



Corporate Social
Responsibility
Report 2024-25



UNO MINDA
—DRIVING THE NEW—

INSPIRING FUTURES, UPHOLDING RESPONSIBILITY



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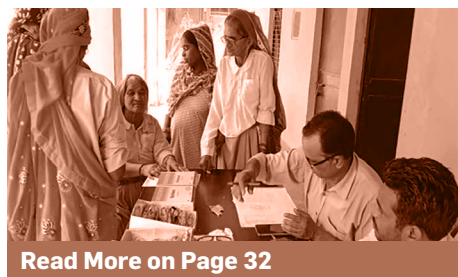
Education



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Skill
Development



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Preventive
and Curative
Healthcare



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Community
Development
and Well-being

An electronic version of this report can be accessed
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About the Report

REPORT SYNOPSIS



Approach of the Report

At Uno Minda Limited (hereafter referred to as 'Uno Minda,' 'our Company,' or 'we'), we are pleased to present our Annual Corporate Social Responsibility (CSR) Report. This report provides stakeholders with a comprehensive overview of our CSR initiatives and sustainability strategy, highlighting the non-financial aspects of our operations.

It covers our CSR governance structure, social commitments, organisational values, and environmental efforts, underscoring our commitment to creating long-term sustainable value. The report also reflects our dedication to transparency and strengthening stakeholder trust. Aligned with the United Nations Sustainable Development Goals (UN SDGs), this document complements the Integrated Uno Minda Annual Report for FY 2024-25.



Forward-Looking Statements

This report contains forward-looking statements related to the anticipated activities, initiatives, and future developments of Uno Minda. These statements are based on certain assumptions and are subject to inherent risks and uncertainties. Actual outcomes may differ materially from those expressed or implied. Therefore, readers are advised to exercise caution and not place undue reliance on these statements.



Responsibility Statement

This Report has been meticulously prepared by the Corporate Social Responsibility Team with the help of different departments. This process ensures utmost attention to the presented information's accuracy, completeness, and relevance. No external assurance was carried out for this report.



Reporting Period, Scope and Boundary

This Corporate Social Responsibility Report captures detailed information about Uno Minda's activities from 01 April 2024 to 31 March 2025.



Feedback Statement

We welcome your feedback on this report, as it enables us to continue sharing relevant information that supports informed stakeholder decision-making. For queries or suggestions, please reach out to us at: infocsr@unominda.com.

Theme Introduction

INSPIRING FUTURES, UPHOLDING RESPONSIBILITY

At Uno Minda, we believe responsibility and aspiration walk together, shaping the world we wish to create. The future is not merely something that unfolds; it is something we nurture with care, vision, and the courage to act with purpose. For us, progress has always meant more than achievement, it has meant leaving behind footprints of hope and opening doors to possibilities that endure across generations.



Inspiring Futures is an affirmation that every life we touch carries the spark of tomorrow, and every promise we uphold strengthens the foundation for lasting change. We believe inspiration begins with listening, with recognising the dreams and struggles around us, and with walking alongside people as partners in their journey forward.

Upholding Responsibility means balancing vision with empathy, action with integrity, and growth with respect for people and the environment. This harmony defines the essence of our Foundation: to inspire futures filled with dignity and opportunity while carrying the weight of responsibility with sincerity and heart.

For us, true progress lies not only in outcomes, but also in confidence, resilience, and hope that flourish when responsibility becomes a way of life.



Chairperson's Message

FROM THE CHAIRPERSON'S DESK

We strive to ensure that children receive quality education, women and youth gain sustainable means of livelihood, families have access to essential healthcare, and critical civic infrastructure reaches those who need it the most.

Dr. Suman Minda



Dear Esteemed Stakeholders,

I am deeply gratified to reflect on the remarkable progress made by the Suman Nirmal Minda Foundation over the past year. What began as a personal commitment to support marginalised communities has evolved into a focussed and enduring mission dedicated to creating meaningful, measurable change. From the outset, our aim has been to address local priorities with empathy and precision, and this year, those efforts translated into visible, positive impact.

At our core, SNMF exists to open doors of opportunity and reinforce the social fabric of the communities we serve. We strive to ensure that children receive quality education, women and youth gain sustainable means of livelihood, families have access to essential healthcare, and critical civic infrastructure reaches those who need it the most. In every intervention, we emphasise on dignity, inclusion and a sense of shared ownership. Rather than merely delivering programmes, we focus on instilling confidence, developing skills and nurturing self-reliant communities that can flourish from within.

Our Samarth Jyoti community schools have delivered stronger learning outcomes through targeted academic support, with students achieving commendable results in Class 10 and 12 board examinations—demonstrating the value of consistent, high-quality teaching. Vocational training programmes, especially those focused on empowering women like Geeta Devi in Pantnagar, have successfully transformed learning into livelihood opportunities. Over 5,000 individuals gained digital literacy skills, giving



Over 5,000 individuals gained digital literacy skills, giving them a distinct advantage in today's technology-driven world. Through health and eye screening camps, we reached thousands—many receiving their first formal health check-ups and essential referrals.

them a distinct advantage in today's technology-driven world. Through health and eye screening camps, we reached thousands—many receiving their first formal health check-ups and essential referrals. Infrastructure enhancements such as RO water plants, school kits, and sanitation upgrades have further uplifted living conditions across numerous villages.

In parallel, our Suman Nirmal Minda Schools in Detroj (Gujarat) and Hosur have emerged as centres of academic and holistic excellence. The Detroj school proudly ranked among the Top 15 in the Times School Ranking, reflecting our unwavering focus on quality education. Students have excelled not only in Class X and XII board examinations but also in sports and extracurricular pursuits. Our approach combines improved academic delivery with structured counselling, regular PTMs, teacher capacity building, and vibrant co-curricular engagement—ensuring the all-round development of every child.

Together, these efforts reaffirm our purpose: to create long-term sustainable value for communities,

while fostering dignity, inclusion, and opportunity for all.

Over time, the Foundation has evolved from being a programme executor into a trusted partner that listens attentively, adapts effectively and works collaboratively. Internally, we have strengthened our processes and embraced a more data-led approach, shifting our focus from activity-driven outreach to outcome-oriented programmes. We aim to deepen this impact and broaden our reach in the years ahead.

As we look ahead, our resolve is to scale proven models, refine our approach where required and stay anchored to our core values by engaging meaningfully with local communities, partners and the wider Uno Minda family. I extend my heartfelt thanks to every individual and organisation that has supported this journey. Your trust and dedication inspire us daily, and together, we move forward with purpose and care.

Dr. Suman Minda
Chairperson
Suman Nirmal Minda Foundation

Executive Chairman's Message

INSIGHTS FROM THE EXECUTIVE CHAIRMAN



I am equally inspired by the resilience of women and youth who, through our livelihood initiatives, have discovered new pathways to independence and dignity.

Nirmal Kumar Minda

Dear Stakeholders,

I have always believed that the true measure of our success lies not only in the growth of our business but in the lives we are able to positively impact. At Uno Minda, this belief has been our guiding light, shaping how we serve the communities around us through the Suman Nirmal Minda Foundation. For me, community development is not an obligation—it is a responsibility and a shared journey towards a better, more sustainable future.

Education has always been close to my heart. Watching children at our Samarth-Jyoti centres and The Suman Nirmal Minda Schools learn with confidence, improve their performance, and dream of brighter futures fills me with immense hope. It reminds me that every small step in strengthening the foundation of learning can open doors of opportunity for generations to come.

I am equally inspired by the resilience of women and youth who, through our

livelihood initiatives, have discovered new pathways to independence and dignity. Whether it is a young woman starting her own business or a youth gaining digital literacy skills, these stories reflect the power of opportunity to transform lives.

Healthcare is another area where I believe our efforts make a profound difference. These interventions are about much more than care—they are about dignity, awareness, and long-term well-being.

Underlying all of these is our commitment to sustainability. I strongly believe that growth cannot come at the cost of the environment. Our initiatives around clean energy, water conservation, and responsible waste management are steps toward

protecting the planet while nurturing healthier communities.

I am deeply grateful to our stakeholders for walking alongside us with trust and encouragement. Your support strengthens our resolve to keep pushing boundaries and creating impact that is inclusive, future-ready, and sustainable.

As I look ahead, I remain personally committed to ensuring that Uno Minda is known not only for its business excellence but also for its humanity—for the values of care, responsibility, and innovation that define who we are.

Nirmal Kumar Minda
Executive Chairman
Uno Minda Group

Managing Director's Message

IN THE WORDS OF THE MANAGING DIRECTOR



Our work in health and well-being has brought preventive healthcare, menstrual hygiene awareness, and eye screening camps to underserved communities, improving everyday life for thousands.

Ravi Mehra

Dear Stakeholders,

The vitality of any community lies in its shared progress. At the Suman Nirmal Minda Foundation, we are proud to have fostered this collective growth through inclusive, need-based initiatives rooted in local realities.

Since our inception, we have steadily expanded our reach and deepened our impact across four key thematic pillars.

In education, over 7,000 children have benefited from remedial classes, primary and secondary education support, digital learning initiatives in government schools, and the enhancement of school infrastructure.

Through our skill development programmes, nearly 1,500 youth and women have received training

in tailoring, beauty culture, digital literacy, and more—many of whom have since gained formal employment or established independent livelihoods.

Our work in health and well-being has brought preventive healthcare, menstrual hygiene awareness, and eye screening camps to underserved communities, improving everyday life for thousands.

In community infrastructure, interventions such as the construction of toilets and installation of RO water plants have addressed critical needs while enhancing dignity, safety, and quality of life.

But beyond numbers, what truly matters are the opportunities created. Whether it's a child staying in school

or a young woman achieving financial independence, these outcomes underscore the transformative power of inclusive development. We are confident that the systems we've built will continue to create lasting impact for years to come.

These milestones would not have been possible without the unwavering support of our stakeholders—community members, partners, local authorities, and our dedicated employees. Your trust and collaboration remain our greatest strength, and we look forward to continuing this journey together.

Ravi Mehra
Managing Director
Uno Minda Group

Message from the Chief Human Resource Officer

CHIEF HUMAN RESOURCE OFFICER'S NOTE



The way our teams have designed community-led, scalable, and sustainable programmes—whether in education, healthcare, livelihood creation, or inclusion of persons with disabilities—demonstrates a remarkable sense of purpose and vision.

Garima Garg

Dear Stakeholders,

It gives me immense pride to write this note as I step into my new role as Chief Human Resources Officer at Uno Minda. In my initial month with the organisation, I had the opportunity to experience first-hand the incredible work being done through the Suman Nirmal Minda Foundation (SNMF) and our Samarth-Jyoti Centres. The passion, commitment, and impact of these initiatives have left a deep impression on me.

Having seen CSR efforts across various organisations, I can confidently say that the Uno Minda CSR framework and the SNMF model stands out as truly exemplary. The way our teams have designed community-led, scalable, and sustainable programmes—whether in education, healthcare, livelihood creation, or inclusion of persons with

disabilities—demonstrates a remarkable sense of purpose and vision.

Over the past year, our CSR initiatives have become even more structured and impactful. Education programmes have strengthened learning outcomes, healthcare outreach has brought quality care to underserved communities, livelihood training has created sustainable employment opportunities, and our disability inclusion work has helped individuals gain dignity and confidence. Beyond measurable results, what stands out is the trust and partnership we have built with the communities we serve—a foundation for lasting transformation.

For Uno Minda, contributing to society is not just a responsibility, but a core part of who we are. The CSR work reflects

our belief that business success is meaningful only when it uplifts people and communities. Moving forward, we will continue to deepen this commitment with sincerity, consistency, and care.

I extend my heartfelt appreciation to our dedicated teams, implementation partners, and community members whose passion and trust make this journey possible. Together, let us build on this strong foundation and continue creating impact that inspires change.

Garima Garg
Chief Human Resources Officer
(joined effective from 27 August 2025)
Uno Minda Group

Message from the Head-Group CSR

HEAD-GROUP CSR'S PERSPECTIVE



Our future direction focuses on scaling our efforts while staying closely attuned to local needs ensuring that every intervention remains inclusive, relevant, and sustainable.

