

Form 1B Annual Self-Disclosures Report

Based on requirements of SEBI Circular of September 19, 2022:

*C - Annual disclosure by NPOs on SSE which have either raised funds through SSE or are registered with SSE in terms of Regulation 91C of the LODR Regulations,
D - Disclosure of Annual Impact Report by all Social Enterprises which have registered or raised funds using SSE in terms of Regulation 91E of the LODR Regulations and
Annexure I: Guidance notes for listed/ registered NPOs on disclosures of general, governance and finance aspects.
Please refer to the circular and its Annexures for detailed description of requirements.*

Form 1A covers disclosures of general and governance aspects that are not dependent on statutory financial audit.

Form 1B covers disclosures of general, governance and finance aspects that have a reference to audited financial statements and filings with Income Tax, FCRA, Charity Commissioner, Registrar of Societies, Registrar of Companies and other regulators as applicable.

Instructions

All NPOs participating on the SSE (all registered regardless of whether they have currently listed securities or not) will **self-report annually in Form 1B Annual Self-Disclosures Report. A copy will be filed with the respective SSE by 31st Oct every year.**

Form 1B indicates which fields are mandatory for NPOs based on their annual spending

Annual Spending as per Audited Financial Statements of the previous financial year under review.

S1: Upto Rs1 Cr

S2: >Rs1 Cr

(These slabs may be reviewed by SEBI, periodically as per need.)

Form 1B - Annual Self-Disclosures Report for NPOs

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Form 1B.1

Self-Reported Annual Disclosures

of TNS India Foundation

with NSE SSE Registration No: NSESENPO00107

for the period from: 01/04/2025 to 31/03/2026

1) Disclosures on General aspects

1a) Details of top programmes

List of Top 5 activities/ interventions/ programs/ project (budget wise) in the financial year

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
Must Reply	The details of two major programs of TNSIF- Youth Skilling & Employability and Agriculture are detailed in the table below.

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#	Programme Name Year Started Programme Duration (in years)	Geography	Total Programme Budget (in INR)	Expenditure in Previous year (in INR)	Cumulative Expenditure (in INR)	Total Reach (Direct, Indirect, Institutional) beneficiaries ¹	Names of Donors or Investors	SDG Goal	Alignment with National/State schemes or priority
1	2	3	4	5	6	7	8	9	10
Sr. No.	Name by which the programme is referred to by your organisation. Number of Years the programme is expected to run from its launch. If the programme go on forever, please mention ongoing	List the States with Districts covered by the programme. Mention how many of these cover aspirational blocks as per NITI Aayog.	Total Programme Cost across its life. In case of ongoing programme, at least 5 years	Expenditure in the Previous Financial Year under review	Expenditure from the programme start till the end of the Financial Year under review/ Total expenditure for at least last 5 Financial Year (if it is ongoing programme)	Direct- beneficiaries directly impacted like students of school Indirect- beneficiaries indirectly impacted like families of students Institutional- entities impacted like other schools in the area	Provide Donor's name (Top 5 Donors of the programme since the programme inception)	Select 1 SDG Goal that is most impacted by the programme	List the schemes or national goals to which programme is aligned, if any

¹Beneficiaries includes entities such as individual, person, thing, article, unit, body, creature

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1	Youth Skilling and Employability (ongoing)	<p>FY 2025-26 Andhra Pradesh (Tirupathi), Maharashtra (Ahilyanagar, Chhatrapati Sambhajanagar, Mumbai, Nagpur, Pune, Nashik, Satara), Goa (South Goa, North Goa), Gujarat (Vadodara), Himachal Pradesh (Solan), Karnataka (Bangalore, Mysuru, Tumakuru), Puducherry (Puducherry), Tamil Nadu (Cuddalore, Chennai), Telangana (Hyderabad, Sanga Reddy, Ranga Reddy, Medchal–Malkajgiri)</p> <p>FY 2024-25 Maharashtra (Ahilyanagar, Mumbai, Pune, Nashik), Goa (North Goa, South Goa), Gujarat (Vadodara, Ahmedabad), Himachal Pradesh (Solan), Karnataka (Bangalore), Puducherry (Puducherry), Rajasthan (Jaipur), Tamil Nadu (Cuddalore, Villupuram, Chennai), Telangana (Hyderabad, Sanga Reddy, Ranga Reddy, Medchal–Malkajgiri)</p> <p>FY 2023-24</p>	<p>Cumulative (in INR Lakhs): 8717.83</p> <p>All values in INR Lakhs</p> <p>FY 2025-26: 3110.49 FY 2024-25: 2650.35 FY 2023-24: 1686.44 FY 2022-23: 1083.05 FY 2021-22: 187.50</p>	2915.88	<p>Cumulative (in INR Lakhs): 8325.87</p> <p>All values in INR Lakhs</p> <p>FY 2025-26: 2915.88 FY 2024-25: 2458.76 FY 2023-24: 1553.26 FY 2022-23: 973.44 FY 2021-22: 424.53</p>	<p>Direct (Students)- FY 2025-26: 19396 FY 2024-25: 20960 FY 2023-24: 17419 FY 2022-23: 9057 FY 2021-22: 5728</p> <p>Institutional (Colleges)- FY 2025-26: 384 FY 2024-25: 389 FY 2023-24: 400 FY 2022-23: 432 FY 2021-22: 197</p> <p>Institutional (Employers)- FY 2025-26: 731 FY 2024-25: 977 FY 2023-24: 975 FY 2022-23: 631 FY 2021-22: 677</p>	<ol style="list-style-type: none"> 1. Capgemini Technology Services India Limited 2. Accenture Solutions Private Limited 3. HDB Financial Services Limited 4. J.P. Morgan Services India Private Limited 5. J.P Morgan Chase Bank National Association, Mumbai Branch 	<p>SDG 4: Quality Education (Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all)</p>	<p>a) Skill India Mission b) National Apprenticeship Promotion Scheme</p>
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#	Programme Name Year Started Programme Duration (in years)	Geography	Total Programme Budget (in INR)	Expenditure in Previous year (in INR)	Cumulative Expenditure (in INR)	Total Reach (Direct, Indirect, Institutional) beneficiaries ¹	Names of Donors or Investors	SDG Goal	Alignment with National/State schemes or priority
1	2	3	4	5	6	7	8	9	10
		<p>Delhi (Delhi-NCR), Goa (South Goa), Gujarat (Vadodara, Valsad, Ahmedabad), Himachal Pradesh (Solan), Karnataka (Bangalore), Maharashtra (Ahilyanagar, Nashik, Mumbai, Pune, Akola), Puducherry (Puducherry), Tamil Nadu (Chennai, Hosur, Krishnagiri), Telangana (Hyderabad, Medchal-Malkajgiri)</p> <p>FY 2022-23 Karnataka (Bangalore), Maharashtra (Mumbai, Nashik, Akola), Puducherry, Tamil Nadu (Chennai)</p> <p>FY 2021-22 Delhi, Karnataka (Bangalore), Maharashtra (Mumbai), Puducherry</p>							

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2	Agriculture and Natural Resource Management (on going)	FY 2025-26: Maharashtra (Nashik, Palghar, Dhule) FY 2024-25: Maharashtra (Nashik, Palghar) FY 2023-24: Maharashtra (Nashik), Gujarat (Gir Somnath) FY 2022-23: Maharashtra (Nashik), Gujarat (Gir Somnath), Rajasthan (Bikaner) FY 2021-22: Gujarat (Gir Somnath)	Cumulative (in INR Lakhs): 1382.90 All values in INR Lakhs FY 2025-26: 211.37 FY 2024-25: 213.45 FY 2023-24: 233.86 FY 2022-23: 456.91 FY 2021-22: 267.31	196.68	Cumulative (in INR Lakhs): 1320.52 All values in INR Lakhs FY 2025-26: 196.68 FY 2024-25: 195.13 FY 2023-24: 214.02 FY 2022-23: 410.59 FY 2021-22: 304.09	Direct (Farmers)- FY 2025-26: 8136 FY 2024-25: 6016 FY 2023-24: 6684 FY 2022-23: 4609 FY 2021-22: 1035 ² Institutional (FPC)- FY 2025-26: 2 FY 2024-25: 1 FY 2023-24: 2 FY 2022-23: 2	1. Pernod Ricard India Foundation 2. HDFC Bank Limited 3. Charities Trust 4. Cargill India Private Limited 5. Reliance Foundation	SDG 2: Zero Hunger (End hunger, achieve food security and improved nutrition and promote sustainable agriculture)	a) Paramparagat Krishi Vikas Yojana (PKVY) b) Pradhan Mantri Kisan Urja Suraksha Evam Utthan Mahabhiyan Yojana (PM-KUSUM) c) 10,000 FPO Mission d) National Mission for Sustainable Agriculture (NMSA)
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Add more rows, 1 row for each of Top 5 activities/ interventions/ programs/ projects

Note : all Figures above are Rs. in lakhs as used in over audited financial statement

² In July 2021, Reliance Foundation funded TNS India Foundation under Bridging the Digital Divide (BDD) program. This included an additional 2764 men and women farmers trained on digital literacy and use of mobile applications. This number is not included in FY 2021-22 beneficiaries count in this table.

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1b) Details of Scale of operations
(Including Employee and Volunteer strength)

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
<i>Must Reply</i>	<i>The scale of TNSIF's operations is detailed below in terms of organization's financials, beneficiaries' outreach, employee strength, and geographical spread.</i>

Sr. Number	Item	Details				
1	Scale of Operations The scale of the operations shall be explained by: 1.1 net turn-over/annual budget/annual spending in last 3 years, 1.2 number of beneficiaries ³ 1.3 number of locations of operations 1.4 whether at national/ state level/ district level	1.1 net turn-over/annual budget/annual spending in last 3 years (Rs. in Lakhs)				
		Financial Year	Net Turn-over (in INR Lakhs)	Annual Budget (in INR Lakhs)	Annual Spending (in INR Lakhs)	
		2025-26	3336.99	3336.99	3282.67	
		2024-25	2872.19	2872.19	2790.49	
		2023-24	2006.32	2006.32	1925.84	
		1.2 Number of Beneficiaries <i>Youth Skilling & Employability</i>				
		Financial Year	# of students trained	# of students Placed	# of colleges Engaged with	# of employers that hired students
2025-26	19,396	11,550	384	731		

³ Beneficiaries includes entities such as individual, person, thing, article, unit, body, creature

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		<table border="1"> <tr> <td>2024-25</td><td>20,960</td><td>13,472</td><td>389</td><td>977</td></tr> <tr> <td>2023-24</td><td>17,419</td><td>9,639</td><td>400</td><td>975</td></tr> </table> <p>Agriculture</p> <table border="1"> <tr> <th>Financial Year</th><th># of farmers engaged with</th><th># of FPCs engaged with</th></tr> <tr> <td>2025-26</td><td>8,136</td><td>2</td></tr> <tr> <td>2024-25</td><td>6,016</td><td>1</td></tr> <tr> <td>2023-24</td><td>6,684</td><td>2</td></tr> </table> <p>1.3 Operational Locations</p> <table border="1"> <tr> <th>Financial Year</th><th># of States/UTs operational in</th><th># of districts operational in</th></tr> <tr> <td>FY 2025-26</td><td>9</td><td>24</td></tr> <tr> <td>FY 2024-25</td><td>9</td><td>20</td></tr> <tr> <td>FY 2023-24</td><td>9</td><td>19</td></tr> </table> <p>1.4: TNS India Foundation is operating at national level to deliver its Skilling & Agriculture Programs</p>	2024-25	20,960	13,472	389	977	2023-24	17,419	9,639	400	975	Financial Year	# of farmers engaged with	# of FPCs engaged with	2025-26	8,136	2	2024-25	6,016	1	2023-24	6,684	2	Financial Year	# of States/UTs operational in	# of districts operational in	FY 2025-26	9	24	FY 2024-25	9	20	FY 2023-24	9	19
2024-25	20,960	13,472	389	977																																
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Financial Year	# of farmers engaged with	# of FPCs engaged with																																		
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Financial Year	# of States/UTs operational in	# of districts operational in																																		
FY 2025-26	9	24																																		
FY 2024-25	9	20																																		
FY 2023-24	9	19																																		
2	<p>Number of Employees Total number of employees shall be disclosed separately as</p>	<p>Employees⁴</p>																																		

⁴ The monthly active employees headcount is considered to calculate the financial year average headcount.

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	2.1 permanent employees, 2.2 temporary employees and 2.3 employees on contract	Financial Year	# of permanent employees (taken monthly headcounts and average them)	# of temporary employees	# of employees on contract (as on Mar 31)
		2025-26	220	-	35
		2024-25	215	-	36
		2023-24	154	-	21
3	Number of Volunteers The nature and scale of activities performed by volunteers shall be disclosed.	Volunteers <i>Not Applicable</i>			

1c) Details of top donors or investors of the organisation

List of Top 5 donors or investors (budget wise)

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
<i>Must Reply</i>	<i>The details of the top five donors of TNS India Foundation and the respective details are provided in the table below.</i>

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#	Donor or Investor Name	Geography	Total Programme Cost (in INR)	Expenditure in the Previous Year (in INR)	Cumulative Expenditure (in INR)	Total Outreach (to Beneficiaries ⁵)	SDG Goal	Alignment with National / State schemes or priority
1	2	3	4	5	6	7	8	9
Sr. No	Provide Donor's name	List the States with Districts covered by the programme. Mention how many of these cover aspirational blocks as per NITI Aayog	Total Programme Budget supported/sanctioned by the donor during the life of the project	Expenditure in the Previous Financial Year under review against this Donor's funding	Expenditure against this Donor's funding from the programme inception till the end of the Previous Financial Year under review. If it is an ongoing funding from this donor, then at least for the last 5 Financial Years	Direct- beneficiaries directly impacted like students of school Indirect- beneficiaries indirectly impacted like families of students Institutional- entities impacted like other schools in the area	Select 1 SDG Goal that is most impacted by the programme	List the schemes or national goals to which programme is aligned, if any

⁵ Beneficiaries includes entities such as individual, person, thing, article, unit, body, creature

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1	Capgemini Technology Services India Limited	<p>FY 2025-26: Maharashtra (Ahilyanagar, Chhatrapati Sambhajinagar, Mumbai, Nagpur, Nashik, Pune, Satara), Karnataka (Bangalore, Mysuru, Tumakuru), Telangana (Hyderabad, Medchal-Malkajgiri), Tamil Nadu (Chennai)</p> <p>FY 2024-25: Maharashtra (Mumbai), Gujarat (Ahmedabad), Karnataka (Bangalore), Telangana (Hyderabad), Puducherry (Puducherry), Tamil Nadu (Chennai)</p> <p>FY 2023-24: Maharashtra (Mumbai, Nashik, Akola), Karnataka (Bangalore), Tamil Nadu (Chennai)</p> <p>FY 2022-23: Maharashtra (Mumbai, Nashik, Akola), Karnataka (Bangalore), Tamil Nadu (Chennai)</p> <p>FY 2021-22: Karnataka (Bangalore)</p>	<p>Cumulative (in INR Lakhs): 2385.20</p> <p>All values in INR Lakhs</p> <p>FY 2025-26 749.55</p> <p>FY 2024-25 : 634.86</p> <p>FY 2023-24: 443.11</p> <p>FY 2022-23: 501.33</p> <p>FY 2021-22: 56.36</p>	711.59	<p>Cumulative (in INR Lakhs): 2328.62</p> <p>All values in INR Lakhs</p> <p>FY 2025-26 711.59</p> <p>FY 2024-25 : 584.94</p> <p>FY 2023-24: 402.82</p> <p>FY 2022-23: 455.92</p> <p>FY 2021-22: 173.35</p>	<p>Direct (Students)- FY 2025-26: 4353 FY 2024-25: 5184 FY 2023-24: 2670 FY 2022-23: 1935 FY 2021-22: 250</p> <p>Institutional (Colleges)- FY 2025-26: 73 FY 2024-25: 113 FY 2023-24: 145 FY 2022-23: 295 FY 2021-22: 30</p> <p>Institutional (Employers)- FY 2025-26: 228 FY 2024-25: 391 FY 2023-24: 308 FY 2022-23: 376 FY 2021-22: 32</p>	<p>SDG goal that is most impacted by TNSIF under Youth Skilling and Employability programs is: SDG 4: Quality Education (Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all).</p> <p>For Agriculture Programs: SDG 2: Zero Hunger (End hunger, achieve food security and improved nutrition and promote sustainable agriculture)</p> <p>Note: Please refer the SDG section in the report (Sec.2-Approach, Subsection-d)</p>	<p>Youth Skilling and Employability programs: a) Skill India Mission b) National Apprenticeship Promotion Scheme</p> <p>Agriculture Programs: a) Paramparagat Krishi Vikas Yojana (PKVY), b) Pradhan Mantri Kisan Urja Suraksha Evam Utthan Mahabhiyan Yojana (PM-KUSUM) c) 10,000 FPO Mission, d) National Mission for Sustainable Agriculture (NMSA)</p> <p>Note: Please refer the SDG section in the report (Sec.2-Approach, Subsection-d)</p>
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2	Accenture Solutions Private Limited	<p>FY 2025-26: Maharashtra (Mumbai, Pune, Nagpur), Karnataka (Bangalore), Andhra Pradesh (Tirupati), Telangana (Hyderabad, Ranga Reddy)</p> <p>FY 2024-25: Maharashtra (Mumbai, Pune), Karnataka (Bangalore)</p> <p>FY 2023-24: Maharashtra (Mumbai), Karnataka (Bangalore)</p> <p>FY 2022-23: Maharashtra (Mumbai), Karnataka (Bangalore)</p>	<p>Cumulative (in INR Lakhs): 977.23</p> <p>All values in INR Lakhs</p> <p>FY 2025-26 :</p> <p>FY 2024-25 : 190.51</p> <p>FY 2023-24: 161.00</p> <p>FY 2022-23: 155.04</p> <p>FY 2021-22: Nil</p>	427.91	<p>Cumulative (in INR Lakhs): 888.47</p> <p>All values in INR Lakhs</p> <p>FY 2025-26: 427.91</p> <p>FY 2024-25 : 173.24</p> <p>FY 2023-24: 146.36</p> <p>FY 2022-23: 140.95</p> <p>FY 2021-22: Nil</p>	<p>Direct (Students)- FY 2025-26: 3087 FY 2024-25: 1514 FY 2023-24: 1262 FY 2022-23: 1065</p> <p>Institutional (Colleges)- FY 2025-26: 118 FY 2024-25: 75 FY 2023-24: 47 FY 2022-23: 53</p> <p>Institutional (Employers)- FY 2025-26: 236 FY 2024-25: 143 FY 2023-24: 123 FY 2022-23: 151</p>		
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3	Pernod Ricard India Foundation	FY 2025-26: Maharashtra (Nashik) FY 2024-25: Maharashtra (Nashik) FY 2023-24: Maharashtra (Nashik) FY 2022-23: Maharashtra (Nashik)	Cumulative (in INR Lakhs): 832.13 All values in INR Lakhs FY 2025-26 : 88.64 FY 2024-25 : 204.37 FY 2023-24: 236.20 FY 2022-23: 299.63 FY 2021-22: 3.29	84.42	Cumulative (in INR Lakhs): 760.64 All values in INR Lakhs FY 2025-26 : 84.42 FY 2024-25 : 185.79 FY 2023-24: 215.06 FY 2022-23: 272.31 FY 2021-22: 3.11	Direct (Students)- FY 2025-26: 0 FY 2024-25: 535 FY 2023-24: 773 Institutional (Colleges)- FY 2025-26: 0 FY 2024-25: 11 FY 2023-24: 16 Institutional (Employers)- FY 2025-26: 0 FY 2024-25: 11 FY 2023-24: 13 Direct (Farmers)- FY 2025-26: 6755 FY 2024-25: 5812 FY 2023-24: 5063 FY 2022-23: 2989 Institutional (FPC)⁶- FY 2025-26: 1 FY 2024-25: 1 FY 2023-24: 1 FY 2022-23: 1		
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⁶ One FPC- Shetisanjivani Agro Farmer Producer Company Limited was supported across the three-year period under Ankur Uday Program funded by PRIF.

