

Top 7 retrieved chunks:

Chunk 1 (Score: 0.6911777555881378):

Infosys Integrated Annual Report 2023-24181Leadership indicators 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board. We have identified our most material issues through a data-driven and consultative exercise. The material topics were shortlisted and prioritized based on their impact on our stakeholders and our business. Periodic meetings were held to update the sub-committees of the Board. 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity. Yes. Our material topics were shortlisted and prioritized based on their impact on our stakeholders and our business. The material topics and the linked ambitions can be accessed through our ESG vision 2030 and performance updates through our annual ESG Reports. 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups. Infosys Foundation was set up to support underprivileged sections of society, create opportunities and strive towards a more equitable society. Infosys contributes as a part of its CSR initiatives to Infosys Foundation. The Foundation engages with the community, especially vulnerable and marginalized stakeholder groups, in a variety of focus areas. For information on the percentage of beneficiaries of the CSR projects, refer to Principle 8, Q.6 (Leadership Indicators) in this report. Read the Infosys Foundation annual reports at <https://www.infosys.com/infosys-foundation/>. PRINCIPLE 5: Businesses should respect and promote human rights Essential indicators 1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format: Fiscal 2024 Fiscal 2023 Total (A)No. of employees / workers covered (B)% (B / A)* Total (C)No. of employees / workers covered (D)% (D / C)* Employees Permanent 3,17, 24 0 3,10,135 97.7 3,43,234 3,43,234 100 Other than permanent(1)23,447 19,346 82.5 24,891 24,891 100 Total employees 3,40,687 3,29,481 96.7 3,68,125 3,68,125 100 Workers Permanent NA NA NA NA NA NA Other than permanent NA NA NA NA NA NA Total workers NA NA NA NA NA NA * The Code of Conduct expresses Infosys' commitment to conducting business ethically and in accordance with the values of the Company while respecting the human rights of all stakeholders. All employees are trained on the Code during their induction into the organization. (1) Covered through the Supplier Code of Conduct and in-person sessions Our Human Rights Statement is a part of the Code of Conduct which is approved by the Board on an annual basis.

Chunk 2 (Score: 0.6908371913753124):

Infosys Integrated Annual Report 2023-2485Annexure 6 – Annual report on CSR activities [Pursuant to Section 135 of the Companies Act, 2013 read with Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended.] 1. Brief outline on CSR Policy of the Company: Over the years, we have been focusing on sustainable business practices encompassing economic, environmental and social imperatives that not only cover business, but also the communities around us. Our Corporate Social Responsibility (“CSR”) encompasses holistic community development and institution building, while shaping and sharing solutions that serve the development of businesses and communities. Infosys' CSR Policy aims to contribute to the sustainable development of society and the environment, and to make our planet more livable for future generations. Infosys' CSR activities provide a dedicated

approach to community development in the areas of Education, Malnutrition and Health, Empowerment of Women, Environmental Sustainability, Gender Equality, Hunger, Poverty, Rural Development, National Heritage, Art and Culture & Disaster Management. We contribute to serve the development of people by shaping their future with meaningful opportunities, thereby, accelerating the sustainable development of society while preserving the environment, and making our planet a better place today and for future generations. CSR activities Infosys Limited ("Infosys" or "the Company") has been an early adopter of CSR initiatives. Infosys undertakes CSR initiatives both directly as well as through Infosys Foundation ("the Foundation"). The Foundation was established in 1996 with a vision to boosting our CSR initiatives. This was long before the Companies Act, 2013 mandated CSR activities to be undertaken by the Company. Key highlights of the activities during the year are listed below: • Support the rapid operationalization of Advance Mother and Child Center by providing high-quality medical equipment at PGIMER Chandigarh. • Infosys Springboard, a digital literacy program powered by our tech platform that enables students to learn core digital skills, life skills and become lifelong learners. • Support rapid operationalization of mother and child block at the All-India Institute of Medical Sciences (AIIMS) through provision of medical equipment. • STEM labs, online courses and scholarships to meritorious students in partnership with Ramakrishna Mission schools across the country; • Rejuvenation of lakes in Bengaluru city and surrounding areas; • Supporting Cardiac Obstetric Centre with advanced medical equipment for the upcoming Mother and Child Hospital at Madras Medical College, Chennai; • Establishment of the mother and child care unit with infrastructure and procurement of medical and non-medical equipment for the gynecology, obstetrics and pediatric departments of the hospital by the Sai Aashraya Trust. • Tie-up with L V Prasad Eye Institute, Hyderabad; launched SightConnect app developed by the TechForGood team in the first phase. 2. Composition of CSR Committee: Sl. No. Name of the director Designation / Nature of directorship Number of meetings of CSR Committee held during the year Number of meetings of CSR Committee attended during the year 1 Govind Iyer Chairperson 4 4 2 Chitra Nayak Member 4 4 3 Uri Levine(1) Member 1 1 4 Michael Gibbs(2) Member 3 3 (1) Ceased to be a member of the Committee due to retirement as Independent director effective April 19, 2023 (2) Appointed as a member of the Committee effective April 20, 2023 3. Web link(s) for composition of CSR Committee, CSR policy and CSR projects approved by the Board. • The composition of the CSR Committee is available on our website, at <https://www.infosys.com/investors/corporate-governance/documents/committee-composition.pdf> . • The Committee, with the approval of the Board, has adopted the CSR Policy as required under Section 135 of the Companies Act, at <https://www.infosys.com/investors/corporate-governance/Documents/corporate-social-responsibility-policy.pdf> . • The Company has also adopted the CSR Committee charter, which is available on our website, at <https://www.infosys.com/investors/corporate-governance/documents/corporate-social-responsibility-committee-charter.pdf> . • The Board, based on the recommendation of the CSR Committee, at its meeting held on April 18, 2024, has approved the annual action plan / projects for fiscal 2025, the details of which are available on our website, at <https://www.infosys.com/investors/reports-filings/documents/csr-projects2024-25.pdf> .