Gaurav Kumar

Dear Stakeholders,

At Uno Minda, every milestone reaffirms our commitment to trust-led community engagement and creating a lasting impact. We continue to advance with strategic and sustainable CSR interventions, making meaningful progress across our four core thematic areas under the aegis of the Suman Nirmal Minda Foundation. Corporate Social Responsibility is more than a promise—it reflects our sincere dedication to driving meaningful and enduring change.

In Education, our digital learning initiatives and after-school remedial programmes have consistently supported underprivileged students, helping them improve their academic performance while fostering holistic development. We also launched another senior secondary institution The Suman Nirmal Minda School in Hosur, Tamil Nadu—building on the successful models established in Gujarat and Bagla. These schools are equipped with modern facilities and are

committed to delivering value-based, quality education to communities. In Preventive Healthcare, awareness sessions, preventive screenings, and primary health services have reached underserved communities, improving health outcomes and knowledge. Through our Skill Development initiatives, women-led entrepreneurship programmes have empowered individuals with practical skills and the confidence to pursue sustainable livelihoods.

But these accomplishments are more than just numbers. They represent renewed hope, restored dignity, and communities taking ownership of their development journeys. A particularly encouraging trend has been the increase in active local participation and a growing sense of ownership across regions.

Looking ahead, we remain committed to deepening our impact through stronger partnerships, technology-driven

interventions, and a robust, data-led approach. Our future direction focuses on scaling our efforts while staying closely attuned to local needs ensuring that every intervention remains inclusive, relevant, and sustainable.

I am honoured to walk alongside a team whose dedication is unwavering, to collaborate with partners who share our values, and to engage with communities that continue to inspire us every day.

I extend my heartfelt thanks to our board members, and advisors for their invaluable guidance, and to senior management for their continued support. Most importantly, thank you to all our stakeholders for your trust and confidence as we move forward together building a more equitable tomorrow.

Gaurav Kumar
Head-Group CSR
Uno Minda Group

About the Company – Uno Minda Limited

DECADES OF DRIVING AUTOMOTIVE EXCELLENCE

Established in 1958 and formally incorporated in 1992, Uno Minda Limited ('Uno Minda', 'We', or 'The Company'), has established itself as a leading global manufacturer of auto components, renowned for its focus on quality, reliability and customer-centric innovation. With a strong legacy built over decades, the Group has continually evolved with emerging technologies and industry shifts, enabling it to meet the dynamic needs of OEMs both in India and abroad. Its commitment to operational excellence and future-focussed R&D has been key to maintaining its competitive edge in a rapidly transforming mobility landscape.

Continuing to work at the forefront of automotive technology, Uno Minda has steadfastly aligned itself with the evolving demands of the industry. From driving the transition towards safer, smarter mobility solutions to supporting the rise of electric and connected vehicles, the Group has remained focussed on innovation, precision engineering and value-led manufacturing. By deepening localisation, strengthening technical expertise and broadening its global footprint, Uno Minda continues to accelerate growth for its customers, collaborators, and the industry at large. As the mobility sector evolves, Uno Minda remains committed to pushing boundaries and contributing to a more advanced, sustainable, and future-ready automotive landscape.

Group Vision

To be a Sustainable Global organisation that enhances value for all its Stakeholders, attains Technology Leadership and cares for its people like a Family.

Vision Decoded

1

Sustainable

A business model that is dynamic, responsive, self-evolving and resilient over time which meets the needs of the present without compromising the ability to meet the needs of future. It successfully manages technological, financial, social and environmental risks, obligations and opportunities from time to time.

2

Global

Having manufacturing footprints in all major geographies globally i.e. Asia, Africa, Europe and North America.

3

Technology Leadership

Uno Minda would attain leadership in technology of its products and processes through JV partners, own R&D, contract research and M&A.

4

Employee Care

Uno Minda would be like a family, that employees could relate to and feel that they are a part of it— Company and employees would care for each other at all times. Grow its employees so that they are able to realise and unlock their full potential.

5

Our Stakeholders

Customers

Employees

Suppliers

Technical Collaborations

Community

Shareholders

Our Values at Uno Minda



Customer is Supreme



Live Quality



Respect for Individuals



Respect for Workplace Ethics



Encourage Creativity and Innovation to Drive 3Ps (People, Processes, and Products)

Performance-defining Numbers

65+
Years of Experience

37
R&D and Engineering Centres

37,000+
Employees

28
Product Lines

1,000+
IPRs Filed

75+
R&D Technology Projects

539
Design Filings

750+
IPRs Granted

1,200+
Engineers

Adapted from Annual Report Uno Minda

Our CSR Approach

VALUE CREATION FOR A SUSTAINABLE FUTURE

We are guided by the belief that true success lies in the enduring impact we create in people's lives. Through our CSR arm, the Suman Nirmal Minda Foundation (SNMF), we have embraced a purpose-led approach that puts community well-being at the heart of everything we do. Our initiatives are grounded in the conviction that inclusive development, environmental responsibility, and social equity are essential to long-term progress. As we continue to expand our business, we remain equally committed to shaping a more equitable and sustainable future, one where opportunity, dignity, and growth are shared across society. It is this vision that defines our path forward and strengthens our resolve to contribute meaningfully beyond the boundaries of business.

Suman Nirmal Minda Foundation

Suman Nirmal Minda Foundation (SNMF) is the dedicated social impact arm of the Uno Minda Group, committed to advancing community well-being and fostering sustainable development. Evolving from a traditional philanthropic approach, the Foundation has grown into a strategic platform that delivers long-term, high-impact change through structured, inclusive, and responsible CSR initiatives.

SNMF's work spans rural and semi-urban regions, where it delivers a broad spectrum of initiatives designed to promote inclusive growth and uplift underserved communities. Our

approach is centred on building self-sustaining ecosystems, creating conditions in which individuals and communities can unlock new opportunities and build more secure, empowered futures.

Driven by a clear intent to create meaningful change, we continue to take a focused, need-based approach to our social interventions, ensuring that our efforts are relevant, impactful, and rooted in the realities of the communities we serve. Our goal is to strengthen grassroots ecosystems in a way that enables people to prosper with dignity and confidence.



Our CSR Vision



To be a sustainable

global organisation that enhances values of stakeholders and creates a society where people are placed at the centre of all development initiatives as a family.

Our CSR Values



Discipline

Right time and right place



Determination

A well-planned learning process developed with earnestness



Desire

A resonate wish with surety to meet our goals triumphantly



Dedication

Resolve and commitment towards our vision



Devotion

A passionate approach towards the whole programme and activities

STRENGTHENING CONNECTIONS TO BROADEN OUR REACH

Over the years, our social responsibility programmes have significantly expanded their footprint across India, deepening both their reach and relevance. Rooted in the regions where our manufacturing facilities operate, our initiatives have enabled us to forge strong community relationships while addressing pressing local priorities. Today, we operate 18 community centres and 2 Suman Nirmal Minda Schools across northern, western and southern India, each thoughtfully developed to align with the unique context of its surroundings.

As we look to the future, our aim is to further extend this network, reaching new geographies and transforming more lives. With a clear focus on inclusive progress, we will continue to strengthen local partnerships, replicate successful models and pilot new initiatives that help create more resilient communities. We believe that lasting impact is the result of consistent, long-term engagement, and our goal is to remain a trusted and enduring partner in the lives of the people we serve.



01. Haryana

- Naharpur
- Nawada
- Farukhnagar
- Bal Bhawan Rewari
- Rewari
- Karnawas
- Suthana
- Bithwana
- Kamalpur
- S.L. Minda Charitable Hospital, Bagla, Hisar
- Moga Devi Minda Memorial School, Bagla, Hisar
- S. L. Minda Skill Centre Bagla, Hisar

02. Tamil Nadu

- Hosur, The Suman Nirmal Minda School (TSNMS Hosur)
- Vadakkupattu and Ezichur, Chennai

03. Uttarakhand

- Pantnagar

04. Rajasthan

- Behror

05. Gujarat

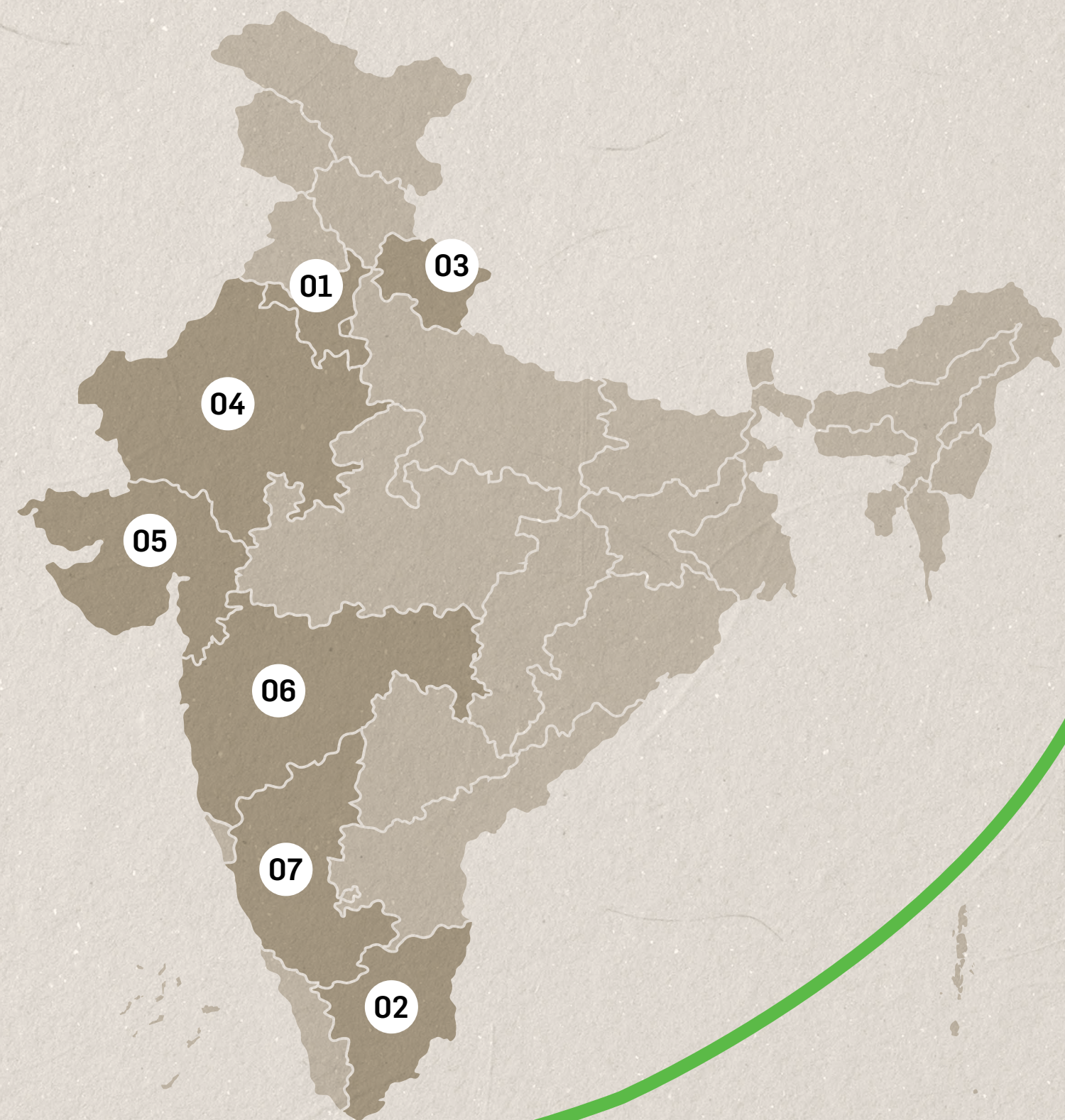
- Detroj, The Suman Nirmal Minda School (TSNMS Detroj)

06. Maharashtra

- Pune

07. Karnataka

- Nidvanda, Bengaluru
- Kagalhalli Village, Harohalli, Bengaluru



Disclaimer: This map is a generalised illustration only for the ease of the reader to understand the locations and is not intended to be used for reference purposes. The representation of political boundaries and the names of geographical features/states do not necessarily reflect the actual position. The Company or any of its Directors, Officers or Employees cannot be held responsible for any misuse or misinterpretation of any information or design thereof. The Company does not warrant or represent any kind of connection to its accuracy or completeness.

