TNS INDIA FOUNDATION
Partners in Economic Transformation

Great Place To Work. Certified FEB 2026-FEB 2027 INDIA

ANNUAL REPORT 2025-26

Together Towards Transformation

Youth Skilling & Employability

Farmer Livelihoods







About Us

TNS India Foundation (TNSIF), established in 2012, is a dynamic not-for-profit organization dedicated to driving inclusive economic transformation for marginalized and underserved communities across India. We believe that equitable access to opportunity is the key that unlocks human potential, strengthens community resilience, and creates lasting, meaningful change in people's lives. Guided by this conviction, our work is anchored in Youth Skilling & Employability and Farmer Livelihoods.

Each of these domains addresses systemic barriers that hold people back, equipping individuals with the knowledge, skills, tools, and holistic support needed to build resilient and self reliant futures. Through strategic partnerships, innovative approaches, and technology enabled solutions, we consistently expand our reach, scale proven models, and amplify impact across diverse regions of the country.

Guided by a shared vision of equitable and transformative growth, we remain committed to ensuring our efforts create lasting impact, benefiting current and future generations and advancing inclusive development across India.

To learn more, donate or volunteer, visit - **www.tnsindiafoundation.org**

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From Managing Director's Desk

The year 2025-26 was a defining year for TNS India Foundation marked by unique ebbs and flows. We dived into shaky waters while still steady on a financial and operational growth path. We tightly entwined processes, action, and impact and continued to strengthen our internal standards fit for scale and organizational growth. Understanding changing skilling industry realities, also foreseeing them and planning ahead has helped TNSIF deliver strong value to its students and donor partners. Growing agriculture portfolio by foraying into new geographies with new thematic domains in agri-allied interventions and with new donor partners, speaks of TNSIF's readiness to deliver impactful rural livelihood interventions.

These milestones reflect our readiness to scale impact while remaining rooted in the needs of the communities we serve. Our progress during the year is reflected not only in the lives we have touched but also in the growth of the organisation itself.

The organizational growth since the past one year is reflected in the following numbers:

- **337** employee headcount, up by **64%** from **205** in 2024-25
- **25** donor partners, up by **19%** from **21** in 2024-25
- **25** locations, up by **25%** from **20** in 2024-25
- **27,532** students and farmers, up by **3%** from **26,766** in 2024-25
- **384** engaged colleges as against **389** in 2024-25
- **731** engaged employers as against **977** in 2024-25

Over the past four years, TNS India Foundation has evolved into an organisation with deep expertise across youth skilling & employability, and sustainable agriculture, working across diverse geographies and communities. This journey has also prompted us to rethink our role. We recognise that achieving lasting social impact requires moving beyond implementing programmes to strengthening the ecosystems that enable change. Our aspiration is to contribute not only through direct interventions but also by sharing knowledge, influencing practice, and supporting systems that create sustainable opportunities for communities at scale.

Our strategy development exercise with Dasra this year was an important milestone in shaping this vision. It challenged us to think beyond programme delivery and define the role we can play as a thought leader within the sector. In the same spirit, our MoUs with the state governments of Maharashtra, Karnataka, and Telangana, are a definitive step in this direction, to have a far-reaching impact at scale.

I am a firm believer that change is not easy, more so when it is in the upward direction. It brings with it friction, resistance, caution, excitement, and a temporary disturbance to the status quo that is up for transformation.

This is where TNSIF was in 2025-26 and is as we enter 2026-27. The TNS Board, as always, is our guiding light, helping us navigate and directing us to opportunities that need us and vice-versa.

My sincere appreciation to our donor partners, whose trust and continued investments have expanded our reach and deepened our impact and my heartfelt thanks to our students, farmers, government partners, academic institutions, employers, and the entire TNS India Foundation family, whose dedication continues to transform lives every day.

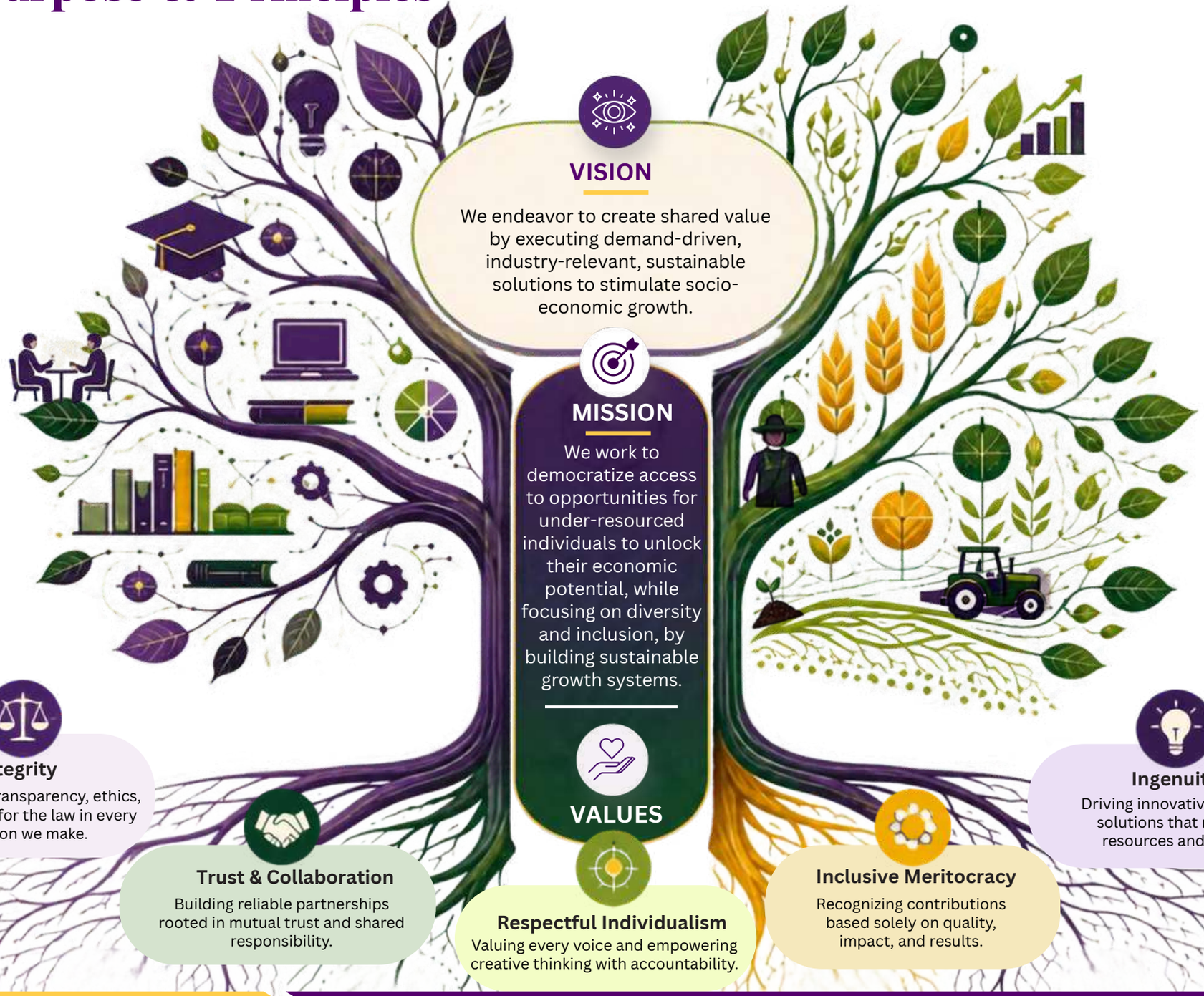
Onwards and Upwards!

Thank You,



Rupa Bohra
Managing Director
TNS India Foundation

Our Purpose & Principles



VISION

We endeavor to create shared value by executing demand-driven, industry-relevant, sustainable solutions to stimulate socio-economic growth.

MISSION

We work to democratize access to opportunities for under-resourced individuals to unlock their economic potential, while focusing on diversity and inclusion, by building sustainable growth systems.

VALUES

Integrity
Acting with transparency, ethics, and respect for the law in every decision we make.

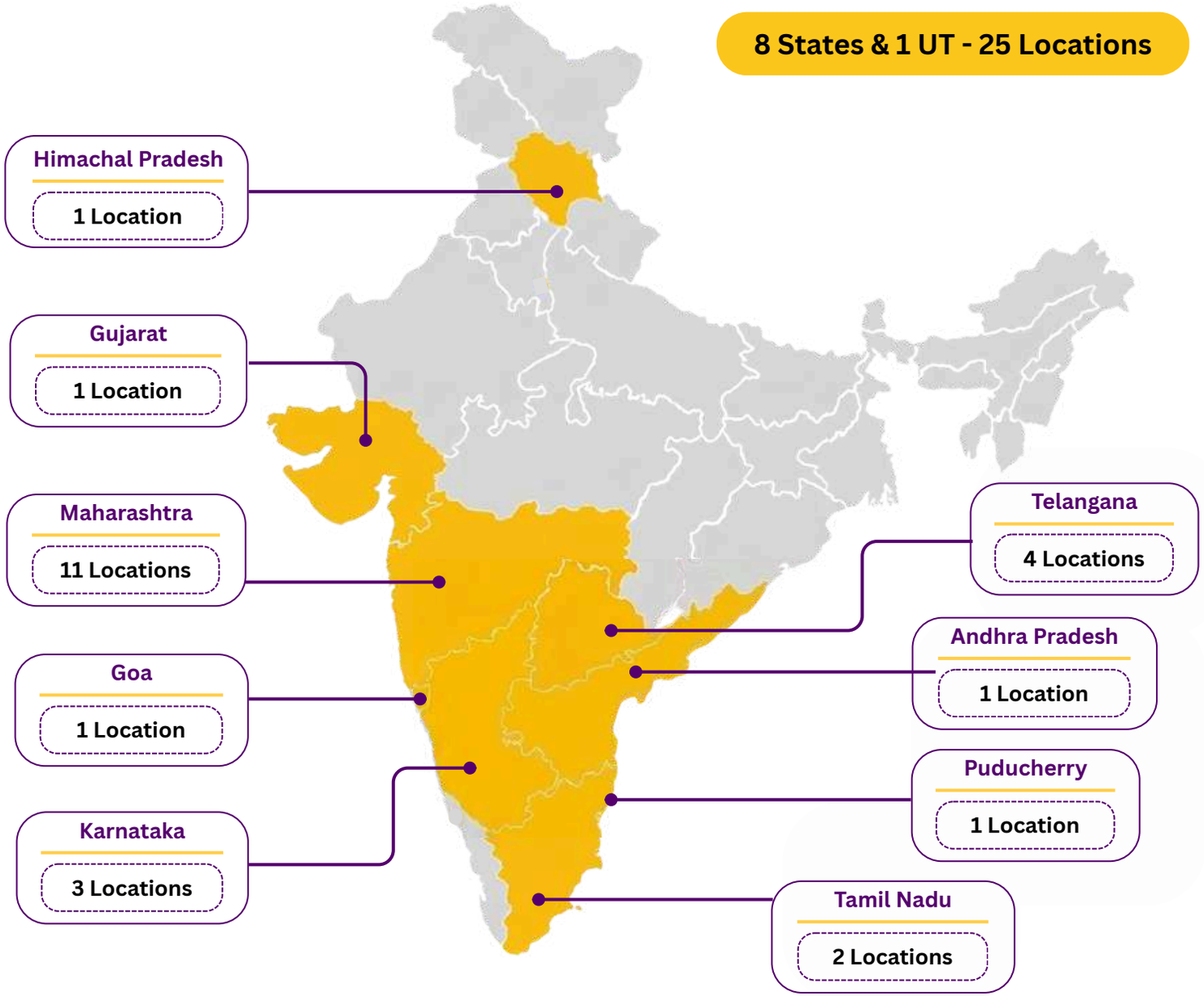
Trust & Collaboration
Building reliable partnerships rooted in mutual trust and shared responsibility.

Respectful Individualism
Valuing every voice and empowering creative thinking with accountability.

Inclusive Meritocracy
Recognizing contributions based solely on quality, impact, and results.

Ingenuity
Driving innovative, practical solutions that maximize resources and impact.

FY 2025-26: Year at a Glance



8
Active Programs

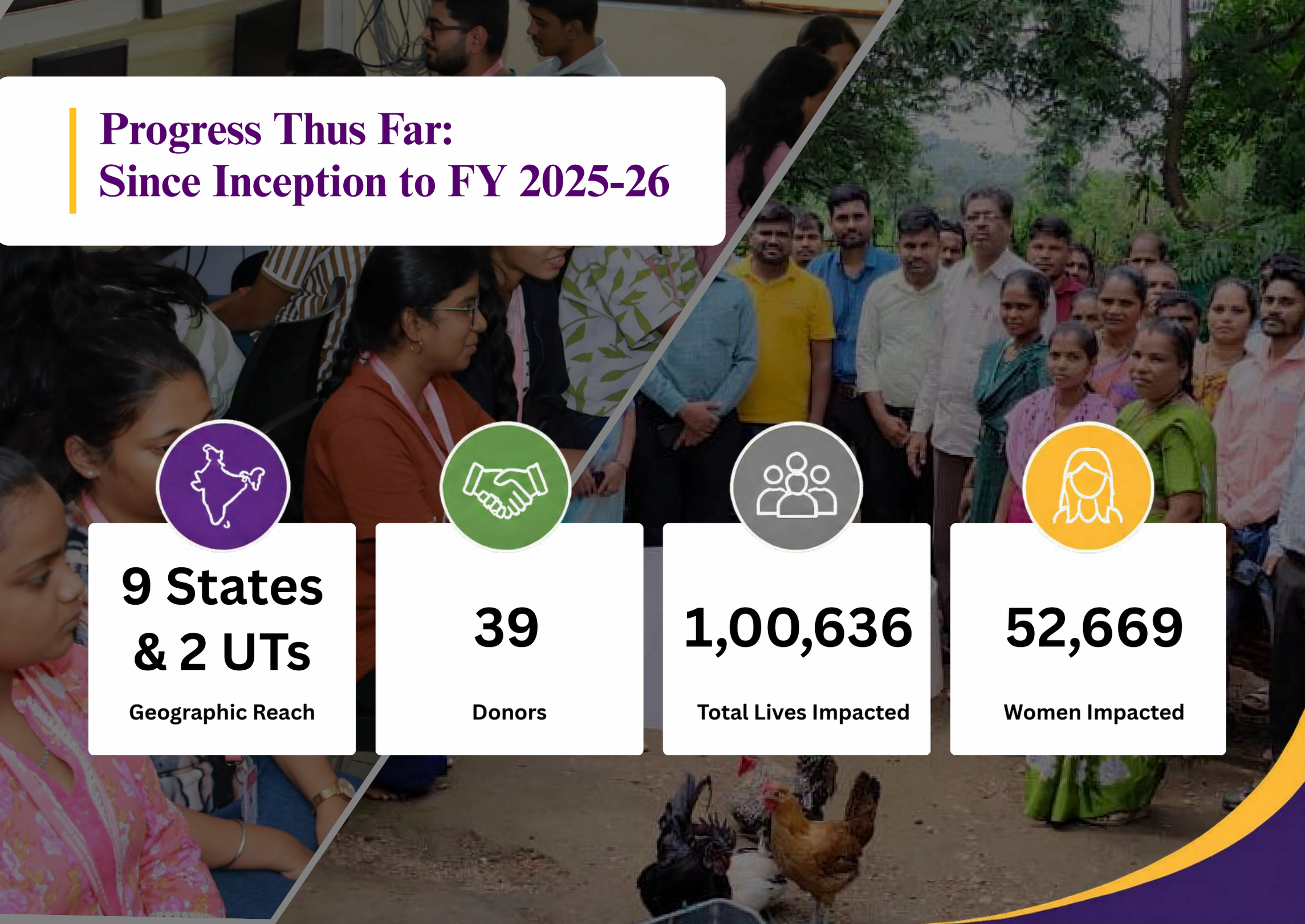
25
Donors

32.83 Cr
Funds Spent

27,532
Lives Impacted

11,616
Women Impacted

Progress Thus Far:
Since Inception to FY 2025-26



9 States & 2 UTs

Geographic Reach

39

Donors

1,00,636

Total Lives Impacted

52,669

Women Impacted

Board of Directors

"Our Board of Directors provides strategic guidance, governance oversight, and unwavering support to strengthen our mission and drive long-term impact."



Geetanjali Jha Chakraborty

Board Member,
Apnalaya



Vijayalakshami Srinivasan

Founder & CEO,
Peoplescape



Padma Parthasarathy

Former Senior Vice President,
Tech Mahindra



Kartik Kini

Founding Member and Chief Strategy & Execution Officer,
Centricity WealthTech, Invictus



Charulata Sippy

Senior Advisor - Operations,
DSP Finance Private Ltd.



Pramod Singh

Head - Legal & Compliance,
DSP Investment



Rupa Bohra

Managing Director,
TNS India Foundation

Message from Our Board Member

Creating Opportunity. Building Confidence. Transforming Lives.

Serving on the Board of TNS India Foundation over the last four years has been one of the most rewarding experiences of my professional journey. It has strengthened my belief that real social impact comes from disciplined execution and committed people working together.

What has always impressed me about TNSIF is that while the scale of its work is remarkable, its real success lies in helping people build confidence, become self-reliant, and create a better future for themselves and their families.

