

BEING **INFOSYS**. BEING **MORE**.



ANNUAL REPORT 2015-16

Annexures to the Board's report

Annexure 1 – Statement containing the salient features of the financial statements of subsidiaries / associate companies / joint ventures

[Pursuant to first proviso to sub-section (3) of Section 129 of the Companies Act, 2013, read with Rule 5 of the Companies (Accounts) Rules, 2014 – AOC-1]

List of subsidiaries

in ₹ crore except % of shareholding and exchange rate

| Name of the subsidiary | Financial period ended | Exchange rate | Share capital | Reserves and surplus | Total assets | Total liabilities (excluding share capital and reserves and surplus) | Investments | Turnover ⁽¹⁾ | Profit / (Loss) before taxation ⁽¹⁾ | Provision for taxation ⁽¹⁾ | Profit / (Loss) after taxation ⁽¹⁾ | % of shareholding |
|--|------------------------|----------------|---------------|----------------------|--------------|--|-------------|-------------------------|--|---------------------------------------|---|-------------------|
| Infosys Consulting Holding AG <i>(formerly Lodestone Holding AG)</i> | Dec 31, 2015 | 1 CHF = ₹66.65 | 166 | 131 | 335 | 38 | – | – | – | 1 | (1) | 100 |
| Infosys Consulting GmbH ⁽²⁾ <i>(formerly Lodestone Management Consultants GmbH)</i> | Dec 31, 2015 | 1 EUR = ₹72.11 | 1 | 29 | 196 | 166 | – | 571 | (4) | 1 | (5) | 100 |
| Infosys Management Consulting Pty. Limited ⁽²⁾ <i>(formerly Lodestone Management Consultants Pty. Limited)</i> | Dec 31, 2015 | 1 AUD = ₹48.42 | – | (18) | 24 | 42 | – | 139 | (5) | 5 | (10) | 100 |
| Infosys Consulting AG ⁽²⁾ <i>(formerly Lodestone Management Consultants AG)</i> | Dec 31, 2015 | 1 CHF = ₹66.65 | 1 | 86 | 401 | 314 | – | 978 | 84 | 20 | 64 | 100 |
| Lodestone GmbH ⁽²⁾⁽⁶⁾ <i>(formerly Hafner Bauer & Ödman GmbH)</i> | Dec 31, 2015 | 1 CHF = ₹66.65 | – | – | – | – | – | – | – | – | – | 100 |
| Lodestone Management Consultants Co., Ltd. ⁽²⁾ | Dec 31, 2015 | 1 RMB = ₹10.25 | 16 | (41) | 44 | 69 | – | 129 | (18) | – | (18) | 100 |
| Infosys Consulting s.r.o. ⁽²⁾ <i>(formerly Lodestone Management Consultants s.r.o.)</i> | Dec 31, 2015 | 1 CZK = ₹2.67 | – | 4 | 8 | 4 | – | 16 | 3 | 1 | 2 | 100 |
| Lodestone Management Consultants GmbH (Austria) ⁽²⁾ | Dec 31, 2015 | 1 EUR = ₹72.11 | 1 | (3) | 1 | 3 | – | 5 | – | – | – | 100 |
| Infosys Consulting SAS ⁽²⁾ <i>(formerly Lodestone Management Consultants SAS)</i> | Dec 31, 2015 | 1 EUR = ₹72.11 | 1 | (33) | 8 | 40 | – | 42 | (5) | 1 | (6) | 100 |
| Infy Consulting Company Limited ⁽²⁾ <i>(formerly Lodestone Management Consultants Ltd.)</i> | Dec 31, 2015 | 1 GBP = ₹98.07 | – | 39 | 303 | 264 | – | 620 | 21 | 6 | 15 | 100 |
| Infy Consulting B.V. ⁽²⁾ <i>(formerly Lodestone Management Consultants B.V.)</i> | Dec 31, 2015 | 1 EUR = ₹72.11 | 1 | 6 | 45 | 38 | – | 87 | 12 | 3 | 9 | 100 |
| Infosys Consulting Sp. Z o.o. ⁽²⁾ <i>(formerly Lodestone Management Consultants sp. z o.o.)</i> | Dec 31, 2015 | 1 PLN = ₹16.88 | 3 | (1) | 25 | 23 | – | 81 | 5 | 3 | 2 | 100 |
| Lodestone Management Consultants Portugal, Unipessoal, Lda ⁽²⁾ | Dec 31, 2015 | 1 EUR = ₹72.11 | 5 | (7) | 5 | 7 | – | 20 | (2) | – | (2) | 100 |
| S.C. Infosys Consulting S.R.L. ⁽²⁾ <i>(formerly SC Lodestone Management Consultants S.R.L.)</i> | Dec 31, 2015 | 1 RON = ₹16.01 | 1 | 5 | 8 | 2 | – | 20 | 2 | 1 | 1 | 100 |
| Infosys Consulting Pte Ltd. ⁽²⁾ <i>(formerly Lodestone Management Consultants Pte Ltd.)</i> | Dec 31, 2015 | 1 SGD = ₹46.83 | – | (39) | 23 | 62 | – | 131 | (5) | – | (5) | 100 |

| Name of the subsidiary | Financial period ended | Exchange rate | Share capital | Reserves and surplus | Total assets | Total liabilities (excluding share capital and reserves and surplus) | Investments | Turnover ⁽¹⁾ | Profit / (Loss) before taxation ⁽¹⁾ | Provision for taxation ⁽¹⁾ | Profit / (Loss) after taxation ⁽¹⁾ | % of shareholding |
|--|------------------------|-----------------|---------------|----------------------|--------------|--|-------------|-------------------------|--|---------------------------------------|---|-------------------|
| Lodestone Management Consultants Inc. ⁽²⁾ | Dec 31, 2015 | 1 USD = ₹66.16 | 1 | 10 | 91 | 80 | – | 282 | 27 | 17 | 10 | 100 |
| Lodestone Management Consultants (Belgium) S.A. ⁽³⁾ | Dec 31, 2015 | 1 EUR = ₹72.11 | 3 | (24) | 23 | 44 | – | 39 | (2) | – | (2) | 99.90 |
| Infosys Consulting Ltda. ⁽³⁾ (formerly Lodestone Management Consultants Ltda.) | Dec 31, 2015 | 1 BRL = ₹16.69 | 123 | (105) | 59 | 41 | – | 133 | (38) | – | (38) | 99.99 |
| Lodestone Augmentis AG ⁽⁴⁾⁽⁶⁾ | Dec 31, 2015 | 1 CHF = ₹66.65 | – | 1 | 2 | 1 | – | – | – | – | – | 100 |
| Infosys Consulting S.R.L. ⁽²⁾ (formerly Lodestone Management Consultants S.R.L.) | Dec 31, 2015 | 1 ARS = ₹5.06 | 7 | (5) | 6 | 4 | – | 17 | – | – | – | 100 |
| Infosys BPO Limited | Mar 31, 2016 | INR | 34 | 3,441 | 3,965 | 490 | 21 | 2,849 | 755 | 185 | 570 | 99.98 |
| EdgeVerve Systems Limited | Mar 31, 2016 | INR | 1,312 | (160) | 4,005 | 2,853 | 32 | 1,533 | (59) | 31 | (90) | 100 |
| Infosys Technologies (China) Co. Limited | Dec 31, 2015 | 1 RMB = ₹10.25 | 168 | (41) | 363 | 236 | – | 844 | (81) | – | (81) | 100 |
| Infosys Technologies (Shanghai) Company Limited | Dec 31, 2015 | 1 RMB = ₹10.25 | 639 | 41 | 737 | 57 | – | – | 2 | – | 2 | 100 |
| Infosys Public Services, Inc. | Mar 31, 2016 | 1 USD = ₹66.26 | 98 | 173 | 522 | 251 | – | 1,366 | 183 | 72 | 111 | 100 |
| Infosys Americas Inc. | Mar 31, 2016 | 1 USD = ₹66.26 | 1 | – | 1 | – | – | – | – | – | – | 100 |
| Infosys Tecnologia do Brasil Ltda. | Dec 31, 2015 | 1 BRL = ₹16.69 | 146 | (71) | 110 | 35 | – | 177 | 20 | 22 | (2) | 100 |
| Infosys Technologies S. de R. L. de C. V. | Dec 31, 2015 | 1 MXN = ₹3.89 | 65 | 32 | 153 | 56 | – | 263 | 26 | 7 | 19 | 100 |
| Infosys Technologies (Sweden) AB | Dec 31, 2015 | 1 SEK = ₹7.86 | – | (41) | 36 | 77 | – | 83 | (41) | – | (41) | 100 |
| Infosys (Czech Republic) Limited s.r.o ⁽⁵⁾ (formerly Infosys BPO s.r.o) | Mar 31, 2016 | 1 CZK = ₹2.78 | 3 | 47 | 66 | 16 | – | 61 | 4 | – | 4 | 99.98 |
| Infosys Poland Sp. z o.o. ⁽⁵⁾ (formerly Infosys BPO Poland, Sp. z o.o) | Mar 31, 2016 | 1 PLN = ₹17.55 | 4 | 354 | 468 | 110 | 21 | 452 | 97 | 2 | 95 | 99.98 |
| Infosys McCamish Systems LLC ⁽⁵⁾ | Mar 31, 2016 | 1 USD = ₹66.26 | 175 | (122) | 107 | 54 | – | 357 | 26 | 1 | 25 | 99.98 |
| Portland Group Pty. Limited ⁽⁵⁾ | Mar 31, 2016 | 1 AUD = ₹50.98 | 18 | 85 | 139 | 36 | – | 148 | 46 | 15 | 31 | 99.98 |
| Infosys Technologies (Australia) Pty. Limited ⁽⁶⁾ | Mar 31, 2016 | 1 AUD = ₹50.98 | 4 | 33 | 38 | 1 | – | – | 1 | – | 1 | 100 |
| Infosys Nova Holdings LLC | Dec 31, 2015 | 1 USD = ₹66.16 | 93 | 1 | 94 | – | 94 | – | – | – | – | 100 |
| Panaya Inc. | Dec 31, 2015 | 1 USD = ₹66.16 | – | 318 | 399 | 81 | – | 99 | 3 | 1 | 2 | 100 |
| Panaya Ltd. ⁽⁷⁾ | Dec 31, 2015 | 1 USD = ₹66.16 | 225 | (339) | 245 | 359 | – | 204 | (82) | 1 | (83) | 100 |
| Panaya GmbH ⁽⁷⁾ | Dec 31, 2015 | 1 EUR = ₹72.11 | – | (4) | 21 | 25 | – | 26 | – | – | – | 100 |
| Panaya Japan Co. Ltd. ⁽⁷⁾ | Dec 31, 2015 | 1 JPY = ₹0.5497 | – | (2) | 4 | 6 | – | 4 | – | – | – | 100 |
| Skava Systems Pvt. Ltd. | Mar 31, 2016 | INR | – | 15 | 28 | 13 | 21 | 44 | 8 | 2 | 6 | 100 |
| Kallidus Inc. | Dec 31, 2015 | 1 USD = ₹66.16 | 15 | 37 | 109 | 57 | – | 209 | 36 | 30 | 6 | 100 |
| Noah Consulting LLC | Dec 31, 2015 | 1 USD = ₹66.16 | 116 | (87) | 70 | 41 | – | 224 | 20 | – | 20 | 100 |
| Noah Information Management Consulting Inc. ⁽⁸⁾ | Dec 31, 2015 | 1 CAD = ₹47.67 | – | (10) | 2 | 12 | – | 6 | (4) | – | (4) | 100 |

List of associates

in ₹ crore

| Name of the entity | Last audited Balance Sheet date | No. of shares held by the companies in associate on the year end | Amount of investment in associate | Reason why the associate is not consolidated | Net worth attributable to shareholding as per latest Balance Sheet (₹ crore) | Profit / Loss for the year | |
|-----------------------------|---------------------------------|--|-----------------------------------|--|--|-----------------------------|---------------------------------|
| | | | | | | Considered in consolidation | Not considered in consolidation |
| DWA Nova LLC ⁽⁹⁾ | — | ⁽⁹⁾ — | 99 | NA | 40 | 5 | — |

⁽¹⁾ Converted at monthly average exchange rates

⁽²⁾ Wholly-owned subsidiary of Infosys Consulting Holding AG (formerly Lodestone Holding AG)

⁽³⁾ Majority-owned and controlled subsidiary of Infosys Consulting Holding AG (formerly Lodestone Holding AG)

⁽⁴⁾ Wholly-owned subsidiary of Infosys Consulting AG (formerly Lodestone Management Consultants AG)

⁽⁵⁾ Wholly-owned subsidiary of Infosys BPO Limited

⁽⁶⁾ Under liquidation

⁽⁷⁾ Wholly-owned subsidiary of Panaya Inc.

⁽⁸⁾ Wholly-owned subsidiary of Noah Consulting LLC

⁽⁹⁾ Associate of Infosys Nova Holdings LLC. As of December 31, 2015, Infosys Nova Holdings LLC holds 16% of equity interest in DWA Nova LLC and exercises significant influence.

Notes:

1. Investments exclude investments in subsidiaries.

2. Proposed dividend from any of the subsidiaries is nil.

3. On June 2, 2015, Infosys acquired 100% of the voting interests in Kallidus Inc., (d.b.a Skava) (Kallidus) and 100% of the voting interests of Skava Systems Private Limited, India, an affiliate of Kallidus.

4. On November 16, 2015, Infosys has acquired 100% membership interest in Noah Consulting LLC.

5. The following companies are yet to commence operation:

a. Infosys Canada Public Services Ltd., a wholly-owned subsidiary of Infosys Public Services, Inc., has been incorporated effective December 19, 2014.

b. Infosys BPO Americas LLC, a wholly-owned subsidiary of Infosys BPO Limited, has been incorporated on November 20, 2015.

c. Panaya Pty Ltd., a wholly-owned subsidiary of Panaya Inc.

6. Infosys BPO S. de R.L. de C.V., a wholly-owned subsidiary of Infosys BPO Limited, has been liquidated effective March 15, 2016. The Company has not commenced its operation till that date.

7. Portland Procurement Services Pty. Ltd., a subsidiary of Portland Group Pty. Ltd., is liquidated with effect from May 14, 2014.

for and on behalf of the Board of Directors of Infosys Limited

R. Seshasayee
Chairman

Dr. Vishal Sikka
Chief Executive Officer and
Managing Director

U. B. Pravin Rao
Chief Operating Officer and
Whole-time Director

Roopa Kudva
Director

M. D. Ranganath
Chief Financial Officer and
Executive Vice President

A. G. S. Manikantha
Company Secretary

Bangalore
April 15, 2016

Annexure 2 – Particulars of contracts / arrangements made with related parties

[Pursuant to Clause (h) of sub-section (3) of Section 134 of the Companies Act, 2013, and Rule 8(2) of the Companies (Accounts) Rules, 2014 – AOC-2]

This Form pertains to the disclosure of particulars of contracts / arrangements entered into by the Company with related parties referred to in sub-section (1) of Section 188 of the Companies Act, 2013 including certain arm's length transactions under third proviso thereto.

Details of contracts or arrangements or transactions not at arm's length basis

There were no contracts or arrangements or transactions entered into during the year ended March 31, 2016, which were not at arm's length basis.

Details of material contracts or arrangement or transactions at arm's length basis

The details of material contracts or arrangement or transactions at arm's length basis for the year ended March 31, 2016 are as follows:

| Name of related party | Nature of relationship | Duration of contract | Salient terms ⁽¹⁾ | Amount (in ₹ crore) |
|---|------------------------|--------------------------|--------------------------------------|---------------------|
| Nature of contract | | | | |
| Investment in debenture instrument | | | | |
| EdgeVerve Systems Limited | Subsidiary | Refer to Note 2 | Refer to Note 2 | 2,549 |
| | | | | <u>2,549</u> |
| Investment in equity instrument | | | | |
| EdgeVerve Systems Limited | Subsidiary | Refer to Note 2 | Refer to Note 2 | 850 |
| Infosys Technologies (Shanghai) Company Limited | Subsidiary | Not applicable | Not applicable | 258 |
| | | | | <u>1,108</u> |
| Purchase of services | | | | |
| Infosys BPO Limited | Subsidiary | April 1, 2012 – ongoing | Based on transfer pricing guidelines | 341 |
| Infosys Technologies (China) Co. Limited | Subsidiary | April 1, 2011 – ongoing | Based on transfer pricing guidelines | 126 |
| Lodestone Management Consultants Pty. Limited | Subsidiary | Jan 1, 2013 – ongoing | Based on transfer pricing guidelines | 130 |
| Infy Consulting Company Limited | Subsidiary | Nov 1, 2012 – ongoing | Based on transfer pricing guidelines | 882 |
| Infosys Consulting Pte Ltd. | Subsidiary | Jan 1, 2013 – ongoing | Based on transfer pricing guidelines | 104 |
| Infosys Public Services, Inc. | Subsidiary | April 1, 2014 – ongoing | Based on transfer pricing guidelines | 11 |
| Infosys Technologies (Sweden) AB | Subsidiary | April 23, 2009 – ongoing | Based on transfer pricing guidelines | 79 |
| | | | | <u>1,673</u> |
| Purchase of shared services including facilities and personnel | | | | |
| Infosys BPO Limited | Subsidiary | April 1, 2012 – ongoing | Based on transfer pricing guidelines | 18 |
| | | | | <u>18</u> |
| Sale of services | | | | |
| Infosys BPO Limited | Subsidiary | April 1, 2012 – ongoing | Based on transfer pricing guidelines | 69 |
| Infosys Technologies (China) Co. Limited | Subsidiary | April 1, 2013 – ongoing | Based on transfer pricing guidelines | 11 |
| Infy Consulting Company Limited | Subsidiary | Nov 1, 2012 – ongoing | Based on transfer pricing guidelines | 30 |
| Infosys Technologies (Sweden) AB | Subsidiary | April 1, 2015 – ongoing | Based on transfer pricing guidelines | 27 |
| Infosys Public Services, Inc. | Subsidiary | April 1, 2013 – ongoing | Based on transfer pricing guidelines | 900 |
| | | | | <u>1,037</u> |
| Sale of shared services including facilities and personnel | | | | |
| Infosys BPO Limited | Subsidiary | April 1, 2012 – ongoing | Based on transfer pricing guidelines | 42 |
| EdgeVerve Systems Limited | Subsidiary | Jul 1, 2014 – ongoing | Based on transfer pricing guidelines | 143 |
| Infy Consulting Company Limited | Subsidiary | Nov 1, 2012 – ongoing | Based on transfer pricing guidelines | 5 |
| | | | | <u>190</u> |

Note:

- Appropriate approvals have been taken for related party transactions. Advances paid have been adjusted against billings, wherever applicable.
- On April 24, 2015, the Board of Directors of Infosys authorized the Company to execute a Business Transfer Agreement and related documents with EdgeVerve Systems Limited (EdgeVerve), to transfer the business of Finacle and Edge Services. The business was transferred for a consideration of ₹3,222 crore and ₹177 crore for Finacle and Edge Services, respectively. Net assets amounting to ₹363 crore (including working capital amounting to ₹337 crore) have been transferred and accordingly a gain of ₹3,036 crore has been recorded as an exceptional item. The consideration was settled through issue of 85,00,00,000 equity shares amounting to ₹850 crore and 25,49,00,000 non-convertible redeemable debentures amounting to ₹2,549 crore in EdgeVerve, post the requisite approval from shareholders on December 11, 2015. The debentures have been issued on December 24, 2015 up to a term of 120 months carrying annual rate of interest at 10 years Government of India Bond yield plus 1% premium payable as mutually agreed by both the parties.

for and on behalf of the Board of Directors



R. Seshasayee
Chairman



Dr. Vishal Sikka
Chief Executive Officer and
Managing Director

Bangalore
April 15, 2016

Annexure 3 – Particulars of employees

a) Information as per Rule 5(1) of Chapter XIII, Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

We are a leading provider of consulting, technology, outsourcing and next-generation services. The remuneration and perquisites provided to our employees including that of the Management are at par with industry levels. The nomination and remuneration committee continuously reviews the compensation of our CEO and senior executives to align both the short-term and long-term business objectives of the Company, and to link compensation with the achievement of measurable performance goals.

