

**CSR Annual Action Plan (Version 1)**  
**FY 2023-24**  
**February 15, 2024**

In order to attain the objectives of its Corporate Social Responsibility ("CSR") Policy, Concentrix Services India Private Limited ("CNX IN-Services"), Concentrix Technologies (India) Private Limited ("CNX IN-Tech"), Concentrix Daksh Services India Private Limited ("CNX IN-Daksh"), Convergys India Services Private Limited ("CNXC IN1"), and Concentrix Catalyst Technologies Private Limited ("CNX-CAT IN"), ("collectively referred to as "Company") (the "Company") lays down a CSR Annual Action Plan in line with the provisions of Section 135 of the Companies Act, 2013 ("Act") read with the rules made thereunder which shall include the following for the fiscal year 2023-24:

**a) The list of CSR projects or programs that are approved to be undertaken in areas or subjects specified in Schedule VII of the Act;**

**(i) CNX IN-Daksh**

Sr. No.	Implementation agency	Project ID	Brief about the program/initiative	Focus Area from Schedule VII	Location of Project	Estimated Funds Allocation (INR)	CSR 1 registration number
1.	Ek Prayaas Educational Society	DAK-01-2023-24	Sponsoring child education for 150 kids (includes Books & stationery, uniforms and meals)	2	Kolkata	6,81,000	CSR00009167
2.	SOS Children's villages of India	DAK-02-2023-24	Supporting 2 families livelihood of 20 children and 2 foster mothers	2	Kolkata	25,92,000	CSR00000692
3.	Lotus Petal Foundation (Govt. Middle School, Lohatki)	DAK-03-2023-24	Supporting maintenance of the school along with teaching and housekeeping staff salaries	2	Gurugram	8,12,085	CSR00001939
4.	Lotus Petal Foundation (Govt. Middle School, Silokhera)	DAK-04-2023-24	Supporting maintenance of the school along with teaching and housekeeping staff salaries	2	Gurugram	13,33,684	CSR00001939
5.	Utsav Foundation	DAK-05-2023-24	Rent, Teachers and House keeping staff Salary, Uniform and Stationary support for 351 students.	2	Gurugram	30,00,000	CSR00012917
6.	Lotus Petal Foundation (Winnie Sun Scholarship Program)	DAK-06-2023-24	Batch 1 - 4th year - Scholarship program for 25 girl students. Overall project budget for 4 years is 7,169,000	2	Gurugram	17,92,250	CSR00001939
7.	Lotus Petal Foundation (Winnie Sun Scholarship Program)	DAK-07-2023-24	Batch 2 - 3rd year - Scholarship program for 25 girl students. Overall project budget for 4 years is Rs 8,384,617	2	Gurugram	17,62,132	CSR00001939
8.	Lotus Petal Foundation (Winnie Sun Scholarship Program)	DAK-08-2023-24	Batch 3 - 2nd year - Scholarship program for 50 girl students. Overall project budget for 4 years is Rs 1,58,89,500	2	Gurugram	35,31,000	CSR00001939