Over the years, the Foundation has positively impacted over 1,00,000 lives. Whether it is empowering women farmers, preparing young people for formal careers, or building stronger rural communities, every initiative is focused on creating sustainable outcomes. The scale and quality of this work continues to create ripple effects that extend well beyond what any single number can capture.

One initiative that particularly excites me is the Campus to Tech-enabled Financial Careers (C2FC) programme. As India's financial services industry evolves rapidly, the next generation of talent will increasingly come from smaller towns and diverse backgrounds.

Giving these young professionals the right skills and opportunities is not just about creating jobs, it is about creating lasting opportunities. I am equally inspired by the Foundation's work with Farmer Producer Companies, which demonstrates how social impact and economic sustainability can go hand in hand.

India's growth story will be meaningful only if it is inclusive. Our greatest responsibility is to ensure that opportunity reaches every student, every farmer, and every aspiring individual, irrespective of where they come from. When we do that, we don't just change lives, we strengthen the future of our country.

My sincere thanks to Rupa and the entire TNS India Foundation team for their passion, commitment, and outstanding execution. It has been a privilege to serve on the Board, and I look forward to seeing the Foundation continue to create opportunities, build confidence, and transform lives across India.



Kartik Kini

Founding Member and Chief Strategy & Execution Officer, Centricity WealthTech, Invictus

Message from Our Board Member

Building Possibilities, Together



Charulata Sippy

Senior Advisor- Operations,
DSP Finance Private Ltd.

Watching TNS India Foundation up close as a Board member has given me a real appreciation for what disciplined, ground-level work can achieve. Beyond the organization's growth, what has stayed with me most is the determination, resilience, and aspirations of the people whose lives it touches.

Through the Foundation's work, and through my own interactions with its dedicated team, I have come to see how investing in people and creating opportunities can transform lives with dignity and confidence. Whether it is students preparing for their first careers, women securing economic independence, or farmers strengthening their livelihoods, the Foundation's work keeps reinforcing something I deeply believe: that lasting social change begins by expanding people's choices so they can shape their own futures on their own terms.

What sets TNS India Foundation apart is how it stays rooted in communities even as it keeps adapting to emerging needs. Holding ground reality and long-term thinking together like this is a defining strength, and it's what enabled us to reach over 27,000+ individuals this year through trust, partnerships, and systems built to sustain progress long after our direct involvement ends.

This year brought a real shift in how we think about impact. Even as we expanded our outreach, we also worked to strengthen the ecosystem around us, so that creating opportunity becomes more sustainable and scalable over time. TNS Circle is a reflection of this thinking, bringing together corporates, philanthropists, development partners, students, and farming communities on one platform to exchange ideas, forge partnerships, and open up collaborative pathways to opportunity. Just as important was the strategic exercise we undertook with Dasra, which helped us sharpen our long-term direction, strengthen organizational readiness, and prepare the Foundation for its next phase of growth.

Across my professional journey, I have seen that lasting progress comes from institutions that stay accountable, evolve with purpose, and keep people at the centre of every decision. TNS India Foundation reflects these values consistently. My thanks to Rupa and the entire team for their commitment, and to our donors, partners, and communities, whose trust is what makes this work possible. As the Foundation looks ahead, I hope it keeps giving people more room to choose, more networks to lean on, and more reasons to believe their own efforts can carry them forward.

Leadership that Drives Impact

"Our Senior Leadership team brings deep expertise, diverse perspectives and unwavering commitment to advance our mission and create meaningful lasting change."



Rupa Bohra

Managing Director



Subhro Chakraborty

Director - Programs



Reshma Bhatkar

Director - Finance, Legal & Compliance



Priya Bhargava

Director - Program Strategy & Design



Raji Menon Debnath

Director - Programs



Frida Dias

Associate Director - Human Resources & Administration



Kirti Chaturvedi

Associate Director - Programs



Tanvi Sahni

Associate Director - Monitoring & Evaluation



Piyasree Mukherjee

Associate Director - Programs



Shaminder Kour

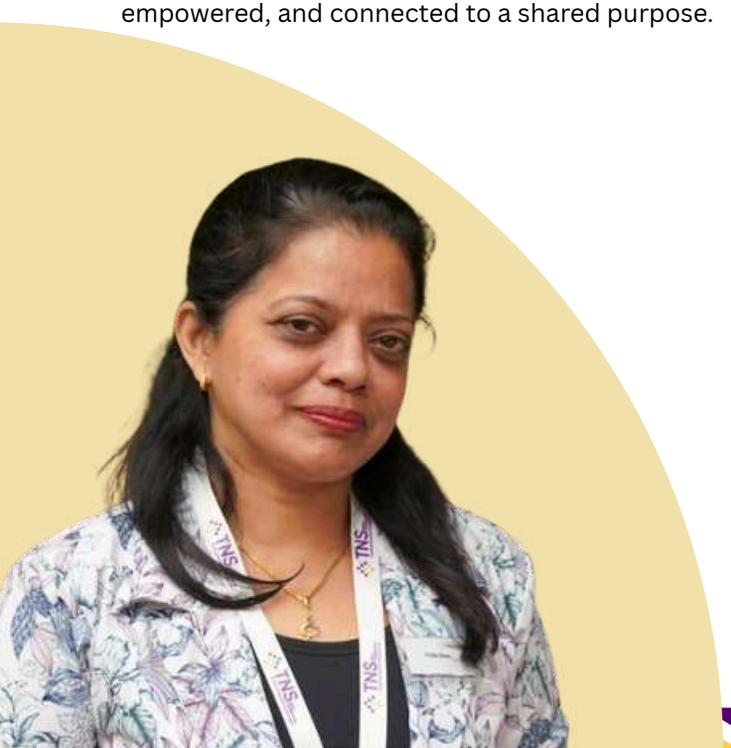
Associate Director - Curriculum & Training Quality

Message from Our Senior Leadership Member

People, Purpose, & Possibility

At TNS India Foundation, our mission extends beyond implementing programs it is about enabling sustainable economic transformation for vulnerable population groups across India. Through our work in youth skilling, farmer livelihoods, and women entrepreneurship, we create opportunities that empower individuals and communities to build resilient and independent futures.

As an HR professional, I firmly believe that meaningful social impact begins with people. The aspirations of youth, the determination of women entrepreneurs, and the resilience of farming communities inspire our work every day. To create sustainable change, we must first build an organization where our people feel valued, empowered, and connected to a shared purpose.



The past year has been one of evolution and growth for TNS India Foundation. As we expanded our reach and welcomed new talent, our focus remained on strengthening the culture that binds us together. True growth is not defined by scale alone, but by our ability to preserve our values, develop capabilities, and remain aligned to our mission.

Our values guide every aspect of our journey. Integrity drives accountability and responsibility, while Trust and Collaboration foster openness and shared ownership. Respectful Individualism encourages us to value diverse perspectives, Inclusive Meritocracy ensures opportunities are driven by capability and potential, and Ingenuity inspires us to innovate and adapt in an ever-changing environment.

During FY 2025-26, we continued to strengthen the employee experience through initiatives focused on engagement, well-being, workplace safety, learning, and technology-enabled HR practices. We enhanced employee connect across locations, leveraged AI to support recruitment, expanded volunteering opportunities, and strengthened systems that promote an inclusive and positive workplace.

Looking ahead to FY 2026-27, culture building will be at the centre of our people strategy. Our focus will be on creating a values-driven workplace that fosters belonging, accountability, collaboration, and continuous growth.

We will continue investing in leadership development, employee engagement and well-being, learning and capability building, talent management, succession planning, and progressive people practices that strengthen our organizational culture.

At TNS India Foundation, we believe sustainable transformation happens when people are given the opportunity, confidence, and support to succeed. We see this through young people securing meaningful livelihoods, women entrepreneurs expanding their enterprises, farmer collectives strengthening local economies, and alumni returning as mentors. These outcomes reaffirm that lasting change is built through trust, capability, and human potential.

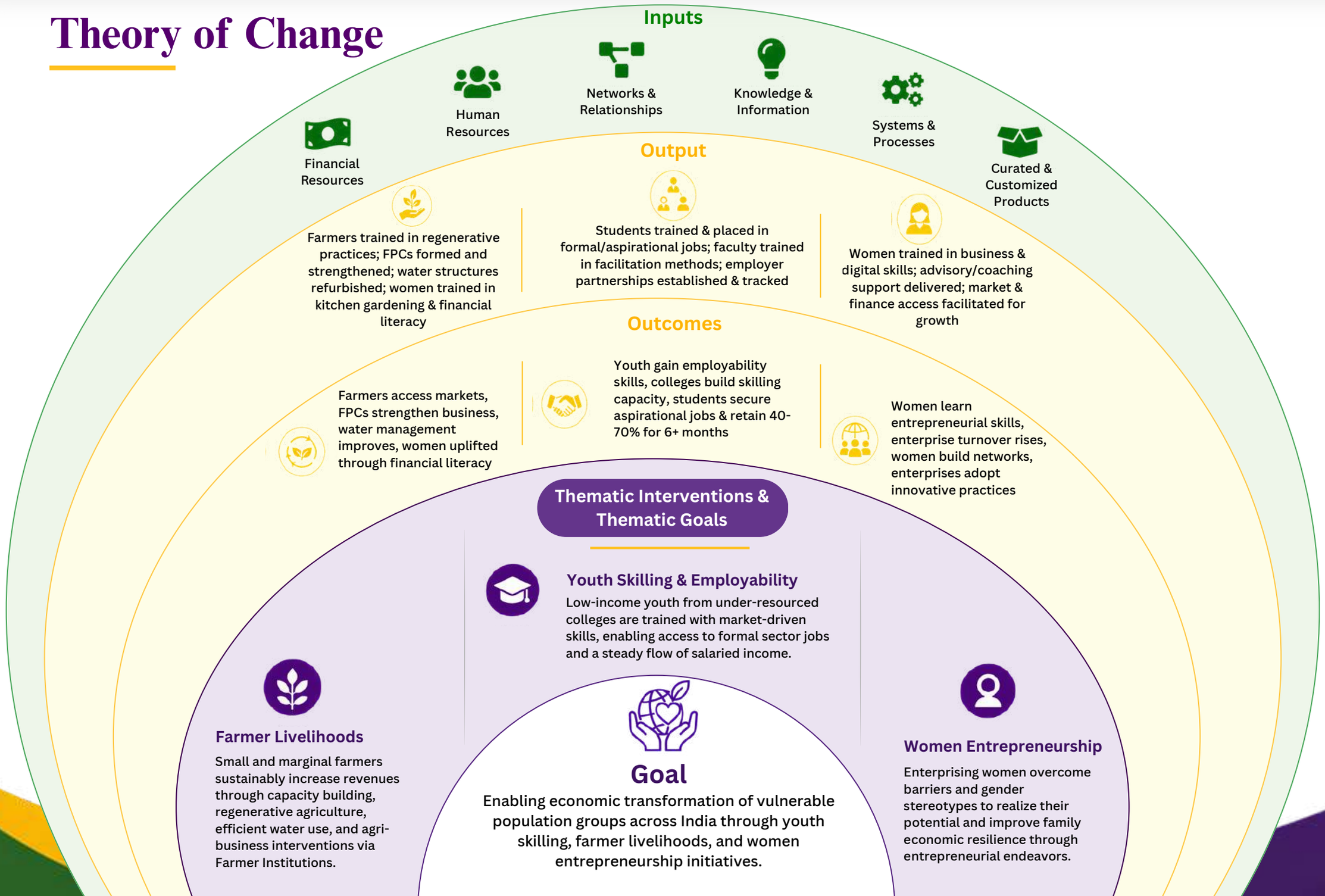
I extend my sincere gratitude to our Managing Director for her visionary leadership and commitment to building a people-centric organization. I also thank our Senior Management Team, the HR & Administration team, our support functions, program teams, and every employee whose dedication and passion bring our mission to life.

As we move forward, I am confident that our people, culture, and values will remain our greatest strength as we continue to create lasting impact in the communities we serve.

Frida Dias

Associate Director
Human Resources & Administration

Theory of Change



Our Partners In Change

"We extend our heartfelt gratitude to our donors and partners for their unwavering support and belief in our mission."

Funding Partners 2025-26

Accenture
Bajaj Finserv
25 Years Bandhan AMC
BGM Foundation
BIF Bosch India Foundation
Capgemini
Crompton
EXL
FactSet
fiserv.
Fitch Group
HDB Financial Services
JPMorganChase
Lenovo
M&G Global Services
Microsoft
Moody's
Michael & Susan Dell Foundation
MUFG
nasscom
Pernod Ricard India Foundation
salesforce
standard chartered
The Starbucks Foundation
VFS.GLOBAL

Collaborative Partners 2025-26

dasra
Pramiti Philanthropy Partners
Sattva Delivering High Impact
United Way Mumbai

Message from Our Donor Partner

Our partnership with TNS India Foundation has demonstrated the power of combining strategic CSR investments with meaningful employee engagement. Over the past three years, TNSIF has helped us translate our commitment to social impact into tangible outcomes for communities, while ensuring strong governance, transparency, and accountability at every stage.

One initiative that particularly stands out is the Buddy Program, which has enabled EXL employees to build meaningful one-on-one connections with beneficiaries.

Beyond volunteering, the program has fostered mentorship, encouraged learning continuity, and created a more personalized support system for participants. It has also deepened employees' understanding of community challenges, reinforcing a culture of empathy, purpose, and sustained engagement across our organization.

What distinguishes TNSIF is not only its ability to deliver programs effectively at scale, but also its focus on creating lasting impact through well-designed interventions and strong stakeholder collaboration. Together, we have been able to move beyond traditional CSR support and create opportunities for transformation that benefit both communities and our employees.

We value TNSIF as a trusted partner and look forward to continuing this journey of driving inclusive, sustainable, and measurable social impact together.

Donor Partner

EXL



Satyajit Gupta

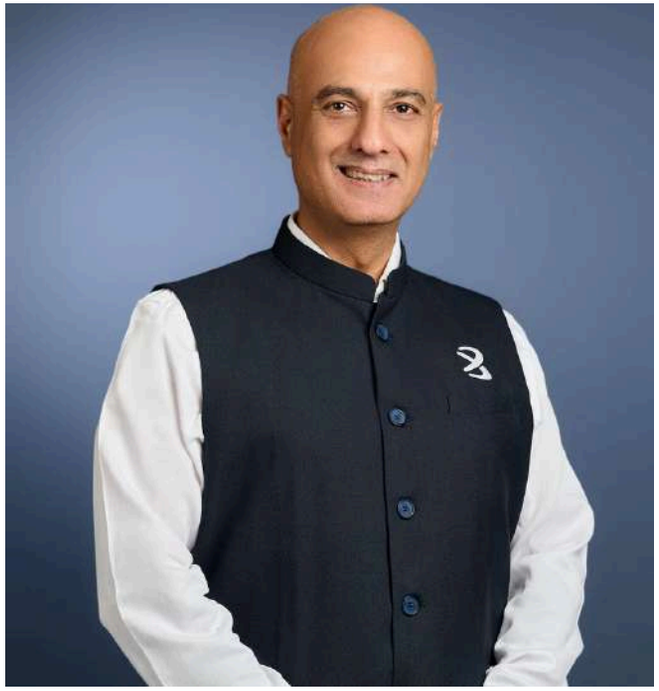
Vice President & Associate General Counsel
Head of India Legal & Global Head of CSR,
EXL

Message from Our Donor Partners

Our experience of working with TNS India Foundation on the Campus to Industrial Careers (C2IC) programme has been collaborative. Their industry partnerships and structured approach to skilling have helped create meaningful career opportunities for young people.

We particularly appreciate their ability to bridge the gap between technical education and industry needs, resulting in successful placements and sustainable career pathways.

Donor Partner



Kurush Irani

President, BFL Group Company CSR

We are proud to share our enduring collaboration with TNS India Foundation, a relationship that has flourished over the past seven years. Together, we have co-created and implemented innovative programs in areas such as technical careers, green skilling and financial careers, empowering over 10,000 youth with the knowledge and opportunities needed to shape brighter futures.

What makes this partnership truly meaningful is the tangible impact it has created, for individual beneficiaries, their families and the wider community as well. Our journey together exemplifies how purpose-driven collaboration between the like-minded organizations can achieve large-scale, sustainable change.

