Capacity Building Programme for Teachers of KGBV Schools in Association with Aditya Birla Fashion Retail Jan Kalyan Trust (ABFR JKT)

Final Report

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CONTENTS

Sl No	Particulars	Page no.
1	About RVIM	03
2	Acknowledgement	04
3	Consultancy action plan • Programme Introduction & Background • Objectives of the Study • Activity Schedule & Interventions	05-11
4	Final assessment • Pre-Training Observations • Training Intervention Design • Training Outcomes & Accomplishments • School-wise Analysis & Findings • Impact Assessment & Key Insights • Way Forward & Recommendations • Faculty Profile	11-24
5	Photo Gallery	25-29
6	Duration	1st August 2025 to 31st March 2026

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ABOUT RVIM

R V Institute of Management, a **premier autonomous Institution of excellence** (offering two-year full time MBA program) is located in Jayanagar, **Bangalore**.

RSST (Rashtreeya Sikshana Samithi Trust) to which **RVIM** belongs was established in 1940. One of the Fastest growing group of Institutions in the State of Karnataka, it has a presence in virtually every field of academics and research. As on date RSST has under its ambit over 27 institutions, in which 20,000 plus students from all over India and abroad are pursuing their dream education. Another new Institution **RV University** has recently come into existence.

As reflected in our motto "**We prepare our students for life**", RVIM is well known throughout India for imparting holistic quality management education since 1999. Our dedicated and experienced faculty with industry background; contemporary and industry relevant curriculum at par with any best Institution; state-of-the-art infrastructure; student focus; exceptional placement support and a robust industry and institutional linkages (domestic and international) are some of the salient features of RVIM. This has resulted in best-in-class placements.

Vision

To Become **World Class** Management Institute of **Eminence**

Mission

To nurture Universal Thought Leaders by offering holistic management education fostering **Business Intelligence, Health Care, Innovation and Entrepreneurship** for Inclusive Growth and Sustainable Development

AND

To provide value added services to **Business, Government and Society** through Staff Empowerment, Joint Research and Collaborative Engagement

Quality Policy

Constantly strive to achieve excellence across all fronts to remain an **industry relevant and socially responsible** Institution by following the principle and philosophy of Outcome Based Education



Acknowledgement

We are happy to place on records our gratitude to Aditya Birla Fashion Retail Jan Kalyan Trust (ABFR JKT) for giving us this opportunity to be knowledge and implementation partners for the consultancy assignment for the KGBV Schools in Krishnagiri District, Tamil Nadu.

We wish to express our deep sense of gratitude to CEO, APO, ADPO and District Co-Ordinator, the officials of Education Department of Krishnagiri District, Tamil Nadu for their unwavering support in making this capacity building programme successful.

Our special thanks to the Technical Co-Ordinator's of IT Department of RVIM for helping us in coding and analysing the data.

We submit our gratitude to Dr M P Shyam, President, RSST, Sri A V S Murthy, Hon. Secretary, RSST, Sri D P Nagaraj, Hon. Joint Secretary, RSST and Sri Sujith Chandan Komarla, Chairman, Governing Body, RVIM and the entire management of RSST for their constant encouragement and support, without which the research project would not have been possible.

Consultancy Team



REPORT ON CAPACITY BUILDING PROGRAM (CBP)

THEME OF PROPOSAL:- Enhancing the overall performance of 4 KGBV schools adopted by ABFR JKT in Krishnagiri and making them as MODEL SCHOOLS on the lines of Kendriya Vidyalaya Schools .

PREAMBLE: Bridging gender and socio-economic gaps at all levels of school education is one of the major objectives of the Samagra Shiksha Scheme. Consequently, to encourage the participation of girls in education, the existing Kasturba Gandhi Balika Vidyalayas (KGBVs) at upper primary level and Girls Hostels at secondary level have been extended/converged to provide residential and schooling facilities upto Class-XII under the Scheme.

Thus, the Scheme now provides for access and quality education to girls from disadvantaged groups of girls in the age group of 10-18 years aspiring to study in Classes VI to XII; belonging to SC, ST, OBC, Minority communities and BPL families to ensure smooth transition of girls from elementary to secondary and upto class XII wherever possible. KGBV provides the facility to have at-least one residential school for girls from Classes VI-XII in every educationally backward block (EBBs).

The Kasturba Gandhi Balika Vidyalaya (KGBV) scheme was launched by the Government of India in August, 2004 for setting up **residential schools at upper primary level for girls belonging predominantly to the SC, ST, OBC and minorities in difficult areas**.

As part of the CSR initiative ABFR JKT has adopted 4 KGBV schools in Krishnagiri District have been chosen to be made as model schools on the lines of Kendriya Vidyalay Schools. **RV Institute of Management has been identified as the knowledge partner** to implement the model school initiatives.

OBJECTIVES:

1. To equip teachers with modern, student-centric teaching methodologies aligned with best practices followed in Kendriya Vidyalaya schools.

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2. To introduce outcome-based education and structured lesson planning, enabling teachers to design and deliver curriculum more effectively.
3. To foster digital literacy and integration of technology in teaching-learning processes, making classrooms more interactive and aligned with contemporary education standards.
4. To enhance life skills, communication, and confidence-building approaches among teachers, thereby indirectly improving student personality development.
5. To create a sustainable framework for long-term school improvement, ensuring that the transformation towards model schools continues beyond the training intervention.

ACTIVITY SCHEDULE:

S.NO	PARTICULARS	TIME FRAME	Duration	Expected Outcome
1.	**Intervention 1:** Training Topics: - Innovative Teaching Pedagogy - Financial Planning for working women For IT Skills with practical exercises - Advanced Power Point - Advanced MS Word	21st and 22nd January 2026	2 days	- Introducing the teachers to the various aspects pertaining to teaching by emphasizing on the modern/innovative methods of teaching. - Further, this intervention will focus on Financial planning which will help the teachers to plan prudently for their future. - This intervention will also equip the teachers with advanced IT knowledge which will help and enable teaching and in making the teaching learning process more effective.

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				The sessions will be activity based and through these activities, various concepts to be imparted.
2.	**Intervention 2:** Training Session – II (4 days): Training Topics: - Mentoring & Networking - Memory management - Empathetic Listening - Nurturing creativity For IT Skills with practical exercises	24th -28th February 2026	4 days	- Introducing the teachers to the various aspects pertaining to teaching by emphasizing on the modern/innovative methods of teaching. - Further, this intervention will focus on Financial planning which will help the teachers to plan prudently for their future. - This intervention will also equip the teachers with advanced IT knowledge

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	- G-Suite – All Apps - E- Resources-10 - Baraha			which will help and enable teaching and in making the teaching learning process more effective. The sessions will be activity based and through these activities, various concepts to be imparted. and E-Resources which will help in making the teaching learning process more effective. The sessions will be activity based and practice sessions using which various concepts can be imparted.
4	**Intervention 3:** Training Topics: - Leadership Skills - Basic First Aid - Food & Nutrition - Nurturing creativity For IT Skills with practical exercises - Cyber Security - Advanced MS Excel - Multi media	10th – 13th March, 2026	4 days	Introducing the teachers to the various aspects pertaining to leadership, basic first aid and food & Nutrition. Further, this intervention will focus on nurturing creativity among the teachers. This intervention will also equip the teachers with advanced IT knowledge pertaining to responsible usage of MS-Excel and awareness about cyber security The sessions will be activity based and through these activities, various concepts to be imparted. Assessing impact after all interventions to know the

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	Impact assessment of training interventions			effectiveness of the interventions and also to plan for future course of action.

