

Annual Report 2025-26

Every Step Measured.
Every Life Moved Forward.

#Calibration



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CEO Note

This year raised one pressing question: How do we ensure our students remain relevant in the new volatile economy?

The landscape of entry-level work is shifting. Tasks that once served as the gateway for our learners are being automated, and we had to move faster than the market.

We realized that "digital literacy" alone is no longer enough. To provide a path to a middle-class income, we integrated AI fundamentals into our core DeepTech curriculum, even for learners from remote backgrounds. We took our first steps into Green Skilling and deepened our work to transform India's education system through college curriculum intervention and training school teachers in STEM.

Our goal is to make our students more resilient than the systems that often exclude them. While the "digital divide" is real, the "cognitive divide" is a myth we are actively debunking. Our learners are not just surviving disruption; they are finding ways to ride it.

Hence, our focus remains on the "last mile" of employment. With the value of our work being spread across India through platforms such as NITI Aayog, we continue to ensure that each young life's transition into the workforce is sustainable. This report reflects that commitment, a balance of technological ambition and human reality.

-Monisha Banerjee
CEO, Anudip Foundation

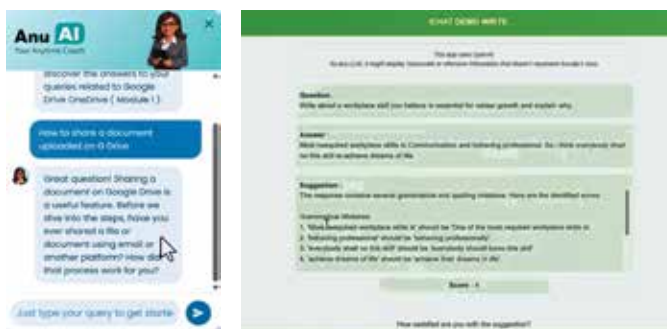


Calibrating New Pathways

This year, transformation reached beyond the classroom, into new sectors, new tools, and new partnerships that are reshaping what a career pathway can look like.

Our Entry into Green Skills

We partnered with ITI colleges across West Bengal, Karnataka, Maharashtra, and Telangana to train youth in Solar and E-Mobility, with a strong focus on women's enrollment. Learners gain hands-on, practical experience and step directly into high-demand green careers.



Our In-House AI Tools Reached More Learners

ANU AI and iChat, our two in-house AI tools, reached a wider base of learners this year, becoming a regular part of training across our centers rather than an occasional add-on.

We're Transforming Indian Schools

We launched the School Transformation Program to bring interactive, learner centred teaching and STEM labs into vocational classrooms, reaching students through their teachers. In Meghalaya, the program already spans multiple districts, certifying teachers in phases and turning lecture based classrooms into hands on, inquiry led learning.



We Went Deeper With Industry This Year

We held round tables with corporates, HR recruiters, and government bodies to track how fresher hiring is changing, from shifting employer expectations to the growing demand for adaptable, cross-functional skills. These conversations are now shaping how we prepare our students for the roles digital transformation and automation are creating.

Impact, Calibrated for Change

Shift occurs when access reaches new places, when opportunities become visible, and when more people are able to move forward with dignity and choice.

