Strictly Private & Confidential

Hindalco Industries Limited
One International Center, Tower 4, 21st Floor, Senapati Bapat Marg
Prabhadevi, Mumbai-400013

Date: 6th July 2026

Subject: Final Impact Assessment report of Non-Farm & Skills-based Livelihoods CSR Programme for Hindalco Industries Limited (HIL) in units: Renukoot, Renusagar, Lohardaga, Samri and Belagavi

Dear Mr Avijit,

This refers to our [engagement letter/engagement contract] dated 2nd December, 2025 with Hindalco Industries Limited("you") ('the Contract').

We appreciate the opportunity to assist Hindalco Industries Limited in providing Impact assessment services to Hindalco Industries Limited for their CSR programmes in units: Renukoot, Renusagar, Lohardaga, Samri and Belagavi

This is our final impact assessment report of the Non-Farm & Skills-based Livelihoods CSR Programme supported by HIL. The performance of our Services and the report issued to you pursuant to the Services are based on and subject to the terms of the Contract.

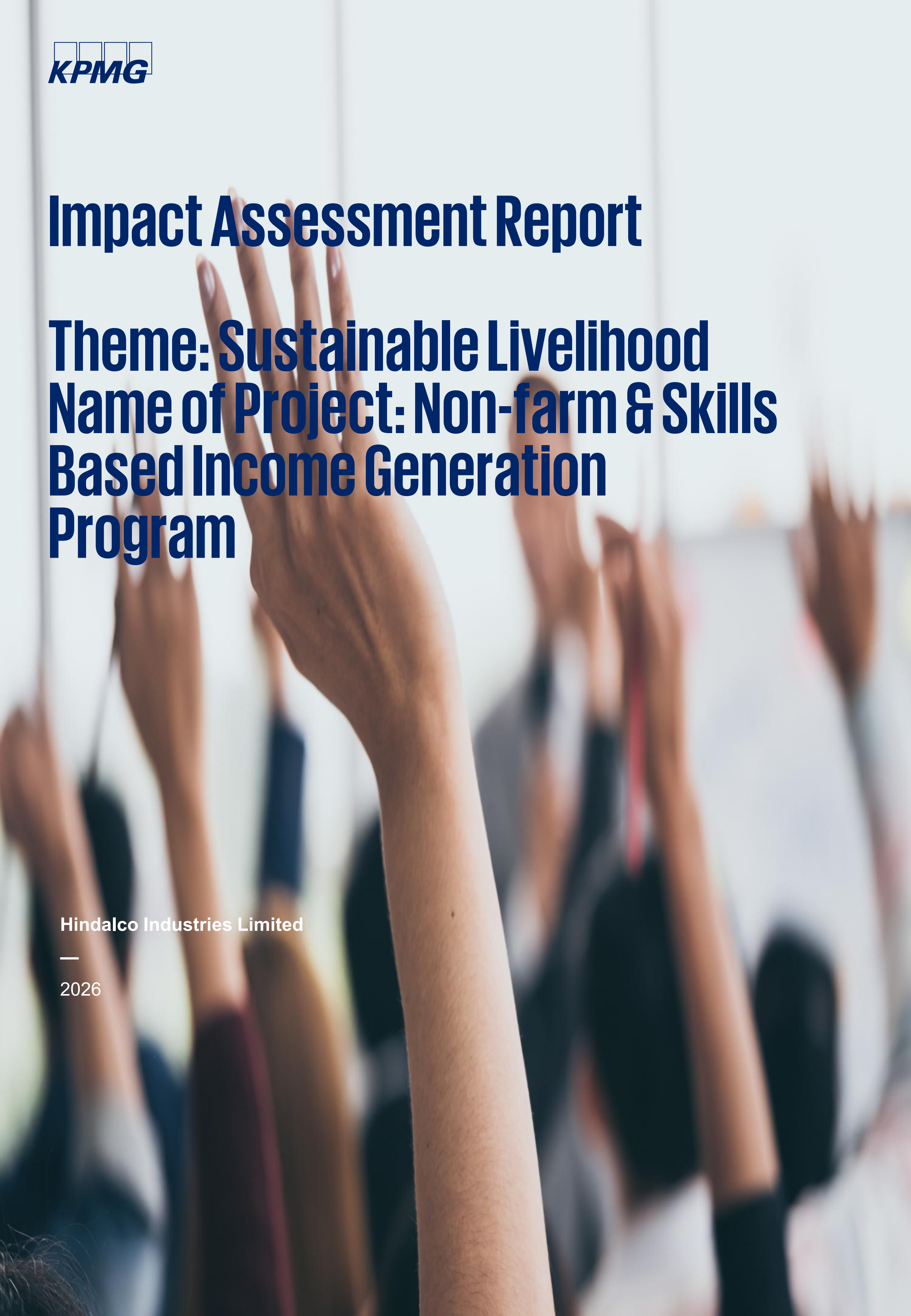
This report is solely for your benefit and information and is not to be referred to in communications with or distributed or disclosed for any purpose to any third party without our prior written consent. We have been engaged by you for the Services and to the fullest extent permitted by law, we will not accept responsibility or liability to any other party in respect of our Services or the report.

It has been our privilege to work with you, and we look forward to continuing our relationship with you.

