



# CSR PLAN 2024-25





## CSR Annual Action Plan - 2024-25

Thematic	INR	Euro
<b>Total CSR budget</b>	<b>₹ 69,16,10,705</b>	<b>79,88,055 €</b>
Less: 5% Overheads	₹ 3,45,80,535	398,852 €
Less: Surplus Spent in 2023-24	₹ 3,54,20,000	408,535 €
Less: Statutory Allocation for Impact Assessment	₹ 50,00,000	57,670 €
<b>Budget available for CSR projects</b>	<b>₹ 61,66,10,179</b>	<b>7,111,998 €</b>
Digital Academy	₹ 18,73,85,468	2,161,309 €
Digital Literacy	₹ 15,00,41,300	17,30,580 €
Tech4Positive Futures	₹ 14,06,04,611	1,621,737 €
Sustainability	₹ 24,519,150	282,804 €
Thought Leadership	₹ 5,105,339	58,885 €
Proposals in pipeline	₹ 7,01,06,515	808,610 €
Projects TBD in Digital Literacy	₹ 3,88,47,796	44,8071 €



# DIGITAL ACADEMY

S. No.	Project and Location	Project Objectives	Implementing partners	Planned spend INR/Euros
1	<b>Leap Digital Academy:</b>  Digital academies targeting youth between 18-35, both male and female from socio-economically disadvantaged backgrounds to support them through industry aligned skills training and placement support  <b>Location: Bangalore, Chennai, Noida, Kolkata, Mumbai, Pune Hyderabad, Salem &amp; Trichy</b>	To create pathways to employability in IT sector by skilling and upskilling youth between 18-35 years with right skills required by the industry	1. Anirban Rural Welfare Society 2. Anudip Foundation 3. Friends Union for Energizing Lives 4. NASSCOM Foundation 5. Symbiosis Open Education Society 6. TNS India Foundation	8,87,08,315 / 10,23,164 €
2	<b>Greenskills Digital Academy</b>  The Campus to Industrial Careers program focuses on green skills enabling careers in the manufacturing and emerging green sectors. The project will support the training and placements for the students in a direct mode.  <b>Location: Bangalore, Hyderabad and Chennai</b>	To train students on green skills such as Electric Vehicle (EV) and Solar tech and enable livelihoods in manufacturing and green sector jobs impacting their economic and social well-being.	TNS India Foundation	₹ 1,67,67,524/ 193,397 €
3	<b>Campus to Corporate Digital Academies:</b>  Digital academies targeting youth in the final year of college who are preparing for their first job  <b>Location: PAN India</b>	To engage marginalized youth within educational institutions and significantly enhance household earnings through the utilization of advanced technical abilities and soft skills, enabling them to attain their initial employment opportunities in the formal sector.	1. Centum Foundation 2. Foundation for Excellence 3. TNS India Foundation 4. ICT Academy 5. Symbiosis Open Education Society	₹ 8,07,10,879 / 9,30,921 €



# DIGITAL ACADEMY

S. No.	Project and Location	Project Objectives	Implementing partners	Planned spend INR/Euros
4	<b>NSDC Capgemini Partnership :</b> To deliver Govt. recognized and NSDC and Capgemini co-branded certificates to DA candidates <b>Location: PAN India</b>	To cover the risk of duplication of candidates by registering them on skill India portal of the govt. and ensure govt. recognition of our DA program and courses offered for youth .	International Association for Human Values (IAHV)	₹ 1,198,750 / 13826 €
	<b>Total</b>			<b>₹ 18,73,85,468 / 2,161,309 €</b>



