EXIDE

Impact Assessment Report of CSR Projects

2023-24

Independent Assessment by

consultivo
ADVISORY • RESEARCH • TRAINING

Citation

Exide CSR Impact Report 2022-2023
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Setting the Scene

About This Report

This Impact Assessment Report, developed by Consultivo Business Solutions Pvt Ltd (Consultivo), presents a contextualised evaluation of Exide Industries Ltd.'s (EIL) CSR interventions during FY 2023-24. Drawing from a mixed-method approach—including onsite visits, stakeholder interviews, and secondary data—the report categorises initiatives across the logical framework of inputs, outputs, outcomes, and impacts.

The assessment reflects EIL's sustainability values, with emphasis on inclusive development, social upliftment, and environmental stewardship. Consultivo's field surveys and beneficiary interactions were carefully designed to capture ground realities and diverse community perspectives. The insights derived from this report aim to enhance the strategic orientation and long-term effectiveness of EIL's future CSR programmes.

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About EIL

Established in 1947 and headquartered in Kolkata, Exide Industries Ltd. is India’s leading battery manufacturer, offering energy storage solutions for automotive, industrial, solar, and other applications. The company has a wide distribution network and a growing global presence. EIL is also recognised for its commitment to responsible business practices, including sustainability and corporate social responsibility.

Key CSR Initiatives of Exide Industries Ltd

1 Skill Development through NAPS

EIL implemented the National Apprenticeship Promotion Scheme (NAPS) across seven of its plants, training 1,924 apprentices with a total financial outlay of ₹6.94 crore. Over 73% of beneficiaries came from low-income households. The programme significantly contributed to youth employability, economic upliftment of families, and inclusivity by reaching OBC, SC, and ST communities.

2 Health & Well-being through MaitriBodh Parivaar

EIL supported the development of the Maitri Centre of Transcendence and Transformation (MCTT) with ₹3.46 crore. The initiative integrated preventive healthcare, mental well-being, and sustainable living practices. It empowered women through Project Tejaswini, hosted participants, and improved local access to health services through camps and awareness initiatives.

3 School Transformation with YUVA Unstoppable

With ₹2.58 crore in funding, this initiative improved infrastructure in 25 schools, benefiting over 14,000 students across 10 locations. Key enhancements included smart classrooms, WASH facilities, libraries, STEM labs, and seating. The project helped improve academic engagement, retention (especially for girls), and overall student well-being.

4 Life-saving Health Support through MDRI

A ₹2.00 crore contribution enabled Marrow Donor Registry India (MDRI) to register 5,500 new donors and facilitate stem cell transplants, including for critically ill children. Awareness campaigns reached over 25,000 people, and improved matching systems enabled faster, life-saving responses.

5 School Development under Exide Akshar

EIL invested ₹1.32 crore across schools in Ahmednagar, Chinchwad, Haridwar/Roorkee, Taloja, and Shyamnagar. The initiative involved classroom construction, hostel repairs, libraries, and clean water systems. In Haridwar, a model school was developed with science labs and an auditorium, enhancing both academic and extracurricular learning environments.

The list of projects with the financial outlay and mapping with SDGs is given below:

Big-Ticket Projects	SDG Mapping (Focus)	Amount Spent
Skill Development through NAPS		**₹ 6.94 Cr.**
Maitri Centre of Transcendence and Transformation		**₹ 3.46 Cr.**
School Transformation: YUVA Unstoppable		**₹ 2.58 Cr.**
Marrow Donor Registry (India)		**₹ 2.00 Cr.**
School Development Projects (Exide Akshar)		**₹ 1.32 Cr.**

Employee Volunteering

Exide Industries Ltd. demonstrated its continued commitment to social responsibility through active employee engagement in volunteering initiatives during FY 2023-24. The company recorded over 12,000 man-hours of volunteering efforts, with 5,277 hours contributed by employees from its manufacturing plants and the remaining hours by those based at the Head Office and other locations.

A total of 111 employees participated in various community-focused activities spanning education, environmental conservation, and health. This collective effort highlights Exide's dedication to fostering a culture of purpose-driven engagement and meaningful social impact beyond its core business operations.

SDG Mapping

Skill Development through NAPS

Decent Work and Economic Growth –
by enhancing employability through apprenticeship training

Quality Education –
by providing hands-on learning and skill development opportunities.

Maitri Centre of Transcendence and Transformation

Good Health and Well-being –
through preventive healthcare, yoga, meditation, and medical camps.

Gender Equality –
through women's empowerment under Project Tejaswini.

Responsible Consumption and Production –
via solar roofing, composting, and water recycling systems.

School Transformation: YUVA Unstoppable

Quality Education –
by improving school infrastructure, smart classrooms, libraries, and STEM labs.

Clean Water and Sanitation –
through the installation of WASH facilities.

Marrow Donor Registry (India)

Good Health and Well-being –
by facilitating life-saving stem cell transplants and building a national donor registry.

School Development Projects (Exide Akshar)

Quality Education –
via construction of classrooms, libraries, labs, and digital access.

Clean Water and Sanitation –
through water purification systems and improved sanitation infrastructure.

Our Approach

Planning: Involving the Stakeholders

The impact assessment was designed to evaluate five major CSR projects implemented by EIL during FY 2023-24.

These included Skill Development through NAPS, Health and Well-being through MaitriBodh Parivaar, School Transformation with YUVA Unstoppable, Health Support through MDRI, and School Development under Exide Akshar.

The approach was consultative, experimental, and context-specific, developed in line with the individual project objectives and implementation frameworks. A robust stakeholder engagement process was followed, involving community beneficiaries, school authorities, programme managers, training institutions, and implementing partners.

The assessment methodology involved triangulating evidence from field visits, qualitative interviews, and document reviews. Surveys were conducted using both structured and semi-structured tools, developed and validated in alignment with each project's thematic focus.

The study was conducted between November 2023 and February 2024. It included literature review, stakeholder consultations, and tool design workshops. Hybrid methods (onsite and virtual) were used to conduct in-depth interviews (IDIs), focus group discussions (FGDs), and physical verifications

Quantitative and qualitative data were compiled, cleaned, and analysed using statistical software. The evaluation framework adhered to global best practices in CSR impact measurement, incorporating logical frameworks and SDG mappings for each project.

Sampling

A stratified random sampling method was employed to ensure representativeness across geographies and beneficiary groups. In most cases, the design achieved a 95% confidence level and 10% confidence interval.

Over 300 respondents were engaged across different locations, including plant areas, rural and semi-urban schools, healthcare centres, and community clusters.

Sampling support and mobilisation were facilitated by EIL and its implementing partners to ensure adequate reach and representation among project beneficiaries.

Bringing Transparency to the Core

All primary data were collected by trained enumerators using pre-tested tools. Secondary data were sourced from authentic documents shared by EIL and its partners. In each case, efforts were made to ensure credibility and consistency of information.

Quality Assurance Interventions

- Review of toolkits and alignment with project goals
- Scrutiny of sampling framework for coverage and bias mitigation
- Training of survey teams and real-time supervision during data collection
- Random field checks and virtual monitoring
- Data cleaning and validation
- Analytical framework reviews at each stage
- Final interpretation and report validation by a cross-functional expert group

This rigorous approach ensures that the findings presented in this report are grounded in evidence and offer actionable insights for EIL's future CSR strategies.

DASHBOARD

The Projects at a Glance

3 thematic areas

- Healthcare,
- Education,
- Skill development

Total funding in FY 2022-23

₹ 16.30 Crore
Big-ticket projects

₹ 5.15 Crore
Other projects

Locations for Big-Ticket Projects

16 locations in 7 states

Number of lives touched

1,924
Skill Development through NAPS

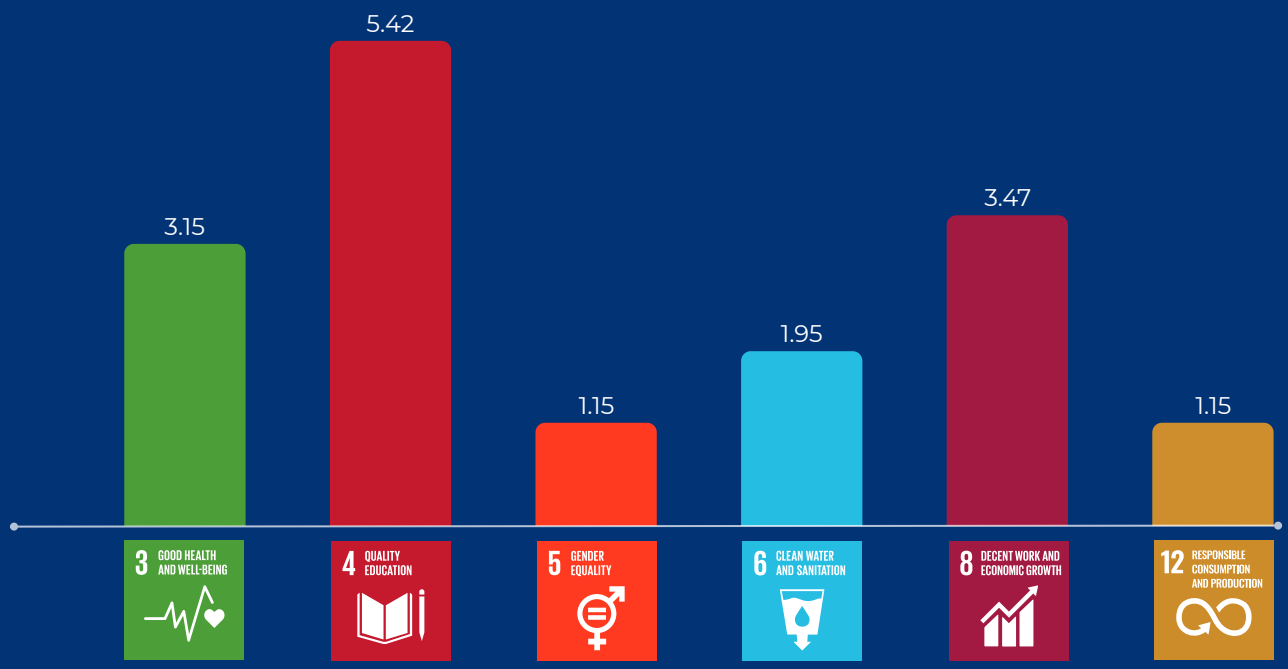
~400
Maitri Centre of Transcendence and Transformation

14,258
School Transformation with YUVA Unstoppable

~5,532
Marrow Donor Registry India (MDRI)

~2,250
School Development Projects (Exide Akshar)

Consolidated SDG-wise Spend (₹ Cr)



SDG	SDG Theme	Total Spend (₹ Cr)
3	Good Health and Well-being	3.15
4	Quality Education	5.42
5	Gender Equality	1.15
6	Clean Water and Sanitation	1.95
8	Decent Work and Economic Growth	3.47
12	Responsible Consumption and Production	1.15

Social Return on Investment (SRoI)

2.17
School Transformation Program (YUVA)

1.75
School Development Program (Akshar)

Executive Summary

In FY 2023–24, Exide Industries Ltd. undertook five flagship CSR initiatives aligned with national development priorities and the UN Sustainable Development Goals (SDGs). These projects spanned skill development, education, health, well-being, and women's empowerment. Together, they reached approximately 1,15,575 individuals, directly contributing to community upliftment across 15 locations in 8 Indian states.

1,15,575
lives touched

16
Locations

7
Indian states

Skill Development through the National Apprenticeship Promotion Scheme (NAPS)

Objective
Enhance employability among youth from underserved backgrounds.

Reach
1,924 apprentices trained across 7 Exide plant locations.

Budget
₹6.94 crore

Outcome
Over 73% of trainees belonged to low-income households; stipends significantly contributed to household income, promoting economic stability.

SDGs
4 (Quality Education), 8 (Decent Work and Economic Growth)

Maitri Centre of Transcendence and Transformation

Objective
Enhance employability among youth from underserved backgrounds.

Reach
~400 individuals including international wellness participants and local SHG women.

Budget
₹3.46 crore

Outcome
Empowered local women through Project Tejaswini; hosted wellness programmes and medical camps; integrated solar and water recycling systems.

SDGs
3 (Good Health), 5 (Gender Equality), 12 (Responsible Consumption)

School Transformation with YUVA Unstoppable

Objective
Upgrade infrastructure and learning environments in government schools.

Reach
14,258 students across 25 schools in 10 locations

Budget
₹2.58 crore

Outcome
Installation of smart classrooms, STEM labs, WASH facilities, libraries, and improved seating; enhanced learning outcomes and student engagement.

SDGs
4 (Quality Education), 6 (Clean Water and Sanitation)

Marrow Donor Registry India (MDRI)

Objective
Expand India's stem cell donor registry and facilitate transplants for critical patients.

Reach
5,500 new donors registered; 32 patients received life-saving transplants since the beginning.

Budget
₹2.00 crore

Outcome
Raised awareness among 25,000+ people; built India's capacity for timely and successful stem cell matches.

SDGs
3 (Good Health and Well-being)

School Development Projects (Exide Akshar)

Objective
Improve infrastructure and access to education for underserved students.

Reach
~2,250 students across 6 locations.

Budget
₹1.32 crore

Outcome
Built classrooms, libraries, science labs, and hostel facilities; provided clean drinking water and WASH infrastructure; supported vulnerable and tribal children.

SDGs
4 (Quality Education), 6 (Clean Water and Sanitation)

Social Return on Investment (SRoI)

Social Return on Investment (SRoI) Methodology

Social Return on Investment (SRoI) is a comprehensive framework used to measure and account for the social, economic, and, in some cases, environmental value generated by a project or intervention. SRoI quantifies the change experienced by stakeholders and assigns monetary values to these changes, allowing for a ratio of benefits to costs to be calculated. This approach provides a holistic understanding of an initiative's impact, helping organisations demonstrate their contributions to society and make data-driven decisions.

For the evaluation of the CSR projects supported by Exide and other entities, the **evaluative type of SRoI** will be applied. This means the analysis will be conducted retrospectively, based on actual outcomes that have already materialised, rather than on projected or forecasted impacts.

Key Steps in the SRoI Calculation

Identifying Stakeholders

The primary and secondary stakeholders impacted by the project will be identified. This includes direct beneficiaries (e.g., students, farmers, individuals with disabilities), implementing partners (e.g., NGOs, schools), and indirect beneficiaries (e.g., family members, local communities).

Mapping Inputs, Outputs, Outcomes and Impact

- **Inputs:** Financial and non-financial resources invested in the project, such as monetary contributions, training hours, or infrastructure support.
- **Outputs:** Tangible activities and deliverables achieved through the initiative, such as the number of students educated, trees planted, or individuals trained in livelihood skills.
- **Outcomes:** The actual changes experienced by stakeholders, including improvements in employment rates, water availability, education access, income levels, and overall well-being.
- **Impact:** This refers to the long-term, often broader, and more significant changes that are caused by the program or intervention.

Assigning Financial Proxies

- To quantify the social value created, financial proxies will be assigned to outcomes. This could include:
  - Increased income for farmers due to improved agricultural practices.
  - Savings on healthcare expenses due to improved water and sanitation facilities.
  - Increased lifetime earnings of students benefiting from enhanced education infrastructure.
  - The value of environmental restoration efforts such as pond rejuvenation and tree plantations.

Establishing Impact Attribution

- A proportion of the impact will be attributed to the specific intervention, considering external factors such as government schemes, market trends, or other initiatives that may have contributed to the observed change.

Calculating the SRoI Ratio

The total social value generated will be divided by the total investment to determine the SRoI ratio, which represents how much social and economic value is created for every rupee invested.

Sensitivity Analysis and Stakeholder Feedback

A sensitivity analysis will be conducted to account for variations in financial proxies, assumptions, and data quality. Feedback from stakeholders will be incorporated to validate the findings and ensure they accurately reflect real-world changes.

Impact Mapping

School Transformation Program (YUVA Unstoppable)

Inputs and Activities	Outputs	Outcomes	Impacts
₹2,58,30,224 (₹2.58 crore) CSR funding from Exide	25 schools improved across 10 locations	96.15% of students found traditional learning ineffective before smart classrooms	Increased retention, better academic performance, and digital learning engagement
10 Smart Classrooms installed	80.77% of students reported improved academic performance	Smart Classrooms increased engagement, with 34.62% of students attributing their Science improvement to them	Improved STEM education and digital literacy
13 schools received improved WASH facilities	69.23% of students had difficulty focusing in traditional classrooms	Increased participation in lessons, with 76.92% of students preferring interactive methods	Better health, hygiene, and reduced absenteeism due to WASH improvements
280 benches provided for classrooms	57.69% of students experienced boredom before the intervention	Students became more active participants, leading to deeper comprehension	Long-term educational sustainability and better career preparedness
1 school received a new library	100% of students use STEM labs at least twice a week	41.67% of students developed a stronger interest in STEM careers	Increased career aspirations in Science and Technology fields

School Development Program (Akshar)

Inputs and Activities	Outputs	Outcomes	Impacts
₹1,32,13,369 (₹1.32 crore) CSR funding from Exide	6 key school development initiatives in multiple locations	Increased retention and enrolment, especially for girls	Greater gender equality in education
New classrooms, libraries, and science labs	3 new washrooms built, 2 toilet blocks renovated	Reduced absenteeism, especially among adolescent girls	Higher school attendance and improved hygiene awareness
₹59,97,821 spent on Model School Development (Haridwar)	100% of surveyed students previously faced challenges in conducting experiments due to lack of labs	Increased hands-on learning in STEM subjects	Higher participation in Science-related careers
₹10,83,600 spent on girls' education support (Kolkata)	92.3% of students in smart classrooms found digital tools helpful	Increased interest in learning and improved student confidence	Better career opportunities and digital literacy growth

Evidencing Outcomes and Assigning Proxy Values

To ensure a robust Social Return on Investment (SROI) calculation, **outcome evidencing** is based on primary and secondary data, including field surveys, project reports, and sectoral benchmarks. Proxy values have been assigned using **government sources, international development reports, industry estimates, and CSR case studies**. These proxies reflect real-world financial equivalents of the social and economic changes brought about by the interventions.

School Transformation Program (YUVA Unstoppable)

Outcome	Proxy Value (₹)	Basis / Source
Improved student engagement in smart classrooms	₹10,000 per student per year	Increased learning outcomes (World Bank Education Report, 2022)
Increased STEM participation & digital literacy	₹15,000 per student per year	Industry earnings premium for STEM skills (NITI Aayog)
Reduced absenteeism due to improved sanitation	₹5,000 per student per year	Cost of lost education due to poor hygiene (WHO, UNICEF)
Improved reading habits via libraries	₹8,000 per student per year	Increased future earnings from literacy improvements (UNESCO)

School Development Program (Akshar)

Outcome	Proxy Value (₹)	Basis / Source
Increased female student retention	₹12,000 per girl per year	Lifetime wage difference due to education (ILO, NSSO data)
Improved STEM & science education access	₹15,000 per student per year	STEM skills wage premium (FICCI, 2023)
Increased access to safe drinking water	₹6,000 per student per year	Healthcare cost savings from waterborne diseases (WHO)
Higher school attendance due to better infrastructure	₹7,500 per student per year	Attendance-linked earnings growth (UNICEF)

The assigned **proxy values are evidence-backed** and **aligned with development sector benchmarks**. These values reflect **the real financial impact of project outcomes** and will be used to calculate **SROI**, ensuring a rigorous and credible assessment of social impact.

