



AVASANT

Corporate Social Responsibility & Sustainability 2025 Report

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Letter from our Chairman & CEO

As we reflect on 2025 and look forward to the year ahead, I am proud to affirm Avasant's continued commitment to corporate social responsibility and sustainability.

Building on the progress we have made, we remain dedicated to driving positive change through initiatives that empower our communities, drive meaningful change, and foster a culture of ethical leadership. By constantly evaluating our strategies and collaborating with stakeholders, we aim to achieve meaningful outcomes that reflect our values and strengthen our role as responsible corporate citizens.

Our mission remains clear—to create meaningful impact by empowering individuals, businesses, and communities to reach new heights of success. In an era defined by rapid technological change and global complexity, our role as a trusted advisor extends beyond business outcomes.

We recognize that innovation, sustainability, and social responsibility are essential to shaping a future that is both prosperous and equitable.

This year, we advanced our CSR strategy by building a more inclusive workforce and expanding opportunities for growth. Through the Avasant Foundation, we continued collaborations with educational institutions, public

entities, and nonprofits to deliver education and skills training across developing regions, driving sustainable and measurable impact.

Since 2011, Avasant has aligned its operations with the UN Global Compact's Ten Principles and continues to champion the 2030 Sustainable Development Goals through strong partnerships and responsible business practices. As we look to the future, we understand that lasting progress requires collective action and accountability.

Avasant remains steadfast in advancing sustainable practices that create long-term value for our clients, partners, and communities. While we are proud of the progress achieved, our journey continues. Together, we will harness the power of technology and innovation to build a more sustainable, inclusive, and equitable world.

Sincerely,



KEVIN S. PARIKH

Global Chairman & CEO
Avasant

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Introduction to this Report

The Avasant 2025 Corporate Social Responsibility (CSR) report highlights the company's continued commitment to creating positive social and environmental impact through innovation, diversity, and community engagement. In alignment with the United Nations Sustainable Development Goals (SDGs), Avasant's efforts reflect its core values of leadership, sustainability, and global citizenship.

At Avasant, we integrate sustainability into our core business operations and client advisory services, focusing on promoting responsible sourcing and championing social programs and initiatives that drive economic growth, reduce inequalities, and support global access to education.

The Avasant Foundation also plays a pivotal role in advancing global citizenship, focusing on economic empowerment and education. By empowering high potential, disadvantaged youth in developing countries through education, employment and entrepreneurship in the new digital economy, the Foundation continued its efforts in 2024 to pursue its mission in preparing youth to succeed in the workforce of today and tomorrow.

Over the past year, Avasant's annual mentorship and educational programs were also executed with the aim to continue to empower the next generation

of leaders and entrepreneurs. These initiatives and executive offerings are aimed at fostering innovation, leadership, and social responsibility.

Avasant's 2025 Corporate Social Responsibility report marks a year of growth and impact. As the company continues to evolve, it is committed to creating long-term value for all stakeholders through sustainability, social inclusion, and innovation. With a future-focused strategy, Avasant will persist in its mission to drive meaningful change and build a more equitable and sustainable world.

Our Mission and Vision

Avasant is a leading management consulting firm focused on translating the power of technology into realizable business strategies. Specializing in digital and IT transformation, sourcing advisory, global strategy, and governance services, Avasant prides itself on delivering high value engagements through industry-focused innovation and flexible client-based solutions. At Avasant, our STRIVE values form the foundation of our vision and guide every aspect of our work. Together, these values define who we are and inspire us to excel as a team, making a difference in the industries and communities we serve.



Our Mission

At Avasant, our mission is to empower individuals, businesses, communities, and countries to achieve sustainable economic growth and development. We strive to establish a connected, open, accessible, and equal society. Our commitment to corporate responsibility and sustainability is more than just a set of values—it's the essence of who we are and what we stand for.

Sustainability at Our Core

Avasant is steadfast in its commitment to sustainability, integrating responsible practices across all facets of our operations to support economic resilience, social equity, and environmental stewardship. Our approach is guided by a vision to build a more sustainable future, ensuring that our business strategies not only meet today's needs but also empower future generations.

Our Approach to Corporate Social Responsibility

As a leading global management consulting firm, Avasant's vast economic, human, physical, and social resources enable us to have a significant impact on people and communities worldwide. Our overall strategy aligns with our corporate vision, ranging from our business operations to our employee engagement and continuous learning programs, which supports our social impact arm.

Over 2025, Avasant has achieved several CSR milestones in tandem with the company's corporate strategy. We will continue to invest in the development and well-being of our workforce, with a focus on diversity, equity and inclusion, training and career opportunities, and work-life balance, while supporting local and global initiatives that promote social justice, human rights, philanthropy, and volunteerism.

Avasant's commitment to [Corporate Social Responsibility and Sustainability](#) is deeply rooted in its mission to drive positive social impact through innovation, collaboration, and impact.

As such, our work is governed by principles that add value for our clients, our people, and society.