Donor Partner



Kumar Anurag Pratap

Vice President and Head of Corporate Social Responsibility-India, Capgemini



Youth Skilling & Employability

2025-26



Skilling India's Youth

The Opportunity That Cannot Wait

India's demographic dividend presents a significant window of opportunity. With a median age of around 28 years and 68.2% of the population aged 15–64, India has one of the world's most favourable large-economy age structures. This demographic advantage is expected to persist for the next two decades, creating a critical window to equip India's young population with the skills, education and employment opportunities needed to drive inclusive economic growth.[1]

Yet realising this dividend is far from automatic. The Periodic Labour Force Survey (PLFS) 2025 reveals that youth unemployment (ages 15 to 29) stands at 9.9%. The challenge is not that young Indians aren't pursuing education; it is that education alone is not converting into employment. More critically, only 4.2% of India's workforce has received any formal vocational training, exposing a structural gap between the classroom and the workplace.[2]

The challenge runs deeper than unemployment numbers suggest. The India Skills Report 2025, published by Wheebox in partnership with CII and AICTE, found that only 54.81% of Indian graduates are globally employable, meaning nearly one in two who enter the workforce each year is not yet ready for the jobs available to them. The gap is sharpest among women, whose employability stands at 47.5% compared to 53.5% for men, and most acute at Tier 2 and Tier 3 colleges, where curricula remain disconnected from what industry actually requires.[3]

In states like Maharashtra and Karnataka, which rank 1st and 3rd nationally in graduate employability at 84% and 75% respectively, the aggregate numbers mask a persistent urban-rural divide where first-generation learners in smaller cities and semi-urban campuses continue to struggle with meaningful placement.[3]

Unemployment for urban youth stands at 13.6% (PLFS 2025), and the Economic Survey 2023–24 estimates that India must create 7.85 million non-agricultural jobs every year until 2030 to absorb its growing workforce.[2] [4]

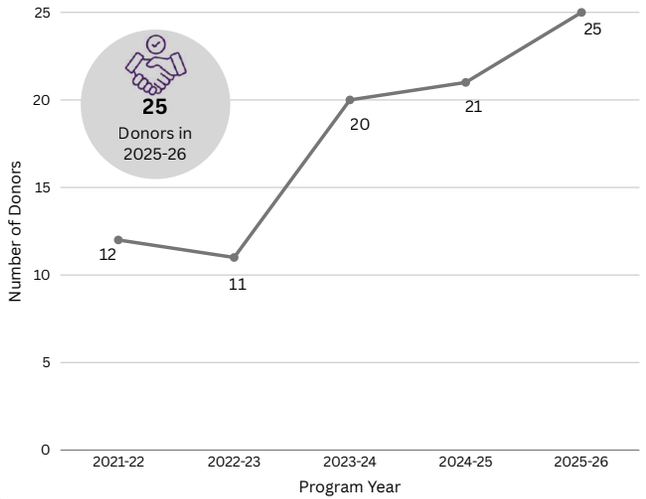
Against this backdrop, targeted, campus-embedded skilling, the kind that connects real students at real colleges to real employers, is not a supplementary intervention. It is an economic imperative. This is precisely where TNS India Foundation intervenes, bridging the gap between education and employment through industry-aligned, campus-based skilling programmes. By executing demand-driven, industry-relevant, and sustainable skilling solutions at the campus level, TNSIF works toward its core vision: creating shared value that stimulates socio-economic growth.

Five Years' Trend Analysis

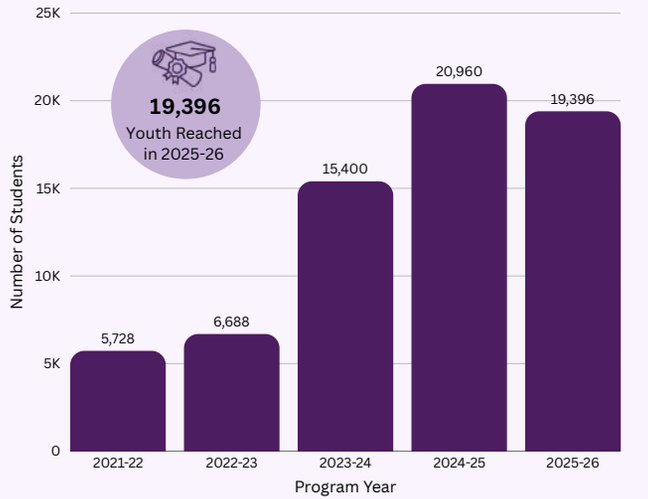
A look at our journey of creating meaningful impact and empowering communities over the past five years.

30	68,172	33,999	1,259	3,818
Donors Engaged	Youth Reached	Female Impacted	Colleges Engaged	Employers Engaged

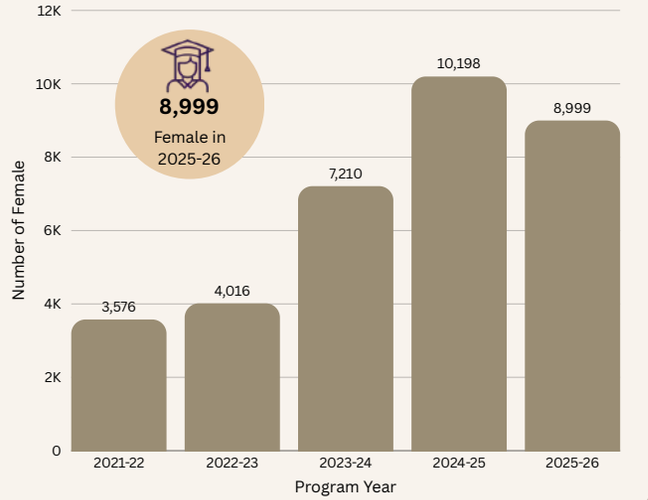
Donors Over Five Years



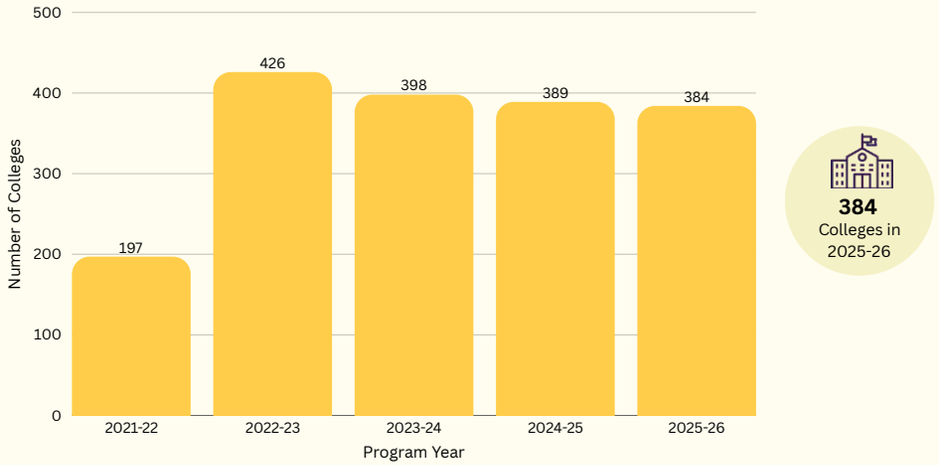
Youth Reached Over Five Years



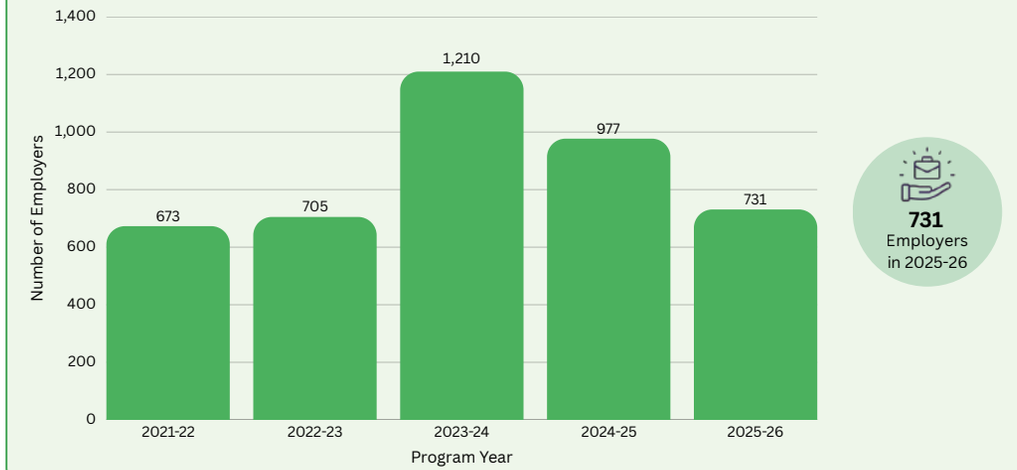
Female Trained Over Five Years



Growth in College Engagement



Employers Engaged Over Five Years



C2C | Campus to Corporate Careers

Many graduates complete college with academic qualifications but still feel unprepared for the expectations and realities of the corporate workplace. TNS India Foundation's Campus to Corporate (C2C) Program works with colleges to bridge this gap and help young people make a confident transition from campus to the world of work.

The C2C Program is a free, two-month employability skills training initiative designed for final-year students aspiring to build successful careers.

Through interactive and practical training sessions, the program equips youth with industry-relevant employability skills while strengthening their communication, professional competencies, confidence, and workplace readiness.

Upon successful completion of the program, students receive a certificate and gain access to placement opportunities with reputed companies, enabling a smooth transition from campus to corporate life.



Highlights of the Year (2025-26)

Connecting Students with Industry

Through five employee engagement sessions with Fitch Group and India Ratings, 252 students across Mumbai, Hyderabad, and Bengaluru connected with 33 industry volunteers to build career, workplace, and interview readiness.

Bringing Students Closer to the Corporate World

55 students visited M&G Global, gaining first-hand exposure to workplace expectations and industry standards. Ms. Zahabiya Officewala, Managing Director, shared insights from her professional journey, encouraging informed career decisions and independence.

Upskilling Training Team

A three day capacity building workshop equipped 70 team members with learner-centred facilitation techniques to enhance classroom engagement, participation, and retention.







Looking Ahead

C2C will expand through new college partnerships and strengthen its curriculum with AI, digital and workplace skills, and deepen student engagement through mentoring and career guidance.

C2C Impact Snapshot

Cumulative Impact (Since Inception)

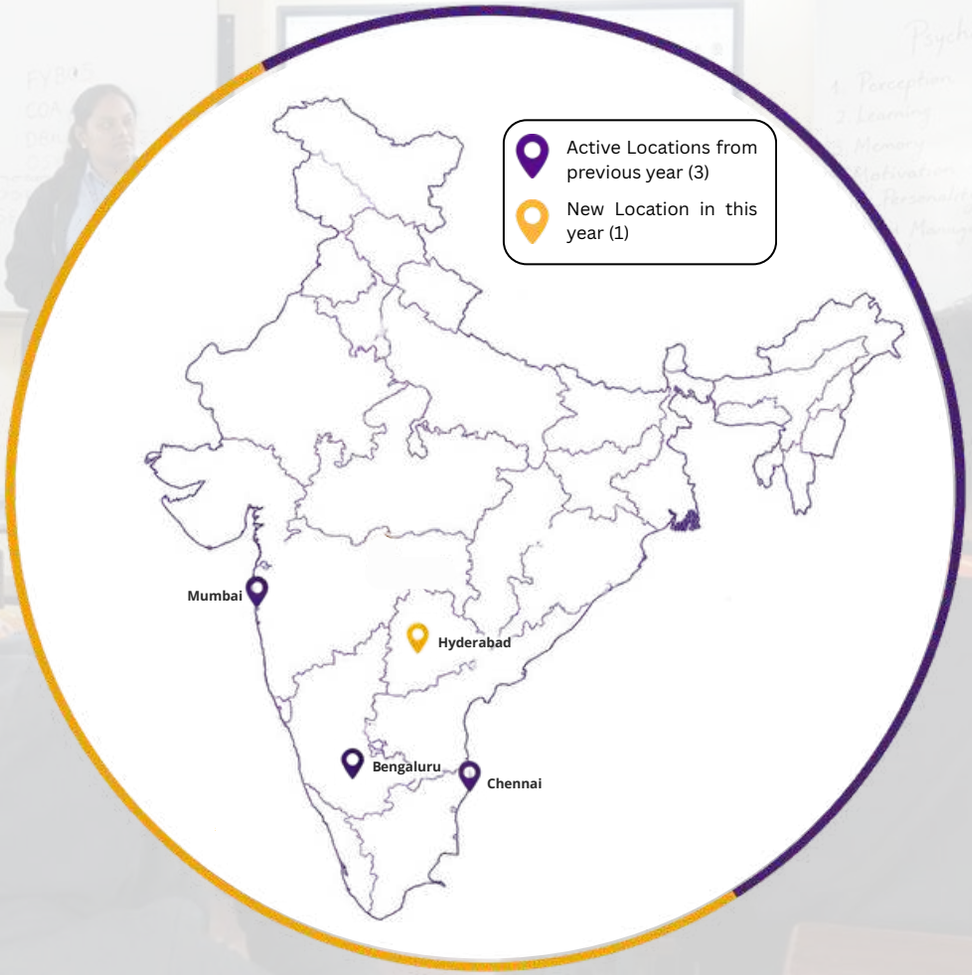
18
Donors

38,969
Trained Students

26,235
Trained Female Students

24,859
Placed Students

16,626
Placed Female Students



Placed students secured jobs with a Median Annual Salary in 2025-26

INR 2,26,200 | USD 2,420

*(*Exchange Rate: USD 1 = INR 93.48 as of 31 March 2026)*

Annual Reach (2025-26)

8
Donors

30
Trainers

149
Colleges

174
Employers

4,422
Trained Students

2,883
Trained Female Students

2,200
Placed Students

1,426
Placed Female Students



Kruti Gangadhar Shetty
Mumbai

Stories from Our Students

Kruti was raised in a family of four in Mumbai, her father retired, her mother a homemaker, and her elder sister, who works as an Associate Product Sales Manager at IDFC Bank. With her father no longer earning, financial planning became a shared family concern, and Kruti felt a strong pull towards building the skills that would let her contribute financially. Before joining TNS India Foundation's C2C program, she had academic knowledge from her B.Com education but little exposure to workplace expectations or the confidence to navigate them.

The C2C program changed that. Through interactive sessions led by her trainer, Kruti built her communication and interpersonal skills, sharpened her presentation and interview readiness, and developed a working understanding of teamwork, time management, and workplace ethics, skills that had no place in her college curriculum but proved essential to landing and holding a corporate role.

That preparation translated into a placement as a Branch Relationship Executive with Genius HR Tech for SBI Card, at an annual Salary of ₹2.63 lakhs.

Beyond the paycheck, the role marked Kruti's first real step toward financial independence and gave her a way to meaningfully support her family.

> **"TNSIF's C2C Program gave me the confidence and practical exposure I needed to move from theory to a real career. I'm grateful for the guidance that shaped this path for me."**

Employer	Genius HR Tech Limited
Annual Salary	INR 2,63,604 (USD 2,820)
Designation	Branch Relationship Executive

Stories from Our Students

Komal is a Mumbai-based student from a middle-class family of four. Her father works in the service sector, her mother is a homemaker, and her elder brother is a software engineer. She completed her degree in Bachelor of Accounting and Finance at Shri M.D. Shah Mahila College. Encouraged by a family that valued education and hard work, Komal wanted clarity on her career path and the professional footing to pursue it with confidence, something her coursework alone hadn't given her. She found both in TNSIF's C2C Program.

Under her trainer, whose real-life examples and approachable style drew students into active participation, Komal worked on presenting herself confidently, communicating with clarity, and answering interview questions without hesitation. The sessions also sharpened her time management and gave her a concrete sense of what professional conduct actually looks like in practice, closing the gap between classroom learning and workplace reality.

That preparation carried directly into her placement with Sterling Auxiliary, at an annual salary of ₹2.52 lakhs a milestone she credits with lifting her confidence as she steps into the professional world while still completing her degree.

Looking ahead, Komal wants the role to be a starting point with financial independence for herself and steady support for her parents, built on the clarity and skills that the C2C Program helped her develop.

Employer	**Sterling Auxiliary**
Annual Salary	**INR 2,52,000 (USD 2,696)**
Designation	**Accounts Executive**



Komal Solanki
Mumbai

Trainers Speak



"Empowering young minds today creates confident professionals for tomorrow."

Training young people means being part of a journey where I witness growth beyond just skills. It is deeply fulfilling to help them build confidence, face rejection with resilience, and keep moving forward with perseverance. I believe every student has potential to succeed, and I enjoy creating a supportive environment where they feel encouraged to learn and believe in themselves. The most rewarding change I see is their growing confidence. They become interview-ready and better prepared to enter the professional world. Knowing I played even a small role in their journey gives me purpose and inspires me every single day.

Chionia Ronald D'souza
Soft Skills Trainer
Mumbai | C2C

"The greatest reward of training is watching confidence grow into capability."

As a trainer, what stays with me the most is witnessing the transformation that happens beyond the classroom. Many students begin the program with dreams and aspirations, but also doubts and uncertainty about what lies ahead. Over time, I see them become more comfortable asking questions, sharing their thoughts, and taking ownership of their learning. Watching them grow in clarity, confidence, and self-belief reminds me that training is not just about preparing young people for a job, it is about walking alongside them as they discover their own potential and step into their future with confidence.

Ameera Dhiya
Soft Skills Trainer
Bengaluru | C2C



C2TC | Campus to Technical Careers



Campus to Technical Careers (C2TC) program equips underprivileged youth aged 18-25 with the technical capabilities, confidence, and workplace readiness needed to build sustainable careers in IT/ITeS and related sectors.

The program supports students pursuing B.E., B.Tech, BCA, MCA, and B.Sc./M.Sc. in CS/IT from families with annual household incomes **below ₹8 lakhs**, helping bridge the gap between academic learning and industry expectations. In FY 2025-26, with support from Accenture, Capgemini, EXL, MUFG, and Salesforce, C2TC strengthened students' access to industry exposure, mentorship & emerging technology skills.

The 250-400 hour learning journey combines dedicated technical and soft-skills training, with a focus on personal effectiveness, emotional intelligence, leadership, and interview preparation. Sprint and Capstone projects, case studies, industry interactions, and focused mentoring enable students to translate classroom learning into practical workplace capabilities.