DRIVING COMMUNITY GROWTH WITH PURPOSE AND INTEGRITY

We place a strong focus on ethical, transparent and inclusive business practices, with trust forming the foundation of our relationships. Whether it is with local communities, PRI members, government agencies, employees or customers, we engage with each stakeholder group sincerely and consistently. By listening closely to their concerns and aspirations, we aim to align our business growth with the wider objective of creating enduring value for the communities around us.

At Uno Minda, we see Corporate Social Responsibility as central to our identity, not a peripheral obligation. By embedding social impact goals into our business strategy, we ensure they align with key performance metrics and foster a company-wide culture of accountability and care. Our approach is both transparent and structured, with regular reviews and committee meetings enabling stakeholders to clearly track our progress and evaluate our efforts. This alignment allows CSR to become an essential part of our decision-making, helping us pursue ethical growth while delivering meaningful value to the communities we engage with.

Board Expansion and Strengthening

To enhance the Board's diversity and expertise, Uno Minda has made the following appointments:

Mr. Shekar Vishwanathan
Independent Director
(effective 1 April 2025)

Mr. Abhay Damle
Independent Director
(effective 1 April 2025)

Ms. Paridhi Minda
Non-Executive Director
(effective 1 April 2025)

Ms. Pallak Minda
Non-Executive Director
(effective 1 April 2025)

Mr. Randhir Singh Kalsi
Non-Executive Independent Director
for a two-year term
(effective 11 August 2025)

Additionally, the Board has recommended the re-appointment of **Mrs. Rashmi Hemant Urdhwareshe** as a Non-Executive Independent Director for a second three-year term.

CSR Committee within the Governance Framework

Shareholders

Board of Directors

Board Committees



Audit Committee



Nomination and Remuneration Committee



Corporate Social Responsibility Committee



Stakeholders' Relationship Committee



Risk Management Committee



NCD Committee



Executive Committee



Mergers & Acquisition Committee

CSR Committee – Principal Members of Uno Minda (As Designated by the Board)

01



02



03



04



01. Mr. Nirmal K. Minda
- Chairman

02. Mr. Vivek Jindal
- Member

03. Mrs. Rashmi Urdhwareshe
- Member

04. Mr. Abhay Damle
- Member



EDUCATION

EMPOWERING FUTURES THROUGH LEARNING

Despite near-universal primary enrolment, India continues to struggle with learning poverty, where children attend school but fail to acquire basic skills. UNESCO's GEM Report 2024–25 notes that 73% of children in developing countries, including India, cannot read and understand a simple text by age 10¹. While foundational learning has seen marginal improvement, the gap remains stark: only 23.4% of Class III students in government schools can read a Class II-level text (up from 16.3% in 2022), and just 33.7% can do basic subtraction². These numbers highlight the disparity between enrolment rates and meaningful learning outcomes among students.



Uno Minda and our CSR arm, SNMF, believe that quality education lays the foundation for long-term societal transformation. For communities to grow equitably, children and young adults must have access to inclusive, consistent, and empowering learning environments. By nurturing curious minds and encouraging learning from an early age, we aim to break cycles of disadvantage and help shape futures that are driven by self-reliance and informed choices.

To make this vision a reality, we have invested in multiple education-centric initiatives. These include our community schools and supplementary coaching centres, which enhance foundational learning for underprivileged students. Through structured academic support, value-based education, digital literacy, and infrastructure upgrades in government schools, we strive to remove barriers and create learning spaces that support intellectual and personal growth at every stage.

• • •

¹ https://timesofindia.indiatimes.com/india/india-still-grapples-with-gap-with-schooling-and-learning-unesco-report/articleshow/121632745.cms?utm_source

² https://indianexpress.com/article/education/aser-2024-sharp-gains-in-reading-math-learning-levels-in-schools-across-states-since-covid-slump-9804649/?utm_source

Education

Samarth-Jyoti Community School: Learning beyond Limits

Students who once struggled to keep up are now showing a renewed enthusiasm for learning. One such example is Riya, a Class 10 student at Samarth-Jyoti Community School in Naharpur, who, after previously skipping classes due to difficulty understanding the lessons, now looks forward to going to school. Her experience reflects the quiet transformation taking place across our education programmes.

Designed to provide quality education to out-of-school and underserved children, Samarth-Jyoti Community Schools operate in Naharpur and Karnawas (Haryana) and Pune (Maharashtra), supported by remedial programmes across multiple locations. In the last year, 435 students directly benefitted from these schools, while enrolments for the next year have already surpassed targets at 103% (523 students).

The introduction of peer mentoring, remedial classes, and targeted

academic support has led to notable academic outcomes. Both Class 10 and 12 saw a 100% pass rate, with top-performing students achieving scores above 92%. These results were further strengthened by focused efforts in Mathematics and English, which helped improve overall subject scores by 8% and 6%, respectively. Alongside academics, consistent participation in co-scholastic activities such as art, science exhibitions, and model-making ensured that creative learning remained an integral part of the school experience.

Efforts to strengthen the home-school connection saw 85% parental participation in this year's PTMs. With teacher capacity building, digital content integration, and pedagogy aligned with NEP 2020, these schools are becoming inclusive, future-ready learning spaces.



100%
Student participation in co-scholastic activities

5%
Increase in passing students



At Uno Minda, our approach to community development is rooted in long-term thinking and genuine engagement. Whether it's nurturing learning, promoting well-being, enhancing skills, or fostering inclusion, our initiatives reflect a deep sense of purpose. Every step we take is guided by the values that define us and driven by a belief that real progress must benefit everyone it touches. Through this lens, we continue to shape interventions that are thoughtful, responsive, and built to endure.

A.G. Giridharan
CEO - SCS Domain, Uno Minda Limited
(CSR Functional Committee Member)

The Suman Nirmal Minda School: Shaping Holistic Achievers

When asked what she enjoyed most about school, Ananya, a Grade 6 student from TSNMS Gujarat, replied, "Our Robotics class! We get to build and learn." This excitement reflects the innovative learning culture at The Suman Nirmal Minda School (TSNMS).

With 974 students enrolled in Gujarat and 190 in Hosur, TSNMS offers child-centred, inclusive education from pre-primary to senior secondary levels, with a focus on experiential learning, creative expression, and holistic development. In FY 2024-25, both campuses achieved a 100% board exam pass rate across Grades 10 and 12. These academic milestones were complemented by strong performances in Olympiads and art competitions, reflecting the school's balanced focus on scholastic excellence and creative development.

The year also marked the rollout of new-age curricula, including:

- Robotics (500 students)
- Financial literacy (250 students)
- Sanskrit (100 students)

The blended learning approach seamlessly combined academic rigour

with a wide array of co-curricular experiences, ensuring a more holistic development journey for students. This balance was reflected in activities such as sports camps, podcast series, and student-led lecture events, while experiential learning remained central through talent expos, oratory competitions, and educational visits to IIT Gandhinagar and Science City.

At TSNMS Hosur, these efforts were further strengthened by a sharper focus on early childhood learning, with Montessori methods, differentiated assessments, and inclusive clubs designed to nurture each child's unique potential. Environmental consciousness was also woven into the curriculum through seed rallies and sustainability workshops, reinforcing values beyond the classroom.

These academic and co-scholastic strides were amplified by strong parental involvement and community engagement. Whether it was proactively addressing withdrawal concerns or securing 95% attendance



at Annual Day celebrations, the school's collaborative approach has been instrumental in driving student success and community participation.

100%
CBSE board pass rate for Grades 10 and 12

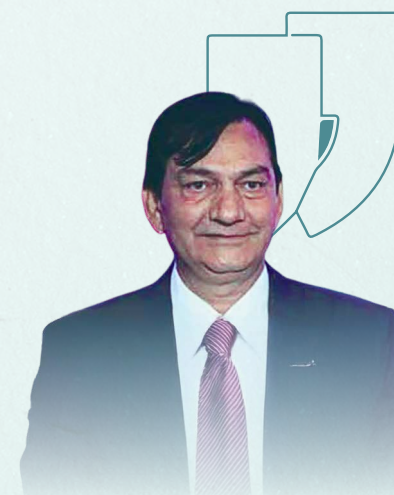
500+
Total students benefitted from Robotics classes

3,200+
Students benefitted through inter-school sports event



Our commitment to education continued to take shape through initiatives focused on improving both access and quality. We introduced a range of programmes designed to strengthen foundational learning and encourage long-term academic growth, right from community schools and study centres to academic support and exam coaching. The impact of these measures was reflected by the improved academic performance, higher pass rates, and increased parental engagement. By promoting inclusive education and encouraging curiosity, we continue to support enhanced outcomes for the next generation.

R.S. Yadav
Head - Group PR
(CSR Functional Committee Member)



Education

Remedial Programmes: Bridging Gaps, Unlocking Potential

Akash, a Class 8 student from Pantnagar, once found Math daunting. Today, he solves problems with ease and even tutors his younger brother; one of many quiet transformations sparked by our Remedial Programme. Over the past year, this initiative has benefitted 526 students across 13 locations, providing after-school academic support, foundational literacy and numeracy sessions, and context-driven life-skills training tailored to each learner's pace.

Technology has emerged as a powerful enabler in this journey. With the use of smartboards, curated YouTube content, and WhatsApp-based feedback loops for parents, we have enabled a more interactive and connected learning experience. Academic sessions placed special emphasis on Maths and Science, addressing persistent learning gaps, while health and

hygiene workshops boosted attendance and improved classroom focus.

What has helped sustain this progress is our close work with communities. Dropout rates have been kept in check through context-specific teaching methods and continuous local engagement. Our instructors, trained in NEP 2020 methodologies and digital tools, infused fresh energy and structure into each session, helping students reconnect with their learning.

For these children, the programme is more than just a second chance at academics; it has become a pathway to self-belief and aspiration. By supporting them where they are and helping them move forward, we are not only closing academic gaps but also laying the foundation for a more hopeful and stable future.



526
Total students
trained

13
Total
locations



Our CSR efforts in Farukh Nagar have continued to make meaningful strides in areas that matter most, education and community empowerment. This year, our remedial education programme supported government school students by helping bridge academic gaps, with 30 children enrolled and 25 completing the training. We also introduced the HP-CLAP programme in the region, which focused on enhancing digital literacy and IT skills among young learners through structured, in-classroom sessions. Together, these initiatives not only improved learning outcomes but also strengthened confidence among learners, reinforcing our commitment to practical, inclusive, and locally relevant impact.

Pran Ranjan
Head Group Talent

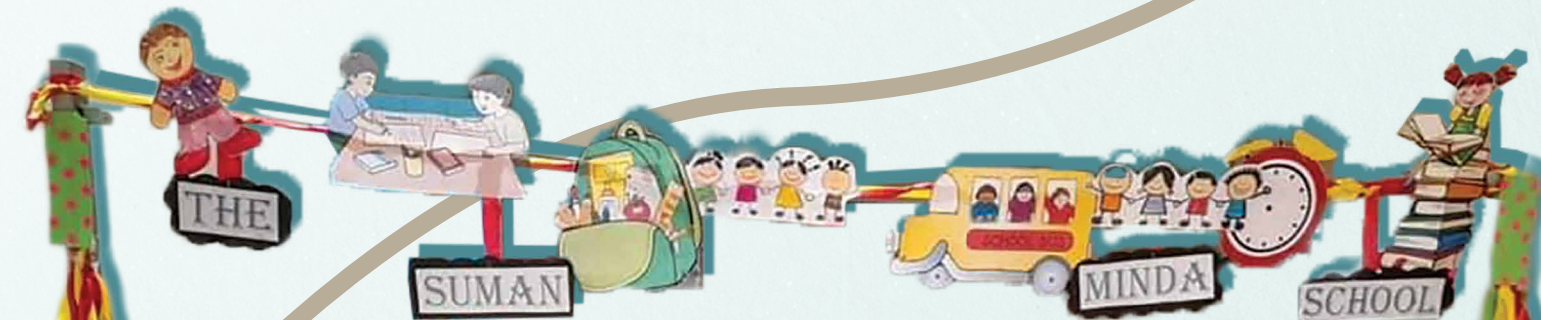
Looking Ahead: The Road to Inclusive Excellence

Our education programmes have grown not just in reach but also in relevance. With over 3,01,974 beneficiaries impacted across Samarth-Jyoti initiatives till March 2025, the journey has only just begun.