PRE-TRAINING OBSERVATIONS

A comprehensive baseline assessment was conducted across the four adopted KGBV schools in Krishnagiri district. The observations were made through classroom visits, teacher interactions, student feedback, and review of academic and co-curricular practices.

1. Academic & Pedagogical Observations

- Predominant use of traditional teaching methods with limited adoption of innovative or activity-based learning approaches.
- Minimal integration of technology-enabled teaching tools such as digital presentations, e-resources, and multimedia content.

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- Limited focus on conceptual understanding, critical thinking, and experiential learning.
- Assessment practices were largely exam-oriented rather than competency-based.

2. Teacher Skill Gaps

- Teachers demonstrated **strong subject knowledge**, but required enhancement in:
  - Modern pedagogy and student engagement techniques
  - Classroom management and differentiated instruction
  - Mentoring and counselling skills for adolescent girls
- Lack of structured exposure to **continuous professional development programs**.

3. Digital & IT Competency

- Basic familiarity with computers existed; however:
  - Limited knowledge of **advanced MS Office tools** (Word, Excel, PowerPoint)
  - Minimal usage of **Google Workspace (G-Suite)** and online teaching platforms
  - Lack of awareness regarding **cyber security and digital safety**
- Need for practical, hands-on IT training to support **digital transformation in teaching**.

4. Student Development & Engagement

- Students showed enthusiasm but lacked:
  - Exposure to **co-curricular and extra-curricular activities**
  - Platforms for **creativity, leadership, and communication skill development**
- Limited participation in **competitions, events, and external exposure programs**.

5. Life Skills & Well-being

- Need for structured sessions on:
  - **Health, nutrition, and hygiene awareness**
  - **Financial literacy**, especially for future independence
  - **Emotional well-being, empathy, and confidence building**

6. Institutional & Environmental Observations

- Schools had basic infrastructure but required:

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- Strengthening of **academic culture aligned with model school standards**
- Improved **branding, communication, and event management practices**

- Absence of structured systems for:
  - **Recognition and reward mechanisms**
  - **Performance tracking and impact measurement**

TRAINING INTERVENTION DESIGN RATIONALE

On the basis of the above observations, the training interventions were designed so as to include sessions on:

1. Innovative Teaching & Pedagogical Excellence

- Activity-based learning
- Experiential and student-centric teaching
- Use of multimedia and digital tools in classrooms

2. Teacher Capacity Building & Professional Development

- Mentoring and counselling skills
- Leadership and classroom management
- Empathetic listening and student engagement

3. Digital Empowerment & IT Skills

- Advanced MS Office (Word, Excel, PowerPoint)
- Google Workspace (Docs, Sheets, Forms, Classroom)
- E-resources and digital content creation
- Cyber security awareness

4. Life Skills & Personal Development

- Financial planning for working women
- Memory management and creativity enhancement

5. Health, Safety & Well-being

- Food and nutrition awareness
- Basic first aid training
- Fire safety and emergency preparedness

6. Creativity, Innovation & Exposure

- Nurturing creativity among teachers and students

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- Use of multimedia tools and social media responsibly
- Encouraging participation in events and competitions

The training interventions were designed focusing on the above topics. Every intervention focused on few of the above mentioned thrust areas.

The beginning of every training intervention started with seeking oral feedback from the participants. They expressed the positive aspects which they were able to implement in their day-to-day routine and also challenges they faced. They also expressed further focused inputs to address the challenges which was further incorporated in the subsequent interventions. Some of the accomplishments shared by the participants are as follows:

Some of the Accomplishments Shared by the Participants

1. Teachers have successfully implemented **innovative and activity-based teaching methods**, making classroom sessions more interactive and engaging.
2. Improved usage of **advanced PowerPoint and MS Word** has enhanced the quality of lesson delivery and teaching materials.
3. Teachers have developed better **financial awareness and planning skills**, contributing to improved personal financial management.
4. Adoption of **mentoring and empathetic listening practices** has strengthened teacher-student relationships and student support systems.
5. Application of **memory management techniques** has helped students improve retention and academic performance.
6. Effective use of **G-Suite applications and e-resources** has enabled digital learning and improved access to educational content.
7. Use of **Baraha software** has supported regional language content preparation, improving communication and understanding among students.
8. Teachers have demonstrated enhanced **leadership skills and teamwork**, contributing to better school management and coordination.
9. Increased awareness and implementation of **basic first aid, nutrition, and health practices** have improved student well-being.
10. Improved knowledge of **cyber security, MS Excel, and multimedia tools** has enabled teachers to integrate technology effectively and responsibly in the teaching-learning process

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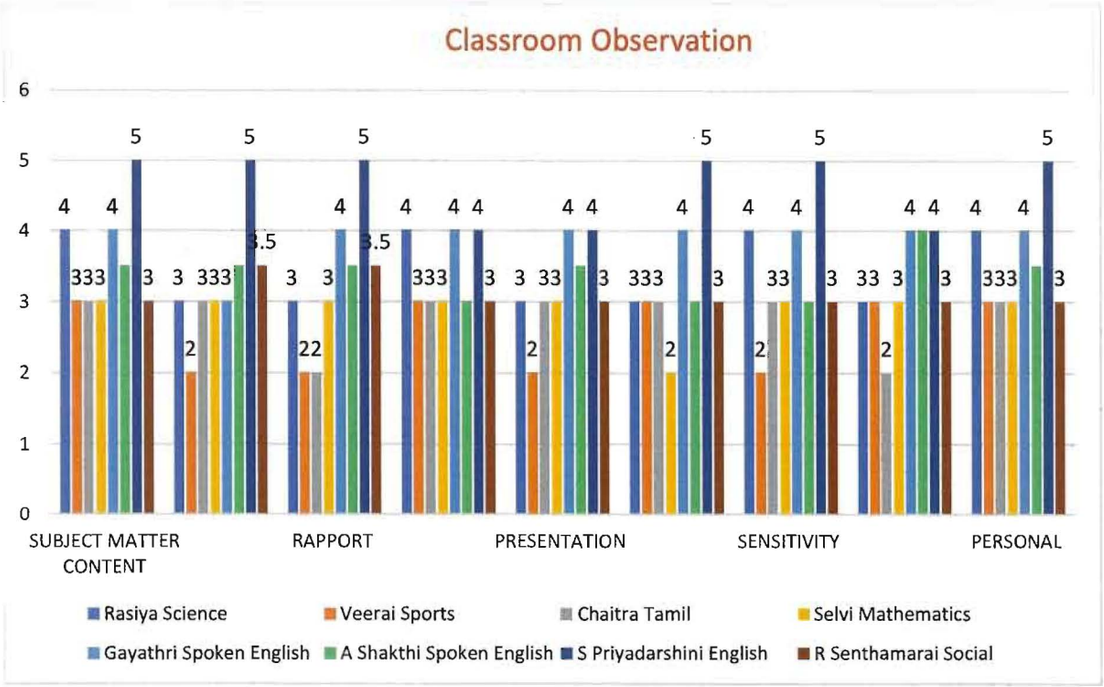
KGBV Gollapalli: Overall performance of individual teachers



