

# **MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL**

## **WICCI KARNATAKA**

**WOMEN'S INDIAN CHAMBER OF  
COMMERCE AND INDUSTRY**

**[www.wicci.in](http://www.wicci.in)**



# Council Vision & Mission

## VISION

- To create a global network of empowered women leaders in AI and ML R&D who drive technological advancements and foster an inclusive, innovative, and diverse AI ecosystem.
- Increase the representation of women in AI and ML research positions.
- Establish mentorship and networking opportunities for women in AI/ML.
- Drive global conversations around ethical AI development with a focus on diversity and gender considerations.

## MISSION

- **Advocate for Women in AI/ML:** Champion gender diversity and advocate for policies that support equal opportunities for women in AI and ML research, education, and professional development.
- **Empower Leadership:** Provide women with resources, mentorship, and leadership training to excel in AI/ML R&D roles and take on influential positions within the industry.
- **Facilitate Collaboration:** Create a platform for women in AI/ML to collaborate on research, projects, and knowledge sharing, driving innovation through diverse perspectives.
- **Reduce Gender Bias in AI:** Lead initiatives to ensure that AI technologies are developed without gender bias, promoting fairness and inclusivity in AI systems and applications.
- **Promote STEM Education for Girls and Women:** Encourage and support the education of girls and women in STEM, specifically in AI and ML, through scholarships, workshops, and outreach programs.
- **Foster Global Partnerships:** Build partnerships with academic institutions, tech companies, governments, and non-profits to promote the role of women in AI R&D globally.
- **Create Ethical AI:** Focus on the creation of ethical AI frameworks that not only benefit society but also address the specific challenges faced by women in different sectors, from healthcare to finance.

*Welcoming  
Council Members to  
WICCI*

*President, Vice President  
and 20+ Nominated  
Council Members*

# SHANTHI REDDY STATE PRESIDENT

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Shanthi Reddy is the founder of **Akshobya Technologies**, a **software services company** that focuses on **Data, AI, ML and Cybersecurity**. With two decade of leadership experience in the IT industry, she has previously served as **Chief Data Officer** and **Chief Enterprise Architect**. Her expertise encompasses **Cloud Technologies** such as **AWS, Azure, GCP and Snowflake**, along with **Big Data and Sales and Marketing Strategies**. Shanthi enjoys a variety of *creative pursuits* including *bonsai planting, calligraphy, oil and glass painting, making candles and flowers, traveling, sketching,* and various art forms like *Janur, Thai, and Ikebana*. She also has a passion for *caring for pets*.

## Leadership and Mentorship

*Karnataka State President for WICCI - AI & ML R&D*

*Mentor & SME at NASSCOM W2RT*

*Guest Speaker at various colleges and industry forums*

*Actively Mentoring emerging talents in innovation and technology*

*Provides Consulting and Training in Cloud Technologies with Data, AI, GENAI and ML*

