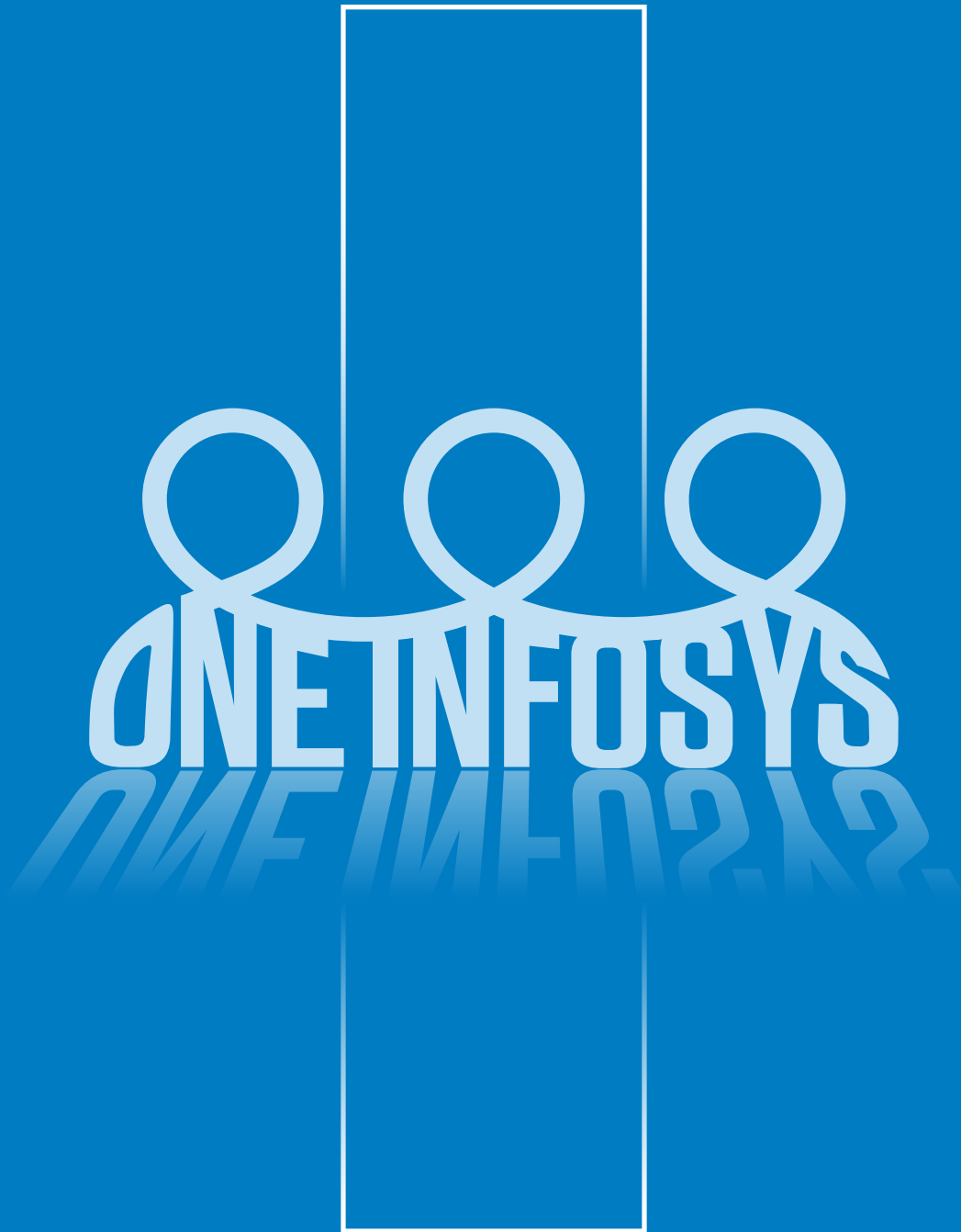


# Infosys

Navigate your next



Integrated Annual Report 2021-22

## One Infosys: The journey to realizing our collective potential

**It is often said that if you are overwhelmed by the size of a problem, break it down into smaller pieces. Especially those that we think of as daunting, overwhelming, and incredibly hard – they can all be accomplished by taking on small parts at a time. Or can they?**

In business, these parts are mostly linked together and conventional wisdom leads one to think that improving the parts, one at a time, will improve the whole. The truth, however, is that a business is rarely, if ever, transformed in this way because this approach misses the vital intersections between the parts, where value can leak and be lost. As navigators of our clients' transformation, we understand the power of a unified, all-encompassing and concerted effort. It's all about the enterprise acting as one in service of a common goal. So, when it came to our own transformation, we knew we had to start at the foundation that holds together all our business units and functions, target the top and bottom layers of our workforce along with everyone in between, and let our shared purpose lead the way. We call this approach to our reinvention – One Infosys.

