

INFOSYS ESG VISION 2030

The Infosys ESG Vision 2030 articulates our commitment to shape and share solutions that serve the development of businesses and communities.

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Our ESG pillars

 Environment	 Social	 Governance
Serve the preservation of our planet	Serve the development of people	Serve the interests of all our stakeholders
Climate change 16	Enabling digital talent at scale 22	Corporate governance 30
Water 18	Tech for good 24	Data privacy 32
Waste 19	Diversity and inclusion 25	Information management 33
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LEADERSHIP SPEAK

Being responsible in everything



The pandemic is a gigantic stress test on our world. The immense financial and operational pressures on companies is starting to tell; businesses with resilient ways of working have pulled further away from their industry peers, while those not geared to respond with predictable agility to crisis and opportunities are falling behind. The biggest learning from all this is that if companies want to take charge of their destiny, they must reimagine themselves in a more resilient, agile, de-layered and de-bureaucratized avatar. This means making themselves so sentient that the nerve tips of the organization are able to quickly sense and respond to the changes in the context that surrounds the business. And this context extends into the environmental, social and governance ecosystems that the business operates in. Infosys has always been sensitive to how it can positively impact and be purposeful within this context.

We have balanced success as a business with unwavering focus on exemplary governance and responsiveness to the needs of the ecology and society. As an early proponent of responsible business, we have readily embraced our obligation to integrate ESG factors into what we do, which is only increasing in importance, particularly in the wake of COVID-19. For instance, in early 2008 we began to take action to combat climate change and have now announced Infosys' carbon neutrality achievement for 2020. Today, our 2030 vision reflects how ESG will continue to be integral to Infosys' sustainable business performance.

Infosys will continue to be carbon neutral across Scope 1, 2 and 3 emissions every year.

Infosys will expand reskilling initiatives to empower 10 million plus people with digital skills and 80 million plus lives with technology for good programs in e-governance, healthcare and education.

Infosys will nurture greater inclusivity and strengthen its gender-diverse workforce with at least 45 percent women employees.

Infosys will grow its stakeholder focus and bring their interests, whether customer, employee, supplier or shareholder, to the fore through an empowered, diverse and inclusive Board.

Infosys will further strengthen data privacy and information security standards across global operations, having its Personal Information Management System certified with accreditation to the ISO 27701 privacy information management standard.

Almost four decades after its inception, when Infosys first made the commitment to be a values-driven company, I see the company continue to place responsible stewardship at the heart of its business strategy. I thank our CEO Salil Parekh, his leadership team and my fellow Infoscions for making this possible and continuing to aspire to the next.

Nandan M. Nilekani

Co-founder and Chairman

LEADERSHIP SPEAK

Nurturing sustainable resilience



ESG is at the heart of our approach. I am delighted to launch our ambition for 2030 with these goals and aspirations.

In the area of Environment, we are focused on preservation of our planet, around climate change, water, and waste.

In the area of Social, our emphasis is on the development of people, especially around digital talent at scale, technology for good, diversity and inclusion, and energizing the communities we work in.

For Governance, we are looking at serving the interests of our stakeholders, especially across corporate governance, data privacy, and information management.

From our past commitments and actions, we are today extremely proud to be 100% carbon-neutral, in 2020, well ahead of the global targets set by multi-national agencies. This is a testament to the work done by the founders and other leaders of the company for nearly four decades.

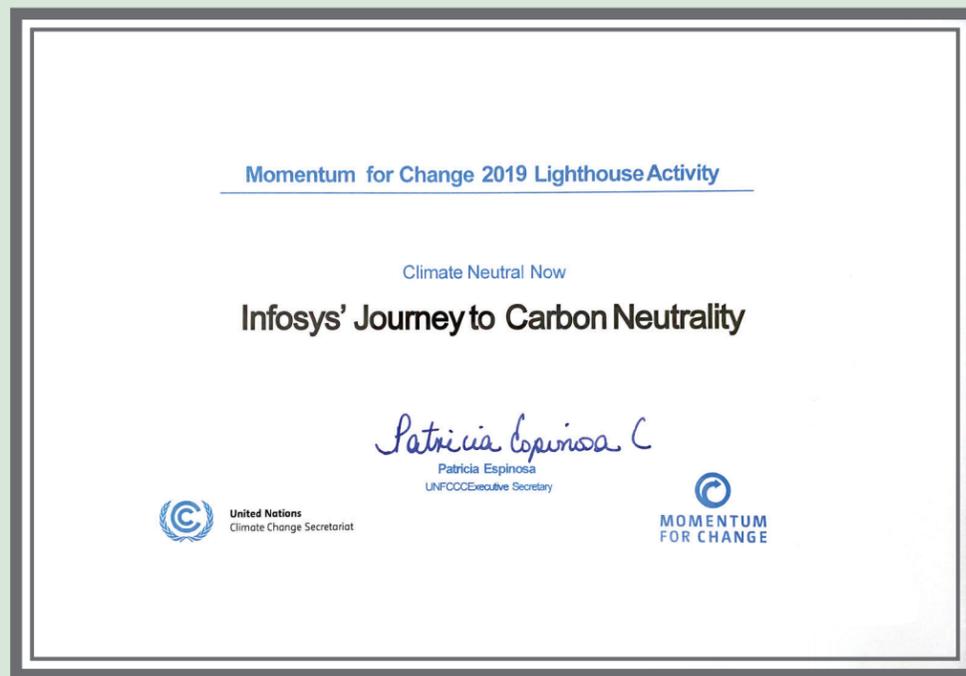
As we look ahead, I am clear that Infosys will continue to lead the way in setting and achieving ambitious goals for the future in the area of ESG.

Salil Parikh

Chief Executive Officer and Managing Director

2020: Infosys is carbon neutral

Infosys has become carbon neutral for FY 2020, 30 years ahead of the timeline set by the Paris Agreement. In 2019, Infosys received the prestigious United Nations Global Climate Action Award in the 'Climate Neutral Now' category.



UN Global Climate Action Award Certificate

"Infosys' journey to carbon neutrality is truly inspiring. As one of the first companies of its kind to commit to carbon neutrality, they have provided a practical model for climate action, while setting a benchmark for integrating sustainable development and climate action. At this year's UN Climate Conference (COP 25) in Madrid, it is our honour to recognize Infosys as a winner of this year's UN Global Climate Action Awards."

– Niclas Svenningsen

Manager of the UN Climate Change Global Climate Action Programme

CARBON NEUTRALITY – PAS 2060:2014

Infosys becomes the first Company¹ in India to certify its carbon neutrality against PAS 2060:2014, the highest standard for carbon neutral certification worldwide.

¹ Based on publicly available data as on September 11, 2020.

A HOLISTIC APPROACH

We took action internally through energy efficiency initiatives and investments in renewables. Any emissions that remained were then offset, using community-based projects that created a lasting socio-economic impact.



