Infosys®
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The Next Opportunity.
To Grow Sustainably.

ESG Data Book 2023-24

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ANNEXURE 1

Reporting boundary

The reporting boundary for all our environment, social and governance disclosures, covers the operations of Infosys Limited and its subsidiaries, unless otherwise stated. Infosys is an IT company and has company-owned offices, leased offices, and employees working in client offices. Infosys has defined topic boundaries based on the significance of the impacts and the potential for reductions that could be undertaken / influenced by the organization. The significant location for our operations is India based on our employee strength.

Boundary for environment data disclosure

The topic boundary for each environmental aspect has been defined, taking into account the impact and potential for reduction.

1. Disclosure boundary for Environment KPIs

Type	Owned space - India	Leased space - India	Owned space - Overseas	Leased space - Overseas	Serviced office – Overseas
Energy [1]	Yes[2]	Yes[2]	Yes[2]	Yes[2]	Yes[2]
Renewable Energy (RE)	Yes	Yes[3]	Yes	Yes[3]	No
Water	Yes[4]	Yes[4]	Yes[4]	Yes[4]	Yes[4]
Waste	Yes	Yes[6]	Yes	Yes[5]	Yes[5]
SOx / NOx	Yes	No	No[7]	No	No
Emissions (GHG)	Yes	Yes	Yes	Yes	Yes
ODS	Yes	Yes	Yes	No	No

(1) Includes grid electricity, fossil fuel for all locations and natural gas for overseas owned locations
(2) Includes grid electricity based on bills or the EPI method and HSD Consumption & LPG based on meter reading
(3) >200 seating capacity- Implementation of RE in a phased manner.
(4) Based on actual bills or computation based on seating capacity and per capita
(5) Only E-waste
(6) Only waste generated directly under our control (like E-waste, Bio medical waste as applicable in the location of operation).
(7) The usage of DG sets in overseas owned locations is very minimal and amount to 0.2 -0.3% of overall HSD consumption and hence it is not significant and is not reported.

2. Disclosure boundary for Green House Gas (GHG) emissions

In line with the principles of the GHG protocol, Infosys has adopted the 'Operational Control' approach for the consideration of GHG emissions. The boundary for GHG emissions therefore includes all of owned offices and leased offices world wide.

All emissions associated with energy consumed in leased space are included under Scope 2 as per the clause 5.2.1 in GHG protocol Scope 2 guidance. Until fiscal 2022, this component was reported under Category 8 of Scope 3 emissions, as part of 'upstream leased assets emission'.

In leased offices, where electricity bills are not available, we calculate based on the energy estimated from EPI approach for Scope 2 emissions.

ANNEXURE 2

Data center management strategy

Data centers have been a key to the operation of our shared digital IT infrastructure core that enables business, employees, partners and clients to connect, collaborate and accelerate business-led innovations and digital business initiatives across the world. With the advent of cloud and microservice-led design approaches, enterprise data centers are moving to be the edge of the cloud and distributed architecture patterns of hybrid clouds are evolving to the next level.

Sustainability is an inextricable part of how we design and operate our data center facilities and IT services. An enterprise strategic initiative has been undertaken to modernize the data centers to help us drive sustainable Total Cost of Ownership (TCO) reductions, increase server density per rack by 12x, and establish a future-ready clean and green data center managed at scale.

Data Center Infrastructure Management (DCIM) provides data on the environment (temperature, humidity, air flow), power (at the device, rack, zone and data center level) and cooling. This information is used to alert the data center management when thresholds are exceeded, reducing repair time and increasing availability. In addition, data center standards are revised with a focus on delivering industry-best Power Usage Effectiveness (PUE). This will be integrated with the DCIM through smart Power Distribution Units (PDU) to provide a unified view of IT and facility subsystems.

Data centers at Infosys campuses account for 7 - 8% of the total power consumption of our global operations annually.

Over the years, we have implemented several measures to improve the efficiency of our data centers.

New data centers are designed in a very efficient manner, including arrangement of racks, hot aisle and cold aisle containment, efficient air conditioning strategies and lighting, and Uninterruptible Power Supply (UPS) systems. Passive cooling technologies are also used.

Existing data centers are being retrofitted by rearranging and consolidating server racks, replacing old air conditioning, lighting systems and UPS systems with new efficient ones.

The introduction of a building management system with the capability to remotely monitor key operational parameters like rack level temperature and real-time PUEs has helped to ensure the reliability and efficiency of our data centers.

The PUE of our data centers across India locations ranges from 1.29 to 2.15, with a weighted average PUE of 1.55.

Parameter	Fiscal 2024	Fiscal 2023	Fiscal 2022
PUE	1.55	1.59	1.67

On the governance front, we have implemented security cadence and information security practices, heightened vigilance in protecting the digital core, and improved defences against emerging threats in the new era of remote working.

ANNEXURE 3

Climate change risk and opportunities assessment and management

Aligned with the Taskforce on Climate-related Financial Disclosures (TCFD) Framework

1. Governance

There are three committees of the Board that have oversight on climate-related issues at Infosys.

1. ESG Committee
2. Risk Management Committee
3. CSR Committee

ESG Committee

The Board appointed the Stakeholder Relationship Committee to guide the creation of Infosys' ESG Vision 2030, which articulates the Company's ambitions on climate-related issues. Infosys' ESG Vision 2030 was launched in October 2020. On April 14, 2021, an ESG Committee was appointed to oversee the Company's ESG Vision and ambitions. The Committee has three independent directors and assists the Board and the Company in fulfilling the ambitions committed in the ESG Vision of the Company. The Committee meets once a quarter.

The Committee has overall responsibility for

(i) endorsing the ESG vision and goals set out on an ongoing basis

(ii) monitoring progress against the stated vision and goals

(iii) reviewing any statutory performance obligations on sustainability / ESG.

Read the ESG Committee's charter here

Risk Management Committee

Climate change risks and opportunities are part of the Company's strategic and operational risk which are reviewed by a Board-level committee–the Risk Management Committee (RMC). The Committee comprises three independent directors, including the Chairperson of RMC.

CSR Committee

The Board has appointed the CSR Committee to oversee the implementation of the Company's CSR policy. The Chairperson along with other Board members oversee the implementation of the CSR Policy including climate action-related projects. The Committee meets quarterly to track the progress of our climate change commitments and the budgets required to mitigate and build resilience against climate change effects.

ANNEXURE 3

Describe where in the organizational structure position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored.

At the Board level, the ESG Committee, and the CSR Committee guide and review performance on climate action priorities during their quarterly meetings. The Risk Management Committee (RMC) reviews risks related to climate change.

At the business and operational level, the Chief Financial Officer (CFO) leads our climate change efforts. Under the direction of our CFO, the sustainability leadership team including Head-Global Infrastructure and Head-Facilities, prepares and oversees projects to meet climate goals. These goals are cascaded to various Business Unit (BU) heads, who are responsible for identifying, approving budgets, implementing and monitoring the projects. The BU Heads collaborate with the Corporate Facilities, Green Initiatives, and location-wise HSE / Facilities teams for implementation. In this way, climate action is driven both top-down and bottom-up. The project requirements and progress are provided by the location-level teams, which are then reported to the BU Head, Sustainability Leadership team, and the CFO for allocation of funds.

The Operations Risk Council comprising the CFO, Presidents/ Co-Heads of Delivery, Chief Risk Officer (CRO), and the General Counsel, oversees the risk management process. The Office of Risk Management reports to the Risk Council regularly on all the major risks related to climate change, among other risks. The Risk Council reviews the adequacy, progress, and effectiveness of risk mitigation measures and also reports to the RMC. Risks related to climate change can lead to potential disruption of our business operations due to disasters such as floods, cyclones, droughts, epidemics, pandemics, etc., in the cities where we operate.

The ESG Committee meets every quarter to review the strategy, progress and future plan of action to meet the ambition set out in the ESG Vision 2030. The committee also reviews project implementation challenges and progress against our carbon neutrality goals and targets.

The CSR Committee meets every quarter to review the strategy, future plan of action, and budgeting for spending on climate-related issues. The Committee also reviews implementation challenges and progress of projects while aligning with the objectives and targets of our carbon neutrality program.

An executive leader heads Phoenix-Infosys' Business Continuity Management System (BCMS) team. The Head of Phoenix is actively involved in analyzing location-wise physical risk data to determine likelyhood and severity in addition to monitoring and managing other climate change-related risks.

The CFO heads the ESG Council and is a member of the Risk Council. The head of ESG Council is responsible for assessing and managing risks related to climate change. The CFO, along with other members of the risk council reviews the adequacy and effectiveness of the risk mitigation plans on Infosys' ESG Vision 2030 based on the inputs from the office of risk management. The capital budget allocation for the risk mitigation plan is reviewed by the CFO.

The Sustainability Leadership team including Head-Global Infrastructure and Head-Facilities report to the CFO. They work in consultation with various internal stakeholders to conduct a techno-commercial evaluation of new projects and monitoring of existing projects to meet the goals and targets set by the ESG committee on climate-related issues not limited to carbon, energy, waste, and water. This includes collaborating on innovations related to low-carbon initiatives with regard to the supply chain and client services.

The environment and sustainability manager deployed at each facility/location plays a key role in identifying and prioritizing projects to meet the goals and targets set by the ESG Committee. These managers are also responsible for day-to-day operations to meet project goals. The team works closely with the Green Initiatives and Facilities team across locations to provide data on performance for the ESG report and to respective committees. The inputs given by the team is compiled by the corporate team and the resultant metrics are reviewed by the Business Unit Manager and Sustainability Leadership team together with the CFO before it is made available to the Risk Council, CSR Committee and ESG Committee on a periodic basis.

Infosys has well-established robust monitoring systems certified in line with ISO to regularly monitor its operations and risks related to Health, Safety and Environment (HSE) and climate change. Our Enterprise Risk Management (ERM) framework is developed by incorporating best practices based on the Committee of Sponsoring Organizations of the Treadway Commission (COSO) and ISO 31000 and then tailored to specific business requirements. Infosys continues to be certified for ISO 22301:2012, ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018, which help the organization to act smartly on climate-related issues and provide best practices in the sector.

2. Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term

The time horizon considered by Infosys during the current year for its assessment is as follows:

Time horizon	From (years)	To (years)
Short-term	0	2
Medium-term	2	4
Long-term	4	10

How does your organization define substantive financial or strategic impact on your business:

In defining the substantive financial impact of risks and opportunities, we evaluate all our risks and opportunities across all our operations and geographies that may have an operational, financial or strategic impact on our business. The following guideline is used to define the substantive financial or strategic impact on our business.

- Risks/opportunities that contribute to over 2% (>371 MUSD) of our total revenue are considered critical with a severity of 4.
- Risks/opportunities that contribute between 1.5% to 2% (Between 278 MUSD to 371 MUSD) of our total revenues are considered high with a severity of 3.
- Risks/opportunities that contribute between 1 % to 1.5% (Between 186 MUSD to 278 MUSD) of our total revenues are considered medium with a severity of 2.
- Risks/opportunities that contribute to less than 1% (<186 MUSD) of our total revenues are considered low with a severity of 1.

Infosys' assessment of the substantive impact on our business (company-wide) is guided by two aspects: 1) how the identified risk/opportunity impacts our ESG strategy and 2) what financial impact it has on our business.

The risk and opportunity categories considered by Infosys during the fiscal 2024 for its assessments are as follows:

	Relevance and inclusion	Explanation
Current regulation	●	The Securities Exchange Board of India (SEBI) has mandated the top 1,000 Indian listed companies (by market capitalization) to report on Environmental, Social, and Governance (ESG) parameters as part of their annual financial reporting since fiscal 2019. In addition, the new Business Responsibility and Sustainability Report (BRSR) is applicable to the top 1,000 listed entities (by market capitalization), as reporting is now mandatory from fiscal 2023. BRSR disclosures include environmental indicators like GHG emissions and related dimensions. Any mandatory emission reporting requirements in countries where we operate outside India are a potential risk. In addition, there are specific disclosure requirements for listed companies in different countries with regard to climate change management for listed companies. Risks arising from threats to our financial, organizational, or reputation standing resulting from potential violations of or non-compliance with laws, regulations, codes of conduct, or contractual compliance are considered a significant risk category for Infosys. Regulatory requirements related to climate change are therefore regularly tracked and monitored by the Infosys team.

● Relevant

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	Relevance and inclusion	Explanation
Emerging regulation	●	Following the Paris Agreement, member countries have offered emission reduction commitments in the form of Intended Nationally Determined Contributions (INDCs). As part of its INDC, India has committed to the following goals towards climate action: Achieve 500GW of non-fossil energy capacity by 2030; Meet 50% of energy demand through renewable energy by 2030; Reduce total projected carbon emissions by one billion tonnes from 2021 till 2030; Reduce carbon intensity of the economy by less than 45% by 2030 and, Achieve Net Zero by 2070. This is expected to be reflected in future regulations for businesses in India. Given our global presence, this could have an impact on Infosys' direct operations. In the event that these targets are passed on to various industry sectors, either in the form of a carbon tax or emission reduction or RE intake, Infosys sees a risk to its business and operations. To mitigate the risk, Infosys sees a significant financial implication. Emission reduction targets or a carbon tax passed on to our clients in sectors such as oil and gas, mining, energy, etc., may impact our business and growth. Also, the Government of India, through the Ministry of Corporate Affairs, has rolled out new Business Responsibility and Sustainability Reporting (BRSR) requirements for the top 1,000 companies listed on SEBI. These includes specific disclosures on the company's management of climate change risks and opportunities in addition to the performance in these areas. In addition, US-SEC proposes rules to improve and standardize climate-related disclosures for investors. Therefore, emerging global regulations such as these are closely monitored as they could become compliance requirements in the coming years.
Technology	●	There are two aspects to technology-related risks and opportunities – how they effect our clients and how effect us. **Clients:** Over the past decade, Infosys has been leveraging technology to build and run some of the most efficient buildings and campuses in the world. Campuses conserve energy, save water, and manage waste responsibly. Infosys campuses are 'living labs' for clean technology. Infosys facilitates its clients in their transition to combat climate change through business-driven IT solutions around CCUS, energy storage, innovative and sustainable next-generation products and services, renewables, energy efficiency, brownfield modernization and transformation, clean energy generation and trading, and electric mobility. Our efforts are focused two goals: of developing products and solutions that are cleaner; and improving underlying processes through the effective use of advanced technologies such as IoT, AI, and robotics. The Sustainability Practice Unit (SPU) leverages our expertise to provide the following sustainability solutions: (1) Circular PLM (2)Decarbonization (3) Energy Transition (4) Smart Spaces (5) Sustainable Supply Chain (6) ESG Data and Analytics (7)Green IT (8) Sustainability Advisory / Organizational Change Management (9) Create a prioritized roadmap of valuable sustainability initiatives to transform your business (10) Sustainable Human Experiences and Behaviours (11) Sustainable Procurement Supply Chain for Scope 3. **Infosys:** We were early adopters of technology to combat climate change. From using simulation tools to achieve high-performance design of buildings to a central command center for smart operations, Infosys has at all times used the latest technologies to reduce operational resource consumption and, in turn, emissions. In addition to software tools, we have always been at the forefront of adopting latest technologies in buildings such as, chillers, lighting, building automation and other electric equipment like pumps, motors, etc. By using these latest technologies, Infosys has achieved one of the lowest energy and lowest water consumption in buildings.