Like our clients, across industries, we too are racing to increase the digitalization of our ways of working. In addition to strengthening our capabilities in automation, data analytics, AI, digital experience and cybersecurity, we are amplifying the outcomes of these improvements with the cloud. Infosys Cobalt™ – our powerful set of services, solutions, and platforms for enterprises – is already accelerating cloud-powered transformation for our clients. Boosting of our own digital muscle with the cloud is additionally helping us embrace agile ways of working, drive faster application development, and assure better digital security across projects. As a result, we are able to bring new capabilities, with greater relevance to our clients' agendas in days rather than months, while sharing the benefits of better cost-managed solutions and faster modernization.



Beyond the technology, we know it is our people who translate and integrate new digital methods and processes into existing ways of working, orchestrating success for our clients. Our transformation required that every employee had the digital skills to execute the envisioned change and every leader knew how to help their teams think and act in sync in their day-to-day work. We redoubled our reskilling and upskilling efforts company-wide so that every employee was enabled and incentivized to deliver better outcomes and every manager could make a compelling case for change while acting as a role model to inspire others to move forward.

Without losing focus on bottom-line results, our One Infosys approach to transformation also seeks to address issues of broader relevance such as climate change and the employment implications of advances in automation and artificial intelligence. We know that the potential of our digital prowess to make a difference and our role as a responsible corporation stretches far beyond the well-being of our employees and customers. Many businesses look to us for guidance, and the industry looks to us for inspiration. Every Infoscion, we know, is driven by the idea of leaving the world a better place than it was when they started to be part of the Infosys ecosystem.

We hope to share glimpses, in this Integrated Annual Report, of how the One Infosys approach is accelerating all-round progress for all our stakeholders.

# One digital foundation – unified by cloud



## Amplifying data and AI with cloud

Organizations apply data-driven and agile-driven approaches – from predictive systems to AI-driven automation – but mostly sporadically. This leaves so much value lying on the table. When it comes to data guiding processes, only a fraction is often processed due to the limits of legacy technology, challenges of adding more modern digital capabilities, and high computational demands of intensive, real-time processing jobs.

The cloud saves the day for several businesses.

More companies, including our own teams, are now seeing the benefits of cloud when it comes to catalyzing digital transformation – because of its ability to increase development and processing speed while providing near-limitless scale. In fact, several of our clients are using our cloud data-warehousing services to gather insights from multiple projects in parallel to design their transformed processes and production.

Finnish Postal Service, the Posti Group, is one of the oldest companies in Finland and presents an inspiring instance. In collaboration with Infosys, Posti replaced their legacy systems and processes, while incorporating AI and machine learning – moving to the cloud to amplify their full-scale digital transformation. One outcome was retaining happier employees through gamification. Delivering mail, particularly in the cold, harsh Finnish winter, is hard work. Posti has had a challenge in retaining delivery workers, and with churn comes the perpetual task of training new employees.

Posti leveraged Infosys Living Labs, the innovation-as-a-service offering from Infosys to address this challenge. Upon discovering that Infosys has developed the Infosys Enterprise Gamification Platform (iEGP), Posti wanted to explore the viability of a data-driven gamified rewards program to enhance engagement and reduce churn within the delivery workforce.

**Umashankar Lakshmipathy**  
SVP – Group Practice Engagement Manager

"In a changing business landscape, our partnership with Infosys and leverage of Infosys Cobalt™ is helping us adapt with agility. The collaboration will enable us to focus more on our core operations and, as customer needs become more and more digital, to improve our services."

**Petteri Naulapää**  
SVP, ICT and Digitalisation, Posti

## Cloud adoption to accelerate Next Gen Transformation

While several organizations have successfully adopted a cloud-first strategy to build new digital capabilities and transform their businesses, the journey to the cloud can be challenging for some.

We've learned from our transformation journey and those of our clients that this means embracing the cloud not to make one-off tactical decisions but as part of a holistic strategy to modernize the technology landscape and drive new business and operating models. The focus needs to be on end-to-end transformation of business capabilities through the standardization and automation of the technology environment, open API model, rejuvenated security posture, agile ways of working and leveraging these new capabilities to drive quick build-learn-build iterations. The cloud then acts as a force multiplier.