Energy efficiency
To reduce emissions



Renewable energy
To avoid emissions



Carbon offsets
To offset emissions

WHAT OUR EFFORTS HAVE RESULTED IN



25 m sq ft

of highest rated (LEED Platinum/
GRIHA 5-star) green buildings



60 MW

of installed solar
PV capacity



30 m sq ft

of smart connected
spaces



Super efficient buildings

with superior energy
performance



44.3%

of total electricity across
India campuses from
renewable sources



55%

reduction in per capita
electricity consumption
compared to 2008
baseline

IMPACT OF CARBON OFFSET PROJECTS

11 of 17 SDGs

favorably impacted through
our carbon offset projects



2,400+

Jobs created through
our carbon offset projects

1,02,000+

rural families continue to benefit
from our carbon offset projects

Reflecting on a legacy of purpose and impact

Infosys has always put sustainability at the heart of its business approach. Our ability to fulfill and exceed our responsibility to our stakeholders today and tomorrow is a testament to our commitment.

<p>Climate change Our carbon neutrality commitment at the UN dates back to 2011.</p> 		<p>Governance We are listed as an index component of the DJSI¹ World and DJSI Emerging Markets indices for the 3rd year in a row.</p> 		<p>Renewable energy We are the first Indian company to join RE100², back in 2015.</p> 		<p>Diversity and inclusion We have 38% women across the organization and 22% on the Board.</p> <p>We offer an inclusive workplace for employees with disability.</p> 		<p>Employer of choice We are the top employer in 2020 across Europe, the Middle East, Australia, Singapore and Japan.</p> <p>Infosys USA is certified 'Great Place to Work' in 2020.</p> 			
<p>Water 35 lakes / ponds with a holding capacity of 330 million liters for rainwater harvesting, along with 370 injection wells have been built across our India campuses.</p> 		<p>Carbon offsets 102,000+ families continue to benefit from our community-based carbon offset projects.</p> 		<p>Local talent We have 144 nationalities in our workforce and 92% of employees hired, are persons of local origin.</p> 		<p>Employer of choice We are ranked among the Top 10 companies for women in India in 2020 by Working Mother & Avtar</p> 		<p>Green buildings 25 million sq ft of our green building space has received LEED³ Platinum and GRIHA⁴ 5-star rating. We crafted the EEB⁵ booklet for WBCSD⁶ based on Infosys case studies in 2015.</p> 		<p>Governance We are the 3rd Best Regarded Company in the World in 2020 in Forbes' annual list.</p> 	
<p>Data privacy We are among the first few organizations, globally, to have our Personal Information Management System certified with accreditation to the ISO 27701 privacy information management standard.</p> 		<p>Community The Infosys Foundation and Infosys Foundation USA spend over US\$ 55 million each year on impactful projects focused on education, healthcare, rural development, destitute care and art & culture, and support the government in disaster relief programs.</p> 		<p>Information management We have 4,500+ cybersecurity professionals and seven Cyber Defense Centers across India, the US and Europe, to provide actionable threat intelligence and insights.</p> 							

¹ DJSI: Dow Jones Sustainability Indices

² RE100 is a global platform for major companies committed to 100% renewable power

³ LEED: Leadership in Energy and Environmental Design

⁴ GRIHA: Green Rating for Integrated Habitat Assessment

⁵ EEB: Energy Efficient Building

⁶ WBCSD: World Business Council for Sustainable Development

ARRIVING AT ESG PRIORITIES

Every view matters

Infosys has a presence across multiple geographies, industries, services and products. The universe of our material concerns is complex and multi-layered, one that is deeply intertwined with the decisions we implement and the value we seek to create through our business. Within the domains of E, S and G, we are constantly thinking about the most important issues and preparing for them.

2020 marks a milestone year for Infosys. We undertook a review of the progress we have made over the past decade on our sustainability goals and developed the lens further in a more practical and comprehensive manner, to broaden our ESG focus and rank our priorities in order of their importance to our business and our stakeholders.

Our approach

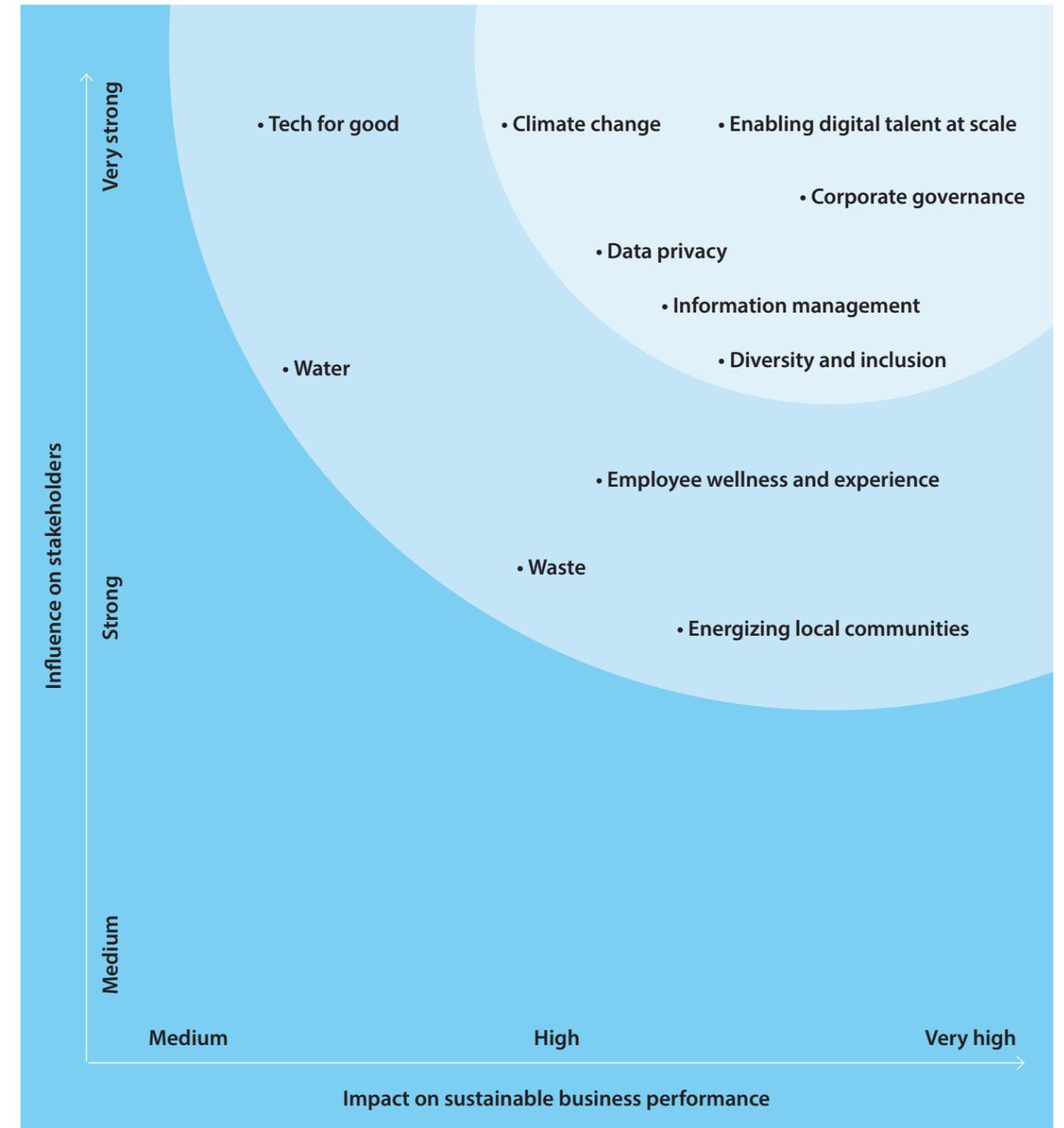
We determined our most material issues through a data-driven and consultative exercise. Material topics were shortlisted and prioritized based on their impact on our stakeholders and our business.

