

**Date: 03<sup>rd</sup> September, 2025**

<b>To,</b> Manager - Listing Compliance <b>National Stock Exchange of India Limited</b> 'Exchange Plaza'. C-1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051 SYMBOL: JSLL	<b>To,</b> Head of the Department, Department of Listing Operation, <b>BSE Limited</b> Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai 400001 SCRIP Code: 544476
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**SUB: Notice of the 8<sup>th</sup> Annual General Meeting and Integrated Annual Report for Financial Year 2024-25 – Regulations 30, 34 and 36 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations").**

**Dear Sir/Ma'am**

This is to inform that the 8<sup>th</sup> Annual General Meeting (AGM) of Jeena Sikho Lifecare Limited will be held on Monday, September 29, 2025 at 12.00 Noon at First Floor, Parle G Godown, City Enclave, Back Side JP Hospital, Near Anand Complex, Zirakpur, Main Road, SAS Nagar, Punjab 140603. In this regard following is submitted:

1. Notice of the 8<sup>th</sup> AGM of the Company scheduled to be held on Monday, September 29, 2025 at 12:00 Noon (IST) at First Floor, Parle G Godown, City Enclave, Back Side JP Hospital, Near Anand Complex, Zirakpur, Main Road, SAS Nagar, Punjab – 140603. The brief details of the agenda items proposed to be transacted at the 8<sup>th</sup> AGM are given as **Annexure A**.
2. Integrated Annual Report of the Company for the financial year 2024-25;

The aforesaid documents are being dispatched electronically (through e-mail) to all the Members whose e-mail addresses are registered with the Company / Skyline Financial Services Private Limited (the Registrar & Share Transfer Agent) / the Depository Participant(s). Physical copies of the same will be provided to the Members on request.

Further, in compliance with Regulation 36(1)(b) of the Listing Regulations, a physical communication is being sent to Members whose e-mail ids are not registered with the Company/the Registrar & Share Transfer Agent/the Depository Participant(s) providing the weblink where the Integrated Annual Report for the Financial Year 2024-25 and the Notice of the 8<sup>th</sup> Annual General Meeting can be accessed on the Company's website.

The PDF version of the above mentioned documents are available on the website of the Company at <https://www.jeenasikho.com/investors> and website of National Securities Depository Limited ("NSDL"), e-voting agency at <https://www.evoting.nsdl.com/>.

## **JEENA SIKHO LIFECARE LIMITED**

120+ AYURVEDA CLINICS & HOSPITALS | FREEDOM FROM 2D DISEASES & DRUGS

### **Registered Office Address:**

SCO-11, Kalgidhar Enclave, Baltana, Zirakpur,  
Punjab-140604, 01762-513185  
CIN NO.: L52601PB2017PLC046545

### **Corporate Office Address:**

B-26, Opp. Metro Pillar No. 223, Rohtak Road,  
New Multan Nagar, Delhi - 110056  
Email ID: cs@jeenasikho.com | www.jeenasikho.com

Detailed instructions for remote e-voting and for voting at the AGM are provided in the Notice of the 8<sup>th</sup> AGM.

The intimation is also being uploaded on the website of the Company and can be accessed at <https://www.jeenasikho.com/investors>.

You are requested to take the same in your kind record.

**Thanks & Regards**

For and on behalf of

**JEENA SIKHO LIFECARE LIMITED**

**Manish Grover**

**Managing Director**

**DIN: 07557886**

**Place: Zirakpur, Punjab**

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**ANNEXURE A**

<b>Resolution No.</b>	<b>Resolution Type ( Ordinary / Special )</b>	<b>Details of Business</b>
<b>Ordinary Business</b>		
1	Ordinary Resolution	To receive, consider and adopt the Audited Standalone Financial Statements of the Company for the financial period ended on 31 <sup>st</sup> March 2025 together with the reports of Directors and Auditors thereon.
2	Ordinary Resolution	To declare a final dividend of ₹1.10/- per equity share of face value of ₹2/- each for the financial year ended March 31, 2025.
3	Ordinary Resolution	To re-appoint Ms. Shreya Grover as a Director who retires by rotation & being eligible offers herself for re-appointment.
4	Ordinary Resolution	Appointment of M/s. Walker Chandiok & Co LLP, Chartered Accountants as Statutory Auditor
<b>Special Business</b>		
5	Ordinary Resolution	Appointment of M/s. Walker Chandiok & Co LLP, Chartered Accountants as Statutory Auditor to fill casual vacancy
6	Ordinary Resolution	Appointment of Ankur Singh & Associates as Secretarial Auditor
7	Special Resolution	Approval of Jeena Sikho Employees Stock Option Scheme, 2025 for Eligible Employee of the Company
8	Special Resolution	Extension of the Jeena Sikho Employee Stock Option Scheme 2025, to the Eligible Employees of the Group Companies
9	Special Resolution	Re-designation of Ms. Shreya Grover (DIN: 09199495) as Whole-time Director and a Key Managerial Personnel of the Company from the position of Non-Executive Director.

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**Registered Office Address:**

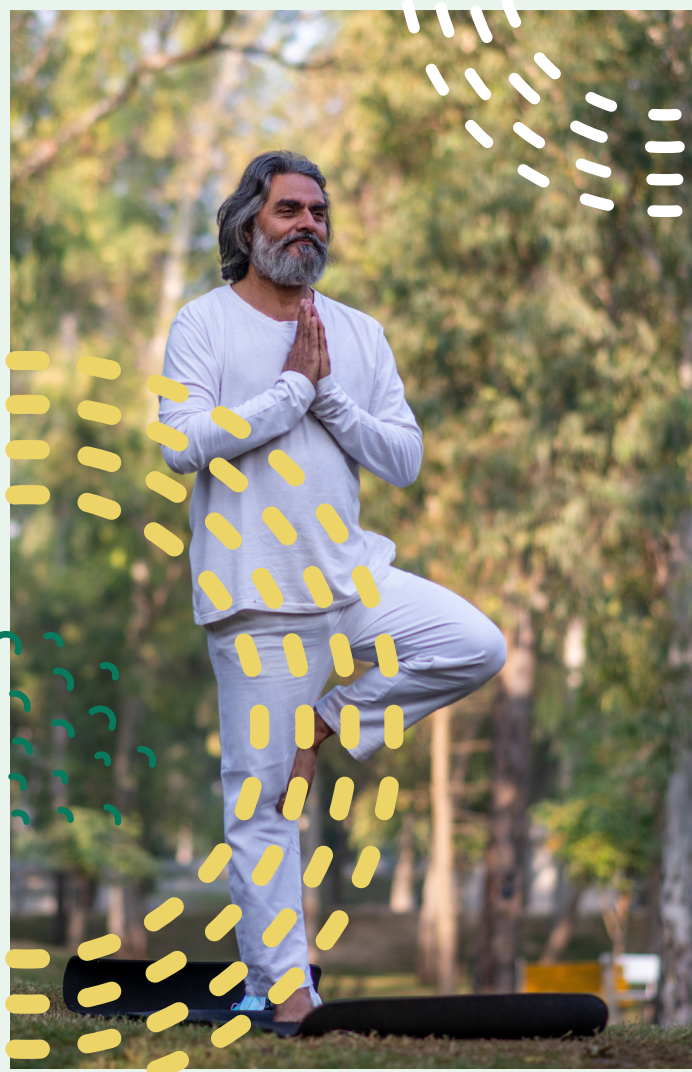
SCO-11, Kalgidhar Enclave, Baltana, Zirakpur,  
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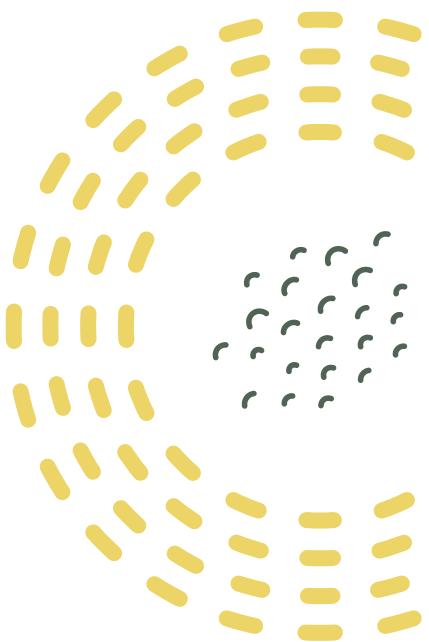
# Healing India *holistically*







# Inside this *report*



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# Healing India *holistically*

Our journey is anchored in a profound belief: true healing begins when the body, mind, and spirit are treated as one. In a world increasingly leaning towards instant fixes, we are championing a return to balance, where the time-honoured wisdom of Ayurveda meets the needs of modern lives.

FY25 was a year of transformation and purpose. We continued to scale our reach, expand our offerings, and strengthen our engagement with individuals seeking sustainable, side-effect-free wellness solutions. With every clinic we open, every product we formulate, and every patient we serve brings us one step closer to a healthier India, an India that embraces the power of nature and the depth of tradition.

Our model, deeply rooted in Ayurvedic science, is designed not just to treat symptoms, but to address the root cause of illness. This preventive and integrative approach allows us to offer personalised healing pathways, giving our patients renewed energy, improved immunity, and long-term vitality.

The heart of our success lies in the thousands of lives we have touched - people who have rediscovered hope and health through our therapies, Panchakarma treatments, formulations, and compassionate guidance. Our teams, comprising skilled doctors, trained therapists, and passionate wellness professionals, are united by a shared mission to promote holistic well-being with care, credibility, and conviction.

AS WE LOOK AHEAD, OUR STRATEGY IS NOT MERELY ABOUT GROWTH, IT IS ABOUT PURPOSE-DRIVEN IMPACT. WE ARE STRENGTHENING OUR SALES FUNNEL, ENHANCING UNIT ECONOMICS, AND DEEPENING OUR DISTRIBUTION ECOSYSTEM. BUT MORE IMPORTANTLY, WE ARE BUILDING A TRUSTED BRAND THAT STANDS FOR MORE THAN PROFIT:

**IT STANDS FOR TRANSFORMATION, HEALING, AND THE RETURN TO OUR ROOTS.**

#### Forward Looking Statement

In this Annual Report, we present forward-looking information to assist investors in understanding our future prospects and making informed decisions. This report, along with our periodic written and oral statements, contains forward-looking statements based on management's plans and assumptions. These statements are indicated by terms such as 'anticipate', 'estimate', 'expect', 'project', 'intend', 'plan', 'believe', and other similar expressions regarding future performance. Although we consider our assumptions to be reasonable, we cannot assure that these forward-looking statements will materialize. Actual results may differ significantly due to various risks, uncertainties, and potential inaccuracies in assumptions. If known or unknown risks or uncertainties arise, or if our assumptions prove to be incorrect, actual outcomes could vary substantially from the anticipated, estimated, or projected results. Readers should be mindful of this uncertainty. We do not commit to publicly updating any forward-looking statements, whether as a result of new information, future events, or otherwise.



COMPANY PROFILE

# Ancient wisdom for a healthier today

AT JEENA SIKHO LIFECARE LIMITED (JSL), WE ARE MORE THAN A HEALTHCARE PROVIDER, WE ARE A MOVEMENT. A MOVEMENT TO RESTORE BALANCE, REVIVE TRADITIONS, AND REDEFINE WELLNESS. FOUNDED IN 2009 AND INCORPORATED IN 2017, WE ARE ONE OF INDIA'S LEADING AYURVEDIC HEALTHCARE COMPANIES, DELIVERING AFFORDABLE, AUTHENTIC, AND EFFECTIVE HOLISTIC CARE.

## EMPOWERING LIVES THROUGH AYURVEDA

At the heart of our existence lies a powerful purpose: to make the world a healthier place. We believe true wellness goes beyond the absence of illness. It is about balance - of body, mind, and lifestyle. Through authentic Ayurvedic therapies, formulations, and personalised treatment plans, we offer more than care; we offer transformation.

Guided by the vision of our founder Acharya Manish Ji (Mr. Manish Grover) and our leadership team, we have built a strong foundation of trust and outcomes-driven care. Under their leadership, we offer over 330 natural and Ayurvedic products, each crafted to support preventive and curative health, with the goal of restoring internal balance and long-term vitality.

## ROOTED IN SCIENCE. RELEVANT FOR TODAY.

We are firm believers in the transformative power of Ayurveda, not as a relic of the past but as a living science that continues to evolve. Our healthcare model blends time-tested Ayurvedic wisdom with modern delivery systems, making it accessible, understandable, and relatable for today's generation.

Ayurveda is seeing a strong resurgence, particularly among the youth who are increasingly inclined towards natural and sustainable alternatives. Government support and rising awareness have further created tailwinds for growth. At JSL, we have aligned our capabilities to harness this momentum and become a trusted healthcare partner for thousands of individuals each day.

## FROM CURE TO CARE TO CONSCIOUS LIVING

We do not stop at treatment. Our role extends into awareness creation, lifestyle education, and prevention. Through health camps, outreach programmes, and strong presence across digital and traditional media, we consistently advocate for Ayurvedic principles and healthy living.

Our approach to wellness is comprehensive; from identifying root causes of illness to offering long-term lifestyle solutions. We envision a future where Ayurveda is seamlessly integrated with mainstream healthcare, offering individuals choice, clarity, and confidence in their pursuit of well-being.

