



# Infosys Limited

## Gender Pay Gap Report 2024

### Introduction

This is Infosys Limited's first gender pay gap report in Ireland and we welcome the opportunity to share our data, insights and actions with you.

We believe every colleague should have the opportunity to grow, belong, and do their best work. We are pleased that many of our statistics are favourable, but we recognise there is more to do.

We're committed to transparent reporting and to making measurable progress over the long term.

### Equal pay vs gender pay gap

The gender pay gap is the output of a statistical calculation. It compares the average figures for both the pay and bonus of the total workforce. The presence of gender pay gaps suggest demographic imbalance in a workplace.

The gender pay gap is different to equal pay. Equal pay focuses on individual roles and is the legal requirement that men and women are paid the same for carrying out the same or similar work. We are confident that unequal pay is not a factor behind our gaps.

### What are our gender pay gap figures for 2024?

Our figures as of 30 June 2024 are below:

	<b>2024</b>
<b>Mean gender pay gap</b>	13.7%
<b>Median gender pay gap</b>	5.6%
<b>Mean gender pay gap (part time)</b>	20.5%
<b>Median gender pay gap (part time)</b>	24.6%
<b>Mean gender pay gap (temporary)</b>	*
<b>Median gender pay gap (temporary)</b>	*
<b>Mean bonus gap</b>	41.7%
<b>Median bonus gap</b>	43.9%
<b>Proportion of men receiving a bonus</b>	30.9%
<b>Proportion of women receiving a bonus</b>	21.4%
<b>Proportion of men receiving BIK</b>	5.1%
<b>Proportion of women receiving BIK</b>	0.0%
<b>Lower quartile (percentage women)</b>	33.3%
<b>Lower-mid quartile (percentage women)</b>	25.0%
<b>Upper-mid quartile (percentage women)</b>	18.2%
<b>Upper quartile (percentage women)</b>	17.8%

*Note: the gender pay gap reporting regulations require that pay gaps among temporary employees are also published. As we did not have at least one woman and one man working on temporary arrangements on the snapshot date in June 2024, we are unable to calculate these gaps.*



## Why do we have a gender pay gap?

We're pleased that our median gender pay gaps is low, although our mean pay gap is a little higher. We've set out below what's causing them.

- **Women are under-represented in our more senior jobs.** Women are under-represented in our more senior and management roles. This under-representation pushes our gaps up.
- **More women in more junior and early-career roles.** Women are over-represented in roles at the earlier stages of the career ladder. These jobs tend to be lower paid.

Additionally, we have a highly male dominated workforce with relatively few women. Our workforce is 136 men and 42 women. Because of our small female headcount, our gaps may change a lot from year to year. Just a few more or fewer women will change the averages significantly and so affect the gaps. Because of this, we expect gaps to vary a lot in future years and we understand that the long-term trend is the most important metric of progress. We want to keep our gaps low.

## What are we doing?

We are working to improve gender diversity at Infosys Limited.

Our gaps will reduce if we can attract and retain our female talent and provide the right support so that they can progress. We have a range of long-term initiatives that will help retain women at Infosys Limited. We have a range of long-term initiatives that will help retain women at Infosys Limited.

- **#IamTheFuture.** A flagship program designed to prepare women for senior leadership roles.
- **Orbit Next.** Orbit Next is our flagship program designed to propel women into leadership roles within the technology and business sectors. This comprehensive initiative goes beyond just skill development. It fosters a supportive ecosystem where women can sharpen their technical and business acumen, develop leadership skills, and build valuable networks.
- **Women in Management (WIM).** A specialized two-day program that helps women managers overcome career hurdles, build personal brand presence, and strengthen leadership skills through modules like Gallup's Strengths Finder, case studies, networking, and leadership interactions.

We are working to reduce our gender pay gaps and make Infosys Limited a place where all women feel that they can build a rewarding career. We are committed to taking the long-term action required and removing any barriers that women may face in our workforce.