Form 1B - Annual Self-Disclosures Report for NPOs

#	Donor or Investor Name	Geography	Total Programme Cost (in INR)	Expenditure in the Previous Year (in INR)	Cumulative Expenditure (in INR)	Total Outreach (to Beneficiaries ⁵)	SDG Goal	Alignment with National / State schemes or priority
1	2	3	4	5	6	7	8	9
4	HDB Financial Services Limited	FY 2025-26: Maharashtra (Mumbai), Tamil Nadu (Chennai), Telangana (Hyderabad) FY 2024-25: Maharashtra (Mumbai), Tamil Nadu (Chennai) FY 2023-24: Maharashtra (Mumbai) FY 2022-23: Maharashtra (Mumbai) FY 2021-22: Maharashtra (Mumbai)	Cumulative (in INR Lakhs): 612.65 All values in INR Lakhs FY 2025-26 : : 123.67 FY 2024-25 : : 176.26 FY 2023-24 : : 145.86 FY 2022-23 : : 127.05 FY 2021-22 : : 39.79	117.78	Cumulative (in INR Lakhs): 584.42 All values in INR Lakhs FY 2025-26 : 117.78 FY 2024-25 : 160.27 FY 2023-24: 132.60 FY 2022-23: 114.69 FY 2021-22: 93.92	Direct (Students)- FY 2025-26: 1065 FY 2024-25: 2000 FY 2023-24: 1822 FY 2022-23: 1588 FY 2021-22: 571 Institutional (Colleges)- FY 2025-26: 46 FY 2024-25: 83 FY 2023-24: 89 FY 2022-23: 45 FY 2021-22: 46 Institutional (Employers)- FY 2025-26: 64 FY 2024-25: 56 FY 2023-24: 100 FY 2022-23: 78 FY 2021-22: 82		

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5	J.P. Morgan Services India Private Limited	FY 2025-26: Maharashtra (Mumbai, Nashik, Nagpur, Pune), Telangana (Hyderabad), Karnataka (Bangalore) FY 2024-25: Maharashtra (Mumbai, Nashik), Gujarat (Ahmedabad), Telangana (Hyderabad) FY 2023-24: Maharashtra (Mumbai, Nashik), Gujarat (Ahmedabad), Telangana (Hyderabad) FY 2022-23: Maharashtra (Mumbai, Nashik), Telangana (Hyderabad)	Cumulative (in INR Lakhs): 472.83 All values in INR Lakhs FY 2025-26: FY 2024-25: FY 2023-24: FY 2022-23: FY 2021-22: Nil	NIL	Cumulative (in INR Lakhs): 450.33 All values in INR Lakhs FY 2025-26 : NIL FY 2024-25 : 235.32 FY 2023-24: 178.93 FY 2022-23: 35.89 FY 2021-22: Nil	Direct (Students)-⁷ FY 2025-26: 2801 FY 2024-25: 1427 FY 2023-24: 1177 Institutional (Colleges)- FY 2025-26: 81 FY 2024-25: 25 FY 2023-24: 22 Institutional (Employers)- FY 2025-26: 171 FY 2024-25: 245 FY 2023-24: 255		
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Add more rows, 1 row for each of Top 5 donors

Note : all Figures above are Rs. in lakhs as used in over audited financial statement

⁷ Since in 2022-23, no students had graduated yet from the TNSIF training programs, hence the count of students, colleges, and employers in not provided for 2022-23

2) Disclosures on Governance aspects

2a) Reporting of related party transactions as per Income Tax Act section 13(3)

<p><i>The organization shall disclose all related party transactions entered by it and reasons for the same.</i></p> <p>There is no related Party transaction in the current year or in the previous year.</p> <table border="1"> <thead> <tr> <th>Name of the Party</th> <th>Nature of relationship</th> <th>Nature of transaction</th> <th>Amount in current year</th> <th>Amount in previous year</th> <th>Balance Outstanding Current Year (Dr / Cr)</th> <th>Balance Outstanding Previous Year (Dr / Cr)</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td></tr> </tbody> </table> <p>Definition of Related Party</p> <p><i>If there have been transactions between related parties, during the existence of a related party relationship, the reporting enterprise to disclose the following:</i></p> <p>(i) <i>the name of the transacting related party;</i></p> <p>(ii) <i>a description of the relationship between the parties;</i></p> <p>(iii) <i>a description of the nature of transactions;</i></p> <p>(iv) <i>volume of the transactions either as an amount or as an appropriate proportion;</i></p> <p>(v) <i>any other elements of the related party transactions necessary for an understanding of the financial statements;</i></p> <p>(vi) <i>the amounts or appropriate proportions of outstanding items pertaining to related parties at the balance sheet date and provisions for doubtful debts due from such parties at that date; and</i></p> <p>(vii) <i>amounts written off or written back in the period in respect of debts due from or to related parties.</i></p>							Name of the Party	Nature of relationship	Nature of transaction	Amount in current year	Amount in previous year	Balance Outstanding Current Year (Dr / Cr)	Balance Outstanding Previous Year (Dr / Cr)																						<p>S1: Upto Rs1 Cr <i>Must comply</i></p>	<p>S2: More than Rs1 Cr <i>Must comply</i></p>
Name of the Party	Nature of relationship	Nature of transaction	Amount in current year	Amount in previous year	Balance Outstanding Current Year (Dr / Cr)	Balance Outstanding Previous Year (Dr / Cr)																														

Form 1B - Annual Self-Disclosures Report for NPOs

2b) Compliance management process

<p><i>Compliance management process</i></p> <p><i>Statement of compliance from senior decision maker (Chair/ CEO or equivalent) in Form 1B.4</i></p>	<p>S1: Upto Rs1 Cr Must have</p>	<p>S2: More than Rs1 Cr Must have</p>
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3) Disclosures on Financial aspects

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
Must Reply	All the applicable documents have been added in Annexures as Google Drive links: All Documents can be accessed here. https://docs.google.com/document/d/1SFO-fW3tmyXSQ1M-Nkf5od851AzEE1isutx6RQNbxKQ/edit?tab=t.0

Please attach the following documents:

Item	NA	Yes	No
<ol style="list-style-type: none"> Balance Sheet Income & Expenditure Statement Cash Flow Statement/ Receipts & Payments Account Schedules to Accounts Notes on Accounts & Significant Accounting Policies Program-wise fund utilization for the previous year Details of Auditors Copy of Income Tax Return Copy of Form10B/ 10BB Audit report filed with Income Tax Copy of FC Return (if NPO has FCRA) Copy of Annual Returns filed with Registration Authority (Registrar of Companies, Registrar of Societies, Charity Commissioner) <p>Note * Points 10 are currently marked as 'Not Applicable' as the statutory due date has not yet passed, and same will be duly complied before the due date.</p>	NA*	<p>yes</p> <p>yes</p> <p>yes</p> <p>yes</p> <p>yes</p> <p>yes</p> <p>yes</p> <p>yes</p> <p>yes</p> <p>yes</p>	

SSE may specify additional parameters that may be required to be disclosed by NPO on an annual basis.

Form 1B.2

This section covers the Annual Impact Report (AIR) that should, at a minimum, cover the aspects described below.

This should cover at least the top 67 percent of programme spending for the reporting period. For each of the thematic areas the organisation works in, as per the SEBI defined 16 thematic areas, a separate AIR is to be prepared in Form 1B.2. This would help the organisation to determine eligibility for listing projects.

If the organisation has active listed securities in the same period, they should be covered using Form 2 that needs to be assessed by a competent social impact assessor of an empanelled social impact assessment firm, for each of the listed securities.

1B.2(i) List of Programmes funded through Listed Securities on SSE for which Form 2.1 is applicable

Serial No.	Listing ID	Programme/ Project Title	Total Spending in INR on this Programme in this FY	% spending on this Programme/ Project in the FY under review	Form 2.1 Prepared (Yes/ No)
Not Applicable					
Add more rows, if needed					

1B.2(ii) List of Programmes for which AIR is prepared in this section

Serial No.	Programme/ Project Title	Total Spending in INR (in lakhs) on this Programme in this FY	% spending on this Programme/ Project in the financial year under review	Page Nos in this report
1.	Youth Skilling and Employability	2915.88	88.83%	Page 20-58
2.	Agriculture and Natural Resource Management	196.68	5.99%	Page 59-83

Please note: Total of 1B.2(i) and 1B.2(ii) should be at least the top 67 percent of programme spending for the reporting period.

Sub-Section 1B.2.1 Annual Impact Report (AIR) Self-Reported

of TNS India Foundation for the period

from April 2025 to March 2026

For Youth Skilling & Employability programs comprising 88.83% spending in the financial year under review

Under Promoting Education, Employability and Livelihoods SSE Thematic Area

Programme start date: At TNS India Foundation, Youth Skilling & Employability Programs typically run for an year on a continual basis. The starting period of these programs lies between May to August every year (with the start of college mobilization) up until June-August of next year (with the closure of placements). In 2025-26, the skilling programs started in May 2025 and will continue till Aug 2026.

Programme Objective(s): The objectives of programs under Youth Skilling & Employability are given as under:

Youth Skilling & Employability

1. Youth from low family-income backgrounds or economically weaker sections upskill themselves in 21st century skills and are able to reduce financial vulnerabilities through improved access to formal sector jobs and higher disposable income per month.
2. Trained students have improved soft/technical/financial skills as required at the workplace as a direct result of the training offered by the program.
3. All trained students have access to selected hand-picked jobs in the corporate/ formal sector as a result of the corporate linkages and placements made available through program initiatives.
4. Students securing a job increase their family income by 50% or more.
5. 60-75% trained students are placed in the formal sector jobs.⁸ At least 40%-70% of the placed students remain in corporate sector jobs for 1 year or more.⁹

⁸ Placement results vary across different training programs

⁹ Retention results vary across different training programs

1) Strategic Intent and Planning

<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
a) <i>What is the social or environmental or cultural challenge the organization is addressing in this thematic area? Has this changed in the last year?</i>	NA	<p>TNS India Foundation (TNSIF) works across India to address deeply entrenched socio-economic challenges that prevent under-resourced¹⁰ individuals, particularly youth from participating fully in India's economic progress. While the country has experienced significant growth in recent decades, many young people continue to face substantial challenges in accessing quality education, vocational training and employment opportunities due to widespread disparities in income, opportunities, and access to resources.</p> <p>Extent of the challenge. Youth unemployment remains higher than the overall unemployment rate. As per the Periodic Labour Force Survey (PLFS) Annual Report 2025, the unemployment rate among youth aged 15–29 years was 9.9% in 2025, compared with 10.3% in 2024 and an overall unemployment rate of 3.1%.¹¹</p> <p>Employability levels are improving. The India Skills Report 2026 estimates national employability at 56.35%, up from 54.81% in the previous year.¹² However, continued attention is required to prepare a larger share of young people for the changing requirements of the labour market.</p> <p>Employability outcomes also vary across education pathways. The report estimates employability at 45.95% among ITI graduates and 32.92% among polytechnic graduates. While women's employability score is estimated at 54%, compared with 51.5% for men, women's workforce participation remains lower than men's, indicating the importance of continued efforts to enable greater participation of women in the workforce.¹³</p> <p>Causes: A range of factors influences youth employment outcomes. These include the need for curriculum and training to remain aligned with evolving industry requirements; varying access to career guidance, internships and</p>

¹⁰ "Under-resourced" refers to individuals who face socio-economic barriers such as low household income (typically under ₹8 lakhs annually, aligning with the EWS criteria of the Government of India), limited access to quality education, livelihood opportunities, geographic disadvantage, and/or gender-based exclusion.

¹¹ https://www.mospi.gov.in/uploads/latestReleases/latest_release_1774607827733_3e8964a9-268b-4cc9-ad65-cfc8a9e32f08_Press_note_AR_PLFS_2025_23032025_V2.1_26032026_final.pdf

¹² <https://news.careers360.com/india-skills-report-2026-employability-56-35-pc-ai-tools-digital-gig-economy-workforce-global-talent-hub>

¹³ <https://news.careers360.com/india-skills-report-2026-cs-computer-science-it-engineer-top-jobs-mba-employment-decline-ai-ml-bfsi-fmcg-pharma-women-hiring/amp>