Remuneration paid to whole-time directors

| Name of the director | Director Identification Number (DIN) | Title | Remuneration in fiscal 2016 (in ₹ crore) | Remuneration in fiscal 2015 (in ₹ crore) | No. of stock options / RSUs granted in fiscal 2016 ⁽⁴⁾ | % increase of remuneration in 2016 as compared to 2015 ⁽¹⁾ | Excl. WTD | Incl. WTD | Ratio of remuneration to | |
|--------------------------------------|--------------------------------------|---|--|--|---|---|---|---|--|--|
| | | | | | | | Ratio of remuneration to MRE ⁽¹⁾ | Ratio of remuneration to MRE and WTD ⁽¹⁾ | Revenues (fiscal 2016) ⁽¹⁾⁽²⁾ | Net profit (fiscal 2016) ⁽¹⁾⁽²⁾⁽¹⁰⁾ |
| Dr. Vishal Sikka ⁽⁴⁾ | 06897177 | Chief Executive Officer and Managing Director | ⁽⁵⁾⁽⁶⁾ 48.73 | ⁽³⁾ 4.56 | 1,24,061 | 751.92 | 935.41 | 935.38 | 0.00 | 0.00 |
| U. B. Pravin Rao | 06782450 | Chief Operating Officer and Whole-time Director | 9.28 | 6.08 | – | 52.63 | 178.14 | 178.13 | 0.00 | 0.00 |
| N. R. Narayana Murthy ⁽⁷⁾ | 00040295 | Chairman of the Board | – | 0.00 | – | NA | NA | NA | NA | NA |
| S. Gopalakrishnan ⁽⁷⁾ | 00041656 | Vice Chairman of the Board | – | 0.00 | – | NA | NA | NA | NA | NA |
| S. D. Shibulal ⁽⁸⁾ | 00041461 | Chief Executive Officer and Managing Director | – | 0.00 | – | NA | NA | NA | NA | NA |
| Srinath Batni ⁽⁸⁾ | 00041394 | Member of the Board | – | 1.88 | – | NA | NA | NA | NA | NA |
| B. G. Srinivas ⁽⁹⁾ | 00517585 | President and Member of the Board | – | 4.43 | – | NA | NA | NA | NA | NA |

RSU – Restricted Stock Units; WTD – Whole-time Directors; MRE – Median remuneration of employees
The above table includes bonus, retiral and others on accrual basis (Refer to Note 2.26 of the Standalone Financial Statements).

⁽¹⁾ Based on annualized salary

⁽²⁾ Rounded off to two decimals

⁽³⁾ For the period June 14, 2014 to March 31, 2015 for fiscal 2015

⁽⁴⁾ During fiscal 2016, Dr. Vishal Sikka was granted RSUs valued at US\$2 million on the grant date. The RSUs will vest over a period of four years from the date of grant in the proportions specified in the award agreement (Refer to Note 2.1 of the Standalone Financial Statements).

⁽⁵⁾ Includes payment of variable pay amounting to ₹14 crore for the year ended March 31, 2015 to the CEO as decided by the nomination and remuneration committee in its meeting held on June 22, 2015, in line with the compensation plan approved by the shareholders

⁽⁶⁾ Includes provision for variable pay amounting to US\$4.33 million (approximately ₹29 crore) for the year ended March 31, 2016 to the CEO. The shareholders in the EGM dated July 30, 2014 had approved a variable pay of US\$4.18 million (approximately ₹28 crore at current exchange rate) at a target level and also authorized the Board to alter and vary the terms of remuneration. Accordingly, the Board, based on the recommendations of the nomination and remuneration committee approved on April 15, 2016, US\$4.33 million (approximately ₹29 crore) as variable pay for the year ended March 31, 2016.

⁽⁷⁾ For the period April 1, 2014 to October 10, 2014, for fiscal 2015. Resigned effective October 10, 2014

⁽⁸⁾ For the period April 1, 2014 to July 31, 2014, for fiscal 2015. Resigned effective July 31, 2014

⁽⁹⁾ For the period April 1, 2014 to June 10, 2014, for fiscal 2015. Resigned effective June 10, 2014

⁽¹⁰⁾ Before exceptional item

Remuneration paid to independent directors

| Name of the director | Director Identification Number (DIN) | Remuneration in fiscal 2016 (in ₹ crore) | Remuneration in fiscal 2015 (in ₹ crore) | Number of stock options / RSUs granted in fiscal 2016 | % increase of remuneration (2016 over 2015) ⁽⁸⁾ |
|---|--------------------------------------|--|--|---|--|
| K. V. Kamath ⁽¹⁾ | 00043501 | 0.39 | 1.97 | – | 9.64 |
| Prof. Jeffrey S. Lehman | 00092981 | 1.33 | 1.20 | – | 10.83 |
| R. Seshasayee | 00047985 | 1.84 | 1.03 | – | 78.64 |
| Ravi Venkatesan | 00621398 | 1.04 | 0.84 | – | 23.81 |
| Kiran Mazumdar-Shaw | 00347229 | 0.87 | 0.76 | – | 14.47 |
| Carol M. Browner ⁽²⁾⁽³⁾ | 06858688 | 0.68 | 0.85 | – | 14.13 |
| Prof. John W. Etchemendy ⁽⁴⁾ | 07029756 | 1.05 | 0.23 | – | 47.89 |
| Roopa Kudva ⁽⁵⁾ | 00001766 | 0.99 | 0.11 | – | 37.50 |

| Name of the director | Director Identification Number (DIN) | Remuneration in fiscal 2016 (in ₹ crore) | Remuneration in fiscal 2015 (in ₹ crore) | Number of stock options / RSUs granted in fiscal 2016 | % increase of remuneration (2016 over 2015) ⁽⁸⁾ |
|---------------------------------------|--------------------------------------|--|--|---|--|
| Dr. Punita Kumar-Sinha ⁽⁶⁾ | 05229262 | 0.20 | – | – | NA |
| Dr. Omkar Goswami ⁽⁷⁾ | 00004258 | – | 0.61 | – | NA |

⁽¹⁾ For the period April 1, 2015 to June 5, 2015, for fiscal 2016

⁽²⁾ For the period April 29, 2014 to March 31, 2015, for fiscal 2015

⁽³⁾ For the period April 1, 2015 to November 23, 2015, for fiscal 2016

⁽⁴⁾ For the period December 4, 2014 to March 31, 2015, for fiscal 2015

⁽⁵⁾ For the period February 4, 2015 to March 31, 2015, for fiscal 2015

⁽⁶⁾ For the period January 14, 2016 to March 31, 2016, for fiscal 2016

⁽⁷⁾ For the period April 1, 2014 to December 31, 2014, for fiscal 2015

⁽⁸⁾ Based on annualized commission

DIN's mentioned in this section will apply to the names of the directors in all other references in this report.

Remuneration of other Key Managerial Personnel (KMP)

| Name of the KMP | Title | Remuneration in fiscal 2016 (in ₹ crore) | Remuneration in fiscal 2015 (in ₹ crore) | No. of stock options / RSUs granted in fiscal 2016 | % increase of remuneration in 2016 as compared to 2015 ⁽⁴⁾ | Excl. WTD | Incl. WTD | Ratio of remuneration to | |
|------------------------------------|---|--|--|--|---|---|---|--|---|
| | | | | | | Ratio of remuneration to MRE ⁽⁴⁾ | Ratio of remuneration to MRE and WTD ⁽⁴⁾ | Revenues (fiscal 2016) ⁽⁴⁾⁽⁵⁾ | Net profit (fiscal 2016) ⁽⁴⁾⁽⁵⁾⁽⁷⁾ |
| M. D. Ranganath ⁽¹⁾ | Chief Financial Officer | 3.61 | NA | – | NA | 148.38 | 148.38 | 0.00 | 0.00 |
| Rajiv Bansal ⁽²⁾ | Chief Financial Officer | 23.02 | 4.72 | – | 493.43 | 537.68 | 537.66 | 0.00 | 0.00 |
| A. G. S. Manikantha ⁽³⁾ | Company Secretary | 0.37 | NA | – | NA | 9.21 | 9.21 | 0.00 | 0.00 |
| Parvatheesam K. ⁽⁶⁾ | Chief Risk and Compliance Officer and Company Secretary | – | 0.98 | – | NA | NA | NA | NA | NA |

The above table includes bonus, retirals and others on accrual basis (Refer to Note 2.26 of the Standalone Financial Statements)

⁽¹⁾ For the period October 12, 2015 to March 31, 2016, for fiscal 2016

⁽²⁾ For the period April 1, 2015 to October 12, 2015, for fiscal 2016

⁽³⁾ For the period June 22, 2015 to March 31, 2016, for fiscal 2016

⁽⁴⁾ Based on annualized salary

⁽⁵⁾ Rounded off to two decimals

⁽⁶⁾ For the period April 1, 2014 to January 10, 2015, for fiscal 2015

⁽⁷⁾ Before exceptional item

The Median Remuneration of Employees (MRE), excluding Whole-time Directors (WTDs), was ₹5,20,946 and ₹4,89,468 in fiscal 2016 and fiscal 2015 respectively. The increase in MRE (excluding WTDs) in fiscal 2016, as compared to fiscal 2015 is 6.4%.

The Median Remuneration of Employees (MRE), including Whole-time Directors (WTDs), was ₹5,20,964 and ₹4,89,470 in fiscal 2016 and fiscal 2015 respectively. The increase in MRE (including WTDs) in fiscal 2016, as compared to fiscal 2015 is 6.4%.

The number of permanent employees on the rolls of the Company as of March 31, 2016 and March 31, 2015 was 1,48,877 and 1,39,148 respectively.

The revenue growth during fiscal 2016 over fiscal 2015 was 14.1% and net profit (before exceptional item) growth was 8.5%. The aggregate remuneration of employees (excluding WTD) grew by 14.4% over the previous fiscal. The aggregate decrease in salary for WTDs and other KMPs as a group was 11.5% in fiscal 2016 over fiscal 2015. This was due to a decrease in the number of WTDs in fiscal 2016 as compared to fiscal 2015.

Our market capitalization increased by 9.8% to ₹2,79,837 crore as of March 31, 2016 from ₹2,54,771 crore as of March 31, 2015. The Price Earnings Ratio was 20.4 as of March 31, 2016 which was a decrease of 0.5%, as compared to March 31, 2015. The closing price of the Company's equity shares on the NSE and BSE as of March 31, 2016 was ₹1,218.30 and ₹1,217.95 respectively, representing a 6,56,600% (NSE) increase over the IPO price, adjusted for stock splits and bonuses to date.

The Company's variable compensation philosophy for its managerial personnel is to ensure it is competitive in the global markets in which it operates, for attracting and retaining the best talent. In future, the nomination and remuneration committee plans to use a combination of stock options, restricted stock units and performance-based stock to align senior employee compensation with shareholder value.

| Component of remuneration to directors and other KMPs | Fixed salary | Bonus and other compensation | Commission | Total |
|---|--------------|------------------------------|------------|-------|
| As a percentage of revenues for fiscal 2016 | 0.02 | 0.13 | 0.02 | 0.17 |
| As a percentage of net profit (before exceptional item) for fiscal 2016 | 0.10 | 0.56 | 0.07 | 0.73 |

During fiscal 2016, no employee received remuneration in excess of the highest-paid director.

b) Information as per Rule 5(2) of Chapter XIII, the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

| Employee name | Designation | Educational qualification | Age | Experience (in years) | Date of joining | Gross remuneration paid (₹) | Previous employment and designation |
|--|--|--|-----|-----------------------|-----------------|-----------------------------|---|
| Abhijit Sen | AVP and Senior Delivery Manager, ADM | BE | 48 | 27 | Jan 14, 2002 | 95,60,155 | Visa International, Department Head |
| Abhishek Goyal | AVP and Delivery Head, EAS | B.Tech, PGD | 42 | 19 | Sep 11, 2000 | 81,48,780 | Asian Paints (I) Limited, Area Manager |
| Ajayan Pillai | AVP and Senior Delivery Manager, ADM | B.Sc, MCA | 45 | 22 | Apr 2, 2001 | 60,78,043 | IT Solutions (India) Private Limited, Accounts Manager |
| Alok Maheshwari | Senior Delivery Manager, ADM | BE | 44 | 22 | Jan 5, 1998 | 61,09,815 | ITI Ltd., Manager |
| Alok Uniyal | AVP and Industry Principal, QLT | B.Tech, MBA | 47 | 22 | Aug 2, 2004 | 75,14,953 | Mphasis BFL Limited, Senior Consultant |
| Amer Singh Thakur | Senior Principal – Business Consulting, IND | B.Sc, AIME, MBA | 55 | 36 | Oct 1, 2011 | 62,66,987 | IC India, Senior Principal – Business Consulting |
| Amit Sahakundu | AVP and Practice Manager – IT Services, CCD | BE, M.Tech | 52 | 31 | Feb 24, 1999 | 62,85,290 | Air India, Deputy Manager |
| Anand J. Raghavan | VP and Senior Delivery Manager, IS | BE | 44 | 22 | Nov 27, 1995 | 94,17,599 | Wipro Infotech, Customer Support Engineer |
| Ananth Chandramouli | AVP and Group Engagement Manager, IND | BE, EPGD, M.Tech | 43 | 20 | Aug 26, 1996 | 73,43,743 | Carborundum Universal, Trainee |
| Anil Kumar P. N. | AVP and Senior Delivery Manager, ADM | B.Tech, ME | 44 | 21 | Aug 5, 1996 | 69,23,132 | Bajaj Auto Ltd., Engineer |
| Anoop Kumar | AVP and Head – Business Excellence, QLT | BE, PGD | 45 | 24 | May 3, 2000 | 75,42,372 | Tata Steel, Deputy Manager |
| Arun Kumar H. R. | VP and Head – Business Strategy, Planning and Operations, ADM | BE | 43 | 21 | Nov 7, 1994 | 1,10,53,103 | – |
| Aruna Chittaranjan Newton | AVP and Head – Diversity and Inclusion, FAC | B.Com, MBA | 49 | 26 | Jan 3, 2000 | 70,14,222 | Wipro Infotech, Manager – Training |
| Arunkumar Ranganathan | AVP and Senior Industry Principal, ADM | BE, MS, Ph.D | 44 | 23 | Apr 1, 2015 | 62,79,366 | Wipro Technologies Limited, General Manager |
| Ashok Bhaskar Hegde | AVP and Delivery Head, ADM | B.A., M.A., MBA, Ph.D | 48 | 21 | Jan 2, 2012 | 83,43,881 | Wipro Technologies Limited, Head – FS Business Analyst and Investment Banking |
| Atul Soneja | VP and Delivery Head, ADM | B.Tech (H) | 43 | 21 | Mar 15, 2010 | 1,08,61,701 | TCS Limited, Senior Consultant |
| Balaji Sampath | AVP and Segment Head – Marketing, MKTG | BE, MBA | 45 | 22 | Dec 23, 2004 | 84,97,532 | Microsoft Corporation Private Limited, Business Manager |
| Balakrishna D. R. | VP and Service Offering Head, ADM | BE | 44 | 22 | Feb 7, 1994 | 1,29,86,184 | HCL – HP, Customer Engineer – Trainee |
| Balakrishnan Mayilarangam Sundararajan | AVP and Group Leader – Unit Strategy, Planning and Operations, ADM | B.Sc, M.Sc | 50 | 29 | Oct 12, 2000 | 61,61,045 | DSQ Software Limited, Assistant Consultant |
| Bhaskar Kakuturu | VP and Head – Unit Strategy, Planning and Operations, MRCL | B.Tech, PGD | 44 | 23 | Dec 13, 1996 | 92,10,558 | Hindustan Cables Limited, Engineer |
| Binod Rangadore Hampapur | EVP and Head – Talent Fulfilment, TAFF | BE | 53 | 30 | Jul 1, 2013 | 4,02,90,603 | Infosys Limited, SVP – Corporate Relations |
| Chandra Mohan Nandakumar | AVP and Senior Delivery Manager, ADM | BE | 41 | 21 | Mar 8, 2001 | 72,40,282 | IIS Infotech Limited, Assistant Consultant |
| Charles Henry Hawkes | SVP and Head – FAC | B.Sc, PGCBM | 56 | 31 | Nov 15, 1996 | 1,39,25,837 | Trans Oceanic Travel, Manager |
| Chetan Kumar Gupta | AVP and Senior Delivery Manager, ENG | BE | 44 | 22 | Mar 13, 1995 | 74,33,713 | ITI Limited, Assistant Executive Engineer |
| Dass Gunalan | AVP and Regional Head – FAC | Diploma, Graduate in Material Management | 53 | 32 | Mar 12, 1999 | 73,37,635 | Enercon System Private Limited, Manager Operations |
| Debashish Kumar Ganguly | AVP and Head – Unit Talent, TAFF | B.Tech (H), PGDBM | 52 | 30 | Dec 3, 2012 | 87,10,582 | Polaris Financial Technology Limited, SVP and Head |
| Deepak Gupta | AVP and Senior Delivery Manager, ADM | B.Tech | 43 | 20 | Aug 26, 1996 | 74,59,719 | – |
| Deepak P. N. | AVP and Principal Technology Architect, ADM | BE | 48 | 26 | Dec 18, 1995 | 69,76,197 | Nuclear Power Corporation, Officer |
| Deepak Padaki | SVP and Group Head – Corporate Strategy and Chief Risk Officer, CORPSTGY | BE | 45 | 24 | Aug 10, 1992 | 1,64,47,476 | – |
| Dheeshjith V. G. | SVP and Chief Information Officer, IS | B.Sc, ME | 52 | 29 | Sep 14, 1987 | 2,80,84,139 | – |
| Dinesh R. | SVP and Head – Global Services, EAS | BE | 47 | 26 | Oct 1, 1990 | 2,33,60,683 | – |
| Dipayan Mitra | Partner – Business Consulting, IGC | B.Tech | 47 | 25 | Nov 1, 2011 | 78,22,372 | IC India, Senior Principal – Business Consulting |
| Ganapathy Subramanian | VP and Solutions Head – Platforms, PLATFORM | MS | 39 | 18 | Sep 22, 2014 | 71,47,122 | SAP, Global VP |
| Ganesan Arunachalam Kaushik | AVP and Head – Reuse and Tools, QLT | BE (H), ME | 57 | 34 | Jul 1, 2005 | 75,07,205 | Karna Softek India Private Limited, Project Director and CTO India |

