Business Responsibility and Sustainability Report

Sustainability and responsible business are foundational to Infosys' purpose and the way we create long term value.

Our purpose is to amplify human potential and create the next opportunity for people, businesses, and communities through innovative technology and effective solutions. From our inception, we have sought to earn the enduring trust and respect of all stakeholders by building a business that is ethical, transparent, and responsive to the needs of society and the planet. ESG is not an adjunct to our strategy – it is embedded in our decisions, operations, and governance, shaping how we grow, innovate, and lead responsibly.

We adopted the GRI Framework in 2008 and in fiscal 2013, we were among the first companies to publish the Business Responsibility Report (BRR). We continue to adopt the GRI standard for our ESG practices and disclosures.

The BRSR follows the National Guidelines on Responsible Business Conduct (NGRBC) principles on the social, environmental and economic responsibilities of business.

Our BRSR includes our responses to questions about our practices and performance on key principles defined by Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 as amended from time to time, which cover topics across all ESG dimensions.

Section A: General Disclosure

I Company details

1. Corporate Identity Number (CIN) of the Listed Entity	L85110KA1981PLC013115
2. Name of the Listed Entity	**Infosys Limited**
3. Year of incorporation	July 2, 1981
4. Registered office address	Electronics City, Hosur Road, Bengaluru, Karnataka 560 100, India
5. Corporate address	Electronics City, Hosur Road, Bengaluru, Karnataka 560 100, India
6. E-mail id	askus@infosys.com
7. Telephone	+91-80-2852 0261
8. Website	www.infosys.com
9. Financial year for which reporting is being done	April 2025 - March 2026
10. Name of the Stock Exchange(s) where shares are listed	In India, the Company's equity shares are listed on • BSE Limited • National Stock Exchange of India Limited (NSE) The ADSs are listed on the New York Stock Exchange in the US.
11. Paid-up capital	₹2,024 crore
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	**ARUNA C. NEWTON** Vice President – Head – ESG | Diversity, Equity & Inclusion Tel: +91 80 2852 0261 Email: arunacnewton@infosys.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a consolidated basis, unless otherwise specified.
14. Name of assessment or assurance provider	Deloitte Haskins & Sells LLP
15. Type of assessment or assurance obtained	BRSR core indicators - Reasonable Assurance Select BRSR indicators - Reasonable / Limited Assurance

II Products / services

16. Details of business activities (accounting for 90% of the turnover)

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
1	Software and IT consulting (GICS classification – Information Technology – Software and Services)	Infosys Limited provides AI-first business consulting and technology services, to enable organizations to unlock AI value at scale. With over four decades of experience in managing the systems and workings of global enterprises, Infosys accelerates business transformation through its AI-first value framework, deep domain expertise, and unique ability to orchestrate innovations from its AI-native partner ecosystem. Infosys' strategy is to be the navigator for its clients as they ideate, plan and execute on their journey to an AI-first future. Further details are provided in the *Management's Discussion and Analysis* section of this Integrated Annual Report.	95.23

17. Products / services sold by the entity (accounting for 90% of the entity's turnover)

S. No.	Product / service	NIC code	% of total turnover contributed
1	Software application development and maintenance, IT consulting, technology and next-generation digital services	620 and 631	95.23

III Operations

18. Number of locations where plants and / or operations / offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	1*	57	291
International	NA	233	

* Denotes solar power plant in Sira, Karnataka

19. Markets served by the entity

a. Number of locations[1]

Locations	Number
National (No. of states)	15
International (No. of countries)	84

[1] Denotes the locations of our clients

b. What is the contribution of exports as a percentage of the total turnover of the entity?

97.40%[1]

[1] Based on standalone financial statements under Ind AS as exports are considered in relation to India

c. A brief on types of customers

We serve customers across a wide range of industries including, aerospace and defence, communication services, financial services, healthcare, high technology, insurance, life sciences, media and entertainment, retail, utilities and more.

IV. Employees

20. Details as at the end of financial year:

a. Employees and workers (including differently-abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			Employees[1]			
1.	Permanent (D)	3,28,594	1,98,969	60.5	1,29,625	39.5
2.	Other than permanent (E)	23,501	18,849	80.2	4,652	19.8
3.	Total employees (D + E)	3,52,095	2,17,818	61.9	1,34,277	38.1
			Workers[1]			
4.	Permanent (F)	NA				
5.	Other than permanent (G)					
6.	Total workers (F + G)					

b. Differently-abled employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			Differently-abled employees[1][2]			
1.	Permanent (D)	1,075	803	74.7	272	25.3
2.	Other than permanent (E)	–	–	–	–	–
3.	Total employees (D + E)	1,075	803	74.7	272	25.3
			Differently-abled workers[1][2]			
4.	Permanent (F)	NA				
5.	Other than permanent (G)					
6.	Total differently-abled workers (F + G)					

[1] Pursuant to the applicability of the Labour Codes effective November 21, 2025, a subset of the workforce may qualify as 'workers'. Accordingly, the relevant provisions have been duly recognized in the financial statements. The Company is in the process of implementing systems to identify such categories of personnel and to ensure compliance with the Labour Codes. For the current reporting year, however, Infosys has classified its entire workforce under the category of employees, and no personnel have been disclosed under the category of 'workers'.

[2] Employees who have voluntarily disclosed their disabilities

21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	9	2	22.2
Key Management Personnel[1]	3	–	–

* As on April 23, 2026, our Board is represented by 30% women leaders, 50% of foreign nationals, age ranging from 61 years to 73 years with expertise in financial, global business, leadership, technology, mergers and acquisition, Board service, strategy, sales and marketing, Environmental, Social and Governance (ESG), risk and cybersecurity and other domains, which ensures that Infosys retains its competitive advantage.

(1) As on March 31, 2026, Key Management Personnel are Chief Executive Officer and Managing Director (CEO & MD), Chief Financial Officer (CFO) and Company Secretary (CS) as defined by the Companies Act 2013.

22. Turnover rate* for permanent employees and workers (Disclose trends for the past 3 years)

	Turnover rate in fiscal 2026 (In %)			Turnover rate in fiscal 2025 (In %)			Turnover rate in fiscal 2024 (In %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	13.2	11.6	12.6	14.5	13.6	14.1	12.6	12.5	12.6
Permanent workers	NA								

* Voluntary attrition for IT services excluding business process management services, products and platforms

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures[1]

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)[2]

(1) Refer to *Annexure 1* of the Board's Report for information on holding and subsidiary companies.

(2) Our subsidiaries contribute data required for the preparation of this report.

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (In ₹ crore)[1]	1,36,592
(iii) Net worth (In ₹ crore)[1]	87,332

(1) As per the standalone financial statements for year ended March 31, 2025 under Ind AS

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)(1)	Fiscal 2026			Fiscal 2025*		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year**	Remarks
Communities	Yes	–	–		–	–	
Investors (Other than shareholders)(2)	Yes	NA	NA		NA	NA	
Shareholders	Yes	153	1(3)		228	1	
Employees and workers	Yes	336	73(4)		269	75	
Customers	Yes	28	8		30	9	
Value chain partners	Yes	9	2		4	2	
Other		163	31		52	19	

(1) For all our stakeholders: whistleblower-policy.pdf

(2) The Company has adopted a policy of classifying shareholders grievances/complaints. The Company does not track complaints from investors and shareholders separately.

(3) The Company has responded to the pending complaint.

(4) Out of this, as on May 20, 2026, we have seven cases of sexual harassment and five cases of discrimination at workplace, pending resolution.

* Fiscal 2025 numbers restated to cover all applicable channels and mechanisms.

** Four complaints pending resolution at the end of the previous year are open.

26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No	Material issue identified*	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	**Environment :** Climate change	Risk	Climate change risks are increasingly manifesting in our business as strategic, physical and transitional (market and compliance) risks, which if not managed adequately, can affect our operations, reputation and profitability	Refer to the Infosys ESG Databook 2026 for details on risk mitigation	**Negative :** Increased operating costs in meeting the environmental standards in line with evolving regulatory requirements

S. No	Material issue identified*	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	**Environment :** Engaging clients on climate actions through our solutions	Opportunity	– Increased revenue through development and / or expansion of services to help our customers manage their climate change risks. – Savings from use of lower-emission sources of energy – Lead action globally on climate change through advocacy		**Positive :** Scope to improve Infosys' competitiveness and capitalize on evolving client preferences by leveraging our expertise in sustainability, low-carbon transition and digital/IT to support our clients on their sustainability and low-carbon journey
3	**Social :** Facilitating best-in-class employee experience	Risk	Inability to facilitate best-in-class employee experience may impact our ability to attract, hire, train, engage and retain talent	– Employee engagement and support initiatives to improve employee connect with the organization – Holistic measures for employee retention and recognition of key and tenured employees – Focus on career and leadership development programs to develop next gen leaders – Bringing in AI and other technologies to enhance employee experience	**Negative :** Impact on employer reputation, increased cost of talent, etc.
4	**Social:** Enabling digital talent at scale	Opportunity	Digital and AI technologies are unequivocally the new way forward and almost everyone will have to adapt to a new way of living and working in the not-too-distant future. A wave of new technologies and solutions is helping amplify human potential, reinvent the workplace, and enable performance beyond previous capabilities.		**Positive :** Given the shortage of digital and AI proficient workforce, there is a significant opportunity to bridge the talent gap by harnessing digital and AI technologies to upskill employees, clients, students, educators and community, while advancing technological inclusion and creating long term social and economic impact.

S. No	Material issue identified*	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	**Governance :** Data privacy and information management	Risk	Cyber-attacks that breach our information network and / or failure to protect sensitive and confidential information of our stakeholders in accordance with applicable laws and contractual obligations may impact our operations, client satisfaction or result in significant regulatory penalties.	– Improve the cybersecurity strategy, framework, processes, policies and controls to enhance cyber resilience. – Improve the data privacy framework, policies, processes and controls – Multi-layered governance process with executive and Board oversight to review the cybersecurity and data privacy risks and our preparedness to mitigate and respond to such risks. – Continued investment in technologies to create defense in depth in order to address risks posed by evolving cyber threat landscape – Close collaboration with cyber intelligence and forensic consultants to identify and prepare for emerging cybersecurity threats, periodic table-top exercises and maintain the cybersecurity crisis plan up to date – Continuous monitoring of regulatory landscape – Regular awareness mailers and workshops along with strong consequence management process – Trainings and workshops for employees on security by design – Strong encryption, data backup and recovery mechanism to ensure business continuity during any crisis – The Cyber Risk Assessment Framework aligned to ISO 31000, ISO 27001, and ISO 27005	**Negative :** Increased operating cost to hire and train talents, and technology investments
6	**Governance:** Ethics and compliance	Risk	Evolving regulatory compliance, corporate governance and public disclosure requirements add uncertainty to our compliance policies. If we are not able to comply with the complex regulatory landscape (e.g., immigration, wages, tax, sanctions), it could result in investigations, regulatory inquiries, litigation, fines, and negative client sentiments.	– Dedicated in-house compliance team working together with external partners to monitor changes to the regulatory landscape – Comprehensive compliance framework, policies, controls and programs to identify changes to regulatory landscape, assess their impact and implement appropriate actions – Regular connect with regulatory authorities and compliance experts to identify and assess changes to the regulatory landscape – Contract awareness programs and trainings for employees and vendors – Periodic compliance certification with clear accountability and responsibility defined – Comprehensive monitoring, reporting and governance including Board oversight	**Negative:** Impact on reputation and cost of compliance due to investigations, regulatory inquiries, litigation, fines, etc.

