

Our solutions are classified as digital and core.

Digital	
	Experience
	Insight
	Accelerate
	Assure
	Innovate
	Infosys Cobalt
	Infosys Topaz
	Application management services
	Proprietary application development services
	Independent validation solutions
	Infrastructure management services
	Traditional enterprise application implementation
	Support and integration services
	Business process management
	Digital accelerators
	Infosys Metaverse Foundry
	Infosys Center for Emerging Technology Solutions
	Key products and platforms
	Infosys Finacle
	Infosys McCamish
	Infosys Panaya
	Infosys MERIDIAN
	Starter
	Infosys Helix
	WINGSPAN
	edgeverve
	Infosys Applied AI
	Infosys Cortex

Approaching value creation Strategy

Our strategic objective is to build a sustainable and resilient organization that remains relevant to the agenda of our clients, while creating growth opportunities for our employees, generating profitable returns for our investors and contributing to the communities that we operate in.

Our strategy is to be a navigator for our clients as they ideate, plan and execute on their journey to a digital future.

Our four-pronged strategy continues to resonate with clients and drive accelerated value creation:

1. Scale agile digital
2. Energize the core
3. Reskill our people
4. Expand localization

We believe the investments we have made, and continue to make, in our strategy will enable us to advise and help our clients as they tackle the current market conditions. Further, we have been able to successfully enable most of our employees worldwide to work securely in hybrid working model – giving us the operational stability to deliver on client commitments and ensure our own business continuity.

Over the last few years, we have executed on this strategy and generated significant outcomes, accelerating innovation.

Reskill our people

Continuous learning and reskilling have always been integral to our operating model. We operate our reskilling program with the twin objectives of increasing fulfillment of demand for digital skills in client projects and enriching the expertise of our global workforce in next-generation technologies and methodologies. We invested in and scaled our digital reskilling program globally to encompass the latest courses on generative AI. Over 2,50,000 of our employees today are AI-aware. Today, our platforms are also enhanced with generative AI aspects.

Expand localization

With the objective of creating differentiated talent pools and ecosystems in our markets, we made significant investments in expanding our local workforce in the United States, UK, Europe, Japan, China, Canada and Australia.

- Strengthening our employee value proposition for the newer contexts of work and workplace;
- Running our operations in a cost-effective and agile manner with a comprehensive plan for margin expansion;
- Delivering on our ESG commitments, while at the same time enabling our clients to realize their sustainability goals.

Scale agile digital

Our digital transformation is today enhanced with AI. We have reimagined ourselves to be an AI-first organization. We are rated as a leader in 60 digital offerings.

Energize the core

In fiscal 2024, we won a total contract value of over US\$17.7 billion in large deals, continuing to demonstrate our capabilities

Looking ahead, and to continue staying relevant to the emerging needs of our clients, we prioritize:

- Our journey of being AI-first and our customers' navigation to AI;
- Continuing to scale our cloud capabilities, especially in cloud advisory, data on cloud, cloud security, SaaS, PaaS and private cloud;
- Expanding capabilities in key digital technology areas such as AI, product engineering, cybersecurity and human experience;



Delivering value Financial Capital

We obtain our Financial Capital through the funds generated from our business operations and financing activities. Our strong performance on the back of meticulous execution over the years, as reflected in the combination of high growth and profitability, has led to building a strong, debt-free, and liquid Balance Sheet. Our focus is on ensuring a sustainable and profitable financial position. Our stakeholders expect us to deliver long-term growth riding on a solid strategy and prudent business decisions. Our shareholders are looking for good returns on their investment and dividends, along with a steady buyback plan.

Approved the Capital Allocation Policy to return 85% of the free cash flow cumulatively over a five-year period through a combination of semi-annual dividends and / or share buyback / special dividends. The Company expects to progressively increase its annual dividend per share (excluding special dividend if any).

