



# Energizing local communities

The world over, Infosys is committed to going local to strengthen its profile as an employer of choice for employees and be a part of the local culture.

**91%** Local hires



## APAC region

### Australia and New Zealand

#### Living labs

Infosys launched its living labs in Melbourne and Sydney, Australia, in 2022. The program is designed to help advance ESG and people-centric innovation in the region. Underpinned by an ecosystem approach, the living labs will enable a confluence of digital technologies and human experience. Infosys partners will be able to leverage solution accelerators, digital experiences, and frameworks to ideate, prototype and test innovations. Led by the Infosys Centre for Emerging Technologies, these solution accelerators leverage digital technologies including cloud, 5G, IoT, 3D, AI, cyber security, data and analytics, AR, VR and address industry use cases in financial services,

telcos, retail, utilities, manufacturing, sports tech and edu tech, among others. The Infosys Living Labs will also enable Infosys partners to test and incubate extended reality experiences in a 360-degree digital donut. It will bring together Infosys' digital ecosystem including clients, partners, startups, academia and governments in a co-creation and collaboration environment. There are over a 100 digital experiences to draw from and solution accelerators and services, which include Infosys Metaverse Foundry, cloud services via Infosys Cobalt, cyber security, sustainability, edutech (digital learning) and co-creation workshops with Infosys Consulting's product and portfolio development offerings. It will also feature WONGDOODY's human experience design expertise to elevate brand and business interactions and virtual reality zones.



Andrew Groth, EVP Infosys and Region Head, Australia and NZ, delivers the keynote address at the launch of the Infosys Melbourne Living Lab

In October 2022, Infosys also extended its living lab ecosystem to enterprise-ready startups in Australia to accelerate their go to market. On the Startup Day, startups from the Infosys Innovation Network (IIN), with a presence in Australia, had the opportunity to pitch their products and services to Infosys' enterprise customers from the private sector, public sector and academia. Infosys Living



Infosys Melbourne Living Lab Launch

Labs in Melbourne and Sydney provide digital innovation-as-a-service to participating startups with a presence in Australia.

#### CSR programs

The Infosys Australia and New Zealand CSR program is committed to providing pathways for underrepresented communities across the region through access to digital learning and 'bridge' interventions. The program has four broad focus areas, including education, the indigenous support program, employee volunteering and initiatives for people with disability.

#### Education

**Future Leaders program:** The Future Leaders program is designed to enable pathways to learning and education for students including students from regional locations. 30 students engaged in the Victoria Springboard channel page-built-Living Lab camp hosted in Melbourne.



Future Leaders Program beneficiaries at the Australian Open 2023

**Young Change Agents (YCA):** Infosys established a partnership with YCA to collaborate and build an International Credential for Social Entrepreneurship with the University of Melbourne and Telstra Foundation.

**GovHack:** This is the southern hemisphere's largest open data hackathon designed to help advance digital skills across the community in Australia and New Zealand. This year, over 500 people participated.



5-years of GovHack with Infosys to advance digital skills in Australia and New Zealand

#### Partnership with Auckland University (NZ):

Infosys signed a funding agreement with Auckland University (NZ) to support Māori and Pacifica students in the faculties of science and engineering. In addition, we offer mentoring support to these underrepresented student groups so that they complete their studies and find pathways to employment.

**Biz Rebuild:** Infosys partnered with Biz Rebuild. This is a business-led initiative to provide practical and on-the-ground assistance to small and local businesses left devastated by natural disasters. In 2022, BizRebuild has provided support in re-tooling and business advisory vouchers to more than 1,500 small businesses in deluged communities across New South Wales and Queensland.

## Indigenous support programs

**The Galuwa Program - Indigenous outreach and engagement:** Galuwa is an outreach and engagement program for indigenous youth in Australia that focuses on deeper and more meaningful engagement with high school indigenous students through corporate and community partnerships. The program engaged 35 students.



UTS Galuwa Program participants at Infosys' Sydney Living Lab

**Yirigaa Project:** This project focuses on building digital skills among indigenous students of the Yirigaa community.

**Auckland City Mission:** People approach the mission when they need access to permanent and sustained housing, enough nutritious food to eat, and when their physical and mental health is compromised. Infosys contributed to the mission.

**Tennis Australia (Play for Ukraine / UNICEF):** Infosys also supported Tennis Australia to help those affected by the war in Ukraine.



'Tennis Plays for Peace', a fundraiser for Ukraine by Tennis Australia and UNICEF, supported by Infosys.

