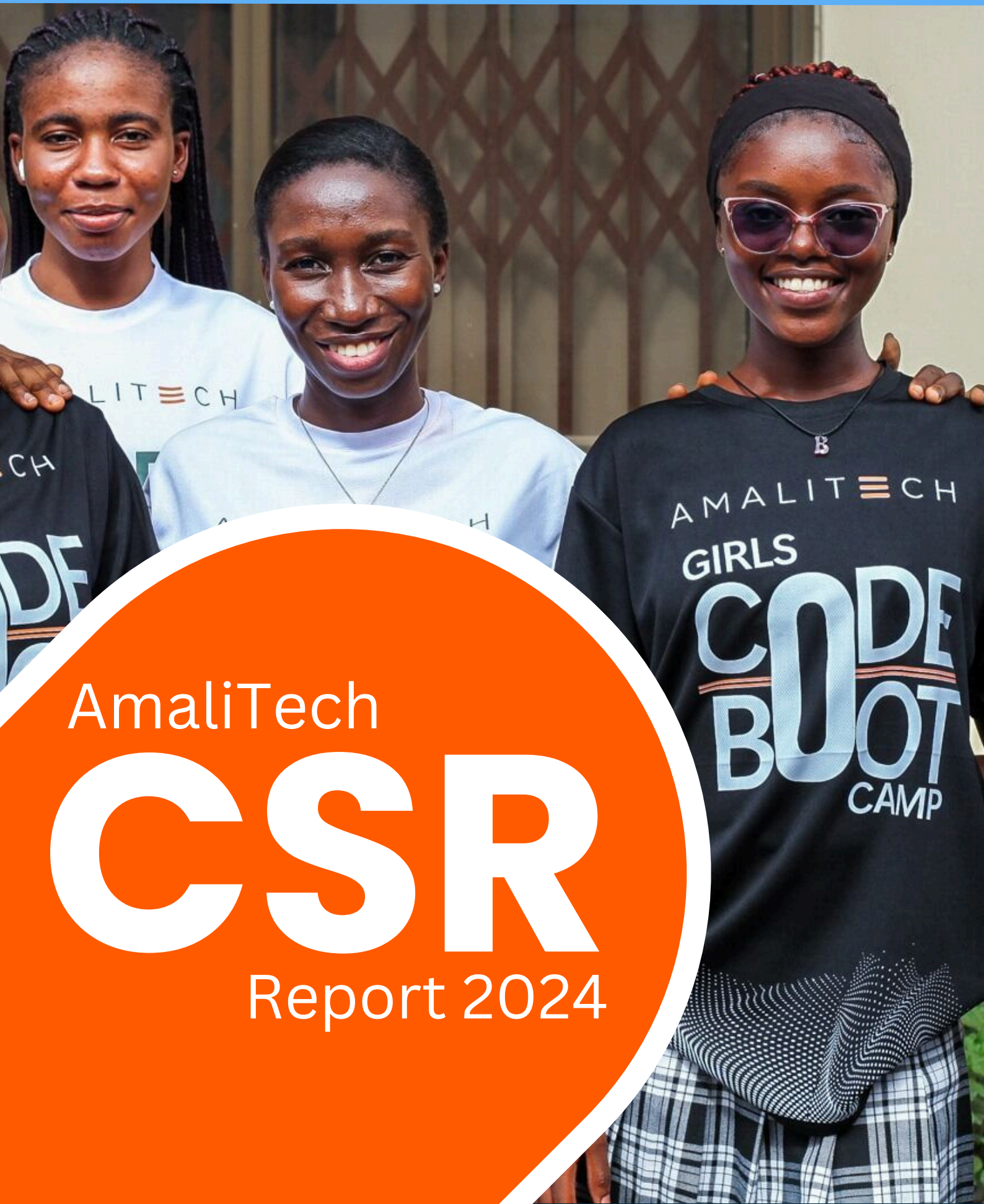


AMALIT≡CH



AmaliTech

CSR

Report 2024

INTRODUCTION

Equipping youth with the skills they need for future employment is not just a mission — it is a responsibility we take to heart. At AmaliTech, our corporate social responsibility drives us to empower disadvantaged groups, inspiring them to step confidently into the tech sphere.