Our Corporate Social Responsibility policy focuses on three primary areas:

1) Avasant's Commitment to the 2030 UN Sustainable Development Goals (SDGs)

2) Avasant's Women and Youth Centric Focus

3) Environment and Social Governance (ESG)



Our Commitment to the UN Sustainable Development Goals



Advancing the United Nations' Sustainable Development Goals

Avasant's vast economic, human, physical, and social resources enable us to drive meaningful and lasting impact on people and communities worldwide. This aligns seamlessly with our corporate vision, ensuring that every facet of our business—ranging from consulting engagements and operational excellence to employee development and corporate social responsibility—contributes to a sustainable and inclusive global economy.

Our sustainability strategy extends beyond corporate philanthropy—it is embedded in how we operate, from delivering responsible digital transformation solutions to leveraging technology for social good. An integral part of this strategy, is the mission to accelerate the UN's 2030 Sustainable Development Goals.

The SDGs which Avasant is focused on advancing



Avasant's Global Impact Aligned to the UN Sustainable Development Goals - 2025



**Over
62,800**

Lives impacted by the Avasant Foundation, especially in emerging economies



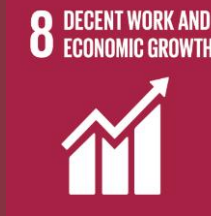
**Over
3,100**

Graduates under the Avasant Foundation's Digital Skills Training Programs



70%

Female Participation throughout Avasant's Annual Internship & Skills Training Programs



93%

Student Participants in Avasant's Internship & Training Programs secure full-time employment post-program completion



100%

Diversity & Inclusivity achieved across Avasant's internal functions as well as across its program offerings



**Over
200**

Ecosystem of Stakeholders & Partners

SDG 1: No Poverty

Avasant supports **SDG 1: No Poverty** by fostering economic empowerment through education, workforce development, and entrepreneurship. Avasant provides digital skills training, career mentorship, and job placement programs that equip underserved youth with the tools to secure sustainable employment. Through its emphasis re-skilling and up-skilling, its programs have empowered participants to transition from unemployment or underemployment to stable and decent jobs. The firm also invests in entrepreneurship programs, enabling small business owners to thrive in the digital economy. Beyond skills development, Avasant contributes to global philanthropic efforts, such as disaster relief and education funding, ensuring long-term poverty reduction in vulnerable regions.



SDG 1 - NO POVERTY

ACTION

1.1 Eradicate Extreme Poverty

Avasant equips individuals with market-relevant digital skills and job placement support through its Digital Skills Training Programs, ensuring long-term employment and financial stability in developing economies.

1.4 Equal rights to ownership, basic services, technology, and economic resources

Participants of Avasant's educational programs and initiatives benefit from workforce readiness, career skills, and internships in tech and consulting.

1.6 Build resilience to environmental, economic, and social disasters

Avasant contributes to global disaster relief and resilience-building (such as its donation for Ukraine relief efforts) and continuously supports economic sustainability through its partnerships with governments and NGOs to create stable job markets in vulnerable regions.

SDG 4: Quality Education

Avasant advances **SDG 4: Quality Education** by promoting inclusive, equitable education and lifelong learning opportunities. Through its non-profit, the company delivers targeted programs such as digital skills training, mentorship, and workforce development initiatives to empower and educate youth hailing from all around the world. Avasant also supports SDG 4 through its annual Presidential Internship Programs and various on-the-job training and research internship opportunities. Avasant also partners with TiE Global through its TYE Program and the TiE Shadow Day program, to sponsor these executive offering programs designed to support the training and education of both college and high school students as they venture into various industries.



SDG 4 - QUALITY EDUCATION ACTION

4.3 Ensure equal access to affordable, quality education, including tertiary education by 2030

Avasant offers no-cost tech-focused youth programs, creating pathways in fields like data science and coding for underserved communities.

4.4 Increase skills relevant for employment by 2030

Avasant equips youth with digital skills, focusing on preparing them for the workforce and to secure employment in the digital economy.

4.5 Eliminate gender disparities in education by 2030.

Avasant promotes gender equality through mentorships for women in tech, fostering diversity and inclusion.

4.7 Promote education for sustainable development by 2030

Avasant integrates sustainability into its programs, building digital inclusion and promoting a sustainable future.

SDG 5: Gender Equality

Avasant actively supports **SDG 5: Gender Equality** by fostering an inclusive workplace and challenging traditional gender-based industry barriers. Through its mentorship programs, leadership development, and access to digital skills training, Avasant empowers women to excel in high demand fields. With over 70% female participation, these initiatives enable women to secure impactful roles, bridge the digital gender gap, and drive economic growth, inspiring future generations to pursue STEM careers. By aligning its CSR strategy with SDG 5's subgoals, Avasant actively works to overcome industry bias, create equal opportunities, and promote inclusive growth worldwide.



SDG 5 - GENDER EQUALITY

ACTION

5.1 End discrimination against all women and girls everywhere

Avasant ensures equal opportunities through inclusive workplace policies and a culture free of gender-based barriers.