● Relevant

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	Relevance and inclusion	Explanation
Legal	●	Infosys has committed to climate goals and ambitions with clearly implementable action plans based on its ESG Vision 2030. Moreover, Infosys' emission data is third-party verified according to global standards. Apart from this, Infosys conducts an internal audit every quarter to verify its climate actions through reviewing processes and GHG metrics. In this way, Infosys continuously strives to maintain the completeness, accuracy and reliability of its climate data and measures. Infosys has implemented a strong HSEMS built on the foundation of a strong compliance adherence. All applicable legislative requirements in the regions in which we operate are identified, complied, and tracked for adherence. These include environmental, and health and safety regulations. There have been no instances of monetary or non-monetary sanctions for non-compliance or environmental grievances reported to us in fiscal 2024. Infosys continues to proactively review all current or emerging regulations to minimize legal risks.
Market	●	In response to increasing awareness of climate change and other related socio-environmental issues, our clients increasingly requesting for our climate-related disclosures and commitments through global platforms such as CDP and Science Based Target initiative (SBTi). These global disclosures are used as a benchmark for most customers and potential customers use them as a filtering criterion in the bidding and evaluation phase. We respond to multiple sustainability supplier assessments from our clients each year, including the CDP supply chain response.
Reputation	●	Having taken some early actions, including a commitment at the UN to become carbon neutral, Infosys has maintained its carbon neutrality since fiscal 2020. Infosys has established itself as a leader in its climate action. This has not only built our reputation but also given us an edge over our peers /competitors. The ESG Vision, which describes our 10-year plan for climate action and other areas of ESG, was another such commitment. Our sustainability efforts and net zero approach focused on energy and water have resulted in significant resource savings, giving Infosys one of the lowest Energy Performance Index in the IT sector and achieve water sufficiency. Our efforts enable us to meet the ever-increasing expectations of our clients, who consider sustainability as a key performance indicator and also our own employees and prospective employees. This helps us to attract talent and retain our business relationships. Non-achievement of our climate goals or failure to maintain leadership in global disclosure ratings may pose a significant reputational risk.
Acute physical	●	Acute physical risks are part of our operational risks. As we have a significant presence in India, we recognize that there are direct impacts of climate change arising from (1) physical damage to our building infrastructure and other physical assets and (2) disruptions to a city's functional infrastructure such as transport network and utilities, including electricity and water supply, in the cities where we operate can severely hamper business continuity. Furthermore, extreme weather events can affect employee morale, impacting business operations. Extreme weather events due to climate change can lead to vector-borne diseases and may result in endemics, epidemics or pandemics. For example, drought can lead to an increase in food prices or shortages of certain foods, and floods can cause cholera, diarrhoea, malaria, etc. Changes in the availability of natural resources such as water in regions where we operate could directly impact our operations and employee welfare, which in turn could affect our ability to do business and ensure business continuity. With large operating campuses in major urban cities of India, water stress and scarcity pose a significant near-term risk to us that will impact our ability to do business. Infosys' risk and opportunities are aligned to the 2DS climate scenario analysis, which takes into account the potential impact because of extreme events due to an increase in global average temperature. We are already experiencing such impacts on some of our campuses, and we have put in place a risk management process to minimize the potential impact on our business.
Chronic physical	●	Carbon dioxide levels in the atmosphere exceeded the 425 ppm[1] mark in 2024. Global average temperature has already risen by 1.1°C above the pre-industrial level. Despite the Paris Agreement and global climate action, global warming continues unabated. Some of our large office campuses are located in coastal cities that are vulnerable to sea-level rise and consequent business continuity risks. Unabated global warming may lead to chronic water scarcity across our operational locations, particularly in India, leading to operational challenges. Infosys has been carbon neutral across all the scope emissions since 2020 and will continue to maintain the status over the next decade. We have aligned our emissions reduction target in line with SBTi recommendations. Our ESG Vision 2030 aims to reduce our absolute Scope 1 and 2 emissions by 75% against BAU and a 30% reduction in absolute Scope 3 emissions. All these targets are aligned with the global goals committed under the Paris Agreement to limit global warming below 2°C compared to pre-industrial levels.

1 - Carbon Dioxide | Vital Signs – Climate Change: Vital Signs of the Planet (nasa.gov)

● Relevant ● Not Relevant

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Based on the risk mapping above, Infosys estimated the financial implications of 3 key risks and opportunities

Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning

The table below captures how the climate change risks, and opportunities have impacted (or not) Infosys' business and strategy by category:

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	✓	As a global leader in next-generation digital services and consulting, Infosys is part of the supply chain ecosystem of its clients. Today, most of our clients expect and demand that Infosys, as their supplier, have a strong internal climate action program and is able to contribute to the client's climate action commitments through the technology and services we offer. In view of the heightened client awareness of climate change and other related socio-environmental issues, clients increasingly request Infosys' climate performance during the Request For Proposal (RFP) or bidding stage. This could prove to be a filtering criterion or a strongly weighted parameter in their decision to work with a particular entity. If Infosys' performance does not match its commitments in these areas, there may be a risk of loosing business to competitors. In view of the heightened client awareness and demand for such services, Infosys sees an opportunity in capitalizing the client requirements. Infosys has therefore set up the Sustainability Practice Unit, aiming to provide services and solutions in the areas of climate change, smart spaces, sustainability, and ESG in fiscal 2021. Realising the potential for Energy-as-a-Service in the backdrop of accelerated climate action and energy transition, Infosys has partnered with bp to create an EaaS platform. Infosys has committed to climate action more than a decade ago. We committed to carbon neutrality and switching to renewable energy as early as 2011. Currently, we are sourcing 67.52% of power requirements in India through renewables. We have built a net-zero strategy around energy efficiency, renewable energy, and carbon offsets. We have set new benchmarks for operational efficiency in the industry and have continued to raise the bar for all stakeholders–consultants, vendors, original equipment manufacturers (OEMs), peers, and government agencies–through our climate change efforts. Infosys has been carbon neutral since fiscal 2020, giving a fillip to our business strategy that includes offering zero-carbon services to our clients. Our 2030 ESG Vision includes our commitment to stay carbon neutral and strengthen our efforts to reduce Scope 1, 2, and 3 emissions through action.

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	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Supply chain and/or value chain	✓	How the climate-related strategy has influenced Infosys and our clients. **Supply Chain:** The Company recognizes that suppliers are valuable stakeholders in its business ecosystem. Its supply chain consists of three broad categories - People, Services, and Products. Most of Infosys' suppliers only provide services/products that ensure sustained operations for the Company and do not contribute directly to Infosys' services/offerings. Therefore, for fiscal 2024, the impact related to climate change risks and opportunities is considered low with respect to the supply chain. However, from an operational excellence standpoint, Infosys has been pushing its suppliers to innovate and invest in low-carbon technologies. We procure Energy Star rated equipment and evaluate requirements such as REACH and ROHS compliance as applicable to the product category. We use green seal products for housekeeping. Working with the supply chain/vendors on climate goals, have a bearing on efficient operations and our risks and opportunities, which are listed in the risks and opportunities section. Infosys has always looked out at cleaner alternatives for its energy requirements. It has also constantly pushed its construction/equipment suppliers, to innovate and deliver energy-efficient technologies. The supply chain plays an important role as it aligns with our climate goals and enables us to realize our ESG Vision 2030. Infosys is actively working with the supply chain to drive the climate action agenda through global platforms such as CDP. **Value Chain:** Over the past decade, Infosys has been leveraging technology to build and run some of the most efficient buildings and campuses in the world. These campuses conserve energy and water, and manage waste responsibly. Infosys campuses are 'living labs' for clean technology. Leveraging our expertise, we setup the Sustainability Practice Unit (SPU) in fiscal 2021. The practice collaborates with business units to scale technology-led solutions to tackle climate change, as highlighted in the HFS Research - Infosys' chance to seize the sustainability-first narrative https://www.infosys.com/ services/engineering-services/insights/sustainability-firstnarrative.html The Sustainability Practice Unit (SPU) leverages our expertise to provide the following sustainability solutions: (1) Circular PLM (2) Decarbonization (3) Energy Transition (4) Smart Spaces (5) Sustainable Supply Chain (6) ESG Data and Analytics (7) Green IT (8) Sustainability Advisory/Organizational Change Management (9) Create a prioritized roadmap of valuable sustainability initiatives to transform your business (10) Sustainable Human Experiences and Behaviours (11) Sustainable Procurement Supply Chain for Scope 3. Infosys facilitates clients in their transition to address climate change through business-driven IT solutions in CCUS, energy storage,innovative and sustainable next-generation products and services, renewables, energy efficiency, brownfield modernization and transformation, clean energy generation and trading, and electric mobility. Our efforts are focused on two goals: developing products and solutions that are cleaner; and improving underlying processes through the effective use of advanced technologies like IoT, AI, and robotics.

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	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Operations	✓	The potential fuel-related regulation/taxes and Infosys' reputation (owing to its voluntary carbon neutral commitment) physical climate change risks like extreme weather conditions, floods, cyclones, etc., are expected to present an increased risk to the company, and preparing for climate change adaptation and mitigation is key to its operations. Infosys has also identified climate change as a physical risk to its operations due to extreme weather events, resource shortages such as water scarcity, and changing environmental parameters such as temperature rise, etc. Infosys' strategy to adapt to these challenges is three-pronged: 1) Making operations resilient to these risks through its business continuity management system 2) Reducing its consumption of resources such as energy and water, there by reducing its business risk due to resource scarcity 3) Making itself self-sufficient in its energy and water requirements. In addition, climate change is an integral part of Infosys' own business strategy. Our day-to-day operations are guided by our sustainability policy, which focuses on four tracks: 1) Making the business sustainable, 2) Making the clients' business sustainable, 3) Making the Infosys ecosystem sustainable, and 4) Making our lifestyle sustainable. Infosys has categorized the risks/opportunities related to climate change as short-term, medium-term, and long-term. In line with climate change adaptation strategies related to dealing with extreme weather conditions and water shortages, Infosys has ensured that all our campuses invest in energy conservation, water conservation, recycling and rainwater harvesting. Water consumption is reduced through demand-based measures and 100% of wastewater is recycled at our campuses in India. Our campuses in India have 40 lakes/ponds to collect rainwater with a capacity of approximately 430 million liters and 405 deep injection wells with a potential to inject approximately 20 million liters of rainwater into the ground.

ANNEXURE 3

Climate change risk and opportunity management have had a bearing on Infosys' financial planning by impacting its indirect cost and capital expenditures.

In fiscal 2017, Infosys introduced an internal carbon price to make more informed decisions on investments in clean technologies, lower carbon solutions, renewable energy, and carbon offset projects to reduce/offset its carbon footprint across significant operations. The carbon price originally set was US$10.5, then reviewed in fiscal 2019 and revised to US$14.25, which was set as the benchmark for all our low - carbon initiatives.

As of fiscal 2024, Infosys significantly reduced its reliance on the power grid though a series of energy efficiency projects and green buildings. Today, the total green buildings for Infosys stand at 29.6 million sq.ft, while the overall energy consumption per million-dollar revenue dropped by over 47% against fiscal 2020. Further, Infosys extended one new carbon offset project. This will help Infosys meet its carbon neutral offset project needs for fiscal 2024 and beyond.

Infosys has also established the Sustainability Practice Unit to address to the external/market opportunities in the ESG space.

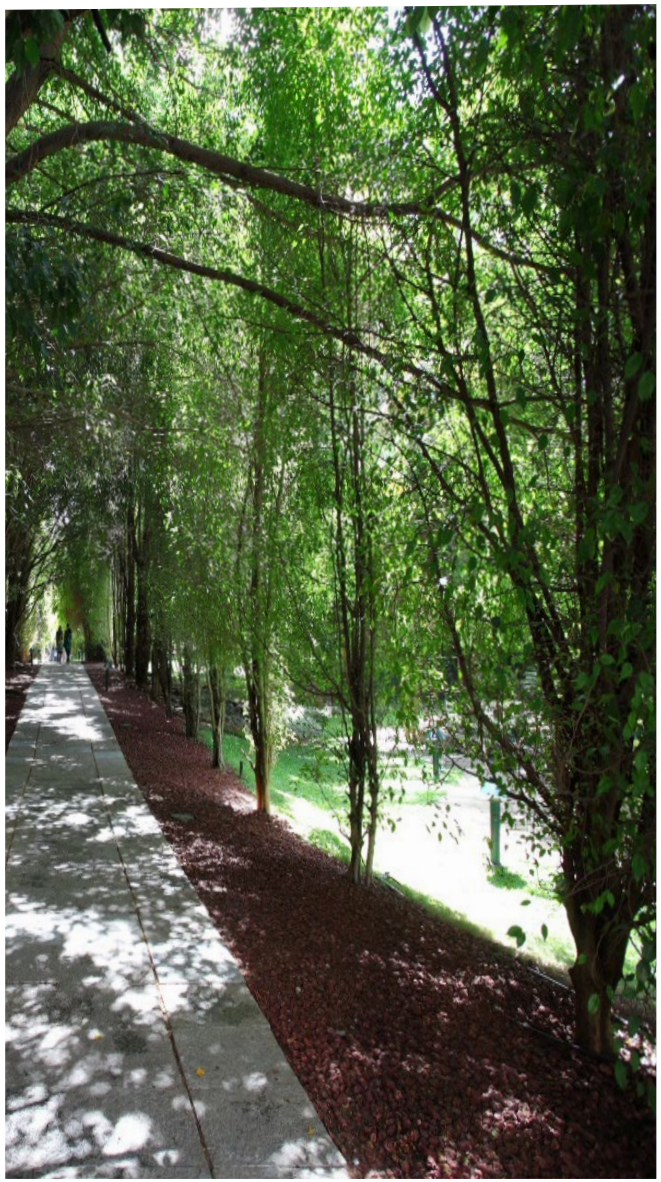
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

Being an IT company, Infosys does not have sector-specific guidance for assessing the 2°C scenarios (2DS). We carried out the 2DS analysis and applied it retrospectively to our climate-related plans and targets that the Company had already defined. Our Scope 1, 2 and 3 emissions reduction targets are aligned to well below 2 degree scenario (WB2DS) and validated by SBTi in April 2021.

In assessing the 2DS scenario analysis, Infosys considered inputs such as policy changes like emerging regulations, technology shifts and energy cost, our expansion plans (both in terms of geographies as well as office space), and reputation, amongst others. The analysis looked at various factors that could have an impact on our energy consumption and emissions projections up to fiscal 2050. These were analyzed and expected emissions projections were estimated to see how they relate to the 2DS and ambitions as part of the Paris Agreement. The boundary for the assessment included all Infosys operations in all geographic regions.

While the various scenario analyses provide insight into the pathways to reach net-zero by 2050, Infosys is already a carbon-neutral company and has decided to continue its commitment to remain carbon neutral for each year up to fiscal 2030. Therefore, we already had a well-defined climate-related strategy to meet this commitment. Infosys had set internal short-term, mid-term and long-term targets aligned to our ESG Vision, carbon neutrality, and commitment under the Paris Agreement to limit global temperature below 2°C. The WB2DS defined for Infosys considers the reducing absolute Scope 1 and 2, and Scope 3 GHG emissions by 12.5% by fiscal 2025 and 37.5% by fiscal 2035 from 2020 as the base year.

The results of this analysis informed our climate considerations and our overall business strategy in a wide range of internal stakeholder discussions. The analysis was used to inform the Management of our risk assessment (physical and transitional) and prioritization process, and the considerations of our future climate change commitments and goals under the ESG 2030 Vision.



Risk and Opportunities

Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type and primary climate-related risk driver

Technology - Transitioning to lower emissions technology (Renewables)

Company-specific description

We have seen a steady increase in the cost of electricity over the years in India, and other countries where we operate. In the last few years, trends show an increased cost of grid tariff ranging between 2-5% in India. We expect this trend to continue in the coming years as well, in addition to the challenge of increasing the share of renewables in our electricity. Uncertainty around future energy prices and renewable energy policies remains a potential risk for Infosys. To meet our ESG goal of reducing Scope 1 & 2 emissions, investments in renewables would be required such as installation of solar panels, increasing green power procurement and adoption of green tariff from DISCOMs at a higher rate.

Time horizon

Long-term

Likelihood

Very likely

Explanation

Based on the current and past trends of the cost of grid power, we expect electricity costs to increase, going forward. For our long-term risk assessment, we have considered an escalation in energy cost between 2-5% YOY (the most conservative approach). If no investments are made in RE installations, which are now relatively cheaper than grid power, Infosys will have to bear an additional cost of grid power for its energy usage.

Description of response

Response to mitigate, control, transfer or accept the risk:

Infosys has continued its targeted efforts to address risks related to energy costs/taxes/ regulation. Response costs are being assessed based on increased purchase of green power through power purchase agreements and green tariff. In addition, we are a signatory to RE100. Being an IT company with large growing commercial space, Infosys utilized its rooftop area for any low-emission energy sources such as solar PV, solar thermal, etc., thereby reducing our dependence on the grid.

