



Environment

Vision

Serve the preservation of our planet by shaping and sharing technology solutions

Adopt, invent and spread smarter ways to mitigate greenhouse gases (GHG) emissions, reduce energy consumption, manage water and waste. To make our planet stronger by consistently embracing clean tech in our operations and client solutions, thereby minimizing the impact on nature.





Performance on Environmental Goals

Environment vision 2030

Serve the preservation of our planet by shaping and sharing technology solutions

Material Topics

Ambitions

Progress in fiscal 2025



Climate Change

- Maintaining carbon neutrality across Scope 1, 2 and 3 emissions every year
- Reducing absolute scope 1 & 2 greenhouse gas (GHG) emissions by 75%¹
- Reducing absolute Scope 3² GHG emissions by 30%³
- Engaging clients on climate actions through our solutions

- Carbon neutral across Scope 1, 2 and 3 emissions
- Reduced Scope 1 and 2 GHG emissions by **71%** over the BAU scenario
- Reduced absolute Scope 3 emissions by **24.1%** over the 2020 baseline
- Achieved leadership status on ESG by various analysts like HFS



Water

- Maintaining 100% wastewater recycling every year

- 100% of the wastewater in our campuses is recycled
- Our Bengaluru campus was awarded water positive certification under the NITI Aayog water neutrality guidelines in FY25



Waste

- Ensuring **zero waste** to landfill

- Diverted **98%** of waste from landfill

¹ This will be measured annually against the Business-as-Usual (BAU) scenario, which refers to regular operations without interventions such as renewable power or energy conservation initiatives.

² Business travel, employee commute, and transmission and distribution losses.

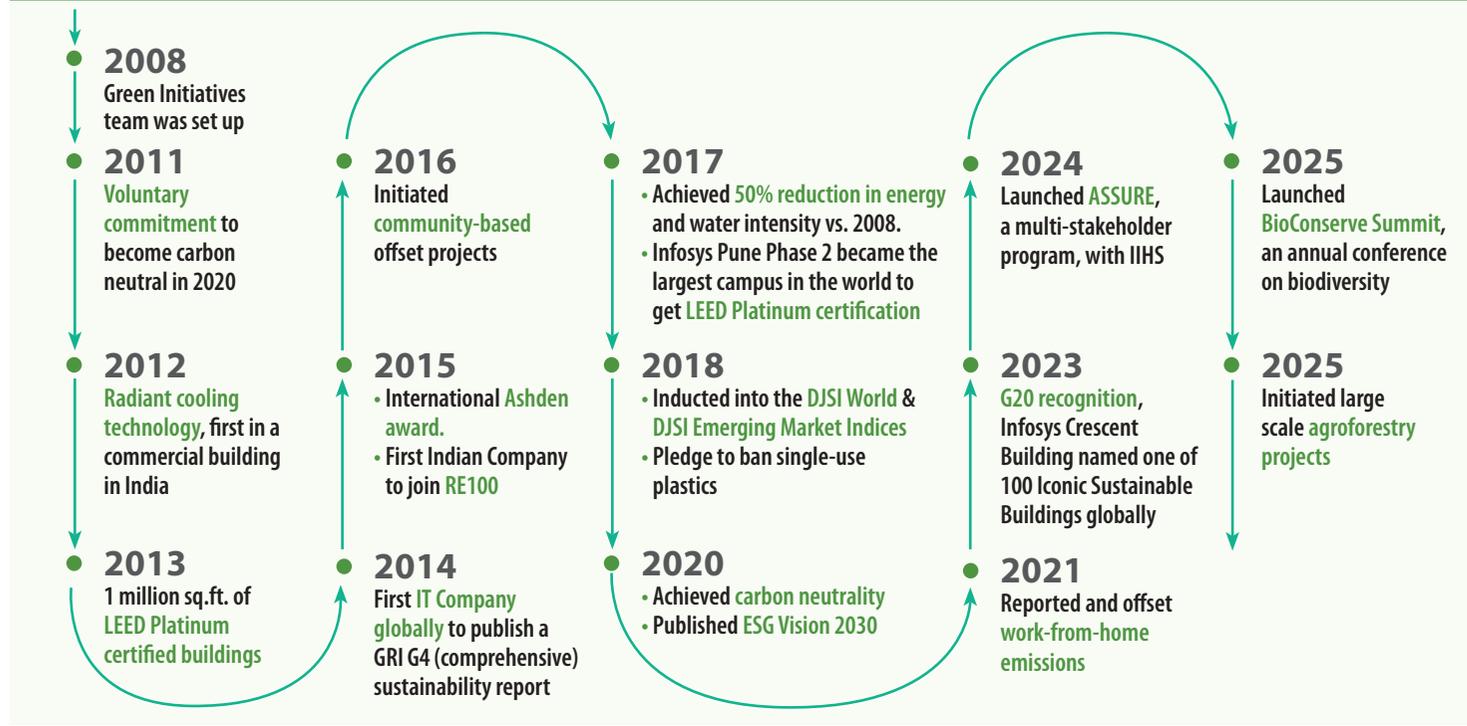
³ Measured against the 2020 baseline; includes business travel, employee commute, and transmission and distribution losses.



Infosys' pledge: Climate Positive in 2030

Infosys recognizes that climate change is more than an environmental challenge—it is a fundamental issue that affects economies, communities, and the way we live and work. As our business expands across regions, we are aware that growth goes hand in hand with responsibility. Expansion brings with it increased carbon emissions, resource consumption, and environmental pressure. That is why, we have embedded sustainability into the core of our operations through smarter design, adoption of clean energy, carbon offset initiatives, and biodiversity enhancement programs. Our ambition doesn't stop at mitigation. We are working towards climate positivity, aiming to restore more than we consume, and contribute actively to the health of our ecosystems and communities. We are implementing large-scale agroforestry projects across several states in India. This shift towards climate positivity reflects our belief that the true measure of success lies not only in growth, but also in how much we give back. By aligning our business strategy with climate resilience and long-term environmental stewardship, we are building value—for our stakeholders, society, and future generations.

