CYIENT

EMPOWERING TOMORROW TOGETHER

Cyient Foundation

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Constituted in 2002, the Cyient Foundation aims to empower citizens and communities.

The focus areas for our CSR initiatives is determined by the long-term and sustainable effect an intervention is likely to have. From education and health to social innovation and community development, the impact tends to have a multiplier effect across several integrated touchpoints.

To leverage synergies, optimize resources, and deliver impact, our community initiatives are rooted in the philosophy of "Empowering Tomorrow Together."

A Message from Mr. BVR Mohan Reddy

We have spent the last 29 years building Cyient into a robust and multifaceted company, consistently creating high value for shareholders. Cyient remains committed to delivering on our promise to shareholders, customers, associates, and society through our robust journey of growth.

Cyient believes in giving back to society in direct proportion to its success in business. Our Corporate Social Responsibility (CSR) initiative is shaped by this thinking and driven by the belief that a responsible organization must focus as much on its impact on society as creating business value.

Our transformational initiatives are therefore centered on community empowerment and all-round development of the societies we exist and work in. With strategic social investments in key areas like healthcare, smart villages, skill development, literacy, and education, we foster long-term sustainable community development, and drive growth initiatives that aim to make a meaningful difference to people's lives.

A key focus area is aligning our CSR initiatives with digital. Cyient supports primary to high school education across several schools in four Indian states at present. We have created digital classrooms, libraries, and laboratories for all these schools. We also support the Government's National Digital Literacy Mission, an adult digital literacy program, through our Cyient Digital Centers (CDCs). CDCs open up a whole new world for adults who do not have access to the digital universe.

All these diverse CSR initiatives are being spearheaded by the Cyient Foundation. For the last 18 years, the Cyient Foundation has pursued long-term sustainable community development by providing high quality education and healthcare, and driving environment-focused initiatives. Cyient also leads business-aligned social innovation that works to improve lives, such as low-cost devices for eye check-ups.

Within Cyient, we continue to transform our culture, driving diversity and inclusion throughout our entire organization and implementing sustainable business practices to reduce our environmental impact. We fully encourage our associates to volunteer in our social initiatives by contributing valuable time, ideas, and skills that enhance on-going programs.

We have integrated social responsibility into Cyient's overall business strategy underlining the clear connection between a sustainable business and a sustainable community.

The Cyient Foundation's scorecard in providing education, healthcare, digital literacy, and skill development is something we are proud of and one we hope to best year on year:

Education: Adopted 28 government schools, providing quality education to 18,500+ children in FY19-20. In the last 10 years, over one lakh underprivileged children have got access to quality education.

Digital literacy: More than 16,000 community members were positively impacted by our digital literacy and skill development initiatives.

Girl child: Recorded 56% of girl student enrolment in Cyient-adopted schools and had an 86% pass rate.

Healthcare: Provided quality healthcare to over 10,000+ rural communities, screened over 1,000 patients using cardiac equipment, and saved 30 lives from a potential heart attack.

Skill development: Made significant progress toward our goals of creating sustainable livelihoods through skill development and employability.

Sincerely,

BVR Mohan Reddy
Founder and Executive Chairman

Driven with purpose, backed by action

While we may grow as individuals or as organizations, the true value of progress and its impact on our future is only realized when development is a collective whole. And when it extends to the communities and societies we operate in. At Cyient, we believe in the power of teamwork and collective action.

Cyient has been taking purposeful steps toward creating lasting change. From our CSR philosophy that impacts the society at large to our Diversity and Inclusion (D&I) principles of creating a collaborative workplace that supports diverse thinking and inspires talented people to reach their potential. We are committed to the philosophy of 'Empowering Tomorrow Together'.

Krishna Bodanapu
Managing Director and CEO

The Road to Tomorrow — Equitable Education

With our background in designing systems and solving complex problems, we bring in vast experience and deploy technology-based solutions to make the existing education infrastructure **more equitable, more effective.** Our objective is to develop a system that is conducive to learning.

In 2019-20

18,500

Number of students
currently enrolled

28

Number of schools
adopted by Cyient

In the last five years

82% to 86.5%

Increase in
students passing SSC

19.5% to 24%

Increase in
new admissions

52% to 55.9%

Increase in
girls enrolling for classes

Aiding Skill Development to Enhance Employability

As part of this initiative, we help unemployed youth acquire vocational skills in various fields. Under the aegis of Cyient Urban Micro Skill Center (CUMSC), a PPP initiative, we offer courses in bakery and confectionery, beauty and wellness, tailoring, retailing, food processing, and bedside assistance.

We also play the role of a catalyst in enabling members of the community to redeem or participate in various government schemes that encourage self-employment.

Promoting Functional IT and Digital Literacy

Today, the ability of an individual to operate a smartphone and a computer has become as essential as learning to read, write, and count. However, a large number of people have remained out of this loop, and have fallen behind their peers as a result.