		<p>workplace exposure; and the importance of stronger collaboration between educational institutions, employers and skill-development stakeholders.</p> <p>For young women, supportive workplace practices, safe mobility, family support and access to relevant career opportunities can further enable sustained workforce participation. For first-generation graduates and youth from economically weaker households, structured guidance, mentoring and exposure to employment pathways can play an important role in improving outcomes.</p> <p>Consequences. Where young people take longer to enter suitable employment, household income growth and career progression may be delayed. Supporting timely and appropriate employment opportunities for youth can therefore contribute to stronger household incomes, greater workforce participation and more inclusive economic growth.</p> <p>TNSIF addresses these challenges by focusing on the education-to-employment transition of final-year students and recent graduates, particularly from colleges, ITIs and polytechnics, with an emphasis on increasing workforce participation among young men and women.</p>
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<p>b) <i>How is the organization attending to the challenge or planning to attend to the challenge in this thematic area? Has this changed in the last year?</i></p>	<p>NA</p>	<p>TNSIF's work in this area is a portfolio of skilling programmes that improve job readiness among youth, especially students from under-resourced institutions. By partnering with colleges and Industrial Training Institutes (ITIs), TNSIF builds institutional capacity and equips students with domain-specific and 21st-century workplace skills. The programmes are:</p> <ul style="list-style-type: none"> • Campus to Tech-enabled Financial Careers (C2FC): prepares final-year non-technical graduates for careers in finance and technology-enabled financial services. • Campus to Industrial Careers (C2IC): equips ITI students with technical, digital, green and employability skills, with emphasis on emerging opportunities in the solar and electric vehicle sectors. • Campus to Technical Careers (C2TC): prepares students of engineering and computer science disciplines from lower-income households for technical roles in IT and ITeS. • Campus to Corporate Careers (C2C): helps final-year students from diverse academic streams enter the formal workforce through employability skills training. <p>During the year, the programmes reached new locations and institutions and strengthened placement support and employer linkages. Industry professionals contributed through mentoring, volunteering sessions and workplace exposure. The curriculum was updated to reflect changes in the job market and the growing need for digital and green skills, including AI and data tools, cloud and networking, and electric vehicle and solar technologies. In C2IC, TNSIF also strengthened the learning infrastructure of partner ITIs through technical labs and trained ITI faculty to sustain learning beyond TNSIF's direct involvement.</p> <p>Going forward, TNSIF will continue these programmes and expand to additional institutions and geographies. It plans to introduce emerging skill areas such as cybersecurity, cloud security, artificial intelligence and drone service technician training, while deepening partnerships with colleges, employers and government.</p>
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<p>c) <i>Who or what is being impacted (target segment/ affected area)? Has this changed in the last year?</i></p>	<p>NA</p>	<p>TNS India Foundation's mission is to drive inclusive economic transformation by focusing on those who are most disadvantaged by their socio-economic circumstances. Our internal definition of target segments guides programme design, outreach and stakeholder engagement, so that resources reach those who need them most.</p> <p>Youth Skilling and Employability</p> <p>Key stakeholders groups engaged in these programs are:</p> <ul style="list-style-type: none"> ● Students and trainees in their final years of study: ITI trainees, non-technical graduates, and students of engineering and computer science programmes. All interventions are directed at improving their skills and access to formal-sector jobs. ● Faculty and College administration: The representatives from college administration and faculties are also critical stakeholders for TNSIF, who not only support the program by providing institutional support to run the skilling programs, but also provide critical feedback on their experience with the training and placement initiatives, which helps inform the program design and delivery in a more effective manner. ● Corporate employers and placement partners: The long-standing partnerships with our corporate partners help in providing students' with access to jobs in the corporate/ formal sector, including aspirational jobs in terms of salary, job profile, and the company. <p>Program Agnostic</p> <p>Donors: TNSIF shares strong relationships with its donor partners- both new and existing ones- whose continued support has helped the organization scale-up its initiatives multi-fold to numerous skilling and agricultural programs and geographies.</p> <p>Internal Definition of Target Segments</p> <p>a. Income (Socio-demographic/Behavioral Characteristics): For TNSIF's youth employability and skilling programs, the primary beneficiaries are typically final-year graduate students from economically disadvantaged backgrounds.</p>
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		<p>Their eligibility for TNSIF's programs is determined in alignment with the Government of India's Economically Weaker Section (EWS) criteria, defined as families with a gross annual income below ₹8 lakh. These students predominantly come from households that rely on small-scale businesses or informal sector employment, with limited access to stable, well-paying jobs or sustainable sources of livelihood. As a result, they often face significant barriers to upward mobility and economic security.</p> <p><i>b. Geography (Ecosystem/Population Density/Administrative Boundaries):</i></p> <p>Reach: in FY 2025-26 TNSIF operated in 8 States and 1 Union Territory across 24 districts: Maharashtra (9), Telangana (4), Karnataka (3), Tamil Nadu (2), Goa (2) and one each in Himachal Pradesh, Gujarat, Andhra Pradesh and Puducherry.</p> <p>Skilling: programmes run in urban centres and economic hubs and select peri-urban towns, including Mumbai, Pune, Nashik, Nagpur, Hyderabad, Bengaluru, Chennai and others. We work with ITIs, arts and commerce colleges, and engineering and technology colleges that have limited placement infrastructure and career support. TNSIF chooses colleges by their access to students from economically weaker households and by demand for workplace and career readiness skills. These locations offer concentrated populations and a strong base of industry for placements</p> <p>Keeping the above context in mind, TNSIF adopts strategies based on the local needs and opportunities in the above mentioned domain.</p> <p><i>c. Thematic Issue (Gender, Caste, Community):</i></p> <p>Gender: Gender inclusion is a core focus. In FY 2025-26, our programmes impacted 27,374 lives, of whom 11,277 (41%) were women. Since inception, we have impacted 1,00,635 lives, of whom 52,669 (52%) are women.</p>
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		<p>In skilling, women were 8,999 of the 19,396 students trained this year (46%) and 5,067 of the 11,550 placed (44%). By programme, women were 65% of trainees in C2C, 68% in C2FC and 54% in C2TC. In C2IC, whose ITI trainees include fewer women, they were 10%.</p> <p>Caste/Community: TNSIF's programs are designed to be inclusive of social and economically backward class, castes and communities, particularly those historically disadvantaged in access to education, employment, and economic resources.</p> <p>Sectoral Focus: The sectoral focus of TNSIF is in this case the Youth Skilling & Employability domain, to address barriers that the under-resourced youth and their families face in their economic transformation.</p> <p>Has This Changed in the Last Year?</p> <ul style="list-style-type: none"> • The core target segments remain consistent, but there has been an increased emphasis on scaling women's participation across the programs, reflecting a strategic push for gender equity. • Geographic coverage has expanded, with new program locations added to deepen impact and reach more beneficiaries.
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<p>d) <i>What will be the outcomes of the activities, intervention, programs or project? Disclosure should include positive and potential unintended negative outcomes.</i></p>	<p>NA</p>	<p>TNS India Foundation's intervention is structured around a comprehensive Theory of Change (ToC) and logic model, targeting youth and small and marginal farmers. It is built upon a vision-driven, goal-oriented, intervention-led approach, ensuring that activities are aligned with long term social and economic outcomes. Below is a detailed description of the framework, including targeted impact segments, positive outcomes, and potential unintended impact:</p> <p>Super Goal and Goal</p> <p><i>Super Goal:</i> To create shared value by executing demand-driven, industry-relevant, and sustainable solutions to stimulate socio-economic growth.</p> <p><i>Goal:</i> To enable economic transformation of vulnerable groups in India, particularly low-income youth, through targeted initiatives in Youth Skilling & Employability.</p> <p>Thematic Interventions and Goals</p> <p><i>Youth Skilling & Employability</i> [Target Group: Low-income youth from under-resourced colleges]</p> <p>Goal: Low income youth from under-resource colleges are trained and made employable for entry level corporate jobs and are financially empowered through a steady flow of salaried income.</p> <p>Outcomes (What changes because of these programs)</p> <p>The anticipated positive outcomes as a result of delivering program outputs are mentioned below:</p> <p><i>Youth Skilling & Employability</i></p> <ul style="list-style-type: none"> Improved 21st-century employability skills as a direct result of targeted training programs among participating youth from low income and under-privileged categories, demonstrated through measurable gains post-training.
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		<ul style="list-style-type: none"> • Partner colleges enhance their ability to deliver quality employability programs of under-resourced local colleges to skill disadvantaged youth. • Increased job placements for students in the corporate sector, including aspirational companies, with at least 50%-70% retention in jobs for over six months. • More than 50% of student participants report contributing significantly (≥50%) to their family income, leading to improved household financial stability and resilience. <p>Outputs (What the Program Delivers)</p> <p>Across the focus areas, the programs deliver the following tangible results:</p> <p>Youth Skilling & Employability</p> <ul style="list-style-type: none"> • Industry-relevant employability, digital, technical, and workplace-readiness training to students from under-resourced colleges. • Career counselling, mentoring, industry exposure, interview preparation, and placement support. • Faculty and trainer capacity building to improve the quality and sustainability of employability education. • Employer partnerships and structured pathways to entry-level corporate, technology, industrial, and financial-sector jobs. • Expanded exposure to emerging skills, including AI, digital and electric vehicles, and solar technologies, <p>Inputs (Resources required to deliver the outputs)</p> <p>To drive change, TNSIF invests in financial & human Resources, networks and relationships, knowledge & information, systems & operational Processes, and customized curriculum and tools.</p> <p>Key Assumptions</p> <p>The success of the interventions is grounded in key assumptions that represent external conditions necessary for program outcomes to be realized. For the Youth Skilling & Employability program, it is assumed that students will</p>
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		<p>remain engaged throughout the training, that colleges will actively collaborate in delivering enhanced employability curriculum, and that demand for skilled youth in the formal sector will remain strong. Assumption is that trained participants will receive suitable employment opportunities by the program or their own efforts and networks and will be willing and able to take up these opportunities. However, there are chances of students not taking up any jobs for various reasons such as higher studies, social pressures to get married etc, which are factors beyond the control of the program. Besides, trained and placed students have taken up the job and are likely to stay in their job for at least a period of one year, supported by suitable working conditions, job-role alignment, and adequate compensation. However, while training adequately stresses on the point of retention, several factors beyond the control of the programme can influence retention such as family and social circumstances, marriage, further education, relocation, workplace culture, and alternative employment opportunities etc.</p> <p>Some of these assumptions, while outside the organization's direct control, are critical enablers that influence the effectiveness and sustainability of outcomes. They are closely monitored and inform risk mitigation strategies throughout the program life-cycle.</p> <p>TNSIF has not seen any significant unintended negative outcomes arising from its interventions during the past years. While it acknowledged that not all participants may have achieved immediate employment through the Youth Skilling & Employability program, the core objective of the program has always been to equip the youth with industry-relevant skills, professional readiness, and confidence that would enhance their long-term employability. Even in cases where job placement is not immediate, the skills imparted, ranging from communication, digital literacy, technical skill to problem-solving and interview preparation has certainly enabled the youth to pursue appropriate opportunities independently, making them more self-reliant and resilient in a dynamic job market. TNSIF continues to strengthen career counselling, mentoring, industry exposure, placement support, and alumni engagement to reduce delays in employment and support candidates through their transition into work.</p>
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2) Approach

<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>

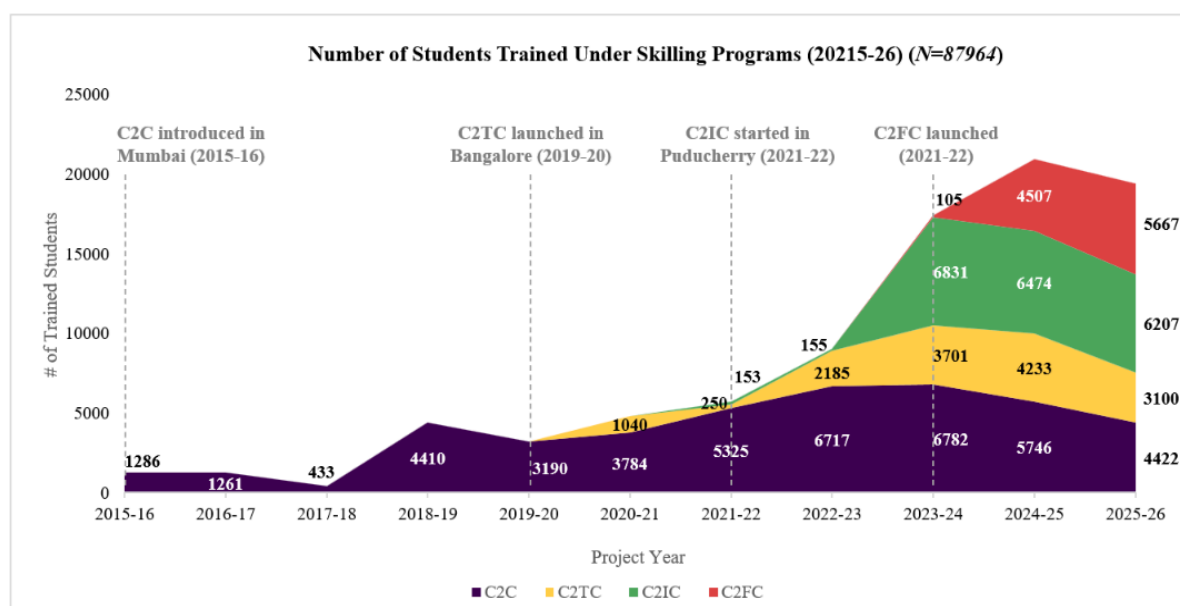
<p>a) What is the baseline status* at the start of the activity/intervention/programs or project and at the end of the last reporting period?</p> <p><i>*Baseline status includes situation analysis/ context description at the start</i></p>	NA	<p>In the context of Youth Skilling and Employability Programs of TNSIF, the baseline status is characterised by limited exposure among students to industry-relevant skills, minimal access to structured placement support, and low household income. The household income is captured in the baseline to accurately identify the economic background of participants, ensuring that the program reaches and benefits youth from low-income and vulnerable households who often face greater barriers to education, skills training, and employment opportunities. This information helps in assessing the depth of financial challenges at the start, and measure the program's impact on improving livelihoods over time. In the year 2025-26, the average household income for students who underwent training under Youth skilling and employability trainings is given as under-</p> <p>Table: Number of Students Trained and Average Family Income (2025-26)</p> <table border="1"> <thead> <tr> <th>Programs</th><th>No. of students Trained</th><th>Average Annual Family Income (INR)</th></tr> </thead> <tbody> <tr> <td>C2IC</td><td>6,207</td><td>1,77,411</td></tr> <tr> <td>C2C</td><td>4,422</td><td>2,97,785</td></tr> <tr> <td>C2TC</td><td>3,100</td><td>1,43,372</td></tr> <tr> <td>C2FC</td><td>5,667</td><td>2,58,751</td></tr> <tr> <td>TOTAL</td><td>19,396</td><td></td></tr> </tbody> </table> <p>Baseline Assessment in Skilling & Employability Programs: Apart from the above information, TNSIF administers baseline (or a pre-training assessment) and endline (or a post-training assessment) assessments in every training program to measure the effectiveness and impact of the intervention on participants' knowledge and skills. <i>The baseline assessment is conducted before the training begins (or within the first week of batch formation) to establish the starting level of participants' understanding and competencies in key areas relevant to the program.</i> This test measures their initial knowledge and</p>	Programs	No. of students Trained	Average Annual Family Income (INR)	C2IC	6,207	1,77,411	C2C	4,422	2,97,785	C2TC	3,100	1,43,372	C2FC	5,667	2,58,751	TOTAL	19,396	
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		<p>skills in key topics such as communication, technical skills, and workplace readiness. After the training is completed, the endline assessment, which uses the same or similar questions, is administered to determine what participants have learned and how much their skills have improved as a direct result of the training.</p> <p>Below is a snapshot of program-wise baseline assessment:</p> <p>Table: Average Baseline Scores achieved by trained students in 2025-26</p> <table> <tr> <th>Program</th><th>No.of students attended baseline</th><th>Average baseline scores</th></tr> <tr> <td>C2IC</td><td>5,944</td><td>56.2%</td></tr> <tr> <td>C2C</td><td>4,115</td><td>76.8%</td></tr> <tr> <td>C2TC</td><td>2,860</td><td>55.1%</td></tr> <tr> <td>C2FC</td><td>5,529</td><td>65.7%</td></tr> <tr> <td>TOTAL</td><td>18,448¹⁴</td><td></td></tr> </table> <p><i>TNSIF delivers baseline assessments, to get a clear picture of the challenges that the students face before our programs begin.</i> This starting information helps TNSIF design the right solutions and allow it to measure real changes and improvements over time.</p>	Program	No.of students attended baseline	Average baseline scores	C2IC	5,944	56.2%	C2C	4,115	76.8%	C2TC	2,860	55.1%	C2FC	5,529	65.7%	TOTAL	18,448¹⁴	
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C2TC	2,860	55.1%																		
C2FC	5,529	65.7%																		
TOTAL	18,448¹⁴																			
b) What has been the past performance trend? (if relevant)	NA	<p>TNSIF has demonstrated sustained implementation experience and significant growth in its youth skilling programmes over the period FY 2015–16 to FY 2025–26. During this period, the Organization has</p>																		

¹⁴ The number is reduced as not all students attempt baseline (pre-training) assessment tests despite frequent follow-ups. These results are provided for only those students who attempt the pre-training test.

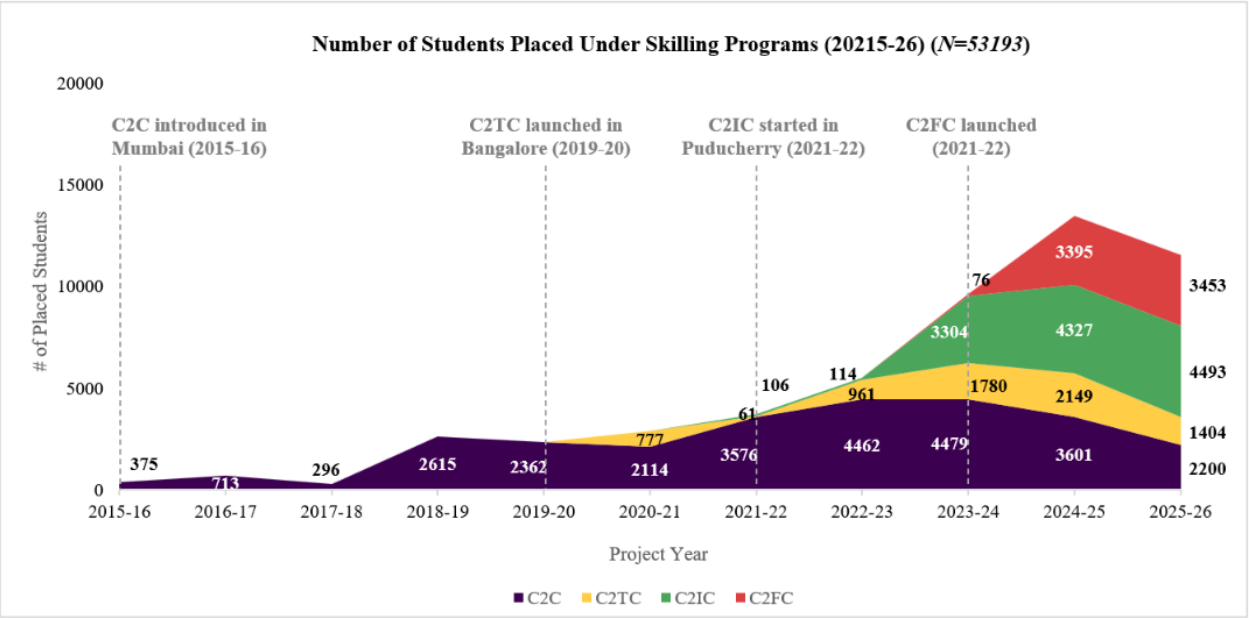
cumulatively trained 87,964 students through its skilling interventions, reflecting the expansion of its programme portfolio, geographic reach, institutional partnerships, and training-delivery capacity.

The organization's journey began with the launch of the C2C programme in Mumbai in FY 2015–16. This was followed by the introduction of C2TC in Bengaluru in FY 2019–20, and the subsequent expansion of the portfolio through C2IC in Puducherry and C2FC in FY 2021–22. This phased expansion demonstrates the TNSIF's established capability to design, implement, consolidate, and scale youth skilling interventions across different locations and programme models.



As reflected in the graph, the annual training trend indicates three broad phases of performance. During the initial implementation and consolidation phase from FY 2015–16 to FY 2019–20, the Organization established its skilling operations through C2C. Annual training numbers varied during these years as the

programme evolved, delivery systems were strengthened, and the implementation approach was consolidated. The second phase, from FY 2020–21 to FY 2023–24, was marked by programme diversification and scale-up. The introduction and subsequent expansion of additional programmes contributed to a substantial increase in training volumes. Annual student training increased from approximately 4,824 students in FY 2020–21 to 17,419 students in FY 2023–24, reflecting the growing contribution of a diversified programme portfolio. The third phase, covering FY 2024–25 and FY 2025–26, demonstrates expansion and sustained delivery at scale. Annual training reached a peak of approximately 20,960 students in FY 2024–25, followed by 19,396 students in FY 2025–26. The annual training volume remained more than double the FY 2022–23 level, indicating that the organization has sustained delivery at a significantly expanded scale.



