kyndryl.

The Kyndryl Foundation Impact Summary

Highlighting our progress from April–October 2024

Organizations are under pressure to stay ahead in today's fast-changing world. Kyndryl's 2024 Readiness Report shows that only 29% of business leaders feel ready for future risks. Cybersecurity is a major concern for both governments and businesses. While 65% of executives surveyed worry about cyberattacks, only 30% feel prepared to handle them, highlighting the urgent need for skills in this area.

But behind every statistic, there's a story — a human story.

Every day, in ways big and small, Kyndryl employees work to meet these challenges head-on and make a positive impact in communities around the world, as demonstrated in our 2024 Corporate Citizenship Report. As a newly formed company in

2021, we had the unique opportunity to build an organization and culture focused on advancing the vital systems that power human progress.

The launch of the Kyndryl Foundation in 2023 extends our commitment to improving the world, enabling more organizations and individuals to gain the resources and skills needed for economic advancement. In its first year, the foundation has been making strides to advance cybersecurity skills and resilience through trust-based grants.

Here, you'll discover our successes, challenges and hopes for the future. Most importantly, you'll witness the incredible power of what we can achieve together.

$2.1 million
total grant amount in 2024

11
non-profit organizations

7
countries

20,000+
people to be upskilled in cybersecurity by end of grant period

137,000
hours of training and learning completed

100%
grantees are on track or exceeded targets

CODEPATH✳ORG

CodePath (U.S.) is transforming higher education by delivering industry-approved courses and career support to Black, Latino/a, Indigenous and low-income students.
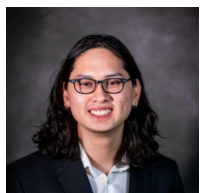
Grant: **$300,000**

Challenges	Solutions in progress
Lack of personalized education	Upgraded curriculum to suit the needs of underserved students
Lack of gender diversity	Increased job placements across genders

Impact highlights
✓ **1,021** out 1,500 beneficiaries trained
✓ **150+** colleges and universities tapped, exceeding a target of 110
✓ **76%** have completed the course up from an expected 70%
✓ Early data shows positive employment outcomes for **64%** of students

"

The course wasn't just about coding; it was a holistic experience where I delved deep into deployment strategies and design principles. It's amazing how much I've learned and grown over the last few months — I now feel fully equipped to take on independent web development projects with confidence."

Loyd Flores
CodePath alum
Kyndryl Data Scientist Intern
Hack@Brown2024 winner

girlsecurity

Girl Security (U.S.) promotes cybersecurity career paths for girls, women and gender minorities aged 14 to 26 from underrepresented communities.
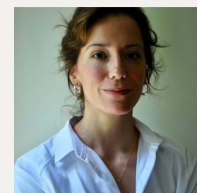
Grant: **$150,000**

Challenges	Solutions in progress
Systemic gender-based violence and discrimination	• Funding nationwide training clinics for vulnerable girls • Networking opportunities and more access to career paths
A lack of belonging among participants	Expanded support for intergenerational voices among Girl Security Fellows

Impact highlights
✓ **240 beneficiaries** trained, exceeding a target of 140
✓ **100%** of participants reengaged

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Kyndryl has been our most engaged partner to date. The level of care, support and presence has been felt by the entire organization, which then translates to the communities we serve. We are stronger as an organization and as a community because of Kyndryl's people and their commitment to the work."

Lauren Buitta
Founder and CEO
Girl Security

czechitas

Czechitas (Czech Republic) operates nationwide to bring diversity to the IT industry and foster digital proficiency in women and the next generation.

Grant: **$300,000**

Challenges	Solutions in progress
Gender diversity	Job fairs
Skills gap	• Lectures and mentorship • Mock interviews

Impact highlights
✓ Reached over **1,200** people through cybersecurity courses and job fairs
✓ **52 out of 55** graduated from long-term training courses — eight have secured jobs and three have interviews lined up
✓ Reached over **15,000** individuals through cybersecurity awareness social campaigns

Petra Dlabalová, a Czechitas alum and data analyst at Cisco, shared that transitioning from a foreign language teacher to a career in IT while managing new motherhood was both exciting and challenging. The Digital Academy, backed by the Kyndryl Foundation, provided her with the necessary technical and soft skills to confidently return to the workforce. She hopes to join Czechitas in the future to help other women pursue careers in IT.

Petra Dlabalová
Czechitas alum
Data Analyst, Cisco

SDRUŽENÍ VIA

Sdružení VIA (Czech Republic) aims to connect technology to socially beneficial activities to create a more equitable world.

Grant: **$99,992**

Challenges	Solutions in progress
Limited resources	Comprehensive cybersecurity kits with tools and templates
Lack of written cybersecurity policies	Practical tools for cybersecurity management
Data security concerns	Personalized cybersecurity skills training in Czech

Impact highlights
✓ **1,800** hours of learning and skilling
✓ **130** participants benefit from the cybersecurity conference
✓ **50** organizations will receive 80 tech adaptation services

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The Kyndryl Foundation has been instrumental in helping us equip local nonprofits with the skills to manage cybersecurity effectively. This enables them to implement secure solutions and build long-term digital resilience. By providing practical tools and fostering management capabilities, we are preparing them for the complexities of cybersecurity."

Radka Bystřická
Executive Director
Sdružení VIA

npower

NPower (U.S.) aims to build a diverse workforce by offering digital career opportunities to underserved young adults and military veterans, helping them thrive in the digital economy and achieve economic success.

