

ANNEXURE TO THE REPORT OF THE BOARD OF DIRECTORS

For Financial Year ended 31st March 2022

Corporate Social Responsibility (CSR) Report

1. Overview of Avaya CSR Program

Avaya's CSR efforts in India are focused on community development through various initiatives in the best interest of the poor, deprived and marginalized populations to build a better tomorrow for society. We pursue CSR Programs primarily in areas that fall within the economic vicinity of the Company's operations to enable close supervision and ensure maximum impact. Our CSR activities fall into these broad areas:

- Enhancing the quality of education
 - Improve learning outcomes of children, especially those from slum and migrant labor camps
 - Increase school enrollments and reduce student dropout rates
 - Help underprivileged children and teachers realize their potential
- Utilizing technology to improve access to health and education
 - Bring education to students through mobile classrooms/labs and learning centers
 - Improve communications and training for medical personnel
 - Establish ICT centers and install required infrastructure for ICT solutions in classrooms
- Skills Building and Employment (Building Livelihood Capacity)
 - Impart technical training and skills development to enhance livelihood/employability of underprivileged youth
 - Training for disadvantaged girls
 - Undertake, support or partner on livelihood projects/programs, including mentorships
- Disaster Relief
 - Need based support for relief work

Avaya India Private Limited Corporate Social Responsibility Policy sets forth Avaya's CSR focus areas, budget, governance and management and implementation of CSR programs. The policy is available at:

<https://www.avaya.com/en/documents/2021-india-csr-report.pdf>

To realize significant change, Avaya recognizes that multi-year partnerships are needed to develop and implement effective projects. This has resulted in collaboration with non-governmental agencies with the focus on remedial education, STEM

(Science, Technology, Engineering and Math) Education and ICT (Information, Communication and Technology) enabled education in government schools.

A short summary of CSR projects selected for funding in the fiscal year (FY) 2021-22 is provided below and Attachment 1 describes activities undertaken by NGOs between April 2021 and March 2022 on projects funded for FY 2020-21.

- a. **Door Step School (DSS):** DSS was established in Mumbai in 1998 to provide primary education and support to underprivileged students. DSS works across Mumbai and Pune through projects like the Educational Activity Center, School on Wheels, and Community Learning Center. Avaya India supports two DSS projects operating across communities in Pune, Maharashtra; specifically, the Community Learning Center and the School on Wheels. <http://www.doorstepschool.org/pune/>
- i. Community Learning Center (CLC) – CLCs are established for children residing in-and-around slum communities. These centers offer a quiet place to read books, study, and finish homework. It is a rented space in the community, which has a library, computer class, science experiment labs, etc. Target beneficiaries: Study Class – 200 children; Reference Class – 200 children; Community-based library – 70 children; Parents – 100.
 - ii. School on Wheels (SOW) – SOW is a re-modelled bus that serves as a mobile classroom. It is equipped with classroom supplies including a computer, DVD player and educational audio-visual learning material. The bus reaches children who reside in locations where even temporary classrooms cannot be built, and who have absolutely no access to education (for e.g. – construction sites and brick kilns). SOW is focussed on helping children prepare for school and getting them admitted into government schools. Target beneficiaries: 400 children; 125 parents
- b. **Agastya International Foundation (AIF):** AIF’s mission is “to spark curiosity, nurture creativity and instill confidence” in poor children and government schoolteachers. Agastya does this with innovative hands-on science education and peer-to-peer learning. The Avaya donation supports the capital and operational expenses of Agastya’s hands-on pedagogy program which connects the Agastya’s Creativity Campus at Kuppam and Agastya’s Core Science Activity Centers (CSAC) through Avaya technology. <http://www.agastya.org/>

Distance Learning project – In October 2020, Agastya Kuppam Campus and Core Science activity Centres (CSAC) were set up with the infrastructure (with the support of Avaya solutions) to enable live session broadcasts to students at 2 Core Science Activity Centres (CSAC) in Karnataka. The objective was to provide live interactive science sessions and a platform for students and children for concept clarification. In 2021, the project was implemented for a short duration and paused due to the COVID-19 pandemic. The project has been renewed for one year to utilize the unspent amount.