 <p>External stakeholder consultations, global frameworks, mega trends and peer benchmarking</p>	<p>Investor priorities through investor surveys</p> <p>Global indices reporting & assessment frameworks and thought papers¹ and partnerships with global organizations²</p> <p>Peer benchmarking in the IT industry</p> <p>Media and public opinion, using AI tools for insights</p>	<p>Regulatory landscape in jurisdictions relevant for Infosys</p> <p>Broader stakeholder consultations</p> <p>Specific ESG impact areas in geographical and service line contexts in relation to mega trends</p>	<p>Benchmarking against best practices among peers in IT and other industries</p>
 <p>Internal stakeholder alignment</p>	<p>'Belief audits' with management to understand priorities</p>	<p>Employee engagement surveys, focus group discussions and interactions</p>	

¹ World Economic Forum
(www.weforum.org/whitepapers/toward-common-metrics-and-consistent-reporting-of-sustainable-value-creation)

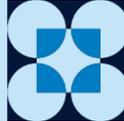
² Ellen McArthur Foundation
(<https://www.ellenmacarthurfoundation.org/>)

Materiality matrix



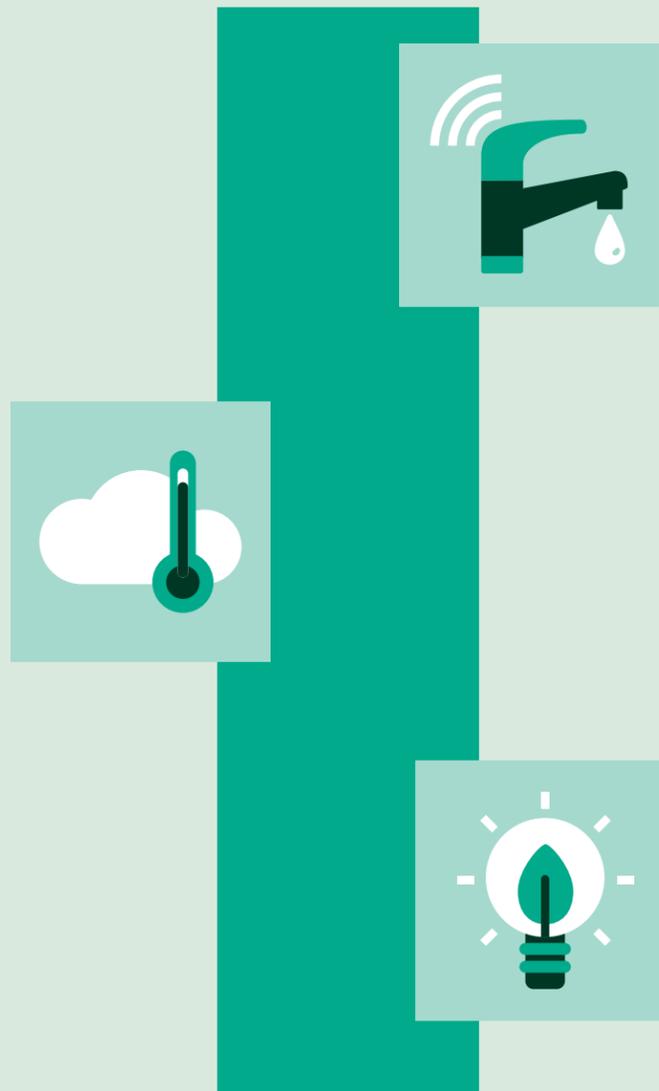
Vision and Ambitions 2030

Shape and share solutions that serve the development of businesses and communities

 <h2>Environment</h2> <p>Vision</p>	 <h2>Social</h2> <p>Vision</p>		 <h2>Governance</h2> <p>Vision</p>
<p>Serve the preservation of our planet by shaping and sharing technology solutions</p> <p>Material topics</p>	<p>Serve the development of people by shaping a future with meaningful opportunities for all</p> <p>Material topics</p>		<p>Serve the interests of all our stakeholders by leading through our core values</p> <p>Material topics</p>
 <p>Climate change</p> <p>Leverage technology to support the transition to a low-carbon world</p> <p>Ambitions</p> <ul style="list-style-type: none"> ▶ Maintaining carbon neutrality across Scope 1, 2 and 3¹ 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 	 <p>Water</p> <p>Reduce our water footprint and enhance water availability in the communities where we operate</p> <p>Ambition</p> <ul style="list-style-type: none"> ▶ Maintaining 100% wastewater recycling every year 	 <p>Enabling digital talent at scale</p> <p>Facilitate skilling to ensure progress for all</p> <p>Ambition</p> <ul style="list-style-type: none"> ▶ Extending digital skills to 10 Mn+ people, including employees, clients' workforce, students, teachers and communities (2025) 	 <p>Diversity and inclusion</p> <p>Foster diversity and nurture inclusion</p> <p>Ambition</p> <ul style="list-style-type: none"> ▶ Creating a gender-diverse workforce at Infosys, with 45% women
<p>¹ Business travel, employee commute, and transmission and distribution losses</p> <p>² Corresponds to 75% renewable energy usage globally. This will be measured annually against business-as-usual scenario</p> <p>³ Measured against 2020 baseline</p>	 <p>Waste</p> <p>Reduce, reuse and recycle to minimize waste, including e-waste</p> <p>Ambition</p> <ul style="list-style-type: none"> ▶ Ensuring zero waste to landfill 	 <p>Tech for good</p> <p>Partner society to harness the power of technology solutions in their everyday</p> <p>Ambition</p> <ul style="list-style-type: none"> ▶ Empowering 80 Mn+ lives via tech for good programs in e-governance, healthcare and education (2025) 	 <p>Energizing local communities</p> <p>Enable opportunities for communities locally</p> <p>Ambition</p> <ul style="list-style-type: none"> ▶ Delivering 33% of work by leveraging flexible/remote work options  <p>Employee wellness and experience</p> <p>Ensure fulfilling careers for our employees</p> <p>Ambition</p> <ul style="list-style-type: none"> ▶ Facilitating best-in-class employee experience and being recognized among the best employers in our key operating regions
 <p>Corporate governance</p> <p>Be a leader and get benchmarked for world-class corporate governance</p> <p>Ambitions</p> <ul style="list-style-type: none"> ▶ Bringing interests of all stakeholders to the fore through our empowered, diverse and inclusive Board ▶ Building sustainable and responsible supply chains ▶ Ensuring robust compliance and integrity practices ▶ Engaging with stakeholders through various channels and earning trust through transparent communication 		 <p>Data privacy</p> <p>Ensure the safety of stakeholder data</p> <p>Ambition</p> <ul style="list-style-type: none"> ▶ Adopting leading data privacy standards across all global operations 	 <p>Information management</p> <p>Uphold the digital trust of our stakeholders</p> <p>Ambition</p> <ul style="list-style-type: none"> ▶ Being recognized as industry leader in our information security practices



ENVIRONMENT



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

Adopt, invent and spread smarter ways to mitigate GHG emissions, reduce energy consumption and manage water and waste. To make our planet stronger by consistently embracing clean tech in our own operations and client solutions, thereby minimizing the impact on nature.

