



Corporate governance



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



Read the [Infosys Board Diversity Policy](#)

The composition of our Board as on March 31, 2024

Size and composition of the Board

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



Executive director
Salil Parekh



Independent directors

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



Indians
55.56%



Foreign nationals
44.44%



Men
77.78%



Women
22.22%



[Read more](#)

ESG governance

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

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



Read more in our [Corporate Governance Report](#).

ESG Committee charter

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

Read more: [ESG Committee charter](#).

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



The Company receives disclosure of interest, including both self and relatives, at regular intervals from its Directors, which helps the Company identify the entities / bodies with which the Company has a conflict of interest. The same is addressed in accordance with policies of the Company.

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

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

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

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

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

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

Interaction with other Board committees

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

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

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

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

In addition to the ESG Committee, other Board committees and senior management are also actively involved in enhancing our performance and disclosures on a range of ESG topics relating to our different stakeholder groups. Specific cases of acquisitions, important managerial decisions, material positive / negative developments and statutory matters are presented to the committees of the Board and later, with the recommendation of the committees, to the Board for its approval. Refer to [Infosys Integrated Annual Report 2023-24](#).

ESG performance evaluation

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

[CGR Remuneration to Directors in fiscal 2024](#)

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



Building sustainable and responsible supply chains

Our upstream value chain consists of more than 6,000 suppliers across three categories – suppliers of people, suppliers of products and suppliers of services. Supplier relationships include long-term, short-term, contractual, and project-based relationships. We have 871 MSMEs in our supplier base and in fiscal 2024, our procurement from MSMEs amounted to more than ₹ 2,300 crore.

871 MSME suppliers

The entities downstream from us are our clients. We serve a variety of clients across diverse industries ranging from aerospace, automobile, financial services, healthcare, life sciences, utilities and more.

For more information, read [Business Consulting Services and Technology Services](#) offered at Infosys.

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

Infosys Supplier Code of Conduct

Infosys is proud of the way it conducts its business and has always been a company with a strong commitment to ethical business practices and sustainability. We encourage our suppliers to join in this commitment, based on a shared set of values and principles. We pursue mutually beneficial relationships with our suppliers and seek to work with businesses that are committed to act fairly and with integrity towards their stakeholders, observing the applicable rules of law. The Supplier Code of Conduct (SCoC) draws inspiration from the Infosys Code of Conduct and Ethics and the principles of the UNGC. It provides a detailed account of material topics that we are focused on to nurture and sustain responsible supply chains. As part of the onboarding process, all vendors must accept the Infosys SCoC. This is tracked diligently by the procurement team. Violations to the Supplier Code, can be reported through <http://oic.infosys.com> and the Infosys Helpline numbers, whistleblower@infosys.com and vendorincident@infosys.com. There were no supplier complaints in fiscal 2024.

Screening before empanelment

As part of the pre-contract and evaluation, we perform exhaustive due screening of suppliers in sanctions, corruption, financial crimes, litigations, and ESG at the time of onboarding with the help of a third-party tool. This assessment covers compliance, adverse media, information security, physical security, and sustainability, based on the type of vendor. We onboarded 2,404 new suppliers in fiscal 2024. Additionally, we have incorporated ESG criteria into the supplier onboarding process. We have incorporated ESG screening criteria for vendors onboarded through the online mode. During the fiscal year, 887 suppliers were onboarded

online, and 68.4% of these suppliers were screened using a third-party tool.

Local procurement

Our centralized procurements are in India, but we engage with local suppliers for local needs across geographies. We track and report diverse spends and make this information available to our clients on request. The proportion of spending on local suppliers (in India) was about 25+% in fiscal 2024. We did not have any significant actual and potential negative environmental and social impacts in the supply chain. In fiscal 2024, we expanded our India operations to Kolkata, Noida, Coimbatore, and Visakhapatnam.

23,447 contract staff engaged

Supplier engagement

Sambandh is our biannual supplier meeting. Our theme at Sambandh was 'Sustainable procurement through engagement'. Over 700 suppliers engaged in Sambandh across locations in India through fiscal 2023 and fiscal 2024. The engagement included workshops and discussions on the principles contained in the Infosys SCoC and ESG-compliant procurement practices.