Calculation of the Total Outcome Values

Project 1: School Transformation Program (YUVA)

Outcome	Beneficiaries	Proxy Value (₹ per Beneficiary)	Total Outcome Value (₹)
Improved student engagement in smart classrooms	5,000	₹10,000	₹50,000,000
Increased STEM participation & digital literacy	2,000	₹15,000	₹30,000,000
Reduced absenteeism due to improved sanitation	3,000	₹5,000	₹15,000,000
Improved reading habits via libraries	1,000	₹8,000	₹8,000,000
Total Outcome Value			**₹103,000,000 (₹10.3 cr.)**

Project 2: School Development Program (Akshar)

Outcome	Beneficiaries	Proxy Value (₹ per Beneficiary)	Total Outcome Value (₹)
Increased female student retention	1,000	₹12,000	₹12,000,000
Improved STEM & science education access	800	₹15,000	₹12,000,000
Increased access to safe drinking water	1,200	₹6,000	₹7,200,000
Higher school attendance due to better infrastructure	1,500	₹7,500	₹11,250,000
Total Outcome Value			**₹42,450,000 (₹4.25 crore)**

Project 1: School Transformation Program (YUVA)

Outcome	Beneficiaries	Proxy Value (₹ per Beneficiary)	Total Outcome Value (₹)
Improved student engagement in smart classrooms	5,000	₹10,000	₹50,000,000
Increased STEM participation & digital literacy	2,000	₹15,000	₹30,000,000
Reduced absenteeism due to improved sanitation	3,000	₹5,000	₹15,000,000
Improved reading habits via libraries	1,000	₹8,000	₹8,000,000
Total Outcome Value			**₹103,000,000 (₹10.3 cr.)**

Establishing Impact

To ensure the accuracy of the Social Return on Investment (SROI) calculation, it is essential to isolate the net impact of the interventions by applying Attribution, Displacement, Deadweight, Drop-off, and a Discount Rate. These adjustments help exclude external influences, account for sustainability, and reflect the time value of social benefits, ensuring that only the value directly created by the projects is considered.

The programs were implemented in FY 2023-24, and SROI calculations have been conducted for FY 2024-25, adjusting for ongoing impact retention, drop-off, and the discounting of future benefits.

Key Impact Adjustments and Assumptions

Concept	Definition	Assumption & Basis
Attribution	The percentage of an outcome that is due to external factors rather than the project itself.	**15% for all projects:** Some improvements (e.g., in school attendance or income growth) could be influenced by other government schemes, community efforts, or personal initiatives. **Basis:** CSR impact studies (NITI Aayog, 2022), sectoral evaluations from similar projects.
Displacement	The extent to which a project's benefits replace existing benefits elsewhere.	**5% for education & employment projects, 10% for livelihood projects:** Some students/employees may have improved their circumstances through other means, and some new businesses could displace existing ones in the market. **Basis:** McKinsey's Economic Impact Reports on Skills Training (2022), NABARD's rural livelihood impact assessments.

Concept	Definition	Assumption & Basis
Deadweight	The percentage of an outcome that would have happened anyway, even without the project.	**10% for education projects:** Some students might have received digital education elsewhere. Deadweight adjustments will be applied to each project using two scenarios, varying by ±5% from the baseline assumption. This means that for each project, the impact calculations will be conducted using a lower deadweight scenario (-5%) and a higher deadweight scenario (+5%). This sensitivity analysis helps assess how variations in the assumed deadweight affect the overall Social Return on Investment (SROI), ensuring a more robust and realistic evaluation of project impact. **Basis:** ASER Report, evaluation of similar CSR interventions.
Drop-off	The percentage reduction in impact over time as benefits diminish or external factors take over.	**20% per year for all projects:** While initial impacts are strong, retention of benefits (especially in training programs) gradually declines over time. **Basis:** Employment retention studies (ILO, NSDC, 2022), CSR sustainability reports.
Discount Rate	A factor used to adjust the value of future benefits, reflecting the time value of money and risk.	**6.69% per year:** Based on the Indian risk-free rate for social investments (RBI, 2023), aligning with the long-term government bond rate. This ensures a realistic assessment of social impact value over time. **Basis:** RBI data on 10-year government bond yields (2023).

Formula for Adjusting Impact

The total net impact after accounting for external factors and time value is calculated using the formula:

Adjusted Impact= (Quantity of Outcome X Financial Proxy Value) - Attribution - Displacement −Deadweight −Drop-off

where:

- Attribution, Displacement, Deadweight, and Drop-off are expressed as percentages.
- The discount rate (6.69%) is applied to reflect the present value of future benefits.
- Since the SROI calculation is conducted for FY 2024-25, t = 1 year for all calculations.

By applying these adjustments, the SROI calculation ensures a realistic and conservative measure of true social impact, enabling transparency and comparability with other CSR initiatives in India.

Estimation of the SRoI Values

- **Project 1: School Transformation Program (YUVA)**

Deadweight (%)	Total Adjusted Impact (₹)	SROI
5%	₹59,247,446 (₹5.92 crore)	**2.29**
10%	₹56,129,159 (₹5.61 crore)	**2.17**
15%	₹53,010,873 (₹5.30 crore)	**2.05**

- **Project 2: School Development Program (Akshar)**

Deadweight (%)	Total Adjusted Impact (₹)	SROI
5%	₹24,418,001 (₹2.44 crore)	**1.85**
10%	₹23,132,843 (₹2.31 crore)	**1.75**
15%	₹21,847,685 (₹2.18 crore)	**1.65**

Skill Development Through the National Apprenticeship Promotion Scheme

Implementing partner

About the Project

The National Apprenticeship Promotion Scheme (NAPS) is a key initiative by the Government of India aimed at enhancing skill development, improving employability, and making youth job-ready by encouraging industries to engage apprentices.

Launched in 2016, the scheme helps bridge the gap between industry requirements and workforce capabilities by providing young individuals with hands-on training and practical exposure.

This structured approach not only improves their job prospects but also strengthens India's industrial ecosystem by creating a skilled workforce aligned with industry needs.

For companies, NAPS presents a strategic opportunity to build a pipeline of skilled talent, enhance productivity, and contribute to economic growth. By integrating on-the-job training with industry-specific skills, the scheme plays a crucial role in developing a more competent, job-ready workforce, benefiting both employers and aspiring professionals.

Exide Industries Limited has been supporting this government initiative since 2021-22. While the statutory induction of apprentices does not qualify as CSR, Exide has gone beyond its legal obligations by voluntarily sponsoring additional apprenticeships to expand opportunities for youth.

By engaging more apprentices than the statutory requirement, the company has provided structured on-the-job training and skill development to young individuals who might not otherwise have access to such opportunities, helping them become job-ready and self-reliant.

In FY 2023-24, Exide implemented NAPS as part of its CSR initiatives in seven of its plants across India—Ahmednagar, Bawal, Chinchwad, Haldia, Hosur, Shyamnagar, and Taloja. Through this approach, Exide enhanced employability, promoted inclusive growth, and strengthened the skilled manpower ecosystem, ensuring that its CSR efforts contribute meaningfully to India's long-term development goals.

Input

EIL extended financial support worth

₹ 6.94 Crore

in 2023-24 towards this intervention

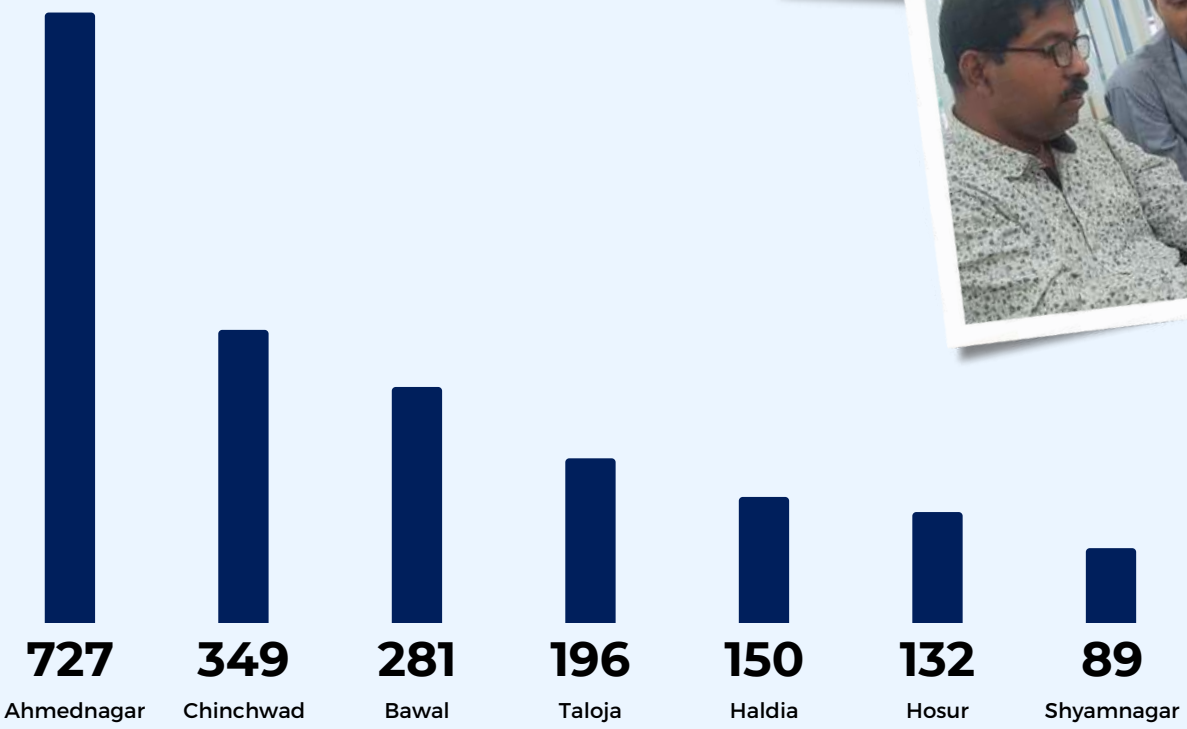
Output

As of March 31, 2024, a total of

1,924

apprentices trained under NAPS were eligible under CSR initiatives. These apprentices received training across seven Exide plant locations, namely Ahmednagar, Chinchwad, Bawal, Taloja, Haldia, Hosur, and Shyamnagar.

Number of Apprentices Under NAPS Eligible as CSR as on 31st March 2024



In FY 2023-24, EIL reached a significant milestone in its apprenticeship programme by hiring 10 differently-abled apprentices. They were placed in Ahmednagar, Hosur and Shyamnagar factories of EIL. This initiative underscores EIL's commitment to fostering an inclusive and diverse workforce, providing equal opportunities for skill development and career growth.

Key Findings on the Quality of Outputs

■ Awareness and Enrolment in the Apprenticeship Programme

A key indicator of the programme's success lies in its outreach and enrolment. The data reveals that employee referrals remain the strongest source of awareness, with 53.3% of apprentices learning about the programme through colleagues within Exide. This underscores the robust internal network of the company, where existing employees play an active role in encouraging new entrants.

Additionally, academic institutions contribute significantly to enrolment, accounting for 35% of the apprentices. This suggests a growing collaboration between Exide and educational institutions such as industrial training institutes (ITIs) and vocational colleges, which serve as crucial entry points for young talent.

However, direct advertisement-based recruitment has played a comparatively smaller role (5%), with friend referrals (3.3%) being even less influential.

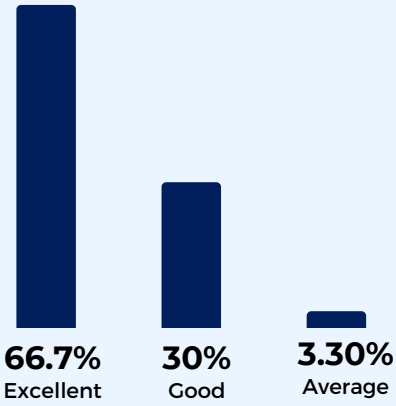
This highlights the need for broader outreach efforts, particularly in engaging potential apprentices beyond Exide's existing workforce. Expanding online promotions and partnerships with more technical institutes could help diversify the talent pool and ensure greater accessibility to apprenticeship opportunities

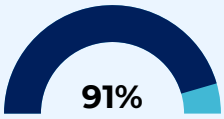
■ Satisfaction with Training and Work Assignment

A core strength of the apprenticeship programme is its alignment with apprentices' career aspirations, with 100% of participants confirming that their department is well-suited to their professional goals. This suggests a well-structured placement strategy where apprentices are positioned in roles that match their skills and long-term ambitions.

The overall quality of training has received overwhelmingly positive feedback, with 66.7% of apprentices rating it as 'Excellent' and 30% rating it as 'Good'. Only a small fraction (3.3%) considered it 'Average', reflecting a highly favourable reception of the training modules and on-the-job learning experiences.

Training Quality Ratings by Apprentices





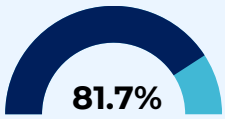
of apprentices stated that the training is highly relevant to their future career paths, reinforcing the effectiveness of the curriculum and hands-on learning.

These results validate Exide's commitment to equipping apprentices with industry-specific knowledge and skills, which in turn enhances their employability in the manufacturing and industrial sectors.

To build on this success, further refinement of the training programme—such as the introduction of advanced skill development modules and additional mentorship support—could help ensure continuous improvement and long-term career progression for apprentices.

■ Provision of Learning Materials

Access to structured learning materials plays a crucial role in enhancing apprentices' technical knowledge.



of apprentices encouragingly confirmed receiving learning materials or access to external courses, demonstrating that the programme prioritises knowledge dissemination.

However, the availability of learning materials varies across different plant locations:

■ **Hosur plant stands out as an outlier, with none of the apprentices receiving learning materials.**

■ **Chinchwad plant has a 90% coverage rate, with only one apprentice reporting a lack of materials.**

■ **Ahmednagar, Bawal, Haldia, Shyamnagar, and Taloja ensure 100% provision of learning materials, reflecting a strong commitment to educational resources in these locations.**

These disparities highlight the need for standardisation in the distribution of training resources across all Exide plants.

By ensuring uniform access to study materials, technical guides, and external learning platforms, Exide can create a level playing field for all apprentices, irrespective of their plant location.

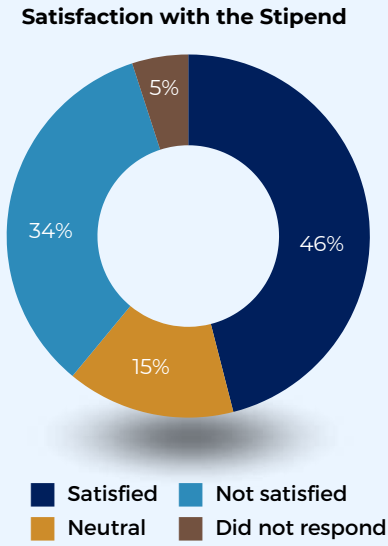
Additionally, digital learning solutions such as e-learning modules and virtual workshops could further enhance accessibility and flexibility for apprentices in all regions.

■ Satisfaction with Stipend

Financial support through stipends is a key component of the apprenticeship programme, helping apprentices manage their expenses during training.

These stipends are determined by the Government, with a portion provided directly by the Government of India (GoI) through Direct Benefit Transfer (DBT). However, satisfaction levels regarding remuneration remain mixed.

- 46% of apprentices expressed satisfaction or high satisfaction with the stipend they receive.
- 15% maintained a neutral stance, indicating neither strong approval nor dissatisfaction.
- However, 34% of apprentices reported dissatisfaction, with some categorising their sentiment as 'Very Dissatisfied'.



This data suggests room for improvement in financial compensation, particularly considering the rising cost of living in urban and semi-urban locations where many apprentices are based. While the stipend serves as a crucial financial aid, a periodic review of stipend structures, considering inflation and cost-of-living variations across regions, could significantly improve apprentice satisfaction.

Furthermore, offering additional financial incentives based on performance—such as bonuses for skill mastery, attendance, or productivity—could enhance motivation and retention.

Outcomes and Impacts

Empowering Underserved Communities Through Skill Development and Employment Opportunities

The National Apprenticeship Promotion Scheme (NAPS) at Exide Industries has played a transformative role in reaching underserved communities, providing skill training and creating employment opportunities for individuals from low-income families, rural areas, and marginalised social groups. By integrating structured skill development with financial support, this initiative is fostering economic empowerment among youth who may otherwise have limited access to industrial employment.

■ Breaking Economic Barriers: Reaching Those Who Need It Most

One of the most striking aspects of this initiative is its deep reach into economically weaker sections of society. A significant portion of the apprentices come from families that struggle with financial instability, where steady employment is often out of reach.

A recent study by **PRICE** (People Research on India's Consumer Economy) categorised households earning below ₹1,25,000 per year as "Destitutes" and those earning below ₹5,00,000 per year as "Aspirers"—both representing India's lower-income groups.

An analysis of the apprentices under Exide's NAPS initiative revealed that **over 73% of them belong to these two financially vulnerable categories**, underscoring the program's role in providing financial stability to those who need it the most.

For many of these apprentices, their families rely on

- **daily wage labour (25%)**
- **agriculture (18.2%)**

sectors known for their inconsistent income and lack of job security.

- **Another 40.9% of apprentices come from salaried households**

but these jobs often fall in the low-paying segment with minimal opportunities for upward mobility. By offering structured industrial training

Exide's NAPS program bridges the gap between education and employment, enabling apprentices to transition from unstable, informal work to stable, structured career paths in the manufacturing industry.

■ Empowering Families: The Financial Impact of Exide's Apprenticeship Program

One of the most profound ways in which Exide's National Apprenticeship Promotion Scheme (NAPS) has transformed lives is by reducing financial dependency on families and strengthening household income stability. For many apprentices, the stipend they earn is not just personal income—it is a critical financial lifeline that supports their families, helps manage daily expenses, and contributes to long-term economic stability.

■ Significant Contribution to Household Income

The average stipend of ₹14,527 per month has had a transformative impact on the financial well-being of apprentices and their families. For many households, this stipend represents a substantial boost in monthly income, especially among low-earning families:

No. of families
22

Earning per month
₹10,001-20,000

Stipend increases household income
70%-145%

In many cases, nearly doubling the total family earnings.

No. of families
20

Earning per month
₹20,001-30,000

Stipend increases household income
70%-145%

significantly easing financial pressures.

These figures illustrate that the apprenticeship program is acting as a crucial economic stabiliser, especially for lower-income families where the stipend dramatically changes financial circumstances.

■ Supporting Families with Limited Earning Members

The impact of the stipend is even more pronounced in households with a limited number of earning members:

- A majority of apprentices **(37 individuals)** come from families with **just 2 earning members**, meaning their stipend accounts for a significant portion of the total household income.
- **14 apprentices** are from families with **only one earning member**, making their stipend an essential financial pillar for household survival.

In these cases, the apprenticeship income reduces the financial strain on parents or guardians, enabling families to meet essential expenses without overburdening a single earner.

■ Easing the Burden on Families with Multiple Dependents

The program's impact is particularly significant for families with dependents, where household income is stretched to cover multiple individuals:

- **51 apprentices** support **1-4 dependents** within their families.
- **27 apprentices** belong to households with **3 or more dependents**, where the stipend contributes to school fees for younger siblings, healthcare expenses for parents, and savings for emergencies.

In these households, the stipend serves as more than just supplementary income—it is an essential financial tool that helps families manage their daily expenses and plan for the future.

■ Economic Background and Dependency on the Stipend

A closer look at the economic backgrounds of these families further highlights the critical role of the apprenticeship stipend:

- **44 families earn between ₹10,001-30,000 per month**, a segment where financial resources are often stretched thin.
- **Only 4 families earn above ₹50,000 per month,** showing that the vast majority of apprentices come from moderate- to low-income households.
- **2 families earn below ₹10,000 per month,** making the stipend not just beneficial but absolutely essential for household survival.
- **12 families rely on agriculture, and 11 depend on wage labour,** both of which are highly unpredictable income sources.
- **Only 4 families earn above ₹50,000 per month,** showing that the vast majority of apprentices come from moderate- to low-income households.

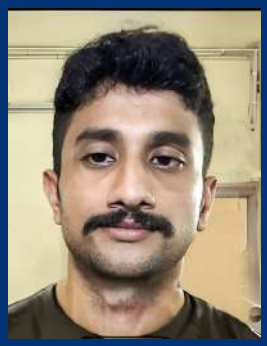
For families relying on agriculture or daily wages, where income fluctuates based on market conditions and seasonal work, the fixed stipend provides financial predictability and stability, helping families manage their expenses without relying entirely on uncertain earnings.

■ A Ripple Effect: Beyond Individual Benefits to Community Upliftment

The financial support provided through NAPS does not stop at the apprentice—it extends to entire families and even communities:

- **Younger siblings receive better educational support,** as school fees and study materials can now be afforded.
- **Medical expenses for parents and elderly family members are covered,** ensuring better healthcare access.
- **Savings are created for emergencies,** reducing financial vulnerability and dependence on informal loans.

This economic relief is particularly crucial in rural areas and lower-income urban settlements, where financial hardships often force young individuals to drop out of school and take up low-paying, unskilled jobs. The stipend, combined with structured skill development, ensures that apprentices not only earn but also gain a long-term career path, breaking the cycle of poverty.