Example:

During fiscal 2024, 77.59 GWh of electricity was produced from our own solar PV power plant installed across our campuses in India. Along with the green power procurement and the onsite solar generation, approximately 67.52% of the total electricity demand of our sites in India was covered by renewable energy.

Risk 2

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Acute physical - Increased severity and frequency of extreme weather events such as cyclones and floods

Company-specific description

Extreme weather events due to climate change such as cyclones, floods, etc., have become more frequent than usual, especially in the last decade. With a very large operational footprint in India, we recognize there are direct climate change impacts arising from 1) physical damage to our building infrastructure and other physical assets, and 2) disruptions to the functional continuity of the city/affected location, such as transportation, communications network, and essential utilities, can seriously impact business continuity. Due to these extreme weather events, we have identified operational risks, mainly disruption of power, communication blockage, and water supply, which are not limited to our delivery centers but rather the entire eco-system in the location where we have our delivery centers. Some of our campuses such as Bhubaneswar, Hyderabad, Mumbai, and Chennai have witnessed significant damage due to these frequent climate changes, causing damage to the entire city / DC. This can affect employee morale until all basic utilities are restored.

Time horizon

Short-term

Likelihood

Very likely

Explanation

The impact due to risk associated with this category includes drought, extreme precipitation, cyclone, flooding, disruption of power, data, and water supply, etc., for all locations with a probability and severity of 3 and 4 are considered in the impact analysis. The impact has been estimated based on the Enterprise Risk Management process (i.e., probabilities and severity of risk). A quantitative scale of 1 to 4 is used to determine the frequency, probability, and severity of a risk.

Description of response

Response to mitigate, control, transfer or accept the risk:

Our response to physical risk is managed through our BCMS. 1) In the event of a natural disaster, this team is responsible for ensuring minimal or no impact to our business operations. We have a well-established BCMS (Phoenix program) to manage all business risks including risks from climate change impacts and provide the highest standards of business continuity. Infosys BCMS conforms to best-in-class

practices and is certified for ISO 22301:2019 certification, the first amongst IT organizations based in India to get this accredited certification. Our physical infrastructures are designed to reduce the impact of climate change risks by adopting sustainable design strategies. Infosys evaluates various sites for drought-prone conditions, before selecting the same. 2) Infrastructure Capex considered for mitigation efforts includes Capex for high flood levels, raising road levels and building plinth, etc.

Opportunities:

Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Opportunity 1

Where in the value chain does the opportunity occur:

Direct operations

Opportunity type

Products and services - Development and/or expansion of low emission goods and services

Company-specific description

Infosys intends to improve its competitiveness and capitalize on the shifting client preferences using its sustainability, low carbon transition and digital/IT expertise to help its clients in their sustainability and low-carbon journey. The Sustainability Practice Unit (SPU) intends to leverage its expertise to deliver the offering to our clients through the following overarching pathways to sustainability: 1) Eco-Watch – powered by Microsoft business applications, 2) Zero Carbon Building (ZCB) pathways, 3) Product Life-cycle Management (PLM) as a foundation for a circular economy, and 4) Financial services offerings for sustainable investment decisions (ESG).

Time horizon: Long-term

Likelihood: Very likely

Explanation

Infosys has an employee strength of over 3,17,240 and caters to 1,882 clients across geographies. Digital technology services account for about half of total revenue for the year. North America continues to contribute two-thirds of the Company's total revenue. With renewed focus on climate in the US and all countries/corporates working towards the Paris Agreement goal, Infosys expects huge growth in climate-related services in these markets.

Strategy to realize opportunity

Methods to realize the opportunity and maximize its potential realization:

Leveraging our expertise, we set up the Sustainability Practice Unit (SPU) in fiscal 2021 with a mission to serve the conservation of our planet through the development and sharing of technology solutions. The practice works collaboratively with business units to develop technology-led solutions to combat climate change. Infosys campuses serve as 'living labs' for adoption of cleantech. Infosys intends to improve its competitiveness and capitalize on shifting the client preferences using our sustainability, low carbon transition, and digital/IT expertise to help its clients in their sustainability and low carbon journey. As a key pillar of our climate change mitigation strategy, we offer clean technology services to clients to help them reduce their carbon footprint and overall environmental impacts.

The SPU is expected to rapidly expand to include subject matter experts, business graduates, consultants, and software developers. The unit is expected to grow significantly in coming years owing to increasing demand on sustainability services. SPU will be collaborating with teams within Infosys and also actively partnering with external partners like World Economic Forum (WEF) to enhance its capabilities.SPU will also rely on the gig economy to recruit experts internally and externally.

Opportunity 2

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Energy source - Use of lower-emission sources of energy

Company-specific description

In India and most of the countries where we operate, the cost of electricity and diesel has risen steadily over the years. We expect this trend and to continue, which could be between 2-5% in India in the coming years. Infosys has identified this as an opportunity to save the indirect cost of energy as the uncertainty of future energy prices is a potential risk for Infosys. Having invested in its own solar PV power plant and working with the various state governments, technology providers and third-party renewable energy producers, Infosys has been able to transition to 67.52% clean renewable energy in India. This can also lead to long-term collaborations and partnerships with clean energy suppliers.

Time horizon: Long-term

Likelihood: Very likely

Explanation

Based on the current and past trends of the cost of grid power, we expect electricity costs to increase, going forward. For our long-term risk assessment, we have considered a 2-5% escalation in energy cost YOY (the most conservative approach). If no investments are made in RE installations, which are now relatively cheaper than grid power, Infosys will have to be an additional cost of grid power for its energy usage.

Strategy to realize opportunity

Methods to realize the opportunity and maximize its potential realization: Infosys has continued focused efforts to identify opportunities related to energy. In addition, we are a signatory to RE100. As a IT company with a large, growing commercial footprint, Infosys has ensured that all of its buildings with un-utilized rooftop space are to be covered with solar PV systems to generate electricity for its own use,

buildings with un-utilized rooftop space are to be covered with solar PV systems to generate electricity for its own use, thereby reducing the load on the power grid.

Example:

During fiscal 2024, 77.59 GWh of electricity was produced from our own solar PV power plant installed across our campuses in India. Along with the green power procurement and the onsite own solar generation, about 67.52% of the overall electricity requirements of our campuses in India were met through renewable power. The cost of the response to the risk is evaluated based on total solar PV installation.

Opportunity 3

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Resource conservation – leading to reduced long term operating costs

Company-specific description

Infosys carbon neutrality is based on the three main pillars of energy efficiency, renewable energy and carbon offset projects. Energy efficiency in new buildings and retrofits in old buildings, enable reduction in energy consumption and thus reduction in emissions. Super-efficient infrastructure has a long-term impact of low operating costs, as evident from Infosys' energy consumption over the past decade and half.

By reducing the per capita energy consumption by 55% from fiscal 2008 to fiscal 2020, Infosys was able to de-link business growth from resource consumption. While Infosys' headcount increased by 2.5 times during this period, electricity bills increased by only 20%, resulting in total savings of over 2.3 Bn kWh (translating to over 200 MUSD). Water consumption was also similarly reduced during the same period, contributing to further to cost reductions. Continued focus on energy and water conservation projects is important to maintain efficiency and low operating costs in the long term.

Time horizon: Long-term

Likelihood: Very likely

Explanation

Over the last decade and a half, Infosys has invested in energy efficiency and significantly reduced energy intensity from fiscal 2008 to fiscal 2020. We continue to invest in operational optimization and expect significant savings in operational energy costs.

Strategy to realize opportunity

Super-efficient new buildings and deep retrofits in existing buildings, will be taken up and maintained, along with continuous monitoring by the command center, to achieve energy savings year after year.

ANNEXURE 3

3. Risk management

Describe how the organization identifies, assesses, and manages climate-related risks

Describe your process(es) for identifying, assessing, and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations

Upstream

Downstream

Risk management process

Integrated into the multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term

Medium-term

Long-term

Description of process

Risk and opportunity identification

The process of identifying, assessing, and managing climate-related risk is integrated into the Enterprise Risk Management framework. Time horizons considered for Risks and Opportunities (R&O) are short-term, medium-term, and long-term.

R&O is identified by mapping our operations, upstream and downstream for 1) the potential impact of business on climate and 2) the potential impact of climate change on our business. We look at these climate-business cross-sections through the lens of current and evolving concepts, trends, policies, and regulations to identify R&O. We also rely on various international STDs, guidelines/frameworks like TCFD, SASB, CDP for R&O drivers. The R&O identification process is a cross-functional and org-wide exercise led by climate change experts from the Green Initiatives team. As detailed in the Governance section, the R&O identification process begins at a location, function, and business account level, eventually leading to the corporate level.

At an enterprise level, we look at risks as strategy and strategy execution, operational, legal and compliance risks.

R&O assessment

At Infosys, the process of climate-related risks assessment is integrated into multi-disciplinary company-wide risk identification, assessment, and management processes. Climate change is an integral part of its business strategy and sustainability policy and therefore finds a place in the Company's enterprise risk management exercise.

Infosys Enterprise Risk Management function enables the achievement of strategic objectives by identifying, analyzing, assessing, mitigating, monitoring, and governing any risk or potential threat to these objectives. While this is the key driver, our values, culture and commitment to our stakeholders–employees, customers, investors, regulatory bodies, partners and the community around us–are the foundation of our ERM framework. The framework defines various categories of risks and the appropriate governance bodies or councils that will have oversight of these risks. Climate change is an operational risk that is monitored through the Operational Risk Council.

Infosys has a dedicated risk team headed by the Chief Risk Officer to evaluate and appraise its management of critical risks to its business. Risks at Infosys are categorized as strategy and strategy execution, operational, legal and compliance risks.

Strategy and strategy execution risks: The risks arising out of the choices we have made in defining our strategy and the risks to the successful execution of our strategy are covered in this category. For example, the risks inherent in our industry and our competitiveness are analyzed and mitigated through strategic choices of target markets, our market offerings, business model and talent base.

Operational Risks: This category includes risks that impact our policies, procedures, people, and systems, thereby affecting service delivery or business operations or compromising our core values or business practices. For example, risks such as inefficiencies in internal processes, business activity disruptions due to natural calamities, climate change, human conflicts, system failures and cyber security attacks.

Legal and Compliance risks: The risks arising out of threats posed to the Company's financial, organizational, or reputational standing due to litigations, non-conformance with laws, regulatory or geopolitical developments, code of conduct, and contractual compliances are covered in this category.

Climate change risks: The Company focuses on business continuity, among other things, by taking reasonable precautions to mitigate potential disruptions to business operations in terms of people, connectivity, and infrastructure. Business continuity is a priority and is managed by the Phoenix program. Phoenix is Infosys' dedicated Business Continuity Management program, which monitors all the controls and compliance requirements. During fiscal 2021, the Company also launched the ESG 2030 Vision and Sustainability Practice Unit, which focuses on market offerings for its clients wanting to transition on a low-carbon journey. This makes climate change risk a part of strategic risk. Infosys being an IT Consulting and Services company, does not have nor foresee any climate change specific litigation or claims. We do not fit into the 'major polluting sector' either in India or overseas and therefore have no mandatory requirements for climate action. To date, Infosys has not had any instances of climate-related litigations or claims, nor do we expect the same in the future. However, as a result of the Paris Agreement, there are specific disclosure requirements for listed companies in various countries regarding how they are addressing climate change: for example, the Johannesburg Stock Exchange, Australia Securities Exchange, and the US Securities and Exchange

Commission, to name a few. There is a compliance risk for Infosys to meet the requirements of ESG, BRSR, US-SEC filing, etc.

Our R&O assessment uses both qualitative and quantitative approaches. For potential R&Os, where clear, measurable drivers/results are available, we use a quantitative approach; in other cases, a qualitative approach. Thus, we assess R&O quantitatively, e.g., in terms of technologies, while R&O is assessed qualitatively in terms of consumer behaviour.

Physical risks are assessed quantitatively using an enterprise risk framework based on the probability of occurrence and severity. The probabilities are defined using a rating (1 to 4), 1 being least probable while 4 being most probable event/ risk. The severity scale (1 to 4) is mapped to a financial impact as presented in the detailed R&O section below. This severity financial impact mapping is based on average manday loss. All risks in probability and severity combinations 3 and 4 are used to estimate financial impact and mitigation. The total financial impact is the cumulative financial loss from different campuses for the specific physical event.

Wherever possible, the impact of R&O is translated into revenue impact. This could be in the form of potential revenue loss/gain from doing an activity or not doing it, potential losses due to climate-related events (lost mandays), or potential revenue gain (market gain) from climate-related opportunities.

Each BU identifies and assesses these risks in line with the process detailed above, which is then taken to the BU heads and the ERM team for quarterly reviews. The risk ranking is carried out as detailed in the section below based on the severity and likelihood of the risks. The identified and assessed risks are prioritized based on the risk rating/likely impact on business/reputation. These climate risks then become a part of our ERM risk registry and are managed similarly to other risks.

Managing R&O

As a part of its materiality exercise, Infosys considers all aspects with a dual lens, ones that impact Infosys' sustainable business performance as well as those that can have an influence / impact on its stakeholders. Therefore, all aspects, including climate change, are among Infosys' material topics. The Company also refers to international guidelines, standards, and climate change trends reported in popular and academic journals and reports. This feeds into the materiality process that helps prioritize risks and opportunities.

A multi-pronged approach is used to prioritize climate change risks and opportunities. While assessing the climate change risks and opportunities, they need to be aligned to the categorization as per most climate change-related guidelines. These include transition risks (such as regulatory, market, brand and reputation, compliance, etc.) and physical risks (like extreme weather events, drought, etc.).

The risk registry prepared by the BUs is then discussed in the quarterly risk meetings, including proposals for remediation measures. Based on our risk appetite, the ERM team enables effective resource allocation for the top risks. Issues like additional funds needed for mitigation measures, residual risks, or the secondary risks that remain, are discussed. Strategic decisions are taken after careful consideration of each risk type.

In assessing and prioritizing each risk, Infosys applies principles of risk management i.e., avoid risks if possible, reduce/control them through mitigation measures, and finally accept/transfer risks to the extent possible. Risks faced by our key stakeholders and their cumulative impact on our overall risk response are also considered.

The assessment of physical risks (operational risk) depends on the threats and vulnerabilities the Company faces from extreme weather events. In such cases, the probability and the severity (impact) of such events are assessed. A quantitative scale of 1 to 4 is used to determine the probability and severity of a risk. Estimated risks are prioritized based on risk ranking. The results of this risk-based approach are used to determine capital and expense allocations for preventive and corrective actions. These actions ensure Infosys' readiness and continuity of operations. The Green Initiatives Team and the BCMS teams establish climate change risk profiles and opportunities to assess outcomes, financial impacts, and consequences over a period of time. The risk categorization and financial impact are calculated considering the probability and severity of potential risks. In defining the financial impacts of risks, the following guideline is used to determine the severity of risks:

Risks impacting over 2% of Infosys' revenues are considered critical (severity rating 4)

▼

Risks impacting between 1.5% and 2% of the Company's revenues are considered high (severity rating 3)

▼

Risks impacting between 1 % and 1.5% of Infosys' revenues are considered medium (severity rating 2)

▼

Risks impacting less than 1% of its revenues are considered low (severity rating 1)

The probabilities are defined using a rating of 1 to 4, 1 being the least probable while four being the most probable event/ risk.

All risks rated at 3 and 4 of probability and severity, are carried forward for financial impact estimation and mitigation.

Risk Response:

- New campus selection after considering risk probabilities like cyclones, heavy rains, etc.
- New building designs incorporate resilience to extreme weather, including 1-week of water backup and planning power backups.
- BCMS team was established to respond and minimize impacts on our business operations.

Transitional Risks:

Regulatory and reputational risks are determined based on:

1. Existing carbon and energy regulations in different regions the Company operates globally and the likelihood of them changing in the short, medium, and long term.
2. Expectations from the Company's key stakeholders and the severity of impact on its brand and reputation, if they are not addressed.

These risks in turn provide opportunities to improve on all critical aspects of climate change by bringing in changes to the existing processes and systems, which help the Company to optimize and save costs at various levels and also fuel the innovation both internally and externally related to Infosys' client offerings.

