Governance

Vision

Serve the interests of all our stakeholders by leading through our core values

We set standards on how to act right and do more. We lead the way with respect and vigor in our solutions, in our corporate policies, throughout our value chain and across the industry.

| 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 10 REDUCED INEQUALITIES | 11 SUSTAINABLE CITIES AND COMMUNITIES | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS |

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Performance on Governance Goals

Material Topics	Ambitions	Progress in Fiscal 2025
Corporate governance	• Bringing the interests of all stakeholders to the fore through our empowered, diverse, and inclusive Board	• Our Board is represented by 22.22% women leaders and 44.44% foreign nationals with expertise in the domains of finance, global business, cybersecurity, information technology, governance, sustainability, ESG, sales and marketing, delivery, risk management, mergers and acquisitions
	• Building sustainable and responsible supply chains	• 273 suppliers engaged to enhance their climate performance • Conducted ESG assessment of top 800+ suppliers representing ~85% of total spend
	• Ensuring robust compliance and integrity practices	• Ethisphere recognized Infosys among 2025 World's Most Ethical Companies® for the fifth consecutive year
	• Engaging with stakeholders through various channels and earning trust through transparent communication	• We continue to lead on global ESG assessments
Data privacy	• Adopting leading data privacy standards across all global operations	• First India-headquartered Company to receive Binding Corporate Rules (BCR) approval from EU data protection authorities
Information management	• Being recognized as industry leader in our information security practices	• Infosys positioned as a Leader in the ISG Provider Lens™

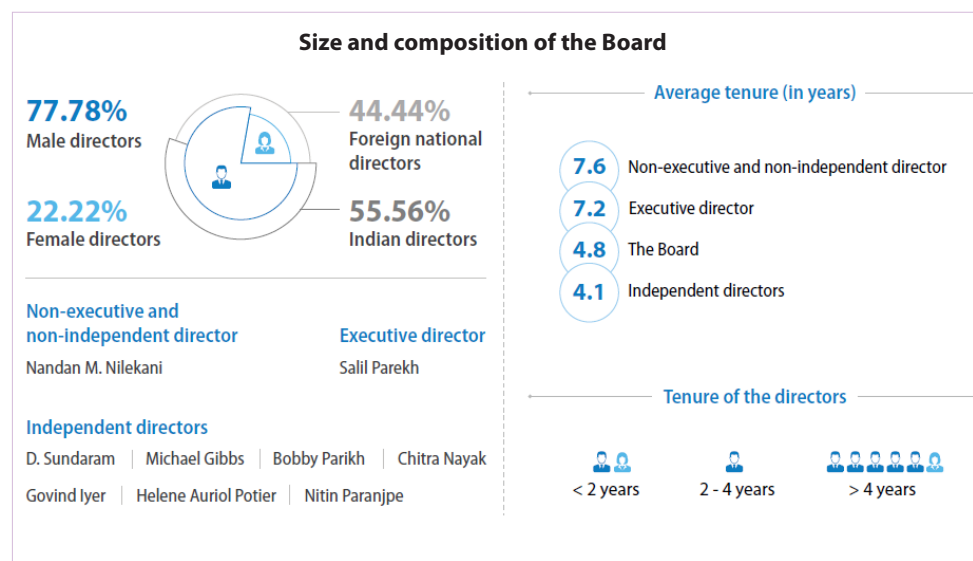Performance on Governance Goals | **Corporate Governance** | Data Privacy | Information Management

Corporate Governance

Our corporate governance reflects our value systems, culture, policies, and relationships with our stakeholders. Integrity and transparency lie at the core of our corporate governance to ensure sound practice and performance that, in turn, help us gain and retain the trust of our stakeholders. We practice the highest level of corporate governance across all our business functions. A strong, independent, and diverse Board leadership nurtures and sustains effective corporate governance throughout the corporation. Independent Board committees review and formulate industry-leading governance practices. Read more in the Corporate governance report that is part of the Infosys Integrated Annual Report.

22.22% women leaders and 44.44% foreign nationals with expertise across domains on the Board

Read the Infosys Board Diversity Policy

The composition of our Board as on March 31, 2025

Size and composition of the Board

77.78%
Male directors

22.22%
Female directors

44.44%
Foreign national directors

55.56%
Indian directors

Average tenure (in years)

7.6 Non-executive and non-independent director

7.2 Executive director

4.8 The Board

4.1 Independent directors

Non-executive and non-independent director
Nandan M. Nilekani

Executive director
Salil Parekh

Independent directors
D. Sundaram | Michael Gibbs | Bobby Parikh | Chitra Nayak
Govind Iyer | Helene Auriol Potier | Nitin Paranjpe

Tenure of the directors

< 2 years   2 - 4 years   > 4 years

Read more

Board diversity
Our Board is represented by 22.22% women leaders and 44.44% foreign nationals with expertise in the domains of finance, global business, cybersecurity, information technology, governance, sustainability, ESG, sales and marketing, delivery, risk management, mergers and acquisitions.

ESG Governance

In October 2020, we launched our ESG Vision 2030. Our focus has been steadfast on leveraging technology to battle climate change, conserve water and manage waste. On the social front, our emphasis has been on the development of people, especially around digital skilling, improving diversity and inclusion, facilitating employee wellness and experience, delivering technology for social good and energizing the communities we live and work in. We have also redoubled efforts to serve the interests of all our stakeholders by leading through our core values and setting benchmarks in corporate governance.

Our Board instituted an ESG Committee on April 14, 2021, to discharge its responsibility to oversee matters related to Infosys group-wide ESG initiatives, priorities, and leading ESG practices. The ESG Committee reports to the Board and meets every quarter. The ESG Council executes the programs and plans of the ESG Committee to achieve the ambitions outlined in Infosys' ESG vision 2030.

Read more in our Corporate Governance Report.

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ESG Committee Charter

The purpose of the Environmental, Social and Governance Committee is to assist the Board and the Company in fulfilling the ambitions committed in the ESG vision of the Company.
Read more.

The purpose of the Council is to execute the programs and plans of the ESG Committee to achieve the ambitions outlined in the ESG Vision 2030. The Council nominates sponsors from the executive leadership team, who work closely with the ESG ambition leads to ensure progress on the goals. The Council has the overall responsibility for ESG governance, reporting, communication, branding, and taking stock of the performance and discussing programs and plans, as appropriate.

The Company receives disclosure of interest, including both self and relatives, at regular intervals from its Directors, which helps the Company identify the entities / bodies with which the Company

Recognized 8th year in a row by Institutional Investor Advisory Services (IiAS)

has a conflict of interest. The same is addressed in accordance with policies of the Company.

We have a structured governance mechanism to communicate critical concerns of stakeholders to the highest governing body, for review and due action. A multi-layer governance structure is in place to monitor and report risk and risk mitigation activities, including those of ESG.

Our Enterprise Risk Management framework encompasses all the Company's risks – strategy and strategy execution; operational; and legal and compliance risks. Any of these categories can have internal or external dimensions. The systematic and proactive identification of risks, and mitigation thereof, enables our organization to boost performance with effective and timely decision-making. Strategic decisions are taken after careful consideration of primary risks, secondary risks, consequential risks and residual risks.

The risk management committee assists the Board in fulfilling its corporate governance oversight responsibilities with regard to the identification, evaluation and mitigation of strategic, operational, and external environment risks. A robust complaints management system ensures that all complaints are addressed effectively.
Read more.

Stakeholder engagement is delegated to identified heads of departments and feedback from these engagements are discussed through a review of performance on our ESG ambitions as a part of the quarterly ESG Committee meetings.

