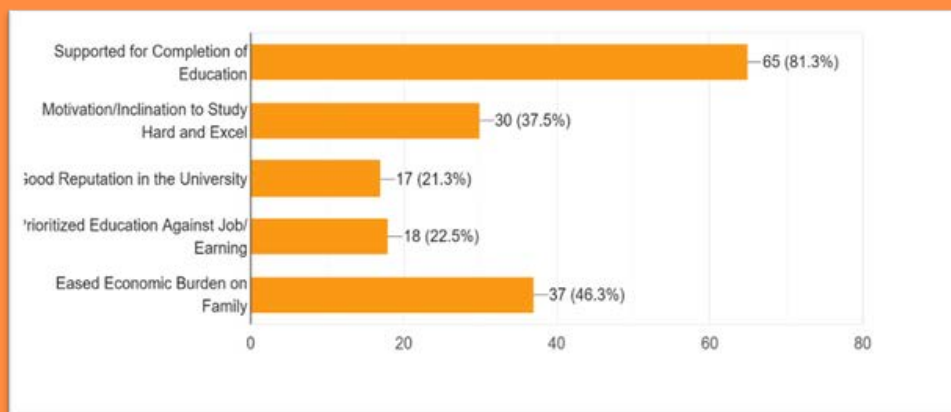
- Battula Vasanthi – Hyderabad, Telangana

ಸಂತೂರು ವಿದ್ಯಾರ್ಥಿವೇತನ ನನ್ನ ವೈಯಕ್ತಿಕ ಮತ್ತು ವೃತ್ತಿಪರ ಜೀವನದ ಮೇಲೆ ಮಹತ್ವ ಪೂರ್ಣವಾದ ಪ್ರಭಾವ ಬೀರಿದೆ. ವೈಯಕ್ತಿಕವಾಗಿ, ಇದು ನನ್ನಲ್ಲಿ ಶ್ರೇಷ್ಠತೆಯನ್ನು ಅಧ್ಯಯನ ಮಾಡುವ ಆತ್ಮವಿಶ್ವಾಸವನ್ನು ಬೆಳೆಸಿದೆ. ವೃತ್ತಿಪರವಾಗಿ, ಆರ್ಥಿಕ ಭಾರವಿಲ್ಲದೆ ಓದಿನತ್ತ ಸಂಪೂರ್ಣ ಗಮನಹರಿಸಲು ಸಹಾಯವಾಗಿದೆ. ಭವಿಷ್ಯದಲ್ಲಿ ನಾನು ನನ್ನ ಶಿಕ್ಷಣವನ್ನು ಯಶಸ್ವಿಯಾಗಿ ಪೂರ್ಣಗೊಳಿಸಿ, ಕುಟುಂಬದ ಬದುಕು ಉತ್ತಮವಾಗಿಸಲು ಸಹಾಯ ಮಾಡುವಂತಹ ಉದ್ಯೋಗವನ್ನು ಮಾಡಲು ಬಯಸುತ್ತೇನೆ.

- Varshitha B - Dakshina Kannada, Karnataka

To gain deeper insights into the multidimensional impact of the scholarship initiative, beneficiaries were encouraged to share how they believed the scholarship influenced their academic and personal journeys. The responses highlighted a broad spectrum of positive outcomes:

Summary of the opinions collected is depicted in the graph as indicated below: (N=80)



A significant 65 students (81.3%) expressed that the scholarship directly supported them in the completion of their education, enabling them to pursue their studies without major disruptions.

30 students (37.5%) viewed the scholarship as a source of motivation, noting that it inspired them to study harder and strive for academic excellence.

17 students (21.3%) shared that receiving the scholarship conferred upon them a good reputation within the university, enhancing their standing among peers and faculty.

Interestingly, 18 students (22.5%) indicated that the financial assurance provided by the scholarship allowed them to prioritise education over taking up small jobs purely for income, which they might have otherwise needed to support their families at the cost of their academic pursuits.

