

slice small finance bank ltd.

CSR Policy

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1. INTRODUCTION

slice small finance bank, erstwhile North East Small Finance Bank (hereinafter referred to as “the bank”), vision is to become India’s most trusted and accessible digital-first bank — one that creates enduring value for customers, communities, and the country at large. Rooted in the Northeast and now expanding nationally, the Bank is committed to building an institution that not only drives financial inclusion but also fosters social and economic transformation.

The Bank believes that access to finance must be accompanied by access to opportunity. Its CSR efforts are anchored in this belief — designed to enable better health, education, and livelihood outcomes, especially for underserved communities. With a deep understanding of grassroots challenges, the Bank continues to offer both affordable credit and “credit-plus” services that support holistic development.

Over the years, the Bank has undertaken impactful CSR initiatives including financial and digital literacy programs, health and animal care camps, technical guidance on sustainable livelihoods such as dairy farming and piggyery, as well as capacity building around women’s leadership, legal awareness, environmental protection, and nutrition. These programs reflect the Bank’s commitment to inclusive growth, aligned with its identity as a purpose-driven institution backed by technology, design, and empathy.

As it scales its presence across India, the Bank’s CSR policy will continue to reflect its founding ethos — blending social responsibility with financial empowerment to build a more equitable future for all.

CSR under the Companies Act, 2013 is based on the principle that businesses, as integral members of society, must contribute to inclusive and sustainable development. The term CSR has been defined under the CSR Rules which includes but is not limited to:

- Projects or programs relating to activities specified in the Schedule; or
- Projects or programs relating to activities undertaken by the Board in pursuance of recommendations of the CSR Committee as per the declared CSR policy subject to the condition that such policy covers subjects enumerated in the Schedule.

The Corporate Social Responsibility Policy (CSR Policy) of the Bank sets out the broad framework guiding the Bank's CSR activities. The Policy also sets out the principles and the rules that need to be adhered to while taking up and implementing CSR activities to be undertaken as specified in Schedule VII of the Companies' Act, 2013 (excluding the activities pursued in the normal course of business) and the expenditure thereon.

2. OBJECTIVES OF THE POLICY

The following are the objectives of the CSR Policy:

- To define what Corporate Social Responsibility means to the Bank and the approach for the same
- To identify areas of intervention and projects that will be taken up by the Bank as part of its CSR plan with the implementation schedules
- To comply with the statutory and regulatory requirements pertaining to CSR
- To lay down the guidelines & mechanism to carry out CSR program/project & to report

3. APPLICABILITY

The policy shall be applicable to all activities undertaken by the Bank towards fulfilling its corporate social responsibility objectives. The policy shall also apply to the employees of the Bank or its Group undertaking CSR activities, whether operating out of the Head Office, Zonal Offices or branches of the Bank.

Applicability of CSR Policy under the Companies Act, 2013

- As per Section 135 of the Companies Act, 2013, the CSR Policy shall apply to the Bank if it meets any of the following criteria in the immediately preceding financial year:
 - Net worth of ₹500 crore or more, or
 - Turnover of ₹1,000 crore or more, or
 - Net profit of ₹5 crore or more

For the purpose of calculating net worth, paid-up capital includes both equity and preference share capital, as defined under Section 2(57) of the Companies Act, 2013.

4. Governance Structure

The Bank shall have a 3-tier structure for the governance of CSR responsibilities under the Companies Act, 2013 and the Companies (CSR Policy) Rules, 2014. This structure comprises of:

The Board of Directors

The CSR Committee of the Board

The Associate Director – Corporate Communications and CSR

The roles and responsibilities of each tier are defined below:

1. The Board of Directors

The Board shall have the overall oversight of the Bank's CSR framework and performance. In particular, the Board shall:

Ensure the constitution of the CSR Committee in accordance with the provisions of the Act.

Approve the CSR Policy and ensure its implementation.

Review and monitor the CSR plan and the status of its achievement.

Ensure that at least 2% of the average net profits of the Bank made during the three immediately preceding financial years is spent on CSR activities.

Ensure compliance with unspent CSR fund provisions, where applicable.

2. The CSR Committee of the Board

The CSR Committee shall be constituted with three or more directors, including at least one independent director, as required under the Act.

Key responsibilities of the CSR Committee include:

Formulating and recommending the CSR Policy and the Annual Action Plan to the Board.

Identifying and recommending CSR projects or programs to be undertaken.

Monitoring the implementation of the CSR Policy and approved projects.