Our grievance redressal mechanisms are articulated in the Infosys Code of Conduct and Ethics including

a Whistleblower mechanism with non-retaliatory clauses for all stakeholders. Additionally, employees and contractual staff have access to robust resolution hubs. Suppliers are advised of grievance redressal mechanisms through the Supplier Code of Conduct which they mandatorily sign.

The ESG Committee reviews client engagements relating to climate action and sustainability efforts through the Company's sustainability offerings and solutions. It also reviews compliance with climate change regulations across various jurisdictions, applicable to the Company.

Interaction with other Board committees

The ESG Committee works closely with other Board committees to further our ESG ambitions. For instance, it informs ESG risks and challenges, if any, in achieving progress on the goals, to the Risk Management Committee and seeks its support to address the risks.

It interacts with the Stakeholder's Relationship Committee to discuss performance on ESG assessments and actions for improvements related to the Company's ESG performance from the security-holder's perspective.

It collaborates with the CSR Committee to align CSR initiatives with ESG ambitions.

It also interacts with the Cybersecurity Risk Sub-committee as part of its efforts to track progress on the information security and data privacy ambitions.

In addition to the ESG Committee, other Board committees and senior management are also actively involved in enhancing our performance and disclosures on a range of ESG topics relating

to our different stakeholder groups. Specific cases of acquisitions, important managerial decisions, material positive / negative developments and statutory matters are presented to the committees of the Board and later, with the recommendation of the committees, to the Board for its approval. Refer to Infosys Integrated Annual Report 2024-25.

The Company has a robust related-parties governance framework to ensure that there are no conflicts of interest situations or transactions. During FY 2025, all transactions were reviewed in accordance with the related-parties transactions governance framework and appropriate approvals were sought, where required.

ESG performance evaluation

ESG goals are a part of the corporate scorecard and the ESG performance parameters of leaders are cascaded to various levels in the organization. ESG performance of the Company is linked to the compensation of the CEO & MD and other leaders. Read more in the Corporate Governance Report.

To improve the effectiveness of the Board and its committees, as well as that of each individual director, a formal and rigorous Board evaluation is conducted annually through a leadership advisory firm – Egon Zehnder. The details are available in the Corporate governance report that is part of the Infosys Integrated Annual Report.

Board Accountability
The Company ensures the accountability of its board of directors through various measures including stipulating average Board meeting attendance, a CEO succession plan, and Board performance reviews.
Read more in the Corporate Governance Report.

Building sustainable and responsible supply chains

Our upstream value chain consists of more than 9,000 suppliers across three categories – suppliers of people, suppliers of products and suppliers of services. Supplier relationships include longterm, short-term, contractual, and project-based relationships. Our procurement from MSMEs amounted to 9.7% of our overall spend. The entities downstream from us are our clients. We serve a variety of clients across diverse industries ranging from aerospace, automobile, financial services, healthcare, life sciences, utilities and more. For more information, read Business Consulting Services and Technology Services offered at Infosys.

Infosys believes in and is committed to partnering with the highest quality suppliers to ensure that we deliver best-of-breed business and IT solutions to our clients. As a signatory to the United Nations Global Compact (UNGC), Infosys leverages the UNGC principles covering human rights, labor, environment, and anti-corruption as foundational principles for building and improving its sustainable supply chain practices. The Company's Responsible Supply Chain and Supplier Diversity Policy is an expression of our commitment to integrate these principles into our supply chain relationships and towards building long-term environmental, social, and economic opportunities for diverse businesses. This commitment is manifested in our internal activities and processes, as well as through the organizations we engage with externally. Integrity and ethics govern all our supplier partnerships, while also supporting and encouraging the aspirations of diverse businesses.

Infosys Supplier Code of Conduct

Infosys is proud of the way it conducts its business and has always been a Company with a strong commitment to ethical business practices and sustainability. We encourage our suppliers to join in this commitment, based on a shared set of values and principles. We pursue mutually beneficial relationships with our suppliers and seek to work with businesses that are committed to act fairly and with integrity towards their stakeholders, observing the applicable rules of law. The Supplier Code of Conduct (SCoC) draws inspiration from the Infosys Code of Conduct and Ethics and the principles of the UNGC. It provides a detailed account of material topics that we are focused on to nurture and sustain responsible supply chains. As part of the onboarding process, all vendors must accept the Infosys SCoC. This is tracked diligently by the procurement team. Violations to the Supplier Code, can be reported through http://oic.infosys.com and the Infosys Helpline numbers, whistleblower@infosys.com and vendorincident@infosys.com. There were no supplier complaints in fiscal 2025.

Screening before empanelment

As part of the pre-contract and evaluation, we perform exhaustive due screening of suppliers in sanctions, corruption, financial crimes, litigations, and ESG at the time of onboarding with the help of a third-party tool. This assessment covers compliance, adverse media, information security, physical security, and sustainability, based on the type of vendor. We onboarded 2015 new suppliers in fiscal 2025. Additionally, we have incorporated ESG criteria into the supplier onboarding process. 38% of new suppliers were assessed on social and environmental parameters.

Local procurement

Our centralized procurements are in India, but we engage with local suppliers for local needs across geographies. We track and report diverse spends and make this information available to our clients on request. The proportion of spending on local suppliers was about 25.6% in fiscal 2025. We did not have any significant actual and potential negative environmental and social impacts in the supply chain.

Supplier engagement

Sambandh is our biannual supplier meeting. Our theme at Sambandh was 'Sustainable procurement through engagement'. Over 700 suppliers engaged in Sambandh across locations in India through fiscal 2024 and fiscal 2025. The engagement included workshops and discussions on the principles contained in the Infosys SCoC and ESG-compliant procurement practices.

ESG assessments

As of fiscal 2025, we have covered 800+ supplier groups through ESG assessments. The assessments cover governance, ethics and compliance with law, fair business practices, labor practices and human rights, health and safety, and environment. The assessment is based on a protocol which leverages the Infosys SCoC, ISO 26000, Global Reporting Initiative (GRI), United Nations Human Rights

273 suppliers engaged to enhance their climate performance

Council (UNHRC), Ethical Trading Initiative (ETI) and other international frameworks. The Infosys SCoC leverages the UNGC principles including protecting and upholding internationally proclaimed human rights, treating all persons with respect and dignity while safeguarding their rights, the elimination of forced and compulsory labor, the abolition of child labor in the supply chain and strong corporate governance practices including anti-corruption and anti-bribery and promoting fair business practices across the supply chain. During the assessment no actual and potential negative environmental and social impact was identified in the supply chain.

Sambandh supplier meet

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## Deepening our responsible supply chain commitment

In fiscal 2025, we onboarded a third-party managed services provider to help assess our suppliers and guide their efforts in incorporating responsible business practices in their organizations. This program includes supplier assessments on a globally consistent framework along with industry benchmarks, supplier self-assessments through a questionnaire-led approach and capacity-building programs. This effort enables us to baseline supplier performance on ESG, encourage sharing of best practices and engage actively on improvement opportunities.

ESG learning channel for suppliers

We launched a dedicated learning channel for our suppliers on Infosys Wingspan. The portal contains ESG learning and best practices and provides learners an opportunity to discuss, ideate, and engage on ESG topics.

