

Kyndryl Foundation Annual Impact

2026



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Foreword

With pride, I can share that the Kyndryl Foundation has now completed two years of partnership with nonprofits around the world. When we established the Kyndryl Foundation early on as an independent company, we wanted to share our expertise with communities we serve and help people thrive in the digital age. This report shows progress against both of those goals.

We know the pace of technological transformation is moving fast and is becoming increasingly central to how we live and work. In this environment, digital fluency is essential for economic participation and opportunity. In our most recent People Readiness Report, which explores AI workforce readiness across the world, skills shortages were cited as the #2 challenge, just trailing cybersecurity. More than half of organizations say finding the right talent for their AI strategy has become more challenging this year.

Yet many of those who stand to benefit most from this transformation are often least equipped to navigate it. At Kyndryl, we believe that everyone should have the opportunity to benefit, especially those most vulnerable to being left behind. Our “why” is clear, help close the AI and cybersecurity skills gap and build a more inclusive economy through education.

Our grantees, through the work of our partners, are taking their next steps in their education and careers.

They’ve taken what they’ve learned and shared that knowledge widely. All told, Kyndryl Foundation grants have helped our partners reach more than 400,000 people in this second year.

In the past year, Kyndryl has also made significant commitments in 11 countries and to public-private initiatives:

- In the United States, we signed the White House’s Pledge to America’s Youth: Investing in Artificial Intelligence (AI) Education, which helps drive an effort to make AI education accessible to K-12 students.
- In Mexico, we participated in the National Government of Mexico’s National Accelerated Training Program of the National Artificial Intelligence Laboratory to train 1,000 people in cybersecurity fundamentals.
- In Europe, we signed the European Commission’s Cybersecurity Skills Academy Pledge, committed to providing free cybersecurity education to 25,000 individuals across the European Union by 2030.
- In India, we announced a \$2.25 billion commitment over the next three years to develop future-ready talent, establish an AI lab and introduce AI education to 50,000 students in the next few years.



Una Pulizzi

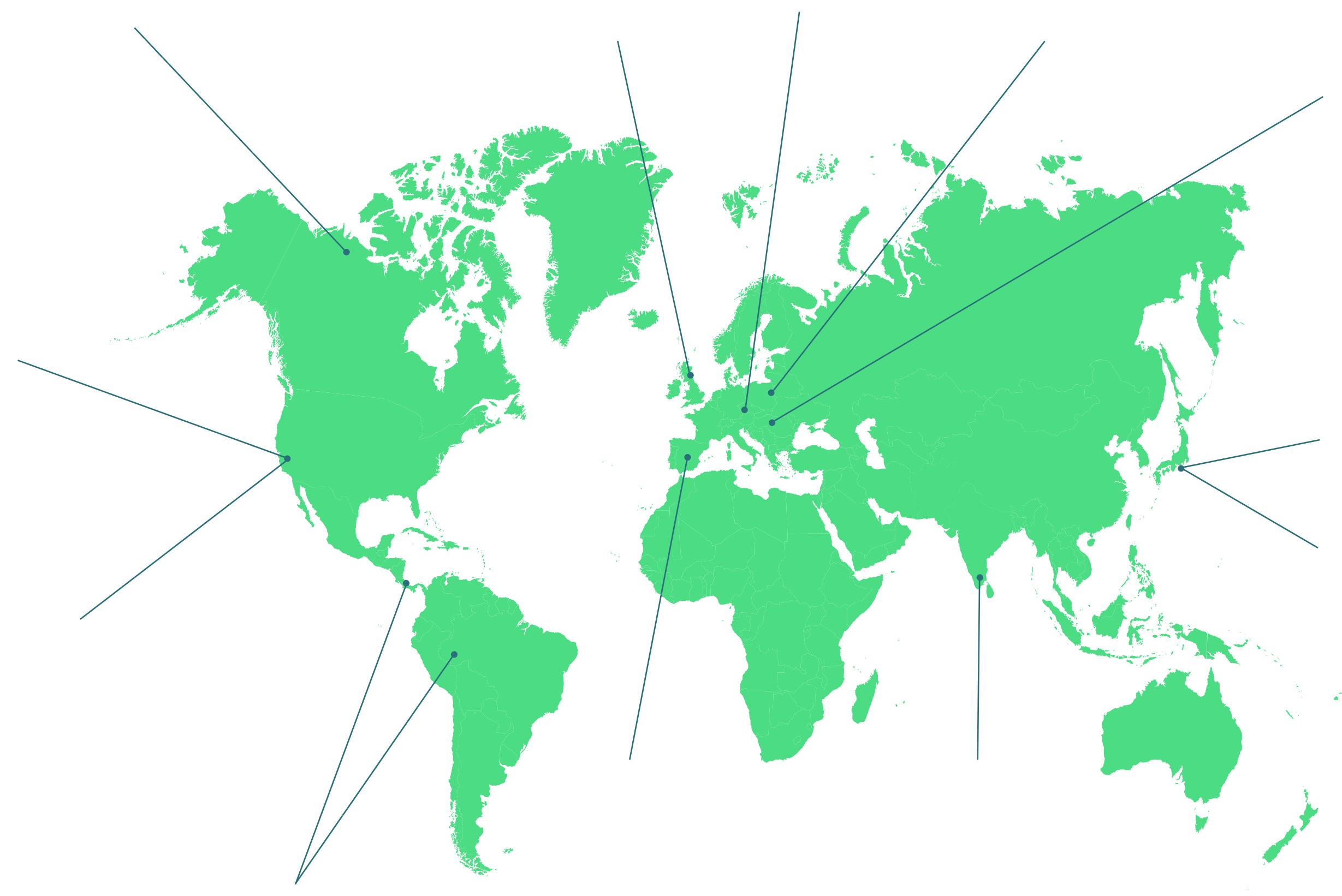
Kyndryl Foundation President
Kyndryl Global Head of Corporate Affairs