Bal Raksha Bharat (Save the Children India) (STC): STC India is a non-profit organization established in 2008. As a member of the International Save the Children Alliance. Its projects span various sectors including education, healthcare, skilling programs and disaster relief. Avaya India has been partnering with Save the Children since 2016. In 2021, Avaya supported their skilling program based in Delhi, India. <https://www.savethechildren.in/>

Empowering Adolescents and Youth - Skill-Building and Livelihood – STC India’s skill-building project is a 2-year program focused on ensuring better employment opportunities for disadvantaged youth and preparing adolescents with age-appropriate skills. The Child Care Institutes (CCIs), and Day Care Centers (DCCs) are linked to a Delhi-based Vocational and Education Training centre (VET) operated by STC using Avaya Spaces (a cloud-based collaboration technology). The centers are equipped with audio-video units, smart TVs, laptops, webcams, and internet connections. STC has also partnered with various training institutes who provide certifications, which adds further value to the program. The duration of each session is 2 – 3 months and the target beneficiaries are:

Adolescents (Ages 11-16): Year 1 & 2– 500 adolescents
Youth (Ages 17+): Year 1 & 2 - 500 youth

In addition, 375 out of 500 youth (2-year total) will be placed into jobs, with a minimum of 225 being women.

c. Bharti Foundation

Bharti Foundation, the philanthropic arm of Bharti Enterprises, implements and supports programs in the fields of primary, secondary, and higher education as well as sanitation. The Satya Bharti School program is Bharti’s flagship program. Initiated in 2006, the program provides free, quality education to underprivileged children in rural India across six states, with a focus on the girl child. Students are also provided free uniforms, textbooks, notebooks, stationery, and mid-day meals. The program aims to transform students into educated, confident, self-reliant and responsible citizens of India with a deep sense of commitment to society.

Technology is playing a vital role in promoting and strengthening education amongst school students. Bharti Foundation has been focusing on the use of technology to augment the teaching-learning process, be it through computer education programs in its schools, or other academic-technology interventions like digital classrooms and robotics lab which have been set up in select Satya Bharti schools.

Avaya India is supporting these technology interventions equipping 8 classrooms with technology in Jodhpur Rajasthan so that teachers can effectively integrate it into learning processes. The project duration is April 2022 to 31 March 2023 and the intended beneficiaries include students of Class V (Environmental Science) and Class VIII (Science).

2. Composition of the Avaya CSR Committee

- a. Raman Adlakha, Sr. Director, R&D Solutions & Technology
- b. Amit Grover, Director Global Finance Shared Services
- c. Badriprasad Laxman Iyer, Director
- d. Eklovyra Rai Nagpal, Senior Corporate Counsel India & SAARC, Avaya India Private Limited
- e. Reeva Kymer, Director ESG and Philanthropy, Avaya as a non-member consultant
- f. Adarsh Kaul, Marketing Head, India, Avaya as a non-member consultant

Members of the India CSR Committee are identified on our website at: <https://www.avaya.com/en/about-avaya/corporate-responsibility-charitable-giving/>

3. Average Net Profit of Avaya for the past 3 financial years

Avaya's Profitability in last 3 years (Computation of income for CSR purposes utilizing 198 of Companies Act 2013, prior to deduction of income tax and excluding any branch profits):

Year	Profit Before Tax
FY 2020-21	539,625,389
FY 2019-20	738,685,710
FY 2018-19	861,660,257
Total	2,139,971,357
Average Profit	713,323,786

4. Details of CSR Expenditure

CSR Spend - 2% of Avg. profit	14,266,476
Less excess spent amount from FY 20-21	(15,66,185)
Total CSR for FY 21-22	12,700,291

CSR Expenditures:

No.	CSR Project Name	Sector	Location	Budget (INR)	Expenditure (Direct and Overhead) (INR)	Cumulative Expenditure (INR)	Expenditure through Direct or Implementing Agency (INR)
1	School on Wheels and Community Learning Centre (Non-profit organization: Door Step School)	Education	Pune-Vaiduwasti, Mundhwa, Hadapsar	2,645,613	2,645,613	17,589,234	Direct - 2,645,613
2	Skill building and Employment (Non-profit organization: Bal Raksha Bharat/Save the Children)	Education / Skill Development	Delhi	8,052,472	8,052,472	56,153,731	Direct - 8,052,472
3	Bharti Foundation	Education	Jodhpur Rajasthan	1,352,336	1,352,336	1,352,336	Direct - 1,352,336
4	Administration expenses			2,361,638	2,361,638	12,066,888	Direct - 2,361,638
	Total			14,412,059	14,412,059	87,162,189	

We hereby declare that implementation and monitoring of the CSR policy complies with CSR objectives and the policy of the company.

Signature by:
CEO/Director

Chairperson- CSR Committee

**Attachment 1: CSR COMMITTEE REPORT
Annual Report on the CSR Activities of the Company FY 2021-2022**

These activities have been executed between April 2021 and March 2022. A detailed impact assessment report has been completed for the same.

