

# Corporate Social Responsibility

ANNUAL REPORT 2024-2025



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## Foreword by CHRO



At Xoriant, we believe that a company's true strength lies not just in its business success, but in the impact it creates beyond the workplace. Our **commitment to Corporate Social Responsibility (CSR)** is an integral part of our identity, reflecting our core values of **empathy, inclusivity, and sustainable growth**. Through our initiatives, we strive to bridge gaps in education, healthcare, and skill development, ensuring that opportunities reach those who need them most.

This year, our efforts in **primary education, women's empowerment, healthcare, and environmental sustainability** have created tangible change across communities. From setting up mobile classrooms for migrant children to driving skill-building programs for underprivileged women, our employees have been at the heart of these initiatives—fueling them with passion, dedication, and purpose. Winning the "**Best 3 Primary Education Initiatives of the Year – 2024**" at the Indian CSR Awards is a testament to this collective eAort.

As a brand, Xoriant stands for **excellence, responsibility, and impact**, and our CSR philosophy mirrors this ethos. We believe that empowering communities is not just an obligation but an opportunity—to create a ripple eAect of change that benefits society and strengthens our shared future.

I am incredibly proud of what we have achieved together and grateful to every X-Factor who has contributed to these eAorts. As we continue on this journey, let's keep driving meaningful change, one initiative at a time.



**Krupa NS**

CHRO – Xoriant



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# 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 30 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 in STEM, driving sustainability, and tackling hunger, 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 Gender Equality** – Supporting women in STEM, creating vocational training opportunities, and driving financial independence.

**Engineering a Greener Tomorrow** – Championing sustainability with tree-planting drives, renewable energy adoption, and rural electrification.

**Fighting Hunger & Health Inequality** – Partnering with NGOs to provide nutritious food, healthcare support, and safe drinking water.

Every initiative we undertake is **strategic, measurable, and designed for long-term impact.**

Because at Xoriant, 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

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.

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.

## 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.

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

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

**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:

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

**Education & Equality** – Investing in programs that empower underserved communities.

**Health & Well-being** – Partnering with organizations to improve healthcare access.

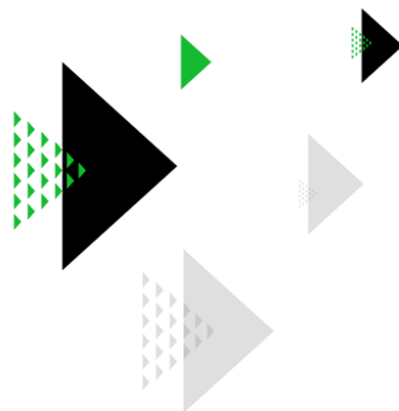
**Economic & Social Inclusion** – Creating opportunities for all, irrespective of background.



