CYIENT

Contents

1. Introduction and Background

1.1 Distribution List

The policy will be shared with all the Associates of Cyient Ltd. ("Cyient"), to the public and others. The CSR Policy will also be displayed on Cyient's website.

1.2 Scope

This policy shall apply to all CSR initiatives and activities being undertaken at the various Cyient work-centers across all locations in India.

The initiative and/or activities shall be directed towards the benefit of different segments of the society, specifically covering the deprived, underprivileged, and differently abled. It is aimed at providing equal opportunities and, thereby empowering them towards a dignified life.

1.3 About Voluntary Organization

Cyient Ltd., (formerly Infotech Enterprises Ltd.,) believes in giving back to society in a measure that is proportionate to its success in business. Cyient spearheads its corporate social responsibility (CSR) initiatives through the Cyient Foundation.

Cyient Foundation (formerly Infotech Enterprises Charitable Trust) executed on March 27, 2002, at Hyderabad in the former united Andhra Pradesh by its Founder & Executive Chairman B. V. R. Mohan Reddy. Since its inception almost 20 years ago, the Cyient Foundation has conceptualized and enabled various social initiatives, aims to facilitate access to quality education, skill development, and participate in projects with business-aligned social innovation, and invest in environmental development projects.

2. CSR Vision and Objectives

2.1 Short Title and Applicability

This policy encompasses the company's philosophy for delineating its responsibilities as a Responsible Corporate Citizen. It lays down the guidelines and mechanism for undertaking socially useful program for welfare and sustainable development of the community at large. The policy is titled „CYIENT CSR Policy" ("CSR Policy").

This policy shall apply to all CSR initiatives and activities taken up at the various offices and global locations of Cyient, for the benefit of the society—a key stakeholder of the company.

This policy and the operational guidelines issued herein are subject to and pursuant to the provisions of the Companies Act, 2013 (Act) and the rules and regulations made thereunder

2.2 CSR Objective, Vision, and Mission Statements

Cyient believes in the philosophy of returning to society as a measure of gratitude for what it has taken from it. In view of this, the company's corporate social responsibility (CSR) aims to extend beyond charity and enhance social impact.

2.3 The Company's CSR vision

- To help underprivileged children to access the quality education; up skill the unemployed youth and women for sustainable living.

- To participate in projects with business aligned innovation; responsive to the community needs. Support extends to the community development programs by participating in disaster management.

2.4 The Company's CSR mission

- The Company's CSR mission Achieving long-term, holistic development of the community around us by being committed to create and support programs that bring about sustainable changes through education & IT literacy, innovation & entrepreneurship, environmental development, and healthcare systems.

2.5 Undertaking CSR Activities

- Cyient will undertake its CSR activities, approved by the CSR Committee, through the Cyient Foundation or such other entity/organization as approved by the CSR Committee.

- The surplus arising out of the CSR activities, projects or programs shall not form part of the business profit of the Company.

3. Cyient CSR Governance Structure

3.1 Governance

- The Company through a registered trust or a registered society can undertake CSR activities as per the provisions of the Companies Act, 2013. Accordingly, Cyient Foundation or such other entity will work closely with and support the Board and the CSR Committee in implementing CSR activities of the Company. Cyient Foundation or such other entity will assist the CSR Committee in identifying the areas of CSR activities, programs, and execution of initiatives as per defined guidelines.

- Cyient Foundation or such other entity will also assist the Board and the CSR Committee in reporting the progress of deployed initiatives and in making appropriate disclosures (internal/external) on a periodic basis.

Board	CSR Committee	Cyient Foundation

4. Board

4.1   The Board of Cyient Limited will be responsible for

- Approving the CSR policy as formulated by the CSR Committee
- Ensuring that in each financial year the Company spends at least 2% of the average net profit before taxation excluding profits arising from overseas branches made during the three immediately preceding financial years.
- Ensuring that every financial year funds committed by the Company for CSR activities are utilized effectively and regularly monitoring implementation.
- Disclosing in its Annual Report the names of CSR Committee members, the content of the CSR policy and ensure annual reporting of its CSR activities on the Company website.
- Ensuring annual reporting of CSR policy to the Ministry of Corporate Affairs, Government of India, as per the prescribed format.