The responsible business units propose various mitigation measures as required for the identified risks. The complete list of risks is then discussed during the quarterly risk meetings. As part of these reviews, any issues relating to additional funds for risk mitigation measures, residual risks or remaining secondary risks are discussed in the quarterly risk meetings. Strategic decisions are taken after careful consideration of primary risks, secondary risks, consequential risks and residual risks. The Enterprise Risk Management function enables effective resource allocation through structured qualitative and quantitative risk impact assessment and prioritization based on Infosys' risk appetite. Any of these categories can have internal or external dimensions. Hence, appropriate risk indicators are used to identify these risks proactively.

Risk Response:

Our achievement of carbon neutrality over the past four years as well as our strong ESG performance over the past decade, has created a well-recognized positive impact on our overall image and branding. Media and international rating agencies have reported positively on us and most fund managers consider Infosys as a safe investment.

If we are unable to meet our ESG targets (carbon neutrality), the team assessed that this could lead to a negative media coverage, loss of credibility with clients, impact our brand and reputation, and international ESG ratings, leading to loss of business.

4. Metrics and targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material

a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process

Infosys has chosen to track its performance as follows:

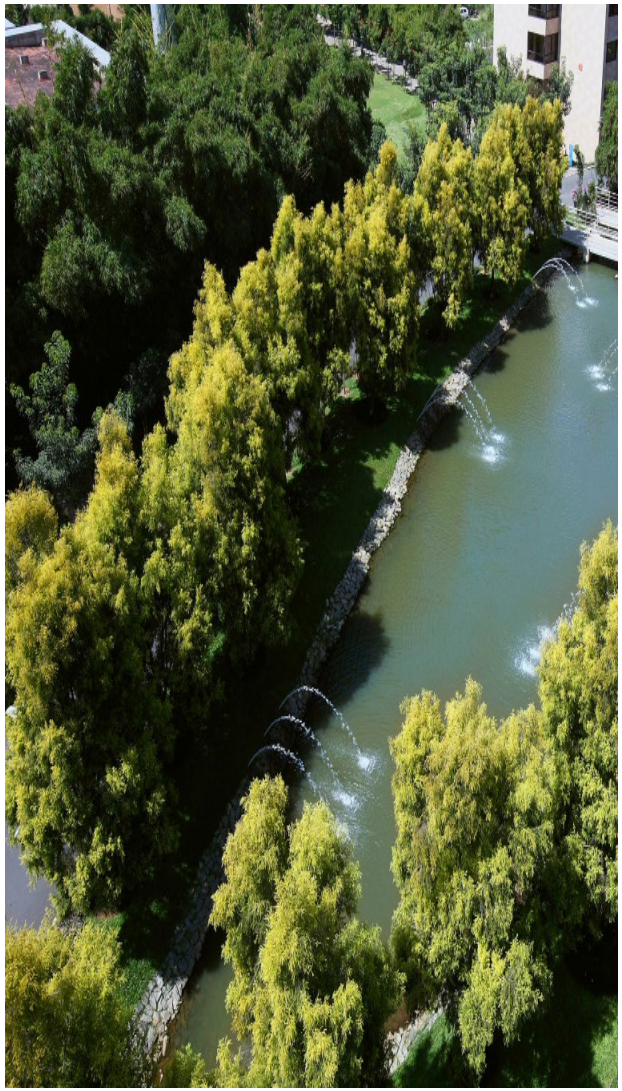
1. Scope 1 and 2 combined: As a percentage reduction from the business-as-usual scenario in absolute terms.
2. Scope 3: As an absolute percentage reduction with respect to the 2020 baseline.

In addition, Scope 1+2 and Scope 3 emissions are tracked year-on-year as emissions (tCO_2e) per million US$ revenue.

Until fiscal 2020, Infosys tracked its performance on all environmental aspects and normalized against its employee base that occupied and used the premises. However, in order to comply with most international standards/reporting guidelines and/or rating agency evaluation criteria, Infosys has decided to revise its intensity against US$ million revenues generated.

b. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against the targets

Read more in the Infosys ESG Vision 2030.



ANNEXURE 4

Key Performance Indicators

This chapter provides an overview of Infosys' performance over time. The boundary of its disclosure is given in Annexure 1.

BUSINESS

Financial Performance Snapshot

[In US$ million]

Particulars	Fiscal 2024	Fiscal 2023	Fiscal 2022
Direct economic value generated	19,074	18,512	16,592
Revenues	18,562	18,212	16,311
Other income	512	300	281
Economic value distributed	19,742	20,408	18,178
Operating costs	4,678	4,594	3,911
Employee wages and benefits	9,981	9,729	8,585
Payments to providers of capital [1]	1,777	2,828	2,946
Payments to governments (total taxes paid)	3,237	3,193	2,676
Community investments	69	64	60
Economic value retained[2]	(668)	(1,896)	(1,586)

Notes:
(1) Includes payment of dividend for all three fiscals and amount paid on buyback of equity shares for fiscal 2023 and 2022 funded through accumulated reserves.

(2) Calculated as 'Direct economic value generated' less economic value distributed.

EMPLOYEES

Employee Details and Talent Management

As an IT services and consulting company, we do not have seasonal variations in employment. Most of our staff are fulltime, permanent employees.

Region-wise permanent employee distribution 2024 , 2023 and 2022 is as follows:

Region	As on March 31, 2024			As on March 31, 2023			As on March 31, 2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
India	1,61,214	1,04,118	2,65,332	1,73,086	1,13,084	2,86,170	1,57,132	1,04,672	2,61,804
APAC	7,204	5,780	12,984	7,756	5,839	13,595	6,750	5,027	11,777
Americas	14,173	8,735	22,908	17,070	10,026	27,096	17,463	9,672	27,135
EMEA	10,080	5,936	16,016	9,967	6,406	16,373	8,172	5,127	13,299
Total	**1,92,671**	**1,24,569**	**3,17,240**	**2,07,879**	**1,35,355**	**3,43,234**	**1,89,517**	**1,24,498**	**3,14,015**

Scope : Infosys Group

Role-wise permanent employee distribution 2024 , 2023 and 2022 is as follows:

Role	As on March 31, 2024			As on March 31, 2023			As on March 31, 2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Junior	71,039	59,265	1,30,304	86,803	71,110	1,57,913	78,919	66,487	1,45,406
Middle	86,831	56,878	1,43,709	86,905	56,245	1,43,150	80,408	51,554	1,31,962
Senior	34,801	8,426	43,227	34,171	8,000	42,171	30,190	6,457	36,647
Total	**1,92,671**	**1,24,569**	**3,17,240**	**2,07,879**	**1,35,355**	**3,43,234**	**1,89,517**	**1,24,498**	**3,14,015**

Age-wise permanent employee distribution 2024 , 2023 and 2022 is as follows:

Age	As on March 31, 2024			As on March 31, 2023			As on March 31, 2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<=30 years	96,374	77,252	1,73,626	1,14,234	90,413	2,04,647	1,02,584	84,687	1,87,271
31-50 years	89,272	45,271	1,34,543	87,033	42,916	1,29,949	81,257	37,954	1,19,211
>= 50 years	7,025	2,046	9,071	6,612	2,026	8,638	5,676	1,857	7,533
Total	1,92,671	1,24,569	3,17,240	2,07,879	1,35,355	3,43,234	1,89,517	1,24,498	3,14,015

ANNEXURE 4

Performance Management

Category	Fiscal Year 2024*		
	Eligible employees for performance and career development*		
	Men	Women	Total
Junior	83,315	70,411	1,53,726
Middle	70,100	31,450	1,01,550
Senior	4,089	559	4,648
Total	**1,57,504**	**1,02,420**	**2,59,924**

*Note: *100% eligible employees received performance and management reviews*

New employee hiring

Age-wise employee hiring rate for permanent employees 2024 and 2023 is as follows:

Age	Fiscal 2024					Fiscal 2023				
	Men	Rate of hiring(%)	Women	Rate of hiring(%)	Total	Men	Rate of hiring(%)	Women	Rate of hiring(%)	Total
<=30 years	13,320	56.2	8,984	67.1	22,304	50,429	71.1	33,656	76.7	84,085
31-50 years	9,635	40.7	4,196	31.3	13,831	19,243	27.1	9,936	22.7	29,179
>= 50 years	744	3.1	203	1.5	947	1,247	1.8	341	0.8	1,588
Total	**23,699**		**13,383**		**37,082**	**70,919**		**43,933**		**1,14,852**

Region-wise employee hiring rate for permanent employees 2024 and 2023 is as follows:

Region	Fiscal 2024					Fiscal 2023				
	Men	Rate of hiring(%)	Women	Rate of hiring(%)	Total	Men	Rate of hiring(%)	Women	Rate of hiring(%)	Total
Americas	2,872	12.1	1,443	10.8	4,315	6,426	9.1	3,938	9.0	10,364
APAC	1,870	7.9	1,623	12.1	3,493	3,683	5.2	2,718	6.2	6,401
EMEA	2,980	12.6	1,728	12.9	4,708	4,629	6.5	3,357	7.6	7,986
India	15,977	67.4	8,589	64.2	24,566	56,181	79.2	33,920	77.2	90,101
Total	**23,699**		**13,383**		**37,082**	**70,919**		**43,933**		**1,14,852**

ANNEXURE 4

Employee turnover

Age-wise employee turnover rate for permanent employees 2024 and 2023 is as follows:

Age	Fiscal 2024					Fiscal 2023				
	Men	Turnover rate (%)	Women	Turnover rate (%)	Total	Men	Turnover rate (%)	Women	Turnover rate (%)	Total
<=30 years	11,586	14.1	8,330	13.2	19,916	18,803	21.8	14,008	20.7	32,811
31-50 years	7,589	11.2	3,438	11.2	11,027	13,433	20.6	5,762	20.4	19,195
>= 50 years	443	9.1	95	9.7	538	646	14.5	137	14.9	783
Total	**19,618**	**12.6**	**11,863**	**12.5**	**31,481**	**32,882**	**21.1**	**19,907**	**20.6**	**52,789**

Region-wise employee turnover rate for permanent employees 2024 and 2023 is as follows:

Region	Fiscal 2024					Fiscal 2023				
	Men	Turnover rate (%)	Women	Turnover rate (%)	Total	Men	Turnover rate (%)	Women	Turnover rate (%)	Total
Americas	1,748	13.5	821	11.4	2,569	3,773	25.7	1,897	24.7	5,670
APAC	649	15.5	318	15.7	967	1,033	23.6	404	20.4	1,437
EMEA	625	12.3	222	13.0	847	742	16.6	256	17.7	998
India	16,596	12.5	10,502	12.5	27,098	27,334	20.6	17,350	20.3	44,684
Total	**19,618**	**12.6**	**11,863**	**12.5**	**31,481**	**32,882**	**21.1**	**19,907**	**20.6**	**52,789**

Note: Above tables represents voluntary attrition (LTM – IT Services).

Trainings conducted

Role-wise distribution	Fiscal 2024			Fiscal 2023			Fiscal 2022		
	Employee Strength	Training hours	Average training hours	Employee Strength*	Training hours*	Average training hours	Employee Strength*	Training hours*	Average training hours
Junior	1,44,109	1,58,26,161	109.8	1,51,660	3,75,01,096	247.3	1,24,971	3,30,61,312	264.6
Middle	1,42,767	72,43,289	50.7	1,36,385	59,39,096	43.5	1,26,697	51,25,064	40.5
Senior	42,699	15,16,284	35.5	39,409	11,63,728	29.5	34,123	11,31,984	33.2
Total	**3,29,575**	**2,45,85,734**	**74.6**	**3,27,453**	**4,46,03,920**	**136.2**	**2,85,791**	**3,93,18,361**	**137.6**

*Note: *Restated due to change in approach to ensure comparability of information disclosed.*

Benefits provided to full-time employees that are not provided to temporary or part-time employees(by significant location of operations)

Benefits	Number of total employees (India)	Number of permanent employees covered as % of total permanent employees (India)	Number of Total Employees (USA[1])	Number of permanent employees covered as % of total permanent employees (USA[1])
Life insurance	2,65,332	100%	25,421	100%
Health care	2,65,332	100%	25,421	100%
Disability and invalidity coverage	2,65,332	100%	25,421	100%
Parental leave	2,65,332	100%	25,421	100%
Retirement provision	2,65,332	100%	25,421	98.71%*

Note: Benifits are offered to all employees, however benefits are extended to employees who opts or subscribes

(1) USA includes (Infosys limited ,McCamish ,IBPM Americas and IPS)

**F1/J1 Visa holder are not eligible for FICA contribution*

Annual Total Compensation Ratio

Particular	FY 24	FY 23
Ratio of total annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees(excluding the highest-paid individual)	297	304

Particular	Ratio/Percentage
The percentage increase in remuneration of the highest paid individual in the organization	5.3%
The percentage increase in the Median annual total compensation for all employees (excluding highest paid individual)	7.8%
The ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	0.68

Note: Other than permanent employees (Contract staff)/Non-Guaranteed Hours employees are excluded

Fixed Salary, Variable Salary, Retiral benefits are included in the calculation

Designation of the highest paid individual is "Chief Executive Officer and Managing Director

ANNEXURE 4

Employees covered under collective bargaining agreements (CBA) globally, as on March 31, 2024

Operating Location	Total no. of employees	No. of employees covered under CBA
European Union*		
Spain	130	130
Italy	14	14
Sweden*	477	80
Croatia*	101	101
Netherlands*	2,500	1,970
Poland*	2,670	2,638
Finland	290	290
France	492	492
Germany*	2,802	1,381
Belgium*	812	261
Romania*	909	665
Malta*	11	10
Brazil	614	614
Japan	785	785
Total	**12,607**	**9,431**

*(*Only employees hired in these locations are covered.)*

We recognize our employees' right to assemble, communicate and join associations of their choice in matters related to their employment within the purview of our policies and procedures. We respect the rights of our employees to associate or not associate through Internal employee resource groups and seek representation, to bargain or not bargain collectively in accordance with local laws.

As on fiscal 2024, we have covered 328 suppliers through the assessment. The assessments covers evaluation of suppliers in which worker's right to exercise freedom of association or collective bargaining is violated or at significant risk. We have not came across any significant risks / concerns arising from the assessment of the suppliers.

Occupational Health and Safety

Details	Fiscal 2024				Fiscal 2023			
	Employee		Subcons*		Employee		Subcons*	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Fatalities	0	NA	0	NA	0	NA	0	NA
High-consequence, work-related incidents	0	NA	0	NA	0	NA	0	NA
Recordable incidents (as per IS 3786 code)	6	0.040	17	0.507	5	0.057	28	1.022
Recordable Incidents (as per GRI standards)	6	0.008	17	0.101	5	0.017	28	0.204
Number of hours worked	**14,79,14,237**		**3,34,91,619**		**8,73,78,770**		**2,73,93,177**	

Note:

1) The information is reported for India locations and covers material portion of operations in the organization.

2) Working hours is considered only for employees working from office based on swipe records as the rates are computed based on incidents occurring in the organization premises. For Contract staff, in addition to working hours overtime hours is also included.

3) Rates are calculated based on 10,00,000 hours worked as per Indian Standard 3786 code and 2,00,000 hours worked as per GRI standards for the current year and previous year.

4) There were 16 vendor / visitor incidents were reported of which 14 were minor and 2 were near misses. Vendors and visitors are temporary, hence are not considered under subcons.

5) In Overseas 14 incidents were reported of which 12 were minor and 2 were near misses. Working hours information is not available and hence they are not included in rate computation.

6) In construction 112 incidents were reported, of which 1 was fatal, 30 were minor and 81 near misses.

7) Recordable incidents for contract workmen include sharp objects, slips / trips, falling / flying objects, insect bites / stings, hot objects, operations and maintenance, in-campus transport.

8) Recordable incidents for employees include slips/trips, sharp objects, in-campus transport, and falling / flying objects, insect bites / stings.