## Initiatives for people with disabilities

**Disability-confident recruiter:** Infosys benefited from its long standing seven-year partnership with the Australian Network on Disability (AND) and was again recognized for the third year as a Disability Confident recruiter, extending its commitment to the disabled community. To increase and widen tennis fan engagement for the Australian Open, Infosys worked with Tennis Australia and updated its Infosys MatchBeats technology to present simplified game data and visualizations which included contrasting color combinations meeting Web Content Accessibility Guidelines (WCAG) 2.1 A A



**Disability Awareness:** Infosys participated in PACE mentoring program 2022 organized by AND. Two employees from Infosys mentored mentees with disability preparing them for professional life. Infosys' participation also helped broaden disability confidence and awareness among Infosys staff, while providing job seekers with disability exposure to the professional world.

## Employee volunteering

**Mental Health Foundation Australia (MHFA):** Infosys provided support in helping establish a network of services and support for MHFA patrons through awareness, multi-lingual support, interactive voice-supported chatbot and other technology solutions. We also provided an interactive chatbot to help MHFA user queries. Over 6,00,000 queries were responded to using this.

**Veera:** This program helps domestic violence victims by empowering migrant women through awareness and support (education, IT workshops, social campaigns, legal support and more).

**Ozanam House (VIC):** Infosys employees continue to volunteer in providing support to Ozanam House which helps people experiencing homelessness (120 FTE days of support was provided in fiscal 2023).

## Infosys China

### GREEN AMBASSADOR | Hangzhou DC

The Infosys Hangzhou team and their families participated in a sustainability effort to clean a section of the Wu Yun mountain. The 10-km-long drive took about five hours. The team collected more than 10 bags of trash and received huge appreciation from the locals.

**SPRING - Giving Tree Program:** SPRING is an employee-led team that supports various philanthropic activities such as donation drives for blood, books and computers. This year, the team organized the donation of 1,170+ laptops across China.

**Giving Tree** – Since 2009, SPRING team and Infosys China employees have supported the Community Center, Shanghai (CCS) Giving Tree charity program. Infosys China assisted 1,721 migrant / underprivileged students in need by donated Giving Tree bags, filled with age and gender-appropriate winter clothes and school supplies.



## EMEA

### UK

#### Infosys Springboard

Infosys has launched the Springboard platform for Sandwell Council in the West Midlands and Brent Council in London as a part of our social value commitment to provide free online digital learning platform to residents, schools and colleges. The platform now has over 49,000 registered users.

#### Museum of Memories Project

'The Museum of Memories' project for the Dementia Research Institute was launched.

Focused on raising awareness around how dementia disproportionately affects women, WongDoody created the 'Museum of Memories' - a virtual museum that curates cherished memories from women who have experienced dementia. We brought their precious moments to life, in a way that's not possible in the physical word and then stored these memories in the blockchain as 'digital heirlooms' so they can never degrade or disappear.

The website also details positive lifestyle behaviour changes that aid in preventing dementia in later life.

Supported by short documentaries, nationwide advertising placements, and an influencer campaign we've seen an earned media reach of 125 million (including coverage in the UK's BBC Radio) plus results from the social influencer work reaching 1,25,000 views, 15,000 likes and an average engagement rate of 10.5% (the industry average is 4.5%).

## France

Infosys, in partnership with the NGO LEPC, is contributing to digital inclusion in France. As a partner of LEPC's Innov'Avenir program, Infosys is bridging the digital gap for students and young adults, from marginalised areas, who often lack knowledge and understanding of the digital world and transformations. Infosys aims to add 1,000 beneficiaries to the program through training and coaching. Further, Infosys is aiming to extend the scope of the program to the Toulouse (south west France) area.

Several Infosys France volunteers also directly contributed to training interventions in marginalised area high schools.

### Les Pros dans ta Classe Initiative

This is a digital inclusion program in the Paris, Marseille and Occitanie regions. With the support of 18 employees, 13 sessions have been conducted.

## Benelux

Infosys Benelux contributed to assisting Ukrainian refugees by generously donating over 100 food supplements.

In Benelux, a partnership with local universities is helping us acquire local talents. In Belgium, we have a tie-up with Antwerp Management School. In the Netherlands, we have tied up with Technische Universiteit Eindhoven (Eindhoven Institute of Technology), University of Amsterdam, Maastricht University, Rotterdam School of Management, Erasmus University and more.

## Germany

Infosys participated in the ISG Research Day in January 2023 in Seeheim-Jugenheim, Germany. ISG and Infosys have partnered in the past in France, Italy, Nordics and the UK.

Otto Beisheim School of Management was invited to the Infosys office in Düsseldorf. This visit highlighted our commitment to building relationships with academic institutions and showcasing our company culture and values to the next generation of professionals.

