

25 Years

EnAble India

Celebration of Human Spirit

Annual Report

2025-26

“

A life of dignity for persons with disability!

”

We spent 10 years in our Adugodi office. In that time, EnAble India grew from a team of 20 to over 140 employees. New programmes and teams emerged, careers of many staff members took off and lifelong friendships were formed. The office has seen the last-minute scrambles, and late-night catch ups of many memorable and impactful initiatives and events, including Purple Cup, Incluzza, Purple Fest, and the EnAble India Premier League.

But, as teams expanded, programmes evolved and our aspirations soared, it was time to move from this humble 4 storey building and on to our new office. And a new journey. And as our colleague put it, **‘Breaking new ground’**. To reflect this we have used rare and distinctive colours inspired by some of Earth’s remarkable landscapes. The shades of red are drawn from the Panjin Red Beach in China, while the blue-grey tones are inspired by the Welsh Slate Landscape, a UNESCO World Heritage Site.

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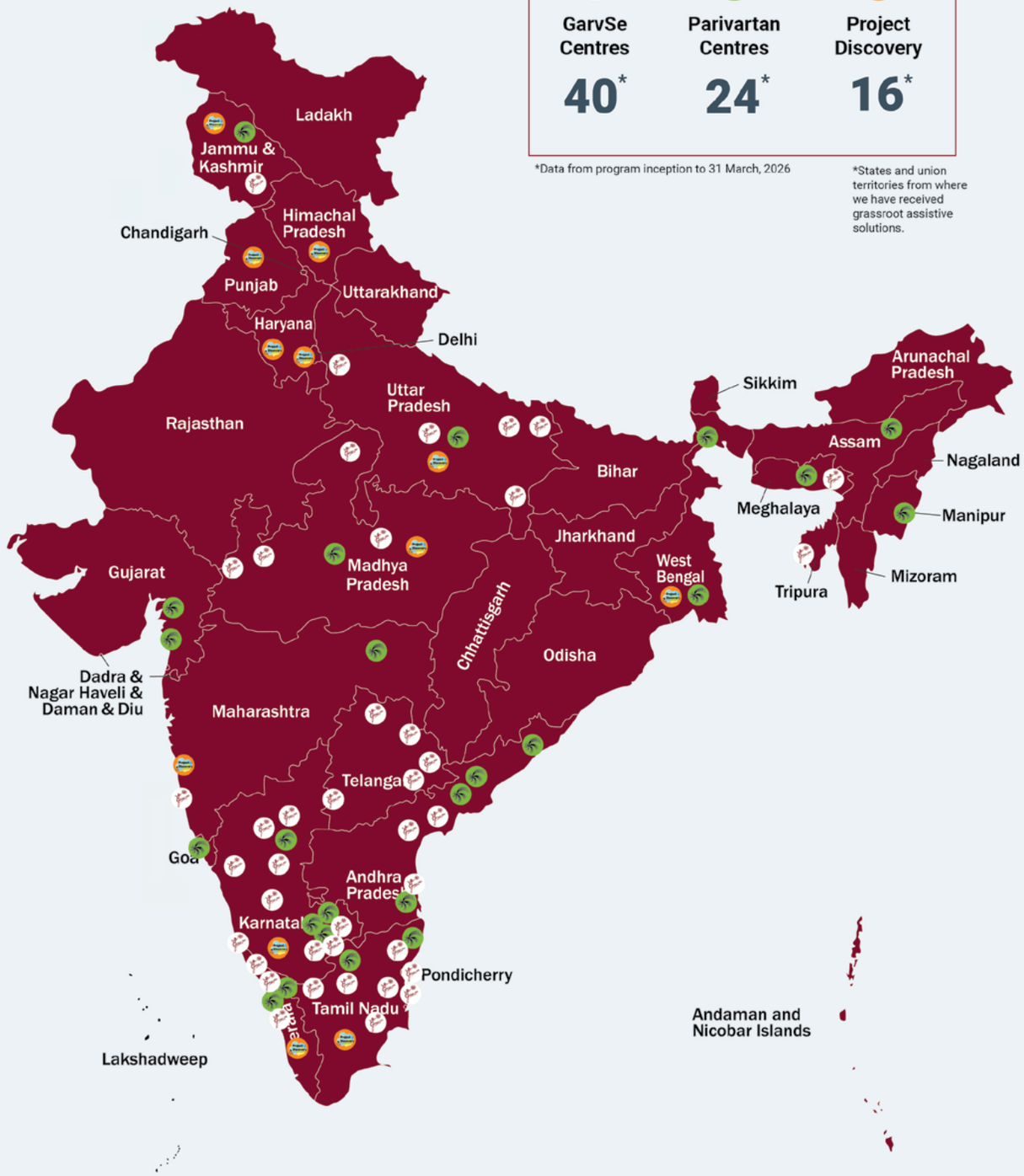
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Enabling India

GarvSe Centres	Parivartan Centres	Project Discovery
40*	24*	16*

*Data from program inception to 31 March, 2026

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



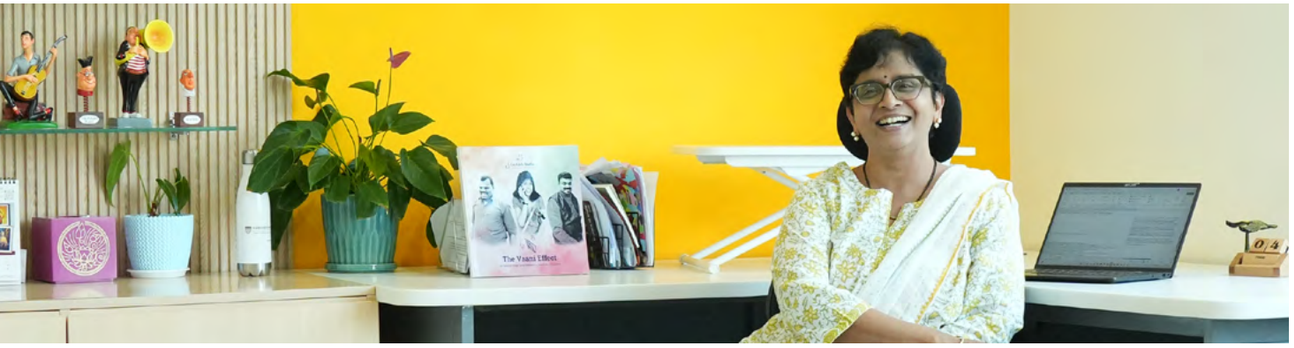
Global reach and partnerships

Key

dIScovery	blimely	EnAble Vaani
55 Country partners	Users from **16** countries	Replicated in **Ethopia**

*Data from program inception to 31 March, 2026.
*The world map is provided for illustrative purposes only.

Founders' note



Shanti Raghavan, Founder & Managing Trustee

Hosa. Nouveau. Pudusu. Neu. Notun. Newwww!

June 15, 2026 was a turning point for EnAble India. A new beginning of sorts. 26 years to find a home for ourselves – not rented or leased but our very own, where we can feel at home.

It's only befitting that our new address is on Hosa Road and Hosa means new in Kannada 😀

This feels special because Dipesh and Pranesh sir dreamt of this for years and kept working on making this a reality!

The hard work to make our office the most accessible and inclusive began a year before, when each and every employee was consulted on their thoughts, preferences and so on. Each decision Dipesh took with the able support of our senior leader Srikanth was from the eyes of inclusion. To give you just one example – when the contractor mentioned that the balcony cannot be made accessible, Dipesh said "Where I go, the wheelchair goes" and the rest, as they say, is history.

Just a month before our office was going to be inaugurated, we were deciding the colours for the workspaces and chose a beautiful orange colour. Our senior leader, Usha ma'am, who is neurodivergent said that it was causing a sensory overload.

Dipesh took the decision to change it immediately, because we know as a team that what works for her will work even better for all. I am grateful for the decision made – looking back, the orange would have been a bit too loud after a period of time. The type of tiles, the width of the aisles, the wall and desk edges being rounded – there seemed to be endless details to take care of.

A source of joy was to host all our colleagues' families for the office inauguration. EnAble Indians come from 15+ states across villages, towns and cities. The families seeing the workplace and feeling a sense of pride, happiness and a sense of wonderment was fulfilling to say the least.

New is in the air. Our work expanded so rapidly that it was hard for our website to be in sync! Happy to say that we also have a new website in progress which makes sense of all the work we are doing – i.e. we have been scaling our impact in four ways. Through livelihoods; campaigns and collectives; platforms and most importantly, systems and narratives.



Dipesh Sutariya, Co-Founder, Chairman & Managing Director

“I can feel the positive vibes and I wish my office was like this. I have not seen such an office in 25 years of managing corporate offices.”

“This is what real inclusion means.”

“Did you notice that all our staff members come dressed very well to office nowadays?”

These are some of the lines we hear from staff and guests visiting our new office, which we moved into on 15 June, 2025.

While we continued our journey to scale livelihoods for persons with disability across the country, building the leadership capability of our operations’ team was a key area we worked on. We experimented with a democratic process for choosing our operations leaders and found that 14 leaders volunteered to be part of 5-member operations management team reporting to the Chief Operating Officer.

All 14 members were assigned coaches with a generous partnership from International Coaching Federation (ICF). The experiment was not successful and within the first half of the year, we had to change strategy. We identified five account managers who were responsible for the larger fund portfolio and brought them together as the operations management team and immediately started seeing positive results.

To scale our work, building a technology ecosystem was key. The GarvSe app for monitoring the work across regions was developed and deployed. We also started building technology capability internally, so that the domain experts in office are close to the technology developers. This was particularly important as disability brings a specific challenge of building accessible products. Inclusion of disability in the Digital Public infrastructure (DPI) and the AI space was of particular interest and we have built the foundation layer and partnerships with IAIRO (iairo.ai).

We also hosted an AI Pre-Summit, part of a series of cross-sector gatherings whose insights will contribute to the discussions and outcomes of the India AI Impact Summit 2026.

We launched the Purple Economy Movement, with 18 large organizations pledging their support within a week. The Purple Economy Dialogue was hosted at various locations mainly at the Purple Fest, where we also had the likes of United Nations Resident Office in India, Union Bank, Goa Industrial Development Corporation (GIDC) sign up for The Purple Economy Movement.

We also presented the concept of persons with disability being seen as valued customers, The Purple Economy, at the Conference of States Parties (COSP18), in a side event hosted by EnAble India. Significant events like the 5th edition of Purple Cup, golfing for disability inclusion was organised to enable para-golfing. (Open Sky Open Mind (OSOM) was a new property conceptualised by us, to enable inclusion dialogues in the aviation industry. Kempegowda International Airport (BIAL), graciously accepted to partner with us and hosted the first-of-its-kind OSOM event.

Humbled by love, gratitude and support of partners, we look forward to amplify the Purple Economy.

Jai Hind!!

New office, permanent address

A new office meant an opportunity to ensure accessibility right from the start, instead of retrofitting measures later, in consultation with architects, inclusion experts, persons with disabilities, and our own team members.

It was 10 glorious years at our Adugodi office and we had to bid adieu. It was a bitter-sweet moment, saying bye to familiar friends. But the fact that we were getting our new office, kept us smiling throughout.

From wheelchair-accessible ramps and wash-rooms to tactile flooring, a crèche, and a wellness room, the space has been created with a range of accessibility and support features for employees with different disabilities, those recovering from medical complications, new parents, and anyone who needs it. Audio visual solutions in the auditorium, with dedicated displays for presentations, live captioning and sign language interpretations were installed, to ensure equal participation in gatherings and conferences.

On 15 May, 2025, EnAble India officially began operating from its new office at Hosa Road Junction, Electronic City, Bengaluru. The office was formally inaugurated on 23 August, 2025 as a first-of-its-kind Accessible Centre of Excellence for Disability Inclusion.

These features are not special assistance or added benefits—they are reasonable accommodations that help create an inclusive workplace for all employees. Accessibility is an ongoing journey. While no space can be perfectly accessible to everyone, we continue to learn and improve.

Celebrating our EnAble India family

The new office also gave us a reason to bring our families together. On 17 October, more than 200 employees, family members, and loved ones came together for Family Day. We met parents, siblings, aunts, uncles, and the people behind the amazing home cooked lunches, vacation stories, and memories our colleagues often share. It was a joyful opportunity to put faces to the people who are such an important part of the EnAble India family.

Family day in the new office















Wheelchair user on the barrier free balcony



Employee with disability using an electric mobility scooter



Sensory room



Fire alarm for Deaf employees



Ramps



Auditorium with an accessible stage



Women with vision impairment using tactile path



ISL hearing interpreter training



Crèche



Cafeteria table, accessible for a wheelchair user



Accessible low-lying washbasins for wheelchair users



Accessible washroom



EnAble India employees at their desks

Celebration of persons with disability | International Purple Fest, Goa - 2025

Can you go scuba-diving in the sea and attend a panel discussion at the same event? At Purple Fest, you can! And that's not all. From dance and singing performances, enriching workshops to boat rides, Purple Fest had something for everyone. It was as much a space for meaningful conversations as it was for the disability community to have some stress-free fun and learning, without worrying about whether an activity or venue would be accessible.

That's because inclusion was at the heart of the festival. Every aspect, from the venue to the activities was planned with persons with disabilities at the table. The festival was held from 9–12 October at the Entertainment Society of Goa in Panaji, through a joint effort led by the Department for Empowerment of Persons with Disabilities and the Office of the State Commissioner for Persons with Disabilities, Government of Goa, in collaboration with the Ministry of Social Justice and Empowerment, Government of India, and the United Nations in India.

Volunteer sensitization, inclusion & Purple Rain

As a strategic partner, EnAble India supported accessibility and inclusion across the festival ecosystem. We also organised Purple Rain, a cultural showcase featuring dance, music, and other performances by persons with and without disabilities. Accessibility was built into the experience through features such as innovative sign language interpretation for songs audio description, ramps and barrier free mobility. This enabled persons with diverse disabilities to participate not just as audiences, but also as performers and professionals building livelihoods in the creative and cultural sectors.

We also conducted 14 workshops for 566 participants across hotels and colleges to sensitize volunteers and staff. These efforts created a large pool of informed and inclusion-ready volunteers who supported attendees and participants throughout the festival.



Consultative roundtable on Inclusive Tourism, Hospitality, and Sports organised by the Confederation of Indian Industry (CII) India Business and Disability Network (IBDN).



Panel Discussion, 'AI, Disability & Guardrails' with moderator Varsha Agarwal and panellists Eduard Tedeev (Russia), Deepika Gopalarao (UAE) and Arshiya Singh (UNITE)



Panel discussion, 'SDGs, UNCRPD & Inclusive Development' with moderator, Sayomdeb 'Den' Mukherjee (EnAble India) and panellists Daniel Van Sant (USA), Ophir Peleg (Israel/Portugal/Germany) and Leon Lawrence (Sri Lanka)



Vijay Prakash, Indian playback singer, during Purple Rain

Conversations that matter

Two key panel discussions brought disability inclusion into conversations on technology and development.

The first, "AI, Disability & Guardrails," explored AI-driven inclusion, practical examples, and the guardrails needed so technology remains fair, safe, and accessible.

The second, "SDGs, UNCRPD & Inclusive Development," examined how global development goals align with the reality of disability inclusion, particularly for communities that are

often overlooked, including people with psychosocial disabilities and women with disabilities.

Together, the sessions created space for shared learning and collective imagination, highlighting how global partnerships can drive more inclusive, ethical, and people-centred solutions.

Purple Economy Dialogue

We also hosted the Purple Economy Dialogue, in collaboration with the Goa Industrial Development Corporation (GIDC), bringing together leaders from government, banking, the United Nations, global disability organisations, technology companies, industry bodies, and the disability community.

Representatives from the Government of Goa, Union Bank of India, Amazon India, and other organisations explored how disability inclusion can be good business and lead to better design. The conversations resulted in several concrete commitments and opportunities for action.



UN India representatives at the Purple Economy Dialogue

Some key outcomes:

- Union Bank of India proposed a Purple Branch—an accessible model branch with employees with disabilities—and an accessible call centre.
- Technology partners reinforced ‘Born Accessible’ design practices, where accessibility is considered from the beginning, with persons with disabilities involved in the planning and ideation process.
- The UN system and global partners expressed increased interest in collaboration.
- GIDC, a government of Goa body responsible for supporting industrial development in the state, committed to exploring a Purple Industrial Cluster. This includes bringing together businesses across sectors to strengthen disability-inclusive practices and create opportunities for aspiring entrepreneurs with disabilities.



Group photo of Purple Economy Dialogue attendees

Inclusion, innovation & technology | International forum: Open Sky, Open Mind (OSOM)

Innovation can come from anywhere. From grassroots innovators solving everyday challenges to start-ups and conglomerates developing cutting-edge technology. Open Sky, Open Mind (OSOM) was created to celebrate this spirit of innovation.

Organised in collaboration with Kempegowda International Airport Bengaluru on 17 November, OSOM brought together more than 300 national and international leaders from the disability and technology sectors, innovators, startups, changemakers, and persons with disabilities. Conversations on accessibility, technology, and collaboration across India's and the global disability ecosystem, was the agenda of the day.

We started with the Zero Project Technology Forum Bengaluru 2025, where 11 assistive technology startups showcased solutions ranging from Indian Sign Language-based learning models for students and assistive tech for the blind community to adaptive clothing.

Three startups—UDots, SignSetu, and Sunbots Innovations LLP—were selected by the jury to present their solutions at the Zero Project Technology Forum in Vienna. There, they will have the opportunity to engage with global collaborators, funders, and distributors, helping them take their innovations to the next stage. Several other startups were also connected to the wider Zero Project network, opening doors to potential partnerships and distribution opportunities.

The spotlight then shifted to the OSOM Awards, where the winners of the sixth edition of Project Discovery were recognised. At the Purple Pavilion, grassroots innovators from across Project Discovery editions showcased their assistive solutions to national and international leaders, creating valuable connections between grassroots innovation and the organised assistive solution industry.

Accessibility was embedded throughout the event. Measures such as ramps, International Sign Language interpretation, and, for the first time, a low-stimulation room helped ensure that participants with diverse disabilities could engage fully in the experience.

OSOM brought together people and ideas from tech, that are helping shape the future of disability inclusion, and it is only the beginning.



Group photo with the winners of the Technology Forum and EnAble India & Zero Project representatives



Dance troupe of wheelchair users and Deaf women



(L - R) From EnAble India: Manju Sharma, Dipesh Sutariya, Shanti Raghavan From Kempegowda International Airport Bengaluru: Shalini Rao, George Fanthome, Bhaskar Rao

At UN headquarters | Co-hosting a side event at the COSP18

The Conference of States Parties (COSP) to the Convention on the Rights of Persons with Disabilities (CRPD) is an annual gathering of countries that have signed the Convention. It provides a platform for governments, civil society organisations, and disability leaders to discuss progress, challenges, best practices, and opportunities for collaboration in advancing the rights of persons with disabilities.