Highlights of the Year (2025-26)

Real-World Learning

MUFG Capstone projects and personalised mentorship helped students apply technical knowledge to real-world challenges.

Future-Ready Skills

The curriculum introduced AIML, Data Analytics, Networking & Cloud, and AI-enabled tools to strengthen employability.

EXL Industry Connect & Student Voice

Through the Buddy Program, 59 students completed 23 projects with 23 EXL mentors, strengthening practical skills, collaboration, confidence, communication, and interview readiness.

Salesforce Exposure

380 students earned Salesforce Agentblazer Champion certification, gaining exposure to AI and evolving workplace expectations.







Looking Ahead

C2TC will strengthen its curriculum with learning in Cybersecurity, Cloud Security, and Artificial Intelligence, equipping students with emerging technology skills for the evolving digital economy.

C2TC Impact Snapshot

Cumulative Impact (Since Inception)

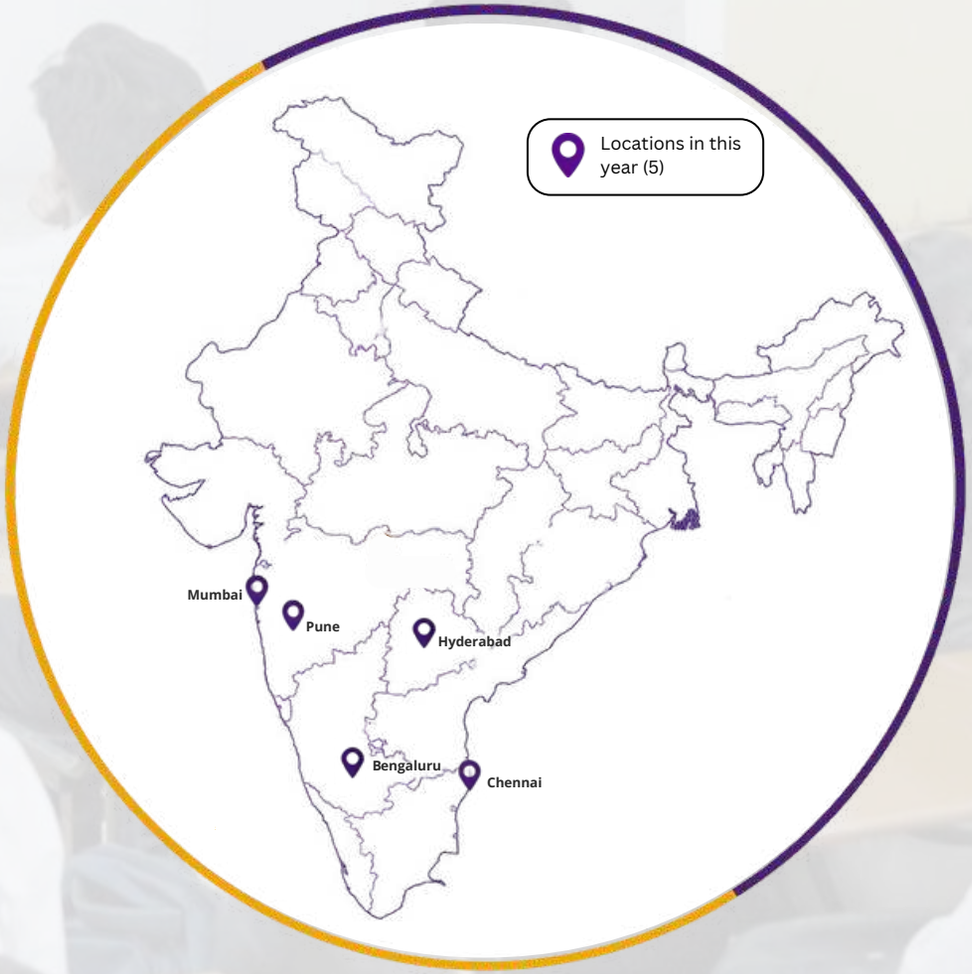
6
Donors

14,508
Trained Students

7,427
Trained Female Students

7,660
Placed Students

4,020
Placed Female Students



Placed students secured jobs with a Median Annual Salary in 2025-26

INR 3,08,000 | USD 3,294

*(*Exchange Rate: USD 1 = INR 93.48 as of 31 March 2026)*

Annual Reach (2025-26)

5
Donors

38
Trainers

77
Colleges

315
Employers

3,100
Trained Students

1,665
Trained Female Students

1,404
Placed Students

802
Placed Female Students



Annapoorna V
Bengaluru

Stories from Our Students

Annapoorna grew up in a close-knit family of four, dreaming of building a successful career and securing a better future for her loved ones. When her family's business shut down, her father took up small-scale real estate work to support the household, while her mother managed the home and her younger sister continued her education.

Witnessing her father's efforts strengthened Annapoorna's determination to become financially independent. Yet, as graduation approached, she was unsure about the skills employers expected and how to navigate the competitive job market. She had the ambition to succeed but needed the right guidance and opportunities.

Her turning point came when she enrolled in the C2TC Program through her college. The structured learning journey strengthened her technical capabilities and professional readiness. Practical, step-by-step training built her technical foundation and confidence, while soft skills sessions, group discussions, team projects, and interview preparation enhanced her communication, teamwork, and professional presentation.

Today, Annapoorna is a Software Engineer at ITC Infotech, earning an annual Salary of ₹4.25 lakhs. Her achievement marks a significant step towards financial independence and supporting her family.

> **"The C2TC Program helped me build technical knowledge and confidence. It strengthened my communication skills and gave me the belief that I could achieve my goals and support my family."**

Employer	ITC Infotech
Annual Salary	INR 4,25,000 (USD 4,546)
Designation	Software Engineer

Stories from Our Students

Raised by her mother, a dedicated teacher, Nayana grew up learning resilience, responsibility, and perseverance. Despite financial and emotional challenges, her mother ensured education remained a priority. With her extended family's support, Nayana pursued her studies with determination, aspiring to build a career and a secure future for her family.

Yet, academic ability did not always translate into confidence. Nayana often doubted her technical skills and struggled to communicate her thoughts. Interviews were particularly challenging, as fear of making mistakes left her anxious and unsure of her potential.

Her journey took a new direction when she joined the TNS India Foundation training program. The experience went beyond technical learning, providing a supportive environment to practise, learn, and grow. Through structured training, mentorship, and practical exercises, Nayana strengthened her technical knowledge while developing communication, presentation, and interview skills. Her trainers encouraged her to step beyond her comfort zone.

Today, Nayana works as a Service Desk Level 1 at Zones Corporate Solutions Pvt. Ltd., with an annual Salary of ₹3.55 lakhs. Her placement is more than a career milestone, it reflects her perseverance and her mother's unwavering support.

"TNS India Foundation helped me realise my potential. It gave me the confidence to overcome my fears, face interviews with courage, and believe I could build a successful future for myself and my family."

Employer	**Zones Corporate Solutions Pvt. Ltd.**
Annual Salary	**INR 3,55,267 (USD 3,800)**
Designation	**Service Desk Level 1**



Nayana N
Bengaluru

Trainers Speak



"Success begins with learning, grows through practice, and is achieved with perseverance. I'm proud to be a part of that journey."

One of the most rewarding parts of being a technical trainer is watching a student realize that they are capable of much more than they thought. I have seen learners walk into the classroom unsure of themselves, hesitant to ask questions or even speak up. Over time, seeing that same student confidently solves problems, participate in discussions, and crack interviews is incredibly satisfying. Moments like these remind me that training is not just about teaching technical skills, it is about building confidence and opening doors to new opportunities. Being a part of that transformation is a privilege, and it inspires me to continue creating learning experiences that make a meaningful difference in young people's lives.

Nayna Dahatonde
Technical Trainer
Mumbai | C2TC

"Every young mind has potential. I'm here to help them discover it."

Training young people is deeply personal to me because I have always believed in the power of individual growth. Since childhood, I've wanted to make a meaningful difference in the lives of young individuals, especially those with limited opportunities. I see every young person as unique, with immense potential waiting to be shaped. To me, students are like clay, and I have the privilege of helping them discover their strengths and find the right path. The biggest change I see is not just increased confidence, but a stronger sense of self-worth. When students feel valued, it reflects in their personality, communication, and the way they carry themselves into the world.

Vidyangana Shree
Soft Skills Trainer
Bengaluru | C2TC



C2IC | Campus to Industrial Careers

Campus to Industrial Careers (C2IC) program equips students in Industrial Training Institutes (ITIs) with technical, digital, green, and employability skills to prepare them for evolving industrial careers.

The program combines practical, industry-relevant training with career guidance, workplace exposure, and placement support, while strengthening the capacity of ITI faculty and institutions.

The objective of the program is to bridge the gap between traditional education and industry requirements by offering vocational, digital, and workplace-readiness training.

During FY 2025-26, C2IC continued to deepen its presence across Maharashtra, Karnataka, Telangana, and Tamil Nadu, while preparing for expansion into new geographies in Maharashtra, Karnataka, Rajasthan, and Andhra Pradesh.



Highlights of the Year (2025-26)

Recognition for Impact

Received Government of Maharashtra appreciation and Capgemini's 'Trailblazer for Sustainable Livelihoods' award.

Expanded Partnerships

Partnered with Standard Chartered, Accenture, VFS, and MSDF to strengthen reach and resources.

Stronger Learning Infrastructure

Established 14 technical labs across four states and trained 125+ ITI faculty in EV, Solar, Digital, and AI.

Student-Centric Career Support

Strengthened counselling, industry exposure, placement support, and helpdesk services to enable smoother transitions to employment.







Looking Ahead

C2IC will build a future-ready skilling ecosystem by expanding emerging domains such as Drone Service Technician training and integrating EV, Solar, digital, and employability skills to connect students with practical learning and sustainable industrial careers.

C2IC Impact Snapshot

Cumulative Impact (Since Inception)

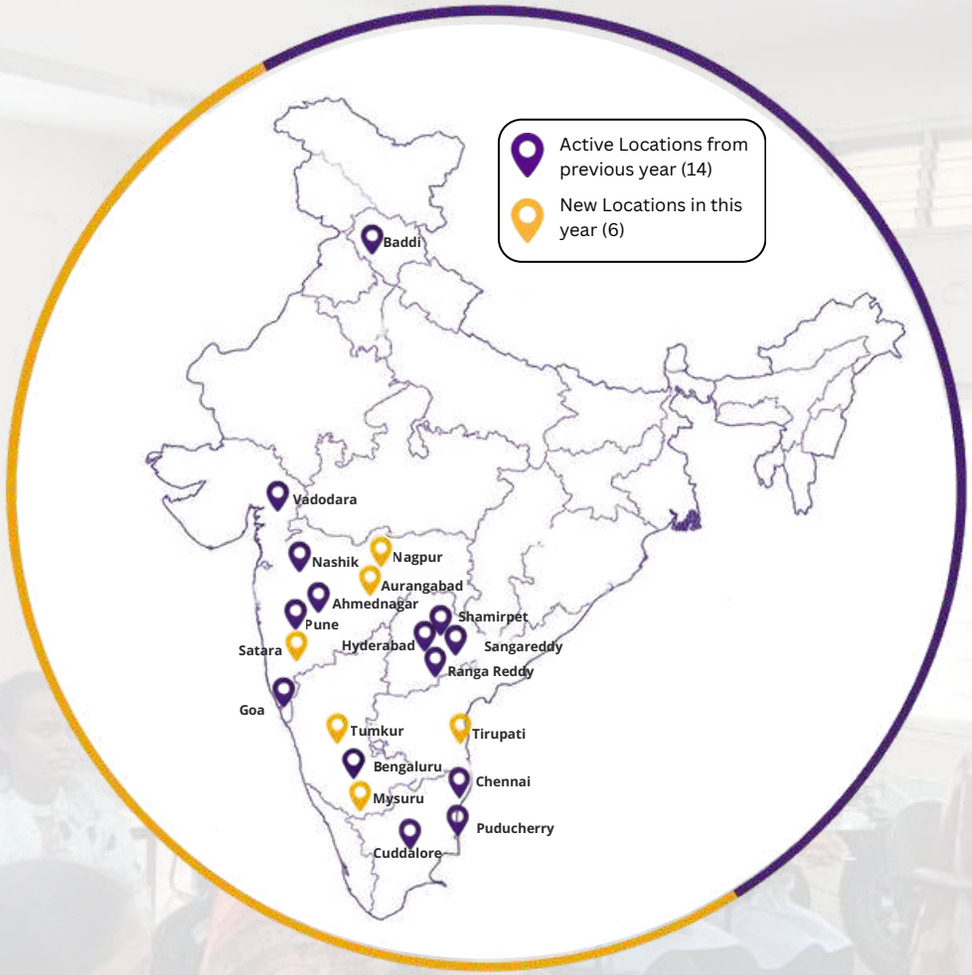
12
Donors

19,821
Trained Students

4,150
Trained Female Students

11,960
Placed Students

2,269
Placed Female Students



Placed students secured jobs with a Median Annual Salary in 2025-26

INR 2,17,668 | USD 2,328

*(*Exchange Rate: USD 1 = INR 93.48 as of 31 March 2026)*

Annual Reach (2025-26)

7
Donors

55
Trainers

68
Colleges

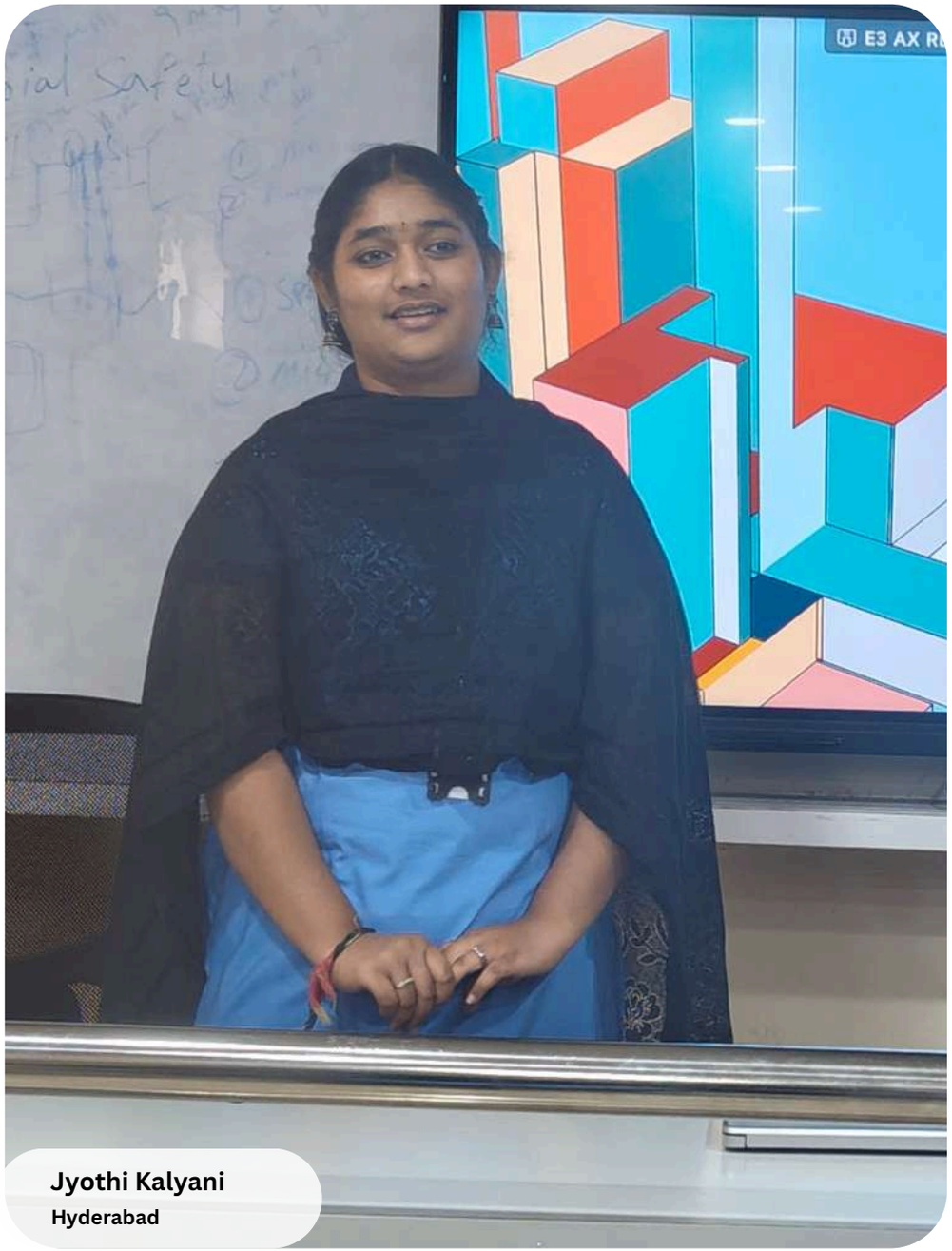
74
Employers

6,207
Trained Students

617
Trained Female Students

4,493
Placed Students

537
Placed Female Students



Jyothi Kalyani
Hyderabad

Stories from Our Students

Jyothi Kalyani, a student at Government ITI Sanathnagar in Hyderabad, comes from a middle-class family and joined the Computer Operator and Program Assistant (COPA) course driven by her passion for computer skills and technical learning. Initially, she struggled with self-confidence, social interactions, and teamwork, often remaining silent in class. However, through persistent encouragement and participation in digital and soft skills sessions, Kalyani underwent a remarkable transformation.