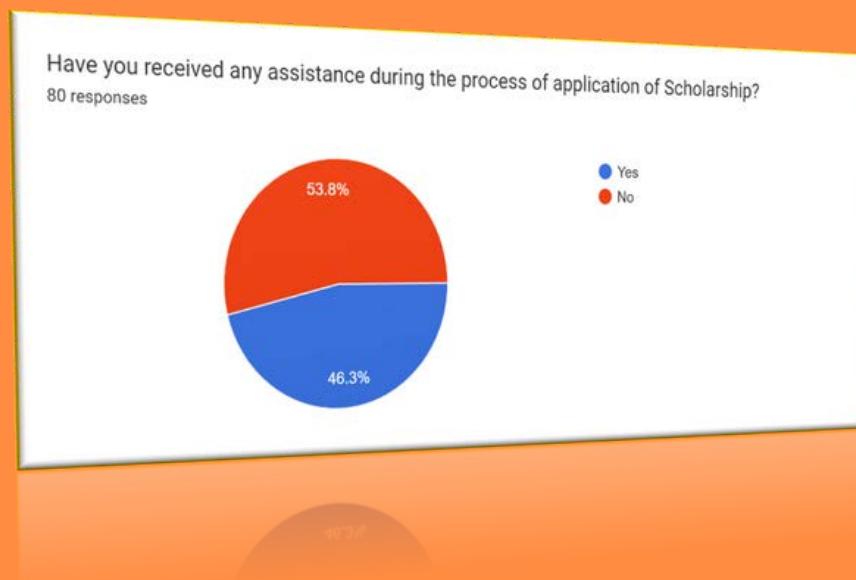
Furthermore, 37 beneficiaries (46.3%) opined that the scholarship played a crucial role in easing the economic burden on their families, reducing financial stress and allowing household resources to be allocated more comfortably.

These findings collectively underscore the multifaceted value of the scholarship programme not only in facilitating educational attainment but also in fostering motivation, social recognition, and financial stability for both the students and their families.

4.11 APPLICATION PROCESS OF SCHOLARSHIP

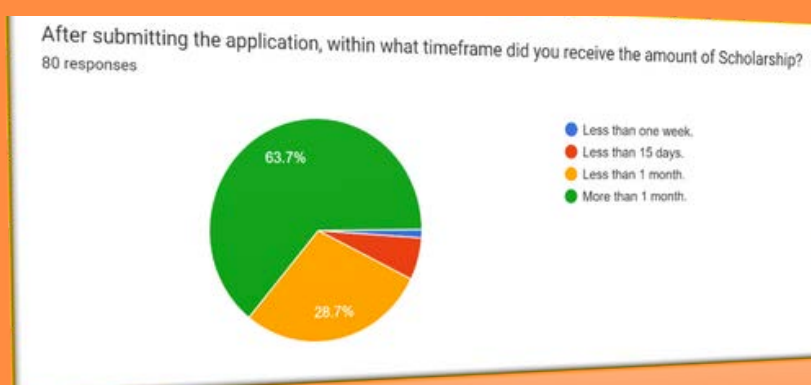
We enquired on the smoothness of the process of application for Scholarship from the beneficiaries. We received mixed opinions on the assistance received from the Wipro Team for application process. A solid 53.8% of the population under consideration were of the opinion that they did not receive any assistance for the said application. However, 46.3% of the sample under consideration opined that they did receive assistance while applying for the scholarship

Pie Chart 4: Whether any assistance for application of Scholarship was received by the beneficiaries? (N=80).



Further, we enquired into the aftermath of the application process with regard to the duration it took for beneficiaries to receive the scholarship amount. The responses revealed a diverse range of experiences concerning the disbursement timelines as can be seen below

Pie Chart 5: Timeframe of receipt of amount of scholarship (N=80).





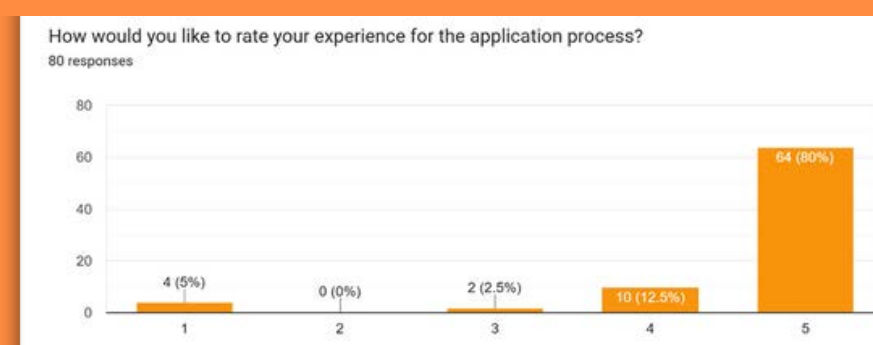
Among the 80 beneficiaries surveyed, a significant majority of 63.7% reported that it took more than a month for the scholarship amount to be credited to their accounts. Meanwhile, 28.7% of the respondents indicated that they received the funds in less than a month, suggesting a relatively prompt processing experience.