Yours sincerely

Thakkar

Full Signature
Jignesh Thakkar
Partner – ESG, KPMG India
KPMG Assurance and Consulting services LLP



Impact Assessment Report

Theme: Sustainable Livelihood Name of Project: Non-farm & Skills Based Income Generation Program

Hindalco Industries Limited

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2026

Notice to readers

- *Our report shall be prepared solely for Hindalco Industries Limited. KPMG does not accept or assume any liability, responsibility, or duty of care for any use of or reliance on this report by anyone, other than our Client, to the extent agreed in the Agreement.*
- *Impact assessment is limited to the projects allocated by Hindalco Industries Limited.*
- *OECD DAC framework has been used in preparing the report as detailed herein. No professional assurance standards ex. ISAE, SSAE etc. have been applied while preparing this report and accordingly the rigors applicable under such standards are not applicable for the scope covered by our report.*
- *Procedures, analysis and recommendations, if any, are advisory in nature basis the information collected from various sources both publicly and those provided by the client.*
- *Our observations represent our understanding and interpretation of the facts based on reporting of beneficiaries and stakeholders.*
- *Our report, by its very nature, may involve numerous assumptions, inherent risks, and uncertainties, both general and specific. The conclusions drawn shall be based on the information available with us at the time of preparing the report.*
- *We shall not perform an audit and shall not express an opinion or any other form of assurance. Further, comments in our report are not and shall not be intended, nor should they be interpreted to be legal advice or opinion. Client shall be fully and solely responsible for applying independent judgment, with respect to the findings included in the report, to make appropriate decisions in relation to future course of action, if any. We shall not take responsibility for the consequences resulting from decisions based on information included in the report.*
- *While information obtained from the public domain or external sources has not been verified for authenticity, accuracy, or completeness, we have obtained information, as far as possible, from sources generally considered to be reliable. However, it must be noted that some of these websites/third party sources may not be updated regularly. We assume no responsibility for the reliability and credibility of such information.*
- *Our work shall be limited to the specific procedures described in this Engagement Letter and shall be based only on the information and analysis of the data obtained through interviews of beneficiaries supported under the programme, selected as sample respondents and discussions with Hindalco Industries Limited team and stakeholders of the programme. Accordingly, changes in circumstances or information available after the review could affect the findings outlined in our report.*
- *In no circumstances shall we be liable, for any loss or damage, of whatsoever nature, arising from information material to our work being withheld or concealed from us or misrepresented to us by any person to whom we make information requests.*
- *In accordance with its policy, KPMG advises that neither it nor any of its partner, director or employee undertakes any responsibility arising in any way whatsoever, to any person other than Client in respect of the matters dealt with in this report, including any errors or omissions therein, arising through negligence or otherwise, howsoever caused.*
- *In connection with our report or any part thereof, KPMG does not owe duty of care (whether in contract or in tort or under statute or otherwise) to any person or party to whom the report is circulated to and KPMG shall not be liable to any party who uses or relies on this report. KPMG thus disclaims all responsibility or liability for any costs, damages, losses, liabilities, expenses incurred by such third party arising out of or in connection with the report or any part thereof.*
- *By reading our report, the reader of the report shall be deemed to have accepted the terms mentioned hereinabove.*

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Abbreviations

AAY	Antyodaya Anna Yojana
BPL	Below Poverty Line
CSR	Corporate Social Responsibility
DPDP	Digital Personal Data Protection Act
FGD	Focus Group Discussion
IDI	In-Depth Interview
HIL	Hindalco Industries Limited
KII	Key Informant Interview
MIS	Management Information System
MSE	Micro and Small Enterprise
OECD DAC	Organisation for Economic Cooperation and Development - Development Assistance Committee
SHG	Self Help Group
ToC	Theory of Change
UN-SDG	United Nations- Sustainable Development Goals

About Hindalco Industries Limited

About Hindalco Industries Limited

Hindalco, part of the Aditya Birla Group, ranks among the world's largest aluminium rolling and recycling companies. It is a global leader in copper and a key player in specialty alumina and hydrates. With a presence in 10 countries and 48 manufacturing facilities, Hindalco is India's leading copper producer.

Corporate Social Responsibility (CSR) at Hindalco

HIL's top priority is to empower individuals within our communities and deliver meaningful value to them. Through their CSR programs, they have positively impacted over 2.5 million lives across India, implementing projects in five key areas: Education, Healthcare, Sustainable Livelihood, Infrastructure Development, and Social Change.

HIL's CSR Areas

Education

Initiatives work to empower children from economically weaker backgrounds and focus on:

- Pre-school education
- Educational support programme
- Vocational and technical education training
- Adult literacy programme
- School infrastructure development

Healthcare

Improving access to healthcare and building a strong healthcare infrastructure in and around local communities with a focus on:

- Preventive healthcare
- Curative healthcare
- Mother and child-care
- Quality/support programmes
- Healthcare infrastructure

Sustainable Livelihood

Developing interventions that help create sustainable and long-lasting livelihood for the communities with a focus on:

- Vocational trainings
- Trainings on technical skills with a special focus on women and farmers.
- Watershed development & irrigation projects

Infrastructure Development

Facilitating all-round development of communities with a focus on:

- Roads
- Community halls/kitchens
- Sports and recreation centres

Social Change

Countering social evils such as exploitation, inequality and trafficking in remote corners with a focus on:

- Social Welfare, Inclusion & Community Development
- Culture, Heritage & Nation-Building
- Health, Sports, Fitness & Safety

Executive Summary

KPMG has been appointed as an impact evaluation agency by Hindalco Industries Limited to assess the impact of their Non-farm and Skill-based Income Generation Program. In this report, KPMG India is evaluating the progress of the program across CSR units over the year 2022-23 and understanding its relevance, coherence, effectiveness, efficiency, impact, and sustainability.

The study employed a cross-sectional research design utilizing a mixed-method framework for data collection. Quantitative and qualitative data was gathered through surveys and focus group discussions (FGD) during discussions with participants.

Respondents from 12 villages across 5 CSR units were covered under this study

A total of 184 respondents along with few institutional stakeholders were reached through in-person interactions

3 IDI were conducted with village sarpanch and SHG heads.

Below are the key insights from the impact assessment

81% SHG Members reported to start their business due to the support

65% Respondents mentioned that their monthly incomes have improved

66% Reported that they liked the quality of trainings

83% Shared that they felt confident in performing core job tasks after attending the trainings.

94% Reported improved sales in the Rural Enterprise Development and Income Generation Program

51% More women joined the enterprise

Executive Summary

OECD DAC Evaluation

The various components/outcomes of the program were evaluated using the OECD DAC criteria, which include relevance, effectiveness, efficiency, impact, and sustainability. The findings of the study are categorized as follows:

OECD-DAC evaluation framework

Relevance

The programme is highly relevant to the needs of women and youth across Hindalco's project locations, where limited access to skills, finance, and formal employment opportunities constrains livelihood options. The focus on market-oriented trades such as tailoring, beauty services, and small-scale enterprise development directly addresses these gaps.

