



# CYIENT GLOBAL POLICY ON CORPORATE SOCIAL RESPONSIBILITY

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# CYIENT

## 1. PURPOSE

The purpose of this document is to outline the policies and procedures for Corporate Social Responsibility (“CSR”) for Cyient Limited (referred to as “CYIENT” or ‘the Company”).

## 2. CONTEXT

CYIENT’ commitment to CSR stems from Cyient and its subsidiaries abiding concern for society and environment. A concern captured in the words of the Founder, Dr. BVR Mohan Reddy: “We believe in the philosophy that sustained development of society is vital to the sustained growth of the businesses that exist within that community. Over the last 30 years, we built a great company “Cyient” creating shareholders value consistently.

Cyient believes in giving back to society in a measure that is proportionate to its success in business. Our Corporate Social Responsibility (CSR) initiative goes beyond charity and it works with the belief that as a responsible corporate, it should consider its impact on society as much as creating business value.

As responsible corporate citizens, we undertake several transformational initiatives that contribute towards community empowerment and all-round societal development. With strategic social investments in several key areas like healthcare, smart villages, skill development, and education, we foster long-term sustainable community development, and drive growth initiatives that aim to make a meaningful impact in people’s lives.

Cyient remains deeply committed to delivering our promises to shareholders, customers, associates and society through our robust journey of growth. Our commitment and tradition to support society bring us tremendous satisfaction, our social responsibility initiatives with ever more vigor in the areas of education, skills, community, literacy and healthcare.”

At CYIENT, CSR programs seek to create sustainable well-being. The guiding principle is “Empowering Tomorrow Together”, where outcomes and measurable impacts are delivered through a long term sustained effort.

CYIENT seeks to leverage the strength of its global presence and large employee base to transform the delivery of social programs through various volunteering and community engagement initiatives.

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CYIENT demonstrates care for the community through its focus on education & skill development, health & wellness and environmental sustainability including biodiversity, energy & water conservation. CYIENT also seeks to extend support in instances of natural disasters.

CSR in India may include other activities as laid down in Schedule VII of the Companies Act, 2013.

Programs conducted outside India will be selected based on the needs of the local communities as per the Company vision and strengths. The respective geographies will comply with local CSR regulatory selection compliances, if any.

Other areas as reviewed and deemed appropriate by the Board CSR Committee may also be included in the list of CSR programs that CYIENT undertakes.

### 3. EXECUTION

#### IN INDIA:

CSR programs in India shall be implemented through the CYIENT Foundation, the Company's dedicated teams including Cyient Associates who are part of CSR projects and initiatives, through associate volunteering and through Cyient Initiatives.

CYIENT may work with NGOs, Trusts, government bodies, educational institutions, other corporates & industry associations and other suitable implementing organizations as implementing partners for its CSR programs

#### OUT SIDE INDIA:

Execution of programs outside India shall be implemented through CYIENT Associates / teams and in partnership with NGOs, Trusts, government bodies, educational institutions, other corporates & industry associations and other suitable implementing organizations.

### 4. GOVERNANCE

CSR implementation in India shall be periodically reviewed and monitored by the duly constituted CSR Committee of the Board as per the requirements of Section 135 of the local Companies Act, 2013.

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The CSR Committee of the Board will be responsible for

- (a) recommending to the Board a CSR policy, indicating the activities to be undertaken by the company,
- (b) recommending the expenditure to be incurred on the CSR activities,
- (c) disclosing the content of the policy, including projects undertaken, in its report and in the company's web-site,
- (d) monitoring the implementation of the activities included in the CSR policy and
- (e) monitoring the spends on CSR activities by the Company in each financial year, in terms of the Companies Act, 2013. In computing such profit, the wholly owned and partly owned subsidiaries as well the overseas branches shall not be considered.

## 5. IMPLEMENTATION

### IN INDIA:

The operational procedure for India will be aligned to the requirements of Clause 135 of the Companies Act 2013, as detailed in Annexure II for reference.

Proposals for new CSR activities, as and when received, shall be evaluated in terms of appropriateness and alignment with of the CSR policy of CYIENT.

On clearing the evaluation process, the same shall be put up to the CSR Committee for approval. As per the CSR policy, a budget for the approved projects and the projects in the pipeline shall be placed before the CSR Committee for approval. On a quarterly basis, the actual expenditure vis-à-vis the budget shall also be placed before the CSR Committee for review.

### GLOBAL

For other geographies, the implementation procedure will be aligned to local requirements and compliances if any.

## 6. REPORTING

### INDIA

An annual CSR report and plan will be included in the Directors Report within the Annual Financial Report of CYIENT, and placed before the Board by the CSR Committee for approval. The report for India will adhere to the specified requirements of section 135 of the Companies Act, 2013.

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## GLOBAL

The respective CYIENT geographies will comply with local CSR regulatory reporting compliances, if any.

A consolidated report covering CSR activities by all geographies will be created and presented to the Board.

## GENERAL:

Version Details

Policy Name: Cyient CSR Global Policy Version No 1.0

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