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December 3, 2021

Dear Sir/ Madam,

Sub: Press Releases

Please find enclosed the press releases titled

1. '**New research from Infosys reveals a digital inclusion gap among New Zealand organisations**' and
2. **Disability groups call for national digital accessibility roadmap as new Infosys research reveals digital inclusion gap among Australian organisations**

for your information and records. This information will also be hosted on the Company's website, at www.infosys.com.

Thanking you,

Yours sincerely,
For **Infosys Limited**

A.G.S. Manikantha
Company Secretary

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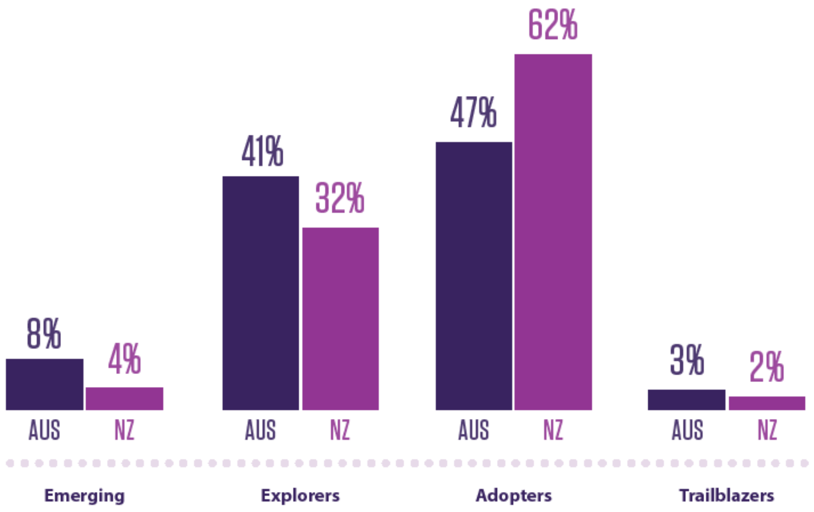
PRESS RELEASE

New research from Infosys reveals a digital inclusion gap among New Zealand organisations

Auckland New Zealand– December 3, 2021: On International Day of People with Disability, Infosys (NYSE: INFY) a global leader in next-generation digital services and consulting has released a first-of its kind report: *Exploring digital accessibility priorities and investments in Australia and New Zealand organisations.*

The study assessed for the first time, how far 670 organisations across Australia (570) and New Zealand (100) are on their digital accessibility journey. It found, when it comes to digital accessibility adoption, like creating screen-reader friendly websites or adding subtitles to audio-visual media, New Zealand organisations are more advanced than their Australian counterparts.



From least to more advanced in their digital accessibility journey, we found that in New Zealand:

- 4% of organisations are in an **Emerging phase** with no or minimal progress to date
- 32% of organisations are in the **Explorer phase**, still in the early stages of building digital inclusive processes
- Almost two-third (62%) of organisations are in the **Adopter phase** of their journey with established digital accessibility strategies
- Only 2% of organisations are **Trailblazers**, ahead of the curve with embedding digital accessibility consistently across their organisation

New Zealand organisations were leading with 62% at the 'Adopter phase' compared to just 47% in Australia. It follows the NEW ZEALAND government's recent announcement of planned reforms to introduce the NEW ZEALAND Accessibility Act, a new Ministry for people with disability and collaboration programs between NGOs and the NEW ZEALAND government.

Overall, disability access groups are calling on organisations to lift their digital accessibility standards, with the new data revealing almost half are yet to make any inclusive improvements to online touchpoints for customers and employees or are only at the infancy of development.

The research found public sector was behind private organisations when it came to online inclusion, despite pandemic-induced advances. The survey also found nearly three in five (59%) businesses believe that digital accessibility will only become widespread once it becomes legislated.