9.	Maxvision Social Welfare Society-Dharam Colony School	DAK-09-2023-24	Supporting Rent, Teachers and House keeping staff Salary, other running cost of the center.	2	Gurugram	10,50,000	CSR00002926
10.	CA Parivaar/ Scholarship Program	DAK-10-2023-24	Batch 1 - 3rd year - CA Parivaar Scholarship for 102 students from EWS category Overall project budget for 3 years is 7,500,000	2	PAN India	25,00,000	CSR00001162
11.	The Akshay Patra Foundation	DAK-11-2023-24	Mid-Day meal- 11000 mid day meals @ Rs 6.56 for 22 days a month (Jul'23-Mar'24 - 202 school days)	1	Uttarakhand	1,45,76,320	CSR00000286
12.	Adarane Charitable Trust	DAK-12-2023-24	Education & life support of runaway, abandoned children of HIV affected families.	1	Bangalore	10,53,000	CSR00006388
13.	Generation Yuva	DAK-13-2023-24	Education support to 40 kids from the beggars family from 2nd to 10th grade. Beneficiary base consists of street children, orphans and child beggars @ approx.. 3400 per month per child	1	Vizag	8,78,650	CSR00006620
14.	Lila Poonawalla Foundation (Winnie Sun Scholarship Program)	DAK-14-2023-24	Batch 3 - 2nd year - Scholarship program for 64 girl students Total Project Cost: Rs. 1,74,04,000	2	Amravati & Wardha	44,28,000	CSR00000090
15.	Lila Poonawalla Foundation (Winnie Sun Scholarship Program)	DAK-15-2023-24	Batch 1 - 4th year - Undergraduate Scholarship and Skill Building Program. Overall project budget for 4 years is 1,54,50,000	2	Pune	38,62,500	CSR00000090
16.	Lila Poonawalla Foundation (Winnie Sun Scholarship Program)	DAK-16-2023-24	Batch 2 - 3rd year - Scholarship program for 59 girl students+IT equipments+Salaries. Overall project budget for 4 years is Rs 1,68,20,000	2	Pune	42,14,500	CSR00000090
17.	Lila Poonawalla Foundation (Winnie Sun Scholarship Program)	DAK-17-2023-24	Scholarship of Nursing, Pharmacy & Engineering : Batch 3 - 2nd year for 25 girl students + IT equipment + Salaries. Overall project budget for 4 years is 83,95,000/- + 67,00,000/-	2	Pune & Bangalore	37,85,000	CSR00000090
18.	ThinkSharp Foundation (Dyandeep School)	DAK-18-2023-24	School Infra project - Phase 2 support required for school furniture and Computer Lab	2	Thane	31,01,909	CSR00000227
19.	Desire Society	DAK-19-2023-24	Supporting 4 time nutritive food of 75 HIV affected kids @ 1200/- per child per month	1	Hyderabad	16,31,816	CSR00002465
20.	The Ability People	DAK-20-2023-24	Approx. 600 Children & Adult with various forms of disabling conditions will be supported with assistive devices, Developmental Aids & Appliances and Driver Salary	1	Vizag	33,12,900	CSR00007686
21.	Dev Animal Voluntary Organisation (DAVO) Old Age Home	DAK-21-2023-24	Supporting grocery & medical expenses for 60 elderly people staying in the old age home	3	New Delhi	10,98,450	CSR00001921
22.	Priyadarshini Seva Mandali	DAK-22-2023-24	Overall livelihood support to 45 senior citizens with Medical, Food Support, Rent, Electricity etc.	3	Hyderabad	15,94,305	CSR00004417

23.	The National Association for Blind (NAB)	DAK-23-2023-24	The center has 160 students at the moment, out of which seeking support for school fees for 77 students	2	New Delhi	21,58,487	CSR00000523
24.	Diksha Foundation	DAK-24-2023-24	Education sponsorship for 1 year for 100 kids @ 18,000 per annum. Adoption of 100 students from 5 Classes (VIII, IX, X,XI & XII)	2	Gurugram	18,01,695	CSR00007491
25.	AKS Foundation	DAK-25-2023-24	Hiring of 2 counsellors and implementing the counselling program. The budget includes salaries, training expenses, supervision and admin costs required for conducting counselling sessions & workshops.	1	Pune	7,25,000	CSR00025504
26.	Priyadarshini Seva Mandali (Lift)	DAK-26-2023-24	Installation of a lift in the newly constructed facility	3	Hyderabad	13,27,500	CSR00004417
27.	Lotus Petal Foundation- (Dhunela School)	DAK-27-2023-24	With the support of the grant amount, a range of finishing works will be undertaken for both the interior and exterior of the campus. This includes waterproofing for the terrace and underground water tank, boundary wall fencing, setting up student and parent counselling rooms, creating functional staff office spaces, completing classroom finishing, and placing kitchen scrubber blocks	2	Gurugram	7,501,997	CSR00001939
28.	Dev Animal Voluntary Organisation (DAVO) Old Age Home	DAK-28-2023-24	Supporting machineries for old age people – Roti making, 3 Water Coolers, 3 Physiotherapy Beds, ECG Machine, 20 Hospital Beds with mattress, Fire Equipment	3	Kolkata	13,55,000	CSR00001921
29.	Being Green	DAK-29-2023-24	Tree plantation drive which will cover the area of Delhi	4	New Delhi	1,710,450	CSR00023117
30.	Being Green	DAK-30-2023-24	Tree plantation drive which will cover the area of Delhi, Noida, Faridabad, Bahadurgarh, Gurugram	4	Gurugram	1,916,250	CSR00023117
<b>Total fund allocated</b>						<b>1,11,28,697</b>	