# DIGITAL LITERACY

S. No.	Project and Location	Project Objectives	Implementing partners	Planned spend INR/Euros
1	<b>Tinker Coding Project</b> <ul style="list-style-type: none"> <li>Digital transformation of schools through integrated approach with STEM education, Tinkering and Coding Skills among Govt. schools.</li> <li>Integrate and establish TinkerCoding Model by providing opportunity to the beneficiaries.</li> <li>To provide Mentor support to Teachers and Students</li> <li>Provide opportunities , Develop competitiveness among students for innovations through future skills</li> </ul> <b>Location: Kolkata, Chennai, Bangalore, Noida and Hyderabad</b>	<ol style="list-style-type: none"> <li>Digital transformation of schools Through integrated approach with STEM education, Tinkering and Coding Skills among Govt. schools.</li> <li>Selection of ATL / InnoSTE(A)M/ computer labs to integrate and establish TinkerCoding Model and providing opportunity to the beneficiaries.</li> <li>Provide Mentor support to Teachers and Students</li> </ol>	<ol style="list-style-type: none"> <li>AADHAAR</li> <li>Mentor Me Foundation</li> <li>Change initiatives</li> <li>SRF Foundation</li> <li>Collective Good Foundation</li> </ol>	₹ 4,62,62,388 / 5,33,592 €
2	<b>Digital Literacy Program</b> <p>Equip participants with essential digital skills, ensuring they can confidently navigate digital platforms, use online tools, and access information in the digital age.</p> <b>Location: PAN India</b>	<ol style="list-style-type: none"> <li>Educate participants about fundamental financial concepts such as saving, investing, and managing debt, empowering them to make informed financial decisions.</li> <li>App based examination and E-certificate to be issued post successful graduation of the trained beneficiaries</li> </ol>	AADHAAR	₹ 19,847,160/ 228,918 €
3	<b>Enlight</b> <p>Girl child sponsorship program for girls coming from multiple marginalized backgrounds</p> <b>Locations: Delhi, Mumbai, Hyderabad, Bangalore, Chennai, Trichy, Salem, Pune and Kolkata</b>	<ol style="list-style-type: none"> <li>Access to quality primary education to children in difficult circumstances (especially girl children)</li> <li>Strengthen community based education governance (Effective functioning of schools)</li> <li>Cognitive development of children via access to wider learning spaces through technology (ICT)</li> <li>Instil better health and hygiene practices, protection and restoration of environment amongst children</li> </ol>	Aide et Action	₹ 21,070,663 / 243,030 €



# DIGITAL LITERACY

S. No.	Project and Location	Project Objectives	Implementing partners	Planned spend INR/Euros
4	<b>Capgemini – KAI UP Madhyamik Program</b> The objective of the proposed project is to improve learning outcomes of students (grades 9-12) at scale by providing a personalized math program as a supplementary learning resource  Location:	<ol style="list-style-type: none"> <li>1. Upgrade of UP-SCERT curriculum-aligned, localized Content for Maths in Hindi</li> <li>2. Program Implementation in 1,800 UP Madhyamik schools (Grade 9-12)</li> <li>3. Khanmigo Pilot with 100-150 students from Madhyamik School system</li> </ol>	Khan Academy	₹ 22,844,430 / 263,488 €
5	<b>My Code</b> Transforming adolescent girls and boys in changemaker and innovators by inculcating gender sensitivity, 21st century skills and the STEM mindset  Locations: Gujarat	This program aims to boost education at the secondary education level, encouraging boys and girls to complete 10th grade and pursue higher education The program will also introduce technology skills to girls and boys in secondary schools who are first generation users of mobiles and computers Given that secondary school is a critical period for students to become aware of career pathways students will be introduced to the process of career exploration with a focus on STEM pathways	Quest Alliance	₹ 9,188,574 / 105,981 €
6	<b>Technology Enabled Learning for Teachers and Adolescents for 21st Century (TELTA 21)</b> The project aspires adolescents (classes 6 to 10) from government schools to be 21st century learners (global communicators, innovative producers, technology adapters). Adaptive and expert teachers, digital platforms for innovative activities and collaboration, infrastructure support by the states will support adolescent 21st century learners in achieving their aspired goals.  Locations: Mumbai	<ol style="list-style-type: none"> <li>1. To provide equitable opportunities to students irrespective of gender and socio-economic status of the students.</li> <li>2. Scale access of students in government schools to authentic, deep, connected learning experiences using ICT by enabling their teachers to integrate ICT in their pedagogical practices.</li> <li>3. Teachers are able to independently conduct technology integrated activities like WebQuests, CT camps with students in blended, online and f2f modes.</li> </ol>	Tata Institute of Social Sciences	₹ 74,00,560 / 85,358 €



