

CSR POLICY



CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

**MARATHON ELECTRIC MOTORS
(INDIA) LIMITED**

1, TARATALA ROAD. KOLKATA, 700024.

Contents		Page
A	Introduction	2
B	Preamble, Vision, Mission, and Values	2
C	Corporate Social Responsibility (CSR) Policy Statement	4
D	Guiding Principles	5
E	Institutional Set Up of CSR Committee	6
	1. CSR Committee	6
	2. CSR Sub-Committee	6
F	Core Area of Intervention	7
	1. Eradicating Hunger, Poverty, and Malnutrition	8
	2. Promoting healthcare	9
	3. Promoting Education	10
	4. Promoting Gender Equality and Empowering Women	11
	5. Ensuring Environmental Sustainability	11
	6. Protecting National Heritage, Art, and Culture	12
	7. Welfare for Armed Forces Veterans	13
	8. Promoting Sports	14
	9. Contributing to Relief Funds	14
	10. Supporting Research and Development	15
	11. Rural Development	16
	12. Slum Area Development	17
	13. Disaster Management: Activities related to relief, rehabilitation, and reconstruction in the aftermath of disasters	17
G	Scope and Approach of Marathon Electric Motors (India) Limited	18
H	CSR Strategy of Marathon Electric Motors (India) Limited	18
	1. Design and Planning	18
	2. Implementation Mechanism	19
	3. Monitoring and Evaluation Mechanism	19
	4. Annual CSR Action Plan and Budget	20
	5. Coordination and Partnerships	20
	6. Allocation of Funds	21
	7. Fund Disbursement	21
	8. Review and Reporting	21
	9. Display	21
	10. General	22

A. Introduction

Corporate Social Responsibility (CSR) is intrinsically linked to the principles of sustainability, emphasizing that organizational decisions should consider not only financial outcomes but also social and environmental impacts. At Marathon Electric Motors (India) Limited, CSR is not merely a statutory obligation but a core corporate value. The Company is dedicated to fostering growth in a socially and environmentally responsible manner, aligning its business operations with the interests of all stakeholders, including investors, customers, employees, the community, and the environment.

Marathon Electric Motors (India) Limited integrates CSR into its business strategy, ensuring that its policies and actions reflect a commitment to sustainable development. This approach underscores the company's dedication to social and environmental consciousness, positioning these values as fundamental components of its business plan. By doing so, Marathon Electric Motors (India) Limited reaffirms its pledge to contribute positively to society while achieving its business objectives.

The Corporate Social Responsibility (CSR) Policy of Marathon Electric Motors (India) Limited has been formulated in accordance with Section 135 of the Companies Act, 2013, the Companies (Corporate Social Responsibility Policy) Rules, 2014, Schedule VII, including any amendments thereof and relevant circulars / notifications issued by the Ministry of Corporate Affairs in this regard.

This policy has been effective since April 1, 2024, and outlines the activities that may be included in the company's CSR initiatives.

B. Preamble, Vision, Mission, and Values:

1. Preamble:

Marathon Electric Motors (India) Limited's Corporate Social Responsibility (CSR) initiatives are guided by the principles outlined in Section 135 of the Companies Act, 2013. The company is committed to conducting CSR activities primarily in the vicinity of its operations, focusing on areas including Environment Conservation, healthcare, education, sanitation, safe drinking water, and the Clean India Mission.

2. Vision of CSR

Marathon Electric Motors (India) Limited envisions Corporate Social Responsibility (CSR) as a fundamental aspect of its business ethos, aimed at fostering sustainable development and enhancing the quality of life for communities. The vision for CSR is to create a positive and lasting impact on society and the environment through responsible and ethical business practices.

3. Mission of CSR

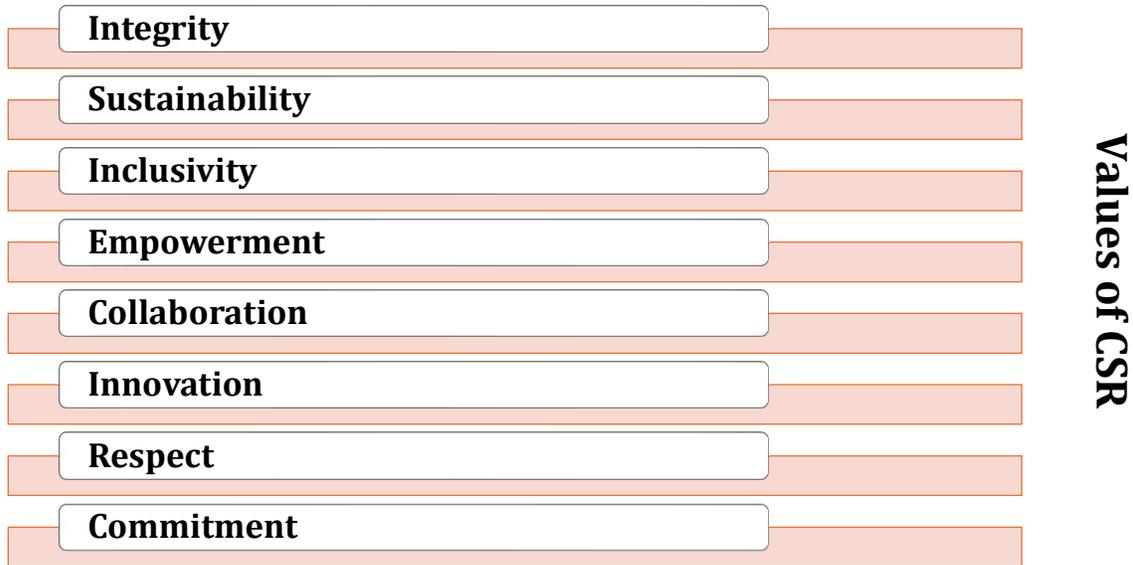
The mission of Marathon Electric Motors (India) Limited's Corporate Social Responsibility (CSR) is to integrate social, environmental, and economic responsibilities

into our core business operations, thereby contributing to the sustainable development of society.

