



pollinate group

Empowering Lives, Sustainably



POLLINATE GROUP ANNUAL REPORT 2025

EMPOWERING WOMEN. CREATING LASTING CHANGE.





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Executive Summary

Empowering Women to Build Stronger Communities and a More Resilient Future.

2025 marked a year of disciplined growth, strengthened partnerships, and measurable impact for Pollinate Group.

Across India and Nepal, 557 women micro entrepreneurs were engaged in Pollinate Group ecosystem, with 469 women micro entrepreneurs actively running businesses and expanding last-mile access to clean energy and essential products.

Through their efforts:

- 23,000 individuals gained improved access to clean energy and essential services
- 12,000 essential products were distributed
- 82,480 hours of time were saved, primarily for women
- 3,920 tonnes of CO₂e emissions were reduced

Nepal achieved record product revenue in 2025, driven by diversified product sales, including 1,857 kitchen items, 1,800 LED bulbs, among many others, reinforcing the strength of a women-led, clean energy distribution model.

Community insights gathered across 253 communities highlighted both progress and persistent barriers:

- 59% of surveyed communities lack electricity
- 74% cite lack of finance as the primary barrier to entrepreneurship
- Nearly half of active entrepreneurs lack independent smartphone access

These findings reinforce the importance of Pollinate's integrated approach combining business training, digital inclusion, access to finance, and sustained mentorship.

In parallel, the organisation strengthened governance, refined its model through the Miller Centre Fall In-Residence Program, expanded into new districts across India, deepened digital adoption efforts, and strengthened global partnerships.

2025 demonstrated that women-led clean energy entrepreneurship is not only viable but also scalable when built on trust, accompaniment, and strong partnerships.



Message from the Board Chair



It is a privilege to once again introduce Pollinate Group's annual report.

Over the past year we have continued to empower women across India and Nepal, building resilient entrepreneurs and addressing energy poverty in communities that are too often overlooked. At the heart of our work is a simple but powerful belief: when women are supported with the right tools, training and networks, they drive lasting economic and social change.

Our progress is only possible because of strong partnerships. We are deeply grateful to the individuals and organisations who walk alongside us. To those who supported and participated in our Fellowship Program, it has been encouraging to see engagement strengthen and momentum build once again. Your contribution of time, expertise and advocacy plays an important role in sustaining our model. To our philanthropic supporters in India and internationally, thank you for your trust and investment.

Your partnership enables us not only to deliver impact today, but to refine, strengthen and scale our approach for the future.

I would also like to acknowledge our team in Nepal, who this year achieved record sales and impact through a series of new initiatives. Their leadership, discipline and commitment to innovation demonstrate what is possible when local teams are empowered to adapt and grow within our shared framework.

Like any organisation, we have experienced change. During the year, we farewelled two long-standing employees and, more recently, some directors who have contributed significantly to Pollinate Group's journey. I want to sincerely thank each of them for their years of service and dedication. Their efforts have helped shape the organisation we are today. I would also like to acknowledge the leadership of our CEO, Sujatha Ramani. Sujatha and her team continue to guide Pollinate Group with clarity of purpose and a deep commitment to the communities we serve.

As we look ahead, we remain focused on deepening our impact while continuing to innovate. The challenges of energy poverty and economic exclusion are complex, and we know we must continue to evolve our model to address them. We are committed to accelerating and expanding our work, and we look forward to partnering with others who share our vision of inclusive, sustainable growth led by women entrepreneurs.

Thank you to everyone who has contributed to our mission over the past year. Together, we are building opportunity, resilience and lasting change.

With gratitude and determination
Scott Watkins
Chair, Pollinate Group

Message from the CEO



When I reflect on 2025, I see women standing taller.

Across India and Nepal, women who once had no income, no digital access, and limited agency are now running micro-enterprises, distributing clean energy and essential products, and building confidence within their communities. This year alone, 317 women micro entrepreneurs were actively supported across our geographies. Together, they helped reach over 23,000 people, distributed more than 12,000 essential products, and contributed to 3,920 tonnes of CO₂e emissions reductions. Behind every number is a woman reclaiming dignity and a family moving closer to stability.

In Nepal, we witnessed record revenue growth driven by women entrepreneurs expanding last-mile access to clean energy and household essentials. Across regions, women strengthened their digital capabilities, increased their income streams, and deepened trust within their communities. These outcomes are not accidental; they are the result of long-term partnership, patient capital, and sustained accompaniment.

Yet we remain clear-eyed about the challenges.

Many of the communities we serve still live on less than \$2.15 per day. Nearly half of our active entrepreneurs do not yet have independent access to smartphones. Access to finance and vocational training remains limited. Patriarchal norms continue to shape opportunity. Scaling responsibly while maintaining impact depth requires discipline, strong governance, and ongoing investment in people and systems.

This is where your partnership matters most.

Your support does not fund short-term outputs. It fuels transformation. It enables a woman to move from no income to stable earnings. It allows a household to replace polluting fuels with clean alternatives. It builds digital confidence where exclusion once prevailed. It strengthens local ecosystems so that change endures beyond a single intervention.

Pollinate Group is not simply distributing products. We are building women-led economic pathways that intersect poverty alleviation, gender equity, and climate action. We are refining our model to ensure stronger margins, deeper digital inclusion, and disciplined scale toward our 2030 vision of financial sustainability and expanded impact.

To our donors, supporters, and partners: thank you for walking alongside us. Your trust allows us to remain bold, adaptive, and grounded in community realities. When women rise, communities transform. When we act together, lasting change is not only possible, it is inevitable.

With gratitude and determination

Sujatha Ramani
CEO, Pollinate Group

About Pollinate Group

Pollinate Group believes lasting change is built together. Since 2012, its mission has been to transform lives in India and Nepal by addressing poverty and expanding access to clean energy. What began as a small initiative distributing clean energy products has grown into a powerful ecosystem of women leaders, field teams, partners, and supporters, all united by a shared vision of dignity, opportunity, and sustainability.

Pollinate Group's journey evolved from providing safer energy solutions to empowering women as entrepreneurs. Today, women from marginalized communities stand at the heart of the model. They are not just product distributors; they are business owners, community leaders, and changemakers. With training in financial literacy, sales, communication, and digital skills, they build thriving micro-enterprises that deliver solar lanterns, clean cooking solutions, and other essential products that improve everyday life.

At Pollinate Group, growth is never individual; it is collective. When women rise, families thrive. When communities gain access to clean energy and financial tools, futures become brighter. And when Pollinate Group works together with partners and communities, step by step, a more sustainable and equitable tomorrow is built.



Shared Vision and Mission



Mission

Empowering Marginalised empower women as leaders of change to distribute products that improve health, save time, and save money for the world's most neglected communities.



Vision

A world where women are equipped to lead their communities out of poverty.

Impact Model: Built Together

Pollinate Group's social business model is grounded in delivering deep impact. It brings together women micro-entrepreneurs, field teams, supporters, and partners to create a sustainable pathway to development while balancing economic opportunity with long-term social and environmental progress.

This shared model rests on three interconnected pillars:



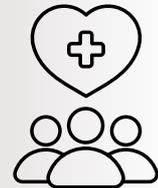
Economic Independence for Women

Women earn reliable incomes through their micro-enterprises, strengthening household stability and enabling families to move toward financial security.



Digital Empowerment

Through access to training, tools, and platforms, women gain digital confidence, supporting business and income growth, continuous learning, and inclusion in formal financial systems.



Cleaner, Healthier Communities

The distribution of clean energy, health and hygiene, and sustainable household products reduces health risks, cuts pollution, and creates safer living environments for entire communities.

Theory of Change: From Opportunity to Lasting Impact

Pollinate Group's Theory of Change charts a clear, evidence-driven pathway from opportunity to lasting impact. By recruiting and equipping marginalized women to become entrepreneurs through business and digital skills training, access to smartphones, and distribution of clean energy and life-improving products, Pollinate unlocks immediate gains in income, enterprise ownership, and household efficiency. These shifts translate into stronger agency for women, accelerated digital and financial inclusion, and meaningful reductions in household emissions. Over time, this work contributes to fewer families living in poverty, more women stepping into leadership, and communities that are healthier, safer, and more climate resilient. The result is a sustained improvement in quality of life for households across underserved regions of India and Nepal, demonstrating how gender equity, poverty alleviation, and climate action can advance together through locally led entrepreneurship.

How Pollinate Group Creates Lasting Change

Pollinate Group equips marginalized women to become entrepreneurs and community leaders through:

- Business skills training and ongoing mentorship
- Digital literacy and smartphone access
- Clean energy and life-improving product distribution
- Sustained field support and ecosystem partnerships



Immediate Impact

- Women become active entrepreneurs
- New income streams are created
- Households adopt energy-efficient solutions
- Digital participation and cashless transactions increase



Transformative Outcomes

- Women own and lead their businesses
- Annual incomes rise steadily
- Families save time and reduce household costs
- Communities lower carbon emissions



Enduring Legacy

- Fewer households live in poverty
- Women Assume leadership role
- Digital access strengthens across communities
- Homes become safer, healthier, and cleaner

Community Connection & Collective Strength



In 2025, Pollinate Group welcomed long-standing supporters into its field operations across India creating space for deeper connection, reflection, and shared learning. These visits strengthened relationships that have grown over years of collaboration, grounding partnerships in lived experiences alongside communities and women micro entrepreneurs.