Impact Story

Breaking Barriers: How Exide's NAPS Apprenticeship Transformed Lives

For many young workers, contract labour offers little security, limited growth, and an uncertain future. However, for

Sudip Shome and Bishal Yadav,

Exide's National Apprenticeship Promotion Scheme (NAPS) became the turning point in their careers. Once working as contract labourers at Exide's Shyamnagar Plant, their hard work and dedication—combined with the structured learning provided under NAPS—enabled them to transition into permanent employment, securing a stable future and a significantly improved quality of life.

Their success is not just an individual achievement—it is a testament to the effectiveness of Exide's skill-building initiatives under NAPS. By transitioning contract labourers into full-time employees, Exide is ensuring long-term social impact, aligning with its broader Corporate Social Responsibility (CSR) vision of fostering inclusive growth and sustainable livelihoods.

Beyond Just a Job: A Pathway to Economic Empowerment

With their newfound financial security, Sudip and Bishal can now plan for their future with confidence. Their incomes have placed them within the upper-middle-income bracket, a significant leap from their earlier financial standing. This transition not only benefits them but also uplifts their families and communities, setting a precedent for other apprentices who aspire to follow a similar path.

> Their story underscores the critical role of NAPS in providing practical, hands-on learning experiences that lead to real job opportunities. With more apprentices expected to benefit from Exide's programme, NAPS is proving to be a powerful tool for economic mobility and workforce transformation.

Through initiatives like this, Exide is not just providing jobs—it is building careers, fostering stability, and transforming lives.

Impact indicator

Generating livelihood through upskilling

■ Building a Diverse Workforce: Reaching Marginalised Social Groups

Beyond economic vulnerability, Exide's NAPS initiative has also demonstrated a strong commitment to social inclusivity, ensuring participation from individuals belonging to historically disadvantaged communities.

While apprentices come from diverse backgrounds, a notable portion belong to Scheduled Castes (SC), Scheduled Tribes (ST), and Other Backward Classes (OBCs)—groups that have historically faced systemic barriers to employment and education.

A breakdown of the apprentice pool shows:

- OBC representation at **16.4%**
- SC participation at **9.3%**
- ST participation at only **0.7%**

While these numbers indicate that the initiative is providing valuable opportunities for many marginalised groups, they also highlight a need for increased outreach to SC/ST candidates, ensuring that these communities benefit more significantly from the program.

One major hurdle in social mobility is the lack of access to skill-based training, particularly in rural and semi-urban areas where industrial job opportunities are scarce.

The Exide NAPS program has successfully bridged this gap by extending opportunities to apprentices in regions with lower industrial penetration, ensuring that young individuals from disadvantaged backgrounds receive technical training and a chance to enter the formal workforce.

A significant step towards workforce inclusivity has been the induction of eight differently-abled apprentices at Exide's Shyamnagar and Hosur plants. This initiative reinforces the company's commitment to creating equitable employment opportunities for individuals with disabilities, ensuring they receive the same training, career support, and professional growth opportunities as their peers. By fostering a more inclusive workplace, Exide is not only supporting social integration but also setting a benchmark for diversity in industrial apprenticeships.

Another aspect of social inclusion is the gender disparity in apprenticeships. While the current participation of women in the program is low, there is an opportunity to introduce targeted recruitment initiatives that encourage more women to join, particularly in non-hazardous roles such as quality assurance, IT support, and administrative functions.

By ensuring greater inclusivity, Exide's apprenticeship program can further strengthen its role as a tool for social transformation, offering more individuals—regardless of caste, gender, ability, or economic background—a fair chance at employment and financial independence.

■ A Pathway to Economic and Social Upliftment

Exide's NAPS initiative stands as a powerful model for skill-based economic empowerment, demonstrating how structured training programs can break cycles of poverty and unemployment in underserved communities

By targeting economically weaker sections and marginalised groups, the program is not just creating skilled workers, but helping entire families move toward financial stability.

Geographical Distribution of Trainees: Expanding Industrial Reach Across India

The National Apprenticeship Promotion Scheme (NAPS) under Exide has successfully engaged youth from diverse geographical backgrounds, demonstrating a broad and inclusive outreach. The data reveals that trainees hail from a mix of highly industrialised states and regions with limited employment opportunities, underscoring the programme's effectiveness in reaching both urban and rural job seekers

■ Strong Representation from Key Industrial Hubs

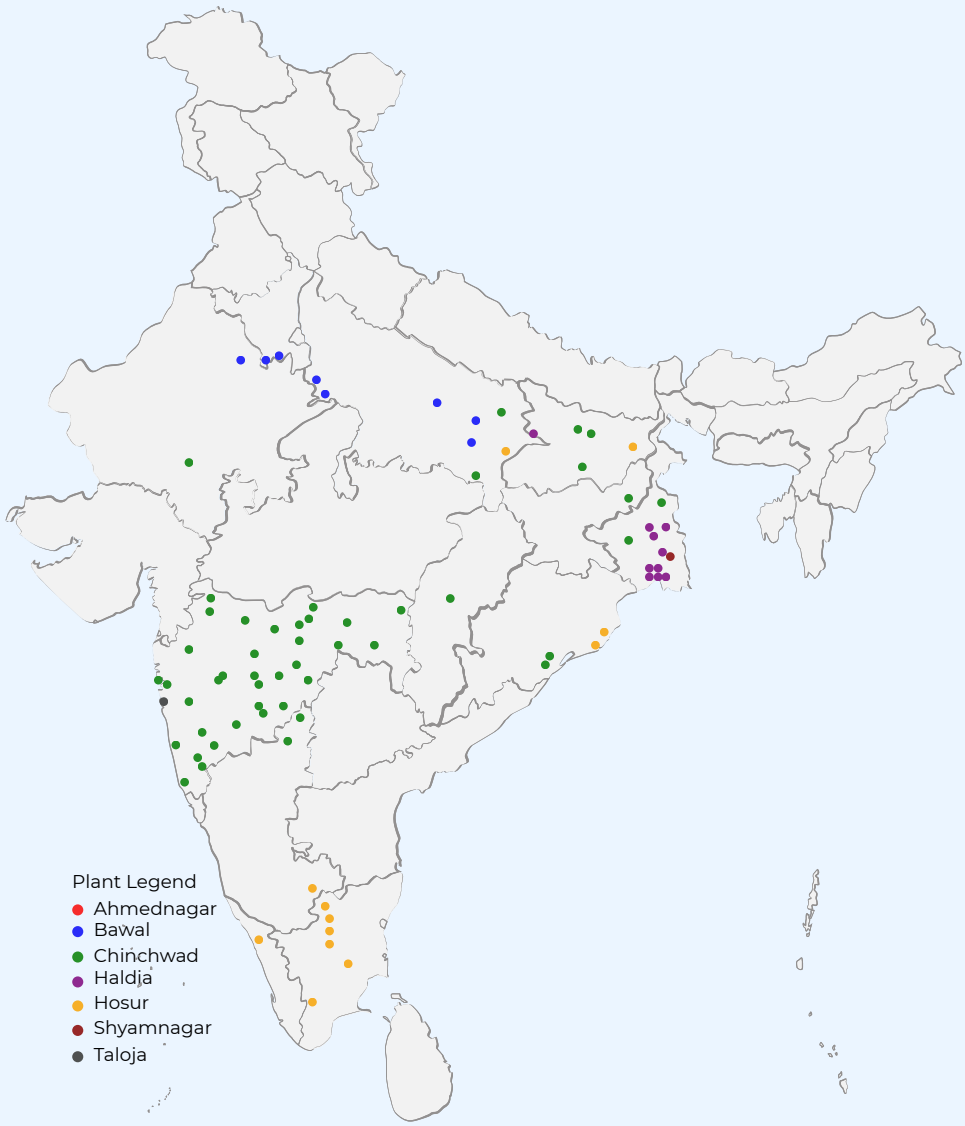
A significant portion of the trainees are concentrated in Maharashtra, West Bengal, and Jharkhand. Maharashtra alone accounts for a major share, with numerous trainees from Pune, Kolhapur, Satara, Solapur, Ahmednagar, and Latur—all of which are recognised for their strong industrial presence.

Similarly, West Bengal, another key industrial region, has a high concentration of apprentices from districts like Purba Medinipur and Murshidabad, reflecting the strong manufacturing and battery production ecosystems in these regions.

Jharkhand, known for its mining and heavy industries, also contributes a significant number of apprentices, particularly from Bokaro, Dumka, and Jamshedpur.

This concentration in industrially active states is expected, as these regions provide greater opportunities for hands-on training and long-term employment in the sector.

The presence of large factories and manufacturing clusters in these states makes them ideal locations for apprenticeships, allowing trainees to gain practical exposure and industry-specific expertise.



■ Penetration into Less Industrialised Regions

Beyond the strongholds of Maharashtra and West Bengal, the programme has made significant inroads into states with limited industrial infrastructure, such as Bihar, Odisha, Madhya Pradesh, and Uttar Pradesh.

The inclusion of trainees from districts like Muzaffarpur, Katihar, and Purnia in Bihar; Kendrapara and Ganjam in Odisha; and Barabanki and Agra in Uttar Pradesh highlights Exide's commitment to providing industrial training opportunities to youth in regions where large-scale employment options are scarce

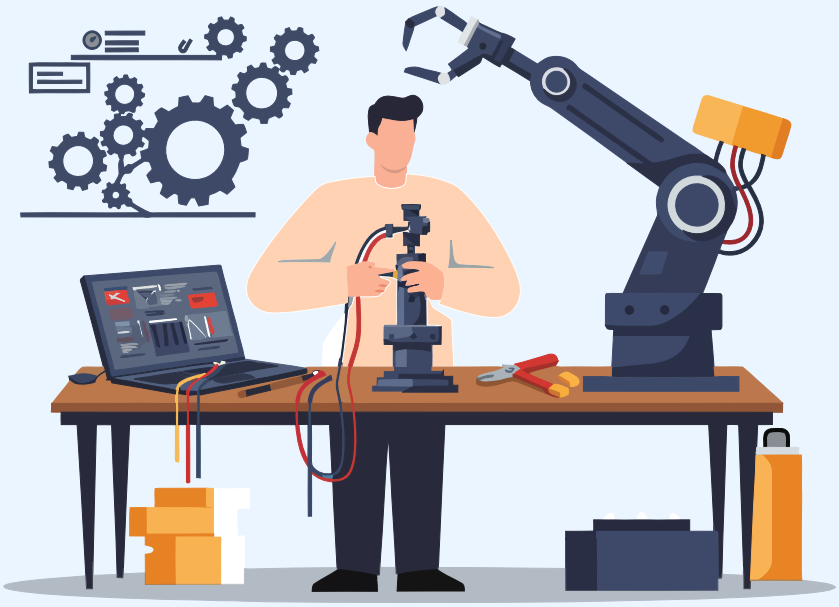
Bihar, for instance, has long been a state with high out-migration rates due to limited industrial job opportunities. The fact that multiple apprentices originate from Bihar indicates that NAPS is creating local employment pathways, reducing the need for youth to migrate to bigger cities in search of work. Similarly, Odisha and Madhya Pradesh, which rely heavily on agriculture and informal employment, are now seeing greater participation in structured apprenticeship programmes through this initiative.

■ Bridging the Urban-Rural Divide

Another key observation from the data is the mix of urban, semi-urban, and rural trainees. While industrial cities like Pune, Kolkata, and Jamshedpur contribute significantly to the trainee pool, a large number of participants come from rural areas and smaller towns.

For example, trainees from Ambedkar Nagar (Uttar Pradesh), Jhunjhunu (Rajasthan), and Gaighat (Bihar) reflect the programme's success in engaging rural youth who may otherwise have limited access to skill development opportunities.

This urban-rural balance is crucial in ensuring inclusive economic development. By extending apprenticeship opportunities to youth in small towns and villages, Exide is helping bridge the gap between industrial demand and rural workforce supply, thus supporting both local economic growth and national skill development efforts.

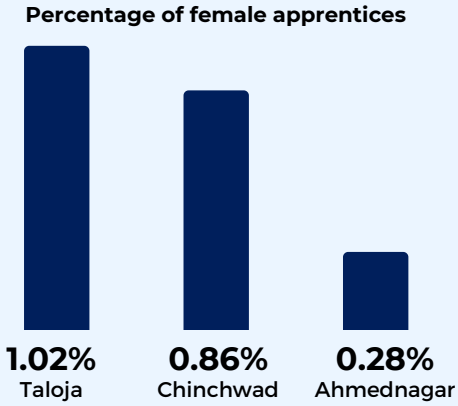


Strengthening Women's Inclusion: A Step Towards a More Diverse Workforce

While the overall representation of women in the apprenticeship program remains low at 0.4%, the initiative to bring female apprentices into the industrial workforce is a significant milestone. The presence of women in this traditionally male-dominated sector, even in small numbers, marks the beginning of a transformative shift towards a more inclusive and diverse work environment.

■ Encouraging Early Progress in Female Participation

Among the plants, Taloja leads with the highest percentage of female apprentices at 1.02%, followed by Chinchwad (0.86%) and Ahmednagar (0.28%). While Bawal, Haldia, Hosur, and Shyamnagar currently have no female apprentices, their future inclusion will further enhance the program's reach and diversity. These numbers, though small, indicate a growing effort to integrate women into skilled industrial roles, setting a strong precedent for expansion in the coming years.



■ Highly Educated Women Entering Apprenticeships

A remarkable trend within the current group of female apprentices is their higher educational qualifications.

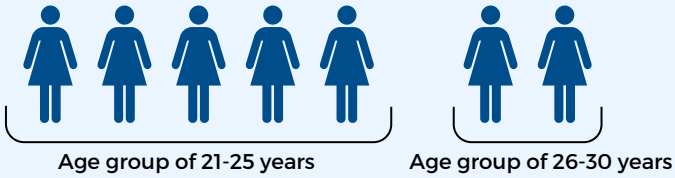
All the women enrolled have at least a graduate-level education, with two pursuing MBAs (one in HR, another currently appearing), and one holding a postgraduate degree. Additionally, one apprentice has a diploma in computer studies, showcasing a strong academic foundation that brings valuable knowledge and skill diversity into the workforce.

This demonstrates that women entering the apprenticeship program are well-prepared and ambitious, ready to take on technical and managerial roles within the industry.

■ A Young and Dynamic Female Workforce

The age distribution of female apprentices further highlights the young and motivated nature of this workforce.

The majority (five out of seven apprentices) are in the 21-25 age group, while the remaining two are 26-30 years old.



This indicates that young women are increasingly viewing industrial apprenticeships as viable career pathways, which can lead to long-term employment and professional growth.

■ Building on a Strong Foundation for Gender Inclusion

Although the current number of female apprentices is small, their presence itself is a testament to the changing landscape of the industrial workforce. As more awareness is created and efforts are made to recruit and retain female apprentices, the representation of women is expected to grow. Some key steps to further accelerate female participation include:

Expanding Outreach and Awareness:
Encouraging more young women to explore apprenticeship opportunities through targeted awareness programs.

Enhancing Workplace Inclusivity:
Ensuring better support structures such as mentorship programs, workplace safety measures, and career development initiatives for female apprentices.

Encouraging Multi-Plant Representation:
Extending women's participation beyond the existing plants and ensuring their inclusion in facilities like Bawal, Haldia, Hosur, and Shyamnagar.

■ A Positive Step Forward

The presence of highly qualified and ambitious young women in the apprenticeship program, even in small numbers, is a powerful beginning. It lays the foundation for a more inclusive and diverse workforce in the manufacturing and technical sectors. By continuing to create opportunities, improving workplace conditions, and fostering a culture of gender diversity, Exide's apprenticeship program can lead the way in promoting equitable employment opportunities for women in industry

With dedicated efforts and strategic interventions, the participation of women will undoubtedly grow, making the apprenticeship program a catalyst for gender empowerment and industrial transformation.

Educational Diversity in the Apprenticeship Program: A Strong Foundation for Skill Development

The apprenticeship program reflects a diverse range of educational backgrounds, catering to individuals across different academic qualifications. This inclusivity ensures that both technically trained individuals and those with basic schooling receive industry exposure and skill development opportunities.

Approximately 13.7% of apprentices have their educational qualifications listed as 'Not Available'.

■ Strong Representation of Technically Skilled Individuals

A significant proportion of apprentices (28.8%) hold diplomas, including ITI certifications, which highlights a high level of technical preparedness among trainees.

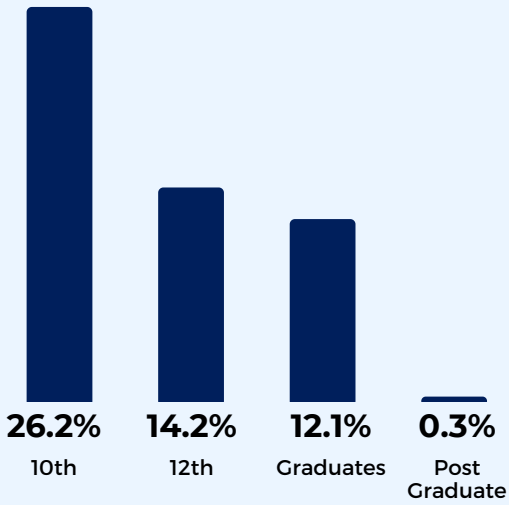
These individuals come with foundational knowledge in trade-specific skills, making them well-equipped to integrate into industrial work environments. This group, being the largest, also underscores the importance of technical education as a strong pathway into the manufacturing sector.

■ A Large Pool of Apprentices with Basic Schooling

The program also includes a substantial number of apprentices who have completed their 10th (26.2%) and 12th (14.2%) standards, indicating that the initiative is successfully engaging youth who may not have pursued higher education but are eager to gain practical, hands-on experience in the industry.

These participants benefit from structured training programs that help bridge the gap between classroom learning and industrial skill requirements.

Basic Educational Qualifications of apprentices



■ Inclusion of Graduates and Postgraduates

Notably, 12.1% of the apprentices are graduates, and a small fraction (0.3%) hold postgraduate degrees.

This suggests that the program is not only supporting early-stage skill development but also attracting individuals with higher academic credentials who seek practical industry exposure.

This is further aligned with the trend seen in female apprentices, who predominantly have graduate-level education, indicating a growing recognition of apprenticeship programs as viable career-building platforms even for those with advanced education.

■ Limited Representation of Those Below 10th Standard

A small portion of apprentices (1.8%) have education below the 10th standard, highlighting that the program primarily attracts individuals with at least basic formal education.

While this percentage is low, it showcases that even those with minimal schooling are being provided with learning and employment opportunities, further contributing to economic upliftment and workforce inclusion.

■ Key Takeaways

1. Technical backgrounds are well represented, with nearly one-third (28.8%) of apprentices holding ITI or diploma qualifications, making them industry-ready from the outset.
2. A strong proportion of apprentices (40.4%) come with basic schooling (10th or 12th standard), demonstrating that the program effectively reaches young individuals in need of structured skill-building opportunities.
3. Graduate and postgraduate apprentices, though a smaller group, highlight a growing recognition of apprenticeships as an alternative career-building approach for educated individuals.
4. Data clarity for the 'Not Available' segment (13.7%) would further enhance program insights and help tailor training support effectively.

Overall, the apprenticeship program maintains a well-balanced mix of technical, school-educated, and graduate-level participants, ensuring that skill development and employment opportunities are accessible to individuals across varying educational backgrounds. This diversity strengthens the long-term impact of the initiative by preparing a workforce that is both technically skilled and adaptable to industrial requirements.

Career Aspirations After Completion of the Apprenticeship: A Key Outcome of EIL's CSR Initiative

The National Apprenticeship Promotion Scheme (NAPS) at Exide Industries Limited (EIL) is not merely a training initiative; it serves as a launchpad for long-term career growth and economic self-sufficiency for apprentices. One of the most significant outcomes of this CSR-driven programme is the impact it has on the career aspirations of its participants, shaping their professional trajectories in meaningful ways.

■ Strong Retention Potential for Exide

A remarkable 75% of apprentices express their willingness to seek full-time employment at Exide after completing their apprenticeship.

This high percentage indicates strong employer satisfaction, alignment with career goals, and a positive work environment within the organisation. Apprentices see Exide as a stable, growth-oriented company where they can continue to refine their skills and build long-term careers.

This high retention potential offers multiple advantages for both Exide and the apprentices:

Workforce Stability: By absorbing trained apprentices into full-time roles, Exide can maintain a skilled workforce that is already accustomed to company processes, reducing hiring and training costs.

