

HAPPY WOMEN'S DAY

Engage | Encourage | Empower!

Journey at Triniti

Continuing to Engage, Encourage, and Empower within Triniti and Beyond

From 1 to 48 in 29 years

At the time of its inception in 1997, TASL had 1 female employee. And now, there are 48, that account for 26% of full-time employees.

International Women's Day 2026 Campaign Theme - #GiveToGain

"Focus on giving respect, funding, visibility, and support to advance women's economic empowerment, leadership, and health." – [International Women's Day 2026](#)

United Nations' Women's Day 2026 Theme – Rights. Justice. Action. For All Women and Girls

"Calls for action to dismantle all barriers to equal justice: discriminatory laws, weak legal protections, and harmful practices and social norms that erode the rights of women and girls." – [United Nations Women's Day 2026](#)

Dear Triniti,

Wish you all a very Happy Women's Day.

Our visit to the TASL office and the time we spent together at the social gatherings in Hyderabad were both meaningful and deeply inspiring for Srinath, me, and our three children. Meeting the entire team in person gave us a renewed appreciation for the remarkable group of women—and men—who represent our organization every day.

What stood out was not just the warmth of the welcome, but the clear, steady confidence with which each of you spoke and carried yourselves. It was the kind of quiet assurance that reflects commitment, pride, and purpose. More than anything, it showed the individual growth of each team member and the supportive environment we have built together.

As I listened and observed, it was clear that there was little need for speeches or advice. It was a moment for reflection: The young women in our organization already possess the voice, capability, and determination needed to shape their own futures. **The opportunity now lies in how they share that strength** - by lifting other young women in their families, communities, and workplaces.

In that spirit, it felt especially meaningful to realize that the International Women's Day 2026 theme is **#GiveToGain**. The idea resonates strongly with our journey as a company. When we give support, mentorship, opportunity, and encouragement to others, we create a cycle of growth that benefits everyone. The TASL team and Triniti as a whole embodies this spirit, and your confidence is a powerful reminder that when women support one another, the impact extends far beyond any single organization.

There is little doubt that empowerment becomes truly meaningful when it is shared. What will you **#GiveToGain** today?



Celebrations in 2025 @ Triniti

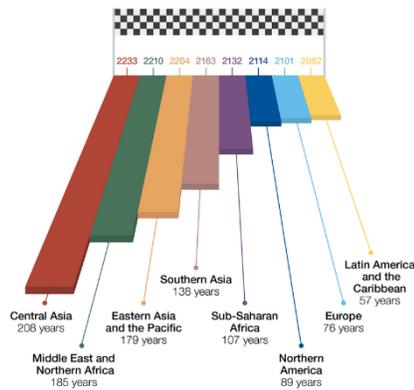


World Economic Forum – Global Gender Gap 2025 (Published Each year in June)

Here are the key findings from the World Economic Forum's Global Gender Gap Report (The full report can be [viewed on their website](#))

The World Economic Forum predicts that at the current rate of progress, full gender parity will not be reached for another 123 years.

At current pace, when will regions reach gender parity?



Source: World Economic Forum (2025), Global Gender Gap Report 2025.



Global Gender Gap

As the world navigates economic uncertainty, the future of growth is tied to achieving gender parity – which currently lies 123 years away.



Building the care economy

Women are more likely than men to take career breaks overall, and four times more likely than men to break for full-time parenting.



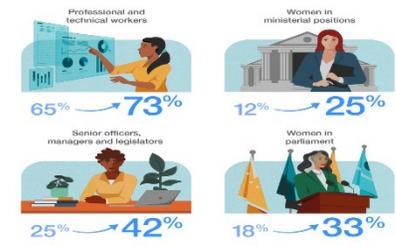
Making care a cornerstone of future-ready economies can unlock jobs, boost participation and drive inclusive growth.

Source: LinkedIn Economic Graph Research Institute.



Advancing gender parity

In just under two decades, global efforts advanced economic and political gender parity significantly. (Change in gender parity score* between 2006 and 2023)



* A 0-100 score showing how close an indicator is to gender parity. Source: World Economic Forum (2025), Global Gender Gap Report 2025.



A smarter economy puts women's skills to work

Women graduate from higher education at higher rates than men, yet tertiary-educated women hold only 29.5% of senior leadership positions.



We're building talent, but not using it. Tapping into women's skills means unlocking the full return on decades of investment in education for innovation and economic progress.

Source: LinkedIn Economic Graph Research Institute.



Key Findings

- Among the 148 economies covered in the 2025 index, the Health and Survival gender gap has closed by 96.2%, the Educational Attainment gap by 95.1%, the Economic Participation and Opportunity gap by 61.0%, and the Political Empowerment gap by 22.9%
- European economies continue to dominate the rankings and occupy seven spots out of the global top 10.
- Iceland (92.6%) remains ranked 1st, marking its 16th consecutive year at the top of the index. It continues to be the only economy to have closed more than 90% of its gender gap, while eight of the remaining top-10 economies have closed over 80% of their gap
- Based on current rates of progress, Educational Attainment is projected to reach parity in 17 years (improved from 20 years in 2024), Economic Participation and Opportunity in about 135 years (17 years closer than the previous estimate), and Political Empowerment in roughly 162 years. The timeline for Health and Survival remains undefined due to minimal long-term change.
- Political Empowerment continues to be the largest remaining gap globally, with only about 22.9% of the gap closed, despite being the dimension that has improved the most since the index began in 2006
- Women are enrolling and graduating at higher rates across the world. But their skills and talents are still untapped. Changing social norms along with building the care economy could be a key to overcome this