The Shape of Progress



2,39,000+

Youth Professionally Certified



69,542

youth Skilled for Jobs



70%

Inducted into IT Workforce

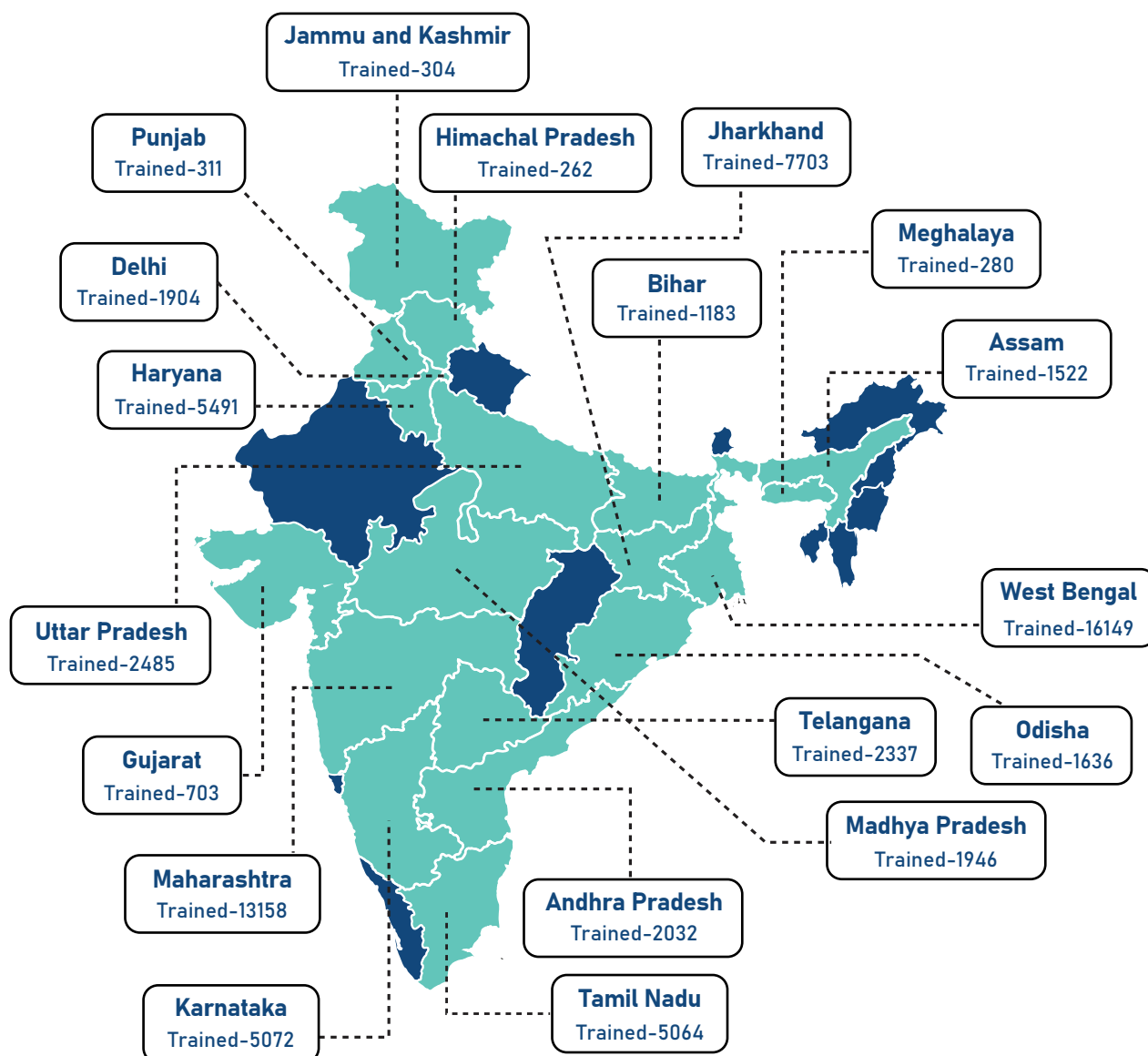


47% Men



53% Women

Impact Across States



What Defined This Year

The Map Grew Wider

37 new centres took root in cities, in small towns, and in places that had never seen a skilling centre before.



More People Backed The Possibility

15 new donors joined the community with 21 who renewed their trust.



Time Became Opportunity

Through **606** volunteer-led sessions and **886** contributed hours, **10,499** learners received exposure, guidance, and support beyond the classroom.



More Doors Opened

286 job fairs and drives conducted across **19** states. **7** out of **10** Anudip alumni got placed in their first job.



