

Corporate Social Responsibility

# **ANNUAL REPORT**

## **2025-2026**



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# Foreword

The most meaningful progress is the kind that reaches beyond business and creates lasting value for people and communities. This belief continues to shape Xoriant's approach to CSR, where intent is matched by action and every effort is designed to create measurable, lasting value.

The year 2025–26 has been a year of momentum. Our initiatives touched more than 17,000 lives, and the participation of over 1,000 employee volunteers turned commitment into a shared movement across the organization.

Our work across education, gender equity, and sustainability reflected a clear and deliberate direction. From enabling 2,000 students through the Xoriant Innovation Skill Development Centre to advancing livelihood opportunities for women and strengthening environmental action, we focused on interventions that do more than address immediate needs, they help create stronger futures.

We received the Best Mental Health Initiative of the Year – 2025 award for Project Koshish, which supported nearly 200 survivors of child sexual abuse in Pune. We were also honored with Happy Employer Brands 2025 for the culture we have managed to build, enrich and sustain. These honors are encouraging because they celebrate outcomes and affirm the depth and seriousness of our commitment.

We have also continued to move forward with greater environmental responsibility, including a 25% reduction in carbon footprint compared to the previous year.

The road ahead calls for even greater imagination, sharper collaboration, and long-term thinking. With our Vision 2030 ambition to touch over 2 million lives, the opportunity before us is not just to expand our reach, but to deepen the quality and relevance of the impact we create.

My sincere thanks to every XFactor, NGO partner, and stakeholder who has helped move this journey forward.

Krupa NS  
CHRO, Xoriant



# Xoriant: Who We Are & Why We Care

## Xoriant at a Glance & Our Commitment to CSR

At Xoriant, digital engineering isn't just what we do, it's who we are. Headquartered in Sunnyvale, CA, with a global presence across the USA, Europe, and Asia, we power innovation for businesses of all sizes, from disruptive startups to Fortune 100 giants.

For over 35 years, we've engineered success across digital product & platform engineering, experience design, data engineering, and IoT. Every solution we create carries the precision of our product engineering DNA, the agility of our innovation culture, and the firepower of proven methodologies, frameworks, and accelerators, solving the most critical challenges businesses face today.

We don't just build technology, we build impact. Our belief is simple: innovation should go beyond boardrooms and bottom lines. It should empower communities, bridge inequalities, and create lasting change. That's why our commitment to CSR isn't a checkbox, it's a responsibility woven into our culture.

From fueling education for underserved children to empowering women and driving sustainability, we take the same problem-solving mindset that drives our engineering success and apply it to social impact. Because progress isn't just about technology, it's about people.

For more on who we are and what we stand for, visit [www.xoriant.com](http://www.xoriant.com).



# Vision Beyond Profits

Why CSR Matters & How We're Making a Difference

CSR matters because businesses don't thrive in isolation. They grow when society grows. They succeed when opportunities are equitable. And they lead when they take responsibility, not just for profits, but for people and the planet.

## Our Impact: Beyond Words, Into Action

We don't just talk about making a difference, we build it. Here's how:

### Fueling the Future with Education

Empowering underserved children with access to learning, scholarships, and career-building programs.

### Breaking Barriers in Equality

Prevention of child sexual abuse through school sessions and raising boys to be gender equitable through Action for Equality Project & empowerment for girls.

### Supporting Women Empowerment

Supporting women earn livelihood through bunk shops, creating vocational training opportunities, and driving financial independence.

### Engineering a Greener Tomorrow

Championing sustainability with tree-planting drives, water treatment systems, and beach cleaning drives.

Every initiative we undertake is **strategic, measurable, and designed for long-term impact** because we don't just aim for success in business, we aim for progress in the world.

# Driving Change with Purpose

## Our CSR Philosophy & Core Values

Our CSR philosophy is rooted in the belief that every decision we make—from the boardroom to the community—should reflect our commitment to sustainability, equality, and social responsibility.

We believe that success isn't just measured in revenue, it's defined by the integrity, responsibility, and impact of our actions. Doing business the right way means operating ethically, respecting laws, and driving meaningful change where it's needed the most.

## The Core Values That Guide Us

Every CSR initiative we undertake is built on four key pillars:

**Unwavering Integrity** – Upholding ethical business practices in every action, decision, and partnership.

**Equity & Respect**  
Ensuring fairness, inclusivity, and dignity for all—within and beyond the workplace.



**Ecological Sensitivity**  
Embedding sustainability into our operations and minimizing environmental impact.

**Sustainable Development Goals (SDGs)** – Aligning our work with global sustainability targets to create lasting impact.