5.5 Ensure women's participation and leadership in decision-making

Avasant empowers women through mentorship and leadership programs, fostering gender parity in decision-making roles.

4.5 Eliminate gender disparities in education by 2030.

The Avasant Foundation boasts a 100% diversity participation rate and a 75% female participation rate in each of its annual educational and skills training programs.

5.B Promote technology to empower women

Avasant provides women with access to digital skills and tech education, enabling careers in high-demand fields and bridging the digital gender gap.

SDG 8: Decent Work and Economic Growth

Avasant continues to support **SDG 8: Decent Work & Economic Growth** by driving productivity and growth through innovative technologies like AI and automation. The Avasant Foundation focuses on equipping youth with skills for meaningful employment through training and mentorship programs. Moreover, as a global firm, Avasant is committed to diversity, equity, and inclusion – ensuring fair opportunities and career growth for youth, women, and underrepresented groups. By fostering ethical practices and empowering people, Avasant contributes to creating sustainable and decent work environments.



SDG 8 - DECENT WORK AND ECONOMIC GROWTH

ACTION

8.2 Achieve higher economic productivity through innovation and technology

Avasant drives growth by enabling digital transformation through AI, automation, and cloud technologies for sustainable and efficient operations.

8.5 By 2030, achieve full and productive employment with equal pay for equal work

Avasant's DEI commitment ensures equal access to meaningful work, fair wages, and professional growth, fostering an inclusive workplace with career advancement opportunities for all.

8.6 Reduce the proportion of youth not in employment, education, or training

Avasant's non-profit provides youth with technology training and mentorship, equipping them with in-demand skills and bridging gaps in employability.

SDG 10: Reduced Inequalities

Avasant supports **SDG 10: Reduced Inequalities** by promoting inclusion, equality, and fair opportunities through its business operations, consulting practices, and social initiatives. The firm ensures fair hiring, equal pay, and merit-based advancement, while fostering a workplace that values diversity across all demographics. Avasant's policies advocate for fair wages and benefits, creating a supportive and inclusive environment that helps bridge inequalities and provides opportunities for meaningful employment, regardless of background, gender, race, or age. Moreover, Avasant's programs empower individuals from all backgrounds to secure meaningful employment, thereby increasing their standard of living, regardless of race, background, gender, demographic etc.



SDG 10 - REDUCED INEQUALITIES ACTION

10.2 Empower and promote inclusion for all

Avasant fosters inclusion through policies that eliminate discrimination and promotes equality across all its global offices.

10.3 Ensure equal opportunity and reduce inequalities

Avasant ensures fair hiring, pay equality, and merit-based advancement, reducing biases and fostering equal opportunities.

10.4 Promote fair wages and social protection

The firm has implemented policies for fair wages, benefits, and a supportive work environment ensuring greater equality.

SDG 11: Sustainable Cities & Communities

As an organization, Avasant's offerings support digital inclusion, economic resilience, and sustainable urban development through its consulting expertise, workforce development programs, and global partnerships. By leveraging technology and innovation, Avasant helps build inclusive, safe, and resilient communities, particularly in underserved regions. This contributes towards **SDG 11: Sustainable Cities and Communities**.



SDG 11 - SUSTAINABLE CITIES & COMMUNITIES

ACTION

11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums

Avasant's training programs, including its Digital Skills Training Programs available in developing economies, provide individuals with the tools to secure sustainable employment, enabling them to afford better housing and improved living conditions.

11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management

Avasant promotes sustainable business practices and ESG advisory services, guiding other organizations toward responsible sourcing, and green technology adoption to lower their environmental footprint.

SDG 13: Climate Action

Avasant makes dedicated efforts to reduce its environmental footprint within its global operations. Establishing and sustaining efficient environmentally friendly management methods is the company's overarching strategy. Avasant implements industry best practices and makes all efforts to increase employee awareness pertaining to environmental issues to achieve this. As part of its efforts to advance **SDG 13: Climate Action**, Avasant has eliminated the use of paper in business operations, reduce staff travel internationally and locally, and raised industry awareness among clients and stakeholders on the importance of green sourcing.



SDG 13 - CLIMATE CHANGE

ACTION

13.2 Integrate climate change measures into national policies, strategies and planning

Avasant collaborates with global institutions to drive corporate sustainability policies aligned with the UN SDGs.

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

Avasant engages in thought leadership through research reports, industry events, and expert discussions on ESG and the usage of green technologies.

13.B Promote mechanisms to build capacity for climate planning and management

By advising on intelligent automation, AI-driven sustainability solutions, and cloud-based systems, Avasant helps businesses transition to low-impact, energy-efficient operations.

SDG 17: Partnerships for the Goals

Avasant engages **SDG 17: Partnerships for the Goals** by building strategic partnerships to advance sustainable development. Avasant collaborates with the UN Global Compact and other organizations to address global challenges and promote sustainability. By fostering cross-sector partnerships, Avasant focuses on inclusion, workforce development, and creating impactful solutions. Avasant also leverages its global network of partners and clients, fostering cross-sector collaboration to drive sustainable development projects. Through this, Avasant plays a vital role in promoting dialogue and cooperation among private and public sector stakeholders to accelerate the achievement of the SDGs.