Over the years, we have expanded our footprint across the nation, empowering individuals to live healthier, stress-free lives. Our commitment to this cause is visible across our pan-India presence through a network of over 115 healthcare centres, including hospitals, clinics, and day-cares.

We operate under the rapidly growing brand 'Shuddhi', which reflects our philosophy of natural purification and holistic healing. As a publicly listed Company on the NSE & BSE, we continue our journey with greater accountability, transparency, and growth orientation.



### OUR VISION

To make the world healthy.

To create awareness about the causes and prevention of disease.

To use the benefits of Ayurveda and alternative treatments for recovery from disease.



### OUR MISSION

Our mission centres on providing enhanced Ayurvedic healthcare services, spreading vital awareness about healthy lifestyles, and revitalising India's rich medical heritage through innovative approaches.



### OUR VALUES

With values rooted in integrity, authenticity, and efficacy, Jeena Sikho places a paramount focus on creating genuine products, offering ethical services, and delivering effective solutions.

## A NAME THAT STANDS FOR PURITY AND PURPOSE

'Shuddhi', meaning purification in Sanskrit, is not just a name, it is a promise. A promise to detoxify, to heal, and to renew. At our Shuddhi clinics and hospitals, treatment is not limited to herbal remedies. It is a complete lifestyle intervention, encouraging individuals to adopt routines that are more disciplined, more natural, and more aligned with the body's innate rhythm.

Through Shuddhi therapies and counselling, we help individuals reconnect with nature, reduce dependency on synthetic medicines, and embrace a preventive, long-term approach to health.

## JEENA SIKHO AT A GLANCE



50

OPERATIONAL HOSPITALS



1,600

BEDS OPERATIONAL



100+

CITIES & TOWNS COVERED



65

OPERATIONAL CLINICS & DAY CARE CENTRES



1,218+

BEDS IN PIPELINE



23

STATES COVERED



330+

SKUs IN AYURVEDA MEDICINE & PRODUCT PORTFOLIO



71%

ROCE\*: CAPITAL-LIGHT BUSINESS MODEL



47%

3Y TOP LINE CAGR\*\*: AS ONE OF THE FASTEST GROWING HEALTHCARE ENTERPRISES



~481

CERTIFIED AYURVEDA DOCTORS



~659

SUPPORTING HEALTHCARE PERSONNEL



NSE & BSE

LISTED

\*3Y Average ROCE | \*\*3Y Top line CAGR (FY22-25)

# The man who gave Ayurveda a modern avatar

AT THE HEART OF JEENA SIKHO LIFECARE LIMITED IS ACHARYA MANISH JI, A VISIONARY LEADER, HEALER, AND EDUCATOR WHOSE LIFE'S MISSION IS TO REALISE A DISEASE-FREE, DRUG-FREE BHARAT. WHAT BEGAN AS A PERSONAL QUEST FOR HEALING DURING HIS OWN CHILDHOOD ILLNESS, EVENTUALLY TRANSFORMED INTO A NATIONWIDE MOVEMENT - ONE THAT REPOSITIONS AYURVEDA NOT JUST AS AN ALTERNATIVE, BUT AS A PRIMARY PATH TO WELLNESS.



**Dr. Abhishek**  
FOUNDER (AFI)

**Prof. Ish Sharma**  
MD, PH.D AYURVEDA

**Acharya Manish Ji**  
NATUROPATHY & DIET  
EXPERT

**Dr. BRC**  
PH.D, DIABETES

**Dr. Neha Sharma**  
BAMS/ACLS, AUTISM

Acharya Ji's journey started when conventional medicine failed to address his childhood health challenges. It was only after being introduced to Ayurveda by his uncle that his condition began to improve. That turning point ignited in him a purpose far greater than personal healing: to revive Ayurveda as a mainstream, science-backed, lifestyle-oriented healthcare system accessible to all.

Today, along with the vision of Acharya Manish Ji, the Company is being driven forward by an equally strong and dedicated management team. This leadership brings deep expertise across diverse domains of healthcare.



## A VISIONARY WITH A MISSION

Driven by a singular mantra - 'अपना डॉक्टर खुद बनो' ('Be your own doctor'), Acharya Manish Ji has redefined how we view healthcare in modern India. His philosophy is based on self-awareness, preventive health, and nature-aligned living. He firmly believes that the key to good health lies not in chemicals but in a harmonious balance of the body, mind, and lifestyle, guided by ancient Ayurvedic wisdom.

Through years of rigorous study in Ayurveda and Naturopathy, Acharya Ji developed the golden therapy; a proprietary, holistic treatment approach that addresses chronic and lifestyle diseases without harmful side effects. This revolutionary therapy now brings renewed hope to thousands across the country.



## FROM VISION TO NATIONWIDE IMPACT

Through JSLL, Acharya Ji has laid the foundation for a robust, structured, and accessible Ayurvedic care network, with over 115 clinics and hospitals across India. His expertise, accumulated over more than 15 years, extends across product formulation, treatment protocols, patient care, and public education.

He is not just a practitioner but a catalyst for change, using digital platforms like YouTube, Facebook, and Instagram to share knowledge; delivering informative sessions on major news channels such as NDTV and India TV; and leading community wellness initiatives through yoga sessions and health camps.

His reach extends far beyond cities and towns, as he speaks to millions of households each day, raising awareness and offering alternative solutions to modern-day health problems.



## MAKING AYURVEDA MAINSTREAM AGAIN

From his roots as a motivational speaker promoting preventive health to becoming a national voice in Ayurveda, Acharya Manish Ji has brought pragmatism, authenticity, and scale to an ancient science. He is widely regarded for demystifying Ayurveda and making it relevant for today's generation, especially among the youth who increasingly seek natural and sustainable solutions.

His contribution extends beyond treatments. He has created educational content, led public engagement campaigns, and initiated grassroots-level healthcare awareness, ensuring that Ayurveda is seen not as a last resort, but a first step.



## A SYMBOL OF HOPE AND HEALING

For us at Jeena Sikho Lifecare Limited, Acharya Manish Ji is more than a founder; he is our guiding force. His resolute commitment to wellness, his deep faith in Ayurveda, and his drive to serve society have shaped every decision and direction we take.

He envisions a future where holistic health is not a privilege, but a right. His dream is not limited to India as he aspires to take India's Ayurvedic heritage to the global stage. And with every new patient healed, every clinic opened, and every product created, we move one step closer to that dream.

## MEDIA PRESENCE

### SOCIAL MEDIA CHANNELS

- [youtube.com/@Chikitsaguru](https://www.youtube.com/@Chikitsaguru)  
1.06M subscribers | 3.9K videos
- [youtube.com/@haveshuddhi](https://www.youtube.com/@haveshuddhi)  
519K subscribers | 2.8K videos
- [youtube.com/@HIIMSOOfficial](https://www.youtube.com/@HIIMSOOfficial)  
623K subscribers | 3.1K videos
- [facebook.com/GuruManishAyurveda/](https://www.facebook.com/GuruManishAyurveda/)  
328K Likes | 1.1M Followers
- [facebook.com/HaveShuddhi/](https://www.facebook.com/HaveShuddhi/)  
257K Likes | 777K Followers
- [facebook.com/hiimsofficial](https://www.facebook.com/hiimsofficial)  
390K likes | 1.6M followers
- [facebook.com/shuddhiclinic](https://www.facebook.com/shuddhiclinic)  
102K likes | 269K followers
- [instagram.com/haveshuddhi](https://www.instagram.com/haveshuddhi)  
294K followers
- [instagram.com/shuddhiclinics](https://www.instagram.com/shuddhiclinics)  
282K followers
- [instagram.com/hiimsofficial](https://www.instagram.com/hiimsofficial)  
788K followers
- [instagram.com/chikitsaguru](https://www.instagram.com/chikitsaguru)  
764K followers

### NATIONAL & REGIONAL TV PRESENCE:





# From a vision to a *Movement*

## THE BIRTH OF A VISION

The seeds of our story were planted in 2009, when Acharya Manish Ji envisioned a Bharat free from disease and drug dependency. That same year, we commenced the sale of Ayurvedic medicines, initiating our mission to offer natural, root-cause-based health solutions.

2009

## TOWARDS INTEGRATED CARE

We expanded from products to personalised healthcare services, establishing our first Ayurvedic centre in Chandigarh. This marked our entry into community-based healing, offering patients the benefit of in-person diagnosis and lifestyle guidance.

2013

## OFFICIAL INCORPORATION

As our work and impact deepened, Jeena Sikho Lifecare was formally incorporated in 2017, bringing structure and scale to our operations.

2017

2018

## OUR BRAND OF CARE

With our brand 'Shuddhi Ayurveda' officially launched in 2018, we began building a network of dedicated Ayurvedic healthcare centres across India.

## ADVANCED CARE THROUGH PANCHAKARMA

We reached a significant milestone in 2020 with the inauguration of the Shuddhi Ayurveda Panchakarma Hospital in Derabassi. This facility elevated our capacity to deliver deep detoxification and rejuvenation therapies, enhancing treatment outcomes and reinforcing our expertise in Panchakarma.

2020

2021

## SCALING WITH PURPOSE

Our community's trust fuelled our growth. By 2021, we had established over 50 operational centres across India, a tribute to the increasing demand for authentic, holistic healthcare and the credibility we had earned.

2022

## PUBLIC SUPPORT

We successfully completed our IPO in 2022, raising ₹55.5 crore. This capital infusion allowed us to accelerate our growth, strengthen our infrastructure, and expand our reach, reinforcing our commitment to wellness at scale.

2023

## EXPANDING REACH. DEEPENING IMPACT.

We widened our national footprint by opening large hospitals in Lucknow, Jaipur, and Navi Mumbai, while also launching 20 mid- and small-sized centres across other cities.

2024

## A MILESTONE YEAR

We crossed a remarkable revenue threshold, registering ₹324 crore in FY24, reflecting both the efficacy of our model and the growing relevance of Ayurveda in today's health-conscious environment.

2025

## EXPANDING WITH NEW MODELS AND NEW MARKETS

We surpassed 1,600 operational bed capacity with newly added 573 beds across a total of 77 units.

OUR JOURNEY BEGAN IN 2009, A SINGLE STEP TOWARDS A HEALTHIER, MORE BALANCED FUTURE, GUIDED BY THE VISIONARY IDEALS OF ACHARYA MANISH JI.

What started as a humble effort to offer Ayurvedic solutions has today grown into a respected healthcare institution impacting lives across India and beyond. Over the years, our focus has remained clear: to bring Ayurveda to the centre of modern healthcare, and to make holistic wellness accessible to all.





OUR OFFERINGS

# Comprehensive care. *Natural solutions.*

OUR OFFERINGS REFLECT OUR COMMITMENT TO HOLISTIC, ACCESSIBLE, AND PERSONALISED CARE ROOTED IN THE ANCIENT SCIENCE OF AYURVEDA. WE CATER TO EVERY STAGE OF THE HEALTH CONTINUUM - PREVENTIVE, CURATIVE, CORRECTIVE, AND MAINTENANCE - THROUGH A BROAD RANGE OF CLINICALLY GUIDED, PATIENT-FOCUSED SERVICES AND PRODUCTS. BY INTEGRATING TRADITION WITH INNOVATION, AND PERSONALISATION WITH SCALE, WE CONTINUE TO BUILD A ROBUST ECOSYSTEM FOR ALTERNATIVE AND NATURAL HEALTHCARE.



IN-PATIENT SERVICES

Our hospitals offer round-the-clock medical supervision, with state-of-the-art infrastructure designed to provide a healing environment. Facilities include:

- Comfortable and hygienic rooms
- Customised Ayurvedic diet menus
- Specialised therapy units for Panchakarma, Reflexology, Yoga/Meditation, and Hot Water Immersion / Head Down Tilt (HWI/HDT)

Every aspect of in-patient care is curated to promote recovery, detoxification, and long-term health transformation.



PANCHAKARMA THERAPIES

A centrepiece of our care model, our Panchakarma therapies are delivered by trained Ayurvedic therapists using authentic procedures and herbal formulations. These treatments offer:

- Deep detoxification
- Physical rejuvenation
- Restoration of internal balance

By cleansing the body and balancing the 'doshas', Panchakarma strengthens immunity and resets overall well-being.



72-HOUR HEALTH CAMPS

We organise regular 72-hour health camps across multiple locations to:

- Raise awareness about Ayurvedic solutions
- Offer basic consultations and check-ups
- Encourage preventive care

Approximately 30% of attendees transition to in-patient care, emphasising the trust we've earned and the relevance of our offerings. We organise regular health care camps each month.



