

Infosys

FOUNDATION USA

IMPACT REPORT FY25

BUILDING PATHWAYS TO A DIGITAL FUTURE



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Towards a digital future

Last summer, in a Hartford classroom, a 15-year-old watched her first line of code come to life and smiled as she realized for the first time that she could create technology. Miles away, a student's dream of hiking with friends became a reality when volunteers helped design adaptive equipment for his wheelchair. At a high school in Indiana, an educator prepared to teach computer science to students who had never seen themselves as "tech kids." Three months earlier, she had joined over 1,200 educators at the Foundation's Pathfinders Summer Institute, driven by the belief that her students deserved better than outdated textbooks and borrowed laptops.

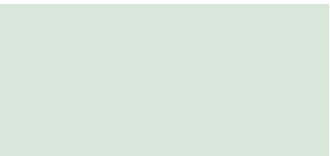
At a time when artificial intelligence and technology are reshaping every industry, the Foundation believes that every young person — regardless of their zip code, background, or circumstances — deserves the opportunity to help shape the digital future, not just consume it.

This is more than the platforms Infosys Foundation USA offers or the programs it funds. It's the smiles on students' faces when their code works, the moment when accessibility sparks innovation for all, and the joy when students realize that they don't just have to use technology, they can make it too. This is how the Infosys Foundation USA is building pathways to a digital future.



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Foreword from Chairperson

As the world around us spins with emerging technological innovations and stories about how AI is transforming everyday life, I am inspired by the partners, colleagues, educators and students within the Infosys Foundation USA community who are embracing tools, frameworks, and curriculum to inspire the next generation of learners. If ever there was a time to focus on digital upskilling and increasing exposure to the power of computer science and maker-centered learning, it is now.

As the Foundation closes another year, I'm proud of our reach into communities across the United States where individuals are keen to learn, to creatively build, and to engage in lifelong learning in the technologies that shape professional opportunities across industry.

The community of educators keeps coming back to us requesting more chances to 'dig in' to the curriculum on the cutting edge. Each year, our curated Pathfinders Summer Institute grows – in fact, we celebrated our largest ever this past summer. Almost 50,000 hours of instruction for 1,250 teachers. The impact that ripples across schools and districts because of this training is inspiring.

Our student-focused programs opening the eyes of youth to the power of gen AI, STEM, engineering and coding always give me the most hope. These future leaders are hungry to learn. The Foundation is thrilled when we can support the non-profits reaching these pockets of learners outside the traditional classroom, in libraries and makerspaces and afterschool programs, in cities and towns across the country.

Even better is when we can match these learners with Infoscion volunteers. This year, I'm thrilled to see such engagement from our Infosys offices and teams who have rolled up their sleeves and gone out into the community to give back. We started humbly a few years ago and have now achieved new records of volunteers and mentors.

Lastly, while we have crossed an original goal of 10 million skilled by 2030 globally, we keep pushing forward to bring our large-scale digital learning platform, Infosys Springboard USA, to those higher education students or professional learners who seek course work in data science and cyber or gen AI – as well as some sharpening of their professional skills. Springboard is an incredible, free resource and we hope to continue to change lives in its dissemination.

We have just turned the corner to our 10th year anniversary. Another moment to say thank you to all who make our Foundation's mission come to life. We welcome the partnership and look forward to continuing to build pathways to a digital future.

Sincerely,

Inderpreet Sawhney

*Chairperson, Infosys Foundation USA
Chief Legal Officer and Chief Compliance Officer, Infosys*



Letter from Executive Director

Infosys Foundation USA had another exciting year delivering digital talent at scale. Staying true to our core commitment to bring computer science education to K-12 educators and students across the country, while equally opening exposure to the dynamic world of emerging technology, the Foundation discovered the desire to embrace these subjects continues to grow among teachers in traditional classrooms, makerspaces, libraries and non-profit programs and from students living in small towns, large cities and pockets of creativity and innovation East Coast to West.

The era of AI is upon us, and the Foundation made sure to deliver. Whether it was our AI Bits and Bytes series on the Springboard digital learning platform, the AI Bootcamps we delivered in partnership with the Mark Cuban Foundation in cities this fall, or our contributions to the frameworks and policies produced in partnership with other global colleagues on the Advisory Council of Teach AI, the Foundation has worked to keep pace with the growing emergence of this technology in education.

The word that stands out this year is growth as we expanded our initiatives to reach new students, educators, volunteers, and partners. We invite you to learn more about our impactful FY25 in the report below.

A special thank you to all our partners, collaborators, and supporters who make this work possible each year. We are respectfully grateful to our Trustees, the CSR Council, and the CSR Committee for their guidance.

Sincerely,

Kate Maloney

Executive Director, Infosys Foundation USA

The mission of Infosys Foundation USA is to expand access to computer science and maker education for K-12 students and educators across the USA, while working to upskill all learners for 21st century technology-enabled opportunities digitally.

Training K-12 educators

The Foundation is dedicated to empowering K-12 educators with the tools and training needed to bring cutting-edge computer science and maker education to students across the United States.

Our flagship Pathfinders Summer Institute continued to provide intensive professional development for K-12 public school educators virtually from May to August, with a focus on AI. This program is delivered in partnership with over 26 leading professional development curriculum partners who offer 40 hours of instruction, and the Foundation curates guest speaker webinars to showcase the importance of AI literacy. The content is thereafter found in the “AI Bits and Bytes” section of the Pathfinders Online Institute within Springboard. Over 1,200 educators participated this past summer.