Our future roadmap includes:

- Expanding study centres and library facilities
- Launching AI and technical skill programmes
- Offering IIT coaching and career readiness initiatives
- Deepening teacher training and parental involvement

These steps are rooted in our belief that education is the strongest lever for social transformation. Each time a child is empowered, we take a step closer to building a more equitable and capable India.



- Education
- Skill Development**
- Preventive and Curative Healthcare
- Community Development and Well-being



SKILL DEVELOPMENT

BUILDING FUTURES THROUGH WORKFORCE UPGRADATION



At Uno Minda, we recognise that skills are the stepping stones to self-sufficiency. In today's dynamic economy, technical know-how and hands-on abilities are vital for individuals to secure meaningful employment and generate sustainable incomes. By equipping people with market-relevant skills, we empower them to take charge of their futures and contribute more actively to their communities.

In line with this belief, our efforts in this space focus on enhancing employability through practical training and capacity building. Through platforms like the Samarth-Jyoti Vocational Training Centre, and dedicated courses in tailoring, beauty culture, computer literacy, and digital learning via HP initiatives, we offer targeted programmes that meet the distinct needs of various age groups. We also organise workshops, awareness sessions, and capacity-building forums aimed at helping individuals realise their potential and pursue sustainable opportunities.

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Skill Development

Samarth-Jyoti Vocational Training Centre

At the heart of SNMF's skill-building efforts are our Samarth-Jyoti Centres, which serve as neighbourhood hubs of opportunity for youth and women seeking livelihood-linked training. These Centres provide mentorship, cultivate discipline, and offer a renewed sense of possibility. The newest Centre launched this year in Harohalli, Bengaluru, has already started engaging with underserved communities, extending our reach and impact across geographies. By offering market-relevant courses under one roof, our Centres support learners at every step, from first-time exposure to skills, to helping

them explore self-employment and job placements. In doing so, we are gradually building ecosystems where skill development becomes both a family and community aspiration.

- New Samarth-Jyoti Centre inaugurated: **Harohalli, Bengaluru**
- Courses provided for skills: **Tailoring, Beauty Culture, Computer Literacy, and Life Skills**
- Integrated support offered: **Awareness drives, Mobilisation, Counselling, Training, and Placements**



Cutting and Tailoring Course

Tailoring is a way for women to earn, take charge of their time, and feel more like themselves. Our Cutting and Tailoring course continues to be one of the most sought-after programmes, particularly among homemakers, school dropouts, and rural women. This year, participants used the training not just to find

jobs but also to set up tailoring shops from home, often stitching school uniforms, saree falls, and daily wear for their neighbourhoods. For many, this was their first step into income generation. The course also helps build confidence, financial literacy, and goal-setting, tools that are critical for long-term empowerment.

732
No. of beneficiaries trained

Rural Centres

Region with high uptake due to localised demand



Beauty Culture Course

Designed to tap into the growing personal care industry, our Beauty Culture course equips participants with both foundational and advanced grooming skills. From threading and waxing to facials and bridal make-up, the training enables women to either work at salons or provide services from their homes. This year, many trainees began earning within months of course completion, and some even built repeat clientele in their villages and localities. The course is also designed to instil hygiene, customer interaction, and entrepreneurial thinking, which help them sustain and grow their practice over time.

253
No. of women trained

Rural and Semi-urban
Trainees from areas

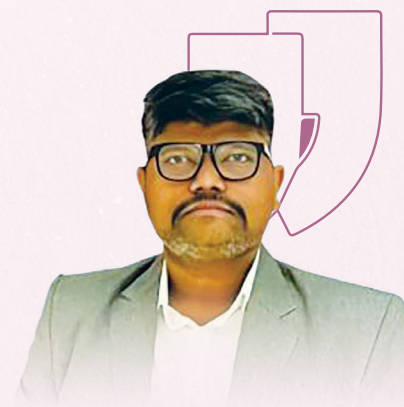
₹6,000–10,000/month
Income of several alumni



Self-Help Group (SHG) Programme

In many regions, women face restrictions on mobility and income-generating activities. SNMF's SHG programme addresses this challenge by fostering collective action. Through group formation, financial training, and exposure visits, women learn to trust their capabilities and collaborate on small business ideas. Many SHGs initiated savings schemes or income-generating activities such as stitching, papad-making, or selling household items. More importantly, these groups gave women a platform to share experiences, solve common problems, and gain a sense of agency in community decisions.

- Activities conducted: **Savings, Micro-Business, Income-Sharing**
- Outcomes: **Increased Community Visibility and Voice for Women Participants**



At Samarth-Jyoti, we believe true empowerment comes when communities actively participate in their own growth. The involvement of Self-Help Groups (SHGs) has been a strong pillar in strengthening our initiatives. Their support not only amplifies our education and skill development efforts but also ensures sustainability through collective ownership. Together, we are creating a model where women and communities are not just beneficiaries, but equal partners in driving empowerment and social change.

Laxmikant Bhandare
Programme Lead – Group CSR

Skill Development

Digital Literacy Programmes

Computer Literacy Training Programme

In today's technology-driven world, digital skills can make or mar anybody's future. Through our basic computer training courses, we have introduced school and college students, as well as community youth, to essential IT skills such as MS Office, typing, and internet usage. For many, this is their first exposure to a computer. The sense of confidence and employability that comes with even basic digital literacy was visible in the stories of students who began helping their families with online forms, digital payments, and job applications.

- Improved access to: **Online Information, Government Portals, and Career Options**

1,413
No. of students trained



Through our digital literacy programmes, including the HP Continued Learning Access Programme (HP-CLAP), students and youth are gaining their first exposure to computers and essential IT skills. From learning MS Office to navigating the internet safely, these initiatives are opening doors to academic growth, everyday problem-solving, and greater employability. The confidence that comes with digital literacy is empowering young people to shape brighter futures for themselves and their families.

Sachchidanand Pande

Regional Hub Head, NCR 2

(Bahadurgarh, Sonipat, Farukh Nagar, Kharkhoda)

(CSR Functional Committee Member)



HP-CLAP (Continued Learning Access Programme)

The HP Continued Learning Access Programme (HP-CLAP) was introduced as a mobile IT literacy initiative under our Vocational Training portfolio, with the objective of bridging the digital divide for students from government schools. Designed to strengthen basic digital literacy, the programme trains students in computer operations, Microsoft Office tools, internet use, and online safety through hands-on sessions conducted within school premises. HP-CLAP was rolled out in the NCR and Chennai region, in partnership with HP India as part of a CSR collaboration that supports digital

learning. This collaboration is aimed at equipping students with essential 21st-century skills and building their confidence in using technology for both academic and everyday needs.

6,719
Total students trained in FY 2024-25

2,649
Total beneficiaries at Bagla since inception

5,878
Students reached in FY 2025-26 so far



Samarth-Jyoti continued to strengthen our community outreach in Maharashtra through a range of impactful initiatives in Pune. From remedial classes and a dedicated study centre to a summer camp and a welcome programme for pre-primary students, our education efforts reached children across age groups. We also hosted a valedictory function to celebrate student achievements. Beyond academics, our initiatives included a blood donation camp involving 133 employees and the painting of the community hall at Mahalunge Village, reinforcing our commitment to holistic development.

Rajendra Dhainje

Regional Hub Head, Maharashtra and Madhya Pradesh

(CSR Functional Committee Member)

HP-WoW (World on Wheels)

HP WoW is a digital classroom on wheels that brings quality tech education to remote and underserved areas. This year, the programme was conducted in the Bawal region of Haryana, where IT training sessions were held for students, women, and job seekers in villages with limited or no computer infrastructure. The initiative received an enthusiastic response from

children and was appreciated by local leaders for its relevance and impact.

- Locations reached: **Rural and Semi Urban Pockets with Limited Digital Exposure**
- Programmes included: **Typing, MS office, Internet Basics**

200
No. of Learners reached



Skill Development

Strategic Initiatives

World Youth Skills Day

To mark World Youth Skills Day, a series of targeted workshops were held across Samarth-Jyoti Centres to strengthen the employability, confidence, and job readiness of vocational students. Designed in line with the trades taught at the Centres, the sessions were conducted in partnership with industry professionals, training agencies, and CSR volunteers.



The workshops focused on the following key areas



Communication & Workplace Etiquette

Basic spoken English, professional communication, grooming, and workplace behaviour



Career Guidance & Job Readiness

Resume preparation, mock interviews, and sector-wise job role awareness



Digital Literacy

Email writing, safe online practices, job search skills, and using tools like MS Word and Excel



Financial Literacy

Understanding salary slips, PF/ESIC benefits, banking processes, and personal finance basics

These sessions provided practical, real-world knowledge to help students bridge the gap between vocational training and employment. By equipping them with life skills beyond their core trade, the initiative supported a smoother transition into the workforce or entrepreneurial ventures.



Capacity-building Workshops

To ensure sustained quality and alignment across all our skill development programmes, SNMF conducted multiple capacity-building workshops for trainers, Centre heads, and mobilisers. These sessions focused on pedagogy, soft skills integration, community engagement strategies, and data tracking. By strengthening our teams through these workshops, we are creating a ripple effect where training quality improves, learner satisfaction rises, and measurable impact becomes more consistent and replicable.

The capacity-building initiatives have significantly improved professional competencies across teachers, students, and SHG members. Pre-assessment workshops focused on foundational training in pedagogy, NEP 2020, and inclusive education, while post-assessment efforts advanced into targeted skill enhancement in communication, technology, and classroom management. Among students, early interventions centred on general awareness, evolving into structured personality development

and employability trainings. SHG members progressed from basic design and workflow training to product innovation using recycled materials. Overall, these phased trainings reflect measurable growth in confidence, preparedness, and real-world applicability across all participant groups.

- Focus areas: **Training Delivery, Student Mentoring, Post-Course Follow-Up**



What drives our CSR work is the ability to uplift lives in ways that last, by addressing real challenges and enabling long-term change. Stories like that of Geeta Devi, a homemaker who became financially independent after completing our tailoring course, remind us of what's possible. Through three months of training, she built a livelihood, gained confidence, and now proudly supports her children's education. These tangible transformations reflect the heart of our efforts. They continue to inspire us, strengthening our resolve to keep extending support where it matters most.

Amit Yadav

Regional Hub Head, NCR 1 & Pantnagar
(CSR Functional Committee Member)



- Education
- Skill Development
- Preventive and Curative Healthcare**
- Community Development and Well-being



PREVENTIVE AND CURATIVE HEALTHCARE

STRENGTHENING PUBLIC HEALTH THROUGH TARGETED SUPPORT

We are deeply committed to the belief that access to basic healthcare is a fundamental right. Without good health, individuals and families are unable to pursue education, earn livelihoods, or participate meaningfully in social and economic life. Preventive and curative healthcare is central to building resilient communities, especially in rural and underserved areas where medical access remains limited. Our goal is to create healthier living environments that promote physical well-being and reduce preventable health burdens.



To achieve this, we conduct regular general health camps, support cataract surgeries, diagnosis support for cancer patients and improve access to primary care through OPD services and IPD services support. We also invest in menstrual health awareness, general health screenings, and counselling sessions in collaboration with schools and community. By focusing equally on prevention, early diagnosis, and timely intervention, we are helping people maintain better health and supporting a stronger community-wide safety net for vulnerable populations.

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Preventive and Curative Healthcare

Health Camps

Across rural, semi-urban, and industrial clusters, Uno Minda's Health Camps acted as vital touch points for communities otherwise lacking access to preventive healthcare. For thousands, these camps offered their first-ever health screening, empowering individuals to take charge of their well-being. Elderly women learned they had hypertension. Young men discovered they were pre-diabetic. Community members with poor vision, received timely referrals. More than just screenings, these camps triggered a behavioural shift, especially in women and adolescents, who began to adopt healthier diets, seek timely medical consultation, and follow up on identified conditions.