It is a priority because we are part of the problem. A small part; but a growing part.

The built environment around us, like our homes and offices, enables people and nations to thrive, but also contributes ~40% of the global carbon emissions and over 30% of the global final energy use¹.

With large built tech hubs and delivery centers, which may expand further in future, IT is a rising source of GHG emissions. Equally gravely, over 2 billion people² live in countries experiencing high water stress, with India being one of the highest water risk countries. Hazards of uncontrolled waste generation and plastic usage are now coming to the fore with irrefutable evidence.

But also a rising source of solutions!

By inventing new ways of working, we can reduce our own emissions, freshwater usage and waste generation. By developing smarter processes and clean tech solutions across sectors, our industry is already helping reduce emissions. We must step up our efforts further to transform the built environment towards one that is net zero emissions, circular, healthy, inclusive and resilient.

Taking care of our planet has been our path for many years and we will continue to make every effort count.



¹ WBCSD (<https://www.wbcsd.org/Programs/Cities-and-Mobility/Sustainable-Cities/Transforming-the-Built-Environment>)

² UN-Water (<https://www.unwater.org/water-facts/scarcity/>)



ENVIRONMENT

Climate change

Climate change is a significant challenge of our time. Unchecked, climate change threatens not only the environment, but also the health and wellness of communities and businesses everywhere.



Infosys is carbon neutral for fiscal 2020 across all emissions. We reduced our energy consumption significantly with our energy efficiency measures, green buildings and use of renewable energy, and implemented carbon offset projects in the community to achieve this goal.

Actions

Reducing carbon emissions

We began our climate action journey in 2008 and in 2011, long before the Paris Agreement was born, made a voluntary commitment to become carbon neutral. Since then, we have worked diligently towards this goal and built our carbon neutral program on three pillars – energy efficiency to reduce emissions, renewable energy to avoid emissions and carbon offsets to mitigate any remaining emissions. We are proud of some of the most energy efficient campuses in the world. We have reduced our per capita electricity consumption by over 55% since 2008. Infosys is the first Indian signatory to the RE100 global campaign and is transitioning to renewable energy for all its electricity needs. In fiscal 2020, 44.3% of the Company's electricity across its India operations came from renewable energy sources. We have also invested in 60 MW of solar PV capacity.

We have successfully developed a portfolio of community-based carbon offset projects. These projects are designed focusing primarily on socio-economic development of rural communities and contribute to 11 UN SDGs. These projects are not only addressing climate change, but also benefitting 102,000+ rural families.

We are carbon neutral for fiscal 2020, across all emissions, 30 years ahead of the timeline set by the Paris Agreement. In fiscal 2020, the total carbon footprint of Infosys stood at 290,909 tCO₂e¹,

after accounting for energy efficiency measures and renewable energy usage. This included 15,344 tCO₂e of Scope 1 emissions, 124,063 tCO₂e of Scope 2 emissions, and 151,502 tCO₂e of Scope 3² emissions. Infosys has used an equivalent volume of carbon offsets from its own carbon offset projects to make its fiscal 2020 emissions net zero. In accordance with accepted procedures, Infosys will retire 314,685 tCO₂e of offsets including 23,776 tCO₂e to account for de-minimus³ emissions, from its Gold Standard Registry account for carbon offsets.

Offering clean technology solutions

Infosys campuses serve as 'living labs' for clean tech adoption. As a key pillar of our climate change mitigation strategy, we offer clean technology to clients to help them reduce their carbon footprint and overall environmental impact. We have implemented various solutions for our clients in manufacturing, pharma, utilities and service industries. Our efforts are organized around the twin objectives of: developing products and solutions that are cleaner; and improving underlying processes through the effective use of advanced technologies like Internet-of-Things (IoT), Artificial Intelligence (AI) and robotics.

On the whole, we have set new standards in the industry for operational efficiency and consistently raised the bar for all stakeholders – consultants, vendors, Original Equipment Manufacturers (OEMs), peers and government agencies – through our climate change efforts.

¹ Includes Scope 1 & 2 emissions and business travel, employee commute, and transmission and distribution losses in Scope 3 emissions

² Emissions associated with capital goods, although reported in our annual sustainability report, are not included for carbon neutrality; our capital goods come mostly from large corporations and, as a retail consumer, we do not have any control or influence in reducing these emissions.

³ This represents a group of emissions sources with very low emissions that add up to 23,776 tCO₂e. These emissions are not individually reported



Journey to Carbon neutrality



Achievements

Infosys wins UN Climate Action Award

Recognized in 'Climate Neutral Now' Category at COP25 in December 2019, for our carbon neutral program, we became the first Indian corporate to receive the award.

Global leader in corporate climate action, recognized by CDP

We have been leaders on CDP for 4 years in a row.

Infosys carbon offset project recognized as best initiative for environmental responsibility

Our 'clean cooking initiative' was recognized by the Asset Corporate Award, the longest-running ESG award in Asia.

Consistently reducing electricity consumption

While the number of employees in India increased by 166% between 2008 and 2020, there was only a 20% increase in the absolute electricity consumption over the same time period.

102,000+ rural families benefitted from our carbon offset projects

With these projects, we aim to fulfil twin objectives of climate action and create a positive impact on rural communities. Projects include efficient cookstove installations, biogas projects and rural electrification.

25+ million sq ft green building space created across India campuses

Our offices are certified with the highest level of green building certification (LEED Platinum/GRIHA 5-star). Infosys' Pune campus is the world's largest⁴ LEED-certified Platinum-rated campus.

Infosys joined Climate Pledge

The Pledge⁵ aims to meet the goals of the Paris Agreement on climate change 10 years ahead of schedule, by 2040.

⁴ In the existing buildings category

⁵ Co-founded by Amazon and Global Optimism

AMBITIONS 2030

Maintaining carbon neutrality across Scope 1, 2 and 3⁶ emissions every year

Reducing absolute Scope 1 and 2 GHG emissions by 75%⁷

Engaging clients on climate actions through our solutions

Reducing absolute Scope 3 GHG emissions by 30%⁸

⁶ Business travel, employee commute, and transmission and distribution losses

⁷ Corresponds to 75% renewable energy usage globally. This will be measured annually against business-as-usual scenario.

⁸ Measured against 2020 baseline



ENVIRONMENT

Water

Water being a scarce and invaluable natural resource, we are strongly committed to its conservation through the 3R (Reduce, Reuse, Recycle) approach. Infosys is a signatory to the CEO Water Mandate, since 2014. We are strengthening our water stewardship practices in our operations and extending our efforts to the community.

Actions

Reducing water consumption

To conserve freshwater in existing buildings, we take various measures to reduce demand. Water distribution and treatment strategies have been enhanced with re-engineering and modifications. Real-time monitoring of data is done with smart water metering systems.