Seamless Skill Utilisation: Apprentices who transition into permanent roles can immediately contribute to productivity without the need for extensive onboarding.

CSR Impact Amplification: Retaining apprentices reinforces Exide's commitment to long-term employment creation, strengthening the effectiveness of its CSR initiative.

To capitalise on this trend, Exide could introduce structured career pathways, such as fast-track promotions, mentorship programmes, and upskilling opportunities that further enhance the attractiveness of long-term employment within the company

■ Diverse Career Aspirations: Expanding Opportunities Beyond Exide

While the majority prefer to remain with Exide, 13.3% of apprentices seek opportunities elsewhere, indicating that the programme is not just limited to company retention, but also empowers apprentices for wider career prospects.

This reflects the credibility of Exide's training in the broader job market and underscores how the apprenticeship experience equips individuals with transferable skills that enhance their employability across industries.

Additionally, 5% of apprentices plan to start their own business, showcasing a growing spirit of entrepreneurial ambition among participants.

The technical expertise, discipline, and problem-solving skills acquired during their training can help them establish small-scale manufacturing units, repair shops, or service-based enterprises, contributing to local economies and job creation.

To further encourage entrepreneurial aspirations, Exide could consider:

Entrepreneurial guidance sessions as part of the training programme.

Mentorship opportunities with senior professionals to support business planning.

Financial literacy workshops to help apprentices manage capital investment.

Meanwhile, another 5% of apprentices express interest in pursuing further education to enhance their skills and qualifications.

This segment represents a knowledge-driven workforce that values continuous learning and professional growth. Encouraging these individuals through education reimbursement schemes, scholarship support, or collaborations with technical institutions can reinforce Exide's role in fostering lifelong learning.

Total Number of Lives Touched

The NAPS Apprenticeship Program at Exide Industries directly benefits 1,924 apprentices. Given that each apprentice's family consists of an average of 4.52 members (including the apprentice), the overall reach of the initiative extends far beyond individual trainees.

By considering the wider household impact, the program is estimated to have positively influenced approximately **8,700 lives**.

Support for Health Infrastructure Development

Maitri Centre of Transcendence and Transformation (MCTT)

Implementing partner

About the Project

The Maitri Centre of Transcendence and Transformation (MCTT) is a holistic well-being and transformation centre developed by MaitriBodh Parivaar Charitable Trust, with CSR funding from Exide Industries Ltd., at Jambrung, Karjat, Maharashtra.

The project aims to promote spiritual transformation, preventive healthcare, and sustainable living by offering structured programs focused on yoga, meditation, self-development, and community empowerment.

The centre serves as a platform for meditation retreats, medical camps, skill development under Project Tejaswini, and village outreach programs.

It fosters personal transformation, mental well-being, and social upliftment, helping individuals reconnect with their inner selves while contributing to community welfare. By integrating spiritual teachings with modern well-being practices, MCTT aspires to be a global hub for holistic growth, aligning with the vision of universal harmony and sustainable development.

Input

EIL extended financial support worth

₹3.46 Crore

in 2023-24 towards this intervention

Outputs

The CSR funding was directed towards the construction of the Maitri Centre of Transcendence and Transformation, aimed at fostering holistic well-being and preventive health care. Key outputs include:

Yoga / Multipurpose Hall:

A newly completed facility intended to host yoga, meditation, and other well-being activities.

Guest Accommodations

Constructed to accommodate participants attending programs at the centre.

Prayer Hall

A dedicated space for meditation and spiritual activities.

Kitchen & Dining Facility

Supporting healthy, sattvic meals for program attendees.

Staff Quarters & Security Infrastructure

Ensuring smooth operations and safety at the centre.

Sewage Treatment Plant & Water Recycling System

Supporting healthy, sattvic meals for program attendees.

Solar Roofing

Supporting renewable energy use

Organic Farming & Composting Unit

Encouraging sustainable agriculture.

Outcomes and Impacts

■ Beneficiary Impact

- 300 guests participated in meditation and well-being sessions
- 15-20 SHG women benefited by selling handmade dhoop products at the ashram
- Local villagers engaged in community development and health programs

■ Programmatic Initiatives Supported

- Spiritual Well-being Sessions (yoga, meditation, motivational talks)
- Skill Development & Women Empowerment Initiatives under Project Tejaswini
- Medical Camps (eye camps, physical assistance, health awareness programs)
- Sustainable Practices & Community Engagement (organic farming, village outreach)

■ Transformational Impact on Participants

The Maitri Centre of Transcendence and Transformation (MCTT) serves as a haven for spiritual rejuvenation, self-discovery, and mental well-being. Through its structured programs, the centre provides guided meditation retreats, therapeutic yoga sessions, and personalised self-development activities, all designed to empower individuals in overcoming stress, anxiety, and emotional turmoil. Attendees experience a profound transformation, developing resilience, self-awareness, and inner clarity that supports them in navigating the challenges of everyday life.

A key outcome of these programs is the enhancement of emotional intelligence and mindfulness. Participants report greater patience, improved interpersonal relationships, and heightened focus in their professional and personal spheres. By integrating meditation and spiritual practices into their daily routines, attendees cultivate a sense of peace and purpose, which reduces burnout and fosters overall well-being.

Beyond personal benefits, the impact of MCTT extends to broader societal transformation. Many participants, after experiencing the centre's holistic approach, go on to become ambassadors of positive change, promoting wellness, ethical living, and spiritual growth in their own communities.

This ripple effect ensures that the benefits of MCTT are not confined to its physical location but are instead carried forward into workplaces, families, and social groups. The transformation facilitated at MCTT thus becomes a catalyst for long-term personal and societal well-being.

■ Women Empowerment and Economic Upliftment

One of the most tangible impacts of the project has been the enhanced socio-economic standing of local women, particularly those involved in Project Tejaswini. The initiative has provided 15-20 Self-Help Group (SHG) women with essential entrepreneurial and financial literacy training, allowing them to develop, package, and market handmade dhoop products. This has not only provided a consistent source of income but has also instilled confidence and leadership skills among these women.

Through targeted vocational training workshops, these women have gained hands-on experience in product design, business planning, and market engagement. Additionally, awareness programs on menstrual hygiene, financial independence, and self-sustainability have enabled them to make informed decisions regarding their health, finances, and social participation. By acquiring these crucial skills, the women have expanded their economic opportunities, ensuring long-term financial security and self-reliance.

The empowerment process has also fostered a sense of leadership and community-driven entrepreneurship among the beneficiaries. Many of these women have emerged as role models within their communities, motivating others to pursue skill development and financial independence. The initiative has challenged traditional gender roles, enabling women to participate more actively in household decision-making and community leadership.

As a result, these women have become active contributors to household income, enhancing their decision-making power and social status within the local community. Their ability to generate revenue through sustainable livelihoods has uplifted families, improved access to education for their children, and increased overall household well-being. The long-term effects of this empowerment initiative will continue to influence future generations, creating a sustainable model for economic and social progress in the region.

■ Health & Well-being Improvements

A key aspect of MCTT's outreach has been its health and well-being initiatives, which have significantly improved healthcare access for underserved communities. The medical camps and health awareness programmes organised for local villagers have provided free health check-ups, eye screenings, and physical assistance, ensuring timely diagnoses and effective medical interventions. By addressing preventive healthcare, these initiatives have facilitated early detection of illnesses, helping to reduce treatment costs for families and thereby enhancing overall community health standards.

In addition to clinical support, health awareness sessions on hygiene, nutrition, and disease prevention have empowered villagers with knowledge on maintaining long-term well-being. These educational efforts have led to positive behavioural changes, ensuring that communities adopt healthier lifestyles and preventive healthcare measures.

This, in turn, has contributed to a reduction in communicable diseases, improved sanitation practices, and enhanced nutritional awareness, fostering sustainable improvements in public health.

MCTT also places a strong emphasis on mental and emotional well-being. Through structured yoga and meditation programmes, participants have reported increased mental stability, reduced anxiety, and improved stress management. The integration of mindfulness practices within the health initiatives has helped attendees develop better emotional resilience and self-awareness, leading to a holistic approach to well-being. By addressing both physical and mental health, MCTT has created a comprehensive framework for individual and community wellness, ensuring long-term benefits for generations to come.

■ Sustainable Development and Environmental Impact

The Maitri Centre of Transcendence and Transformation (MCTT) has been designed with a holistic approach to sustainability, integrating eco-friendly infrastructure and resource-efficient practices to ensure long-term environmental benefits. A key element of this initiative is the installation of solar energy systems, which has significantly reduced reliance on conventional electricity sources. By harnessing solar power, the centre has not only lowered carbon emissions but has also created a cost-effective and renewable energy supply, reducing its ecological footprint and operational expenses.

Another major sustainability feature is the water recycling and sewage treatment system, which enables efficient wastewater management and ensures that water resources are utilised responsibly and effectively. The treated water is repurposed for gardening, sanitation, and other non-drinking purposes, thereby reducing water wastage and promoting a self-sustaining ecosystem. These eco-conscious initiatives set a precedent for sustainable water conservation practices that can be adopted in other similar community projects.

Additionally, MCTT has established an organic farming initiative, which promotes chemical-free, sustainable agriculture. By cultivating fresh, pesticide-free produce, the centre supports healthy nutrition for residents and programme attendees while reducing its dependency on external food supply chains. This farm-to-table approach not only enhances food security and nutrition quality but also serves as an educational platform for local farmers and visitors to learn about eco-friendly farming techniques. The composting unit further complements this initiative by converting biodegradable waste into organic fertiliser, enhancing soil fertility and reducing landfill contributions.

Beyond resource conservation, the project has made a conscious effort to maintain biodiversity and ecological balance. The centre has undertaken tree plantation drives and landscape restoration activities to preserve native flora and fauna, ensuring that its development aligns with local environmental conservation goals. Furthermore, sustainable construction practices, such as the use of locally sourced materials and energy-efficient building designs, have contributed to minimising the project's overall environmental impact.

The integration of these sustainable practices at MCTT aligns with global environmental sustainability goals, reinforcing the centre's commitment to long-term ecological balance and climate-conscious development. By demonstrating how spiritual and community-based initiatives can coexist harmoniously with nature, MCTT serves as a model for sustainable living, encouraging other organisations and communities to adopt similar eco-friendly approaches in their projects. Through these efforts, the centre has successfully established itself as a beacon of environmental stewardship, setting an inspiring example for future sustainability-driven initiatives.

■ Community Engagement & Social Integration

The village engagement programs at MCTT have played a pivotal role in fostering social cohesion, cultural exchange, and economic collaboration between urban and rural communities. By organising traditional festivals, awareness campaigns, skill-building workshops, and interactive dialogues, the centre has strengthened community participation and inclusivity, ensuring a deeper understanding of diverse cultural and social values.

Through these initiatives, local residents and urban participants engage in mutual knowledge-sharing, promoting interdisciplinary learning and collaboration. The skill development and leadership training sessions at MCTT have provided local youth with essential tools for career advancement, helping them secure sustainable employment opportunities and entrepreneurial ventures.

Furthermore, vocational guidance programmes have equipped them with practical skills in agriculture, technology, and small business management, empowering them to actively contribute to the local economy.

The integration of community-driven projects has also promoted a sense of ownership and responsibility among villagers, encouraging self-reliance and participatory governance.

Through women's empowerment initiatives, literacy campaigns, and environmental awareness programmes, the centre has inspired grassroots leadership and civic engagement.

These holistic interventions have bridged societal divides, fostered unity, and strengthened interpersonal relationships, positioning MCTT as a model for inclusive and sustainable community development.

■ Long-Term Societal Impact

MCTT's impact extends well beyond its immediate beneficiaries, fostering a sustainable framework for spiritual growth, economic resilience, and social upliftment. By blending ancient wisdom with modern self-development practices, the centre has created a globally relevant model that promotes mindfulness, well-being, and sustainable living. As MCTT continues to attract a diverse cohort of international participants, its influence is expanding across borders, reinforcing the need for holistic well-being in an increasingly fast-paced world.

The centre's long-term investment in skill development, healthcare access, and community empowerment ensures that its impact remains deep-rooted and generational. Through educational initiatives, vocational training, and employment support programmes, MCTT is equipping individuals with the necessary skills to improve their livelihoods while fostering entrepreneurial mindsets. By providing access to affordable healthcare and preventive wellness practices, the centre has improved public health outcomes and created awareness about sustainable healthcare solutions.

Beyond individual transformation, MCTT is contributing to environmental stewardship and responsible resource management. Its emphasis on organic farming, renewable energy adoption, and waste recycling is setting an eco-conscious precedent for similar institutions. The centre's ethos of self-awareness, sustainability, and ethical leadership serves as an inspiration for policymakers, educational institutions, and spiritual communities to adopt integrative development models that prioritise social equity and environmental harmony.

MCTT's ripple effect is expected to grow exponentially, inspiring similar initiatives in other regions of the country and beyond. Its commitment to universal well-being, social justice, and ecological balance is reinforcing the vision of a more conscious, interconnected, and harmonious global society. By cultivating holistic transformation at individual, community, and societal levels, MCTT stands as a benchmark for sustainable progress and a beacon of hope for future generations.

Total Number of Lives Touched

Direct Beneficiaries

Meditation and well-being participants

- 300 guests attended structured meditation and well-being sessions.

Medical and healthcare beneficiaries

- Assuming multiple medical camps are held throughout the year, with an average of 200 attendees per camp.
- Estimated 5-10 medical camps per year → 1,000 - 2,000 villagers impacted annually.

Women empowerment (Project Tejaswini)

- 15-20 SHG women directly benefited from entrepreneurial and vocational training.

Skill development and vocational training programs

- Conducted periodically for local youth and women, with an estimated 100-200 participants per year.

Indirect Beneficiaries

Families of empowered women (SHG participants)

- Each of the 15-20 SHG women supports an average family size of 4-5 members → 60-100 indirect beneficiaries.

Community impact through healthcare and outreach programs

- Indirect beneficiaries (family members of medical camp attendees) → Assuming a 4-member household, around 4,000 - 8,000 people indirectly benefit from improved health awareness and services.

Sustainable living and environmental awareness programs

- MCTT's eco-friendly initiatives, including organic farming and waste recycling, impact local farmers, staff, and visiting participants, estimated at 200-500 individuals annually.

Social and cultural integration programs

- Awareness drives, community engagement events, and village outreach initiatives likely impact 500 - 1,000 villagers annually.

Estimated Total Number of Lives Touched Annually

Direct beneficiaries	Indirect beneficiaries	Overall Estimated Impact
1,500 - 2,500	**4,500 - 9,500**	**6,000 - 12,000**
people per year	people per year	lives touched annually

School Transformation

Implementing partner

About the Project

The School Transformation Program funded by Exide and implemented by YUVA Unstoppable is rooted in the belief that quality education is a fundamental driver of social progress.

The initiative aims to create an enabling learning environment by addressing infrastructural gaps and fostering holistic development in schools. It acknowledges that access to well-equipped classrooms, sanitation facilities, and digital learning tools plays a crucial role in shaping young minds and ensuring they have the resources needed to thrive.

By focusing on these foundational aspects, the program aspires to bridge educational disparities and empower students with better opportunities for the future.

At its core, the project is driven by the philosophy that education is not just about academics but also about dignity, inclusivity, and empowerment. A child's learning experience is deeply influenced by the conditions of their school environment, and this initiative seeks to enhance not only the physical infrastructure but also the aspirations and confidence of students. By collaborating with schools, educators, and communities, the program fosters a sustainable model of transformation where learning becomes an enjoyable and enriching experience. The ultimate goal is to create self-sufficient and progressive educational institutions that nurture the next generation of leaders, thinkers, and changemakers.

Input

EIL provided a financial contribution of

₹2.58 Crore

towards the School Transformation Program in FY 2023-24 through YUVA Unstoppable

Outputs

25
schools

10
locations in India

14,258
directly impacted students

The School Transformation Program significantly improved the learning environment in 25 schools across 10 locations in India. The initiative directly impacted 14,258 students, enhancing their access to better educational facilities.

■ Geographical Reach

The program was implemented across 10 locations, benefiting schools in:

Maharashtra (13 schools)

Ahmednagar
3 schools
Chinchwad
7 schools
Karad
1 school
Taloja
2 schools

Karnataka (1 school)

Bengaluru
1 school

Delhi (1 school)

West Bengal (10 schools)

Howrah
4 schools
Shyamnagar
4 schools
Raghunathpur, South 24 Parganas
1 school
Kolkata
1 school

■ Infrastructure and Educational Enhancements

The following key transformations were achieved

- 10 smart classrooms were installed, integrating digital learning tools to enhance student engagement and interactive learning.
- 280 benches were provided, ensuring students had comfortable seating arrangements in classrooms.
- Roof was repaired in 1 school in Taloja.
- 13 schools received WASH (Water, Sanitation, and Hygiene) facilities, improving access to clean water and proper sanitation for thousands of students.
- 1 school was equipped with a fully functional library, offering a wide range of books and resources to encourage reading habits among students.
- 2 schools received Mid-Day Meal (MDM) sheds, providing students with sheltered spaces for meals, ensuring a more hygienic and comfortable dining experience.

The initiative has successfully created a more inclusive and resourceful learning environment, fostering both academic and personal development for students in these schools. Through these efforts, the program has not only improved infrastructure but also empowered students with tools for a brighter future.

Outcomes

■ Smart Classrooms: Transforming Traditional Learning

Before the introduction of smart classrooms, students relied on chalk-and-board teaching methods that were often text-heavy, passive, and lacked visual support. This approach made it particularly challenging for students to grasp abstract concepts, retain information, and stay engaged in class. The field survey indicated that 96.15% of students found it difficult to understand lessons due to the absence of visual learning aids. Without images, videos, interactive simulations, or real-life applications, subjects such as Science, Mathematics, and History often felt disconnected from students' everyday experiences.

Among the subjects that posed the greatest challenges before smart classrooms, Science and Mathematics stood out. Students struggled with topics such as human anatomy, Newtonian physics, algebra, and geometry, where diagrams, animations, and step-by-step breakdowns were necessary for full comprehension. Due to the lack of multimedia support, many students resorted to rote memorisation instead of conceptual understanding, which led to poor retention and difficulty in applying knowledge to problem-solving. The situation was even more challenging for students who were visual learners, as they had no way to visualise or interact with the material

To address this, smart classrooms were installed across 10 schools, integrating interactive digital tools, high-quality audiovisual content, and 3D animations.

The impact of this transformation was immediately evident, with **80.77%** of interviewed students reporting a significant improvement in academic performance, while the remaining **19.23%** noted moderate improvement.

Science, which was once seen as difficult and inaccessible, became more engaging and understandable.

34.62% of students specifically attributed their improvement in Science to smart classes, as they could now observe biological processes, chemical reactions, and physics experiments in real-time.

Mathematics also saw a major boost **(26.92%)**, as students benefitted from interactive problem-solving exercises, real-world applications, and animated step-by-step explanations of formulas and geometric concepts.

Beyond improving knowledge retention and academic scores, smart classrooms have completely transformed the student experience. Traditional classrooms often required students to passively listen to lectures, leading to boredom and disengagement.

With the introduction of interactive learning elements, students are now active participants in their education, frequently engaging in collaborative discussions, quizzes, and problem-solving challenges.

Furthermore, 19.23% of students reported that visual learning aids such as maps, diagrams, and digital storyboards helped them recall and apply knowledge more effectively.

By making learning more immersive, engaging, and accessible, smart classrooms have created an educational environment that fosters curiosity, deeper comprehension, and long-term knowledge retention.

■ Student Engagement: Breaking the Cycle of Passive Learning

Engagement in traditional classrooms was a major concern before the introduction of smart learning environments.

The field survey revealed that

69.23%

of students found it difficult to stay focused in class. while

57.69%

admitted to experiencing boredom during lessons. The primary reason cited was the lack of interactive and engaging teaching methods, with

76.92%

of students stating that traditional lectures made it difficult to actively participate in their own learning process. When students are disengaged, they are less likely to ask questions, clarify doubts, or retain information, which ultimately impacts their academic progress and confidence.

Before smart classrooms, a teacher-centred approach dominated learning, with students expected to listen passively and take notes. This method created barriers to participation, particularly for students who required visual, auditory, or interactive elements to fully grasp new concepts.

