

CORPORATE SOCIAL RESPONSIBILITY POLICY

1. Objective

Corporate Social Responsibility (CSR) at Birlasoft (hereinafter referred to as 'the Company') goes beyond business and extends to the implementation of socially relevant activities for the benefit of society at large. It seeks to establish relationships with all stakeholders based on strong mutual trust and respect and contribute to the development of communities and society as a whole. We respect nature and strive to protect and improve the global environment. This Policy is in keeping with the requirements of the Companies Act, 2013 and Companies (Corporate Social Responsibility Policy) Rules, 2014. The Policy shall apply to all the CSR programs and activities undertaken by the Company at various locations for the benefit of diverse sectors of the society

2. Vision and Policy Statement

Through Corporate Social Responsibility (CSR) initiatives, the Company seeks to contribute to social and economic development of the local community in which the Company operates and the society at large. Corporate social responsibility is the commitment of business to contribute to sustainable economic development, working with employees, their families, the local community and society at large to improve their quality of life. CSR involves increased efforts to align corporate goals with those of society

3. Applicability

This CSR Policy has been formulated in consonance with Section 135 of the Companies Act, 2013 read with the CSR Rules notified by the Ministry of Corporate Affairs, Government of India. This Policy shall apply to all CSR projects / programs undertaken by the Company in India as per Schedule VII of the Companies Act, 2013. This policy is applicable to all regular employees of Birlasoft (India) Ltd., all contractual staff and full-time trainees / interns / apprentices.

4. CSR Budget

The CSR Executive Committee will recommend the annual budgeted expenditure project-wise to the Board for its consideration and approval.

5. CSR Programs and Projects:

The Company's commitment to CSR projects and programs will be by investing resources into one or more of the following areas

- a) Promoting education, including special education and employment enhancing vocation skills especially among children, women and the differently abled, and livelihood enhancement projects
- b) Promoting gender equality, empowering women and measures for reducing inequalities faced by socially and economically backward groups
- c) Improving the quality of environment – Implementation of projects towards bringing down the pollution Levels with Birlasoft CSR initiatives on Environment sustainability.

6. Implementation:

The Company's CSR programs will be identified and implemented according to the Board approved CSR Policy.

7. CSR Committee

In compliance with the rules laid down under the Companies Act 2013, the composition of the CSR Committee of the Company shall be comprise at least three Directors of which one member shall be an independent Director

8. Project Monitoring:

The Company will institute a well-defined monitoring and evaluation mechanism to ensure that each CSR program has:

- a) Clear objectives developed out of the societal needs that are determined through baselines studies and research.
- b) Clear targets, time lines and measurable parameters wherever possible
- c) A progress monitoring and reporting framework that is aligned with the requirements of the section 135 of the Companies Act and the CSR Rules

9. Policy review and Change authorization

- a) This policy can be amended / modified/ withdrawn at any point of time without any prior notice.
- b) Any exceptions, other than stated above shall be approved by the Core CSR committee based on the recommendation of Location CSR Committee followed by CPO approval.