CORPORATE SOCIAL RESPONSIBILITY (CSR)
POLICY OF
AMADEUS SOUTH ASIA

I. Preamble

This Corporate Social Responsibility ("CSR") Policy has been formulated and adopted pursuant to the applicable laws and regulations governing corporate responsibility and sustainability and has been approved by the Board of Directors of Amadeus South Asia ("ASA").

ASA is guided by a vision to contribute meaningfully to society and to serve a broader purpose beyond business. The Company's core values—**integrity, respect for stakeholders**, and **forward-thinking innovation**—form the foundation of its CSR philosophy. ASA is committed to conducting its business responsibly and sustainably, with a focus on creating long-term value for its stakeholders and the communities in which it operates.

ASA's CSR vision is to promote the social and economic development of communities through initiatives that support education, livelihood enhancement, skill development, environmental conservation, and the preservation and promotion of cultural and natural heritage. The Company shall pursue a structured and strategic approach in designing and implementing CSR programs aligned with this vision.

II. Definitions

(a) "Company" or "ASA" shall mean Amadeus South Asia.

(b) "Corporate Social Responsibility" (CSR) refers to the Company's commitment to operate in an economically, socially, and environmentally sustainable manner while recognizing the interests of its stakeholders. CSR includes, but is not limited to, programs, projects, or initiatives undertaken by the Company that contribute to social development, environmental protection, education, skill enhancement, community welfare, sustainability, or other areas consistent with the Company's CSR objectives and ethical standards.

(c) "CSR Committee" means the committee of the Board of Directors constituted to formulate, oversee, and monitor the implementation of the CSR Policy and related activities of the Company.

(d) "CSR Policy" or "Policy" refers to this Corporate Social Responsibility Policy of the Company, as approved and amended from time to time by the Board of Directors.

(e) "Applicable Laws" refers to any laws, regulations, or guidelines relating to corporate responsibility, sustainability, or social impact applicable to the Company in the jurisdictions where it operates.

Words and expressions used in this Policy but not specifically defined herein shall have the meanings ascribed to them under the applicable laws, regulations, or governance frameworks relevant to the Company's operations, as may be in force from time to time.

III. Scope of CSR Activities:

The Company identifies and undertakes its CSR initiatives in consultation with management, social development experts, community representatives, and other relevant stakeholders.

The Company’s CSR efforts are focused on creating measurable social, environmental, and economic impact in the following priority areas:

1. Education and Skill Development – Promoting access to quality education, including special education, digital literacy, and vocational or technical training aimed at enhancing employability.
2. Livelihood Enhancement – Supporting sustainable livelihood initiatives, including farm and non-farm enterprises, entrepreneurship development, and programs for women and marginalized communities.
3. Heritage, Art, and Culture – Preserving and promoting cultural heritage, traditional arts, and crafts, and supporting restoration and conservation of heritage sites and cultural assets.
4. Environmental Sustainability – Advancing environmental protection, ecological balance, waste reduction, natural resource conservation, biodiversity protection, and sustainable agriculture.
5. Equality and Social Inclusion – Promoting gender equality, women’s empowerment, inclusion of underprivileged and differently-abled groups, and supporting social welfare facilities such as homes, hostels, and care centers.
6. Community Welfare and Health – Supporting programs addressing hunger, malnutrition, sanitation, clean drinking water, preventive healthcare, and disaster relief or rehabilitation efforts.
7. Sports and Youth Development – Encouraging physical well-being and community engagement through promotion of sports, physical education, and youth empowerment initiatives.
8. Innovation and Technology for Development – Supporting research, innovation hubs, and technology-based solutions that contribute to social and economic development.
9. Rural and Urban Development – Contributing to rural and community development, housing, and infrastructure improvement in underserved areas.

In addition to the above, the Company may undertake other CSR activities as notified in the applicable jurisdiction aligned with its CSR objectives and the evolving needs of society, as approved by the Board of Directors from time to time.

IV. CSR Expenditure or Budget

The Company shall allocate and spend, in each financial year, a minimum of two percent (2%) of the average net profits of the Company made during the three immediately preceding financial years, or such other amount as may be prescribed under the applicable laws of the relevant jurisdiction, towards approved CSR projects and initiatives in accordance with this Policy.

Any surplus arising out of CSR projects, programs, or activities shall not form part of the business profits of the Company and shall be reinvested exclusively for CSR purposes. Such surplus shall be utilized for ongoing or new CSR initiatives or transferred to a fund or account as may be specified under the applicable jurisdiction within the prescribed time period, if any.

