

THE POWER OF TRANSFORMATION



THE MPHASIS CSR JOURNEY



Mphasis

The Next Applied



THE MPHASIS CSR JOURNEY



The Mphasis-United Way Bengaluru (UWBe) afforestation initiative at Doddasagare Botanical Garden in Tumkur district, Karnataka.

The Power of

THE MPHASIS
CSR JOURNEY



The Museum of Art and Photography (MAP), Bengaluru

CONTENTS

Mphasis: The Next Applied

08

The Power of Transformation

14

The Mphasis CSR Journey

16

Mphasis' Vision for 2030

87



The Mphasis CSR Journey

The Power of Education



Beneficiaries: 20,000 students supported through various program interventions.
Academic Partnerships: Partnerships with five esteemed higher education institutions, enhancing academic collaborations and infrastructure access.
Scholarships: Higher education scholarships for 10 students so far.

20

The Power of Livelihood



Training Programs: 5,000 youth and women trained to enhance employability.
Skill Development: 563 individuals benefited from training and support.
Relief and Rehabilitation: 581 people benefited from relief and rehabilitation efforts.
Empowerment: 5,000 weavers empowered through digital interventions across handloom clusters in India.

36

The Power of Inclusion



Disability Advocacy: Programs benefiting 18 million individuals with disabilities.
Accessible Transportation: 4,000 individuals in Bengaluru empowered via enablement of accessible transportation.
Social Sector Startups: Incubated 50 startups focusing on education, assistive technology, and inclusion.
Youth Changemakers: 50 youth changemakers instituted community programs.
Total Impact: Positively impacted 1,10,000 end beneficiaries through various initiatives.

40

The Power of Conservation



Lake Rejuvenation: 39 acres of lake area restored.
Water Conservation: 201 million liters of water pumped into the lake annually via a Sewage Treatment Plant (STP).
Afforestation: 100,000 saplings planted.
Carbon Absorption: 2.1 million kg of carbon absorption potential created per annum.
Oxygen Release: 11.8 million kg of oxygen generation potential created per annum.

52

The Power of Technology



Mphasis AI & Applied Tech Lab at Ashoka: Focuses on AI, health analytics, and data dissemination.
Publications: Ashoka University has published 12 research articles and two book chapters.
Innovations: Developed 15 prototypes/ proofs-of-concept.
IIT Madras-Mphasis: Collaborative research in quantum computing.
Plaksha University: Mphasis emphasizes technology and entrepreneurship.
IIIT-B CoE: Mphasis drives advancements in cognitive computing.
IIMB: Published work has received 345 citations.

74



Mphasis: The Next Applied

Founded in 1998 by Jerry Rao and Jeroen Tas, Mphasis began with a vision to transform business through technology. Guided by the principle, always ready for 'The Next Applied', we have pioneered innovative strategies like Front2Back™ Transformation approach to deliver hyper-personalized digital experiences.

Our agile, cross-functional squads and Talent Next™ initiatives empower employees with cutting-edge skills, fostering a culture of adaptability and entrepreneurial thinking. Programs like Sparkle and Geek Cloud™ connect us with startups, enhancing problem-solving capabilities and driving impactful breakthroughs.

With a 'Shift Left' strategy and a focus on next-gen technologies like cloud computing and Generative AI, we've redefined industries, becoming an AI-first enterprise in 2023. Our AI Labs and innovation centers in the US, UK, and France continue to lead transformative solutions across sectors.

From a small consulting firm to a global technology leader, Mphasis empowers businesses not just to adapt to change, but to lead it.

The Milestone Trail

	260 Persons with Disabilities (PwDs) trained for ITES jobs Remedial school support programs Pune/Mumbai		Employability enhanced for 1,084 women through the Aalamba program 4,000 children with disabilities mainstreamed into regular schools		Mphasis F1 Foundation realigned with the new CSR rules in India		Launch of accessible transportation through uberASSIST and uberACCESS Awarded NGOBox CSR Foundation of the Year
2004	2007	2010	2010	2013	2014	2015	2017
Mphasis F1 Foundation incorporated		Institution of 'NCPEDP-Mphasis Universal Design Awards' Mphasis Research Chair on Digital Accessibility set up at IIMB		'Disability Matters Asia Pacific Award' for mobility solutions for the disabled		Started Arivu-Disha, play based learning program for govt. school children Livelihood program for weavers Nudge Gurukul for residential vocation	

Partnership with MAP to create India's most accessible museum Bestowed the UN Zero Project Award 50 Mphasis Ashoka Youth Change Makers supported			Mphasis joins as Founder & Patron of The/Nudge working towards a poverty-free India Mphasis and its partners Social Alpha and Uber win the 2022 Zero Project Award		Launch of various sustainability projects with UWBe, focusing on lake rejuvenation, afforestation, and groundwater conservation		Launch of Digital Naukri Challenge with The/Nudge Launch of the Mangrove Rewilding Program
2018	2019	2020	2021	2022	2023	2023	2024
Incubation of 26 not-for-profits in association with The/Nudge Incubation of five social enterprises with IIMB CoE for Cognitive Computing set up at IIIT-B		Support for 14 Indian Assistive Technology Startups catering to PwDs with Social Alpha Launch of 'Mphasis Laboratory for Machine Learning & Computational Thinking' under Mphasis-Ashoka University		Mphasis-IITM launch the 'Quantum Centre of Excellence'		Mphasis-OGQ nurture Indian athletes for Olympic and Paralympic success The launch of programs to promote the practice of universal design, in collaboration with AVAS	



Corporate Social Responsibility (CSR) is deeply ingrained in Mphasis' ethos, and through the Mphasis F1 Foundation, we are dedicated to driving transformative change. As an independent charitable trust, the Foundation focuses on innovative solutions in education, livelihood, inclusion, and environmental sustainability, uplifting marginalized and economically disadvantaged communities. We believe in the power of technology to enhance lives and build a more sustainable future. This commitment energizes us as we expand our impact and remain steadfast in leveraging Mphasis' talent, creativity, and innovation to create meaningful and lasting change.

NITIN RAKESH
CEO & Managing Director, Mphasis

The power of transformation is as potent as a seed, that once nurtured, spreads its wings of change to grow into a robust tree of hope, progress, and boundless possibilities.

Long before Corporate Social Responsibility came to be a mandatory dictate stipulated by the Indian Companies Act, the Mphasis CSR journey had blossomed into a beacon of hope. Pioneering real change at the grassroots level, setting the bars high, it has impacted zillions of lives meaningfully, mushrooming smiles countrywide and beyond.

Diving deep beneath the surface, beyond tokenistic philanthropy, one-off volunteering, and facile campaigns, the Mphasis CSR philosophy strives to empower communities, individuals, and the planet. It is built on the foundational pillars of **Education, Livelihood, Inclusion, Conservation, and Tech for Good** – creating a lasting impact that drives meaningful change.

What started off as a poignant voyage rooted in human kindness, has been shaped along the way by uniquely forward-thinking, innovative – often bold, homegrown and ingeniously indigenous technology driven solutions. Crafting equal opportunities for the less privileged and the underserved through training, self-reliance and collaborative empowerment. Championing environmental stewardship, for a greener safer happier planet. Paving the foundation for a boundless cycle of positive sustainable change.

Welcome to the power of transformation.



Driven by innovation and compassion, Mphasis CSR is shaping a future where education, inclusion, and sustainability are accessible to all.

At Mphasis, we have been pioneers in CSR long before India's Companies Act, 2013 made it mandatory. Since 2004, we have been dedicated to uplifting marginalized communities, particularly persons with disabilities (PwDs), by championing inclusion, education, and livelihoods.