Fiscal 2025 marked a milestone year as we celebrated the 10th anniversary of two of our most impactful programs for educators. Our CS Teaching Excellence Awards, established in partnership with the Computer Science Teachers Association (CSTA), have honored outstanding K-12 computer science educators who inspire students, engage them in rigorous standards-aligned content, and broaden participation of underrepresented students in computing. Our Infy Makers Awards program also celebrated its 10th anniversary with the theme “Making a Difference” and provided the winning educators with an immersive professional learning experience with Digital Promise. We have reached over 10,555 educators across the United States through these programs.

Inspiring students

Through our strategic partnerships and outreach programs with leading non-profits, the Foundation presented dynamic student-focused computer science

education programs to in-school and out-of-school learning environments. Through our collaboration with Kode With Klossy, the Foundation sponsored summer STEAM camps for young women and gender non-conforming students, and our sponsorship of the National Congressional App Challenge engaged thousands of middle and high school students in creating web applications to add to real-world programs. The Uplands Mobile Maker Lab brought hands-on STEM education directly into schools and communities, reaching over 3,000 students across Indiana. Each of our programs, supported by our non-profit partners from organizations such as Code.org, the Boys and Girls Clubs of Hartford, the Mark Cuban Foundation, Tech Kids Unlimited, and the Televisa Foundation, demonstrated our commitment to removing barriers and expanding access to technology education for all learners.



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Digital upskilling






The Foundation expanded the reach of the Infosys Springboard USA digital learning platform with immersive programs that connect students curated microsites and mentorship with industry experts. We launched multiple cohorts of our Infy Tech Pioneer program, pairing over 90 college students with Infosys mentors for an immersive six-week hands-on program in Gen AI. We sponsored the participation of over 30 middle school Chief Science Officers in the STEM Learning Ecosystems Community Convening. We supported hackathons like LA Hacks and Pearl Hacks, where students create Infosys Springboard accounts and develop AI solutions. This demonstrates our commitment to making digital learning accessible and relevant to students at every stage of their educational journey.

Employee volunteering and community impact

The Foundation mobilized a growing network of volunteers to amplify our mission and build connections with the community. Thirty-three CSR Champions from

both Infosys and its subsidiaries served as ambassadors across the country, identifying unique locally sourced opportunities to bring digital learning and mentorship to learners and to advance the Infosys purpose. The first-ever National Volunteer Week campaign was a resounding success, thanks to our 333 volunteers who worked with 24 organizations across 16 cities on initiatives ranging from mentoring students at Boys and Girls Clubs to judging robotics competitions at maker spaces. Signature programs were rolled out throughout the year including Digital Skills Bootcamps in Harlem, Hartford, and Houston; Mark Cuban Foundation AI Bootcamps that engaged 75 high school students with 50 Infosys mentors, and the sixth annual Infy App Design Challenge where 45 mentors guided students in developing apps addressing real-world needs like mental health and homelessness. Through events like Seattle STEM Days, Technolochicas design workshops, and partnerships with organizations like MakerspaceCT and PENCIL Inc., employee volunteers expand our commitment to hands-on STEM education and community engagement far beyond traditional classroom settings.

FY25 Impact Snapshot

	Educators Reached 10,555		Students Reached 1,134,123
	Volunteers Engaged 647		Events Hosted 60
		Account Holders 65,000	

02 Spotlight Events



- **Tech Innovation Lab:** The Foundation launched the first-ever Tech Innovation Lab within the Discovery Place Science Museum in Charlotte, NC. This state-of-the-art learning lab was a collaboration with Infosys Financial Services and the Infosys Center for Emerging Technology (iCETS) team that created a focused experience for learners in gen AI. The showcase includes a spotlight on the abundant resources of Infosys Springboard USA, Keira, an interactive gen AI avatar, who engages with museum visitors and provides real-time answers to questions about science, AI, the Foundation, and Discovery Place, as well as the award-winning “TogetherTales” experience, where learners can create personalized children’s stories and picture books using AI-driven prompts. The Tech Innovation Lab is designed to ignite a passion for technology and AI skills among students and the wider Charlotte community.
- **CodeCrew:** In July, the Foundation traveled south to Memphis, Tennessee, to join our partners at CodeCrew for the Design and Data: Tech Wearables Fashion Showcase. Through our collaboration, eager and interested elementary and middle school students from Memphis expressed their interest in STEM

through engaging, art-centered activities. Students combined innovative technology with fashion in their designs. Some projects included a shirt that glows red when you slouch to assist people with scoliosis, a jacket that glows blue when the inside temperature drops to help the elderly who have difficulty communicating, a vibrating shirt to help people with seizures identify an episode and assist in restabilizing them, and more.

- **Infy App Design Challenge:** Our longtime non-profit partner, PENCIL, recognized the Foundation at their annual Celebration of Success gala in New York City for our multi-year commitment to the Infy App Design Challenge, a signature program, now heading into its seventh year that pairs high school students with Infosys mentors to develop apps that address social needs. Student alumni shared how pivotal the program was to their academic careers and how they want to ensure that future generations receive access to similar opportunities. Foundation ED Kate Maloney shared heartfelt remarks about how the power of “yes” from students and mentors is what makes the program so magical.

