

# Corporate Social Responsibility Policy

In accordance with Section 135 of the Companies Act, 2013 and the rules promulgated thereunder (collectively, the “CSR Requirements”), the Board of Directors (the “Board”) of Rieter India Private Limited (the “Company”) has adopted this Corporate Social Responsibility Policy (the “CSR Policy”).

## Objective

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The main objective of the CSR Policy is to establish and lay down the basic principles and the general framework of action for Rieter India Private Limited to undertake and fulfil its corporate social responsibility. The CSR Policy will function as a built-in, self-regulating mechanism whereby the business will monitor and ensure its active compliance with the spirit of law, ethical standards and requisite norms.

## CSR Projects and Programs

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The Company shall undertake specific Corporate Social Responsibility (“CSR”) projects and programs, as approved from time to time by the Board in its capacity as the CSR Committee of the Company, within the following CSR categories:

- Promoting education, including special education and employment enhancing vocational skills and livelihood enhancement projects;
- Ensuring environmental sustainability;
- Promoting gender equality and women’s empowerment;
- Promoting healthcare including preventive healthcare;

- Contributing to – or funding – technology incubators located within academic institutions which are approved by the central government of India from time to time;
- Providing disaster relief under applicable items in Schedule VII of the CSR Requirements;
- No specific CSR projects or programs shall be undertaken in pursuance of normal course of business of the Company.

## Budget

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In accordance with CSR Requirements, the Company shall seek to spend annually two per cent of the average net profits of the Company, made during the three immediately preceding financial years, on specific CSR projects and programs.

The Company shall take steps to ensure that any surplus arising out of the Company’s CSR projects and programs or activities shall be set aside for later use in CSR projects and programs and in no event shall form part of the Company’s business profits.

## Administration

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The Company’s CSR projects and programs shall be overseen by a separately designated CSR Committee of the Board. The CSR Committee is composed as follows.

1. Mr. Thomas Anwander
2. Mr. Sudhir Jalan
3. Mr. Anil Kudal
4. Mr. Carsten Liske



## Monitoring and Reporting

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Under the direction of the CSR Committee, the Company shall implement a monitoring mechanism over the Company's CSR projects and programs. Such monitoring mechanism shall, among other things, make transparent the manner and details of the implementation of all CSR projects and programs undertaken by the Company.

The Board shall receive periodic reports from the CSR Committee on the status of the Company's implementation of specific CSR projects and programs.

On an annual basis, the Board shall report to relevant stakeholders on the Company's CSR projects and programs and related matters, as required by CSR Requirements.

## Amendments to CSR Policy

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The CSR Committee shall review this CSR Policy on a periodic basis and shall update it as necessary or appropriate (subject to approval by the Board, if applicable) to ensure that it reflects CSR Requirements as well as the current interests of the Company and relevant stakeholders.

The Company reserves the right to modify, add, or amend any of these Policy Rules/Guidelines.

## General

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

Any or all provisions of the CSR Policy would be subject to revision/amendment in accordance with the guidelines on the subject as may be issued from Government, from time to time.

## Contact

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