

Gender Pay Report 2023



Introduction

In October 2020, we launched our ambitious ESG Vision 2030. As a part of this vision, we have committed to strengthening diversity, equity and inclusion in the corporation and achieving 45% women in our workforce by 2030. We are also committed to provide a safe and positive work environment to all employees. A signatory to UN Women's Empowerment Principles (WEP), our efforts on gender diversity in the workplace emphasizes the participation of women in technology, management and leadership. Our workplace policies and investments focus on learning and development and specific interventions for women in navigating their personal and professional life.

- Women constitute **66%** of the ESG Committee of the Board.
- Women comprise **39.4%** of our global workforce in fiscal 2023



Gender Pay Gap 2023

Indicator	Points obtained	Maximum points
1. Average salary	33	40
2. Pay rise (excluding promotions)	10	20
3. Promotions	15	15
4. Pay rise after return from maternity leave	15	15
5. Number of top 10 highest-paid employees of the under-represented gender	5	10
TOTAL	78	100

Strengthening women's participation in technology and business

The ESG Committee of the Board governs our ESG vision. DEI Goals are part of the corporate scorecard and flow into leader and manager goal sheets. DEI councils at business unit, location and geo levels provide a rich matrix of responsibilities and relationships to collaborate on the strategic intent of the organization to build inclusion for everyone. DEI Councils at geos enable us to be responsive and tap into the 'local' diversity needs of employees in the geo and address them in a timely fashion. We have a number of interventions for leadership development and mentoring focused on strengthening the talent pipeline. We also take pride in strengthening the participation of women in core technology through our Women in Technology programs which are well subscribed. Enabling women to continue pursuing their careers in their areas of specialization on their return from maternity has ensured among the highest rates of women returning to work post maternity.



Some of our programs

Infosys Women's initiative (IWIN): Our Employee Resource Group to strengthen women inclusion serves as a great forum to ensure continuous engagement with women stakeholders across the enterprise.

Restart With Infosys: This unique program, launched in 2018, focuses on hiring professionals who are on career breaks. The program includes a component of learning and competency-building, mentoring and working on client projects to give these professionals the support and confidence required to transition back to their careers.

Women of Infy - is a popular blog column on InfyMe, the Infosys employee experience platform. It is a fortnightly showcase of women at Infosys. Their stories of courage, grit and accomplishment serve as a source of inspiration for all employees.

Strengthening women's participation in technology and business

Some of our programs (contd.)

Women in Management (WIM): Women in Management (WIM) is an exclusive two-day program for women managers at Infosys. The program enables women managers to understand the challenges that might be keeping them from progressing in their careers. This program covers a series of modules on making difficult choices, strengths-based leadership, striking the right balance assertively, power of networking and more

#IamTheFuture - is an integrated program, in collaboration with Stanford, designed to realize our ESG Vision 2030 of developing women leaders who are not only better prepared to take up expanded responsibilities, but also inspire those who follow them. The program design is based on three foundational pillars of accelerating the readiness of the leaders, fostering an inclusive ecosystem, and strengthening the leadership pipeline. Since its inception in 2021, the program has received positive feedback from the participants, managers, mentors, sponsors and leaders. Over 35,000 learning hours have been invested by participants. 450 women leaders have completed the IamtheFuture program

Orbit Next- is a year-long program for high-performing women in the middle management level. The current cohort includes 1,200 women high performers. The program has four key levers – a profile assessment through business simulation by DDI India, interventions to strengthen the digital quotient levels through additional reskilling and upskilling, Tech Talks by subject matter experts and an Impact to Elevate program to hone leadership skills.

TechCohere This program reaches out to 7,000+ engineers and focuses on nurturing and building a vibrant, collaborative tech community of engineers, architects and technologists to learn, share, teach, practice and refine architecture design and software engineering practices. This year, over 50 sessions and panel discussions were conducted by women technologists. 11 Whitepapers 37 PoVs authored by women were published.

Strengthening women's participation in technology and business

Some of our programs (contd.)

Return to Work post Maternity Program - A strong return to work post maternity program has ensured 87% women returning to work and 75% continuing in their professional journeys with us after 12 months of resuming work in fiscal 2022. In fiscal 2022, 16,871 men and 4,788 women availed parental leave. In fiscal 2023, the return to work post maternity program ensured 99% women returned to work and 68% are continuing in their professional journeys with us after 12 months of resuming work. A total of 6,976 women availed parental leave.

Family Matters- Family Matters is an ERG that focuses on family, health and relationships. In addition to bringing to employees expert sessions in these areas, it also serves as a great network for employees on matters concerning family, children's education, health and relationships.

Safe work environment-The Anti-Sexual Harassment Initiative (ASHI) and the Hearing Employees and Resolving (HEAR) forums are designated as redressal forums for sexual harassment and workplace related complaints, respectively. Resolution hubs adhere to the principles of natural justice, ensure confidentiality, and non-retaliation while addressing concerns. The concerns are handled with utmost sensitivity and are redressed and closed in a timebound manner

Targets of Progression

Indicator	Current stats	Target stats
1. Average salary	6.9% in favour of men	<6%
2. Pay Increase	3.6% in favour of men	<2%
3. Number of top 10 highest-paid employees of the under-represented gender	2/10 (women out of top ten)	3/10

A group of approximately 15 diverse people of various ages and ethnicities are gathered in a circle on a light-colored floor. They are all smiling and looking towards the center, where their hands are joined together in a supportive gesture. The background is a plain, light-colored wall.

Thank you