4. Values of CSR

Marathon Electric Motors (India) Limited's Corporate Social Responsibility (CSR) initiatives are guided by a set of core values that reflect our commitment to sustainable and ethical business practices. These values are:

- a. **Integrity:** We uphold the highest standards of honesty and transparency in all our CSR activities, ensuring that our actions are ethical and accountable.
- b. **Sustainability:** We are dedicated to promoting environmental sustainability through responsible resource management and conservation efforts, aiming to protect the planet for future generations.
- c. **Inclusivity:** We strive to create an inclusive environment that values diversity and provides equal opportunities for all, regardless of gender, age, disability, or socio-economic background.
- d. **Empowerment:** We believe in empowering individuals and communities by providing them with the tools, resources, and opportunities needed to improve their quality of life and achieve their full potential.
- e. **Collaboration:** We recognize the importance of working together with stakeholders, including employees, communities, NGOs, and government agencies, to achieve common goals and maximize the impact of our CSR initiatives.
- f. **Innovation:** We are committed to fostering innovation in our CSR efforts, leveraging new technologies and creative approaches to address social and environmental challenges effectively.
- g. **Respect:** We respect the rights, cultures, and traditions of the communities we serve, ensuring that our CSR activities are culturally sensitive and socially responsible.
- h. **Commitment:** We are dedicated to making a long-term positive impact through our CSR initiatives, continuously striving to improve and expand our efforts to benefit society and the environment.



By adhering to these values, Marathon Electric Motors (India) Limited aims to create a meaningful and lasting impact, aligning our business success with the well-being of the communities and environments we serve.

C. Corporate Social Responsibility (CSR) Policy Statement:

At Marathon Electric Motors (India) Limited, we are committed to achieving, consolidating, and strengthening Good Corporate Governance through socially and environmentally responsible business practices. Our CSR Policy is designed to balance financial profit with social well-being, ensuring that our operations contribute positively to society and the environment.

We believe that our corporate responsibility extends beyond our business operations to include the well-being of our stakeholders, including investors, customers, employees, communities, and the environment. Our CSR initiatives are guided by the following principles:

1. **Sustainability:** We integrate sustainable practices into our business operations to minimize our environmental impact and promote the conservation of natural resources.
2. **Community Engagement:** We actively engage with local communities to understand their needs and contribute to their development through targeted programs and projects.
3. **Ethical Conduct:** We uphold the highest standards of ethical conduct in all our business dealings, ensuring transparency, accountability, and integrity.
4. **Inclusive Growth:** We strive to create opportunities for inclusive growth by supporting education, healthcare, livelihood enhancement, and social welfare initiatives.
5. **Continuous Improvement:** We are committed to continuously improving our CSR practices by monitoring our impact, seeking feedback, and adopting best practices.

Through our CSR Policy, Marathon Electric Motors (India) Limited aims to create a positive and lasting impact on society and the environment, while achieving sustainable business growth.

D. Guiding Principles:

Overarching Principles

In alignment with the Notifications, Schedule VII, and Section 135 of the Companies Act, 2013, the CSR initiatives of Marathon Electric Motors (India) Limited will be guided by the following overarching principles:

1. **Stakeholder Care:** Ensure the well-being of all stakeholders in both core business operations and CSR activities. The company is committed to protecting the interests of its partners, stakeholders, and society at large.
2. **Ethical Business Practices:** Uphold ethical business practices by building on existing systems to maintain transparency and accountability in all operations.
3. **Healthy Workplaces:** Promote healthy workplaces and maintain a steadfast commitment to quality, health, and safety in every aspect of business.
4. **Environmental Consideration:** Integrate environmental considerations and strategic conservation initiatives into business processes, ensuring sustainability is a core aspect of operations.
5. **Equality and Diversity:** Promote equality of opportunity and workforce diversity throughout all business operations, fostering an inclusive and equitable work environment.
6. **Volunteerism:** Encourage volunteerism among employees, who actively participate in CSR initiatives. The CSR sub-committee will be elected or nominated from among the employees, reflecting the company's belief in the power of volunteerism.



Guiding principles of Marathon Electric Motors (India) Limited

E. Institutional Set Up of CSR Committee:

The Corporate Social Responsibility (CSR) functions of Marathon Electric Motors (India) Limited will be overseen by a CSR Committee constituted by the Board of Directors. This committee will be responsible for planning, monitoring the overall CSR strategy and ensuring compliance with statutory requirements.

Composition of CSR Committee of Marathon Electric Motors (India) Ltd.

Corporate Social Responsibility (CSR) committee Marathon Electric Motors (India) Ltd. plays a crucial role in overseeing and guiding the company's CSR activities.

1. CSR committee:

The composition of the CSR Committee shall in be in accordance with Section 135 of the Act read with applicable rules made thereunder.