Infosys' climate positive strategy builds on the Company's achievements over the last two decades



Our journey



2020

We achieved carbon neutrality across Scope 1, 2, and relevant Scope 3 emissions, the first global IT services Company to do so, 30 years ahead of the Paris Agreement timeline



2025

Marks our sixth consecutive year of sustaining carbon neutrality — a legacy built on pioneering energy efficiency, renewable energy integration, and large-scale offset projects

Our carbon neutrality is certified against ISO 14068-1, an international standard that provides Principles, Requirements, and Guidance for achieving and demonstrating carbon neutrality.

Infosys Carbon Neutrality Declaration: Carbon neutrality of global operations achieved by Infosys in accordance with ISO 14068-1



VISION 2030

Move beyond offset-driven neutrality to becoming climate positive



Two pathways, one ambition

Our approach to becoming climate positive focuses on transformational actions that address emissions at their source, leveraging innovative technologies and collaborative ecosystems. Two key pathways enable us.

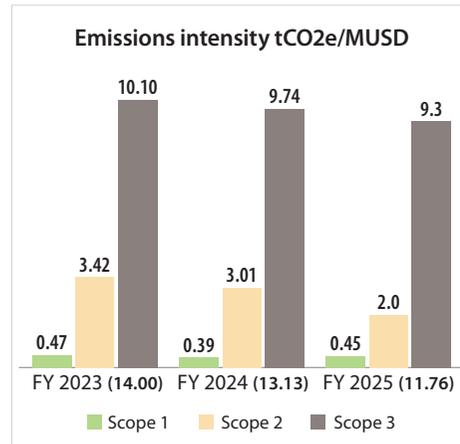
Emissions intensity
11.76 tCO2e/MUSD Revenue

Institutional Climate Action

By driving change across our operations, we aim to create a positive, scalable impact. Through granular emissions analysis across multiple areas, we have developed targeted, innovative solutions to drive meaningful reductions and make significant strides towards our climate positive ambitions.

Ecosystem Transformation

By enabling our suppliers and impacting the communities we are associated with, we proactively engage across the value chain. We advocate for ecosystem-wide transformation by building awareness, sharing knowledge, and uniting diverse stakeholders to accelerate collective progress.



From carbon neutrality to climate positivity

Scope 1 - Direct emissions	Scope 2 - Indirect emissions from purchased energy	Scope 3 - Other indirect emissions
Total emissions: 8,745 tCO₂e	Total emissions: 38,586 tCO₂e	Total emissions: 1,79,370 tCO₂e
<ul style="list-style-type: none"> HSD emissions Petrol emissions Diesel emissions PNG emissions Refrigerant emissions Fire extinguisher 	<ul style="list-style-type: none"> Grid electricity (India & overseas) 	<ul style="list-style-type: none"> Business travel Employee commute Capital goods Fuel & energy-related activities (FERA) Work from home Waste generated in operations Upstream leased assets
<p>From carbon neutrality to Climate Positivity Driving absolute emissions reduction across value chain</p>		
Key levers for decarbonization		
<ul style="list-style-type: none"> Transition to cleaner fuels with biodiesel blends, CNG / LPG, EVs, and battery-powered systems. Replace R22 refrigerants with low-GWP sustainable alternatives. 	<ul style="list-style-type: none"> Drive energy efficiency through deep retrofits and targeted energy audits. Expand renewable energy via green tariffs and onsite generation. 	<ul style="list-style-type: none"> Decarbonize the supply chain through supplier disclosures, EPDs, and low-carbon sourcing. Promote low-carbon mobility via virtual collaboration, public transport, and EV campus transport.



Infosys Kolkata campus



Greener by design: Reimagining infrastructure and buildings

Globally, buildings contribute nearly 40% of GHG emissions. For Infosys, they represent the most energy-intensive asset class, and therefore, the most powerful lever for emissions reduction. All new developments are designed to achieve the highest level of **LEED certifications**, with over 29.7 million sq. ft. of green-certified buildings already operational. From design to operation, we adopt a lifecycle approach to emissions, maximizing efficiency at every stage. By integrating low-carbon strategies into design, material selection, and construction practices, we create buildings that are resource-efficient.

Greener cooling

Solidifying its ongoing commitment to sustainability and innovation, Infosys continues to adopt advanced technologies that reduce environmental impact and optimize operational efficiency. Our **Indore campus** is now home to **Hydrofluoroolefin (HFO)**



HFO Chiller, Infosys Indore campus

magnetic chillers, marking a significant step in climate-conscious cooling. HFOs offer a responsible alternative to traditional refrigerants, while magnetic chiller technology boosts energy efficiency and reduces operating costs. Building on this success, Infosys plans to expand the use of HFO chillers to its Noida and Hyderabad campuses. In parallel, all critical air-conditioning units at the Bengaluru campus have been upgraded to R-22-free systems.

Water-efficient construction

We also emphasize resource conservation during construction, by using water-efficient curing compounds that reduce consumption and environmental load.

Post-tensioned (PT) slabs decrease concrete and steel use, cutting embodied carbon and enhancing

Other green initiatives

Low-carbon concrete mixes:

By replacing up to 50% of Portland cement with **Ground Granulated Blast Furnace Slag (GGBFS)** and fly ash, we have reduced over 7,990 tonnes of CO₂e in a single project.

Sustainable materials: Manufactured sand and recycled steel reduce reliance on virgin resources while maintaining structural integrity.

Eco-friendly façades:

We use ORAE Glass (70% recycled content) and Hydro CIRCAL 75R aluminum, which has 54% lower carbon emissions than conventional glass.

Reducing embodied carbon

Infosys continues to embed lifecycle thinking into the design and construction of its campuses, ensuring that our built infrastructure aligns with our climate goals. In FY 2023-24, we undertook cradle-to-grave Life Cycle Assessments (LCA, A1–C4 stages) for new buildings in our Pune, Hyderabad, and Bengaluru campuses to measure embodied carbon and identify optimization opportunities across the building lifecycle.



Infosys Pune campus

The assessments revealed that the highest environmental impact occurred during the product stage (A1–A3)—driven primarily by emissions from concrete and reinforced steel used in horizontal structures such as beams and slabs. For instance, embodied carbon intensity ranged from 616 to 651 kg CO₂e/m², with concrete and steel accounting for up to 80% of material-related emissions in some sites. To mitigate this, we piloted multiple material optimization strategies. In Hyderabad, replacing 50% of cement with GGBFS reduced embodied carbon intensity by 15.8%. In Pune, using 30% recycled content in concrete and 15% in steel reinforcements achieved a total reduction of 11.2%.

