Gartner India Corporate Social Responsibility Report

Gartner India Research & Advisory Services Private Limited ("Gartner India")
Financial Year 2024-25

Gartner

Our Approach to Corporate Responsibility

Our corporate responsibility goal is to contribute to a more sustainable world so that all stakeholders, including associates, clients, shareholders and communities, thrive today and in the future. Our corporate responsibility focus areas are:

Corporate responsibility focus areas

Associates
Build a culture that attracts top talent and enables all associates to thrive.

Communities
Empower community organizations to accelerate positive change through giving and volunteering.

Sustainability
Promote environmental stewardship through our net-zero strategy and thought leadership.

Clients
Enable our clients to succeed in their mission-critical priorities and make a positive impact on the world.

Governance
Maintain strong corporate governance and consistently uphold the highest levels of integrity in our business practices.

Gartner strives to reduce our environmental footprint and proactively address the impacts, risks and opportunities presented by climate change. Gartner has established near-term science-based emissions targets, validated by the SBTi, to serve as milestones for our net-zero commitment and climate transition plan. In 2024, we achieved meaningful progress on our sustainability strategy.

To learn more about the Gartner global corporate responsibility efforts and progress, please see our 2024 Corporate Responsibility Report.

India Corporate Social Responsibility

At Gartner India, our commitment to corporate social responsibility (CSR) is guided by the belief that meaningful, sustainable impact arises from deep engagement with the communities we serve. As we reflect on FY 2024-25, we are proud to share a year marked by purposeful action, strategic partnerships and measurable outcomes across the key pillars of education, health and sanitation, environment, skill development, community development and disaster management.

This year, our CSR efforts reached more than 6,000 individuals through vital health camps, empowered over 240 women with education and vocational skills, nourished over 300 children with more than 2.25 lakhs meals, empowered over 2,500 LGBTQIA+ community members and supported 800 individuals through better infrastructure across eight Anganwadis. During FY 2024-25, we supported 11 dedicated nonprofit organizations to implement 16 impactful projects, providing them with a total of INR 19,273,218 (U.S.$235,039).[1]

Our associates[2] played an extraordinary role in advancing these efforts — not just as participants, but as changemakers. During FY 2024-25, through the Gartner Gives Charity Match program, associates in India donated INR 16,80,180 (U.S.$20,490) to causes close to their hearts, including support for our CSR partners. Beyond financial giving, associates volunteered over 1,200 hours of their time to drive grassroots change, lending their skills, empathy and presence across a wide range of initiatives — from Earth Day cleanups and career guidance sessions to medical camps and children's education.

Each initiative documented in this report is a reflection of our associate-driven culture and our collective vision for a more equitable, inclusive and sustainable society. Whether it's supporting early childhood education, rehabilitating homeless elders, enabling digital literacy or contributing to LGBTQIA+ inclusion, we are continuously inspired by the resilience of our communities and the dedication of our nonprofit partners.
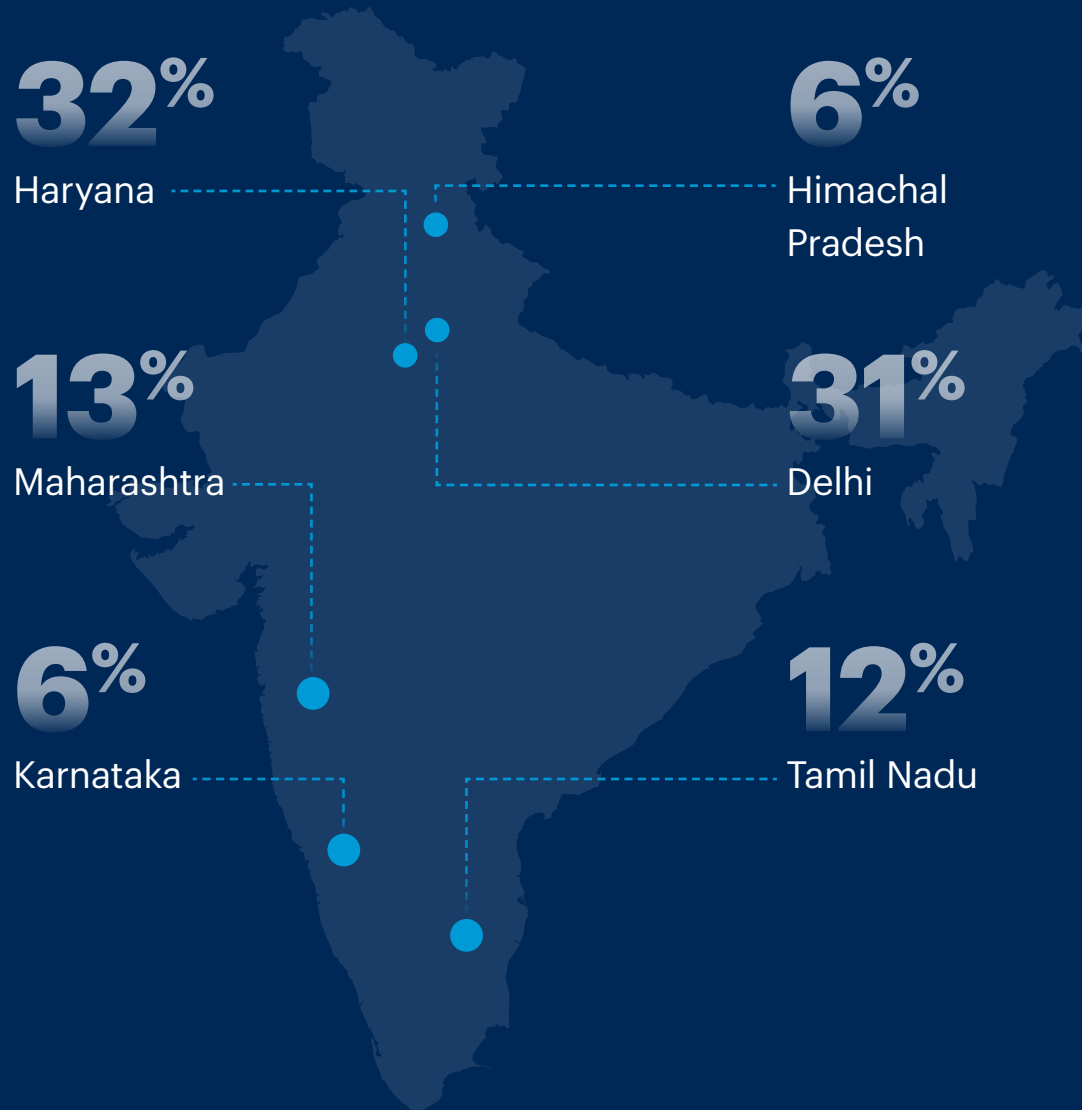
We remain steadfast in our pursuit of positive change, and as we look ahead, we recommit ourselves to deepening our impact, scaling our contributions and fostering a better tomorrow — for our people and the planet.