# Aligning with Global Impact—The SDG Commitment

We recognize that the challenges facing the world today—climate change, education gaps, gender inequality, and economic disparity—require more than just corporate goodwill. They demand action.

That’s why we align our CSR initiatives with the United Nations Sustainable Development Goals (SDGs),

as outlined in the 2030 Agenda for Sustainable Development. This framework calls for urgent, collective action to protect the planet, empower communities, and foster inclusive economic growth. Through our initiatives, we focus on:

**Quality Education** – Ensures inclusive, equitable learning opportunities that empower individuals and enable lifelong growth.

**Climate Action** – Reducing our environmental footprint and supporting green initiatives.

**Women Empowerment & Reduced Inequalities** – We focus on building an inclusive society where everyone—regardless of gender, background, or circumstance—has equal access to opportunities, resources, and the ability to thrive with dignity.

## Engaging Employees as Changemakers

CSR is not just a corporate initiative—it’s a collective responsibility. We encourage every Xoriant employee (XFactor) to actively participate in volunteering opportunities that drive impact beyond the workplace.

By fostering a culture of responsible citizenship, we’re building a movement where every employee becomes a part of something bigger.

# Our Green Initiatives

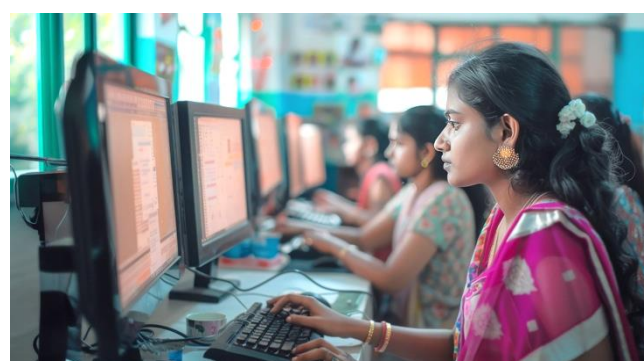
**Xoriant** continued to operationalize the organization’s Green Initiative policy across offices with a strong focus on **energy efficiency, waste reduction, sustainable infrastructure, and responsible resource utilization.**

Key initiatives implemented include the **use of energy-efficient infrastructure** such as LED lighting, LED monitors, power-saving configurations on IT assets, controlled temperature management in offices, and promoting shutdown of systems after work hours to reduce electricity consumption.



Supported reduction in carbon footprint by enabling a **hybrid work model** with an average of 3 days in office, thereby reducing commuting-related emissions across India locations.