Decarbonizing the supply chain

Infosys has been a leader in climate action for many years due to its bold action in mitigating climate change impacts. Our ambitious ESG Vision 2030 and our goal to become climate positive in 2030 are important actions in this endeavor. We have been disclosing environmental information
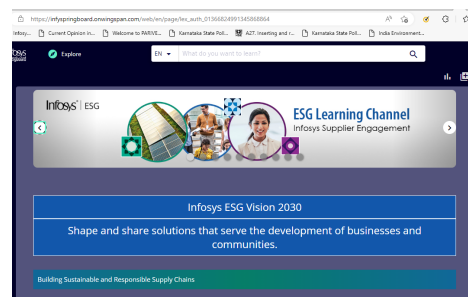
ESG learning channel for Suppliers

through the Carbon Disclosure Project (CDP) since 2006 and remain on CDP's leadership quadrant for the ninth year in a row. Our Science Based Target Initiative (SBTi) endeavors to reduce our environmental impact, mitigate risk and, promote environmental stewardship in our operations, including our supply chains. To meet these ambitious goals, Infosys expects its supply chain partners to align with the Company's environmental vision and ambitions. To support our suppliers' efforts for early adoption, we organized in-person four training sessions for suppliers representing a large part of our capex in fiscal 2025 on climate change and the knowledge required to facilitate accurate climate change disclosures including best practices monitoring, maintaining, and improving data capture methodologies, emissions monitoring as well as calculation techniques applicable to the organization. The workshops leveraged Infosys' benchmark practices in environmental sustainability

while offering learners an opportunity to experience our campuses, referred to as 'living labs' for clean technologies.

For more information please read the section on Climate Change in this ESG report.

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Integrity and Compliance

The Ethics and Compliance Program at Infosys has two key objectives – to uphold and ensure the values of integrity and transparency and to assure enterprise-wide regulatory compliance. Integrity is key to nurturing a responsible business. Beyond regulation and stakeholder attention, there is a growing recognition that good behavior is good for business. Our values are the principles we use to run the Company daily and are the source of our Code of Conduct and Ethics. Our values are the foundation of everything we do and are encapsulated in the acronym C-LIFE (Client value, Leadership by example, Integrity and transparency, Fairness and Excellence).

Code of Conduct and Ethics

We firmly believe that following the highest standards of business conduct and ethics helps us run our business responsibly. Our Code of Conduct and Ethics ("the Code") helps us maintain the highest ethical standards in everything we do. It complies with the legal requirements of applicable laws and regulations, including antibribery and anti-corruption and ethical handling of conflicts of interest. It also highlights expectations from our employees. The Code is signed off by the Board and the Office of Integrity and Compliance is the custodian of the Code. Our business partners acknowledge and comply with the Supplier Code of Conduct.

Reinforcing a culture of compliance

Digital version of the Code

We also have a digital version of the Code. It offers a user-friendly and easy-to-navigate audio-visual experiences that also allows access to specific topics in an interactive manner. The Code can be accessed on mobile devices as well. The digital version of the Code aims to help every employee understand the behavior we expect and the principles and values

we uphold. We aim to continue to build a culture of compliance, where everyone feels they can do the right thing and prioritize legal and ethical choices.

Training on the Code

Our employees and the Board members are trained on the Code. We have a Smart Awareness Quiz (SAQ), which includes training modules that employees are mandatorily required to undertake every year to renew their commitment to the Code. Our vendor partners were also trained on the Supplier Code of Conduct through various channels including live sessions during the vendor partner meet called Sambandh. We also have a detailed communication plan to use multiple channels of communication like emails, video messages, blogs, gamified assessments, and storyboards to spread awareness about various policies.

#SwipeRightforIntegrity

#SwipeRightforIntegrity is an annual legal and compliance event organized by Infosys. The event brings together our leaders to reinforce our values of integrity, transparency, and good governance

to build enduring relationships with our clients, employees, and partners. It has become a platform to create awareness and have an engaging dialogue with all stakeholders, and influence behavior and showcase the Infosys culture.

Local Compliance Officer program

To further raise awareness among our employees about ethical aspects globally, a Local Compliance Officer (LCO) network has also been created across the Infosys Group in collaboration with the Office of Integrity and Compliance. The LCO network plays a crucial role in promoting an organizational culture that encourages ethical conduct and a commitment to compliance with the law, regulations, and policies and helps in maximizing the impact of ethics-related compliance training.

Statutory and regulatory compliance

Statutory Compliance Practice

Infosys has implemented a statutory compliance program covering a wide swathe of business enabling areas, covering units (inclusive of branches, subsidiaries, legal entities, etc.) across the global locations. This program has ensured that entities set up, irrespective of the location, follow the law of the land not just during the initial startup phase but on a continuous basis. Compliance obligations on topics around Cybersecurity, Anti-Bribery and Anti-Corruption, Anti-Trust, etc. are not just given due importance but are tracked, implemented, and monitored on a regular basis. The program is monitored on a regular basis keeping pace with the growth of the organization globally.

Infosys recognized by Ethisphere among 2025 World's Most Ethical Companies® for the fifth consecutive year

Regulatory compliance practice

In addition to the statutory one, Infosys set up a regulatory compliance program to centralize, track and monitor the implementation of compliances stemming from client engagements. Industry vertical compliances across 19 verticals have been scoped, implemented, monitored for effectiveness topped up with an overview of new compliances and/or changes to the existing ones on the horizon. The program enabled Infosys to comply with all the applicable laws and regulations, ensuring adequate governance across the industry spectrum.

Responsible Artificial Intelligence (AI)

As a global technology leader, Infosys recognizes the transformative potential of AI. Our responsible AI framework is grounded in ethical principles: fairness, transparency, privacy, and accountability. We are dedicated to developing safe, unbiased, and human-aligned AI systems, governed by strong oversight mechanisms. Through ongoing stakeholder engagement and collaboration with global standards bodies, we aim to foster innovation that upholds public trust and protects societal well-being.

Read more

Anti-Bribery and Anti-Corruption (ABAC) practices and policy

Our ABAC practices and policy is reviewed by the Management at regular intervals. With an evolving landscape, Infosys is committed to a responsible ABAC risk management framework to demonstrate a comprehensive risk management program to reduce the risks by regularly assessing risk in alignment with its growth strategies, and to drive an ethical and risk intelligent culture, to increase the certainty of business outcomes. Risk assessment for bribery and corruption is done periodically and the criteria used include business units / internal departments, location, and the Corruption Perception Index (CPI) of countries, among others.

Anti-competitive practices policy

The Anti-Trust Policy states the objective, scope, applicability, and regulatory consequences. This policy encompasses the three aspects of antitrust law bordering on: (i) abuse of dominance; (ii) anti- trust; (iii) merger control. The policy is reviewed periodically by the Management for its appropriateness and applicability. In addition to the policy being setup, training is provided at regular intervals to colleagues and / or teams which form part of the high-risk group for better awareness.

Export control policy

The export control policy describes Infosys' export control program and is reviewed periodically by the Management. The export control program protects the Company and its employees from potential risk of violation of sanctions prescribed under export control regulations and facilitates business expansion in accordance with these regulations. All our customers and vendors are screened against various sanctions to ensure that we are compliant.

As part of the program, training modules, and awareness campaigns are rolled out to relevant employees to ensure that they are aware and are compliant with export control laws. We have a self-assessment and certification program in place for anti-bribery and anti-corruption, antitrust / anti-competition, and export control.

Whistleblower policy

The Infosys Whistleblower Policy is a comprehensive and well-designed mechanism that encourages employees, vendors, customers, and any other stakeholders to report any unethical conduct, violation of applicable laws or the Company's Code of Conduct and Ethics occurring within the Company. With strict confidentiality measures and multiple reporting channels, the policy ensures that whistleblowers are protected from any retaliation. The Company reviews all complaints impartially and takes appropriate action, as applicable, while providing regular communication to ensure awareness about the policy. The Infosys Whistleblower Policy is a testament to the Company's commitment to transparency, accountability, and responsible corporate citizenship.

