

Gender Pay Report 2025



Introduction

In October 2020, we launched our ambitious ESG Vision 2030. As a part of this vision, we have committed to strengthening diversity, equity and inclusion in the corporation and achieving 45% women in our workforce 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 emphasizes 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 constitute **66%** of the ESG Committee of the Board.
- Women comprise **39.5%** of our global workforce in fiscal 2025



Gender Pay Gap 2025

Indicator	Points obtained	Maximum points
1. Average salary	Excluded from Index	40
2. Pay rise (excluding promotions)	Excluded from Index	20
3. Promotions	Excluded from Index	15
4. Pay rise after return from maternity leave	Excluded from Index	15
5. Number of top 10 highest-paid employees of the under-represented gender	0	10
TOTAL	Not Calculable	100

The maximum number of points that can be obtained is less than 75, the index cannot be calculated.

Strengthening women's participation in technology and business

A culture of inclusion-We believe inclusion is a strategic advantage to any organization. Our commitment is to create a gender-diverse workforce at Infosys, with 45% women by 2030. Guided by the principle of 'Respecting Each Other', our goals are integrated into leadership KPIs, supported by multi-level Inclusion Councils, and reinforced through our learning platform LEX, which offers a multitude of resources on inclusion. As a proud signatory to the UN Women's Empowerment Principles (WEP), we strive to create an environment where women can thrive across technology, management, and leadership roles. Through focused workplace policies, continuous investment in learning and development, and tailored interventions, we enable women to achieve their personal and professional ambitions.



Some of our programs

Infosys Women Inclusivity Network (IWIN)- Our Employee Resource Group to strengthen women inclusion serves as a great forum to ensure continuous engagement with women stakeholders across the enterprise.

Restart With Infosys- Through our Restart with Infosys program, we are committed to welcoming back talented professionals who have taken a career break. The program offers a structured learning platform to help them transition back into the workforce with confidence. In fiscal 2025 alone, 935 women rejoined the corporate world in India through this initiative, further strengthening our diverse talent pool.

Winspire Portal as a dedicated resource for over 40,000 women at Infosys, offering curated content, career support, and inspiration. We have also introduced exclusive learning modules designed to drive greater inclusion and create opportunities for women in the workplace.

Strengthening women's participation in technology and business

Some of our programs (contd.)

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.

#IamTheFuture- A flagship program designed to prepare women for senior leadership roles. Over 200 women leaders enhanced competencies in Business, Execution, People, and Ecosystem leadership through collaborations with Northwestern Kellogg, MIT, and masterclasses by Harvard Business Review in fiscal 2025.

Focus on AI and digital transformation: More than 250 women leaders completed a specialized certificate course on AI applications for business growth. Their learning culminated in real-world business cases showcased at Infosys Connect in Austin, mentored by senior technology leaders.

Leadership influence and communication: Over 100 #IamtheFuture participants undertook a curated leadership journey with Stanford GSB focused on influence, persuasion, and executive presence.

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 through mentorship opportunities, workshops, and networking events, participants connect with established leaders and build a strong support network within the organization. This fosters a sense of community and provides access to invaluable guidance and career development resources. Over 400 women enrolled in its third cohort across India, EMEA, and APAC. 1,278 women have completed the program since its inception in FY2023. 47% of them have advanced to the next role

Strengthening women's participation in technology and business

Some of our programs (contd.)

TechCohere- In its fourth year, TechCohere continues to be an exclusive technical platform hosting 120+ sessions and multiple Women in Technology (WIT) Weeks, supporting a thriving community of 1,200+ women tech experts and architects. Initiatives like SheLovesTech in Chennai and collaborations with Google Women TechMakers further strengthen networking and leadership opportunities.

Parental Leaves- In fiscal 2025, 99% of women employees who took maternity leave successfully returned to work, with 79% continuing their professional journey with us after 12 months. A total of 14,309 employees—7,904 women and 6,405 men—availed parental leave during the year.

Safe work environment-The Anti-Sexual Harassment Initiative (ASHI) and the Hearing Employees and Resolving (HEAR) forums are designated as redressal forums for sexual harassment and workplace related complaints, respectively. Resolution hubs adhere to the principles of natural justice, ensure confidentiality, and non-retaliation while addressing concerns. The concerns are handled with utmost sensitivity and are redressed and closed in a timebound manner

Thank you

