

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

A. CSR Policy & Philosophy

Flextronics Technologies (India) Private Limited is committed to operating its business in a socially responsible way by ensuring social wellbeing of various communities.

The Company firmly believes that the long-term profitability and survival of the Company depends on the ability of the Company to do business that suits the demands of stakeholders and the society as a whole. We thrive to maintain highest standards of corporate behaviour towards our investors, stakeholders, employees and the society.

Constitution of a Corporate Social Responsibility Committee ("CSR Committee") and formulation of a Corporate Social Responsibility Policy ("CSR Policy") has become mandatory under the Companies Act, 2013. Accordingly, the Company has formulated the following CSR Policy which encompasses its philosophy and guides its sustained efforts for undertaking and supporting socially useful programs.

B. CSR Vision

Improve quality of life for all our communities through integrated and sustainable development in every possible way.

C. Constitution of CSR Committee

NAME	MEMBERSHIP
Mr. Richard Hopkins	Chairman
Mr. Sekaran Letchumanan	Member
Mr. Ashutosh Arora	Member

The CSR Committee is constituted to, inter alia, carry out the following functions:

1. To formulate and recommend to the Board, a CSR Policy, which shall indicate the activities to be undertaken by the Company as specified in Schedule VII of the Companies Act, 2013 and the rules made thereunder;
2. To recommend the amount of expenditure to be incurred on the CSR activities;
3. To monitor the implementation of CSR Policy of the company from time to time; and
4. Any other matter as the CSR committee may deem appropriate after approval of the Board of Directors or as may be directed by the Board of Directors from time to time.

D. Definitions

In this Policy, unless the context otherwise requires -

1. **“Act”** shall mean the Companies Act, 2013 including any modifications, amendments or re-enactment thereof.
2. **“Rules”** shall mean the Companies (Corporate Social Responsibility) Rules, 2014, including any modifications, amendments or re-enactment thereof.
3. **“Financial Year”** shall mean the period beginning from 1st April of every year to 31st March of the succeeding year.
4. **“Net Profits”** shall mean the net profits of the Company as defined under the Act and the Rules based on which a specific percentage for CSR expenditure has to be calculated.
5. **“Company”** shall mean Flextronics Technologies (India) Private Limited.
6. **“Group Companies”** shall mean holding, subsidiaries and associates of the Company.
7. **“Board”** shall mean the Board of Directors of the Company.
8. **“CSR Policy”** shall mean the Corporate Social Responsibility Policy of the Company, which covers the yearly activities undertaken by the Company under the policy and the CSR expenditure thereon.
9. **“Approved Budget”** shall mean the total budget as approved by the Board of the Company, which is to be spent or utilized for CSR activities.
10. **“Annual Plan”** shall mean the annual planned CSR expenditure for the year.
11. **“CSR Committee”** shall mean the Corporate Social Responsibility Committee as constituted by the Board of Directors of the Company in accordance with Section 135 of the Act and the Rules made thereunder, comprising of three or more Directors.
12. **“CSR Activities”** shall mean all the Corporate Social Responsibility activities/programs/initiatives of the Company, either ongoing or new, including but not limited to green belt/environmental protection/ecological balance/slum rehabilitation/education/sports etc., and those specified in Schedule VII to the Act (as amended from time to time) at the corporate office, site offices of the Company, its subsidiaries and associates wherever located, as recommended by the CSR Committee and approved by the Board.
13. **“CSR Expenditure”** shall mean all CSR expenditure as recommended by the CSR Committee and approved by Board of Directors including the following:
 - i. Contributions to CSR activities which shall be implemented and/or executed by the Company.
 - ii. Contributions to CSR activities which shall be implemented through Flextronics Technologies (India) Private Ltd, Section 8 Company or agencies established/registered to carry on the CSR activities as defined under the Rules.

- iii. Contribution to the Corpus of a Trust/Society/Section 8 Companies etc., as long as they are created exclusively for undertaking CSR activities or where the corpus is created exclusively for the purpose directly relatable to a subject covered in Schedule VII of the Act.
- iv. Any other contributions covered under Schedule VII to the Act.

14. **“Thrust Areas”** shall mean the areas or activities ascribed to them in this Policy, as amended by the CSR Committee, from time to time.

Note: Words and expressions used and not defined in the Policy shall have the same meanings respectively assigned to them in the Act and / or Rules.

E. Thrust Areas

While the Company strives to undertake all or any suitable activity as specified in Schedule VII to the Act, the focus is to implement the one or more of the following activities as our thrust areas:

CSR Thrust Areas	Provision under Schedule VII
Improve sanitation and nutrition in rural panchayats and urban wards	Eradicating hunger, poverty and malnutrition, promoting healthcare including preventive healthcare and sanitation and making available safe drinking water.
Work for the economic and social empowerment of women by sponsoring beautician training for women in self-help groups	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.
Assist with setting up a day care centre for specially abled people above 18 years of age by sponsoring the salaries for the staff and food supplies.	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.
Contribution towards food, education and other services	Eradicating hunger, poverty and malnutrition, promoting healthcare including preventive healthcare and sanitation and making available safe drinking water. Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.

Support with implementation of "Art in Education" program in 20 low resource schools.	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.
Support with science education project by contributing towards setting up of a mobile science laboratory and its operational expenses.	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.
Support medical awareness programs, awareness about kidney diseases and distribution of life saving medicines.	Eradicating hunger, poverty and malnutrition, promoting healthcare including preventive healthcare and sanitation and making available safe drinking water.
Support education of economically under privileged students.	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.