Use of technology for effective compliance monitoring of controls

We have leveraged Artificial Intelligence (AI) and Machine Learning (ML) technology to review and identify exceptions in compliance and Anti-Bribery and Anti-Corruption controls.

Compliance proof-testing

Infosys implemented a statutory compliance program covering 80 countries and 14 regulatory areas across major business enabling functions in 2018. The program instituted a self-assessment

of the compliance status against a compliance framework with a maker checker process built into it alongside enabling the creation of a repository of compliance proofs against selfassessment. Through aggregating compliance proofs across countries and regulatory areas, Infosys designed an OCR-based technology to scan the proofs and validate if the proofs corroborate the compliance status. The technology was further leveraged to combine it with a rule engine testing compliance control around timeliness and accuracy of the compliance proof uploaded.

Anti-Bribery and Anti-Corruption (ABAC) program

Infosys develops and manages multiple office facilities and collaborates with multiple vendors/service providers during various phases of construction. Infosys engages with vendors for infrastructure development, facility maintenance and physical security. Sometimes, services to be obtained include permits, licenses, approvals, marketing activities / expenses, awareness campaigns and liaising with the authorities for filings and reporting requirements.

Infosys has implemented controls in procure-to-pay process to ensure appropriate proof of service by vendors is submitted, reviewed, and approved before payments are released. The systems also monitor the process of requisitioning, purchasing, receiving, paying, and accounting for goods and services, from the point of order through to payment. Some of the controls built into the process are:
- Traceability of transactions at initial procurement stages through user declaration and OCR technology.

- Trail of documentation to substantiate various milestones and proofs of services availed.
- Built-in escalation matrix to ensure timely approval of red flags identified for appropriate resolution and action.
- Tracking of potential red flag indicators through use of tools.
- Periodic assessments of transactions on sample basis considering factors such as high-risk vendors/transactions.

In addition, digitized self-assessment and certification is also rolled out as part of monitoring and controls.

Grievance redressal

Our grievance redressal mechanisms are articulated in the Infosys Code of Conduct and Ethics including a Whistleblower mechanism with non-retaliatory clauses for all stakeholders. Additionally, employees and contractual staff have access to robust resolution hubs. Suppliers are advised of grievance redressal mechanisms through the Supplier Code of Conduct which they mandatorily sign. Employees, as important stakeholders, provide their feedback on a variety of topics on engagement through the periodic pulse survey. This offers them an opportunity to share feedback on the design, review and improvements to grievance mechanisms. Infosys is committed to providing a safe and positive work environment. Employees also have access to forums where they can highlight matters or concerns faced at the workplace. This is achieved through grievance resolution mechanism comprising resolution hubs. Read more

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Engaging with stakeholders and earning trust through transparent communication

Effective stakeholder engagement allows us to proactively consider our stakeholders needs and translate them into specific actions and informed decisions while building mutually beneficial relationships. Our stakeholder groups are investors / shareholders, clients, employees and sub-contractors, suppliers / partners, governments / regulators and the community at large.

Global Engagements

World Economic Forum

Infosys maintains a long-standing strategic partnership of 25 years with the World Economic Forum (WEF), collaborating on critical Environmental, Social, and Governance (ESG) initiatives.As a founding business partner of the WEF's Reskilling Revolution, Infosys actively contributes to the initiative's goal of equipping one billion individuals with enhanced education, skills, and employment opportunities by 2030. This commitment is evidenced by the integration of the Pathfinders Online Institute within the program.

Mr. Salil Parekh, CEO and MD, Infosys, at The World Economic Forum

Infosys is an active member of the WEF's Alliance of CEO Climate Leaders, a coalition of business leaders dedicated to accelerating the transition to a net-zero economy. This involves setting science-based targets, transparently disclosing emissions, and fostering decarbonization and collaborative partnerships throughout global value chains. Recognizing the necessity of public- private collaboration to limit global warming to 1.5 °C, Infosys, as part of this alliance, signed an open letter to global leaders at COP29 reinforcing this commitment.

A key participant in the WEF's Chief Diversity and Inclusion Officers Community, Infosys is a signatory of Partnering for Racial Justice in Business. This global coalition unites organizations and their C-suite leaders in a shared commitment to fostering equitable and just workplaces for professionals from under-represented racial and ethnic backgrounds.

At the WEF Annual Meeting 2025 Salil Parekh, Infosys CEO & MD, participated in a plenary session on "State of Climate and Nature". This year marks the 10th Anniversary of the historic Paris Agreement, however the world is not yet on track to meet its goals. Salil participated in this session along with Al Gore (Vice-President of the United States (1993-2001); Chairman and Co-Founder, Generation

Investment Management LLP), Gim Huay Neo (Managing Director, World Economic Forum) , Muhammad Yunus (Chief Advisor, Bangladesh Government), Katherine Gao Haichun (Co-Chair, Trina Solar), Pedro Sánchez (Prime Minister of Spain, Office of the Prime Minister of Spain) and Andrew Forrest (Executive Chairman and Founder, Fortescue). Read more.

Infosys actively contributes to global thought leadership through the participation of its key executives in strategic panel discussions. Inderpreet Sawhney, Chief Legal and Compliance Officer, engaged in multiple high-level dialogues hosted by The Female Quotient, addressing critical topics such as 'Reimagining Workplaces that Work for Everyone' and 'The Next Frontier: Technology, Ethics, and the Power of Skilling'. She was also a panelist in a discussion on 'The Strategic Role of the Chief Legal Officer in Risk Management'.

Further demonstrating Infosys' commitment to fostering diversity and inclusion in technology, Karmesh Vaswani, Global Head for Retail, Consumer & Logistics, represented the Company on The Female Quotient's panel, 'Elevating the Next Generation of Women in Tech & AI.' Ashiss Kumar Dash, Global Head of Services, Utilities, Resources, and Energy, represented Infosys at the World Economic Forum, contributing his expertise to sessions on 'Risk, Resilience and the Cost of Air Pollution' and 'Net-Zero Manufacturing and Supply Chains: Actions for 2030 and Beyond'. Furthermore, Mr. Ashiss Kumar Dash and his team are actively involved in the Forum's Nature Positive Transitions initiative, demonstrating Infosys' commitment to engaging and supporting the technology sector's role in halting and reversing nature loss by 2030.

We continue to lead on global ESG assessments

Davos

Demonstrating its deep-rooted commitment to sustainability, Infosys ensured a completely carbon-neutral presence at Davos 2025. This was achieved through the adoption of sustainable methods and materials to minimize emissions. For any unavoidable emissions, Infosys invested in certified Gold Standard carbon offsets, underscoring its proactive approach to environmental responsibility.

At Davos, Infosys and Street Child jointly hosted a significant panel discussion addressing the critical issue of 'Education in Emergencies: When the Cameras Leave'. With the unrest in Ukraine nearing its third year, Infosys strategically highlighted the often-overlooked education crisis that persists in such contexts. Recognizing that Education in Emergencies is a global and enduring challenge, the panel underscored the situation in Ukraine, where over 3,000 schools have been damaged or destroyed, leaving approximately 1.9 million school-aged children reliant on partial or fully remote learning. In response to this urgent need, Infosys has partnered with Street Child, actively contributing through initiatives such as the renovation of seven digital learning centers in Dnipropetrovsk Oblast and the development of vital teacher and student resources via the Infosys Springboard platform.