Looking ahead, we are exploring further interventions such as high-recycled-content aluminum façades, low-carbon glass, increased fly ash in AAC blocks, and emerging low-impact alternatives like agrocrete and green steel.

ISO 50001:2018 certification

As a demonstration of our commitment towards environmental stewardship and driving positive outcomes, we implemented an Energy Management System and achieved ISO 50001:2018 certification for our Bengaluru and Mysuru campuses during the year. We plan to continue improving our sustainability initiatives by including other locations in the certification process in a phased manner. This has enabled us to focus our efforts on improving energy efficiency, energy performance, and energy consumption.

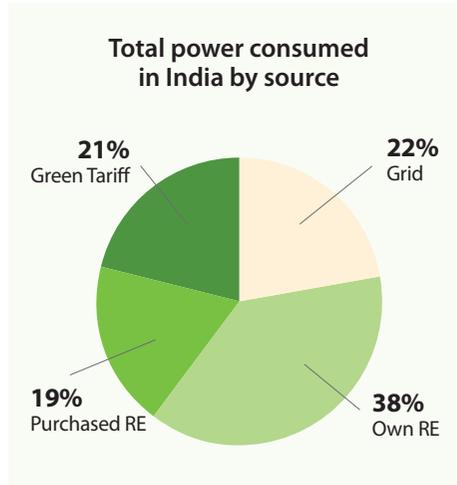


structural efficiency. Ready-mix or gypsum plasters ensure quality, reduce waste, and lower emissions through controlled application. Through these integrated efforts, we are not just building sustainably—we are redefining what responsible construction looks like in a net zero future.

Renewable energy

Infosys was the first Indian Company to pledge commitment to RE100 in 2015. Over the years, we have ramped up our efforts towards our renewable energy goals. We source renewable energy through a diversified mix of captive solar plants, onsite installations, and strategic green energy procurement mechanisms.

- Infosys operates captive renewable energy plants with a combined capacity of 60 megawatts (MW), which form a significant component of our clean energy mix. These plants play a pivotal role in reducing our dependence on grid electricity and ensuring a steady, self-sustained supply of green power across key campuses.
- To further scale our renewable energy portfolio, we are actively leveraging Power Purchase Agreements (PPAs) and procuring green power through government-supported green tariff mechanisms offered by Distribution Companies (DISCOMs). These arrangements are instrumental in expanding our access to clean energy beyond our own generation capacity.
- In addition, we have made extensive investments in rooftop and ground-mounted solar photovoltaic (PV) systems across our infrastructure. These installations are now present in 100% of our owned campuses. This wide deployment of onsite



solar assets not only contributes to meeting our operational energy needs sustainably but also reinforces our long-term commitment to decentralized, low-carbon energy generation.



Solar PV Installation, Infosys Hyderabad campus

Advancing energy performance

Integrating sustainability in every aspect of our building portfolio is helping create workplaces where employees can work, collaborate and innovate in the most energy-efficient environments possible. While our buildings over the years have demonstrated an Energy Performance Index (EPI) of 75 kWh/m2/year, our greenfield projects across India are now being designed for an EPI of 60 kWh/m2/year, one of the lowest in the IT services sector, pushing the boundaries of energy efficiency further. This performance is made possible through passive design strategies such as orientation, solar shading and insulation, innovative radiant cooling, efficient equipment and automation.



Infosys Hyderabad campus

Carbon neutral across Scope 1, 2 and 3 emissions

Awards

Asset ESG Corporate Awards 2024: Infosys won the 'Platinum Award for Excellence', 'Best Initiative for Environmental Responsibility'

Infosys was awarded the Sustainability Champion of the Year Award at the FICCI Young Leaders Awards 2024



Best Sustainable Workplace Design of the Year Award in the "Large Segment" category for SDB-7 building of Hyderabad, Pocharam campus





Approach to tackle Scope 3

Tackling Scope 3 emissions is critical to Infosys' journey towards becoming climate positive. Our strategy goes beyond measurement by focusing on supplier collaboration, low-carbon procurement, sustainable employee mobility, and circularity in operations. From business travel to capital goods and work-from-home emissions, we are embedding climate action across our extended ecosystem with a focus on emissions in the following categories:

- Sustainable mobility
- Business travel
- Waste
- Work from home
- Upstream leased assets
- Transmission and distribution loss
- Capital goods

Sustainable mobility

Employee transportation accounts for a significant portion of our indirect emissions. At our Bengaluru headquarters, we are collaborating with local authorities to extend metro connectivity to our campus while promoting public transport alternatives. Our comprehensive commute survey provided valuable data on travel patterns, enabling targeted emission reduction strategies. We have introduced EV buses for employee commute and installed 1,325 EV charging points across campuses, powered by renewable energy.

Business travel

We are actively addressing travel emissions through multiple initiatives, implementing flexible work policies to reduce travel needs, promoting



carpooling and public transport, and transitioning to an electric vehicle fleet. Enhanced tracking methodologies now capture all transportation modes for more accurate emissions reporting. These measures not only lower our carbon footprint but also contribute to solving urban challenges like traffic congestion.

Waste

Our comprehensive waste strategy focuses on reduction, reuse and recycling, resulting in waste emissions dropping in FY25. Through facility-wide segregation programs and employee engagement initiatives, we have significantly increased recyclable material recovery while minimizing landfill waste. Digital transformation efforts have further reduced paper consumption across operations.

Work from home

With remote work now prevalent, we have implemented policies and training to reduce its environmental impact, which has enabled us to achieve a reduction in work-from-home emissions this year. Energy efficiency guidance

for home offices and virtual collaboration tools help minimize our remote work footprint while maintaining productivity.

Upstream leased assets

We rigorously assess landlords and partners to ensure leased properties meet our stringent sustainability standards. Advanced building management systems and energy-efficient technologies are deployed to minimize energy consumption across all leased spaces.