Recommending the amount of expenditure to be incurred on CSR activities.

Reviewing the CSR strategy and making amendments as necessary in alignment with applicable laws.

3. Associate Director – Corporate Communications and CSR

The Associate Director – Corporate Communications and CSR shall operationally lead the implementation of CSR projects and report to the CSR Committee and the Board on a periodic basis.

Responsibilities include:

Executing CSR programs in accordance with the approved CSR Policy and Action Plan.

Coordinating with internal departments and external implementing agencies.

Preparing utilization reports, tracking progress, and identifying risks or delays in implementation.

Maintaining documentation and ensuring regulatory compliance and disclosures related to CSR.

Preparing periodic updates and reports for submission to the CSR Committee and the Board.

5. slice SFB's CSR VISION

slice SFB believes in the philosophy of creating value and sustainable growth for all its stakeholders. The people of North East have been the cynosure of all its plans and developments. Giving back to the society has been the only philosophy of slice SFB that drives the organisation to contribute positively and to make a difference in the lives of its customers through its various developmental projects and programmes. Since business organizations are economic organs of society, the progress and sustainability of the organisation is measured by its contribution to the society and environment along with its economic growth. slice SFB believes in conducting its business responsibly, fairly and in a transparent manner with

minimal impact on the environment.

6. CSR PRINCIPLES FOLLOWED BY THE BANK

The concern for society and environment is a deeply rooted core value of the Bank. The Bank follows the below principles of CSR based on which the CSR activities have been identified, and the CSR plan has been formulated:

a. Sustainability and proper monitoring of social goals monitoring system

The Bank shall use resources optimally and shall strive to be internally efficient and responsible. The Bank shall regularly review and improve upon the process of new technology development, deployment and commercialization, incorporating social, ethical

and environmental considerations. The Bank shall promote sustainable consumption and support recycling of resources.

i. Employees' commitment and accountability

The Bank shall imbibe ethical conduct in all its functions and processes and shall promote a culture of integrity and ethics throughout the organization. The Bank shall ensure that all mandatory disclosures are made transparently and fairly and must communicate decisions and ensure access to information to all stakeholders. The Bank shall not engage in practices that are abusive, corrupt or anti-competitive.

ii. Suitability and appropriateness of products/ services for customers

The Bank shall design products and services in a manner that they meet the preferences of its customers. The Bank and its employees shall ensure transparent communication of terms and conditions pertaining to the products/ services and shall avoid mis-selling of any products/ services. The Bank staff shall ensure that the products/ services are sold to customers after considering their financial; needs and whether they would require such products/ services. The Bank shall ensure that the service charges levied in respect of products/ services shall be reasonable and in line with the cost of the services offered.

iii. Inclusive growth and equitable development

The Bank shall recognize the challenges of the social and economic development and shall build upon the development agenda as articulated in government policies and procedures. The Bank shall take efforts to balance financial performance with its social performance. The Bank shall make efforts to complement and support the development priorities at local and zonal levels and provide for appropriate resettlement and rehabilitation of communities who have been displaced.

iv. Promotion of human rights and respect interests of all stakeholders, especially the disadvantaged, vulnerable and marginalised

The Bank shall integrate respect for human rights in management systems in particular through assessing and managing human rights impacts of operations and ensuring that all individuals have access to grievance mechanisms. The Bank shall systematically identify their stakeholders, particularly those who are disadvantaged or vulnerable, understand their concerns, define purpose and scope of engagement and commit to engaging with them. The Bank shall be transparent about its policies, products and services on the stakeholders.

v. Environment protection

The Bank shall utilize natural and other resources responsibly and ensure recycling of resources, wherever applicable. The Bank shall develop environment management systems and contingency plans and/ or processes that help in preventing, mitigating and controlling environmental damages and disasters which may be caused as a result of its operations. The Bank shall take measures to conserve the environment.

7. CSR IMPLEMENTATION OF THE BANK

The Bank shall put in place a process to translate the social mission of the Bank into practice. The Bank shall constantly strive to ensure effective translation of the Bank's social mission in line with the accepted social values. As a part of its CSR, the Bank makes concentrated efforts for projects in the fields of Community Healthcare, Sanitation and Hygiene, Education and Knowledge Enhancement, Social Care and Concern and such other projects/ programs as it deems fit from time to time. These activities currently undertaken by the Bank are detailed below. The Board may at any time decide to participate in any other activities as allowed under the Companies' Act, 2013 as mentioned in the table below.