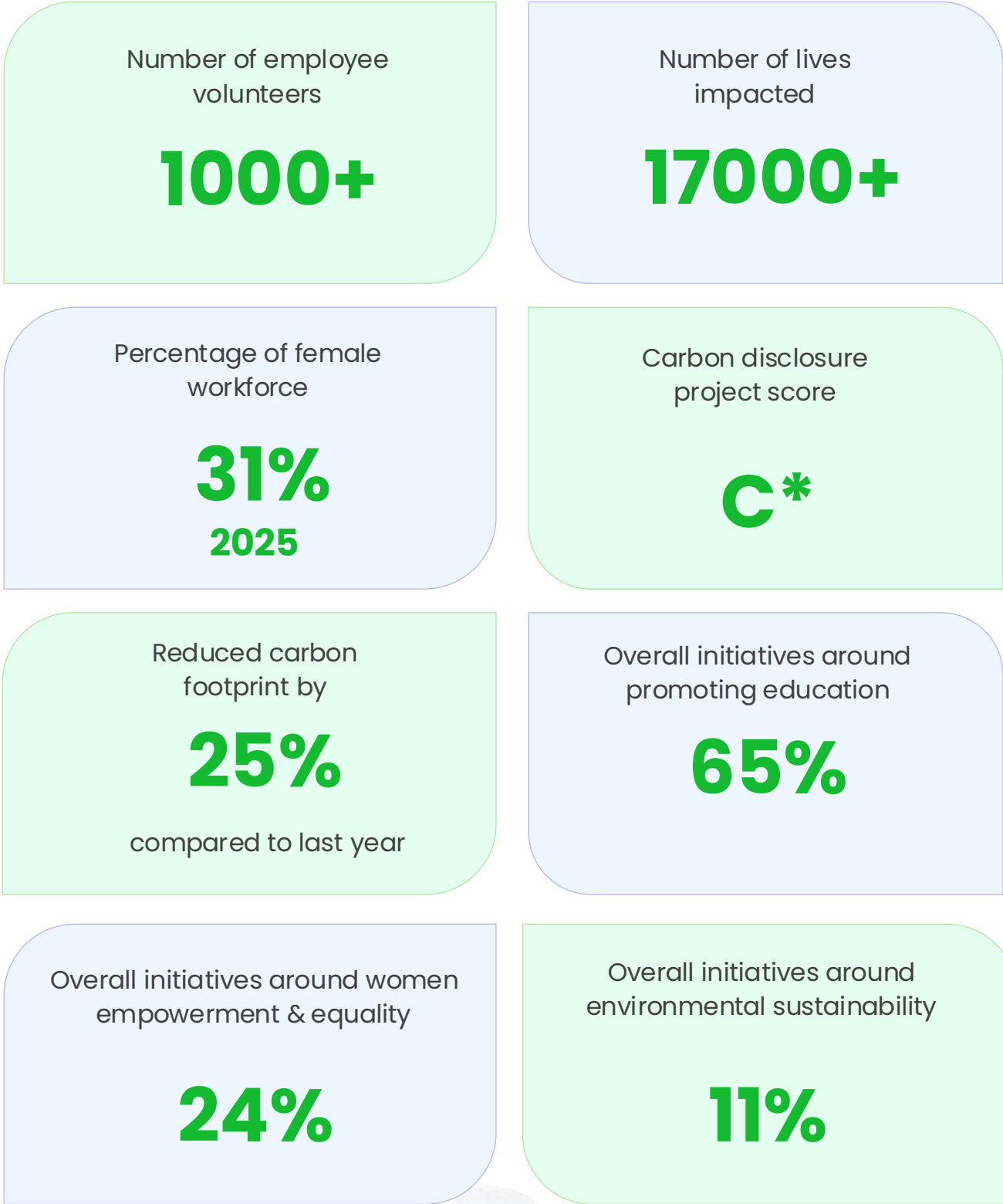
In line with Xoriant’s sustainability framework, reinforced **paperless operations, responsible waste management (Reduce, Reuse, Recycle), and procurement of recycled materials** wherever feasible.



Additionally, Xoriant continued its **socially responsible disposal of IT assets**, donating end-of-life infrastructure to NGOs and charitable organizations to support digital education for underprivileged communities, aligning environmental responsibility with social impact.



# Key Facts & Figures



# The Three Focus Areas

Education, Women Empowerment & Equality and Environmental Sustainability.

Our CSR initiatives are built on **three pillars**, each designed to address critical societal challenges while ensuring long-term impact.

## Pillar 1:

### Promoting Education – Empowering Minds, Unlocking Futures

Education for children from marginalized communities and skill development opportunities to youth with livelihood opportunities. Xoriant achieves these two elements by:

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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• STEM Lab &amp; Digital Classrooms – Promoting digital education by setting up digital Smart class + scientific thinking, problem solving and practical application of theoretical knowledge by setting up STEM Labs + to refurbish classrooms for a conducive environment</li> <li>• Innovation &amp; Skill Development Centre with an aim to empower 2000+ students from rural areas through innovation, research, and hands-on exposure.</li> <li>• Special Education, speech therapy and hearing aids to hearing-impaired children from underprivileged families.</li> </ul> | <ul style="list-style-type: none"> <li>• Deploying a ‘School on Wheels’ to reach children in remote and underserved areas.</li> <li>• Distributed 66 hearing aid devices to hearing impaired children in a government school from marginalized community</li> <li>• Established a fully functional, safe, and inclusive resource room equipped to deliver therapy, learning, and daily functional activities for children with deafblindness and multiple disabilities.</li> <li>• Talent Show organized for specially abled 80 children from multiple NGO and government schools.</li> </ul> |
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## Pillar 2:

### Women Empowerment & Gender Equality & – Breaking Barriers, Building Leaders

True progress is impossible without inclusion. Xoriant actively works toward creating equitable opportunities for all:

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Trained underprivileged women in sign language, soft skills, computer literacy, financial management, and spoken English, with a stipend and job placement for 80% of the cohort.</li> <li>• Support survivors of child sexual abuse through life skills education and rehabilitation programs in Child Care Institutions (CCIs).</li> </ul> | <ul style="list-style-type: none"> <li>• Enabling Full – Potential and access to sustained livelihoods for underserved youth.</li> <li>• Raising gender equitable boys through Action for Equality Project &amp; Empowerment for girls.</li> </ul> |
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Pillar 3:

