

A group of people, mostly seen from the waist down, are engaged in planting small trees in a field. They are wearing gloves and using tools like shovels. The ground is dark and rich soil. The background is slightly blurred, showing more people and trees in the distance.

**25** years of service.  
**25** stories of hope.



2024

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# Message from our CEO



**Subroto Mukerji**  
Chief Executive Officer

As we celebrated Integreon's 25th anniversary in 2023, it also gave us the opportunity to mark a milestone of service. From its inception, Integreon has been committed to corporate social responsibility (CSR) focusing on initiatives within **three key pillars: education, healthcare, and the environment.**

Our 25-year legacy of supporting the communities where we live and work has enabled Integreon to forge deep and enduring relationships with organizations that are doing incredible work to improve the lives of others.

**Integreon is honored to have partnered with Rotary Sanskardham Academy for the Deaf in India for over 15 years.** During that time, we have provided hearing aids, tuition support, computers, and professional training programs. For more than 10 years, **Integreon employees in the Philippines have raised money**, collected school supplies, and donated cribs and other baby items to Project Pearls, an organization dedicated to helping women and children. **In the UK, we have a longstanding relationship with the Trussel Trust, having raised money and donated food for many years.**

**During 2023, our support for the environment took the form of planting trees, which play a crucial role in environment conservation.** I can't think of a better way to mark our 25th anniversary than the **planting of 25,000 trees in one of India's oldest tiger reserves located in Similipal National Park.** Tree planting strengthens the habitat of the tiger and other wildlife and conserves the biodiversity of the region including many endangered species. **Similarly in the Philippines, Integreon partnered with the Nature Awareness and Conservation Club to plant 2,100 mangrove tree saplings in Calatagan.** This beach area is home to a variety of species of marine life that have been impacted by resort development.

I want to personally thank our employees for their unwavering enthusiasm for driving Integreon CSR efforts. I also want to thank the organizations that we have had the privilege of supporting and getting to know. Their teams are the true heroes working on the frontlines of their communities.

For 25+ years, Integreon has embraced the value of serving others. That is who we have always been, who we are today, and who we will continue to be. This is Integreon!



# A 25-year legacy of service and hope

As Integreon marked its 25th year as a company, we had the opportunity to reflect on our 25 years of service and the impact our Corporate Social Responsibility (CSR) initiatives have had on the communities where we work and live.

At Integreon, we believe in the power of collective action to drive positive change. Our CSR initiatives are driven by 3,500+ employees worldwide and guided by three pillars: education, environment, and health.

Education lies at the heart of our CSR endeavors. We recognize that access to quality education is a fundamental human right and a catalyst for socio-economic change. Through strategic collaborations and targeted interventions, we strive to empower individuals with the knowledge and skills they need to thrive in a competitive and rapidly evolving world.

Equally vital is our commitment to environmental sustainability. In an era marked by escalating climate concerns, we are acutely aware of our responsibility to safeguard the planet.

Through initiatives focused on conservation and reforestation, we aim to maximize our impact on the environment.

Our dedication to promoting health and well-being underscores our belief that every individual deserves access to essential healthcare services. Whether through donations of medical equipment, food, and awareness campaigns, we endeavor to address healthcare disparities and promote preventive care practices.

We are grateful to our partners, stakeholders, and employees around the world whose dedication made our CSR initiatives possible. Together, we continue to strive for a more just, equitable, and sustainable world, one project and one recipient at a time. We are proud and honored to share 25 stories of service and hope.

“

Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.”

- Margaret Mead

25  
25 years  
1 commitment

## CSR committee



**BONN SALEM**  
Philippines



**VISHAL KAMDAR**  
UK



**GUS VASSILIOU**  
US



**SHARAT VETEKAR**  
India



**HARISH RAWAT**  
India



## Integreon CSR Pillars



### HEALTHCARE

We support efforts that promote the health and welfare of our local communities and assist organizations that enrich people's lives. Thus, creating a stronger and healthier world.



### ENVIRONMENT

We endeavor to help protect the environment by raising awareness, ensuring the sustainability of our programs, and conducting our business in a socially responsible and ethical manner.



