



ESG Report: ADHDoTECH Mentoring Program Impact 2023-2024

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1. Alignment with Social ESG Goals

ADHDoTECH's Mission: ADHDoTECH is committed to promoting equal employment opportunities for individuals with ADHD and maximizing their professional potential in the high-tech industry.

How the Mentoring Program Supports Social ESG Goals:

- **Diversity & Inclusion:** The program actively supports neurodiversity by creating pathways for individuals with ADHD to integrate successfully into the workforce.
- **Equal Opportunity:** By offering tailored support, the mentoring program levels the playing field and helps participants overcome workplace challenges.
- **Employee Well-being:** The program enhances participants' ability to manage ADHD-related difficulties, improving both their confidence and productivity.
- **Human Capital Development:** Mentees develop crucial workplace skills, including time management, emotional regulation, and effective communication.
- **Community Engagement & Social Impact:** The program fosters a supportive network that promotes neuroinclusion in the tech industry.

Alignment with Companies' ESG Focus Areas:

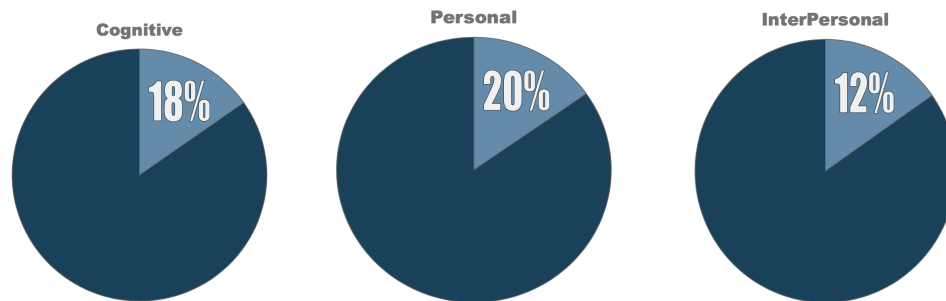
- **Creating Fair Economic and Social Opportunities:** The mentoring program empowers individuals with ADHD to build skills and achieve economic independence.
- **Empowering Our People:** The program directly supports the Company's mission of empowering people by equipping participants with essential tools.
- **Promoting Diversity, Equity, Inclusion, and Belonging:** The program cultivates a culture of inclusion and ensures equitable access to career opportunities.



2. Mentoring Program Impact Metrics

- **Improvement in Coping with ADHD-Related Challenges:** Participants reported a **28% improvement** in managing ADHD-related difficulties, as measured through pre- and post-program surveys. For more information, pls refer to the [Link to the report](#)
- **Skill Development:** The program enhances mentees' time management, emotional regulation, and communication capabilities. our mentee achieved an improvement in the next categories

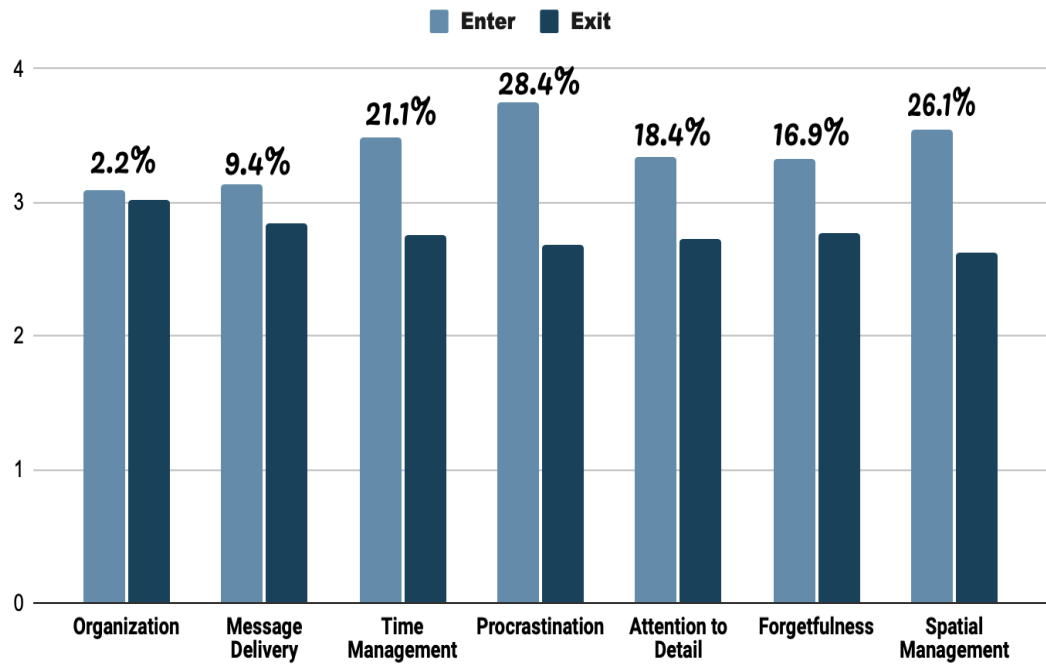
Improvement Summary (Cycles 1–3)