		<p>The annual placements have shown strong growth over time. Placements increased from 375 in FY 2015–16 to a peak of approximately 13,500 in FY 2024–25. This growth reflects the progressive expansion of the Foundation’s skilling portfolio, increased training volumes, stronger employer and industry linkages, and improved placement-tracking systems.</p> <p>In FY 2025–26, TNSIF recorded 8,117 placements, compared with approximately 13,500 placements in FY 2024–25. The decline is being reviewed in relation to programme-wise enrolment and completion trends, labour-market conditions, employer demand, and placement-follow-up processes. Despite the decline, the placement volume remains substantial and consistent with the Organization’s continued delivery of skilling programmes at scale.</p> <p>Programme-wise, C2IC recorded 4,493 placements, C2FC recorded 3,453 placements, C2C recorded 2,200 placements, and C2TC recorded 1,404 placements in FY 2025–26. This distribution highlights the significant contribution of the newer programmes, particularly C2IC and C2FC, to recent employment outcomes, while C2C and C2TC continued to generate meaningful placement results.</p> <p>Overall, the cumulative placement record of 51,393 students and the sustained annual placement performance demonstrate organizations capacity to link skilling with employment opportunities. TNSIF will continue to monitor placement rates, employer engagement, job retention, wage levels, and programme-wise outcomes to strengthen the quality and sustainability of employment support alongside placement volumes.</p>
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<p>c) <i>What is the solution implementation plan and the measures taken for sustainability of activity/intervention/programs or project outcomes? Has there been any material change in your implementation model in the last one year?</i></p>	<p>NA</p>	<p>Solution Implementation Plans Across Programs: TNS India Foundation follows a structured approach to the Program Implementation Plan that includes breaking down the implementation process into operational steps and timelines with a clear resource (both financial and human) allocation and utilization plan. The potential risks are anticipated and mitigation strategies are documented. Added to all these is the critical component of operations monitoring and data monitoring that goes hand-in-hand during the implementation phase. There are often larger uncertainties and external dependencies - which are quite often beyond the direct control of the team. Hence, while a high-level plan and milestones are planned to add up to overall project objectives, at a more granular level - plans are kept flexible and in the hands of the teams (who usually have sufficient experience or guidance in implementation), and larger deliverables and milestones are clearly spelt out.</p> <p>This enables the teams to operate in an agile manner, adapting to ever changing external issues that invariably appear during such implementation with stakeholders who have lower stake in the intervention (as part of a program offered completely free of cost). For example, when examination timelines are suddenly moved forward by a large University with large number of affiliated Colleges (who are also part of TNSIF's program), the team may utilise the time for capacity building of the team, ToT activities, and/or even clearing planned leave by the team members - to be fully available when students become available. Similarly, our upfront screening and early identification of potential student drop-outs enable the team to anticipate attrition and mobilize additional institutions or students, where necessary, to ensure that program targets can be achieved. The team members have wider roles - like trainers not only train in classrooms, but they also mobilize students via colleges, counsel students, coach them for interviews and even guide students in post-placement stages, as needed.</p> <p>There are 3 crucial stages of program implementation in the Youth Skilling and Employability Programs.</p> <p>Stage 1. Mobilization: This includes:</p>
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		<ul style="list-style-type: none"> ● Identifying and partnering with institutes: The team identifies the right colleges and institutes to partner with on the ground. TNSIF identifies institutes in which students from economically weaker sections of society are enrolled, where the institutes require placement support and technical and soft skills training support for their students, which provide permission for implementing the program in the college premises, and which provide infrastructure support (eg. classrooms, labs) to execute the program, as needed. ● Orienting, selecting, and enrolling students in the training: Once the college or institute is identified, the trainers orient the faculty and students about the program offerings, expectations, eligibility criteria, and selection process, and invite student registrations for the program. An online interest form is then rolled out to all students. Students mention their interest in the program, and answer general questions about themselves (eg. college year and course, plan after course completion, digital readiness, socio-economic status). Interest forms are reviewed, and students are screened on the basis of (i) Interest in the program and the time they have to attend training sessions and complete assignments (only those who explicitly mention that they are interested in the program and commit time are considered), (ii) Their plan after course completion (only those students who express an interest to work after course completion, or are not quite sure about their future plans, are considered), (iii) Their socio-economic class – the programs are designed for students from Economically Weaker Sections (EWS), specifically those with an annual family income below INR 8 lakh or 5 Lakh depending on the donor. Following the submission and screening of interest forms, trainers conduct counselling sessions for students, as needed, to assess their suitability. Final selections are made based on a combination of socio-economic eligibility and program readiness. <p>Stage 2. Training and Counselling: This includes:</p> <ul style="list-style-type: none"> ● Technical and Soft-Skills Training: Technical and soft skills training is conducted for selected students through multiple cohorts hosted throughout the year. The curriculum is adapted, as needed, to suit on-ground demand. Supplementary/ remedial training is also provided to students as needed- this is provided to students who have been noticed to lag behind their peers/ lack a
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		<p>holistic understanding of the topics covered during training sessions/ have been unable to maintain a minimum attendance percentage due to other conflicting commitments (eg. part-time jobs, household emergencies etc.)</p> <ul style="list-style-type: none"> • To maintain training quality, the team conducts regular classroom observations of trainers using a structured observation checklist, with feedback shared with trainers and used to plan refresher sessions and ToT activities. The training curriculum is designed around the skill requirements of the market and the entry-level roles in demand, and is reviewed and updated regularly using employer feedback, placement outcomes , college , students and trainer inputs from the field. • Career Counselling: All students are provided with one-on-one career counselling, helping them make appropriate career choices and cope effectively with personal and professional pressures. The counselling enables our in-house career counsellors to guide the beneficiaries towards a promising career in the formal sector. TNSIF also conducts sessions with family members of the beneficiaries, on a case-to-case basis. Parents sessions get conducted to address issues of girls working, jobs in shifts and stigmas regarding sales job <p>Stage 3. Placements: All program students are facilitated with placements in formal sector organizations to enter high-potential corporate careers. Placements happen through a multi-step process:</p> <ul style="list-style-type: none"> • Identifying potential corporate partners: In Key Location and Mumbai HQ, TNSIF has built a strong base of partnerships with corporate partners across our programs and these partnerships are leveraged for placements in other locations as well. TNSIF also partners with new corporates that are most pertinent for the students of that region. We conduct market research to understand the landscape of jobs available, skills required, types of organizations hiring in the sector, and their hiring requirements. We connect with talent acquisition managers to understand hiring trends, and expectations from candidates. • Finalizing Partnership Terms, Inviting Applications, and Enabling Placements: We work closely with corporate partners to finalize placement terms, including job roles, compensation structures,
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		<p>and interview processes. Post this, student applications are invited through two key formats: (i) Company-specific placement drives, organized for large-scale or targeted recruitment needs, and (ii) Career Fests, which bring together multiple recruiters and student cohorts for on-the-spot interviews, modelled after top-tier business school placements. Placement efforts are aligned with program-specific tracks: for C2FC, we primarily mobilize opportunities in the BFSI and broader financial services sector, along with other relevant domains; for C2IC, the focus is on the manufacturing sector and a growing emphasis on sustainable jobs, particularly in the solar and electric vehicle (EV) industries and for C2TC, the emphasis is on the tech-placement. This sectoral alignment ensures students are placed in roles that match both their training and regional industry demand.</p> <ul style="list-style-type: none">● Post-placement Support: On a case-by-case basis, companies or students are provided support to complete HR formalities, facilitate on-boarding, or to solve any post placement issues that may arise. <p>The timeline for these implementation steps across all skilling programs is provided in the table below:</p> <table><tr><th rowspan="2">Implementation Stages</th><th colspan="4">Timeline/ Duration in a year</th></tr><tr><th>C2FC</th><th>C2IC</th><th>C2TC</th><th>C2C</th></tr><tr><td>College Mobilization</td><td>July - Feb</td><td>Aug-Feb</td><td>May-Jan</td><td>July-Feb</td></tr><tr><td>Student Orientation, Screening & Enrolment</td><td>July-Feb</td><td>Aug-Mar</td><td>May-Jan</td><td>July-Feb</td></tr><tr><td>Student Training (aligned with expected Batch duration)</td><td>July-June</td><td>Aug-July</td><td>June-Apr</td><td>Jul-June</td></tr><tr><td>Student Placements (Including identification of corporate partners, placement events)</td><td>Dec - June</td><td>Mar-July</td><td>Sep-July</td><td>Dec-July</td></tr><tr><td>Post-Placement Support</td><td>Sep - Feb</td><td>July-Dec</td><td>NA</td><td>May-Dec</td></tr><tr><td>Retention Surveys</td><td>Dec-Apr for the previous</td><td>Dec-Apr for the previous cohort's</td><td>Dec-Apr for the previous</td><td>Dec-Apr for the previous cohort's</td></tr></table>	Implementation Stages	Timeline/ Duration in a year				C2FC	C2IC	C2TC	C2C	College Mobilization	July - Feb	Aug-Feb	May-Jan	July-Feb	Student Orientation, Screening & Enrolment	July-Feb	Aug-Mar	May-Jan	July-Feb	Student Training (aligned with expected Batch duration)	July-June	Aug-July	June-Apr	Jul-June	Student Placements (Including identification of corporate partners, placement events)	Dec - June	Mar-July	Sep-July	Dec-July	Post-Placement Support	Sep - Feb	July-Dec	NA	May-Dec	Retention Surveys	Dec-Apr for the previous	Dec-Apr for the previous cohort's	Dec-Apr for the previous	Dec-Apr for the previous cohort's
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		<table><tr><td></td><td>cohort's placed students</td><td>placed students</td><td>cohort's placed students</td><td>placed students</td></tr></table> <p>Type of Interventions: Our programs in the Skilling & Employability portfolio typically involve engagement with a given set of beneficiaries (final year college students) for one year that covers support under training and placements. After the placements and post-placements onboarding support is concluded for all the trained students, the intervention cycle is closed for this set of beneficiaries, subsequent to which the next cycle of training & placements begin for the final year college students. The engagement with our donor partners in this portfolio, on the other hand, can be perennial or time-bound depending on the terms of the agreement.</p> <p>Sustainability of Outcomes: Under Youth Skilling and Employability programs, the sustainability of outcomes is rooted in upskilling underprivileged youth from low-income families who are trained to be employable in the formal corporate sector. For students who eventually get job offers (over 50-70% of trained students) through TNS-facilitated channels such as career fests and individual placement drives with corporate partners, embark on the path of their corporate careers, with a steady flow of income. Among these, the students who retain in the corporate sector/jobs for more than 6-months to 1-year are expected to sustainably improve their family’s annual income through steady monthly contribution.</p> <p>In 2025-26, there have been no deviations in the implementation plan in any of the active programs.</p>		cohort's placed students	placed students	cohort's placed students	placed students
	cohort's placed students	placed students	cohort's placed students	placed students			
d) Please brief out alignment of solution to Sustainable Development Goals (SDGs)/national priorities/state priorities/ developmental priorities.	NA	<p>Alignment with Sustainable Development Goals</p> <p>Out of 17 Sustainable Development Goals (SDGs), TNS India Foundation aligns with 7 SDGs. The following are the SDGs that aligns with Organization’s Youth Skilling and Employability Program:</p>					

		<p>SDG 4: Quality Education (Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all): Among 10 targets in SDG 4, TNSIF aligns with three targets namely:</p> <ul style="list-style-type: none"> ● Target 4.3 (By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university). Under this target, TNSIF aligns with indicator 4.3.1 (Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex) ● Target 4.4 (By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship) ● Target 4.5 (By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations). TNSIF aligns with indicator 4.5.1 (Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated). <p>SDG 8: Decent Work and Economic Growth (Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all): Among 12 targets in SDG 8, TNSIF aligns with two targets namely:</p> <ul style="list-style-type: none"> ● Target 8.2 (Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors) ● Target 8.5 (By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value). TNSIF aligns here to the indicator 8.5.1 (Average hourly earnings of female and male employees, by occupation, age and persons with disabilities) and indicator 8.5.2 (Unemployment rate, by sex, age and persons with disabilities)
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		<p>SDG 9: Industry, Innovation, and Infrastructure (Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation): Among eight targets in SDG 9, TNSIF aligns with one target namely:</p> <ul style="list-style-type: none"> • Target 9.2 (<i>Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries</i>). TNSIF aligns with indicator 9.2.2 (<i>Manufacturing employment as a proportion of total employment</i>) <p>SDG 5: Gender Equality (Achieve gender equality and empower all women and girls): Among nine targets in SDG 5, TNSIF aligns with one target namely:</p> <ul style="list-style-type: none"> • Target 5.b (<i>Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women</i>). <p>SDG 1: No Poverty (End poverty in all its forms everywhere): Among 7 targets in SDG1, TNSIF aligns with two targets namely:</p> <ul style="list-style-type: none"> • Target 1.2 (<i>By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions</i>). Under Target 1.2, TNSIF aligns with indicator 1.2.2- Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions Target 1.a (<i>Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions</i>). The indicator TNSIF aligns with is: 1.a.1 (<i>Total official development assistance grants from all donors that focus on poverty reduction as a share of the recipient country's gross national income</i>)
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		<p>SDG 10: Reduced Inequalities (Reduce inequality within and among countries): Among 10 targets in SDG 10, TNSIF aligns with two targets namely:</p> <ul style="list-style-type: none"> • Target 10.1 (<i>By 2030, progressively achieve and sustain income growth of the bottom 40 percent of the population at a rate higher than the national average</i>). TNSIF aligns with the indicator 10.1.1 (<i>Growth rates of household expenditure or income per capita among the bottom 40 percent of the population and the total population</i>) • Target 10.2 (<i>By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</i>). TNSIF aligns well with the Indicator 10.2.1 (<i>Proportion of people living below 50 per cent of median income, by sex, age and persons with disabilities</i>) <p>Alignment with National Priorities</p> <p>TNSIF aligns with the following schemes/ policies of the Government of India:</p> <ol style="list-style-type: none"> 1. National Apprenticeship Promotion Scheme (NAPS): This scheme introduced by the GoI in 2016 involves ‘financial support to establishments undertaking apprenticeship programs’.¹⁵ Under TNSIF’s Campus to Industrial Careers (C2IC) program, we train students from Industrial Training Institutes (ITI) students across multiple locations in soft skills and green skills. The majority of our trained students are entitled to seeking jobs under NAPS/ NATS.¹⁶ Most of the companies in the industrial/manufacturing/automobile sectors hire the ITI students. TNSIF also leverages this scheme to place our trained students through hiring partners in the manufacturing/automobile industry, providing trained students access to placements in the industrial sector, on one hand, and help our hiring partners fulfill their bulk hiring requirements (without any fee charged by TNSIF) due to high demand for trained manpower, on the other.
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¹⁵ <https://nsdcindia.org/naps>

¹⁶ National Apprenticeship Training Scheme (NATS)

		<p>2. TNSIF's skilling and employability initiatives are closely aligned with the Government of India's Skill India Mission¹⁷. All our programs C2IC, C2TC, C2FC, C2C are working towards bridging the gap between education and industry by equipping under-resource youth with 21st century industry-relevant training, career readiness, and placement support to students and also those in institutions with limited accreditation and placement infrastructure. These interventions not only help each student build a better future but also contribute to the national goal of creating a skilled workforce for emerging sectors.</p> <p>Alignment with State Priorities</p> <p>TNSIF aligns with the following state-level schemes/ policies/priorities:</p> <p>1. Green Skills Development by Telangana Academy for Skill and Knowledge: Given the push to development of Green Skills by Telangana's Department of Information Technology, Electronics & Communications, TNS India Foundation has taken a definitive direction in inclusion of Green Skills Training (on Electric Vehicles & Solar Energy) in its extended curriculum under Campus to Industrial Careers (C2IC) training program. In 2024-25, TNSIF trained 2950 students in Green Skills across multiple locations including Bangalore, Hyderabad, Nashik, Villupuram, Cuddalore, Ahmednagar, Pune, Sangareddy, Rangareddy and Shamirpet. The Green Skills programs have been supported by our esteemed donor partners including Microsoft, Capgemini and Bajaj. The C2IC-Green Skills program in Hyderabad, Telangana, is supported by Capgemini and Microsoft and has till date trained 1555 students in the Green Skills curriculum. In 2024-25, out of 1555 students trained in Hyderabad, Telangana 505 students were placed (with placements continuing till July-August 2025).</p>
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¹⁷ "Skill India Mission", Launched by the Government of India in 2015, the Skill India Mission aims to equip young people with industry-relevant skills through vocational training, making them more employable and ready for jobs in various sectors

