

Empowering communities for progress

Our CSR strategy focuses on sustainability through innovations and incubations and on social needs such as education, a clean environment, livelihood, skill development, and economic opportunities. These efforts aim to empower socially and economically disadvantaged individuals to achieve self-sufficiency. Our CSR spending is carefully directed towards these focus areas to bring about positive social change, benefiting marginalised, impoverished, and underprivileged members of society while contributing to environmental sustainability. This approach aligns with the company's corporate social responsibility (CSR) policy. Additionally, we do support humanitarian and relief efforts during natural disasters and crises, showcasing our dedication to helping communities in despair and need.



9

Startups have been supported to promote innovation in the area of green mobility in partnership with FITT and IIT Delhi since the beginning of the project.

2

Startups supported to promote innovation in technologies, in partnership with CIIE and IIM Ahmedabad.

During the year, we were conferred with the CII-ITC Sustainability Award 2023 Commendation for Significant Achievements in CSR.

INR 67 million

Amount spent and committed towards CSR initiatives during FY 2023-24.

Our CSR Pillars

Our CSR strategy rests on the six pillars that aim to strengthen and support the communities.

- Sona Comstar - Samridh Bharat Program
- Sona Comstar - Swasth Bharat Program
- Sona Comstar - Surakshit Bharat Program
- Sona Comstar - Saksham Bharat Program
- Sona Comstar - Swachh Bharat Program
- Sona Comstar - Stree Shakti Bharat Program



Sona Comstar - Samridh Bharat Program

The programme seeks to support entrepreneurs and innovators who help create safe, convenient, and clean mobility for everyone. The programme provides funding, resources, infrastructure, and expertise to help create innovative solutions. The selection process happens every year through a specific application process. The innovators will own and have the right to use the intellectual property emanating from such innovations.

Sona Comstar - Swasth Bharat Program

Under the Swasth Bharat Program, the focus is on prioritising healthcare and nutrition to improve overall well-being and healthcare services. The programme promotes health education among socially disadvantaged groups, schoolchildren, and communities. This initiative is designed to enhance the quality of healthcare and nutritional support provided to the people of India, ultimately contributing to a healthier and more prosperous society.

Sona Comstar - Surakshit Bharat Program

Under the Surakshit Bharat Program, our primary goal is to prioritise measures to ensure the welfare of armed forces veterans, war widows, and their dependents. Our focus is on providing support to organisations dedicated to assisting families of martyrs, war widows, disabled soldiers, and the children and dependents of the armed forces. This crucial initiative contributes to security and welfare for these individuals and their families.

Sona Comstar - Saksham Bharat Program

Water, sanitation, and hygiene in schools refer to a combination of technical and human development components necessary to produce a healthy school environment and to develop or support appropriate health

and hygiene behaviours. Girls are particularly vulnerable to dropping out of school, partly because many are reluctant to continue their education when toilets and washing facilities are not private, safe, or simply not available. When schools have appropriate, gender-separated facilities, an obstacle to attendance is removed. Thus, having gender-segregated toilets in schools matters for girls, as it ensures their safety, privacy, and dignity, fostering a conducive learning environment. Sona Comstar has been supporting schools in Tamil Nadu on water, sanitation, and hygiene since 2015. We identify a few schools annually and continue helping them over the years.

Sona Comstar - Swachh Bharat Program

Through our Swachh Bharat Program, we strive to promote environmental sustainability by reducing waste and promoting recycling, conserving natural resources such as water and forests, combating environmental degradation by reducing pollution and protecting wildlife habitats, maintaining the ecological balance in sanitation by promoting clean and safe waste disposal practices, and providing clean drinking water facilities in schools to ensure the health and well-being of students.

Sona Comstar - Stree Shakti Bharat Program

Through our Stree Shakti Bharat Program, our primary focus is empowering women in various aspects. We are committed to promoting education and providing opportunities for employment while enhancing vocational skills, with a particular emphasis on women.

Key initiatives undertaken in FY 2023-24

Besides our employees, we facilitate societal development through our CSR programmes. Through our partnership with FITT and IIT Delhi, we have helped nine startups encourage innovation in mobility since the beginning of the project. Similarly, in collaboration with CIIE and IIM Ahmedabad, we have backed two startups working on innovative technologies in the current financial year. Besides these, we are sustaining women's education through a scholarship programme with Ashoka University, establishing a skill development centre in partnership with Tata Strive, and supporting various government schools in Tamil Nadu by providing improved infrastructure to students. An independent impact assessment agency has assessed our CSR programmes in the 'Platinum' category. During the year, the CII-ITC Sustainability Award 2023-Commendation for Significant Achievement in CSR—was conferred on us.