The key focus areas for CSR activities to be pursued are chosen in such a way that broad Mission and Vision is fulfilled. Through its activities it aims to reach out to the poor and marginalized providing for a holistic transformation leading to the creation of a just and fair society. This implies addressing critical issues of the poor and the marginalized like education, health, sanitation, environment and skill development.

Schedule VII Mandated activities	Activities to be undertaken
1. Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water	<p>1. Health Camps: Promoting Health care including Preventive Health care through awareness programmes, health check-ups, provision of medicine & treatment facilities, program for preventing diseases, building immunity and providing financial assistance as loans for medical treatment/ hospitalization.</p> <p>2. Health and nutrition awareness; Carrying out awareness programme on the importance of safe drinking water, importance of sanitation and hygiene.</p> <p>3. Welfare Loan: Provide financial assistance as loan to install Tube well/ Dug well, construction of sanitary toilet at a nominal interest rate.</p>

II. Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.

1. Distribution of school note books to students to support their education.
2. Providing students from class V to class XII an opportunity to learn the concept of Physics and Mathematics practically through models developed by STEM.
3. Various skill development trainings such as:
 - Cutting and knitting
 - Weaving/ Doll making

	<ul style="list-style-type: none"> • Food processing • Plastic cane bag / artificial flower making • Embroideries • Livestock farming training • Other skill based trainings •
<p>III. Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day-care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward</p>	<p>1. Financial and Digital Literacy Training: Financial & Digital literacy training to the clients to make the women clients aware about the importance of small savings & investments and avoiding wasteful expenditures so that they can prepare a rational financial plan and build their own assets. In addition to safeguard themselves from ATM/online frauds.</p> <p>2. Promoting gender equality and empowering women through a) Women leadership trainings b) Awareness programme on women rights and legal issues.</p>
<p>IV. Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water.</p>	<p>1. Animal Treatment Camps: Treatment camps for livestock to eradicate diseases and ensure profitable rearing and augment their income.</p> <p>2. Animal husbandry trainings: Animal husbandry training programs are offered for successful & profitable animal care and livestock management (Pig, Cattle, Poultry, and Goatery etc.)</p> <p>3. Environmental Issues awareness training and support Distribution and planting of plants and supporting organisations involved in the work of environmental protections. Supporting organisation in waste disposal awareness and providing dustbins but not limiting to it.</p>

<p>V. Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional art and handicrafts.</p>	<ol style="list-style-type: none"> 1. Contribute towards preservation reconstruction and restoration of historical sites. 2. Provides financial support for promotion of those sites 3. Organize public meetings and events for promotion of traditional handicrafts; provide funds and other support to promote their work through online shopping sites. 4. Promote traditional art and culture
<p>VI. Measures for the benefit of armed forces veterans, war widows and their dependents;</p>	<p>Future Scope for extended activities.</p>

VII. Training to promote rural sports, nationally recognized sports, Paralympics sports and Olympic sports;	<ol style="list-style-type: none"> 1. Awareness programme for promotion of rural sports through various channels in rural areas. 2. Providing for financial support to poor athletes for training
VIII. Contribution to the Prime Minister's National Relief Fund or PM Cares Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women;	<ol style="list-style-type: none"> 1. Contribute to Prime Minister National Relief Fund at the time of major natural disaster or calamities. 2. Providing funds and loan for welfare of SC/ST/OBC, minorities and women.
IX. Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government	<ol style="list-style-type: none"> 1. Providing computers to academic institutions 2. Providing credit services to academic institutions
X. Rural development projects	<ol style="list-style-type: none"> 1. Integrated agriculture development. 2. Organising awareness programme in rural areas. 3. Farmers Knowledge through IT-enabled devices. 4. Contribute towards sustainable asset building for villages in collaboration with village panchayats. 5. Infrastructure Development for e.g. setting up of schools, day care centre etc.
XI. Slum Area Development.	Future Scope for extended activities.
XII. Disaster management, including relief, rehabilitation and reconstruction activities	<ol style="list-style-type: none"> 1. Covid 19 2. Natural disaster relief activities
Any other activities / project / program as specified in Schedule VII of the Companies Act, 2013, as amended from time to time, subject to the approval of the Board.	

The policy and the activities undertaken under this policy would also ensure compliance with

section 135 of the Companies Act, 2013 and would include the activities as covered under Schedule VII to the Act and the Companies (Corporate Social Responsibility Policy) Rules, 2014 and as amended from time to time.

