



Performance on Social Goals | Enabling Digital Talent at Scale | Tech for Good | Nurturing Workplace Inclusivity | Energizing Local Communities
Facilitating Employee Wellness and Experience



Social

Vision

Serve the development of people by shaping a future with meaningful opportunities for all

We provide solutions and enable those we hire, those we work with and those around us, to not only live better, but also participate in progress for all. Technology is our way of doing good around us.





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Performance on Social Goals

Material Topics

Ambitions

Progress in Fiscal 2025



Enabling Digital Talent at Scale

- Extending digital skills to more than 10 million people, including employees, clients' workforce, students, teachers and communities by 2025.

- Reached **13.3 million** people through our digital skilling initiatives.



Tech for Good

- Empowering more than 80 million lives via TechForGood programs in e-governance, healthcare, and education by 2025.

- More than **125 million** lives empowered via Tech for Good programs in e-governance, healthcare, and education.



Nurturing Workplace Inclusivity

- Creating a gender-diverse workforce at Infosys, with 45% women.

- **39%** women in the workforce
- **156** nationalities in the workforce



Energizing Local Communities

- Delivering 33% of work by leveraging flexible / remote work options.

- **~84%** of our employees leveraged flexible working options.



Facilitating Employee Wellness and Experience

- Facilitating best-in-class employee experience and being recognized among the best employers in our key operating regions.

- Recognized as a Top Employer in 22 countries across Europe, Middle East, Asia Pacific, and North America for best-in-class HR practices and processes
- Great Place to Work 2024: Recognized for value driven culture and trust, across India, US, Canada, Mexico
- World Record in Wonder Book of Records: Largest employee and family-driven corporate volunteering initiative



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Enabling digital talent at scale

Infosys' vision to enable digital talent at scale is founded on the recognition that we are in the age of artificial intelligence, a transformative era where the convergence of data, automation, and cognitive technologies is redefining every aspect of life and work. Digital literacy is no longer a competitive advantage, it is a fundamental necessity. Infosys believes that the future belongs to those equipped to co-create with AI, adapt to evolving technologies, and innovate to solve real-world challenges. As AI becomes embedded in decision-making, it opens unprecedented opportunities to reimagine learning—making it more personalized, accessible, and impactful. This is also a moment to invest in societal progress. Infosys sees digital skilling as more than a corporate responsibility, a means to amplify human potential extending to underserved populations, schoolchildren, and university students, creating pathways for millions to become future-ready. By democratizing access to emerging technologies, Infosys is cultivating a global talent pool ready to thrive in the AI-driven economy.

Extended digital skills to
13.3 mn people including
employees, clients'
workforce, students, teachers
and communities

Fostering inclusive growth

Infosys' initiative to enable digital talent at scale is a material issue for its stakeholders, as it directly supports inclusive growth, talent readiness, and equitable access to opportunities—priorities identified through our engagement with various groups. Advancements in technologies such as AI and smart automation can be leveraged to boost productivity and address broader societal

challenges. Clients, governments, communities, and other stakeholders are increasingly focused on how companies are bridging the digital divide, especially as demand for digital talent surges globally. This aligns with Principle 8 of the BRSR which emphasizes inclusive growth and equitable development.

Expanding digital skilling efforts is not only a matter of good governance but also critical to Infosys' social license to operate and long-term value creation.

Approach

Leveraging our robust digital platform infrastructure, Infosys plans to scale through a multi-pronged approach:

- Enhancing programs focused on women and girls.
- Expanding internships, and integrating AI-powered platforms with job marketplace features.

Going forward, we plan to expand the strategy to deeper collaboration with national digital skilling initiatives and universities, embedding integrated curriculums to build industry-ready talent. A diverse distribution across geographies, partnerships with clients, governments, academic bodies, and direct-to-learner engagement further underscore our commitment to democratizing digital skills and enabling opportunities for everyone.



Students collaborating on a project at Infosys Mysuru Training Center

Skilling the Infosys workforce

Staying relevant has never been more critical, as the demand for new skills is outpacing the rate at which they can be acquired. To keep up, skilling programs must be built around continuous learning—with a strong focus on employee growth and adaptability. Our **AI-powered learning**

ecosystem is designed to meet this need by enabling ongoing upskilling at scale. A key feature is its ability to deliver hyper-personalized learning experiences. Through the Lex platform, employees can access tailored learning paths, virtual assistants, and gamified modules that make learning both engaging and accessible.



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Foundation education program

The Foundation Program is a key differentiator for Infosys and has been created to fulfill the twin objectives of:

- Enabling new engineering and science graduates to transform into corporate professionals equipped with essential IT, professional, and behavioral skills.
- Evolving curriculum based on stakeholder input, ensuring relevance to emerging technologies.

Trainees explore tailored learning paths on **Lex**, our internal platform, based on their interests and career goals, earning certifications that help advance their professional journeys.

**19-23 week
residential program**



Foundation Education Program

Continuous learning

Ensuring that Infosys' workforce remains agile, innovative, and aligned with the demands of emerging technologies is an imperative. The **Lex**

platform enables anytime, anywhere learning, used by employees to stay abreast with the latest technological trends.



Additional programs

Infosys continues to invest in additional programs that nurture future-ready talent and foster collaboration with emerging technologies. The Company has deepened its academic partnerships, hosting various workshops with hyperscale partners like AWS, Azure, and GCP, offering employees hands-on exposure to cloud computing and GenAI technologies.

We also have programs supporting mid-level employees to advance their careers include Milestone programs and the Bridge program – an intervention that helps employees transition into new career streams.

Employees who are unable to clear the Foundation Education Program in spite of additional support and coaching are enabled to improve their skills through external training, leveraging our partnerships with learning institutions.



Career advancement program



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Skilling the community

Infosys is committed to democratizing digital education through its **Springboard** initiative, which offers **free access to quality online learning for students, educators, and underserved communities across India**. With features like **Lab on Wheels** and the **Springboard Makers Lab**, Infosys brings hands-on learning experiences to remote areas, breaking barriers of geography and connectivity. These community-focused programs are not only promoting digital inclusion but are also nurturing a broader, future-ready talent pool for the digital economy.

Infosys Springboard

In keeping with Vision 2030, we believe that access to digital education should be a right, not a privilege. That belief led to the creation of **Infosys Springboard** under our Tech for Good charter, a platform dedicated to bridging the digital divide and ensuring that no one is left behind in an increasingly connected world. Today, Springboard has grown into a catalyst for digital inclusion and sustainable development. Millions of learners across India, whether in bustling cities or remote villages, are accessing free, self-paced online courses that cover emerging technologies and essential soft

skills. In partnership with many universities, and reaching more than 9 million registered users, Springboard is reshaping the way education is delivered, making it accessible, inclusive, and future-ready.

Springboard is more than a learning platform. It is a launchpad. Through career guidance, internships, and initiatives like "Her Journey to Success," we are preparing learners not just for jobs, but for meaningful careers, particularly empowering women and girls to shape their futures with confidence. Innovation drives everything we do.



Distribution of tablets by Infosys Springboard



Springboard Makers Lab on Wheels



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Samskruti College students get hands-on experience in robotics with the SpringBoard Maker Lab on wheels.



By integrating AI, VR, and AR technologies, Springboard delivers an engaging, personalized learning experience. Our collaborations with government agencies, universities, NGOs, and industry leaders amplify our reach, while our commitment to underserved and differently-abled communities ensures that no one is left behind.

We also know that barriers to education aren't only digital—they are physical. That's why we created the **Springboard Lab on Wheels**—a mobile classroom bringing world-class education to the remotest corners of India. Launched in Karnataka and piloted in Pune in February 2024, the Lab reaches learners who

might otherwise be disconnected from opportunity.

For areas with limited connectivity, our Springboard Raspberry Pi solution allows students to access content offline, uploading their progress once they reconnect. And at the Springboard Makers Lab in Pune's Symbiosis Lavale Campus, students now have access to hands-on, experiential learning that turns theory into practice. At Infosys, we are not just preparing individuals for a digital future, we are helping build a more equitable, empowered world. Through Springboard, we are proving that when technology meets purpose, the possibilities are limitless.

Skilling Infosys' clients

Infosys Wingspan

Through Infosys Wingspan, we extend digital skilling expertise to our clients. This cloud- and mobile-first platform helps enterprise workforces accelerate their transformation journeys with a learner-centric approach, enabling goal setting, skill practice in virtual labs, assessments, and personalized content. By embedding GenAI-driven features, Wingspan ensures that clients' employees stay competitive and adaptable, positioning Infosys as a strategic

partner in capability building and innovation delivery. A learner-centric approach enables setting personalized learning goals, receiving tailored recommendations, practicing skills in fail-safe virtual lab environments, and tracking progress through assessments and achievement metrics.

In this fiscal year, GenAI features were introduced to the Wingspan platform enabling clients to adopt these advanced capabilities for their employees.



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Tech for good

At Infosys, our belief in technology as a force for good is not aspirational—it is operationalized across every layer of our social impact agenda.

We have reimagined the role of digital platforms, AI, and skilling ecosystems to bridge systemic gaps in access, opportunity, and inclusion. Guided by this vision, we have empowered over **125 million** lives through our Tech for Good initiatives—exceeding our target of impacting **80+ million lives by 2025** across education, healthcare, and e-governance. This extraordinary reach reflects not just scale, but sustained intent to democratize opportunity through responsible digital enablement.

