

# Infosys BPO Americas LLC

## ANNUAL ACTION PLAN FY2024-25

Infosys BPO Americas LLC adopts the group CSR Policy which aims to contribute to the sustainable development of society and the environment, and to make our planet more livable for future generations. Infosys BPO Americas LLC CSR activities, amongst others, will focus on Education, Malnutrition and Health, Empowerment of Women, Environmental Sustainability, Gender Equality, Hunger, Poverty, Rural Development, National Heritage, Art and Culture & Disaster Management.

### Focus Areas

In accordance with the requirements under the Companies Act, 2013 and the rules / regulations framed there under, and circulars / clarifications issued thereunder (collectively, “Applicable Law”), Infosys group CSR activities, amongst others, will focus on:

Theme	Description of Grants
Improving Quality of Education	<ul style="list-style-type: none"><li>• Support STEM education</li><li>• Implement online and offline courses</li><li>• Setting up of STEM/MAKER labs, libraries,</li><li>• Quality education including scholarships and mid-day meals</li><li>• Create high-impact sports partnerships</li><li>• Employability skill training</li></ul>
Healthcare and Medical Facilities	<ul style="list-style-type: none"><li>• Mental Health /Mother &amp; Child Health Programs</li><li>• Supporting hospitals with medical equipments</li><li>• Partnerships with medical centers and hospitals for various programs</li><li>• Provide quality medical treatment to the underprivileged</li><li>• Build digital platforms to support healthcare initiatives</li></ul>
Environment sustainability projects	<ul style="list-style-type: none"><li>• Protecting the environment including Green House Gas emissions, water management and waste reduction contributing to climate change mitigation</li><li>• Lake &amp; water bodies rejuvenation programs</li></ul>
Women Empowerment	<ul style="list-style-type: none"><li>• Maternity and Childcare focused projects</li><li>• Quality education including scholarships and mid-day meals</li><li>• Programs targeting healthcare, livelihood and support</li></ul>
Other themes	<ul style="list-style-type: none"><li>• Grants for martyrs’ next of kin</li><li>• Animal welfare including medicines, food and shelter</li><li>• Development of villages and rural areas</li><li>• Grants for performing arts – online and offline</li><li>• Livelihood of artists</li><li>• Documentation of art forms</li></ul>

Infosys BPO Americas LLC may also support relief efforts to communities at the time of natural and man-made disasters. Infosys BPO Americas LLC may, additionally, take up any other projects in line with the list of CSR projects or programmes that are approved to be undertaken in areas or subjects specified in Schedule VII of the Act; and as approved by the CSR Committee from time to time.

CSR budget will be fixed in accordance with the provisions of the Companies Act 2013, rules framed there under and the CSR policy framed by the Company. Spend on CSR activities would be on projects and programs approved by the CSR committee. Infosys BPO Americas LLC will undertake its CSR activities (being projects / programs / other permitted activities) either directly by itself or Infosys Foundation or through CSR Implementing Agencies or in collaboration with other companies, as approved by the CSR Committee, in accordance with the requirements of applicable law and will monitor the project and provide periodic updates along with impact assessment reports as applicable, to the CSR committee.