## 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



Eliminated Single use cups from the pantry



Replacing plastic bottles with Glass reusable bottles in meeting room & cabins



Initiated Air purifying live plants on floors / Purifying Bags/Desk Pots



Double side paper printing if possible & notification near print



Restricted usage of packaged drinking water



Eco friendly Housekeeping cleaning agents



Awareness to decrease brightness of PC/Laptop screens



Smart plugs for charging points



IOT smart solutions for lighting & ACs



Recycled old electronics



Green Certificate in place of flower bouquet



Purity Index meters at office floors



# KEY FACTS & FIGURES

Number of employees  
volunteers

**472**


No. of Lives  
Impacted through  
Volunteering Efforts

**5000+**

Percent of Female  
Workforce

**31%**  
**2024**

Xoriant supported  
India's Largest  
Inclusive Marathon

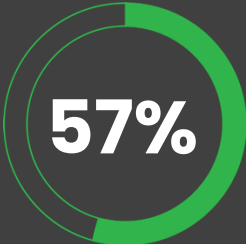


Carbon Disclosure  
Project Score

**C\***

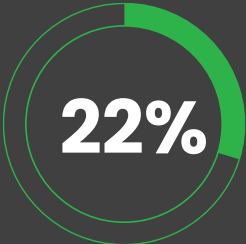
Reduced Carbon  
Footprint by

**25%**  
Compared  
to last year




**57%**

Of over all initiatives  
conducted were around  
Education



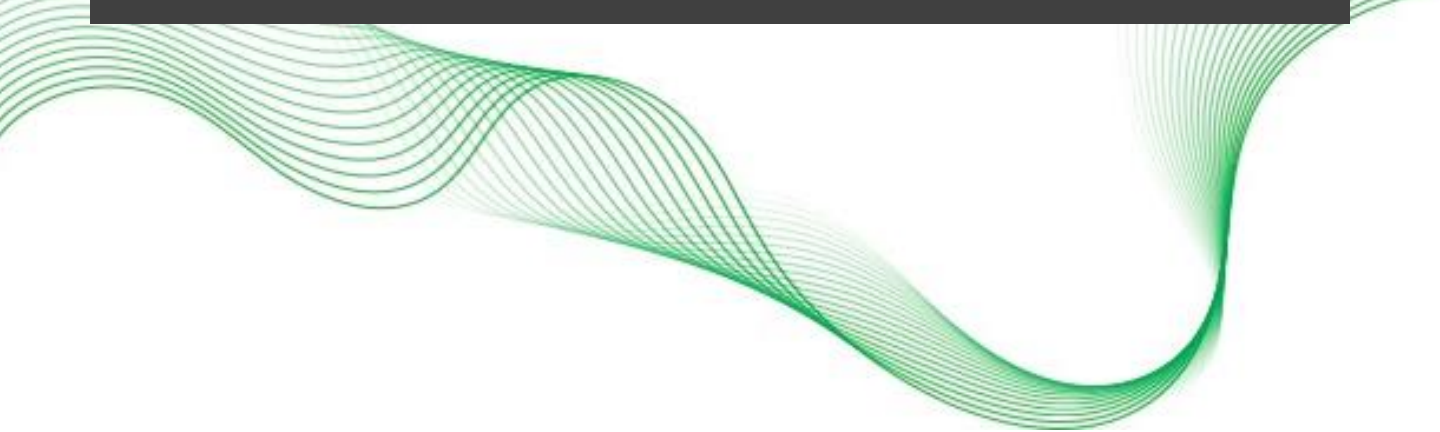
**22%**

Of over all initiatives  
conducted were around  
Environment Sustainability



**10%**

Of over all initiatives  
conducted were around  
Women Empowerment







# The Four Pillars of Change

## Education, Empowerment, Environment & Hunger Relief

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

### Pillar 1: Quality Education – Empowering Minds, Unlocking Futures

Education is the foundation of opportunity. Yet, for many children from marginalized communities, access to quality learning remains a challenge. Xoriant is committed to bridging this gap by:

- ▶ Establishing pop-up education centers at construction sites to provide language and numeracy skills for children of migrant workers.
- ▶ Deploying a ‘School on Wheels’ to reach children in remote and underserved areas.
- ▶ Supporting teachers and teaching materials for early childhood bridge classes in nurseries.
- ▶ Providing college scholarships and educational expenses for underprivileged students through Scholarships.

### Pillar 2: Gender Equality & Women’s Empowerment – Breaking Barriers, Building Leaders

True progress is impossible without inclusion. Xoriant actively works toward creating equitable opportunities for women and girls through:

- ▶ Training 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.
- ▶ Raising awareness about menstrual health, distributing hygiene kits, and promoting proper disposal of sanitary waste.
- ▶ Providing STEM & engineering scholarships for women to advance careers in technology.
- ▶ Partnering with NGOs to support survivors of child sexual abuse through life skills education and rehabilitation programs in Child Care Institutions (CCIs).