In October, **Alexie Seller**, Co-Founder of Pollinate Group, returned to the field to meet with women micro entrepreneurs for the first community visit since 2019. The visit was a meaningful moment of reconnection, offering the opportunity to listen, learn, and witness the growth shaped collectively over time. Walking alongside women micro entrepreneurs, the visit reflected not just progress achieved, but the enduring partnerships that continue to nurture resilience, confidence, and possibility within communities.

Fellowship Milestones in 2025

In October 2025, Pollinate Group hosted a one-week professional fellowship for six Worley employees who traveled from around the world to Bengaluru. They gained immersive experience working with India's most marginalized communities, applying their expertise to address critical challenges faced by women micro entrepreneurs. The program featured expert sessions on critical thinking, empathy, and CSR, alongside field immersion that revealed the transformative power of impactful programs on women's lives.

The Worley team worked alongside Pollinate Group teams and community members on initiatives that supported women micro entrepreneurs and strengthened community resilience. Their engagement focused on enhancing digital financial literacy, conducting community needs assessments, addressing the digital divide, encouraging greater adoption of mobile applications among marginalized women, and contributing to partnership outreach efforts.



Reflections from the Worley Fellows

The Worley Fellows shared reflections on their experience working alongside Pollinate Group and engaging closely with women entrepreneurs and communities during the fellowship.



Geetanjali Chaturvedi



“

Pollinate Group’s clean energy initiatives are transforming women’s lives in sustainable and measurable ways. By introducing renewable technologies and vocational training, they are creating economic opportunities, improving health outcomes, and promoting environmental responsibility. Their model not only empowers women but positions them as leaders and change-makers in their communities. I fully support their mission and applaud the impact they are making. Spending one week with them gave me beautiful insights to how the lives of their women micro entrepreneurs is being redefined. Coming so close to the communities was never a possibility before the fellowship. We saw and We felt! Pollinate is walking extra miles to bring a smile on their women micro entrepreneurs. Very heart warming and a truly enriching experience!

”



Cartigayen Murugaiyen



“

I’m Cartigayen from Worley New Plymouth, New Zealand office. I did attend this Worley–Pollinate Fellowship program, October 2025. During this fellowship, my key learning came from community visits with the women micro entrepreneurs, resilient women micro entrepreneurs lighting up homes with solar power. My greatest lesson: clean energy isn’t just light, it’s a spark of dignity, hope, and economic freedom for these vulnerable communities. Our collaboration, I would say, was electric through dynamic brainstorming sessions, engaging workshops, and insightful case studies. Worley–Pollinate partnership is our guiding star. Worley’s bold initiative and sustainability vision grew from skilled volunteering to fellowships like mine, rooted in shared UN SDG dreams. This alliance amplifies Pollinate’s mission and elevates Worley’s impact. Let’s keep this fire blazing. As Mahatma Gandhi said, be the change you wish to see in the world.

”

Expanding Access to Clean Cooking Solutions

Induction Cookstove Project 2025: Cleaner Futures Ignited

With SNV Nepal's vital partnership, Pollinate Group implemented the induction cookstove project to promote clean, energy-efficient cooking and enhance household health, environmental outcomes, and women's wellbeing. Between January and December 2025, Pollinate Group distributed 572 induction cookstove sets, directly benefiting households and indirectly influencing surrounding communities through improved health and lifestyle practices. The project's transparent implementation and measurable impact earned formal recognition from SNV, building continued confidence and support while paving the way for Phase 2 in 2026.



Key Outcomes



- ▶ Improving household health and indoor air quality
- ▶ Adopting induction cookstoves reduced reliance on traditional cooking methods, contributing to healthier indoor environments and lowering household exposure to harmful smoke.
- ▶ Enhancing wellbeing and time savings for women

By introducing cleaner, more efficient cooking solutions, the initiative reduced the time and effort required for daily cooking, supporting improved wellbeing and enabling women to engage more actively in household and livelihood activities.

Solar Water Pumps Initiative: Strengthening Climate-Resilient Agriculture

Pollinategroup's solar water pump initiative aimed to enhance agricultural productivity, reduce reliance on diesel-based irrigation, and strengthen climate resilience among farming communities. In 2025, six 2HP solar water pumps were installed across Kailali, Kanchanpur, Butwal, and Chitwan under Phases 2 and 3 of the programme. Implemented through partnerships, including with EFS, the initiative improved access to reliable irrigation and sustainable farming practices.

Key Outcomes



- ▶ **Enhancing reliable irrigation and productivity:** Solar pumps enabled consistent irrigation beyond monsoons, supporting off-season crops, higher yields, and sustained farmer livelihoods.
- ▶ **Reducing diesel dependence and costs:** Replacing diesel systems lowered fuel use and expenses, promoting cost-effective, eco-friendly farming.

Empowering marginalized women farmers with reliable water access saved time, strengthening livelihood security and boosting women's roles in agriculture and households.



Nepal 2025: Record revenue, radiant impact

Nepal achieved record product revenue, driven by women micro entrepreneurs distributing essential household, clean energy, and hygiene products across their communities. Sales included 1,857 kitchen items, 1,800 LED bulbs, 403 home appliances, 445 personal hygiene products, 127 reusable hygiene products, and six solar water pumpset. This strong performance reflected growing community demand and the expanding role of women micro entrepreneurs in last-mile distribution.

Key Outcomes



- ▶ **Empowering women's livelihoods:** Diversified products and booming sales generated stable, higher incomes, securing family futures and building lasting resilience.
- ▶ **Essential access for all:** Affordable clean energy, hygiene, and household essentials transformed community living standards and sustainable habits.



Pollinate Group's proven integrated model integrates livelihood growth with clean energy access, demonstrating scalable impact that inspires replication.

Our Communities and the People We Reach



Exploring Communities:

Every community holds the potential to thrive, even those facing the harshest economic realities. The families Pollinate Group works alongside are often scattered across temporary urban settlements and remote rural locations, where access to education, formal employment, and sustainable income remains limited. Many live on less than \$2.15 per person per day, navigating cycles of intergenerational poverty that require more than short-term relief to overcome.

Pollinate Group is present across seven states in India and three districts in Nepal, working with communities that have historically been underserved and overlooked. Despite the complexity of these environments, the collective commitment alongside of women micro entrepreneurs, field teams, and partners continues to generate steady, meaningful progress. Pollinate Group's approach focuses not only on economic opportunity, but on restoring dignity, agency, and hope within communities that have long faced systemic barriers.



The women micro entrepreneurs of Pollinate Group:

At the heart of pollinate Group's work are the women micro entrepreneurs who power the mission.

Women micro entrepreneurs come from diverse regions, with an average age of 27 years. Most have completed primary education, while a percentage have had no formal schooling. Many marry at a young age of earlier than 19, and enter adulthood with limited economic independence.

Before joining Pollinate Group:

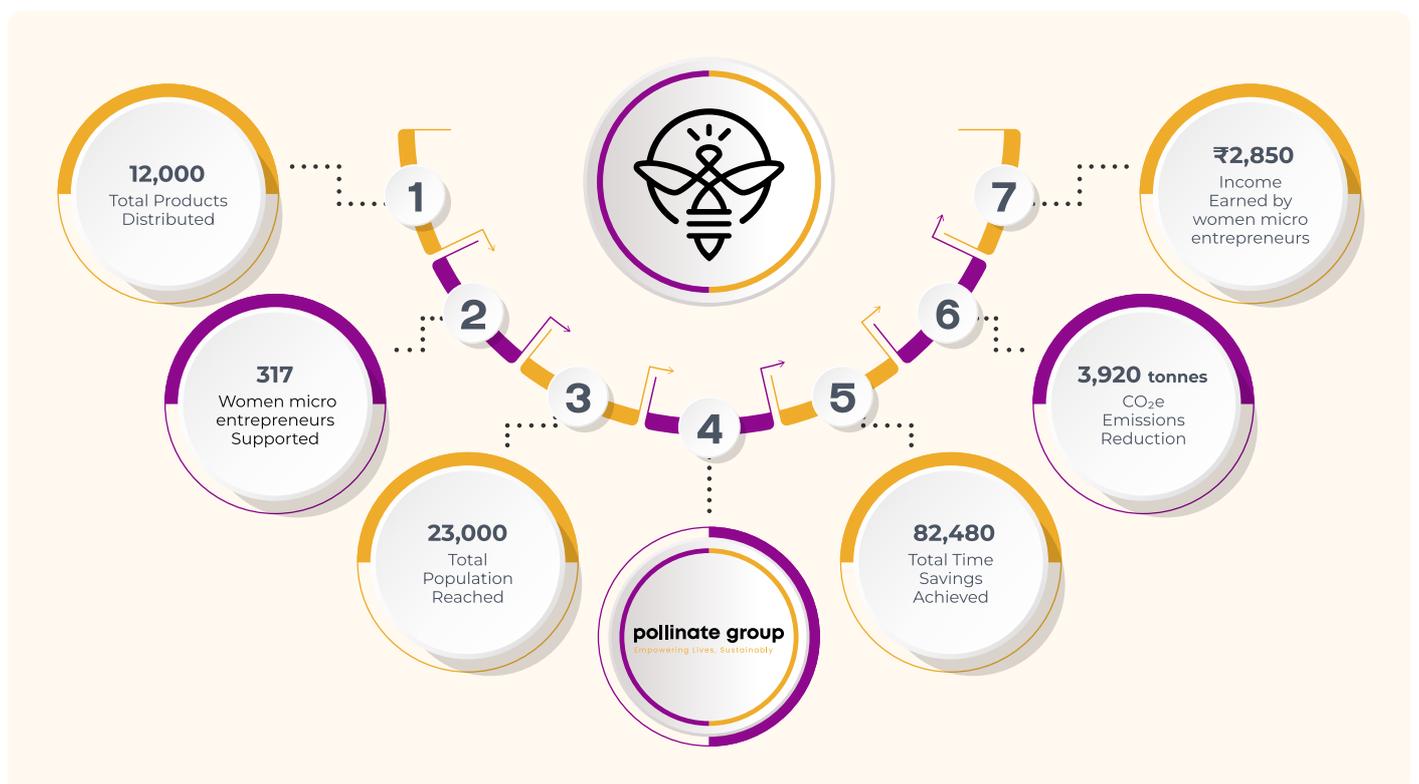
- 48% of women in India and 58% in Nepal had no income.
- 76% had limited or no access to capacity-building or upskilling opportunities.
- Many described feeling positioned at the margins of their communities.

