

Infosys BPO Americas LLC

ANNUAL ACTION PLAN FY 2026-27

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. 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:

Focus Areas	Main Themes
Education and skills development to enable sustained livelihoods	<ul style="list-style-type: none"> • Skilling for Livelihood • Support Digital Literacy • Support STEM education including Labs and Libraries • Sports Education and partnerships • Social innovation and entrepreneurship
Healthcare including preventive health	<ul style="list-style-type: none"> • Universal Cornea Care Mission and Eye Care for All • Mental Health /Mother & Child Health Programs • Build digital platforms to support healthcare initiatives. • Partnerships with medical centers and hospitals for various programs
Environmental sustainability and ecological balance	<ul style="list-style-type: none"> • Argo-Forestry to improve the ecological and environmental balance. • Protecting the environment, including emissions, water management and waste reduction contributing to climate change mitigation • Lake & water bodies rejuvenation programs
Gender equality and women empowerment	<ul style="list-style-type: none"> • Supporting skilling and STEM education • Promoting Women in Sports • Education Scholarships focused on women
Other Focus Areas	<ul style="list-style-type: none"> • Promotion of national heritage, arts and culture • Disaster relief and rehabilitation • Animal welfare includes food and shelter • Rural Development and rehabilitation including destitutes

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.