**Subcons - Other than permanent employees.*

The details of workplace sexual harassment complaints in India, reported as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, are as follows:

Details	Fiscal 2024
Number of complaints received	64
Disposal by conciliation	15
Disposed due to other reasons	1*
Disciplinary issues -Major	5
Disposal by disciplinary action	41
Number of cases pending for more than 90 days	0
Employees covered through awareness programs	Mandatory onboarding sessions for new hires 100% new joins covered, support staff and other employees through email communications, in person, online and digital mediums etc) Periodic awareness sessions for employees and Internal Committee members through various platforms

Note: These cases are pertaining to inquiries done by the internal committees of the company. During fiscal 2024, there were seven(07) complaints received, involving respondents from third-party, that have been addressed by the internal committees of such third-party.
2 cases Open
**No Action required*

Communication of critical concerns

			Fiscal 2024		Fiscal 2023	
Stakeholder group from whom complaint is received [1]	**Grievance Redressal Mechanism in Place (Yes/No)**	**(If Yes, then provide web-link f or grievance redress policy)**	**Number of complaints filed during the year**	**Number of complaints pending resolution at close of the year**	**Number of complaints filed during the year**	**Number of complaints pending resolution at close of the year**
Communities	Yes	feedback_if@infosys.com	0	0	0	0
Investors (other than shareholders)[2]	Yes	Investors@infosys.com	0	0	0	0
Shareholders	Yes	Investors@infosys.com	819[2]	0	3,568[2]	0
Employees and workers	Yes	HEAR@infosys.com, GRB@infosys.com	180	19	189	20
Value Chain Partners	Yes	vendorgrievances@infosys.com	0	0	0	0

Note:
(1) For all stakeholders: whistleblower@infosys.com
(2) The company does not track complaints from investors & shareholders separately. During the year, the company has modified its policy of classifying shareholders grievances/complaints

ANNEXURE 4

Environment

Performance across energy, emissions, water and waste

Overall electricity consumption

Electricity source (kWh)	Fiscal 2024	Fiscal 2023	Fiscal 2022
Grid[1]	8,69,31,025	9,79,13,853	9,69,28,894
Captive DG Power	21,09,888	18,49,606	15,77,254
Renewable[2]	13,49,31,331	9,99,01,243	7,39,21,915
Total	**22,39,72,244**	**19,96,64,702**	**17,24,28,063**

Notes:

(1) Includes global energy consumption, in line with the topic boundary for energy.

(2) This includes wheeled green power, and the energy generated through in-house solar plants in India and the US (Indianapolis). For Hyderabad SEZ location, the annual data includes extrapolated value for 15 days of March 2024.

Energy Intensity for fiscal 2024 is 12.07 MWh/US$ mn

Owing to a hybrid work model, most of our employees worked from home. Our estimate electricity consumption from Work From Home (WFH) stands at 7,54,31,938 kWh.

Direct energy consumption in GJ

The table below provides our consolidated energy consumption in GJ from our significant global locations.

Energy (within the organization, in GJ)	Fiscal 2024	Fiscal 2023	Fiscal 2022
Grid electricity (non-renewable source)	3,12,952	3,52,490	3,48,944
Electricity from renewable source	4,85,753	3,59,644	2,66,119
Fuel (HSD, diesel, petrol)	40,743	38,852	35,413
Total	**8,39,448**	**7,50,986**	**6,50,476**

Energy Intensity for fiscal 2024 is 45.22 GJ/US$ mn

Total renewable energy capacities

The table below presents our total installed capacities for Solar PV plant (rooftop and on ground) across locations. This helps in improving our renewable energy consumption across facilities.

Solar PV installation location	Installed capacity (kWp)
SIRA[1]	40,308
Hyderabad SEZ	7,682
Bengaluru	2,191
Chennai	1,896
Mysuru	1,348
Pune Phase 2	1,319
Mangaluru SEZ	1,231
Jaipur	1,015
Hyderabad STP	988
Thiruvananthapuram	826
Bhubaneswar	612
Indianapolis, US	272
Chandigarh	203
Indore	190
Kolkata	60
Chennai Paranur Bus Bay[1]	37
Total	**60,178**

[1] Outside campus

ANNEXURE 4

GHG emissions

Source of emissions	GHG emissions (tCO_2e)		
	Fiscal 2024	Fiscal 2023	Fiscal 2022
Scope 1[1]	7,150	8,593	8,965
Scope 2[2]	55,881	62,352	64,398
Total – Scope 1 + 2	63,031	70,945	73,363
Scope 1+2 intensity (**tCO_2e** per US $ million)	3.40	3.90	4.5
Y-o-Y reduction of Scope 1+2 intensity(%)	12.93	13.43	23.34
Scope 3			
Business travel[3]	61,764	60,390	21,477
Employee commute[4]	23,397	9,970	3,517
Transmission and distribution (T&D) losses	8,395	8,944	9,253
Upstream leased assets[5]	1,170	1,145	181
Waste emissions	507	262	207
Work from home emissions	54,009	66,323	71,503
Capital goods [6]	31,495	36,942	66,558
Total - Scope 3	1,80,737	1,83,976	1,72,696
Total Scope 1+2+3	2,43,768	2,54,921	2,46,059

Notes:

(1) Scope 1 emissions covers all owned offices (India, US and China) and leased offices in India; Leased space in overseas locations will not be considered as it is falls in de-minimus for diesel / natural gas consumption.

(2) This includes India and overseas locations; For most overseas locations, we operate out of leased offices. Many of these lease agreements include power consumption as a part of their maintenance charges and therefore, we might not have exclusive Infosys energy bills. In such cases, the emissions are estimated based on EPI - based energy consumption in the respective geographies. We have covered 100% of our overseas locations.

(3) Starting this year, emissions associated with employees' staying in Hotels is calculated and included in the business travel emissions. To maintain consistency in reporting, the same has been added for the previous year and restated here by adding 3780 tCO_2e and 1782 tCO_2e to financial year 2023 and financial year 2022 respectively.

(4) Employee commute emissions reported include data for India, Shanghai and Indianapolis locations, which forms a signaficant portion of our employee base.

(5) For upstream leased assets emissions from LPG consumptionin foodcourt is considered.

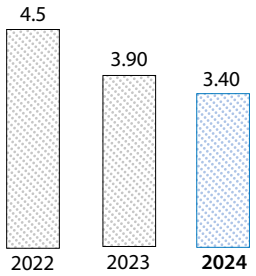
(6) Capital goods expenses has been adjusted for inflation as per the emission factors considered

Scope 3 targets under our ESG Vision include only the following categories viz., emissions from business travel, employee commute and T&D losses.

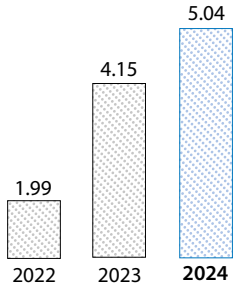
Biogenic emissions arise from combustion and/or flaring of biogas. Infosys monitors and discloses these emissions on a regular basis. The biogenic emissions during fiscal 2024 are 133.55 tCO_2e.

Emission intensity:

Scope 1+2 (tCO_2e/US$ million revenue)



Scope 3 (tCO_2e/US$ million revenue)



As per ESG Vision 2030 - Scope 3 includes business travel, employee commute and T&D losses

Emission reduction initiatives

The table below provides the list of emission reduction initiatives that have resulted in a reduction or avoidance of scope 2 emissions. These projects were completed at various points during the year and the actual emission reductions are as listed below:

Carbon reduction initiative	Energy procured/ saved (kWh)	Emissions avoided (tCO_2e)
Energy efficiency retrofits in our buildings	1,12,904	80.84
Renewable energy generation and procurement	13,49,31,331	94,817

Carbon Offset Projects

We have in total 10 ongoing carbon offset projects. The projects with their current status and estimated offsets are listed in the table below. Third-party verification is being carried out by the Gold standard carbon registry.

Project name	Vintage	Project type	Estimated offsets in tCO_2e
Ramanagara Biogas project	2023	GS - VER	49,094
Promotion of clean cooking solutions in rural India by Infosys – VPA 1	2023	GS - VER	73,828
Promotion of clean cooking solutions in rural India by Infosys – VPA 2	2023	GS - VER	68,793
Promotion of clean cooking solutions in rural India by Infosys – VPA 3	2023	GS - VER	15,343
Improved Woodstoves In Udaipur - Helping Women And Environment -2.0	2023	GS - VER	33,752
Improved Woodstove Project 2 in Udaipur - 3.0	2023	GS - VER	38,990
Cookstove distribution by Infosys in Meghalaya	2023	GS - VER	30,000
Improved Woodstove Project 3 in Udaipur - 5.0	2024 (expected)	GS - VER	-
The Breathing Space Improved Cooking Stoves Programme, India – VPA No. 16 Envirofit - MH2	2024 (expected)	GS - VER	-
The Breathing Space Improved Cooking Stoves Programme, India – VPA No. 16 Envirofit - MH3	2024 (expected)	GS - VER	-
Total offsets estimated			**3,09,800**

Credits retired for achieving carbon neutrality for fiscal 2024:

GS Id	Project Title	Type of credits	Project Type	Volume to be retired
GS10710	Promotion of clean cooking solutions in rural India by Infosys – VPA 1	GS - VER	Energy Efficiency Domestics	77,865
GS11855	Improved Woodstoves project 2 in Udaipur - Helping Women and Environment - Udiapur Urja 3.0	GS - VER	Energy Efficiency Domestic	27,630
GS11947	Cookstove distribution by Infosys in Meghalaya	GS - VER	Energy Efficiency Domestic	16,689
GS1015	Ramanagara Biogas project	GS - VER	Biogas-Heat	27,399
GS11424	The Breathing Space Improved Cooking Stoves Programme, India – VPA No. 16 Envirofit	GS - VER	Biogas-Heat	7,813
GS11722	Promotion of clean cooking solutions in rural India by Infosys – VPA 2	GS - VER	Biogas-Heat	54,877
	The total credits retired for carbon neutrality			**2,12,273**

For the carbon neutrality requirement for fiscal 2024, Infosys has retired 2,12,273 Offsets. Cook stove project in Udaipur Urja is under Gold standard validation.

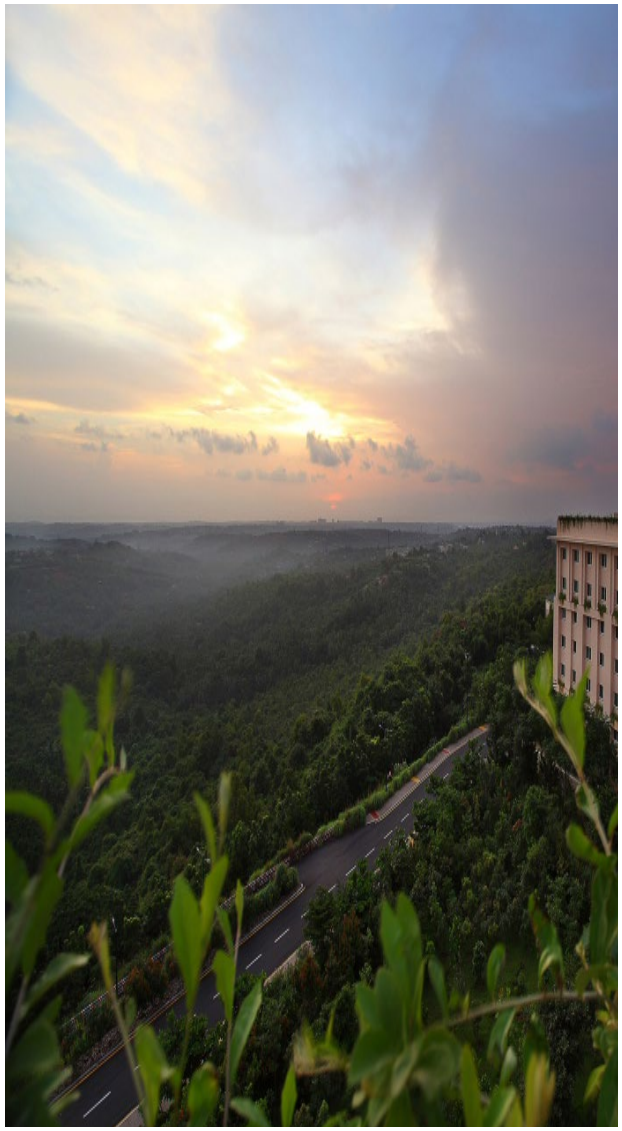
ANNEXURE 4

Ozone-depleting substances (ODS)

Our operations warrant the use of refrigerants in our Heating, Ventilation, and Air Conditioning (HVAC) systems, including R22, R32, R12, R123A, R410A, R407C, R134A and R404A. Each of these substances come with a diverse Ozone Depleting Potential (ODP). We made the choice to switch over to refrigerants with minimum ODP and Global Warming Potential (GWP).

ODS	Fiscal 2024		Fiscal 2023		Fiscal 2022	
	Total ODS consumption in kg	CFC11 equivalent	Total ODS consumption in kg	CFC11 equivalent	Total ODS consumption in kg	CFC11 equivalent
R22	293	17.60	427.45	25.65	511.80	30.71
R407C	183	0	276.88	0	548.93	0
R410A	916	0	1,266.10	0	906.65	0
R134A	945	0	793.22	0	1,746.40	0
R404A	5	0	16.50	0	0	0
R123	0	0	0	0	0	0
R417A	0	0	0	0	7	0
R32	20	0	0	0	2.50	0

Note: The ODP of R407C, R404A, R410A, R134A, R417A and R32 is zero. The ODP of R22 is 0.06 and R123 is 0.02.



Other emissions:

Our main emissions from our support activities are Nitrogen Oxide (NOx), Sulphur Oxide (SOx) and other Ozone Depleting Substances (ODS). Diesel generator are the primary sources of NOx and SOx at our campuses. These are monitored every month to keep them within the permissible limits prescribed by the State Pollution Control Boards. We conduct monthly ambient air quality checks. The sulphur content in our fuel is 10 ppm (BS-VI across all India locations). The SO_x and NO_x emissions are reported in principle 6 of Business Responsibility and Sustainability Report (BRSR), which forms part of the Intergrated Annual Report 2023-24.

ANNEXURE 4

Freshwater consumption

The table below provides freshwater consumption data by category for our global operations. 100% of our water withdrawal from various sources has Total Dissolved Solids (TDS) which is less than 1,000 mg/L and therefore considered as fresh water. It is to be noted that none of the water sources are from designated protected areas or areas of high-biodiversity value. During this year, Infosys has not received any grievances from local communities regarding the water. We have evaluated water stress zones in line with the WRI guidelines for all our locations of operations globally. The details of water stress zones and withdrawals are available in BRSR. Water withdrawal covers water sourced from municipal and private providers, groundwater and rainwater.

Freshwater sources	Water consumption (kl)		
	Fiscal 2024	Fiscal 2023	Fiscal 2022
Third-party water supply[1]			
Municipal[2]	16,83,990	17,71,557	9,63,410
Private providers	2,60,985	2,22,244	1,66,408
Groundwater	53,715	54,617	1,12,910
Rainwater	2,62,929	2,26,261	69,656
Total fresh water	**22,61,619**	**22,74,679**	**13,12,384**

Notes: 1) Water consumption mentioned above is restricted to operations on campuses/offices and excludes consumption for Infrastructure development.

2) Consumption for Infrastructure development during the year was 11,19,489.02 kl

3)Overseas water consumption includes invoice-based consumption for which invoices are available. For other locations, consumption is estimated and included in the municipal category. At India locations, this has been estimated based on NBC Standards at 45 ltr per person/day and the location-wise seating capacity. The water consumption at overseas locations is restricted to human touch requirements only, unlike India, which has large landscaping and other requirements such as ECC. Hence the consumption for overseas is estimated as a product of seating capacity and per capita based on 62% of variable consumption excluding ECC and landscaping requirements.

