

Corporate social responsibility

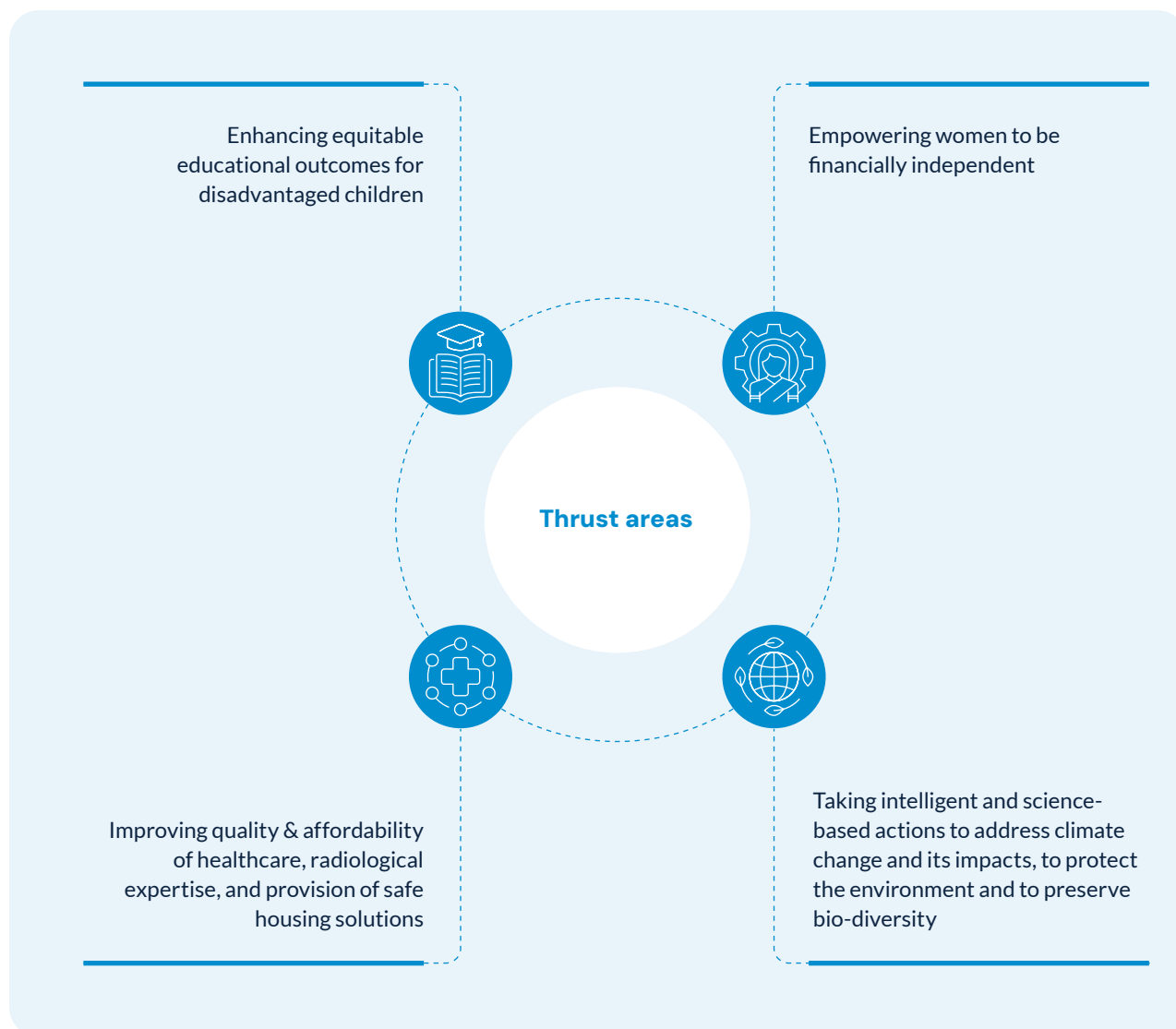
Harnessing intelligence for social good

Our CSR philosophy

At Fractal, our CSR philosophy is grounded in the belief that purposeful action, guided by empathy and insight, can help build a more inclusive and sustainable future. We believe lasting progress is achieved when innovation is applied responsibly to empower communities, protect the environment, and create shared prosperity. Corporate Social Responsibility is an integral part of our approach to creating long-term value for society, the planet, and our stakeholders.

We leverage our core strengths and expertise to address meaningful social challenges where we can drive the greatest impact. By focusing on areas where our capabilities align with community needs, we strive to create shared value and deliver lasting benefits. Through strategic partnerships and focused interventions across our priority areas, Fractal advances its commitment to sustainable development. Our climate action initiatives are aligned with and contribute to the objectives of the United Nations Sustainable Development Goal 13: Climate Action.





Our CSR programs focus on delivering measurable impact by combining grassroots implementation with broader development objectives. Through financial support, employee volunteering, and the application of Analytics

and Artificial Intelligence, Fractal works to strengthen program effectiveness and create meaningful, sustainable outcomes for communities.

