

TP-LINK INDIA PRIVATE LIMITED

Corporate Social Responsibility Policy

(TP-LINK INDIA CSR Policy)

It was pertinent to organize, govern and formalize TP-LINK INDIA 's social initiatives under a policy framework. The TP-LINK INDIA Corporate Social Responsibility Policy (CSR Policy) shall govern the efforts and resources of TP-LINK INDIA focused on activities of social change and its social responsibility initiatives in India.

I. Aims and Objectives

At TP-LINK INDIA , Corporate Social Responsibility is envisaged as a commitment to meet its social obligations by playing an active role to improve the quality of life of the communities on a sustainable basis, preferably in the geographies where it is operating.

II. Corporate Social Responsibility Policy

TP-LINK INDIA is committed to channel its efforts towards improving and enhancing the wellbeing of the communities in the vicinity of its business operations and shall engage with the community by undertaking the following principles and activities:

- A. Consult pro-actively with the community and other key stakeholders for understanding needs of and designing initiatives for the social well-being of the community;
- B. Undertake activities as per the following thrust areas ("Thrust Areas");
 1. Education; and
 2. Women Welfare.
- C. These Thrust Areas are mapped with the activities as suggested in the Schedule VII of the Companies Act.

III. Governance Structure

TP-LINK INDIA has adopted a robust and transparent governance structure constituted to oversee the implementation of its CSR Policy which is in compliance with the requirements of Section 135 of the Companies Act, 2013.

A. BOARD LEVEL CSR Committee

The CSR governance structure will be headed by the Board Level CSR committee that will be ultimately responsible for the CSR projects undertaken.

Members

1. Mr. Jianchao Wang (Chairman)
2. Mrs. Jianmei Sun -Member
3. Mr. Guorong Dong -Member



Responsibilities

- Formulate and update our CSR Policy, which will be approved by the Board of TP-LINK INDIA
- Suggest areas of intervention
- Approve projects that are in line with the CSR policy as proposed by Corporate Level Committee.
- Put monitoring mechanisms in place to track the progress of each project
- To maintain details regarding list of projects/Programs to be undertaken, modalities of execution, areas/sector chosen, implementation schedules etc.
- Recommend the CSR expenditure as approved by the Board
- Meet at least twice a year to review the progress made
- Monitor, Review and Evaluate CSR activities and expenses on a periodic basis and report as per defined format (Annexure-I)

B. Corporate Level CSR Committee

I. Constitution of CSR Committees

The membership of CSR Committees would depend on individual's interest in socially relevant activities and willingness to devote time and effort.

CSR Committee at Corporate office level will comprise of:

- a. Director Chairperson of the Committee
- b. Member from Technology Team
- c. Member from Shared Services Team
- d. Member from Consulting Team
- e. Member
- f. Member

II. Role of Corporate CSR Committee

- a. Formulation of policy framework and broad guidelines for selection of the projects, planning, budget execution and monitoring.
- b. Supervision and coordination and implementation of CSR activities.
- c. Compilation of information and preparation of annual reports etc.
- d. Selection of a project in accordance with policy framework and guidelines, preparing a project report along with estimated cost and to send for the approval of Board Level CSR Committee.
- e. Submit annual budgetary requirement for each project along with the targets.
- f. Formulation of strategies for efficient implementation along with other stakeholders like civil society and implement the project as per guidelines.
- g. Submit quarterly and annual statements of physical and financial progress to Board Level CSR Committee.
- h. To coordinate with the State Government agencies and other social society groups in all activities related to CSR.
- i. To arrange workshops, training etc. to sensitize the staff for better implementation of the policy.



IV. **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.

V. **Partnerships**

Collaborative partnerships may be formed with the Government, the District Authorities, the village panchayats, NGOs and other like-minded stakeholders to widen reach and leverage upon the collective expertise, wisdom and experience that these partnerships bring to the table.

TP-LINK INDIA may also collaborate or pool resources with other companies to undertake CSR activities

VI. **Impact Audit**

To measure the impact of the work done, a social satisfaction survey / audit may/to be carried out by an external agency/CSR Board Members.

VII. **Information Dissemination**

TP-LINK INDIA 's engagement in this domain shall be disseminated on its website, annual reports, and its in-house journals and through the media.

For TP-LINK INDIA PRIVATE LIMITED


Authorised Signatory

