



25



**EnAble India**  
Celebration of Human Spirit

# ANNUAL REPORT 2024-25

“

A life of dignity  
for persons with  
disability!

”

EnAble India completed its 25<sup>th</sup> anniversary on 22<sup>nd</sup> December, 2024 and what a journey it's been. Reaching this incredible milestone wouldn't have been possible without the steadfast support of all the funders, partners, volunteers, employees and stakeholders.

With immense gratitude and love,

- **EnAble India family**

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## Enabling India



\*States and union territories from where we have received grassroots assistive solutions.



## Global reach and partnerships





**Shanti Raghavan**  
Founder & Managing Trustee, EnAble India

## 25 years of EnAble India!

I just cannot believe it. It feels like yesterday.

In 1999, Dipesh and I wanted to do something beyond just enabling my brother Hari. We wanted to extend our support to more people with disability (PwD) but felt that just approaching PwDs may not work. After a quick conversation we decided that we will start an NGO. We both held full time jobs at that point. Dipesh asked "What should we call it?" Without thinking, an intuitive inner reply came back "EnAble India". We got registered on December 22, 1999 and we started working on weekends and weekday evenings with select PwD. In April 2004, I quit my full time job as program manager in GE and joined EnAble India full time. Dipesh followed in 2011.

What have we done in the last 25 years as founders? We have worked on the 'self'. Made ourselves instruments for the larger purpose. Worked on tuning ourselves, so that we can receive thoughts from human consciousness. No idea is ours. Everything has come from a deep place inside which happens only when you remove your ego, remove the "I" and just listen to lived experiences of persons across different disabilities, parents of PwD who are a force to reckon with, to the voices of NGO employees, teachers and many more and let that guide you. Everything has been guided by values and where you see yourself in everybody.

Sounds strange? Maybe! But that has made EnAble India a living vibrant breathing institution.

Working on self has helped Dipesh and me sail through tough times, especially when we started scaling. At this stage, every person is a 'system actor' who blocks energy and flow for the larger goal. It takes a different skill set to work on mental models, get people aligned, work on structures and more.

There have been so many well wishers along the way, people who have given their love, precious thoughts, time, money, their energy, support and more! You give us wings to fly!! Thank you!

What can we say about the EnAble Indians – the folks who work or worked at EnAble India and partner organizations. They are the backbone and the reason we exist. My heartfelt thanks to each one of them! We have made sure that our organization is a great place to work, where people feel valued, safe and feel they can express their best version here.

What gives us energy? The next 25 years! We are working to build a future that will enable people with disability and people with difficulties across the world to lead a quality life and where systems will exist for them. This is the start of Purple Economy. Though conceived by us – it belongs to the world and to leaders who will make this a reality. See you there soon!!!

## We launched the Purple Economy Movement on March 26<sup>th</sup>!





**Dipesh Sutariya**

Co-Founder, Chairman  
& Managing Director,  
EnAble India

## Got Silver, Getting Ready for Gold

As EnAble India celebrates 25 years of empowering persons with disabilities (PwDs), it feels like we've just won silver – a recognition of how far we've come. But our eyes are set firmly on the gold – a future where inclusion is not an exception but the norm, and where every person with disability can truly thrive.

This year marks a special milestone – Enable India has found its own home! Our new office is more than just a space; it is a symbol of belonging, growth, and a renewed commitment to scale our impact. From this new home, we are set to expand our work through three powerful levers for the way forward:

### Scaling Livelihoods

We are deepening our reach and widening our impact. Through 40+ GarvSe and 20+ Parivartan Centres and Enable Vaani, we are amplifying voices and livelihoods across India, ensuring that every person with disability has access to the right opportunity and support to build economic independence. Our presence in North, North East, West, Central and South of India with partners is helping us take inclusion to the remotest parts, reaffirming that the vision of an inclusive India must reach every corner.

### Fostering Unified Ecosystems

Real change happens when ecosystems unite – SAM (See A Million), HAM (Hear A Million) and RAM (Rise A Million), our missions for building collectives have become living examples of this philosophy. We're building integrated platforms and solutions such as Enable Vaani, Blimey, AI-DISH and our Spelling Tool, and advancing inclusive digital public infrastructure to be purple aware through DPI collaborations with BeckN, Namma Yatri, ONDC (Open Network for Digital Commerce), Open Network for Education Skilling Transaction (ONEST) and others.

Our international collaborations are strengthening too – with Zero Project, G3ict, Accessibl, TOM (Tikkun Olam Makers), and Workability Asia (where I now serve as Chairperson). We've hosted (WAsia) Board members in India and the Zero Project Tech Forum, enabling global exchange of best practices. Through entrepreneur and intrapreneur incubation, we are nurturing innovation from within the disability ecosystem.

### Nurturing the Purple Economy

The Purple Economy Movement – uniting over 1000 entities including Goa Government, NDTV, BIAL (Kempegowda International Airport, Bengaluru), Lowe Lintas, and many more – is redefining inclusion as an economic and creative force. From dialogues at World Economic Forum at Davos and United Nations to initiatives like the Purple Rides, Purple Cup (Sports), the first Social Care Forum in Abu Dhabi, UAE, and the Global Disability Summit at Berlin, Germany, the world is beginning to recognize the purple economy as a transformative pathway for social and economic change.

### 25 Years and Beyond

As we mark 25 years of EnAble India, we celebrate every partner, ally, volunteer, and changemaker who has walked this journey with us. Together, we've built a foundation of trust, innovation, and collective strength.

Now, as we step into our new home and prepare for the next chapter – we remain guided by our core belief:

When persons with disabilities thrive, the whole world rises.

Let's go for gold – together.

SamGhachadvam (Sanskrit for Let's Move Together)

## Celebrating 25 years of EnAble India!

We hit this incredible milestone last December 22, 2024.

It's been 25 years of learning, perseverance, and collective action. This milestone is not just ours—it belongs to every person, volunteer, funder, staff and partners who have walked this path with us, believed in our vision, and made it a reality.

### A throwback!

EnAble India was born out of a deeply personal journey. Hari, Shanti's brother, lost his vision at the age of 15, and as a family, Shanti and Dipesh had to navigate uncharted waters. They had to figure out how to enable Hari's independence. These turbulent emotions gave rise to actions. What started by training Hari soon expanded to computer classes for more people with vision impairment at their home. Now, we've grown into an organization of over 150 members, impacting the national and international disability sector.

### eiPL 2.0

We kickstarted our 25th year celebrations on December 20th, 2024 with an Inclusive Sports Day, eiPL. And this year, it was edition 2, bigger, better and with brand new games! All staff competed in 4 teams, with the defending champions eager to continue the winning streak and others vying for the top spot.

Why a sports day? Many persons with disability, due to lack of opportunities, accessibility and inclusion and prevailing stereotypical mindsets, are often excluded from sports activities during their school years. eiPL was our way of levelling the playing field. This is especially important as eiPL focused on equal participation of people with and without disabilities.

We had games like, Musical Weelchairs (musical chairs, but with a twist. Wheelchair users/persons without disabilities using wheelchairs are participants, the chairs are replaced with a designated spots on the ground and of course, the music remains), tug of war and so much more. The goal was to ensure everyone could participate in some game throughout the day.

The evening was emotionally charged as our founders, Shanti Raghavan and Dipesh Sutariya shared their experiences from the 25 year journey. Long-time staff members reminisced about milestones, cherished memories, and the personal growth they experienced along the way. This was then followed by a series of electrifying music and dance acts from our talented stars, bringing the night to a joyful close!



## Speaking of...

EnAble India staff members were at national and international conferences, events, webinars, highlighting pressing challenges in the sector, inclusion, accessibility and the way forward!



### Shanti Raghavan at the World Economic Forum 2025

For the third time, Shanti Raghavan was invited to speak at the World Economic Forum 2025, where she contributed her insights across three distinctive panels:

**All Abilities Welcome: Inclusion of People with Disabilities** – Explored innovative strategies to break barriers in education and livelihoods for people with disabilities worldwide.

**Innovating Sustainable Cities** – Shared lived experiences of people with disabilities navigating urban mobility, highlighting the need for inclusion at the heart of creating greener, safer, and more equitable urban spaces.

**Workshop at the Social Innovation House** – Opened conversations on the Purple Economy, connected with new allies, and explored steps to mainstream disability inclusion globally.

- Moses Gorrepati spoke about the journey of persons with disabilities in becoming active citizen and national builders. He also celebrated includable leaders in companies that are part of the inclusive fabric that enables.

**Where:** An UnExcluded event celebrating Global Accessibility and Awareness Day in Manila.



- Sayomdeb Mukherjee explored the role of technology and assistive solutions in ensuring independence and dignity for persons with disabilities.  
**Where:** Samarth, a show by Hyundai Motor India Ltd., in partnership with NDTV, Delhi.

- Shanti Raghavan provided practical guidance on creating inclusive workplace environments, in the panel discussion 'Turning Intent into Action: The Role of NGO Partners in Onboarding Individuals from LGBTQIA+ Community and Persons with Disabilities'

**Where:** A webinar by Global Diversity Equity Inclusion Alliance (GDEIA)

- Nipun Malhotra led a panel on "Empowering Youth with Disabilities – AI for Inclusive Education/Employability." Innovative services and products making life easier for people with disabilities were explored.



- Sayomdeb Mukherjee moderated the panel discussion 'AI Talk: The Zero Project AI Assistant and DISH of EnAble India'. Dipesh Sutariya shared how Project Discovery evolved into the international Discovery Awards and now DISH—a one-stop hub for assistive solutions.

**Where:** Zero Project India Conference, hosted by Youth4Jobs Foundation, Delhi

- Dipesh Sutariya presented on 'Enabling Communities towards economic independence and dignity for persons with disabilities' and expressed his deep belief that when a community solves for itself, the agency regained by them is immeasurable.

**Where:** The Social Care Forum: A Catalyst for Innovation and Collaboration, Abu Dhabi, organised by the Department of Community Development (DCD) in collaboration with Deloitte

- In the session 'Reimagining Disability Justice: From Platform to Movement', Shanti Raghavan explored how the agency of people with disabilities can be activated and emphasized why diversity isn't a challenge but a powerful asset for scaling transformative movements.

**Where:** Agami Justicemakers Mela in Bhopal.

- Moses Gorrepati was part of the panel discussion 'Pathways to Green Mobility: The Future of Sustainable Transportation in India' and spoke on making India's transport systems both sustainable and inclusive, shared case studies, and highlighted EnAble India's solutions for inclusive mobility

**Where:** Sustainability Summit, 2024, Ramaiah Institute of Management, Bengaluru

- Dipesh Sutariya introduced the powerful vision of the Purple Economy and highlighted importance of digital innovation in building the Open Purple Network.

**Where:** The Ability Conference, hosted by the Tech Mahindra Foundation, Bengaluru

- Priti Lobo joined a panel on 'Inclusive Skill Development and Employment' at a State Level Conference and stressed the importance of building a robust employment ecosystem for persons with disabilities.

**Where:** A State Level Conference on Building an Inclusive and Sustainable Future: Leadership and Innovation for persons with disabilities, hosted by the Department of Social Security and Empowerment of Persons with Disabilities, Bhubaneswar



- Sayomdeb Mukherjee was invited to meet the Hon'ble President of India, Smt. Droupadi Murmu, on Republic Day. As one of the Divyang Achievers, he was recognized for his contributions to the disability sector.

**Where:** At-Home Reception at the Rashtrapati Bhavan, Delhi

- Shanti Raghavan explored the Union Budget and what it means for the disability sector on a panel discussion, 'Brewed Ideas: Breakfast Chat on the Union Budget'
- Where:** Co-hosted by Bower School of Entrepreneurship and The Times Of India, Hyderabad.

- Shanti Raghavan highlighted the importance of recognizing persons with disabilities as contributors, taxpayers, nation builders and economic drivers at a panel on, 'World Social Work Day 2025—Caring Societies for All: Advancing Social Rights for Persons with Disabilities.'

**Where:** A virtual event hosted by the United Nations Research Institute for Social Development

- Shanti Raghavan, Founder of EnAble India, moderated a panel discussion on 'Addressing Barriers in Education and Employment: Advancing Inclusion through Assistive Technology (AT)', during a multi-stakeholder consultation involving policymakers, start-ups, investors, healthcare providers, and CSOs to collectively chart a roadmap for a stronger and more cohesive AT ecosystem in India.

**Where:** National Centre for Promotion of Employment for Disabled People (NCPEDP)'S multi-stakeholder consultation, held in collaboration with the Centre for Accessibility in the Global South, IIT Bangalore.

- Dhanya Ravi, interacted with brothers and sisters preparing to serve as priests, children with disability and their trainers, emphasising the importance of community to amplify the voices of persons with disabilities.

**Where:** Dharmaram Vidya Kshetram: Pontifical Athenaeum, Bengaluru



## Outreach & Volunteering

### Transforming awareness into actionable inclusion



Outreach and Volunteering are EnAble India's key levers for driving awareness and building an ecosystem of allies. Outreach creates traditional and non-traditional opportunities for persons with and without disabilities to interact. These engagements reduce unfamiliarity and make inclusion practical, shift perceptions on disability.

Together, they cut across workplaces, campuses and communities corporates, universities, NGOs, and public spaces, ensuring disability inclusion becomes a shared responsibility.

## Why Outreach?



### Changing Mindsets

To challenge stereotypes on disability, through activities that level the playing field. Our candidates get to a chance to self-advocate and volunteers discover their capabilities.



### Building Inclusive Social Circles

Creating opportunities for persons with and without disabilities to bond and even become friends!



### Proactive Business Development

Connections built between company volunteers and candidates with disabilities pave the way for meaningful changes in workplace culture and practice.

## A snapshot of activities

### 1. Experiential Learning & Awareness Workshops

Designed to give participants first-hand experiences of disability, shifting attitudes through immersion.

- **Hot Wheels:** Wheelchair navigation race, through which company employees gained a deeper understanding of the challenges faced by wheelchair users and received practical tips on assisting them with dignity and empathy.
- **Job Readiness Engagements:** Volunteers from various companies conducted mock interviews, LinkedIn training, mentoring sessions and so on, for candidates with disabilities, introducing them to the reality of workplaces while enhancing their confidence and communication skills. At the same time, volunteers also gained valuable insights into accessibility and inclusion.



A candidate with vision impairment gets their resume reviewed by a company volunteer.

- **HuntAbility:** Interactive experience zones on assistive solutions, where company employees gained first hand insights by facilitators with disabilities.
- **Beyond Sight:** Dark-room immersion event, guided by facilitators with vision impairment in companies. Participants performed daily tasks in darkness, through which we encouraged awareness on mobility and solutions used by individuals with vision impairment, accessibility and more.
- **Disability Awareness & Etiquette Workshop:** Participants are trained on respectful language and workplace inclusion.
- **Systems Thinking Workshop:** Individuals with disabilities, disability professionals, NGO leaders, company executives, parents and other stakeholders were introduced to the concept of system approaches for solving disability related challenges.
- **Purple Community Dialogues:** To build a network of allies within companies who can champion inclusion within their company and in their social circles.
- **Purple Bazaar:** NGOs showcased products made by persons with disability in corporate offices, offering employees a chance to support inclusive entrepreneurship and procurement.
- **Workshops at HSBC:** Supported employees with disabilities to explore career growth within the organization.
- **Guest speak series:** Role models with disability and experts spoke at forums on inclusion, disability economy, and sustainability; shaped thought leadership in the sector.

### 2. Inclusive Sports & Cultural Events

Celebrating inclusion through shared play, art, and creativity.

- **Inclusive Deaf Football** – Deaf and hearing participants played football while communicating through gestures. It also included an introduction to basic sign language and insights into Deaf culture.
- **Beyond Signs** – Deaf Art Exhibition (Chitrakala Parishath): Showcased works of 8 Deaf artists; celebrated sign language and creative expression during the International Week of Deaf.
- **Blind Trek** – Candidates with vision impairment (to improve their mobility skills) and company volunteers (audio described surroundings) teamed up for a trek at Uttari Betta. Both gained valuable insights from each other, reinforcing the importance of inclusion in outdoor activities and access to leisure for persons with disabilities.



Candidates with vision impairment on a trek with volunteers.

### 3. Ecosystem & Community Platforms

Large-scale events and initiatives connecting multiple stakeholders across the disability life cycle.

- **Project Discovery Outreach:** 1400 stakeholders engaged; 1500+ assistive solutions from grassroots innovators documented.
- **Jagruthi Mela (Salem):** 1055 participants and 10+ stalls covering the entire life-cycle of a person with disability (education, health, rights, livelihoods)
- **Amarakosha Workshop:** Participants were presented with real-world problem statements and challenged to propose creative assistive solutions. They were then introduced to actual grassroots innovations from persons with disabilities, reinforcing the idea that inclusive design is most powerful when co-created, and that valuable insights often come from those closest to the challenges.



