

CSR POLICY FOR HEXAGON CAPABILITY CENTER INDIA PRIVATE LIMITED





PREAMBLE:

Hexagon Capability Center India (HCCI) is a key global technology R&D hub for Hexagon. Innovations, consistent deliveries, and ever-evolving technologies at HCCI have helped various Hexagon units grow their businesses and customer bases around the world.

The teams at HCCI work on various Hexagon product portfolios: Hexagon Geosystems, Hexagon Manufacturing Intelligence, Hexagon Mining, Hexagon Positioning Intelligence, Hexagon PPM & Hexagon Security & Infrastructure.

In addition, HCCI has dedicated service teams that provide implementation services for PPM and Safety & Infrastructure customers worldwide.

HCCI (previously known as Intergraph Consulting Pvt. Ltd) – one of the earliest IT companies in the city of Hyderabad – has a rich, 30+ year history and currently employs 1200+ workforce. It is a valued pillar of the Hexagon Group, providing a competitive advantage to the overall enterprise.

PURPOSE

The key purpose of CSR policy is to:

- Define policy & applicability
- Define the focus areas of CSR, kinds of projects that will come under the ambit of CSR for HCCI
- Serve as guiding principles to help execute and monitor CSR projects

POLICY APPLICABILITY

- Hexagon Capability Center (hereby referred to as the Company) CSR policy has been developed in consonance to Section 135 of the Companies Act 2013 (referred to as the Act in this policy) on CSR and in accordance with the CSR rules (hereby referred to as the Rules) notified by the Ministry of Corporate Affairs, Government of India in 2014.
- The Policy shall apply to all CSR projects/programmes undertaken by the Company in India as per Schedule VII of the Act.
- This policy shall be applicable to Hexagon Capability Center including all its subsidiaries, and all their employees



AREAS OF CSR

HCCI will focus in the following areas for its CSR efforts:

- Education
- Women empowerment
- Orphanage
- Environment Protection
- Natural Calamity

EDUCATION

One of the most significant indicators of social progress is education, which also plays a decisive role for a society to achieve self-sustainable and equal development. We are committed to contributing to educational infrastructure, equipments, technical know-how, training, sponsor fee for meritorious students from lesser advantaged sections of society, setup learning centers and facilities in and around areas we operate in through partnership with institutions, colleges, universities, not-for-profit industry associations and government and quasi-government agencies.

The Company plans to tie up with Indian universities to train engineering graduates, developers, and entrepreneurs who drive the growth of technology in the nation. Through this initiative the Company hopes to impart excellent technical training and education, train the trainers, to provide opportunities for the trainees to make useful contribution to the Indian industry and in the process, to earn gainful employment for themselves, bring in e-learning programmes by complimenting Indian technology in imparting education.

By providing the much-needed infrastructure like setting up research centers, computers, building of labs.

WOMEN EMPOWERMENT

Women empowerment is one of the important factors contributing to nation building and hence Hexagon would conceptualize and/ or support specific drives for empowerment of women living in surrounding geographic area of its business facilities.

Recognizing the power of women in today's society, the CSR policy gives special attention to empowering adolescent girls and women.



ORPHANAGE

As a company, it will be our endeavour to provide quality facilities to the Orphanage homes.

Company has plans to take multiple initiatives to support orphanages such as, sponsor for constructing hall of residence for orphan children, setup computer labs, renovate existing premises by providing better infrastructure including toilets, storage units/Almirahs, sponsor for school fee and vocational trainings, sponsor for sports kits, solar installations, arrange for awareness sessions, educate orphans against trafficking and child sexual abuse etc.

ENVIRONMENT PROTECTION

There is a need for conservation of Biodiversity, protection of wetlands, lakes and prevention of environmental pollution, promotion of ecological balance enabling sustainable development. Company has plans to sponsor and support activities on that front.

NATURAL CALAMITY

The company may contribute towards Emergency needs, which would include relief work undertaken during natural calamities / disasters, and contributions towards Prime Minister's / Chief Minister's Relief Funds and/or to the National Disaster Management Authority.

Year when no major natural calamity/disaster are reported, the allocated fund will be utilized for "WOMEN EMPOWERMENT" and/ or "ORPHANAGE".

GUIDING PRINCIPLES

BOARD-LEVEL CSR COMMITTEE

At Hexagon Capability Center, CSR Committee is formed with the directors as members for effective discharge of CSR policy.

Members of the CSR Committee:

- Ms. Melanie Laster Eakes
- Mr. Daniel Eugene Retzer

This committee also includes other members who locally execute the CSR Policy.

CSR BUDGET

The total budget for the CSR projects is decided by the CSR Committee. In line with the government guidelines.



RESPONSIBILITIES OF HCCI CSR EXECUTION COMMITTEE

- Formulate and update our CSR Policy, which will be approved by the Board of Hexagon Capability Center
- Suggest areas of intervention to the Board of Hexagon Capability Center
- Approve projects that are in line with the CSR policy
- Put monitoring mechanisms in place to track the progress of each project
- Recommend the CSR expenditure to the Board of Hexagon Capability Center who will approve it
- Meet at least twice a year to review the progress made

PARTNERSHIPS

Collaborative partnerships will be formed with charitable organizations, NGOs and other like-minded institutions. This will help extend the Company's reach and leverage upon the collective expertise, wisdom and experience that these partnerships will bring to the table.

TREATMENT OF SURPLUSES

Any surplus generated from CSR projects undertaken by us will be tracked and channelized into our CSR corpus. These funds will be further used in development of the CSR projects and will not be added to the normal business profits.

INFORMATION DISSEMINATION

The Company's engagement in this domain is disseminated on its website, annual reports.

MANAGEMENT COMMITMENT

Our Corporate Social Responsibility policy conforms to the Corporate Social Responsibility Voluntary Guidelines spelt out by the Ministry of Corporate Affairs, Government of India

Our Board of Directors, our Management and all our employees subscribe to the philosophy of corporate citizenship and the duties accompanied with it. We believe in ethos of generosity and compassion, and sincerely direct our affairs towards building a society that works for everyone. This is the cornerstone of our CSR policy.

We thank all the associates who are with us in this journey.

*For enquiries related to Hexagon Capability Center the CSR initiatives, please contact:
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