

CSR Annual Action Plan (Version 2)
FY 2022-23
September 30, 2022

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") and Convergys India Services Private Limited ("CNXC IN1"), ("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 2022-23:

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.	Lila Poonawalla Foundation (Winnie Sun Scholarship Program)	DAK-01-2022-23	Batch 1 - 3rd year-Undergraduate Scholarship and Skill Building Program (Women Empowerment Through Education and Skill Building)	2	Pune	38,62,500	CSR00000090
2.	Lila Poonawalla Foundation (Winnie Sun Scholarship Program)	DAK-02-2022-23	Batch 3 - 1st year- scholarship program for 25 girl students + IT equipment + Salaries.	2	Pune	20,87,500	CSR00000090
3.	Lila Poonawalla Foundation (Winnie Sun Scholarship Program)	DAK-03-2022-23	Batch 3 - 1st year - Scholarship program for 25 girl students + IT equipment + Salaries.	2	Bengaluru	16,37,500	CSR00000090
4.	Lotus Petal Foundation (Winnie Sun Scholarship Program)	DAK-04-2022-23	Batch 1 - 3rd year - Scholarship program for 25 girl students	2	Gurgaon	17,92,250	CSR00001939
5.	Lotus Petal Foundation (Winnie Sun Scholarship Program)	DAK-05-2022-23	Batch 2 - 2nd year - Scholarship program for 25 girl students	2	Gurgaon	25,19,487	CSR00001939
6.	Lotus Petal Foundation (Winnie Sun Scholarship Program)	DAK-06-2022-23	Batch 3 - 1st year - Scholarship program for 50 girl students	2	Gurgaon	52,96,500	CSR00001939
7.	Lotus Petal Foundation (Govt. Middle School, Silokhera)	DAK-07-2022-23	Supporting maintenance of the school	2	Gurgaon	10,00,742	CSR00001939
8.	Lotus Petal Foundation (Govt. Middle School, Lohatki)	DAK-08-2022-23	Supporting maintenance of the school	2	Gurgaon	13,72,646	CSR00001939

9.	Lotus Petal Foundation(Govt Sr. Secondary School Jacobpura)	DAK-09-2022-23	Phase 1- Reconstruction & maintenance of the school	2	Gurgaon	1,00,00,000	CSR00001939
10.	Akshay Patra	DAK-10-2022-23	Mid-Day meal for underserved Government school children in Uttarakhand for 10,000 children @ Rs 6.56 for 174 days	1	Uttarakhand	1,14,14,400	CSR00000286
11.	Utsav Foundation	DAK-11-2022-23	To help underprivileged children develop themselves for a dignified and sustainable livelihood	1	Gurgaon	5,25,000	CSR00012917
12.	Utsav Foundation	DAK-12-2022-23	Expansion of Utsav Silokhera Center:	2	Gurgaon	10,50,000	CSR00012917
13.	The Ability People	DAK-13-2022-23	Assistive Devices Support annually for PwDs identified in CBR & IBR	1	Vizag	14,95,000	CSR00007686
14.	SOS Children's village India	DAK-14-2022-23	Family Strengthening Programs, Kindergartens, Schools, Vocational Training Centers, and a Nursing School, spread in 22 states of India	2	Kolkata	11,69,000	CSR00000692
15.	Desire Society	DAK-15-2022-23	Supporting 4 time nutritive food of 71 HIV affected kids, Medicine support @ 2000 per child per month	1	Hyderabad	27,26,400	CSR00002465
16.	Desire Society	DAK-16-2022-23	Support for supplementary Nutrition food Kit for 26 HIV affected kids	1	Noida	8,64,552	CSR00002465
17.	Adarane Charitable Trust	DAK-17-2022-23	Education & life support of runaway abandoned children of HIV affected families	1	Bengaluru	15,96,000	CSR00006388
18.	Priyadarshini Seva Mandali	DAK-18-2022-23	Overall livelihood support to 30 senior citizens for: Medical, Food Support, Rent, Electricity etc.	3	Hyderabad	18,51,600	CSR00004417
19.	Generation Yuva	DAK-19-2022-23	Education and welfare for children from under privileged (who are street children, orphans and child beggars)	2	Vizag	2,72,000	CSR00006620
20.	Ek Prayaas	DAK-20-2022-23	Sponsoring child education (includes stationary, uniforms, meals and teachers' salary)	2	Kolkata	14,00,000	CSR00009167
21.	Jawala Devi Memorial Trust (Govt. Middle school, Maheshpur)	DAK-21-2022-23	Tentative cost for: 1 Computer Teacher Salary, 1 Housekeeping staff salary and School maintenance	2	Chandigarh	5,00,000	CSR00003527
22.	Maxvision Social Welfare Society (Dharam Colony School)	DAK-22-2022-23	Rent & running cost of education center.	2	Gurgaon	20,46,450	CSR00002926
23.	Being Green	DAK-23-2022-23	Planting trees, hiring gardeners & labourers for maintenance, travelling cost for members for conducting plantation drive & other maintenance purchases for plants care	4	Delhi	15,06,750	CSR00023117
24.	Rise Foundation	DAK-24-2022-23	Planting trees, hiring gardeners & labourers for maintenance, travelling cost for members for conducting plantation drive & other maintenance purchases for plants care	4	Delhi	1,81,329	CSR00036481