Through business training, digital literacy, mentorship, and access to life-enhancing products, these women begin to shift that narrative.

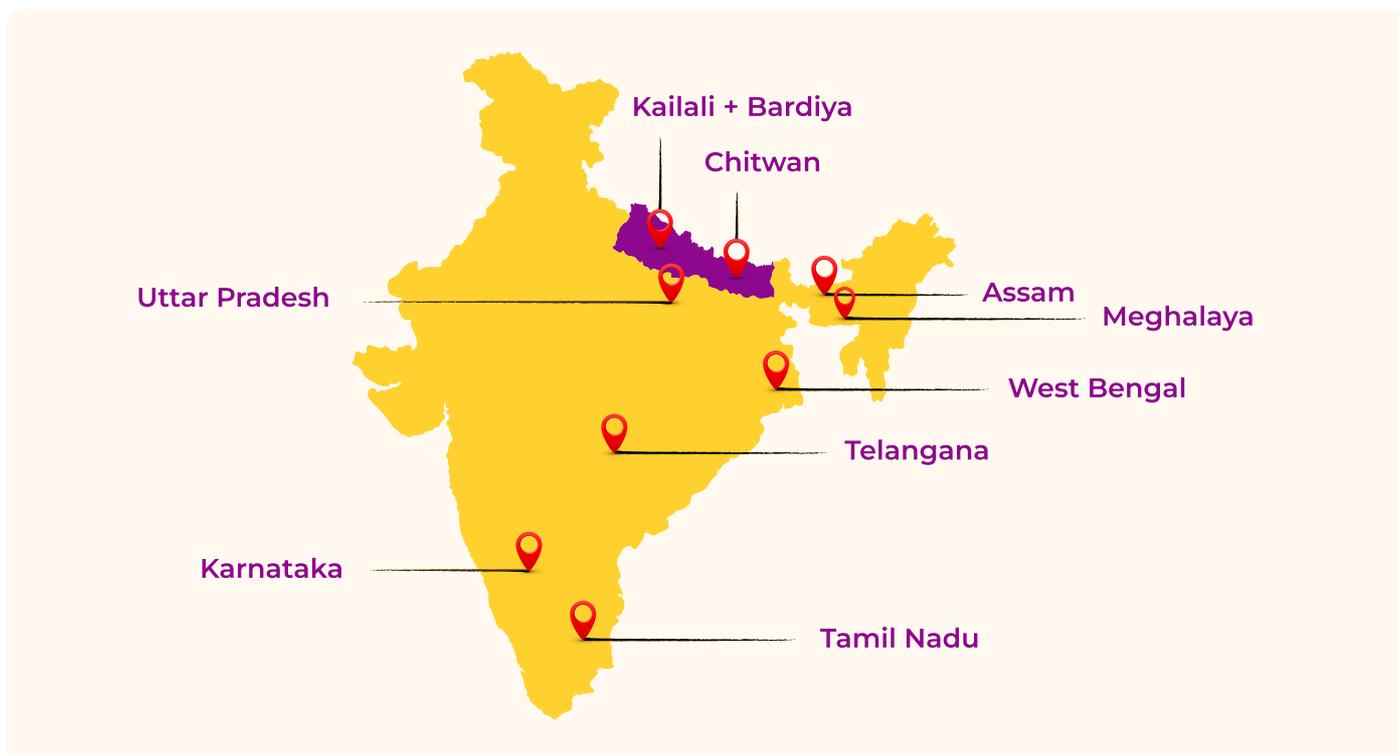
Transforming Communities: Impact to Date



Together, these outcomes reflect the strength of Pollinate Group's women centered approach to development. By placing women micro entrepreneurs at the heart of clean energy and livelihood solutions, the organization continues to deliver evidence-based, measurable social, economic, and environmental impact.



Expanding our reach across communities:



In 2025, Pollinate Group continued to strengthen its presence across existing operational states through a focused, partnership-led expansion strategy. Efforts centred on deepening community engagement in Karnataka, West Bengal, Tamil Nadu, and Meghalaya, enabling us to reach more women and strengthen pathways to entrepreneurship in regions where the model delivers lasting impact.

In Karnataka, Pollinate Group expanded into Chikkamagaluru and Hassan, working closely with local partners to support women's entry into entrepreneurship and strengthen last-mile delivery networks. These additions extended reach while building on trusted, long-standing community relationships.

In West Bengal, expansion into Canning and Balurghat enabled us to engage with new communities and broaden the network of grassroots partners. Through these collaborations, more women were supported to actively participate in income-generating opportunities and build sustainable micro-enterprises.

Pollinate Group also continued to build its presence in the district of Tamil Nadu, onboarding women from diverse socio-economic backgrounds as entrepreneurs. This expansion reinforced Pollinate Group's commitment to inclusion and created meaningful livelihood pathways in both rural and peri-urban contexts.

In Meghalaya, Pollinate Group deepened engagement in the Garo Hills and Khasi Hills, regions where geographic isolation and limited economic opportunities pose unique challenges. By strengthening partnerships and expanding support for women micro entrepreneurs in these districts, Pollinate Group advanced locally led enterprise development and extended access to clean energy and life-improving solutions in hard-to-reach communities.

Across these regions, expansion was not defined by geographic reach alone, but by the need for social change, strength of partnerships, the depth of community trust, and the growing confidence of the women micro entrepreneurs at the heart of the model.

Pollinate Group Impact Assessment

➤ Women micro entrepreneurs overview:

In 2025, Pollinate Group stood shoulder-to-shoulder with a vibrant network of 557 women micro entrepreneurs dedicated leaders transforming their communities. Of these, 469 women drove forward with unwavering commitment, actively engaging in business activities, while 88 remained inactive during the reporting period.

The focus shines on these 469 active women micro entrepreneurs, celebrating their earnings growth, business expansion, competency gains, and newfound digital access. By highlighting those who embraced support through sales, collections, training, and hands-on guidance from field teams, the profound outcomes achieved are revealed. Every contribution from donor partners fuels real momentum proving that pollinate group's work is not just about supporting women, but about igniting sustainable change, one empowered entrepreneur at a time.

Active women micro entrepreneurs:

A resilient woman entrepreneur thriving in business with Pollinate, bolstered by field teams via sales, collections, training, or ongoing engagement.

Inactive women micro-entrepreneurs:

A woman entrepreneur not participating in sales, collections, onboarding training, or support during the period.



➤ Digital Accessibility of women micro entrepreneurs:



Among the 469 active women micro entrepreneurs, smartphone access shows remarkable progress and a clear path forward. Already, 244 women (52%) personally own a smartphone, while 128 (27%) tap into family-owned devices. Yet, 95 women (20%) still lack smartphone access, relying instead on basic feature phones.

Nearly half (48%) face limited or no independent access, which can hinder their digital journey from placing orders and using digital payments to accessing training and showcasing products via apps. The opportunity is profound: expanding personal devices, skill-building, and on-ground guidance will empower these women micro entrepreneurs to thrive fully in the digital world, turning potential into lasting prosperity.

