



LEARN | EARN | STAND TALL

2025 - 2026
**ANNUAL
REPORT**

**A generation goes
above the poverty line.
Forever!**





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Message from the CEO

“

There are leaders who are remembered for their numbers, and then there are icons who are revered for the way they carried the weight of a nation on their shoulders.

Sachin Tendulkar is not celebrated merely for the records he created. He is revered because he delivered under relentless pressure, faced the finest bowlers in the world when many others could not, and carried the hopes of over a billion people with extraordinary grace, discipline, and commitment.

Equally inspiring was the dignity with which he conducted himself — on and off the field. ”



Since Inception, we have achieved the following:



Unnati Centre Model

53,655
beneficiaries



UNXT Model

4,24,511
beneficiaries

“

Numbers reflect scale.
Impact reflects purpose.
Together, they drive our **journey forward.**



At Unnati, we have always drawn inspiration from that spirit.

Like him, we believe that true greatness lies not only in achievement, but in the ability to perform consistently under the most demanding circumstances. Our work, too, is carried out in one of the most complex and challenging spaces — building employability and livelihoods for India's youth, particularly in the remotest parts of the country. In this difficult terrain, we take immense pride in the fact that Unnati continues to stand as a shining example of measurable and meaningful impact.

Very few organisations in the country deliver employability skills offline, at scale, in remote geographies, with placement assurance for rural youth. Through UNXT by Unnati, we have built a model that continues to create pathways of dignity, aspiration, and opportunity for thousands of young Indians.

Our Unnati Centre Model continues to maintain its remarkable benchmark of 100% placements post-training, reaffirming the strength of our delivery and the trust our employers place in us.

Our UNXT model in government colleges has once again delivered a strong overall impact of 70%, measured across two critical verticals — gainful employment and higher education progression.

I strongly urge our patrons, partners, and well-wishers to review the recent independent impact assessment undertaken by Feedback Insights, the findings of which are available on our website. The report stands as an objective testimony to the work we do and the lives we continue to transform.

When we started Unnati in a modest two-bedroom house, we could not have imagined the scale we would one day reach.

OUR IMPACT AT A GLANCE

Year	Unnati	UNXT	Sugam	BAC	Other / CRPT	Total
2013–22	23,818	23,209	0	501	361	47,889
2022–23	4,397	23,614	—	380	—	28,391
2023–24	5,713	95,448	85	709	—	101,955
2024–25	9,358	113,951	265	457	110	124,141
2025–26	10,369	168,289	247	466	—	179,371
Overall Total	53,655	424,511	597	2,513	471	481,747

Today, as we stand on the threshold of crossing the half-a-million beneficiary mark, we do so with immense gratitude and humility. Yet, our eyes remain firmly on the future. With your continued support and the partnership of the CSR ecosystem, we aspire to touch one million lives in the next four years.

What makes this journey even more meaningful is the discipline with which it has been built.

We have consistently maintained our administrative costs below 5%, while continuing to meet and exceed our impact commitments year after year. This reflects our unwavering commitment to efficiency, accountability, and the responsible stewardship of every rupee entrusted to us.

Governance and transparency remain the bedrock of our institution.

Our third listing on the Social Stock Exchange is a landmark achievement and, notably, a record in the country — a recognition of the trust we have built through uncompromising governance standards, measurable outcomes, and complete transparency.

Yet, honesty demands that I also acknowledge the challenges ahead.

The financial year 2026–27 appears both demanding and complex. Cash flows remain a matter of concern, and we will need substantial support to sustain and expand our work at the scale this country demands

I therefore make a heartfelt appeal to our supporters, partners, and patrons: help us amplify the good work being done. Spread the word, advocate for our mission, and help us connect with institutions and CSR partners who share our belief in nation-building through youth employability.

At Unnati, we have always believed in setting goals that may initially seem audacious

For the coming year, our North Star is clear: 50,000 authentically verified youth placements in FY 2026–27.

To us, this is far more meaningful than simply reporting large training numbers. What matters is not how many we train, but how many lives we help transform through verified livelihoods.



This ambition becomes even more significant when one considers that 88% of our work is carried out in rural India and in government colleges.

Even more compelling is the economics of impact.

At an industry-unmatched cost of ₹5,000 per placed youth, an investment of ₹25 crore can create livelihoods for 50,000 young graduates. Even at a conservative average salary of ₹1.5 lakh per annum, this translates into approximately ₹750 crore of annual GDP contribution.

This is not merely a social intervention. This is economic nation-building.

Alongside our flagship employability programmes, our centres and allied initiatives — including Metro Median and RO plant programmes — have continued to deliver on their promises.

I am particularly heartened by the progress of the SUGAM programme, under which 247 micro women entrepreneurs were trained through our collaboration with the National Rural Livelihoods Mission. Watching these women grow into confident entrepreneurs with renewed hope and aspiration is among the most gratifying outcomes of our work.

As I reflect on the year gone by, I do so with immense gratitude.

I thank every member of the Unnati team for their extraordinary commitment, resilience, and belief in our mission. The work they do is nothing short of nation-building.

We know we have made a difference. But we also know that much more remains to be done.

“ Our journey moves forward with hope, determination, and renewed energy. I invite all our stakeholders to join us as we continue to transform lives, strengthen communities, and contribute meaningfully to the future of our nation. Together, let us dream bigger, reach farther, and build stronger futures. ”

Dr. Ramesh Swamy Founder & CEO (Pro Bono) SGBS Unnati Foundation



SGBS Unnati Foundation
AUTHORISED SIGNATORY

Introduction

SGBS Unnati Foundation (SUF/Unnati) is a non-profit organization that offers vocational training and social transformation programs, aimed at helping underprivileged youth obtain stable, socially secure employment in the corporate sector.

Our mission is to drive inclusive growth by empowering and equipping the nation's youth with the skills and opportunities they need. Through this effort, we aim to ensure that India's demographic dividend becomes a source of progress rather than a demographic challenge.

Vision

“With Society, towards Serenity” aims to touch different facets of human life to make the society a better place to live in line with our objectives.

Mission

To serve different sections of society and bringing about harmony through focused programs.

Programs

- UNNATI
- UNXT
- SUGAM

Guiding Principles

- If we train someone they must be given a job.
- Inclusive growth
- The trained youth must be change agents in the society from where they come.

SDG Goals

- No poverty
- Zero Hunger
- Quality Education
- Gender Equality
- Decent work & Economic Growth
- Partnerships for the Goals

Other Program Initiatives

- Banking & Finance Training for Youth Program
- Cybersmart Bharat Certification
- Introducing AI for youth
- Medi accelerator

Social Initiatives

- Maintenance of RO – Plant/RO water purifiers in villages/ government schools:
- Metro Rail Median Project - Maintenance of the Landscape

Introduction

Established in 2011, SGBS Unnati Foundation (SUF) is a not-for-profit organization registered under Section 8 of the Companies Act, 2013 (CIN: U80102KA2011NPL061201).

SUF holds registration under Section 12A(a) of the Income Tax Act, 1961, and contributions to the Foundation are eligible for tax exemption under Section 80G (PAN: AAQCS5858M).

The Foundation is also registered under Section 6(1)(a) of the Foreign Contribution (Regulation) Act, 2010 (FCRA Registration No.: 094421605), and its GST number is 29AAQCS5858M1Z7.

Additionally, SUF is registered with the Ministry of Corporate Affairs (MCA) for CSR activities (CSR Registration No.: CSR00001571), and with the DARPAN portal (DARPAN ID: KA/2017/0158465)

External Auditors

RAMNARAIN & CO. Chartered Accountants
Head Office: 373, ground floor, Ishavasya, 5th main road,
Branch office: No.28/1, Ulsoor Road Bengaluru 560042

Contact : Mr. R Ravi, 9845318140
Email: raviramca@hotmail.com

Company Secretary

VINAY B L AND CO. Company Secretaries
#104, 1st Floor, Sarvaboumanagar, Chikkalasandra II Main,
Chikkalasandra, Bangalore 560061

Contact: Mr. Vinay B L, +91-9738108249/9844643929
Email: vinay@vinaybl.com

Programs

1. UNNATI

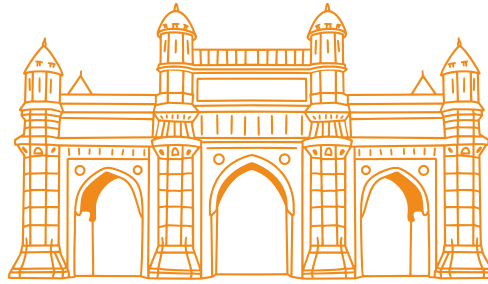
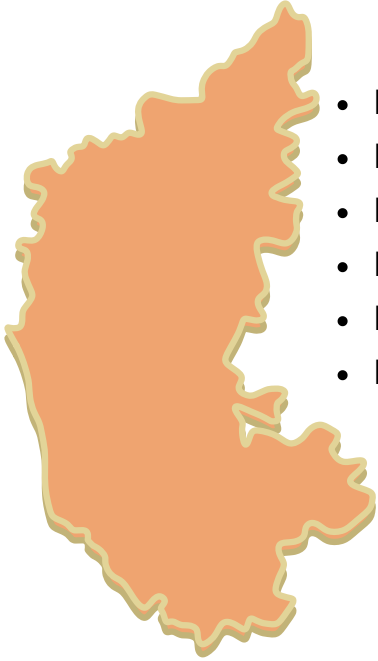
35-day skill development program offering over **300 hours of blended** learning through a mobile app, along with **Cybersmart** Bharat Certification in association with SISA and a Certificate in **Practical Artificial Intelligence(AI)** Usage for students and early career professionals, with a guaranteed job placement upon completion. We are authorized National Skill Development Corporation (NSDC) partner.



