

**Building a
Better
Tomorrow**



**CORPORATE SOCIAL
RESPONSIBILITY
REPORT 2017**

Table of Contents

MESSAGE FROM CEO'S DESK	3 - 6
LEADERSHIP TEAM	7 - 12
CSR VISION – Building a better tomorrow – Healthcare, India, Innovation	13 - 17
BUSINESS –	
Hierarchy of Responsibilities of Business	18 - 22
Labour Practices	23 - 24
Consumer Issues/customer satisfaction	25 - 27
HUMAN RESOURCES –	
Human Rights & Training	28 - 33
Fair Operating practices	34 - 35
ENVIRONMENTAL IMPACT	36 - 40
ORGANIZATIONAL GOVERNANCE	41 – 42



Message
from
Chocko Valliappa,
 Chief Executive Officer
 Vee Technologies

Vee Technologies, is a global services company dedicated to helping organizations of all sizes improve their business outcomes. Our highly trained, dedicated and passionate team works as a trusted, extended arm for customers around the world with their critical and strategic processes.

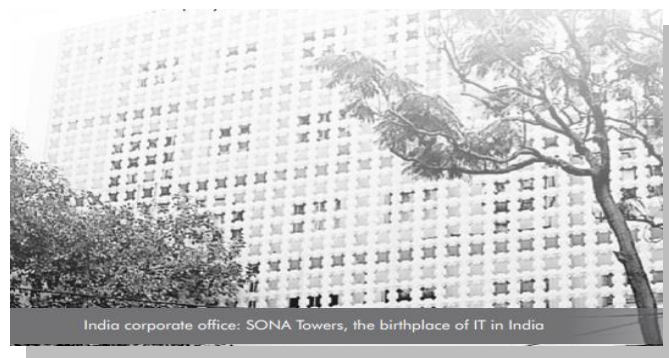
“Education - Knowledge - Extraordinary Outcomes” it is the foundation that Vee Technologies stands upon.....and it is the heart of our brand promise.

From Education, to Textiles, to Technology: Vee Technologies was born from humble beginnings and has grown into a global services company.

Our parent company, Sona Valliappa Group, entered business process outsourcing in 1984, when Texas Instruments decided to partner with the Sona Valliappa Group for its foray into India. In fact, the Vee Technologies HQ in Bangalore is in the same building that was occupied by Texas Instruments back in the 1980s, the first global technology company to open offices in the world’s 2nd Silicon Valley. Our building is still home to the first-ever satellite dish in Bangalore, which caused a legendary stir as it was transported through the city on a bullock cart and right up to the doors of Sona Towers ... the home of Vee Technologies.

Today we offer a full range of back-end transaction processing capabilities for the Insurance, Healthcare, Logistics, Legal, Finance Accounting, and Engineering industries.

Vee Technologies is a global company, and maintains locations in Bangalore, Salem, and Chennai, India, its US headquarters located in New York, NY, and a new US Center of Excellence located in Exton, PA.



It was important that Vee Technologies structures its own approach to CSR, to confirm its priorities and set new objectives, where required. Vee Technologies has embarked on an intense process of engaging with its stakeholders and reviewing all aspects of the company's operations to define the company's CSR approach.

The fact that significant resources were prioritized toward CSR in the company's first months reflects an important aspect in the philosophy of Vee Technologies. CSR is considered not an accessory activity but instead is closely intertwined with business activities. This determination to embed CSR objectives within core business processes means that improving CSR performance is a key driver for successful business performance.

The activities & the future of our rigorous attention to CSR by Vee Technologies are represented in this report. It describes the actions taken by Vee Technologies to define and structure its approach, which showcases the internal and external visibility by which to measure the company's CSR performance going forward.

At Vee Technologies, we believe in contributing towards the society and community we are part of. We are committed towards improving the socio-economic status of the people in urban and rural areas. We seek to improve the skills and knowledge of people to prepare them for better livelihoods. This commitment led to the forming of Sona Yukti, a Vee Technologies company, which trains youths of India and help them gain employment across sectors such as automobile, retail, textile, media and agriculture. We also recruit them for positions within Vee Technologies and its group of companies.

By using our resources, we are able to improve the lives of the individuals and communities that we serve. Employees volunteer their time and skills, visit old age homes, orphanages, schools for the blind and give back to those who are in need. You will find us serving food to the underprivileged, educating poor students in far off places, cleaning up roads, and spreading awareness about various causes.

Kudos to these remarkable achievements and I thank all the Vee Technologies employees who have contributed towards these initiatives. I look forward to watch their continued progress towards Vee Technologies defined goal to be a leader in its industry in terms of CSR performance. I have great confidence in their ability to achieve it.

Chocko Valliappa
Chief Executive Officer
Vee Technologies

TALKING CSR

"I would say this to a recent graduate: "Come and help us to be better, to transform ourselves, to be even more creative and efficient as a company and let's contribute

Where do you see Vee Technologies in terms of its CSR approach down the line of three years?

The management team of the company has a clear ambition that Vee Technologies must be top-in-class in everything we deliver.

Vee Technologies doesn't just deliver, we consistently exceed our customers' expectations. Our team is an extended arm to our clients, and our domain experts are constantly deliver suggested process upgrades and recommendations for saving more money, more time, and boosting efficiency within our client's businesses. On top of that, we deliver on our accuracy promise of 95%. Every day, our clients enjoy a 99.0-99.5% accuracy rate for each of their processes. In the history of Vee Technologies there have only been two occasions when our team has not delivered on time – both due to force majeure. Our internal process are designed to produce extraordinary outcomes. Below are our focuses that separate us in the global market place.

1. Unique Delivery Processes

- Business understanding
- Process mapping
- Process evaluation (based on complexity, criticality, cost and risk)
- Defining of strategic services roadmap
- Defining Service Level Agreements (SLA)

2. Leading into Efficient Execution

- Deployment of appropriate processes and technology
- Re-engineering of migrated processes
- Implementation and e-risking strategies
- Transition management
- Resourcing and training
- Implementation and evaluation of pilot

Assimilation of take-outs from pilot
Quality management

3. Leading to Delivering a Solution

Delivering productivity, savings and quality
Meeting and exceeding SLAs
Process and progress reviews
Review of road ahead
Client training and deployment

This includes our CSR practices, as they are intrinsically linked with our Business. We must be able to go past simply doing the right thing for our customers. At Vee Technologies we lead, and are viewed as the benchmark for corporate responsibility, innovation, and ethical behavior.

Our experience has been very formative regarding our CSR objectives:

At our small level, and where we operate, what we do at Vee Technologies is to ensure that billions of electronic payments and transactions are securely processed. We provide our customer with ways to become more fluid, efficient, dematerialized, all while keeping a focus on saving costs, preventing fraud, reducing CO2 emissions, waste, and preserving natural resources.

For customers, it knows that we are constantly searching how to innovate on their behalf while paying the utmost attention to data protection. Our business model is fundamentally about outsourcing; our customers give us the “keys” to operate a part of their business processes, on our platforms. This means that they also trust us to innovate and improve in these areas for which our customers have given us operational responsibility. Of course, they assume that we’re also going to conduct ourselves responsibly, follow proper business practices, be a great employer, and responsible corporate citizen.

Vee Technologies business is based on long-term relationships with customers. Our shareholders view our investments in CSR in the same light as when we invest in platforms and our processing innovative solutions. Both are essential to establish sustainable, long-term relationships with customers through our exceptional work and social responsibility.

LEADERSHIP TEAM - VEE



C. Valliappa
Chairman

Mr. Valliappa is the founder of the Sona Valliappa Group (an extension of Sona Group). As a well-known industrialist in South India, his interests range from textiles to the construction industry and all the way to information technology.

He has had the privilege of being the President of both the Industrial (Greater Mysore Chamber of Commerce and Industry) and Trade (Federation of Karnataka Chambers of Commerce & Industry) Chambers of Commerce. C. Valliappa was quintessential in putting India on the IT map when Texas Instruments decided to partner with the Sona Valliappa Group.

C. Valliappa was invited to visit the U.S. as a guest of the White House to understand American business and to identify the future growth of business between India and the US - a rare honor vested on only one businessman each year.



CV. Chockalingam
(Chocko Valliappa)
Chief Executive
Officer & Managing
Director

V. Chockalingam is the moving force behind Vee Technologies. Thanks to a wide range of exposure to new technology and software throughout the years, Chocko has accumulated a vast experience in developing and exploring technologies.

As an integral part of the Sona Valliappa Group, Chocko has played a pivotal role in the group's progress and success throughout the years. He has held key positions in administration, international business & operations, corporate affairs, strategic planning & marketing and planning of corporate policies. Chocko possesses an in-depth knowledge of European, Asian & Pan American markets and a comprehensive expertise in forging alliances and joint ventures of strategic importance. Chocko has seen Vee Technologies grow in strength to emerge as one of India's largest companies in the strategic services business. Chocko is one of the founding members of the YEO Bangalore chapter.

Chocko founded Vee Technologies in 2000.

He spends time in Sona Foundation's Community centers in developing skill/vocation based training to underprivileged people. He has undertaken to elevate a million people from poverty (earning less than 75 cents a day), through his nonprofit venture **Sona Yukti** which is dear to his heart.