In the event that the Company spends an amount in excess of its CSR obligation in any financial year, such excess amount may, subject to approval of the Board and in accordance with applicable law, be set off against future CSR obligations for a specified period, as permitted under the governing regulations.

V. Implementation process

V.1 Execution

The Company may carry out its CSR activities either directly or through any external organization or partner entity having the required expertise and an established track record of at least three (3) years in implementing similar social, environmental, or community development initiatives.

Such implementing partners may include non-profit organizations, foundations, trusts, associations, or other entities established under applicable laws of the relevant jurisdiction or by a competent governmental authority.

Where required by applicable law or regulation, any implementing entity engaged by the Company shall hold the necessary registration, certification, or authorization to undertake CSR or equivalent community development initiatives.

V.2 Project Selection

All CSR projects undertaken by the Company shall adhere to a structured due process to ensure that each initiative delivers sustainable and measurable impact. The following key steps shall be followed for all CSR activities:

- Due diligence of the proposed implementation partner or agency, including assessment of capability, credibility, and compliance with applicable requirements of the relevant jurisdiction.
- Alignment of the project objectives with the defined scope and focus areas of the Company's CSR Policy.
- Comprehensive project implementation strategy and timeline, ensuring feasibility and alignment with intended outcomes.
- Robust monitoring, evaluation, and review mechanisms to assess performance, effectiveness, and long-term sustainability.
- Periodic progress reporting to the CSR Committee and/or the Board as applicable.
- Verification and approval of project budgets to ensure prudent and transparent use of CSR funds.

These processes may be carried out either directly by the Company or through qualified implementation partners or agencies, as determined appropriate by the Board or its designated committee.

V.3 Approval Process

The CSR Committee shall formulate and recommend to the Board an **annual plan** outlining all CSR activities to be undertaken by the Company in alignment with its CSR Policy. The annual plan shall include, but not be limited to, the following elements:

(a) A list of CSR projects or programmes proposed for the financial year;
(b) The proposed mode and structure for execution of such projects or programmes;
(c) The modalities for utilisation of funds, along with implementation timelines and milestones;
(d) The monitoring, evaluation, and reporting framework to assess progress and outcomes; and
(e) Details of any needs assessment, baseline study, or impact assessment to be undertaken for the proposed projects or programmes.

The Annual CSR Action Plan shall form an integral part of the CSR Policy and may be revised, updated, or modified from time to time, with the approval of the Board and upon the recommendation of the CSR Committee, based on reasonable and justifiable considerations in light of evolving business priorities, community needs, or applicable regulatory requirements of the relevant jurisdiction.

VI. **Compliance, monitoring and reporting:**

Monitoring and evaluation form an integral part of the Company's approach to ensuring accountability and effectiveness in the implementation of its CSR initiatives. All CSR programmes shall be continuously monitored against parameters and performance indicators defined in the Annual CSR Action Plan, as approved by the CSR Committee and endorsed by the Board.

Progress and compliance with the CSR Policy shall be periodically reviewed by the CSR Committee, with summary updates and outcomes reported to the Board and relevant stakeholders through the Company's annual reporting or other appropriate disclosures, in accordance with applicable regulatory requirements of the relevant jurisdiction.

The CSR Committee shall ensure that CSR initiatives are designed and implemented in alignment with the Company's approved CSR Policy and consistent with the social, environmental, and developmental priorities of the communities in which the Company operates.

This CSR Policy shall be periodically reviewed by the Board, and updated as necessary, including in response to changes in applicable laws, regulatory requirements, or stakeholder expectations, to ensure continued relevance and effectiveness.

VII. Miscellaneous

Notwithstanding anything contained in this Policy, all Corporate Social Responsibility (CSR) activities undertaken by the Company shall be carried out in compliance with the applicable laws, regulations, and governance standards of the jurisdictions in which the Company operates, as may be amended or updated from time to time. No action pertaining to CSR activities shall be undertaken in contravention of such applicable legal or regulatory requirements.

The Board of Directors, either on its own or based on the recommendation of the CSR or any other relevant committee, may review, modify, or amend any provisions of this Policy as and when deemed necessary or appropriate.

Any or all provisions of this Policy shall be subject to revision or amendment to ensure continued alignment with applicable laws, regulatory guidelines, and best governance practices in the jurisdictions in which the Company operates.

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