

Gender Pay Report 2019

Infosys Limited – France Branch



Introduction

Our employees are our biggest assets. To meet the evolving needs of our clients, our priority is to attract and engage the best talent in the right locations with the right skills.

We therefore focus on the overall well-being of our employees, providing them with a fulfilling and lifelong career. Diversity and Inclusion at the workplace is a key aspect of employee well-being.

We use a multi-pronged approach to promote Diversity and Inclusion within Infosys. The principles and goals of the Universal Declaration of Human Rights are at the center of our Diversity and Inclusion (D&I) strategy. With a strong focus on gender, the strategy is powered by **supportive leadership** and is making great strides.

- Women make up **25%** of our Board strength. We have continued to strengthen our efforts towards achieving our diversity goal to improve participation of women in the executive leadership of the Company.
- Women comprise **37%** of our global workforce. With improved gender balance in our workforce, we expect the pay gap to reduce.
- We are also working on our corporate goal of **25%** women in the executive leadership of the Company.



Gender Pay Gap 2019

| Indicator | Points obtained | Maximum points |
|---|-----------------|----------------|
| 1. Average salary | 35 | 40 |
| 2. Pay rise (excluding promotions) | 20 | 20 |
| 3. Promotions | 10 | 15 |
| 4. Pay rise after return from maternity leave | Incalculable | 15 |
| 5. Number of top 10 highest-paid employees of the under-represented gender | 0 | 10 |
| TOTAL TAKING INTO ACCOUNT THE INCALCULABLE INDICATORS | 65 | 85 |
| TOTAL (Taking into account 100 points by applying the rule of proportionality) | 76 | 100 |

Initiatives for balanced gender diversity

Improving the participation of women in executive leadership of the Company is an important goal on our corporate scorecard. Our interventions are focused on supporting the various career and life-stages of our women talent. In addition to a number of interventions for leadership development and mentoring focused on strengthening the talent pipeline we also take pride in strengthening the participation of women in core technology through our Women in Technology programs which are well subscribed. Enabling women to continue pursuing their careers in their areas of specialization on their return from maternity has ensured among the highest rates of women returning to work post maternity.



Some of our interventions

Awards for Excellence: A Diversity Award has been introduced in the Company's prestigious Awards for Excellence to recognize business for their efforts in strengthening gender diversity in leadership and across their teams.

#EachforEqual: Each year, Infosys adopts the UN theme for International Women's Day and leverages the opportunity to strengthen the commitment of leadership and the larger organization in building an equitable workplace.

Infosys Women's initiative (IWIN): Our employee resource group to strengthen gender inclusion serves as a great forum to ensure continuous engagement with women stakeholders across the enterprise.

Restart Her: This special initiative focuses on hiring women who have taken breaks for any reason and are looking to come back and pursue a career in corporations. The program supports skill development through internship and exposure to 'live' project environments.

Family Matters: A forum that provides employees the space to discuss parenting, relationships, disabilities, elder care and related topics. These are facilitated by external experts and serve as a great learning and collaboration platform for employees while also enabling them to build peer support networks .

Aspiring Architect Program: Infosys launched the Aspiring Architect Program with a view to increase the participation of women in technology. The six-month intervention saw over 450 registrations globally. Business units have assigned mentors and coaches to each of the participants. Peer-learning groups in the Company's development centers also provide a supportive ecosystem for development.

Building lifelong careers

Nurturing future leaders is key to Infosys' approach to learning and growth. Gender diversity is a priority, and the Infosys Leadership Institute supports women leaders' engagement through **mentoring and specific women leadership experience workshops**. Through varied interventions and initiatives, we continuously strive towards facilitating an ecosystem that helps leaders invest in their own development and become better at not just what they do but also influence the kind of leaders they become.

A glimpse into some of our Unified Learning Interventions:

Leadership Development: Focused interventions supported by 360 degree assessments and a concrete development plan provide a strong foundation for the development of leadership competencies.

Bridge Academy – This program facilitates career movements into Sales roles through enablement based on the sales competency framework for employees aspiring for Sales Roles.

WomenInspire - Sessions by and for women colleagues with **senior leaders' within and outside Infosys** serve to inspire employees. Leaders at these sessions share their career journey, experiences and discuss topics including work life balance.

Women Wizards Rule Technology – This intervention is a partnership with NASSCOM (India) to equip 10000 women with skills in the new and emerging technologies for industry. Infosys has created and rolled out an industry mentoring module to support this effort.