# DIGITAL LITERACY

S. No.	Project and Location	Project Objectives	Implementing partners	Planned spend INR/Euros
7	<b>Capgemini – Avanti Gurukul</b> The project aim to create a free platform where any student in India can learn effectively for these exams. The platform will be powered by open-source software that will allow state governments to easily adopt it for large-scale implementations within government schools.  <b>Locations: PAN India</b>	<ol style="list-style-type: none"><li>1. To create a centralized student and teacher portal, serving as the core platform for managing and enhancing the educational experiences of students</li><li>2. To extend the accessibility of the portal to all students aspiring to prepare for IIT JEE and NEET examinations in India, fostering inclusivity and broader educational opportunities</li></ol>	Avanti Fellows	₹ 4,075,104 / 47,002 €
8	<b>Atal Tinkering Labs</b> project proposes to take up the digital transformation in a large scale with innovative programs supporting NITI Aayog across various parts of the country. The following are the proposed focused projects: InnoSTEAM Labs , Atal Tinkering Labs (ATL) Training & Atal Community Innovation Centre (ACIC)  <b>Location: PAN India</b>	To provide opportunities for high school / Sr. Sec. school students to emerge from Tinkerers to Innovators using 21st century technological skills ,promote 21st century technological skills to teachers in collaboration with NITI Aayog ,Provide enabling environment space offering unique innovative solutions by nurturing entrepreneurs from the community to address various societal challenges	SRF Foundation in partnership with Government -NITI Aayog	₹ 19,352,421/ 223,211 €
	<b>Total</b>			₹ 15,00,41,300 / 17,30,580 €



# TECH4POSITIVE FUTURES

S. No.	Project and Location	Project Objectives	Implementing partners	Planned spend INR/Euros
1	<p><b>Indian Institute of Management (IIMB) – NSRCEL</b> (The incubation Hub of IIMB):</p> <p>A project Supporting NSRCEL incubated social ventures.</p> <p><b>Location: PAN India</b></p>	<ol style="list-style-type: none"> <li>1. To support entrepreneurs with social ventures to impact communities by offering financial assistance to implement the Project.</li> <li>2. Bring in Clarity around Value Proposition and Business Model</li> <li>3. Devise a customer/consumer network: Build a clear marketing strategy and roadmap for scale</li> <li>4. Funding Readiness: Readiness for various sources of funding and building an Impact metrics framework</li> <li>5. Capacity building of start-ups to initiate and close govt. partnerships</li> </ol>	IIMB (NSRCEL – the incubation hub of IIMB)	₹ 413,21,664 / 476,605 €
2	<p><b>One Planet Academy</b></p> <p>An online hub promoting sustainable living and environmental education, offering diverse engagement through stories, quizzes, games, comics, and more</p> <p><b>Location: PAN India</b></p>	<ol style="list-style-type: none"> <li>1. Students - Build environmental awareness among the students by leveraging their affinity towards the digital space to sensitize them towards taking a proactive stance towards the environment.</li> <li>2. Teachers - Build teacher capacity in teaching students about environmental issues</li> <li>3. Schools - Influence School authorities and decision makers for adopting environment education in their schools through Annual Environment Education conferences across the country;</li> <li>4. Partnerships - Addressing the gaps in curriculum &amp; teacher capacity for embedding EE in the school system and introduction of OPA in schools through partnerships with National Education Boards and curriculum agencies</li> </ol>	WWF India	₹ 12,800,000/ 147,636 €
3	<p><b>ISDM Knowledge Institute</b></p> <p>Creation of an open source and free Knowledge Institute for accessible sharing of Development Management and SDGs knowledge, enabling research and informed decisions</p> <p><b>Location: PAN India.</b></p>	<p>Host:</p> <ol style="list-style-type: none"> <li>1. digitized, open-source data related to SDGs (secondary, quantitative &amp; non-quantitative)</li> <li>2. primary and secondary data, knowledge, and theory on Development Management</li> <li>3. Conduct analysis, using this platform, on common challenges faced by SPOs and document insights in the form of regular knowledge reports, knowledge nuggets, and use cases, and</li> <li>4. Make this data platform and insights widely available to its target group</li> <li>5. thereby, encouraging a culture of evidence-based decision making and enabling impactful and accurate decisions for the social sector.</li> </ol>	Development Management Foundation	₹ 20,261,265 / 233,694 €





