

Gender Pay Gap Report 2025

Infosys[®] | CONSULTING

Introduction

Our priority at Infosys Consulting is to foster a culture that exemplifies teamwork, embraces innovation and values diversity, equity and inclusion to achieve mission excellence.

Infosys Consulting is a subsidiary of Infosys Limited, a global leader in consulting and technology. Infosys Consulting is a leading management & technology consultancy, committed to advising international companies on strategy, process optimisation and IT-enabled transformation.

In October 2020, we launched our ambitious ESG Vision 2030. Under the social pillar of our ESG 2030 roadmap, we have committed to a gender-diverse organisation and having our workforce comprise of 45% women by 2030.

We are also committed to provide a safe and positive work environment to all employees. A signatory to UN Women's Empowerment Principles (WEP), our efforts on gender diversity in the workplace emphasises the participation of women in technology, management and leadership. Our workplace policies and investments focus on learning and development and specific interventions for women in navigating their personal and professional life.

- Women make up 22% of our Board.
- Women comprise 29% of our global workforce.

Gender Pay Gap 2025

- **Gender Pay Gap:** The mean gender pay gap stands at **20.8%**, while the median gap is **22.8%**.
- **Bonus Gap:** The mean bonus gap is **42.4%**.
- **Female Representation at Senior Levels:** Women make up **11.4%** of the upper pay quartile.

	2017	2018	2019	2020	2021	2022	2023	2024	2025
Mean gender pay gap	29.0%	25.7%			28.0%	32.5%	31.6%	27.9%	20.8%
Median gender pay gap	28.3%	26.4%			23.0%	31.3%	30.2%	29.0%	22.8%
Mean bonus gap	37.9%	21.5%			50.9%	58.0%	57.0%	55.2%	42.4%
Median bonus gap	43.3%	23.3%			42.7%	47.7%	55.3%	47.7%	34.5%
Proportion of men receiving a bonus	84.4%	87.5%			74.7%	64.1%	77.6%	83.6%	85.8%
Proportion of women receiving a bonus	89.9%	86.8%			71.4%	49.2%	72.3%	80.0%	90.2%
Lower quartile (percentage women)	41.5%	35.2%			40.0%	54.7%	53.5%	57.1%	49.6%
Lower-mid quartile (percentage women)	29.2%	36.8%			27.1%	32.1%	35.2%	33.8%	28.8%
Upper-mid quartile (percentage women)	18.5%	17.3%			15.7%	20.8%	21.7%	21.8%	24.2%
Upper quartile (percentage women)	9.1%	5.6%			7.0%	6.6%	6.2%	10.4%	11.4%

What's causing our gender pay gaps

Not unlike other organisations operating in our market space, we have a male dominated workforce: with 29% of roles in the organisation being held by women (on par with industry averages for 'UK Tech').

A primary driver of our gender pay gap is underrepresentation of women in our more senior consulting roles. For example:

- 24% of our Principal roles are held by women (23% in 2024)
- 14% of our Senior Principal roles are held by women (12% in 2024)
- 12% of Associate Partner roles are held by women (14% in 2024)
- 19% of our Partner roles are held by women (10% in 2024)

We have made progressive shifts at some organisational levels since our last report in 2024 and are maintaining a focus on continuous improvement.

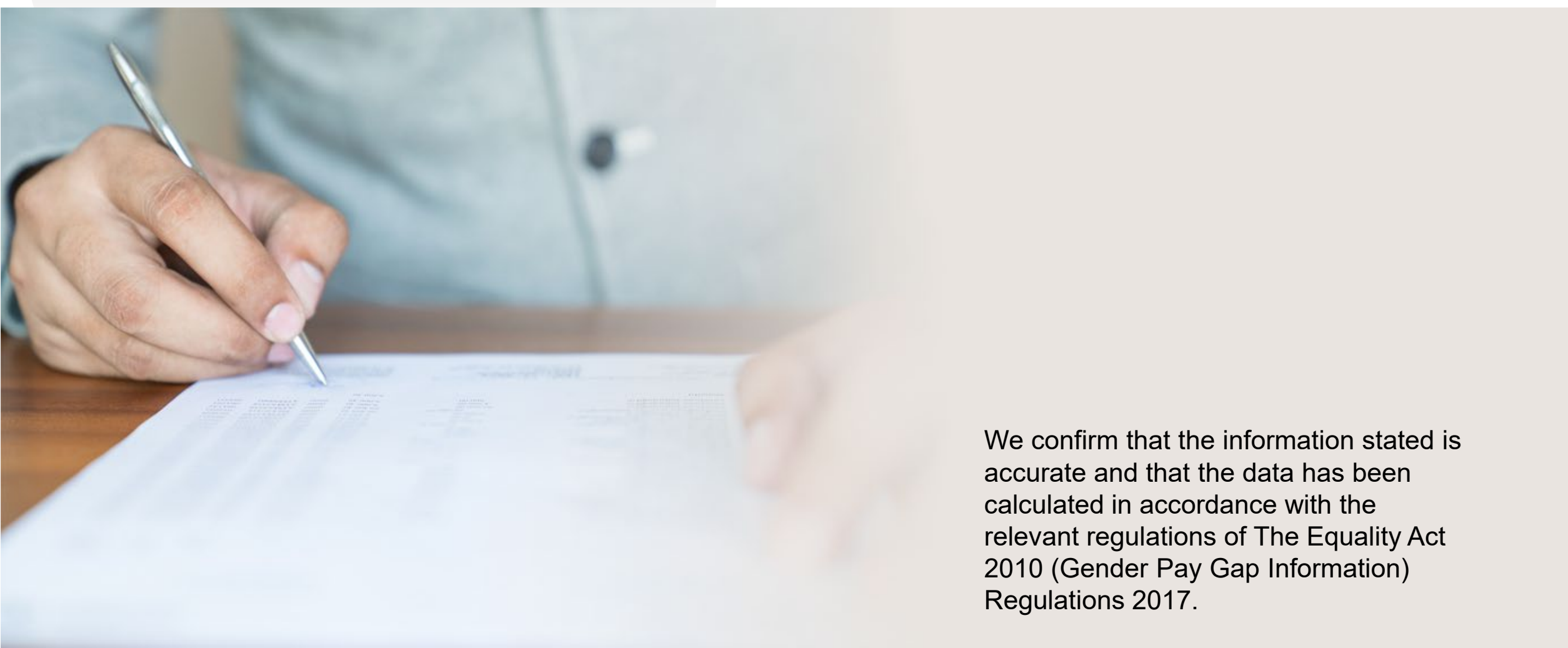
We recognise the continuing imperative to recruit, retain and promote more women for us to realise our target of having our workforce consist of 45% women by 2030.

What we are doing

We are committed to reducing our gender pay gaps and supporting the success of women in our workplace. Our commitment to increasing pay parity is governed by the ESG Committee of the board, and our managers and leaders are playing a critical role in bearing accountability for achieving our diversity, equity & inclusion (DEI) goals.

Our employees are encouraged to be active contributors to shaping a vibrant, diverse and inclusive corporate culture through Infosys Women's Initiative (IWIN) - an Employee Resource Group (ESG) whose purpose is to strengthen gender and ensure continuous engagement for women stakeholders across the enterprise.



A close-up photograph of a person's hands writing on a document. The person is wearing a light blue button-down shirt. The document is open on a wooden desk, and the person is using a silver pen to write. The background is a soft, out-of-focus light color.

We confirm that the information stated is accurate and that the data has been calculated in accordance with the relevant regulations of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Paul Dillon'.

Paul Dillon
Global Head & Managing Partner