Corporate social responsibility is a key aspect of Gartner's operations in India. The thoughtful programming and impactful initiatives that are driven by our India CSR team are commendable. They have touched the lives of many people and local communities continue to benefit from these efforts."

Sourish Mohan Mitra, Director of Gartner India CSR Committee
VP, Legal Counsel, Gartner

[1]Standard conversion rate of U.S.$1 = INR 82 applied.
[2]Associates refers to Gartner employees.

Regional Distribution of Funds

32%
Haryana

6%
Himachal Pradesh

13%
Maharashtra

31%
Delhi

6%
Karnataka

12%
Tamil Nadu

Thematic Distribution of Funds

39%
Education

29%
Health

13%
Skill Development

8%
Environment

6%
Community Development

5%
Disaster Management

Spotlight on Our Nonprofit Partners

CORD India

Diya Ghar

Donate an Hour

Harmony House

Little Drops

The NAZ Foundation (India) Trust

PURE India Trust

Responsenet Development Services

Snehasadan

Namma School Foundation

PM CARES Fund

CORD India

CORD is dedicated to fostering strong and self-sufficient rural communities by promoting women-led ownership and leadership. They focus on providing access to education, healthcare and economic opportunities. CORD's strategy involves working closely with local government bodies to identify the community's most pressing needs and tailor their support to create effective, lasting solutions. These partnerships also include a wide range of community-based organizations (CBOs) that represent women, men, youth and children.

By involving the community at every stage of the decision-making process, CORD ensures that their needs, priorities and potential solutions are addressed. Through their PISNA approach — participation, integration, sustainability and networking — they have improved access to essential services such as clean water, sanitation, healthcare, education and sustainable livelihoods.

Gartner's Contribution

Gartner has been supporting CORD's critical work in the rural communities of Himachal Pradesh since 2018. In FY 2024-25, Gartner continued supporting Phase 3 implementation of CORD's Comprehensive Integrated Rural Development program in Gram Panchayat Baggulehar, in the Kangra district of Himachal Pradesh. The project aimed at empowering marginalized sections of the community by building their capacities through various skill development opportunities, linking them with income generation/skill enhancement initiatives for their sustainable social and economic development, and better quality of life, as well as through provision of basic necessities, such as toilets. Community-based organizations (CBOs) are at the heart of CORD's integrated rural development program. The Mahila Mandal plays a pivotal role in leading initiatives, empowering women with leadership and decision-making skills, and promoting active participation in community development.

In FY 2024-25, the previously formed Mahila Mandals continued to strengthen their leadership and decision-making skills through various trainings organized by CORD. The successfully formed self-help groups (SHGs) now function as self-managed microbanks. The formation of SHGs has driven financial inclusion and economic transformation. These groups empower women to save, lend among themselves and pursue diverse income-generating activities. By addressing financial needs effectively, SHGs serve as vital, self-managed microbanks, enhancing women's financial independence and resilience.

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CORD India

Impact at a Glance FY 2024-25

- Sixty-seven percent households covered in five wards, with 12 Mahila Mandals formed/facilitated with 332 women.

- Twenty-two SHGs formed, comprising 231 members, empowering women to save, lend among themselves and pursue diverse income-generating activities.

- Twelve SHGs have secured bank loans totaling INR 43,40,000 to date, with INR 17,20,000 facilitated for nine SHGs in the past year.

- Twenty-two families supported to start income-generating activities through beekeeping, goat rearing, tailoring, kitchen gardening, petty shop and poultry, enabling annual earnings ranging from INR 24,000 to INR 84,000.

- Twelve sessions on personality development and social awareness held for eight Balavihars (children's groups) and five Yuvati Samuhs (adolescent girls' groups) to provide a conducive learning environment for their growth and development.

- Fifteen individuals with disabilities supported through financial assistance for sanitation access, therapy services and a two-day rehabilitation program.

- More than 500 people were empowered through access to essential services and built capacities of stakeholders through training on community learning and development, effective school management governance, village health and sanitation, disaster management, and mental health awareness.

CORD India

Gartner Gives

Gartner associates participated in a fireside chat featuring Dr. Kshama Metre, National Director of Chinmaya Mission for Rural Development (CORD). This engaging session provided an invaluable opportunity for associates to learn about CORD's impactful initiatives in empowering rural communities across India. The discussion covered CORD's mission, the transformative work being done in areas, such as digital literacy, data literacy and financial planning, and the challenges faced in these domains.