S. No	Material issue identified*	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	**Governance :** Being recognized as industry leader in our information security practices and adoption of leading data privacy standards	Opportunity	– Increasing revenue from cybersecurity service offerings and solutions – Higher client confidence in our ability to service them		**Positive :** Minimize cybersecurity and data privacy breach threats to Infosys and our customers through advanced cybersecurity solutions and adoption of leading data privacy standards

* For the complete list of material topics, refer to ESG Vision 2030 refresh. For Enterprise Risk Management framework refer to Risk Management Section of Integrated Annual Report.

Section B: Management and process disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1c. Web Link of the Policies, if available	Refer to the Whistleblower Policy, Infosys Code of Conduct and Ethics, ABAC policy	Refer to the Responsible Supply Chain and Supplier Diversity Policy	Refer to Infosys Code of Conduct and Ethics, HSE Policy, Supplier Code of Conduct	Refer to our CSR Policy and ESG Vision 2030, Responsible Supply Chain and Supplier Diversity Policy	Refer to our Infosys Code of Conduct and Ethics, Responsible Supply Chain and Supplier Diversity Policy	Refer to our HSE Policy(1), ESG Vision 2030, Responsible Supply Chain and Supplier Diversity Policy	Refer to our ESG Vision 2030, Responsible Supply Chain and Supplier Diversity Policy	Refer to our CSR Policy(2), Responsible Supply Chain and Supplier Diversity Policy	Refer to our Infosys Code of Conduct and Ethics, ESG Vision 2030, Privacy statement(1), Responsible Supply Chain and Supplier Diversity Policy

(1) Approved by the Executive Leadership

(2) Not extended to Suppliers

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015; GRI Standard 2021, UNGC Principles, OECD– Principles of Corporate Governance, UN SDGs	ISO 9001:2015, GRI Standard 2021, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, CMMi 2.0	ISO 9001:2015, GRI Standard 2021, ISO 45001:2018, Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UNGC Principles	ISO 9001:2015, GRI Standard 2021, ISO 14001:2015, ISO 45001:2018	ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, GRI Standard 2021, Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UNGC Principles	ISO 9001:2015, GRI Standard 2021, ISO 14001:2015, ISO 14068:1, ISO 22301:2019, ISO 50001:2018 SASB, TCFD, UN SDGs, Carbon Disclosure Project (CDP)	ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, GRI Standard 2021, UNGC Principles	ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, GRI Standard 2021, UN SDGs	ISO 9001:2015, GRI Standard 2021, ISO 27001:2022, ISO 27701:2019, ISO 42001:2023
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In 2020, we became carbon neutral, 30 years ahead of the timeline set by the Paris Agreement. In October 2020, we launched our ESG Vision and ambitions for 2030. In 2025, we renewed our ESG Vision 2030 and committed to further progress on our ESG ambitions. Read more								

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The details of our performance on our ESG goals are available in the chapters *Approaching value creation* and *Delivering value* in this Integrated Annual Report and our ESG Report 2026. We are on track to meet our ESG goals and targets outlined in our ESG Vision 2030.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements

"Infosys continues to advance its commitment to building a sustainable, resilient, and purpose-driven enterprise, guided by its ESG Vision 2030. This vision anchors our overall strategy to strengthen governance, drive environmental stewardship, foster an inclusive and diverse workplace, and leverage technology to create long-term value for all stakeholders.

Our strategic priorities remain focused on accelerating our climate commitments, enabling large-scale skilling, and embedding responsible practices across our operations and value chain. These priorities are aligned to evolving stakeholder expectations and material ESG considerations. We operate in a dynamic global environment shaped by climate transition imperatives, rapid technological change, increasing regulatory requirements, and heightened expectations around transparency and accountability. In this context, we continued to enhance our ESG frameworks and disclosures during the year. In fiscal 2026, Infosys made steady progress across its ESG commitments, supported by robust governance mechanisms, defined performance metrics, and active stakeholder engagement. At the same time, we continued to navigate challenges relating to climate transition, talent transformation, and a complex macroeconomic environment. Overall, our performance reflects continued progress toward our stated ESG targets. We remain committed to strengthening our execution, improving transparency, and driving measurable outcomes across environmental, social, and governance dimensions.

Looking ahead, we expect continued evolution in regulatory landscapes, stakeholder expectations, and climate-related risks. Infosys remains confident in its strategy and will continue to enhance its ESG practices to drive sustainable, inclusive, and responsible growth.

Information on our ESG-related challenges, targets, performance, and key achievements are detailed in our ESG Report. You may also refer to 'Approaching Value Creation' and 'Delivering Value' chapters of this Integrated Annual Report."

Salil Parekh
Chief Executive Officer and Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Policy	Implementation – authority	Oversight – authority	Composition of highest authority responsible for oversight
Whistleblower Policy and Infosys Code of Conduct and Ethics	Chief Legal Officer and Chief Compliance Officer	Audit Committee	Refer to the Audit Committee section in the *Corporate governance report* of this Integrated Annual Report.
Responsible Supply Chain and Supplier Diversity Policy and Supplier Code of Conduct	Global head – Procurement	ESG Committee	Refer to the ESG Committee section in the *Corporate governance report* of this Integrated Annual Report.
CSR Policy	Global Head – Corporate Accounting & Taxation, Facilities, Infrastructure and Security	CSR Committee	Refer to the CSR Committee section in the *Corporate governance report* of this Integrated Annual Report.
ESG Vision 2030	Chief Financial Officer	ESG Committee	Refer to the ESG Committee section in the *Corporate governance report* of this Integrated Annual Report.

Refer to 1c above for mapping of Infosys policies to BRSR principles

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, the ESG Committee of the Board.

Name of the director	Designation/category	DIN number
Chitra Nayak, *Chairperson*	Independent director	DIN: 09101763
Govind Iyer	Independent director	DIN: 00169343
Helene Auriol Potier	Independent director	DIN: 10166891

Read more in the ESG Committee report in the *Corporate governance report* of this Integrated Annual Report.

	Subject for Review	**Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee**									**Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)**								
		P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
10. Details of Review of NGRBCs by the Company:	Performance against above policies and follow up action	Committee of the Board									Annually								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board									Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	**Principles**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	Answer	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Notes:

- BVC conducted ISO 9001: 2015, ISO 27001: 2022, ISO 22301: 2019, ISO 20000:2018, AS 9100 and ISO 27701: 2019.
- DNV conducted ISO 14001:2015, ISO 45001:2018, ISO 50001:2018 and ISO 14068
- BSI (Beijing) conducted the ISO 9001: 2015 and ISO 27001: 2022 audits at our China location.

12. If answer to question (1) above is "No" i.e. not all principles are covered by a policy, reasons to be stated	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	Not applicable								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

Section C: Principle-wise performance disclosure

This section is aimed at helping entities demonstrate their performance in integrating the principles and core elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors and Board Committees	1	The Board members attended sessions which emphasized global sustainability trends, policies, regulatory environment and related topics. Refer to the Training of Board members section in the *Corporate Governance report* in the Integrated Annual Report.	100
Key Managerial Personnel (KMP)[1]	6	• Infosys Code of Conduct and Ethics • Climate change • Environmental sustainability • Social sustainability • Data privacy and cybersecurity • Benchmark ESG practices	100
Employees other than BoD and KMPs[1]	5	• Infosys Code of Conduct and Ethics • Climate change • Environmental sustainability • Social sustainability • Data privacy and cybersecurity	100
Workers	NA	NA	NA

[1] Apart from year-long awareness campaigns through email on responsible business and related topics, all our employees have access to an exclusive learning channel on Lex, our internal learning platform and Infosys Springboard, our flagship digital learning platform.

2. Details of fines / penalties /punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies / judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / fine*	1, 3	Canada Revenue Agency	0.15 crore	Penalty for alleged short payment of tax in relation to the payroll trust audit for the years 2017 to 2024	No
	1	Federal Tax Authority	0.12 crore	Penalty on account of failure to pay VAT liability for Q1FY26	No

Settlement	–	–	–	–
Compounding fee	–	–	–	–

* For Infosys Limited

Non-Monetary				
	NGRBC Principle	**Name of the regulatory / enforcement agencies / judicial institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment		–	–	–
Punishment		–	–	–

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies / judicial institutions
Not applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. Our Code of Conduct and Ethics complies with the legal requirements of applicable laws and regulations, including anti-bribery, anti-corruption and ethical handling of conflicts of interest. Additionally, we also have an Anti-Bribery and Anti-Corruption (ABAC) Policy, which details requirements on ABAC.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	Fiscal 2026	Fiscal 2025
Directors	–	–
KMPs	–	–
Employees	–	–
Workers	NA	NA

6. Details of complaints with regard to conflict of interest:

	Fiscal 2026		Fiscal 2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	–		–	
Number of complaints received in relation to issues of conflict of interest of the KMPs	–		–	

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	Fiscal 2026	**Fiscal 2025**
Number of days of accounts payable	42	41

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	**Fiscal 2026**	**Fiscal 2025**
Concentration of Purchases[1]	a. Purchases from trading houses as % of total purchases	–	–
	b. Number of trading houses where purchases are made from	–	–
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	–	–
Concentration of Sales[2]	a. Sales to dealers / distributors as % of total sales	–	–
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in[3]	a. Purchases (Purchases with related parties / Total purchases)	–	–
	b. Sales (Sales to related parties / Total sales)	–	–
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	–	–
	d. Investments (Investments in related parties / Total investments made)	–	–

[1] Based on methodology adopted by the company no trading houses were identified

[2] We are a software application development and maintenance, IT consulting, technology and next-generation digital services company and this KPI does not apply to us.

[3] As per the consolidated financial statements under Ind AS

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programs held	Topics / principles covered under the training[1]	% age of value chain partners covered (by value of business done with such partners) under the awareness programs[2]
5[1]	• Anti-Corruption and Anti-Bribery • Supplier code of conduct • Environmental footprint and carbon neutrality • Waste water recycling • Business Responsibility and Sustainability Reporting	97.19

[1] 9,200+ suppliers were enabled on ESG awareness programs through the ESG learning portal.