HOME-BASED  
HEALTHCARE SERVICES

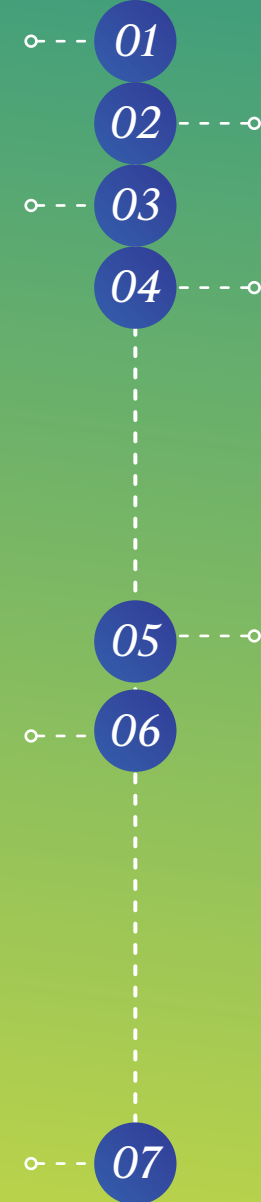
Recognising the need for care beyond the clinic, we also provide:

- At-home consultations and therapies
- Medical kits for self-use
- Ongoing remote support for chronic care management

This ensures that our patients continue receiving the benefits of Ayurveda in the comfort and privacy of their homes.

COMPLETE  
HEALTHCARE  
SERVICES

Our service delivery model is designed to ensure that care reaches people where they are and when they need it, through multiple formats.



OUT-PATIENT SERVICES  
AND DAY CARE

Our network of Ayurvedic clinics across India is staffed with experienced doctors offering personalised consultations that cover:

- Diagnosis and root-cause analysis
- Prescriptions for herbal medication
- Individualised diet and lifestyle guidance
- Follow-up care and monitoring

For patients requiring therapeutic care without overnight admission, our day care facilities offer structured interventions and same-day discharge, balancing efficiency with efficacy.



DIETARY SUPPORT AND  
NUTRITION GUIDANCE

We believe food is the first medicine. Our expert dietitians provide individualised counselling to help patients adopt sustainable dietary habits aligned with Ayurvedic principles. This service plays a critical role in both treatment and prevention.



COMPREHENSIVE PATIENT  
SUPPORT, ANYTIME,  
ANYWHERE

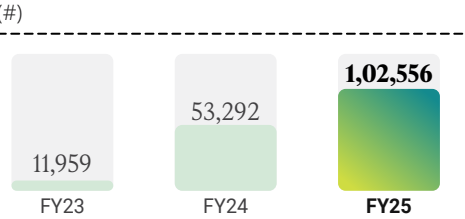
At Jeena Sikho Lifecare Limited, patient care goes beyond physical clinics. Through our dedicated healthcare support centre, we make Ayurvedic guidance easily accessible to people across India. Patients can connect with our qualified doctors not only via phone but also through live video-call consultations, bringing expert advice right into their homes.

In addition, our support team assists with:

- Order placement, follow-up, and fulfilment
- Patient support and grievance redressal
- Insurance guidance
- Consumer support & grievance redressal

This combination of compassionate human interaction and modern communication channels ensures that Ayurvedic care with JSLL remains connected, convenient, and truly patient-focused.

VIDEO-CALL CONSULTATIONS





## OUR OFFERINGS (CONTD.)

AYURVEDIC PRODUCTS  
BACKED BY EFFICACY  
AND TRUST

Our core strength lies in our broad-based and fast-growing Ayurvedic product portfolio. We currently offer ~330 SKUs of herbal and Ayurvedic products, targeting a wide spectrum of health concerns, from lifestyle disorders to chronic ailments. These formulations are designed to detoxify, rejuvenate, and revitalise, staying true to the principles of traditional Ayurveda while meeting the expectations of the modern consumer. Backed by high patient satisfaction and growing market acceptance, our product line has proven its ability to transform health outcomes naturally.

OUR TOP SELLING  
PRODUCTSNEWLY LAUNCHED  
In December 2024

## UPCOMING PRODUCTS

01 Dr. LVR (60 Tablet)

02 Dr. Kidney Care (90 Tablets)

03 Dr. Madhu Care (60 Tablets)

04 Dr. Sukoon (60 Tablets)

05 Dr. BP Care (60 Tablets)

06 NutriRoz 32 Herbs

07 NutriRoz 42 Herbs

08 Gyno Xpert Syrup (500 ml)

09 Jod Xpert Oil (120 ml)

10 Rakt Shuddhi Syrup (500 ml)

OMNI-CHANNEL REACH.  
EXPANDING DISTRIBUTION.

To ensure our products are readily available and supported, we have adopted a multi-channel sales approach:

## EXISTING CHANNELS

Our in-house call centres and thriving e-commerce platforms provide nationwide access, while our growing network of healthcare centres ensures face-to-face engagement and guidance.

**PLANNED EXPANSION** Looking ahead, we are preparing to unlock the over-the-counter (OTC) retail opportunity by launching selected product lines through pharmacies, a move aimed at significantly increasing visibility and reach across urban and semi-urban markets.

INTEGRATED  
HEALTHCARE  
INFRASTRUCTURE

Beyond products, Jeena Sikho has built a solid foundation of healthcare delivery through Shuddhi Ayurveda Hospitals, Shuddhi Clinics, and Shuddhi day care centres. Together, they reflect our integrated care philosophy rooted in natural healing and guided by certified experts.

1. SHUDDHI AYURVEDA  
PANCHAKARMA  
HOSPITALS

These hospitals provide full-fledged Ayurvedic therapies rooted in the Panchakarma tradition, known for their deep detoxification and rejuvenation effects. With certified doctors and trained personnel on-site, patients receive not just treatments but complete care including accommodation, balanced meals, and round-the-clock medical attention.

2. SHUDDHI  
PANCHAKARMA DAY-  
CARE CLINICS

Designed for outpatient therapies that do not require overnight stays, our day-care clinics offer focused interventions with full medical oversight, making Ayurvedic treatment accessible to the working population and those seeking short-term care.

## 3. SHUDDHI CLINICS

Our Shuddhi Clinics have been instrumental in bringing Ayurveda closer to communities. These are located across multiple cities and operated under our SOPs, ensuring consistency in care delivery whether the clinic is Company-owned or franchisee-run.

KEY FEATURES OF SHUDDHI  
CLINICS

- Reliable, addiction-free Ayurvedic remedies
- World-class facilities with hygienic, spacious environments
- Affordable or free counselling services
- Experienced and certified Ayurvedic doctors
- Painless diagnostic approaches with no surgical intervention

Through these clinics, we are not only expanding access but also enhancing awareness and acceptance of Ayurveda as a mainstream solution to today's lifestyle-driven health challenges.



## FLAGSHIP HEALTH CARE FACILITIES

We have established premier Ayurvedic facilities across strategic locations, reflecting our adherence to clinical and operational excellence.



### MEERUT, UTTAR PRADESH

Operational  
since **Dec 2022**

**471 Beds**

**NABH-accredited**



### LUCKNOW, UTTAR PRADESH

Operational  
since **Jun 2022**

**115 Beds**

**NABH-accredited**



### DERABASSI, PUNJAB

Operational  
since **Oct 2020**

**113 Beds**

**NABH-accredited**



### NAVI MUMBAI, MAHARASHTRA

Operational  
since **Nov 2022**

**163 Beds**

**NABH-accredited**



### PANCHKULA, HARYANA

Operational  
since **Aug 2024**

**50 Beds**

**NABH-accredited**



## COMMITMENT TO QUALITY AND ETHICS

As of FY25, 41 of our hospitals and clinics have been accredited by the National Accreditation Board for Hospitals & Healthcare Providers (NABH) - a strong evidence of our commitment to delivering the highest standards of ethical, quality-centric, and patient-focused Ayurvedic care. An additional 6 facilities are in the pipeline for NABH accreditation, further reinforcing our emphasis on continuous improvement and institutional credibility.

We take pride in being a leading organised player in the Ayurveda healthcare space, with:

- ~8% share in NABH-accredited Panchakarma clinics across India (124 in total)
- ~9% share in NABH-accredited AYUSH hospitals across India (340 in total)
- A growing network of NABH-compliant facilities that set benchmarks for excellence in alternative healthcare

Through these accreditations, we continue to strengthen our position as a trusted and compliant healthcare institution within the AYUSH ecosystem.

*Note: NABH accredited data as on 6<sup>th</sup> May 2025*

## INSURANCE ACCEPTANCE & GOVERNMENT EMPANELMENT

We are empanelled with a broad spectrum of insurance providers and numerous state government health schemes, making our services more accessible, affordable, and inclusive. These affiliations reflect the credibility, quality, and ethical standards we uphold in delivering Ayurvedic care, and reaffirm our commitment to making holistic healthcare available to all sections of society.



### GOVERNMENT PANEL

**Delhi-** CGHS, CAPF, DDA, CBSE, CWC, CSIR, BIS, MMTC, Navodaya

**Rajasthan-** CGHS, RGHS, ECHS, CAPF

**Haryana-** CGHS, CAPF, DDA, CBSE, CSIR, CWC, BIS, RGHS

**Karnataka-** CGHS

**Uttar Pradesh-** CGHS, CAPF, DDA, CBSE, CWC, CSIR, BIS, MMTC, DGHS

**Maharashtra-** CGHS, CAPF, AIR INDIA

**Punjab-** CAPF, CGHS

### FINTech-FINANCING



### THE SEVEN CENTRAL ARMED POLICE FORCES



**AR-** Assam Rifles  
**BSF-** Border Security Force  
**CISF-** Central Industrial Security Force  
**CRPF-** Central Reserve Police Force  
**ITBP-** Indo-Tibetan Border Police  
**NSG-** National Security Guard  
**SSB-** Sashastra Seema Bal

# Ease of access to holistic wellness

ACCESSIBILITY OF THE HEALING POWER OF AYURVEDA IS A KEY ELEMENT OF OUR MISSION. THROUGH STRATEGIC EXPANSION AND FOCUS ON PATIENT-CENTRIC CARE, WE HAVE BUILT ONE OF THE MOST EXTENSIVE NETWORKS OF AYURVEDIC HOSPITALS AND CLINICS IN THE COUNTRY.

### HUB-AND-SPOKE MODEL

We operate on a robust hub-and-spoke geographical expansion model, which enables us to deliver consistent, high-quality care while scaling efficiently. This strategic model anchors large, well-equipped Ayurvedic hospitals as hubs,

supported by a growing constellation of spoke clinics, ensuring wide access to preventive, curative, and lifestyle-based therapies. By decentralising care and streamlining delivery through this model, we not only optimise resource utilisation but also enhance reach across urban and rural India.

### INTERNATIONAL EXPANSION

We have taken our first step towards global growth with plans for a centre in UAE, which will mark our foray into the international markets.



### BRINGING AYURVEDIC HEALTHCARE CLOSER TO COMMUNITIES

50

OPERATIONAL HOSPITALS

65

OPERATIONAL CLINICS AND DAY CARE CENTRES

20

FACILITIES IN PIPELINE

1,600

OPERATIONAL BEDS

100+

CITIES AND TOWNS COVERED

1,218

BEDS IN PIPELINE

23

STATES COVERED

### PAN-INDIA PRESENCE

Our corporate headquarters in Zirakpur, Punjab, along with a key business execution centre in Delhi, serve as strategic anchors in our mission to extend the reach and impact of Ayurveda across the nation.

- 01 Assam  
1 franchise
- 02 Bihar  
1 hospital | 10 franchises
- 03 Chandigarh  
1 hospital
- 04 Chhattisgarh  
1 hospital | 1 clinic | 1 franchise
- 05 Delhi  
3 hospitals | 7 clinics | 1 franchise
- 06 Goa  
1 hospital
- 07 Gujarat  
3 hospitals | 1 clinic | 1 franchise
- 08 Haryana  
4 hospitals | 1 clinic | 6 franchises
- 09 Himachal Pradesh  
2 clinics
- 10 Jammu & Kashmir  
1 franchise
- 11 Jharkhand  
1 hospital | 1 clinic | 1 franchise
- 12 Karnataka  
1 hospital
- 13 Maharashtra  
4 hospitals | 1 clinic | 4 franchises
- 14 Madhya Pradesh  
2 hospitals | 1 clinic | 1 franchise
- 15 Odisha  
2 franchises
- 16 Punjab  
3 hospitals | 5 clinics | 1 franchise

- 17 Rajasthan  
10 hospitals
- 18 Tamil Nadu  
1 hospital
- 19 Telangana  
1 hospital
- 20 Tripura  
1 franchise
- 21 Uttar Pradesh  
11 hospitals | 5 clinics | 5 franchises
- 22 Uttarakhand  
1 hospital | 1 franchise
- 23 West Bengal  
1 hospital | 2 clinics | 1 franchise

Note - Map only for illustration purposes, not to scale.