Transmission and distribution losses

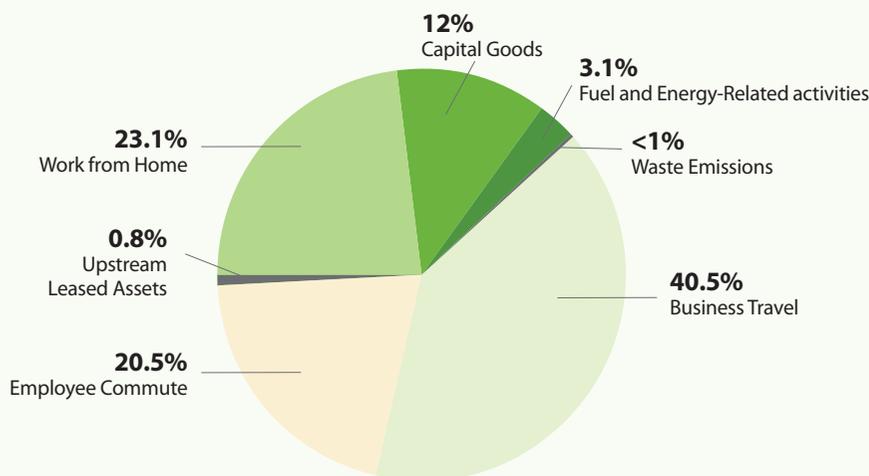
Through operational optimization and partnerships with energy providers, we are improving grid efficiency to reduce transmission losses. Energy conservation measures across all facilities complement these efforts to minimize our electricity footprint.



Capital goods

Our sustainable procurement framework evaluates suppliers based on environmental performance, prioritizing durable, recyclable products. This approach has already yielded reductions in capital goods emissions this fiscal year while promoting circular economy principles.

Scope 3 breakdown (in tCO2e)





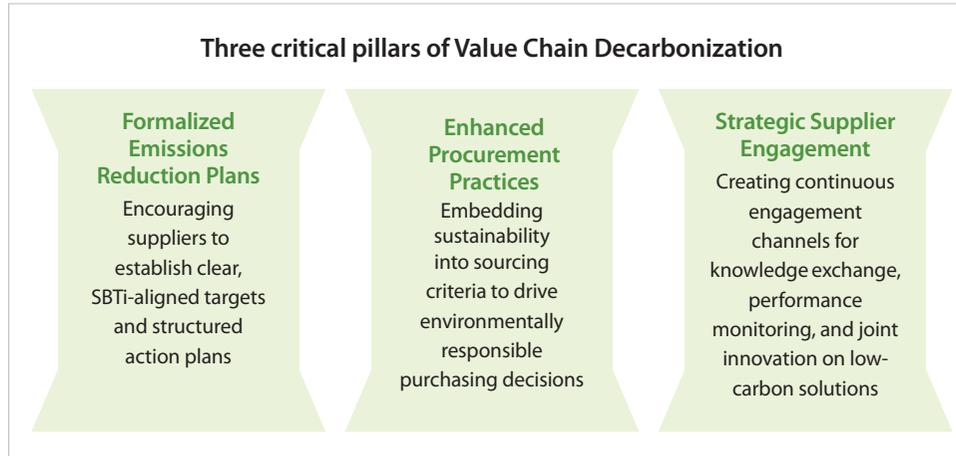
**Value chain decarbonization:
A collaborative climate strategy**

With nearly 30% of our emissions linked to capital goods, decarbonizing our supply chain is a key priority. Infosys engages a wide range of partners, including OEMs, aggregators, contractors, and consultants, to tackle Scope 3 emissions through measurement, and more so, by driving behavior change, building capacity, and raising climate ambition. Through strategic collaborations, we are advancing low-carbon, sustainable practices across our value chain.

Engaging suppliers

As climate-related performance becomes a competitive differentiator, clients increasingly include Infosys' climate credentials in Requests For Proposals (RFPs) and procurement decisions, reflecting the market-wide pivot towards sustainable partnerships. Infosys is committed to raising this bar within its own supply chain, ensuring that suppliers not only meet compliance requirements but actively contribute to emissions reduction. Our approach is guided by an integrated climate governance framework. Together, these measures are creating a supplier ecosystem that is climate-resilient, regulation-ready, and future-facing, reflecting Infosys' vision of shared sustainability leadership.

In FY 2024, Infosys launched a strategic initiative to accelerate decarbonization in its supply chain, focusing on key IT hardware manufacturing suppliers, prioritized by spend. This initiative focused on securing detailed, forward-looking decarbonization roadmaps from these partners.



A session with our supply chain partners

In FY25, Infosys engaged 273 suppliers in the Carbon Disclosure Project (CDP) Supply Chain program. Suppliers were categorized based on the maturity of their climate-related practices and disclosures. We supported them through webinars, training on GHG accounting and SBTi alignment, one-on-one mentoring, and best practice sharing. As a result, 55% of disclosing suppliers began or enhanced their climate strategies.

Through strategic collaboration, we are advancing low-carbon, sustainable practices across our value chain.



Infosys receiving an award from CDP on supply chain engagement



Carbon offsets and clean energy access

Since 2016, Infosys has actively pursued impactful carbon reduction projects across India, focusing on energy access for rural communities. Through 10 ongoing initiatives, including improved cookstoves and household biogas systems, we are delivering cleaner, more efficient energy to over 2,72,000 families, transforming lives and reducing emissions. We observed our biogas projects empower women in rural India, who utilize biogas slurry to cultivate thriving kitchen gardens and vegetable farms, enhancing food security and generating income. Such successes across numerous villages underscore the multifaceted

positive impact of our energy projects on farming communities.

Moving towards greater environmental impacts

To further our positive impact on the environment through our projects, we recognize that a comprehensive climate strategy necessitates removing existing carbon dioxide from the atmosphere. This understanding has led us to strategically integrate agroforestry projects into our climate action portfolio. Recognizing the challenges posed by traditional farming practices and climate change—including soil degradation,

reduced productivity, and economic instability for small and marginal farmers—we are committed to fostering sustainable agricultural practices that directly remove CO2 from the atmosphere through carbon sequestration.

Agroforestry, by integrating trees, shrubs, and crops, offers a transformative approach to enhance ecosystem services, diversify income streams, and climate-proof farm livelihoods. These projects will directly contribute to the removal of atmospheric CO2.

