

Swasti			
No. 25 AECS Layout, Ashwathnagar, Bengaluru - 560 094			
Foreign Contribution Section			
Balance Sheet			
Particulars	Note	Amt in (₹)	Amt in (₹)
		as at 31st Mar 2025	as at 31st Mar 2024
<u>SOURCE OF FUNDS</u>			
<u>Restricted funds</u>			
Earmarked Funds	2	8,91,04,079	15,52,82,114
<u>Designated Funds</u>			
Employee benefit funds	3.1	1,71,33,365	1,90,81,433
General operating fund	3.2	5,79,25,580	4,93,73,272
Assets fund	3.3	71,87,437	66,40,838
Earmarked funds	3.4	20,00,00,000	20,00,00,000
<u>Unrestricted funds</u>			
General fund	4	7,59,47,669	16,45,99,203
TOTAL FUNDS		44,72,98,130	59,49,76,860
<u>APPLICATION OF FUNDS</u>			
Fixed Assets			
Tangible assets	5A	32,09,299	35,01,147
Intangible assets	5B	39,78,138	31,39,691
Investments			
Long term investments		31,06,75,956	6,73,29,194
Current investments	6	10,72,41,795	18,29,44,318
Deposits		15,60,000	15,00,000
Current assets	7	3,27,52,127	34,96,73,470
TOTAL ASSETS	(A)	45,94,17,315	60,80,87,820
Liabilities			
Current liabilities	8	1,21,19,185	1,31,10,960
TOTAL LIABILITIES	(B)	1,21,19,185	1,31,10,960
NET ASSETS	(A) - (B)	44,72,98,130	59,49,76,860

Significant Accounting Policies, Notes referred to above form an integral part of Balance

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This is the Balance Sheet referred to in our report of even date

For R V K S And Associates

Chartered Accountants

FRN: 0085725

For Swasti

For Swasti

Venugopal C
Partner

Membership No. : 226247

R.Thangavelu
Secretary

Krishna Moorthy K
Treasurer



Place: Bengaluru

Date: 16/09/2025

Place: Bengaluru

Date: 15/09/2025

Foreign Contribution Section

Statement of Income and Expenditure for the year ended March 31, 2025

Particulars	Note	Amt in (₹)	Amt in (₹)
		for the year ended 31st Mar 2025	for the year ended 31st March 2024
<u>INCOME</u>			
<u>Restricted</u>			
Earmarked funds	9	32,32,18,017	57,56,34,860
<u>Unrestricted</u>			
Donations		52,06,195	40,21,902
Bank interest	10	3,49,72,347	4,05,51,084
Other income	11	23,09,446	21,62,127
TOTAL		36,57,06,005	62,23,69,973
<u>EXPENDITURE</u>			
<u>Restricted</u>			
Grant expenditure	9	29,52,87,218	53,01,80,002
<u>Unrestricted</u>			
Invest for wellness (i4We) & Other health programmes	12	9,67,02,743	8,96,27,400
Establishment and other expenses			
Administrative expenses	13	2,86,20,386	2,62,81,249
Expenses on employment	14	2,02,83,880	2,01,14,206
Depreciation	5	29,46,099	19,95,835
Other expenses	15	14,18,307	37,70,865
TOTAL		44,52,58,632	67,19,69,557
Excess of Expenditure Over Income - Surplus / (Deficit)		(7,95,52,627)	(4,95,99,584)
Balance transferred to General Fund		(7,95,52,627)	(4,95,99,584)

Significant Accounting Policies, Notes referred to above form an integral part of the statement of Income & Expenditure

This is the Statement of Income and Expenditure referred to in our report of even dated
For R V K S And Associates
Chartered Accountants
FRN: 008572S

Venugopal C
Partner
Membership No. : 226247



Place: Bengaluru
Date: 16/09/2025

For Swasti

R.Thangavelu
Secretary

Place: Bengaluru
Date: 15/09/2025

For Swasti

Krishna Moorthy K
Treasurer



Foreign Contribution Section
Receipts & Payments Account for the year ended March 31, 2025

