

CSR Action Plan - KPMG Global Delivery Center Private Limited (KGDCPL)  
KGDCPL CSR Action Plan is for FY23-24

All figures are in  
USD at INR 82:1 USD

| S.No | List of CSR projects approved  | Areas/subjects specified under Schedule VII of the Companies Act, 2013                               | Manner of execution   | Actual budget FY23-24 in INR | Actual budget for FY23-24 in USD | Modalities of utilization of funds and implementation schedules<br>(Fund utilization review for all projects is done basis the mid-year summary shared by the NGO and year-end CA-certified utilization certificate.)   |
|------|--|--|---|------------------------------|----------------------------------|---|
|      |  |  |   | 15,740,782                   | 191,960                          | <b>Implementation Schedules or Program Milestones:</b>  |
| 1    | The main objective of the program is to work with women in Jharkhand to help develop their skills in diversified livelihoods (agriculture, livestock and small trade). This also aims to realize National Rural Livelihood Mission's (a Government of India flagship program to eradicate rural poverty) vision to alleviate ultra-poverty by helping develop a national strategy, design and guideline by way of targeting the poorest of the poor through the graduation approach adapted to and built on top of community institutions. | ii) Promoting employment enhancing vocation skills among women, and livelihood enhancement projects; | This project is implemented by The/Nudge Lifeskills Foundation, which is a not-for-profit organization.<br><b>Project location - Jharkhand</b>              | 5,000,000                    | 60,976                           | This is an ongoing project and the fund is disbursed in tranches in a year-on-year basis. Major fund components include: technical training cost of the didis on asset maintenance, financial literacy and life skills. Capacity building of the Program Team, monitoring and evaluation along with admin cost.                                       |
| 2    | Supporting a skilling program in software engineering with guaranteed job to young women from low-income families. The program is a residential course in the state of Karnataka.  | ii) Promoting employment enhancing vocation skills and livelihood enhancement projects;              | This project is implemented by the Navgurukul Foundation for Social Welfare, which is a not-for-profit organization.<br><b>Project location - Bengaluru</b> | 5,384,658                    | 65,666                           | This is an ongoing project and the fund is disbursed in instalments on year-on-year basis. Major fund components include supporting girls from underserved communities to pursue the Advanced Certificate Course in Software Programming in a residential facility, including purchasing laptops, personnel costs, program costs, food and groceries. |
| 3    | Conserving mangroves in the deltaic region of the Sundarbans to build a climate resilient community. The project aims to protect the Sundarbans region from river embankment erosion while promoting sustainable practices and enhancing local ecosystems. By employing a multi-tiered approach. This will provide long-lasting environmental benefits, economic opportunities, and social empowerment for the communities residing in the area.   | iv) Ensuring environmental sustainability  | This program is implemented by Mukti, which is a not-for-profit organization.<br><b>Project location - West Bengal</b>                                      | 976,124                      | 11,904                           | This is an ongoing project. The fund is disbursed in tranches on a year-on-year basis. Major fund components include: Ecological and mangrove conservation by creating livelihoods for impoverished women. The major costs include program costs, salaries of staff and other administrative costs.   |
| 4    | Supporting skilling and education of adolescent girls and boys in Kochi. This project supports higher education pursued by disadvantaged youth to secure a future in gaining meaningful employment.  | i) Promoting education   | This program is implemented by Don Bosco Welfare Centre Society, which is a not-for-profit organization.<br><b>Project location - Kochi</b>                 | 3,480,000                    | 42,439                           | This is an annual project. The fund is disbursed annually. Major fund components include: Identifying beneficiaries who are in need of support, planning initiatives ensuring impact and engaging KGDC colleagues as volunteers.  |
| 5    | Supporting knowledge and skill development programs for school and college students. Various initiatives will be conducted throughout the year for the beneficiaries and along with volunteering opportunities for our colleagues.   | i) Promoting education   | This Program is implemented by Bhumi, which is a not-for-profit organization. <b>Project location - Bengaluru, Kochi and Kolkata</b>                        | 280,000                      | 3,414                            | This is an annual project. The fund is disbursed annually. Major fund components are program design and curriculum, staff cost and admin cost.  |
| 6    | Supporting the knowledge and skill development program for school and college students. Various initiatives will be conducted throughout the year for the beneficiaries and KGDC employees can also volunteer.   | i) Promoting education   | This program is implemented by U&I, which is a not-for-profit organization. <b>Project location - Bengaluru and Kochi</b>                                   | 220,000                      | 2,682                            | This is an annual project. The fund is disbursed annually. Major fund components are program design and curriculum, staff cost and admin cost.  |
| 7    | Administrative overheads   | Reserved for admin overheads by KGDCPL   | Reserved for admin overheads Direct spent by KGDCPL   | 400,000                      | 4,878                            | Expenses incurred by the company for 'general management & administration' of CSR   |

**Monitoring & Reporting mechanism**

1. Due diligence of the implementing agency is conducted prior to onboarding.
2. Monitoring is done on the basis of the MoU details, project status reports and fund utilization certificates received from the implementation agency.
3. Monthly meetings and project site visits are organized to review the project progress (visits are conducted wherever possible.)
4. An annual meeting is organized with the implementation agency to discuss the strategic matters regarding the sustainability of impact, program and capacity gaps at the agency.
5. An annual review is conducted to verify the documents submitted and fund spent by the implementation agency.
6. All CSR-related matters are reported during the quarterly Board of Directors meetings.
7. The CSR annual report is submitted to the MCA in accordance with the guidelines given.
8. The recommendations are shared with the agencies and are incorporated into the next fiscal year's MoUs.