SDG 17 - PARTNERSHIPS FOR THE GOALS

ACTION

17.3 Mobilize financial resources for developing countries

Avasant Foundation invests in developing economies to narrow gaps in education, employment, and entrepreneurship through partnerships and investment in tech innovation.

17.6 Enhance international cooperation on technology and knowledge-sharing.

Avasant boosts STEM capacity and global knowledge sharing through strategic industry partnerships in developing regions.

17.16 Strengthen global partnerships for sustainable development

Avasant collaborates with the UNGC, IDB-Lab, and other entities to tackle global business challenges and promote sustainable practices.

17.17 Promote public-private and civil society partnerships.

Avasant partners with public and state institutions, as well as civil organizations to drive cross-sector initiatives.

Avasant's Partnership with United Nations Global Compact

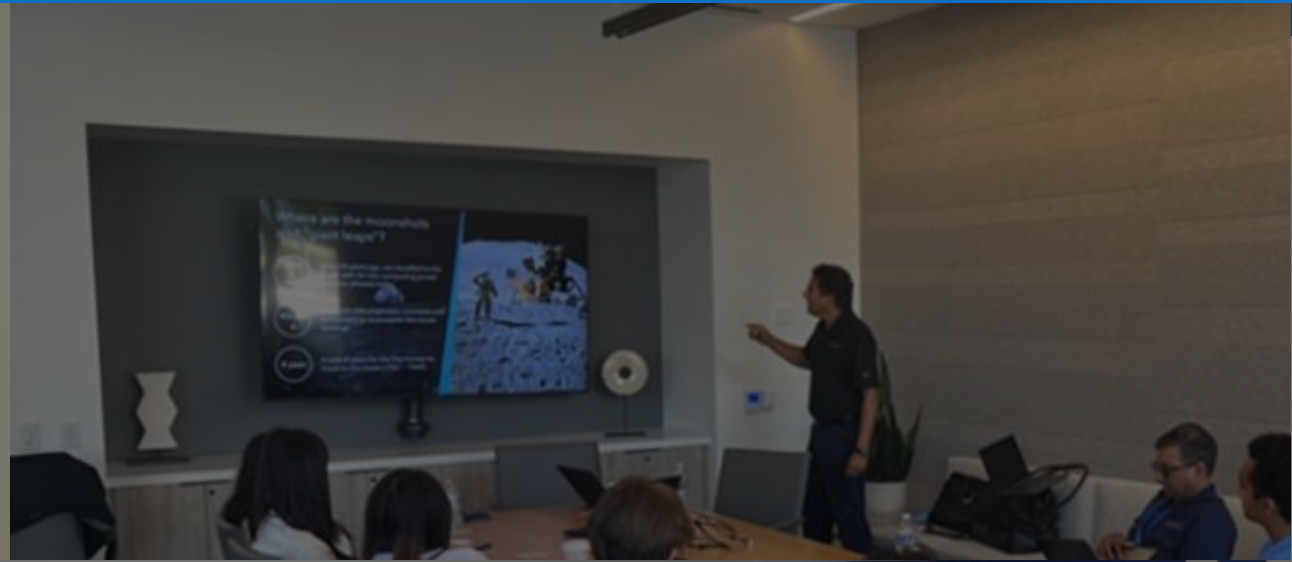


Avasant proudly partners with the United Nations Global Compact (UNGC), adhering to its Ten Principles to promote ethical business practices, environmental responsibility, and social accountability. These principles include:

- **Human Rights:** Respecting and supporting internationally recognized rights.
- **Labor Standards:** Promoting fair, safe, and inclusive workplaces.
- **Environmental Sustainability:** Reducing environmental impact through sustainable practices.
- **Anti-Corruption:** Enforcing zero-tolerance for corruption with transparency and accountability.

Avasant also reports its progress annually to the UNGC via the Communication on Progress platform and its Corporate Social Responsibility Report. Its not-for-profit organization, the Avasant Foundation, is a founding member of **SDG Funders**, a global philanthropic platform founded by Rockefeller Philanthropic Advisors. Over the past year, Avasant has been an active participant of the following SDG Accelerator Programs ran by the UNGC: **SDG Ambition**, **Target Gender Equality**, **SDG Innovation for Young Professionals** and **SDG Business & Human Rights**. Avasant also continues to engage with the Global Compact via its high-level Roundtable Events: [CEO's Roundtable](#) and the [Practitioners' Roundtable](#).





Annual Programs & Initiatives

Career Mentorship Initiative

Avasant's global offices have been engaged in local youth mentorship initiatives over the past year. The Avasant TT team was contacted by local educational institutions to conduct presentations on the outsourcing industry and its relevant career prospects. As an emerging economy, opportunities for professional career guidance in local communities continue to be limited. This initiative aimed to provide personalized mentorship to local high school students who are about to pursue higher education and require guidance on choosing their career paths. Team Avasant TT equips these students with information and resources to assist them in arriving at a well-informed decision to commence their professional journeys. The impact of this program has been significant, with the targeted students reporting on a better understanding of the job market, the outsourcing industry, and jobs of the future and the overall impact of SDG 4 - Quality Education in developing economies such as Trinidad & Tobago.