> Working with CORD through Gartner CSR has been an incredibly enriching and meaningful experience. I was deeply moved by the depth and sincerity of their grassroots work, especially their focus on empowering rural communities through education and holistic development. Being part of the CSR team and contributing to such impactful initiatives has been truly fulfilling. This collaboration has left a lasting impression on me, both professionally and personally."

Shikha Swaroop, Senior Specialist and Member of India CSR Operating Committee, Gartner

Diya Ghar

Diya Ghar is dedicated to transforming the lives of children from migrant laborer communities in Bangalore by providing them with quality early childhood education in a safe and nurturing environment. These children and their families face significant socio-economic challenges, including unstable employment, limited access to social services and difficult living conditions, leaving over four lakh preschool-age children in the city without access to early education, nutrition and healthcare. Diya Ghar addresses these issues through a holistic early childhood care and education (ECCE) model grounded in the Montessori method. Beyond education, Diya Ghar offers nutritious meals, regular health check-ups and ongoing engagement with parents.

In 2024-25, Diya Ghar reached over 1,200 children across 20 centers, continuing its mission to provide quality early childhood education to children of migrant laborers.

Gartner's Contribution

Gartner has been supporting Diya Ghar since 2021. In FY 2024-25, Gartner continued its partnership by supporting 45 children under Diya Ghar's Early Childhood Education and Nutrition Program.

The program nurtured literacy, numeracy and life skills. Learning for children covers the subjects of Math, English and Kannada, using Montessori materials like number rods, movable alphabets and sandpaper letters. Children were provided with everyday wholesome meals at the center. Medical camps were conducted on a quarterly basis to support overall development of children.

Along with supporting children, Diya Ghar also focuses on developing the skills of their teachers. During FY 2024-25, teachers participated in 27+ days of Montessori training that included material training, peer learning, and school visits and emergency response skills.

At the Banjara Layout center, 11 children graduated in March 2025. Bridge sessions are provided to help these graduates transition to traditional school settings. As a new addition this year, an afterschool program has been set up that provides academic support for alumni and other community children in their education.

Diya Ghar

Impact at a Glance FY 2024-25

- A comparative study shows Diya Ghar children significantly outperform national benchmarks (ASER 2019) in key learning outcomes:

    – Cognitive development: Diya Ghar 89.39% vs. ASER 55.66%

    – Early language: Diya Ghar 77.45% vs. ASER 39.05%

    – Early numeracy: Diya Ghar 78.94% vs. ASER 49.90%

    – Identifying emotions: Diya Ghar 100% vs. ASER 54.52%

- Children received 70% of their nutritional needs through porridge, lunch, fruits and nutrition bars provided by Diya Ghar.

- More than 7,970 healthy porridge and midday meals with eggs and seasonal fruits were served to the children.

- Four medical camps were conducted throughout the year, supporting 30 children on an average in each quarter.

Diya Ghar

Gartner Gives

As part of the Season of Giving campaign in December 2024, a group of Gartner volunteers visited Diya Ghar. The volunteers contributed by bringing essential stationery and refreshments, which were personally distributed to the children, fostering a warm and joyful environment. Through meaningful engagement, the team gained insights into the children's backgrounds and the various activities at the center, including bridge sessions and graduation celebrations. This visit not only enriched the lives of the children but also reinforced the strong partnership between Gartner and Diya Ghar, underscoring Gartner's unwavering commitment to community service and corporate social responsibility.

Gartner associates also participated in various graduation ceremonies through virtual sessions to motivate children and celebrate their success.

Visiting Diya Ghar was a truly eye-opening and heartwarming experience. The dedication and love that the staff and volunteers pour into creating a nurturing environment for the children of migrant workers is nothing short of inspiring. I was touched by the joy and enthusiasm of the kids, who despite their challenging circumstances, were full of laughter and eager to learn."

Shrinidhi Vishnu Hegde, Senior Test Engineer and Member of India CSR Operating Committee, Gartner

Donate an Hour

Donate an Hour (DoaR) is an organization that works at the grassroots level to build a self-sustaining society, with a main focus on education for children through various programs. Its initiatives include the Explorer Academy Program, a residential school offering holistic education to children from economically weaker sections, and Project Utthan, a day tuition program for children from nearby villages. DoaR believes in the crucial role of consistent academic assessment for identifying learning gaps, tracking progress and preparing students for success.

Gartner's Contribution

Gartner's continued support for DoaR has enabled it to bring meaningful change to the lives of underserved children and families. In FY 2024-25, Gartner's generous CSR contribution was directed toward key areas of intervention. These included salaries for dedicated teachers, nourishment support, educational programs and health checkups for the children. These funds not only met essential needs but also reinforced DoaR's mission of creating a holistic and nurturing learning environment for children.

A significant aspect of the support involved the restoration of DoaR's 40KW solar power system. This system, comprising an inverter and battery, is the backbone of all daily activities at the campus, located in an area with no access to regular electricity. This support ensured that essential services powered by solar energy, such as smart classrooms, kitchen equipment, water pumps, printers, fans and lighting, could continue without interruption. More than 60 students benefit from this solar-powered facility.

Gartner's support also extended to healthcare through the utilization of medical funds. These funds enabled critical healthcare services, including surgeries, diagnostics and essential medication, ensuring timely treatment and recovery for students in need. In the education program, support helped keep classrooms running efficiently, empowering teachers with the tools and technology needed to provide quality education.

Donate an Hour

Impact at a Glance FY 2024-25

- More than 65,000 meals were provided to 60 children during the tenure of this project.

- The project secured children's health through immediate and appropriate medical care, including two life-saving appendectomy surgeries that prevented complications from acute conditions, ensuring students could safely return to learning.

- Support for healthcare costs relieved financial pressure from low-income families, allowing children to continue their education uninterrupted.

