

CARISMA SOLUTIONS PRIVATE LIMITED

Regd. office: 4th Floor, Buhari Towers No.4, Moores Road, Thousand Lights, Chennai – 600006.

CORPORATE SOCIAL RESPONSIBILITY POLICY OF CARISMA SOLUTIONS PRIVATE LIMITED (“THE COMPANY”)

The Policy framed hereunder may be called as “CSR Policy” and will be reviewed at such intervals as the Company may deem fit. The policy is aligned to the requirements of section 135 of the Companies Act, 2013, the corresponding Rules and Schedule VII of the Companies Act, 2013 as amended from time to time.

CSR POLICY:

The Company aims to implement its CSR activities in various sectors as stated in Schedule VII of the Companies Act, 2013 which are as follows:

- eradicating hunger, poverty, and malnutrition, promoting health care including preventive health care and sanitation, including contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water:
- promoting education, including special education and employment enhancing vocation skills especially among children’s, women, elderly, and the differently abled and livelihood enhancement projects.
- promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
- 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, including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga.
- 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 arts and handicrafts.
- measures for the benefit of armed forces veterans, war widows and their dependants, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows.
- training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports.
- contribution to the Prime Minister's National Relief Fund or Prime Minister’s Citizen

Assistance and Relief in Emergency Situations Fund (PM CARES Fund) or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Caste, the Scheduled Tribes, other backward classes, minorities and women.

- (a) Contribution to incubators or research and development projects in the field of science, technology, engineering, and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government; and
- (b) Contributions to public funded Universities; Indian Institute of Technology (IITs); National Laboratories and autonomous bodies established under Department of Atomic Energy (DAE); Department of Biotechnology (DBT); Department of Science and Technology (DST); Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defence Research and Development Organisation (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs)
- rural development projects.
- slum area development
- disaster management, including relief, rehabilitation, and reconstruction activities.

IMPLEMENTATION:

The Board shall be responsible for implementing the mandate of the CSR Policy and shall ensure that the CSR Activities are carried out in accordance with the CSR Policy read with the Act and CSR Rules and the annual action plan formulated by the Board.

Mode of Implementation:

The CSR Activities may be undertaken by the Company directly or through any of the following entities as “Implementation Agency” being duly registered with the Central Government and having a unique CSR Registration Number.

- (i) Company established under section 8 of Indian Companies Act 2013, or a registered public trust or a registered society, exempted under sub-clauses (iv), (v), (vi) or (via) of clause (23C) of section 10 or registered under section 12A and approved under 80 G of the Income Tax Act, 1961 (43 of 1961), established by the company, either singly or along with any other company;
- (ii) Company established under section 8 of Indian Companies Act 2013, or Trust, or Society, being established by Central Government or State Government.
- (iii) Company established under section 8 of Indian Companies Act 2013, or Trust, or Society

registered under section 12-A and 80-G of the (Indian) Income Tax Act 1961, and having an established track record of at least three years in undertaking similar CSR activities;
or

- (iv) Any entity established under an act of Parliament or a State Legislature.

MONITORING:

The Board of Directors shall monitor the progress of the annual action plan, the manner of execution of CSR activities, modalities of utilization of funds and implementation schedules along with details of need and impact assessment for projects as required. The funds to be disbursed shall be utilised for the purposes and in the manner as approved by the Board. The director Mt. Jonah Stephen Jeremiah shall issue a certificate to the Board every year certifying that the funds disbursed are utilised for the purpose and in the manner as approved by the Board. The Board will review all the CSR progress reports on an annual basis. Implementation of this policy will be monitored and reviewed periodically by the Board of Directors. The monitoring process will cover both programme and financial reviews.

CORPORATE SOCIAL RESPONSIBILITY COMMITTEE:

The Board of Directors shall discharge the functions of CSR committee since the Company's obligation to spend towards CSR does not exceed Rs.50 lakhs. The Board has the power to constitute or reconstitute the CSR Committee from time to time in order to make it consistent with the Company's policies and applicable statutory requirements.

Following shall be the roles and responsibilities of the Board:

- (i) Formulating and identifying CSR activities.
- (ii) Recommend amount of expenditure.
- (iii) Monitor CSR policy of the company; and
- (iv) Formulate annual action plan in pursuance of the CSR policy in accordance with the applicable law, and inclusive of the following items:
 - a) the list of CSR projects or programmes that are approved to be undertaken in areas or subjects specified in Schedule VII of the Act.
 - b) the manner of execution of such projects or programmes.
 - c) the modalities of utilisation of funds and implementation schedules for the projects or programmes.
 - d) monitoring and reporting mechanism for the projects or programmes; and
 - e) details of need and impact assessment, if any, for the projects undertaken by the company.

CSR EXPENDITURE:

The Company in every financial year, shall spend at least 2% of the average net profits of the Company made during the three immediately preceding financial years in pursuance of the CSR Policy. For this purpose, the net profit and average net profit shall be calculated in



accordance with the provisions of section 198 of the Act read with the Companies (Corporate Social Responsibility Policy) Rules, 2014.

The administrative overheads not to exceed 5% of total CSR expenditure of the Company for the financial year.

Where the Company spends an amount in excess of requirement provided under Section 135(5) of the Act, such excess amount may be set off against the requirement to spend under section 135(5) up to immediate succeeding three financial years subject to the certain conditions.

This CSR policy will be effective from 2nd September 2022.