- Geographic Reach: **Pan-India Samarth-Jyoti locations across 7 states including rural, and industrial belts**

- Services Provided: **Screenings for BMI, BP, diabetes, vision issues; free/subsidised spectacles; hygiene and nutrition education**

4,981

Beneficiaries of general and eye health check-up camps

15,022

Total beneficiaries

10,041

Beneficiaries of health awareness and screening activities



“

We continue to redefine healthcare access by reaching underserved populations with timely, compassionate care. This year, over 15,000 people benefited from general health and eye check-ups, awareness drives, and screenings. Many underwent their first formal health evaluation, leading to the early detection of chronic conditions and vision impairments. Our camps promoted community engagement, health education, and linkages to government schemes such as Ayushman Bharat. Special outreach for vulnerable groups like truck drivers and industrial workers helped address occupational health risks. These efforts were further strengthened by employee volunteering and partnerships with local health bodies, NGOs, and private providers.

Praveen Singh Rawat
Regional Hub Head, Gujarat
(CSR Functional Committee Member)

Menstrual Hygiene Management Programme (MHMP)

In areas where menstruation is still shrouded in stigma, SNMF's MHMP sessions brought awareness, dignity, and confidence to adolescent girls and women. The sessions used open dialogue, relatable storytelling, and practical demonstrations to dispel myths around menstruation and hygiene. In schools and communities, girls who once skipped classes during

their periods now attend confidently, empowered with accurate knowledge and access to hygienic products.

- Conducted MHMP awareness sessions as part of school health programmes and community workshops
- Direct link to reduction in absenteeism among adolescent girls

“

Our CSR efforts continue to empower women from underserved communities by offering them hands-on training through our Samarth-Jyoti Centres. This year, the launch of our 18th centre in Bengaluru marked a significant milestone. Additionally, women have been engaged in creating products using recycled factory waste like seat covers and airbags, showcasing their entrepreneurial spirit while promoting upcycled craftsmanship. These efforts not only nurture financial independence but also embed sustainability into livelihood generation.

Chandramohan
Regional Hub Head, Hosur and Bengaluru
(CSR Functional Committee Member)



Blood Donation Camps

Blood donation camps became an essential life-saving intervention. By mobilising donors from within the community, these camps helped hospitals maintain vital blood reserves for emergencies, surgeries, and maternal care.

- Employee contribution to the blood donation drive: **400+ Beneficiaries**



Eye Checkup Camps

In India's underserved industrial belts and transport sectors, vision issues often go unnoticed. SNMF's eye checkup camps addressed this silent crisis, screening thousands for vision impairments. Community people and children with undiagnosed cataracts and industrial workers with blurred vision were given new possibilities, access to spectacles, referrals for surgeries, and restored confidence to do their jobs safely and effectively.

- Key Groups Targeted: **Community People, Industrial Workers, School Children**



- Education
- Skill Development
- Preventive and Curative Healthcare
- Community Development and Well-being**



COMMUNITY DEVELOPMENT AND WELL-BEING

CHAMPIONING RESPONSIBLE GROWTH AT THE COMMUNITY LEVEL

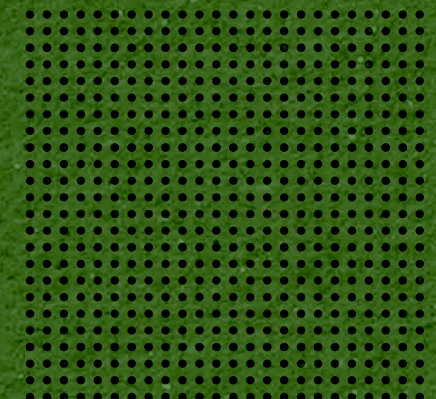


At Uno Minda, we believe that for true progress to take root, it must reflect in every aspect of people's daily lives. Community development means creating spaces where people feel valued, heard, and supported in living better lives. Whether it is clean drinking water, safe public spaces, or opportunities for cultural and social expression, we see community well-being as central to building cohesive, forward-moving societies.



Our efforts are shaped by a deep understanding of what communities truly need: safety, belonging, and opportunity. With this in mind, we've supported a wide range of initiatives including water purification plants, solar lighting, better sanitation infrastructure, plantation drives, sports tournaments, awareness campaigns, and cultural programmes. On occasions like International Yoga Day and Women's Day, we've brought people together to celebrate wellness and inclusion. Each of these steps reflects a larger intent, one that continues to shape how we engage with the communities around us.

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Community Development and Well-being

Community Kitchen – Samarth-Jyoti Ki Rasoi

Nourishing Lives, One Meal at a Time

In moments of crisis, a warm, nutritious meal becomes a symbol of care. Samarth-Jyoti Ki Rasoi was set up as a community kitchen initiative to meet emergency food needs and support vulnerable groups, especially during times of disaster or distress.

When local panchayats or district authorities called for food support, this initiative responded swiftly, offering meals and solidarity. It emerged as a trusted community asset, offering dignity through nourishment and reminding communities that they are not alone during adversity.

- Emergency food support extended during disasters in coordination with PRI/ administration
- Operational flexibility enabled quick deployment in times of need
- Strengthened community trust and responsiveness to real-time needs



Tree Plantation Drives

Greening the Future, Rooted in Responsibility

The Tree Plantation Drive served as a step towards environmental stewardship, with local communities coming together to plant and protect green cover. In Gurgaon, 100 saplings were planted in collaboration with residents and volunteers, reinforcing

awareness about ecological balance and sustainability.

Beyond carbon absorption or soil conservation, these trees now stand as a symbol of growing environmental ownership among youth and village communities.

300+
Saplings
planted



Our CSR initiatives extend well beyond compliance; they are rooted in a purpose-driven commitment to inclusive development. From installing RO water purification systems in villages to launching solid waste management vehicles and conducting tree plantation drives, our environmental programmes are bringing tangible improvements to community life. These efforts, coupled with holistic interventions like classroom construction and menstrual hygiene awareness, reflect our broader goal of building healthier, more sustainable communities that thrive well into the future.

Vivekshit Naidu
Regional Hub Head, Chennai
(CSR Functional Committee Member)



Community Development and Well Being

Blanket Donation Drive

Spreading Warmth, One Blanket at a Time

Winter brings harsh challenges to underserved communities.

Through our winter clothing and blanket donation drives, we distributed over 4,500 blankets and warm clothes across NCR, Pantnagar, and Bawal, providing

vital relief to families, elders, and children.

This seasonal initiative reflected deep empathy, ensuring that no one endured winter without warmth and dignity.

- Beneficiaries: **Marginalised families in cold regions**

4,500+
Blankets and winter clothes distributed



Uno Minda's community development initiatives are shaped by a commitment to dignity, access, and care. This year, our efforts included setting up Samarth-Jyoti Ki Rasoi, a community kitchen that provided emergency meals in coordination with local authorities during times of distress. Seasonal vulnerabilities were addressed through large-scale winter clothing and blanket distribution programme in regions like NCR and Pantnagar. Alongside this, digital tools were donated to local schools and the Khed Police Station, enabling smarter governance and supporting more connected, technology-driven environments. These efforts continue to strengthen our connection with the communities we serve.

Abhishek Jakhodia
Regional Guardian
(CSR Functional Committee Member)

Advancing Community Support

Building Resilient Communities from the Ground Up

From clean drinking water to education and waste management to women's safety, SNMF's community development programmes adopted a holistic and responsive approach to meet ground-level needs across India.

In Belur Village and Dobaspur Market, RO water plants now provide safe water to 700+ villagers, significantly reducing waterborne illnesses. In Supa and Thattekere, newly constructed classrooms have improved attendance by 15%, especially among girls. Cleanliness drives, sanitation infrastructure, and solid waste management systems in places like Suggayanpallya and Nidavanda have helped raise hygiene standards across entire communities.

Solar lighting, community sheds, and contributions to public institutions like

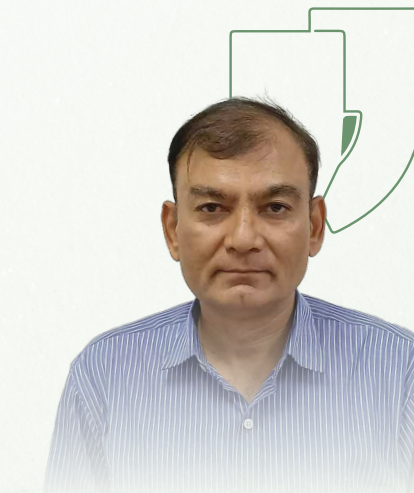
schools and police stations have enhanced safety, learning, and inclusivity across touch points.

- RO water plants installed in 3+ villages, benefitting 700+ people with safe drinking water
- Classroom construction improved attendance by 15% in target schools
- 100 plastic chairs and a hand stand provided to Nidavanda Government Primary School
- Autoclave and aluminium electric cooker supplied to Nidavanda Government High School
- RO water plant (1000 LPH + UV) installed in Harohalli, ensuring access to clean drinking water
- 26 AC units installed at a school in Gujarat
- Sanitation infrastructure upgraded in Supa, Suggayanpallya, and Nidavanda
- Solid waste vehicles deployed in high-density areas, boosting hygiene and waste efficiency
- Digital tools donated to schools and Khed Police Station, enabling smarter governance
- Solar street lights and mast lights installed for public safety
- Group weddings supported in Gujarat, promoting social equity



The impact of our CSR initiatives this year has been both heartening and transformative, reflected in the growing confidence of students, the progress of women entrepreneurs, and the strengthened resilience of communities. Each effort, be it providing access to quality education, skill-building opportunities, or healthcare, has brought us closer to our vision of inclusive growth. What inspires us most are the lives touched and the hopes rekindled, reaffirming our belief in collective progress and shared responsibility.

Narender Singh Yadav
Regional Hub Head, Bawal
(CSR Functional Committee Member)



Joint CSR Initiatives

PARTNERSHIP WITH MOGA DEVI MINDA CHARITABLE TRUST FOR SOCIAL IMPACT

Moga Devi Minda Memorial School

Founded in April 2010 by the Late Mr. Shadi Lal Minda, Moga Devi Minda Memorial School (MDMMS) is a senior secondary co-educational English medium institution affiliated with CBSE, located in Bagla village, Hisar district. The school is dedicated to offering a well-rounded and globally relevant education that nurtures confident, creative, and socially responsible individuals. Emphasising emotional strength, physical well-being, and strong moral foundations, MDMMS prepares students to thrive in an ever-evolving world. We actively contribute to the school's educational efforts through a collaborative partnership, supporting both student progress and broader community development.

S.L. Minda Charitable Hospital

Our collaborative efforts with MDMCT include the S.L. Minda Charitable Hospital, which continues to offer critical medical support to underprivileged communities with compassion and consistency. Serving both preventive and curative healthcare needs, the hospital's outreach remains a lifeline for individuals who often lack access to basic medical facilities. Although the number of beneficiaries has reduced marginally from the previous year, our commitment to quality care remains unchanged. The hospital's long-standing presence in the region reflects our enduring approach, one that prioritises access, dignity, and continuity of care for those most in need.

8,007
Total beneficiaries in
FY 2024-25

1,32,141
Total beneficiaries
since inception



Key Milestones

CHRONICLE OF OUR CSR EFFORTS



Anchored in Domestic and Global Standards

PURPOSE-DRIVEN CSR FOR LASTING IMPACT

We focus our efforts on tackling the core issues affecting marginalised communities, with the aim of fostering dignity and promoting equitable opportunities. Our CSR programmes are thoughtfully designed to support both national development priorities and the United Nations Sustainable Development Goals (UN SDGs). The following section highlights our flagship initiatives and their alignment with key government schemes and global sustainability targets.



