

# INFOSYS LIMITED

## ANNUAL ACTION PLAN FY 2025-26

Infosys' CSR Policy aims to contribute to the sustainable development of society and the environment, and to make our planet more liveable for future generations. Along with sustained economic performance, environmental and social stewardship is also a key factor for holistic business growth. Infosys' CSR activities, will focus on Education and skills development to enable sustained livelihoods; Healthcare including preventive health; Environment sustainability and ecological balance; Gender Equality and women empowerment; and Others.

### **a. FOCUS AREAS**

In accordance with the requirements under the Companies Act, 2013 and the rules / regulations framed there under, and circulars / clarifications issued thereunder (collectively, "Applicable Law"), Infosys CSR activities, amongst others mentioned in Schedule VII of the Companies Act, 2013, will focus on:

| Focus Areas  | Main Themes  |
|--|--|
| Education and skills development to enable sustained livelihoods | <ul style="list-style-type: none"> <li>• Support Digital Literacy</li> <li>• Support STEM education including Labs and Libraries</li> <li>• Vocational skilling for Livelihood</li> <li>• Student scholarships</li> <li>• Sports Education and partnerships</li> <li>• Social innovation and entrepreneurship</li> </ul>   |
| Healthcare including preventive health                           | <ul style="list-style-type: none"> <li>• Mental Health /Mother &amp; Child Health Programs</li> <li>• Universal Cornea Care Mission and Eye Care for All</li> <li>• Supporting hospitals with medical equipments</li> <li>• Partnerships with medical centers and hospitals for various programs</li> <li>• Provide quality medical treatment to the underprivileged</li> <li>• Build digital platforms to support healthcare initiatives</li> </ul> |
| Environment sustainability and ecological balance                | <ul style="list-style-type: none"> <li>• Protecting the environment including Green House Gas emissions, water management and waste reduction contributing to climate change mitigation</li> <li>• Lake &amp; water bodies rejuvenation programs</li> <li>• Argo-Forestry</li> </ul>   |
| Gender equality and women empowerment                            | <ul style="list-style-type: none"> <li>• Supporting skilling and STEM education</li> <li>• Promoting Women in Sports</li> <li>• Education Scholarships focused on women</li> <li>• Maternity and Childcare focused projects including Nutrition</li> </ul>   |
| Other Focus Areas  | <ul style="list-style-type: none"> <li>• Rural Development</li> <li>• Promotion of national heritage, arts and culture</li> <li>• Disaster relief and rehabilitation</li> <li>• Animal welfare including food and shelter</li> <li>• Support towards rehabilitation including destitutes</li> </ul>  |

Infosys may, additionally, take up any other projects in line with the list of CSR activities that are approved to be undertaken in areas or subjects specified in Schedule VII of the Act; and as approved by the Infosys Board of Directors based on recommendations of the CSR Committee for the proposals that are received from the Company.

CSR budget will be fixed in accordance with the provisions of the Companies Act, 2013, the rules framed there under, and the CSR policy framed by the Company. Infosys will undertake its CSR activities (being projects, programs, and other permitted activities) either directly by itself or through Infosys Foundation or may establish/ partner with agency(ies) such as registered trusts, societies, or Section 8 companies. These activities will be in accordance with the requirements of applicable law and Infosys will monitor the project and provide periodic updates along with impact assessment reports as applicable, to the CSR committee.