*Womentech Global Ambassador for Akshobya Technologies*

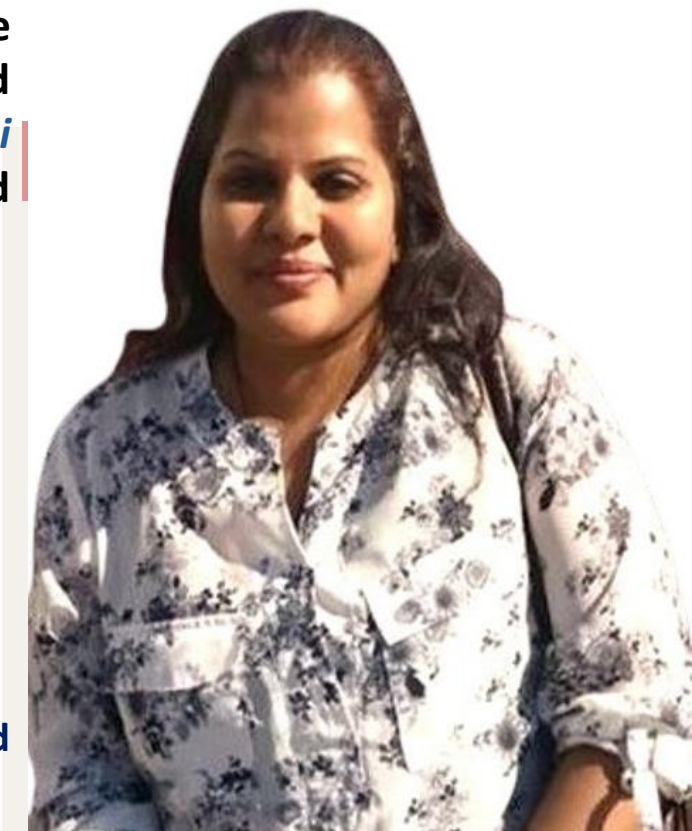
## Awards

**ET Now Houred Two Trailblazing Women prestigious Awards : Global Tech Leadership Award! and Visionary Tech Leader Award!**

**WOMENTECH Two Global Awards 2024: Chief in Tech Leader of the Year & AI & Data Science Leader of the Year**

**Certifications** - <https://www.credly.com/users/shan-red>

**LinkedIn** - <https://www.linkedin.com/in/shanthireddy>



# VARSHA AGARWAL STATE VICE PRESIDENT

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

- Self-made industry leader, widely acknowledged for contributions in Information Technology, TA, HR, Learning & Development, DEI, and philanthropy space.
- 25 years of overall experience consulting and transforming businesses along with training and advising business leaders for the change.
- 100+ sessions as a trainer, strategist and consultant across India, US and UK positively impacting 5000+ people on digital marketing, growth hacking strategies, start-up pitches, inclusive leadership, POSH, DEI sensitization, inclusive hiring, accessible ecosystem, manager's essentials, leadership, skill-centric/competency-based hiring, soft skills, business storytelling, public speaking, college to corporate and more.
- 20+ customized courses developed and delivered catering to unique needs of different organizations on inclusive leadership, path to leadership, breaking barriers, influencing, power of negotiation and more.
- Hired, groomed, mentored and led product and tech delivery team of 200+ people comprising delivery managers, architects, product owners, dev, and quality engineers for digital & SaaS transformation, marketing, sales, customer engagement, mobile apps & more.
- Visionary and shared her insights in forums like IIT-Delhi, IIT-Madras, Adobe Symposium, NASSCOM, NHRD, HerKey, WomenWhoCode, CIO-Offsites, Acara, IIBA, YourDost, ISBR, RR Engineering, SBJIT and more in 40+ speaker sessions.
- Seasoned DEI leader, architecting and training for inclusive and accessible ecosystems by utilizing her experience as a business leader, as an inclusive talent acquisition leader, as a DEI SME and working with people at the grassroots. Her diverse personas experience enables her to deliver content that is tested & works.
- 70+ workshops positively impacting 4K+ lives by investing 3K+ hours working with underrepresented groups and facilitating various employment-related hard & soft-skills workshops and events.





# PADMAJAH NARASIMHAN COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Padmajah Narasimhan is a passionate content strategist, digital marketer, and corporate trainer who believes in the power of words to transform brands and careers. As the Founder & Director of Niyathi Training and Content Solutions (NTCS), she helps businesses craft impactful content, enhance their online presence, and build strong digital identities. With a background in SEO and Online Reputation Management (ORM), she loves diving deep into brand storytelling and creative marketing strategies that leave a lasting impression.

Beyond work, Padmajah is a mentor at heart. She has guided over 4,000 individuals through Campus to Corporate and E-Entrepreneurship programs, helping professionals transition seamlessly into the workforce. Her contributions to training and education have earned her prestigious awards, including recognition from the National Foundation for Entrepreneurship Development (NFED) and an executive board position at NBFF (2024-2025). She is also a proud Cherie Blair Foundation Mentor, dedicated to uplifting and empowering aspiring professionals.

When she's not crafting content or leading training sessions, you'll find Padmajah lost in a book, strumming her guitar, or jotting down her thoughts in a journal. She believes in lifelong learning, meaningful conversations, and the magic of creativity in everything she does. Whether strategizing for a brand or playing her favorite tune, she approaches every moment with curiosity and passion.



