

Corporate Social Responsibility (“CSR”) Projects for FY 2022-23 along with CSR Committee Composition of Lowe’s Services India Private Limited

Introduction



Who we are:

Lowe's Companies, Inc. (NYSE: LOW) is a FORTUNE® 50 home improvement company serving approximately 17 million customer transactions a week in the U.S. With total fiscal year 2022 sales of over \$97 billion, approximately \$92 billion of sales were generated in the U.S., where Lowe's operates over 1,700 home improvement stores and employs approximately 300,000 associates. Based in Bengaluru, India, Services India Private Limited (“Lowe’s India or “Company”) develops technology products and solutions, and delivers business capabilities to provide an engaging customer experience for Lowe's.



Lowe's India employs over 4000 associates across technology, analytics, merchandising, supply chain, marketing, finance and accounting, product management and shared services leveraging new technologies and finding innovative methods to ensure Lowe's has a competitive edge in its key markets.

Lowe's India actively supports the communities it serves through programs focused on skill-building, environment sustainability, disaster relief and housing and infrastructure. Our CSR programs have cumulatively impacted over 10 Lakh lives in last three years itself.

Our Commitment to SDG (Sustainable Development Goals) and SDG Alignment with Thematic Area

Lowe's believes that the United Nation's SDGs outlay a powerful model for sustainable growth and provides focused direction. That's why, our CSR program is aligned to five of these SDGs and we prioritize skilling, sustainability and creating safe homes as our core intervention areas.

- Zero hunger
- Achieve gender equality and empower all women and girls
- Promote sustained & inclusive economic growth, productive employment and decent work for all
- Make cities and human settlements inclusive, safe, resilient and sustainable
- Strengthen the means of implementation and revitalize global partnerships for sustainable development

Lowe's CSR programs complement the above United Nation's Sustainable Development Goals, in accordance with the company's vision and Schedule VII of the Companies Act 2013.

Lowe's India CSR Committee

CSR Committee of the Board of Lowe's India comprises of the following members:

Sl. No.	Name of Director	Designation /Nature of Directorship
1.	Mr. Ankur Mittal	Member
2.	Mr. Jeffrey Robert Vining	Member
3.	Mr. David Ray Green	Member
4.	Ms. Monica Pirgal**	Member
5.	Ms. Priyanka Rai***	Member

*Ms. Monica Pirgal resigned from the post of directorship of the Company and ceased to be a member of the CSR Committee with effect from July 01, 2022.

**Priyanka Rai was appointed as director of the Company with effect from September 26, 2022 and was appointed as a member of the CSR Committee with effect from December 09, 2022.

The CSR Committee carries out the following functions:

- to formulate and recommend to the Board, a CSR Policy indicating activities to be undertaken as specified in the CSR Requirements
- to recommend the amount of expenditure to be incurred on the activities governed by the CSR Policy.
- to monitor the CSR Policy from time to time.

Lowe's India's Corporate Social Responsibility (CSR):

1. Revitalizing communities through construction/refurbishment of safe, affordable, and green buildings such as houses, shelter homes, institutions, hostels etc.
2. Skill development for sustainable livelihood and advancement of education
3. Disaster Relief & Sustainability

Lowe's CSR Interventions 2022-2023: Our Focus on Skilling

Lowe's contributed INR 4,00,00,000 towards skilling of underserved communities including youth and the LGBTQ+ community

Overview: As defined by the U.N, one of the SDGs is to promote inclusive, and sustainable economic growth and full and productive employment to all. According to the Human Development Report, 2020, only one in five Indians in the labor force are skilled. India ranks 129 among 162 countries in this regard. Given the existing skill gap in the country, Lowe's brought its focus in upskilling communities.

As the world recuperated from the aftermath of the pandemic, economies started to re-build and communities strived to find their feet back into regular life. Taking a cue from the massive impact on learning and job opportunities and the existing skill-gap in the country, we strengthened our focus towards skilling underserved communities. We focused to strengthen the link between education and training thus improving the employability of underserved youth.