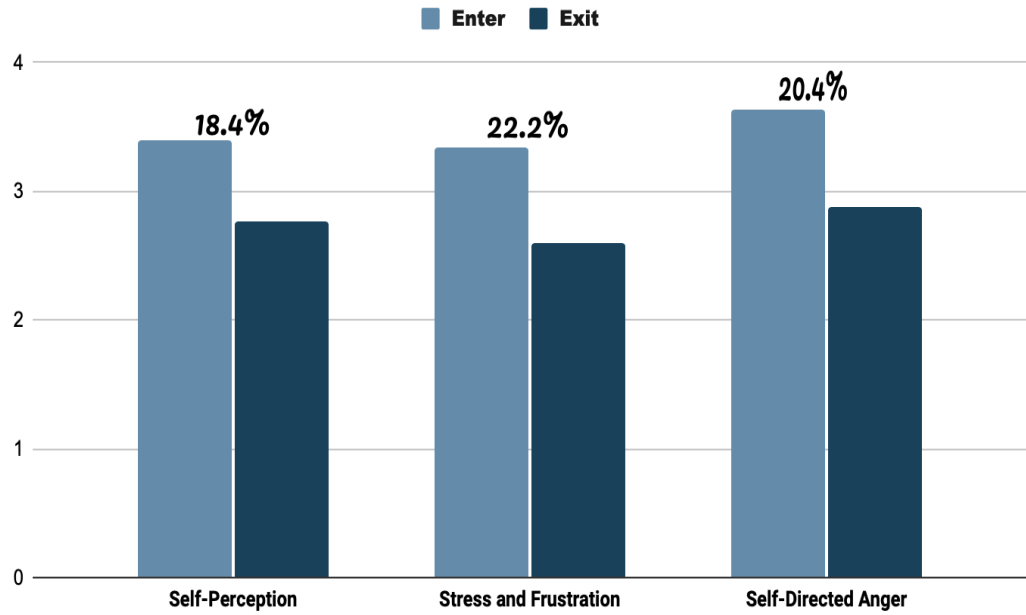
Breakdown by Domain

Cognitive challenges

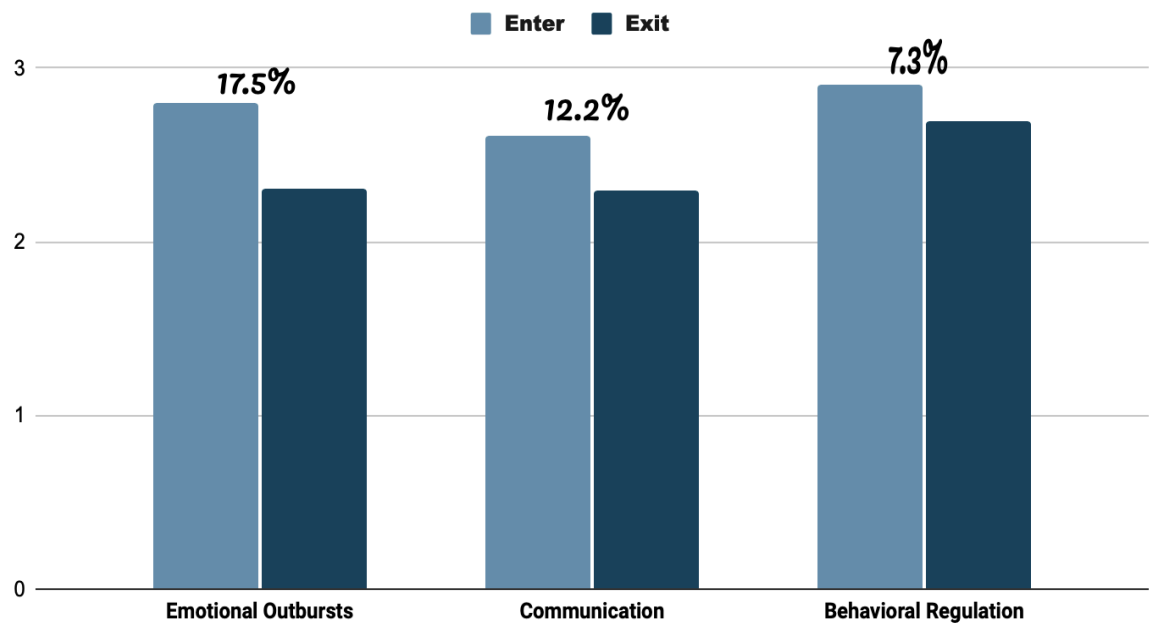




Personal challenges



InterPersonal challenges





- For more information, pls refer to the [Link to the report](#)
- **Personal Growth & Confidence:** Mentees have shared positive feedback, such as, *"I feel equipped with the tools and confidence to face everyday challenges"*

Mentee #1:

"This journey wasn't easy. It involved a lot of self-work, reflection, and facing challenges I once thought were permanent. But together with my mentor, who became a friend, and through the structured process of the program, we were able to identify the areas I needed to improve... Today, I feel equipped with the tools and confidence to handle everyday challenges."