Programs-Unnati Centres

KARNATAKA CENTRES

- BANGALORE-HO-NGEF
- BANGALORE - HOSKOTE
- BANGALORE - JAYANAGAR
- BELAGAVI
- BALLARI - 1
- BIDAR - 1
- BIDAR - 2
- BIDAR - 3
- HOSPET
- HUBLI
- HUMNABAD
- HEBBAL
- BASAVAKALYAN
- PAVAGADA
- TIPTUR
- RAICHUR
- KALABURAGI



DELHI CENTRES:

- BADARPUR
- JAHANGIRPURI
- KIRTINAGAR
- SANGAM VIHAR
- OKHLA

TAMIL NADU CENTRES:

- CHIDAMBARAM
- TRICHY



ANDHRA PRADESH & TELANGANA:

- HYDERABAD
- MEDCHAL
- PATANCHERU
- ALWAL
- KAKINADA
- WARANGAL



OTHER CENTRES:

- NAGALAND – KOHIMA
- NAGALAND - DIMAPUR
- KURLA – MAHARASHTRA



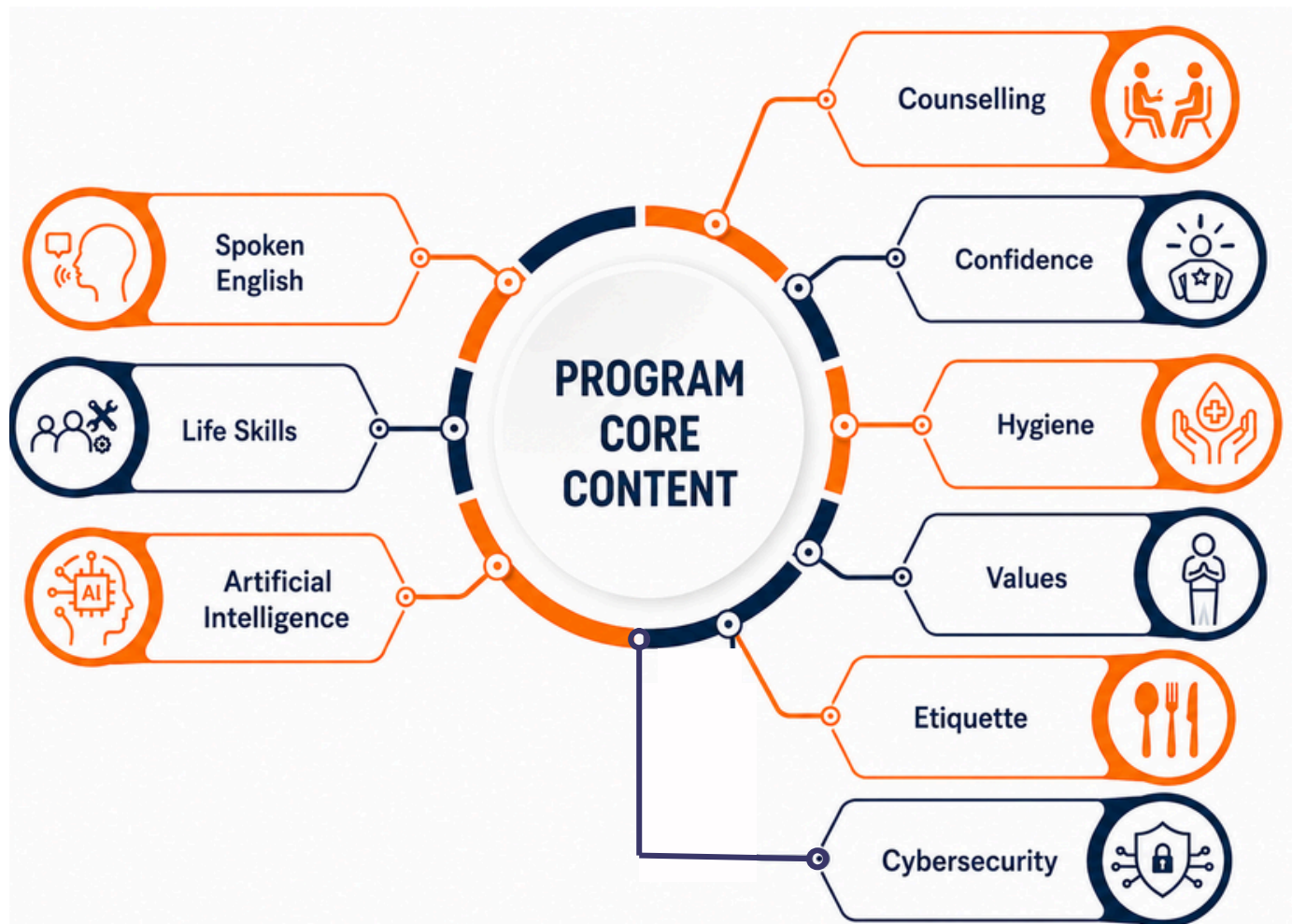
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Programs

2. UNXT

The UNXT Program is a **100-hour (33-day)** job-oriented training initiative for final-year students in government colleges, aimed at enhancing employability and workplace readiness. Offered free of cost, the program combines classroom sessions with digital learning through a mobile app and LMS featuring over 600 self-learning videos. Students are trained in communication, digital literacy, aptitude, personality development, along with **Cybersmart** Bharat Certification in association with SISA and a **Certificate in Practical AI**

The program also includes **psychometric** assessments and access to Udhyogam, a placement portal connecting youth with local job opportunities. Approved across 14 states, the program prepares industry-ready youth for sustainable careers and future growth.



Programs

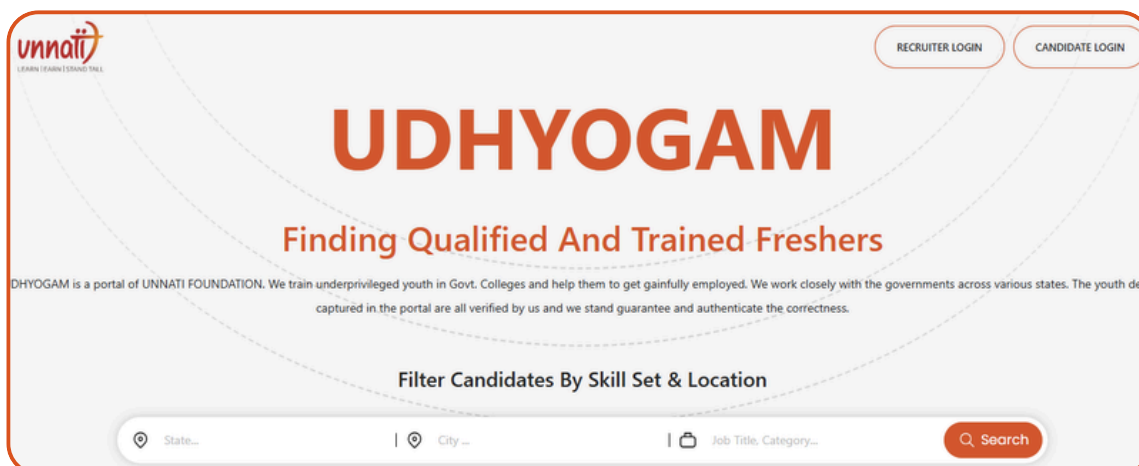
- **UDHYOGAM PORTAL**

A portal developed as part of the UNXT Program which aims at enhancing employability among underprivileged youth in India. (udhyogam.unnatibl.org). Udhogam has a special feature –the capability to share their student **profile in video format** so as to facilitate the UNXT students to express themselves in a personal manner to the recruiters and improve their opportunities to be shortlisted for the interviews.

46% of employed or interning youth secured their job through the Udhogam portal, validating the platform's role as a meaningful placement enabler as per Feedback survey Impact report

.A major highlight of Udhogam in FY 2024-2025 is its positive impact on salary outcomes. Youth placed through the platform earned higher average salaries (~₹17,600 per month) compared to those who found jobs independently (~₹16,000 per month). Another group of youth were able to secure much higher salaries because of their engagement through UDHYOGAM, in the range of ₹20,000–₹25,000 and ₹25,000+, gaining access to better-quality jobs and stronger employer networks.

The platform has enabled placements across diverse sectors including **manufacturing, banking and finance, education, retail, hospitality, healthcare, and IT-related services**. The findings validate Udhogam as a credible and scalable placement mechanism supporting underserved youth.



Programs

Key Features:

01

Skill & Verified Candidates: Registered youth undergo 165 hours of structured skill development training, and all candidate profiles are verified by the foundation to ensure reliable, job-ready talent for recruiters.

02

Job Placement: It has the details of the candidate, resume and in many cases the video resume. Facilitates connections between trained candidates and potential employers.

03

User-Friendly Interface: Employers can filter candidates based on skill sets, location, and other criteria.

04

Recruiter and Candidate Access: Separate login portals for recruiters and candidates to manage their profiles and applications.



Programs

3. SUGAM

Sugam is a grassroots entrepreneurship accelerator dedicated to narrowing the rural-urban economic gap by **empowering rural women** to build scalable, replicable, and locally impactful businesses.

The **seven-day residential training** program equips participants with essential business and life skills needed to launch and grow successful ventures.

Over the past year, 247 women entrepreneurs from Karnataka have taken part in and benefitted from this initiative. Our **partnerships** with the **National Rural Livelihood Mission (NRLM), Unisys, and Being Volunteer** have played a crucial role in the success of the program.

Women aged 21 to 68, engaged in a wide range of businesses—including pickle and papad making, jewelery making, running canteens, hotels, messes, tailoring units, and beauty services—have significantly benefitted from the initiative.

The program has been awarded “**Proficient**” rating by BlueSky Sustainable Business LLP - a Social Audit firm empaneled with ICMAI



Other Program Initiatives

Banking & Finance Training For Youth Program

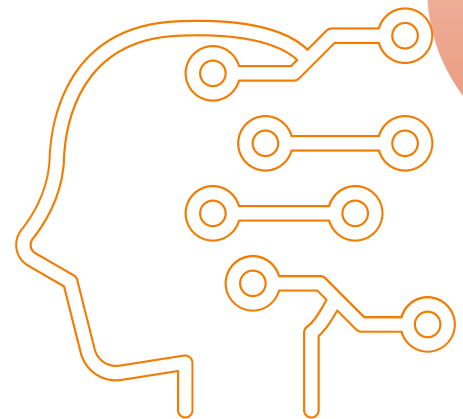
Launched in **October 2025** in partnership with BYGC training experts, this initiative is specifically designed for graduates and postgraduates—especially BCom students—offering a structured pathway into banking careers. A total of **61 youth** have been enrolled under this Program.