Our proposed multilayer agroforestry initiatives

aim to restore degraded lands and uplift rural communities through sustainable agricultural practices. We commenced the agroforestry projects in FY2025 and planted about 4,07,000 saplings. By embracing agroforestry projects, Infosys is reinforcing its commitment to long-term sustainability, creating resilient communities, and directly contributing to the removal of atmospheric CO2, complementing our ongoing efforts to reduce our operational footprint. This strategic evolution from emissions reduction to CO2 removal underscores our dedication to comprehensive climate action.



Household biogas unit



Sapling distribution center, Anantapur district, Andhra Pradesh



Saplings planted as part of the agroforestry project in Andhra Pradesh



Ecosystem transformation

Infosys has undertaken several initiatives to address Scope 1, 2, and 3 emissions, including collaborating with suppliers to ensure compliance and drive emissions reduction. We are also committed to leading the advocacy of ESG initiatives.

Infosys Mysuru Campus hosts the annual Solar Decathlon

Driving Net-Zero Building Innovation through grassroots involvement

Infosys Mysuru hosted the Solar Decathlon India (SDI) 2024, the world's largest net-zero building challenge, to foster community driven innovation for climate action.

The event empowers students to co-create net-zero, climate-resilient building solutions by collaborating with industry experts on real-world projects. By backing SDI, Infosys champions grassroots innovation and helps shape the next generation of climate-conscious professionals.

At the 2024 event, over 650 students, faculty, and mentors engaged through exhibitions,

presentations, and campus tours. Infosys leaders also served as jurors, awarding the Climate-Smart Innovation Award, reaffirming the Company's role in advancing community-led climate solutions.

- 120 industry representatives interacted directly with the student finalists, reinforcing their roles as future leaders in the net-zero movement.
- 37 net-zero energy and water building and product solutions were presented at the event.
- 12 industry innovations addressing climate change were exhibited to 750 attendees at the event.



Nurturing Nature in Cities: BioConserve Summit 2025

Biodiversity is a vital indicator of ecological health, and its preservation demands collective action to create refuges in urban settings. Urban campuses can play a crucial role by acting as catalysts for sustainable development and forming a new class of conservation zones beyond protected areas and reserved forests. Our Mangaluru campus stands as a testament to this commitment.

The first BioConserve Summit 2025 was hosted by Infosys in collaboration with the Indian Institute for Human Settlements (IIHS). The carbon-neutral event brought together educators, researchers, policymakers, business leaders, and environmental groups to address the urgent challenge of urban biodiversity loss. Key themes included ecological restoration, biodiversity-friendly urban design, land-sharing, and sustainable campuses. The summit

reinforced India's role in global conservation and supported the '30 by 30' goal, urging urban campuses to become biodiversity hubs. Through BioConserve, Infosys reaffirmed its commitment to collective, cross-sectoral action for sustainable, nature-positive urban development. *Barren Land to Verdant Campus - A saga of Greening*, a book chronicling the journey of greening the Infosys Mangaluru campus, was launched at the Summit.



Book launch, Barren Land to Verdant Campus - A saga of Greening





ASSURE - Decarbonizing the building sector in India

Infosys has long been a global leader in designing and operating sustainable, high-performance buildings, setting industry benchmarks. To scale this impact, Infosys launched **ASSURE (Accelerating Sustainable Super-Efficient Real Estate)**, a multi-stakeholder platform in partnership with the Indian Institute for Human Settlements (IIHS). ASSURE showcases Infosys' campuses as living case studies, enabling the replication of proven strategies for energy-efficient, climate-resilient infrastructure. Launched on May 09, 2024, the forum convened experts, policymakers, and industry leaders, including Peter Rumsey (Co-founder and CEO of Point Energy Innovations and visiting faculty at Stanford University, and a global authority on building decarbonization), to drive systemic change and ensure that India's future buildings are not only smarter but radically more sustainable.

ASSURE, anchored by IIHS in a knowledge partnership with Infosys, is envisioned as the world's largest organized initiative for realizing high-performance buildings (HPBs). It builds on over a decade of domestic expertise, including Infosys' own success in saving over US\$250 million through HPB implementation. Running from 2024 to 2030, ASSURE prioritizes HPBs in the light of:

- The large, energy- and emission-intensive growth in India's real estate sector.
- The risk of long-term energy lock-ins, poor living / working conditions, and circular economy setbacks under business-as-usual scenarios.

- The transformative potential of HPBs to meet goals in climate action, innovation, job creation, and sustainable growth.

With a focus on commercial buildings, due to their higher energy and emission intensity per unit area, ASSURE will provide technical assistance to India's largest developers for lighthouse projects totaling 100 million sq. ft., skill and upskill 12,000 individuals, support 30 curated innovators, launch a performance measurement and verification platform to incentivize HPB adoption and financing, and engage policymakers and financial stakeholders to promote enabling policies and financing frameworks for HPBs.

ASSURE aims to demonstrate 100 million sq. ft. of high-performance commercial buildings in India by 2030



“India’s building sector presents a significant opportunity to make progress on our nation’s sustainability goals. We are delighted to collaborate with IIHS, and to amplify the potential of their nation-wide community of industry leaders, practitioners, knowledge institutions, and students to drive positive climate action. ASSURE – our joint program – creates the next opportunity to make a significant impact on India’s environmental footprint, paving the way for a greener and more sustainable future for generations to come.”

NANDAN M. NILEKANI
Chairman, Infosys





Ashiss Kumar Dash, Global Head of Services, Utilities, Resources, and Energy, speaking at ONS 2024

Engaging clients on climate action through our solutions

At Infosys, we are deeply committed to empowering our clients to take meaningful climate action through our innovative solutions. Leveraging the latest advancements in technology, we offer tailored consulting and comprehensive solutions to help our clients understand and mitigate their environmental impact.

Delivery capabilities

- Our end-to-end partnership construct ensures that we provide holistic and integrated solutions from initial consultation to full-scale implementation enabling clients to adopt sustainable practices seamlessly.
- The Infosys Sustainability Cloud is a comprehensive platform designed to help and manage environmental, social, and governance

(ESG) initiatives. It leverages AI, cloud and blockchain and advanced analytics to unify fragmented ESG data, generate actionable insights, and drives sustainable operations across the value chain.

- Our Federated Sustainability Delivery model, anchored by a transversal Sustainability Consulting practice, collaborates with multiple Centers of Excellence (CoEs) that specialize in technology-driven sustainability solutions.
- We leverage cutting-edge AI and analytics to accelerate and scale sustainability programs.