8. CSR EXPENDITURE

The corpus for the purpose of carrying on the aforesaid CSR activities would include the following:

- a. 2% of the average Net Profit made by the Bank during immediately preceding three Financial Years.
- b. Any income arising there from.
- c. Surplus arising out of CSR activities carried out by the Bank (as such surplus
- d. will not be part of business profit of the Bank)

As per the Amendment Rules, 2021, Rule 7 sub rule 3:

If a Company spent on CSR in excess of the requirement (i.e. 2%), such excess amount may be set-off against the requirement of the CSR Spending u/s 135(5) upto the immediate succeeding 3 financial year subject to the conditions that:

- e. The excess amount available for set-off shall not include the surplus arising out of the CSR Activities, if any, in pursuance of sub-rule 2 of these rules.
- f. The Board of Directors shall pass a resolution to that effect.

Net Profit means its financial statement with the applicable provisions of the Act, but doesn't include:

- g. Any profit arising from any overseas branch or branches of the Company, whether operated as a separate company or otherwise; and
- h. Any dividend received from other companies in India, which are covered under and complying with the provisions of Section 135 of the Act.

Provided that net profit in respect of a financial year for which the relevant financial statements were prepared in accordance with the provisions of the Companies' Act, 2013 shall not be required to be re-calculated in accordance with the provisions of the Act.

All the utilization certificates, agreements, invoices with actual spend will be diligently documented and the records shall be available as and when required for scrutiny by auditors or regulators or other stakeholder.

The following shall not be treated as expenditure under CSR activities:

- a) Any expenditure that benefits only employees or their families
- b) Any CSR expenditure undertaken outside of India
- c) Contribution of any amount directly or indirectly to any political party
- d) Any other activities pursued in the normal course of business of the Bank.

Administration Over Head

The administration over head shall not exceed 5% of the total CSR Expenditure of the Company for the financial year.

Treatment of Surplus arising out of CSR amount: (Rule 7(2))

Any Surplus arising out of the CSR activity shall not be a part of the business profit. Such surplus shall be used on the following within a period of 6 months of the expiry of the financial year.

- i. Ploughed back into the same project.
- j. Transferred to the Unspent CSR Account; and
- k. Spent in pursuance of the CSR policy and the annual action plan of policy.

Spending on Capital Assets

The CSR amount may be spent by a Company for the creation or acquisition of a capital asset, which shall be held by: -

- l. The CSR Assets to be held by a Section 8 Company, or a Registered Public Trust, or registered society with the charitable objects, having CSR registration number or
- m. Beneficiaries of the said CSR project, in the form of self--help groups, collectives, entities or
- n. A public

Note: Any CSR asset created prior to these Rules, required to comply within a period of 180 days (Board may extend by 90 days)

Treatment of Unspent Amount

If the Company fails to spend 2% of the Average net profit, then the following shall be the treatment of the unspent amount.

<i>unspent amount not relating to an ongoing project</i>	<p>the Board shall, in its report, shall specify the reasons for not spending the amount; and'</p> <p>unless the unspent amount relates to any ongoing project referred to in sub-section (6), transfer such unspent amount to a Fund specified in Schedule VII, within a period of six months of the expiry of the financial year</p>	<p><u>Impact:</u> Amount remaining unspent for FY 2024-25 shall be transferred to Schedule VII fund latest by September 30, 2025.</p>
<i>If unspent amount relating to an ongoing project</i>	<p>The amount be transferred within a period of thirty days from the end of the financial year to a special account to be opened by the company in that behalf for that financial year in any scheduled bank to be called the Unspent Corporate Social Responsibility Account (UCSRA).</p>	<p>IMPACT: The amount remaining unspent (on ongoing project) for the FY 2024-25 shall be</p>

		<p>transferred to UCSRA latest by April 30, 2025</p> <p>The amount remaining unspent transferred for FY 2024-25 to UCSRA, must be utilized for the project up to FY 2027-28,</p>
<i>If fails to spend on the ongoing project</i>	<p>If Company Fails to spend in 3 years, the company shall transfer the same to a Fund specified in Schedule VII, within a period of thirty days from the date of completion of the third financial year</p>	<p><u>Impact:</u></p> <p>The unspent amount shall be transferred to a fund specified in Schedule VII.</p>

9. IMPLEMENTATION OF CSR SPENDING

The Board may decide the activities to be undertaken within the CSR vertical of the Business Department of the Bank and accordingly build CSR capacities of its staff. Further, to further supplement social welfare activities, the Bank in conjunction with registered society under the Society's Registration Act, 1860 by Registrar of Societies, Assam implements such CSR projects/ programs which help in the economic betterment and overall improvement in quality of life of relatively poor people living mostly in rural areas. The Bank may decide to build CSR capacities of its staff undertaking CSR activities and of the employees of the implementing agencies. The expenditure of such program shall not exceed 5% of the total CSR expenditure of the Bank in one financial year.