[2] Our assessment covers 1,100+ upstream value chain partners.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has established robust processes to avoid and manage conflicts of interest involving members of the Board. These include:

1. Declaration of Interest: All Board members are required to disclose their financial interests, affiliations, or relationships that could influence their decision-making at the time of their appointment and periodically thereafter, in compliance with statutory requirements.
2. Code of Conduct and Ethics: The Company has adopted a formal Code of Conduct and Ethics that defines what constitutes a conflict of interest and provides clear guidelines for identifying and managing conflicts of interest.
3. Recusal procedures: In cases where a potential conflict of interest is identified, the Board member concerned is required to recuse from discussions and voting on the relevant agenda item.
4. Approval requirements: Transactions involving entities in which the directors have an interest require the prior approval of the Board. If such transactions exceed the prescribed threshold, the approval of the shareholders is also required.

PRINCIPLE 2:
Businesses should provide goods and services in a manner that is sustainable and safe

Essential indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Fiscal 2026	Fiscal 2025	Details of improvements in environmental and social impacts
R&D[1][2]	19.9	16.9	Education, training and assessment of employees to upskill and reskill, leadership training to build leadership capability and business research to produce novel, distinctive content and insights, and technology to improve environmental and social products and processes
Capex[1][2]	3.6	1.5	Efficient equipment for cooling, lighting, renewable energy, water management, waste management and sustainable material

[1] Based on standalone financial statements under Ind AS

[2] R&D and capex investments in specific technologies include education, training and assessment platforms that build digital and AI capabilities not only across the workforce, but also among students and other learners in the broader talent ecosystem. These technology investments support the development and adoption of digital and AI-led products and processes that can improve environmental performance through greater efficiency and resource optimization, while also creating social impact by expanding access to future-ready skills, strengthening capabilities, employability, and enabling more inclusive participation in the digital economy.

2a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes. Infosys has adopted a Responsible Supply Chain & Supplier Diversity Policy as well as a Green Procurement Policy to strengthen its commitment to responsible sourcing. Suppliers are also required to mandatorily sign the Supplier Code of Conduct. Periodic ESG assessments are conducted internally as well as through a third party.

2b. If yes, what percentage of inputs were sourced sustainably?

All our procurements follow the principles of sustainable sourcing. We require suppliers to accept the Supplier Code of Conduct, which is based on the UNGC Principles.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

(a) Plastics (including packaging) **(b) E-waste** **(c) Hazardous waste** **(d) Other waste**	Not applicable. We don't manufacture any products. We are an IT services company.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No): No

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

If not, provide steps taken to address the same.

Not applicable

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

It is in progress. Infosys is an IT consulting and software services organization. Our life cycle practices include green procurement considerations as part of technical specifications for purchase and end-of-life management to maximize recycling.
We have mandated Life Cycle Assessment for our new physical infrastructure, which helps in making an informed decision towards environmentally friendly products in the construction and operation of our buildings.

2. If there are any significant social or environmental concerns and / or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same

No. There are no significant social or environmental concerns and/or risks arising from the production and disposal of our products and services. A detailed account of our environmental footprint is available in Principle 6 of this BRSR report.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Not applicable.

4. Of the products and packaging collected at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Not applicable. We are an IT services company, we don't manufacture any products.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Not applicable. We are an IT services company, we don't manufacture any products.

PRINCIPLE 3:
Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential indicators

1a. Details of measures for the well-being of employees:

		% of employees covered by									
Category	**Total (A)**	**Health insurance**		**Accident insurance**		**Maternity benefits**		**Paternity Benefits**		**Day Care facilities[1]**	
		Number (B)	**% (B / A)**	**Number (C)**	**% (C / A)**	**Number (D)**	**% (D / A)**	**Number (E)**	**% (E / A)**	**Number (F)**	**% (F / A)**
Permanent employees											
Male	1,98,969	1,98,969	100	1,98,969	100	NA	NA	1,98,969	100	–	–
Female	1,29,625	1,29,625	100	1,29,625	100	1,29,625	100	NA	NA	–	–
Total	3,28,594	3,28,594	100	3,28,594	100	1,29,625	100	1,98,969	100	–	–
Other than Permanent employees											
Male	Vendors and contractors are required to adhere to statutory compliances as per the respective rules of the state.										
Female											
Total											

[1] We provide onsite, proximity and network (near-home) childcare support options for our employees in India, based on their preference.

1b. Details of measures for the well-being of workers:

Not applicable

1c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

	Fiscal 2026	Fiscal 2025
Cost incurred on well-being measures as a % of total revenue of the company	1.3	1.3

2. Details of retirement benefits, for current financial year and previous financial year.

Benefits	Fiscal 2026			Fiscal 2025		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF[(1)]	100	NA	Y	100	NA	Y
Gratuity[(1)]	100	NA	Y	100	NA	Y
ESI[(2)]	2.6	NA	Y	3.5	NA	Y
National Pension Scheme (NPS)[(3)]	3.7	NA	Y	3.7	NA	Y
Others – superannuation[(4)]	12.8	NA	Y	12.9	NA	Y

This table represents retirement benefits for the employees working in India. All our employees working outside India are eligible for retirement benefits according to applicable laws in the regions we operate.

(1) All eligible employees are covered.

(2) All eligible employees covered under the Employees State Insurance Act ("ESIC"), 1948 are provided the benefit.

(3) Pertains to contribution made by employers for employees who have opted for the same.

(4) Eligible employees are participants to superannuation retirement fund.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. The premises / offices of Infosys in India are accessible to differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the entity has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. The policy of the Company is available on the website at https://www.infosys.com/careers/discover/culture/documents/diversity-inclusion-policy.pdf.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees[(1)]		Permanent workers	
	Return to work rate (In %)	Retention rate (In %)	Return to work rate (In %)	Retention rate (In %)
Male	99.9	82.8	NA	NA
Female	99.4	79.6	NA	NA
Total	99.7	81.1	NA	NA

Based on the recommendations of GRI standard 401-3.

(1) 100% of our permanent employees are eligible for parental leaves subject to policy conditions.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent workers	NA
Other than permanent workers	
Permanent employees	Yes, Infosys is committed to providing a safe and positive work environment as enshrined in our Code of Conduct. Employees and contract staff have access to a well-established robust grievance resolution mechanism known as Resolution hubs where they can highlight matters or concerns faced at the workplace. For more information, refer to Resolution hubs available in the *Management Discussion and Analysis section* of this Integrated Annual Report.
Other than permanent employees	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	**Fiscal 2026**			**Fiscal 2025**		
	Total employees / workers in respective category (A)	**No. of employees / workers in respective category, who are part of association(s) or Union (B)**	**% (B / A)**	**Total employees / workers in respective category (C)**	**No. of employees / workers in respective category, who are part of association(s) or Union (D)**	**% (D / C)**
Total permanent employees	3,28,594	2,989	0.9	3,23,578	2,713	0.8
Male	1,98,969	2,042	1.0	1,97,246	1,845	0.9
Female	1,29,625	947	0.7	1,26,332	868	0.7
Total permanent workers	NA					
Male						
Female						

8. Details of training of employees and worker (% to total no. of employees / workers in the category):

Category	**Fiscal 2026[1]**					**Fiscal 2025[1]**				
	Total (A)	**On health and safety measures[2]**		**On skill upgradation***		**Total (D)**	**On health and safety measures[2]**		**On skill upgradation**	
		No. (B)	**% (B / A)**	**No. (C)**	**% (C / A)**		**No. (E)**	**% (E / D)**	**No. (F)**	**% (F / D)**
Male	1,98,969	1,98,969	100	1,62,577	81.7	1,97,246	1,97,246	100	1,75,377	88.9
Female	1,29,625	1,29,625	100	1,06,150	81.9	1,26,332	1,26,332	100	1,12,388	89.0
Total	3,28,594	3,28,594	100	2,68,727	81.8	3,23,578	3,23,578	100	2,87,765	88.9
Total permanent workers	NA									
Male										
Female										

* Average training hours in fiscal 2026 is 113.3 as compared to 71.3 in fiscal 2025.

[1] Only for permanent employees

[2] Includes awareness programs

9. Details of performance and career development reviews of employees and workers

Category	Fiscal 2026			Fiscal 2025		
	Total (A)[1]	No. (B)	% (B / A)	Total (C)[1]	No. (D)	% (D / C)
Employees						
Male	1,65,963	1,65,963	100	1,77,052	1,77,052	100
Female	1,08,871	1,08,871	100	1,15,011	1,15,011	100
Total	2,74,834	2,74,834	100	2,92,063	2,92,063	100
Total permanent workers						
Male			NA			
Female						

[1] 100% of eligible employees have received performance and career development reviews.

10. Health and safety management system:

10a. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage of such system?

Yes. At Infosys, Health, Safety and Environment (HSE) is an integral part of our ESG framework. Our Health, Safety and Environmental Management System (HSEMS), known as 'Ozone', is anchored in strong management commitment, compliance with applicable legal requirements, and the expectations of our stakeholders.

Ozone has not only enabled assurance of our structured and well-established processes through globally recognized certifications, but it has also cultivated a strong culture of safety and well-being across the organization. Our robust HSEMS has enabled Infosys to achieve ISO 45001:2018 (Occupational Health & Safety) certifications at locations where the system has been in place for over three years. These certifications encompass all India locations and Australia offices, including Infosys Limited and its subsidiaries, in line with our enterprise HSE strategy. Currently, over 85% of Infosys' employees are covered by ISO 45001 certification, highlighting our commitment to employee safety. The HSEMS is globally implemented across locations based on legal requirements and internal benchmarks, and it is included in our internal audit program to ensure consistent governance and performance.

Infosys provides the highest priority to the health, safety, and well-being of its employees and key stakeholders. Our HSE Policy clearly articulates our philosophy and commitment towards proactively managing significant HSE risks and opportunities. To further strengthen occupational health outcomes, Infosys has introduced various initiatives focused on mental and emotional health, ergonomics, safety, lifestyle diseases, and preventive care. Occupational Health Centers are active across all our India campuses, supporting a comprehensive approach to employee health and well-being.

10b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Infosys follows a structured approach to identify work-related hazards and assess risks across both routine and non-routine activities. Hazard identification and risk assessments are proactively carried out for existing, new, and modified activities, processes, and services, as well as in response to regulatory updates. Routine risk assessments include periodic workplace and ergonomic evaluations, monitoring utility operations, and reviewing employee commute risks. Non-routine tasks such as construction, infrastructure development, preventive maintenance, and facility modifications undergo specific risk assessments before and during their execution. Incidents and near misses are analyzed quarterly to identify trends and emerging risks. Hazards are prioritized and mitigated using the hierarchy of controls, followed by reassessment of residual risks and updates to the risk control matrix as required. Employee and stakeholder participation is integral to the risk assessment process, and learnings from past projects and current operations are incorporated continuously.