# NANDHINI VENUGOPAL COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Nandhini Venugopal (Talent Assessment Specialist and Training Expert) Director @ Jaysantech Pvt. Ltd. | Talent Assessment, Training and Development Expert | IIMB Goldman Sachs 10,000 Women Transforming Workforces Through Expert Assessment & Training Nandhini Venugopal is a leader in talent assessment, currently heading Jaysantech Pvt Ltd, which provides Talent Recruitment assessments evaluating technical and cognitive abilities for specific job roles. She has pioneered strategies to meet the evolving job market, enabling organizations to hire top talent while fostering individual upskilling. She has published a book and research papers in the fields of chemical engineering and biotechnology. Nandhini has also been honored as the Best Woman Entrepreneur by Jobsforher and is an alumna of the Goldman Sachs 10,000 Women Program through IIMB-NSRCEL.





# PRITHYUKSHAA RAVI COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Prithyukshaa is a Information technology professional who loves working with clients and ensuring initiatives deliver business value. I have over 16 years of work experience spanning across Strategy, agile transformation & delivery, product management, and business analysis. I possess excellent leadership skills, with the ability to deliver well substantiated analysis, solutions, and recommendations to senior stakeholders in response to a wide range of strategic issues and opportunities. I have a strong background stemming from my experience in consulting and in delivery teams introducing and running 'agile ways of working' and DevOps Adoption initiatives. I am an experienced delivery manager with a proven ability to successfully lead geographically diverse and cross-functional teams in time-pressured multi-cultural environments. I care deeply about diversity in Tech, I led the LGBT+ workstream for India for NatWest group . I passionately speak in public fora about women in tech and the importance for women building their personal brand.





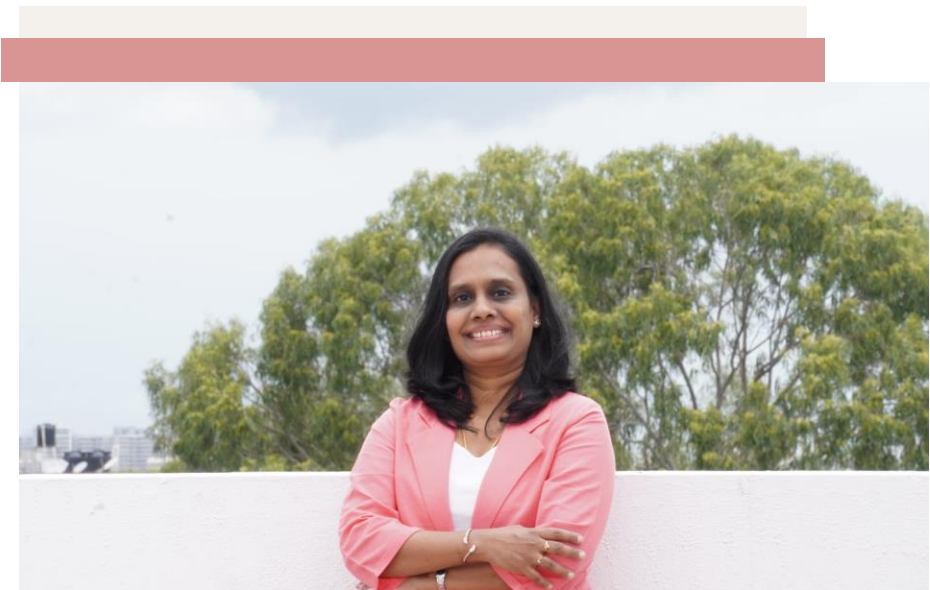
# ALAGU LAKSHMANAN COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Ms.**Alagu Lakshmanan**, Founder of **ALisWELL- Beacon of Hope**, is offering Coaching and Training Services to individuals, groups, institutions and organisations as NLP Life Coach, as ABNLP Certified NLP Practitioner and NLP Trainer,

She is an erstwhile Marketing & HR professional with Masters in Business Administration, with nearly two decades of experience in managing people across various domains now branched out to the coaching field to reach out and help more people, transforming more than 500 lives, for the past 5 years.

She is a Scribe Volunteer for Visually Impaired students, in association with Voluntary Organizations like Arms Wide Open (AWO) & Lit by Humanity (LBH)



# SUNBUL SHAFIQUE COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA )WICCI

Sunbul Shafaque is an experienced architect with over 16 years of experience in residential, institutional architecture, and interior design. Holding a Bachelor's degree in Architecture from Jamia Millia Islamia and a Master's in Environmental Architecture, she has a passion for sustainability and eco-friendly design.