Additionally, traditional teaching often failed to cater to diverse learning needs, leaving students unmotivated and struggling to keep up with lessons. Many students reported that classroom boredom negatively affected their willingness to attend school, as they saw lessons as repetitive and unengaging.

With the introduction of smart classrooms, engagement levels have increased significantly. Lessons are now interactive and collaborative, incorporating multimedia content, digital games, real-time quizzes, and group discussions to make learning more dynamic and student-centred. Instead of simply listening to a teacher explain a topic, students now actively participate in discussions, solve problems through digital platforms, and interact with content in an engaging way.

Teachers also report a dramatic increase in student participation, with learners becoming more confident in expressing their opinions, answering questions, and working on collaborative assignments.

The survey findings suggest that these new teaching methodologies have made a substantial impact on student engagement. Previously, students who struggled to focus now find themselves absorbed in lessons, as the content is more relevant, visually stimulating, and designed to encourage curiosity. By breaking the cycle of passive learning, the introduction of smart classrooms has not only improved comprehension and participation but has also cultivated an enthusiasm for education that was previously lacking.

Impact Story

Smarter Learning, Brighter Futures: A Transformation Story from Khelaghar Raghunathpur

In the quiet village of Raghunathpur, a remarkable shift is taking place inside the classrooms of Khelaghar School, thanks to the power of technology and the vision of those who believe in equitable education.

We had too many students, and only one Smart Class," recalls Ms Shampa Sardar, the dedicated Headmistress of the school. " With two sections running, it became clear—we needed more."

That's when YUVA Unstoppable, with funding from Exide Industries Ltd., stepped in to support the school's digital transformation. The introduction of a second Smart Classroom changed everything.

"The difference is crystal clear," says Ms Sardar. "Students are more focused, more engaged, and their ability to understand and retain concepts has improved significantly."

Traditional barriers to learning—especially in abstract or complex subjects—are dissolving. With visual aids, interactive content, and better access to Teaching-Learning Materials (TLM), the classroom experience is no longer passive. It's alive.

"Peer-to-peer counselling has improved as well," she adds. "Stronger students help others using the Smart Class content, and this builds a collaborative learning culture."

The impact?

Students now look forward to class. They're attentive, inquisitive, and motivated. Ms Sardar believes the next step is clear: "We need smart classes in every classroom." For her, it's not just a technology upgrade —it's a fundamental step toward building a better future for every child in Raghunathpur.

Thanks to the partnership between Exide Industries and YUVA Unstoppable, Khelaghar Raghunathpur is no longer just a school—it's a model of what inclusive, engaging, and modern rural education can look like.

Impact indicator

Generating livelihood through upskilling

■ Hands-On Learning Through STEM Labs


Science


Technology


Engineering


Mathematics

For students, understanding Science, Technology, Engineering, and Mathematics (STEM) subjects is often dependent on practical application. However, before the introduction of STEM labs, students primarily relied on textbooks and theoretical models, which made it difficult to visualise scientific principles, conduct experiments, and develop technical skills.

The field survey found that 69.23% of students found subjects like Science and Mathematics particularly difficult, with the biggest challenge being the lack of hands-on experiences.

For example, students could read about optics and light refraction in Physics, but without actual experiments using prisms and lenses, these concepts remained abstract and difficult to grasp.

To address these challenges, fully equipped STEM labs were established in schools, allowing students to experience and experiment with scientific principles firsthand. According to the survey, 100% of students use the STEM lab at least twice a week, engaging in a wide range of hands-on activities, including:

Biology
Dissecting plants, observing cell structures under microscopes, and studying human anatomy models.

Physics
Conducting light refraction experiments, measuring sound waves, and testing force and motion principles.

Robotics & Electronics
Programming sensors, working with motors, and using electronic controllers to build simple robotic devices.

Chemistry
Mixing chemical compounds, analysing molecular structures, and conducting reaction-based experiments.

The impact of these labs has been immense.

- **91.67%** of students reported feeling very confident in applying STEM knowledge to real-world situations.
- While **58.33%** specifically stated that hands-on experiments helped them understand difficult scientific theories.
- Additionally, **41.67%** of students expressed an increased curiosity in science and technology, with several students showing interest in STEM-related careers such as engineering, medical sciences, and robotics.

Beyond academic learning, these labs also foster critical thinking, innovation, and problem-solving skills. By allowing students to test their hypotheses, conduct real-time analysis, and work collaboratively on projects, STEM labs have created an environment of exploration and discovery. The ability to physically interact with learning materials rather than just memorising them has resulted in higher retention rates, better exam performance, and a deeper appreciation for scientific inquiry.

■ Library Enhancements: Fostering a Culture of Reading

Libraries are essential spaces for self-directed learning, research, and academic enrichment, but before the intervention, school libraries were underutilised due to several limitations. The field survey revealed that students previously lacked access to a diverse collection of books, proper seating arrangements, and sufficient lighting.

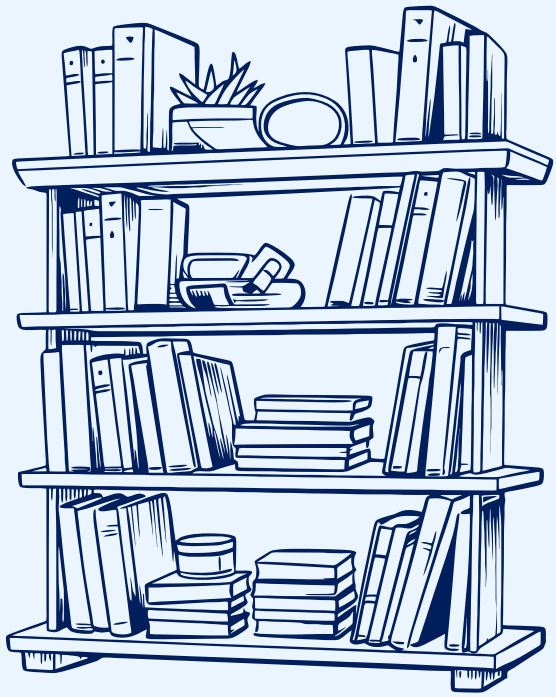
This created an environment where students were either unable or unwilling to spend time reading and engaging in independent study. The absence of updated reference materials and supplementary books also meant that students had limited opportunities to explore beyond their textbooks, restricting their intellectual growth and analytical abilities.

With the revitalisation of school libraries, these barriers have been removed. The programme focused on expanding book collections, improving infrastructure, and creating a conducive learning environment. Post-intervention, students now visit the library at least twice a week, demonstrating a significant shift in reading habits and research engagement. New additions to the libraries include:

- A wider selection of books covering Science, Mathematics, History, and Literature, ensuring that students have access to resources that complement their classroom learning.
- Reference materials for competitive exams, career guidance, and skill development, providing students with insights into future academic and professional paths.
- Dedicated study spaces with better lighting and comfortable seating, allowing students to focus for extended periods without distractions.

The impact of these upgrades has been clearly reflected in student learning outcomes. The Principal of Madhyamik Vidyalaya Isadak Nimbalak, Ahmednagar reported that students are now better prepared for lessons, as they can explore supplementary materials, conduct research, and clarify doubts independently.

The availability of diverse reading materials has also contributed to enhanced comprehension skills, with students demonstrating stronger analytical thinking and improved retention of information. The library is no longer viewed as just a storage space for books, but rather as a hub of knowledge, where students can develop a lifelong love for reading and intellectual exploration.



■ WASH Facilities: Prioritising Hygiene and Health

Access to clean water, proper sanitation, and hygienic facilities is a fundamental right for students, yet before the intervention, many schools faced major shortcomings in their Water, Sanitation, and Hygiene (WASH) infrastructure.

The field survey identified that students frequently missed school due to hygiene-related illnesses, as they lacked access to safe drinking water, clean washrooms, and handwashing facilities. Inadequate sanitation particularly affected female students, who required privacy and well-maintained facilities to attend school regularly without discomfort.

To address these challenges, WASH infrastructure was upgraded in 13 schools, ensuring that students now have access to:

Clean and well-maintained toilets with separate facilities for boys and girls.

Safe drinking water stations with adequate supply throughout the school day.

Handwashing areas with soap and running water, promoting hygiene awareness and healthy practices.

The impact of these improvements has been immediate and far-reaching. Schools have reported a reduction in absenteeism, as students no longer fall sick due to waterborne diseases or lack of sanitation facilities. Furthermore, students have developed better personal hygiene habits, as the programme included awareness sessions on cleanliness, handwashing techniques, and overall health consciousness.

Beyond health benefits, these enhancements have transformed the school environment, making it a more comfortable and dignified space for students. Female students, in particular, have reported greater confidence and willingness to attend school regularly, as they no longer face disruptions due to inadequate facilities. Teachers have also observed improved student behaviour and attentiveness in class, as students no longer feel discomfort due to hygiene issues. The upgrades have established WASH as a fundamental aspect of school infrastructure, ensuring that students can focus on learning without barriers related to health and sanitation.

■ Improved Seating: Comfort for Concentration

A student's ability to focus and engage in lessons is greatly influenced by their physical comfort in the classroom. However, before the intervention, classrooms in several schools lacked adequate seating, with students either sharing benches or sitting on damaged and uncomfortable furniture.

The field survey indicated that poor seating arrangements led to distractions, discomfort, and difficulty in maintaining attention during lessons. Overcrowding in classrooms also made it challenging for teachers to manage students effectively, reducing the overall efficiency of the learning process.

Recognising this issue, the programme provided **280 new benches,** ensuring that students have proper seating arrangements that promote better posture, comfort, and focus. The new classroom furniture is designed to accommodate students efficiently, allowing for:

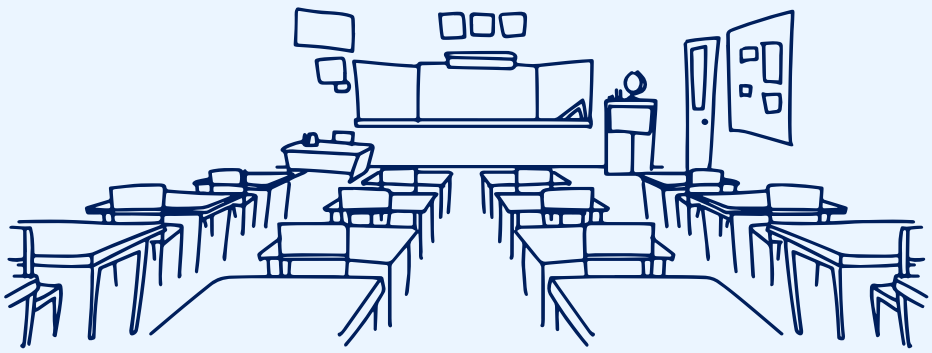
Adequate space between desks, ensuring that students have room to write and take notes without discomfort.

Proper alignment of seating arrangements, which improves classroom management and student-teacher interaction.

Age-appropriate bench heights and ergonomic designs, reducing strain and enhancing focus during long study sessions.

The results of this intervention have been highly positive. Students now report improved concentration and engagement during lessons, as they are no longer distracted by physical discomfort or overcrowding. Teachers have also observed better classroom discipline and order, as students are able to sit comfortably and maintain their attention for extended periods.

Beyond improving daily learning experiences, these seating upgrades have contributed to a more structured and organised classroom environment, fostering discipline, collaboration, and a sense of pride in the school space. The presence of proper seating arrangements also reinforces the importance of well-maintained educational infrastructure, ensuring that students can focus on their academic growth without external distractions



■ Mid-Day Meal Sheds: Ensuring a Comfortable Mealtime Experience

Proper nutrition is a key factor in student health and academic performance, yet before the intervention, some schools lacked designated spaces for students to eat their mid-day meals comfortably. The field survey revealed that in certain schools, students had to eat in open areas, often exposed to harsh weather conditions, dust, and other environmental factors. This not only made mealtime less hygienic but also led to disruptions when students had to relocate during rainfall or extreme heat.

To create a clean, comfortable, and sheltered dining environment, the programme introduced Mid-Day Meal (MDM) sheds in two schools. These newly constructed sheds provide:

Protection from sun, rain, and dust, ensuring students can eat in a hygienic environment.

Dedicated meal spaces that promote structured lunch breaks, reducing disorder during meal times.

Enhanced cleanliness, as designated dining areas reduce food waste and littering on school premises.

The impact of these meal sheds has been highly beneficial, ensuring that students can focus on their nutrition without discomfort or inconvenience. The provision of structured meal spaces has also contributed to improved hygiene standards in schools, as food consumption is now limited to designated areas.

Additionally, teachers have reported that students are more energised and alert in post-lunch classes, as they no longer skip meals due to discomfort or weather-related disruptions.

■ Roof Construction: Preventing Disruptions to Learning

One of the most significant infrastructure interventions under this programme was roof construction, which addressed severe weather-related disruptions in certain schools. The field survey revealed that in some classrooms, leaky roofs resulted in water accumulation during the monsoon season, forcing students to miss 15-20 days of school annually.

With the construction of durable, weather-resistant roofing, these issues have been completely resolved. Classrooms now remain dry and safe throughout the year, ensuring that students no longer face interruptions due to environmental factors. The intervention has directly improved school attendance, learning continuity, and overall classroom conditions, reinforcing the importance of strong and resilient educational infrastructure.

Impacts

■ Academic Performance: Strengthening Conceptual Understanding

The transition from traditional blackboard learning to digital and interactive classrooms has resulted in a significant enhancement in students' academic performance. The field survey revealed that 100% of students reported some level of improvement in their academic understanding following the interventions.

Among these,

80.77%

observed substantial improvement, while

19.23%

noted moderate progress.
The most notable improvements were recorded in Science

34.62%

and Mathematics

26.92%

where students now grasp fundamental principles more effectively due to visual demonstrations, animations, and interactive simulations.

One of the major challenges students faced before this intervention was difficulty in retaining abstract and complex concepts.

For example, in Science, subjects like the formation of the universe, the human digestive system, and the periodic table were previously challenging due to theoretical explanations that lacked real-world context.

With smart classrooms, these concepts are now taught through animated breakdowns, real-time experiments in STEM labs, and 3D visualisations, allowing students to internalise information instead of memorising it mechanically.

Similarly, in Mathematics, students struggled with algebra, trigonometry, and geometry, but interactive problem-solving activities and step-by-step digital explanations have simplified these topics, resulting in better comprehension and application skills.

The improvement in academic performance is not only reflected in exam scores but also in students' ability to apply their knowledge effectively. Teachers have observed greater classroom participation, more analytical thinking, and an increase in students seeking clarification on advanced topics. The digital transition has ensured that learning is no longer a passive experience but an active process, equipping students with the skills and confidence needed for higher education and competitive examinations.

■ Student Motivation and Attendance: Creating an Enthusiastic Learning Environment

Student attendance and motivation to attend school regularly are directly linked to the quality of the learning experience and infrastructure available. The field survey showed that 85.19% of students reported a higher interest in attending school after the interventions, with improved classroom engagement, better sanitation, and enhanced infrastructure being cited as the primary reasons.

Previously, classroom boredom and poor infrastructure discouraged students from attending school consistently. With the integration of digital learning, smart classes, and hands-on experiments in STEM labs, students now look forward to their lessons, finding them more engaging and relevant to their future aspirations. In particular, subjects that were once considered difficult and intimidating, such as Mathematics and Science, are now viewed as exciting challenges, as students actively participate in problem-solving activities and scientific investigations.

One of the most noteworthy findings of the survey is that female students expressed greater comfort in attending school regularly due to improved sanitation and hygiene facilities. The upgradation of WASH (Water, Sanitation, and Hygiene) infrastructure in 13 schools has ensured that students no longer face barriers such as a lack of clean toilets, unsafe drinking water, or inadequate privacy, all of which previously contributed to absenteeism, particularly among adolescent girls.

Additionally, the roof construction initiative in weather-affected schools has eliminated learning disruptions, as students no longer lose 15-20 school days per year due to monsoon-related leaks and flooding. The direct impact of better classroom conditions, structured infrastructure, and interactive teaching methods has resulted in higher attendance rates, lower dropout rates, and an overall increase in student engagement.

■ Classroom Participation and Interactive Learning: Encouraging Student Involvement

Before the intervention, passive learning was a major issue, with students struggling to stay engaged in traditional lecture-based classrooms.

The field survey revealed that 69.23% of students found it difficult to stay engaged in class, while 76.92% reported a lack of interactive learning techniques as a key reason for their disinterest and inattention.

The introduction of digital learning platforms, multimedia teaching aids, and collaborative problem-solving has completely transformed classroom dynamics, making learning more immersive, engaging, and student-driven.

The shift from one-way teaching to interactive learning has encouraged students to ask more questions, participate in discussions, and engage in hands-on activities. With the incorporation of real-time quizzes, digital assessments, and team-based problem-solving, students now play an active role in their education, making them more invested in the learning process.

Teachers have reported that students now demonstrate greater confidence in expressing their opinions, contributing to lively discussions and debates on subjects ranging from environmental science to physics and literature. This increase in engagement and curiosity has made the classroom a collaborative learning space, where students support each other's learning, think critically, and approach challenges with enthusiasm.

■ Hands-On Learning & STEM Knowledge Application: Bridging Theory and Practice

For subjects like Science and Mathematics, practical experience is essential, yet before the introduction of STEM labs, students had few opportunities to experiment with theoretical concepts.

The field survey revealed that 100% of students now use the STEM lab at least twice a week, engaging in experiments, real-world simulations, and project-based learning. The availability of hands-on learning tools has ensured that students can test their knowledge in real-time, reinforcing abstract principles through practical applications.

The impact of STEM labs has been particularly evident in Physics, Chemistry, Biology, and Robotics. Students now conduct real experiments on optics, force and motion, chemical reactions, and biological dissections, rather than just reading about them in textbooks.

91.67% of students reported feeling more confident in their ability to apply STEM knowledge, with 58.33% stating that hands-on experiments significantly improved their understanding of difficult concepts.

Furthermore, the integration of Robotics and Electronics in STEM learning has introduced students to coding, programming, and engineering principles, opening doors to future careers in STEM-related fields.

The survey also found that 41.67% of students now have a heightened curiosity for science and technology, with many expressing interest in pursuing careers in medicine, engineering, and computer science.

■ Psychological and Behavioural Impact: Boosting Confidence and Positive Habits

Education is not just about academic achievement; it also plays a key role in building confidence, discipline, and curiosity. The survey found that students now approach learning with greater self-confidence, as interactive classrooms and structured learning environments have removed many of the traditional barriers to understanding.

Beyond academics, the presence of positive visual messages in classrooms has influenced student behaviour and attitudes towards learning. In schools where Bala paintings were introduced, 100% of students reported noticing and internalising messages about discipline, environmental responsibility, and hygiene awareness.

These subtle yet effective nudges have helped cultivate a sense of personal responsibility, as students are now more mindful of cleanliness, respectful interactions, and maintaining school decorum.

Teachers have observed a stronger sense of belonging and ownership among students, with many taking initiative in maintaining classroom cleanliness, supporting peers in studies, and volunteering for leadership activities. The combination of better learning tools, structured study spaces, and behavioural reinforcement techniques has created a school culture that fosters discipline, self-improvement, and academic ambition.

■ Teacher Efficiency & Instructional Quality: Empowering Educators with Better Tools

The impact of these interventions is not limited to students; teachers have also experienced significant improvements in their ability to deliver lessons effectively.

Before the introduction of digital learning platforms and STEM resources, teachers faced challenges in explaining complex subjects, particularly those requiring visual representation, demonstrations, or practical applications.

With interactive teaching aids, smartboards, and structured digital content, teachers can now deliver lessons more efficiently, covering syllabi faster and with greater depth.

The survey findings indicate that teachers are now able to complete syllabus requirements on time, allowing for revision, extra practice, and student-led discussions. Additionally, the need for remedial classes has reduced, as students grasp concepts more effectively during regular lessons.

By equipping educators with modern tools and structured digital content, the programme has transformed the way knowledge is imparted, ensuring that teaching is efficient, engaging, and impactful.

Total Number of Lives Touched

■ Direct Impact

14,258
Students

65
School Staff
(WASH schools only,
5 per school × 13 schools)

14,323
Total Direct Impact

■ Indirect Impact

28,516
Parents
(2 per student)

21,387
Siblings
(1.5 per student)

49,903
Total Indirect Impact

■ Total Lives Touched

64,226

MDRI - Facilitating Stem Cell Donation by Expanding the Donor Registry

Implementing partner

Marrow Donor Registry (India)

About the Project

Marrow Donor Registry India (MDRI) is a non-profit organisation established in 2009 with a mission to create a strong database of voluntary stem cell donors for patients suffering from blood cancers, leukaemia, thalassemia, and other genetic blood disorders.