### 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:

- ▶ Installing solar panels in government aided schools to provide sustainable energy solutions in remote parts of South of India.
- ▶ Supporting afforestation projects, urban forestry development and tree-planting drives to restore biodiversity.
- ▶ Investing in rural electrification and renewable energy projects to empower communities.
- ▶ Conducting awareness campaigns on conservation, climate action, and responsible waste disposal

### Pillar 4: Hunger Alleviation & Health Support – Because No One Should Go Hungry

Access to food and healthcare is a basic human right. Xoriant is dedicated to fighting malnutrition, hunger, and inadequate healthcare by:

- ▶ Providing nutritional support for paediatric cancer patients.
- ▶ Sponsoring food, medical care, and education for children affected by HIV.
- ▶ Supporting NGOs in food security programs for vulnerable communities.
- ▶ Ensuring access to clean drinking water, sanitation, and healthcare initiatives for at-risk populations.

We continually assess our impact through:

- ▶ Transparent reporting & stakeholder engagement.
- ▶ Legal & industry compliance to ensure sustainable execution.
- ▶ Ongoing impact evaluations to refine and scale our initiatives.



## 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

### Kavya's Story: A Journey of Rediscovery and Independence

Kavya, a 30-year-old from Secunderabad, was married young and embraced the role of a homemaker and mother with dedication. While she managed her household with care, a quiet desire to learn and become financially independent remained unfulfilled. As the years went by, her dreams of education and a career seemed increasingly out of reach.

Everything changed when a neighbor informed her about a local training program that offered skill-building courses for women. Encouraged and determined, Kavya made the bold decision to step outside her comfort zone and enroll—despite the challenges of balancing family responsibilities.

With resilience and focus, she began her journey of self-improvement. She worked hard to enhance her English communication, learn computer basics, and develop job-readiness skills like interview preparation. Along the way, she discovered an unexpected passion: Indian Sign Language. Learning to communicate with the hearing-impaired gave her a new perspective and a sense of empowerment that extended beyond the classroom.



"I am happy to say that along with English and computer skills, I have learned Sign Language and can now communicate confidently with the hearing impaired," Kavya shares proudly. "These skills have not only prepared me for a job but have also enriched my daily life."

Her dedication soon led to success—Kavya secured a job and took her first steps toward financial independence. More than a new role, the opportunity gave her a renewed sense of self-worth and confidence.

Kavya's journey is a testament to the power of opportunity, support, and self-belief. From a homemaker with a quiet dream to a skilled professional with a strong voice, she has redefined her identity. Her story inspires countless women who have set their aspirations aside, proving that it's never too late to learn, grow, and pursue one's dreams.

### Madhavi's Story: From Aspiration to Achievement

"I Madhavi, a 20-year-old from Banjara Hills, always dreamed of building a career but lacked access to the right guidance and opportunities. After completing her Intermediate education, she was actively searching for a platform that could equip her with practical skills and the confidence to step into the professional world.

Her turning point came when a former trainee introduced her to a local skill development program for women. Motivated by the success stories of others, Madhavi enrolled with hope and determination.





From the outset, she displayed remarkable enthusiasm and dedication. She eagerly took part in sessions covering Indian Sign Language, communicative English, basic computer skills, and financial literacy. Her consistent performance in assessments reflected her strong commitment to learning and self-improvement.

Beyond technical skills, the program's personality development and work readiness modules helped Madhavi grow into a confident communicator, ready to face real-world responsibilities. Her efforts soon bore fruit when she secured a role as a Centre Associate at a reputed foundation.

Madhavi's journey marks a powerful transformation—from a young woman in search of direction to a skilled and self-reliant professional. Her story highlights the life-changing impact of skill-building initiatives in empowering young women to take charge of their futures.

### **Devraj's Story: Changing Perspectives, One Step at a Time**

When classes began in Rajnagar in December 2023, Devraj and his three siblings were not allowed to attend. Their parents were hesitant and mistrustful, especially their father, a sheet metal worker from the Sikh community. He insisted that his children would join only if the mobile learning bus was parked directly outside their home. Due to space constraints, that wasn't possible, and the family firmly refused participation.

Despite repeated rejections, the team remained patient and persistent. They continued visiting the family and gently engaging with the mother. Initially, she avoided the conversation altogether. But over time, after noticing the positive changes in children from a neighboring house who had joined the class, she changed her mind and agreed to send two of her children.

