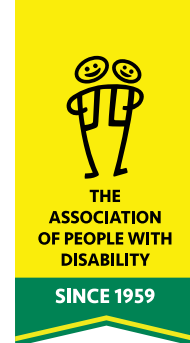


Annual Report
2025 -2026



SHAPING AN INCLUSIVE TOMORROW





Early Intervention

(Started in 1992)

Cradle to school

Inclusive Education

(Started in 1973)

Learning Without Barriers, Growing With Dignity

Livelihood & Skilling

(Started in 1959)

Building Skills, Creating Futured

Spinal Cord Injury Rehabilitation

(Started in 2001)

From COT to Community, A Life with Dignity

Community Mental Health

(Started in 2004)

Transforming Communities, Changing Lives

Multidisciplinary Rehabilitation

(Started in 1982)

Accessible Rehabilitation, Limitless Possibilities



Rehab on Wheels

(Started in 2022)

Reaching the Unreachable

Institute of Disability Rehabilitation & Research

(Started in 2014)

Building Competence, Bridging Gaps in Disability and Rehabilitation

Horticulture

(Started in 1987)

Growing Opportunities, Cultivating Inclusion

Assistive & Adaptive Technology

(Started in 1982)

Empowering Lives Through Assistive Technology

Life Cycle Approach

(Started in 2022)

Leaving No One Behind

Yes To Access

(Started in 2023)

Turning Citizen Evidence into Inclusive Systems



Inclusive Education

Shradhanjali Integrated Primary School

No Child Learns Alone - An inclusive classroom where every voice shapes the room, not just fits into it.



THE ASSOCIATION OF PEOPLE WITH DISABILITY

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Our Vision

A world where equity, dignity and justice are assured for people with disability.

Our Mission

Nurture an inclusive ecosystem and empower people with disabilities with access to comprehensive rehabilitation services, rights, entitlements, equal opportunities, and dignity through a lifecycle approach.

Our Values

Integrity



Act honestly, ethically, and responsibly in all aspects, adhering to principles of fairness, reliability, loyalty, and lawfulness.

Empathy



Be sensitive to feelings, thoughts, emotions, and experiences by developing the capacity to place oneself in another's position, understand their perspective, appreciate, and respond with care.

Accountability



Demonstrate responsibility, transparency, and commitment to the highest standards of openness, professionalism, and integrity with all stakeholders such as PwDs, community members, donors, government, and vendors. Enable a space to voice concerns in a responsible and effective manner.

Collaboration



Commit to participatory processes, knowledge sharing, teamwork, consensus building, and seeking internal and external stakeholders to achieve our stated purpose.

Excellence



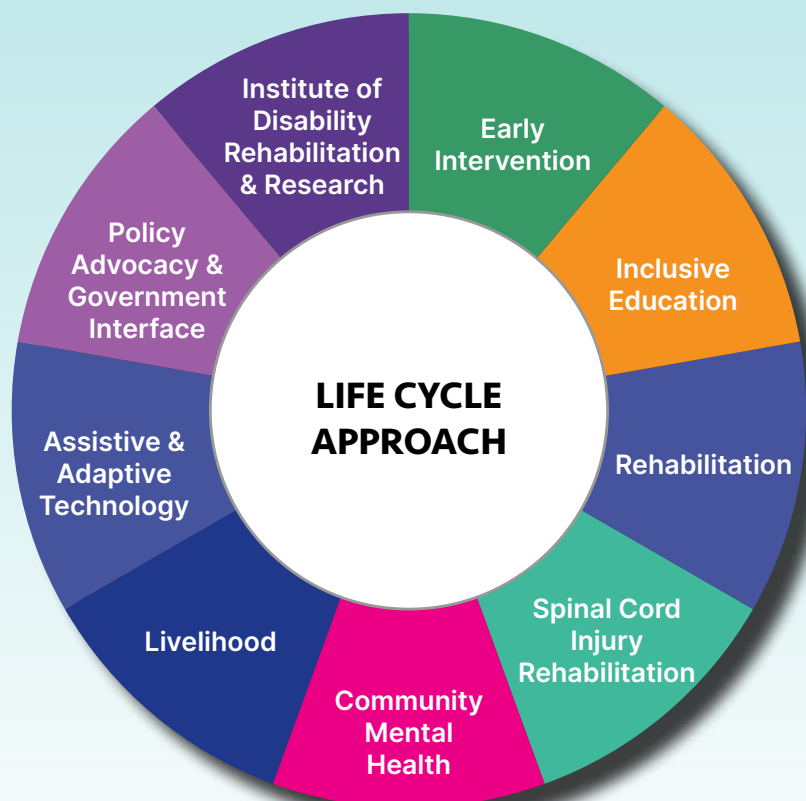
Demonstrate excellence in process, product, and service delivery. Listen to the recipient's voice. Commit to continuous improvement and innovation by developing a conducive environment for individuals to realize their potential.

Diversity



Nurture an internal ecosystem where people of diverse genders, cultures, abilities, views and needs are respected and given equal opportunities thus creating a harmonious & inclusive work environment.

One mission many paths: our programs in action



Reach Dashboard

Core Programs	Service Recipients	Capacity building	Sensitization	Primary Beneficiaries	Secondary Beneficiaries
Early Intervention	4,717	6,642	42,941	54,300	21,261
Inclusive Education	5,311	16811	43223	65,345	21,244
Livelihood	2,501	3,018	17,171	22,690	10,004
Spinal Cord Injury Rehabilitation	1,794	3,204	18,262	23,260	7,176
Community Mental Health	7,534	3,552	10,517	21,603	30,136
Multi-disciplinary Rehabilitation	6,141	1,714	10,556	18,411	24,564
Assistive & Adaptive Technology	3,017			3,017	12,068
Horticulture (State Home Project)	100			100	400
Policy Advocacy & Government Interface	17,077	380	2,786	20,243	68,308
Institute of Disability Rehabilitation & Research	6,579	791	1,887	9,257	26,316
Yes To Access		707	12,807	13,514	0
Life Cycle Approach	30,320	8,289	13,868	52,477	1,21,280
Total	85,091	45,108	1,74,018	3,04,217	3,42,757

* The Rehabilitation reach numbers in the dashboard include both Rehab walk-ins and Rehab on Wheels. These figures exclude the 280 SIS children, as they are counted under the Inclusive Education program. However, in the Rehabilitation section of the report, the numbers also include the SIS children.

Beneficiaries Impacted

Total Beneficiaries Impacted
6,46,974

Primary beneficiaries

Are those who directly receive services, including service recipients, individuals who participate in sensitization sessions, and those who undergo training.

Secondary beneficiaries

Are the family members who are positively impacted through the services provided to the primary recipients.



Our Founder

“

The journey of course, is far from over. When I return, I hope again to be in the midst of such wonderful people, a part of their amazing lives – each one an invaluable spoke in my Wheels of Destiny.

- NS Hema

”

The Association of People with Disability (APD) began with Ms. N.S. Hema, who in the mid-1950s, while receiving therapy at Bombay's Children's Orthopaedic Hospital, was inspired by Fatima Ismail's Fellowship of the Physically Handicapped and its model of workshops. In 1957, Hema and her father, joined with N.D. Diwan, Reverend Iorwerth Thomas and Lakshmi Menon to plan structured support for persons with disability.

Their efforts led to the registration of the Association of the Physically Handicapped (APH) in May 1959-later renamed APD. It has since grown into one of India's leading disability-inclusion organizations, impacting lives using a Life Cycle Approach starting with Early Intervention, Inclusive Education and extending into offering Livelihood programs.



Message from the Honorary Secretary

Carrying Forward a Legacy, Shaping the Future



Dear Well-Wisher,

At the outset, I extend my heartfelt gratitude to Shri Jacob Kurian, who served as our Honorary Secretary for nine years until 31st July 2026. His tenure was marked by selfless compassion, integrity, and empathy. He spearheaded bold and transformational initiatives with unmatched determination and execution efficiency. I feel privileged to have known and worked alongside him, and it is my endeavour to carry forward the traditions he set in motion with equal intensity.

As I assume the role of Honorary Secretary from 1st August 2026, I reaffirm my commitment to the core values and vision of our founder, the late Ms. N.S. Hema.

APD today stands at a pivotal moment of transition:

- From a program implementation agency to a changemaker and thought leader, backed by deep research across education, healthcare, livelihood, skill development, and environmental sectors and working closely with Governments.

- From a Karnataka-centric presence to a truly national organisation, with programmes in Maharashtra, now reaching critical mass and poised for expansion.
- From internal self-evaluation to rigorous third-party impact studies, guidance from experts in sector specific advisory councils and benchmarking against the best in the sector.
- From limited technology adoption to innovation-driven, technology-enabled programme design and delivery aimed at non linear impact and systemic changes.
- From disparate people capability development initiatives to significant investments in building leadership and community management capability.

We remain indebted to our beneficiaries for allowing us to serve them to make meaningful impact in their lives, to our donors for their steadfast support and pushing us to do more, to our employees and associates for their dedication, and to our partners - NGOs, volunteers, and government agencies - for strengthening our collective impact.

Guided by an impeccable Governing Board and Trustees, and supported by a strong executive leadership team, APD is committed to nurturing an exemplary culture, developing impact creating strategies, ensuring sound financial management, and delivering high donor satisfaction.

Together, we aspire to make APD the most trusted and transparent NGO in the country.

It is our solemn promise to walk the extra mile, uphold Dharma, and sustain the honour of this 67-year-old institution.

With gratitude and commitment,

A handwritten signature in blue ink, appearing to be 'P K Gopalakrishnan', with a stylized flourish at the end.

P K Gopalakrishnan

Honorary Secretary

The Association of People with Disability

Message from the CEO

A Journey of Inclusion, A Future of Possibilities

For 67 years, APD has walked alongside persons with disabilities, families and communities-evolving from a rehabilitation centre into a movement for dignity, empowerment and lasting inclusion.



For sixty-seven years, the Association of People with Disability (APD) has had the privilege of standing alongside persons with disabilities, their families and communities in the shared pursuit of dignity, opportunity and inclusion. What began in 1959 as a rehabilitation and therapy centre has grown, through the hands and hearts of countless patrons, partners and friends, into a movement for empowerment - one that recognises the aspirations, capabilities and rights of every individual.

Over the decades, APD has learned that meaningful inclusion is not a single intervention or a moment in a person's life. It is a journey. Our Life Cycle Approach brings together

Early Intervention, Inclusive Education, Health and Rehabilitation, Livelihood and advocacy programs so that support can evolve with a person's needs and aspirations from early childhood through adulthood.

This integrated approach is central to what makes APD distinctive. In Inclusive Education, our Shradhanjali Integrated School (SIS), with its 80:20 ratio of children with disabilities to non-disabled students, has demonstrated for decades that inclusion works when children, teachers, families and communities support each other, together. In Healthcare and Rehabilitation, our work combines institutional and community-based rehabilitation to promote functional and social independence. Across our programmes, our ambition remains the same: to enable persons with disabilities to learn, live, work and participate with dignity.

At the same time, our work continues to evolve to meet emerging and often less visible needs. Through our Community Mental Health Programme, we are extending our rehabilitation approach to address psychosocial disability alongside physical disability. Our Assistive and Adaptive Technology Unit is expanding its repertoire of devices and technologies to enable greater independence, participation and choice.

This journey of continuity and change enters a new chapter in FY 2025-26 - our first year under a fresh strategic roadmap, shaped by listening closely to the partners, practitioners and persons with disabilities who guide our work every day. While our mission remains unchanged, our approach is evolving to meet the changing realities of disability inclusion in India. We believe that the next chapter of impact will not be measured simply by the number of people we serve, but by the strength of the systems we help transform.

The deepest lesson we carry into this new era is a humble one: no organisation, however large, can create lasting inclusion alone.



It takes communities that embrace difference, institutions that open their doors, and policies that uphold rights. It takes all of us, working together.

My heartfelt thanks go to our government partners, corporate CSR and philanthropic supporters, academic institutions, civil society organisations, volunteers and communities, who place their trust and lend their expertise and resources in this shared mission, to strengthen capacity, influence policy, and improve implementation. Their partnership is a reminder that this work belongs to many hands, not one organisation.

To our Board Members and Trustees, thank you for your steady guidance and stewardship. And to every APD colleague working in homes, hospitals, schools, villages and workplaces with such quiet compassion, dedication and fortitude thank you for turning our vision into someone's better day; day after day, year after year.

Most of all, my gratitude goes to every person with a disability, every parent, caregiver and community member who has walked this road with us. Your courage gives us strength and belief. Your aspirations shape our priorities. Your leadership reminds us, every day, why this work matters.

Together, we are building more than programmes. We are building a future where inclusion is not something we aspire to, but something we all belong to.

Thank you for walking this journey with us.

Sukanto Aich

Chief Executive Officer
The Association of People with Disability

Early Intervention

Cradle to School

From a slum outreach initiative in 1992 to APD's flagship Cradle to School Program, our journey has been about shaping an inclusive tomorrow. Through family-centered, transdisciplinary habilitation, the program enables children with developmental delays to achieve their developmental potential and successfully participate in school and community. Today, the model is transforming lives across Karnataka, Andhra Pradesh and Maharashtra.





Reach

4,717 children

total reached

2,985 children

direct reach

1,732 children

reached through Partners

6,642

individuals empowered through capacity building programs for parents, caregivers, etc

38,849

children screened for delay in milestones

42,941

stakeholders sensitized on early childhood development

1,30,566

rehabilitation services were provided for 4,717 children

Socio-Economic Status

67% BPL (3160) and 33% APL (1557)

“



“At Weir Minerals India, we believe that every individual deserves the opportunity to reach their full potential. Our partnership with APD’s Early Intervention Program has been deeply meaningful, as it enables children with developmental delays and disabilities to receive timely support during their most critical years of growth and learning. It is heartening to witness the positive impact this program has on children and their families and we are proud to be associated with initiative that transforms lives and builds a more inclusive society.”

Ganga Murali

Executive Assistant to Sales Director & Country Leader CSR Coordinator



Impact Indicators

- Disability pension linkages for **65 newly** identified children enabled vulnerable families to access approximately **₹13 lakh** in annual financial assistance, strengthening household financial security
- Enrolment of **70 children** under the Niramaya Health Insurance Scheme unlocked approximately **₹70 lakh** in potential medical and surgical benefits, reducing the financial burden of healthcare on families
- 111 mothers** were trained as Champion Mothers, with six engaged as Community Facilitators to strengthen community ownership
- 74%** of children showed improvement in one or more developmental domains
- Enrolment of **85%** of eligible children into Anganwadi's and schools strengthened access to early learning, nutrition, and social inclusion
- Targeted nutritional interventions resulted in improved physical development among **83%** of children, contributing to better health and overall developmental progress

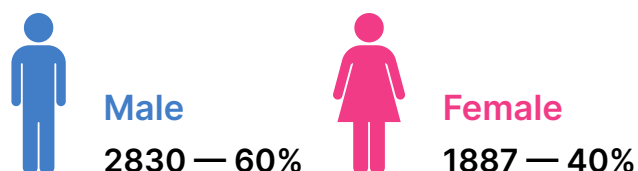
Age Distribution

Age group	Beneficiaries
0-3 years	17% (802)
4-6 years	40% (1887)
Above 7 years	43% (2028)

Alignment with SDG



Gender Distribution



Autism Clinic – Embrace Me

Established in 2023, the Embrace Me Autism Clinic is APD's specialized unit under Early Intervention providing transdisciplinary, family-centered intervention for children with Autism Spectrum Disorder (ASD). During the year, the clinic reached 63 children through center and school-based services, including partnerships with two schools in Bengaluru. As a result, 8 children were successfully enrolled in schools, advancing their journey towards inclusive education.