- **Impact Gala:** The Foundation and Infosys CMT hosted a first-ever Impact Gala in San Jose, California to welcome non-profit partners, educators, corporate social responsibility leaders, and industry friends and colleagues for an evening to celebrate the 10th anniversary of the Foundation and be inspired by the voices of the champions of change who are developing computer science curricula, teaching the next generation and working to create a modern culture of digital literacy in communities across the US. A highlight of the event was the closing keynote by the founder of Code for All Minds, an 18-year-old high school student who founded the non-profit during COVID-19 to reach children with neurodiversity.



Panel discussion at the Impact Gala in San Jose, celebrating 10 years of advancing computer science education

- **International Women’s Day celebration:** In partnership with Infosys Financial Services, the Foundation hosted an International Women’s Day celebration at the New York Stock Exchange. The event showcased 20 students and alumni from the Foundation-sponsored AI Bootcamps led by the Mark Cuban Foundation, the annual Infy App Challenge, and Kode With Klossy summer STEM camps, all of whom voiced their shared aspirations to be leaders in the world of business, technology, and finance.
- **STEM Lab:** The Foundation sponsored a new “STEM Lab” at the local Boys and Girls Club of Sammamish, Washington, near the Infosys Seattle office. This lab was a vision of the Foundation in recognition of the volunteer hours Seattle-based Infoscions contributed during the National Volunteer Month

2024. Building upon our commitment to Boys and Girls clubs nationally, the Foundation was thrilled to plant a flag on the West Coast and bring computer science education to the students who visit the club daily. Over 50 Infosys volunteers met with students at the inaugural event to engage in hands-on STEM activities.

- **5th Annual CT Lt. Governor Computing Challenge:** The Foundation hosted the recognition event for the 5th Annual CT Lt. Governor Computing Challenge at the Infosys office in Hartford. This annual program challenges students across CT to “code for good” by creating an app prototype that brings positive change in their community. This year, there was a nearly 60% increase over last year, with over 550 submissions from CT students in grades 3 through 12. Lt. Governor Susan Bysiewicz attended, as did Commissioner of Education Charlene Russell-Tucker, and representatives from ReadyCT, EdAdvance, UConn Werth Institute, Sacred Heart University, ACCESS Educational Services, Milestone C, and CT Stem Academy. Also, curriculum partners like CodeJoy and national brands such as Amazon, NBC Comcast Universal, and the Lego Foundation were in attendance. Ten Infosys volunteers served as judges for the student submissions, while other volunteers supported the event through registration, student project showcases, drone flights, and an iCETS demonstration of the augmented reality ATP tennis experience.



5th annual CT Lt. Governor Computing Challenge Recognition Event hosted at the Infosys Hartford Technology & Innovation Hub

From One to Many: Training K-12 Educators across the US



Behind every great teacher is a community that believes in them. Infosys Foundation USA is committed to supporting the educators who shape young minds and inspire the next generation of innovators. Through meaningful partnerships and programs that celebrate teaching excellence, the Foundation invests in educators who transform curiosity into capability and encourage students to become the innovators, creators, and problem-solvers that the future demands. These initiatives reflect a commitment to ensure that every teacher has the support and resources they need to unlock students' potential in an ever-evolving technological landscape.

- The **Pathfinders Summer Institute** is a signature professional development program hosted by the Foundation in partnership with leading curriculum providers for K-12 public school teachers in computer science and maker education. Originally convened in person, the Summer Institute hosted virtual classrooms during the COVID-19 pandemic and continues to offer the experience virtually every summer. The Foundation complements that event with year-round access to instructional resources via the Pathfinders Online Institute.



A virtual classroom session from the 2024 Pathfinders Summer Institute

The 2024 edition of the Pathfinders Summer Institute concluded with a record-breaking 1,250 educators. These teachers attended one of 19 courses provided by 16 trusted curriculum partners. In addition to a series of dedicated AI courses, the Foundation also offered a four-part webinar series, "Summer of AI", featuring trailblazers Dr. Charlotte Dungan of the Mark Cuban Foundation, Dr. Stefania Druga of MIT Media Lab, Pam Vachatanont of Code.org / TeachAI, and Infoscions Megha Honna and Rajeshwari Ganesan. The webinars were then compiled as a resource titled "AI Bits and Bytes" on the Pathfinders Online Institute for all educators and curious learners to demystify what AI can do in the classroom. The Institute would not have been possible without 26 professional development partners.

- In partnership with the **National Academies Foundation (NAF)**, the Foundation launched the Infosys Springboard USA Digital Academy pilot program, which successfully reached over 100,000 high school students. This achievement led to a commitment to integrate Springboard courses into NAF's summer internship program and classroom curriculum.

In July 2024, the Foundation sponsored the NAF Next, an annual professional development conference that brings together leaders from education, business, and the community to explore leading practice in the classroom. With the support of NAF educators from their Curriculum Collaboration Lab, the Executive Director (ED) of the Foundation co-delivered an innovation studio session that showcased how Infosys Springboard could be leveraged within middle and high school classrooms.

The event also saw the ED of Foundation and former Chief Technology Officer of Latimer AI deliver a presentation to a room full of curious educators about responsible AI integration and industry readiness, including highlights of TeachAI resources.