10c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y / N)

Yes. Infosys has a robust incident reporting and management process to ensure that all work-related incidents - such as accidents, near misses, unsafe acts, and unsafe conditions - are properly reported, investigated, and resolved with suitable corrective actions. Employees can report health and safety concerns via the Infosys Helpdesk (IHD) or designated email addresses. Contract staff without system access inform their supervisors, who then escalate the issue to the local HSE team. All incidents are subject to root cause analysis, and corrective as well as preventive measures are implemented to avoid recurrence or potential injuries and losses. Employee awareness of incident reporting is strengthened through induction programs, online training modules (Lex), and targeted awareness campaigns and mailers. Learnings and corrective actions are actively shared across locations to promote consistent application and prevent future incidents.

10d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes. Well-equipped Occupational Health Centers (OHCs), including physiotherapy facilities, are located across Infosys campuses in India. All statutory and applicable norms are ensured, with competent medical professionals working through accredited partner hospitals to manage the OHCs and physiotherapy centers. Periodic health risk assessments are performed to monitor health trends, facilitating timely specialist consultations and targeted interventions.

Infosys proactively addresses employee well-being by offering a broad range of initiatives, including structured workshops, awareness campaigns, regular health check-ups, online chat sessions, counseling services (like Samaritans), and targeted wellness programs. Details of employee visits to OHCs are recorded digitally, adhering to specific data protection and privacy regulations for each region.

Additionally, Infosys offers extended healthcare benefits through tie-ups with hospitals, granting employees and their dependents access to health screenings and treatments, even for non-occupational illnesses. Employees, including contractual staff, receive comprehensive insurance coverage. For contractual employees, targeted programs, such as mandatory health screenings and specific interventions are carried out, guided by identified risks, hazards, and emerging health trends.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	Fiscal 2026[1]	Fiscal 2025[1]
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees[2]	0.134	0.101[4]
	Workers[3]	NA	NA
Total recordable work-related injuries	Employees[2]	39	23[4]
	Workers[3]	NA	NA
No. of fatalities	Employees[2]	0	1
	Workers[3]	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees[2]	0	0
	Workers[3]	NA	NA

[1] India operations

[2] Includes 'other than permanent' employees

[3] Infosys does not have workers.

[4] Fiscal 2025 numbers are restated to reflect total injuries and injury rates.

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

Infosys acknowledges that Occupational Health and Safety (OH&S) is one of the key aspects of sustainable business practices. OH&S policies, processes, and practices at Infosys promote the physical, emotional, and social well-being of employees in the workplace. The robust Health and Safety Management system at Infosys has earned us the certification of ISO 45001:2018 for all Indian locations and Australia offices, including Infosys Limited and its subsidiaries, in line with our HSE strategy.
The Company has implemented the following measures to ensure a safe and healthy workplace:

1. Incident management: Incidents, which include near misses / potential hazards / accidents, are reported through internal applications or email. The causes of incidents are identified, analyzed and appropriate corrective actions are taken to prevent recurrence or occurrence of incidents leading to injuries / losses.
2. OH&S Committee: Both employees and other than permanent employees are part of the Infosys OH&S Committee, which helps in ensuring their active participation and consultation. The representation from employees in safety committees is 100%. The Committee brings employees and management together in a non-adversarial, cooperative effort to promote OH&S in the workplace.

3. Training and awareness: Training includes awareness building, mock drills, classroom sessions and periodic demonstrations. HSEMS training is a part of our employee induction program. To enable continuous learning, an HSE awareness module is available on Lex, our internal learning platform. For contract staff, job-specific and general training is provided during induction and later through refresher training.
4. Safety interventions: We have always focused on building a culture of safety at Infosys. The safety systems in place include work permits, training, Lock Out Tag Out (LOTO), safety inspections, audits, operational controls, and monitoring. Policies have been established focusing on specific areas such as women's safety, lone working, transport, travel, construction and others.
5. Medical services: We have set up Occupational Health Centers (OHC) on our campuses in India. Majority of our OHCs are operational round the clock based on business requirement. We have ambulance services available or have arrangements for ambulances to be made available at all our India-based locations.
6. Health Risk Assessment (HRA): HRA is conducted annually based on inputs from the OHC. Being an IT / ITES company, the prevalent risks include ergonomics, Musculoskeletal Disorders (MSDs), emotional well-being, etc., associated with the workplace, operation of utilities, and commute. Numerous initiatives, interventions, engagement virtual sessions, and process controls are in place to effectively address these risks.
7. Programs on ergonomics: These include on-site physiotherapy centers in India, interventions by ergonomic experts and the provision of ergonomic infrastructure. Periodic sessions are conducted on back care, Repetitive Stress Injuries, and seating postures for employees across the globe.
8. Physical and emotional well-being: We have nutritionists at our locations in India to provide counseling and guidance. We have also set up state-of-the-art gyms to train physical and mental fitness.
9. Programs for mothers: Pregna Care, a professional healthcare program, is specially designed for expectant mothers and aims to provide maximum comfort for the mother, in India.
10. Working environment: We continued to focus on improving the working environment by monitoring indoor air quality, lux and noise levels and promoting the use of green seal chemicals.

13. Number of complaints on the following made by employees and workers:

	Fiscal 2026			Fiscal 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year[1]	Remarks
Working conditions	21	1	The resolution of complaints which are in progress relates to modifications in infrastructure which is currently underway	35	3	All open complaints have been closed during early Fiscal 2026
Health and safety	8	0	–	25	2	All open complaints have been closed during early Fiscal 2026

[1] The open issues in fiscal 2025 have been closed

14. Assessment for the year for health and safety:

Our Health, Safety and Environmental Management System (HSEMS) is certified to ISO 45001:2018 standard audited by certifying bodies annually. The scope of HSEMS is applicable to all activities, which are a part of our operations and employees working for and on behalf of the Company, including deputees at client sites. Safety and well-being of our employees is accorded the highest priority. Our internal Corporate Certification Audits and Assessments Team (CCAT) conducts periodic assessments across Infosys locations annually.

Assessments for the year	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)[1]
Health and safety practices	100
Working conditions	100

[1] India operations, as per the internal assessment plan for the year.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health and safety practices and working conditions.

There have been no significant risks / concerns arising from assessments of health and safety practices and working conditions. There are few minor safety incidents related to operational controls, and they have been closed with detailed corrective measures. Infosys also monitors all the controls on a periodic basis and makes course corrections, as appropriate.

Leadership indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) employee (Y / N) (B) worker (Y / N)

(A) Yes
(B) Not applicable

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company periodically audits value chain partners to ensure timely deduction and deposit of statutory dues.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment

	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	Fiscal 2026	Fiscal 2025	Fiscal 2026	Fiscal 2025
Employees	0	1	0	0
Workers	NA	NA	NA	NA

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes / No)

Yes. We provide employees opportunities to upgrade their skills as part of transition assistance to facilitate their continued employability and the management of career endings resulting from termination of employment. The Employee Career Support program: Retirement Planning spans a portfolio of services including consultations from retirement specialists, strategic financial planning, retirement focused roadmap and resources, careers workshops, and access to networking groups dedicated to retirement options.

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed*
Working conditions	91.64
Health and safety	91.64

* We have completed ESG assessment of 1,100+ upstream value chain partners, carried out by third-party as on March 31, 2026.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners

There were no significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential indicators

1. Describe the processes for identifying key stakeholder groups of the entity

We identify and prioritize our stakeholders based on the impact of the Company on the stakeholders and the ability of the stakeholder groups to influence the functioning of the Company. As part of the GRI-based materiality assessment, we have identified six key stakeholder groups: Investors/shareholders, clients, employees and sub-contractors, suppliers/partners, government/regulators and the community. The ESG Committee of the Board also approves the continued relevance of the material topics on an annual basis.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified as vulnerable or marginalized (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website, others (please specify)	Frequency of engagement (Annually/ Half-yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	• Investors calls, emails, and personal meetings • Analyst meets • Conferences (including broker-led events) • Quarterly results • Annual General Meeting • Sustainability report • Financial reports • India stock exchange filings (NSE and BSE) • US Securities and Exchange Commission (SEC) filings • Press releases • Social media	Ongoing	• To answer queries of investors on Infosys' ambitions and progress • Build transparency with existing and potential investors

Stakeholder group	Whether identified as vulnerable or marginalized (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website, others (please specify)	Frequency of engagement (Annually/ Half-yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	• Employee satisfaction surveys • Employee Resource Groups (ERGs) • Resolution hubs and whistleblower mechanism • Communication blogs • Development centers' engagement initiatives • InfyMe (Intranet) and podcasts	Ongoing	• Communicate the Employee Value Proposition (EVP) • Keep a finger on pulse of employee engagement • Provide an opportunity to raise concerns • Training and development • Employee recognition and engagement activities • Performance review and career development • Employee health, safety, and well-being
Clients	No	• Client visits and meetings • Customer satisfaction surveys • Annual customer conclaves	Ongoing	• Engage with clients on Infosys solutions and services, including climate change solutions • Seek client feedback on our solutions and services and continuously improve to meet their expectations • Develop relationships and partnerships with clients enabling delivery of high-quality client services and solutions • Communicate Infosys' credentials including ESG credentials
Government and regulatory bodies	No	• Engagement with government and global forums • Policy advocacy and representations • Engagement with industry, government and regulatory bodies	Ongoing	• Share ESG best practices • Participate in forums to strengthen the adoption of responsible business practices • Participate / assist in the development of regulations / public policies • Share a perspective on global standards and alignment with international benchmarking

Stakeholder group	Whether identified as vulnerable or marginalized (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website, others (please specify)	Frequency of engagement (Annually/ Half-yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	Yes	• Meetings with associations / NGOs • Local community interactions • Social media	Ongoing	• Enable access to digital skilling • Serve the community through Tech for Good programs in education, healthcare, and governance • Enable participation of diverse communities in the economy • CSR engagement
Suppliers	No	• Suppliers meet, *Sambandh* (bi-annual) • ESG report • Supplier engagement on ESG	Ongoing	• Keep a finger on pulse on supplier engagement • Provide an opportunity to raise concerns • Training and development

Leadership indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

We have identified our most material issues through a data-driven and consultative exercise. The material topics were shortlisted and prioritized based on their impact on our stakeholders and our business. Periodic meetings were held to update the sub-committees of the Board.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Our material topics were shortlisted and prioritized based on their impact on our stakeholders and our business. The material topics and the linked ambitions can be accessed through our ESG Vision 2030 and performance updates through our annual ESG Reports.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups.