**(ii) CNX IN- Services**

Sr. No.	Implementation agency	Project ID	Brief about the program/initiative	Focus Area from Schedule VII	Location of Project	Estimated Funds Allocation (INR)	CSR 1 registration number
1.	Lotus Petal Foundation- (Jacobpura School)	SER-01-2023-24	Supporting Construction of School Infrastructure (classrooms, washrooms, handwash facility, and auditorium)	2	Gurugram	78,44,475	CSR00001939
2.	ICPA (CA Parivaar)	SER-02-2023-24	A total of 205 scholars are enrolled in the program of which 120 are being support through the CSR funds. Additional Support required for 150 students @ Rs 37.5 lac every year for 3 years under Shiksha Sahyog Scholarship Scheme.	2	New Delhi	37,50,000	CSR00001162
<b>Total fund allocated</b>						<b>11,594,475</b>	

**(iii) CNX IN-Tech**

Sr. No.	Implementation agency	Project ID	Brief about the program/initiative	Focus Area from Schedule VII	Location of Project	Estimated Funds Allocation (INR)	CSR 1 registration number
1.	Lotus Petal Foundation- (Shilokhera School)	TEC-01-2023-24	Maintenance of School (Repair & fixing)	2	Gurugram	5,00,000	CSR00001939
2.	Snehadeep Trust for the disabled	TEC-02-2023-24	50 boxes of braille sheets, 2 Life skills English trainer, Educational Visit expenses for 40 students (Industrial visit, Digital training, Talking ATM, Metro visit, Visit to museums , Eye Camps for the visually impaired and Low income families, 40 Headsets, Food for 20 students	2	Bangalore	16,32,000	CSR00002334
3.	Being Green	TEC-03-2023-24	Support of Maintenance cost for one more year to take care of plant which includes gardening cost, replacement of plants, arrangement of water supply and pipe, fertilizers cost if required, preparing activity and status report etc.	4	New Delhi	2,40,000	CSR00023117
4.	Vidyaranya	TEC-04-2023-24	Maintenance of Plants, soil, including water cost etc	4	Bangalore	5,98,500	CSR00002959
5.	South Asian Forum for Environment (SAFE)	TEC-05-2023-24	Maintenance Cost for one year for the existing plantation	4	Kolkata & Jharkhand	4,20,000	CSR00004100
<b>Total fund allocated</b>						<b>33,90,500</b>	

**(iv) CNXC IN1**

Sr. No.	Implementation agency	Project ID	Brief about the program/initiative	Focus Area from Schedule VII	Location of Project	Estimated Funds Allocation (INR)	CSR 1 registration number
1.	Child Heart Foundation	CVG-01-2023-24	Screening of 250 children between age of 0 to 18 years through medical camps to identify suspected cases and treating 25 children with heart diseases from underprivileged families	1	New Delhi	83,79,000	CSR00001384
2.	Vidyaranya	CVG-02-2023-24	30 senior citizens are being supported with accommodation, food, health care and recreational facilities	3	Bangalore	18,00,000	CSR00002959