Wastewater across our campuses is entirely recycled and used for irrigation, flushing and air-conditioning. We are retrofitting our existing systems to upgrade the quality of treated wastewater in line with new norms.

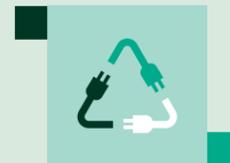
Implementing rainwater harvesting

Rainwater harvesting is done across our campuses to replenish the groundwater table with the help of natural and artificial lakes/ponds, rooftop harvesting systems and deep well injection systems.

Enhancing community water availability

We have been working with communities around our operations to enhance water availability. We have partnered in spring-water rejuvenation, lake rejuvenation and gravity-fed water supply projects, and provided access to year-long irrigation to farmers. The Infosys Foundation¹ continues to work in the area of water stewardship in communities around our operations. We extend supply of drinking water to communities and restore existing water bodies to support life and livelihoods.

¹ For more information, visit: <https://www.infosys.com/infosys-foundation.html>



Waste

Waste disposal is increasingly becoming a concern for governments and leading to policy changes for its segregation and appropriate treatment. Waste generated at Infosys campuses is segregated and processed using latest technologies.

Actions

Minimizing waste to landfill

We continue to pursue our goal of minimizing waste going to landfills. Organic waste, including food waste and garden waste, is treated within our campuses. Automation has been implemented in biogas plants to reduce mechanical operations and to ensure optimum conditions for maintaining plant efficiency. For all other waste, proper segregation at source has ensured effective recycling and disposal, in adherence to applicable legislations.

Reducing plastic waste

We count among the first companies to pledge to eliminate single-use plastic and reduce plastic waste generation overall.

Reducing e-waste

The proliferation of IT and electronics in everyday life also exacerbates the environmental risks that the improper disposal of e-waste creates. We will continue to raise awareness and champion responsible e-waste management practices.

Achievements

17 biogas and composting plants established within India campuses

The plants have a treatment capacity of 6.2 million kg per annum.

Single-use plastic at campuses reduced by 91% since 2018

Various measures are taken to reduce single-use plastic and overall plastic waste. The per capita plastic waste consumption was reduced by 41% since 2018.

100% organic waste processing

We have installed facilities for processing and utilising organic waste within our campuses.

Automated solar sludge dryers installed

5 Infosys campuses have the dryers, which have a capacity to treat 3,500 tons/year of sludge from our wastewater treatment plants, making it a first-of-its-kind initiative in India.

AMBITION 2030



Maintaining 100% wastewater recycling every year

AMBITION 2030



Ensuring zero waste to landfill



SOCIAL



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

“We believe in removing obstacles and working towards creating opportunities for everyone to have a better future. Our reward is the happiness we see on the faces of people.”

– **Sudha Murty**,
Chairperson, Infosys Foundation

We provide solutions and enable those we hire, those we work with and those around us, to not only live better, but also participate in progress for all. Technology is our way of doing good around us.

Developing the strengths of people and society is critical.

Over the decades, Infosys has been enabling diverse talent to solve some of the most pressing problems for the world. We can equip and strengthen people with digital capabilities that are the need of the hour – within our own workforce, with our clients, with students and with communities.

In the next five years, more than half the global labor force will need to start reskilling and reinventing how they earn a living¹. The average person entering the workforce in 2030 will reboot their skills eight to 10 times throughout their working life.

Infosys will help create frameworks to strengthen and upgrade people’s capabilities to match the evolving needs of the economy and society. Our frameworks will not only help an increasing number of people directly, but will also set standards to inspire innovation and opportunity for all. Investing over US\$55 million in the community each year, the Infosys Foundation and Infosys Foundation USA continue to work for the underserved through projects in education, healthcare, rural development, destitute care and art & culture.

Strengthening also means inclusivity of all talents!

A diverse and qualified workforce allows us to leverage creative and innovative ways of working. This translates not just into a better market share but also fulfills social imperatives. We will move further in making Infosys a model organization for diverse talent and inclusive workplace practices, and share our learnings and frameworks with others.

We will leverage technology for good. For core societal needs. For far-reaching impacts in healthcare, education and governance.



¹ World Economic Forum – Towards a Reskilling Revolution, January 2018



SOCIAL

Enabling digital talent at scale

Digital is unequivocally the new way forward and almost all humans will have to adapt to a new way of living and working in the not-too-distant future. A wave of new technologies and solutions is helping reinvent the workplace and enabling performance beyond previous capabilities.

As a technology service provider, we are committed to developing talent from within, reskilling employees across our workforce as well as for our clients. We already are a talent developer, for many across the globe. Our efforts over the past several decades have helped us create a thriving workforce and be instrumental in building the nation and positively impacting the society.

Actions

Enhancing employee skill development

Learning at Infosys has anticipated and adapted to evolving needs. Today's young workers are digital natives – mobile-first, internet-always, consumers of bite-sized content – and demand fail-safe practice environments where they can learn by doing. Catering to this trend, the digital learning platform Lex was rolled out to all our employees in 2018.

With Lex, we are enabling digital skilling anytime, anywhere. Lex already has 270,000+ lifetime users and 23,000+ unique learners on any working day, spending 40+ minutes of learning time, on an average. We offer 3600+ learning courses and 270+ guided learning paths to our employees through Lex.

Empowering students through our learning platforms

Launched in 2019, InfyTQ is our free digital learning platform offering extensive hands-on IT learning experiences to engineering students in India. Available across devices, the

platform is equipped with courses, news, online assessments and certification programs. With InfyTQ, we extend our unique ecosystem of innovation to students, facilitating the understanding and application of concepts in the real world and giving them a head start in their careers. We also help them familiarize themselves with our culture and value system.

Supporting digital literacy in India and the US

The Infosys Foundation's¹ support to the National Digital Literacy mission has enabled 15,000+ beneficiaries, of which ~1,800-2,000 are persons with disability. The Foundation also focuses on taking computer education to children in schools across the country.

The Infosys Foundation USA² is working to extend computer science and maker education to K-12 students and teachers across the US. The Pathfinders Online Institute is our dynamic learning solution offering activities, resources and lesson ideas for teachers, students and families.

¹ For more information, visit: <https://www.infosys.com/infosys-foundation.html>

² For more information, visit: <http://www.infosys.org/infosys-foundation-usa/>



Achievements

3600+ learning courses available to employees

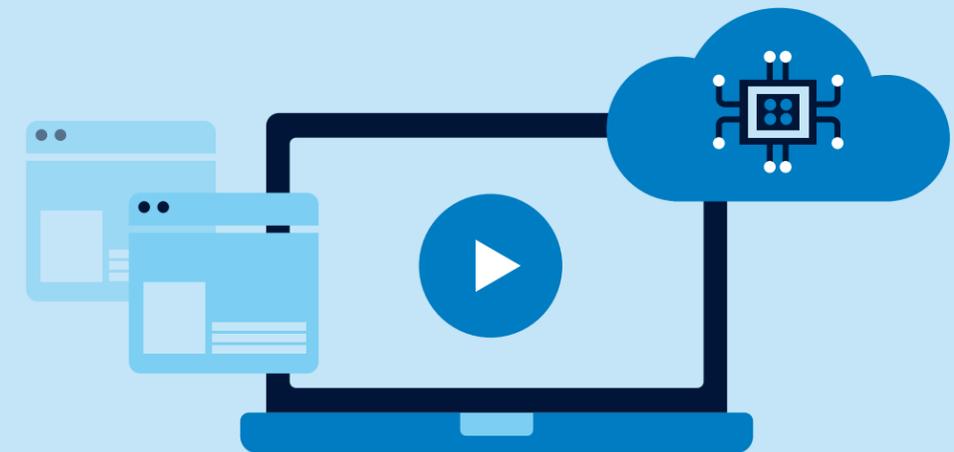
Lex is the Infosys online learning platform.