Volunteers at the registration desk during Jagruthi Mela.

### 4. A journey towards intersectionality, inclusion, and diversity

From panel discussions on intersectional identities and the experiences of Deaf LGBTQ+ individuals, to sessions with advocates like Jaideep Goray (Actor and Deaf interpreter), highlighted the unique challenges and strengths of navigating multiple identities.

### 5. Public Infrastructure & Sectoral Sensitization

Training and advocacy in public and cross-sectoral spaces.

- **Volunteer Orientation at MAP (Museum of Art & Photography):** Sensitization on accessibility features and best practices for engaging with persons with disabilities, in preparation for their conference.
- **Sensory Room Training (Kempegowda International Airport):** For staff/ NGO members to build their awareness and sensitivity towards the needs of neurodivergent travellers.

I've been playing football all my life, and I'm usually the noisiest one on the ground. But today, I played a silent game of football... It was amazing to see how everyone was included—it wasn't about familiarity, but about teamwork and inclusion.

**Participant, Inclusive Deaf Football**



A group photo of hearing and Deaf players on the football field.

### Volunteering



Volunteering at EnAble India offers hands-on engagement with disability inclusion. It connects people with and without disabilities in everyday work, reducing social distance, and strengthening organizational capacity. Volunteers developed their own awareness, building confidence to foster inclusion in their workplaces and communities.

#### Key areas of support (not limited to)

- Project Discovery – outreach and editing and subtitling videos
- Staff Conclave and Jagruthi Mela – registration and event support
- #SeeAMillion Parivartan Summit and NeuRise Launch – assistance for participants with disabilities.

Supporting candidates in their interviews gave me perspective on resilience and adaptability. I came to help, but I left with a new way of looking at ability.

**Corporate Volunteer, Job Readiness Program**

## Purple cup – Golfing for disability inclusion

Since 2021, we've been organizing Purple Cup, an inclusive golf event. This year we hosted it on 7<sup>th</sup> November at the Karnataka Golf Association (KGA). Over 100 golfers teed off on the lush green course, including three golfers with vision impairment and two with autism, showcasing the power of sports in breaking barriers and promoting inclusion for people with disabilities!

These golfers are prominent corporate and business leaders and our aim is to leverage their influence to build a community of inclusive sportsmen, drive conversations around disability inclusion, create opportunities for individuals with disabilities & raise funds.

A professional golf coach led an interactive session, explaining the parts of a golf club and the correct postures to 20 candidates with vision impairment, to spark aspirations in the sport. Around 20 KGA members and caddies experienced golfing from a blind player's perspective, by putting on a blindfold and trying to putt the ball into the hole.

The goal of Purple Cup is not only to promote disability inclusion. It also aims to support and train golfers with vision impairment to compete internationally and win world titles. Purple Academy, established in 2021, ensures these golfers have access to professional coaches, equipment and a golf course.



## Candidate Success

### Connecting persons with disabilities to the livelihood ecosystem



### Current scenario

According to Securities and Exchange Board of India (SEBI)'s 2022–23 report, only 0.6% of employees in listed companies are persons with disabilities. 45% of companies (from a total of 1,062) do not employ even a single person with disability. Though this represents a fraction of India's total registered companies, it does show that while progress toward inclusive hiring has begun, much more remains to be done.

### Reducing the transition time from skilling to employment

EnAble India works on both sides of the equation. Change attitudes in companies about the potential of persons with disabilities and by building a skilled and employable talent pool.

Our interventions span the entire livelihood cycle through the 5A Model (Awareness, Aspirations, Access, Action, Achieve), supporting individuals with disability to move on their path to progress – from building skills to finding sustainable livelihoods.

## What's available for job-seekers with disability?

- Career guidance and management support
- Improved access to the labour market
- Reduced mismatches between labour demand and supply



### Helpdesk

**1726** persons with disabilities have reached out to EnAble India for jobs, solutions, governments schemes, education opportunities, counselling and more.

## Pre-Skilling - Introduction to workplaces and solutions

- 1. Preliminary:** Building basic awareness about jobs, solutions, reality of workplaces etc.
- 2. Mentoring:** Company volunteers buddy with candidates to conduct mock interviews, build domain skills, and provide personalized support tailored to each candidate's unique needs.
- 3. Exposure:** Through company visits, mock interviews, etc. candidates understand corporate culture, various roles across sectors, workplace etiquette and more.

**10+ partner organisations** conducted workshops for job-seekers on career awareness, assistive solutions, English assessments etc. in collaboration with EnAble India.

I'm thrilled to share that I secured an internship at a Global Tech Learning & Career Platform after attending the Interview Preparation session.

**S Sugumar, BCA graduate, person with physical disability**

## Skilling - Getting job-ready

We work with internal and external experts (JSSPDA Mysuru and Orbit Skilling) to equip job seekers with disabilities with the domain knowledge they need for their chosen careers.

From career awareness and specialized training projects to workshops, skill development, and placement assistance, we cover every step of the journey. Collaborating with institutions, we provide holistic training so persons with disabilities can secure employment and confidently step into the workforce.

A representative from our funder organisation engages with our candidates with disability during Santhe.



### Learning Self-Employment through Santhe!

Santhe (translates to market in Kannada) is a key part of our Advanced Employability Training program. Candidates set up small business stalls in our office. Think snacks, juices, hand-made candles etc. It introduces self-employment as a viable livelihood option and gives them hands-on experience in:

- Marketing and customer communication
- Teamwork and profit-loss analysis
- Mobility, problem-solving, and analytical thinking

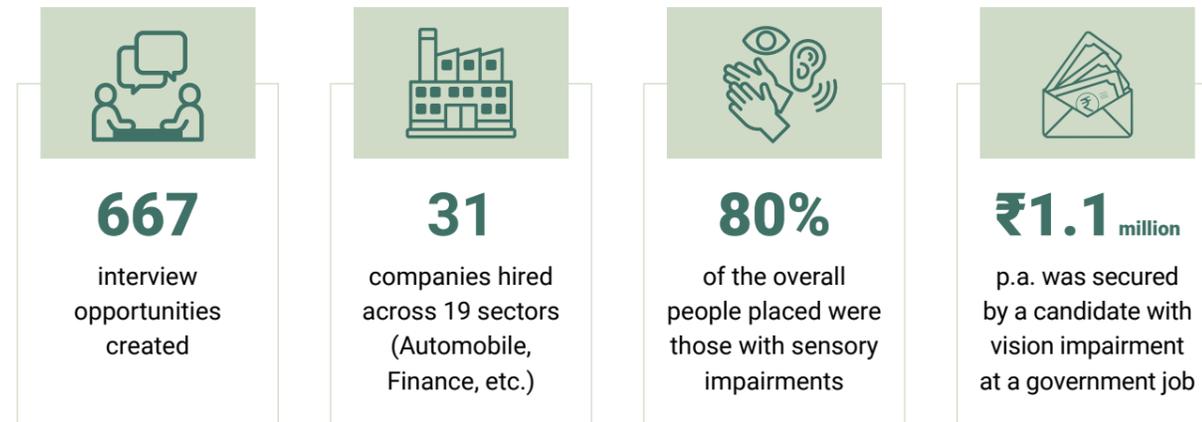
One stand-out business set up by a candidate was DiD (Dialogue in the Dark). Participants perform everyday tasks like identifying different objects, guessing sounds, eating snacks etc. in complete darkness.

Along with building empathy, helping people without disabilities challenge their bias and more, this activity also promotes solution-oriented thinking.

I faced numerous challenges, feeling isolated and unaware of solutions or role models. However, through the 'Get Ready for Job Course Pack for Visually Impaired' I learned, inspiring stories of individuals with vision impairment overcoming challenges, various job opportunities, workplace solutions and more! Now I aspire to represent the visually impaired community and be a role model for the next generation.

**Kanchana, MBA student, person with vision impairment**

## Employment - Creating Inclusive Workplaces



### Our employment team works on 3 key fronts.

- Promoting diversity and accessibility in companies through sensitization programs.
- Facilitating direct and indirect placements by connecting the right candidates with disabilities to the right job, thereby bringing in value.
- End-to-end employment by working parallelly with a job-seeker with disability and the employer. From the right job analysis, interview readiness & sensitization to post placement support

The team also provides personalized support, empowering employees with disabilities to achieve meaningful career growth and contribute effectively to the workforce.

### New job role opened up for persons with vision impairment!

#### Foot reflexologist - Acupressure on the feet

One of our candidates with vision impairment was placed as a Trainee therapist for foot reflexology at the Kshemavana Wellness Centre.

## Capacity building Programs

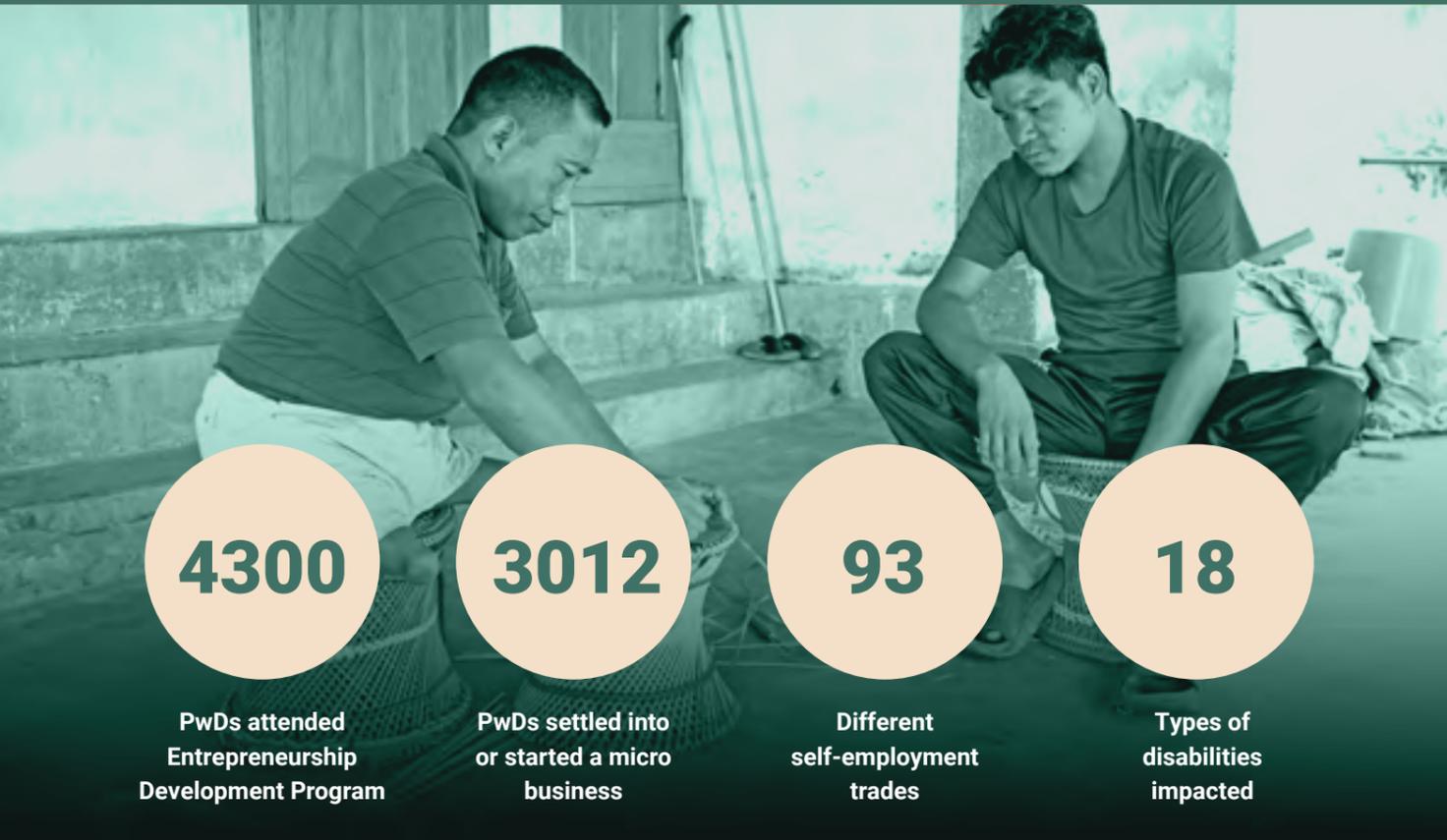
These programs address the lack of disability professionals in the sector. NGO partner members or interested individuals working on employment or other disability related issues, are part of our cohorts. They are introduced to the employability framework and various employment models. Participants learn 21st century training techniques and disability-specific skills, enabling them to effectively develop individuals with disability based on their qualifications and backgrounds with job-ready skills and attitudes.



A capacity building training in session at EnAble office.

Last year, in collaboration with the Department of Empowerment of Persons with Disabilities (DEPwD), we released the "Employability Skills for Persons with Disabilities" manual. To support DEPwD's goal of upskilling 100 trainers, EnAble India conducted multiple Training of Trainers programs at their National Institutes and Composite Regional Centres (CRCs) in Ahmedabad and Patna.

## Building ecosystems for sustainable rural livelihoods



Swashakti Mission 100K is our commitment towards empowering 100,000 persons with disability as entrepreneurs in 10 years, 2031. We aim to achieve this through our 8 step Ecosystem Building Process that is being implemented through our GarvSe centres.

### GarvSe centres

These nodal centres unite government bodies, NGOs, educational institutions, skilling partners, employers, volunteers, and parents of persons with disabilities etc. And the end goal? To leverage their expertise and support for providing livelihood opportunities for persons with disabilities in the region.

## The 8 -Step Ecosystem Building process for sustainable livelihoods



**GarvSe centre** - Identify and partner with anchor NGOs and Rural Self Employment Training Institute (RSETI) to create a network.



**Panchayat Level Enabler Committees** - Formed to recommend and support persons with disability through EDP.



**Influencer Group Formation** - Key and influential people in the local community are inducted as mentors.



**Margadarshi Workshop (Pre-Training workshop)** - Self-analysis workshops to determine path for livelihoods.



**Data Collection & Sourcing** - To identify successful businesses in the area and map them to persons with disabilities.



**10 Days of EDP Training at RSETI/RUDSETI campus** - Covers disability specific skills, self-development and self-employment.



**6 Month post training support** - By GarvSe/ RUDSETI/RSETI/Influencer committee etc. for starting of business.



**2 Year Post Settlement Support** - To address day-to-day business and disability related challenges.

Persons with disabilities often lack the network of LinkedIn or placement cells in colleges to start their careers. We are building a livelihood ecosystem to support the self-employment of persons with disabilities, right from spreading awareness all the way to providing placement assistance.

This is managed by our GarvSe Centre Officer along with members from the communities.

## Jagruthi Mela

Many persons with disabilities are often unaware of services/products available to them, and there's often a mismatch of demand and supply. The Jagruthi Mela bridged this gap by bringing together service providers like government departments, assistive tech companies and other institutes to share information across the entire lifecycle (education, rehabilitation, financial aid etc.) of a person with disability.



**Organized by:** GarvSe Centre partner, Village Reconstruction and Development Project, on 30<sup>th</sup> January 2025, Salem

**Participation in the mela:** 1055 including persons with disability, families, employers, etc.

103 service providers from 32 Organisations

There were no petty shops near Shaik Mubeena's house. She's a woman with locomotor disability in Guntur, Andhra Pradesh, who has aspirations of being a successful entrepreneur. Given that she was at the intersection of being a woman and a person with disability, the barriers were compounded. While she successfully started her own shop with the support of her family and hard-earned money, earning her around 400-500 rupees per day, Shaik Mubeena wanted to do more.

She enrolled for the 10-day EDP training, after learning about it from the Margadarshi Workshop, organised by EnAble India, in partnership with Hands of Compassion. She gained valuable skills to grow her business and soon expanded into selling cool drinks and clothes. Mubeena's ambition and adaptability are helping her attract more customers, increase sales, and meet the evolving needs of her community.



## EnAble Vaani

### Reaching the unreachable



### An unusual social network

No internet, no smart phones, no fancy tech. All you need to use EnAble Vaani, a moderated social networking platform, is a basic mobile phone and a decent cellular network. The platform uses an Interactive Voice Response (IVR) system and is designed for persons with disability and the community in rural India. Users can post, listen, share and save audio recordings.