As an organisation with consultative status at the United Nations Economic and Social Council, EnAble India had the opportunity to host a side event at COSP18.

In partnership with G3ict and the United Nations in India, we hosted a side event on 10 June on “Global Disability Economic Alliance: Advancing Disability-Inclusive Economic Growth.”

Discussions focused on integrating rights-based and value-based approaches to disability, while advancing the global dialogue on the economic potential of persons with disabilities. Participants also explored strategies to increase inclusive economic growth across countries and contexts.

The event featured distinguished speakers, including Ambassador Luis Gallegos, Chair of the Working Group that developed the CRPD; Dipesh Sutariya, Co-founder, Chairman and Managing Director, EnAble India; Sara Basson, Senior Programme Manager, Accessibility, Google; Dr. Rupam Sarmah (State of California); Iain McKinnon, Co-founder and CEO of the Global Disability Innovation Hub; Deepti Samant Raja, Social Development Specialist at The World Bank; and Mohammed A. Loutfy, Director of Advocacy and Capacity Building, G3ict.

The side event strengthened EnAble India’s partnerships with the United Nations in India and global disability stakeholders, while positioning the value-based economic model of disability on the global agenda. India’s community-driven innovations and inclusive development models were also showcased to a global audience, increasing visibility for India’s disability ecosystem.





Speakers at the panel discussion. (L-R) Sayomdeb Mukherjee, Debolina Samanta, Deepti Samant Raja, Ambassador Luis Gallegos, Sara Basson, Dipesh Sutariya, Mohammed A. Loutfy, Rupam Sarmah and Francesca Cesa Bianchi (G3ict)

Panellist Iain McKinnon

AI and disability inclusion | AI pre-summit

Instead of being an afterthought, how and why must we integrate disability experiences when designing AI?

This question was at the heart of the AI Pre-Summit organised by EnAble India in partnership with the Indian AI Research Organisation (IAIRO) and the International Institute of Information Technology Bangalore (IIIT-B) on 28 January, 2026.

Dr. Amit Sheth, Founder of IAIRO, captured this idea below:

“If we build AI that can navigate the ‘sparse data’ and ‘high stakes’ of a disabled life in India, we haven’t just built an accessibility tool. We have built the most robust, compact, and trustworthy sovereign AI in the world. The disability context is not our edge case; it is our training ground for excellence.”

Speakers included Prof. Amit Prakash from IIIT-B, who explored the role of AI in Diversity and Inclusion; Shikha Dahiya, Joint Director at the Ministry of Electronics and Information Technology, who shared insights on India’s AI vision; Prof. Srinivasa Raghavan from IIIT-B, who spoke about identifying AI-ready problems; and Dr. Madalasa Venkataraman, Senior Director at Oracle, highlighted the importance of designing AI for persons with disabilities as a fundamental user.

Discussions focused on how AI can be leveraged to improve data collection, develop personalised solutions, and address challenges across sectors such as assistive technology, public transport, and special education. Participants and experts from the disability sector, academia and tech companies also engaged in focused group discussions to develop practical frameworks for applying AI to real-world inclusion challenges.

The key recommendations and insights from these discussions were compiled into a strategic document and shared with Shri Ashwini Vaishnaw, Minister of Railways; Information & Broadcasting; and Electronics & Information Technology, at the AI Impact Summit in Delhi.



Professor Srinivasa Raghavan from IIIT-B



Group discussion at the Pre-Summit

EnAble Indians in the spotlight



- Zero Project Ibero-America Conference 2025, Santiago de Chile – Moses Chowdari Gorrepati participated in two panel discussions: “Barrier-Free Innovation: ICT for Inclusion”, exploring innovative assistive technologies, and “AI for Inclusion: Opportunities and Challenges in the Workplace”, discussing how AI can transform access to employment for persons with disabilities.
- Beyond Barriers: India for Disability Inclusion, an event hosted by India DEI Community – Alim Shaukatali Chandani, Mission Leader, Hear A Million, emphasised that learning sign language is not just a skill, but a responsibility towards creating truly inclusive spaces for the Deaf community.
- Floor Talk hosted by EnAble India and egov foundation – Shanti Raghavan joined a discussion on making Digital Public Infrastructure (DPI) accessible by design. Shanti Raghavan highlighted how disability can be one of the strongest use cases for DPI, that systems designed for people facing the greatest barriers can ultimately create simpler, more inclusive experiences for everyone.



- Panel discussion, “No One Size Fits All: Building for Difference at Scale” by The Global DEI Alliance – Shanti Raghavan spoke about why inclusion cannot be an add-on. She highlighted the need for organisations to design talent strategies, policies and systems that treat difference as the default rather than the exception.



- DD Chandana – Sandesh HR, Associate Director at EnAble India and a person with vision impairment, shared his perspectives on changing mindsets towards disability, the importance of the right assistive solutions for employees with disabilities to succeed, and more.
- Dipesh Sutariya was re-elected as Chairperson of the Workability Asia Board, a regional network that advances livelihoods and employment opportunities for persons with disabilities across Asia.



- Workability Asia Conference, 2025, Manila – Three EnAble India team members were selected to present their paper abstracts:
  - Shristi Gajurel – From Policy to Practice: Implementation of Disability Employment Laws in India
  - Ganesh Yadav – Livelihoods Within Communities: Empowering Person with Disabilities Through Localized Employment Opportunities
  - Narendra VG – Leveraging Assistive Technology: Tools to Empower Employees with Disability
- Samarth by Hyundai, in collaboration with Times Now – Shanti Raghavan shared the story of her brother’s acquired disability, how the experience of his rehabilitation and employment search led to the creation of EnAble India, the Purple Economy Movement and more.
- Samarth by Hyundai series in collaboration with Times Now – Alim Shaukatali Chandani was featured as a changemaker, sharing his journey and advocacy for Indian Sign Language (ISL). He highlighted the urgent need to recognise ISL as a fundamental right for Deaf communities, particularly Deaf children in schools, and also explored the connection between art and accessibility.



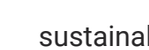
- “Skills for All: Building Inclusive Communities Through Opportunity and Access” at the Skill Kerala Global Summit, in Kochi – Moses Chowdari Gorrepati spoke about the economic participation of persons with disabilities, highlighting the importance of skills, aspirations, corporate volunteering and ecosystem-building for building sustainable livelihoods of persons with disabilities.



- Asia NGO Forum 2025, Taipei – Guru Prasad, Director, Swashakti, Rural Livelihood Mission, represented EnAble India on a panel discussing corporate responsibility and SDG 16, contributing to conversations around building peaceful and inclusive societies.
- “Frugal Innovation & Innovation Diplomacy” roundtable hosted by TOM Global/Reut USA and American Jewish Committee (AJC) Committee in New York – Dipesh Sutariya highlighted the value of grassroots assistive solutions.



- Launch of the report, “Access to Justice for Persons with Disabilities: A Data-Informed Report” by Pacta – Shanti Raghavan delivered the keynote address and spoke on the lived experiences of people with disabilities.
- SheShakti, a platform that spotlights women leaders, by News 18 India – Shanti Raghavan, explored EnAble India’s journey, Purple Economy Movement, and the power of collective action.
- Global conference on ‘Redefining Abilities – A Global Vision for Inclusive & Empowered Living’, Delhi – Ashwini Rao spoke at the ‘Refining Abilities - Women & Youth with Disabilities’ session, exploring how the right skills, opportunities and support can help women and youth with disabilities achieve economic independence, become confident community leaders, and drive social change.
- Two day national workshop, ‘Corporate Social Responsibility (CSR): Bridging Academia, Industry, and NGOs for Social Impact towards Viksit Bharat.’, Coimbatore – Usha Pattabhiraman spoke at ‘Driving Sustainable Change through Evidence-Based Social Responsibility.’ She discussed how companies can approach CSR funding and how NGOs can use CSR resources to create sustainable impact. She also introduced GRS – Guided by data, Refined by evidence, Sustained by strategy, a term she coined to help companies track their CSR impact.



- The Google.org Impact Summit APAC 2026 - Debolina Samanta and Sayomdeb Mukherjee participated in various programmes throughout the day. During the open forum, Sayomdeb raised a critical question on the importance of bringing together data across the disability space.
- International Purple Fest, Goa – 2025 – Shanti Raghavan participated in a consultative roundtable on Inclusive Tourism, Hospitality, and Sports, organised by the Confederation of Indian Industry (CII) India Business and Disability Network (IBDN). She also moderated the panel discussion ‘Building Productive and Inclusive Workplaces in Government and PSUs’, organised by EnAble India, and was interviewed by India Autism Center where she spoke about seeing the person beyond the dominant story that is disability.

Livelihoods

Creating sustainable livelihoods for persons with disabilities is the heart of EnAble India’s work. Our efforts are focussed at both sides of the employment ecosystem—the job seeker and the employer. Across rural and urban India, we support individuals pursuing self-employment and wage employment in private and government sectors and Public Sector Undertaking (PSUs), while also partnering with companies, vocational training institutes, microfinance institutions, and other stakeholders to create more inclusive livelihood opportunities.



OUTREACH AND VOLUNTEER MANAGEMENT

Building allies for the disability sector

For many individuals, their first introduction to the disability sector comes through volunteering. It offers an opportunity to engage with the sector, learn from new experiences, expand their social circle, and become part of a larger movement for change.

Changing mindsets

At EnAble India, the outreach and volunteer efforts aim to tackle three key areas. First, to challenge charity-based mindsets on disability and encourage a value based one.

Here's a glimpse into the neurodiversity-focused activities, where art took centre stage. The team conducted a variety of sessions, including painting on canvases, bottles, and postcards (led by Karishma Kannan, an artist with Down Syndrome) as well as Mandala art, with individuals with neurodevelopmental disabilities and Down Syndrome from partner organisations such as Seva in Action, Diya Foundation, and Amogh Trust, in collaboration with companies across sectors.

Company volunteers gained a deeper understanding of the disability through direct interactions. And for participants, it was a space to build confidence, explore their aspirations, and strengthen self-expression. The activities also extended beyond art to include skill-building sessions such as cooking & baking.

To celebrate International Museum Day, 32 trainers with and without vision impairment from Help the Blind Foundation came together for an inclusive visit to the National Gallery of Modern Art. The exhibit featured Braille, tactile elements, and sign language interpretation, offering a more inclusive museum experience and creating greater awareness of how cultural spaces can be designed to include everyone. These visits are also helping museums think more closely about disability inclusion within their spaces, while giving people with disabilities greater exposure to and interest in visiting museums.



Exposure visit to a multinational bank

Creating inclusive social circles

Our social lives play a significant role in shaping who we are and creating a social safety net. Through volunteering and community engagement, the team created opportunities for persons with and without disabilities to come together in informal spaces, to encourage learning, fun and even friendships.

At the TCS World 10K, 89 individuals, including persons with disabilities and volunteers from companies ran the marathon. Runners with disability got a chance to share their life journeys, spreading awareness on disability and everyone got to expand their social circles.

45 Deafhood trainees and corporate employees came together for an Inclusive Deaf Football event, combining sport, sign language learning, Deaf culture awareness, and community building.

From volunteering to workplace inclusion

These efforts also contribute directly to EnAble India's larger vision of disability-inclusive livelihoods. Many volunteers are employees from different sectors, making these interactions an opportunity to spark conversations about disability inclusion within workplaces.

This year, the team worked extensively with 10 companies across Bengaluru, Mysuru, Chennai, Coimbatore, Gurugram, Gwalior, and Mumbai, for a ‘Workplace Exposure Visit’.

Trainees from EnAble India and partner organisations, explored career pathways, workplace settings and job roles at company premises, while also expanding their professional networks. 874 trainees and volunteers were involved in these visits. ‘Mentoring-buddy’ programmes were also organised, connecting 85 employees across 4 companies with EnAble India trainees through one-on-one interactions and review calls. Trainees strengthened both technical (like Java & Python) and professional skills like workplace etiquette, self-advocacy. At the same time, mentors gained a deeper appreciation of the abilities, aspirations, and potential of the individuals they supported.

Two-way learning experience

These volunteering activities provide a space for persons with disabilities to upskill, learn from peers, and to better understand the current job market. And or volunteers, it offers a chance to return to their organisations with a better understanding of disability, recognising their colleagues with disabilities for their knowledge & contributions. These shifts in perception can influence workplace culture, hiring practices, and broader inclusion efforts.

Participation in these activities is often not limited to EnAble India trainees. Individuals from partner NGOs are also encouraged and invited to take part, helping extend learning, exposure, and opportunities across the wider disability ecosystem.

Outreach and volunteer management highlights		
24K+	**2K+**	**182K+**
Participants engaged through events like sports & experience zones	Participants attended workshops on disability awareness & peer sensitisation	Participants joined industry-wide & sectoral events

THE POWER OF MENTORSHIP



Priyabrata, a project manager at an MNC in Bengaluru, has spent nearly two decades mentoring young professionals. Through those years, he has come to believe that a key role of a mentor is helping people recognise strengths they may not see in themselves.

With 15 years of experience in the IT industry, Priyabrata currently works with teams focused on AI, data science, and other technical domains. Through a CSR volunteering opportunity, he got the chance to mentor Emmanuel, a trainee with vision impairment, from EnAble India.

“In my first session with him, he was very positive. He was coming from his town in Tamil Nadu, for the first time, with a great vision and goal to achieve. And he was not just looking for one option; he was always open to Plan B.”

The mentorship started with understanding Emmanuel’s career goals. Together, they worked on his resume, identified areas for improvement, and discussed the technical and soft skills he would need to build.

As their conversations progressed, Priyabrata noticed Emmanuel’s strengths extending far beyond his technical interests in software. He was also a very good communicator, positive and thoughtful.

“If you ask Emmanuel, ‘What time did you wake up today?’ An upfront answer would be, ‘I don’t remember,’ which can be negative. But Emmanuel would say, ‘Today I did not see my watch. But since I’m an early riser, I believe I woke up between 6:00 and 6:15 AM. He was very unique in his approach to questions.”

By the end of the three-month mentorship, Priyabrata could see Emmanuel's drive to constantly improve and push himself further. "We just showed him the direction, how he can present himself better, differently."

Priyabrata began his career by clearing the rigorous SSB (Services Selection Board) interview to join the Indian Armed Forces. Although he could not continue with the Indian Navy and later attempted UPSC and did not make it to the merit list, those experiences taught him that even if you plan well, things may not work out. But he believes in always exploring new avenues.

Getting into IT was another challenge. Coming from a mechanical engineering background, he had to chart a new path for himself. "I always have a mindset of never giving up. I might have to give 999 attempts, I'll still wait to succeed in the 1000th attempt."

Growing up, Priyabrata also witnessed his parents navigate significant health challenges. As he was young, he wasn't the best suited to face these situations but credits his parents with teaching him to focus on effort rather than dwelling on circumstances.

"Unfortunately, I did not have any mentor, someone who guided me. But I observed my parents and brother and learned it from them practically."

And these experiences made him a suitable mentor for persons with disabilities, who also have to deal with barriers in their everyday lives.

Priyabrata believes that everyone has strengths, but they are not always easy to identify on their own. "That's when you interact with a mentor. We worked with Emmanuel beyond resume building and helped him realise his strength."

When asked about why he volunteers, he had this to say, "I'm passionate about it and get more mental peace. Maybe seeing a smile on someone's face or to help them go beyond what they're not able to do. I think that's the real joy, right?"

His experience with his mentee reflects his experience in the awareness sessions conducted by EnAble India. "It's clearly mentioned: don't treat us (people with disabilities) with sympathy. I think that's very important. We have to respect each individual and the strength they have."

ENABLE EMPLOYMENT

Developing an employment ecosystem for persons with disabilities

For decades, employment efforts for persons with disabilities have remained fragmented, with isolated interventions and limited coordination between employers, candidates, NGOs and other stakeholders. The team is working to change this by building a collaborative employment ecosystem that connects companies, NGOs, institutions and communities to create more inclusive and sustainable employment pathways.

Using EnAble India's 5A Opportunity Model — Aware, Aspire, Access, Accelerate and Achieve — the team works to bridge the gap between job seekers with disabilities and employers through structured interventions.



Bangalore Airport Services Limited (BASL) staff and employees with low vision on a team outing

Beyond traditional placement approaches

Project Avsar: In collaboration with our recruitment partner, Allegis, the team launched Project Avsar—a series of interconnected initiatives aimed at improving wage employment opportunities for persons with disabilities. The programme brought together companies, candidates, and ecosystem partners to promote inclusive hiring and strengthen job-readiness efforts.

A key focus was building more predictable pathways for both employers and job seekers with disabilities to hire and get hired.

As part of the initiative, team hosted the Avsar Roundtable, bringing together representatives from 11 companies—both with experience hiring persons with disabilities and those starting their inclusion journey. Companies explored proven and scalable hiring models, interacted with trainees with disabilities, and gained insights into accessibility solutions. As a result, six companies initiated follow-up hiring conversations.

Mentor-buddy projects: Mentor-Buddy initiatives with corporate partners such as CBA, Synchrony, Wipro and Cognizant further supported candidates through mentoring, workplace readiness and career development.



EnAble India employees, persons with low vision and one individual with locomotor disability who attended interviews at BASL

Apprenticeship Model: The TVS Apprenticeship Model created a structured pathway for the Deaf trainees to enter industrial employment. During the year, 190 Deaf trainees participated in career-readiness activities for internship opportunities with TVS branches in Mysuru and Hosur.

Building on the model's success, the team expanded the approach to other sectors, including aerospace, technology, and engineering. Among all the Deaf candidates who started as interns, 45.5% of them secured employment with these organisations.

Entering emerging sectors

The team also expanded employment opportunities into non-traditional sectors, including AgriTech, Beauty & Wellness, Healthcare, Telecommunications, Interior Design, Media & Information Management, accessibility testing, assistive technology marketing, biomedical and electronic assembly, construction, and research.

Start-ups also emerged as an important source of employment, hiring Deaf candidates and persons with vision impairment.

EnAble employment highlights

₹6M+ highest annual salary secured by a person with vision impairment as a financial controller		**132** Company collaborations
PwD employed in **6** different sectors (IT, Finance etc.)	**87%** retention rate of employees with disabilities	**1050** interview opportunities created, out of which 761 PwDs secured jobs

JOURNEY TOWARDS ECONOMIC INDEPENDENCE



Today, 23-year-old **Bhimamma** works at a premium hospitality facility within an international airport, earning a stable income and supporting her family. Her journey, however, began in a small village in Gadag district of North Karnataka, where opportunities for education and employment were limited, especially for women with disabilities.