### EDUCATION

We work to improve educational opportunities in our communities by helping local scholastic organizations obtain the resources and equipment they need to help students achieve their academic potential.

# Healthcare

We support efforts that promote the health and welfare of our local communities and assist organizations that enrich people's lives. Thus, creating a stronger and healthier world.



# 1. Clear Vision Initiative: Restoring Sight for All

In collaboration with Akhand Jyoti Eye Hospital, Integreon sponsored cataract surgeries across India, a transformative initiative that profoundly improved the lives of over 700 underprivileged people. This endeavor not only restored people's vision. It uplifted their dignity and gave them hope. With their sight regained, these patients can now fully participate and enjoy their families and thrive in their communities.






The impact of this initiative extends far beyond the recipients themselves. Patients are now able to better support their families and help break the cycle of poverty. Additionally, they became self-sufficient. They do not require caregiving anymore, which is typically provided by young girls pulled from school.



## Cataract Surgeries



AKHAND JYOTI  
Sight. Life. Hope.

	Number of outreach centers	35
	Number of people screened	2,692
	Number of surgeries conducted	700
	Number of eyeglasses dispensed	189
	Number of patients referred for other treatments	517



700  
LIVES  
RESTORED



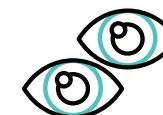
357  
MALE  
PATIENTS



343  
FEMALE  
PATIENTS



276  
PATIENTS WITH  
UNILATERAL  
CATARACT



424  
PATIENTS WITH  
BILATERAL  
CATARACT



## 2. Pure Waters Initiative: Filtering Hope, Hydrating Communities

**Integreon, in partnership with Wine to Water and in coordination with Project Pearls, donated over 150 filters and gallons of water to the Happyland community in Tondo, Manila.** This area is one of the poorest communities in Asia. People in Happyland earn their living by salvaging trash. They do not have access to clean drinking water and must buy potable water for cooking and drinking.

The activity took place in two phases – filter assembly and onsite donation. Integreon employees volunteered to assemble the water filters. Those unable to join in the distribution of the filters were still able to help and serve. During the distribution, the community was taught how to use and maintain the water filters so that it can last for years. The recipients of water containers and filters were very appreciative because they no longer had to worry about buying drinking water.

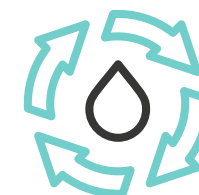
Seeing how people live in Happyland, the volunteers become even more appreciative of what they have and how fortunate they are to have access to a basic human need, which is clean drinking water.



## Highlights:



Integreon, in partnership with Wine to Water and in coordination with Project Pearls, donated over 150 filters and gallons of water to the Happyland community in Tondo, Manila.





### 3. Nourish the Needy: Sustaining Lives, One Meal at a Time

**Integreon assisted Project Pearls, a non-governmental organization (NGO) focused on alleviating hunger in Manila, by serving hot meals to impoverished children and families.**

The Hunger Relief Program offers healthy free meals to children in need. Since its founding, Project Pearls has dedicated itself to enhancing the quality of life for low-income families by providing a safe haven where kids can get free meals, education, and learn fundamental life skills.

For ten years, Integreon has collaborated with Project Pearls and has been an integral part of helping them with their mission to give underprivileged children the much-needed support they need and deserve. The company has regularly contributed money and food and sent volunteers to assist with meal preparation.





## 4. Gratitude Gathering: Honoring Office Heroes

**Integreon hosted a Thanksgiving celebration and gave gifts to its 33 office partners who help to maintain a clean, safe, and secure workplace.**

Integreon's ability to consistently deliver to its clients would not be possible without its office service partners. This event is to express our gratitude to our office partners who put in countless hours behind the scenes to make sure everything from our technology infrastructure to security, cleaning, courier services, and logistics management operates smoothly and effectively each and every day.



## Highlights:



Integreon hosted a Thanksgiving celebration and gave gifts to its 33 office partners who help to maintain a clean, safe, and secure workplace.