Access to a Phone	No. of Women micro entrepreneurs
Owens smartphone	244
Family members own smartphones	128
Button phone	1
No phone	95
Total	469

➤ Communities and Customers:

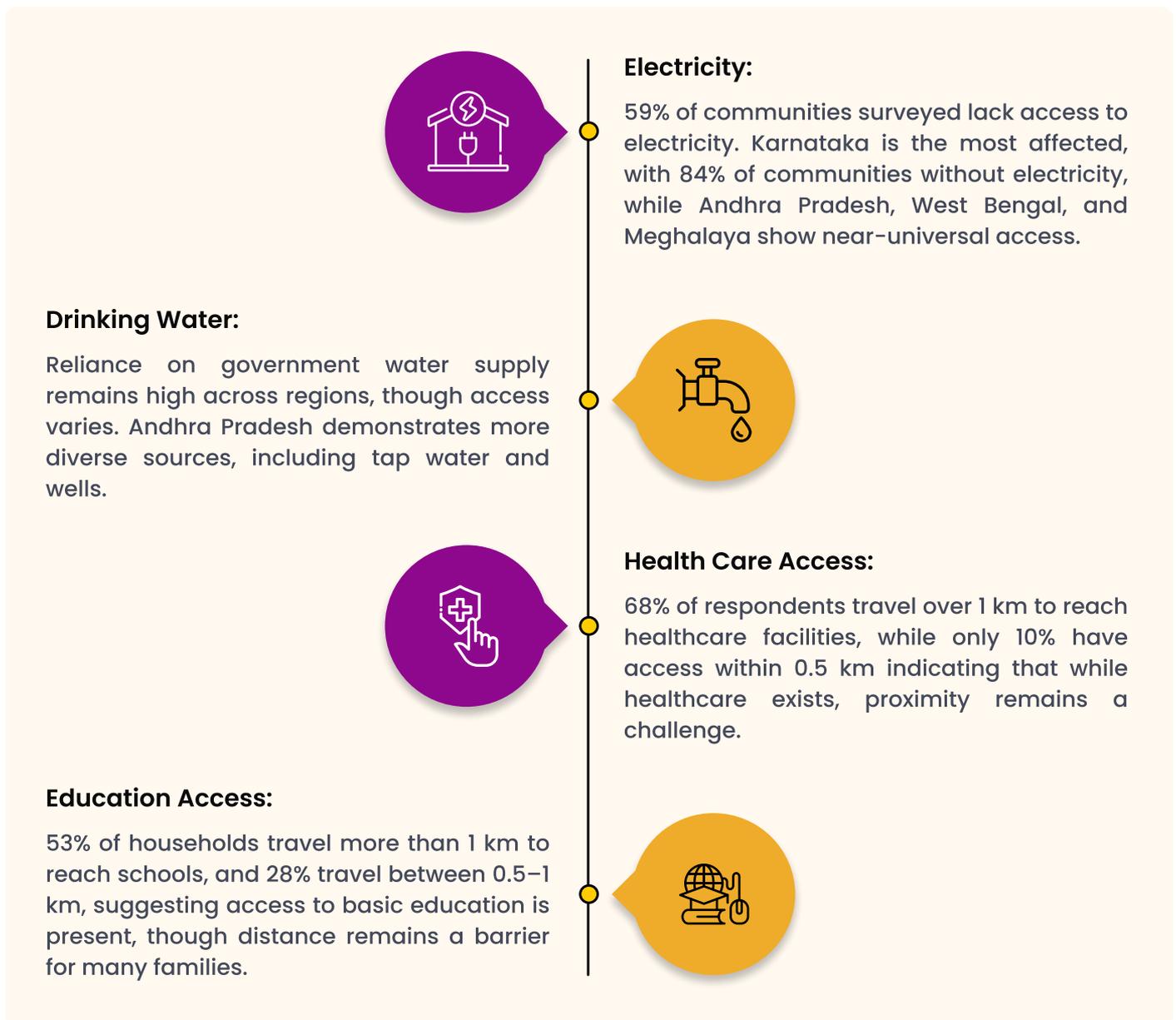
Understanding the everyday realities of the communities Pollinate Group works alongside is central to building solutions that are relevant, inclusive, and sustainable. In 2025, community and customer insights helped Pollinate Group and its partners better understand access gaps, household priorities, and the social dynamics shaping women's entrepreneurship.

Household Income

Face-to-face surveys were conducted across 253 communities in 7 states, with 165 in Karnataka representing the largest operational footprint, followed by West Bengal (24) and Andhra Pradesh (23).

Access to Basic Amenities:

Across surveyed communities, access to essential services remains uneven, shaping both daily life and economic opportunity.



These conditions underscore the importance of last-mile delivery models that bring essential products and services closer to households.

Household Priorities & Spending Behaviour of women:

Women across the communities served by Pollinate Group demonstrate clear and thoughtful priorities in household spending. Families consistently place food (78%) and education (68%) at the forefront, underscoring their commitment to nourishment today and opportunity for tomorrow. Health (44%) and shelter (26%) follow, reflecting the practical realities households navigate while striving for stability and resilience.

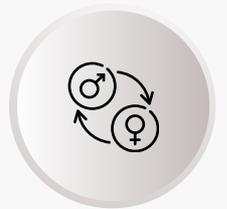


When it comes to purchasing channels, trust and familiarity play a defining role. Local markets (57% rated 4–5) and Pollinate groups (53% rated 4–5) are the most preferred channels, highlighting the strength of community-based networks and shared spaces. In contrast, door-to-door sales face greater resistance, with 45% rating them 1–2, reinforcing that relationships, credibility, and community trust are essential to meaningful engagement.

Together, these insights remind us that every purchasing decision is shaped by care, responsibility, and long-term hope for children, families, and future generations.

Gender Perceptions and Emerging Change:

Across surveyed communities, traditional gender norms continue to shape expectations and opportunities for women. A significant 72% of respondents expressed views aligned with traditional roles including the belief that only men should earn (29%), that women should not work outside the home (25%), and that women's responsibilities are limited to domestic duties (18%).



At the same time, encouraging signs of change are visible. 19% of surveyed individuals expressed progressive views, supporting the idea that both men and women can work equally.

These insights highlight both the depth of existing barriers and the growing momentum for change. Understanding this balance enables us to design targeted, community-sensitive interventions that expand opportunity, challenge limiting norms, and strengthen pathways toward gender equity.

Bridging the Skills Gap, Unlocking Opportunity:

Across the communities served by Pollinate Group, access to vocational training remains limited. Only 21% reported access to vocational training opportunities, while 62% received no training at all and 16% were unaware of available programs. These gaps significantly restrict pathways to stable livelihoods.



When asked about barriers to entrepreneurship, 74% identified a lack of finance as the primary constraint, and 51% highlighted skills and knowledge gaps as major obstacles. These insights underscore the importance of combining financial access with structured capacity-building to enable sustainable enterprise growth. Encouragingly, trust within communities remains strong; 53% of surveyed community members prefer to purchase from Pollinate within their communities. This preference reflects the strength of localised networks and the credibility built through women-led entrepreneurship.

These above findings help us reinforce the need for integrated solutions that address skills, finance, and trust, creating an ecosystem where opportunity can truly take root.

➤ Women micro entrepreneurs & Customer Acquisition Channels:

Customer acquisition patterns reveal the strength of trust and community relationships at the heart of the women-led model. An overwhelming 75% of customers are reached through recommendations from existing buyers, underscoring the credibility and confidence women micro entrepreneurs have built within their communities. This strong word-of-mouth network reflects not only product satisfaction but also the trust women micro entrepreneurs have earned as reliable local leaders.

At the same time, fewer customers are acquired through door-to-door engagement (10%), guidance from Pollinate staff (11%), and workplace outreach (4%). While referrals remain the most powerful growth channel, these findings highlight a meaningful opportunity to further strengthen and diversify outreach strategies.

By equipping women micro entrepreneurs with enhanced marketing tools, digital capabilities, and structured engagement approaches, Pollinate can help expand their reach beyond their immediate networks. This evolution will not only deepen income stability but also amplify their leadership, resilience, and long-term economic empowerment, ensuring that growth is both community-rooted and future-ready.

Insight 1

How women micro entrepreneurs build and expand their customer base



Types of Customers

The customer profile reflects the broad and inclusive reach of women micro entrepreneurs within their communities. A significant proportion of customers are working men (72%) and working women (46%), who are the primary buyers of Pollinate products. In addition, 27% of housewives and 26% of unemployed men are also customers, highlighting the active role non-earning family members play in household purchasing decisions. Less than 10% of customers are daily wage earners and domestic workers.

This distribution underscores the relevance and accessibility of clean energy solutions across diverse income groups and household roles. It also reflects the trust women micro entrepreneurs have built across different segments of their communities.

Proximity of Customers from women micro entrepreneurs:

The majority of customers are within a 1–2 km radius of women micro entrepreneurs residence. However, a notable 29% of customers are more than 3 km away. This reflects both the strong trust built within nearby communities and women micro entrepreneurs proactive efforts to expand their outreach and serve wider markets beyond their immediate surroundings.



Mode of Transportation of women micro entrepreneurs :

Women micro entrepreneurs adopt diverse mobility strategies to reach customers, reflecting both adaptability and determination to grow their businesses. A majority rely on private transport (35%) and walking (30%), enabling them to serve nearby communities efficiently. Approximately 20% use public transport to access wider markets, while 10% operate from home or small shops. A small proportion (5%) leverage relatives' shops as additional points of sale.

This distribution highlights the critical role of mobility in expanding market reach. At the same time, the ability to generate sales from home-based locations underscores the trust and credibility women micro entrepreneurs have established within their communities.

Accompaniment While Visiting Customers:

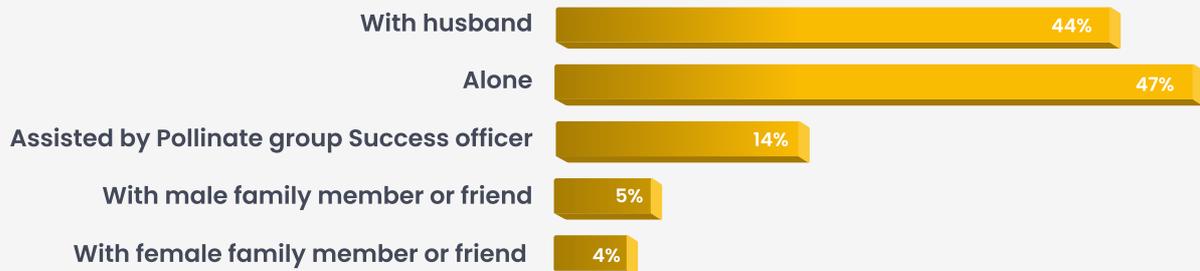
Nearly half of women micro entrepreneurs (47%) travel alone when visiting customers, demonstrating growing confidence and independence in managing their enterprises. Meanwhile, 44% are accompanied by their husbands, reflecting continued family involvement and support. A smaller proportion travel assisted by Pollinate group Success officer (14%) or other family members and friends (less than 5%).