Born with low vision, Bhimamma grew up as the third of seven children in a family that depended on daily wage labour and cattle rearing. With an uncertain income, meeting basic needs often took priority over education and career aspirations.

Despite these challenges, she completed Class 12. But financial constraints made further education difficult, and she joined the local workforce as an agricultural labourer, contributing to her family's income while putting her own aspirations on hold.

Things changed when she met a neighbour who had secured employment through EnAble India. Inspired by their journey, Bhimamma decided to reach out. During the initial assessment, it was clear that she had the motivation and resilience to succeed. What she needed was support to transition from informal work to a structured professional environment.

Bhimamma found guidance on interview preparation, communication skills, workplace etiquette, professional behaviour, and even adapting to urban life. She also received support in opening her first bank account and learning how to manage her finances, helping her take her first steps towards financial independence.

The transition was not easy, but a buddy network and regular follow-ups from EnAble India helped her settle into her new environment and build confidence along the way. At the age of 21, Bhimamma joined a premium hospitality facility at an international airport as a Housekeeping Associate. The role required her to meet high service standards, work with diverse teams, and pay close attention to detail. Rather than being intimidated, she embraced the opportunity to learn and grow.

Within her first eight months, she received the Best Performer award four times, recognised for her consistency, reliability, and commitment to excellence. She also earned 23% salary increment within her first year.

As her responsibilities grew, Bhimamma was promoted to Laundry Associate, where she now manages staff uniform operations. Her income increased from irregular agricultural wages to approximately INR 22,000 per month, enabling her to contribute meaningfully to household expenses.

More importantly, the job has given her independence, confidence, and the ability to shape her own future.

CANDIDATE DEVELOPMENT - EMPLOYABILITY

Supporting employment readiness of persons with disabilities

Employment begins long before a job offer. It begins with awareness, confidence, exposure, and the belief that meaningful work is possible. Throughout the year, the GarvSe – Employability team strengthened this foundation by bringing EnAble India's Employability Competency Framework to life, preparing persons with disabilities for jobs and beyond, towards building sustainable careers and economic independence.

Built on years of lived experiences and field learning, the framework recognizes that every person's journey is unique. Training is therefore tailored to disability, aspirations, learning needs, and career pathways. From the first career conversation to workplace readiness, the team supported candidates through a continuum of pre-skilling, employability training, specialized domain learning, mentoring, and exposure to real work environments, while simultaneously building the capacity of partner organizations to deliver high-quality employability interventions.

Pre-skilling: Over the year, 2,020 persons with disabilities participated in pre-skilling interventions designed to help them understand career opportunities, identify strengths, build self-advocacy, and prepare for the world of work. Career awareness workshops, assessments, mock interviews, Margadarshi sessions, interview preparation, financial literacy, and exposure visits reached candidates across diverse disabilities—including hearing, visual, locomotor, intellectual, neurodevelopmental, psychosocial, and multiple disabilities and across geographies from Kashmir to Hyderabad and Jaipur to Mysuru.

Skilling: As candidates progressed in their journeys, 764 persons with disabilities completed structured skilling programmes that combined employability skills with domain-specific learning. Training expanded significantly during the year, introducing new learning pathways in architecture, hospitality, financial literacy, advanced Excel, Microsoft PowerPoint, data annotation, Generative AI, and workplace communication. The programmes also strengthened partnerships with institutions, universities, NGOs, and corporate volunteers, ensuring that learning remained relevant to emerging industry opportunities.

Partnerships: Collaborations with Orbit Skilling, Manomaya, Voluntary Medicare Society, National Association for the Blind, Netra Vidyalaya, University of Hyderabad, ArchFusion, Orchvate Foundation, JSS PDA for Differently Abled Mysore and several disability-related organizations enabled the programme to reach more candidates while responding to regional and disability-specific needs. Exposure visits, mentoring programmes, and workplace simulations gave participants practical insights into employer expectations, helping bridge the gap between training and employment.

Capacity building: Apart from directly supporting trainees, the team also invested in strengthening the broader employability ecosystem. Through six capacity-building programmes, 106 disability professionals and partner representatives were equipped with practical tools and methodologies of inclusive employability practices. This built a stronger nationwide network of individuals who will support livelihoods for persons with disabilities.



Employability training at Kairali Foundation of Deaf Women (KFDW), Ernakulam

Employability is about much more than skills. It is about confidence, self-belief, informed choices, and the right support at the right time. Whether it was a student with vision impairment creating presentations independently for the first time, a Deaf candidate gaining clarity on career pathways, or a person with locomotor disability discovering confidence through employability training, the year's stories demonstrated that inclusive learning environments enable people to recognise their potential and pursue opportunities with dignity.

EnAble Academy

EnAble Academy is a digital learning platform that brings personalised courses, mentorship, and livelihood pathways together in one place, for persons with disabilities, employers, NGOs, trainers, families, and the wider disability community. Designed to be accessible across disabilities, it helps learners build new skills and go at their own pace, from anywhere and across different states and regions.

90.58% course completion rate | **373** new registered learners

Candidate Development - Employability highlights			
2000+	**700+**	**300+**	**106**
PwDs part of pre-skilling engagements like career awareness workshops	PwDs trained in employability and domain skills	individuals employed	Disability professionals trained

FINDING CONFIDENCE, ONE CONVERSATION AT A TIME



Growing up in Shillong, **Biju** had an active childhood. Cricket was his passion. But at the age of 14, his life took an unexpected turn when he was diagnosed with muscular dystrophy.

"I loved playing cricket. It was a big part of my childhood. But as my muscles gradually became weaker, I had to stop playing and start adjusting to a very different life."

After completing his Bachelor's degree in Arts, Biju moved back to Assam with his family. With limited employment opportunities for persons with disabilities in the region and travelling for work often difficult, he found himself unsure of what came next.

Everything began to change when a friend introduced him to EnAble India's employability programmes.

Over the next two years, Biju participated in multiple training programmes focused on employability, communication, English language skills and workplace readiness. The training helped him develop practical skills for the workplace, but more importantly, it changed how he saw himself.

"Before the training, I rarely spoke to new people. I wasn't confident expressing myself, especially in English. The trainers helped me communicate better and gave me the confidence to believe in what I could do."

The support extended beyond training. Receiving a laptop enabled Biju to explore remote work opportunities and continue building his skills from home. "Before the training, I thought I couldn't do much in life. I didn't even know about the opportunities that existed. The programme completely changed my perspective."

Today, he works as a Customer Service Representative at Startek, remotely from Assam. Working from home allows him to pursue a professional career while managing the mobility challenges associated with muscular dystrophy.

Accessibility challenges, however, remain part of his everyday reality. Climbing stairs, travelling long distances and navigating public infrastructure still cause problems. But he has not stopped planning for the future.

"I want to keep growing in the customer service industry and take on greater responsibilities. I want to continue building my career. Today, I can see possibilities that I once thought were beyond my reach."

SWASHAKTI MISSION 100K

Enabling rural entrepreneurs with disabilities

As many as 18 million persons with disabilities (69% of the disability population) live in rural India. Awareness of jobs, assistive solutions, skill training institutes and other critical information, which can bring them closer to financial independence is low. This gap extends to families and community members who support them.

The team tackled this challenge through a multi-pronged approach, starting with the community. A strong ecosystem around persons with disabilities, across various districts, was built. Enabler Committee meetings with different community stakeholders like ASHA & anganwadi workers, village leaders, healthcare professionals, lawyers, elected representatives, educators, and other community influencers were held, sensitizing them on disability inclusion.

This network of informed stakeholders is equipped to support persons with disabilities in accessing opportunities and services. The approach is anchored in EnAble India's 8-Step Ecosystem Building Process, which brings together communities, institutions, and support networks to create lasting impact.

Local partner NGOs, called GarvSe Centres (GSCs), anchored and sustained this work within their communities. NGO representative identified and recommended persons with disabilities who could benefit from training; mobilised volunteers and connected with skilling partners and potential employers. This year, 8 new organisations were engaged as GarvSe centres.

We also strengthened efforts to reach persons with disabilities from tribal communities, engaging 450 individuals across 7 states. Individuals are then connected to central government skill development institutes—RSETIs/ RUDSETIs (Rural Self-Employment Training Institutes/Rural Development and Self-Employment Training Institutes) which, in collaboration with EnAble India, have adapted their career awareness programmes and vocational training to make them more accessible and relevant to the disability community.

To strengthen this ecosystem, the team also built the capacity of 251 RSETI directors and 192 faculty members on providing effective support and training for persons with disabilities.

Access to finance remains a critical enabler for aspiring entrepreneurs with disabilities. To address this, the team worked with microfinance institutions (MFIs) like Rang De and expanded MFI partnerships through our GarvSe Centres to ensure availability of micro-credit. Last year, 232 entrepreneurs with disabilities received loans worth ₹8,167K through Rang De, helping them start or grow their businesses.

These efforts are part of Swashakti Mission 100K, a commitment towards empowering 100,000 rural persons with disability as entrepreneurs in 10 years, by 2031.

Last year, the collective efforts of partners and the ecosystem have enabled persons with disabilities in rural India to open dairy shops, start tailoring businesses, manage livestock, and pursue a range of other trades. They have not only taken charge of their lives but also contributed to their families and communities and in some cases, have become sole earning members in their families.



Enabler Committee Meeting in Pallegudem, Nalgonda, Telangana

Bringing the community together

Jagruthi Mela: For a person with a disability, finding the right information or service at the right time can be life-changing. Jagruthi Mela served as a single platform, offering access to information and support across different stages of life—from education and rehabilitation to livelihoods and assistive technology. The Melas make it easier for people with disabilities, families, caregivers, special educators and others in the disability community, to discover and access the support available to them.

Last year, 3 Jagruthi Melas were organised in collaboration with GarvSe partners, Jayati Bharatam in Lucknow, Blue Foundation in Hyderabad and Bethany Society in Shillong along with other local organisations like special schools, RSETI, SELCO Solar Light Private Limited, hospitals, government . departments and employers. The melas reached nearly 3,000 people from surrounding regions. The events were led by local NGO representatives, community members and disability leaders. Their networks, insights, and lived experiences helped ensure that the Melas responded to local needs.

Samagama 2025, August 6 – 8: 3 day gathering of partners and stakeholders from across India to exchange best practices for disability livelihoods, explore strategies to address challenges, recognise young micro-entrepreneurs with disabilities in rural India and so much more!

Swashakti Mission 100K highlights	
4,700+ PwDs participated in Entrepreneurship Development Programme (EDP)	**443** RSETI directors and faculty were trained on effectively supporting and guiding PwDs.
941 assistive solutions for livelihoods provided	**3,200+** PwDs have been supported in starting their micro businesses



Saidamma, a businesswoman with a locomotor disability, sees an average of five customers every day at her tailoring shop, where she also sells sarees. But it wasn't always this way.

Five years ago, she only ran a tailoring business in a village in Nalgonda, Telangana. Having contracted polio at a young age, she has difficulty walking and uses crutches to get around. However, she says, "I have a problem with walking; everything else is okay. So I should work for my self-respect, just like other people."

About a year ago, representatives from EnAble India encouraged her to join a 10-day Entrepreneurship Development Programme (EDP). The training introduced her to the fundamentals of running a business, like choosing the right location to understanding which business would work best in a particular area.

The programme also helped her understand investments, pricing, profits, and customer interactions. With financial support from her husband, she expanded her tailoring shop to include saree sales.

She says, "If I get lots of customers in a day, I am very happy that whole day."

If you thought selling sarees and stitching blouses was a full-time job, Saidamma will prove you wrong. That takes up 4 hours. What does she do during the rest of the day?

Recognising her skills, women from the community began approaching her for guidance in sewing and tailoring. "They liked my work. And voluntarily came and asked me if they can learn, like cutting. That's how it started."

Today, she trains aspiring tailors, with courses lasting anywhere between 45 days and six months, depending on the learner's pace and skill.

Saidamma also serves as the president of her village's Handicap Association. She says, "They ask me to mobilise all the people with disabilities in the village and get them to the meeting. And then people talk and discuss about their problems."

Her leadership journey began when members of her village encouraged her to contest for the role, leading to her unanimous election.

Behind her many roles is a strong support system. She says, "My husband supports me in everything, from the tailoring shop, flour mill and in the president's role. It becomes easier with my husband's help."

When asked what advice she would give aspiring entrepreneurs, she says, "Don't invest too much. Start small and then grow your business. For example in a kirana shop, don't purchase items worth lakhs in bulk. Get good-quality items."

MANOMAYA & ICCHA

Nurturing communication & life skills

Aside from navigating physical or social barriers, persons with disabilities also deal with unidentified stress and mental health challenges in their everyday lives. This can have a domino effect on their families and caregivers too.

Life skills: Through the Manomaya initiative, we aim to equip persons with disabilities with the essential life skills needed to lead more independent, fulfilling, and resilient lives. The programme covered multiple areas like self-awareness, understanding and managing intense unpleasant emotions, goal setting, assertive communication, decision-making and maintaining healthy relationships. Delivered through both online and offline formats, the training meets diverse learning needs and addresses different life stages of persons with disabilities.

English communication: English remains one of the top expectations for professional growth. Recognising this, Manomaya offered English communication training for persons with disabilities across varying proficiency levels. From foundational language skills to workplace communication, the courses were designed to help participants thrive at work.

Manomaya highlights	
700+	**400+**
PwDs were trained in essential life skills	individuals completed English Communication training

Supporting the emotional and mental well-being of PwDs and caregivers

Project ICCHA (Inclusive Counselling & Coaching Hub Alliance) was designed to support the mental well-being and livelihood journey of people across different disabilities.

Counselling and mental health workshops: ICCHA offered individual counselling sessions and mental health workshops to trainees and the community across EnAble India and partner centres. These sessions and workshops covered areas like emotional well-being, self-regulation and access to support services.

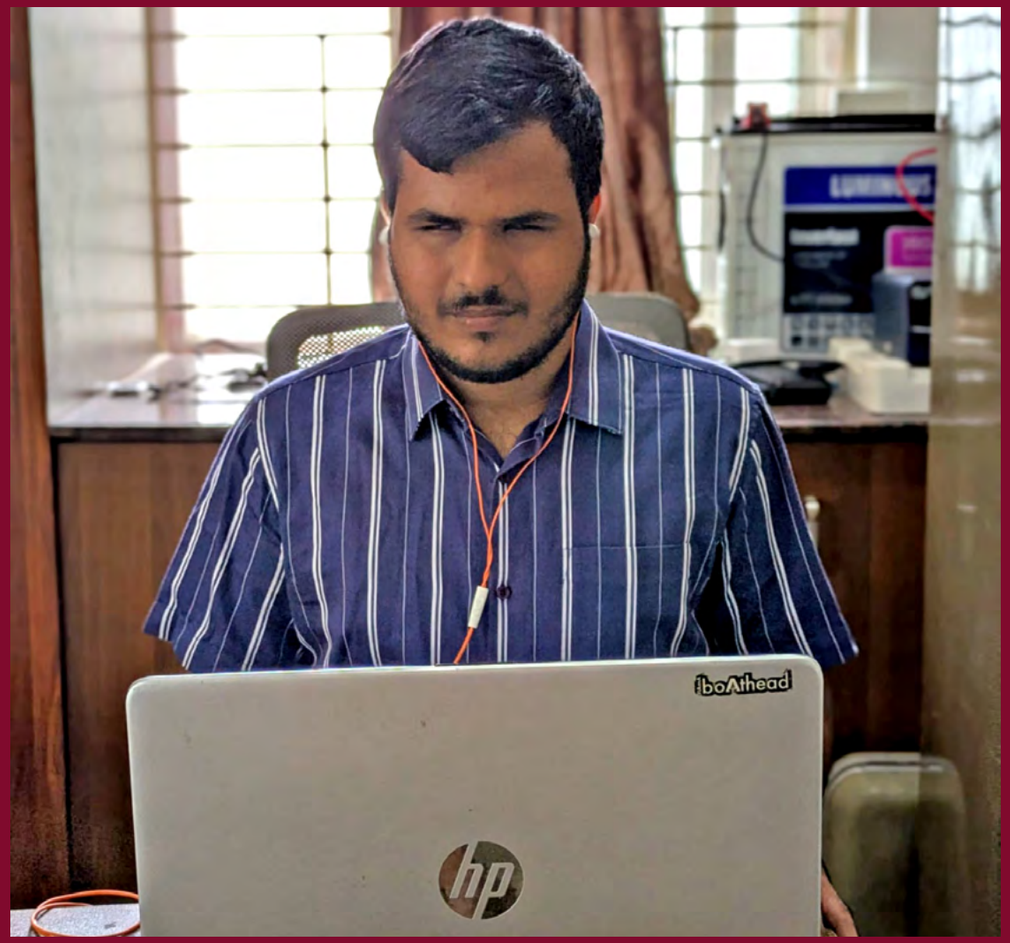
Support groups: We organized awareness workshops to support persons with Inflammatory Bowel Disease (IBD), who experience significant emotional and mental stress while managing chronic conditions. The groups were designed to provide a safe space for emotional processing, coping with the challenges of chronic illness, and connecting with peers who share similar experiences.

Partnerships: ICCHA expanded its ecosystem of support for trainees from EnAble India and partner NGOs through tie-ups with organizations like Bipolar India, IBD Patient Support Foundation, and AYOO Care.

Caregivers: Few support groups were initiated for caregivers of persons with disabilities to share experiences and build emotional resilience.

ICCHA highlights	
400+	**400+**
counselling hours delivered	PwDs participated in mental health awareness workshops

CHOOSING A DIFFERENT OUTLOOK



Shiva was dealing with one of the harsher realities of corporate life. Despite his skills and experience, he wasn't being promoted. He was even removed from an internal mailing list that shared job openings within the company.

A 23-year-old from Hyderabad, Shiva is a person with vision impairment who works as an analyst at a multinational accounting firm. He uses a screen reader called JAWS and relies heavily on Excel in his day-to-day work.

Communication has always been one of Shiva's strengths and one of his passions. But his corporate journey was not turning out the way he had hoped.

"I was demotivated and discouraged because I could not progress in my career. Other able-bodied people from my team moved out into different teams because they did not face inaccessibility like me."

At a time when Shiva was struggling to manage his emotions and frustration, he came across EnAble India's Manomaya Life Skills Training through a WhatsApp group and decided to join.

Shiva worked in a support team from which employees often moved into core business and finance roles. While others around him were able to make that transition, he saw that accessibility concerns were used as reasons to keep him from even being considered.