Effectiveness

The programme has demonstrated strong effectiveness in achieving intended outcomes related to skill-building and livelihood generation:

- 69% of beneficiaries reported securing employment, internships, or work opportunities within 6 months of training
- 66% expressed satisfaction with the quality of training, indicating strong delivery and relevance
- 81% of SHG members reported starting their own businesses following programme support
- 59% reported increased confidence in performing job-related tasks

These results indicate successful conversion of training into economic participation, with strong uptake of skills and entrepreneurship.

Sustainability

Sustainability is supported by strong SHG involvement, peer learning and continued business activity among trained participants. Many intend to expand their work further. Sustained results will depend on steady market linkages, access to certifications, continued mentoring and better business infrastructure to help enterprises grow over time.

Impact

The programme has generated significant livelihood-level changes for beneficiaries, particularly women:

- 71% of respondents reported improvement in monthly income
- 57% of SHGs reported monthly sales between INR 10,000–25,000, indicating viable enterprise activity
- A majority of beneficiaries reported earning up to INR 5,000 from non-farm sources, supplementing agricultural income
- Increased participation of women in income-generating activities improved financial independence and social mobility

The programme has also contributed to reduced dependence on agriculture, diversification of income streams, and enhanced household resilience.

Efficiency

The programme demonstrates efficient utilisation of resources and delivery mechanisms:

- Achieved a total outreach of 4,382 beneficiaries across three key intervention streams
- Capacity-building interventions covered 2,400 beneficiaries (~55% of total outreach), reflecting efficient scaling of training delivery
- Community-based delivery models enabled low-cost, accessible training without requiring migration or high travel costs
- Integration with SHGs facilitated efficient financial disbursement and enterprise support mechanisms

Coherence

The program aligns well with government skilling and rural enterprise schemes. It strengthens local SHGs and links participants to broader economic opportunities. Its focus on skills, enterprise promotion and financial access complements existing livelihood missions and community-based development efforts.

Does not meet expectation | Partially meets expectations | Meets expectations

The program evaluation above on OECD-DAC parameters effectively communicate the program's strengths and areas for improvement, providing a comprehensive overview for stakeholders and decision-makers.

UN-SDG Alignment

The Non-Farm & Skills-Based Income Generation Programme contributes directly to SDG 8 (Decent Work and Economic Growth) by enhancing employability, promoting entrepreneurship, strengthening micro-enterprises, and enabling sustainable livelihood opportunities for rural communities. Through vocational training, enterprise development support, and financial assistance for Self-Help Groups (SHGs), the programme creates pathways for income generation and economic participation. The programme advances SDG 5 (Gender Equality) by increasing women's participation in economic activities, strengthening women-led enterprises, and enhancing financial independence. By supporting low-income and vulnerable households, particularly BPL and AAY beneficiaries, the programme contributes to SDG 1 (No Poverty) and SDG 10 (Reduced Inequalities). Investments in skills development, vocational training, and entrepreneurship promotion support SDG 4 (Quality Education) through lifelong learning and employability enhancement. Through partnerships with SHGs, community organisations, trainers, local institutions, and market actors, the programme also contributes to SDG 17 (Partnerships for the Goals).

SDG	Alignment with Programme
SDG 1 – No Poverty	Increased household income through employment, self-employment, micro-enterprises, and diversified non-farm livelihood opportunities reduces economic vulnerability and dependence on low-paying informal work.
SDG 4 – Quality Education	Vocational training, skill development programmes, financial literacy, digital literacy, and capacity-building interventions equip beneficiaries with market-relevant skills and improve employability.
SDG 5 – Gender Equality	The programme primarily benefits women through skill development, entrepreneurship promotion, SHG strengthening, and increased participation in income-generating activities, enhancing economic empowerment and decision-making.
SDG 8 – Decent Work and Economic Growth	Supports employment generation, entrepreneurship, enterprise development, market linkages, and sustainable livelihood creation. Beneficiaries reported improved employment outcomes, higher incomes, and increased business activity.
SDG 10 – Reduced Inequalities	Focuses on underserved rural communities, women, youth, and BPL/AAY households, improving access to skills, finance, and livelihood opportunities.
SDG 17 – Partnerships for the Goals	Collaboration with SHGs, community institutions, trainers, local stakeholders, financial institutions, and market actors strengthens programme delivery and sustainability.

Impact Assessment: Approach & Methodology

Study Objectives:

The purpose of this study is to assess the impact of Hindalco's CSR project, **Non-Farm & Skills based Income Generation *Program,*** across their 5 units: Renusagar, Renukoot, Lohardaga, Samri & Belagavi implemented during FY 2022-23.

The primary objectives are:

i. **Evaluate effectiveness of skill development and training interventions:** To assess the extent to which vocational training has improved employability, job-readiness, and skill adoption among beneficiaries.

ii. **Assess transition to enterprise and income generation:** To examine how far participants have been able to secure employment, start businesses, or engage in non-farm income activities following the intervention.

iii. **Analyse impact on income and livelihood diversification:** To measure changes in household income and the programme's role in reducing dependence on agriculture through non-farm livelihood opportunities.

iv. **Evaluate impact of SHG and enterprise support mechanisms:** To assess the effectiveness of financial assistance, credit access, and enterprise development initiatives in enabling sustainable micro-enterprise growth.

v. **Assess broader socio-economic outcomes and programme performance:** To evaluate improvements in women's economic participation and empowerment, and assess programme performance across OECD-DAC criteria (relevance, effectiveness, efficiency, impact, sustainability, and coherence).

vi. **Inform future CSR strategy and sustainability:** To generate insights that guide programme refinement, long-term sustainability, and potential scale-up or replication.

vii. **Evaluate programme across OECD-DAC parameters:** To assess relevance, effectiveness, efficiency, impact, coherence, and sustainability of the interventions.