The clinic also promotes functional independence through the weekly Autism Snack Counter. This initiative builds communication, social interaction, teamwork, money management, and pre-vocational skills through hands-on learning.

Developmental Delay Classification based on the 8 domains:

Domain	Beneficiary Count	%
Motor	1912	81%
Sensory	1387	80%
Communication & Language	2178	69%
Social Behavior	1916	70%
Self care	2141	69%
Cognition	2087	69%
Play	1863	72%
Physical	2546	83%



“When we first came to APD, Sameer could neither sit, crawl, hold objects nor respond to simple instructions. Today, every small milestone fills our family with hope. Watching him sit independently, crawl, feed himself and begin to communicate has been life-changing. APD helped us believe that progress is possible.”

Sameer's mother

Donors



Inclusive Education

Learning Without Barriers, Growing With Dignity

APD's Inclusive Education Program ensures children with disabilities access quality, equitable, and barrier-free education through the Shradhanjali Integrated School (SIS), NIOS support, and partnerships with Karnataka government schools. By providing individualized support, rehabilitation services, assistive devices, teacher training, and parent engagement, the program promotes school participation, learning, inclusion, and greater independence while shaping an inclusive tomorrow.



Reach

5,311 children

with special needs reached through outreach and SIS

911

government schools engaged

153

NIOS learners supported

16,811

stakeholders trained

43,223

people sensitized

487

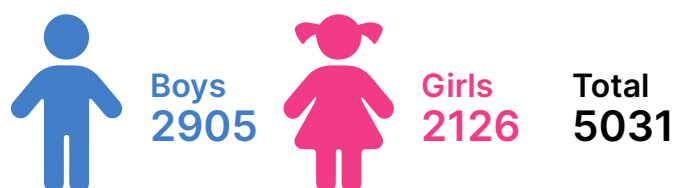
home-based children supported. Learning and rehabilitation services were brought closer to children and their families.

23

new School Readiness Centres established.



Gender Distribution



Age Distribution

Age groups	Outreach	SIS
6-10 years	1670	132
11-15 years	2709	148
16-18 years	652	-
Total	5031	280

For over a glorious decade, ABB and APD have shared a strong and enduring partnership, creating lasting impact for people with disabilities. Through their support for SIS, IE Outreach, Skilling & Livelihood, AAT, and Rehab on Wheels (RoW), ABB's unwavering support continues.

“ABB's partnership with APD exemplifies how inclusion can drive meaningful and sustainable social impact. Through our shared commitment to empowering children and youth with disabilities, we have helped expand access to education, skill development, and opportunities for greater participation in society. The collaboration has also strengthened livelihood pathways, enabling individuals to build confidence, achieve greater independence, and enhance their economic resilience. We are especially encouraged by the positive transformation witnessed among beneficiaries and their families, who have gained the skills, support, and self-assurance needed to lead more productive and fulfilling lives. At ABB, we believe that diversity, equity, and inclusion extend beyond the workplace and into the communities where we operate. This partnership with APD reflects ABB Group's commitment to fostering equal opportunities and creating positive social impact through responsible business practices and community engagement. Together, we are helping break down barriers, unlock potential, and contribute to a more inclusive and equitable future for all.”

ABB India Limited CSR team

Implementation Partnership

A three-year Memorandum of Understanding with Samagra Shikshana Karnataka, covering 2025-2028, embeds APD's inclusive education model within government school systems. The partnership strengthens continuity, institutional ownership, scale and long-term sustainability.

- Bharat Scouts & Guides: Discipline, teamwork, leadership.
- SaPa Music Partnership: Rhythm-based learning, global showcase performance.

Implementation areas: Bengaluru Urban, Bengaluru Rural and Kolar



Outputs

Integrated Service Continuum

A total of **33,469 interventions** connected education and rehabilitation services:

- **10,586 education services (specific in Outreach)**
- **43,062 therapy services (SIS and Outreach program)**

Participation and School Readiness

- **2,419 children** enrolled in education.
- **23 School Readiness Centres** were strengthened, serving **565 children**.

Accessible Learning

- **1,273 children** received customised teaching and learning materials.
- **213 schools** were equipped with accessible learning resources.
- **107 SSLC kits** and **10 PUC study guides** were distributed.

Capacity Building and Peer Inclusion

- **2,272 teachers** and **2,088 parents** received training.
- **3,249 peers** from **173 schools** were trained in Indian Sign Language.

Assistive Technology and Social Protection

- **189 children** received **206 assistive devices**, including:
 - 39 wheelchairs
 - 43 hearing aids
 - 124 other assistive devices
- **2,010 children** had Unique Disability ID cards, with **86 new cards** issued during the year.
- **63 children** secured Niramaya health insurance coverage worth **₹63 lakh**.
- **265 children** began receiving pensions, with **₹2.65 lakh** disbursed.

Alignment with SDG



Impact Indicators

- **SIS**
 - **74%** of children showed meaningful progress in task performance, indicating stronger focus, completion, and classroom engagement.
 - **73%** of children improved in behavior regulation, reflecting better self-control, emotional readiness, and participation in learning activities.
- **Outreach program**
 - **97%** of enrolled children were retained in education.
 - **90%** of children demonstrated improvement or remained in the same level between their learning baseline and end-line assessments.
 - **66%** of 451 children who received nutrition supplements showed improved health status

Achievements

Putani Vignana Talent Exams

National Level:

- Muskan R (VIII) – Science 2nd Rank.
- Druva CK (VIII) – Mathematics 2nd Rank.
- Santosh J (VII) – Mathematics 3rd Rank.

State Level:

- Rafiya Banu (V) – Kannada 3rd Rank.
- Daman (V) – Science 2nd Rank.
- Fathima (VI) – Science 2nd Rank.
- Hemashree (V), Raisa Fathima (VI) – Mathematics 2nd Rank.

“



“At GlobalLogic, we believe that meaningful impact is created when strong partnerships come together with a shared vision for inclusion and empowerment. Our collaboration with APD reflects this commitment, especially in advancing opportunities for neurodiverse children through an integrated and inclusive approach.”

We deeply value APD's expertise and unwavering commitment towards transforming lives. Together, we are building a more inclusive ecosystem-one that not only addresses learning gaps but also celebrates the potential of every child to thrive and succeed”.

Monika Walia, Head – Corporate Social Responsibility, GlobalLogic

District Level:

Multiple winners in Math, Science, Kannada.

Special Achievements:

- Quizzabled State-Level Champions (2025) – Nusrath Banu (VIII), Santhosh (VII)
- National Drawing Exam – Lakshitha (VIII) 2nd Rank
Mohammed Taieeb (VII) 3rd Rank.

Donors



CSR initiative by



Multidisciplinary Rehabilitation

Accessible Rehabilitation, Limitless Possibilities

The Multidisciplinary Rehabilitation (MDR) Program delivers integrated rehabilitation services that enable persons with disabilities to achieve independence, participation and improved quality of life while shaping an inclusive tomorrow for all. Through a multidisciplinary approach encompassing Physiotherapy, Occupational Therapy, Audiology & Speech-Language Pathology, and Psychology, the program provides comprehensive rehabilitation across clinical, educational and community settings.





Reach

Total

3,309

beneficiaries

57,449

services delivered

Gender Distribution



Male

1,934 — 58%



Female

1,371 — 41%



Other

4 (<1%)

Capacity Building and Sensitisation

- **1,714** stakeholders were trained through capacity-building initiatives, including caregivers and healthcare workers.

- **6,655** individuals were sensitized on disability inclusion and rehabilitation practices, fostering a more aware and responsive ecosystem.

As part of the program strategy, 10 outreach rehabilitation camps were conducted to expand service access and strengthen community linkages.

Awareness initiatives were also initiated through 2 social media videos and 3 articles in reputed newspapers, enhancing outreach and visibility.

Special Highlight

In collaboration with the **Indian Army**, **108 hearing aids** were distributed to ex-servicemen and their family members, strengthening access to assistive technology for underserved populations.

Program Outcome



Occupational Therapy

- **83% of 195** beneficiaries showed improvement in activities of daily living, indicating increased independence in self-care and routine tasks
- **93% of 124** beneficiaries showed improvement in cognitive functioning, reflecting gains in attention, memory, and problem-solving abilities
- **56% of 81** beneficiaries showed improvement in hand function, demonstrating progress in fine motor skills and functional use of upper limbs

Psychology

- **79.5%** of children out of 127 demonstrated improvement in behavioural outcomes, including better behaviour regulation, social interaction, and emotional control.

Physiotherapy

- **95%** of the 367 beneficiaries reported a reduction in pain following physiotherapy intervention.



Alignment with SDG





Audiology & Speech-Language Pathology (ASLP)

- Among 150 children with language delay, **43% demonstrated improvement in receptive language skills** and **32% in expressive language skills**. The highest improvement was observed in the **0–6 years age group**, where out of 28 children, **64% showed gains in receptive language** and **46% in expressive language**, highlighting the impact of early intervention.
- COMMDEALL outcomes indicate that, among 14 children with Autism, **42.9% showed improvement in receptive language** and **35.7% in expressive language**, reflecting measurable gains in functional communication, including improved understanding of instructions, expression of needs, and participation in interactions.
- In addition, **630 beneficiaries received 1,219 hearing aids**, significantly enhancing communication abilities and enabling greater participation in daily life.

Shradhanjali Integrated School (SIS) – School Function Assessments Outcomes

Physical Task Domains

- **71%** improvement in Written Work, indicating increased ability to engage in classroom-based academic tasks
- **55%** improvement in Setup and Cleanup and **53%** in Clothing Management, reflecting enhanced independence in daily school routines
- **50%+** improvement across key functional tasks, including use of materials and recreational movement

Cognitive Task Domains

- **74%** improvement in Task Behaviour and Completion, demonstrating better focus and ability to complete assigned activities
- **73%** improvement in Positive Interaction and Behaviour Regulation, reflecting enhanced social engagement and emotional controls
- **67%–72%** improvement across compliance and memory-related domains, indicating improved ability to follow instructions and retain information.

Donor

HCLFoundation

Rehab on Wheels (RoW)

Reaching the Unreachable

RoW's multidisciplinary, community-centred rehabilitation program enables PwDs functional independence and participation in their homes and communities - regardless of mobility limitations, geographic distance, or financial constraints. Today, the model operates across urban and rural Bengaluru in its efforts to shape an inclusive tomorrow.



Reach

2,832

individuals accessed services

6,201

rehabilitation services delivered

2,965

stakeholders sensitized

4

medical camps conducted

Gender Distribution



Male

1,309 — 46%



Female

1,523 — 54%

6,303 beneficiaries received rehabilitation services & 1,526 beneficiaries were screened & received medical referral services.

Impact Indicators

80.5%

of beneficiaries reached received direct rehabilitation services (6,303 of 7,829)

19.5%

were screened and referred onward for specialist/medical care

91%

of beneficiaries treated had neuromuscular, chronic pain, or locomotor conditions - the highest-risk group for permanent disability

78.8%

treated for neuromuscular/chronic pain conditions (4,969 individuals)

12.2%

treated for locomotor disability (768 individuals)

12

disability categories served through one mobile outreach model

178

individuals (2.8%) supported with hearing/speech-hearing impairment

132

individuals (2.1%) with multiple, compounding disabilities received multidisciplinary care in a single visit

Zero drop-off: every beneficiary reached either received care directly or was referred forward - no one left without a next step

Alignment with SDG



“



Brigade Foundation marked another significant milestone in its commitment to inclusive healthcare by collaborating on the “Rehab on Wheels” mobile rehabilitation bus with The Association of People with Disability (APD). The specially designed mobile rehabilitation unit will enable APD to extend essential rehabilitation and therapy services to persons with disabilities in underserved communities, bringing quality care closer to those who need it most.

This partnership reflects the shared commitment of Brigade Foundation and APD towards promoting accessibility, inclusion, and dignity for persons with disabilities through innovative community outreach initiatives.

Shivayogi C Kalasad
CEO, Brigade Foundation

Outcome

- **84.6%** beneficiaries reported Rehab on Wheels has improved access to rehabilitation services and functional independence.
- **72.31%** beneficiaries experienced significant reduction in pain as a result of structured physiotherapy and rehabilitation.
- **90%** of beneficiaries with neuromuscular/chronic pain conditions showed improvement and functional ability following intervention.

- **FIM** outcome assessments revealed measurable functional improvements among beneficiaries with locomotor disabilities, with 50% demonstrating enhanced community participation, 38% improved walking and wheelchair mobility, and 34% better stair-climbing ability.



Vinay

An adult from an economically disadvantaged background, Mr. Vinay developed bilateral radial nerve palsy that limited his ability to grip or lift objects. Travel and financial hardship had prevented continued hospital rehabilitation. Through RoW, doorstep physiotherapy and caregiver-guided exercises restored his hand function and confidence. Vinay shared that Rehab on Wheels brings quality specialist care directly to people's doorstep, calling it a valuable resource for society.

Donors

CSR initiative by



Spinal Cord Injury Rehabilitation

From Cot to Community, A Life with Dignity

The Spinal Cord Injury Rehabilitation (SCIR) Program, with a promise of shaping an inclusive tomorrow, embodies the principle that recovery must extend beyond the hospital bed, embracing physical, social, psychological and economic dimensions. Through its “Cot to Community” model, the initiative delivers inpatient care, home-based support and rural camps across Karnataka and neighbouring states, enabling individuals to regain independence and reintegrate into society.





