

Avis India Mobility Solutions Private Limited
(Formerly Mercury Car Rentals Private Limited)

Corporate Social Responsibility Policy

Preamble

The Company intends to engage in community development and social service efforts as part of its corporate social responsibility (CSR) initiatives.

Policy Statement

The Company through sustainable measures, actively contribute to the social, economic and environmental development of the community in which the Company operates ensuring participation from the community and thereby create value for the nation.

Scope of CSR

All CSR projects will be over and above the normal course of the Company's business and will be implemented through the Company personnel or external implementing agencies/specialized NGOs jointly with the Company. The Company proposes to adopt one or more of the following CSR activities as prescribed by applicable laws, including Schedule VII of the Companies Act, 2013, as amended from time to time:

- (i) Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water;
- (ii) Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
- (iii) Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
- (iv) Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water

including contribution to the Clean Ganga Fund setup by the Central Government for rejuvenation of river Ganga;

(v) Protection of National Heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts;

(vi) Measure for the benefit of armed force veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows;

(vii) Training to promote rural sports, nationally recognized sports, Paralympic sports and Olympics sports;

(viii) Contribution to the Prime Minister's National Relief Fund or Prime Minister's Central Assistance and Relief in Emergency Situations Fund (PM CARES Fund) or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Schedule Tribes, other backward classes, minorities and women;

(ix) (a) Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government; and

(b) Contributions to public funded Universities; Indian Institute of Technology (IITs); National Laboratories and autonomous bodies established under Department of Atomic Energy (DAE); Department of Biotechnology (DBT); Department of Science and Technology (DST); Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defence Research and Development Organisation (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).

(x) Rural development projects.

(xi) Slum area development.

(xii) Disaster management, including relief, rehabilitation and reconstruction activities.

Budget

A specific budget will be allocated for CSR activities. The amount will be approved by the Board on the recommendation of the CSR Committee.

Public Information

The Company's involvement in its CSR project and details of work executed and progress made will be communicated through its websites, annual reports, in-house journals and media.

Treatment of Surplus

It is specifically stated here that surplus, if any, arising out of CSR projects or programmes or activities shall not form part of the business profit of the Company and shall be redeployed in the projects.

Monitoring

The Company will set up a monitoring process for implementation of the CSR projects and periodic reporting to the CSR Committee in compliance with the requirements of Section 135 of the Companies Act 2013.

Involvement

The Company expects participation of its employees in the CSR projects it undertakes. The projects will be taken up in cities where the Company has its operating business. The projects are expected to create a strong bond between the community and the local set up where the Company runs its business.

Composition of CSR Committee

The composition of the CSR Committee is as under:

- 1) Mr. Paul Leslie Ford
- 2) Mr. T K Sibal
- 3) Mr. Aman Naagar

Meeting

The CSR Committee will meet at required intervals and review progress in the chosen activity and will report to the Board periodically.