As per Section 135, the reasons for under spending of the allocated CSR budget shall be specified in the Board's Report.
The surplus arising out of the CSR activities, if any, will not be considered as a part of the business profits of the company.

5. CSR Committee

5.1   The board of directors of the Company will constitute a CSR committee. The Committee shall:

- Comprise at least three directors including one independent director
- Adopt this CSR Policy and monitor its implementation and the programs thereunder
- Meet at such intervals as may be required or expedient including once at the end of the financial year
- Approve and adopt the CSR report for publication in the annual report of the company
- Do such other things and acts as may be required for the implementation of the policy, matters connected therewith or incidental thereto
- The CSR Committee shall formulate and recommend to the Board, an annual action plan in pursuance of its CSR policy,

The CEO & Managing Director, Presidents, Senior Management and Leadership Team shall be permanent invitees to the committee. The Company Secretary shall act as secretary to the committee.

5.2 CSR Committee Meetings

The CSR Committee shall meet as often as its members deem necessary to perform the duties and responsibilities, but not less than quarterly.

6. CSR Expenditure

6.1 Board to monitor the following:

- The board shall ensure that the administrative overheads shall not exceed five percent of total CSR expenditure of the company for the financial year.
- Any surplus arising out of the CSR activities shall not form part of the business profit of a company and shall be ploughed back into the same project or shall be transferred to the Unspent CSR Account and spent in pursuance of CSR policy. An annual action plan of the company or transfer such surplus amount to a Fund specified in Schedule VII, within a period of six months of the expiry of the financial year.
- Where a company spends an amount in excess of requirement provided under sub-section (5) of section 135 , such excess amount may be set off against the requirement to spend under sub-section (5) of section 135 up to immediate succeeding three financial years subject to the conditions that –
  (i) The excess amount available for set off shall not include the surplus arising out of the CSR activities
  (ii) The Board of the company shall pass a resolution to that effect.

7. Monitoring and Reporting Framework

Cyient Foundation shall monitor the implementation of the CSR Policy through periodic reviews of the activities of Cyient Foundation and Cyient Adopted schools. The respective heads of Cyient Foundation will present their annual budgets and list of programmes, projects, and activities to the CSR Committee for its approval. The Committee will, in turn, recommend this to the Cyient Board for its final approval.

In compliance with the Act to ensure funds spent on CSR programs are creating the desired impact on the ground a comprehensive monitoring and reporting framework will be put in place. The monitoring and reporting mechanism is divided into three distinct areas:

- Program Monitoring
- Evaluation
- Reporting and Documentation

8. Resources

8.1   Funding & Allocation

For achieving its CSR objectives through implementation of meaningful and sustainable CSR programs, Cyient will allocate 2% of its previous year's, profit computed in accordance with the provisions of the Act, as its Annual CSR Budget. The amount will be contributed to the Cyient Foundation.

Further, the Cyient Foundation may also receive contributions from the associates of the company and its subsidiaries, customers, and their representatives and other stakeholders.

9. Planning

9.1   Identification of the thrust areas and strategic initiatives

For purposes of focusing its CSR efforts in a continued and effective manner, the following thrust areas have been identified:

- Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- Business aligned healthcare , contributions or funds provided to technology incubators located within academic institutions
- Environment protection, ensuring environmental sustainability, ecological balance, conservation of natural resources and maintaining quality of soil, air and water
- protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional art and handicrafts;
- Drinking water/ sanitation Facilities in schools, particularly for girls, Scholarships to students/trainees etc.
- Disaster management activities related to natural calamities, Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine

The committee may modify, restrict, or enlarge the thrust areas from time to time within the parameters fixed by the Act. The actual distribution of expenditure among these Thrust areas

will depend upon the local needs as may be determined by the need Identification studies or discussions with local government/bodies/citizen's forums/NGOs.