**Shivakumar H.P. found his friend after 5 years and assistance for renewing his bus pass as a government employee.**

**Person with vision impairment, Karnataka, Namma Vaani**

## Why EnAble Vaani?

1. Dunbar's number – A person can maintain around 150 people in their social circle, according to Robert Dunbar. But for a person with disability, it may only be around 15. This is due to various reasons like disability restricting mobility, lack of education, poor social interaction, etc. This leads to a vicious cycle where the limited social circle results in an attitudinal gap, information gap, and absence of a level playing field for persons with disability.
2. Despite the remarkable growth in internet usage, 41% of the Indian population remains offline. While increase in rural areas, has far outpaced urban areas, a gap remains. This is due to various reasons like limited access to smart phones, lack of awareness etc.

EnAble Vaani was created to address both these gaps.

### 98% of the content on EnAble Vaani is user generated

And, who makes the content? People with disabilities and their family members, NGOs, companies looking to hire, disability training institutes and more!



## The Vaani Effect – A glimpse

A collection of 44 case studies of persons with disabilities, a testament to Vaani's success in building community and providing a platform where users support each other.



### Have you heard?

An audio about a Braille Essay Competition from NGO, AICB, was heard a whopping **31,833** times on Hamari Vaani.

### Trending audios

- Voting assistance
- Employment opportunities
- Training & Educational
- Matrimony programs
- Govt. schemes & cards

**Rajesh Kumar Pathak got guidance on helping his daughter with a spinal condition. He visited a rehabilitation centre and seeing others working towards independence filled him with optimism.**

**Rajesh Kumar, person with vision impairment, Delhi, Hamari Vaani**

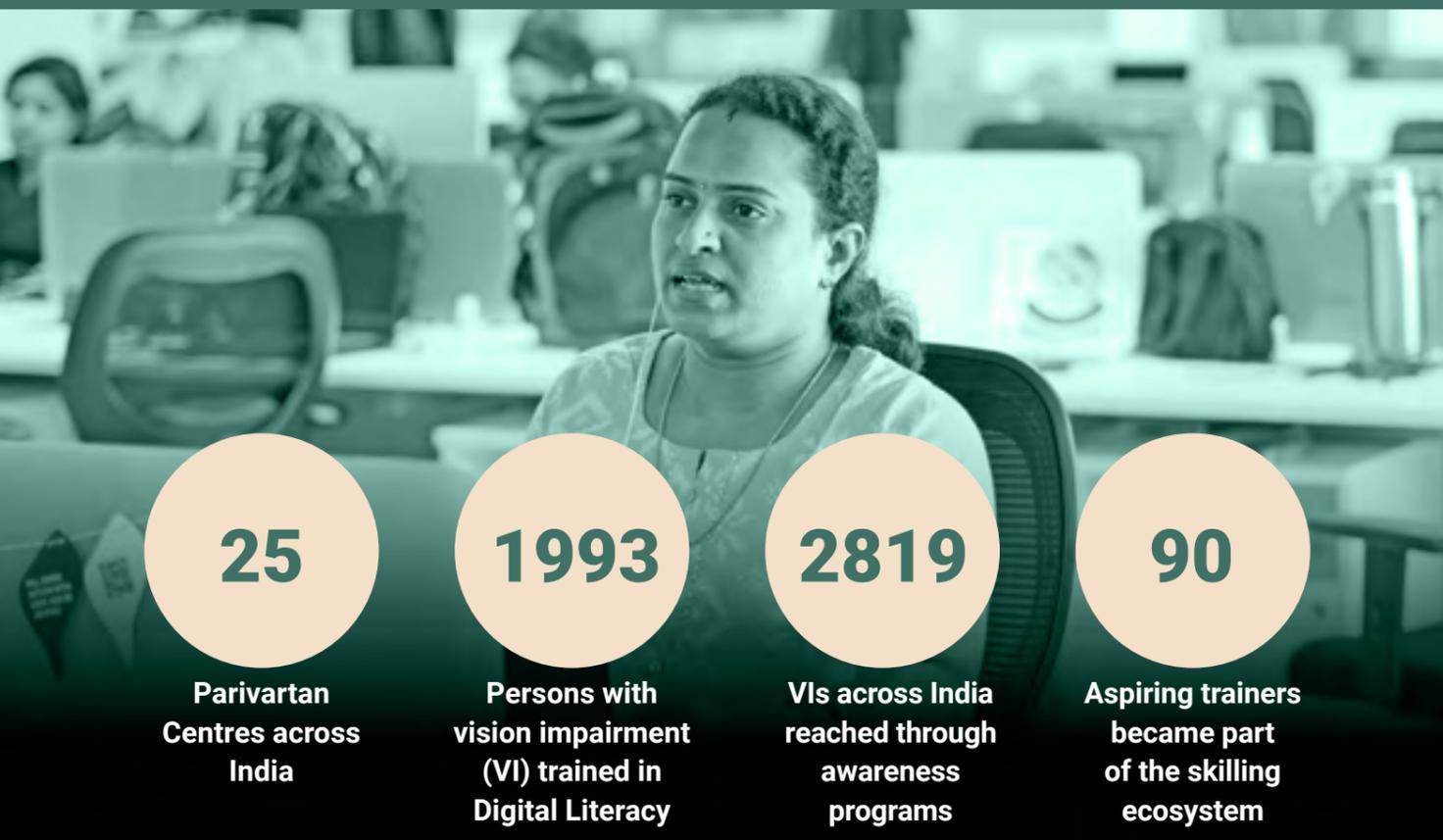
### Imagine if you couldn't tell the exact time for a day

Your phone and clock stop working. Of-course, you could ask someone for the time once or twice, but every half hour? It would throw life into chaos. It's such a mundane, but an incredibly integral part of our life. Susanta Mondal, a person with vision impairment from Maldah, West Bengal, faced this exact issue. Talkback features exist on smart phone to convey the exact time, but he's one of the many persons with vision impairment, who use basic mobile handsets. He wanted to know if there was a toll-free number for this issue.

He couldn't find answers from anyone or online. One day, while listening Hamari Vaani, he heard Munna Lal Bharati's audio on JustDial's number (8888888888) to know the exact time.

Susanta tried it immediately and it worked! Thrilled, he recorded an audio on Amader Vaani to spread the word, sparking gratitude from many listeners facing the same challenge.

## Shifting narratives around persons with vision impairment as contributors to society



### #SeeAMillion Campaign

Transforming 1 million individuals with vision impairment and low vision into active citizens and nation builders through digital empowerment.

#### Parivartan centres – Digital Literacy labs set up with Partner NGOs and training institutes

These labs are equipped with computers, assistive devices libraries, braille resources and more. They are key to driving digital empowerment and scaling impact nationwide. We launched two new Parivartan Centres in Madhya Pradesh and West Bengal.

- **Digital literacy programs** – It's more than just learning computers. From applying for jobs, studying, connecting with others online to attending virtual meetings or shopping, our trainees with vision impairment and low vision are empowered to confidently use laptops and smart-phones! By mastering screen readers and magnifier-based navigation, they learn to actively participate in the digital world, make their everyday life easier and become independent!

- **Awareness Campaigns (Inspire to Aspire)** – What jobs can persons with vision impairment apply for? What are some of the assistive solutions available? Questions like these and more were answered by trainers from EnAble India and partner organisations through awareness programs as part of this campaign. They hosted workshops and events to explain the importance of digital literacy and build aspirations in persons with vision impairment and low vision.
  - **Reading Without Seeing Workshops** – equipping participants with digital tools and solutions for reading and writing.
  - **Career Awareness Workshops** – offering insights and guidance on careers
  - **Mobile Van Campaigns** – taking awareness and opportunities directly to communities.
- **Capacity building programs** – We developed a strong pool of skilled professionals to teach digital literacy to trainees with vision impairment. Aspiring trainers also learned to integrate assistive technology into education and strategies on enhancing employability.

This is creating a ripple effect, where we strengthen grassroots leadership and ensure sustainable growth for persons with vision impairment. This also leads to a strong network of certified trainers to multiply impact in their own spheres of influence.

I held the misconception that all individuals with low vision face similar challenges and require identical solutions. This limited understanding often led me to take a one-size-fits-all approach, which might not have been effective for every learner. After completing 'Training of Trainers for Persons with Low Vision', I gained a profound understanding that each person with low vision is unique, with their own specific challenges and solutions.

**Wahengbam Elizabeth, Disability Professional, Manipur**

Simple things like pouring water into a glass were often challenging, and I would either guess or rely on others for help. After attending 'Reading without Seeing' Workshop by Drishtikon, Parivartan Center, I learned about a device that measures water while pouring, by making a sound when the glass is full. It's so simple yet so useful! I also discovered other helpful tools, which gave me hope for a more independent life.

**Kanu Devnath, undergraduate student**

### Navigating life and technology

Gokul, a person with vision impairment, was shy and unsure of himself. When he stepped into RCG Project Surya, one of our partner organisation, he had never touched a computer before. The digital world was alien, but he was ready to explore. The Foundation course on computers and employability for persons with vision impairment, which included learning how to use screen readers and magnifiers, required patience and courage. But slowly, Gokul gained confidence and as he learnt to navigate technology, his self-belief grew. By the time his batch began working on a Community Project, Gokul was leading it. He rallied his group to collect toys for children at an upper primary school and raise funds.

At the end of the 6 Month training, Gokul had secured a new government job.

### Power of the collective

## #SeeAMillion Parivartan Summit 2025

Over 100+ leaders and trainers from partner organizations came together to celebrate milestones, exchange best practices, and strengthen collaborations at #SeeAMillion Parivartan Summit 2025.



Representatives from a partner organisation showcasing inclusive models for science education for students with vision impairment.



A trainer with vision impairment taking notes on his phone by connecting a keyboard using an OTG cable.



Role models with vision impairment talking about their experience working in different sectors.



Group discussion on developing best practices for digital literacy training of candidates with vision impairment.



Certificate distribution for Trainer Certification Course participants.



Trainers with vision impairment and leaders from partner organisations discussing the collective impact of #SAM.

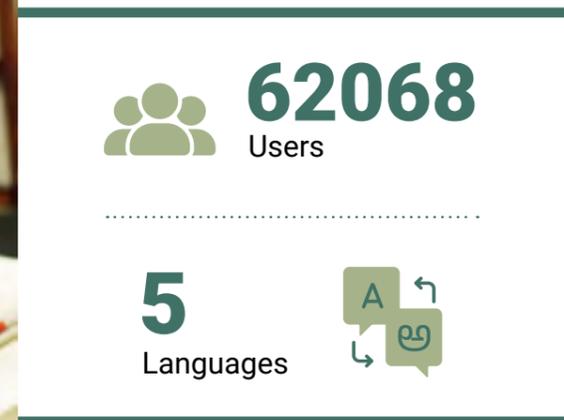
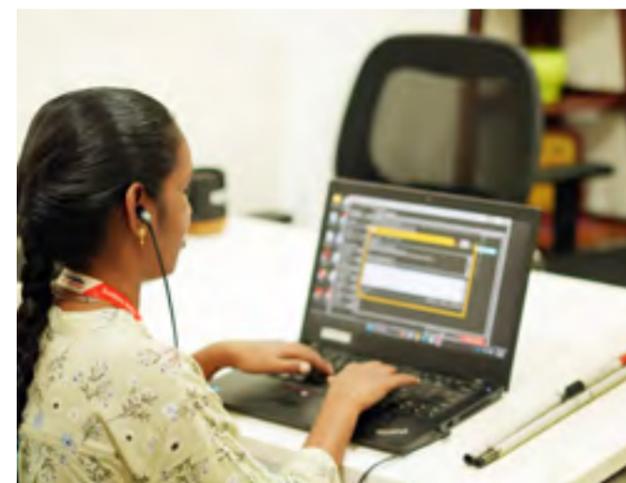
## Blimey

How do persons with vision impairment learn to use computers? How do they even start?

Blimey has the answers and the courses for it. It's the world's first self-learning tool made by and for persons with vision impairment(including young learners) to enhance their digital literacy skills. Blimey is used by new learners looking for an orientation to desktops and keyboards as well as advanced learners, wanting to improve their Excel or Word knowledge and more. Blimey eliminates the need for constant reliance on trainers and provides flexibility in schedules and accessibility from any location. Bridging this digital divide opens up job opportunities, information, social circles and so much more! Users can also correct any mistakes by themselves as Blimey provides instant feedback.

### Spelling Tool – one of our most requested features

We are upgrading an existing spelling tool and integrating it into Blimey by partnering with Zilliobot, focussing on enhancing performance, interface and usability. Our new spelling tool will leverage AI capabilities and gamified elements to boost engagement and collaboration among users.

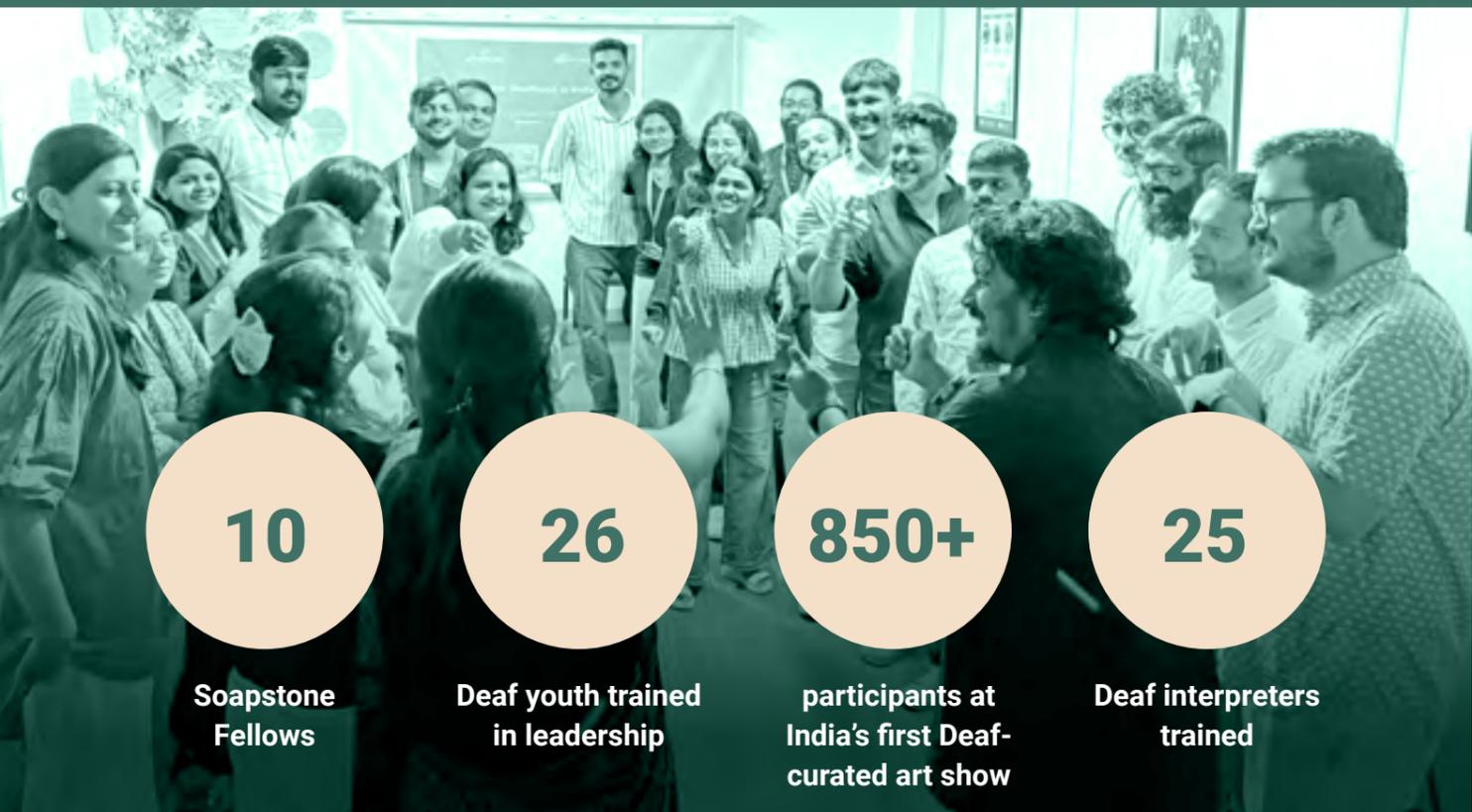


I can self-learn using Blimey. It uses the learning by doing method. I can explore the screen reader, get immediate feedback for the questions and get to know about the wrong and correct answers and I can correct and re-correct them. I can explore new things using Blimey.

**Fouzia, Trissur, Kerala, person with vision impairment**

Hear A Million

## Main-streaming inclusion of the Deaf and hard of hearing community in education, livelihood and society



10

Soapstone Fellows

26

Deaf youth trained in leadership

850+

participants at India's first Deaf-curated art show

25

Deaf interpreters trained

Initiated in October 2020, the Hear A Million campaign aims to reach the lives of 1 million Deaf people 2030.