<p>e) <i>How have you taken into consideration stakeholder feedback in this reporting period?</i></p>	<p>NA</p>	<p>During the reporting period, TNS India Foundation (TNSIF) systematically engaged key stakeholders across its Youth Skilling & Employability programs to understand their priorities, identify implementation gaps, and strengthen program design and delivery. Stakeholders were mapped based on their role in, and influence on, the training-to-employment journey of the students. The key stakeholder groups included students, college and ITI partners, employers and recruiters, parents, and donor/corporate partners.</p> <p>Feedback was collected through regular program reviews, interactions with college and ITI teams, employer and recruiter engagements, student counselling sessions, corporate volunteering activities, and implementation learning. TNSIF prioritized feedback based on its relevance to student employability, curriculum quality, placement conversion, industry alignment, and the overall student experience. The feedback received during the period was incorporated into curriculum revision, counselling processes, assessment methods, employer engagement, and emerging-skills training.</p> <p>A. Students</p> <p>Students shared a preference for better-paying opportunities, roles aligned with their career aspirations, and opportunities located closer to home. They also sought clearer guidance on career pathways, salary expectations, and workplace requirements.</p> <p>In response, TNSIF strengthened career counselling and corporate interaction sessions to provide greater clarity on entry-level opportunities, career progression, workplace expectations, and salary ranges. Student location preferences were also considered while sharing relevant employment opportunities. These measures were intended to help students make more informed career choices and improve the conversion of placement opportunities into actual employment.</p> <p>B. College and ITI Partners</p> <p>College and ITI partners emphasized the need for greater industry exposure, diverse employment opportunities, and a curriculum that could be delivered within existing academic schedules.</p>
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		<p>Several ITIs expressed concerns regarding the duration of the soft-skills component within the 200-hour Campus to Industrial Careers curriculum and requested greater contextualization of content for manufacturing and vocational-sector work environments.</p> <p>Based on this feedback, TNSIF reduced the duration of the soft-skills curriculum while retaining focus on essential workplace competencies. Sector-relevant content was strengthened, and Kaizen was incorporated into the technical curriculum's observation sheet to reinforce continuous improvement practices. Project-Based Learning (PBL) was also introduced as an in-class assessment to integrate technical competencies with workplace behaviours, including task planning, stakeholder engagement, problem-solving, and solution development. Colleges further recommended expanding corporate engagement and providing commerce students with access to opportunities beyond conventional sales roles. In response, TNSIF strengthened employer engagement to identify roles in operations, KYC, back-office processing, accounts, and customer service. The program also increased opportunities for students to interact with industry professionals and gain exposure to a wider range of career options.</p> <p>C. Employers and Recruiters</p> <p>Employers and recruiters highlighted the importance of communication skills, aptitude, interview readiness, professional conduct, and relevant certifications such as NISM. They also emphasized the need for candidates to demonstrate job readiness and role-specific competencies.</p> <p>TNSIF responded by increasing mock interviews, practice-based assessments, corporate interactions, and career-readiness interventions. Aptitude training was integrated into the curriculum, supported by structured assessments to track student progress. Expert-led sessions on Data Structures and Algorithms (DSA) were conducted to strengthen technical interview preparedness. TNSIF teams and corporate volunteers also provided individual feedback through</p>
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		<p>mock interviews and group discussions, while AI-enabled platforms such as Skillora were made available for self-paced interview practice.</p> <p>D. Donor and Corporate Partners</p> <p>Donor partners recommended greater direct engagement between corporate professionals and students to strengthen professional development, industry readiness, and career awareness. They also recommended incorporating industry-relevant and emerging technologies into the training curriculum.</p> <p>In response, TNSIF organized virtual and on-site volunteering activities, mentorship sessions, project-based learning engagements, and corporate visits. These initiatives enabled students to interact directly with professionals, understand workplace expectations, improve interview preparedness, and build employability skills.</p> <p>To address the recommendation on emerging technologies, AI/ML and Cybersecurity training tracks were introduced for the current cohort. The curriculum was aligned with donor partners' Learning & Development teams to ensure its relevance to evolving industry requirements. TNSIF also initiated capacity-building measures for its internal team to deliver these specialized sessions effectively. The impact of these interventions will be assessed through placement outcomes, role alignment, and feedback from college partners and students.</p> <p>E. Counselling and Assessment</p> <p>Stakeholders also recommended structured student counselling to support the transition from training to employment and improve post-placement joining outcomes. Accordingly, TNSIF institutionalized counselling across the training, placement, and post-placement phases. This includes psychometric and aptitude assessments, individual counselling to understand student</p>
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		interests and aspirations, support during placement processes, and post-placement counselling to address concerns during the transition to employment.
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<p>f) <i>In the last year, what have you seen as the biggest risks to the achievement of the desired impact? How are these being mitigated?</i></p>	<p>NA</p>	<p>Following are some of the key risks associated with the implementation of the programs which may have directly or indirectly impacted its intended outcome.</p> <p>Risk 1: Multi-location Scale-up and Operational Complexity</p> <p>Managing implementation across multiple states, government ITIs, colleges, and industry partners presents challenges in coordination, standardization, and timely execution.</p> <p>Mitigation: TNS India Foundation has developed and implemented Standard Operating Procedures (SOPs) across key program functions, strengthened governance and review mechanisms, established centralized tracking systems, and improved coordination with institutional and industry partners to support consistent program delivery across locations.</p> <p>Risk 2: Changes in partner institutions' schedules</p> <p>TNSIF's training depends on the calendars and approval processes of partner institutions, government ITIs. Changes in academic calendars, staff availability, examinations, or approvals can shift training dates and affect students' attendance and completion of the course.</p> <p>Mitigation: TNSIF works closely with institution heads and officials, plans training calendars in advance, holds regular review meetings, and keeps backup plans to reschedule batches. TNSIF plans batches together with colleges, offers flexible timings where needed, and follows up regularly with students and their parents.</p> <p>In FY 2025-26, TNSIF piloted an orientation for a designated contact person (SPOC) at each ITI. TNSIF's Training and Corporate Linkages teams brief this person on programme objectives, processes and expectations, to build ownership and make implementation smoother.</p>
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		<p>Risk 3: Low female participation in certain streams: Female students are often underrepresented in engineering and some vocational programs like electrician, fitter, welder, etc, and may face social or family restrictions when it comes to joining the workforce.</p> <p>Mitigation: Wherever possible, TNSIF prioritises female enrolment through targeted outreach and college-level mobilisation. Family counselling is done where required. In courses like commerce where female participation is higher, additional support is provided to ensure that the dropouts remain minimal.</p> <p>Risk 4: Job role mis-match and what entry-level jobs offer</p> <p>Some students need more preparation to meet entry-level job requirements, and some higher salaries or different roles and locations than entry-level jobs offer. Family commitments can limit their willingness to relocate, and some are undecided between taking a job and studying further. As a result, students may turn down suitable offers or delay starting work.</p> <p>Mitigation: TNSIF provides career counselling on salary levels, entry-level roles and career growth, along with one-to-one mentoring, so that students can decide between taking a job and studying further. TNSIF also holds sessions with corporate professionals, offers industry exposure, and runs mock interviews and practice-based assessments to improve job readiness. Students are encouraged to consider relocation and the value of early work experience.</p> <p>Risk 5. Access to and conversion of placement opportunities</p> <p>Placement outcomes could be affected by role-specific eligibility requirements, certifications such as NISM, academic backlogs, documentation gaps, and students' willingness to accept and join available opportunities. Delays in securing employment could further reduce opportunities in a competitive job market.</p> <p>Mitigation: The program identified eligibility and documentation gaps early, facilitated relevant certifications, undertook targeted employer engagement, and provided career counselling and closer</p>
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		<p>follow-up through the offer and joining stages. Post-training engagement was strengthened through alumni groups, regular communication on job opportunities, placement referrals, and structured follow-up on job applications, interview progress, selection status, and joining timelines. Continuous placement tracking beyond training completion helped identify gaps and provide targeted support.</p> <p>Across Programs</p> <p>Risk 1: Discontinued support to the program before scale-up: Due to changing strategic direction among our donor partners, there is a risk of program closure before or during the stage of scale-up. This can bring the on-field efforts to a standstill and/or a premature closure of activities.</p> <p>Mitigation: TNSIF reduces this exposure in three ways. First, it maintains a diversified donor base, with 25 donors in 2025-26, so no single funder's exit stops the organisation's work. And wherever necessary, the program extensions are negotiated with relationships and rapport established with our donor partners over the years.</p>
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3) Impact Indicators

<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
a) <i>What are the indicators used to evaluate the effectiveness and outcomes of programmes</i>	<i>Must Reply</i>	In order to measure progress of each of the programs in Youth Skilling & Employability, TNSIF develops measurable output and outcome indicators to track performance across all our programs. The indicators in our Skilling & Employability programs majorly center around students' training and placement metrics.

<p>i) Timeline specific output indicators from inception to end of project</p> <p>(1) Number of interventions implemented</p> <p>(2) Timeliness of intervention delivery</p> <p>(3) % of planned vs. achieved programmes</p>	<p><i>Must Reply</i></p>	<p>The key output indicators for 2025-26 are mentioned below. Output metrics capture reach: colleges mobilized, batches completed, and students enrolled and trained. It is important to note that these numbers are reported till the end of August 2026, as per the program implementation period followed at TNSIF.</p> <p>In 2025-26, the four programs together mobilized 410 colleges, completed 650 batches, enrolled 24,833 students and trained 19,396 of them, a training completion rate of about 78%. Enrolment ranged from 3,733 students in C2TC to 8,120 in C2FC, with 7,703 students in C2IC and 5,277 in C2C. Training completion rates were highest in C2C (84%) and C2TC (83%), followed by C2IC (81%) and C2FC (70%).</p> <p>Please refer to the table below for a detailed program-wise summary of output metrics:</p> <table border="1"> <thead> <tr> <th>Indicators Programs</th> <th>C2C</th> <th>C2IC</th> <th>C2TC</th> <th>C2FC</th> </tr> </thead> <tbody> <tr> <td colspan="5">Output Metrics (2025-26)</td> </tr> <tr> <td># of colleges mobilized</td> <td>149</td> <td>68</td> <td>77</td> <td>116</td> </tr> <tr> <td># of Batches completed</td> <td>201</td> <td>175</td> <td>78</td> <td>196</td> </tr> <tr> <td># of students enrolled</td> <td>5,277</td> <td>7,703</td> <td>3,733</td> <td>8,120</td> </tr> <tr> <td># of students trained</td> <td>4,422</td> <td>6,207</td> <td>3,100</td> <td>5,667</td> </tr> </tbody> </table>	Indicators Programs	C2C	C2IC	C2TC	C2FC	Output Metrics (2025-26)					# of colleges mobilized	149	68	77	116	# of Batches completed	201	175	78	196	# of students enrolled	5,277	7,703	3,733	8,120	# of students trained	4,422	6,207	3,100	5,667
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ii) Intermediate outcomes indicators (for e.g.) - starts around mid-term and continues to end-term of project

- (1) Increased awareness or knowledge among the target population
- (2) Changes in attitudes or perceptions
- (3) Adoption of new behaviours or practices
- (4) Improved skills or capabilities
- (5) Increased access to resources or services

Must Reply when applicable

To further demonstrate the reach and acceptance of TNSIF programs by the targeted community, it tracks key outcome metrics as well. On outcomes, 11,550 students were placed, about 60% of those trained. Placement conversion was highest in C2IC (4,493 of 6,207 trained, 72%), followed by C2FC (61%), C2C (50%) and C2TC (45%). Employer engagement was broadest in C2TC (345 employers), C2FC (252), 174 in C2C and 74 in C2IC. C2TC also secured the highest average CTC at ₹3,49,930, compared with ₹2,17,819 to ₹2,35,175 in the C2IC, C2C and C2FC programs respectively. Average Family income rose in every program: by 77.6% in C2C, by 91.2% in C2FC, by 122.2% in C2IC and by 270.4% in C2TC. This shows that placement translates into economic mobility for students' households, beyond individual employment. Please refer to the table below for a detailed program-wise summary of outcome indicators under the Youth Skilling & Employability portfolio:

Indicators Programs	C2C	C2IC	C2TC	C2FC
Outcome Metrics (2025-26)				
# of students placed	2,200	4,493	1,404	3,453
# employers engaged	174	74	345	252
Average CTC	₹ 2,27,854	₹ 2,17,819	₹ 3,49,930	₹ 2,35,175
% increase in the family income	77.6%	122.2%	270.4%	91.2%

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<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
iii) Overall outcome indicators (for e.g.) towards end-term and after end of the project period (depends on project gestation period) (1) Behavioural change sustained over time (2) Improved social or economic conditions (3) Reduced rates of negative outcomes (e.g., poverty, disease, crime) (4) Enhanced quality of life (5) Increased resilience to future challenges	<i>Must Reply when applicable</i>	<p>Regarding end-term outcome indicators under Youth Skilling & Employability programs, these will be available only towards the end of December 2026 or before the end of first quarter of calendar year 2027. This is because the timeline of these programs does not coincide with the financial years. These programs generally begin between July-September and the one year cycle ends in the next July-August. In such a scenario, the impact outcomes are gathered through surveys by December-January after the placements close. For the year 2025-26, therefore, end-term or post-project outcomes will be available only between December 2026-March 2027. Only the retention survey which was carried in the year 2024-25 indicates some durable outcomes. Retention for 2024-25 students who joined the corporate jobs is 89% in C2C, 92% in C2IC and 90% in both C2TC and C2FC, so roughly nine in ten students who join remain employed. Joining rates of 59% in C2C, 54% in C2IC, 70% in C2TC and 43% in C2FC show where candidates drop off between placement and joining, which TNSIF tracks as a priority area for improvement.</p>

4) Relevance and Sustainability

(Please share in 3-5 sentences with a supporting fact/ data point)

<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
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<p>i) <i>Relevance: Explain with a supporting fact/ data point how the initiative aligns with the organization's values and goals and is relevant to the target audience</i></p> <p>ii) <i>Sustainability: Explain with a supporting fact/ data point how the initiative is sustainable and if it can continue to make a positive impact in the future.</i></p>	Must Reply	<p>TNS India Foundation's Vision is to 'create shared value by executing demand-driven, industry-relevant, sustainable solutions to stimulate socio-economic growth' with the Mission is 'to democratize access to opportunities for under-resourced individuals to unlock their economic potential while focusing on diversity and inclusion, by building sustainable growth systems.' The key values of the organization include- a) Integrity (<i>Upholding ethical principles, transparency, and respect for the rule of law in all actions</i>), b) Inclusive Meritocracy (<i>Valuing and rewarding work based solely on its quality and measurable impact</i>), c) Ingenuity (<i>Encouraging creativity and resourcefulness to develop innovative solutions</i>), d) Trust & Collaboration (<i>Building a culture of ownership, reliability, and teamwork grounded in mutual trust</i>), e) Respect for Individuals (<i>Valuing each person's freedom to think creatively, act, and learn from experiences</i>).¹⁸</p> <p>Relevance of the Interventions: All programs under Skilling & Employability domains align with the organization's Vision and Mission of bringing economic transformation in the lives of under-resourced individuals and their families.</p> <p>To improve Urban Livelihoods, the organization's agility to adapt to changing market demands and conditions is evident in the growing portfolio of Youth Skilling and Employability programs with initiation of Campus to Corporate Careers (C2C) program since 2015 that continues to grow, and diversification into multiple programs such as Campus to Technical Careers (C2TC) program from 2020 onwards to cater to the needs of B.Tech. students and their placements in IT/ ITes sectors. Campus to Industrial Careers (C2IC) from 2021 onwards to cater to the needs of students from Industrial Training Institutes (ITIs) and Campus to Tech.Enabled Financial Careers (C2FC) programs from late 2023 onwards to cater to market demand for trained workforce in the evolving Banking, Financial Services, and Insurance (BFSI) sectors. The portfolio diversification is depicted in the past performance trend graph in Q2b. The growing number of trained and placed students by TNSIF in these</p>
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¹⁸ <https://tnsindiafoundation.org/about-us/>

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Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
		<p>programs is depicted in the graphs for Q2b, showcasing past trends in the programmatic growth.</p> <p>The relevance of TNSIF's programs also for its intended beneficiaries i.e Youth here cannot be stressed enough. The growing skill gap among Indian graduates is prominently evident, with only 51% of Indian graduates job-ready or employable, as per Economic Survey 2023-24.¹⁹ TNSIF fills this critical skill gap among underserved and low-income students enrolled in graduate courses in low-tier colleges across the country. Our student case studies are testimony to the growing impact on their improved knowledge about workplace skills through TNSIF's training programs, as also the impact on improved family income through enhanced access to corporate jobs.</p> <p>Sustainability of the Intervention: The sustainability of impact delivered under Skilling & Employability is an important element of every program design at TNS India Foundation.</p> <p>Under Youth Skilling & Employability Programs, this is done through imparting workplace skills- soft skills, technical skills, financial skills, green skills (as per the relevant training program), that go a long way in improving graduate students' career readiness for corporate jobs. The improved learning outcomes for the students are evident from pre-and post-training scores across all skilling programs. On the placements end, the students' access to jobs is improved through TNSIF-facilitated channels such as career fest events and individual placement drives to cater to a single company's hiring requirements. Further, students' retention after 6-month to 1-year in the same job or in the corporate sector, points to a sustainable career growth trajectory, with the launchpad provided through TNSIF's training and placements intervention.</p>

¹⁹ <https://www.indiatoday.in/education-today/latest-studies/story/only-51-indian-graduates-job-ready-in-employability-crisis-economic-survey-2570363-2024-07-22>

Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
<p>a) Briefly include narratives of Social, Environmental, Cultural and Economic impact on target segment(s) in the reporting period.</p>	<p>Must share any impact observed on the target segment</p>	<p>Social: In 2025-26, TNSIF's skilling and employability programs trained 19,396 youth and placed 11,550 students, 5,067 of them women, across 22 districts in eight states and one Union Territory. Placements gave students from under-resourced families, including first-generation graduates and ITI learners, access to formal-sector careers and greater economic mobility. The programs also built institutional capacity, with 14 technical labs established and more than 125 ITI faculty trained in EV, Solar, Digital and AI under C2IC.</p> <p>Environmental: C2IC integrated EV, Solar and digital skills into its ITI training, preparing youth for green and sustainable industrial careers. Faculty were trained in these areas so that the shift towards Green technology skills continues within the institutions after the program.</p> <p>Cultural: The programs are shifting attitudes and aspirations among low-income youth and their families. The majority of students come from households in farming, informal work and small trades, where formal-sector employment was previously out of reach for them. By promoting 21st-century skills and professional confidence, the programs challenge norms that limit educational and career ambitions, especially for young women, who made up about 46% of those trained and 44% of those placed.</p> <p>Economic: Placement translated into significant household income gains. Families reported average income growth of 122.2% in C2IC, 270.4% in C2TC, 91.2% in C2FC and 77.6% in C2C after placement, with median annual salaries ranging from ₹2.07 lakh to ₹3.14 lakh across the programs. Sustained employment strengthens household financial stability and helps break cycles of poverty.</p>

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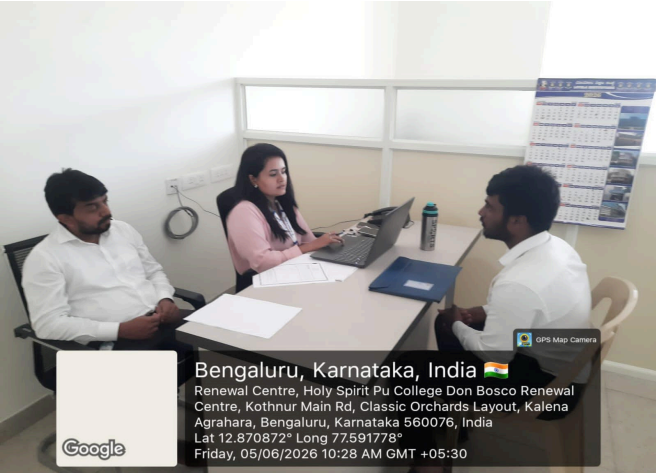
<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
b) <i>Beneficiary²⁰/Stakeholder Validation through surveys and other feedback mechanism</i>	<i>Must Reply based on any simple method of validation</i>	At TNS India Foundation, stakeholder feedback is considered crucial for the constant improvisation of programs' design and operational delivery. The feedback from stakeholders is taken using different methods such as survey forms with multiple-choice structured questionnaires that are digitized either using Google Forms or KoboTool; Focused Group Discussions (FGDs) using semi-structured or open-ended questionnaires, or Personal Interviews through telephonic surveys following structured questionnaires with majority of closed-ended questions and a few open-ended questions to capture the richness and nuances of a response. Additionally, case studies are also gathered from beneficiaries to capture their experiences engaging with TNSIF's programs. The case studies for 2025-26 are detailed out in the narrative Annual Impact Report (AIR) attached in the Annexure.

5) Photographs conveying before and after impact of the Programme

(a maximum of 3 impact situations may be shared per Programme)

<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
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²⁰ Beneficiaries includes entities such as individual, person, thing, article, unit, body, creature

<p>Must Reply</p>	<p>Under Skilling & Employability programs, pictures of ongoing training sessions, career fest and Individual drive placement events are provided.</p> <p>Youth Skilling & Employability²¹ : In Youth skilling & Employability interventions, the pictures depict operations of training and placements, as before-after photo transition is not applicable in these programs.</p> <div></div>
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²¹ More pictures depicting training and placement operations are attached in the Annexures as evidence.