Study Approach:

The key steps in the approach are as below:

Consultation and Scoping

- An initial scoping and inception meeting was held with Hindalco team to establish the parameters and objectives of the engagement.
- A comprehensive project plan was subsequently formulated to guide the overall programme of work.
- Mapping of internal and external stakeholders, was undertaken to identify an appropriate sample for consultation.

A review of secondary data was conducted to contextualise Hindalco's strategic contributions within its wider CSR framework.

Study design:

- A mixed approach, consisting of both quantitative and qualitative methods, was adopted for the assessment to provide a more comprehensive understanding of the project impact across multiple time points.
- A theory of change-based impact framework was developed to articulate the intended outcomes and impact parameters.

Study tools:

Semi-structured survey tools were developed, grounded in the research questions and objectives of the assessment, designed to capture both quantitative and qualitative data were developed. All tools were finalised after consultation with Hindalco team. Tools for the study included:

- One-to-one surveys
- Focus Group Discussion
- Key Informant Interviews

Impact Assessment: Approach & Methodology

Stakeholder Consultation:
Data was collected during field visits to all 5 study locations.

Sampling:
A mix of stratified random and purposive sampling method was employed to ensure a structured, representative sample reflective of the target geography.

Data Analysis:
The data collected through stakeholder consultations was subjected to both qualitative and quantitative analyses. Triangulation of data was done through:

- Comparing quantitative findings with other data sources such as qualitative interviews or focus group discussions.
- The OECD-DAC evaluation framework has been applied to assess the programme's impact, encompassing dimensions such as design, planning, implementation, monitoring, and evaluation.

Report Preparation

- The results of the study are compiled in a detailed final report, encompassing key findings and actionable recommendations for improving future research and practices.
- The report has been structured in accordance with the OECD-DAC framework to ensure consistency and rigour in evaluation.

Ethical Considerations for Data Privacy

KPMG has followed the guidelines outlined as per the latest Digital Personal Data Protection (DPDP) Act guidelines by implementing robust data governance frameworks, conducting internal compliance reviews and ensuring protection of data.

For the data collection process, KPMG has adhered to ethical considerations for data privacy:

a. Informed Consent: All participants were briefed about the purpose of data collection and asked for consent before participating.
b. Confidentiality: Personal identifiers were removed or anonymized to protect participants' identity.
c. Secure Data Storage: All collected data has been stored in secure, access-controlled environments to prevent unauthorized access.
d. Limited Access: Only authorized personnel involved in the project have access to the project data.
e. Use of Data: Data is used solely for research and program evaluation purposes, in line with the consent provided by participants.

Key Assumptions & Limitations of the Study

Assumptions:

1. The analysis is based on the assumption that responses provided by beneficiaries and stakeholders reflect their actual experiences and outcomes.
2. Data collected through surveys and interviews is assumed to be accurate, consistent, and representative of broader programme impact.
3. Findings rely on the premise that programme design and implementation were carried out as intended and that observed changes can be reasonably linked to interventions.
4. External data and secondary sources used in the study are considered reliable, though not independently verified.
5. The theory of change framework assumes a logical linkage between inputs, outputs, outcomes, and long-term impact.

Limitations:

1. The assessment is restricted to selected programmes and sample respondents, and may not fully capture the impact across all beneficiaries or locations.
2. Findings are based on self-reported data, which may be subject to recall bias or respondent perception.
3. The study does not constitute an audit or formal assurance exercise, and conclusions are indicative rather than definitive.
4. Outcomes are assessed based on information available at the time of the study, and may change with evolving programme implementation.
5. External sources and publicly available data were not independently validated, which may affect reliability in certain cases.
6. The study involves assumptions and inherent uncertainties, and results should be interpreted within these constraints.

These considerations should be taken into account when interpreting the findings and applying them for decision-making or future programme design.

About the project: Non-farm & Skills Based Income Generation Program

Project Rationale:
In Hindalco's project locations- Renukoot, Renusagar, Lohardaga, Samri, and Belagavi, rural households, particularly women and youth, face limited access to stable non-farm income opportunities. A large proportion of beneficiaries have low education levels, limited employable skills, and restricted access to finance, resulting in dependence on informal, low-paying, or irregular work. Social and mobility constraints further limit women's participation in economic activities, while the absence of structured skilling pathways and enterprise support restricts entry into sustainable livelihoods. These challenges highlight the need for targeted interventions that build skills, enable entrepreneurship, and improve access to market-linked income opportunities.

Introduction to Hindalco's program:
The Non-farm & Skills-based Income Generation Program focuses on empowering Self-Help Groups (SHGs), women, and men through market-relevant skill development, entrepreneurship promotion, and support for micro-enterprise creation. By providing capacity building, exposure, access to resources, and handholding support, the programme strengthens local livelihoods, promotes financial independence, and enables communities to diversify their income sources. Ultimately, this initiative aims to build a more inclusive and self-sustaining rural economy where individuals have the skills and confidence to pursue viable non-farm livelihoods.

FY 2022-23

Implementation year under Impact Assessment study

FY 2025-26

Assessment year

5 CSR units

Study locations: Renusagar, Renukoot, Lohardaga, Samri & Belagavi

4,382

Project beneficiaries across study locations

Stakeholders

Community: SHGs, Men, Women & Youth

Community-based organisations

Program Activities and Outreach (FY 2022-23)

Capacity Building Program-Tailoring, Beauty Parlour, Mechanical, etc.	2,400
Rural Enterprise development & Income Generation Programmes	1,130
Support to SHGs for entrepreneurial activities	852
Total	4,382