To address this, we have developed Cyient Digital Centers (CDC) at the schools we have adopted. These CDCs can be accessed by community members aged between 16 and 60 years to acquire these skills. We also encourage our school children and their parents to enroll for the training.
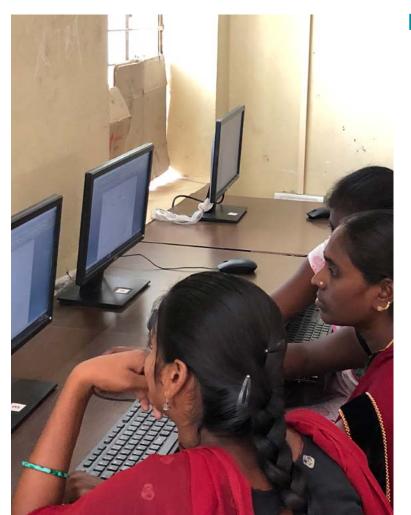
In 2019-20

17,000

Number of community members to undergo IT literacy training

70

Number of active CDCs

55%

Women participants

Last five years in numbers

45% to 55%

Increase in women participants

51% to 78%

Increase in participants completing L1 certification

47% to 75%

Increase in participants completing L2 certification

Coming Full Circle:
From Student to Teacher

E Ravali gets up early each day to help her mother with daily chores before heading out to the school, where she works as a volunteer. It has been the same routine ever since she can remember. "Earlier I helped before going to school to learn, and now I help before going to school to teach," she says with a smile.

Ravali's father worked as a watchman, and her mother was a cleaner at a Cyient-adopted school in Hyderabad. With no economic support, completing her education was a distant dream. Ravali started studying in the same school where her parents worked. After completing Grade 10, she was selected in the Civil Engineering Diploma program at the Polytechnic for Women in Vikarabad. However, financial constraints did not allow her to take up the program.

It was then that Ravali and her parents approached the Cyient Foundation for financial aid. "With the help of the Foundation, I could complete my engineering studies and earn this diploma," she says.

"When I was still a student, Cyient's Chairman, Mr. BVR Mohan Reddy visited our campus on Independence Day and spoke about giving back to society. Something clicked and I knew then that I would be part of that "giving back" process," she adds.

Today, Ravali is a diploma holder in civil engineering and also works as a vidya volunteer at another Cyient-adopted school. "I hope Cyient's warm-hearted association with me stays forever." The Cyient Foundation hopes for that too.
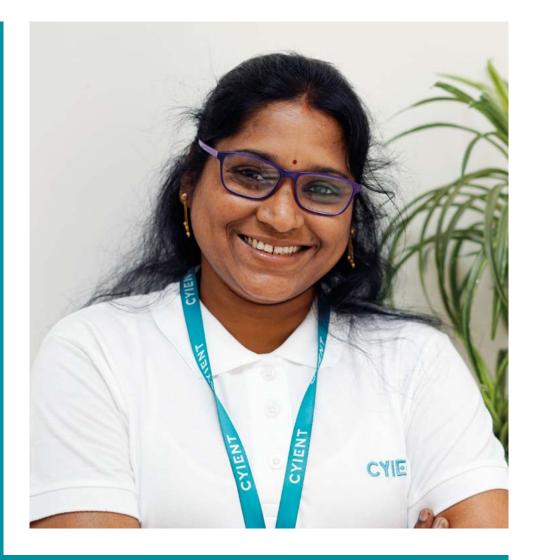
Chain of Change:
It Begins with Us

Balancing the responsibilities of a full-time job with voluntary work is not easy. However, when you are employed with an organization that ardently gives back to society, it becomes just that much easier.

An active member of our more than 4,000-strong CSR volunteer team, Siva Jyothi Sankham has regularly contributed to the community support programs initiated by the Cyient Foundation. From imparting computer education and leading summer camps at Cyient-supported schools to conducting career counseling sessions and inspiring financially weak parents to educate their children, Siva Jyothi has done it all.

She has worked relentlessly to create health and hygiene awareness in Cyient-adopted schools with special lectures for girls on menstrual hygiene and awareness and helped students learn ergonomic exercises. Conducting evening classes and raising road safety awareness are some of her regular contributions. Such is her commitment that Siva Jyothi has also involved her family members in contributing to the causes she believes in.

"Every month, the first and third Saturdays are booked for school visits with my family who help conduct extracurricular activities for middle school students. It's so humbling to be greeted by these children who welcome me with 'Namaskaram teacher' or 'Good morning akka,' and enthusiastically ask about the programs I will be conducting next."

Her nine-year-old daughter is an active participant in all of Siva Jyothi's sessions and is already turning into an art and craft mentor for the students at the Cyient-supported school. The Cyient Foundation is privileged to have associates who go all out to make a difference in the world we live in.

Promoting STEM: Application-Focused Pedagogy

Today, technology is everywhere and has touched all aspects of our lives. So, as a nation aspiring to be the next economic superpower while sending missions to Mars, it is imperative for us as a society to inculcate an analytical mindset among young children. However, we often notice an apathy toward math and science among students for multiple reasons, including the dull, dry, and theoretical pedagogy.