25.	Vidyaranya	DAK-25-2022-23	Planting trees, purchasing machinery for taking care of plants, labor cost, plants care & related cost	4	Bangalore	36,51,500	CSR00002959
26.	SAFE ((South Asian Forum for Environment)	DAK-26-2022-23	Planting trees, hiring gardeners & labourers for maintenance, travelling cost for members for conducting plantation drive & other maintenance purchases for plants care	4	Jharkhand	11,50,000	CSR00004100
27.	SAFE ((South Asian Forum for Environment)	DAK-27-2022-23	Planting trees, hiring gardeners & labourers for maintenance, travelling cost for members for conducting plantation drive & other maintenance purchases for plants care	4	West Bengal	11,50,000	CSR00004100
28.	Isha Foundation	DAK-28-2022-23	Supporting the Cauvery Calling Project	4	Tamil Nadu & Karnataka	18,52,200	CSR00009670
Total fund allocated						6,59,71,306	

(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.	DAVO Old age home	SER-01-2022-23	Need help with the monthly grocery & medical expenses for 50 elderly people staying in the old age home in Dwarka, Delhi	3	Delhi	14,38,000	CSR00001921
2.	Vidyaranya	SER-02-2022-23	50 senior citizens are being supported with accommodation, food, health care and recreational facilities at Hosa belaku Old aged home for men & women at Mandur and Gandhi old aged home for women at Channarayapattana, Hassan District.	3	Bengaluru	40,80,000	CSR00002959
3.	Snehadeep Trust	SER-03-2022-23	Upliftment and betterment of the differently abled in the areas of education, computer training & soft skills	2	Bengaluru	12,07,600	CSR00002334
4.	Thinksharp Foundation (Kai. Shakuntalabai Anandrao Shitole School, Pune)	SER-04-2022-23	Supporting school with 260 benches, 10 computers, STEM Lab, salary for computer teacher	2	Pune	21,43,250	CSR00000227
Total fund allocated						88,68,850	

(iii) 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.	Lila Poonawalla Foundation (Winnie Sun Scholarship Program)	CVG-01-2022-23	Batch 2 - 2nd year - Scholarship program for 59 girl students+IT equipments+Salaries	2	Pune	42,03,000	CSR00000090
2.	CA Parivaar/ Scholarship Program	CVG-02-2022-23	NGO will support 102 students from EWS of the society & support with CA education	2	PAN India	25,00,000	CSR00001162
3.	CA Parivaar/ Super 30 Program	CVG-03-2022-23	NGO will support 30 meritorious students from across India who want to do CA	2	PAN India	29,95,000	CSR00001162
4.	Child Heart Foundation	CVG-04-2022-23	NGO support children with congenital heart defects born in underprivileged families	1	Delhi	59,78,227	CSR00001384
5.	National Association for the Blinds	CVG-05-2022-23	Support Required for: 1. Construction of additional 5 Classrooms on the 2nd floor for blind children 2. Installation of lift (Size 4 ft. X 6 ft. Four floors/stops) 3. Flooring & railing for the non covered area approx. 1500 sq.ft 4. Watercooler installation	2	Delhi	45,00,000	CSR00000523
6.	Sanmitra Trust (My Little Bit)	CVG-06-2022-23	Digital Literacy (25 Computer Tables - 60,000/-, 50 Chairs - 12,000/-, Electrical Work - 50,000/-, Telephone/Wi-Fi - 30,000/-, Trainer Cost - 2,40,000/-, Computer Contest - 20,000/-)	2	Bengaluru	4,12,000	CSR00022886
Total fund allocated						2,05,88,227	

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.

Vasanthika Srinath (Director)

DIN: 01781017