Objective:

Equip local students with insights on career prospects in the outsourcing industry and guidance for higher education decisions.

Key Activities:

- Delivered presentations on the outsourcing industry and related careers.
- Conducted personalized mentorship sessions with students.
- Shared resources and information to support well-informed career decisions.

Outcome/Impact:

Through Avasant's Career Mentorship Initiative, students received a deeper understanding of the job market, outsourcing industry, and relevant job opportunities for future consideration.



Avasant's Presidential Internship Program: USA, India & Trinidad

Avasant's Presidential Internship Program is a prestigious and highly selective program designed to provide young professionals with immersive, hands-on experience in management consulting, technology strategy, research and data, and business advisory services. The program offers interns the opportunity to work closely with senior leaders, including Avasant's Executive Team, allowing them to gain invaluable insights into strategic decision-making, client engagement, and project execution. In 2024, Avasant's Interns across the United States, India, and Trinidad were involved in consulting projects that spanned a wide array of industries, including technology, business strategy, and digital transformation. This hands-on experience equipped them with practical skills and a deep understanding of industry challenges. In addition to project work, interns participate in leadership development sessions designed to build key soft skills, including communication, critical thinking, and teamwork. Each intern is also paired with a mentor, who provides guidance, feedback, and career development support throughout the program.



UCLA Young Technology Professionals Bootcamp

The YTP Tech Bootcamp supports annual executive education programs that foster development for over 50 of tomorrow's leaders. Avasant has been a proud participant of this program, contributing to business innovation in our communities through thought leadership, mentorship, and industry expertise.

Objective:

Executive education fostering the development of future leaders in technology and business annually.

Key Activities:

- Avasant contributed through thought leadership, mentorship, and industry expertise.
- Supported business innovation and community development.

Outcome/Impact:

The empowerment of 50+ young professionals through education, mentorship, and insights to drive future innovation.



USC: The Entrepreneurial Startup Academy



Avasant, through its non-profit, has been a sponsor for the USC Entrepreneurial Startup Academy – a program from the University of Southern California designed to foster entrepreneurial skills and startup development for students. The academy offers resources like mentorship, funding guidance, networking opportunities, and tailored educational modules. This is particularly focused on helping students and alumni bring business ideas from concept through execution, customer acquisition, and growth, as well as, providing financial education and entrepreneurship training to over 75 persons in South Los Angeles.

Objective:

Fostering entrepreneurial skills and supporting startup development for USC students and alumni.

Key Activities:

- Mentorship and Funding guidance.
- Networking opportunities and tailored educational modules.
- Support for transforming startup business ideas from concept to execution, customer acquisition, and growth.

Outcome/Impact:

Empowered 75+ participants with the tools and resources to successfully launch and grow their early-stage startups.



The Big Sister Project

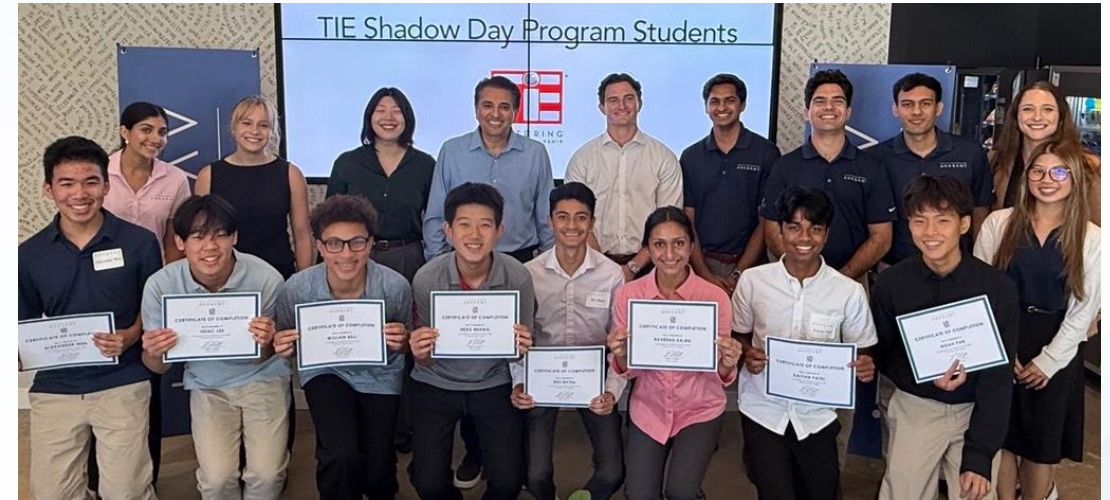
Over the last four years, Avasant Trinidad has participated in the annual 'Big Sister Project' as part of our CSR initiatives supporting SDG 4 - Quality Education and SDG 5 - Gender Equality. This program pairs students with alumnae from St. Augustine Girls' High School for mentorship and guidance, offering insights into various organizations and professional fields. Avasant's Trinidad & Tobago office shared important career guidance geared towards assisting the young women in navigating career paths in the technology and outsourcing industries. The students were fully engaged through knowledge-sharing sessions, goal-setting workshops, and road-mapping activities.



