

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

As an integral part of our commitment to Good Corporate Citizenship, we at TML Business Services Limited (*Name changed from Concorde Motors (India) Limited with effect from March 31, 2020*) (“the Company”) believe in actively assisting in the improvement of the quality of life of the people in the communities, giving preference to local areas around our business operations. We shall continue to, relentlessly strive in our endeavor of nation-building, sustainable development, accelerated inclusive growth and social equity.

The Company is a part of the Tata Group, which is a global force, for not only doing good business, but being in the business of doing good for society. We shall strategically integrate the shouldering of our Social Responsibility with our pursuit of Business Excellence. Towards achieving long-term stakeholder value creation, the Company shall always continue to respect the interests of and be responsive towards its key stakeholders - the communities, especially those from socially and economically backward groups, the underprivileged and marginalized; focused on *inter alia* the Scheduled Castes and Scheduled Tribes, and the society at large.

In our CSR journey towards achieving human development and excellence, we shall endeavor to deploy TATA Group CSR Programs (GCP’s) and drive Affirmative Action (AA) agenda and other international development goals like Sustainable Development Goals (SDGs), in line with Schedule VII of the Companies Act, 2013 as recommended by the CSR Committee of the Board and approved by the Board from time to time.

In order to leverage the demographic dividend of our country, the Company’s CSR efforts shall focus on Health, Education, Employability and Environment interventions for relevant target groups, ensuring diversity and giving preference to needy and deserving communities inhabiting urban India. The Company shall also develop a CSR annual action plan covering details of the program, manner of execution, modality of utilization, monitoring and reporting mechanism, and impact assessment, wherever applicable.

The corpus to be spent by the Company on CSR shall include atleast 2% of the average net profits of its operations for preceding three financial years. Any surplus arising out of the CSR projects or programs or activities shall not form part of business profits of the Company.

CSR at the Company shall be underpinned by ‘More from Less for More People’ philosophy which implies striving to achieve greater impacts, outcomes and outputs of our CSR projects and programmes by judicious investment and utilization of financial and human resources, engaging in like-minded stakeholder partnerships for higher outreach benefitting more lives. The Company shall disburse milestones linked payment, if any, to the CSR implementing partners.

We shall continue to nurture a vibrant culture of volunteering in our aspiration to leverage our core competencies and managerial, technological capabilities for CSR. We shall strive to bring innovation to our CSR initiatives and optimize their effectiveness while seeking to create a measurable impact of our CSR activities.

Board Chairman
Mr Ravindra Kumar GP
TML Business Services Limited

TML BUSINESS SERVICES LIMITED

In case of profitability, the proposed CSR Programs and Projects along-with modality and schedule will be:-

| Cat. | CSR Programs | Sr. No. | CSR Projects | Reference Sr. No. of Schedule VII | Implementation Modality | Implementation Schedule | | | |
|------|------------------------------|---------|--|-----------------------------------|---------------------------------|-------------------------|----|----|----|
| | | | | | | Q1 | Q2 | Q3 | Q4 |
| A | EMPLOYABILITY Kaushalya* (3) | 1 | Training in Technical & Automotive Trades | ii | DIR, TIAI, TIAE | • | • | • | • |
| | | 2 | Training in Agriculture & allied trades | ii | TIAI, TIAE | • | • | • | • |
| | | 3 | Training in Non-Automotive Trades | ii | TIAE | • | • | • | • |
| B | EDUCATION Vidyadhanam* (6) | 4 | Scholarships for secondary education / Financial Aid for Higher | ii | DIR, TIAE, BP | • | • | • | • |
| | | 5 | Fellowships | ii | DIR, TIAE | • | • | • | • |
| | | 6 | Special coaching classes for secondary education & competitive entrance exams such as IIT-JEE, NEET, Civil Services | ii | TIAI, TIAE | • | • | • | • |
| | | 7 | Co-Curricular activities | ii | TIAI, TIAE | • | • | • | • |
| | | 8 | School Infrastructure improvement & Institutional | ii | DIR, TIAE, GOVT | • | • | • | • |
| | | 9 | School Fee Subsidy | ii | DIR, TIAI | • | • | • | • |
| | | 10 | Combating Infant and Child Malnutrition | i | TIAI, TIAE | • | • | • | • |
| C | HEALTH Aarogya (4) | 11 | Health awareness program for women | i | TIAI, TIAE | • | • | • | • |
| | | 12 | Preventive and curative health services & Institutional | i | DIR, TIAI, TIAE, GOVT | • | • | • | • |
| | | 13 | Drinking Water - SMDF – Amrutdhara | i | TIAI | • | • | • | • |
| D | ENVIRONMENT Vasundhara (2) | 14 | Tree Plantation | iv | DIR, TIAE | • | • | • | • |
| | | 15 | Creating Environmental Awareness & Adoption of Environmental friendly practices | iv | DIR, TIAE | • | • | • | • |
| E | OTHERS | 16 | Need Based (Contribution to Prime Ministers National Relief Fund); Contribute to Tata Relief Committee for Disaster Response and COVID -19 relief efforts & aligning to Schedule VII. Special projects by convergence of Govt. Schemes like Integrated Village Development Fund. | viii | DIR or TIAI or TIAE or BP, GOVT | • | • | • | • |

TML BUSINESS SERVICES LIMITED

| Abbreviation | Description |
|---------------------|--|
| DIR | Direct: TML Business Services Limited |
| TIAI | Through Implementation Agency Internal: Company promoted Trust, Society |
| TIAE | Through Implementation Agency External: NGOs - Trusts, Societies, Section 8 Companies, Academic & Research Institutes, Skill Development Agency, Other Resource Agencies |
| BP | Business Partners: Dealers, Vendors, Service Providers |
| GOVT | Government Agencies (Both Central and State) |

NOTE:

1: * TATA Affirmative Action Program (TAAP) is focused on reducing inequalities faced by socially backward groups (Ref. Sr. No. iii of Schedule VII of the Companies Act, 2013).

2: All the projects will be implemented Pan India, on need basis.