MediAccelerator - Unnati Training Program for Insurance Coordinator in hospitals

Through collaboration with insurance coordinators at the front desk staff, support from MediAssist.Unnati trained **16 youth** in Bangalore, Karnataka during 2025–26 in communication, life skills, computer education, and hospital insurance facilitation, enabling employment, confidence building, financial stability, and positive community impact.

Cybersmart Bharat - SISA

Unnati in collaboration with SISA launched a cybersecurity awareness initiative aimed at equipping students with essential digital safety knowledge and industry-relevant skills. The program also provided value-added certification opportunities, helping students enhance their learning, basic understanding, digital readiness, and gain better exposure to the growing field of cybersecurity.



Practical AI Certification

Unnati launched a Practical AI Certification Program to help students and early-career youth understand real-world AI applications. The initiative enhances digital capabilities, encourages innovation, and prepares participants for emerging technology-driven careers through hands-on exposure and practical learning experiences.

Social Initiatives

Maintenance of RO - Plant/RO water purifiers in villages/ government schools

The RO plant maintenance undertaken by Unnati across locations such as Mallur, Doddaballapur, etc., benefited more than 16,000 villagers. During the year, all previously installed plants continued to be maintained and serviced regularly to ensure uninterrupted access to safe drinking water for the community.

The 3 year AMC of RO water purifiers is active at two Government Schools:

- Govt Higher Primary School in Nagenalli Colony, Bengaluru
- Govt Lower Primary School in Kyalasanahalli, Bengaluru

Metro Rail Median Project: Maintenance of the Landscape

We are proud to announce that our median between 382 to 437 remains the best median in Bangalore.

We could achieve these because of the **continued support from ExxonMobil.**



Governance

The governance structure at SUF forms the backbone of our operational integrity, defining and overseeing processes across the organization. Subgroups within this framework address specific compliance areas, all unified by our commitment to the highest standards of transparency.

Our Board of Directors and key management regularly review adherence to applicable laws, ensuring both the organization and its programs remain fully compliant. Our CFO (Mr. Manjeri Ramanathan Subramanian, ramani@unnatibl.org) also serves as the Internal Compliance Officer, overseeing ongoing compliance across all functions.

Beyond the mandated roles of a Statutory Auditor and Company Secretary, we have a robust internal compliance monitoring system. This is supported by advanced IT tools and managed by respective vertical heads.

SUF is fully compliant with all statutory obligations and ensures timely filing of all required information with the relevant authorities.

Policy Framework

The organization has established a comprehensive policy framework to guide both operational and governance-related matters. Key policies that promote transparency and good governance include:

- Conflict of Interest Policy
- Whistleblower Protection Policy
- Anti-Fraud, Corruption, and Bribery Policy
- Prevention of Sexual Harassment (PoSH) Policy
- Grievance Redressal Policy
- Non-Discrimination Policy



Each policy includes a clearly defined escalation mechanism involving senior leadership, board members, and, when necessary, external representatives. All employees are thoroughly oriented on these policies during their induction.

Soft copies of these policies are available on our website: <https://www.unnatibl.org/Organization-Policies>

Governance

Board Meetings







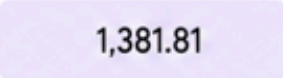



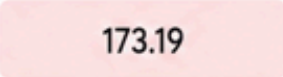



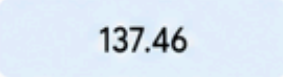







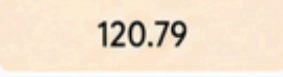

Board members regularly review operations and assess the progress of key initiatives. During 2025–26, a total of 10 Board meetings were conducted to ensure effective governance and strategic oversight.

Statutory Filing

SUF undergoes regular audits conducted by external auditors and those appointed by our CSR partners. We consistently meet our statutory obligations in a timely manner, including:

- FCRA compliance
- Income Tax return filings
- GST submissions
- Labour law filings
- Registrar of Companies (RoC) returns
- Donor reporting
- Annual report disclosures
- Social Stock Exchange Compliances

List of Top 5 Donors or Investors (Budget Wise)

 PARTNER	 GEOGRAPHY	 CURRENT YEAR EXPENDITURE (INR IN LAKHS)	 TOTAL OUTREACH (DIRECT)
	 14 States	 1,381.81	 96,996
	 Karnataka, Maharashtra, Delhi NCR	 173.19	 2032
	 Andhra Pradesh Karnataka Madhya Pradesh Uttar Pradesh	 137.46	 8207
	 Andhra Pradesh Karnataka Madhya Pradesh Uttar Pradesh	 129.29	 8908
	 Karnataka, Tamil Nadu, Madhya Pradesh Andhra Pradesh	 120.79	 8212

Governance

Risks and Mitigation

1

Risk: Unnati relies heavily on donations and grants.

Mitigation: We proactively engage with potential donors.

2

Risk: If State Governments fail to meet obligations or terminate agreements, program implementation could be hindered.

Mitigation: MOUs with government bodies includes clauses to address such situations.

3

Risk: Financial instability of donors can severely impact Unnati's functioning. Changes in applicable law governing corporate social responsibility policies could have an adverse impact on our operations.

4

Mitigation: Diversification of funding sources. Unnati is supported by multiple donors and the planning and execution is taken up based on reasonable financial commitments from the donors

Risk: Losing key staff could negatively impact operations.

Mitigation: We have implemented a clear and robust manpower planning strategy aligned with growth trends.

Alignment to UN Sustainable Development Goals:

Our programs—Unnati, UNXT and SUGAM—are aligned with the below indicated United Nations Sustainable Development Goals (SDGs).



Environmental Responsibility

At SUF, we recognize that sustainability must be at the core of all business and operational decisions. We ensure that our activities do not compromise the environment and have adopted several eco-friendly practices as part of our daily operations.

Carbon Neutrality

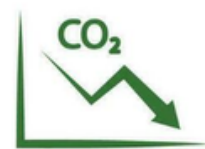
Our Head Office, Boys Hostel, and Girls Hostel in Bangalore are equipped with rooftop solar power systems. Collectively, these installations generate 80% of our total energy consumption in the last financial year. We have totally 88KW of solar installation in our buildings. These solar systems have been operational for over 9 years.



Green Building Practices

We have implemented sustainable infrastructure measures for over 16 years, including:

- Architectural design optimized for natural sunlight and ventilation, reducing daytime energy usage by nearly 60%.
- Heat-reflective coating on rooftops, lowers indoor temperatures by up to 5°C, resulting in reduced need for fans and air conditioning.
- Installation of aerators on taps to conserve water.



Efficient Water Use

SUF maintains the greenery along the Bangalore Metro median (stretch 382–437) using 7,50,000 litres of RO discharge water each month for gardening, cleaning, and maintenance activities.



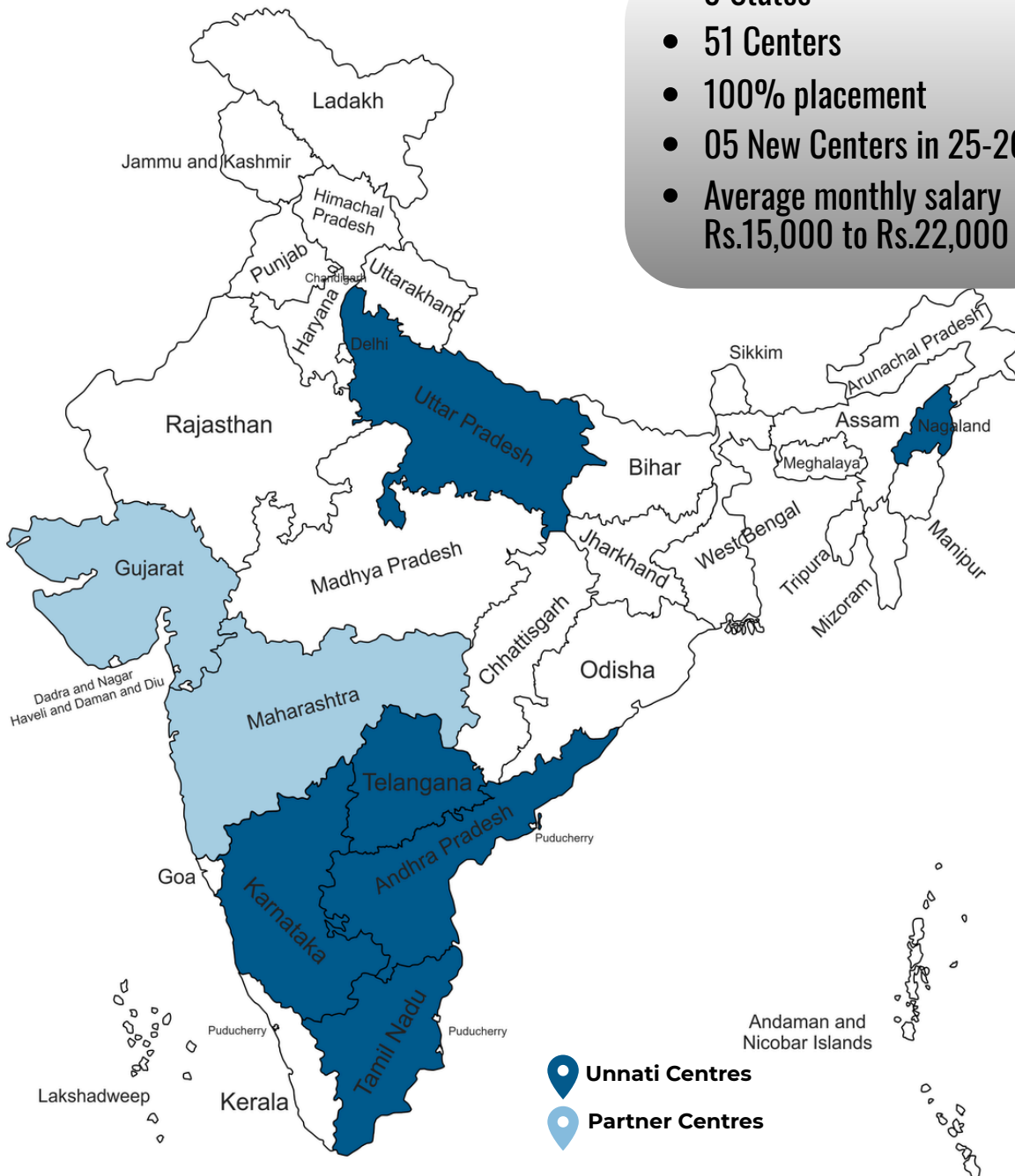
Impact

Over 1.8 Lakh Youth Trained!