3.	The Akshay Patra Foundation	CVG-03-2023-24	4500 mid day meals @ Rs 6.56 per meal from Jul'23-Mar'24 (22 average working days X 9months)	1	Bhubaneswar	58,44,960	CSR00000286
4.	Maxvision Social Welfare Trust	CVG-04-2023-24	Maintenance of plants at Basai Jhod, Gurgaon for 11 months (May'22 to Mar'24)	4	Gurugram	2,88,750	CSR00002926
5.	Lotus Petal Foundation (Dhunela Campus Construction)	CVG-05-2023-24	Construction support for the new block in the campus	2	Gurugram	55,00,000	CSR00001939
6.	Lotus Petal Foundation (Lohatki School)	CVG-06-2023-24	Renovation, maintenance, and seepage fixing in school	2	Gurugram	20,00,000	CSR00001939
7.	Utsav Foundation	CVG-07-2023-24	Teacher and staff salary support	2	Gurugram	19,50,450	CSR00012917
8.	Khan Academy	CVG-08-2023-24	This phase would entail creation of storylines, scripts and exercises. Consequently, videos will be shot, edited and productized for use. KFE-Beginner will be productized by the teacher enablement team at Khan Academy India.	2	New Delhi	28,00,000	CSR00001762
<b>Total fund allocated</b>						<b>2,85,63,160</b>	

**(v) CNX-CAT IN**

Sr. No.	Implementation agency	Project ID	Brief about the program/initiative	Focus Area from Schedule VII	Location of Project	Estimated Funds Allocation (INR)	CSR 1 registration number
1.	Khan Academy India	CAT-01-2023-24	Provide a free, world-class education for anyone, anywhere with the help of online tools, short lessons with the help of videos. Personalized learning, Trusted content created by experts and Tools to empower teachers	2	Bhubaneswar	70,00,000	CSR00001762
<b>Total fund allocated</b>						<b>70,00,000</b>	

**b) The modalities of utilization of funds and implementation schedules for the projects or programs;**

1. Modalities of utilization of funds:

- i. The CSR budget will be fixed in accordance with the provisions of the Act, rules, and the guidelines.

- ii. The funds will be dispersed after a financial assessment of the expenses incurred. For the remaining projects, the funds will be directly disbursed to beneficiaries/partners with the approval of the CSR Committee and Board.
- iii. Funds may be disbursed in phase/tranche wise depending on the nature of the project. On the basis of the expenses incurred and the submission of the relevant support of the expenses (i.e., bills, receipts, invoices, bank statements, etc.), respective amounts will be disbursed at difference intervals – quarterly/semi-annually/ annually.
- iv. Those charged by the Company to monitor and oversee the CSR projects, if different from the CSR Committee, shall collect and set deliverables from the implementation partners.

2. Project Implementation Schedule:

- i. All the CSR projects will be implemented as per the scheduled timeline in the respective agreement.
- ii. Duration for CSR projects/initiatives will be a maximum of one year which will be annually renewed on the basis of project performance.

**c) Monitoring and reporting mechanism for the projects or programs;**

The Monitoring Mechanism of each project will differ on the basis of the nature of the project. All projects will be monitored and evaluated as per the objectives and deliverables set for respective projects per the Board and CSR Committee recommendation.

1. The CSR team, along with partner organizations shall carry out the monitoring of CSR activities at different intervals through field visits, monthly calls, reporting, cross reference communication with stakeholders, etc.
2. For the purpose of proper monitoring of the CSR projects, each project shall include a well-defined timeline and parameters.
3. Utilization Certificates with a statement of expenditure duly certified by a Practicing Chartered Accountant/Authorized Auditor will be submitted by the Organization/Institution to whom the CSR fund is allocated.
4. Reporting & Documentation:
  - i. Project Documentation – Reports such as quarterly reports, semi-annual reports, annual/closure reports, case studies, etc. will be collected by the CSR team per the timeline.
  - ii. Financial Tracking – In order to track proper utilization of funds, where applicable, at different intervals of the project, CSR teams will collect and cross-check financial documents like invoices, bills & receipts, bank statements, Fund Utilization Certificates, etc.

**d) Details of need and impact assessment, if any, for the projects undertaken by the company;**

Not applicable. As per the MCA circular Rule 8(3) (a), the Company does not have an average CSR obligation of 10 Crore or more in the three immediately preceding financial years.

Jane Catherine Fogarty (Director)

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