Infosys Foundation was set up to support underprivileged sections of society, create opportunities and strive towards a more equitable society. Infosys contributes as a part of its CSR initiatives to Infosys Foundation. The Foundation engages with the community, especially vulnerable and marginalized stakeholder groups, in a variety of focus areas. For information on the percentage of beneficiaries of the CSR projects, refer to Principle 8, Q.6 (Leadership Indicators) in this report. Read the Infosys Foundation annual reports at https://www.infosys.com/infosys-foundation/.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

	Fiscal 2026			Fiscal 2025		
	Total (A)	No. of employees / workers covered (B)	% (B / A)*	Total (C)	No. of employees / workers covered (D)	% (D / C)*
Employees						
Permanent	3,28,129(1)	3,20,648	97.7	3,23,578	3,18,667	98.4
Other than permanent	23,501	21,568	91.8	25,018	25,018	100
Total employees	3,51,630	3,42,216	97.3	3,48,596	3,43,685	98.6
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total workers	NA	NA	NA	NA	NA	NA

* The Code of Conduct expresses Infosys' commitment to conducting business ethically and in accordance with the values of the Company while respecting the human rights of all stakeholders. All employees are trained on the Code during their induction into the organization. Our Human Rights Statement is a part of the Code of Conduct which is approved by the Board on an annual basis.

(1) Employees on long leave have not been considered

2. Details of minimum wages paid to employees and workers, in the following format:

Infosys operates in 59 countries, and employees are hired across geographies. The legal minimum wage is defined based on various parameters such as tenure, role, location, citizenship status, etc., and it varies by country and even by state within some countries. We have defined detailed processes considering these parameters to ensure the employees are paid according to local regulations and we are compliant with local laws, as applicable.

Category	Fiscal 2026					Fiscal 2025				
	Total employees (A)*	Equal to minimum wage		More than minimum wage		Total employees (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Permanent employees										
Male	1,66,583	15	0.01	1,66,568	99.99	1,64,758	1,919	1.16	1,62,839	98.84
Female	1,09,571	27	0.02	1,09,544	99.98	1,05,738	2,431	2.30	1,03,307	97.70
Other than permanent employees										
Male	Vendors and contractors adhere to statutory compliances as per the state rules.									
Female										

* India only

3. Details of remuneration/salary/wages:

a. Median remuneration / wages:

		Male		Female	
		Number	**Median remuneration / salary / wages of respective category (₹ crore)**	**Number**	**Median remuneration / salary / wages of respective category (₹ crore)**
Board of Directors (BoD)		6(1)	2.61	2	2.85
Key Managerial Personnel (KMP)(1)(3)		3	4.43	–	–
Employees(2) other than BoD and KMP	Junior	51,073	0.04	47,630	0.04
	Middle	1,08,289	0.11	71,368	0.10
	Senior	39,604	0.31	10,627	0.25
	Total	1,98,966	0.11	1,29,625	0.09
Workers		NA	NA	NA	NA

As on March 31, 2026

(1) Remuneration to Chief Executive Officer and Managing Director (CEO & MD) has been included in KMP.

(2) Includes permanent employees only

(3) Remuneration excludes retirement benefits and perquisite value of stock incentives.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format

	Fiscal 2026	Fiscal 2025
Gross wages paid to females as % of total wages*	29.1	29.1

* Includes permanent employees only

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes / No)

Yes

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Infosys is committed to providing a safe and positive work environment as enshrined in our Code of Conduct. Employees and contract staff have access to a well-established robust grievance resolution mechanism known as Resolution hubs, where they can highlight matters or concerns faced at the workplace including those pertaining to human rights.

Resolution hubs adhere to the principles of natural justice, confidentiality, sensitivity, non-retaliation, and fairness while addressing concerns. The concerns are handled with sensitivity, while delivering timely action and closure. A detailed investigation process ensures fairness for all involved, with an opportunity to present facts and any material evidence.

6. Number of complaints on the following made by employees and workers:

	Fiscal 2026			Fiscal 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	105	21[(1)]	Incidents of sexual harassment were reviewed as per the requirements of the POSH Act in India and as per the established grievance redressal process.	103	31[(2)]	Incidents of sexual harassment were reviewed as per the requirements of the POSH Act in India and as per the established grievance redressal process.
Discrimination at workplace	31	12[(1)]	Incidents pertaining to discrimination were reviewed as per the established grievance redressal process for HEAR.	13	5[(2)]	Incidents pertaining to discrimination were reviewed as per the established grievance redressal process for HEAR.
Child labor	0	0		–	–	
Forced labor / Involuntary labor	0	0		–	–	
Wages	0	0		–	–	
Other human rights-related issues	0	0		–	–	

(1) As on May 20, 2026, we have 7 cases of sexual harassment and five cases of discrimination at workplace, pending resolution.

(2) All the pending cases in fiscal 2025 were resolved.

A robust feedback mechanism ensures employee feedback and concerns are heard and addressed in a timely manner. Read more at https://www.infosys.com/about/esg/social/employee-wellbeing/resolution-hubs.html.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	Fiscal 2026	Fiscal 2025
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	65	43
Complaints on POSH as a % of female employees / workers	0.06	0.04
Complaints on POSH upheld	44	33

8. Mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases

Infosys' non-retaliation policy is an embodiment of our values and a cornerstone of our Code. Infosys commits to protect the complainant and ensures that they are not retaliated against because of any report that they raise in good faith. Infosys does not tolerate any form of retaliation (whether by a manager, co-worker or otherwise) against an individual because he or she made a good faith report of an integrity concern. This protection also extends to anyone who assists with or cooperates in an investigation or reports of an integrity concern or question.

9. Do human rights requirements form part of your business agreements and contracts? (Yes / No)

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child labor	100
Forced / involuntary labor	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	–

* India operations, as per the internal assessment plan for the year

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above

There were no significant risks / concerns arising from the human rights assessments.

Leadership indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints

None

2. Details of the scope and coverage of any human rights due diligence conducted.

Infosys conducts comprehensive human rights due diligence to ensure that its business operations and relationships uphold the highest standards of respect for human rights. The due diligence process involves assessing potential and actual human rights impacts across the organization and its supply chain, taking into consideration local laws and international standards. Periodic audits are carried out by our internal audit team, focusing on areas such as labor rights, workplace safety, and non-discrimination. Findings from these assessments are integrated into company policies and practices to prevent, mitigate, and address any adverse impacts.

Additionally, Infosys engages with stakeholders, including employees through Pulse, a periodic survey and suppliers through the VenSat survey, to gather insights and feedback including human rights concerns. The Company provides training and awareness programs to employees and partners to reinforce its human rights commitments. Any identified issues are addressed through established grievance mechanisms, and progress is monitored and reported to ensure accountability and continuous improvement in human rights performance.

3. Is the premise / office of the entity accessible to differently-abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. The premise / office of the entity is accessible to differently-abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016, India.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Sexual harassment	91.64
Discrimination at workplace	91.64
Child labor	91.64
Forced labor / involuntary labor	91.64
Wages	91.64
Others – please specify	–

* We have completed ESG assessment of 1,100+ upstream value chain partners carried out by third party, as on March 31, 2026.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

There were no significant risks / concerns arising from the assessments.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format

Parameter	Fiscal 2026 (in GJ)	Fiscal 2025 (in GJ)
From renewable sources		
Total electricity consumption (A)	6,36,639	5,82,411
Total fuel consumption (B)	3,472	3,291
Energy consumption through other sources (C)	0	0
Total energy consumption (A + B + C)	6,40,111	5,85,702
From non-renewable sources		
Total electricity consumption (D)	1,96,321	2,10,057
Total fuel consumption (E)	50,761	54,675
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D + E + F)	2,47,082	2,64,732
Total energy consumed (A + B + C + D + E + F)(1)	8,87,193	8,50,434
Energy intensity per rupee of turnover (Total energy consumed / revenue from operations)	0.000000497	0.000000522
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)(2)	0.00001010	0.00001078
Energy intensity in terms of physical output (GJ / FTE)*	2.52	2.44
Energy intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency

Yes, Deloitte Haskins & Sells LLP

(1) Includes global energy consumption

(2) The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2026 and March 31, 2025, it is 20.34 and 20.66, respectively.

* Full-time employee

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y / N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not applicable for IT sector

3. Provide details of the following disclosures related to water:

Parameter	**Fiscal 2026 (in kl)**	Fiscal 2025 (in kl)
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,81,568[(1)]	2,77,911[(1)]
(ii) Groundwater	65,518	52,332
(iii) Third-party water[(2)]	17,78,346	17,55,337
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	21,25,432	20,85,580
Total volume of water consumption (in kilolitres)	20,29,557	19,55,525
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000114	0.00000119
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00002311	0.00002478
Water intensity in terms of physical output (kilolitres / FTE)	5.76	5.61
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency

Yes, Deloitte Haskins & Sells LLP

(1) As per GRI 303-3, surface water includes collected or harvested rainwater

(2) Grey water is included under third party. Includes global water consumption

4. Provide the following details related to water discharged:

Parameter	**Fiscal 2026**	Fiscal 2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water	NA	NA
– No treatment		
– With treatment – please specify level of treatment		

Parameter	Fiscal 2026	Fiscal 2025
(ii) To groundwater	NA	NA
– No treatment		
– With treatment – please specify level of treatment		
(iii) To seawater	NA	NA
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third-parties		
– No treatment(1)	95,874	1,30,055
– With treatment – please specify level of treatment		
(v) Others	NA	NA
– No treatment		
– With treatment – please specify level of treatment		
Total water discharged (in kilolitres)(2)	95,874	1,30,055

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

Yes, Deloitte Haskins & Sells LLP

(1) Treatment in centralized sewage treatment plants is managed by local authorities.