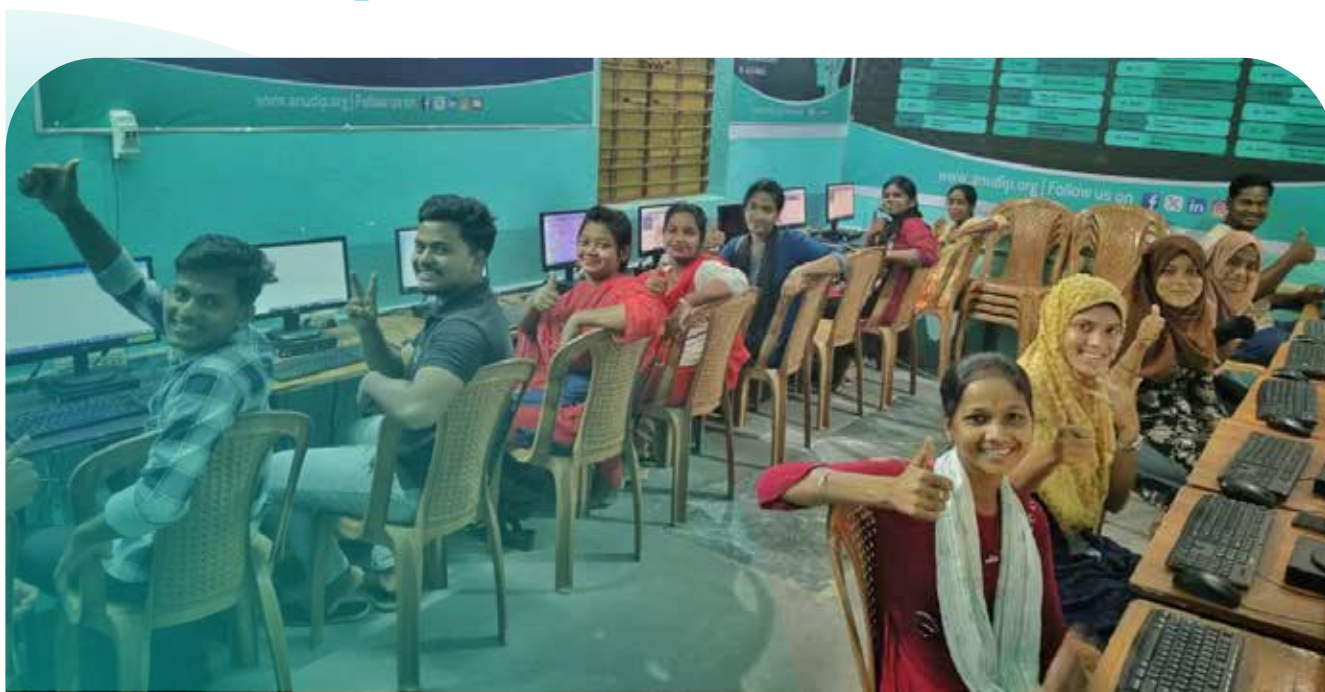
Learning Found Livelihoods

33,757 young people were trained across all livelihood programs.



Partnerships Turned Into Pathways

51 MoUs signed with colleges, universities, and government bodies



How We're Transforming

We drive transformation through market-connected skilling, future-focused learning, and sustainable livelihood opportunities.

Programs That Build Futures

Digital Inclusion for Young Aspirants: DIYA



DIYA (Digital Inclusion for Young Aspirants) equips underserved youth with digital, communication, and workplace skills to access formal employment and sustainable livelihoods.



Trained
52920



Placed
27809

Inclusivity in Tech Roles: DeepTech



DeepTech equips graduates and undergraduates with in-demand skills in Full Stack Development, Data Analytics, and AWS through project-based learning and AI-powered training.



Trained
13357



Placed
4978

Ground-level Intervention: School Transformation Program



**School
Transformation
Program**

Anudip's School Transformation Program equips teachers with STEM tools and AI-enabled methods to improve student learning and outcomes.



No. of
Schools
120



Trained
Teachers
150



Targeted
Beneficiaries
2000

Inclusive Skilling for Diverse Communities



SAVE equips persons with disabilities with skills and pathways to sustainable careers.



BEST rehabilitates trafficking survivors through digital skills training and income opportunities.