Waste generation and disposal

Waste	Unit	Fiscal 2024	Fiscal 2023	Fiscal 2022	Disposal method
Hazardous waste					
E-waste	T	470.09	813.37	863.67	Recycling by authorized agency
E-waste	T	0.32	0	0	Landfill at TSDF
Waste residue containing oil	T	4.07	2.57	2.87	Incineration by authorized agency
Biomedical waste (including sanitary waste)	T	124.84	106.02	43.58	Incineration by authorized agency
Used oil	T	55.15	35.11	30.74	Recycling by authorized agency
Used oil	T	2.77			Incineration by authorized agency
Used oil	T	0.31			Co-processing by authorized agency
Batteries (including DG batteries)	T	139.23	132.64	132.02	Recycling by authorized agency
Toner and catridges	T	0.04	0.01	0	Recycling by authorized agency
Radio active waste	T	0.12	3.62	0.008	Recycling by authorized agency
Discarded containers	T	19.60	15.02	13.65	Recycling by authorized agency
Discarded containers with paint sludge	T	0.81	0	0	Incineration by authorized agency
Chimney Soot	T	0	0.33	0	Incineration by authorized agency
Other hazardous waste					
Other miscellaneous waste (Dry chemical powder, coolant, buyback assets)	T	6.33			Recycling by authorized agency
Other miscellaneous waste (Cleaning agents and adhesives,Paint residues/oil sludge, Coolant,Hand Gloves, Oil Soaked Cotton Waste & Oil Soaked Saw Dust,Styrofoam/ thermocol)	T	9.60	4.43	0	Incineration by authorized agency
Non-hazardous waste					
Food	T	1346.14	1024.26	59.57	Recycling (treated in-house in Biogas plant & gas used for cooking)
Food	T	13.85	0	0	Composting
Paper	T	352.51	260.41	234.12	Recycling by authorized agency
Paper	T	0.68	0	0	Reused
Metal	T	1143.65	1189.86	1364.02	Recycling by authorized agency
Wood	T	552.13	874.81	1399.25	Recycling by authorized agency

Waste	Unit	Fiscal 2024	Fiscal 2023	Fiscal 2022	Disposal method
Plastic	T	132.80	128.58	114.62	Recycling by authorized agency
Glass	T	141.93	123.28	206.39	Recycling by authorized agency
Thermocol/styrofoam	T	3.89	8.10	9.26	Recycling by authorized agency
Rubber	T	17.42	8.18	4.88	Recycling by authorized agency
Textile Wastes	T	6.26	4.13	5.43	Recycling by authorized agency
Kitchen Oil	T	7.53	1.76	0.536	Recycling by authorized agency
Garden waste	T	3,878.78	4074.66	3034.62	Recycling (treated in-house in organic waste converter and manure reused)
Garden waste	T	93.99	0	0	Composting
Mixed waste	T	578.26	302.01	157.12	Recycling by authorized agency
Mixed waste	T	15.88			Landfill
Mixed waste	T	49.34			Co-processing by authorized agency
STP sludge	T	804.99	635.85	45.48	Recycling by authorized agency
Glass wool	T	38.34	54.51	0	Recycling by authorized agency
C&D	T	35,851.85	10861.63	3087.65	Recycling by authorized agency
C&D	T	110.12			Reused (Land Leveling)
C&D	T	2,378.14			Landfill
Other Non hazardous waste					
Other miscellaneous waste (Chairs and sofa, Carpet tiles,Ceramic tea cups, Floor carpet,Kitchen hood oil waste, coconut shell,egg shell,fire extinguishers,tea bags,tea dust, tissue waste, milkcovers, umbrella, tyres,glass waste infra, metal waste infra, aluminium waste, shredded paper and cardboard)	T	1,091.98	394.63	0	Recycling by authorized agency
Other miscellaneous waste (Tea bags,chairs, charcoal waste, lifts, carpet, AHU unit)	T	105.06			Reused
Other miscellaneous waste (Tissue waste, coconut shells, eggshells,kitchen hood oil, PU foam)	T	12.86			Incineration by authorized agency
Other miscellaneous waste (coconut shells, eggshells,tea bags, LETP slugde)	T	6.41			Composting
Other miscellaneous waste (Claypot, soil, AC puffline, rockwool, paper dust)	T	1.55			Landfill
Other miscellaneous waste (coconut shells, kitchen oil, eggshells, cooling tower files, copper cables)	T	13.95			Co-processing by authorized agency

Notes:
1) The quantity of waste disposed is considered as the waste generation quantity.
2) E-waste quantum includes India and overseas locations.
3) There were no significant spills during fiscal 2024.
4) Non- Hazardous waste reported for India and overseas owned locations.

ANNEXURE 5

Data computational methods

This chapter describes the conventions and computation methods used for calculating emissions, freshwater consumption and electricity consumption reported in Annexure 1.

Water

Fresh water consumption is tracked through meter readings and invoices. Where invoices and meters are not available consumption is computed as a product of employee swipe count or seating capacity (in overseas locations) and per capita. Water inlet and outlet from Sewage Treatment Plants(STP) is also monitored and accordingly reported. For locations where STP is not available 90% of total consumption is considered.

Waste

Waste is segregated at source and process for measurement of waste is established. The quantum of waste generated and disposed is computed with relevant evidences in the form of weighment receipts, registers, etc.

Intensity calculations for energy, water, and GHG emissions

Starting fiscal 2021, Infosys has decided to track its environmental performance normalized against the revenue ($ million).

Revenue-based Intensity:
This intensity is estimated on a annual basis for Infosys Corporate (Group-level) based on annual revenues.

It is to be noted that most targets taken currently are on absolute reductions as opposed to intensity-based reduction.

Energy

Infosys' energy consumption within its operations includes electricity from the grid, fuel used in diesel generators and Company-owned vehicles and equipment. The energy consumption outside the organization consists of fuel used in personal and commercial vehicles used by its employees for daily commute to the offices and business travel, and fuel used in its food courts. The energy data is calculated using suitable conversion factors for electricity and various fuel sources as defined in the IPCC Fifth Assessment Report.

GHG emissions

GHG inventorization at Infosys is carried out with the underlying business objective of identifying potential areas for reduction of GHG, wherever possible. In view of this, Infosys decided to include any category of emission, that offered a potential to reduce emissions either through direct reduction option or a market alternative.

The gases considered for the carbon footprinting are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulfur hexafluoride (SF_6) emissions.

The details of significant emission categories for Infosys are as follows:

Scope 1

Stationary combustion

The total monthly quantity of high-speed diesel (fuel) combusted by diesel generators is captured and used for the emissions computation. The emissions factor for high-speed diesel is sourced from the IPCC Reports. Emissions due to onsite power generation from renewable sources such as solar and wind is considered to be zero.

Mobile emissions — petrol and diesel vehicles

The total monthly quantity of diesel and petrol used by the Company-owned vehicles and lawn mowers is considered. The emissions factor for diesel/petrol is sourced from the IPCC Report.

Fugitive emissions — refrigerants used in air conditioning equipment

HVAC systems are a basic requirement of the industry. Various refrigerants are used for the air conditioners, each of which has a different global warming potential. The refrigerants used are R32, R410A, R407C, R404A, R134A, R22 and R417A. The total weight (in kg) of the refrigerant refilled during the service of air conditioning systems is captured from the service reports. This consolidated quantity based on the different refrigerants is used for the GHG computation using emissions factors sourced from the UK Department for Environment, Food and Rural Affairs (DEFRA).

Fugitive emissions – SF_6 in electrical circuit breaks

Some of the electrical breakers installed in Infosys campuses contain SF_6, which might be refilled during the course of maintenance. The information on the quantity of SF_6 used for refilling the electrical breakers, if any, from the service report

is collated and the total GHG emissions is computed using emissions factors sourced from DEFRA.

Fugitive emissions – CO_2 in fire extinguishers

The CO_2 used for fire extinguishers are included in this category. The total weight (in kg) of the CO_2 refilled during service is captured from the service reports. This consolidated quantity of CO_2 is used for GHG computation.

Scope 2

This includes emissions from the generation of purchased electricity for all the Company's own offices in India, Shanghai and Indianapolis. For overseas leased offices, we arrive at total electricity consumption by multiplying Energy Performance Index (EPI) with the area of operation.

Purchased electricity consumption

A major portion of Infosys' electricity is sourced from government agencies or other utility providers who provide monthly invoices. This is used to capture information on the units consumed during the month in a location, and this information is recorded on the dashboard.

To calculate the total Scope 2 emissions, we have used the latest emissions factors for grid electricity provided by the Central Electricity Authority for India and country-specific emission factors for other countries. For fiscal 2024, the emissions factors considered for other overseas locations are sourced from the respective country's websites / IGES, etc.

Scope 3

Category 1:
Purchased goods and services
(reported under Category 2 below)

The Company's typical operational expenses include expenditure on employee salary, salary of technical subcontractors, insurance, travel expenses, etc. The expenses related to IT equipment, furniture and fixtures, etc., are already accounted in the capital goods based on its financial accounting at the Group level. To avoid double counting, no emissions are reported under 'purchased goods'. Therefore, no emssions are reported here.

Category 2:
Capital goods

(Relevant and reported)

Lifecycle emissions (cradle to gate) due to the procurement of capital goods have been included in this section. This data was only available from 2015 and is therefore reported separately. The emissions due to capital goods have been calculated based on annual spend on capital goods. Capital goods include buildings, plants and equipment, land acquired, furniture and fixtures, miscellaneous, office equipment and computers and vehicles procured during the current reporting period. This includes emissions from the complete lifecycle of the goods from extraction, production to transportation and distribution. During fiscal 2024, the emission factor of capital goods has been sourced from the 'Supply Chain GHG Emission Factors for US Commodities and Industries'.

Category 3:
Fuel and electricity related emission (not included in scope 1 or 2)

Transmission and Distribution (T&D) losses (3.c)
(Relevant and reported)

Emissions due to T&D losses for every unit of grid electricity procured have been calculated under this section. This only applies to the electricity procured from the grid, and sourced from third-party non-renewable sources, if any.

Other fuel and electricity related emissions (3.a, 3.b and 3.d) (Not Relevant)
Other upstream emissions related to fuel or electricity consumption are not in line with our business goals and are therefore not relevant to Infosys. Infosys has neither any control, nor an opportunity to reduce the GHG of the large oil and gas companies. Similarly, for upstream emissions of power generators, Infosys has no information on the upstream practices of the power generators in terms of the types of fuel used, the process for exploration/mining, transportation, processing and/or refining the fuel used for power generation. These would be categorized as Tier 3 suppliers for Infosys. Therefore, Categories 3.a and 3.b are irrelevant for Infosys. Since the Company is not a utility or energy retailer, Category 3.d of Scope 3 is not relevant.

Category 4:
Upstream transportation and distribution

(Relevant and reported under category 2)

Emissions from capital goods are already considered as cradle to gate emissions and therefore not reported to avoid double counting.

Category 5:
Waste generated in operations
(Relevant and reported)

These include emissions from the waste generated within Infosys India and overseas owned locations operations. Although the contribution from this category is low, Infosys has processes and systems in place to manage the waste and capture GHG emissions from the waste.

Category 6:
Business travel
(Relevant and reported)

Business travel includes long and short distance air travel globally, and commute through surface transportation, including trains, buses, cabs, etc., for business requirements. iTravel, an internal application, provides an integrated, end-to-end web-based solution for the employee travel needs. This solution is integrated with all the Company policies, business processes, rules and validations, and captures the full sector traveled. From this the total distance travelled is calculated. In addition, the data from employee claim systems is also considered, for any taxis booked for their business travel. Emissions due to business travel (road) are estimated based on the fuel efficiency, total distance traveled and the fuel characteristics such as Net Calorific Value (NCV), density and emission factor for the fuel sourced from IPCC Fifth Assessment Report. The emissions from business travel (air) are based on the DEFRA emission factors.

From this year, emissions associated with hotel stay of employees are calculated and reported. The data is captured through our system and country specific emission factors from DEFRA are applied.

ANNEXURE 5

Category 7:
Employee commute

(Relevant and reported)

The assumptions for the employee commute calculation have been sourced from a survey conducted within Infosys to understand the commute practices. The survey was conducted across all campuses and geographies. The survey covered various aspects such as mode of transport, fuel efficiencies of personal vehicles used, the use of shift cabs, if any, average number of work from home requests, the number of times the employee carpooled to work, etc. The results of the survey were used for calculating the GHG emissions due to employee commute.

To determine the average distance between the campus and residence, geo-coordinates of employee's residences were collected using an internal online tool. We examined this data and performed a spatial optimization analysis.

Employees commute to and from office using various modes of transportation include company-provided transportation, personal vehicles, public transport. The total number of two wheeler parking slots occupied monthly across campuses is considered to calculate emissions from employee commute. The carpool percentage of the total employee swipe count at the campus is identified through surveys and this information is considered for arriving at emissions from employees using personal transport.

Information on the total number of bus users is provided by the Transport team, which tracks the number of people traveling by the Company-provided transportation. The difference between the total number of employees and the sum of users of personal transport and transport provided by the company minus the number of users of carpool gives the total number of users of public transport.

During the year, the emissions due to employee commute have been estimated based on fuel efficiency, total distance travelled and fuel characteristics like NCV, density, and emission factor for the fuel used.

Category 8:
Upstream leased assets
(Relevant and reported)

In the Infosys context, this includes emissions from energy consumption by vendors operating out of Infosys food courts: LPG, used by vendors in canteens/food courts.

Category 9:
Downstream transportation and distribution
(Not Relevant)

Infosys is a service company dealing with technology, consulting and outsourcing whose services do not require physical transportation and distribution. Emissions produced as a result of electricity usage for delivering services to clients has already been accounted under Scope 1 and Scope 2 emissions. Hence, this category is not applicable to Infosys and it has not calculated the GHG emissions associated with it.

Category 10:
Processing of sold products
(Not Relevant)

Infosys is a service company dealing with technology, consulting and outsourcing. We do not sell any physical products, which requires processing. Therfore, this category is not applicable to us and we have not estimated the GHG emissions associated with this category.

Category 11:
Use of sold products
(Not Relevant)

Infosys is a service company dealing with technology, consulting and outsourcing. Emissions from its services are already covered in Scope 1 and 2 emissions. Emissions from energy consumption in the use of its software products have been identified as part of the Company's Scope 3 emissions. The Company has evaluated and spoken with several standard-setting bodies to obtain appropriate guidance. However, at this time, no standards/guidelines are available to estimate them. Hence, the Company is unable to evaluate or state the emissions that result from the use of its software solutions.

Category 12:
End of life treatment of sold products
(Not Relevant)

Infosys is a service company dealing with technology, consulting and outsourcing. It does not sell physical products which require end of life treatment. Hence, this category is not applicable to the Company and it has not calculated the GHG emissions associated with it.

Category 13:
Downstream leased assets
(Not Relevant)

Infosys does not own any assets that it has leased to third parties. Hence, this category is not applicable to the Company and it has not calculated the GHG emissions associated with it.

Category 14:
Franchises
(Not Relevant)

Infosys does not operate under any franchises. Therefore this category is not applicable to the Company and it has not calculated the GHG emissions associated with it.

Category 15:
Investments
(Not Relevant)

Infosys has not acquired any new companies which fall within its topic boundary during fiscal 2024.

Category 16:
Others – Work from home emissions
(Relevant and reported)

The company has adopted hybrid mode of working

In consideration of energy consumption and associated emissions at employees' homes, the company has responsibly included them in its carbon neutrality commitments. Since there are no methods or procedures for estimating WFH emissions, the company conducted a global employee survey. The survey identified lighting requirements, company laptop / computer charging, and HVAC systems. Based on the average energy consumption or wattage in the industry and usage patterns, we estimated total emissions from WFH.

Energy and emission reduction

The reduction in energy consumption is calculated by multiplying the difference between the power consumption before and after the implementation of the project and the hours of operation of the equipment. The total energy savings achieved by these projects is multiplied by the grid emission factor to arrive at CO_2 emission reduction.