## 5. Moments of Happiness: Volunteers Illuminate Assisi Bhavan

**Integreon volunteers brightened the spirits of residents at Assisi Bhavan nursing home during a heartwarming visit.**

Our volunteers organized games that sparked laughter and friendly competition among the residents. A delicious cake was shared symbolizing the sweetness of the moment and the bonds of community. Music filled the air with melodies that evoked fond memories and lifted everyone's spirits.

The elders thoroughly enjoyed the day and appreciated the company and attention of the volunteers. For many, it was a welcome opportunity to connect and give back. The visit highlighted the importance of social interaction and the positive impact of small gestures of kindness.

As the volunteers bid farewell, they left behind many smiling faces. Their visit exemplified the spirit of compassion and generosity that defines Integreon's commitment to serving others and making a difference in the community.





## 6. Harvest Hope: Feeding Families, Nourishing Communities

**For many consecutive years, Integreon offered financial donation to Second Harvest Food Bank, a vital organization serving the Charlotte, North Carolina metropolitan area.** Second Harvest's mission is to combat hunger through food distribution, education, and advocacy, which aligns with Integreon's company values and healthcare pillar.

After the devastating effects of the pandemic, many individuals and families are still struggling to recover. By partnering with Second Harvest, we hope to aid in the healing process by providing essential nourishment to those who need it most. Recipients know that they can rely on the food bank to get free food when needed. This type of support provides peace of mind and makes a meaningful difference in the lives of many people in the Charlotte community.



## 7. Bounty Bridge: Uniting Hearts, Ending Hunger

**Integreon sent seven non-perishable food boxes to The Trussell Trust, a UK-based nonprofit organization, that is dedicated to eradicating poverty and hunger in the nation.** The group supports a nationwide network of food banks and together, they provide emergency food and support to people locked in poverty and campaign for change to end the need for food banks in the UK.

This is part of the company's continuous efforts to help communities and encourage social responsibility. Rice, pasta, canned goods, and other non-perishable staples needed to prepare meals were among the items donated to the organization.



## 8. Winter Warmth Drive: Nourishing Bodies and Warming Hearts

**Integreon organized donation drives across our Fargo, North Dakota and Charlotte, North Carolina offices by collecting winter coats, hats, mittens, scarves, blankets, and more.** These items brought warmth and comfort to those facing homelessness and addiction challenges.

In Fargo, contributions went to the New Life Homeless Center, an organization dedicated to providing shelter, support, and resources to individuals in need. In Charlotte, donations were made to the Charlotte Rescue Mission, an essential hub offering assistance, rehabilitation, and hope to those facing homelessness and addiction challenges.

Donation boxes were set up in both offices to highlight our shared commitment and responsibility to support those in need within our community.





## 9. Warmth for Winter: Blanket Blessings for the Homeless in Noida

**On the other side of the planet, the Integreon Noida team hit the streets to distribute blankets to the homeless during the winter.**

Blankets were also given to night shelters, which serve as a temporary refuge for those without homes. While donating blankets may seem small, it is of great importance to the lives of the homeless. These blankets offer warmth and comfort during cold nights and further offer a sense of basic and immediate relief from the trying circumstances of living on the streets.



## Highlights:



On the other side of the planet, the Integreon Noida team hit the streets to distribute blankets to the homeless during the winter.



## 10. Red Cross Relief Rally: Uniting for Humanity

**Integreon arranged donation campaigns for the British Red Cross (BRC) by collecting cash, essential groceries, gently used clothing, and household items.** The BRC used the donations to support and aid individuals managing emergencies, conflicts, and other personal hardships both in the United Kingdom and abroad.

It is estimated that there is approximately £30 billion worth of unworn clothing stored in closets throughout the UK. Through the act of donating preloved clothing, employees not only supported a worthy cause. They also supported sustainability and the environment.





## 11. Lifeblood Drive: Saving Lives, One Drop at a Time

**Volunteers in the Integreon Mumbai office organized regular blood drives in partnership with Red Cross.** This proactive approach not only contributed to replenishing blood supplies but also fostered a culture of compassion and solidarity among employees.

More than 72 volunteers qualified to donate their blood to support specific patients with Thalassemia. One volunteer said, "engaging in blood donation activities nurtured a sense of camaraderie and unity within the organization, as employees rallied together in support of a shared humanitarian cause."