Project's Theory of Change

Table 1: Theory of change of the project

	Strategic planning		The effects		
Stakeholders	**Intervention**	**Activities**	**Output**	**Outcomes**	**Impact**
Youth Women Trainers SHGs	Capacity Building Program	Conduct short-term training courses in market-oriented vocational skills	2,400 beneficiaries trained across vocational skills programmes	Improved employability and job-ready skills	Sustainable livelihood diversification and reduced dependence on farm income
	Rural Enterprise development & Income Generation Programmes	Promote food processing units	1,130 beneficiaries supported under enterprise development interventions	Increased non-farm income	Enhanced employability and upward occupational mobility
			Number of value-added products developed		Strengthened local economic ecosystem and income enhancement
			Sales revenue generated		Decline in distress migration
		Identify and support high potential but resource-poor micro and small enterprises	Number of market linkages established	Enhanced sales performance and market linkages of enterprises leading to high revenue generation	Reduction in poverty and intergenerational transmission of vulnerability
					Economic empowerment of women and financial inclusion
	Support to SHGs for entrepreneurial activities	Provide initial financial assistance and low-interest credit services to promote activities of SHGs	852 beneficiaries supported through SHG financial and enterprise support	Improved access to affordable finance and increased participation of SHGs in entrepreneurial activities	
			Percentage of SHGs expanding income-generation activities post-financial assistance/credit		

Impact Assessment Study Outreach

The table below presents the number of beneficiaries engaged under each intervention and project activity. Since several respondents participated in multiple interventions, there is an overlap in beneficiary counts across activities. To ensure accurate representation and avoid duplication, a unique beneficiary count has also been provided.

Table 2: Study outreach for the impact assessment study

Intervention	Renusagar	Renukoot	Lohardaga	Samri	Belagavi	Total
Capacity Building Program	8	46	14	78	25	171
Support to SHGs for entrepreneurial activities	8	35	6	54	22	125
Rural Enterprise Development & Income Generation Programmes	8	36	10	27	19	100
Total	24	117	30	159	66	396
Unique Respondents	8	46	20	78	32	184
Grand Total	***396 Surveys (184 respondents) + 3 IDIs (187 respondents)***					

IDIs were conducted with 1 village sarpanch and 2 SHG heads.

Respondent Profile

This profile summarises the 184 respondents surveyed for the Non-farm & Skill-based program across 12 villages and five Hindalco CSR units - Samri, Renukoot, Belagavi, Lohardaga and Renusagar. Respondents are predominantly women from priority (BPL/AAY) households.

Total Respondents
184
surveyed across 12 villages in 5 Hindalco CSR units

Women Respondents
86%
160 of 184 respondents are women

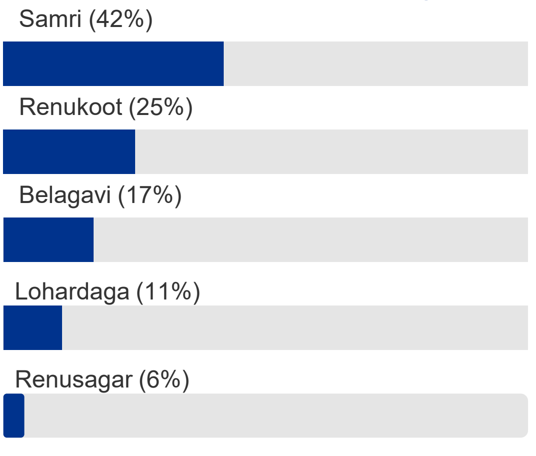
Community Members
78%
144 community members; 19% are students

Priority Households
94%
hold BPL (85%) or AAY (9%) ration cards

Low Annual Income
79%
earn under ₹75,000/year; 57% earn ₹50,000–75,000

Mean Age
36 yrs
working-age adults; ages range 13–59

Respondent Distribution by CSR Unit



Pre-intervention status

1. Limited Access to Credit and Finance
2. Education and Skills Gap
3. Social and Gender Barriers
4. Informal, Unstable, and Poor-Quality Jobs

Key Insight:
The program reaches a predominantly women, low-income base - 86% of respondents are women and 94% hold a BPL or AAY priority ration card. Coverage spans 12 villages across five units, weighted toward Samri (42%, 78 respondents) and Renukoot (25%, 46), while Renusagar contributes just 4% (8). Most respondents are working-age adults (mean age 36) with schooling up to Class 10 or below (74%) - a base well-suited to vocational training, enterprise development and SHG-led livelihoods.

KPMG

Key Outcome Indicators

These indicators capture self-reported outcomes across the program's three interventions - skills training, SHG entrepreneurship and rural enterprise development. Module-specific rates exclude respondents who did not avail that intervention.

Secured Work
63%
secured a job or work opportunity after training

Higher Earnings
71%
report higher wages since training; 21% gained over 25%

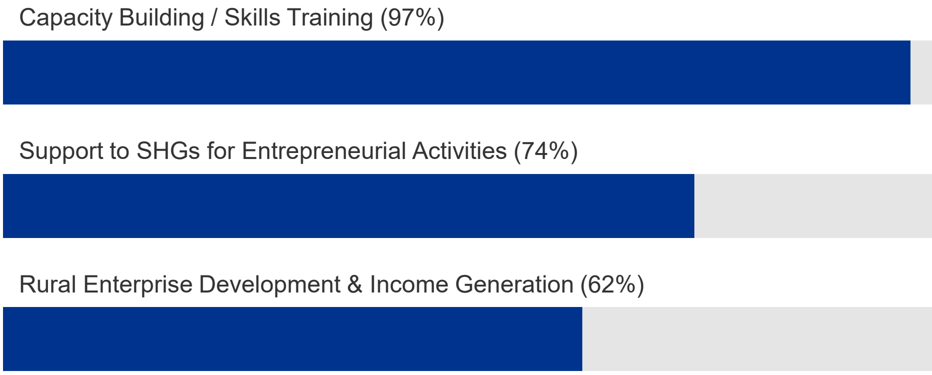
Training Quality
66%
rated the training very or extremely good