Access Advisors', New Zealand, Managing Director, Dr Chandra Harrison said "Businesses need to recognise they're effectively cutting off a quarter of the population by not embedding accessibility in all their digital platforms. They are also missing out on potential revenue, improved reputation, improved usability and reduced costs."

"This first of its kind research provides insight into the mindsets of organisations when it comes to digital inclusion. It clearly found those with a digital accessibility plan, strong internal leadership and responsibility were streets ahead of those currently tackling the challenge in an inconsistent way."

Phil Turner, Managing Director of the Accessibility Tick in New Zealand, said "It's important for organisations to build digital assets and services that are born accessible. The business case, ethical case, and social good case all support this. It is imperative that digital accessibility is considered at all phases of a digital project, starting with the fundamentals in the design phase."

"It's therefore essential that organisations understand how digital accessibility and design fit together. By actively thinking about inclusive design as part of your user interface and overall user experience, you can make a major impact before a line of code is written."

Digital exclusion widespread

With 1 in 4 New Zealanders identifying themselves as having some form of disability, the data shows there is still more that can be done.

The report found a staggering lack of understanding of the international standards for online accessibility, Web Content Accessibility Guidelines (WCAG). A third of respondents were completely unaware of WCAG with a further third saying they are aware but don't know much about them.

The digital decision makers and insiders surveyed said an absence of clear objectives, perceived budgetary constraints, and lack of in-house expertise were the biggest accessibility roadblocks.

The goal of building a more diverse and inclusive culture was the biggest current motivation for Kiwi businesses (42%), followed by alignment with company values (39%) and expansion of recruitment talent pool (37%). The report found New Zealand organisations are also more than twice as likely to be motivated by complaints than businesses in Australia and were more likely to be implementing digital accessibility in-house, with third-party support more popular in Australia.

Stark accessibility gaps across sectors

The report found finance and consulting as well as IT and retail organisations were leading when it came to digital accessibility. While businesses in the education, NFP and health and welfare sectors had the greatest room for improvement.

Despite the accelerated shift to online government services and a sharp uptick in digital inclusion measures through the pandemic (at a rate almost three times that of publicly listed companies) Government organisations still rank the lowest for digital accessibility in Australia and New Zealand.

Public Sector has among the lowest percentage of Adopters (37%) of all industries, also ranking furthest behind when it came to digital accessibility for employees.

The report identified three fundamental steps towards accelerating digital accessibility:

1. Assessing current maturity and creating a Digital Accessibility roadmap or plan
2. Appointing an internal Digital Accessibility champion and leadership
3. A focus on more general accessibility improvements, like inclusion policies or physical accessibility improvements, were a precursor to digital accessibility maturity.

Andrew Groth, Executive Vice President, Infosys and Region Head, Australia and New Zealand, said: "We are committed to the journey to improve digital access across our organisation's digital assets.

We have also made digital accessibility online training available to all our employees and engaged advisors to help us accelerate our journey.

"Everyone wins when it comes to improving digital accessibility, including customers, employees, partners and business leaders. With clear targets, collaboration, and national benchmarking, we can all lift the digital inclusion standards."

Many thanks to our report advisors including Accessibility Tick New Zealand and Access Advisors New Zealand, Australian Network on Disability, Intopia, The Centre for Accessibility Australia and Vision Australia.

HTML: https://www.infosys.com/australia/digital-accessibility-journey/executive-summary.html

PDF: https://www.infosys.com/australia/digital-accessibility-journey/digital-accessibility-journey.pdf

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About Infosys
Infosys is a global leader in next-generation digital services and consulting. We enable clients in over 50 countries to navigate their digital transformation. With nearly four decades of experience in managing the systems and workings of global enterprises, we expertly steer our clients through their digital journey. We do it by enabling the enterprise with an AI-powered core that helps prioritize the execution of change. We also empower the business with agile digital at scale to deliver unprecedented levels of performance and customer delight. Our always-on learning agenda drives their continuous improvement through building and transferring digital skills, expertise, and ideas from our innovation ecosystem.

