

iQuasar LLC – Corporate Social Responsibility (CSR) Report FY 2024

1. Message from Leadership

At iQuasar, our purpose is rooted in service - not just to our clients, but to our people, our communities, and our larger society. As a focused IT and services firm, we recognize that our work has dual importance: delivering mission-critical solutions and doing so in a way that advances social good.

We are deeply committed to making a positive and sustainable contribution to society by embracing responsible business practices. Over the past few years, we have strengthened our commitment to Corporate Social Responsibility (CSR) by aligning our business capabilities with initiatives that enhance education, support community well-being, and ensure ethical and inclusive operations. Our ongoing CSR program integrates education, healthcare, community empowerment, and ethical governance, ensuring a meaningful and measurable social impact.

2. Our CSR Mission

As we grow, our CSR efforts mirror our core values: People, Product, Probity, and Partner, ensuring we not only deliver high-quality services but also do so with integrity, fairness, and a long-term focus on partnership and community development. To foster global harmony and sustainable progress by empowering youth through education and technology, supporting vulnerable populations in healthcare and relief services, and promoting ethical and inclusive community development.

3. Key Focus Areas

Our CSR activities are strategically designed to create measurable, long-term value across four key domains.

- Education and Skill Development
- Healthcare and Relief
- Community Empowerment and Social Impact
- Global Learning & Development Platform

A. Education and Skills Development

Our initiatives in education include scholarships, mentoring, and multiple workshop tracks designed to enhance communication, career readiness, and technology skills.

Program	Description
Corporate Readiness (Internships)	Prepares students for professional success by enhancing communication, interpersonal, and workplace skills.
Communication Essentials Workshop	Strengthens core communication abilities, verbal, non-verbal, and written, for clear and confident expression.
Presentation Skills and Body Language	Equips students with techniques for impactful presentations, emphasizing confidence and storytelling.
Intensive Communication Skills Workshop	Provides in-depth training in public speaking, confidence, and effective expression.
AI Workshop	Gives students foundational knowledge in Artificial Intelligence, bridging the digital knowledge gap.
STEM-Focused Initiatives	Includes STEM scholarships at Northern Virginia Community College, internships for Loudoun County Public Schools (LCPS) students, and partnerships supporting youth in STEM globally.

B. Healthcare and Relief

Two Blood Donation Drives were conducted to promote voluntary blood donation, foster a spirit of community service, and help maintain healthcare resources.

C. Community Empowerment and Social Impact

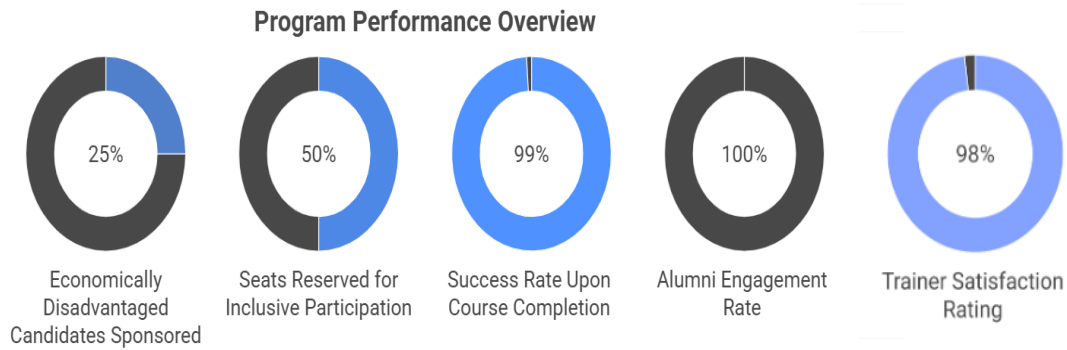
We actively engage with local organizations to promote inclusivity and empower vulnerable communities. Our partnership with the Loudoun Education Foundation (LEF) aims to support quality education by providing internships, especially in the science and technology sectors, to have an impact on the lives of Loudoun County’s less fortunate children and youth.

We were the first contributors to LEF because we recognized its potential to enhance Loudoun County's public education system. Through our internship program, we empower students and educators of LCPS by forging pathways for their growth.

D. Global Learning & Development Platform

We provide a premier learning and development platform, offering practical learning experiences to enhance employability in locations such as India. Our program equips students and early-career professionals with the competencies required for global career growth.

- 25% of economically disadvantaged candidates are sponsored.
- 50% of seats are reserved for inclusive participation.
- Success rate upon course completion: 99%.
- Alumni engagement rate: 100%.
- Trainer satisfaction: 4.9/5
- Most graduates secure jobs post-training.



4. Governance and Accountability

Our CSR programs are managed by a dedicated CSR Committee ensuring value alignment, regulatory compliance, and transparency. Regular internal reviews are conducted to assess effectiveness and measure impact.

- Zero compliance violations reported during FY 2024.
- Annual CSR review meetings held for program evaluation.

5. Employee Development and Internal Upskilling

We are equally dedicated to the development of our employees. Through professional development training, leadership workshops, and skill-based programs, we empower our team to reach their full potential.

- Continuous Talent Development (CTD) programs conducted.
- 90% employee satisfaction (internal survey).
- Enhanced digital and communication skills across all departments.

6. Governance, Thought Leadership, and Community Knowledge Sharing

Our commitment extends beyond organizational boundaries. We produce informative content for U.S. government contractors and proposal writers globally, enabling them to navigate the complexities of federal contracting effectively. This knowledge-sharing initiative reflects our belief that empowering professionals contributes to a stronger, more capable industry ecosystem.

7. Commitment to Sustainability

iQuasar continually evolves its CSR efforts by adopting sustainable practices across all operations. We emphasize digital documentation and energy-efficient processes to reduce our environmental impact.

8. FY 2024 CSR Impact Metrics

Educational Workshops Conducted	30+
Total Participants Trained	400+
Blood Donation Drives	2
Employee Volunteer Participation	85%
Community Partnerships Established	3
Success Rate in Learning Programs	99%
Trainer Satisfaction Score	4.9/5

9. CSR Goals for FY 2025

- Expand educational outreach to 600+ students globally.
- Launch AI and Digital Literacy Program for underprivileged youth.
- Attain 100% employee participation in at least one CSR initiative.
- Implement measurable carbon reduction strategies.
- Increase volunteer participation by 30%.

10. Conclusion

At iQuasar LLC, our purpose extends beyond business success. Through our CSR programs, we aim to foster inclusive growth, create learning opportunities, and make meaningful contributions to communities across various geographies. Together with our employees, partners, and clients, we continue to drive impact in an ethical, sustainable, and purposeful manner.