Patrick O'Malley
President

Patrick has held a wide range of senior executive leadership positions in large companies in the global services industry. His BPO experience includes senior-level positions in marketing, sales, and business development with companies such as Sprint, AT&T, and IBM. As the President of Sprint Business, he was responsible for running a business of 12,000 employees, with an \$8 billion P&L, as he directed all wired networking business activities. He re-engineered nuances of the entire product line, established a customer-focused selling environment, and directed lifecycle management of customers, with loyalty based marketing strategies. Before then, Patrick was Senior Managing Partner at AT&T where he was responsible for all AT&T sales, marketing and services support west of the Mississippi. With AT&T, Patrick was a co-founder of AT&T Solutions; and responsible for generating over \$4 billion in new services revenue. Prior to AT&T, Patrick worked for IBM for twenty years in various sales, marketing and systems positions. Patrick was a co-founding member of ISSC (IBM Integrated Systems Solutions

Corporation) which, over time, evolved into IBM Global Services, a multi-billion-dollar business today. Patrick was instrumental in securing, and managing, the new clients that formed the base of the new services arm of IBM. In his last position, as the Vice President of Marketing and Sales for IBM Canada, he was responsible for the management of IBM sales/services teams across the ten provinces...providing the generation of many new logos, as well as establishing the infrastructure, to support new clients of IBM services. Patrick joined as President of Vee Technologies, Inc., in 2010. He holds an MBA from the University of Kansas; and a BA in English (minor in General Science) from St. Louis University.



Soujanya Prakash
Associate Vice
President

Soujanya has over 17 years of experience in the IT, ITES and engineering services companies, driving human resources teams in line with organization goals. She has worked in various capacities, handling the entire spectrum of human resources. Soujanya has profound experience in strategic human resource management and her knowledge spans across technical call centers, staffing and engineering services. She has world-wide exposure to the labor laws and management of human resources in countries like Germany, France, Canada and United States. She has trained the alumni of NIIT, delivering high end technical training. For over the past 17 years she has been instrumental in driving human resource teams of an organization, across IT, ITES and engineering services companies.

The experience and knowledge that accrued over time has resulted in a leader, aspiring to help young talent to achieve their dreams and career goals. This has been propelled forward through dedication to the goals of 'Sona Yukti' (a non- profit organization), building learning and training programs for the under privileged and unskilled youth of India. She has overseen and monitored the curriculum and training delivery programs, so that every individual who completes the skill development program is equipped with all the tools and expertise needed to excel at work.

She heads the CSR Initiatives, which will go on to establish and support community centers that will impart vocational skills training for the under privileged to elevate millions out of poverty.



Muralidhar P.
Senior Vice
President -
Operations

Murali is accountable for the Operations and Service delivery at Salem, Bangalore & Chennai for multiple verticals such as Healthcare covering both Payer & Provider segments, Logistics, Media tracking & monitoring including social media analysis, and IT & Infrastructure services. Responsible for revenue growth, resources planning, operational metrics, and business transformation goals of the company Responsible for developing and executing strategies in consultation with the senior leadership Work with business development and the US Sales teams for new client acquisitions Direct and provide seamless support for Global operations and service delivery Provide leadership to the Operations and support functions while addressing challenges to ensure best results from the teams Responsible for new technology introductions, automation for improving overall productivity and quality deliverables



Jeff Shelmire
Senior Director
Client Services

Jeff is an energetic global leader and strategic thinker with experience working across the US and India, UK, Argentina, Brazil, Chile, Canada and Mexico. Proven executive-level domestic and international sales and marketing management experience and committed to building strong teams for the long-term. Twenty years of Business Development experience in building executive-level relationships with extensive experience developing channel, direct and systems integration sales relationships with contacts within an enviable list of clients. A strong closer; excellent cold-cannvassing and market development skills. He provides leadership to teams and cultivating new and existing client relationships.



Carl Marullo
Vice President
Business
Operations

Carl joined Vee Technologies on September 1, 2010 as Senior Director of Client Services. He is responsible for the pursuit and closure of strategic BPO deals which will contribute directly and significantly to the success of Vee Technologies. Prior to joining Vee Technologies, Carl was with Siemens AG for 7 years as Vice President of Enterprise Accounts and Strategic Engagements where he was responsible for maintaining and growing Siemens' relationships with its largest and most strategic outsourcing clients. Mr. Marullo was also with AT&T where during his 30-year career there he held numerous positions in sales and sales management. He was a founding member of AT&T Solutions, AT&T's professional services and outsourcing unit.

Mr. Marullo holds an Associate Degree in Business Administration and has completed a corporate Mini-MBA Program at Penn State University.



Sue Smith
Vice President
Finance and
Administration

Sue brings a broad spectrum of business expertise and specialized knowledge to Vee Technologies. Her twelve years as a Quality Assurance Engineer and Operations Specialist included the oversight of both industrial and aerospace and defense electronics manufacturing operations. For the next fifteen years, Sue progressed to entrepreneurial ventures and founded and presided over both a creative services corporation and a business services firm. At Vee Technologies, she draws upon on her technology, operations, and business management acumen as its Vice President Finance and Administration.

Sue holds a Bachelor of Science in Electrical Engineering from Rutgers College of Engineering and a Masters in Business Administration from Rutgers Graduate School of Management.



Joseph O'Boyle
Vice President
Operations and
Sales Support

Joe has over 20 years' experience working in a BPO environment. He is responsible for providing operational leadership and direction to the organization. Prior to joining Vee Technologies, Joe was CIO and Executive Vice President for Diversified Information Technologies. In this role, he was one of Vee Technologies' first Clients when he outsourced a high-volume claims capture process to Vee Technologies in 2001. In 2010, he transitioned to Mergers & Acquisitions and led an aggressive growth strategy that resulted in 3 successful acquisitions and new top-line revenue growth of 26% in 10 months. He oversaw P&L, target identification, financial due diligence, purchase negotiations, and post-acquisition assimilation efforts.

Joe joined Vee Technologies in 2012 and received his BS in Computer Science from Moravian College and his MBA from The Wharton School at the University of Pennsylvania.

Oversight of the Board:

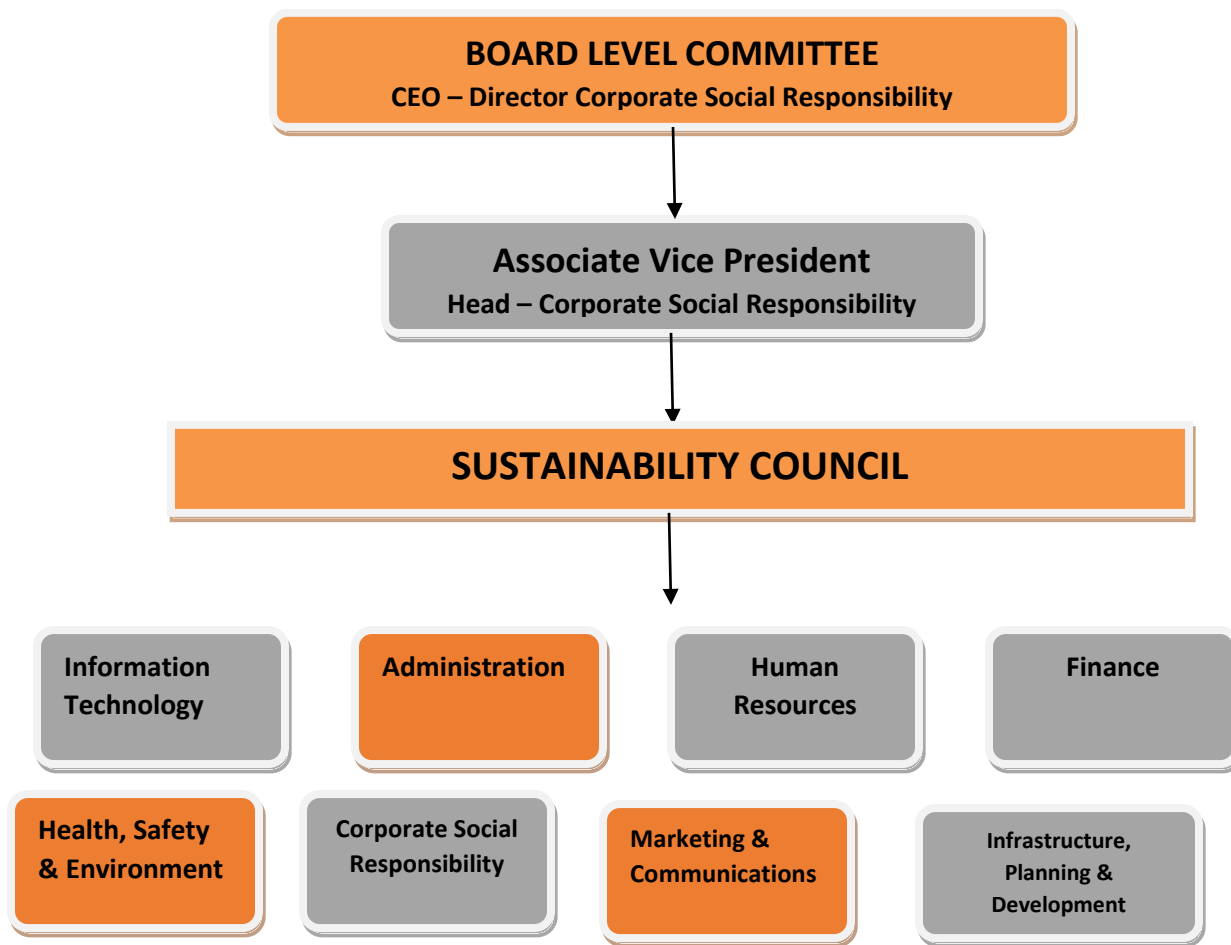
To ensure the sustainability of the business gets sufficient focus in terms of governance, Vee Technologies Board of Directors meets four to five times a year. These meetings are for the review and approval of the financial results, detailed discussion of the business strategies, sustainability, and overall future direction of the companies.