Visit www.infosys.com to see how Infosys (NYSE: INFY) can help your enterprise navigate your next.

Safe Harbor
Certain statements in this release concerning our future growth prospects, financial expectations and plans for navigating the COVID-19 impact on our employees, clients and stakeholders are forward-looking statements intended to qualify for the 'safe harbor' under the Private Securities Litigation Reform Act of 1995, which involve a number of risks and uncertainties that could cause actual results to differ materially from those in such forward-looking statements. The risks and uncertainties relating to these statements include, but are not limited to, risks and uncertainties regarding COVID-19 and the effects of government and other measures seeking to contain its spread, risks related to an economic downturn or recession in India, the United States and other countries around the world, changes in political, business, and economic conditions, fluctuations in earnings, fluctuations in foreign exchange rates, our ability to manage growth, intense competition in IT services including those factors which may affect our cost advantage, wage increases in India, our ability to attract and retain highly skilled professionals, time and cost overruns on fixed-price, fixed-time frame contracts, client concentration, restrictions on immigration, industry segment concentration, our ability to manage our international operations, reduced demand for technology in our key focus areas, disruptions in telecommunication networks or system failures, our ability to successfully complete and integrate potential acquisitions, liability for damages on our service contracts, the success of the companies in which Infosys has made strategic investments, withdrawal or expiration of governmental fiscal incentives, political instability and regional conflicts, legal restrictions on raising capital or acquiring companies outside India, unauthorized use of our intellectual property and general economic conditions affecting our industry and the outcome of pending litigation and government investigation. Additional risks that could affect our future operating results are more fully described in our United States Securities and Exchange Commission filings including our Annual Report on Form 20-F for the fiscal year ended March 31, 2021. These filings are available at www.sec.gov. Infosys may, from time to time, make additional written and oral forward-looking statements, including statements contained in the Company's filings with the Securities and Exchange Commission and our

reports to shareholders. The Company does not undertake to update any forward-looking statements that may be made from time to time by or on behalf of the Company unless it is required by law.

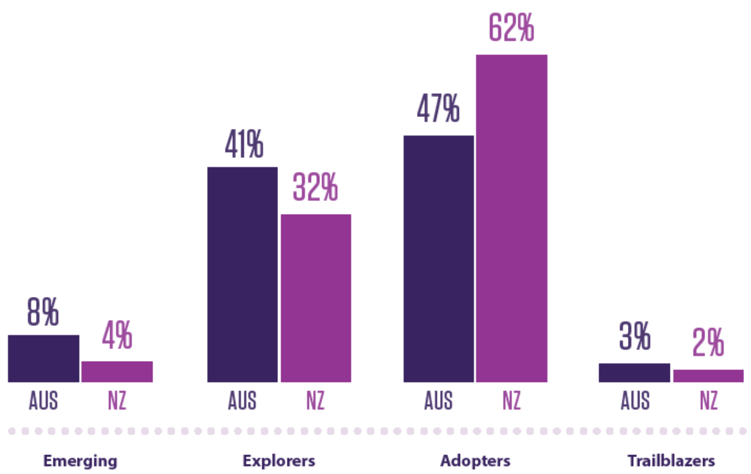
For more information contact PR_Global@Infosys.com

Disability groups call for national digital accessibility roadmap as new Infosys research reveals digital inclusion gap among Australian organisations

Sydney, Australia – 2 December 2021: On International Day of People with Disability, Infosys (NYSE: INFY) a global leader in next-generation digital services and consulting has released a first-of its kind report: *Exploring digital accessibility priorities and investments in Australia and New Zealand organisations*.

The study assessed for the first time, how far 670 organisations across Australia (570) and New Zealand (100) are on their digital accessibility journey. It found, when it comes to digital accessibility adoption, like creating screen-reader friendly websites or adding subtitles to audio-visual media, almost half are yet to make any significant improvements to online touchpoints for customers and employees or are only at the infancy.

