

CORPORATE SOCIAL RESPONSIBILITY POLICY

1. Title and Applicability

Corporate Social Responsibility is a commitment of the Company to contribute for sustainable economic and social development. It is the contribution of the corporate sector for philanthropic cause(s) like education, health, water, environment and community welfare. Cadsys (India) Limited (hereinafter referred to as “Cadsys” or “Company”) has developed a Corporate Social Responsibility Policy (hereinafter referred to as “CSR Policy”) in alignment with the Company’s vision, mission, principles and values, for delineating its responsibility as a socially and environmentally responsible corporate citizen. This CSR Policy lays down the principles, guidelines and mechanisms for undertaking various programs by the Company in accordance with requirements under Section 135 of the Companies Act 2013 (“Act”) and the corresponding Rules thereof.

2. CSR Vision

The core theme of the CSR Policy is giving back to the society from which it draws its resources and revenue by extending a helping hand to the needy and the under privileged. In alignment with vision of the Company, the activities and initiatives implemented will aid value creation to the society and promote sustainable growth of the Company.

3. Formation of Trust for CSR Activities

For the purpose of meeting the requirements provided under the Section 135 of the Act, the Company shall establish a Registered Public Charitable Trust (“Trust”) to which contributions accordingly shall be made by the Company. The Company shall create the Trust with the name and style of "**MASHTISHK SUPPORT GROUP**" exclusively for carrying out Corporate Social Responsibility activities of the company, from time to time as per the Schedule VII to the said Act. Further, the activities which may be undertaken, subject to any amendment and modification (in writing), by the Company through this Trust shall be:

1. Eradicating hunger, poverty and malnutrition, promoting health care including good standards of sanitation and cleanliness. Further, contribution to “**Swach Bharat Kosh**” a cleanliness initiative set up by the Central Government of India.
2. Providing dispensary facilities, family Counselling, financial assistance for meeting medical costs, free and/or low cost medicines, implementation for combating diseases, patients education about diseases.
3. Promoting education, including special education and employment, enhancing vocational skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.

4. CSR Contribution

1. For achieving the CSR objectives of the Company, the Company may allocate, in every financial year, 2% of its average net profits calculated as per the provisions of the Section 198 of the Companies Act, 2013 and Rules thereof for the three (3) immediately preceding financial years as its annual CSR budget.
2. Annual CSR budget may be spent on activities laid down in this CSR Policy.
3. CSR expenditure may include all expenditure including contribution to corpus of flagship projects, projects or programs relating to CSR Projects as per CSR policy, but does not include any expenditure on an item not in conformity with the CSR Policy.
4. Any surplus arising out of the CSR Projects shall not form a part of the business profit of the Company.

5. Organizational Mechanism and Commitment

a) **BOARD:** All the CSR initiatives of the Company will form part of the Directors’ Report pursuant to Section 134(3) of Companies Act, 2013 and Rules thereof.

b) **CSR COMMITTEE:**

The CSR committee shall:

- Formulate and recommend to the Board a CSR policy
- Recommend the amount of expenditure to be incurred
- Monitor the Company’s CSR policy and performance

- Review the CSR Projects from time to time
- c) In consistent with the above, the CSR Committee of the Board currently has the following members:
- 1.Mr. N.C.V. Rangacharya
 - 2.Mrs. N.C. Padmaja
 - 3.Mr. S. Nagarajan
- d) Any change(s) or subsequent re-constitution of this committee shall be affected by the Board of Directors approval. Board of Directors have been empowered to reconstitute this committee, as they may deem fit, in consonance with applicable law(s) and/ or regulations.
- e) Any change(s) to the committee will not prejudice the contents of this policy as a whole.
- f) In case of any doubt with regard to any provision(s) of the policy, a reference can be made to CSR Committee of Board of Directors. In all such matters, the interpretation & decision of the CSR committee of the Board of Directors shall be final.

Provision(s) of the CSR Policy would be subject to revision/amendment in accordance with the guidelines as may be issued by Government, from time to time. The Board will review the policy from time to time based on changing needs and aspirations of the target beneficiaries and make suitable modifications, as may be necessary.