These patterns illustrate a balance between autonomy and support systems, with many women confidently navigating markets independently while still drawing on trusted networks when needed.



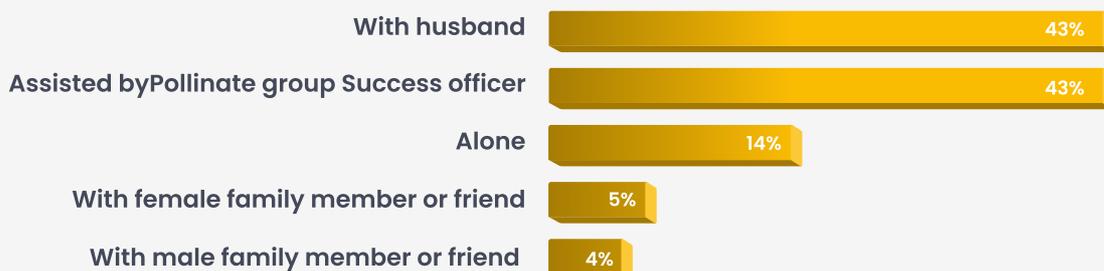
Insight 3

Mobility and Support Networks During Customer Outreach



Insight 4

Sources of Support in Entrepreneurial Decision-Making



Products That Power Dignity and Opportunity



At Pollinate Group, access to clean energy and essential household products is viewed as a pathway to reshaping everyday realities for families living in underserved communities. These products are not simply goods for sale; they are tools that unlock safety, health, time, and economic opportunity.

Pollinate Group's product portfolio is designed to address practical, everyday needs. Through the distribution of solar lights, solar fans, and solar irrigation pumps, households gain reliable, clean energy alternatives that reduce dependence on polluting fuels. Improved induction cookstoves help lower indoor air pollution, improve respiratory health, and reduce fuel expenses. Home appliances and kitchen tools, including pressure cookers and grinders, save time and ease the burden of daily domestic work, particularly for women. Access to health and hygiene products, such as sanitary pads and pain relief solutions, supports dignity, mobility, and overall well-being.

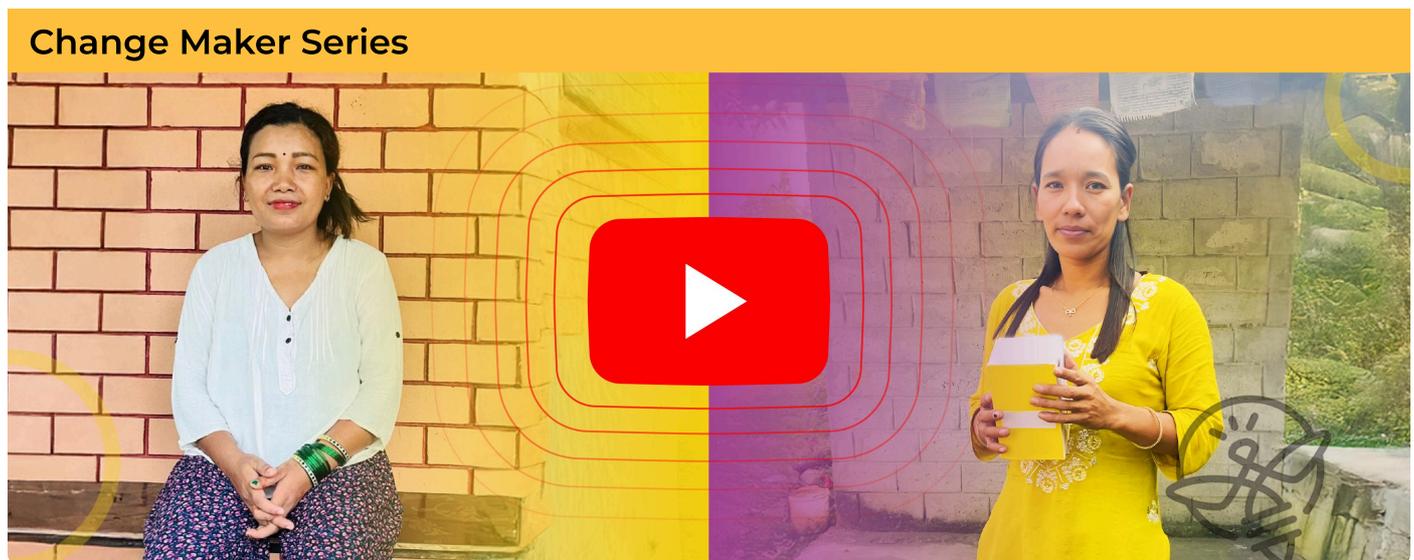
Each product distributed represents more than an output; it represents a shift toward safer homes, stronger financial stability, and improved quality of life.

As of 30 December 2025, Pollinate's community-led distribution model continues to deliver measurable and scalable impact across social, economic, and environmental dimensions.

- Supported **2,697** women entrepreneurs, enabling sustainable income generation and strengthening local leadership.
- Distributed **349,000** essential products, contributing to improved household access and wellbeing.
- Generated **2.92** million hours of time savings, enhancing productivity and quality of life across communities.
- Achieved **2.01** million tonnes of CO₂ emissions, advancing climate resilience efforts.
- Helped generate **11.57K** in income earned, strengthening economic stability for women entrepreneurs and their families.

Strengthening Campaigns and Fundraising in 2025

In 2025, Pollinate Groups strengthened the connection between supporters and the women at the heart of our work through the Changemaker Series. This storytelling initiative brought the voices, journeys, and lived experiences of women micro entrepreneurs to the forefront, closing the gap between narrative and reality.



Pollinate Group strengthened momentum for the Changemakers Giving Circle through quarterly virtual gatherings via its webinars, the Changemaker Series. These events connected global supporters in real time with women from the communities served, offering an opportunity to hear their stories up close and “live.” Participants from Australia, the USA, the UK, the Netherlands, India, and Nepal came together, creating a shared space for dialogue, learning, and solidarity.

Across locations including Bengaluru, Kolkata, Chitwan, and Hyderabad, internal teams hosted women micro-entrepreneurs who courageously shared their journeys in their own words. These live sessions provided women micro-entrepreneurs with a platform to reflect on their growth, challenges, and aspirations as they progressed through the program. The events boosted morale by offering women micro-entrepreneurs a global platform to share their journeys.

Each event showcased diverse stories from across the Indian subcontinent:

February – Lakshmi (Bengaluru)

Lakshmi spoke about her entrepreneurial journey and her hopes for her children’s education and future ambitions.

May – Monoara (Kolkata)

Monoara shared her passion for advancing menstrual hygiene awareness within her community.

August – Manu and Sital (Nepal)

They reflected on their aspirations for greater autonomy and expanded beauty and wellness services for women.

November – Rani (Hyderabad)

Rani recounted her transition from community nurse to community solar light entrepreneur, highlighting resilience and reinvention.

Through these events, supporters witnessed firsthand the confidence, leadership, and transformation of women building sustainable livelihoods in their communities. The Changemaker Series continues to deepen relationships, amplify women's voices, and reinforce the collective power of partnership in driving inclusive growth.

Annual Campaigns: The Ripple Effect of Empowering Women



Pollinate Group strengthened the connection between supporters and the women at the heart of its work by elevating women's voices and placing lived experiences at the forefront of storytelling.

Through its Mid- and End-of-Year 2025 Giving Campaigns, Pollinate Group created meaningful and accessible opportunities for supporters to engage with the mission. These personalized appeals helped donors better understand the depth and journey of the work. By sharing insights from the field—particularly the role of peer-to-peer learning and group training—the campaigns demonstrated that entrepreneurship development unfolds in iterative stages.

Pollinate Group's model is built on long-term accompaniment. The organisation walks alongside women micro-entrepreneurs through progress and setbacks, providing sustained mentorship and support as they grow their enterprises. Each contribution received during these campaigns strengthened the organisation's ability to innovate, adapt, and respond to emerging challenges.

Pollinate Group remains inspired by the resilience of women micro-entrepreneurs, who balance training sessions, customer outreach, and product distribution while navigating climate change, patriarchal norms, impairments, structural and institutional barriers, and unpaid care responsibilities within their families. Their perseverance continues to shape this commitment, and the partnership of supporters makes that commitment possible.

Vision for 2026 : Deepening Roots, Expanding Reach

Key Learnings and Future Strategies



In 2026, Pollinate Group will focus on three strategic priorities:

★ Digital First, Not Digital Optional

- Increase women entrepreneurs' independent smartphone ownership.
- Expand digital financial literacy and app-based order systems.
- Strengthen cashless transaction ecosystems.

Digital access is no longer a support function; it is a growth lever.

★ Income Stability Over Income Spikes

- Improve margins and product mix to increase consistent earnings.
- Strengthen repeat customer channels beyond word-of-mouth.
- Expand clean energy and essential product portfolios strategically.