| Employee name | Designation | Educational qualification | Age | Experience (in years) | Date of joining | Gross remuneration paid (₹) | Previous employment and designation |
|--|--|---------------------------|-----|-----------------------|-----------------|-----------------------------|--|
| Gargi Ray | AVP and Head – Revenue Assurance Group, FIN | B.Com (H), CA | 36 | 14 | Dec 14, 2006 | 74,48,440 | ITC Ltd., Finance Manager |
| Gautam Khanna | AVP and General Manager – IP Deployment and Commercialization, ADM | B.Tech, PGDM | 42 | 19 | Jun 8, 1998 | 75,48,471 | Reliance India Limited, Graduate Engineer Trainee |
| Gautam Shekar | AVP and Group Engagement Manager, ECS | MS, MBA | 42 | 20 | Sep 16, 2002 | 95,51,354 | Booz Allen & Hamilton, Associate |
| Geetha G. | AVP and Senior Delivery Manager, ENG | BE | 50 | 29 | Dec 1, 1995 | 81,48,862 | ITI Limited, Senior Engineer |
| Gnanapriya C. | AVP and Principal Technology Architect, ADM | BE, MBA, ME | 45 | 23 | Jun 30, 1997 | 76,90,194 | Mepco Schlenk Engineering College |
| Gopi Krishnan Radhakrishnan | VP and Principal Legal Counsel, LEGAL | B.A. LLB | 39 | 16 | Sep 11, 2014 | 1,21,66,508 | IBM, Senior Counsel / Director |
| Gopikrishnan Konnanath | VP and Delivery Head, EAS | BE | 45 | 22 | Nov 7, 1994 | 1,27,24,977 | BPL Systems & Projects Limited, Trainee Engineer |
| Guruprakash Pai Karkala | AVP and Practice Manager, CIS | BE | 45 | 24 | Sep 8, 1995 | 93,30,697 | Kasturba Medical College, Biomedical Engineer |
| Gururaj B. Deshpande | AVP and Delivery Head, ADM | BE | 44 | 22 | May 2, 1994 | 97,25,134 | BPL Limited, Trainee |
| Hanumesh V. J. | AVP and Senior Lead Principal – Education, Training and Assessment, TAFF | B.Sc, M.Sc, M.Phil | 45 | 23 | Aug 8, 1997 | 60,61,988 | Government PU College, Lecturer |
| Harish Srinivas Gudi | Partner – Business Consulting, IGC | BE | 43 | 20 | Jul 8, 2010 | 96,06,455 | Mu Sigma, SVP |
| Hasit G Trivedi | AVP and Practice Manager, CIS | BE | 42 | 21 | Apr 28, 1997 | 61,95,366 | Global Tele Systems, Member – Strategic Planning |
| Indranil Mukherjee | VP and Service Offering Head, EAS | AMIETE | 45 | 22 | Dec 4, 1995 | 1,17,44,538 | Chipsoft Technologies, Customer Support Engineer |
| Ishwar C. Halalli | VP and Delivery Head, CIS | BE, M.Tech | 53 | 30 | Jan 19, 1996 | 1,40,26,153 | AT&T SSTL, Manager – Technical |
| Jayan Sen | Lead Principal – Education, Training and Assessment, TAFF | B.Sc, MS, Ph.D | 43 | 17 | Feb 28, 2011 | 72,24,237 | BNSF Railway Company, Director Talent Management and OD |
| Jayesh Dhanvantkumar Sanghrajka | SVP and Deputy Chief Financial Officer, FIN | B.Com, CA, ICWA | 42 | 18 | Dec 24, 2012 | 1,48,95,217 | Mu Sigma, VP – Finance |
| Jayraj Dharmojeppa Ugarkar | Lead Product Manager, GDLY | BE, MBA | 44 | 22 | Aug 22, 2005 | 60,72,283 | SBC services inc, Technical Architect |
| Jitendra Sangharajka D. | VP and Senior Delivery Manager, IS | BE, DFM | 48 | 27 | Sep 1, 1999 | 1,03,98,326 | L&T Limited, Executive – IS |
| John Premkumar R. | AVP and Senior Delivery Manager, ADM | BE | 42 | 22 | Dec 9, 1996 | 72,59,308 | L&T (ECC), Electrical Engineer |
| Karthikeyan Neelakandan | AVP and Group Engagement Manager, IND | BE, MS | 46 | 23 | Dec 4, 2000 | 79,92,245 | D.S.M Computech Pvt. Ltd., CEO and MD |
| Kavita Manoj Kulkarni | VP and Head – Human Resource Development – Units, HRD | LLB, B.Com, MPM | 47 | 25 | Sep 1, 2008 | 1,12,19,149 | WNS, SVP – HR |
| Koushik R. N. | SVP and Group Head – Procurement, PURC | B.Sc | 47 | 26 | May 2, 1991 | 1,47,11,117 | Frazer Techno Circuits Limited, Marketing Executive |
| Krishna Kumar C. | AVP and Practice Manager – IT Service, Support and Operations, CCD | BE | 45 | 23 | Sep 1, 1997 | 67,34,094 | Vectra Systems & Solutions Private Limited, Centre Manager |
| Krishna Markande | AVP and Principal Technology Architect, ENG | BE, ME | 43 | 19 | Nov 6, 2006 | 65,31,019 | TCS, Associate Consultant |
| Krishnan Subramanian | AVP and Delivery Head, ADM | B.Tech | 43 | 21 | Jun 26, 1995 | 87,34,738 | – |
| Krishnananda R. Shenoy | AVP and Principal Technology Architect, ENG | BE | 44 | 22 | Apr 28, 1997 | 66,89,867 | Wipro – BT, Engineer |
| Lakshmi Narasimha Rao Gunda | AVP and Group Manager – Unit Strategy, Planning and Operations, EAS | Diploma, B.Tech, M.Tech | 46 | 21 | Feb 13, 1995 | 67,25,266 | – |
| Mahesh Kamath P. | AVP and Senior Delivery Manager, ADM | BE | 47 | 25 | May 8, 1995 | 89,01,547 | Aptech Computer Education, Teaching |
| Manas Kumar Sarkar | AVP and Principal Technology Architect, EAS | B.Tech (H) | 42 | 20 | Jun 24, 1996 | 68,91,136 | – |
| Manesh Sadasivan | AVP and Principal Technology Architect, DX | B.Tech | 39 | 18 | Oct 13, 1997 | 72,18,004 | – |
| Manish Kumar Mehta | AVP and Senior Delivery Manager, ADM | B.Tech | 43 | 22 | Jun 27, 1994 | 71,89,702 | – |
| Manohar Madgula Atreya | VP and Delivery Head, CIS | B.Tech, PGPM | 44 | 22 | Apr 7, 2011 | 1,15,44,713 | Armstrong Capital, Director |
| Meenakshi Sundaram Ganapathy Subramanian | AVP and Delivery Head, DNA | MS, PGDM | 44 | 18 | Mar 9, 2015 | 62,12,484 | Omnition Analytics, Director |
| Mohammed Rafee Tarafdar | AVP and Unit Technology Officer, GDLY | BE | 41 | 19 | Jul 12, 2004 | 95,05,321 | Virtusa, Associate Technical Architect |
| Mohammed Sayeeduddin | AVP and Senior Delivery Manager, ADM | BE, MBA | 48 | 27 | Dec 4, 1995 | 61,54,128 | ITI Limited, Assistant |
| Mohan Babu Vinayagavelayutham | AVP and Industry Principal, ADM | B.Sc, MBA | 42 | 23 | Oct 15, 2012 | 85,57,979 | CTS, Director (Consulting) – Insurance |

| Employee name | Designation | Educational qualification | Age | Experience (in years) | Date of joining | Gross remuneration paid (₹) | Previous employment and designation |
|------------------------------------|--|---------------------------|-----|-----------------------|-----------------|-----------------------------|---|
| Mohit Saxena | AVP and Senior Delivery Manager, ADM | B.Tech | 41 | 21 | Jun 26, 1995 | 83,46,571 | – |
| Murali Vasudevan | AVP and Practice Manager, GDLY | MMS | 48 | 27 | Apr 1, 2003 | 87,39,952 | Differentiated Software Solutions Private Limited, Director |
| Muthuvel Gajapathi | VP and Delivery Head, DNA | B.Sc, MCA | 47 | 25 | Aug 27, 1992 | 1,43,29,097 | PSI Bull (I) Limited, Systems Executive |
| Nabarun Roy | VP and Group Head – Quality, QLT | B.Tech | 44 | 22 | Aug 29, 1994 | 1,24,56,511 | – |
| Nagaraj Prabhakar Kollegal | AVP and Regional Head – Infrastructure, FAC | B.Arch | 47 | 23 | Feb 23, 2004 | 68,81,375 | Sundaram Architects Pvt. Ltd., Senior Architect |
| Nandakumar Thiruvengadam | Senior Delivery Manager, IVSU | B.Com, ICWA, ACS | 52 | 30 | Feb 27, 2012 | 61,64,709 | Scope International, Senior VP |
| Nandini S. | VP and Group Head – Organization Development, HRD | BE (H), M.Sc (H), Fellow | 42 | 16 | Jun 1, 2009 | 1,03,28,895 | IBPO, Group Manager |
| Nanjappa Bottolanda Somanna | AVP and Head – Employee Relations, HRD | B.Com, MBA | 37 | 14 | Mar 24, 2003 | 75,27,454 | Infosys Technologies Ltd., Consultant |
| Narahari Govindaraju | AVP and Senior Delivery Manager, ADM | BE, ME | 44 | 21 | Dec 11, 2000 | 72,67,585 | TCS Limited, ITA |
| Narasimhamoorthy P. | AVP and Senior Delivery Manager, IND | B.Sc, M.Sc, M.Tech | 43 | 20 | Feb 26, 1996 | 67,74,169 | – |
| Narendra Murari Sonawane | AVP and Senior Delivery Manager, IS | BE, PGDM | 50 | 28 | Apr 25, 1997 | 75,58,649 | MSEB, General Engineering |
| Naresh Balam Choudhary | AVP and Head – Reuse and Tools, QLT | BE | 40 | 19 | Jun 5, 2000 | 65,47,632 | The Arvind Mills Limited, Manufacturing Manager |
| Naresh Nath Kumar Duddu | AVP and Senior Delivery Manager, IS | B.Tech | 43 | 22 | Jun 27, 1994 | 78,07,321 | – |
| Narsimha Rao Mannepalli | SVP and Service Offering Head, IVSU | BE, PGDBM | 48 | 26 | Jan 29, 2001 | 2,05,89,582 | Ramco Systems, Project Director – e-Commerce Solutions |
| Naveen Kumar L. | AVP and Practice Manager, DNA | BE, M.Tech | 43 | 19 | Apr 28, 1997 | 67,43,296 | – |
| Niranjan V. S. | AVP and Delivery Head, IVSU | Diploma, BE | 45 | 23 | Feb 13, 1995 | 83,74,857 | Siemens Limited, Executive |
| Nishit Ajit Shah | AVP and Unit Financial Controller, FIN | B.Com, CA | 43 | 18 | Apr 22, 2013 | 66,94,080 | Capgemini India Private Limited, Senior Manager |
| Nithyanand Yeswanth | AVP and Senior Delivery Manager, TAFF | BE | 47 | 27 | Feb 5, 1996 | 82,29,419 | L&T Limited, Executive |
| Piyush Jain | AVP and Senior Delivery Manager, ENG | BE | 44 | 23 | Jun 10, 1996 | 60,77,922 | Square D S/W Limited, Developer |
| Pradeep Thazhichayil Yesodharan | Senior Principal – Business Consulting, IND | BE | 44 | 22 | Oct 1, 2011 | 61,05,093 | IC India, Senior Principal – Business Consulting |
| Prakash Jayaram | AVP and Senior Principal – Business Consulting, IND | BE, M.Sc | 46 | 23 | Oct 1, 2011 | 1,01,49,911 | IC India, Senior Principal – Business Consulting |
| Pramod Prakash Panda | VP and Head – Education, Training and Assessment, TAFF | B.Tech | 42 | 20 | Feb 9, 2004 | 96,27,612 | Accenture Services Private Limited, Associate Manager |
| Prasad Balakrishna Honnavalli | AVP and Program Manager, CIS | BE, MBA | 50 | 26 | Aug 20, 2007 | 65,26,980 | Sword Global India Pvt. Ltd., Technical Director |
| Prateek Sinha | Senior Principal – Business Consulting, IGC | BE, MBA | 44 | 20 | Oct 1, 2011 | 60,67,817 | ICI, Associate Partner – Business Consulting |
| Pravin Rao U. B. | Director and Chief Operating Officer, CORP | BE | 54 | 31 | Aug 4, 1986 | 7,53,68,705 | IISC, Trainee |
| Pravin Vyanktesh Kulkarni | VP and Delivery Head, EAS | BE, MBA | 45 | 24 | Jan 4, 2007 | 1,00,73,863 | Wipro Technologies Limited, General Manager |
| Purushotham Bhandarkar | AVP and Senior Delivery Manager, ADM | BE | 46 | 24 | Feb 13, 1995 | 74,61,907 | Kirloskar Electricals, Engineer |
| Purushotham K. | AVP and Practice Manager – IT Services, CCD | B.Sc, PGD | 51 | 24 | Mar 19, 1994 | 71,91,808 | Indian Computer Academy, Computer Centre Coordinator |
| Radhakrishna Huthinagadde Subbaiah | AVP and Practice Manager, CIS | BE | 48 | 24 | Sep 29, 2008 | 81,85,955 | Bahwan I. T., Senior Manager |
| Radhakrishna S. | AVP and Practice Manager – IT Service, Support and Operations, CCD | BE | 45 | 22 | Jul 12, 1999 | 69,13,594 | Microtech Software & Consultants Limited, Regional Manager |
| Raghavan S. | AVP and Principal Technology Architect, IS | BE | 43 | 21 | Nov 7, 1994 | 82,35,447 | Complete Business Solution, Trainee |
| Raghu Boddupally | AVP and Practice Manager, EAS | BE, MS | 41 | 21 | Jan 20, 2003 | 75,56,080 | Trivium India, Team Leader |
| Raghupathi N. Cavale | SVP and Head – Strategic Business Practice, IND | BE, MS | 54 | 31 | Dec 13, 1999 | 1,39,56,711 | PricewaterhouseCoopers Limited, Principal Consultant |
| Raghuv eer B. K. | AVP and Product Line Manager, CORP | BE | 48 | 26 | Apr 16, 1992 | 80,34,140 | Ashok Leyland Limited, Production Engineer |
| Rajeev Ranjan | VP and Service Offering Head, ADM | B.Tech, MBA | 43 | 20 | Aug 16, 1999 | 1,28,17,650 | Nexgen Information Solutions, Associate Consultant |
| Rajesh Kharidehal | AVP and Unit Financial Controller, FIN | B.Com, CA | 45 | 17 | Oct 24, 2013 | 92,59,662 | IBM India Private Limited, Head Finance |

| Employee name | Designation | Educational qualification | Age | Experience (in years) | Date of joining | Gross remuneration paid (₹) | Previous employment and designation |
|--------------------------------------|---|------------------------------------|-----|-----------------------|-----------------|-----------------------------|---|
| Rajesh Subbarao | Senior Principal – Business Consulting, IGC | PGD, M.Sc | 44 | 21 | Oct 1, 2011 | 72,46,224 | IC India, Senior Principal – Business Consulting |
| Rajesh Thampy | AVP and Head – Communication Design, CDG | B.Sc | 43 | 22 | Apr 22, 1996 | 76,37,743 | ENIGMA, Developer |
| Rajkumar R. | AVP and Practice Manager – IT Services, CCD | BE | 41 | 20 | Jul 20, 1998 | 83,94,391 | Crompton Greaves Limited, Network Engineer |
| Rajneesh Malviya | AVP and Delivery Head, IVSU | B.Tech | 45 | 22 | Jun 27, 1994 | 1,02,99,547 | – |
| Rajnish Sharma | AVP and Senior Delivery Manager, IVSU | B.Tech | 44 | 23 | Oct 8, 2001 | 84,84,760 | Poorva Consultants, PM |
| Ramadas Kamath U. | EVP and Head – Administration, Facilities, Infrastructure and Security, FAC | BBM, FCA | 55 | 31 | Jul 1, 1994 | 4,00,90,429 | Manipal Printers and Publishers Limited, Accountant |
| Ramakrishna B. | AVP and Delivery Head, CIS | BE, M.Tech | 51 | 27 | Mar 19, 1999 | 1,03,05,601 | DSQ Software Limited, Associate Consultant |
| Ramakrishnan Krishnan | AVP and Practice Manager, DNA | B.Sc | 40 | 20 | May 15, 2006 | 67,50,120 | Xansa India Limited, Senior Solutions Architect |
| Ramakrishnan M. | VP and Head – Business Excellence, QLT | B.Sc, CAIIB | 59 | 38 | Sep 4, 1996 | 1,12,85,262 | Canara Bank, Officer |
| Ramesh Adiga | AVP and Delivery Head, DX | BE, M.Tech | 47 | 25 | Mar 5, 1996 | 93,89,404 | INSAT, MCF (ISRO), Engineer |
| Ramesh Amancharla | AVP and Senior Delivery Manager, TAFF | B.Tech | 42 | 20 | Oct 14, 1996 | 77,45,324 | SAIL, Management Trainee |
| Ramesh Babu S. | AVP and Lead Principal – Education, Training and Assessment, TAFF | BE, M.Tech, Ph.D | 47 | 20 | Jul 23, 1997 | 85,03,644 | TCS Limited, Trainee |
| Ramkumar Krishnamurthy Dargha | AVP and Principal Technology Architect, CIS | BE, M.Tech, PGD | 45 | 20 | Nov 12, 2007 | 61,69,728 | Wipro Technologies Limited, Technical Manager |
| Ratnavelswamy Shanmughom Rethinasamy | AVP and Unit Financial Controller, FIN | B.Com, CA, ICWA, Company Secretary | 50 | 27 | Aug 26, 2013 | 87,33,711 | BREN Corporation, CFO |
| Ravi Kiran Kuchibhotla | AVP and Group Manager – Unit Strategy, Planning and Operations, GDLY | B.Sc, CA | 47 | 24 | May 3, 2010 | 77,68,289 | Sierra Atlantic, Director – Enterprise Applications |
| Ravi Kumar Dikshit | AVP and Delivery Head, ADM | BE | 42 | 20 | Mar 24, 1997 | 87,58,778 | Ashok Leyland Limited, Trainee |
| Ravi Kumar G. V. V. | AVP and Senior Principal – Advanced Engineering, ENG | BE(H), M.Tech, Ph.D | 46 | 20 | Jul 1, 2002 | 63,46,384 | Aeronautical Development Agency, Scientist |
| Ravichandran Annadurai | AVP and Practice Manager, CIS | BE | 48 | 26 | Mar 14, 2003 | 71,31,805 | Wipro Technologies Limited, Regional Manager – IMS |
| Ravikrishnan K. | AVP and Senior Delivery Manager, EAS | BE, PGD | 42 | 19 | May 4, 1998 | 66,41,627 | TCS, System Analyst |
| Ravindranath P. Hirolikar | AVP and Group Manager – Information Security, ISG | BE | 43 | 21 | Nov 5, 1997 | 81,24,462 | Global Telecom Services Limited, Network Engineer |
| Reddy Kesari | AVP and Practice Manager, IND | BE | 43 | 21 | Oct 1, 2011 | 74,41,255 | Infosys Consulting, Senior Principal – Business Consulting |
| Renganathan V. R. | VP and Delivery Head, IND | BE | 46 | 26 | Jun 18, 1990 | 1,38,63,870 | – |
| Richard Lobo | SVP and Head HR – Infosys Limited, HRD | BE, PGD | 44 | 21 | Dec 11, 2000 | 1,33,94,230 | Godrej & Boyce MFG Company, Assistant Manager |
| Ruchika Jain | AVP and Head – Unit Strategy, Planning and Operations, ADM | B.A. (H), MS | 46 | 23 | Oct 30, 2000 | 77,14,719 | FSD INTL Nehru Place, Project Leader |
| Sachin Manohar Kamat | AVP and Senior Industry Principal, EAS | Diploma, BE, MMS, ICWA | 48 | 27 | Jun 4, 2012 | 60,83,655 | Mahindra Satyam, AVP |
| Sai Kumar Shamanna | VP and Head – Human Resource Development – Units, HRD | BE, MBA | 46 | 24 | Aug 21, 2000 | 1,21,83,015 | Denso Haryana Private Limited, Manager – Planning And Procurement |
| Sajit Vijayakumar | VP and Delivery Head, EAS | B.Com, ACA, AICWA | 44 | 20 | Jan 17, 2000 | 1,04,12,555 | ICICI Securities / ICICI Infotech, AVP – Financial Control |
| Saju Sankaran Kutty | AVP and Practice Engagement Manager, CIS | B.Tech | 42 | 19 | Jul 28, 2003 | 84,22,127 | Digital Global Soft, Senior Systems Engineer |
| Saket Singh | AVP and Practice Manager, CIS | BE | 44 | 22 | Dec 29, 1997 | 70,40,371 | L&T Ltd., Engineer |
| Sandeep M. K. | AVP and Product Line Manager, GDLY | BE, ME | 47 | 24 | Feb 1, 1992 | 80,91,725 | IIT Madras, Associate |
| Sandeep Mahindroo | AVP – Financial Controller and Head – Investor Relations, FIN | B.Com (H), CA | 39 | 16 | Jul 17, 2000 | 70,92,610 | Raymond Ltd., Management Trainee – Corp Finance |