## 12. Paws for a Cause: Supporting Sheltered Friends

**Integreon associates extended their spirit of service to the Yoda Animal Shelter in Mumbai. The team distributed essential supplies to the shelter including medicine and food. Yoda Shelter plays a vital role in providing care and refuge to abandoned and stray animals in the bustling city of Mumbai.**

Visitations and assistance alleviate some of the burdens faced by the shelter and support the well-being of the animals under its care. Through acts of kindness and compassion like these, Integreon continues to make a tangible difference in the lives of both people and animals within our community. The company believes in the power of collective action to create positive change and is committed to supporting initiatives that promote the welfare and happiness of all beings.





# Environment

We endeavor to help protect the environment by raising awareness, ensuring the sustainability of our programs, and conducting our business in a socially responsible and ethical manner.



## 13. 25,000 Trees for Animals: Planting Trees to Preserve Wildlife While Creating Community Opportunities

To mark our 25th anniversary, Integreon collaborated with [Grow-Trees.com](https://grow-trees.com) to support the planting of 25,000 trees at Pangolakha Wildlife Sanctuary near the Tsomgo watershed forest reserve in East Sikkim, India. In doing so, we help strengthen wildlife habitats, preserve biodiversity, establish carbon sinks, safeguard endangered species and their habitats, restore degraded lands to primary forests, and bolster forest-based livelihoods for local communities.

Local participation was integral at all stages of planting process. The initiative created approximately 2,000 workdays, which assures project completion within the set time frame. The afforestation drive by Grow-Trees.com prioritized planting fruit species like Kattus, Nebra, and Pamsi since black bears and other herbivores in the area prefer these fruits. These fruits will eventually supplement the wildlife's food sources, reducing their reliance on crops grown by nearby farmers and mitigating human-wildlife conflicts. Additionally, this project has provided employment opportunities for the local community, fostering economic stability while enhancing wildlife habitats and sequestering approximately 200,000 kg of carbon dioxide annually upon tree maturation.



TREES PLANTED  
25,000



PROJECT SITE  
Odisha



CARBON SEQUESTRATION  
~5,00,000 kgs per year



WORKDAYS CREATED  
2,000+



## Highlights:



To mark our 25th anniversary, Integreon collaborated with [Grow-Trees.com](https://grow-trees.com) to support the planting of 25,000 trees at Pangolakha Wildlife Sanctuary near the Tsomgo watershed forest reserve in East Sikkim, India.





## 14. Green Growth with Miyawaki Technology: Planting Tomorrow's Forests

In a collaborative effort to promote environmental sustainability and combat deforestation, Integreon partnered with Green Yatra to undertake a significant reforestation project. Using innovative Miyawaki technology, the joint initiative aims to plant 2000 saplings in strategic locations: 1000 saplings at Nagla Bunder in Thane, Maharashtra, India, and another 1000 saplings in a biodiversity park in Ghaziabad.

Miyawaki technology, known for its effectiveness in creating dense and diverse forests in a short span of time, aligns perfectly with the goal of restoring and preserving green spaces. By planting these saplings, we are not only contributing to the expansion of forest cover but also fostering biodiversity and enhancing ecosystem health in these regions.

Through partnerships like this, Integreon reaffirms its commitment to environmental stewardship and sustainable development.

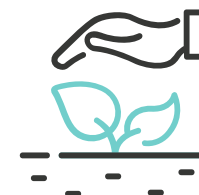




## Highlights:



By planting these saplings, we are not only contributing to the expansion of forest cover but also fostering biodiversity and enhancing ecosystem health in these regions.



## 15. Mangroves for the Future: Planting Roots, Sustaining Coasts

**In partnership with the Nature Awareness and Conservation Club, a non-stock and non-profit NGO in the Philippines, Integreon employee-volunteers planted 1000 mangrove saplings in a coastal area in Calatagan, Batangas.** Together with members of the local community, the team planted trees and cleaned the area.

The team chose to plant mangroves this year because of the multitude of benefits that they bring. Mangroves stabilize the coastline by reducing erosion and coastal flooding, protect water quality, and provide a nursery habitat for many marine and wildlife species. By investing in these valuable ecosystems, the company is protecting the environment, as well as contributing to the well-being of communities that depend on mangroves for their livelihood.