Chunk 3 (Score: 0.6822726993271031):

Infosys Integrated Annual Report 2023-24 171 PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe Essential indicators 1. Percentage of R&D; and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D; and capex investments made by the company, respectively. Fiscal 2024 Fiscal 2023 Details of improvements in environmental and social impacts R&D;(1)20.7 26.7 Education, training and assessment of employees to upskill and reskill. Technology spent to improve environmental and social products and processes Capex(1)3.4 3.1 Efficient equipment for cooling, lighting, renewable energy, water management, waste management and

sustainable material (1) Based on standalone financial statements under Ind AS 2a. Does the company have procedures in place for sustainable sourcing? (Yes / No) Yes 2b. If yes, what percentage of inputs were sourced sustainably? All our procurements follow the principles of sustainable sourcing. We require suppliers to accept the Supplier Code of Conduct, which is based on the UNGC Principles. We do not have a policy of computing the value of inputs sourced sustainably. 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste (d) Other waste Not applicable. We don't manufacture any products. We are an IT services company. 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No): No If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. Not applicable Leadership indicators 1. Has the entity conducted Life Cycle Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? Not applicable

Chunk 4 (Score: 0.6755401539421352):

Infosys Integrated Annual Report 2023-24 Infosys Integrated Annual Report 2023-24 14 15 Contents For an interactive digital experience of the report, visit: <https://www.infosys.com/investors/reports-filings/annual-report/annual-reports/ar-2023-24.html> 16 About this report Corporate overview 18 About Infosys 19 Global presence 20 The Infosys Board of Directors 26 The Infosys leadership team Performance overview 28 Business highlights 30 Chairman's message 32 Letter to the Shareholder 34 Awards and recognitions Approaching value creation 37 Our business context 39 Strategy 40 Value creation model Delivering value 42 Financial Capital 44 Human Capital 46 Intellectual Capital 48 Natural Capital 50 Manufactured Capital 52 Social and Relationship Capital Statutory reports 56 Board's report 68 Annexures to the Board's report 96 Management's discussion and analysis 106 Corporate governance report 145 Investor contacts 147 Risk management report 152 Business Responsibility and Sustainability Report 203 CEO and CFO certification Financial statements 204 Standalone 287 Consolidated

Chunk 5 (Score: 0.6689133919567972):

Infosys Integrated Annual Report 2023-24 864. Executive summary and web link(s) of Impact Assessment reports The Company has been implementing various CSR projects for holistic community development and institution building to serve the enrichment and evolution of businesses and communities. For fiscal 2024, the Company has engaged an external agency to provide support and assistance for an independent review and impact assessment. Methodology: In order to assess the impact of its CSR projects, a mixed-method approach was deployed which involved either one of or both the quantitative and qualitative research tools (as relevant) for primary data collection. Using these tools, the team conducted interactions (virtual and on-field) with the project beneficiaries and other relevant stakeholders. Post data collection and analysis, the key insights and findings were collated in the form of a consolidated report for the Management's consideration. This study was guided by the Inclusiveness, Relevance, Effectiveness, Convergence and Sustainability (IRECS) Framework which was used to provide overall feedback on the efficacy of implementation as well, as its efficiency in terms of achievement of the desired project outputs with reference to inputs. Summary: Projects undertaken for impact assessment in the current year cover the broad areas of education, healthcare,