## Environmental Sustainability – Protecting the Planet, One Action at a Time

Sustainability is not an option—it’s a responsibility. Xoriant is committed to reducing environmental impact and promoting green initiatives, including:

- A sustainable, eco-friendly, and aesthetically pleasing water treatment system in a school impacting 300+ lives.
- Enhance overall environment sustainability through Tree Plantation drives at multiple locations
- Beach clean-up drive at Mumbai. Removing 50 kgs waste from the beach.

## Real Stories, Real Impact

**Projects That Transformed Lives This Year**

We don’t just fund initiatives—we actively collaborate with local communities, NGOs, and partners to create sustainable value. Our approach is rooted in partnership,

engagement, and long-term impact, ensuring that every effort contributes meaningfully to society.



# Our People, Our Power

## Employee Volunteering & The Heart of CSR

Our greatest asset isn't our technology—it's our people. Every volunteer hour, every collaborative effort, and every innovative idea fuels our mission to drive positive change. Our empowered team is the engine behind our CSR initiatives, transforming passion into action and making a real, measurable impact on communities around the world.

## Success Stories

### Turning Curiosity On with a STEM Lab



Just a year ago, Archna had stopped believing she was “good at studies.” Sitting in her Class IX classroom at Naya Savera Foundation’s NPS School in Gurgaon, Science and Mathematics felt like a foreign language. Numbers blurred. Concepts felt distant. No matter how hard she tried, her scores stayed stuck between 30–40%. So she did what many students do when learning feels out of reach—she withdrew.

Then the STEM Lab arrived and quietly, everything began to shift. Suddenly, learning wasn't about memorizing what was written on the board. It was about doing. Touching. Building. Experimenting.

One day, during a lab session, Archna was asked to create a simple electric circuit. Step by step, she connected the pieces—hesitant at first, then focused. And when the bulb finally lit up, something clicked. For the first time, current and voltage weren't just words in a textbook. They were real.

That single experience sparked a chain reaction. Archna began asking questions again. Then more questions. She started volunteering in class, and taking the lead in group activities.

The girl who once sat quietly at the back was now stepping forward. Her teachers saw it clearly, this wasn't just academic improvement. This was confidence, rebuilt from the ground up.

Today, Archna doesn't just learn science. She experiences it, questions it, applies it.

Her story is proof of something simple, yet powerful:

When education moves from passive to experiential, it doesn't just improve performance. It changes how students see themselves.

# A Small Shop, A Big Turnaround

For years, Shailaja stood on her feet to keep her family going—working long hours in a garment factory, earning just enough to get by. But when her health began to fail, so did that fragile stability.

With two daughters to support and no steady income from her husband, the future felt uncertain.