TiE Young Entrepreneurs & TiE Shadow Day



Avasant continues its steadfast support for the **TYE Program - Orange County** as a Gold Sponsor, reinforcing its commitment to nurturing young entrepreneurial talent. Annually, an impressive cohort of high school students, hailing from diverse educational backgrounds, embark on a transformative 12-week entrepreneurial journey. Guided by seasoned TYE mentors, these budding entrepreneurs delve into a comprehensive curriculum, learning the intricacies of the startup development process, from ideation to the creation of minimum viable products (MVPs).

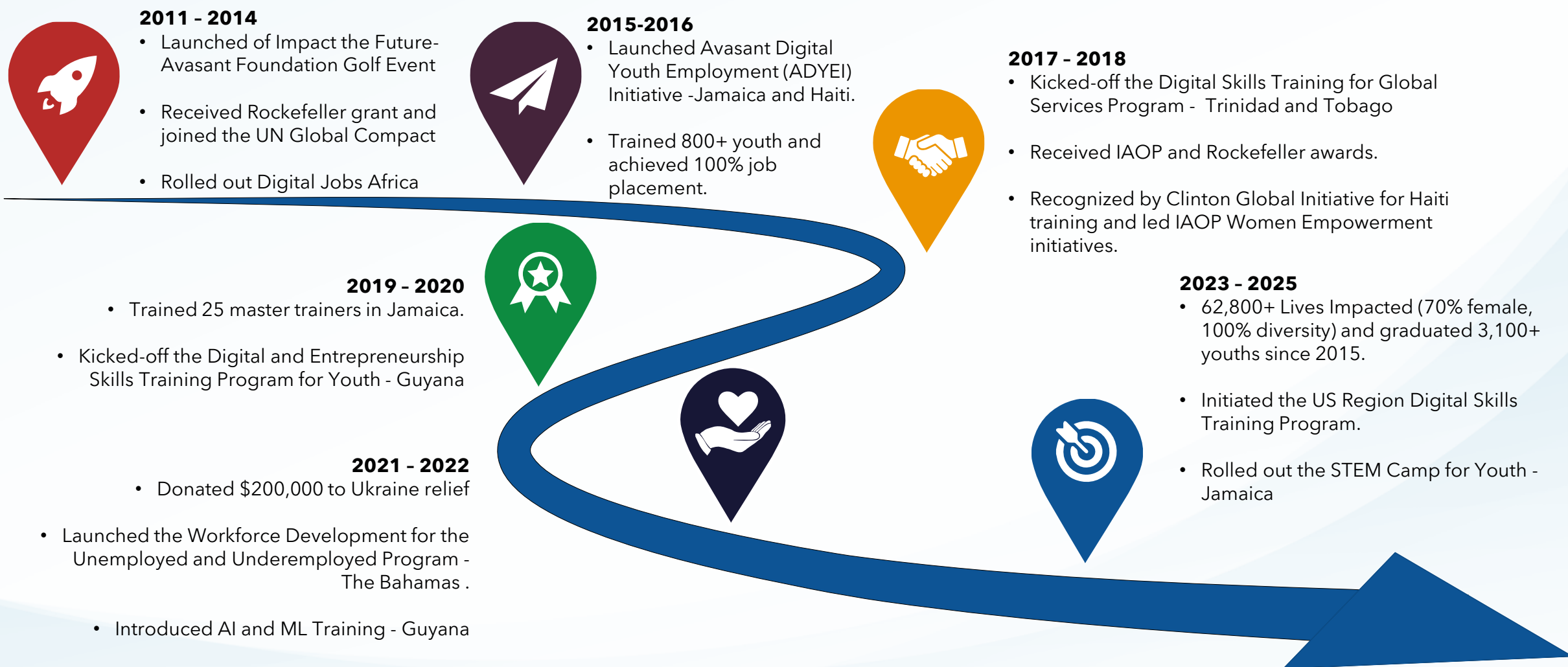


The **2025 TIE Shadow Day Program** provided students with the unique opportunity to gather insights from industry leaders and subject-matter experts, covering aspects such as ideation, market research, product development, financial planning, prototyping, and the vital process of market validation through surveys, interviews, and other validation methodologies. Avasant is also a proud participant of the TYE Shadow Day Program. This is an Executive Offering, positioned to give students the opportunity to “shadow” executives from leading companies during a day of hands-on training, mentorship, and networking. Avasant has been a sponsor and participating company of this program in both 2023 and 2024.

A group of five diverse young adults (three women and two men) are posing joyfully in front of a backdrop featuring the Avasant Foundation logo and name. The individuals are dressed in a variety of styles, from patterned shirts and vests to blazers and dresses. They are all smiling and making expressive gestures, such as peace signs and open palms. The backdrop is white with the Avasant Foundation logo (a stylized 'V' inside a globe) and the text 'AVASANT FOUNDATION' repeated across it.