Sona Comstar's CSR programmes for impact assessment in FY 2023-24

The six programmes considered for the CSR impact assessment for FY 2023-24 are:





- Sona Comstar IIT Delhi Innovation in Mobility Project with the Foundation for Innovation and Technology Transfer (FITT) at Indian Institute of Technology, Delhi.
- Centre for Innovation Incubation and Entrepreneurship at the Indian Institute of Management, Ahmedabad (CIIE Initiatives-IIMA).
- Government Schools in Tamil Nadu construction, renovation, and maintenance of basic infrastructure.
- Sona Comstar Scholarships for Women Scholars, Particularly in Science, Technology, Engineering, and Mathematics (STEM) at Ashoka University.
- Sona Comstar Tata Strive Skill Development Centre in Chennai.
- Sona Comstar Digital Literacy Centres in Manesar and Gurgaon with Youthreach.

Project 1: Sona Comstar IIT Delhi Innovation in Mobility Project

About the Beneficiaries – Nine Startups

1. **Motorama EV:** A specialist motor design and development lab working on advanced motor technology.
2. **Octarange Technologies:** Battery technology development company with a core focus on smart, safe, and sustainable battery packs for electric vehicles and energy storage applications.
3. **Calvem Energy:** Calvem Energy makes high-performance motors and controllers for electric vehicles. Currently, Calvem caters to two-wheelers and high-speed three-wheelers. The modular, scalable design ranges from 3 kW to 8 kW.
4. **Aatral ESP (Undergoing Tech DD):** NaSICON-based sodium-ion cell technology offers a more affordable, sustainable, and safer alternative to lithium-ion batteries, making them a promising solution for the future of energy storage.
5. **Dopar Energy (Undergoing Tech DD):** Dopar Energy is working on building controllers for axial flux and BLDC motors.
6. **Quanteon Powertrain:** E-Axle, with its unique design, will be highly optimised and efficient as electrical and mechanical losses currently existing in radial flux powertrains will be reduced or eliminated.
7. **inGO Electric:** InGO Electric is working on the technology of retrofitted solutions using a CVT-based powertrain.
8. **Creatara Mobility:** A modular vehicle platform with a removable battery stack, enabling charging from the nearest charging outlet with minimal effort.
9. **P3C Technologies:** Development of integrated Perovskite solar cells on metal and plastic parts of a car.

Impact assessment methodology

 <p>Recognising Social Responsibility</p> <ul style="list-style-type: none"> • ISO 26000: Guidance on Social Responsibility • NGRBC • UN SDG Goals • The Companies Act 2013 Schd 7 Sec 135 	 <p>Identifying Stakeholders</p> <p>Stakeholder Matrix</p> <ul style="list-style-type: none"> • Beneficiaries: Community • Implementing Partners • Management Team (CSR Team), Employees, and Supply Chain • Sponsors (Board Leadership) <p>Stakeholder Sampling</p>	 <p>Logic Model</p> <p>Theory of Change</p> <ul style="list-style-type: none"> • Need Analysis • Objectives • Activities • Output 	 <p>Tools</p> <p>Qualitative</p> <ul style="list-style-type: none"> • Key Informants Interviews • Focus Group Discussion • Secondary Data <p>Stakeholder Sampling</p> <ul style="list-style-type: none"> • Feedback Surveys 	 <p>Impact Assessment</p> <ul style="list-style-type: none"> • What Changed • How many people experienced the change • How long did they experience the change <p>BlueSky Impact Rating</p> <ul style="list-style-type: none"> • Silver • Gold • Platinum
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Project 2: Centre for Innovation Incubation and Entrepreneurship at the IIMA

About the Beneficiaries – Two Startups

- Guerin Aerospace:** Composite Materials Aerospace Company offers flexible composites with high strain capacity, which simplifies intricate space mechanisms.
- NABH Drishti Aerospace:** Developing and designing small gas turbine engines in the range of 300 and 1000 SHP based on clean fuel technology.

