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Concentrix Think Human

Annual Report 2024





Empowering communities through resilience and education in 2024

Philip Cassidy

President, Think Human Foundation
Board Member, Think Human Fund

“In 2024, resilience remains a core pillar of our philanthropic efforts as we continue to support communities facing challenges in climate change and education.

Concentrix has established Think Human Fund under the King Baudouin Foundation, enhancing the crucial initiatives started by Share, Think Human, and Think Human Foundation. With a robust Environmental, Social, and Governance (ESG) policy, Concentrix is steadfast in empowering communities, notably through impactful initiatives in countries where we operate. Funded by Concentrix, Think Human Fund is committed to developing a coordinated global strategy that aligns with our shared priorities of climate resilience and education.

As board members, we are dedicated to selecting the most promising projects that meet urgent needs. Recently, I had the privilege of visiting three projects in Morocco and witnessing their success firsthand. Additionally, our ambassadors play a crucial role in monitoring these projects on the ground, ensuring we remain connected and responsive to the communities we serve.

I am excited to report that our nonprofit projects have positively impacted 58,000+ beneficiaries in 2024. I extend my heartfelt gratitude to our dedicated teams and nonprofit partners for their invaluable contributions.”

Think Human in 2024

© Bénin, Cité Saint Damien



Concentrix a global technology and services leader, has a strong commitment to empower and give back to communities where it operates. It founded “Share, Think Human” in 2017, then “Think Human Foundation” in 2019 and now “Think Human Fund” in 2024, hosted by King Baudouin Foundation, to support trusted nonprofits focusing on climate resilience or quality educational project all over the world.

Our shared vision is to enhance a more inclusive and sustainable world, by building climate change resilience and facilitating access to quality and relevant education for communities with limited opportunities.

In 2024, Think Human entities impacted positively **58,000+ people** globally



SHAGRHA organization planted 11,600 fruit trees impacting 30,000 people in Egypt to increase food security and climate resilience.

"We can save the Earth by taking the responsibility of changing mindsets towards sustainability."

-Sara A., 28 years old-

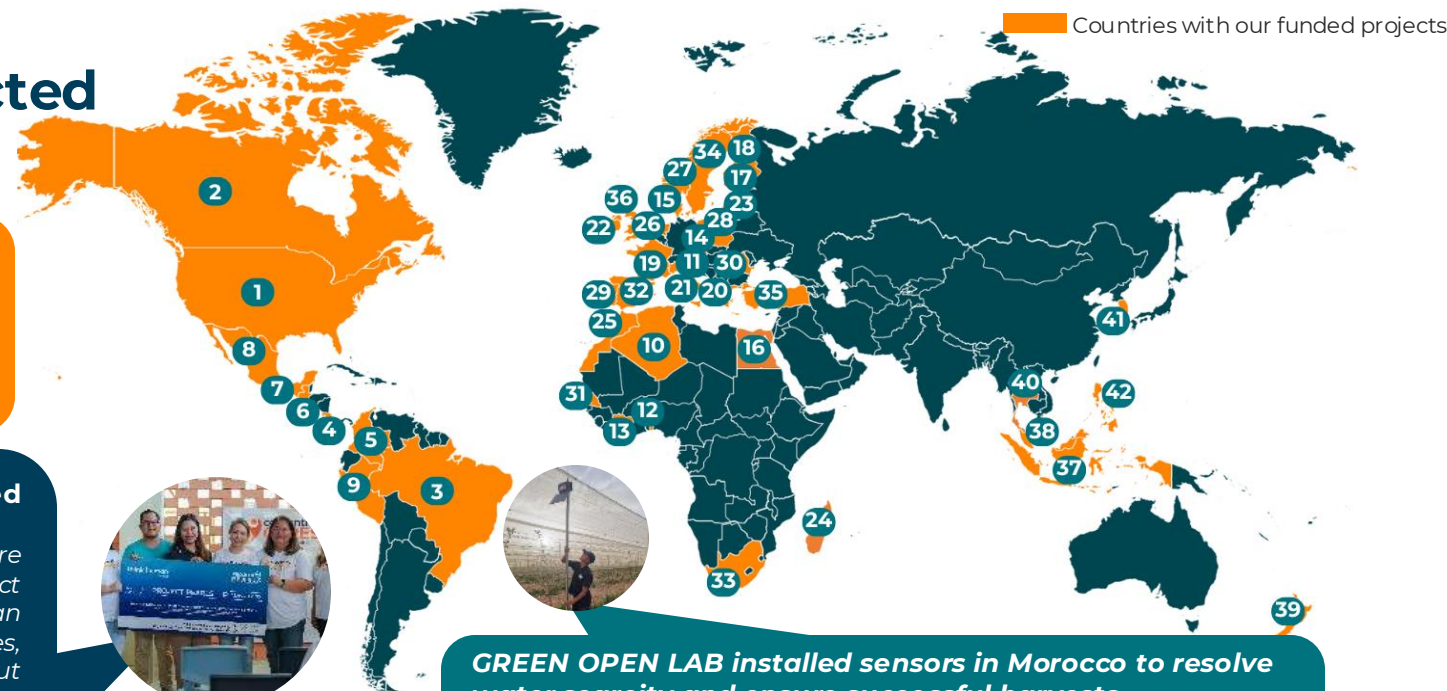
PROJECT PEARLS is addressing the profound educational disparities faced by children in underprivileged communities across the Philippines.