- Every year, the Foundation sponsors the **CS Teaching Excellence Awards** in partnership with the Computer Science Teachers Association (CSTA), recognizing 10 winners, five honorable mentions, and winners at the regional level. The awards are designed to recognize outstanding teaching by K-12 CS teachers, who inspired students to explore CS, encouraged them to learn rigorous, standards-aligned CS content, and helped broaden the participation of underrepresented students in CS.



CS Teaching Excellence Award winners and presenters at the CSTA Summit 2024, celebrating outstanding K-12 computer science educators

The Foundation attended the CSTA Summit 2024 to present awards to the winners. During the summit, the ED of the Foundation moderated a panel discussion with four 2024 CS Teaching Excellence award winners, who shared candid insights about their passion for CS and what it meant to receive this honor.



Infosys Foundation USA Executive Director Kate Maloney hosting community STEM Event at the Foundation sponsored Tech Innovation Lab at Discovery Place Science in Charlotte, NC

- As part of the Foundation's commitment to the Charlotte, NC community, the Foundation has co-designed a **"Tech Innovation Lab"** to showcase Infosys Springboard USA and demonstrate a commitment to amplifying human potential through gen AI and digital learning.

Leading up to the launch of this space, the Foundation participated in an inspiring Educator Summit, welcoming K-12 educators to the lab. Ten local educators engaged in hands-on STEM activities, including blockchain coding and TogetherTales, an AI-powered storytelling experience. They also interacted with Keira, the interactive generative AI avatar, who provided real-time answers to questions about AI, science, and more.

- The annual **Infy Makers Awards**, a signature program of the Foundation for the past decade, recognized 10 exceptional K-12 educators from schools, libraries, makerspaces, and youth-serving organizations who use maker education to promote equitable and inclusive pathways for students in computer science.

This year's theme, 'Making A Difference,' aimed to reward projects that empower students to become creative and collaborative problem-solvers.

The winners received an individual grant of US\$10,000 and the opportunity to participate in 'Making CS Inclusive,' a year-long professional development program from the Foundation's implementing partner, Digital Promise. The program aims to enable educators to create hands-on, experiential, and inclusive opportunities for students to learn CS in a personally meaningful way and understand how it is relevant to the world and their lives.



Infy Makers Awards celebrates educators who promote equitable science pathways to students

"Imagine a world where every student has access to life-changing technology. That's the world we're creating at Fab Lab El Paso. We've seen the transformative power of hands-on learning through programs such as our bi-national coding initiative for girls, workshops, and make-a-thons.

Now with the Makers award, we're excited to elevate this impact by developing a DIY Chatbot program. The students will design, build, and deploy their own AI Chatbots and explore concepts such as Natural

Language Processing and algorithms in a city where 81% of the population faces barriers to accessing STEM education and careers. We're on a mission to bridge this gap by providing access to AI education and increasing the chances of our students pursuing STEM careers, which can lead to a 30% higher median salary and improved economic mobility."

– Jose Reza,
Fab Lab El Paso, El Paso, Texas Winners of the Infy Makers Awards 2024



2024 Infy Makers Awards Winner Jose Gonzalez from Davis Middle School in Compton, CA showcasing his InfyMakers plaque



A student demonstrates a chip she has built

From Dreams to Code: Bringing Tech Education to Every Student

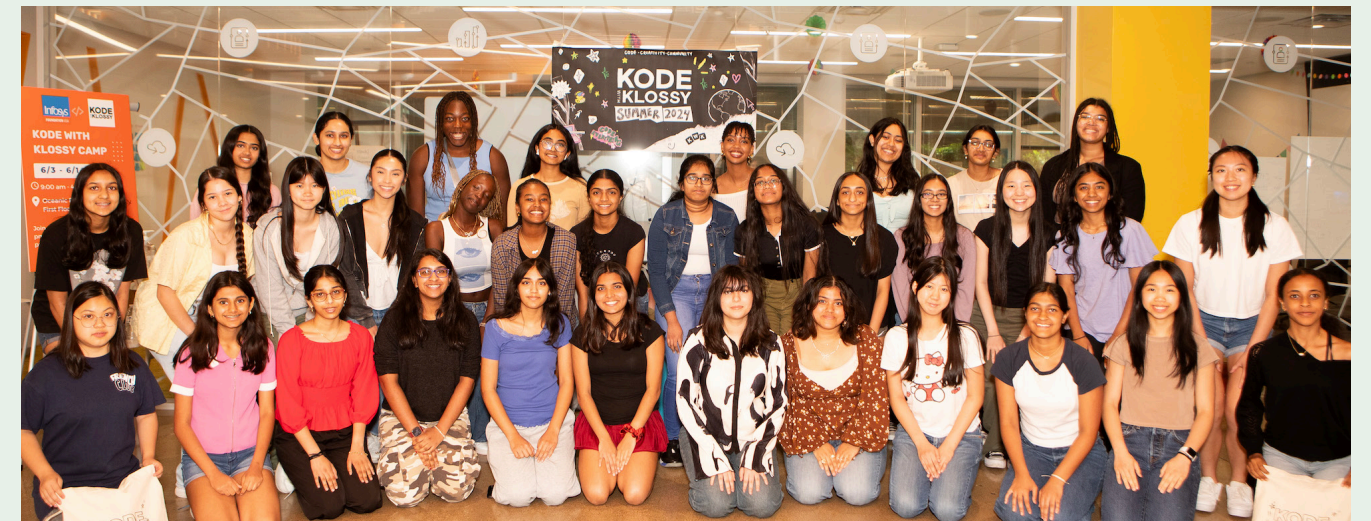


The Foundation is driven by a simple idea: Technology should open doors, not close them. From coast to coast, the Foundation's programs are creating opportunities for students to gain the skills and confidence they need to thrive in this digital age. These are just a few highlights of partnerships with communities, schools, and young innovators that ensure every child has a chance to participate in and shape the future of technology.