Long-Term Impacts of the Project

- Estimated 100+ direct job creations over the period of five years.
- 0.6 million directly influenced by technology developed over the course of five years
- Guerin aims to employ a highly skilled workforce of 300+ over the course of the next ten years

Project 3: Supporting government schools in Tamil Nadu

Sona Comstar has been supporting government schools in Tamil Nadu on water, sanitation, and hygiene since 2015. It identifies a school(s) every year and continues to support these schools over the years.

A total of 8 schools in Tamil Nadu (7 from previous years and 1 from FY 2023–24), with a total of 5,459 students (2,327 boys and 3,132 girls), are being provided with toilet complexes and maintenance staff for the toilets.

This project continues to have a high impact and is highly relevant for students from underprivileged areas. Continuing to maintain the 7-toilet complex built in the previous years as well as the new toilet complex built

in FY 23–24 ensures the sustainability of this CSR investment in health, sanitation, and education. The well-maintained toilet complexes contribute to clean school premises, ensuring continued education, especially for girl students. The project provides segregated toilets for boys and girls, cleaning supplies, support staff for the maintenance of toilets, and renovation of school facilities. The projects' efficiency and effectiveness are high, with the spending on the requirements well planned and documented.

Location wise details are covered in the impact assessment report published by the Company.



Project 4: Offering scholarships with Ashoka University

15 women scholars from the UG batch of 2022–25 are being supported with different percentages of fee waivers from the Sona Comstar grant.

The need-based scholarship programme at Ashoka offers financial support to all deserving, high-need students who get enrolled at Ashoka but who are not able to afford the education due to their socio-economic background.

This project catalysed transformative journeys for students and the testimonials of the students, underscore the profound ripple effects of the scholarship initiative at Ashoka University.

In essence, the scholarship initiative at Ashoka University stands as a beacon of opportunity, illuminating pathways to academic excellence, personal growth, and societal impact for students.

Project 5: Setting up of digital literacy centers with Youthreach

Under the Digital Literacy Training Programme, the goal is to reach out to adolescents and youth to enable them to access better employment opportunities and livelihoods through training in digital literacy skills. The students are identified mainly from the nearby areas of the operations of the company, which include Begumpur Khatola village in Gurgaon and Manesar village in the Manesar region.

Youthreach has established two training centres, one each in Manesar and Gurgaon. The trained youth and

women will be awarded the NIIT Certificate and will be able to compete and find suitable employment opportunities at the entry level, wherein having an NIIT certificate will give them an edge.

Apart from the Computer Training course of the NIIT Foundation, Youthreach also trains the students on graphic design skills undertaken by the Youthreach's internal social media marketing and communications.

Project 6: Setting up of Tata Strive skill centre

BFSI course: 12 students (1 male and 11 female) enrolled and registered. In total, 60 students were trained in FY 2023–24, and 100 students are likely to be trained in FY 2024–25.

CNC course: To be started in May or June 2024 with a target to train 250 students in three years, which includes placements. The plan is to ensure 90% female students for the course. Tata Strive and Sona Comstar will issue certificates for this programme.

Front office associate: To be started in May/June 2024. 40 students were trained in FY 2023–24, and 60

students are likely to be trained in FY 2024–25. The Taj Group will issue certificates for this programme.

Under this project, our Company has collaborated with Tata Strive, which is specialised in providing best-in-class multi-skilling, multi-domain centres that have standardised infrastructure and brand design, content, and processes.

This project is aimed at uplifting underprivileged youth through skill development initiatives. Support from Sona Comstar enables a focus on three specific skill sets, as enlisted above.

Rating of CSR projects

Based on the proprietary scoring algorithm, InGovern and Bluesky have assessed the Sona CSR programmes with a 'Platinum' category of performance in CSR activity. The Platinum category of the CSR project performance demonstrates:

- Sustainability commitment.
- Leadership visionary on social responsibility.
- Stakeholder partnership and multi-organisational alliances.

In conclusion, Sona Comstar's CSR interventions and projects significantly impact society and the environment, and their contribution aligns with the Companies Act 2013, Schedule VII, Sec. 135, and the UN Sustainable Development Goals. The overall purpose of the CSR Impact Assessment is for Sona Comstar to assess the impact of its CSR efforts, strive to maximise the impact of its CSR programmes, and identify areas for further engagement with the community.