The Avasant Foundation

Social Responsibility Throughout the Years



Our Global Footprint

[Avasant Foundation](#) is the non-profit arm of Avasant, dedicated to bridging the digital skills gap and cultivating a global talent pool. In partnership with leading foundations and institutional donor agencies, the Foundation provides deserving youth with access to high-quality skills training and education, aimed at creating sustainable employment opportunities in the digital economy. Through its strategically designed global initiatives, the Foundation empowers young people to acquire in-demand digital skills, engage in meaningful work, and pursue entrepreneurial ventures. By collaborating with organizations worldwide, it ensures programs are tailored to local labor market needs, maximizing impact across diverse regions. The Foundation's efforts advance education, workforce development, and equitable access to digital opportunities, equipping participants to participate fully in the digital economy and contribute to sustainable economic growth. Over the years, the Avasant Foundation has demonstrated measurable impact in youth empowerment, skill development, and job creation, reinforcing Avasant's broader commitment to global citizenship and social responsibility.



62,000+
Lives
Impacted



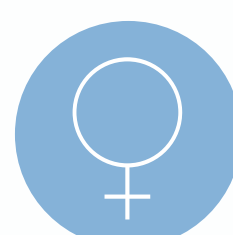
100%
Micro, Small and
Medium Businesses
Digital Adoption



100%
Equitable
opportunity



3,100+
Graduates of
Avasant Digital
Skills programs



70%
Female
Participation



320+
Graduates of Avasant Digital
Entrepreneurship Programs



93%
Job
Placement

Avasant Training Programs

Digital Skills

Avasant Digital Skills Trainings are designed using country-specific labor market analyses to ensure alignment with local demand. By focusing on emerging technologies such as data analytics, artificial intelligence, cloud computing, and cybersecurity, and others, the training equips participants with in-demand skills that enhance their employability and readiness for future careers

Digital Entrepreneurship Skills

The Avasant Digital Entrepreneurship Skills programs offers a transformative journey for aspiring entrepreneurs and small business owners. Through practical training and access to essential resources, the program empowers participants to turn innovative ideas into viable, sustainable ventures. By developing digital skills to effectively leverage online platforms for marketing, sales, and customer engagement, participants are equipped to expand their reach, enhance competitiveness, and drive business growth to enable greater economic inclusion, resilience, and sustainability.

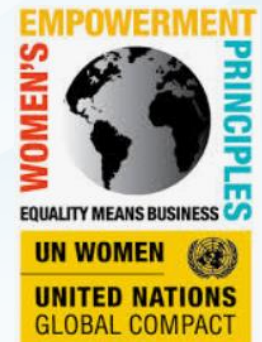
Artificial Intelligence & Machine Learning

The Avasant AI and Machine Learning programs drives digital transformation in developing countries by providing high-impact, industry-aligned instruction. Delivered fully online, the program covers core algorithms, programming languages such as Python, R, and SQL, as well as ethical AI principles—equipping participants with the technical and analytical skills needed to innovate and excel in emerging technology roles. Through this training, participants are empowered to shape the future of work and lead in the global digital economy.



Partners & Sponsors – Multinational Banks & The UN

Each year, the Avasant Foundation partners with global organizations to drive large-scale impact and advance shared goals of education, digital inclusion, and workforce development. These collaborations bring together international expertise and resources to address systemic challenges in underserved communities. By aligning with global entities, the Foundation taps into cutting-edge research, innovative solutions, and cross-border networks, aligned with broader development goals, such as the UN Sustainable Development Goals, fostering a more inclusive and connected world. This enables the implementation of scalable and sustainable programs and initiatives. These partnerships also promote knowledge-sharing and global best practices, ensuring programs are aligned with the digital economy and industry requirements.



Partners & Sponsors – NGOs & Public Institutions

The Avasant Foundation actively collaborates with NGOs and public institutions to amplify its impact on underserved communities. These partnerships leverage the unique strengths of each organization to deliver sustainable solutions in education, workforce development, and digital inclusion. Partnerships with public institutions provide essential resources, and infrastructure to scale initiatives effectively. Together, these alliances enable the Foundation to create pathways for economic empowerment, bridging the digital divide and fostering long-term, inclusive growth in developing regions.



Partners & Sponsors – Educational Institutions

Avasant Foundation's partnerships with global educational institutions enable the design of programs that align with industry needs, equipping students with in-demand digital and professional skills. By leveraging the expertise and infrastructure of schools, colleges, and universities, the Foundation creates opportunities for students in underserved communities to participate in technology-focused learning initiatives. These collaborations also foster innovation and research, preparing the next generation of leaders to thrive in the digital economy while contributing to sustainable global development.