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6) Annexures

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
Must Reply	All the documents that are relevant to the annexures can be accessed through the below link: https://docs.google.com/document/d/1SFO-fW3tmyXSQ1M-Nkf5od851AzEE1isutx6RQNbxKQ/edit?tab=t.0

Item	NA	Yes	No
1) Blank copy of any questionnaire or survey forms used		1) Yes	
2) Summary analysis of surveys undertaken		2) Yes	
3) Impact Map linking outputs and outcomes to activities		3) Yes	
4) Copies of other consultation details (such as focus group write-ups, workshop notes, etc.)	4) NA		
5) Copies of evidence summarised or quoted in the social impact report		5) Yes	
6) Notes of the previous social impact assessment meetings (when applicable)	6) NA		
7) Past Social Impact Assessment Statements for the projects funded by the Listed Security (when applicable)	7) NA		
8) Completion certificate of approved mandatory capacity building workshops	8) NA		
9) Case Studies/ Stakeholder Testimonials		9) Yes	
10) All stand-alone reports and that have contributed to the organisation's impact reporting for this period		10) Yes	

End of Sub-Section 1B.2.1 Use Sub-Section 1B.2 format for each Programme Report²² with Title Prefixed by Sub-section 1B.2.2, 1B.2.3, 1B.2.4, 1B.2.5 and so on for reporting additional projects totalling to 67 percent of total programme expenditure in the financial year under review mentioned at

SSE may specify additional parameters that may be required to be disclosed by SE in its AIR

²² For each programme reported in table 1.2.(ii) in Form 1.2

Sub-Section 1B.2.2 Annual Impact Report (AIR) Self-Reported

of TNS India Foundation for the period

from April 2025 to March 2026

For Agriculture programs comprising 5.99% spending in the financial year under review

Under Promoting Education, Employability and Livelihoods SSE Thematic Area

Programme start date: At TNS India Foundation, the Agriculture programs run for a 3-year period in the target geography with the participating farmers from the villages. In July 2025, Setisanjeevani by Bosch Foundation got implemented, which is working in six tribal villages of Trimbakeshwar block, Nashik and will continue till March 2028, the Sustainable Program for Agricultural Resilience and Knowledge (SPARK) program in Palghar, Maharashtra, was initiated in April-May 2024 which will go on until Mar 2027. Additionally, Ankur Uday Program in Nashik, Maharashtra began operations in Apr 2022 and will continue until Mar 2026.

Programme Objective(s): The objectives of programs under Agriculture domain are given as under:

Agriculture

1. Market access for smallholder farmers improves through sustainable practices in production, post-harvest management, and marketing/branding.
2. FPCs' business performance strengthens, ensuring sustainable integration of farmers into markets.
3. Local water resource management improves by promoting efficiency and linking farmers with government schemes for water-saving technologies.
4. Women are empowered through enhanced financial literacy.

1) Strategic Intent and Planning

<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
a) <i>What is the social or environmental or cultural challenge the organization is addressing in this thematic area? Has this changed in the last year?</i>	NA	<p>TNS India Foundation (TNSIF) has worked in Maharashtra and Gujarat to support youth and small and marginal farmers in accessing opportunities for dignified employment and sustainable livelihoods. India has made significant progress in economic growth however continued efforts are needed to ensure that farming households across different regions are able to benefit fully from these opportunities.</p> <p>Extent of the challenge: Small and marginal farmers constitute a significant share of India's farming community and play an important role in agricultural production and rural livelihoods. As per the Agriculture Census 2015–16, holdings below two hectares accounted for 86.08% of operational holdings and 46.94% of the operated area. Agriculture continues to engage 43.0% of India's workforce, as per PLFS 2025.²³</p> <p>The NSS 77th Round Situation Assessment of Agricultural Households estimated average monthly income per agricultural household at ₹10,218 in 2018–19, compared with ₹6,426 in 2012–13 in nominal terms. Wages (₹4,063) and crop production (₹3,798) were among the major sources of income, indicating that many agricultural households supplement farming with other livelihood activities.²⁴</p> <p>Causes: Small and marginal farmers often manage limited and fragmented landholdings and may have varying access to quality inputs, technology, extension support, irrigation, credit and market linkages. Improving awareness and adoption of scientific and sustainable agricultural practices can further support productivity and income growth.</p> <p>Greater integration with formal markets, aggregation through Farmer Producer Companies, and improved access to storage, processing and market information can also help farmers obtain better value for their produce.</p>

²³ <https://agridots.com/courses/exam-ibps-afo/agriculture/extension-and-rural-development/03-06-agricultural-census>

²⁴ <https://www.dhyeyaias.com/hi/current-affairs/daily-current-affairs/why-doubling-farmers-income-is-still-a-dream>

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		<p>Consequences: Many smallholder households combine farming with wage work, remain exposed to weather and price variability, and have limited capacity to invest in better inputs and practices. This holds back rural incomes and the sustainable use of land and water.</p> <p>TNSIF addresses specific parts of these broader challenges by focusing on strengthening the productivity, market access, livelihood diversification and resilience of smallholder farming households through Farmer Producer Companies and the promotion of sustainable and climate-resilient agricultural practices. In these areas, TNSIF complements national and state-level efforts and contributes to inclusive economic growth, and sustainable rural livelihoods.</p>
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<p>b) <i>How is the organization attending to the challenge or planning to attend to the challenge in this thematic area? Has this changed in the last year?</i></p>	<p>NA</p>	<p>In agriculture, TNSIF continues to build scalable, regenerative and market-driven models that improve household incomes and support rural transformation, working with smallholder and tribal farming communities. This year, it added livestock as a core livelihood component, recognising that in rainfed regions animals such as buffaloes, goats and backyard poultry are an important income buffer for farming households. Key activities include:</p> <ul style="list-style-type: none"> ● Providing technical inputs and training for improved yield and quality, including agronomy, soil health and efficient water use. ● Livestock-based livelihoods (new this year): training farmers in livestock management, fodder security, preventive animal healthcare and productivity-enhancing practices, enabling households to diversify income and reduce dependence on rainfall-dependent crops alone. ● Promoting collective farming through Farmer Producer Companies and strengthening their market linkages and access to finance. ● Supporting value-chain development and engagement with institutional buyers. ● Promoting kitchen gardens, water-resource sustainability and livelihood diversification through horticulture, poultry and pond-based activities. <p>During FY 2025–26, TNSIF initiated livestock-based livelihoods through a new integrated agriculture and livestock project in a rainfed block. The location was selected for its high dependence on farming and animal husbandry and for community readiness to participate in training and demonstrations. The project combines agronomy and livestock-management training so that farmers can make informed decisions and strengthen the productivity of assets they already own. Livestock and poultry-based activities were also incorporated into other agriculture projects, which now combine improved farming practices with livelihood diversification. Alongside this, TNSIF continued to emphasise climate resilience and sustainability. Some projects matured, shifting from direct farmer training to strengthening farmer-led institutions, while newer projects began.</p>
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		<p>Going forward, TNSIF will continue the integrated agriculture and livestock approach in the new project, capture evidence and learning from locally relevant demonstrations to support community-led adoption and potential replication, and continue strengthening farmer-owned institutions, market linkages and climate-resilient, diversified livelihoods.</p>
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<p>c) <i>Who or what is being impacted (target segment/ affected area)? Has this changed in the last year?</i></p>	<p>NA</p>	<p>TNSIF mission is to drive inclusive economic transformation by focusing on those who are most disadvantaged by their socio-economic circumstances. To ensure our interventions are impactful and equitable, we have developed a clear internal definition of the target segments we seek to serve. This definition guides our program design, outreach strategies, and stakeholder engagement, ensuring that our resources are directed to those who need them most. The key stakeholder groups across our agriculture programs include:</p> <ul style="list-style-type: none"> • Small and marginal farmers: including tribal and rainfed farming households, many of whom also rear livestock. They typically have limited access to remunerative markets and rely on local traders. Knowledge of improved practices is limited, which affects quality, quantity and prices. In rainfed areas, livestock is an important livelihood buffer but is constrained by fodder shortages, inadequate preventive healthcare and low adoption of improved management practices. • Farmer Producer Companies (FPCs) and their management: FPCs are a critical stakeholder in agricultural programs who help build the trust and confidence among farmers to unite as shareholders and build their bargaining power through aggregation of their agricultural produce, marketed through the FPC. The farmers transacting with the FPC, in turn, gain access to non-local markets, premium prices, good quality inputs, and specialized advisory on dosage and application of inputs. This helps in induced savings among farmers who transact with the FPC. • Agri-buyers and Agri-input Suppliers: The local and non-local buyers are on-boarded by the FPC with terms negotiated between the two parties, with the aim to provide maximum benefit to the participating farmers. • Local government (Panchayati Raj Institutions): All the interventions in the target villages are implemented by TNSIF after taking the local government into confidence. The local government supports ownership-building among farmers and also helps in financial contributions during interventions such as water resource development. The local panchayats also help in providing space and infrastructure for conducting large-scale events, as required under the program.
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		<ul style="list-style-type: none"> ● Government Department and Research Institutes: Provides technical support upon request by the project. <p>Program Agnostic:</p> <p>Donors: TNSIF shares strong relationships with its donor partners- both new and existing ones- whose continued support has helped the organization scale-up its initiatives to numerous agricultural programs and geographies.</p> <p>Internal Definition of Target Segments</p> <p><i>a. Income (Socio-demographic/Behavioral Characteristics):</i></p> <p>For TNSIF's Agriculture/ Farmers Livelihoods programs, the focus is on small and marginal farmers who encounter persistent systemic challenges to economic advancement. Marginal farmers are defined as those cultivating up to 1 hectare (2.5 acres) of agricultural land, while small farmers are those cultivating more than 1 hectare but not exceeding 2 hectares (2.5 to 5 acres). These segments are particularly vulnerable due to limited landholdings, restricted access to markets and institutional credit, and heightened exposure to risks such as climate variability and fluctuating input costs.</p> <p><i>b. Geography (Ecosystem/Population Density/Administrative Boundaries):</i></p> <p>In FY 2025-26, TNS India Foundation worked in rural tribal and rainfed areas of Maharashtra: Trimbakeshwar and Dindori blocks of Nashik district, Sakri block of Dhule district and Dahanu block of Palghar District. These areas have small and marginal farming communities with limited irrigation, market access and institutional support TNSIF's reach, therefore, is concentrated in rural areas to meet the needs and requirements of small and marginal farmers in these locations.</p> <p><i>C. Thematic Issue (Gender, Caste, Community):</i></p>
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		<p>Gender: In agriculture, women constitute 2,278 of the 7,978 farmers (29%) across the three projects that report farmer numbers, and 660 of the 1,952 shareholders (34%) of the Ankur Uday FPC.</p> <p>Caste/Community: TNSIF's programs are designed to be inclusive of social and economically backward class, castes and communities.</p> <p>Sectoral Focus: The sectoral focus of TNSIF in agriculture is aimed at small and marginal farmers and improving their access to knowledge and information about regenerative agriculture practices on one hand, and access to market through FPC and institutional buyers on the other.</p> <p>Has This Changed in the Last Year?</p> <ul style="list-style-type: none"> • The core target segments remain consistent, but there has been an increased emphasis on scaling women's participation across all programs, reflecting a strategic push for gender equity. • Geographic coverage has expanded, with new program locations added in Trimbakeshwar (Nashik) and Dhule during 2025-26 to deepen impact and reach more beneficiaries. • There is a growing focus on integrating climate-resilient agriculture aligning with emerging economic and environmental priorities. • Livestock-rearing households are now an explicit part of our agriculture target group, through the new project in Dhule.
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<p>d) <i>What will be the outcomes of the activities, intervention, programs or project?</i> <i>Disclosure should include positive and potential unintended negative outcomes.</i></p>	<p>NA</p>	<p>TNS India Foundation's intervention is structured around a comprehensive Theory of Change (ToC) and logic model, targeting youth and small and marginal farmers. It is built upon a vision-driven, goal-oriented, intervention-led approach, ensuring that activities are aligned with long term social and economic outcomes. Below is a detailed description of the framework, including targeted impact segments, positive outcomes, and potential unintended impact:</p> <p>Super Goal and Goal</p> <p><i>Super Goal:</i> To create shared value by executing demand-driven, industry-relevant, and sustainable solutions to stimulate socio-economic growth.</p> <p><i>Goal:</i> To enable economic transformation of vulnerable groups in India, particularly smallholder farmers, through targeted initiatives in agricultural interventions.</p> <p>Thematic Interventions and Goals</p> <p>The Foundation works through the thematic vertical of agriculture with a specific developmental goal:</p> <p>Small and marginal farmers sustainably increase their revenue through capacity building, regenerative agriculture, efficient water use, and targeted agri-business intervention via farmers' institutions.</p> <p>Outcomes (What changes because of these programs)</p> <p>The anticipated positive outcomes as a result of delivering program outputs in agriculture are mentioned below:</p> <ul style="list-style-type: none"> ● Market access for small and marginal farmers improved through sustainable practices in production, post-harvest management, and marketing and branding
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		<ul style="list-style-type: none"> • FPCs business performance strengthened ensuring sustainable integration of farmers into market • Local water resource management improves by promoting efficiency and linking farmers with government schemes for water saving technologies. • Women farmers experience greater economic agency through enhanced financial literacy. <p>Outputs (What the Program Delivers): In agriculture, the programs aim to deliver tangible results such as a) farmers are trained in regenerative techniques; b) FPCs are strengthened; c) community water systems are improved; d) women are trained in organic backyard kitchen gardening and financial literacy along with e) accessing government schemes.</p> <p>Inputs (Resources required to deliver the outputs): To drive change, TNSIF invests in financial & human resources, networks and relationships, knowledge & information, systems & operational processes, and customized curriculum and tools.</p> <p>Key Assumptions: The success of the interventions is grounded in key assumptions that represent external conditions necessary for program outcomes to be realized. The agriculture programs assume a stable policy environment, predictable seasonal patterns, and farmers' willingness to adopt new agricultural practices and participate in collective institutions like FPCs. These assumptions, while outside the Foundation's direct control, are critical enablers that influence the effectiveness and sustainability of outcomes. They are closely monitored and inform risk mitigation strategies throughout the program life-cycle.</p> <p>TNSIF has not seen any significant unintended negative outcomes arising from its interventions during the past years. Though the agriculture interventions aim to enhance income and sustainability of small and marginal farmers, some positive shifts, like movement toward commercial crops, new agri-enterprise roles, or changing community dynamics may emerge. These are not setbacks but signs of rural transformation, and are actively supported through training, inclusion, and adaptive field engagement.</p>
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2) Approach

<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
<p>a) <i>What is the baseline status* at the start of the activity/intervention/program s or project and at the end of the last reporting period?</i></p> <p><i>*Baseline status includes situation analysis/ context description at the start</i></p>	NA	<p>TNSIF has conducted a comprehensive baseline study in Farmer's Livelihood program for the Shetisanjeevni Program, a three-year agriculture and livelihood initiative launched in 2025 with support from BOSCH India Foundation. The baseline establishes the pre-intervention status of farming households across eight tribal, rainfed villages in Trimbakeshwar block, Nashik district, and provides the reference point against which changes in productivity, practice adoption, livelihoods, and market access will be measured over the program period.</p> <p>The program area lies in the ecologically sensitive upper catchment of the Upper Vaitarna Reservoir and is characterized by resource-poor, predominantly rainfed agriculture. Only 2.02% of cultivable land is irrigated, and 79.0% of surveyed farmers depend entirely on rainfall for cultivation. Of the 343 farmers surveyed, 87.5% belong to Scheduled Tribe (ST) communities. Agriculture is the primary source of household income for all surveyed households, while 89.2% also undertake agricultural labour. The average annual household income is ₹68,985, indicating limited economic buffers and high vulnerability to crop losses and climate variability.</p> <p>The average landholding is 3.96 acres, ranging from 2.18 acres in Alwand to 6.99 acres in Aswaliharsha. However, only 1.24 of the average 2.32 cultivable acres is irrigated. Paddy is the primary Kharif crop for all surveyed farmers, with 97.1% of paddy cultivation dependent on rainfall. This dependence, combined with low irrigation coverage, constrains cropping intensity, productivity, and income stability.</p> <p>The baseline reveals significant gaps in agronomic practices. Soil testing and seed treatment have been adopted by only 3.8% of farmers each, while 30.6% do not undertake weeding. Although fertilizer use is nearly universal, it is heavily skewed toward urea, indicating limited adoption of balanced nutrient management. Pesticide use is reported by only 22.7% of farmers, while 57.7% experienced crop losses, predominantly due to pest attacks (79.3%). These findings point to weak pest and disease management, low use of scientific inputs, and limited knowledge of crop protection practices.</p>