As she engaged in training, Kalyani began interacting with peers, asking questions, and participating in discussions. The Digital Skills Training enhanced her technical understanding and confidence. A turning point came during the Entrepreneurship and SMART Goals sessions, where she developed confidence in articulating her entrepreneurial ideas and approaching employment opportunities with greater self-belief.

The training fostered a positive mindset, improved her multitasking skills, and boosted her confidence in public speaking, communication, and expressing her thoughts clearly.

Kalyani is now equipped to face interviews, attempt aptitude tests, with conviction. Her journey exemplifies the impact of structured technical and soft skills training on confidence, and career preparedness. The entire process has helped her to become a confident individual, equipped to articulate ideas and approach employment opportunities with greater confidence.

As a result of her transformation, Kalyani secured a job as a Data Entry Operator at Radiant Cash Management Services, with an annual salary of ₹1.56 lakhs.

Employer	Radiant Cash Management Services Pvt.Ltd
Annual Salary	INR 1,56,000 (USD 1,669)
Designation	Data Entry Operator

Stories from Our Students

For generations, the Bonde family's life revolved around agriculture in Makodi, Buldhana, Maharashtra. Growing up watching his parents work tirelessly on the farm, Pranav Liladhar Bonde understood both the uncertainties of farming and the importance of education in creating new opportunities.

Determined to build a different future, Pranav pursued the Fitter trade at Government ITI, Satpur. While his technical education gave him a strong foundation, he needed greater exposure to industry expectations, workplace readiness, and career opportunities.

This opportunity came through C2IC Program, with support from the Michael & Susan Dell Foundation (MSDF). The program bridged the gap between technical education and employment by building Pranav's employability skills, workplace readiness, and understanding of industry expectations.

Through sessions on workplace readiness, communication, and career planning, Pranav gained confidence and a clearer understanding of what employers seek. The program also broadened his perspective on the opportunities available to skilled youth from rural communities.

Today, Pranav has taken his first step towards an industrial career as an Apprentice with Bosch Limited, with an annual salary of ₹1.52 lakhs. His journey reflects how the right exposure and support can help rural youth move from technical education to meaningful employment opportunities.

> **"My family's faith in my education motivates me to work hard every day. I want to build a career that makes their sacrifices worthwhile and creates new opportunities for the future."**

Employer	**Bosch Limited**
Annual Salary	**INR 1,52,400 (USD 1,630)**
Designation	**Apprentice**



Pranav Liladhar Bonde
Nashik

Trainers Speak



"True mentorship does not hand you a mirror to see their reflection; it gives you a lens to discover your own focus."

Training young people serves as a vital investment in a better future, aiming to bridge the gap between raw potential and professional success. By providing essential tools, the goal is to empower individuals to thrive, transforming them from hesitant, uncertain individuals into confident, self-reliant experts. Witnessing this profound change brings immense personal fulfillment, pride, and a renewed passion for teaching, making the mentorship process deeply rewarding. Ultimately, this work acts as a bridge for growth and success, fostering a new generation of capable, confident leaders.

Siddikiakbar Samdani Raiter

Green Skills Trainer

Satara | C2IC

"Be a part of the change, and you will become the change - for a better world, one young person at a time."

Training young people means creating opportunities for them to discover their potential and believe in themselves. For me, every session is a chance to inspire confidence, curiosity, and a growth mindset. The most rewarding change I observe is students becoming more confident in expressing themselves, participating actively, and approaching opportunities with optimism. Watching this transformation reminds me that meaningful training goes beyond teaching skills it helps shape mindsets and opens doors to a better future. That sense of impact is what makes this journey truly fulfilling.

Manasvi Bharat Kakadia

Soft Skills Trainer

Nashik | C2IC



C2FC | Campus to Tech-Enabled Financial Careers



Campus to Tech-Enabled Financial Careers (C2FC) program equips final-year non-technical graduates with the skills, confidence, and industry exposure needed to build successful careers in the finance and technology-enabled financial services sector.

By bridging the gap between classroom learning and workplace expectations, the program enables young people to transition smoothly into employment. The program combines industry-aligned technical training with essential workplace competencies, career counselling, interview preparation, and experiential learning. Students gain practical exposure through simulations, volunteering opportunities, and interactions with industry professionals, helping them become job-ready from day one.

Alongside student development, C2FC works closely with employers to build recruitment partnerships, facilitate placement opportunities, and support graduates as they begin their professional journey.

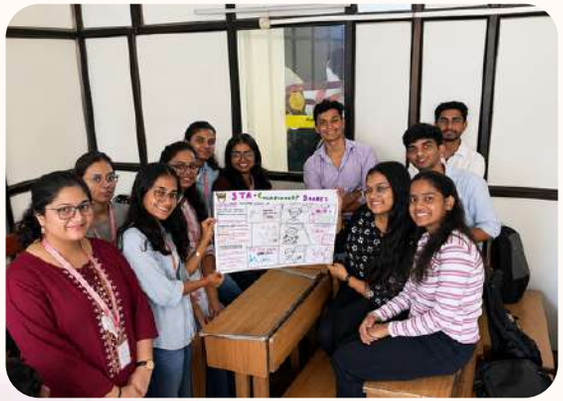
Highlights of the Year (2025-26)

Expanded Geographic Reach

The program has expanded its footprint beyond its established presence in Mumbai, Pune, Bengaluru, Hyderabad, and newer education hubs including Tumkur, Nagpur, and Nashik. This expansion has enabled the program to reach more students and strengthen collaborations with colleges, employers, and local ecosystems.

Industry Volunteering Sessions

The year also saw a stronger emphasis on industry engagement through volunteering sessions led by corporate professionals from Sagility, Policy Bazar, Gbit Inc, Urban Money, Sundaram Finance and Sharekhan - Mumbai Integrated Enterprises. Students benefited from practical guidance on resume building, LinkedIn optimization, networking, and personal branding, gaining valuable insights into workplace expectation.







Looking Ahead

C2FC will continue expanding partnerships with colleges, government and employers to create more pathways to meaningful careers for young graduates.

C2FC Impact Snapshot

Cumulative Impact (Since Inception)

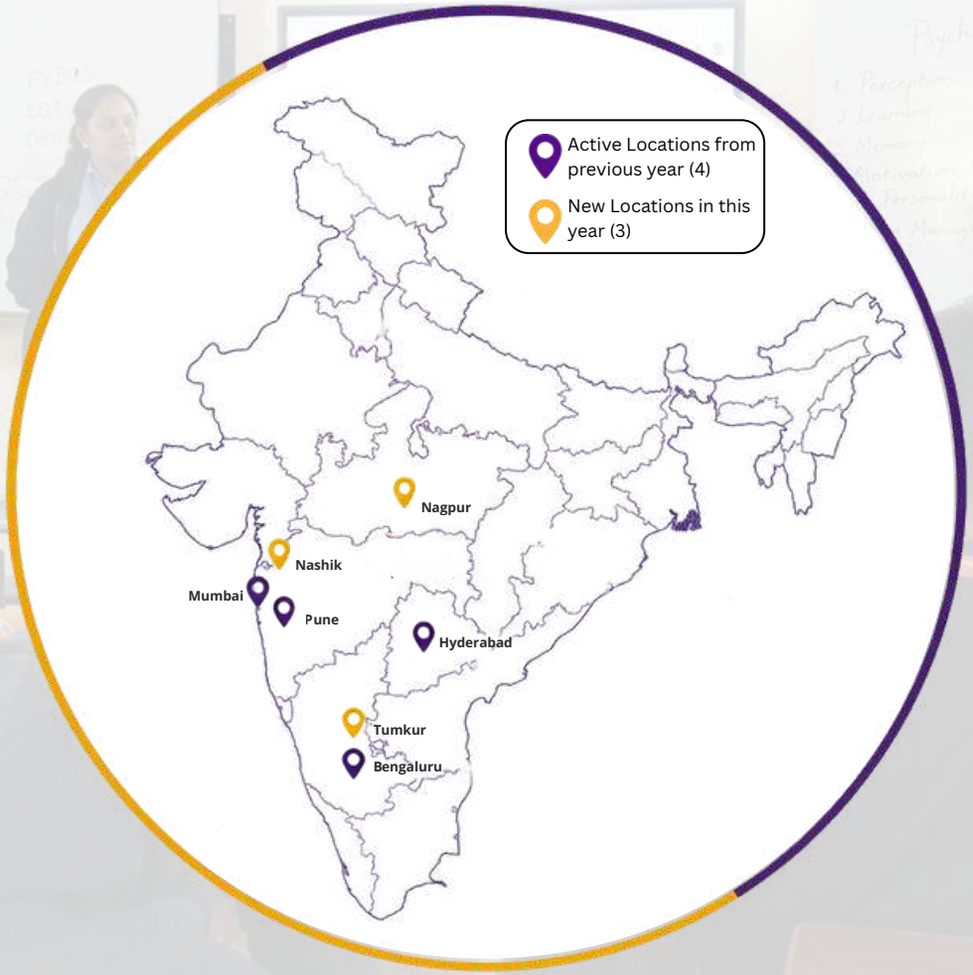
11
Donors

10,279
Trained Students

7,066
Trained Female Students

6,924
Placed Students

4,752
Placed Female Students



Placed students secured jobs with a Median Annual Salary in 2025-26

INR 2,50,000 | USD 2,674

*(*Exchange Rate: USD 1 = INR 93.48 as of 31 March 2026)*

Annual Reach (2025-26)

8
Donors

41
Trainers

116
Colleges

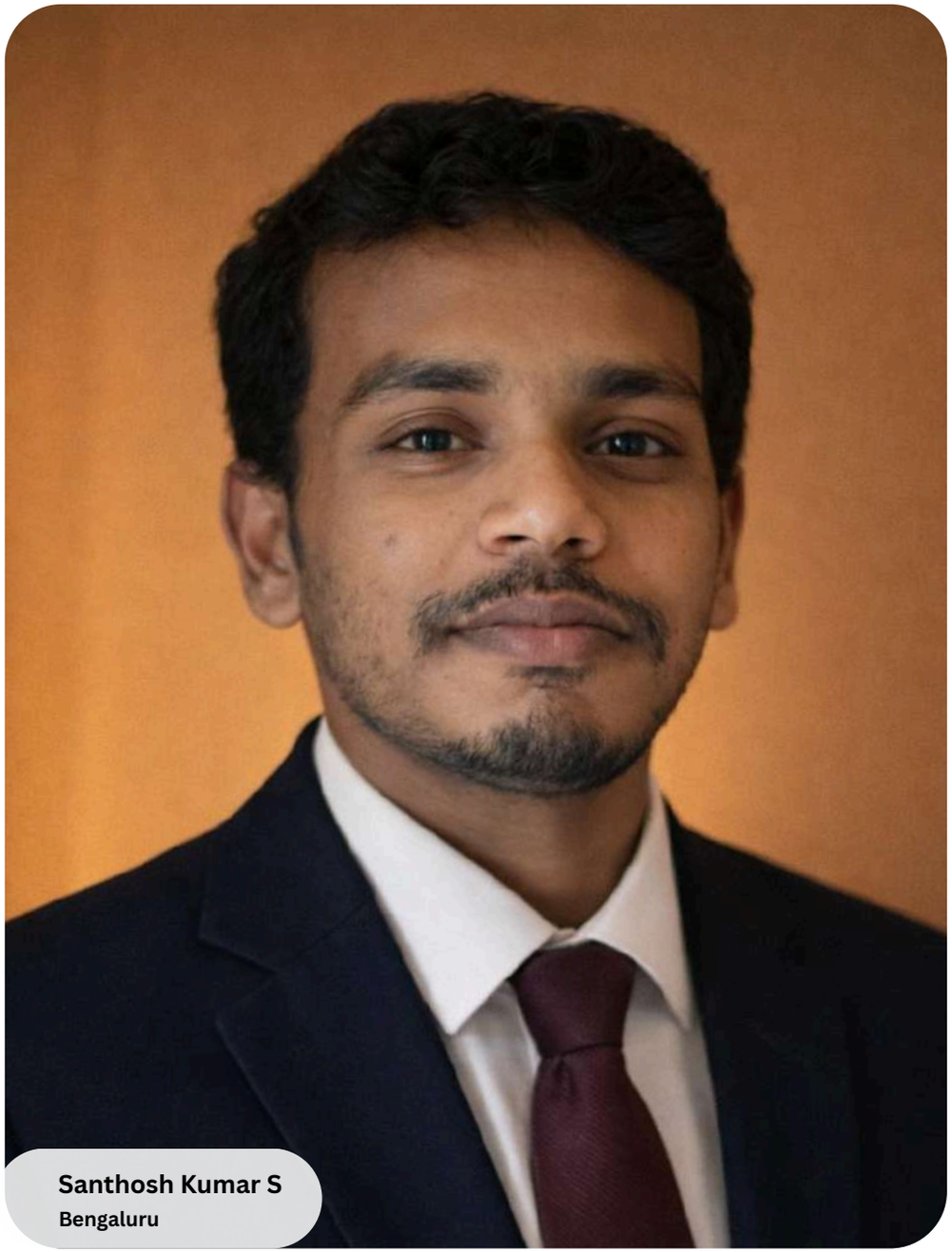
252
Employers

5,667
Trained Students

3,834
Trained Female Students

3,453
Placed Students

2,202
Placed Female Students



Santhosh Kumar S
Bengaluru

Stories from Our Students

Santhosh's family has always worked hard to stay afloat, his father a cobbler, his mother a domestic cook, his elder brother a driver, while supporting his younger brother's college education. Before joining TNS India Foundation's Campus to Tech-enabled Financial Careers (C2FC) program, Santhosh was working in the informal sector with no real exposure to the corporate world, and little confidence in professional communication or workplace etiquette.

The C2FC program changed that. Beyond employability skills, communication, time management, workplace etiquette, and interview preparation, Santhosh gained hands-on access to a computer lab set up with support from JPMorgan Chase, where he learned Advanced Excel and Power BI for the first time. Combined with focused preparation for HR interviews, aptitude tests, and group discussions, the program built the job-readiness he needed to compete confidently.

That preparation translated into a placement at Integrated Enterprise India Pvt. Ltd., at an annual Salary of ₹2.1 lakhs. Beyond the job itself, Santhosh has applied his new financial awareness at home too, helping his parents think through budgeting and savings for the future.

> **"The program gave me the confidence, skills, and exposure needed to succeed in the corporate world. I am grateful to the team for guiding me towards a successful career path."**

Employer	**Integrated Enterprise India Pvt. Ltd.**
Annual Salary	**INR 2,10,000 (USD 2,246)**
Designation	**Trainee Relationship Executive**

Stories from Our Students

Vanishree's childhood was shaped by responsibility beyond her age. She lost her father at a young age, and her mother supported the family working as a housekeeper at a bike showroom. She is the youngest of four daughters, and the only one in her family to pursue higher education.

Before joining C2FC program, she had little exposure to the professional world and wasn't sure how to prepare for interviews or navigate workplace expectations.

The program changed that, building her skills in work readiness, interview preparation, communication, and fintech, while steadily growing her confidence to pursue real career opportunities.

Her effort paid off with a placement at Career Planet, at an annual salary package of ₹3 lakhs, a milestone that made her financially independent and gave her the ability to support her mother directly.

Today, Vanishree takes pride in contributing to her family's well-being and easing her mother's financial responsibilities.

Her journey reflects how the right skills, guidance, and determination can turn uncertainty into meaningful opportunity.

> **"The skills I gained through TNSIF became the bridge between where I was and where I wanted to be. Today, I am proud to build a better future for myself and my family."**

Employer	**Career Planet Solutions Pvt. Ltd.**
Annual Salary	**INR 3,00,000 (USD 3,209)**
Designation	**Banking & Insurance Sales Operations Executive**



Vanishree M
Bengaluru

Trainers Speak



"The beautiful thing about learning is that no one can take it away from you"

Every batch begins with unfamiliar faces and quiet conversations; it ends with dreams spoken aloud. That journey is what training means to me. The greatest reward is watching young people replace self-doubt with self-belief, not because someone gave them answers, but because they discovered their own voice. Each learner reminds me that opportunity changes lives only when confidence meets it. Being a small part of that moment is a privilege, and it continues to give purpose to every classroom I step into.

Shrish Pramod Vichare

Finance Trainer

Mumbai | C2FC

"Training changes two people at once - the student who discovers confidence and the trainer who discovers purpose."

Training young people, to me, is about helping them see possibilities they often cannot see in themselves. I enjoy creating a space where students feel encouraged to ask questions, build confidence, and take charge of their future. The moments that stay with me are when students begin to see themselves differently than they did on the first day. This journey has shaped me too - it has made me more responsible, resilient, and confident. Knowing I played even a small part in someone's growth is what gives this work its purpose.



Ananya Bujarbaruah

Soft Skills Trainer

Hyderabad | C2FC

Corporate Linkages

Corporate Linkages (CL) at TNSIF serves as a bridge between students and the corporate world, helping their transition from training to secure meaningful employment and build sustainable careers.