Cloud is now also looked upon more as a revenue generator for business and not just the CIO's program for cost-savings or efficiency. As a result, in several industries such as financial services, healthcare and others, industry-specific clouds are being set up to address the specific customer, business process, risk and regulatory requirements of the particular kind of business.

Citizens is an exemplar. The bank has developed several APIs, set up its landing zone in the cloud, migrated existing applications, and built new cloud-first applications while leveraging deep automation for both applications and infrastructure. While there was a big focus on modern technology and agile practices, robust controls are in place to ensure that all core systems are resilient, and the legacy infrastructure is upgraded and connected across ITSM processes.

**Dennis Gada**  
SVP – Industry Head

"We doubled down on our cloud migrations and migrated several applications in the cloud, significantly reducing costs, building in automation, improving from a security perspective and perhaps, most importantly, growing confident in our ability to respond to market disruptions with agility."

**Michael Ruttledge**  
Chief Information Officer, Citizens

## The future of customer experience is in the cloud

One of the most puzzling challenges of our times is determining changing customer behaviors and trends. And then taking advantage of this to quickly realign business strategies is key to cementing competitive advantage. The challenge is two-fold – shining a light on insights amid the chaos and multiple sources of data, as also building the performance infrastructure that can pivot on demand to where these insights point.

Companies are harnessing the power of the cloud and cloud-native platforms for both.

Keen to be ever relevant to our clients' agenda, we launched Infosys Equinox to help enterprises deliver hyper-segmented, personalized omnichannel commerce experiences for B2B and B2C buyers. With this cloud-native platform, enterprises, across industries like retail, CPG, telecom, manufacturing, automotive and media, can pick and choose microservices and pre-built experiences to build their own curated digital journeys.

Take, for instance, Nu Skin Enterprises, a global leader in beauty and wellness that thrives on delivering engaging and innovative experiences for their consumers and affiliates. They are keen to scale their business model with connected commerce capabilities. This means being able to deliver and quickly scale shopping experiences across multiple touchpoints, including websites, mobile apps, social media and smart connected devices. Digital advances that can prove valuable on this journey include social commerce, conversational commerce, augmented reality, and IoT commerce, which if implemented, will enable them to engage with consumers through rich digital experiences.

Nu Skin is looking to take advantage of the cloud and Infosys Equinox to reimagine how they connect with their customers and create a new paradigm for personalized beauty and wellness shopping.

**Ambeshwar Nath**  
SVP – Industry Head

"Infosys Equinox will give us the end-to-end social commerce capabilities we need to transform our business model and provide innovative customer engagement. We're creating best-in-class architecture foundations that will power digital experiences well into the future."

**Joe Sueper**  
Chief Technology Officer, Nu Skin Enterprises

# One people culture – powered by lifelong learning



## Where careers don't stand still

While helping our clients navigate their next, our own ambitious journey to the next in the world of digital, is steered by our employees. Ensuring they are making progress in their career journeys and realizing their aspirations is a key driver of our people practice. To this end, we have engineered Infosys Career Gambit, a comprehensive program to empower our employees with a roadmap for future readiness.

The program comprises several components. A vital framework driving its success is Infosys Digital Quotient, the single composite digital maturity index that nudges and tracks the steps we take as individuals and teams towards digital preparedness. Lex, our homegrown learning platform, helps accelerate the capability-building. Our employees are offered several opportunities to grow varied skills and gain Skill Tags – a unique add-on identification of expertise in new and emerging skills. They can then transition to performing complex jobs requiring multi-specializations, naturally evolving into a newer breed of jobs we call Digital Specialists and Power Programmers. Continuously building in-demand skills, they can apply for more challenging positions in the Company through Infosys Marketplace – a platform that matches internal job seekers and relevant roles. The Bridge initiative facilitates those significant career shifts within the organization otherwise possible only through earning additional specialized degrees and qualifications, while the Accelerate program lets employees gather experience and gain exposure in skill areas of the future through short-term projects.

With the business set to evolve and journey to an increasingly fast-paced digital future, Infosys Career Gambit is geared and structured to nurture and sustain the staggering growth and demand for talent while also enabling bespoke individual aspirations of career growth.

**Nandini S.**  
SVP – Group Head – Organization Development

"We have developed systems for hiring, training and retaining employees like an elaborate science."