Performance highlights



⁽¹⁾ Dividend include special dividend of ₹8.00 per share

Managing financial capital

Infosys has a high cash-generating business with access to capital markets across the world. Our strong credit rating allows us to raise debt at competitive rates in the future, if needed. The primary source of funds is cash from operations and income from short and long-term investments, among others. Our primary sources of liquidity are cash and cash equivalents and the cash flow generated from our operations. We continue to remain debt-free, and we maintain adequate

cash to meet our operational and strategic requirements and unforeseen events while also earning sufficient returns. Our consolidated cash and investments include deposits in banks, investments in liquid mutual funds, fixed maturity plan securities, commercial paper, quoted bonds issued by government and semi-government organizations, non-convertible debentures and CDs or certificates of deposits – all such instruments issued by eligible

Market capitalization



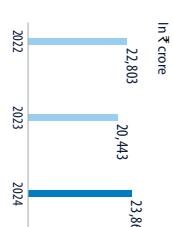
Revenue growth



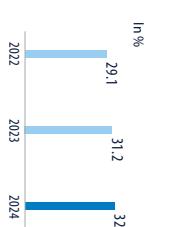
Basic earnings per share



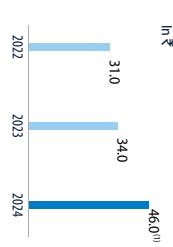
Free cash flows



Return on equity



Dividend per share



Shareholder value creation

We constantly endeavor to fulfill the expectations of our investors through responsible business decisions and governance. Integrity and transparency are top priorities in our relationship with our investors.

quarterly post-result calls, analyst meets, the Annual General Meeting, and regular one-to-one and group interactions.

Delivering value through business strategy

We are privileged to share a strong relationship with investors based on a deep understanding of their expectations and our commitment to creating value for them. Infosys aims to deliver superior revenue growth and operating margins through prudent financial management and sound corporate governance – resulting in share value appreciation, leading to sustained value creation for investors. We maintain transparency in our disclosures and frequent communication with investors through channels such as

Distribution of value created through Capital Allocation Policy

Effective from financial year 2025, the Company expects to continue its policy of returning approximately 85% of the free cash flow cumulatively over a 5-year period through a combination of semi-annual dividends and/or share buyback / special dividends subject to applicable laws and requisite approvals, if any. Under this policy, the Company expects to progressively increase its annual dividend per share (excluding special dividend if any).

Details of our Capital Allocation Policy are available at <https://www.infosys.com/investors/corporate-governance/documents/capital-allocation-policy.pdf>.

Delivering value
Human Capital

Nurturing talent for the future is essential for our continued success. We have long established paths for employee upskilling and reskilling, and our efforts have been well-rewarded, providing value to our people and us. Our people expect the Company to provide them ample opportunities to learn and grow in their careers while enjoying work in safe workplaces, free of all discrimination and bias. Employee well-being and interaction with a large, diverse, and multicultural workforce are added advantages.

Our 5C model for Engagement – Connect, Collaborate, Celebrate, Care, and Culture – is designed to strengthen and reinforce our culture so that it is experienced uniformly and positively by employees, remote or in office.

Performance highlights



Employee Health and
Wellness

There is a stronger focus on individual

and collective well-being in the hybrid work model. Employees who are comfortable and satisfied with work add to the productivity and success of the organization, while also leading happier and fulfilling lives.

Infosys Health Assessment & Lifestyle Enrichment (HALE) program is a non-monetary employee benefit and has been recognized as the best internal brand with great recall and participation.

Our employee well-being scores reached an all-time high of 91% among employees across locations.

Material topics

- 1,130**
Employees have voluntarily disclosed their disability

UN SDG mapping



Diversity, Equity and Inclusion

we aim to ac

Fiscal Year	% of women employees
2021-22	39.5
2022-23	39.4
2023-24	39.3

we aim to achieve 45% female representation in our workforce by 2030. In fiscal 2024, we had 12,565 women, making 39.3% of the total workforce.

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Employee Value Proposition

We never cease to reinforce our Employee Value Proposition (EVP).

Our career framework, articulated as Career Gambit, is a simple, intuitive framework that is focused on three important actions – Get, Set, Go.

Localization **Localization** **Localization**

with contributing to the overall localization efforts.

patients and publications, along

Localization **Localization** **Localization**

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and personalized learning paths with digital readiness through Lex, our online learning platform and Digital Quotient, a comprehensive score that helps employees keep track of their digital capabilities.

To create a more diverse and inclusive talent pool in our markets, we are committed to creating a significant number of local jobs in our key markets in North America, Europe, and APAC. We believe that this will help us to better serve our customers.

Localization **Localization** **Localization**

with contributing to the overall localization efforts.

patients and publications, along

Infosys Integrated Annual Report 2023-24

Delivering value Natural Capital

We believe bold climate action is crucial in addressing one of the most pressing challenges of our time. We hope to inspire change by demonstrating the benefits of sustainable practices, fostering innovation, and advocating policies that prioritize the environment while also considering social and economic implications. We believe climate action is about taking responsibility for our collective future, and working together to create a sustainable and resilient world.