Trained
3265



Placed
1844

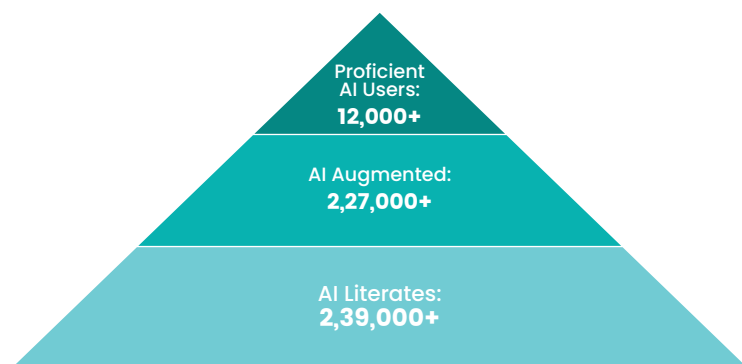


Increase in
Family Income
240%

Embedding AI Skills Across Programs: AI Academy



AI is embedded across every program so first-generation learners don't just survive automation, they compete in it: coached through problem-solving, practicing skills judgment-free, and graduating ready for a fast-changing economy.



Our AI Integration Outcome

The Pedagogy of Impact



Inside Anudip Classrooms

The classroom is where transformation begins — not only in the acquisition of skills, but in the way individuals come to perceive their own potential and sense of self-worth.



The course helped me grab hands-on learning, acquire digital skills, and built confidence to step into the world of IT.
– Prachi Patil (Alumni)



They arrived hesitant, barely able to hold eye contact or speak a word of English. They left walking into MNC interviews with confidence. The achievement was never just communication or technical skills — it was the whole person, transformed and ready.
– Anudip Trainer



Translating Pedagogy into Practice

Learning Through Industry Exposure



Industry Visits – 56

Connecting Talent with Opportunity



286
Job Fairs



23,000+
Students

The Degree-to-Career Model

Through our College Model, we embed placement-ready training and organize placement drives directly within partner campuses turning degree programs into direct pathways to employment.

“The placement ratio of our college after Anudip's intervention is almost 60-40. If 100 students are placed from our institution, more than 60 students are placed through Anudip Foundation.”



Prof. Manjunath V. Acharya

Chairman, G. V. Acharya
Institute of Engineering
and Technology, Shelu

Building A Community of Changemakers

Corporate Allies – Donors and Volunteers

Capgemini

EY

accenture

HSBC

BANK OF AMERICA

Deloitte

Goodera

IDFC FIRST Bank

TIAA

avpn

DBS

FAI

giz

ascendas

Genpact

genpact

unif

unif

Nikon

Lubrizol

CISCO

Lenovo

Donor Speaks

“Our experience working with Anudip Foundation has been positive. They have demonstrated a strong capability in delivering digital and workforce-aligned education for underserved communities, with a focus on digital skilling, workforce development, career readiness, and emerging technologies. Their commitment to training marginalized youth, women, persons with disabilities and other vulnerable groups has enabled many to access meaningful employment opportunities and improve their economic well-being. We also appreciate their efforts in creating hospitality-sector training and placement opportunities for youth from Ayodhya, Varanasi, and Gaya. Their structured approach to implementation, effective stakeholder coordination, and focus on sustainable outcomes have contributed to the success of the initiative. We look forward to continuing our collaboration in creating lasting impact.”



Kurush Irani

Group Head, CSR, Bajaj Finserv

Recruiters Speak

“Thank you to the Anudip team for the excellent candidates referred to Paisabazaar. We were highly impressed by the walk-ins, who demonstrated strong communication skills, professionalism, and a great fit for our roles. We value Anudip’s continued support and look forward to strengthening our collaboration.”



Amit Kaur

Senior Manager, Paisabazaar



Radhika Mestry

N.S. Bhargava & Co.

“Anudip-trained candidates joined our KYC teams at YES Bank – and exceeded expectations from day one. Their professionalism and adaptability weren’t just impressive; they were immediate.”

Collaborating for Change

College & University Tieups

We forged partnerships with leading colleges across the country through a series of strategic MoUs.



