



# Independent Assurance Statement

## DNV·GL

### Scope and Approach

DNV GL Business Assurance India Private Limited ("DNV") has been commissioned by management of Infosys Limited ("Infosys" or "the Company", Corporate Identity Number (CIN) L85110KA1981PLC013115) to undertake independent assurance of the Company's ESG Report 2021 in its printed format (the "Report") as well as referenced information in its Annual Report, the Company's website and other publicly available documents. The Report is prepared based on Global Reporting Initiative ("GRI") Sustainability Reporting Standards ("GRI Standards") and its Comprehensive option of Reporting, covering the performance of the Company across environmental, social and governance domains ("ESG performance") for the financial year 1<sup>st</sup> April 2020 - 31<sup>st</sup> March 2021.

The reporting scope and boundary encompasses Infosys' operations in India, Asia Pacific ("APAC"), Americas, and Europe, Middle East and Africa ("EMEA"), as brought out in the ESG Report 2021 in the section "About the Report", including criteria for inclusion and exclusion of entities from the reporting boundary.

We performed a moderate level of assurance based on our assurance methodology VeriSustain™<sup>1</sup>, which is based on our professional experience, international assurance best practices including International Standard on Assurance Engagements 3000 ("ISAE 3000") Revised\* and GRI's Principles for Defining Report Content and Report Quality. Our assurance engagement was planned and carried out during May 2021. The intended user of this assurance statement is the Management of Infosys and relevant stakeholders.

### Responsibilities of the Management of Infosys and the Assurance Provider

The Management of Infosys has the sole responsibility for the preparation of the Report and are responsible for all information disclosed, and the processes for collecting, analysing and reporting the information. Infosys is also responsible for the maintenance and integrity of its website containing the referenced ESG performance-related disclosures. In performing this assurance work, DNV's responsibility is to the Management of Infosys; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

We provide a range of other services to Infosys, none of which in our opinion, constitute a conflict of interest with this assurance work. Our assurance engagements are based on the assumption that the data and information provided by Infosys to us as part of our review have been provided in good faith and free from material misstatements. We were not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Assurance Statement.

### Basis of our Opinion

We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion and the process did not involve engagement with external stakeholders. Due to the outbreak of the COVID-19 pandemic and associated travel restrictions, we carried out remote assessments as one-to-one discussions and onsite location audits were not feasible. Based on our assessment, we are providing a moderate level of assurance as per DNV VeriSustain.

<sup>1</sup> The VeriSustain protocol is available on [www.dnv.com](http://www.dnv.com)

\* Assurance Engagements other than Audits or Reviews of Historical Financial Information.

As part of our assurance process, a multi-disciplinary team of sustainability and assurance specialists reviewed the ESG disclosures presented within the Report and referenced information, and sampled the disclosures related to operations in India and other geolocations, which were reviewed through the Company's customised sustainability management system.

We undertook the following activities:

- Reviewed Infosys' approach to stakeholder engagement and materiality determination and the outcomes as brought out in this Report;
- Interviewed selected senior managers responsible for management of sustainability topics and reviewed selected evidences to support issues disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility to deliver Infosys' sustainability objectives;
- Reviewed processes and systems for aggregating site level sustainability information, that is, reviewed sustainability disclosures for selected sites (Electronic City campus at Bengaluru, Phase - 2 Pune, Uniworld at Gurgaon and Infosys Poland) as well as the overall data aggregated and consolidated at the Corporate level from the Company's sustainability management system;
- Review of the processes for gathering and consolidating the selected performance data related to identified material topics and, for a sample, checking the data consolidation in context under the Principle of Completeness as per VeriSustain.

During the assurance process, we did not come across limitations to the scope of the agreed assurance engagement. The reported data on economic performance of Infosys, the expenditure towards Corporate Social Responsibility ("CSR") activities of Infosys (through the Infosys Foundation India, Infosys Foundation USA and the Infosys Science Foundation) and other financial data are based on audited financial statements issued by the Company's statutory auditors which is subject to a separate audit process. We were not involved in the review of financial data from the Annual Report.

