

Infosys BPO Americas LLC

ANNUAL ACTION PLAN FY 2025-26

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 liveable for future generations. Along with sustained economic performance, environmental and social stewardship is also a key factor for holistic business growth. Infosys' BPO Americas LLC CSR activities, will focus on Education and skills development to enable sustained livelihoods; Healthcare including preventive health; Environment sustainability and ecological balance; Gender Equality and women empowerment; and Others.

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 mentioned in Schedule VII of the Companies Act, 2013, will focus on:

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

Infosys BPO Americas LLC may additionally, take up any other projects in line with the list of CSR activities that are approved to be undertaken in areas or subjects specified in Schedule VII of the Act; and as approved by the Infosys Board of Directors based on recommendations of the CSR Committee for the proposals that are received from the Company.

CSR budget will be fixed in accordance with the provisions of the Companies Act, 2013, the rules framed there under, and the CSR policy framed by the Company. Infosys BPO Americas LLC will undertake its CSR activities (being projects, programs, and other permitted activities) either directly by itself or through Infosys Foundation or may establish/ partner with agency(ies) such as registered trusts, societies, or Section 8 companies. These activities will be in accordance with the requirements of applicable law and Infosys will monitor the project and provide periodic updates along with impact assessment reports as applicable, to the CSR committee.