Our Programmes	Government Programmes	SDGs Impacted
◉ Samarth Jyoti Community School (Informal education) ◉ The Suman Nirmal Minda School	◉ Samagra Shiksha scheme, Ministry of Education	
◉ Samarth-Jyoti Vocational Training Programme • Cutting and Tailoring Training Programme • Beauty Culture Training Programme ◉ Samarth-Jyoti IT Literacy Programme • Computer Basic and Hardware Training • HP WoW (World on Wheels) • HP-CLAP (Continued Learning Access Programme) ◉ Samarth-Jyoti Self Help Group	◉ Skill India Mission, Ministry of Skill Development and Entrepreneurship ◉ The National Rural Livelihoods Mission, Ministry of Rural Development	 
◉ Medical Health Programme • Health Check-up Camp ◉ Menstrual Hygiene Management Programme	◉ National Health Mission, Ministry of Health and Family Welfare	

Our Programmes	Government Programmes	SDGs Impacted
◉ Tree Plantation Drive • Planted 100 Trees • Celebration of World Environment Day	◉ National Mission for Green India, Ministry of Environment, Forest and Climate Change	
◉ Blood Donation Drive ◉ Blanket Distribution Drive	◉ Voluntary Blood Donation Programme	
◉ Infrastructure Development Programme • School Facilities • Police Station		
◉ Nutrition Programme • Samarth-Jyoti ki Rasoi		

Events and Celebrations

CULTURAL MILESTONES AND NATIONAL DAYS

Celebrations

Republic Day (26 January)

Flag hoisting, patriotic songs, speeches, student performances



Children's Day (14 November)

Games, dance, music, and distribution of sweets



Diwali & Christmas Celebration



Dussehra Celebration



Independence Day (15 August)

Cultural programmes, parade by students, drawing and essay competitions



Teacher's Day (5 September)

Students organise programmes and express gratitude to teachers



Pongal Celebration in South India



Janmashtami Celebration



Awareness & Community Engagement

World Environment Day (5 June)

Tree plantation, poster-making, awareness rallies



International Women's Day (8 March)

Sessions on gender equality, women achievers, and community role models



Sports & Physical Activity

Annual Sports Day

Athletics, indoor games, and team-building games



Yoga Day (21 June)

Mass yoga demonstration and fitness awareness



Samarth-Jyoti Annual Meet 2025

Held from 3 March 2025 to 5 March 2025, the Samarth-Jyoti Annual Meet brought together over 50 team members and educators from eight Samarth-Jyoti centres across Pune, Detroj, Pantnagar, NCR, Chennai, Bengaluru, Hosur, and Bawal.

Organised by the Samarth-Jyoti CSR team of Uno Minda Group, the three-day programme included capacity-building sessions at the training centre in Naharpur, a field visit to Bagla, and a cultural exposure experience across Gurgaon and New Delhi.

Purpose of the Meet

The 2025 Annual Meet was envisioned as a platform to align teams across Samarth-Jyoti centres and build collective momentum. With a strong focus on capacity building, the three-day programme aimed to equip educators with updated pedagogical tools, foster peer learning across regions, and reinforce Uno Minda's ongoing commitment to quality education and community upliftment.

Key Highlights

Day 1: Training & Capacity Building – Naharpur

The meet commenced with an inaugural address by CHRO, Mr. Rakesh Mehta, setting the tone for three days of engagement and learning. Intensive training sessions followed, covering a range of relevant topics such as project-based learning, classroom technology integration, NEP 2020 implementation, and effective classroom management. Educators also participated in sessions focused on life skills, emotional intelligence, stress management, and internal financial processes. Each participating centre presented regional updates, showcasing their achievements, innovations, and community impact.



Day 2: Field Visit & Recognition – Bagla & Gurgaon

Participants visited the Samarth-Jyoti school and hospital in Bagla, offering a first-hand view of on-ground impact. A knowledge session by expert Mr. Mathew Varghese highlighted best practices in school functioning and the evolving role of educators. The day continued with an exposure visit to the SLM Skills Centre and a cultural site, ending with a gala evening in Gurgaon. The event included experience sharing, team games, addresses by the CMD and Chairperson, and the distribution of appreciation gifts.



Day 3: Cultural Exposure – New Delhi

The final day featured a heritage and educational tour across New Delhi's cultural landmarks. This immersive experience helped deepen inter-centre bonding and broadened awareness of India's rich cultural landscape.



Outcomes & Impact

The Annual Meet enabled a rich exchange of ideas and experiences, enhancing educator motivation and knowledge through interactive sessions. It contributed to improved understanding of policy guidelines, internal processes, and reaffirmed Uno Minda's organisational values. By bringing together teams from across locations, the meet also cultivated a stronger sense of unity and peer recognition.

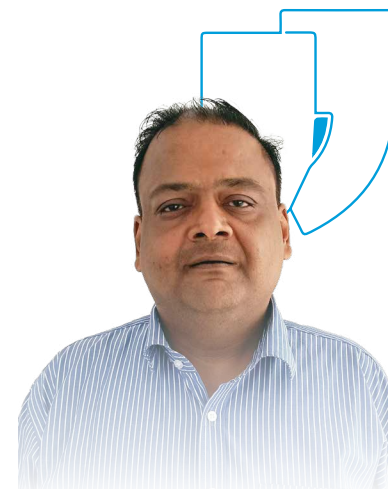
Conclusion

The Samarth-Jyoti Annual Meet 2025 emerged as a powerful platform for skill enhancement, knowledge exchange, and community celebration. It reaffirmed the collective resolve to empower rural communities through meaningful education and skill development.



Our commitment at Uno Minda goes beyond business, extending into meaningful community engagement that embodies compassion and shared growth. The Samarth-Jyoti team's sustained dedication and on-ground efforts continue to create real, positive impact in the communities we serve. Complementing their work, our seasonal relief and awareness programmes nurture empathy, resilience, and a stronger sense of collective well-being.

Veekaas Agarwaal
Regional Guardian
(CSR Functional Committee Member)



Team Uno Minda

OUR CSR CHAMPIONS

Team Naharpur



Team Bawal



Team Pantnagar



Team Chennai



Team Rewari



Team Bengaluru



TSNMS Detroj



TSNMS Hosur



Team Hosur



Team Pune



Team Detroj



Employee Engagement

EMPLOYEES IN ACTION: INITIATIVES & CONTRIBUTIONS

Volunteer Participation

Over 450 employees actively volunteered across various CSR and community-focused initiatives, demonstrating strong engagement and commitment to social development.



Blood Donation Camps

Multiple camps were held in partnership with hospitals and NGOs, contributing to community health.



Blanket Donation Drive

Warm clothing and blankets were distributed during winter, benefitting families in vulnerable areas.



Birthday Celebration Activities

Employees celebrated birthdays with students and vocational trainees — sharing joy, distributing sweets and gifts.



Valedictory Function & Special Talks

Organised for volunteers and community partners to celebrate milestones and share experiences. Inspirational talks were delivered by domain experts to encourage continued participation.



Sponsor a Child Programme

Employees supported the education of underprivileged children through structured sponsorships.



Literacy Week Campaign

Volunteers conducted reading sessions, learning games, and distributed educational materials to promote literacy among children.



Youth Skill Day

Observed with skill demonstrations, exhibitions, and motivational sessions for vocational trainees.



Impact Assessment Report

PERFORMANCE IMPACT REPORT

To strengthen the effectiveness and accountability of our CSR initiatives, we engaged an independent third-party agency to conduct an in-depth assessment of our programmes. Based on the insights gathered, we developed a structured methodology to evaluate the long-term impact of our work across key thematic areas. This approach enables us to better understand the outcomes of our interventions, identify areas for improvement, and ensure that our efforts are aligned with community needs. It also helps us track how our initiatives contribute to meaningful and measurable change in the lives of our beneficiaries.



OUR METHODOLOGY

Stage 1

Inception meeting for understanding the objectives of the study

Review of available documents and reports to further understand the programme

Study design including identification of key stakeholders and areas of enquiries

Development of tools for undertaking the data collection

Stage 2

Development of the sampling plan for the study

Data collection

Discussions with stakeholders

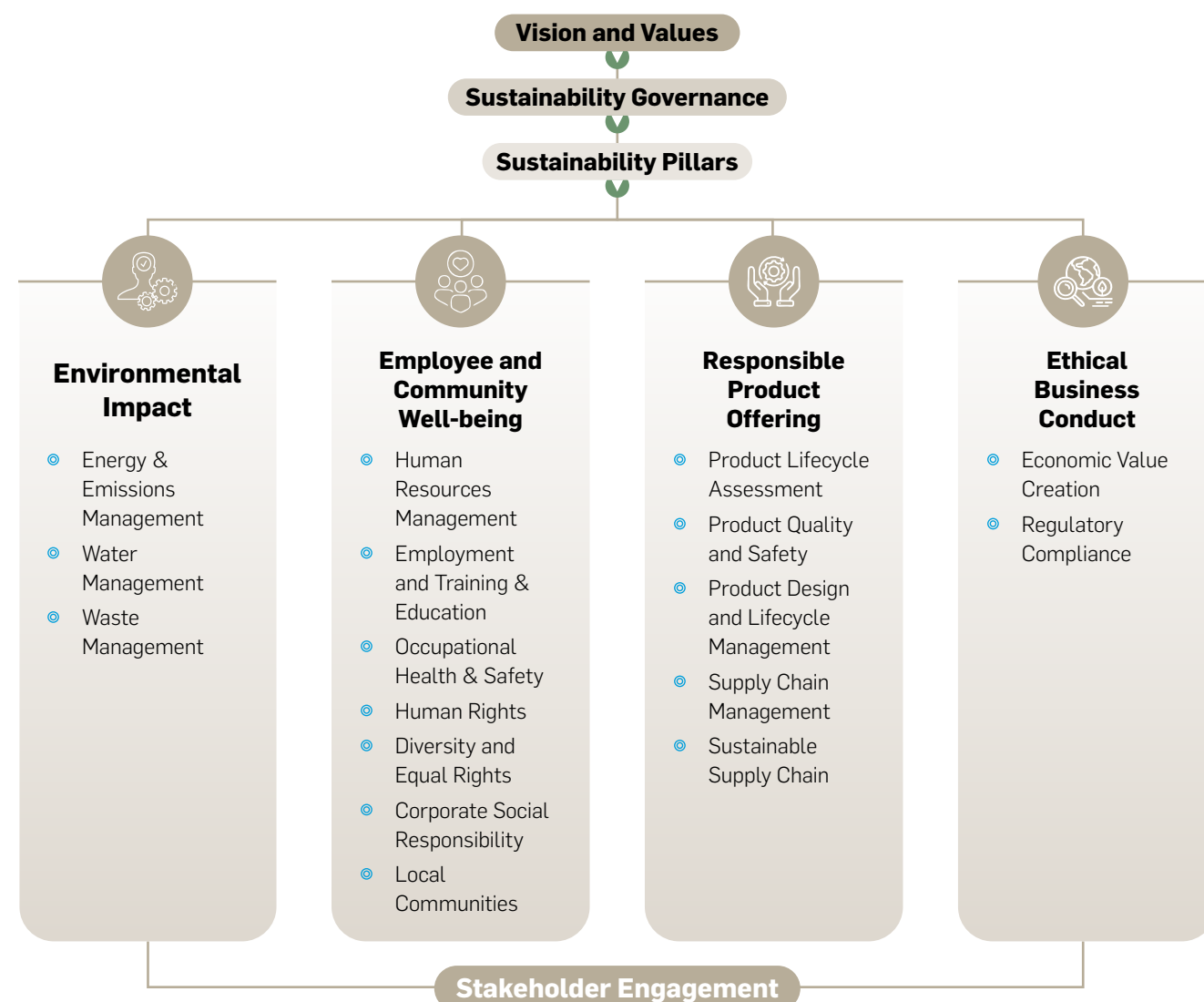
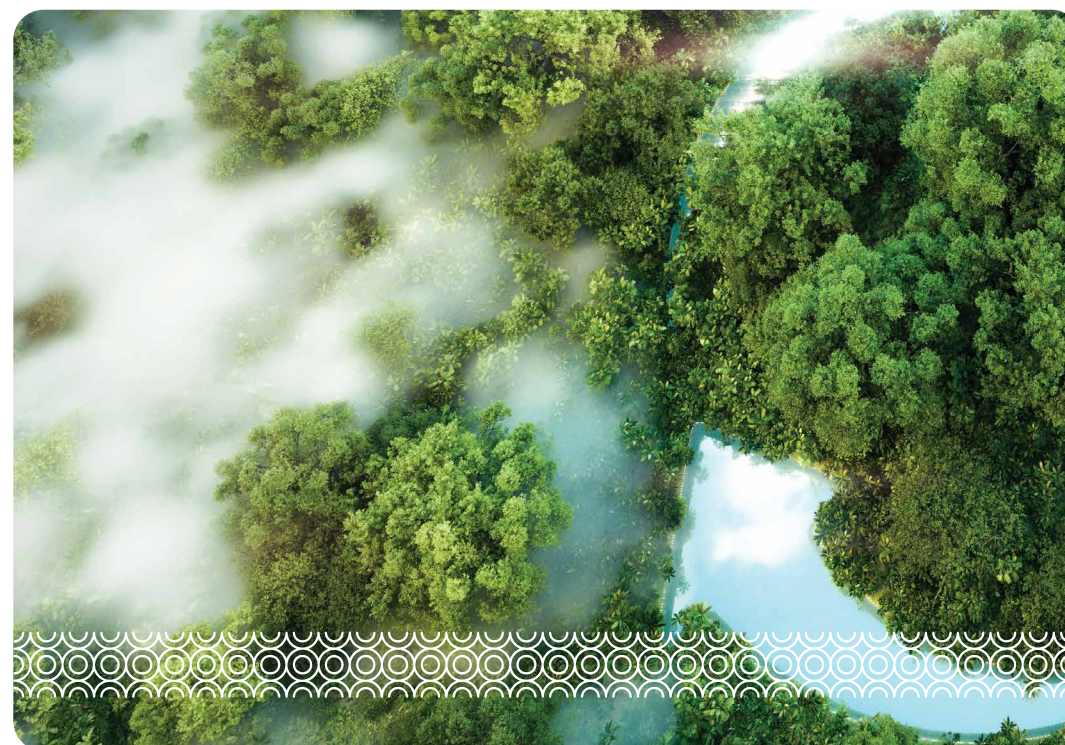
Stage 3