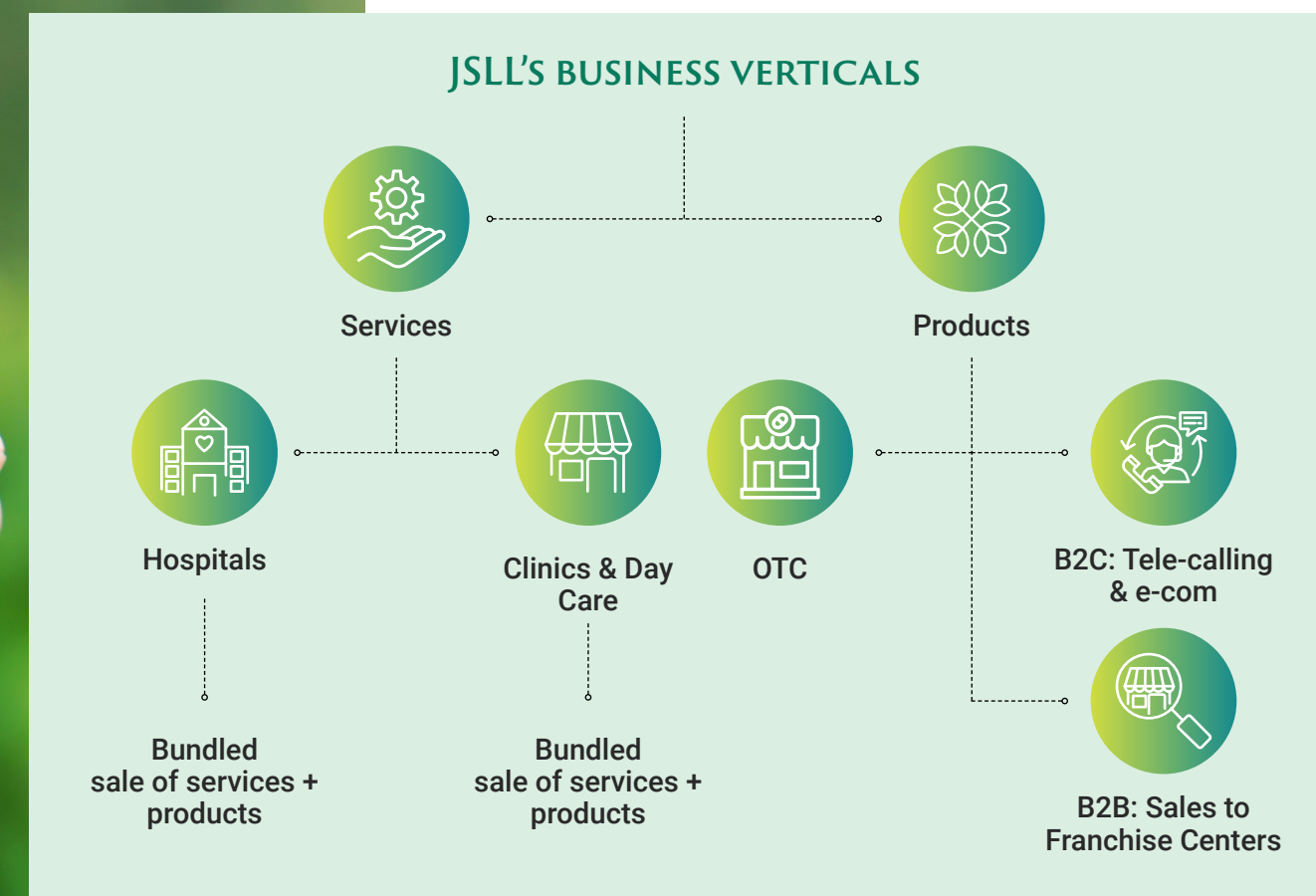


**Synergistic.  
Scalable.  
Sustainable.**



WE OPERATE A WELL-INTEGRATED, DUAL-VERTICAL BUSINESS MODEL THAT COMBINES HIGH-MARGIN AYURVEDIC PRODUCTS WITH SCALABLE HEALTHCARE SERVICES. THIS UNIQUE CONVERGENCE REINFORCED BY A LIGHT CAPITAL MODEL, ROBUST FRANCHISE NETWORK, AND SYNERGISTIC CROSS-SELL STRUCTURE, ENABLES US TO DELIVER HOLISTIC WELLNESS SOLUTIONS WHILE MAINTAINING OPERATIONAL FLEXIBILITY, OPTIMISING CAPITAL DEPLOYMENT, AND ACHIEVING SUSTAINED FINANCIAL GROWTH.

AS WE EXPAND OUR FOOTPRINT ACROSS INDIA AND VENTURE GLOBALLY, WE REMAIN FOCUSED ON DELIVERING VALUE TO ALL STAKEHOLDERS - PATIENTS, PARTNERS, FRANCHISEES, AND SHAREHOLDERS ALIKE.



### INTEGRATED HUB-AND-SPOKE HEALTHCARE NETWORK

Jeena Sikho Lifecare Limited delivers Ayurveda-based healthcare through a wide network of hospitals and clinics, strategically structured using a hub-and-spoke model. This design ensures maximum accessibility for patients while maintaining operational efficiency. The model is both CAPEX and OPEX-efficient, enabling optimal utilisation of resources and minimisation of fixed costs. By leveraging economies of scale, we gain substantial operating leverage once occupancy breakeven levels are surpassed, allowing for sustainable and scalable expansion.

### HIGH-MARGIN AYURVEDIC PRODUCT PORTFOLIO

Our Ayurvedic product vertical serves as a strong financial backbone, delivering gross margins of nearly

85%. Sales are driven through multiple channels, including in-house healthcare centres, franchise partners, tele-calling operations, e-commerce, and now via OTC channel. By working with a trusted network of third-party manufacturers, we ensure uncompromised quality and uninterrupted supply. This vertical not only strengthens our service ecosystem but also generates healthy cash flows that reinforce the Company's financial stability.

### STRONG SYNERGY BETWEEN PRODUCTS AND SERVICES

A key differentiator of our model is the natural synergy between the services and product businesses. Patients who initially purchase our Ayurvedic products often engage with our healthcare centres for deeper wellness interventions, while patients receiving treatments at our centres are introduced to our product portfolio for

sustained, long-term health support. This symbiotic relationship strengthens patient loyalty, enhances lifetime value, and drives incremental revenue growth across both verticals.

### ROBUST AND BALANCED FINANCIAL PERFORMANCE

In FY25, Jeena Sikho Lifecare Limited recorded revenues of INR 254 Crores from Ayurveda healthcare services, contributing 54% of total revenue. The Ayurvedic product vertical generated INR 215 Crores, accounting for the remaining 46%. This balanced split highlights the strength and resilience of our dual-vertical model. By deriving income from both services and products, we have positioned ourselves for sustainable, profitable growth while mitigating business risk.



# Turning interest into impact

OUR ROBUST CARE FUNNEL LIES AT THE HEART OF OUR MISSION TO MAKE HOLISTIC, AYURVEDIC HEALTHCARE ACCESSIBLE AND EFFECTIVE FOR ALL. BUILT ON THE PILLARS OF EDUCATION, ENGAGEMENT AND EMPATHY, OUR CARE FUNNEL TRANSFORMS FIRST-TIME INTERACTIONS INTO LASTING RELATIONSHIPS. IT ENABLES US TO REACH OUT, INFORM, INSPIRE AND ULTIMATELY CONVERT INTEREST INTO ACTION, SPANNING THE ENTIRE PATIENT JOURNEY FROM AWARENESS TO INPATIENT CARE.

Our funnel is a meticulously structured system that integrates online engagement, multimedia outreach, offline initiatives, and personalised patient support. Through this, we not only expand our reach but also reinforce our commitment to quality care, enhancing our revenue streams and operational growth in the process.

## OMNI-CHANNEL VISIBILITY

### BUILDING TRUST AND AWARENESS AT SCALE

Our care funnel begins with omnipresent visibility, leveraging the vast reach of social media, national and regional television, radio, print, and even cinema to spread awareness about holistic wellness and Ayurvedic care. These platforms help us position ourselves not just as healthcare providers, but as health educators.

### OUR MEDIA PRESENCE INCLUDES:

- National & regional television, newspapers, radio, and cinema - These traditional media channels enable us to access a diverse and expansive demographic, driving both brand credibility and patient inflow
- Social media channels - We maintain one of the most formidable digital footprints in the Indian alternative medicine space, fostering awareness and patient education

### NATIONAL & REGIONAL TV PRESENCE:



## OUR DIGITAL IMPACT INCLUDES



### YOUTUBE



@Chikitsaguru -  
1.01M subscribers  
3.3K videos



@HIIMSOOfficial -  
598K subscribers  
2.6K videos



@haveshuddhi -  
494K subscribers  
2.3K videos

## CALL CENTRE OUTREACH

### CONVERTING QUERIES INTO CONSULTATIONS

Beyond visibility, our Client Support Centre ensures that every enquiry is nurtured into meaningful engagement. Through continuous and proactive interaction, our trained executives reach out to potential and existing patients, resolve queries, and schedule appointments. This touch point forms the connective tissue between awareness and action, ensuring timely medical guidance and fostering patient trust.

## HEALTHCARE CAMPS

### DIRECT OUTREACH. DIRECT IMPACT.

Our 72-hour healthcare camps play a pivotal role in identifying and guiding patients who require more intensive care. These camps not only serve as revenue-generating events but also create a structured referral system for our clinics and hospitals.

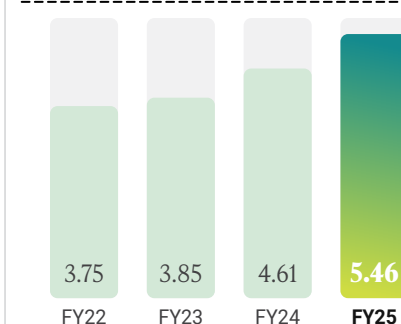
During FY25, we conducted 18 healthcare camps, attended by 1,244 cumulative visitors, each of whom entered our ecosystem through real-time, on-ground engagement.

## OUTPATIENT GROWTH FROM WALK-IN TO WELLNESS

Our outpatient, COD, and VC model have collectively helped us serve millions of patients, year after year. This steady rise in OPD and allied volumes reflects the trust we have built, and our ability to cater to diverse patient needs across geographies.

### CUMULATIVE OPD, COD & VC PATIENTS SERVED

(In Lakh)

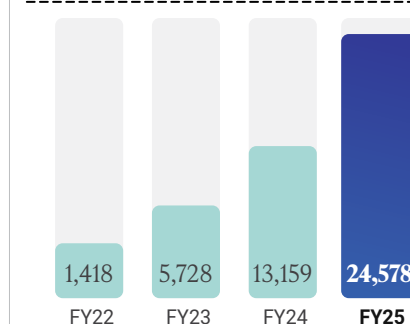


## INPATIENT DEPARTMENT (IPD): THE FINAL DESTINATION OF THE CARE FUNNEL

The hallmark of our funnel's effectiveness is visible in the exponential growth of our Inpatient Department (IPD) volumes. Each patient entering IPD reflects a successful journey through the funnel, from initial awareness to advanced care.

### TOTAL IPD PATIENTS SERVED:

(#)



THESE FIGURES REAFFIRM OUR ABILITY TO TRANSFORM FIRST CONTACT INTO LONG-TERM CARE, DRIVING BOTH SOCIAL IMPACT AND BUSINESS PERFORMANCE.



### FACEBOOK



Guru Manish  
Ayurveda  
3.1 lakh likes  
8.7 lakh  
followers



Have Shuddhi  
2.6 lakh likes  
7.5 lakh  
followers



HIIMS Official  
3.7 lakh likes  
14 lakh  
followers



Shuddhi Clinic  
1 lakh likes  
2.7 lakh  
followers



### INSTAGRAM



@chikitsaguru  
794K  
followers



@shuddhiclinics  
286K  
followers



@hiimsofficial  
794K  
followers



@haveshuddhi  
284K  
followers

Together, these channels serve as vital touch points, offering curated content that educates, inspires and influences healthcare choices across age groups and geographies.

# A year of Purposeful Progress

*Dear Shareholders,*

IT GIVES ME IMMENSE PRIDE TO ADDRESS YOU AT THE CLOSE OF YET ANOTHER TRANSFORMATIVE YEAR AT JEENA SIKHO LIFECARE.

FY25 WAS A PERIOD OF FOCUSED EXECUTION, DISCIPLINED EXPANSION, AND DEEP COMMITMENT TO OUR MISSION OF HEALING INDIA THROUGH AUTHENTIC AYURVEDIC AND ALTERNATIVE MEDICINE PRACTICES.

## STAYING TRUE TO OUR PURPOSE

Our journey is rooted in a simple yet powerful belief that nature has the power to heal, and that holistic care can change lives. We continue to lead the resurgence of Ayurveda and alternative therapies as trusted and effective solutions for chronic, lifestyle and critical ailments.

As India grapples with rising healthcare costs and accessibility challenges, especially in non-urban geographies, our approach stands out. We offer a complete continuum of care - from prevention and wellness to cure and maintenance - by integrating Ayurveda, Panchakarma, Homeopathy, and Naturopathy. Our focus is not only on treating symptoms but also on addressing the root cause and restoring harmony in body, mind, and spirit.

## STRONG GROWTH. STRENGTHENED BELIEF.

FY25 was a landmark year in many ways. We crossed a significant threshold with revenues reaching ₹469 crore, growing 45% over the previous year. This was driven primarily by an 84% surge in our services revenue to ₹254 crore, as patient confidence in our hospitals, clinics, and day-care centres deepened. Simultaneously, our products business grew to ₹215 crore, supported by a strong portfolio and the successful launch of innovations like the Water INJK Technique Device and most recently Pet Liver Shuddhi Kit. We have over 10 more innovative product launches planned this year, which will further boost our overall product portfolio.

Notably, we achieved this while navigating inflationary pressures and the costs of expansion. Our EBITDA stood at ₹125 crore with a margin of 27%, and PAT at ₹91 crore. These numbers reflect not just financial prudence, but the scalability and resilience of our model.