- The Foundation and **Kode with Klossy** continued their partnership to create enhanced learning experiences and opportunities for young women, gender non-conforming, and transgender students that help to build their confidence and inspire them to pursue their passions in a technology-driven world.

The two-week STEAM Summer Coding Camp teaches students employable skills such as front-end to back-end engineering concepts, a series on the culture of technology, and hands-on project work.

This year, the Foundation hosted the third annual summer coding camp at the Richardson Infosys office, where 36 dedicated scholars developed innovative mobile applications and worked with Infosys mentors from project inception to their final presentations. Highlights of the program included a Tech Talk & Tacos working lunch with Infosys leadership and an exciting Pitch Party, where the scholars showcased their apps to volunteers who provided helpful technical feedback.



Participants gather at the coding camp conducted by the Foundation and Kode with Klossy

On Demo Day, Inderpreet Sawhney, Chairperson of Infosys Foundation USA, shared career advice about succeeding as a woman in the tech industry. The scholars were treated to a visit to the Infosys Living Labs, where they explored state-of-the-art AR / VR technology.

"This is such a full-circle moment for me. I have never been an Instructor Assistant, but I've been a Kode with Klossy scholar twice. I am the oldest in my family to ever go into college, tech, or anything in this world. It was a nerve-racking experience when I entered my first Kode with Klossy camp. I found a community of girls who are just like me. Now, at least three or four years later, here I am at Code-a-bration, learning and teaching."

– Yasmin,
Kode with Klossy scholar

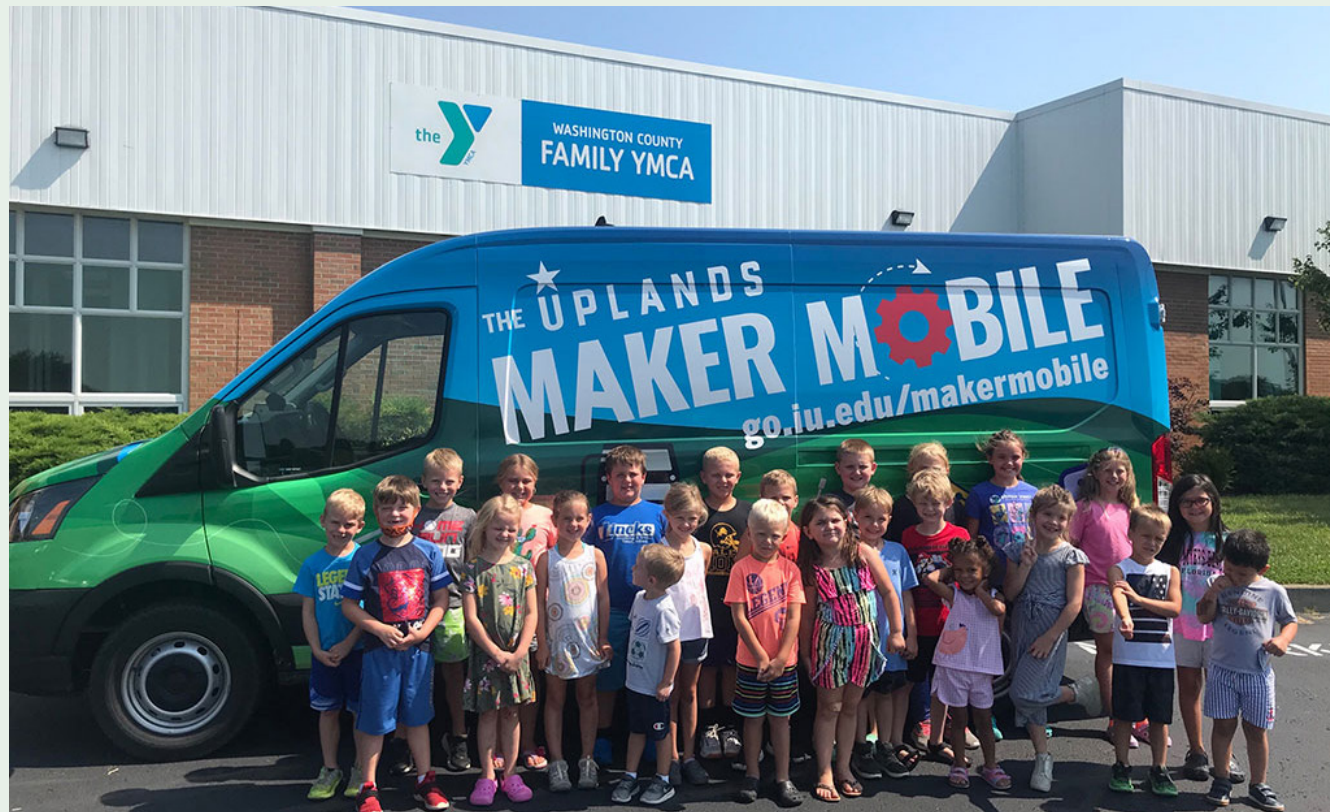
- The Foundation sponsored the **2024 Congressional App Challenge**, a nationwide coding contest in which US House of Representatives members engage local

middle and high school students in their districts in coding and app creation.

