

## Engaging with stakeholders through various channels and earning trust through transparent communication

The tone for transparency is set at the top. The Company prides itself on its compliance with global guidelines, standards and corporate governance codes ensuring timely and accurate disclosures. We continue to publish our independently assured ESG disclosures based on the GRI Standard 2021.

### In fiscal 2023, Infosys' ESG performance was recognized globally by several industry rankings and assessments

The Company has been recognized for its many efforts to consistently demonstrate commitment to sustainability, ethical leadership, and responsible business practices.

Infosys topped the charts in the CRISIL ESG Leadership Rankings and was featured in the CRISIL Sustainability Yearbook, 2022 for the second consecutive year.

Infosys was conferred an 'AA' rating in the MSCI ESG ratings. The MSCI ESG ratings measure the ESG performance, including the management of financially relevant ESG risks and opportunities, of companies worldwide.

Infosys is also a forerunner in driving climate action across its operations. It has been recognized for leadership in corporate transparency and performance on climate change by the global environmental nonprofit CDP, securing a place on the CDP annual A List in 2022. This is the seventh year in a row that Infosys has been featured in the leadership category under the CDP Climate Change disclosure - a testament to Infosys' climate action efforts, including climate-related

risk management, mitigation initiatives, transparent disclosures on emissions, and emission reduction initiatives across the supply and value chain.

For the sixth year in a row, in 2022, Infosys is listed on the Dow Jones Sustainability Indices (DJSI), a leading benchmark for corporate sustainability.

In their latest ESG Risk Ratings, Sustainalytics recognized Infosys as an industry-wide and regional top-rated ESG performer. Sustainalytics is a renowned independent ESG and corporate governance research, ratings, and analytics firm.

EcoVadis, a globally acclaimed ratings platform for corporate social responsibility and sustainable procurement, recognized Infosys with a Gold medal for CSR practices. Infosys has been a recipient of EcoVadis Gold for over seven years now.

## Thought leadership

### The Infosys Knowledge Institute (IKI)

The Infosys Knowledge Institute harnesses the intellectual capital of Infosys subject matter experts to produce unique and fresh content and insights on the business impact that technology can drive for prospects and clients. IKI also develops its proprietary data and insights through multiple large-scale surveys and quantitative analysis. These are published throughout the year through its flagship Radar maturity assessments, the annual Tech Navigator report on future trends and the ongoing TechCompass tech trends series. These are supplemented by IKI-authored books, including Practical Sustainability and The Live Enterprise. IKI also creates new proprietary video content through expert interviews, webinars and online roundtables with clients, Infosys executives and academics or industry influencers. IKI has collaborated with 500 clients and created over 1,000 assets since inception and regularly publishes in leading business and technology media. For more information, go to <https://infosys.com/iki>.

## ESG radar

Infosys published its inaugural ESG Radar 2023 report. We surveyed 2,500 executives and ESG experts and found that companies need to radically reinvent how ESG fits within the enterprise. ESG is no longer a good to have but a business necessity.



## Practical Sustainability

Our book, *Practical Sustainability – Circular Commerce, Smarter Spaces, and Happier Humans*, is globally recognized as an industry standard in delivering climate change solutions having won international awards for economics, business, and journalism excellence.



## Partnerships



### Economist Impact

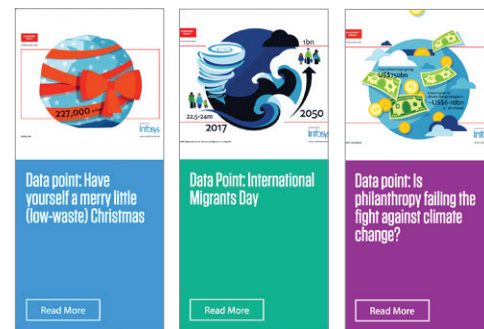
In 2021, Infosys and Economist Impact entered a strategic partnership with a shared purpose of building a digital platform, The Sustainability Project (TSP), that advances sustainability solutions.

TSP, developed by Infosys, leverages our expertise in digital innovation and transformation to deliver insights and data-powered solutions across the globe. It serves as a best-in-class destination for content focused on sustainability.



Since its launch, the platform has garnered over 800K pageviews from 500K+ unique visitors, who spent an average of 1:56 mins on the site, resulting in a total of more than 17,000 hours. Today the platform hosts original

interviews with Bill Gates, Emmanuel Faber, Patricia Espinosa and Ellen Jackowski on topics such as climate change, scope 3 emissions, social justice, e-waste and more. TSP has also won some of the most coveted awards, including Webby Awards and World Media Group Awards in 2022.



Last year, we opened up The Sustainability Project to the next generation by partnering with The Economist Educational Foundation (TEEF) and created a series of six world-class teaching resources for 9 to 15 year-olds on sustainability themes. Our objective here was to enable the next generation to have inspiring discussions on sustainability issues and to think critically, communicate effectively and understand global challenges. These resources

have been downloaded over 3,400 times and have reached almost 24,000 students across the globe.