# TECH4POSITIVE FUTURES

S. No.	Project and Location	Project Objectives	Implementing partners	Planned spend INR/Euros
4	<b>Connecting young people to opportunities – YuWaah Digital Ecosystem</b>  Empowering youth for economic opportunities, skills development, and social change, driving impactful transformations in communities  <b>Location – PAN India</b>	<ol style="list-style-type: none"> <li>1. Create open-source tech solution for an aggregated marketplace for young people that brings together Government and market-based solutions and creates an enabling ecosystem for scale and social impact opportunities.</li> <li>2. Enables young people to access age-appropriate content and tools on how to employ design thinking and social innovation to identify, investigate and solve for hyperlocal problems to drive social impact.</li> </ol>	Global Compact Network India	₹ 27,081,890 / 312,363 €
5	<b>GreenRising – Connecting young people to green opportunities, skills, and leadership pathways</b>  Promoting Green Growth: provide access and information on green jobs or economic opportunities that directly impact the planet positively. Eco-entrepreneurship or entrepreneurial practices  <b>Location: PAN India</b>	<ol style="list-style-type: none"> <li>1. Climate Awareness and Skilling: to promote green skills for employment, scaling technical education, creation of synergies with industry requirements and skilling people at scale</li> <li>2. Youth-led Climate Action and Engagement: provide opportunities for youth to take charge of policies and become effective changemakers and problem solvers.</li> </ol>	Global Compact Network India	₹ 33,080,000 / 381,545 €
6	<b>Guiding Stars Initiative – Career Guidance</b>  Capacity building of teachers and counsellors to enable them to support students with their career exploration journey Identification of cost effective and efficient models/implementation partners to enhance access to career guidance opportunities through deployment of innovative model.  <b>Location: PAN India</b>	<ol style="list-style-type: none"> <li>1. Number of young people accessing the career guidance platform</li> <li>2. Creation of documents with recommendations and guidelines to enhance the career guidance program</li> <li>3. Creation of training material for teachers and counselors</li> <li>4. Development of models / implementation partners</li> </ol>	Global Compact Network India	₹ 60,59,792/ 69,893 €
	<b>Total</b>			<b>₹ 14,06,04,611 / 16,21,737 €</b>



# SUSTAINABILITY

S. No.	Project and Location	Project Objectives	Implementing partners	Planned spend INR/Euros
1	<p><b>Building a Sustainable World</b></p> <p>Replace traditional stoves with Improved Cooked Stoves (ICS) in 20000 house holds to save estimated 266,161 tones of CO2 over a period of 5 years</p> <p><b>Location: Uttarakhand</b></p>	<ul style="list-style-type: none"><li>• Promote cleaner cook stoves (Smokeless Chulhas) in rural Uttarakhand, emphasizing women's role in climate action and reducing adverse health effects caused by fuelwood smoke emissions.</li><li>• Foster environmental, social, and economic co-benefits through gender-sensitive strategies, focusing on providing access to clean cooking stoves in rural Uttarakhand to address poverty, healthcare, gender equality, and climate action challenges</li></ul>	Center For Business And Entrepreneurial Development (CBED)	₹ 24,519,150 / 282,804 €