		<p>Adoption of regenerative and climate-resilient agriculture practices remains limited. Agroforestry has the highest uptake at 38.2% (131 farmers), followed by rainwater harvesting (30.6%), intercropping (20.7%), and crop rotation (17.8%). Other practices are at an early stage: kitchen gardens (12.6%), mulching (9.3%), live fencing (5.4%), vermicomposting (2.7%), and sprinkler irrigation and training on regenerative agriculture (each below 1%). Soil and water conservation is also limited: only 21.3% of farmers have constructed bunds, although 50.4% of those without bunds expressed willingness to construct them. Among existing bunds, earthen bunds (78.1%) and stone bunds (61.6%) are more common, while vegetative bunds are rare (1.4%).</p> <p>Livestock management remains largely traditional and subsistence-oriented. A majority of households rely on home-grown fodder (92%) and feed non-chopped fodder (58%), while most animals are kept in kuccha shelters and fed in the open. Adoption of improved practices is low: artificial insemination stands at 3.5%, biogas use at 2%, and 96% of households do not maintain livestock records. Vaccination coverage is comparatively high at 88%, indicating an entry point for strengthening preventive animal health practices.</p> <p>Overall, the baseline indicates that the farming system is operating below its potential due to low crop productivity, limited adoption of improved agronomic and regenerative practices, inadequate water management, and continued dependence on rainfall. Livestock activities contribute to household livelihoods but remain constrained by traditional management practices and limited use of improved inputs and record-keeping. At the same time, farmers' expressed willingness to adopt practices such as bunding suggests scope for behavioral change and improved uptake through targeted training, demonstration, and sustained field support.</p> <p>These baseline findings have informed the design of Shetisanjeevni Program interventions for the next three years. The program focuses on promoting climate-resilient and regenerative agriculture, improving agronomic practices and water-use efficiency, strengthening livestock management, building farmer capacities and community institutions, and operationalizing a Farmer Producer Organization (FPO) to enable paddy-led value chain development and improve market access. The baseline indicators will be used to assess changes in</p>
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		practice adoption, productivity, income diversification, water management, and market participation at subsequent measurement points.												
b) What has been the past performance trend? (if relevant)	NA	<p>TNSIF's agriculture programs have scaled steadily over the past five years, growing from 1,035 farmers in 2021-22 to 8,136 in 2025-26, and reaching 9,757 unique farmer beneficiaries in total.</p> <div><p>Number of Farmer Beneficiaries Under Agriculture Programs (2021-26) (N=9757)</p><table><tr><th>Project Year</th><th># of Farmers</th></tr><tr><td>2021-22</td><td>1035</td></tr><tr><td>2022-23</td><td>4609</td></tr><tr><td>2023-24</td><td>6684</td></tr><tr><td>2024-25</td><td>6016</td></tr><tr><td>2025-26</td><td>8136</td></tr></table></div> <p>The journey began with the Sustainable Mango Initiative (2021-24), which established TNSIF's field presence, built trust with farming communities and generated the early learning on which later programs were designed. The launch of Ankur Uday (2022-26) marked the first major expansion, taking annual reach to 4,609 farmers in 2022-23 and 6,684 in 2023-24, a more than six-fold increase over the first year's reach in just two years. In 2024-25, reach moderated to 6,016 farmers, a decline of about 10%. This reflects a transition year, as the Sustainable Mango Initiative concluded and the Sustainable Program for Agricultural Resilience and Knowledge</p>	Project Year	# of Farmers	2021-22	1035	2022-23	4609	2023-24	6684	2024-25	6016	2025-26	8136
Project Year	# of Farmers													
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		<p>(2024-27) was being rolled out, rather than due to any loss of farmer interest or delivery capacity. Momentum recovered strongly in 2025-26, when the launch of Shetisanjeevni (2025-28) lifted reach by about 35% to 8,136 farmers, the highest annual outreach to date.</p> <p>Taken together, this trend shows a pattern that is central to TNSIF’s approach: each phase of growth has followed the deliberate launch of a new program that builds on, and runs alongside, existing initiatives. Overlapping program timelines have allowed TNSIF to keep continuity with farmer communities, retain field teams and institutional knowledge, and absorb the dip that came with a program handover without losing ground over the longer term. The upcoming SETU program (2026-29) draws directly on this experience. It builds on the community relationships, delivery systems and lessons from the sustainable mango initiative, Ankur Uday, the SPARK program and Shetisanjeevni, and positions TNSIF to sustain and deepen its reach in the coming years.</p>
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<p>c) <i>What is the solution implementation plan and the measures taken for sustainability of activity/intervention/programs or project outcomes? Has there been any material change in your implementation model in the last one year?</i></p>	<p>NA</p>	<p>Solution Implementation Plans Across Programs: TNS India Foundation follows a structured approach to the Program Implementation Plan that includes breaking down the implementation process into operational steps and timelines with a clear resource (both financial and human) allocation and utilization plan. The potential risks are anticipated and mitigation strategies are documented. Added to all these is the critical component of operations monitoring and data monitoring that goes hand-in-hand during the implementation phase. Almost all of the projects that TNSIF works on are high speed, extended targets with aggressive timelines. There are often larger uncertainties and external dependencies - which are quite often beyond the direct control of the team. Hence, while a high-level plan and milestones are planned to add up to overall project objectives, at a more granular level - plans are kept flexible and in the hands of the teams (who usually have sufficient experience or guidance in implementation), and larger deliverables and milestones are clearly spelt out. Below is the implementation plan followed in agriculture programs of TNSIF.</p> <p>Step 1: Mobilization of Farmers and Formation of FPGs</p> <ol style="list-style-type: none"> 1. Awareness and Sensitization: Conduct awareness campaigns and meetings. Identify and interact with Farmer Interest Groups (FIG). 2. Formation of FIGs: Form smaller Farmer Interest Groups (FIGs) of 10-20 farmers. Conduct regular meetings. 3. Capacity Building: Provide training on group dynamics, leadership, management skills. Facilitate exposure visits. 4. Mobilization of Women Beneficiaries: <ul style="list-style-type: none"> ● Identify and focus on women farmers during awareness campaigns ● Conduct separate meetings for women to address their specific concerns ● Encourage participation and highlight benefits for women and their families ● Form Women-Centric FPGs/ ensure mixed groups have substantial female representation. ● Provide Specialized Training (eg leadership, financial literacy, agricultural techniques tailored for women)
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		<p>Step 2: Formation and Registration as FPO</p> <ol style="list-style-type: none"> 1. Formation of FPO: Consolidate several FIGs into a larger FPO structure. Elect a representative body. 2. Preparation of Legal Documents: Draft MoA and AoA. Develop a business plan. 3. Registration as an FPO: Register the FPO as a Producer Company. Submit required documents to RoC. 4. Opening Bank Accounts and Initial Funding: Open bank account. Mobilize initial capital. Apply for grants/subsidies. 5. Registration: <ul style="list-style-type: none"> • Utilize government-facilitated portals and services for easier registration. • Apply for government subsidies and grants specifically for FPO formation. • Access government-provided legal aid for drafting and submitting necessary documents. <p>Step 3: Operationalization and Capacity Building</p> <ol style="list-style-type: none"> 1. Operational Management: Onboard professionals to manage and implement accounting/management systems of FPO. 2. Training and Capacity Building: Ongoing training for leadership/board members and staff. Train farmers on improved practices. 3. Market Linkages and Business Development: Establish market linkages. Develop value-added products. Implement marketing strategies. 4. Government Support in Operationalization: <ul style="list-style-type: none"> • Access government grants for building infrastructure. • Participate in government-funded training programs for skills development. • Utilize government schemes/initiatives to connect with larger markets and buyers. <p>Step 4: Scaling Up</p> <ol style="list-style-type: none"> 1. Monitoring and Evaluation: Regularly monitor and evaluate Farmer Producer Company (FPC) performance. Adjust strategies as needed. 2. Scaling Up: Expand membership base. Diversify crops/products. Seek additional seed funding/investment. 3. Government Support in Scaling Up <ul style="list-style-type: none"> • Monitoring Tools: Use government-provided tools and resources for performance monitoring.
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		<ul style="list-style-type: none"> • Expansion/Catalytic Grants: Apply for government/Non government funding aimed at scaling up operations. • Policy and Advocacy Support: Leverage government policies that support the growth and sustainability of Farmer Producer Organizations (FPOs). <p>Type of Interventions: Our programs in the Agriculture portfolio are time-bound programs typically involving a 3-year timeline. During this three-year period, intensive interventions are planned for smallholder farmers and farmer institutions (such as Farmer Producer Companies), covering different aspects such as water resource development, training on regenerative agricultural practices, strengthening of farmer institutions, women empowerment through financial literacy and farming-as-a-business trainings, organic kitchen gardens, access to government schemes through helpdesk initiatives, marketing of agri-inputs and outputs through the FPC, and so on.</p> <p>Sustainability of Outcomes: Under Agriculture programs, the sustainability plan focuses on building capabilities of the farmer institutions both in terms of governance and business performance. Post exit, the FPC is capacitated to anchor the initiatives for smallholder farmers along with continuing to provide access to markets to its farmer members. In our previous programs, the FPCs are successfully continuing business operations one year post TNSIF's exit from the intervention geography.</p> <p>In 2025-26, there have been no deviations in the implementation plan in any of the active programs.</p>
d) Please brief out alignment of solution to Sustainable Development Goals (SDGs)/national priorities/state priorities/developmental priorities.	NA	<p>Alignment with Sustainable Development Goals</p> <p>Out of 17 Sustainable Development Goals (SDGs), TNS India Foundation aligns with 7 SDGs under Agricultural interventions, that include:</p>

		<p>SDG 2: Zero Hunger (End hunger, achieve food security and improved nutrition and promote sustainable agriculture): Among 8 targets in SDG2, TNSIF aligns with two targets namely:</p> <ul style="list-style-type: none"> ● Target 2.3 (<i>By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment</i>) With the interventions delivered in our agriculture programs, we align closely with the indicator 2.3.2 (<i>Average income of small-scale food producers, by sex and indigenous status</i>) ● Target 2.4 (<i>By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality</i>). Under this Target, TNSIF aligns with the indicator 2.4.1 (<i>Proportion of agricultural area under productive and sustainable agriculture</i>) <p>SDG 5: Gender Equality (Achieve gender equality and empower all women and girls): Among nine targets in SDG 5, TNSIF aligns with one target namely:</p> <ul style="list-style-type: none"> ● Target 5.b (<i>Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women</i>). <p>SDG 1: No Poverty (End poverty in all its forms everywhere): Among 7 targets in SDG1, TNSIF aligns with two targets namely:</p> <ul style="list-style-type: none"> ● Target 1.2 (<i>By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions</i>). Under Target 1.2, TNSIF aligns with indicator 1.2.2- Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions Target 1.a (<i>Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide</i>
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		<p><i>adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions</i>). The indicator TNSIF aligns with is: <i>1.a.1 (Total official development assistance grants from all donors that focus on poverty reduction as a share of the recipient country's gross national income)</i></p> <p>SDG 10: Reduced Inequalities (Reduce inequality within and among countries): Among 10 targets in SDG 10, TNSIF aligns with two targets namely:</p> <ul style="list-style-type: none"> • Target 10.1 <i>(By 2030, progressively achieve and sustain income growth of the bottom 40 percent of the population at a rate higher than the national average)</i>. TNSIF aligns with the indicator 10.1.1 <i>(Growth rates of household expenditure or income per capita among the bottom 40 percent of the population and the total population)</i> • Target 10.2 <i>(By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status)</i>. TNSIF aligns well with the Indicator 10.2.1 <i>(Proportion of people living below 50 per cent of median income, by sex, age and persons with disabilities)</i> <p>Alignment with National Priorities</p> <p>TNSIF aligns with the following schemes/ policies of the Government of India:</p> <ol style="list-style-type: none"> 1. Paramparagat Krishi Vikas Yojana (PKVY): This scheme focuses on promotion of organic farming among farmers and providing them financial support for purchase of organic inputs. Although TNSIF has not directly leveraged this scheme for its beneficiary farmers, regenerative agriculture practices like preparation and use of Vermicompost and Jeevamrut is promoted at scale in agricultural programs implemented by TNSIF, suggesting alignment with Government's priorities in this direction.²⁵ 2. Pradhan Mantri Kisan Urja Suraksha Evam Utthan Mahabhiyan Yojana (PM-KUSUM): Under Component B of this scheme, the government promotes installation of solar irrigation pumps, with
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²⁵ <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2099756>

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		<p>financial support provided to farmers for pumps up to 7.5HP capacity. TNSIF, in its Ankur Uday Program, in Dindori, Nashik, Maharashtra, set up 14 solar irrigation pumps with its beneficiary farmers in Grape and Tomato with financial support provided through the Farmer Producer Company, Shetisanjivani Agro Farmer Producer Company Limited (also registered during the implementation of Ankur Uday Program). This initiative, in alignment with PM-KUSUM Yojana, significantly reduced electricity costs for farmers, ensuring regular and timely irrigation in Grape and Tomato, especially during erratic supply of electricity.²⁶</p> <p>3. At the national level, TNSIF's intervention on farm livelihood supports major schemes like the 10,000 FPO Mission²⁷ and National Mission for Sustainable Agriculture (NMSA)²⁸, by establishing, organising and building Farmers Producers Company's strength in running business so that they can have better market access and collective bargaining power. Simultaneously, the foundation emphasizes sustainable, climate-resilient agriculture practices (Vermi-composting), efficient water management (rejuvenating village-level water structures for improved water storage) and capacity building which directly support the objective of NMSA.</p>
e) How have you taken into consideration stakeholder feedback in this reporting period?	NA	<p>During FY 2025–26, the projects actively engaged with key stakeholders to ensure that interventions related to water conservation, sustainable agriculture and livelihood diversification were responsive to community needs and local priorities. Stakeholders were identified and prioritized based on their roles in implementation, technical expertise, resource mobilisation, community participation and long-term sustainability.</p> <p>1. Farmers and Producer Groups: Farmers and Producer Groups (PGs) were engaged through meetings, field visits, training sessions and consultations to understand their challenges, priorities and expectations. Feedback highlighted the need for improved irrigation facilities, better agricultural practices, diversified crops, technical</p>

²⁶ <https://www.india.gov.in/spotlight/pm-kusum-pradhan-mantri-kisan-urja-suraksha-evam-utthaan-mahabhiyan-scheme>

²⁷ "10,000 FPO Mission" Launched by the Government of India in 2020, this scheme aims to form and support 10,000 Farmer Producer Organizations (FPOs) across the country by 2027-28. The mission focuses on enabling small and marginal farmers to collectively access markets, credit, and technology, thereby improving their incomes and strengthening their position in the agricultural value chain.

²⁸ "National Mission for Sustainable Agriculture (NMSA)", Introduced in 2014, NMSA is a Government of India initiative that promotes climate-resilient and sustainable farming practices, focusing on water use efficiency, soil health, and eco-friendly technologies.

		<p>guidance, and additional income opportunities. Based on this feedback, the project supported improved paddy cultivation, kitchen gardens, fruit plantations, irrigation support and the exploration of alternative livelihoods such as poultry and fish farming.</p> <p>2. Gram Panchayats and Community Institutions: Engagement with the Gram Panchayat, village representatives and community members helped identify priority water conservation needs and opportunities for community participation. Their feedback informed the prioritization of water harvesting structure desilting and groundwater recharge. Community contributions and participation were encouraged to strengthen ownership and maintenance of these assets.</p> <p>3. Krishi Vigyan Kendra (KVK), and Technical Institutions: Technical institutions were engaged to obtain expert guidance on agricultural practices and livelihood interventions. Feedback and technical inputs supported the promotion of improved paddy cultivation methods, including Direct Seeded Rice (DSR), crop diversification and farmer capacity building. Collaboration with the Central Institute of Fisheries Education (CIFE), Mumbai, supported training and distribution of fingerlings for farmers to strengthen their understanding of scientific fish farming practices.</p> <p>4. Women's Groups and Livelihood Collectives: Women farmers and community groups were consulted to identify feasible livelihood opportunities and enterprise development needs. Their interests and local resource availability informed the promotion of kitchen gardens, vermicomposting and poultry. The project also explored additional livelihood diversification opportunities to improve income generation and strengthen women's economic participation.</p> <p>Overall, stakeholder feedback was incorporated through participatory planning, technical consultations and field-level monitoring and periodic review meetings. This approach helped align project interventions with community priorities, improve implementation strategies, and strengthen convergence with technical institutions.</p>
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<p><i>f) In the last year, what have you seen as the biggest risks to the achievement of the desired impact? How are these being mitigated?</i></p>	<p>NA</p>	<p>During FY 2025–26, the Farmer's Livelihood Program faced several risks that could affect the achievement of its intended outcomes across water conservation, sustainable agriculture and livelihood diversification interventions.</p> <p>Risk 1: Irregular rainfall, heavy rainfall and flooding, seasonal water scarcity and siltation of existing water harvesting structures posed risks to water availability and agricultural productivity. Flooding also damaged agricultural assets and affected crops in some locations.</p> <p>Mitigation: These risks were mitigated through the desilting and restoration of water harvesting structures, check dams and recharge interventions, farm bunding and promotion of efficient water use. Community participation, local contributions and engagement with village institutions were encouraged to strengthen ownership and maintenance of water conservation assets.</p> <p>Risk 2: Limited irrigation facilities, climate variability, pest and disease incidence, and farmers' limited exposure to improved agricultural practices challenged the adoption of sustainable and diversified farming.</p> <p>Mitigation: These risks were addressed through farmer training, field demonstrations, promotion of improved paddy cultivation practices, crop diversification, kitchen gardens, and fruit plantation. Technical guidance and convergence with institutions such as Krishi Vigyan Kendras and relevant agriculture departments helped strengthen farmers' knowledge and adoption of improved practices.</p> <p>Risk 3: Limited access to reliable markets, fluctuating prices, initial investment requirements, technical knowledge gaps and production-related risks could affect the sustainability and profitability of alternative livelihood activities such as poultry, fish farming and other farm-based enterprises.</p>

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		<p>Mitigation: To mitigate these risks, the project facilitated technical training, institutional partnerships, farmer group engagement and exploration of market linkages. The project also emphasised identifying livelihood models suited to local resources and community interests, while strengthening women's participation and collective enterprise development.</p> <p>Across Programs</p> <p>Risk 1: Discontinued support to the program before scale-up: Due to changing strategic direction among our donor partners, there is a risk of program closure before or during the stage of scale-up. This can bring the on-field efforts to a standstill and/or a premature closure of activities.</p> <p>Mitigation: While little can be done about change in strategic direction among our donor partners, wherever possible the program extensions are negotiated with relationships and rapport established with our donor partners over the years or other donor partnerships are explored for the same region</p>
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3) Impact Indicators

<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
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<p>a) <i>What are the indicators used to evaluate the effectiveness and outcomes of programmes</i></p>	<p><i>Must Reply</i></p>	<p>In FY 2025-26, TNSIF's agriculture interventions reached rural and tribal communities in Nashik and Dhule districts of Maharashtra through four programs: Ankur Uday, Shetisanjeevani, SPARK, and the newly launched SETU program ²⁹. Across the three programs (Ankur Uday, Shetisanjeevani, and SPARK) with reported figures, TNSIF has covered 25 villages and engaged 8,136 farmers, including 2,690 women farmers. The three programs promoted regenerative practices such as System of Wheat Intensification (SWI), vermicomposting, Jeevamrut and Ghanajeevamrut. They also worked on water security, livelihood diversification, and the formation and strengthening of Farmer Producer Companies (FPCs), so that small and marginal farmers can improve productivity, income and market access.</p> <p>Ankur Uday</p> <p>FY 2025-26 was the concluding year of the four-year partnership with Pernod Ricard India Foundation. The program has covered 16 villages in Dindori block, Nashik, and engaged 6,755 farmers, including 2,413 women, since inception. As it matured, the focus shifted from direct farmer training to making Shetisanjeevani Agro Farmer Producer Company Limited (SAFPCL) a self-sustaining, farmer-led institution. SAFPCL's shareholder base grew to 1,952 farmers across 25 villages, of whom 660 are women. Compared with 2024-25, procurement increased by 15% and total revenue grew by 103% (output business up 103%, input business up 107%). Annual turnover of the FPC in 2025-26 stands at ₹8.07 crore. The FPC's output portfolio expanded beyond grapes to guava, dragon fruit and raisins, reducing dependence on informal channels. Bio-inputs entered its portfolio, contributing 4% of Year 4 input revenue. Vermicomposting became a farmer-owned business, with 119 farmers producing 56,660 kg of vermicompost and Krishiratna SHG investing ₹4.35 lakh in 50 vermicompost beds.</p> <p>Shetisanjeevani</p>
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²⁹ Note: SETU program MOU was signed with donor during February 2026, the implementation of the program began post march 2026.