Roles and Responsibilities of CSR Committee:

- Policy formulation: The Committee is responsible for the formulation of CSR Policy of the Company and recommend to the Board for their approval.
- Identification of CSR activities: The Committee shall be responsible for the Identification of CSR initiatives of the Company in line with the CSR policy, Company's objectives and regulatory requirements.
- Annual Action Plan: The Committee shall be responsible for the preparation of Annual Action Plan ('AAP') on CSR activities for each financial year and recommend to the Board for their approval.
- Implementation Oversight: They oversee the implementation of CSR activities, ensuring they align with the company's goals and regulatory requirements.
- Monitoring and Evaluation: The committee monitors the progress of CSR initiatives and evaluates their impact.
- Reporting: They ensure that the company's CSR activities are transparently reported to stakeholders, including in annual reports.

2. CSR Sub-Committee:

The CSR Committee ('CSRC') may constitute a CSR Sub-Committee ('CSR SC') comprising of such executives of the company at senior management level and / or external experts / consultants.

This structured approach ensures that CSR activities are effectively managed and aligned with the organization's goals.

Further, the terms of reference of CSR SC shall be determined by the CSRC, from time-to-time.

Roles and Responsibilities of CSR Sub-Committee:

In order to achieve the CSR objectives of the Company within the broad framework outlined in this policy, the CSR SC shall extend its support to CSRC in the following areas:

- a. Initial screening of the CSR Project Proposals
- b. Due Diligence of project partners, projects and funding requirements
- c. Evaluation Report on the Projects
- d. Recommendation for the project proposal to Corporate Social Responsibility Committee
- e. Disbursements for the projects approved by the Corporate Social Responsibility Committee
- f. CSR Monitoring & Reporting on the progress of the projects and its implementation to the Board / Corporate Social Responsibility Committee
- g. Preparation of Annual Action Plan of CSR activities for each financial year

The CSR Sub-Committee will have the option to coordinate, monitor, and assist in the operationalization of activities in partnership with various stakeholders, including Civil Society Organizations, community-based organizations, and other public and private sector enterprises. When necessary, the services of technical experts will be sought. For this purpose, the company can enter into agreements with these agencies and/or experts based on agreed terms of reference, including detailed work plans with budgets and timelines, subject to approval by the CSR Committee. This approach ensures effective collaboration and expert involvement in CSR initiatives.

By establishing this institutional framework, Marathon Electric Motors (India) Limited aims to ensure that its CSR initiatives are effectively planned, coordinated, and implemented, thereby maximizing their positive impact on society and the environment.

F. Core Area of Intervention:

Marathon Electric Motors Company Ltd. is dedicated to advancing Sustainable Development Goals (SDGs) through its comprehensive Corporate Social Responsibility (CSR) initiatives. The company's efforts are focused on creating a positive impact on society and the environment, aligning with global sustainability objectives. Through these targeted efforts, Marathon Electric Motors Company Ltd. exemplifies its commitment to sustainable development and its proactive role in addressing social and environmental challenges.

1. Eradicating Hunger, Poverty, and Malnutrition:

Eradicating hunger, poverty, and malnutrition is a fundamental goal of Marathon Electric Motors (India) Limited's Corporate Social Responsibility (CSR) initiatives. Marathon Electric Motors (India) Limited is committed to addressing this issue through various initiatives.

- a. **Nutritional Support Programs:** Providing nutritious meals to underprivileged communities, particularly children, pregnant women, and the elderly. This includes partnerships with local NGOs and community kitchens to ensure food security.
- b. **Healthcare Initiatives:** These initiatives aim to reduce malnutrition and improve overall health outcomes.
- c. **Sanitation and Clean Water:** Ensuring access to clean drinking water and sanitation facilities. This includes building wells, water purification systems, and toilets to prevent waterborne diseases and improve hygiene.
- d. **Livelihood Enhancement Projects:** Creating employment opportunities and vocational training programs to empower individuals and families economically. By enhancing livelihoods, the company helps communities break the cycle of poverty.
- e. **Community Health Camps:** Organizing health camps that provide medical check-ups, vaccinations, and nutritional supplements. These camps are crucial in identifying and addressing health issues related to malnutrition and poverty.
- f. **Awareness Campaigns:** Conducting awareness campaigns on the importance of nutrition, hygiene, and preventive healthcare. These campaigns educate communities on how to maintain a healthy lifestyle and prevent malnutrition.
- g. **Support for Agricultural Development:** Assisting farmers with resources, training, and technology to improve agricultural productivity. This helps ensure food security and provides a stable income for rural families.
- h. By focusing on these areas, Marathon Electric Motors (India) Limited aims to create sustainable solutions to eradicate hunger, poverty, and malnutrition, thereby improving the quality of life for the communities they serve.



2. Promoting healthcare:

Promoting healthcare is a vital component of Marathon Electric Motors (India) Limited’s Corporate Social Responsibility (CSR) initiatives. The company is committed to enhancing the health and well-being of communities through various programs and projects. Here are some key initiatives:

- a. Preventive Healthcare: Implementing programs that focus on preventive healthcare measures, including regular health check-ups, vaccination drives, and awareness campaigns on healthy living and disease prevention.
- b. Sanitation and Hygiene: Supporting initiatives that improve sanitation and hygiene in communities, such as building toilets, promoting handwashing practices, and contributing to the Swachh Bharat Kosh for sanitation promotion¹.
- c. Access to Medical Services: Establishing healthcare facilities and conducting medical camps to provide essential medical services to underserved communities. This includes mobile health units that reach remote areas.
- d. Maternal and Child Health: Focusing on maternal and child health programs to ensure safe pregnancies, reduce infant mortality, and promote the health of mothers and children. This includes nutrition programs and prenatal care.