Today, we incorporate environmental considerations into everything we do, as we power the journey towards a sustainable world for all.



Carbon offsets

Our focus on high social impact carbon offset projects helps us to maintain carbon neutrality. The projects not only benefit the environment but also improve health, boost livelihoods, improve digital literacy, and help in creating rural jobs. Our unique offset program is certified to the highest level (Gold Standard) in terms of social impact, authenticity, and transparency.

This year, through our biogas projects, we extended additional units of biogas to farmers in the Bagalkote region of Karnataka. We continued to benefit more than 26,400 rural families and created more than ~3,900 rural jobs through our 10 running projects in the states of Maharashtra, Meghalaya and Rajasthan.

Advocacy for climate action

Infosys published a book chronicling our efforts in creating super-efficient buildings, thereby minimizing environmental impact. The book titled *Pioneering Net Zero Buildings – The Infosys Journey* (<https://www.infosys.com/about/corporate-responsibility/documents/pioneering-net-zero-buildings.pdf>) was released on September 11, 2023, by Prof. Amory Lovins, American writer, energy advisor, physicist and Chairman Emeritus of the Rocky Mountain Institute. The unique methodology, disruptive technologies, and new benchmarks in building design, captured in the book, are expected to guide and

polices and green power through DISCOMs. Infosys has not purchased any renewable energy certificates till date. We get 67.52% of electricity for our India operations from renewable sources.

Water stewardship

At Infosys, we understand that water is essential for life, ecosystems and economic prosperity. As demand for water increases due to increasing population, urbanization and climate change, it is more crucial than ever to prioritize responsible water management. As a signatory to the CEO Water Mandate, we commit to enhancing our operational water conservation procedures and expanding our community outreach. Infosys strategy to reduce water demand, recycle 100% wastewater and focus on rainwater harvesting have resulted in significant reduction in our water intensity. In addition to the 400 deep recharge wells and 40 lakes across our campuses, we continue to look for innovative ways and solutions to reduce our water demand and use recycled water more effectively.

Lake rejuvenation

Infosys' water stewardship efforts include lake rejuvenation projects and increasing water holding capacity of lakes by 10 billion liters in the next five years. In fiscal 2024, we rejuvenated five lakes in Bengaluru enhancing the water holding capacity by about 5 billion liters, in collaboration with local partners, to improve water availability in the communities in which Infosys operates. Additionally, the lake rejuvenation projects created much-needed lung spaces for the communities, thereby having a positive impact on people's health.

Decarbonizing our supply chain

Mitigating climate change requires timely and decisive action from all stakeholders. To meet our ambitious targets on climate, we expect our suppliers to align with our goals and join climate action efforts.

As part of our efforts to decarbonize our supply chain, we identified suppliers representing a large part of our capex spend and invested in training and capacity building for them. This effort included in-person training sessions covering topics including climate change, importance of disclosures, maintaining and improving data capture methodologies, and emission monitoring and calculation techniques applicable to the organization. Apart from this, Infosys also supported a few suppliers through one-on-one interactions and training in this domain. We also launched a platform for suppliers to disclose their climate-related information to help them in benchmarking and improving their performance.

Inspiring companies, policymakers, academia, and other stakeholders in the industry.

Waste management

Our efforts in waste management involves implementing strategies to minimize waste generation, maximize recovery and promote a circular economy.

Delivering value Manufactured Capital

Our Manufactured Capital includes our energy-efficient offices, data centers, innovation hubs, digital studios, and our technology infrastructure across the globe. Our infrastructure is modeled taking into consideration stakeholder expectations of our commitments towards climate change mitigation, judicious use of natural resources and preserving our environment.

With the highest-rated green buildings on our campuses and investments in collaborative tech infrastructure, we offer productive, safe, healthy and future ready workplaces for employees, clients, partners and contractors.

Performance highlights

70 kWh/sq.m./pa.

Building EPI

1.55

Weighted average PUE of data centres

Radiflux
Radiant cooling solution patented in Europe and India

Building retrofiting solution patented in India

UN SDG mapping



68%
Of internal IT application workload migrated to public cloud

Innovative climate measures

Infosys is a pioneer in implementing innovative solutions to achieve reduction in energy and water. From implementing the first radiant cooled office building in India in 2010, constructing the largest prefabricated office building in India in 2019, to integrating art and science to design one of our most efficient buildings in 2023, we have demonstrated that innovation is essential to achieve transformational savings.