- The integration of routine assessments and learning materials contributed to major academic milestones. Notably, seven students were selected for the Lodha Genius Program 2025 at Ashoka University. A group of six students from Grade 9 and 11 were also selected for the prestigious Young Technology Scholars (YTS) summer program at Plaksha University.

- The restoration of the solar power system ensured regular and uninterrupted access to quality education through smart learning boards and availability of fresh and clean drinking water through water pumps.

- Solar power reduced DoaR's dependency on unreliable or costly grid power and supported its commitment to green and sustainable living.

Donate an Hour

Gartner Volunteers

In April, associates from the Gurgaon team visited the DoaR campus to celebrate Earth Day with children. This involved talks around the importance of Earth Day and waste management.

Associates also conducted a stationery donation drive that collected more than 1,200 items to support children in their daily learning activities.

The Veterans at Gartner Employee Resource Group (ERG) collaborated with DoaR to celebrate 25th Kargil Diwas through an on-site event and a stationery drive. Over 30 Gartner associates participated in the event that featured an inspirational talk by an Indian Air Force veteran and a former National Cadet Corps cadet, along with distribution of the donated stationery items.

In yet another visit to the center, 34 Gartner associates engaged with children at DoaR, and shared knowledge and ideas about career aspirations and experiences.

The children were also invited to participate in Family Day celebrations at the Gartner Gurgaon office, providing them with a platform to showcase their impact and create awareness around DoaR's work.

"We would like to express our deepest gratitude to Gartner for its invaluable support through its CSR initiatives. Your partnership has played a crucial role in empowering the mission of DoaR, helping us sustain our operations and uplift the lives of the children we serve. In every way, your support has been more than a donation — it has been a lifeline. It has powered our infrastructure, healed our children and strengthened our classrooms. Most importantly, it has given our students the gift of continuity and hope in their educational journey."

Divya Prakash, Co-Founder and Trustee, Donate an Hour

Harmony House

Harmony House is a charitable organization based in Gurgaon, Haryana, that provides a safe, nurturing environment for underprivileged children. The NGO focuses on holistic development by offering education, nutrition, healthcare, vocational training and recreational opportunities. With 1,000+ children under its wing, Harmony House aims to break the cycle of poverty and enable children to realize their full potential.

Gartner's Contribution

Gartner India partnered with Harmony House to support the physical and mental well-being of children using sports, through the Empowering Children From Underserved Communities Through Sports project. The contribution was directed toward procuring sports equipment for a variety of games, such as kabaddi, athletics, football, cricket, volleyball, table tennis, kho kho, chess, yoga and basketball, creating an inclusive space where children can play, learn teamwork and build self-confidence.

The initiative aimed to bridge the gap in access to quality sports infrastructure, coaching and mentorship, empowering children with physical, emotional and social development opportunities. Through daily physical education sessions, training in 10+ sports and mentorship programs, the project focused on building self-confidence, leadership and teamwork. The program also included tournaments, skill-building activities and volunteer engagement, resulting in improved physical health, emotional resilience and academic performance among the children.

The sports complex has provided more than 1,000 children from low-income communities in Gurgaon with access to safe and structured physical activities. It has become a hub of energy, promoting physical fitness, social interaction and emotional well-being. Educators at Harmony House report improved discipline, increased attendance and enhanced peer relationships among children who regularly participate in sports activities.

Children now engage in regular morning drills, after-school games and seasonal sports tournaments that have become a highlight of their routine. This intervention has enabled the integration of play with education — key to a well-rounded development.

Harmony House

Impact at a Glance FY 2024-25

The initiative led to measurable improvements in physical health, emotional well-being, social skills and academic engagement. Key outcomes include:

Physical development

- 100% of enrolled children (1,000+) participated in daily physical education (PE) sessions, improving overall stamina, flexibility and strength.

- Over 400 children demonstrated enhanced motor coordination, balance and agility through regular drills and sport-specific training.

- Coaches reported a 30% reduction in posture-related issues and fatigue, particularly among children aged 6-10 years.

- Early intervention helped address and reduce childhood obesity risks in at least 120 students.

Emotional and social well-being

- More than 600 children exhibited increased self-esteem, emotional regulation and reduced anxiety, particularly those from high-stress home environments.

- Team-based activities enabled more than 700 children to build stronger peer relationships, learn teamwork and develop conflict resolution skills.

Academic and behavioral transformation

- Schools recorded a 15-20% improvement in attendance and punctuality among children regularly involved in sports.

- 350+ students, particularly in the 6-14 age group, demonstrated improved concentration and classroom engagement.

- Teachers and mentors observed leadership qualities in more than 200 children, who began taking initiative during group games and school events.

Competitive achievements

- 60+ children participated in the second Intramural Kabaddi Tournament on professional mats and equipment, a major upgrade from previous setups.

- 20+ children represented Harmony House in zonal-level competitions across athletics, kabaddi and football.

Harmony House

Gartner Volunteers

Gartner's partnership with Harmony House extended beyond financial support to meaningful volunteer engagement that fostered joy, learning and connection. Over the course of FY 2024-25, around 100 Gartner associates engaged with Harmony House through various activities. In December, associates created interactive learning materials to help children understand the significance of Christmas, blending cultural education with creativity. As part of the Joy of Giving Day celebrations, 25 children were invited to the Gurgaon office for a day of fun games, refreshments and gifts, while stationery collected by associates was also donated. In March, associates visited the newly built sports complex at Harmony House to officially inaugurate the facility. The day included aerobatics and yoga performances by the children, followed by friendly games like cricket, badminton, table tennis and offering a memorable experience for both the children and our volunteers.