### Opinion

On the basis of the verification undertaken, nothing came to our attention to suggest that the Report does not properly describe Infosys' sustainability performance including adherence to the Principles for Defining Report Content including GRI 102: General Disclosures 2016 and disclosures related to the following GRI Topic-specific Standards and related requirements as per GRI 103: Management Approach 2016, which have been chosen for reporting performance related to material topics identified by Infosys:

- GRI 201: Economic Performance 2016 - 201-1, 201-2, 201-3, 201-4;
- GRI 205: Anti-corruption 2016 - 205-1; 205-2, 205-3;
- GRI 302: Energy 2016 - 302-1, 302-2, 302-3, 302-4;
- GRI 303: Water 2018 - 303-3, 303-4, 303-5;
- GRI 305: Emissions 2016 - 305-1, 305-2, 305-3\* 305-4, 305-5, 305-6, 305-7;
- GRI 306: Effluents and Waste 2016 - 306-2, 306-3, 306-4;
- GRI 307: Environmental Compliance 2016 - 307-1;
- GRI 401: Employment 2016 - 401-1, 401-2, 401-3;
- GRI 403: Occupational Health and Safety 2018 - 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10;
- GRI 404: Training and Education 2016 - 404-1, 404-2, 404-3;



## ANNEXURE 9

# DNV·GL

- GRI 405: Diversity and Equal Opportunity 2016 – 405-1, 405-2;
- GRI 406: Non-discrimination 2016 – 406-1;
- GRI 412: Human Rights Assessment 2016 - 412-1, 412-2, 412-3;
- GRI 418: Customer Privacy 2016 – 418-1;
- GRI 419: Socioeconomic Compliance 2016 – 419-1.

\*Reporting is based on the relative materiality of Scope 3 categories identified by Infosys.

### Observations

Without affecting our assurance opinion, we provide the following observations against the principles of VeriSustain and GRI:

#### Materiality

*The process of determining the issues that is most relevant to an organization and its stakeholders.*

The Report brings out how Infosys has carried out its materiality determination process to arrive at its environmental, social and governance-related priorities through a process of shortlisting and prioritisation based on impacts to stakeholders and the business involving consultations with internal and external stakeholders, peer reviews, globally-accepted frameworks and global megatrends. This prioritized list topics arrived at based on the review of Infosys' progress over the last decade is brought out within the Report as well as its ESG Vision 2030.

**Nothing has come to our attention to believe that the Report has not applied the Principle of Materiality considering the chosen topic boundaries of reporting.**

#### Stakeholder Inclusiveness

*The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.*

We state that the Report brings out the process through which Infosys identifies its clients, employees, investors, suppliers and alliance partners, community, and government and regulatory bodies as its key stakeholder groups. The Report and referenced disclosures bring out the key expectations and concerns of these stakeholder groups which have been identified through formal and informal stakeholder engagement channels.

**Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness.**

#### Responsiveness

*The extent to which an organization responds to stakeholder issues.*

The Report brings out disclosures related to the material topics identified by Infosys across the environmental, social and governance domains; this includes policies, strategies, ambitions over the medium- and long-term and disclosures related to management approach, as well as key performance indicators for bringing out its achievements during the reporting period.

**Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Responsiveness.**

#### Reliability

*The accuracy and comparability of information presented in the report, as well as the quality of underlying data management systems.*

Infosys has an established customized sustainability management system and internal audit mechanism for recording and reviewing its ESG performance across its operational sites, which includes processes for aggregation and validation of qualitative and quantitative disclosures as well as operating procedures which define calculations, methodologies and assumptions. The majority of data and information verified by us in the remote audits were found to be fairly accurate and reliable; some of the minor data inaccuracies identified during the verification of the sample data sets were found to be attributable to transcription, interpretation and aggregation errors. These data inaccuracies have been communicated for correction, and the related disclosures were further reviewed for correctness.

**Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Reliability.**

#### Completeness

*How much of all the information that has been identified as material to the organisation and its stakeholders is reported?*

The Report applies GRI's Principle of Completeness as defined in GRI 101: Foundation 2016, in relation to the coverage of its identified environmental, social and governance material topics considering operational boundaries and value chain entities where it deems its impacts to be significant, and relevant to the identified reporting period.

**Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to the identified scope and boundary for the reporting period.**

#### Neutrality

*The extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone.*

The Report brings out disclosures related to Infosys' ESG performance and its key challenges and concerns of key stakeholder groups during the reporting period considering the overall sustainability context in a neutral and balanced tone while applying consideration to not unduly influence stakeholders' assessments made based on the reported disclosures.

**Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.**

For DNV GL Business Assurance India Private Limited

<p><b>Radhakrishnan, Kiran</b></p> <p>Digitally signed by Radhakrishnan, Kiran Date: 2021.05.25 12:01:52 +05'30'</p> <p>Kiran Radhakrishnan Lead Verifier DNV GL Business Assurance India Private Limited, India.</p>	<p><b>Vadakepathth, Nandkumar</b></p> <p>Digitally signed by Vadakepathth, Nandkumar Date: 2021.05.25 12:07:13 +05'30'</p> <p>Vadakepathth Nandkumar Assurance Reviewer DNV GL Business Assurance India Private Limited, India.</p>
---	---

25<sup>th</sup> May 2021, Bengaluru, India.

DNV GL Business Assurance India Private Limited is part of DNV - Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. [www.dnv.com](http://www.dnv.com)