As the founder of Alcove Architects in Bangalore, she has successfully led and completed numerous projects, implementing innovative methods to improve efficiency and reduce turnaround time. Her work emphasizes sustainable materials, energy-saving techniques, and site preservation methods.

In addition to her architectural practice, Sunbul is an amateur baker and a dedicated mother to two children. She is deeply passionate about empowering women, particularly by helping them make informed financial decisions for themselves and their families. Sunbul is actively working on transforming this passion into a large-scale solution that aims to uplift women across different communities.

Sunbul has collaborated with international firms, including Livspace.com, where she optimized offshore design processes, expanded teams, and led major projects focusing on client satisfaction and operational improvements. Her work in sustainable architecture is well-recognized, with five published papers in esteemed journals. Sunbul is a member of the Council of Architecture India and the Indian Green Building Council.



# MANJULA RAO COUNCIL MEMBER

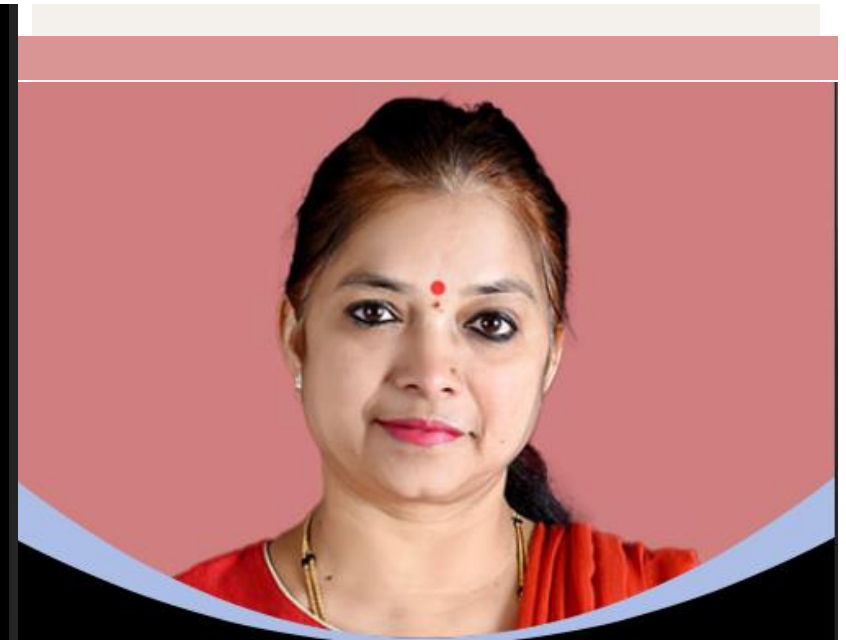
(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

I am born and brought up in Bangalore, India. I have about 20 plus years of experience in IT enabled services and have worked in various roles for few companies in the healthcare field.

I presently spearhead a young, energetic and passionate team who delve themselves deep into the realm of drones. I am a women entrepreneur and hold majority stake in the company. I oversee finance, sales & marketing and administration departments.

I believe in building a strong team and put processes in place. Staying humble in success and accepting failure as a stepping stone for growth, hardwork and perseverance is my strong belief system.

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# KAVITA MALLUVAJHULA COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Kavita Malluvajhula is an inspiring entrepreneur and the founder of BeyoondArtz, an e-commerce platform dedicated to offering a wide array of art products. Following a deep-seated passion for art, Kavita has transitioned from a successful 15-year career in LiDAR technology projects to create a space where creativity thrives and art is accessible to all. With a postgraduate degree in Remote Sensing Technologies and Bachelors Engineering degree in Computer Sciences, Kavita brings a unique blend of technical expertise and entrepreneurial spirit to the art industry. This diverse background not only enriches the vision behind BeyoondArtz but also enhances the platform's ability to leverage technology in promoting artistic expression and enhancing the customer experience. Driven by a commitment to innovation and excellence, Kavita continues to explore new avenues in the art world, inspiring others to embrace their creativity.