Our initiatives focused on the following aspects:

- Access to quality education that provides youth with technical, vocational and core employability skills
- Promotion of work-based learning, counselling, and career guidance
- Identifying programs which lead to job placements

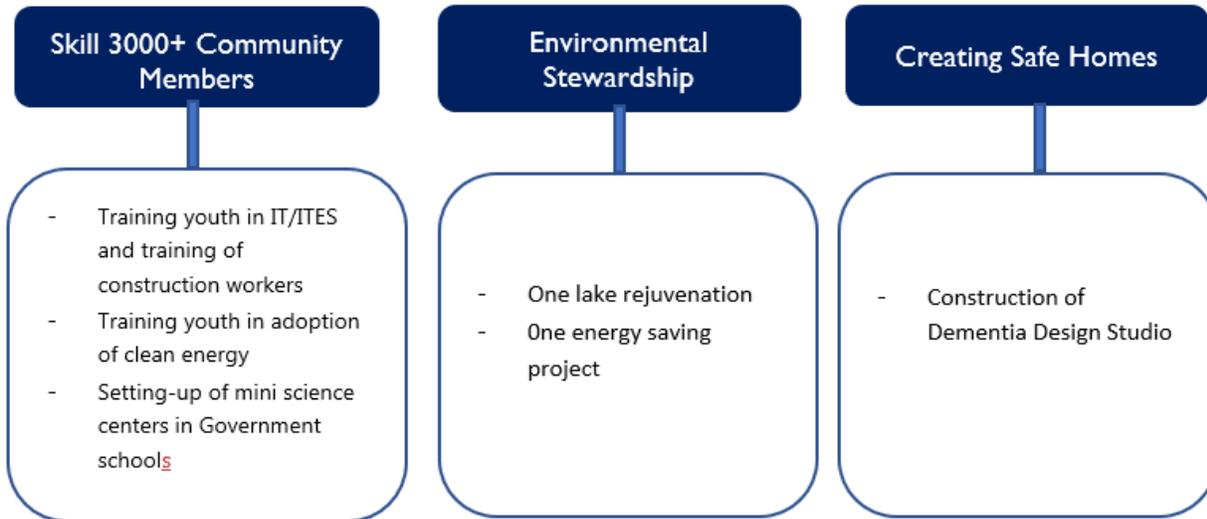
On his first visit to India, Lowe's Chairman and CEO Marvin Ellison also emphasized the company's commitment to its center in India and the local communities. He announced the company's commitment **to invest \$1 million over the next three years in upskilling programs for local communities.** The skilling programs would include a gamut of activities across a range of beneficiaries, right from imparting life-relevant education to LGBTQ+ community members to enabling youth with vocational skills, empowering women and offering second chances to adults.

We also strengthened our official volunteering program/platform to enable Lowe's associates to partake in our CSR initiatives and internalize our org-wide commitment to giving back to communities. Lastly,

following our commitment to creating safe spaces, in 2022-2023 we undertook multiple high-impact and innovative refurbishment projects, in partnership with reputed Government institutes.

What We Did:

The interventions were made in three broad categories:



Year: 2022-2023 Total Lowe’s India CSR Allocated Budget: INR 40000000 Direct Beneficiaries impacted: 5000 Geography: Karnataka (Lowe’s is based only in Bangalore)		
Project Wise Budget Expenditure	Project Details	Lives Impacted
<i>Working with education institutes for maximum direct impact</i>		
INR 49,20,300	Setting-up of Mini Science Centers/STEM labs in 10 Government Schools in Bangalore, Karnataka with Seva Sahyog	Direct Beneficiaries: 3000 (approximate) Indirect Beneficiaries: More than 12000 (approximate)
INR 22,07,100	Refurbishment of a school building where children of migrant workers/daily wage construction workers go with Lok Bharti	Direct Beneficiaries: 100 (approximate) Indirect Beneficiaries: More than 400 (approximate)
<i>Enabling underserved communities</i>		
INR 64,15,500	Recognition of Prior (RPL) Learning with Bridge Learning for Construction Sector with Sambhav Foundation	Direct Beneficiaries: 1000 Indirect: 4000