"Growing up in one of the poorest areas of Tondo, where even daily meals were uncertain, my dream of finishing school seemed impossible — until I became a Project PEARLS scholar. With their support, and the generosity of partners like Think Human Fund, my life has completely transformed. I now have access to education, resources, and life-changing workshops that have not only strengthened my academic skills but also helped me grow in confidence, communication, and purpose. Thank you for believing in me and countless others, you are breaking the cycle of poverty through empowerment, education, and hope." -Rocelyn R.-



GREEN OPEN LAB installed sensors in Morocco to resolve water scarcity and ensure successful harvests.

"Thanks to this project, I finally have a better understanding of how to use water more efficiently. The sensors installed enabled me to monitor humidity and plan my irrigations, giving me the confidence to improve my harvests." -Yassine K.-



With a currency rate 1€=\$1,116

NORTH AMERICA

- 1- USA: One Tree Planted (\$53.6k)
- 2- Canada: One Tree Planted (\$25.7k)

LATIN AMERICA

- 3- Brazil: Toti (\$60.3k), CUFA (\$55.8k)
- 4- Costa Rica: Paniamor (\$7.8k)
- 5- Colombia: Aflatoun-CFA (\$22.3k), Glasswing (\$16.7k)
- 6- El Salvador: Aflatoun-Gloria Kriete (\$22.3k), Glasswing (\$16.7k)
- 7- Guatemala: Glasswing (\$16.7k)
- 8- Mexico: Aflatoun-Educa Mexico (\$22.3k)
- 9- Peru: Aldeas Infantiles (\$17.9k), Ensena Peru (follow-up)

EMEA

- 10- Algeria: EFE (\$103.8k)
- 11- Austria: CONCORDIA (follow-up)
- 12- Benin: Cite Saint-Damien (\$111.6k)
- 13- Cote d'Ivoire: Green Ivory (\$55.8k) Association Imagine le Monde (\$5.6k€)
- 14- Czech Republic: Nadani a dovednosti (\$31.2k)
- 15- Denmark: Junior Achievement (\$13.4k)
- 16- Egypt: Shagrha (\$55.8k), Life Project 4 Youth (follow-up)
- 17- Estonia: Junior Achievement (\$13.4k)
- 18- Finland: Junior Achievement (\$13.4k)

- 19- France: Alliance pour l'Éducation – United Way (\$16.7k) , Excellence Ruralités (\$11.2k)
- 20- Greece: Sistech (\$27.9k)
- 21- Italy: Albero della Vita (\$16.7k)
- 22- Ireland: Hometree (\$23.4k)
- 23- Latvia: Junior Achievement (\$13.4k)
- 24- Madagascar: Colorie Ma Vie (\$7.8k), Mitia Madagasikara (\$34.6k)
- 25- Morocco: Foundation Dar Si Hmad (\$44.6k), Education for Employment (\$27.9k)), Green OpenLab (\$11.2k), Marrakech Entraide (\$40.2k)
- 26- Netherlands: Stichting Mano (\$11.2k)
- 27- Norway: Junior Achievement (\$13.4k)
- 28- Poland: Fundacion Kotwica (\$1.1k)
- 29- Portugal: Ocean Alive (\$22.3k), Paje (\$13.4k)

- 30- Romania: Ateliere Fara Frontiere (\$33.5k), Hope and Homes for Children (\$11.2k)
- 31- Senegal: Claire Amitié (\$22.3k), Zero Waste Senegal Association (\$41.3k)
- 32- Spain: WWF Spain (\$34.6k), Fundacion Exit (\$22.3k), Igualety (\$16.7k), Foto Colectania (follow-up)
- 33- South Africa: Save the Children (Follow-up)
- 34- Sweden: Junior Achievement (\$13.4k)
- 35- Türkiye: Genç Basari (Follow-up)
- 36- United Kingdom: Next Step Transitions (\$13.4k)

GLOBAL

Global Mentorship Initiative (\$73.7k)

ISA

- 37- Indonesia: One Tree Planted (\$55.8k), Life Project 4 Youth (\$55.8k)
- 38- Malaysia: Dignity for Children (\$11.2k)
- 39- New Zealand: Deaf Way NZ (\$25.7k)
- 40- Thailand: One Tree Planted (\$2.2k)

EAST ASIA

41- Korea: Econow (\$63.6k)

PHILIPPINES

42- Life Project 4 Youth (\$78.1k), Project PEARLS (\$72.5k), Planet Water Foundation (\$67k)

A global mobilization

Projects are underway across all regions where Concentrix operates, and our ambassadors play a crucial role in ensuring the success of our nonprofit partnerships. We have a strong network of 84 Concentrix game-changers who are our Think Human Fund ambassadors worldwide who actively engage in identifying impactful nonprofits and co-developing projects addressing community needs. Our ambassadors do not just support from a distance; they organize awareness-raising events, advocate for initiatives and fundraise amongst our 440,000+ employees contributing through various practical activities. They plant trees, participate in mentoring programs, conduct career sessions, and help establish learning spaces, and so much more!