| Employee name | Designation | Educational qualification | Age | Experience (in years) | Date of joining | Gross remuneration paid (₹) | Previous employment and designation |
|--|---|---------------------------|-----|-----------------------|-----------------|-----------------------------|--|
| Santhanakrishnan R. | AVP and Principal – Knowledge Services, PLATFORM | BE, MBA | 40 | 18 | Jul 1, 2009 | 61,24,047 | IBPO, Senior Manager |
| Santosh Panpaliya | AVP and HR Business Leader, HRD | BE, PGD | 42 | 19 | Apr 3, 2000 | 61,56,442 | TELCO, Senior Officer |
| Satheesha B. N. | AVP and Lead Principal – Education, Training and Assessment, TAFF | BE | 44 | 23 | May 10, 1993 | 95,10,249 | – |
| Sathyanarayana Krishnamurthy | AVP and Industry Principal, EAS | BE, M.Tech | 49 | 25 | Apr 16, 2007 | 72,35,587 | Enzen Global Solutions Private Limited, AVP |
| Satish G. | AVP and Senior Delivery Manager, ADM | BE | 44 | 21 | Feb 13, 1995 | 79,12,104 | – |
| Satish H. C. | SVP and Service Offering Head, DNA | BE | 44 | 22 | May 2, 1994 | 1,86,30,052 | – |
| Satish Srinivasa Kabadi | Client Solution Head, CIS | Diploma | 42 | 23 | Oct 11, 2010 | 62,34,899 | E4E, Director |
| Satya Prakash Singh | AVP and Delivery Head, EAS | B.Tech | 45 | 22 | Feb 13, 1995 | 81,79,760 | SAIL, Trainee |
| Saurava Mishra | AVP and Practice Manager, CIS | BE | 41 | 20 | Jan 27, 1998 | 83,46,680 | TCS Limited, Project leader |
| Senthil Nathan M. | AVP and Practice Manager, DNA | B.Tech | 42 | 22 | Nov 7, 1994 | 81,19,323 | Parks Controls & Com, Trainee |
| Shaji Mathew | SVP and Service Offering Head, ADM | B.Tech | 45 | 24 | Jun 22, 1992 | 1,82,79,431 | Mukand Limited, Bombay |
| Shamita Chatterjee | SVP and Group Head – Compensation and Benefits and HR Compliance, HRD | B.A. (H), MBA | 46 | 22 | Dec 1, 2011 | 1,33,23,445 | Mercer Consulting Limited, Market Business Leader – South Asia |
| Sharmistha Adhya | AVP and Head – HR Compliance, HRD | B.Tech (H) | 43 | 19 | Mar 22, 2010 | 72,51,169 | Infosys Limited, Delivery Manager |
| Shishank Gupta | AVP and Delivery Head, IVSU | BE | 40 | 19 | Jan 6, 1997 | 1,03,68,396 | – |
| Shripad N. Shanbhag | AVP and Practice Manager, CIS | B.Tech | 46 | 24 | Mar 21, 1992 | 76,70,174 | – |
| Shyam Kumar Doddavula | AVP and Principal Product Architect, PLATFORM | B.Tech, MS | 40 | 19 | Dec 17, 2001 | 82,19,784 | Aztec Software & Tech. Services Limited, Technical Leader |
| Shyam Sundar V. | AVP and Practice Manager – IT Service, Support and Operations, CIS | BE | 48 | 27 | Dec 19, 1994 | 80,52,067 | Monotype India Limited, Senior Customer Support Engineer |
| Siva Kumar Srinivasa Venkata Nandiwada | AVP and Delivery Head, ADM | B.Sc, PGD, M.Sc | 43 | 18 | Jan 2, 2001 | 84,50,417 | I.T. SOLUTIONS, Project Leader |
| Sreekumar Sreedharan | AVP and Practice Manager, EAS | B.Tech, MBA | 47 | 25 | Jul 29, 2002 | 74,39,572 | Satyam Computer Services Limited, Senior Consultant |
| Sridhara N. R. | VP and Head – Audit and Assessments, QLT | B.Sc, M.Sc | 59 | 32 | Jan 1, 1984 | 80,45,183 | BSNL, Technician |
| Srikantan Moorthy | EVP and Head – Global Services, ADM | BE | 53 | 31 | Dec 7, 2000 | 3,39,11,070 | Inventa Corporation, General Manager |
| Srinivas J. | AVP and Principal Technology Architect, ADM | B.Tech | 44 | 22 | Jun 27, 1994 | 73,08,217 | – |
| Srinivas Poosarla | VP and Head – Privacy and Data Protection | B.Tech | 49 | 28 | Sep 21, 1998 | 80,04,418 | Tata Steel, Manager |
| Srinivasa Gopal Sugavanam | AVP and Practice Manager, DNA | BE, MMS | 43 | 20 | Jan 15, 2002 | 65,71,680 | Atos origin India Pvt. Ltd., Consultant Grade IV |
| Srinivasan Govindan | AVP and Senior Delivery Manager, ADM | BE | 48 | 25 | Nov 12, 1998 | 68,94,054 | ITC, Systems Administrator |
| Srinivasan Subramaniam | AVP and Principal Technology Architect, IND | BE | 42 | 21 | Sep 18, 2008 | 70,69,049 | Dubai World, Enterprise Architecture |
| Subrata Kar | AVP and Practice Manager, EAS | B.Sc | 51 | 29 | Nov 21, 2005 | 82,46,711 | Hexaware Technologies Limited, AVP |
| Suman Sasmal | VP and Service Offering Head, ADM | BE, PGDBM | 52 | 29 | Dec 12, 2001 | 1,58,18,774 | RS Software India Limited, VP |
| Sumit Virmani | VP and Head – Marketing, MKTG | B.Com, MBA | 41 | 20 | May 6, 2004 | 1,02,10,953 | Polaris Software Lab Limited, AVP Marketing |
| Sundar K. S. | AVP and Lead Principal – Education, Training and Assessment, TAFF | BE, M.Tech, MS | 47 | 23 | Aug 26, 1998 | 70,34,906 | S.I.T, Teaching |
| Sundaresh Shankaran | AVP and Senior Delivery Manager, ENG | BE | 46 | 25 | Mar 9, 1998 | 78,87,319 | L&T Limited, Product Engineering |
| Sunil Jose | AVP and Senior Delivery Manager, ENG | B.Tech | 47 | 25 | Jun 8, 1994 | 91,82,512 | Motor Indus Software Services Private Limited, Supervisor |
| Sunil Kumar Dhareshwar | VP and Global Head – Taxation and Corporate Accounting, FIN | B.Com, CA | 40 | 20 | Sep 10, 2013 | 1,30,35,659 | News Corporation (ASIA) Limited, Head Of Tax – Asia |
| Suraj George Jacob | AVP and Practice Manager, EAS | BE | 45 | 23 | Jan 13, 2005 | 73,25,198 | Patni Computer Systems Limited, Senior Consultant |
| Suresh Kumar Meda | AVP and Senior Delivery Manager, ADM | BE, PGD | 43 | 20 | Jun 28, 2000 | 63,77,311 | Deutsche Software India Ltd., Asst. System Analyst |

| Employee name | Designation | Educational qualification | Age | Experience (in years) | Date of joining | Gross remuneration paid (₹) | Previous employment and designation |
|---------------------------------------|--|---------------------------|----------|-----------------------|-----------------------------|-----------------------------|--|
| Surya Prakash K. Suryanarayanan M. S. | SVP and Head – Global Services, EAS AVP and Senior Delivery Manager, IVSU | BE B.Sc, MCA | 47 43 | 26 20 | Jul 23, 1990 Aug 2, 1999 | 1,21,60,370 70,06,649 | – Aviation Software Development Consultancy (I) Limited, Systems Engineer |
| Suryaprakash Viswanath Kareenahalli | VP and Service Offering Head, ADM | BE, PGD | 50 | 27 | Oct 15, 2007 | 1,26,24,792 | Wipro Technologies Limited, General Manager |
| Sushil Kumar | AVP and Delivery Head, ADM | BE, PGD | 41 | 21 | Jun 26, 1995 | 70,00,448 | – |
| Thirumala Arohi | AVP and Senior Delivery Manager, ADM | B.Tech | 43 | 21 | Aug 25, 1997 | 70,37,786 | K.T.P.S, General Engineering |
| Thothathri Visvanathan | VP and Delivery Head, ADM | BE, PGCCA | 53 | 30 | Jul 6, 2000 | 1,61,50,566 | CSAI, Senior Consultant |
| Umashankar Malapaka | AVP and Unit Client Solution Head, ECS | BE, PGD | 42 | 19 | Apr 27, 1998 | 61,33,504 | O.M.C. Computers Limited, Developer |
| Varadharaj Venkataraman | AVP and Geo Lead – Talent Acquisition, TAFF | M.Sc (H), MMS | 40 | 17 | Oct 21, 2002 | 69,75,779 | Draft worldwide India Pvt. Ltd., Account Supervisor |
| Varsha Bharat Verma | AVP and Delivery Partner, ADM | Diploma, B.Sc | 50 | 30 | Sep 28, 2001 | 60,97,355 | Infosys Technologies Limited, Consultant |
| Vasavi Lakshmi | AVP and Head – HR Service Delivery, HRD | BCS, MBA | 40 | 19 | Nov 17, 2005 | 76,19,143 | Ramco Systems, Pre Sales Manager |
| Vasudev Kamath | AVP and Unit Risk Manager, CORP | B.Tech | 42 | 20 | Feb 5, 1996 | 74,80,135 | – |
| Vasudeva M. Nayak | SVP and Group Head – Global Mobility and Assurance, TAFF | BBM, PGDM | 58 | 36 | Aug 24, 2011 | 1,51,64,648 | Wipro Technologies Limited, VP |
| Venkat Narayan S. | AVP and Principal Technology Architect, IND | BE | 43 | 22 | Jun 27, 1994 | 87,75,944 | – |
| Venkata Seshu Gulibhi | AVP and Senior Delivery Manager, DNA | B.Sc, M.Sc, M.Tech | 48 | 24 | Feb 21, 1994 | 74,64,163 | UB Informations & Consulting Services, Executive |
| Vibhuti Kumar Dubey | VP and Service Offering Head, EAS | BE, PGD | 51 | 27 | Apr 1, 2002 | 1,22,21,411 | HCL Group, Business Development Manager |
| Vijay Mishra | AVP and Delivery Head, EAS | BE, PGD | 43 | 20 | Jun 8, 1998 | 89,94,023 | The Tata Engineering & Locomotive Co. Limited, Engineer |
| Vijayeendra S. Purohit | VP and Practice Manager – IT Services, CCD | BE | 48 | 26 | Apr 8, 1996 | 91,66,957 | The Printers (Mysore) Limited, Senior Executive |
| Vinayak Prabhakar Hegde | AVP and Delivery Head, IVSU | BE | 43 | 23 | Mar 5, 2007 | 86,82,298 | Wipro Technologies Limited, Delivery Manager |
| Virendra Paliwal | AVP and Product Line Manager, PLATFORM | Diploma, BE, PGDM | 46 | 23 | Aug 28, 1997 | 76,24,118 | Ramco, Production Incharge |
| Vishwanath Kalasapur Narayan | AVP and Principal Technology Architect, CIS | BE, MS | 52 | 23 | Oct 30, 2002 | 66,46,067 | Teraburst Networks Inc., Network Architect |
| Visvanathan Lakshmi Narayan | AVP and Senior Delivery Manager, ADM | B.Sc, MS, MBA | 49 | 28 | Jan 13, 2005 | 73,50,898 | Hexaware Technologies Limited, AVP |
| Visveswara Gupta K. | AVP and Delivery Head, DX | BE | 47 | 24 | Apr 4, 1992 | 1,07,59,045 | – |
| Yashodhan D. Phatak | AVP and Practice Manager, EAS | BE, PGDM | 46 | 22 | Jun 8, 1998 | 65,83,967 | K.S.B. Pumps, Officer |

Note: The above table is based on payouts made during the year.

Employed for part of the year with an average salary above ₹5 lakh per month

| Employee name | Designation | Educational qualification | Age | Experience (in years) | Date of joining | Gross remuneration paid (₹) | Previous employment and designation |
|----------------------------|---|---------------------------|-----|-----------------------|-----------------|-----------------------------|--|
| Avinash Prasad | AVP and Practice Manager, CIS | B.Tech, PGDBA | 43 | 20 | Aug 3, 2015 | 40,39,627 | Wipro Technologies Limited, General Manager |
| Nagaraj Nanjundaram | AVP and Practice Manager, CIS | BE, PGD | 45 | 22 | Oct 5, 2015 | 32,06,600 | EdgeVerve, Senior Director and Product Head |
| Prince Thomas | AVP and Practice Manager, ENG | B.Tech | 44 | 22 | Jul 30, 2015 | 41,77,845 | Infosys Lodestone, Associate Partner |
| Samson Michael David | SVP and Head – Global Services, CIS | BE | 47 | 26 | Apr 21, 2015 | 2,77,63,635 | EdgeVerve Systems Limited, COO and Whole-time Director |
| Sanjay Mahesh Purohit | EVP and Global Head, IGC | BE | 49 | 26 | Apr 21, 2015 | 2,99,73,482 | EdgeVerve Systems Limited, CEO and MD |
| Shankar Krishnamurthy | EVP and Group Head – HRD, HRD | B.A., PG Dip. | 53 | 32 | Oct 26, 2015 | 2,02,03,051 | Philips India, HR Head |
| Venkata Ramana Reddy Gunna | VP and Head – Unit Strategy, Planning and Operations, IGC | B.Tech, MBA | 47 | 23 | Aug 31, 2015 | 40,26,273 | Mindtree Ltd., Head Talent Management |

Note: The above table is based on payouts made during the year.

| Employee name | Designation | Educational qualification | Age | Experience (in years) | Date of leaving | Gross (₹) (Part year / month) | Previous employment and designation |
|---------------------------|---|---|-----|-----------------------|-----------------|-------------------------------|--|
| Abhay M. Kulkarni | VP and Service Offering Head, ADM | BE | 49 | 26 | Apr 24, 2015 | 21,79,727 | TISCO, Graduate Trainee |
| Abhishek Kumar | Principal Product Architect, FINACLE | BE | 35 | 12 | Jul 31, 2015 | 22,42,518 | SAP Labs India, Development Architect |
| Amit Kumar Jain | Engagement Manager, ECS | BE | 38 | 16 | May 15, 2015 | 13,88,528 | KPIT Cummins Infosystems, Module lead |
| Anand Sinha | AVP and Principal Product Architect, FINACLE | B.Sc (H), PG Diploma in Software Enterprise Mgmt, MCA | 41 | 18 | Jul 31, 2015 | 29,94,525 | SAP Labs India, Chief Dev Architect |
| Anindya Sircar | AVP and Principal IP Officer, LEGAL | B.Sc, M.Sc, Ph.D | 46 | 19 | Feb 17, 2016 | 1,17,51,758 | BIOCON Limited, Global Head IPR |
| Anupama Nithyanand | AVP and Lead Principal – Education and Research, TAFF | BE | 47 | 26 | Apr 1, 2015 | 6,81,940 | Wipro Technologies Limited, Manager – Training |
| Arun Kumar Krishnan | VP and Product Delivery Head, FINACLE | BE, M.Sc (Engg) | 52 | 26 | Jul 31, 2015 | 28,22,965 | Welldoc software Pvt. Ltd., VP – Product Development |
| Ashok Virbhan Lalla | AVP and Principal – Marketing Manager, MKTG | B.A., MMM | 44 | 21 | Jun 3, 2015 | 14,05,745 | GROUPEM, Leader Digital South Asia |
| Babu N. S. | AVP and Product Line Manager, FINACLE | B.Sc, M.Sc | 43 | 21 | Jul 31, 2015 | 44,66,769 | Aapson Computers, Developer |
| Balachandran R. | Product Line Manager, FINACLE | BE, PGD | 50 | 24 | Jul 31, 2015 | 21,67,590 | Polari Software Lab Limited, Principal Consultant |
| Balashankar | VP and Head – Business Units Risk Management, CORP | BE | 60 | 36 | Nov 6, 2015 | 60,85,353 | BEL, Manager and Dept. Head of R&D |
| Deepak N. Hoshing | VP and Head – Architecture, FINACLE | B.Tech | 53 | 30 | Jul 31, 2015 | 64,03,441 | Unisys, Senior Systems Analyst |
| Ganesh Gopalakrishnan | SVP and Group Head – Information Systems, IS | BE (H), PGD | 53 | 28 | Apr 15, 2015 | 56,24,767 | Asian Paints (I) Limited, Systems Executive |
| Girish G. Kamat | Product Line Manager, FINACLE | BE | 43 | 20 | Jul 31, 2015 | 20,94,543 | – |
| Guru Raja C. | Industry Principal, FINACLE | B.Sc, CAIIB, M.Sc | 55 | 32 | Jul 31, 2015 | 20,26,384 | Canara Bank, Officer |
| Hemant Govind Kalgaonkar | Delivery Manager, FINACLE | BE | 42 | 20 | Jul 31, 2015 | 21,03,372 | Satyam Computers services Limited, Asst. Consultant |
| Issac Mathew | Principal – Knowledge Services, DNA | B.Tech, MBA | 42 | 16 | May 15, 2015 | 8,03,836 | Ashley marketelligent Private Limited., EVP, Head of Client Services |
| Jasdeep Singh Kaler | AVP and Principal Product Architect, FINACLE | BE | 40 | 19 | Jul 31, 2015 | 28,20,543 | – |
| Mahesh Dutt Kolar | AVP and Regional Manager – Finacle Sales, FINACLE | BE, PGD | 46 | 21 | Jul 31, 2015 | 49,17,179 | Wipro Fluid Power, Executive |
| Mahesh R. | Senior Delivery Manager, FINACLE | B.Sc, M.Sc, PGD | 51 | 32 | Jul 31, 2015 | 20,24,700 | Canara Bank, Manager |
| Mahesh Venkataraman | AVP and Delivery Head, IVSU | B.Tech | 49 | 27 | Aug 14, 2015 | 34,22,633 | Wipro Technologies Limited, General Manager |
| Mala Chandrasekhar | SVP and Group Head – Business Finance, FIN | B.Com, ACA | 43 | 17 | Oct 12, 2015 | 71,50,409 | Ford India Limited, Financial Analyst |
| Manish Narayan Savaji | Lead Consultant, FINACLE | B.Sc Tech, B.Sc | 47 | 22 | Jul 31, 2015 | 21,61,976 | Accenture, Senior Manager |
| Manisha Banthia | Principal – Knowledge Services, DNA | B.Sc, MBA | 45 | 20 | Jun 5, 2015 | 11,34,421 | IBPO, PR – Group Manager |
| Mohan Kumar K. L. | AVP and Senior Delivery Manager, FINACLE | B.Sc, CAIIB | 49 | 28 | Jul 31, 2015 | 35,03,617 | Vijaya Bank, Assistant Manager |
| Naresh Kumar K. | AVP and Product Line Manager, FINACLE | BE | 47 | 25 | Jul 31, 2015 | 40,25,700 | – |
| Nishikant Nigam | VP and Delivery Head, CIS | B.Tech | 42 | 20 | Apr 2, 2015 | 15,65,151 | – |
| Pandiyaraj Kumar Rajamony | AVP and Practice Manager, CIS | BE | 44 | 21 | Oct 22, 2015 | 55,48,959 | ANZ Information Technology, Associate PM |
| Prasad C. | AVP and Lead Product Manager, FINACLE | BE | 43 | 21 | Jul 31, 2015 | 38,24,995 | Grasim Industries, Trainee |
| Praveen Gulabrani | Industry Principal, ADM | B.Tech, ME | 44 | 21 | Apr 23, 2015 | 8,27,464 | Sapient Corpn, Sr. Software Engineer |
| Rahul Goyal | Delivery Manager, ADM | BE | 41 | 18 | Apr 29, 2015 | 5,79,154 | – |
| Rahul Shah | AVP and Industry Principal, EAS | B.Tech, PGD | 45 | 21 | Oct 30, 2015 | 51,67,733 | IBPO, PR – AVP – OPERATIONS |
| Rajasekaran K. S. | Industry Principal, FINACLE | B.Sc, PGD, M.Sc | 57 | 32 | Jul 31, 2015 | 21,49,364 | – |
| Rajashekara V. Maiya | AVP and Principal – Product Strategy, FINACLE | B.Com, M.Com, CA | 43 | 20 | Jul 31, 2015 | 47,18,706 | Vishnu Bharat & Company, Auditor |
| Rajendra Awasthi | Senior Delivery Manager, FINACLE | Advanced Diploma, BE (H), PGD | 50 | 24 | Jul 31, 2015 | 23,18,202 | Temenos USA Inc, Project Director |