Through strategic partnerships, we amplify our impact, co-creating tailored solutions that align with each client's unique sustainability goals.

Service offerings

- 1. ESG Reporting & Compliance**
Setting up reporting platforms to help companies report and track their ESG performance in compliance with disclosure standards like GRI, CDP and CSRD.
- 2. Supply chain Compliance & Sustainable Sourcing**
Tracking and improving the compliance of customers' supply chain for various ESG parameters including GHG emissions, and compliance with other regulations such as CSDDD, EUDR and REACH.
- 3. Green IT**
Tracking and reducing GHG emissions, reducing waste and improving circularity in the operating and managing of IT assets are some

of the key outcomes delivered by our Green IT offering.

4. Green Buildings

Leveraging IoT technologies to monitor, optimize energy consumption in the operations of buildings to reduce Scope 1 & 2 emissions. Our smart water management solution and waste management solution is available for implementation in the building domain (offices, campuses, factories, warehouses, etc.).

5. ESG Adoption & Digital Skills

Delivery of change management initiatives to help organizations adopt ESG thinking and decision-making.

Partnerships

In 2024, we focused on building partnerships with Independent Software Vendors (ISVs), major technology and solution providers, research institutions, and governmental and non-governmental organizations. Notable partners include Google, AWS, Microsoft, SAP, IBM, Salesforce, The Economist Group, Financial Times, and the World Economic Forum.

Since then, we have further expanded on this foundation and are now focusing on collaborating with niche startups and small players who are delivering industry-leading results on specific use cases in the areas like ESG reporting, supply chain transparency, and IT GreenOps. This strategic expansion aims to harness innovative solutions and specialized expertise to further enhance our ESG offerings and drive impactful outcomes for our clients.



Thought leadership and public/private footprint

Our active involvement in major events has been a testament to our commitment to advancing global sustainable practices. We have showcased our innovative sustainability solutions at leading platforms such as Hannover Messe, Aerocon India, Microsoft Sustainability Day, AstraZeneca Innovation Day, ISHRAE Urjavarán, and the EMEA Confluence on Green Business: A Blueprint for a Better Tomorrow. These forums enabled us to highlight our capabilities and collaborate with industry leaders to accelerate sustainable progress. Beyond events, we actively engage in sustainability ideation and innovation roadshows. These roadshows foster customer collaboration through

discussions and brainstorming aimed at developing innovative, sustainable solutions.

We also conduct regular webinars to raise awareness of ESG solutions and equip our sales teams to better position them with customers. Over the past year, our webinars have covered topics such as CSRD, green finance, and ESG in healthcare. Additionally, we have published whitepapers and delivered keynote speeches on key sustainability themes including:

- Sustainable Urban Development and Smart Cities
- Climate Tech and Clean Energy Innovation
- AI and Big Data for Sustainability
- Decarbonization of Supply Chains

Customer stories

ESG strategy data and reporting



End-to-end ESG program for a leading food services Company

Infosys is orchestrating a multi-year ESG transformation, spanning requirement definition, platform selection, and implementation. Our engagement includes automating data collection processes and enhancing data quality to ensure accurate and reliable ESG reporting.

ESG advisory for a leading Irish food retailer

We supported the client with CSRD-aligned data strategy, requirement gathering, and platform selection. Additionally, Infosys provided expertise in greenhouse gas (GHG) accounting.

Sustainability integration for a Swedish pulp and packaging provider

Infosys helped develop a strategic roadmap to embed sustainability into the client's S/4HANA transformation, identifying suitable solutions to meet both current and future ESG requirements.

Enhancing ESG data platforms

For a Japanese consumer electronics major, we improved the automation of ESG data extraction, elevated data quality, and ensured robust data lineage to support key ESG metrics including CSRD compliance, packaging reduction, and waste management targets. Infosys configured and deployed ESG data collection on the ServiceNow platform, integrating over 100 KPIs and enabling seamless data flow to support comprehensive ESG performance tracking.

Green value chain and products



Trusted partner to a French food multinational

Infosys supported key sustainability initiatives across the Company's supply chain. We led programs on

EUDR compliance, supplier decarbonization, and product carbon footprint analysis, while also advising on sustainability best practices and foundational data strategies.

Data platform implementation

For a major energy project company, we are driving the selection and implementation of a data platform to enable complex Scope 3 emissions reporting and improve life cycle-based emissions calculations—enhancing Environmental Product Disclosures (EPD) quality and reducing project carbon footprints.

Reporting carbon data

For a global consumer goods company, Infosys tracks and reports carbon data across 150+ sites on a monthly, quarterly, and annual basis. We analyze warehouse and transportation KPIs using prescriptive analytics to identify emission reduction opportunities.



Sharing sustainability best practices at Global Supplier Conference of an Aerospace major



Winner of World Media Awards for Value Chain Navigator



Performance on Environmental Goals | **Climate Change** | Water | Waste

Sustainable operations



Driving asset management transformation

For a leading aviation OEM, Infosys is the strategic IT partner driving the transformation of its building and asset management

landscape from legacy systems to a best-in-class SaaS platform. This includes deploying IoT-enabled smart building solutions to enhance operational efficiency, asset performance, maintenance management, and reduce energy consumption.

Green IT solution

For an energy-sector client, Infosys' Green IT solution enables a holistic approach to sustainability within the IT ecosystem. It

identifies key emissions across scopes 2 and 3, using multi-criteria factors like life cycle, energy use, and consumption patterns. With granular, reliable data from IT domains—cloud, networks, applications, and web—the client can precisely assess environmental impact. The solution supports benchmarking against global standards and enhances transparency in communicating sustainability commitments to stakeholders. It improves operational efficiency by eliminating waste and inefficiencies like over-sizing and redundancy. Additionally, it fosters innovation by embedding digital responsibility principles such as accessibility, ergonomics, and security into digital service design.

Radiflux Radiant Baffle System

Infosys offers a patented innovation, the Radiflux Radiant Baffle System, as a transformative solution for energy-efficient cooling in buildings. Developed in-house, Radiflux delivers up to 40% energy savings compared to conventional HVAC systems, accelerating decarbonization efforts. Deployed across Infosys' campuses and marquee client sites in India, it enhances operational efficiency using 16°C chilled water for radiant cooling, delivering superior energy performance, better indoor air quality, and enhanced thermal comfort. Its compact, retrofit-ready design minimizes space and maintenance costs, making it ideal for modern offices. Leveraging proprietary engineering and design, the baffles are integral to HVAC performance and

sustainability. Radiflux is a cost-effective, scalable solution aligned with evolving environmental goals and ESG commitments.