KGBV Gollapalli: Findings /Observations during school visit on Campus Management

Class rooms	Library books	No. of Activity rooms	No. of Computer labs	Other facilities (Specify)
04	1320	01 (For art & craft)	01 lab which has 07 computers, but No UPS HI-Tech has 10 computers	Fire safety equipment's- 04, which are in working condition, but teachers and staff need periodic training Dining hall with tables & chairs-for 100 capacity (Good condition) Playground- 01 Dormitory-01(needs improvement in terms of cleanliness)

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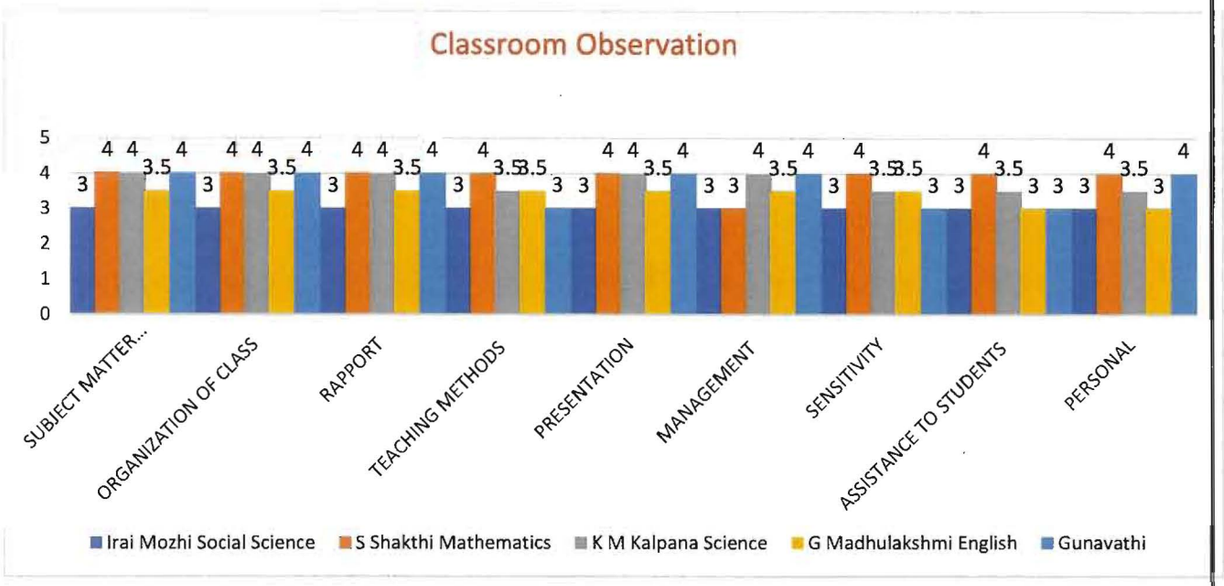
				Kitchen – Needs improvement in terms of cleanliness- Smart kitchen facility to be used fully Kitchen garden- Average maintained AV Facility – Have separate AV Room, however No class rooms equipped with AV facility. Internet facility- presently being accessed by teachers through their mobile hotspot

Observations & Suggestions

- Fire Safety training needs to be conducted on periodic basis and to ensure safety equipment's are serviced as per norms
- Dining hall with tables & chairs-for 100 capacity (Good condition)
- Dormitory- needs improvement in terms of cleanliness and also maintain health & hygiene among girls.
- Kitchen has to be maintained neat & clean. The smart kitchen facility to be used fully.
- Class rooms are maintained well with relevant charts
- Kitchen garden is very well maintained
- Have separate AV room, however No Class rooms equipped with AV facility
- Internet facility is required so that teachers can access E-Resources

KGBV Polupalli: Overall performance of individual teachers



KGBV Pollapalli: Findings /Observations during school visit on Campus Management

Class rooms	Library books	Activity rooms	Computer lab	Other facilities (Specify)
04	735	01 (For art & craft)	01 (7 computers) No UPS HI-Tech has 10 computers	Fire safety equipment's- 04, which are in working condition, but teachers and staff need periodic training Dining hall with tables &chairs- 100 (Good condition) Playground- 01 Dormitory-01(needs improvement in terms of cleanliness. **Class rooms being used as dormitory)** Kitchen – Needs improvement in terms of cleanliness- Smart kitchen facility being used.

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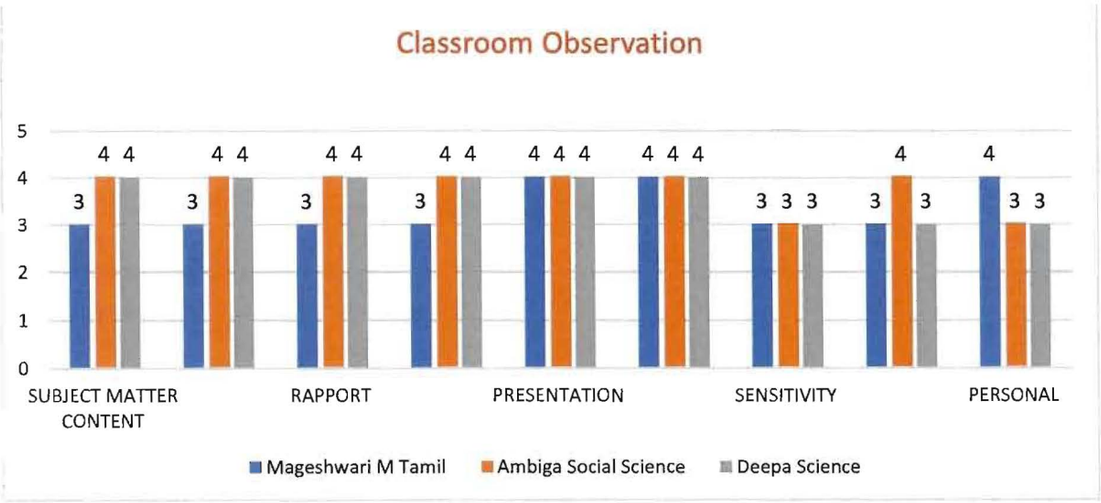
				Kitchen garden- Well maintained AV Facility – Present in AV Room only and not in all classrooms Internet facility- Not present

Observations & suggestions:

- Fire Safety training needs to be conducted on periodic basis and to ensure safety equipment's are serviced as per norms
- Dormitory needs improvement in terms of cleanliness. Presently **Class rooms being used as dormitory, this does not give positive ambience for students to learn.**
- **Wash rooms inside the class rooms are being used leading to foul smell in the classrooms.**
- **The actual dormitory needs renovation- like broken window panes need replacement and further covered with mesh so as to avoid mosquitos, snakes etc.,**
- **Smart kitchen is being used.**
- Kitchen garden is very well maintained
- There is a requirement for Audio Visual facility in the classrooms
- Internet facility is required so that teachers can access E-Resource

KGBV Chinnabennangur : Overall performance of individual teachers



KGBV Chinnabennagur: Findings /Observations during school visit on Campus Management

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Class rooms	Library books	Activity rooms	Computer lab	Other facilities (Specify)
03	100	01 (For art & craft-space not adequate)	01 (2 computers) No UPS HI-Tech has 10 computers	Fire safety equipment's- 04, which are in working condition, but teachers and staff need periodic training Dining hall- 100 capacity Playground- 01 (Not adequate) Dormitory-01(needs improvement in terms of cleanliness) Kitchen – Needs improvement in terms of cleanliness Kitchen garden- Not maintained AV Facility – Present in AV room only Internet facility- Not present Lot of books reading material found, but need to maintain it neatly and accessible to all students

