



Corporate Social Responsibility Policy

INFOSYS LIMITED

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| | |
| Version No. | 2.1 |
| Authorized by | CSR Committee |

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“Bahujana hitaya, bahujana sukhaya”

“For the benefit of many, for the happiness of many...”

–Rigveda

1. CONTEXT

Infosys Limited (**‘Infosys’** or **‘the Company’**) has been an early adopter of Corporate Social Responsibility (**‘CSR’**) initiatives. Along with sustained economic performance, environmental and social stewardship is also a key factor for holistic business growth. We established the Infosys Foundation in 1996 as a not-for-profit nodal body aimed at providing a dedicated approach to community development and also to fulfil our CSR commitments. Infosys Foundation works towards removing malnutrition, improving healthcare infrastructure, supporting primary education, rehabilitating abandoned women and children, and preserving Indian art and culture. Infosys Foundation partners with non-government organizations (NGOs) to make a difference among local communities. The Company’s focus has always been to contribute to the sustainable development of the society and environment, and to make our planet a better place for future generations.

2. OBJECTIVES

Infosys CSR Policy intends to:

- Strive for economic development that positively impacts the society at large with minimal resource footprint.
- Embrace responsibility for the Company’s actions and encourage a positive impact through its activities on hunger, poverty, malnutrition, environment, communities, stakeholders and the society.

3. FOCUS AREAS

In accordance with the requirements under the Companies Act, 2013, Infosys CSR activities, amongst others, will focus on:

- **HUNGER, POVERTY, MALNUTRITION AND HEALTH:** Eradicating extreme hunger, poverty and malnutrition, promoting preventive healthcare and sanitation and making available safe drinking water.
- **EDUCATION:** Promoting education, including special education and employment-enhancing vocational skills especially among children, women, elderly and the differently abled, and livelihood enhancement projects; monetary contributions to academic institutions for establishing endowment funds, chairs, laboratories, etc., with the objective of assisting students in their studies.

- **RURAL DEVELOPMENT PROJECTS:** Strengthening rural areas by improving accessibility, housing, drinking water, sanitation, power and livelihoods, thereby creating sustainable villages.
- **GENDER EQUALITY AND EMPOWERMENT OF WOMEN:** Promoting gender equality and empowering women; setting up homes, hostels and day care centers for women and orphans; setting up old age homes and such other facilities for senior citizens; and adopting measures for reducing inequalities faced by socially and economically backward groups.
- **ENVIRONMENTAL SUSTAINABILITY:** Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro-forestry, conservation of natural resources and maintaining the quality of soil, air and water.
- **NATIONAL HERITAGE, ART AND CULTURE:** Protecting national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promoting and developing traditional arts and handicrafts.

4. UNDERTAKING CSR ACTIVITIES

Infosys will undertake its CSR activities, approved by the CSR Committee, through the Infosys Foundation or such other entity/organization as approved by the CSR Committee.

The surplus arising out of the CSR activities, projects or programs shall not form part of the business profit of the Company.

5. LOCATION OF CSR EFFORTS

The CSR committee will decide on the locations for CSR activities.

6. GOALS

Our goals include the following:

| Sl. No | Goal area | Actions |
|--------|--|---|
| 1 | Hunger, poverty, malnutrition and healthcare | Infosys will work with various non-profit organizations that run mid-day meal programs in schools across India and may establish kitchens that provide meals to schoolchildren. Infosys will work with organizations working in medical or health-related projects such as providing support for cancer treatment, cataract surgeries, etc. |
| 2 | Education | Infosys' focus on education will be on two fronts: (a) To train students from under privileged backgrounds in its various development centers. (b) Provide grants to various colleges in India for improving their infrastructure. Sponsor chairs and create endowment funds for the colleges/universities to assist students with their studies. |
| 3 | Rural Development | We believe that the well-being of people living in rural areas ensures sustainable development. We will work with local administrations to achieve community development goals. We will partner with governments and NGOs and support them in improving infrastructure such as constructing roads, providing drainage systems and electricity, and rehabilitating natural-disaster-affected victims in rural areas. |

| Sl. No | Goal area | Actions |
|--------|---|---|
| 4 | Gender equality, environmental sustainability, art and Culture. | Infosys will, among other things, focus on promoting gender equality and empowering women, ensuring environmental sustainability, ecological balance, protection of flora and fauna and protection of national heritage, art and culture including restoration of buildings and sites of historical importance. |

7. COMPOSITION OF CSR COMMITTEE

The CSR Committee shall be comprised in accordance with the requirements of the Companies Act, 2013 and the Rules made thereunder. The details of the composition will be hosted on the Company's website at www.infosys.com

8. RESPONSIBILITIES OF THE COMMITTEE

The responsibilities of the CSR Committee include:

- Formulating and recommending to the Board of Directors the CSR Policy and indicating activities to be undertaken,
- Recommending the amount of expenditure for the CSR activities, and
- Monitoring CSR activities from time to time.

9. GOVERNANCE

The Company through a registered trust or a registered society can undertake CSR activities as per the provisions of the Companies Act, 2013. Accordingly, Infosys Foundation or such other entity will work closely with and support the Board and the CSR Committee in implementing CSR activities of the Company. Infosys Foundation or such other entity will assist the CSR Committee in identifying the areas of CSR activities, programs and execution of initiatives as per defined guidelines. Infosys Foundation or such other entity will also assist the Board and the CSR Committee in reporting the progress of deployed initiatives and in making appropriate disclosures (internal/external) on a periodic basis.

10. FUNDING, SELECTION AND MONITORING PROCESS

Infosys Foundation or such other entity will receive requests for funding of projects throughout the calendar year. Its panel of experts will evaluate proposals received under the Foundation's focus areas and projects will be prioritized by assessing their impact. The Foundation or such other entity will then forward its recommendations to the CSR Committee. The CSR Committee will deliberate on the proposals and approve proposals for implementation at its discretion.

Infosys representatives and/or Infosys Foundation or such other entity will collaborate with stakeholders to monitor the status of each project and will report its findings to the CSR Committee periodically.

11. EFFECTIVE DATE

This policy is effective from April 20, 2020.

12. CONTACT

For queries related to the CSR Policy, please write to us at:

investors@infosys.com

For more information, contact askus@infosys.com