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Economist Impact

Launching Economist Impact's Sustainability Atlas powered by Infosys Topaz - The Sustainability Atlas | Home

Infosys has joined forces with Economist Impact to launch the Sustainability Atlas, a cutting-edge GenAI tool focused on sustainability. This collaboration builds on the success of previous award- winning projects such as the Value Chain Navigator and the partnership with the Economist Educational Foundation. The Sustainability Atlas is designed to provide comprehensive insights into key sustainability themes, leveraging Infosys Topaz, an AI-first suite of offerings that utilizes generative AI technologies. This innovative tool serves as a gateway to sustainability-focused insights, offering business leaders and policymakers the data and intelligence needed to drive meaningful climate action. Drawing on insights from over two dozen Economist Impact indices, the Sustainability Atlas comprises 1700+ indicators and 500 reports

and articles. This extensive database allows the Atlas to provide clear and succinct responses to sustainability-related questions, offering an efficient way to gain a holistic view of the sustainability landscape across different geographies.

Key features of the Sustainability Atlas include:
- **Insights Across a Range of Sustainability Topics:** The Atlas' chatbot provides succinct answers to users' sustainability questions, informed by trusted sources across a wide range of topics from climate resilience and circular economy to social inclusion.
- **Cross-Geography Comparison Capabilities:** The interactive globe feature of the Atlas allows users to understand and compare the state of sustainability between two countries and cities across various metrics, including food security, health inclusion, and EV readiness.

Use cases of the Sustainability Atlas are vast and varied. Business leaders can utilize the tool to

identify sustainability trends and make informed decisions that align with their corporate social responsibility goals. Policymakers can leverage the Atlas to craft data-driven policies that address pressing environmental and social issues. Additionally, researchers and academics can use the tool to access a wealth of data for their studies and analyses. This collaboration between Infosys and Economist Impact underscores a shared commitment to advancing sustainability solutions and accelerating impactful change worldwide.

ESG campaigns
#ThriveAtInfosys

When our people walk out the door every evening, we must make sure they are happy to come back the next morning.

#ThriveAtInfosys is proof of our commitment to foster a culture at work where we cheer for one another, balance effort and rejuvenation, come together to support colleagues through challenging times, make physical and mental wellness a priority, recognize each other's potential and create growth opportunities that align with diverse goals.
Read more.

#InclusionInProgress

There have been decades of progress in equality and recognition for the LGBTQIA+ community. And yet, the community still faces discrimination every day. 100% acceptance is still work in progress. Our campaign #InclusionInProgress amplifies powerful perspectives shared by LGBTQIA+ community members and allies, and the need to accelerate progress in creating a truly inclusive environment.
Read more.

Our performance on ESG assessments in FY 2025

The Company has been recognized for its efforts to consistently demonstrate commitment to sustainability, ethical leadership, and responsible business practices.

- Infosys was conferred an AA rating in the MSCI ESG ratings. The MSCI ESG ratings measure ESG performance, including the management of financially-relevant ESG risks and opportunities, of companies worldwide.
- Infosys is also a forerunner in driving climate action across its operations. It has been recognized for leadership in corporate transparency and performance on climate change by the global environmental nonprofit CDP, securing a place on the CDP annual A List in 2024. This is the ninth year in a row that Infosys has been featured in the leadership category under the CDP Climate Change disclosure - a testament to Infosys' climate action efforts, including climate-related risk management, mitigation initiatives, transparent disclosures on emissions, and emission reduction initiatives across the supply and value chain.
- In their latest ESG Risk Ratings, Sustainalytics recognized Infosys as an industry-wide and regional top-rated ESG performer. Sustainalytics is a renowned independent ESG and corporate governance research, ratings, and analytics firm.
- EcoVadis, a globally acclaimed ratings platform for corporate social responsibility and sustainable procurement, recognized Infosys with a Silver medal for CSR practices.

Data Privacy

Thought Leadership in Data Privacy

We understand that staying ahead in a dynamic privacy landscape requires leadership and advocacy beyond the organization. The Infosys Data Privacy Office is deeply engaged with global industry bodies, regulatory groups, and standard-setting organizations. Through these partnerships, we help shape the development of data protection frameworks, policies, and international standards, particularly in emerging areas such as artificial intelligence. Senior leaders from the DPO frequently represent Infosys at international conferences and collaborate with governments and institutions to inform regulatory direction. These contributions underscore our role not just as a compliant entity, but as a driver of best practices in data privacy across industries and borders.

> **First India-headquartered Company to receive Binding Corporate Rules (BCR) approval from EU data protection authorities.**

Evolving notion of privacy

At Infosys, we recognize that the rapidly evolving digital landscape has reshaped the very meaning of privacy. With the proliferation of technologies such as artificial intelligence, the Internet of Things, and big data, we are seeing transformative benefits across society. However, these same technologies introduce greater risks related to data privacy and security. Our business model involves the seamless global flow of data, which must comply with regulations that often have extraterritorial reach. That's why we emphasize the importance of consistent and effective data protection

practices across every country we operate in. Our independent Data Privacy Office (DPO) is central to this effort, ensuring that privacy is balanced with innovation. As AI continues to evolve, we are mindful that many existing privacy regulations already apply to AI systems that process personal data, and we closely align our practices with key principles like transparency, fairness, non-discrimination, explainability, and human oversight.

To effectively manage these evolving risks and regulatory expectations, we have built a strong internal governance structure that supports our privacy objectives across the organization.

Governance and Organizational Structure

A well-defined governance model forms the backbone of our privacy framework. The Data Privacy Office at Infosys functions as both architect and checker of privacy controls, while business-enabling functions and delivery teams serve as makers. Periodic audits by internal and external entities reinforce accountability, and quarterly reviews by senior management provide strategic direction. Our multi-tiered governance is further

enhanced by three dedicated councils: the Privacy Sub-Council, comprising representatives from delivery and enabling functions; the Data Privacy Council, which includes business unit and function heads; and the Legal Compliance and Risk Council, featuring senior leadership such as the General Counsel, Chief Financial Officer, and Chief Risk Officer.

This governance model supports our broader compliance strategy, which is focused on aligning operational practices with regulatory mandates and internal standards. Sustained Approach to Data Privacy Compliance.

Sustained Approach to Data Privacy Compliance

Infosys has long recognized the importance of a strategic and structured approach to privacy compliance. More than a decade ago, we established our Data Privacy function as an independent group reporting directly to top management. This function is built on the globally recognized Privacy Information

Management System (PIMS) framework and is responsible for ensuring compliance with data protection regulations across business processes, applications, and client engagements. Our Data Privacy Policy—accessible to all employees via the intranet—reflects top management's commitment to privacy. This commitment extends beyond internal operations to include third-party service providers. In line with our values of transparency and accountability, we provide privacy notices at data collection points for both internal and external data subjects. The privacy statement for external stakeholders is also publicly available on our website and is routinely updated to reflect changes in data handling practices or applicable laws. Read more.

As we continue to build on this foundation, embedding privacy into the design of our systems and services has become a key enabler of both compliance and innovation.

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Cross-Jurisdictional Compliance

At Infosys, we maintain a robust, enterprise-wide data privacy and compliance framework designed to meet the complex and evolving regulatory requirements across jurisdictions. A dedicated compliance team actively monitors legal and regulatory developments globally, leveraging inputs from multiple sources, including regulatory databases, industry bodies, law firm alerts, and consulting advisories. This monitoring enables near real-time identification of changes and facilitates timely compliance actions.