125mn+ lives empowered through Tech for Good programs in e-governance, healthcare, and education

Meaningful impact through technology

Tech for Good is a vital priority for Infosys stakeholders, reflecting our commitment to driving meaningful and inclusive impact through technology. We engage communities, an essential

stakeholder group, through local interactions, partnerships with NGOs, and digital channels. Our initiatives are designed to address structural gaps like **digital literacy, preventive healthcare, and inclusive education, to empower individuals** from

marginalized groups to participate in the digital economy. In doing so, Infosys reinforces its social license to operate, expand trust capital, and align with the long-term interests of stakeholders. This dual lens, impact and insight, defines how we lead in the era of sustainable technology.

to vital services like healthcare, education, and banking, especially in low- and middle-income nations. This contribution has unlocked access to critical public services, such as healthcare, education, and financial services, and significantly advancing financial inclusion.

Spotlight on MOSIP

MOSIP – Modular Open Source Identity Platform

In partnership with the Modular Open Source Identity Platform (MOSIP), Infosys has co-developed secure, inclusive digital identity solutions now used by governments in five countries. These open-source platforms have provided over 10 million individuals with access

By supporting an open-source framework, Infosys is helping reduce the cost and complexity of implementing digital ID solutions, especially in low- and middle income nations.

MOSIP aligns with our belief that digital infrastructure should be interoperable, inclusive, and cost-effective, paving the way for national development. Infosys' technical expertise ensures these systems are robust and scalable, reinforcing our commitment to digital equity.



SightConnect team presenting a demo of the app



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Pioneering impact platforms: Healthcare, identity & education

Spotlight on SightConnect

Launched in 2024, SightConnect continues to make eye care more accessible to all. It is a mobile app created through the Tech for Good program in collaboration with Infosys Foundation and the

LV Prasad Eye Institute (LVPEI). It is designed to be simple, free, and available anytime, anywhere. It is an easy-to-use eye care tool, allowing individuals and community health workers to conduct basic eye tests, help diagnose eye conditions early,

and allow smooth referrals to specialists. These simple, but crucial functions are helping prevent avoidable vision loss in communities where access to healthcare initiatives is either lacking or unaffordable.

Total patients onboarded:
1,75,000
Referred to doctors: **35%**



Multi-lingual capability

The app supports multi-lingual eye test questionnaires. Automated translations for both the app text and the Interactive Voice Response (IVR) system, powered by the Ai4bharat IndicTrans2 – Bhashini model ensures that language isn't a barrier to reach accessible care to India's diverse communities.



Smart, AI-powered features

With features like AI-based triage, facial recognition, and adaptive brightness, SightConnect is proving to be a practical, reliable solution for low-resource settings—taking quality eye care one step closer to everyone. Advanced facial contour recognition and adaptive screen brightness ensure reliable results even in challenging environments. Through visual acuity testing and a questionnaire, SightConnect generates a preliminary assessment of eye health, indicating whether an urgent or routine consultation is recommended. It has been tested successfully in clinical trials at LVPEI. SightConnect's AI model that screens for early signs of cataracts and red eye is undergoing development.



Communication

Even with access to technology, patients may struggle to connect with health workers or may do so without the necessary information. Similarly, healthcare workers often face challenges in relaying accurate diagnoses to physicians. Bridging these gaps—by effectively connecting patients, healthcare workers, and doctors—can mean the difference between limited access to care and truly benefiting from it. Strengthening communication across this chain has reinforced the eye care ecosystem and extended essential services to individuals who often go without.





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Testimonials

The app has already made a difference, real-life stories show how early intervention through SightConnect helped prevent vision loss and supported continued education or employment.



EYE CARE JOURNEY

In Telangana's Ranga Reddy district, a 9th-grade student underwent an eye screening using the SightConnect app at ZPHS Kandukur school. When the test indicated a vision issue, she informed her parents, who then accessed her test results through the app. With the in-app referral, they visited a nearby eye hospital where she was diagnosed and prescribed spectacles. This early intervention helped her regain clear vision and continue her studies without hindrance.

EYE CARE EXPERIENCE

During a student screening at ZPHS Vamsoor in Khammam district, the class assistant decided to test his own vision using SightConnect. The app flagged an urgent need for consultation. Following its guidance, he visited the L V Prasad Eye Institute where he received a prescription for spectacles and eye drops. The treatment greatly improved his vision, and he expressed heartfelt gratitude for the technology that helped restore his sight.

HEADMASTER INITIATIVE FOR STUDENTS

After screenings revealed vision issues among students at ZPHS Kandukur, the Headmaster took proactive steps to ensure their well-being. Using the SightConnect app, he identified students needing immediate attention and personally accompanied them to a local eye camp. Thanks to his initiative and the app's guidance, eight students received spectacles, improving their ability to engage fully in classroom learning.

Digital cornea bank

Extending this mission further, Infosys is pioneering a digital cornea bank, a transformative step toward optimizing cornea preservation and distribution. Powered by Agentic AI, this smart system is designed to significantly reduce cornea wastage

and ensure more donated corneas reach patients in need. By digitizing and intelligently managing the corneal transplant process, Infosys is not just innovating in healthcare, but driving meaningful impact in the fight against corneal blindness.



SightConnect team presenting a demo of the app



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Nurturing Workplace Inclusivity

At Infosys, we envision a future where diversity, equity, and inclusion power innovation, growth, and shared success across the world. We are committed to building and sustaining a workplace where every individual is respected, empowered, and given equal opportunity to thrive. Rooted in our Code of Conduct and Ethics, and guided by the principle of 'Respecting Each Other,' our vision for inclusivity is not just a value we uphold, it is a catalyst for taking everyone forward together.



**39% women in
the workforce**

Inclusion and innovation

We believe inclusion is a strategic advantage to any organization. A diverse workforce brings richer perspectives, fuels creativity, strengthens problem-solving, and drives deeper connection. Diversity drives innovation and innovation drives Infosys.

Our commitment is to create a gender-diverse workforce at Infosys, with 45% women by 2030. In 2025, this stands at 39%.

Our approach

At Infosys, our inclusion strategy is built on a simple yet powerful belief. The solutions we create must reflect the diversity of the customers we serve. To truly understand and meet the needs of a global client base, we are committed to building an equally diverse and inclusive workforce. By cultivating an environment where different perspectives, backgrounds, and experiences are valued, we enhance our ability to innovate, solve

complex challenges, and deliver transformative outcomes for our clients around the world. In today's interconnected world, not embracing inclusivity is a missed opportunity, becoming a significant business risk, impacting our ability to stay relevant, competitive, and resilient.

Our inclusion strategy is anchored in strong governance and data-driven leadership.

- **Inclusion governance structure:** Our goals are integrated into the corporate scorecard and cascaded in order to ensure accountability across levels. Our Inclusion Councils, established globally, across geographies, business units, and locations, create a powerful matrix of collaboration and ownership. These councils, composed of leaders from both business and enabling functions, are designed to address strategic priorities while being responsive to local diversity needs. Periodic reviews strengthen the impact and agility of our inclusion efforts.
- **Data-driven inclusion leadership:** The Infosys Inclusion Leadership Tool provides real-time,

24/7 access to data, empowering business and HR leaders to make informed, timely decisions regarding hiring, growth, and retention of diverse talent. This tool enhances visibility to accelerate action, and ensures that inclusion progress is measurable, transparent, and continuously evolving.

A culture of inclusion

At Infosys, inclusion is a living part of our culture, embedded in how we lead, learn, and grow together. Guided by the principle of 'Respecting Each Other,' our goals are integrated into leadership KPIs, supported by multi-level Inclusion Councils, and reinforced through our learning platform LEX, which offers a multitude of resources on inclusion. Real-time sentiment tracking through Pulse ensures employee voices are heard and acted upon, while communities like IWIN and campaigns like #ThriveAtInfosys fosters belonging and challenges biases. From inclusive infrastructure to flexible policies and cultural celebrations, every touchpoint at Infosys reflects our deep commitment to building a workplace where everyone feels valued, empowered, and included.





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Women at Infosys

Empowering women is a critical pillar of our commitment to diversity, equity, and inclusion. As a proud signatory to the UN Women's Empowerment Principles (WEP), we strive to create an environment where women can thrive across technology, management, and leadership roles. Through focused workplace policies, continuous investment in learning and development, and tailored interventions, we enable women to achieve their personal and professional ambitions.

Supporting women through life stages

Our parental leave programs reflect our dedication to work-life balance and career continuity. In fiscal 2025, 99% of women employees who took maternity leave successfully returned to work, with 79% continuing their professional journey with us after 12 months. A total of 14,309 employees—7,904 women and 6,405 men—availed parental leave during the year.



Restarting careers with confidence

Through our **Restart with Infosys** program, we are committed to welcoming back talented professionals who have taken a career break. The program offers a structured learning platform and mentorship support to help them transition back into the workforce with confidence. In fiscal 2025 alone, 935 women rejoined the corporate world through this initiative, further strengthening our diverse talent pool.

Accelerating women's leadership development

In pursuit of our ESG 2030 Vision, we continue to implement several initiatives to propel women into leadership roles.

- **#IamtheFuture**: A flagship program designed to prepare women for senior leadership roles. Over 200 women leaders enhanced competencies in Business, Execution, People, and Ecosystem leadership through collaborations with Northwestern Kellogg, MIT, and masterclasses by Harvard Business Review.