When they first joined, the children were unsettled and found it difficult to focus—even sitting through a short session was a challenge. With time, creativity, and child-friendly teaching methods, they gradually became more engaged. The joy of learning soon replaced their restlessness.

Today, their parents not only send them willingly but have also become appreciative of the initiative. The mother often expresses regret for not enrolling her older two children, who are now in school during class hours.

This story stands as a reminder that trust takes time to build—but when it does, it can transform lives. A family that once shut its doors is now an advocate for learning and community change.

### **Gauri's Story: A Young Leader in Her Community**

Thirteen-year-old Gauri Sitape from Jadhawadi is not just a student—she's a caregiver, motivator, and role model. Studying in Grade 7, Gauri has two younger sisters and a little brother, all of whom now attend the local community class with her.

Her mother works as a house help and her father as a security guard. When Gauri first joined the class two years ago, she lived nearby and was just beginning to learn the alphabet. Despite limited resources, she was determined to learn. At first, her parents sent only her, unsure of the initiative. But her steady progress changed their minds, and soon, all her siblings joined her.

Even after the family moved farther away, Gauri never missed a day. Each morning, when the class bus arrives and parents are notified, she gets not just her siblings ready—but also three other neighborhood girls. She walks them all to class, ensuring they never miss a session.

Today, Gauri and the girls she mentors are fluent readers. Her sisters are mastering composite letters, and her little brother is thriving in the beginner's group. Calm, committed, and nurturing, Gauri exemplifies the power of one child's dedication in uplifting others.

Her story is a testament to how young leaders can create ripples of change in their communities.



### Ahil's Story: From Hesitation to Confidence

Nine-year-old Ahil Jehangir Shaikh, a Hindi-medium student in Grade 4, joined the learning center at Vantage Tower about a year ago. At the time, he struggled to recognize even basic alphabets. Quiet and hesitant, Ahil lacked confidence in reading and speaking.

But with regular attendance, patient guidance, and his own determination, Ahil made remarkable progress. Today, he is a fluent reader of the Devanagari script and participates actively in class.



His transformation was most evident during a recent Science Day exhibition, where Ahil confidently explained an experiment to his mother in fluent Marathi. Overwhelmed with emotion, his mother recalled a painful memory from before they moved to Pune—when the family had visited a bank and were humiliated for not being able to read the forms. That day left a lasting impact on them.

Seeing Ahil's growth, his mother expressed heartfelt gratitude to the teaching team for empowering her son with the skills and confidence that once seemed out of reach.

Ahil's journey is a powerful reminder of how consistent support and a nurturing environment can transform a child's future.

### Vinit's Journey: From Isolation to Participation

Vinit Dineshchandra Rane, a young adult from Mulund (East), Mumbai, was born with total blindness and Autism Spectrum Disorder. Communication, social interaction, and even basic daily tasks were a struggle for him. His parents, despite their own health challenges, remained hopeful and committed to finding the right support.

When Vinit joined a structured vocational training program in 2022, he had limited social awareness, frequent behavioral outbursts, and restrictive habits—especially during meals and unfamiliar activities. He would often shout when uncomfortable and resisted engaging in anything outside his narrow interests.

Over the months, with consistent therapy and patient instruction, Vinit began to show remarkable changes. He learned to complete hands-on tasks like fitting large nuts and bolts, transferring objects, and threading beads. His eating habits also improved—he now breaks and chews food with guidance and is more open to trying new routines.



Most notably, Vinit began expressing basic needs like asking for food or water, and following simple instructions. His mother proudly shared, “*Abhi Vinit ka chillana kaafi kam ho gaya hai aur vo zidd karna bhi kam kar diya hai.*” (“Now, Vinit shouts much less and has reduced his stubbornness.”)

With continued support, Vinit is working towards greater independence in eating, personal hygiene, and communication. His journey is a powerful example of how structured care and persistent encouragement can lead to meaningful transformation for individuals with multiple disabilities.