I was thrilled to attend the opening of the Advanced Cyber Skill Centre in Mumbai, established through a partnership between Kyndryl Foundation and the Data Security Council of India (DSCI). The facility will help equip youth in the country’s smaller towns and rural areas with the digital skills to safeguard their communities, and it stands to mobilize a powerful untapped source of future talent.

You’ll find more stories of the individuals, schools and communities our grantees have engaged this year on the pages that follow.

As we look ahead, we remain guided by a simple belief: lasting impact is built through partnership, trust and sustained commitment. Together with our grantees, we continue to expand access to critical digital skills, unlock opportunity for communities and help shape a more resilient future workforce. I am proud of this work and proud of the Kyndryls who enable it.

Grantees by country (Click on an organization to read its story)



12
non-profit organizations

11
countries

46,860
learners enrolled

529
participants secured employment

474,400+
learning hours completed

353,800+
people reached through
extended impact*

*A number of our partners report impact beyond direct program outcomes. This extended impact includes those who benefit through extended networks (families and community members), those reached directly through awareness campaigns, and learners who access resources, such as free curriculums and trainings, made possible through grant funding.



 **Learners: 78**  **Learning hours: 60,684**

 **Jobs secured: 5**

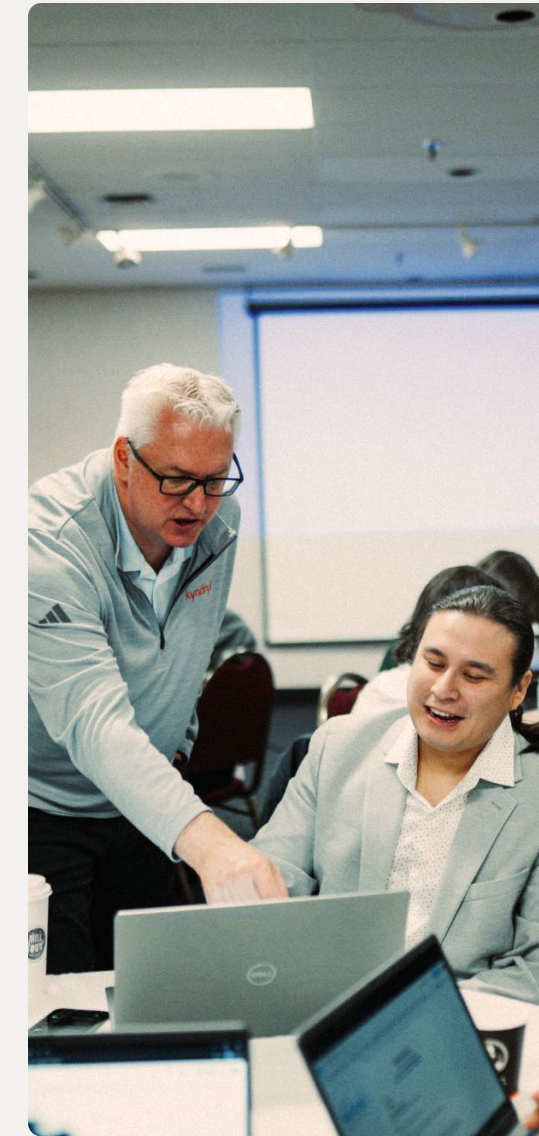
Joint Economic Development Initiative (JEDI) works to foster Indigenous peoples' economic development in New Brunswick, Canada, through digital literacy and training. Over the course of its second year as a Kyndryl Foundation grantee, JEDI served beneficiaries via three 30-hour IT Bootcamps, a CyberCamp, professional development opportunities, advanced IT encryption/decryption training and a 10-hour certification prep course.



 **Learners: 210**  **Learning hours: 131,360**

 **Jobs secured: 168**  **Extended beneficiaries: 400**

Fair Chance Futures (formerly Justice Through Code) prepares people from low-income, high incarceration rate communities to thrive in the AI economy. As a direct result of its Kyndryl Foundation grant, the organization provided workforce training, mentorship, and career development programs to people impacted by the justice system, alongside open-source resources and thought leadership.



Championing cyber skilling in North America