Job-Task Confidence
59%
at least moderately confident in core job tasks

SHG Enterprise
81%
SHG members who started or scaled a business

Enterprise Revenue
72%
supported enterprises reporting higher revenue

Service Utilisation Across Interventions



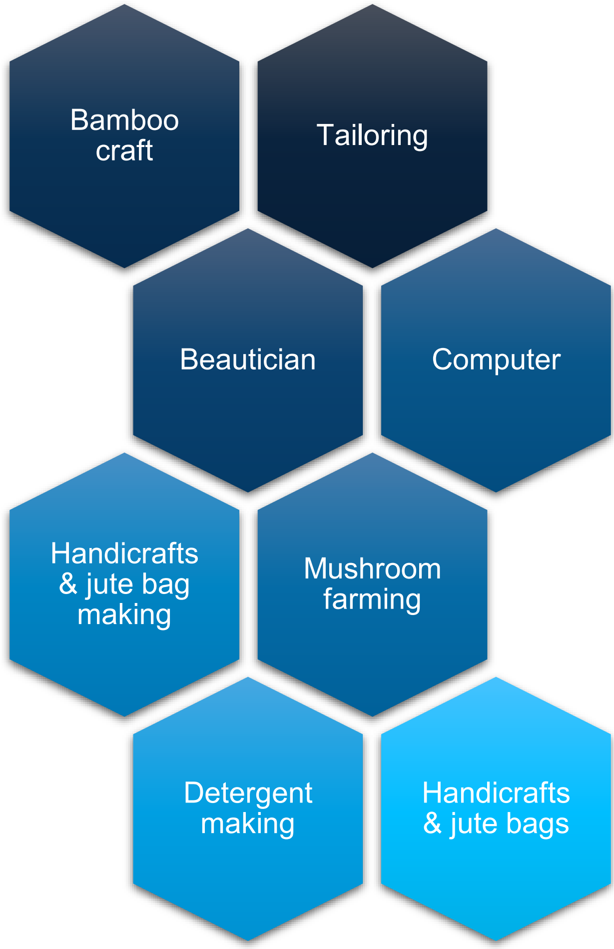
Key Insight:
Outcomes are strongest where training converts directly into work: 63% of trainees secured a job or work opportunity and 65% report higher earnings, with one in five gaining a wage rise above 25%. Confidence is near-universal (90% at least moderately confident), and the enterprise tracks show real traction - 81% of SHG members now run or are scaling a business and 72% of supported enterprises report higher revenue. The clearest gap is training quality: only 66% rate the training highly, pointing to room to deepen course content and certification.

Capacity Building Programme

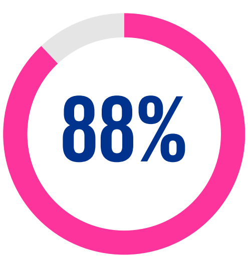
The Capacity Building Programme aims to equip women with practical skills, market awareness, and entrepreneurial confidence to pursue sustainable income opportunities beyond agriculture. By offering targeted training in micro-enterprise development, financial and digital literacy, value-addition trades, and service-oriented livelihoods, the programme strengthens women's economic independence and enhances their participation in local markets. It also supports collective initiatives such as self-help groups and women-led enterprises, fostering long-term resilience, improved household incomes, and community-level socio-economic growth.

43%
Mentioned being provided trainings on tailoring

Respondents sharing different areas of training provided to them

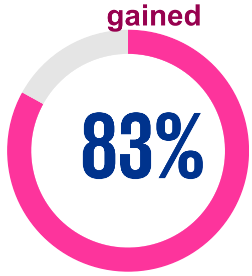


❑ Quality of trainings



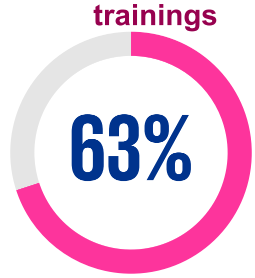
Found the trainings useful and rated them 3 on a scale of 1 to 3 (with 3 being the highest)

❑ Confidence in skills gained



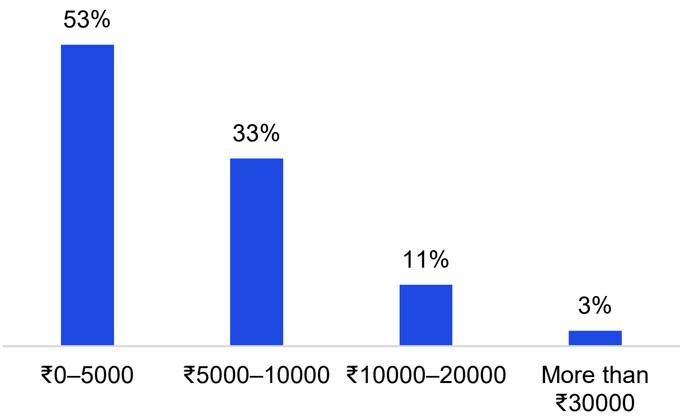
Felt confident in performing core job tasks after attending the trainings

❑ Employment after trainings



Were able to secure a job, internship, or work opportunity after training within a period of 6 months

❑ Monthly income from non-farm sources (INR)



While majority respondents shared their monthly income from non-farm sources was upto INR 5000, they shared that this income is significant considering they do not have to rely solely on agriculture.
Women respondents, who mentioned not being allowed to go out of their houses earlier, shared that the skills and confidence they have gained now empower them to move freely, participate in community activities, and contribute more actively to their households and society."

Figure 1: Interaction with beneficiaries in Renukoot

Figure 2: Visit to tailoring centre in Renukoot

Glimpses from the ground

Figure 3, 4 & 5: ABRTP in Renukoot

Glimpses from the ground

Figure 6, 7 & 8: ABRTP in Renukoot

Support to SHGs for entrepreneurial activities

This non-farm–based livelihood project aims to strengthen and expand income opportunities for rural communities by empowering Self-Help Groups (SHGs) to pursue sustainable entrepreneurial activities. Through targeted support, including initial financial assistance and low-interest credit services, the project seeks to reduce financial barriers, stimulate micro-enterprise development, and enhance the economic independence of SHG members. By improving access to capital and promoting diversified non-farm livelihoods, the initiative contributes to long-term community resilience and inclusive economic growth.

Figure 9: Visit to Eco-shakti SHG in Lohardaga

- **Average monthly sales (INR) of the SHG**

57%
Reported their average monthly sales to be between INR 10,000-25,000.

