

Corporate Social Responsibility (CSR) Framework Of GUENSTIGER INDIA PRIVATE LIMITED

Focus Area: Education, Employability and Innovation for Inclusive Development

A. Introduction

This document sets out the Corporate Social Responsibility (CSR) Policy of **Guenstiger India Private Limited** (“the Company”), outlining its commitment to contribute meaningfully to social and economic development, with a focused emphasis on education, employability, and innovation-led initiatives.

The Policy is aligned with applicable legal frameworks and aims to create sustainable and inclusive social impact.

B. Vision and Mission

Vision:

At our core, we believe that education is the most powerful catalyst for long-term social transformation. We are committed to building a more inclusive and technologically advanced future by directing our resources toward key educational milestones. To ensure our contributions create a meaningful and concentrated impact, we focus our initiatives on three areas.

Mission:

• **Grassroots Educational Support**

We aim to bridge the opportunity gap by supporting school-level education for children in underprivileged communities. By providing essential resources and nurturing learning environments, we ensure that every child has the foundation necessary to thrive and stay in school.

• **Employability & Skill Development**

We are dedicated to nurturing the workforce of tomorrow by investing in programs that enhance the professional readiness of undergraduate students and recent graduates. This includes supporting practical training and mentorship designed to help young talent transition successfully into the professional world.

• **Technical Leadership & Innovation**

We take pride in supporting India’s premier technical institutions and centers of excellence. By contributing to the development of the next generation of technology leaders, we aim to foster an ecosystem of innovation where future pioneers are equipped to solve complex global challenges.



By focusing on these strategic areas, we strive to empower individuals at various stages of their journey. Our goal is to provide the tools and opportunities necessary for people to achieve their full potential and contribute to a better society.

C. CSR Committee.

The Board of Directors shall select the person(s) to be in the CSR Committee from amongst themselves and/or from other departments in a duly convened board meeting. The First CSR Committee is proposed to consist of the following persons.

- 1) Rajneesh Gupta, Managing Director
- 2) Harald Schiffauer, Director
- 3) Sudhir Kumar Dash, Independent Director
- 4) Tanya Kohli, Head of HR
- 5) Anuradha Gupta, Educationist

D. Scope of CSR Activities

The Company shall undertake CSR activities to ensure that its contributions create meaningful and focused impact. The key areas of intervention are:

1. Infrastructure Development

- Infusion of technology infrastructure, including smart boards and digital learning tools.
- Improvement of school buildings, classrooms and sanitation facilities.
- Provision of safe drinking water and electricity.
- Establishment of libraries and learning resource centres.

2. Educational Support Programs

- Distribution of school supplies such as books, uniforms and stationery.
- Scholarships and financial assistance for economically disadvantaged students.
- Support for children with disabilities through specialized learning resources.
- Access to e-learning platforms and educational content.

3. Teacher Capacity Building

- Training programs to enhance pedagogy and classroom management.
- Workshops on modern teaching techniques and child-centered learning.
- Digital literacy training for teachers and students

4. Internship & Practical Exposure

- Facilitation of internships and live project opportunities.
- Technical and vocational training aligned with current & emerging industry needs.



- Experiential learning through real-world assignments and case studies.
- Mentorship programs connecting students with industry professionals.

5. Supporting Premier Technical Institutions & Innovation

- Institutional support through endowments and infrastructure funding.
- Promotion of advanced research and innovation initiatives.
- Scholarships and leadership programs for high-potential talent.
- Support for innovation and entrepreneurship ecosystems.

E. Implementation Strategy

- Collaboration with government bodies, NGOs and educational institutions.
- Development of annual CSR action plans with defined and measurable outcomes.
- Ensuring community participation to enhance ownership and sustainability of initiatives.

F. Governance Structure

- The CSR activities of the Company shall be aligned with Schedule VII of the Companies Act, 2013, as amended from time to time
- The CSR Committee shall oversee implementation of the CSR Policy and ensure compliance with applicable regulations.
- The Committee shall review project proposals, approve budgets, and monitor progress.
- Periodic updates shall be provided to the Board of Directors.
- CSR activities shall not include activities undertaken in the normal course of business or activities benefiting only employees of the Company

G. Monitoring and Evaluation

- Periodic monitoring through field visits and third-party evaluations.
- Maintenance of transparency through proper documentation and impact reporting.

H. Budget Allocation

- The Company shall allocate CSR funds in accordance with applicable laws and being not less than 2% of its average net profits.
- A significant portion of the CSR budget shall be directed towards education-focused initiatives.
- In case the Company fails to spend the required CSR amount, the Board shall ensure compliance with the provisions of Section 135(5) and 135(6) of the Companies Act, 2013 relating to transfer of unspent CSR amount.
- Any surplus arising out of CSR activities shall not form part of business profits and shall be ploughed back into CSR activities.



I. Reporting and Disclosure

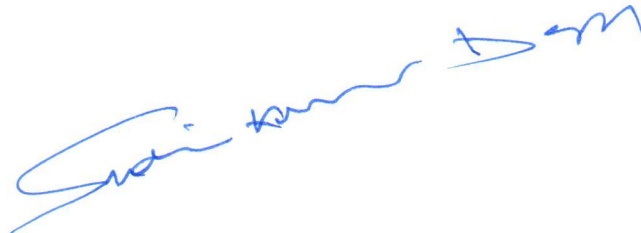
- Annual CSR reports shall include details of projects undertaken, expenditure incurred, and impact achieved.
- Disclosures shall be made in the Company's annual report and on its website, as required under applicable regulations.

J. Board Approval, Review and Amendment

- This Policy shall be tabled before the upcoming Board of Directors meeting and passed as it is or as amended by way of resolution passed by them.
- This Policy shall be reviewed periodically to ensure its continued relevance and effectiveness.
- Any amendments shall be subject to approval by the Board of Directors in line with regulatory requirements.

K. Conclusion

The Company remains committed to creating sustainable social impact through focused interventions in education, employability, and innovation. Through responsible implementation and continuous evaluation, we aim to contribute meaningfully to community development and nation-building.

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