In August 2025, Kyndryl was one of more than 60 leading U.S. organizations to sign the White House's Pledge to America's Youth: Investing in Artificial Intelligence Education. The effort is designed to strengthen national cyber resilience, increase workforce readiness and expand access to AI and cybersecurity careers. Kyndryl Foundation grantee Girl Security will support this pledge by working to create a pipeline of more than 1,200 qualified cybersecurity and AI professionals by 2027. Girl Security also aims to reach 50,000 educators and students through All Secure, its user-centered platform for AI learning and critical thinking.

In November, Kyndryl also announced its participation in the National Accelerated Training Program conducted by Mexico's National Artificial Intelligence Laboratory. Through the program, Kyndryl will instruct an initial cohort of 1,000 people in an intensive 20-week cybersecurity fundamentals course. The same pledge also supports Abriendo Puertas (Opening Doors), a program that convenes industry and foundation partners to implement a Java developer junior training pathway, combining government reach with public-sector capability to maximize results.



 **Learners: 2,230**  **Learning hours: 17,400**
 **Jobs secured: 98**  **Extended beneficiaries: 250,000**

Girl Security serves young people, especially those from high-risk environments, who may lack access to science, technology, engineering and math (STEM) opportunities and related pathways. In its second year as a Kyndryl Foundation grantee, Girl Security exceeded its original projection for direct engagement with student and workforce participants and involved more than 500 mentors. As a result of the grant, the organization was able to provide direct learning (mentorship), workforce fellowship and summer bootcamp programs. This year, in addition to those who secured employment, 475 learners

pursued higher education, while hundreds of thousands of global users accessed Girl Security's free online curriculum.

A fellow and mentor, now Harvard-bound

Susann Dunlap, a senior at Chicago's Argo Community High School, has navigated tremendous adversity, including poverty and an unstable home environment, throughout her formative years. When Susann enrolled in the Girl Security fellowship on her counselor's recommendation, she quickly realized that her experiences were strengths, not deficits to overcome. As her confidence bloomed, she excelled in the program and went on to mentor younger participants during Girl Security's second year as a Kyndryl Foundation grantee. Susann was selected as a Gates Foundation Scholar and will attend Harvard University on a full scholarship this fall.

“

The program opened doors I never knew existed and helped me grow in more ways than I expected. It gave me confidence, a strong community, and a new way of thinking about AI, cybersecurity, and its impact on the world.”