Hosting a roundtable at ONS2024





Water

Water is fast becoming one of the most critical sustainability challenges, shaping global conversations around climate resilience, biodiversity preservation, and human well-being. Many of our campuses are located in regions already facing significant water stress. Recognizing this early, Infosys understood that its responsibility must extend beyond operational efficiency. Aligned with our climate-positive goals, we continue to be committed to **reducing our water footprint and enhancing water availability in the communities where we operate**. The growing global water crisis, coupled with the critical role of water in sustaining our operations, workforce, and surrounding communities, made water stewardship a clear and pressing area of focus.

By 2030, 50% of the global population is projected to face water scarcity, and we have been acting on this for more than two decades. Infosys endorsed the UN Global Compact's CEO Water Mandate in 2014, ratifying its commitment to **"zero wastewater discharge"**, and we have maintained zero wastewater discharge across our campuses. This has since evolved into a pioneering **water stewardship model**. Over the last decade, Infosys has moved from water-efficient campus design to institutionalizing a model of water stewardship—one that regenerates ecosystems, safeguards community water security, and sets benchmarks for the IT sector.

As part of the climate-positive initiatives, Infosys plans to recharge more than its consumption (fresh water and treated water) and unit intensity across its operations.

100% wastewater recycled

Our approach

Reducing our water footprint

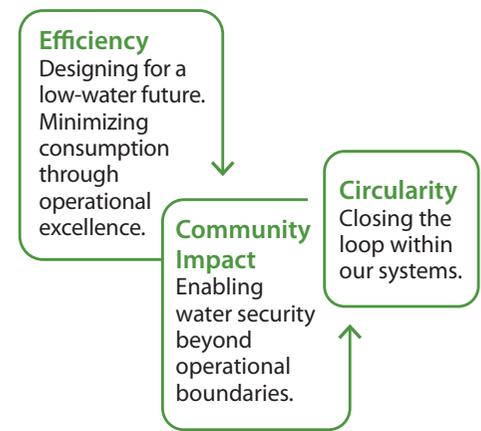
We continue to work towards reducing our water consumption through demand reduction measures. These include low-flow fixtures, sensor-based taps, pressure compensating valves and aerators, and smart water metering. Our new buildings are designed for less than 24 liters/day per person total water consumption, which comprises 15 liters/day fresh water. 100% of the wastewater within our campuses is treated and reused for flushing, gardening and cooling tower makeup purposes.

Rainwater harvesting continues to be a focus area. 40 lakes across our campuses have a capacity to store over 430 million liters of rainwater. 409 injection wells help in recharging over 20 million liters of rainwater per day, thereby improving the water table and enhancing water availability in the communities surrounding us.



Lake, Infosys Hyderabad campus

We address water positivity through a three-pronged strategy that drives both internal excellence and external impact:





Water bodies integrated within the Infosys Bengaluru campus

Water neutrality certification for Infosys Bengaluru campus

The campus successfully met the criteria across all three scopes and categories.

Scope 1: Operational Efficiency

- Focused on direct water resource offsets, considering both quantity and quality.
- Employed the 3M7R approach to enhance operational efficiency.
- Evaluate site-level water usage and impacts at the watershed level.

Scope 2: Operational Sustainability

- Identified water-critical components of the supply chain.
- Calculate virtual water offsets and assess dependencies.
- Develop strategies to maintain a sustainable water balance in operations.

Scope 3: Validation, Verification, and Reporting

- Implement rigorous mechanisms for data validation and third-party verification.
- Emphasize transparent reporting of water consumption, offsets, and outcomes.



Lake rejuvenation projects

Our commitment to water stewardship extends beyond operational efficiency to creating meaningful impact in the communities we operate. By collaborating with local stakeholders, we help restore water bodies and raise awareness about responsible water use. These efforts strengthen community resilience and foster a shared sense of responsibility for natural resources, ensuring that the benefits of water stewardship reach far beyond our

organizational boundaries. Our campuses are living laboratories for water stewardship.

Rejuvenation of lakes is vital for India's sustainable development. As water scarcity and urban pollution grow, restoring lakes ensures water security, recharges groundwater, and supports biodiversity. These ecosystems play a key role in climate resilience and provide livelihoods to local communities. Leadership at all levels, government, industry, and civil society,

must collaborate to protect these natural assets. Reviving lakes is an environmental imperative and a socio-economic necessity. It reflects responsible governance and long-term vision.

Infosys has taken up lake rejuvenation projects across multiple cities in India through local stakeholders and NGOs. The 11 lake rejuvenation projects currently taken up by Infosys is expected to create an additional capacity of 4.3 billion liters thereby enhancing the

water table, increasing water access, and improving health and wellness in the communities.

11 lake rejuvenation projects led to an increase in capacity of 4.3 billion liters.



Lake rejuvenation project, Doddathoguru lake, Electronics City, Bengaluru

Waste

Waste management is a complex global challenge, with practices and effectiveness varying widely across regions. Rising populations and shifting consumption habits are driving a surge in waste generation, while poor waste management continues to pollute land, water, and air, raising alarm over environmental degradation. Developing countries face particular hurdles, including limited resources, rapid urbanization, and inadequate infrastructure to manage waste. The World Bank estimates global per capita waste generation at 0.74 kg per day, with projections indicating a rise to 3.4 billion tonnes annually by 2050, more than twice the growth rate of the global population. While traditional waste systems can manage annual costs, transitioning to a circular economy, through prevention, sustainable design, and full lifecycle management—offers greater long-term benefits. For Infosys, waste is a priority material topic with clear relevance to our stakeholders. Our strategy is framed around circularity. Using a data-driven approach, we aim to continuously improve our waste strategy and enhance alignment with our broader environmental, social, and governance commitments.