Government Body Tieups



We collaborated with government bodies to embed inclusive skilling and livelihood development into policies, programs, and national priorities.

Global Body Tieups

giz



We collaborated with global organizations to strengthen market-relevant curricula and enhance the measurement of our impact.

Calibrated by Global Support

Our impact is strengthened by a growing network of allies in the USA

November 2025 USA Engagement Trip



Five gatherings across Houston, Delaware, Saratoga, Connecticut, and Seattle brought together members of the Indian diaspora, creating opportunities to deepen awareness, build advocacy, and strengthen support for Anudip's mission.

US Allies Visit Our Local Centers



Several allies took their engagement a step further, visiting Anudip centers to witness impact firsthand. Their encouragement inspired learners and trainers, while they returned with a stronger commitment to the mission.

Stories of Hope:

Testimonials that finally showcase the change



Shova Maity

Shova Maity grew up in a modest household in Kolkata, where her father ran a small tea stall and her mother worked as a domestic cook. Alongside her studies, she shouldered family responsibilities, including caring for her brother who struggles with mental illness. Despite graduating in Travel and Tourism, opportunities remained out of reach. Her life changed when she joined Anudip Foundation's training program, where she gained technical, communication, and workplace skills. With renewed confidence and industry-ready training, Shova secured a position at Teleperformance. Today, she supports her family and stands as a powerful example of resilience, determination, and transformation.



The Two Brothers

For Priyojit and Monojit Das, two brothers from a modest family supported by their father's betel leaf business, opportunities seemed limited. Determined to build a better future, they enrolled in Anudip's skill development program, where they gained industry-relevant training, confidence, and professional exposure. What began as a shared aspiration soon became a shared success. Both brothers secured employment, bringing financial stability and renewed hope to their household. Today, their journey stands as a testament to the transformative power of skills and opportunity. Together, they have not only changed their own lives but also uplifted their entire family.



Dipali Singh

Dipali Singh's life changed dramatically when she lost her father to a snake bite while she was still in college. The tragedy left her family struggling emotionally and financially, with a monthly income of barely ₹4,000. As the daughter of a small farming household in Odisha, she faced an uncertain future. Refusing to give up, Dipali enrolled in Anudip's CDOS_AI program in Jaleswar in 2025. The training equipped her with industry-relevant skills, confidence, and direction. Today, she works as a Trainee Associate at Tech Mahindra in Kolkata, supporting her family and building a future her father would have been proud of.



Stories That Set New Standards



Alumni Giving Back — Jharkhand

This year, 13 alumni from Jharkhand who once trained with Anudip chose to give back by sponsoring the next generation of learners from their own salaries.

Among them is Parag Srivastava, an Anudip alumnus from Jharkhand who secured a good placement after graduating in 2018. Since then, he has consistently sponsored at least one learner every month from his community. To date, he has supported 60 students, many of whom have completed training and secured jobs with well-known companies.

The ripple effect extends across communities. More than 370 learners have enrolled at Anudip inspired by the success of a family member, while outreach through 200+ panchayats and wards has helped create local champions who advocate for skilling and employment opportunities

Journey to Viksit Bharat – Gyanjyoti Nath from Assam



Gyanjyoti Nath grew up in a small village in Assam. He had the basic technical skills but struggled with confidence and stage fear. A digital training along with a communication training program at Anudip helped him believe in himself.

Soon after, he represented Assam at the Viksit Bharat Young Leaders Dialogue 2026 in New Delhi. Today, he dreams of growing into a young leader who can create change beyond his village.

Events that Defined Our Mission

Grace Hopper Celebration India 2025

Dec 2025



As a Pathways Partner at GHCI 25, Anudip championed tech inclusivity through a masterclass, empowering women to combine coding excellence with compassion and purpose. Anudip also showcased its skilling initiatives through a dedicated stall at the Expo Hall, alongside leading global tech companies—making GHCI 25 a significant opportunity to amplify Anudip's work on one of the world's most influential platforms for women in technology.