To operationalize compliance tracking, Infosys employs specialized tools while drawing on memberships with professional organizations including the International Association of Privacy Professionals (IAPP) and the Association of Corporate Counsel (ACC). A centralized compliance repository maps regulatory requirements to business-enabling functions, ensuring consistent implementation across the enterprise.

We conduct Data Protection Impact Assessments (DPIAs) prior to initiating new data processing activities or deploying technologies involving personal data. This ensures that privacy-by-design principles are embedded from the outset. Our incident response protocols include predefined procedures for notification, assessment, mitigation, and documentation, supporting adherence to cross-border data breach notification obligations.

In jurisdictions with data transfer restrictions, Infosys adopts appropriate legal mechanisms such as Standard Contractual Clauses (SCCs) and Joint Controller Agreements to legitimize international data transfers. Wherever possible, we aim to minimize or avoid such transfers in alignment with local regulatory expectations.

Demonstrating our commitment to global data privacy standards, Infosys became the first India-headquartered Company to receive Binding Corporate Rules (BCR) approval from EU data protection authorities—an internationally recognized framework for safeguarding personal data transferred outside the EU.

As we continue to build on this foundation, embedding privacy into the design of our systems and services has become a key enabler of both compliance and innovation.

EPIC — Embedding Privacy by Design into Infosys Culture

Integrates *privacy by design* into every stage of the software development lifecycle—from architecture to deployment

Privacy by Design Enablement

We believe that privacy should be integrated at the design stage of any process or application that handles personal data. To embed this principle into our organizational DNA, we launched the EPIC initiative—Embedding Privacy by Design into Infosys Culture. Rolled out by the Data Privacy Office in collaboration with quality and delivery teams, EPIC is a company-wide strategic program. It incorporates privacy considerations into the architecture, development, and deployment phases of the software lifecycle. Through this initiative, our development teams are trained to apply the seven foundational principles of Privacy by Design using privacy design strategies, patterns, and privacy-enhancing technologies (PETs). This not only supports regulatory compliance but also fosters a privacy-first mindset among our engineers.

Our ability to design and deliver privacy-conscious solutions is further bolstered by adherence to global benchmarks and certifications.

Privacy Performance Metrics

We are continuously strengthening our data privacy measurement framework under the oversight of our Data Protection Office (DPO). Various metrics are regularly analyzed, reviewed for trends, and presented to senior leadership during the cross-functional Quarterly Data Privacy Council Meetings. Insights from these reviews guide continuous improvement initiatives across the organization.

Global Standards and Certifications

Infosys has adopted globally recognized protocols to fortify our data privacy practices. We are among the first few organizations worldwide to earn ISO 27701 certification for our privacy information management system. Our efforts to expand this certification across our global delivery centers are ongoing. Additionally, we recently became the first India-headquartered Company to achieve Binding Corporate Rules (BCR) certification from EU data protection authorities. This milestone underscores our commitment to responsible international data transfers and further aligns us with the highest global standards for data privacy compliance.

Press Release on BCR Certification

While governance, design, and certification strengthen our preventive posture, robust response mechanisms are essential for resilience and trust.

Among the first companies globally to have its PIMS accredited to the ISO 27701 Privacy Information Management Standard

Contributions to Global Privacy Standards

Infosys plays a proactive role in shaping global data privacy standards through active contributions to international standard-setting bodies. Our Head Privacy and Data Protection is a recognized expert in committees such as ISO SC27, ISO SC42, and the IEEE Standards Association. Notable standards co-authored or edited by Infosys include:

- ISO 27701 – Privacy Information Management Standard (Published)
- ISO 29184 – Online Privacy Notices and Consents (Published)
- ISO 27565 – Guidelines on Privacy Preservation using Zero Knowledge Proofs (In Progress)
- ISO 27561 – Privacy Operationalization Model and Methods (Published)
- ISO 27568 – Security and Privacy of Digital Twins (In Progress)
- ISO 10267 – Data Usage — Personal Information Factor
- ISO 25569 – AI Guidance on De-identification for Machine Learning (Sole Editor; In Progress)
- IEEE P7012 – Machine-Readable Personal Privacy Terms
- IEEE P7030 – Global XR Ethics
- IS 17428 – India's Data Privacy Standard (Convenor; Published)

Data Subject Rights and Breach Management

Safeguarding the rights of individuals is fundamental to our privacy strategy. As data subject rights become a core component of regulatory frameworks around the world, we have implemented processes that allow us to address such requests in a timely and compliant manner—even in complex enterprise settings where data resides in multiple formats and geographies. Managing these rights involves careful navigation of overlapping legal exceptions and system limitations, but we remain committed to honoring them. In parallel, we have established a comprehensive incident and breach management framework. At Infosys, we have robust procedures in place to detect, assess, contain, and resolve data privacy incidents. Our team of dedicated privacy professionals works closely with business units, legal, information security, communications, and external providers to ensure rapid and effective response. For high-impact cases, or those that require it by law, we notify the affected individuals and supervisory authorities, offering full disclosure and support. Such incidents are also reported to our senior leadership via the Incident Disclosure Committee. Our zero-tolerance approach is reinforced through strict consequence management and preventive action mechanisms, with key lessons integrated into organization-wide awareness campaigns.

To ensure these efforts are sustainable, we have prioritized building a strong culture of privacy awareness throughout the organization.

Responsible Use of Personal Data in Generative AI

Infosys integrates data privacy safeguards into all Generative AI (GenAI) deployments involving personal data. In accordance with our data protection framework and applicable legal requirements, Privacy Impact Assessments (PIAs) are conducted for each deployment. We implement both technical and organizational controls to ensure responsible data usage and uphold individual privacy rights.

Our governance is further reinforced by global certifications including ISO 27701 (Privacy Information Management System) and ISO 42001 (AI Management System), which provide structured approaches for compliance and accountability in the evolving AI and data landscape.

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Building awareness and culture of privacy

We actively promote a culture of privacy awareness among our employees and stakeholders. Each year, we celebrate Data Privacy Day through interactive and engaging activities such as quizzes, crosswords, Pictionary games, and "chat with the DPO" sessions. Senior leaders also deliver messages that reinforce the importance of privacy across the organization. Monthly privacy tips—based on real-world scenarios and evolving threat landscapes—are shared widely to deepen organizational understanding. Participation in our privacy awareness program is mandatory. Every Infosys employee and subcontractor is required to complete a role-specific privacy awareness quiz annually, ensuring that knowledge remains both current and contextualized.

This internal commitment is mirrored by our external engagement efforts, through which we shape the broader privacy ecosystem.

Privacy Symposium 2025

The Data Privacy Office hosted a flagship, in-person event in 2024. Conducted in collaboration with our knowledge partners—ACC, DSCI, and IAPP—the symposium brought together global privacy leaders, chief privacy officers, academics, and industry practitioners to explore emerging themes such as data monetization, India's DPDP Act, engineering for privacy, and creating a privacy-first culture.

Looking ahead: Future-ready data privacy

As digital ecosystems evolve, Infosys is proactively preparing for a new generation of privacy challenges driven by technologies such as Generative AI, quantum computing, and decentralized identity. Our forward-looking strategy is anchored in innovation, resilience, and global accountability. As privacy risks increase in complexity, from AI-generated content to biometric surveillance, digital identity, and smart environments, Infosys remains

resolute in treating privacy not just as a compliance necessity but as a core ethical and enterprise value.

