

# Corporate Social Responsibility Policy

ADROITEC INFORMATION SYSTEMS PRIVATE LIMITED

*CSR Policy under the Companies Act, 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended (including the 2021 Amendment Rules)*

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## 1. INTRODUCTION

Adroitec Information Systems Private Limited (hereinafter referred to as “the Company”) is committed to enhancing the quality of life and economic well-being of communities around its areas of operation. As part of this commitment, the Company has formulated this Corporate Social Responsibility (CSR) Policy in accordance with Section 135 of the Companies Act, 2013, and the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended from time to time.

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## 2. OBJECTIVES

The primary objectives of this CSR Policy are:

- To promote education, including special education, especially among children, women, the elderly and the differently abled.
- To enhance employability through employment enhancing vocation skills, especially among children, women, the elderly and the differently abled.
- To support livelihood enhancement projects that help individuals and families build sustainable sources of income.
- To support Indian Institutes of Technology and other public funded educational and research institutions, including through contribution of equipment, machinery and laboratory facilities for education, training, research and innovation.
- To improve the accessibility and affordability of education and skill development for underprivileged sections of society.

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## 3. SCOPE AND APPLICABILITY

This CSR Policy applies to all CSR initiatives and activities undertaken by Adroitec Information Systems Private Limited in accordance with Schedule VII of the Companies Act, 2013, specifically in the area of promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled, and livelihood enhancement projects (Item (ii) of Schedule VII), and in the area of contributions to Indian Institutes of Technology (IITs) and other public funded universities, national laboratories and autonomous bodies engaged in research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (Item (ix)(b) of Schedule VII).

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## 4. BOARD OF DIRECTORS: CSR RESPONSIBILITY

In accordance with Section 135(9) of the Companies Act, 2013, the Company is not required to constitute a CSR Committee as its CSR obligation does not exceed fifty lakh rupees in a financial year. The functions of the CSR Committee shall accordingly be discharged by the Board of Directors of the Company.

The Board of Directors will be responsible for:

- Formulating and approving the CSR Policy.
- Approving CSR activities and the annual budget for such activities.

- Monitoring the implementation of the CSR Policy and activities.

## 5. FOCUS AREAS

### 5.1 Promoting Education, including Special Education

To promote education among underprivileged children, women, the elderly and the differently abled, including special education for persons with disabilities, so that learning opportunities are accessible and inclusive.

#### Activity Description

The Company will support educational initiatives, directly or through partner organizations, which may include:

- Scholarships, tuition support and learning materials for underprivileged children.
- Support to schools and learning centres, including classrooms, teaching aids, libraries, computer labs and digital learning resources.
- Special education programmes, assistive devices and learning aids for differently abled children and adults.
- Adult literacy, numeracy and digital literacy programmes for women and the elderly.

#### Implementation Plan

- **Partnership Selection:** Identify reputable NGOs, trusts, societies, Section 8 companies and educational institutions with a proven track record in education and special education. Implementing agencies shall be registered with the Central Government for undertaking CSR activities, as required under the CSR Rules.
- **Beneficiary Identification:** Work with partners to identify beneficiaries, giving priority to children from economically weaker families, girls and women, the elderly and the differently abled.
- **Financial Support:** Disburse funds to the implementing agency against approved project proposals, budgets and agreed milestones.
- **Monitoring and Reporting:** Partners will submit periodic progress and utilization reports, supported by enrolment, attendance and expenditure records.
- **Outcome Measurement:** Assess results through indicators such as enrolment, retention, learning progress and the number of beneficiaries supported.

#### Expected Impact

- Improved access to quality and inclusive education for disadvantaged groups.
- Better learning outcomes and reduced dropout among supported children.
- Greater independence and participation for the differently abled, women and the elderly.

### 5.2 Employment Enhancing Vocation Skills

To enhance employability by providing vocational and skill development training, especially among children (as appropriate to their age and in line with applicable law), women, the elderly and the differently abled.

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**Activity Description**

The Company will support vocational training and skill development programmes aligned with local market demand, which may include:

- Job-oriented skill training and certification courses, including computer and digital skills.
- Skill programmes designed to be accessible to women and to the differently abled, including training aids and assistive support.
- Skill-building and productive-engagement activities for the elderly.
- Career counselling, entrepreneurship training, apprenticeships and placement support.