India AI Impact Summit

Delhi · JAN 2026



The AI Impact Pre-Summit, “AI and the Future of Work: Building an Equitable India,” brought together policymakers, AI leaders, educators, and grassroots changemakers to explore how India can build an inclusive AI-driven future. Organized by Anudip Foundation in alignment with the India AI Mission under MeitY, the event highlighted the importance of equitable AI access, digital skilling, and collaborative action to ensure underserved communities are not left behind in the changing world of work.

Humans in the Loop

Hyderabad, MARCH 2026



Anudip Foundation's screening of Humans in the Loop at IIIT Hyderabad united industry leaders and changemakers to spotlight women from underserved communities driving the AI economy. Featuring alumni testimonials and a panel discussion, the event reinforced Anudip's mission of equitable AI access and inclusive skilling as pathways to a more just digital future.

Calibrated by Affirmation



Awards & Recognition

- ★ The BBC&i 4th Edition of CSR Conclave & Social Leadership Awards 2025
- ★ Impact Excellence Award by Collaborative Philanthropy Foundation and OneStage
- ★ The Great Place to Work 2025 Certification
- ★ Gold Certified By Give India
- ★ Received 4-star Rating on Charity Navigator
- ★ Mentioned by CAF America Charity Impact Challenge



Media Mentions



Niti Aayog featured Anudip's journey of training over 500,000 youth for India's digital workforce in a story on tech-led skilling for inclusive employment.



The Better India covered how Anudip Foundation helped 5 lakh Indian youth find tech careers, highlighting the scale and depth of its skilling impact.



Business Standard published a piece on how Anudip is driving social impact through AI and Workforce 2.0 skilling to transform lives across India.



The CSR Universe reported on Anudip Foundation and DBS Bank India inaugurating a DeepTech Training Centre in Airoli to skill underserved youth.



The Tribune, Times of India and ANI covered Anudip's pre-summit event for the India AI Impact Summit 2026 — AI and the Future of Work: Building an Equitable India.



The Hindu featured Anudip's AI training programme launched for government school students in Thoothukudi, spotlighting grassroots digital skilling.

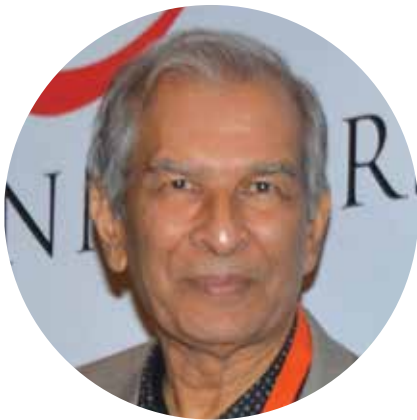
Workplace Culture Recognition



Anudip Foundation has been certified as a Great Place to Work® India for 2026-27, marking six consecutive years of recognition in the Non-Profit and Charity Organizations category.

This milestone reflects our commitment to fostering an inclusive, empowering workplace where people thrive and purpose drives impact. As we continue our mission of transforming lives through skilling, we remain dedicated to building a culture that enables our teams to grow, contribute, and create meaningful change.

Board of Directors:



Dipak Basu
Chairman/Founder



Jai Natarajan
Director,
Technology Advisor



Sumantra Banerjee
Director, Strategy Advisor



**Mohan Frank
Solomon Eddy**
Director



Matangi Gowrishankar
Director



Sushmita Ghatak
Director



Sanjeev Kumar Agarwal
Director

Financial Statement

ANUDIP FOUNDATION FOR SOCIAL WELFARE

(A Company incorporated u/s. 8 of the Companies Act ,2013)

