

MicroGenesis CADSoft Private Limited

Corporate Social Responsibility Policy

Introduction:

The Corporate Social Responsibility (“CSR”) Policy sets out the commitment of MicroGenesis CADSoft Pvt Ltd (“the Company”) to ensuring that our activities extend beyond business and include initiatives for the benefit and development of the community and society.

While the Company runs the business based on the expectations of its diverse stakeholders, the Company also understands the importance of contributing to economic, social and environmental initiatives and the CSR Policy lays down the guidelines for undertaking such activities.

This CSR Policy has been framed in accordance with the applicable provisions of the Companies Act, 2013 (“Act”) and the rules issued thereunder.

Notwithstanding anything to the contrary contained in this CSR Policy but subject to applicable law, in the event that the Company fails to meet the thresholds set out under Section 135(1) of the Act for three consecutive financial years, it shall not be required to:

- (i) Constitute/maintain the CSR Committee; and
- (ii) Comply with the provisions of this CSR Policy

till such time as it again meets the criteria specified in Section 135(1) of the Act.

CSR Activities:

Pursuant to Schedule VII of the Companies Act, 2013, the Board of Directors has approved the following activities as “CSR Activities” to be undertaken under the CSR policy of the Company:

Education

- Academic education by way of financial assistance to Primary, Middle and Higher Secondary Schools
- Adult literacy to people falling under BPL
- Awareness/Training/Development programs involving the girl child
- Special attention on education, training and rehabilitation of the physically/mentally challenged children/people

Health Care

- Conducting awareness camps on social evils such as alcoholism, smoking, etc
- Conducting medical camps for health check-up, treatment and follow-up
- Child and mother care
- Diet and Nutrition Programs
- Blood donation camps
- Fully equipped mobile medical vans

Environment

- Pollution control
- Green Belt development
- Tree plantation
- Animal care

Social Empowerment

- Training rural youth for self-employment
- Training by agricultural experts to assist in farming techniques
- Organizing training programs for women aimed at sustenance such as tailoring, pickling, etc
- Village electricity and utilisation of solar energy
- Care of orphans, underprivileged children, disabled and senior citizens

Infrastructure Support

Could be in the form of construction, repair, maintenance or extension of the following:

- Roads / Footpaths / Drainages
- Bus stops
- Toilets
- Parks
- Orphanages / Home for underprivileged children
- Disabled / Old Age Homes
- Hospital and dispensary facilities

Corporate Social Responsibility Committee:

The Board of Directors of the Company will constitute a Corporate Social Responsibility Committee (“the Committee”) and may comprise of the following:

1. Directors of MicroGenesis CADSoft Pvt Ltd
2. Directors of MicroGenesis Learning Pvt Ltd
3. Any other person nominated by the Board of Directors

The Board of Directors of the Company may re-constitute the Committee, as and when needed or required to do so.

The Committee shall exercise powers and perform the functions assigned to it by the Board of Directors of the Company pursuant to section 135 of the Companies Act, 2013 and CSR Rules notified therein.

Responsibilities of the CSR Committee:

The responsibilities of the CSR Committee include the following:

1. To formulate CSR strategy, policy, and goals.
2. To formulate and recommend to the Board for its approval, an annual action plan along with the budget every financial year as per the approved CST activities.
3. To monitor and review CSR projects/initiatives of the company including the amount of expenditure from time to time.
4. To ensure legal and regulatory compliance as per CSR guidelines.
5. To ensure reporting and communication to stakeholders on CSR projects/initiatives.

Mode of Implementation:

The CSR Activities may be undertaken by the Company, as recommended by the CSR Committee and with the prior approval of the Board in any of the following ways:

1. Through a Trust, or a Society or a company established by the Company or its holding or subsidiary or associate company under Section 8 of the Act or otherwise
2. Through a Trust, or a Society or a company established under section 8 of the Act with an established track record of three years in undertaking similar programs or projects
3. In collaboration with other companies or NGOs
4. In collaboration with any Industry Body coordinating such activities
5. Direct contribution / implementation of any project approved by CSR committee/Board
6. Contribution to PM Relief Fund or any other fund as may be notified by Govt

Amendments to this Policy:

The Board of Directors on its own and/or on the recommendation of the CSR Committee can amend this policy as and when it deems fit. Any or all provisions of the CSR Policy will be subject to revision/amendment in accordance with the regulations as maybe issued from relevant statutory authorities, from time to time.