Observations & Suggestions:

- Fire Safety training needs to be conducted on periodic basis and to ensure safety equipment's are serviced as per norms
- Dining hall- 100 capacity, in good condition & maintained neatly.
- Dormitory needs improvement in terms of cleanliness.
- Kitchen – Needs improvement in terms of cleanliness
- There is a requirement for Audio Visual facility in the classrooms
- Internet facility is required so that teachers can access E-Resources
- Admin Office maintained neat and tidy.
- Class rooms are maintained well with relevant charts
- Lot of books reading material found, but need to maintain it neatly and accessible to all students

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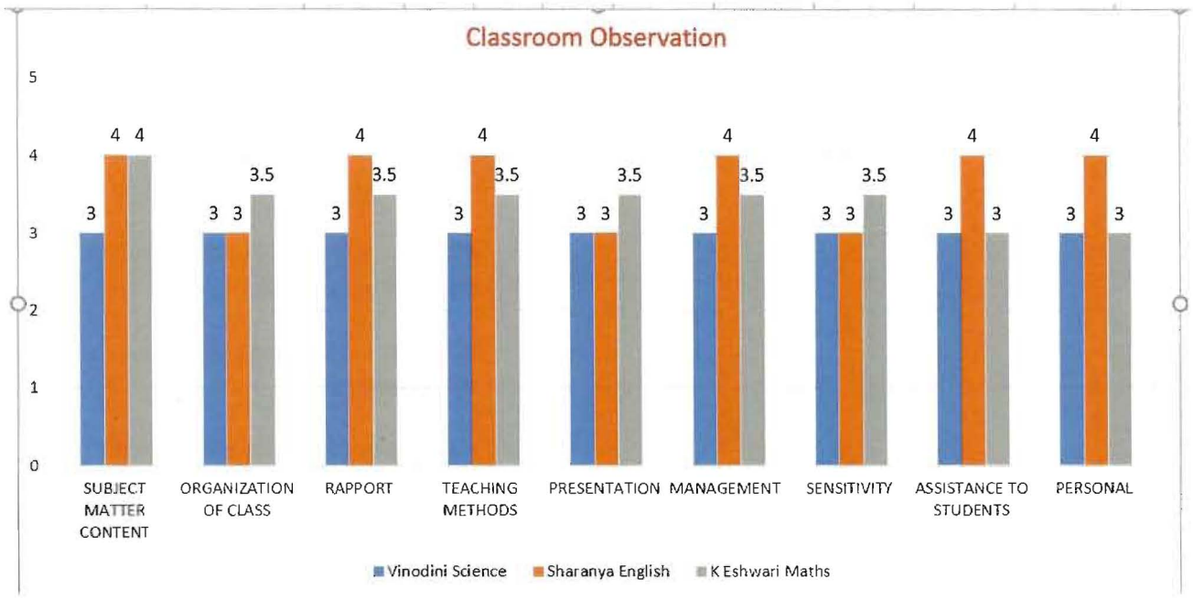
KGBV Thally : Overall performance of individual teachers



KGBV Thally: Findings /Observations during school visit on Campus Management

Class rooms	Library books	Activity rooms	Computer lab	Other facilities (Specify)
05	500	01 (For art & craft)	01 (3 computers) No UPS HI-Tech has 10 computers	Fire safety equipment's- 04, which are in working condition, but teachers and staff need periodic training Dining hall -No tables &chairs- 100 (Needs improvement) Playground- 01 Dormitory-01(needs improvement in terms of cleanliness) Kitchen – Needs improvement in terms of cleanliness Kitchen garden- Needs improvement

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				AV Facility – Not present in all class rooms Internet facility- Not present, but teachers using mobile hotspot to access the internet

Observations & suggestions:

- Fire Safety training needs to be conducted on periodic basis and to ensure safety equipment's are serviced as per norms
- Dining hall- 100 capacity, Needs Improvement in terms of cleanness
- Dormitory needs improvement in terms of cleanliness & Maintaining Hygiene
- Kitchen – Needs improvement in terms of cleanliness & Hygiene
- Kitchen garden- Needs improvement
- **Overall school looks neat and tidy**
- **Classrooms are lively with charts**

Major Observations across all schools:

- Shift from **traditional lecture-based teaching** to **activity-based and student-centric learning methods**
- Improved focus on **conceptual understanding, critical thinking, and experiential learning**
- Enhanced **teacher competencies** in pedagogy, classroom management, and student engagement
- Adoption of **mentoring, counselling, and empathetic listening practices** by teachers
- Significant improvement in **digital literacy and IT skills** among teachers
  Effective use of:
  1. **Advanced MS Word, Excel, and PowerPoint**
  2. **Google Workspace (Docs, Sheets, Classroom, Forms)**
  3. **E-resources and multimedia tools**
- Increased awareness of **cyber security and responsible digital usage**
- Improved **student participation, engagement, and classroom interaction**
- Greater exposure to **co-curricular and extra-curricular activities**

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- Development of **student confidence, communication skills, and leadership qualities**
- Integration of **life skills education** including:
  1. Financial literacy
  2. Health, nutrition, and hygiene
  3. Emotional well-being and empathy
- Enhanced awareness and practice of **first aid and safety measures**
- Strengthening of **teacher-student relationships and support systems**
- Improvement in **institutional culture, discipline, and coordination**
- Initial implementation of **recognition, reward, and performance tracking systems**
- Increased focus on **creativity, innovation, and use of multimedia in teaching**
- Better **documentation, presentation, and communication practices**
- Development of **teamwork, leadership, and ownership among teachers**
- Overall progress towards **Model School standards (aligned with Kendriya Vidyalaya framework)**

Summary of training outcome (Qualitative Assessment through observation)

Pre-Training observations	**Post Training observations**
Strong subject knowledge but weak pedagogical innovation	Strong subject knowledge but weak pedagogical innovation
Lack of mentoring and counselling skills	Adoption of **mentoring, empathetic listening, and student support practices**
Limited exposure to structured training programs	Teachers now **actively engaged in continuous learning and skill development**
Classroom management challenges	Improved **leadership, coordination, and classroom management skills**
Basic computer literacy only	Strong improvement in **advanced MS Office (Word, Excel, PowerPoint)**
Minimal use of digital tools in teaching	Increased use of **presentations, multimedia, and e-resources**
No exposure to G-Suite tools	Effective use of **Google Workspace (Docs, Sheets, Classroom, Forms)**
Lack of awareness on cyber security	Improved **digital awareness and cyber safety practices**
Lack AI Tools and MS-Excel	Improved usage of AI Tools and MS-Exel

Limited exposure to co-curricular activities	Increased focus on **creativity, competitions, and holistic development**
Low participation in events	Improved **student involvement and enthusiasm**
Weak communication and leadership exposure	Development of **confidence, communication, and leadership skills**
Basic infrastructure with weak academic culture	Movement towards **model school standards (KV-like approach)**
No structured systems for recognition and performance tracking	Initial adoption of **recognition, rewards, and structured monitoring**
Limited branding and communication practices	Improved **presentation, documentation, and communication practices**

Key Integrated Insights

Across all four schools, the transformation shows:

- **Pedagogical Shift:** From teacher-centric → learner-centric
- **Digital Transformation:** From basic IT → integrated digital teaching ecosystem
- **Teacher Role Evolution:** From instructor → mentor + facilitator
- **Student Growth:** From passive learners → active participants
- **Institutional Progress:** From basic schools → emerging model schools

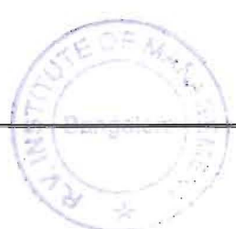
These changes indicate **high effectiveness of the intervention design and execution**.