Gender Distribution



Male

1,601 — 89%



Female

192 — 11%



Other

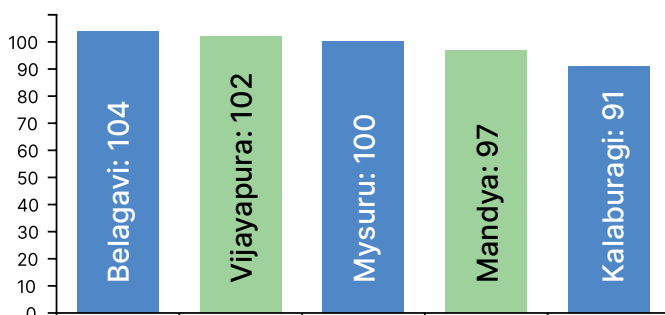
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Age Distribution

Age group	Beneficiaries
0–18 years	51 - 2.8%
19–24 years	99 - 5.5%
25–45 years	1,105 - 61.6%
46 years and above	539 - 30.0%

Program and Geographical Profile

Top Districts



Reach

1,794

persons with SCI reached

1,475

people with paraplegia

319

people with quadriplegia

612

new cases

1,182

follow-up cases

7,774

indirect beneficiaries

31

districts reached

18,262

people reached through awareness and sensitisation

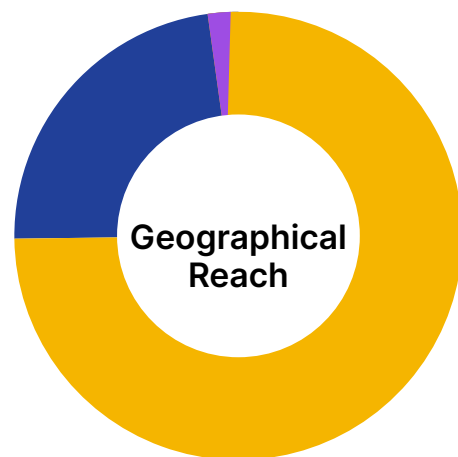
3,204

healthcare workers and caregivers trained

Socio-Economic Status

Below Poverty Line : **1,529**

Above Poverty Line : **265**



Karnataka: **75%** Maharashtra: **23%**

Additional outreach across 13 states: **2%**

Outputs

Rehabilitation Modalities

- Intensive rehabilitation in Pune and Bengaluru: **45,519 service episodes**
- Community-based rehabilitation: **50,718 service episodes**
- Total: **96,237 service episodes**

Medical and Nursing Support

- Medical consultations: **3,169 consultations for 797 beneficiaries**
- Nursing care: **5,594 interventions for 742 beneficiaries**

Community Engagement

- **41** medical camps
- **2** Rehabilitation Melas

Assistive Devices Distributed

- **319** wheelchairs
- **311** prosthetic and orthotic devices

DPO Strengthening

- **17** organisations supported
- **367** members engaged
- **3** new DPOs established in Vijayapura, Gadag and Shivamogga



The General Motors CSR Team sincerely values its partnership with the Association of People with Disability (APD) in advancing inclusion and empowering persons with disabilities. Together, we have enabled access to vocational training, skill development, livelihoods, and employment opportunities, helping individuals achieve greater independence and improved quality of life.

This collaboration aligns with General Motors' commitment to diversity, equity, inclusion, and community engagement while fostering awareness and breaking down barriers for persons with disabilities.

We highly recommend APD as a trusted and impactful social impact partner. Its commitment to skill development, livelihood creation, and employment enablement continues to create meaningful, lasting change. We look forward to strengthening this partnership and building a more inclusive future together.

Sandip Kotkar

CSR Lead

General Motors Technical Center, India

Alignment with SDG





Impact Indicators

96%

Sustained or improved self-care, sphincter management and mobility, measured using SCIM

94%

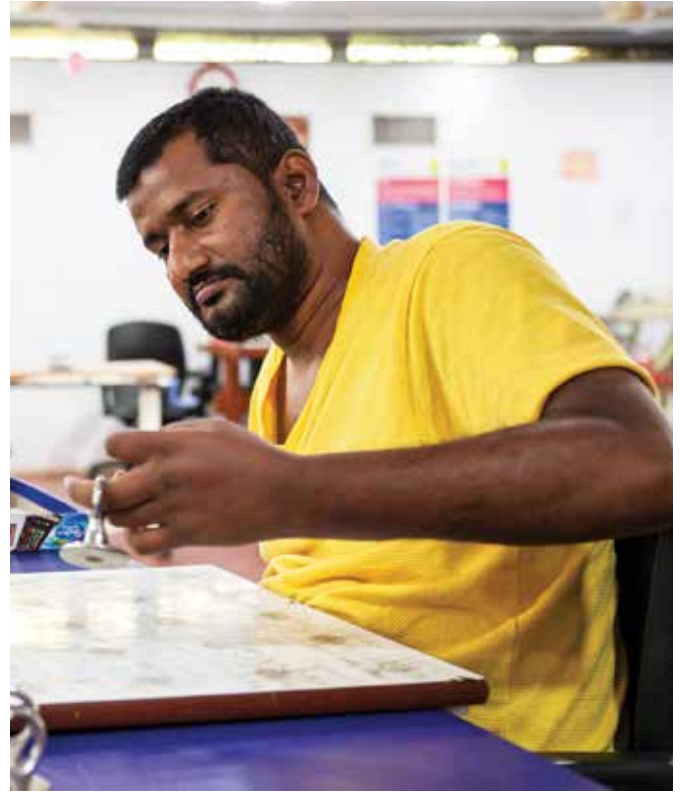
Sustained or improved physical, psychological, social and environmental well-being across WHO-QoL domains

Inclusion and Systems Strengthening

98 beneficiaries supported with ramps, accessible toilets, grab rails or accessible transport support

175 beneficiaries engaged in employment or self-employment

330 persons with spinal cord injury connected to pensions, allowances and insurance



Pressure-Ulcer Outcomes

23% completely healed

43% significantly improved

30% remained stable

Outcomes were measured using EPUAP criteria

Para-Sports Achievements

- Dussehra Cup - Gold medal
- Sidda Road Race - Gold medal
- Karnataka Premier League (Basketball) - Silver medal
- Egypt International Badminton Tournament; - Silver medal
- National Wheel Chair Basketball Championship - Bronze medals
- Uganda International Badminton Tournament - Bronze medals

Donors

ORACLE

Collins Aerospace

BAJAJ FINSERV

Liberate

NSIL एनसिल

CAF America

MUFG

gm

ARCADIS

VST

Community Mental Health Program (CMHP)

Transforming Communities, Changing Lives

The **Community Mental Health Program (CMHP)** identifies persons with mental illness (**PwMIs**), links them to treatment, raises awareness, provides counselling, supports livelihoods, and builds caregiver resilience through self-help groups and federations.

With strong partnerships, awareness initiatives, and community ownership, CMHP continues to build a resilient, inclusive mental health ecosystem for underserved populations in its efforts towards shaping an inclusive tomorrow.





Reach

7,534

beneficiaries impacted (98% of target)

91% (6899)

of beneficiaries accessed medication free of cost through government hospitals.

3,552

stakeholders trained (118% of target)

10,517

community members sensitized (138% of target)

1,810 (24% of total)

were newly identified beneficiaries

“

“Omega Forum for Social Impact is proud to partner with APD in advancing inclusion and creating sustainable livelihood opportunities for persons with disabilities. We deeply value APD’s unwavering commitment and community-centered approach, which continue to transform lives and build more equitable communities. We look forward to strengthening our partnership and deepening our social impact together.”

”

Ms. Sunanda Rangarajan
CEO, Omega Forum for Social Impact

Gender Distribution



Male

3,944 — 52.35%



Female

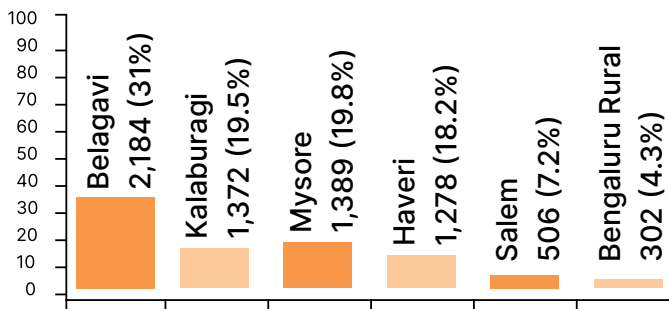
3,590 — 47.65%

Total — 7,534



Program and Geographical Profile

Top Districts



Socio-Economic Status

APL : **449**

BPL : **6940**

Anthyodaya : **145**

Total : **7534**

Collaboration with Federations & SHGs

- **Federations:** 28 across districts, with 1,436 members
- **Self-Help Groups (SHGs):** 96 formed, 740 members, cumulative savings ₹7.2 lakh

Medication, Pensions & Livelihoods

- **6,899** beneficiaries accessed free essential drugs worth ₹76 lakh
- **₹1.88 crore** disbursed in pensions to 975 beneficiaries



● Livelihoods:

- 42 beneficiaries employed in sectors like hotels, shops, schools
- 52% of self-employed beneficiaries reported increased income

Alignment with SDG





Ms. Shoba K. Bagewadi
ASHA Worker, Bailur PHC, Kittur Block

I am impressed with the dedicated work being carried out by APD's CMHP team at the community level. This training has increased my confidence in identifying and referring persons with mental illness and supporting their families. I am happy to extend my voluntary support and work together with the CMHP team to improve mental health services in our community.

Impact Indicators

3,061

beneficiaries and 3975 caregivers received professional counselling

2,203

participants improved awareness and attitudes after psychosocial education

35

wall writings under Gram Panchayat budgets, plus 18 street exhibitions reaching 10224 people

391

new UDID cards issued; 43% of beneficiaries linked to schemes

Events

Observed World Mental Health Day, World Schizophrenia Day, and participated in NIMHANS' Mental Health Santhe 2025

Counselling Reach

52% caregivers, 40% beneficiaries supported

Social Inclusion

43% linked to social security schemes

Economic Independence

52% of self-employed beneficiaries increased income

Donors



Livelihood

Building Skills, Creating Futures

The Livelihood Program empowers PwDs aged 18 and above by providing suitable livelihood opportunities for functional and financial independence. The program offers vocational training, employment support, and rehabilitation to alleviate poverty and achieve economic self-sufficiency. It addresses disparities in education and employment opportunities for PwDs, focusing on skill development and sustainable livelihoods while shaping an inclusive tomorrow.





Reach

2,501

beneficiaries enrolled

3,018

capacity building done

17,171

sensitisations done

22,690

total beneficiaries reached

Courses Enrolled

Employer-led Retail Training - **2,193 (88%)**

Horticulture – **128 (5%)**

Industrial Training (Mechatronics) - **125 (5%)**

Entrepreneurship Development Program - **55 (2%)**

New Initiative: Placement cell (helpline & help desk) established to strengthen employment linkages to PwDs

“

“APD’s pioneering work in disability inclusion is inspiring. For over six decades, they have empowered persons with disabilities through holistic programs in education, rehabilitation, livelihoods, and assistive technology. Their vision and sustained efforts align with ABB’s commitment to social responsibility and inclusive development.

Disability inclusion is not charity-it is about ensuring equity and access for all. Organisations like APD show how focused interventions can bring systemic change, and we believe more stakeholders should join hands to scale such impact.”

”

ABB India Limited CSR team

Gender Distribution



Male

1728 — 69%



Female

773 — 31%

Education	
Below SSLC	436 (17%)
SSLC	944 (38%)
PUC	630 (25%)
ITI/Diploma	102 (4%)
Graduation	322 (13%)
Post Graduation	67 (3%)

Age Distribution

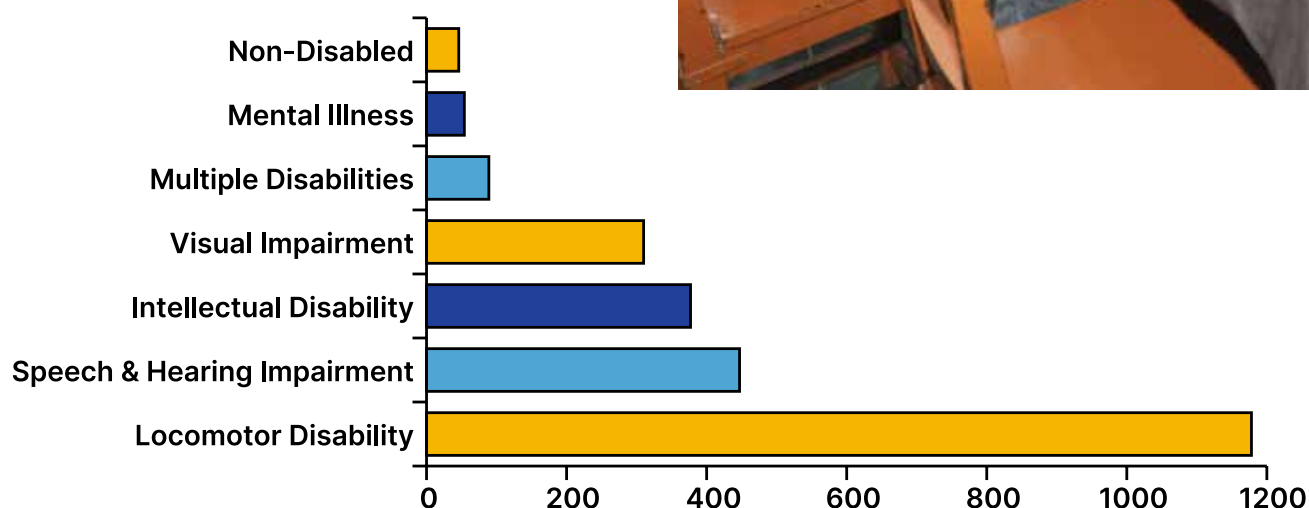
Age group	Beneficiaries
18-25 years	1,338 - 53%
26-30 years	517 - 21%
31-35 years	466 - 19%
35-40 years	180 - 7%

Enrolment Channels

- Total beneficiaries enrolled: **2,501**
- Direct/Satellite: **1,755 (70%)**
- Partner organizations: **746 (30%)**

70% of beneficiaries were enrolled through APD's Direct/Satellite network, demonstrating the organization's strong direct reach while leveraging partnerships to extend its impact.

Disability Types	
Locomotor Disability	1,178 (47%)
Speech & Hearing Impairment	447 (18%)
Intellectual Disability	377 (15%)
Visual Impairment	310 (12%)
Multiple Disabilities	89 (4%)
Mental Illness	54 (2%)
Non-Disabled	46 (2%)



Alignment with SDG





Impact Indicators

2387

(out of Total 2501) completed training

95.45%

Completion rate

1731

beneficiaries placed

55

beneficiaries became entrepreneurs



Breaking Barriers, Finding one's inner strength - Ms. Lakshmi's Journey

Lakshmi, a woman with a locomotor disability from Raichur, had strived for 10 long years, continuously aspiring to become a government employee but challenges life placed in her path, both systemic and personal, began to affect her mental and emotional well-being.

After connecting with APD through its Employment-Led Training program, she rebuilt her confidence around herself, her identity and her purpose and joined the organization as an M&E Feedback Caller. Today, earning ₹15,000 per month, she supports her family while inspiring others with disabilities to pursue independence and meaningful employment.