INR 22,42,290	Skilling & training Program for the youth from underserved communities with Magic Bus	Direct Beneficiaries: 436 Indirect: 1744
INR 24,84,900	Transformation Skilling program for LGBTQ+ community members with Connecting Dreams Foundation	Direct Beneficiaries: 25 Indirect beneficiary: 100
INR 23,20,394	Construction of a Dementia Design Studio with NIMHANS –National Institute of Mental Health and Neurosciences	NA
<i>Continuing to build on our foundation for sustainability projects</i>		
INR 64,72,323	Rejuvenation of 15-acre lake in Bangalore with Oasis Foundation	NA
INR 52,00,000	Training of 380 youth in renewable energy with IIT Dharwad	Direct Beneficiaries: 380 Indirect Beneficiary: 1520
INR 22,48,006	Contribution to Clean Ganga Fund	NA
INR 54,89,187	Setting-up of solar unit plants for 13 government schools in Bangalore with Sambhav Foundation	Sambhav has installed solar system in 13 schools. Appliances are attached to solar system, as per requirement of the school. These appliances are consuming about 76 KWh per day, which are connected through our green source of energy, solar system. Approx. 65 Kg carbon dioxide/day were produced, if we use same amount of energy through our traditional source i.e. thermal power generation. Hence, we are reducing 19,460 Kg carbon dioxide per year through this initiative.

Photo Gallery



Solar Unit plants installation in Government



STEM Labs in government schools in Bangalore



Upskilling of LGBTQ+ community members



18 acre lake rejuvenated



Upskilling program in IIT Dharwad



Inauguration of a refurbished school

Beneficiaries Impacted

2020– 2021 | 50K+ lives Impacted

1. **Skilling & Education:** 835 candidates trained in IT/ITES/Retail Management/Digital Marketing; more than 75% bagged jobs during the pandemic
2. **Safe Homes:** Refurbishment of two community homes impacting 16 lives
3. **Disaster Relief/Covid Pandemic Relief Work (Wave 1):**
 - a. Support Northern States in RTPCR Testing: 50,000 tests conducted
 - b. Food Aid Program - Migrant Worker Support Program: 3000 food packets distributed
 - c. Sanitation Skilling Project: 130 women trained as part of Sanitization Hygiene Entrepreneur Program
 - d. Contribution to PM relief fund

2021-2022 100K + Lives Impacted

1. **Skilling & Education:** 666 candidates trained in IT/ITES/Retail Management/Digital Marketing
2. **Safe Homes:** Lighting 100 homes with Solar: Impacting 400 community members
3. **Disaster Relief/Covid Pandemic Relief Work (Wave 2):**
 - a. Healthcare Infrastructure & Medical Supplies: 2.5 Lakhs lives impacted with the support extended to 18 Govt. hospitals and 2 covid care centers
 - b. Vaccination Drives – 10,000 communities got two shots of covid vaccine
 - c. Support for Frontline Workers: PPE kits for front line staff Bruhat Bengaluru Mahanagra Pallike (BBMP) in Bangalore
4. **Sustainability:** Plantation drive to plant 100 saplings, impacting 2000 community members

2022-2023 | 8K+ Lives Impacted

1. **Skilling & Education:** 4000+ candidates trained in IT/ITES/Retail Management/Digital Marketing along with the Recognition of Prior Learning programs; beneficiaries include LGBTQ+ community members, construction workers, Govt. school students
2. **Safe Homes**
 - a. Construction of the Dementia Design Studio with NIMHANS
 - b. Refurbishment of a government school in rural Bangalore impacting 100 students
 - c. Installation of solar units in 13 government schools in Bangalore impacting 1500 students
3. **Sustainability**
 - a. Rejuvenation of an 18-acre lake in Bangalore impacting 2000 community members
 - b. Training of 390 students to become renewable energy entrepreneurs