Project 1: Door Step School (DSS)

The Avaya donations are used to support:

- A Community Learning Centre (CLC) at Vaidu Wasti, Pune
- School on Wheels (SOW) program

Program Objectives:

- To provide educational exposure to the areas that children have missed when their families migrated from job to job so that they can be enrolled in age-appropriate classes in government schools
- To bridge the gap in the learning levels of migrant workers’ children to reduce school dropout rates.

Achievements

Community Learning Centers (CLCs) were set up in disadvantaged communities to provide school students with an appropriate place to study, and finish homework (an environment otherwise not available to these children). Additional support was given to students in math and language (Study Classes, grades 1 -3) and students from higher grades who came to the center were given access to reference books and computers (Reference Classes, grades 4 - 9).

School on Wheels (SOW) buses provided mobile classrooms to help DSS reach non-school going children. It conducted pre-primary classes at construction sites and communities to prepare out-of-school children for formal education (Balvadi) and classes for out-of-school children in the communities (Literary Class), undertook remedial classes for school-going children to help them with their schoolwork (Study Class), and distributed books to children to inculcate reading habits. (Library Class).

Beneficiaries Reached:

Door Step School		
Program Name	Community Learning Centre	School on Wheels
Students	429	488
Communities served	1	1

Project 2: Bal Raksha Bharat (Save the Children India) - Empowering Adolescents and Youth / Skill-Building and Livelihood

The Avaya donation was used to build and implement a program which would contribute towards empowering adolescents and youth in need of care and protection in the state of Delhi through enhancing capacity and skills. The program is for a duration of two years.

Program Objectives

To improve capacities of 1000 adolescents and youth aged 11-22 years from CCIs (Children Home and Daycare centres) to cope up with life challenges by:

- Providing life skills, digital literacy and financial literacy, psycho-social support to adolescents and youth
- Providing vocational training, mentorship, and employment advisories to youth
- Providing employment linkages to trained youth

Achievements

Year 1 of the project has been completed. Adolescents were provided training on life skills (80 hrs.), financial literacy (20 hrs.) and digital literacy (15 hrs.). Topics included communication skills, high-order thinking, basic computer knowledge and learning through digital technology. The Youth were provided vocational training (200 hrs.), along with training on life skills, financial literacy, and digital literacy. Vocational training includes vocations like BPO/selling courses, sewing machine operator, retail, and data entry. After completing training, 31 youth were placed across 4 companies.

Beneficiaries Reached:

Bal Raksha Bharat (Year 1)	Total
Adolescents	199
Youth	200
Total	399

Project 3: Agastya International Foundation

The Avaya donation supported the set-up of a video conferencing system to deliver live classes from its Kuppam Campus (Andhra Pradesh) to two core science activity centers in Bijapur (Karnataka) and Bangalore centre. The objective was to benefit the students in the smaller centers and stimulate active involvement through the video conferencing system.

Beneficiaries reached in 2021 included 256 students through 7 sessions. Due to the increase in COVID-19 cases, the schools were closed, and the program was put on hold. Thus, only a limited number of students were reached.

Project 4: Pratham Mysore

The Avaya donation supported the Avaya Baal Vidya Program in Anekal District. This is the sixth year of this program.

Program Objectives

- Improve the learning outcomes of children in Primary and Upper Primary levels
- Reduce the dropout rates in the Anekal District schools
- Encourage science learning and develop basic science competencies

The Balvachan program is an early literacy and numeracy program for Grades 1 and 2 focusing on children who are not able to recognize letters or numbers. The Read India program focuses on improving the literacy and numeracy skills of children in Grades 6 and 7. This program is run in camp mode to reach out to the greatest number of government school children, thereby ensuring maximum impact. The Science program focuses on children in Grades 7 and 8, by providing hands-on science activities to the students. The Reading Corner is for digital learning through tablets in Kannada and math for children in government schools.

Achievements

The baseline and endline assessments have been completed. The following are the notable achievements:

- i) Balvachan – 298 students could do simple subtraction by the end of the year (learning outcomes improved to 96% from 19% at baseline). 73% children were able to read a paragraph.
- ii) Upper Primary Kannada – 622 students could write a paragraph in Kannada at the end of the year (learning outcomes improved to 74% from 17% at baseline).
- iii) Upper Primary Math – 529 students could calculate the area and perimeter of a rectangle and 580 students could solve numerical problems based on fractions by the end of the year (learning outcomes improved by 61% in both cases).
- iv) Reading Corner – 60 tablets were distributed to 6 teachers for use by students in 24 schools.

Beneficiaries Reached:

Pratham	Balvaachan	Read India UP	Science Program	Community	Reading Corner	Total
Schools	10	24	24	24	24	34
Students	310	840	1225	2046	2596	7017