"I chose to work for people like me. Today I earn, I support my family, and I feel proud of who I have become."

– Lakshmi

Donors



CSR initiative by



Institute Of Disability Rehabilitation And Research (IDRR)

Building Competence, Bridging Gaps in Disability and Rehabilitation

The Institute of Disability Rehabilitation & Research (IDRR), formerly known as the Centre for Disability Management (CDM), has evolved into a centre of excellence for inclusive rehabilitation and disability education. Rooted in APD's commitment to equity, access, capacity-building and a resolve to shape an inclusive tomorrow, IDRR addresses the persistent human resource and skills gap in the disability and rehabilitation sectors.

Reach

6,579

students and learners

65

students and inclusive education teachers upskilled through CREs and workshops

2,062

students from 35 institutions sensitized through disability awareness programs

952

students from Health Care Professionals, social work, and psychology streams received internship training

11

research projects supported by IDRR, covering disability rehabilitation, community-based interventions, and inclusive practices, providing mentorship and guidance throughout



“



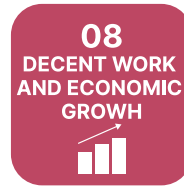
Juniper Networks is proud to partner with APD in supporting IDRR's RCI-recognized training programs, including the Certificate Course in Rehabilitation Therapy (CCRT), Certificate Course in Care Giving (CCCG), and Disability Rehabilitation Management.

Together, we have helped build a skilled rehabilitation workforce, particularly for rural South India. APD's commitment to excellence, inclusion, and capacity building is reflected in the outstanding achievements of its students, including consecutive National Topper rankings.

We value our long-standing partnership with APD and are proud of the meaningful impact we have created together in strengthening the disability rehabilitation sector.

Gurumoorthy Mathrubootham
Principal Program Manager, Juniper Networks

Alignment with SDG



Gender Distribution



Male
48%



Female
52%



Learning & Development

L&D Reach

- 59 total training programs conducted
- 584 total participants (452 APD staff + 132 NGO staff)
- 867 total learning hours delivered
- 1,900+ learners engaged across units

Learning & Development Impact and Achievements

- Established a centralized L&D system
- Delivered 800+ hours of structured learning
- Built a content repository using Bookstack
- Launched PLAYABLO LMS in APD to promote online learning and training.
- Strengthened multi-mode delivery and improved alignment with organizational strategy

Impact Indicators

100% Placement

50 RCI-certified graduates placed across APD, NGOs, and special schools

50 beneficiaries

Successfully completed the Rehabilitation Council of India (RCI) certification course

100% Pass Rate

Every RCI student graduated as a skilled rehabilitation professional

50 Institutional Partnerships

Including 11 MoUs to strengthen inclusive rehabilitation education

Donor

MICROLAND®
Extraordinary. Everyday.

JUNIPER®
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Horticulture

Growing Opportunities, Cultivating Inclusion

Under the vision of APD's founder, Late Smt. N. S. Hema, the Horticulture Program has evolved into a structured initiative integrating skill development, environmental stewardship, and community engagement. By enabling persons with disabilities to gain practical skills in plant care, landscaping, and nursery management - while fostering confidence, focus, and emotional well-being - the program contributes meaningfully to shaping an inclusive tomorrow.





“

“The Association of People with Disability has been a committed implementation partner in advancing sustainable livelihoods and dignity. Through our CSR initiative, the Inclusive Sustainable Horticulture Centre, APD has brought together skilling, education, therapeutic support and responsible wet-waste management for some of the most marginalized and vulnerable individuals, residing at the Karnataka State Home. APD’s engagement throughout programme reflects a constructive approach to empowerment and follows the principles of continuous improvement. This collaboration reflects our shared belief that lasting impact is created through inclusion and community-centric action.”

”

— Team Bosch

Highlight Focus

The State Home Project

In partnership with the Government of Karnataka and institutional stakeholders, APD extends its horticulture model to residential care settings through the State Home Project, integrating structured horticulture into daily routines.

Participants engage in planting, watering, composting, and garden maintenance, building skills, confidence, and emotional well-being. The project demonstrates how horticulture can be a powerful tool for rehabilitation, empowerment, and community inclusion.

Reach

115

plant sale events (64 Corporate | 51 Society)

26,000+

visitors engaged

17

school field trips conducted

6

campus events and garden fairs organized

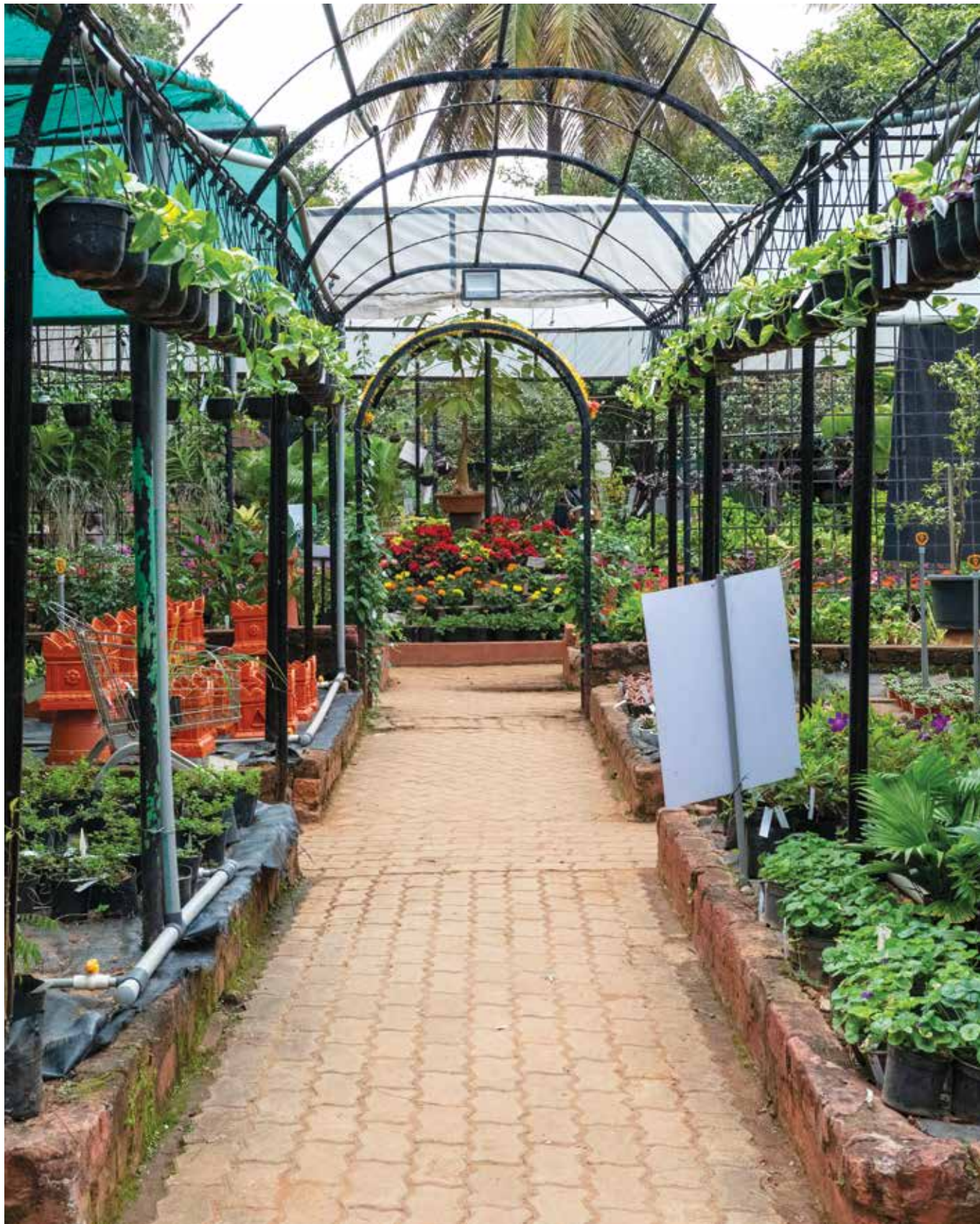
30

corporate volunteering activities

1,171

volunteers engaged





Alignment with SDG



State Home Project

3,591

plants produced

100

beneficiaries engaged

90%

active participation achieved

1,455

hours of horticulture training and ecotherapy delivered

11.4 tons

of organic compost produced

Gender Distribution



Male

40%



Female

60%



Voices of Impact

From Uncertainty to Leadership – Laxman Reddy

When Laxman Reddy joined the Horticulture Program, he was quiet, hesitant, and unsure of his abilities. Starting with simple nursery tasks like watering plants, he gradually built confidence through continuous guidance and hands-on learning.

Today, Laxman is a skilled and dependable member of the horticulture team, contributing to daily operations, supporting plant sales, and mentoring new participants. His journey reflects the program's impact—transforming uncertainty into confidence, and dependence into dignity.



Donors



Department of Women
and Child Development,
Govt. Of Karnataka



BOSCH

Assistive & Adaptive Technology

Empowering lives through assistive technology

Since 1982, the Assistive and Adaptive Technology (AAT) unit has been dedicated to empowering persons with disabilities through innovative, high-quality solutions that enhance autonomy, reduce discomfort, and promote inclusion. Our tailor-made services-including prosthesis, orthosis, mobility aids, hearing aids, and accessibility devices-have significantly improved mobility, education access, and livelihood opportunities. The AAT unit remains committed to shaping an inclusive tomorrow where assistive technology upholds dignity, independence, and full societal participation for all.





Harinarayan Sharma
CEO, Manipal Foundation

"At Manipal Foundation, we believe that meaningful partnerships create lasting impact. Over the past few years, our association with the Association of People with Disability (APD) has enabled many individuals with disabilities to regain mobility, confidence, and independence through access to quality prosthetic and orthotic services. What stands out is APD's commitment to providing person-centred rehabilitation with compassion and professionalism. We are proud to support this important work and look forward to continuing our shared journey towards a more inclusive society."

Gender Distribution



Male

2,173 - 72%



Female

844 - 28%

Total

3,017

Geography

- All districts of Karnataka
- Pune
- Kasargod, Kannur, Malappuram and Pathanamthitta districts of Kerala

Impact Indicators

3,793

splints (Including AFO, KAFO, Hand Splints, Gaiters, Body brace) enabled beneficiaries to participate in normal activities with confidence. 95% of users reported improved joint alignment and ease of movement, reducing the need for caregiver assistance

913

mobility & Supportive Devices (Corner Chairs, CP Chairs, Standing Frames, Tricycles) contributed to early interventions, posture corrections and increased physical activity

767

prefabricated Devices (Crutches, Walking Sticks, Toilet Chairs) reduced fall risk and improved hygiene access, with 85% of users gaining confidence in daily activities

255

pairs of Special Footwear (MCR Sandals, Special Shoes, Knee Pads) improved posture, gait and pain management in beneficiaries

210

artificial Limbs (Below Knee and Above-Knee Prosthetics) rebuilt confidence step by step. 90% regained the ability to walk independently or with minimal aid, improving participation in family and community life

1345

wheelchairs (Child, Adult, and Sports models) enabled greater participation in schools, jobs, and community events





“



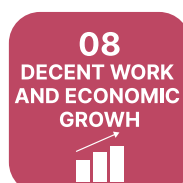
At Sumadhura Foundation, we believe meaningful partnerships drive lasting social impact. Our association with APD reflects a shared commitment to dignity, inclusion, and equal opportunities for persons with

disabilities. Visiting the APD campus and joining the Joy of Sharing initiative gave us a deeper appreciation of their transformative work. Witnessing beneficiaries receive customized assistive aids reaffirmed how collaboration enables independence and confidence.

We value APD's professionalism and compassion, and look forward to strengthening this partnership to create more stories of hope and empowerment.

Mrs. Jeevana Kalakuntla, AVP – CSR & Sustainability, Sumadhura Foundation

Alignment with SDG





Mr. Shiva Kumar C.R., aged 38 years, is a person with disability affected by polio since the age of one after a severe fever, resulting in weakness of both lower limbs, loss of movement, and dependence on mobility support. He is from Chennahalli Village, Shivamogga, and has completed his education in Computer Science. Despite his physical challenges and difficult family circumstances, he lives independently in a rented house and manages his daily life through disability pension support and community-related work. He actively visits villages to assist persons with disabilities in obtaining UDID cards, income certificates, and accessing government benefits.

The Neo Motion wheelchair has brought a significant positive change in his life by improving his mobility, independence, and ability to carry out daily activities both indoors and outdoors. It enables him to travel for work, visit villages, and continue supporting other persons with disabilities without depending on others. Earlier, moving around was extremely difficult for him, but with this wheelchair, he is now able to work more efficiently and confidently. He expressed great happiness and gratitude on receiving the wheelchair, as it has become an essential support for his livelihood and independence.

Donors



Life Cycle Approach (LCA)

Leaving No One Behind

APD's Life Cycle Approach (LCA) is an integrated, community-based model that connects persons with disabilities and their families to coordinated support across every stage of life while shaping an inclusive tomorrow. Implemented in Yadgir and Raichur, it brings together APD's programs, government systems and community networks so that progress achieved at one stage is sustained through the next.



Geographic Reach

Yadgir

24,222

persons with disabilities profiled
(Male- 14996, 61.91% and Female- 9226, 38.08%)

112%

of the annual profiling target achieved,
providing mentorship and guidance throughout

Raichur

5,518

persons with disabilities profiled (Male-3388,
61.40 and Female 2130, 38.60%)

93%

of the annual profiling target achieved

Anekal

490

persons with disabilities profiled
(Male- 318, 65% and Female- 172, 35%)

122%

of the annual profiling target achieved,
providing mentorship and guidance throughout

Reach

30,310

persons with disabilities profiled across Yadgir,
Raichur and Anekal

8,342

stakeholders trained to strengthen disability
responsive services and local implementation

13,810

people sensitized on disability rights and inclusion

“

HCL Foundation is proud to support APD's Comprehensive Life Cycle Approach, which is transforming the lives of persons with disabilities in Anekal, Bengaluru. The project has successfully reached over 585 persons with disabilities, providing rehabilitation services, assistive devices, caregiver training, education support, nutrition, and social security linkages. We are encouraged by the project's holistic and community-driven approach that strengthens inclusion, enhances independence, and empowers families. Together with APD, we remain committed to creating equitable opportunities and enabling persons with disabilities to lead dignified and fulfilling lives.

”



Community Platforms

62 Community-Based Rehabilitation centres and six main centres
operationalised in Yadgir

132 Self-Help Groups
formed or operationalised across both districts

Six Block Federations
strengthened in Yadgir

One district-level RPwD Task Force
established to strengthen coordinated action



Vijay Singh Rajput Transforming Ability into Opportunity

Born with hearing and speech impairment and without access to formal schooling, Vijay taught himself practical and digital skills. With guidance from APD and linkages to government departments, he established **Vijay Graphics**, offering printing and customised design services. Vijay now earns ₹30,000-₹40,000 per month, demonstrating how opportunity and support can enable economic independence and community recognition.