Impact 25-26: UNNATI

- 9 States
- 51 Centers
- 100% placement
- 05 New Centers in 25-26
- Average monthly salary Rs.15,000 to Rs.22,000



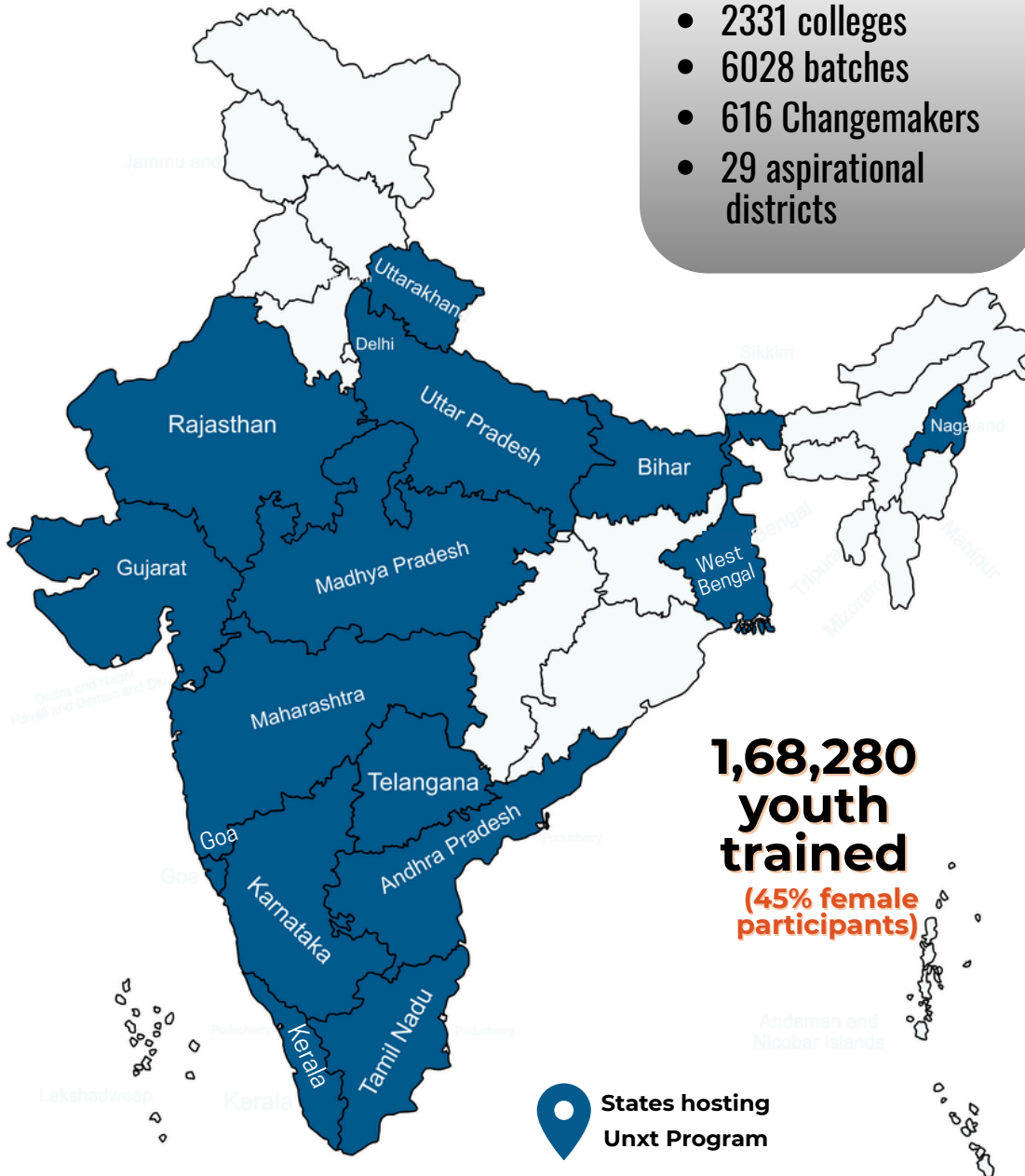
During the year, **10,369 participants** successfully completed the Unnati program, comprising **42% male and 58% female** participants, with educational qualifications ranging from 5th standard to postgraduate level.

*While all participants received placement offers, a few chose to pursue entrepreneurial ventures or higher education instead.

The Unnati program has achieved 100% placement, with every youth successfully placed in corporate roles upon completion of training*. These placements align with each individual's skills and career aspirations.

Impact 25-26: UNXT

- 14 States
- 2331 colleges
- 6028 batches
- 616 Changemakers
- 29 aspirational districts



In the UNXT program, **1,68,280 youth** completed training, with the gender distribution: **55.20% male, 44.80% female**

To support the effective delivery of the program and foster skill development in local communities, we inducted and trained **616 Changemakers** during 2025–26.

We offer placement support to graduates if they approach us after training.

Impact : UNXT

Impact assessment by Bluesky 2024-2025 published on Sept'25:



Strategic CSR, Measurable Impact

BlueSkyCSR is a leading CSR advisory and social impact assessment organization accredited by the National Accreditation Board for Certification Bodies (NABCB) under the Quality Council of India (QCI) as a Type A Inspection Body under ISO 17020:2012. The organization is also recognized by the **Institute of Cost Accountants of India (ICMAI)** as a certified Social Audit Organisation (SAO). BlueSkyCSR specializes in CSR impact assessments, social audits, compliance reviews, and Social Stock Exchange-aligned reporting, supporting corporates, foundations, and development organizations across India.

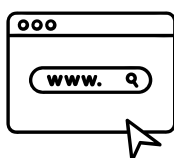
BlueSkyCSR prepared the Social Impact Report for the UNXT Program for FY 2024–2025, highlighting the program's contribution towards youth employability, skill development, and sustainable livelihood outcomes for government college students across India.

The summary of findings presented in the report for student employment outcome is provided below:

- 65% of youth transitioned into employment, self-employment, agriculture, or higher education.
- 35% of participants were preparing for interviews and competitive examinations.
- The program surpassed the KPI target of 60% youth progression outcomes.
- Feedback was collected from 182 youth participants.
- 42% rated the program as "Excellent."
- 56% rated the program as "Very Good."

Only 2% rated the program as average or below.

The overall program effectiveness score stood at 4.14 out of 5.



Impact : UNXT

Employability Program Impact Report - Published by “Feedback Business Insights Pvt. Ltd”

In alignment with the organization’s commitment to transparency, accountability, and evidence-based impact reporting, an independent impact assessment study was undertaken for the UNXT Employability Program during FY 2024–2025.

The assessment was conducted by **Feedback Business Insights Pvt. Ltd.**, an independent research and advisory organization specializing in stakeholder insights and impact evaluation. The engagement focused on developing a scientifically robust evaluation framework to measure employability outcomes, program effectiveness, and post-training transitions among youth beneficiaries across multiple states in India.

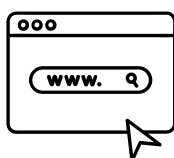
The study covered a beneficiary population of **1,13,951 youth participants** across **11 states**, with data collected through structured online and telephonic surveys. A stratified random sampling methodology was adopted to ensure statistical validity and representative insights across gender and geographic segments.

- The assessment evaluated key outcome indicators including:
 - Employment and internship outcomes
 - Higher education progression
 - Self-employment status
 - Effectiveness of the Udyogam placement platform
 - Program satisfaction and recommendation levels
 - Perceived improvement in communication, confidence, and life skills

Key findings from the assessment highlighted that:

- 92% of respondents rated the UNXT program as “Very Good” or “Good”
- 91% stated they would recommend the program to peers
- 33% of surveyed youth were gainfully employed
- 27% pursued higher education opportunities
- 46% of employed youth secured opportunities through the Udyogam platform.

The assessment validated the program’s impact on employability and career readiness while reinforcing the organization’s commitment to creating scalable and sustainable livelihood opportunities for underserved youth across India.



Our Placement Partners



SUNDARAM FINANCE
Enduring values. New age thinking.



Wealthifyme



A TATA and TESCO Enterprise



Financial Report 2025-2026

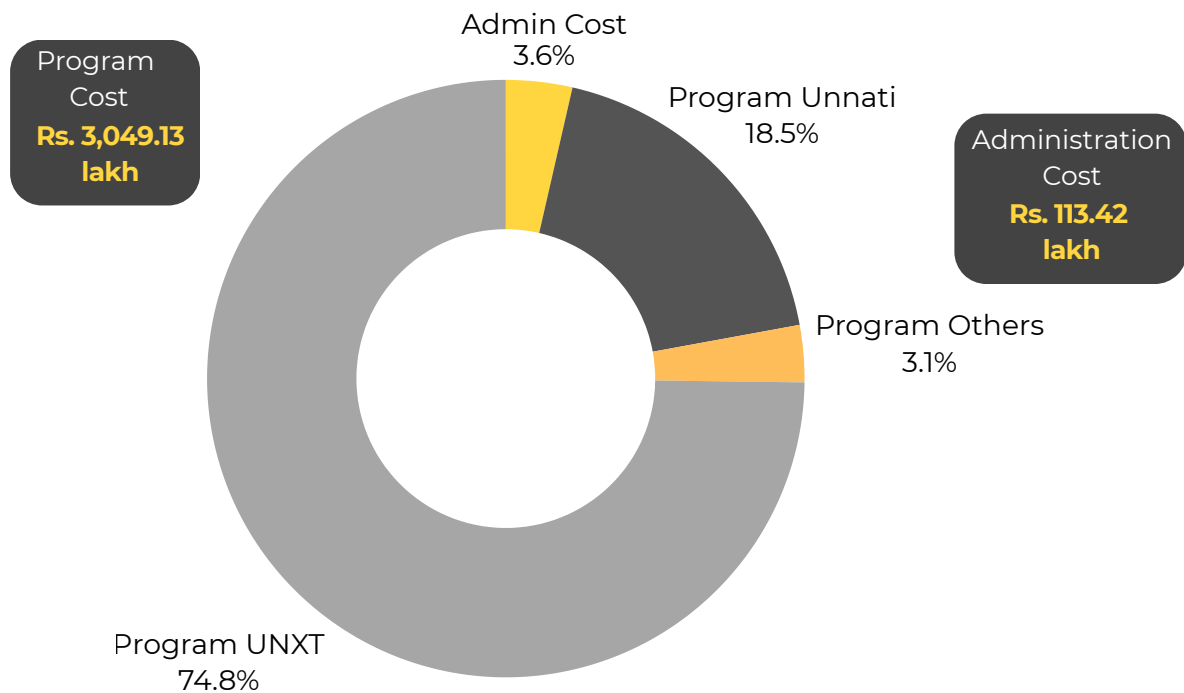
Key Insights :

Donations & Grants Received
Rs 3,069.87 lakh

Other Income
Rs. 204.31 lakh

Total Expenditure
Rs 3,170.79 lakh

The chart displays the breakdown of total expenses (excluding depreciation) for FY 2025-26, categorized by program and administration costs.