Infosys has set a strategic goal to expand its ISO 27701 certification across all relevant global operations in a phased manner in order to achieve enterprise-wide coverage, reinforcing our position as a global leader in privacy governance and ensuring that our privacy practices remain resilient and future-ready.

Information Management

Infosys Cybersecurity integrates a robust strategy with a comprehensive framework - SEED and a strong governance program to ensure optimal protection. The strategy is designed to minimize Cybersecurity risks and align to our business goals. It focuses on proactive enablement of business, besides ensuring continual improvement in the compliance posture through effective monitoring and management of cyber events. We believe that an effective security culture would complement our cybersecurity objectives by reducing enterprise risks. Infosys Cybersecurity program ensures that required controls and processes are implemented, monitored, measured, and improved continuously to mitigate cyber risks across domains.

Positioned as a leader in ISG Provider Lens™

Infosys is committed to
- Protecting the confidentiality, availability, and integrity of information assets from internal and external threats
- Ensuring and maintaining stakeholders trust and confidence about Cybersecurity

The executive Cybersecurity governing body is in place to direct and steer:
- Alignment of Cybersecurity Strategy and policy with business and IT strategy.
- Value delivery to stakeholders.
- Assurance that cyber risks are being adequately addressed.
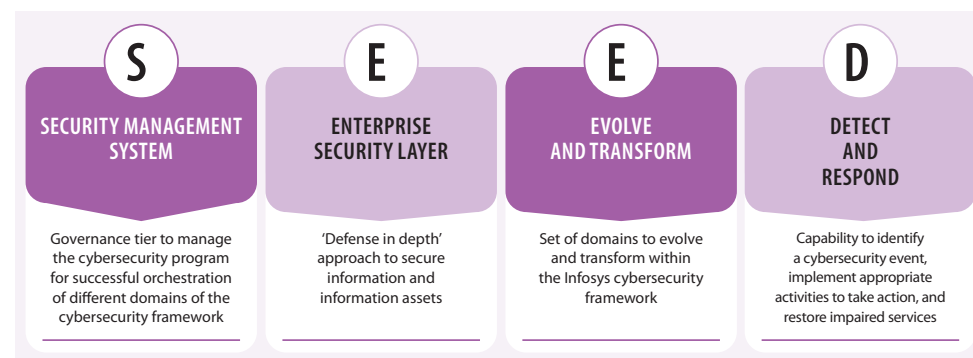
Approach

WHAT	SECURE BY DESIGN	SECURE BY SCALE	SECURE THE FUTURE
WHY	• Maximize visibility • Minimize risk • Early engagement	• Optimize cost • Amplify reach • Rapid development	• Innovate faster • Deliver value • Thought leadership
HOW	• Awareness and culture • Security architecture • DevSecOps • Intuitive dashboards • Compliance	• Platforms and accelerators • Integrated and optimized • Automation • Managed security service • Academic collaboration	• Competency building • Research and innovation • Co-created partner solution • Emerging technologies

Cybersecurity Strategy and Governance

The high-level objectives of the Cybersecurity program at Infosys are:

1. A Proactive business security and employee experience
2. Continuously improve security posture and compliance
3. Effective management of cyber events and,
4. Building a security culture

Infosys' Cybersecurity framework is built basis leading global security standards and frameworks such as the National Institute of Standards Technology (NIST) Cybersecurity framework and ISO 27001 which is structured around the below four key areas:

S	E	E	D
SECURITY MANAGEMENT SYSTEM	**ENTERPRISE SECURITY LAYER**	**EVOLVE AND TRANSFORM**	**DETECT AND RESPOND**
Governance tier to manage the cybersecurity program for successful orchestration of different domains of the cybersecurity framework	'Defense in depth' approach to secure information and information assets	Set of domains to evolve and transform within the Infosys cybersecurity framework	Capability to identify a cybersecurity event, implement appropriate activities to take action, and restore impaired services

The framework also entails a comprehensive Cybersecurity maturity model which helps to ascertain the Cybersecurity maturity as well as benchmark against industry peers on an ongoing basis. This helps in continued oversight and commitment from the Board and Senior Management on an ongoing basis through the Information Security Council (ISC) and the Cybersecurity sub-committee.

In keeping with the 'defense in depth' philosophy, we have deployed several layers of controls to ensure that we keep ours, as well as our clients' data, secure and thereby always uphold stakeholders' trust.

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Cybersecurity Management and Reporting

The cybersecurity practices at Infosys have evolved to look beyond compliance. The comprehensive cybersecurity metrics program has been contributing to the continuous improvement of the existing security practices and integration of cybersecurity within the business processes.

Information management, being an essential part of good IT governance, is a cornerstone at Infosys and has helped provide the organization with a robust foundation. Care is taken to ensure that standardized policies or guidelines apply to and are practical for the organization's culture, business, and operational practices. Cybersecurity requires participation from all spheres of the organization. Senior management, information security practitioners, IT professionals, and users have a pivotal role to play in securing the assets of an organization. The success of cybersecurity can only be achieved by full cooperation at all levels of an organization, both inside and outside and this is what defines the level of commitment here at Infosys.

As a final level of defense, we undergo many internal audits as well as external attestations and audits in a year at an organization level (e.g. SSAE-18 SOC 1 & SOC 2 Type II, ISO 27001). We also undergo client account audits to assess our security posture and compliance against our obligations on an ongoing basis.

There was no material cybersecurity incident reported in fiscal 2025.

Our industry contributions and thought leadership

In this era of rapid technology disruptions and digital transformations, Infosys enables the businesses to embrace innovations and adapt to new technologies. We focus on strengthening cyber resiliency through platform led convergence and consolidation of security capabilities and deliver AI-first service offerings.

We promote cybersecurity through various social media channels such as LinkedIn, Twitter, and YouTube; sharing our point of views, whitepapers, service offerings, articles written by our leaders, their interviews stating various perspectives, and podcasts through our corporate handles providing cybersecurity thought leadership. The topics include impact of evolving technologies such as GenAI on cybersecurity, cloud security, data privacy and protection, and compliance, etc. In addition to this, we work with analysts such as PAC

Group and industry bodies such as Data Security Council of India (DSCI), Information Security Forum (ISF), etc. to create joint thought leadership that is relevant to the industry practitioners. In our efforts to strengthen cyber awareness across social communities, we also participate in cybersecurity awareness initiatives led by non-profit organizations such as NASSCOM. Further, we publish a technology centric report that provides insights into emerging technology trends and how they can be applied to businesses. It essentially acts as a guide for enterprises looking to navigate the evolving digital landscape and make informed technology decisions based on current trends. We also host various global chapters of Infosys regularly that aim to be a catalyst for innovation and transformation in the cybersecurity domain. The distinguished members of the council collaborate to discuss, strategize, and prepare roadmaps to address the current security challenges of member organizations and help decipher the evolving industry trends. We, therefore, through various channels, drive awareness of and appreciation for cybersecurity.

Vulnerability Management

The vulnerability management program at Infosys follows best-in-class industry practices coupled with top-notch processes that have been evolving over the years. Rich experience of deftly managing the end-to-end vulnerability life cycle of Infosys Network and the constant hunger to stay abreast of the latest tools, technologies and related market intelligence have acted as a catalyst in fortifying the overall vulnerability management program.