"I was the only person with vision impairment in my team. And they don't acknowledge what they do as discrimination. They have ready answers for any reasonable questions I bring up and they aren't willing to change anything".

Through Manomaya, Shiva began to better understand how emotions are triggered and how to respond to them. Instead of comparing himself to others, he began focusing on his own strengths and where he could make the greatest contribution.

"My strengths are in communication, training, and helping people get better. In English, writing and reading. So, why should I run behind something I can't change?" He also came to accept that some barriers, such as inaccessible workplace systems, were beyond his immediate control. "We live in a place which is not designed for us. I started realizing that I should pursue something where I am strong instead of trying to do what others are doing."

Outside of work, Shiva loves reading non-fiction books and anything that helps him gain knowledge. He is currently pursuing an MA, reads poetry as part of his coursework, and often writes poetry.

After completing his degree, he hopes to move into teaching. Having understood how important soft skills and life skills are, Shiva wants to go beyond the syllabus and ensure his students learn them too.

Platforms

People are often best placed to solve challenges together, especially when formal services are out of reach. Our platforms bring together community knowledge, digital literacy resources and grassroots innovations built over 26 years of work in the sector. They reach anyone willing to learn, share and act, adding scale to our work and agency to the people we reach.



ENABLE VAANI

Reaching the unreached

For many persons with disabilities, access to information remains one of the biggest barriers to inclusion. Opportunities related to education, livelihoods, government schemes, healthcare, and assistive services often exist, but they do not always reach those who need the most, particularly in rural and underserved communities.

EnAble Vaani was created to bridge this gap. As an interactive voice response (IVR) based social networking platform, it enables persons with disabilities to access information, share experiences, seek support, and learn from one another in their preferred languages. Built on the principle of “by persons with disabilities, for persons with disabilities,” the platform is a space for the community to contribute actively with much of the content being generated by users themselves.

Connecting people and opportunities

During the year, EnAble Vaani continued to expand its reach across India on five language platforms: Kannada, Hindi, Bangla, Tamil and now in English.

The platforms recorded 1.35 million calls, welcomed 10,419 new users, and published 28,915 audio messages covering topics such as education, livelihoods, government schemes, healthcare, financial literacy, assistive technology, emotional support, and lived experiences.

Community outreach remained central to the platform’s growth. Through 47 awareness and engagement events across 15 states and 40 districts, the team connected directly with persons with disabilities, families, community organizations, educational institutions, and local leaders.

The year also saw the pilot launch of Our Vaani, an English platform, catering to the north-eastern states with a large English-speaking population.



Group photo of the Vaani team

Namma Vaani turns 10!

Namma Vaani, our Kannada-language platform, was the first to be launched. Within just three months, user participation grew significantly, highlighting the need for such a platform.

Its success gave us the confidence to expand the model to other regions and languages. Namma Vaani completed 10 years in 2025 and today has users from all districts of Karnataka.

People of Vaani

Individuals who first joined as listeners increasingly became ambassadors for the platform. Rajkumar, an employee of Ek Nayi Disha in Jharkhand, began introducing Hamari Vaani at his community events. Shwetha, a woman with vision impairment who attended an online awareness session, went on to conduct an orientation for more than 65 persons with disabilities through NAB Agra, helping others discover the platform and its benefits.

Organizations continued using EnAble Vaani as a channel to connect with communities. Disability organizations reported increased engagement after being featured on the platform, while educational institutions expressed interest in building partnerships.

A deliberate effort to strengthen women's participation also began yielding results. The introduction of dedicated recognition categories for women contributors encouraged more women to record and share audio content on Kural Namadhu (Tamil platform) & Amader Vaani (Bengali platform). Women shared tips and experiences on topics such as women's health, caring for children, managing the kitchen and home remedies for common illnesses.

A source of knowledge and support

During outreach events in Jharkhand and West Bengal, the team met many persons with disabilities who were unaware of essential services such as the UDID card, government schemes, education pathways, and livelihood opportunities. After joining the platform, users were able to access relevant information, connect with others facing similar challenges, and take informed steps toward securing services and opportunities.

The platform addressed important realities from the ground. In several rural and tribal communities, many persons with disabilities continue to rely on basic phones, while some have no personal phone access at all. Limited connectivity, mobility restrictions, and geographic isolation often make access to information difficult. In these contexts, voice-based communication is a convenient and a critical pathway to participation and inclusion.

EnAble Vaani highlights		
160K+ Unique users	**125K+** Recordings published	**9M+** Total calls
80% User generated content	**5** Languages	

*Data from programme inception to 31 March, 2026

FROM BEING TURNED AWAY TO FINDING A WAY TO LEARN

At 19, **Subhan** is finally pursuing the education he had been hoping for since he was a teenager.



Born blind and raised in Howrah, West Bengal, Subhan did not attend a formal school as a child. His family was worried about sending him to a hostel for children with vision impairment and unsure about how he would manage. Instead, he studied at a madrasa, memorising the Quran by listening.

“I was blind by birth, and my father and grandmother were very worried about me. They wondered how I would manage and how I would study,” Subhan recalls.

After completing his Quranic education in 2021, Subhan began thinking seriously about continuing his studies. “Since 2022, I have been trying to study. I wanted to go to school,” he says.

At 17, he began searching for schools for people with vision impairment. He searched online, called schools and even visited some in person. But the response was often the same: he was too old to enrol.

Determined to find another way, Subhan shared his wish to study on Amader Vaani, EnAble India’s voice-based Bangla platform. He recorded his message and left his contact number.

“I told them that I wanted to study and explained what had happened to me. Many people responded to me. That is how I got connected to people who could guide me.”

One of those connections led him to Kavita Bhulia of Prerna Education Centre.

“I did not know about open schooling earlier. Kavita ma’am told me about NIOS, The National Institute of Open Schooling. That gave me a way to continue my education.” In 2025, at 18, Subhan finally enrolled in Class 10.

His journey has not been without challenges. He takes his examinations with the support of a scribe and will need to retake Economics after facing difficulties with an English-language question paper. Alongside his NIOS studies, he is learning Braille through National Institute for the Empowerment of Persons with Visual Disabilities (NIVH) and improving his English through online resources.

Much of his learning is self-driven. His interest in technology began early, through YouTube videos about computers, artificial intelligence, and how technology works.

“I want to study further. I want to do a diploma and study computers. I am also interested in business. I want to build something for myself.”

For years, Subhan’s desire to study was met with barriers—his age, limited access to suitable schools and a lack of information about alternative pathways. Amader Vaani helped turn that search into a connection, and that connection into a pathway.

Today, Subhan is no longer asking whether there is a place for him in education. He is preparing himself for what comes next.

“I just want to continue studying. I want to learn, move forward and make a future for myself.”

PROJECT DISCOVERY

Amplifying disability-led innovation

Many of the most effective assistive solutions are created by persons with disabilities themselves as they navigate barriers in everyday life. Project Discovery identifies, documents, and showcases these innovations, creating a platform where lived experience becomes a source of knowledge and problem-solving.

Through Project Discovery, we are building a growing repository of assistive solutions while fostering a community of innovators. The initiative also creates opportunities to recognize, strengthen, and potentially scale solutions that can improve the lives of others.

The 6th edition of Project Discovery

Project Discovery 6.0 received 780 innovative solutions from persons with disabilities across India, demonstrating the creativity and problem-solving capacity that exists within the community.

Over 500 solution videos demonstrating practical innovations across mobility, communication, education, employment, daily living, and social participation, were documented and shared. The initiative expanded its reach through partnerships with 40+ organizations, including NGOs, educational institutions, disability networks, and community groups across multiple states.

The movement also strengthened community participation through structured engagement and recognition, acknowledging the contributions of 35 organizations and 62 individual innovators. Through continuous outreach, events, and collaborations, Project Discovery continued to build visibility for disability-led innovation on both national and global platforms.

Through a robust process for outreach, submission and evaluation, meaningful solutions were identified by a review process involving partners, volunteers, and sector experts, ensuring people across disabilities and regions were represented.



Blindfolded participant explores a teaching aid for students with vision impairment from Saksham School, Delhi

Spotlighting grassroots innovators

The initiative also expanded opportunities for innovators to gain visibility. At the OSOM event, co-created by EnAble India and Kempegowda International Airport Bengaluru, Project Discovery innovators showcased 20+ grassroots assistive solutions. The experience-led summit brought together technology startups, grassroots innovators, and global delegates to explore universal design and accessibility.

Through the Project Discovery Awards, 17 winning innovations were recognised across categories such as workplace, education and daily living, celebrating disability led problem solving and contributions.



Vinayana Khurana, Guest Teacher and disability activist, receiving a Project Discovery Award at OSOM

Connecting grassroots innovation with the wider accessibility ecosystem

Collaborations with organizations such as Google, disability networks, academic institutions and industry partners created opportunities for innovators to contribute to discussions on accessibility, inclusive design, and emerging technologies.

EMPOWER 2025, India's Assistive Technology Conference led by IIT Delhi along with other academic and user advocacy partners, provided a space for conversations around the development, research, scaling, and policy of assistive technology. Project Discovery's presence helped bring solutions born from lived experience into a wider ecosystem of researchers, technologists, innovators, and practitioners.

The team also participated in the Zero Project Conference 2026 (#ZeroCon26) in Vienna, a global platform bringing together innovators, policymakers, organisations, and leaders working towards disability inclusion. With the 2026 conference focusing on accessibility, information and communication technology, and crisis response, the platform provided an opportunity to take grassroots innovations into a global conversation on solutions that can be replicated and scaled.

Persons with disabilities are innovators

By recognising and amplifying grassroots solutions, Project Discovery is steadily contributing a shift in the narrative around disability. It highlights persons with disabilities not as recipients of charity, but as innovators who are creating practical solutions and breaking barriers in their own lives and communities.

Project Discovery highlights	
780 Innovative solutions received through Project Discovery 6.0	**100+** Community outreach calls made to new and existing contacts

MAKING LEARNING EASIER, ONE INNOVATION AT A TIME



In Anantnag, Jammu & Kashmir, **Javed Ahmad Tak** runs the Zaiba Aapa Institute of Inclusive Education in Bijbehara, where around 300 children with different disabilities receive education, rehabilitation and vocational support. Alongside the school, Javed also works with an organisation focused on three areas: education, accessibility and employment for persons with disabilities.

For Javed and his team, inclusion often begins with understanding the small barriers that can make learning difficult.

At Zaiba Aapa, special educators, physiotherapists and vocational trainers constantly find simple ways to make learning more accessible. When a child with a hand disability struggles to write, for instance, teachers may use strings, plastic cases or wooden planks to create a simple adaptation that makes writing easier. When children with intellectual disabilities find it difficult to understand concepts such as colours, teachers develop their own teaching-learning materials to make the concept easier to grasp.

“Sometimes, these may look like small changes, but they can make a big difference to a child’s ability to learn,” Javed says.

The team began documenting these ideas through Project Discovery. Javed and his team started submitting videos of their everyday innovations, hoping that a solution developed at their school could also help another institution facing a similar challenge.

Their innovations have since been recognised through Project Discovery, including multiple nominations among the top three.

For Javed, however, the recognition means more than an award. It acknowledges the additional effort teachers put into finding new ways to support their students—and encourages them to keep experimenting.

“I am really thankful to EnAble India. For many people, these may seem like small things, but recognising these efforts motivates teachers to think differently and find new solutions for children,” he says.

Through Project Discovery, these ideas also travel beyond Zaiba Aapa.

“People from different states and institutions come together, and we get to learn from each other. What EnAble India is doing through these platforms is really big,” Javed reflects.

What began as teachers finding practical solutions for children in their own classrooms have now become part of a larger community of disability-led and grassroots innovation.

The global edition: Discovery Awards

While Project Discovery is a national platform, it also creates an international impact through the Discovery Awards, in collaboration with Zero Project.

And last year marked the launch of its 4th edition, co-created with partner organizations from across the world, including Romania (CED Romania), Uganda (Tunaweza Foundation), the UAE (Al Noor), and Mexico (Hearcolors), alongside global partners and disability leaders.

Following outreach efforts, the team received 36 solutions, born from lived experiences, from 21 countries. 2 winners were selected by a jury of leaders and experts in the disability and technology sectors.

Small ideas, transformative impact

Etoju Japheth from Uganda and Maryam Al Ibrahim from Qatar* were recognized for solutions that improved their quality of life and the potential to impact many more.

Etoju, a person with albinism and low vision, often faced challenges with vision in sunlight. Most sunglasses on the market don't filter out intense sunlight from different angles. So he designed a soft shield-like structure with a small opening, that could be attached to his glasses. This allows light to pass through only the direct opening, reducing glare, enhancing focus, and improving visibility.

International partnerships

The growing interest in the Discovery Awards was reflected in the enthusiasm of regional partners, many of whom were keen to host launches in their own countries. One such milestone was the successful Africa launch, led by our partner, BethGold Foundation in Gambia, bringing together partners from across the continent.

As part of this evolution, CED Romania will also provide global leadership for the Discovery Awards over the next three years, helping guide its growth.

*Check out her story in the next section

A DISABILITY ADVOCATE IN THE MAKING



Maryam is a student with cerebral palsy, who in her words, wants to show people that you can be 'differently abled' and accomplish many things. Advocacy is second nature to her.

Right now, Maryam is 22 and in her third year of a bachelor's degree in communication at Northwestern University in Qatar. Her disability affects all four limbs, and she uses a wheelchair to move around.

She credits much of her independence to her supportive family, especially her mother, who works in the field of assistive technology.

"Even when I struggled to enter school because I was quote-unquote 'differently abled', my mom fought to get me in. She even said that my daughter will do big things. That's why I am not ashamed to talk about and admit that I have a disability."

Maryam volunteers at the Mada Center, an organisation that promotes digital inclusion and assistive technology. That's where she first heard about the Discovery Awards. "One thing about me is I love reading, but I was never able to hold a physical book. I could never keep it open."

Maryam created an accessible book holder, using a wooden board and adjustable metal wires with eraser tips. You place a book on the table and press the eraser tips to the pages to keep them in place. She designed it using recyclable household materials.

"I thought my innovation was silly. I came up with a solution which isn't very technologically heavy, because my life is filled with technology. I finally found a solution that wasn't created by an inventor but by a real-life struggle."

Maryam still relies on e-readers like Kindle and Kobo, but "Now if I wanted to read physical books, I have that option." Many individuals were interested in using or replicating her solution. Maryam feels it's rare to find something free of technology and believes people appreciate that disconnect.

Maryam's life is filled with tech. She uses text-to-speech for communication, her laptop for work, and she's really interested in the smart-home systems, where people can turn off lights or open curtains with phones. Maryam is aware that they can be unsustainable for the environment. "I'm not saying everyone should use this tech. But, I want a life where I can be as independent as possible, you know?"

The Discovery Awards was an awakening for her. When she won, she realised how much more she could offer to the world and change people's lives. "When I think of the word innovator, I think of well-known people, those who had a hard life from the beginning. But I wouldn't say my life was hard, because I know nothing better; I've been disabled my whole life. There isn't a book that teaches you how to cope with disability. I had to teach myself to become my own inventor." For Maryam, disability advocacy has been embedded within her. Growing up, she saw how disability was a topic people avoided speaking about, for fear of judgment. She wants to challenge that perception.

"I want to be a model for the younger generation."

BLIMEY

Opening the digital world for persons with vision impairment

E-learning platforms have changed the way we learn, from 5-minute bite-sized videos to 2-hour lectures, and from interactive, gamified learning to workshops. But while these formats and courses made learning available to a diverse group of people, not all were accessible.

Blimey was created to address one part of this gap. It is a cloud-based digital literacy platform designed specifically for persons with vision impairment. It enables people to learn essential computer and digital skills, like folder management, internet browsing, Microsoft applications, etc., independently through screen readers.

The platform evolves

Over the past year, new courses were added to help users browse, install, and effectively use NVDA (screen reader) add-ons to enhance their experience. Dedicated modules were also developed to introduce users to assistive technologies such as screen readers, magnifiers, and applications focused on practical, everyday use.

To make learning more accessible to regional users, content was also created and added in Malayalam, in addition to the five existing languages. Comprehensive content for the spelling tool to improve English literacy was also designed.

Some structural improvements were also made. A detailed course catalogue was introduced, making it easier for users to discover relevant courses through clear objectives, categories, and filtering options. A step-by-step user guide was also developed to support onboarding and navigation.



A woman with vision impairment using her laptop

During the year, Blimey continued its journey from a foundational platform to a mature digital learning product. The Excel learning curriculum was completed and approved, the Spelling Tool was integrated into the platform, and accessibility and usability feedback was gathered to guide further improvements to the user experience.

Spreading the word about Blimey

The more people who know about Blimey, the more who can benefit. The team engaged with more than 40 partner organisations across 18 states, demonstrating the platform and highlighting its benefits. Focused outreach efforts were also undertaken in underserved regions, including Andhra Pradesh and Chitrakoot.

Blimey highlights	
66K+ users as of 31 March, 2026	Available in **5** languages, Malayalam is the most recent addition

LEARNING COMPUTERS THROUGH THE EARS



How different is it to learn computers through your ears instead of your eyes? That was the reality **Mithil** had to face.

A mechanical engineering graduate from VIT, Mithil went to the United States for his master's degree. Just before his exams, while playing cricket, he fractured his leg in three places. What followed was a series of medical complications that eventually led to blindness.

Mithil says, "I was not accepting my situation at first. But when I came to EnAble India, I saw people, like Rajesh sir, (a trainer with vision impairment) who's living alone. He's doing his work and travelling independently. He's doing everything."

At EnAble India, Mithil was introduced to Blimey, a self-learning digital platform designed to support persons with vision impairment through digital literacy. Ironically, the very thing that made Blimey effective was what frustrated him the most.

“Blimey was a big nightmare for me, initially. This stupid computer is telling me what to do next. And I know everything. I know how a desktop is. I know the taskbar, I know everything. I was like, ‘Shut up, dude!’ I wanted to throw my laptop.”

After years of using computers visually, Mithil now had to relearn how to use them through a screen reader—a voice-based software that reads everything aloud. He found the transition difficult, but Blimey’s self-paced format gave him the space to learn on his own terms. Yet, he found it all a bit silly.

“I told myself, ‘Mithil, now you have no other choice. You must do it; otherwise, you won’t move forward.’”

Mithil enrolled in an advanced employability course while continuing with Blimey. This was a turning point for him. He had 4 years of work experience before his vision loss; he had been independent before, and he wanted to be independent again. With every lesson, from understanding the desktop to using Microsoft Word, Excel, and PowerPoint—he slowly learned to navigate the digital world again.

He says, “Blimey made me feel like, “Come on, Mithil, you have to accept your disability and this life. Or else, go home. Simple.”