- **Focus on AI and digital transformation**: More than 250 women leaders completed a specialized certificate course on AI applications for business growth. Their learning culminated in real-world business cases showcased at Infosys Connect in Austin, mentored by senior technology leaders.
- **Leadership influence and communication**: Over 100 #IamtheFuture participants undertook a curated leadership journey with Stanford GSB focused on influence, persuasion, and executive presence.

Building a strong pipeline of future leaders

We are equally committed to nurturing future leaders through initiatives including:

- **Orbit Next**: A year-long development program for high-performing women in middle management, with over 400 women enrolled in its third cohort across India, EMEA, and APAC.
- **TechCohere**: An exclusive technical platform hosting 120+ sessions and multiple Women in Technology (WIT) Weeks, supporting a thriving community of 1,200+ women tech experts and architects. Initiatives like SheLovesTech in Chennai and collaborations with Google Women TechMakers further strengthen networking and leadership opportunities.
- **Women in management (WIM)**: A specialized two-day program that helps women managers overcome career hurdles, build personal brand presence, and strengthen leadership skills through modules like Gallup's Strengths Finder, case studies, networking, and leadership interactions.

Driving continuous learning and inspiration

Our **WInspire Portal** serves as a dedicated resource for over 40,000 women at Infosys, offering curated content, career support, and inspiration. We have also introduced exclusive learning modules designed to drive greater inclusion and create opportunities for women in the workplace.





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Employees with disabilities

Our commitment to enabling employees is deeply woven into our diversity, equity, and inclusion strategy, driving us to create barrier-free, accessible, and empowering environments across all our workplaces. There are 1,095 employees who have voluntarily declared disabilities, as on March 31, 2025.

Focused hiring and retention

Our targeted hiring and retention initiatives for employees with disabilities have yielded positive results, reinforcing our belief that diversity strengthens our business and our culture. Through structured programs and ongoing support, we are creating pathways for individuals with disabilities to thrive and grow within Infosys.

#AccessibleByDesign

We are fostering a culture of inclusion through our **AccessibleByDesign (ABD)** campaign, that raises awareness and builds critical skills for designing and implementing inclusive software and solutions. To support continuous learning, we have developed a dedicated digital **Accessibility Learning Channel** on our internal platform, LEX, featuring over 60 resources and three certifications, ranging from basic to advanced levels. To date, more than **22,300 Infoscons** have completed their ABD learning



journeys, enhancing our collective ability to build accessible experiences for all.

We continue to champion a barrier-free workplace through curated e-learning courses that educate employees on the various types of disabilities and the practical steps needed to create accessible and inclusive environments.

Accessibility Living Lab

Infosys Accessibility Living Lab is a unique learning space to experience digital accessibility firsthand. Through simulated interactions and real-world scenarios, the lab fosters empathy and awareness of accessibility challenges, introduces users to assistive technology and facilitates the creation of digitally accessible solutions. The lab also features Infosys Accessibility Platform, an AI-first, cloud-ready accessibility, and inclusivity solution with a patented audit tool to identify and address accessibility gaps and AI-based functions to confirm inclusivity.



Creating opportunities beyond the workplace

Our support extends beyond the corporate walls. With a focus on livelihood development for persons with disabilities, we proudly restarted the MITTI Café at our Bengaluru Development Center (DC), a venture that provides dignified employment opportunities and fosters greater inclusion within our workplace communities.



Partnerships to empower talent

Through our partnership with Microsoft under the **Microsoft Enabler Program**, we participated in the **Prepare for Employment Program (PEP)**, offering training and mentorship to students, job seekers, and early-career individuals with disabilities. In the first PEP batch, **100+ mentees** benefitted from workshops and mentoring focused on critical career readiness and technical skills.

LGBTQIA+

Fostering a workplace where every individual can thrive, irrespective of gender identity or sexual orientation, is core to our vision of an inclusive, forward-looking organization. As a signatory to the UN Free & Equal campaign, we reaffirm our commitment to building an environment where members of the LGBTQIA+ community feel seen, respected, and empowered.

Creating a culture of awareness and allyship

Our journey of inclusion is rooted in education and advocacy. We create allyship through three specialized learning modules on our Inclusion Learning Channel. These modules equip employees with knowledge, empathy, and actionable tools to become better allies and champions for the LGBTQIA+ community.

We also amplify voices from within and beyond the organization. **Personal stories, blogs, and expert interviews** featuring well-known personalities from the LGBTQIA+ community are hosted regularly on our Inclusion Learning Channel, fostering understanding, connection, and celebration of diverse experiences.

Building inclusive infrastructure & policies

In fiscal 2025, Infosys introduced inclusive restrooms across all India campuses, taking a tangible step toward making our physical spaces welcoming and safe for all gender identities. Recognizing the unique experiences and challenges faced by transgender individuals, we have also launched specialized courses on the inclusion of transgender employees in the workforce, driving deeper awareness and building a supportive ecosystem for their success.

[Read more.](#)



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Embracing multiculturalism and multigenerational diversity










Beyond gender identity, we are committed to embracing the full spectrum of human diversity. Recognizing the evolving demographics of our workforce, we introduced new courses to sensitize employees about working across different cultures and generations. These initiatives help foster mutual respect, enhance collaboration, and ensure that our workplace thrives on the rich tapestry of perspectives brought by employees from varied backgrounds, experiences, and age groups.

Employee Resource Groups

Beyond leadership commitment and policy, there is a larger focus on where employees experience inclusion in their everyday workplace, interacting with colleagues and immediate teams. To strengthen these micro ecosystems, Employee Resource Groups (ERGs) act as huge enablers.

ERGs, including allies, provide a safe and supportive space within Infosys where employees can connect and foster a sense of belonging. The perspectives and ideas shared within these groups are taken seriously and thoughtfully considered. Infosys is committed to ensuring that every employee feels supported and valued by the organization.

Our ERGs include

| | |
|---|---|
|  | Infosys Women's Inclusivity Network (iWIN) for women employees and their allies |
|  | iPride for members of the LGBTQ+ community and their allies |
|  | Multicultural ERG (MERG) to celebrate a multicultural workforce and enable collaboration across cultures |
|  | iBELIEVE for our Black employees and the Black diaspora |
|  | Family Matters, focusing on building awareness on parenting, relationships, health and wellness |
|  | InfyVets for Infosians who are military veterans and their allies |
|  | Young Employees Network (YEN) for the young and young at heart |
|  | InfyAbility for employees with disabilities and their allies |
|  | Hispanic Organization for Latinos. Creates a sense of community and belonging for Hispanic employees, provides development opportunities and fosters an inclusive work environment whereby this constituency can feel heard, valued, and supported. |

Awards

- Recognized as the winner of the 2024 **UN Women's WEP India Award** in the Gender-inclusive Workplace category.
- Recognized as a **Silver Award Winner** in the India Workplace Equality Index (IWEI) 2024.
- Awarded the **Diversity and Inclusion Employer of the Year** at the 2024 Digital Revolution Awards.
- Recognized as **India's Best Workplaces™** for Women 2024 : Top 50 (Large) for the 4th consecutive year.
- Recognized as **India's Best Workplaces™** in Diversity, Equity, Inclusion & Belonging 2024 : Top 25.
- Recognized as one of the **Best Companies for Women** in 2024 by Avtar and Seramount, for the sixth consecutive year. We have also been featured in the Hall of Fame for featuring for 5+ years in Best Companies.
- Recognized as the **Champion of Inclusion** in the Most Inclusive Companies Index 2024 by Avtar and Seramount for the fifth year.
- Won "**Best Initiative in Diversity and Inclusion**" for Restart with Infosys Program at Asset Awards, 2024.
- Certified as a **Disability Confident Recruiter 2024** from the Australian Network on Disability (AND) for 5 years now.
- Accredited as **Level AAA in DI-verse Awards** by American India Foundation (AIF) for inclusion of persons with disabilities.
- Infosys ANZ has been recognized on **WORK180 women's job platform**.
- Our Head DEI was recognized with the **US Embassy DEIA Excellence Award** in 2024.

Diversity, Equity, Inclusion (DEI) is subject to different interpretations in various jurisdictions. Infosys follows the law in every jurisdiction in which we operate, and respect for others and having an environment where everyone can succeed is a core value.



Energizing Local Communities

Infosys Foundation

Established in 1996, Infosys Foundation supports programs in the areas of education and skill development to enable sustained livelihoods, healthcare, women empowerment, and environmental sustainability, amongst others. Its mission is to work with the underprivileged across the country and strive towards a more equitable society. Infosys Foundation takes pride in working with all sections of society, selecting projects with infinite care, and working in areas that are traditionally overlooked by society at large.

Healthcare interventions are focused on bringing critical services to India's grassroots along with strengthening accessible healthcare institutions with state-of-the-art infrastructure. Hospitals and institutes like Madras Medical College, Sri Sathya Sai Sarla Memorial Hospital, LV Prasad Eye Institute (LVPEI) among others have benefited from focused interventions from the Foundation. Through our community-based health projects led by Sangath, Banyan, The Antara Foundation, Centre for Cellular and Molecular Platforms (CCAMP) and KEM Pune, we provide focused healthcare to marginalized communities especially women in tribal areas and difficult to reach geographies.

Education initiatives are focused on bridging the gap between education and employability by making in-demand skills accessible to learners with free platforms like Infosys Springboard. We have specialized programs making STEM education accessible to remote regions of the country through collaborations like Nirmaan Organization, Agastya,



Avanti Fellows, Yuva Unstoppable, eVidyaloka Trust, Unnati Foundation, and Ramakrishna Mission. Beyond the classroom, the Foundation also prioritizes sports education through initiatives like Girls for Gold, and PPBA.