This year's Challenge broke every major record in the program's history. With more than 12,000 participants, over 3,800 fully functioning applications were developed during the Challenge. 17 Infosys volunteers also served as virtual judges to evaluate the student submissions.



Panel discussion at the 2024 Congressional App Challenge, where US House Representatives



Children gather around the Upland Maker Mobile, part of the Foundation's mobile STEM education initiative

- InStep, Infosys' flagship global internship program, partnered with the Foundation, to welcome a **cohort of summer interns** who are part of a distinguished accessibility initiative. These future leaders brought diverse talents, perspectives, and experiences to their work, including their exceptional resilience and determination in overcoming accessibility challenges. The Foundation was pleased to welcome an intern to their team, who provided recommendations and technical improvements to the Infosys Springboard digital learning platform for those limited by sight.
- The Foundation has a long history in Indiana, where in 2018, the first Pathfinders Summer Institute was convened at Indiana University Bloomington. The Foundation once again partnered with the University to take STEM and maker education on the road across Indiana. The **Uplands Mobile Maker Lab**, sponsored by the Foundation, traveled to schools, libraries, and community events across Indiana to lower the barriers to entry into the technology-driven world. Students are invited to develop a project, train, or generate any meaningful and collaborative output using maker tactics and design thinking. The curriculum is

hands-on, engaging, and accessible, and is delivered directly to the students and educators. More than 3,000 students have already participated in the Lab's lessons, and many more are expected.

- Over three consecutive weekends – and simultaneously in three cities – the Foundation sponsored a series of **Mark Cuban Foundation-led "AI Bootcamps"** in New York, Richardson, and Raleigh.



Students demonstrate their project at a Mark Cuban Foundation-led AI bootcamp

The workshops brought together 75 eager, engaged, and brilliant high school students to explore AI and machine learning alongside 50 Infosys mentors on topics of AI fundamentals and real-world applications, industry insights from guest speakers, hands-on experiences with cutting-edge AI tools, and potential career opportunities. On the final day of the AI Bootcamp, students at each location presented their final projects, including AI-powered mirrors promoting body positivity, personalized basketball coaches, and advancements in self-driving car technology.



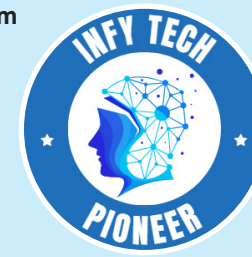
High school students work on AI projects during Mark Cuban Foundation-led AI bootcamps

Springboard to Success: Presenting Real Opportunities to Digital Learners

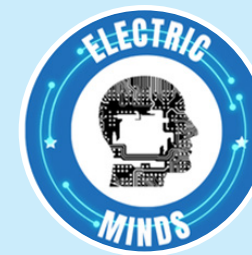


Whether it be college students tackling AI projects with industry guidance, middle school students turning into ambassadors for STEM education, or high school ‘hackers’ creating web app designs for real-life challenges, Infosys Springboard USA has become a launch pad for experiences that connect digital learning with real possibilities. These programs highlight the Infosys Foundation USA’s commitment to making Infosys Springboard USA part of every student’s learning journey – one where they don’t just gain skills and technical knowledge, but also make connections and build the confidence to apply those skills in ways that matter to them and their communities.

- The **Infy Tech Pioneer Program** is a six-week mentorship initiative launched in 2023 with the University of North Carolina, Charlotte that connects college students with Infosys mentors to work together on Springboard course content. Led by Infosys generative AI experts, the program includes practical hands-on learning, webinars, and guided mentoring from industry experts. This fiscal year, the Foundation built upon the initial success to engage an additional two cohorts of learners – a total of 90 students - from esteemed universities and colleges across the country who successfully completed this virtual program.



- The Foundation also launched the **“Electric Minds” program** in partnership with Infosys, DTE, and Henry Ford College in Detroit. Over six weeks, 14 students handpicked from the college’s cybersecurity program were paired with Infosys and DTE mentors who went above and beyond to guide the students, sharing real-world insights and technical expertise. Core to the program, the students were presented with a real-world cybersecurity incident and asked to design a mitigation plan and propose innovative solutions. A dedicated Springboard page was created for additional content on topics such as business etiquette, design thinking, professional writing, business presentations, and tips for in-person interviews. The mentorship program concluded with a recognition ceremony at DTE HQ, which included a tour of the company’s state-of-the-art Cyber Defense Center.