women empowerment, sustainability and art & culture as described below. The 13 projects qualifying for impact assessment covers a total of around 23 lakh beneficiaries across various states in India. These projects align with the ESG framework and support 10 of the UN SDG goals. Theme 1: Education Impact : Emphasis on Digital education and easy access to the online learning content ensured a positive impact on the students academic performance and a reduction in the drop out rates. Sl. No. Overview of CSR project under assessment Project location Implementation mechanism 1. VidyaGanga – a digital school program, that aims to ensure continuity of learning for rural students9 states across the country eVidyaloka Trust (Implementation partner) 2. Kai Hididu Nadesennanu – a digital education program to ensure improve learning outcomes 23 districts across Karnataka Yuva Brigade (Implementation partner) 3. Provision of tablets for 10th and 12th standard students to ensure continuity and performance in their studies38 districts across Karnataka, Tamil Nadu, and PuducherryDhwani Foundation (Implementation partner) Theme 2: Healthcare Impact : Immediate COVID response enhanced the hospital's capabilities to effectively meet the surging demand of patients and the equipments provided quality treatment to the patients with respiratory distress. Sl. No. Overview of CSR project under assessment Project location Implementation mechanism 1. COVID-19 support to Gandhi Hospital – critical medical equipment support Secunderabad, Telangana Self-implementation 2. COVID-19 support to Chinmaya Mission Hospital – critical medical equipment support Bengaluru, Karnataka Self-implementation Theme 3: Women empowerment Impact : The projects aided improved performance in academics, enabled financial independence, reduced expenses on healthcare, ensured participation in community activities and also contributed to the reduction of child labor, child marriage and the Devadasi System. Sl. No. Overview of CSR project under assessment Project location Implementation mechanism 1. Construction of girls' hostel building at IIT Dharwad campus – providing modern residential facilityDharwad, Karnataka Self-implementation 2. Construction of multipurpose hall for 200 girls – at Shakthidhama women rehabilitation centerMysuru, Karnataka Self-implementation Annexures to the Board's report

Chunk 6 (Score: 0.6658047539620113):

Infosys Integrated Annual Report 2023-241993. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No): Yes From which marginalized / vulnerable groups do you procure?: We do not track this separately. What percentage of total procurement (by value) does it constitute?: We do not track this separately. 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current fiscal), based on traditional knowledge Not applicable S.No. Intellectual Property based on traditional knowledge Owned/ Acquired (Yes/No) Benefit shared (Yes / No) Basis of calculating benefit share 5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved Not applicable Name of authority Brief of the Case Corrective action taken 6. Details of beneficiaries of CSR projects: S. NoCSR project No. of persons benefitted from CSR projects % of beneficiaries from vulnerable and marginalised groups 1 Sri Chamarajendra Zoological Gardens 35,73,080 13 2 Infosys Springboard – Digital literacy 27,0 6,911 27 3 Mudipu road construction 9,12,500 – 4 Art & Photography Foundation 6,54,794 – 5 Ramakrishna Sarada Mission Matri Bhavan 3,14,287 87 6 AIIMS – DELHI 2,96,996 – 7 Society for Advancement of Human Endeavor 2,58,300 44 8 Improved cook stove projects – Udaipur Urja Initiatives 2,20,090 80 9 Visakha Jilla Nava Nirmana Samiti 1,92,221 –S. NoCSR project No. of persons benefitted from CSR projects % of beneficiaries from vulnerable and marginalised groups 10 Electronic City Industrial Township Authority 1,65,857 – 11 Victoria Hospital 1,13,771 32 12 Shivganga Samagra Gramvikas Parishad 92,989 35 13 The Antara Foundation 77,6 62 100 14 Indian Redcross Society, PGIMER – Dharmashala 77,098 – 15 Improved cookstove projects – Envirofit India Private Ltd 74,400 – 16 Bhandarkar Oriental Research Institute

71,058 31 17 SGBS Unnati Foundation 68,801 43 18 Banaras Hindu University 68,313 34 19 Yuva
Rural Association 60,185 66 20 Arpan DC Trust – Paathshala Education 58,000 100

Chunk 7 (Score: 0.6654820751310211):

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