# UMA AVANTSA COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Uma is an entrepreneur, adviser and active investor in tech startups focused on creating impactful solutions. With extensive global experience, Uma has successfully managed international business operations and has been an entrepreneur twice. She led a technology company through acquisition, post-acquisition merger, and eventually a public listing at NASDAQ. Her expertise spans industries such as Supply Chain Management, Banking, FMCG, EdTech, Online Media and DeepTech.

Uma was recently featured in the "She Leads with Courage" e-book, highlighting her unconventional professional journey alongside other inspirational women. Her accolades include:

- Most Influential Data Analytics Professional Award at Data Analytics Congress & Awards 2024
- Emerging Woman Leader in Technology Innovation at the International Inspirational Women Awards (IIWA) 2020
- Innovative Woman Leader of the Year at the Great Indian Women Leaders (GIWL) Awards 2019.



# SREEDEVI CHULKI COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

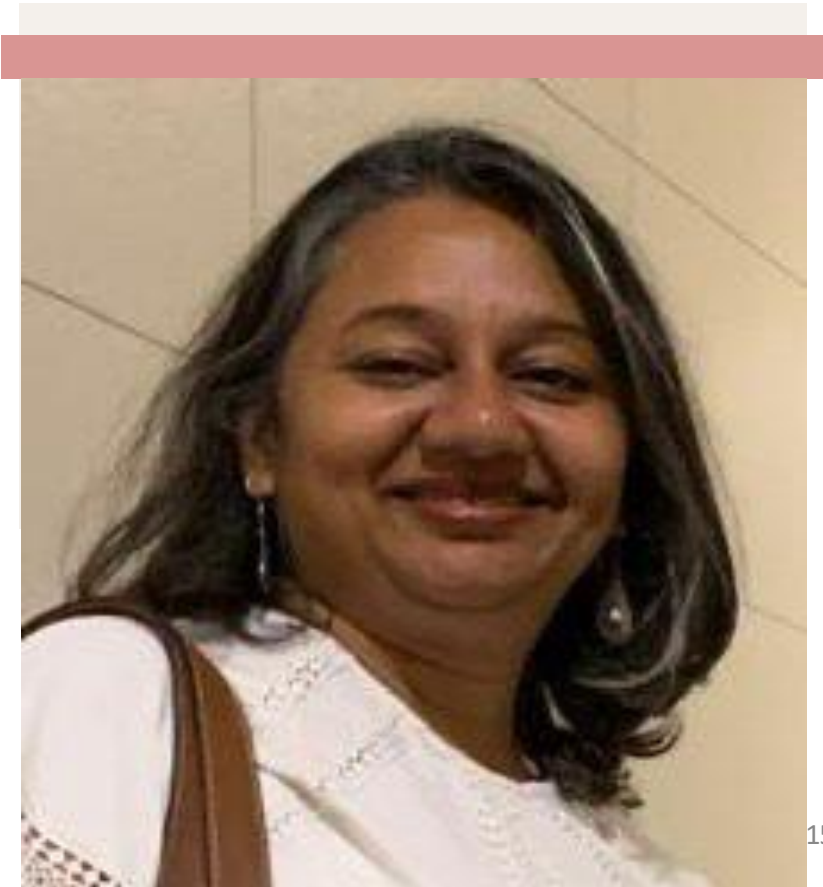
Sreedevi is a certified Software Engineer having a B.E. degree in E&CE. She has a decade of experience in software testing. She has worked for companies like LogicaCMG, Qwest and Accenture. Currently she works for EY GDS, Bangalore. She is an ML/AI enthusiast.



# GEETA BOSE COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Geeta Bose is a seasoned business leader with over 25 years of experience spanning journalism, talent management and business advisory. She has led business operations for the office of the CIO, Thoughtworks. She has program managed world's largest MOOC for MHRD, Govt of India. As an entrepreneur, she has co-founded an award winning edtech company. Geeta has also authored two books. Currently, Geeta is actively involved in mentoring women leaders grow in their leadership journey and setting up operational excellence practices for small and mid-sized companies.