Impact through imagination

Creating long-term impact through focused thrust areas

Fractal's CSR strategy is anchored in clearly defined thrust areas that align with its CSR Policy and the provisions of Section 135 and Schedule VII of the Companies Act, 2013. These focus areas address social and environmental challenges that are closely aligned with the Company's values and capabilities. Each thrust area is guided by a clear objective, with initiatives designed to deliver meaningful outcomes while adhering to statutory CSR requirements.

Aligned with Fractal's vision of "Intelligence for Imagination," our CSR approach combines empathy with evidence-based decision-making to identify, evaluate, and support high-impact programs. For more than 12 years, Fractal has worked closely with communities through targeted interventions across its core focus areas. During the year, the Company contributed around ₹17 million towards initiatives spanning health, education, livelihoods, and environmental sustainability. These efforts reflect Fractal's ongoing commitment to creating lasting social values and advancing community well-being through purposeful and responsible action.

Corporate social responsibility

CSR projects

1

Advanced healthcare and dignity for the disadvantaged



295

Artificial limbs

70

Crutches

40

Wheelchairs

40

Hand paddled tricycles

100

Behind the Ear (BTE)
hearing aids



Implementation Partner

Bhagwan Mahaveer Viklang Sahayata Samiti (BMVSS)



CSR Thrust Area

Better healthcare solutions for the disadvantaged



Objective

Improve access to affordable healthcare solutions that enhance mobility, dignity, and quality of life for underserved individuals.



Impact

Building on its partnership with BMVSS over the past three financial years, Fractal continued its support in FY 2025-26 by enabling access to mobility aids for underprivileged persons with disabilities. The initiative helps beneficiaries regain independence, improve quality of life, and participate more actively in society and the economy. The program is aligned with SDG 3: Good Health and Well-being.

2

Building climate resilience and empowering rural communities



Implementation Partner

BAIF Institute for Sustainable Livelihoods & Development



CSR Thrust Areas

Addressing Climate Change and Empowering Disadvantaged Rural Communities



Objective

Promote climate-resilient agriculture, biodiversity conservation, sustainable natural resource management, waste circularity, and community capacity building.



Impact

Fractal continued its three-year partnership with BAIF in FY 2025–26 through the Harvesting a Nature Positive Farming Model for People and the Planet initiative in Maharashtra. The program advanced climate-resilient agriculture and sustainable livelihoods by conserving agrobiodiversity, reviving traditional crops through community-managed seed systems and nutrition gardens, and promoting nature-positive farming and watershed-based interventions. It also encouraged agro- and livestock-waste circularity through biogas models and organic input production, restored pollinator habitats, and strengthened community capabilities through farmer field schools, exposure visits, and local resource training. The initiative aligns with SDGs 7, 8, 10, 12, 13, and 15, reinforcing Fractal's commitment to sustainable development and rural resilience.



Corporate social responsibility

CSR projects

3

Bridging STEM access through math and science support



Implementation Partner

Avanti Fellows



CSR Thrust Area

Enhancing Equitable Educational Outcomes for Disadvantaged Students



Objective

Reduce educational inequity by improving access to quality education, skill development, and academic preparedness for students from underserved backgrounds.



Impact

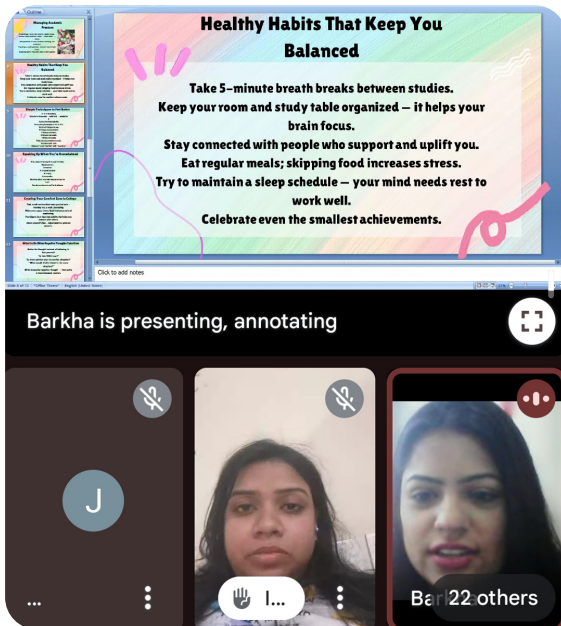
Through its support of the Math and Science Foundation program, Fractal is helping expand STEM opportunities for underserved students. The initiative strengthens advanced Mathematics and Science learning for Grade 9 and 10 students, improving academic readiness and preparing them for competitive examinations such as JEE and CET. It also builds confidence, develops critical life skills, and encourages greater participation of girls in STEM fields, including Physics, Chemistry, Mathematics, and Engineering. The program aligns with SDG 4 (Quality Education) and SDG 5 (Gender Equality).