The agenda of the meeting is to focus on the financial performance of the organization, it covers various operational, strategic issues including the sustainability reports, monetary budgets, competitive analysis, risk assessment, and opportunities for growth.

CEO is the Director responsible for Sustainability. Oversight of the Company's sustainability its strategies and implementation are headed by the Associate Vice President who is the sustainability or the CSR head, who is supported by the Sustainability council and dedicated teams for CSR activities, each headed by the specialists in their respective domains.

The goals are determined by the Senior Management in line with the Company's overall sustainability objectives and performance.

To drive the Company's Sustainability initiatives effectively & successfully, a sustainability council with representation from the key departments within Vee Technologies been designed.



CSR - VISION

Vee Technologies specializes in providing business process management in the areas of end-to-end RCM, Medical coding, Insurance claims Processing/Adjudication, Population health analytics, Logistics processing, Media Tracking Analytics, Engineering Services, Finance & Accounting, eLearning programs, and Interactive Electronic Technical Manuals (IETMs).

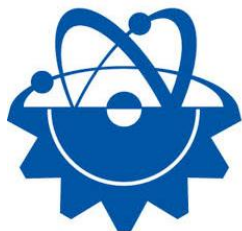
Utilizing our in-house developed, unique Gamification model, employees advance through three levels of learning that ensures an ever-ready staff of qualified individuals who can meet the demands and exceed the requirements of our clients on a consistent basis. This enables our customers to offer their end clients smooth and innovative Business solutions.

The company is ideally positioned to contribute to the success of all businesses and administrative services, to our clients.

Healthcare



Information Technology



Media Tracking & Analytics



Employee Wellbeing



How Vee Technologies Helps ACOs Increase Cost Effectiveness - Healthcare

ACOs (Accountable Care Organizations) work in sync with the Affordable Care Act to redefine the landscape of healthcare in the United States. ACOs aim to reduce healthcare costs for the provider (physician practices/hospitals) and the payer (insurance firms) while also benefiting patients.

What are the benefits of ACO for stakeholders?

Population health management is the focus of ACOs. This is done by helping patients stay healthy, prevent illnesses, and reduce the frequency of hospital stays and emergency room visits. In the traditional model, physicians and hospitals are paid irrespective of how healthy the population is and given incentives for more procedures and tests. In the ACO model, they are rewarded for helping people stay out of hospital!

By enlisting Vee Technologies to provide these services, clinics and hospitals can take the first step towards joining an ACO. Vee Technologies helps them start sharing in the savings that are passed onto them by Medicare and insurance companies, thus increasing their cost effectiveness and revenue in the long run.

Vee Technologies' New App to Protect Public Health- Ensures Water Vending Kiosks Maintain Water Purity – Information Technology



Water is one of the most essential things for human survival. Even though more than 70% of the earth is covered with water, only about 2% of that is freshwater and less than 1% of that is accessible to us. Even this little water has to go through several purification processes before it is fit for human consumption. You don't want to risk drinking water that is not purified beforehand, especially when the news is filled with waterborne diseases that take the lives of millions of people every year!

The simple solution to ensuring the purity of the water you drink is treating water with Reverse Osmosis (RO). This technology purifies water by removing large particles, ions, and molecules that are not healthy by filtering it through a semi-permeable membrane. This is one of the most reliable methods for purifying water. Today, the number of RO water vending machines in public places has increased exponentially. This makes it easier for the public to drink purified water even when they are on the go.

However, the RO mechanism requires that the membrane and/or filters are replaced anywhere from 6 months to 24 months, depending on the system. The problem is that very few public RO water dispensers have indicators to show when it's time to change the filter. So, it is quite possible that people will be drinking water that has not been purified, if the filter is not changed on time, which would defeat the very purpose of the water purifier.

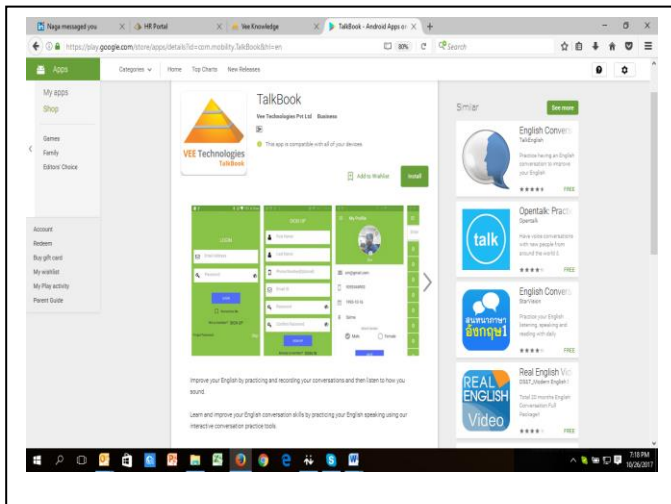
It is to solve this problem and ensure the continuing health of the population that Vee Technologies' Information Technologies division designed a special application and screen for water dispensers which display the quality of water. The results displayed are based on testing the TDS (Total Dissolved Solids) and bacterial counts of the water in the dispenser. The results displayed are always real-time results.

For increased transparency, Vee Technologies developed an Android app for the display that connects with an external camera device. This captures the live water surface images which are then displayed to the public in real time. It shows the quality of the inlet water and outlet water. The touch screen display shows information related to the TDS matrix in a way that is easily understandable to anyone. The display also has an inbuilt color coding which shows when the water is safest to drink (green), moderately safe to drink (yellow), and completely unsafe to drink (red). This alerts the public to the quality of the water. It also alerts the vending machine service staff that it is time to change the filter and membrane.

Vee Technologies' live quality checking app for water vending kiosks will go a long way to ensure that the purity of drinking water at public places will always be safe, thereby ensuring the health of the public.

Vee Technologies' New App to improve the English speaking to the public – Information Technology

Talk Book Application is the Beginner version of the popular English Conversation Practice app. English can be improved by practicing and recording the conversations and then can be listened to correct the mistakes.



Learn and improve the English conversation skills by practicing English speaking using the interactive conversation practice tools.

English conversation lessons will help you with English speaking and English listening while giving the confidence to speak with native English speakers.

Basic English conversation lessons for beginners and beginner level business English conversation. These are perfect for beginners wanting to improve their English conversation skills.

The best way to learn English is to practice spoken English in conversations. This App is open to the public which has contributed and has a good impact on the society.

Embrace Social Media Monitoring for Better Law & Enforcement – Media Tracking & Analytics

To head off unruly crowd sentiment over social media and to detect advance possible mass gatherings before it descends on the city soil, Mumbai Police have set up a social media monitoring facility. First of its kind in India from a law enforcement unit, The Social Media Lab will monitor Facebook, Twitter, Google+ and other prominent social media platforms to measure changes in mass moods and track matters concerning public law and order. 20 specially trained police officers will keep a vigil on widely discussed and trending topics and try to tie social media and criminality together.

For a better tomorrow

By monitoring of social media and analytics, a city, state or government can make more informed decisions from better insights. Some decisions can be predicative; some could be based upon analyzing public sentiment during, post, or pre-event. With the right tools and resources, sudden events like earthquakes, terrorist attacks, tornadoes, flooding, wildfire, shootings or bombings can be managed with proper responsive actions.

Cost Savings & Better Resource Deployment

A comprehensive monitoring campaign can provide deep insights about where the crowd is located, their movement, communication content, influencers, whereabouts, etc., without deploying manpower or logistics. A location-centric trend can help mobilize resources as per requirement.

International Yoga Day at Vee Technologies 2015 – Employee well-being



In the spirit of International Yoga Day, VeeTechnologies had organized a rejuvenating Yoga session today at National Military Memorial Park, Bangalore. Yoga, being an ancient Indian discipline aims at keeping an individual healthy at all levels - physical, mental, emotional and spiritual. Therefore,

a regular practice of yoga can keep people of all ages and sectors fit, happy and well balanced.

This is especially true for corporate employees who have a fast-paced lifestyle and take up multiple responsibilities, both personally and professionally. Yoga is the best stress buster and will naturally increase one's work performance as well. To enjoy the benefits of this wonderful practice, Vee Technologies initiated the hour-long yoga program for all its employees.