"I was excited that we organized this event while I was visiting our office in India. I was genuinely impressed by the warm welcome we received from the children and their superb athletic capabilities. The work being done by Harmony House is a beacon of hope, and I am proud that Gartner is playing a part in this transformative journey. Through Gartner's CSR initiatives, we are providing financial support and actively participating in events and activities that bring joy and opportunities to these children. Together, we are making a tangible difference in the lives of these children and their families, helping them to dream bigger and achieve more."

Constantinos Stavrou, GVP, Enterprise Technology Operations, Gartner

Little Drops

Little Drops is dedicated to providing a safe haven for 1,000+ abandoned elderly individuals who have been rescued from the streets. Since its inception, the organization has aided more than 9,000 elderly citizens left by their families. It offers rehabilitation and essential medical care across 10 homes, adhering to a policy of never refusing admission to anyone in need. The trust primarily supports elderly destitute found in public places and extends its assistance to single mothers and children facing abandonment. Additionally, Little Drops operates two English-medium schools, delivering education to about 1,300 children, with 20% receiving free education.

Gartner's Contribution

Gartner India has been a steadfast partner in Little Drops' mission to alleviate the suffering of the homeless, supporting the organization since 2018. In the financial year 2024-25, Gartner India sponsored several key projects to enhance the living conditions of the elderly residents at Little Drops. These initiatives included the fabrication and installation of flush cots, the installation of a 5KW on-grid solar power system and the provision of body freezer boxes.

These contributions have significantly improved the quality of life for the residents and working staff by enhancing infrastructure, meeting medical needs and improving sanitation facilities.

Little Drops

Impact at a Glance FY 2024-25

Gartner India's support has been instrumental in enhancing both the infrastructure and the quality of life for the residents at Little Drops.

The introduction of flush cots has been a transformative advancement for the elderly residents at Little Drops, particularly in meeting their sanitation needs with dignity and independence. These innovative cots allow residents to access toilet facilities on their own, eliminating the need for staff assistance. This autonomy not only upholds their dignity but also ensures timely access to sanitation facilities, which significantly enhances their daily living conditions. Moreover, it alleviates the workload on caregivers, allowing them to focus on other critical aspects of care.

In addition to improving daily life, the project has been instrumental in preserving the dignity and integrity of residents who pass away under the care of Little Drops. The provision of body freezer boxes ensures that the remains of the deceased are preserved intact while necessary legal and familial formalities are completed prior to cremation. This guarantees that the deceased are treated with the utmost respect and care.

Furthermore, the installation of a solar power system, along with other infrastructure improvements, has resulted in a measurable reduction in operational costs. This financial efficiency allows Little Drops to reallocate resources more effectively, enabling the potential expansion of their services to accommodate more of the elderly. By reducing energy costs and enhancing infrastructure, Little Drops can sustain its mission more robustly, ensuring continued support and care for its residents.

Little Drops

Gartner Volunteers

During FY 2024-25, Gartner India associates actively engaged in various volunteering opportunities with Little Drops. Our associates played a crucial role, regularly visiting the home to interact with the elderly and ensure that the implementation plans for supported projects were on track. These visits were not only about oversight but also about building meaningful connections, offering companionship and understanding the residents' needs firsthand. Their commitment extended to providing online support when necessary, showcasing their adaptability and dedication to making a positive impact.

Among the notable volunteering activities, Gartner associates visited Little Drops to engage directly with the residents, offering emotional support and companionship. Additionally, during the Season of Giving, children from Little Drops were invited to the Gartner office in Chennai for a celebration filled with fun games, refreshments and gifts. Furthermore, during the Family Day celebrations, Gartner invited Little Drops to set up stalls featuring products created by women with intellectual disabilities, supporting their initiative and providing them with a platform to showcase their talents.

"In our fast-paced society, it is often easy to overlook our less fortunate neighbors and fail to take proactive steps to uplift them. However, I must confess that my recent visit to Little Drops has deeply resonated with me, prompting reflection and a renewed commitment to regularly extend help to those in need. This experience has not only inspired me to continue supporting them but also motivated me to raise awareness about their struggles, seeking greater empathy and support. As the saying goes — we rise by lifting others — and I am determined to play my part in making a positive difference in their lives."

Jemima Princilin, Workplace Manager, Gartner

The NAZ Foundation (India) Trust

The Naz Foundation (India) Trust, commonly known as Naz India, is a pioneering organization founded in 1994 by Anjali Gopalan in New Delhi. With a vision of fostering a just and equitable society, Naz India is dedicated to transforming individuals from socially and economically marginalized communities into proactive agents of change. Over the years, the foundation has been instrumental in conducting educational sessions aimed at integrating an understanding of the gender and sexuality spectrum, as well as HIV/AIDS awareness, into programs for individuals and community-based organizations.

Naz India has been at the forefront of strengthening care and support services for people living with HIV/AIDS (PLHA), providing essential counseling and referrals for the LGBTQIA+ community.

Gartner's Contribution

In FY 2024-25, Gartner's support was instrumental in enabling Naz India to implement a series of impactful initiatives aimed at fostering inclusivity and empowerment of the LGBTQIA+ community. The program, supported by Gartner, focused on creating safe and inclusive spaces for dialogue, learning and personal growth.

Key activities included:

- **Support groups.** Tailored sessions for trans individuals, asexual and aromantic people, queer women and transmasculine individuals, providing a platform for community support and personal development.

- **Community engagement events.** These included art therapy workshops and heritage walks, designed to foster community engagement and personal growth.

- **Capacity-building programs.** Initiatives aimed at enhancing employability and leadership skills among community members.