(2) Includes 2 leased locations in India and all leased overseas locations; 2 owned locations in India, where wastewater was temporarily discharged to municipal sewers post intimation from Pollution Control Board and is ultimately treated.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Infosys has implemented in-house sewage treatment plants (STPs) at its India owned campuses to facilitate Zero Liquid Discharge (ZLD) practices. 100% of our owned campuses in India have STPs to ensure that all sewage generated is treated and the resulting recycled water is utilized for irrigation, HVAC systems, and flushing, thereby minimizing wastewater discharge into the environment. In all our owned campuses and leased locations (except 2) in India, STPs are available to treat the waste water. In rest of the locations, wastewater is discharged into municipal sewers for further treatment. This approach supports sustainable water management and aligns with the company's commitment to environmental protection. In addition to wastewater treatment, we also procure greywater (recycled water) from third parties to augment the requirement of landscaping, flushing, and other non-potable purposes. This enables avoiding sourcing fresh water to that quantum.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format

Parameter	Please specify unit	Fiscal 2026	Fiscal 2025
NOx	Kg	26,522	40,286
SOx	Kg	763	873
Particulate matter (PM)	Kg	3,032	4,423
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – carbon monoxide (CO)*	Kg	7,178	11,919

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

Yes, Deloitte Haskins & Sells LLP

* Carbon Monoxide (CO) emissions reporting has been initiated in FY2026, with corresponding changes to FY2025 emissions reported.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format :

Parameter	**Unit**	**Fiscal 2026**	**Fiscal 2025**
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)(1)	Metric tonnes of CO_2 equivalent	11,483(3)	8,745
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)(2)	Metric tonnes of CO_2 equivalent	34,351(3)	38,586
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent per Rupee	0.000000026	0.000000029
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO_2 e / PPP	0.00000052	0.00000060
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO_2 e / FTE	0.13	0.14
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil	Nil

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

Yes, Deloitte Haskins & Sells LLP

(1) Scope 1 emissions cover all owned offices (India, US and China) and leased offices in India; Leased space in overseas locations will not be considered as it is falls in de-minimus for diesel / natural gas consumption.

(2) Scope 2 includes India and overseas locations. Scope 2 emissions are reported using the market-based method. The corresponding location-based Scope 2 emissions for fiscal 2026 is 1,45,604 tCO_2e

(3) Refer ESG Databook Annexure 4: GHG Emissions and Annexure 6: Emissions factors used for GHG calculations

8. Does the entity have any project related to reducing greenhouse gas emission? If yes, provide details.

Yes. Infosys has been carbon neutral since fiscal 2020 across Scope 1, 2 and 3 emissions. Our approach to carbon neutrality is based on reducing and avoiding emissions through energy efficiency and renewable energy. Energy efficiency is achieved through super-efficient new buildings, industry-leading Energy Performance Index (EPI) <65 kWh/m2-yr, real-time monitoring and optimization of building operations through smart building systems, and retrofits in existing buildings. In fiscal 2026, we have undertaken retrofit projects to improve efficiency in lighting and air conditioning systems, which saved 2.04 lakh kWh and reduced emissions by 145 tCO2e. To achieve our goal of transitioning to clean energy, we have installed 62.42 MWp of solar PV capacity and avoided 1.24 lakh kWh in fiscal 2026. Along with captive solar capacity, power purchase agreement and use of green tariff mechanism, Infosys achieved 81.8% of electricity consumption through renewable sources in its India operations.

9. Provide details related to waste management by the entity, in the following format:

Parameter	**Fiscal 2026**	**Fiscal 2025**
Total waste generated (in metric tonnes)		
Plastic waste (A)	139.19	118.91
E-waste (B)	662.19	422.42
Biomedical waste (C)(1)	98.92	70.10
Construction and demolition waste (D)(2)	3,763.47	982.84
Battery waste (E)	141.60	115.39
Radioactive waste (F)	1.07	0.12
Other hazardous waste. Please specify, if any. (G) (used oil, discarded containers, etc.)	62.03	65.98
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector – food waste, garden waste, etc.)	12,121.51	9,914.08
Total (A + B + C + D + E + F + G + H)(3)	16,989.98	11,689.87
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000000951	0.00000000717
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000001934	0.0000001481
Waste intensity in terms of physical output (MT / FTE)	0.05	0.03
Waste intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	**Fiscal 2026**	**Fiscal 2025**
(i) Recycled	12,786.98	10,605.70
(ii) Reused	3,103.20	657.12
(iii) Other recovery operations	277.72	33.06
Total	16,167.90	11,295.88
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	**Fiscal 2026**	**Fiscal 2025**
(i) Incineration	176.83	107.22
(ii) Landfilling	122.82	98.10
(iii) Other disposal operations(4)	0	188.67
Total	299.65	393.99

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

Yes, Deloitte Haskins & Sells LLP

(1) Includes sanitary waste

(2) Excludes Construction and Demolition waste from infrastructure development

(3) This includes waste generated in India, overseas-owned and e-waste for all locations globally.

(4) Co-processing included in Other recovery operations this year and was included under other disposal operations till last year

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

At Infosys, we see waste not as something to discard, but as a resource to reclaim. The 5R principle –' Refuse, Reduce, Reuse, Refurbish / Repurpose and Recycle' – forms the foundation of Infosys' waste management strategy. Through systematic reduction and recovery, we are moving beyond waste management to resource segregation, where 99% of what we dispose stays out of landfills. This is climate positivity in practice: turning environmental burden into a regenerative solution that restores more than it consumes. We are working towards the 2030 goal of zero waste to landfills by adopting TRUE Zero Waste Certification at our India campuses. As of fiscal 2026, 46% of our owned campuses in India have achieved TRUE Zero Waste Certification from Green Business Certification Inc. (GBCI).

As an IT company, we generate e-waste. We have been persistent in our efforts to reduce, reuse, recycle, and dispose of e-waste responsibly. The Company has adopted a progressive approach to electronic waste management, transitioning towards a refurbishment-first model where feasible. This aligns with circular economic principles while maintaining partnerships with authorized recycling vendors for materials that cannot be refurbished. The authorized (Pollution Control Board) recyclers/refurbishers are periodically evaluated based on their adherence to applicable legal requirements and the extent of resource circularity in their processes.

11. If the entity has operations / offices in / around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones) where environmental approvals are required, please specify details in the following format:

Not applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web-link
			Nil		

13. Is the entity compliant with the applicable environmental law / regulations / guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y / N). If not, provide details of all such non-compliances in the following format:

Yes. Infosys is compliant with all applicable environmental law / regulations / guidelines in India.

Leadership indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area: Provided below is the list of water stressed sites for fiscal 2026:

As per CGWA Guidelines	As per WRI Aqueduct
1. Bengaluru (13 offices)	8. UAE (5 offices)
2. Chengalpet (1 office)	9. Saudi Arabia (2 offices)
3. Indore (1 office)	10. China (4 offices)
4. Jaipur (1 office)	11. South Africa (1 office)
5. Gurugram (2 offices)	12. Peru (1 office)
6. Coimbatore (1 office)	13. Poland (1 office)
7. Noida (2 offices)	14. Spain (2 offices)
	15. Philippines (6 offices)
	16. Mexico (1 office)
	17. Chile (1 office)
	18. Romania (3 offices)
	19. Sweden (1 office)
	20. USA (2 offices)
	21. Oman (1 office)

(ii) Nature of operations: IT/ITES services

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Fiscal 2026	Fiscal 2025*
Water withdrawal by source (in kilolitres)		
(i) Surface water	96,952	97,544
(ii) Groundwater	0	0
(iii) Third-party water	3,42,819	3,67,429
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	4,39,771	4,64,973

Parameter	Fiscal 2026	Fiscal 2025*
Total volume of water consumption (in kilolitres)	3,79,476	4,09,023
Water intensity per rupee of turnover (water consumed / turnover)(1)	0.00000021	0.00000025
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water	NA	Nil
– No treatment		
– With treatment – please specify level of treatment		
(ii) Into groundwater	NA	Nil
– No treatment		
– With treatment – please specify level of treatment		
(iii) Into seawater	NA	Nil
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third-parties		
– No treatment	60,295	55,950
– With treatment – please specify level of treatment		
(v) Others	NA	
– No treatment		
– With treatment – please specify level of treatment		
Total water discharged (in kilolitres)(2)	60,295	55,950

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Deloitte Haskins & Sells LLP

(1) The intensity provided covers consumption from water-stressed locations and revenue from global operations.

(2) Includes 2 leased locations in India and all leased overseas locations, 1 owned location in India, Jaipur where waste water was channelized to municipal sewers for a few months post intimation to Pollution Control Board. All these pertain to sites in water stressed regions.

* We have evaluated water stress zones in line with CGWA Guidelines for India locations and WRI Aqueduct for overseas locations. Based on the classification as per CGWA we have considered Overexploited and Critical locations as per BRSR guidance. Based on classification as per WRI Aqueduct we have considered High and Extremely High under our water stressed locations. Until the previous year, water stress was assessed using country-level data for the locations of offices. Based on the current year's guidance, India-specific criteria (CGWA) have been applied for domestic operations, while site- or city-level water stress assessments are used for overseas locations. Accordingly the values are restated for fiscal 2025.

2. Please provide details of total Scope 3 emissions and its intensity, in the following format:

Parameter	Unit	Fiscal 2026	Fiscal 2025
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	2,07,374[(1)(2)]	2,08,659[(1)]
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent per Rupee	0.000000116	0.000000128
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Deloitte Haskins & Sells LLP

(1) Inclusion of emissions from Category 1: Purchased Goods & Services from fiscal 2026, the same has been restated for fiscal 2025

(2) Refer ESG Databook Annexure 4: GHG Emissions and Annexure 6: Emissions factors used for GHG calculations

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

NA

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy efficiency improvement in buildings	Radiant heating – Innovative approach to utilize existing radiant panels to heat the surface which radiates heat into the room which reduces the need for conventional, high intensity heating.	This system is designed for one of the office locations and has the potential to reduce ~70 % energy consumption compared with traditional resistance heating.
		Free cooling – In favorable climate, the cooling tower will generate naturally cool water that supports efficient waterside free cooling. Cooled water is circulated through plate heat exchanger and supplies a dedicated free cooling coil in the Air Handling Units (AHUs), reducing the mechanical cooling.	This strategy is part of the design for one of the office locations and contributed to approximately 15% reduction in the building's annual HVAC load. This is expected to decrease energy consumption, thereby helping in reduction of Scope 2 emissions, and enhancing the overall sustainability performance of the facility.
2	Supply chain decarbonization initiatives	Embedding climate action and sustainable packaging into IT hardware procurement – Infosys integrated climate action and sustainable packaging requirements in its procurement process, transforming sourcing into a measurable ESG intervention. Suppliers were required to disclose verified Product Carbon Footprint (PCF), climate commitments, and detailed packaging material details along with technical specifications.	In the procurement of laptops in fiscal 2026, the lowest-scoring supplier was excluded, while purchase volumes were allocated proportionately to higher-performing suppliers, ensuring sustainable packaging and climate performance influenced sourcing decisions alongside cost and quality. This has led to an avoided emission of 8,955 tCO_2e against a standard product specification. With this, Infosys embedded circularity and climate accountability into IT hardware sourcing, strengthening its value-chain sustainability outcomes and creating a framework for IT hardware procurement.