As 2024 comes to a close, we extend our heartfelt gratitude to everyone who has supported our efforts. Your contributions have been pivotal in nurturing the next generation of tech leaders and bridging the digital divide in Sub-Saharan Africa.



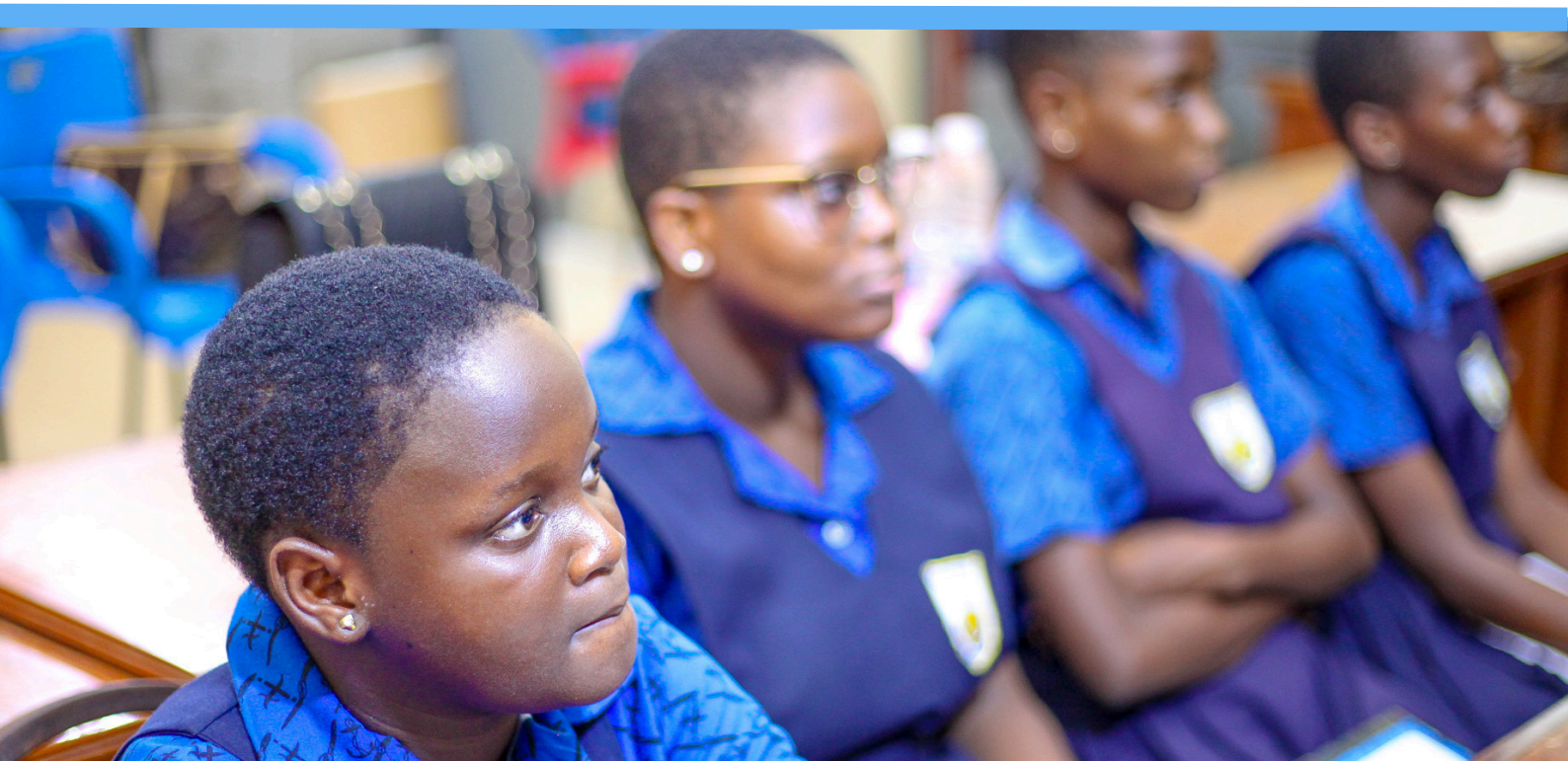
**WE HAVE IMPACTED OVER 3700 CHILDREN, TEENS, YOUTH
AND WOMEN**

This past year has been one of tremendous impact and growth. While challenges remain, the strides we have made reflect the collective dedication of our employees, partners, and benefactors. This report celebrates the progress we have achieved together and highlights the stories that underscore our commitment to creating a more inclusive and sustainable tech ecosystem.



CODING FOR KIDS

AmaliTech's Coding for Kids (C4K) initiative has evolved into a cornerstone of our mission to empower the next generation with essential digital skills and unlock their creative potential. Launched in 2021 in partnership with SOS Children's Villages, C4K began as a focused effort to introduce children aged 9 to 14 years, particularly from underserved communities, to the fundamentals of programming and technology. Over the years, the programme has significantly expanded, reaching over 2,200 children across Ghana and Rwanda. In Ghana, we've partnered with SOS Hermann Gmeiner Schools, Twin City Special School, and several public and private institutions to bring coding education directly into classrooms and communities. In 2023, the initiative was extended to Rwanda, where Coding for Kids clubs have been established in all SOS Hermann Gmeiner Schools, aligning with the national ICT curriculum and providing hands-on learning opportunities.



Through interactive sessions in Scratch, HTML/CSS, and Python, students gain more than just technical knowledge — they develop problem-solving skills, teamwork, and creative thinking that equip them for the tech-driven future. Special projects such as the "Coding for Special Kids" club and the annual C4K Coding Competitions provide inclusive platforms to engage all learners, regardless of their background or abilities, and celebrate their achievements.