		<p>Launched in July 2025 with support from Bosch India Foundation, Shetisanjeevani works in six tribal villages of Trimbakeshwar block, Nashik. In Year One, it mobilised 740 farmer households (40 women farmers) through 38 Producer Groups, exceeding the target of 30, and indirectly reached about 3,200 people. Fourteen SWI demonstration plots reduced wheat seed requirements by 60-70% while improving grain quality and yield. The project incorporated Kamodini Farmer Producer Company, which grew to 330 shareholders (159 women), achieved statutory compliance, and recorded ₹18.69 lakh in turnover through its input shop. It also introduced a rice de-husking machine for local value addition, distributed 396 kitchen garden kits, planted 1,442 fruit trees, and completed a structured baseline study. In Year Two the focus will be on mobilising share capital from 300 additional households and building the paddy value chain.</p> <p>SPARK</p> <p>SPARK, supported by M&G Global Services, works in three villages and has engaged 641 farmers, including 237 women, through 18 interventions since inception. In 2025-26, it created over 1 crore litres of additional water storage through desilting and Bori Bandhan, built 15 recharge pits, and introduced Bore Charger systems for handpump recharge, improving water access for 100+ families. Soil and moisture conservation covered 28.54 acres. DSR and SRI demonstrations indicated 15-20% higher productivity with lower water and labour needs. More than 150 households were supported through poultry and horticulture (470 Sonali birds, 447 fruit plants). A first-of-its-kind fishery pilot, with technical support from ICAR-CIFE, converted farm ponds into dual-purpose assets for irrigation and income.</p> <p>SETU</p> <p>SETU is a three-year integrated agriculture and livestock livelihoods project in Sakri block, Dhule, supported by BGM Foundation. It began in February 2026 and will run to 2029. It combines agronomy training with livestock management training (fodder security, preventive animal healthcare, productivity practices). It was in its start-up phase this year, so no outcome figures are reported yet.</p>
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<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
<i>i) Timeline specific output indicators from inception to end of project</i> <i>(1) Number of interventions implemented</i> <i>(2) Timeliness of intervention delivery</i> <i>(3) % of planned vs. achieved programmes</i>	<i>Must Reply</i>	

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<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
<p>ii) Intermediate outcomes indicators (for e.g.) - starts around mid-term and continues to end-term of project</p> <p>(1) Increased awareness or knowledge among the target population</p> <p>(2) Changes in attitudes or perceptions</p> <p>(3) Adoption of new behaviours or practices</p> <p>(4) Improved skills or capabilities</p> <p>(5) Increased access to resources or services</p>	<p><i>Must Reply when applicable</i></p>	<p>The endline study conducted under Ankur Uday program highlights the following outcome:</p> <ul style="list-style-type: none"> - 17, 000 liters of jeevamrut has been produced, which indicates confidence among farmers in the effectiveness of Jeevamrut as an organic fertilizer. - The findings indicate that the vermicompost intervention effectively enabled farmers to cultivate and produce high-quality organic compost. 63,658 kg of vermicompost was produced by 113 farmer - In the year 2024–25, 281 women participated in financial literacy training, contributing to a cumulative total of 1,575 women trained over the past three years - Natural Resource Management (NRM)-One check dam was restored in <i>Madakijamb</i>, directly benefiting 33 farmers by regulating water flow and recharging groundwater levels. Additionally, three dug wells were de-silted in <i>Kadawai Mhalungi, Rajapur, and Madakjamb</i> village, substantially improving water retention and positively impacting 475 farmers. The rehabilitation of two ponds in <i>Umrle Khurd and Nilwandi</i> Village has further strengthened rainwater storage capacity, providing irrigation support to 67 farmers. Moreover, desilting of three canals in <i>Hathnore, Pade, and Nilwandi Village</i> has improved water flow to farmlands, directly benefiting 196 farmers. <p>Please note that Since Ankur Uday is a three year program the above interventions under NRM have taken place over 2022-23, and 2023-2024.</p> <p>For other Program such as SPARK and Setisanjeevani, the outcome and impact will be visible once the endline will be undertaken in the coming year. .</p>

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<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
iii) Overall outcome indicators (for e.g.) towards end-term and after end of the project period (depends on project gestation period) (1) Behavioural change sustained over time (2) Improved social or economic conditions (3) Reduced rates of negative outcomes (e.g., poverty, disease, crime) (4) Enhanced quality of life (5) Increased resilience to future challenges	Must Reply when applicable	<p>Under Agriculture Programs, the recently closed endline evaluation study for Ankur Uday Program in Nashik, Maharashtra, supported by Pernod Ricard India Foundation, delivered promising end-term outcomes, which are briefly mentioned below:</p> <ul style="list-style-type: none"> - The endline study of the program highlights reduction in usage of chemical fertilisers and subsequent input cost savings among the targeted beneficiary farmers. A significant 96% of the farmers reported a reduction in chemical fertiliser after adopting vermicomposting. - A substantial 77% reported financial savings due to vermicompost usage, with the majority, 74% saving up to INR 5000 and 17% saved INR 5000-7,499. With continued adoption and optimized practices, savings are expected to grow further.

4) Relevance and Sustainability

(Please share in 3-5 sentences with a supporting fact/ data point)

<i>Item</i>	<i>S1: Upto Rs1 Cr</i>	<i>S2: More than Rs1 Cr</i>
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<p><i>i) Relevance: Explain with a supporting fact/ data point how the initiative aligns with the organization's values and goals and is relevant to the target audience</i></p> <p><i>ii) Sustainability: Explain with a supporting fact/ data point how the initiative is sustainable and if it can continue to make a positive impact in the future.</i></p>	<p><i>Must Reply</i></p>	<p>TNS India Foundation's Vision is to 'create shared value by executing demand-driven, industry-relevant, sustainable solutions to stimulate socio-economic growth' and the Mission is 'to democratize access to opportunities for under-resourced individuals to unlock their economic potential while focusing on diversity and inclusion, by building sustainable growth systems.' The key values of the organization include- a) Integrity (Upholding ethical principles, transparency, and respect for the rule of law in all actions), b) Inclusive Meritocracy (Valuing and rewarding work based solely on its quality and measurable impact), c) Ingenuity (Encouraging creativity and resourcefulness to develop innovative solutions), d) Trust & Collaboration (Building a culture of ownership, reliability, and teamwork grounded in mutual trust), e) Respect for Individuals (Valuing each person's freedom to think creatively, act, and learn from experiences).³⁰</p> <p>i) Relevance</p> <p>In 2025-26, the agriculture portfolio widened across donors, geographies and themes. The past Sustainable Mango Initiative (SMI), funded by HDFC Bank in Gir-Somnath, Gujarat, built the organisation's early learning. Ankur Uday, funded by Pernod Ricard India Foundation, concluded its four-year partnership in Dindori block, Nashik, delivering significant outcomes for grape and tomato farmers and for the Farmer Producer Company (FPC) incorporated by TNSIF. SPARK, funded by M&G Global Services, continued in Palghar, Maharashtra, moving from natural resource management to visible outcomes across water security, climate-resilient agriculture and livelihood diversification. Two new programs started in the year: Shetisanjeevani, funded by Bosch India Foundation, in six tribal villages of Trimbakeshwar block, Nashik (July 2025), and SETU, funded by BGM Foundation, in Sakri Block, Dhule (February 2026), an integrated agriculture and livestock livelihoods project in a rainfed, relatively under-served area.</p> <p>The programs are relevant to the target audience. About 55% of India's workforce is engaged in agriculture and allied activities, yet about 86% of farmers are small or marginal, owning less than one hectare, with limited ability and agency to raise their income through farming. TNSIF builds scalable and sustainable models for remunerative and sustainable agriculture. It provides technical inputs to improve yield and quality, sets up</p>
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³⁰ <https://tnsindiafoundation.org/about-us/>

Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
		<p>and strengthens FPCs, links FPCs to institutional buyers and efficient value chains, promotes organic kitchen gardens, and builds local capacity to manage water resources sustainably. As supporting evidence, SWI demonstration plots under Shetisanjeevani reduced wheat seed requirements by 60-70% while improving grain quality and yield, and Direct Seeded Rice (DSR) and SRI demonstrations under SPARK showed 15-20% higher productivity with lower water and labour needs.</p> <p>ii) Sustainability</p> <p>Sustainability is an important element of program design at TNSIF. Direct, on-the-field engagement with farmers builds their knowledge and adoption of regenerative and good agricultural practices, and this has proven to be a core reason why the practices continue after a project closes. Practices such as SWI, which cuts seed cost, and bio-inputs such as Jivamrut and Ghanajeevamrut, which lower input dependence, are demonstrated on farmers' own plots, so neighbouring farmers can see the results and adopt them.</p> <p>The second contributor is a farmer institution, an FPC headed and managed by farmer members, which builds ownership and responsibility in the community and lets it grow beyond the program's exit. TNSIF invests considerable time in building these institutions over a three-year period before handing governance and operations to the community. Ankur Uday shows this in practice. In its final year, the focus shifted from direct farmer training to making Shetisanjeevani Agro Farmer Producer Company Limited (SAFPCL) self-sustaining. The company's total revenue grew by 103% over the previous year to an annual turnover of ₹8.07 crore, with 1,952 shareholders, 660 of them women, across 25 villages. Its output portfolio expanded beyond grapes to guava, dragon fruit and raisins, bio-inputs entered its portfolio, and vermicomposting became a farmer-owned business producing 56,660 kg. The same model is now being built in the Shetisanjeevani program, where Kamodini FPC reached 330 shareholders and ₹18.69 lakh in turnover within its first year. The Maturity Assessment TNSIF conducts for all its FPCs confirms that these are sustainable institutions built for the farmers and by the farmers.</p>

Form 1B - Annual Self-Disclosures Report for NPOs

Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
<p>a) Briefly include narratives of Social, Environmental, Cultural and Economic impact on target segment(s) in the reporting period.</p>	<p>Must share any impact observed on the target segment</p>	<p>During the reporting period (2025-26), TNSIF delivered measurable social, environmental, cultural and economic impact across its agriculture programs, which have reached 9,757 farmers over the five-year period, with 8,136 reached in 2025-26 alone.</p> <p>Socially, Ankur Uday, operational in Dindori block, Nashik, concluded its four-year partnership with a farmer base of 6,755 farmers since inception, and Shetisanjeevani Agro Farmer Producer Company Limited (SAFPCL) expanded to 1,952 shareholders across 25 villages, 660 of them women. Shetisanjeevani program, launched in July 2025 in six tribal villages of Trimbakeshwar block, Nashik, mobilised 740 farmer households through 38 Producer Groups and incorporated Kamodini FPC with 330 shareholders, 159 of them women. SPARK, operational in Palghar, Maharashtra, reached 641 farmers since inception, 237 of them women, and improved access to drinking water and irrigation for more than 100 families. SETU program began in Sakri Block, Dhule, in February 2026. Together, these three programs foster inclusive local economic development and strengthen farmer-owned institutions.</p> <p>Environmentally, we promoted regenerative and climate-resilient agriculture, leading to reduced chemical input use and improved water security. SPARK created over one crore litres of additional water storage through desilting and Bori Bandhan, constructed 15 recharge pits, introduced Bore Charger systems for handpump recharge, and carried out soil and moisture conservation across 28.54 acres. Under Shetisanjeevani program, the System of Wheat Intensification (SWI) reduced wheat seed requirements by 60-70%, bio-inputs such as Jivamrut and Ghanajeevamrut were introduced, 396 organic kitchen garden kits were distributed, and 1,442 fruit trees were planted.</p> <p>Culturally, our programs encouraged community ownership and participation through producer groups, farmer-owned institutions and community-managed water structures. Traditional farming knowledge was</p>

Form 1B - Annual Self-Disclosures Report for NPOs

Item	S1: Upto Rs1 Cr	S2: More than Rs1 Cr
		<p>revitalised by combining it with modern methods, including Jivamrut, Ghanajeevamrut and vermicomposting, which evolved into a farmer-owned business with 119 farmers producing 56,660 kg of vermicompost. Gender inclusion was advanced by bringing women into farmer institutions, with 819 women shareholders across the two FPCs, and by women-led enterprises such as Krishiratna SHG's investment of ₹4.35 lakh in 50 vermicompost beds.</p> <p>Economically, our beneficiaries experienced improved access to markets, reduced input costs and diversified incomes. SAFPCL's total revenue grew by 103% over 2024-25 to an annual turnover of ₹8.07 crore, procurement rose by 15%, and its output portfolio expanded beyond grapes to guava, dragon fruit and raisins. Kamodini FPC recorded ₹18.69 lakh in turnover through its input shop within its first year. DSR and SRI demonstrations under SPARK showed 15-20% higher productivity with lower water and labour needs, and households diversified income through poultry, horticulture, kitchen gardens, a rice de-husking machine for local value addition and a first-of-its-kind fishery pilot.</p>
b) <i>Beneficiary³¹/Stakeholder Validation through surveys and other feedback mechanism</i>	<i>Must Reply based on any simple method of validation</i>	<p>At TNS India Foundation, stakeholder feedback is considered crucial for the constant improvisation of programs' design and operational delivery. The feedback from stakeholders is taken using different methods such as survey forms with multiple-choice structured questionnaires that are digitized either using Google Forms or KoboTool; Focused Group Discussions (FGDs) using semi-structured or open-ended questionnaires, or Personal Interviews through telephonic surveys following structured questionnaires with majority of closed-ended questions and a few open-ended questions to capture the richness and nuances of a response. Additionally, case studies are also gathered from beneficiaries to capture their experiences engaging with TNSIF's programs. The case studies for 2025-26 are detailed out in the narrative Annual Impact Report (AIR) attached in the Annexure.</p>

³¹ Beneficiaries includes entities such as individual, person, thing, article, unit, body, creature

5) Photographs conveying before and after impact of the Programme

(a maximum of 3 impact situations may be shared per Programme)

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
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Must Reply

The before and after pictures are provided for interventions (largely pertaining to water structures refurbishment) in the SPARK program in Palghar.³²

Set 1 (SPARK Program): Non-functional hand pump at Raipur before recharge intervention. After the intervention, handpump at Raipur revived with steady water after recharge work



Set 2 (SETU Program): Picture depicting Vermicompost Intervention (Preparing Vermicompost bed and its harvesting through SETU program.



³² More before and after pictures are added in Annexures as part of evidence.

6) Annexures

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
<i>Must Reply</i>	<i>All the documents that are relevant for the annexures can be accessed in the link given below- https://docs.google.com/document/d/1SFO-fW3tmyXSQ1M-Nkf5od851AzEE1isutx6RQNbKQ/edit?tab=t.0</i>

Item	NA	Yes	No
1) Blank copy of any questionnaire or survey forms used 2) Summary analysis of surveys undertaken 3) Impact Map linking outputs and outcomes to activities 4) Copies of other consultation details (such as focus group write-ups, workshop notes, etc.) 5) Copies of evidence summarised or quoted in the social impact report 6) Notes of the previous social impact assessment meetings (when applicable) 7) Past Social Impact Assessment Statements for the projects funded by the Listed Security (when applicable) 8) Completion certificate of approved mandatory capacity building workshops 9) Case Studies/ Stakeholder Testimonials 10) All stand-alone reports and that have contributed to the organisation's impact reporting for this period	4) NA 6) NA 7) NA 8) NA	1) Yes 2) Yes 3) Yes 5) Yes 9) Yes 10) Yes	

Form 1B.3
Declaration

S1: Upto Rs1 Cr	S2: More than Rs1 Cr
Must Reply	Must Reply

I hereby certify that all the information provided in this report are correct and that all documents submitted by our organisation are true copies.

Authorised Representative of **TNS India Foundation** Name: **Rupa Bohra**

RUPA
JAISINGH
BOHRA

Digitally signed by
RUPA JAISINGH
BOHRA
Date: 2026.10.30
10:29:25 +05'30'



Signed: Date: 30th October 2026 Place: **Mumbai**

Seal of NPO:

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Form 1B.4

Statement of Compliance

I, **Rupa Bohra**, Managing Director, of TNS India Foundation certify that:

- a. All activities undertaken by the Social Enterprise are in conformity with the objectives as stated in the relevant constitution documents and aligned to the vision, purpose and mission of the Social Enterprise
- b. Activities reflect primacy of Social intent in the functioning of the Social Enterprise as per SEBI Act and regulations made thereunder that at least 67 percent* of our organisation's activities cover target population segments/ entities that are under-served or less privileged or live in regions recording lower performance in the development priorities of central or state governments (immediately preceding 3-year average of revenues/ expenditure/ total customer base and/or total number of beneficiaries³³)
- c. I have reviewed the financial statements prepared by the Social Enterprise for the year ended 31st March 2026 and to the best of my knowledge and belief these Statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading. Further, these Statements together present a true and fair view of the Social Enterprise's affairs and are in compliance with the relevant Accounting Standards, applicable laws and regulations
- d. To the best of my knowledge and belief, no transactions entered into by the Social Enterprise during the year ended 31st March 2026 are fraudulent, illegal or violative of the laws, regulations and policies and procedures of the Social Enterprise. The Social Enterprise has complied with all applicable laws and regulations as applicable for the Social Enterprise
- e. I accept responsibility for establishing and maintaining internal controls for operations as well as financial reporting and the Social Enterprise has implemented and evaluated the effectiveness of internal control systems of the Social enterprise in the conduct of operations and reporting thereon
- f. I am not aware of any instance during the year of significant fraud with involvement therein of the management or any employee having a significant role in the Social Enterprise's internal control systems.

Name: **Rupa Bohra**

Managing Director of TNS India Foundation

**RUPA JAISINGH
BOHRA**

Digitally signed by RUPA
JAISINGH BOHRA
Date: 2026.10.30 10:29:57
+05'30'

Signed: Date: 30th October 2026 Place: Mumbai



Seal of NPO:

³³ Beneficiaries includes entities such as individual, person, thing, article, unit, body, creature