



Corporate Social Responsibility Policy of Gerson Lehrman Group India Private Limited

Introduction:

Gerson Lehrman Group (“GLG”) is the world’s knowledge marketplace. We bring the power of insight to every great professional decision by connecting decision makers who want the advantage of powerful insight to people with first-hand experience, so they can act with the confidence that comes from true clarity. Our network of experts is the world’s largest and most varied source of first-hand expertise, and we recruit hundreds of new experts every day.

GLG was founded on the belief that a smarter world works better. We have never stopped pioneering new ways to make a difference.

Gerson Lehrman Group India Private Limited (“Company”) is a wholly owned subsidiary of Gerson Lehrman Group, Inc. (“Holding Company”) headquartered in New York, USA. The Company serves as an IT Enabled Service Provider to the Holding Company and is driven by the overall vision of GLG viz. *we bring the power of insight to every great professional decision.*

Scope and Applicability:

This Corporate Social Responsibility policy (“CSR Policy”) is formulated in compliance with Section 135 of the Companies Act 2013 (“Act”) and in accordance with the Companies (Corporate Social Responsibility Policy) Rules, 2014 as amended by the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021 and other applicable provisions of the Act read with the rules promulgated therein and sets out Company’s approach and the procedures governing Company’s corporate social responsibility activities in India. This policy applies across all offices of the Company in India.

Implementation of the CSR Policy:

The Board of Directors of the Company shall be responsible for the implementation of the CSR Policy and to ensure that the CSR activities, programs, and projects (collectively “CSR Projects”) are carried out in accordance with the CSR Policy and applicable provisions of the Act and CSR rules.

CSR Projects Team: The Board shall constitute a CSR projects implementation team (“CSR Project Team”) comprising one or more employees of the Company for the implementation of the CSR Projects approved by the Board from time to time. The CSR Project Team will be directly involved in:

- (a) identifying the CSR Projects in areas or subjects specified in Schedule VII of the Act,
- (b) Due diligence of the third parties that are identified to be potential implementation partners or collaborators,
- (c) the execution and monitoring of the CSR Projects to ensure effective utilization of funds,
- (d) timely reporting of the progress of the CSR Projects to the Board,
- (e) effective utilization of the amount sanctioned towards CSR Projects, keeping record of the expenses incurred and timely reporting of the expenses to the Board and accounting department of the Company, and
- (f) driving the CSR Projects to successful completion.

Mode of Implementation: The CSR Projects may be undertaken by the Company either through the CSR Project Team or with the prior approval of the Board and in accordance with Rule 4 of the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021, through:

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- (a) a company established under section 8 of the Act, or a registered public trust or a registered society, registered under section 12A and 80 G of the Income Tax Act, 1961 (43 of 1961), established by the company, or
- (b) a company established under section 8 of the Act or a registered trust or a registered society, established by the Central Government or State Government; or
- (c) any entity established under an Act of Parliament or a State legislature; or
- (d) a company established under section 8 of the Act, or a registered public trust or a registered society, registered under section 12A and 80G of the Income Tax Act, 1961, and having an established track record of at least three years in undertaking similar activities (a)

In addition, with the prior approval of the Board, the Company may (i) engage international organizations for designing, monitoring and evaluation of the CSR Projects as per the CSR Policy as well as for capacity building of CSR Project Team, or (b) collaborate with other companies for undertaking CSR Projects in such a manner that the respective companies are in a position to report separately on such projects.

CSR Projects:

The Company shall undertake the specific CSR Projects that may be approved by the Board of Directors of the Company in the areas or subjects provided under Appendix A (attached hereto) from time to time, in furtherance to its CSR objectives. All the CSR Projects will be carried out only in India. The areas or subjects provided under Appendix A are inclusive, in line with Schedule VII of the Act, and may be updated either by the appropriate authorities or the Company from time to time.

CSR Budget and Expenditure:

The Board shall ensure that the Company comply with all applicable provisions of the Act and rules including:

- (a) the Board shall seek to spend at least two percent (2%) of average net profits of the Company made during three immediately preceding financial years on the specific CSR Projects. Any amount that remains unspent shall be treated in accordance with Rule 7 of the Companies (Corporate Social responsibility Policy) Amendment Rules, 2021
- (b) the administrative overheads shall not exceed five percent (5%) of total CSR expenditure of the Company for the financial year,
- (c) any surplus arising out of the CSR Projects shall not form part of the business profit of the Company and may only be re-allocated to the CSR Activities being undertaken in terms of this CSR Policy.

Reporting and Record Keeping:

The Board Report of the Company will include an annual report on CSR in the Form and manner specified in the Act and rules.

Review:

The Board may amend this CSR Policy at any time subject to compliance with the applicable law.

Appendix A

Sectors	Activities
Healthcare and Sanitation	<p>The Company may undertake one or more of the following activities, directly or in collaboration with other companies, international organizations, implementation agencies and/or NGOs:</p> <ul style="list-style-type: none"> • Eradicating hunger, poverty and malnutrition. • Promoting health care including preventive health care. • Sanitation including contribution to the notified funds set up by the Central Government for the promotion of sanitation. • Making available safe drinking water.
Education and Skill Development	<p>The Company may undertake one or more of the following activities, directly or in collaboration with other companies, international organizations, implementation agencies and/or NGOs:</p> <ul style="list-style-type: none"> • Promoting education including special education and employment enhancing vocational skills especially among children, women, elderly and differently abled.
Empowerment	<p>The Company may undertake one or more of the following activities, directly or in collaboration with other companies, international organizations, implementation agencies and/or NGOs:</p> <ul style="list-style-type: none"> • Promoting gender equality. • Empowering women. • Setting up homes and hostels for women and orphans, old age homes, day care centres and other facilities for senior citizens and measures. • Reducing inequalities faced by socially and economically backward groups.
Environment	<p>The Company may undertake one or more of the following activities, directly or in collaboration with other companies, international organizations, implementation agencies and/or NGOs:</p> <ul style="list-style-type: none"> • Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources. • Maintaining quality of soil, air and water including contribution to funds set up by the Central Government for the rejuvenation of the River Ganga.
Art, Culture and Sports	<p>The Company may undertake one or more of the following activities, directly or in collaboration with other companies, international organizations, implementation agencies and/or NGOs:</p> <ul style="list-style-type: none"> • Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art. • Setting up public libraries.



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	<ul style="list-style-type: none">• Promotion and development of traditional art and handicrafts.• Training to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports.
Government Funds	<p>The Company may make voluntary contributions to one or more of the following:</p> <ul style="list-style-type: none">• Prime Minister National Relief Fund.• Prime Minister Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund).• Any other fund set up by the Central government for the socio- economic development and relief and welfare of the schedule caste, tribes, other backward classes, minorities and women and contributions to such funds by the Company are considered as eligible CSR spends.• Incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government.• Public Funded Universities and such other departments or ministries, or autonomous bodies that may be prescribed by the Central government from time to time which are eligible for CSR spends.
Others	<p>The Company may undertake one or more of the following activities, directly or in collaboration with other companies, international organizations, implementation agencies and/or NGOs:</p> <ul style="list-style-type: none">• Rural development projects.• Slum area development.• Disaster management, including relief, rehabilitation and reconstruction activities.