

Corporate Social Responsibility (CSR) Policy

Section 135 read with Schedule VII of the Companies Act, 2013 ("Act") and Companies (Corporate Social Responsibility Policy) Rules, 2014 has mandated the Company to constitute Corporate Social Responsibility Committee and devise a separate CSR Policy to carry out CSR activities as suggested under the Act.

Composition of CSR Committee

The Act requires a CSR Committee to comprise of at least three (3) Directors as Members, one of which should be an Independent Director.

The CSR Committee comprise of the following Directors

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| 1. | Mr. Viswanath Tadimety | Chairman |
| 2. | Mr. S. Ramasubramanian | Executive Director |
| 3. | Mr. Sudhir Joshi | Independent Director |
| 4. | Dr. N.L. Sarda | Independent Director |

Terms of Reference of CSR Committee, inter alia, include the following:

- i. To formulate and recommend to the Board, a Corporate Social Responsibility (CSR) Policy indicating activities to be undertaken by the Company in compliance with provisions of the Sch. VII of the Companies Act, 2013 and rules made there under (Act)
- ii. Identification of Projects/activities, setting measurable physical targets with time frame;
- iii. To recommend the amount of expenditure to be incurred on the CSR activities and to allocate specific amount on the activities referred in the CSR Policy;
- iv. To monitor the implementation of the framework of the CSR Policy and to take periodical review for improving / upgrading CSR strategies
- v. To carry out any other function as is mandated by the Board from time to time and/or enforced by any statutory notification, amendment or modification as may be applicable or as may be necessary or appropriate for performance of its duties.
- vi. To disseminate information on CSR Policy, activities to all stakeholders, public at large through websites, annual report and other means of communication.

Preamble

This policy, which encompasses the company's philosophy for delineating its responsibility as a corporate citizen and lays down the guidelines and mechanism for undertaking socially useful programs for welfare & sustainable development of the community at large, is titled as the Corporate Social Responsibility (CSR) Policy.

Vision

Our vision is “To actively contribute to the social and economic development of the community in which we operate”. In doing so, we build a better, sustainable way of life for the weaker sections of society and raise the country’s human development Index.

In alignment with vision of the Company, CyberTech Systems and Software Limited, through its CSR initiatives, will continue to enhance value creation in the society and in the community in which it operates, through its services, conduct & initiatives, so as to promote sustained growth & economic development for the society and community, in fulfillment of its role as a Socially Responsible Corporate, with environmental concern.

Our Board of Directors, Senior Management and all employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion characterized by a willingness to build a society that works for everyone. This is the cornerstone of our CSR Policy.

Schedule VII of the Act has covered the following activities to be part of CSR Policy:

- ✓ eradicating hunger, poverty and Malnutrition, promoting preventive health care 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 project;
- ✓ promoting gender equality and empowering women setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
- ✓ ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water;
- ✓ protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts;
- ✓ measures for the benefit of armed forces veterans, war widows and their dependents;
- ✓ training to promote rural sports, nationally recognised sports, paraolympic sports and Olympic sports;
- ✓ contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government or the State Governments for socio-economic development and relief and funds for the welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women;
- ✓ Such other matters as may be prescribed.

General

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to CSR Committee of the Company. In all such matters, the interpretation & decision of the Managing Director shall be final.

The CSR Policy would be subject to revision/amendment in accordance with the guidelines as may be issued by the Government, from time to time.