Particulars		Amt in (₹) for the year ended 31st March 2025	Amt in (₹) for the year ended 31st March 2024
Opening Balance:			
Cash on hand		-	-
Cash at scheduled banks		33,29,49,283	4,31,28,448
Fixed deposit		25,02,73,512	64,23,32,479
	A	58,32,22,795	68,54,60,927
Add: Receipts			
Grant receipts		24,96,43,504	53,67,28,000
Donations		52,06,195	40,21,902
Rent deposits received		5,00,000	2,55,000
Interest from designated bank		3,06,10,620	3,65,14,326
	B	28,59,60,319	57,75,19,228
Less: Payments			
Other advance		26,77,257	48,88,867
Purchase of fixed assets		34,92,695	27,40,276
Administration expenses		5,07,87,471	4,67,55,141
Grant expenses for the year			
Project expenses		38,25,80,426	62,16,18,594
Project administration expenses		31,22,821	37,54,482
Rent deposit paid		5,60,000	-
	C	44,32,20,670	67,97,57,360
Closing Balance	(A + B - C)	42,59,62,444	58,32,22,795
Cash on hand		-	-
Cash at scheduled banks		80,44,693	33,29,49,283
Fixed deposits		41,79,17,751	25,02,73,512
TOTAL		42,59,62,444	58,32,22,795

This is the Receipts and Payments account referred to in our report of even date

For R V K S And Associates
Chartered Accountants
FRN: 008572S

Venugopal C .
Partner
Membership No. : 226247



For Swasti

R.Thangavelu
Secretary

For Swasti

Krishna Moorthy K
Treasurer



Place: Bengaluru

Date: 16/09/2025

Place: Bengaluru

Date: 15/09/2025

Swasti

No. 25 AECS Layout, Ashwath Nagar, Bangalore - 560 094

Note 2: Forming part of the Balance Sheet - Foreign Contribution Section

Amt in (₹)

Earmarked Funds:

Domain/ Donor	Opening Balance 01-04-24	Receivable 01-04-24	Received during the year		Receivable for the year	Other Expenses / Exchange Loss	Total	Expended	Other Income / Exchange Gains	Closing Balance 31-03-2025
			Fund received	Interest earned						
COVID 19 Response	72,710	-	-	-	-	-	72,710	-	72,710	-
Health Systems Strengthening	10,29,92,173	29,77,818	5,65,12,909	-	90,21,314	77,996	16,56,26,574	9,13,07,471	70,612	7,42,48,491
Invest for Wellness (i4We)	3,54,186	-	81,15,101	-	-	-	84,69,287	19,94,151	-	64,75,136
Wellbeing for workforce	94,58,323	-	1,48,17,428	-	-	-	2,42,75,751	1,58,95,299	-	83,80,452
Multi Domain	4,24,04,722	-	17,01,98,067	14,18,307	-	-	21,40,21,096	21,40,21,096	-	-
							21,40,21,096			
Grand Total	15,52,82,114	29,77,818	24,96,43,505	14,18,307	90,21,314	77,996	41,24,65,418	32,32,18,017	1,43,322	8,91,04,079



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Notes forming part of the Balance sheet - Foreign Contribution Section

Amt in (₹)

3 Designated Funds

3.1 EMPLOYEE BENEFIT FUND

Particulars	As at 31st Mar 2025	As at 31st March 2024
A. Gratuity		
Opening balance	1,67,84,835	1,21,53,388
Add: Contribution / Additions	1,79,297	71,13,947
Less: Benefits paid	15,81,968	24,82,500
Total (A)	1,53,82,164	1,67,84,835
B. Leave Encashment		
Opening balance	22,96,598	37,40,009
Add: Contribution / Additions	21,88,349	8,92,686
Less: Benefits paid	27,33,746	23,36,097
Total (B)	17,51,201	22,96,598
Total (A + B)	1,71,33,365	1,90,81,433

3.2 GENERAL OPERATING FUND

Particulars	As at 31st Mar 2025	As at 31st March 2024
Opening balance	4,93,73,272	7,09,80,656
Add/Less: Transferred from general fund during the year	85,52,308	-2,16,07,384
Total	5,79,25,580	4,93,73,272

