

Gender Pay Report 2024



Introduction

In October 2020, we launched our ambitious ESG Vision 2030. As a part of this vision, we have committed to strengthening diversity, equity and inclusion in the corporation and achieving 45% women in our workforce by 2030. We are also committed to provide a safe and positive work environment to all employees. A signatory to UN Women's Empowerment Principles (WEP), our efforts on gender diversity in the workplace emphasizes the participation of women in technology, management and leadership. Our workplace policies and investments focus on learning and development and specific interventions for women in navigating their personal and professional life.

- Women constitute **66%** of the ESG Committee of the Board.
- Women comprise **39.3%** of our global workforce in fiscal 2024



Gender Pay Gap 2024

Indicator	Points obtained	Maximum points
1. Average salary	34	40
2. Pay rise (excluding promotions)	20	20
3. Promotions	10	15
4. Pay rise after return from maternity leave	Excluded from the index	15
5. Number of top 10 highest-paid employees of the under-represented gender	0	10
TOTAL	75	100

*Index calculation is prorated due to the maternity leave being excluded. The index 64/85 is prorated to 75/100

Strengthening women's participation in technology and business

The ESG Committee of the Board governs our ESG vision. DEI Goals are part of the corporate scorecard and flow into leader and manager goal sheets. DEI councils at business unit, location and geo levels provide a rich matrix of responsibilities and relationships to collaborate on the strategic intent of the organization to build inclusion for everyone. DEI Councils at geos enable us to be responsive and tap into the 'local' diversity needs of employees in the geo and address them in a timely fashion. We have a number of interventions for leadership development and mentoring focused on strengthening the talent pipeline. We also take pride in strengthening the participation of women in core technology through our Women in Technology programs which are well subscribed. Enabling women to continue pursuing their careers in their areas of specialization on their return from maternity has ensured among the highest rates of women returning to work post maternity.



Some of our programs

Infosys Women Inclusivity Network (IWIN)- Our Employee Resource Group to strengthen women inclusion serves as a great forum to ensure continuous engagement with women stakeholders across the enterprise.

Restart With Infosys- This program aims to bring back professionals who have taken a break in their careers. To bring them up to speed in their careers, Infosys offers them learning platform and mentorship to give them the support and confidence required to transition back to their careers.

Winspire Portal is an exclusive portal for women at Infosys to inspire personal growth and careers.

Strengthening women's participation in technology and business

Some of our programs (contd.)

Women in Management (WIM)- is an exclusive two-day program for women managers at Infosys. The program enables women managers to understand the challenges that might be keeping them from progressing in their careers. This program covers a series of modules on making difficult choices, strengths-based leadership, striking the right balance assertively, power of networking and more.

#IamTheFuture- This program brings a concerted and holistic approach to enabling women leaders for senior leadership roles in the organization. The program, through various phases spread over three years, focuses on key leadership and business skills as well as helping women leaders navigate their careers. Since its inception four years ago, more than 500 women leaders have successfully completed various phases of their learning journey offered in partnership with Stanford GSB. The current focus is on artificial intelligence and its implications on business growth. IamtheFuture program has been recognized globally with various awards as well as internal awards. The strategic focus program continues with tremendous executive sponsorship.

Orbit Next- is a year-long program for high performing women in middle management. Fiscal 2024 cohort included 1,200 women. The program has four key levers – a profile assessment through business simulation by DDI India, interventions to strengthen the digital quotient levels through additional reskilling and upskilling, Tech Talks by subject matter experts and an impact-to-elevate program to hone leadership skills.

Strengthening women's participation in technology and business

Some of our programs (contd.)

TechCohere- In its third year, it continued to drive several initiatives for women experts and practitioners with over 100 sessions done by women techies. This was close to 25% of the technology sessions conducted during the year. Over 40 women techies have been rewarded as part of Quarterly Technology Awards and 9 white papers have been published. Quarterly Women In Technology (WIT) weeks offer an exclusive platform to women tech speakers. We have a strong community of 1,000+ women experts and architects. As part of the Techzooka DEI track, the team organizes panel discussions with women leaders, demos by GenZ techies, fireside chat and deep-dive sessions with practitioners. TechCohere, in collaboration with the Infosys Leadership Institute and the Education, Training and Assessment unit, also drove the CTO Mindset cohort program for a select batch of senior architects, including women architects

Parental Leaves- A strong return to work post maternity program has ensured 99% women returning to work and 74% continuing in their professional journeys with us after 12 months of resuming work in fiscal 2024. A total of 6,733 men and 7,746 women availed parental leave in fiscal 2024.

Safe work environment- The Anti-Sexual Harassment Initiative (ASHI) and the Hearing Employees and Resolving (HEAR) forums are designated as redressal forums for sexual harassment and workplace related complaints, respectively. Resolution hubs adhere to the principles of natural justice, ensure confidentiality, and non-retaliation while addressing concerns. The concerns are handled with utmost sensitivity and are redressed and closed in a timebound manner

Targets of Progression

Indicator	Current stats	Target stats
1. Average salary	5.30% in favour of men	<5%
2. Promotions	3.16% in favour of men	<2%
3. Number of top 10 highest-paid employees of the under-represented gender	1/10 (women out of top ten)	2/10



Thank you