

PLAN OF ACTION – DIRECT IMPLEMENTATION

Thematic Area	Project	Scale Up/New	Allocation since inception	Allocation in FY 25-26	Rationale	Proposed Locations	Amount (In Lacs)	Duration	% allocation to total budget
			Rs. In Lacs				Rs. In Lacs		
Skilling	1. Captive Vocational training of Apprentices	Scale Up	1937	900	<ul style="list-style-type: none"> Total target of training 1000+ apprentices Incremental apprentices to be trained Apprentices tagged under CSR as on 31 Jan 2026 – 571 	Pan India	1100	Upto 12 Months	55%
Healthcare & Environment Conservation	2. Support towards medical equipment & installation of solar panels	Scale Up	373	123	<p>Medical Equipment</p> <ul style="list-style-type: none"> To prioritize initiatives aimed at providing ventilators and incubators in rural areas. Increased access of medical equipment/facilities to underserved segment at affordable rates To be donated on need basis preferably Tier 2/Tier 3 cities in deep impact/customer segment locations <p>Solar Panels</p> <ul style="list-style-type: none"> To ensure environment sustainability To address ESG & cost efficiency 	Need based	300	Upto 12 Months	15%
Special Projects	3. Special/ Ad Hoc/ Employee led initiatives	Scale Up	493	109	<ul style="list-style-type: none"> To promote employee volunteering 1500+ beneficiaries extended support through volunteering by 200+ employees in FY 2025-26 	Pan India	100	Upto 12 Months	4%
TOTAL (A)							1500.00		74%

PLAN OF ACTION – THROUGH IMPLEMENTING PARTNERS (1)

Thematic Area	Project	Implementation Partner	Year of Commencement	2026-27 (Scale Up/New)	Allocation since inception	Allocation in FY 25-26	Rationale	Proposed Location	Amount	Duration	% allocation to budget
					Rs. In Lacs				Rs. In Lacs		
Health	1. Women Healthcare with focus on gynecological issues and menstruation	SEED	2023-24	Scale Up	275	150	Solutions for gynecological issues <ul style="list-style-type: none"> Address gynecological issues through teleconsultation & telemedicine Scale up to new geographies especially where there is lack of primary healthcare facilities Provide livelihood opportunities to Swasthya Mitras on exit Previously, <ul style="list-style-type: none"> 61000+ teleconsultations conducted 21000+ adolescent girls trained 1000+ females screened in cancer screening camps 50+ Swasthya Mitras trained 	Rajasthan Haryana Punjab Jharkhand Karnataka Tamil Nadu	150	Upto 12 Months	5%
		Yuva Mitra	2023-24	Scale up	100	50	Sustainable Menstrual Hygiene Management in Schools <ul style="list-style-type: none"> To scale up operations in remaining schools Complete the intervention in all schools in Sinnar, Nashik District Previously, <ul style="list-style-type: none"> 8000+ girls sensitized in 36 schools 390+ Kg carbon equivalents conserved 3600+ ltrs landfilled area saved 	Maharashtra	50	Upto 12 Months	3%
Education	2. Supporting education of children and youths	Vishwa Prakash Mission	2022-23	Scale up	130	50	Scholarship for Meritorious Youth <ul style="list-style-type: none"> Provide scholarship for higher education for entire tenure to students from low-income families Previously, <ul style="list-style-type: none"> 200+ students provided scholarship with majority students pursuing MBBS & B Tech 	Pan India	50	Upto 36 Months	3%

PLAN OF ACTION – THROUGH IMPLEMENTING PARTNERS (2)

Thematic Area	Project	Implementation Partner	Year of Commencement	2026-27 (Scale Up/New)	Allocation since inception	Allocation in FY 25-26	Project Rationale	Proposed Location	Amount	Duration	% allocation to budget
					Rs. In Lacs						
					Rs. In Lacs						
Skillling	3. Skilling of youth towards employment	Hand In hand India	2025-26	Scale up	50	50	Skilling in housing related construction jobs <ul style="list-style-type: none"> To skill and certify 400 unemployed youth in masonry, electrical work, plumbing and Wall painting trades related to house construction sector. <i>Previously,</i> Currently undergoing training of 200 youths. 200 youths already training in Guntur (AP) and Vellore (TN)	Tamil Nadu Andhra Pradesh	50	Upto 12 months	3%
		Yet to be decided	2026-27	New	0	0	Skilling and livelihood training of transgender <ul style="list-style-type: none"> Skilling in retail, Tally, data entry and web designing for corporate jobs 	Karnataka Tamil Nadu	20	Upto 12 months	2%
	4. Skilling of Marginalized Women	Chhanv Foundation	2023-24	Scale Up	200	100	Skilling of acid attack survivors & upgradation of Cafe <ul style="list-style-type: none"> AHFL - first corporate to support skilling of acid attack survivors Scaling it to Maharashtra & impart skilling support to new/existing survivors basis need <i>Previously,</i> <ul style="list-style-type: none"> Infrastructural upgradation of The Sherioes cafe of Noida run by Acid Attack survivors 70+ beneficiaries over 2 years trained in computer training, data entry, embroidery & confectionery. 70% placement in self and salaried employment. 	Uttar Pradesh West Bengal Maharashtra	60	Upto 12 Months	3%
		Hand In Hand India	2023-24	Scale -up	100	0	Skilling and livelihood for marginalised women <p>Scaling up of existing operations by providing advanced training of Sewing, Aari Embroidery and Beauty and wellness towards increased livelihood.</p> <i>Previously,</i> <ul style="list-style-type: none"> 1800+ women trained in Sewing Machine Operator Course, Hand Embroidery & Assistant Beauty Therapist as per industry standards in MP and Tamil Nadu; 32% placement (There was no placement target) 	Madhya Pradesh Tamil Nadu	100	Upto 24 months	5%

PLAN OF ACTION (FY 25-26) – THROUGH IMPLEMENTING PARTNERS (3)

Thematic Area	Project	Implementation Partner	Year of Commencement	2025-26 (Scale Up/New)	Allocation since inception	Allocation in FY 25-26	Project Rationale	Proposed Location	Amount	Duration	% allocation to budget
					Rs. In Lacs				Rs. In Lacs		
Sports	5. Support to Disabled /Para-athletes	Foundation for Promotion of Sports & Games	2023-24	Scale Up	180	50	Olympic Gold Quest • To provide top quality coaching, training facilities & support to para-athletes, with the goal of preparing them for national & international para-sports events, including the Paralympics.	Pan India	50	Upto 12 months	3%
TOTAL (B)									530		27%
TOTAL (A) + (B)									2030		
Impact assessment of projects (C)									10		
Admin Overheads (Towards CSR Team's Salary, Visits. Online Platform & other incidental expenses) (D)									60		
TOTAL BUDGETED FUND ALLOCATION (A) + (B) + (C) + (D)									2100		

Notes:

- This is a tentative plan of action for FY 2026-27 being proposed for consideration & approval.
- Budget for a program / location for the year could be re-aligned / interchanged within the mentioned programs / locations; however within the overall CSR budget approved for FY 2026-27
- Any changes/modifications will be duly notified to the CSR Management Committee, CSR Committee of the Board & the Board for records