3.3 ASSETS FUND

Particulars	As at 31st Mar 2025	As at 31st March 2024
Opening balance	66,40,838	58,96,396
Add: Transferred from general fund during the year (Being funds utilised for capital expenditure of Rs.34,92,695 Less: Depreciation of Rs.29,46,097)	5,46,599	7,44,442
Total	71,87,437	66,40,838

3.4 EARMARKED FUND

Infrastructure Facilities Fund

Particulars	As at 31st Mar 2025	As at 31st March 2024
Opening Balance	20,00,00,000	20,00,00,000
Less: Utilized during the year	-	-
Total	20,00,00,000	20,00,00,000

4 GENERAL FUND

Particulars	As at 31st Mar 2025	As at 31st March 2024
Opening Balance	16,45,99,203	19,33,35,845
Add/(Less): Surplus/(Deficit) for the year	-7,95,52,627	-4,95,99,584
Add/(Less): Transferred to general operating fund	-85,52,308	2,16,07,384
Add/Less: Transferred to asset fund	-5,46,599	-7,44,442
Add/(Less): Transferred to earmarked fund	-	-
Add/(Less): Transferred to staff benefit fund	-	-
Total	7,59,47,669	16,45,99,203



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6 INVESTMENTS

Classification based on maturity

Particulars	As at 31st Mar 2025	As at 31st March 2024
Long term investments		
Term deposits	31,06,75,956	6,73,29,194
Current investments		
Short term deposits	10,72,41,795	18,29,44,318
Total	41,79,17,751	25,02,73,512

7 CURRENT ASSETS

Particulars	As at 31st Mar 2025	As at 31st March 2024
Earmarked fund receivable (considered good)	90,21,314	29,77,818
Cash and Bank Balances		
Cash on Hand	-	-
Balance at Scheduled banks	80,44,693	33,29,49,283
	80,44,693	33,29,49,283
Advances		
Staff advances	2,15,119	3,67,993
Interest accrued on fixed deposits	44,24,723	8,52,627
Other advances	43,76,965	66,46,067
Tax deducted at source receivable	66,69,313	58,79,682
	1,56,86,120	1,37,46,369
Total	3,27,52,127	34,96,73,470

8 CURRENT LIABILITIES

Particulars	As at 31st Mar 2025	As at 31st March 2024
Current Liabilities		
Sundry creditors	1,06,77,408	71,85,401
Statutory payables	7,76,853	10,61,220
Employee related payable	6,64,925	48,64,339
Total	1,21,19,185	1,31,10,960



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No. 25 AECS Layout, Ashwathnagar, Bengaluru - 560 094

Note 9: Grant Expenditure and Grant Income - Foreign Contribution Section

Amt in (₹)

Particulars	Project Staff Cost	Programme Cost	Project Administration Expenses	Administration Overhead Expenses	Infrastructure Cost	Total Grant Expenditure	Management Cost	Grant Income recognized
Health Systems Strengthening	2,98,47,580	5,24,07,080	6,76,732	14,03,900	-	8,43,35,292	69,72,179	9,13,07,471
Invest for Wellness (i4We)	13,93,510	3,45,420	-	73,934	-	18,12,864	1,81,287	19,94,151
Wellbeing for workforce Multi Domain	53,48,035	88,97,816	2,49,629	-	78,950	1,45,74,430	13,20,869	1,58,95,299
	6,92,08,112	12,22,36,917	13,13,310	16,44,987	1,61,306	19,45,64,632	1,94,56,464	21,40,21,096
Total	10,57,97,237	18,38,87,233	22,39,671	31,22,821	2,40,256	29,52,87,218	2,79,30,799	32,32,18,017
Previous Year	18,01,16,035	33,27,87,718	1,16,49,006	37,54,482	18,72,761	53,01,80,002	4,61,13,711	57,56,34,860



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No. 25 AECS Layout, Ashwathnagar, Bengaluru - 560 094

Notes forming part of Statement of Income & Expenditure - Foreign Contribution Section

Amt in (₹)

10 Bank Interest

Particulars	For the year ended 31st Mar 2025	For the year ended 31st March 2024
Interest on saving account	58,70,431	90,99,142
Interest on fixed deposits	2,91,01,916	3,14,51,942
Total	3,49,72,347	4,05,51,084