**b. LIST OF APPROVED PROJECTS FOR FINANCIAL YEAR 2025-26**

| Sl.No.  | Project Details   | State     | Mode of implementation                 |
|---|---|-----------|--|
| <b>Education and skills development to enable sustained livelihoods</b> |   |           |  |
| 1   | A comprehensive Digital Literacy program powered by a Tech platform that enables students to learn Core Digital skills  | Pan-India | Infosys Limited                        |
| 2   | To create excellence in handling cybercrime cases and capacity building of law enforcement, prosecution and judiciary using information and communication technology as enabler.  | Karnataka | Infosys Foundation                     |
| 3   | To establish Centre of Excellence (CoE) in engineering, Arts and Science colleges and train underprivileged women and youth on advanced IT and non-IT skills and to enhance engineering education   | Pan-India | Infosys Foundation                     |
| 4   | Outreach program through Mobile Outreach Unit (Mobile Science Lab+ Lab on a bike) and teacher training prog in the Bodoland Territorial Region (BTR), with dissemination to raise learners' aspirations to learn, incubate their ideas and to promote the culture of innovation and creativity              | Assam     | Infosys Foundation                     |
| 5   | Other projects<br><ul style="list-style-type: none"> <li>- Scholarship to meet education expenses</li> <li>- Implement online and offline education</li> <li>- Research on Indian history and language</li> <li>- Training of youth in Sports education</li> <li>- Encouraging social innovation</li> </ul> | Pan-India | Infosys Foundation/<br>Infosys Limited |

| Sl.No.   | Project Details  | State  | Mode of implementation                 |
|--|--|--|--|
| <b>Healthcare including Preventive health</b>            |  |  |  |
| 6  | To provide holistic biopsychosocial care service through NALAM community mental healthcare model for vulnerable population with mental illness   | Tamil Nadu, Maharashtra, Madhya Pradesh and Odisha | Infosys Foundation                     |
| 7  | Innovative tech based solutions to building eye care solutions that can be scaled including affordable eye care  | Pan-India  | Infosys Foundation/<br>Infosys Limited |
| 8  | Other projects - Supply of medical equipments to hospitals   | Pan-India  | Infosys Foundation                     |
| <b>Environment sustainability and ecological balance</b> |  |  |  |
| 9  | Rejuvenation & maintenance of various lakes  | Karnataka  | Infosys Foundation/<br>Infosys Limited |
| 10   | Installation of biogas units & improved cook-stoves to provide smoke free kitchen and improve the health and well being  | Pan-India  | Infosys Limited                        |
| 11   | Support smallholding farmers livelihoods through agroforestry activities and regenerate biodiversity and environment through large scale multi species tree planting activities.                                     | Pan-India  | Infosys Foundation/<br>Infosys Limited |
| <b>Gender equality and women empowerment</b>             |  |  |  |
| 12   | Engineering and medical test preparation for girl students in govt schools   | Pan-India  | Infosys Foundation                     |
| 13   | Building an exclusive high-performance excellence program for junior and emerging female athletes, with world class sporting expertise, establishment of sports science  | Pan-India  | Infosys Foundation                     |
| 14   | Provide scholarships to underprivileged meritorious girls for completion of undergraduate STEM education and provide free education for underprivileged girls  | Pan-India  | Infosys Foundation                     |
| 15   | Construction of 100 bedded mother and child health hospital within the existing taluk hospital premises  | Karnataka  | Infosys Foundation                     |
| 16   | Towards operationalization of Infosys Foundation Akshita Prog in 5 of 7 blocks of Damoh district. of MP to improve maternal and child health and nutrition outcomes through targeted scalable solutions              | Madhya Pradesh                                     | Infosys Foundation                     |
| 17   | To enhance the delivery of primary healthcare and implement advanced digital health solutions across health and wellness centres   | Karnataka  | Infosys Foundation                     |
| 18   | To increase awareness about Maternal mental health during pregnancy and its interrelatedness with early child development by sensitizing local communities, health system stakeholders and women in perinatal period | Madhya Pradesh                                     | Infosys Foundation                     |

| Sl.No.            | Project Details  | State     | Mode of implementation                 |
|-------------------|--|-----------|--|
| Other Focus Areas |  |           |  |
| 19                | <ul style="list-style-type: none"><li>- Promotion and conservation of national heritage, art &amp; culture</li><li>- Support additional source of livelihoods towards rural development</li><li>- Immediate relief during natural calamity</li><li>- Tribal welfare, enhancing vocational skills and digital literacy</li><li>- Support towards rehabilitation including destitutes, Outpatient, Inpatient &amp; Surgical care (diagnostics, medicine, ambulance transport, physiotherapy, &amp; diet)</li></ul> | Pan-India | Infosys Foundation/<br>Infosys Limited |