- **SHG members status after support**

81%
- *SHG Members reported to start their business due to the support*
- *6% shared scaling up their business*

Figure 10: Jute-bags made at Eco-shakti SHG centre

- **Average monthly income (INR)**

71%
- *Mentioned that their monthly incomes have improved*
- *21% reported >25% increase in their monthly income*

Glimpses from the ground

Figure 11: Visit to detergent making SHG centre in Samri

Hindalco has provided a dedicated space for a detergent-making unit operated by a Self-Help Group of 27 women in Samri. In addition to production, the same facility is also used for conducting training programmes to build skills in detergent manufacturing, quality control, and basic business management.
Same place has also been used to train women on mushroom farming.

Glimpses from the ground

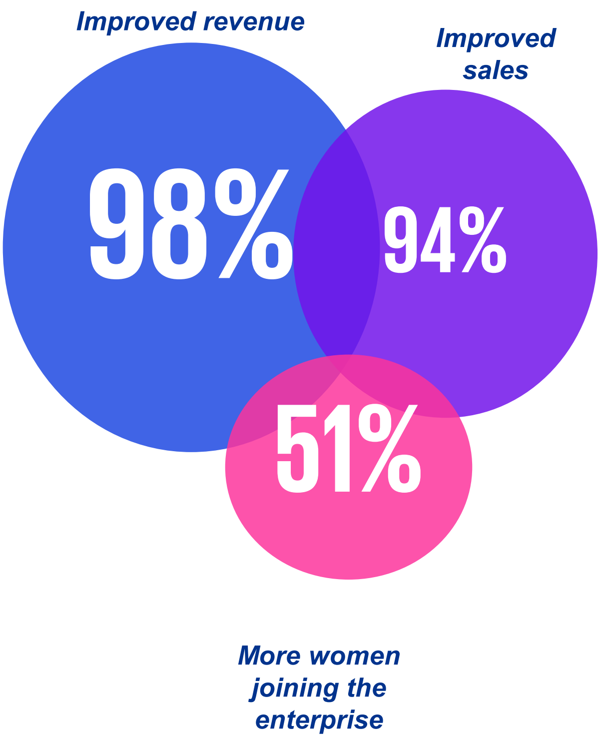
Figure 12,13 & 14: Interaction with beneficiaries in Renukoot

Glimpses from the ground

Figure 15,16 & 17: Interaction with beneficiaries in Renukoot

Rural Enterprise development & Income Generation Programmes

The Rural Enterprise Development & Income Generation Programme focuses on strengthening non-farm livelihoods by identifying and supporting high-potential yet resource-poor micro and small enterprises in rural areas. The initiative aims to unlock local entrepreneurial talent, enhance business viability, and create sustainable income opportunities beyond agriculture. By providing targeted support, such as capacity-building, mentorship, and facilitation of financial and market linkages, the programme helps underserved rural entrepreneurs overcome resource constraints, expand their enterprises, and contribute to broader economic development within their communities.



61% Financial Support

54% Support with market linkages

32% Training, area for setup

Figure 18: Apiculture centre in Renukoot

Hindalco has supported community members in Renukoot who are practicing apiculture. These bee colonies are maintained for products like honey and wax.

Comparative Analysis by Hindalco CSR Unit

Table 3: Comparative Analysis by Hindalco CSR Unit

Indicator	Samri (n=78)	Renukoot (n=46)	Belagavi (n=32)	Lohardaga (n=20)	Renusagar (n=8)	Overall (n=184)
Secured work after training	69%	57%	100%	71%	NA	69%
Higher wages / income	35%	94%	100%	100%	NA	65%
SHG running or scaling a business	69%	55%	100%	33%	100%	69%
Training rated highly (very/extremely)	50%	89%	75%	48%	100%	66%
Confident in core job tasks	40%	67%	100%	38%	100%	59%
Enterprise revenue improved	65%	75%	100%	48%	62%	72%

**N/A: These units did not have applicable responses for enrolment awareness campaigns. Green = Strong (80%+), Yellow = Moderate (13%-80%), Red = Weak (<13%). Gray = Not Applicable.*

Key Takeaways

- Belagavi is the benchmark unit - 100% on every indicator (employment, wages, SHG enterprise, confidence and revenue), reflecting a mature, well-run tailoring and garment cluster.
- Samri, the largest unit (42% of respondents), shows moderate reach but the weakest wage growth (35%) and training quality (50%) - scale has outpaced depth.
- Renukoot and Lohardaga convert training into higher earnings (94% and 100%) yet lag on enterprise creation - Lohardaga's SHG-business rate is just 33%.
- Renusagar (n=8) is an SHG-only cohort - 100% on training, confidence and SHG business but 0% job placement, as participants are not on the employment track.

Narrative Interpretation: Unit-Level Divergence

Samri (n=78)

Samri is the largest unit (42% of respondents) and anchors the mushroom-farming track. Reach is broad but shallow: 69% secured work and 69% of SHG members run a business, but only 35% report higher wages and 50% rate training highly - the lowest of any unit. Fifty respondents flagged a lack of land to start mushroom farming, the program's biggest infrastructure constraint.

Lohardaga (n=20)

Lohardaga shows a sharp split. Earnings are excellent - 100% report higher wages and 71% secured work - but the enterprise and skilling side lags: only 33% of SHG members run a business, 48% rate training highly and 38% feel confident in core tasks. Strong income with weak capability suggests gains may not be durable without deeper training.

Renukoot (n=46)

Renukoot converts skilling into earnings effectively - 94% report higher wages and 89% rate the training very or extremely good, both among the best results. Job placement is lower at 57%, suggesting gains flow mainly through existing SHG and self-employment rather than new formal jobs. Enterprise revenue (75%) and SHG business creation (55%) are solid, making it a strong all-round performer.

Renusagar (n=8)

Renusagar is a small, SHG-focused cohort. It scores 100% on training quality, confidence and SHG business creation, but 0% on job placement and wage increase - participants sit on the enterprise and empowerment track, not the employment track. Findings are encouraging but the tiny sample limits how far they can be generalised.