**Nandan M. Nilekani**  
Chairman, Infosys

## Digital inclusion for all

Technology has fundamentally changed the way we approach life and work. At Infosys, technology informs our people strategy through the creation of virtual work arrangements that enable inclusive and flexible work. It also creates the opportunity to work with an organization where diverse talent can participate fully, learn, collaborate and have fun.

Building in-market talent pools, closer to our clients, to deliver and deploy digital solutions in our innovation hubs, allows us to tap into local talent. In line with our core philosophy of hiring for learnability and skilling through training, we also extend our hiring beyond traditional STEM graduates to community colleges in the US.

Enabling the participation of people from various social and economic backgrounds, our reach into Tier 2 and 3 locations in India, often invite first-generation college graduates as our employees. With employees from 62 different countries and 157 nationalities, our inclusive workplace celebrates multi-cultural collaboration. Employee resource groups (ERG) facilitate inclusion and belonging in the microcultures our employees are a part of in their work teams, while addressing the specifics of diverse groups. We create space to include LGBTQ+ employees and allies with the iPRIDE ERG. We include employees with disabilities and enable their participation by extending to them the support they need. We also actively work to strengthen the participation of young mothers on their return to work.

Infosys Restart allows people of all ages to come back to their careers whenever they are ready. And as we power all things digital, we also aspire to leave 'no one offline'. We want to ensure the participation of everyone, in meaningful opportunities, to fulfil their professional and personal potential.

**Aruna C. Newton**  
AVP – Head – Diversity, Equity and Inclusion

"We congratulate Infosys on their Certification. Organizations that earn their employees' trust create great workplace cultures that deliver outstanding business results."

**Sarah Lewis-Kulin**  
Vice President, Best Workplace List Research, Great Place to Work

## Shaping the future of work

The world of work, for all of us, is transformed. Artificial intelligence and software-powered automation, especially over the past decade, have mechanized prior generations of routine work. Some jobs, with automatable predictable steps have been lost, with many others created, and almost all of them will no doubt continue to change with growing digitalization. The pandemic that raged over the past several months accelerated the adoption of digital and dramatically disrupted labor markets driving organizations to reevaluate every aspect of work. At Infosys, we too have adapted and evolved.

As an organization, we deeply value learnability – the potential to learn anything so we can do all the things to which we aspire. This continues to serve us well, especially in tandem with our significant investments in structured reskilling and upskilling campaigns for employees, as they learn to harness new opportunities and learn new skills. This also includes better support for managers by, among other things, educating them about the positive and negative impact they have on their teams, and training them in managerial skills, such as providing and receiving feedback. We are also exploring novel ways to amplify organization-wide empathetic interactions, offset the deficits in social capital as we tackle the need to redesign processes to better support a hybrid work model.

We also see this as an opportunity to strengthen aspects of our culture that will provide stability, social cohesion, and a sense of belonging to all our employees while setting ourselves up for success in the future.

**Sushanth Tharappan**  
SVP – Head – Leadership Development

"As a global Top Employer, Infosys has proven its unwavering commitment to employees on a global scale, joining a niche group of companies that have achieved a certification through the Top Employers Program. We are excited to celebrate and applaud them for their achievement in 2022."

**David Plink**  
CEO, Top Employers Institute



## One shared purpose – inspired by our commitment to the larger community



### Working to preserve the planet

As a responsible corporation, Infosys is striving to drive its business sustainably through focused action, collaboration, advocacy, and thought leadership.

Resource efficiency and circularity is the foundation of our sustainability program. Over the last decade, we have been driving energy and water efficiencies to deliver reductions in per capita consumptions of over 55% and 65%, respectively. We built over 28 million sq. ft. of LEED Platinum certified office space. We understand that creating a circular economy is key for positive climate action as well as keeping resource extraction and pollution under check.

We also manage our waste guided by the 3Rs (Reduce, Reuse, Recycle) strategy.

We are at the forefront of climate action. We are carbon neutral across Scopes 1, 2, and 3 since 2020 and are committed to staying carbon neutral and further reducing our Scope 1, 2, and 3 emissions. We are committed to RE100, Science Based Targets, and net zero; and we have set an internal carbon price. We have, under the carbon offset program, migrated over 1,84,000 rural families from traditional cooking to sustainable cooking methods, helping reduce deforestation and air pollution. We have created urban green lungs and local ecosystems thriving with biodiversity within our large campuses across India.