More than 96% of overall spending was allocated to program costs, underscoring a strong focus on program delivery.

Balance Sheet as at 31.03.26

(INR in LAKHS)

EQUITY AND LIABILITIES	31.03.2026	31.03.2025
Share Capital	1.00	1.00
Reserves & Earmarked Funds	1,755.03	1,662.88
Non Current Liabilities	0.00	0.00
Current Liabilities	1,152.45	1,141.29
TOTAL	2,908.48	2,805.17

ASSETS	31.03.2026	31.03.2025
Fixed Assets	199.76	217.91
Non Current Assets (Fixed Deposits maturing after 12 Months)	169.32	264.30
Current Assets		
(i) Cash & Bank Balances	1841.01	1828.58
(ii) Fixed Deposits maturing within 3 to 12 months	624.22	346.20
(iii) Other current assets	74.17	148.18
TOTAL	2,908.48	2,805.17

For Ramnarain & Co.
Chartered Accountants
CA R Ravi
Partner
Place : Bangalore
Date : 18th May, 2026

For and on behalf of the Board of Directors
SGBS Unnati Foundation

I A Padmanabhan Dr. Randhir Mishra
Director Director
DIN: 03039530 DIN: 00282404

Income & Expenditure Statement for the year ended 31.03.2026

(INR in LAKHS)

INCOME	31.03.2026	31.03.2025
Donations & Grants	3,069.88	2,521.44
Other Income	204.31	265.90
TOTAL	3,274.19	2,787.34

EXPENDITURE	31.03.2026	31.03.2025
Salaries, Allowances & Benefits	2,432.96	1,786.87
Program Expenses	688.68	766.69
Social Service Project Expenses	21.77	40.20
General Expenses	19.13	15.25
Depreciation	8.25	14.49
TOTAL	3,170.79	2,623.50
EXCESS OF INCOME/ (EXPENDITURE)	103.40	163.84

For Ramnarain & Co.
Chartered Accountants
CA R Ravi
Partner
Place : Bangalore
Date : 18th May, 2026

For and on behalf of the Board of Directors
SGBS Unnati Foundation

I A Padmanabhan
Director
DIN: 03039530

Dr. Randhir Mishra
Director
DIN: 00282404

Milestone - SSE Listing

Unnati Foundation Achieves Historic 3rd Listing on NSE Social Stock Exchange

Unnati Foundation created history with its third listing on the National Stock Exchange of India Social Stock Exchange (NSE-SSE) on March 17, 2026, becoming the platform's 15th listed project. The initiative successfully raised **approximately ₹42.70 lakhs**, achieving an 85% subscription against a total issue size of ₹50 lakhs, and also marked a first with donations received through the e-IPO UPI route.

Through the UNXT programme, the funds will support employability training and job placements for over 2,800 final-year students from government colleges across multiple states. We thank our investors, **Trilegal, Axis Bank, and Bigshare Services Pvt Ltd** for their **unwavering support**.



India's Social Stock Exchange just got a hat-trick IPO

A story that dives into the Unnati Foundation Social Stock Exchange (SSE) IPO.

 Finshots / Mar 6

Finshots, backed by **Zerodha**, is committed to simplifying finance and enhancing financial literacy in India.

A recent Finshots article highlights Unnati Foundation as a pioneering organization in India's Social Stock Exchange ecosystem. The article showcases Unnati's **UNXT Program**, which empowers youth from government colleges through employability and life-skills training, while also successfully raising social impact funding multiple times.



Milestone - SSE Listing

Investors - ZCZP Instruments



- ADNAN KHAN
- ARUN PATHAK
- ARUNGOUDA RUDRAGOUDA PATIL
- ASHISH KACHOLIA
- ASHISH MAINALI
- ASHOKA NAND
- BALASUBRAMANIAN SARAVANA BHUVANESH
- DEEPALI ATUL NERLEKAR
- DENDI THIRUMAL REDDY
- DINAKAR KUNTADI KINI
- DURAISAMY SIVARAM
- E RAGUNATH
- GANESH
- GANESH MELARCODE VENKITESWARAN
- GLOBETEK INDIA PRIVATE LIMITED
- GOLI SUNIL
- GOVIND VAIDIRAM IYER
- GOWTHAM
- INAMDAR ASIF SALIM
- J MANIKCHAND BHAGAT
- KALPESH GADA
- KETAN SACHIN JAIN
- KOTA CHANDRASEKAR
- KRISHNAN D V
- KULDIP SINGH ANGRISH
- KUMAR DHANUSH
- KUMAR PREMAKUMAR MAHENDRA
- LAKSHMINARAYANAN DHANAKODI
- MAHADEV LAKSHMINARAYANAN
- MANGALAM KALYANAKRISHNAN ANANTHANARAYANAN
- MANISH YADAV
- MOHIT MEHRA
- MUNESH YADAV
- MUROTI CHATTERJEE
- MURUGESAN GUNASOWNDARI
- NARAYAN RAMACHANDRAN
- NATIONAL BANK FOR AGRICULTURE AND RURAL DEVELOPMENT
- NISHANT KATOCH
- NITHIN KAMATH
- P R BALASUBRAMANIAN
- PARAMJEET SINGH BHULLAR
- PRAGATI BHANGRIYA
- PRASHANTH KUMAR G
- PRAVEEN KUMAR
- PRAYAG VERMA
- PREM SINGH
- R A VENKITACHALAM
- RAGHAV SWAMY
- RAJAGOPALAN KOTHANDARAMAN
- REKHA DUBEY
- SACHIN DATTATRAYA ROKADE
- SAGAR JAYPRAKASH TIPNIS
- SAMIR KUMAR
- SANJAY KANAIYALAL BHATT
- SANJAY RANA
- SHREYA JAIN
- SHRIPRASAD MADHUKAR DESHMUKH
- SHYAM KUMAR C
- SIVAKUMAR BALASRINIVASAN
- SOMENDRA PRATAP SINGH
- TINNIAM V GANESH
- VAIBHAV VILAS YADAV
- VARATHARAJAN VINOOTHKUMAR
- VASEEMA BANU
- VENU MADHAV K S
- VIJAY MOHATA
- VISHWAKARMA KUMAR KEWAT

Milestone - SSE Listing

Details of program under SSE

Program	UNXT
Geography	Across Five States
Expenditure	Rs.42,69,945/-
Total outreach (Direct)	2,500 Youth
Aligns with national/state schemes or priority	YES

SSE Registrations and Instrument Allotment

SUF has been successfully registered as a Not-for-Profit Organisation on both major stock exchanges:

- NSE: Registration number NSESENPO0002, effective February 7, 2026

As part of the listing on 17th March 2026, a total of **Rs.42,69,945 Zero Coupon Zero Principal (ZCZP)** Instruments amounting to Re: 1/- each have been allotted.



Milestone - MoUs signed during FY 25-26

UNXT Expansion through MoUs with State Government



Bihar


MoU was signed with the Government of Bihar to implement UNXT as part of skill training program for final year students, marking a significant step in transforming youth employability.



Gujarat

The MoU with the Government of Gujarat shall enable the delivery of UNXT training across government colleges and ITIs in all districts, aiming to build employability and life skills among youth in higher education.

MoUs signed

	Andhra Pradesh		Tamil Nadu
	Karnataka		Telangana
	Kerala		Uttar Pradesh
	Madhya Pradesh		Uttarakhand
	Maharashtra		Nagaland
	Rajasthan		West Bengal

Impact Stories

Name : Uma

Program: Unnati Batch No: 79

Center: Hospet Vocational Training Centre



Uma comes from a modest family background and aspired to build a stable career through education and skill development.

TRAINING IMPACT

Before joining the program, Uma faced challenges in interviews due to low confidence and poor communication skills. Through structured training activities, mock interviews, communication sessions, and continuous mentoring by trainers, she significantly improved her self-confidence, communication abilities, and overall professional readiness.

OUTCOME

Uma, a B.Com graduate from the 79th batch at the Hospet Centre, successfully secured employment with NOVAC Technology Solutions in Chennai as a Customer Service Executive after completing Unnati's 35-day training program.

IMPACT HIGHLIGHTS

- Enhanced communication and interpersonal skills
- Improved self-confidence and interview performance

SUMMARY

Uma's journey reflects the transformative impact of Unnati's skilling program in empowering youth with industry-relevant skills and confidence. The program played a crucial role in helping her overcome personal barriers and achieve meaningful employment, paving the way for a stable and promising career.



"Unnati gave me the confidence and skills to secure my job and build my career." – Uma

Impact Stories

Name: GADILINGA K

Program: Unnati Batch No: 76

Center: Ballari Vocational Training Centre



Gadilinga’s journey reflects how skill development and mentorship can empower rural youth to build a confident and successful professional career.

