

Tieto India Private Limited
Corporate Responsibility Rule

1. Preamble:

We, at TietoEVERY, strongly believe in IT as an enabler of sustainable development and are proud to support enterprises and society through our innovative IT solutions and services. Our motto is to be a thought leader in sustainability in our industry and to be one of the most respected companies in India, delivering superior and sustainable value to all our customers, stakeholders, employees and host communities.

We, at TietoEVERY, are convinced that our long-term success as a company is connected to the part, we play in improving environmental and social conditions in the country. Our CR initiatives focus on holistic development of host communities and create social, environmental, and economic value to the society.

2. Policy statement:

The CR Rule focuses on addressing critical social, environmental, and economic needs of the marginalized/underprivileged sections of the society. We adopt an approach that integrates the solutions to these problems into the strategies of the company to benefit the communities at large and create social and environmental impact.

3. Objectives:

To pursue the CR objectives, we will continue to:

- Promote the principles of inclusive growth and equitable development
- Develop the required capability and self-reliance of beneficiaries at the grass roots, especially women, in the belief that these are prerequisites of social and economic development
- Develop plans based on needs and priorities of host communities and measure the effectiveness of community development programs
- Work actively in areas of:
 - Skill building & vocational training to enhance employability and generate livelihoods for personas from disadvantaged section of Society
 - Education of disadvantaged sections of society and Women
 - Waste resource management and water conservation
 - Eradication of hunger and poverty
 - Environmental sustainability
 - Promotion of preventive healthcare and sanitation
 - Work in any other area of social cause in accordance with CR Rule
- Collaborate with like-minded bodies like governments, voluntary organizations, and academic institutes in pursuit of our goals

4. Governance Structure:

We have constituted a CR committee for India to oversee the implementation of our CR Rule, in compliance with the requirements of Section 135 of the Companies Act, 2013 for Corporate Social Responsibility.

CR committee for India:

CR committee will be responsible for the CR projects undertaken. The committee will report to our Board of Directors.

I. Members of CR committee for India:

All the present board directors will be part of CR Committee and it will also have the India Country Head, India HR head and Corporate Responsibility head of TietoEVRY Group as permanent invitees.

As on this date, Ashwani Batra, Stefan Krebs as board members are members of CR Committee and Rajnish Mohan (Country Head India), Vinu Sekhar (HR Head India) and Haring Kia (Head of Global Communications & Corporate responsibility for TietoEVRY Group) are permanent invitees of CR Committee. Any change in the roles of present members or their separation from company will result into change in CR Committee members.

II. Responsibilities:

- Formulate and recommend to the Board, a Corporate Responsibility Rule
- Applies TietoEVRY CR Framework & Code of Conduct approach to achieve our CR objectives and legal requirements
- Define the kind of projects that will come under the ambit of CR
- Identify broad areas of intervention in which the company will undertake projects
- Serve as a guiding document to help execute and monitor CR projects
- Elucidate criteria for partner implementation agencies
- Recommend the amount of expenditure to be incurred on the activities referred to above
- Explain the manner in which the surpluses from CR projects will be treated
- Monitor the CR Rule on regular basis and same time present to Board a status report

23rd February 2021

(Sd/-)
Ashwani Batra
Finance Director