ANNEXURE 6

Emissions factors used for GHG calculations

Emission source	Emission factor	Unit	Reference
Scope 1			
High Speed Diesel (HSD)	74.1	tCO_2e / TJ	IPCC Guidelines for National GHG Inventories
Diesel – Company-owned vehicles	74.1	tCO_2e / TJ	IPCC Guidelines for National GHG Inventories
Petrol – Company-owned vehicles	69.3	tCO_2e / TJ	IPCC Guidelines for National GHG Inventories
Refrigerant – R22	1760	kg CO_2e / kg	Latest applicable DEFRA values
Refrigerant – R407C	1,624	kg CO_2e / kg	Latest applicable DEFRA values
Refrigerant – R134A	1,300	kg CO_2e / kg	Latest applicable DEFRA values
Refrigerant – R410A	1,924	kg CO_2e / kg	Latest applicable DEFRA values
Refrigerant – R404A	3,943	kg CO_2e / kg	Latest applicable DEFRA values
Refrigerant – R417A	2,127	kg CO_2e / kg	Latest applicable DEFRA values
Refrigerant – R123	79	kg CO_2e / kg	Latest applicable DEFRA values
Refrigerant and others – SF_6	23,500	kg CO_2e / kg	Latest applicable DEFRA values
Refrigerant – R32	677	kg CO_2e / kg	Latest applicable DEFRA values
Scope 2			
Electricity – India Grid emission	0.716	tCO_2 / MWh	CEA CO_2 Baseline Database for the Indian Power Sector – 2023
China	0.5572	kg CO_2 / kWh	Carbon Footprint - Country Specific Electricity Grid Greenhouse Gas Emission Factors - 2023
US	0.3753	kg CO_2 / kWh	Latest applicable US EPA Values
UK	0.2071	kg CO_2 / kWh	Latest applicable DEFRA values
Scope 3			
Employee commute / business travel – Diesel vehicles	74.1	tCO_2e / TJ	IPCC Guidelines for National GHG Inventories
Employee commute – petrol cabs	69.3	tCO_2e / TJ	IPCC Guidelines for National GHG Inventories

ANNEXURE 6

Emission source	Emission factor	Unit	Reference
Employee commute / business travel – Diesel bus	74.1	tCO_2e / TJ	IPCC Guidelines for National GHG Inventories
Business travel – Rail – India	0.0078	kg CO2e / pkm	India GHG Protocol 2015 - Non-Suburban rail
Business travel – Rail – International	0.0045	kg CO_2e/pkm	Latest applicable DEFRA values
Business travel – Short Haul – Business Class	0.16191	kg CO_2e/pkm	Latest applicable DEFRA values
Business travel – Short haul – Economy class	0.10794	kg CO_2e / pkm	Latest applicable DEFRA values
Business travel – Long haul international – Economy class	0.07947	kg CO_2e / pkm	Latest applicable DEFRA values
Business travel – Long haul international – Premium economy	0.12716	kg CO_2e / pkm	Latest applicable DEFRA values
Business travel – Long haul international – Business class	0.23047	kg CO_2e / pkm	Latest applicable DEFRA values
Business travel – Long haul international – First class	0.31789	kg CO_2e / pkm	Latest applicable DEFRA values
Business travel – Bus (India)	0.01516	tCO_2e/pkm	India GHG Protocol 2015
Business travel- Bus (International)	0.10215	tCO_2e/pkm	Latest applicable DEFRA values
T&D losses – India	0.13819	kg CO_2e / kWh	Country-specific emission factor and T&D loss data from General Review 2023, Ministry of Power, Govt of India
T&D losses – US	0.02004	kg CO_2e / kWh	Country-specific emission factor and T&D loss data from Energy data
T&D losses – UK	0.03092	kg CO_2e / kWh	Latest applicable DEFRA values
T&D losses – China	0.02279	kg CO_2e/ kWh	Country-specific emission factor and T&D loss data from Energy data
Waste Emissions	-	kgCO_2e/ tonnes	Latest applicable waste management process wise values from DEFRA
Hotel Emissions	-	kg CO_2e/ Room per night	Latest applicable country specific values from DEFRA
LPG consumption	63.1	tCO_2/TJ	IPCC Guidelines for National GHG Inventories
Capital Goods emission factors			
Buildings	0.256	kgCO_2e/2021 USD	Latest applicable US EPA Values
Plant & Equipment	0.19	kgCO_2e/2021 USD	Latest applicable US EPA Values
Land acquired	0.351	kgCO_2e/2021 USD	Latest applicable US EPA Values
Furniture & fixtures	0.216	kg CO_2e/2021 USD	Latest applicable US EPA Values
Computer Equipment	0.127	kgCO_2e/2021 USD	Latest applicable US EPA Values

ANNEXURE 7

GRI content index

Infosys' Integrated Annual Report 2023-24, which includes the financial disclosures and the Business Responsibility and Sustainability Report (BRSR), along with the ESG Report are available on our website. Our ESG Report is aligned with the GRI Standard 2021, the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) framework. The Report also conforms to the United Nations Global Compact (UNGC) principles and forms the basis of our Communication on Progress (CoP) with the UNGC.

The following table provides the mapping of our disclosures for fiscal 2024 against the GRI standard 2021 requirements:

Statement of use	**Infosys Limited has reported in accordance with the GRI Standards for the period [April 1, 2023 - March 31, 2024].**				
GRI 1 used	**GRI 1: Foundation 2021**				
GRI STANDARD/ OTHER SOURCE	**DISCLOSURE**	**LOCATION**	**OMISSION**		
			REQUIREMENT(S) OMITTED	**REASON**	**EXPLANATION**
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 130 IR: BRSR : Section A - 2,5,10,18			
	2-2 Entities included in the organization's sustainability reporting	Page 130 IR: BRSR : Section A - 13 Page 3 ESG Data book: Reporting Boundary			
	2-3 Reporting period, frequency and contact point	Page 130 IR: BRSR : Section A - 9,12 Page 69 ESG Report			
	2-4 Restatements of information	Page 46 ESG Databook			
	2-5 External assurance	Page 128 IR: Independent Assurance Statement Page 5 ESG Report: About the report Page 49 ESG Data book: Independent Assurance Statement			
	2-6 Activities, value chain and other business relationships	Page 131 IR: BRSR : Section A - 19 Infosys.com>Industries Page 58 ESG Report: Building sustainable and responsible supply chain Page 58 ESG Report: Screening before empanelment			
	2-7 Employees	Page 20 ESG Data Book: Employees Page 132 IR BRSR: Section A - 20			
	2-8 Workers who are not employees	Page 132 IR: BRSR Section A -20			
	2-9 Governance structure and composition	Page 86 IR: Board committees as on March 31 2024 Page 94 IR: ESG committee Page 11 IR: Infosys Board of Directors			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
	2-10 Nomination and selection of the highest governance body	NRC Policy			
	2-11 Chair of the highest governance body	Page 11 IR: Infosys Board of Directors			
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 57 ESG Report : ESG Committee Charter Page 152 IR: BRSR Principle 4 - E2			
	2-13 Delegation of responsibility for managing impacts	Page 57 ESG Report : ESG Committee Charter			
	2-14 Role of the highest governance body in sustainability reporting	Page 57 ESG Report : ESG Committee Charter			
	2-15 Conflicts of interest	Page 57 ESG Report : ESG Committee Charter			
	2-16 Communication of critical concerns	Page 57 ESG Report : Interaction with other Board Committees Page 57 ESG Report : ESG Committee Charter Page 25 ESG Databook : Communication of critical concerns			
	2-17 Collective knowledge of the highest governance body	Page 11 IR: The Infosys Board of Directors			
	2-18 Evaluation of the performance of the highest governance body	Page 102 IR: Board member evaluation			
	2-19 Remuneration policies	Nomination & Remuneration policy			
	2-20 Process to determine remuneration	Nomination & Remuneration policy			
	2-21 Annual total compensation ratio	Page 23 ESG Databook : Annual total compensation ratio			
	2-22 Statement on sustainable development strategy	Page 8 ESG Report: Message from Chief Financial Officer			
	2-23 Policy commitments	Refer Human Rights Statement: https://www.infosys.com/sustainability/resources/documents/human-rights-statement.pdf Supplier CoC: https://www.infosys.com/investors/corporate-governance/documents/supplier-code-conduct.pdf Infosys CoC: https://www.infosys.com/investors/corporate-governance/documents/codeofconduct.pdf			
	2-24 Embedding policy commitments	Page 67 IR: Annexure 8 – Corporate policies			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
	2-25 Processes to remediate negative impacts	Resolution Hubs Page 134 IR: BRSR Section A - 25 Page 152 IR: BRSR Principle 4 - E2 Page 61 ESG Report : Grievance Redressal			
	2-26 Mechanisms for seeking advice and raising concerns	Resolution Hubs Whistleblower Policy			
	2-27 Compliance with laws and regulations	Page 140 IR: BRSR Principle 1 - E2 Page 60 ESG Report : Integrity and Compliance			
	2-28 Membership associations	Page 168 IR :BRSR - Principle 7 - E1			
	2-29 Approach to stakeholder engagement	Page 152 IR : BRSR Principle 4 - E2			
	2-30 Collective bargaining agreements	Page 147 IR: BRSR PRINCIPLE 3 - E7 Page 24 ESG Data book: Collective bargaining agreements			
Material Topics					
GRI 3: General Disclosures 2021	3-1 Process to determine material topics	Page 9 ESG Report : Materiality and stakeholder engagement			
	3-2 List of material topics	Page 9 ESG Report : Materiality matrix			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 20 ESG Data book: Financial Performance Snapshot			
	201-2 Financial implications and other risks and opportunities due to climate change	Page 5 ESG Data book: Climate change risk and opportunities assessment and management			
	201-3 Defined benefit plan obligations and other retirement plans	Page 241 IR: Employee benefits			
	201-4 Financial assistance received from government	Page 234 IR: Income Taxes			

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Market Presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26
GRI 201: Economic Performance 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Page 155 IR: BRSR - PRINCIPLE 5 - E3(a)
	202-2 Proportion of senior management hired from the local community	Page 46 ESG Report: Employee wellness and experience
Indirect economic impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 58 IR: Annexure 6 – Annual report on CSR activities Infosys Foundation Report 2023-24
	203-2 Significant indirect economic impacts	Page 58 IR: Annexure 6 – Annual report on CSR activities Infosys Foundation Report 2023-24 Page 67 IR: Annexure 8 - Corporate Policies
Procurement practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 58 ESG Report: Building sustainable and responsible supply chains Page 170 IR: BRSR Principle 8 - E4
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 60 ESG Report: Integrity and compliance
	205-2 Communication and training about anti-corruption policies and procedures	Page 60 ESG Report: Integrity and compliance
	205-3 Confirmed incidents of corruption and actions taken	Page 141 IR: BRSR Principle 1 - E5

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 168 IR: BRSR - Principle 7 - E2			
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 207: Tax	207-1 Approach to tax	Infosys Group Tax Strategy			
	207-2 Tax governance, control, and risk management	Infosys Group Tax Strategy			
	207-3 Stakeholder engagement and management of concerns related to tax	Infosys Group Tax Strategy			
	207-4 Country-by-country reporting	Page 41 IR: Annexure I			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 26 ESG Data book: Overall electricity consumption Page 32 ESG Data book: Data computational methods Page 35 ESG Data book: Emissions factors used Page 159 IR: BRSR Principle 6 - E1	302-1 d	Not applicable	We are IT service company. We do not produce or sell any energy.
	302-2 Energy consumption outside of the organization	Page 26 ESG Data book: Overall electricity consumption Page 32 ESG Data book: Data computational methods Page 35 ESG Data book: Emissions factors used Page 159 IR: BRSR Principle 6 - E1			
	302-3 Energy intensity	Page 26 ESG Data book: Overall electricity consumption Page 35 ESG Data book: Data computational methods Page 159 IR: BRSR Principle 6 - E1			
	302-4 Reduction of energy consumption	Page 27 ESG Data book: Emission reduction initiatives Page 32 ESG Data book: Data computational methods Page 166 IR: BRSR Principle 6 - L4			
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 21 ESG Report: Water			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Water and effluents					
	303-2 Management of water discharge-related impacts	Page 21 ESG Report: Conservation practices			
	303-3 Water withdrawal	Page 30 ESG Data book: Freshwater consumption Page 32 ESG Data book: Data computational methods Page 160 IR: BRSR - Principle 6 - E3			
	303-4 Water discharge	Page 30 ESG Data book: Freshwater consumption Page 32 ESG Data book: Data computational methods Page 160 IR: BRSR - Principle 6 - E4			
	303-5 Water consumption	Page 30 ESG Data book: Freshwater consumption Page 32 ESG Data book: Data computational methods Page 160 IR: BRSR - Principle 6 - E3			
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 27 ESG Data book: GHG Emissions Page 32 ESG Data book: Data computational methods Page 35 ESG Databook: Emissions factors used Page 161 IR: BRSR Priciple 6 - E7			
	305-2 Energy indirect (Scope 2) GHG emissions	Page 27 ESG Data book: GHG Emissions Page 32 ESG Data book: Data computational methods Page 35 ESG Databook: Emissions factors used Page 161 IR: BRSR Priciple 6 - E7			
	305-3 Other indirect (Scope 3) GHG emissions	Page 27 ESG Data book: GHG Emissions Page 32 ESG Data book: Data computational methods Page 35 ESG Databook: Emissions factors used Page 166 IR :BRSR Principle 6 - L2			
	305-4 GHG emissions intensity	Page 27 ESG Data book: Emission intensity Page 32 ESG Data book: Data computational methods Page 35 ESG Databook: Emissions factors used Page 161 IR :BRSR Principle 6 - E7 Page 166 IR :BRSR Principle 6 - L2			
	305-5 Reduction of GHG emissions	Page 27 ESG Data book: Emission reduction initiative Page 32 ESG Data book: Data computational methods Page 162 IR: BRSR Principle 6 - E8			
	305-6 Emissions of ozone-depleting substances (ODS)	Page 29 ESG Data book: Ozone-depleting substances			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 24 ESG Report: Waste			
	306-2 Management of significant waste-related impacts	Page 24 ESG Report: Waste			
	306-3 Waste generated	Page 30 ESG Data book: Waste generation and disposal Page 162 IR : BRSR Principle 6 - E9			
	306-4 Waste diverted from disposal	Page 30 ESG Data book: Waste generation and disposal Page 163 IR: BRSR Principle 6 - E9			
	306-5 Waste directed to disposal	Page 30 ESG Data book: Waste generation and disposal Page 163 IR: BRSR Principle 6 - E9			
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 58 ESG Report: Screening before empanelment			
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 58 ESG Report: ESG assessments			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 21, 22 ESG Data book: New employee hiring and employee turnover Page 133 IR :BRSR Section A - 22			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 23 ESG Databook			
	401-3 Parental leave	Page 145 IR: BRSR Principle 3 - E1(a) Page 146 IR: BRSR Principle 3 - E5 Page 35 ESG Report: Parental leaves			
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Page 49 ESG Report: Collective bargaining			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 49 ESG Report: Occupational Health and Safety Page 148 IR: BRSR Principle 3 - E10(a)			
	403-2 Hazard identification, risk assessment, and incident investigation	Page 50 ESG Report: Risk management Page 148 IR: BRSR Principle 3 - E10(b)			
	403-3 Occupational health services	Page 51 ESG Report: Occupational Health			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 50 ESG Report: Occupational Health and Safety(OH&S) Committees			
	403-5 Worker training on occupational health and safety	Page 50 ESG Report: Training and Awareness			
	403-6 Promotion of worker health	Page 51 ESG Report: Safety promotions			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 49 ESG Report: Occupational Health and Safety			
	403-8 Workers covered by an occupational health and safety management system	Page 49 ESG Report: Occupational Health and Safety Page 148 IR: BRSR Principle 3 - E10(a)			
	403-9 Work-related injuries	Page 24 ESG Databook: Occupational Health and Safety Page 149 IR: BRSR Principle 3 - E11			
	403-10 Work-related ill health	Page 149 IR: BRSR Principle 3 - E11 Page 24 ESG Databook : Occupational Health and Safety			
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 22 ESG data book: Trainings conducted			
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 147 IR: BRSR Principle 3 - E8 Page 151 IR: BRSR Principle 3 - L4 Page 30 ESG Report - Foundation Education Program			
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 148 IR: BRSR Principle 3 - E9 Page 21 ESG Databook : Performance management			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 80 IR: Board composition Page 11 IR: BRSR- The infosys board of directors			
	405-2 Ratio of basic salary and remuneration of women to men	Page 155 IR: BRSR Principle 5 - E3			
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 406: Non-discrimination 2016	406 -1 Incidents of discrimination and corrective actions taken	Page 156 IR: BRSR Principle 5 - E6			
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 147 IR: BRSR PRINCIPLE 3 - E7 Page 24 ESG Data book: Collective bargaining agreements			
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 157 IR: BRSR Principle 5 - E10			
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 157 IR: BRSR Principle 5 - E10			
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 410: Security Practices 2016	410 -1 Security personnel trained in human rights policies or procedures	Page 49 ESG report: Security personnel			