45,000+ client employees engaged

Wingspan is our learning platform for client employees.

700,000+ engineering students enrolled

InfyTQ is our dedicated learning platform created for engineering college students in India.



AMBITION 2025



Extending digital skills to 10 Mn+ people, including employees, clients' workforce, students, teachers and communities



SOCIAL Tech for good

AI, blockchain, genomics and other emerging digital technologies present innumerable opportunities to resolve some of the world's most defining issues. Being an IT company, we are committed to fostering technology for good in our communities. We are committed to partnering with larger societal stakeholders and helping them harness the power of technology in their daily lives. We have advanced millions of lives in India and globally by leveraging tech for good.

Actions

Working with governments

We are renewing and building new capabilities to create the future of technology for the public sector. We are working with governments in the US and Canada to improve public services, healthcare systems and build new capabilities that allow them to be more connected, smart and agile. In Australia and New Zealand, we provide support to public sector agencies and departments with global expertise and local talent.

India has the fifth largest GDP in the world. Infosys is leading efforts to build a digital India, for a better tomorrow. Infosys' digital, paperless platforms for direct, indirect and import taxes facilitate an improved tax-to-GDP ratio and strengthen governance.

Encouraging communities to take the path of innovation and technology

We want to bring the power of digital technologies to communities and non-profit organizations, in order to create digital transformation and accelerate social impact. The Infosys Foundation's Aarohan Social Innovation Awards recognize innovators, social entrepreneurs, institutions and social enterprises with prototypes or early-stage businesses that can help the underprivileged in India.

The Infosys Innovation Fund identifies early-stage start-ups developing solutions in the areas of AI and Machine Learning (ML), big data and analytics, convergence of physical and digital processes, technology infrastructure management, cloud systems and cybersecurity. The Fund provides them early-stage capital and helps them bring their innovations to the market and attain scale, product validation and customer introductions.

Achievements

Technology solutions developed

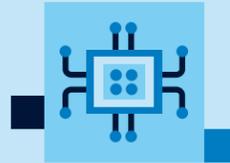
The solutions are supporting governments across the world battle the COVID-19 pandemic.

US\$69 million invested

The Infosys Innovation Fund makes investments in the form of minority holdings in early-stage start-up companies and venture capital funds to drive innovation in technology.

US\$1.1 million funding

The Aarohan Social Innovation Awards recognize innovations in the social sector.



Diversity and inclusion

'Respecting each other' is a fundamental tenet of the Infosys Code of Conduct and Ethics and informs our inclusion efforts, thus ensuring an equal opportunity workplace free of discrimination or harassment. Celebrating diversity and fostering inclusion helps build a balanced and inspired workforce.

Actions

Celebrating gender diversity

Infosys is a signatory to the UN Women's Empowerment Principles (WEP). Our efforts on gender diversity in the organization emphasize the participation of 'women in technology and management'. Our workplace policies and investments in the development of specific interventions for women as they navigate different stages of their personal and professional lives, are key.

Infosys is partnering with NASSCOM in a unique initiative Women Wizards Rule Technology¹ (W2RT) that is designed to skill 10,000 women in the new and emerging technologies for Indian industry.

Including people with disabilities and the LGBTQIA+ community

To integrate people with disability into our workforce, we have taken focused initiatives around hiring, retention and accessibility of our physical and virtual infrastructure. As a signatory to the UN Standards of Conduct for Business on Tackling Discrimination against LGBTI people, Infosys has committed to fostering an inclusive workplace for members of the LGBTQIA+ community.

Empowered Employee Resource Groups (ERGs) play an important role in changing the organizational mindset. Apart from helping create a broad-based understanding of diverse groups, they help organizations craft inclusive workplace policies and practices, enabling everyone to bring their 'best selves' to work and participate fully. ERGs also reflect local and geo specific diversity dimensions.

¹ For more information, visit: <https://nasscom.in/wwrt/>

Some ERGs that span Infosys globally include:

- ▶ **iPRIDE** for LGBTQIA+ employees and their allies
- ▶ **InfyAbility** for employees with disabilities and their allies
- ▶ **Infosys Women's Inclusivity Network (IWIN)** for women and their allies
- ▶ **Multicultural ERG** to celebrate a multicultural workforce
- ▶ **Family Matters** for employees and their families

Some of our regional ERGs include:

- ▶ **YEN – Young Employee Network** for the Young & Young at Heart
- ▶ **iBELIEVE** (Infosys Black Employees, Leading in Excellence, Vision and Equity)
- ▶ **InfyVets** (Military Veterans & Allies)

Achievements

38%

Of Infosys' employees are women.

144

Nationalities are represented in our workforce.

22%

Of the non-executive independent Board are women.

379

Employees with disability are a part of our workforce.

AMBITION 2025



Empowering 80 Mn+ lives via tech for good programs in e-governance, healthcare and education

AMBITION 2030



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



SOCIAL

Energizing local communities

The world over, Infosys is committed to 'going local' to strengthen its profile as an employer of choice for employees and be part of the local culture.

Actions

Recruiting locally

We believe client proximity lends several benefits while delivering 'agile digital transformation'.

In fiscal 2020, we recruited 6,932 employees locally in our non-India operations, of which 2,035 were fresh graduates. This workforce brings us a greater diversity of skills and experience. We also work with various academic institutions to re-skill our employees. We collaborate with the Rhode Island School of Design, Purdue University, Trinity College, Hartford, Cornell University and University of North Carolina, to name a few. With the objective of creating differentiated talent pools and ecosystems in our markets, we have operationalized regional innovation hubs globally.

Collaborating with academic institutions

We further expanded our university and community college partnerships in all these regions to aid internships, recruitment, training and joint research.

65% of our fresh talent from campuses in India comes from Tier 2 and 3 towns. We believe it is important to spread growth and opportunities beyond Tier 1 cities in India and to this end, we are making focused efforts. This will, in turn, contribute to decongesting Tier 1 cities, reduce pressure on scarce resources and improve the quality of life for everyone. Further, facilitating flexible and remote work options will help us tap into diverse talent pools, enabling access to and participation in opportunity for all.

Reskilling to bridge the gap

Reskill and Restart is an innovative solution to reskill the American workforce and fulfill their employment needs following COVID-19. The solution is powered by an Infosys-led consortium, comprising pymetrics, Merit America, Per Scholas, Revature, and Woz U,

leveraging Infosys Wingspan to create a free, online platform connecting employees and employers, while also providing necessary training to job seekers.

Achievements

92% of employees hired, are persons of local origin

Infosys continues to hire locally across geographies.