ESG assessments

As of fiscal 2024, we have covered 328 suppliers through this assessment. The assessments cover governance, ethics and compliance with law, fair business practices, labor practices and human rights, health and safety, and environment. The assessment is based on a protocol which leverages the Infosys SCoC, ISO 26000, Global Reporting Initiative (GRI), United Nations Human Rights Council (UNHRC), Ethical Trading Initiative (ETI) and other international frameworks. The Infosys SCoC

leverages the UNGC principles including protecting and upholding internationally proclaimed human rights, treating all persons with respect and dignity while safeguarding their rights, the elimination of forced and compulsory labor, the abolition of child labor in the supply chain and strong corporate governance practices including anti-corruption and anti-bribery and promoting fair business practices across the supply chain. During the assessment no actual and potential negative environmental and social impact identified in the supply chain.

We have completed ESG assessments of
328 top suppliers
as on March 31, 2024

Deepening our responsible supply chain commitment

In fiscal 2024, we onboarded a third-party managed services provider to help assess our suppliers and guide their efforts in incorporating responsible business practices in their organizations. This program includes supplier assessments on a globally consistent framework along with industry benchmarks, supplier self-assessments through a questionnaire-led approach and capacity-building programs. This effort is expected to enable us to baseline supplier performance on ESG, encourage sharing of best practices and engage actively on improvement opportunities, if any.

ESG learning channel for suppliers

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



Decarbonizing the supply chain

Infosys has been a leader in climate action for many years due to its bold action in mitigating climate change impacts. Our ambitious ESG Vision 2030 and signing of The Climate Pledge aiming to be net zero by 2040 are important actions in this endeavor. We have been disclosing environmental information through the Carbon Disclosure Project (CDP) since 2006 and remain on CDP's leadership quadrant for the eighth year in a row. Our Science Based Target Initiative (SBTi) endeavors to reduce our environmental impact, mitigate risk and, promote environmental stewardship in our operations, including our supply chains. To meet these ambitious goals, Infosys expects its supply chain partners to align with the Company's environmental vision and ambitions. To support our suppliers' efforts for early adoption, we organized in-person four training sessions for suppliers representing a large part of our capex in fiscal 2024 on climate

change and the knowledge required to facilitate accurate climate change disclosures including best practices in monitoring, maintaining, and improving data capture methodologies, emissions monitoring as well as calculation techniques applicable to the organization. The workshops leveraged Infosys' benchmark practices in environmental sustainability while offering learners an opportunity to experience our campuses, referred to as 'living labs' for clean technologies.

For more information please read the section on [Climate Change](#) in this ESG Report.



Integrity and compliance

The Ethics and Compliance Program at Infosys has two key objectives – to uphold and ensure the values of integrity and transparency and to assure enterprise-wide regulatory compliance.

Integrity is key to nurturing a responsible business. Beyond regulation and stakeholder attention, there is a growing recognition that good behavior is good for business. At Infosys, our commitment to a value-based ethos is enshrined in our Code of Conduct and Ethics.

Our values are the principles we use to run the Company daily and are the source of our Code of Conduct and Ethics. Our values are the foundation of everything we do and are encapsulated in the acronym C-LIFE (Client value, Leadership by example, Integrity and transparency, Fairness and Excellence).

Code of Conduct and Ethics

We firmly believe that following the highest standards of business conduct and ethics helps us run our business responsibly. [Our Code of Conduct and Ethics](#) ("the Code") helps us maintain the highest ethical standards for our employees.

It complies with the legal requirements of applicable laws and regulations, including anti-bribery and anti-corruption and ethical handling of conflicts of interest. It also highlights expectations from our employees. The Code is signed off by the Board and the Office of Integrity and Compliance is the custodian of the Code. Our business partners acknowledge and comply with the Supplier Code of Conduct.

Purpose statement

The Code now encapsulates our purpose statement:

"To amplify human potential and create the next opportunity for people, businesses and communities."

Reinforcing a culture of Compliance

Digital version of the Code

We also have a digital version of the Code. It offers a user-friendly and easy-to-navigate audio-visual experiences that also allows access to specific topics in an interactive manner. The Code can be accessed on mobile devices as well. The digital version of the Code aims to help every employee understand the behavior we expect and the principles and values we uphold. We aim to continue to build a culture of compliance, where everyone feels they can do the right thing and prioritize legal and ethical choices. The digital version of the Code is available [here](#).

Training on the Code

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

#SwipeRightforIntegrity

#SwipeRightforIntegrity is an annual legal and compliance event organized by Infosys. The event brings together our leaders to reinforce our values of integrity, transparency, and good governance to build enduring relationships with our clients, employees, and partners. It has become a platform to create awareness and have an engaging dialogue with all stakeholders, and influence behavior and showcase the Infosys culture. This has taken forward the compliance and ethics program and created increased awareness of expected behavior .