Belagavi (n=32)

Belagavi is the benchmark unit, scoring 100% on employment, wages, SHG enterprise, confidence and revenue. Its Karnataka tailoring and garment clusters - including the Spoorthi and Kakati centres - provide structured, market-linked work that turns training directly into income. Training quality (75%) is its only sub-100 indicator, marking it the model other units should learn from.

Cross-Unit Synthesis

Divergence is driven by program model, not geography. Units with structured, market-linked work (Belagavi) turn training into income; volume-driven units (Samri) trade depth for reach; SHG-only cohorts (Renusagar) build enterprise but not employment. Across all units, training quality is the common lever - where it is high, wages and confidence follow. Targeting each unit's weak link will lift overall impact.

Mapping to Theory of Change

Table 4: Mapping Outcomes to Theory of Change

Intervention	Outcome (Theory of Change)	Finding from Study	Assessment
Capacity Building – Skills	Job-ready skills; improved employability	97% availed training; 90% are at least moderately confident in core job tasks, but only 66% rate the training very or extremely good.	Partially Meets
Capacity Building – Jobs	Sustained income from non-farm work	69% secured a job or work opportunity after training and 65% report higher earnings (21% gained over 25%).	Meets Expectations
Rural Enterprise Development	Increased non-farm income; occupational mobility	62% availed; 72% of supported enterprises report higher revenue and 55% higher sales.	Meets Expectations
Rural Enterprise – MSE Growth	Stronger micro-enterprises; local economy	51% report more women joining the enterprise; growth is constrained by space - 27% need room to expand production.	Partially Meets
Support to SHGs – Finance	Improved access to finance and credit	74% availed SHG support; financial assistance and market linkages reached 34% and 30% of enterprises respectively.	Partially Meets
Support to SHGs – Enterprise	Higher SHG participation in enterprise	69% of SHG members have started or are scaling a business; 40% report SHG income of ₹10,000–25,000 a month.	Meets Expectations
Women's Empowerment	Economic empowerment of women; inclusion	86% of respondents are women from BPL/AAY households, and women lead enterprise creation across all five units.	Meets Expectations

Recommendations by Hindalco CSR Unit

01 Add Production Space & Lift Training Quality

Priority: Samri (42% of respondents)

Samri's scale outpaces depth - just 35% report higher wages and 50% rate training highly. Provide shared land and sheds for mushroom farming (50 respondents requested space) and upgrade trainer quality and certification to turn broad reach into real income.

02 Build Job-Placement Linkages

Priority: Renukoot (25%)

Training quality (89%) and wage growth (94%) are strong, but only 57% secured work. Add employer tie-ups, apprenticeships and placement support so high-quality skilling translates into formal jobs.

03 Document & Replicate the Belagavi Model

Priority: Belagavi (17%)

Belagavi scores near 100% across indicators through structured, market-linked tailoring clusters. Codify its centre-based model (Spoorthi, Kakati, Tapasya) into a playbook and replicate it in Samri and Lohardaga.

04 Convert Income Gains into Enterprises

Priority: Lohardaga (11%)

Wages are up (100%) but only 33% of SHG members run a business and 48% rate training highly. Pair earnings with hands-on enterprise mentoring and refresher modules so livelihoods become self-sustaining.

05 Extend the SHG Cohort to Income & Jobs

Priority: Renusagar (4%)

This SHG-only cohort excels on training and enterprise (100%) but shows 0% wage or job outcomes. Add market linkages and income-generation modules, and expand the sample to validate the results.

06 Standardise Training & Certification

Priority: All units

Only 66% rate the training highly overall - the weakest shared indicator. Roll out a common curriculum, certified trainers and recognised certification across all units to raise quality everywhere.

Cross-Cutting Recommendations

•**Infrastructure & equipment:** shared production space is the top constraint - 50 respondents need land for mushroom farming and 27 need room to expand. Fund sheds, machines and utilities to unlock enterprise growth.

•**Market linkages & finance:** only about a third of enterprises received market-linkage (30%) or financial support (34%). Expand credit access and buyer connections to make incomes durable.

•**Measurement & MIS:** income fields held data-entry artefacts and module bases varied. Deploy a validated MIS, track placement and earnings 6–12 months post-training, and enlarge small-unit samples for reliable benchmarking.

Case Study

Pathways to Livelihood Transformation Through Skill Training and Agricultural Support

A young individual from Lojhra village in Kuldumri block faced significant challenges after completing his education up to Class 10. Due to financial constraints and limited opportunities, he was unable to pursue higher studies and remained unemployed for an extended period. Like many youth in the area, the absence of employable skills and structured guidance restricted his ability to secure stable income.

Intervention: Skill Development and Technical Training
His situation shifted when he enrolled in ITI and began attending sessions at the Hindalco Training Center. With consistent guidance and hands-on exposure, he completed his diploma with an impressive 87%, a milestone that renewed his confidence and broadened his career possibilities.

Employment Opportunities and Income Generation
Following the training, he secured contractual employment through HIL, working on electrical tasks and earning ₹10,000–14,000 per month. This steady income brought financial stability and allowed him to support his household, something he previously felt incapable of doing.

Agricultural Improvement and Additional Livelihood Support
Beyond employment, HIL's agricultural support helped him strengthen his family's farming activities. Earlier dependent on subsistence farming, he began adopting improved cultivation practices and inputs, leading to higher yields. For the first time, he produced enough to sell surplus crops in the local market, creating a second source of income.

A Multi-Dimensional Livelihood Shift
The combination of skill development, technical training, employment opportunity, and agricultural enhancement created a holistic change in his life. His livelihood shifted from uncertainty and unemployment to a stable dual-income model, one from skilled electrical work and the other from improved agricultural output. He now feels more confident about planning for his future and supporting his family, highlighting that the interventions have not only improved his earnings but have also broadened his aspirations.

Figure 19: Interaction with community members on education and farming interventions

Thank you

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