10.Geographical Area of CSR activities:

CSR works will be focused in the areas should normally fall within a radius of 0-50kms from Cyient Facilities /offices. The projects / activities can be taken up within the states / territories where the Cyient Offices located. The CSR committee will decide on the locations for CSR activities.

10.1 Project based / activity based approach.

Cyient CSR will follow a project-based accountability approach to stress on the long-term sustainability of CSR projects.

The action plan will be distinguished as:

Short Term	6 months to 1 year
Medium Term	1 year to 3 years
Long Term	3 years and above (Flagship programs)

10.2 Executing agency / Partners:

Cyient through its voluntary organization Cyient Foundation will seek to identify suitable programs for implementation in line with its CSR objectives. This would ensure optimum benefit to stakeholders and community for which the programs are intended. These works would be done through:

▪ NGOs/Trust/Section 8 Companies
▪ Institutes/ Academic Organizations
▪ Contracted agencies for civil works
▪ Professional Consultancy Organizations

11.Annual Action Plan:

List of Projects / programmes	Manner of Execution	Modalities of utilization	monitoring and reporting
Improve the Quality Education Imparted to the Children in Government Schools.	Cyient Foundation adopts various government schools to make government schools the preferred place to learn by providing necessary infrastructure, labs, sanitation facilities, teaching aids, teaching staff, nutritional supplements, promotion of sports and IoT based infrastructure.	Cyient provides grants to Cyient Foundation to implement the School development programs and assess the need. Cyient Foundation works with various Govt. and Non-Government entities to run the programs.	Cyient Foundation monitor and report the activities to Cyient periodically and engages agencies for impact assessment. The Programs are reviewed periodically by CSR Committee and the Board Periodically
Providing IT Literacy to the Rural and Urban Community, Making at least one person in family living around as a part of "Digital India".	Cyient Foundation to establish and run the Cyient Digital Centers (CDC) in and around the community. The centere are established and run the CDC's by providing teaching staff, materials, infrastructure support, periodic maintenance of these centres.	We are Digitally Empowering Neighbourhoods. CDC's aim to empower neighbourhood communities with digital literacy and facilitate deployment of digitally-enables citizen services. Cyient Foundation run through implementation agencies.	Engaging primarily with children, youth, and women the program would generate social, cultural, and economic advantages for under-served communities. Cyient Foundation with support from Volunteers and implementation partner monitor and report.
In response to poverty alleviation, focuses on building livelihood opportunities that are aligned with community needs and built upon community strengths.	Cyient Foundation facilitate skill development opportunities and provide support to empower participants to be self-employable, employed and build entrepreneurship capacity or access to sustainable skilled employment. Urban Skill Centre - Training unemployed youth & women on Tailoring, Bakery, Beautician, Retailing and	CYIENT URBAN MICRO SKILL CENTRE (CUMSC): is a flagship project of CYIENT, CUMSC is built/developed in one of the largest slums located in PAPIREDDY COLONY, SERILINGAMPALLY MANDAL, RANGA REDDY DISTRICT, TELANGANA. Cyient provides funding assistance to Cyient Urban Micro Skill Centre to provide free training by appointing trainers, provide materials, equipment, and	Cyient to monitor and report the increase of monthly earnings to BPL communities. Monitor and report the increased participation in young girls and women in community-driven activities. Help the women to gain independent income through employment and entrepreneurship. The program is administered entirely by educated and trained woman from our target urban poor