A robust enterprise vulnerability management program builds the foundation for healthy security hygiene of an organization. The following practices have been put in place at Infosys for,

1. Real time asset discovery followed by instantaneous identification of vulnerabilities, misconfigurations, and timely remediation
2. Automation of vulnerability management, configuration compliance, security assessments and review for assets, applications, network devices, data, and other entities in real time
3. Close coupling of detection and remediation processes; auto prioritization to reduce the turnaround time for closure of detected vulnerabilities
4. Continuous monitoring of all public facing Infosys sites and assets for immediate detection of vulnerabilities, ports, or services
5. Regular penetration testing assessments and production application testing for detection and remediation of vulnerabilities on a real time basis

The vulnerability remediation strategy of Infosys focuses on threat-based prioritization, vulnerability ageing analysis and continuous tracking for timely closure. We have successfully eliminated the ticketing system for vulnerability tracking by establishing a continuous detection and remediation cycle, where the IT teams are enabled and onboarded onto the vulnerability management platform. A Cybersecurity awareness culture is nurtured, and teams are encouraged to proactively remediate the vulnerabilities reported on their assets or applications.

Supply Chain Cyber Risk Management

A comprehensive supplier security risk management program at Infosys ensures effective management of potential security risks across the various stages of supplier engagement. The process comprises:

- Categorization of the suppliers based on the nature of the services provided and the sensitivity of the data involved.
- Defining standardized set of information security controls as applicable to each category of supplier
- Defining, maintaining, and amending relevant security clauses in the supplier contracts as applicable to each category of supplier
- Due diligence, security risk assessment for effective management of the information security risks associated with suppliers

Defining and monitoring of key security metrics for suppliers (e.g., background check, security awareness training completion, timely interventions with regard to information security incidents etc.) threat intel tracking and governance further strengthen the Infosys supplier security risk management program.

Cybersecurity Competency Development

With the increasing demand for cybersecurity jobs and a skilled workforce, Infosys has taken several measures to counter the cybersecurity talent shortage as well as in skilling, retaining, and diversifying its security workforce in areas such as application security / secure development lifecycle.

Cybersecurity team members undergo technical as well as behavioral training on an ongoing basis. Infosys leverages internal training programs, as well as external bodies / agencies with cybersecurity subject matter expertise, with a strong focus on learning through the classroom as well as on-the-job training.

- Over 2400 professionals were trained & 1900 certified across various cybersecurity domains. These training programs consist of advanced partner programs from OEM, external agencies and internal Cybersecurity training facilities.
- Over 1400 professionals have been trained in AI and other new age technologies.
- Launch of Cyber Aspire Program, as part of which various professionals are trained in niche Cybersecurity domains. Along with this, structured curriculum for freshers and various bridge programs have been launched for upskilling and cross-skilling of cyber professionals.
- Infosys continues its partnership with NIIT to have its professionals undergo a Cybersecurity Master's Program.

Nurturing, and Upholding, a Robust and Sustainable Cybersecurity Culture

At Infosys, driving a positive and sustainable cybersecurity culture is one of the key constituents of our robust cybersecurity strategy. We embrace top-notch tools and technology to strengthen our cybersecurity stance and have an equally razor-sharp focus to bolster people's security and keep fostering a security-first mindset among Infoscions. Various measures are in place to nurture a confident and empowered cybersecurity culture. At Infosys, we embrace the Secure by Design (SbD) principles at an organizational level with a focused SbD campaign running org-wide, and multiple trainings offered to drive awareness on SecureSDLC. There are various other diverse and proactive communication campaigns driven across the organization via different awareness means / tools, including – posters, cyber comics, employee handbook, caselets, cybersecurity scorecard, newsletter, advisories, emailers, push messages, annual mandatory awareness quiz, gamification, SME Cyber Talks, information security courses on the internal training platform, sessions, videos, podcasts, fireside chats, blogs, panel discussions, focused social engineering awareness, thought leadership messages, annual flagship event -celebrating the cybersecurity week etc. There is also a video-based, animated, and interactive e-Learning certification program that helps drive positive security behavior

amongst the Infoscions.

Innovations for our clients

Infosys innovation-led offerings and capabilities:

Infosys Cyber AI, powered by Infosys Topaz, helps customers amplify their defender potential, build effective cyber defenses and enable accurate decision making by leveraging platform-centric GenAI capabilities. We help enterprises Renew, Re-Architect and Re-imagine their entire cyber strategy through AI with a focus on risk resilience. This helps us become a trusted cybersecurity partner for enterprise customers.

Cyber Next platform powered services help customers stay ahead of threat actors and proactively protect them from security risks. Our pre-engineered packaged and AI powered managed security services help monitor, detract and respond by getting extensive visibility and actionable insight through threat intelligence and threat hunting. Our offerings ensure risk-based vulnerability management by providing a comprehensive single pane of glass posture view. Recent development in our Cyber Next platform is the integration of AI powered capabilities that enhances service delivery. We have merged some of the modules within Cyber Next platform and have also introduced some new modules to offer cybersecurity solutions relevant in the era of AI. Service modules include - Cyber Watch, Cyber Scan, Cyber Compass, Cyber Protect, Cyber AI that ensure

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comprehensive Managed Protection Detection and Response (MPDR) for our global customers.

Zero Trust Security architecture and solutions to navigate our customers to embrace zero trust security. Key innovations and offerings include Secure Access Service Edge (SASE) delivered as-a service. With SASE as-a Service, we ensure strengthened overall security through cloud delivered security controls and capabilities. Infosys innovation in policy standardization enforce controls at access level, accelerating rollout of service thereby reducing or eliminating legacy tools allowing our customers to reduce overall costs while enhancing end-user experience.

Secure Cloud transformation with Cobalt assets drives accelerated cloud adoption. With Secure Cloud reference architecture and Secure by Design principle we ensure security is embedded as part of cloud strategy, design, implementation, operations and automation.

Industry Recognition

Analyst recognition
- Positioned as a Leader in the **ISG Provider Lens™** Cybersecurity Services and Solutions (2021, 2022, 2023, 2024)
- Positioned as a Leader in the **Nelson Hall** Cyber Resiliency Services NEAT Assessment 2023
- Positioned as a Leader in **Everest PEAK Matrix®** Assessment Identity and Access Management (IAM) Services 2023
- Received the **ISG Provider Lens Award 2024** for our domain expertise and presence in the Americas, UK and Germany markets

Analyst testimonials
- "Infosys' CyberSecurity Capabilities are a Testament to their Relentless Pursuit of Excellence," says Gautam Sampath, Principal Security Analyst at Information Services Group (ISG)
- "Infosys' CyberSecurity Portfolio is a Strong Choice," says Gautam Sampath, Principal Security Analyst at Information Services Group (ISG)

Client testimonials
- Strengthening Cybersecurity: BECU leaders' insights on the impact of Infosys Collaboration
- Cummins and Infosys: Securing Identities Together
- Infosys provides Managed Protection, Detection and Response to bpost (Belgian Post Group)
- Infosys secures MS Amlin's digital transformation journey
- Infosys and Ferroglobe: Journey towards a robust and secure cyber landscape
- Ferroglobe partners with Infosys to secure their OT Security Environment

Partner awards
- Received the **Saviynt APJ Regional Delivery Partner of the Year 2024** for our innovation and excellence in leveraging Saviynt's Identity Cloud to solve complex identity security challenges.
- Received the **Zscaler GSI Growth Partner of the Year 2024** award for our unwavering commitment to delivering exceptional business outcomes and enhancing Zero Trust implementation
- Acknowledged as the **Microsoft Security Solutions Partner** across all 4 domains demonstrating our cutting-edge expertise in deploying Microsoft Security solutions
- Acknowledged as the **AWS Competency Partner** across seven domains exhibiting our in-depth technical expertise in AWS security and delivering tailored, security-focused solutions for specific workloads and use cases