- e. **Mental Health Support:** Providing mental health support and counselling services to address the psychological well-being of individuals. This includes awareness campaigns to reduce the stigma associated with mental health issues.
- f. **Health Education:** Conducting health education programs to raise awareness about various health issues, including lifestyle diseases, nutrition, and hygiene. These programs aim to empower individuals with the knowledge to make informed health decisions.
- g. **Support for Healthcare Infrastructure:** Contributing to the development and enhancement of healthcare infrastructure, such as hospitals, clinics, and diagnostic centres, to improve the quality and accessibility of healthcare services.
- h. By focusing on these areas, Marathon Electric Motors (India) Limited aims to create a healthier and more resilient community, ensuring that healthcare is accessible and effective for all.

3. Promoting Education:

Promoting education is a fundamental aspect of Corporate Social Responsibility (CSR) for Marathon Electric Motors (India) Limited. The company is dedicated to enhancing educational opportunities and outcomes for individuals and communities. Here are some key initiatives:

- a. **Access to Quality Education:** Providing scholarships and financial assistance to students from underprivileged backgrounds to ensure they have access to quality education. This includes support for primary, secondary, and higher education.
- b. **Special Education Programs:** Implementing programs that cater to the needs of differently abled children and those requiring special education. These programs aim to create an inclusive learning environment for all students.
- c. **Vocational Training and Skill Development:** Offering vocational training and skill development programs to enhance employability, particularly among youth and women. These programs focus on practical skills that are in demand in the job market.
- d. **Infrastructure Development:** Building and upgrading educational infrastructure, such as schools, libraries, and laboratories, to provide a conducive learning environment. This includes ensuring access to digital learning tools and resources.
- e. **Teacher Training and Development:** Conducting training programs for teachers to improve their teaching skills and methodologies. This helps in delivering quality education and fostering a better learning experience for students.
- f. **Community Engagement:** Engaging with local communities to promote the importance of education and encourage enrollment and retention in schools. This includes awareness campaigns and community outreach programs.
- g. **Support for Educational Institutions:** Collaborating with public-funded universities, Indian Institutes of Technology (IITs), and other educational institutions to support research and development projects. This fosters innovation and contributes to the advancement of knowledge.

4. Promoting Gender Equality and Empowering Women:

Promoting gender equality and empowering women is a cornerstone of Marathon Electric Motors (India) Limited's Corporate Social Responsibility (CSR) initiatives. The company is committed to creating an inclusive environment where women can thrive and contribute meaningfully to society.

- a. **Educational Programs:** Providing scholarships and educational support to girls and women to enhance their access to quality education and vocational training. This includes special education programs tailored to the needs of women and girls from marginalized communities.
- b. **Economic Empowerment:** Implementing livelihood enhancement projects that offer skill development and employment opportunities for women. These initiatives aim to increase women's participation in the workforce and promote financial independence.
- c. **Healthcare and Well-being:** Ensuring access to healthcare services, including maternal and child health programs, preventive healthcare, and nutrition support. This helps improve the overall health and well-being of women and their families.
- d. **Support for Women Entrepreneurs:** Providing resources, training, and mentorship to women entrepreneurs to help them start and grow their businesses. This includes access to microfinance and other financial services.
- e. **Creating Safe Spaces:** Establishing homes and hostels for women and orphans, as well as day care centres and old age homes for senior citizens. These facilities provide a safe and supportive environment for women and children in need.
- f. **Advocacy and Awareness:** Conducting awareness campaigns and workshops on gender equality, women's rights, and gender-based violence. These initiatives aim to change societal attitudes and promote a culture of respect and equality.
- g. **Reducing Inequalities:** Implementing measures to reduce inequalities faced by socially and economically backward groups, ensuring that women from these communities have equal opportunities to succeed.

5. Ensuring Environmental Sustainability:

Promoting ecological balance, protecting flora and fauna, supporting animal welfare, agroforestry, conserving natural resources, and maintaining the quality of soil, air, and water. This includes contributions to the Clean Ganga Fund for the rejuvenation of the river Ganga.

Ensuring environmental sustainability is a critical aspect of Marathon Electric Motors (India) Limited's Corporate Social Responsibility (CSR) initiatives. The company is dedicated to promoting ecological balance and protecting natural resources through various programs and projects. Here are some key initiatives:

- a. **Conservation of Natural Resources:** Implementing projects aimed at conserving water, soil, and air quality. This includes rainwater harvesting, soil conservation techniques, and air pollution control measures.
- b. **Renewable Energy:** Investing in renewable energy sources such as solar and wind power to reduce the carbon footprint and promote clean energy solutions.

- c. **Waste Management:** Developing and promoting efficient waste management practices, including recycling, composting, and proper disposal of hazardous waste. This helps minimize environmental pollution and promotes a circular economy.
- d. **Biodiversity Protection:** Supporting initiatives that protect and restore biodiversity, including reforestation projects, wildlife conservation, and the protection of endangered species.
- e. **Sustainable Agriculture:** Promoting sustainable agricultural practices that enhance productivity while preserving the environment. This includes organic farming, agroforestry, and the use of eco-friendly fertilizers and pesticides.
- f. **Environmental Education and Awareness:** Conducting awareness campaigns and educational programs to promote environmental stewardship among employees, communities, and stakeholders. This includes workshops, seminars, and community outreach programs.
- g. **Green Infrastructure:** Investing in green infrastructure projects such as green buildings, energy-efficient systems, and sustainable urban planning. These initiatives help reduce the environmental impact of the company's operations and promote sustainable development.
- h. **Climate Change Mitigation:** Implementing strategies to reduce greenhouse gas emissions and enhance the company's resilience to climate change. This includes energy efficiency measures, carbon offset projects, and participation in global climate initiatives.