A defining milestone came in 2007 with Project Communicate, where we provided vocational training to 260 PwDs for ITES jobs, achieving a 72 per cent placement rate. We didn't just create jobs; we built futures. Our commitment to inclusion deepened in 2010 when we partnered with the National Centre for Promotion of Employment for Disabled People (NCPEDP) to launch the Universal Design Awards, setting new benchmarks for corporate engagement in accessibility.

That same year, we established the Office of Disability Services at IIM Bangalore and, through the Aalamba project, empowered 1,084 women and youth with employability and entrepreneurship skills. We also partnered with the Fourth Wave Foundation to integrate disabled children into mainstream schooling.

In 2013, we received the prestigious Disability Matters Asia Pacific Award for our innovative mobility solutions, solidifying our leadership in disability inclusion.

By 2014, we realigned our CSR strategy around four key pillars to enhance societal impact, proving responsible corporate citizenship is not a mandate but a core value deeply embedded in our DNA.



Through strategic collaborations, Mphasis has positively transformed the lives of over 20,000 underserved students.

At Mphasis, CSR is at the heart of our identity, transforming societal challenges into opportunities for innovation. We collaborate with non-profits, research institutions, corporations, and individuals to co-create scalable solutions that drive lasting community impact. Our CSR efforts focus on four pillars: Education & Livelihood, Inclusion, Conservation, and Technology for Good.

We harness technology to make education accessible, provide digital upskilling for underserved communities, and prepare individuals for success in the evolving digital landscape.

Inclusion has been a priority, with initiatives that empower PwDs through skill-building and inclusive employment.

We are committed to environmental sustainability, promoting renewable energy, waste management, biodiversity protection and climate action.

Through our 'Tech for Good' approach, we lead initiatives that use technology to drive social transformation and create meaningful change.

The Mphasis F1 Foundation champions these efforts, working across sectors to build a more equitable and sustainable future for all.



Mphasis, along with its CSR partners, co-creates scalable solutions for transformative change.



The Power of Education

Education helps open up the real potential of individuals, communities, and societies. It is not just about learning facts or gathering information, but about training the mind to think and respond intensely, critically. It can be powerful and liberating. Rooted in this precept, the Mphasis CSR philosophy works ground up to foster positive social change, unlocking the golden doors to freedom.



Akanksha school excels in academics and holistic development, focusing on innovation and global awareness to prepare well-rounded, future-ready students.



Nurturing Futures Through Global Connections

Through its partnership with the Akanksha Foundation, Mphasis supports education by covering educator costs, providing teaching resources, and facilitating impactful school activities. This collaboration aims to broaden opportunities for children in underserved communities, benefiting a school in Pune that serves more than 1,500 children. Beginning in 2025-26, Akanksha will extend its support to PKGEMS School in Pune.

Kathakaar, the school's first-ever literature festival, featured student-authored books and stalls from notable Indian publishers such as Navneet, Pagdandi, and Scholastic.

The two-day Model United Nations (MUN) event saw 500 students take on roles such as delegates, photographers, and journalists, fostering skills in public speaking, critical thinking, and leadership.

Ten students and two teachers attended the UN Youth Summit in Germany, presenting projects on water conservation aligned with the United Nations Sustainable Development Goals (SDGs).

The ongoing partnership focuses on academic enhancement, youth development, and community involvement, transforming lives through quality education in low-income communities.



Our partnership with Mphasis has been a transformative force, reshaping the educational landscape for our students. By funding educator costs, supplying critical learning resources, and driving engaging initiatives like the UN Youth Summit, the Kathakaar literature festival, and the Model United Nations, Mphasis is igniting the imaginations of our students. They are inspired to dream big and grow into confident, well-rounded individuals ready to create lasting, positive change in the world.

– Saurabh Taneja, CEO, The Akanksha Foundation



The Akanksha School model goes beyond the classroom, maximizing students' potential through strong community engagement initiatives such as regular meetings with social workers and families. These initiatives address critical issues like personal safety and nutrition.

Success Stories

Scarsdale High School, ranked among the top 10 public schools in the USA, has initiated a student council collaboration with the Akanksha school. During her visit, Maureen, a teacher from Scarsdale, was highly impressed by the empowerment and leadership demonstrated by the school's student council. As a result, students from Scarsdale High School, all of Indian descent, will now mentor the student council members through weekly Zoom sessions on Sundays. These mentors will share their experiences and insights to support the students' growth. Currently, the student council is working on a waste segregation project, which will greatly benefit from this international mentorship.

This collaboration aims to empower the students, deepen their engagement with global issues, and enhance their leadership skills and cross-cultural understanding.



Guiding Young Lives

The government provides funding to support orphanages and other child welfare institutions as part of its broader efforts to address social issues and ensure the well-being of vulnerable populations. However, this funding only partially covers operating costs, calling for additional resources to fully meet the children's needs, including food, shelter, and education.

In partnership with Mphasis, SOS Children's Villages India provides a comprehensive, long-term, family-like care program for parentless children starting at the age of six. During their time in the Children's Village, the children are raised in a nurturing, family-like environment, with educational support through at least Grade 12. Afterward, they are encouraged to pursue higher education or vocational training based on their individual strengths. The vision is to help each child become economically independent by the age of 23, preparing them to transition out of the Children's Village into self-reliant, contributing members of society.

SOS Children's Villages India is an independent, non-profit, non-governmental organization focused on the holistic development of parentless children, as well as women and children from vulnerable families. SOS India leads the largest operation within the SOS International Federation, which spans 134 countries.



With a focus on building life skills and fostering independence, the Mphasis-SOS India partnership opens doors to opportunities, preparing children to lead confident, self-reliant lives.

Success Stories

Atul, a 28-year-old alumnus of SOS Children's Villages India, is thriving as a software engineer at MasterCard in Pune, with two promotions and a salary of ₹2 million per annum. Cheerful, gracious, and highly articulate, Atul grew up in an SOS Children's Village and pursued his Engineering degree from Indraprastha University.

Today, he feels both professionally and personally fulfilled, attributing much of his success to the nurturing environment, educational guidance, and unwavering support he received from SOS India.

Atul speaks fondly of the family-like care that shaped his upbringing. His deep bond with his SOS family is evident: after his SOS mother retired, he and his SOS siblings, who had aged out of the system, chose to live with and care for her until her passing. To this day, they remain extremely close, underscoring the lasting impact of SOS India in fostering lifelong relationships and ensuring both social and economic empowerment for individuals from disadvantaged backgrounds.

His story highlights the far-reaching influence of the SOS India model: what gets measured truly gets valued.



In partnership with Mphasis, VigyanShaala empowers youth with quality STEM skills through project-based learning, fostering social and transformative change.



At VigyanShaala, we believe that access to STEM education can transform lives and communities. Through the 'Kalpana: She for STEM' program and our partnership with Mphasis, we are building ecosystems that break barriers, nurture aspirations, and empower young women to become leaders in science, technology, and innovation.