**Implementation Plan**

- **Partnership Selection:** Collaborate with registered training institutions and NGOs with a record of delivering certified skill training and placement outcomes.
- **Course and Beneficiary Selection:** Choose trades based on local employment and self-employment opportunities, and identify trainees from the target groups.
- **Financial Support:** Fund training costs, materials, certification and related support against approved budgets.
- **Monitoring and Reporting:** Partners will report on enrolment, completion, certification and expenditure at regular intervals.
- **Outcome Measurement:** Track placement, self-employment and income improvement of trainees over a defined period after training.

**Expected Impact**

- Increased employability and earning capacity of trained beneficiaries.
- Greater economic inclusion of women and the differently abled.
- A skilled local workforce and reduced dependence on informal, low-income work.

**5.3 Livelihood Enhancement Projects**

To support projects that create or strengthen sustainable sources of income for individuals, families and community groups, particularly women, the elderly and the differently abled.

**Activity Description**

The Company will support livelihood initiatives, directly or through partner organizations, which may include:

- Formation and strengthening of self-help groups and community enterprises.
- Support for micro-enterprises through tools, equipment, working capital linkages and business mentoring.
- Training in financial literacy and market linkage for artisans, farmers and small producers.
- Livelihood support that is accessible to the differently abled and the elderly.

**Implementation Plan**

- **Partnership Selection:** Identify credible implementing agencies with demonstrated experience in livelihood and community development work.

- **Beneficiary Identification:** Select households and groups based on need and income status, with priority for women-led and differently abled-led households.
- **Financial Support:** Release funds against approved project plans in milestone-based instalments.
- **Monitoring and Reporting:** Partners will provide progress reports, with periodic field verification by the Company or its representatives.
- **Outcome Measurement:** Assess changes in household income, number of enterprises established and their sustainability.

**Expected Impact**

- Sustainable and diversified household incomes for supported families.
- Economic empowerment of women and improved dignity and independence for the differently abled and the elderly.
- Stronger community institutions and local economies.

**5.4 Support to IITs and Other Educational and Research Institutions**

To support Indian Institutes of Technology (IITs) and other public funded educational and research institutions in strengthening teaching, training, research and innovation infrastructure.

**Activity Description**

The Company may support such institutions, in cash or in kind, which may include:

- Donation of machinery, equipment, instruments and laboratory facilities for academic, research and institutional development.
- Contribution of funds to research and development projects and incubators in science, technology, engineering and medicine.
- Support for technical education, training facilities and innovation centres.

**Implementation Plan**

- **Institution Selection:** Identify IITs and other eligible public funded institutions, national laboratories and autonomous bodies whose activities fall within Schedule VII of the Companies Act, 2013.
- **Approval:** The Board of Directors will approve each contribution, including the nature, description and value of any equipment or machinery.
- **Documentation:** Maintain records of the contribution, including the purchase invoice or book value of the asset, and obtain a written acknowledgement from the institution confirming receipt, the date of receipt, the value, and the Schedule VII category under which the contribution is accepted.
- **Utilization and Reporting:** Request the institution to confirm that the asset is recorded in its asset register and is being used for the intended academic or research purpose.
- **Outcome Measurement:** Assess the benefit through indicators such as the use of the equipment in teaching and research, the number of students and researchers benefited, and research outputs.

**Expected Impact**

- Stronger teaching, training and research infrastructure in leading technical institutions.
- Greater opportunities for students and researchers to gain hands-on technical skills.
- Support for research, innovation and technological advancement.

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## 6. BUDGET

The Company shall allocate at least 2% of its average net profits made during the three immediately preceding financial years towards CSR activities as prescribed under the Companies Act, 2013. The Board of Directors will decide the allocation of the annual CSR budget among the focus areas in Section 5. Any unspent CSR amount shall be dealt with in accordance with Section 135 of the Companies Act, 2013 and the rules made thereunder.

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## 7. MONITORING AND REPORTING

The Board of Directors will monitor the progress of CSR projects and initiatives at its meetings.

A transparent monitoring mechanism will be put in place to ensure effective implementation of the projects.

The Company will include a detailed report on the CSR activities undertaken during the financial year in its Annual Report, as per the format prescribed under the Companies Act, 2013.

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## 8. REVIEW AND AMENDMENTS

The CSR Policy will be reviewed periodically by the Board of Directors.

The Board of Directors reserves the right to modify or amend the CSR Policy in accordance with regulatory requirements or changes in the Company's goals and strategies.

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## 9. DISCLOSURE

The CSR Policy will be disclosed on the Company's website and will be included in the Annual Report as per the requirements of the Companies Act, 2013.

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## 10. EFFECTIVE DATE

This CSR Policy is effective from 9th February, 2026, and will remain in force until modified or amended by the Board of Directors.