The fourth edition of Aarohan Social Innovation Awards launched by Infosys Foundation seeks to encourage and reward social innovators for offering solutions in Education, Healthcare, and Environmental Sustainability that have the potential to bring about a significant difference to the underprivileged across India, at scale. Infosys Foundation is offering prizes up to INR 50 lakh per category, with a total award purse of INR 2 crores along with mentorship and incubation.

[Read the Infosys Foundation 2024 report](#)

Infosys Foundation USA

Infosys Foundation USA is committed to expanding access to computer science and maker education for K-12 students and educators across the USA, while equally working to digitally upskill all learners for 21st century technology-enabled opportunities. Through its programming, signature initiatives and the two digital learning platforms of Infosys Springboard USA, the Foundation reached 1.1 million students and over 10,000 educators in fiscal 2025, taking the total number of students to over 26 million and educators to over 1.5 million since inception.

In fiscal 2025, the Foundation proudly expanded its impact with a focus on AI education and career readiness. Our strategic partnerships with nonprofit organizations provide opportunities to inspire all students to become creators, not just consumers of technology. The intensive two-week summer 'Kode With Klossy' coding camps we hosted at Infosys offices provided girls and

gender-nonconforming youth with foundational coding skills. In partnership with the Mark Cuban Foundation, we expanded access to AI education through a series of AI bootcamps for students in Raleigh and NYC. Additionally, courses offered by Code for All Minds and Deaf Kids Code on the Infosys Springboard USA - Pathfinders Online Institute provided STEM resources for neurodivergent learners and hard of hearing educators and students.

FY25 also brought new beginnings for the Foundation with the launch of a 'Tech Innovation Lab' at the Discovery Place Science in Charlotte, NC. Curated in partnership with Infosys Financial Services and iCETS, attendees of the museum have access to the state-of-the-art GenAI experience "TogetherTales" and can engage with the avatar "Keira" and are invited to create Infosys Springboard USA digital accounts. We also celebrated the launch of a new 'STEM Lab' at the Boys and Girls Club of King County in Seattle, WA which is part of our larger commitment to engage Boys and Girls Clubs chapters local to Infosys Ltd. offices across the country. Infosys Foundation USA was proudly honored at the "Celebration of Success Gala" in New York City, where we were acknowledged for six years of hosting the Infy App Design Challenge for NYC high school students. We also participated in our first ever "Impact Gala" in San Jose, CA where we celebrated the Foundation's ten-year anniversary with sponsorship from Trustee Anand Swaminathan and in partnership with Infosys CMT colleagues and stakeholders, and non-profit partners.



Infosys Foundation USA-sponsored 'STEM Lab' at the Boys & Girls Clubs of King County

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Infosys Springboard in the USA

The Foundation expanded its Infosys Springboard USA digital learning platform to support K-12 educators and students, providing access to digital skills and training in current technology trends and professional development. The platform allows lifelong learners to upskill anytime and anywhere at no cost. On behalf of K-12 educators, the Foundation curated AI instructional resources including tools to reach people with disabilities. Examples include 'Practical AI for Educators' from CodeJoy which highlights AI as a powerful instrument for creative thinking, and Introduction to Creative Coding by Code/Art, which offers engaging video coding lessons for diverse learning environments.

The Foundation supported the 3rd cohort of the Infy Tech Pioneers program, reaching over 40 college

students from institutes such as UNC Charlotte, Purdue University, Boston University, and Rutgers. This program provides an immersive learning experience in Generative AI on Springboard and support from Infosys FS and other mentors. Our commitment to upskilling and empowering diverse learners with technology skills continued with the launch of the Electric Minds program that connects Infosys SURE colleagues with DTE Energy and Henry Ford College in Detroit, MI for an eight-week cybersecurity program that leverages content from Springboard. To reach younger students, we expanded our partnership with the Phoenix-based SciTech Institute to send 30 of their middle school students to a thought leadership conference in Chicago, IL where they served as Springboard Scholars, sharing the platform with their peers.

Pathfinders Summer Institute

The Pathfinders Summer Institute is the Foundation's professional development program for K-12 public and charter school educators, public and community librarians, and district tech specialists in computer science and maker education. This free 40-hour virtual training is offered each year from June to August with curated content from external trusted curriculum partners. In fiscal 2025, the Foundation convened its largest ever Summer Institute by upskilling 1,250 K-12 educators in computer science and maker education across 26 professional development courses around the theme of AI. The instruction was buttressed by a live webinar series, "AI Bits and Bytes," which was led by external speakers from the Mark Cuban Foundation, Code.org, Google and representatives of the AI Topaz team at Infosys Ltd. Each of these educators returned to the classroom and shared their new knowledge with an estimated 7,50,000 students.

Champions program to 35 across the Infosys group. The CSR Champions led our first ever National Volunteer Week program, engaging 333 volunteers in community projects across the country.

Beyond National Volunteer Week, our volunteers were active throughout the year achieving impact and delivering upon the Foundation's mission to digitally upskill learners in computer science and emerging technologies.

In cities such as Houston, Hartford and New York, 25 Infosys mentors curated 'STEM Bootcamps', welcoming local students to their respective Infosys offices for a day of workshops in app design, AR/VR, project management and much more. The Foundation continued its reach in Providence, RI by hosting a design workshop at the Infosys Providence Design and Innovation Center for Latina students participating in the Technolochicas program. We also expanded our partnership with Kode With Klossy to host a 'Code-A-Bration' at the Infosys Richardson Technology and Innovation Hub, engaging over 35 local students with 12 Infosys mentors in immersive STEM programming. For three consecutive weekends, 50 Infosys mentors supported the Mark Cuban Foundation-led AI Bootcamps, which reached 75 students across NYC, Richardson, TX and Raleigh, NC, engaging them in practical AI and machine learning concepts. Lastly, the Foundation's signature 'Infy App Design Challenge', entered its seventh year in partnership with the nonprofit PENCIL. The Challenge virtually connected 45 Infosys mentors with groups of local NYC students to work from January to May on designing an app that solves a need in their community. In fiscal 2025, Infosys Foundation USA's volunteer efforts reached new heights with a total of 650 volunteers.



Employee volunteering and community impact

The Foundation has cultivated a strong culture of volunteerism among its USA-based employees, who actively engage in impactful initiatives that advance the mission of digital upskilling in their communities. In fiscal 2025, the Foundation expanded its CSR





EMEA Region

SWITZERLAND

World Economic Forum: Panel Discussion on Education in Emergencies

As Ukraine enters its third year of war, 1.9 million children rely on remote learning due to damaged schools. At the World Economic Forum (WEF) on January 21st, 2025, Infosys and Street Child hosted a panel to address this crisis. The discussion emphasized the critical role of education in providing stability and hope during crises, essential for children's well-being. Infosys and Street Child highlighted their efforts in renovating digital learning centers and creating resources to ensure continuous learning. Effective partnerships between governments, NGOs, and the private sector were deemed crucial for impactful solutions. Anastasiia Lytovka from Street Child shared insights on their work, demonstrating effective collaboration. Moderated by Kenneth Cukier from The Economist, the panel featured Inderpreet Sawhney from Infosys, Lisa Yasko from the Ukrainian Parliament, and Tom Dannatt from Street Child. The discussion underscored the urgent need for innovative solutions and collaboration to support education in emergencies, ensuring it remains a beacon of hope for children in conflict zones.

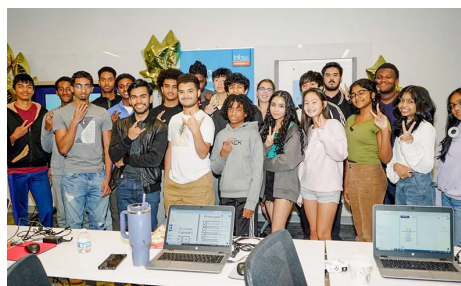
STEM Day for Kids

Infosys, in partnership with Sunrise GmbH, hosted an event supporting Little Scientists Switzerland. Forty children participated, learning about robotics, coding, and science through engaging activities using LEGO. This event effectively promoted STEM education in a fun and interactive way.

UNITED KINGDOM

Tech She Can – Tech Inspiration Day

Infosys partnered with TechSheCan to launch a Teacher Continuous Professional Development program on Springboard, available since January 2025. Local students to our Digital Innovation Centre in London, experienced virtual reality workshops, networked with Infoscons, and benefited from insights into how Infosys is leading in next-gen digital services.



London Youth – Tech Careers Insight Day

Infosys' WongDoody joined London Youth for their "Tech Careers Day." Over 100 young people from across London gathered to learn about the vast opportunities within the tech industry. Our volunteers lent their expertise, sharing personal stories and professional tips to mentor and inspire the participants.

Chapter One

In September 2024, we launched our volunteering program with Chapter One UK. Twelve Infoscons are dedicating 30 minutes each week to help disadvantaged children struggling with reading. So far, our volunteers have delivered 125 sessions, totaling 3,527 minutes.

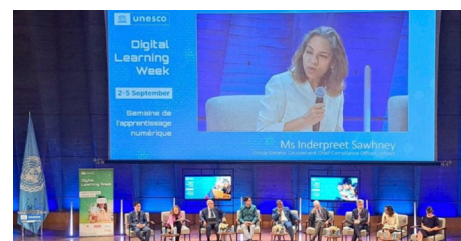
Teachers' Tech Conference

Infosys partnered with Teach First to host our first-ever Teachers' Tech Conference at our Digital Innovation Centre, London Canary Wharf. Over 40 educators from across the UK gathered to hear about how technology can enhance student learning and teacher effectiveness. Laptops were donated to Stockwell Primary School in London. Recently, the London office donated 36 disused laptops to a local primary school.