– Dr. Darshana Joshi, Founder and CEO, VigyanShaala

STEM Education for Every Girl

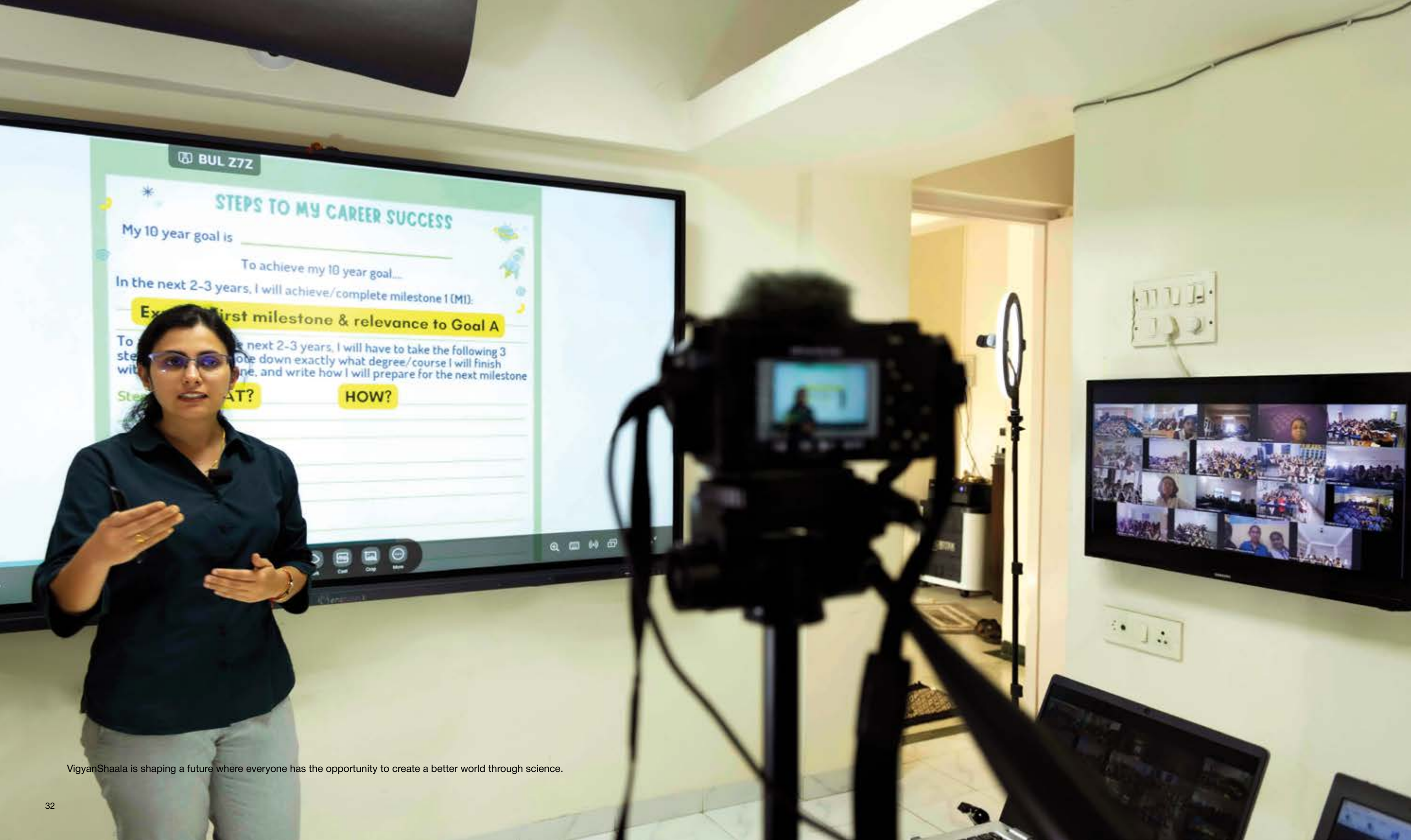
VigyanShaala empowers youth with essential Science, Technology, Engineering, and Mathematics (STEM) skills through project-based learning, fostering transformative social change, nurturing tomorrow's innovators, and promoting equity in accessible science and education.

The Kalpana Program mentors and empowers girls from marginalized communities across India. Its innovative curriculum, designed and delivered by global scientists and STEM professionals, aims to impact over 100,000 girls nationwide by 2030.

In Telangana, the Kalpana program shapes the aspirations of young women who lack access to STEM opportunities by targeting 10,000 beneficiary students from Social and Tribal Welfare institutions (TSWRIS/TTWREIS) over the next two years.

In Uttarakhand, a collaboration with the Uttarakhand Council for Science and Technology (UCOST) is expanding the program to all government college girls pursuing STEM degrees, while prototyping low-cost STEM tinkering and innovation spaces to enhance hands-on engineering skills.

With 1,894 girls mentored from Telangana, 34,000 mentoring hours delivered, and 10,000 assignments reviewed, surveys show that 83 per cent gained confidence in their career paths, 89 per cent benefited from resume-building, and 80 per cent improved their networking skills.



VigyanShaala is shaping a future where everyone has the opportunity to create a better world through science.

Success Stories

Gauri Patti, an aspiring young woman from the remote town of Mandi, Himachal Pradesh, is currently pursuing a fully funded Masters in Physics at Université Paris-Saclay. She has also been awarded the prestigious IDEX Masters Scholarship for her program.

Muralika, an aspiring young woman from a fishing community in Kerala, is currently pursuing a fully funded postgraduate degree in Applied Mathematics at Technion, Israel.



IS THE
FOR
SUCCESS

SOS Children's Village, Bengaluru, where every child finds a family and future.



The Power of Livelihood

Give a man a fish, and you feed him for a day. Teach a man to fish, and you feed him for a lifetime. This timeless precept echoes the essence of our CSR ethos, which emphasizes empowering individuals and underprivileged communities with economic opportunities. By doing so, we enable them to build better lives and create a brighter future for themselves.



The Mphasis-Magic Bus program offers sector-specific training, equipping young adults to secure sustainable careers and wage-based employment.



Transforming Lives Through Livelihoods

The Magic Bus India Foundation empowers adolescents and youth from underserved communities through education and life skills training, helping them break the cycle of poverty. The Mphasis F1 Foundation supports the Livelihood Programme, a center-based learning model that aligns aspirations with market opportunities, builds employability skills, and creates pathways to the workforce.

In 2020, Blackstone partnered with the Magic Bus India Foundation to support the COVID-19 Rapid Urban Recovery Programme, providing a \$75,000 grant that aided 11,500 households and benefited 11,500 individuals. This collaboration earned Blackstone global recognition and awards, with their senior executives introducing Magic Bus to Mphasis, leading to a transformative partnership.

Since 2022, Mphasis, as part of its CSR efforts, has been supporting the Magic Bus India Foundation's Cloud-Based Skilling Programme. This initiative upskills 1,675 graduates across Chennai, Pune, and Bengaluru for careers in cloud computing, achieving a 63:37 (male to female) gender ratio. The programme prioritizes inclusion, empowering underserved female graduates to pursue valuable opportunities in technology.



Our collaboration with the Mphasis F1 Foundation has been a powerful catalyst in transforming the lives of youths from underserved communities. By equipping them with essential skills for high-growth sectors like cloud computing, we are opening doors to opportunities that were once out of reach. Together, we have enabled youths to build economic independence and break free from poverty. The success of our skilling programmes, underscores the importance of such initiatives in tackling social inequality and building sustainable livelihoods for the future.

– Jayant Rastogi, Global CEO, Magic Bus India Foundation



The Power of Inclusion

Inclusion is not just about tolerance, it is about embracing the richness of human differences and making space for diversity, amplifying marginalized voices and giving everyone a chance to realise their potential. Over the years, Mphasis' CSR philosophy has focused on inclusion, driving relentless efforts to overcome challenges and create opportunities for empowerment and self-reliance.

Inclusive Art Experiences

For over five years, Mphasis F1 Foundation has been partnering with the Museum of Art & Photography (MAP), continuously enhancing accessibility and fostering inclusion across the museum. This collaboration is driving initiatives in accessibility, education, outreach, exhibitions, HR, and technology, supporting MAP's ongoing 360-degree approach to inclusion.

Physical spaces are being designed to ensure easy navigation and promote mobility for all.

The MAP website and digital guide, available on the Bloomberg Connects app, offers an inclusive digital experience.

Accessibility outreach initiatives include Indian Sign Language (ISL) support for content and events, as well as the hosting of an annual conference on inclusion in cultural spaces.

Tactile artworks, complemented by audio guides, facilitate the experience of art through touch and sound for visually impaired visitors. Exhibition spaces feature thoughtfully designed lighting, artwork placement, and content to engage diverse audiences and accommodate mobility preferences.

This partnership continues to help make MAP a model of inclusivity, welcoming all visitors regardless of their physical abilities.



