

A faint, grayscale background image showing several hands of different skin tones reaching out and overlapping, symbolizing teamwork and collaboration.

CSR

CORPORATE SOCIAL RESPONSIBILITY POLICY

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INVENTIVE SOFTWARE SOLUTIONS PRIVATE LIMITED

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Composition of CORPORATE SOCIAL RESPONSIBILITY COMMITTEE

NAME OF MEMBERS	NATURE OF DIRECTORSHIP	DESIGNATION IN COMMITTEE
DEVESH GARG (DIN: 00826584)	EXECUTIVE DIRECTOR	CHAIRMAN
DISHA GARG (DIN: 00680086)	EXECUTIVE DIRECTOR	MEMBER
SAMBHAV GARG (DIN: 09598498)	EXECUTIVE DIRECTOR	MEMBER

The CSR Committee, with the approval of the Board of Directors, has sanctioned the following projects for CSR expenditure in alignment with the Company's CSR Policy.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	
SR	Project Name	Item from the list of activities in schedule VII to the Act	Local area (Yes/No)	Location of the project	Mode of implementation - Direct (Yes/No)	Mode of implementation - Through implementing agency	
				State/ District		Name	CSR Registration Number
1.	Sri Gorachcha Nath Chikitsalya Nirman Avam Vyawasthapika Samiti	(i) eradicating hunger, poverty and malnutrition, promoting health care including preventive health.....	No	(Gorakhpur) Uttar-Pradesh	No	Sri Gorachcha Nath Chikitsalya Nirman Avam Vyawasthapika Samiti	CSR00038975
2.	Jan Chetna Sewa Samiti (JCSS)	(i) eradicating hunger, poverty and malnutrition, promoting health care including preventive health.....	Yes	(Agra), Uttar-Pradesh	No	Jan Chetna Sewa Samiti (JCSS)	CSR00000431

1 POLICY

Inventive Software Solutions Private Limited (ISSPL) is committed to contributing to societal well-being through ethical, social, and environmental initiatives. As a responsible corporate citizen, ISSPL integrates social responsibility into its core operations, striving to create a positive impact on stakeholders, including employees, consumers, and communities. The enactment of the Companies Act, 2013, mandates the formation of a CSR Committee and a CSR Policy. Accordingly, ISSPL has formulated this robust CSR Policy to guide its sustained efforts in undertaking and supporting programs for societal welfare and sustainable development.

2 VISION

To improve the quality of life for communities through integrated and sustainable development.

3 CONSTITUTION OF CSR COMMITTEE

In compliance with Section 135 of the Companies Act, 2013, and its rules, the Board of Directors shall constitute a Corporate Social Responsibility Committee (CSR Committee) with the following responsibilities:

- A. Formulate and recommend a CSR Policy to the Board, outlining activities under Schedule VII of the Act.
- B. Recommend the amount of expenditure for CSR activities.
- C. Monitor the implementation of the CSR framework.
- D. Perform other functions as mandated by the Board or statutory requirements.

4 DEFINITIONS

- I. **Act:** The Companies Act, 2013, including amendments.
- II. **Agency:** Registered trust/society/NGO/Section 8 company engaged in social services, excluding those formed by ISSPL or its group companies.
- III. **Approved Budget:** Budget approved by the Board for CSR projects.
- IV. **Board:** Board of Directors of ISSPL.

- V. **Company:** Inventive Software Solutions Private Limited.
- VI. **CSR Annual Plan:** Annual plan detailing CSR expenditure.
- VII. **CSR Committee:** Committee constituted per the Act, comprising three or more directors, including at least one independent director if any required to appoint.
- VIII. **CSR Expenditure:** Expenditure approved by the Board for CSR projects, excluding political contributions.
- IX. **CSR Policy:** This policy, covering activities under Schedule VII.
- X. **CSR Projects:** Projects/programs undertaken in India per the CSR Policy, excluding employee-centric activities.
- XI. **Financial Year:** April 1 to March 31.
- XII. **Net Profit:** Net profit as per the Act for calculating CSR expenditure.
- XIII. **Thrust Areas:** Focus areas defined under this policy.
- XIV. **Trust:** Trust registered under the Indian Trusts Act, 1882.