Recognising the urgent need for a functional donor registry in India, MDRI actively works to bridge the gap between patients in need of a bone marrow transplant and potential matching donors. The organisation conducts awareness programs, donor registration drives, and high-precision HLA (Human Leukocyte Antigen) testing, ensuring that more patients have access to a compatible stem cell match.

As a long-standing partner, Exide Industries Limited has been supporting MDRI through its Corporate Social Responsibility (CSR) initiatives, significantly contributing to its mission.

In FY 2023-24, Exide's funding helped MDRI expand its donor database, conduct HLA testing, and improve logistical support for seamless transplants. This partnership enabled MDRI to organise awareness campaigns in colleges and corporate offices and register new donors.

By continuously supporting MDRI's efforts, Exide has played an instrumental role in strengthening India's stem cell donation ecosystem, ensuring that more patients receive timely and potentially curative treatments.

Input

In FY 2023-24, EIL contributed

₹2.00 Crore

through its Corporate Social Responsibility (CSR) initiative to support MDRI's mission of expanding its donor registry, facilitating life-saving stem cell transplants, and raising awareness about bone marrow donation.

Outputs

With EIL's CSR funding of ₹2.00 crore in FY 2023-24, Marrow Donor Registry India (MDRI) successfully expanded its donor registry, facilitated life-saving stem cell transplants, and increased awareness about bone marrow donation. The key measurable outputs for the year include:

Expansion of the Donor Registry

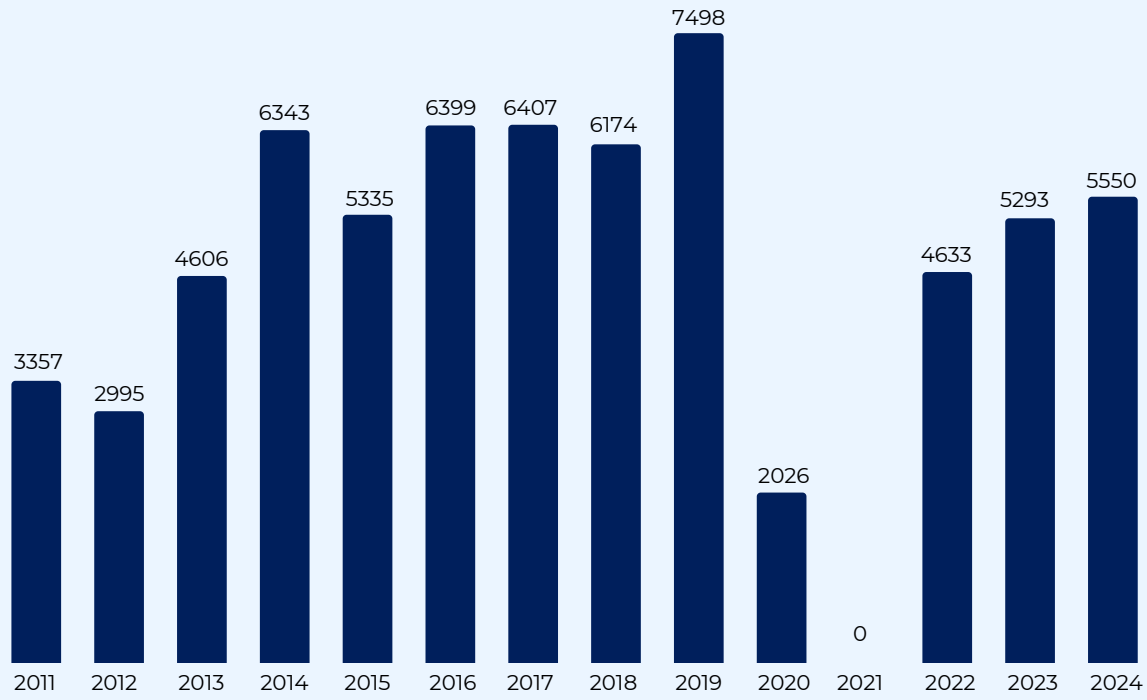
- **5,500 new donors registered** in FY 2023-24, bringing the total database to **70,500 donors.**
- Conducted **50+ donor registration drives** in colleges, corporate offices, and institutions to encourage voluntary donor participation

Facilitation of Stem Cell Transplants

- Since the inception, till FY 2023-24
  - **28 transplants for Indian patients**
  - **4 transplants for international patients**
- Two additional transplants performed in January 2025, increasing the total to 34 transplants.
- Logistical support ensured all stem cell grafts were transported within 24 hours, allowing for timely transplants.

- **A critical case involved a two-month-old baby receiving a life-saving transplant, with donor matching and collection completed in 15 days.**

Yearly Donor Registrations



Awareness and Outreach Initiatives

- **623 awareness sessions conducted** in colleges, corporate offices, and community spaces.
- **Over 25,000 individuals engaged** through awareness programs on stem cell donation and its impact.

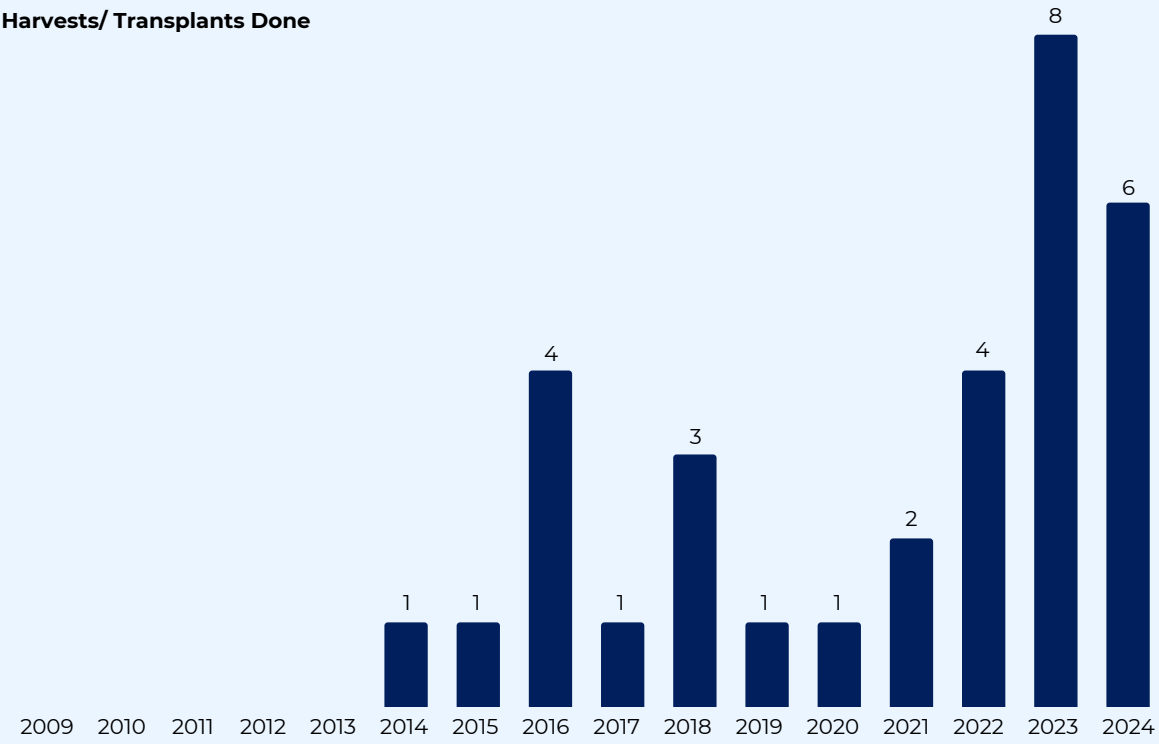
HLA Testing and Data Management

- **5,500 newly registered donors underwent HLA (Human Leukocyte Antigen)** testing, crucial for accurate donor-patient matching.
- **5,750 patient search requests processed** for potential donor matches.
- **Over 25,000 individuals engaged** through awareness programs on stem cell donation and its impact.

Logistics and Donor Support

- **7 accredited blood banks and collection centres** facilitated stem cell donations.
- All matched donors underwent fitness assessments and counselling sessions before donation.
- 1 donor was identified as a match twice and donated stem cells twice within 1.5 years, a rare occurrence.

Harvests/ Transplants Done



Outcomes

■ Expansion of the Donor Registry

The expansion of the donor registry has been a consistent priority for MDRI, ensuring that more patients can find matching donors within India.

In FY 2023-24, MDRI registered 5,500 new donors, increasing the total donor database to 70,500 individuals.

This represents a significant contribution to India's stem cell donor pool, which remains underdeveloped compared to international registries

Looking at the long-term trend,

- **the registry has grown by 816.7% since its inception in 2009, when only 600 donors were registered.**
- **The average annual growth rate of 15.9% highlights a sustained increase in donor enrolment, largely driven by enhanced outreach efforts and increased awareness.**

While 2021 saw no new registrations due to the COVID-19 pandemic, the overall trajectory indicates a strong and continuous upward trend in new donor sign-ups.

This success was largely facilitated by over 50 donor registration drives held across colleges, corporate offices, and community spaces in FY 2023-24.

The outreach efforts specifically targeted young and healthy individuals, as they are ideal long-term donors who can remain active in the registry for decades.

Furthermore, MDRI made a concentrated effort to diversify the registry by recruiting donors from various ethnic and regional backgrounds, significantly increasing the probability of finding genetically compatible matches for Indian patients.

To ensure the long-term commitment of registered donors, MDRI implemented structured counselling sessions before registration. This approach helped potential donors understand their lifelong commitment to remaining available when matched with a patient, reducing future dropouts and ensuring that the registry remains reliable for critical cases.

Impact Story

A Second Chance at Life: The Remarkable Journey of a

'Bubble Baby'

In a groundbreaking medical milestone, a two-month-old infant became one of the youngest patients in India to undergo a life-saving bone marrow transplant (BMT) from an unrelated donor.

Born with Severe Combined Immunodeficiency (SCID), a rare genetic disorder that leaves babies without a functional immune system, the infant's survival depended on finding a matching donor—fast.

SCID, often called 'bubble baby syndrome,' leaves affected infants vulnerable to infections that would be harmless to most people. Without a working immune system, even a common cold could be fatal.

Without a working immune system, even a common cold could be fatal. Recognising the urgency of the condition, doctors at Wadia Hospital, Mumbai, initiated a nationwide search for a compatible donor.

Within just 15 days, thanks to the efforts of the Marrow Donor Registry India (MDRI), a suitable match was found, and a transplant was swiftly scheduled.

The transplant took place on November 9, 2023. The procedure, though complex, was successful, and the infant's body began the process of rebuilding a new immune system. Following weeks of careful monitoring and recovery, the child was discharged from the hospital—a milestone that marked the beginning of a healthier future.

This extraordinary success story was made possible through the relentless efforts of MDRI. The financial backing of Exide Industries Limited (EIL) played a crucial role in MDRI's ability to accelerate donor identification and provide logistical support, ensuring that the transplant occurred in record time.

This story is one of resilience, medical innovation, and the power of collective goodwill. From a fragile infant battling an insurmountable condition to a child with a fighting chance at life, this journey is a testament to the life-changing impact of timely intervention and compassionate giving.e logistical support, ensuring that the transplant occurred in record time.

As India continues to expand its stem cell donor registry, more children will have hope for a future beyond their diagnoses.

This is not just one baby's victory—it is a call to action, a beacon of hope, and a reminder that each of us has the power to save a life.

Impact indicator

Generating livelihood through upskilling

■ Improved Access to Life-Saving Transplants

Since its inception until 2020, MDRI had facilitated a total of just 10 transplants.

However, from 2021 onwards, with Exide Industries Limited's support, the number of transplants has more than doubled to 22, marking a transformational impact on India's stem cell transplant ecosystem. This surge demonstrates the critical role of sustained funding, awareness, and donor recruitment in saving lives.

The impact of MDRI's expanding registry has been directly reflected in the dramatic rise in successful transplants.

The number of annual transplants grew from just 3 in 2022 to 8 in 2023, followed by transplants in January 2025, representing an astonishing 166.67% growth in transplant procedures within two years.

This remarkable increase highlights the direct impact of heightened donor awareness, successful registration drives, and improved matching efficiency in finding suitable stem cell donors for patients in need.

Even if no additional donors are added, the initiative will continue saving 5 to 10 lives annually for the foreseeable future, ensuring that the existing donor registry continues to provide critical matches and life-saving transplants to patients in need.

Till FY 2023-24, MDRI has successfully facilitated 32 Peripheral Blood Stem Cell (PBSC) transplants, comprising 28 transplants for Indian patients and 4 for international patients.

The logistical complexity of each transplant required seamless coordination between donors, hospitals, and logistics teams to ensure that each procedure was carried out efficiently.

100% of the collected stem cell grafts were transported within 24 hours of donation, a crucial factor in maintaining graft viability and ensuring transplant success.

Among the most critical cases in FY 2023-24 was a two-month-old infant diagnosed with a rare and aggressive blood disorder. The urgency of the situation demanded a rapid response, and MDRI, leveraging its expanded registry and enhanced donor-matching process, identified a suitable donor within just 15 days. This enabled the transplant to be conducted in record time, significantly improving the infant's chance of survival.

Additionally, MDRI's proactive engagement ensured that two more transplants were scheduled for January 2025, extending the initiative's impact beyond the financial year. These results reinforce the critical role of registry expansion in enabling faster and more effective transplant procedures, ultimately saving lives that would otherwise be lost due to a lack of matching donors.

■ Increased Awareness and Willingness to Donate

A key factor behind the increase in both donor registrations and successful transplants has been MDRI's strong focus on public awareness and education. Despite medical advancements, stem cell donation remains poorly understood in India, with widespread misconceptions about its risks and complexity. Many people falsely believe that donating stem cells is painful or harmful, which discourages potential donors from registering.

To combat this, MDRI, with EIL's support, conducted 623 awareness sessions across educational institutions, corporate offices, and community centres in FY 2023-24, reaching over 25,000 individuals. These sessions were designed to demystify the process of stem cell donation and educate attendees on how a simple act of registering could one day save a life.

One of the most effective methods used in these awareness sessions was sharing real-life success stories of donors and recipients. Hearing firsthand accounts from transplant survivors and donors who experienced a smooth, non-invasive donation process helped dispel fears and build trust in the programme.

Additionally, MDRI strategically integrated digital campaigns into its outreach efforts, leveraging social media, email newsletters, and online donor sign-up portals to extend its reach beyond physical awareness events. The ability for individuals to access educational resources and register remotely played a crucial role in sustaining a steady influx of new donor registrations throughout the financial year.

A critical outcome of this heightened awareness campaign was a noticeable increase in the conversion rate of awareness participants to registered donors. Unlike in previous years, where many individuals expressed interest but did not commit, FY 2023-24 saw higher follow-through rates, thanks to interactive Q&A sessions and real-time registration opportunities during awareness drives.

The Landscape of Stem Cell Transplants: A Global Perspective

Stem cell transplantation plays a pivotal role in treating blood disorders, yet access and affordability vary greatly across countries. India, with its rapidly developing medical infrastructure, still faces significant challenges in this domain.

~40 million
registered global donor

0.5 million
registered Indian donor

105
bone marrow transplant centers in India

~2,000
transplants annually in India

India's success rates for blood cancer-related stem cell transplants range between 60–70%, improving to 80% with advanced conditioning regimens. For acute myeloid leukemia (AML) patients, five-year survival rates range from 40–60% following allogeneic transplants.

What makes India particularly unique is its cost advantage—**allogeneic transplants cost ₹10–12 lakhs (~$12,000–15,000),** significantly lower than in Western countries, where costs are often 10–20 times higher.

Autologous transplants are even more affordable, costing between **₹8–10 lakhs (~$10,000–12,500).** However, financial barriers remain a challenge, preventing many from accessing these life-saving treatments.

In contrast, the United States boasts one of the world's largest donor registries, significantly contributing to the global pool of potential matches. AML patients undergoing allogeneic transplants in the U.S. see five-year survival rates of **50–70%,** depending on donor type and conditioning regimens. However, the cost of an allogeneic transplant is substantially higher, **ranging between $150,000–200,000**, making affordability a major concern.

Germany, a leader in global stem cell transplantation, maintains one of the largest donor databases, ensuring a high probability of finding a match. Success rates for AML transplants are similar to those in the U.S., typically between **50–70%**. The cost of an allogeneic transplant in Germany ranges from **$100,000–150,000**, positioning it as a more affordable option than the U.S. but still significantly costlier than India.

Meanwhile, Japan's hematopoietic stem cell transplantation market is projected to grow significantly, with a valuation of **$121 million in 2024**. The country has focused on improving post-transplant management, particularly in reducing complications like **graft-versus-host disease (GVHD),** leading to survival rates comparable to Western nations. Transplant costs in Japan remain high, though they vary based on **hospital facilities and government subsidies.**

India's comparative affordability, coupled with advancements in medical technology and donor registry expansion, positions it as a country with immense potential for growth in the field of stem cell transplantation. While financial constraints and a smaller donor pool pose challenges, continued investments in awareness, donor recruitment, and infrastructure—**along with sustained corporate support from organisations like Exide**—could dramatically enhance survival rates and accessibility, ultimately bridging the gap between demand and availability.

A key driver in India's stem cell transplant ecosystem has been the regular financial support from Exide Industries Limited (EIL) to the Marrow Donor Registry India (MDRI). Since 2021, Exide's contributions have facilitated significant expansion in donor registrations, awareness campaigns, and transplant procedures. This support has enabled MDRI to accelerate donor matching, ensuring timely and life-saving transplants for critical patients.

■ Strengthened HLA Testing and Data Management

The ability to conduct HLA (Human Leukocyte Antigen) testing is essential for identifying compatible donors for patients in need of stem cell transplants. With the support of EIL's funding, MDRI was able to process 5,500 new donor samples for HLA testing in FY 2023-24, ensuring that all newly registered donors were properly profiled and available for matching.

In the same year, 5,750 patient search requests were processed, demonstrating the increasing demand for stem cell transplants and the growing role of MDRI in India's healthcare system. Given that HLA matching is a highly complex process, advanced matching algorithms were integrated into MDRI's system, further enhancing the accuracy and speed of donor-patient compatibility checks.

Additionally, MDRI continued its association with the World Marrow Donor Association (WMDA), ensuring that its anonymised donor database remained accessible on a global scale. This cross-border connectivity increased the likelihood of finding matches for Indian patients who could not locate suitable donors domestically.

■ Enhanced Logistics and Donor Support Systems

Facilitating seamless and efficient stem cell donation procedures requires a robust logistical infrastructure. EIL's CSR funding in FY 2023-24 played a vital role in strengthening MDRI's logistical coordination and donor management systems.

Throughout the year, stem cell donations were successfully carried out at 7 accredited blood banks and collection centres across India, ensuring that donors had access to reliable and conveniently located facilities. To prioritise donor safety and comfort, all 32 matched donors underwent thorough medical screenings and pre-donation counselling before the procedure.

A particularly extraordinary case involved a donor who was matched twice within 1.5 years, successfully making two separate stem cell donations. Such cases are exceptionally rare, underscoring both the effectiveness of MDRI's growing registry and the commitment of its dedicated donors.

By streamlining donor engagement, logistical coordination, and post-donation support, EIL's funding in FY 2023-24 directly contributed to improving India's ability to conduct timely and life-saving stem cell transplants.

Impact

■ Creating New Hope for Patients with Life-Threatening Conditions

The most fundamental impact of this initiative is seen in the lives saved through timely and successful transplants. Stem cell transplants are often the only curative option for patients suffering from aggressive blood cancers, genetic disorders, and life-threatening immune system diseases.

The support provided by EIL in FY 2023-24 enabled patients who had exhausted all other treatment options to receive a second chance at life.

The ability to find a matching donor in time can mean the difference between life and death. Many patients who were matched this year would not have survived had they been forced to wait longer for a donor. While the number of transplants facilitated this year is a quantifiable outcome, the true impact lies in the years of life added for each recipient and the relief brought to their families.