FRANCE

UNESCO Digital Learning Week

In September 2024, Infosys was a proud sponsor of UNESCO's Digital Learning Week in Paris. The 3-day event was attended by 900+ participants from over 100 countries, including 23 Ministers and Deputy Ministers of Education and ICT. Inderpreet Sawhney, General Counsel and Chief Compliance Officer at Infosys spoke at the second plenary session on the open day which focused on AI Competencies for students. Panelists included: H.E Dr. VathanaSann, Secretary of State, Ministry of Education Youth and Sport, for Higher Education, Cambodia, Mr. Andreas Schleicher, Director for Education and Skills, OECD. Inderpreet Sawhney highlighted how Infosys has built successful AI learning architecture. She also conveyed her thoughts on the application of the



UNESCO AI Competency Framework in education, focusing on how Infosys has integrated AI learning into its corporate training.

LEPC Hackathon

Infosys is now entering its third year of partnership with Les entreprises pour la Cité (LEPC). LEPC is a French non-profit organization whose mission is to amplify the societal impact of our partners, promote social innovation, and equal opportunities for all. We deepened our relationship to deliver their Innov'Avenir program through Springboard, enabling nationwide reach. The program targets young students from priority neighbourhoods, providing them with the skills needed to successfully navigate digital changes in society and encourage their interest in digital careers, including their integration into the professional world. Through initiatives like the Hackathon we bring together students to use design-thinking to develop innovative projects around sustainable development and civic engagement.

Fête le Mur

Fête le Mur is a socio-sportive association founded by Yannick Noah in 1996. The organization uses tennis as a tool to combat social exclusion and promote inclusion among children and young people from underprivileged urban areas in France. By providing access to tennis, Fête le Mur helps young individuals develop essential life skills, build self-confidence, and foster a sense of community. In partnership with Infosys, Fête le Mur will expand its impact by creating programs to be delivered via Springboard. The courses will focus on tennis and leadership, developing tennis in neighborhoods, and how tennis can be a tool for education and inclusion.

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GERMANY**CIO Charity Run**

In May 2024, Infosys employees participated in the CIO Charity Run in Germany. At the event, running and cycling activities helped raise funds for two fantastic causes: Hacker School and SOZIALHELDEN e. V.

Christmas drive

For Christmas, Infosys donated school supplies, clothes, healthcare, and household items to Mädchenbüro Milena e. V., an educational and integration institution for girls and women. The institution supports an independent youth welfare program and offers girls and women, with and without a refugee background, a protected place to meet.

INCO

Infosys is partnering with INCO, a world-leading social enterprise, to upskill and reskill job seekers in Germany and the Netherlands through Infosys' free-to-use online learning platform, Springboard. INCO offers digital training to underrepresented youth (16-25) in Germany and the Netherlands. The program includes courses on data analysis, software development, cybersecurity, digital marketing, UX/UI design, mentorship Programs, and support forums.

Infosys and INCO co-hosted a launch event in February 2025, at Infosys' Düsseldorf office. The event featured networking opportunities, a Springboard demo, success stories, workshops, and interactive showcases. It provided valuable insights, learning, and professional growth opportunities. Also on the cards are quarterly events for job seekers.

MädchenbüroMilena e.V.

Infosys supports the educational and integration facility for women and girls, founded and nurtured in MädchenbüroMilena. During the day, families with migrant backgrounds are provided language classes with childcare. After school, girls are tutored one-on-one with sustainability, empowerment and participation at the focus.

The holidays are a great time to give back and raise awareness about our fellow Frankfurt community. Many families are unfamiliar with and underequipped to face the cold weather, especially during their first winter in Germany. By collecting gently worn jackets and winter items, in addition to school supplies, hygiene items and non-perishable items, we supported the families of MBM in a meaningful way. Since the drive in December 2024, multiple colleagues have come forward to support the MBM.

Employee volunteer experiences

A big thanks for making this donation drive a yearly Christmas ritual. We braved the harsh weather to drop off the donations at the Madchen Buro, and the effort was well worth it.

Priya Sankaranarayanan

Thank you very much for initiating such an eternal effort, giving us an opportunity to participate in supporting our local community.

Rutuja Lele

I found it extremely meaningful to contribute to this organization and make a tangible impact on people's lives. Participating gave me a sense of fulfillment and strengthened connections within the Company. I look forward to being part of future initiatives.

Samir Semaan

IRELAND**Clash of the companies**

Infosys was a proud sponsor of the Clash of the Companies event, Ireland's leading team-building event. This initiative brought together hundreds of people from various business sectors with the main goal of raising funds for sick children in Ireland.

BULGARIA**Post Bank Run, Svetulki RUN - Charity Runs**

Our team in Bulgaria participated in Bulgaria's largest corporate relay, the annual Post Bank Run, in June 2024. Later in October, they participated in the charity run 'Svetulki' RUN (Firefly Run) organized by Sofia Mountain Club. Funds were raised for two causes: The 'Eyes of Four Paws' Foundation and the only National Community Center for the Blind in Bulgaria.

UKRAINE**Digital transformation program:**

Our Digital Transformation Program leverages Infosys Springboard for students and educators to facilitate interactive, engaging lessons. The program includes over 72 Ukrainian language courses, 19

geography lessons. 20 modules for the school principals' course have been deployed. For teachers, topics such as Cybersecurity and Anti-Corruption are addressed through specially developed courses, aligning seamlessly with Ukraine's national educational platform, All Ukrainian Online. Together, these initiatives are building a robust and resilient educational foundation for both students and teachers.

Digital Learning Centers

Initially focused on creating and renovating five Digital Learning Centers (DLCs) in Dnipropetrovsk, an Oblast in Eastern Ukraine that receives less international aid due to its proximity to the front line, our program reached seven centers within 12 months. These DLCs address the educational challenges faced by children in crisis-affected areas of Ukraine, making a real difference in their daily lives by providing access to quality education and a safe learning environment. Notably, one center was renovated by an all-female team of contractors, showcasing resilience and determination in the face of adversity. Launched in September 2024, these centers have already served over 1,500 children in their first three months of operations. Each center is equipped with laptops, high-speed internet, multimedia projectors, educational materials, security systems, and accessibility features such as wheelchair ramps and modified bathrooms. Additionally, designated spaces for Mental Health and Psychosocial Support (MHPSS) provide critical support to young learners.

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CZECH REPUBLIC, BRNO

Blood donation – Infosys from the Brno DC participated in a blood donation drive at our Vlněna Business Centre. This event saw a mix of long-term donors and first-time participants, all coming together for a noble cause.

**Charity Christmas market**

Infosys participated in an event along with neighboring companies, a Christmas market, where donations from buyers of items at our stand were donated to House for Julia, a children's hospice in Brno.

**APAC region****Australia and New Zealand****Driving social impact through employee volunteering**

Employee volunteering is an integral part of The Infosys Way of Life (IWOL), cultivating meaningful engagement with vulnerable communities. In Australia, employees actively support the St. Vincent de Paul Society (Vinnies) in addressing homelessness through initiatives such as the CEO Sleepout, where EVP and APAC Head of Business Andrew Groth slept rough to raise awareness and funds. Employees also contributed to The Bottom Line, donating essential undergarments to restore dignity to those in need, and volunteered at Ozanam House, preparing and serving meals to individuals experiencing homelessness. These efforts reflect our commitment to corporate social responsibility and community impact, ensuring tangible support for those most in need.

Advancing inclusion through accessibility

We are in our ninth year of partnership with the Australian Disability Network (ADN) and have



maintained our recognition as a Disability Confident recruiter. We marked International Day of Persons with Disabilities (IDPWD) by reinforcing our efforts to create an equitable environment for all. Our approach integrates accessible workplace design, inclusive hiring practices, and targeted employee training to build awareness and support diverse abilities. Infosys Australia and New Zealand continue to drive meaningful change, making inclusion a core pillar of our ESG journey.

Building careers through mentorship opportunities for People with a Disability

Infosys partners with the Australian Disability Network (ADN) on their PACE mentoring program, providing mentors for students and young professionals with a disability. This initiative enhances disability awareness and confidence within Infosys while offering job seekers valuable professional experience.

Future Leaders program

In collaboration with Tennis Australia, the program is designed to empower emerging talents to lead in the digital era, reflecting our commitment to sustainable growth and societal impact. The three-



day camp includes a day at Infosys' state-of-the-art Melbourne living lab. Students engage in digital experiences, exploring technologies such as the metaverse, artificial intelligence, and virtual reality. Following the camp, participants attend a Future Leaders Day at the Australian Open, featuring activities like a tennis clinic, where future leaders learn from a Tennis legend. Exploring the dynamic 'Infosys Fan Zone,' an innovative showcase that highlights the transformative role technology has, is part of the experience.

Junior Leadership program

Partnering with Table Tennis Victoria, this initiative aims to develop leadership and digital skills, along with fostering positive community impacts among young Australians. By combining the value of sport with technology-driven learning, this program equips the next generation with the tools they need to thrive in an evolving digital world. Participants engage in mentorship, hands-on workshops, and access Infosys Springboard, equipping them with leadership skills, innovation, and inclusion. The program culminates in an immersive experience where young leaders apply their skills in real-world settings, building confidence and resilience.