## STRENGTHENING OUR FOUNDATIONS

We now have 1,600 operational beds (with 1,218 in pipeline) across our facilities - a significant increase from the previous year. Our focus on expanding access through a capital-light model has proven to be a game-changer. This strategy allows us to add capacity with minimal upfront investment, faster break-even, and greater operational leverage.

Additionally, our average occupancy rate for the entire portfolio averaged 53%, with several mature hospitals like Dera Bassi, Lucknow, and Mumbai achieving 70-90% occupancy. We're now aiming for an overall occupancy level of 60-70% in FY26.

Our hospitals are known for delivering consistent and high-quality care. With 41 NABH-certified facilities and 6 more on the way, we remain committed to the highest standards of quality & clinical excellence. We are also proud to have developed scientific rigour, with 370 research papers contributed, of which 70 have been accepted and 17 published.

## SCALING WITH PURPOSE

Our mission to make Ayurveda more accessible is being realised through the strategic rollout of new centres, capacity additions in existing hospitals, and aggressive brand building across underpenetrated regions. We are also scaling high-margin verticals such as liver health, infertility (especially IVF failure cases), depression, and sexual wellness. Liver check-up camps are now driving significant patient flow across seven hospitals, and we are seeing tangible outcomes, including 16 cases of conception in IVF failure patients using our integrative approach.

We are also enabling cashless insurance options to increase volumes, supported by tie-ups with 12 private insurers and multiple public insurance players. The recent inclusion of Ayurveda under Ayushman Bharat will further democratise access to our services.

On the product side, we are exploring OTC channels and e-commerce for our Ayurvedic kits and formulations. We are preparing for a more focused push into this space. Accordingly, we are also constantly expanding our product offerings in this segment.

## INVESTING IN PEOPLE AND PROCESSES

Behind every milestone lies the dedication of our people. Our team strength rose to 3,700 in FY25, including 481 Ayurvedic doctors. We continue to invest in hiring, training, and onboarding talent from top Ayurvedic institutions, which will be strengthened especially through our Ayurveda college hospital tie-ups. These partnerships not only support our growth but also enhance the clinical experience and quality of care.

We've also expanded our call centre to 800 seats to improve outreach, patient education, and follow-up services. With this infrastructure in place, we are better equipped to serve patients at scale with personalised care.

## LOOKING AHEAD WITH CONFIDENCE

As we look to FY26, we are optimistic about achieving another record year in revenue and crossing 3,000 operational beds. Over the next five years, we aim to scale up to 8,000-10,000 beds, mostly via our asset-light model. With increasing traction in insurance, new product launches, and higher utilisation of our existing assets, we expect profitability to improve further.

Our migration to the main board has marked another step in our journey of transparency, governance, and shareholder value creation. We remain deeply committed to creating long-term value through operational excellence, disciplined expansion, and the transformative power of Ayurveda.

THANK YOU FOR YOUR CONTINUED TRUST AND BELIEF IN OUR VISION. TOGETHER, WE ARE NOT JUST BUILDING A COMPANY, WE ARE NURTURING A MOVEMENT FOR A HEALTHIER, MORE BALANCED INDIA.

*Warm regards,*

**Manish Grover**  
MANAGING DIRECTOR



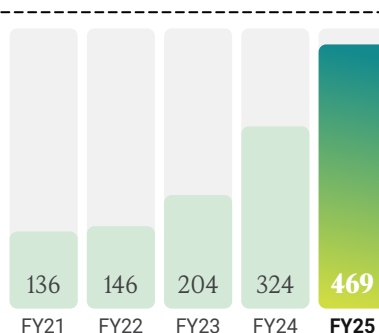
## KEY PERFORMANCE INDICATORS

# Delivering growth. Scaling impact.

## FINANCIAL INDICATORS

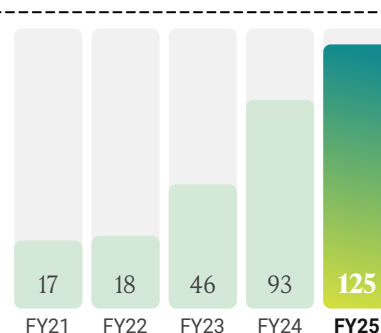
### REVENUE FROM OPERATIONS (In ₹ Crore)

₹469 Cr



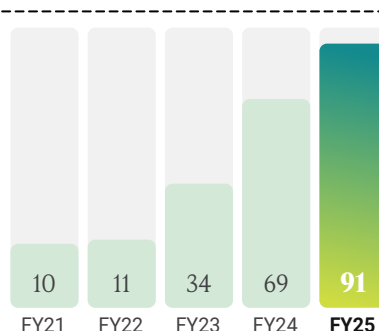
### EBITDA (In ₹ Crore)

₹125 Cr



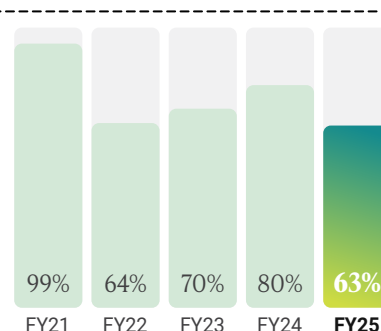
### PAT (In ₹ Crore)

₹91 Cr

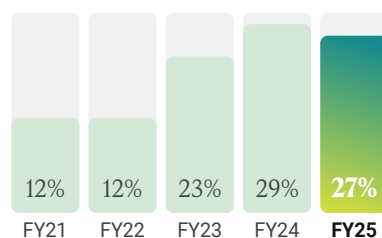


### ROCE (In %)

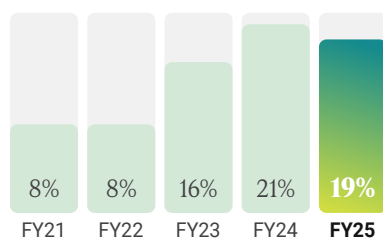
63%



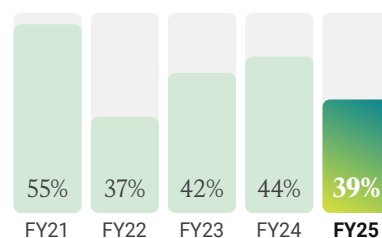
### EBITDA MARGIN (In %)



### PAT MARGIN (In %)



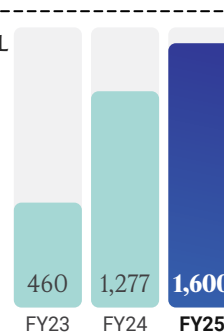
### ROE (In %)



## OPERATIONAL INDICATORS

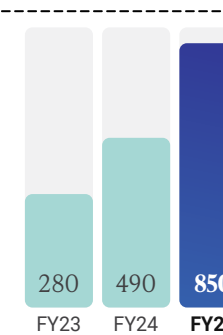
### OPERATIONAL BEDS (In #)

1,600



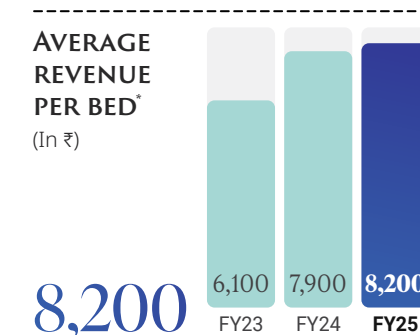
### BEDS OCCUPIED (In #)

850



### AVERAGE REVENUE PER BED\* (In ₹)

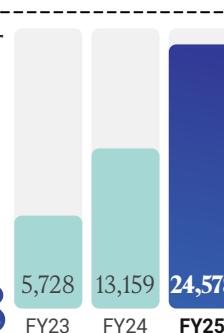
8,200



\*rounded off

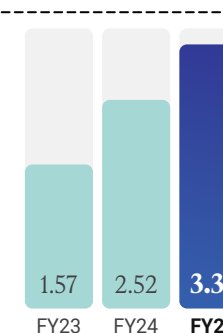
### IPD PATIENT VOLUMES (In #)

24,578



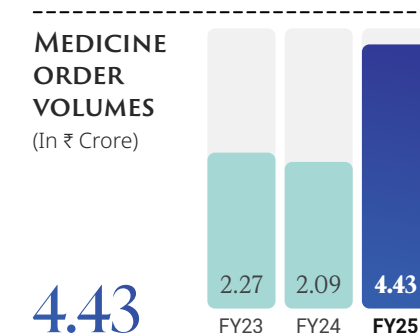
### OPD PATIENT VOLUMES (In # Lakh)

3.37



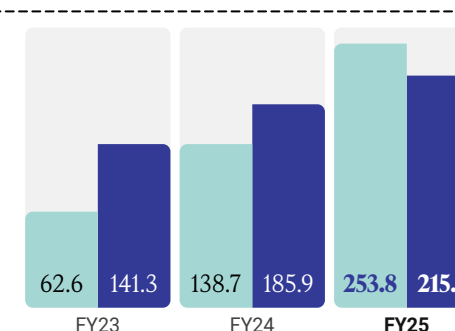
### MEDICINE ORDER VOLUMES (In ₹ Crore)

4.43



### REVENUE-MIX (In ₹ Crore)

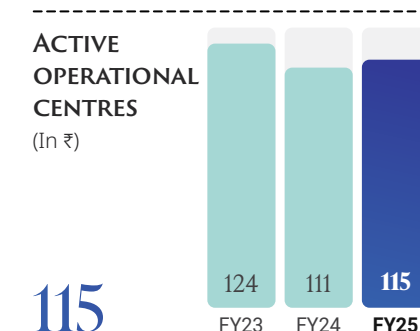
253.8 | 215.3



Services Products

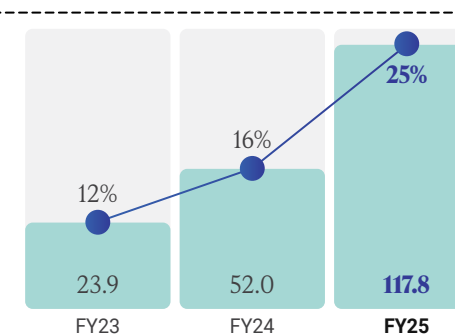
### ACTIVE OPERATIONAL CENTRES (In #)

115



### GOVERNMENT PANEL REVENUE (In ₹ Crore & %)

117.8 | 25%





# Champions of Ayurveda

## BOARD OF DIRECTORS

OUR BOARD OF DIRECTORS BRINGS TOGETHER DECADES OF DIVERSE EXPERIENCE AND SECTORAL INSIGHT, UNITED BY A SINGULAR PURPOSE - TO LEAD THE RESURGENCE OF AYURVEDA AND HOLISTIC WELLNESS IN INDIA AND BEYOND. THEY PROVIDE CLEAR VISION, GOVERNANCE, AND STRATEGIC FORESIGHT THAT STRENGTHENS OUR CREDIBILITY AND DRIVES LONG-TERM VALUE CREATION.

### Mr. Manish Grover MANAGING DIRECTOR

The driving force behind Jeena Sikho Lifecare and the founder of Shuddhi Ayurveda, Mr. Manish Grover is a visionary entrepreneur with nearly 16 years of experience in the Ayurvedic healthcare space. Since beginning his journey in 2009, he has tirelessly championed the cause of natural healing and established Jeena Sikho as a trusted name in Ayurveda.

With his leadership, the Company was incorporated in 2017 and has expanded rapidly. He actively promotes the Shuddhi brand across television and digital media, advocating for holistic wellness. Mr. Grover holds a B. Com degree from Chaudhary Charan Singh University, Meerut.

### Mrs. Bhavna Grover WHOLE-TIME DIRECTOR

An integral part of the leadership since inception, Mrs. Bhavna Grover brings over six years of experience in HR and legal administration. Her attention to internal systems and compliance has helped institutionalise governance and operational integrity at Jeena Sikho. She is a graduate in Arts from Punjab University.

### Ms. Shreya Grover DIRECTOR

With a fresh perspective and keen insight into evolving market trends, Ms. Shreya Grover represents the next generation of leadership. Her focus is on modern marketing strategies and innovation, enabling Jeena Sikho to connect with newer audiences and build a future-ready brand.

### Ms. Priyanka Bansal INDEPENDENT DIRECTOR

Priyanka Bansal, holds a B.Com (Hons), Chartered Accountant qualification, and Diploma in Web & Software Engineering. With 14+ years in finance, taxation, and auditing, she brings specialized expertise to her newly appointed role as Additional Director (Non-Executive, Independent).

### Mr. Karan Vir Bindra INDEPENDENT DIRECTOR

Mr. Bindra brings rich experience in corporate governance and compliance. Having served in senior positions such as Company Secretary at Ind-Swift and Marble Finvest, he currently offers consulting services in Corporate Compliance and GST. He is an associate member of the Institute of Company Secretaries of India, and holds degrees in Law and Commerce.

### Mr. Chandan Kumar Kaushal INDEPENDENT DIRECTOR

With over 36 years of service in Ayurveda and Unani medicine, Mr. Kaushal brings clinical depth and public health insights to our Board. A seasoned professional who began his journey as an Ayurveda Medical Officer, he retired as the District Ayurveda Unani Officer cum Drug Inspector in Moga, Mohali. His extensive knowledge enriches our therapeutic offerings and medical standards.