Marathon Electric Motors (India) Limited aims to contribute to a sustainable future and ensure that its operations have a positive impact on the environment.

6. Protecting National Heritage, Art, and Culture:

Including the restoration of buildings and sites of historical importance, setting up public libraries, and promoting traditional arts and handicrafts.

Protecting national heritage, art, and culture is a significant aspect of Marathon Electric Motors (India) Limited's Corporate Social Responsibility (CSR) initiatives. The company is committed to preserving and promoting the rich cultural heritage of India through various programs and projects. Here are some key initiatives:

- a. **Restoration of Historical Sites:** Supporting the restoration and preservation of buildings and sites of historical importance. This includes collaborating with heritage conservation organizations to maintain and restore monuments, temples, and other culturally significant structures.
- b. **Promotion of Traditional Arts and Crafts:** Encouraging the development and promotion of traditional arts and crafts by providing support to artisans and craftsmen. This includes organizing exhibitions, fairs, and workshops to showcase and sell their work.
- c. **Cultural Festivals and Events:** Sponsoring and organizing cultural festivals and events that celebrate India's diverse heritage. These events provide a platform for artists, musicians, and performers to showcase their talents and promote cultural exchange.

- d. **Public Libraries and Museums:** Establishing and supporting public libraries and museums to preserve and promote access to cultural and historical knowledge. This includes digitizing historical documents and artifacts to make them accessible to a wider audience.
- e. **Educational Programs:** Implementing educational programs that teach the importance of cultural heritage and history. These programs aim to instill a sense of pride and responsibility in preserving cultural heritage among the younger generation.
- f. **Support for Performing Arts:** Providing grants and sponsorships to performing arts groups, including theatre, dance, and music ensembles. This helps preserve traditional performing arts and encourages new artistic expressions.
- g. **Community Engagement:** Engaging with local communities to involve them in heritage conservation efforts. This includes training and capacity-building programs to empower communities to take an active role in preserving their cultural heritage.

7. Welfare for Armed Forces Veterans:

Providing measures for the benefit of armed forces veterans, war widows, and their dependents, including those from the Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF).

Supporting armed forces veterans is a vital aspect of Marathon Electric Motors (India) Limited's Corporate Social Responsibility (CSR) initiatives. The company is dedicated to honouring and assisting those who have served the nation through various programs and projects. Here are some key initiatives:

- a. **Financial Assistance:** Providing financial support to veterans, war widows, and their dependents to help them meet their daily needs and improve their quality of life.
- b. **Healthcare Services:** Ensuring access to healthcare services for veterans and their families. This includes organizing health camps, providing medical check-ups, and offering specialized treatments for service-related health issues.
- c. **Educational Support:** Offering scholarships and educational assistance to the children of veterans. This helps ensure that they have access to quality education and opportunities for personal and professional growth.
- d. **Employment Opportunities:** Creating job opportunities for veterans within the company and supporting their transition to civilian careers. This includes vocational training and skill development programs tailored to their unique experiences and skills.
- e. **Counselling and Mental Health Support:** Providing counselling services and mental health support to veterans and their families. This helps address issues such as PTSD and other service-related mental health challenges.
- f. **Community Engagement:** Engaging with veteran communities to understand their needs and provide targeted support. This includes organizing events and activities that foster a sense of community and belonging.
- g. **Recognition and Honor:** Recognizing the contributions of veterans through awards, ceremonies, and public acknowledgments. This helps honour their service and sacrifices and raises awareness about their contributions to society.

8. Promoting Sports:

Training to promote rural sports, nationally recognized sports, Paralympic sports, and Olympic sports. Promoting sports is an essential part of Marathon Electric Motors (India) Limited's Corporate Social Responsibility (CSR) initiatives. The company is committed to fostering a culture of sports and physical activity, recognizing its importance for health, community building, and personal development. Here are some key initiatives:

- a. **Supporting Rural Sports:** Providing resources and infrastructure to promote sports in rural areas. This includes building sports facilities, organizing tournaments, and providing equipment to encourage participation in various sports.
- b. **Training Programs:** Offering training programs and coaching for young athletes, particularly in underprivileged communities. These programs aim to identify and nurture talent, providing opportunities for young athletes to excel.
- c. **Sponsorships and Scholarships:** Providing sponsorships and scholarships to promising athletes to support their training and development. This includes financial assistance for travel, training, and participation in national and international competitions without deriving any marketing benefits for the products / services of the Company.
- d. **Promoting Nationally Recognized Sports:** Supporting sports that are recognized at the national level, including cricket, hockey, and football. This includes organizing events, sponsoring teams, and collaborating with sports associations.
- e. **Paralympic and Olympic Sports:** Encouraging participation in Paralympic and Olympic sports by providing specialized training and support for differently abled athletes. This helps promote inclusivity and equal opportunities in sports.
- f. **Community Sports Events:** Organizing community sports events and activities to promote physical fitness and healthy lifestyles. These events foster community spirit and encourage people of all ages to engage in sports and physical activities.
- g. **Sports Infrastructure Development:** Investing in the development of sports infrastructure, such as stadiums, sports complexes, and training centres. This provides athletes with the facilities they need to train and compete at higher levels.