5 PROJECT AREA

Projects will be undertaken in locations deemed suitable by the committee and Board.

6 CSR ACTIVITIES:

The Company shall undertake and execute all or any of the following CSR activities (“CSR projects/ programmes”):

- I. Eradicating hunger, poverty and malnutrition, [“promoting health care including preventive health care”] and sanitation [including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation] and making available safe drinking water.
- II. Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- III. 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.

- IV. 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].
- V. 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 art and handicrafts.
- VI. Measures for the benefit of armed forces veterans, war widows and their dependents.
- VII. Training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports
- VIII. 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 govt. for socio economic development and relief and welfare of the schedule caste, tribes, other backward classes, minorities and women.
- IX. Contribution* to incubators funded by Central Government or State Government or any agency or Public Sector Undertaking of Central Government or State Government, and contributions to public funded Universities, Indian Institute of Technology (IITs), National Laboratories and Autonomous Bodies (established under the auspices of Indian Council of Agricultural Research (ICAR), Indian Council of Medical Research (ICMR), Council of Scientific and Industrial Research (CSIR), Department of Atomic Energy (DAE), Defense Research and Development Organisation (DRDO), [Department of Biotechnology (DBT)], Department of Science and Technology (DST), Ministry of Electronics and Information Technology) engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).

*Contributions or funds provided to technology incubators located within academic institutions which are approved by the central govt.

- X. Rural development projects
- XI. Slum area development.

Explanation - For the purposes of this item, the term 'slum area' shall mean any area declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force.

XII. Disaster management, including relief, rehabilitation and reconstruction activities.

XIII. Any other activities which will be introduced by the Ministry of Corporate, and any other Government Authority from time to time.

7 CSR OBJECTIVES AND PROJECTS

ISSPL will undertake CSR activities through direct implementation or collaboration with designated CSR approved agencies.

8 IDENTIFICATION OF CSR PROJECTS

Projects will be identified in thrust areas, with estimated expenditure and phased implementation plans, for approval by the CSR Committee.

9 IMPLEMENTATION OF CSR PROJECTS

I. Direct Method

1. Implementation by ISSPL within thrust areas.
2. Implementation through a foundation or society engaged in CSR.
3. Engagement of external professionals/agencies if required.
4. Collaboration with other companies, subject to monitoring by respective CSR Committees.

II. Indirect Method

1. Implementation through agencies, provided:
 - Activities fall under Schedule VII.
 - Agencies have at least three years of relevant experience.
 - Modalities, fund utilization, and monitoring mechanisms are specified.

2. Collaboration with other companies through agencies, subject to monitoring.

10 REVIEW AND MONITORING:

The Board of Directors and the CSR Committee may, at their discretion, review and monitor the CSR projects to ensure alignment with the Company's CSR Policy and objectives.

11 FUND ALLOCATION AND OTHERS

I. Fund Allocation

1. ISSPL will endeavor to spend at least 2% of its average net profit of the preceding three financial years on CSR.
2. The CSR Committee will prepare an annual CSR plan, including identified projects, expenditure, and schedules.
3. Total expenditure will be approved by the Board.
4. Reasons for underspending will be disclosed in the Board's report.

III. Others

1. Budget allocation will be need-based, without preference to specific projects.
2. The Chairman of the Board in consultation with Committee members authorized to approve projects within the annual plan.
3. Surplus from CSR projects will not form part of business profits.
4. Capacity-building expenditure will not exceed 5% of the approved budget annually.

12 DUTIES AND RESPONSIBILITIES

I. Board of Directors

The Board will include an annual CSR report in its report as per the Act.

II. CSR Committee

1. Monitor CSR Policy implementation and meet at least twice a year.

2. Report directly to the Board on CSR activities.
3. Present an annual responsibility statement for inclusion in the Board's report.
4. Ensure the CSR Policy is displayed on the company website.

13 REVIEW AND AMENDMENT

1. The CSR Plan may be revised by the CSR Committee as needed.
2. The CSR Policy will be reviewed every two years or earlier if required.

**Approved by the Board of Directors
Inventive Software Solutions Private Limited**