### Partnership with Hackerschool

The Hackerschool and Infosys teams met in Hamburg for the IT Strategic Days in February 2023 and planned joint activities including Summer Schools for students in and around Düsseldorf at Infosys.



The mayor of Düsseldorf and the head of the library project visited the Infosys Innovation Lab in Düsseldorf, Germany.

## Romania

In Romania, schools are invited to visit Company facilities. This helps us engage with the local community and promote positive relationships with schools, students, and teachers.

## Americas

### Infosys Canada

In 2022, Infosys and the University of Alberta renewed their agreement with the intent of cultivating the next generation of tech talent, spark innovation and advance opportunities, such as internships for the students. This would be further enhanced by prioritizing professional development and training opportunities for students.

Infosys has partnered with Calgary Economic Development, a not-for-profit corporation funded by the City of Calgary for a multitude of events related to Diversity, Equity and Inclusion (DEI), indigenous communities, tech talent immigration, tech confluences and academia associations.

### Infosys USA

#### Infosys Foundation USA

Infosys Foundation USA is committed to expanding computer science and maker education to K-12 students and educators, and delivering digital skills for all, particularly within under-represented communities. Through its programming, signature initiatives and the two digital learning platforms of Infosys Springboard USA, the Foundation reached 1.3 million students and 44,000 educators in fiscal 2023, taking the total number of students reached to 24 million and educators to over 1 million.

#### Infosys Springboard in the USA

In fiscal 2023, the Foundation expanded its Infosys Springboard USA digital learning platforms to reach not only K-12 educators and students through the Pathfinders Online Institute, but also to bring digital skills to higher education learners and professionals seeking to upskill in the latest technology trends and leadership skills through the Digital Academy.

#### Digital Academy

The Digital Academy offers over 8,000 courses in coding, data science, cyber security, machine learning, and AI, as well as critical leadership skills that will help talent prepare for the technology-enabled workforce. Through Springboard platforms, the Foundation contributes to the Infosys ESG Vision 2030 goal of reaching 10 million globally with digital skills by 2025.

#### Pathfinders Online Institute

During fiscal 2023, the Foundation curated 17 new courses for the Pathfinders Online Institute across a range of computer science subjects such as cyber security, robotics, AI, and those at the intersection of arts and technology. These offerings reflect a high degree of diversity and inclusion, reaching underrepresented communities, such as neurodiverse students and non-English language learners. Today, the Pathfinders Online Institute hosts more than 18,000 account holders.

Below are highlights of these courses:

- Coding music in Python:**  
Produced by Black Girls CODE and GoldieBlox, this course teaches middle and high school students basic Python programming language through music. The modules cover a range of programming concepts, including function calls and arguments, assigning variables, and representing musical beats as strings, for loops, defining functions, reading input, and if statements.
- Cuantrix:**  
Taught in both Spanish and English, these modules were produced by Televisa Foundation and designed to engage Latinx students in CS. 'Cuantrix Elementary' for K-5 students teaches the basics of coding while 'Cuantrix Advanced,' covers more advanced topics such as website coding, app development, and AI for grades 6-10.
- Digital empowerment for your future:**  
This course, produced by scholars from Tech Kids Unlimited, was specifically designed both by and for neurodiverse students. The innovative curriculum equips teachers with the necessary tools to effectively teach neurodiverse students about online safety, privacy, recognizing scams and misinformation, and smart security practices.
- Cyber A.C.E.S.:**  
This cyber security course, produced by Palo Alto Networks, aims to demystify cyber security through interactive learning by equipping kids in the age group of 5-15 with the resources to have safer online experiences, become good digital citizens, and protect their digital future.

### Volunteering efforts

Infosys Foundation USA made a concerted effort in fiscal 2023 to engage Infosys employees in the wider mission of tackling the digital skills gap through a series of Career Tech Talks; hosting micro:bit office hours during the International Day of the Girl; SDG-focused Design Thinking workshop; mentoring the Infy App Challenge 4.0 NYC high school students; delivering project feedback camps and capturing candid professional advice in the Million Women Mentors video series to encourage girls to pursue STEM careers. The CrossRoads 2023 conference in Tempe, Arizona opened additional doors for employees to engage with the thought leaders of K12 computer science and maker education as video production assistants, Living Lab presenters and program implementation support. These efforts not only help empower and inspire future generations, but also foster a sense of community and purpose among Infosys employees.

Additional spotlight projects are captured below:

In early 2022, 27 Infosys volunteers provided IT Career Talks about Data, AI and Digital Transformation to over 60 high school students in the newly launched school, [Newark School of IT and Data Science](#), in Newark.