AmaliTech's vision for C4K extends beyond basic coding education. By training ICT teachers, offering free and accessible sessions, and fostering partnerships with organizations like Access Bank (Ghana) PLC and RecellGhana ComputerLabs, we ensure that the programme continues to grow in scope and impact. With a strong focus on sustainability, innovation, and inclusiveness, C4K is shaping the future of young learners, and inspiring them to become the tech innovators and leaders of tomorrow.



Coding for Kids @ Rwanda

After signing a Memorandum of Understanding (MoU) and conducting an intensive training-of-trainers programme, we officially introduced Coding for Kids (C4K) clubs across SOS Children's Villages Rwanda schools in Kigali, Byumba, Kayonza, and Gikongoro. During our visits to these schools, we observed the excitement and active participation of students engaged in coding activities under the guidance of ICT teachers trained by AmaliTech. These clubs offered practical learning opportunities in Scratch for primary students and HTML/CSS for O-level students which align closely with the Rwanda Basic Education Board (REB) ICT curriculum, bridging the gap between theoretical concepts taught in classrooms and their practical applications.

At the end of 2024, AmaliTech has prepared another 25 schools in Rwanda for onboarding, with their teachers already trained and ready to launch coding clubs, paving the way for expanded access to technology education for even more young learners.

Coding for Kids @ Schools

In 2024, AmaliTech achieved a remarkable milestone by reaching more than 2,200 kids with additional 1,250 students set to begin their coding lessons soon. These students have presented over 25 student-initiated projects, where they applied coding to develop innovative solutions for real-world challenges. These projects included creating apps, games, and websites, providing the students with a practical and hands-on understanding of technology and its potential impact.

In implementing the train-the-trainer model, AmaliTech actively engaged over 100 ICT teachers in a total of 8 workshops, where they received insights on the latest tools and strategies to improve their teaching effectiveness, empowering them to inspire and mentor the next generation of technology innovators. They received login credentials to access our 2-month self-paced online training, during which they were guided and supported. This comprehensive approach ensures that both students and educators are well-prepared to thrive in the ever-evolving digital landscape.