### The four pillars of the mission are to build:

- Deaf Leaders to bring about systemic change.
- Collective to exchange best practices
- Access to information and services
- On insights using action-based research

The program advances the mission of Hear A Million by promoting Indian Sign Language (ISL) as the natural language of Deaf people, while supporting bilingual development – enabling Deaf individuals across India to build strong literacy skills alongside ISL. Its goal is to ensure that every Deaf child has full access to language, learning, and communication from the very start.

## Soapstone Fellowship

Communities grow when their leaders do. We believe individuals working in the disability sector should possess the same qualities as soapstone, which is easily carved, yet durable. Now in its 4<sup>th</sup> edition, the fellowship aimed to build disability professionals from the Deaf community.

This year, 10 Soapstone Fellows were part of the program. Their journey began with an orientation and intensive learning boot-camp designed to strengthen personal skills, foster self-awareness, and build supportive networks. They also gained exposure through visits to organizations in the disability sector, diverse workplaces, and community initiatives.

Over the course of 10 months, fellows were encouraged to apply their learnings in real-world contexts, to lead and develop their own projects!

**Mentoring** – Fellows mentored campers from the Deaf Leadership Program Youth Camp (DLPYC), on various essential life skills like communication, anger management, budgeting etc.



**Incubation** – A two-and-a-half-week program designed to equip Soapstone Fellows with essential project management skills.

**Internships** – Fellows selected internships of their choice from a curated list of opportunities, in alignment with their career goals.

**Celebrating International Week of Deaf People, 2024** - Our fellows ensured the smooth execution of Beyond Gestures: The power of signs.

**And more!** - To explore out-of-the-box career aspirations, Fellows went on a learning retreat to Wildlife SOS, a rescue and rehabilitation centre for sloth bears.

This was followed by Deaf Empowerment 1.0, a crash course that encouraged Fellows to reflect on and engage with foundational concepts related to Deaf identity such as Deaf Indian History, audism etc. This learning journey prepared them for the Deafhood training.

## Deafhood Training Program & Curriculum Building

What does it mean to be a 'Deaf Being'?

Marvin Miller from the Museum of Deaf History, Arts and Culture, introduced this concept in training program called Deafhood 101. This was to help participants understand the experiences and identity of Deaf individuals, particularly in the Western world.

The program explored how medical and scientific systems have shaped education for Deaf people and discussed the biases that stem from these approaches. The course highlighted the strengths, creativity, and limitless potential of Deaf individuals, encouraging a deeper appreciation of Deaf culture and identity.

Soapstone fellows, who were part of the program, are now creating a new curriculum on Deafhood based on the Indian context!

Growing up as the only Deaf person in most of the spaces I occupied, the Deafhood training gave me a deeper understanding of both “Deaf-Deaf-Same” and “Deaf-Deaf-Different.” It helped me recognize how our experiences as Deaf individuals are both unique and interconnected.

**Soapstone Fellow**

## Deaf Leadership Program Youth Camp 2024

Summer holidays for school children, usually means summer camps! And that’s exactly why we hosted the Deaf Leadership Program – Youth Camp, 2024, in Bengaluru from May 11<sup>th</sup> to 18<sup>th</sup> for 26 Deaf campers (13-17 years). But with a small change.

Sure, we had the games and the fun with mini Olympics, but the focus was on the interactive workshops, presentations, and activities related to leadership, career development, team work, communications skills etc.

The camp counsellors were our Soapstone Fellows with the EnAble Deaf Trainees acting as Camp Assistants. The camp provided a platform for these bright young minds to engage in lively debates and share their thoughts on various topics, often for the first time on a public stage. The friendships, knowledge, and confidence they gained will undoubtedly shape their futures in profound ways.



### A Powerful Reminder

Approximately half of the campers came from Deaf families, with Indian Sign Language (ISL) as their first language. Their advanced language skills stood out as a powerful reminder of how early exposure to ISL enables Deaf children to thrive – and of the urgent need to ensure the same opportunity for all Deaf children.

## Deaf Interpreter Training

A first-of-its-kind 10-day training course was conducted to upskill experienced Deaf interpreters without formal qualifications, strengthening their professional competencies and recognition within the interpreting ecosystem.

Sign Language Interpreters serve as a bridge between the hearing and Deaf communities – but what exactly do Deaf Interpreters do? Think of the different dialects that exist in spoken languages. Similarly, Indian Sign Language (ISL) has regional variations and cultural nuances. Deaf Interpreters play a vital role in ensuring accurate, culturally aligned communication – especially in complex or high-stakes settings where deep understanding of Deaf experience and language variation is essential.



**Hosted by:** Indian Sign Language Research and Training Centre (ISLRTC), Department of Empowerment of Persons with Disabilities (DEPWD), and EnAble India

**Led by:** Professor Anita Harding from Gallaudet University

## Art for advocacy

### Beyond signs: The power of gestures

Eight Deaf artists came together for a one-of-a-kind art exhibit at Karnataka Chitrakala Parishath, Bengaluru. (Sept 19–22). Up on the gallery walls were artworks by Janhavi Khemka, Srivatsan Sankaran, Archana Timmaraju, Hardeep Singh, Ashwin Babu, Vivek Kumar, Varsha Badal & Himanshu Kansal.

Gestures like tapping on your watch to indicate ‘time’s up’ or shaking your head to indicate ‘no’ are so common. Dr. Alim Chandani curated this exhibition to show audiences that India is a place where gestures are already deeply embedded in everyday communication – a culture where learning Indian Sign Language (ISL) can come naturally and easily. The exhibition spreads awareness that ‘learning sign language is being inclusive’. It also serves as a platform to encourage talented Deaf artists to become self-driven entrepreneurs and economically independent through their art.

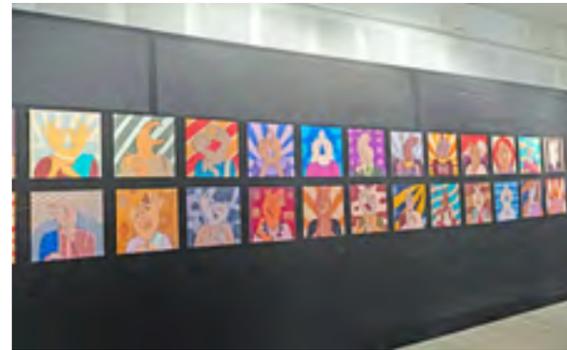
Through immersive videos, paintings, short films, sculptures & more, visitors discovered new forms of expression and engaged in conversations around Deaf inclusion and accessibility.

The exhibition also featured ISL workshops, panel discussions, and more. The event was made accessible with measures such as wheelchair accessibility, sign language interpreters for signing and voicing, and audio description of all the artworks.

## Beyond signs: The power of gestures



Artwork by Vivek Kumar.



Artwork by Himanshu Kansal.



Panel discussion, 'Towards a more inclusive space for art', in progress.



Visitors at the art gallery.



A visitor explores artist Hardeep Singh's work.



A volunteer guides the visitors through the artworks.



Varsha Badal speaks to visitors about her artwork.



Himanshu speaks to visitors about his artwork.

## Project Discovery

### Everyone is an innovator



Project Discovery is EnAble India's annual, pan-India, pan-disability movement that shines a light on the everyday innovations of persons with disabilities. These are simple yet powerful assistive solutions—created and used by persons with disabilities—that make daily life easier and livelihoods stronger.

Through a video-based format, participants share their ideas and practices, which are then brought together in a central, searchable database. This not only preserves these innovations but also makes them accessible to others who can benefit.

At its heart, Project Discovery celebrates the belief that **everyone is an innovator**. By amplifying the voices of persons with disabilities and showcasing their ingenuity, the movement fosters confidence, creates a sense of agency, and positions persons with disabilities as active and valuable contributors to society.



**1** strong collaboration across teams and partners made Project Discovery a true collective effort this year. Outreach programs resulted in wide participation from the Vaani platform, Eyeway audiences and rural India. One partner in Karnataka alone contributed over 300 videos.

**2** New series of online Fireside Chats with innovators and leaders from the sector, anchored by the team, led to widespread awareness.



**3** The Food for Thought event in Bengaluru provided exposure to 12 grassroots innovators across different disabilities. They demonstrated their assistive solutions and engaged with an international community of leaders in the sector.

**4** Expanding beyond the five core award categories, we introduced a set of special recognition categories to celebrate exceptional achievements like Reaching the Unreached, The Master Innovator, The Last Mile Award and more.



**5** For the third consecutive year, entries from Project Discovery have been recognized at the Discovery Awards, a global platform created in collaboration with Zero Project. Sarita Dwivedi was honoured and invited to Vienna to showcase her solution.

**6** On March 4th, 14 Schwab Social Entrepreneurs and Innovators visited EnAble India and the Project Discovery team was proud to present the story of grassroots innovations and innovators to the global leaders.



## The winning solution!

### Category – Workplace solutions

Jagadish Naik has been living with a spinal cord injury from 15 years. He earns his livelihood by selling fresh tender coconut water. Since holding a sickle and cutting coconuts was difficult for him, he came up with a solution.



He designed a trolley with a flat board and an in-built cutter, allowing him to slice coconuts efficiently. It is also made at a suitable height, allowing Jagadish to comfortably slide his wheelchair underneath and reach the cutter with ease. Thanks to this simple solution, Jagadish has now set up his own shop and continues his business independently.

Project discovery is fantastic! People say – “oh – disability” – but it creates a space, where because there’s a problem, that leads to more innovation.

**Schwab Social Innovator**

It was an encouraging experience for my daughter Dipti to participate in the Project Discovery event. It was truly inspiring to know the journey of all participants to overcome different challenges through innovative & simple ways.

**Smita Upadhaya, Parent**

Taking assistive innovations from India to the world



Discovery Awards

Discovery Awards was born from *Project Discovery* in India and scaled globally in collaboration with *Zero Project*. It spotlights grassroots assistive solutions around the world that improve the quality of life for persons with disabilities.

We work with NGO partners from participating countries, who nominate two stand-out solutions each. After evaluation by an international jury, two winners are selected and invited to the Zero Project Conference in Vienna to showcase their solutions.

These Awards also aim to shift the narrative around persons with disabilities, from beneficiaries to innovators, breaking the barriers in their life.

These innovations showcased a remarkable range, from grassroots initiatives addressing local challenges to cutting-edge high-tech innovations with global applicability.



solutions received



participating countries



Countries are part of the community

**Discovery Awards 3.0 launch:** On June 4, 2024, in collaboration with Charles Degold Gomez (Beth Gold Foundation, Gambia), Cristina Caluianu (CED Association, Romania), & Rabab Ibrahim (SCHS, UAE).

**Sustainability & Scale:** In an attempt to make it a truly collaborative initiative, the ownership of Discovery Awards will rotate among international partners. We are in conversations with CED Romania for the coming year. Tunaweza Foundation (Uganda) will spearhead the program in their country, with ongoing support from EnAble India for successful implementation.

Winners Gallery



**Sarita Dwivedi (India):** She is a triple amputee, who designed a 3-in-1 stand from scrap materials, serving as an umbrella holder, organizer tray, and mobile stand. This is attached to her wheelchair!



**Ali Saleem (Syria):** Living with quadriplegia for over 35 years, Ali uses locally made rubber finger molds to type, teach computer skills, and author educational books.

**What makes these solutions remarkable?** They are simple, low-cost, and easy to create, and significantly enhance the quality of their everyday lives.

Discovery Awards in Europe are important because they highlight grassroots expertise of persons with disabilities and their communities, making visible, solutions that often arise from lived experience rather than formal research or industry. In India this has produced frugal, low-cost innovations. Europe can connect these grassroots approaches with regulatory frameworks, standardisation and structured funding, closing the gap between high-tech research and practical everyday solutions.

**Klaus Hoeckner, CEO of Access Austria, Discovery Awards partner**

## DISH - Disability Innovative Solutions Hub

How can the world access the wealth of assistive solutions videos from *Project Discovery* and *Discovery Awards*? The answer is DISH (Disability Innovative Solutions Hub)—a platform that aggregates and makes them easily discoverable by persons with disabilities and stakeholders.

Simply type in a query, like “*How can a person with vision impairment work in a bank job?*” and DISH suggests multiple community-authenticated solutions you can choose from.

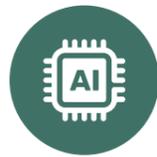
- **Data available from:** GDI Hub, Torch-IT, Harkin Institute, IIT Madras, with ongoing discussions with the Global Accessibility Reporting Initiative (GARI)



DISH is now available on WhatsApp as a chatbot!



Processes diverse data formats (videos to documents, websites & more)



IncluzzAI, the software behind DISH, is being built as a scalable product



2,500+ solution videos are now integrated

## Scaling solutions program

#ZeroCall25 is a global Zero Project competition that recognizes innovations addressing unmet needs of persons with disabilities. Through the Scaling Solutions Program, EnAble India, as the Indian partner, is nominating and mentoring three Indian programs (for #ZeroCall25) with the potential to be scaled internationally.

Nominated programs include:

- **Digital Impact Square (DISQ)** – A TCS Foundation initiative supports social start-ups working on digital technologies to solve challenges in health, housing, transport, food, agriculture etc. *(Mentored by GDI Hub, UK)*
- **Nayi Disha** – An NGO that supports families who are primary caregivers of children with intellectual and developmental disabilities such as Down Syndrome and Autism. *(Mentored by Dutch Lanka Friendship Foundation, Sri Lanka)*
- **Gudgudee** – Creates innovative indoor and outdoor play areas considering child psychology, occupational therapy, learning pedagogies, ergonomics, and local contexts. *(Mentored by Vienna City Council, Austria)*

## Start-up mentoring

In the pre-incubation stage for a start-up, an initial idea is refined into a viable business plan. In collaboration with DISQ, EnAble India is mentoring emerging start-ups, towards the development of assistive solutions and sustenance of the organisation.

Six start-ups are being mentored: MultiFly, Aural App, Sensory All, The Enable Company, Prishni Innovations Pvt. Ltd, and Smart On.

## Zero Project Bangalore Technology Forum: Food For Thought

On September 23<sup>rd</sup>, EnAble India, in partnership with Zero Project, hosted its annual conference to spotlight innovative assistive solutions.

The event brought together **150+ national and international stakeholders**—leaders from the scientific community, start-ups, NGOs, innovators with disability etc.—driving conversations on assistive technology, the need for supporting grassroots work and more. We also had media coverage by NDTV, amplifying the reach of our work.

The day saw bilateral meetings to explore future partnerships and collaborations.



Klaus Höckner, CEO of Access Austria, presented on 'Insights on the regulatory framework for accessibility'.



A workshop on assistive solutions was led by professor PVM Rao, from IIT Delhi. He receives a token of appreciation from Shanti Raghavan.

The keynote speech delivered by Martin Essl, Founder of Essl Foundation.



Professor Tigmanshu Bhatnagar from University College London representing GDI Hub, moderated a panel discussion consisting of innovators and leaders working with grassroots innovative assistive solutions.



Rigzin Tamchos, a para archer from Ladakh, was awarded the Project Discovery and Discovery Awards prize.

Shanti Raghavan presents on accessible transport and mobility.



## Solutions gallery at Food For Thought!

Innovators from Project Discovery and various organisations working in the space of assistive tech presented their assistive solutions in a gallery, drawing a lively crowd.



## Zero Project Conference 2025 – Vienna

For the 4<sup>th</sup> year in a row, EnAble India participated in the **ZeroCon (March 5–7, 2025)**, a one of its kind, global conference where innovation for disability inclusion takes the centre stage.