Day after day, he returned to the exercises, gradually accepting his new reality and building confidence in his abilities. Blimey helped him gradually adjust to the screen reader voice. After finishing his training and looking ahead, he prefers to take things one step at a time.

“It took 2 years to accept my situation and get my life back on track. And now in the 3rd year, Sudha ma’am gave me this opportunity (for an internship). I will make the most out of it. You need to do something in life, for a new beginning. If you just sit at home, you’ll go mad. Now my future is in...God’s hands.”

TECHNOLOGY TEAM

Making technology work for everyone

Technology can open doors to learning, livelihoods, and participation for large, often underserved, communities of people. When it’s designed with accessibility in mind, these doors also open wider for the disability community to benefit too. In the last year, the Technology Team focused on building accessible digital solutions that respond to the needs of persons with disabilities, learners, and programme teams.

Digital literacy tool: Blimey 2.0 was developed as an accessible learning platform for people with low vision and vision impairment, with structured courses and exercises, progress tracking, accessible user registration, and offline access to learning modules. The platform was tested using screen reader software’s such as JAWS, NVDA, and Narrator.

The Spelling Tool 2.0, a feature of Blimey 2.0, further extended accessible learning through adaptive practice, performance tracking, gamification, and AI-generated content. The content generation tool produced exercises, modules, and chapters with which users can practise and improve their spelling skills. Initial internal testing, followed by testing with users with and without vision impairment, helped identify and resolve several accessibility and functionality issues.

Data collection tool: Accurate and credible data is the backbone of any sustainable change, yet it remains a challenge in the disability sector. To improve the consistency and quality of data collection, verification, tracking and reporting, into a more structured digital system, we piloted an application, the GSC Monitoring and Evaluation Portal, for our livelihood programmes, moving these processes into a more structured digital system.

The team set up a cloud-based system to collect & store data, forms, and related information. A user interface was developed, and periodic report generation was also automated, making data management more efficient. During the pilot and initial launch, 5,000+ training records were migrated to the platform.

People in the field can now enter data directly from wherever they are, instead of recording and sorting it manually. This reduces the time needed to process and assess data and respond to ground realities, while improving efficiency and our ability to make data-driven decisions quickly.

Websites: The team also contributed to more accessible digital experiences by designing and developing the #SeeAMillion and Discovery Awards websites, completing accessibility testing for #SeeAMillion, and supporting the revamp of the EnAble India website.

Across these solutions, accessibility was incorporated through accessible interfaces, screen-reader testing, offline functionality, and inclusive design practices.

Making grassroots assistive solutions easier to find | Disability Innovative Solutions Hub (DISH)

DISH is an AI–powered search engine where the users can type in their queries (think, “Can a blind person get a job?”) and get multiple community-validated assistive solutions to address them.

During the year, work began on DISH 2.0. OTP verification was integrated to strengthen user security. The team also carried out extensive testing of the early version of DISH, evaluating factors such as accuracy and relevance with internal and external stakeholders. Feedback and recommendations from these exercises were shared with the technical team, helping guide ongoing improvements. The accessibility team continued to identify and report issues to the developers.

Looking ahead, the focus will remain on refining the platform and expanding user outreach so that more people can discover and benefit from these grassroots innovations.

Purple collaborations

We support emerging entrepreneurs in the disability sector who are working on innovative, scalable products, services, and models for persons with disabilities. Our focus lies in areas beyond our core expertise, helping expand reach and impact while addressing diverse needs across different areas of life.

Thinkerbell Labs

In partnership with Allegis Group, EnAble India and Thinkerbell Labs continued to establish Annie Smart Classes (ASC) across four schools in Karnataka, Dehradun, Meghalaya, and Telangana. Using Annie, a self-learning Braille device, ASCs to support students with vision impairment build Braille literacy and learn independently.

Last year, 295 students benefited from 66 devices deployed across these schools.

At Janasindhu Blind Residential School in remote Gadag, students who traditionally began learning English Braille in Grade 5, now start as early as Grade 2, while also developing typing skills.



Students with vision impairment using Annie

GARV Toilets

There's more to creating inclusive and equitable learning environments than improving classrooms. Safe sanitation, accessible infrastructure, menstrual hygiene facilities, and awareness of healthy washroom practices all play a vital role in supporting children's health, dignity, school attendance, and educational outcomes.

EnAble India partnered with GARV Toilets, local NGOs, school authorities, and other stakeholders to implement the School Transformation Project across 21 government schools in rural Karnataka.

The project created climate-resilient, gender-responsive, and disability-inclusive water, sanitation, and hygiene (WASH) facilities, benefiting more than 4,500 students, including 70+ children with disabilities.



GARV toilets built in rural Karnataka government school

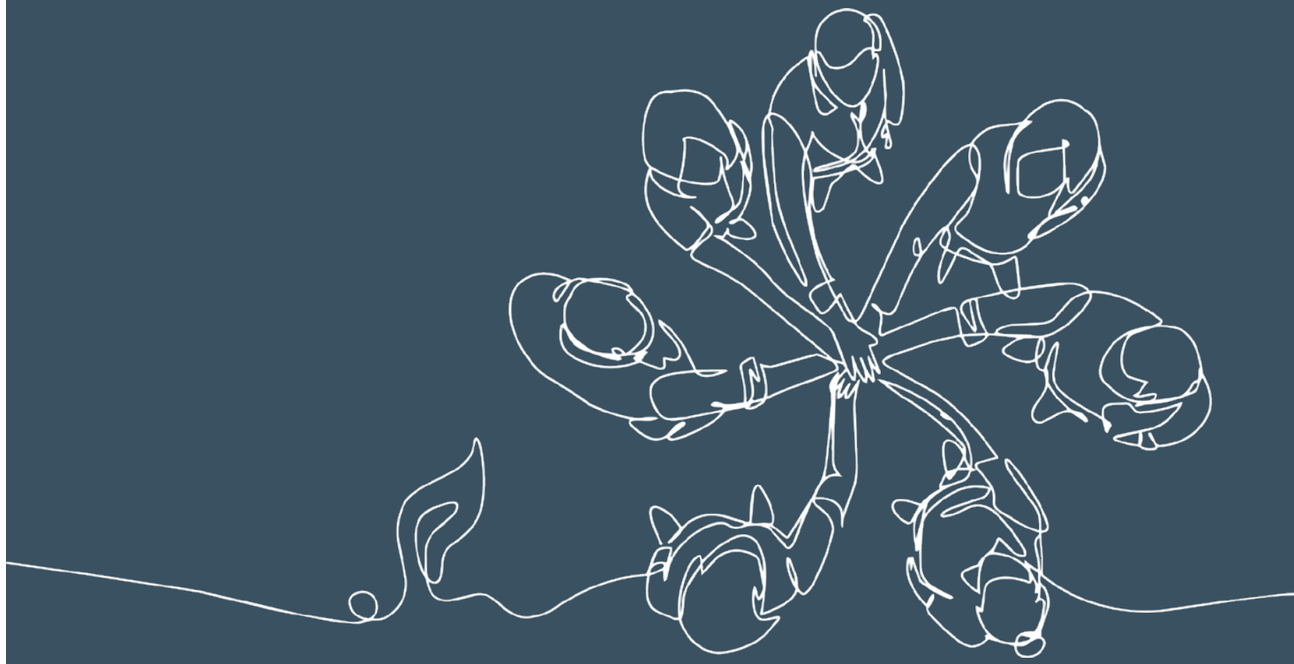


Training in Vemagal, Karnataka

Systems and Narratives

Persons with disabilities thrive as entrepreneurs, leaders, artists, innovators, employees, parents, changemakers, active citizens, and nation builders and our work reflects. The organisation's efforts aim to strengthen systems that enable their participation while also shifting the dominant narrative around disability, of charity and sympathy— and reflect the reality.

Livelihoods alone aren't enough. Other essentials like insurance, healthcare investments, and recreation should follow but often don't for persons with disabilities. Teams work to close that gap, turning organisation's learnings from real lives into evidence that shapes better decisions.



PURPLE ECONOMY MOVEMENT

Reframing inclusion as an economic opportunity

For decades, disability has largely been discussed through the lenses of charity, welfare, and compliance. The Purple Economy Movement is challenging this narrative by positioning inclusion as an economic opportunity—one that benefits businesses, governments, communities, and persons with disabilities alike.

Led by EnAble India, the movement is creating a new language for disability inclusion, one that recognizes persons with disabilities not as beneficiaries, but as customers, entrepreneurs, employees, innovators, taxpayers, and contributors to economic growth.

From movement to action

This year marked the movement's transition from a compelling idea to a recognised platform for dialogue and action, bringing together diverse sectors that do not traditionally participate in disability conversations.

Hospitality organisations demonstrated practical service models with accessibility at their heart. Financial institutions explored inclusive banking solutions. Technology innovators showcased accessible products. Disability-led businesses were highlighted. Government agencies examined inclusive infrastructure, while academic institutions strengthened research and thought leadership around disability-inclusive growth.

The Purple Economy Movement expanded from 17 founding pledges to nearly 150 organisations and individuals.

A series of 12 Purple Economy Dialogues (PE Dialogues) we held across India and internationally, which created spaces where business leaders, policymakers, entrepreneurs, and disability advocates explored this emerging market through the lens of innovation, design, and competitiveness.



Purple Economy Dialogue in Indian Institute of Management–Bangalore

A peek into the dialogues

Beyond the partnerships and number of dialogues, the most significant shift this year was the change in the disability narrative.

Businesses increasingly began asking not "Why should we include persons with disabilities?" But "How can we build inclusion into our products, services, workplaces, and customer experiences?" This shift was reflected across multiple platforms.

At IIM Bangalore, conversations positioned disability inclusion as a significant market opportunity, introducing evidence that accessibility can expand customer bases and unlock economic growth.

The Dialogue at the LaLiT, New Delhi, demonstrated how inclusion can be embedded into hospitality infrastructure through accessible design, staff training, and service delivery.

The defining moment came at a Dialogue at International Purple Fest Goa 2025. Government, UN India, banking, industry, culture, civil society and businesses converged around one message: Inclusion Means Business. From Union Bank which brought banking inclusion into the conversation through accessible digital finance, PwD-led service possibilities, etc., to the Goa Chamber of Commerce & Industry (GCCI), that projected the Purple Economy as a major Indian growth opportunity, organisations brought forward practical ideas and commitments.

We also laid the groundwork for three key papers that translate the ideas behind the Purple Economy into actionable frameworks.

The Purple Economy White Paper aims to convert the movement's narrative, evidence, and economic logic into a national growth framework. The Purple Insurance Paper explores how inclusive products can expand insurance access for persons with disabilities, while the Purple Mobility Paper highlights how accessible mobility depends not only on infrastructure, but also on inclusive services, technology, and systems.

Strengthening global credibility

Shombi Sharp, now former UN Resident Coordinator, framed inclusion through a lens of both human rights and smart economics at the PE Dialogue at the LaLiT. The question changed from "Why inclusion?" to "How do we build it into systems?"

In partnership with G3ict and the United Nations in India, we hosted a side event on "Global Disability Economic Alliance: Advancing Disability-Inclusive Economic Growth", laying the foundation for the Purple Economy on a global stage at COSP 18.

We also took the Purple Economy to the Global Disability Summit in Berlin, where Dipesh Sutariya and Sayomdeb Mukherjee hosted a fireside chat highlighting the $18 trillion economic opportunity of disability inclusion. Ambassador Luis Gallegos, Chair of the CRPD drafting committee, pledged his support for the movement.

New concepts introduced

- **Inclusion Means Business:** The movement's clearest public message
- **Return on Inclusion:** The measurable value created by inclusive design and participation
- **Purple Economic Zones:** Place-based, live ecosystems where inclusion becomes visible, practical and scalable
- **Customers with disabilities:** Persons with disabilities as an economic constituency.
- **Profit Meets Purpose:** The bridge between social value & business value

PROVING THE IDEA BEHIND THE PURPLE ECONOMY MOVEMENT



For **Guruprasad Pawaskar**, State Commissioner for Persons with Disabilities, Government of Goa, states have a critical role to play in building the Purple Economy. And in Goa, he believes that journey has already begun.

He traces the beginning back to Purple Fest in 2023, when people from across the country travelled to Goa to participate in the festival. Their presence created economic activity across the ecosystem—from hotels and restaurants to travel and local services.

"As lots of people travelled to Goa, participated in various events, stayed in hotels and restaurants, that created the Purple Economy from that very day when they landed in Goa," Pawaskar says.

For him, however, creating an inclusive economy cannot stop at events or policy announcements.

"Disability inclusion should be on the ground," he says, emphasising the need for government stakeholders to move beyond offices and policy documents and focus on implementation.

Pawaskar believes this shift also requires changing how disability is viewed within economic systems. Rather than approaching persons with disabilities primarily as beneficiaries of support, policies and incentives should help create pathways into the workforce and encourage industries to participate.

"If we design the policies around the workforce environment… and have some kind of incentives to the industries, I think that will work and that will actually propel the Purple Economy at a much faster pace."

This, he believes, is where society, government, and industry converge—creating conditions where persons with disabilities participate as valued customers and contributors to the economy.

His vision extends beyond Goa. He sees the Purple Economy as a movement that can bring policymakers, industries and other stakeholders into the same conversation across states.

For Pawaskar, the message is ultimately simple: the time for discussing inclusion has been long. The next step is to make it visible in how systems work, how industries participate and how people experience everyday life.

"Working on the ground is more important to make the entire society inclusive."

Campaigns & Collectives

Behind every successful placement is an ecosystem of people—village leaders, educators, employers, interpreters, family members, and community advocates working together. Each disability community has unique experiences and meaningful inclusion requires a deeper understanding of those realities. What works for a person with vision impairment may not work for a Deaf person or someone with an intellectual disability. Real shift happen when people come together around shared experiences and goals, which is why our campaigns and collectives matter: spaces where people lead, teach and learn from one another.



#SEEAMILLION

Digital literacy for persons with vision impairment

Today, much of the world's learning, communication, work, and social interaction happens online. For persons with vision impairment, access to the digital world can open doors not only to careers and livelihoods, but also to information, friendships, services, and greater participation in society.

Yet, access to technology remains one of the biggest barriers to inclusion. Many persons with vision impairment are unaware of the assistive technologies or accessible devices available to them. There's also a lack of digital literacy programmes or trainers who know how to teach persons with vision impairment.

EnAble India's #SeeAMillion initiative was conceived to transform one million blind and low vision persons into active citizens and nation builders through digital empowerment. The initiative advances this vision through awareness programmes, digital literacy training, and capacity-building efforts.

Awareness programmes: Conducted across 17+ states in collaboration with 25+ partner organisations, they are curated around the needs of local communities. These programmes covered areas such as career guidance, digital literacy training, accessible reading solutions (like Braille and audio texts), and mobility.

Digital literacy programmes: They ranged from orientation to computers and keyboards to advanced courses in Microsoft Excel, internet navigation and Android accessibility features.

Recognising that vision impairment exists on a spectrum, the programmes were adapted to address the specific needs of both blind and low vision participants, including an exclusive office productivity course tailored to the needs of individuals with low vision.

Capacity building: Through programmes based on EnAble India's training methodology and curriculum, aspiring trainers learned how to deliver digital literacy courses, computer education and awareness programmes for persons with vision impairment within their own communities.

9th generation of trainers

We're proud to have reached the 9th generation of trainers through #SAM last year. Each generation is trained by the previous one—so a trainer from Generation 1 goes on to train Generation 2, and so on. Reaching the 9th generation shows how far the programme has grown and the continued commitment of persons with vision impairment and allies to making digital literacy more accessible.



Group photo of the Trainer Certification Course

Reaching remote corners of India

These efforts were supported through a network of local NGO partnerships, called Parivartan Centres. Serving as digital literacy hubs for the blind and low vision community, these centres provide access to training, technology, and any relevant support closer to where people live. This year, we expanded the network with the launch of a new Parivartan Centre in partnership with Drishtikon Foundation in Nagon, Assam—the first such centre in the state.

Taking assistive Solutions Week 2025 across the country

Through #SeeAMillion Solutions Week, 2025, teams travelled across villages in 11 states, conducting hands-on demonstrations of assistive technologies used in education, work, and everyday life. Participants had the opportunity to explore solutions and livelihood options firsthand.

The initiative reached 600+ persons with vision impairment, along with 2000+ participants from NGOs, government, corporate, and technology partners.

#SeeAMillion Parivartan Summit 2026

The Summit brought together leaders from partner NGOs and digital literacy trainers from 25 partner organisations across 15 states for 4 days.

Held from 3–7 February, this annual gathering provided a platform to exchange best practices and collaborate to advance digital literacy and livelihoods for persons with vision impairment. Discussions covered a wide range of topics, including digital skills, employment pathways, assistive technology, community leadership, and the growing role of artificial intelligence as a productivity and accessibility tool.

#SeeAMillion highlights	
24 Parivartan Centres across India as of 31 March, 2026	**1,900+** Persons with vision impairment trained in digital literacy
5,500+ Persons with vision impairment across India reached through awareness programmes	**124** Aspiring trainers completed the capacity building programme

HOW MUCH DIFFERENCE CAN AWARENESS REALLY MAKE?



Imagine spending 7 years at home simply because nobody told you what was possible. That's exactly what happened to **Mustaq**.

Mustaq was born sighted. But around 12th grade, he slowly began losing his vision.

Later, during his post-graduation, he cleared 8 out of 9 papers and in the last exam he struggled to write within the lines. After trying three times, he had to leave college.

Suddenly, Mustaq didn't know what came next.

Living in Anantnag, Kashmir, and despite being only 2 km from a major city, there was very little awareness about accessibility, opportunities, or support.

For the next seven years, Mustaq stayed at home. He helped with household chores and managed the family's budget. He even tried finding work as a salesman, but employers weren't confident that someone with low vision could do the job.

For 7 years, he had no idea what to do with his career. Then one day, while browsing YouTube, he searched for jobs that persons

with vision impairment could do.

The first videos he found were from EnAble India. “I must have watched ten videos that day,” he says.

But EnAble India was in Bengaluru and Mustaq was in Kashmir. He reached out to local organizations, and a week later, he had EnAble India’s phone number.

He travelled to Bengaluru and began training. And things began to change. Mustaq learned mobility skills, how to navigate independently, use solutions like magnifiers to read, and improve his English.

While training changed his life, it was from other EnAble India employees that Mustaq found motivation. He saw people who were completely blind working and earning independently.

Mustaq says, “For seven years, I stayed at home. I was a victim of not being aware.”

Now, he’s making sure others don’t have to. Mustaq works as a Digital Literacy Trainer, opening the doors to technology and independent living for persons with vision impairment at Prerna Education Center in Siliguri, West Bengal.