Way Forward

The Capacity Building Programme implemented across the four KGBV schools has resulted in **significant improvements in teaching practices, teacher competencies, digital adoption, and student engagement**. The interventions have successfully laid a strong foundation for transforming these institutions into **Model Schools aligned with Kendriya Vidyalaya standards**.

To sustain and scale this transformation, the following strategic way forward is recommended:

Sl. No.	Intervention / Activity	Description	Duration (1 Year Plan)



1	Digital Skills Training	Training in AI, MS Excel, PowerPoint, MS Word, and advanced ICT tools	Monthly sessions throughout the year
2	AI in Education	Practical training on use of AI for teaching, learning, and leadership	Quarterly workshops with continuous practice
3	Modern Teaching Methods	Innovative pedagogy, creativity-based learning, subject-specific techniques	Quarterly training + continuous classroom implementation
4	Classroom Management	Handling adolescent students, behaviour management, support for slow learners	Bi-monthly sessions with mentoring
5	Student Counselling & Psychology	Counselling skills and emotional well-being support	Monthly/quarterly expert sessions
6	Online & Digital Teaching Tools	Training on online platforms, teaching apps, digital content creation	Continuous training with hands-on practice
7	Safety & Security Training	Fire safety, student safety, hygiene, institutional security	Half-yearly training + mock drills
8	Life Skills & Vocational Training	Art & craft, beautician skills, gardening, financial literacy, grooming	Continuous / weekly activities
9	Health & Hygiene Awareness	Personal hygiene, nutrition, and well-being awareness	Monthly awareness sessions
10	Infrastructure Support	Provision of laptops, smart boards, ICT-enabled classrooms	Phased implementation over 1 year
11	Monitoring & Evaluation	Review, feedback, and impact assessment	Continuous (monthly/quarterly review)

Considerable work has been carried out so far to elevate the standards of these KGBV schools. It is recommended to continue the above interventions in a phased manner over **a one-year, with continuous monitoring**, to achieve the project objective of transforming these schools into **Model Schools aligned with Kendriya Vidyalaya standards**.



BRIEF PROFILE OF RESOURCE PERSONS:

1. **Dr. Purushottam Bung**
   B.E. (E&C), PGDM (Australia), MBA (Australia), Ph.D in Management
   Professor and Director
   Interest area: Strategy and Entrepreneurship

Dr. Bung was conferred with "Distinguished Educator" award by the Discovery Media, New Delhi in 2013. In 2015 he has been awarded as 'Best Director of a B-school in Karnataka' as part of education excellence awards – 2015 by Brands Academy, Delhi. He is member of many Associations and Institutional bodies like; AIMA, AIMS, ISTD, NHRD, SMF, ISABM, MEDC, SEE, EPSI, AICP, MTC Global, etc. He was the treasurer of AIMS (Associations of Indian Management Schools) (Karnataka & Kerala Chapter) and is Vice President of APMINK (Association of Private Management Institutions of North Karnataka).Dr. Bung has been offering management consultancy services to local businesses and entrepreneurs as well. He has rich entrepreneurial experience of around fifteen years, working as management consultant for many MSMEs of Karnataka.

Dr Tamizharasi – Professor

Areas of Interest: Capital market, financial modelling, and social science

- Dr. Tamizharasi is with a rich experience of around 25 years in academics. She completed MBA from VIT University and Ph.D. from Mother Teresa Women's University
- She has presented and published 25 plus research articles in national and international referred journals including UGC Care and Scopus indexed journals.
- She has undertaken several funded research projects in various domains. She has completed three research projects funded by the Indian Council of Social Science Research (ICSSR) and Visvesvaraya Technological University (VTU).
- Dr. Tamizharasi worked as an Associate Professor and Dean – of R&D in the MBA Department, RNS Institute of Technology, Bengaluru from April 30, 2007, to October 2022. During her tenure, the department has bagged five funded projects; created a research culture in the department through expert lectures from IISc and IIMB; Conducted two international conferences, FDPs, and workshops on research methodology.
- She is being invited as a guest speaker for invited talk series on research methods from various institutions.

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Dr Anupama. K .Malagi - Professor

B.Sc, MA(Eco), M.Phil(Industrial Economics), P G Dip(T&D) ,MBA(HR), Ph.D in Management
Professor, TEDx Speaker
Areas of Interest: Human Resource Management & Economics

Dr Anupama Malagi has been conferred with 'Best Professor in Human Resource Management' by the World HRD Congress, 'Outstanding Women Leadership Award by the Bangalore Chamber of Industry and Commerce (BCIC) ,Indian Iconic Educationist Award from ISDA, New Delhi and Emerging HRD Thinker Award from ISTD, New Delhi.

She has published several research papers in national and internationally renowned and refereed journals. She has also presented research papers in both national and international Conferences. She has served as Member, BOE for Reputed Management Institutes at Bangalore. She holds professional membership of NIPM, ISTD, and EPG Group, London. She is a Certified Trainer from ISTD and Internationally recognised mBIT Coach. She has a rich academic experience of 27 years and is actively involved in mentoring the students in their overall personality development.

Dr.Sumera Aluru - Associate Professor

MBA, M. Com (Financial Management), UGC-NET(Management), Ph.D. in Management

- Areas of Interest: Financial Markets, Investment Management, Behavioral Finance,
- Entrepreneurship, Sustainability and ESG.
- Dr. Sumera is an academician with 15 years of experience in the capacity of Associate Professor in Business Administration in reputed colleges of Bengaluru.
- She has authored two book chapters on Sustainability in Business and Sustainability in Finance.
- She has completed a consultancy project for SRI CITY, Andhra Pradesh worth Rs2,50,000 during 2020-21.
- She has received 5 best research paper awards at various international conferences viz., Amity Business School, Noida, India, NTTE Meenakshi Institute of Technology, Bangalore and ICFAI Business School, Hyderabad.

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- She has published 1 research paper each in ABDC-B, and C journals, and another 3 research papers in Scopus-indexed journals. She has presented 32 research papers in both national and international conferences.
- She is contributing as a book editor for book titled "Futuristic Trends in Management" by Iterative International Publishers and for the IJIR Journal of Management.
- Dr. Sumera has been continuously associated as a resource person with ANGRAU Agri Innovations and Entrepreneurship Development Cell ANGRAU Poshan Incubator, Acharya N.G.Ranga Agricultural University, Regional Agricultural Research Station, Tirupati for the Sankalp and Samvruddhi Programs since 2021-22.
- As a resource Person at Sri Eshwar College of Engineering, Chennai on Business Ideation and Creativity for the participants of the Women Entrepreneurship Development Program (WEDP), a DST-sponsored program, she has delivered sessions in 2023 and 2024. She has delivered lectures on the financial aspects of business plans at the INTACT Program from Rajiv Gandhi National Institute for Youth Development, Tirupati.
- She has also conducted several workshops for teachers and students in the area of finance and Entrepreneurship.
- Dr. Sumera completed her Masters of Business Administration (Rank-1, Gold Medalist) from ICFAI, Hyderabad in the area of finance and marketing and has qualified in UGC-NET in management (2012).
- She did an M.Com, specializing in Financial Management from Sri Venkateswara University, Tirupati
- She was awarded a doctorate by Sri Venkateswara University, Tirupati, in Management studies in 2020.