On March 14, 2022, Infosys Foundation USA sponsored a professional development event from [Firia Labs](#) at the Infosys Phoenix Tech and Innovation Center in Tempe, Arizona. With support from Infosys volunteers, this in-person event brought 18 middle and high school educators together for free training in Python code.



During the past year, over 30 Infosys mentors provided professional and academic guidance to more than 115 NYC-based high school students, as they designed an app that addresses a societal challenge as part of the 'Infy App Challenge 3.0'. Additionally, throughout the 2022 Spring semester,

13 Infosys volunteers delivered a series of virtual 'Infy Tech Talks' to 359 NYC high school students as part of our ongoing partnership with the non-profit [PENCIL](#) where they shared personal and professional insights to students potentially pursuing careers in tech.

From June 20 to July 1, 2022, the Foundation sponsored a two-week STEM camp in partnership with [Kode with Klossy](#) at the Infosys Technology and Innovation Center in Raleigh, North Carolina. The camp was designed for middle and high school girls, gender non-conforming, and transgender teenagers to learn basic coding skills and complete a group project showcasing their skills and passion. We were thrilled to have 10 employees give their time, insights and support to these young future computer scientists during the 'Pitch Party' and the 'Career Tech Panel' led by Foundation Executive Director Kate Maloney.



The Foundation served as the official STEM sponsor for the Thurgood Marshall College Fund's annual Teacher Quality Retention Program (TQRP) Summer Institute in July 2022. At the event, Foundation ED Kate Maloney moderated a 'Tech Career Talk' with Infosys ERG I-Believe representatives, Nicole Kilby and Kenneth Barry.



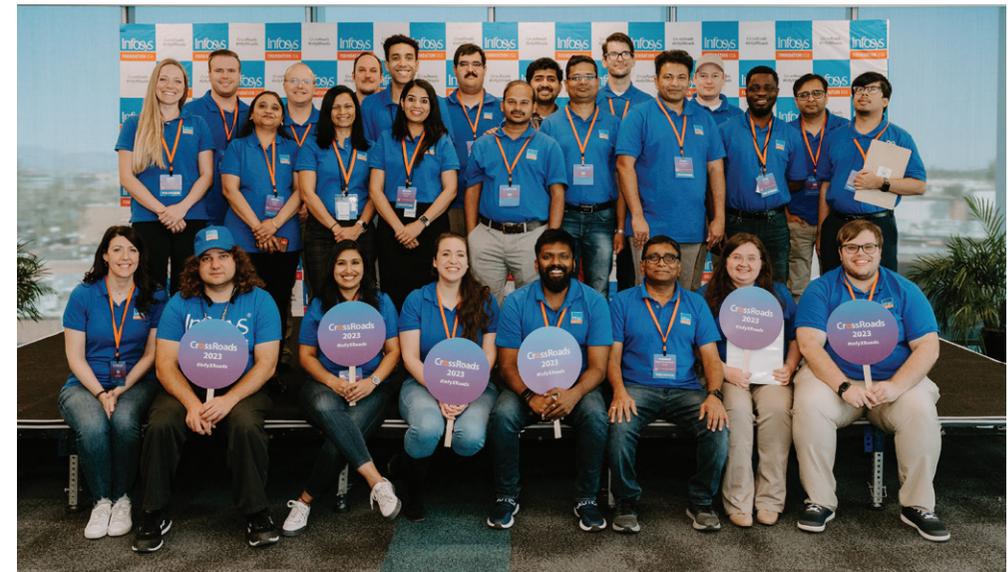
Infosys employees provided support to an in-person hackathon, hosted by the Televisa Foundation, serving 54 Latinx students in Phoenix, Arizona. The 'Ready.Set.Code.' hackathon provided students with valuable technological insights through workshops on Design Thinking and machine learning.



On October 11, 2022, the Foundation celebrated the International Day of the Girl in the Infosys World Trade Center office to promote the empowerment of young girls. We were honored to host an interactive Design Thinking workshop for over 35 NYC-based middle school girls. Four Infosys volunteers shared career advice on a 'Tech Career Talk' and mentored the students during the workshop.



During CSEdWeek in December 2022, the Foundation, in partnership with Learning Blade and Million Women Mentors, produced the 'Women in CS' video series featuring four employees who shared their career stories and encouraged young women to pursue STEM careers. Infosys women leaders, Lopa Mahapatra, Raje Ganesan, Kavitha Ganesh, and Jayashree Sridharan, shared candid insights about their own professional journeys.



The Foundation delivered a successful CrossRoads 2023 program in February, where over 200 passionate educators, thought leaders and implementers of computer science and maker education gathered at the

Infosys Phoenix Technology and Innovation Center working to shift the landscape of K-12 computer science education. 26 Infosys employees volunteered and made the event a success.