## MANAGEMENT TEAM

OUR MANAGEMENT TEAM TRANSLATES VISION INTO EXECUTION, BLENDING DISCIPLINE, AGILITY, AND A DEEP COMMITMENT TO CUSTOMER WELL-BEING. EACH MEMBER LEADS A CRITICAL FUNCTION WITHIN THE ORGANISATION, FROM CLINIC OPERATIONS TO MARKETING, FROM PEOPLE MANAGEMENT TO FINANCE. TOGETHER, THEY ENSURE SEAMLESS FUNCTIONING, QUALITY CARE, AND SUSTAINED INNOVATION.

### Mr. Nanak Chand CHIEF FINANCIAL OFFICER

### Dr. Neha Sharma DOCTOR & VOPD HEAD

### Ms. Smita Chaturvedi COMPANY SECRETARY

### Mr. Gaurav Mohan Garg BUSINESS DEVELOPMENT HEAD

### Ms. Akansha Jain HR HEAD

### Ms. Namrta Chaudhary CLIENT SUPPORT CENTRE HEAD

### Mr. Sahil Jain CHIEF OPERATING OFFICER

### Mr. Mukesh Grover ADMINISTRATOR HEAD

### Dr. Avira Gautam DOCTOR

### Dr. Ish Sharma HEAD TRAINING DOCTOR

### Mr. Pardeep Kumar Thakur MANAGER OPERATIONS - CLINIC

# A robust framework for a responsible future



CORPORATE GOVERNANCE IS MORE THAN A REGULATORY REQUIREMENT, IT IS A REFLECTION OF OUR COMMITMENT TO LONG-TERM VALUE CREATION AND OUR MISSION OF ADVANCING HOLISTIC HEALTHCARE THROUGH AYURVEDA. OUR GOVERNANCE FRAMEWORK IS ANCHORED IN ETHICS, DRIVEN BY TRANSPARENCY, AND GUIDED BY ACCOUNTABILITY. IT ENSURES THAT WE REMAIN STEADFAST IN OUR RESPONSIBILITIES TO OUR SHAREHOLDERS, OUR PATIENTS, OUR EMPLOYEES, AND THE COMMUNITIES WE SERVE.

Over the years, we have steadily enhanced our governance standards to align with the scale and ambition of our growing organisation. In FY25, we took several meaningful strides to reinforce the governance backbone that supports our operations and drives stakeholder confidence.

01

## THREE YEARS OF CONSISTENT DIVIDEND FOR OUR SHAREHOLDERS

FY25 marked the third consecutive year of dividend payouts since our listing in 2022. Our continued payouts in FY23, FY24, and FY25 highlight our ability to generate consistent profits while reinvesting in our core mission: delivering high-quality, affordable Ayurvedic healthcare at scale.

03

## MIGRATION TO NSE & BSE MAINBOARD IN AUGUST 2025

With consistent financial performance and strengthened governance practices, Jeena Sikho Lifecare has successfully migrated from the NSE SME Emerge Platform to the NSE & BSE Mainboard in August 2025. This milestone has elevated our visibility, improved access to capital markets, and opened us to a much wider investor base.

05

## AUDIT OVERSIGHT WITH INDEPENDENCE

Our Audit Committee is chaired by an Independent Director, ensuring objectivity, independent judgment, and a culture of oversight in financial reporting and internal controls. This structure enhances checks and balances, fortifies our risk management efforts, and ensures that decisions are made in the best interests of all stakeholders.

02

## TRUST THROUGH TRANSPARENCY

We believe that informed investors are confident investors. That is why we prioritise proactive, two-way communication. Through detailed investor presentations and regular conference calls, we provide timely updates on our financial performance, strategic direction, and operational developments. These interactions reflect our openness and foster a strong foundation of trust with the investor community.

04

## UPHOLDING ETHICAL LEADERSHIP

We have instituted a robust Code of Conduct applicable to our Board of Directors and senior management. This code lays down the principles of professional behaviour and ethical decision-making, encouraging our leadership to uphold the highest standards of integrity. We ensure compliance with all laws and regulations, not just in form, but in spirit, across every geography in which we operate. The code reinforces our values of honesty, responsibility, and purpose-driven leadership.

05

## GOVERNANCE IN THE PUBLIC EYE

Transparency is embedded in our governance architecture. Our Code of Conduct, and any subsequent amendments, are published on our corporate website (please visit [www.jeenasikho.com](http://www.jeenasikho.com) for details) for all stakeholders to access. This public availability reflects our belief in openness and our willingness to be held accountable by those we serve.



# Strategically scaling *alternative medicine*

OUR JOURNEY IS GUIDED BY A SINGLE, CLEAR VISION: TO MAKE HOLISTIC, AFFORDABLE AND EVIDENCE-BASED AYURVEDIC HEALTHCARE ACCESSIBLE TO ALL. WE ARE BUILDING A ROBUST AND SCALABLE ECOSYSTEM THAT COMBINES THE WISDOM OF AYURVEDA WITH STRATEGIC OPERATIONAL EXPANSION AND CLINICAL EXCELLENCE.

Our growth is rooted in our commitment to integrated, evidence-based alternative healthcare. Our unique strengths position us well to scale responsibly, serve more patients, and lead the way in Ayurvedic and holistic healing.

## STRENGTHS DRIVING HOLISTIC GROWTH

### AN INTEGRATED AND HOLISTIC MODEL

Our model is built around an integrated approach that combines Ayurveda, Panchakarma, Homeopathy, and Naturopathy. This enables us to deliver complete healthcare - prevention, diagnosis, treatment, and wellness management - under one roof. Through this synergy, we address a broad range of chronic and lifestyle diseases with safe, natural, and time-tested solutions.

### FOUNDER-LED VISION AND DEEP EXPERTISE

Our journey is guided by the profound vision of our founder, Acharya Manish Ji, whose expertise and commitment to Ayurveda have laid the groundwork for JSLL's mission. Backed by a qualified and passionate professional team, we deliver consistent, compassionate care to all patients.

### SKILLED MEDICAL TALENT

Our team of highly qualified Ayurvedic doctors has extensive experience in managing complex and chronic health conditions. Their clinical expertise ensures superior patient outcomes through holistic therapies, fostering trust and credibility in our offerings.

### PROVEN TRACK RECORD

Over the years, we have treated several lakh patients, enabling them to live healthier lives without side effects. Our products and therapies have repeatedly demonstrated clinical effectiveness, building strong validation for our approach.

### CAPITAL-LIGHT, SCALABLE BUSINESS MODEL

Our unique capital-light model, comprising a mix of Company-operated and franchised centres, enables fast-paced expansion with high operating leverage. By keeping per-bed investment minimal and focusing on swift breakeven, we generate robust ROCE and strong profitability, making our growth highly scalable.

### RIGOROUS QUALITY AND ACCREDITATION

We maintain high-quality standards across our network. As of FY25, 41 of our facilities are NABH-certified, with 6 more under accreditation. This reinforces our credibility and adherence to best practices in Ayurvedic healthcare.

### SCIENTIFIC VALIDATION AND EVIDENCE-BASED CARE

We remain committed to backing Ayurveda with science. We have developed and submitted 370 research papers, of which 70 have been accepted and 17 published. This drive for empirical validation sets us apart in the alternative medicine space.

## STRENGTHS DRIVING HOLISTIC GROWTH

AS AYURVEDA GAINS MAINSTREAM ACCEPTANCE ACROSS INDIA AND GLOBALLY, WE ARE BUILDING ON OUR STRENGTHS TO SCALE SUSTAINABLY, DEEPEN OUR PRESENCE, AND ENHANCE OUR OFFERINGS. OUR STRATEGIC ROADMAP FOCUSES ON MULTIPLE GROWTH LEVERS.

### OPTIMISING EXISTING ASSETS

We are working to increase the utilisation of our existing hospitals and clinics by improving patient flow and service delivery. This will help us extract greater value from our current network and achieve better operating leverage.

### CAPACITY EXPANSION

To meet rising demand, we plan to open new centres and expand bed capacity in our existing ones. This expansion will not only increase our service coverage but also help us cater to a broader demographic more effectively.

### WIDENING MEDICINE REACH VIA OTC CHANNEL

We are entering the OTC (over-the-counter) sales segment for Ayurvedic medicines, making our products easily accessible via pharmacies, retail outlets, and online platforms. This will boost product visibility, consumer access, and revenue.

### INNOVATIVE PRODUCT KITS

We will continue to introduce new Ayurvedic kits catering to specific health conditions and lifestyle needs, strengthening our product portfolio and consumer engagement.

### INSURANCE ENABLEMENT TO DRIVE VOLUMES

We are collaborating with insurance providers to facilitate cashless insurance at our facilities. This will reduce the financial burden on patients and make Ayurvedic care more accessible to a wider audience.

### INCREASED COVERAGE UNDER GOVERNMENT SCHEMES

We anticipate greater inclusion of our centres under government health panels and the Ministry of AYUSH programmes. This will help us serve government employees and their families with affordable Ayurvedic treatment.

### ACCELERATING BRAND BUILDING

To support our expansion, we are investing in focused brand-building campaigns to enhance awareness and recall, especially in untapped and underpenetrated geographies. A strong brand will be critical in capturing consumer trust and market share.



# Voices of *trust*

WE BELIEVE THE TRUE MEASURE OF OUR IMPACT LIES NOT JUST IN NUMBERS, BUT IN THE LIVES WE TRANSFORM. THE VOICES OF OUR PATIENTS, DRAWN FROM CITIES, TOWNS, AND VILLAGES ACROSS INDIA, SPEAK WITH SINCERITY AND CONVICTION ABOUT THEIR JOURNEYS TOWARD BETTER HEALTH AND WELL-BEING THROUGH AYURVEDA.

Their stories echo our commitment to holistic healing, our empathy in care delivery, and the tangible improvements they've experienced under our guidance. Whether its relief from long-standing chronic conditions or renewed vitality in daily life, our patients stand as living proof of the effectiveness and credibility of our therapies.

Each testimonial is not merely a statement of satisfaction, it is an affirmation of trust. These grateful words reflect our ability to deliver time-tested Ayurvedic solutions with compassion, consistency, and results.

We consider it our privilege to walk alongside our patients on their path to healing, and their gratitude strengthens our resolve to make authentic Ayurvedic care more accessible and impactful across geographies.



## Mr. Rajesh Narang

He was suffering since 2013 and had already taken over seven chemo sessions, ultimately having to hear that it is not curable. After coming to Jeena Sikho and undergoing all the treatment for a week, he is feeling much better and a hope that he will be cured.



## Smt. Neeta Kapoor

In 2017 when she came to Jeena Sikho, her heart pulse was very low, had a fatty liver, high uric acid, and a high lipid profile. Other doctors had advised her to use a pacemaker, otherwise her heart won't function properly. She had consulted doctors across India and abroad too. But after getting in touch with Jeena Sikho, her heart pulse has improved and all other problems are in control.



## Mr. Akshay Kumar

When he experienced a 14-day Ayurvedic retreat, he left behind TV, phones, and junk food—embracing white kurta-pajamas, wholesome meals. He felt lighter, more peaceful, and renewed—like discovering a hidden paradise. The experience helped him truly understand the value of traditional treatments, including Ayurvedic medicines and therapies.



## Comedian Bharti Singh's Mother

When Mrs. Singh was admitted to our facility, allopathic doctors had advised her to take dialysis but she avoided this course of action. Since she began her treatment, she noticed significant improvement in her health. She was on insulin for 20-25 years before she came to Jeena Sikho Lifecare. Within 4 days, she was off the insulin.



## Prime Minister Narendra Modi's Brother

When Modi ji's brother came to us he used to undergo dialysis twice a week wherein 4.5 litres of water was removed from his body. Now the water content has reduced to 3 litres and he is looking forward to being free from dialysis soon.



## Mr. Vivek Oberoi

He came to Jeena Sikho seeking true wellness through balance of mind and body. Guided by Acharya Manish, he began daily Shatayu Tea and learned meditation for lasting peace and mental stability. Now, he meets challenges with self-awareness and clarity. Grateful to Acharya Manish and our team, he proudly supports our mission to uplift the health and happiness of every Indian.



## Mr. Ashwini Upadhyay

When top hospitals recommended knee surgery for his father, he came to our HIMS Chandigarh centre - just ten days of Ayurvedic and rehab care had his father walking pain-free, no surgery needed. These recoveries show our commitment to effective, affordable healing.



## Mr. Vivek Kumar

A Liver Cirrhosis patient for five years, taking multiple treatments. After getting in touch with Acharyaji, he has now stopped his allopathy medicines.



## Mr. Rajiv Thakur

When our clients' parents came to Jeena Sikho after years of declining health, Acharya Manish's personalized Ayurvedic care began reversing chronic issues within just three months. Half of their conditions have already healed, with steady progress on the rest. More than caregivers, our team fearlessly advocates for patients, challenging medical doubt with results.



## Dr. Suresh Chavhanke

A respected journalist brought his father - told he needed surgery - to Jeena Sikho. Just two and a half weeks of Ayurvedic and Panchakarma care, his father's reports came back clear. A powerful example of our compassionate, evidence-based healing.







# Management Discussion *and Analysis*

## ECONOMIC OVERVIEW INDIAN ECONOMY

FY25 marked another year of resilience and strong economic fundamentals for India, despite prevailing global uncertainties. The Indian economy retained its position as the fastest-growing major economy, driven by strong domestic demand, robust investment activity, and improved infrastructure development. Real GDP growth continued above 7%, reinforced by private consumption, government capital expenditure, and a healthy revival in manufacturing and services.