Data analysis to identify relevant trends and key statistics

Submission of draft and subsequently the final report

SUSTAINABILITY – TOGETHER TOWARDS A BETTER FUTURE

At Uno Minda, being responsible isn't just something we talk about, it's part of how we work, make decisions, and show up every day. It influences our actions, drives our decisions, and gives direction to our long-term vision. Our approach to sustainability reflects a deep commitment to future generations, thoughtfully integrated across all aspects of our business. With a defined strategy in place, we are steadily progressing toward our environmental, social, and governance objectives. By embedding sustainability into our core operations, we aim not only to strengthen our organisation but also to support our people, contribute meaningfully to the communities around us, and protect the natural world we all share.



ESG Dashboard



Environment

21% ↑

Increase in Renewable Energy consumption

5% ↓

Reduction in Energy Intensity

5

Rooftop solar panels installed

11% ↓

Reduction in GHG emissions

4% ↓

Reduction in Water Intensity

72% ↓

Reduction in Ozone Depleting Substance emission

18% ↓

Reduction in Plastic Waste Intensity

Sustainability Governance

As sustainability continues to gain prominence in the dynamic automotive sector, Uno Minda has developed a well-defined governance structure to effectively manage its Environmental, Social, and Governance (ESG) priorities. This framework not only documents our progress but also addresses key risks and identifies emerging opportunities. We view sustainability not as a separate function, but as an integral part of how we do business. Our focus is on translating ESG principles into measurable outcomes, be it in operational efficiency, ethical practices, or social impact.



Social

3%

Improvement in DEI

39%

Sourced from small suppliers

80% of inputs

Sourced from India

10.54 hours

Average training per employee



Governance

85% sites certified with

- ISO 14001:2015
- ISO 45001:2018
- ISO 9001:2015

100% locations assessed on the parameters

- Child labour
- Forced labour/Involuntary labour
- Sexual harassment
- Workplace discrimination
- Wages

Commitment to ESG Principles

At Uno Minda, we drive long-term growth by actively embedding sustainability into our operations, from energy-efficient manufacturing and waste reduction to inclusive workplace policies and community partnerships. Our approach balances innovation with responsibility, ensuring that each business decision supports both market competitiveness and a positive impact on people and the planet.

SUSTAINABILITY IN EVERY STEP FORWARD



Environmental

[Read More on Page 62](#)



Social

[Read More on Page 64](#)



Governance

[Read More on Page 66](#)

Embedding social and environmental responsibility across our operations is fundamental to building sustained economic value. At Uno Minda, we are committed to adopting resource-efficient, environmentally conscious manufacturing practices and driving innovation in mobility solutions, an approach that strengthens our differentiation and sharpens our competitive advantage.



Sustainability defines our identity and shapes the way we grow. It drives us to balance progress with accountability, reinforcing our pledge to support a more environmentally conscious future while staying attuned to the changing expectations of our customers and communities. Our focus goes beyond achievement; we are committed to creating lasting value with purpose in everything we do.

...



Environmental



Focus Areas

- 01 Energy
- 02 Water
- 03 Waste

Energy

At Uno Minda, we are redefining our approach to energy use and environmental responsibility. Through the adoption of advanced energy-efficient technologies and continuous optimisation of our processes, we are actively working to reduce overall consumption. We also prioritise employee engagement by fostering awareness around the importance of energy conservation, thereby embedding sustainability into our organisational culture. In parallel, we are making substantial investments in renewable energy, particularly solar and other clean sources, to integrate sustainable power into our operations. These efforts are helping us significantly lower our carbon emissions while laying the groundwork for a more sustainable future for both our business and the communities we serve.

Water

At Uno Minda, we recognise that water is a vital and finite resource, and we are deeply committed to its conservation. As part of our broader sustainability efforts, we have introduced a variety of measures aimed at reducing water consumption and promoting responsible use across our operations. Through continuous monitoring and awareness-building, we encourage conscious water practices that help limit our environmental footprint while improving cost efficiency. These initiatives are essential to securing long-term water availability for both our business and the communities we impact.

Across our facilities, we are actively working to enhance water efficiency and reduce dependency on local water sources. To support this, we have installed sewage treatment plants (STPs) and effluent treatment plants (ETPs) at multiple sites, enabling us to manage and monitor water use more effectively. We are also adopting advanced technologies such as multi-effect evaporators and ultrafiltration systems, ensuring that every drop is used wisely and responsibly.

Waste

Uno Minda is committed to driving positive change through responsible waste management. We have adopted a range of eco-conscious practices, including recycling, segregation, and composting, to minimise landfill contributions and reduce our environmental footprint. Our focus extends beyond disposal; we actively work to limit waste generation at the source by refining our operational processes.

This continuous improvement mindset helps us operate more efficiently while reinforcing our commitment to sustainability. By managing waste thoughtfully and promoting resource recovery, we support the shift toward a circular economy, where materials are reused and repurposed, extending their lifecycle and reducing environmental harm.

The 3R Approach





Social



Focus Areas

- 01 Diversity, Equity, and Inclusion
- 02 Employee Health and Safety
- 03 Employee Training and Development

Diversity, Equity and Inclusion

At Uno Minda, we are nurturing a workplace where every individual feels respected, welcomed, and inspired to contribute meaningfully. Our culture is built on inclusivity, where each employee is recognised for who they are and encouraged to thrive in an environment defined by acceptance and collaboration.

Diversity is central to our identity. By bringing together varied experiences, ideas, and viewpoints, we fuel innovation and encourage bold thinking. We are committed to fairness and equality across all dimensions, gender, age, race, ethnicity, abilities, and sexual orientation, and these principles are firmly embedded in our code of conduct.

We uphold human rights across our operations and strictly prohibit child labour, forced labour, or any form of discrimination. Through these efforts, we are shaping a workplace where everyone has the opportunity to grow, succeed, and be their best selves, creating not only a stronger organisation but also an enduring culture of inclusion.

Employee Training and Development

At Uno Minda, we view employee development as an essential investment in the future. By offering diverse and ongoing learning opportunities, we empower our workforce with the skills and knowledge needed to excel in their roles and stay prepared for an evolving business environment. Our structured training programmes not only enhance individual performance but also create clear pathways for career advancement, cultivating a motivated and engaged workforce. This focus on growth strengthens employee retention, fuels innovation, and promotes a culture of continuous improvement.

Our development framework includes access to a wide-ranging e-learning library, supported by a dynamic Learning Management System (LMS) and dedicated recognition platforms. Programmes such as ASCEND and Transfor-M reflect our strong emphasis on long-term career progression. We also run a tailored Talent Pool training programme comprising 36 modules focused on self-leadership, people management, and team leadership. With a blend of self-paced digital learning and quarterly instructor-led sessions, we aim to create an enriching and future-ready learning ecosystem.

Employee Health and Safety

At Uno Minda, safeguarding the health and safety of our workforce is at the core of how we operate. We have built a workplace culture that prioritises care and prevention through rigorous safety standards, routine health check-ups, and top-tier protective equipment. Our Environment, Health, & Safety (EHS) training goes beyond compliance, equipping employees with the knowledge and confidence to actively contribute to a safer environment.

These training sessions serve as a platform for employees to identify hazards, exchange ideas, and collaboratively develop preventive measures, ensuring collective ownership and active participation at all levels.

Our care extends beyond work. From health awareness sessions conducted with *Roundglass Living* to negotiated discounts at local healthcare providers, we are committed to supporting the well-being of employees and their families. We also offer a comprehensive benefits programme that includes health insurance, life cover, disability assistance, parental leave, retirement benefits, gratuity, and pension support. At Uno Minda, our aim is to foster not only a safe workplace but also a thriving, supportive community for our people to grow, both professionally and personally.





Governance



Focus Areas

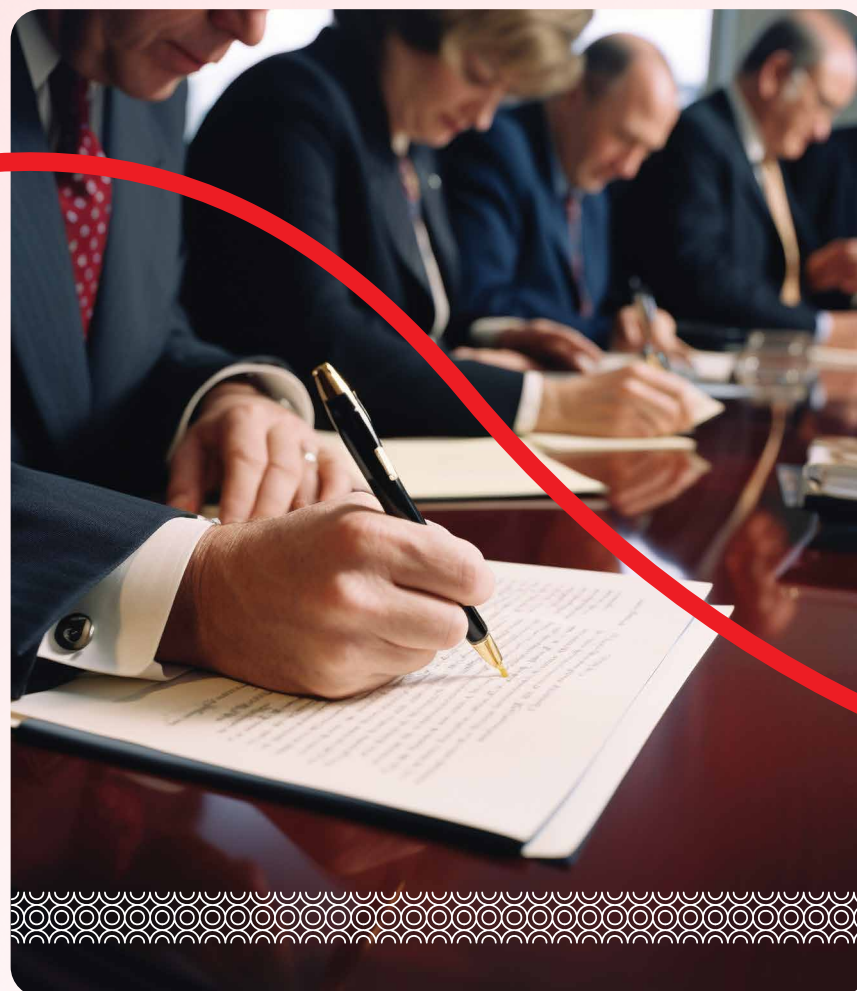
- 01 Creating Value for All Stakeholders
- 02 Transparency and Compliance
- 03 Ethical Business Operations

Corporate Governance Framework

At Uno Minda, we place a high value on transparency, accountability, and open dialogue, recognising them as essential to nurturing trust and long-term partnerships with our stakeholders. Our corporate governance framework integrates legal compliance, ethical conduct, and operational discipline to ensure our decisions reflect both our core values and stakeholder expectations.

We actively refine our policies and internal systems, drawing from global best practices and employee feedback to stay aligned with the evolving governance landscape. To support this, we conduct regular training sessions that help employees understand our governance standards and their role in upholding them.