Alignment with SDG





Outputs

Early Intervention

1,806 children aged 0-8 years accessed developmental service

Inclusive Education

4,848 children with disabilities were enrolled in school

Functioning and Mobility

825 persons with disabilities received mobility aids to improve daily participation

Community Mental Health

913 persons experiencing mental health conditions received counselling and medical support

Social Protection

5,841 persons with disabilities accessed government schemes and entitlements

Livelihoods

207 persons with disabilities received seed funding for self-employment, while **362 beneficiaries** secured job cards

Impact Indicators

108%

of the combined annual profiling target was achieved

80%

school retention was reported among enrolled children with disabilities

Children under 8 years

gained weight, and BMI improved for 75% of the children

47 PwDs

were mobilized for ELT training. As a result, 94% started earning, contributing to their families' financial stability and promoting financial inclusion

400+ youth

were supported to enhance their income through livelihood activities. 91% continued their business successfully, and 90% reported regular earnings

13,633

applications were facilitated for social security schemes, of which 7250 beneficiaries accessed Government entitlements

Self-Help Group Savings

109 Self-Help Groups built a combined savings corpus of **₹12.47 lakh**, reducing members' dependence on informal credit

Access to Livelihood Finance

27 Self-Help Groups accessed National Rural Livelihoods Mission loans worth **₹43 lakh** to start or strengthen enterprises

Donors



Policy Advocacy and Government Interface

“From Advocacy to Action, From Policies to Change - Together for an Inclusive Karnataka.”

APD's policy advocacy and government interface is a pioneering systemic intervention designed to move beyond localized aid toward a framework of inclusive governance to lead the way towards shaping an inclusive tomorrow. By embedding disability rights into the machinery of the state, the initiative ensures that inclusion is a permanent, statutory priority rather than an isolated effort.

Reach

Direct beneficiaries

968

NIRAMAYA

249

Disability Law Unit

Direct, indirect and other beneficiaries

17,077

Govt. schemes, Accessibility & SHG members

Sensitization

20,786

Social security schemes

380

Capacity building



“

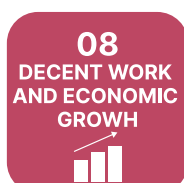


I commend APD for its valuable partnership with the Office of the Commissioner for Persons with Disabilities, Government of Karnataka, in advancing the implementation of the RPwD Act, 2016. APD's policy advocacy has contributed to the issuance of 17 Government Orders, while its accessibility initiatives have supported audits of over 1.5 lakh public buildings and places, promoting a more inclusive and accessible Karnataka.

Mrs. Yamuna. D

Assistant Commissioner
Rights of Persons with Disability Act
Government of Karnataka

Alignment with SDG



Donor



Policy Research Group

From Grassroots Evidence to Systemic Change

The Policy Research Group (PRG) is APD's research and policy arm in its journey towards shaping an inclusive tomorrow. It combines evidence from grassroots programs with rigorous analysis and strategic partnerships to produce actionable knowledge, inform public policy and advance disability inclusion across India.



Purple Manthan 2026

A Decade of Disability Inclusion Turning a Legal Milestone into an Implementation Agenda

Purple Manthan was jointly convened by PRG and IIM Bangalore on 20 February 2026 to mark ten years of the Rights of Persons with Disabilities Act, 2016. The national dialogue brought together government representatives, academia, industry, civil society organisations and disability advocates to examine progress, identify implementation gaps and define priorities for the next decade.

PRG also launched Module 2 of Accessible by Design, translating the discussions into practical accessibility guidance for educational institutions.

Five Priorities Surfaced

1. Stronger enforcement of the Rights of Persons with Disabilities Act
2. Bridging education and employment
3. Universal design across institutions
4. Assistive technology and innovation
5. Stronger disability data systems



Voices

"The disability sector today stands at a crossroads." She stressed the need for cohesion, collaboration and responsible use of emerging technologies to advance accessibility.

Manmeet Nanda

Additional Secretary, Department of Empowerment of Persons with Disabilities, Govt. of India

"Disability inclusion must be mainstreamed across government planning rather than confined to a single department." He emphasised that Inclusion must become a responsibility shared across public systems.

Praveen Ambashta

Deputy Chief Commissioner, Office of the Chief Commissioner for Persons with Disabilities, Govt. of India

Yes To Access (YTA)

Turning Citizen Evidence into Inclusive Systems

Yes To Access is APD's technology-enabled accessibility platform leading the way toward shaping an inclusive tomorrow. It grew from a Karnataka-wide accessibility assessment initiated in 2021 and was established as YTA in 2023.

The platform generates standardised, geo-tagged accessibility data through citizen-led checks and connects this evidence with policy, planning and institutional action.

Scale and Sectoral Impact

How citizen-led evidence translated into reach, institutional capacity and practical change to create greater impact.

Accessibility Footprint

1,000+

Accessibility audits completed in Goa through academic collaborations

2,551

Collective accessibility checks completed during the International Day of Persons with Disabilities 2025 campaign

2,350

Digital platforms assessed for web accessibility

Accessibility Footprint

YTA assesses public spaces using 29 standardised parameters. The core areas include:

1. Approach
2. Entrance
3. Internal routes
4. Parking
5. Toilet facilities

Digital Accessibility

- Website audits conducted using SATYA supported evidence-led improvements

Inclusive Mobility

BMTC

1,441 personnel trained



A Training of Trainers model was institutionalised to embed disability inclusion within recurring staff-development programs

KSRTC

342 drivers and conductors trained



The Training of Trainers model was extended across five KSRTC training centres

BMRCL

1,300 personnel sensitized



Staff members across all Bengaluru Metro stations were trained to better support travellers with disabilities. Institutional training helped move accessibility from one-time sensitisation towards repeatable frontline practice

- IIT Kanpur and The/Nudge Institute implemented accessibility improvements based on the findings
- A Digital Accessibility Curriculum was advanced for Computer Science and Design students

Collaboration Reach



4
public
institutions



5
academic
institutions



6
cross-sector
collaborators



2
global
platforms

Case Story

Sugamya Yatra 2.0: Evidence at District Scale

Through Sugamya Yatra 2.0 in Karnataka, YTA moved from being a technology platform to becoming a large-scale evidence-generation model for district planning.

More than **6,000 rehabilitation workers** were mobilised to conduct **1,79,000 accessibility audits across 31 districts**. The geo-tagged findings created a district-level evidence base that can guide prioritisation, interventions and public budgeting.

Case Result

A distributed frontline workforce became an evidence network, connecting community participation with government planning.

Voices

"Standardised checklists are useful starting points, but they cannot replace lived experience. Accessibility must move beyond a purely medical understanding of disability and recognise the barriers created by inaccessible environments."

Dr. Sangita Thakur

Founder, Ashtavakra Accessibility Solutions



Priorities for 2026–27

- Expand accessibility audits across regions and sectors
- Deepen government partnerships for embedded planning
- Strengthen integration with the Sugamya Bharat App
- Launch a national accessibility-ranking exercise
- Enhance AI-assisted validation to improve quality and scale
- Translate data into action through toolkits, training and capacity building



Alignment with SDG



Strategic Partnerships

Collaborating for Inclusion, Co-creating Impact

The APD Strategic Partnership initiative expands access to quality disability services by collaborating with NGOs, DPOs, and community institutions. By leveraging local expertise, it reaches underserved communities through programs in livelihood, early intervention, inclusive education, and rehabilitation towards its goal of shaping an inclusive tomorrow.

During 2025–2026, APD strengthened partnerships through capacity building, program implementation, and sustainable impact, enabling local organizations to deliver inclusive, high-quality services in areas where APD has limited direct presence.

Objectives of Strategic Partnership

- Scale proven disability solutions through APD's 67 years of expertise
- Create sustainable local impact through trusted community-based partner NGOs
- Maximise every donation through cost-effective, partnership-led implementation
- Build stronger local disability organisations for long-term systems change
- Deliver lasting impact that continues beyond the funding period



Scope of Work

The proposed projects should focus on promoting **holistic development, inclusivity, and sustainability**, with the objective of enhancing the quality of life of persons with disabilities (PwDs).

Types of Partnership

Financial Partnerships

APD collaborates with selected organizations by providing grant support to strengthen programs. Partners receive funding along with technical inputs such as training, exposure visits, resource sharing, and implementation support.

Technical Partnerships

APD partners with NGOs, CSOs, and institutions to provide technical expertise in those programs. Support includes training, exposure visits, program planning, resource sharing, and implementation guidance, with partners covering agreed service costs.

Consultative Partnerships

APD provides consultative services to organizations seeking to strengthen disability inclusion through program design, monitoring and evaluation, and capacity building. Partner organizations bear the costs, enabling APD to leverage its expertise, networks, and experience to create greater impact.

In 2025–2026, the Strategic Partnership model demonstrated its effectiveness in driving positive change through measurable outcomes:

- **Early Intervention:**
Reached **1660 children** with developmental delays.
- **Livelihood Program:**
Empowered **612 youth with disabilities** through skilling and employment linkages provided to 353.
- **Community Mental Health Program:**
Partnered with **four grassroots NGOs** to build their capacity, enabling them to reach over **1,903 persons with mental illness**.
- **AAT (Assistive & Adaptive Technology) Program:** Through partnerships, over **526** beneficiaries received **1,242** assistive devices, with a **total value of ₹41,66,190**.

NGO Contributions (AAT Program)

The program ensures that beneficiaries, especially in underserved communities, have access to essential assistive devices such as wheelchairs, hearing aids, and other supportive equipment.

Our Partner NGOs

Sl. no.	Program	Name of NGO
1	EI	Arivu Trust
2	EI	Prashanti Foundation
3	EI	Roshni Trust
4	EI	Organization of Bidar Integral Transformation (ORBIT)
5	EI	Ashadeepa Angavikalara Sarva Abhiwruddhi Seva Samsthe
6	EI	Janamukhi Swayam Seva Samsthe
7	EI	Matrushakthi Gramin Mattu Nagar Abhivruddi Samsthe
8	EI	Tulajabhavani Shaikshanika Hagu Grameena Abhivuruddhi Samsthe Mudhol

9	EI	Saadhya Trust for Social Development
10	EI	Sreya Foundation
11	EI	The Ability People
12	EI	Social Awareness and Human Action for Rural Area (SAHARA)
13	CMHP	Gramina Abyudaya Seva Samsthe
14	CMHP	One Billiion Literates Foundation
15	CMHP	Aram Porul Foundation
16	CMHP	Ottapalam Welfare Trust
17	SCIR	Love and Acceptance India
18	SCIR	The Ability People
19	SCIR	Navajyoti Institute for Self Help on Rural Development (NISHARD)
20	LH	Asha Deep Foundation
21	LH	Rasikashray Sanskritik Kala And Bahhuudeshya Sanshtha
22	LH	Gyan Jyoti Grameen Abhivruddi Samsthe
23	LH	The Women Welfare Society (TWWS)
24	LH	Centre for Life Skills Learning (CLSL)
25	LH	Ashraya Jilla Vikalangalu Samakya
26	LH	Abhisree Foundation
27	LH	Rural Institute of Centre for Excellence (RICE)
28	LH	Questera Foundation

Capacity Building & Support

During the year, a focused Organizational Development (OD) training program was organized for two partner organizations – Orbit and Roshni. The training aimed to build their internal systems, improve governance practices, and strengthen overall organizational efficiency.

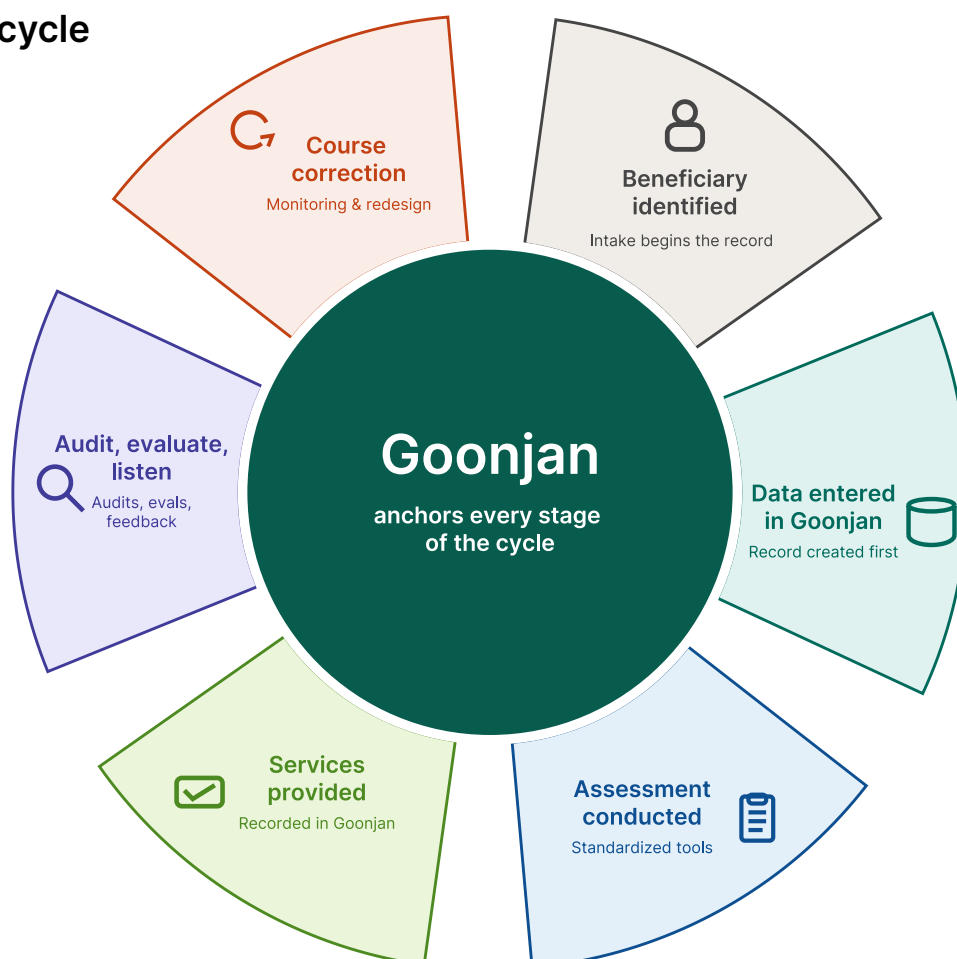
Monitoring, Evaluation, Accountability & Learning (MEAL)

Beyond Numbers - Where Impact matters most

In 2025–26, the MEAL unit continued to strengthen APD’s culture of accountability, evidence-based programming, and organizational learning by ensuring that program decisions were informed by reliable data, structured feedback, and systematic evaluation. As a core function, MEAL supported program quality, donor accountability, and cross-functional decision-making through stronger monitoring systems, quality assurance processes, and outcome-focused analysis.