A notable example was the case of a two-month-old baby who urgently required a transplant. The ability to locate a suitable donor within 15 days was an extraordinary success, showcasing the effectiveness of the improved registry and search mechanisms supported by EIL's funding. Without these improvements, this child may not have survived. The impact of this case goes beyond one individual—it symbolises a shift towards faster, life-saving interventions that will continue to benefit critically ill patients in the future.

■ Expanding the National Donor Pool for Future Patients

The impact of expanding the donor registry is not limited to the number of registrations recorded in FY 2023-24. Each new registrant represents a potential match for a future patient, meaning that the benefits of this expansion will continue to unfold over the next several decades.

A larger and more diverse donor pool increases the probability of patients finding genetically compatible matches more quickly. Given that the likelihood of a random individual being a match for a patient is only 1 in 20,000, the addition of 5,500 new donors in FY 2023-24 significantly enhances the overall chances of finding suitable donors for future patients.

Moreover, as these new registrants remain in the registry for many years, their presence will continue to benefit patients long after this financial year.

A donor who registered in 2023-24 may be found as a match in 2030 or beyond, ensuring that this initiative will have a sustained impact over time. The commitment-focused registration approach adopted this year has also reduced dropout rates, ensuring that when a match is found, the donor is more likely to proceed with the donation.

This impact is further reinforced by the 816.7% growth in the donor registry since MDRI's inception in 2009. The long-term upward trend in registrations reflects growing public trust in the donation process and an increased willingness to participate in life-saving medical initiatives.

■ A Cultural Shift Towards Greater Awareness and Participation

One of the most significant long-term impacts of this initiative is the shift in public perception and awareness surrounding stem cell donation. In India, a major barrier to donor registration has historically been misconceptions about pain, health risks, and the donation process itself. Many potential donors remain hesitant due to a lack of clear information

Through extensive awareness campaigns supported by EIL, more individuals now understand the simplicity and significance of stem cell donation. This initiative has helped normalise the conversation around stem cell transplants, encouraging more open discussions about the importance of donor participation.

A crucial element of this awareness effort was the use of real-life donor and recipient stories. Hearing directly from patients who survived because of a transplant and from donors who experienced no negative effects helped break the cycle of misinformation. The impact of these stories will continue to encourage future generations to register as donors, ensuring that the availability of willing donors remains strong.

Additionally, corporate engagement in donation campaigns has led to an increased sense of social responsibility in workplaces, where more employees are now coming forward to register. The long-term impact of these educational efforts will extend beyond individual registrants, shaping public attitudes towards donation as a civic duty rather than an extraordinary act.

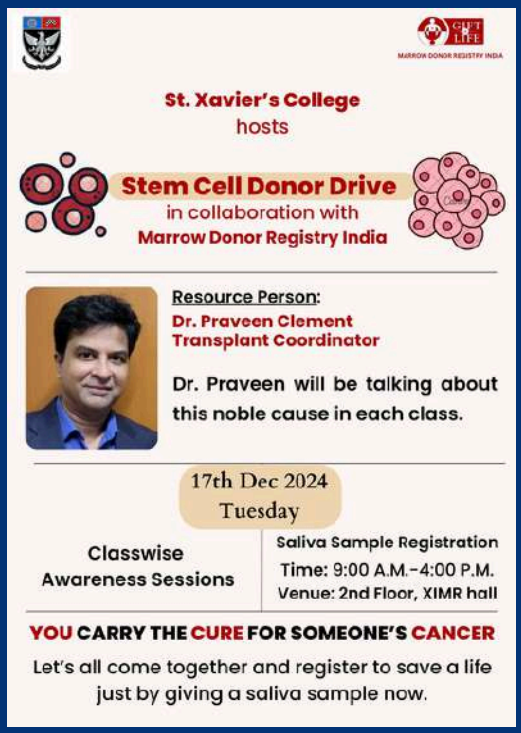
■ A More Sustainable and Committed Donor Base

One of the less immediately visible but highly impactful changes made in FY 2023-24 was the emphasis on donor commitment and long-term retention. While registering new donors is essential, ensuring that registered donors remain willing to donate when called upon is equally critical.

MDRI has consistently focused on awareness and counselling efforts to educate donors about the importance of their commitment. By ensuring that donors understand the life-saving impact of their contribution, MDRI fosters a culture of responsibility and readiness among its registered members.

A key example of this impact was a rare case of a donor who successfully donated twice within 1.5 years. The willingness of this donor to remain engaged with the programme and donate again when needed reflects the growing culture of commitment among registered donors.

This shift will greatly benefit future patients, as a stronger and more reliable donor network means that when a match is found, the likelihood of successful transplant completion increases.


MARROW DONOR REGISTRY INDIA
St. Xavier's College
hosts
Stem Cell Donor Drive
in collaboration with
Marrow Donor Registry India
Resource Person:
Dr. Praveen Clement
Transplant Coordinator
Dr. Praveen will be talking about this noble cause in each class.
17th Dec 2024
Tuesday
Classwise
Awareness Sessions
Saliva Sample Registration
Time: 9:00 A.M.-4:00 P.M.
Venue: 2nd Floor, XIMR hall
YOU CARRY THE CURE FOR SOMEONE'S CANCER
Let's all come together and register to save a life just by giving a saliva sample now.


MESA
Certificate of Appreciation
Presented with gratitude to
Dr. Praveen Clement
& MDRI Team
Marrow Donor Registry India
"Blood Stem Cell Donor's Registration Drive"
9th October 2024
Regards

■ Future Impact: A Long-Term Transformation of India's Transplant Ecosystem

While the immediate results of this initiative are measurable, the true impact will continue to unfold over the coming years. The patients who received transplants in FY 2023-24 will continue to lead healthier lives, setting examples of successful interventions that reinforce trust in stem cell transplantation.

The donor registrations made this year will continue to provide matches in the future, ensuring that new patients diagnosed with blood disorders in the coming years will have a better chance of finding a match quickly.

Moreover, the positive cultural shift, improved medical infrastructure, and strengthened logistical efficiency will contribute to a smoother and more effective transplant system in India. With continued support and public participation, India's capacity to conduct life-saving transplants will only grow, making this initiative a catalyst for long-term healthcare transformation.

Total Number of Lives Touched

■ Patient Side Impact

8	32	16	56 lives
Patients	Immediate Family Members	Extended Family & Caregivers	Total Patient Side Impact

■ Community Awareness Impact

5293 lives
People Directly Aware

■ Total Lives Touched

64,226

School Development Projects

Locations: Ahmednagar, Chinchwad, Haridwar/ Roorkee, Kolkata, Taloja and Shyamnagar

EXIDE Akshar

About the Project

Exide's CSR initiatives prioritise access to quality education, aligning with SDG 4 to promote inclusive and equitable learning.

The School Development Programme is a key component of the project Exide Akshar, which plays a vital role within Exide's broader CSR framework. It reflects the company's commitment in the space of educational growth and accessibility.

In FY 2023-24, Exide Industries Ltd. reinforced its commitment to education by launching initiatives focused on improving learning environments and supporting students from underserved communities.

These efforts focused on upgrading school infrastructure, providing essential facilities, and creating an enabling atmosphere for education. By investing in key projects across multiple locations, Exide aimed to create lasting positive impacts for students, teachers, and the wider community.

The initiatives undertaken during the fiscal, focused on crucial aspects of education, such as enhancing access to quality infrastructure, improved sanitation, and creating specialised learning spaces. From constructing classrooms and libraries to renovating hostels and ensuring access to clean drinking water in schools, these projects contributed to more inclusive and supportive educational ecosystem. Through these interventions, Exide solidified its commitment to empowering the next generation with enhanced learning opportunities.

Input

The total financial assistance provided by Exide for these school development initiatives was

₹1.32 Crore

The Model School Development in Haridwar incurred the highest expenditure totalling nearly ₹60 lakh, while the Library Construction in Ahmednagar had the lowest expenditure at around ₹8 lakh.

Below is the ranking of the school development initiatives based on expenditure, from highest to lowest:

Rank 1: **Model School Development in Haridwar/ Roorkee**
Total expenditure ₹ 59,97,821

Rank 2: **Construction of Classroom Block in Chinchwad**
Total expenditure ₹ 28,74,992

Rank 3: **Facilitating Access to Clean Drinking Water in Shyamnagar**
Total expenditure ₹ 12,62,336

Rank 4: **Repair of Hostel for Vulnerable Children in Taloja**
Total expenditure ₹ 11,99,352

Rank 5: **Promoting Access to Education for Girls in Haltu, Kolkata**
Total expenditure ₹ 10,83,600

Rank 6: **Construction & Equipping of Library in Ahmednagar**
Total expenditure ₹ 7,95,268

Outputs

■ Facilitating Access to Education for Girls – Haltu Arya Balika Vidyalaya, Kolkata (West Bengal)

- Provided an improved access to education for girls from underprivileged backgrounds
- Created a supportive learning environment to encourage retention and academic growth.

■ Classroom Block Construction – New English School, Marunji, Pune (Maharashtra)

- Built a new classroom block to accommodate more students.
- Set up a fully equipped computer lab to enhance digital learning opportunities.
- Constructed three dedicated washrooms and urinals for girls, markedly improving hygiene and privacy.
- Contributed to a rise in attendance, particularly among female students.

■ Repair of a Hostel for Vulnerable Children – Kushtrog Nivaran Samiti, Shantivan, Taloja (Maharashtra)

- Repaired the roofs of 10 classrooms in a hostel for tribal children to prevent water leakage and weather-related damage.
- Ensured protection from infrastructure collapse risks, improving student safety.
- Provided a secure and hygienic living and learning space for hostel residents.

■ Library Construction and Equipping – Shree Sant Tukaram Vidyalaya, Ahmednagar (Maharashtra)

- Constructed and equipped a library to provide students with better access to books and learning resources.
- Encouraged a culture of reading and self-learning.
- Created a structured space for both academic engagement and extracurricular development.

■ Model School Development – GGIC, Roorkee, Haridwar (Uttarakhand)

- Developed modern school infrastructure to support both academic and extracurricular learning.
- Constructed a physics lab, an auditorium, a conference room, and a biology lab to provide advanced learning opportunities.
- Enhanced the overall educational experience through state-of-the-art facilities.

■ Facilitating Access to Clean Drinking Water – Multiple Schools, Shyamnagar (West Bengal)

- Nona Chandanpukur Manmatha Nath High School, Barrackpore
  - ⇒ Installed two industrial water purifiers for safe drinking water.
- Santinagar Balika Vidyalaya, Palta
  - ⇒ Installed two water filters.
  - ⇒ Conducted maintenance and renovation work in the toilet area.
- Ichapur Northland High School, Ichapur
  - ⇒ Installed one industrial water cooler.
  - ⇒ Renovated two toilets to improve sanitation.
- Mandalpara Girls, Jagaddal
  - ⇒ Installed one industrial water cooler.
- Shyamnagar Balika Vidyalaya
  - ⇒ Installed one industrial water cooler.
- NCP Umasashi High School
  - ⇒ Installed two industrial water coolers.

Outcomes

■ Improved Access to Education

Exide Akshar's School Development Program improved school infrastructure, created a safe learning environment, and provided better-equipped classrooms, leading to increased enrolment and retention rates.

Increased Student Enrolment and Retention Rates, Especially for Girls

A major factor contributing to low retention rates in school, particularly among girls, is the lack of basic facilities such as dedicated washrooms. Schools often do not have separate, well-maintained sanitation facilities for female students. This leads to discomfort and absenteeism, especially among adolescent girls.

Recognising this issue, the School Development Program by Exide Akshar constructed and upgraded washrooms and urinals in schools, ensuring privacy, hygiene, and dignity for female students.

For instance, the intervention in New English School, Marunji, Pune, helped create an environment where girls feel comfortable attending school regularly.

Apart from sanitation, poor school infrastructure also discourages attendance. Construction of new classrooms under the initiative expanded learning spaces, enabling schools to accommodate more students and reduce dropout rates.

Additionally, the repair of the hostel at Kushtrog Nivaran Samiti, Taloja, provided safe accommodation for tribal students, ensuring they could continue their education without disruption.

The establishment of fully equipped science laboratories at GGIC Roorkee, Haridwar, has significantly contributed to boosting student engagement in science education. Prior to these upgrades, all surveyed students (through IDIs with teachers and FGDs with students) reported significant challenges in conducting practical experiments due to lack of proper lab infrastructure

Students had to rely solely on theoretical learning, which hindered their understanding of scientific concepts and their ability to perform in practical exams. Following the establishment of new physics and biology laboratories, their grasp of scientific principles improved significantly. Increased participation in experiments and hands-on learning activities contributed to a stronger foundation in STEM subjects, which got reflected in their academic performance and practical exam results.

Similarly, the construction of an auditorium at GGIC Roorkee created a robust platform for extracurricular and cultural activities. Before the intervention of Exide Akshar, students struggled to organise events due to the lack of a dedicated space, often resorting to holding gatherings in open areas exposed to disturbances (FGD with students). The new auditorium provided a structured and well-equipped venue, enabling improved school events, cultural programmes, and academic functions. An increased participation in school activities was reported by students. Thus, a greater engagement led to a sense of belongingness within the school community.

■ Strengthening Educational Infrastructure

Many schools serving underprivileged communities lack adequate learning spaces and specialised facilities. Because of improper infrastructure, students often struggle with overcrowded classrooms and limited access to modern learning tools. The School Development Program addressed these challenges by constructing new classrooms and libraries, establishing digital learning spaces, and developing auditoriums and conference rooms.

Constructed New Classrooms, Libraries, and Science Labs

To expand learning opportunities, the School Development Program invested in new classroom construction, easing congestion and enabling more personalised attention from teachers. Libraries were also developed to encourage reading habits and self-learning, while science labs provided students with hands-on experience in STEM subjects.

As part of its Model School Development Initiative in Haridwar and Roorkee, Exide Industries Limited has been working to enhance educational infrastructure and learning outcomes in government schools by establishing smart classrooms, STEM labs, and renewable energy solutions. These efforts are part of Exide's broader CSR vision to empower students in rural areas through access to quality education.

At GGIC Roorkee and Haridwar, students previously faced significant challenges due to the absence of physics and biology labs. All surveyed students (IDI with teachers, interviews with students) reported difficulties in performing experiments and practical exams, since they had to rely solely on theoretical learning.

The introduction of well-equipped physics and biology labs enabled hands-on learning, allowing students to conduct real experiments, dissections, and specimen studies. This resulted in higher participation in science, with the majority of students reporting improvements in their practical exam performance. The improvements in science facilities not only enhanced students' academic performance but also sparked greater interest in STEM careers

A significant proportion of students reported increased confidence in choosing science-related subjects for higher education (IDI with teachers), highlighting the long-term impact of the intervention on career aspirations and educational outcomes.

Established Digital Learning Spaces

To bridge the digital gap, the School Development Program set up computer labs, ensuring students gain essential digital skills. The computer lab at New English School, Marunji, provided students with hands-on training in digital tools and software applications, preparing them for future career opportunities.

Moreover, access to digital resources has also enhanced teaching methodologies, enabling teachers to incorporate multimedia learning aids and interactive teaching methods into their lessons.

Developed Auditoriums and Conference Rooms

Extracurricular activities play a pivotal role in student development. et, many schools lack dedicated spaces for debates, cultural programs, and leadership-building exercises. To fill up this gap, the School Development Program constructed auditoriums and conference rooms at GGIC, Roorkee, Haridwar, providing students with a platform for non-academic engagement.

Before the intervention, all surveyed students (through FGD with students) reported difficulties in organising school events due to the lack of a dedicated auditorium. Events had to be held in open areas, often leading to disturbances and inadequate seating arrangements. The new auditorium has improved student engagement in cultural programs, enhanced the quality of school events, and provided a structured space for important gatherings. Similarly, the introduction of a conference room has facilitated student group discussions, guest lectures, and teacher-student interactions, thereby creating an improved environment for academic discourse.

The construction of the new infrastructure has not only improved the academic experience, but also instilled a sense of school pride among students. Many reported feeling more connected to their school environment and expressed a renewed motivation to participate in both academic and extracurricular activities (IDI with teachers, FGD with students).

■ Enhancing Hygiene and Sanitation Facilities

Maintaining proper hygiene and sanitation facilities in schools is crucial for safeguarding student health, preventing illnesses, and fostering a conducive learning environment. Many schools in underprivileged areas lack well-maintained sanitation facilities resulting in health risks and increased absenteeism.

Recognising this critical issue, the School Development Program implemented several targeted interventions to upgrade sanitation facilities, provide access to clean drinking water, and improve the overall hygiene standards in schools and hostels.

Constructed and Renovated Washrooms and Toilet Facilities

One of the key barriers to regular school attendance, particularly for adolescent girls, is the lack of hygienic and private washroom facilities. The absence of separate and well-maintained toilets often leads to discomfort, poor sanitation practices, and increased dropout rates.

Addressing this challenge, the School Development Program undertook the construction and renovation of washrooms in multiple schools, ensuring that all students, especially girls, have access to clean and functional sanitation facilities.

At New English School, Marunji, Pune, three new washrooms and urinals for girls were constructed. This improved hygiene conditions significantly and made the school environment more inclusive. Similarly, at Ichapur Northland High School, Ichapur, two toilet blocks were renovated that enhanced sanitation.

These upgrades have contributed to reducing health risks and raising female student attendance, as they now feel more comfortable and safe within the school premises.

At GGIC Roorkee, Haridwar, students previously reported significant safety concerns due to poorly maintained corridors and staircases, which led to congestion and risks of accidents.

The School Development Program addressed these issues by renovating the school's infrastructure, improving mobility within the premises, and ensuring that students could move freely without safety hazards.

As a result, all surveyed students reported feeling significantly safer and more comfortable using the improved facilities. This improved the overall school attendance and engagement.

Improved Cleanliness and Maintenance of Sanitation Areas

In addition to infrastructure improvements, ensuring the long-term maintenance of sanitation facilities is crucial for sustaining hygiene standards. The School Development Program integrated a focus on cleanliness and hygiene education, encouraging schools to adopt better sanitation management practices. At Santinagar Balika Vidyalaya, Palta, maintenance work was carried out in the toilet areas to enhance hygiene and ensure regular upkeep. Schools were also encouraged to implement periodic cleaning schedules and monitor washroom conditions to prevent deterioration.

By improving the availability and maintenance of sanitation facilities, the program has fostered a healthier learning environment, reducing instances of waterborne diseases and absenteeism caused by poor hygiene.

These interventions have empowered students with better sanitation practices, creating a long-lasting impact on school hygiene culture.

■ Ensuring Access to Clean Drinking Water

Access to clean and safe drinking water is fundamental to student health and academic performance. Contaminated or insufficient drinking water sources can lead to dehydration, gastrointestinal infections, and other health complications, directly affecting school attendance and student concentration. Recognising this challenge, the School Development Program prioritised the installation of reliable water purification and filtration systems across multiple schools, ensuring uninterrupted access to potable water.

Installed Industrial Water Purifiers and Coolers in Schools

Several schools, particularly in rural and semi-urban areas faced issues like inadequate drinking water facilities, forcing students to rely on unsafe water sources. To address this, the School Development Program installed industrial-grade water purifiers and coolers in schools, significantly improving access to clean drinking water.

- **Nona Chandanpukur Manmatha Nath High School, Barrackpore** – Installation of two industrial water purifiers to provide a continuous supply of clean drinking water.
- **Santinagar Balika Vidyalaya, Palta –** Installation of two water filters, along with essential maintenance work in the school's sanitation areas.
- **Ichapur Northland High School, Ichapur –** Installation of an industrial water cooler and renovation of toilet facilities, ensuring better hygiene and water accessibility.
- **Mandalpara Girls, Jagaddal –** Installation of an industrial water cooler, addressing the issue of water scarcity for students.
- **Shyamnagar Balika Vidyalaya –** Installation of an industrial water cooler, improving hydration facilities for students and staff.
- **NCP Umasashi High School –** Installation of two industrial water coolers to meet the growing water needs of the student population.

These improvements positively impacted students' health, significantly reducing instances of waterborne illnesses and dehydration-related issues. Moreover, the availability of clean drinking water has also contributed to improved concentration levels in classrooms, as students no longer have to worry about water shortages during school hours.

Improved Water Quality and Infrastructure Viability

Apart from providing clean drinking water, the program has also focused on ensuring the long-term viability of water purification systems. Schools were provided with training on regular maintenance of installed water coolers and purifiers, ensuring that these facilities remain operational and effective in the coming years.