**Bose Koorliyil Varghese**  
Head – Green Initiatives

“Addressing Climate Change is on the top of the agenda today for companies across the world. Infosys has been a leader in driving climate action with its pioneering efforts and achievements. As a Company disclosing to CDP since 2006 and on the CDP Climate Change and Supplier’s Engagement A-list in 2021, Infosys has also set a benchmark for corporates by setting an internal carbon price and Science Based Targets, turning carbon neutral in 2020 and committing to Net Zero. We hope Infosys continues to lead by example in India’s transition to a low carbon economy.”

**Prarthana Borah**  
Director, CDP, India

### A future with meaningful opportunities for all

The future is digital. And we at Infosys believe that everyone deserves a seat at the table.

Globally, Infosys and its CSR teams are actively deployed to unleash the talent of every individual to participate in this dynamic digital generation – irrespective of geography or zip code.

Through Infosys Springboard, the Company delivers a global digital learning platform that has free content uniquely curated, designed and delivered to meet the digital skills needs of the communities it serves. Beyond the thousands of courses easily accessed online, Infosys Springboard encapsulates Infosys’ aspiration to drive human capacity-building and opportunity: namely, that every educator, student, or professional learner deserves an equal opportunity to engage in a 21<sup>st</sup> century economy marked by technological innovation.

Infosys has always stood for educational excellence and belief in the boundless learning potential of talent to keep pace with social, technological, and cultural shifts. While the Company has always invested in its own people, there was equally always an eye open to the wider community.

This is where things have recently been getting exciting. In the past year, Infosys Springboard deployment has reached millions across India, Australia / New Zealand, the UK, Europe, and the United States. Powered by Infosys Wingspan, our integrated digital learning and collaboration platform, Infosys Springboard includes content spanning across the digital, emerging technologies, and leadership skills spectrum.

Inclusivity, creativity, and digital literacy. These are hallmarks of the Infosys CSR ethos and we’ve only begun to see the wide-ranging social impact of this human-centered investment.

**Kate Maloney**  
AVP – Senior Principal – Business Consulting

“We’re delighted that we’ve been able to reach a lot of highly-engaged and enthusiastic educators through our courseware on the Pathfinders Online Institute, the K12 platform of Infosys Springboard in the USA. Together, we’re ensuring that all young people have the opportunity to become creators and not just consumers of technology.”

**Matt Richardson**  
ED of North America, Raspberry Pi Foundation

### Leading with our values, delivering with accountability

The culture of an organization is the outcome of how its people think and behave in response to internal and external stimuli.

These behaviors are guided by the Company’s core values – either nurtured from the very beginning or developed over time. Leaders and managers lean on these values to navigate the path forward, especially during times of change or stress. At Infosys, that code of conduct and backbone for governance is C-LIFE – our acronym for Client Value, Leadership by Example, Integrity and Transparency, Fairness and Excellence.

C-LIFE, when followed in spirit, in tandem with every employee exercising good judgment and seeking guidance or clarification when in doubt, has proved to be a trusty compass. The Office of Integrity and Compliance, in addition to the Company’s managers, human resources and legal departments, provides guidance and leadership for Infosys’ business on ethical questions and matters of compliance.

This tone for an ethical, fair business, we believe, must not only be set at the top and but also driven across the value chain by all – employees, partners, and vendors in the Infosys ecosystem. This will help us foster sustainable supply chains where all participants benefit equitably. Governance at Infosys also extends to striving to achieve high standards of data privacy and information security. We consistently respond to our stakeholders’ expectations to not only ensure security for all, but also advance the standards.

We unfailingly let the laws of the land, where we conduct business, regulate our relationships with our customers, competitors, distributors and resellers.

**Rachael Zavodnyik**  
AVP – Assistant General Counsel

“Today, business leaders face their greatest mandate yet to be ethical, accountable, and trusted to drive positive change. We continue to be inspired by the World’s Most Ethical Companies honorees and their dedication to integrity, sustainability, governance, and community. Congratulations to Infosys for earning the World’s Most Ethical Companies designation.”

**Timothy Erbllich**  
Chief Executive Officer, Ethisphere

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Read our [online Integrated Annual Report 2021-22](#)



## About this report

**Over the last 40+ years, Infosys has stayed true to the vision of the founders – to earn the respect of our stakeholders. It is no wonder then that a holistic appreciation of progress inclusive of the universe of stakeholders from clients to communities, employees, suppliers, investors and the government has continued to inform our collective efforts and results, since inception.**

Infosys adopted the Global Reporting Initiative (GRI) principles to disclose performance on non-financial aspects of the business 15 years ago and became the first IT company to publish sustainability performance in accordance with the GRI G4 (comprehensive) criteria in 2014.