	Bedside Assistance skills. Provide placement assistance to the trained candidates with industry / outlets / malls connect. Rural Micro Skill Centre – Provided industry relevant skills to rural unemployed semiskilled or unskilled women from the Rural Telangana District	infrastructure along with CRECHE for the learning women. CYIENT RURAL MICRO SKILL CENTRE : Cyient Foundation to operate rural skill centre to train 100 women for every 100 days and provide 100 jobs on the industry relevant skills Electronics & Manufacturing Healthcare and Pharmaceutical BPO/KPO – Non voice and back-office operations.	community free of cost. Periodic review on the progress of the centre. Rural Micro Skill Centre – 100 Days Later Initiatives to train the women on the industry relevant skills and provide them jobs.
Community Development – Village Adoption- Smart Village & Drinking Water, Nutrition and Preliminary Healthcare	Cyient through its voluntary organization adopted Mokshagundam village in the Prakasam district in Andhra Pradesh. The Andhra Pradesh government had invited corporates, individuals, NRI's and Celebrities to adopt villages and work on the 20 non-negotiable development commitments under its Smart Village-Smart Ward program.	Cyient Foundation plays a catalyst role between the Government and Community and provide matching grants in developing the village. Provide necessary facilities like Drinking water, sanitation, education to children and Healthcare to the needy. Funds are utilized through Cyient Foundation and develop the required infrastructure and facilities in the village.	Cyient Foundation appoints the volunteers to monitor and implement the programs in the village. Periodic review the Government and Village Administration on the fund utilization and impact. Developing the Steering committees in the village and play the dynamic role in bringing the awareness on the schemes and grants. Administer the infrastructure developed and report on the usage and impact.
Community Development – Swatch Pathashala Programme: Swachh Bharath Abhiyan. Align with national campaign driving 'Clean India: Clean Schools'.	Cyient provides fund to Build new toilets where needed in Schools in and around Telangana. Renovating old not-in-use toilets and making them usable. Establishing water supply and providing supplies to maintain cleanliness of the toilets. Appointing and	Cyient provides grants to develop the sanitation facilities and maintenance costs. Appointed sanitation staff and provide wages and cleaning materials. The program is executed in all the Government Schools located in entire Mandal of Serilingampally, Ranga	Cyient CSR Volunteers to visit periodically and provide suggestions and areas for improvement. Impact assessment by the independent agencies. Periodic interaction with Girl Students and their parents. Implementation partner provides

	fully subsidising the cleaning staff cost in government schools.	Reddy District of Telangana State. Over 20,000 Girls gain access to the hygiene sanitation facilities.	feedback and reports to Cyient for improvement.
IT/ITES Skills Development initiatives in Telangana to provide employment to the unemployed youth with completely free accommodation, food, and training facilities.	Cyient had established IT/ITES SKILL DEVELOPMENT CENTER and is helping to bridge the gap between Academia and Industry to enhance employability quotient of youth in the TELANGANA state.	Cyient provides grants to Cyient Foundation to implement the IT Skill Centre. Cyient Foundation works with implementation partner and provide free skill upgradation training to unemployed youth.	Cyient Foundation conducts periodic assessment through implication partner. Provide the reports to Cyient. The youth after completion of training provided with placement assistance by connecting with industry or corporates.
Enhance research and upgrade industrial technologies support domestic Technology development and industrial diversification *Develop sustainable, resilient, and inclusive infrastructures*	Establish School of Innovation and Entrepreneurship at IIT Hyderabad Campus. The school is the first of its kind initiative in collaboration with IIT Hyderabad, (a 2nd generation IIT), by Cyient Foundation. This initiative aims to nurture and develop world-class innovation and entrepreneurial talent from India in the light of country's ambition to become Atma Nirbhar Bharat.	Cyient Foundation and with support from like minded Foundations establish state of art "School of Innovation and Entrepreneurship". IIT Hyderabad provides land to build the school. This is with a long term vision of 3 years and will be extended based on the needs of the school. The School will offer a wide range of certificate courses, bootcamps and diploma certification courses consistent with NEP 2020.	Cyient Foundation completely takes the ownership in developing the infrastructure. Provide the reports to Cyient on the utilization of funds. Also ensures to monitor the functionality with support from supporting Foundation and IIT Hyderabad. Cyient Foundation ensures the best-in-class academic training and creating an enabling ecosystem to nurture economically and socially impactful techno-entrepreneurial ventures
Community Development Initiatives – Preventive Healthcare	(i) ["promoting health care including preventive health care"] and low-cost healthcare initiatives	Financial Assistance to Asian Healthcare Foundation – To support research in low-cost healthcare and community service.	Cyient Foundation to Asian Healthcare Foundation for the development of innovative healthcare solutions through its basic science and research facility