The Museum of Art & Photography (MAP) in Bengaluru is the first Indian museum to collaborate with Bloomberg Philanthropies, offering an inclusive digital guide through the Bloomberg Connects app.



With Mphasis F1 Foundation, MAP champions accessibility with a 360° approach, featuring ramps, accessible parking, and an induction loop auditorium, in its mission to become one of India's most inclusive institutions.

– **Abhishek Poddar**, *Founder and Trustee, Museum of Art & Photography, Bengaluru*



Agroranger, an innovative initiative incubated by The/Nudge, promotes regenerative and sustainable organic farming practices in India. The program empowers farmers with knowledge and tools to adopt eco-friendly agricultural methods, fostering long-term sustainability and improving livelihoods.



“Mphasis has been our first CSR donor, and as founder and patron of The/Nudge they have supported every new idea we have come up with. The kind of support that the team at Mphasis has extended is truly empowering for non-profits.

– Atul Satija, Founder & CEO, The/Nudge Institute

Building Livelihood Ecosystems

Mphasis has been a key partner since the inception of The/Nudge Institute, and together have impacted over 100,000 beneficiaries through various interventions that strengthen the livelihood ecosystem.

The Incubator and Accelerator initiative nurtures a dynamic ecosystem for social entrepreneurs developing scalable livelihood models. With Mphasis’ support, we have empowered 29 incubators and seven accelerators, achieving a 9.3X grant multiplier in post-program funding, over 55 per cent of which was led by women.

The Indian Administrative Fellowship (IAF) enables C-suite executives to lead large-scale government programs. In the KA21 (Karnataka-21) cohort, 10 senior fellows collaborated with 10 government departments, mobilizing over ₹5 billion in funds. The ongoing KA23 cohort continues to drive impactful government initiatives.

The/Nudge Prize is driving innovations to address stagnant livelihood ecosystems for the bottom 30 per cent. The upcoming Prize Challenge will focus on the ‘Future of Women in Work,’ with 30 to 50 organizations competing for the grand prize.

Through past programs, Gurukul, a 90-day fully residential Program in Life Management (PLM), has trained and graduated 564 youth, all of whom secured employment, demonstrating a 100 per cent placement rate.

Similarly, the Future Perfect program, an online skilling initiative, enhanced employability and created urban livelihood opportunities for 3,780 youth, with 70 per cent of participants being women.



Over the past 15 years, the NCPEDP-Mphasis Universal Design Awards have proudly honored the exceptional contributions of more than 250 individuals and institutions committed to creating a more inclusive world for people with disabilities.



Our longstanding partnership with Mphasis has been a catalyst for change in the realm of accessibility and inclusion across India. Together, we have championed the rights of persons with disabilities and led groundbreaking initiatives such as the Universal Design Awards and the Assistive Technology Hub. These efforts have set new standards for accessibility, ensuring that disability rights are firmly embedded in India's development agenda and paving the way for a more inclusive future.

– Arman Ali, Executive Director, NCPEDP



A Story of Advocacy and Impact

The partnership between the National Centre for Promotion of Employment for Disabled People (NCPEDP) and Mphasis is pursuing a shared vision of creating a more inclusive and accessible society. Over the years, this collaboration has driven significant initiatives, improving accessibility, expanding employment opportunities for people with disabilities, and increasing awareness of their rights.

Key initiatives include the establishment of the Department of Empowerment of PwDs as a nodal agency and the inclusion of 21 disabilities in India's 16th Census.

The partnership spearheads projects such as Mera Vote Mera Bharat, advocating for disability-inclusive political agendas, and the Assistive Technology Hub, which fosters innovation in accessible devices. Advocacy efforts have resulted in setting accessibility standards for government websites, mobile apps, TV channels, and tailored health insurance for persons with disabilities. The collaboration empowers disabled individuals, amplifying their voices in policymaking, and transforming accessibility, education, and employment across India.

Unlocking India's Paralympic Potential

OGQ provides targeted support and collaborates with key stakeholders to empower Indian athletes and para-athletes to achieve Olympic and Paralympic gold by nurturing their medal-winning potential. Currently, OGQ supports 401 athletes, including 108 para-athletes, with 133 junior athletes and 160 senior athletes.

OGQ plays a pivotal role in developing world-class talent by facilitating exposure to national and international training and competitions, thereby enabling athletes to enhance their skills, adapt to diverse playing styles, and improve their rankings.

Athletes are selected through a rigorous, merit-based process focusing on talent and medal potential. The selection combines quantitative performance analysis with qualitative assessments of discipline, dedication, and drive. Through partnerships with the Indian Olympic Association (IOA), the Sports Authority of India (SAI), the Target Olympic Podium Scheme (TOPS), the National Sports Federation (NSF), and the Paralympic Committee of India (PCI), OGQ helps Indian athletes excel on the global stage.

Out of India's 21 Olympic medals from the last four Games – London 2012, Rio 2016, Tokyo 2020, and Paris 2024 – 13 were won by athletes supported by OGQ. In the last two Paralympics, Tokyo 2020 and Paris 2024, OGQ-backed athletes claimed 35 of India's 48 medals. At the Paris 2024 Paralympics alone, OGQ-supported athletes secured 25 of India's 29 medals.

Success Stories

Vijay N Manjunath, a Bengaluru resident, has used uberACCESS extensively since its launch in 2018. He relied on the service for his daily commute to work – initially at ANZ, then JP Morgan, and later at LinkedIn. Beyond work, Vijay frequently used Uber Access for various other needs, including weekend commutes for his non-profit organization, the Karnataka Wheelchair Cricket Association.

Vijay praised the service, noting that the drivers were not only well-mannered but also knowledgeable about handling wheelchairs. Since his motorized wheelchair was too large for his home's lift, the drivers often assisted by transferring him to a standard wheelchair that fit in the lift and carefully folding his motorized wheelchair for transport.



Uber India, in partnership with the Mphasis F1 Foundation, has launched two inclusive transportation services, uberAccess and uberAssist, designed to provide accessible and reliable mobility solutions. In collaboration with the Diversity and Equal Opportunity Centre (DEOC), Uber India has also offered specialized training to drivers, focusing on communication and behavioral skills to ensure they are well-equipped to meet the diverse needs of all passengers.



The Power of Conservation

The Mphasis CSR philosophy reaffirms that sustainability calls for a fundamental shift in how we think, live, and do business. It is not a destination, but a journey of continuous improvement. It is not a cost, but an investment in our collective wellbeing through pathbreaking efforts in carbon sequestration, water conservation, oxygen generation and other sustainable solutions. A promise that can lead the pathway to the future we wish for ourselves, and for generations to come.

Pulicat Lake, Chennai is home to the Mangrove Matters Campaign.



Afforestation project at the Doddasagare Botanical Garden in Koratagere, Tumkur District, Karnataka.

A Greener Future

Mphasis, in partnership with United Way Bengaluru (UWBe), is driving impactful environmental initiatives aligned with key Sustainable Development Goals (SDGs). Campaigns like ‘One Billion Drops,’ ‘Wake the Lake,’ ‘Sewage Treatment Plant,’ and ‘Mangrove Matters’ focus on rejuvenating water bodies, recharging groundwater, and conserving biodiversity in Bengaluru, Chennai, and beyond. These initiatives empower communities and deliver measurable, long-term outcomes, paving the way for a sustainable and water-secure future.

It was with absolute clarity that Mphasis said, environment is a key pillar and we are looking at a long-term partnership with multi-year intervention which can bring out long term impact. The result is there for all of us to see; the first set of 1,400 percolation wells under ‘One Billion Drops’ campaign has been completed and have started yielding extremely positive results in terms of recharging ground water. Dommasandra Lake which has been rejuvenated in this partnership under ‘Wake the Lake’ campaign is also contributing to enhancing the water security of peri urban Bengaluru. Environment initiatives take time to get grounded; take a while for results to be showcased; however, leave a lasting impact. This calls for commitment, patience and I am grateful to see both of these with Mphasis.