11 Other Income

Particulars	For the year ended 31st Mar 2025	For the year ended 31st March 2024
Other income	-	5,322
Miscellaneous income	33	12
Foreign exchange fluctuation	70,612	3,07,480
Amount no longer payable	22,38,801	18,49,313
Total	23,09,446	21,62,127

13 Administrative Expenses

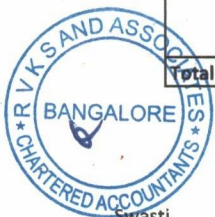
Particulars	For the year ended 31st Mar 2025	For the year ended 31st March 2024
Office costs	76,41,679	92,38,155
Audit fees	6,07,527	1,26,806
Professional fees	1,28,79,623	1,03,19,056
Website design and marketing	56,10,900	23,96,300
Communication expenses	3,14,900	4,67,106
Travel and conveyance	10,78,994	31,46,538
Project expenses written off	41,361	31,685
Foreign exchange Loss	77,996	-
Society filing fees	3,67,406	5,55,603
Total	2,86,20,386	2,62,81,249

14 Expenses on employment

Particulars	For the year ended 31st Mar 2025	For the year ended 31st March 2024
Staff salaries	1,69,39,304	1,13,47,891
Staff welfare expense	8,31,575	36,87,874
Insurance Charges	3,83,767	13,98,949
Gratuity	5,36,861	18,37,321
Leave Encashment	7,50,935	-
Employer contribution to ESI	24,709	31,951
Employer contribution to provident fund	8,16,729	18,09,900
Employer contribution to labour welfare fund	-	320
Total	2,02,83,880	2,01,14,206

15 Other Expenses - Interest returned

Particulars	For the year ended 31st Mar 2025	For the year ended 31st March 2024
Interest on Earmarked funds transferred to respective donors		
IN Covid Support FZE LLC (Crypto-Relief-VaxNow)	-	17,403
Walmart Inc (Walmart Vriddhi)	14,18,307	28,22,120
The Skoll Foundation (Skoll-CAC)	-	5,60,192
MacArthur Foundation (MacArthur-IPO-HII)	-	2,38,441
Rockefeller Foundation (RF-HS-G)	-	55,400
The David and Lucile Packard Foundation (PF-HS-S-BR)	-	77,309
Total	14,18,307	37,70,865



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Financials FY-2024-25



Note: 10-15

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No. 25 AECS Layout, Ashwathnagar, Bengaluru - 560 094

Note 12 : Invest for Wellness (i4We) & Other Health Programmes - Foreign Contribution Section

Amt in (₹)

Particulars	Project Staff Cost	Programme Cost	Project Administration Expenses	Administration Overhead Expenses	Infrastructure Cost	Total Unrestricted Expenditure	Management Cost	Grand Total Unrestricted Expenditure
Invest for Wellness (i4We)	1,20,62,960	38,40,184	1,83,730	3,433	-	1,60,90,307	-	1,60,90,307
Other Health Programmes	2,95,02,400	5,06,82,922	4,27,114		-	8,06,12,436	-	8,06,12,436
Total	4,15,65,360	5,45,23,106	6,10,843	3,433	-	9,67,02,743	-	9,67,02,743
Previous Year	3,75,24,758	5,00,65,954	20,36,688	-	-	8,96,27,400	-	8,96,27,400



5. Fixed Assets - Foreign Contribution Section
5A Tangible Assets

Particulars	Amt in (₹)											
	Gross Block					Depreciation					Net Block	
	As at 1st Apr 24	Additions before 3rd Oct	Additions after 3rd Oct	Deletions	As at 31st March 25	As at 31-Mar-24	Depn. Rate (%)	Depn. for the year	Deletions	As at 31-Mar-25	As at 31-Mar-25	As at 31-Mar-24
Electrical Equipments	5,32,276			-	5,32,276	2,49,744	10%	28,253	-	2,77,997	2,54,279	2,82,532
Furniture & Fixtures	13,78,664			-	13,78,664	2,34,820	10%	1,14,384	-	3,49,204	10,29,460	11,43,844
Office Equipments	22,64,444			-	22,64,444	5,94,763	10%	1,66,968	-	7,61,731	15,02,713	16,69,681
Office Equipments			40,000	-	40,000	-	15%	3,000	-	3,000	37,000	-
Computers & Accessories	8,19,407		1,78,490	-	9,97,897	4,14,316	40%	1,97,734	-	6,12,050	3,85,847	4,05,090
Total	49,94,791	-	2,18,490	-	52,13,281	14,93,643		5,10,340	-	20,03,982	32,09,299	35,01,147
Previous Year	41,69,213	5,09,169	3,16,409	-	49,94,791	9,52,703		5,40,940	-	14,93,643	35,01,147	32,16,511