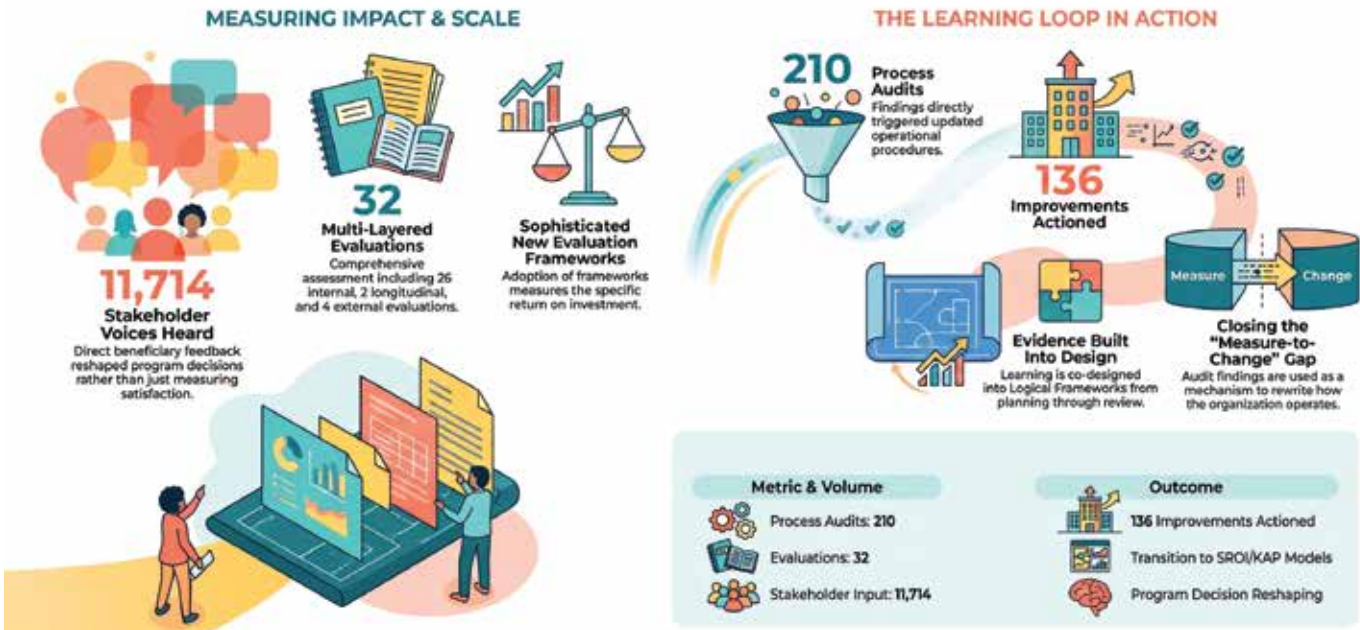
A major focus during the year was the expansion of APD’s evidence-generation ecosystem through evaluations, process audits, stakeholder feedback, and digital data systems. The unit also introduced advanced methodologies to deepen impact measurement and improve the quality of organizational learning in the journey to shape an inclusive tomorrow.

The MEAL cycle



A beneficiary is identified and their record is created in Goonjan first; data entry is the starting point. The relevant standardized assessment is then conducted, services are delivered and logged back into Goonjan, and process audits, project evaluations, and beneficiary feedback calls run against that service data. Findings drive course correction and ongoing monitoring, which feeds directly into the next round of assessment and service delivery. Each tool is built and validated for a specific population; none is used as a universal instrument across all beneficiaries.

MEAL Impact Report: Moving from Evidence to Action

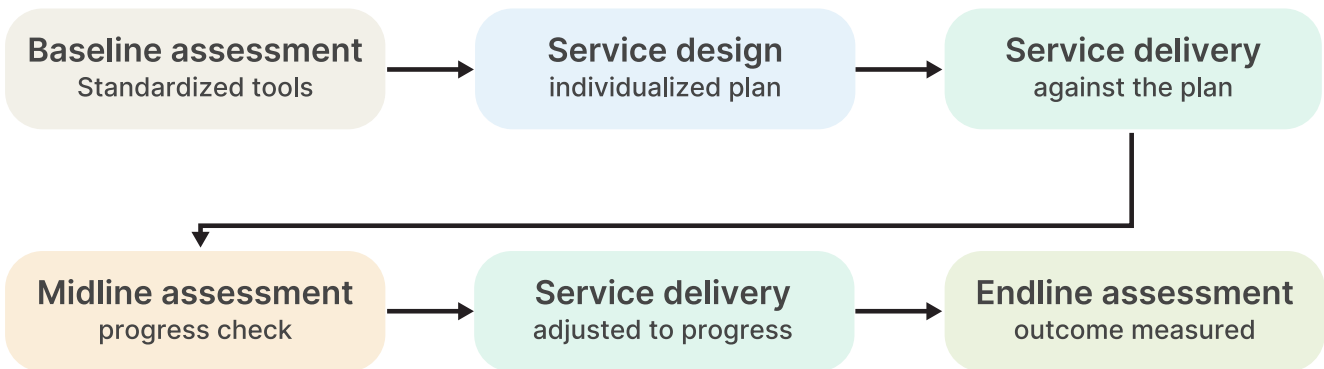


Outcome Measurement Tools

APD's outcome measurement relies on internationally validated clinical scales, nationally standardized instruments, and structured assessment frameworks. Tools such as SCIM, ASIA, WHOQOL, PHQ-9, and GAD-7 are applied to the specific populations they were designed and validated for, ensuring findings are comparable and independently verifiable by donors, evaluators, and technical reviewers alike. It allows every reported outcome to be traced back to a recognised, defensible standard, giving stakeholders confidence that APD's impact data reflects rigorous, evidence-based practice rather than self-reported success.

How assessment and service delivery unfold

The "assessment conducted" and "services provided" stages above are themselves a sequence, not a single event: a baseline assessment sets the starting point, services are delivered against an individualized plan, a midline assessment checks progress partway through, services are adjusted if needed, and an endline assessment closes the cycle against the original baseline.



Human Resources and People Development

People First

The strength of APD lies in its people, who strive to shape an inclusive tomorrow. Over the past year, HR has evolved into a strategic partner-building leadership capability, enhancing employee experience, and strengthening organizational effectiveness.

APD continues to position itself as an employer of choice in the development sector-where professionals can build meaningful careers while advancing disability inclusion. Recruitment, performance management, and workforce planning have been professionalized, supported by digital platforms that simplify processes and empower managers.

Underlying all efforts is a simple belief: strong organizations are built by investing in people.

In 2025–26, APD redefined recruitment as a journey of inclusion and discovery grounded in strong roots of community engagement and stretching wings across geographies.

- Talent was sourced from 8 states, representing 17 languages, reinforcing APD’s commitment to diversity and equity in hiring.
- A total of 287 new employees joined the organization, each one carefully selected to align with APD’s mission and culture.
- The internal referral program gained momentum, with 31 employees rewarded for identifying high-potential candidates.

Performance Management Fuelling Excellence Across APD

In 2025–26, APD strengthened its culture of performance, recognition, and fairness:

- 287 key positions were filled with skilled professionals, enhancing innovation and organizational impact.

39%

Women in Leadership Position
(22 women employees in leadership roles out of 56 leaders)

49%

Women Employees
(264 women employees out of 541)

18%

PwD Employees
(100 PwD employees out of 541)

448

Employees participated in soft skills and policies related Effective Communication, Interpersonal Skills, Power BI, POSH Training, Child Protection Policy, Conflict Resolution & Team Building Training.

- 31 Staff Promotions and 35 Special Awards recognition for their outstanding contributions.
- 58 HR interventions - including the rollout of Minimum Wages-were implemented to promote equity and fairness.
- 100% coverage of PMS training ensured all appraisers and appraisees were equipped for effective performance management.



The HR team focused on strengthening institutional foundations by advancing people practices, governance, and organizational culture, while fostering leadership capability, innovation, and inclusive growth.

- Investment of ₹30+ Lakhs in strengthening leadership capabilities and developing future leaders through targeted interventions
- ₹6 Lakhs invested in nurturing first-time managers, equipping high-potential talent with the leadership capabilities required to excel in their transition to people management.
- ₹4 Lakhs invested in empowering our Community and Field Staff, reaffirming our commitment to building capabilities where impact begins-at the grassroots.



APD deepened its commitment to a thriving, inclusive, and high-performing workplace culture where engagement was not just encouraged but expected.

Listening with Intent: Through the State of Mind (SOM) and We Walk Our Values surveys, we gathered candid employee feedback on workplace experience, organizational values, and canteen facilities-enabling targeted, data-driven improvements.

Celebrating Diversity: From Women's Day and Iftar to Ugadi and Christmas, APD embraced cultural diversity through inclusive celebrations, fostering unity and shared joy across the organization.

Empathy in Action: A meaningful visit to Sumangali Ashram transformed Christmas into a celebration of compassion, reinforcing our commitment to serving beyond ourselves.

Recognizing Excellence: The Hema Memorial Awards and team promotions at All Hands Meet celebrated achievements and uplifted morale-turning recognition into a culture.

Strengthening Bonds: Team dinners, program-wise outings, and an appreciation evening transformed shared moments into stronger connections-fostering collaboration and trust.

Functional Training: During FY 2025-26, APD strengthened functional capability through 30+ structured learning programs across programs and functions. Training covered Early Intervention, Inclusive Education, Therapy, Fundraising, Finance, Proposal Writing, AI, Documentation and Wheelchair Services.

A blend of internal expertise and specialized external partners ensured relevant and cost-effective learning. This investment strengthened employees' practical capabilities and enhanced program delivery across APD..

Employee Engagement Committee (EEC)

Engage. Connect. Grow

The EEC is APD's employee-led platform that strengthens organizational culture through meaningful engagement, collaboration, and well-being across all teams in its journey of shaping an inclusive tomorrow. During Q4 2025 - 2026, the Employee Engagement Committee (EEC) successfully executed three large-scale employee engagement initiatives across APD. These initiatives strengthened collaboration, enhanced well-being, and built an inclusive organisational culture. A total of 357 survey responses were received, reflecting strong participation and employee trust. The strong participation underscores employee trust and APD's collective journey toward shaping an inclusive tomorrow.



1. What We Did: Creative & Innovative Engagement

- **Food Fest (January 2026):** APD's first employee-driven food festival promoting collaboration
- **Quiz Competition (February 2026):** A hybrid event engaging both HQ and district teams
- **Musical Evening (March 2026):** A cultural well-being initiative focused on stress relief



2. Measurable Impact

- 91% positive experience (Food Fest)
- 95% rated Quiz Good/Excellent
- 83.9% reported stress relief
- 100% want more events (Quiz)
- 90.9% improved teamwork
- 74% felt happier/refreshed



Administration

Strengthening Foundations for Inclusive Growth

The Administration Department at APD continues to function as the backbone of organizational excellence, ensuring that every program, service unit, and intervention is supported with efficiency and safety in the journey towards shaping an inclusive tomorrow . By combining compliance, infrastructure development, staff welfare, and sustainability, the department has created an enabling environment where frontline teams can focus on delivering transformative services to Persons with Disabilities (PwDs).

Administration's role extends beyond routine operations-it is about building resilient systems, safeguarding people, and preparing APD for the future.

Strategic Achievements

1. Compliance & Recognition

- Secured **KPME certification** for JBN campus. Formalizing medical and rehabilitation services
- Strengthened legal and safety compliance across all campuses, ensuring readiness for audits and partnerships

2. Safety & Security

- Installed **fire hydrant, alarm, and alarm systems** across campuses, achieving full compliance with state fire safety norms

- Introduced **AI-enabled CCTV surveillance** and biometric access control, enhancing security and accountability
- Conducted quarterly emergency preparedness drills, embedding a culture of safety across staff and beneficiaries
- Perimeter Fortification Across Campuses: Constructed durable compound walls at KH, JBN, and LJP campuses, significantly enhancing perimeter security. This initiative ensures controlled access, minimizes external risks, and establishes a stronger protective environment for students, staff, and institutional assets



3. Inclusive Infrastructure

- Expanded **barrier-free facilities**: ramps, tactile pathways, accessible washrooms, and signage across major campuses
- Renovated **Anand Ashrama, Srinivaspur campus** into a livelihood training hub, now capable of training **300 youth with disabilities annually**, including digital skill modules for future-ready employment

4. Staff Welfare & Support

- **Upgraded Sick-Room Facilities**: Introduced improved and well-equipped sick-room facilities for staff, ensuring immediate medical attention, comfort, and care within the workplace. These enhancements strengthen employee welfare measures, promote a healthier work environment, and reflect the organization's commitment to staff wellbeing and safety
- **Canteen services** scaled up to serve over 200 staff and visitors daily, with a focus on nutritious, affordable meals
- **Creche facility** expanded to 15 children, offering upgraded play and learning resources, enabling working parents to balance responsibilities
- **Shuttle service** extended to cover additional transport hubs, benefiting over 40 staff daily, improving punctuality, retention, and work-life balance
- Introduced **digital attendance and RFID-based access systems**, streamlining workforce management

5. Sustainability & Innovation

- Repair and maintenance of **solar panels** across three campuses, reducing energy costs by 30% and ensuring uninterrupted power supply
- Implemented **waste segregation and recycling programs**, aligning with APD's environmental responsibility

- Initiated **green landscaping projects**, creating accessible, eco-friendly spaces for staff and beneficiaries

6. Water Conservation and Waste-water Management

- **Rainwater Harvesting Implemented**: Established comprehensive rainwater harvesting systems across all LJP and KH campuses, ensuring efficient water conservation and sustainable resource management. This initiative reduces dependency on external water sources, supports ecofriendly operations, and demonstrates the organization's commitment to environmental responsibility
- **STP Plant Commissioned at KH Campus**: Implemented a modern Sewage Treatment Plant (STP) at the KH campus, ensuring effective wastewater management and compliance with environmental standards. This initiative supports sustainable operations, reduces ecological impact, and reinforces the organization's commitment to green infrastructure and responsible resource utilization



Fund Raising

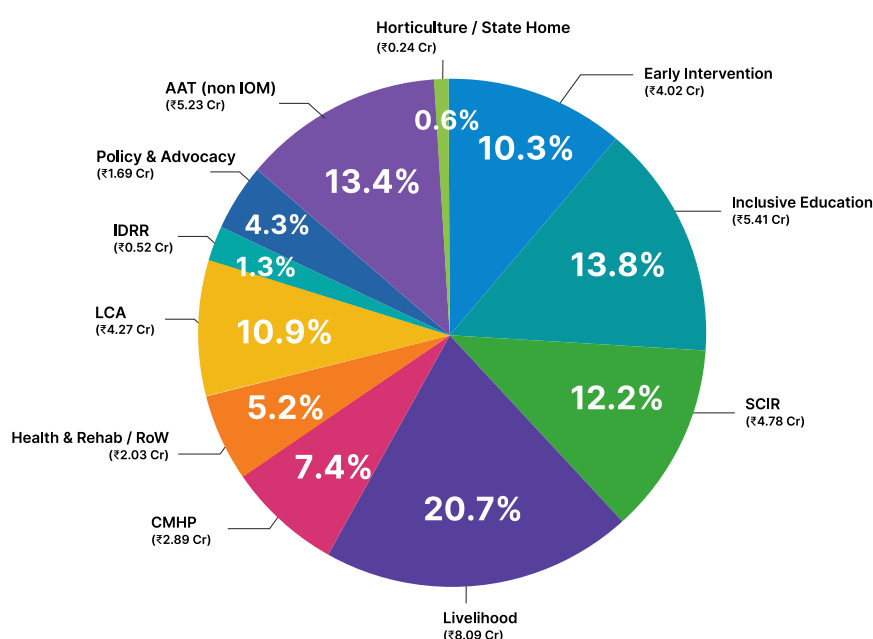
To Strive, To Seek and To Find

“See first that you yourself deserve to be a giver, and an instrument of giving. For in truth it is life that gives unto life - while you, who deem yourself a giver, is but a witness.”

