Defining our ESG Ambitions

In October 2020, we launched our ESG Vision and Ambitions for 2030. These serve as a point of reference for maintaining leadership and addressing global challenges proportionate to our capacities.

**Environment**

*Vision:* Serve the preservation of our planet by shaping and sharing technology solutions

**Material topics**

**Climate change**
- Leverage technology to support the transition to a low-carbon world

**Ambitions**
- Maintaining carbon neutrality across Scope 1, 2 and 3 emissions every year
- Reducing absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 75%2
- Reducing absolute Scope 3 GHG emissions by 30%3
- Engaging clients on climate actions through our solutions

1 Business travel, employee commute, and transmission and distribution losses
2 Corresponds to 75% renewable energy usage globally. This will be measured annually against business-as-usual scenario
3 Measured against 2020 baseline

**Water**
- Reduce our water footprint and enhance water availability in the communities where we operate

**Ambition**
- Maintaining 100% wastewater recycling every year

**Waste**
- Reduce, reuse and recycle to minimize waste, including e-waste

**Ambition**
- Ensuring zero waste to landfill

**Social**

*Vision:* Serve the development of people by shaping a future with meaningful opportunities for all

**Material topics**

**Diversity and inclusion**
- Foster diversity and nurture inclusion

**Ambition**
- Creating a gender-diverse workforce at Infosys, with 45% women

**Energizing local communities**
- Enable opportunities for communities locally

**Ambition**
- Delivering 33% of work by leveraging flexible/remote work options

**Tech for good**
- Partner with society to harness the power of technology solutions in their everyday

**Ambition**
- Empowering 80 mn+ lives via tech for good programs in e-governance, healthcare and education (2025)

**Employee wellness and experience**
- Ensure fulfilling careers for our employees

**Ambition**
- Facilitating best-in-class employee experience and being recognized among the best employers in our key operating regions

**Governance**

*Vision:* Serve the interests of all our stakeholders by leading through our core values

**Material topics**

**Corporate governance**
- Be a leader and get benchmarked for world-class corporate governance

**Ambitions**
- Bringing interests of all stakeholders to the fore through our empowered, diverse and inclusive Board
- Building sustainable and responsible supply chains

**Data privacy**
- Ensure the safety of our stakeholders

**Ambition**
- Adopting leading data privacy standards across all global operations

**Information management**
- Uphold the digital trust of our stakeholders

**Ambition**
- Being recognized as industry leader in our information security practices
## Progress against goals

### A year of making substantial progress

<table>
<thead>
<tr>
<th>Environment</th>
<th>Social</th>
<th>Governance</th>
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</thead>
<tbody>
<tr>
<td><strong>Carbon neutral</strong> across Scope 1,2 and 3 emissions in fiscal 2021</td>
<td><strong>2.02 mn</strong> users are learning on Infosys Wingspan platform</td>
<td><strong>22%</strong> women on the Board</td>
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<tr>
<td><strong>83.6%</strong> absolute Scope 3 emissions reduced</td>
<td><strong>&gt;80 mn</strong> lives empowered through Tech for good</td>
<td><strong>71%</strong> of our spend is local (India)</td>
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<tr>
<td><strong>46.12%</strong> of our Scope 1 and 2 emissions reduced against Business-as-usual (BAU)</td>
<td><strong>38.6%</strong> women in the workforce</td>
<td>Recognized as one of the World’s Most Ethical Companies in 2021</td>
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<tr>
<td><strong>20+</strong> projects executed for clients facilitating climate change actions</td>
<td><strong>96.5%</strong> of our employees are working remotely</td>
<td>ISO 27701 certified</td>
</tr>
<tr>
<td>Minimizing waste to landfill</td>
<td>Infosys is among Top Employers and Great Place to Work</td>
<td>Privacy Information Management System (PIMS), among the first few companies in the world to receive this accreditation</td>
</tr>
</tbody>
</table>

(1) Includes business travel, employee commute, upstream leased assets, waste and work from home
(2) This corresponds to renewable energy usage against BAU