| Employee name | Designation | Educational qualification | Age | Experience (in years) | Date of leaving | Gross (₹) (Part year / month) | Previous employment and designation |
|--------------------------------|---|---------------------------|-----|-----------------------|-----------------|-------------------------------|--|
| Rajesh Shankaran | Delivery Manager, FINACLE | BCS, MBA | 43 | 21 | Jul 31, 2015 | 20,29,991 | Logicacmg India, Head Direct Sales |
| Rajiv Bansal | EVP and Chief Financial Officer, FIN | B.Com (H), CA, ICWAI | 43 | 21 | Dec 31, 2015 | 10,05,73,319 | Tata Technologies (I) Limited, Finance Manager |
| Raktim Singh | Product Line Manager, FINACLE | B.Tech | 42 | 20 | Jul 31, 2015 | 21,11,408 | – |
| Rama Mohan Venkata Kadayinti | VP and Head – Business Excellence, QLTY | BE, M.Tech | 46 | 22 | Sep 7, 2015 | 67,14,869 | IBPO, AVP – Quality |
| Ramakrishnan K. R. | Product Line Manager, FINACLE | B.Com, ACS, CAIIB | 52 | 32 | Jul 31, 2015 | 22,52,365 | Canara Bank, Officer |
| Ramchandran V. | Engagement Manager, FINACLE | BCS, MBA | 42 | 17 | Jul 31, 2015 | 21,14,258 | Oracle financial services software Ltd., Consulting practice Director |
| Roshan Kumar Subudhi | AVP and Delivery Head, EAS | B.Tech, PGD | 44 | 19 | Oct 9, 2015 | 55,53,147 | Sierra Atlantic Software Services Limited, VP – Enterprise Applications |
| Sanjay Jalona | EVP and Segment Head, MFG | M.Sc | 47 | 25 | Aug 7, 2015 | 2,05,36,459 | Gemplus India Private Limited, Director |
| Savio D'Souza | VP and General Manager – IP Deployment and Commercialization, DNA | B.Sc, MCA | 46 | 23 | Aug 31, 2015 | 27,18,264 | – |
| Sheenam Ohrie | VP and Delivery Head, FINACLE | BE | 45 | 23 | Jul 31, 2015 | 39,48,172 | SAP Labs India, VP |
| Siddarth Arvind Shah | Engagement Manager, MFG | B.Com, PGD | 37 | 14 | May 19, 2015 | 10,49,112 | E&Y, Asst. Manager – Markets |
| Siva Subramaniam G. V. | Product Line Manager, FINACLE | B.Com | 40 | 20 | Jul 31, 2015 | 22,41,893 | ICICI Bank Home Finance Co.Ltd., Head – All India Branch Operations |
| Srinivas Padmanabhuni | AVP and Principal Research Scientist, CORPTECH | B.Tech, M.Tech, Ph.D | 46 | 17 | Oct 26, 2015 | 40,49,184 | Firewhite Inc., Software Architect |
| Srinivasan Ayyamoni | Lead Consultant, EAS | B.Com, ACA | 41 | 18 | Apr 30, 2015 | 5,04,489 | Scope international (p) Ltd. Standard Chartered Bank, Level 4 Business Analyst |
| Sudir Babu N. P. | AVP and Senior Delivery Manager, FINACLE | B.Sc, PGD | 49 | 28 | Jul 31, 2015 | 24,19,485 | First computer, Corporate Manager – Operations |
| Suhas Bhaurao Patil | Business Development Manager, FINACLE | Diploma, BCS, MMSc. | 46 | 25 | Jul 31, 2015 | 24,65,132 | Aurion pro solutions Limited, VP – Sales |
| Sukanya Ghosh | AVP and Principal – Marketing Manager, MKTG | B.A. (H) | 46 | 23 | Dec 1, 2015 | 42,73,591 | HSBC Electronic Data Processing India Limited, SVP |
| Sunil Kumar Gupta | VP and Service Offering Head, FINACLE | BE | 51 | 18 | Jul 31, 2015 | 97,03,213 | Logica, Chief Operating Officer |
| Sunil Kumar Mishra | Industry Principal, FINACLE | B.Tech, PGDBM | 41 | 18 | Jul 31, 2015 | 29,92,161 | Accenture Services Private Limited, Senior Manager |
| Uday Kiran Kotla | AVP and Principal Technology Architect, DIS | BE, MS | 41 | 19 | Apr 21, 2015 | 15,71,623 | Thought-matrix, Managing Architect |
| Venkata Subrahmanyam Chivukula | Principal Technology Architect, FINACLE | B.Tech | 41 | 19 | Jul 31, 2015 | 20,11,339 | Prism Informatics, Software Engineer |
| Venkataramanan T. S. | VP and Product Delivery Head, FINACLE | BE | 51 | 29 | Jul 31, 2015 | 63,84,105 | TELCO Limited, Senior Systems Officer |
| Venkatesh S. G. | AVP and Delivery Head, FINACLE | BE, MBA | 46 | 23 | Jul 31, 2015 | 34,16,041 | Infosys, delivery Manager |
| Venkatesh Vaidyanathan | VP and Product Delivery Head, FINACLE | B.Sc, MCA | 48 | 24 | Jul 31, 2015 | 39,15,949 | SAP Labs India, Vice President |
| Venkatramana Gosavi | VP and Regional Head, FINACLE | BE, MBA | 51 | 26 | Jul 31, 2015 | 72,31,994 | Ramco Systems, Country Manager – India and Middle East |
| Vinay C. S. | AVP and Associate Regional Manager – Finacle Sales, FINACLE | BE | 47 | 23 | Jul 31, 2015 | 26,61,297 | ARK Technologies, Manager |
| Vishnu G. Bhat | SVP and Unit Head, CIS | BE | 47 | 23 | Apr 10, 2015 | 28,85,619 | R.V. College Of Engineering, Lecturer |

Note: The above table is based on payouts made during the year.

for and on behalf of the Board of Directors



R. Seshasayee
Chairman



Dr. Vishal Sikka
Chief Executive Officer and
Managing Director

Bangalore
April 15, 2016

Legend

| Designations at Infosys | |
|-------------------------|--------------------------|
| AVP | Associate Vice President |
| EVP | Executive Vice President |
| SVP | Senior Vice President |
| VP | Vice President |

| Units at Infosys | |
|------------------|---|
| ADM | Application Development and Maintenance |
| CCD | Computers and Communication Division |
| CDG | Communication Design Group |
| CIS | Cloud and Infrastructure Services |
| CORP | Corporate |
| CORPSTGY | Corporate Strategy |
| CORPTECH | Corporate Technology |
| DIS | Digital and Integration Services |
| DNA | Data and Analytics |
| DX | Digital Experience |

| Units at Infosys | |
|------------------|---|
| EAS | Enterprise Application Package Services |
| ECS | Energy & utilities, Communications and Services |
| ENG | Engineering Services |
| FAC | Facilities |
| FIN | Finance |
| FINACLE | Finacle |
| GDLY | Global Delivery |
| HRD | Human Resource Department |
| IGC | Infosys Consulting |
| IND | India Business Unit |
| IS | Information Systems |
| ISG | Information Security Group |
| IVSU | Independent Validation Solutions |
| LEGAL | Legal |
| MFG | Manufacturing |

| Units at Infosys | |
|------------------|--|
| MKTG | Marketing |
| MRCL | Manufacturing, Retail, Consumer packaged goods and Logistics |
| PLATFORM | Platforms |
| PURC | Purchase |
| QLTY | Quality |
| TAFF | Talent Fulfilment |

Annexure 4 – Auditors’ certificate on corporate governance

To

The Members of Infosys Limited

We have examined the compliance of conditions of Corporate Governance by Infosys Limited (‘the Company’), for the year ended 31 March 2016, as stipulated in Clause 49 of the Listing Agreement (‘Listing Agreement’) of the Company with the stock exchanges for the period 1 April 2015 to 30 November 2015 and as per the relevant provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (‘Listing Regulations’) as referred to in Regulation 15(2) of the Listing Regulations for the period 1 December 2015 to 31 March 2016.

The compliance of conditions of Corporate Governance is the responsibility of the Management. Our examination was limited to procedures and implementation thereof, adopted by the Company for ensuring the compliance of the conditions of Corporate Governance. It is neither an audit nor an expression of opinion on the financial statements of the Company.

In our opinion and to the best of our information and according to the explanations given to us, we certify that the Company has complied with the conditions of Corporate Governance as stipulated in the above-mentioned Listing Agreement / Listing Regulations, as applicable.

We further state that such compliance is neither an assurance as to the future viability of the Company nor the efficiency or effectiveness with which the Management has conducted the affairs of the Company.

for B S R & Co. LLP
Chartered Accountants

Firm's registration number: 101248W/W-100022



Supreet Sachdev
Partner

Membership number 205385

Bangalore
15 April, 2016

Annexure 5 – Secretarial audit report for the financial year ended March 31, 2016

(Pursuant to section 204 (1) of Companies Act 2013 and Rule No. 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014)

To,
The Members, Infosys Limited, Bangalore

I have conducted the secretarial audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by INFOSYS LIMITED (hereinafter called the Company). Secretarial Audit was conducted in a manner that provided me a reasonable basis for evaluating the corporate conducts / statutory compliances and expressing my opinion thereon.

Based on my verification of the Company's books, papers, minute books, forms and returns filed and other records maintained by the Company and also the information provided by the Company, its officers, agents and authorized representatives during the conduct of secretarial audit, I hereby report that in my opinion, the Company has, during the audit period covering the financial year ended on March 31, 2016 complied with the statutory provisions listed hereunder and also that the Company has proper Board-processes and compliance-mechanism in place to the extent, in the manner and subject to the reporting made hereinafter:

I have examined the books, papers, minute books, forms and returns filed and other records maintained by the Company for the financial year ended on March 31, 2016 and made available to me, according to the provisions of:

- i. The Companies Act, 2013 (the Act) and the rules made thereunder;
- ii. The Securities Contracts (Regulation) Act, 1956 ('SCRA') and the rules made thereunder;
- iii. The Depositories Act, 1996 and the regulations and Bye-laws framed thereunder;
- iv. Foreign Exchange Management Act, 1999 and the rules and regulations made thereunder to the extent of Foreign Direct Investment and Overseas Direct Investment;
- v. The following regulations and guidelines prescribed under the Securities and Exchange Board of India Act, 1992 ('SEBI Act'):
 - a) The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011;
 - b) The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992;
 - c) The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2009;
 - d) The Securities and Exchange Board of India (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999; and
 - e) The Securities and Exchange Board of India (Registrars to Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client.
- vi. Other laws applicable specifically to the Company, namely:
 - a) Information Technology Act, 2000 and the rules made thereunder;
 - b) Special Economic Zones Act, 2005 and the rules made thereunder;
 - c) Software Technology Parks of India rules and regulations;
 - d) The Indian Copy Rights Act, 1957;
 - e) The Patents Act, 1970; and
 - f) The Trade Marks Act, 1999.

I have also examined compliance with the applicable clauses of the following: (i) Secretarial Standards issued by The Institute of Company Secretaries of India, (ii) The Listing Agreements entered into by the Company with Stock Exchanges in India.

I report that, during the year under review, the Company has complied with the provisions of the Acts, rules, regulations and guidelines mentioned above. I further report that, there were no events / actions in pursuance of:

- a) The Securities and Exchange Board of India (Issue and Listing of Debt Securities) Regulations, 2008;
- b) The Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2009; and
- c) The Securities and Exchange Board of India (Buyback of Securities) Regulations, 1998, requiring compliance thereof by the Company during the financial year.

I further report that, based on the information provided and the representation made by the Company and also on the review of the compliance reports of Company Secretary / Chief Executive Officer taken on record by the Board of Directors of the Company, in my opinion, adequate systems and processes exist in the Company to monitor and ensure compliance with provisions of applicable general laws like labour laws and environmental laws.

I further report that, the compliance by the Company of applicable financial laws like direct and indirect tax laws and maintenance of financial records and books of accounts has not been reviewed in this Audit since the same have been subject to review by statutory financial audit and other designated professionals.

I further report that, the Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors and Independent Directors. The changes in the composition of the Board of Directors that took place during the period under review were carried out in compliance with the provisions of the Act.

Adequate notice is given to all directors to schedule the Board Meetings, agenda and detailed notes on agenda were sent at least seven days in advance to all Directors, and a system exists for seeking and obtaining further information and clarifications on the agenda items before the meeting and for meaningful participation at the meeting.

As per the minutes of the meetings duly recorded and signed by the Chairman the decisions of the Board were unanimous and no dissenting views have been recorded.

I further report that, there are adequate systems and processes in the Company commensurate with the size and operations of the Company to monitor and ensure compliance with applicable laws, rules, regulations and guidelines.

I report further that, during the audit period, except Issue of Bonus Equity Shares, there were no other specific events / actions in pursuance of the above referred laws, rules, regulations, guidelines, etc., having a major bearing on the Company's affairs.



P. G. Hegde

Hegde & Hegde
Company Secretaries

Bangalore
April 15, 2016

FCS:1325 / C.P.No: 640

Annexure 6 – Extract of Annual Return

Form No. MGT-9

[Pursuant to Section 92(3) of the Companies Act, 2013 and Rule 12(1) of the Companies (Management and Administration) Rules, 2014]

Registration and other details

| | |
|---|--|
| Corporate Identity Number (CIN) of the company | L 8 5 1 1 0 K A 1 9 8 1 P L C 0 1 3 1 1 5 |
| Registration date | July 02, 1981 |
| Name of the company | Infosys Limited |
| Category / sub-category of the company | Information Technology and Information Technology Enabling Services |
| Address of the registered office and contact details | Electronics City, Hosur Road, Bangalore, Karnataka, India Tel: 91 80 2852 0261 Fax: 91 80 2852 0362 Email: investors@infosys.com website: www.infosys.com |
| Listed company (Yes / No) | Yes |
| Name, address and contact details of Registrar and transfer agent | Karvy Computershare Private Limited Unit : Infosys Limited, Karvy Selenium Tower B Plot 31-32, Gachibowli, Financial District Nanakramguda, Hyderabad – 500 032 Contact person Shobha Anand <i>Assistant General Manager</i> Tel: 91 40 67161559 Email: shobha.anand@karvy.com |

Principal business activities of the Company

| Name and description of main products / services | NIC code of the product / service | % to total turnover of the Company |
|--|-----------------------------------|------------------------------------|
| Computer programming, consultancy and related activities | 620 | 100 |

Particulars of holding, subsidiary and associate companies

| Name of the parties | Country | CIN / GLN | Holding / Subsidiary / Associate | % holding as at March 31, 2016 | Applicable section |
|--|----------------|-----------------------|----------------------------------|--------------------------------|--------------------|
| Infosys Consulting Holding AG (<i>Infosys Lodestone</i>) (formerly <i>Lodestone Holding AG</i>) | Switzerland | | Subsidiary | 100 | Section 2(87) |
| Infosys Consulting GmbH (formerly <i>Lodestone Management Consultants GmbH</i>) | Germany | | Subsidiary | 100 | Section 2(87) |
| Infosys Management Consulting Pty. Limited (formerly <i>Lodestone Management Consultants Pty. Limited</i>) | Australia | | Subsidiary | 100 | Section 2(87) |
| Infosys Consulting AG (formerly <i>Lodestone Management Consultants AG</i>) | Switzerland | | Subsidiary | 100 | Section 2(87) |
| Lodestone GmbH (formerly <i>Hafner Bauer & Odman GmbH</i>) | Switzerland | | Subsidiary | 100 | Section 2(87) |
| Lodestone Management Consultants Co., Ltd. | China | | Subsidiary | 100 | Section 2(87) |
| Infosys Consulting s.r.o. (formerly <i>Lodestone Management Consultants s.r.o.</i>) | Czech Republic | | Subsidiary | 100 | Section 2(87) |
| Lodestone Management Consultants GmbH | Austria | | Subsidiary | 100 | Section 2(87) |
| Infosys Consulting SAS (formerly <i>Lodestone Management Consultants SAS</i>) | France | | Subsidiary | 100 | Section 2(87) |
| Infy Consulting Company Limited (formerly <i>Lodestone Management Consultants Ltd.</i>) | U.K. | | Subsidiary | 100 | Section 2(87) |
| Infy Consulting B.V. (formerly <i>Lodestone Management Consultants B.V.</i>) | Netherlands | | Subsidiary | 100 | Section 2(87) |
| Infosys Consulting Sp. Z o.o. (formerly <i>Lodestone Management Consultants Sp. z o.o.</i>) | Poland | | Subsidiary | 100 | Section 2(87) |
| Lodestone Management Consultants Portugal, Unipessoal, Lda | Portugal | | Subsidiary | 100 | Section 2(87) |
| S.C. Infosys Consulting S.R.L. (formerly <i>SC Lodestone Management Consultants S.R.L.</i>) | Romania | | Subsidiary | 100 | Section 2(87) |
| Infosys Consulting Pte Ltd. (formerly <i>Lodestone Management Consultants Pte Ltd</i>) | Singapore | | Subsidiary | 100 | Section 2(87) |
| Lodestone Management Consultants Inc. | U.S. | | Subsidiary | 100 | Section 2(87) |
| Lodestone Management Consultants (Belgium) S.A. | Belgium | | Subsidiary | 99.90 | Section 2(87) |
| Infosys Consulting Ltda. (formerly <i>Lodestone Management Consultants Ltda.</i>) | Brazil | | Subsidiary | 99.99 | Section 2(87) |
| Lodestone Augmentis AG | Switzerland | | Subsidiary | 100 | Section 2(87) |
| Infosys Consulting S.R.L. (formerly <i>Lodestone Management Consultants S.R.L.</i>) | Argentina | | Subsidiary | 100 | Section 2(87) |
| Infosys BPO Limited (<i>Infosys BPO</i>) | India | U72200KA2002PLC030310 | Subsidiary | 99.98 | Section 2(87) |
| EdgeVerve Systems Limited (<i>EdgeVerve</i>) | India | U72200KA2014PLC073660 | Subsidiary | 100 | Section 2(87) |
| Infosys Technologies (China) Co. Limited (<i>Infosys China</i>) | China | | Subsidiary | 100 | Section 2(87) |
| Infosys Technologies (Shanghai) Company Limited (<i>Infosys Shanghai</i>) | China | | Subsidiary | 100 | Section 2(87) |
| Infosys Public Services, Inc. (<i>Infosys Public Services</i>) | U.S. | | Subsidiary | 100 | Section 2(87) |
| Infosys Americas Inc. (<i>Infosys Americas</i>) | U.S. | | Subsidiary | 100 | Section 2(87) |
| Infosys Tecnologia do Brasil Ltda. (<i>Infosys Brasil</i>) | Brazil | | Subsidiary | 100 | Section 2(87) |
| Infosys Technologies S. de R. L. de C. V. (<i>Infosys Mexico</i>) | Mexico | | Subsidiary | 100 | Section 2(87) |
| Infosys Technologies (Sweden) AB (<i>Infosys Sweden</i>) | Sweden | | Subsidiary | 100 | Section 2(87) |
| Infosys (Czech Republic) Limited s.r.o. (formerly <i>Infosys BPO s.r.o.</i>) | Czech Republic | | Subsidiary | 99.98 | Section 2(87) |
| Infosys Poland Sp. z o.o. (formerly <i>Infosys BPO (Poland) Sp Z.o.o.</i>) | Poland | | Subsidiary | 99.98 | Section 2(87) |
| Infosys McCamish Systems LLC | U.S. | | Subsidiary | 99.98 | Section 2(87) |
| Portland Group Pty. Limited | Australia | | Subsidiary | 99.98 | Section 2(87) |
| Infosys Technologies (Australia) Pty. Limited (<i>Infosys Australia</i>) | Australia | | Subsidiary | 100 | Section 2(87) |
| Infosys Nova Holdings LLC (<i>Infosys Nova</i>) | U.S. | | Subsidiary | 100 | Section 2(87) |
| Panaya Inc. (<i>Panaya</i>) | U.S. | | Subsidiary | 100 | Section 2(87) |
| Panaya Ltd. | Israel | | Subsidiary | 100 | Section 2(87) |
| Panaya GmbH | Germany | | Subsidiary | 100 | Section 2(87) |
| Panaya Japan Co. Ltd. | Japan | | Subsidiary | 100 | Section 2(87) |
| Skava Systems Pvt. Ltd. (<i>Skava Systems</i>) | India | U72200TZ2003PTC010618 | Subsidiary | 100 | Section 2(87) |
| Kallidus Inc. (Kallidus) | U.S. | | Subsidiary | 100 | Section 2(87) |
| Noah Consulting LLC (<i>Noah</i>) | U.S. | | Subsidiary | 100 | Section 2(87) |
| Noah Information Management Consulting Inc. (<i>Noah Canada</i>) | Canada | | Subsidiary | 100 | Section 2(87) |
| DWA Nova LLC | U.S. | | Associate | 16 | Section 2(6) |

Notes:

1. Infosys BPO S. de R.L. de C.V has been liquidated effective March 15, 2016.

2. Following companies are yet to commence operations:

- Infosys BPO Americas LLC
- Infosys Canada Public Services Ltd.
- Panaya Pty. Ltd.