The CL team builds and maintains strong relationships with companies across sectors to create relevant career opportunities for students. By working closely with employers, the team understands their hiring requirements and connects the students to suitable roles aligned with their skills and aspirations.

Through job opportunities, placement drives, career sessions, interviews, and industry interactions, CL creates pathways for students to enter the workforce with confidence and build successful careers.



Corporate Linkage Team Reflections

Here's what some of our CL Members have to say about their journey at TNS India Foundation:



From Bengaluru to Mysore to Tumkur, nearly 1,200 stories of transformation that's what drives this work.

"Working across Bengaluru, Mysore, and Tumkur, and being part of a journey that has helped close to 1,200 students step into meaningful careers, has been one of the most fulfilling parts of my role. Each placement is more than a job offer it's a shift in confidence, independence, and economic transformation for a young person and their family.

As a CL member, seeing these students grow into capable professionals across three very different regions reminds me why this work matters."

Karthik V
Senior Expert - Corporate Linkages



Empowering youth through meaningful careers creates lasting impact for individuals, families, and communities.

"Being a part of the CL team has been an enriching and purposeful experience. Every successful placement represents a journey of ambition, determination, and transformation. It is rewarding to bridge the gap between young talent and meaningful career opportunities while witnessing their growth from aspiring graduates into skilled and confident professionals.

The opportunity to contribute towards building brighter futures and enabling career success motivates me to continue creating pathways for the next generation."

Pratiksha Sachin Adate
Senior Expert - Corporate Linkages



Meaningful careers don't just transform lives, they inspire the next generation to create opportunities for others.

"One of the most fulfilling moments in my journey has been seeing our alumni return to our campus, not as job seekers, but as recruiters representing our valued hiring partners. It is a proud reminder that meaningful careers create a ripple effect, where today's beneficiaries become tomorrow's opportunity creators.

Witnessing this full-circle journey reinforces the impact of our work and inspires me to continue connecting aspiring young professionals with life-changing career opportunities."

Vivek Mohite
Lead - Corporate Linkages



10 Years of Youth Skilling & Employability

TNS India Foundation marked a **decade of youth skilling and employability, celebrating 10 years** of empowering young talent and enabling pathways to meaningful employment.

The milestone brought together **alumni, donor partners, educators, and industry leaders** to explore the future of employment in the BFSI and fintech sectors. Discussions highlighted the growing importance of skills over degrees, with communication, adaptability, critical thinking, and continuous learning emerging as key drivers of employability.

Collaborating for Better Tomorrow

Real stories. Lasting impact.
Through the voices of our Alumni, Parents, Employers, and Colleges, we showcase how collaboration creates opportunities, builds futures and drive change.



Parents

Voices of trust, support and pride in their children's journeys.

Alumni

From learners to leaders, sharing their growth stories.





Employers

Recognising talent, building teams, creating opportunities.



Colleges

Strengthening partnerships for greater impact.

Reflections from Our Alumni

To our Alumni

Dear Alumni,

Each one of you is an important part of the TNSIF journey, and for that, we are deeply grateful and proud.

Over the past 10 years, countless passionate individuals have been part of our mission to empower youth, strengthen communities, and create sustainable impact. Through your dedication, expertise, and commitment, you have contributed to transforming lives and expanding opportunities for those who need them most.

As we celebrate our collective journey, we are delighted to share reflections and experiences from some of our alumni whose stories continue to inspire and demonstrate the lasting impact of our shared mission.

Anmol joined the program academically capable but held back by low self-confidence, hesitant to speak up in class, anxious about presentations, and dreading the thought of job interviews. His father worked as a bank cashier, he carried his family's hopes for a stable career but wasn't sure how to present himself in a professional setting.

Through structured training in communication, interview readiness, and professional development, backed by mock interviews and regular mentoring, Anmol steadily built the confidence he lacked. He learned to recognize his own strengths and speak up rather than stay in the background.

Today, Anmol works at Mirae Asset Sharekhan, at an annual Salary of ₹2.6 lakhs where he has completed a full year, a marked change from the student who once avoided the spotlight.

> **"I entered the program afraid to speak up and unsure of my future. I left with the confidence to face interviews, secure a job, and build a career. That confidence has made all the difference."**

Anmol Kalel, Alumni
C2FC [2024-25]
Pune, Maharashtra





Looking back, Sakshi Gupta remembers the uncertainty she felt while preparing to step into the professional world. As a B.Com student at Vivekanand Education Society's College, Mumbai, she was eager to become financially independent and support her family. With her father, a hawker, being the sole earning member, starting a career was an important aspiration for her. Yet, she was unsure how to present her skills, approach employers and navigate the competitive job market.

Sakshi's experience with TNS India Foundation strengthened her communication and interview skills while helping her better understand workplace expectations and approach career opportunities with confidence. This confidence reflected in Sakshi's placement journey, where she cleared multiple interviews and received several offers before joining Sutherland, later working on the Netflix process.

Today, as she continues to grow professionally and support her family, she looks back at the programme as an important step in building the confidence and skills that helped her begin her career.

"The TNS India Foundation program gave me the confidence and practical skills I needed to start my career. It helped me understand the professional world and prepared me to make the most of the opportunities that came my way."

Sakshi Gupta, Alumni
C2C [2024-25]
Mumbai, Maharashtra



For Sushma, an engineering graduate from Sri Sairam College of Engineering, the journey to her first job was shaped by determination and perseverance. Coming from a financially constrained family, she had to work hard to continue her education, with her mother being her strongest source of encouragement.

Although she secured a scholarship to pursue engineering, she found coding challenging as a student from a science background and could not afford additional courses to build her skills.

Joining TNS India Foundation's programme, supported by Salesforce, became a turning point. The technical training strengthened her Java skills, while sessions on communication, analytical thinking and interview preparation helped her become more confident and workplace-ready.

Today, Sushma is working with TCS at a annual salary of ₹3.2 lakhs. Looking back, she sees her first job as more than a career milestone. It has given her the opportunity to support her mother, contribute to her family's needs and move towards a more secure future. Sushma credits TNSIF and Salesforce for equipping her with the skills, confidence, and opportunity to turn her aspirations into reality.

Sushma M, Alumni
C2TC [2024-25]
Bengaluru, Karnataka

Parents Speak



"TNSIF helped my child improve her communication skills, build confidence, and develop a strong personality. I am grateful for the positive impact the program has had on her growth and future prospects."

Anushka Bhindvalkar

Mother of **Pranjal Bhindvalkar**
C2C Student [2025-26]

Mumbai, Maharashtra



Mahadeo Ramteke

Before Anushka joined the TNSIF program, we were worried, like most parents do, about whether she would find her footing and build an independent career. The training changed that. Her communication improved, her confidence grew, and we watched her develop a real understanding of the professional world.

The proudest moment for our family was when Anushka **secured her first job,** a milestone that gave us both joy and reassurance about her future. Today, we feel confident she has the skills to succeed, and we'd encourage any family to enroll their children in the TNSIF program.

Father of **Anushka Ramteke** | C2FC Student [2025-26]

Nagpur, Maharashtra



Manjusha Dandnaik

When my husband passed away while Vidyadhar was in his final year, our family went through a difficult period. I was worried about his education and future. TNSIF's trainers encouraged him, guided him, and helped him stay focused on his career goals.

The program gave him the skills and direction needed to secure a job with a **Greytrix India Pvt. Ltd.** Seeing him begin his career, earn independently, and move towards a stable future fills me with immense pride and relief. For our family, TNSIF's support has been truly meaningful. I am grateful for the opportunity and would gladly recommend TNSIF to other families.

Mother of **Vidyadhar Dandnaik** | C2TC Student [2024-25]

Jalna, Maharashtra

Voices of our Academic Allies

It was a pleasure to have TNS India Foundation conduct a two-month Employability Skills Training programme for our final-year students. The programme was thoughtfully delivered, with Ms. Anchita Nigam leading the Soft Skills sessions and Mr. Siddharth Patil covering Finance and Technology. Their strong expertise, professional approach, and willingness to adapt to our academic calendar made the sessions particularly effective.

Students responded positively to the interactive approach and remained actively engaged throughout the programme. The training has helped enhance their employability, confidence, and preparedness for the workplace. We also appreciate the Foundation's support in creating placement opportunities, with three of our students securing positions at Hexaware and further drives expected.

We are grateful to TNS and its trainers for their commitment to helping our students build the skills and confidence needed for the workplace.



Dr. Monika Jain

Head of Department
B.Com
(Computer Application)

Dr. Ambedkar Institute of Management Studies and Research, Nagpur



Dr. Sachin Bhandarkar

Convener
Career Guidance & Placement Cell (CGPC)

V.E.S. College of Arts, Science and Commerce (Autonomous), Mumbai

We are extremely pleased with the Employability Skills Training conducted by TNS India Foundation for our final-year students over two months.

All the sessions were conducted smoothly and efficiently for approximately 200 students. The trainers could successfully engage the students through interactive and practical learning methodologies which enhanced the students' employability skills, professional etiquette, and overall readiness for the corporate world.

In addition to the training program, TNS India Foundation organized a Career Fair where 144 students secured placements in reputed organizations such as Bajaj Finserv, Hexaware Technologies, Sundaram Finance, HDB Financial Services Pvt. Ltd., Computer Age Management Services Limited (CAMS), BNM Business Solutions LLP, and several other esteemed companies.

This remarkable placement outcomes stand as a testament to the quality of training, career guidance, and placement support provided by the organization.

C2TC Full Stack Java Training Program conducted by TNS India Foundation has been more than just training, it has been a journey of transformation for our students. Beginning with varying levels of technical confidence, participants grew into capable, confident, and industry-ready professionals.

The well-structured curriculum covering Core Java, Spring Core, Spring Boot, Hibernate, SQL, Angular, Git, and GitHub gave them strong technical foundations and problem-solving skills.

Hands-on projects, real-world coding practices, and the Capgemini L&D call enriched their learning experience. Alongside technical growth, the emphasis on soft skills, communication, teamwork, and adaptability helped students become well-rounded professionals, ready for the workplace.

We sincerely commend TNS India Foundation for designing such an impactful initiative and for igniting both skill and self-belief in our students.



Dr.M.Jayekumar, M.Tech, Ph.D

Dean - Placement

Manakula Vinayagar Institute of Technology-MIT, Puducherry



Chilamkuru Varadanjaneyulu

Training Officer

Govt ITI ,Tirupati

The Soft Skills and Green Skills training introduced by TNS India Foundation has made a significant contribution to the overall development of our students. The program is industry-oriented, and complements the technical education imparted at our institution. It has equipped students with essential skills needed to meet the evolving demands of the modern workforce.

The program has resulted in remarkable improvement in students' communication skills, self-confidence, teamwork, and professional attitude.

Students have become more confident in expressing their ideas and presenting themselves professionally. The Green Skills training on Electric Vehicles (EVs) and Solar PV Systems provided valuable exposure to emerging technologies through practical demonstrations and hands-on learning. Trainers demonstrated excellent technical expertise and adopted an interactive teaching approach.

We sincerely appreciate TNSIF's continuous support and commitment to empowering ITI students with future-ready technical & employability skills.

Employers Insight



Shivganesh Patange

Recruitment Specialist

Upgrad Education Private Limited, Mumbai

We at Upgrad Education Private Limited **has collaborated with TNS India Foundation** over the past few years, and through this partnership, we have hired 300+ candidates across Mumbai, Pune, Bengaluru, Hyderabad, Chennai, and Nagpur for Axis Bank Payroll. The partnership has consistently delivered well-prepared candidates who are ready to take on frontline banking responsibilities.

Through TNS India Foundation, we have onboarded several TNSIF-trained students as Executives and Relationship Officers, and their adaptability and commitment have been impressive.

Students trained by TNSIF stand out for their confidence and genuine interest in banking careers. Their negotiation and persuasion skills, understanding of banking processes, and ability to engage customers make them well-suited for frontline roles and long-term growth. The structured training and holistic grooming ensure students are workplace-ready from day one.

Our partnership with TNSIF continues to ensure a steady pipeline of workplace-ready talent who seamlessly integrate and drive growth at the company.



Manisha Pritmani

Talent Acquisition Manager

Sterling Auxiliaries Pvt. Ltd., Mumbai

Our partnership with TNS India Foundation over the **past two years** has been a highly positive experience for Sterling Auxiliaries Pvt. Ltd. We have successfully hired several TNSIF-trained candidates for our Finance & Accounting team, including more than 30 students this year alone.

These candidates have demonstrated strong accounting fundamentals, effective communication skills, and a positive attitude, enabling them to adapt quickly and contribute confidently to our operations.

TNSIF's focus on technical expertise and soft skill development makes the transition into the workplace smoother and more effective. Providing greater exposure to real-world business environments through internships or practical industry engagements could further strengthen their workplace readiness.

We value TNSIF as a trusted talent partner and appreciate its commitment to developing industry-ready professionals. We look forward to strengthening our successful partnership in the years ahead.



Dattaraj Bhalkikar

Manager - Learning & Development

Khivraj Elixir Private Limited , Bengaluru

At Khivraj Elixir Private Limited, we have had the privilege of partnering with TNS India Foundation for the **past three years.** As a Learning & Development function within the automotive sector, we understand the importance of building a skilled and job-ready workforce, and this partnership has been instrumental in that journey.

Through our collaboration, TNS India Foundation has helped us identify and onboard 364 students across Mysore, Bangalore, and Tumkur, many of whom have gone on to build strong careers within our organization.

The quality of candidates, the structured selection process, and the foundation's genuine commitment to youth employability have consistently stood out to us.

To formalize this relationship, a non-commercial MOU reflects the trust and value we place in TNS India Foundation's work. We look forward to continuing this partnership and supporting more young talent from these regions in the years ahead.



Akash Gaikwad

Senior Talent Acquisition Human Resources

In-Solutions Global Ltd, Mumbai

The TNSIF team has provided excellent support throughout our recruitment process, making our engagement smooth and effective. Our interactions with the students have been highly positive, with candidates demonstrating professionalism, strong communication skills, and a genuine willingness to learn. The team's timely coordination and consistent support have contributed significantly to an efficient hiring process.

We appreciate TNSIF's efforts in preparing students for industry opportunities and strengthening the bridge between academia and employers. Their commitment to understanding our recruitment requirements and identifying suitable candidates has been commendable.

Based on our positive experience, we look forward to continuing our association with TNSIF and exploring further hiring opportunities. We sincerely appreciate the team's dedication and support and wish TNSIF continued success in its endeavours.



Farmer Livelihoods

2025-26



Maharashtra's Farmers

When the Land Is Not Enough

Agriculture employs over half of Maharashtra's labour force, yet for the vast majority of farming families, it does not pay enough. According to NABARD's All India Rural Financial Inclusion Survey (NAFIS), [2018] 86% of India's farmers are small and marginal landholders, and cultivation contributes only about 43% of total household income, with the rest dependent on wage labour and allied activities.[5]

In Maharashtra, this vulnerability is compounded by a near-total dependence on rainfall: between 80-84% of the state's farmland is rain-fed, against a national irrigation average of 42%, leaving farmers almost entirely exposed to monsoon variability.[6]

The consequences are visible and documented. Maharashtra consistently ranks first in farmer suicides in India, recording 2,851 deaths in 2023 alone according to the National Crime Records Bureau.[7]

The districts where TNSIF's agricultural programmes operate, Nashik, Dhule, and Palghar, sit at the heart of this vulnerability. In Nashik's tribal talukas of Dindori and Trimbakeshwar, researchers have recorded the lowest levels of socio-economic development within the district, defined by rain-dependent subsistence farming, limited market access, and high poverty. Dhule's Sakri taluka is similarly characterised by rainfed agriculture and tribal landholdings with no assured irrigation. Across these three districts, the pattern is consistent: smallholder farmers with no irrigation buffer, no organised market linkage, and no meaningful safety net when a season fails.

At **TNS India Foundation**, we believe real economic transformation starts at the grassroots. Working across **Nashik, Dhule, and Palghar**, TNSIF equips smallholder farmers with better practices, market access, and financial linkages. Through farmer collectives like Shetisanjeevani FPC, we ensure that farmers are not just producers, but owners of a fair and self-reliant value chain.

SETU | (Bridging Agriculture, Livestock and Livelihood Systems)

BGM FOUNDATION

The BGM Foundation SETU Project is a three-year integrated agriculture and livestock livelihoods intervention in **Sakri Block, Dhule District, Maharashtra**, being implemented from February 2026 to 2029. The project seeks to strengthen farm-based livelihoods by improving agricultural and livestock productivity, building resilience and enabling households to diversify their income sources.

Farmers in Dhule face increasing livelihood uncertainties due to dependence on rainfed agriculture, erratic rainfall, declining groundwater levels and power disruptions. Small landholdings, declining soil fertility, limited crop diversification and inadequate value addition further constrain agricultural productivity and farm incomes.

Livestock including buffaloes, goats and backyard poultry provides an important livelihood buffer, but its potential is limited by fodder shortages, inadequate preventive healthcare and low adoption of improved management practices.

Sakri Block was selected due to its high dependence on rainfed farming and livestock, interconnected needs across agriculture and animal husbandry, and community readiness to engage in training, demonstrations and participatory approaches.

The relatively lower saturation of development programmes also provides an opportunity to establish locally relevant and sustainable models with strong community ownership.