CIN : U91900WB2007NPL116269

Rs. in Thousands

BALANCE SHEET AS AT 31st March, 2026

Sl. No.	Particulars	Note No.	MAR '2026		MAR '2025	
			Rs	Rs	Rs	Rs
I.	<u>EQUITY AND LIABILITIES :</u>					
(1)	Shareholder's Fund:	II				
	a) Share Capital		-		-	
	b) Reserve and Surplus		98,730	98,730	87,662	87,662
(2)	Non-current Liabilities					
	Long-term Borrowings	III	-		-	
	Other Long-term Liabilities	IV	26,758	26,758	16,741	16,741
(3)	Current Liabilities					
	a) Trade payable	V	10,088		8,217	
	b) Short-term Borrowings	VI	60,000		35,000	
	c) Other Current Liabilities	VII	49,590	1,19,678	66,442	1,09,659
	TOTAL			2,45,166		2,14,061
II.	<u>ASSETS :</u>					
(1)	Non-current Assets					
	a) Fixed Assets					
	i) Property, Plant and Equipment	VIII-A	7,378		10,873	
	ii) Intangible Assets (W.I.P.)	VIII-B	5,896		3,255	
	b) Other Non-current Assets	IX	13,002	26,275	11,024	25,152
(2)	Current Assets					
	a) Receivables	X	5,848		104	
	b) Cash and Bank Balance	XI	1,94,697		1,55,067	
	c) Short-term Loans & Advances	XII	15,691		10,214	
	d) Other Current Assets	XIII	2,654	2,18,891	23,524	1,88,909
	Summary of Significant Accounting Policies and the accompanying Notes to the Financial Statements form Integral part.	I				
	TOTAL			2,45,166		2,14,061

In terms of our report of even date attached

For **KONAR MUSTAPHI & ASSOCIATES**

Chartered Accountants

FRN: 314125E

(S.K. Mustaphi)

Partner

Membership No 051842

UDIN: 26051842MBWRHZ8482

Place: Kolkata

Date: 24th June, 2026

MONISHA BANERJEE
CEO

SUMANTRA BANERJEE
Director
DIN - 00075243

MANOJ KUMAR SINGH
VP

SANJEEV KUMAR AGARWAL
Director
DIN - 10648289

Financial Statement

ANUDIP FOUNDATION FOR SOCIAL WELFARE

(A Company incorporated u/s. 8 of the Companies Act ,2013)

CIN : U91900WB2007NPL116269

Rs. In Thousands

STATEMENT OF INCOME AND EXPENDITURE FOR THE PERIOD ENDED 31st March, 2026

SI No.	Particulars	Note No.	MAR '2026	MAR '2025
			Rs	Rs
	INCOME			
1	Grant Income	XIV	8,11,439	6,50,608
2	Donation Received	XIV	27,719	18,489
3	Service Income	XV	9,825	10,143
4	Other Income	XVI	14,399	19,138
	Total Income		8,63,382	6,98,378
	EXPENDITURE			
1	Employee Benefit Expenses	XVII	5,33,836	4,19,169
2	Depreciation	VIII	4,273	7,595
3	Other Expenses :			
	- Administrative Expenses	XVIII	24,596	26,004
	- Training Centre Expenses	XIX	2,84,075	2,32,779
	- Relief & Donation Expenses	XX	5,533	7,215
	Total Expenditure		8,52,313	6,92,763
	Excess of Income over Expenditure being Surplus / (Deficit)		11,069	5,615
	Summary of Significant Accounting Policies and the accompanying Notes to the Financial Statements form Integral part.	I		

In terms of our report of even date attached

For **KONAR MUSTAPHI & ASSOCIATES**

Chartered Accountants

FRN: 314125E

(S.K. Mustaphi)

Partner

Membership No 051842

UDIN: 26051842MBWRHZ8482

Place: Kolkata

Date: 24th June, 2026





MONISHA BANERJEE

CEO



SUMANTRA BANERJEE

Director

DIN - 00075243



MANOJ KUMAR SINGH

VP



SANJEEV KUMAR AGARWAL

Director

DIN - 10648289



YOU CAN HELP

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For queries  8145111444



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Our Presence:

India: Andhra Pradesh | Arunachal Pradesh | Assam | Bihar | Chattisgarh | Delhi | Gujarat | Haryana
Himachal Pradesh | Jharkhand | Karnataka | Madhya Pradesh | Maharashtra | Manipur | Meghalaya | Odisha
Rajasthan | Tamil Nadu | Telangana | Uttar Pradesh | West Bengal

U.S.A | Bangladesh

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