

PUBLIC DOCUMENT GOVERNANCE & COMPLIANCE

DATATOBIZ PRIVATE LIMITED

Corporate Social Responsibility (CSR) Policy

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Document Control

This Corporate Social Responsibility (CSR) Policy sets out DataToBiz Private Limited's ("DataToBiz," "we," "us," or "our") voluntary commitment to contributing positively to the communities in which we operate, using our financial resources, people's time, and expertise.

Document title	Corporate Social Responsibility (CSR) Policy
Document owner	DataToBiz Leadership Team — Ankush Sharma (Co-Founder & CEO) and Parindsheel Singh Dhillon (Co-Founder)
Applies to	DataToBiz Private Limited and all its employees, across all offices and geographies
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1. Introduction & CSR Philosophy

DataToBiz believes that our growth as a business should extend to a positive impact on the communities we are part of. Our CSR philosophy is to create shared value by directing our resources — financial, people, and expertise — toward causes where we believe we can make a genuine, if modest, difference, rather than spreading our contribution too thin. We aim to pursue this through creative partnerships with non-profit organizations and the local community, particularly around our Mohali, Punjab headquarters.

2. Purpose & Voluntary Basis of this Policy

This Policy sets out DataToBiz's approach to corporate social responsibility. DataToBiz does not currently meet the net worth, turnover, or net profit thresholds under Section 135 of the Companies Act, 2013 that trigger a statutory obligation to constitute a CSR Committee or to spend a mandated share of profits on CSR activities. We publish this Policy as a voluntary commitment to the standard we hold ourselves to, reflecting our belief that social responsibility is part of how we want to do business — not only an obligation companies take on once they cross a regulatory threshold. Should DataToBiz cross the applicable statutory thresholds in the future, we will formalize this Policy's governance in line with the requirements of the Companies Act, 2013.

3. CSR Focus Areas

As our CSR program develops, we intend to prioritize partnerships with organizations working in these areas, drawing inspiration from the categories of responsible business conduct recognized under Schedule VII of the Companies Act, 2013, even though that Schedule does not bind us directly:

Girl Child Education & Welfare — supporting NGOs focused on the education, welfare, and empowerment of the girl child.

Healthcare Access — supporting NGOs working to improve access to healthcare in the communities where we operate.

Other Community Causes — we intend to keep our focus areas broad enough to respond to genuine community needs and opportunities as we identify credible partners, particularly in and around our Mohali, Punjab headquarters.

4. Our Approach — How We Contribute

We draw on a mix of the following, as appropriate to each partnership, rather than committing to a fixed formula or percentage at this stage of our growth:

Financial Support — contributing funds to credible NGO partners working in our focus areas.

Employee Volunteering — encouraging our people to volunteer their time — including teaching, mentorship, and skill-sharing — in support of our CSR partners.

In-Kind Support — contributing equipment, training sessions, or workshops where these add more value to a partner organization than a purely financial contribution would.

5. Employee Participation

We see CSR as something our people help shape, not just something DataToBiz does on their behalf. We encourage employees across DataToBiz to volunteer their time and skills toward our CSR partnerships, and we intend to formalize the ways we support and recognize that participation as our program matures.

6. Governance & Ownership

This Policy is owned by DataToBiz's leadership team — Ankush Sharma and Parindsheel Singh Dhillon — who are responsible for approving CSR partnerships and reviewing the impact of our contributions. Given DataToBiz's current scale and voluntary basis for this Policy, CSR oversight sits with leadership directly rather than a dedicated Board committee.

7. Policy Review & Amendment

DataToBiz's leadership team may amend, suspend, or update this Policy at any time. This Policy is reviewed at least annually to ensure it remains relevant to our size, our resources, and the needs of the communities we aim to support.

8. Approval

This Policy was approved by DataToBiz's leadership on behalf of DataToBiz Private Limited.

Ankush Sharma

Co-Founder & Chief Executive Officer, DataToBiz Private Limited | Date: April 1, 2026

Parindsheel Singh Dhillon

Co-Founder, DataToBiz Private Limited | Date: April 1, 2026