Key Intervention Areas

1 | Agronomy Training

Promoting improved agricultural practices, soil health management, water-use efficiency and crop diversification to enhance farm productivity and resilience.

2 | Livestock Management Training

Strengthening livestock management, fodder security, preventive animal healthcare and productivity-enhancing practices.

Together, the two intervention tracks are designed to help farmers make more informed decisions, adopt improved practices and strengthen the productivity of their existing livelihood assets.

The project will also facilitate demonstration of practical, locally relevant solutions and capture evidence and learning throughout the three-year period, creating a foundation for community-led adoption, sustainability and potential replication of successful models.



Shetisanjeevani

In the tribal villages of Trimbakeshwar block, Nashik, farming is at the heart of household livelihoods. Yet smallholder farmers face growing challenges that limit agricultural productivity and income security. Predominantly rainfed agriculture, climate variability, declining soil health, limited water availability, rising cultivation costs, and inadequate market access make farming increasingly vulnerable.

Launched in **July 2025, Shetisanjeevani** represents the first year of this intervention to strengthen farm-based livelihoods in **six tribal villages of Trimbakeshwar block, Nashik**, to address these interconnected challenges and create more resilient and sustainable farm-based livelihoods. with support from BOSCH India Foundation.

Located in the ecologically sensitive upper catchment of the Upper Vaitarna Reservoir, the project area has limited irrigation, with only 2.02% of cultivable land irrigated. Farmers also face critical gaps in the adoption of improved agricultural practices, including soil testing, seed treatment, balanced fertilization, and timely identification and management of crop diseases.

Limited crop planning, inefficient use of available resources, dependence on seasonal agriculture, and restricted access to markets further constrain opportunities for improving farm incomes.

Shetisanjeevani takes a whole-farm and livelihood approach, combining better farming practices with stronger farmer capacities, diversified income opportunities, and collective market action.

Key Objectives

01 | Climate-resilient & sustainable agriculture

Promote sustainable and climate-resilient agriculture Encourage regenerative farming practices, improve soil health, promote efficient water use, and strengthen farmers' ability to respond to climate and agricultural risks.

02 | Stronger farm-based livelihoods

Enhance farm-based livelihoods and income security Support improved crop planning, livestock management, reduced input costs, and diversified income pathways to make household livelihoods more secure.

03 | Building farmer capacities

Strengthen farmer capacities and community institutions Build farmers' knowledge and skills through training, access to agricultural services, and stronger community-level institutions that enable informed decision-making.

04 | Building a paddy value chain

Enable paddy-led value chain development through an FPO Strengthen collective action by operationalizing a Farmer Producer Organization that can improve aggregation, market linkages, and farmers' access to better market opportunities.



Year One of the Shetisanjeevani Project marked a shift from community mobilisation to building strong farmer institutions and livelihoods across six villages in Trimbakeshwar, Nashik.

The project mobilised 740 farmer households through 38 Producer Groups and promoted regenerative agricultural practices such as System of Wheat Intensification (SWI), vermicomposting, Jivamrut and Ghanajeevamrut.

These efforts strengthened farmer participation, reduced input dependence and laid the foundation for sustainable livelihoods.



Highlights of the Year (2025-26)

Strengthening Farmer Collectives

Formed 38 Producer Groups across six villages, mobilising 740 farmer households and indirectly reaching 3,200 people, surpassing the Year One target of 30 groups.



Advancing Regenerative Agriculture

Established 14 SWI demonstration plots, reducing wheat seed requirements by 60-70% while improving grain quality and yield. Jivamrut and Ghanajeevamrut were also introduced as bio-inputs.



Building Farmer-Owned Institutions

Incorporated Kamodini Farmer Producer Company, which grew to 330 shareholders, achieved statutory compliance, and recorded ₹18.69 lakh in turnover through its input shop.



Diversifying Livelihoods

Introduced a rice de-husking machine for local value addition, distributed 396 kitchen garden kits, and planted 1,442 fruit trees to strengthen household nutrition and livelihood diversification, while completing a structured baseline study to track project outcomes.



Cumulative Impact (Since Inception)

BIF Bosch India Foundation

Donor

6
Villages

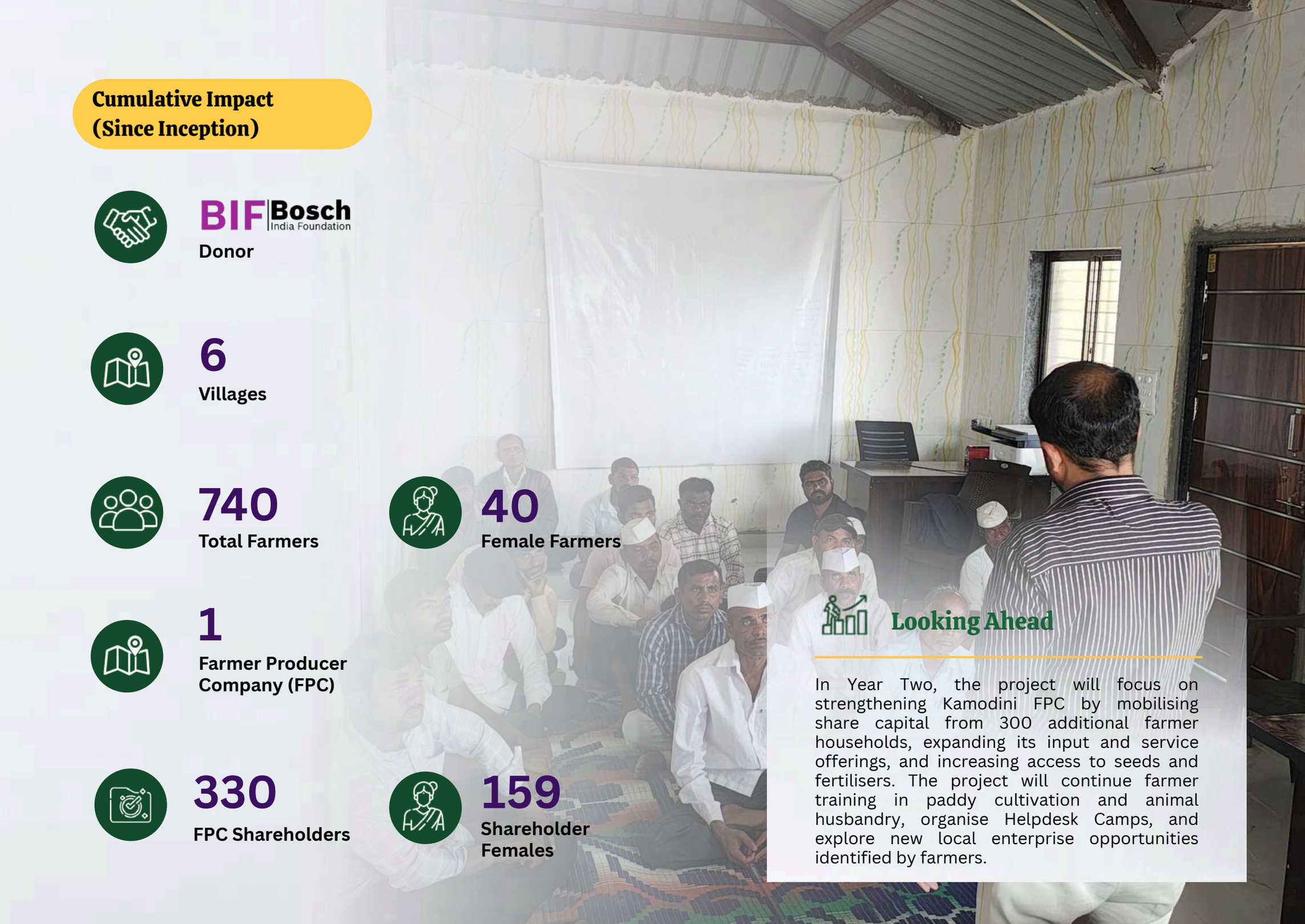
740
Total Farmers

40
Female Farmers

1
Farmer Producer Company (FPC)

330
FPC Shareholders

159
Shareholder Females



Looking Ahead

In Year Two, the project will focus on strengthening Kamodini FPC by mobilising share capital from 300 additional farmer households, expanding its input and service offerings, and increasing access to seeds and fertilisers. The project will continue farmer training in paddy cultivation and animal husbandry, organise Helpdesk Camps, and explore new local enterprise opportunities identified by farmers.



Stories from Our Farmers

Mr. Ramchandra Dagale from Zarwad Khurd had traditionally cultivated wheat using the broadcasting method. He typically used around 20 kg of seed to harvest 2 quintals of wheat, resulting in higher input costs, lower grain quality, and inefficient use of resources.

As a member of the Jai Bhawani Producer Group, Mr. Dagale was selected to establish a demonstration plot using the System of Wheat Intensification (SWI) method under the Shetisanjeevani Project. He received 5kg of quality wheat seed, vermicompost, and fungicide for seed treatment, along with regular technical guidance through Producer Group meetings and Farmer Field School sessions conducted by TNSIF team on improved cultivation and post-harvest practices.

The results transformed his approach to wheat farming. By adopting the SWI method, Mr. Dagale harvested the same 2 quintals using only 5 kg of seed instead of 20 kg. The healthier crop, improved grain quality, and lower cultivation costs demonstrated how better farming practices can improve both productivity and resource efficiency. His experience has also encouraged other farmers in the village to consider adopting the SWI method.

> **"I never imagined that just 5 kilograms of seed could produce the same harvest I once needed 20 kilograms to achieve. This method has changed the way I look at wheat farming, and I now believe that better knowledge can make all the difference."**

Ramchandra Dagale
Zarwad Khurd, Trimbakeshwar, Maharashtra

SPARK | Sustainable Program for Agricultural Resilience and Knowledge



The year 2025-26 marked SPARK's transition from community mobilisation to visible, integrated outcomes across water security, climate-resilient agriculture and livelihood diversification. The year focused on strengthening the resilience & livelihood security of tribal households through locally relevant solutions, community institutions and partnerships with government and research institutions.

Highlights of the Year (2025-26)

Strengthening Water Security

Created 1+ crore litres of additional water storage through desilting and Bori Bandhan interventions, constructed 15 recharge pits and introduced Bore Charger systems for handpump recharge, improving access to drinking water and irrigation for 100+ families.



Advancing Climate-Resilient Agriculture

Implemented soil and moisture conservation across 28.54 acres, while promoting solar irrigation, crop diversification and regenerative farming. DSR (Direct Seeded Rice) and SRI (System of Rice Intensification) demonstrations indicated 15–20% higher productivity, alongside reduced water and labour requirements.



Diversifying Livelihoods

Supported 150+ households through poultry and horticulture interventions, including 470 Sonali birds and 447 fruit plants. A first-of-its-kind fishery pilot transformed farm ponds into dual-purpose assets for irrigation and income generation, with technical support from ICAR-CIFE.



Cumulative Impact (Since Inception)

M&G Global Services
Donor

3
Villages

18
Interventions

641
Total Farmers

164
Female Farmers



Looking Ahead

Going forward, the focus will move from project-led implementation to community-owned development. Priorities will include strengthening local institutions, scaling climate-resilient agriculture and diversified livelihoods, fostering community enterprises, improving market linkages and deepening partnerships to ensure that communities can sustain and build on the gains made.



Stories from Our Farmers

A small plot of land opened a new income opportunity for Pradip Babu Rade, a 35-year-old farmer from Raipur Village in Dahanu Block, Palghar. With three acres of land, he had primarily depended on traditional, rain-fed paddy cultivation. Limited irrigation, low productivity and fluctuating market prices kept his annual earnings at ₹20,000-25,000 per acre, making household expenses and investment in better farming practices difficult.

As part of the SPARK Project, Pradip became a member of a solar water user group, gaining access to a 7.5 HP solar pump. Improved irrigation enabled him to look beyond traditional crops. He cultivated marigold on 2.5 guntha (0.0625 acres) and received quality seeds and guidance on nursery raising, transplanting, nutrient management, organic farming and IPM, along with market linkage support.

Over the 3 month marigold season, Pradip harvested 250 kg of flowers from the 2.5 guntha (0.0625 acre) plot, earning ₹12,000-₹15,000 against a cultivation cost of ₹5,000. This substantially increased the returns from the small plot, nearly doubling the income generated from it.

The additional income strengthened household financial stability, created opportunities for family employment and encouraged him to explore other high-value crops.

> **“Earlier, I struggled with low income from traditional crops, but after shifting to marigold cultivation, my income has doubled, improving my financial stability and confidence. I now encourage other farmers to adopt marigold cultivation and crop diversification.”**

Pradip Babu Rade

Raipur, Palghar, Maharashtra

Stories from Our Farmers

Prakash Sitaram Thorat, a 45-year-old farmer from Ashte Village in Palghar's Dahanu Block, once relied on traditional paddy cultivation methods that demanded high seed and labour inputs and extensive use of chemical fertilisers. Rising cultivation costs, declining soil fertility, labour shortages and low profitability were making farming increasingly difficult to sustain.

Through the SPARK Project, Prakash was introduced to the System of Rice Intensification (SRI), a climate resilient and water efficient approach to paddy cultivation. He established a 2 guntha (0.05 acres) demonstration plot and received technical guidance on line transplanting, optimum spacing, organic nutrient management using vermicompost and Jeevamrut, and Integrated Pest Management practices.

The results were encouraging. The SRI plot recorded 28-35 tillers per plant and stronger root systems, while seed requirements fell from 7-8 kg to just 1-2 kg.

Labour costs were also reduced by approximately ₹3,000-5,000 per guntha with an expected yield increase of 20-30kg from the same area. Together, these changes are helping improve both farm profitability and soil health.

"Before the Intervention, paddy cultivation required a lot of labour, time, and money. After adopting SRI, my cultivation costs have reduced, crop growth has improved, and I have observed a higher yield. SRI has helped me improve both my income and soil health."

Prakash Sitaram Thorat
Ashte, Palghar, Maharashtra



Ankur Uday

FY 2025-26 marked the concluding year of TNS India Foundation's four-year partnership with Pernod Ricard India Foundation. The programme continued across sixteen villages in Dindori block, Nashik, within the 15 km plant-peripheral radius, while the shareholder base of **Shetisanjeevani Agro Farmer Producer Company Limited (SAFPCL)** expanded to 1952 farmers across 25 villages in the district.

As the programme matured, the focus shifted from direct farmer training towards strengthening SAFPCL as a self-sustaining, farmer-led institution. Greater emphasis was placed on shareholder participation, input and output marketing, market linkages, and farmer-led enterprises laying the foundation for long-term sustainability beyond the programme period.



Highlights of the Year (2025-26)

Strengthening the FPC

SAFPCL expanded its business operations, increasing procurement by 15% and sales while the total revenue grew by 103%, with output business increased by 103% and input business by 107%, compared to 2024-25.



Business Line Diversification

The FPC deepened market linkages for grapes and other produce, reducing dependence on informal channels. For the first time, its output portfolio expanded beyond grapes to include guava, dragon fruit, and raisins.



Building New Farmer Enterprises

Bio inputs entered the FPC's portfolio, contributing 4% of Year 4 input revenue, while vermicomposting evolved into a farmer-owned business, with 119 farmers producing 56,660 kg of vermicompost and Krishiratna SHG investing ₹4.35 lakh in 50 vermicompost beds.