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Photos Gallery:

Training session conducted at KGBV-Gollapalli,Pollupalli,Chinnabenngur and Thally School.

















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Training session conducted at KGBV-Gollapalli,Pollupalli,Chinnabenngur and Thally School.

















Training session conducted at KGBV-Gollapalli,Pollupalli,Chinnabenngur and Thally School.

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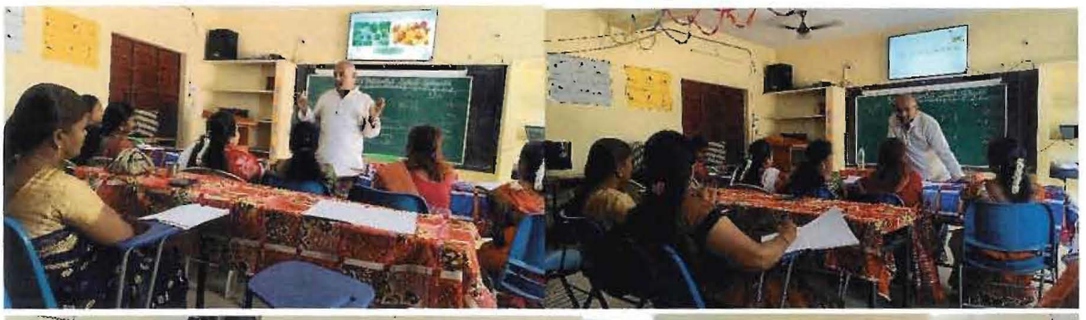


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Training session conducted at KGBV-Gollapalli,Pollupalli,Chinnabenngur and Thally School.

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Training session conducted at KGBV-Gollapalli,Pollupalli,Chinnabenngur and Thally School.

Co-Ordinator

Director

R.V. INSTITUTE OF MANAGEMENT Bangalore

सत्यमेव जयते

INDIA NON JUDICIAL

Government of Karnataka

e-Stamp

Certificate No.	:	IN-KA64585071213615X
Certificate Issued Date	:	09-Oct-2025 01:06 PM
Account Reference	:	NONACC (FI)/ kacrsfl08/ KORAMAGALA9/ KA-JY
Unique Doc. Reference	:	SUBIN-KAKACRSFL0839417928746909X
Purchased by	:	ADITYA BIRLA FASHION RETAIL JANAKALYAN TRUST
Description of Document	:	Article 5(J) Agreement (in any other cases)
Property Description	:	AGREEMENT
Consideration Price (Rs.)	:	0 (Zero)
First Party	:	ADITYA BIRLA FASHION RETAIL JANAKALYAN TRUST
Second Party	:	RASHTREEYA SIKSHANA SAMITHI TRUST
Stamp Duty Paid By	:	ADITYA BIRLA FASHION RETAIL JANAKALYAN TRUST
Stamp Duty Amount(Rs.)	:	500 (Five Hundred only)

K.N.T.S.S.N Branch # 28, BDA Complex, Koramangala Bangalore-34 M: 8884369550

Please write or type below this line

AGREEMENT FOR Kasturba Gandhi Balika Vidyalaya (KGBV) School Teacher Training - (KGBV-TOT Program) CSR PROJECT

This agreement for Kasturba Gandhi Balika Vidyalaya (KGBV) School Teacher Training - (KGBV-TOT Program) CSR Project (hereinafter referred as "Agreement") is executed

By and between

ADITYA BIRLA FASHION RETAIL JANAKALYAN TRUST, a trust duly constituted under the laws of India, having its office at M/s. Aditya Birla Fashion and Retail Limited KH No. 118/110/1.

Aditya Birla Fashion and Retail Jan Kalyan Trust Bengaluru 560037 ABFRJKT

Statutory Alert:

i. The authenticity of this Stamp certificate should be verified at www.shcilestamp.com or using e-Stamp Mobile App of Stock Holding. Any discrepancy in the details on this Certificate and as available on the website / Mobile App renders it invalid.

ii. The onus of checking the legitimacy is on the users of the certificate.

iii. In case of any discrepancy please inform the Competent Authority.

RASHTREEYA SIKSHANA SAMITHI TRUST BENGALURU

Building 2, Divyasree Technopolis, Yemalur Post, Off HAL Airport Road, Bengaluru 560037, represented herein by its trustee, Dr.Naresh Tyagi (hereinafter referred to as **"ABFRJKT"** which expression shall, where the context so requires or admits, mean and include all the trustees, executors, administrators, representatives and permitted assigns), of the ONE PART;

AND

RASHTREEYA SIKSHANA SAMITHI TRUST, a trust duly constituted under the laws of India, with registered office at R.V. Teachers' College Building, II Block, Jayanagar, Bengaluru-560011 represented by its Hon. Secretary, RSST Dr. (h.c) A.V.S. Murthy, (hereinafter referred to as **"RSST"** which expression shall, where the context so requires or admits, mean and include the executors, administrators, representatives and permitted assigns), of the OTHER PART;

The expressions **ABFRJKT** and **RSST** may also be severally referred to as "**Party**" and collectively as "**Parties**" in this Agreement.

WHEREAS,

1) **ABFRJKT** is a public trust established in order to implement community initiatives and CSR projects of Aditya Birla Fashion and Retail Limited; '**ABFRJKT** has an approved budget for projects relating to education for enhancing teaching effectiveness and to enhance the students' academic progress and learning ability to make selected schools as "Model Schools" and raise standards keeping Kendriya Vidyalaya Schools as benchmark. Every year for over a period of 9-10 months ("**Project**");

2) '**RSST**' is engaged in offering quality training and execute and manage the Projects for **ABFRJKT.**

1) **ABFRJKT** has engaged **RSST** to execute and manage the Projects in KGBV Schools across different locations within Krishnagiri District Tamil Nādu as identified by **ABFRJKT** from time to time and both the parties are now desirous of recording the agreed terms and conditions set out in the AGREEMENT below:

Now this Agreement witnesses as under:

1. Scope of the Agreement and engagement of RSST

1.1 **ABFRJKT** has engaged **RSST**, effective from 1st August 2025 ("**Project Commencement Date**"), to execute and manage the Projects (as detailed in Annexure-I annexed hereto) for **ABFRJKT** at KGBV Schools in Krishnagiri District Tamil Nādu as identified by **ABFRJKT** from time to time in accordance with the terms and conditions set out herein below and **RSST** has agreed to the same. **RSST**, shall extend the Project to any other state in India, if requested by **ABFRJKT.**

1.2 **RSST** shall be responsible for successful implementation and management of the Project and shall be accountable to Dr. Naresh Tyagi, Chief Sustainability Office. The project would be closely monitored by **ABFRJKT** through its trustees.

1.3 The certificates of completion to be given to the eligible teachers shall be jointly signed by Dr. Naresh Tyagi, Chief Sustainability Office & Dr. Purushottam Bung, Director of R.V. Institute of Management.

Aditya Birla Fashion and Retail Jan Kalyan Trust Bengaluru 560037 ABFRJKT

RASHTREEYA SIKSHANA SAMITHI TRUST BENGALURU

1.4 **RSST** shall ensure that the Grant provided by **ABFRJKT** shall be used only for the Project as detailed in Annexure- 1 hereto, and shall not be used, or transferred to any other party or for any other purpose.