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	Supply chain decarbonization initiatives	Institutionalizing green material standards to accelerate our Net Zero journey – These specifications emphasize low embodied carbon, energy and water efficiency, responsible material sourcing, elimination of hazardous substances, circular economy practices, and improved indoor environmental quality.	The initiative establishes standardized sustainable specifications for a wide range of materials — including steel, concrete, glazing, furniture, HVAC systems, electrical equipment, IT hardware, and landscaping elements etc.
4	Smart water metering	The meters are installed in the water pipes at the distribution and consumption points. They record the flow rate in real time.	Smart water metering systems installed on most of our campuses have helped us identify undetected leaks and reduce unaccounted water. Smart water meters have enabled us to plug leaks, identify opportunities for savings, and provide valuable insights for new designs.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes. Infosys has a Business Continuity Management System (BCMS) called Phoenix, certified by ISO 22301:2019 Security and Resilience – Business Continuity Management Standard. This program is designed to ensure seamless continuity of business and the utmost safety of our employees and assets while continuously meeting client expectations. The BCMS program provides a robust framework for planning, establishing, implementing, operating, monitoring, reviewing, maintaining, and continually improving business continuity measures across Infosys and its subsidiaries. Apart from Phoenix plan at the corporate level, comprehensive business continuity plans are created at three operational levels covering business functions, locations, and accounts. Integrated into our Enterprise Risk Management Framework, the BCMS plans guide our typical response to events, such as catastrophes and natural or human-made disasters, which could disrupt or severely constrain our operations. This covers various crisis scenarios as part of detailed risk assessments (at functions, locations, and accounts level), which are documented with mitigation plans along with controls put in place. The management system has been continuously validated across levels through tests and exercises, and various incidents have been successfully tackled without significant business continuity or employee safety impacts. An efficient business continuity management policy has enabled us to maintain status quo during disasters.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

As per ESG assessment of 1,100+ top upstream value chain partners, carried out by third-party no significant adverse impacts to environment were identified.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

91.64*

* We have completed ESG assessment of 1,100+ upstream value chain partners, carried out by third-party as on March 31, 2026.

8. How many Green Credits have been generated or procured:

Zero

8a. By the listed entity

8b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners]

Enabling Responsible Value Chain Disclosure and Decarbonization

In fiscal 2026, Infosys strengthened its value chain transparency efforts by initiating a structured, SEBI-aligned supplier engagement program focused on ESG disclosures under the BRSR Core framework. As part of this initiative, Infosys engaged with suppliers to collect ESG-related disclosures for fiscal 2025 data, covering the top 2% of upstream suppliers by spend focusing on the high impact supplier segment including human resource service providers and IT service vendors. These suppliers represented a combined value of approximately 13% of total spend.

The engagement enabled collection of granular ESG data, providing insights into supplier climate practices, emissions management approaches, and reporting maturity. Based on the assessment, 667 tCO_2e of Scope 1 emissions and 219 tCO_2e of Scope 2 emissions were attributed to Infosys, representing approximately 1.6% of the suppliers' combined Scope 1 and Scope 2 emissions. Emissions attributable to Infosys were calculated using a spend-based allocation methodology aligned with the GHG Protocol, for the purpose of value chain disclosure under SEBI requirements, and not as part of Infosys' reported Scope 3 inventory.

This exercise has further strengthened Infosys' supply chain decarbonization efforts by improving emissions visibility, deepening supplier engagement, and enabling informed prioritization of decarbonization opportunities. Through continued collaboration with suppliers and integration of climate considerations into procurement processes, Infosys is progressing toward a more transparent, data-driven, and low-carbon value chain.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential indicators

1. a. Number of affiliations with trade and industry chambers / associations.

25+

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers / associations*	Reach of trade and industry chambers / associations (State / National)
1	Confederation of Indian Industry (CII)	National
2	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
3	National Association of Software and Services Companies (NASSCOM)	National
4	Data Security Council of India (DSCI)	National
5	Federation of Indian Chamber of Commerce & Industry (FICCI)	National
6	Indo-Australian Chamber of Commerce (IACC)	National
7	The Business Council, Inc	International
8	US India Strategic Partnership Forum (USISPF)	International
9	United Nations Global Compact (UNGC)	International
10	World Economic Forum (WEF)	International

* Indicative list

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities

No adverse orders were received from regulatory authorities.

Leadership indicators

1. Details of public policy positions advocated by the Company:

Infosys' approach includes engaging ecosystems at the national, regional and local levels. To this end, Infosys focuses on developing and maintaining partnerships with relevant government officials, business organizations, technology industry associations, educational institutions, and community organizations in all of the Company's key markets – including, but not limited to, the US, Europe, Australia, and India – to build mutually beneficial partnerships.

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information is available in public domain (Yes/No)	Frequency of review by the Board (Annually/Half-yearly/ quarterly/others-please specify)	Web link, if available
1	EU AI Act	Meetings and submissions to the EU Commission, Council	Yes	Need by basis	NA
2	UK-India Responsible and Trustworthy AI	Working group, meetings, conferences, opensource Responsible AI Tool kit	No	Annual	NA
3	AISIC – US	Working groups, meetings, AI Risk Management Framework	No	Periodic	NA
4	UNESCO – Ethical AI	Agreement, meetings, advocacy	No	Periodic	NA
5	Government of India "Conformity Assessment Framework to Build Digital Competencies" for IAS officers, with a focus on AI	Meetings and expertise shared with Quality Council of India	No	Quarterly	NA
6	NABCB – ISO 42001 Accreditation capability	Meetings and expertise shared with Quality Council of India and NABCB	No	Need by basis	NA
7	UNESCO – Business Council	Working groups, meetings, conferences	No	Periodic	NA
8	India-France AI Policy Roundtable	Closed-door roundtable	No	Periodic	NA

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information is available in public domain (Yes/No)	Frequency of review by the Board (Annually/Half-yearly/ quarterly/others-please specify)	Web link, if available
9	Hiroshima AI Process (HAP) Reporting Framework	Agreement, meetings and expertise sharing	No (Consultation events are in public domain but for some of the event's participation was closed door) Yes	Annually Need by basis	https://www.infosys.com/newsroom/features/2026/process-reporting-trustworthy-ai-governance.html?soc=smo_tw_PR_feature_Brand_banner_16022026_b1c1582b36da96f4535e760d277f84a7_lq_lq
10	OECD: AI Transparency	Co-hosting of event at AI Impact Summit	Yes	Need by basis	NA
11	Responsible AI: Principles to Practice – India perspective for the Global South	Closed door discussion for AI Impact Summit hosted by Infosys bringing Academia, Policymakers, startups, organization to discuss the responsible AI	No	Need by basis	NA
12	EU-India Pathways to Trustworthy Innovation Roundtable	Event hosted by Infosys with the Embassy of India, Brussels as co-partner	No	Need by basis	NA

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year

Not applicable – we have no SIA notification[1]

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

[1] This Act is applicable only to India

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Not applicable[1]

S.No	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA	NA	NA	NA	NA	NA	NA

[1] This Act is applicable only to India

3. Describe the mechanisms to receive and redress grievances of the community.

We track complaints, if any, from beneficiaries of our CSR projects. Complaints are received at feedback_if@infosys.com. Further, all stakeholders have access to whistleblower mechanism.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers

	Fiscal 2026	Fiscal 2025
Directly sourced from MSMEs / small producers[1]	39.38	37.98
Directly from within India	29.10	25.6

[1] Represents procurement from MSME as a part of domestic procurement. Fiscal 2025 restated accordingly.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	Fiscal 2026*	Fiscal 2025*
Rural	–	–
Semi-urban	–	–
Urban	7.1	6.2
Metropolitan	92.9	93.8

(Place categorized as per RBI Classification System – rural / semi-urban / urban / metropolitan)

* As on March 31, 2026, permanent employees at our India locations have been considered.

Leadership indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential indicators above)

Not applicable

Details of negative social impact identified	Corrective action taken

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies

S.No	State	Aspirational district	Amount spent (₹)
1	Andhra Pradesh	Visakhapatnam	5,51,01,991
2	Andhra Pradesh	Vizianagaram	99,90,079
3	Andhra Pradesh	Y.S.R. Kadapa	64,99,657
4	Assam	Baksa	3,25,001
5	Assam	Barpeta	11,32,605
6	Assam	Darrang	4,85,980
7	Assam	Dhubri	9,44,701
8	Assam	Goalpara	4,67,044
9	Assam	Hailakandi	4,64,085
10	Assam	Udalguri	2,08,094
11	Bihar	Araria	13,49,505
12	Bihar	Aurangabad	31,72,834
13	Bihar	Banka	3,02,179
14	Bihar	Begusarai	38,45,426
15	Bihar	Gaya	33,81,190
16	Bihar	Jamui	6,11,611
17	Bihar	Katihar	10,15,767
18	Bihar	Khagaria	3,11,156
19	Bihar	Muzaffarpur	41,80,229
20	Bihar	Nawada	14,01,555

S.No	State	Aspirational district	Amount spent (₹)
21	Bihar	Purnia	17,65,464
22	Bihar	Sheikhpura	1,81,294
23	Bihar	Sitamarhi	15,57,410
24	Chhattisgarh	Bastar	3,89,364
25	Chhattisgarh	Bijapur	21,26,070
26	Chhattisgarh	Kanker	2,78,423
27	Chhattisgarh	Korba	10,37,078
28	Chhattisgarh	Mahasamund	2,90,703
29	Chhattisgarh	Rajnandgaon	2,04,750
30	Gujarat	Dahod	2,60,417
31	Gujarat	Narmada	27,68,302
32	Haryana	Mewat	8,63,497
33	Himachal Pradesh	Chamba	1,30,492
34	Jammu & Kashmir	Baramulla	19,30,953
35	Jammu & Kashmir	Kupwara	7,66,820
36	Jharkhand	Bokaro	18,40,095
37	Jharkhand	Chatra	1,68,555
38	Jharkhand	Dumka	13,35,332
39	Jharkhand	Garhwa	1,26,190
40	Jharkhand	Giridih	19,90,503
41	Jharkhand	Godda	6,38,475
42	Jharkhand	Gumla	1,58,700
43	Jharkhand	Hazaribagh	1,63,775
44	Jharkhand	Khunti	1,27,280
45	Jharkhand	Latehar	6,20,758
46	Jharkhand	Lohardaga	3,53,596
47	Jharkhand	Palamu	13,89,388
48	Jharkhand	Pashchimi Singhbhum	7,29,199
49	Jharkhand	Purbi Singhbhum	31,32,228
50	Jharkhand	Ramgarh	17,67,314
51	Jharkhand	Ranchi	49,15,358
52	Jharkhand	Simdega	3,51,543
53	Karnataka	Raichur	2,33,19,403
54	Karnataka	Yadgir	36,96,600
55	Kerala	Wayanad	37,67,572
56	Madhya Pradesh	Barwani	11,70,731
57	Madhya Pradesh	Chhatarpur	3,97,90,315
58	Madhya Pradesh	Damoh	4,62,75,896
59	Madhya Pradesh	Guna	10,33,475
60	Madhya Pradesh	Khandwa	29,32,540
61	Madhya Pradesh	Rajgarh	595,276
62	Madhya Pradesh	Singrauli	3,81,14,307
63	Madhya Pradesh	Vidisha	1,03,32,536
64	Maharashtra	Gadchiroli	82,46,270
65	Maharashtra	Nandurbar	77,31,614
66	Maharashtra	Osmanabad	37,96,943
67	Maharashtra	Washim	1,43,96,030
68	Manipur	Chandel	4,43,429
69	Meghalaya	Ri Bhoi	1,31,465
70	Odisha	Balangir	4,62,78,752
71	Odisha	Dhenkanal	1,55,36,774
72	Odisha	Gajapati	46,49,284
73	Odisha	Kalahandi	1,80,76,423
74	Odisha	Kandhamal	3,86,47,031

