

Delivering value Human Capital

Material topics

- Employee Value Proposition
- Employee health and wellness
- Nurturing workplace inclusivity

UN SDG mapping



Performance highlights

Employees globally

3,28,594

Nationalities in the workforce

155

AI-aware employees

84%

Employee satisfaction score

79%

Women in the workforce

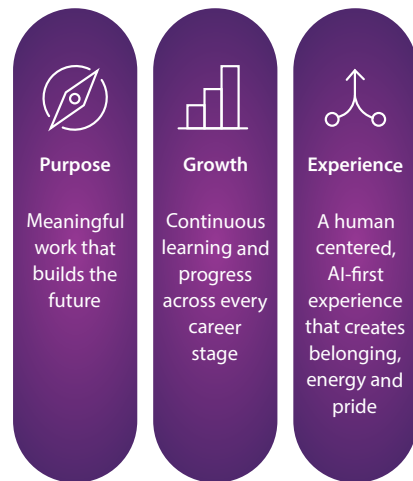
39.5%

We bring our Employee Value Proposition (EVP) to life through the experiences we design and deliver every day – anchored in meaningful work, continuous growth, protected well-being, and a genuine sense of belonging. This focus enables our workforce to perform at its best while staying connected to a shared purpose.

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

Employee Value Proposition

Our Employee Value Proposition (EVP) is the unique set of experiences, rewards, benefits, and fulfillment that the employee gets for their commitment and skills. This is Infosys' promise to its employees – proudly called 'Infoscions'.



Nurturing workplace inclusivity

At Infosys, inclusion is a part of our culture, embedded in how we lead, learn, and grow together.

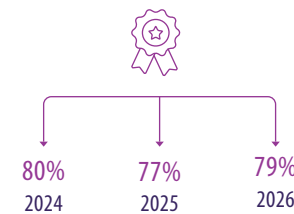
As part of our ESG Vision 2030, we aim to achieve 45% female representation in our workforce by 2030. In fiscal 2026, women made up 39.5 % of the total workforce.

Employee health and wellness

Infosys is committed to fostering a safe, healthy, and incident-free workplace for employees, contractors and other stakeholders. Through our integrated Occupational Health and Safety Management System aligned with ISO 45001, the organization proactively identifies workplace hazards, implements risk mitigation controls and strengthens a culture of safety excellence. Regular audits, safety initiatives, employee engagement programs, and emergency preparedness drills contribute towards continuous improvement in safety performance and employee well-being. Infosys' wellness philosophy is embodied in HALE (Health Assessment & Lifestyle Enrichment) – a comprehensive, award-winning framework that integrates well-being into the Company's culture and operating model. HALE is anchored on the four pillars of Physical, Emotional, Social, and Digital Well-being, with Safety embedded as a core, non-negotiable component. This holistic approach ensures that wellness is accessible, inclusive, and relevant across geographies, work models, and diverse workforce needs.

Infosys Pulse

Infosys Pulse is the Company's employee feedback platform designed to capture insights on workplace experience. It enables leadership to stay aligned with employee sentiment and drive continuous improvement. The platform supports data-driven decision-making by translating feedback into meaningful organizational actions.



InStep

Infosys' flagship global internship program, InStep, has

- 220+ partner institutions in over 50 countries
- more than 3,500 alumni members and interns from over 50 nationalities.

InStep has been ranked as the World's #1 Internship Program, five times in a row by Vault Firsthand, a prestigious career intelligence platform. InStep has been instrumental in building strong academic partnerships for Infosys with premier global institutions, generating numerous patents and publications, along with contributing to the overall localization efforts. The recent launch of InStep Japan marks another milestone in our journey to nurture global talent.

Flexibility by design and distributed workforce

We established innovation hubs, nearshore centers and digital design studios across geographies. Our hybrid work model, centered on our

people and their comfort, offers the flexibility to work from home and office, at locations closest to their homes. As part of this strategy, we have set up offices in Ahmedabad, Guwahati, Kolkata, Visakhapatnam, Noida, Hubballi, Indore, Navi Mumbai, Nagpur and Coimbatore in India over the last few years.

We follow a distributed-hybrid model that supports self-development, collaboration, and business outcomes. The vast majority of our workforce operates in a hybrid manner. We proactively monitor work-hour patterns to identify risks of excessive or unsustainable workloads and nudge employees to pause, recharge, and restore balance. Managers play a critical role in making flexibility fair and effective. They are regularly reminded and supported with insights to help identify workload imbalances, staffing challenges, or individuals who may need additional support. By ensuring equitable distribution of work, we actively mitigate the risks of stress and burnout and foster healthier, more resilient teams.

Leveraging AI to improve employee experience

At Infosys, we recognize that each employee is unique, and so should their journey within the organization be. In today's digital-first world, we are harnessing the power of Artificial Intelligence (AI) to deliver personalized experiences at scale. In line with this, we are reimagining the employee experience by integrating AI across the entire talent lifecycle – from recruitment to onboarding to performance management and continuous learning till offboarding. Our approach to AI adoption within the HR function is grounded in a simple belief: technology should make work more human.

InfyMe, our mobile-first, self-service platform, integrates over 200 service touchpoints into a single, intuitive interface. We continue to enrich our InfyMe app with more services that enable teams to operate, connect, and collaborate easily, particularly in the hybrid work model.

Our NAVI-powered interventions

Data Assist: This natural language-friendly AI assistant can be used to query data related to Leave, Attendance, Allocation, Assets, Confirmation, Master data, etc.

Policy Advisor: Here, the AI assistant will respond to employee queries by interpreting policy documents and personalizing interactions for each employee.

Moments That Matter (MTM): MTM has been ideated to become a celebration platform that is integrated into all celebrations, small or big, throughout the employee life cycle. Smart alerts inform employees about upcoming moments that matter in their teams, and they can use AI to generate cards and messages to their colleagues and teams.

Our AI-driven Pulse analysis empowers continuous listening, helping us identify employee sentiment and act early to enhance well-being and engagement.

In learning and development, we are deploying generative AI to deliver personalized learning paths, simulate real-world scenarios, and assist in content creation. AI companions on our learning platform Lex, such as Zoiee and SynthAIz, provide intelligent tutoring, summarization, and contextual learning support.