ANNEXURE 7

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Infosys Foundation report Page 171 IR: BRSR Principle 8 - L2 Page 172 IR: BRSR Principle 8 - L6			
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 27 ESG Report: Environmental Compliance			
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 58 ESG Report: Screening before empanelment			
	414-2 Negative social impacts in the supply chain and actions taken	Page 58 ESG Report: ESG assessments			
Customer Privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 134 IR: BRSR Section A - 26			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 174 IR:BRSR Principle 9 - E3			

Note IR - Integrated Annual Report 2023-24

Restatements for previous years

BRSR	Restatement Details
BRSR - P6:L2 Scope 3 : Business travel	Starting this year, emissions associated with employees' staying in Hotels is calculated and included in the business travel emissions. To maintain consistency in reporting, the same has been added for the previous year and restated by adding 3780 tCO_2e and 1782 tCO_2e to financial year 2023 and financial year 2022 respectively
BRSR - P3:E8 Trainings Conducted	Due to change in approach to compute Employee Strength & Training hours, Employee strength has been restated from 3,12,996 to 3,27,453 for FY 23 and from 2,58,586 to 2,85,791 for FY 22 Training days were converted into training hours, from 49,14,796 days to 4,46,03,920 hours for FY 23 and 29,40,728 days to 3,93,18,361 hours for FY 22 Refer to 'Trainings Conducted' on page 22 of this report
BRSR - P8:E4 Input materials sourced from suppliers	Due to change in computational methdology from 'PO' to 'total value spent' and India Procurement to Overall procurement, percentage change from 16% to 7.8% for input material directly sourced from MSME/small producers 'Due to change in computational methdology from 'PO' to 'total value spent', percentage change from 66% to 26.7% for input material directly from India

ANNEXURE 7

SASB Disclosure

SASB			
Topic	**Disclosure**	**Description**	**Page number**
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	Page 26 ESG Data book: Overall electricity consumption, direct energy consumption Page 159 IR : BRSR Principle 6 - E1
	TC-SI-130a.2	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Page 30 ESG Data book: Freshwater consumption Page 165 IR: BRSR - Principle 6 - L1
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Page 4 ESG Databook: Data center management strategy
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Personal Information Privacy Statement
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Page 65 ESG Report: Incident and breach management
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	None
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) Number of users whose information was requested, (3) Percentage resulting in disclosure	None
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Not Applicable

ANNEXURE 8

SASB Disclosure

SASB			
Topic	**Disclosure**	**Description**	**Page number**
Data Security	TC-SI-230a.1	(1) Number of data breaches. (2) Percentage involving personally identifiable information (PII), (3) Number of users affected	Page 175 IR: BRSR Principle 9-E7 (a) Page 175 IR: BRSR Principle 9-E7 (b) Page 174 IR: BRSR- Principle 9-E3 (Cybersecurity)
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cyber security standards	Page 66 ESG Report: Information Management
Recruiting & Managing a Global, Diverse & skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) Foreign nationals (2) Located offshore	Page 20 ESG Data book: Employee details and talent managment
	TC-SI-330a.2	Employee engagement as a percentage	Page 48 ESG Report: Employee Satisfaction
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) Management, (2) Technical staff (3) All other employees	Page 20 ESG Data book: Employee details and talent management
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Page 168 IR: BRSR Principle 7 - E2
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) Performance issues (2) Service disruptions (3) Total customer downtime	None
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Page 167 IR: BRSR PRINCIPLE 6 - L5

ANNEXURE 9

Independent Assurance Statement

Deloitte
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INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION OF INFOSYS LIMITED

To the Board of Directors
of INFOSYS LIMITED

1. We have undertaken to perform reasonable assurance engagement, for **INFOSYS LIMITED** (the "Company") vide our engagement letter dated March 25, 2024 in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Integrated Annual Report (the "IAR") and the Business Responsibility Sustainability Report (the "BRSR") included within IAR and the Environment Social and Governance (the "ESG") Report (together the "Reports") of the Company for the year ended March 31, 2024. This engagement was conducted by our multidisciplinary team including assurance practitioners, environmental engineers, and specialists.

2. Identified Sustainability Information

Our scope of reasonable assurance consists of the Sustainability Information listed in the Appendix I to our report. The reporting boundary of the Reports is as below:

- In case of BRSR, it is disclosed in Question 13 and Question 23(a) of Section A: General Disclosures of the BRSR with exceptions disclosed by way of note under respective questions of the BRSR, where applicable.
- In case of Identified Sustainability Information other than BRSR, it is disclosed in the 'About this report' section in both the IAR and the ESG report with exceptions disclosed by way of note under respective disclosures, where applicable.

Our reasonable assurance engagement was with respect to the year ended March 31, 2024 information only and we have not performed any procedures with respect to earlier periods included in the Reports and, therefore, do not express any opinion thereon.

3. Criteria

The Criteria used by the Company to prepare the Identified Sustainability Information is listed below:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended;
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023;
- SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 and clarifications thereto issued by SEBI;
- GRI Sustainability Reporting Standards, issued by the Global Reporting Initiative (GRI) referred to as GRI Standards (the "GRI Standards");
- SASB (Sustainability Accounting Standards Board) Standard for Software & IT Services; and
- Recommendations of the Taskforce on Climate-related Financial Disclosures (the "TCFD").

Deloitte
Haskins & Sells LLP

4. Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including the reporting boundary of the Reports, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the Reports and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

5. Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between companies.

6. Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (the "ICAI") and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

We apply Standard on Quality Control ("SQC") 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

7. Our Responsibility

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix I based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 "Assurance Engagements on Greenhouse Gas Statements" (together the "Standards"), both issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI.

These Standards require that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information listed in Appendix I and included in the Reports are prepared, in all material respects, in accordance with the Criteria.

As part of reasonable assurance engagement in accordance with the Standards, we exercise professional judgment and maintain professional skepticism throughout the engagement.

ANNEXURE 9

Independent Assurance Statement

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8. Reasonable Assurance

A reasonable assurance engagement involves identifying and assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- Made inquiries of Company's Management, including the environment team, the compliance team, the human resource team amongst others and those with the responsibility for preparation of the Reports;
- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at other locations/offices on a sample basis. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures in addition to inquiry of the personnel responsible for the Identified Sustainability Information;
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures;
- Tested the Company's process for collating the sustainability information through agreeing or reconciling the Identified Sustainability Information with the underlying records on a sample basis; and
- Tested the consolidation for locations/offices on a sample basis and corporate office under the reporting boundary for ensuring the completeness of data being reported.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

9. Exclusions

Our assurance scope excludes the following and therefore we do not express an opinion on:

- Aspects of the Reports and the data/information (qualitative or quantitative) other than the Identified Sustainability Information; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

10. Other information

The Company's Management is responsible for the Other information. The Other information comprises the information included within the BRSR, the IAR and the ESG Report, other than Identified Sustainability Information and our independent assurance reports dated May 31, 2024 thereon.

Deloitte
Haskins & Sells LLP

Our opinion on the Identified Sustainability Information does not cover the Other information and we do not express any form of assurance thereon.

In connection with our assurance engagement of the Identified Sustainability Information, our responsibility is to read the Other information and, in doing so, consider whether the Other information is materially inconsistent with the Identified Sustainability Information or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this Other information, we are required to report that fact. We have nothing to report in this regard.

11. Reasonable Assurance Opinion

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information for the year ended March 31, 2024 listed in Appendix I are prepared in all material respects, in accordance with the Criteria as stated in paragraph 3 above.

12. Other matter

Select indicators within the BRSR, the IAR and the ESG Report of the Company for the year ended March 31, 2023 were assured by the previous assurance practitioner who had expressed an unmodified opinion on May 29, 2023.

Our opinion is not modified in respect of this matter.

13. Restriction on use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Reasonable Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For Deloitte Haskins & Sells LLP
Chartered Accountants
(Firm's Registration No. 117366W / W-100018)

Pratiq Shah
Partner
Membership No. 111850
UDIN: 24111850BKJLJY8889

Place: New Delhi
Date: MAY 31, 2024

ANNEXURE 9

Independent Assurance Statement

Deloitte
Haskins & Sells LLP

APPENDIX I

Identified Sustainability Information subject to Reasonable Assurance

Sr. No	Reporting Standard Reference	Indicator number
	BRSR presented in Integrated Annual Report	
	Section A: General Disclosures	
1	IV : Employees	A-20 to A-22
2	Transparency and Disclosures Compliances	A-26 (Refer Note 1)
	Section B: Management and Process Disclosures	
3	Policy and management processes	B-5, B9
	Section C: Principle [P] Wise Performance Disclosure Essential Indicators [E], Leadership Indicators [L]	
4	Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.	E-1a, E-5, E-8, E-10, E-14, L-4 to L-6
5	Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.	E-1, E-2, L-2
6	Principle 5: Businesses should respect and promote human rights.	E-1, E-3a, L-4, L-5
7	Principle 6: Businesses should respect and make efforts to protect and restore the environment.	E-6, E-8, E-10, L-1, L-2, L-4 to L-7
8	Principle 8: Businesses should promote inclusive growth and equitable development.	E-1, E-2
9	Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.	E-3, E-5
	GRI Standards Disclosures presented in ESG Report and Integrated Annual Report	
	Universal Standards	
10	Material Topics: GRI 3	3-1 to 3-3
	GRI 300: Environmental specific topic	
11	Energy	302-1, 302-3, 302-4
12	Water and Effluents	303-3, 303-4, 303-5
13	Emissions	305-1 to 305-7
14	Waste	306-3 to 306-5
15	Supplier Environmental Assessment	308-1, 308-2
	GRI 400: Social specific topic	
16	Employment	401-1 to 401-3
17	Occupational Health and Safety	403-1, 403-2
18	Training and Education	404-1 to 404-3
19	Diversity and Equal Opportunity	405-1
20	Freedom of Association and Collective Bargaining	407-1
21	Security Practices	410-1
22	Supplier Social Assessment	414-1, 414-2

Deloitte
Haskins & Sells LLP

Sr. No	Reporting Standard Reference	Indicator number
23	Customer Privacy	418-1
	SASB Standard for Software & IT Services disclosures presented in ESG Report	
24	Environmental Footprint of Hardware Infrastructure	TCSI-130a.1 TCSI- 130a.2
25	Data Security	TCSI-230a.1
26	Recruiting and Managing a Global, Diverse and Skilled Workforce	TCSI 330a.2
	TCFD disclosures presented in ESG Report	
27	Metrics and Targets - Performance of Scope 1, Scope 2 and Scope 3 GHG Emissions against the targets.	

Note:

1. Under A-26- 'General Disclosure' section, the 'Material issues identified' column is assured.

ANNEXURE 9

Independent Assurance Statement

Deloitte
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INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION OF INFOSYS LIMITED

To the Board of Directors
of INFOSYS LIMITED

1. We have undertaken to perform limited assurance engagement, for **INFOSYS LIMITED** (the "Company") vide our engagement letter dated March 25, 2024 in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Integrated Annual Report (the "IAR"), the Business Responsibility Sustainability Report (the "BRSR") included within IAR and the Environment Social and Governance (the "ESG") Report (together the "Reports") of the Company for the year ended March 31, 2024. This engagement was conducted by our multidisciplinary team including assurance practitioners, environmental engineers, and specialists.

2. Identified Sustainability Information

Our scope of limited assurance consists of the Sustainability Information listed in the Appendix I to our report. The reporting boundary of the Reports is as below:

- In case of BRSR, it is disclosed in Question 13 and Question 23(a) of Section A: General Disclosures of the BRSR with exceptions disclosed by way of note under respective questions of the BRSR, where applicable.
- In case of Identified Sustainability Information other than BRSR, it is disclosed in the 'About this report' section in both the IAR and the ESG report with exceptions disclosed by way of note under respective disclosures, where applicable.

Our limited assurance engagement was with respect to the year ended March 31, 2024 information and we have not performed any procedures with respect to earlier periods included in the Reports and, therefore, do not express any conclusion thereon.

3. Criteria

The Criteria used by the Company to prepare the Identified Sustainability Information is listed below:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended;
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No .SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023;
- SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 and clarifications thereto issued by SEBI; and
- GRI Sustainability Reporting Standards, issued by the Global Reporting Initiative (GRI) referred to as GRI Standards (the "GRI Standards").

Deloitte
Haskins & Sells LLP

4. Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including the reporting boundary of the Reports, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the Reports and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

5. Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between companies.

6. Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (the "ICAI") and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

We apply Standard on Quality Control ("SQC") 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

7. Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information listed in Appendix I based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", ("the Standard"), issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI.

This Standard requires that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.

As part of limited assurance engagement, in accordance with the Standard, we exercise professional judgment and maintain professional skepticism throughout the engagement.

ANNEXURE 9

Independent Assurance Statement

Deloitte
Haskins & Sells LLP

8. Limited Assurance

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information as listed in Appendix I, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents and evaluating the appropriateness of quantification methods and reporting policies and agreeing with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- Made inquiries of Company's Management, including the environment team, compliance team, human resources team amongst others and those with the responsibility for preparation of the Reports;
- Obtained an understanding and perform and evaluation of the design of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at other locations /offices on a sample basis. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures in addition to inquiry of the personnel responsible for the Identified Sustainability Information.
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures;
- Reviewed the Company's process for collating the sustainability information through agreeing or reconciling the sustainability information with the underlying records on a sample basis; and
- Reviewed the consolidation for locations/offices on a sample basis and corporate office under the reporting boundary for ensuring the completeness of data being reported.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

9. Exclusions

Our assurance scope excludes the following and therefore we do not express a conclusion on:

- Aspects of the Reports and the data/information (qualitative or quantitative) other than the Identified Sustainability Information; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Deloitte
Haskins & Sells LLP

10. Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Sustainability Information listed in Appendix I and presented in the Reports for year ended March 31, 2024 are not prepared, in all material respects, in accordance with the Criteria as stated in paragraph 3 above.

11. Other matter

Select indicators within the BRSR, the IAR and the ESG Report of the Company for the year ended March 31, 2023 were assured by the previous assurance practitioner who had expressed an unmodified conclusion on May 29, 2023.

Our conclusion is not modified in respect of this matter.

12. Restriction on use

Our Limited Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Limited Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For Deloitte Haskins & Sells LLP
Chartered Accountants
(Firm's Registration No. 117366W / W-100018)

Pratiq Shah
Partner
Membership No. 111850
UDIN: 24111850BKJLJZ7455

Place: New Delhi
Date: May 31, 2024

ANNEXURE 9

Independent Assurance Statement

Deloitte
Haskins & Sells LLP

APPENDIX I

Identified Sustainability Information subject to Limited assurance

Sr. No	Indicator Reference/ Sustainability Standard	Description of Indicator
	BRSR	
	Section A: General Disclosure	
1	Transparency and Disclosures Compliances	A-25
	Section B: Management and Process Disclosures	
2	Policy and management processes	B-1 to B-4
3	Governance, leadership, and oversight	B-8, B-11
	Section C: Principle [P] Wise Performance Disclosure Essential Indicators [E]	
4	Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	E-1, E-2, E-4, E-5, L-1, L-2
5	Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.	E-2
6	Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.	E-3, E-6, E-7, E-9, E-12, E-13, E-15, L-1
7	Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.	L-1
8	Principle 5: Businesses should respect and promote human rights.	E-4 to E-6, E-8 to E-11, L-2,L-3
9	Principle 6: Businesses should respect and make efforts to protect and restore the environment.	E-5, E-12
10	Principle 8: Businesses should promote inclusive growth and equitable development.	E-3
11	Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.	E-1, E-6, L-4

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Haskins & Sells LLP

APPENDIX I

Identified Sustainability Information subject to Limited assurance

Sr. No	Indicator Reference/ Sustainability Standard	Description of Indicator
	GRI Standards Disclosures presented in ESG Report and Integrated Annual Report	
	Universal Standards	
12	General Disclosures: GRI 2	2-1 to 2-4, 2-6, 2-7, 2-9 to 2-21, 2-23, 2-25 to 2-30
	GRI 400: Social specific topic	
13	Non-discrimination	406-1

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