Grant: **$250,000**

Challenges	Solutions in progress
Low tech employment rates	• Networking and hiring events • Contract roles for short-term economic stability
Slow career growth	Industry-recognized training and certifications

Impact highlights
✓ **120 beneficiaries** trained, which met targets
✓ **83%** graduated and **98%** were certified, besting the goal of 80% for each

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I am consistently impressed by the high caliber of NPower's Cybersecurity Program interns. The comprehensive curriculum ensures strong foundational cybersecurity skills and hands-on experience, allowing them to contribute to projects and seamlessly integrate into our teams quickly. I highly recommend NPower's program to organizations seeking diverse, skilled and motivated cybersecurity talent."

Devon Bryan
Global CISO at Carnival Corporation
Member of NPower's Advancing Tech
Careers Collaborative

sodateage

NPO Sodateage Net (Japan) aims to support young adults' economic independence through employment support programs, awareness activities, career guidance and parental support.

Japan faces a shortage of about 60,000 cybersecurity professionals due to a low job-to-applicant ratio for IT engineers and creators. NPO Sodateage Net aims to bridge this gap by providing underserved youth with learning, skill acquisition and employment support. Their grant has enabled them to offer basic and advanced cybersecurity programs and job fairs, resulting in **188 trained participants** with an **89%** completion rate.

Grant: **$99,497**

DSCI
PROMOTING DATA PROTECTION
A nasscom Initiative

Data Security Council of India (DSCI) (India) is an industry body on data protection, committed to making cyberspace safe, secure and trusted by establishing best practices, standards and initiatives in cybersecurity and privacy.

As cyber threats grow more advanced, DSCI is tackling the 3.4 million worker cybersecurity skills gap through gender diversity. Its Cyber Vaahini program trains young women from tier 2 and tier 3 cities in India, helping them start careers in cybersecurity. DSCI received 180 applications from colleges and partners in Pune. **35 women engineers** were selected and started their training program in October 2024 in Pune. A similar recruitment and selection process is planned for Kolkata in 2025.

Grant: **$100,000**

AVSI Polska

Avsi Polska (Poland) works to improve the economic and social conditions of people through human capital development.

The Kyndryl Foundation grant helped Avsi Polska deliver **three courses and two webinars** for nonprofit staff and volunteers. Despite high registration, 40% of participants dropped out before completing. However, **110 participants finished** the courses and webinars.

Grant: **$100,000**

Alba Regia Műszaki Felsőoktatásért Alapítvány (Hungary) promotes culture, education and skills development in technology, intending to support students in achieving higher education in tech and cybersecurity.

The Kyndryl Foundation grant helped the nonprofit complete **80%** of its 12-module e-learning curriculum and **reach 489 students** through roadshows promoting cybersecurity education and hygiene. The grant also allowed the organization to survey over 3,000 students about their cybersecurity awareness, which informs programming.

Grant: **$90,000**

University of Technology Sydney (UTS) (Australia) is a leading public technology university recognized for its global impact. UTS strives to be at the forefront of technology and innovation through its strength in industry partnerships.

UTS is transforming the lives of Indigenous, refugee and low-income communities by offering tailored cybersecurity education programs. Partnering with local nonprofits, UTS uses its grant to create enriching courses that could lead to a bachelor's degree. So far, UTS has offered **19 training programs to 86 participants** across 32 organizations, with 51 more expected to complete the courses.

Grant: **$342,493**

NPO Support Center (Japan) aims to address societal issues by creating a bridge between important stakeholders, including nonprofits, governments, corporations and foundations.

The Kyndryl Foundation grant has allowed the NPO Support Center to provide a Basic Cybersecurity Seminar to over 100 nonprofit leaders. It has also offered advanced hands-on training to five nonprofit organizations. NPO Support Center's goal is to extend this training to 15 organizations and significantly improve cybersecurity for six organizations by the end of the grant period.

Grant: **$176,000**

Better together

How Kyndryls and our nonprofit partners engage with communities around the world

Peter Presszer, MD of Kyndryl Hungary, participated in the Kyndryl Foundation grant handing over ceremony alongside Dr. András Cser-Palkovics, Mayor of Székesfehérvár.

Kyndryl Chairman and CEO Martin Schroeter and Kyndryl Japan President Jonathan Ingram met with Kei Kudo, Sodateage Net Executive Director.

Grantee leaders from Czechitas and Sdruzeni Via joined the Kyndryl team for their office opening in Brno.

Kyndryl volunteers supported students enrolled in Sodateage Net advanced cybersecurity training courses.

Girl Security Founder Lauren Buitta joined by Kyndryl leaders for a career development fireside chat.

Several Kyndryl experts participated in Sdruzeni Via's Cybersecurity Summit for nonprofits, from welcome remarks to leading key panels on cybersecurity and AI.

The road ahead

The Kyndryl Foundation is accepting applications for multi-year grants in its second-year program to streamline processes and create long-term impact with current grantees. Alongside cybersecurity, we will also accept applications from prospective grantees who focus on artificial intelligence (AI) skilling and job placement.

The Foundation will announce its second year program for grantees in March of 2025.

If you have questions or feedback, contact foundation@kyndryl.org.

Visit www.kyndryl.org for more information on the Kyndryl Foundation's sustainability and social impact priorities.

kyndryl foundation