– *Rajesh Krishnan, Chief Executive Officer, United Way Bengaluru*





As part of the afforestation initiative, a dense forest is being established on an 11-acre plot within the 228-acre Doddasagare Botanical Garden in Koratagere, Tumkur district. This green intervention, featuring the planting of native species, is projected to absorb 2.1 million kilograms of carbon and generate 11.8 million kilograms of oxygen annually, contributing significantly to environmental sustainability.

Afforestation Drive – Doddasagare Botanical Garden

In one of their major initiatives, Mphasis is working with the Department of Horticulture on an afforestation project at the Doddasagare Botanical Garden in Tumkur District, Karnataka. The Department of Horticulture has allocated 11 acres of the 228-acre site for the creation of thematic afforestation, where 100,000 saplings of 77 different species, including dense and thorny forests, are being planted. This initiative is expected to absorb 2.1 million kilograms of carbon and produce 11.8 million kilograms of oxygen.



The Sewage Treatment Plant uses eco-friendly DEWATS technology, a chemical-free anaerobic process, converting wastewater into a resource with minimal electricity.

Sewage Treatment Plant – Mahadevapura Lake

Since 2019, Mahadevapura Lake has been benefiting from a Sewage Treatment Plant (STP) that is treating up to one million liters of wastewater each day. This initiative is transforming the water quality of the 26-acre lake, reducing Biological Oxygen Demand (BOD) levels by more than 75 per cent, and breathing new life into the ecosystem. Additionally, the rejuvenation includes the planting of over 2,000 trees, as well as the installation of benches, solar lights, and gym equipment, enriching biodiversity and creating vibrant community spaces.

“We know that our livelihood depends on how clean this lake is. We believe that it is because of United Way's efforts that this lake is healthy. Our group thanks them with folded hands! We will do our best to maintain this so our livelihoods can be assured and our families can be happy!”

– *Rayappa, a fisherman whose livelihood depends on his daily catch from Mahadevapura Lake*



Mphasis-UWBe restored Dommasandra Lake, improving water quality, biodiversity, community ownership, groundwater levels, and ecosystem health.

**Wake the Lake Campaign –
Dommasandra Lake**

Mphasis provides ongoing support towards an eco-friendly restoration of 39 acres of Dommasandra Lake, transforming it into a community hub. Other initiatives include the installation of solar lights, gym equipment, children's play areas, and the creation of green spaces, which enhance local sustainability and provide residents with safe, accessible recreational areas.



Once a thriving mangrove haven, Pazhaverkadu, known as the ‘Jungle of Roots,’ is India’s second-largest brackish water body. In addition to the mangrove restoration efforts by Mphasis-UWBe, initiatives are being implemented to enhance the production of shrimp and fish species, providing a vital livelihood source for the local communities who depend on these waters.

Mangrove Matters Campaign – Pulicat Lake

Mphasis is engaged in the rewilding of 70 acres at Pulicat Lake, the second-largest brackish water body near Chennai, by planting 70,000 mangrove saplings. With a carbon sequestration rate 10 times higher than that of mature tropical forests, mangroves play a crucial role in the ecosystem. Additionally, Mphasis supports the planting of 10,000 more saplings to further enhance and balance the ecosystem.

“The Pulicat mangroves are not just trees; they are life itself. They have given us the strength to thrive, the resources to sustain our families, and the wisdom to live in harmony with nature.

– *Irular Community*



The One Billion Drops campaign conserves rainwater, prevents flooding, reduces runoff, and showcases Mphasis' commitment to conservation and sustainability.

One Billion Drops Campaign – Bengaluru

The rainwater harvesting campaign to recharge Bengaluru's groundwater by constructing 1,338 percolation wells receives continued support from Mphasis. These wells are strategically located in major parks, conserving 171.4 million liters of rainwater annually. By the end of 2024, this initiative has seen increased groundwater levels by a minimum of three feet, benefiting 130,000 residents and helping alleviate water shortages. Additionally, Mphasis is committed to constructing another 1,200 percolation wells over the next two years.

The percolation wells have helped save rainwater within the Lalbagh campus which otherwise runs off and gets wasted. We are excited to see water levels rising in the open wells present in Lalbagh. The percolation wells are also helping in soil moisture improvement, which directly benefits about 1,850 species of trees in the garden.

– Dr. Jagadish, Joint Director, Lalbagh







Before conservation efforts, Dommasandra Lake in Bengaluru faced significant challenges, including pollution, encroachment, and declining biodiversity.



After restoration, Dommasandra Lake's capacity increased from 138.1 to 187.2 million liters, with desilting, pathways, and 2,500 saplings enhancing groundwater levels.



Mphasis-UWBe collaboration with the Department of Horticulture is transforming Doddasagare Botanical Garden into a thriving ecological sanctuary with 100,000 saplings and diverse plant species.



Mphasis' initiative to rewild 70 acres of Pulicat Lake with 70,000 mangroves, creating a sustainable future.



The Power of Technology

The best way to predict the future is to invent it. This poignant remark echoes the Mphasis ethos of driving innovation in technology. Catalyzed by cutting edge research, collaborative problem solving, disruptive thinking and a future forward visionary framework, these ‘Tech for Good’ initiatives continue to bring together talented young minds and expert know-how cutting across leading organizations, industries, skill sets and domains, to drive meaningful empowerment and impactful social transformation.



As a first-of-its-kind collaboration with Ashoka University, 21 projects are currently underway across five key pillars: Artificial Intelligence, BharatSim, Health Analytics, Digital Makerspace, and Cryptography. The Mphasis-Ashoka partnership will also work with the Centre for Data Sciences and the School of Advanced Computing, focusing on data visualization and the generation of actionable insights to tackle complex problems.

Sparking Innovation

The Mphasis AI & Applied Tech Lab at Ashoka is advancing interdisciplinary computational research and education, addressing complex challenges in AI, Health Analytics, and Data Dissemination, while equipping students for future technological advancements.

AI@Ashoka and Machine Learning research focus on ethical and legal challenges, integrating AI across disciplines. BharatSim enables large-scale, agent-based modeling of socio-economic and environmental systems. The Centre for Health Analytics, Research and Trends (CHART) is tackling population health issues through projects like a voice-based health query system and the World Food Atlas, leveraging AI and Machine Learning to combat diet-related diseases.