F. Implementation

This CSR Policy will be implemented from the succeeding year of a Financial Year in which the Company shows net profits as per its audited annual financial statements. Based on the net profits, if any, every year, the CSR Committee will identify the CSR activities including the thrust areas, annual budget, planned expenditure and implementation schedule. The Company will implement CSR activities, directly or indirectly, at the registered office, in and around the areas of the projects of the Company, Subsidiaries and Associates or through Section 8 companies or agencies established/ registered to carry on the CSR activities as defined under the Rules.

G. Expenditure not covered or recognized

In terms of the Rules, the following contributions shall not be considered as CSR Expenditure:

1. Contributions of any amount, directly or indirectly, to any political party or any person associated with a political party;
2. Amount spent, directly or indirectly, for the benefit of employees of the Company, its Subsidiaries and Associates and their families;
3. Expenses incurred by the Company for the fulfilment of obligations under any Act/Statute of regulations (such as labour laws, land acquisition act etc.);
4. Expenses incurred by the Company for one-off events such as marathons/awards/charitable contribution/advertisement/sponsorships of TV programs etc.

5. Other contributions/expenses not recognized under the Act/Rules, as amended or modified, from time to time.

H. Implementation

The following is the mode of implementation of the CSR activities:

1. The Company shall, in every financial year, contribute a statutory minimum limit of at least 2% of its Net Profits for the CSR Expenditure.
2. In the absence of Net Profits in any financial year, the Company endeavours to spend such feasible amount as it may decide.
3. The CSR Committee shall prepare its annual planned expenditure, for a financial year, for the CSR activities including the thrust areas and submit the same for approval of the Board in the following format:
4. The Company shall endeavour to spend the entire amount of statutory minimum contribution limit in a financial year. In case, the Company is unable to spend such amount in any given financial year, the Board shall disclose the amount remaining unspent and specify the reasons for not spending the same in its report to the shareholders in terms of Section 134(3)(o) of the Act.
5. The Company has an option to carry forward such un-spent money to next year by depositing it in a separate CSR Fund (Corpus) created by the Company or by way of contribution to the corpus of a Trust/Society/Section 8 Companies etc., as long as they are created exclusively for undertaking CSR activities.

I. Monitoring mechanism

The monitoring mechanism for the CSR policy shall be as follows:

1. The CSR Committee shall meet at least once in a year to monitor the implementation of CSR Plan and its activities.
2. The CSR Committee shall place before the Board, for its review and finalization, a draft annual report on CSR activities as per the specified format, in a board meeting where the annual accounts of the Company are adopted. The Board shall include in its report to the shareholders, the annual report on CSR activities as per the format specified under the Rules.

NGO Partners	Goals	Project details
S D Foundation	Quality Education (150+ students)	Educational sponsorship for meritorious students (who are economically backward) selected primarily from Tamil Nadu, Maharashtra, Karnataka and Kerala for the UG courses
New Life Trust	Poverty Grocery and Essentials (80 inmates)	Grocery support for old inmates and students of new life trust
Navshitiij	Poverty Grocery support (40 PWD's)	Grocery support for PWD's of Navshitiij
Prayatna	Skill Development (75 PwD's)	Skill development salary support for trainers of Prayatna
Annai Trust Vingyan	Rural Development (Digital India)	Sustainable Digital Village - Implementation of Self-Sustaining Common Services Centre (CSC) enabling rural entrepreneurship while supporting DIGITAL INDIA drive. CSC will be an IT enabled common service delivery outlet for rural population and opportunities to enhance their quality of life. This will enable the COVID-19 vaccination program to reach the last mile.
Help Trust	Skill Development - PwD	Rebuilding Livelihood of PWDs & Women impacted by Covid-20 (100 beneficiaries)
Samparc	Quality Education and Rural development	Project to provide Quality Education to 200 Students from poor rural community of the 7 villages of Maval Block, Pune District
Khushii	Quality Education and Mental Health (Digital reach in the era of new education system)	Shikshaantra Plus - Quality education, Life skills, Digital learning, Mental counseling, Health and Hygiene sessions for Govt. school children in Hyderabad and Bangalore
STEM	Education (Girl Child-technology intervention)	Establishing Atal Tinkering Labs in Govt. schools for learning through experimentations in area of Science, Technology, Engineering and Mathematics. Encourage Interests and learning in streams of AI, Robotics, IoT's and new gen technologies.
Annai Trust - Vingyan	Skill Development - Innovation Lab and Provide Technology Training	To implement progressive technology training program, TeckLAB, for rural & vulnerable girl students. (Tamil Nadu/Karnataka)
The Ganga Foundation	PwD-Skill	Customized Wheelchair for spinal cord injured people in collaboration with CMC, Vellore (as per the need)

The Ganga Foundation	PwD-Livelihood	Touch REHAB is a resource platform to empower persons with spinal cord injury to train, network and Live Well with Spinal Cord Injury. The entire content will be presented from the perspective of a user, a person with spinal cord injury, including his / her family, and be evidence based. User impact will ensure Touch REHAB resonates with medical and para-medical professionals.
Vidygasagar	PWD - Skill Development (Specially Abled Adults)	Specially abled Adults - Skill Development - Strengthening support systems and support circles, promoting self-advocacy skills, awareness Special Adults - Education and Vocational Training programs to increase participation in family life and community life, and facilitating access to leisure activities.