12.Projects Timelines

Ongoing / Long-term Cyient CSR Initiatives

S.No	Project Name	Duration
1.	Provide Quality Education to Children in Cyient Adopted Government Schools – Quality Education to over 20,000 children a year	Short Term – Every year provide quality education to over 20000 underprivileged children in Cyient Adopted Schools, provide education aids, nutrition supplements, ICT facilities, WASH facilities for creating lasting impact. Reviewed and renewed for every 1 year with impact assessment.
2.	Provide IT Literacy to the Rural and Urban Community, through Cyient Digital Centers. Literate over 10,000 community for every year	Short Term – Every year literate Adult Women / Men on the ICT usage and Digital literacy, yearly target of training over 2000 community people by operating Cyient Digital Centers for creating lasting impact. Reviewed and renewed for every 1 years with impact assessment.
3.	In response to poverty alleviation, focuses on building livelihood opportunities through Cyient Urban Micro Skill Centre, Cyient Rural Micro Skill Centre, and Cyient IT/ITES Skill Centre Upskill over 2000 unemployed youth and women every year for employment	Short Term – Early target upskill and employ the unemployed youth by operating Cyient Urban Micro Skill Centre, Cyient IT/ITES Skill Centre & Cyient Rural Skill Centre-100 Days Later Initiative for creating lasting impact. Reviewed and renewed for every 1 year with impact assessment.

4.	Community Development – Village Adoption-Smart Village & Health Care Initiatives. Provide Quality Healthcare, Education, Drinking Water and Sanitation to over 3000 Households in the village	Short Term – Support the Cyient Adopted Village for sustainable development by assisting Anganwadi Centers, Government Hospital, Drinking Water facility, Government School, and Adult Literacy in the village. Reviewed and renewed for every 1 year with impact assessment.
5.	Community Development – Swatch Pathashala Programme: Swachh Bharath Abhiyan. Align with national campaign driving 'Clean India: Clean Schools'. Provide clean sanitation and hygiene facilities to over 10,000 Girls every year	Short Term – Yearly support to WASH facilities in all the Govt. Schools in Serilingampally Mandal, Telangana State, India. Reviewed and renewed for every 1 year with impact assessment.
6.	Environmental interventions – Every year plant over 10,000 samplings in and around Cyient facilities and the communities it operates. Rainwater harvesting and water conservation practices in Cyient Adopted schools, Communities and adopted villages. Green energy generation in Schools and community centers	Short Term - 1 year Project – Cyient to participate in environmental protection initiatives – year on year. 1. Minimum of 10000 plant samplings 2. Develop Rainwater harvesting and water conservation in adopted schools, villages, and communities. 3. Solar lights, solar energy generation in schools and communities. Reviewed and renewed for every 1 year with impact assessment.

7.	Establish School of Innovation and Entrepreneurship at IIT Hyderabad Campus. The school is the first of its kind initiative in collaboration with IIT Hyderabad, (a 2nd generation IIT), by Cyient Foundation. This initiative aims to nurture and develop world-class innovation and entrepreneurial talent from India in the light of country's ambition to become Atma Nirbhar Bharat.	Ongoing / Long Term – Continue to support the School of Innovation and Entrepreneurship at IIT Hyderabad Campus for creating lasting impact. Reviewed and renewed for every 3 years with impact assessment.
8.	The Cyient Foundation is committed to contribute to The Asian Healthcare Foundation (AHF). The funding will be helping in the development of innovative healthcare solutions through its basic science and research facility	Ongoing / Long Term – Continue to support the AHF which is recognized as a Scientific and Industrial Research Organization by the Department of Scientific and Industrial Research, Government of India. Reviewed and renewed for every 3 years with impact assessment.

13.General:

13.1 Version Details

Policy Name	Cyient CSR Policy
Version No	4.1
Contact Person	Krishna Deevi, Head CSR
Last Review Date	April 22, 2024
Prepared by	Krishna Deevi, Head CSR
Reviewed by	The Global Company Secretarial and Corporate Governance Team
Approved by	Cyient Board

13.2 Effective Date

This policy is effective from April 25, 2024.

13.3 Contact

For queries related to the CSR Policy, please write to us at: **Company.secretary@cyient.com**