2. Term

The Term of the Agreement shall be for a period of 8 (Eight) Months, having commenced from 1st August 2025 which shall expire on 31st March 2026.

3. Core Project Management Implementation Committee

A Core Project Management Implementation Committee comprising of one member from **ABFRJKT** and one member of **RSST** already formed will oversee the implementation of the Project and also to provide continuous monitoring & guidance support.

4. Monetary Support and Mode of payment

4.1 **ABFRJKT** shall provide monetary support ("Grant") to **RSST** for implementing the Project. **ABFRJKT** shall be entitled to conduct periodic review and progress of the Project. **ABFRJKT** shall be involved in any strategic decisions related to implementation of the Project. The Project details for FY 2025-26 is detailed in Annexure-1 hereto. The Parties shall agree upon in writing any other further details about the Project (including but not limited to funding, disbursement, etc.) and annex such agreed terms in an annexure to this AGREEMENT, which shall form part of this AGREEMENT.

4.2 The Grant can be re-allocated by **RSST**, in the event of any increase/decrease in costs in any budget line item only according to the demand of the Project within the sanctioned budget Agreement and in consultation and written approval of **ABFRJKT.**

4.3 **ABFRJKT** shall fund through online transfer to **RSST** to facilitate the Project expenditure. However, **RSST** shall take full responsibility of ensuring utilization and reporting thereof.

4.4 If the Grant before utilization for the Project generates interest in the bank account of the Grant, **RSST** may after consultation with and getting a written approval from **ABFRJKT** may use the same for relevant additional expenditures within the scope of the Project.

5. Obligations of RSST

5.1 **RSST** shall ensure that a separate set of accounts i.e., cash book, the ledger and other necessary records are maintained under the heading "**ADITYA BIRLA FASHION RETAIL JANAKALYAN TRUST**".

5.2 **RSST** shall ensure that the **salaries** to all project staffs associated with this project are made timely by Cheque / wire transfer to Bank Account of the Staffs.

5.3 **RSST** shall ensure that the proof of payments and receipts are furnished in the form of vouchers and all payment vouchers are duly authorized, show name of the payee, reason of payment, proof of payment (Signature of payee) and dates of payment.

5.4 **RSST** shall display all details of the Project including the name, "**ADITYA BIRLA FASHION RETAIL JANAKALYAN TRUST**" for generating awareness about the Project. **RSST** shall ensure that all behavioral change communication/ IEC (Information, Education and Communication) materials produced, if any, out of the Grant shall have prior approval of **ABFRJKT** and shall give due credit to **ABFRJKT.**

Aditya Birla Fashion and Retail Janakalyan Trust Bengaluru 560037 ABFRJKT

RASHTREEYA SIKSHANA SAMITHI TRUST BENGALURU

6. Documentation, monitoring and reporting

6.1 **RSST** shall submit to **ABFRJKT,** monthly, quarterly, mid-term monitoring / program reports (with photographs, qualitative and quantitative reports) and unaudited financial statement of accounts on the progress of the project, within 15 days of the expiry of every 2 (Two) months from the Project Commencement Date.

6.2 **RSST** shall submit Utilization certificate duly signed by the Hon. Secretary, RSST and Audited financial statements of Accounts within one month from the completion of the Project.

6.3 **RSST** shall refer the Grant from **ABFRJKT,** in their Annual Accounts and Reports, in all other literature, publications or communications as **"ADITYA BIRLA FASHION RETAIL JANAKALYAN TRUST".**

6.4 **RSST** shall support **ABFRJKT,** in terms of facilitating and sharing relevant information for monitoring and documentation purpose.

6.5 **RSST** shall submit to **ABFRJKT,** a consolidated program report (with photographs, qualitative and quantitative reports) of the entire work done with the help of the grant within one month from the completion of the Project.

7. Intellectual Property Rights

RSST shall immediately transfer all or any kind of Intellectual Property Rights ("IPR") to ABFRJKT, which is/are created or developed under this Project/using funds given by ABFRJKT for this project. ABRFJKT shall always be the absolute owner of all or any kind of IPRs created or developed by RSST or by any person/student under this Project/using funds given by ABFRJKT for this project.

8. Confidentiality

Each party shall keep confidential and not disclose or otherwise make available to any third party, any confidential information exchanged between the Parties in relation to the Project and under this Agreement.

9. Termination of Agreement

9.1 Either party may terminate this Agreement, upon issuance of written 60 days' notice to the other party.

9.2 In the event, **ABFRJKT** is not satisfied with the services of **RSST, ABFRJKT** may terminate the Agreement immediately upon issuance of notice to **RSST.**

9.3 In the event of breach of any of the terms of this Agreement by **RSST,** ABFRJKT shall send a written notice to **RSST** requiring **RSST** to rectify the terms of breach within 10 (Ten) days from the date of communication, and if **RSST** fails to rectify such breach within the stipulated time, **ABFRJKT,** may terminate the Agreement forthwith.

9.4 In the event of (i) any fraud and misrepresentation by **RSST** or (ii) initiation of criminal proceedings against **RSST** or its Trustees/Directors for any reason whatsoever; or (iii) violation of confidentiality obligations by **RSST**; or (iv) violation of any laws of the land by **RSST** or (v) Professional misconduct by **RSST** or (vi) unethical practices by **RSST**, **ABFRJKT** shall terminate the Agreement immediately upon issuance of notice to **RSST.**

Aditya Birla Fashion and Retail Jan Kalyan Trust Bengaluru 560037 ABFRJKT

RASHTREEYA SIKSHANA SAMITHI TRUST BENGALURU

10. Consequences of expiry or termination

10.1 Upon expiry or termination of the Agreement, as the case may be under Clause 9.1 and 9.3 above,

a) the Parties shall mutually reconcile the expenditure incurred by **RSST** before the date of termination and the unspent funds shall be returned to **ABFRJKT** by **RSST** within 30 (Thirty) days of such termination; and

b) **RSST** shall provide all the reports of the Project until the date of termination of Agreement and such obligation shall remain valid until **ABFRJKT,** has received the final reports of the Project, and found them to be satisfactory; and

c) **RSST** shall return or destroy as may be desired by **ABFRJKT,** all the confidential information and communication information that is in the possession of **RSST**; and

10.2 Upon expiry or termination of the Agreement, as the case may be under Clause 9.2 and 9.4 above, in addition to the above consequences, provided under Clause 9.1, the following special consequences shall follow:

a) **ABFRJKT,** shall be entitled withhold or deduct any amounts payable to **RSST.**

b) **RSST** shall indemnify **ABFRJKT** against any losses arising out of termination of this agreement

11. Settlement of disputes

The parties shall use all reasonable efforts to resolve any dispute that may arise under this Agreement through good faith negotiations. Each party shall nominate a senior representative from its management to meet at any mutually agreed location to resolve the dispute.

Agreement shall be governed according to the Indian laws and any disputes arising out of this Agreement and/or understanding between the Parties herein shall be tried by the courts of Bangalore only.

12. Relationship between the Parties

This Agreement does not constitute a Party an agent, legal representative, or partner/ joint venture of the any other Party for any purpose whatsoever and save as expressly provided herein or otherwise agreed in writing any Party is in any way authorized to make any contract, understanding, warranty or representation on behalf of any other and each Party undertakes not to do so.