The NAZ Foundation (India) Trust

Impact at a Glance FY 2024-25

In FY 2024-25, Naz India, with support from Gartner, conducted a comprehensive range of activities that reached 2,573 individuals. These activities were categorized into three main areas: support groups, community engagement events and capacity-building programs:

- **Support groups:** A total of 1,989 participants engaged in 70+ support group sessions throughout the year. These groups included "Be the Change," "Transmilan," "A-Space," "Sangini," "TransMasc Support Group," "Queerkhana," and "Grown and Queer." These sessions provided safe, affirming spaces for different sections of the LGBTQIA+ community, fostering open dialogue, mutual support and community-building.

- To understand the impact of the support groups on the participants, Naz India collected qualitative insights that were gathered through informal feedback mechanisms, including peer facilitators, group reflections and one-on-one interactions, ensuring that the feedback process remained nonintrusive and respectful of participants' comfort and dignity. The feedback highlights the transformative impact of the initiatives, reinforcing the importance of sustained support and outreach efforts.

  - **Safety and affirmation:** 94% of participants reported feeling safe and affirmed in the spaces provided.

  - **Learning and awareness:** 87% learned something new about their identity or overall well-being, and 82% gained awareness of their legal or social rights.

  - **Inclusivity and mental health:** 96% felt the spaces were nonjudgmental and inclusive, while 89% noted that attending the support groups supported their mental health journey.

  - **Willingness to return:** 91% expressed willingness to return or recommend the group to others.

- **Community engagement and capacity building programs:** A total of 607 participants engaged in 20 events that included art therapy workshops, literary discussions and heritage walks, designed to foster community awareness, engagement, inclusion and empowerment within the LGBTQIA+ community.

The NAZ Foundation (India) Trust

Gartner Volunteers

Beyond the financial contributions to Naz India, Gartner's involvement extended through the active participation of the Pride at Gartner ERG. Gartner volunteers have been instrumental in bridging understanding and support for the LGBTQIA+ community by engaging directly with the Naz Foundation to comprehend the unique challenges and issues faced by this community. In Gurgaon, associates embarked on a meaningful volunteer trip to the Naz Foundation campus. This visit provided an opportunity for Gartner volunteers to engage firsthand with the foundation's work and the communities it supports, further strengthening the ties between Gartner and Naz India.

"The grant support has enabled us to expand the depth and reach of our programming, allowing us to hold regular, identity-affirming support spaces, conduct interactive training and build stronger community ties. This multipronged approach has ensured both immediate emotional support and long-term capacity development for queer communities, particularly those most often left out of mainstream narratives. We sincerely thank the Gartner team for their continued support and trust in our work. Your contribution has been key in sustaining and scaling our impact, and we look forward to building on this progress together."

Sahil Choudhary, Program Director, The Naz Foundation (India) Trust

PURE India Trust

PURE (Pushp-Kiran Union For Real Enlightenment) India Trust is committed to creating significant positive change in rural and semi-urban communities throughout India. Established in March 2013, the trust focuses on empowering youth and women to become successful entrepreneurs, enhancing access to quality education and healthcare, and promoting sustainable development through impactful, community-driven initiatives. With a strong emphasis on healthcare, PURE India Trust has organized 800+ camps, benefiting more than 50,000 individuals in underserved areas and contributing to improved health outcomes. Looking ahead to 2030, the organization has set ambitious goals to empower 25,000 young entrepreneurs and provide educational support to 10,00,000 students.

"I was truly impressed by how PURE India extends its reach to remote areas that government and private health facilities struggle to access. These regions, often populated by needy and underprivileged families, benefit greatly from the medical camps organized there. The communities are incredibly grateful and appreciative of the impactful work PURE India is doing in collaboration with Gartner. A heartfelt thank you to the PURE India team for their outstanding community service."

Ram Sharma, VP, International Finance, Gartner

PURE India Trust

Gartner's Contribution

Since 2020, the collaboration between Gartner and PURE India Trust has been instrumental in addressing key challenges in health, sanitation and early childhood development across urban and rural areas of India, with a focus on regions like Gurgaon, Delhi and Noida. This partnership has led to the successful implementation of two major initiatives in FY 2024-25: the Health Camp initiatives and the Anganwadi Infrastructure Development initiative.

The Health and Sanitization Project was executed in phases to ensure maximum impact. Phase 1 took place in four villages of Gurgaon where 37 medical camps were organized. In Phase 2, the project expanded to four villages in Delhi and Noida, with a total of 41 camps offering comprehensive healthcare services such as general health checks, eye examinations, dental care, menstrual health and hygiene (MHH) education, gynecological consultations and CPR training. These efforts ensured broader medical access and specialized consultations, aiming to deliver essential healthcare services, address immediate health concerns, raise awareness about preventive healthcare, and empower communities with knowledge on maintaining health and hygiene.

The Anganwadi Infrastructure Development initiative focused on enhancing the infrastructure and resources of eight Anganwadi centers. Through this collaboration, the centers received crucial infrastructure upgrades and WASH (Water, Sanitation and Hygiene) improvements. Essential items such as mats, chairs, tables, weighing machines, buckets, fans, lights, water campers and dustbins were provided. Additionally, improvements like toilet repairs, water supply fittings and wash basin installations were completed in four centers. All eight centers benefited from a fresh coat of whitewash and the addition of health-awareness slogan paintings. The goal of this initiative was to improve early childhood care and education by providing better facilities, educational materials and nutritional support, thereby fostering a nurturing, child-friendly, safe and hygienic learning environment.

PURE India Trust

Impact at a Glance FY 2024-25

The collaboration between Gartner and PURE India Trust has generated substantial impact through its community-focused interventions, significantly enhancing health, sanitation and early childhood development in urban and peri-urban areas of India.