5B Intangible Assets

Particulars	Amt in (₹)											
	Gross Block					Depreciation					Net Block	
	As at 1st Apr 24	Additions before 3rd Oct	Additions after 3rd Oct	Deletions	As at 31-Mar-25	As at 31-Mar-24	Depn. Rate (%)	Depn. for the year	Deletions	As at 31-Mar-25	As at 31-Mar-25	As at 31-Mar-24
Software Cost	45,94,586	26,25,205	6,49,000	-	78,68,791	14,54,895	40%	24,35,758		38,90,653	39,78,138	31,39,691
Total	45,94,586	26,25,205	6,49,000	-	78,68,791	14,54,895		24,35,758		38,90,653	39,78,138	31,39,691
Previous Year	26,79,888		19,14,698		45,94,586	-		14,54,895		14,54,895	31,39,691	26,79,887



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Swasti
No. 25, AECS Layout, Ashwathnagar, Bengaluru - 560 094.

Foreign Contribution Section

**SIGNIFICANT ACCOUNTING POLICIES FORMING PART OF FINANCIAL
STATEMENTS - 2024-25**

1. BASIS OF PREPARATION:

The organisation follows accrual method of accounting. Accounts have been prepared on a going concern basis under historical cost convention. The preparation of financial statements requires the organization to make estimates and assumptions that affect the figures reported in financial statements. The actual results could differ from these estimates.

2. FUND ACCOUNTING:

The organization has followed the principle of having separate funds for each of the program focus areas. Funds available under each program area are classified into three Categories pursuant to donor-imposed restrictions, organizational policies & applicable law - Restricted Funds, Designated Funds and Unrestricted Funds.

2.1 Restricted Funds

Restricted funds are funds whose use has been limited by donors or applicable law to a specific period and/or for a specific purpose. As and when the restrictions are satisfied, funds to that extent are transferred to the Income & Expenditure Account in case of revenue expenditure and capital expenditure.

2.2 Unrestricted funds

These unrestricted funds which are further designated or set aside by the governing body for specific purposes are as follows.

2.2.1 Employee Benefit Fund: This fund was earlier named as "Staff Welfare Fund" and redesignated during the year. This fund denotes statutory liabilities like gratuity and terminal benefits and other contractual liabilities



and provisions both by way of provision of liabilities and by way of setting up of separate funds. Being the first year of change in accounting policy, the statutory liabilities on account of gratuity and leave encashment, which were earlier transferred and disclosed under Current Liability are now regrouped under this fund.

2.2.2 Asset Fund: Asset Funds represent non-expendable funds invested in fixed Assets (Net Block) for use by Organization's activities and it is not available for any other purpose. Funds utilized for capital expenditure are transferred from general contribution to the Asset fund at the time of capitalization. Annually, the amount equal to the reduction in gross block of fixed assets on account of depreciation is transferred from the Asset fund to the general fund.

2.2.3 General operating Fund: This is used to meet the working capital needs of the organization. This fund is also used to meet the expenses incurred during the time gap between commencement of an externally funded project and actual receipts of funds.

2.2.4 Infrastructure Facilities Fund: These are funds set aside for infrastructure facilities creation for the organization to achieve the objectives of the organization.

2.3 General Funds

These are unconditional expendable funds available for use at the discretion of the Governing Body for furtherance of the Organization's objectives. These funds are neither restricted by donors nor designated for specific purposes by the Governing Body. All unrestricted unutilized donations are credited to the General Fund. The surplus or deficit arising out of the operations in each of the Program Focus Areas is adjusted against the respective general fund. It is assumed that at times fluctuations will occur in projected income and expenditure, which cannot be fully anticipated during the planning process. In the light of such circumstances, it is the policy of the Organization to maintain a prudent level of the General Fund to provide stability and flexibility.