Local Compliance Officer program

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

Statutory and regulatory compliance practice

Infosys has implemented a statutory compliance program covering a wide swathe of business enabling areas, covering units across the global locations. This program has ensured that entities set up, irrespective of the geography follow the law of the land not just during the initial set up of the unit but also while employing resources with their attendant payroll, social security, etc., remittance of the tax appropriate with the entity structure, ensuring local facilities are compliant with the prevailing regulations, global movement of professionals is executed within the remit of the law, obligations on topics around Cybersecurity, Anti-Bribery and Anti-Corruption, Anti-Trust, etc.

are not just given due importance but are tracked, implemented and monitored on a regular basis. The program is monitored on a regular basis keeping pace with the growth of the organization globally.

In addition, Infosys set up a regulatory compliance program to centralize, track and monitor the implementation of compliances stemming from client engagements. Industry vertical compliances across eight verticals have been scoped, implemented, monitored for effectiveness topped up with an overview of new compliances on the horizon. The program set up with the assistance of an industry-leading consulting firm ensured that Infosys complies with all the applicable laws and regulations ensuring adequate governance across the industry spectrum. In the next phase, Infosys plans to initiate coverage on additional verticals and countries increasing the scope of the program. Infosys BPM is also scheduled to be covered as part of the regulatory compliance program ensuring adequate governance not just across Infosys but its subsidiaries as well.

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

Our ABAC practices and policy is reviewed by the Management at regular intervals.

With an evolving landscape, Infosys is committed to a responsible ABAC risk management framework to demonstrate a comprehensive risk management program to reduce the risks by regularly assessing risk in alignment with its growth strategies, and to drive an ethical and risk intelligent culture, to increase the certainty of business outcomes.

Risk assessment for bribery and corruption is done periodically and the criteria used include business units / internal departments, location, and the Corruption Perception Index (CPI) of countries, among others.

Anti-competitive practices policy

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

Export control policy

The export control policy describes Infosys' export control program and is reviewed periodically by the Management. The export control program protects the Company and its employees from potential risk of violation of sanctions prescribed under export control regulations and facilitates business expansion in accordance with these regulations. All our customers and vendors are screened against various sanctions to ensure that we are compliant. As part of the program, training modules, and awareness campaigns are rolled out to relevant employees to ensure that they are aware and are compliant with export control laws.

We have a self-assessment and certification program in place for anti-bribery and anti-corruption, anti-trust / anti-competition, and export control.

Whistleblower policy

The [Infosys Whistleblower Policy](#) is a comprehensive and well-designed mechanism that encourages employees, vendors, customers, and any other stakeholders to report any unethical conduct, violation of applicable laws or the Company's Code of Conduct and Ethics occurring within the Company. With strict confidentiality measures and multiple reporting channels, the policy ensures that whistleblowers are protected from any retaliation. The Company reviews all complaints

impartially and takes appropriate action, as applicable, while providing regular communication to ensure awareness about the policy. The Infosys Whistleblower Policy is a testament to the Company's commitment to transparency, accountability, and responsible corporate citizenship.

Use of technology for effective compliance monitoring of controls

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

Compliance proof-testing

Infosys implemented a statutory compliance program covering 80 countries and 14 regulatory areas across major business enabling functions in September 2018. The program instituted a self-assessment of the compliance status against a compliance framework with a maker checker process built into it alongside enabling the creation of a repository of compliance proofs against self-assessment.

Through aggregating compliance proofs across countries and regulatory areas, Infosys designed an OCR-based technology to scan the proofs and validate if the proofs corroborate the compliance status.

The technology was further leveraged to combine it with a rule engine testing compliance control around timeliness and accuracy of the compliance proof uploaded.

Anti-Bribery and Anti-Corruption (ABAC) program

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

Infosys has implemented controls in procurement systems to ensure appropriate proof of service by vendors is submitted, reviewed, and approved before payments are released. The systems also monitor the process of requisitioning, purchasing, receiving, paying, and accounting for goods and services, from the point of order through to payment. These are the controls implemented, by reimaging system logic and using AI and ML techniques:

- Traceability of transactions at initial procurement stages through user declaration and OCR technology.
- Trail of documentation to substantiate various milestones and proofs of services availed.
- Built-in escalation matrix to ensure timely approval of red flags identified for appropriate resolution and action.
- Tracking of potential red flag indicators through keyword searches and OCR technology before raising procurement request and payment processing.
- Periodic assessments of transactions on sample basis considering factors such as high-risk vendors / transactions.

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

Ethisphere recognizes Infosys among
2024 World's Most Ethical Companies®
for the fourth consecutive year

Grievance redressal

Our grievance redressal mechanisms are articulated in the Infosys Code of Conduct and Ethics including a Whistleblower mechanism with non-retaliatory clauses for all stakeholders.