Cumulative Impact (Since Inception)

Pernod Ricard India FOUNDATION

Donor

16
Villages

10
Interventions

6,755
Total Farmers

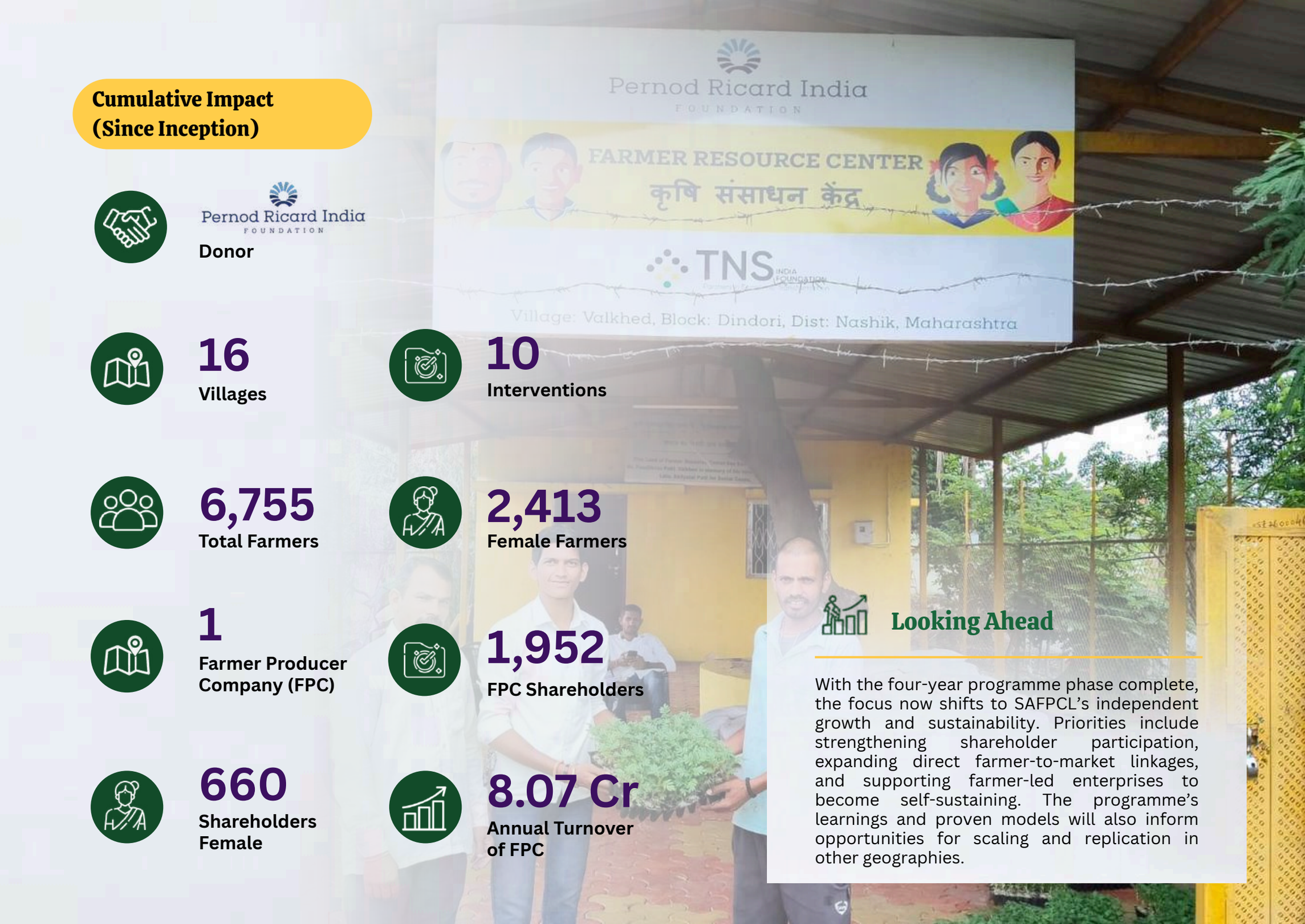
2,413
Female Farmers

1
Farmer Producer Company (FPC)

1,952
FPC Shareholders

660
Shareholders Female

8.07 Cr
Annual Turnover of FPC



Looking Ahead

With the four-year programme phase complete, the focus now shifts to SAFPCL's independent growth and sustainability. Priorities include strengthening shareholder participation, expanding direct farmer-to-market linkages, and supporting farmer-led enterprises to become self-sustaining. The programme's learnings and proven models will also inform opportunities for scaling and replication in other geographies.

Stories from Our Farmers

For Gopal Sahebrao Barde, a tomato farmer from Dindori with 10 years of experience, declining soil health had become a growing concern. His compacted soil had poor water retention, while frequent use of chemical fertilizers and pesticides increased cultivation costs and affected sustainability.

The introduction of **bio-enriched vermicompost** brought a visible change. The improved soil became more porous and retained moisture better. Gopal also noticed earthworms returning to his fields a natural sign of healthier, living soil.

Inspired by these results, Gopal's group, **Krishi Ratna Bachat Gat**, transformed the practice into a community enterprise, creating an income-generating model while promoting regenerative agriculture. The group has established **35 vermicompost beds**, each with a production capacity of 7 quintals, connected through pipelines to collect vermiwash in a common tank.

The enterprise has already sold 90 bags (40kg each) of bio-enriched vermicompost at ₹450 per bag, generating ₹40,500 in revenue, with another 40 bags ready for sale. Additionally, **1,000 litres of vermiwash, priced at ₹40 per litre,** is available for sale.

During a World Environment Day event, the **Taluka Agriculture Officer** visited the unit and appreciated the quality of the product and the group's efforts, expressing support for developing the unit into a **Bio-Resource Centre** in the future.

Gopal Sahebrao Barde

Mheluske, Nashik, Maharashtra



Powering Agriculture Through Solar

Village

Mheluske, Nashik, Maharashtra

Implementation Support

Shetisanjeevani Agro FPC Ltd.

Farmer Group

Krushiratna Shetkari Farmer Group

12 members



For tomato farmers in Mheluske, post-harvest management has long been an important challenge, particularly during periods of high production. The inauguration of a solar dryer on September 2025 introduced a sustainable solution that enables farmers to preserve their produce, reduce wastage and create greater value from their harvest.

Established with support from TNS India Foundation and Pernod Ricard India Foundation, the facility is operated with the support of Shetisanjeevani Agro FPC Ltd. and the Krushiratna Shetkari Farmer Group. The initiative currently engages 12 farmers and uses solar energy to hygienically dry tomatoes while preserving their nutritional value and extending shelf life.

With a capacity to process 200 kg of fresh tomatoes per cycle, the unit operates for around 120 days annually and can run up to 60 cycles each year. The facility spans 4,000 sq. ft., including a warehouse and poly tunnels with dedicated drying tables, and has an expected operational life of 10 years.

Beyond reducing post-harvest losses, the solar dryer creates opportunities for value addition, better market access and increased farmer incomes. It demonstrates how renewable energy and community-led solutions can transform agricultural produce into sustainable livelihood opportunities, offering a replicable model for rural food processing and farmer prosperity.

Future Forward: Strategy and Community



FY 2025-26 for TNS India Foundation was defined by deliberate forward thinking, both within the organization and across the ecosystem we work in. Internally, we paused to sharpen our direction through a structured strategic roadmap exercise, taking an honest look at where we stand and what it will take to grow with intention. Externally, we opened new spaces for dialogue and collective action through the launch of TNS Circle, bringing together CSR leaders, philanthropists, practitioners, and communities to reimagine what inclusive economic growth looks like in practice.

Together, these efforts reflect a single conviction: that lasting impact demands both clarity of purpose and strength of community.

Strategic Roadmap
Charting Our Course

We are deeply grateful to Dasra for their steady guidance. This process leaves us clear, aligned, and ready for TNSIF's next phase.



Since becoming an independent entity in March 2022, TNS India Foundation has built programs delivering lasting impact across youth skilling and employability, farmer livelihoods, and women entrepreneurship.

As our work expands across India, pausing to re-evaluate our direction became a crucial priority.

In FY 2025-26, we worked with Dasra over six months on an organizational strategy exercise that went beyond routine planning to create space for real reflection.

We began with an honest assessment of where our programs stand today, evaluating our strengths alongside the areas where we need stronger capabilities.

From there, we looked ahead, asking how TNSIF can stay true to its core DNA while adapting to a changing India and shifting global trends.

As clarity emerged, attention turned to what it will take to get there: practical shifts in how we work, the capacities we need to build, and the ways we can deepen our programs for lasting impact.

Together, we move forward.



TNS Circle

Building a Community for Collective Impact

TNS Circle is envisioned as a platform that brings together individuals and institutions who believe that lasting economic transformation requires collaboration, long-term thinking, and shared responsibility.

TNS India Foundation launched its first TNS Circle, bringing together CSR leaders, philanthropists, students, farmers, and grassroots practitioners for an evening of candid dialogue on inclusive economic growth.

The centrepiece panel, **Catalysing Economic Transformation** through Philanthropy and CSR, moved beyond presentations into real conversation. CSR leaders and grassroots voices explored together what patient capital, long-term partnership, and community ownership look like in practice.

The evening closed with a collective drumming circle, a fitting metaphor for TNS Circle itself: individual voices, aligned by shared purpose, creating something larger together. An informal dinner followed, letting conversations continue long after the formal program ended.

TNS Circle isn't a one-off. It's the start of an ongoing platform connecting boardrooms to grassroots communities, in service of one belief: that **lasting change is built together.**

Scan to watch the highlights of TNS Circle.







People & Culture

At TNS India Foundation, our people and culture are at the heart of everything we do.

Throughout the year, we came together to celebrate milestones, strengthen connections, recognise contributions, and create opportunities to learn and grow.

From our Annual Day celebrations, to initiatives such as the Tata ProEngage programme, these moments reflect the spirit of collaboration, purpose, and shared commitment that defines our organisation.

Great Place to Work | Third Consecutive Year

TNS India Foundation has been recognised as a Great Place to Work for the third consecutive year, reflecting our continued commitment to fostering a culture of collaboration, integrity, purpose, and growth.


Great Place To Work. Certified FEB 2026-FEB 2027 INDIA

This is to certify that TNS India Foundation has successfully completed the assessment conducted by Great Place To Work®. India, and is certified as a great workplace. Category: Mid-Size Organizations

This certificate is valid from February 2026 till February 2027.

Bidhi Singh
Chief Executive Officer
Great Place To Work®. India

Note: The certificate is valid subject to the terms and conditions agreed to by the Organization.

Stronger Together



13th

Foundation Day

27 September



TNS India Foundation celebrated its 13th Foundation Day on **27 September**, reflecting on a journey of impact, growth and shared purpose.

The celebration brought together moments of reflection, gratitude and team spirit, with a fun-filled quiz, stand-up comedy, team reflections on organisational values, and a Reward & Recognition celebration honouring the dedication and contributions of our people.


proengage

TATA

CERTIFICATE OF APPRECIATION

This certificate is presented to

TNS India Foundation

for your unstinting support and collaborative efforts towards partnering with ProEngage, the Tata Group flagship skill-based volunteering programme in FY 2025 and offering volunteering opportunities to Tata employees.

Best wishes,
Chacko Thomas
Group Chief Sustainability Officer, Tata Sons

Tata ProEngage Strengthening Organisational Capacity

For the past two years, TNS India Foundation has participated in Tata ProEngage, a coaching and mentoring-based capacity-building initiative that connects nonprofits with experienced Tata Group professionals.

What we did

Through strategic guidance, knowledge sharing, and expert mentoring, the programme has supported us in strengthening internal processes, enhancing leadership and management practices, and addressing key organisational challenges.

How it has helped

The engagement has provided valuable industry insights while contributing to our continued journey of institutional strengthening and organisational growth.

Government Partnerships

This year, TNS India Foundation strengthened its collaboration with state government by signing MoUs with the Governments of three states. These partnerships mark an important step towards expanding access to quality skilling opportunities for youth and creating stronger pathways to employment.

Through these collaborations, TNS India Foundation aims to leverage government networks, infrastructure, and institutional support to scale skilling initiatives, reach more youth, and contribute to building a skilled and employment ready workforce.



Karnataka MoU

Signed a three-year MoU with the Commissioner, Department of Industrial Training and Employment (DITE), **Government of Karnataka,** on **22 August 2025** to roll out the C2IC Green Skills Program across ITIs in the state.

The initiative aims to strengthen hands-on learning through dedicated lab setups and practical training in emerging green skill areas, including Solar and EV technologies, enabling young people to build skills aligned with evolving industry and employment opportunities.

Maharashtra MoU

The MoU was signed on **30 July 2025** with the Directorate of Vocational Education and Training (DVET), **Government of Maharashtra**, to implement the C2IC Green Skills Program across selected ITIs, focusing on Solar and EV skills.

It supports TNSIF's youth skilling objective by building industry-relevant skills and improving employment opportunities for young people.



Telangana MoU

The MoU was signed on **12 February 2026** with the Directorate of Employment and Training, **Government of Telangana**, to impart Employability and Green Skills (EV and Solar Technology) to MEP trade students across Government ITI colleges in the state.

The partnership supports TNSIF's youth skilling objective by strengthening workplace competencies and creating future-ready career pathways in manufacturing and the emerging green sector.



Awards & Accolades

Crompton Greaves | Synergy for Social Good

TNS India Foundation is proud to have recently participated in Crompton Greaves' Annual CSR Meet at Lonavala, celebrating the spirit of Synergy for Social Good. Showcasing the Campus to Industrial Career (C2IC) Program and its impact on ITI students across Baddi, Ahmednagar, Goa, and Vadodara.

The meet brought together CSR partners to share learnings, celebrate collective impact, and align on opportunities for deeper, more sustainable collaboration.



Government of Maharashtra | Recognition for Skill Development & Employment Pathways

TNS India Foundation received a Certificate of Appreciation from the Government of Maharashtra for its contribution to skill development and industry-linked vocational education.

The recognition, presented during the launch of MahaChatur AI Chatbot, acknowledged the Campus to Industrial Careers (C2IC) Program for connecting ITI youth with industry opportunities and career pathways.



Capgemini | Trailblazer for Sustainable Livelihoods

TNS India Foundation was honoured as a "Trailblazer for Sustainable Livelihoods" by Capgemini.

We recently participated in the Partnership Development Forum hosted by Capgemini in Chennai, a significant event marking 10 years of Capgemini's Enlight CSR Program. The forum brought together Digital Academy partners dedicated to advancing STEM education, skilling, and livelihood opportunities for a digital, green, and AI-driven world.



SUSTAINABLE DEVELOPMENT GOALS

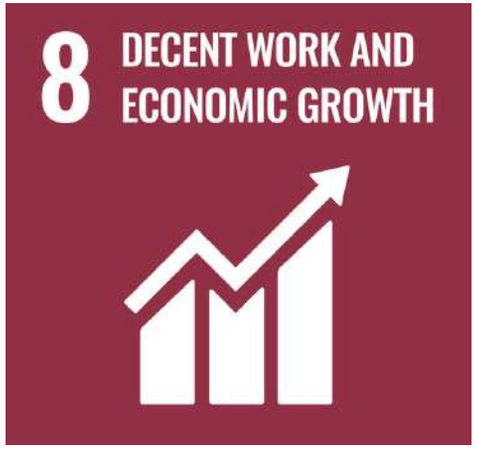
TNSIF's Alignment with the SDGs















Financials

TNS INDIA FOUNDATION
CIN:U85191MH2012NPL236277
BALANCE SHEET AS AT MARCH 31, 2026

(Amount in Lakhs)

Particulars	Note No.	As at March 31, 2026	As at March 31, 2025
EQUITY AND LIABILITIES			
Shareholders' Funds			
Share Capital	3	1.00	1.00
Reserves and Surplus	4	352.11	297.78
		353.11	**298.78**
Non-Current Liabilities			
Long Term Provisions	7	-	-
		-	-
Current Liabilities			
Short-Term Borrowings		-	-
Trade Payables			
Total outstanding dues of micro enterprises and small enterprises		-	-
Total outstanding dues of trade payable and acceptance other then micro enterprises and small enterprises	5	0.07	37.81
Other Current Liabilities	6	986.67	498.22
Short-Term Provisions	7	-	-
		986.74	**536.03**
TOTAL		**1,339.85**	**834.81**
ASSETS			
Non-Current Assets			
Property, Plant and Equipment	Annexure A	1.21	1.75
Other Non-Current Assets	8	29.96	22.35
		31.17	**24.10**
Current Assets			
Trade Receivables	9	-	-
Cash and Cash Equivalent	10	1,242.24	699.32
Short-Term Loans and Advances	11	41.43	73.33
Other Current Assets	12	25.01	38.06
		1,308.68	**810.71**
TOTAL		**1,339.85**	**834.81**
Summary of significant Accounting Policies	1 & 2		
The Notes referred to above form an integral part of the Balance Sheet			

As Per Our Report Of Even Date
For G.M. KAPADIA & CO.
Chartered Accountants
Firm Registration No. 104767W

Rajen Ashar
Partner
Membership No. 048243
Date: 23/07/2026
Place: Mumbai

For and on behalf of the Board of
TNS INDIA FOUNDATION

Rupa Bohra	Kartik Kini
Managing Director	Director
DIN No. 09453076	DIN No. 09461341
Date: 23/07/2026	Date: 23/07/2026
Place: Mumbai	Place: Mumbai

TNS INDIA FOUNDATION
CIN:U85191MH2012NPL236277
STATEMENT OF INCOME AND EXPENDITURE FOR THE PERIOD ENDED ON MARCH 31, 2026

(Amount in Lakhs)

Particulars	Note No.	As at March 31, 2026	As at March 31, 2025
Income			
Revenue from Operations	13	3,311.15	2,851.96
Other Income	14	25.84	20.23
Total Revenue		**3,336.99**	**2,872.19**
Expenses:			
Employee Benefits Expense	15	2,064.14	1,908.70
Finance Costs		-	-
Depreciation and Amortization Expense	Annexure A	0.50	0.78
Other Expenses	16	1,218.02	881.01
Total Expenses		**3,282.67**	**2,790.49**
Surplus /Deficit before exceptional and extraordinary items and tax		**54.32**	**81.70**
Exceptional Items		-	-
Surplus/Deficit before extraordinary items and tax		**54.32**	**81.70**
Extraordinary Items		-	-
Surplus before tax		**54.32**	**81.70**
Tax Expense:			
(1) Current Tax		-	-
(2) Deferred Tax		-	-
Surplus/(Deficit) for the period		**54.32**	**81.70**
Earnings per equity share:			
Basic & Diluted (Value in INR)	18	**543.25**	**817.00**
Summary of significant Accounting Policies	1 & 2		
The accompanying notes are an integral part of the financial statements.			

As Per Our Report Of Even Date
For G.M. KAPADIA & CO.
Chartered Accountants
Firm Registration No. 104767W

Rajen Ashar
Partner
Membership No. 048243
Date: 23/07/2026
Place: Mumbai

For and on behalf of the Board of
TNS INDIA FOUNDATION

Rupa Bohra	Kartik Kini
Managing Director	Director
DIN No. 09453076	DIN No. 09461341
Date: 23/07/2026	Date: 23/07/2026
Place: Mumbai	Place: Mumbai

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Partners in Economic Transformation

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