

Annexure I TO THE DIRECTOR'S REPORT FOR THE YEAR ENDED  
31<sup>ST</sup> MARCH, 2022

**CSR POLICY**

(Approved by the Board of Directors on September 12, 2014)

**1. BRIEF OUTLINE ON CSR POLICY**

➤ **Introduction:**

Corporate Social Responsibility (CSR) refers to the acknowledgement by a company that it should be accountable not only for its financial performance, but also for the impact of its activities on the society and the overall environment as a whole. The company endeavors to behave in accordance with ethics and to contribute towards monetary development in order to improve the quality of life its workforce, their families and the local community and the society at large. It involves an organization reaching out to the community to help impact the lives of the people positively. It is usually seen as a way for an organization to give back to the community within which it successfully operates. The term generally applies to a company's efforts that go beyond what may be required by regulators or environmental protection groups.

At Syntel ("Company"), CSR policy functions as a built-in, self-regulating mechanism whereby its business monitors and ensures active compliance with the spirit of the law, ethical standards, and international norms. The Company plays a pivotal role towards enforcement of corporate principles and is also committed towards the sustainable development. The company constantly strives to ensure strong corporate culture which emphasizes on integrating CSR values with business objective. The employees are encouraged to volunteer their time and skills and enjoy the experience of giving back to the communities in which they work.

➤ **Areas of CSR:**

Syntel has chosen the following channels to drive its CSR activities:

- (i) Contributions of funds provided to technology incubators located within academic institutions which are approved by the Central Government;
- (ii) Providing education, vocational guidance and training including systematic health, hygiene and nutrition programs to the underprivileged sections of the society.
- (iii) Spreading awareness on early childhood care, development, educational as well as social issues amongst the underprivileged sections of the society.

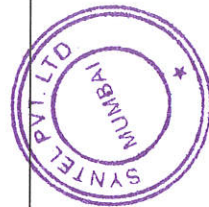


- (iv) Providing the underprivileged with adequate nutrition, preventive and curative health care, education including reading & writing skills, general knowledge, health education and recreational activities and to arrange for or provide vocational training and create awareness regarding health and social issues among the underprivileged.
- (v) Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
- (vi) Providing facilities to the needy and poor, to the extent possible, for providing food, temporary housing material, bed sheets and clothes with a view to alleviate poverty.
- (vii) Providing funds to technology incubators located within academic institutions which are approved by the Central Government.
- (viii) Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water and protecting national heritage, art culture including restoration of buildings and sites of historical importance and works of art;
- (ix) Supporting Rural development projects and promote rural sports, nationally recognized sports, paralympic sports and Olympic sports;.
- (x) Developing and training a cadre of volunteers and support groups to undertake the above and related activities with the support of recognized non-governmental organizations (NGO)'s/trusts/corporates, to the extent possible within the legal framework.
- (xi) Enlisting support from individuals, corporations, entities and non-governmental organizations to facilitate the Company's work by conducting programs, workshops
- (xii) Pursuing any other CSR activities as may be prescribed under Schedule VII of the Companies Act, 2013.

Any surplus arising out of CSR initiatives or projects or programs or activities shall not form part of business profit of Syntel Private Limited.

## 2. COMPOSITION OF CSR COMMITTEE:

SR.No.	Name of Director	Designation / Nature of Directorship	Number of meetings of CSR Committee held during the year	Number of meetings of CSR Committee attended during the year
1.	Mr. Rakesh Khanna	Director	2	2
2.	Mr. Anil Agrawal	Director	2	2
3.	Mr. Murlidhar Reddy Samala	Director	2	2



**3. PROVIDE THE WEB-LINK(S) WHERE COMPOSITION OF CSR COMMITTEE, CSR POLICY AND CSR PROJECTS APPROVED BY THE BOARD ARE DISCLOSED ON THE WEBSITE OF THE COMPANY**

To know our approved CSR projects, CSR Policy and CSR committee please visit on our Website : <https://atos.net/en/india/corporate-social-responsibility>

**4. PROVIDE THE EXECUTIVE SUMMARY ALONG WITH WEB-LINK(S) OF IMPACT ASSESSMENT OF CSR PROJECTS CARRIED OUT IN PURSUANCE OF SUB-RULE (3) OF RULE 8, IF APPLICABLE.**

Rule 8 of the Companies (Corporate Social Responsibility Policy) Rules, 2021 read along with Companies (Corporate Social Responsibility Policy) Amendment Rules, 2022 related to Impact assessment is not applicable to the Company.