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 Facilitating Employee Wellness and Experience

Women's health and families

As part of the Breast Cancer Awareness month in October 2024, multiple sessions on women's health for staff and clients to elevate women's health knowledge were conducted, providing information on Infosys' policies and people practice supporting employee wellbeing. To recognize the power of the technology industry and our community to advance meaningful women's health changes and awareness we came together for #Tech in pink. Employees participated in events to promote cancer research, prevention, screening, and advocacy. Using our platforms to amplify awareness, we continue to foster a culture of awareness and action.

Culture

Infosys teams in New Zealand, Canberra, Sydney, Melbourne, Japan, China and Singapore came together to celebrate Diwali and Christmas with joy, positivity, and a sense of togetherness. From vibrant decorations to fun-filled activities, diverse teams shared their most significant cultural celebrations with colleagues.

Spreading festive cheer: Christmas celebrations

The Infosys offices across Australia and New Zealand celebrated the festive season with joy, togetherness, and giving back. From festive decorations and team gatherings to Secret Santa,

charity drives, and volunteering, employees came together to spread cheer both in the workplace and the community. Highlights included supporting local charities with donations and volunteering.

Empowering innovation and collaboration through open data

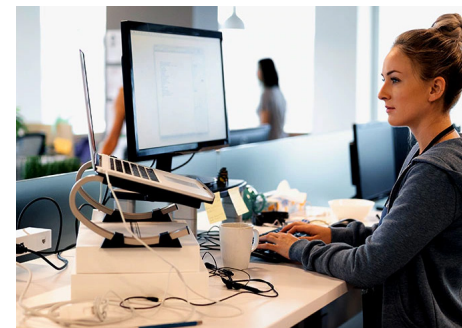
As part of our commitment to fostering digital skills and innovation, Infosys played a leading role in GovHack 2024, the largest open data hackathon in the southern hemisphere. Talent from across Australia and New Zealand participates in leveraging open data and digital technology to help address the biggest problems that we face as a community in the region.

Driving social impact through employee volunteering

Through our employee volunteering program teams have been dedicating their time to Ozanam House, a vital community service that provides meals, shelter, and support to individuals experiencing homelessness. Our volunteers have been actively involved in meal preparation and service, ensuring those in need receive nutritious food in a safe and welcoming environment. By engaging with Ozanam House, Infosys employees are not only giving back but also deepening their understanding of the challenges faced by vulnerable communities.

Women's equity and inclusion

International Women's Day (IWD), March 2024: #Inspireinclusion was a celebration with Infosys staff and clients who came together in multiple APAC locations. Over 1500 staff and key regional clients discussed ways to work together to 'Spot and stop workplace bias', support women in leadership and achieve greater gender equality. Recognizing the importance of female talent development, a selection of women participated in a 6-month APAC female leadership program called Accelerate Her Achievement. The program included a focus on personal branding training and tailored mentoring. Women across the APAC region participated in a global women's leadership initiative called OrbitNext to develop more women into senior roles. Infosys policies and programs were recognized by Work180 in Australia, a targeted women's recruitment portal.



SINGAPORE

Social entrepreneurship and community leadership development

As an extension of its commitment to supporting the local regional community, Infosys Singapore staff partnered with INCLUS, the leading regional provider of disability services, to participate in a mentoring program for people with slight disabilities to help them integrate into business and job opportunities. Infosys participated in the Youth for Causes (YFC) event that was started in 2003 by the YMCA of Singapore. The program is a catalyst to promote social entrepreneurship and community leadership development among Singapore youth aged between 15 to 25.

JAPAN

Environment, sustainability and skills development

A significant reduction in the carbon footprint was achieved by moving to a paperless process for recruitment selection and induction reducing our carbon footprint. Japan continues its focus on people skills development and AI skills retraining to help our High-Tech industry clients in Japan transformation objectives. Our ongoing commitment to employee health and wellness and supporting people with disabilities has helped us focus on supporting the community and social justice for all.



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 Facilitating Employee Wellness and Experience

CHINA

SPRING is an employee-led team that supports various philanthropic activities such as donation drives for blood, books and computers.



SPRING - Giving Tree Program: Since 2009 to 2024, SPRING team and Infosys China employees have supported the Community Center, Shanghai (CCS) in partnership with Shanghai Charity Foundation (SCF) Giving Tree charity program. Infosys China assisted 1,837 migrant / underprivileged students in need by donated Giving Tree bags, filled with age and gender-appropriate winter clothes and school supplies.

SPRING – old computer donation program

Since 2008 to Jan of 2025, SPRING team get support from Infosys China leadership, CCD, FAC team, volunteers, Warm Current of CSWEF (China Social Welfare Foundation) and express companies, arranged 6 old computers donation programs, total donated 1485 computers to 62 schools, helping 22077 students and teachers to use these computers at Shanghai, Qinghai, Gansu, Shanxi,

Henan, Anhui, Hubai, Hunan, Jiangxi, Chongqing, Sichuan, Guizhou, Yunnan, Guangxi, Guangdong 15 provinces in China.



Green Ambassador | Hangzhou DC

The Infosys Hangzhou team and their families participated in a sustainability effort to clean a section of the Jiuxi stream and Longjing mountain. The 8-km-long hiking took about four hours. The team collected more than 5 bags of white trash and received huge appreciation from the locals.



Living Labs in China

Infosys China launched its Living Labs in Shanghai, China in 2019. The Living Labs is designed to help advance ESG and people-centric innovation in China region. It is a platform that helps us establish Infosys as an innovation partner with our clients and prospects. Our key showcases in China Living Labs include AI Demo, Smart farm, Cyber Security Game, ATP/AO Tennis, Personalized Smart Videos and Data Center Digital Twin.

Catch Them Young

Catch Them Young was held for the very first time in Shanghai DC in December 2024, showcasing



commitment to Environmental, Social and governance practices with participation of over 50 students from multiple International Schools. Participants of the program were provided with insights into the IT career paths, introduction to springboard learning platform and engaged with hands-on experience. In the second half of the program, participants gathered to assemble Legos and mechanical components to build functioning robots. This activity encouraged creativity, teamwork and deeper understanding of engineering concepts.

World Water Day | Shanghai DC

On account of World Water Day, Shanghai DC HSE team conducted a Coloring activity of 'Your Peaceful Water Mandala'. Several employees participated.



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Facilitating Employee Wellness and Experience

Facilitating Employee Wellness and Experience

Our employee value proposition

We are a people-first Company. Our success is built on the belief that when our people thrive, so does our organization and the communities we serve. Our commitment to human capital development is anchored in our Employee Value Proposition (EVP), which is centered around three core pillars:

The future of work, powered by people



Together, these pillars shape a workplace where people are inspired, enabled, and valued, ensuring our human capital continues to be a cornerstone of sustainable growth and impact.

The Infosys Way of Life (IWOL)

While our EVP defines what we stand for, our culture defines how we live it. It is not just about what we do, but why we exist, shaping us into who we are today. For over 40 years, our values, excellence, collaboration, and most importantly, our people

have moulded our unique culture. **Care | C-LIFE | Collaboration | Inclusivity | Learning.**

Culture Index - 85%





Facilitating Employee Wellness and Experience

Designing world-class employee experiences

We strive to create a world-class employee experience by designing consistent best-in-class policies, processes, programs, and systems, focusing on creating 'Experience by Design' while keeping employees at the core of whatever we do. We gather employee feedback using robust listening mechanisms, built in through the employee life cycle to help improve our offerings and create positive memorable moments that matter using technology. Some of our interventions across the employee life cycle include.

InfyMe

Our mobile-first, self-service platform integrates over 200 service touchpoints into a single, intuitive interface. InfyMe is designed to be seamlessly contextual, aiding networking and collaboration among our employees anytime, anywhere. We continue to enrich our InfyMe app with more services that enable teams to operate, connect, collaborate easily, particularly in the hybrid work model.



AI in employee experience

At Infosys, we recognize that each employee is unique, and so should be their journey within the organization. In today's digital-first world, we are harnessing the power of Artificial Intelligence (AI) to deliver personalized experiences at scale. In line with this, we are reimagining the employee experience by integrating AI across the entire talent lifecycle - from recruitment and onboarding to performance management and continuous learning till offboarding. Our AI-powered recruitment capabilities streamline candidate screening, dynamically match talent with open roles, and enable intelligent interview scheduling. Innovations like facial recognition and compliance-driven checks enhance security and integrity in the hiring process. We have also introduced intelligent job recommendation features on our career platforms, helping candidates discover relevant opportunities based on their unique skills and experience.

For new joiners, in onboarding, initiatives such as Infosys Immerse in the metaverse, AI-powered assistants, and smart identity verification tools are shaping seamless, engaging entry experiences. Employees benefit from AI-driven assistants like NAVI, which handle queries, support transactions, and offer tailored policy guidance, reducing reliance on helpdesks while enhancing personalization.

Some of our NAVI powered interventions, we have already implemented at Infosys are:

- **Data Assist:** This AI assistant can be used to query data related to Leave, Attendance, Allocation, Assets, Confirmation, Master data etc., of self and the team. It avoids the need to go to multiple systems. Data can be queried in natural language making it easy for the manager.
- **Policy Advisor:** Revolutionizing the way, employees interact with HR for various services. For instance, the AI Assistant will

respond to employee queries by interpreting policy documents and personalize interactions based on an individual employee. The Navi orchestrator merges multiple domain advisors into a single interface, routing employee queries to the appropriate advisors. The advanced AI algorithm personalizes responses based on employee profiles, ensuring program effectiveness. This will in turn help reduce queries going to our helpdesk and directly to HR as well.