This is the first Integrated Annual Report of Infosys Limited. Our Integrated Annual Report provides quantitative and qualitative disclosures on material topics and our relationship with our stakeholders. It also describes our strategy, leadership commitment and culture that celebrates people, performance and purpose.

The Infosys Integrated Annual Report 2021-22 has been prepared in accordance with the International Integrated Reporting <IR> Framework, developed by the International Integrated Reporting Council (IIRC), the GRI Standards and SASB Standards. This report also includes the Business Responsibility and Sustainability Report (BRSR), prepared in accordance with the guidelines issued by the Securities and Exchange Board of India (SEBI).

The financial and statutory data disclosed in the statutory sections of this report meet the requirements of the Companies Act, 2013 (including the rules made thereunder) and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.

### Reporting period

The information is reported for the period April 1, 2021 to March 31, 2022. For key performance indicators (KPIs), comparative figures for the last three to five years have been incorporated in the report to provide a comprehensive view.

### Auditors' reports

The Auditors' Report for fiscal 2022 from Deloitte Haskins & Sells LLP, Chartered Accountants (ICAI Firm Registration Number 117366W/ W-100018) does not contain any qualification, reservation or adverse remark. The Report is enclosed with the financial statements in this Integrated Annual Report.

The Secretarial Auditors' Report for fiscal 2022 from Parameshwar G. Hegde of Hegde & Hegde, Practicing Company Secretaries, does not contain any qualification, reservation or adverse remark. The Secretarial Auditors' Report is enclosed as *Annexure 5* to the *Board's report*.

### Independent assurance

The non-financial sustainability disclosures in this Integrated Annual Report are verified by KPMG Assurance and Consulting Services LLP. The Independent Assurance Statement is available as part of this Integrated Annual Report.

### Approach to materiality

The universe of our material topics within the domains of environmental, social and governance (ESG) is complex and multilayered, one that is deeply intertwined with the value we seek to create through our business for our stakeholders. We have also mapped our contribution to the Sustainable Development Goals (SDGs) through the Infosys ESG Vision 2030 document.

 Read more in [Infosys ESG Vision 2030](#)

### Management's review

This Integrated Annual Report has been reviewed by the Management of the Company.

### Feedback

 Share your feedback about the report to [investors@infosys.com](mailto:investors@infosys.com)

# Integrated thinking at Infosys

Our integrated thought process is engineered to create, sustain and deliver value to all our stakeholders. We achieve this by adhering to a strong set of values and code of conduct, being aware of key developments in the external environment, deploying resources optimally, executing our holistic strategy and continuously monitoring and managing any risks to our business.

## Our code of conduct

Our Code of Conduct and Ethics sets forth our core values, shared responsibilities, global commitments, and promises.

Read our [Code of Conduct and Ethics](#)

## Our values

Our values inform the day-to-day running of the Company. They form our ethical backbone. Clear and simple, our values are encapsulated in the acronym C-LIFE.

Read more in our [Code of Conduct and Ethics](#)

## Informing our thinking

### Our operating context

Today's highly dynamic technology landscape demands that business leaders address the twin imperatives of extending the value of existing investments, and transforming and future-proofing their organizations in ways that are both disruptive and visionary. For the IT industry, these challenges mean deploying the power of next-generation technologies, including the full potential of cloud computing.

Read more on [page 28](#)

### Our stakeholders' expectations

At Infosys, we believe that stakeholder engagement is critical and follow a robust engagement process for our internal and external stakeholders. We strive to create meaningful and long-lasting relationships with our stakeholders, which include clients, employees, investors, suppliers, alliance partners, communities, and government and regulatory bodies.

Read more in the [Infosys ESG Vision 2030](#)

### Our material topics shaping our ESG Vision 2030

Shaped by the expectations of our stakeholders and prevailing economic, social and environmental trends, our material issues are those that have the potential to influence business results, our social relevance and the quality of our relationships with our stakeholders.

Read more in the [Infosys ESG Vision 2030](#)

## Resources we deploy to create value



Financial Capital



Natural Capital



Intellectual Capital



Manufactured Capital



Human Capital



Social and Relationship Capital

# Integrated thinking at Infosys

## Corporate strategy and ESG ambitions to power value creation

### Our strategy

Our clients and prospective clients are faced with transformative business opportunities due to advances in software and computing technology. These organizations are dealing with the challenge of having to reinvent their core offerings, processes and systems rapidly and position themselves as 'digitally enabled'. The journey to the digital future requires not just an understanding of new technologies and new ways of working, but a deep appreciation of existing technology landscapes, business processes and practices. Our strategy is to be a navigator for our clients as they ideate, plan and execute their journey to a digital future.