Digital innovation centers

The centers are set up in Indianapolis IN, Richardson TX, Providence RI, Hartford CT, Raleigh NC and Phoenix AZ in the US.

Nearshore centers

The centers are set up in Dusseldorf in Germany, Brno in Czech Republic and Bucharest in Romania. We have also set up a strategic Center of Excellence in Baden, Switzerland.

Digital design studios

The Studios are set up in London in the UK, Berlin in Germany, Amsterdam in the Netherlands, Seattle, Los Angeles, New York City in the US and Melbourne, Sydney and Adelaide in Australia.

Development centers

The centers are set up in Indore, Nagpur, Mohali and Hubballi in India, to promote mobility of talent outside Tier 1 cities.



Employee wellness and experience

At Infosys, we have well-defined, measurable milestones along the employee journey to create a great employee experience. Employee experience is one of the key facets of our Employee Value Proposition. We go beyond work and workplace with a plethora of programs aimed at supporting the physical, emotional and digital well-being of our workforce.

Actions

Enhancing employee learning and experience

We have reimaged our processes as well as our employee experience with mobile-first solutions. From new joiners being welcomed with a completely digital and paperless onboarding, to homegrown mobile-first apps, such as InfyMe and Lex, that allow employees to transact, learn and stay connected on the move.

Encouraging innovation

While technology has enabled us to build new platforms and rethink processes, programs like Be the Navigator and HackWithInfy encourage our people to create purposeful innovation for our clients.

Promoting better health and lifestyle

We care and actively promote the health and wellness of our employees. Since inception, the Health Assessment and Lifestyle Enrichment (HALE) program has pioneered work in the area of employee welfare, ensuring the workforce is healthy, safe, engaged and productive, with the right work-life balance. Further, our rewards programs are centered on performance, merit and hard work.

We continue to engage employees for impact in the local communities they are part of, through vibrant CSR platforms for volunteering in the areas of education, health, rural development and environmental sustainability, at all our locations worldwide. Employee volunteering efforts are recognized through a special award at the coveted Infosys Annual Awards for Excellence. In the next five years, we plan to impart training to 100% employees on environmental and social sustainability topics to build responsible citizens for a better world.

Achievements

InfyMe, our self-service platform

The platform enables a seamless, high-quality employee experience to access learning content from anywhere, on any device, at any time.

Infosys Career Mosaic

Powered by Future readiness, Agile careers and Always-on learning, the Mosaic is at the heart of our Employee Value Proposition.

Top Employer

Infosys is recognized across Europe, Middle East, Australia, Singapore and Japan by Top Employers Institute in 2020.



Great Place to Work

Infosys USA is certified 'Great Place to Work' in 2020. The Great Place to Work® certification recognizes Infosys' commitment to developing a high-trust company culture through excellent employment practices



AMBITION 2030



Delivering 33% of work by leveraging flexible/remote work options

AMBITION 2030



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



GOVERNANCE



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

Our corporate governance philosophy

“Good corporate governance is about maximizing shareholder value on a sustainable basis while ensuring fairness to all stakeholders: customers, vendor partners, investors, employees, the government and the society.”

– N. R. Narayana Murthy,
Founder, Infosys Limited

We set new standards on how to act right and do more. We lead the way with respect and vigor in our solutions, in our corporate policies, throughout our value chain and across the industry.

Governance for Infosys is about being ethical and managing the business with values and accountability.

As a pioneer in setting benchmark governance practices in India, Infosys believes the tone for an ethical business must be set at the top and driven by a diverse and skilled Board of Directors not only providing strategic oversight, but also outlining and exemplifying the values with full accountability. This accountability needs to be then upheld across the value chain by all, including employees, partners and vendors.

Building and fostering sustainable supply chains ensure the development of the larger business ecosystem. Governance is also about striving to achieve high standards of data privacy and information security – an increasingly important priority for Infosys. We consistently respond to our stakeholders’ expectations to not only ensure security for all, but also advance the standards.

Infosys is a member of the United Nation’s Global Investors for Sustainable Development (GISD) Alliance. Read the report from this alliance at bit.ly/GISDreport #RenewRechargeReinforce.

Governance is not a ‘by the way’, it is the way and it has been so for many years.





GOVERNANCE

Corporate governance

We are committed to defining, following and practicing the highest level of corporate governance across all our business functions. Our corporate governance is a reflection of our value system encompassing our culture, policies, and relationships with our stakeholders. Winning with integrity is at the heart of our values-driven culture of governance that ensures we gain and retain the trust of our stakeholders at all times.

Actions

Practicing good governance

A strong independent and diverse Board leadership ensures the deployment of effective corporate governance throughout the corporation. Independent Board Committees engage through the year to power best-in-class governance practices.

Infosys was the first Indian company to get listed on the NASDAQ stock exchange and to get added to the NASDAQ 100 Index. Infosys is known to set high corporate governance standards and pioneer the adoption of path-breaking practices. For instance, Infosys was the first company in India to introduce the Employee Stock Ownership Plan (ESOP). We also rolled out a first-of-its-kind expanded stock ownership program aligned to Total Shareholder Returns (TSR). For more information, refer to 'Milestones' on page 31.

In fiscal 2020, Infosys was ranked in the leadership category, for the third successive year, in a corporate governance study conducted jointly by BSE Limited (BSE), the International Finance Corporation (IFC) - a member of the World Bank Group, and Institutional Investors Advisory Services (IIAS), based on G20/OECD principles.

Periodic policy reviews ensure a robust policy framework. Strong performance measures include a third-party evaluation of the Board. Infosys participates in many forums to share its practices and influence the strengthening of corporate governance standards. These include collaborations with the Confederation of Indian Industry (CII), the Federation of Indian Chambers of Commerce & Industry (FICCI), the Associated Chambers of Commerce and Industry of India (ASSOCHAM), NASSCOM, the Securities and Exchange Board of India (SEBI), the Institute of Directors, the Ministry of Finance and the Ministry of Corporate Affairs (Government of India), to name a few.

Ensuring transparency and stakeholder engagement

The tone for transparency is set at the top. The old adage, 'When in doubt, disclose', is a management practice at Infosys. The Company prides itself on its compliance with global guidelines, standards and corporate governance codes ensuring timely and accurate disclosures in accordance with the Indian Accounting Standards (Ind AS) and International Financial Reporting Standards (IFRS) requirements.

Some of our best practices in this space include benchmarking corporate governance through Standard & Poor's, ICRA and CRISIL. Infosys has received the highest Corporate Governance Rating (CGR) from ICRA. This accolade highlights our strong executive management structure, the high quality of disclosure practices and standards of transparency far beyond the regulatory requirement.

We pride ourselves in publishing independently assured sustainability disclosures based on the Global Reporting Initiative (GRI).

Strengthening ethics and compliance

Robust corporate governance founded on organizational values is the bedrock of sustained performance at Infosys and fuels its vision to achieve the respect of stakeholders.