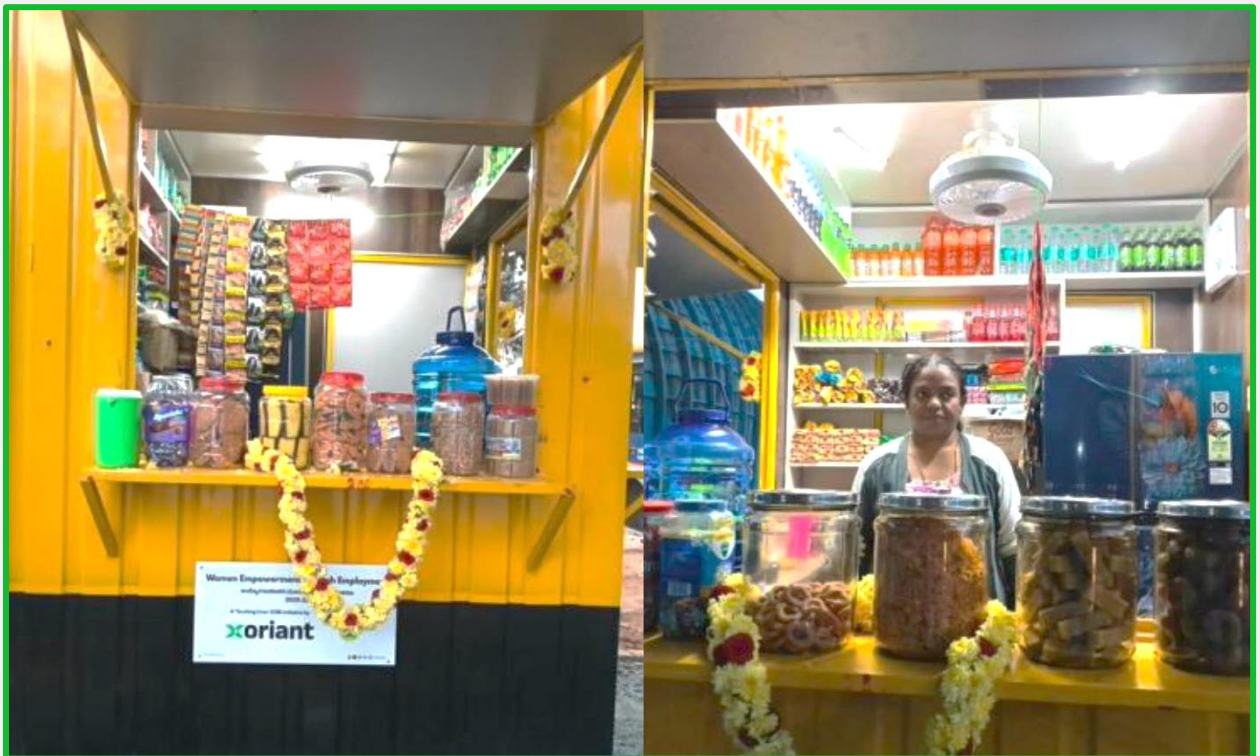
That changed with a small but powerful intervention.

With support from Thuvakkam and Xoriant, Shailaja received a compact bunk shop in her village near Anekal. What began as a simple structure soon became a lifeline.

Today, she and her husband run the shop from early morning to night, serving students, neighbours, and daily commuters. From groceries to tea and essentials, their shop meets everyday needs, and fuels a new beginning.

Her income has grown to nearly ₹45,000 a month.

More than earnings, it's stability, and dignity. And the assurance that her daughters' education will continue without compromise.



# When Hope Found a Voice



Not long ago, both Chandrakala and Imrana were standing at uncertain crossroads—each searching for a way forward.

With support from Xoriant, Ashray Akruti's WEST (Women Empowerment through Sign Language and Technology) program became that turning point.

For Chandrakala, it meant finding direction after graduation. What began as simple curiosity about Indian Sign Language soon grew into confidence and purpose. Today, she works as a Sign Language Interpreter at Youth4Jobs, helping others find their voice through connection and inclusion.

For Imrana, the journey was deeply personal. When her young daughter was diagnosed with profound hearing loss, fear and helplessness took over. But with the right support and access to sign language, her daughter began to communicate, learn, and thrive. Inspired by this transformation, Imrana chose to rebuild her own path—gaining new skills and confidence through the WEST program.



Today, she stands as a Primary School Teacher, independent and hopeful, communicating effortlessly with her daughter.

Two journeys, shaped by resilience and opportunity, made possible through Xoriant's support, proving that when women are empowered, hope finds a voice.

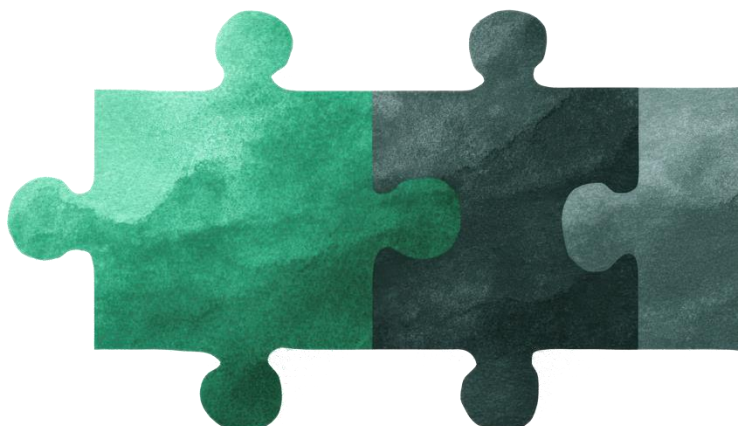
# A Year of Meaningful Contributions

## 1. Promoting Education & Skill Development Initiatives

- **Xoriant Innovation & Skill Development Centre** setup empowering 2000+ students from rural areas through innovation, research, and hands-on exposure.
- **School Kit Assembly & Distribution** – Over 3000+ school kits were assembled and distributed to underprivileged children.
- **STEM Lab & Smart Classrooms** – One lab and two classrooms setups in three government school benefiting 1000+ underprivileged children.
- **The School on Wheels** bus extends accessible education to 450+ children in underserved outskirts where government schools are out of reach.
- **66 Hearing Aid devices** donation to hearing impaired children in a school education children with deafness.
- Supported a school with **100 hearing impaired** children.
- Established **a fully functional, safe and inclusive resource room** equipped to deliver therapy, learning, and daily functional activities for 45 children with deaf blindness and multiple disabilities.