9. Contributing to Relief Funds:

Contributions to the Prime Minister's National Relief Fund, the PM CARES Fund, or any other fund set up by the Central Government for socio-economic development and relief for Scheduled Castes, Scheduled Tribes, other backward classes, minorities, and women.

Contributing to relief funds is a significant aspect of Corporate Social Responsibility (CSR) for Marathon Electric Motors (India) Limited. These contributions are aimed at providing immediate and long-term support to communities affected by various crises. Here are some key areas where the company focuses its efforts:

- a. **Prime Minister's National Relief Fund (PMNRF):** Contributions to this fund help provide immediate relief to families affected by natural disasters, major accidents, and riots. The fund is used for medical assistance, rehabilitation, and other essential support.

- b. PM CARES Fund: This fund was established to deal with emergencies such as the COVID-19 pandemic. Contributions to the PM CARES Fund support relief and welfare measures, including healthcare infrastructure, medical equipment, and support for affected families.
- c. Disaster Management: Marathon Electric Motors (India) Limited supports disaster management initiatives, including relief, rehabilitation, and reconstruction activities. This includes providing essential supplies, rebuilding infrastructure, and supporting affected communities in their recovery efforts.
- d. Socio-Economic Development: Contributions to various government-established funds aimed at the socio-economic development and welfare of Scheduled Castes, Scheduled Tribes, other backward classes, minorities, and women. These funds support education, healthcare, and livelihood programs to uplift marginalized communities.
- e. Support for Armed Forces Veterans: Contributions to funds that benefit armed forces veterans, war widows, and their dependents. This includes financial assistance, healthcare, and educational support for the families of those who have served the nation.

10. Supporting Research and Development:

Contribution to 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.

Further, contributions to public funded Universities; Indian Institute of Technology (IITs); National Laboratories and autonomous bodies established under Department of Atomic Energy (DAE); Department of Biotechnology (DBT); Department of Science and Technology (DST); Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defense Research and Development Organisation (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).

Supporting research and development (R&D) is a crucial aspect of Corporate Social Responsibility (CSR) for Marathon Electric Motors (India) Limited. By investing in R&D, the company aims to foster innovation, drive economic growth, and contribute to societal advancement. Here are some key initiatives and benefits of supporting R&D:

- a. Innovation and Technological Advancement: Investing in R&D helps in developing new products, services, and technologies that can address emerging market needs and challenges¹. This not only enhances the company's competitive edge but also contributes to industry-wide advancements.

- b. Economic Growth: R&D activities can lead to significant economic benefits by creating new jobs, driving productivity, and fostering economic development. This, in turn, supports the broader goals of sustainable development.
- c. Collaboration with Academic and Research Institutions: Marathon Electric Motors (India) Limited collaborates with public-funded agencies / universities or other entities, Indian Institutes of Technology (IITs), and national laboratories to support research projects in science, technology, engineering, and medicine. These collaborations help in translating academic research into practical applications that benefit society.
- d. Sustainable Development Goals (SDGs): By supporting R&D projects aimed at promoting SDGs, the company contributes to global efforts in areas such as clean energy, environmental sustainability, and health. This aligns with the company's commitment to social and environmental responsibility.
- e. Enhancing Brand Value: Investing in R&D enhances the company's reputation as an innovator and leader in its industry. This can attract investors, customers, and top talent, further driving business success.
- f. Tax Benefits and Incentives: Companies investing in R&D may also benefit from various tax incentives and government grants, which can offset some of the costs associated with these activities.

11. Rural Development:

The company is committed to enhancing the quality of life and economic well-being of people living in rural areas through various programs and projects. These initiatives include:

- a. Infrastructure Development: Building and upgrading essential infrastructure such as roads, bridges, and public facilities to improve connectivity and access to services.
- b. Agricultural Support: Providing resources, training, and technology to farmers to enhance agricultural productivity and sustainability.
- c. Education and Skill Development: Implementing educational programs and vocational training to empower rural youth and adults, improving their employment prospects and economic independence.
- d. Healthcare Services: Establishing healthcare facilities and conducting health camps to ensure access to medical services and promote preventive healthcare.
- e. Water and Sanitation: Developing clean water supply systems and sanitation facilities to improve public health and hygiene.
- f. Women and Child Welfare: Supporting initiatives aimed at the welfare and empowerment of women and children, including nutrition programs, childcare centres, and educational support.
- g. Environmental Conservation: Promoting sustainable practices and conservation efforts to protect natural resources and maintain ecological balance.

12. Slum Area Development:

Slum area development is a vital component of Corporate Social Responsibility (CSR) aimed at improving the living conditions and overall quality of life for residents in these areas. Marathon Electric Motors (India) Limited is dedicated to contributing to the development of slum areas through various initiatives, including:

- a. **Infrastructure Improvement:** Upgrading basic infrastructure such as roads, drainage systems, and sanitation facilities to create a healthier and safer living environment.
- b. **Housing Projects:** Supporting the construction of affordable housing to provide better living conditions for slum dwellers.
- c. **Access to Basic Services:** Ensuring access to essential services such as clean water, electricity, and healthcare facilities.
- d. **Educational Programs:** Implementing educational initiatives to enhance literacy and vocational skills among children and adults, thereby improving their employment prospects.
- e. **Community Empowerment:** Engaging with local communities to empower them through capacity-building programs and encouraging participation in decision-making processes.
- f. **Environmental Sustainability:** Promoting eco-friendly practices and initiatives to maintain a clean and sustainable environment within slum areas.