The session was led by well-known yoga gurus, Mr. VV Anandgiri Sharma and Ms. Madhavi.

Various teams from different verticals like HealthCare, Engineering, Finance and Accounting, Marketing etc., of Vee Technologies took part in the short but effective program. It was certainly a great way to shed the mid-week stress and come out with a refreshed and relaxed state of mind. The open-air setup, spacious location, lush green surroundings, and the fine weather of Bangalore proved to be the best ambience for this event. The aptly dressed participants enthusiastically followed the instructions of the gurus and had an ideal break from their otherwise monotonous routine. The trainers and the learners were in sync with each other; the session proceeded with a smooth flow like a set of well arranged yogic postures.

The program started off with a brief introduction to the practice. Participants were then made to perform various simple, yet powerful yoga postures or asanas, like Surya Namaskara (Sun Salutation) and more. Yoga, being a holistic form of wellness, includes various elements beyond just the physical exercise. This fact was put into practice during the session when the basic concepts of pranayama (breathing exercises) and dhyana (Meditation) were introduced.

These, and the precious words of guidance by the gurus, induced a sense of peacefulness and wellbeing in the air. The medical coders, engineers, technical experts, programmers, designers, marketing pros, managers, and key management team members were all engrossed in the session. They got a quick glimpse of the benefits that they could reap out of yoga; the most evident one being a relaxed and peaceful mind. Additionally, they were motivated to make this as a part of their daily lives to undo the ill effects of sedentary work styles and stressful situations.

The session ended with smiles and gratitude. The participants were pleased and ready to get back to their work with a better state of wellbeing. The trainers were happy about the positive response they got. The success of this event opened doors for many such future sessions. In the interest of the employees' health and wellbeing, Vee Technologies will organize similar yoga sessions once a month. The employees can thus use this opportunity to get into a lifelong practice of yoga which equates to complete fitness and fine balance.

Integrating sustainability in Vee Technologies Business CSR program

Vee Technologies has been fully engaged in the CSR Program. In addition to endorsing CSR goals and action plans, Vee Technologies works to integrate its own sustainability efforts within its business practices to become a leader in all the sectors that we provide the services. Vee Technologies is fully committed to working to improve economic transparency, combat the shadow economy and fight against fraud. The technological developments that are fundamentally transforming Vee Technologies will create further growth opportunities.

Human Resources strategy is aligned with its operational needs, anticipating its growth and the impact on staffing needs. This strategy is designed to make Vee Technologies a unique and attractive employer, capable of recruiting and retaining a talented and qualified, global workforce with the right skills, capable of delivering the services.

“Vee Technologies believes in Social Responsibility

by making a difference in other people’s lives,

With a sense of caring”

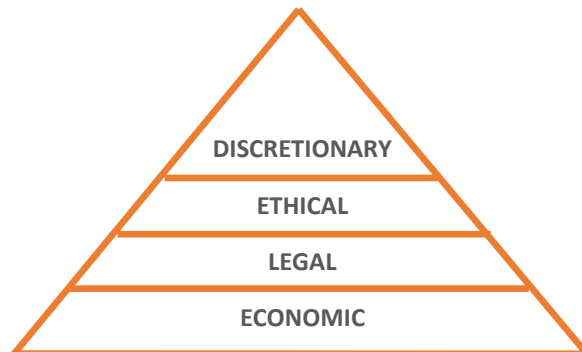
Without a sense of caring, there can be no sense of community. The survival of the organization is as dependent upon responsible citizenship with our customers, our workplaces, communities, and in the global society. This sense of caring brings true meaning to our CSR strategy and is imbedded within our culture.

Vee Technologies is an adopter of Corporate Social Responsibility initiatives and along with sustained economic performance, environmental and social stewardship is also a key factor for holistic business strategy and growth. Work practices are developed while promoting social change that helps to protect the environment and promote a culture of social responsibility at all levels in our organization.

Our Corporate Social Responsibility (CSR) Policy and Guidelines are designed to help us achieve these goals in which our company contributes towards the betterment of the global environment and society.

Our processes are aligned to benefit the society, and “if society prospers, so shall the organization”. Our objective is to improve the quality of lives within the communities we serve. We do this through leadership in sectors of National Economic significance, in which Vee Technologies brings a unique set of resources and capabilities.

Hierarchy of Responsibilities of Business



⇒ Responsibility towards environment (Discretionary):

CSR activities initiated:

- Employability and Entrepreneurship through CSR
- Empowering Women through CSR – Building a better India
- Leveraging Technology for last Mile Healthcare Delivery
- Sustainable Sanitation Solutions for “Swacch na d Swasth Bharat”
- Conducting Medical camps
- Tree plantation
- Visiting old age homes & orphanages
- Preparing study materials for the Government Schools and cleaning Schools / Hostel campus

Future:

- Greening – India’s highways for inclusive growth
- Addressing India’s malnutrition challenge through CSR
- Google for Non-profits
- Managing CSR profits – Technology & Tools to count on
- Moving beyond numbers – Better education for Better citizenship

Pictures of Tree plantation by Vee Technologies Employees



Blood Donation camp conducted at Vee Technologies



Doing a bit as part of Swachh Bharat – Cleaning Campaign



Visiting Old age homes & Orphanages



Our CSR strategy brings together our business focus with societal development by focusing on two crucial areas for the future, which are children and education of the people. The business process management industry has provided people with a lower education the opportunity for a livelihood by just learning effective English-speaking skills, and the basic services required for our sector. We have expanded this scope towards child education to increase their future opportunities, by providing them with education opportunities in the locations in which we operate.

Promoting environmental awareness and positive initiatives is core part of our CSR activities.

Key Highlights of our CSR Activities

- 200+ Units of Regular Blood donations by Vee Technologies volunteers every year in Salem & Bangalore India
- Regular aids and visits by our employees and several of our customers to orphanages and old age homes
- Children and Adult clothes donated for recycling to rural areas in India with involvement of our employees
- Our Group is participating on a large scale in the skill India program and helping many rural families with training and employment support
- 500 hours devoted by Vee Technologies volunteers towards various initiatives for betterment of our education and families.

Visited an Old age home & Orphanage this year 2017 – Vee Technologies – Highlights below:

Vee Technologies Pvt. Ltd., as part of its CSR activities, visited the Sumangali Seva Ashrama, in Hebbal, Bangalore. This was part of the special CSR activities that the company's management and employees contributed towards.



This year was special, both for Vee Technologies as well as the Sumangali Seva Ashrama, as the company's management and HR executives spent time with the residents of the ashrama and helped brighten their lives.

The residents of the ashram enthusiastically participated in the fun activities and games that were organized by the company. They also delighted in the gift packages that were lovingly chosen for them by the company. Blankets and other essential items were also gifted to the residents of the ashram.

Sumangali Seva Ashrama in Hebbal has been a haven for orphan girls and elderly women since 1975. It has consistently provided a safe and secure environment for orphaned girls between the ages of 5 and 15 as well as distressed and elderly women.

Vee Technologies is dedicated to empowering the community through various CSR initiatives, as evidenced by its organization, Sona Yukti, which offers industry-oriented and skill-based training to thousands of rural youth in association with the National Skill Development Corporation.

Vee Technologies is committed to deepening its involvement in CSR initiatives, expanding its reach to different organizations across the state to support them in empowering the underprivileged sections of society.

For Vee Technologies, CSR is not just Corporate Social Responsibility; it is a promise and commitment to make the world a better place for all.

⇒ **Vee Technologies' responsibility towards Employees (Ethical):**

Employees are the most important part of an organization;

- Vee dispenses timely monthly payouts
- Hygienic environment
- Good and impartial behavior
- Health care through yoga
- Recreational activities
- Encouraging them to take part in Managerial Decisions

⇒ **Responsibility towards State (Legal) :**

Out of the profit available, Vee Technologies adheres to the law of the land and ensures that the certain shares as per the income tax law are paid to the Government. We provide utmost transparency regarding the accounting systems and financial records.

⇒ **Responsibility towards Consumers (Economic):**

Vee Technologies has stood upon a solid foundation of quality to provide the Industry's most reliable strategic services. We believe in Kaizen and work hard every day to continually improve our processes, to ensure that our clients enjoy the highest quality level possible for each one of the millions of transactions that are entrusted daily.

It is the responsibility of the organization to contribute to the protection of environment. It should produce eco-friendly products. Moreover, industrial waste management must be taken care of.

We constantly strive to achieve this by actively participating and encouraging participation among our employees, business partners and customers on social responsibility. This perspective stems from a sense of collective responsibility with all our stakeholders to enable the betterment of the society in which we communicate and connect with. Positive communication and engagement substantiates our focus of creating value for society, the environment and our business.

LABOUR PRACTICES



Vee Technologies is an equal opportunity employer and does not discriminate against any social class of society. Vee Technologies is committed to promoting a diverse workforce and strives to create a work environment that respects individuals and their contributions. Our people are respected for who they are, what they do, their differences and similarities. Diversity enriches our performance and services, the communities where we live and work, and the lives of our employees. We will consistently strive to enhance the diversity balance regarding gender, nationality, culture, race, ethnicity, and differently-abled in our organization.