98% waste diverted from landfill

Our approach

Our waste management strategy is firmly rooted in the principles of circularity, aiming not only to minimize environmental impact but also to reimagine waste as a valuable resource. This vision is supported by a robust combination of technology, behavioral change, and strong governance, with the ultimate goal of achieving zero waste to landfill while advancing global sustainability objectives. Our

waste-related disclosures are aligned with globally recognized frameworks to ensure transparency and accountability. Our reporting is guided by the Global Reporting Initiative (GRI) 306: Waste 2020 standard, as well as India's Business Responsibility and Sustainability Report (BRSR) requirements. We tackle the waste challenge through a clear, structured strategy that spans the entire lifecycle of our operations. Our **5R hierarchy—Refuse, Reduce, Reuse, Refurbish/Repurpose, and Recycle.**

Towards zero waste to landfill

Through targeted recycling, reuse, and co-processing initiatives, we continue to reduce the amount of waste sent to landfills. Our waste diversion strategies not only help us achieve environmental goals but also contribute to resource conservation.

Treatment

We have created capacity to treat 100% of the organic waste within our campuses (food waste and garden waste), through biogas plants and organic waste converters. The resulting biogas is used in food court kitchens and the compost is used in the landscaping. Sewage sludge generated from the sewage treatment plants is treated in solar drying greenhouses, and the resulting dry sludge is mixed with compost and used in landscaping.

Segregation

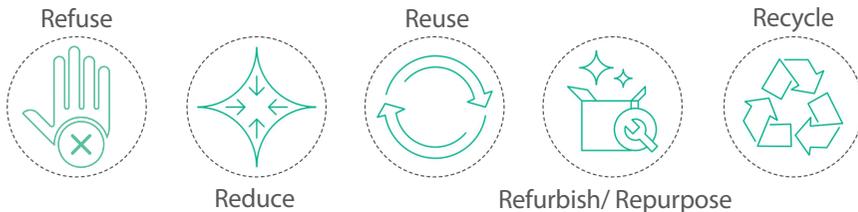
Effective segregation of waste is achieved using wet and dry bins, and further segregation into different waste streams such as paper, plastic, metal, wood, etc. Storage of waste in scientifically designed scrap yards with segregated waste stream enables effective disposal through authorized recyclers for each stream of waste.

TRUE zero certification

We have achieved TRUE zero certification for waste from Green Business Certification Institute (GBCI) for 3 of our campuses. More campuses are in the process of getting TRUE zero certification.

Waste is an important dimension of the HSEMS policy, aligned with ISO 14001:2015 standards across all India locations in line with our HSE Strategy.

5R hierarchy—Refuse, Reduce, Reuse, Refurbish/Repurpose, and Recycle





Governance framework

Our governance framework includes:

Policy & Protocols

Standard operating procedures for each waste category, updated annually or as necessary, to reflect changes in laws and best practices.

Audits & Legal Review

Regular internal and third-party audits verify compliance; any non-conformances trigger corrective action plans.

Vendor Evaluation Framework

We assess and approve waste-management vendors based on regulatory adherence, capacity for resource recovery, and sustainability performance.

E-waste management

As a technology-driven organization, the generation of e-waste is an inherent aspect of our operations. Our e-waste stream comprises a wide range of items, including IT hardware, mobile devices, printers, cartridges, electrical appliances such as refrigerators, microwaves, air conditioners, lithium-ion batteries, and various electronic accessories.

We have adopted a forward-looking e-waste management strategy that prioritizes refurbishment over disposal wherever possible. This refurbishment-first model not only extends the lifestyle of electronic assets but also aligns closely with circular economy objectives. For equipment that cannot be refurbished, we work exclusively with authorized recyclers who are rigorously assessed for compliance with legal standards and the degree of circularity embedded in their recycling processes.

Employee and community engagement

We actively engage our employees and the surrounding communities to reinforce and extend our zero-waste goals. Building upon our strong stakeholder collaborations, we aim to create a culture of waste-consciousness both within and beyond the organization. Our approach combines education, hands-on activities, and community engagement programs to drive behavioral change and deepen understanding of waste circularity.

We run regular **awareness campaigns**—including mailers, workshops, and digital challenges—designed to inform employees about best practices in waste segregation and reduction. These campaigns have featured initiatives like **“Beat Plastic Pollution”**, where teams compete to

minimize single-use plastics, and internal “waste plogging” events combining litter collection with jogging. Such activities not only reduce waste on campus but also inspire participants to adopt sustainable habits beyond the workplace.

To extend our impact into the community, we partner with local schools and NGOs for student outreach programs. Volunteers distribute compost and biogas slurry generated onsite to home gardeners, demonstrating the practical benefits of organic-waste recovery. Sustainable-product giveaways—such as reusable bags and bottles—reinforce the message of waste prevention, while community clean-up drives help improve the areas surrounding our campuses. By empowering employees as ambassadors and collaborating with

community stakeholders, we create a virtuous cycle of awareness and action. This people-centric engagement complements our technical and operational initiatives, ensuring that waste management becomes everyone’s responsibility and drives us closer to our zero-waste ambition.

Team members from our Mysuru campus landscaping unit participated in a plastic waste collection drive organized by the Karnataka State Pollution Control Board (KSPCB) at Chamundi Hills. The effort covered the temple surroundings and the entire 1,000-step path leading to the foothills, demonstrating our deep-rooted commitment to environmental stewardship both on and off campus.



Volunteers from Infosys participating in waste drives



Environmental compliance

Going beyond legal and regulatory obligations, Infosys has always been at the forefront of ensuring compliance through responsible business practices. As a global company, we abide by all international and national laws and uphold the standards of transparency and accountability.

We have a strong environmental management system aligned with ISO 14001:2015 standards across all India locations in line with our HSE strategy, which covers a significant portion of employees across the organization. The management system is implemented across locations globally based on applicable legal requirements and internal benchmarks and are a part of our internal audit coverage. We ensure

adherence to applicable legal requirements across our locations.

We conduct environmental impact assessments for most of our activities. Environmental impacts of new services, activities, and changes in process or legislation are also assessed. We conduct environmental impact assessment studies for all new projects, wherever applicable, covering

impacts related to air, water, social aspects, and biodiversity, among others.

No cases of monetary or non-monetary sanctions for violations have been reported in fiscal 2025. A process for monitoring requirements in line with legal requirements is established and we ensure that all parameters are always maintained well within the defined norms.



Infosys Mysore Campus