The first cohort of the Electric Minds initiative graduating, with students from Henry Ford Community College alongside their mentors from Infosys Ltd and DTE Energy in Detroit, MI

- In partnership with the Phoenix-based SciTech Institute, the Foundation sponsored over 30 middle-school students who had been selected by their peers as Chief Science Officers (CSOs), or ambassadors for STEM and innovation, to attend **SLE COP 2024** (STEM Learning Ecosystems Community of Practice Convening). These students were further designated as ‘Springboard Scholars’, with the responsibility of presenting the Infosys Springboard USA to students attending the event, while highlighting what needs to be done to bridge the gaps in STEM education.
- In April 2024, Infosys Foundation USA sponsored **LA Hacks**, a three-day hackathon at UCLA. The theme of the hackathon was ‘Best Use of AI in Business’, and Infosys volunteers guided hackers as they explored innovative AI applications in business and ESG. During the event, over 100 student hackers learned about Infosys Springboard’s dynamic AI offerings from Infosys Topaz leader, Parimala Rao.

“As a judge, it was inspiring to see how the participants leveraged AI to create solutions that are not only innovative but also practical and impactful. It is events like these that push the envelope for technology and innovation. I’m excited to see where these bright minds will take AI next!”

- Parimala Mohan Rao,
Associate Principal – Data Science, Infosys

- The Foundation also sponsored the annual **Pearl Hacks 2025** at the University of North Carolina at Chapel Hill. Rao also attended as CSR Champion and Ambassador of the Foundation, promoting Springboard as a digital learning resource and supporting students who coded for 48 hours straight. Seven other Infosys volunteers served as mentors and judges for student submissions, over 300 of whom created new Infosys Springboard USA accounts. In its 11th year, Pearl Hacks is a beginner-friendly hackathon for women and gender non-conforming students that focuses on community, mentorship, and inspiration to grow in the tech world.

“It was truly inspiring to meet so many brilliant students, mentor their innovative projects, and contribute to a thriving student community. I’m grateful for the chance to support these emerging talents and the causes that drive them.”

- Divakar R,
Infosys volunteer and mentor at Pearl Hacks 2025



At Infoscys Foundation USA, our employee volunteering programs are at the heart of our commitment to advance lifelong learning and digital upskilling. These programs help to transform technical expertise into valuable connections with and contributions to communities across the country. As the Foundation extended its reach this year by partnering with external stakeholders, internal teams, and non-profits, Infoscions shared their time, expertise, and talent with students, educators, families, and others locally.

- The network of dedicated leaders, both from Infoscys and its subsidiaries, who serve as **CSR Champions**, continued to grow with 10 new champions included this year. These champions help amplify the Foundation's mission and build further connections with the community at a local level. From quarterly engagement to in-person volunteering and the identification of new non-profit partners working in the STEM and digital skills space, 33 CSR Champions worked to expand collective volunteerism in offices across the country.
- The Foundation led the charge to launch the first-ever **National Volunteer Week** campaign this year. From coast to coast, 333 volunteers worked with 24 organizations across 16 Infoscys and subsidiary-hosted cities. Each volunteer committed to a cause: mentoring students at local Boys and Girls Clubs, judging robot battles at local maker spaces, packing food boxes, cleaning urban parks and gardens, or sorting clothes for people experiencing homelessness.



The Foundation sponsored the launch of a new STEM Lab at the Boys and Girls Club of King County, recognizing the volunteer efforts

"It's easy to stay connected with the people afar, but that sometimes means I neglect what's nearby. For me, volunteering is a way to stay grounded in my surroundings."

In my community, I've volunteered alongside the local Department of Sanitation to incorporate 1,200 lbs. of compost into the tree beds around the block where I live."

– Daniel J. Alfaro,
Volunteer and Senior Consultant, Infoscys Consulting

In recognition of the efforts of 60 volunteers from the Seattle Infoscys office, the Foundation sponsored the launch of a brand new 'STEM Lab' at the Boys and Girls Club of King County, WA. This exciting new space will support student engagement in STEM, computer science, and making, and create further opportunities for volunteer mentorship.

- CSR Champions from the Infoscys Seattle office additionally curated a **series of STEAM celebrations** at their local elementary school last year, where volunteers and their families participated in fun and interactive STEAM activities, such as the "Puff Rocket" challenge, where students built miniature rockets. The team also hosted a STEAM Day at the Maple Valley Public Library, where over 350 attendees created and raced a hovercraft using supplies found around the home. The events not only introduced young minds to the principles of STEAM but also encouraged curiosity, creativity, and critical thinking.
- Over the summer, junior high and high school students from various **Boys and Girls Clubs** visited local Infoscys offices in Harlem, Hartford, and Houston for a "Digital Skills Bootcamps" series. Twenty-five Infoscys and WongDoody volunteers guided students through two workshops: one on UX/UI and app design and the other on project and team management.

In the Houston office, the students learned about cutting-edge AR/VR technology in the Living Labs. In Harlem, the students sat down with the InStep interns for a candid chat about personal and professional advice. Lastly, Hartford volunteers worked hand in hand with students on STEM projects they had been working on for months prior.



Students from Boys and Girls Clubs receive certifications at digital skills bootcamps held at Infoscys offices

CSR Champions in Hartford organized multiple **local volunteer** opportunities throughout the year. In December, volunteers supported the Foundation-grantee MakerspaceCT with the annual Maker Battles, a robotics competition that pits local high school students against each other in edge-of-your-seat battles. Infosys volunteers judged the student robot creations and offered mentorship and professional expertise. In addition, 10 volunteers provided professional guidance to high school students enrolled in ReadyCT's G.R.I.T. program, an immersive training experience for students interested in a career in technology.