We offer a comprehensive benefit program to our employees. We strive to keep our employees healthy, financially able, and always motivated. We want them to know that how much we appreciate them for their hard work, and their willingness to build the company. To emphasize this, wide variety of health, financial and recognition schemes, both formal and informal exist to honor and thank employees' extraordinary performances.

Broadly, our benefit programs are:

- Leave benefits and encashment**
- Statutory and medical/insurance benefits**
- Provident Fund, Gratuity, ESI, Tenure Awards**
- Employee Loans**
- Flexi Timings**
- Talent development programs**
- Internal job posting**
- Amenities (subsidized food, transport)**
- Hostel facility for outstation candidates**
- Referral Program**
- Variable pay and incentive plans**
- Rewards and recognition system include many hourly, daily, weekly, monthly, Quarterly and yearly awards for resource of all levels.**
- Annual performance appraisal**

Vee Technologies hires talented people by not hiring simply based on the educational qualifications or their work experience. The key for Vee Technologies is to focus on the return on investment, promote corporate ethics, and build a human capital. We believe in 30% of HR activities is to undertake learning and training activities, 40% is on amending the company's policy in response to corporate and environmental factors, and 30% is to work on increasing the involvement in social activities.

As part of our labor practices Vee Technologies offers program to enrich our employees and their economic standing within society.

- Committed to a balance of work and time off through personal, holiday and vacation time allocations
- Provide a work environment that promotes further education, excellence and integrity
- Bonus and wealth enhancement performance programs for all employees
- Progressive employee benefits program that includes healthcare, dental, maternity, adoption and sabbatical policy.
- Monitoring number of employees to supervisor ratio
- Provision of talent management, learning and development, employee health and safety.

Once a talent is hired at Vee Technologies, Vee Technologies' aim is to provide a work environment that is conducive to both personal and professional growth. Among other things, we follow a credit system for learning which is designed to facilitate long term career growth. Employees are encouraged to proactively drive their career towards their chosen goal, and we offer training, counseling, support, and opportunities to help achieve their goals.

We hire bright talents and offer meaningful work, regular awards, rewards, fun environment and variety of learning and development programs. While working at Vee Technologies, performance emphasizes their individuality, creativity, responsibility and ownership. We are a performance driven company, our human resource policies are designed to recognize employees who pursue excellence and create value for customers every single day, through collaboration and innovation.

We value employees who are with us for a long time. To improve their competency at cross functional levels, we encourage them to continually improve their skills and expertise through self-learning and organizational knowledge programs. We have a policy on providing employees one-up positions on rotations to get requisite experience for the next level. We believe that real value is born out of innovation.

Our employees are at the heart of innovation. By providing our employees with right tools and right culture, we encourage them to share ideas with us through idea pool scheme. We reward employees for their ideas. It promotes employee involvement in improving the work environment and processes.

Open Door Policy

Open Door management allows communication to take place from the bottom of the organization to the top. The purpose of our Open-Door policy is to encourage open communication, feedback, and discussion about any matter of importance to an employee.

Fun @ work

To generate cheer among the cubicles, at Vee Technologies we help employees discover amazing experiences, From "Fun Fridays" to "Theme Fridays", from "Dance Days" to Annual Quarterly Events, its choc-a-bloc calendar with fun and frills. You will

also have sweetening monthly birthday celebrations, spiritual festival dos, tooth for tooth teamwork, tug-of-wars, lively fun games and so much more for our employees to experience.

CONSUMER ISSUES / CUSTOMER SATISFACTION

In servicing our clients, we seek to differentiate ourselves by emphasizing the broad range of outsourcing and transformation services. This includes, BPO, Engineering, Analytics, Finance transformation, and operations and process excellence services. We intend to continue to strengthen our processing capabilities by focusing on the more complex and value-enhancing services that are common to these sectors. A strategy is to identifying industry-specific technologies and develop intellectual property that can deepen our domain expertise and to provide a wide range of outsourcing and transformation services.

Intellectual Property Rights

In the section on Business Strategy, our Intellectual Property (IP) centric platform strategy is discussed. Our continued development of IP is an important aspect of our business that promotes growth.

We believe that we can better enhance our margin sustainability by utilizing innovative approaches in our service delivery. Successful innovative approaches will require the use of acquired or owned intellectual property, methodologies and analytical models as well as a range of proprietary technology tools, and licensed and software platforms. In this light, we have significantly increased our proprietary technology tools and platforms through a combination of acquisitions and in-house development.

Data Privacy

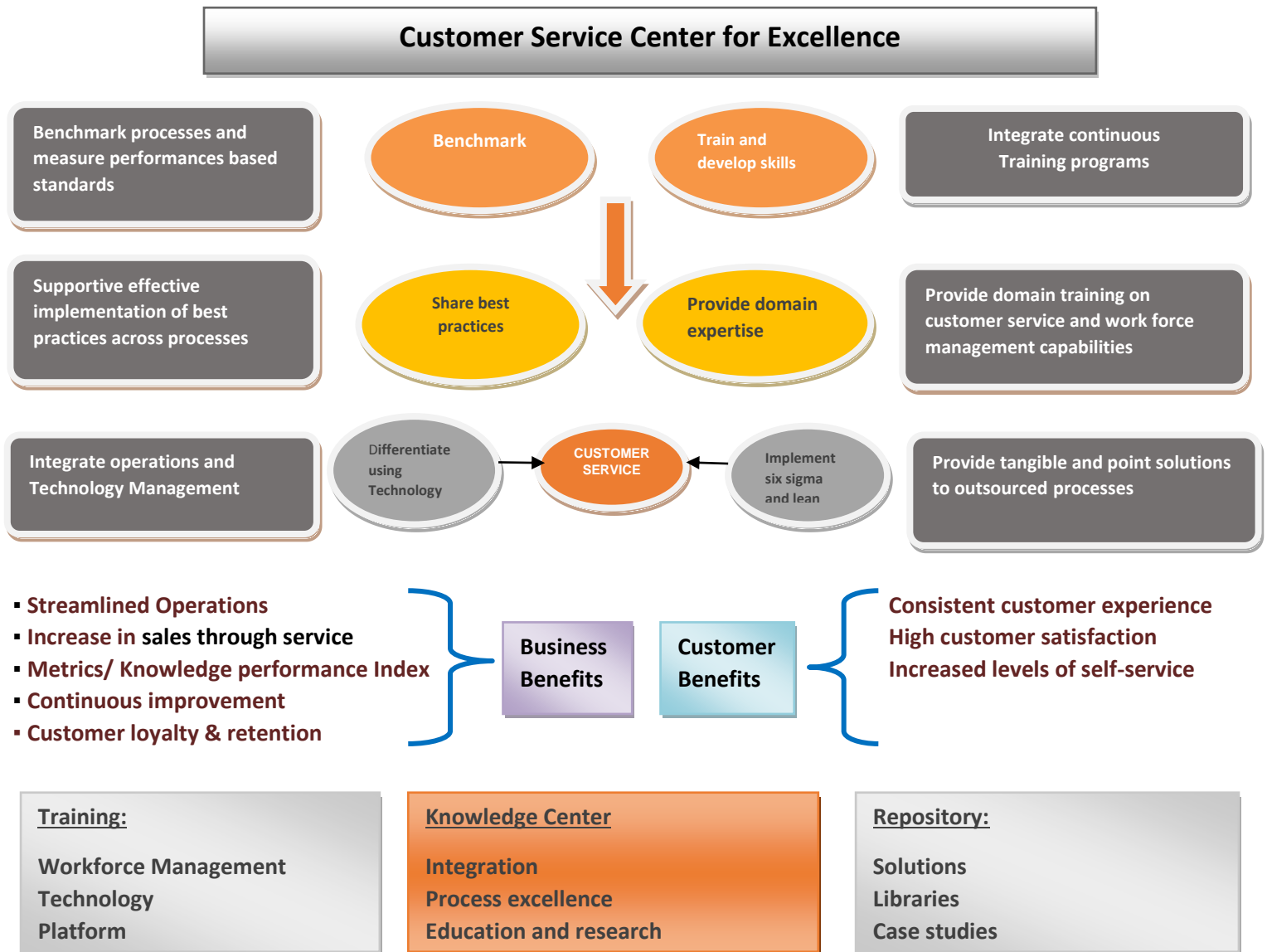
Ensuring customer data privacy is a fundamental part of our business given the type of clients and customers information we process. We have the following systems in place to protect the privacy of our clients and their customers data to ensure compliance with the laws and regulations governing our activities:

- Compliance with international standards, including ISO 27001 for information security
- A solid information security framework to addresses compliance requirements and protection of information
- Provisions to comply with the Health Insurance Portability and Accountability Act, and other client specific needs
- Periodic internal and external audits and vulnerability assessments of information security management system and controls.