— Khalil Gibran , From The Prophet (1923), “On Giving”

Program wise amount raised

Total Amount Raised: ₹ 38.39 Crore



High-value donors continued to make a significant contribution to APD's fundraising portfolio in 2025-26. These partnerships provided scale, stability and continuity to key programmes. They also enabled APD to sustain large interventions and strengthen long-term planning.

In 2025-26, APD had 10 donor partnerships above ₹1 Cr. Together, these partnerships contributed ₹2,116 L, or ₹21.16 Cr. This represents approximately 54% of the total funds raised during the year.



Volunteering at APD – Empathy in Action

The year was marked by remarkable growth and impact in APD’s volunteering initiatives. Across CSR partners, colleges, schools, individual contributors, and APD’s own staff, volunteers came together to support diverse programmes—from accessibility audits and disability immersion to inclusive sports, classroom activities, livelihood training, and rehabilitation services.

With 5,265 volunteers contributing 28,545 hours, the collective effort strengthened APD’s programmes and fostered empathy and community engagement in the journey toward shaping an inclusive tomorrow.



“

“Recently, Collins Aerospace Global Technical Solutions (GTS) team in India had the opportunity to visit our NGO Partner, Association of People with Disability – Horticulture Training Center as part of RTX Global Month of Service (GMoS) 2026 initiative. The experience was truly eye-opening for many of our team members. Beyond contributing to the community, the visit gave us an opportunity to learn from the incredible work being done by APD and the people they empower.

We came back humbled, inspired, and with a renewed appreciation for inclusion, resilience, and the impact we can create when we come together for a meaningful cause. A wonderful experience that strongly reflected the RTX values of making a positive difference in our communities.

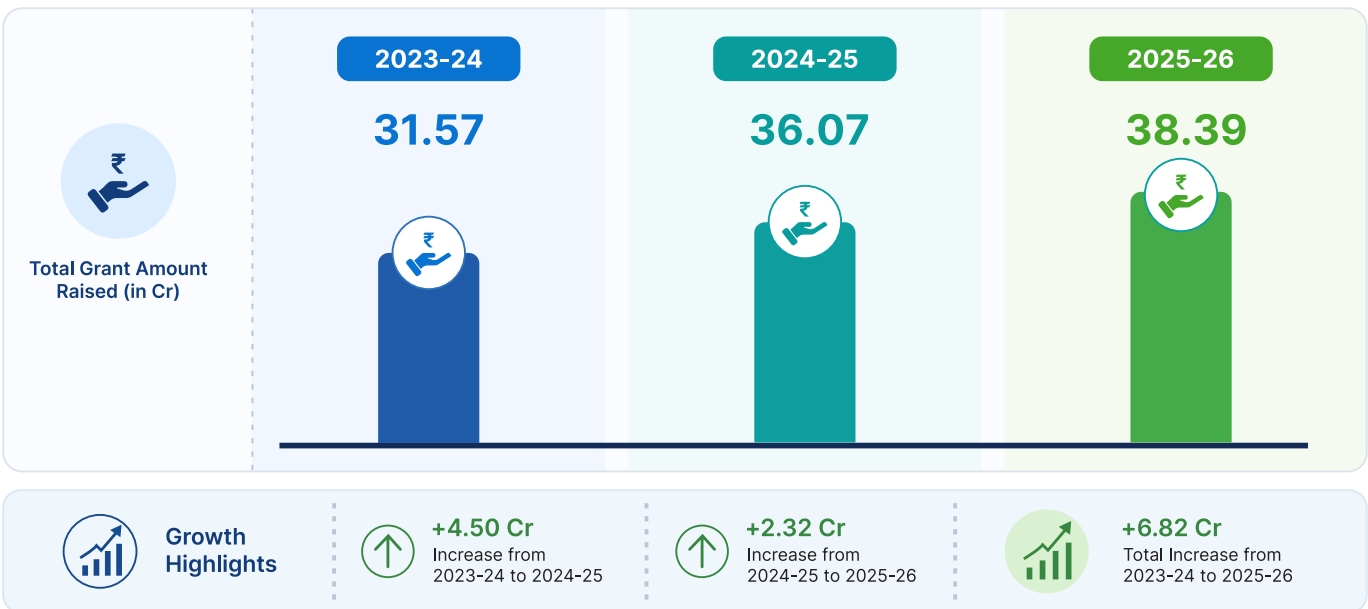
Thank you to everyone who participated and made this experience memorable! “

”

Ravi Murthy

Engineering Director - Global Technical Solutions (GTS) at Collins Aerospace

Strong and consistent growth in grant funding over the years.



Governing Body

Governing Body Report for 2025–26

To the Stakeholders

The Governing Body of The Association of People with Disability (APD) is pleased to present the Annual Report for the 66th year of the organization, with the theme Shaping an Inclusive Tomorrow, together with the audited accounts for the financial year ended 31st March 2026.

Composition of Governing Body

APD is governed by a 10-member Governing Body, elected through a duly notified process. The Governing Body for the year 2025–26 was constituted during August 2025 and assumed charge at the combined meeting held on 8th August 2025. The details of the Governing Body members during 2025–26 are provided below. None of them are employed at APD.

Other Information

Independence:

None of the members are related to each other. They are elected annually from among the general body of active members. There is no system of rotation of members. The Executive Core Team participates in the quarterly meetings called by the Secretary of the Governing Body.

Functions:

The Governing Body approves programs, budgets, annual reports, and audited financial statements, while ensuring statutory compliance.

Meetings:

The Secretary convened quarterly Governing Body meetings with quorum, along with the Executive Team, and one Annual General Body Meeting during 2025–26.

Mode of Communication:

Communication is primarily through email, and meetings are conducted in a hybrid (online and offline) format.

Executive Participation:

The Executive Core Team actively participates in the monthly meetings convened by the Secretary of the Governing Body, ensuring alignment between governance and operations.

Governing Body Members

Name	Designation
Mr. Subir Hari Singh	Honorary President & Trustee
Ms. Amritha V M Ward	Honorary Vice President & Trustee
Mr. Jacob Kurian	Honorary Secretary & Trustee
Ms. Arti Hegde	Honorary Treasurer & Trustee
Mr. P K Gopalakrishnan	Trustee
Mr. S.D. Gopalakrishnan	Trustee
Mr. Pradeep Kumar Panja	Trustee
Ms. Jayanthi Yeshwanth	Trustee
Mr. S. Gopalan	Member
Mr. Diwakar Menon	Member

Sl. No.	Type of	Date	GB Members Attended	Executive Team Attended
1	Governing Body Meeting	30th April 2025	8	4
2	Governing Body Meeting	8th August 2025	10	4
3	Trustees Meeting	29th August 2025	7	-
4	Annual Governing Body Meeting	29th August 2025	23	8
5	Governing Body Meeting	11th Dec 2025	8	5
6	Governing Body Meeting	25th March 2026	8	5





Our Valued Contributors

Recognising the Partners who Powered our Mission

Donors	Donations
Azim Premji Philanthropic Initiatives	4,13,83,000
ABB India Foundation	3,09,66,081
Oracle Cerner Healthcare Solutions India Private Limited	2,25,80,990
Cognizant Foundation	1,91,66,244
WM Global Technology Services India Private Limited	1,90,92,915
Bajaj Finance Limited	1,70,80,000
The Live Love Laugh Foundation	1,22,15,480
Titan Company Limited	1,15,00,000
Ford Foundation	90,35,851
Bajaj General Insurance Limited	90,00,000
Kotak Mahindra Investments Limited	80,00,000
Wells Fargo International Solutions Private Limited	80,00,000
Sagility India Limited	73,60,632
Kotak Mahindra Bank Limited	70,01,110
Shriram Seva Sankalp Foundation	61,60,722
SBI Funds Management Limited	56,45,780
D E Shaw India Private Limited	56,00,092
SBI Foundation	55,49,562
Grindwell Norton Limited	55,00,000
Sri Balaji Charitable Trust	55,00,000
Optum Global Solutions (India) Private Limited	53,00,739
Goodrich Aerospace Services Private Limited	50,00,000
ING Vysya Foundation	50,00,000
Juniper Networks Solution India Private Limited	48,15,209
Tejas Networks Limited	44,26,041
CBA Services Private Limited	43,51,775
MUFG Global Service Private Limited	41,00,000
HCL Foundation	36,69,474
Amphenol Interconnect India	36,00,000
GlobalLogic India Private Limited	35,39,933
WestBridge Advisors LLP	35,31,858
Deloitte Foundation	35,00,000
Omega Forum for Social Impact	33,45,100
UK Online Giving Foundation	31,47,587
The Boston Consulting Group (India) Private Limited	30,00,000
SBI Bank	25,49,518
Brigade Foundation	25,00,000

Donors	Donations
Manipal Foundation	25,00,000
Bosch Global Software Technologies Private Limited	23,25,310
New Space India Limited	22,50,240
NetApp India Marketing And Services Private Limited	22,50,000
NTT Data Information Processing Services Private Limited	20,10,150
H & M Hennes & Mauritz India Private Limited	20,00,000
MCKS Trust Fund	20,00,000
V S Tiruvengadaswamy Mudaliar Memorial Trust	20,00,000
Bosch India Foundation	16,55,173
Soujanya Family Trust	15,52,871
General Motors Technical Centre India Private Limited (GMTCI)	15,00,000
Michael Page International Recruitment Private Limited	14,78,185
Mercer Consulting (India) Private Limited	14,60,837
UD Trucks India Private Limited	14,48,200
Volvo Group CSR Trust (India)	12,79,285
Ethos Limited	12,50,000
Charities Aid Foundation America	10,97,380
Mukul Madhav Foundation	10,91,833
Microland Foundation	10,80,486
SBI Capital Markets Limited	10,70,265
Arcadis Consulting India Private Limited	10,49,498
UST Global Welfare Foundation	10,43,064
MPS Interactive Systems Limited	10,00,000
Jacob Kurian	10,00,000
Tek Systems Global Services Private Limited	8,00,175
General Datatech India Private Limited	8,00,000
Rakuten India Enterprise Private Limited	7,94,869
Southern Lubrication Private Limited	7,89,384
Sai Life Sciences Limited	7,88,156
Intuit India Product Development Center Private Limited	6,75,000
Sumadhura Infracon Private Limited	6,67,009
U S Biomedical Systems India Private Limited	5,30,000
Auto CNC Machining Limited	5,00,000
Inflow Technologies Private Limited	5,00,000
Saathire Social Impact Solutions Private Limited	4,83,400
Muthoot Finance Limited	4,00,000
Delhi Public School	4,00,000
Essentra India Private Limited	3,50,000
Getixhealth India Private Limited	3,00,000
Muralikrishnan S	3,00,000
Arati Hegde	2,50,000

Donors	Donations
Pradeep Kumar P	2,25,000
Ravinder Singh Chauhan Asha Pandey	2,05,656
N G Kesari	2,02,000
Sudhakar V S	2,00,000
Nalini Sagar	1,83,504
Traditions Event Management Marketing Private Limited	1,78,416
Kurien T K	1,69,912
Kalyani Vijay	1,50,000
ITC Ladies Social Welfare	1,50,000
Y4D Foundation	1,46,515
Nitin Kumar Khabiya	1,25,501
Mahjong For Charity	1,21,600
Vtiger Systems India Private Limited	1,00,000
Anita Bhat	1,00,000
Aravamudhan Narayanan	1,00,000
Deepa Ranjit Rau	1,00,000
Nalini K V	1,00,000
Vrize India Private Limited	1,00,000
Yokogawa Technology Solutions India Private Limited	1,00,000
Ramchandra Shenai	1,00,000
Pragati Tugnait	90,000
Jain Ekta Manch Bengaluru	80,000
Subramanya Bharadwaj	80,000
Paytm	66,757
Jasjit Singh Kahlon	60,000
Anurag Singh	55,000
Indo America Hybrid Seeds (India) Private Limited	52,500
Saurabh Kaushik	51,000
Ashutosh Vaidya	51,000
Jayaram Sarma R	50,000
Guru Prasad S	50,000
A N Kagalkar	50,000
Chitra Gurudas Basroor	50,000
Indira Krishnaswami	80,000
Mahendra Chibba	50,000
Manoj Agarwal	50,000
Manoj Kumar	50,000
Vivek Kapur	50,000
Subramanian Gurunathan	48,956
Mohinder Kumar Goel	46,700
Neelam Bhargava	40,500

Donors	Donations
Minu Kuruvilla Markose	40,000
Padmakashi Bayar Kolake	40,000
Prashanth Kashyap	40,000
Sahana Nikhil Shetty	40,000
Varun Nayyar	40,000
Ranka Charitable Trust	30,000
Ashima Shetty	36,000
Nihal George Zachariah	35,000
Usha Abraham	34,000
Meera Ganesh	34,000
Saravanan S	30,500
Narendra Sirugudi	30,000
Navin Selvin Samuel	30,000
PMI Bangalore India chapter	30,000
Geeta Mohan Rao	30,000
K Ganesha Raj	30,000
Priyadarshini Jacob	30,000
Shveta Jindal	30,000
Sri Sai Mandali Trust (R)	30,000
Trustline Holdings Private Limited	30,000
Banumathy R	28,466
Rajasekaran Mukunda	27,500
Samskruthi Ladies Association	26,460
IQGateway Private Limited	26,456
Preeti S	25,005
Satyakam M	25,001
Shalini Singh	25,000
Anuja Chattarjee	25,000
Arvind Agrawal	25,000
Ananthnarayan Balkrishna	25,000
Bharati Acharya	25,000
Concept Private Limited	25,000
Jayalakshmi Venkataram	25,000
Moleyar Prabhanjan	25,000
Vinothkumar Karthikeyan	25,000
Girish Dani	25,000
Nirupama Laroia	25,000
Niyati Shah	25,000
R Jayaram Sarma	25,000
Shivakumar Vishwanath	25,000
Deepak Raghuwanshi	25,000