His work has taken him from Kashmir to Bengaluru, Siliguri, and Darjeeling. And his family couldn’t be prouder. They say, “We’re at home only, and you’re enjoying in so many places. It’s so cool.”

Mustaq says, “It’s the magic of EnAble India.”

He has a word of advice for new students who are starting training. He says, “My students want to become trainers, government employees, and so many other things. They can achieve whatever they want. But they must work hard and focus on education. Everything else will come later.”

HEAR A MILLION

Strengthening the Deaf collective

The journey to a job starts long before a Deaf person applies for it. Workplaces need to be inclusive; information must be accessible; early educators and communities need to be sensitised, and Deaf individuals need opportunities to build leadership, confidence, and employability skills. This is the journey that the Hear A Million (HAM) campaign seeks to support.

Launched in October 2020, Hear A Million aims to impact the lives of one million Deaf people by promoting inclusion in education, livelihoods, and society. The campaign focuses on building 4 key parts of the Deaf ecosystem:

- Deaf leaders and networks that can drive systemic change
- A collective of partners who can exchange best practices & work together
- Access to information & services, using platforms, technology, & the collective
- Action-based research on schools for Deaf children

What does it mean to be Deaf?

The **‘Deafhood in India’** course is a Deaf-led learning experience that explores Deaf history, identity, language, culture, community, and resistance in the community. It responds to challenges such as internalised oppression, limited access to Deaf-centred spaces, and gaps in cultural knowledge by creating opportunities for reflection, learning, and growth.

Deafhood encourages participants to reconnect with their shared history, strengthen their sense of identity, and develop leadership skills through dialogue and collective learning. During the year, 5 Deafhood programmes, both long term and crash courses were conducted, bringing together 120+ participants from diverse educational and professional backgrounds.

Participants also engaged in immersive field experiences, including exploring Deaf heritage and art through a Deaf perspective at the Museum of Art and

Photography (MAP), and learning about the value of Deaf culture and sign language traditions at Alipur School, where the Deaf community uses traditional village sign language that is different from Indian Sign Language (ISL).

ISL creative studio lab

HAM's Instagram platform continues to cultivate a vibrant Deaf community through content on Deafhood, Dinner Table Syndrome, ISL metaphors, the Purple Economy, and other topics relevant to the Deaf community. Interns contributed to the documentation of nearly 5,000 ISL words.

Highlights:

- Two talk-show videos reached over 500K views social media platforms
- 10 ISL metaphors videos were published during November and December
- Children's Day awareness content crossed 100K views

ISL interpreters summit

The ISL Interpreters Summit, held in Delhi from 15–17 March 2026, brought together more than 60 participants, including hearing interpreters, Deaf interpreters, educators and allies. The summit provided a platform for discussions on interpretation practices, language nuances between ISL and English, and the exchange of experiences and signs.

Visual vernacular and storytelling workshops

From 18–22 March, HAM conducted Visual Vernacular and ISL Storytelling Workshops along with the Visual Voices Forum for 16 selected participants.

More than seven guest contributors shared their expertise in visual vernacular, ISL poetry, storytelling, and mono-acting, enriching participants' understanding of ISL literature and expression.

Best practices in Deaf education

The **Language Acquisition Project** focuses on strengthening language access through Indian Sign Language while building support systems that involve both Deaf and hearing educators. The project promotes collaboration among Deaf schools across regions to encourage the exchange of educational practices and learning approaches.



Participants of the ISL Interpreter Fellowship Programme

This year 3 partnerships were established and engagements were undertaken with Pradnya Karuna Mook Badhir Vidyalay (Mumbai, Maharashtra); Happy Hands School for the Deaf (Binka, Odisha); Star Sign School for the Deaf (Senapati, Odisha); Zaiba Aapa Institute of Inclusive Education (Srinagar, Jammu & Kashmir); Speaking Hands Welfare Foundation, Rajpura and Patiala School for the Deaf, (Punjab) and The Sheila Kothavala Institute for the Deaf, Bangalore, (Karnataka).

The project generated school-specific diagnostic reports that are directly informing the development of a new curriculum grounded in field realities and documented needs. A key milestone was the National Reframe Deaf Education Conclave, which brought together seven Deaf schools from across India to discuss bilingual education, social-emotional learning, Deafhood, allyship, and pedagogical approaches aligned with language acquisition goals.

ISL Interpreters Fellowship Programme

The programme equipped 6 aspiring interpreters with signing and voicing techniques needed to work across diverse settings in education, legal systems, workplaces, and public spaces.

Fellows gained hands-on experience by interpreting at events (like Maya Bazaar and Book Reads) and undertaking internships (Taj Hotels, WinVinaya Foundation etc.). Host organisations reported improved understanding of interpreter roles and ethics, while Deaf employees highlighted the positive impact of interpreters. A handbook of interpreting ethics was also created to support interpreters anywhere.

Deaf Leadership Programme Youth Camp – 2nd Edition

Held from 9–17 September 2025, the camp brought together 34 Deaf campers aged 13–17 from 9 Deaf schools and NGOs across India. Participants took part in workshops, art and theatre sessions, debates, group discussions, and more. The camp focused on self-discovery, leadership development, and community building.

For the first time, a dedicated teacher training programme was also conducted to strengthen Deaf education in India.

Hear A Million highlights	
120+ participants in 'Deafhood in India' courses	**6** hearing interpreters trained
66K+ Followers across social media platforms	**34** Deaf campers at the Deaf Leadership Programme Youth Camp



Ravneet Kaur, a Deaf woman from Punjab, already had some understanding of Deaf culture, identity, oralism, and other Deaf experiences. She first heard about EnAble India through social media and, curious to learn more, enrolled in the Deafhood course.

"It had a major impact on my life. If I hadn't joined, I wouldn't have gotten so many insights about the Deaf community. The course helped me explore Deaf identity and culture much more deeply and, importantly, taught me how to apply them in my everyday life."

Ravneet works as a Project Coordinator at Speaking Hands School for the Deaf. During the 45-day 'Deafhood in India' course, she learned more about communication with empathy, advocacy, and other aspects of Deaf experiences. After completing the course, she spent nearly a month reflecting on these learnings before consciously applying them in her work and relationships.

"One of the biggest changes was in how I approached communication and conflict at Speaking Hands. Earlier, disagreements could quickly become arguments, with people often feeling unheard and becoming less willing to listen to each other. I began trying to understand each person's background and perspective before responding."

Now, Ravneet uses 'reframing' to communicate differently depending on the person and situation. 'Reframing' is a communication skill used in conflict resolution, when you have a difference of opinion. Instead of keeping the disagreement ongoing, you put your point across and come to an agreement, where both parties win.

She began openly acknowledging her own mistakes, encouraging others to do the same. As she changed her approach, she gradually saw a wider shift within Speaking Hands. Teachers became more willing to listen to each other, acknowledge different perspectives, and work together. This strengthened teamwork and relationships and contributed to a more collaborative work culture across the school.

"These learnings also strengthened my advocacy beyond Speaking Hands. I became more confident in communicating community concerns in ways that could bring people together. Along with other Deaf community members, we established the Punjab Association of the Deaf, creating a platform for Deaf people to connect, organize, support one another, and advocate collectively."

The changes Ravneet made in communication and conflict resolution strengthened collaboration within her workplace while also helping her take on a larger role in community advocacy.

RISE A MILLION

Advancing leadership and self-advocacy

For many persons with cerebral palsy, neurodevelopmental disabilities, and invisible disabilities, barriers extend far beyond accessibility. Decisions are often made on their behalf, opportunities remain limited, and their voices are missing from conversations that shape their lives. Rise A Million is working to change that reality by enabling people to become leaders of their own journeys and contributors to broader social change.

Led by EnAble India, Rise A Million is building a collective movement where persons with disabilities, families, employers, NGOs, and communities come together to create opportunities for leadership, inclusion, and sustainable livelihoods. Through its two key missions—CPRise, which nurtures self-advocates and community leaders with cerebral palsy, and NeuRise, which advances livelihoods for persons with neurodevelopmental and psychosocial disabilities—the initiative is demonstrating that meaningful inclusion begins when people are empowered to shape decisions, influence systems, and lead change themselves.

Leaders and livelihoods

The year marked significant growth for the movement. CPRise expanded its community through seven Rise Dialogue chapters across Bengaluru, Delhi, Kerala, Punjab & Haryana, Odisha, Kolkata, and Mumbai, bringing together more than 200 members who now regularly connect, learn, and support.

The CPRise Leadership Development Programme also grew substantially, with 15 aspiring leaders from 9 states and union territories participating across 2 leadership cohorts. Through the programme, participants developed and implemented Change Projects, turning their personal experiences of barriers in public spaces, employment, education and other areas into practical action that improves accessibility and inclusion.



CPRise Dialogue at Chandigarh

These projects are important because they move leadership beyond learning: participants identify a problem in their immediate environment, take ownership of it, and create solutions that can benefit them and wider communities.

Alongside this, NeuRise continued building pathways towards sustainable livelihoods for persons with neurodevelopmental disabilities (ND). Through out the year more than 200 candidates participated in exposure visits, workplace readiness initiatives, volunteering engagements, and skill-building opportunities. The initiative also engaged hundreds of employers, managers, NGO leaders, trainers, and parents through awareness sessions, workshops, and collaborative platforms, strengthening confidence that neurodiverse talent can thrive when appropriate support systems are in place.

Aspiration to action

The most significant shift was in who was driving the conversation. Rise Dialogues increasingly became spaces facilitated and shaped by persons with cerebral palsy themselves. Leadership Development Programme alumni began organising dialogues, mentoring peers, leading accessibility initiatives and representing the movement in new spaces. Through grassroots events, accessibility audits, cultural gatherings and community-led activities, lived experience increasingly became a source of leadership and expertise.

NeuRise, meanwhile, expanded the conversation beyond employability of persons with ND. Exposure visits and corporate engagements gave participants opportunities to experience workplaces firsthand, while engaging families and employers helped shift perceptions from “What can a person with disability do?” to “What support will enable them to succeed?”

The movement also strengthened its wider ecosystem through collaborations with NGOs, government institutions, companies, hospitals, universities and disability organisations. The first NeuRise Manthan brought employers and NGO leaders together to exchange experiences and explore pathways for neurodiversity inclusion, while the NeuRise Mission Partner Collective strengthened collaboration around training and livelihood opportunities.

Beyond the disability

Families became allies rather than decision-makers. Employers also began to see the person and their abilities, beyond the disability. And across India, persons with cerebral palsy and neurodevelopmental disabilities also increasingly stepped forward as advocates, professionals, trainers, influencers, entrepreneurs, and community leaders.

Rise A Million highlights		
NeuRise Mission	**273** Persons with neurodevelopmental disabilities participated in pre-skilling and skilling activities.	**736** Parents, volunteers and other stakeholders engaged in awareness and sensitisation activities.
CPRise	**15** Participants with cerebral palsy across two CPRise Leadership Development Programme cohorts.	**6** Rise Chapters across India.

FINDING HER VOICE, CREATING CHANGE

For much of her life, 21-year-old **Samraggi** from Kolkata experienced a world that seemed to have little space for her. Born with cerebral palsy, she was turned away by schools and eventually continued her education through homeschooling, with her mother as her teacher.

She excelled academically, but found few opportunities to meet people, make friends and participate alongside her peers. And while she was finally able to enrol in a mainstream college, inaccessible infrastructure, limited support and difficulties with exam arrangements forced her to leave.

“I was very upset. I had worked hard to get into college, but I could not continue because the environment was not accessible for me.”

She chose not to stop. Samraggi enrolled in an online Sociology programme at Sikkim Manipal University. Yet while she continued to learn, another challenge remained—her confidence.

Living with a stammer, she often found it difficult to speak to strangers or express what she needed, confidently. “If I had a problem, I would wait for someone else to help me.”

Joining the CPRise Leadership Programme began to change that. She learnt that leadership was not only about being a leader of a group, but also about taking responsibility and speaking for yourself.



“In the beginning, I was nervous to speak in front of everyone. Slowly, I started participating. I understood that I don’t have to speak perfectly. I just have to try.” The change began showing up in her everyday life. When she encountered problems with her online classes, Samraggi stopped waiting for her mother to intervene. Now, she calls the support team herself.

She laughs at the progress, while acknowledging that the stammer is still there. “I still stammer, but I’m trying my heart’s best.” For her Change Project, Samraggi chose an issue she had personally experienced: discrimination while using public transport. On one occasion, an auto-rickshaw driver demanded extra money to transport her wheelchair and even picked up other passengers.

“I thought, why should I have to pay extra just because I am a wheelchair user? Maybe the driver does not understand our situation. If they know more about disability, maybe their behaviour can change.” Instead of treating the incident as something she simply had to endure, Samraggi decided to engage with auto drivers and create awareness around disability inclusion, accessibility and respectful treatment.

When Samraggi went to speak to them, auto drivers were reluctant to do an interview and were worried that she might complain to the police. She then reached out to an auto union leader, Mathav Kumar, who listened patiently and empathised with the situation. “He said that their job is to provide quality service to all passengers and that we all are humans and everyone has the right to live with dignity.” Samraggi was able to sensitize around 20 auto drivers with his support. Her Change Project marked a significant shift, from navigating barriers herself to thinking about how those barriers could be reduced for others.

Today, Samraggi is pursuing her Sociology degree and dreams of becoming financially independent and working as a social activist advocating for disability rights. She still stammers. She still encounters inaccessible spaces. But she no longer sees silence as the only option.

“Earlier, I was afraid to speak. Now I know that if I don’t speak, people may not know what I need. So I have to speak up.”

POSH

EnAble India's POSH (Prevention of Sexual Harassment) framework is designed to create a safe and respectful workplace and follows a zero-tolerance approach towards all forms of sexual harassment. The Internal Committee, aligned with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, ensures that all stakeholders - employees, consultants, trainees, volunteers, interns, and vendors - are covered under the policy and regularly sensitised.

2 complaints received and resolved during the year

15 awareness workshops conducted, reaching 193 participants

Governance

In 2025-2026 the board met four times with the requisite quorum: 15 July, 2025 | 14 October, 2025 | 23 December, 2025 | 27 February, 2026

Governing board as of 31 March, 2026



Ms. Shanti Raghavan
Founder and Managing Trustee



Mr. Dipesh Sutariya
Co-Founder and Trustee



Mr. Pran Nath Nagri
Trustee



Mr. C Babu Joseph
Trustee



Ms. Pratibha Nakil
Trustee



Mr. Moses Chowdari
Trustee

Gratitude

EnAble India thanks the following funders and many more who supported us in 2025-26.

#	Name of the Funder
1	APPLE INDIA PVT LTD.
2	BANK OF AMERICA - N A
3	AXIS BANK LIMITED
4	R D TATA TRUST
5	FIDELITY ASIA PACIFIC FOUNDATION
6	ALLEGIS SERVICES INDIA PVT LTD.
7	AXIS BANK FOUNDATION
8	COGNIZANT FOUNDATION
9	STEEEL AUTHORITY OF INDIA LIMITED
10	CHARITIES AID FOUNDATION - AMERICA
11	ENVISION ENERGY INDIA PRIVATE LIMITED
12	INFLOW TECHNOLOGIES PRIVATE LIMITED
13	WORLDLINE GLOBAL SERVICES PRIVATE LIMITED
14	FIDELITY BUSINESS SERVICES INDIA PVT LTD
15	BAJAJ FINANCE LIMITED
16	BLOOMBERG DATA SERVICES INDIA PVT LTD.
17	THE GREENCLIFFE FOUNDATION
18	WORLDLINE INDIA PRIVATE LIMITED
19	GOOGLE LLC
20	MCKINSEY GLOBAL CAPABILITIES & SERVICES PRIVATE LIMITED
21	THE U K ONLINE GIVING FOUNDATION
22	RAMBUS CHIP TECHNOLOGIES (INDIA) PRIVATE LIMITED
23	SYNERGY APARTMENT SERVICES PRIVATE LIMITED

Audit report

Financial reports are also available on the website.

PHILLIPOS GEORGE & CO LLP
CHARTERED ACCOUNTANTS
info@phillipsgeorge.com
+91 7019167754
www.phillipsgeorge.com

Independent Auditor's Report

To
The Trustees of
ENABLE INDIA BANGALORE

Opinion

We have audited the accompanying Financial Statements of **Enable India** which comprise the Balance Sheet as at 31st March, 2026 and the Income and Expenditure Account for the year then ended and a summary of Notes and significant Accounting Policies.

In our opinion and to the best of our information and according to the explanations given to us, the Financial Statements give a true and fair view in conformity with the accounting principles generally accepted in India of the state of affairs of the Trust as at 31st March, 2026 and the ***Excess of Income Over Expenditure*** for the year ended on that date.

Basis for Opinion

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

Management's Responsibility for the Standalone Financial Statements

Management of the Trust is responsible for the preparation and fair presentation of the Financial Statements in accordance with the Accounting Standards generally accepted in India, and for such internal control as Management determines is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error.
In preparing the Financial Statements, the Management is responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Management either

intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so. The Management is also responsible for overseeing the Trust's financial reporting process.

Auditor's Responsibilities for the Audit of Financial Statements

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

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

Other Matters

Further, based on our audit we report that:

a. We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
b. In our opinion, proper books of account as required by law have been kept by the Trust so far as it appears from our examination of those books.

c. The Balance Sheet and the Income and Expenditure Account dealt with by this Report are in agreement with the relevant books of account.