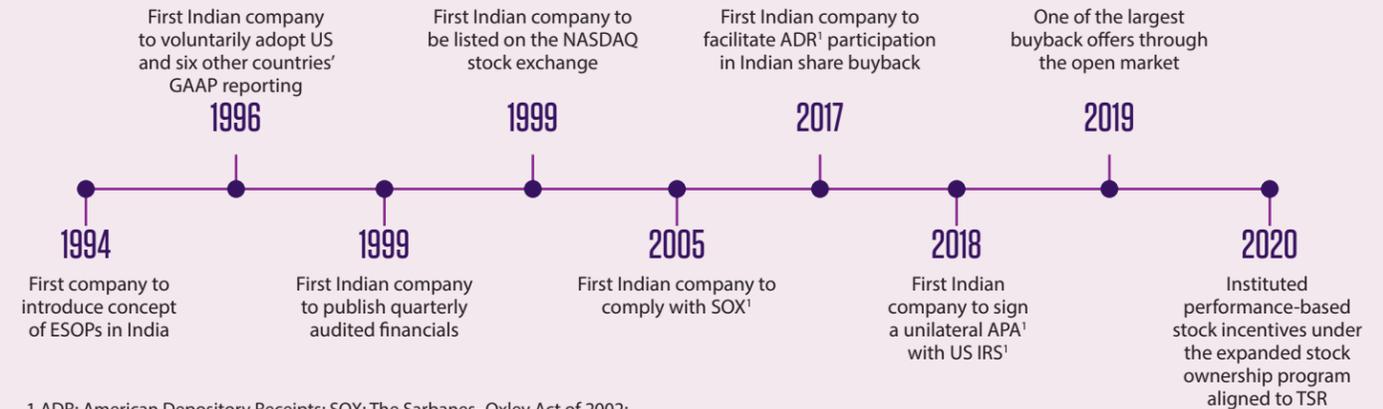
We have adopted elaborate Corporate Governance Guidelines. A well-articulated Code of Conduct and Ethics ensures the participation of all stakeholders in building an ethical organization.

A strong Whistleblower Policy, coupled with robust non-retaliation measures, inspires stakeholder trust.

An extensive Compliance and Integrity Plan (CIP) allows us to proactively monitor 2,500+ laws and regulations that apply to our operations across 67 countries and translate them into 30,000+ compliance actions.



Milestones



¹ ADR: American Depository Receipts; SOX: The Sarbanes-Oxley Act of 2002; APA: Advance Pricing Agreement; IRS: Internal Revenue Service

Achievements

3rd Best Regarded Company in the World

In 2020 in the Forbes annual list.

13 years of sustainability reporting

In accordance with GRI.

Sustainability rating¹

- ▶ Listed as an index component of the DJSI World and DJSI Emerging Markets indices for the third year in a row
- ▶ Rated 'AA' on the MSCI ESG Ratings Index
- ▶ Recognized by CDP (formerly the Carbon Disclosure Project) for leadership on climate action for the fourth year in a row
- ▶ Received Gold recognition from EcoVadis for CSR practices, including environment, labor and human rights, ethics and sustainable procurement
- ▶ Confirmed as an FTSE4Good Index Series constituent

¹ For more information, visit: www.infosys.com/sustainability.html

AMBITIONS 2030



Bringing interests of all stakeholders to the fore through our empowered, diverse and inclusive Board



Ensuring robust compliance and integrity practices



Building sustainable and responsible supply chains



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



GOVERNANCE

Data privacy

Over the last few decades, data privacy has emerged as an extremely important dimension of human rights. Data privacy regulations are being strengthened worldwide to give respect to the choices made by people for their data and privacy. Privacy by design has always been the norm at Infosys. We process personal data ensuring that privacy aspects are incorporated at the design stage itself.

Actions

Strengthening Personal Information Management System (PIMS)

We make every effort to protect the personal information that comes under our purview with our PIMS. Our PIMS is the convergence of international best practices, client-prescribed requirements and applicable data privacy regulations across geographies. We are among the first few organizations globally, to have our PIMS certified with accreditation to the ISO 27701 privacy information management standard.

Aligning with national and global industry standards Infosys' Data Privacy office helps shape national and global industry standards through engagements with the Data Security Council of India (DSCI) to develop India's privacy network, drafting its data privacy standard and reviewing our national data privacy bill from an IT industry perspective, as well as participating in ongoing European Union (EU)-India dialogue on cross-border data transfer.

We strive to become a trusted partner for businesses, enabling them to ensure data privacy compliance in their transformation journey to expand, innovate and fulfill their commitments, while maximizing value to stakeholders.

Continuous emphasis on training and skill development for our employees further helps us to incorporate best practices and build credibility.

Achievements

ISO 27701 certified

Infosys was among the first few companies globally to have its Personal Information Management System accredited to the ISO 27701 privacy information management standard.

Member of IAPP advisory board

Infosys DPO is a member of the Privacy Engineering Advisory Board of the International Association of Privacy Professionals (IAPP) influencing the privacy engineering agenda.

Designated expert in the Data Privacy working group of ISO's SC27 committee

We are involved as one of the key players in shaping standards on data privacy, including the recently published ISO 27701. Infosys DPO is convener for the committee formed by Bureau of Indian Standards to draft the Data Privacy Standard in India, along with experts from the Industry, Academia and Government.

Infosys DPO plays an active role in data privacy matters in India by collaborating with industry bodies such as DSCI.



Information management

There are multiple drivers for cybersecurity, such as a dynamically changing threat landscape, rapid innovations in technology, assurance demands from our clients, greater transparency for compliance to different regulations in the countries where we operate, and the need for employees and business teams to be able to access, process and manage information securely and smoothly on an ongoing basis.

Actions

Leading with our cybersecurity program

Infosys' cybersecurity program helps clients maintain a robust cyber posture and achieve digital trust.

We enable client businesses to scale with assurance. By driving an enterprise mindset towards secure-by-design at every stage of the business lifecycle, we minimize security risks while maximizing visibility of the security threat, impact and resolution. We also optimize cost and amplify reach, while making the business secure by scale, ensuring that our focus on innovating next-gen threat protection solutions in newer technologies will secure its future.

Developing an agile and evolving framework

We bring unique advantages to address the emerging cybersecurity landscape and defend against current and future threats – with a global network of Cyber Defense Centers, innovation hubs, a leading partner ecosystem, modular and integrated platforms and key collaborations to evangelize niche skillsets. We have an academic collaboration with Purdue University for cybersecurity training.

The Information Security Council (ISC) is the governing body at Infosys that focuses on establishing, directing and monitoring of our information security governance framework. The key objectives of our cybersecurity governance framework include:

- ▶ Aligning the information security strategy and policy with business and IT strategy
- ▶ Providing assurance that information risks are being adequately addressed

Achievements

Infosys has a team of 4,500+ cybersecurity experts

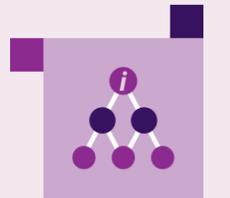
The experts are professionals across locations who evaluate and manage cyber threats on a continual basis.

7 Cyber Defense Centers

The Centers are set up across India, the US and Europe to provide actionable threat intelligence and insights.

Infosys Cyber Next

We offer platform-powered services, through Infosys Cyber Next, catering to modular and integrated platforms.



AMBITION 2030



Adopting leading data privacy standards across all global operations

AMBITION 2030



Being recognized as industry leader in our information security practices

For more information, contact: askus@infosys.com



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