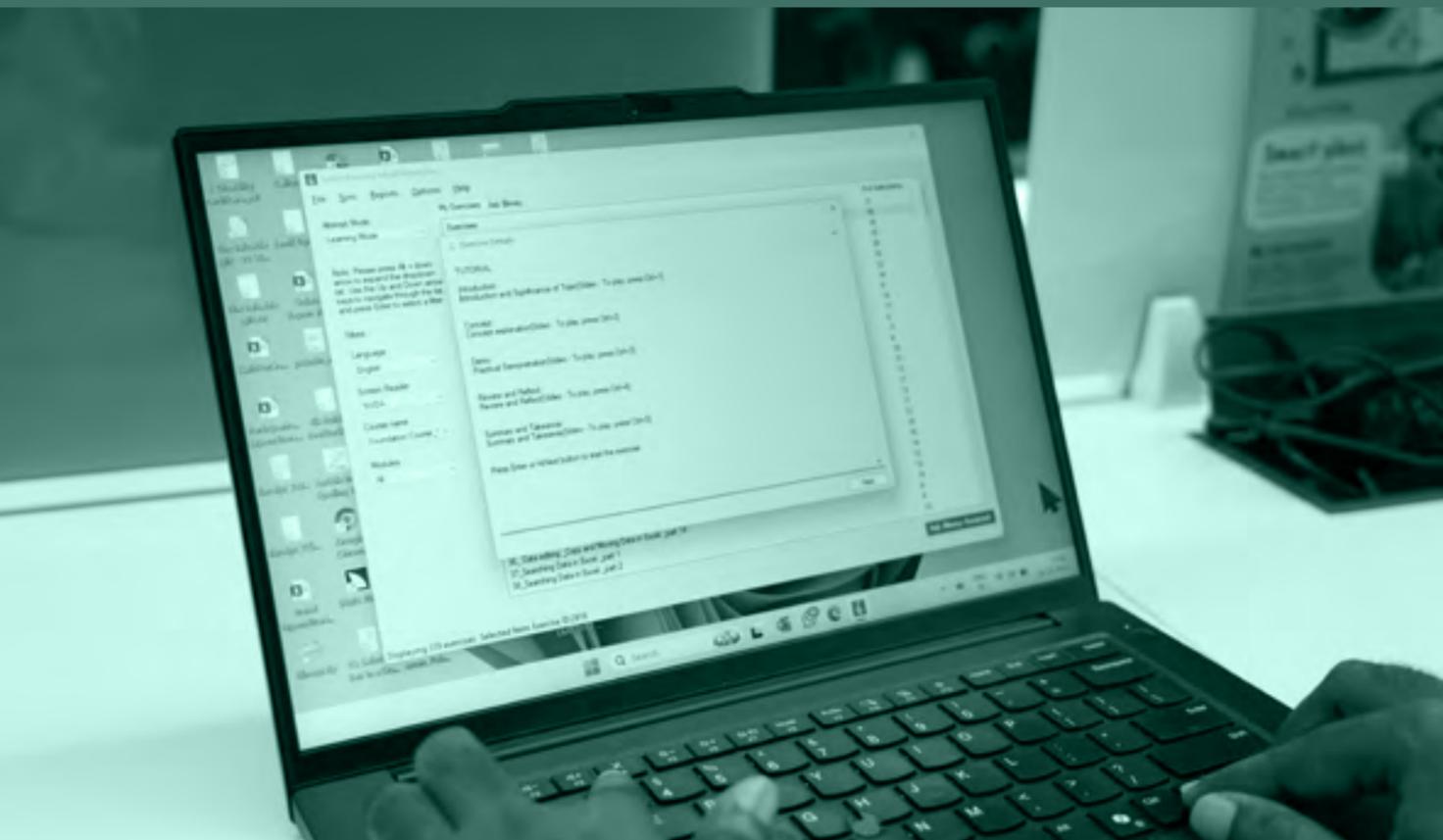
### Highlights:

1. Discussion on the Scaling Solutions program, where Dipesh Sutariya joined global partners, and spoke on the expanding reach of Vaani and Blimey, EnAble India's projects.
2. InluzzAI, a cutting-edge AI-driven assistant, was also unveiled.
3. Sayomdeb Mukherjee joined a panel of speakers to discuss equitable AI in the session, "How to build AI that works for your organisation."
4. Sarita Dwivedi, Discovery Awards winner, presented and spoke about her grassroots solution.



Dipesh Sutariya at the Zero Project Conference 2025.

## An enabler for scale



We work to harness technology as an accelerator to increase the reach, scale, and impact of our services.

By adopting the latest advancements—such as artificial intelligence for platforms like DISH—we ensure our solutions remain relevant and future-ready. At the same time, we focus on modernizing older platforms like Blimey so they can continue to deliver value at scale with higher efficiency. We also use technology to measure, evaluate, and continuously improve the effectiveness of Enable India’s programs.

### Digital Public Infrastructure (DPI) for the disability sector (DPID)

Digital Public Infrastructure (DPI) are simple, shared digital systems, that anyone can use. Our aim is to include persons with disabilities, their stakeholders and community members into these systems.

This approach is reusable, scalable, and inclusive, helping connect persons with disabilities to available services and opportunities like jobs, education, transport, retail, etc, while creating lasting change. In time, we aim to shift the narrative around persons with disabilities from beneficiaries to valued customers.

## Blimey 2.0

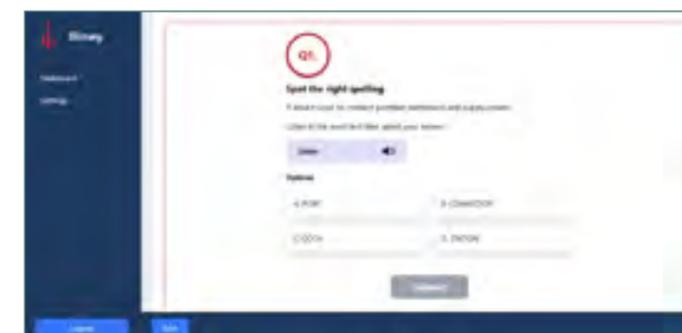
The first version of Blimey faced limitations in scaling across different operating software and integrating new features like the spelling tool. To address this, we initiated Blimey 2.0, developing a detailed blueprint for both the front-end (user interface) and back-end (course database, user progress and statistics) structures.

## Spelling Tool 2.0

One of the most requested features from Blimey, was a spelling tool. And the last year, our tech team were in the process of designing just that. We have created a structure for chapters, exercises, leaderboard for activities/games etc.

### Learning to spell!

- Customised words – If your background is in economics, the tool automatically generates spellings related to it.
- There are multiple learning templates, which has a fixed design and way of working. For example, the Listen & Type template has a button to play the word and a box to type the answer.
- The tool has inbuilt authenticators to check the right spelling.



Screenshot of Spelling Tool on Blimey.

## GSC (GarvSe Centre) data collection app

With multiple partners and operations across rural and urban India, data reporting can often become uneven.

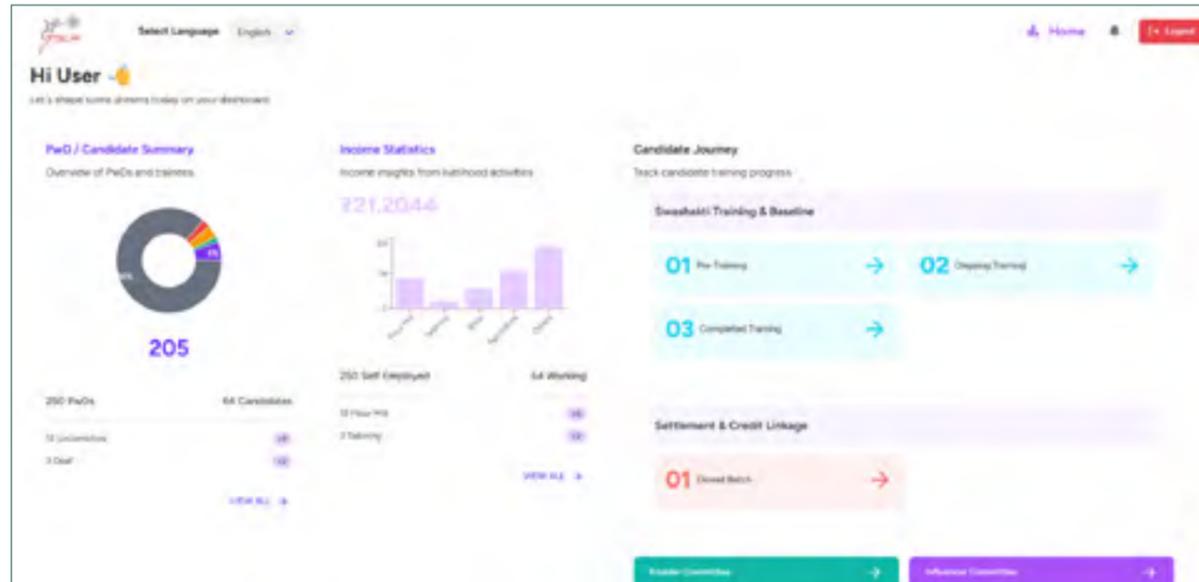
Our Swashakti 100K team works across multiple partner organisations (GarvSe Centres) in rural India, supporting persons with disabilities through the self-employment life cycle. To standardise data collection, the Technology team is developing an application for GarvSe Centre operators to input data through structured forms.

### This is to ensure:

- Accuracy
- Consistency
- Organised storage
- Reduced errors
- Availability of reliable data

### Some of the available features!

- Predefined templates
- Live data entry
- Auto-generation of reports



Screenshot of the new GarvSe application.

## DISH - (Disability Innovative Solutions Hub)

DISH is an inclusive, multilingual platform that connects persons with disabilities and stakeholders to a wide range of assistive solutions. This year, the Technology team enhanced the platform with:

1. **WhatsApp Chatbot** – Not everyone knows how to use a laptop or navigate a website. To simplify the process of finding assistive solutions, we leveraged the power of WhatsApp. You enter your query as a message and the chatbot gives you a community authenticated answer!
2. **Unified Login** – The same credentials used for other EnAble India platforms, like Blimey or Academy, now work on DISH too.

## Project ICCHA

### The Inclusive Counselling Coaching Hub Alliance



Project ICCHA, EnAble India's flagship initiative in the domain of mental well-being for persons with disabilities, envisions creating a nationwide wellness ecosystem that integrates diverse mental health services. The goal is to address the mental well-being needs of persons with disabilities and their caregivers across the life cycle—from infancy to old age.

**Collaborations with mental health institutions and academic set ups:** To address the growing needs of the disability sector, strengthen capacity-building efforts, and bridge the academia–industry gap by preparing disability -friendly counsellors of the future.

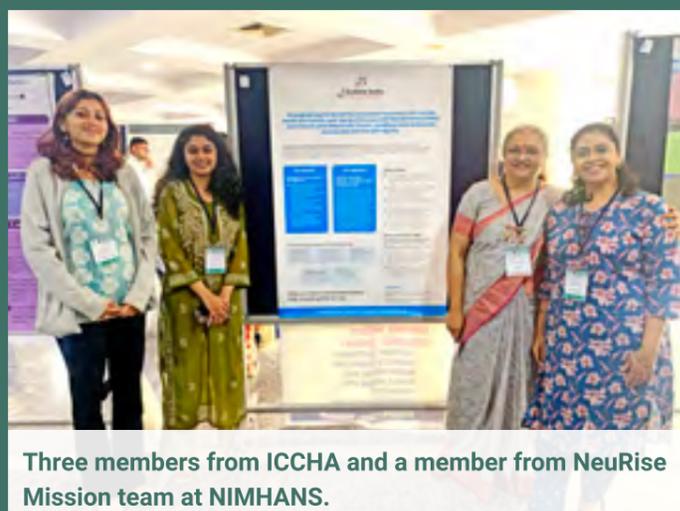
**Collaborations explored in:** NIMHANS, St. John's, Bipolar India, Jyoti Nivas College, Christ University, Tinkesh Ability Foundation, Ayoo care, IBD India.

## Four core pillars

- **Counselling** - Providing holistic, personalized mental health support tailored to the unique needs of persons with disabilities, persons with mental illness and related stakeholders.
- **Clinical & Psychiatric Support** - Partnerships with psychiatrists and clinical psychologists for assessments, diagnosis, treatment and psychotherapy.
- **Awareness Workshops** - Educating persons with disabilities on mental health and the services accessible to them.
- **Mental Health Training for Disability Professionals** - To build support systems with individuals and equip them with skills to respond sensitively and effectively to the mental health needs of persons with disabilities.

## Key Highlights

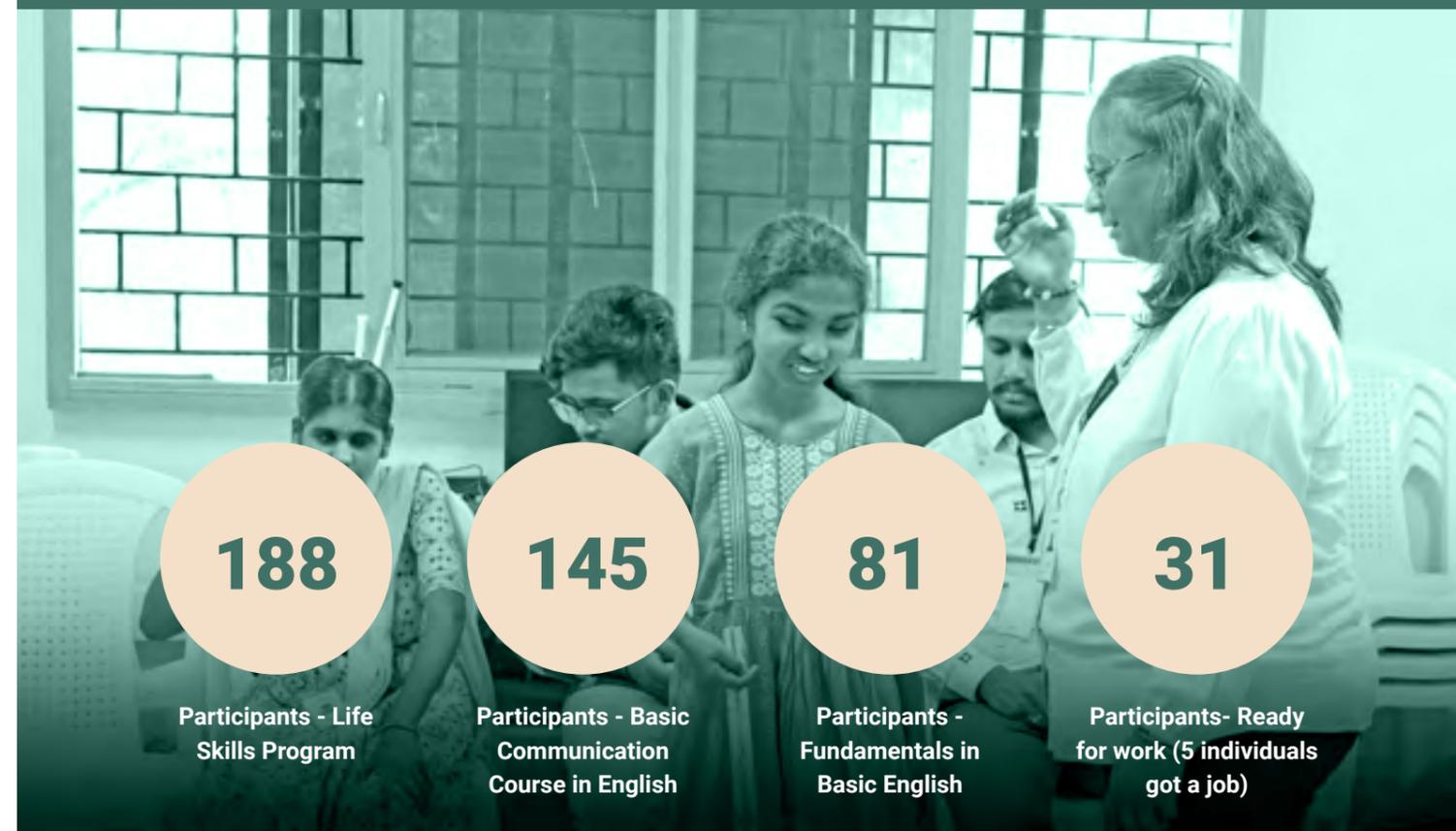
- Presented at the International Congress (WAPR-IC) Conference held at NIMHANS, Bengaluru, bringing ICCHA's work to an international platform for mental health and psychosocial rehabilitation.
- Initiated dialogues for collaboration with Dr. Aarti Jagannathan, NIMHANS.
- The ICCHA team travelled to Srinagar, J&K, and spent 10 days at the Voluntary Medicare Society (VMS), offering counselling not only to candidates with disability but also to patients, staff, and doctors on their mental well-being needs.
- Designed a two-part Pre-Placement Assessment in partnership with Bipolar India and EnAble India's NeuRise Mission team, comprising psychological screening and employability assessment.
- Developed a Mental Health Training Reference Booklet to standardize content and ensure consistency in delivery.



Three members from ICCHA and a member from NeuRise Mission team at NIMHANS.

## Manomaya

### English Communication and Life skills to improve livelihood opportunities and mental and emotional well-being



## Life skills

Persons with disabilities are often vulnerable to stress and other mental health challenges, which is unrecognised. This not only affects the individual but also those around them.

**The Manomaya Life Skills program:** A 45-hour program equips persons with disabilities, caregivers, and disability professionals with tools to handle adversities, build resilience, and sustain emotional well-being. The curriculum covers emotional regulation, stress management, decision-making, and more.