Susann Dunlap, Girl Security fellow and mentor, Harvard-bound



 **Learners: 424**  **Learning hours: 96,849**
 **Jobs secured: 86**

Through its Mulher Digital (“She is Digital”) program, Junior Achievement (JA) Americas equips women in Brazil and Costa Rica with the cybersecurity knowledge and employability skills needed to succeed in tech careers. The Kyndryl Foundation grant supported JA Americas’ cybersecurity training program, webinars, master classes, mock interviews, work-readiness tutoring sessions and mentorship program.

From uncertain to unstoppable

Cárita Caldeira da Fonseca, a graduate of JA Americas’ She is Digital program in Brazil, has



“

I received an offer to work at Kyndryl. At first, I was speechless. What had once been written in my notebook of goals had now become real. This proves that everything we dream about is achievable.”

Cárita Caldeira da Fonseca, Mulher Digital graduate

achieved all the goals she wrote down in her notebook last year: Finish the course, get the Mulher Digital certifications, and work at Kyndryl. “[When] I received an offer to work at Kyndryl, at first, I was speechless. What had once been written in my notebook of goals had now become real.” Cárita’s story now inspires other program participants: “This proves that everything we dream about is achievable.”

Also this year, Melissa Villalobos, a She is Digital Costa Rica graduate, was hired as a GO AI associate at Amazon. Melissa credits a Kyndryl site visit through the program with her moment of realization: “That was something that marked me, because that was the day I said to myself, yes, I can have a different future.”





 **Learners: 28,362**  **Learning hours: 32,512**
 **Jobs secured: 40**

Czechitas trains women in Czechia for two cybersecurity career tracks — security operations center analyst and information security specialist — empowering them with the skills and confidence to change their jobs and transform their lives. Czechitas' Kyndryl Foundation grant funded courses in core cybersecurity, popularization and soft skills.

“

At the Digital Academy, I realized that technology isn't just for the chosen few. All it takes is the willingness to learn and a supportive environment. And that's what I found at Czechitas.”

Katarína Pořízková, Czechitas learner and mother of three undergoing a career change



Advancing skills training and resiliency in the E.U.

In October 2025, Kyndryl signed the European Commission's Cybersecurity Skills Academy Pledge, committing to provide free cybersecurity education to 25,000 people across the European Union by 2030. Via its grantees in Czechia, Spain, Hungary and Poland, Kyndryl Foundation works to address the shortage of trained cybersecurity professionals through skills development and job placement programs, while supporting organizations' cyber resilience with education and consulting.





 Learners: 9,077  Learning hours: 27,375
 Extended beneficiaries: 129,803

Fundación Cibervoluntarios is a Spanish nonprofit that empowers people in situations of digital vulnerability — including young adults, self-employed individuals and entrepreneurs, rural communities — in navigating the digital world safely and effectively. The Kyndryl Foundation grant funded the organization’s RetoHacker program, which offers free blended learning courses in cybersecurity and ethical hacking for youth aged 16 to 24. The grant also facilitated awareness and online education campaigns that reached tens of thousands more individuals.



 Learners: 2,043  Learning hours: 4,673
 Jobs secured: 23  Extended beneficiaries: 93,000

Mamo Pracuj Foundation supports professional development for women in Poland and connects employers with this underutilized pool of talent. This year’s Kyndryl Foundation grant funded Mamo Pracuj’s Cyber Women Leaders program, which included cyber skills training, a technical English language course and mentoring sessions. Mamo Pracuj further expanded community engagement through a live “hacking party,” a cybersecurity conference and workplace presentations led by its graduates.



 Learners: 202  Learning hours: 50,298
 Jobs secured: 71

Generation: You Employed, UK supports people facing significant barriers to employment into life-changing careers through free, full-time, profession specific training. The Kyndryl Foundation grant funded an intensive, structured training program — IT Support with Cyber Security — that combined technical learning with mentorship, coaching and employability support in the UK.





 Learners: 3,077  Learning hours: 5,173

United Way Hungary supports access to education and financial stability for all Hungarians, with a strong emphasis on empowering future generations. The Kyndryl Foundation grant funded United Way Hungary's modular cybersecurity training program, United for CyberSafe Youth, which primarily focuses on students from disadvantaged backgrounds or with visual impairments. The program gave young learners the opportunity to serve as peer mentors, sharing their knowledge during one-hour safety sessions with fellow students in their own schools.