- **Health and Sanitation Camps:**
  - Improved community health and well-being of 6,005 individuals by creating health awareness and enhancing access to primary healthcare through 78 medical camps
  - Empowered communities with preventive healthcare knowledge, particularly benefiting women, children and the elderly by providing essential services at their doorstep
  - Deepened community engagement and addressed healthcare gaps comprehensively, fostering long-term sustainable health practices
  - Enhanced daily productivity, learning capacity and the overall quality of life by improving vision
  - Helped break the stigma around women's health, encouraged regular checkups and empowered women
  - Boosted knowledge, confidence and comfort around menstruation, contributing to improved health, school attendance and the overall empowerment of women and girls

- **The Anganwadi Infrastructure Development Project:**
  - Supported eight Anganwadi centers, impacting the lives of more than 800 people annually by improving infrastructure and WASH facilities
  - Enhanced early childhood care and education by empowering caregivers and creating a nurturing environment for children's development
  - Aimed to create a child-friendly, safe and hygienic learning environment, supporting the physical and cognitive development of young children
  - Infrastructure improvements greatly enhanced functionality, hygiene and the learning environment, creating a safer, more nurturing space for children and staff

- The initiatives have significantly contributed to building healthier, empowered and resilient communities in urban and peri-urban India.

Responsenet Development Services

Responsenet Development Services is a dynamic organization committed to driving social impact and sustainable development across communities. By leveraging strategic partnerships and innovative solutions, Responsenet addresses critical issues such as poverty, education, health, women empowerment and disaster relief. Through its dedicated efforts, Responsenet aims to create meaningful change and build a more equitable and resilient society.

Gartner's Contribution

Gartner supported the "Champions of Hope — Women Empowerment, Skill and Livelihood Development Program," an initiative led by Responsenet. This program is dedicated to fostering a more inclusive, equitable and economically resilient future for underserved women and adolescent girls in the urban slums of Delhi NCR, particularly in Rangpuri Pahadi, Vasant Kunj. Designed to tackle deep-rooted gender inequalities and economic challenges, the program targets women in this low-income community, many of whom are migrants working in unskilled, low-paying, informal labor sectors with limited access to formal education, digital tools and vocational skills.

The program offers comprehensive support through structured skill development, livelihood training and confidence-building interventions. Beyond skill acquisition, it emphasizes enhancing self-worth, decision-making abilities, financial independence and community leadership. Gartner's support has been instrumental in transforming the participants' aspirations into tangible achievements.

The program set out to empower 240 women (aged 18-45 years) and adolescent girls (aged 14-18 years) over the course of the year. Ultimately, 260 women and adolescent girls were enrolled, with 242 successfully completing the vocational training.

Responsenet trainers delivered the core vocational training, focusing on four key areas — tailoring and embroidery, knitting and crochet bag making, bakery and financial literacy.

Responsenet Development Services

Impact at a Glance FY 2024-25

The Champions of Hope program has made a profound and measurable impact on the lives of its participants, transforming their futures and empowering them in multiple dimensions.

- **Skill development:** The program successfully trained all 240 targeted women and girls in one of four key skill areas: Tailoring, knitting and crochet bag making, bakery, and financial literacy. Each participant benefited from hands-on, practical learning and received a certificate upon completion.

- **Livelihood and income generation:** Aimed at enhancing employability, entrepreneurial potential, and access to sustainable income sources, the program has enabled 52 women to earn regular income through home-based production and small entrepreneurial ventures. It facilitated connections to local markets and exhibitions, allowing participants to showcase and sell their work.

- **Financial literacy and inclusion:** Approximately 67% of trainees attended basic financial literacy sessions, which covered essential topics, such as saving habits, managing household budgets, understanding financial schemes and using digital payment methods. Additionally, 171 out of 240 women now possess government ID cards, ensuring their formal inclusion in financial and civic systems, improving access to government services and schemes.

- **Confidence and self-worth:** The program placed a strong emphasis on instilling self-worth, decision-making capacity and community leadership. Around 75% of women reported a noticeable increase in self-confidence. Many participants who initially hesitated to speak publicly or venture outside their community later engaged in field visits and interacted with artisans and entrepreneurs, showcasing increased confidence and mobility.

The program's impact extends beyond skill development, fostering improved confidence, financial independence and deeper community engagement. It has been described as a movement toward restoring dignity, confidence and hope in the lives of marginalized women, marking a significant step in their journey toward empowerment and self-reliance.

Gartner Volunteers

Gartner's commitment to empowering women through the "Champions of Hope" program is exemplified by its impactful volunteer initiatives.

Gartner's Consulting team conducted an engaging digital literacy session for women and adolescent girls, focusing on enhancing digital employability by teaching internet usage, web browsing, voice command tools, online job search strategies and digital payment systems, with an emphasis on safety. Women trainees from Responsenet actively engaged in practical exercises, including safe browsing, exploring job portals, using voice commands and initiating mock digital payments, earning praise for its interactive approach and practical learning outcomes.

Additionally, the team also organized a Charity Drive during the T20 Cricket World Cup, raising funds for the organization. The event included a Sweepstakes and a Dream Team Auction, engaging participants in fun activities while supporting a good cause. Winners received brownie hampers crafted by the women of Responsenet NGO. Additionally, during the Festive Rendezvous event, all hampers and gifts were sourced from the NGO, highlighting Gartner's commitment to empowering women and driving real-world impact through corporate volunteering.

Furthermore, Gartner continued its tradition by inviting Responsenet to their annual Family Day celebration. A dedicated stall at the Gartner Gurgaon office showcased and sold products handcrafted and baked by women from the program, providing them with a unique opportunity to connect with corporate employees, generate income and receive recognition for their skills.