After attending this course, my perspective on life has broadened. One of my favourite sessions was about having a fixed mindset versus a growth mindset.

**Vinay Pavithran Nair, Chief Digital Literacy Instructor at KBSS, Aluva**

A trainer interacting with candidates with vision impairment during an English Communication Training.



## English Communication Courses

With 25 years of experience in the sector, we've seen how improved communication skills empower persons with disabilities with confidence, positivity, and enhanced skills in other areas (domain of work, digital literacy etc.). Currently, the program focuses on preparing candidates for corporate careers.

- **Trainers & Volunteers:** Trainers lead the sessions, while volunteers support through a buddy system—helping participants practice spoken English and buddies gaining first-hand awareness of barriers associated with disability.
- **Partnership with Prishni Innovations Pvt. Ltd:** To leverage their expertise in learning management systems and assessments to strengthen program delivery.

**Basic Communication Course in English** – To build communication skills in persons with disabilities through a holistic approach—listening, speaking, reading, and writing. It prepares them for effective communication in projects, presentations, and seminars. This is offered at all the Parivartan centres and partner organisations.

**Ready4work** - A focused six-week training program that equips participants with essential skills needed to successfully transition into the workplace. Professional communication, digital skills, workplace etiquette, and self-confidence is covered.

**Prep English for Beginners** - A curated two-month course for learners from rural or vernacular medium backgrounds starting their English learning journey from scratch.

## Purple Collaborations

### Nurturing innovation and enterprise

By supporting the creation of sustainable, scalable, and innovative products, services, and models for persons with disabilities—especially in areas that go beyond our core expertise, we aim to improve access and expand our impact. And we do this by fostering emerging entrepreneurs serving the disability sector—across areas like mobility, education, and sports and at different stages in the life cycle of a person with disability.

#### Anuprayas

Anuprayas is a social organization committed to making India accessible for persons with disabilities. They are on a mission to make 5,000 railway stations in India accessible to persons with vision impairment by 2030. In collaboration with EnAble India, Anuprayas has implemented several accessibility solutions across railway stations in Delhi, Haryana, Uttar Pradesh, and other states. These include Braille platform indicators, Braille signage for offices and facilities, braille maps of stations and portable ramps and wheelchairs.



Braille text of a platform number in a railway station.

#### Thinkerbell Labs

Thinkerbell Labs develops accessible and innovative solutions to make education inclusive. EnAble India and Thinkerbell Labs, in partnership with Allegis Group, established Annie Smart Class (ASC) across Karnataka, Tamil Nadu, Madhya Pradesh, Andhra Pradesh, and Delhi.

The initiative promotes inclusive education and enhances Braille literacy among students with vision impairment. Students use Annie, a self-learning Braille device, which supports independent and interactive study.



A student with vision impairment in an Annie Smart Class.

### Mission accessibility

The EnAble Justice team, initially incubated within EnAble India, has now evolved into Mission Accessibility. The team comprises two accomplished lawyers and entrepreneurs with vision impairment mentored and supported by EnAble India.

Mission Accessibility provides pro bono legal services to persons with disabilities and advocates for accessibility-related policy reforms at the government level, driving systemic change and inclusion.

### DLearners

Blink Foundation is a not-for-profit organization working in the field of Specific Learning Disabilities. EnAble India, in collaboration with Blink Foundation, piloted a project across two Indian states to screen, identify, and provide online remedial support to government school children with specific learning disabilities.

The initiative promotes the use of DLearners, an innovative online platform developed by Blink Foundation that offers screening tools, multisensory game-based interventions, resources for teachers, parents, and children and more. This is to enable the early detection, awareness and sensitisation of specific learning disabilities and address the academic gaps.

### Purple Rides

Namma Yatri, Bengaluru based ride hailing app, in partnership with EnAble India, has uncovered the economic impact of persons with disability as valued customers. It has announced the nationwide launch of its 'Purple Rides' service, extending accessible auto and cab services to Bengaluru, Chennai, Kolkata, Hyderabad, Kochi, and other cities across India.

### Impact in Bengaluru\*

Earnings by drivers: Almost ₹ 40 Million  
Registered users: 35 Thousand +  
Enabled drivers: 120 Thousand

\*From April 2024 to March 2025



An auto with a driver and customer with vision impairment waiting in a parking lot.

## Risks & Compliance

### The key to a transparent and efficient operation of the organization

The Risks & Compliance team is responsible for ensuring that the organization functions with integrity and accountability. By enforcing strict adherence to applicable laws, regulations, and internal policies, the team safeguards transparency across all operations. This is achieved through proactive audits of processes, practices, and documents to identify potential risks, as well as by establishing and maintaining standard operating procedures for the organization to follow.

### Reading the fine print

From drafting MoUs to conducting due diligence, here's a snapshot of the work undertaken by the team:

- Drafting and vetting numerous legal documents and agreements to formalize collaborations, partnerships, and ventures, ensuring compliance and clarity.
- Conducting due diligence on potential partner organizations, service providers, and other external stakeholders prior to engagement, with a focus on compliance with KYC requirements.
- Acting as a liaison between funders and internal departments during funding processes, while ensuring accurate and complete records of funders and partner organizations.
- Coordinating with internal stakeholders and serving as custodian of agreements and related documentation.
- Organizing board meetings, preparing minutes and tracking follow-up actions.
- Monitoring regulatory and statutory changes that may affect the organization, including developments in Trust laws, RBI, FEMA, Labour Laws, and other applicable regulations.

150+ documents including MoUs (Memorandum of Understanding), agreements, contracts, etc. worked on.

Through these efforts, the Risks & Compliance team not only ensures compliance but also reinforces the organization's credibility, strengthens stakeholder confidence, and builds a solid foundation for sustainable growth.

## Media and Communications

### Spreading awareness, highlighting impact and promoting EnAble India's initiatives

What was a typical day for the Media and Communications team in FY 2023–24? It could start with a social media graphic, move to a brochure, flyer or poster, and end with planning the next I am EnAble India post! Between brainstorming, designing, and navigating feedback, the team managed multiple short- and long-term projects.

**Annual Report for FY 2023-24** – This was created in collaboration with all teams to ensure alignment and reflect the individual team's voices.

**I am EnAble India campaign** - Started on the occasion of EnAble India's 25 years anniversary to spotlight organisational members and their journey through life and the disability sector. 30+ stories were captured.

**New EnAble India Website** - To reflect evolving teams, we worked with an external vendor to bring the new EnAble India website to life. This meant selecting the right content, photos, colours, fonts and more.

**New EnAble India documentary** – This was released in collaboration with NDTV x Changemakers to highlight the expanding goals of the organisation.

**Social media** - Regular updates covered events, employee speaking engagements, and other highlights across LinkedIn, Facebook, and Instagram.

**Publications:** A manual containing HR policies and for ICCHA trainings were completed.

**And so much more** – In order to engage visitors, we put up crucial information on EnAble India (Vision, Mission, pillars of our work etc.) and related to the work we do (disability terminology posters, basics of Indian Sign Language, disability trivia etc.) as posters up on the office walls. We also worked on flyers, brochures (IncluzzAI), etc.



#### Social media presence

49,000+ followers across Facebook, Instagram, LinkedIn and YouTube

## Information Technology

### Ensuring the efficient and smooth functioning of technological infrastructure

The IT team focused on infrastructure upgrades, cybersecurity, assistive tech deployment, cloud optimization, and more. Their work directly supported programs – by developing apps, procuring devices, providing IT support for events, etc. - like DISH, Hear A Million and EnAble Vision.

#### Upgrading our office

**Moving on from manual data backup** - We purchased a subscription to Veritas, a backup software, which integrates with Office 365 cloud. This ensures quick, encrypted, and complete data backup when employees exit—eliminating risks of missing information and improving efficiency.

**Google Chrome Operating Software** - Last year, we checked out the Google Chrome OS, exploring its apps, desktop features, and accessibility tools to evaluate usability for individuals with diverse disabilities.

**Savings** - Data storage on Amazon Web Services is one of our key digital investments. By opting for a 3-year cloud storage plan instead of monthly payments, we achieved cost savings of almost 35%!

**Experimenting with AI tools** – To enhance inclusion and accessibility.

- ChatGPT and Copilot/studio for content generation, proofreading, and interview preparation.
- Eleven Labs, an AI audio platform for creating realistic and versatile speech from text.

**Community support** - The IT team facilitated the donation of 25 laptops in good working condition to the students of JSS Mysuru to support their internal training programs, contributing to the development of skilled professionals in the community.

#### The future of IT

As we prepare for organisational growth, we are exploring stronger technology solutions for data management, internet infrastructure etc. to boost performance and security.

## Building a safe, respectful and inclusive Workplace

EnAble India’s POSH (Prevention of Sexual Harassment) framework follows a 0 tolerance policy against all forms of sexual harassment. The Internal Committee, aligned with the 2013 Act, ensures all stakeholders—employees, consultants, trainees, volunteers, interns, and vendors—are covered under the policy and regularly sensitized.

### Ensuring a safe working environment

- **New Internal Committe (IC) member:** With the exit of the previous member, Major Rajendra, from the IC, the position was filled by Guru Prasad.
- **Strengthened awareness:** Regular sessions conducted across the year, including multilingual and accessible refresher programs. Special focus on new joiners, Deaf individuals, trainees with vision impairment, and our housekeeping staff ensuring inclusion in every initiative.
- **Building internal expertise:** A group of staff and IC members successfully completed a certified POSH trainer course, conducted by VLegal, building in-house expertise and enabling internal staff to independently design and deliver awareness and refresher programs.
- **Accessible learning:** POSH awareness content (posters & sensitization materials) uploaded on internal EnAble India platform for self-learning.

- 0 complaints received, disposed, or pending throughout the year.
- 15 workshops and awareness sessions conducted with 147 participants
- 15 staff (including persons with disabilities and IC members), certified as POSH trainers through an accessible setting curated by EnAble India.
- Maintained 5-member Internal Committee, with 4 women and 1 man, led by Presiding Officer Roopa Reddy (tenure renewed till 2027).

## End to end management of in-house functions and external events

### We found a permanent address!

*Survey No 9, 2nd Floor, Purva Gainz, EnAble India, Hosur Rd, Lavakusha Nagar, Beratena Agrahara, Bengaluru, Karnataka*

After a long search, we now have our new office in Bengaluru — planned as a first-of-its-kind Accessible Centre of Excellence for Disability Inclusion, spanning approximately 29,757 sq. Ft. A multi faith blessing ceremony was held on 3rd February to kickstart the new beginning of EnAble India.

### Logistical successes

The admin team is the backbone of our office, ensuring the smooth function of office operations and seamless execution of events, workshops and launches. From coordinating travel and accommodation for guests and candidates to arranging food and procuring materials, every detail is taken care of.

### Onboarding of Self-Booking Tool

We onboarded Ebix Travels (Via.com), which gives the admin team full control over the booking process, instead of relying on external vendors. This shift has made travel management more time- and cost-efficient.

31 international & 590 national travel requests were seamlessly facilitated

### Supporting every individual, strengthening teams, and building bridges across the organization

The Human Resources (HR) team at EnAble India is the people engine of the organization, driving strategy, culture, and support systems that enable staff to thrive.

Its scope includes:

- **Recruitment, onboarding & induction:** Attracting diverse talent, including persons with disabilities and ensuring their smooth integration in the organisation.
- **Policy & compliance:** Safeguarding workplace dignity through robust POSH systems, awareness, trainings, refresher sessions in multiple languages and building certified trainers.
- **Learning & development:**
  - 54 staff members attended EnAbling Leadership Programs facilitated by Dipesh Sutariya to inspire inclusive leadership across organisational levels.
  - Introduced the TED Talk Club, creating a new platform for reflection and shared learning on diverse topics like a talk by Jia Jing (author, blogger, and entrepreneur) titled 'What I learned from 100 days of rejection' and Caroline Reidy (HR professional, author, entrepreneur) about 'The Art of Asking the Right Question'.
  - Hosted the annual Staff Conclave, a three-day immersive program for 100+ EnAble India staff members.
- **Employee Wellbeing:** Extended support via the Staff Welfare Committee directly impacting employees' housing, medical, educational needs etc.
  - 12 cases supported
  - ₹7,05,000 disbursed
- **Culture & Inclusion:** Embedding EnAble India's ethos of inclusivity into everyday operations, ensuring all employees feel valued and connected.

**And so much more :** We observed Global Accessibility Awareness Day (GAAD), Disability Month, and rolled out multiple knowledge sessions, ensuring continuous learning and awareness.

Recruitment Requests: **28**  
On-boarded: **24**  
PwDs hired: **3**  
Gender Ratio: **46% Women**  
Disability Ratio: **45% PwD**

### Staff Conclave – Building our IncQ

We know IQ, we know EQ, let's introduce you to IncQ. We hosted a 3-day staff conclave on @IncludAbility Quotient (IncQ).

IncludAbility means the 'ability to include'. '@IncludAbility quotient' (IncQ) is an empowering framework to build leaders' competency to work with differences and each employee's perspective and talent. It's about maximizing the potential you already have in your organization and within your teams.

EnAble India has been supporting external organisations in building the IncQ of their senior leadership. The staff conclave was our effort to tailor the program for all functional levels—from senior managers to housekeeping staff. Insights gathered from group discussions will contribute towards adapting and customising the IncQ program for external organisations across different sectors.

Staff members were divided into six groups based on their roles and tailored sessions were facilitated by in-house leaders. The goal was to unlock the power of appreciative inquiry, workplace solutions and normalising differences.



## EnAble India Team

#	NAME
1	A K Nynesh
2	Aashish Kumar
3	Abir Bhakta
4	Adil Hussain Mir
5	Ajith Babu
6	Aldrin Davies
7	Alim Shaukatali Chandani
8	Aman Rajesh Verma
9	Amar Jain
10	Amaresh Thimmaiah
11	Amsa S
12	Anisha Grace Jose
13	Anisha Mahanta
14	Anna Maria Joseph
15	Antony Helen Raj Selvaraj
16	Antony Stephen M
17	Ashwini Prakash Jatti
18	B. Sathyanarayanan
19	Balaji M
20	Ballachanda Vinaya Chinnappa
21	Bhavana N Murthy
22	Bhavya K N
23	Bonthala Soori
24	Boya Jagadeesh
25	Chanamma
26	Chandrashekar S
27	Charan M
28	Charu Narang
29	Chinnadurai Periyasami
30	Cornelius Lyngdoh
31	Debashree Bhattacharya
32	Debolina Samanta
33	Dennis Z
34	Dhakshayini S
35	Dhanya Ravi
36	Dinesh Kumar
37	Dipesh Sutariya
38	Eerla Venkat Rao
39	Elrin Ritesh Fernandes
40	Ganesh Rao Yadav
41	Gayatri Shiva Gulvady
42	Geeta
43	George M Sebastian

#	NAME
44	Goram Sivasankar
45	Gurudeva C
46	Guruprasad S
47	Hemanth Kumar M
48	Hemavathi J
49	Hemavathy G
50	Jeeja Ghosh
51	Jesuva Anand M
52	Jincy N M
53	Jyoti Shankar Achari
54	K C Deepak
55	K R Ashwini Rao
56	Kaavyasri D A
57	Kadam Khatun Sekh
58	Kamal Ashraf Farooque
59	Kamalakanta Nayak
60	Kanika Mukesh Agarwal
61	Karthik V
62	Kongaleti SatyaNarayana Reddy
63	Kotha Mallikarjun
64	Krishna Narayan
65	Kumudini E
66	Lakshmi
67	Lakshmi G
68	Leo Santosh
69	Leon Thomas Dsouza
70	Leticia Pires
71	Lohrii Francis
72	Lokesh Naik
73	M B Vishnupriya
74	M Naveen Kumar
75	Madhavi Leburu
76	Mahonnath Hrudai
77	Malakamma Patil
78	Manju Sharma
79	Manu Raji
80	Moseschowdari Gorrepati
81	Murali Kumar R
82	Murugan G
83	Nandini Nath
84	Narasimha Vijaya Rayachur
85	Narendra V G
86	Naveen C R

#	NAME
87	Naveen R
88	Nayantara Janardhan
89	Neel Lama
90	Neeraj Krishnan
91	Nilay Desai
92	Nipun Kumar Malhotra
93	P Shravya
94	P. Nandini Kavitha
95	Pankaj Sharma
96	Pavan Ramesh Chavan
97	Prameela Nadkarni
98	Pran Nath Nagri
99	Pratap T P
100	Pratibha Kumari
101	Praveen Kumar
102	Premakumari
103	Priti Lobo
104	Pujari Choudamma
105	R S Nivetha
106	Rajendra
107	Rajesh Y
108	Rakhi P V
109	Ramesh J
110	Reena Kuttan
111	Ritika Mourya
112	Rituparna Sarangi
113	Roopa Reddy K N
114	Roopesh Sasidaran
115	Roseline Mary
116	S Velvizhi
117	Sachin Thomas
118	Sagar Honakeri
119	Samapti Acharjee
120	Samara Thomas Thekkan
121	Sameer Ullah Sheikh
122	Sandesh HR
123	Saroja G
124	Satheesh S
125	Satisha G
126	Sayomdeb Mukherjee
127	Shanti Raghavan
128	Shibu T L
129	Shijo Joseph

#	NAME
130	Shiva Keshava M
131	Shiva Kumar B R
132	Shivakumar N
133	Shristi Gajurel
134	Shweta Dudeja
135	Soma Banerjee
136	Stallone Samson Peris
137	Subburaj S
138	Suchitra Muthanna
139	Sudha Srikanth
140	Sujata Ramchandra Pawar
141	Sultana Banu
142	Sunetra Gupta
143	Swagat Kumar Sinha
144	Swarali Rajendra Sonar
145	Swati Kalra
146	Tanmoy Chakraborty
147	Thyagaraj
148	Usha Pattabhiraman
149	Usha S
150	Vedashree V
151	Veeravalli Srikanth Padmanabhan
152	Vikas Bhagvan Gadade
153	Vikas G.Dwivedi
154	Vimal Rajkumar P
155	Vinay Cleetus
156	Vinayaka V S
157	Vinitha Louis
158	Vinodh Kumar S
159	Viradiya Tushar Vallabhbbhai
160	Vishwanath B M
161	Vivian Sumeeth Samuel
162	Wagji Sadanand Kishan

### GOVERNING BOARD

Ms. Shanti Raghavan  
 Mr. Dipesh Sutariya  
 Mr. Pran Nath Nagri  
 Ms. Pratibha Nakil  
 Mr. Sarbajit Ghose  
 Mr. Cyriac Babu Joseph  
 Mr. Moseschowdari Gorrepati

## Gratitude

EnAble India thanks the following funders and many more who supported us in 2024-25.