In early February, our project teams worked closely with students from SOS Hermann Gmeiner School in Tamale, where they are already proficient in HTML/CSS, JavaScript, and Python. These students had the opportunity to gain practical experience within our service centre, where they learned about the professional world while honing their skills in coding. Beyond technical knowledge, they also gained valuable insights into teamwork, problem-solving, and the creative thinking that drives the tech industry forward.

In Sekondi-Takoradi, AmaliTech established a coding club at Twin City Special School, under the initiative we call "Coding for Special Kids" as part of our broader "Coding for Kids" programme. The children were introduced to the world of game development using Scratch, an experience that sparked their excitement and curiosity. Led by Pauline Atikpo from the CSR department, whose passion for teaching and technology was evident throughout the session, the children created their own games, giving them a solid foundation in coding while nurturing their creativity.



Coding for Kids Coding Competition

AmaliTech's C4K Coding Competitions serve as a platform to inspire creativity and recognize the potential of young programmers. The Western Region edition of the competition, held in collaboration with Access Bank (Ghana) PLC, brought together over 150 participants in Takoradi. These students, who have engaged deeply in coding clubs, showcased their proficiency in HTML and CSS. The event highlighted the shared commitment of AmaliTech and Access Bank (Ghana) PLC to fostering innovation and digital literacy.

Further cementing its dedication to excellence, AmaliTech, in collaboration with RecellGhana ComputerLabs, successfully hosted the Scratch Coding Competition at the Confucius Institute, University of Ghana. Held under the theme "Code for Change," the event challenged participants to create tech-driven solutions for social good. The competition highlighted the transformative power of technology in addressing community challenges and inspiring the next generation of innovators.

Coding for Kids has opened new possibilities for children, helping them see the world of technology in a new light. We are hopeful that the experience will inspire many of them to pursue IT careers in the future. Lois Young, our CSR team lead, expressed her pride in the programme, saying, "We're so proud to support these young minds on their journey to becoming future tech innovators."



PARTNERSHIPS

Over the years, we have collaborated with forward-thinking organizations that share our vision of empowering the next generation of technology leaders in Africa. These strategic partnerships have been pivotal in amplifying our impact, extending our reach to more schools, and unlocking diverse opportunities for children to explore and thrive in the world of technology.

Our partnership with RecellGhana Computerlabs (RGC), a collaboration that sets the stage for transformative digital education across Ghana, was established to fully equip schools with computer labs, establish the Coding for Kids (C4K) programme in those schools, train teachers in coding, and organise innovative coding competitions. Through initiatives like these, we aim to foster technical literacy, creativity and innovation in young learners, ensuring they are ready for a tech-driven world. Special thanks to RecellGhana Computerlabs for their commitment to digital inclusion and for providing the support necessary to make these efforts effective.



A heartfelt thanks to Access Bank (Ghana) PLC for their incredible support as the sole sponsor of our Coding for Kids initiative in schools across the Western Region of Ghana. Through their generous sponsorship, over 250 students have been equipped with essential coding skills, with plans underway to expand the initiative to impact up to 750 children. Additionally, Access Bank (Ghana) PLC sponsored a thrilling coding competition, where five of its sponsored schools competed for the top prize, showcasing the remarkable talent and potential of these young learners.

Our partnership with Experimento Ghana, under Siemens Foundation, facilitated the implementation of our Coding for Kids programme in selected public schools within the Greater Accra region of Ghana. This pilot project, which involved five schools, adopted the train-the-trainer model to equip teachers with coding language skills. Teachers were engaged through workshops and received continuous support throughout their online learning journey, ensuring the project's successful implementation.

Finally, we extend our heartfelt gratitude to satch (Fond Of GmbH) for their financial support and generosity. In spring 2024, satch launched a campaign, donating €1 from every satch laptop sleeve sold to our Coding for Kids initiative - a testament to satch's commitment to empowering young minds. Thanks to your contribution, children at SOS Hermann Gmeiner Schools in Ghana and Rwanda will continue gaining vital digital skills, opening doors to brighter futures - thank you for making a difference!