13. Force Majeure

Either party shall be excused from performance of this Agreement during or to the extent that performance is prevented by the occurrence of unforeseen causes beyond the control of anticipated or unforeseeable by and without the negligence of the party claiming excuse. Such causes include, without limitation, strike, go slow, other concerted acts of workmen, acts of God, war, fire, explosion, action of elements, earthquake, flood, civil disturbance and government restrictions and limitations. The party claiming excuse shall give written notice within 48 hours of the occurrence of such event. If performance is held up for, a continuous period of more than 2 months from the date of first notice, then the two parties shall review the situation and agree upon a course of action so as to protect their interest. A party claiming Force Majeure shall exercise reasonable diligence to seek to overcome the Force Majeure event and to mitigate the efforts thereof on the performance of its obligations under this Agreement.

Aditya Birla Fashion and Retail Jan Kalyan Trust Bengaluru 560037 ABFRJKT

RASHTREEYA SIKSHANA SAMITHI TRUST BENGALURU

IN WITNESS WHEREOF, this Agreement has been executed in two originals between the parties hereto by their authorized officers on the date and the year written above.

For ADITYA BIRLA FASHION AND RETAIL JAN KALYAN TRUST,

Aditya Birla Fashion and Retail Jan Kalyan Trust. Bengaluru 560037 ABFRJKT

Dr.Naresh Tyagi
Trustee

For RASHTREEYA SIKSHANA SAMITHI

RASHTREEYA SIKSHANA SAMITHI TRUST BENGALURU

Dr. (h.c) A.V.S. Murthy
Hon. Secretary, RSST

ANNEXURE- 1
DETAILS OF THE PROJECT FOR FY 2025-26

SL. No	Heading	Particulars
1	Financial Year	From 1st August 2025 to 31st March 2026
2	Project	Kasturba Gandhi Balika Vidyalaya (KGBV) School Teacher Training. (KGBV-TOT Program)
3	Project Goal	Enhancing the overall performance of 4 KGBV schools adopted by ABFRJKT in Krishnagiri and making them as MODEL SCHOOLS on the lines of Kendriya Vidyalaya Schools. To conduct 4 training sessions and 1 assessment session.
4	Objectives	1. To enhance the students' academic progress and learning ability which can be achieve through health and wellness related intervention. 2. To ensure higher participation and better performance of students in academic and non-academic events by instilling ethical conduct and value system among the students. 3. To motivate the students through rewards and recognitions in appreciation of their achievements – both academic and non-academic. 4. To enhance the teaching effectiveness through capacity building programs for the teachers which includes stress management through Yoga and Meditation. 5. To make these schools as "Model Schools" and raise standards keeping Kendriya Vidyalaya Schools as benchmark team should conduct 4 training sessions and 1 assessment session in AY 2025-26 (as per Session Planner)
5	Output	• Students' academic progress, learning ability (comparing with other KGBV schools nearby) – at least 70% students to secured 'A' Grade • At least 5 Students should Participate in each school in Academic and non-Academic events conducted by Education department and achieve Block level or Taluka level reward or certificate • At least 5 students should pass NMMS exam.
6	Beneficiaries	All 4 KGBV Schools Students and Teachers form Bollupalli, Gollapalli, Chinnebnnagur and Thally from Krishnagiri District, Tamil Nādu.

Aditya Birla Fashion and Retail Jan Kalyan Bengaluru 560037 ABFRJKT

RASHTREEYA SIKSHANA SAMITHI TRUST BENGALURU

7	Disbursement of Grant	The Grant shall be disbursed in 2 (Two) Instalments over a period of 1 (One) Year commencing from 1st August 2025 ("Project Commencement Date"). a) The first instalment of 50% of ABFRJKT's allocated fund for this project i.e., **Rs.2,40,000.00 (Rupees Two Lakhs Forty Thousand only)** will be paid in favor of RSST on signing of the Agreement. b) The Second instalment, i.e., remaining 50% of ABFRJKT's allocated fund for this project i.e., **Rs.2,40,000.00 (Rupees Rupees Two Lakhs Forty Thousand only) shall** be released on or before 31st March 2026, subject to receiving the program and final reports after completion of the Project 31st March 2026 and **RSST** fulfilling the all requirements of the qualitative and quantitative parameters identified by ABFRJKT for the Gyanarjan project during the CSR Review held by Trustee of ABFRJKT, and communicated to the **RSST** Trustees. c) GST shall be borne by **ABFRJKT** (if applicable) from time to time. TDS shall be deducted by **ABFRJKT**, if applicable. d) During the training sessions visit, Arrangements for stay and food for resource persons to be taken care by ABFRJKT

Aditya Birla Fashion and Retail ... Trust Bengaluru S60037 ABFRJKT

RSST

RV Educational Institutions®
RV Teachers College Building, 15, Ashoka Pillar Road, 2nd Block,
Jayanagar, Bengaluru - 560011, Karnataka, India

rv@rvei.edu.in
www.rvinstitutions.com
Tel: +91-80-46746464

Date : 02.12.2025

Donor PAN :AADTM4283C

ADITYA BIRLA FASHION & RETAIL JANAKALYAN TRUST

Door.No:118/110/1, Building 2, Divyashree
Yemalur Post, Off:Hal Airport Road,
Bengaluru-560037
email id :
Phone: ,

80G Certificate

We from "Rashtreeya Sikshana Samithi Trust " , thank you for your generous contribution of Rs. 240000.00 /- (Rupees Two Lakh Forty Thousand only) towards donation for the objects of the Trust. The particulars of this contribution is furnished as under :-

Sl.No.	Receipt No	Receipt Date	Mode of Payment	Ref Number (Transaction No)	Ref Date	Amount Rs.
01	100003901	02.12.2025	ELECTRONIC MODE	NEFT	02.12.2025	2,40,000.00

Trust is recognized under Sec.80G (vi) of Income Tax Act, 1961 vide Unique Registration Number: AAATR0758AF20075

Note: This is a computer generated receipt, hence signature is not required.

RV Educational Institutions
RV Teachers College Building, 'S' Achutha Pillai Road, 2nd Block, Jayanagar, Bengaluru - 560011, Karnataka, India

rv@rvei.edu.in
www.rvinstitutions.com
Tel: +91-80-46746464

Date : 26.03.2026

Donor PAN :AADTM4283C

ADITYA BIRLA FASHION RETAIL JANAKALYAN TRUST

Door.No:118/110/1, Building 2, Divyashree Technopolis
Yemalur Post, Off:Hal Airport Road
Bengaluru-560037
email id :
Phone: ,

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We from "Rashtreeya Sikshana Samithi Trust " , thank you for your generous contribution of Rs. 240000.00 /- (Rupees . Two Lakh Forty Thousand only) towards donation for the objects of the Trust. The particulars of this contribution is furnished as under :-

Sl.No.	Receipt No	Receipt Date	Mode of Payment	Ref Number (Transaction No)	Ref Date	Amount Rs.
01	100005846	26.03.2026	ELECTRONIC MODE	N:HDFCH008881484 50	26.03.2026	2,40,000.00

Trust is recognized under Sec.80G (vi) of Income Tax Act, 1961 vide Unique Registration Number: AAATR0758AF20075

RASHTREEYA SIKSHANA SAMITHI TRUST BANGALORE

Note: This is a computer generated receipt, hence signature is not required.

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