115

Underserved students in Grade 9 and Grade 10 in Pune

4

Educational scholarship program for female students



Implementation Partner

Concern India Foundation



CSR Thrust Areas

Enhancing Equitable Educational Outcomes and Empowering Women to be Financially Independent



Objective

Enable deserving young women from underserved communities to pursue higher education by providing financial assistance, mentorship, counselling, and career guidance.



Impact

In the third year of the program, Fractal supported 16 female scholars, including 13 continuing students and 3 new high-merit entrants to reputed institutions. The cohort comprised students pursuing both STEM and non-STEM disciplines aligned with their aspirations. By easing financial barriers and providing ongoing mentoring and skill-development support, the initiative helped scholars focus on their education, build confidence, and prepare for future opportunities. The program advances Fractal's commitment to expanding access to higher education for girls and aligns with SDG 4 (Quality Education) and SDG 5 (Gender Equality).

16

Scholarships for 16 deserving lady scholars



Corporate social responsibility

CSR projects

5

Enabling financial independence through skill-based livelihood training



60

Unemployed women from economically underprivileged backgrounds trained



Implementation Partner

Concern India Foundation



CSR Thrust Area

Empowering Women to be Financially Independent



Objective

Equip underprivileged women with industry-relevant skills and workplace readiness to improve employability and access to sustainable livelihood opportunities.



Impact

Through its partnership with Concern India Foundation, Fractal supported a skill-development program focused on Customer Relationship Management, enabling women to build job-ready competencies aligned with the National Skill Qualification Framework (NSQF). All 60 participants successfully completed the training and earned Sector Skill Council certification following external assessment. More than 75% of the certified women secured formal employment across sectors including Logistics, Hospitality, Banking, Finance, Insurance and Microfinance. By strengthening employability and facilitating access to stable jobs, the initiative enhanced financial independence and livelihood security, contributing to SDG 4 (Quality Education), SDG 5 (Gender Equality), and SDG 8 (Decent Work and Economic Growth).

6

Supporting positive menstrual health interventions for young girls

**Implementation Partner**

United Way Mumbai

**CSR Thrust Areas**

Empowerment of Women and Better Healthcare Solutions

**Objective**

Improve menstrual health and hygiene management among adolescent girls by increasing access to essential hygiene products and fostering awareness in a supportive environment.

**Impact**

In FY 2025–26, Fractal partnered with United Way Mumbai to support menstrual health interventions for adolescent girls in low-income schools across Mumbai. The initiative provided sanitary products, hygiene essentials, and awareness sessions aimed at improving understanding of menstrual health and challenging common misconceptions. Teachers and community members were also engaged to create a more supportive ecosystem. Through this program, 2,300 girls across 23 schools benefited from improved access to menstrual hygiene resources and greater awareness, helping reduce barriers to education and enabling them to participate in school with increased confidence and dignity. The initiative aligns with SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), and SDG 5 (Gender Equality).

2,300

Girls across 23 schools benefited through the program



Corporate social responsibility



Engaging fractalites for community impact

Employee participation plays a critical role in strengthening Fractal's CSR impact and reinforcing a culture of empathy and inclusion. Fractal actively encourages employees to participate in volunteering and community service through impactful programs that integrate social purpose with employee engagement.

A. Secret santa campaign

Fractal's annual Secret Santa campaign saw the participation of 363 Fractalites, who sponsored 955 learning, creativity, and hygiene kits valued at INR 4.78 lakh for students in municipal schools across Pune, Mumbai, Chennai, Bengaluru, and Gurugram. Implemented in collaboration with NGO partners and local schools, the initiative ensures support is aligned with students' needs. Employees also participated in distribution events, creating meaningful interactions and reinforcing the impact of their contributions. Over the years, Secret Santa has become one of Fractal's most engaging employee volunteering programs.



B. Sports for a cause: Marathon and dream run sponsorships

Fractal continued to promote employee-led community engagement through participation in marquee running events, including the TCS World 10K Bengaluru, Vedanta Delhi Half Marathon, and Tata Mumbai Marathon during FY 2025–26. Aligned with the Company's CSR focus on improving educational outcomes for disadvantaged children, these events serve as a platform to raise awareness and encourage collective action for the cause.



Employee participation continued to grow across locations, with over 30 Fractalites participating in the TCS World 10K Bengaluru, more than 40 employees joining the Vedanta Delhi Half Marathon, and over 50 employees taking part in the Tata Mumbai Marathon across various race categories. These initiatives reflect Fractal's commitment to fostering a culture of purpose, wellness, and community involvement.



C. Reaffirming our commitment to inclusion

Fractal's commitment to inclusion extends beyond community programs and is reflected in initiatives that empower employees and support women-led enterprises.



Financial wellness sessions

Conducted in partnership with a women-led social venture, these sessions provided practical guidance on personal finance and financial planning, promoting greater financial awareness and independence among employees.

Organized across Fractal's India offices to mark International Women's Day, these workshops were conducted in collaboration with women-led enterprises, supporting entrepreneurship while encouraging creativity and participation. More than 177 employees engaged in the workshops, celebrating inclusion, creativity, and the contributions of women entrepreneurs.

