

3. Corporate Social Responsibility



Performance Highlights



IndiaMART believes that pro-actively contributing to socio-economic development is part of the Company's objective. The Company accordingly, aligned the community initiatives in tandem with the national priorities also linking them with the United Nation's Sustainable Development Goals. The Company also conducts regular meetings with the community and various engagements on different platforms, for identifying the aspirations of the communities leading to a meaningful life. Our CSR policies and systems are framed and implemented efficiently to ensure seamless deployment of resources for accomplishing sustainable impact at the grassroots, especially in the areas of Education, Environment and Health care systems.

IndiaMART, with its primary objective of boosting education across the strata, has directed maximum CSR contribution in like initiatives. The ideology behind taking up education as its core contribution area is to curate an empowered future generation that builds an informed ecology and further enlightens the masses. The CSR initiatives have been able to impact the lives of more than 1 million in the reporting period through improved access to education and health facilities while mitigating negative environmental impacts through some initiatives.

Following is a brief about CSR activities aligned to Sustainable development goals:

The CSR initiatives at IndiaMART which focus on Education include:

SDGs Impacted Lives Impacted



Tech solution for enabling parental support
- The initiative by **Saajha** led to devising one-stop tech solution impacting and improving the learning abilities of 22K underprivileged students by recognising parental involvement in education.



Educational Facilities to Underprivileged
- Around 2K underprivileged students will get benefited by installation of Desktops and infrastructure facility like CCTV Camera, Webcams, Monitors, Table and Benches to schools located at MMHills as a result of this initiative by **Help Educate a Child (HEAC)**.

The CSR initiatives at IndiaMART which focus on Education include:

SDGs Impacted Lives Impacted



Improving numeracy and literacy skills in underserved communities - The Company took an initiative for improving basic numeracy and literacy skills. Basic Learning Abilities - About 300K learners in the underserved segments were reached through **Khan Academy India**.



Entrepreneurship Mindset Curriculum (EMC) - The initiative by Udhyan Learning Foundation ('Udhyan') targeted approximately 7 lakh students and 19K high school teachers to help the youth in developing entrepreneurial mindsets through real-life entrepreneurial project experience.



Udhyan Haryana ITI Program - With the aim of creating 1K Entrepreneurs from all the Government ITIs of Haryana in next 3 years, the Company, through its implementing Agency, **Udhyan** contributed towards this cause and rewarded entrepreneurs for choosing 'Entrepreneurship' as a career option.

The CSR initiatives at IndiaMART which focus on Education include:

SDGs Impacted

Lives Impacted



Infrastructure facilities to Sadat Inter College
- Contributions made were utilised for improving classroom infrastructure in rural area serving sitting arrangement for approximately 100 students.

Resilience During Pandemic - COVID-19 Relief

SDGs Impacted

Lives Impacted



Distribution of Oxygen Concentrators
- To ease up severe pressure on medical institutes and catering to the shortage of medical equipment and supplies, around 25 different Hospitals, Medical Institutions and Health Centres in the Delhi/NCR region were supplied with oxygen concentrators.



Extending aid to tackle COVID-19
- Emergency Health Care Kits – The Company directly acquired and distributed more than 200 Emergency Health Care Kits, being a combination of a digital thermometer, steam vaporiser, and pulse oximeter, primarily to workers, housekeeping staff, security guards, drivers, washers, cleaners, etc. in the Delhi/NCR region.

For detailed information on the CSR projects and their relevant contributions, refer **Annexure – 2 Report on Corporate Social Responsibility**, forming an integral part of this Report

Governance



2:4
Ratio of Executive to Non-Executive Directors

50%
Independent Non-Executive Directors

100%
Board and Committee Meetings Chaired by an Independent / Non-Executive Director

At IndiaMART, the Corporate Governance philosophy is based on the art of directing and controlling the organisation by balancing the needs of the various stakeholders to enhance investor confidence and create enduring value for all its stakeholders.

The basic tenets of corporate governance at IndiaMART are based on:

Integrity

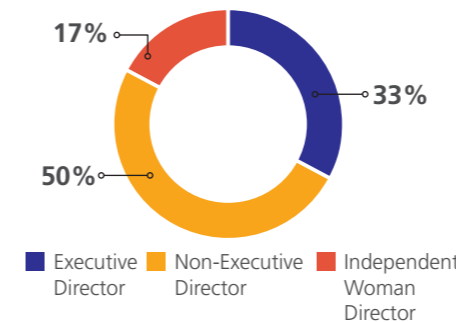
Transparency

Accountability

Responsible corporate conduct

The Board of Directors oversee the Company's operations and is committed to acting in good faith and making sound decisions in the best interest of the Company and its stakeholders. The Board has a mix of executive and non-executive directors as illustrated below:

Composition of Board of Directors



Considering their duties and responsibilities to be at the highest pedestal, the Board successfully marked 100% attendance throughout the year under review for all its Board Meetings. Also, to ensure transparency and fair dealings in business conduct, the Executive Directors are neither the members of Audit Committee nor do they constitute Nomination & Remuneration Committee.

To streamline the remuneration flow with Industry standards for key managerial personnel, the Company has derived a compensation matrix which includes a combination of fixed, variable and stock-based compensation components to fairly incentivise them for their indelible efforts toward its various stakeholders.



4. Corporate Governance Structure