Customer Satisfaction - Vee Technologies understands client-specific needs on an ongoing basis through regular interaction. Client satisfaction survey further generates measures for continuously improving the quality of our services. The survey covers the following:

- An understanding of client-specific needs
- Client perception of our ability to deliver on the SLAs
- Identification of critical client issues and concerns
- Identification of improvement initiatives

- Analysis of client feedback: Findings from the survey are scored and relative importance assigned to the results. Survey results are then translated into clear and concise action steps for management



Vee Technologies for over a decade of proven experience in delivering result-oriented, world-class solutions for clients across the globe. True to its motto, “Quality in Every Transaction”, the company is committed to giving our clients the business intelligence to re-engineer and produce extra-ordinary business outcomes for dramatic improvements in capability and profit.

Vee Technologies is 200% committed to customer satisfaction and excelling at developing reliable and scalable solutions for essential business processes.

Vee Technologies, through our commitment to our customers, and a wealth of resources provides the following.

Stability: having been in business for 100 years

Scalability: by owning its own private university

Security: by being an ISO 27001 Certified and being a SOC 2 Type –II audited

Quality: ISO 9001 Registered

With offices in Bangalore, Salem, Chennai and New York, the company set up by Chocko Valliappa in 2000, is a Gold Standard global business process management firm listed as one of the fastest growing companies in the U.S. through INC500 and 5000. It is also featured in the Global Services 100 list in 2016 as published in Fortune magazine. Supported by a team of highly educated, trained and experienced professionals, the company provides critical and strategic services to global leaders across industry verticals spanning healthcare, engineering, finance and accounting.

Combining technology with business strategies

Today, analytics provides the ability to build information management, and analytics capabilities provide new insights about patient populations, clinical outcomes, financial measures and risk stratifications to companies. Making the most out of this market scenario, Vee Technologies taps into the 200+ PhDs Sona College that is owned and managed by Vee Technologies.

The global company headquartered in the US and India, is able to establish direct relationships with clients, unlike its competitors who work with third party companies. As a company, our mission is to deliver the best solutions for every client and as a business unit, we seek to build long-term relationships with clients and not just serve them

Global Footprint

Our greatest differentiating factors is that we own and manage Sona College. We can ensure custom sculpted, and trained manpower for our services through the recruitment of the brightest students from our college. Ranked among the top 5 Private colleges in India, Vee's certification program helps recruit the cream of the talent and custom train students by providing them internships to filter and recruit the best talent.

Future Outlook

Talking about the future plans for Vee, Technologies CEO Chocko Valliappa speaks about his ideas for the US healthcare industry – the companies' future in the hospital/payer and health analytics segments will be to work with our clients to provide analytics solutions and clinical management. "Using our AI robots and our custom proprietary tools will be able to predict revenue and improve clinical decisions. And in Engineering services, we will focus on taking our customers' needs and custom-training students to be "cookie-cut" for clients' engineering needs."

HUMAN RESOURCES & TRAINING

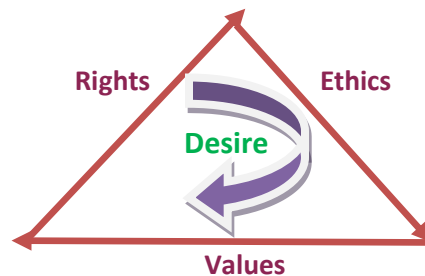
At Vee Technologies, we believe that a high level of education delivers the highest level of service for our customers. Therefore, the majority of our first line of recruits comes from Sona University and a group of colleges owned by our parent company, The Sona Group. With over 10,000 students on campus, we tap into a phenomenal talent pool of brilliant recruits. We then offer courses in management, technology and vocational skills that match the needs of our customers and their specific transactions. This ensures that the new team members entering **Vee Technologies** are ramped up, highly skilled and ready to work for our customers from day one.

Our Human Capital team focuses on recruiting candidates who are looking for a long-term career rather than short-term jobs. The talented employees who walk into our organization for entry level positions are extensively tested and then absorbed into highly focused training for one or various industry segments, depending on their aptitudes and creativity.

Training and education never ends at Vee Technologies. By embracing the Kaizen approach to Continuous Improvement we ensure that our clients receive – on average – a 98.9% accuracy rate in the work entrusted to us.

On top of our own internal training, our extensive experience with on-site training for our customers guarantees the most efficient, smooth and superior level of collaboration possible. By collaborating at this level, we truly enjoy the position of being an extended arm for our valued clients...a position we value at Vee Technologies.

Vee Technologies' Code of Conduct and Ethics, is our baseline for Human Rights. This policy integrated into processes across the entire organization.



The Employee code of conduct at Vee Technologies outline standards of personal and professional conduct that all employees must strive to uphold and behave in an ethical and professional manner at all times.

A code of conduct is a set of rules outlining the responsibilities and proper practices for an Individual at Vee Technologies.

The Code of conduct provides a basis for all employees to maintain a working environment that is productive, positive, enjoyable, safe and free from harassment and discrimination.

- **Awareness/Training on Human Rights** - Is mandatory for all employees to read the requirements of the Code of Conduct and Ethics to understand what is expected of them in promoting honesty, integrity and accountability within Vee Technologies.
- **Non-Discrimination Practices** - Vee Technologies discourages all discrimination or harassment from occurring. In the event an employee feels that have been discriminated against or harassed they are to bring this to the attention of their supervisor. In

case of a breach of the code has been identified by Vee Technologies and a response to the breach may result in counseling, disciplinary action, termination of employment, suspension or laying of criminal charges or civil action.

- **Equal Employer Redressal Policy** - The Equal Employer Redressal Policy provides a platform for redressal of sexual harassment and discrimination of self or fellow colleagues based on religion, sex, caste, community, etc. This policy is applicable to all employees. Once a case on harassment or discrimination has been noted an Equal Employer Redressal Committee (EERC), composed of senior management personnel, is instituted to hear and deal with the complaint raised. **Prevention of Child Labor** - As per the Recruitment Policy in India, Vee Technologies shall not employ any candidate who is below the age of 18 years on the date of joining. The employee age is validated through scrutiny of academic certificates and background check report.
- **Prevention of Forced Labor** - There have been no risks regarding forced or compulsory labor in Vee Technologies, since we consistently abide by all labor related laws. Also, all the employee contracts have a clause on termination, which clearly states that the employee can terminate the contract by giving due notice, as applicable.
- **Indigenous Peoples Rights** - All our operations are in defined commercial, urban areas where there is no presence of indigenous people and therefore no risk to them posed by our operations.
- **Freedom of Association and Collective Bargaining** - Our operations currently do not employ any unionized employees due to the service sector nature of our activities.
- **Human Rights Reviews** - We conduct reviews and impact assessments on human rights through focus group discussions with a defined quorum.
- **Occupational Safety and Health** - We are committed to providing a safe and healthy workplace for all the employees and visitors however, employees have a responsibility to make the workplace a safe and healthy place for all concerned, as far as reasonably practical.
- **Compliance** - We have faced no incidents of non-compliance regarding laws and regulations relating to human rights and ethical issues.

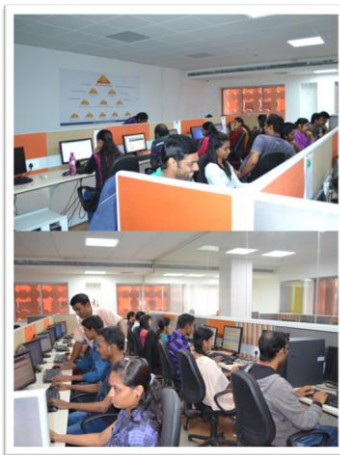
Certifications:

360° Approach & Six Sigma



Vee Technologies offers niche transaction process services built around a 360° system of quality. Traditionally a single process could have multiple parties taking responsibility for sub-sections of the entire process. By employing a **360° approach**, we migrate each of the various processes to a combined single site. This reduces the touch-points and cycle time and increases the quality and security of each transaction. Offering quality in every transaction is part of our brand promise.

This dedication has led us to achieve Six Sigma levels of quality which are fortified by our numerous quality and security certifications.

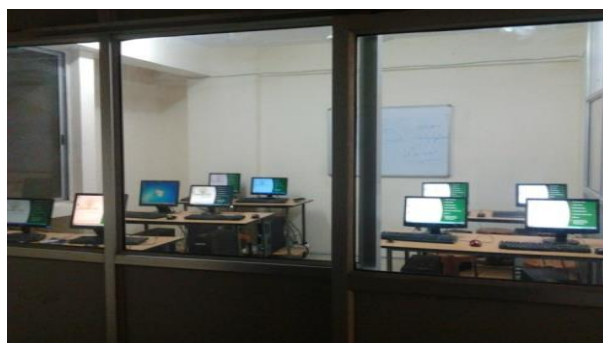


- Vee Technologies has successfully trained 700 to 1000 candidates this year and overall 10,000 candidates received training in the last 14 years
- Vee Technologies has offered employment to the majority of them who are successfully executing projects for clients in United States of America, Australia, United Kingdom, and other international locations.
- The rural BPO was started approximately 13 years ago
- We have contacted more than 100+ colleges every year and provide free training to rural students who are later employed at Vee Technologies.
- The Canada India Institutional Cooperation Project (CIICP) is a major Human Resource Development Project launched during the year 1991 through a Memorandum of Understanding signed between the Govt. of Canada and the Govt. of India.
- The Canadians selected Thiagarajar Polytechnic as the first center for the project
- The CIICP blossomed into a direct relationship with NBCC (New Brunswick Community College, MIRAMICHI) where our CEO established a joint initiative to develop e-learning programs which is now called Sona Varsity www.sonaversity.org
- **As part of E-Learning (Sona Varsity)**
- Our CEO Chocko Valliappa led a team to Canada and signed a joint Venture agreement with the NBCC Miramichi, Canada. A team of students and Professors travelled to Salem and helped set up Sonaversity. Sonaversity today develops e-learning courses, publishes books and CBT/WBT courses for K-12, colleges, Tamil Virtual University, and courses for IIT Delhi (Textiles NCUTE).
- Consolidation of Skill development initiatives which were executed under different programs of group companies

Below are the number of Students Trained & placed through Sona Yukti (Skill Development Centre) affiliated with Vee Technologies.