So, when we undertook the responsibility of adopting Government Schools, promoting science, technology, engineering, and mathematics (STEM) was a key priority. Besides equipping our schools with learning tools and computer labs, and helping the teachers with the latest content, we also adopted an application-focused pedagogy that emphasized the practical aspects of what they learn.

As part of the learning process, we always look to encourage children to be more hands-on. A key highlight of this approach was the science exhibition that was hosted by the students and teachers of a Cyient-adopted Government Primary School, in Hyderabad, in December 2018. Inaugurated by the Hon'ble Governor of Telangana, ESL Narasimhan, this exhibition was the culmination of two months of hard work put in by the students and teachers.

The exhibition had nearly 75 creative and innovative projects on display across math and science. It was well received by visitors who were impressed by the scientific knowledge of the students and enthralled by their enthusiasm as they explained their exhibits. The efforts were also appreciated by the Hon'ble Governor, who lauded the children for their skills and made a note of the efforts of the school authorities and the Cyient team in inculcating a scientific outlook amongst the students.

Nurturing the Next Generation of Ecological Champions

Climate change has well and truly become one of the biggest challenges facing humanity. More importantly, given the scale of the problem we are faced with, we and our future generations need to collaborate and work toward developing solutions. And to achieve this, we believe it is imperative to ensure that students are taught how to be open to new ideas and to exchange their thoughts with their peers. Our schools do this by encouraging students to participate in inter-school summits and events where they are exposed to different worldviews.

A group of students from Cyient-adopted Zilla Parishad High School, Gachibowli, Hyderabad, is a good example. The "Green Ambassadors," as the group of boys and girls called themselves, performed a street play on environment conservation at the 17th edition of the Green Building Congress. The event was held under the aegis of the Indian Green Building Council, which is a pre-eminent organization that promotes eco-friendly construction and actively works with schools to instill green awareness among students.

Another example is from the Government High School in Somajiguda, Hyderabad, where students performed a mime to highlight the importance of saving trees at the 2019 edition of Social Leadership Summit. The students' efforts were appreciated by summit delegates and they were awarded certificates for their initiative to promote a greener world.

Mapping the Journey and Notes for the Future

Rolling out these CSR campaigns has been a significant source of learning for us. From universal issues to those specific to a domain or a particular region, the journey has been challenging at times. However, documenting these challenges and learning from the workarounds has helped us improve our learning curve tremendously. This not only reduces the time and effort required in launching new or extending current campaigns but also enhances the experience for future beneficiaries. Some of these include:

Government schemes and PPP

The Government of India has announced several projects that provide scope for operating on a public-private partnership model. This includes managing public infrastructure (government schools for education and partnering with ITIs for vocational training) as well as receiving funds and matching grants from certain government schemes.

Rope in professionals

Training a group of individuals, managing a campaign, and monitoring its progress are all specialized fields. So, while Cyient plays a central role in conceptualizing, planning, and mobilizing resources for an initiative, it is advisable to rope in qualified professionals and third-party agencies to undertake activities that require specific skills.

Deploy technology for monitoring and reporting

An essential aspect of project management is to monitor the progress on a continuous basis and to ensure periodic reporting to get a clear view of a situation. Using MIS, biometrics, and other digital technologies to monitor attendance, exams, and certifications as well as manage report generation can streamline the process to make it more effective.

Leverage government linkages

Various government bodies and nodal agencies such as National Skill Development Corporation and National Digital Literacy Mission have been empowered to facilitate learning across a number of areas. A lot of the material has been made open-source and is freely available for use.

Involve the community and other stakeholders

A key pillar of success for a community initiative is to involve the local community and to encourage stakeholders to take up responsibilities. This makes the process inclusive by getting more people on board as ambassadors to drive up participation and ensuring higher involvement in the success of the initiative.

Mega Blood Donation Camp: Governor with Cyient-adopted school children and the team that promoted social awareness

Governor interacts with Cyient blood donors

Cyient volunteers encourage students in various competitions held last academic year

Cyient Digital Centers launch by KTR, 2016

Vice President of India Venkaiah Naidu and former IT Minister Ravi Shankar Prasad interact with Cyient IT/ITES trainees

Cyient associates volunteer at school events

Career guidance by Cyient Volunteers

Cyient CSR day volunteers distribute books, bags, and uniforms to school children

Cyient Women Associates conducting Girl Child Awareness Sessions

About Cyient

Cyient (Estd: 1991, NSE: CYIENT) is a global engineering and technology solutions company. As a Design, Build, and Maintain partner for leading organizations worldwide, we take solution ownership across the value chain to help customers focus on their core, innovate, and stay ahead of the curve. We leverage digital technologies, advanced analytics capabilities, and our domain knowledge and technical expertise, to solve complex business problems.

We partner with customers to operate as part of their extended team in ways that best suit their organization's culture and requirements. Our industry focus includes aerospace and defense, healthcare, telecommunications, rail transportation, semiconductor, geospatial, industrial, and energy.

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