The Board may decide to undertake its CSR activities by the Company itself or through the followings implementing agencies:

- A company established under Section 8 of the Act; or
- A Registered Public Trust; or (amended as only registered public trust)
- A Registered society
- Either singly or along with the other Company; or
- Above entity established by the Central Government or State Government; or

- f) Any of the above entity having a track record of at least 3 years in undertaking similar activities; or
 - g) Any of the above entity established under an Act of parliament or a State Legislature
-
- Registration under Section 12A and 80G of the Income Tax Act, 1961 is mandatory.
 - Registration of such entity shall be mandatory by filing form CSR 1.

The Bank shall give preference to the local areas and the areas around where it operates for spending the amount earmarked for CSR activities.

Collaboration

Bank may also collaborate with other companies for undertaking the projects or programs or CSR activities subject to the conditions.

10. MONITORING AND REPORTING REQUIREMENTS

The CSR Management Committee would be responsible for monitoring CSR initiatives, progress on approved projects and shortfalls in achieving the CSR plan, if any. The Head of CSR Department shall provide a half-yearly progress report to the CSR Management Committee and then to the CSR Committee of the Board, which would inter alia include the following:

- a. Achievement since last progress report/ during the last quarter in terms of coverage compared to the target.
- b. Achievement of the year-to-date in terms of coverage compared to the target, plans to overcome shortfalls if any and support required from the CSR Committee/ Board to overcome the shortfalls.
- c. Actual year-to-date spends compared to the budget and reasons for variance.
- d. Report on the implementation of the CSR policy and its effectiveness
- e. Area-wise/ zone-wise expenditure on account of CSR
- f. Disclosures on CSR as required to be incorporated in the annual results

The CSR Committee shall be responsible to report to the Board on the status of achievement of the CSR initiatives and its activities on half-yearly basis. The CSR Committee shall also report significant CSR activities and achievements in the Director's Report in the Bank's Annual Report.

The Board's report of the Bank shall include composition of the CSR Committee, an annual report on the CSR, contents of the policy developed and implemented by the Bank on CSR initiatives as per the format given in Annexure 2. In case entire budget is not spent in a financial

year, reasons for the same shall be specified in the CSR report. The aggregate expenditure on CSR activities shall also be disclosed by way of notes to accounts.

The CSR Policy and programs will also be disclosed on the website after requisite Board approval.

11. POLICY REVIEW AND UPDATES

The Board approved policy shall be reviewed as and when required or at least annually for incorporating regulatory updates and changes, if any.

12. REGULATORY REFERENCES

- Companies' Act, 2013.
- Companies' (Corporate Social Responsibility) Rules, 2014
- CSR Amendment Rules 2021
- National Voluntary Guidelines on Social, Environmental & Economic Responsibilities of Business of Ministry of Corporate Affairs
- Corporate Social Responsibility, Sustainable Development and Non-Financial Reporting - Role of Banks dated December 20, 2007

Annexure: Reporting format to the CSR Committee and Board for disclosure in the Board's Report The Board's Report

1. A brief outline of the Bank's CSR policy, including overview of the projects or programs proposed to be undertaken and a reference to the web-link to the CSR policy and projects or programs.
2. The Composition of the CSR Committee
3. Average net profit of the Bank for last three financial years
4. Prescribed CSR expenditure (2% of the amount as given in point 3. above)
5. Details of CSR spent during the financial year:
 - a. Total amount to be spent for the financial year
 - b. Amount unspent, if any (with reasons)
 - c. Manner in which the amount spent during the financial year is detailed below

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
S. No	Name/ Title of the CSR project activity identified	Sector in which project is covered	Projects Local area or other Specify the State and district where projects	Amount outlay (budget) project or programs wise	Amount spent on the projects or programs Sub-heads: (1)Direct expenditure on projects or programs (2)Overheads	Cumulative expenditure up to the reporting period	Amount spent: Direct or through implementing agency
	Total			Total*			

CSR Projects/Programs listed for implementation - As presented to the Board by the CSR team at the start of the FY 2020-21 [Ref Section 135(3)(a) and (