At GGIC Roorkee, Haridwar, where students previously faced challenges due to limited access to safe drinking water, the infrastructure improvements have led to significant positive changes. Students have reported an increase in hydration levels, which has translated to better attentiveness in classrooms and reduced fatigue. Additionally, the improved sanitation facilities have further enhanced the overall school environment, contributing to greater student satisfaction and school pride.

By prioritising clean drinking water access, the School Development Program has strengthened health outcomes, reduced absenteeism caused by water-related illnesses, and enhanced overall learning conditions, creating a healthier and more conducive educational ecosystem.

■ Supporting Vulnerable Communities

For students from marginalised backgrounds, school hostels often serve as their primary residence during the academic year. However, the lack of well-maintained hostel facilities can create additional barriers to education, making it difficult for students to focus on their studies.

Recognising this issue, the School Development Program undertook significant improvements to hostel infrastructure, ensuring that students have access to safe, secure, and hygienic living conditions.

Upgraded Hostel Facilities for Tribal and Underprivileged Students

One of the key interventions under the School Development Program was the repair of the hostel at Kushtrog Nivaran Samiti, Shantivan, Taloja, which accommodates students from tribal communities.

Before the intervention, the hostel infrastructure was in deteriorating condition, with leaking roofs that posed a serious risk during monsoons. The program facilitated roof repairs in 10 classrooms, ensuring structural stability and protection from weather-related disruptions.

These upgrades have provided students with a safer and more stable living environment, improving their overall well-being and ability to concentrate on academics. The improved infrastructure has also helped reduce health risks associated with damp and poorly ventilated conditions, contributing to better health outcomes for resident students.

Provided Structurally Sound Buildings, Preventing Risks from Infrastructure Failures

The School Development Program prioritised structural safety enhancements, ensuring that school buildings and hostels met essential safety standards. Many students, particularly those at GGIC Roorkee, Haridwar, previously reported concerns regarding congested and unsafe corridors and staircases. Following the intervention, students now feel significantly safer moving within the school premises, reducing the risk of accidents and overcrowding-related issues.

By upgrading school and hostel infrastructure, the program has created a secure and conducive learning environment, allowing students to focus on their studies without concerns over physical safety.

Impact

■ Increased Educational and Career Aspirations

The introduction of modern science laboratories and digital learning facilities has significantly transformed how students perceive education, particularly in the fields of science, technology, engineering, and mathematics (STEM).

Prior to these interventions, students at GGIC Roorkee faced severe challenges in conducting practical experiments due to the absence of lab infrastructure. This not only limited their ability to apply theoretical concepts but also hindered their performance in practical examinations.

In interviews and focus group discussions (FGDs), all (100%) students shared that the lack of practical exposure made it challenging to grasp subjects like physics and biology, as they had to depend entirely on textbooks or digital videos to understand complex scientific concepts.

With the establishment of fully equipped physics and biology labs, students now have direct access to hands-on experimentation, which has led to an increase in confidence, enthusiasm, and interest in science-related subjects. Teachers (IDI with teachers) reported that students have shown higher levels of engagement in science classes, asking more questions and actively participating in experiments.

With the establishment of fully equipped physics and biology labs, students now have direct access to hands-on experimentation, which has led to an increase in confidence, enthusiasm, and interest in science-related subjects.

Teachers (IDI with teachers) reported that students have shown higher levels of engagement in science classes, asking more questions and actively participating in experiments. The ability to conduct dissections, work with lab specimens, and carry out physics experiments has helped students develop a practical understanding of scientific principles, leading to better academic performance and higher scores in practical examinations.

In addition to improving their academic capabilities, these interventions have expanded students' career aspirations. Many students who previously did not consider careers in science are now showing a growing interest in STEM fields.

Exposure to hands-on experiments and digital learning platforms has made subjects more accessible, encouraging students to consider pursuing higher education in engineering, medicine, and other technical fields.

All interviewed teachers also noted that the availability of modern learning tools and lab facilities has given students the confidence to compete in regional and national-level science competitions, further strengthening their academic and professional ambitions.

Moreover, digital learning spaces have introduced students to a broader world of knowledge and career possibilities. The use of computers, online research tools, and digital educational content has allowed students to explore different career paths beyond traditional fields.

With the integration of e-learning resources, students are not only gaining access to global educational content but are also developing critical digital literacy skills, which are becoming increasingly essential in today's job market. Over time, this exposure is expected to increase the number of students from these schools opting for professional courses and pursuing higher education opportunities in diverse fields.

■ Empowerment of Female Students and Gender Inclusivity

One of the most transformative impacts of the School Development Program has been the empowerment of female students through improved sanitation infrastructure, inclusive learning spaces, and increased participation in leadership activities. Historically, the lack of proper washroom facilities has been a significant barrier to girls' education, contributing to higher dropout rates and irregular attendance among adolescent girls. Before the intervention, many female students missed school during menstruation due to inadequate sanitation facilities, and in some cases, parents were hesitant to send their daughters to schools that lacked basic hygiene infrastructure (FGD with students, IDI with teachers).

The construction of separate, well-maintained washrooms for girls has led to a substantial reduction in absenteeism and increased female student retention rates. Students and teachers have reported a significant improvement in attendance among adolescent girls, with many feeling more comfortable and confident attending school regularly. These facilities have not only improved personal hygiene and health outcomes but have also instilled a sense of dignity and security among female students, allowing them to focus on their studies without concern for basic sanitation needs.

Beyond sanitation, the program has also facilitated greater gender inclusivity in extracurricular activities and leadership roles. The addition of auditoriums and conference rooms has provided students, particularly girls, with spaces to participate in debates, student councils, cultural programs, and public speaking events.

Previously, such events were either held in open spaces or had limited female participation due to the lack of proper venues (IDI with teachers).

Since the development of these dedicated spaces, there has been a noticeable increase in female participation in school events, with many girls now leading discussions, organising cultural programs, and actively engaging in decision-making roles within the school community.

Teachers also noted a positive shift in classroom dynamics, as girls now feel more encouraged to voice their opinions and take on leadership roles. With increased opportunities for public speaking, debate competitions, and student-led initiatives, female students have gained confidence in expressing themselves, a skill that will benefit them beyond their school years. This change is also fostering a more gender-equitable learning environment, where both male and female students can collaborate and engage in academic and extracurricular activities without societal restrictions.

Long-term, these interventions will have a profound impact on female education and gender equality. More girls staying in school and actively participating in academic and leadership activities will increase female literacy rates and reduce gender disparities in education. With enhanced self-confidence and exposure to diverse career opportunities, female students will be better equipped to pursue higher education, enter the workforce, and challenge traditional gender roles in their communities.

Moreover, as these young women become educated and empowered, they are likely to serve as role models for future generations, inspiring younger girls to prioritise their education and personal development.

The multi-faceted impact of this program is already visible, with teachers reporting that parents are now more supportive of their daughters' education, recognising the importance of continued schooling for long-term career success. In the future, this increased trust in girls' education will lead to a broader societal shift, reinforcing the belief that educating girls benefits not just individuals but entire communities.

■ Improved School Reputation and Community Trust in Education

The School Development Program has significantly elevated the reputation of schools, fostering greater community trust in public education. Before the intervention, many parents hesitated to send their children to school due to poor infrastructure, lack of sanitation, and inadequate learning resources. Interviews with teachers and school administrators revealed that low enrolment and high dropout rates were major concerns, as parents often perceived private schools as better alternatives due to their superior facilities.

Following the infrastructural improvements, including modern science labs, digital learning spaces, and upgraded sanitation facilities, schools have witnessed a rise in enrolment. Parents now feel more confident in sending their children to government-run schools, as they see tangible improvements in the quality of education and student well-being. Many parents (IDI with teachers) have noted that the introduction of well-maintained classrooms, conference rooms, and auditoriums has made schools more attractive learning environments, influencing their decision to keep their children enrolled.

Students also reported feeling a stronger sense of belonging and school pride. Before these improvements, many students lacked motivation and viewed school as an obligation rather than an opportunity. However, with better infrastructure, modern amenities, and increased extracurricular activities, students now feel motivated to attend school regularly and engage in both academic and non-academic pursuits. This boost in morale and participation has contributed to a positive shift in the school culture, fostering an environment where students take greater ownership of their learning.

The program's impact has extended beyond students and parents, influencing teachers and school staff as well. According to teacher feedback (IDI with teachers), improved facilities have enhanced teaching effectiveness, as they now have access to modern teaching aids, science labs, and digital resources. This has allowed educators to adopt innovative teaching methods, making lessons more interactive and engaging for students. Teachers also feel more valued and supported, leading to greater job satisfaction and commitment to student success.

In the long term, the increased community trust in public schools will lead to greater educational stability. As more students remain enrolled in school, literacy and academic performance will improve, further strengthening the reputation of public education in these regions. Additionally, the success of the School Development Program serves as a model for other schools, encouraging similar interventions in other underdeveloped educational institutions.

■ Long-Term Health and Well-Being of Students

Access to clean drinking water, proper sanitation, and well-maintained school infrastructure is essential for the long-term health and well-being of students. Before the intervention, many schools faced significant hygiene challenges, including insufficient toilet facilities, lack of clean drinking water, and poor waste management. These issues contributed to high rates of absenteeism due to illness and, in extreme cases, students permanently dropping out due to unsafe school environments (FGD with students, IDI with teachers).

With the installation of industrial-grade water purifiers, upgraded toilet facilities, and enhanced hygiene awareness programs, schools now provide a safer and healthier environment for students. Teachers have observed a notable decline in absenteeism, as students no longer suffer from waterborne illnesses or sanitation-related infections (IDI with teachers). In addition, students have developed better hygiene habits, as they are now exposed to regular health awareness initiatives promoting handwashing, menstrual hygiene, and overall cleanliness.

At GGIC Roorkee, teachers reported that before the intervention, students often felt dehydrated or fatigued due to the lack of access to safe drinking water. Many students carried bottles from home or refrained from drinking water at school, leading to reduced concentration levels in the classroom. Now, with the presence of industrial water purifiers and hydration stations, students report feeling more alert and focused, leading to improved academic performance and engagement (FGD with students, IDI with teachers).

Additionally, the improved hostel facilities at Kushtrog Nivaran Samiti, Shantivan, Taloja, have provided a more stable and secure environment for students from tribal and vulnerable backgrounds.

Previously, hostel residents faced unsafe and unhygienic living conditions, with leaking roofs, poor ventilation, and deteriorating sanitation facilities. With these upgrades, students now have a healthier and safer place to live and study, reducing stress and anxiety related to living conditions and allowing them to focus entirely on their education.

Beyond immediate benefits, these improvements will have long-term effects on student well-being. Students who develop good hygiene habits in school are more likely to carry them into adulthood, reducing the prevalence of hygiene-related diseases in their communities. Moreover, the emphasis on safe drinking water and sanitation facilities ensures that future generations of students will continue to learn in healthy environments, improving overall public health in the long run.

By addressing these fundamental health concerns, the School Development Program is not just improving educational outcomes but also contributing to broader social change by instilling lifelong hygiene practices, promoting better health awareness, and ensuring that children have a strong foundation for both academic and personal success.

■ Strengthened Capacity of Schools to Deliver Quality Education

The School Development Program has had a transformative impact on the capacity of schools to provide quality education, improving both teaching methodologies and student engagement. Prior to the intervention, limited infrastructure, outdated teaching aids, and a lack of practical learning tools restricted how effectively teachers could deliver lessons. Many schools, especially those serving underprivileged communities, struggled with inadequate resources, leading to a largely theoretical mode of instruction that failed to encourage critical thinking and problem-solving skills (IDI with teachers).

With the introduction of modern science labs, digital learning spaces, and well-equipped libraries, teachers now have better tools at their disposal to facilitate interactive and experiential learning. The presence of fully functional physics and biology labs has allowed science teachers to move beyond theoretical instruction, engaging students in hands-on experiments that deepen their understanding of scientific principles. Teachers at GGIC Roorkee (IDI with teachers) noted that students have become more curious, asking more questions and actively participating in experiments, resulting in improved comprehension and retention of complex topics.

The integration of digital learning tools has further strengthened teaching effectiveness. Smart classrooms and computer labs now provide students with access to online educational resources, enabling self-paced learning and exposure to global knowledge databases. Teachers (IDI with teachers) report that they are now able to supplement traditional teaching with multimedia presentations, online quizzes, and interactive exercises, making learning more engaging and tailored to different learning styles.

This shift towards technology-enhanced education is equipping students with digital literacy skills, preparing them for future academic and professional opportunities.

Additionally, the development of conference rooms and training spaces has facilitated professional development for teachers. Schools can now conduct regular training sessions, workshops, and guest lectures, helping educators stay updated on modern pedagogical techniques. This investment in teacher capacity is expected to yield long-term improvements in student performance, as well-trained educators can implement best practices, foster analytical thinking, and create an enriched learning environment.

Over time, these improvements will lead to a higher standard of education, positioning schools as centres of academic excellence. As teachers continue to leverage modern teaching resources, students will gain better conceptual clarity, stronger problem-solving abilities, and a more holistic education, enabling them to excel in higher education and future careers.

■ Creation of a Model for Sustainable School Development

The interventions implemented under the School Development Program have not only addressed immediate infrastructure gaps but have also established a replicable model for sustainable school improvement. Many schools that previously faced poor maintenance, lack of long-term planning, and ineffective resource management have now adopted structured systems for maintaining infrastructure and optimising resources (IDI with school management).

A key aspect of sustainability is ongoing maintenance and resource management. The installation of clean drinking water facilities, sanitation systems, and digital learning spaces has been accompanied by training programs for school staff and students, ensuring that these facilities are properly used and maintained. For instance, schools have introduced scheduled maintenance plans for water purifiers and sanitation blocks, preventing deterioration and ensuring long-term access to safe drinking water and hygiene facilities (IDI with school management).

Additionally, the presence of better governance structures has allowed schools to effectively allocate resources and plan for future upgrades. Teachers and administrators now have greater awareness of infrastructure management, leading to proactive efforts in securing additional funding and partnerships for continued school improvements. The success of these interventions has also drawn interest from local stakeholders, policymakers, and NGOs, paving the way for potential future investments in school infrastructure (IDI with school administration, Interview with students).

Another major impact of this program has been the adoption of environmentally sustainable practices.

Schools have started implementing waste management strategies, water conservation initiatives, and energy-efficient infrastructure, ensuring that school operations are environmentally responsible. This not only benefits current students and staff but also future generations, as schools are now better equipped to function as self-sustaining institutions.

Beyond individual schools, the success of this model has generated interest from educational authorities, encouraging them to replicate these improvements in other schools. The program's ability to demonstrate measurable improvements in enrolment, attendance, and academic performance provides strong evidence for policymakers to invest in similar large-scale initiatives aimed at upgrading school infrastructure and enhancing learning environments.

By establishing a scalable and sustainable approach to school development, this program has set the foundation for long-term educational reforms. Schools are no longer just centres for learning, but also hubs of innovation, sustainability, and community engagement, ensuring that future generations of students continue to benefit from quality education in a well-maintained and forward-thinking environment.

Total Number of Lives Touched

The estimated total number of lives touched by the School Development Program is approximately 25,300 individuals. This includes:

5,000 students directly benefiting from improved education, sanitation, and learning environments.

300 teachers and school staff impacted by enhanced facilities and training.

20,000 family members indirectly benefiting from improved educational opportunities for their children

Impact Story

From Limitations to Leadership: How Exide Transformed GGIC Roorkee

Just a year ago, Government Girls Inter College (GGIC) Roorkee faced severe infrastructure challenges that hindered both teaching and learning. With no science labs, inadequate classrooms, and crumbling corridors, education was largely theoretical.

Principal Mrs Neelam Katiyar recalls

"We couldn't interact effectively with students, nor create a proper teaching atmosphere. The lack of labs was particularly painful—students couldn't experience science. Their interest and performance suffered"

The turning point came with support from Exide Industries Ltd. under its Model School Development Initiative. The establishment of modern Physics and Biology labs transformed science education, enabling hands-on learning. "There's been a clear boost in student confidence and academic performance," shares the Principal, citing a 5–15% improvement in exam scores.

The transformation extended beyond academics. A newly constructed auditorium has encouraged student participation in cultural events and guest lectures, leading to a 200% increase in extracurricular involvement.

A new conference room has enhanced academic discussions and faculty collaboration, while renovated corridors and staircases have improved campus safety.

Most importantly, the initiative has instilled a sense of pride among students and renewed motivation among teachers. "The environment is now so conducive, it inspires us to go the extra mile," says Mrs. Katiyar.

What was once a struggling institution is now a beacon of progress.

> **"This initiative has not just improved infrastructure—it has uplifted our school culture. We are deeply grateful to Exide Industries and hope their support continues."**

Impact indicator

Generating livelihood through upskilling

INDEPENDENT ASSURANCE STATEMENT

To
The Management of Exide Industries Limited

Introduction and objectives of work

Consultivo Business Solutions Pvt Ltd (Consultivo) has been engaged by Exide Industries Limited (here in after abbreviated "EIL") to conduct an independent Impact assessment of its CSR Projects for the year 2022-23. This Impact Assessment Statement applies to the related information included within the scope of work described in this report.

The assessment process was conducted in line with the Consultivo internal protocol for Impact Assessment, which is developed based on requirements of The Companies (CSR Policy) Amendment Rules 2021, ISO 26000, IFC/World Bank, national, and international guidelines and relevant industry best practices. The relevant data and information have been verified by Consultivo through a hybrid mode (both onsite and remote engagement) of data collection - onsite survey, online survey, focus group discussion, key informant interviews and observation.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that the projects described in this report demonstrate impact benefitting to stakeholders through the project's output, outcome and long term effects with a strategic intent for social change.

Statement of independence, impartiality and competence

Consultivo is an independent professional services company that specialises in ESG (Environmental, Social and Governance) and Sustainability in providing independent assurance services. Consultivo has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.
The impact assessment team has extensive experience in conducting baseline study, monitoring & evaluation (M&E) and impact programs over different thematic areas, geographic regions with an excellent understanding of Consultivo's standard methodology for the Independent Impact Assessment of CSR projects.

Saikat Basu
CEO, Consultivo
3 April 2024

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About Consultivo

consultivo
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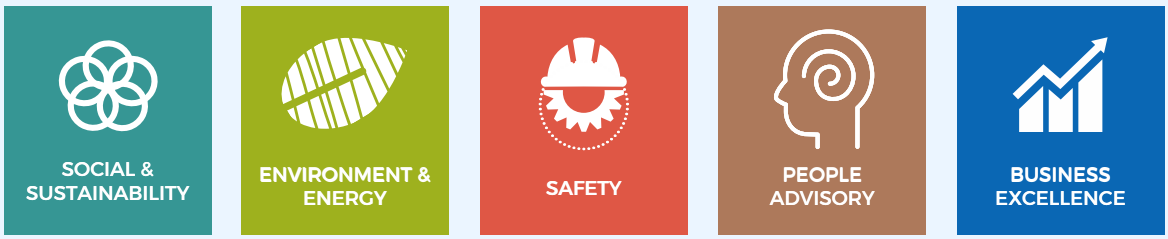
Consultivo is an ESG, Sustainability, Business Excellence & Risk Management consulting firm - offering 100+ solutions globally in CSR, Social, Safety, Environment, Climate Change & Energy, Management Systems, Organisational Development and Business and Human Rights across the value chain.



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Hospital	Mall & Hypermarket	Technology & Telecom	FMCG	Supply Chain	Agribusiness

Consultivo works with 200+ National and International codes, standards and guidelines.

- Approved ESG consultant of International Finance Corporation (World Bank Group)
- Approved Social Impact Assessment (SIA) Agency of Govt. of Jharkhand, India
- Global Approved Auditor of Pharmaceutical Supply Chain Initiative (PSCI), UK
- Approved Audit Body for CORE (Code of Responsible Extraction)
- Knowledge & Technical Partner of Confederation of Indian Industry (CII), Training & Knowledge Partner of Indian Chamber of Commerce (ICC)
- Approved Audit and Monitoring Partner of Ethical Tea Partnership (ETP), UK

Consultivo is uniquely placed to offer advisory and assurance services free from commercial constraints and conflict of interest to find ways to improve business performances.

Consultivo Academy is the strategic business unit for training and capacity building services.

Partnering in your journey towards ESG, Sustainability and Risk Management

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TOGETHER FOR A BETTER TOMORROW