

Corporate Social Responsibility Policy

Context

Since its inception in 2001, Ittiam has been steadily growing as a global technology company, driving innovation and technology excellence. While we are guided by our overarching business goals and vision, we are equally inspired by our quest for making a meaningful difference in the social and economic space in which we operate.

The smallest good deed is better than the greatest good intention.

This core principle has been guiding Ittians to support the needy and make a difference in their lives.

We believe in integrating our social, environmental and ethical responsibilities into the governance of our businesses, thus ensuring long term success, competitiveness and sustainability. With most of our workforce present in Bengaluru, it becomes crucial for us to engage with our proximate communities, and help foster social inclusiveness that is integral to Ittiam's culture.

The CSR guidelines of the Companies Act 2013 paved the way to formalize the social responsibility activities at Ittiam. In compliance with this Act, the Board of Directors constituted the Corporate Social Responsibility (CSR) Committee in its meeting held on November 03, 2014, and approved and adopted the CSR policy with immediate effect.

Policy

As a corporate citizen, Ittiam's CSR policy intends to make a meaningful difference in the social and economic space of our ecosystem. This policy encompasses the company's philosophy to build a society that works for everyone.

Objective

Ittiam aspires to be a responsible corporate citizen by contributing to building society through CSR projects/programs in true letter and spirit, as stated in the Companies Act 2013.

- All CSR interventions will be conceived and implemented through a focused approach that will deliver long-term impact for our target beneficiaries.
- Our CSR initiatives will be carried out in partnership with credible implementing agencies.

Focus Areas & Approach

In adherence to the requirements under the Companies Act, Ittiam's CSR activities will primarily focus on:

- Promoting education; and employment enhancing vocational skills.
- Undertaking sustainable environmental practices.

The CSR Committee (refer Annexure 1) may decide to take up initiatives outside this scope based on specific situations. Ittiam will directly or indirectly support or undertake programs/projects in the identified areas that will enhance the quality of life and economic well-being of the communities in and around our facility.

Location

The CSR programs at Ittiam would be planned and implemented from our headquarters based in Bengaluru, Karnataka, India. The CSR Committee will decide the location(s) of the CSR activities we undertake.

Governance

1. The charter for the CSR Committee will be defined by the Board of Directors, keeping in mind the regulatory requirements as well as the organization's philosophy.
2. Members of the Board of Directors of Ittiam are eligible to be nominated to this committee and serve on this committee for such duration as determined by the Board of Directors.
3. The CSR committee is to appoint a CSR team comprising senior executives to oversee programs, partner identification, funding, monitoring and implementation of the chosen programs.
4. The CSR team shall publish detailed quarterly reports with a status of all the approved initiatives, including the impact delivered by each initiative to its intended beneficiaries.
5. Details of the current members of the CSR Committee and CSR team are provided in Annexure 1 of this policy.

Funding, Selection and Monitoring Process

Members of the CSR Committee or CSR team will evaluate, approve and monitor the initiatives and measure their quantitative and qualitative impact. They shall:

- Follow a systematic process to identify projects/programs, determine suitable implementing agencies, assess need (where required) and clearly outline the desired outcomes.
- Give preference to well-defined operating principles during the planning stage for the identification and implementation of CSR projects in order to ensure optimal utilization of the CSR budget.

Effective Date

This policy is effective November 03, 2014.

Contact

For queries, please contact:

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Annexure 1

Ittiam CSR Committee

- 1) Srini Rajam, Chairman
- 2) Andrew Bhagyanathan, Member
- 3) Ravishankar Ganesan, Member
- 4) Samir Dhond, Member

Ittiam CSR Team

- 1) Kavyashree KN
- 2) Saketh Sathuvalli
- 3) Shipra Bhat
- 4) Sudakshmina Mandal
- 5) Suma MN
- 6) Vijayakumar GR