

**CSR Annual Action Plan (Version 1)
FY 2021-22
September 3, 2021**

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 2021-22:

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.	CSR Programmes	Project ID	Brief about the program/initiative	Focus Area from Schedule VII	Location of Project	Estimated Funds Allocation (INR)	Implementation schedule (mark tick)			
							Q1	Q2	Q3	Q4
1	Global Inspiration and Enlightenment Organization (G.I.E.O.) Gita	DAK-01-2021-22	Establishing the COVID CARE CENTER in Gurgaon for Covid affected people and upgrade the medical facilities of Hospitals/ Health Care Centers	1 & 12	Gurgaon	1,680,000	√			
2	Desire Society	DAK-02-2021-22	Supporting nutritive food of HIV kids. Medicine support @ 2000 per month per child	1	Hyderabad	2,880,000		√	√	
3	Priyadarshini Seva Mandali	DAK-03-2021-22	Medical and Food Support for senior citizens of the old age home	3	Hyderabad	1,136,000		√		
4	Generation Yuva	DAK-04-2021-22	Education and welfare for children from under privileged (who are in the begging profession). • 38,400 per kid per year; and • 25 Bunk Beds @ 9000 per Bunk Bed	1	Vizag	993,000		√		
5	The Ability People	DAK-05-2021-22	<ul style="list-style-type: none"> • Mobile Workshop Running Cost • Providing Mobility Devices Support annually for PwDs in CBR & IBR • Providing Assistive Devices Support annually for PwDs identified in CBR & IBR • Physical Medicine & Rehabilitation Neuro Rehab Equipment Support 	2	Vizag	1,994,544		√	√	
6	Adarane Charitable Trust	DAK-06-2021-22	Education & life support of runaway abandoned children of HIV affected families.	1	Bangalore	1,359,000		√		
7	Lila Poonawalla Foundation	DAK-07-2021-22	Scholarship program for 50 girl students	2	Pune	3,862,500		√		

8	Friends of Kolkata's Elderly	DAK-08-2021-22	Phase 2: Infrastructure development of Charunibash home for 15 elderly members, 5 staff who are staying in the house. 50 children 2 teachers and 50 vocational women trainees who come for training program. The need for repair, renovation and additional development of this old age home was measured by our team on their two visits. Based on their professional advice and guidelines to repair/ renovate work separately and prepared the budget	3	Kolkata	1,376,569		√		
9	Ek Prayaas	DAK-09-2021-22	Sponsoring child education (includes stationary, uniforms, meals and teachers' salary)	2	Kolkata	980,000		√	√	
10	National Association for Blind (NAB)	DAK-10-2021-22	Education sponsorship for children along with special educators salaries.Salary for 15 Resource Teachers. Student's Fee of 150 children, Assitive Material (Stationary) Admin Charges 5%	2	Delhi	2,672,270		√	√	
11	Jawala Devi Memorial Trust, Sanghol	DAK-11-2021-22	Salary of 2 domestic Football Coaches, 1 Gym Trainer and 1 security guard, 1 cleaner, 1 gardener Electricity & Generator Expenses for Cordia Football Academy Minor & Major Repairs of Equipment of Cordia Football Academy & GYM Upgradation of Gym with new equipments, Flooring and other interiors	2	Chandigarh	1,861,329		√	√	
12	Jawala Devi Memorial Trust (Govt. Middle school, Maheshpur)	DAK-12-2021-22	School Fee, Uniform and stationary of 14 Pre Primary & Primary wing students Scholarship of 11 college students (BSc, BBA, MBA, BCom)	2	Chandigarh	1,500,000			√	√
13	Lotus Petal Foundation - Vidhyananda School kids	DAK-13-2021-22	Salary of 4 teachers and 2 housekeeping staff	2	Gurgaon	1,734,786		√		
14	Lotus Petal Foundation	DAK-14-2021-22	Uniform and stationery for 200 students	2	Gurgaon	1,792,250		√		
15	Lotus Petal Foundation (Govt. Middle School Kherla)	DAK-15-2021-22	Phase 2: Support required for the complete infrastructure development, school requires toilets, water drinking platforms, one classroom, painting, electricity work along with school furniture etc.	2	Gurgaon	2,500,000			√	√
16	Saksham	DAK-16-2021-22	Supporting salary of teachers. Online classes are being conducted for children 36750 per month (x) 12 months	2	Noida	441,000		√		
Total fund allocated						27,083,248				

(ii) CNX IN-Services

Sr. No.	NGO Partners	Project ID	Brief about the program/initiative	Focus Area from Schedule VII	Location of Project	Estimated Funds Allocation (INR)	Implementation schedule (mark tick)			
							Q1	Q2	Q3	Q4
1	Chamber of Skill	SER-01-2021-22	Creating Isolation centres of 20 beds with medical facilities, Nurses and Doctors to support COVID patients especially elderly care.	1 & 12	Gurgaon	3,604,400	√			
2	Snehadeep Trust	SER-02-2021-22	Upliftment and betterment of the differently abled in the areas of education, computer training & soft skills including meal and medical expenses	2	Bengaluru	1,265,500		√	√	
3	ThinkSharp Foundation	SER-03-2021-22	Provide Medical Equipment to 2 big COVID centre Hospitals in Pune. 5 beds in each hospital with 1 Ventilator Unit each, Monitors and Syringes (Nobel Hospital and Parmar Hospital)	1 & 12	Pune	3,995,000		√		
4	Nasscom Foundation	SER-04-2021-22	Support for 5, 10lts Oxygen Concentrators	1 & 12	Gurgaon	431,200		√		
Total fund allocated						9,296,100				

(iii) CNX IN_Tech

Sr. No.	NGO Partners	Project ID	Brief about the program/initiative	Focus Area from Schedule VII	Location of Project	Estimated Funds Allocation (INR)	Implementation schedule (mark tick)			
							Q1	Q2	Q3	Q4
1	Bhumi	TEC-01-2021-22	Supplementary Education support for underprivileged children. Online classes are being conducted for children	2	Chennai	300,000		√		
2	Jawala Devi Memorial Trust, Sanghol	TEC-02-2021-22	Marketing Interventions for Cordia to create University awareness and attract admissions for the year	2	Chandigarh	600,000		√		
Total fund allocated						900,000				

(iv) CNXC IN1

Sr. No.	NGO Partners	Project ID	Brief about the program/initiative	Focus Area from Schedule VII	Location of Project	Estimated Funds Allocation (INR)	Implementation schedule (mark tick)			
							Q1	Q2	Q3	Q4
1	Earth Saviours Foundation	CVG-01-2021-22	Support required is for 30 Oxygen Cylinders of 10 ltr capacity which will be required to be transported from Pune to Gurgaon for the critical and Sr Citizen patients who are impacted due to COVID-19.	1 & 12	Gurgaon	562,860		√		
2	Child Heart Foundation	CVG-02-2021-22	NGO support children with congenital heart defects born in underprivileged families PH Life Care: Pulmonary hypertension medical support of 10 children	1	Delhi	2,410,100		√	√	√
3	Lila Poonawalla Foundation	CVG-03-2021-22	Scholarship program for 50 girl students + IT Equipment + Salaries	2	Pune	4,140,000		√		
Total fund allocated						7,112,960				

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