S.No	State	Aspirational district	Amount spent (₹)
75	Odisha	Koraput	1,215,012
76	Odisha	Nabarangpur	2,96,627
77	Odisha	Nuapada	2,55,47,906
78	Odisha	Rayagada	13,80,130
79	Punjab	Firozpur	8,16,412
80	Punjab	Moga	5,27,552
81	Rajasthan	Baran	17,74,635
82	Rajasthan	Dholpur	1,09,12,708
83	Rajasthan	Jaisalmer	1,10,70,260
84	Rajasthan	Karauli	17,14,155
85	Rajasthan	Sirohi	17,26,858
86	Tamil Nadu	Ramanathapuram	30,94,393
87	Tamil Nadu	Virudhunagar	51,48,258
88	Telangana	Asifabad	8,59,988
89	Telangana	Bhadradri-Kothagudem	91,47,917
90	Telangana	Bhupalpally	3,96,500
91	Uttar Pradesh	Bahraich	10,93,342
92	Uttar Pradesh	Balrampur	2,59,945
93	Uttar Pradesh	Chandauli	18,47,983
94	Uttar Pradesh	Chitrakoot	73,87,081
95	Uttar Pradesh	Fatehpur	12,37,083
96	Uttar Pradesh	Shrawasti	8,41,242
97	Uttar Pradesh	Siddharthnagar	8,09,171
98	Uttar Pradesh	Sonbhadra	15,14,74,505
101	Uttarakhand	Haridwar	34,63,865
102	Uttarakhand	Udham Singh Nagar	16,93,293
103	Various districts - with spend less than one lakh		3,19,863
	Total		**70,45,69,364**

Note:

* 112 out of the 112 aspirational districts were covered in fiscal 2026.

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No): Yes

From which marginalized / vulnerable groups do you procure?: We do not track this separately.

What percentage of total procurement (by value) does it constitute?: We do not track this separately.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current fiscal), based on traditional knowledge

Not applicable

S.No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved

Not applicable

Name of authority	Brief of the Case	Corrective action taken

6. Details of beneficiaries of CSR projects:

S. No	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Akanksha DC Trust (Kolkata) – Reach to Teach	22,106	100%
2	Akanksha DC Trust (Kolkata) – Ramakrishna Sarada Mission Matri Bhavan	2,23,322	93%
3	Akanksha DC Trust (Kolkata) – Ramakrishna Sarada Mission Matri Bhavan 1	1,47,286	93%
4	Akanksha DC Trust (Kolkata) – Susrut Eye Foundation & Research Centre	1,47,566	60%
5	Arpan DC Trust – Govt Civil Hospital, Panchkula – General Civil Hospital	28,773	66%
6	Arpan DC Trust – Paathshala Education	98,800	100%
7	Arpan DC Trust (Mohali) – Sustainability	25,000	72%
9	Bangalore Lit Fest	29,638	56%
10	Bharatiya Vidya Bhavan – Puligere Utsav	33,765	41%
11	Bharatiya Vidya Bhavan – FY25	23,100	75%
12	Bhumi NGO	23,070	100%
13	Biogas Project – Savayava Krishi Pariwara – Phase II	51,897	62%
14	Biogas Project – Sistema	53,466	68%
15	Biogas Project – SKG Sangha	36,779	55%
16	Biogas Project – Yuva Rural Association – Phase II	65,258	66%
17	Centre for Cellular and Molecular Platforms	53,638	100%
18	Centum Foundation	22,045	35%
19	CII Foundation	19,785	40%
20	Evidyaloka Trust – FY26	52,507	100%
21	Forum for Health systems Design & Transformation	17,745	80%
22	Hyderabad Eye Institute (LVPEI)	1,59,481	42%
23	Impact Guru Foundation	28,032	87%
24	Improved cook stove projects – EFIT MH2	37,200	0%
25	Improved cook stove projects – EFIT MH3	37,200	0%
26	Improved cook stove projects – Udaipur Urja 2.0	37,000	50%
27	Improved cook stove projects – Udaipur Urja 5.0	23,000	50%
28	Inclusive India Foundation	28,428	83%
29	Infosys Springboard – Digital Literacy – Phase2	11,75,439	49%
30	Infrastructure for Bengaluru Metro	25,63,862	0%
31	Khushi Baby	26,837	52%
32	Khushi Trust – FY26	20,000	54%
33	Khushi Trust 3 – Malnutrition and anemia reduction	11,230	56%
34	LabourNet Livelihood Foundation	10,363	33%
35	Magic Bus India Foundation	18,654	60%

S. No	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
36	Malligavad Foundation – 2	21,06,000	53%
37	Mamata DC Trust (Indore) – Vidya Bharti Malwa Prant	1,68,398	98%
38	Nirmaan – EduBridge 4 Employment (For Scale & Reach)	34,711	61%
39	Nirmaan – STEM (high-paying STEM jobs)	13,277	57%
40	Nirmaan Organisation – Fy25	25,859	0%
41	Northeast flood relief – Ramakrishna Mission	19,483	30%
42	Rejuvenation of lake	3,69,745	50%
43	Rosy Blue Foundation (ConnectFor)	25,330	100%
44	Samarpan DC Trust – Notebook Drive	16,115	46%
45	Samarpan DC Trust – Project Cornea RKM	15,270	61%
47	Sambhav Foundation	10,724	31%
48	Sangath	85,228	99%
49	SEARCH Gadchiroli, MCH Hospital	27,037	4%
50	Seva Sahayog Foundation	29,116	70%
51	Sight Connect (F)	2,54,000	46%
52	Siruthuli	39,160	0%
53	Skill program – IBPM	24,776	24%
54	Sneham DC Trust – Reviving the Art of Therukoothu	10,000	50%
55	Sneham DC Trust (Coimbatore) – Sri Kanchi Kamakoti Medical Trust	11,695	100%
56	Sparsh DC Trust (Nagpur) – Khushi Trust	14,000	38%
57	The Antara Foundation	92,971	100%
58	The Banyan	11,070	68%
59	Unnati – FY25	95,632	54%
60	Various beneficiaries less than 10,000	2,92,100	69%
61	Yakshagana Development, Training & Research Centre	27,257	61%
62	Yuva Unstoppable – GEET	21,291	49%
	Grand Total	**91,92,517**	**69%**

Note:

1. Women, children, people with disability and transgenders are the main vulnerable groups identified.
2. Beneficiary count is arrived at based on the confirmation received from beneficiaries.

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

We prioritize our clients' satisfaction and have a comprehensive system in place to address their feedback and complaints. Our clientele, which spans diverse industry verticals, is equipped with multiple channels to voice their concerns and provide feedback.

Every complaint is treated with the appropriate level of attention. Our dedicated teams meticulously analyze the issues raised, devise suitable solutions and implement them effectively. We place great emphasis on transparency towards our clients throughout the process. Therefore, we keep them informed of progress and seek their approval for corrective actions.

In addition to addressing complaints, we proactively engage with our clients to understand their expectations, gather feedback and gain insight into their future outlook. This valuable information is crucial to our strategic planning and continuous improvement initiatives. Doing so ensures that our services align with our clients' evolving needs and expectations, fostering a strong and enduring business relationship.

2. Turnover of products / services as a percentage of turnover from all products / services that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable as Infosys is a B2B company
Safe and responsible usage	
Recycling and / or safe disposal	

3. Number of consumer complaints in respect of the following:

	Fiscal 2026		**Remarks**	**Fiscal 2025**		**Remarks**
	Received during the year	**Pending resolution at end of year**		**Received during the year**	**Pending resolution at end of year**	
Data privacy	1	0	–	0	0	–
Advertising[1]	NA	NA		NA	NA	
Cybersecurity	0	0	–	0	0	–
Delivery of essential services	NA	NA		NA	NA	
Restrictive trade practices	0	0		0	0	
Unfair trade practices	0	0		0	0	
Other	27	8		28	8	

[1] We are a B2B company. The promotions we do is with regard to our services and thought leadership. The provision of services is governed by contracts between the parties.

4. Details of instances of product recalls on account of safety issues

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

5. Does the entity have a framework / policy on cybersecurity and risks related to data privacy? (Yes / No) If yes, provide web-link of the policy.

Yes. Infosys has a holistic and comprehensive cybersecurity framework – SEED - aligned to NIST's CyberSecurity Framework (CSF) and supported by supplementary policies, processes, procedures, and standards to achieve and sustain enterprise-level information security objectives. Read more at https://www.infosys.com/about/esg/governance/information-management.html.

Infosys has a Data Privacy Policy published on the Company's intranet, which demonstrates the Management's commitment to data privacy across all Infosys operations, including those involving service providers. To ensure complete transparency, we provide privacy notices at the data collection point for internal and external data subjects

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cybersecurity and data privacy of customers, re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Infosys has reviewed its cybersecurity posture, technology, and threat landscape to build further fortification and strengthen its cyber defense capabilities. As an organization, we continue to review and strengthen our cybersecurity processes and controls across our entire network in line with industry best practices.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: 0

b. Percentage of data breaches involving personally identifiable information of customers: NA

c. Impact, if any, of the data breaches: NA

Leadership indicators

1. Channels / platforms where information on products and services of the Company can be accessed

Refer to https://www.infosys.com/services.html.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not applicable

3. Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services.

Not applicable

4. Does the Company display product information on the product over and above what is mandated as per local laws? Not applicable

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of the entity or the entity as a whole? (Yes / No)

Yes. We carry out surveys to gauge customer satisfaction for our major services. Customer-focused excellence demands constant sensitivity to changing and emerging customer requirements and close attention to the voice of the customer. We interact with our clients regularly across multiple platforms. In addition to various client interactions, we have adopted a formal and robust approach in the form of an annual Client Value Survey and periodic engagement surveys. The surveys enable us to understand the client's expectations and needs comprehensively and serve as one of the inputs for us when making investment decisions. The survey framework includes a structured questionnaire, and the feedback is collected through a web survey hosted by an independent organization.