# PRIYAMVADHA SANTHANAM COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Priyamvadha Santhanam is a distinguished engineering leader with nearly two decades of experience in digital transformation and software engineering. Most recently as Vice President at Mercedes-Benz R&D India, she led a dynamic team of over 300+ professionals, architecting cutting-edge digital solutions for automotive software development. A passionate advocate for innovation, Priyamvadha established technology capability teams in data, cloud and AI for engineering domains, exploring groundbreaking applications in automotive development. Beyond her technical expertise, she is deeply committed to fostering diversity in technology, having served as a sponsor and lead for gender diversity initiatives inside and outside the organization with a special focus on creating supportive ecosystems for working mothers. Her leadership philosophy centers on nurturing creativity and collective excellence, viewing challenges as stepping stones to innovation. When not transforming digital landscapes, Priyamvadha finds joy in exploring Indian mythology and history, singing, and sharing her love for learning with her children







# MEGHA MISRA COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Megha Misra is a multiple award-winning entrepreneur, author, and speaker with over 25 years of experience spanning diverse industries such as Media, IT, Fintech, SaaS, Edtech, and Research. Her expertise lies in Strategy, Marketing, Brand Building, Content Creation, Market Research, and Business Growth. She has guided numerous companies in navigating the intricacies of marketing and expanding their businesses. Today, she channels this expertise into helping startups, small businesses, and solopreneurs, particularly women founders, develop effective, budget-friendly marketing solutions. Megha's current venture, Brand and Strategies, is focused on empowering entrepreneurs with the right marketing tools and strategies to build strong personal and corporate brands and achieve sustainable growth. She understands that many small business owners may find marketing overwhelming or have had negative experiences in the past. To address this, Brand and Strategies delivers practical, results-driven solutions designed to grow businesses without breaking the bank. Megha Misra is dedicated to helping business owners succeed by offering tailored marketing strategies that are actionable and effective, ensuring they reach their goals and achieve financial freedom.





# SASHI GUNDALA COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

## Sashi Gundala, CEO & Founder, Samavesha Educational Services

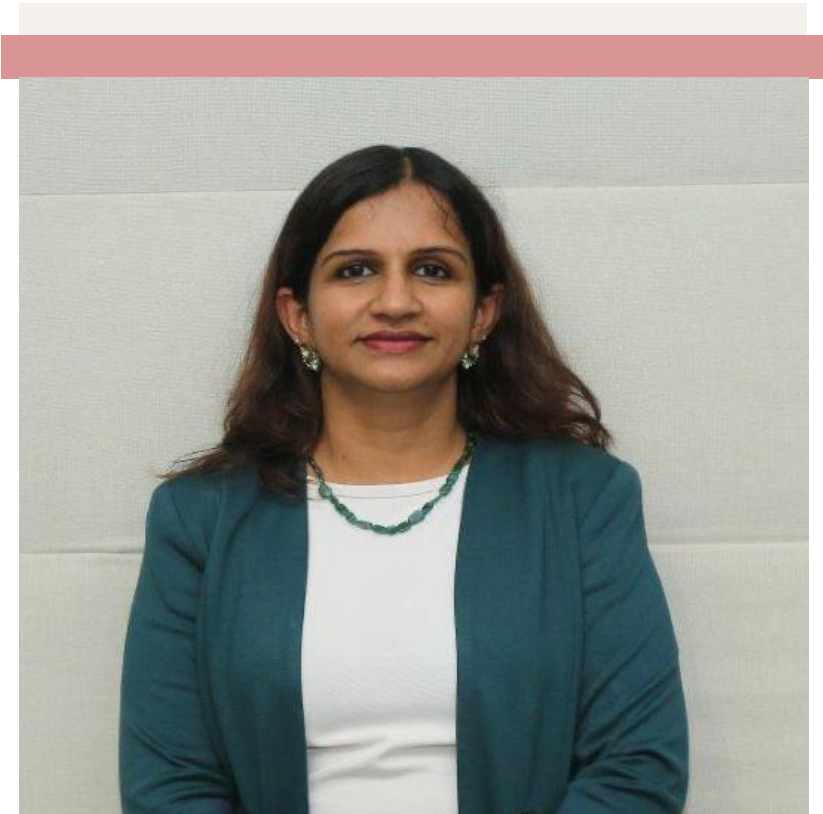
Sashi Gundala, a seasoned educator with over 20 years of experience is the founder and CEO of Samavesha Educational Services. Currently she is also the director of curriculum development at Nano Skool and the director of community development at Belakoo Trust. Holding a Master's in Education and an associate degree in educational leadership, she's been a vocal advocate for educational initiatives in India and USA. She has also received the 'Lemonick Science Award' from Princeton University and also completed 'Mindfulness Training for Educators' at Harvard University. Sashi is a technology enthusiast and has been a speaker at various conferences across the world. Beyond her professional achievements, Sashi is a passionate lyricist, traveler, photographer, and yoga enthusiast.