EMPOWERING WOMEN

In 2024, AmaliTech reinforced its commitment to fostering gender equality in the tech industry through its Women in Tech Empowerment Programme. Recognizing the challenges that women face in entering and advancing in technology, we introduced a series of targeted initiatives designed to equip women with the skills and confidence to thrive in the sector.

The programme includes women-only coding boot camps, providing participants with hands-on experience in key programming languages and technical tools, all within a supportive environment. Additionally, AmaliTech organizes career orientation days for young girls, offering them valuable exposure to the vast opportunities within the tech industry.

To ensure greater accessibility, AmaliTech also offers exclusive virtual boot camps for women, allowing them to build technical expertise at their own pace, regardless of location. These initiatives have successfully empowered approximately 1,500 women and girls to enter and excel in the tech workforce. Through these efforts, AmaliTech is actively shaping the future of technology by promoting greater gender parity and empowering the next generation of female leaders.



Women Coding Bootcamps

As part of AmaliTech's ongoing dedication to social impact and empowering women in technology, we hosted Girls Coding Boot Camps at our Kumasi and Takoradi offices in Ghana and in Kigali, Rwanda. These initiatives aimed to ignite a passion for technology in young girls by providing hands-on coding experience and mentorship. The boot camps brought together 50 aspiring female tech enthusiasts, offering them the opportunity to explore coding fundamentals and gain a deeper understanding of the potential opportunities in the tech industry.

During the camps, participants engaged in hands-on learning experiences, guided by our skilled tech professionals. This initiative was exceptional for its focus not only on teaching essential coding skills and boosting problem-solving confidence but also on fostering a strong sense of community among the participants. The curriculum provided a solid foundation in WordPress, along with fundamental programming skills in HTML and CSS, empowering the participants with the tools and knowledge to create, develop, and manage dynamic websites.



International Day Celebrations

As part of the International Day of the Girl Child, we had the privilege of participating in The African Female Initiative's Book and Career Fair, an event dedicated to empowering young women and inspiring their journey toward leadership and success. The event brought together over 200 enthusiastic young women, eager to explore new opportunities and gain valuable insights. A highlight of our participation was a hands-on Prompt Engineering workshop led by our CSR Lead, Lois Young. This engaging session introduced participants to foundational concepts in artificial intelligence, providing practical insights into how AI can be leveraged to enhance problem-solving skills and confidence in technology.

In collaboration with The Campaign for Female Education (CAMFED) Ghana, we celebrated the International Day of Girls in ICT in Tamale, where 1,000 girls participated in activities aimed at enhancing their skills in information and communication technology (ICT). The event also featured a Coding Clinic, providing hands-on experience to equip participants with practical coding skills and a clear pathway to explore opportunities in the tech industry.



STEM 4 Girls

During the STEM 4 Girls Summit in Daboe, Western Region, AmaliTech proudly supported the event in collaboration with GirlyTech. The event brought together over 200 girls for a series of impactful panel discussions and hands-on workshops. These sessions, led by industry professionals, provided invaluable insights into STEM careers, equipping the attendees with the knowledge and confidence to pursue these fields. Lois Young, AmaliTech's CSR Team Lead, delivered an inspiring keynote address that resonated with the audience, urging young girls to overcome societal barriers and boldly step into the world of STEM.

Mentorship For Girls

As part of our partnership with AHK Ghana on their Women Going Digital Programme, we mentored 15 tech-aspiring ladies, providing them with guidance and support to navigate the digital space and enhance their skills. Additionally, we offered five internship opportunities to these women, enabling them to gain practical experience and build a strong foundation for their careers in the tech industry.

In all, AmaliTech successfully reached and empowered approximately 1,500 girls and young women with digital skills and career-path guidance throughout 2024.



COMMUNITY SUPPORT

AmaliTech's community engagement initiatives are driven by a deep commitment to creating lasting impact through empowerment, education, and inclusivity. By fostering partnerships, promoting skills development, and addressing societal challenges, we aim to uplift underprivileged groups and equip individuals with the tools they need to thrive in today's rapidly evolving world.