- **Moments That Matter (MTM):** Every employee has significant moments that create substantial impact on their overall satisfaction and well-being, during their organizational experience. MTM has been ideated to become a celebration platform which will be integrated into all celebrations, small or big, throughout the employee life cycle. Smart alerts inform employees on upcoming moments that matter in their team and they can use AI to generate cards and messages to their colleagues and teams.

For managers and leaders, AI tools enable intuitive access to data, proactive nudges, and insights that support informed, empathetic decision-making. Our AI-driven pulse analysis also empowers continuous listening, helping us identify employee sentiment and act early to enhance well-being and engagement.

In learning and development, we are deploying generative AI to deliver personalized learning paths, simulate real-world scenarios, and assist in content creation. AI companions on our learning platform Lex, such as Zoiee and SynthAlz, provide intelligent tutoring, summarization, and contextual learning support. These innovations ensure every employee receives guidance aligned to their goals, skill levels, and preferred learning styles. From automated offboarding to retention analysis, AI also supports thoughtful transitions while maintaining a human touch. Our vision remains clear: to responsibly use AI not as a replacement, but as a powerful enabler enhancing personalization, improving operational agility, and reinforcing our commitment to a people-first, future-ready workplace.



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Facilitating Employee Wellness and Experience

Celebrating and rewarding excellence

RISE our rewards and recognition program fosters and celebrates a performance-driven culture through leveraging an integrated digital platform for an elevated and enhanced experience.

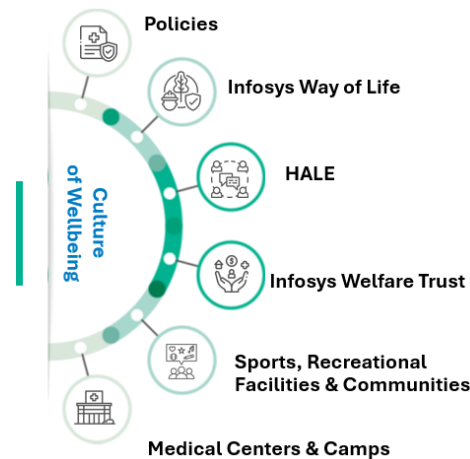
- **Gracias** is our appreciation portal, enabling employees to easily express and show their gratitude and appreciation to fellow colleagues.
- **Insta Awards** empowers managers to recognize their teams "Instantly", in real time.
- **Unit / GEO/ Account / DC Rise Awards, ACE Awards, Kudos & Glory Awards** celebrate a high-performance work culture through quarterly / half-yearly recognition across units, accounts & GEOs.
- **Wow Awards** are discretionary recognition awards given by leaders to acknowledge outstanding contributions to the account or unit.
- **PM Elite+** are quarterly awards with an objective to recognize "Best Managed Projects" from each service line and further identifying the "Top Project Management Talent" among them.
- **Leadership by Example Award** acknowledges and celebrates leaders who demonstrate exemplary leadership impacting client delight, Operational positive impact on delivering client efficiency, and high team engagement.
- Celebrating engagement through the **Managers with Great Teams Awards, People Health Champions Awards, Maximus Awards, BTN Awards, and Best Manager Awards**, recognizing those who foster positive team environments.

Wellbeing, care & communities

At Infosys, well-being is a core commitment, fostering a holistic and psychologically safe workplace where employees thrive. Our IWOL culture emphasizes care, creating positive perceptions and constructive conditions for

employees to reach their full potential. Our award-winning Health Assessment and Lifestyle Enrichment (HALE) program, a highly engaged non-monetary benefit, drives our wellness efforts. Built on four pillars—Physical, Emotional, Social well-being, and Safety—our initiatives are co-created with teams, business units, and external partners to meet diverse needs.

Holistic Wellness @Infosys



These initiatives, designed based on employee feedback and research, ensure our employees feel heard, valued, and supported. By integrating these programs, we aim to enhance employee well-being and drive organizational success through a healthier, more engaged, and resilient workforce.

A robust Health and Safety Management system at Infosys has enabled us achieve certification to **ISO 45001:2018** standards across all India locations, including Infosys Limited and its subsidiaries, in line with our HSE strategy. [Read more.](#)

Key initiatives

InfyTribes

At Infosys, we believe in a balanced approach to life. We are not just about work; we are about play too. Across the globe, we have vibrant communities known as InfyTribes, where Infoscons come together to pursue their passions. Whether it's sports, arts, dance, music, AI, movies, or photography, our InfyTribes provide a platform for our people to connect, collaborate, and thrive in their interests. Conceptualized as a sustainable community ecosystem, InfyTribes, spread across 11 countries, 20K+ members, 100K+ followers have probably become one of the biggest innovations in the people space, with a potential to expand and grow more resulting in direct impact of employee satisfaction.

Infynite Bonds

This initiative was launched to enhance social capital in the workplace by fostering friendships among colleagues. The goal is twofold: to promote connectedness and to encourage the formation of new bonds within the workplace.

Infyusion

This innovative program brings together finalists from various segments of sports and culture, creating unparalleled engagement and fostering a sense of community. With participation from 20 Development Centers (DCs), over 15,000 employees, and more than 350,000 social media views, INFyusion has made a significant impact. In its first edition, the initiative successfully connected around 75,000 Infoscons, showcasing the power of collective engagement and the vibrant culture at Infosys.



InfyTribes: Nurturing Passions, Building Communities across our Development centers



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Infosys Alumni Meets

For the first time, we have organized events to connect and meet with our Infy alumni at our Development Centers (DCs). These alumni meets have seen a remarkable turnout, with nearly 8,000 alumni participating in around 10 events across various DCs.

Petit Infoscion

A special celebration dedicated to the children of Infoscions serving as a dynamic showcase for a variety of talents, deeply embedding the culture and essence of being an Infoscion. Each year it unfolds around a unique theme, ensuring our Petit Infoscions enjoy a memorable day filled with fun games, activities, delicious treats, rewards,

recognition and more. This year, we achieved a record-breaking footfall of over 100,000 across 20 DCs, saw a 33% increase in Petits to over 31,000, and set a World Record in the Wonder Book of Records.

InfyCares

This initiative was strategized to bring employee volunteerism to the forefront, and it has received a resounding response from teams across our Development Centers (DCs). InfyCares has achieved over 1,30,000 volunteering hours in the past year, surpassing our initial commitment of 75,000 hours. With more than 34,000 volunteers across 21 DCs, our CSR programs are now an integral part of the InfyCares system, providing a consolidated view of our collective volunteering efforts.

Career growth and learning avenues

Learning and Career

LnC portal is a one-stop solution for employees' learning and career needs. Over the past year, it was redesigned to offer a more personalized experience, featuring the new Career Canvas. This consolidates multiple career avenues—IJPs, projects, and bridge programs—into one view, helping employees identify next-role possibilities, assess skill gaps, and receive personalized learning recommendations.

Capability Quotient (CQ)

Capability Quotient is a comprehensive framework that integrates technology skills, domain skills, foundational skills, and social skills to enable employees' holistic development. This enhanced skills framework fosters adaptability and ensures a sustainable competitiveness in a rapidly evolving landscape. Employees can increase their CQ by gaining knowledge, building experience and expertise, track their skill development journey and get feedback on these skills through learning resources, endorsements, and manager evaluations. Employees with a higher CQ have greater access to new opportunities and interesting projects. CQ is planned to be rolled out, effective July 1, 2025.

Performance management

The Infosys performance management framework focuses on deep engagement of talent through a contemporary approach to evaluating and improving performance. As part of our Skill Powered Organization strategy, this year we have introduced skill development as one of the core objectives of our performance management process by identifying and evaluating technical, domain, foundational and social skills that are critical to an individual's performance as part of the appraisal process. To further support this focus on

Great Managers, Great Teams

The Infosys Great Manager Program

Now in its third year, the Infosys Great Manager Program is designed to nurture future-ready leadership. Delivered in collaboration with Cornell University, this fully digital, self-paced learning journey builds core managerial competencies such as business acumen, a digital-first mindset, people leadership, and operational excellence. Through concise and impactful modules from eCornell, managers are empowered to lead with insight, agility, and purpose.

The Manager Code

To guide and anchor our managerial culture, we introduced the Manager's Code, a behavioral blueprint for people management at Infosys. It serves as a clear reference point for all managers, aligning expectations and promoting consistent leadership behaviors across the organization.

Recognizing Managerial Excellence

We also celebrate our best managers across the organization every quarter. These recognitions are based on careful consideration of multiple data points, including performance metrics, employee satisfaction scores, employee feedback, people connect initiatives, and individual learning journeys. This holistic evaluation ensures we spotlight managers who consistently demonstrate excellence in both results and people leadership.



Our InfyCares team volunteering together to make a difference



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skill development, we have now introduced the Quarterly Check-In process where every employee and manager can have ongoing conversations to focus on skill development and career goals.

The Platinum Club

The club is a niche experience created for our top performers. Members of this club are selected with great rigor and objectivity through a two-pronged approach of high performance and high capabilities (measured through consistent ratings and high DQ). The program ensures that there are diverse career experiences, faster growth trajectory, differentiated rewards and higher visibility for those who are identified as platinum club members.