LIST OF FUNDERS F.Y 2024-2025
ALLEGIS SERVICES INDIA PVT LTD.
APPLE INDIA PRIVATE LIMITED
ASHISH RAMESHCHANDRA KACHOLIA
AUSTRALIAN CONSULATE-GENERAL - BENGALURU
AXIS BANK FOUNDATION
BANK OF AMERICA N. A
BANGALORE FLUID SYSTEM COMPONENTS PVT LTD.
BLOOMBERG DATA SERVICES INDIA PVT LTD.
COGNIZANT FOUNDATION
FIDELITY BUSINESS SERVICES INDIA PVT LTD
FNF INDIA PVT LTD
FORTINET TECHNOLOGIES INDIA PRIVATE LIMITED
INDIA ENERGY EXCHANGE LIMITED
MCKINSEY GLOBAL CAPABILITIES & SERVICES PRIVATE LIMITED
MOOG MOTION CONTROLS PVT LTD
REFINTIV CHARITIES
SAINT-GOBAIN INDIA PVT LTD.
STANDARD CHARTERED BANK
SYNERGY APARTMENT SERVICES PRIVATE LIMITED
THE U. K. ONLINE GIVING FOUNDATION - U. K.
WORLDLINE INDIA PRIVATE LIMITED
WORLDLINE GLOBAL SERVICES PRIVATE LIMITED

## Audit Report



### Independent Auditor's Report

To  
The Trustees of  
**ENABLE INDIA BANGALORE**

#### **Opinion**

We have audited the accompanying Financial Statements of **Enable India** which comprise the Balance Sheet as at 31<sup>st</sup> March, 2025 and the Income and Expenditure Account for the year then ended and a summary of Notes and significant Accounting Policies.

In our opinion and to the best of our information and according to the explanations given to us, the Financial Statements give a true and fair view in conformity with the accounting principles generally accepted in India of the state of affairs of the Trust as at 31<sup>st</sup> March, 2025 and the *Excess of Income Over Expenditure* for the year ended on that date.

#### **Basis for Opinion**

We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India (ICAI). Our responsibilities under those Standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are independent of the entity in accordance with the ethical requirements that are relevant to our audit of the Financial Statements and we have fulfilled our ethical responsibilities in accordance with these requirements and ICAI's Code of Ethics. We believe that the audit evidences we have obtained are sufficient and appropriate to provide a basis for our audit opinion.

#### **Management's Responsibility for the Standalone Financial Statements**

Management of the Trust is responsible for the preparation and fair presentation of the Financial Statements in accordance with the Accounting Standards generally accepted in India, and for such internal control as Management determines is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error.

In preparing the Financial Statements, the Management is responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to

going concern and using the going concern basis of accounting unless the Management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so. The Management is also responsible for overseeing the Trust's financial reporting process.

**Auditor's Responsibilities for the Audit of Financial Statements**

Our objectives are to obtain reasonable assurance about whether the Financial Statements are free from material misstatement whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Standard Auditing Practises prescribed by ICAI will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Financial Statements.

We communicate with the Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Other Matters**

Further, based on our audit we report that:

- a. We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
- b. In our opinion, proper books of account as required by law have been kept by the Trust so far as it appears from our examination of those books.
- c. The Balance Sheet and the Income and Expenditure Account dealt with by this Report are in agreement with the relevant books of account.



For Phillipos George & Co,  
Chartered Accountants  
FRN: 002650S

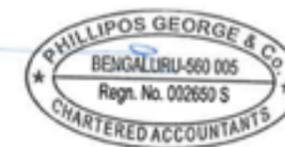
Joe James  
Partner  
Membership No: 251076  
UDIN: 25251076BMIIVT3379

Place: Bangalore  
Date: 16<sup>th</sup> October 2025

**ENABLE INDIA**  
No. 473/B, Adugodi Main Road, 8th Block Koramangala  
Bangalore - 560 095, Karnataka  
Balance Sheet as at 31st March 2025

Particulars	NOTE	Amount (₹)	
		2024-25	2023-24
<b>I. Sources of Funds</b>			
1. NPO Funds			
a. Unrestricted Funds	1A	42,84,40,883	17,92,99,152
b. Restricted Funds	1B	36,49,50,276	60,96,51,525
2. Current Liabilities			
a. Other Current Liabilities	2	1,65,96,389	-
<b>Total</b>		<b>80,99,87,548</b>	<b>78,89,50,677</b>
<b>II. Application of Funds</b>			
1. Non-current Assets			
a. Property, Plant & Equipment and Intangible Assets	3	22,71,43,526	3,62,57,368
2. Non-current Assets			
a. Investments	4	42,68,29,978	64,59,18,561
3. Current Assets			
a. Cash & Bank Balances	5	13,85,08,946	8,07,11,338
b. Other Current Assets	6	1,75,05,098	2,60,63,409
<b>Total</b>		<b>80,99,87,548</b>	<b>78,89,50,677</b>

As Per Our Report of Even Date  
For Phillipos George & Co,  
Chartered Accountants  
Firm Reg. No. 002650S



Joe James  
Partner  
M.No. 251076  
UDIN: 25251076BMIIVT3379



For Enable India

Managing Trustee

Place: Bangalore  
Date : 16-10-2025

**ENABLE INDIA**  
 No. 473/B, Adugodi Main Road, 8th Block Koramangala  
 Bangalore - 560 095, Karnataka  
**Income and Expenditure Account**  
 For the year ended 31st March 2025

Amount (₹)

Particulars	NOTE	For the period ended 31.03.2025	For the period ended 31.03.2024
<b>I. Income</b>			
1. Donation & Grants	7	27,48,50,839	24,36,01,638
2. Interest Income		4,75,91,304	5,36,47,926
3. Other Income		1,46,907	1,87,765
<b>Total Income (A)</b>		<b>32,25,89,051</b>	<b>29,74,37,329</b>
<b>II. Expenditure</b>			
1. Project Expenses	8	23,47,35,634	23,08,03,715
2. Administration Expense	9	3,52,69,886	82,80,247
<b>Total Expenditure (B)</b>		<b>27,00,05,521</b>	<b>23,90,83,962</b>
<b>Surplus/(Deficit) Transferred to General Fund</b>		<b>5,25,83,530</b>	<b>5,83,53,368</b>

As Per Our Report of Even Date  
 For Phillipos George & Co,  
 Chartered Accountants  
 Firm Reg. No. 002650 S

For Enable India



Managing Trustee



Joe James  
 Partner  
 M.No. 251076  
 UDIN: 25251076BMIIVT3379

Place: Bangalore  
 Date : 16-10-2025

**ENABLE INDIA**  
 No. 473/B, Adugodi Main Road, 8th Block Koramangala  
 Bangalore - 560 095, Karnataka  
 Schedule to the Balance Sheet as on 31st March 2025

**L. NPO Funds**

Sr. No.	Particulars	As at 01st April 2024	Surplus/(Deficit)	Transfer from Specified Funds	Assets acquired out of specified grants	As at 31.03.2025
		(Opening Balance)	Transferred from Income & Expenditure			(Closing Balance)
		(a)	(b)	(c)	(d)	(a) + (b) + (c) + (d)
<b>Unrestricted Funds</b>						
1	Capital Fund	-	-	-	19,40,50,298	19,40,50,298
2	General Fund	17,90,88,827	5,25,83,530	25,07,903	-	23,41,80,260
3	Employee Welfare Fund	2,19,384	-	-	-	2,19,384
<b>Total Unrestricted Fund (IA)</b>		<b>17,92,99,132</b>	<b>5,25,83,530</b>	<b>25,07,903</b>	<b>19,40,50,298</b>	<b>42,84,49,883</b>



**ENABLE INDIA**  
 No. 473/B, Adugodi Main Road, 8th Block Koramangala  
 Bangalore - 560 095, Karnataka  
 Schedule to the Balance Sheet as on 31st March 2025

**L. SPD Funds**

Sr. No.	Particulars	As at 01st April 2024	Funds received during the year	Advance paid	Transfer to Income & Expenditure in the course of the year	Transfer to General Fund	Capital Expenditure transferred to Capital Fund	As at 31.03.2025
		(Opening Balance)						(Closing Balance)
<b>1. Restricted Funds</b>								
1	Specified Grant Fund (Local Contributions)	-	54,13,080	1,51,977	96,18,826	-	-	4,38,023
1.1	Adiga	4,28,545	-	-	-	-	-	4,28,545
1.2	Apple Project IV	1,46,96,124	-	-	-	-	-	1,46,96,124
1.3	Apple Project V	-	8,42,79,576	-	8,42,79,576	-	-	1,76,31,862
1.4	Chennai	-	33,08,520	-	33,08,520	-	-	1,12,473
1.5	Phonetics	89,871	40,00,000	-	40,89,871	-	-	41,95,671
1.6	Reliance	25,07,903	-	-	-	25,07,903	-	25,07,903
1.7	Axis Bank Foundation	-	3,55,79,964	-	3,55,79,964	-	-	3,55,79,964
1.8	Woodfin Global	-	7,54,896	-	7,54,896	-	-	7,54,896
1.9	Woodfin India	-	42,26,687	-	42,26,687	-	-	42,26,687
1.10	Fidelis (Business Services Private) Limited	-	28,59,000	-	28,59,000	-	-	28,59,000
1.11	Adiga - Aarav Project	-	75,34,000	-	75,34,000	-	-	75,34,000
1.12	Mikrosay Global Services India Pvt Ltd.	6,14,000	15,66,867	-	21,80,867	-	-	27,95,667
<b>Total - Specified Grant Fund (I.C)</b>		<b>2,46,11,243</b>	<b>1,43,43,127</b>	<b>1,51,977</b>	<b>1,84,77,826</b>	<b>25,07,903</b>	<b>-</b>	<b>2,74,83,083</b>
<b>2. Specified Grant Fund (Foreign Contributions)</b>								
2.1	Google	50,86,438	-	-	50,86,438	-	-	50,86,438
2.2	Wipro India	2,87,119	-	-	2,87,119	-	-	2,87,119
2.3	Fidelity Asia Pacific Foundation	71,74,052	-	-	71,74,052	-	-	71,74,052
2.4	Nelson Valley Community Foundation	22,39,142	-	-	22,39,142	-	-	22,39,142
2.5	Standard Chartered Bank	-	1,00,08,094	-	1,00,08,094	-	-	1,00,08,094
2.6	Bank Of America	-	3,62,00,000	-	3,62,00,000	-	-	3,62,00,000
2.7	Edhesive Charities	-	31,43,672	-	31,43,672	-	-	31,43,672
2.8	Blomberg	-	12,84,141	-	12,84,141	-	-	12,84,141
2.9	J.K. Global S&P Global	-	26,28,207	-	26,28,207	-	-	26,28,207
<b>Total - Specified Grant Fund (F.C.Rs)</b>		<b>26,40,16,242</b>	<b>1,34,02,017</b>	<b>-</b>	<b>1,69,98,059</b>	<b>-</b>	<b>-</b>	<b>1,69,98,059</b>
<b>3. Corpus Fund</b>		<b>11,00,00,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>11,00,00,000</b>
<b>Total - Corpus Fund</b>		<b>11,00,00,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>11,00,00,000</b>



**ENABLE INDIA**  
 Bangalore - 560 095, Karnataka  
 Schedule to the Balance Sheet as on 31st March 2025

Particulars	31-Mar-25	For the year ended 31-03-2025	For the year ended 31-03-2024
<b>Note 2: Other Current Liabilities</b>			
Sundry Creditors		1,65,96,389	-
<b>Total</b>		<b>1,65,96,389</b>	<b>-</b>
<b>Note 5: Cash and Bank Balances</b>			
<b>(i) Cash &amp; Cash Equivalents</b>			
(a) Cash on hand		8,992	308
(b) Balance with Banks			
State Bank of India - Savings Account	(12,67,635)		1,77,35,672
IDBI Bank Ltd - Savings Account	1,62,973		18,611
ICICI Bank Ltd Saving Account	(16,07,691)		6,17,260
Axis Bank- Savings Account	1,46,93,357		-
State Bank of India - Reverse Sweep Account	-4,21,56,000		-
IDBI Bank Ltd - Reverse Sweep Account	-		-
ICICI Bank Ltd - Reverse Sweep Account	8,43,62,949	13,84,99,954	6,23,39,487
<b>Total</b>		<b>13,85,08,946</b>	<b>8,07,11,338</b>



**ENABLE INDIA**

Bangalore - 560 095, Karnataka  
Schedule to the Balance Sheet as on 31st march 2025

Particulars	31-Mar-25	For the year ended 31-03-2025	For the year ended 31-03-2024
<b>Note 6: Other Current Assets</b>			
<b>(i) LTC Gratuity Scheme</b>			
As per last year balance sheet	33,55,436		
Add: Paid during the year	11,38,020		
Less: Received during the year	9,41,654		
		35,51,802	33,55,436
<b>(ii) Staff and Other Advances</b>			
As per last year balance sheet	3,63,281		
Add: Given During the year	7,16,410		
Less: Received during the year	4,93,052		
		5,86,639	3,63,281
<b>(iii) Building Deposit</b>		40,60,000	40,60,000
<b>(iv) BDA Registration Fees</b>		5,000	5,000
<b>(v) Travel Deposit</b>		5,00,000	-
<b>(vi) Interest Receivable</b>			
As per last year balance sheet	76,45,036		
Add: Receivable During the year	27,34,686		
Less: Received During the year	76,45,033		
		27,34,689	76,45,036
<b>(vii) Advance given for purchase of Assets</b>			
As per last year balance sheet	7,84,700		
Less: Received during the year	7,84,700		
		-	7,84,700
<b>(viii) Other Advances</b>			
Advance tax		94,353.00	
Other advances		7,63,177	
<b>(ix) Tax Deducted at Source</b>			
(a) A.Y 2017-18			11,82,161
(b) A.Y 2020-21			4,31,001
(c) A.Y 2021-22			4,30,034
(d) A.Y 2022-23			3,99,888
(e) A.Y 2023-24	20,51,355		20,51,355
Less: Received during the year	10,89,807		
Less: TDS Writes off	9,61,548		
			53,55,517
(f) A.Y 2024-25	53,55,517		53,55,517
Less: Received during the year	53,55,517		
(g) A.Y 2025-26		52,09,438	
<b>Total</b>		<b>1,75,05,098</b>	<b>2,60,63,409</b>