Pollinate Group will prioritise income predictability over revenue volume.

★ Disciplined Scale Toward 2030 Sustainability

- Expand within high-trust geographies before new expansion.
- Deepen partnership-led growth.
- Strengthen governance, data systems, and performance measurement.
- Move closer to operational financial sustainability.

The 2026 ambition is not just to reach more women, it is to ensure every woman Pollinate Group support moves closer to lasting economic independence.

Pollinate Group in the Spotlight

RADA Annual Award 2025



In 2025, Sujatha Ramani, CEO of Pollinate Group, was honoured as the recipient of the RADA Annual Award winner. This recognition reflects not only her visionary leadership, but also the collective commitment of Pollinate Group teams, partners, and women micro entrepreneurs who are advancing clean energy-driven livelihoods across marginalized communities in India and Nepal.

Miller Center In-Residence Program



Sujatha of Pollinate Group was chosen to participate in the Miller Center Fall In-Residence Program a four-month, alongside 16 fellow impact entrepreneurs globally. Through structured mentorship and peer learning, the program provided valuable space to strengthen, execution, refine the business model, and sharpen the pathway toward responsible scale.

SOCAP 2025



Sujatha Ramani, CEO of Pollinate Group, presented the organisation's women led clean energy entrepreneurship model at SOCAP. The session amplified the collective work of women micro entrepreneurs, partners, and communities, sharing their impact with a global audience of supporters and impact investors.

The Partnerships Behind Impact

Donor Partners



Ministry of Foreign Affairs of the Netherlands



BeechfieldBrands

Network Partners & Other Collaborations



i=Change®



Reflections from Our Partners



Claire Kelly

Director International Portfolio

"Whole Foods Market Foundation is proud to partner with Pollinate Group in advancing economic empowerment for women entrepreneurs across underserved communities. This long-standing support has enabled Pollinate to scale a proven model that empowers women to build sustainable businesses, achieve financial independence, and strengthen their communities. We value this partnership for its measurable impact and its commitment to driving inclusive growth where opportunity is most limited."



Isabel Naylor

Naylor Stewart Family Foundation

"We have been supporting Pollinate for around a decade. We continue to be impressed with their ongoing commitment to providing marginalised women in India and Nepal with opportunities to support themselves and their families with sustainable micro-businesses. We've observed Pollinate's implementation of a skilled pivot to digital tools during the Covid-19 crisis, which further helped women to manage their businesses. The benefits to the extended community from these women-led businesses include clear environmental and health benefits."



Jeremy Meltzer

Founder & CEO

"It's a pleasure to support the work of the Pollinate Group. We're committed to backing the complex task of empowering women in some of the most low-resource and challenging settings across the Indian subcontinent."

Unlocking their potential holds high and unexpected returns. Helping fund this work, and getting out of the way is - I believe - our job. Supporting the Pollinate team to do what they do, is the best thing we can do."



Lizanne Kinghts

Trustee of the Knights Jabula Family Foundation

"The Knights Family Jabula Foundation has supported Pollinate for nearly 10 years. Throughout this time, despite global shifts and setbacks, the organisation has remained firmly committed to the empowerment of women in India and Nepal. It has embraced an ethos of participation, partnership and possibility at all levels of its operations, thus enabling upliftment, stability and sustainable growth for individual women micro entrepreneurs, their communities and the wider organisation."

People, Culture, and Learning

Voices from our team :



Aabhas Adhikari

Assistant- Manager Finance & Compliance, Nepal

"The consistent guidance, open communication, and mentorship from senior leadership have been instrumental in shaping my professional journey and deepening my commitment to the organization's vision. I feel immense pride in contributing to Pollinate Group's mission—one that not only creates sustainable livelihoods but also restores dignity, confidence, and opportunity to women whose potential too often goes unrecognized."



Ajay Kumar C

Accounts and Audit Assistant

"Happy to be part of organisation which is centred on bringing strength and empowerment to women and their family,so they can flourish with confidence and independence."



Gayathri C

Assistant Manager - People Culture Learning

"Being part of Pollinate Group means knowing that my work contributes to real, measurable change. In an environment where people are valued and supported to grow, I am able to work with purpose—helping strengthen women-led micro-enterprises and create sustainable impact across communities."



Likithanjali

Sr. Manager Sales Operations

"A service-oriented company is not what most of us initially imagine. It demands deep hard work, trust, love, and genuine intent from every individual in the team. Working for a meaningful cause is about restoring value and identity to people who are often made to feel invisible—and that responsibility must be carried with sincerity, not just words. That is exactly what the Pollinate team demonstrates through its actions every day."



Rajendra Man Karki

Operations assistant Kailali, Nepal

"Through my engagement with Pollinate Group, I have contributed to creating sustainable and inclusive pathways for women from marginalized communities whose significant roles within their families often remain unrecognized. It is a profound source of pride for me to enable innovative, income-generating opportunities that empower women traditionally confined to domestic spaces, fostering economic independence, confidence, and long-term social transformation."



Rakshika

Research Associate

"My journey with Pollinate Group began in February 2025, within a diverse team that has nurtured my skills along the way. I did not know what to expect when I stepped into this role, and that clean slate helped me get to know some of the best people in the social development sector. I have made some meaningful connections from my Philanthropy + Partnerships team and from the wider Pollinate Group team that I know will continue to nurture me. I enjoy bringing people together and my role gives me that chance exactly. Managing the Changemakers Series and Fellowships is a rewarding experience, which brings me closer to the women micro entrepreneurs. These projects are when I get to remain quiet and let them drive the conversations, it is better than 'passing the mic' because there is no mic in these instances. Visiting the communities and centering their experiences has helped me find humility and adaptability unlike ever before. I look forward to more experiences with them soon. I have matured a lot and I am truly so grateful for this opportunity."



Runa Tarafdar

Manager Partnership & Philanthropy

"At the heart of our work are women who turn resilience into enterprise. Their courage and determination continue to inspire everything Pollinate Group do."



Srilekha R

Account Executive

"My experience at Pollinate has been truly positive, with a very supportive team and a work culture built on strong values and mutual coordination. I sincerely look forward to growing together with the organization, where every effort is aligned with shared values and a common goal of professional growth."



Swati Sanketi Shetty

Head of Growth

"My work at Pollinate Group focuses on building partnerships that fuel sustainable scale. But beyond the numbers, Pollinate's impact is deeply human. Women who join our program gain more than income they gain confidence, leadership, and control over their economic lives. That transformation is what drives our growth strategy and long-term vision."



Shaik Noor

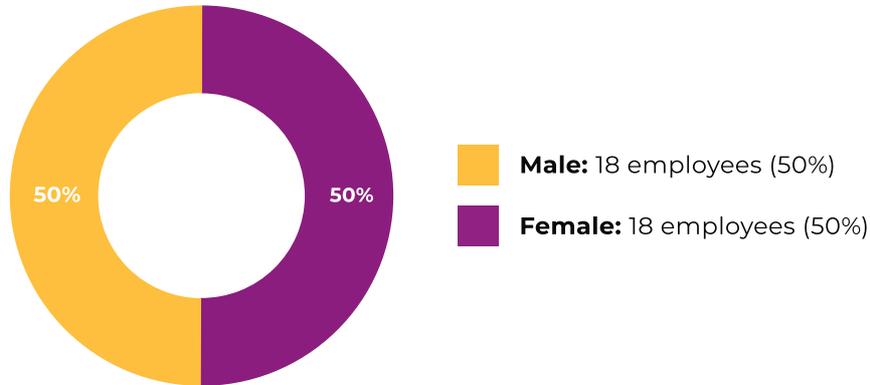
Technology Manager

"Pollinate Group use technology to create clarity, trust, and momentum. At Pollinate, we build smart, reliable systems that empower teams and women micro entrepreneurs to work with confidence and speed — enabling our mission of clean energy and women's economic empowerment to scale with impact."

Employee Demographics Overview :