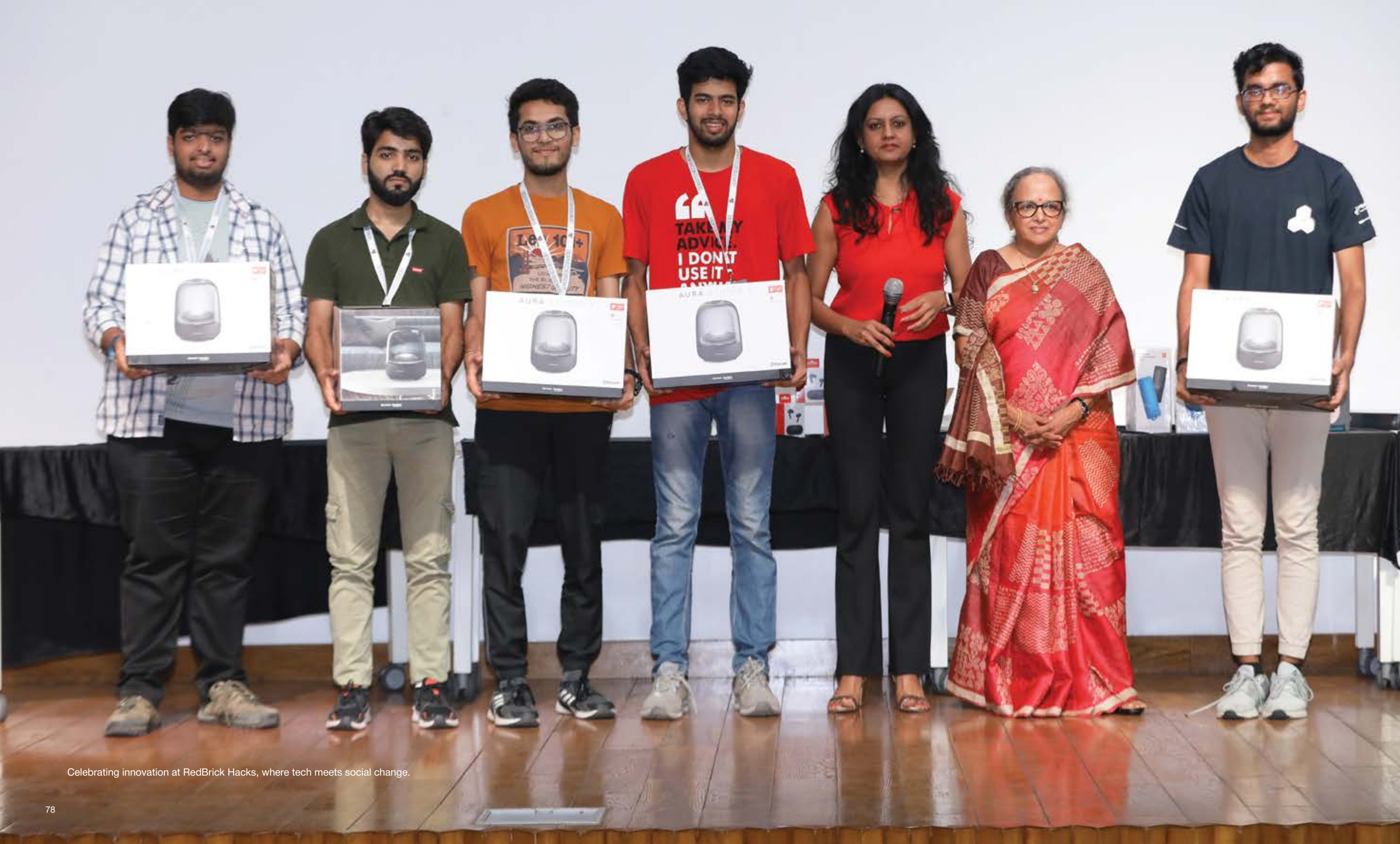
The Digital Makerspace fosters innovation through tools, workshops, and study modules for hands-on learning. Research in Post-Quantum Cryptography explores the security and performance of standardized systems and emerging cryptographic applications.

The lab enhances computational capabilities, produces impactful research, fosters collaboration among students, scholars, and professionals, and enables graduates to pursue higher education globally. This partnership bridges academia and industry, creating a lasting impact on computational research and education.

Through fostering interdisciplinary collaboration and granting access to cutting-edge technology, the Mphasis AI & Applied Tech Lab at Ashoka has empowered our students and researchers to push boundaries and make impactful contributions in their fields. The success of our students in securing placements at prestigious institutions worldwide stands as a testament to the lab's vital role in nurturing the next generation of leaders and innovators.

– Ashish Dhawan, Founding Chairperson, Ashoka University





Celebrating innovation at RedBrick Hacks, where tech meets social change.

Success Stories

RedBrick Hacks 2023
A standout achievement for the Mphasis AI & Applied Tech Lab at Ashoka and the Digital Makerspace was the RedBrick Hacks 2023 hackathon. With the theme ‘Sustainable/Assistive Technology for a Better India,’ the event took place in August 2023.

The hackathon received over 460 applications from 37 different institutions.

Winner: Sparsh
A solution empowering visually impaired individuals to navigate digital payments through tap-to-pay functionality and universal UX guidelines.

Runner-Up: AudioBridge
A web application providing audio translations for videos to bridge linguistic gaps.

Design Prize: ElectriGo
A user-friendly application aimed at increasing electric vehicle adoption by offering real-time access to charging stations.

This event highlighted the Makerspace’s role in fostering innovation, addressing societal challenges, and engaging a diverse group of students in creating impactful technological solutions.



Quantum Excellence

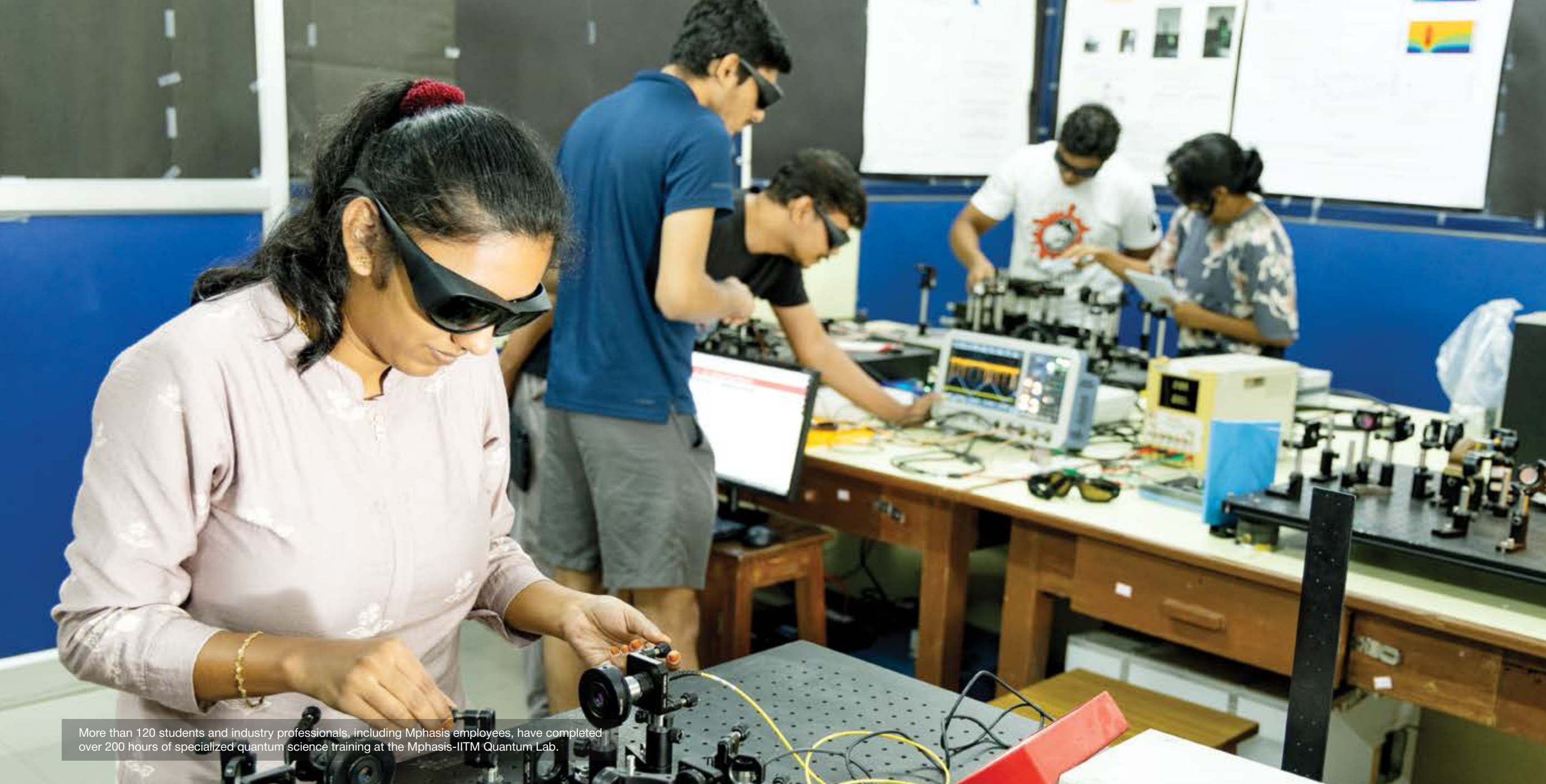
The collaboration between IIT Madras and Mphasis has established the Mphasis Centre for Quantum Information, Communication, and Computing (MCQuICC), a hub for quantum technology research and development. This centre is driving innovation, fostering highly skilled professionals, and contributing to advancements in business and societal progress.