A smaller segment, comprising 6.3% of the beneficiaries, shared that the scholarship was disbursed in under 15 days, reflecting instances of notably swift processing. Additionally, a negligible proportion, 1.13%, reported that they received the funds in less than a week, highlighting rare cases of exceptionally expedited disbursement.

These findings point towards an overall trend where a majority of the beneficiaries experienced a waiting period exceeding a month, with fewer beneficiaries witnessing faster disbursement timelines. This data underscores the need to explore opportunities for streamlining the disbursement process to ensure more timely support to students, thereby enhancing the programme's effectiveness and reinforcing trust among stakeholders.

We also sought information from the Company on the timeframe within which the students may expect the Scholarship amount to be credited to their bank account. The Company has expressed that once the student agreement submissions in full are received from the Company's end, the payments are closed within 4 weeks.

The beneficiaries were asked to generally rate the application process which can be seen as below:



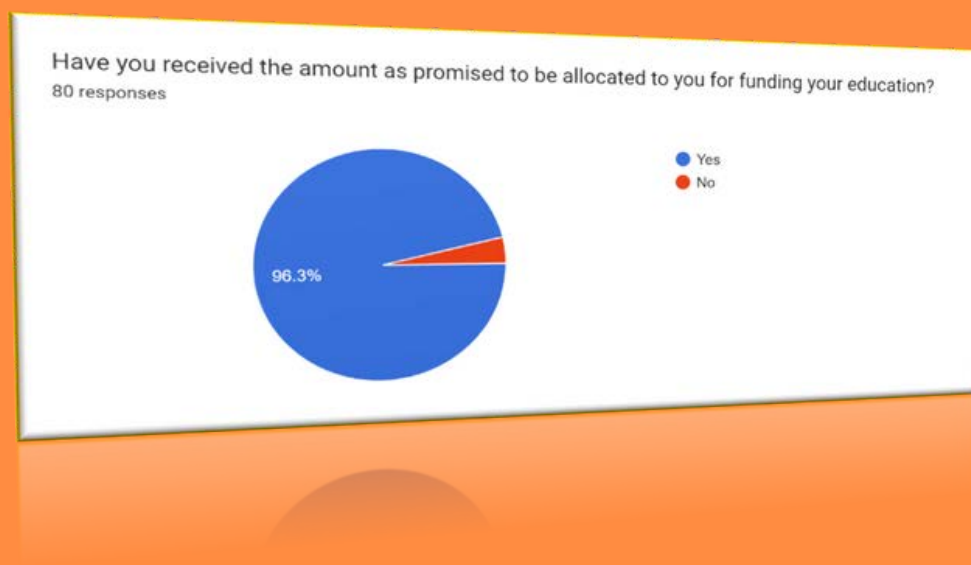
4.12 VERIFICATION OF RECEIPT OF ALLOCATED SCHOLARSHIP AMOUNT

The beneficiaries were posed with a direct question to ascertain whether they actually received the amount that was promised to be allocated to them under the scholarship programme. Encouragingly, a majority affirmed that they received the scholarship amount in full, exactly as was communicated and allocated for the intended purpose. This reflects positively on the integrity and transparency of the disbursement process.

However, it is noteworthy that a minor portion of the beneficiaries expressed a differing view, indicating that they did not receive the complete amount as promised. While these instances were limited, they nonetheless underscore the importance of maintaining robust monitoring mechanisms to ensure that every beneficiary receives the full benefit without discrepancies.

The following pie chart provides a clear visual representation of the beneficiaries' responses on this aspect.

Pie Chart 6: Receipt of amount allocated (N=80).



4.13 SUGGESTIONS OF THE BENEFICIARIES

In addition to quantitative assessments, we sought descriptive feedback from the beneficiaries to capture their personal experiences, perceptions, and suggestions regarding the scholarship programme. This qualitative input provided valuable insights into the real-world impact of the initiative beyond measurable metrics.