Concentrix game-changers are encouraged to become Community Givers, participating in multiple ways through our Giving principles: Give Time, Give Voice, Give Money and Give Things. Many of our partners actively mobilize the ambassadors' time, harness their skills for community improvement, helping to raise awareness about the pressing issues facing underserved populations.

Through this collaborative effort, we ensure that Think Human Fund ambassadors and local teams are involved from the start, guaranteeing both follow-up and successful outcomes for all projects we support. Their efforts in building these relationships and conducting ground visits have resonated deeply within our community and often touched the hearts of many.



**Give
Time**



**Give
Money**



**Give
Voice**



**Give
Things**



© Planting trees in Morocco



© Dignity for Children



© Sistech



© Colombia, David Cardona Serrano

506
Game-changers
volunteering

3,278
Teachers, mentors,
mediators trained



© Philippines, Amit Jaggia, LP4Y



© Marrakech Entraide



© Education for Employment

432
Schools involved

Nicola T. talking about Global Mentorship Initiatives:

"I've been part of this amazing mentoring program for the last year, which only takes volunteering about an hour a week for 10 weeks. I had a great connection with my mentee, Tych, who's now successfully teaching at an international school in Kenya!"



Looking ahead with exciting projects!

Today, **1 in 5 young people** worldwide are neither in training, education, nor employment, leaving them unprepared for the job market and autonomy. To tackle this pressing issue, we are committed to fostering social connections and creating pathways to opportunity. We are supporting initiatives promoting social-emotional learning with **Glasswing** in Latin America and aim to enhance entrepreneurial skills through programs like **Junior Achievement** in the Nordic countries. We want to make education more accessible by working with visually impaired youth with **Children and Dream** in South Korea, provide appropriate support to children with learning disabilities at **Association Imagine le Monde** in Cote d'Ivoire. Additionally, we are championing higher education support for autistic youth with **Next Step Transitions** in the UK and equipping young people with Social-Emotional Learning knowledge and digital skills through **Dignity for Children** in Malaysia. Our commitment includes funding scholarships, as seen with **Project PEARLS** in the Philippines, ensuring that all young people have the opportunity to thrive personally and professionally.



Every year, 100 million hectares of valuable, productive land are degraded, and among the estimated eight million species of animals and plants on our planet today, one million are at risk of extinction. Our goal is to foster resilience, knowledge, and enable proactive measures in response to climate change. In 2025, for example, we aim to support projects protecting biodiversity, such as the rehabilitation of forests and the restoration of the Xochimilco wetland in Mexico City with **Movimiento De Jovenes Por El Agua**, as well as tree planting initiatives in Germany. We will promote recycling efforts through **Zero Waste** in Senegal, provide drinking water in the Philippines with **Planet Water Foundation**, support farmers with **Green OpenLab** in Morocco and **Hometree** in Ireland. Moreover, we seek to encourage ecological practices, increase youth's awareness on environmental protection in Romania with **Ateliere Fara Frontiere** or in Algeria with **Education for Employment**.

*Sources: International Labour Organization, Ipbes, United Nations Convention to Combat Desertification (UNCCD)

2030 goals

- 30k educational hours per year
- 105k of direct beneficiaries (including 80k accessing education)
- 300k trees planted
- 100 projects funded (50 climate resilience)
- 40 countries supported

2025 progress

- 42k hours in 2025
- 58k beneficiaries in 2025
- 81,668 trees in 2025
- 69 projects (7 climate resilience)
- 42 countries supported in 2025



© Glasswing, Colombia



Think Human Fund Board



L. Piccinin
Galileo Global
Education



J. Lemarchand
King Baudouin
Foundation



P. Cassidy
Concentrix



D. Hanson
Concentrix



J. Fogarty
Concentrix

Think Human Fund and Think Human Foundation Management Board build the strategy to find the most impactful projects globally. Together with the support of King Baudouin Foundation that hosts Think Human Fund.

The managing team ensures to track the projects and outcomes; the communication and the overall implementation of Think Human Fund strategy.



Mary
Bonneaud Lagarde



Jacqueline
Liwanag- Cuadro

Our Partners



Follow the projects

-  <https://www.linkedin.com/company/think-human-fund>
-  <https://www.instagram.com/thinkhumanfund>
-  <https://www.facebook.com/ThinkHumanFund>
-  mary.bonneaudlagarde1@concentrix.com

Make an online donation

<https://donate.transnationalgiving.eu/landing/thinkhumanfund>

Game-changers can offer nonprofits the opportunity of further funding via Think Human Fund to support its goals and increase the positive impact in the surrounding communities.

Discover more

about our impactful projects on
<https://www.thinkhumanfund.org/projects>

and how to become a mentor on
<https://globalmentorship.org/companies/concentrix/>