TRAINING IMPACT

Coming from a farming family, Gadilinga aspired to build a better career through skill development and employment. Though academically qualified, he lacked confidence and professional exposure. Through Unnati’s training program, he improved his communication, interview skills, workplace etiquette, and confidence. The guidance and mentorship provided by trainers Babu Sir and Asif Sir helped prepare him for the corporate environment.

OUTCOME

Gadilinga, a graduate from a farming family, successfully secured employment with HDB Financial Services after completing Unnati’s one-month employability training program. His achievement marked an important milestone in his journey towards financial independence and professional growth.

IMPACT HIGHLIGHTS

- Successfully placed at HDB Financial Services
- Enhanced communication and interview skills
- Improved confidence and workplace readiness
- Created sustainable career opportunities for a youth from a farming family background

SUMMARY

Gadilinga’s journey reflects his successful transition from a rural farming background to securing professional employment through Unnati’s training and mentorship.

“The outstanding support and guidance from Unnati trainers helped me become more confident and career-ready.” – Gadilinga

Impact Stories

Name: Sapparada Kamalakshi

Program: SUGAM-27



Kamalakshi, a passionate entrepreneur from a rural area, had started her flour mill business. She aspired to take her business to the next level but lacked the structure and support to do so.

TRAINING IMPACT

The training equipped her with essential skills such as time management, professionalism, and customer service. Motivated by the training, she expanded her product range from only making idly powder to also producing ragi and corn flour

OUTCOME

- Improved customer engagement, confidence, and professionalism
- Business Transformation: From a one product to a stable and growing business
- Overall Growth: Increased by **15%**

IMPACT HIGHLIGHTS

- Enhanced diversity and customer satisfaction
- Achieved financial independence through consistent income

SUMMARY

This story stands as a powerful testament to how targeted training can help women transform and expand their businesses from a single product into a diversified enterprise within the same field. Through enhanced self-discipline, confidence, and entrepreneurial skills, she was able to revive her passion and build a sustainable livelihood.

Business Expansion:

From selling a single product to introducing a wider range of products for business growth.

Impact Stories

Name: MATANGI SURESH MULIMANI

Program: SUGAM – Batch 24

Matangi started a beauty parlour business but struggled with marketing, customer communication, and financial management, which affected the growth and sustainability of her enterprise.



TRAINING IMPACT

Through the SUGAM program, she gained valuable knowledge in customer management, effective communication, customer retention, and profit maximization.

The training significantly enhanced both her confidence and business performance.

OUTCOME

- Started another tailoring business using the insights learnt
- Increased the customer count
- Improved customer satisfaction, and connect
- Earnings doubled with increased customer count



IMPACT HIGHLIGHTS

- Improved professionalism and customer handling increased her daily footfall from 10 customers to 30 customers.
- Expanded business network & started new ventures
- Gained self-confidence and dependability



SUMMARY

Earlier, Matangi struggled to manage her beauty parlour due to challenges in customer handling and business management. After the SUGAM Program, she gained confidence, improved her entrepreneurial skills, and successfully expanded into a tailoring business in her area.

Media Coverage

'Social stock exchange listing will become crucial for NGOs in the years to come'

Bengaluru-based Unnat Foundation, a not-for-profit organisation working towards making the Indian youth workforce ready, was the first NGO to be listed on the SSE and BSE Social Stock Exchange.

INTERVIEW
Ramesh Swamy

Shiba Bhatnagar
BENGALURU



Ramesh Swamy, Director of Unnat Foundation Bengaluru, is a student at the Bengal Engineering College - Bhopal which later became NIT Bhopal in 1984, when the Bhopal gas tragedy struck. The college was located far from the disaster site, but Swamy remembers hearing loud sirens and claxon calls in the hours of the day. "Students, including him, rushed here. This children to whom I was giving oxygen passed away", recalls Swamy, who feels December 3, 2004, changed his life. "Since then, I have always felt like I wanted to do something for society."

While he started off with funding education of school students alongside running his logistics business, he later started to identify the youth. Bengaluru-based Unnat Foundation, a not-for-profit organisation working towards making the Indian youth workforce ready, became the first NGO to be listed on the SSE and BSE Social Stock Exchange in 2023.

Swamy talks to the Hindustan Times about the country, how the programme of the foundation aims to bridge the gap and how the social stock exchange could help NGOs. **Tell us about Unnat!** We started Unnat in 2003 based on three major principles. One, if we train somebody, we must give them a job. We are very clear about creating impact and a job after the training is important to ensure that the youngsters who attend for the programme are trained for 24 days and are ensured a job in a corporate company. So far, we have been able to maintain



The youngsters who attend for the programme are trained for 24 days and are ensured a job in a corporate company, says Ramesh Swamy. **How does the social stock exchange work?** Why did you list again in March? SSE works slightly different from the traditional stock exchange. Unlike the stock exchange, a commercial nature where shares are issued, here an instrument called the 'SSX instrument' goes into the donor account. If you donate 10,000, you get a 10,000 'SSX instrument' in your UNAT account. The day I complete my work and submit the report, your SSX instrument will become zero. You don't get dividends. It is purely a donation, and anybody can donate. The minimum investment in SSE was recently lowered by 10% to ₹2,000.

Will I have to raise money again? I have to go back and list again. And I will be monitored by SEBI and NSD. As a donor, you don't have to worry if the organisation is credible. **Has it helped the work you do?** The work has not spread much yet. I think it will take a while for SSE to become very popular and respected. It is only at the start of this journey. Slowly, the trickle is happening. The change will happen in the years to come, and then it will be very important to be listed on SSE.

For example, Darpan IDI Bengaluru has become a very important document for CSR. There is no role mandating it. But many CSR of NGOs in India don't have a Darpan ID. It is a small thing but it is a milestone. We created history again when we registered again in March 2023. It is the first time since we have listed, being on SSE and BSE. I think credibility to our

సాఫ్ట్ సిల్క్స్ పై... ఉచిత శిక్షణ కార్యక్రమం

పుట్టిన రూరల్ : (పుట్టిన సమాచారం) పుట్టిన ముందు పరిధిలోని జగదాపాపపు మంగళకర డిగ్రీ కళాశాల లో డిగ్రీ చూడవ సంవత్సరము చదువుతున్న విద్యార్థులకు సాఫ్ట్ సిల్క్స్ పై ఉచిత శిక్షణ కార్యక్రమాన్ని నిర్వహించనున్నట్లు డిగ్రీ కళాశాల ప్రధాన కార్యదర్శి యమ్



మూర తెలిపారు. ఉచిత శిక్షణ 30 రోజులు పాటు ఉంటుంది, డిగ్రీ 3వ సంవత్సరం అభ్యసించుతున్న విద్యార్థుల కోసం జెంగళూరు కు చెందినటువంటి "ఉన్నతి అభ్యసన" ముందు "మరియం ఆంధ్రప్రదేశ్ రాష్ట్ర వైపు అభివృద్ధి సంస్థ అధ్యక్షుల సాఫ్ట్ సిల్క్స్ పై ఉచిత శిక్షణ కార్యక్రమం నిర్వహించామన్నారు. విద్యార్థులు నైపుణ్యం అభివృద్ధి చేయడానికి ఉపయోగపడుతుంది అన్నారు. సాఫ్ట్ సిల్క్స్ ట్రైనర్ బాలాజీ కరిస్టోఫెరిట్ సురేష్ కుమార్, ఆర్య ప్రకాష్, ఎ.జి జయ చంద్రా పాల్ గొన్నారు.

సాఫ్ట్ సిల్క్స్ పై ఉచిత శిక్షణ - పుట్టిన రూరల్

ముందు పరిధిలోని మంగళకర డిగ్రీ కళాశాలలో సంవత్సరం చదువుతున్న విద్యార్థులకు ఉచిత శిక్షణ కార్యక్రమాన్ని నిర్వహించామన్నారు. విద్యార్థులు నైపుణ్యం అభివృద్ధి చేయడానికి ఉపయోగపడుతుంది అన్నారు. సాఫ్ట్ సిల్క్స్ ట్రైనర్ బాలాజీ కరిస్టోఫెరిట్ సురేష్ కుమార్, ఆర్య ప్రకాష్, ఎ.జి జయ చంద్రా పాల్ గొన్నారు.

పెద్దరెడిని కలిసిన వెసిసి

జనయత్రా

उन्नी प्रशिक्षण कार्यक्रम प्रशिक्षणार्थ्यासाठी सकारात्मक पाऊल-प्राचार्य साळुंके

अकोला : दि. १७ प्रतिनिधी
समग्र महाराष्ट्र में शांतिपूर्ण और प्रगतिशील समाज को बनाने के लिए फाउंडेशन लॉक टाइटन है। युवाओं को प्रशिक्षण देकर उन्हें नौकरियाँ दिलाने के लिए हमें काम करना पड़ेगा। युवा प्रशिक्षण कार्यक्रमों को सफल बनाने के लिए हमें सरकार से सहयोग लेना होगा। युवा प्रशिक्षण कार्यक्रमों को सफल बनाने के लिए हमें सरकार से सहयोग लेना होगा। युवा प्रशिक्षण कार्यक्रमों को सफल बनाने के लिए हमें सरकार से सहयोग लेना होगा।



समग्र महाराष्ट्र में शांतिपूर्ण और प्रगतिशील समाज को बनाने के लिए फाउंडेशन लॉक टाइटन है। युवाओं को प्रशिक्षण देकर उन्हें नौकरियाँ दिलाने के लिए हमें काम करना पड़ेगा। युवा प्रशिक्षण कार्यक्रमों को सफल बनाने के लिए हमें सरकार से सहयोग लेना होगा। युवा प्रशिक्षण कार्यक्रमों को सफल बनाने के लिए हमें सरकार से सहयोग लेना होगा। युवा प्रशिक्षण कार्यक्रमों को सफल बनाने के लिए हमें सरकार से सहयोग लेना होगा।

आयोजन

कंप्यूटर साइंस एवं अनुप्रयोग विभाग में प्रथम रोजगार प्रशिक्षण कार्यक्रम का आयोजन हो रहा