## Highlights:



In partnership with the Nature Awareness and Conservation Club, a non-stock and non-profit NGO in the Philippines, Integreon employee-volunteers planted 1000 mangrove saplings in a coastal area in Calatagan, Batangas.





## 16. Dollars for Trees: Every Dollar Counts, Every Tree Planted

**In a remarkable display of environmental stewardship, Integreon employees contributed to the reforestation efforts of One Tree Planted by donating 902 trees.**

One Tree Planted, a non-profit organization dedicated to global reforestation, focuses on restoring forests, creating vital habitats for biodiversity, and fostering positive social impacts worldwide.

Integreon employees are actively participating in the restoration and preservation of our planet's precious ecosystems. Every dollar raised translates directly into the planting of one tree. The tree is a tangible step towards a greener and more sustainable future.

By supporting initiatives like One Tree Planted, Integreon demonstrates its commitment to environmental sustainability and corporate social responsibility. Our collective action and conscious efforts are making make a difference in combating deforestation, mitigating climate change, and safeguarding the natural world for generations to come.



## 17. Bloom Buddies: Adopting Plants, Nurturing Nature

**Integreon proudly joined the global celebration of International Earth Day with a series of initiatives aimed at promoting environmental awareness and sustainability.** One such event was the "Plant Adoption" drive where Integreon employees were given seeds and saplings to cultivate in their own backyards.

This hands-on approach to environmental stewardship not only encourages personal engagement with nature but also fosters a sense of responsibility for our planet. By nurturing these seeds into flourishing plants, employees actively contribute to improving air quality, enhancing biodiversity, and mitigating climate change impacts.

The "Plant Adoption" drive embodies the company's commitment to corporate social responsibility and underscores the importance of individual actions in creating a more sustainable future for all.



## 18. The Earth Hour: Turning off to Shine Light on the Environment

**Integreon took part in Earth Hour 2023, a global movement to raise awareness about climate change and the importance of energy conservation.** During Earth Hour, Integreon offices around the world dimmed non-essential lights and powered down unnecessary electronic devices.

By joining millions of other people and organizations worldwide in this symbolic gesture, Integreon demonstrated its dedication to reducing carbon emissions and minimizing its ecological footprint. Through collective action, the activity emphasized the urgency of addressing climate change and the need for sustainable practices in the daily lives and operations.

Participation in Earth Hour serves as a reminder of shared responsibility to protect and preserve the planet for future generations.





# Education

We work to improve educational opportunities in our communities by helping local scholastic organizations obtain the resources and equipment they need to help students achieve their academic potential.



## 19. Tools for Tomorrow: Empowering Education

**Integreon donated computers to schools in tribal communities in Raigad, Thane, and Kalyan, India and schools and NGOs like Project Pearls in the Philippines. This initiative has had a significant impact on underprivileged students in the communities where we work as we look to bridge the digital divide and expose students to technology and other educational resources. The lack of access to technology and resources is a major barrier for students in disadvantaged areas.**

This issue is prevalent in both countries, where many schools in remote and impoverished regions lack basic tools like computers with internet connectivity. Understanding the importance of addressing this issue, Integreon donated more than 300 desktops in 2023.





## Highlights:



Integreon donated computers to schools in tribal communities in Raigad, Thane, and Kalyan, India and schools and NGOs like Project Pearls in the Philippines. This initiative has had a significant impact on underprivileged students in the communities where we work as we look to bridge the digital divide and expose students to technology and other educational resources.





## 20. Educate and Elevate: School Supply Drive

**Integreon is making a difference with its commitment to education-related initiatives like the “Educate and Elevate: School Supply Drive” in partnership with organizations like Siksha Se Sikhar Tak and Ghatkopar Shiksan Prasarak in India.**

Integreon donated books and stationery to Siksha Se Sikhar Tak in Noida, giving students and educators essential tools for learning and creative expression. The organization expressed gratitude for our support highlighting the impact of these supplies in breaking barriers for disadvantaged students.