- The CSR Champion from Kaleidoscope Innovation, an Infosys subsidiary, hosted a **“Take Your Kids to Work Day”** where 50 kids came in to the office and saw cutting-edge VR, break tests in engineering, big machinery in their prototyping shop, 3D printers in action and, of course, have a pizza party with their parents. The volunteer work continued with the May We Help Foundation, where Kaleidoscope designers and innovators worked with a disabled student in their community to create a redesigned model of their wheelchair so he could hike with his friends.
- In collaboration with the Televisa Foundation and the Mayor of Central Falls, RI, the Foundation welcomed students, educators, and mentors from **the Technolochicas program** to the Infosys Providence Design and Innovation Center for a design workshop. A representative from the Rhode Island School of Design anchored the workshop for 30 Spanish-speaking middle school students. As part of the workshop, the students participated in a ‘re-design’ exercise with the support of five volunteers from WongDoody and Infosys.



The Technolochicas program participants gather at Infosys Providence Design and Innovation Center for a design workshop

- In partnership with Kode With Klossy, the Foundation welcomed over 30 local students to Infosys in Richardson for **‘Code-A-Bration’**, a hands-on, one-of-

a-kind coding workshop that included a visit to the Infosys Knowledge Institute studio. Twelve Infosys employees joined the camp on a career tech panel and served as mentors for final projects.

- As part of our continued support of STEM education in Indiana, the Foundation partnered with the local non-profit STEM Connection to **distribute 100 STEM kits** to Big Brothers Big Sisters of Central Indiana. This initiative brought together five volunteers who packaged kits for the students, filled with hands-on activities that promote STEM education from home.
- In November, the Foundation sponsored **Girls Get IT 2024**, an annual conference for middle and high school girls to learn more about educational and career opportunities in IT. The event, held at Scottsdale Community College in Phoenix, AZ, gave students the opportunity to network with industry experts, explore cutting-edge technologies, and participate in hands-on STEM activities. Four Infosys volunteers spent their time to provide personal and professional advice to the students, specifically focusing on navigating working in the technology industry as women.



Sponsored by the Foundation, students took part in hands-on STEM activities at the Girls Get IT 2024 conference

- For the sixth year, the Foundation organized the annual **Infy App Design Challenge** in partnership with PENCIL, Inc. In the run-up to the competition's launch, the Foundation hosted a digital skills boot camp for high school students to prepare them for the upcoming four-month project. 14 Infosys and WongDoody volunteers curated an app design and project management demonstration to impart the students with essential foundational knowledge for the upcoming challenge.

From February to June, 45 Infosys mentors worked virtually with the students in weekly sessions,

providing their expertise in app design, market research, time management, and other professional skills. These sessions led to the development of an app that addressed a real-world need within their community.

In June, the Foundation invited the 75 participating students and six educators to the Infy App Design Challenge Recognition Event at the Infosys Foundation USA's headquarters in the One World Trade Center. The winning apps addressed solutions for litter prevention, mental health, homelessness in New York City, teen marijuana addiction, and more. These dynamic apps were presented to a panel of senior Infosys and WongDoody volunteers with extensive experience in sales and UX/UI design. The winning students received iPads to help them navigate tech careers.



Winners of the sixth annual Infy App Design Challenge celebrate with certificates and awards



The CSR Champion program is a leadership opportunity for employees to serve as the Foundation's ambassadors in their local communities to build relationships and manage volunteer opportunities.

Christine Stiles Indianapolis, IN	Jinan Martiuk New York, NY	Charlene Burns Providence, RI
Jerron Perry Indianapolis, IN	Michael Abeshouse New York, NY	James Neal Providence, RI - WongDoody
Kelly Delgado Florida	Will Simmons NYC/Jersey City	Jaisinh Dhembre Atlanta, GA
Molly Perez Cincinnati, OH - Kaleidoscope	Andrey Chernyavskiy Chicago, IL - Simplus	Shubham Grover Phoenix, AZ
Kamini Gowdaa Austin, TX	Andi Sarpolus Michigan - Blue Acorn	Amit Prakash Houston, TX
Willie Dennis Richardson, TX	Aparna Pardeshi Hartford, CT	Diana Neff Houston, TX
Jeff Mosier Richardson, TX	Asma Begum Hartford, CT	Jessica Lee Smith Houston, TX
Pramit Gupta Raleigh, NC	Vindhya Nair Lolakumari Jayachandran Seattle, WA	Joshua Harris Philadelphia, PA
Himanshu Srivastava Raleigh, NC	Priya Jain Seattle, WA	Monique Frazier Rockville, MD - IPS
Thilak Bhaskar Raleigh, NC	Angelo Barcelo Providence, RI	Narendran (Naren) Chandrasekaran Rockville, MD - IPS
Pranesh Divakar Charlotte, NC	Charlene Burns Providence, RI	Kunal Ratanpal Toronto - IPS
Daniel Alfaro New York, NY		

07 Conclusion

As we conclude FY25, Infosys Foundation USA reflects upon a remarkable year of growth and collaboration as we expanded our commitment to empowering individuals through digital skills education. Our initiatives reached new heights, impacting over 1.1 million students and 10k educators and 60k digital account holders on Springboard. We are not slowing down anytime soon. Looking ahead, we remain dedicated to our mission of creating opportunities in the 21st century digital economy. Onward!



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