13. Disaster Management: Activities related to relief, rehabilitation, and reconstruction in the aftermath of disasters.

Disaster management is a crucial aspect of Marathon Electric Motors (India) Limited's Corporate Social Responsibility (CSR) initiatives. The company is committed to providing timely and effective support to communities affected by disasters through various programs and projects. Here are some key initiatives:

- a. **Emergency Relief:** Providing immediate relief to disaster-affected areas, including the distribution of essential supplies such as food, water, clothing, and medical aid. This helps address the urgent needs of affected communities.
- b. **Rehabilitation and Reconstruction:** Supporting the rehabilitation and reconstruction of infrastructure damaged by disasters. This includes rebuilding homes, schools, healthcare facilities, and other critical infrastructure to help communities recover and rebuild their lives.
- c. **Disaster Preparedness:** Implementing programs to enhance disaster preparedness and resilience in vulnerable communities. This includes conducting training and awareness programs on disaster risk reduction, emergency response, and first aid.
- d. **Collaboration with Government and NGOs:** Collaborating with government agencies, non-governmental organizations (NGOs), and other stakeholders to coordinate disaster response efforts. This ensures a more effective and comprehensive approach to disaster management.
- e. **Community Engagement:** Engaging with local communities to develop and implement disaster management plans. This includes involving community members in risk

assessment, planning, and decision-making processes to ensure that their needs and priorities are addressed.

- f. **Support for Disaster Management Infrastructure:** Contributing to the development and enhancement of disaster management infrastructure, such as emergency shelters, communication systems, and early warning systems. This helps improve the capacity of communities to respond to and recover from disasters.
- g. **Psychosocial Support:** Providing psychosocial support and counselling services to individuals affected by disasters. This helps address the emotional and psychological impact of disasters and promotes mental well-being.

G. Scope and Approach of Marathon Electric Motors (India) Limited:

1. **Commitment to Wellbeing** Marathon Electric Motors (India) Limited is dedicated to the wellbeing of local communities and society at large.
2. **Defining Scope and Approach** The scope and approach of the CSR Policy are guided by the following considerations: The company will adhere to the activities outlined in Schedule VII of the Companies Act, 2013, along with any amendments and notifications issued by the Ministry of Corporate Affairs.
3. **Focus Areas** The company's CSR initiatives will focus on both thematic and geographic areas.
4. **Geographic Scope** The geographic priorities for CSR activities are:
 - a) **Immediate Surroundings:** Areas surrounding the registered office, branch offices, works, or any other operational locations of the company.
 - b) **District, Town, or City:** The broader district, town, or city where the company's offices or works are located.
 - c) **National Level:** Contributions to national efforts in dealing with emergency situations and achieving higher national goals.
5. **Project Identification and Implementation:** The company's approach involves identifying and formulating projects based on societal needs within the geographic scope mentioned in this policy. These projects will be implemented with full involvement and commitment in a time-bound manner.
6. **Sample Activities** This section lists sample activities that the company may undertake to achieve its CSR goals and objectives. This list is not exhaustive and will be reviewed and updated as needed.

H. CSR Strategy of Marathon Electric Motors (India) Limited:

1. Design and Planning

- a. **Alignment with Legal Framework:** Ensure all CSR activities align with the guidelines and activities suggested in the Notifications, Schedule VII, and Section 135 of the Companies Act, 2013. This alignment ensures compliance with legal requirements and maximizes the impact of CSR initiatives.
- b. **Need Assessment:** Conduct thorough needs assessments in the targeted geographic and thematic areas to identify the most pressing issues and

opportunities for intervention. Engage with local communities, stakeholders, and experts to gather insights and data.

- c. Strategic Focus Areas: Define clear focus areas for CSR activities based on the needs assessment and the company's core values. Prioritize initiatives that promote education, gender equality, environmental sustainability, healthcare, and community development.
- d. Goal Setting: Establish specific, measurable, achievable, relevant, and time-bound (SMART) goals for each CSR initiative. These goals should align with the overall CSR objectives of the company and contribute to sustainable development.

2. Implementation Mechanism:

- a. Identification of CSR Initiatives
- b. While identifying CSR initiatives, the following considerations will be taken into account: The focus of the schemes/projects should align with the identified priority areas of the company.
- c. Time frames and milestones for implementing the identified projects will be predefined. The appropriate agencies must be a registered trust, registered society, or a company established under Section 8 of the Companies Act, 2013, to fulfil the eligibility criteria under the Notifications. Suitable documentation as evidence of eligibility will be maintained.
- d. Financial Limits and Sanctioning Authorities: The financial limits and the sanctioning authorities for CSR projects shall always be approved by the Board of Directors of the company.
- e. Identification of NGOs: Sub-committee members will visit and identify NGOs in various areas such as education, health, environment, skill development, or other areas as notified in Section 135 of the Companies Act, 2013.
- f. Recommendation and Execution: The sub-committee will assist in recommending and executing activities in the shortlisted NGOs to the CSR Committee. This includes:
 - Evaluating the capabilities and track records of the NGOs: Ensuring that the selected NGOs align with the company's CSR objectives and legal requirements.
 - Facilitating the implementation of CSR projects in collaboration with the selected NGOs.

