

# Energy4Good SEIL Corporate Social Responsibility Policy

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## **Energy4Good SEIL Corporate Social Responsibility Policy**

### **1. Philosophy and objective**

Siemens Energy India Limited (SEIL) is committed to fostering a sustainable and inclusive future through various initiatives. These initiatives include our actions to improve quality of life and create lasting value for society.

*Energy4Good* is our innovative social engagement framework aimed at delivering on our commitment and encompasses all our corporate social responsibility (CSR) initiatives.

Based on our strategic context, our core competencies, the global targets for sustainable development, and the influence that various global megatrends have on our stakeholders, Energy4Good framework defines three focus areas:

- I. Access to Education
- II. Environmental Sustainability
- III. Sustaining Communities

### **2. Guiding principles for selection of activities**

The following guiding principles provide the framework for selection of activities to enhance the impact for the defined focus areas.

#### **I. Access to Education**

We promote equitable access to quality education for STEM<sup>1</sup> subjects (education, skill development, and research) including climate education.

#### **II. Environmental sustainability**

To promote a sustainable future, we support communities to make energy transition and promote climate change mitigation activities.

#### **III. Sustaining communities**

We support communities to strengthen resilience to climate-related hazards and natural disasters.

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<sup>1</sup> Science, Technology, Engineering, and Mathematics

### 3. Guiding principles for implementation and monitoring of *Energy4Good* Corporate Social Responsibility (CSR) Projects

The Corporate Citizenship team is responsible for identification of projects in accordance with guiding principles for selections of activities, providing inputs to the CSR committee for formulation of Annual Action Plan implementation, monitoring, evaluation and project progress reporting of *Energy4Good* Corporate Social Responsibility (CSR) Projects.

#### i) **Project Manager**

The Project manager is responsible for designing, planning, implementation, monitoring and evaluation of CSR activities. The Project manager prepares reports at regular intervals to be presented to the CSR Committee.

#### ii) **Project Lifecycle**

##### **Planning and implementation:**

The projects and programs will be executed by SEIL directly and where appropriate by appointing implementing partners. The implementation modalities may be modified from time to time, as per recommendations of the CSR Committee.

##### **Project framework:**

##### **a) Baseline study or needs assessment**

A needs assessment or baseline study will be conducted for initiating any project / program.

##### **b) Selection of the implementing partner**

For the purpose of achieving its CSR objectives, SEIL may partner with organizations like NGOs<sup>2</sup>, Academic and Training Institutions, Corporates, the Government and other stakeholders for project implementation and facilitation.

##### **c) Mandatory requirements while selecting an implementing partner**

The selection of implementing partner and the due diligence parameters shall be conducted as per:

- i) SEIL internal policies, and
- ii) applicable regulatory requirements from time to time.

##### **d) Project design**

Based on the findings of the baseline or needs assessment, the project is developed defining the goals, timelines, resources, key performance indicators and roles and responsibilities of the implementing partner(s) and stakeholder(s).

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<sup>2</sup> Non-Governmental Organizations

**e) Beneficiaries**

The project will define the beneficiary group as per the goal and the needs assessment or baseline study.

**f) Monitoring and Evaluation**

The Project Managers will perform a periodic assessment of the relevance, performance, efficiency, and impact of the projects / programs.

The CSR Committee will initiate Impact Assessment of projects where the need is felt and/or is required under the law.

#### **4. Compliance and Governance**

The CSR Committee, constituted by the Board of Directors, will:

- i) review the implementation of this policy in accordance with applicable laws.
- ii) provide statements to the Management and the Board of Directors of SEIL demonstrating the utilization of funds for CSR activities in accordance with the plan/s approved by the Board.
- iii) provide recommendations as and when it deems necessary to the Board so as to amend/ modify/ revise the CSR Policy.

#### **5. Guiding Principles for Formulation of Annual Action Plan**

In accordance with applicable law, the CSR Committee will formulate an Annual Action Plan for each Financial Year and will place the same for approval before the Board of Directors.

The Board of Directors are empowered to alter the Annual Action Plan during the financial year, if so recommended by the CSR Committee, based on the reasonable justification for such change.

#### **6. Volunteering**

Corporate volunteering plays an important role in leveraging and promoting Corporate Social Responsibility. It offers an efficient way for employees to make a difference by actively participating in our **Energy4Good** Corporate Social Responsibility projects.

#### **7. Capital Assets**

Capital asset acquired or created by CSR projects will be handed over to the beneficiaries of the said CSR project or a trust or a public authority for the benefits of all.

## **8. Information dissemination**

Composition of the CSR committee, CSR Policy and activities undertaken shall be disclosed on the website for public access.