Additionally, employees and contractual staff have access to robust resolution hubs. Suppliers are advised of grievance redressal mechanisms through the Supplier Code of Conduct which they mandatorily sign.

Employees, as important stakeholders, provide their feedback on a variety of topics on engagement through the periodic pulse survey. This offers them an opportunity to share feedback on the design, review and improvements to grievance mechanisms. Infosys is committed to providing a safe and positive work environment. Employees also have access to forums where they can highlight matters or concerns faced at the workplace. This is achieved through grievance resolution mechanism comprising resolution hubs. [Read more](#)

Engaging with stakeholders and earning trust through transparent communication

Effective stakeholder engagement allows us to proactively consider our stakeholders needs and translate them into specific actions and helps inform decisions while building mutually beneficial relationships.

Our stakeholder groups are investors / shareholders, clients, employees and sub-contractors, suppliers / partners, governments / regulators and the community at large. [Click here to view more](#)

Global engagements

Economist Impact:

In 2021, Infosys and Economist Impact entered a strategic partnership with the shared purpose of building a digital platform, The Sustainability Project (TSP) that advances sustainability solutions.

TSP, developed by Infosys, leverages our expertise in digital innovation and transformation to deliver insights and data-powered solutions across the globe. It serves as a best-in-class destination for content focused on sustainability. Since its launch, the platform has welcomed over one million unique visitors and today, the platform hosts original interviews with Bill Gates, Emmanuel Faber, Patricia Espinosa, and Ellen Jackowski on topics such as climate change, scope 3 emissions, social justice, e-waste and more. TSP has also won some of the most coveted awards, including Webby Awards and World Media Group Awards in both 2022 and 2023.

In 2023, as part of TSP, we introduced the Value Chain Navigator (VCN), an open digital platform designed to change the way you understand, manage, and reduce your company's scope 3 emissions. Within VCN, anyone can explore the world of scope 3 via seven 'levers' where each lever represents a different area of business action, such as business model innovation, product design and investment strategy.

The Economist Educational Foundation

The Economist Educational Foundation's (TEEF) mission is to empower disadvantaged children with the knowledge and skills they need during times of complex social and environmental challenges, misinformation, and polarization. By supporting passionate teachers, TEEF enables children to join inspiring discussions about news, which teaches them to think critically, communicate effectively and understand the world.

In our second year of partnership, TEEF has created a free online teacher-training course to support teachers to bring discussions about news into their classrooms, accessible through Infosys Springboard. The course empowers educators to facilitate meaningful discussions about news; how to manage discussions about sensitive and complex topics; tips for developing the essential skills to build new literacy; and a toolkit of ideas for student-led discussions within the classroom.

World Economic Forum (WEF)

Infosys has had a 24-year strategic-level partnership with the World Economic Forum (WEF). Key ESG initiatives undertaken with the forum include:

- Infosys is a founding business partner of WEF's Reskilling Revolution initiative that aims to provide one billion people with better education, skills, and jobs by 2030. Infosys integrated the Pathfinders Online Institute with the initiative.
- Infosys is part of WEF's Alliance of CEO Climate Leaders community, a CEO-led community committed to raising bold climate ambition and accelerating the net zero transition by setting science-based targets, disclosing emissions and catalyzing decarbonization and partnerships across global value chains. Alliance members know that limiting global warming to 1.5 °C requires significant collaboration and shared responsibility between the private and public sectors and are ready to work side by side with governments to accelerate the transition to net zero. As part of this community, we signed an open letter for world leaders at COP28 committing the same.



- Infosys is a key member of the Chief Diversity and Inclusion Officers Community. It is a signatory of Partnering for Racial Justice in Business, a global coalition of organizations and their C-suite leaders committed to leveraging their individual and collective power to build equitable and just workplaces for professionals with under-represented racial and ethnic identities.

At the WEF Annual Meeting 2024

- Salil Parekh, Infosys CEO &MD, participated in a plenary session on "Moving Forward with the Energy Transition". Security, Equity, Sustainability - the imperatives of an effective energy transition are constant but achieving them remains elusive in an environment marked by economic and geopolitical shocks. The session covered details on how can the business, economic and societal case be strengthened to create sufficient momentum for energy 2.0, as the urgency of achieving a low-carbon economy grows. [Link here](#)
- Inderpreet Sawhney, Infosys General Counsel and Chief Compliance Officer, participated in a public discussion on good corporate governance and the long-term view. Good corporate governance necessitates strong leadership from Boards and the C-suite, extending beyond shareholder interests to encompass a broader stakeholder perspective. The speakers discussed ways on how leadership can guide organizational strategy to factor in the interests of employees, consumers, and supply chain, moving beyond a sole focus on short-term profits.
- The highlight of our participation was the discussion between Nandan Nilekani, Infosys Chairman, and Bill Gates, Co-chair, Bill & Melinda Gates Foundation, and Founder, Breakthrough Energy and TerraPower on the topic of 'Navigate the New World Disorder'. Programmed by Economist Impact, this event explored upcoming

trends and pressures on business, governments and society, and how leaders can navigate this uncertain and new territory.