**5. AVERAGE NET PROFIT AND CSR OBLIGATION OF THE COMPANY:**

Average net profit of the company as per sub-section (5) of section 135 :

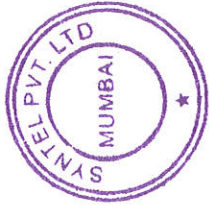
The average net profit of the Company for the last three financial years is INR 685,03,92,619

(b) Two percent of average net profit of the company as per sub-section (5) of section 135 : INR 13,70,07,852

(c) Surplus arising out of the CSR Projects or programmes or activities of the previous financial years. INR Nil

(d) Amount required to be set-off for the financial year, if any.: INR Nil

(e) Total CSR obligation for the financial year [(b)+(c)-(d)]: INR 13,70,07,852

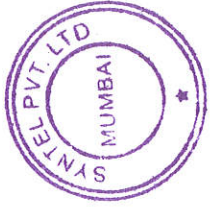


**6. AMOUNT SPENT ON CSR PROJECTS (BOTH ONGOING PROJECT AND OTHER THAN ONGOING PROJECT):**

- (a) Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project). INR 13,67,28,530
- (b) Amount spent in Administrative Overheads.: INR 2,79,322
- (c) Amount spent on Impact Assessment, if applicable. NIL
- (d) Total amount spent for the Financial Year [(a)+(b)+(c)]: INR 13,70,07,852
- (e) CSR amount spent or unspent for the Financial Year:

Total Amount Spent for the Financial Year. (in Rs.)	Amount Unspent (in Rs.)			
	Total Amount transferred to Unspent CSR Account as per sub-section (6) of section 135.	Amount transferred to any fund specified under Schedule VII as per second proviso to sub-section (5) of section 135.	Amount	Date of transfer.
1370,07,852*	Nil	NA	NA	NA
	Amount.	Date of transfer.	Name of the Fund	Amount.
	Nil	NA	NA	Nil
				NA

\*Company has disbursed during the financial year INR 1370,07,852 to the implementing agency (Atos Syntel Prayas Foundation having CSR Registration No. CSR0001819) as per Rule 4 of the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021 and out of total disbursement, Agency has spent INR 63,15,996 during the Financial year. Implementing Agency has transferred on behalf of the Company INR 1306,91,857 to Unspent CSR Account as the funds are earmarked as ongoing project.



(f) Excess amount for set-off, if any: NIL

Sl. No.	Particular	Amount (in Rs.)
(1)	(2)	(3)
(i)	Two percent of average net profit of the company as per sub-section (5) of section 135	INR 13,70,07,852
(ii)	Total amount spent for the Financial Year	INR 13,70,07,852
(iii)	Excess amount spent for the Financial Year [(ii)-(i)]	NIL
(iv)	Surplus arising out of the CSR projects or programmes or activities of the previous Financial Years, if any	NIL
(v)	Amount available for set off in succeeding Financial Years [(iii)-(iv)]	NIL



**7. DETAILS OF UNSPENT CORPORATE SOCIAL RESPONSIBILITY AMOUNT FOR THE PRECEDING THREE FINANCIAL YEARS:**

1	2	3	4	5	6	7	8
Sl. No.	Preceding Financial Year(s)	Amount transferred to Unspent CSR Account under sub-section (6) of section 135 (in Rs.)	Balance Amount in Unspent CSR Account under sub-section (6) of section 135 (in Rs.)	Amount Spent in the Financial Year (in Rs)	Amount transferred to a Fund as specified under Schedule VII as per second proviso to sub-section (5) of section 135, if any	Amount remaining to be spent in succeeding Financial Years (in Rs)	Deficiency, if any
					Amount (in Rs)	Date of Transfer	
1	FY-1 FY-2020-2021	13,20,17,185	11,65,37,435	1,54,79,750	-	-	-
	<b>Total</b>	<b>13,20,17,185</b>	<b>11,65,37,435</b>	<b>1,54,79,750</b>	<b>-</b>	<b>11,65,37,435</b>	



**8. WHETHER ANY CAPITAL ASSETS HAVE BEEN CREATED OR ACQUIRED THROUGH CORPORATE SOCIAL RESPONSIBILITY AMOUNT SPENT IN THE FINANCIAL YEAR:**

**Not Applicable** as No assets are created by the Company, only donation is paid to the Implementing Agency (Atos Syntel Prayas Foundation) as CSR

Yes  No

If Yes, enter the number of Capital assets created/ acquired

Furnish the details relating to such asset(s) so created or acquired through Corporate Social Responsibility amount spent in the Financial Year: NA

Sl. No.	Short particulars of the property or asset(s) [including complete address and location of the property]	Pincode of the property or asset(s)	Date of creation	Amount of CSR amount spent	Details of entity/ Authority/ beneficiary of the registered owner			
(1)	(2)	(3)	(4)	(5)	(6)	CSR Registration Number, if applicable	Name	Registered address



(All the fields should be captured as appearing in the revenue record, flat no, house no, Municipal Office/Municipal Corporation/ Gram panchayat



are to be specified and also the area of the immovable property as well as boundaries).

**9. REASON(S) IF COMPANY HAS FAILED TO SPEND CSR AS PER SECTION 135(5):**

Company has spent on CSR the required amount as per Section 135(5) and 135(6).

<p> Murlidhar Reddy Samala Director DIN: 08958575</p> <p>Place : Pune Date : 26<sup>th</sup> September, 2022</p>	<p> Rakesh Khanna (Director) DIN: 07669485</p> <p>Place : Mumbai Date : 26<sup>th</sup> September, 2022</p>
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