3. Monitoring and Evaluation Mechanism:

- a. Performance Indicators: Develop key performance indicators (KPIs) to monitor the progress and impact of CSR initiatives. These indicators should cover various aspects such as reach, effectiveness, efficiency, and sustainability.
- b. Regular Reporting: Establish a robust reporting system to track the progress of CSR activities. Regular reports should be prepared and shared with stakeholders, including the board of directors, employees, and the community.
- c. Impact Assessment: Conduct periodic impact assessments to evaluate the outcomes and long-term effects of CSR projects. Use qualitative and quantitative methods to measure the social, economic, and environmental impact.

- d. **Feedback Mechanism:** Implement a feedback mechanism to gather input from beneficiaries, partners, and other stakeholders. Use this feedback to make necessary adjustments and improvements to ongoing and future projects.
- e. **Transparency and Accountability:** Ensure transparency and accountability in all CSR activities. Maintain open communication with stakeholders and provide detailed reports on the use of resources and the outcomes achieved.
- f. **Approach in Continuous Improvement:** Marathon Electric Motors (India) Limited aims to standardize its CSR processes, ensuring that they are effective, impactful, and aligned with the company's commitment to social and environmental responsibility.
- g. **Learning and Adaptation:** Foster a culture of continuous learning and adaptation. Regularly review and analyse the performance of CSR initiatives to identify best practices and areas for improvement.
- h. **Innovation:** Encourage innovation in CSR activities by exploring new approaches, technologies, and partnerships. Innovative solutions can enhance the effectiveness and sustainability of CSR projects.
- i. **Scalability and Replication:** Identify successful CSR initiatives that can be scaled up or replicated in other regions or contexts. This helps maximize the impact and reach of the company's CSR efforts.

4. Annual CSR Action Plan and Budget:

Within the overall framework of the CSR Policy and aligned with the company's business plan, the CSR Sub-Committee will facilitate the development of an annual CSR action plan and budget. This will include:

- a. Projects identified by company staff at various locations, if any.
- b. Detailed individual projects and budgeting. The Annual CSR Plan will become operational after review and approval by the CSR Committee and subsequently by the company's Board of Directors.

5. Coordination and Partnerships:

The CSR Sub-Committee will have the option to coordinate, monitor, and assist in the operationalization of activities in partnership with a range of stakeholders, including civil society organizations, community-based organizations, and other public and private sector enterprises. When required, the services of technical experts will be sought. For this purpose, the company can enter into agreements with these agencies and/or experts on agreed terms of reference, including detailed work plans with budgets and timelines, after obtaining approval from the CSR Committee.

By following this implementation mechanism, Marathon Electric Motors (India) Limited aims to ensure that its CSR initiatives are effectively identified, planned, and executed, thereby maximizing their positive impact on society and the environment.

6. Allocation of Funds:

Criteria for Allocation

- a. The CSR budget for each financial year shall be two percent of the average net profits of the company made during the three immediately preceding financial years, in accordance with the Notifications, Schedule VII, and Section 135 of the Companies Act, 2013. This budget shall be approved by the Board of Directors.
- b. Any surplus arising out of CSR projects, programs, or activities shall not form part of the business profits of the company.

7. Fund Disbursement:

- a. Fund disbursement to implementing organizations will be released after the requisite documentation between the company and the organization(s) is completed. This process will involve:
 - b. Recommendation by the CSR Committee.
 - c. Approval by the Board of Directors.
 - d. By adhering to these criteria and processes, Marathon Electric Motors (India) Limited ensures that its CSR funds are allocated and utilized effectively, contributing to meaningful and sustainable development.

8. Review and Reporting:

- a. The CSR Sub-Committee will convene on a regular basis to review the progress of proposed activities against the agreed targets and timelines.
- b. The CSR Committee will evaluate the CSR activities to ensure they align with the company's strategic objectives and social responsibility goals.
- c. The CSR Committee will provide regular progress reports through the CSR Sub-Committee to the Board. These reports will include:
 - Achievements since the last progress report or during the last quarter.
 - Coverage compared to the target.
 - Reasons for any variances.
 - Plans to address any shortfalls.
 - Support required from the CSR Committee/Board to overcome these shortfalls.
- d. The progress reports will also highlight key success stories, challenges faced, and lessons learned to continuously improve the CSR initiatives.
- e. An annual CSR performance review will be conducted to assess the overall impact of the CSR activities and to make strategic adjustments for the following year.

9. Display:

- a. The CSR Policy will be prominently displayed on the company's official website. This ensures that all stakeholders, including employees, customers, investors, and the general public, have easy access to the policy.
- b. The significant contents of this CSR Policy, as mandated by applicable laws and regulations, will be disclosed in the Board's Report of the company.

10. General:

- a. The Company reserves the right to modify, cancel, add, or amend any of the contents of this CSR Policy. However, any such changes will be subject to the approval of the Board of the Company, based on the recommendations of the CSR Committee. This ensures that all modifications are thoroughly reviewed and aligned with the company's strategic objectives and legal requirements.
- b. All provisions of the CSR Policy are subject to revision or amendment in accordance with the Companies Act, 2013, and any subsequent notifications or guidelines issued by the Ministry of Corporate Affairs. This clause ensures that the CSR Policy remains compliant with the latest legal and regulatory standards, reflecting any changes in the legislative framework governing corporate social responsibility.
- c. In case of any doubts or ambiguities regarding any provisions of the CSR Policy, or in matters not explicitly covered by the policy, the interpretation and decision of the Board of the Company shall be final. This clause provides a clear mechanism for resolving uncertainties and ensures that the Board has the ultimate authority to make decisions that uphold the integrity and intent of the CSR Policy.

Amendments:

- a. Originally approved by the Board of Directors on 11th February 2025