**ENABLE INDIA**  
No. 473/B, Adugodi Main Road, 8th Block Koramangala  
Bangalore - 560 095, Karnataka  
Schedules to the Consolidated Income and Expenditure Account  
For the year ended 31st March 2025

Particulars	For the period ended 31.03.2025			For the period ended 31.03.2024		
	Unrestricted Fund	Restricted Fund	Total	Unrestricted Fund	Restricted Fund	Total
<b>Donations</b>						
<b>Unrestricted Fund</b>						
1. Grant, Donations & Contributions						
Donations and Contributions - Local	1,56,05,296		1,56,05,296	95,20,295		95,20,295
Donations and Contributions - Foreign	12,77,110		12,77,110	37,53,799		37,53,799
<b>Restricted Fund</b>						
<b>Transfer from Restricted Fund</b>						
1. Transfer from Specified Grant Fund - FCRA						
1.1 Google		16,66,418	16,66,418		25,82,782	25,82,782
1.2 Binny Chiller		1,70,397	1,70,397		21,84,250	21,84,250
1.3 Fidelity Asia Pacific Foundation		71,74,032	71,74,032		71,94,589	71,94,589
1.4 Silicon Valley Community Foundation		4,71,15,569	4,71,15,569		6,76,49,768	6,76,49,768
1.5 Standard Chartered Bank		1,00,08,094	1,00,08,094		1,79,21,563	1,79,21,563
1.6 Bank Of America		3,62,00,000	3,62,00,000		2,50,00,000	2,50,00,000
1.7 Refinitiv Charities		14,08,500	14,08,500		-	-
1.8 Bloomberg		12,84,143	12,84,143		-	-
1.9 UK Office S&P Global		26,28,201	26,28,201		-	-
2. Transfer from Specified Grant Fund - IIC						
2.1 Adagio		91,48,597	91,48,597		78,80,142	78,80,142
2.2 Apple Project - III					41,20,372	41,20,372
2.3 Apple Project IV		1,66,99,124	1,66,99,124		3,83,00,876	3,83,00,876
2.4 Apple Project V		6,64,46,614	6,64,46,614		-	-
2.5 Cognizant		31,66,997	31,66,997		63,22,450	63,22,450
2.6 Linde					17,771	17,771
2.7 Philanthropy		40,95,671	40,95,671		1,09,04,329	1,09,04,329
2.8 QuickSilver					9,15,814	9,15,814
2.9 Star Street					7,87,448	7,87,448
2.10 Refinitiv					10,70,285	10,70,285
<b>Balance at</b>	<b>1,68,82,406</b>	<b>20,32,19,239</b>	<b>22,41,01,645</b>	<b>1,32,74,094</b>	<b>21,28,34,240</b>	<b>23,81,08,334</b>



**ENABLE INDIA**  
No. 473/B, Adugodi Main Road, 8th Block Koramangala  
Bangalore - 560 095, Karnataka  
Schedules to the Consolidated Income and Expenditure Account  
For the year ended 31st March 2025

Balance at	1,68,82,406	20,32,19,239	22,41,01,645	1,32,74,094	21,28,34,240	23,81,08,334
2.11 IBM			-		42,91,807	42,91,807
2.12 Babson Booth			-		1,73,187	1,73,187
2.13 Hga Digital			-		2,20,000	2,20,000
2.14 VM Ware			-		35,00,000	35,00,000
2.15 Obvious ventures Pvt. Ltd.			-		4,00,000	4,00,000
2.16 Sales force 2025-24			-		32,30,000	32,30,000
2.17 Adagio Rampcity			-		25,40,000	25,40,000
2.18 Axis Bank Foundation		3,30,34,724	3,30,34,724		-	-
2.19 Worldline Global		7,64,896	7,64,896		-	-
2.20 Worldline India		42,26,607	42,26,607		-	-
2.21 Fidelity Business services Private Limited		28,08,000	28,08,000		-	-
2.22 Adagio- Apple Project		73,34,000	73,34,000		-	-
2.23 McKinsey Global Services India Pvt.Ltd.		23,80,667	23,80,667		11,34,000	11,34,000
<b>Total</b>	<b>1,68,82,406</b>	<b>25,79,68,433</b>	<b>27,48,50,839</b>	<b>1,32,74,094</b>	<b>22,83,27,634</b>	<b>24,56,01,638</b>



No. 473/B, Adugodi Main Road, 8th Block Koramangala  
Bangalore - 560 095, Karnataka

Note: 3

Statement of Fixed Assets and Depreciation for the year ended 31st March 2025

Sl. No.	Name of the assets	Gross value 01.04.2024	Additions		Deletions	Total value 31.03.2025	Depreciation For the year	Net Book As on 31.03.2025
			Before 30th Sept	After 1st Oct				
1	Land	2,02,54,840	-	-	2,02,54,840	-	-	-
2	Building	-	-	19,59,07,152	-	19,59,07,152	-	19,59,07,152
3	Computer and Accessories	59,44,346	19,05,578	32,90,292	-	1,31,40,217	39,40,958	91,99,279
4	Equipments	39,97,363	14,77,999	6,17,282	-	60,92,644	9,51,832	51,40,812
5	Furniture and Fixtures	23,92,551	98,44,317	18,78,289	-	1,41,15,157	5,36,802	1,35,78,256
6	Vehicle	36,68,268	-	-	-	36,68,268	5,30,240	31,38,028
	<b>TOTAL</b>	<b>1,62,57,268</b>	<b>1,32,27,895</b>	<b>70,36,93,015</b>	<b>2,02,54,840</b>	<b>23,29,23,438</b>	<b>57,79,912</b>	<b>22,71,43,526</b>



ENABLE INDIA

No. 473/B, Adugodi Main Road, 8th Block Koramangala  
Bangalore - 560 095, Karnataka

Note 4 : Fixed Deposits Forming Part of Balance Sheet as at 31st March 2025

S.No	Name of Bank	FDR No.	Date of Deposit	Amount Deposited	Balance as on 31st March 2025
<b>1. Trust Fund</b>					
1	State Bank of India	43573076308	29/11/2024	50,00,000	50,00,000
2	State Bank of India	43573103367	29/11/2024	2,50,00,000	2,50,00,000
3	State Bank of India	43573140967	29/11/2024	2,50,00,000	2,50,00,000
4	State Bank of India	43573151414	29/11/2024	2,50,00,000	2,50,00,000
5	State Bank of India	43711873887	10/01/2025	2,02,54,840	2,02,54,840
6	ICICI Bank	4713117074	14/09/2023	4,99,000	5,75,138
<b>2. Corpus Fund</b>					
1	State Bank of India	43951941481	28/03/2025	32,60,00,000	32,60,00,000
	<b>Total</b>			<b>42,67,53,840</b>	<b>42,68,29,978</b>



ENABLE INDIA  
No. 473/B, Adugodi Main Road, 8th Block Koramangala  
Bangalore - 560 095, Karnataka

SCHEDULE OF EXPENDITURE

Note 08. SCHEDULE OF PROJECT EXPENDITURE

SLNo	Particulars	Enable India 001	SBI FCRA 002	ARF 003	Allegis 004	Apple 4 005	Apple 5 006	Cognisant 007	Philanthropy 008	Total 001 to 008
1	Accommodation	38,212	19,93,557	2,79,373	52,636	2,76,803	17,30,056	-	-	33,50,597
2	Advertisement Expenses	-	-	-	-	-	5,000	-	-	5,000
3	Assessing Aids	-	5,000	-	-	21,280	-	-	-	26,280
5	Candidate Services	-	11,68,600	-	-	1,31,317	4,90,879	-	-	16,16,796
6	Company Maintenance	38,378	72,843	32,902	5,797	33,098	5,540	-	-	1,66,376
7	Contractor	18,486	-	32,131	49,125	74,763	78,249	-	6,074	2,54,711
8	Event Expenses	17,62,657	22,94,756	8,45,637	6,86,782	30,05,912	27,03,019	-	1,45,000	94,98,159
9	Postage, Telephone and Internet Charges	1,84,843	86,486	1,147	6,980	17,718	85,874	4,221	1,080	3,51,519
10	Printing and Stationery	4,17,050	3,87,811	1,666	1,14,163	79,603	2,09,459	1,435	1,886	8,13,628
11	Professional Charges	3,48,130	3,97,49,227	13,74,245	11,96,907	39,63,217	1,92,58,476	24,00,000	1,56,000	6,82,02,562
12	Provident Fund	1,14,286	21,68,926	2,29,300	1,80,568	84,879	10,50,345	-	4,896	41,92,871
13	Rent	60,02,740	23,50,948	5,99,000	-	6,80,740	37,18,209	-	-	66,77,948
14	Salaries	3,92,000	3,12,96,795	75,40,543	41,62,000	22,39,900	2,22,47,617	1,91,000	72,000	6,45,98,666
15	Scholarship	-	12,62,000	-	-	-	-	-	-	12,62,000
16	Supplies	-	-	-	-	5,04,000	18,63,684	-	-	23,67,684
17	Training & Seminar Fees	-	-	-	-	-	-	-	-	-
18	International Travel Expenses	4,23,677	7,28,614	-	1,36,200	-	-	-	-	13,08,491
19	Inventory Support	-	4,50,000	-	-	-	-	-	-	4,50,000
20	Traveling Expenses	2,07,508	32,53,891	16,33,170	3,43,266	10,99,536	13,42,290	28,897	28,265	79,03,853
21	Welfare Expenses	20,91,738	10,85,248	750	93,640	4,336	1,60,440	-	2,228	32,94,356
22	Interimdy Remuneration	40,000	5,49,222	-	-	7,18,200	4,82,000	-	-	17,96,272
23	Programme Expenses	1,57,89,888	28,34,000	1,80,45,800	42,42,292	49,48,899	-	34,40,300	6,82,18,180	6,82,18,180
24	Health Insurance	14,13,050	46,95,294	3,68,719	40,140	-	9,34,115	-	-	64,12,278
	<b>TOTAL</b>	<b>1,78,64,722</b>	<b>9,58,40,335</b>	<b>3,14,76,882</b>	<b>68,13,612</b>	<b>1,96,76,389</b>	<b>6,87,05,309</b>	<b>38,11,594</b>	<b>48,80,071</b>	<b>23,87,33,674</b>



ENABLE INDIA  
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SCHEDULE OF EXPENDITURE

Note 09. SCHEDULE OF ADMINISTRATION EXPENSES

SLNo	Particulars	Enable India 001	SBI FCRA 002	ARF 003	Allegis 004	Apple 4 005	Apple 5 006	Cognisant 007	Philanthropy 008	Total 001 to 008
1	Audit Fee	48,000	2,76,000	-	-	25,000	58,000	-	-	3,37,000
2	Bank Charges	3,291	12,013	279	1	-	13	-	-	15,594
3	Admin / Management Fees	43,30,099	-	3,99,833	6,95,980	-	57,32,091	-	-	64,78,003
4	Clear Cover Expenses	92,356	1,40,000	-	-	-	-	-	-	2,32,356
5	Electricity & Water Chgs	12,61,746	8,880	3,08,603	-	-	-	-	-	16,08,229
6	Fuel Charges	1,68,307	14,708	3,963	1,071	1,140	16,000	-	-	2,09,159
7	Gas/air	9,41,945	-	-	-	-	-	-	-	9,41,945
8	Repairs & Maintenance	3,19,405	3,21,256	45,000	72,538	-	25,661	-	9,980	7,79,177
9	Security Service	4,71,959	5,30,445	-	-	-	-	-	-	10,02,404
10	Salaries	2,71,980	1,76,14,629	-	37,081	-	1,124,500	92,000	-	1,38,42,190
11	Professional charges	-	18,91,000	-	-	-	-	-	-	18,91,000
12	Remuneration Account	4,17,367	13,046	-	-	-	-	-	-	4,30,413
13	General Insurance	-	2,04,218	-	-	-	-	-	-	2,04,218
14	Car Insurance	25,000	33,000	-	-	-	-	-	-	58,000
15	Lead Expenses	-	1,65,880	-	-	-	-	-	-	1,65,880
16	Rates & Taxes	81,344	2,36,029	-	-	-	-	-	-	3,17,373
17	Regulatory and Renewal Expenses	1,71,336	22,07,511	-	2,04,349	10,000	6,42,142	87,813	-	36,93,141
18	Interest on Loan	-	-	-	-	-	-	-	-	-
19	Office Maintenance	-	9,93,632	-	-	-	-	-	-	9,93,632
20	TDS Withdr off	34,04,652	-	-	-	-	-	-	-	34,04,652
21	Depreciation/allow written off	25,61,363	22,40,670	1,78,874	8,26,276	-	29,189	-	-	50,79,572
	<b>TOTAL</b>	<b>34,32,497</b>	<b>2,13,51,532</b>	<b>2,68,596</b>	<b>16,13,177</b>	<b>28,894</b>	<b>14,81,617</b>	<b>1,34,560</b>	<b>6,880</b>	<b>3,52,69,866</b>
	<b>Grand Total</b>	<b>2,14,87,629</b>	<b>13,73,91,877</b>	<b>3,22,93,948</b>	<b>86,36,588</b>	<b>1,49,66,083</b>	<b>6,45,15,126</b>	<b>52,66,997</b>	<b>48,94,831</b>	<b>27,88,81,521</b>



Enable India

No. 473/B, Adugodi Main Road, 8th Block Koramangala, Bangalore 560095 Karnataka

Summary of Significant Accounting Policies and Notes to Accounts for the year ended 31st March 2025

A. Summary of Significant Accounting Policies

1. Basis of Accounting

The financial statements have been prepared under the historical cost convention on a cash basis of accounting and in accordance with the generally accepted accounting principles in India and the Technical Guide on Accounting for NPOs.

2. Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amount of assets, liabilities, income and expenses. Actual results could differ from those estimates.

3. Going Concern

The financial statements have been prepared on a going concern basis which assumes the Trust will be able to realize its assets and discharge its liabilities in the normal course of business for the foreseeable future. There are no conditions indicating the existence of a material uncertainty that may cast significant doubt about the Trust's ability to continue as a going concern.

4. Revenue Recognition

• Donations and Grants

Unrestricted Donations: are recognized as income when received.

• Interest Income: Recognized on a time proportion basis based on periodic interest certificate received from the bank.

• Other Receipts: Recognized as income when the right to receive is established.

5. Fixed Assets and Depreciation

Fixed Assets are stated at historical cost less accumulated depreciation. Depreciation is provided on a written-down value method (or straight-line method, as applicable) at rates prescribed under the Income Tax Act or as per internal management estimates based on useful life, whichever is appropriate.

6. Impairment of Assets

The Trust assesses at each balance sheet date whether there is any indication that an asset may be impaired. If such indication exists, an impairment loss is recognized.

7. Investments

Investments are carried at cost. Provision for diminution in value is made where, in the opinion of the management, such diminution is permanent.

8. Cash and Cash Equivalents

Cash and cash equivalents include balances with banks and cash in hand, short-term deposits, and other highly liquid investments.

9. Foreign Currency Transactions

Transactions in foreign currencies are accounted on actual realization basis on the date of transaction.



Enable India

No. 473/B, Adugodi Main Road, 8th Block Koramangala, Bangalore 560095 Karnataka

B. Notes to Accounts

1. Nature of Entity

Enable India is a registered Charitable Trust working to ensure the economic independence and dignity of persons with disability. The trust provides counselling, guidance, and training to the disabled to improve their quality of living through various programs held for their benefit.

2. Income Tax Exemption

The Trust is also registered under Section 12A of the Indian Income-tax Act, 1961 with the Commissioner of Income Tax (Exemptions) vide Registration No. AAATE0632JE20214. This makes the trust eligible for tax exemption on total income subject to compliance with the specific provisions of the Indian Income-tax Act, 1961.

3. Related Party Transactions

The Trust has identified its members as related parties. No remuneration or sitting fees have been paid to trustees during the year.

4. Contingent Liabilities

There are no known contingent liabilities as at the balance sheet date (or mention specifics, if applicable).

5. Events After Balance Sheet Date

No material events have occurred after the balance sheet date that would require adjustments to or disclosures in the financial statements.

6. Prior Period Items

No significant prior period income or expenditure has been recognized during the current year (or disclose nature and amount if applicable).

7. Other Disclosures

- a. The financial statements are presented in Indian Rupees.
b. Previous year figures have been regrouped/reclassified wherever necessary for comparability.

As per our report of even date
For Philippos George & Co.,
Chartered Accountants
Firm Reg. No.:002650 S

Handwritten signature of Joe James

Joe James
Partner
Membership No. 251076
UDIN: 25251076BMMHVT3379

Bangalore
Date: 16<sup>th</sup> October, 2025

For and on behalf of Enable India

Handwritten signature of Managing Trustee

Managing Trustee







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