Year	No of Trained student	No of Placed student
2014	250	182
2015	850	797
2016	1500	1200
2017	3200	2600

Our Infrastructure & Facilities of the Training room:



- Trainers identified for the project are professionally qualified with relevant teaching or industry experience.
- All trainers will hold appropriate Degrees/Diplomas and other qualifications relevant to their field of teaching.
- Candidates with a passion for teaching and Skill Development will be considered for the positions.
- The emphasis will be to identify eligible local faculty to enable trainers to deliver the training programs in the regional language as well as in English.
- The MTCs will ensure that Sona Yukt is able to provide a steady stream of highly skilled trainers specific to the requirements of the project.

Mobilization strategy:

- Create awareness of the employment opportunities in Tourism and Hospitality Industry
- Identify potential candidates for providing training
- Organize career guidance session/ counseling for these candidate
- Collect database of school dropouts from schools
- Activate local mobilizers like Sarpanch, Mukhiyas, MLAs and other local leaders
- Collecting suitable databases from job consultancies

Tools

- College seminars
- School database
- Workshops in villages and other potential areas
- Road shows
- Paper inserts and advertisements
- SMS blast, mailers, etc.

Performance Improvement Methodology followed to check the Effectiveness of Training:



Modular approach helps to continuously impact the training at each stage

Level of knowledge and skill efficiency is routinely checked with competency tests.

Training Programs are reviewed twice a year to keep up with changes in the industry

Train The Trainers – Quarterly Programs to upgrade the trainers

The training programs will be synchronized with the requirements of industry associations, and wherever possible, post-training placement tie-ups will be arranged through industry associations as well as industrial units, including placement camps, etc.

Master Training Centers provide complete support to the new Franchise Centers in each state we operate. Broadly they are:

- Upgrading Existing Curriculum & Content
- Introducing new Technology & Training
- Updating or Upgrading Delivery Methodology
- Methodology & Delivery of Training
- Staff Training and Skill Development Programs
- Student counseling guidance
- Session guide plan for faculty
- Class Management guidance to faculty
- Technical 'Know-how' transfer
- Guidelines for Quality Assurance & Implementation
- Market & Industry Need Analysis & Action Plan
- Periodic Education Delivery and behavioral training to the trainers
- Reports, Review & Action plan
- Placement Support

- All training batches enrolled will be closely monitored for training effectiveness.
- Daily, Weekly, Monthly reports are submitted to MTC for monitoring
- Trainees will have access to various Seminars and workshops through Video Conferences.
- Regular placement activities will be held at MTCs and all satellite centers will have access to these placement drives.
- Special sessions will be held to prepare the students for interviews as this will lead to better placement results.
- In the initial phase we will not charge the students. Our prime focus would be government funded program.
- 70% Placement Records for Students
- Career oriented training programs, customized training curriculum as per the business requirement
- On Job training which simulate live environment
- Strong process knowledge of trainers
- Industry experts available from sister concerns and tie-ups
- Industry visits
- Innovation and CSR approach

- 8 Decades of Business experience, in various sectors from Textiles, Education, BPO, Engineering, Media & Entertainment.

FAIR OPERATING PRACTICES

Code of Conduct and Ethics

The Code of Conduct and Ethics is an essential document that outlines the high ethical standards that we support. While laws and customs vary in the different countries and cultures that we operate in, Vee Technologies' common goal is to follow a strong ethical code in every place we do business. We know that our organization's reputation for honesty, integrity and accountability is key to the success of our business and the Code of Conduct and Ethics outlines basic principles and practices in this regard with which all employees, officers and directors of Vee Technologies should conduct themselves when dealing with fellow employees, clients, suppliers, competitors and the public at large.

- Privacy and data security aspects of the Company's Client data/ resources remain safe and secure during transmission, handling and processing, which will take into account business, legal/ regulatory and contractual security obligations.
- No compromise on the moral and social values

The principles and practices of the Code of Conduct are listed below:

- **Compliance with Environmental Laws**
- **Fair Dealing:**
- **Individual Responsibility and Accountability:**
- **Respect for others:**
- **Compliance with applicable laws & regulations:**
- **Organizational policies, procedures and other forms of guidance:**
- **Ethical conduct of Research**
- **Records; Confidentiality, privacy & access**
- **Internal controls**
- **Use of Organizational Resources**
- **Financial Reporting**
- **Reporting Ethical violations and protection from Retaliation**

We have defined a Statement on Reporting Ethical Violations that is aimed to maintain the standards that we have set out to achieve as per the Code of Conduct and Ethics. We urge our employees to voice their concerns regarding improper or illegal behavior conducted by someone inside the Company or connected with the Company.

The Statement outlines key misconducts to be reported along with informal and formal procedures for reporting any ethical violations. Any concerns regarding ethical misconduct is handled by General Counsel of Vee Technologies , while the Chairperson of the Audit Committee manages violations relating to accounting or auditing matters.

- **Equal Opportunity and Diversity**
- **Corporate Opportunities: Harassment is taken care**
- **Public Reporting: Safety and Health**
- **Confidentiality: Drugs and Alcohol**
- **Protection and Proper Use of Company Assets: Company Records and Document Retention**
- **Insider Trading: Use of E-Mail and Internet Services**
- **Business Conduct and Fair Dealing: Political Activities and Contributions**
- **Gifts and Entertainment**
- **Compliance with Laws, Rules and Regulations**
- **Compliance with Antitrust Laws**

A Standard above the Rest

Vee Technologies USA does not simply adhere to an expected set of industry standards, we work hard every day to ensure that we exceed the minimum requirements of each of our certifications. By doing this, our own standards for growth and productivity are improved organically over time, directly and positively affecting our customers.

By always striving for excellence, we enjoy five continual areas of improvement:

Performance

We achieve a higher level of performance from all our departments and project teams across each of our business units.

Productivity

Our state-of-the-art resources and competent teams deliver top-of-the-line systems and administration management.

Systems and Processes

We deliver on time and exceed quality expectations by utilizing powerful hardware coupled with our own proprietary software systems.

Infrastructure and Facilities

Workflow groups around the globe seamlessly access project data and metrics information 24/7 using our state-of-the-art ERMS Vee-In4Suite.

Fortified Networks and Access

Our internal systems are impregnable, safeguarded from intrusions and protected from possible attacks.

ENVIRONMENTAL IMPACT

Community Involvement and Development:

Vee Technologies is always sensitive towards the needs and expectations of local community and development where we perform our services. Vee Technologies has taken initiatives to build a rapport with local community by sponsoring community development programs by supporting local schools, NGOs and activist groups.

Vee Technologies is part of Sona Valliappa Group and the group has been involved in several Philanthropic initiatives. We operate a not for profit organization called Sona Yukti which helps rural people who are below the poverty line earn a livelihood. We also operate a community polytechnic which offers job oriented programs. Vee Technologies is active in helping the elderly and children with different initiatives.

Focus areas:

● **Hunger, Poverty, Malnutrition & Health:**

Eradicating extreme hunger, poverty and malnutrition, promoting preventive healthcare and sanitation.

● **Education:**

Promoting Education, including sponsoring students for their education, and providing employment enhancing vocational skills especially among children, women, elderly, disabled people in rural & urban areas.

Monetary contributions to academic institutions & Government Schools for establishing endowment funds, chairs, laboratories with the objective of assisting students in their studies.

● **Rural Development projects:**

Enabling rural areas by improving accessibility, housing, drinking water, sanitation, power & improving their livelihoods, thereby creating sustaining villages.


● **Gender Equality & Empowerment of Women:**

Vee Technologies believes that workplaces reflect our society, we are an equal opportunity provider. We organize special leadership training programmes for the women managers at middle & senior levels. The work environment is compassionate and impartial.

Vee Technologies accelerates the professional growth of high potential first-line women managers, and prepares the high potential women employees for significant and impactful leadership roles and focuses on bringing the women who have taken a mid-career sabbatical back to work.”

● **Environmental Sustainability:**

Vee Technologies focus on green schools as to reduce the use of energy, water and reduced materials waste.

Save trees, save paper – we have this tagline at the bottom of all the official emails as  **Please consider the environment before Printing”** as we are not against printing, we are against wasting resources. Estimated that 50% of the pages printed are never looked at, only if required only then the content to be printed in the interest of the saving trees to save the paper.