In Ghatkopar, Integreon donated school bags, notebooks, pens, and other school supplies. They also provided a water purifier to ensure access to safe drinking water to enhance the learning environment. We believe that these materials encourage school attendance and enthusiasm for learning and foster a brighter future.





## Highlights:



Integreon is making a difference with its commitment to education-related initiatives like the "Educate and Elevate: School Supply Drive" in partnership with organizations like Siksha Se Sikhar Tak and Ghatkopar Shikshan Prasarak in India.



## 21. Scholarship Stars: Bright Futures for Deserving Students

**Integreon is continuing its commitment to supporting scholars. The scholarship awards were given to students from in a farming community in Banna, Ilocos Norte, all hailing from low-income backgrounds.** These grants encompass expenses such as school fees, uniforms, books, and other necessary supplies for the academic year. Recognizing the vital role education plays in societal advancement and the unique challenges faced by rural students, Integreon is investing in programs aimed at fostering educational opportunities for these scholars. By offering financial aid, Integreon helps alleviate the burden of tuition fees and other educational expenses, enabling students to pursue their academic goals without the constraints of financial hardship.

The recipients of the scholarship program were selected based on their academic achievements, as well as their financial and social circumstances. These deserving individuals are high-performing students who face challenges in meeting the financial requirements of their education.

For several years, Integreon has collaborated with schools and NGOs, and their recent contribution of scholarship grants is just one of the various ways in which they have shown support for the organization's mission.

Moreover, Integreon's support extends beyond financial aid. The company has also assisted the school in setting up their computer lab so that students can use them in their subjects that involve the use of such technology. By supporting scholars from farming communities, Integreon is not only enhancing individual lives but also contributing to the overall development of these communities.





## 22. Crib of Hope: Building Futures with the Cribs Foundation

**Integreon donated a range of school supplies to the Cribs Foundation, an NGO that provides education, care and shelter to neglected children and sexually abused female minors.** Our contribution also included much needed office supplies such as printers, copiers, shredders, and paper, as well as kitchenware used to prepare meals for the children in their care. This donation will greatly assist Cribs Foundation in furnishing essential resources to disadvantaged children, aiding them in reaching their educational potential.

Cribs Foundation conveyed their appreciation to Integreon for our partnership, which is now in its fourth consecutive year.



## 23. Wheels of Opportunity: Pedaling Toward the Future

**Integreon donated bicycles to 60 students at the Zilla Parishad School in Ambernath, Thane, India.** This initiative directly addresses the transportation hurdles encountered by students in rural areas. The bicycles will ensure that the students can go to school more conveniently and consistently.

Many students must go 4 to 6 kilometers each day to attend school, often relying on and incurring the cost of local transportation. By providing bicycles, Integreon not only eased the financial burden on these families but also made school more accessible.

The donation of bicycles also promoted a healthier and more sustainable mode of travel. By empowering these students with the means to attend school regularly, Integreon contributed to the future of these rural communities.





## Highlights:



Integreon donated bicycles to 60 students at the Zilla Parishad School in Ambernath, Thane, India. This initiative directly addresses the transportation hurdles encountered by students in rural areas, ensuring they can commute to school more conveniently and consistently.



## 24. Hearing Aid Drive: The Sound of Hope

**Integreon has supplied hearing aids to the Rotary Sanskardham Academy in Mumbai for many years. The Academy is a charitable organization that provides educational assistance to underprivileged hearing-impaired children in Pune, India.**

The donated hearing aids and other contributions from Integreon aid the Academy in delivering high-quality education to their students who are now able to hear sound and speech. This initiative is truly lifechanging, fostering confidence and providing the opportunity to learn and prosper.





## 25. McDonald's Toy Drive: Spreading Joy, One Toy at a Time

The Integreon team contributed over 45 toys and games to the Ronald McDonald House, a non-profit organization that offers support and accommodation to families with seriously ill or injured children. With numerous locations throughout the United States, the Fargo, ND branch serves as a "home away from home" for families who need to travel to Fargo for their child's medical treatment.

The toy drive is part of Integreon's annual holiday giving campaign. Our donations were greatly appreciated by the House and brought much-needed comfort and joy to both children and their families during challenging times. Toys were distributed to the children staying at the House throughout the holiday season.