Some of our innovative climate measures to create sustainable infrastructure include:

- Radiant cooling system, which is about 50% more efficient than regular air-conditioning and ensures healthier spaces too
- Retroshade device, which allows fully-glazed buildings to adopt external shading to effectively cut off direct sun and heat
- Water from air conditioning systems (condensate) is collected in a separate tank and utilized in cooling towers for air conditioning. We have about 296 mn sqft. of the highest level of green building certification but the differentiator is that we ensure the building performance is maintained through responsive architecture, use accurate monitoring, thereby making our buildings truly green.

High-performance green buildings

Our green buildings are a testimony to our commitment to minimize impact on the environment even while building world-class facilities. The hyperscale private cloud platforms provide cloud-scale agility and enables efficient resource pooling and utilization. This initiative has delivered significant power savings and drastically reduced the total cost of ownership for the organization.

InfosysIT has made focused investment on Data Center Infrastructure Management (DCIM)

Workplace transformation

Infosys embarked on workplace transformation with new design principles for a reimagined office catering to the new normal. Our new design focuses on health and wellbeing, productivity, social connect and inclusiveness, while also ensuring environmental sustainability.

Additionally, as part of our strategy to distribute economic growth, tap into diverse talent pools, contain the explosive growth of tier 2 cities, and make it convenient for employees based in tier 2 and tier 3 cities in India to come to office, we have set up offices in Hyderabad, Indore, Nagpur, Coimbatore, Noida and Visakhapatnam. We also opened offices in Kolkata and Navi Mumbai this year.

InfosysIT has embedded sustainable practices across the lifecycles of service design, operations and disposal of IT assets, which is helping us in creating savings compared to on-premise data center while providing high availability.

We introduced Hybrid cloud storage infrastructure as code

InfosysIT has taken up data center modernization as a strategic initiative. Density-optimized hyperscale platforms have been deployed to deliver high-density server virtualization and consolidation across the enterprise.

The hyperscale private cloud

platforms provide cloud-scale agility

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InfosysIT has deployed AIops

platform with a wide range of

capabilities – like algorithmic noise

reduction, anomaly detection,

root cause analysis, and context-

tools to get accurate visibility across the entire data center IT and facility stack. DCIM provides environmental power (at the device, rack, zone and data center level) and cooling data. This information can be used to alert the Management when thresholds are exceeded, reducing repair time and increasing availability. Data center standards are revised with a focus on delivering industry-leading PUE and will be integrated with DCIM through Smart PDUs for providing a unified view of IT and facility subsystems.

We have modernized our enterprise storage platform to be energy-efficient. We provide around 1.3PB of storage capacity for employees, projects, and internal requirements on all flash storage with fabric pool and storage grid technology.

which is helping us in creating savings compared to on-premise data center while providing high availability.

We introduced Hybrid cloud storage

infrastructure as code

infrastructure as code is a

transformational initiative towards

enabling continuous deployment

and integration, and touch-less

management of the life cycle of

infrastructure components. This

methodology overcomes the

traditional challenges such as growing

scale of infrastructure, elastic demand,

speed and consistency of deployment,

rapid disaster recovery, and the

interdependency between teams.

AIops-powered digital operations

Majority of internal IT applications

have been moved to public cloud

infrastructure. All employees have

access to the cloud-based platform

for collaboration like messaging,

presence, video, and other

requirements. Additionally, they now

have cloud-based unified internet

access and secure private access.

based notification. InfosysIT

digital operations provides unified

observability cutting across

infrastructure and application stack,

in addition to capacity usage and

cost analysis. It also offers the ability

to ingest large volumes of data

originating from all areas of the

infrastructure and application, and

analyze it using AI and ML algorithms

to identify areas of remediation and

optimization.

PolyCloud and OneStop

We have introduced the OneStop unified provisioning platform for endpoints, clouds, software, and tools. The OneStop platform lets project managers request IT hardware and software in advance, self-configure basic applications, reducing interactions with the IT Support team.

The PolyCloud digital backplane provides an abstraction of managed private clouds and public cloud services, including GPU instances for AI workloads, empowering full stack developers to drive AI-first enterprise initiatives.

Public cloud adoption

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