Bio- Vehicles - In the interest of the environment, they can cause less pollution to the planet. Hence, we encourage bio-fuel to be used, as they release lower levels of carbon dioxide and other emissions when burnt, although the production of biofuels creates carbon dioxide as a by-product is frequently used to grow the plants that will be converted into the fuel. This allows it to become something close to a self-sustaining system.

Ensuring environmental sustainability by having an ecological balance, protecting plants, trees, animals and by conservation of natural resources.

● **Protection of National Heritage, Art and Culture:**

Protecting National Heritage, art and culture including restoration of buildings and sites of historical importance and works of art; by Creating Awareness regarding the need to protect and preserve the cultural heritage of India, by organizing 'Heritage Walks' and 'Talks' on the cultural and historical significance of monuments and Organizing seminars, quizzes, skits, exhibitions on the importance and protection of the monuments among the employees and the society.

Setting up public libraries; promoting and developing traditional arts and handicrafts.

Some of direct activities performed in the community are listed below:

- 200+ Units of Regular Blood donations by Vee Technologies volunteers every year in Salem & Bangalore
- Regular aids and visits to orphanages and old age homes
- Children and Adult clothes donated for recycling to rural areas in India with involvement of our employees
- Our Group is participating on a large scale in the skill India program and helping many rural families with training and employment support
- 500 hours devoted by Vee Technologies volunteers towards various initiatives
- Say "No" to "Child Labour"
- Global warming & conduct literacy programmes to educate the child to find a solution to many problems
- Awareness campaigns on Cancer awareness, HIV AIDS
- Conduct Road shows, Sports & Medical Check-ups
- Sponsor Radio or Television channel for creating awareness about global warming or no smoking or Don't drink alcohol, Save Fuel etc., at the State & National level.
- Supporting the NGO's which are new and seek help to support the people for palliative care

Environmental Impact:

The environmental performance indicators listed in this section are specific to our operations group which is where our work is performed to support our customers.

Vee Technologies is a services oriented organization and as such our main infrastructure, and primary energy consuming locations are, office buildings that our employees operate from. Electricity, from local State Electricity Boards, to run our offices accounts for 92% of our energy consumption.

In India, electricity supply from State Electricity Boards can be unreliable. As a contingency measure we operate diesel-run generators to provide backup energy in periods of electricity shortages. The main area of consumption in our organization is the Heating, Ventilation and Air Conditioning systems in our offices.

Vee Technologies monitors the following items to measure our environmental impact.

- Energy Consumption I
- Greenhouse Gas Emissions
- Energy Efficiency and Saving
- Water Consumption
- Wastewater and domestic sewage
- Waste Materials

Green Building in Vee Technologies:

We are building our new infrastructure in Salem as Green building with environment friendly technology. Green building, or sustainable design, is the practice of increasing the efficiency with which buildings and their sites use energy, water, and materials, and reducing building impacts on human health and the environment over the entire life cycle of the building. Green building concepts extend beyond the walls of buildings and can include site planning, community and land use planning issues as well.

Solar Power usage at Vee Technologies:

We have recently installed 24 KW solar power panels in our Salem office and started utilizing it for our own usage. Also planned to install 120 KW of Solar cells in our upcoming Infrastructure at Salem which will be used for our internal needs and also exported to the Government power grid.

Solar power is the Environment Friendly Green Energy. Solar energy is non-polluting, clean, reliable and renewable source of electricity. It does not pollute the air by releasing harmful gases like carbon dioxide, nitrogen oxide and sulphur oxide. Solar energy does not require and fuel and thus avoid the problems of transportation of fuel or the storage of radioactive waste.

With about 300 clear, sunny days in a year, India's theoretical solar power reception, on its land area is about 5,000 trillion kilowatt-hours. Assuming the efficiency of PV (Photovoltaic) modules as low as 10%, this would still be a thousand times greater than the domestic electricity demand projected for the year 2016.

Installation of 100KW Solar panels in Salem SEZ and 100% Solar power during day time:

Vee Technologies has installed 100 KW solar power generation units in our Salem IT Park building and 24 KW Solar units in our other office in Salem.

This enables our office in IT Park as 100% self-power generation facility during Day time. The EB power is used during night time while solar power generation is not available.



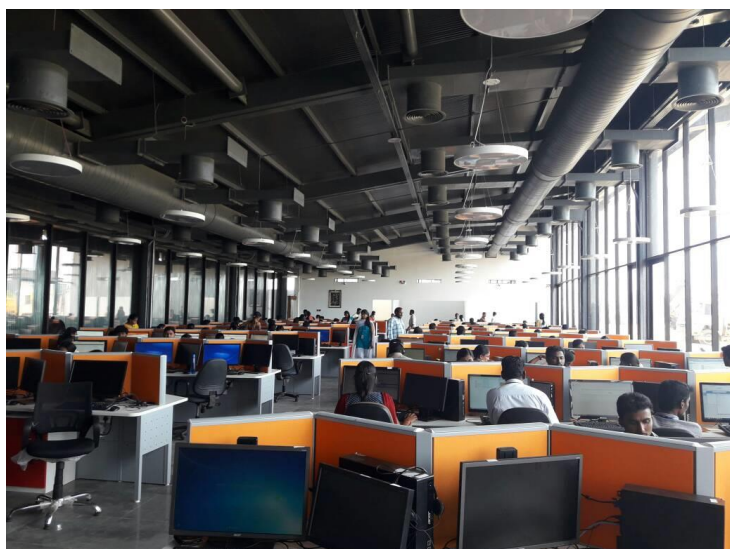
SEZ Studio-1 Solar Panel

Waste land converted to IT park building, i.e., Salem SEZ is situated in the Mines filled soil:

Pictures of the lands before converting them to the IT Park:



Waste land got converted into an IT Park, Picture below:



Environmental Benefits

- Enhance and protect biodiversity and ecosystems
- Improve air and water quality
- Reduce waste streams
- Conserve and restore natural resources

Economic Benefits

- Reduce operating costs
- Improve occupant productivity
- Enhance asset value and profits
- Optimize life-cycle economic performance

Social Benefits

- Enhance occupant health and comfort
- Improve indoor air quality
- Minimize strain on local utility infrastructure
- Improve overall quality of life

Biodiversity Impact: Vee Technologies' operations do not have any impact on areas of high biodiversity or protected areas. All our locations are situated in defined commercial areas, such as Special Economic Zones, away from high biodiversity and protected areas. **Environmental Compliance:** We have faced no incidents of non-compliance with the environmental regulations in our operations

ORGANIZATIONAL GOVERNANCE

Vee Technologies has earned the highest possible score for Customer References in the International Association of Outsourcing Professionals' (IAOP) 2016 Global Outsourcing 100. A leading global services company, Vee Technologies holds their clients' Extraordinary Outcomes as top priority, and this acknowledgement affirms they are on the right track.

Such an achievement is a direct result of Vee Technologies' unrelenting focus on accuracy, competency, and teamwork. The company is recognized for its timely and well-executed work in specialized, outsourced services, including inpatient coding, insurance denial reduction, and analytical applications for accelerated revenue recovery and forecasting. Vee Technologies commits to deliver excellent solutions, guided by innovation and security, to achieve and render extraordinary outcomes.

The CEO and Founder of Vee Technologies, Chocko Valliappa, has played a key role in bringing the company to its prestigious position in the IAOP GO100 list with his strategic planning and in-depth knowledge of client preferences across European, Asian, and American markets. It's with this vision he started Vee Technologies, Inc.

The company is proud and privileged to also be included in the 2016 Global Outsourcing 100 sub lists: 'Employee Growth as Rising Star'; 'Number of Employees as Rising Star'; and 'Revenue Growth as Rising Star' categories.

Organizational Governance:

A robust Corporate Governance approach is essential for any organization to function effectively. The systems and structures in a governance strategy help in defining the entire organizational process from the senior management at the top to the operational and frontline employees. At Vee Technologies, our culture and corporate values foster an environment of integrity, honesty and transparency – outlined in our Code of Conduct and Ethics - and this is carried through in our approach for Corporate Governance, which is defined by regulatory requirements and voluntary internal standards.

Governance Committees

Audit Committee

The purpose of the Audit Committee is to oversee, or provide assistance to the Board of Directors in fulfilling its oversight responsibilities with respect to:

- The accounting and financial reporting processes of the Company, including the integrity of the financial statements and other financial information provided by the Company
- The Company's compliance with legal and regulatory requirements
- The Company's independent registered public accounting firm's qualifications and independence,
- The audit of the Company's financial statements
- The performance of the Company's internal audit function and independent registered public accounting firm

Compensation Committee

The Compensation Committee has direct responsibility for the compensation of the Company's executive officers, and reviews and recommends policies relating to compensation and benefits of the Company's directors, officers and employees.

▪ Association Memberships

Vee Technologies is a member of the following industry associations in India through which we engage in public policy developments:

- NASSCOM is the premier organization that represents and sets the tone for public policy for the Indian IT industry
- CII is the largest industry association in India and works to create and sustain an environment conducive to the growth of industry in India.