In response, disability access groups are calling on Australian organisations to prioritise digital accessibility, recommending more collaboration and industry benchmarking.



From least to more advanced in their digital accessibility journey, the report found that in Australia:

1. 9% of organisations are in an **Emerging phase** with no or minimal progress to date
2. 41 % of organisations are in the **Explorers phase**, still in the early phase of building inclusive processes
3. Almost half (47%) of organisations are in the **Adopter phase** of their journey with established digital accessibility strategies
4. Only 3% of organisations are **Trailblazers**, ahead of the curve with embedding digital accessibility consistently across their organisation

The research found three in five (59%) organisations believe that digital accessibility will only become widespread once it becomes legislated.

New Zealand organisations were leading their Australian counterparts when it came to online inclusion, with 62% at Adopter phase compared to just 47% in Australia. With the recent announcement of planned reforms by the NEW ZEALAND government to introduce the NEW ZEALAND Accessibility Act, along with a new Ministry for people with disability and collaboration programs between NGOs and the NEW ZEALAND government, the gap is expected to widen.

The Centre for Accessibility Australia's CEO, Scott Hollier said: "This first of its kind research from Infosys provides a new insight into the mindsets of organisations when it comes to digital inclusion, and it clearly found those with a digital accessibility plan, strong internal leadership and responsibility were streets ahead of those currently tackling the challenge in an inconsistent way."

"By creating a national digital accessibility roadmap for organisations to model and benchmark their performance, we'll overcome the first major hurdle for organisations that don't know where to start."

Vision Australia manager for government relations and advocacy, Chris Edwards said: "You wouldn't build a store without car parks for customers with a disability front and centre, so why should your website be any different?"

"As a person with blindness, without accessible technology there is simply no way to engage with many organisations, whether that's as a customer or as a member of the workforce. Businesses need to recognise they're effectively cutting off a fifth of the population by not embedding accessibility in all their websites and digital touchpoints."

The report found a staggering lack of understanding of the international standards for online accessibility, Web Content Accessibility Guidelines (WCAG). A third of respondents were completely unaware of WCAG with a further third saying they are aware but don't know much about them.

Intopia's Managing Director, Stewart Hay said "There's a need to drive more awareness and education on the benefits of enabling better digital access for people with disability. While very significant, it's not surprising to see that more than a third of respondents were not aware of the benefits of enabling digital access for their employees or customers. Normalising an inclusive culture is crucial if organisations are to accelerate their digital journeys".

Employment benefits not well recognised

The digital decision makers and insiders surveyed said an absence of clear objectives, perceived budgetary constraints, and lack of in-house expertise were the biggest accessibility roadblocks.

The goal of building a more diverse and inclusive culture was the biggest current motivation for Australian businesses (49%), followed by alignment with company values (39%) and a drive to broaden the customer base and support diverse client needs (39%).

Surprisingly less than a third of Australian organisations recognised the potential benefits of expanding the recruitment pool (31%), despite high demand for talent in the current Australian market.

"Educated workplaces are embracing an inclusive and diverse workforce, gaining access to a talent pool brimming with skilled people with disability. Through services such as our Access and Inclusion Index and Disability Confident Recruiter program, we're helping many organisations to identify and remove unintended barriers to build a welcoming and inclusive workplace.," Amy Whalley, Deputy CEO, Australian Network on Disability.

Stark accessibility gaps across sectors

The report found finance and consulting as well as IT and retail organisations were leading when it came to digital accessibility standards. While businesses in the education, NFP and health and welfare sectors had the greatest room for improvement.

Despite the accelerated shift to online government services and a sharp uptick in digital inclusion measures through the pandemic (at a rate almost three times that of publicly listed companies), Government organisations still rank the lowest for digital accessibility in Australia and New Zealand.

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