## 2. Women Empowerment & Equality

- **Bunk Shop Inauguration** – Sponsored 15 Bunk Shops for underserved women to promote financial stability, independence and self-resilience.
- **Project West** – 25 women from marginalized background got holistic skills from Indian Sign Language and early childhood education to digital literacy, communication, and financial management – the program transformed them into educators, interpreters, professionals, and change agents.
- **Talent Show For 80 Children with Disabilities** – An event bringing together visually, intellectually and physically challenged children/youth across the city.
- **Distribution of nutrition kits** to podiatric cancer patients.
- **Prevention of child sexual abuse through school sessions** – 120 sessions conducted, 12 CSA cases handled.
- **Antrang** – Raising gender equitable boys through Action for Equality Project & Empowerment for girls.





**3. Sustainable Environment**

- **Tree plantation drives** – 130 Trees planted impacting 3000 + lives.
- **A water treatment system** – A water recycling system implemented at a government school benefiting 300+ people.
- **A beach clean-up drive** – Removed 50 kgs of waste from the beach. In Mumbai.

Every initiative is a step toward a brighter future. Whether we’re educating children, planting trees , empowering women, or restoring the environment, Xoriant’s CSR is about real impact where it matters most.

**Xoriant’s Impact : Empowering Communities**



**Best Mental Health Initiative of the Year at the Global CSR & ESG Summit & Awards Awards 2025.**

This award celebrates Project Koshish—our heartfelt initiative supporting nearly 200 child sexual abuse survivors in Pune. Through life skills training, self-defense workshops, awareness drives, and hands-on employee engagement, we’ve stood beside these brave young souls, helping them reclaim confidence, build resilience, and rediscover hope.

# Partnerships that Make it Possible

Impact is never created alone. Every milestone we've achieved, every life we've touched, and every community

we've strengthened is a result of the **collective efforts of our partners, employees, and volunteers.**

We extend our deepest gratitude to:

- **Our NGO Partners** – For their dedication, expertise, and commitment to creating lasting change.
- **Our Employees & Volunteers** – For their time, passion, and willingness to go beyond their roles to make a difference.
- **Our Leadership Team** – For championing CSR as an integral part of Xoriant's culture.

Together, we're not just fulfilling a responsibility, we're building a movement of sustainable impact, innovation, and progress.



# Associated NGO Partners



We are grateful to our NGO partners for their outstanding work as well as various initiatives undertaken by them during the year for the betterment of our own society. We acknowledge and appreciate your support towards building a stronger nation together.

# The Way Forward

Our journey doesn't stop here. By **2030, we aim to touch over 2 million lives**, creating meaningful and measurable change through a mix of **innovative, long-term, and short-term CSR initiatives**.

To achieve this ambitious goal, we are driving impact through our every initiative is designed for **sustainable transformation at scale**.

## 4C Approach:

- **Cause** – We will deepen our efforts in identifying the most pressing causes, ensuring that
- **Collaboration** – Partnerships will remain at the heart of our approach, enabling us to co-create solutions by leveraging the strengths of diverse stakeholders.
- **Commission** – We will execute projects with agility and precision, supported by a well-structured monitoring, evaluation, and learning framework to ensure responsiveness and impact.
- **Communication** – Transparency will be key. We will foster trust and engagement through clear, open communication, both internally and externally, to strengthen partnerships and amplify impact.

At Xoriant, CSR is not just a commitment—it's a responsibility we embrace for a better future.

And this is just the beginning.

Creating Lasting Impact, Together  
With every new project, every volunteer effort, and every partnership, we are building something bigger than ourselves, a future that is more inclusive, sustainable, and full of opportunity.

We are grateful to our employees, partners, and stakeholders who continue to be the driving force behind our CSR mission. Together, we are not just making a difference, we are engineering a better tomorrow.





# **IMAGINATION REALIZED**