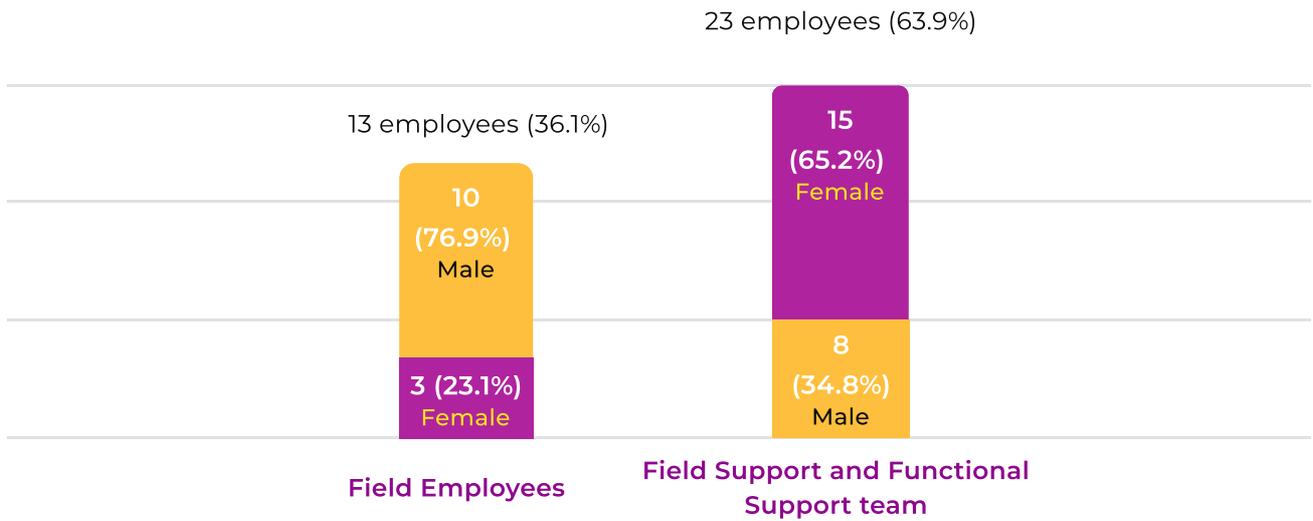
Insight 5

Gender Distribution



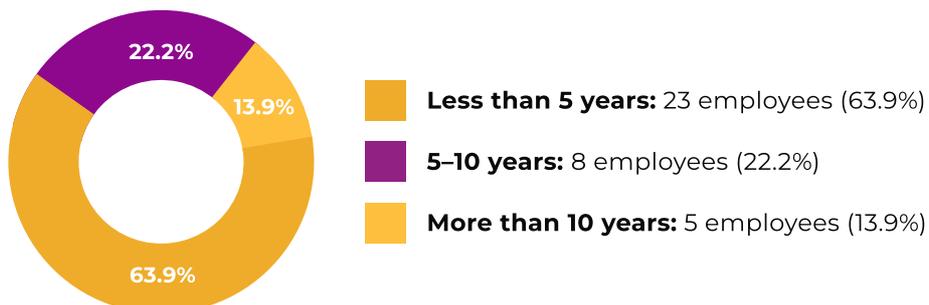
Insight 6

Role Distribution



Insight 7

Tenure Analysis



Our 2025 People Dashboard

Onboarding Summary

Category	Count
Employees Onboarded	10
• Field Employee Hiring	3
• Non-Field Employee Hiring	7
Interns Onboarded	4
Consultants Onboarded	1
Interns via Constellation Fellowship	2

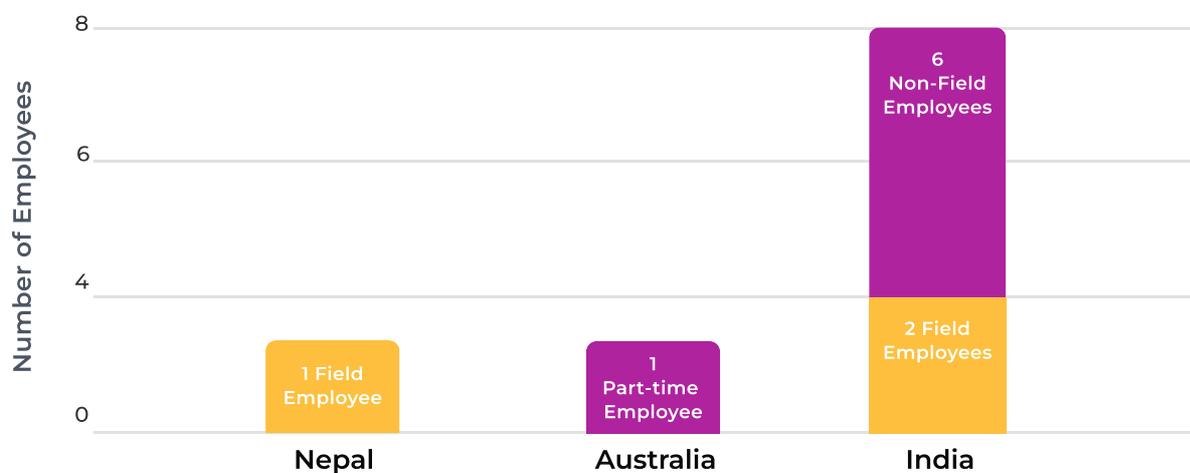
Exit Summary

Category	Count
Terminations	6
Total Resignations	9
• Resignation (India)	3
• Resignation (Australia)	1
• Resignation (Nepal)	5

Insight 8

Onboarding by Geography

Onboarding by Geography (Field vs Non-Field)



Key insights:

Support Roles

Support roles are led largely by women, with **65.2% female representation**, reflecting the vital role women play in strengthening organisational operations.

Field Roles

Field roles remain predominantly male, with **76.9% of positions held by men**, highlighting current workforce trends in on-ground program delivery.

Workforce

A growing organisation, with **63.9% of employees having less than five years' tenure**, indicating recent expansion and evolving team dynamics.

Geographic Reach

New hires in 2025 were onboarded across **India, Nepal, and Australia**, supporting multi-country operations.



Pollinate Group's workforce reflects dynamic growth and a strong commitment to women in leadership. Women lead 65.2% of support roles, driving organizational strength, while field roles show 76.9% male representation amid on-ground delivery trends. With 63.9% of employees having under five years' tenure, the team is expanding rapidly bolstered by 2025 hires across India, Nepal, and Australia to fuel multi-country impact.



Nurturing Connections, Celebrating Achievements, and Fostering Growth



Employee Engagement and Recognition

The work in communities is strengthened by the care, connection, and collaboration built within teams. In 2025, Pollinate Group continued to invest in employee engagement initiatives that nurtured well-being, celebrated diversity, and reinforced a shared sense of purpose across locations and roles.

Inclusive Engagement Initiatives:

Throughout the year, a range of engagement platforms supported regular interaction, cultural inclusion, and team bonding:

- ▶ **Thrilling Thursday** was conducted seven times during the year, creating informal spaces for employees to connect and engage. With over 75% active participation, the initiative played a key role in sustaining morale and strengthening connection across teams.
- ▶ **Virtual Tambola**, a festival-themed online engagement activity, encouraged enthusiastic participation and fostered a shared sense of celebration across locations.
- ▶ **Navaratri Celebrations** brought teams together through a vibrant nine-day, colour-themed in-person celebration, promoting cultural inclusion, joy, and togetherness.
- ▶ **The Annual Retreat** – Connection & Recognition offered dedicated time to strengthen interpersonal relationships, celebrate achievements, and reaffirm organisational values deepening bonds across teams.

Recognition and Well-being:

Recognising both individual and collective contributions remained a priority throughout the year.

- ▶ **Rewards & Recognition** framework featured 13 award categories designed to acknowledge performance, commitment, and impact across roles.
- ▶ **Through Employee of the Month**, one team member was recognised each month for exemplary performance and dedication. Awardees received a certificate of appreciation along with a personalised note from the CEO, reinforcing a culture of gratitude and motivation.
- ▶ **Employee well-being** was supported through Mandala, an initiative focused on balance, mindfulness, and holistic health. Fun with Future complemented this by fostering creativity, cross-team collaboration, and continuous learning helping employees prepare for future challenges together.

Listening to Our People:

To better understand employee experiences and perspectives, Pollinate Group conducted an organisation-wide employee satisfaction survey in 2025.

- ▶ **Scope:** 36-question survey
- ▶ **Objective:** To assess employee experience and perceptions of both roles and the organisation

Insights from the survey informed the creation of the “You Said, We Acted” framework, reinforcing Pollinate Group’s commitment to listening and responding meaningfully to employee voices. As a result, three new policies were introduced during the year:

- Marriage Gift Policy
- Referral Policy
- Menstrual Policy allowing a day off every month

These changes reflect Pollinate Group’s belief that a strong organisation grows through dialogue, care, and responsiveness.

Learning and Development

Continuous learning remained a shared priority in 2025. Over 12 training sessions were conducted across eight learning categories, covering policy awareness, functional skills, role-based learning, and refresher sessions. These initiatives supported individual growth while strengthening collective organisational capability.

Employee Spotlights

Stories of Impact and Leadership

At Pollinate Group, impact is shaped by people working together with purpose. In 2025, the dedication and leadership shown by team members across roles and regions reflected how individual growth, when nurtured within a supportive ecosystem, translates into meaningful outcomes for communities.



Amreen - Leading with Empathy and Action

Amreen reflects the spirit of Pollinate Group's work on the ground where empathy, trust, and action come together to create meaningful change. As a deeply committed member of the team, she consistently goes beyond her role to support women micro entrepreneurs and strengthen the communities they serve.

With a strong ability to listen and build genuine relationships, Amreen understands challenges at the grassroots and responds with practical, solution-oriented support. Whether taking on additional responsibilities or navigating complex situations, she approaches her work with resilience, care, and a clear focus on outcomes that matter to women micro entrepreneurs.

Her people-first approach, dedication, and quiet leadership make her not only a trusted ally to women micro entrepreneurs, but also a vital pillar of the Pollinate ecosystem demonstrating how individual commitment contributes to collective growth.

Rajendra Man Karki: Walking Alongside Communities



Based in Dhangadhi, Rajendra Man Karki has been part of the Pollinate Group journey since 2014. Over more than a decade, his work has focused on supporting some of the most marginalized communities, particularly women with disabilities who have long been excluded from economic and social opportunities.

Working closely with families at the community level, Rajendra has helped create pathways for women who were once confined to their homes, with little access to income or independence. With sustained support, trust, and opportunity, many of these women are now earning, saving, investing in their children's education, and confidently managing their households. Witnessing this shift from exclusion to empowerment has been one of the most meaningful outcomes of his work.