# THOUGHT LEADERSHIP

S. No.	Project and Location	Project Objectives	Implementing partners	Planned spend INR/Euros
1	<p><b>Creating Impact Movement through Thought Leadership</b></p> <p>Traction in the Impact movement through involvement of government, private &amp; public enterprises, NGOs and the public</p> <p><b>Location : PAN India</b></p>	<ol style="list-style-type: none"><li>1. Publish Top 10 ideas by sectors;</li><li>2. Essays on sectoral future;</li><li>3. Guest Talks &amp; Lectures on Impact Future;</li><li>4. Role for Impact in enhancing India's position in Global Innovation Index &amp; Institute of Management Development's Competitiveness Rankings;</li><li>5. Role for ideas to help India achieve SDGs</li></ol> <p>Quarterly Thought-Leadership Meetings for each Sectoral Communities</p> <p>Enhancement in extent of influence &amp; acceptance in the Impact Economy</p>	Aspire Action Trust	₹ 5,105,339 / 58,885 €



## PROPOSALS IN PIPELINE

S. No.	Project and Location	Project Objectives	Implementing partners	Planned spend INR/Euros
1	<b>Digital Literacy</b> <b>Location: PAN India</b>	1. 30,000 beneficiaries would be equipped with digital and financial literacy skills, in order to make them capable of using daily services (info., financial transactions, access to jobs, schemes, etc.) using digital devices	An Association for Development, Harmony and Action Research (AADHAAR)	1,32,57,728 / 1,52,915
2	<b>AI Powered Screening, Guidance and Learning Content for Children with Dyslexia</b> <b>Location: PAN India</b>	<ul style="list-style-type: none"><li>• Create a user-friendly mobile and tablet app tailored for caregivers and children.</li><li>• Integrate AI to identify dyslexia as a learning gap and categorize related challenges by level for targeted support.</li></ul>	Indian Institute of Technology (IIT) Madras	36,75,000 / 42,388
3	<b>Capgemini – ARWS Digital Academy Program</b> Digital academies targeting youth in the final year of college who are preparing for their first job <b>Location: Mumbai (Maharashtra), Bengaluru (Karnataka), Chennai (Tamil Nadu)</b>	Train and ensure that 5,100 youth beneficiaries (50% women) get skilled in latest market aligned courses such as Java, AWS, Software Testing, Banking & Financial Services or ITeS.  To place 70% of the total trained youth beneficiaries in aligned careers	Anirban Rural Welfare Services (ARWS)	2,28,08,732 / 2,63,076



## PROPOSALS IN PIPELINE

S. No.	Project and Location	Project Objectives	Implementing partners	Planned spend INR/Euros
4	<b>Capgemini FUEL Digital Academy</b> <b>Location: Maharashtra</b>	<ul style="list-style-type: none"><li>• To train 3000 students among 55% will be women on Data Analytics, Generative AI, Cloud skill across 3 locations in 3 years.</li><li>• To place 70% of the trained students in the manufacturing and green sector careers</li></ul>	Friends Union For Energising Lives (FUEL)	96,07,500 / 1,10,813
5	<b>Capgemini – Qspiders Digital Academy</b> <b>Location: Bengaluru (Karnataka), Chennai (Tamil Nadu) and Pune (Maharashtra)</b>	<ul style="list-style-type: none"><li>• To train 1000 students in courses such as Java, Software Testing and Python Full Stack with Data Analytics/ Data Science</li><li>• To place 70% of the trained students in aligned careers in the industry</li></ul>	Ecosys development Foundation (Ecosys)	1,64,32,080 / 1,89,528
6	<b>Capgemini-Kalinga Institute of Social Sciences Digital Academy</b> <b>Location: Bhubaneshwar, Odisha</b>	<ul style="list-style-type: none"><li>• To train 600 marginalized, indigenous and tribal youth by providing them market aligned skills training in latest tech or fintech courses</li><li>• To place 70% of the trained students in careers in the aligned sector</li></ul>	Kalinga Institute Of Social Sciences (KISS)	43,25,475 / 49,890
<b>Total</b>				<b>₹ 7,01,06,515 / 8,08,610 €</b>



## About Capgemini

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