The centre conducts key research on quantum simulations, focusing on chemical reactions with industrial and environmental relevance. It is developing hybrid quantum-classical algorithms, neural network-assisted quantum chemistry, and protein folding simulations to better understand diseases.

In quantum information science, the centre explores error correction, mitigation, and machine learning-based qubit characterization. It is also developing quantum-enhanced solutions for NP-hard problems, such as resource optimization, image classification, container packing, and vehicle routing. Additionally, to enhance digital infrastructure security, it is working on protocols for quantum-secure communication.

Aligned with India's National Quantum Mission, the centre is applying quantum computing in logistics, finance, healthcare, and chemistry, while contributing to global SDGs such as quality education, industry innovation, good health, and climate action.

In quantum communication, the centre is also advancing quantum optics experiments, including the development of entangled photon sources and squeezed light, with applications in secure information transfer and precision measurements.



More than 120 students and industry professionals, including Mphasis employees, have completed over 200 hours of specialized quantum science training at the Mphasis-IITM Quantum Lab.



As we embark on a digital infrastructure for India it becomes increasingly important to worry about securing our data, both at rest and in transit. We use Quantum Key Distribution (QKD) and Post Quantum Cryptography (PQC), to offer quantum secure communication solutions. CQuICC, with support from Mphasis F1 Foundation, is leading an indigenous effort to build quantum networks that connect metro areas over long distances.

– Prof. Anil Prabhakar, Department of Electrical Engineering, IIT Madras



Plaksha's campus is thoughtfully designed to embrace the diverse needs of every student, ensuring accessibility and inclusivity at every step. Strategically placed ramps and railings enhance mobility, enabling students of all physical abilities to navigate the campus with ease.

“Mphasis has been instrumental in shaping the vision and infrastructure of Plaksha University. Their commitment to reimagining technology education and inclusion is evident through their support towards strengthening the university's research ecosystem, as well as the scholarships they provide for students from under-represented communities. Together, we are building a world-class institution that is not only solving real-world challenges but also ensuring that education is accessible to all, with a special focus on bridging the gender gap in STEM.



– Dr. Rudra Pratap, Founding Vice-Chancellor of Plaksha University



Shaping the Future of Learning

Mphasis, in partnership with the Reimagining Higher Education Foundation (RHEF), has played a pivotal role in establishing Plaksha University. The university focuses on technology, entrepreneurship, and interdisciplinary education and research to address real-world challenges. Aspiring to reimagine technology education and research for India and the world, it has formed partnerships with renowned global institutions such as the University of California, Berkeley, the University of Pennsylvania, Cornell University, Purdue University, and the University of California, San Diego, among others.

As a founding member, Mphasis plays a key role in developing accessible and inclusive infrastructure, research facilities, and labs. Additionally, Mphasis supports scholarships for students from diverse socio-economic backgrounds and those with disabilities.

Mphasis is also a proud supporter of Girls and Women in STEM (GWIST) and its impactful programs. The GWIST Fellowship will empower over 300 women students annually through masterclasses, mentorship, and networking opportunities. In addition, 100 women entrepreneurs will benefit from accelerator programs, access to funding, and role models.

Over the next four years, the initiative aims to engage around 1,300 women, driving meaningful gender inclusivity in STEM careers and entrepreneurship.



Mphasis-IIIT-B revolutionize innovation with India's first Centre of Excellence for Cognitive Computing, transforming education, accessibility, healthcare, and enterprise solutions.



Our partnership with Mphasis has been a transformative catalyst in advancing cognitive computing research at IIIT-Bangalore. Through the Centre of Excellence, we are tackling critical challenges in healthcare, education, and accessibility, while making valuable contributions to open-source development. Our groundbreaking work in Indian Sign Language synthesis and AI-powered healthcare solutions marks the start of an exciting journey toward creating lasting, meaningful impact for both society and enterprises.

– Dinesh Babu Jayagopi, Associate Professor, Head of the Department, Data Science and Artificial Intelligence



Cognitive Computing Excellence

Mphasis, in collaboration with the International Institute of Information Technology Bangalore (IIIT-B), supports the Centre of Excellence (CoE) for Cognitive Computing. This initiative addresses challenges in education, healthcare, accessibility, and enterprises through cognitive computing technologies. The centre focuses on creating open-source intellectual property assets to solve societal and enterprise-level problems.

In the field of accessibility, the CoE is developing Indian Sign Language synthesis to improve communication for the hearing-impaired.

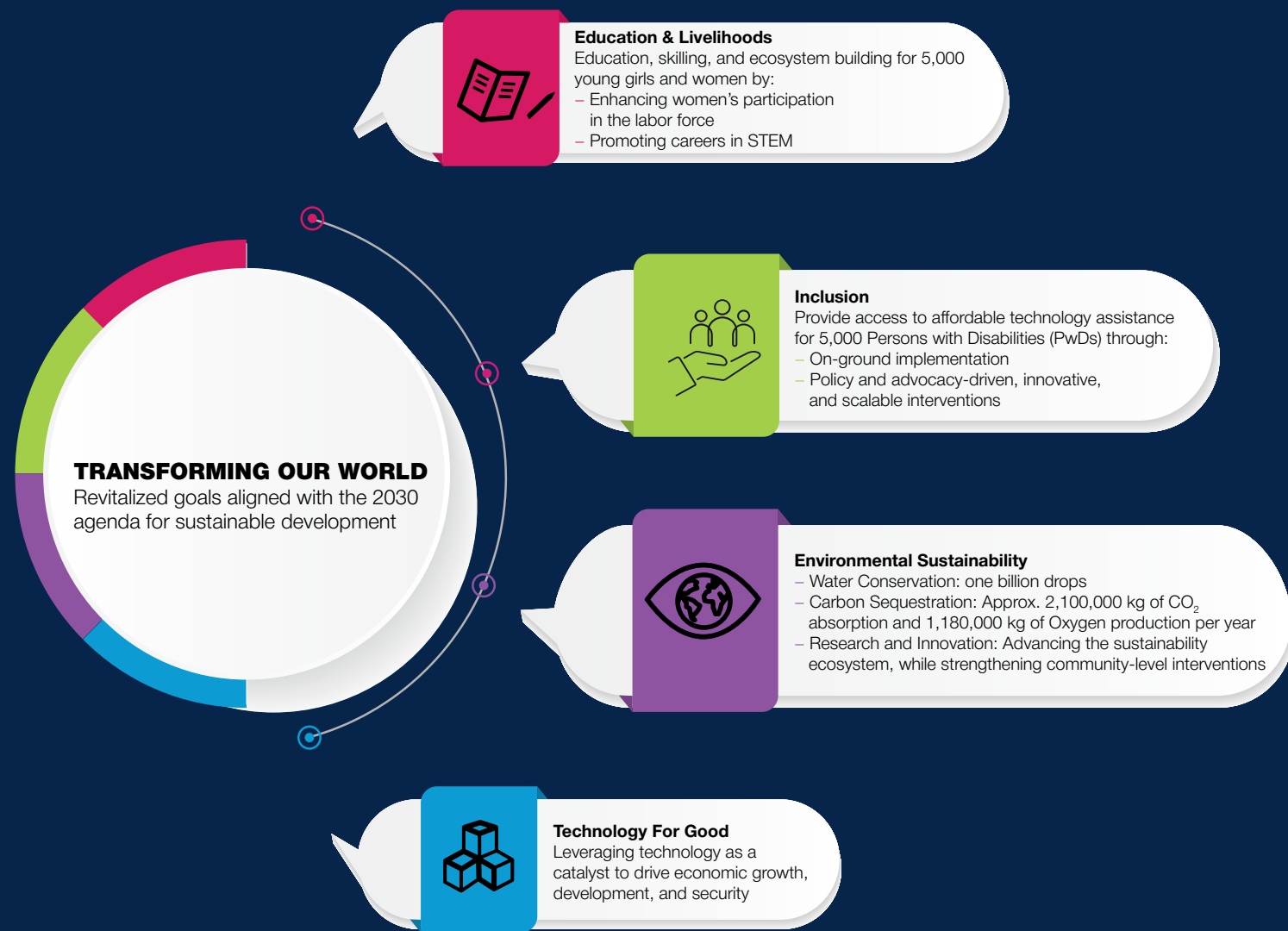
During the COVID-19 pandemic, it introduced BelYo, a blockchain-based vaccination data solution, AI-powered clinical decision support systems, and CT scan analysis for early lung complication detection.