For Phillipos George & Co LLP,
Chartered Accountants
Firm Reg. No. 002650S/S000272

PHILLIPOS GEORGE & Co LLP
BENGALURU-560 005
Regn. No.
002650S/S000272
CHARTERED ACCOUNTANTS

Joe James
Partner
Membership No. 251076
UDIN: 26251076JLAOIL7201

Place: Bangalore
Date: 07th September 2026

ENABLE INDIA
Survey No 9, 2nd Floor, Purva Gainz, Hosur Rd, Beratena Agrahara, Lavakusha Nagar, Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka
Balance Sheet as at 31st March 2026

Particulars	Schedule	Amount (₹) For the year ended 31st March 2026	Amount (₹) For the year ended 31st March 2025
I. Sources of Funds			
1. NPO Funds			
a. Unrestricted Funds	1A	44,44,76,447	42,84,40,883
b. Restricted Funds	1B	36,56,64,079	36,49,50,276
2. Current Liabilities			
a. Other Current Liabilities	2	8,20,448	1,65,96,389
Total		81,09,60,974	80,99,87,548
II. Application of Funds			
1. Non-Current Assets			
a. Property, Plant & Equipment and Intangible Assets	3	28,20,19,281	22,71,43,526
a. Intangible Assets - Work in Progress		43,07,600	-
2. Non-current Assets			
a. Investments	4	40,87,48,825	42,68,29,978
3. Current Assets			
a. Cash & Bank Balances	5	10,23,82,324	13,85,08,946
b. Other Current Assets	6	1,33,02,944	1,75,05,098
Total		81,09,60,974	80,99,87,548

For Enable India

Managing Trustee

PHILLIPOS GEORGE & Co LLP
BENGALURU-560 005
Regn. No.
002650S/S000272
CHARTERED ACCOUNTANTS

As Per Our Report of Even Date
For Phillipos George & Co LLP,
Chartered Accountants
Firm Reg. No. 002650S/S000272

Joe James
Partner
Membership No. 251076
UDIN: 26251076JLAOIL7201

Place: Bangalore
Date: 07th September 2026

EnAble India
Bengaluru
To Empower People with Disabilities

ENABLE INDIA

Survey No 9, 2nd Floor, Purva Gainz, Hosur Rd, Beratena Agrahara, Lavakusha Nagar,
Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka

Income and Expenditure Account

For the year ended 31st March 2026

Particulars	Note	For the period ended 31.03.2026			Amount (₹) For the period ended 31.03.2025
		Unrestricted	Restricted	Total	Total
I. Income					
1. Donation & Grants	7	3,28,59,524	33,26,56,795	36,55,16,319	27,48,50,839
2. Interest Income		3,68,77,916	-	3,68,77,916	4,75,91,304
3. Other Income		5,53,855	-	5,53,855	1,46,907
Total Income (A)		7,02,91,294	33,26,56,795	40,29,48,089	32,25,89,050
II. Expenditure					
Project Expenses	8	2,21,61,938	30,27,94,002	32,49,55,940	23,47,35,634
Administration Expense	9	4,39,65,582	3,00,49,636	7,40,15,218	3,52,69,886
Total Expenditure (B)		6,61,27,520	33,28,43,638	39,89,71,158	27,00,05,521
Surplus/(Deficit) Transferred to General Fund		41,63,774	(1,86,843)	39,76,931	5,25,83,530

For Enable India

Managing Trustee

As Per Our Report of Even Date
For Phillipos George & Co LLP,
Chartered Accountants
Firm Reg. No. 002650S/S000272

Joe James
Partner
Membership No: 251076
UDIN: 26251076JAOIL7201

Place: Bangalore
Date: 07th September 2026

ENABLE INDIA

Survey No 9 2nd Floor, Purva Gainz, Hosur Rd, Beratena Agrahara, Lavakusha Nagar,
Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka

Schedule to the Balance Sheet as on 31st March 2026

1. NPO Funds

Sr. No.	Particulars	As at 01st April 2025 (Opening Balance)	Surplus/(Deficit) Transferred from Income & Expenditure	Assets acquired out of specified grants	As at 31.03.2026 (Closing Balance)
		(a)	(b)	(c)	(h) = (a)+(b)+(c)
A	*Unrestricted Funds*				
1	Capital Fund	19,40,50,298	-	-	19,40,50,298
2	General Fund	23,41,80,260	39,76,931	1,20,58,633	25,02,15,824
3	Employee Welfare Fund	2,10,325	-	-	2,10,325
	Total Unrestricted Fund (1A)	**42,84,40,883**	**39,76,931**	**1,20,58,633**	**44,44,76,447**

ENABLE INDIA

Survey No 9 2nd Floor, Purva Gainz, Hosur Rd, Beratena Agrahara, Lavakusha Nagar,
Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka

Schedule to the Balance Sheet as on 31st March 2026

1. NPO Funds

Sr. No.	Particulars	As at 01st April 2025 (Opening Balance)	Funds received during the year	Interest income earned on fund balance	Transfer to Income & Expenditure to the extent utilised	Capital Expenditure transferred to General Fund	As at 31.03.2026 (Closing Balance)
B	*Restricted Funds*						
1	Specified Grant Fund (Local Contribution)						
1.1	Allegis	6,85,028	1,02,38,477	-	97,47,538	11,75,710	151
1.2	Apple Project V	1,78,32,962	-	-	1,62,07,827	16,20,718	4,417
1.3	Apple Project VI	-	9,85,82,134	-	9,11,91,028	58,43,639	15,47,467
1.4	Apple GAAD	-	30,47,442	-	5,51,192	-	33,96,250
1.5	Apple CSR Fund		3,31,68,184	-	3,31,68,184	-	-
1.6	Cognizant	1,47,453	1,43,63,608	-	1,45,06,061	-	-
1.7	Axis Bank Foundation	35,25,240	5,19,47,100	4,51,763	5,57,61,479	1,62,624	-
1.8	Wordline Global	-	35,33,691	-	32,85,614	2,48,077	-
1.9	Wordline India	-	29,37,564	-	21,32,498	8,05,066	-
1.10	Fidelity Business Services Private Limited	-	32,72,000	-	32,72,000	-	-
1.11	Allegies- Annie Project	-	79,79,000	-	79,79,000	-	-
1.12	Mckinsey Global Services India Pvt.Ltd.	-	25,70,694	-	25,07,065	63,629	-
1.13	Tata Trust	-	2,54,01,000	-	1,53,34,840	6,96,382	93,67,778
1.14	Bajaj Finserv	-	32,00,000	-	24,69,993	7,30,007	-
	Total - Specified Grant Fund (1.C)	2,21,85,683	26,11,40,788	4,51,763	25,81,14,319	1,13,47,852	1,43,16,063
2	Specified Grant Fund (Foreign Contribution)						
2.1	Google	-	28,25,535	-	3,81,193	-	24,44,342
2.2	Blumey Chile	85,913	-	-	85,913	-	-
2.3	Fidelity Asia Pacific Foundation	-	2,43,71,149	-	15,57,610	-	2,28,13,539
2.4	Silicon Valley Community Foundation	1,27,43,615	-	-	1,27,43,615	-	-
2.5	Standard Chartered Bank	-	-	-	-	-	-
2.6	Bank Of America	-	5,05,00,000	-	4,97,89,219	7,10,781	-
2.7	Refinitive Charities	39,35,065	-	-	39,35,065	-	-
2.8	Bloomberg Data Services Private Ltd	-	31,38,038	-	31,38,038	-	-
2.9	The Greenchiffe Foundation	-	29,83,876	18,082	29,11,823	-	90,135
	Total - Specified Grant Fund (FCRA)	1,67,64,593	8,38,18,598	18,082	7,45,42,476	7,10,781	2,53,48,016
3	Corpus Fund	32,60,00,000	-	-	-	-	32,60,00,000
	Total - Corpus Fund	32,60,00,000	-	-	-	-	32,60,00,000

ENABLE INDIA

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Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka

Schedule to the Balance Sheet as on 31st March 2026

Particulars		For the year ended 31-03-2026	For the year ended 31-03-2025
Note 2: Other Current Liabilities			
(i) Sundry Creditors			
As per Last year Balance Sheet	1,65,96,389		
Less: Payment made during the year	1,60,78,465		
	5,17,924		
Add: Advance taken for current year	2,51,524	7,69,448	1,65,96,389
(ii) TDS Payable		51,000	-
Total Long-term Provisions		8,20,448	1,65,96,389





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Survey No 9 2nd Floor, Purva Gainz, Hosur Rd, Beratena Agrahara, Lavakusha Nagar,
Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka

Note 03: Statement of Fixed Assets and Depreciation for the year ended 31st March 2026

Sl. No.	Name of the assets	Gross value 01.04.2025	Additions Before 30.09.2025	Additions After 01.10.2025	Deletions	Total value 31.03.2026	Depreciation For the year	Net block As on 31.03.2026
1	Building	20,12,14,152	2,36,98,909	54,98,263	-	23,04,11,324	2,27,66,219	20,76,45,105
2	Computer and Accessories	91,70,614	15,82,742	99,56,321	2,15,744	2,04,93,933	62,06,309	1,42,87,624
3	Equipments	96,69,480	2,81,71,200	41,75,057	3,58,645	4,16,57,092	59,35,434	3,57,21,657
4	Furniture and Fixtures	39,71,259	1,99,92,115	8,59,589	20,26,922	2,27,96,041	22,36,625	2,05,59,417
5	Vehicle	31,18,028	-	-	2,63,302	28,54,726	4,28,209	24,26,517
6	Intangible Assets	-	-	15,75,956	-	15,75,956	1,96,995	13,78,962
	Total	22,71,43,532	7,34,44,967	2,20,65,186	28,64,613	31,97,89,072	3,77,69,791	28,20,19,281





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Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka

Note 4 : Fixed Deposits Forming Part of Balance Sheet as at 31st March 2026

S.No	Name of Bank	FDR No.	Date of Deposit	Amount Deposited	Balance as on 31st March 2026
1. Trust Fund					
1	IDBI Bank	11442150	25-02-2026	56,00,000	56,00,000
2	State Bank of India	44931366878	18-02-2026	2,50,00,000	2,50,00,000
3	State Bank of India	44931555979	18-02-2026	2,50,00,000	2,50,00,000
4	State Bank of India	44931557433	18-02-2026	2,50,00,000	2,50,00,000
5	ICICI Bank	4713176351	14-10-2025	15,00,000	15,39,523
6	ICICI Bank	4713117074	14-09-2025	5,90,894	6,09,302
2. Corpus Fund					
1	State Bank of India	45048178949	28-03-2026	32,60,00,000	32,60,00,000
Total				40,86,90,894	40,87,48,825





ENABLE INDIA

Survey No 9 2nd Floor, Purva Gainz, Hosur Rd, Beratena Agrahara, Lavakusha Nagar,
Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka

Schedule to the Balance Sheet as on 31st March 2026

Particulars		For the year ended 31-03-2026	For the year ended 31-03-2025
Note 5: Cash and Bank Balances			
(i) Cash & Cash Equivalents			
(a) Cash on hand		863	8,992
(b) Balance with Banks			
State Bank of India - Savings Account	5,78,837		-12,67,635
IDBI Bank Ltd - Savings Account	49,235		1,62,973
ICICI Bank Ltd Saving Account	44,90,676		-16,07,691
Axis Bank- Savings Account	0		1,46,93,357
State Bank of India - Reverse Sweep Account	1,56,13,000		4,21,36,000
ICICI Bank Ltd - Reverse Sweep Account	8,16,49,713	10,23,81,463	8,43,62,949
Total Cash & Cash Equivalents		10,23,82,324	13,85,08,946
Note 6: Other Current Assets			
(i) LIC Gratuity Scheme			
As per last year balance sheet	35,51,802		
Add: Paid during the year	10,00,402		
Less: Received during the year	4,12,383	41,39,821	35,51,802
(ii) Staff and Other Advances			
As per last year balance sheet	5,86,639		
Add: Given During the year	2,56,366		
Less: Received during the year	5,73,283	2,69,722	5,86,639
(iii) Building Deposit	40,60,000		
Less: Refund made during the year	20,60,000	20,00,000	40,60,000
(iv) BDA Registration Fees		5,000	5,000
(v) Travel Deposit		5,00,000	5,00,000
(vi) Interest Receivable			
As per last year balance sheet	27,34,689		
Add: Receivable During the year	7,49,099		
Less: Received During the year	26,84,713	7,99,075	27,34,689
(vii) Other Advances			
Advance tax	-	-	91,353
Other Advances (as per last year)	7,63,177		
Less: Repayment during year	7,63,177		
Add: Advance given for current year	19,53,349	19,53,349	7,63,177
(viii) Tax Deducted at Source			
(A) A.Y 2025-26	52,09,438		52,09,438
Less: Received during the year	52,09,438		
(B) AY 2026-27	36,35,977	36,35,977	
Total Other Current Assets		1,33,02,944	1,75,05,098

Schedules to the Consolidated Income and Expenditure Account
For the year ended 31st March 2026

Particulars	For the period ended 31.03.2026			For the period ended 31.03.2025		
	Unrestricted Fund	Restricted Fund	Total	Unrestricted Fund	Restricted Fund	Total
Note 02:						
Unrestricted Fund						
1 Grants, Donations & Contributions						
Donations and Contributions - Local	2,47,91,109	-	2,47,91,109	1,56,05,236	-	1,56,05,236
Donations and Contributions - Foreign	80,78,415	-	80,78,415	12,77,330	-	12,77,330
Restricted Fund						
Transfer from Restricted Fund						
1 Transfer from Specified Grant Fund - LIC(A						
1.1 Google	-	3,41,193	3,41,193	-	15,66,438	15,66,438
1.2 Bloom Chile	-	85,913	85,913	-	1,79,397	1,79,397
1.3 Fidelity And Philanc foundation	-	15,57,910	15,57,910	-	21,74,892	21,74,892
1.4 Silicon Valley Community Foundation	-	1,27,43,515	1,27,43,515	-	4,71,16,569	4,71,16,569
1.5 Standard Chartered Bank	-	-	-	-	1,00,06,891	1,00,06,891
1.6 Bank Of America	-	4,97,89,229	4,97,89,229	-	3,62,00,000	3,62,00,000
1.7 Reliance Charities	-	59,35,065	59,35,065	-	14,66,640	14,66,640
1.8 Bloomberg	-	31,39,038	31,39,038	-	12,84,143	12,84,143
1.9 Lapomelliffe foundation	-	29,11,623	29,11,623	-	-	-
2.0 UK Online S&P Global	-	-	-	-	26,29,203	26,29,203
2 Transfer from Specified Grant Fund - LC						
2.1 Allegis	-	97,47,539	97,47,539	-	91,48,597	91,48,597
2.2 Apple Project IV	-	-	-	-	1,66,90,124	1,66,90,124
2.3 Apple Project V	-	1,62,37,827	1,62,37,827	-	4,84,16,634	4,84,16,634
2.4 Apple Project VI	-	9,11,91,028	9,11,91,028	-	-	-
2.5 Apple GAAD	-	5,51,192	5,51,192	-	-	-
2.6 Apple CSR Fund	-	3,31,66,184	3,31,66,184	-	-	-
2.7 Cognizant	-	3,45,76,061	3,45,76,061	-	31,60,597	31,60,597
2.8 Philanthropy	-	-	-	-	40,95,671	40,95,671
2.9 Arpe Bank Foundation	-	3,37,61,479	3,37,61,479	-	3,80,34,724	3,80,34,724
2.10 Wesleyn Cloud	-	32,55,614	32,55,614	-	7,61,596	7,61,596
2.11 Workfare India	-	21,53,496	21,53,496	-	42,26,607	42,26,607
2.12 Fidelity Business services Private Limited	-	32,72,000	32,72,000	-	24,08,000	24,08,000
2.13 Allegis - Azure Project	-	79,29,000	79,29,000	-	53,31,000	53,31,000
2.14 Mckinsey Global Services India P. Ltd	-	25,07,065	25,07,065	-	25,90,667	25,90,667
2.15 Tata Trusts	-	1,53,34,840	1,53,34,840	-	-	-
2.16 Bajaj Finance	-	24,69,993	24,69,993	-	-	-
Total	3,28,69,524	53,28,56,795	56,57,26,319	1,68,82,566	25,78,68,433	27,48,50,999

ENABLE INDIA
Survey No 9 2nd Floor, Purva Gainz, Hosur Rd, Beratena Agrahara, Lavakusha Nagar,
Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka

Note 08: Schedule of Project Expenditure

Amount in (₹)

Sl. No	Particulars	Enable India (1)	SBI FCRA (2)	Allegis (3)	Cognizant (4)	ABF (5)	Bajaj Project (6)	Total c/f (01) to (06)
1	Accommodation	1,36,271	2,71,637	1,95,649	88,173	7,39,088	1,01,925	20,55,723
2	Advertisement Expenses	-	-	-	-	-	-	-
3	Assistive Aids	45,610	11,475	24,982	-	-	-	82,065
4	Candidate Service	-	9,24,501	2,457	-	-	-	9,26,958
5	Care Giver Expenses	-	3,66,000	-	-	-	-	3,66,000
6	Computer Maintenance	38,650	42,086	20,030	-	7,756	-	1,03,474
7	Conveyance	24,053	80,629	98,297	-	33,883	-	2,36,862
8	Event Expenses	23,65,958	9,74,771	8,21,706	16,460	23,32,194	5,686	62,18,786
9	Postage, Telephone and Internet Charges	1,98,839	5,96,080	3,108	2,601	39,843	-	8,37,417
10	Printing and Stationery	1,79,804	3,02,779	68,724	10,617	26,598	11,900	6,02,442
11	Professional Charges	58,524	94,85,558	6,34,230	1,01,74,022	19,62,970	6,20,760	2,29,80,045
12	Provident Fund	9,02,375	6,80,851	69,369	4,861	3,23,168	52,440	20,11,863
13	Rent	149,000	78,000	-	-	1,32,000	-	3,59,000
14	Salaries	10,00,000	36,44,191	56,34,126	20,75,608	1,33,29,462	12,51,200	2,77,84,797
15	Stipend	-	-	-	-	-	-	-
16	Training & Seminar fees	-	11,12,58,238	-	-	-	-	11,12,58,238
17	International Travel Expenses	2,39,983	11,48,724	-	-	-	-	16,88,707
18	Innovation Support	-	-	-	-	-	-	-
19	Travelling Expenses	3,71,251	23,20,500	7,77,388	2,15,978	32,53,317	3,73,613	71,11,291
20	Welfare Expenses	14,39,703	3,34,146	1,48,085	2,160	13,514	5,826	19,37,436
21	Internship Remuneration	-	5,61,694	-	6,300	-	-	5,73,994
22	Program Expenses	13,65,412	-	-	-	94,15,009	-	1,07,80,421
23	Health Insurance	19,217	25,78,416	50,462	-	-	80,676	27,02,277
24	Sub Grants	-	-	-	-	2,33,55,500	-	2,33,55,500
	Total Project Expenditure c/f	88,13,779	1,36,48,159	65,59,081	1,34,48,806	5,49,80,328	23,35,769	10,14,85,922

ENABLE INDIA
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Note 08: Schedule of Project Expenditure

Amount in (₹)