The beneficiaries shared a diverse range of reflections –

"I would like to share a small suggestion. The scholarship program is truly helpful and has supported many students like me in continuing our education. To make it even better, the Company could consider adding mentorship support, career guidance, or internship opportunities. This would help students not only financially but also in building their future careers. Overall, I'm very thankful for the support and appreciate the Company's efforts in empowering students."

"My suggestion to the Company is as follows:

1. Expand the Reach of the Scholarship:

"It would be great if this scholarship program could be extended to support more deserving and underprivileged students."

2. Organize Career Guidance Sessions:

"You may consider organizing career counselling or mentorship programs to help students plan their future more effectively."

3. Provide Internship Opportunities:

"Offering internship opportunities to scholarship recipients could give them valuable real-world experience."

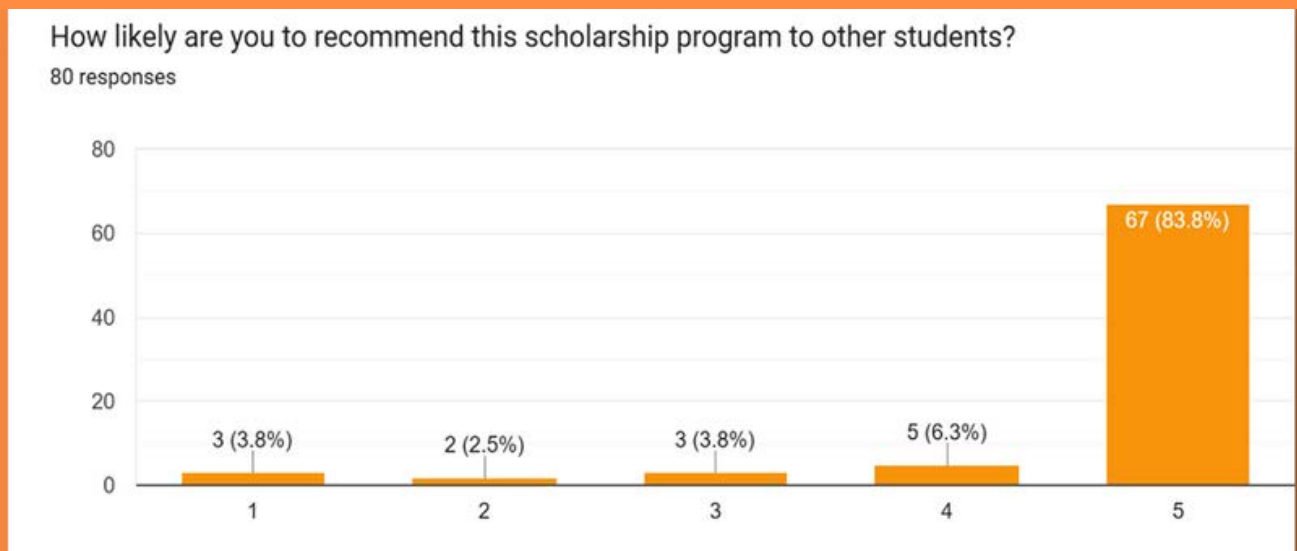
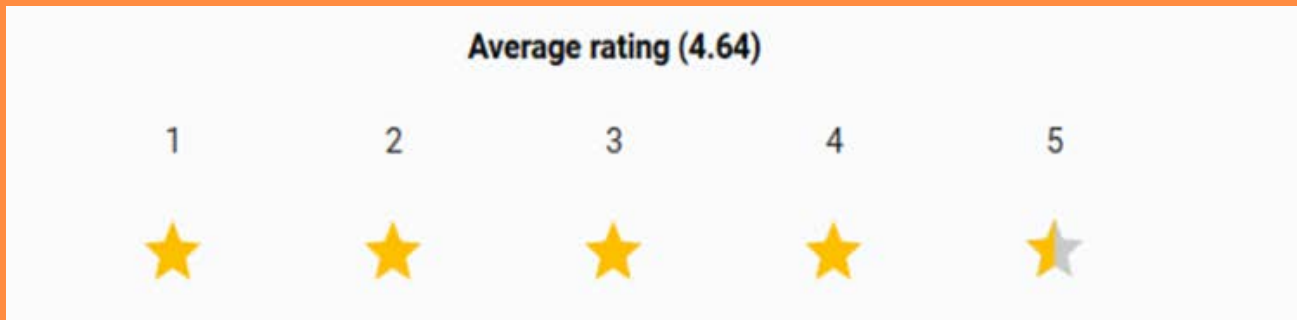
4. Create a Support Network:

"A platform or forum where past and current scholarship holders can connect would help in building a strong learning community."