प्रशिक्षण पाकर विद्यार्थियों का समग्र विकास होगा : कुलपति

नवदुनिया प्रतिनिधि, सागर : डा. हरिसिंह गौर विश्वविद्यालय के प्लेसमेंट एवं स्टार्टअप सेल व उन्नति फाउंडेशन, बैंगलुरु के बीच हुए एमओयू समझौते के तहत कंप्यूटर साइंस एवं अनुप्रयोग विभाग में प्रथम रोजगार प्रशिक्षण कार्यक्रम का आयोजन किया जा रहा है। कार्यक्रम का कुलपति प्रो. नीलिमा गुप्ता ने निरीक्षण किया व कार्यक्रम में शामिल विद्यार्थियों से संवाद किया। यह कार्यक्रम 15 अप्रैल से कुल 30 कार्यदिवस तक जारी रहेगा। कार्यक्रम में उन्नति फाउंडेशन द्वारा अंतिम वर्ष के 40 छात्रों के बच्चों को प्रशिक्षित किया जा रहा है, जिसमें स्पोकन इंग्लिश, प्रभावी संवाद, जीवन कौशल, व्यक्तित्व निर्माण, आत्मविश्वास निर्माण, मूल्यों को विकसित करना, वाद-विवाद, सार्वजनिक भाषण, माक इंटरेक्टिव आदि जैसे क्षेत्रों पर ध्यान केंद्रित किया जा रहा है। कार्यक्रम में प्रतिदिन 3 घंटे का 30 कार्यदिवस का प्रशिक्षण शामिल है।



नीलिमा गुप्ता ने विद्यार्थियों से वार्दा की। नवदुनिया आत्मविश्वास निर्माण, मूल्यों को विकसित करना, वाद-विवाद, सार्वजनिक भाषण, माक इंटरेक्टिव आदि जैसे क्षेत्रों पर ध्यान केंद्रित किया जा रहा है। कार्यक्रम में प्रतिदिन 3 घंटे का 30 कार्यदिवस का प्रशिक्षण शामिल है।

इंटरेक्टिव आदि क्षेत्रों में प्रशिक्षण पाकर विद्यार्थियों का समग्र विकास होगा, एवं उन्हें एक उजवल भविष्य पाने में आसानी होगी। उन्होंने भविष्य में भी इस प्रकार के कार्यक्रम आयोजित करने निर्देशित किया जिससे विद्यार्थियों को नौकरी और विद्यार्थियों ने अपने में आए इस अवसर पर कुलपति ने विद्यार्थियों से उनके अनुभव पूछे और विद्यार्थियों ने अपने में आए सुधार को साझा किया। निरीक्षण में प्रो. अजीत जायसवाल व विश्वविद्यालय के शिक्षक भी उपस्थित थे। 40 विद्यार्थियों ने कराया पंजीकरण कार्यक्रम में चयन के लिए उन्नति फाउंडेशन द्वारा यूलीप एप के माध्यम से कंप्यूटर साइंस एवं अनुप्रयोग, भौतिकी, व्यवसाय प्रबंध एवं वाणिज्य विभागों के 40 विद्यार्थियों का पंजीकरण किया गया है। यह उन्नति फाउंडेशन द्वारा पहला बेच है, इसके बाद बाकी विद्यार्थियों के लिए भी बेच संचालित होते रहेंगे। विश्वविद्यालय के प्लेसमेंट एवं स्टार्टअप सेल कोऑर्डिनेटर अभिषेक बंसल एवं उन्नति फाउंडेशन की ट्रेनर सहिबा नासिर द्वारा प्लेसमेंट एवं स्टार्टअप सेल की संरक्षक कुलपति प्रो. नीलिमा गुप्ता को इस रोजगार प्रशिक्षण कार्यक्रम की समस्त गतिविधियों के बारे में अवगत करया।

Looking ahead 2026-27

SCALING WITH PURPOSE :

As Unnati enters FY 2026–27, our focus remains firmly on creating measurable livelihood outcomes for India's youth, particularly in rural and underserved regions. Building on the strong impact achieved through the Unnati Centre Model and UNXT programme, we aim to deepen our reach while strengthening employment-linked outcomes via Cybersmart Bharat and AI certification.

Our key priority for the coming year is to enable **50,000 authentically verified youth placements**, reinforcing our belief that real impact lies not merely in training numbers, but in sustainable livelihoods and career progression. Through strengthened industry partnerships and enhanced employability interventions, we will continue to equip youth with communication skills, workplace readiness, digital competencies, and career confidence.

We also aim to further strengthen the Udyogam platform to improve placement access, recruiter engagement, and verified job tracking across geographies.

Special emphasis will continue on rural India and government colleges, where access to quality employability opportunities remains limited.

Alongside employability initiatives, Unnati will continue supporting women entrepreneurship and community-based livelihood programmes such as SUGAM, expanding opportunities for economic empowerment at the grassroots level.

As we scale our efforts, governance, transparency, and financial discipline will remain central to our approach. We will continue to maintain strong accountability standards while delivering high social impact with operational efficiency.

With the continued support of CSR partners, institutions, and well-wishers, we move forward with renewed commitment to transforming lives, strengthening communities, and contributing meaningfully to India's development journey.



Directors



Dr. Ramesh Swamy

Dr. Ramesh Swamy (also known as I.A. Padmanabhan) is the CEO of the Swamy Group of Companies. After earning his Bachelor's degree in Mechanical Engineering from MACT, REC, Bhopal, he joined his family's business and gradually expanded its reach. Today, he manages logistics operations for several multinational and Indian companies across Karnataka. In addition to his business leadership, Ramesh Swamy plays an active role in the day-to-day functioning of Unnati. Known for his infectious energy and inspiring outlook, he is one of the few individuals who have made a meaningful and lasting impact on countless lives in and around Bangalore.



Narayanan AS

Narayanan A.S., (also known as Ramdas) is a graduate in Printing Technology, he founded Milan Packaging, a flexible packaging plant, in 1984. He successfully led the enterprise for over three decades before stepping away from the business in 2017. Today, Narayanan devotes his time as a dedicated volunteer at Unnati, where he plays a vital role in shaping young minds through life skills and values-based education. He is also actively engaged in supporting the organization's administrative operations, contributing both experience and wisdom to its mission



Dr. Randhir Mishra

Dr. Randhir Mishra is a Management Faculty at various B Schools in India. He has been an advisor to the Board of SUF.

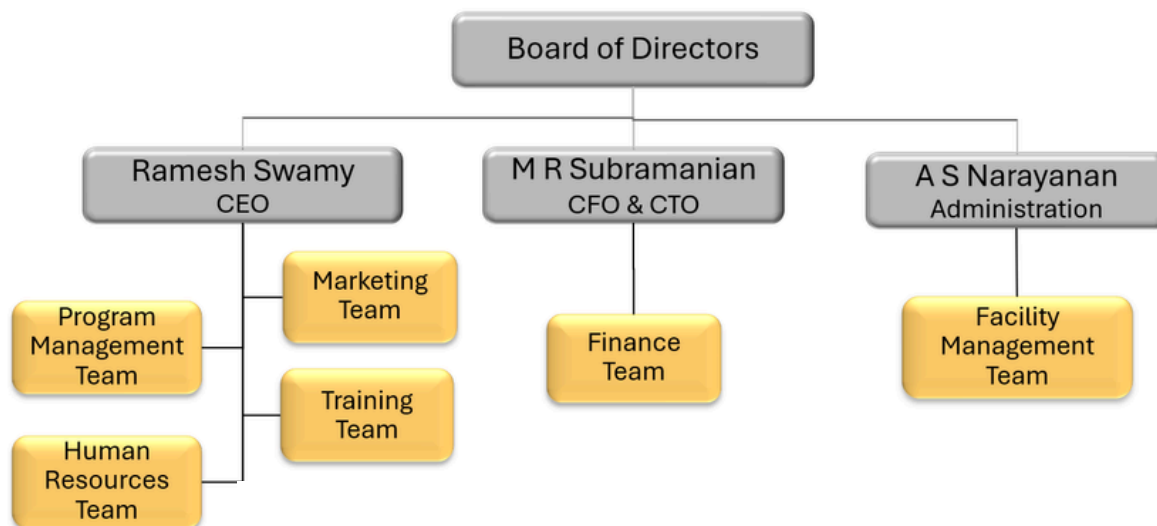


Dr. Susheela Venkataraman

Dr. Susheela Venkataraman is a former Trustee of SUFT. Until recently, she served as the Principal Director of Information Technology at the Asian Development Bank in Manila. Having completed her tenure there, she has now relocated to Bangalore.

Team

Organisation Structure



Key Executives in the Organisation

Full Name	Designation
Dr.lyer Anantha Padmanabhan Alias Ramesh Swamy	Director
Mr Anantraman Surya Narayanan	Director
Dr Randhir Mishra	Director
Dr. Susheela Venkataraman	Director
Mr. Manjeri Ramanathan Subramanian	CFO
Ms. Sandhya Ananthanarayanan	Finance Manager
Mr. Venugopala	Human Resources
Ms. Kalaivani	CSR
Ms. Santhiya	Placement
Ms. Geetha Menon	Unnati Program
Mr. Gopikrishnan Kovili	Unnati Program
Mr. Anand Premkumar	UNXT Program
Ms. Gurpreet Kaur	SUGAM Program

Team

Key Volunteers in the Organisation

Full Name	Roles
Ms. Alpa Dalal	Master Trainer & L&D
Ms. Geetha Menon	Operations- Unnati
Ms. Girija Krishnan	Master Trainer & L&D
Mr. Guru Kurubarahalli	Trainer SUGAM
Mr. Jagadish	Trainer
Mr. Madhavan	Trainer
Ms. Madhu Gupta	Head Councelling
Mr. Ranga G	Master Trainer
Ms. Rani Venugopal	Operation UNXT
Mr. Surya Narayanan	Compliance & Social Stock Exchange
Ms. Tara Narayanan	Master Trainer
Ms. Usha Menon	H R Operations
Mr. Venkata Subramanium	FundRaising & Procurement
Ms. Rajeshwari J	Technology
Ms. Bhuvana	Nodal Placement UNXT
Ms. Shubhashini Dhandapani	Technology
Ms. Chithra Babu	Trainer

Team

About our Directors:

Our Directors strongly believe in philanthropy true to the spirit of “not for profit”. They do not benefit themselves through any form of remuneration or perquisites. Their contribution is in the form of time and expertise. The Directors operate without prejudice. In the realm of Unnati, they are driven by collective wisdom, compassion, and a desire to serve. The Directors meet regularly, and all policy decisions are planned and finalized unanimously.