Volunteer Training For Coding For Kids

AmaliTech's commitment to community upliftment is further demonstrated through its innovative volunteer training programme, where five dedicated volunteer trainers were recruited in Takoradi to assist in delivering coding sessions. These volunteers, primarily IT and Computer Science students, undergo an intensive 6-hour training designed to prepare them as mentors for children and as supporters for teachers in coding education.

This programme serves a dual purpose: it not only equips young learners with essential tech skills but also provides volunteers with hands-on leadership experience and the opportunity to develop mentorship abilities. By nurturing digital literacy in children and empowering volunteers to guide and support, AmaliTech fosters a digitally inclusive environment and builds a community where both learners and mentors can grow and thrive together.



Employee Contribution Fund

The Employee Contribution Fund (ECF) is a shining example of AmaliTech's dedication to social responsibility and collective impact. This voluntary initiative enables employees to directly fund community-oriented projects, including skills training boot camps and programmes tailored for disadvantaged groups.

This year, our employees came together to make a meaningful difference in the community. Through their voluntary contributions, funds were raised to support unemployed youth by equipping them with valuable self-employability skills.

The initiative focused on teaching participants graphic design and social media marketing, providing them with the tools and knowledge needed to start their own ventures and build sustainable livelihoods. The programme not only imparted technical skills but also inspired confidence and creativity among the youth, empowering them to take charge of their futures.

We are incredibly proud of our employees for their generosity and commitment to giving back. We extend our heartfelt gratitude to all employees who contributed to making this initiative a success. Together, we are shaping lives and fostering growth in our community.





Voluntary Internships

The CSR department of AmaliTech welcomed 20 IT/Computer Science undergraduates from the community for a six-week internship programme. This initiative aimed to bridge the gap between academic learning and practical industry experience by providing hands-on opportunities to apply theoretical knowledge in a real-world setting.

In addition to technical skill-building, the interns gained valuable experience working as a Scrum team, practicing Agile methodologies, and understanding the product development life cycle. Through structured sprints, daily stand-ups, and collaborative project planning, participants developed a deep appreciation for iterative work processes, adaptability, and team-oriented problem-solving. These experiences prepared them to thrive in dynamic, technology-driven work environments where Agile practices are a standard.

Employee Engagement For Community Support

To support the community, about 40 employees from AmaliTech engaged in a blood donation exercise in collaboration with Effia Nkwanta Regional Hospital at our Takoradi office, on World Blood Donor Day, June 14th. Our Accra office staff joined staff from Mpharma to donate blood at their premises, in collaboration with Korle Bu Teaching hospital.

Each donation was met with gratitude and encouragement from the hospital staff, who guided donors through the process with care and expertise. The collaboration between AmaliTech and Effia Nkwanta Regional Hospital not only strengthened our partnership but had also reaffirmed our shared commitment to improving healthcare outcomes through proactive initiatives.

AWARDS

In a remarkable moment for our organization, we were deeply honored to receive the German Award for Sustainable Projects in the "Equal Opportunities" category at a prestigious ceremony in Berlin. This recognition came as a testament to our unwavering commitment to fostering an environment where all individuals, regardless of gender, race, or religion, are given equal access to opportunities.

The journey toward this achievement has been shaped by our belief that an inclusive workforce is the key to success. We have always known that diversity isn't just a buzzword; it is the driving force that brings innovative ideas, diverse perspectives, and fresh solutions to the table. From day one, we have strived to create a workplace where talent, hard work, and dedication are the only things that matter, and where every employee feels empowered and supported to excel.



We are deeply grateful for the generous donations received throughout the year from individuals and corporate donors, which have enabled us to make meaningful progress in bridging the digital divide. Through your support, we've empowered youth, women, and persons with disabilities to prepare for the future of work.

Thank you for standing with us to create lasting social impact in Ghana, Rwanda, and beyond. Your generosity and commitment are truly invaluable. Together, we can continue to provide deserving, talented youth with the opportunities they need to thrive.

With heartfelt appreciation,
Your AmaliTech CSR Team

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With every contribution, we are one
step closer to achieving our goals.
Join us in our mission!



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