“

You must use AI wisely. You need to set boundaries for how much you rely on it and what you use it for. And you can't believe everything, you must always check. This training really reinforced that for me.”

Dorottya, a visually impaired student of the CyberSafe Youth program

Seeing cyber safety — and ability — in a new light

This year, Kyndryl Foundation grantee United Way Hungary brought its CyberSafe Youth program to other nonprofit partners, including the Hungarian Federation of the Blind and Partially Sighted. Online safety is particularly important for visually impaired youth, who are often more vulnerable in digital environments, so the CyberSafe training helped address real risks in a practical way. The program also created a rare opportunity for youth with visual impairments to learn alongside sighted participants, boosting their confidence and fostering openness to inclusive learning spaces. The experience strengthened the students' digital skills, created a sense of community and highlighted the value of accessibility-focused technologies for all learners.





 **Learners: 578**  **Learning hours: 45,000**
 **Jobs secured: 27**

The Data Security Council of India (DSCI) is a leading nonprofit industry body that promotes data protection in India. In its second year as a Kyndryl Foundation grantee, DSCI expanded its Cyber Vaahini program, which empowers young women to build careers in cybersecurity with extensive training in fields such as ethical hacking, threat analysis and incident response. The program also provides mentorship, real-world exposure and job placement assistance for graduates. Cyber Vaahini trains other learners through intensive two-day cyber bootcamps, extending the grant's direct impact.

“

Cyber Vaahini changed how I saw myself. It gave me not just skills — but confidence, clarity and courage.”

Jagruti Kulkarni, Cyber Vaahini beneficiary



Deepening commitments to India's digital future

A meeting between Kyndryl Chairman and CEO Martin Schroeter and Indian Prime Minister Shri Narendra Modi in August 2025 has led to a series of advancements and deepening social impact commitments for the Kyndryl Foundation and its grantees in India. As part of the three-year, \$2.25B commitment it announced following the meeting, Kyndryl will provide foundational AI training for 50,000 public school students and upskill another 30,000 to serve as AI changemakers. Kyndryl also pledged to bolster public-sector readiness in India by integrating AI skilling for government employees into public learning platforms.

Kyndryl Foundation also helped fund DSCI's Advanced Cyber Skill Centre in Mumbai, which opened last year. Equipped with advanced training infrastructure and cyber-threat simulators, the facility prepares youth and women from tier-II and tier-III cities for local and global employment.



 **Learners: 475**  **Learning hours: 1,525**

 **Jobs secured: 84**

NPO Sodateage Net fosters economic independence for Japan's former "hikikomori" – young people experiencing unemployment and social isolation – through awareness, employment support and career guidance. As a second-year Kyndryl Foundation grantee, Sodateage Net served learners with online information-literacy sessions and a two-day, hands-on, in-person seminar that included virtual cybersecurity simulation, career development support and mentorship.



 **Learners: 104**  **Learning hours: 1,612**

CLACK is a nonprofit that instills self-confidence in Japanese teens through AI and digital education. The organization's Kyndryl Foundation grant funded two full days of hands-on training in the Be Pro Cyber Security program. Kyndryl volunteers augmented this instruction with real-world guidance and mentorship at career talks and site visits. The funding also helped CLACK reach a broader student population via cybersecurity awareness activities in schools across Tokyo and Osaka.



Building foundations for a more resilient future

As Kyndryl Foundation and its grantees reflect on a second full year of measurable impact, we remain clear in our conviction: The work must accelerate. In an era defined by rapid AI adoption and the need for strengthening digital readiness and cybersecurity resilience, a future-ready workforce is essential for individuals, enterprises and communities to thrive.

That's why we're pleased to extend Kyndryl Foundation's reach in its third year, renewing grants for 12 existing grantees and expanding into two new markets — France and Mexico — where Kyndryl teams live and work. These deepening commitments have come naturally to Kyndryl, as a people-centered services firm, and we look forward to sharing how much more we can accomplish together in the coming year. Stay tuned.



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