Director Remuneration:

None of the Directors are paid any remuneration, sitting fee or monetary reward. Directors are reimbursed for expenses incurred by them for outstation travel in connection with the business of the organisation.

Details about the Core Team and their roles can be found in <https://www.unnatibl.org/Teams>

Employees:

Our team of employees form the backbone of the organization, playing a vital role in transforming our vision into impactful action. With dedication, passion, and professionalism, they bring their expertise to every facet of our work. The highest salary paid to any single individual was Rs. 18,00,000/- per annum and the lowest paid to any single individual is Rs. 1,86,000/- per annum

Remuneration and other benefits to the employees:

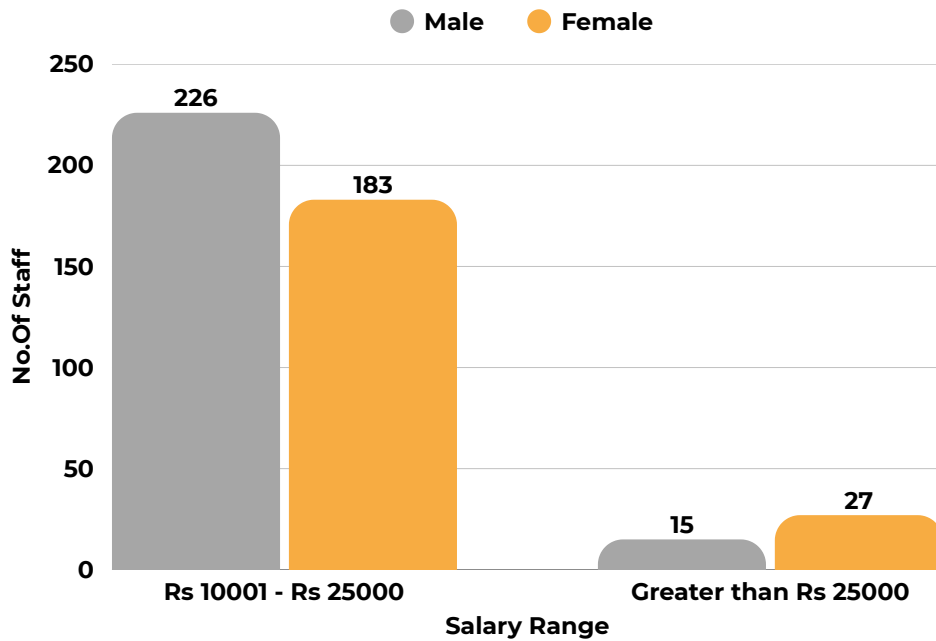
The HR works along with the Senior Management closely and decisions are taken based on the conditions (includes Geographical location) and needs. This includes salary and other incentive components. Annual appraisals are done for all the employees.

About this Report:

This report was made possible with due thanks to the efforts of Priya PA, Ramani sir, Gurpreet Kaur, Kalai Vani, Shiva and the entire team.

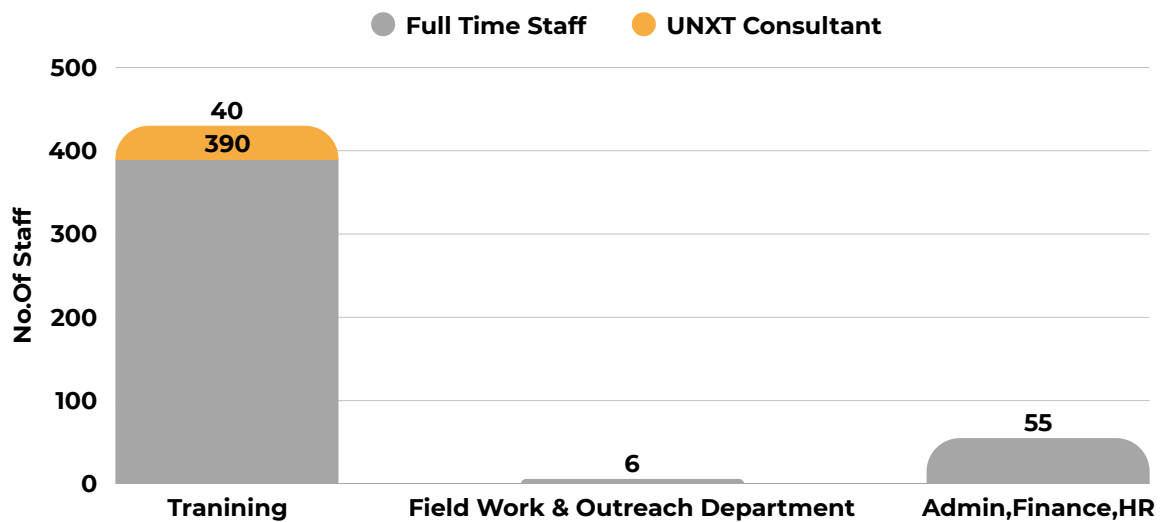
Team

Distribution of staff according to salary levels as on 31.03.2026



Headcount as on 31.03.2026

DEPARTMENT	Full Time Staff	UNXT consultants
Training	390	40
Outreach & Field Work	6	-
Admin, Finance and HR	55	-
Total	451	40



Volunteer visits: Corporates/ Others

01 CARDINAL HEALTH CARE

Cardinal Health visited the Bangalore Head Office in **April 2025** and interacted with Batch 179, engaging with the students and understanding their learning journey. The interaction motivated the youth, encouraged meaningful discussions, and helping participants gain confidence.



02 THE BOEING COMPANY

From August 2025 to February 2026, Boeing actively supported Unnati through a series of impactful volunteering initiatives at Bangalore-HO. Volunteers, including Ms.Susan Thomas, Chaitanya, and Manjunath, conducted sessions on Public Speaking (Toastmasters), Language Etiquette & Mannerisms, Personal Grooming, Leadership, Interview Skills, Resume Building, Money Management, and Workplace Ethics for various student batches. Boeing also facilitated an Advanced Excel & Data Storytelling workshop for staff and changemakers.

In January 2026, Ms.Susan Thomas led a goal-setting session focused on future planning and confidence-building. In February 2026, the Boeing team conducted sessions on workplace ethics and handling criticism, helping youth become more confident, professional, and career-ready.



Volunteer visits: Corporates/ Others

03 ROTARY CLUB

Rotary Club members visited the Unnati Bangalore Head Office in April 2025 for interaction and partnership discussions to explore future collaboration opportunities. In February 2026, Rotary members conducted inspiring sessions on leadership, service, and personal growth, motivating students to build confidence, strengthen leadership qualities, and contribute positively to society.

04 MUFG

From May 2025 to February 2026, MUFG actively supported Unnati through leadership talks, student engagement, volunteer visits, career guidance, critical thinking sessions, and entrepreneurial mentoring across Mumbai, Bangalore, and Kurla centres.



A major highlight was the February 2026 visit by MUFG to the Unnati Kurla Centre, led by **CEO Mr. Suzuki** and eleven team members, featuring impactful sessions on critical thinking, career guidance, and entrepreneurial growth.

05 GE AEROSPACE

In June and October 2025, GE Aerospace conducted financial literacy, cybersecurity, and motivational sessions for Unnati students, engaging batches through volunteer-led learning and inspiration initiatives at Bangalore HO.



Volunteer visits: Corporates/ Others

06 SAGILITY

In August and October 2025, Sagility strengthened engagement through a CSR Ambassadors Meet attended by Director Mr. Narayanan and financial literacy sessions led by SVP Mr. Mitesh Kumar for Unnati students.

07 EXXONMOBIL

Throughout July and November 2025, ExxonMobil volunteers empowered Unnati students through interactive sessions on communication skills, financial awareness, and interview readiness at Bangalore HO.



08 SOCIETE GENERALE

In November 2025, February 2026, and March 2026, Société Générale engaged Unnati youth through mentoring, workplace-readiness training, motivational sessions, industry exposure, and career guidance initiatives at Bangalore HO.

09 DELOITTE

On August 14, Deloitte CSR Head Mr. Sanjeev visited Unnati and interacted with the team and youth beneficiaries.



Volunteer visits: Corporates/ Others

10 JAIN UNIVERSITY

Jain University conducted communication and confidence-building sessions in October 2025 to enhance students' interpersonal and professional skills.



11 FINASTRA

Finastra hosted the "Tour of Code & Science" program for Batches 192 and 193 in November 2025, enhancing students' exposure to technology and innovation.

12 MARMON

Marmon Holdings visited Bangalore HO for industry interaction sessions, providing students with insights into workplace expectations and future career opportunities.

14 NUWARE

NuWare representative Madhura engaged with Batch 203 students at Bangalore HO in January 2026, sharing industry insights and mentoring the youth for career growth.



13 KEENEDGE TECHNOLOGIES

KeenEdge Technologies conducted AI training sessions for Batches 197, 198, and 199 at Bangalore HO in January 2026. Mr. Ankur Dhanuka introduced students to Artificial Intelligence, resume building, digital literacy, and AI career applications.



Photo Gallery

Program Unnati



Program Unnati



Program UNXT



Program Sugam



Placements



BAC Training

Our changemakers who help us in our vision of training youth to reality



Volunteer Visits - Corporates/ Others



Volunteer Visits - Corporates/ Others



Volunteer Visits - Corporates/ Others



Volunteer Visits - Corporates/ Others





Address

Unnati Skill Centre
No.1, NGEF Layout, 4th Main, 4th cross,
Sadananda Nagar, Bangalore 560 038
(Behind Bypanahalli Metro Station)

T +91 80 2538 4642, 4443/ +91 96060 82713

E contactus@unnatibl.org

W www.unnatibl.org

Instagram [unnatiskillcentre](https://www.instagram.com/unnatiskillcentre)