Sl. No	Particulars	Total b/f (01) to (06)	Tata Trust (7)	Apple 5 (8)	Apple 6 (9)	Apple GAAD (10)	WorldLine Projects (11)	Total c/f (01) to (11)
1	Accommodation	30,55,723	1,02,423	3,03,766	25,03,723	-	1,60,315	52,25,950
2	Advertisement Expenses	-	-	-	25,000	-	-	25,000
3	Assistive Aids	82,085	-	-	1,51,843	-	-	2,33,928
4	Candidate Service	9,26,958	-	1,36,900	10,78,559	-	-	21,42,417
5	Care Giver Expenses	3,66,000	-	-	-	-	30,000	3,96,000
6	Computer Maintenance	1,03,474	-	700	64,982	-	-	1,69,156
7	Conveyance	2,36,862	-	43,518	1,41,753	-	22,673	4,85,306
8	Event Expenses	62,18,786	1,73,045	9,00,381	62,58,809	-	3,36,468	1,38,31,529
9	Postage, Telephone and Internet Charges	8,37,447	-	11,434	82,365	-	6,166	9,37,814
10	Printing and Stationery	6,02,452	5,398	3,33,497	3,78,705	795	14,544	13,28,031
11	Professional Charges	2,29,80,045	1,17,92,135	26,02,352	2,05,11,440	-	-	5,78,86,572
12	Provident Fund	20,11,885	30,128	1,30,483	10,78,611	10,056	77,957	33,36,998
13	Rent	1,61,000	-	3,38,000	-	-	-	4,99,000
14	Salaries	2,77,84,737	19,13,114	34,82,823	2,55,38,661	3,99,000	16,63,162	6,07,83,497
15	Stipend	-	-	6,45,000	-	-	7,25,000	13,70,000
16	Training & Seminar Fees	(1,12,58,725)	-	-	-	-	-	(1,12,58,725)
17	International Travel Expenses	18,85,707	-	-	-	-	-	18,85,707
18	Innovation Support	-	-	-	-	-	-	-
19	Traveling Expenses	71,41,220	53,753	8,11,040	54,46,352	1,41,341	3,62,726	1,39,61,432
20	Welfare Expenses	19,37,426	-	41,129	1,67,629	-	28,354	21,74,542
21	Internship Remuneration	5,70,694	-	5,82,548	13,25,787	-	87,256	27,66,287
22	Program Expenses	1,47,80,921	-	44,78,000	1,50,34,784	-	-	3,02,93,705
23	Health Insurance	17,02,277	-	-	9,47,238	-	1,41,078	37,90,593
24	Sub Grants	2,33,55,500	-	-	-	-	-	2,33,55,500
	Total Project Expenditure c/f	**10,14,85,422**	**1,40,20,236**	**1,49,83,173**	**8,09,70,191**	**5,51,192**	**38,51,745**	**23,56,21,949**

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Note 08: Schedule of Project Expenditure

Amount in (₹)

Sl. No	Particulars	Total b/f (01) to (13)	Fidelity (12)	Mckinsey (13)	Apple GARV (14)	Allegis - Annie (15)	Google - FCRA (16)	Total c/f (01) to (16)
1	Accommodation	52,25,950	-	2,13,181	-	-	-	54,39,131
2	Advertisement Expenses	25,000	-	-	-	-	-	25,000
3	Assistive Aids	2,33,928	-	-	-	-	-	2,33,928
4	Candidate Service	21,42,417	-	-	-	-	-	21,42,417
5	Care Giver Expenses	3,96,000	-	-	-	-	-	3,96,000
6	Computer Maintenance	1,69,156	-	-	-	-	-	1,69,156
7	Conveyance	4,85,306	-	19,771	-	-	8,753	5,13,827
8	Event Expenses	1,38,31,529	-	86,744	-	-	-	1,39,18,273
9	Postage, Telephone and Internet Charges	9,37,814	-	22,761	-	-	-	9,60,575
10	Printing and Stationery	13,28,031	-	91,056	-	-	1,345	14,20,432
11	Professional Charges	5,78,86,572	-	1,68,586	-	-	85,308	5,81,40,466
12	Provident Fund	33,36,998	10,320	17,472	-	-	-	33,64,790
13	Rent	4,99,000	-	-	-	-	-	4,99,000
14	Salaries	6,07,83,497	1,54,000	3,54,000	-	-	-	6,13,00,497
15	Stipend	13,70,000	-	-	-	-	2,86,000	16,56,000
16	Training & Seminar Fees	(1,12,58,725)	-	-	-	-	-	(1,12,58,725)
17	International Travel Expenses	18,85,707	-	3,09,784	-	-	-	21,95,491
18	Innovation Support	-	-	4,10,000	-	-	-	4,10,000
19	Traveling Expenses	1,39,61,432	6,405	4,74,910	-	-	-	1,44,42,747
20	Welfare Expenses	21,74,542	-	3,564	-	-	-	21,78,106
21	Internship Remuneration	27,66,287	-	83,710	-	-	-	28,49,997
22	Program Expenses	3,02,93,705	29,72,000	-	2,96,67,428	72,62,526	-	7,01,95,659
23	Health Insurance	37,90,593	-	30,231	-	-	-	38,20,824
24	Sub Grants	2,33,55,500	-	-	-	-	-	2,33,55,500
	Total Project Expenditure c/f	**21,56,21,949**	**31,41,725**	**22,86,066**	**2,96,67,428**	**72,62,526**	**3,81,193**	**25,83,60,887**

ENABLE INDIA
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Note 08: Schedule of Project Expenditure

Amount in (₹)

Sl. No	Particulars	Total b/f (01) to (18)	Blimey Chile FCRA (17)	Fidelity Asia FCRA (18)	Silicon Valley FCRA (19)	BoA - FCRA (20)	Refinitiv - FCRA (21)	Total c/f (01) to (21)
1	Accommodation	54,39,131	-	-	-	5,40,436	-	59,79,567
2	Advertisement Expenses	25,000	-	-	-	-	-	25,000
3	Assistive Aids	2,33,928	-	-	-	33,882	-	2,67,810
4	Candidate Service	21,42,417	-	-	-	80,213	-	22,22,630
5	Care Giver Expenses	3,96,000	-	-	-	-	-	3,96,000
6	Computer Maintenance	1,69,156	-	-	-	-	-	1,69,156
7	Conveyance	5,13,827	-	-	-	-	-	1,69,156
8	Event Expenses	1,39,18,273	-	-	2,933	59,485	-	5,76,045
9	Postage, Telephone and Internet Charges	9,60,575	-	-	4,920	5,13,787	-	1,44,36,780
10	Printing and Stationery	14,20,424	-	-	-	600	-	9,61,175
11	Professional Charges	5,81,40,466	-	-	9,853	29,248	-	14,49,525
12	Provident Fund	33,64,790	-	13,73,680	74,14,773	91,96,864	39,35,065	8,00,65,942
13	Rent	4,99,000	-	10,560	1,37,014	9,83,989	-	45,18,353
14	Salaries	6,13,00,497	-	-	-	2,00,000	-	6,99,000
15	Stipend	16,56,000	-	1,69,370	49,37,376	1,82,18,913	-	8,46,20,064
16	Training & Seminar Fees	(1,12,58,725)	-	-	-	-	-	16,56,000
17	International Travel Expenses	21,95,491	-	-	-	1,12,58,725	-	-
18	Innovation Support	4,10,000	-	88,913	-	-	-	22,84,404
19	Traveling Expenses	1,44,42,747	-	-	-	-	-	4,10,000
20	Welfare Expenses	21,78,106	-	-	2,500	10,17,561	-	1,54,62,808
21	Internship Remuneration	28,49,997	-	-	1,46,356	1,93,176	-	23,93,703
22	Program Expenses	7,01,95,659	-	-	-	-	-	31,91,531
23	Health Insurance	38,20,824	-	-	-	8,96,653	-	7,01,95,659
24	Sub Grants	2,33,55,500	-	-	-	-	-	47,17,677
	Total Project Expenditure c/f	**25,83,60,887**	**-**	**15,73,523**	**1,27,04,886**	**4,34,06,967**	**39,35,065**	**2,33,55,500**

ENABLE INDIA
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Note 08: Schedule of Project Expenditure

Amount in (₹)

Sl. No	Particulars	Total b/f (01) to (21)	Bloomberg- FCRA (22)	Greencliffe - FCRA (23)	Total Project Expenditure
1	Accommodation	59,79,567	-	-	59,79,567
2	Advertisement Expenses	25,000	-	-	25,000
3	Assistive Aids	2,67,810	-	-	2,67,810
4	Candidate Service	22,22,630	-	-	22,22,630
5	Care Giver Expenses	3,96,000	-	-	3,96,000
6	Computer Maintenance	1,69,156	-	-	1,69,156
7	Conveyance	5,76,045	-	9,273	5,85,318
8	Event Expenses	1,44,36,780	-	-	1,44,36,780
9	Postage, Telephone and Internet Charges	9,61,175	-	-	9,61,175
10	Printing and Stationery	14,49,525	500	10,367	14,60,392
11	Professional Charges	8,00,65,942	-	15,25,682	8,15,91,624
12	Provident Fund	45,18,353	85,427	-	46,03,780
13	Rent	6,99,000	-	-	6,99,000
14	Salaries	8,46,20,064	21,14,948	-	8,67,35,012
15	Stipend	16,56,000	-	10,57,408	27,13,408
16	Training & Seminar Fees	-	-	-	-
17	International Travel Expenses	22,81,404	-	-	22,81,404
18	Innovation Support	4,10,000	-	-	4,10,000
19	Traveling Expenses	1,54,62,808	-	57,262	1,55,20,070
20	Welfare Expenses	23,93,702	5,549	7,965	24,07,216
21	Internship Remuneration	31,91,531	-	-	31,91,531
22	Program Expenses	7,01,95,659	-	-	7,01,95,659
23	Health Insurance	47,17,677	-	30,231	47,47,908
24	Sub Grants	2,33,55,500	-	-	2,33,55,500
	Total Project Expenditure	**32,00,51,328**	**22,06,424**	**26,98,188**	**32,49,55,940**

ENABLE INDIA
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Note 09: Schedule fo Administration Expenses

Amount (₹)

Sl.No	Particulars	Enable India (1)	SBI FCRA (2)	Allegis (3)	Cognizant (4)	ABF (5)	Bajaj Project (6)	Total c/f (01) to (06)
1	Audit Fees	3,73,950	50,000	25,000	10,000	35,640	-	4,76,600
2	Bank Charges	4,667	76,351	3	863	253	-	82,167
3	Admin / Management Fees	(1,09,01,621)	(37,47,955)	7,56,746	-	6,17,642	1,20,343	(1,91,55,045)
4	Electricity & Water Charges	5,72,331	5,74,484	-	-	-	-	11,46,985
5	Fuel Charges	1,24,071	9,575	-	-	3,795	-	1,37,441
6	Gratuity	4,12,383	-	-	-	-	-	4,12,383
7	Repairs & Maintenance	22,10,199	7,16,346	23,656	-	3,64,288	1,200	33,15,687
8	Security Service	4,81,366	10,64,560	-	-	-	-	15,45,926
9	Salaries	-	43,68,616	-	-	-	-	43,68,616
10	Professional charges	11,48,795	73,05,989	-	-	-	-	85,45,784
11	General Insurance	1,71,100	1,29,800	-	-	-	-	3,00,900
12	Car Insurance	-	54,251	-	-	-	-	54,251
13	Rates & Taxes	17,428	4,45,305	-	-	-	-	4,62,731
14	Registration and Renewal Expenses	2,31,692	2,19,570	3,83,253	10,47,755	-	12,681	18,94,941
15	Office Maintenence	4,20,578	31,63,171	-	-	-	-	35,83,749
16	Assets Written Off	15,16,251	9,09,342	-	-	-	-	24,25,593
17	Depreciation	1,05,31,865	2,72,37,926	-	-	-	-	3,77,69,791
	Total Administrative Expenditure c/f	13,18,257	4,26,47,325	11,88,487	10,58,618	10,21,618	1,34,224	4,73,68,500

ENABLE INDIA
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Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka

Note 09: Schedule fo Administration Expenses

Amount (₹)

Sl.No	Particulars	Total b/f (01) to (06)	Tata Trust (7)	Apple 5 (8)	Apple 6 (9)	World line Projects (10)	Fidelity (11)	Total c/f (01) to (11)
1	Audit Fees	4,76,600	50,000	-	-	-	-	5,26,600
2	Bank Charges	82,167	2	3	3	-	-	82,176
3	Admin / Management Fees	(1,91,55,045)	5,51,300	3,39,265	96,22,903	4,46,350	1,29,700	(80,65,607)
4	Electricity & Water Charges	11,46,985	-	-	-	-	-	11,46,985
5	Fuel Charges	1,37,441	-	1,000	4,173	-	-	1,42,614
6	Gratuity	4,12,383	-	-	-	-	-	4,12,383
7	Repairs & Maintenance	33,15,687	-	-	40,771	-	-	33,56,458
8	Security Service	15,45,926	-	-	-	-	-	15,45,926
9	Salaries	43,68,616	-	-	-	-	-	43,68,616
10	Professional charges	85,45,784	-	-	-	13,02,129	-	98,47,913
11	General Insurance	3,00,900	-	-	-	-	-	3,00,900
12	Car Insurance	54,251	-	-	-	-	-	54,251
13	Rates & Taxes	4,62,731	-	-	-	-	575	4,63,306
14	Registration and Renewal Expenses	18,94,941	7,13,302	9,08,266	3,52,995	17,955	-	40,87,492
15	Office Maintenence	35,83,749	-	20,920	-	-	-	36,04,269
16	Assets Written Off	24,25,593	-	-	-	-	-	24,25,593
17	Depreciation	3,77,69,791	-	-	-	-	-	3,77,69,791
	Total Administrative Expenditure c/f	4,73,68,500	13,14,604	12,69,074	1,02,20,847	17,66,367	1,30,275	6,20,69,666

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Note 09: Schedule fo Administration Expenses

Amount (₹)

Sl.No	Particulars	Total b/f (01) to (11)	Mckinsey (12)	Apple GARV (13)	Allegis - Annie (14)	Silicon Valley FCRA (15)	BoA - FCRA (16)	Total c/f (01) to (16)
1	Audit Fees	5,26,600	-	-	-	-	30,000	5,56,600
2	Bank Charges	82,176	-	-	-	-	-	82,176
3	Admin / Management Fees	(80,65,607)	1,90,422	35,90,756	7,16,474	-	33,34,520	(1,23,635)
4	Electricity & Water Charges	11,46,985	-	-	-	-	-	11,46,985
5	Fuel Charges	1,42,614	-	-	-	-	-	11,46,985
6	Gratuity	4,12,383	-	-	-	-	10,603	1,53,217
7	Repairs & Maintenance	33,56,458	-	-	-	-	-	4,12,383
8	Security Service	15,45,926	-	-	-	-	24,114	33,80,572
9	Salaries	43,68,616	-	-	-	-	-	15,45,926
10	Professional charges	98,47,913	-	-	-	-	-	43,68,616
11	General Insurance	3,00,900	-	-	-	-	-	98,47,913
12	Car Insurance	54,251	-	-	-	-	-	3,00,900
13	Rates & Taxes	4,63,306	-	-	-	-	-	54,251
14	Registration and Renewal Expenses	40,87,492	30,577	-	-	38,729	27,24,309	4,63,306
15	Office Maintenence	36,04,269	-	-	-	-	-	68,81,107
16	Assets Written Off	24,25,593	-	-	-	-	-	36,04,269
17	Depreciation	3,77,69,791	-	-	-	-	-	24,25,593
	Total Administrative Expenditure c/f	6,20,69,666	2,20,999	35,90,756	7,16,474	38,729	61,23,346	3,77,69,791

ENABLE INDIA
Survey No 9 2nd Floor, Purva Gainz, Hosur Rd, Beratena Agrahara, Lavakusha Nagar,
Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka

Note 09: Schedule fo Administration Expenses

Amount (₹)

Sl.No	Particulars	Total b/f (01) to (16)	Bloomberg FCRA (17)	Greencliffe FCRA (18)	Grand Total
1	Audit Fees	5,56,600	-	-	5,56,600
2	Bank Charges	82,176	-	-	82,176
3	Admin / Management Fees	(1,23,635)	-	2,13,635	90,000
4	Electricity & Water Charges	11,46,985	1,78,953	-	13,25,938
5	Fuel Charges	1,53,217	-	-	1,53,217
6	Gratuity	4,12,383	-	-	4,12,383
7	Repairs & Maintenance	33,80,572	-	-	33,80,572
8	Security Service	15,45,926	-	-	15,45,926
9	Salaries	43,68,616	-	-	43,68,616
10	Professional charges	98,47,913	-	-	98,47,913
11	General Insurance	3,00,900	-	-	3,00,900
12	Car Insurance	54,251	-	-	54,251
13	Rates & Taxes	4,63,306	-	-	4,63,306
14	Registration and Renewal Expenses	68,81,107	-	-	68,81,107
15	Office Maintenence	36,04,269	7,52,660	-	43,56,929
16	Assets Written Off	24,25,593	-	-	24,25,593
17	Depreciation	3,77,69,791	-	-	3,77,69,791
	Total Administrative Expenditure	7,28,69,970	9,31,613	2,13,635	7,40,15,218

Summary of Significant Accounting Policies and Notes to Accounts for the year ended 31st March 2026

A. Summary of Significant Accounting Policies

1. Basis of Accounting

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

2. Use of Estimates

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

3. Going Concern

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

4. Revenue Recognition

- **Donations and Grants**

  Unrestricted Donations: are recognized as income when received.

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

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

5. Fixed Assets and Depreciation

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

6. Impairment of Assets

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

7. Investments

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

8. Cash and Cash Equivalents

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

9. Foreign Currency Transactions

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

PHILLIPOS GEORGE & CO LLP * BENGALURU-5 FRN: 002650S/S000272 * Chartered Accountants *

ENABLE INDIA
Survey No 9, 2nd Floor, Purva Gainz, Hosur Rd, Beratena Agrahara, Lavakusha Nagar, Pragathi Nagar, Electronic City, Bangalore - 560 100, Karnataka

B. Notes to Accounts

1. Nature of Entity

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

2. Income Tax Exemption

The Trust is also registered under Section 12A of the Indian Income-tax Act, 1961, with the Commissioner of Income Tax (Exemptions) vide Registration No. AAATE0632JE20214, and is accordingly entitled to the exemptions available to institutions registered under the said section. The registration has subsequently been renewed and approved in Form 10AD, bearing Registration No. AAATE0632J25BL01.

3. Related Party Transactions

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

4. Contingent Liabilities

There are no known contingent liabilities as at the balance sheet date.

5. Events After Balance Sheet Date

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

6. Prior Period Items

No significant prior period income or expenditure has been recognized during the current year.

7. Other Disclosures

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

As per our report of even date
For Phillipos George & Co. LLP,
Chartered Accountants
Firm Reg. No.:002650S/S000272

PHILLIPOS GEORGE & CO LLP * BENGALURU-560 005 Regn. No. 002650S/S000272 * CHARTERED ACCOUNTANTS *

Joe James
Partner
Membership No. 251076
UDIN: 26251076JLAOHL7201

Place: Bangalore
Date: 07th September 2026



EnAble India
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