



CORPORATE SOCIAL RESPONSIBILITY POLICY

Document Name: Corporate Social Responsibility Policy of Tata Technologies Limited.

Approval:
Board of Directors: 31st May 2022

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CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

PURPOSE

At Tata Technologies, our CSR vision is to co-create sustainable value for our key stakeholders through engineering and technology innovations. Our mission is to make a positive impact on the communities where the Company does business, areas with relevant intervention needs, and on our internal and external stakeholders, thereby, making it better for the planet, better for people and better for progress, better now and better for the future, by leveraging our core competencies, resources, technology, and employee volunteers.

Our CSR programs shall aim to be relevant to local, national, and global contexts, keeping disadvantaged communities as the focus and based on globally agreed sustainable development principles.

SCOPE AND APPLICABILITY

The scope of this policy is to lay down the guiding principles for undertaking CSR activities. The policy shall be read in alignment with the requirements of Section 135 of the Companies Act, 2013 and the corresponding rules made thereunder, as amended from time to time, Schedule VII of the Act, and the Tata group's philanthropy & CSR values.

The policy shall be applicable to the CSR programs implemented in India.

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. The CSR initiatives implemented in other locations outside of India will comprise of a separate budget and plan which will be drawn-up by the local leadership.

THRUST AREAS

To optimize the impact and achieve scale for its CSR programs, the Company shall focus on initiatives and spends towards pre-determined causes as mentioned below, but not limited to:

- promotion of education including STEM education
- enhancing employability and entrepreneurship skills
- promotion of gender equality and empowerment of women

Apart from above-specified areas, the Company shall be open to other areas/funds mentioned under Schedule VII of the Companies Act, 2013 and the Rules made thereunder, as amended from time to time based on needs identified, basis the approval of the CSR Committee.

CSR BUDGET

The CSR budget for every financial year, shall be as prescribed under the Companies Act, 2013, the Rules thereunder, as amended. Treatment of unspent CSR amount and surplus generated from CSR activities shall also be according to the Companies Act, 2013, the Rules thereunder, as amended.

GOVERNANCE

The CSR activities shall be administered under a three-tiered governance structure.

I. Board of Directors

The Board of Directors of the Company form the apex body to review and approve the CSR Policy, Annual Action Plan and have oversight over the CSR activities of the Company. They shall have the overall responsibility to ensure that the funds disbursed towards CSR activities have been utilized for such purposes and in the manner as approved by the Board/CSR Committee.

II. CSR Committee

The Board of Directors shall constitute a CSR Committee of the Board. The CSR Committee of the Board will oversee the implementation and compliance of the CSR activities of the company. The CSR Committee will recommend the Annual Action Plan to the Board for its approval.

III. Chief Financial Officer

The Chief Financial Officer of the Company shall, on an annual basis, certify to the Board of Directors with respect to the utilization of funds earmarked towards CSR Activities. Under CFO office, the CSR Operations team shall include CSR Department Head and Company Secretary, CSR & Sustainability Manager and team. The Operations team shall oversee the day-to-day functions of the CSR endeavors including but not limited to CSR program management and expenditure tracking.

ANNUAL ACTION PLAN

The CSR Committee shall formulate and recommend to the Board, an annual action plan which shall include the following:

- the list of CSR programs that are approved and to be undertaken by the Company
- the manner of execution of such programs
- the modalities of utilisation of funds and implementation schedules for the programs
- monitoring and reporting mechanism for the programs; and
- details of need and impact assessment, if any, for the projects undertaken by the Company

IMPLEMENTATION

CSR programs of the Company shall be implemented through following methods:

- directly by the Company
- implementing agencies, any foundation or body incorporated by the Company eligible to undertake such CSR projects
- in collaboration with other like-minded organizations/group companies

While the Company shall engage suitable implementing agencies to undertake CSR projects, the Company may also consider partnering with local government bodies, such as gram panchayats, civic bodies, municipality to undertake CSR projects.

MONITORING AND IMPACT REPORTING

The CSR projects shall be periodically monitored by the CSR Committee through the CSR team and shall ensure that the CSR Policy is implemented as per the Companies Act, 2013 and the Rules ensuring that all projects as budgeted are duly carried out. Project monitoring and impact reporting shall include field visits, progress & impact reports, interaction with beneficiaries etc. as applicable for the projects.

GEOGRAPHIC SPREAD AND TARGET COMMUNITIES

The Company's CSR project locations shall include urban, suburban, and rural areas in India, preferably near the Company locations. The Company shall also support relevant initiatives/projects in other locations, as approved by the CSR Committee from time to time. The Company shall strive to benefit less privileged, socially & economically marginalized communities and disaster victims. The focus communities shall include but not be limited to school students, teachers, engineering students, women, farmers, youth, children, and society at large.

SELECTION OF IMPLEMENTATION AGENCY/PARTNER

The Company follows the highest standards of ethics in all its operations including onboarding of business partners/implementation partners/suppliers through a comprehensive due diligence procedure which includes adherence to 'Tata Code of Conduct', Tata Technologies' 'Supplier Code of Conduct' and other applicable disclosures requested from implementing agencies. The Company shall also ensure that the implementation partner has the necessary experience/expertise required for the implementation of the CSR project and is also eligible and fulfills all the necessary requirements in compliance to the Companies Act, 2013 including all the amendments.

VALIDITY, AMENDMENTS, AND INTERPRETATION OF THE POLICY

The CSR Policy shall continue to be in force until amended by the Board.

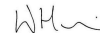
This CSR Policy will be reviewed from time to time. The Board of Directors may *suo moto* and/or as per the recommendations of CSR Committee amend this Policy, as and when required as deemed fit. Any or all provisions of the CSR Policy would be subject to revision/amendment in accordance with the Companies Act, 2013 on the subject as may be issued by relevant statutory authorities, from time to time.

In any circumstances, where the terms of this policy differ from any existing or newly enacted law or regulation governing the CSR provisions applicable to the Company, the law or regulation will take precedence over this policy until such time as this policy is amended to conform to the law or regulation.



P. B. Balaji

Chairman, CSR Committee
Non-Executive, Non-
Independent Director



Warren Harris

Member, CSR Committee
CEO and Managing Director