In education, the CoE is leveraging AI for personalized learning, predictive modeling, virtual labs, and data generation to enhance the educational experience.

Enterprise solutions include data anonymization and automated workflows for efficiency, while governance initiatives employ AI to analyze community discourse.

Healthcare advancements focus on AI-driven medical image segmentation for precise diagnoses and personalized treatment plans.

These efforts highlight the CoE's mission to create innovative and impactful solutions for societal and enterprise challenges.



Mphasis' Vision for 2030

By 2030, we at Mphasis are set to make a transformative mark, redefining the future of corporate social responsibility. At the heart of this bold vision is a commitment to empowering 5,000 young girls and women in STEM, creating pathways to high-demand careers, and advancing gender equity in fields where it matters most. But our mission doesn't stop there – we are dedicated to enhancing the lives of 18 million Persons with Disabilities (PwDs) by delivering accessible, affordable technology that fosters independence and drives true societal integration.

In the realm of environmental sustainability, we are planting the seeds for a greener tomorrow. Our ambitious targets include absorbing 2.1 million kilograms of CO₂ and producing 11.8 million kilograms of oxygen annually. Through water conservation and carbon sequestration, we are breathing life into ecosystems and tackling the pressing challenges of climate change head-on.

Together, these goals reflect Mphasis' unwavering commitment to long-lasting, positive change. By championing education, innovation, inclusion, and sustainability, we are shaping a future where people, communities, and the planet thrive in harmony.

The Power of Purpose: Stories from CSR Champions



At Mphasis, CSR is integral to our culture, and we have been promoting it through various community and environmental initiatives. Through our Mangalore office, we have supported 16 flood-affected families in Honnavar and contributed to local organizations like Inchara Foundation and Paschim. As part of our 'Vanamahotsav' program, employees planted 27 saplings around the office, dedicating 71 man-hours over four weekends to their care. We also offer spoken English classes and provide uniforms, books, and fees to students at a local government school. This year, we are celebrating the Joy of Giving with performances at old age homes.

Deepak Raj

Lead Auditor, Assistant Manager – Business Excellence

My journey in CSR at Project Money has been transformative. Driven by a core team, we have successfully completed 24 impactful projects over two years. These include visits to old age homes, orphanages, and special needs schools, as well as organizing blood donation camps, career guidance boot camps, and supporting NGOs like Maher to promote handicrafts. Challenges have presented opportunities to grow, innovate, and lead. I remain committed to driving positive change and fostering a sense of responsibility within our organization.

Bhavrita Bhatia

Assistant Operations Manager – Project Money

Helping one person may not change the world, but it can change their world. I believe it's the moral responsibility of every capable individual to give back to society. My journey into CSR began in 2007 as a volunteer, and I was deeply inspired by the Chennai CSR team's dedication. In 2017, we established a core team to focus on volunteering, awareness drives, and fundraising. Our partnerships with NGOs and internal teams helped us create a yearly calendar of impactful events. Together, our efforts led to the Chennai CSR team winning the ACE Award twice in the Corporate Citizens Category.

Vinod Nakka

Operations Manager – Cybersecurity Services

Health, Hope and Healing

The Mphasis F1 Foundation made a significant impact during the pandemic by partnering with the American India Foundation (AIF) to deliver essential medical aid in Tamil Nadu. This collaboration provided 100 oxygen concentrators and 12 ventilators to hospitals in Chennai, contributing to AIF's larger initiative of supplying 421 concentrators across the state. Frontline workers also benefited from receiving 6,000 PPE kits and 30,000 N-95 masks.

Mphasis extended its efforts through Give India by delivering 100 oxygen concentrators and cylinders to hospitals in Mumbai and Pune, and distributing 731 food kits to support 3,655 families in Mumbai.

In partnership with the NASSCOM Foundation and Goonj, Mphasis distributed 500 ration kits in Kolar and established a 400 LPM oxygen plant at Tarikere General Hospital. Two ventilators supported ICU beds, treating over 4,000 patients. Vaccination drives inoculated 18,323 individuals in Bengaluru and surrounding areas.

In response to the Gaja Cyclone (2018), Mphasis and UWBe built 87 cyclone-resistant homes in Nagapattinam, benefiting families for over two years. Livelihood restoration for 494 individuals increased family incomes by ₹200-₹300 on average.



Mphasis CSR Footprint

At Mphasis, our commitment to CSR goes beyond initiatives – it's a journey of transformation. By nurturing education, employability, and community well-being, we empower underprivileged youth through digital literacy and STEM programs, bridging the skills gap for a brighter future. We take pride in fostering inclusive employment, creating opportunities for persons with disabilities, and championing workplace diversity. Aligned with the United Nations Sustainable Development Goals (SDGs), our efforts reflect a shared vision of sustainable and inclusive growth, driving meaningful change and leaving a lasting impact on society.



Championing Social Change



Mphasis and its partners, Uber and Social Alpha, won the 'Zero Project' Award for their initiatives in assistive technologies and accessible transportation



Corporate Award for 'Excellence in Accessibility' at Samarthya 2020, by the Collective Action for Basic Rights Foundation, Bengaluru



CSR Excellence in 'Women and Child Development and Differently Abled' at the Rotary Karnataka CSR Awards 2020



'Best Innovative Practice 2019' at the Zero Project Awards, UN, Vienna



'CSR Foundation of the Year' at the 4th CSR Impact Awards, 2017





Mphasis' Corporate Social Responsibility (CSR) initiatives are deeply rooted in creating sustainable and inclusive impact across communities. As we reflect on our journey at Mphasis, our commitment to social responsibility stands as a testament to the power of purpose-driven innovation. We foster inclusivity by prioritizing initiatives that support persons with disabilities, women, and marginalized communities, aligning with our vision of creating a more equitable and sustainable world. Through meaningful collaborations, strategic investments, and technology-driven solutions, Mphasis CSR initiatives continue to positively impact countless lives. We strive not only to give back but to empower communities, foster inclusivity, and create lasting change. This collection of stories celebrates the impact we've made together, driven by our belief that technology and compassion can transform lives.

DEEPA NAGRAJ

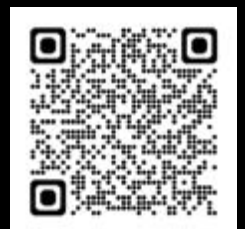
Senior Vice President & Head – ESG,
Sparkle Innovation Ecosystem & Communications, Mphasis



Mphasis' restoration of Dommasandra Lake – a significant step towards environmental revival.



Mphasis-UWBe is making lasting strides in environmental sustainability with ongoing afforestation efforts on an 11-acre plot at Doddasaggere Botanical Garden, Koratagere.



The Mphasis CSR Journey