Shareholding pattern (Equity share capital break-up as percentage of total equity)

(i) Category-wise shareholding

| Category code | Category of shareholder | No. of shares held at the beginning of the year | | | | No. of shares held at the end of the year | | | | % change during the year |
|---|--|---|-----------|----------------|-------------------|---|-----------|----------------|----------------------------------|--------------------------|
| | | Demat | Physical | Total | % of total shares | Demat | Physical | Total | % of total shares ⁽¹⁾ | |
| (I) | (II) | (III) | (IV) | (V) | (VI) | (VII) | (VIII) | (IX) | (X) | (XI) |
| (A) Promoter and promoter group | | | | | | | | | | |
| (1) Indian | | | | | | | | | | |
| | (a) Individual / HUF | 15,02,15,636 | – | 15,02,15,636 | 13.08 | 29,28,06,199 | – | 29,28,06,199 | 12.75 | (0.33) |
| | (b) Central government | – | – | – | – | – | – | – | – | – |
| | (c) State government(s) | – | – | – | – | – | – | – | – | – |
| | (d) Bodies corporate | – | – | – | – | – | – | – | – | – |
| | (e) Banks / Financial institutions | – | – | – | – | – | – | – | – | – |
| | (f) Any other | – | – | – | – | – | – | – | – | – |
| | Sub-total A(1) | 15,02,15,636 | – | 15,02,15,636 | 13.08 | 29,28,06,199 | – | 29,28,06,199 | 12.75 | (0.33) |
| (2) Foreign | | | | | | | | | | |
| | (a) Individuals (NRIs / Foreign individuals) | – | – | – | – | – | – | – | – | – |
| | (b) Other individuals | – | – | – | – | – | – | – | – | – |
| | (c) Bodies corporate | – | – | – | – | – | – | – | – | – |
| | (d) Banks / Financial institutions | – | – | – | – | – | – | – | – | – |
| | (e) Any other | – | – | – | – | – | – | – | – | – |
| | Sub-total A(2) | – | – | – | – | – | – | – | – | – |
| Total shareholding of promoters A=A(1)+A(2) | | 15,02,15,636 | – | 15,02,15,636 | 13.08 | 29,28,06,199 | – | 29,28,06,199 | 12.75 | (0.33) |
| (B) Public shareholding | | | | | | | | | | |
| (1) Institutions | | | | | | | | | | |
| | (a) Mutual funds / UTI | 6,07,84,954 | – | 6,07,84,954 | 5.29 | 15,23,60,913 | – | 15,23,60,913 | 6.63 | 1.34 |
| | (b) Banks / Financial institutions | 7,25,435 | – | 7,25,435 | 0.06 | 10,88,363 | – | 10,88,363 | 0.05 | (0.01) |
| | (c) Central government | – | – | – | – | – | – | – | – | – |
| | (d) State government(s) | – | – | – | – | – | – | – | – | – |
| | (e) Venture capital funds | – | – | – | – | – | – | – | – | – |
| | (f) Insurance companies | 11,19,10,924 | – | 11,19,10,924 | 9.74 | 24,74,20,991 | – | 24,74,20,991 | 10.77 | 1.03 |
| | (g) Foreign institutional investors | 43,59,60,562 | 19,200 | 43,59,79,762 | 37.96 | 52,01,79,413 | 12,800 | 52,01,92,213 | 22.65 | (15.31) |
| | (h) Foreign venture capital funds | – | – | – | – | – | – | – | – | – |
| | (i) Any other | – | – | – | – | – | – | – | – | – |
| | Sub-total B(1) | 60,93,81,875 | 19,200 | 60,94,01,075 | 53.06 | 92,10,49,680 | 12,800 | 92,10,62,480 | 40.10 | (12.96) |
| (2) Non-institutions | | | | | | | | | | |
| | (a) Bodies corporate | 92,55,388 | 25,600 | 92,80,988 | 0.81 | 1,76,76,850 | 51,200 | 1,77,28,050 | 0.77 | (0.04) |
| | (b) Individuals | | | | | | | | | |
| | (i) Individuals holding nominal share capital up to ₹ 1 lakh | 6,45,97,620 | 9,83,912 | 6,55,81,532 | 5.71 | 11,17,72,259 | 7,37,345 | 11,25,09,604 | 4.90 | (0.82) |
| | (ii) Individuals holding nominal share capital in excess of ₹ 1 lakh | 4,19,53,512 | 14,53,800 | 4,34,07,312 | 3.78 | 10,62,34,240 | 40,22,896 | 11,02,57,136 | 4.80 | 1.02 |
| | (c) Any other | | | | | | | | | |
| | (i) Foreign bodies-DR | 4,85,371 | – | 4,85,371 | 0.04 | 2,15,185 | – | 2,15,185 | 0.01 | (0.03) |
| | (ii) Foreign portfolio investor | 5,86,37,491 | – | 5,86,37,491 | 5.11 | 40,40,52,549 | – | 40,40,52,549 | 17.59 | 12.48 |
| | (iii) NRI / OCB | 1,75,52,821 | 3,205 | 1,75,56,026 | 1.53 | 3,49,74,684 | 6,410 | 3,49,81,094 | 1.52 | (0.01) |
| | (iv) Trusts ⁽²⁾ | 78,32,920 | – | 78,32,920 | 0.68 | 1,80,14,430 | – | 1,80,14,430 | 0.78 | 0.10 |
| | Sub-total B(2) | 20,03,15,123 | 24,66,517 | 20,27,81,640 | 17.66 | 69,29,40,197 | 48,17,851 | 69,77,58,048 | 30.37 | 12.72 |
| Total public shareholding total B=B(1)+B(2) | | 80,96,96,998 | 24,85,717 | 81,21,82,715 | 70.72 | 1,61,39,89,877 | 48,30,651 | 1,61,88,20,528 | 70.47 | (0.24) |
| Total (A+B) | | 95,99,12,634 | 24,85,717 | 96,23,98,351 | 83.80 | 1,90,67,96,076 | 48,30,651 | 1,91,16,26,727 | 83.22 | (0.58) |
| (C) Shares held by custodians for ADRs | | | | | | | | | | |
| | | 18,60,73,981 | – | 18,60,73,981 | 16.20 | 38,53,17,937 | – | 38,53,17,937 | 16.78 | (0.58) |
| Grand total (A+B+C) | | 1,14,59,86,615 | 24,85,717 | 1,14,84,72,332 | 100.00 | 2,29,21,14,013 | 48,30,651 | 2,29,69,44,664 | 100.00 | – |

⁽¹⁾ The total number of shares has increased due to issuance of bonus shares in June 2015 in the ratio of 1:1.

⁽²⁾ Includes 56,67,200 and 1,13,23,576 shares held by Infosys Limited Employees Welfare Trust which is a Employee Benefit Trust as per SEBI (Share Based Employee Benefits) Regulations, 2014 at the beginning and end of the year respectively and is a non-promoter and non-public shareholding.

(ii) Shareholding of promoters

| Name of the shareholder | Shareholding at the beginning of the year | | | Shareholding at the end of the year | | | % change in share holding during the year |
|-------------------------|---|----------------------------------|--|-------------------------------------|----------------------------------|--|---|
| | No. of shares | % of total shares of the Company | % of shares pledged / encumbered to total shares | No. of shares | % of total shares of the Company | % of shares pledged / encumbered to total shares | |
| Sudha Gopalakrishnan | 2,45,89,250 | 2.14 | – | 4,91,78,500 | 2.14 | – | – |
| Rohan Murty | 1,58,99,564 | 1.38 | – | 3,17,99,128 | 1.38 | – | – |
| S. Gopalakrishnan | 1,33,13,452 | 1.16 | – | 2,16,26,904 | 0.94 | – | (0.22) |
| Nandan M. Nilekani | 1,06,91,740 | 0.93 | – | 2,13,83,480 | 0.93 | – | – |
| Akshata Murty | 1,02,12,824 | 0.89 | – | 2,04,25,648 | 0.89 | – | – |
| Asha Dinesh | 1,00,94,964 | 0.88 | – | 2,01,89,928 | 0.88 | – | – |
| Sudha N. Murty | 90,29,320 | 0.79 | – | 1,80,58,640 | 0.79 | – | – |
| Rohini Nilekani | 90,02,348 | 0.78 | – | 1,80,04,696 | 0.78 | – | – |
| Dinesh Krishnaswamy | 84,93,074 | 0.74 | – | 1,69,86,148 | 0.74 | – | – |
| Shreyas Shibulal | 73,52,464 | 0.64 | – | 1,46,79,855 | 0.64 | – | – |
| Shruti Shibulal | 73,43,848 | 0.64 | – | 1,36,87,696 | 0.60 | – | (0.04) |
| S. D. Shibulal | 49,39,422 | 0.43 | – | 88,28,844 | 0.38 | – | (0.05) |
| N. R. Narayana Murthy | 43,59,344 | 0.38 | – | 87,18,688 | 0.38 | – | – |
| Nihar Nilekani | 33,31,620 | 0.29 | – | 66,63,240 | 0.29 | – | – |
| Janhavi Nilekani | 33,31,582 | 0.29 | – | 66,63,164 | 0.29 | – | – |
| Kumari Shibulal | 30,22,088 | 0.26 | – | 54,94,176 | 0.24 | – | (0.02) |
| Divya Dinesh | 20,00,000 | 0.17 | – | 40,00,000 | 0.17 | – | – |
| Deeksha Dinesh | 20,00,000 | 0.17 | – | 40,00,000 | 0.17 | – | – |
| Meghana | 12,08,732 | 0.11 | – | 24,17,464 | 0.11 | – | – |

Note: The total number of shares has increased due to the issuance of bonus shares in June 2015 in the ratio 1:1.

(iii) Change in promoters' shareholding

| Name of the shareholder | Shareholding at the beginning of the year | | Cumulative shareholding during the year | |
|---------------------------------------|---|----------------------------------|---|----------------------------------|
| | No. of shares | % of total shares of the Company | No. of shares | % of total shares of the Company |
| Sudha Gopalakrishnan | | | | |
| At the beginning of the year | 2,45,89,250 | 2.14 | 2,45,89,250 | 2.14 |
| Bonus shares credited on Jun 22, 2015 | 2,45,89,250 | – | 4,91,78,500 | 2.14 |
| At the end of the year | | | 4,91,78,500 | 2.14 |
| Rohan Murty | | | | |
| At the beginning of the year | 1,58,99,564 | 1.38 | 1,58,99,564 | 1.38 |
| Bonus shares credited on Jun 22, 2015 | 1,58,99,564 | – | 3,17,99,128 | 1.38 |
| At the end of the year | | | 3,17,99,128 | 1.38 |
| S. Gopalakrishnan | | | | |
| At the beginning of the year | 1,33,13,452 | 1.16 | 1,33,13,452 | 1.16 |
| Bonus shares credited on Jun 22, 2015 | 1,33,13,452 | – | 2,66,26,904 | 1.16 |
| Sale on Mar 10, 2016 | (50,00,000) | (0.22) | 2,16,26,904 | 0.94 |
| At the end of the year | | | 2,16,26,904 | 0.94 |
| Nandan M. Nilekani | | | | |
| At the beginning of the year | 1,06,91,740 | 0.93 | 1,06,91,740 | 0.93 |
| Bonus shares credited on Jun 22, 2015 | 1,06,91,740 | – | 2,13,83,480 | 0.93 |
| At the end of the year | | | 2,13,83,480 | 0.93 |
| Akshata Murty | | | | |
| At the beginning of the year | 1,02,12,824 | 0.89 | 1,02,12,824 | 0.89 |
| Bonus shares credited on Jun 22, 2015 | 1,02,12,824 | – | 2,04,25,648 | 0.89 |
| At the end of the year | | | 2,04,25,648 | 0.89 |
| Asha Dinesh | | | | |
| At the beginning of the year | 1,00,94,964 | 0.88 | 1,00,94,964 | 0.88 |
| Bonus shares credited on Jun 22, 2015 | 1,00,94,964 | – | 2,01,89,928 | 0.88 |
| At the end of the year | | | 2,01,89,928 | 0.88 |
| Sudha N. Murty | | | | |
| At the beginning of the year | 90,29,320 | 0.79 | 90,29,320 | 0.79 |
| Bonus shares credited on Jun 22, 2015 | 90,29,320 | – | 1,80,58,640 | 0.79 |
| At the end of the year | | | 1,80,58,640 | 0.79 |
| Rohini Nilekani | | | | |
| At the beginning of the year | 90,02,348 | 0.78 | 90,02,348 | 0.78 |
| Bonus shares credited on Jun 22, 2015 | 90,02,348 | – | 1,80,04,696 | 0.78 |
| At the end of the year | | | 1,80,04,696 | 0.78 |
| Dinesh Krishnaswamy | | | | |
| At the beginning of the year | 84,93,074 | 0.74 | 84,93,074 | 0.74 |
| Bonus shares credited on Jun 22, 2015 | 84,93,074 | – | 1,69,86,148 | 0.74 |
| At the end of the year | | | 1,69,86,148 | 0.74 |
| Shreyas Shibulal | | | | |
| At the beginning of the year | 73,52,464 | 0.64 | 73,52,464 | 0.64 |
| Bonus shares credited on Jun 22, 2015 | 73,52,464 | – | 1,47,04,928 | 0.64 |
| Sale on Nov 17, 2015 | (25,000) | – | 1,46,79,928 | 0.64 |
| Sale on Nov 23, 2015 | (73) | – | 1,46,79,855 | 0.64 |
| At the end of the year | | | 1,46,79,855 | 0.64 |
| Shruti Shibulal | | | | |
| At the beginning of the year | 73,43,848 | 0.64 | 73,43,848 | 0.64 |
| Bonus shares credited on Jun 22, 2015 | 73,43,848 | – | 1,46,87,696 | 0.64 |
| Sale on Mar 10, 2016 | (10,00,000) | (0.04) | 1,36,87,696 | 0.60 |
| At the end of the year | | | 1,36,87,696 | 0.60 |
| S. D. Shibulal | | | | |
| At the beginning of the year | 49,39,422 | 0.43 | 49,39,422 | 0.43 |
| Bonus shares credited on Jun 22, 2015 | 49,39,422 | – | 98,78,844 | 0.43 |
| Sale on Nov 18, 2015 | (25,000) | – | 98,53,844 | 0.43 |
| Sale on Nov 23, 2015 | (25,000) | – | 98,28,844 | 0.43 |
| Sale on Mar 10, 2016 | (10,00,000) | (0.05) | 88,28,844 | 0.38 |
| At the end of the year | | | 88,28,844 | 0.38 |
| N. R. Narayana Murthy | | | | |
| At the beginning of the year | 43,59,344 | 0.38 | 43,59,344 | 0.38 |
| Bonus shares credited on Jun 22, 2015 | 43,59,344 | – | 87,18,688 | 0.38 |
| At the end of the year | | | 87,18,688 | 0.38 |
| Nihar Nilekani | | | | |
| At the beginning of the year | 33,31,620 | 0.29 | 33,31,620 | 0.29 |
| Bonus shares credited on Jun 22, 2015 | 33,31,620 | – | 66,63,240 | 0.29 |
| At the end of the year | | | 66,63,240 | 0.29 |
| Janhavi Nilekani | | | | |
| At the beginning of the year | 33,31,582 | 0.29 | 33,31,582 | 0.29 |
| Bonus shares credited on Jun 22, 2015 | 33,31,582 | – | 66,63,164 | 0.29 |
| At the end of the year | | | 66,63,164 | 0.29 |

| Name of the shareholder | Shareholding at the beginning of the year | | Cumulative shareholding during the year | |
|---------------------------------------|---|----------------------------------|---|----------------------------------|
| | No. of shares | % of total shares of the Company | No. of shares | % of total shares of the Company |
| Kumari Shibulal | | | | |
| At the beginning of the year | 30,22,088 | 0.26 | 30,22,088 | 0.26 |
| Bonus shares credited on Jun 22, 2015 | 30,22,088 | – | 60,44,176 | 0.26 |
| Sale on Nov 18, 2015 | (25,000) | – | 60,19,176 | 0.26 |
| Sale on Nov 23, 2015 | (25,000) | – | 59,94,176 | 0.26 |
| Sale on Mar 10, 2016 | (5,00,000) | (0.02) | 54,94,176 | 0.24 |
| At the end of the year | | | 54,94,176 | 0.24 |
| Divya Dinesh | | | | |
| At the beginning of the year | 20,00,000 | 0.17 | 20,00,000 | 0.17 |
| Bonus shares credited on Jun 22, 2015 | 20,00,000 | – | 40,00,000 | 0.17 |
| At the end of the year | | | 40,00,000 | 0.17 |
| Deeksha Dinesh | | | | |
| At the beginning of the year | 20,00,000 | 0.17 | 20,00,000 | 0.17 |
| Bonus shares credited on Jun 22, 2015 | 20,00,000 | – | 40,00,000 | 0.17 |
| At the end of the year | | | 40,00,000 | 0.17 |
| Meghana | | | | |
| At the beginning of the year | 12,08,732 | 0.11 | 12,08,732 | 0.11 |
| Bonus shares credited on Jun 22, 2015 | 12,08,732 | – | 24,17,464 | 0.11 |
| At the end of the year | | | 24,17,464 | 0.11 |

Note: The total number of shares has increased due to the issuance of bonus shares in June 2015 in the ratio 1:1.