Digital Skills Training Programs

Guyana



The Bahamas



United States



Avasant Foundation Training Program Highlights

- 550+ Youth Trained
- 120 Entrepreneurs Trained
- 95% Employment Success
- Partnership with University of Guyana

- 560 Graduates
- 93% Employment Rate
- Focused on displaced workforce post Hurricane Dorian

- 100% Graduation Rate
- 92% Employment Success
- 91% average test scores
- 100% diversity and inclusion
- Fully funded scholarships for underserved communities
- Focus on Soft & Technical Skills



Avasant Digital Skills Training (ADST)

- 500+ Graduates since 2020
- 95% Employment Rate
- Focused on Soft Technical



Digital Entrepreneurship Skills Training

- 93 Entrepreneurs Trained
- Empowered MSMs to Enhance & Expand Businesses



AI & Machine Learning Pilot Program

- Addressing demand for IT-Savvy Talent
- Ongoing Development

Annual Impact the Future Event

Avasant' Foundation's annual Impact the Future is the organization's flagship event which brings together Avasant's network of partners and supporters who contribute towards improving and empowering lives and communities in developing countries, with a focus on youth and women. The Foundation has since celebrated its 12-year anniversary of hosting the Impact the Future golf event. This iconic event is usually spent with a morning of golfing, the Foundation's annual update, and welcoming the new Board for the year ahead. This is followed by a cocktail reception and an award ceremony dinner. Under sunny skies, sponsors, clients, supporters and friends join to contribute to the Avasant Foundation's mission and its only annual fundraising event. All event proceeds contribute towards empowering youth through education, employment, and entrepreneurship.



**20+
Partnerships
Annually**



**Over \$2M
USD raised**



**55,000+ Lives
Impacted
through
Sponsorship**



Disruption is a **catalyst**
to **humanity's progress**

- **DISRUPTIVE EVENT**
- **INNOVATION**
- **LABOR**
- **EMERGENCE OF A NEW WORLD ORDER**



The Road Ahead

The Road Ahead

As Avasant looks to the future, our path forward is defined by a steadfast commitment to sustainable impact and bridging the gap to global digital transformation. Building on the success of our current initiatives, we will continue to expand our efforts in workforce development, digital inclusion, and global sustainability, driving meaningful and enduring change across the communities we serve.

Empowering the Future Workforce

Avasant is committed to preparing the next generation for the digital economy. Through training, mentorship, and annual investments in education programs we continue to expand access to digital skills, with a focus on empowering youth and women. By bridging the global skills gap, Avasant aims to cultivate a more inclusive, innovative, and future-ready workforce.

Advancing Sustainable Innovation

Sustainability and innovation are at the heart of Avasant's long-term strategy. We will continue to embed sustainability across each aspect of our business, helping organizations to adopt sound business practices that not only drive value creation, but align with the United Nations Sustainable Development Goals.

Fostering a Culture of Purpose and Leadership

Avasant believes that true impact begins with purpose-driven leadership. We are committed to nurturing leaders who embody integrity, empathy, and vision, championing our STRIVE values. By cultivating a culture grounded in accountability and shared purpose, we empower our teams to drive meaningful change for our clients, our communities, and the world.

Strengthening Global Partnerships for Impact

Avasant recognizes that lasting progress is built through collaboration. By deepening our partnerships with governments, nonprofits, academic institutions, and global organizations, we will continue to drive collective action and amplify our impact—advancing growth and development across borders.



Conclusion

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Avasant's 2025 Corporate Social Responsibility and Sustainability Report reflects the firm's journey to drive positive change across the global communities it serves. Over the past year, Avasant has continued to integrate social responsibility into its core business strategy, leveraging targeted programs, strategic partnerships, and ethical business practices to align its objectives with the principles of sustainable global development.

This commitment highlights Avasant's belief in using business as a force for good, creating lasting impact while addressing some of the world's most pressing challenges. Through the Avasant Foundation and a series of annual programs, the firm continues to create opportunities that empower individuals and communities worldwide. By providing digital and technology skills training to youth and women, promoting gender equity in STEM through mentorship initiatives, and fostering a culture of inclusivity and empowerment, Avasant actively contributes to global economic advancement.

These initiatives not only prepare individuals for the digital economy but also help build a more diverse, innovative, and resilient global workforce. Avasant's collaboration with organizations such as the United Nations Global

Compact amplifies its mission, reinforcing a strong alignment with the Sustainable Development Goals as a framework for meaningful change. Through these partnerships, Avasant mobilizes knowledge, resources, and influence toward collective action that extends the reach and impact of its social initiatives.

Looking ahead, Avasant is focused on scaling its impact through innovation and adaptability, expanding its reach to empower more lives across the globe. Guided by a vision of inclusive growth, sustainable innovation, and shared responsibility, Avasant remains committed to ensuring that business success translates into broader societal progress.

Avasant strives to set the standard for ethical and sustainable business practices. Through continuous innovation, community empowerment, and a people-first approach, the firm envisions a future where business and society thrive together. This report stands as a testament to Avasant's enduring dedication to creating a more equitable, inclusive, and sustainable world for generations to come.



AVASANT

Corporate Social Responsibility & Sustainability 2025 Report

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