



Every view matters

Infosys has a presence across multiple geographies, industries, services and products. The universe of our material concerns is complex and multi-layered, one that is deeply intertwined with the decisions we implement and the value we seek to create through our business. Within the domains of E, S and G, we are constantly thinking about the most important issues and preparing for them.

In 2020, we undertook a review of the progress we made over the past decade on our sustainability goals and developed the lens further in a more practical and comprehensive manner, to broaden our ESG focus and rank our priorities in order of their importance to our business and our stakeholders.

Our approach

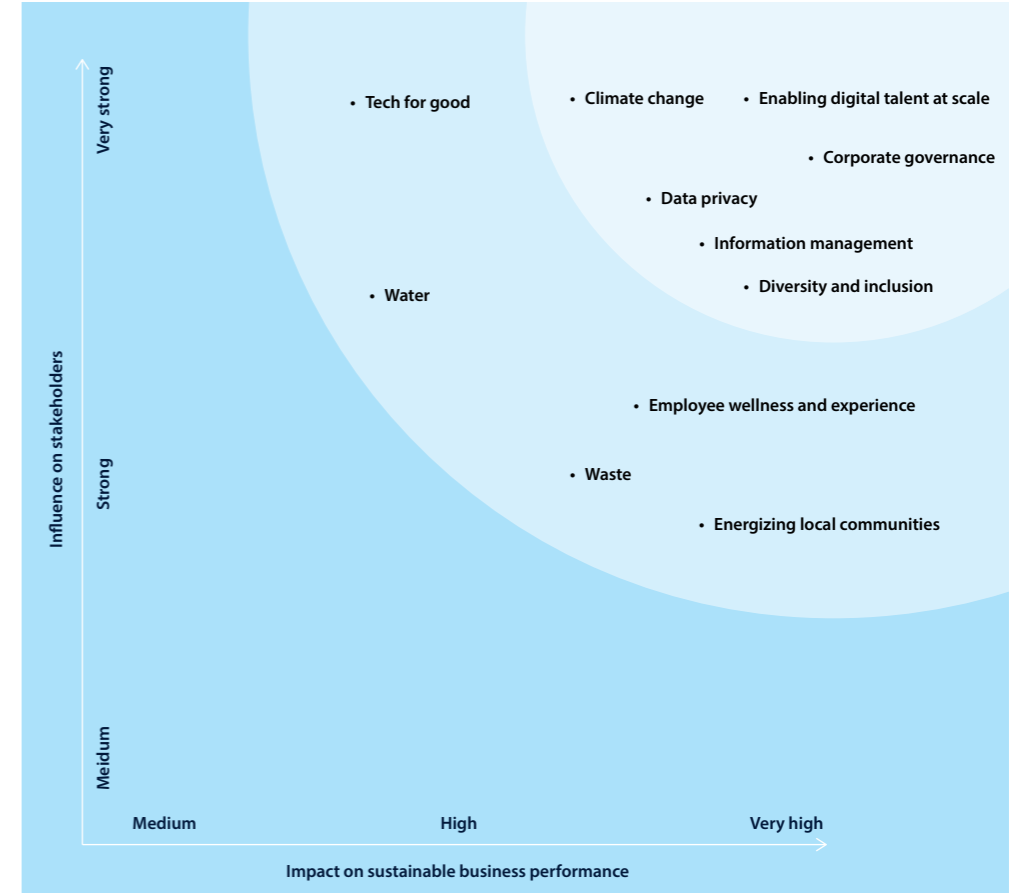
We determined our most material issues through a data-driven and consultative exercise. Material topics were shortlisted and prioritized based on their impact on our stakeholders and our business.

 <p>External stakeholder consultations, global frameworks, mega trends, and peer benchmarking</p>	<p>Investor priorities through investor surveys</p> <p>Global indices reporting and assessment frameworks, thought papers¹, and partnerships with global organization²</p> <p>Peer benchmarking in the IT industry</p> <p>Media and public opinion, using AI tools for insights</p>	<p>Regulatory landscape in jurisdictions relevant for Infosys</p> <p>Broader stakeholder consultations</p> <p>Specific ESG impact areas in geographical and service line contexts in relation to mega trends</p>	<p>Benchmarking against best practices among peers in IT and other industries</p>
 <p>Internal stakeholder alignment</p>	<p>'Belief audits' with the Management to understand priorities</p> <p>Employee engagement surveys, focus group discussions and Interactions</p>		

1 World Economic Forum (www.weforum.org/whitepapers/toward-common-metrics-and-consistent-reporting-of-sustainable-value-creation)
 2 Ellen McArthur Foundation (<https://www.ellenmacarthurfoundation.org/>)

Materiality matrix

The ESG committee of the Board also approves the continued relevance of material matters encompassing the views of our stakeholders on an annual basis.



Stakeholder engagement

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 materiality assessment, we have identified six key stakeholder group: Investors / shareholders, clients, employees and sub-contractors, suppliers / partners, government / regulators, and the community.

Refer to [BRSR](#) for more information on stakeholder engagement.