(iv) Shareholding pattern of top 10 shareholders

(other than directors, promoters and holders of ADRs)

| Name of the shareholder | Shareholding at the beginning of the year | | Cumulative shareholding during the year | |
|---|---|----------------------------------|---|----------------------------------|
| | No. of shares | % of total shares of the Company | No. of shares | % of total shares of the Company |
| Life Insurance Corporation of India | | | | |
| At the beginning of the year | 5,52,74,758 | 4.81 | 5,52,74,758 | 4.81 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | 82,97,280 | 0.72 | 6,35,72,038 | 5.54 |
| Bonus shares credited on Jun 22, 2015 | 6,35,72,038 | – | 12,71,44,076 | 5.54 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | 51,30,224 | 0.22 | 13,22,74,300 | 5.76 |
| At the end of the year | | | 13,22,74,300 | 5.76 |
| Oppenheimer Developing Markets Fund | | | | |
| At the beginning of the year | 3,52,52,415 | 3.07 | 3,52,52,415 | 3.07 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | – | – | 3,52,52,415 | 3.07 |
| Bonus shares credited on Jun 22, 2015 | 3,52,52,415 | – | 7,05,04,830 | 3.07 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | (2,40,93,468) | (1.05) | 4,64,11,362 | 2.02 |
| At the end of the year | | | 4,64,11,362 | 2.02 |
| Abu Dhabi Investment Authority | | | | |
| At the beginning of the year | 3,01,35,202 | 2.62 | 3,01,35,202 | 2.62 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | (18,67,526) | (0.16) | 2,82,67,676 | 2.46 |
| Bonus shares credited on Jun 22, 2015 | 2,82,67,676 | – | 5,65,35,352 | 2.46 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | (18,53,032) | (0.08) | 5,46,82,320 | 2.38 |
| At the end of the year | | | 5,46,82,320 | 2.38 |
| Government of Singapore | | | | |
| At the beginning of the year | 2,39,54,468 | 2.09 | 2,39,54,468 | 2.09 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | (13,68,451) | (0.12) | 2,25,86,017 | 1.97 |
| Bonus shares credited on Jun 22, 2015 | 2,25,86,017 | – | 4,51,72,034 | 1.97 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | 99,32,323 | 0.43 | 5,51,04,357 | 2.40 |
| At the end of the year | | | 5,51,04,357 | 2.40 |
| HDFC Trustee Company Ltd. – HDFC Retirement Savings Fund | | | | |
| At the beginning of the year | 1,72,99,435 | 1.51 | 1,72,99,435 | 1.51 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | 2,82,017 | 0.02 | 1,75,81,452 | 1.53 |
| Bonus shares credited on Jun 22, 2015 | 1,75,81,452 | – | 3,51,62,904 | 1.53 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | (22,55,106) | (0.10) | 3,29,07,798 | 1.43 |
| At the end of the year | | | 3,29,07,798 | 1.43 |

| Name of the shareholder | Shareholding at the beginning of the year | | Cumulative shareholding during the year | |
|---|---|----------------------------------|---|----------------------------------|
| | No. of shares | % of total shares of the Company | No. of shares | % of total shares of the Company |
| Vanguard Emerging Markets Stock Index Fund, Aserie | | | | |
| At the beginning of the year | 1,72,66,663 | 1.50 | 1,72,66,663 | 1.50 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | 1,01,943 | 0.01 | 1,73,68,606 | 1.51 |
| Bonus shares credited on Jun 22, 2015 | 1,73,68,606 | – | 3,47,37,212 | 1.51 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | (56,71,147) | (0.24) | 2,90,66,065 | 1.27 |
| At the end of the year | | | 2,90,66,065 | 1.27 |
| Franklin Templeton Investment Funds | | | | |
| At the beginning of the year | 1,39,04,117 | 1.21 | 1,39,04,117 | 1.21 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | (74,42,205) | (0.65) | 64,61,912 | 0.56 |
| Bonus shares credited on Jun 22, 2015 | 64,61,912 | – | 1,29,23,824 | 0.56 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | (50,34,170) | (0.22) | 78,89,654 | 0.34 |
| At the end of the year | | | 78,89,654 | 0.34 |
| Stichting Pensioenfond ABP | | | | |
| At the beginning of the year | 1,25,73,492 | 1.09 | 1,25,73,492 | 1.09 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | (20,97,042) | (0.18) | 1,04,76,450 | 0.91 |
| Bonus shares credited on Jun 22, 2015 | 1,04,76,450 | – | 2,09,52,900 | 0.91 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | (2,09,52,900) | (0.91) | – | – |
| At the end of the year | | | – | – |
| ICICI Prudential Life Insurance Company Ltd. | | | | |
| At the beginning of the year | 1,22,29,311 | 1.06 | 1,22,29,311 | 1.06 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | (9,01,655) | (0.07) | 1,13,27,656 | 0.98 |
| Bonus shares credited on Jun 22, 2015 | 1,13,27,656 | – | 2,26,55,312 | 0.98 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | 71,30,115 | 0.31 | 2,97,85,427 | 1.30 |
| At the end of the year | | | 2,97,85,427 | 1.30 |
| Ishares India Index Mauritius Company | | | | |
| At the beginning of the year | 1,04,30,700 | 0.91 | 1,04,30,700 | 0.91 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | 11,19,606 | 0.10 | 1,15,50,306 | 1.01 |
| Bonus shares credited on Jun 22, 2015 | 1,15,50,306 | – | 2,31,00,612 | 1.01 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | (14,76,896) | (0.07) | 2,16,23,716 | 0.94 |
| At the end of the year | | | 2,16,23,716 | 0.94 |
| Aberdeen Global Indian Equity (Mauritius) Limited | | | | |
| At the beginning of the year | 96,85,000 | 0.84 | 96,85,000 | 0.84 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | – | – | 96,85,000 | 0.84 |
| Bonus shares credited on Jun 22, 2015 | 96,85,000 | – | 1,93,70,000 | 0.84 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | (47,81,286) | (0.20) | 1,45,88,714 | 0.64 |
| At the end of the year | | | 1,45,88,714 | 0.64 |
| Vanguard Total International Stock Index Fund | | | | |
| At the beginning of the year | 65,35,829 | 0.57 | 65,35,829 | 0.57 |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | 7,60,908 | 0.07 | 72,96,737 | 0.64 |
| Bonus shares credited on Jun 22, 2015 | 72,96,737 | – | 1,45,93,474 | 0.64 |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | 45,16,412 | 0.19 | 1,91,09,886 | 0.83 |
| At the end of the year | | | 1,91,09,886 | 0.83 |
| Stichting Depository APG Emerging Markets Equity | | | | |
| At the beginning of the year | – | – | – | – |
| Transactions (purchase / sale) from April 1, 2015 up to bonus issue | – | – | – | – |
| Bonus shares credited on Jun 22, 2015 | – | – | – | – |
| Transactions (purchase / sale) after bonus issue up to March 31, 2016 | 2,28,12,976 | 0.99 | 2,28,12,976 | 0.99 |
| At the end of the year | | | 2,28,12,976 | 0.99 |

Notes: The date-wise increase / decrease in shareholding of the top 10 shareholders is available on our website, www.infosys.com.
Change in the top 10 shareholders at the beginning of the year and at the end of the year

(v) Shareholding of directors and key managerial personnel

| Name of the director / key managerial personnel (KMP) | Shareholding at the beginning of the year | | Cumulative shareholding during the year | |
|---|---|----------------------------------|---|----------------------------------|
| | No. of shares | % of total shares of the Company | No. of shares | % of total shares of the Company |
| U. B. Pravin Rao – COO and Whole-time Director | | | | |
| At the beginning of the year | 2,77,760 | 0.02 | 2,77,760 | 0.02 |
| Bonus shares credited on Jun 22, 2015 | 2,77,760 | – | 5,55,520 | 0.02 |
| At the end of the year | | | 5,55,520 | 0.02 |
| Dr. Vishal Sikka – CEO and MD | | | | |
| At the beginning of the year | – | – | – | – |
| Allotment on Aug 28, 2015 | 9,116 | – | 9,116 | – |
| Allotment on Jan 8, 2016 | 1,708 | – | 10,824 | – |
| At the end of the year | | | 10,824 | – |
| R. Seshasayee – Chairman | | | | |
| At the beginning of the year | 124 | – | 124 | – |
| Bonus shares credited on Jun 22, 2015 | 124 | – | 248 | – |
| At the end of the year | | | 248 | – |
| Kiran Mazumdar-Shaw – Director | | | | |
| At the beginning of the year | 400 | – | 400 | – |
| Bonus shares credited on Jun 22, 2015 | 400 | – | 800 | – |
| At the end of the year | | | 800 | – |
| Rajiv Bansal – KMP ⁽¹⁾ | | | | |
| At the beginning of the year | 70,890 | 0.01 | 70,890 | 0.01 |
| Bonus shares credited on June 22, 2015 | 70,890 | – | 1,41,780 | 0.01 |
| At the end of the year | | | 1,41,780 | 0.01 |
| M. D. Ranganath – KMP ⁽¹⁾ | | | | |
| At the beginning of the year | 4,628 | – | 4,628 | – |
| Bonus shares credited on June 22, 2015 | 4,628 | – | 9,256 | – |
| At the end of the year | | | 9,256 | – |
| A. G. S. Manikantha – KMP ⁽¹⁾ | | | | |
| At the beginning of the year | 40 | – | 40 | – |
| Bonus shares credited on June 22, 2015 | 40 | – | 80 | – |
| At the end of the year | | | 80 | – |

⁽¹⁾ KMP for part of the year

The following directors did not hold any shares during fiscal 2016:

- K. V. Kamath – Chairman, resigned on June 5, 2015
- Prof. Jeffrey S. Lehman – Director
- Roopa Kudva – Director
- Prof. John W. Etchemendy – Director
- Carol M. Browner – Director, resigned on November 23, 2015
- Ravi Venkatesan – Director
- Dr. Punita Kumar-Sinha – Director, appointed on January 14, 2016

Indebtedness

The Company has not availed any loan during the year and is a debt-free Company.

Remuneration of directors and key managerial personnel

Remuneration of Managing Director (MD), Whole-time Directors (WTD) and / or manager

in ₹ crore

| Particulars of remuneration | Name of MD / WTD / Manager | | Total amount |
|---|----------------------------|------------------|--------------|
| | Dr. Vishal Sikka | U. B. Pravin Rao | |
| Gross salary | | | |
| Salary as per provisions contained in Section 17(1) of the Income-tax Act, 1961 | 5.96 | 0.89 | 6.85 |
| Value of perquisites u/s 17(2) Income-tax Act, 1961 | – | 2.55 | 2.55 |
| Profits in lieu of salary under Section 17(3) Income-tax Act, 1961 | – | – | – |
| Stock option ⁽¹⁾ | – | – | – |
| Sweat equity | – | – | – |
| Commission | – | – | – |
| as % of profit | – | – | – |
| Others ⁽²⁾⁽³⁾ | 42.77 | 5.84 | 48.61 |
| Total (A) | 48.73 | 9.28 | 58.01 |
| Ceiling as per the Act | | | 1,954 |

⁽¹⁾ During fiscal 2016, Dr. Vishal Sikka was granted RSUs valued at US\$2 million on the grant date. The RSUs will vest over a period of four years from the date of grant in the proportions specified in the award agreement (Refer to Note 2.1 of the Standalone Financial Statements).

⁽²⁾ Includes payment of variable pay amounting to ₹14 crore for the year ended March 31, 2015 to the CEO as decided by the nomination and remuneration committee in its meeting held on June 22, 2015, in line with the compensation plan approved by the shareholders. Further, includes provision for variable pay amounting to US\$4.33 million (approximately ₹29 crore) for the year ended March 31, 2016 to the CEO. The shareholders in the EGM dated July 30, 2014 had approved a variable pay of US\$4.18 million (approximately ₹28 crore at current exchange rate) at a target level and also authorized the Board to alter and vary the terms of remuneration. Accordingly, the Board, based on the recommendations of the nomination and remuneration committee approved on April 15, 2016, US\$4.33 million (approximately ₹29 crore) as variable pay for the year ended March 31, 2016.

⁽³⁾ Includes bonus, retires and others on accrual basis (Refer to Note 2.26 in the Standalone Financial Statements)

Remuneration to other directors

| Particulars of remuneration | Name of director | | | | | | | | | Total amount |
|--|-----------------------------|---------------|-----------------|-------------------------|---------------------------------|--------------------------|-------------|---------------------|---------------------------------------|--------------|
| | K. V. Kamath ⁽¹⁾ | R. Seshasayee | Ravi Venkatesan | Prof. Jeffrey S. Lehman | Carol M. Browner ⁽²⁾ | Prof. John W. Etchemendy | Roopa Kudva | Kiran Mazumdar-Shaw | Dr. Punita Kumar-Sinha ⁽³⁾ | |
| Independent directors | | | | | | | | | | |
| Fee for attending Board / committee meetings | - | - | - | - | - | - | - | - | - | - |
| Commission | 0.39 | 1.84 | 1.04 | 1.33 | 0.68 | 1.05 | 0.99 | 0.87 | 0.20 | 8.39 |
| Others, please specify | - | - | - | - | - | - | - | - | - | - |
| Total (1) | 0.39 | 1.84 | 1.04 | 1.33 | 0.68 | 1.05 | 0.99 | 0.87 | 0.20 | 8.39 |
| Other non-executive directors | - | - | - | - | - | - | - | - | - | - |
| Fee for attending Board / committee meetings | - | - | - | - | - | - | - | - | - | - |
| Commission | - | - | - | - | - | - | - | - | - | - |
| Others, please specify | - | - | - | - | - | - | - | - | - | - |
| Total (2) | - | - | - | - | - | - | - | - | - | - |
| Total (B)=(1+2) | 0.39 | 1.84 | 1.04 | 1.33 | 0.68 | 1.05 | 0.99 | 0.87 | 0.20 | 8.39 |
| Total managerial remuneration | 0.39 | 1.84 | 1.04 | 1.33 | 0.68 | 1.05 | 0.99 | 0.87 | 0.20 | 8.39 |
| Overall Ceiling as per the Act | | | | | | | | | | 178 |

⁽¹⁾ For the period of April 1, 2015 to June 5, 2015

⁽²⁾ For the period of April 1, 2015 to November 23, 2015

⁽³⁾ For the period of January 14, 2016 to March 31, 2016

Remuneration to key managerial personnel other than MD / Manager / WTD

| Particulars of remuneration | Key managerial personnel | | | Total |
|---|----------------------------------|--------------------|--------------------|-------|
| | Company Secretary ⁽¹⁾ | CFO ⁽²⁾ | CFO ⁽³⁾ | |
| Gross salary | | | | |
| Salary as per provisions contained in Section 17(1) of the Income-tax Act, 1961 | 0.06 | 0.55 | 1.74 | 2.35 |
| Value of perquisites u/s 17(2) Income-tax Act, 1961 | 0.08 | 0.76 | - | 0.84 |
| Profits in lieu of salary under Section 17(3) Income-tax Act, 1961 | - | - | - | - |
| Stock option | - | - | - | - |
| Sweat equity | - | - | - | - |
| Commission as % of profit | - | - | - | - |
| Others ⁽⁴⁾ | 0.23 | 21.71 | 1.87 | 23.81 |
| Total | 0.37 | 23.02 | 3.61 | 27.00 |

⁽¹⁾ Remuneration is for the period June 22, 2015 to March 31, 2016.

⁽²⁾ Remuneration of Rajiv Bansal is for the period of April 1, 2015 to October 12, 2015.

⁽³⁾ Remuneration of M. D. Ranganath is for the period of October 12, 2015 to March 31, 2016.

⁽⁴⁾ Includes bonus, retirals and others on accrual basis (Refer to Note 2.26 of the Standalone Financial Statements)

Penalties / punishment / compounding of offences

There were no penalties / punishment / compounding of offences for the year ending March 31, 2016.

Annexure 7 – Annual report on CSR activities

[Pursuant to Section 135 of the Companies Act, 2013]

Sustainable practices have always been an integral part of our larger business strategy. Corporate Social Responsibility (CSR) is a large part of our overall sustainability policy, encompassing social, economic and environmental actions. While philanthropy is one aspect of it, we also lend our support to building institutions, and supporting the preservation of our depleting natural resources by finding new technology that can offer safeguards against the global risks of climate change.

Infosys Foundation ('the Foundation'), our primary corporate social responsibility trust, was established in 1996 with a vision to boosting our initiatives. This was long before the Companies Act, 2013 mandated that a company should function through a registered trust or society for any CSR activities to be undertaken by it. The Foundation publishes a report of its yearly activities. The report, and more details on the Foundation's work, are available on <http://www.infosys.com/infosys-foundation>.

CSR committee

The corporate social responsibility committee ('the CSR committee') of the Board is responsible for overseeing the execution of the Company's CSR policy, and ensuring that the CSR objectives of the Company are met. The CSR committee comprises two independent directors and the CEO and MD. The members of the CSR committee are:

- R. Seshasayee, *Chairperson*
- Kiran Mazumdar-Shaw
- Dr. Vishal Sikka

Our objectives

Our broad objectives as stated in our CSR policy include:

- Making a positive impact on society through economic development and reduction of our resource footprint.
- Taking responsibility for the actions of the Company while also encouraging a positive impact through supporting causes concerning the environment, communities and our stakeholders.

For more details on our CSR policy, visit <http://www.infosys.com/investors/corporate-governance/Documents/corporate-social-responsibility-policy.pdf>.

Focus areas

The Foundation's activities are focused on the following areas:

- **Healthcare**: Since 1996, the Foundation has funded an array of healthcare projects that have benefitted people in rural as well as urban areas across India. Support provided by the Foundation has helped hospitals and healthcare NGOs procure medicines, medical equipment and vehicles; construct rest houses and specialized treatment blocks; and organize screening camps and health camps, among other things.
- **Eradication of hunger and promotion of education**: Over the years, grants from the Foundation have helped institutions provide midday meals and scholarships to students, train teachers, develop infrastructure such as libraries, hostels and laboratories and institute chairs in an effort to make learning and research viable and competitive.
- **Art and culture**: With an eye to promoting indigenous art and preserving the rich cultural heritage of India, the Foundation, in collaboration with partner organizations, has supported artists – writers, poets, painters, musicians, dancers and theatre artists – by providing funds and opportunities to showcase their art in India and abroad.
- **Destitute care**: The Foundation partners with non-governmental organizations (NGOs) to reach out to destitute children and women by providing vocational training so that they are empowered to earn a livelihood.
- **Rural development, rehabilitation and disaster relief**: Focusing on projects that are aimed at community development, the Foundation works with local administrations across the country in areas such as sanitation, vocational training and entrepreneurship. It also funds infrastructural development projects apart from supporting the rehabilitation of victims of natural and national calamities.
- **Environmental sustainability**: Securing sustainable development and environmental protection through usage of renewable sources of energy, water conservation, waste management and protection of flora and fauna.

Financial details

Section 135 of the Companies Act, 2013 and Rules made under it prescribe that every company having a net worth of ₹500 crore or more, or turnover of ₹1,000 crore or more or a net profit of ₹5 crore or more during any financial year shall ensure that the company spends, in every financial year, at least 2% of the average net profits made during the three immediately preceding financial years, in pursuance of its Corporate Social Responsibility (CSR) Policy. The provisions pertaining to CSR as prescribed under the Companies Act, 2013 are applicable to Infosys Limited.