We have embraced a four-pronged strategy to strengthen our relevance with clients and drive accelerated value creation



Scale agile digital



Energize the core



Reskill our people



Expand localization

Read more on [page 36](#)

### Our ESG ambitions

#### Vision 2030

To shape and share solutions that serve the development of businesses and communities



#### Environment

Preserve our planet by shaping and sharing technology solutions



#### Social

Enable community development by creating meaningful opportunities for all



#### Governance

Serve the interests of all our stakeholders by leading through our core values



### Value creation for stakeholders



Being a partner to clients



Being a people Company



Being a corporate citizen



Being an environmental steward



Being an ethically strong organization



## Infosys at a glance

### Employees

3,14,015

No. of employees

39.6%

Women employees

### Revenues

₹1,21,641 cr

Total

57.0%

Digital

### Clients

Year	2021-22
US\$ 100 million+	38
US\$ 50 million+	64
US\$ 10 million+	275
US\$ 1 million+	853

### Global footprint

54 countries

#### Revenue by geography

North America	61.7%
Europe	24.8%
Rest of the World	10.6%
India	2.9%

#### Innovation hubs and design studios

- |                 |                  |                |
|-----------------|------------------|----------------|
| 1. Hartford     | 6. Providence    | 11. Düsseldorf |
| 2. Richardson   | 7. San Francisco | 12. Bucharest  |
| 3. Indianapolis | 8. Houston       | 13. Melbourne  |
| 4. Raleigh      | 9. Malvern       | 14. Shanghai   |
| 5. Phoenix      | 10. London       |                |

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## Infosys at a glance

## Our solutions are classified as digital and core.

### Digital



Experience



Accelerate



Insight



Assure



Innovate

### Core



Application management services



Infrastructure management services



Proprietary application development services



Traditional enterprise application implementation



Independent validation solutions



Support and integration services



Product engineering and management



Business process management



Infosys Cobalt™ is a set of services, solutions, and platforms for enterprises to accelerate their cloud journey.

## Key products and platforms



Infosys Cyber Next

Infosys Applied AI

Infosys Live Enterprise Application Suite

Infosys Cortex



# The Infosys Board of Directors



**Nandan M. Nilekani**  
Chairman



**Salil Parekh**  
Chief Executive Officer and Managing Director



**Kiran Mazumdar-Shaw**  
Lead Independent Director

- Nomination and remuneration committee - Chairperson
- Corporate social responsibility committee - Chairperson
- Environmental, social and governance committee - Chairperson
- Risk management committee - Member



**Michael Gibbs**  
Independent Director

- Cybersecurity risk sub-committee - Chairperson
- Audit committee - Member
- Nomination and remuneration committee - Member
- Risk management committee - Member



**D. Sundaram**  
Independent Director

- Audit committee - Chairperson
- Risk management committee - Chairperson
- Stakeholders relationship committee - Chairperson
- Nomination and remuneration committee - Member
- Cybersecurity risk sub-committee - Member



**Uri Levine**  
Independent Director

- Corporate social responsibility committee - Member
- Environmental, social and governance committee - Member
- Risk management committee - Member
- Cybersecurity risk sub-committee - Member



**Bobby Parikh**  
Independent Director

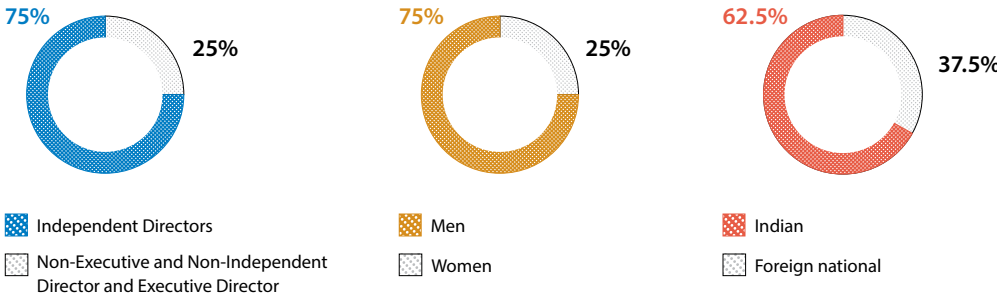
- Audit committee - Member
- Risk management committee - Member
- Stakeholders relationship committee - Member



**Chitra Nayak**  
Independent Director

- Corporate social responsibility committee - Member
- Environmental, social and governance committee - Member
- Risk management committee - Member
- Stakeholders relationship committee - Member

## Board composition



Note: The committee composition is as of March 31, 2022.