Mentee #2

"Honestly, I'm pleasantly surprised. At first, when I heard the program was structured, I was hesitant, because I really believe in personalization. But first of all, my mentor uses the presentations really well, and by the end of each session, the conversation feels personal. And actually, the fact that each meeting focuses on a different general topic related to ADHD really helps me see other aspects that I may have previously just labeled as part of the overall challenge this condition brings into my life. I've learned to recognize these patterns, and that awareness is really helping me."

Mentee #3

"I'm very happy with the connection I've built with my mentor and with this whole experience. I feel that she supports me with great sensitivity and dedication. Thank you so much for the opportunity to be part of this project."

- **Career Advancement:** Mentees who have secured new employment or received promotions post-program will be highlighted.
- **Mentee Satisfaction:** Feedback surveys indicate a high level of satisfaction with program support and effectiveness.

Findings Summary

Out of 15 participants, 4 (26.7%) expressed positive feedback using words like "excellent," "great," and "thank you."

Key insights:

- 20% (3 participants) requested additional guidance and showed interest in deepening their knowledge
- 13.3% (2 participants) demonstrated willingness to invest time and effort despite initial challenges, indicating strong potential for growth with proper support



The data shows genuine engagement and internal motivation among participants who expressed positive attitudes

- **Mentor Engagement:** Number of mentors involved, mentor satisfaction, and their perceived value from participation will be reported. For more information, pls refer to the [Mentor Satisfaction report](#)

Findings Summary

Out of 12 mentor participants, 10 (83.3%) expressed highly positive feedback, using words like “very good,” “excellent,” and “impactful.”

Key Insights:

- **Strong personal connections** were at the heart of the experience:
Over two-thirds of mentors (66.7%) described deep, meaningful relationships with their mentees. Many mentioned shared learning, emotional openness, and mutual growth as key components of the process.
- **Real impact on mentees’ lives:**
75% of mentors felt their support helped mentees reflect, build habits, and gain practical tools for managing daily ADHD-related challenges.
- **Growth for mentors themselves:**
The majority of mentors (75%) shared that the process enriched them personally—through introspection, improved communication skills, and new insights they applied to their own lives.
- **High engagement with the program’s values:**
58.3% reported feeling highly connected to the mission of the initiative and expressed interest in continued involvement and deeper integration.

3. Program Activities and Alignment with ESG Sub-themes

Core Activities:

- 1:1 Mentoring Sessions (virtual/in-person)
- Group Workshops and Peer Learning
- Community Building Events

ESG Sub-theme Alignment:



- **Mentoring Sessions:** Directly contribute to Employee Well-being, Human Capital Development, and Inclusion.
 - **Strength-Based Coaching:** Supports Fair Treatment and Employee Engagement by recognizing and utilizing unique talents.
 - **Community Aspect:** Fosters Belonging, Knowledge Sharing, and Peer Support within the workplace and broader tech industry.
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4. Use of ESG Language

This report uses key ESG terminology such as **Diversity, Equity, and Inclusion (DEI)**, **social impact**, and **human capital** to frame the mentoring program's contributions.

5. Data Collection and Metrics

ADHDoTECH is continuously improving its data collection processes to measure and enhance the program's social impact:

- **Pre- and post-program surveys** assess tangible improvements in well-being and skill development. - data section in [Link to the report](#)
 - **Participant tracking** evaluates career progression following mentorship.
 - **Feedback mechanisms** ensure continuous program improvement and mentor-mentee alignment.
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6. Alignment with ESG Reporting Frameworks

While ADHDoTECH is not mandated to report under specific frameworks, the organization recognizes:

- **UN Sustainable Development Goals (SDGs):** The program aligns with '**Reduced Inequalities**' (Goal 10) by fostering employment opportunities for neurodiverse individuals.
 - **Corporate ESG Standards (SASB, TCFD):** Understanding these frameworks allows ADHDoTECH to better align with potential corporate partners' ESG priorities.
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Conclusion



ADHDoTECH's mentoring program is a cornerstone of its commitment to social impact. By advancing neuroinclusion, enhancing employee well-being, and fostering human capital development, the program exemplifies the **Social** pillar of ESG. With demonstrated impact and alignment with global ESG goals, the program presents a valuable opportunity for partnerships with socially conscious organizations..

For further details or collaboration opportunities, please contact [Contact Information].

Appendix A: Reference

1- Mentee performance report and Data

[Link to the report](#)