# A Year of Meaningful Contributions

## 1. Education & Skill Development Initiatives

- ▶ **School Kit Assembly & Distribution** – Over 1000+ school kits were assembled and distributed to underprivileged children.
- ▶ **Build a Library in a Special School** – Volunteers set up a vibrant library space with sorted and organized books.
- ▶ **Visit to Education Activity Centers @ Construction Sites** – Engaged with 60+ children across three sites, supporting their learning needs.
- ▶ **Paint a Wall with Educational Content** – Employees painted educational murals at a local community to enhance the learning environment.
- ▶ **Senior Women Leaders interact with Young Girls students** – Xoriant Women Leaders interacted with and mentored girl students on career growth.
- ▶ **Book Donation Drive** – Employees donated a variety of books to an NGO to promote literacy.
- ▶ **Celebrations at Anganwadis** – Volunteers facilitated and participated in an engaging sports event, Hosted a fun Fancy Dress Competition where children showcased their creativity and even Organized an art and craft event for kids to express their imagination.

## 2. Healthcare & Social Well-being

- ▶ **Blood Donation Camp** – Employees voluntarily donated blood to support critical patients.
- ▶ **Distribution of Nutritional Kits** – Nutritional kits were provided to HIV/AIDS-affected children to support their health.
- ▶ **Distribution of Essential Kits** to pediatric cancer patients.
- ▶ **World Aids Day Rally, Hyderabad** – Employees participated in a rally to raise awareness about HIV/AIDS.
- ▶ **World Sight Day** – Awareness campaign shared to educate on vision care and eye health.
- ▶ **World Organ Donation Day** – Promoted organ donation awareness with an official government resource.
- ▶ **Women Empowerment Program support** – Women beneficiaries sold handcrafted products, supporting their financial independence.
- ▶ **Tree Plantation** – Employees planted trees to contribute to a greener environment.
- ▶ **Kargil Vijay Diwas: Gratitude Cards for Soldiers** – Employees created personalized gratitude cards to honor soldiers.

### 3. Healthcare & Social Well-being

- ▶ **Earth Hour** – Employees participated by turning off non-essential lights to support climate action.
- ▶ **Seedball Making** – Volunteers created seedballs to contribute to afforestation and biodiversity.
- ▶ **World Paper Bag Day** – Shared educational messages about reducing plastic use.
- ▶ **World Soil Day – Composting Workshop** – Employees learned composting techniques to promote sustainability.
- ▶ **National Heritage Week Celebration at DSSF Site** – Volunteers engaged in heritage awareness by coloring famous UNESCO sites.

### 4. Community Engagement & Social Impact

- ▶ **Clothes Donation Drive for World Recycle Day** – Employees donated gently used clothes to four NGOs for those in need. 370kgs saved from going into landfills.
- ▶ **International Women's Day** – Women entrepreneurs sold handmade items to support their livelihood.
- ▶ **International Sign Language Day** – Learnt the basics of ISL & ASL to promote inclusivity for the hearing impaired.
- ▶ **Christmas Celebrations** – Organized fun activities, snacks, and gift distribution for children from a rural government school.
- ▶ **Launched a Portal** to Introduce individual ownership towards social impact initiatives.

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



Xoriant is committed to driving meaningful change through **education, healthcare, sustainability, and social empowerment**. From mobile classrooms for migrant children to women's skill-building programs and green initiatives, our efforts are creating lasting impact. Winning the "**Best 3 Primary Education Initiatives of the Year - 2024**" at the **Indian CSR Awards** reaffirms our dedication to shaping brighter futures and building inclusive communities.

## 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.**







## 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 **4C Approach**:  
**Cause** – We will deepen our eAorts in identifying the most pressing causes, ensuring that every initiative is designed for **sustainable transformation at scale**.

- ▶ **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**.

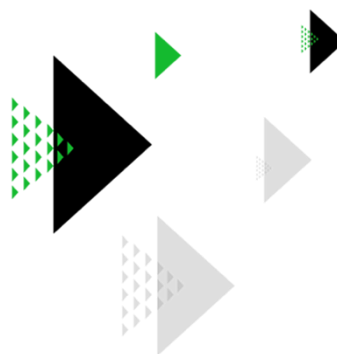
And this is just the beginning.



## 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**