2.4 Method of Accounting of Interest

Interest earned on out grant funds either from savings account or from fixed deposits are initially recognized as interest income on all grant funds and in the cases of interest income which are to be returned to the donors as per the conditions of the grant agreement with the donors, such interest incomes are considered as "income" and considered as expenditure, thereby nullifying the effect of interest income.

3. REVENUE RECOGNITION:

- 3.1** All the incomes are recognized when the Organization is legally entitled to collect it and the amount can be quantified with reasonable accuracy, on an accrual basis.
- 3.2** Interest on deployment of funds is recognized using the time proportion method, based on the underlying interest rates.
- 3.3** General Contribution includes unspecified donations received. Such contributions are not subject to any donor-imposed restrictions and are recognized as income in the period of receipt, in accordance with the organization's accounting policies and applicable financial reporting standards.
- 3.4** Membership fees received from the members are recognised on a receipt basis, in accordance with the cash accounting principle.
- 3.5** Restricted Funds received towards recurring expenditure are credited to specific income accounts to the extent restrictions are satisfied.

4. PROPERTY PLANT, AND EQUIPMENT & DEPRECIATION:

Property, plant and equipment are shown at cost and donations in kind are capitalized at nominal value. The depreciation for fixed assets is provided on a written down value basis at the rates prescribed in the Income-tax Act, 1961. Maintenance, repairs and investment in minor assets are charged off to Income & Expenditure Account. That expenditure which will materially increase the value of the asset or extend its useful life is capitalized. The assets which have fulfilled their useful life are retired at book value and are charged off to the Income & Expenditure Account. Amounts realized on sale of assets to the extent of written down value are credited to the asset account. Profit or loss resulting on sale is charged to the Income & Expenditure Account. However, assets purchased out of specific grant receipts for implementing the project have been expensed off during the year of purchase.



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5. DEPRECIATION:

Depreciation on property, plant and equipment is provided on the written-down value method at the following rates: Depreciation on Property , plant & equipment has been charged on written down method at the following rates:

SL No	Asset	Dep. Rate (in %)
1	Equipment	
	Electrical Equipment	10%
	Office Equipment	10%
	Office Equipment - (Mobile etc.,)	15%
2	Furniture & Fixtures	
	All type of furniture	10%
3	Vehicle	
	All types of car	15%
4	Computer	
	Computers & Accessories	40%
5	Software	40%

6. FOREIGN EXCHANGE TRANSACTION:

Transactions denominated in foreign currency are converted to Indian rupees and recorded as per the exchange rates prevalent on the date of transaction. All foreign currency denominated monetary assets and liabilities are translated at the exchange rates prevailing on the balance sheet date. The resultant net Exchange differences are recognized in the Income and expenditure account.

7. INVESTMENTS:

Investments are made in accordance with provisions under Section 11 of the Income Tax Act.

Investments of all the funds are pooled together. Each participating fund enters & withdraws



from the pool based on fund movement. Investments are stated at value as on 31st March 2025 (including interest accrued but not received).

8. TAXATION:

The Organization is registered under Section 12AA(1)(b)(i) of Income Tax Act 1961 vide letter No. DIT(E)/12A/VOL.III/S-1453/W-2/2004-05 dt.8/2/2005 of Director Income Tax (Exemptions) and is renewed with the registration number: AABAS4743AE20214 which is valid till 31/03/2026. As such, the income of the organization is exempt from taxation of its income and gains. The income is Exempt subject to conditions specified under Section 11 and 13 of the Income tax Act. The organization is registered under the Foreign Contribution (Regulation) Act and has received the registration renewal vide reference no 0300011362021 with Registration Number 094421320 for a period of five years with effect from 01 January 2022.

