



CORPORATE SOCIAL RESPONSIBILITY POLICY

OF PEOPLE10 TECHNOLOGIES PVT. LTD.

1. CONTEXT

People10 Technologies Pvt. Ltd. ("People10" or "the Company") recognizes Corporate Social Responsibility (CSR) as a vital driver of inclusive, sustainable growth. As a purpose-led technology organization, we believe that true progress is measured not just by the technology we build but by the lives we uplift.

Our CSR strategy is rooted in our values of compassion, innovation, and collaboration, focusing on social good, environmental stewardship, and community well-being in line with Section 135 of the Companies Act, 2013, and related regulations ("Applicable Law").

2. OUR MISSION

Making an Impact Beyond Business

We aim to create a compassionate, inclusive, and sustainable world by actively supporting underserved communities, vulnerable individuals, and our planet.

3. BUILDING COMMUNITIES THROUGH CSR

People10 is committed to building stronger communities by collaborating to uplift healthcare, education, and livelihoods. We empower women in technology through skill-building and mentorship, and encourage our employees to give back through volunteering and donations.

4. FOCUS AREAS & PROGRAMS

Our CSR initiatives focus on causes where we can create measurable and meaningful change, focusing on inclusion, education, environment, and community care.

Women Empowerment

- Skill-building for self-reliance and entrepreneurship
- Digital literacy including practical skills like UPI Payments
- Partnerships with women's shelters
- Professional and secretarial training
- English and tech training for enhanced employability

Environmental Sustainability

- Tree plantation drives and seed distribution
- Campaigns promoting plastic bans and eco-friendly habits
- Commitment to impactful, long-term environmental activities

Children's Education

- Support for school infrastructure and learning resources
- Organizing creative and art-based learning programs
- Reading material drives and book donations

Healthcare

- Care and critical aid for cancer patients, especially women and children
- Hospital visits and celebration events to uplift patients
- Fundraising and awareness campaigns including wig and hair donations

Senior Citizen Support

- Financial aid and support to elderly care homes
- Volunteer visits and engagement activities
- Donation drives providing essentials like blankets, clothing, and hygiene kits

Other Community Support

- Blood donation and food/clothing drives
- Awareness campaigns and participation in social causes

5. CSR IMPACT AND ENGAGEMENT

Our Impact So Far:

- Over 500 hours of employee volunteering in community service and social initiatives
- Strategic partnerships with NGOs for deeper, sustainable social impact

Moments That Matter:

Our CSR journey captures impactful stories, highlighting people, places, and initiatives that reflect our commitment to inclusion, empowerment, and shared responsibility for a better tomorrow.

6. UNDERTAKING CSR ACTIVITIES

CSR programs will be undertaken:

- Directly by People10

- Through registered agencies compliant with Applicable Law
- In partnership with credible governmental, academic, and not-for-profit organizations

The CSR Committee recommends projects for Board approval, with rigorous monitoring of multi-year initiatives.

7. CSR ANNUAL ACTION PLAN AND LOCATIONS

The CSR Committee prepares and recommends an annual action plan including project details, budget, execution, and metrics. CSR efforts primarily focus on geographies where People10 operates or where social needs are greatest, mainly in India.

8. IMPACT ASSESSMENT

Independent impact assessments will be conducted for eligible projects, with findings disclosed publicly via the Annual Report and other mandated platforms.

9. CSR COMMITTEE AND DISCLOSURES

The CSR Committee will ensure compliance with Applicable Law. Details of the committee, projects, expenditures, and annual disclosures will be made available in the Board Report and on www.people10.com.

10. FUNDING AND PROJECT IMPLEMENTATION

CSR funding aligns with the statutory 2% of average net profits from the preceding three financial years. Project proposals are evaluated for alignment, feasibility, impact potential, and implementer credibility. Monitoring includes progress and financial reporting by partners.

11. LIMITATION, REVIEW AND AMENDMENT

In case of any conflict between this Policy and Applicable Law, the law prevails. The CSR Committee will review and update this Policy periodically.

Amended and effective as of [14 July 2025]