Donors	Donations
Dr Suprabha M H	25,000
Geetha Rajashekhar	25,000
Hemalatha Pattabhi	25,000
Jayamahal Cultural Association	25,000
K V Gopalakrishnayya	25,000
Malini Saran	25,000
Mohammed Idries	25,000
Muruganand Ramalingam	25,000
Navin Kashyap	25,000
Narayanan E K	25,000
P K Gopalakrishnan	25,000
Packiaraj P G J	25,000
Preetha Kannadath	25,000
Raghavan S R	25,000
Ravi Char	25,000
Sridhar Kanthadai	25,000
Sunila Gupte	25,000
Suraj Chettri	25,000
Thumboochetty Foundation	25,000

Statutory Information

Organization GST number 29AAATT1921H1ZI

Registered under the Mysore Societies Act
No. III of 1904 vide number S 2179/59-60
Dated 20/05/1959

Office of Registrar of Companies,
Ministry of Corporate Affairs,
CSR number - CSR00001544

NGO PAN Number - AAATT1921H

Registered with Ministry of Home Affairs,
Govt. of India, under FCRA 1976,
vide number 94420100

Registered under Section 80G of The
Income Tax Act 1961 vide number
AAATT1921H25BL02

Registered under Section 12A of The
Income Tax Act 1961 vide number
AAATT1921H25BL01

NGO Darpan number - KA/2015/0087359

Our Auditor
R.K. Khanna & Associates
Chartered Accountants
1305, Brigade Towers,
135, Brigade Road,
Bangalore - 560 025

R. K. KHANNA & ASSOCIATES

CHARTERED ACCOUNTANTS



1305, Brigade Towers
135, Brigade Road
Bangalore- 560 025

Tel. : 22275419, 41234980
E-Mail : adminblr@rkka.in
Website : www.rkka.in

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION OF PEOPLE WITH DISABILITY

Opinion

We have audited the accompanying financial statements of **THE ASSOCIATION OF PEOPLE WITH DISABILITY** (the Society), which comprise the Balance Sheet as at 31st March 2026, the Statement of Income and Expenditure for the year then ended and notes to the financial statements, including summary of the significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Society as at 31st March, 2026 and of its financial performance for the year then ended in accordance with the Accounting Standards issued by the Institute of Chartered Accountants of India (ICAI).

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) issued by 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 Society in accordance with the *Codes of Ethics* issued by ICAI and we have fulfilled our other ethical responsibilities in accordance with the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of these financial statements that give a true and fair view of the state of affairs, results of operations of the Society in accordance with the accounting principles generally accepted in India. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Society'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 management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.



Head office: 402, Regent Chambers, Nariman Point, Mumbai 400021

Those charged with governance are responsible for overseeing the Society's financial reporting process.

Auditors' Responsibilities for the Audit of the 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 SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also-

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



We communicate with those charged with governance 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.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence and where applicable, related safeguards.

For R.K. KHANNA & ASSOCIATES

Chartered Accountants

(Firm Regn. No.105082W)



(S. MANJU GEORGE)

Partner

(Membership No.027444)

UDIN: 26027444CXMCEN3167

Place: Bangalore

Date: 07/08/2026

THE ASSOCIATION OF PEOPLE WITH DISABILITY: BENGALURU
BALANCE SHEET AS AT 31ST MARCH 2026

	31st March 2026	31st March 2025
	₹	₹
<u>SOURCES OF FUNDS</u>		
Capital Fund...	10,64,60,179	8,84,61,508
Corpus Fund...	30,03,84,000	30,03,84,000
Income And Expenditure Account...	25,28,52,281	21,31,89,944
Endowment and Other Funds...	3,29,71,772	6,29,71,772
Earmarked funds...	40,96,63,529	39,52,90,986
Current Liabilities and Provisions...	5,63,03,091	6,05,76,956
	115,86,34,852	112,08,75,167
<u>APPLICATION OF FUNDS</u>		
Property, Plant and Equipments		
Movable Properties...	6,44,47,272	5,61,77,303
Immovable Properties...	4,20,12,907	3,22,84,206
Investments...	83,23,27,253	84,68,97,494
Current Assets, Loans and Advances...		
Stock on Hand...	36,58,323	25,16,397
Sundry Debtors...	15,90,249	17,37,511
Grants Receivable...	96,92,099	1,93,67,978
Loans and Advances...	4,56,06,316	2,09,72,492
Cash and Bank Balances...	15,93,00,433	14,09,21,786
	115,86,34,852	112,08,75,167

Per our Report of even date

For R. K. KHANNA & ASSOCIATES

Chartered Accountants

Firm Regn. No. 105082W

sd/-

(S. MANJU GEORGE)

Partner

Membership No. 027444

Place : Bangalore

Date : 07/08/2026

For ASSOCIATION OF PEOPLE WITH DISABILITY

sd/-

(SUBIR HARI SINGH)

President

sd/-

(PALAKKIL KANNATATH

GOPALAKRISHNAN)

Secretary

sd/-

(ARTI HEGDE)

Treasurer

sd/-

(SUKANTO AICH)

Chief Executive Officer

sd/-

(BALAMURUGAN RAJAGOPAL)

Director- Finance

THE ASSOCIATION OF PEOPLE WITH DISABILITY: BENGALURU
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2026

	For the year ended 31st March 2026	For the year ended 31st March 2025
	₹	₹
INCOME		
Grants and Donations...	38,38,63,643	36,07,47,080
Other Resources...	3,84,02,835	2,98,49,128
Interest Received...	1,23,89,122	1,72,28,277
Transfer from Earmarked to the extent spent ...	1,30,46,854	-
Interest on Endowment fund to the extent spent...	23,54,684	22,22,677
	45,00,57,138	41,00,47,161
EXPENDITURE		
Salaries and Benefits...	21,78,26,709	18,58,38,632
Program Expenses...	18,16,68,161	17,49,33,618
Program Operational Expenses...	3,65,84,460	2,26,29,907
	43,60,79,329	38,34,02,157
Excess of Income over Expenditure before Depreciation	1,39,77,810	2,66,45,004
Depreciation/ Amortisation for the year...	2,03,24,328	1,19,38,904
Excess of Income over Expenditure after Depreciation	(63,46,519)	1,47,06,100
Depreciation / Amortisation - Withdrawn from Capital Fund...	2,03,24,328	1,19,38,904
Excess of Income over Expenditure Transferred to General Fund	1,39,77,810	2,66,45,004
Prior period accrued income - due to change in policy	-	95,75,839
	1,39,77,810	3,62,20,843

Per our Report of even date

For R. K. KHANNA & ASSOCIATES

Chartered Accountants

Firm Regn. No. 105082W

sd/-

(S. MANJU GEORGE)

Partner

Membership No. 027444

For ASSOCIATION OF PEOPLE WITH DISABILITY

sd/-

(SUBIR HARI SINGH)

President

sd/-

(PALAKKIL KANNATATH

GOPALAKRISHNAN)

Secretary

sd/-

(ARTI HEGDE)

Treasurer

sd/-

(SUKANTO AICH)

Chief Executive Officer

sd/-

(BALAMURUGAN RAJAGOPAL)

Director- Finance

Place : Bangalore

Date : 07/08/2026

Board Members 2025-2026



Mr. Subir Hari Singh
Honorary President & Trustee



Ms. Amritha V M Ward
Honorary Vice President & Trustee



Mr. Jacob Kurian
Honorary Secretary & Trustee



Ms. Arti Hegde
Honorary Treasurer & Trustee



Mr. P K Gopalakrishnan
Trustee



Mr. S D Gopalakrishnan
Trustee



Mr. P Pradeep Kumar
Trustee



Ms. Jayanthi Yeshwanth
Trustee

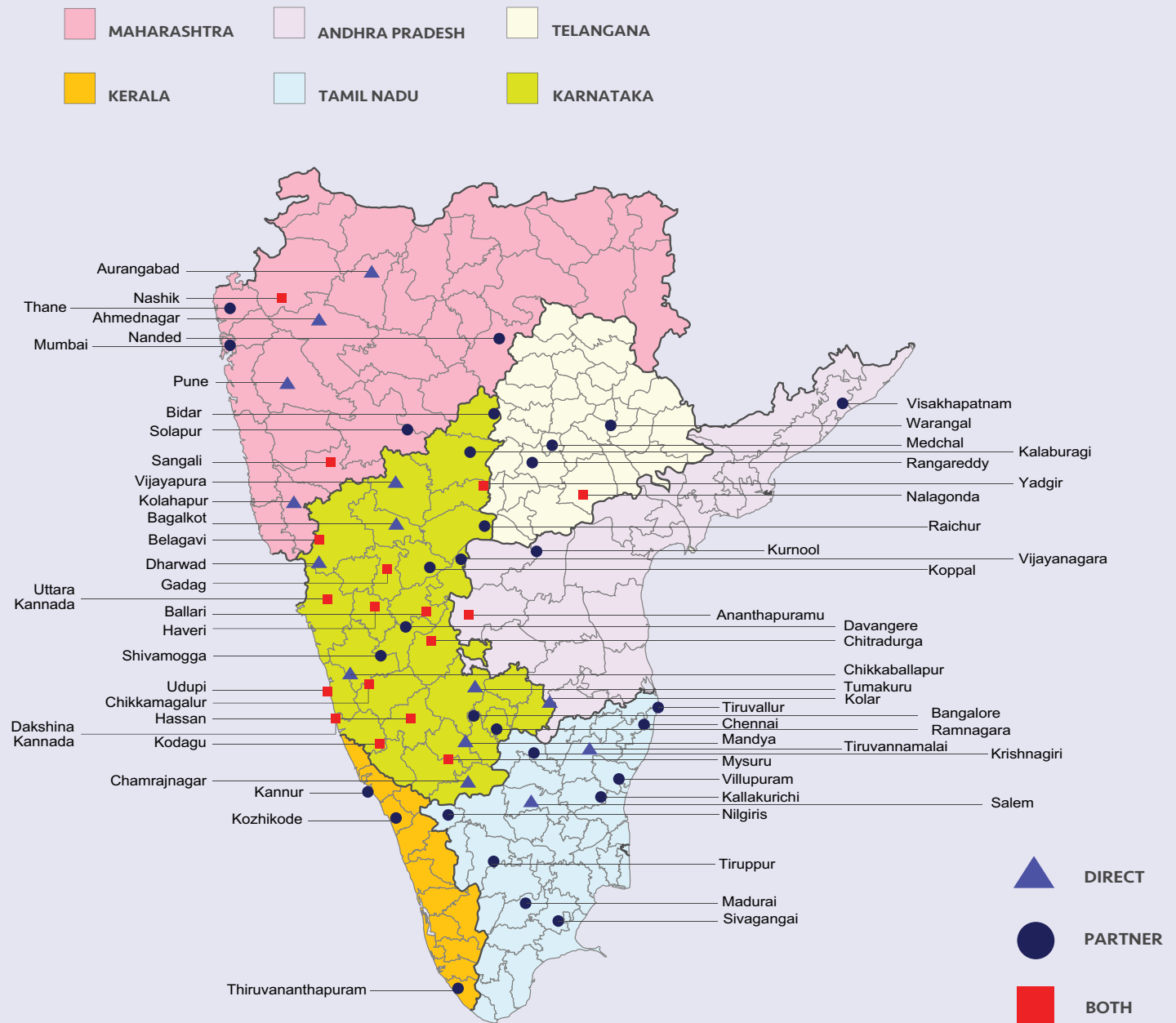


Mr. S Gopalan
Member



Mr. Diwakar Menon
Member

APD Program Locations



APD - Horticulture Training Centre
LIC Colony, HAL, 9th B Main Road,
HAL 3rd Stage, Jeevan Bima Nagar,
9th A Main Rd, Bengaluru - 560 075.
Karnataka
Phone: 080-2528 8672

APD - Kyalasanahalli
Doddagubbi Road, Kothanur Post,
Kyalasanahalli, Near Dattatreya
Temple, Bengaluru - 560 049.
Karnataka
Phone: 080-2547 5165, 2548 9594

APD - Belagavi
House No- 1598, 1st Main, Sectors-08
Anjaneya Nagar, Landmark Near Indira
Canteen Dairy Road,
Belagavi - 590 016, Karnataka
Mobile: 95357 34456

APD - Yadgir
#5-1-231/21-8-B
Near Kadlur Petrol Pump,
Laxmi Nagar, Yadgir - 585 202.
Karnataka
Mobile: 99454 13020

APD - Haveri
Near Kadli Hospital and Beside Sanje
Dange Hospital, Ashwini Nagar,
2nd Cross, Haveri - 581 110.
Karnataka
Mobile: 7026639537 / 9964966046

APD - Ranebennur
Om Hospital, Medleri Road, Ashok
Nagara, 3rd Cross,
Ranebennur - 581 115. Karnataka
Phone: 99804 45405

APD - Mysore
House # 8, 1st Stage 4th Main Road,
5th Cross Near Mahaveer School,
Brindavana Badavane,
Mysore - 570 020. Karnataka
Mobile: 97402 76775

APD - Kalaburgi
KHB Plot No-34, Shivashakti Nilaya,
Near KSRTC depot-4, Shantinagar,
Kalaburgi - 585 103. Karnataka
Mobile: 95358 51671

APD - Raichur
Opposite Siddarth School, Near
Muneer Mazeed Ashapur Road,
Raichur - 584 140.
Karnataka
Mobile: 99013 65004

APD - Chitradurga
BRC Office Behind, BEO Office Old
Middle School Ground,
Chitradurga - 577 001. Karnataka
Mobile: 90667 43163

APD - Anand Ashrama, Srinivasapur
Kamathampalli-Village
Thadigol -Post, Srinivasapur-Taluk
Kolar - 563 135. Karnataka
Mobile: 81971 70594

APD - Pune, Maharashtra
Centre for Spinal Cord Injury
Rehabilitation & Research
No. 1/0029, Manjari Wagholi Road,
Malwadi, Manjari Khurd, Revenue
limits of Tehsil Haveli, Pune,
Maharashtra - 412 307.
Mobile: 87922 59639

Care, Reciprocated: Plants Tended by Disabled Hands.

At APD's Horticulture Program, 70% of growers are people with disabilities – proof that skilled work and dignity grow from the same soil.



THE ASSOCIATION OF PEOPLE WITH DISABILITY

6th Cross, Hutchins Road, Off. Hennur Road, Lingarajapuram, St. Thomas Town Post, Bangalore – 560 084.
Tel: +91 80 2547 5165 | 2548 9594 | Email: contact@apd-india.org

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