

Corporate Social Responsibility Policy

McGraw Hill Education (India) Private Limited
Effective from: April 1, 2025

1. Preamble

At McGraw Hill Education (India) Private Limited, we firmly believe that a business thrives when society prospers & our success is intrinsically linked to the prosperity of the communities we serve. Our CSR Policy reflects our commitment to inclusive, equitable, and sustainable development by engaging in projects that create lasting value **and align with our expertise in education, digital transformation, and content dissemination**. This policy underscores our commitment to act beyond profits and contribute to the equitable development of society.



2. Objectives of the CSR Policy

- To define a structured and transparent approach for planning, implementing, and monitoring CSR activities;
- To contribute to nation-building through programs aligned with India's sustainable development goals;
- To leverage McGraw Hill's core competencies in education and digital access to drive inclusive growth;
- To ensure compliance with Section 135 of the Companies Act, 2013 and the latest applicable provisions of the Companies (Corporate Social Responsibility Policy) Rules, 2021.

3. Scope of CSR Activities

The scope of CSR activities at McGraw Hill Education (India) Pvt. Ltd. is broad and dynamic, intended to evolve with community needs and national priorities. It includes but is not limited to:

A. Thematic Focus Areas:

1. Education and Digital Inclusion

- Enhancing access to quality education in **marginalized urban communities**
- Promoting digital literacy, e-learning, and Computer learning
- Support through scholarships, employment-oriented skill development, mentorship programs, residential care, and teacher training initiatives
- Promoting inclusive education for differently-abled children

2. Healthcare and Sanitation

- Preventive and curative healthcare
- Menstrual hygiene awareness and support programs
- Mental health initiatives, especially for adolescents and young adults
- Sanitation and clean drinking water facilities

3. Environmental Sustainability

- Urban and rural afforestation using native species
- Climate education and awareness
- Conservation of water, biodiversity, soil, and natural resources

4. Livelihood Enhancement and Skill Development

- Vocational training, promotion of traditional livelihoods, and upskilling initiatives for women, youth, and persons with disabilities

5. Special Interventions

- Disaster relief and humanitarian aid in response to natural calamities
- **Employee volunteering** and pro bono project participation

B. Geographical Scope:

- Preference will be given to areas where the company operates or has an academic and community presence.
- Projects may also be undertaken in aspirational districts, underdeveloped regions, or areas of critical need as per national indicators.

4. CSR Governance Structure

A. CSR Committee of the Board

The CSR Committee is constituted in accordance with the Companies Act and is responsible for:

- Formulating and recommending the CSR Policy and annual action plan;
- Approving CSR budgets and implementation frameworks;
- Reviewing implementation and performance of CSR activities quarterly;
- Ensuring transparency, statutory compliance, and alignment with McGraw Hill's mission.

B. Internal CSR Implementation Core Committee-

An internal CSR Core Committee comprising designated personnel from legal and management departments will:

- Assist the CSR Committee in identifying impactful projects;
- Coordinate with implementing partners and conduct due diligence;
- Implementation of the Plans and activities;
- Maintain project documentation, compliance records, and impact reports.

5. Implementation Mechanism

CSR activities shall be implemented through:

- **Direct implementation** by internal teams where feasible;
- **External implementation agencies**, including non-governmental organizations, trusts, societies, and Section 8 companies with credible work in related areas;
- **Collaborative models** with government departments, academic institutions, and CSR consortiums;
- **Employee participation models**, including structured volunteering days, mentorship assignments, and capacity-building support.



6. Employee Engagement in CSR

McGraw Hill encourages its employees to contribute via:

- Structured volunteering hours;
- Mentorship programs for students or NGOs;
- Knowledge-sharing platforms.

7. Annual CSR Plan

The CSR Committee shall prepare an annual action plan containing:

- Identified projects and programs
- Budgetary allocations
- Implementation timelines
- Monitoring mechanisms
- Expected outcomes and success metrics

8. Monitoring and Impact Assessment

- All CSR projects will be periodically monitored by the CSR Committee through internal reviews and site visits.
- Key performance indicators (KPIs) such as outreach, effectiveness, sustainability, and beneficiary feedback will be captured via quarterly reports.
- Quarterly reports will be presented to the Board.

9. Reporting and Disclosure

- The CSR policy and activities will be disclosed in the Board's Annual Report.
- An annual CSR Report will be submitted in the format prescribed under the Companies Act.
- Details will also be made available on the company's official website.

10. Review and Amendment of Policy

This policy shall be reviewed annually and may be amended based on recommendations from the CSR Committee and subsequent approval by the Board of Directors to remain aligned with national priorities and stakeholder expectations.

11. Commitment Statement

We at McGraw Hill Education (India) Pvt. Ltd. believe in giving back meaningfully. Through knowledge, compassion, innovation, and collaboration, we aim to empower lives, support equitable growth, and build an India that thrives on education, opportunity, and dignity for all.