Note: The committee composition is as of March 31, 2022.

## The Infosys Board of Directors

**Nandan M. Nilekani**

Chairman and Non-Executive and Non-Independent Director  
(Promoter)

<b>Nationality</b>	Indian
<b>Age</b>	66
<b>Date of appointment</b>	August 24, 2017
<b>Tenure on Board</b>	4.6 years
<b>Term ending date</b>	NA
<b>Shareholding</b>	4,07,83,162 shares (0.97%)
<b>Board memberships – Indian listed companies</b>	
Infosys Limited	Non-Executive and Non-Independent Director
<b>Committee details as per Regulation 26 of Listing Regulations<sup>(1)(2)</sup></b>	
Member: Nil	Chairperson: Nil
<b>Areas of expertise</b>	
Financial	Board service & governance
Diversity	Sales & marketing
Global business	Sustainability & ESG
Leadership	Risk management
Information Technology	Mergers & Acquisitions
Cybersecurity	

 Profile available [here](#)

**Salil Parekh**

Chief Executive Officer and Managing Director

<b>Nationality</b>	Indian
<b>Age</b>	57
<b>Date of appointment</b>	January 02, 2018
<b>Tenure on Board</b>	4.2 years
<b>Term ending date</b>	January 01, 2023
<b>Shareholding</b>	6,73,723 shares (0.02%)
<b>Board memberships – Indian listed companies</b>	
Infosys Limited	Executive Director
<b>Committee details as per Regulation 26 of Listing Regulations<sup>(1)(2)</sup></b>	
Member: Nil	Chairperson: Nil
<b>Areas of expertise</b>	
Financial	Board service & governance
Diversity	Sales & marketing
Global business	Sustainability & ESG
Leadership	Risk management
Information Technology	Mergers & Acquisitions
Cybersecurity	

 Profile available [here](#)

1. In the committee details provided, every chairpersonship is also considered as a membership.
2. For the purposes of determination of committee details as per Regulation 26 of the Listing Regulations, membership and chairpersonship of only the audit committee and the stakeholders relationship committee across all public companies are considered.
3. Details are as of March 31, 2022.

## The Infosys Board of Directors

**Kiran Mazumdar-Shaw**

Lead Independent Director

<b>Nationality</b>	Indian
<b>Age</b>	69
<b>Date of appointment</b>	January 10, 2014
<b>Date of reappointment</b>	April 01, 2019
<b>Tenure on Board</b>	8.2 years
<b>Term ending date</b>	March 22, 2023
<b>Shareholding</b>	Nil
<b>Board memberships – Indian listed companies</b>	
Infosys Limited	Independent Director
Biocon Limited	Executive Director
Narayana Hrudayalaya Limited	Non-executive and Non-independent Director
Syngene International Limited	Non-executive and Non-independent Director
United Breweries Limited	Independent Director
<b>Committee details as per Regulation 26 of Listing Regulations<sup>(1)(2)</sup></b>	
Member: 1	Chairperson: 1
<b>Areas of expertise</b>	
Financial	Board service & governance
Diversity	Sales & marketing
Global business	Sustainability & ESG
Leadership	Risk management
Mergers & Acquisitions	

 Profile available [here](#)

1. In the committee details provided, every chairpersonship is also considered as a membership.
2. For the purposes of determination of committee details as per Regulation 26 of the Listing Regulations, membership and chairpersonship of only the audit committee and the stakeholders relationship committee across all public companies are considered.
3. Details are as of March 31, 2022.

**Michael Gibbs**

Independent Director

<b>Nationality</b>	American
<b>Age</b>	64
<b>Date of appointment</b>	July 13, 2018
<b>Date of reappointment</b>	July 13, 2021
<b>Tenure on Board</b>	3.7 years
<b>Term ending date</b>	July 12, 2026
<b>Shareholding</b>	Nil
<b>Board memberships – Indian listed companies</b>	
Infosys Limited	Independent Director
<b>Committee details as per Regulation 26 of Listing Regulations<sup>(1)(2)</sup></b>	
Member: 2	Chairperson: Nil
<b>Areas of expertise</b>	
Financial	Board service & governance
Diversity	Sales & marketing
Global business	Sustainability & ESG
Leadership	Risk management
Information Technology	Mergers & Acquisitions
Cybersecurity	

 Profile available [here](#)