# SOBHITHA NEELANATH COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Sobhitha is an engineering leader with around 2 decades of experience in building and delivering products in multiple domains. She loves to explore and learn new things and connect with people. She works with Dell, and is very active in the mentoring space and leads multiple communities like Lean in Women in Tech India and AnitaB.org Bangalore chapter. She is a music enthusiast, poet and also loves to play Ukulele and read books.



# PRIYANKA YISRAEL COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

A dynamic tech enthusiast whose journey through the world of technology has been fueled by a passion for leveraging digital innovations to enhance lives. Armed with a international exposure and education in Web Applications and Services, Priyanka has emerged as a fervent advocate for utilizing technology as a catalyst for positive change. Her zeal for technology extends beyond the mere development of applications; she embodies the essence of a tech evangelist. With a fervent belief in the transformative power of tech, she champions its potential to revolutionize and uplift communities, making a tangible impact on people's lives. Priyanka wears many hats with finesse - from being a dedicated community advocate rallying for technological empowerment to her budding role as an edupreneur. Her commitment to fostering inclusive technological communities and initiatives makes her a beacon in the tech sphere. Driven by a deep-rooted ethos of innovation, Priyanka doesn't just envision technological advancements; she actively engages as an agent of change, bridging the gap between technology and societal betterment. Her endeavors epitomize the fusion of expertise, passion, and a relentless drive to make technology accessible and beneficial for all.



# MALTHI SS COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

**Ms Malthi SS**, CEO & Founder **SPARKPROD Consulting Pvt Ltd** (a boutique product consulting firm) and a Product Advisor at startup – **HerKey**.

She has more than 24 years of Tech Product Development experience at SAP, EMC, PayPal and Intuit.

She is the Founder of Product Podcast called “**Product Talk with Malthi**” which features product leaders and entrepreneurs. She is a Start-Up Mentor with NASSCOM Deep Tech Club, visiting B-School Faculty at IIM Udaipur & Masters Union. She is a Product Leadership Coach and Trainer.



# **SOUMYA SHARMA COUNCIL MEMBER**

**(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)**

**Soumya is a seasoned Thought leader, specializing in building Go-To-Market strategies, new logo finds and closing multimillion-dollar deals. With over 16 years of experience, living and working across Europe and APAC regions, she works closely with global B2B clients, understand their problems and bring them the right product roadmap, launch discipline, and innovation strategy.**

**Along with expertise in sales life cycle management, she also brings understanding of latest technology of Gen AI, AI, ML, NLP, Data Management, Cloud services. She currently works as Senior AVP with EXL Services. Thrives to bring impactful solutions leveraging AI, Analytics and Data Management technologies.**

**She is part of mentor group for award-winning NGO - Katalyst India, through which she works with young girl students, help them grow into confident individuals and enhance their employability.**



# RADHAMANI S COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

**Radhamani S** grew up in the remote village of Thimmanahalli, in Tumkur District. Despite limited resources, my mother's unwavering support inspired me to pursue a **Diploma in Electronics** and later complete a **Postgraduate degree in Sociology** and a **Bachelor's degree in Computer Applications** through distance education. With **22 years of experience** in the social sector, particularly in rural empowerment, I have developed strong administrative and development skills. This journey has fueled my passion to create impactful, community-driven programs that empower women, promote sustainable livelihoods, and drive social progress.

For the past two decades, I have dedicated my career to working with **MOTHER Non-Governmental Organization**, where I have gained invaluable experience in both **administration** and **rural development**. This work has made me a skilled multitasker, adept at managing diverse responsibilities while staying focused on my mission of community empowerment. In addition to my professional work, I am passionate about creative arts and crafts, including **drawing, painting, embroidery, sewing, and terracotta jewelry making**. I am also driven by the goal of becoming an entrepreneur, with the ultimate mission of helping others and contributing to the growth of sustainable, community-focused businesses.