Rights. Justice. Action. For ALL Women and Girls

United Nations International Women's Day Observance

UN Commission on the Status of Women (CSW70)

International Women's Day (IWD), observed every year on 8 March, is a global occasion to recognize the achievements of women and girls and to advocate for gender equality. The United Nations uses this day to spotlight issues that still hinder women's rights and opportunities worldwide, and to mobilize political will and action to address them. ([United Nations](#))

The official UN theme for International Women's Day 2026 is "Rights. Justice. Action. For ALL Women and Girls." This theme emphasizes that:

- **Rights:** Women and girls must be able to enjoy full legal rights on an equal basis with men.
- **Justice:** Legal systems and protections need to be strengthened so women can access fair justice, protection, and redress.
- **Action:** Concrete steps must be taken to remove discriminatory laws, harmful norms, and barriers that limit equality. It calls for dismantling discriminatory laws and weak protections that disadvantage women in areas such as work, safety, family, property, business, and mobility. ([United Nations](#))

Did you know?

Women have only 64% of the legal rights that men hold worldwide.

If progress continues at its current pace, it will take 286 years to close legal protection gaps

In many countries, the law allows for early and child marriage, which erodes the full potential of about 12 million girls annually.

Key Context and Facts from the UN Observance

- The observance highlights that no country has yet achieved full legal equality for women and girls, and globally women hold only about 64% of the legal rights that men have.
- If current progress continues at its present pace, it could take centuries to close legal protection gaps worldwide.
- IWD 2026 is linked with the UN Commission on the Status of Women (CSW70), the largest annual global forum dedicated to gender equality, convening governments and civil society to advance women's rights. ([United Nations](#))

Purpose of the Day According to the UN, International Women's Day serves to:

- Celebrate achievements of women in social, economic, cultural, and political spheres.
- Raise awareness about ongoing gender inequality and access to justice challenges.
- Mobilize advocacy and action to accelerate gender equality and women's rights globally.

In short, the UN observance focuses on rights, justice, and concrete action to ensure women and girls everywhere can fully exercise and benefit from equal rights and protections under the law — while continuing to celebrate progress and call for accelerated change.

United Nations Theme of "Rights Justice Action for ALL Women and Girls"

&

Global Campaign of International Women's Day "Give To Gain"

Together, they remind us of how far we are from achieving equality

But these observances also remind us to recognize, value, and celebrate the progress, potential, and power of women everywhere.

Signs Of Progress and Sources of Inspiration

NASA's latest Astronaut Candidate Class is 60% female, a step forward for equality in the space sector.



Image: NASA - James Blair

For the first time, NASA's latest Astronaut Candidate Class includes more women than men. "The 10 men and women sitting here today embody the truth that in America, regardless of where you start, there is no limit to what a determined dreamer can achieve – even going to space," said Acting NASA Administrator Sean Duffy as the candidate class was announced in September 2025. "Together, we'll unlock the Golden Age of exploration." Read the full article by World Economic Forum [here](#) including how the first all-female spacewalk in 2019 from the International Space Station (ISS) was cancelled as only one spacewalk-ready medium-sized suit was available!

A U.S. scholarship thrills a teacher in India. Then came the soul-crushing questions



Image: NPR - Anupam Gangopadhyay

Joyeeta Banerjee in her classroom in India. She is an English teacher from Bankura, a district in a rural area of West Bengal, India. For 24 years she has taught first-generation learners - children who speak Bengali or Santali at home. During a fellowship in Pennsylvania, she writes, "I study and observe in schools that are modern and well equipped. Instructors are called "professionals," not "lady teachers." Students compose their essays on laptops instead of scraps of reused paper. Yet, even in these classrooms, I see female educators juggling motherhood, grading and exhaustion. Patriarchy, it seems, travels well; it only changes its tone. Read her op-ed [here](#).

Giving isn't subtraction; it multiplies possibilities for Everyone

On International Women's Day, United Nations reminds us that true equality requires legal rights, fair treatment, and access to justice for every woman and girl, everywhere. Unfortunately, these are not available to all.

Alongside this, the global #GiveToGain campaign—led by a separate international initiative—focuses on the power of generosity and support. It celebrates how every act of mentorship, advocacy, visibility, or guidance—whether offered by women or men—creates opportunities that ripple far beyond our teams and communities.

The 2025 Global Gender Gap Report shows progress in Education and Health, but gaps remain in Economic Participation, Political Empowerment, and legal equality.



What will you #GiveToGain?

What can you do?

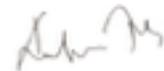
- Call for change to remove barriers and ensure fairness in every aspect of life for the young girls in your lives
- Remember that every act of support, guidance, visibility, or advocacy multiplies opportunity!
- Lift others through mentorship, encouragement, and opportunity
- Empowerment becomes meaningful only when it is shared. It has been proven at Trinity : confidence, talent, and leadership grow when we actively support each other.
- Continue to educate young girls and encourage/support them as they pursue their dreams and careers
- To all the women and girls – Have faith in your own strengths and abilities. And remember that asking for help is never a sign of weakness

So, what will you give to help someone else gain?

Thank you for your time and for doing your part. As always, please remember to call your mother or the maternal figures in your life and thank them for the gift of their time and for being catalysts in your growth. Trinity is undoubtedly a better place because of you. Thank you

With warm wishes to you and your families.

Yours Sincerely,



Kalpana Joshi Alamela
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