

Kyndryl Fiscal 2026 UN SDG Mapping

At Kyndryl, we recognize the critical role technology can play in advancing the United Nations Sustainable Development Goals (UN SDGs). By connecting our business practices to the UN SDGs, we strive to have a positive impact on society while building a more sustainable and inclusive future. The following table highlights how our fiscal 2026 activities and progress align with our priority UN SDGs and associated targets. For more information, see our [Fiscal 2026 Corporate Citizenship Report](#).

UN SDG goal	UN SDG target	Kyndryl initiatives and programs
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	- Invested in continuous workforce development, with Kyndryl employees completing 3.5 million learning hours during fiscal 2026 - Expanded AI education through the launch of the AI Learning Hub and provided learning programs to help employees develop practical AI capabilities and responsible AI skills - Supported early-career workforce development opportunities through our internships, apprenticeships, graduate programs and the Kyndryl Consult development program - Engaged with universities and educational institutions through technology talks, hackathons, mentoring and skills-building initiatives, including AI and cloud training programs that reached thousands of students globally - Continued expanding access to AI and cybersecurity education through Kyndryl Foundation, providing more than 474,000+ learning hours through nonprofit partners
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	- Advanced our skills-based talent strategy — with 85% of Kyndryl employees achieving a "great" Career Profile — to help connect employees with development and career opportunities - Fostered employee engagement and workforce development, increasing employee engagement above industry benchmarks² - Expanded AI and cybersecurity workforce development through Kyndryl Foundation grants and community partnerships across 13 countries - Partnered with governments to sign on to and expand community programs focused on digital skills and workforce readiness, including AI and cybersecurity initiatives in the U.S., Europe, Mexico and India - Maintained globally certified health and safety management systems and achieved a Total Recordable Injury Rate substantially below industry averages - Published and launched our Innovate Reconciliation Action Plan in Australia - Expanded AI education and workforce readiness programs in India, training 50,000 school students and 30,000 graduate students in AI and providing AI governance training to 1.7 million government officials - Advanced cybersecurity education in India, delivering cybersecurity training to more than 100,000 rural women through our Cyber Rakshak program and engaging 25,000 school students as Cybersecurity Ambassadors - Continued to support employees with diverse backgrounds, experiences and perspectives through our Kyndryl Inclusion Networks

¹ "Great" Career Profile refers to Kyndryl's internal assessment of profile completeness, including skills, experience and career information needed to support talent development and opportunity matching.

² Fiscal 2026 employee engagement score was 80. The industry average benchmark comes from Microsoft Viva Glint's database of over 1,300 global customers.

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Reduce inequality within and among countries 	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	- Continued to follow our Equal Opportunity Employment policy for hiring and fostered a culture of belonging through Kinship @ Kyndryl and employee-led Kyndryl Inclusion Networks, with local chapters in 37 countries - Established an Enterprise Accessibility Steering Committee and strengthened workplace accessibility standards and accommodations processes - Continued to uphold and respect human rights through our Human Rights and Modern Slavery Policy and responsible supply chain practices - Supported underrepresented communities through Kyndryl Foundation grants and social impact programs focused on AI, cybersecurity and workforce readiness
Ensure sustainable consumption and production patterns 	12.2 By 2030, achieve the sustainable management and efficient use of natural resources 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	- Achieved a 99.91% diversion rate for IT e-waste from landfills and reduced water consumption in water-stressed areas by 22% against our fiscal 2023 base year, contributing to our 2030 environmental goals - Maintained our Responsible Business Alliance signatory status and continued to embed human rights, labor, ethics and environmental expectations into supplier relations in support of responsible supply chain management - Maintained globally certified ISO 14001 and ISO 50001 Environmental and Energy Management Systems - Helped customers improve their environmental performance through our sustainability services, including Kyndryl Sustainability Advisor and received recognition from ISG as a digital sustainability leader in IT Solutions and Services for second consecutive year
Take action to combat climate change and its impacts 	13.2 Integrate climate change measures into national policies, strategies and planning 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	- Continued advancing toward our Science Based Targets initiative-validated goals, reducing our scope 1, 2 (market-based) and applicable scope 3 emissions by 34% against our fiscal 2023 baseline - Obtained 63% of our electricity from renewable sources, making progress toward our goal to source 100% renewable electricity by 2030 - Engaged suppliers on environmental performance and science-based targets to enhance responsible sourcing and supply chain sustainability - Educated employees on climate and sustainability through Mission Net-Zero, Green Guild and Eco Stream programs
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels 	16.5 Substantially reduce corruption and bribery in all forms 16.6 Develop effective, accountable and transparent institutions at all levels	- Further developed governance and disclosure processes to support transparency, accountability and readiness for emerging ESG regulatory requirements globally - Continued to strengthen cybersecurity resilience through a risk-based, standards-aligned program integrated into enterprise risk management to help protect systems, data and customer trust - Continued to evolve our AI Governance Framework to stay ahead of emerging technology and proactively mitigate risk - Maintained reporting concerns and whistleblowing mechanisms available to employees, suppliers and other stakeholders - Achieved 100% completion rate for our Code of Conduct and ethics training on anti-corruption and bribery for fifth consecutive year



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