Inflationary pressures witnessed a moderation due to effective supply-side management and a favourable global commodity environment. The RBI's monetary policy maintained a calibrated balance between controlling inflation and supporting growth, while financial stability remained intact. Bank credit grew steadily, supported by strong capital adequacy ratios and improved asset quality.

The government's continued thrust on infrastructure, health, and digital

connectivity spurred employment generation and enterprise development. Initiatives promoting ease of doing business, rural empowerment, and skill development contributed to inclusive growth. Public sector capex reached record levels, crowding in private investments across sectors.

Particularly relevant to our industry, the wellness and preventive healthcare ecosystem received a boost through increased attention to AYUSH systems, backed by awareness campaigns, research support, and insurance linkages under Ayushman Bharat. The environment remained conducive for traditional healthcare players like Jeena Sikho Lifecare Limited to build scale and deepen patient engagement across urban and rural landscapes.

### OUTLOOK

Looking ahead, India's economic outlook remains optimistic and forward-looking. The foundations laid over the past years, ranging from policy reforms to infrastructure investments, are expected to yield long-term dividends. Real GDP growth is projected to remain strong in FY26, with estimates placing it in the range of 6.5% to 7%, driven by robust domestic demand, enhanced formalisation, and continued government push on public capital expenditure. The revival in manufacturing, growth in services, and better monsoon forecasts for agricultural output are expected to further support the momentum.

However, certain external headwinds could introduce an element of volatility. Among them, the recent imposition of tariffs by the United States on key sectors such as steel, aluminium, and certain pharmaceutical ingredients could create ripple effects across

global trade channels. While India's direct exposure remains moderate, any prolonged disruption in trade flows or weakening of global demand may have indirect implications on exports and investor sentiment. Policymakers are expected to remain agile, closely monitoring the evolving geo-economic environment.

Rural and semi-urban consumption is likely to improve with better agricultural output, while service sector expansion and export opportunities are expected to strengthen. With inflation expected to stay within manageable bounds, monetary policy may offer additional headroom for stimulating growth where needed.

For the healthcare sector in particular, the outlook is promising. Continued promotion of traditional systems of medicine under the Ministry of AYUSH, wider insurance coverage including Ayurveda under Ayushman Bharat, and empanelment of Day Care Therapy Centres are likely to deepen access to holistic healthcare. The government's 'Heal in India' medical tourism push further enhances the export potential of Ayurvedic treatments.

At Jeena Sikho Lifecare Limited, we see these macroeconomic tailwinds as aligned with our growth strategy. The growing demand for alternative medicine, coupled with digital health initiatives, increased affordability through insurance, and a rising preference for preventive care, presents a compelling opportunity. As we expand our hospital footprint, strengthen our product portfolio, and enter new geographies including international markets, we remain confident of sustained growth and long-term value creation for all our stakeholders.

*Source: The Economic Survey 2024-25 by Department of Economic Affairs*



## INDUSTRY OVERVIEW

### INDIAN AYURVEDIC PRODUCTS MARKET

The Indian Ayurvedic products market is experiencing remarkable momentum and expansive growth. In 2024, the market reached a substantial size of ₹875.9 billion. Consumer preference is shifting decisively towards natural and chemical-free remedies, driven by rising awareness of health, wellness, and side-effect concerns, all of which bolster the demand for Ayurvedic offerings.

Looking forward, the market is projected to grow at a robust CAGR of 16.17% from 2025-2033, culminating in an anticipated value of ₹3,605.0 billion by 2033. This trajectory positions the sector as one of the fastest-growing in wellness and personal care, underpinned by widening distribution networks, rising digital adoption, and increasing interest in preventive care.

**Several core dynamics are driving this expansion:**

#### 1. ORGANISED SEGMENT LEADERSHIP

The organised market, comprising branded, standardised products, has emerged as the dominant segment, reflecting enhanced consumer trust, regulatory compliance, and brand visibility.

#### 2. NORTH INDIA AT THE HELM

North India leads the market in both consumption and growth, benefiting from rising disposable incomes, improved supply chains, and high e-commerce penetration.

#### 3. HEALTHCARE PRODUCTS AT SCALE

Within the product mix, healthcare categories, such as nutraceuticals and therapeutic medicines, occupy the largest market share, driven by increasing demand for wellness-oriented supplements and herbal formulations.

#### 4. EXPANDING REACH AND GOVERNMENT SUPPORT

Widespread availability, across urban and rural centres via online and offline channels, is increasing accessibility. Simultaneously, government-led initiatives, including trade fairs, exhibitions, and R&D incentives, are further promoting Ayurveda domestically and globally.

#### 5. INNOVATION AND CONSUMER TRUST

The market is witnessing strong growth in consumer interest across segments such as organic skincare, home remedies, and herbal-infused products. Meanwhile, the surge in digital awareness, due to rising social media use, has opened new avenues for product discovery and brand engagement.





## INDIAN HEALTH & WELLNESS INDUSTRY

The Indian health and wellness sector is evolving into a multifaceted ecosystem, embracing both clinical and preventive care. According to IMARC Group, the overall wellness market reached approximately USD 156 billion in 2024, with projections for it to reach USD 256.9 billion by 2033 at a healthy CAGR of 5.3%. A closely related segment, wellness tourism, is already valued at USD 19.22 billion, expected to grow to USD 38.13 billion by 2033 with a CAGR of 7.3%.

Supporting this growth, the Ministry of AYUSH, through programmes like the National AYUSH Mission (NAM), has established over 12,500 AYUSH Health & Wellness Centres (AHWCs), delivering primary AYUSH-based healthcare via initiatives such as Yoga, medicinal plants, and lifestyle advice. These efforts reflect a significant government commitment to promoting holistic health across urban and rural India.

## STRATEGIC ALIGNMENT

This robust market growth mirrors many of Jeena Sikho's strategic priorities:

- Our Shuddhi-branded portfolio, covering over 330 SKUs, is well-placed to leverage rising demand across healthcare and personal care categories.
- High gross margins in our product business (~85%) and expanding access through call centres, e-commerce, clinics, and emerging OTC channels position us strongly against the shifting market currents.

- We remain committed to scientific validation, through our ongoing research and NABH standards, to differentiate and build consumer trust in a market where organised, quality-backed brands are winning out.

Bottom line is, the Indian Ayurvedic products market is poised for exponential growth. Backed by economic tailwinds, institutional support, and changing consumer preferences, this sets a compelling stage for Jeena Sikho to deepen its presence, innovate responsibly, and generate sustainable value for stakeholders across the FY26-27 horizon and beyond.

Source: Imcar Group



### EMERGING TRENDS

#### A. RISE OF PREVENTIVE & INTEGRATIVE WELLNESS

Public inclination is increasingly shifting toward preventive health, focussing on nutrition, yoga, naturopathy, and mind-body practices. This marks a move from episodic care to continuous wellness journeys.

#### B. WELLNESS TOURISM AS A GROWTH ENGINE

India's reputation as a wellness hub is on the rise. Wellness centres, retreats, yoga hubs, and Ayurvedic resorts are attracting both domestic and global travellers. Wellness tourism, growing at 7.3% CAGR, is outpacing the broader wellness market.

#### C. DIGITAL ENABLEMENT AND TELE-AYUSH

The Ministry of AYUSH is increasingly integrating telemedicine through AWHCs, e-health services, and digital wellness platforms, extending reach into remote areas and overseas communities.

#### D. ORGANISED & QUALITY-DRIVEN SEGMENT

Consumers are gravitating towards certified, evidence-based wellness providers. The NAM's accreditation of AWHCs, along with investments in research and AYUSH education, is professionalising the sector.

#### E. GROWING CORPORATE WELLNESS

A strong corporate wellness market (USD 2.5 billion in 2024, growing 5.1% CAGR) underlining workplace health as a rising segment.



### KEY OPPORTUNITIES

#### SCALE THROUGH WELLNESS TOURISM

India's wellness tourism market, already large and mounting, offers opportunities for integrative centres combining treatments, retreats, and digital engagement pathways, including Ayush Visa facilitation.

#### AYUSH CENTRE EXPANSION

The rollout of over 12,500 AWHCs under Ayushman Bharat provides a platform to expand services, conduct health camps, and integrate AYUSH protocols in underserved areas.

#### DIGITAL & TELE-WELLNESS REACH

With telemedicine and mobile health platforms, scaling outreach and follow-up care into India's hinterlands becomes viable, enabling personalised wellness journeys at scale.

#### BRAND DIFFERENTIATION VIA QUALITY ACCREDITATION

NAM-supported certification frameworks offer trust. Jeena Sikho can leverage NABH standards alongside NAM endorsements to position itself distinctly in quality-focused care.

#### INTEGRATED OFFERINGS TAILORED TO WORKING PROFESSIONALS

Drawing on corporate wellness demand (USD 2.5B market), JSLL can design preventive programmes, stress management retreats, and digital wellness campaigns for businesses.

#### RISING LIFESTYLE DISORDERS

The escalating incidence of lifestyle-related ailments such as diabetes, hypertension, and cardiovascular conditions is significantly contributing to the growing demand for alternative healthcare solutions.

#### AYURVEDA'S RENEWED RELEVANCE

The popularity of Ayurveda and other alternative healing systems has witnessed a marked rise, both in India and globally, particularly in the wake of the COVID-19 pandemic.

#### INCLUSION OF AYUSH UNDER INSURANCE

In a landmark regulatory development, IRDAI has mandated the inclusion of AYUSH treatments under health insurance coverage.

## KEY THREATS & CHALLENGES

### REGULATORY HARMONISATION

Multiple authorities - AYUSH, NAM, NABH, state bodies, govern the sector. Keeping compliance aligned across geographies is critical.

### QUALITY ASSURANCE AND CONSUMER TRUST

Standardisation of service and safety protocols is essential to avoid reputational risks amid rising expectations.

### MARKET COMPETITION AND BRAND PROLIFERATION

While certification channels create differentiation, competition from rapid-scaled organised players and overseas resorts is intense.

### ECONOMIC/CROSS-BORDER VOLATILITY

Wellness tourism is sensitive to macroeconomic shifts and travel disruptions, so international ambitions must be hedged accordingly.

### TALENT AND INSTITUTIONAL CAPABILITY

Scaling high-quality AYUSH care requires skilled practitioners. While AHCs build awareness, training and retaining talent remains a challenge.

### LIMITED AWARENESS AND PERCEPTION

Ayurveda continues to face a credibility gap, primarily due to limited public awareness and the perceived lack of evidence-based treatment protocols.

### INSUFFICIENT PROFESSIONAL RECOGNITION

Despite its ancient lineage and cultural significance, Ayurveda as a profession still struggles with institutional recognition.

### GAPS IN RESEARCH AND SCIENTIFIC VALIDATION

While India is actively promoting Yoga and Ayurveda on global platforms, the lack of a robust scientific research ecosystem remains a key impediment.

### NEED FOR STRONGER REGULATORY OVERSIGHT

The Ayurveda industry, though rapidly growing, remains largely unregulated, raising concerns around standardisation, quality assurance, and authenticity.

## CONCLUSION

India's health and wellness industry is undergoing robust transformation, fuelled by government policy, rising health consciousness, wellness travel, and digital enablement. This environment offers a fertile platform for Jeena Sikho Lifecare Limited to deepen geographical reach, reinforce quality credentials, and integrate experiences, from AYUSH centre networks to holistic retreats and digital wellness.

By focusing on trust, clinical rigour, and evidence-based holistic care, we aim to build enduring value for patients and stakeholders. Well positioned at the intersection of tradition and modernity, Jeena Sikho is poised to emerge as a national leader in holistic healthcare, delivering wellness with purpose and scale.

*Source: Imarc Group, Ministry of AYUSH*

## COMPANY OVERVIEW

Jeena Sikho Lifecare Limited (JSLL) is a leading player in India's alternative healthcare ecosystem, dedicated to making Ayurveda and holistic wellness accessible, credible, and impactful. Since inception, we have pursued a mission to revive ancient healing systems with modern delivery and scientific validation. Our integrated approach spans in-patient services, out-patient consultations, and a growing range of Ayurvedic products that support preventive and curative care. With each passing year, we strengthen our resolve to become the trusted choice for natural, side-effect-free healthcare solutions across the country and beyond.





We operate a network of wellness centres, hospitals, and clinics under the 'Shuddhi Ayurveda' brand. As of FY25, we have significantly scaled up our healthcare footprint, supported by a capital-light business model that allows us to maintain operational agility while expanding rapidly. Our facilities provide a range of treatments rooted in Ayurveda, Panchakarma, Naturopathy, and Homeopathy, delivered by experienced Ayurvedic practitioners and supported by robust quality protocols. With over 1,600 operational beds and the largest-ever expansion pipeline in our history, we are committed to reaching more lives, especially in underserved markets.

Our product vertical complements our services by offering a wide portfolio of proprietary Ayurvedic medicines, health kits, and wellness products developed in-house. Distributed through offline and digital channels, including pharmacies, e-commerce, and our healthcare centres, this segment continues to see strong traction. New launches like the Water INJK Technique Device and Pet Liver Shuddhi Kit underline our ability to innovate and respond to evolving consumer needs. With further expansion into over-the-counter (OTC) markets and a strong pipeline of upcoming launches, we are well positioned to capture growing demand for natural health solutions.