"Participating in this initiative has truly been one of the most rewarding experiences of my journey at Gartner. While many of us in Consulting are eager to contribute to CSR activities, our demanding schedules often make it challenging. This visit, however, paved the way for greater Consulting BU involvement in meaningful CSR efforts. Visiting Responsenet's Women Empowerment Center was undoubtedly the highlight of my year. In just a few hours, we built genuine connections with the women and girls at the center, creating a welcoming space where they felt comfortable engaging with us and asking questions about the basics of IT literacy. Their enthusiasm and curiosity were inspiring and I am genuinely excited about the prospect of returning and deepening these bonds in the future."

Gunjan Ahuja, Associate Consultant, Gartner

Snehasadan

Snehasadan is a Mumbai-based nongovernmental organization providing a home and future to homeless and vulnerable street children since 1962. With 12 residential homes across the Mumbai suburbs — five for girls and seven for boys — Snehasadan has supported over 30,000 children with shelter, education and a nurturing family environment. Their mission is to help children escape life on the streets and build pathways to stability and opportunity.

Gartner's Contribution

In FY 2024-25, Gartner continued its long-standing partnership with Snehasadan by supporting two critical projects — Health and Nutrition for Children, and Digital Literacy and Personality Development.

Through the Nutrition and Health initiative, Gartner supported Snehasadan to provide daily balanced meals to 224 children, tailored to meet their daily dietary needs, providing fresh fruits and vegetables, and organizing quarterly medical checkups and health awareness sessions. The initiative also included the introduction of yoga sessions to support both physical fitness and mental well-being.

The Digital Literacy and Personality Development initiative supported 37 students appearing for SSC and HSC board exams by enhancing their English communication and soft skills, while also building foundational digital literacy through MSCIT-certified training. Under the initiative, Gartner also donated 16 brand-new laptops for the digital literacy program that significantly improved access to technology for students.

Snehasadan

Impact at a Glance FY 2024-25

- More than 1,50,000 freshly prepared nutritious meals served to 220+ children.

- Due to improved nutrition and better health, children showed higher attendance and increased participation in sports and extracurricular activities. The attendance rate of children in school remained above 98%.

- There is an overall improvement in the height and weight of children. Most children maintained a healthy body mass index (BMI) between the range of 18 to 24, with targeted nutritional plans for underweight children.

- There was reduced frequency of illnesses in children resulting in fewer visits to doctors.

- Children became more conscious of hygiene and nutrition and engaged in gardening activities that also contributed to their meals.

- Children under the Digital Literacy and Personality Development program also demonstrated marked improvement in communication, public speaking and social interaction.

- Twenty-two students began MSCIT training, aided with the laptop donations, covering practical IT and software skills essential for modern education and employment.

- Several students secured internships and entry-level roles at reputed firms and institutions as a result of the program.

Snehasadan

Gartner Volunteers

Gartner associates actively engaged in a series of impactful volunteering initiatives with Snehasadan, centered around education, celebration and empowerment. These engagements created meaningful experiences for both the children and volunteers, strengthening Gartner's relationship with the community.

Associates led a hands-on environmental awareness initiative, where children participated in a plantation drive and learned about waste segregation, plastic reduction and environmental responsibility. Another session focused on monsoon preparedness and hygiene education, combined with a heartwarming celebration to recognize students who successfully completed their board exams.

Gartner also joined the children in a spirited celebration of national pride on Independence Day, fostering a sense of community and shared values. During the annual Season of Giving initiative, children visited the Gartner Mumbai office for a day filled with fun, learning and exposure to a corporate environment, offering them an inspiring glimpse into future possibilities.

Additionally, a special career guidance session was arranged for adolescents across Snehasadan homes, where a veteran from Veterans at Gartner ERG shared real-life experiences from her career in the defense services. This session motivated the children to think big, pursue ambitious goals, and explore career paths in public service and beyond.

Snehasadan has always been a pleasure to go to. The children there are a joy to interact with; being there makes one realize that the kids really value time spent with them. It was heartening to see that kids were aware of themes around waste management and conservation of natural resources."

Ashutosh Raval, Director, Licensing Compliance, Gartner

Other Strategic Contributions

In addition to long-term community development initiatives, Gartner India has also supported critical social causes through strategic stand-alone contributions. These donations are guided by the same values that drive our core CSR work — equity, sustainability and positive social impact. During FY 2024-25, Gartner India extended support to two impactful initiatives through donations of technology and financial aid.

Namma School Foundation

Namma School Foundation is dedicated to improving the learning environment in government schools across Tamil Nadu by addressing key infrastructure and resource gaps. Their work focuses on creating equitable access to quality education for underprivileged children. Their flagship initiative, Namma School Namma Ooru Palli (NSNOP) aims to revitalize public schools through targeted interventions that improve teaching quality, student outcomes and access to modern learning tools.

To support digital inclusion in education, Gartner India donated 20 brand-new laptops worth INR 12,88,560 to support government schools in Chennai. These laptops have been distributed across government schools to facilitate technology-enabled learning for students and to strengthen digital access for teachers.

The donated laptops have enhanced digital literacy for children and enabled access to online learning platforms, supporting more effective teaching and learning environments in resource-constrained settings.

PM CARES Fund

The Prime Minister's Citizen Assistance and Relief in Emergency Situations (PM CARES) Fund provides timely financial support for disaster relief, public health emergencies and national welfare initiatives.

Gartner India made a one-time donation of INR 9,00,000 to the PM CARES Fund during FY 2024-25. This contribution was aimed at supporting national-level emergency relief and recovery efforts.

By contributing to the PM CARES Fund, Gartner played a role in strengthening the country's resilience infrastructure, aiding public health, disaster recovery and welfare programs for communities in need across India.

Learn More

To learn more about Gartner India's Corporate Social Responsibility efforts, please visit our India CSR webpage.

For any inquiries, contact us at csr@gartner.com.

We thank all our nonprofit partners, associates and stakeholders for their continued support in making a lasting impact across communities.

Gartner