4.14 LIKELINESS OF THE BENEFICIARIES TO RECOMMEND IT TO OTHER NEEDY STUDENTS

We asked the beneficiaries to rate the scholarship in terms of them recommending the program to other students who need such a mechanism for furtherance of their education:

The following is the response we have received from the beneficiaries in a consolidated manner



4.15 WILLINGNESS OF THE COMPANY ON SUPPORTING STUDENTS IN THE FUTURE.

As part of the assessment, we also sought to understand the Company's outlook on extending its support to students beyond financial assistance. Specifically, we enquired whether there were any future plans to introduce mentorship programmes, internships, or other forms of career-oriented support that could further bolster the holistic development of scholarship recipients.

In response, the Company shared that they are actively exploring the introduction of mentorship initiatives in the coming years, primarily through their employee volunteering programme. This proposed initiative aims to leverage the expertise and experience of Company employees to guide and mentor students, thereby enriching the scholarship offering with a valuable personal development component.

Such plans indicate the Company's forward-looking approach and its commitment to fostering not just financial access to education but also the professional growth and preparedness of students for their future careers.

4.16 GRIEVANCE HANDLING MECHANISM

To assess the robustness of the support system surrounding the scholarship programme, we enquired whether there is a designated team or individual responsible for addressing grievances that beneficiaries might face during the process of scholarship deployment.

The Company confirmed that they have established dedicated helplines specifically for this purpose. These helplines serve as an accessible channel through which beneficiaries can raise concerns, seek clarifications, or report any challenges encountered throughout any stage of scholarship programme.



OUR RECOMMENDATIONS TO THE COMPANY

5.1 RECOMMENDATIONS TO THE COMPANY

1. The Company could launch structured mentorship programmes pairing scholars with professionals (Company employees or external mentors) to guide them on:
 - academic decisions (courses, exams, projects)
 - career planning (internships, job interviews, resumes)
 - personal growth (confidence, communication)which could include periodic webinars, one-on-one sessions, or even short “mentorship camps.
2. Partner with local industries, businesses, or the Company’s own branches to offer short internships, summer training, or projects. This helps students gain work exposure and build employability skills beyond academics.
3. Many students face sudden financial or family emergencies. A small additional fund (disbursed upon simple verification) can help avoid dropouts.
4. Some students reported delays or lack of help. Consider:
 - A mobile-friendly portal with application status tracking.
 - Clear checklists and videos on “How to apply.”
 - Auto SMS/email updates on application status and disbursement.
5. Even a simple certificate of scholarship completion can be motivating and adds to students’ resumes.

OUR REPORT

This impact assessment has vividly demonstrated the substantial role played by the Santoor scholarship programme by Wipro Enterprises Private Limited in advancing the educational and personal aspirations of young women from economically modest backgrounds. The overwhelmingly positive feedback on the happiness index, reduced financial stress, and enhanced confidence levels among beneficiaries all underscore the programme's relevance and far-reaching impact.

The CSR initiative by the Company through the Scholarship programme demonstrates a strong commitment to supporting education and empower deserving students. The allocation of ₹ 91.5 million during the financial year 2023 - 24 showcases the Companies dedication to making positive impact in the society.

The utilization of CSR funds to provide scholarships to over 3,800 students has had a significant and far-reaching impact on the society.

In conclusion, this assessment reaffirms that the scholarship programme is not merely a financial aid scheme—it is a vehicle fostering educational continuity, socio-economic mobility, and hope. With thoughtful enhancements, it holds the promise to uplift many more lives and set a benchmark for socially responsible corporate interventions.

For V Sreedharan & Associates
Company Secretaries

Sd/-

(Pradeep B Kulkarni)
Partner
FCS: 7260; CP No.: 7835
Date: 07 August 2025