Building on the momentum from initiatives, this year, Infosys and Economist Impact will create the Value Chain Navigator (VCN) – a visual, interactive, data-driven tool that helps business decision-makers understand the next steps they need to take to manage value chain emissions.

Within VCN, the users will be able to explore the world of scope 3 via seven 'levers' where each lever represents a different area of business action. These include areas such as business model innovation, product design and investment strategy.

As an open digital platform, VCN aims to provide executives with insightful, practical, and evidence-based business actions to address these emissions in line with an evolving regulatory landscape.

### Financial Times

Infosys and Financial Times teamed up in 2022 to build creative and immersive newsroom projects and cover issues that matter. Through this partnership, we have delivered engaging digital platforms to create media experiences of the future.



Among the flagship projects is the Climate Game - a unique data-driven simulation that gives the readers a sense of what it takes to manage the global climate crisis. With 400 predictive choices, the game places the players at the heart of crucial decision-making to reach net zero by the year 2050. Each player has to successfully limit global warming to below 1.5 °C by selecting the best course of action for each sector that the game focuses on.



With almost 1 million plays till date and an average of 15 minutes per play, the Climate Game has been very well received by FT readers, climate influencers and some of the most influential people in business and global politics. It has won over 14 awards such as The Lovie Awards, German Design Award, Corporate Engagement Award and many more. The game has also been syndicated in Japanese.

## World Economic Forum (WEF)



Infosys has had a 23-year strategic-level partnership with the World Economic Forum (WEF). Key ESG initiatives undertaken with the forum include:

- Infosys is a founding business partner of WEF's 'Reskilling Revolution' initiative that aims to provide one billion people with better education, skills and jobs by 2030. Infosys integrated the Pathfinders Online Institute on the platform.
- Infosys is part of WEF's Alliance of CEO Climate Leaders community, a CEO-led community committed to raising bold climate ambition and accelerating the net zero transition by setting science-based targets, disclosing emissions and catalyzing decarbonization and partnerships across global value chains. Alliance members know that limiting global warming to

1.5°C requires significant collaboration and shared responsibility between the private and public sectors and are ready to work side by side with governments to accelerate the transition to net zero. As part of this community, we signed an open letter for world leaders at COP27 committing the same.

- Infosys is a key member of the Chief Diversity and Inclusion Officers Community. It is a signatory of Partnering for Racial Justice in Business, a global coalition of organizations and their C-suite leaders committed to leveraging their individual and collective power to build equitable and just workplaces for professionals with under-represented racial and ethnic identities.

- Infosys' presence at WEF annual meeting:
  - Infosys CEO & MD participated in a public session on Accelerating the Reskilling Revolution. With labor markets in flux from the fallout of the pandemic, technological shifts and the green transition, up to one billion people will need reskilling, training and lifelong learning by 2030. The session covered details on how much progress has been made and what needs to happen next to reach this target.
  - Infosys General Counsel and Chief Compliance Officer participated in a WEF public discussion on Investing Responsibly in Sustainable Governance. While a significant focus on climate change is influencing global investment priorities, responsible and sustainable governance remains essential to ensuring a just economic recovery. The speakers discussed actions and meaningful approaches that will empower investors to take a holistic approach to sustainable governance so that integrity is incorporated in their strategic decisions.
  - Sustainability is embedded into the fabric of Infosys. Our presence at Davos 2023 was completely carbon neutral. All avoidable emissions were offset with the use of sustainable methods and materials. For unavoidable emissions, Infosys invests in commensurate certified Gold Standard Carbon offsets. We also had a session in partnership with Economist Impact on Managing Risk across the Sustainability Landscape that emphasized on the risks to sustainability against a turbulent macroeconomic and geopolitical landscape.



## G20 Smart Cities Alliance Sustainability Taskforce



As the world urbanizes, sustainable development and economic growth depend increasingly on the successful management of urban growth. With the right technology and the know-how to govern it, cities can lead the way in solving problems in energy, transportation, healthcare, education and natural disaster response, while making their communities more inclusive, resilient and sustainable. But progress depends on cities

adopting the right set of policies to make sure that technology is used responsibly, and our research shows that most cities do not have these fundamentals in place.

Infosys is partnering with the WEF secretariat in the role of taskforce lead for the G20 Global Smart Cities Alliance on Technology Governance unites local and national governments, private-sector partners and city

residents around a shared set of principles for the responsible and ethical use of smart city technologies. The Alliance establishes and advances global policy norms to help accelerate best practices, mitigate potential risks, and foster greater openness and public trust. The taskforce is designing principles and WLC benchmarks to aid planning applicants in designing buildings that have low operational carbon and low embodied carbon.

Infosys participated in the High-level Roundtable for the G7 Sustainable Urban Development Ministers' Meeting in Tokyo Policy and Guidance on how to prepare Whole Life Carbon (WLC) assessments including how to calculate WLC emissions and the information that needs to be submitted to comply with the policy and how public-private collaborations in cities are critical to solving some of the world's biggest challenges.