Our Board of Directors is intentionally composed of individuals from varied backgrounds, offering a wide spectrum of insights and experiences. This diversity contributes to balanced, well-informed decision-making and reinforces our commitment to the highest levels of governance excellence.



Structure and Composition

The Board at Uno Minda comprises a well-balanced mix of Executive, Non-Executive, and Independent Directors, enabling sound governance and effective oversight. It plays a central role in guiding the Company's strategic agenda, evaluating management performance, and ensuring stakeholder interests are protected in alignment with our long-term vision.

To strengthen the Board's collective understanding and responsiveness, Independent Directors are regularly engaged in structured familiarisation sessions that focus on industry trends, regulatory updates, and business operations, sessions focused on industry developments and business operations. The Board consists of 11 members, including 2 women serving as Independent Directors, with no nominee representation.

Name of Director	Designation Occupied	
Mr. Nirmal Kumar Minda	Executive Directors	27.27%
Mr. Ravi Mehra		
Mr. Vivek Jindal		
Ms. Paridhi Minda	Non-Executive Directors	18.18%
Ms. Pallak Minda		
Ms. Rashmi Urdhwareshe		
Dr. Sandhya Shekhar	Independent Directors	54.55%
Mr. Rajiv Batra		
Mr. Abhay Damle		
Mr. Shekar Vishwanathan		
Mr. R. S. Kalsi		



Our Strong Policies

- Nomination and Remuneration Policy
- Policy on Determining Materiality
- Risk Management Policy
- Occupational Health and Safety Policy
- Environmental Policy
- Supplier Code of Conduct
- Policy for POSH
- Policy for Legitimate Purpose
- UML Insider Trading Code
- Documents Retention & Archival Policy
- Directors Diversity Policy
- Risk Management Charter
- Related Party Transaction Policy
- Code of Conduct

Adapted from Annual Report Uno Minda

VOICES OF IMPACT



Monika Sharma, a dedicated and ambitious learner, completed the Cutting and Tailoring course (Batch 2024-25) from Samarth Jyoti Behror Centre. Through her consistent efforts and skills learned at the centre, she mastered the art of stitching.

After completing the course, Monika took a bold step towards self-reliance by starting her own tailoring shop. This shop not only provided her a stable source of income but also helped her support her family financially.

Her journey is a true example of how skill development and determination can empower individuals and transform lives.

Monika Sharma



Sahana is a house wife, migrated from Davangere. She came to our centre and learnt cutting & tailoring in 2024-25. After completing the course she joined a company 'Mybra Apparels India limited' and earning 16,000 per month as her monthly salary. She is always memorising our Samarth_jyoti Centre and thanks to Dr. Suman Nirmal Minda Ma'am for the wonderful work done by their foundation in women empowerment.

"Very good training and good environment to learn. Thankful to Samarth Jyoti and its initiative"

Sahana



Mangalamma Came to Our Centre to Learn Cutting & Tailoring in 2024-25 [Batch -1]. She developed good skills of cutting and tailoring in our centre after that she went to "big bags" company as a master tailor. Now she is getting 15,000 per month as her salary. Thanks to samarth-Jyothi and Suman Nirmal Minda Foundation for betterment of life by empowering women programmes.

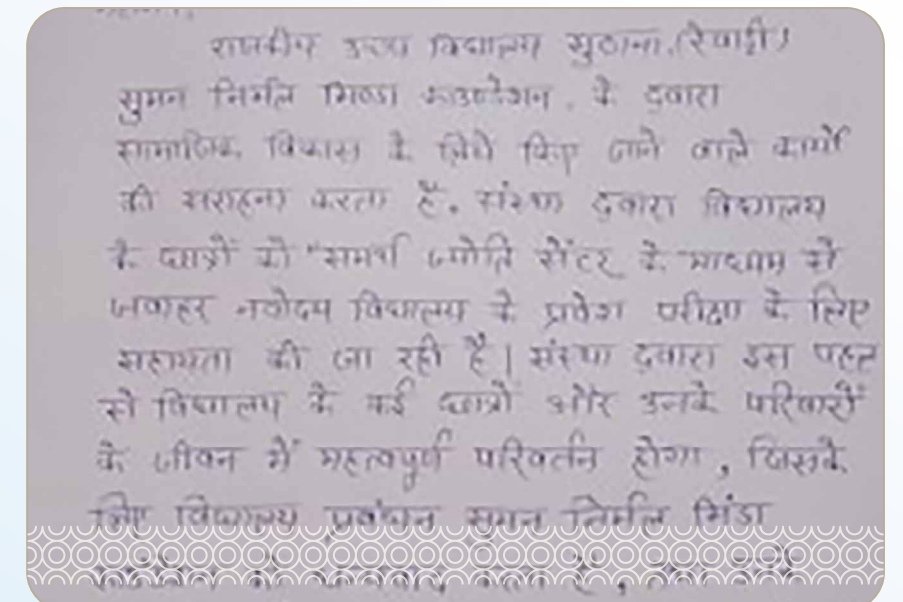
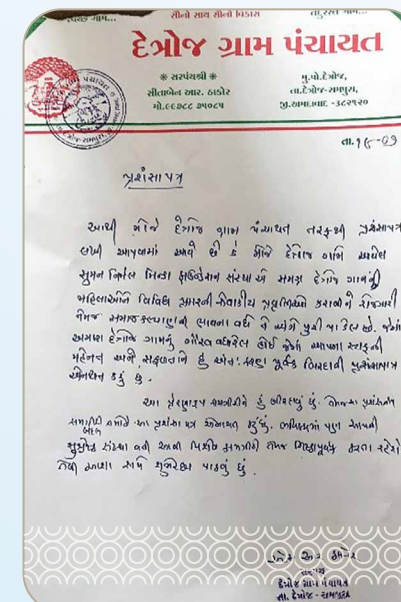
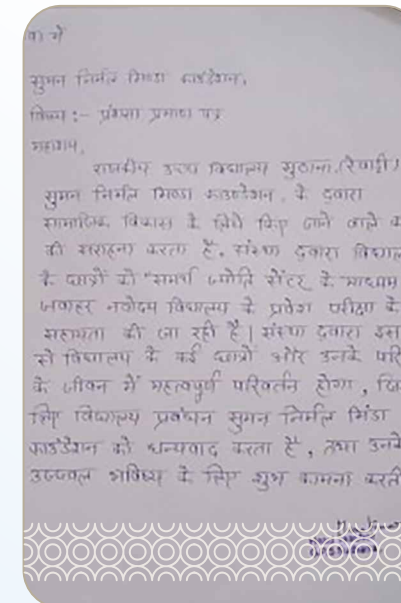
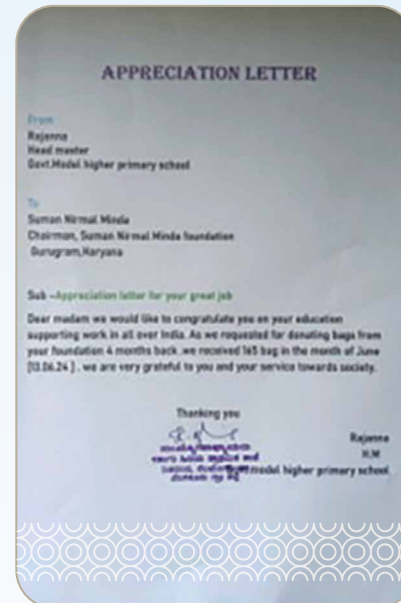
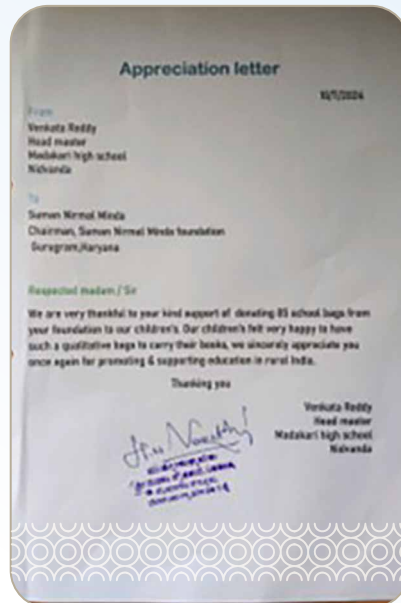
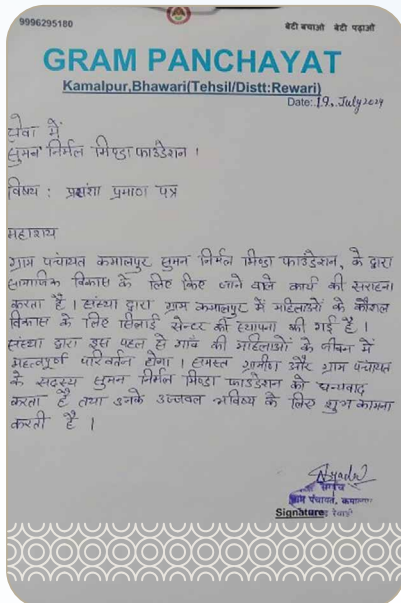
Mangalamma



My name is Yashwanth, studying in 9th Std in Sri Madakari High School. I joined Samarth-Jyoti computer centre for computer basic in Jan-2024 to July-2024 and learnt WordPad, NotePad, MS Word, MS Excel, MS Powerpoint, Nudi, Internet, etc. Now I am able to operate computer myself, prepare documents and works on Excel. So thank you to Suman Nirmal Minda Foundation for providing IT literacy to rural students.

Yashwanth

RECOGNITIONS RECEIVED



73

AWARDS AND ACCOLADES 2024-25



ACHIEVEMENTS AND HONOURS OVER THE YEARS

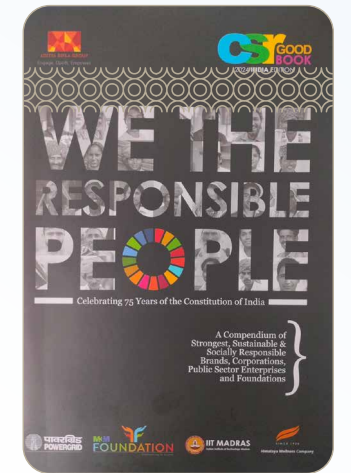
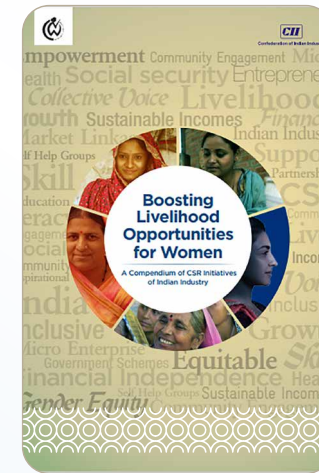
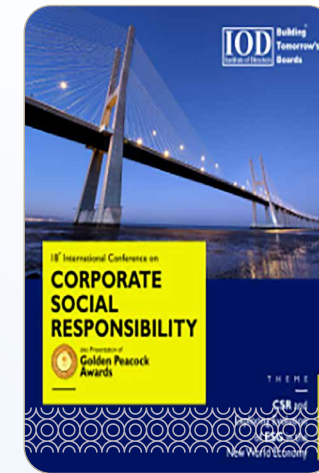


EXTERNAL PARTICIPATION

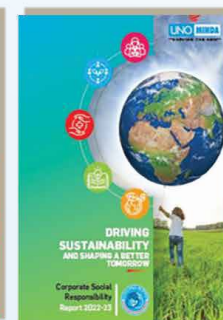
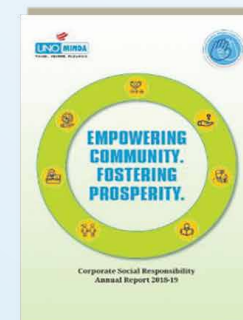


PUBLISHED WORKS AND FEATURES

External Publications



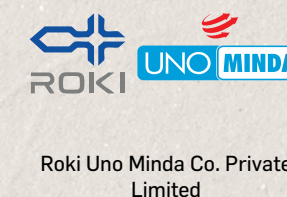
Internal Publications



CUSTOMER AND DELEGATE VISITS



KEY DONORS



[illegible]



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Gurugram - 122 004, Haryana

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Scan the QR code to
download the online version
of our CSR Report.