Orbit Next

Orbit Next is our flagship program designed to propel women into leadership roles within the technology and business sectors. This comprehensive initiative goes beyond just skill development. It fosters a supportive ecosystem



where women can sharpen their technical and business acumen, develop leadership skills, and build valuable networks. Through mentorship opportunities, workshops, and networking events, participants connect with established leaders and build a strong support network within the organization. This fosters a sense of community and provides access to invaluable guidance and career development resources.

The future is led from within Infosys Leadership Institute

With AI playing a pivotal role in the next phase of transformation of organizations, the Infosys Leadership Institute (ILI) partnered with Kellogg to bring their highly acclaimed program on AI Applications of Growth to all its leaders. In FY25, over 1000 senior leaders of Infosys completed this certification program and most of them also participated in a live discussion with the author of this course, Prof. Mohanbir Sawhney. This includes about 250 women leaders, with many of them also working on AI related projects and initiatives.

ILI strengthened the succession program by broadening its focus to key roles in business and enabling functions, and creating highly personalized development programs for the incumbents and successors in organizational critical positions. The highly successful succession-enabling Constellation program aimed at high potential emerging leaders, was expanded and paired with a 10-month curated program with Oxford University. The Constellation leaders also commenced work on cross-functional, strategic organizational

projects, to bolster their enterprise leadership, thus preparing them for senior leadership positions.

Broader leadership development and engagement continue, with signature programs like the 10-month Enterprise Leadership program in partnership with multiple universities including Kellogg, Tuck, NUS, and the 6-month long Executive Presence and Presentation program in partnership with The Economist. More than 2000 one-on-one leadership advisory discussions were completed by ILI with leaders, focused on their leadership development plan. With more than 97% leaders completing a significant development intervention, Infosys leaders invested 10,500+ leadership learning days equivalent on their development.

Leadership diversity continues to be important for Infosys and the acclaimed ILI #IamtheFuture program saw more than 200 women leaders completing a development program addressing critical and differentiating competencies needed for success and growth. About 100 women leaders completed a program with Stanford on Executive Communication, supported by one-on-one coaching from a global communications firm. Career conversations were completed for critical and high-potential women leaders across segments and delivery, and 200+ women leaders completed a development coaching conversation with internal leadership advisors.

Our relentless focus on leadership development and engagement continues to set us up well for the future.

Employee satisfaction

Infosys has a robust mechanism to gauge employee sentiments and feedback called Pulse. This tool collects ongoing and real-time feedback from employees anonymously on key organization-wide themes that shape an employee's experience at Infosys such as work, learning and careers. We poll the entire organization through a micro survey every quarter, and also poll our employees on select tenure-based milestones and specific events including onboarding, job rotation, and appraisals. This cumulative understanding of employee perception, and feedback from actual events and milestones have strengthened our sensing architecture to obtain richer insights of employee experiences. To drive change across the organization, all managers have access to a real-time customized dashboard with feedback from their respective teams, which enables them to engage with their teams better and address any concerns. This dashboard has multiple views and advanced analytics such as heatmaps, trendlines, and sentiment analytics to enable the managers to prioritize focus areas according to their teams.

Attrition score remains low at 14% when compared to the pre-COVID period (18%).

**Employee satisfaction
(ESAT) for FY25: 77%**



Facilitating Employee Wellness and Experience

Upholding values and rights

At Infosys, purposeful work begins with a foundation of integrity. We believe that for people to truly find meaning in what they do, they must first feel safe, respected, and valued. Upholding dignity, fairness, and trust in every interaction is not just a responsibility, it is essential to enabling purpose, building belonging and sustaining a culture where every individual can thrive.

Resolution hubs

Infosys is committed to providing a safe and positive work environment. In keeping with this philosophy, the organization envisages an open-door policy and encourages a culture of “speak up”. Employees also have access to several forums where they can highlight matters or concerns faced at the workplace for effective remediation. This is achieved through a well-established and robust grievance resolution mechanism comprising resolution hubs. Resolution hubs adhere to the principles of natural justice, confidentiality, sensitivity, non-retaliation and fairness, while addressing concerns. The concerns are handled objectively while ensuring timely action and closure. In matters that entail a detailed investigation, the process ensures fairness for all involved, with an opportunity to be heard, present facts and any material evidence before a neutral panel.

HEAR

Infosys has a robust grievance redressal forum called HEAR (Hearing Employees And Resolving) fostering healthy employee relations and a positive work environment by giving our employees a neutral platform ‘to be heard’ and building the culture of

‘speak up’. Employees can raise a complaint on the HEAR webapp or InfyMe mobile application or write to HEAR@infosys.com. HEAR adopts a decentralized model and addresses employee concerns in a structured manner with appellate forums for workplace grievances that have not been duly heard at the preliminary level by the Managers (or) line HR.

ASHI

The Company’s assurance to its employees of providing a harassment-free workplace is reflected in our key initiative, ASHI (Anti-Sexual Harassment Initiative). As per the Prevention of Sexual Harassment Act in India, the Company has constituted Internal Committees (IC) in all the development centers with the ambit of the regulatory jurisdiction, for redressal of sexual harassment matters reported by women employees. We also have a strong governance mechanism in the form of GRB (Grievance Redressal Body) to define, interpret and implement Company’s policy on prevention of sexual harassment at the workplace. GRB consists of external members, internal senior members, and the Investigative Council. Here, we follow a gender-neutral approach in redressal of all such complaints. Complaints are taken

up for a formal redressal process in line with the POSH Act and the Company’s policy on anti-harassment as applicable. The reports on ASHI grievances can be shared to GRB@infosys.com and employees can also report complaints on the ASHI webapp or InfyMe mobile application.

Extending the initiative to contract staff

Our commitment to a positive and safe working environment is not restricted only to our employees, but also third parties, who provide services in our campuses. We conduct refresher sessions for such third-party employees to reinforce the message. These sessions are covered in nine vernacular languages in India currently. Emergency / safety cards with important contact numbers are also handed over to all Infosys employees and employees of such third parties. All our security personnel are trained in human rights policies and procedures.

Whistleblower Policy

The Company has formulated the Whistleblower Policy in line with the mandated regulatory requirements – Sarbanes-Oxley Act (SOX), 2002 & Companies Act, 2013 – which mandates listed companies to establish a “vigil mechanism” for reporting genuine concerns.

The forum is predominantly for the receipt, retention and treatment of complaints regarding matters of probable discrepancies in accounting, internal accounting controls or auditing, and also enables anonymous reporting by employees. While the Whistleblower Policy and the forum is administered and managed by the Office of Integrity and Compliance, complaints (anonymous or otherwise) pertaining to deviations in workplace policies / processes involving employees are reviewed in tandem by the Employee Relations Department.

Human Rights

Some of our salient **human rights** topics are:

Workplace diversity

- Code of Conduct and Ethics
- An equal opportunity workplace
- Equal pay for equal work
- Free of discrimination



Grievance redressal

- Open-door policy
- Robust grievance resolution mechanism

Freedom of association

- Freedom to associate through internal employee resource groups
- Seek representation
- Bargain or not bargain collectively



Health and safety

- Robust Health, Safety and Environmental Management System (HSEMS), Ozone

Data privacy

- Ensures privacy of employees, candidates, visitors, customers, and other stakeholders, according to global applicable data privacy regulations
- Comprehensive framework for Privacy Information Management System (PIMS)



Transition assistance: We provide employees opportunities to upgrade their skills as part of transition assistance to facilitate their continued employability and the management of career endings resulting from termination of employment.

The Employee Career Support program: Retirement Planning spans a portfolio of services including consultations from retirement specialists, strategic financial planning, retirement focused roadmap and resources, careers workshops, and access to networking groups dedicated to retirement options.



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Return to office and hybrid work model

At Infosys, we follow a flexible hybrid work model. Our objective is to build and retain social capital among employees that will help enhance collaboration, innovation, productivity, and self-development in a hybrid workplace. To offer further flexibility to employees, we have also opened offices closer to where our employees are based.

In the recent past, we commenced operations at our new centers in Indore, Nagpur, Hubballi, Vizag, Coimbatore, Kolkata, Mumbai, and Noida, in India.



Coimbatore DC Phase 2, Infosys campus inauguration



Kolkata DC, Infosys campus inauguration

Awards and recognitions



- Infosys has been recognized among LinkedIn's Top Companies 2025 in India, USA, and Canada.
- Infosys was awarded the Global Top Employer 2025 certification in 22 countries across Asia Pacific, Europe, the Middle East, and North America.
- Infosys has been recognized as the largest IT employer in Karnataka at the Invest Karnataka 2025 Summit.
- Winners of NHRD Welcon 2024 for Holistic Wellness
- ATD Best of the Best list for 2025 – marking it the 12th time we have received this esteemed award.
- Infosys Wingspan was honored with the Gold Award for Best Advance in Learning Management Technology (LMT) and a Bronze in the "Best Corporate Learning University" category in the Brandon Hall Technology Excellence Awards 2024.
- People Business: Infosys has secured a spot on the prestigious "Company with Great Managers 2024" list in India, 5th time in a row.
- Three Managers were featured in the 100 Great People Manager Studies 2024, conducted by the Great Manager Institute in association with Economic Times.
- Infosys won the Company with Great Managers Award 2024 by People Business for the 5th consecutive year. Three Infosys Managers won the Great Manager Awards, 2024.
- Certificate of Distinction for Record-Breaking Employee and Family Volunteering by Wonder Book of Records, 2025