9. ACCOUNTING OF LEASE:

Leases where the lessor effectively retains substantially all the risks and benefits of the ownership over the lease term are classified as operating lease. Operating lease payments are recognized as expenses in the statement of Income and Expenditure. The organization has taken certain office spaces on an operating lease basis. The future minimum lease rental payables towards non-cancellable operating leases as at the balance sheet date are as below:

(Amount in Rs.)		
Particulars	As at March 31, 2025	As at March 31, 2024
Not later than one year	39,61,156	50,67,790
More than one year not later than 5 years	61,15,000	1,06,42,765
Later than 5 years	-	-

10. EMPLOYEE BENEFITS FUND

a) Gratuity

The Organization has carried out Gratuity Valuation for the year 2024-25. The following Table provides the disclosure in accordance with Revised AS - 15 in respect of Gratuity for the year ended and as at March 31, 2025.



No	Particulars	Financial Year 2024-25	Financial Year 2023-24
I.	Change in Defined Benefit Obligations:		
	Projected Defined Benefit obligations at the beginning of the year	1,98,38,605	1,49,45,402
	Current Service Cost	39,43,288	36,78,971
	Interest Cost	16,90,482	13,83,048
	Past Service Cost		
	Actuarial Losses / (Gain)	(55,95,342)	4,52,569
	Liabilities Assumed on Acquisition/ (Settled on Divestiture)	-	-
	Benefits paid	(16,31,615)	(6,21,385)
	Projected Defined Benefit obligations at the end of the year	1,82,45,418	1,98,38,605
II.	Change In Plan Assets		
	Plan assets at the beginning of the year at Fair Value	-	-
	Contributions by the employer	16,31,615	6,21,385
	Benefits paid	(16,31,615)	(6,21,385)
	Plan assets at the end of the year at Fair Value	-	-
III.	Present Value of Defined Benefit Obligation	1,82,45,418	1,9,8,38,605
	Plan Assets at the end of the year at Fair Value *	-	-
	Total Liability as at the end of the year **	1,82,45,418	1,98,38,605
IV.	Financial Assumptions at the Valuation Date		
	Discount Rate (P.A)	6.95%	7.25%
	Salary Escalation Rate	7.00%	7.00%

b) Leave Encashment

The Organization has carried out Leave Encashment for the year 2024-25. The following Table provides the disclosure in accordance with Revised AS - 15 in respect of Leave Encashment for the year ended and as at March 31, 2025.



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Particulars	Amount (Rs.)
Current liability	1,00,821
Non-Current liability	16,57,700
Net Liability	17,58,521

The following table summarizes the relevant information in respect of active members of the scheme.

No. of Employees	Avg.Per day leave Encashment Salary (in Rs.)	Avg.Age (in Years)	Avg.Unrestricted Leave Balance (days)	Avg. Restricted Leave Balance (days)
78	1,696.33	37.08	21.13	21.13

Summary of the Compensated Absence Benefits

The policy of compensated absence as applicable to the employees of the Company has been communicated to us and a summary of our understanding on the same is reproduced below:

Company's Compensated Absence Policy		
General Policy	Leave cycle	1 January to 31 December
	Divisor used for per day salary	Monthly salary / 30.42 days
Accrual of Leave	No. of leave that accrue during the year	24 days
Accumulation Limits	Maximum leave allowed to be accumulated:	-
	• for encashment	45 days



	for availment	45 days
	Leave in excess of maximum	Lapsed
Leave Encashment	Encashment allowed whilst in service	No
	Encashment allowed on separation, if yes, on what contingency	All types of separation from the Company
	Definition of salary for encashment	Basic Salary
Leave Availment	Availment allowed whilst in service	Yes
	Definition of salary for availment	Not Applicable

FINANCIAL ASSUMPTIONS AT THE VALUATION DATE:

Particulars	31 st March 2025
Discount Rate (p.a)	6.95%
Salary Escalation Rate (p.a)	7.00%



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11. RELATED PARTY DISCLOSURE

As required under "Accounting Standard - 18", issued by Institute of Chartered Accountants of India, the Organization has disclosed the transaction with related parties effected during the FY-2024-25.