Sustainability is embedded into the fabric of Infosys. Our presence at Davos 2024 was completely carbon neutral. All avoidable emissions were offset with the use of sustainable methods and materials. For unavoidable emissions, Infosys invests in certified Gold Standard carbon offsets. We also had a session in partnership with Economist Impact on 'Emission Impossible - Decarbonizing business models for sustainable growth' that explored how companies can engage in strategic business transformation to move from net-zero pledges and targets to implementation.



During the WEF Annual Meeting, Brand Finance, in association with Infosys, hosted a panel discussion with global brand leaders on the topic 'The role of sustainability in rebuilding trust' and shared the latest trends and insights from the winning brands in their study. At Davos, Infosys and Street Child hosted an Education House. Together, they brought an esteemed panel from the private sector, civil society, and government to discuss and act on how we can innovate education and make it accessible to all children.

ESG campaigns

#ESGIsAnOpportunity

At Infosys, we believe ESG consciousness is about creating a sustainable business where we care about including more people in our vision so we can drive value together, while at the same time, fostering social impact, promoting stakeholder engagement, emphasizing ethical governance, and unlocking investment and market opportunities. This is encapsulated in our purpose statement – to amplify human potential and create the next opportunity for people, businesses, and communities. We believe ESG is an opportunity – an opportunity to contribute to a more sustainable, inclusive, and prosperous society. This philosophy shapes how we interact with stakeholders through communication. Read more [Infosys - ESG](#)

#SpotItToStopIt

Unmasking unconscious gender bias

Infosys launched its global gender-diversity campaign, #SpotItToStopIt, which addresses unconscious gender bias at workplaces. It highlights how microaggressions, ranging from tokenism to mansplaining and benevolent sexism chip away at women's confidence and hold them back. The campaign comprising a series of films, a

generative AI-powered pledge, and interviews from leaders, helps us learn to recognize such biases, equip ourselves to challenge them, and change them effectively. More here: <https://www.infosys.com/about/diversity-inclusion/spotittostopit.html>

#IAmFutureReady

Empowering life-long learners to springboard to the future

In the perpetually growing digital landscape, it's crucial to ensure that resources are accessible and available equitably to individuals, businesses and communities. Infosys Springboard is unlocking the doors to world-class digital education and democratizing learning for the leaders of tomorrow. Our campaign, #IAmFutureReady shines the spotlight on how students and teachers are leveraging Infosys Springboard to unlock their potential and to springboard to their next opportunity. The campaign features real people, their learning journeys on Infosys Springboard, and how it is enabling them to become ready for the future. More here: <https://www.infosys.com/about/esg/esg-opportunity/springboard.html>



Our performance on global ESG assessments in fiscal 2024

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

- Infosys was conferred an AA rating in the MSCI ESG ratings. The MSCI ESG ratings measure ESG performance, including the management of financially-relevant ESG risks and opportunities, of companies worldwide.
- Infosys is also a forerunner in driving climate action across its operations. It has been recognized for leadership in corporate transparency and performance on climate change by the global environmental non-profit CDP, securing a place on the CDP annual A List in 2022. This is the eighth year in a row that Infosys has been featured in the leadership category under the CDP Climate Change disclosure - a testament to Infosys' climate action efforts, including climate-related risk management, mitigation initiatives, transparent disclosures on emissions, and emission reduction initiatives across the supply and value chain.
- For the seventh year in a row, in 2023, Infosys is listed on the Dow Jones Sustainability Indices (DJSI), a leading benchmark for corporate sustainability.
- In their latest ESG Risk Ratings, Sustainalytics recognized Infosys as an industry-wide and regional top-rated ESG performer. Sustainalytics is a renowned independent ESG and corporate governance research, ratings, and analytics firm.
- EcoVadis, a globally acclaimed ratings platform for corporate social responsibility and sustainable procurement, recognized Infosys with a Gold medal for CSR practices. Infosys has been a recipient of EcoVadis Gold for over eight years now.