# Lakshmi MG COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

Lakshmi MG, CEO & Founder of **Vaibhav Techno Consultancy & IT Solutions**, launched her new venture in August 2024. The company primarily focuses on job consultancy, aiming to support freshers, women returning after a career break, and individuals impacted by job cuts. In addition to job placement services, Vaibhav Techno Consultancy also offers web design projects, LinkedIn profile building, soft skills training, and Help manage Stress.

Lakshmi is a seasoned Project Manager, Certified Six Sigma Black Belt, and Certified Scrum Master (CSM), with over 14 years of experience in the IT industry. She has held leadership positions including APJ Regional Lead, Subject Matter Expert (SME), and IT Consultant. Known for her strategic planning expertise and ability to deliver impactful results, Lakshmi is a dynamic leader who excels in networking and fostering meaningful connections.

A native of Bengaluru and a proud Kannadiga, Lakshmi is passionate about promoting the Kannada language. She is also an active global volunteer, contributing her time to various causes including **Ragigudda Temple**, **Hewlett-Packard Deeksha Trust**, **ISHA Foundation**, **Srigandha Foundation**, and **Jagathi Foundation**. In addition, she supports underprivileged children by providing them with notebooks and school supplies. Outside of her professional and volunteer work, Lakshmi enjoys singing, playing carom, and badminton.





# Vasantha C COUNCIL MEMBER

(MACHINE LEARNING AI RESEARCH & DEVELOPMENT COUNCIL (KARNATAKA) WICCI)

**Vasantha C** is a passionate **Fashion Designer** with a strong track record of creating unique, innovative designs that blend creativity with practicality. With years of experience in the fashion industry, Vasantha has worked with a diverse range of clients, bringing their personal styles to life through tailored fashion solutions.

Throughout her career, Vasantha has been involved in designing collections for **stage shows** and **special events**, where her designs have received acclaim for their originality and attention to detail. Known for her ability to blend traditional aesthetics with modern trends, she consistently seeks out new materials, textures, and techniques to push the boundaries of fashion design

As a businesswoman, Vasantha runs her own **fashion design studio**, where she collaborates with clients to create bespoke wardrobes and designs that reflect their individual personalities. Her work encompasses everything from **custom bridal wear** to **ready-to-wear collections**, ensuring every piece is a work of art that exudes confidence and elegance.

Vasantha's approach to fashion design is rooted in a commitment to delivering high-quality craftsmanship while remaining ahead of fashion trends. Always on the lookout for fresh inspiration, she is passionate about bringing new, **creative looks** to life and continuously innovating to stay at the forefront of the fashion industry.





# SUPPORTED BY

WICCI is supported by the massive global networks of ALL Ladies League (ALL), Women Economic Forum (WEF), and SHEconomy.

ALL is a movement of 'Sisters Beyond Borders.'

WEF is a platform for 'Business Beyond Borders.' SHEconomy is e-commerce for women worldwide in Goods & Services for 'Commerce Beyond Borders'



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# SHECONOMY



Albania, Angola, Armenia, Argentina, Australia, Azerbaijan, Bangladesh, Brazil, Burundi, Cameroon, Canada, Chad, China, Costa Rica, Croatia, Cyprus, Czech Republic, Colombia, Ecuador, Egypt, Ghana, Germany, Greece, Guatemala, Hong Kong, Hungary, India, Italy, Israel, Ireland, Japan, Kazakhstan, Kenya, Kyrgyzstan, Lesotho, Luxembourg, Malawi, Malaysia, Mexico, Moldova, Monaco, Montenegro, Morocco, Mozambique, Malta, Netherlands, Nigeria, Nepal, New Zealand, North Macedonia, Norway, Paraguay, Portugal, Peru, Puerto Rico, Philippines, Qatar, Romania, Russia, Rwanda, Serbia, Singapore, Slovenia, Spain, South Africa, South Korea, Suriname, Sweden, Switzerland, Syria, Tunisia, Turkey, Uganda, Ukraine, UK, Uruguay, Venezuela, Vietnam, Virgin Islands (US), UAE, USA, Uzbekistan, Zimbabwe.<sup>27</sup>