11.1 Details of Governing Body Members to whom payments were made:

Sl No	Name of the Person	Relationship	Age	Qualification	Specialization
1	R. Thangavelu	Secretary	51	BE and MBA	Project Management and Governance
2	Krishna Moorthy K	Treasurer	50	BBM	Financial Management and Budgeting
3.	Dr. Angela Chaudhuri	Governing Body Member	48	BDS, Masters in Public Health, PG Dip Journalism	Global Public Health, Complex Humanitarian Emergencies, Management and Finance in International Health, Journalism, Leadership and Governance
4.	Shama Karkal	Governing Body Member	48	BA and MSW	Management and Community Organization, Social Action and Development
5.	Shiv Kumar	Governing Body Member	57	B Com PGDRM PGD-System Analysis & Design	Technology, Innovative Financing, Collaborations, Governance and Institution building.
6.	N. Raghunathan	Governing Body Member	58	BE Agr PGDRM	Designing Programs, Projects, Organisations and Networks. Evaluation and Impact Assessments.



Salary/Remuneration paid to the Governing Body Members for services rendered to the Organization for the financial year ending March 31, 2025 is as follows:

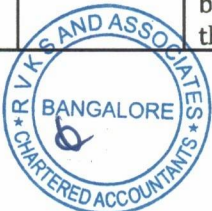
Nature of Payment	For the year ended March 31, 2025 (Rs.)	For the year ended March 31, 2024 (Rs.)
Salaries*	1,30,99,304/-	1,79,85,243/-
*The above figures do not include provision for gratuity payable, as the same are actuarially determined for Organization as a whole and separate figures for related parties are not available.		

Breakup of Salaries paid to Governing Body Members to whom payments were made :

Sl. No	Name of the person	Total	Amount paid out of Restricted funds(grant contracts) in Rs.	Amount paid out of Unrestricted funds(Programme) in Rs.	Balance amount paid from Establishment Expenditure in Rs.
1	Dr. Angela Chaudhuri	55,39,332	22,78,692	24,45,480	8,15,160
2	Shama Karkal	12,00,000	-	12,00,000	-
3	Krishna Moorthy. K	35,20,000	7,31,250	7,04,000	20,84,750
4	R.Thangavelu	28,39,972	6,65,000	21,74,972	-
	Total	1,30,99,304	36,74,942	65,24,452	28,99,910

11.2 Details of payments made to other related parties

Sl. No.	Name of the organization	Relationship	Nature of Transactions	Total Amount Paid in Rs.	Amount paid out of Restricted funds(grant contracts) in Rs.	Amount paid out of Unrestricted(programme) in Rs.	Balance Amount paid from Establishment Expenditure in Rs.
1.	Catalyst Management Services Pvt Ltd	Private Company in which two members of the society are Directors	Technical Support and reimbursement of expenses	1,62,34,850	24,82,951	1,23,90,001	13,61,898
2.	Ashish Kulavoor Melanta	Individual is a spouse of one of the governing body member of the society	Professional fee	4,64,500	-	4,64,500	-



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3.	N Raghunathan	Governing Body Member	Rental of Premises	3,85,000	-	-	3,85,000
4.	Shiv Kumar	Governing Body Member	Professional fee & Reimbursement of expenses	1,01,69,255	95,63,895	2,63,326	3,42,034
5.	Fuzhio Health and Business Services Pvt Ltd	Private Company in which two members of the society are Directors	Professional fee	21,60,603	11,19,986	10,40,617	-

*Professional fee paid is inclusive of GST

All the above transactions are provided at competitive rates and are at arm's length. Some of these salaries and professional services are reimbursed by various projects and some are incurred by the society. Wherever they are reimbursed by various projects, the relevant expenditure is considered under the head 'Grant Expenditure' in note 9. Necessary contracts have been entered with these organizations/ persons. These organizations/ persons possess the necessary technical / commercial expertise to render these services which have been evaluated before these contracts are entered into with these organizations/persons.

12. General:

Previous year's figures have been regrouped and reclassified wherever necessary to confirm with current year's presentation.

For R V K S and Associates
Chartered Accountants
FRN.NO: 008572S

Venugopal C
16/09/2025
Venugopal C

Partner

Membership No: 226247

UDIN:



For Swasti,

R. Thangavelu
R. Thangavelu
Secretary

Krishna Moorthy K
Krishna Moorthy K
Treasurer



Place: Bengaluru

Date: 16/09/2025