As per Section 135 of the Companies Act, 2013, the Company was required to spend ₹256.01 crore towards CSR activities out of which ₹202.30 crore was utilized on activities specified in Schedule VII of the Companies Act, 2013. A few of the projects undertaken are multi-year projects. In addition, as part of its ongoing CSR programs, the Company has spent ₹10 crore on Chennai flood relief and rehabilitation activities and ₹76 crore on multiple CSR initiatives including, environment sustainability and conservation of natural resources aimed at long-term sustainability of ecosystem which were not covered under Schedule VII of the Companies Act, 2013. The details are provided in the tables below. The financial details as sought by the Companies Act, 2013 for fiscal 2016 are as follows:

in ₹ crore

| Particulars | |
|--|--------|
| Average net profit of the Company for last three financial years | 12,800 |
| Prescribed CSR expenditure (2% of the average net profit as computed above) | |
| Details of CSR expenditure during the financial year | |
| Total amount to be spent for the financial year | 256.01 |
| Amount spent | 202.30 |
| Amount unspent (Refer to the paragraph above for details) | 53.71 |

The Infosys Foundation primarily works with non-governmental organizations as nodal agency for implementing projects. The major projects and heads under which the outlay amount was spent in fiscal 2016 are as follows:

in ₹ crore

| CSR project / activity / beneficiary | Themes as per our CSR policy | Sector covered within Schedule VII | Location of the project / program | Amount outlay (Budget) | Amount spent on the projects or programs | Cumulative expenditure up to the reporting period | Amount spent direct / implementing agency |
|---|-------------------------------------|--|---|------------------------|--|---|---|
| (i) Expenditure on projects / programs | | | | | | | |
| Ramakrishna Mission | Rural development | Rural development projects | Aalo | 15.00 | 15.00 | 15.00 | Infosys Foundation and Infosys Limited |
| Ramakrishna Mission | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Itanagar | 4.25 | 4.25 | 4.25 | Infosys Limited |
| Ramakrishna Mission Ashrama | Rural development | Rural development projects | Narainpur | 2.00 | 2.00 | 2.00 | Infosys Foundation |
| Ramakrishna Sharadashrama | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Ponnampet, Coorg | 1.00 | 1.00 | 1.00 | Infosys Foundation |
| Ramakrishna Mission | Destitute care and rehabilitation | Eradicating hunger, poverty and malnutrition | Belur | 1.00 | 1.00 | 1.00 | Infosys Foundation |
| Rehabilitation during floods | Destitute care and rehabilitation | Disaster relief | Velachery, Medavakkam, Okkiyam, Thoraipakkam, Tambaram, Chidambaram and Cuddalore | 12.10 | 12.10 | 12.10 | Infosys Limited |
| Akshaya Patra Foundation | Malnutrition and hunger eradication | Eradicating hunger, poverty and malnutrition | Jaipur, Bangalore, Mysore, Jodhpur, Hyderabad, Salem | 15.64 | 15.64 | 15.64 | Infosys Foundation and Infosys Limited |
| Swachh Bharat | Rural development | Rural development projects | Bhubaneswar | 12.77 | 12.77 | 12.77 | Infosys Foundation and Infosys Limited |
| Hud Hud Cyclone relief | Rural development | Rural development projects | Visakhapatnam | 12.35 | 12.35 | 12.35 | Infosys Foundation and Infosys Limited |
| Asia Heart Foundation | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Bangalore | 8.00 | 8.00 | 8.00 | Infosys Foundation |

| CSR project / activity / beneficiary | Themes as per our CSR policy | Sector covered within Schedule VII | Location of the project / program | Amount outlay (Budget) | Amount spent on the projects or programs | Cumulative expenditure up to the reporting period | Amount spent direct / implementing agency |
|--|-----------------------------------|--|--|------------------------|--|---|---|
| Indraprastha International Institute for Technology | Improving quality of education | Promoting education, enhancing vocational skills | Delhi | 8.00 | 8.00 | 8.00 | Infosys Limited |
| Agastya International Foundation | Improving quality of education | Promoting education, enhancing vocational skills | Maharashtra, Odisha | 6.00 | 6.00 | 6.00 | Infosys Limited |
| Vivekananda Rock Memorial | Improving quality of education | Promoting education, enhancing vocational skills | Sher, Karsang, Jairampur, Roing, Balijan, Oyan, Seijosa, Majuli, Sadiya | 6.00 | 6.00 | 6.00 | Infosys Limited |
| All India Institute of Medical Sciences | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Delhi | 5.00 | 5.00 | 5.00 | Infosys Foundation |
| Bharatiya Vidya Bhavan | Art and Culture | Promotion of Art and culture | Odisha, Kerala, Telangana, Andhra Pradesh, Gujarat, Rajasthan, Maharashtra | 5.00 | 5.00 | 5.00 | Infosys Foundation |
| Foundation for Revitalization of Local Health Traditions | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Bangalore | 5.00 | 5.00 | 5.00 | Infosys Limited |
| Harish-Chandra Research Institute | Improving quality of education | Promoting education, enhancing vocational skills | Allahabad | 5.00 | 5.00 | 5.00 | Infosys Limited |
| Indian Institute of Management | Improving quality of education | Promoting education, enhancing vocational skills | Ahmedabad | 5.00 | 5.00 | 5.00 | Infosys Foundation |
| Tata Institute of Fundamental Research | Improving quality of education | Promoting education, enhancing vocational skills | Mumbai | 5.10 | 5.10 | 5.10 | Infosys Limited |
| Tata Memorial Centre | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Mumbai | 5.00 | 5.00 | 5.00 | Infosys Foundation |
| Teach to Lead | Improving quality of education | Promoting education, enhancing vocational skills | Bangalore | 5.00 | 5.00 | 5.00 | Infosys Limited |
| Construction of Railway Platform | Rural development | Rural development projects | Paranur Village, Veerapuram | 4.00 | 4.00 | 4.00 | Infosys Limited |
| Sankara Eye Hospital | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Bangalore | 3.46 | 3.46 | 3.46 | Infosys Foundation |
| Karnataka Chinmaya Seva Trust | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Bangalore | 2.90 | 2.90 | 2.90 | Infosys Limited |
| Bharatiya Jain Sanghatana | Improving quality of education | Promoting education, enhancing vocational skills | Pune | 2.50 | 2.50 | 2.50 | Infosys Foundation |
| Sri Dhanvantri Trust | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Chennai | 2.00 | 2.00 | 2.00 | Infosys Limited |
| Centre for Infectious Disease Research | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Bangalore | 1.59 | 1.59 | 1.59 | Infosys Foundation |

| CSR project / activity / beneficiary | Themes as per our CSR policy | Sector covered within Schedule VII | Location of the project / program | Amount outlay (Budget) | Amount spent on the projects or programs | Cumulative expenditure up to the reporting period | Amount spent direct / implementing agency |
|--|-----------------------------------|--|-----------------------------------|------------------------|--|---|---|
| Ranga Shankara | Art and culture | Promotion of art and culture | Bangalore | 1.50 | 1.50 | 1.50 | Infosys Foundation |
| School Laboratory Project | Rural development | Rural development projects | Kolar | 1.35 | 1.35 | 1.35 | Infosys Limited |
| Sahakara Mitra Samstha | Rural development | Rural development projects | Anantapur, Chittoor, Adilabad | 1.20 | 1.20 | 1.20 | Infosys Foundation |
| Sri Ramakrishna Sevashrama | Rural development | Rural development projects | Pavagada | 1.20 | 1.20 | 1.20 | Infosys Limited |
| Vittala International Institute of Ophthalmology | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Bangalore | 1.06 | 1.06 | 1.06 | Infosys Foundation |
| Gram Panchayat | Rural development | Rural development projects | Dharwad | 1.01 | 1.01 | 1.01 | Infosys Foundation |
| Schizophrenia Research Foundation | Healthcare and medical facilities | Promoting healthcare including preventive healthcare | Chennai | 1.00 | 1.00 | 1.00 | Infosys Limited |
| Student Tracking System | Improving quality of education | Promoting education, enhancing vocational skills | Udupi and Bijapur | 1.00 | 1.00 | 1.00 | Infosys Foundation |
| Biomass Cook Stove Project | Sustainability | Environmental sustainability and ecological balance | Koppal | 13.40 | 6.30 | 6.30 | Infosys Limited |
| Biomass Cook Stove Project | Sustainability | Environmental sustainability and ecological balance | Rajasthan | 8.40 | 2.46 | 2.46 | Infosys Limited |
| Biogas Project | Sustainability | Environmental sustainability and ecological balance | Ramanagara | 22.00 | 1.58 | 1.58 | Infosys Limited |
| Biomass Cook Stove Project | Sustainability | Environmental sustainability and ecological balance | Maharashtra | 12.00 | – | – | Infosys Limited |
| Others | | | Others | 17.55 | 17.55 | 17.55 | Infosys Foundation and Infosys Limited |
| (ii) Overhead | | | | | | | |
| Administrative Expenses | Office | Overhead | Bangalore | 4.43 | 4.43 | 4.43 | Infosys Foundation and Infosys Limited |
| Total | | | | (1) 247.76 | (1) 202.30 | (1) 202.30 | |

Note: A few of the projects undertaken in the table above are multi-year projects.

⁽¹⁾ Amount does not include ₹10 crore contributed towards Chennai relief and ₹76 crore on multiple CSR initiatives including environmental sustainability and conservation of natural resources aimed at long-term sustainability of the ecosystem.

Our CSR responsibilities

We hereby affirm that the CSR Policy, as approved by the Board, has been implemented and the CSR committee monitors the implementation of the projects and activities in compliance with our CSR objectives.

Bangalore
April 15, 2016



R. Seshasayee
Chairperson, CSR Committee



Dr. Vishal Sikka
Chief Executive Officer and
Managing Director

Annexure 8 – Conservation of energy, research and development, technology absorption, foreign exchange earnings and outgo

Particulars pursuant to the Companies (Accounts) Rules, 2014

Conservation of resources

Doing more with less – Infosys believes in conservation of energy and resources to help create a better tomorrow. With our smart building automation, highly-efficient building designs, deep green retrofits and renewable energy, we are well on the path to achieving carbon neutrality. Our Central Command Centre in Bangalore now manages about 45 million sq. ft. of built-up area. The Mysore campus is a shining example of sustainable development through resource conservation and is a model smart city. Use of innovative water-efficient technologies, 100% recycling and reuse of wastewater, and setting up of recharge wells and lakes for groundwater recharge have helped us achieve significant water savings. Persistent efforts in managing our waste effectively and scientifically is getting us close to our goal of minimizing waste-to-landfills.

Renewable energy

In fiscal 2016, we installed solar power plants of 9.7 MW in different campuses in India, taking our total installed capacity to about 12 MW of solar power. One of our greatest achievements this year has been the addition of enough solar power generating capacity in our Hyderabad SEZ campus to make it 100% captive RE.

Green buildings

This fiscal, we were awarded the LEED India Platinum rating for two of our buildings in Pune and Bangalore, and Green Rating for Integrated Habitat Assessment (GRIHA) for our building in Hyderabad. We now have 14 LEED Platinum-rated buildings and four buildings with GRIHA five-star rating.

Retrofits

The deep green retrofits in air-conditioning and UPS systems have helped us achieve 16 MW and 12 MW reductions, respectively in connected load in the last five years. In fiscal 2016 alone, air-conditioning retrofits have led to about 2.5 MW reduction in connected load.

Carbon neutrality

Following our commitment to become carbon neutral, we have started three carbon offset projects – a household biogas project and two biomass cook stove projects – which will together generate nearly 30% of our carbon offset requirement in 2017-18.

Water management

All our new buildings are designed with the most optimal standard of fresh water requirement, that is, 16 liters per capita per day, which is nearly 65% lower than the standard prescribed in the National Building Code. Our extensive smart water metering program has helped us plug leakages and save significant quantities of water. With persistent efforts to conserve rainwater, we have 149 recharge wells and 25 lakes recharging groundwater across campuses.

Waste management

We have strived to ensure reuse, recycling and responsible disposal of waste. This year, we installed biogas plants with a cumulative capacity of nearly 5.5 tons per day (TPD) in different campuses to convert food waste into biogas. The biogas generated is used in our food court kitchens. This will help us save about 300 kg of cooking gas (LPG) per day.

Biodiversity

We make every effort to conserve and promote biodiversity at all our owned facilities. We planted over 80,000 saplings this year. The total

number of saplings planted in our campuses in the last eight years is now over 5,00,000.

For more information on environment conservation efforts, refer to 'Environment' section in the Business Responsibility Report.

Health, safety and environment

Environmental sustainability is a business imperative at Infosys. We are committed to providing a safe and healthy workplace to our employees, consultants and contractors and achieving high standards of environmental protection. Recognizing climate change as a major risk to our planet, we have integrated climate change actions into the Company strategy.

Our Health, Safety and Environmental Management System (HSEMS), called Ozone, helps to provide a secure environment for our employees, assets and operations. The initiative also strives to keep employees, contractors and others well-informed, trained and committed to our HSE process. For more information, refer to 'Employee well-being' in the Business Responsibility Report.

Technology absorption

Transforming digital business engine of Infosys IT

The Infosys digital business engine comprises over 250 closely integrated applications centrally hosted in multiple data centers with more than 2,000 physical and virtual servers, over four petabytes of storage, over 125 million files, and heterogeneous technology platforms.

As part of our Renew and New strategy, we are transforming our digital business engine by deploying the following initiatives:

Next-generation flash storage: We deployed next-generation flash storage with inline compression capability in production database clusters resulting in TCO reduction by enabling 4x capacity within existing rack space and over 75% savings on power and cooling requirements per TB of storage volume.

Global Active Device (GAD): We deployed Hitachi GAD in the production database cluster. This has helped us reduce provisioning and configuration complexity of the cluster, and enhanced our data center-level disaster recovery solution.

Work from home: As per the earlier policy, only Infosians who had an office laptop with a Secure ID or a Digipass reader could work from home. In circumstances like natural calamities, catastrophes like the Chennai floods or during political unrest / strikes, those Infosians who had no way of connecting to their office desktops were forced to take leave.

Our mission was to enable 'Work from home for all'. Conventional solutions like VDI required significant investments and complex change management across 1,00,000+ end points. We designed an innovative, secure and intuitive solution with a one-time investment of just US\$3 per user that enables 68,000+ Infosians who only have official desktop to remotely connect from home through their personal devices. We published virtual application (MSTSC or Remote Desktop Connection) through our existing Citrix XenApp farm. Also, conventional RSA and Smart Card solutions were becoming costlier and cumbersome. After evaluating various OTP-based solutions, we found Azure Multi Factor Authentication (MFA) as the most viable one.

IT-run book automation: The growing demands of business and the ever-increasing number of applications resulted in rapid growth of the back-end infrastructure. Significant effort was needed to manage security patches and passwords for over 2,000 service accounts and to

monitor applications. For effective management of these processes, the IT team set out on a 'one-click' mission. We designed comprehensive workflows that automate end-to-end human process. Traditionally, provisioning infra was also manual and each VM typically required up to two days. With the deployment of VMware vRealize Automation, VM provisioning has become automated, thereby reducing provisioning time to less than 30 minutes and admin effort by 90%.

Efficient power management: The entire infrastructure was earlier kept online 24x7 to ensure service availability but most of it was found to be underutilized during non-business hours. To reduce the cost of power, we have built and deployed an automated power management tool which will continuously monitor the workload on each Virtual Machine (VM) and shut down based on threshold. This has yielded power savings of around 25% per VM.

Integrated weblog analytics: Our requirement was to analyze millions of lines of weblogs across our web server farms to supply application owners with usage analytics and trends based on hits, browser analysis, proactive error correction, and potential attacks and exception hit trends. There were prohibitively costly tools like WebTrends available in this space but were still not meeting all our requirements.

We developed Weblog Analytics solution enabling Near Real Time that now overcomes the historical limitations of weeks required for on-demand processing weblogs, limitations of data retention online, deep dive and drill through analytics and reporting for large data volumes. Weblogs are now parsed every five minutes on the web servers, processed and made available on the dashboard within 15 minutes. Today, 52 core web servers generate 3+ TB weblog text files (2 GB / server), 200+ million hits and 2+ billion records per month. We have been able to retain 2.5 years of historical data online in PDW that has 28 billion+ records, sizing about 3.4 TB (highly compressed) which on SMP SQL server would have been nearly 136 TB.

IT infrastructure

Energy-efficient IT infrastructure

We have adopted a multi-pronged strategy to make our IT infrastructure more energy-efficient. Some of the measures implemented are:

Desktop power management: Terminator, our end-point power management tool, shuts down computers after a specified idle period.

Paperless office drive: Several measures were taken, including secure PIN-based printing, awareness campaigns, mailers and linking paper consumption data to the user's carbon footprint record.

Desktop application virtualization: Leveraging bubble computing or soft-grid computing, our Computers and Communication Division built a solution that ensured better operational efficiencies, platform independence and productivity improvement.

Virtualization and consolidation: We have further expanded our internal private cloud capacity with MyCloud, which now has a capacity of around 11,000 virtual machines. We have continued to expand our network-attached storage (NAS)-based virtualization this year.

Data centers and server rooms: We have standardized and incorporated eco-friendly designs for data center and server rooms to ensure reduction in power consumption. We have created two state-of-the-art data centers at Pune and Bangalore that run on high efficiency (around 1.2-1.3 PUE) using latest technologies like rack-level cooling. We have redesigned two of our existing data centers at Pune and Hyderabad from legacy architecture to an energy-efficient design by adopting hot and cold aisles and caging for rows of racks.

Unified communications solution

The deployment of Lync communication has made it possible to make calls (including video calls) directly from the system, share files / applications, thus cutting down travel requirements of our employees and thereby reducing CO2 emissions. We have doubled and enhanced our video conferencing (VC) capacity, resulting in a 70% increase in our VC usage.

Research and development expenditure

The R&D centers of the Company, located at Bangalore, Bhubaneswar, Chandigarh, Chennai, Pune, Hyderabad, Mysore and Thiruvananthapuram, have been accorded approval for weighted deduction by the Department of Scientific and Industrial Research (DSIR) effective November 23, 2011, which has been renewed effective April 2014. The Company has claimed weighted tax deduction on eligible research and development till July 31, 2015 based on approval from DSIR. With effect from August 1, 2015, the business of Finacle, including the R&D activities, is transferred to its wholly-owned subsidiary, EdgeVerve Systems Limited. Hence, from that date, EdgeVerve Systems Limited has claimed the weighted tax deduction on eligible research and development expenditures u/s 35(2AB) of the Income-tax Act 1961. The weighted tax deduction is equal to 200% of such expenditure incurred.

The eligible R&D revenue and capital expenditure on a standalone basis are ₹54 crore and Nil respectively for the year ended March 31, 2016 and ₹160 crore and Nil respectively for the year ended 31, 2015. On a standalone basis, the total R&D expenditure, including eligible R&D expenditure for fiscal years 2016 and 2015 is as follows:

| | <i>in ₹ crore</i> | |
|-------------------------------|-------------------|------|
| | 2016 | 2015 |
| Revenue expenditure | 384 | 590 |
| Capital expenditure | 31 | 15 |
| Total | 415 | 605 |
| R&D expenditure / revenue (%) | 0.8 | 1.3 |

Future plan of action

We will continue to focus on and collaborate with leading national and international universities, product vendors and technology start-up companies. We are creating an ecosystem to co-create business solutions on client-specific business themes.

Foreign exchange earnings and outgo

We have established a substantial direct marketing network around the world, including North America, Europe and Asia Pacific. These offices are staffed with sales and marketing specialists who sell our services to large international clients.

Activity in foreign currency – standalone

| | <i>in ₹ crore</i> | |
|-------------------------------------|-------------------|--------|
| | 2016 | 2015 |
| Earnings | 52,866 | 46,158 |
| Expenditure | 26,529 | 22,045 |
| Net foreign exchange earnings (NFE) | 26,337 | 24,113 |
| NFE / earnings (%) | 49.8 | 52.2 |

for and on behalf of the Board of Directors



R. Seshasayee
Chairman



Dr. Vishal Sikka
Chief Executive Officer and
Managing Director

Bangalore
April 15, 2016

Creative concept and design by Communication Design Group, Infosys Limited.

© 2016 Infosys Limited, Bangalore, India. Infosys acknowledges the proprietary rights in the trademarks and product names of other companies mentioned in this report.

Safe Harbor

This Annual Report contains 'forward-looking statements', that are based on our current expectations, assumptions, estimates and projections about the Company, our industry, economic conditions in the markets in which we operate, and certain other matters. Generally, these forward-looking statements can be identified by the use of forward-looking terminology such as 'anticipate', 'believe', 'estimate', 'expect', 'intend', 'will', 'project', 'seek', 'should' and similar expressions. Those statements include, among other things, the discussions of our business strategy and expectations concerning our market position, future operations, margins, profitability, liquidity and capital resources. These statements are subject to known and unknown risks, uncertainties and other factors, which may cause actual results or outcomes to differ materially from those implied by the forward-looking statements. Important factors that may cause actual results or outcomes to differ from those implied by the forward-looking statements include, but are not limited to, those discussed in the 'Outlook, risks and concerns' section in this Annual Report. In light of these and other uncertainties, you should not conclude that the results or outcomes referred to in any of the forward-looking statements will be achieved. All forward-looking statements included in this Annual Report are based on information available to us on the date hereof, and we do not undertake to update these forward-looking statements to reflect future events or circumstances unless required to do so by law.

www.infosys.com



To read the report online:
<http://www.infosys.com/AR-2016>

The Annual Report is printed on 100% recycled paper certified by the UK-based National Association of Paper Merchants (NAPM) and Germany-based Blue Angel.