Reflecting on this journey, Rajendra shares his gratitude for the trust placed in him and the consistent support of colleagues and community partners. He acknowledges that progress has been possible only through collective effort by teams working together and by women showing resilience and determination every step of the way.

Rajendra's contributions have been recognized through multiple awards from Pollinate Group in Nepal from 2020, 2021, 2023, 2024, and 2025. These recognitions reflect not just individual commitment, but the shared purpose and strength of the communities and teams growing together.

The Power of Partnerships: Driving Collective Impact

At Pollinate Group, partnerships are not transactional they are built on trust, shared purpose, and a belief in collective progress. Every milestone reached is strengthened by organisations and individuals who walk alongside the mission, committed to creating sustainable livelihoods and lasting change.

Pollinate Group's partners engage deeply with communities co-creating solutions, investing in women's potential, and supporting community-led models that place local leadership at the centre. From expanding access to clean energy, to enabling women micro entrepreneurs to build resilient incomes, these collaborations help strengthen last-mile ecosystems and extend impact where it matters most.

Over the past year, partnerships have enabled us to move faster, learn continuously, and respond more meaningfully to community needs. They have shaped not just what is done, but how growth happens together.

The reflections that follow are shared by Pollinate Group's partners in their own words. They speak to a journey defined by trust, learning, and long-term commitment and to the belief that when collaboration is rooted in purpose, impact naturally follows.

Because when partnerships are rooted in purpose, impact follows.



Nanjappa Shetty

President

"Our partnership with Pollinate Group is a long-term commitment to enabling women to build sustainable livelihoods. Together, we are not just supporting income generation, but empowering women with confidence, skills, and agency to shape their own futures."



Piyush Saurabh Sharma

Founder, President & Executive Director

"In Assam, women carry the strength of their communities with them. Our partnership with Pollinate Group helps channel this resilience into sustainable income opportunities, enabling women to build dignified livelihoods for themselves and their families."



Shabana Begum

President

"With the right support and partnership, women at Shilpshree are building sustainable livelihoods and confidence to shape their own futures."

Transforming Lives Through Economic Empowerment



Hamida's Story: Growing Opportunity in Hogla

In the Hogla community of West Bengal, change has taken root through women like Hamida, a determined micro-entrepreneur who chose to reimagine her future in a place where opportunities for women are often limited. As a mother and primary contributor to her household, Hamida faced ongoing economic uncertainty and few reliable income options.

With the support of Pollinate Group, Hamida stepped forward to become a women micro entrepreneurs, joining a growing network of women micro entrepreneurs leading change within their own communities. Through her work, she now provides solar lamps and fans to households in Hogla, bringing safe, reliable light to families while building a sustainable livelihood for herself.

Today, Hamida earns a steady monthly income, which she reinvests in her daughters' education and her family's wellbeing. This stability marks an important step toward financial independence and long-term resilience. Along the way, training, access to resources, and ongoing mentorship have strengthened her entrepreneurial skills and confidence.

Hamida's vision extends beyond her own journey. She aspires to build and lead a team of women micro entrepreneurs, guiding others toward independence and showing what is possible when women grow together. Her story reflects a broader truth seen across communities: when local leadership is supported and opportunity is shared, collective progress follows.

Hamida's journey is one among many, yet it powerfully illustrates how community-led approaches and sustained partnership can unlock opportunity, strengthen local economies, and create lasting pathways to empowerment.





Manu's Story: Building Stability in Milijule Tole

In the Milijule Tole community of Nepal, limited economic opportunities have long constrained women's ability to build stable livelihoods. In 2019, Manu Ghising, a local micro-entrepreneur, was running a small meat shop that generated only modest income, leaving her household vulnerable to financial uncertainty and limited prospects for growth.

Seeking greater stability, Manu connected with Pollinate Group, gaining access to mentorship, digital training, and ongoing support. With this foundation, she was able to expand her entrepreneurial activities and diversify her sources of income. Today, Manu operates two small businesses, a meat shop and a grocery store, supplying essential goods such as sanitary pads and LED bulbs, creating a more resilient and sustainable livelihood for her family.

Through structured training, access to resources, and continuous mentorship, Manu has strengthened her digital capabilities and grown in confidence as a business owner. Beyond improving her own circumstances, she has become a trusted entrepreneur within her community, improving access to essential products and serving as a role model for other women exploring pathways to economic independence.

Manu's journey reflects the impact of community-led approaches rooted in partnership. When women are supported to grow their enterprises, local markets are strengthened, opportunities expand, and lasting pathways to empowerment begin to take shape for individuals, families, and communities alike.



Conclusion



Pollinate Group's 2025 journey reflects a maturing organisation that is balancing heart and discipline. We are seeing deeper income stability is emerging among active women micro entrepreneurs, alongside growing digital confidence. Measurable environmental and social outcomes are being documented. At the same time, systemic barriers remain clear poverty levels below \$2.15 per day, entrenched gender norms, limited access to finance, and digital exclusion.

Expansion across Karnataka, West Bengal, Tamil Nadu, Meghalaya, and multiple districts in Nepal was not growth for its own sake. It was partnership-led and impact-driven.

As Pollinate Group moves toward 2030, the focus sharpens around:

- Strengthening entrepreneur income consistency
- Increasing independent smartphone ownership
- Improving unit margins and financial sustainability
- Scaling without compromising accompaniment

The evidence remains clear: when women lead, systems shift. Pollinate Group remains committed to scaling responsibly, deepening impact, and ensuring that every woman entrepreneur supported moves closer to durable economic independence.

Consolidated Financial Statement

POLLINATE GROUP LIMITED AND CONTROLLED ENTITIES
ABN: 96 161 067 492

CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Revenue and other income			
Commercial Activities	2	791,851	929,566
Other revenue	3	<u>1,054,982</u>	<u>1,104,116</u>
		<u>1,846,833</u>	<u>2,033,682</u>
Expenditure			
International Aid and Development Programs Expenditure			
International Programs		(793,165)	(917,913)
Program Support Costs		(532)	(697)
Community Education		(4,023)	-
Fundraising costs			
Public		(139,963)	(136,424)
Accountability and Administration		(24,946)	(51,533)
Fellowship hosting costs		(11,933)	(23,594)
Research expense		(612,916)	(553,437)
Insurance expense		(1,051)	(1,058)
Professional fees		(11,996)	(16,966)
Other Expenditure		<u>(138,371)</u>	<u>(195,646)</u>
Total expenditure		<u>(1,738,896)</u>	<u>(1,897,268)</u>
Surplus before income tax expense		107,937	136,414
Income tax expense	4	<u>-</u>	<u>(255)</u>
Net Surplus from continuing operations		<u>107,937</u>	<u>136,159</u>
Other comprehensive income			
Items that may be reclassified subsequently to profit and loss			
Foreign exchange translation of Pollinate Group (US)		<u>(4,546)</u>	<u>(4,397)</u>
		<u>(4,546)</u>	<u>(4,397)</u>
Other comprehensive income for the year		<u>(4,546)</u>	<u>(4,397)</u>
Total comprehensive income		<u>103,391</u>	<u>131,762</u>

The accompanying notes form part of these financial statements.

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POLLINATE GROUP LIMITED AND CONTROLLED ENTITIES
 ABN: 96 161 067 492

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
 AS AT 30 JUNE 2025

	Note	2025 \$	2024 \$
Current assets			
Cash and cash equivalents	5	708,413	636,073
Receivables	6	54,987	81,521
Inventories	7	6,828	-
Other assets	8	<u>13,763</u>	<u>23,784</u>
Total current assets		<u>783,991</u>	<u>741,378</u>
Non-current assets			
Deferred tax assets	4	18,720	18,841
Property, plant and equipment	9	<u>7,268</u>	<u>7,780</u>
Total non-current assets		<u>25,988</u>	<u>26,621</u>
Total assets		<u>809,979</u>	<u>767,999</u>
Current liabilities			
Payables	10	95,078	152,230
Provisions	11	3,002	1,946
Refund liabilities		1,755	2,571
Other liabilities	12	<u>-</u>	<u>3,133</u>
Total current liabilities		<u>99,835</u>	<u>159,880</u>
Non-current liabilities			
Provisions	11	<u>-</u>	<u>1,366</u>
Total non-current liabilities		<u>-</u>	<u>1,366</u>
Total liabilities		<u>99,835</u>	<u>161,246</u>
Net assets		<u>710,144</u>	<u>606,753</u>
Equity			
Reserves		(29,048)	(24,502)
Accumulated surplus		<u>739,192</u>	<u>631,255</u>
Total equity		<u>710,144</u>	<u>606,753</u>

The accompanying notes form part of these financial statements.

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To view last year's annual report and financial statements, please visit: [Pollinate Group Annual Reports](#).

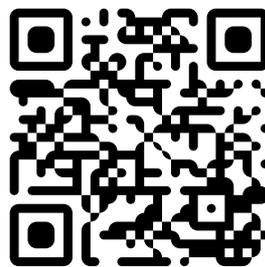


pollinate group

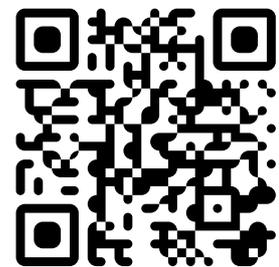
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Thankyou

Prepared by: partners@pollinategroup.org

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