

# Delivering value Human Capital

## Material topics

- Employee Value Proposition
- Employee health and wellness
- Nurturing workplace inclusivity
- Energizing local communities

## UN SDG mapping



Our employees are our most important assets. We are committed to hiring and retaining the best talent and being among the industry's leading employers. For this, we focus on promoting a collaborative, transparent and participative organizational culture, and rewarding merit and sustained high performance. Our human resources management focuses on allowing our employees to develop their skills, grow in their careers and navigate their next. Infosys remains committed to nurture an inclusive workplace for our diverse talent.

We strive to create a world-class employee experience, focusing on Experience by Design – designing consistent best-in-class policies, processes, programs and systems, keeping employees at the core of whatever we do.

## Performance highlights

Employees globally

**3,23,578**

Nationalities in the workforce

**156**

AI aware employees

**2,70,000+**

Employees have voluntarily disclosed their disability

**1,095**

Employee satisfaction score

**77%**

Fresh graduates hired globally

**15,288**

## The Infosys Way of Life

At Infosys, our culture is the heartbeat of our organization. It is not just about what we do, but why we exist. Over the past 40 years, our values, excellence, collaboration, and most importantly, our people have molded our unique culture. In turn, our culture has become a way of life that inspires and enables our employees to find purpose, make an indelible impact, and shape our collective future. We call it the Infosys Way of Life.

**Care:** We prioritize creating a culture centered on caring for our employees, addressing their overall needs, and fostering an environment where empathy prevails.

**Collaboration:** We come together as One Infosys, leveraging the full spectrum of our capabilities and collective strength to navigate our next steps.

**C-LIFE:** Our guiding principles – Client value, Leadership by example, Integrity and transparency, Fairness and Excellence – are deeply embedded in our behavior and permeate everything we do, upheld by each one of us.

**Inclusivity:** We are committed to building and sustaining an inclusive and equal opportunity workplace, with a vision of taking everyone forward.

**Learning:** We enable our people to grow professionally and enrich their skills for the future, leveraging Lex, our online learning platform. The Career Canvas consolidates multiple career avenues – internal job postings, projects, and Bridge programs – into one view, helping employees identify next-role possibilities, assess skill gaps, and receive personalized learning recommendations.

Read more in our [ESG Report 2025](#)

## Nurturing workplace inclusivity

At Infosys, we believe diversity is not just a value — it is a strategic advantage. A diverse workforce brings richer perspectives, fuels creativity, strengthens problem-solving, and drives deeper connection with global markets. Infosys conducts cross-cultural collaboration workshops to cement inclusion. Diversity drives innovation and innovation drives Infosys.

As part of our ESG Vision 2030, we aim to achieve 45% female representation in our workforce by 2030. In fiscal 2025, we had ~1,25,000 women, making up about 39% of the total workforce.

## Employee Value Proposition

Our Employee Value Proposition inspires our people to build what's next for themselves, their teams and their clients. It also ensures that our employees continuously learn and grow in their career, while also creating opportunities for every employee to navigate further. These efforts have resulted in faster growth, broader career options, increased talent mobility and sharper compensation differentiation.

## Employee health and wellness

Infosys' Health Assessment and Lifestyle Enrichment (HALE) program is a non-monetary employee benefit and has been recognized as the best internal brand with great recall and participation. Our wellness philosophy stands on four pillars – physical, emotional, social well-being and safety.

Our employee well-being rates reached an all-time high of 91% among employees across locations.

## Infosys internship program

InStep, Infosys' flagship global internship program, has 200+ partner institutions in over 50 countries, more than 3,300 alumni members and interns from over 50 nationalities. InStep has been ranked as the World's #1 Internship Program, five times in a row by Vault Firsthand, a prestigious career intelligence platform. InStep has been instrumental in building strong academic partnerships for Infosys with premier global institutions, generating numerous patents and publications, along with contributing to the overall localization efforts.

## Localization

We established innovation hubs, nearshore centers and digital design studios across geographies. In fiscal 2025, we recruited 94% of our employees locally in our markets. Our hybrid work model, centered on our people and their comfort, offers the flexibility of working from home and office, at locations closest to their homes. As part of this strategy, we have set up offices in Ahmedabad, Guwahati, Kolkata, Visakhapatnam, Noida, Hubballi, Indore, Navi Mumbai, Nagpur and Coimbatore in India over the last few years.

## Leveraging AI to improve employee experience

At Infosys, we recognize that every employee is unique and so should be their journey in the organization. Our AI-powered recruitment capabilities streamline candidate screening, dynamically match talent with open roles, and enable intelligent interview

scheduling. Innovations like facial recognition and compliance-driven checks enhance security and integrity in the hiring process. We have also introduced intelligent job recommendation features on our career platforms, helping candidates discover relevant opportunities based on their unique skills and experience.

For new joiners, onboarding initiatives such as Infosys Immerse in the metaverse, AI-powered assistants, and smart identity verification tools are shaping seamless and engaging entry experiences. For managers and leaders, AI tools enable intuitive access to data, proactive nudges, and insights that support informed and empathetic decision-making. Our AI-driven Pulse analysis also empowers continuous listening, helping us identify employee sentiment and act early to enhance well-being and engagement.

In learning and development, we are deploying generative AI to deliver personalized learning paths, simulate real-world scenarios, and assist in content creation. AI companions on our learning platform Lex, such as Zoiee and SynthAlz, provide intelligent tutoring, summarization, and contextual learning support. These innovations ensure every employee receives guidance aligned to their goals, skill levels, and preferred learning styles. From automated offboarding to retention analysis, AI also supports thoughtful transitions while maintaining a human touch. Our vision is clear: To responsibly use AI not as a replacement, but as a powerful enabler that enhances personalization, improves operational agility, and helps to reinforce our commitment to a people-first, future-ready workplace.