Our strategic clarity, experienced leadership, and deep-rooted brand ethos enable us to operate with purpose and foresight. FY25 was a landmark year that not only demonstrated our scalability and resilience but also laid the foundation for sustainable long-term growth. As we move ahead, we remain committed to blending tradition with innovation, strengthening our operational backbone, expanding our national and global reach, and continuing to create meaningful impact in the lives of our patients and stakeholders.



## OPERATIONAL HIGHLIGHTS

FY25 marked a significant phase of expansion and operational scale-up for Jeena Sikho Lifecare Limited. We achieved a notable increase in our inpatient capacity, growing from 1,277 operational beds in the previous year to 1,600 beds by year-end, the highest in our history. This scale-up is further supported by a robust pipeline of 1,218 beds, setting the stage for continued growth in the years ahead. Our IPD (in-patient department) volumes witnessed a sharp 87% increase YOY, reaching 24,578 patients. Outpatient (OPD) footfalls also rose to 3.37 lakh during the year. This growing trust in our services reflects not just patient satisfaction, but also our ability to deliver integrated, high-touch alternative healthcare at scale.

In parallel, we strengthened our revenue mix through focused growth in both services and products verticals. We expanded the availability of high-incidence, high-margin therapies like liver care, infertility, sexual wellness, and musculoskeletal conditions, supported by free screening campaigns across centres. Our operational efficiencies were further enhanced through better average revenue per bed, which now stands at ₹8,200 vs. ₹7,900 in the previous year. We also advanced our integration with insurance providers to offer cashless Ayurvedic treatments and increased our presence in government healthcare panels, including Ayushman Bharat and Ministry of AYUSH programmes. These operational strides position us strongly to meet rising demand, expand access, and strengthen our leadership in holistic wellness.

## FINANCIAL HIGHLIGHTS

Particulars	FY25	FY24	Ratio
Revenue (In ₹ crore)	469	324	45%
EBITDA (In ₹ crore)	125	93	34%
EBITDA Margin (In %)	27	29	-
PAT (In ₹ crore)	91	69	32%
PAT Margin (In %)	19	16	-
Net Worth (In ₹ crore)	273	192	41%

## KEY FINANCIAL RATIOS

Particulars	FY25	FY24	% Change
Current Ratio	2.91	5.27	-45%
Debt-Equity Ratio	0.04	0.00	1252%
Debt Service Coverage Ratio	246.78	226.03	9%
Return on Equity Ratio	0.33	0.36	-8%
Inventory turnover ratio	3.09	3.43	-10%
Trade Receivables turnover ratio	4.80	7.88	-39%
Trade payables turnover ratio	3.75	5.53	-32%
Net capital turnover ratio	4.70	2.77	69%
Net profit ratio	19.34%	21.33%	-9%
Return on Capital employed	40.94%	45.59%	-10%

### Reason for changes in ratio (more than 10%)

1. Debt Equity ratio - Due to debt being taken from director for Rs. 10 crores to meet the working capital requirements of the Company.
2. Trade Receivables turnover ratio - This has reduced due to increase in amount due from the Government Panel Debtor.
3. Trade payables turnover ratio - This has reduced due to reduction in creditor payment cycle.
4. Net capital turnover ratio - This has increase because of reduction in Company net working capital position (Current Asset - Current Liability).



## RISK AND CONCERNS

At Jeena Sikho Lifecare Limited (JSLL), we have established a robust Risk Management framework designed to proactively identify, evaluate, and mitigate potential business risks. This structured approach ensures continuity, compliance, and competitiveness across all aspects of our operations. The key risks and our strategic responses are outlined below.



### COMPETITION RISK

As a player in a highly fragmented and competitive Ayurvedic healthcare market, JSLL operates amidst both organised and unorganised competitors. The easy availability of free information and home remedies online further intensifies competition.

#### MITIGATION

We differentiate ourselves through our integrated healthcare ecosystem, comprising over 330 proprietary Shuddhi-branded products, more than 480 experienced Ayurvedic doctors, and a nationwide network of hospitals, clinics, and franchises. In addition, virtual and telephonic consultations help us reach patients across geographies, offering convenience without compromising care quality.



### REGULATORY RISK

Global scrutiny over the safety, efficacy, and standardisation of herbal and alternative treatments is increasing. Evolving regulatory frameworks may result in higher compliance costs and more rigorous documentation.

#### MITIGATION

JSLL proactively adheres to all applicable laws and standards. Our emphasis on clinical excellence is reflected in 41 NABH-accredited clinics, with 6 more in the pipeline. We maintain strict quality protocols in both product development and patient care to ensure compliance and trust.



### REPUTATIONAL RISK

Brand equity is central to our expansion strategy. Any damage to our reputation, whether due to quality issues, misinformation, or customer dissatisfaction, could adversely impact our operations and stakeholder trust.

#### MITIGATION

We continue to invest in building and protecting the 'Shuddhi' brand. Under the active leadership of our founder, Acharya Manish Ji, we maintain visibility through national TV campaigns, digital platforms, and public awareness initiatives. We also focus on service consistency and patient satisfaction across all touch points.



### THIRD-PARTY DEPENDENCY RISK

A portion of our operations, including product manufacturing and franchisee-driven service delivery, relies on third-party partnerships. This introduces risks related to quality assurance, compliance, and brand reputation.

#### MITIGATION

All third-party arrangements are governed by stringent contractual clauses and regular audits. We partner only with reputed manufacturers who align with our quality standards, and closely monitor franchisee performance to ensure adherence to JSLL's protocols.



### LITIGATION AND LEGAL RISK

Potential consumer complaints or treatment-related grievances could lead to legal proceedings, adverse publicity, and erosion of consumer confidence.

#### MITIGATION

We enforce a strict zero-tolerance policy towards quality lapses. Only qualified, experienced doctors are entrusted with patient care. Our dedicated contact centres are trained to promptly handle inquiries, resolve concerns, and maintain high customer satisfaction levels, thereby minimising potential disputes.

## HUMAN RESOURCES

At JSLL, we regard our employees as our most valuable assets, central to our long-term growth and sustainability. As of 31 March 2025, we had a committed workforce of 3,764 full-time employees. Our people strategy is focused on continuous empowerment, with initiatives aimed at enhancing their skills, capabilities, and professional development.

The workforce comprises a healthy blend of seasoned experts and dynamic young talent, creating a balanced team that drives both stability and innovation. This diversity not only reinforces our market positioning but also provides a distinct competitive advantage. Many of our senior leaders have been with us for several years, playing a pivotal role in shaping our culture, nurturing institutional knowledge, and steering the organisation through various growth phases.

## INTERNAL CONTROL SYSTEMS

JSLL has instituted robust internal control systems that are well-aligned with the scale, complexity, and nature of its operations. These systems encompass clearly defined policies and procedures, integrated IT frameworks, appropriate delegation of authority, segregation of duties, and a structured internal audit and review mechanism.

Our internal controls are designed to ensure operational efficiency, safeguard assets, and uphold compliance with all applicable legal and regulatory requirements, particularly those related to resource protection and accurate financial reporting. The Audit Committee regularly reviews key audit findings and control measures to reinforce governance, ensure accountability, and drive continuous improvement across the organisation.

## DISCLAIMER

The MDA section contains forward-looking statements that reflect our current expectations, intentions, and projections regarding future performance. These statements are subject to both known and unknown risks, uncertainties, and other factors that may cause actual results to differ materially from those expressed or implied. Changes in the macroeconomic environment, regulatory landscape, or unforeseen developments may significantly impact our operations and performance. The assumptions underlying these forward-looking statements are based on information available from internal and external sources at the time of reporting. However, such assumptions are inherently subject to change, and outcomes may vary accordingly. Readers are advised that these statements speak only as of the date they are made. We undertake no obligation to revise or update them in light of new information, future events, or changes in circumstances unless required by applicable law.





# Notice of 8<sup>th</sup> Annual General Meeting of the Company

Notice Is Hereby Given That The 08<sup>th</sup> Annual General Meeting of The Members of Jeena Sikho Lifecare Limited will be held on Monday 29<sup>th</sup> September 2025 at First Floor, Parle G Godown, City Enclave, Back Side JP Hospital, Near Anand Complex, Zirakpur, Main Road, Sas Nagar, Punjab 140603 At 12:00 Noon To Transact The Following Business:

## ORDINARY BUSINESSES:

1. **To receive, consider and adopt the Audited Standalone Financial Statements of the Company for the financial period ended on 31<sup>st</sup> March 2025 together with the reports of Directors and Auditors thereon.**

To consider, review and if thought fit, to pass with or without modification(s), the following resolution as an **Ordinary Resolution**:

**RESOLVED THAT** the Audited Standalone Financial Statement of the Company for the financial year ended 31<sup>st</sup> March 2025 and the reports of the Board of Directors and Auditors thereon, as circulated to the Members, be and are hereby considered and adopted.

2. **To declare a final dividend of ₹ 1.10/- per equity share of face value of ₹ 2/- each for the financial year ended March 31, 2025.**

To consider, review and if thought fit, to pass with or without modification(s), the following resolution as an **Ordinary Resolution**:

**"RESOLVED THAT** a final dividend of ₹ 1.10/- (Rupees One and Ten Paise only) per equity share of face value of ₹ 2/- each, for the financial year ended March 31, 2025, as recommended by the Board of Directors, be and is hereby declared and approved for payment to the eligible shareholders of the Company."

3. **To re-appoint Ms. Shreya Grover as a Director who retires by rotation & being eligible offers herself for re-appointment.**

To consider, review and if thought fit, to pass with or without modification(s), the following resolution as an **Ordinary Resolution**:

**"RESOLVED THAT** Ms. Shreya Grover (DIN: 09199495) Director of the Company, who retires by rotation in terms of Section 152 of the Companies Act, 2013, and being eligible, offers herself for re-appointment, be and is hereby re-appointed as a Director of the Company, liable to retire by rotation."

4. **Appointment of M/s. Walker Chandiok & Co LLP, Chartered Accountants (Firm Registration No. 001076N/N500013) as Statutory Auditor to hold office for the term of 5 (Five) consecutive years from the conclusion of this Annual General Meeting up to the conclusion of the 13<sup>th</sup> Annual General Meeting of the Company to be held on or before September 30, 2030:**

To consider and if thought fit, to pass, with or without modification(s), the following Resolution as an **Ordinary Resolution**:

**"RESOLVED that** pursuant to Section 139 of the Companies Act, 2013 read with the Companies (Audit and Auditors) Rules, 2014 and other applicable provisions, if any, (including any statutory modification(s), clarifications, exemptions or re-enactments thereof for the time being in force) **M/s. Walker Chandiok & Co LLP, Chartered Accountants, (Firms Registration No. 001076N/N500013)**, be and are hereby appointed as Statutory Auditors of the Company to hold office for a period of five years, from the conclusion of the 08<sup>th</sup> Annual General Meeting till the conclusion of the 13<sup>th</sup> Annual General Meeting of the Company to be held in the year 2030 subject to ratification of the appointment by the Members at every Annual General Meeting held after the 08<sup>th</sup> Annual General Meeting of the Company, at such remuneration plus applicable taxes and out of pocket expenses, as may be determined and recommended by the Audit Committee in consultation with the Auditors and duly approved by the Managing Director of the Company."

## SPECIAL BUSINESSES:

5. **Appointment of M/s. Walker Chandiok & Co LLP, Chartered Accountants as Statutory Auditor to fill casual vacancy:**

To consider and if thought fit, to pass, with or without modification(s), the following Resolution as an **Ordinary Resolution**:

**"RESOLVED that** pursuant to the provisions of Section 139(8) of the Companies Act, 2013 read with the Companies (Audit and Auditors) Rules, 2014 and other applicable provisions, if any, (including any statutory modification(s), clarifications, exemptions or re-enactments thereof for the time being in force) **M/s. Walker Chandiok & Co LLP, Chartered Accountants, (Firms Registration No. 001076N/N500013)**, be and are hereby appointed as Statutory Auditors of the Company to fill the casual vacancy caused by the resignation of **M/s. KRA & Co., Chartered Accountants, (Firm Registration No: 020266N)**.

**"RESOLVED FURTHER that** M/s. Walker Chandiok & Co LLP, Chartered Accountants, (Firms Registration No. 001076N/N500013), be and are hereby appointed as Statutory Auditors of the Company to hold the office from 14<sup>th</sup> August, 2025, until the conclusion of this Annual General Meeting (08<sup>th</sup>) of the Company, at such remuneration plus applicable taxes, and out of pocket expenses, as may be determined and recommended by the Audit Committee in consultation with the Auditors

and duly approved by the Managing Director of the Company.”

**6. Appointment of Ankur Singh & Associates (Company Secretaries) as Secretarial Auditor:**

To consider and if thought fit, pass, the following resolution as an **Ordinary Resolution**:

**“RESOLVED THAT** pursuant to the provisions of Section 204 and other applicable provisions, if any, of the Companies Act, 2013 (“the Act”), read with Rule 9 of the Companies (Appointment & Remuneration of Managerial Personnel) Rules, 2014, (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), and Regulation 24A of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, and based on the recommendation of the Audit Committee and the approval of the Board of Directors of the Company, consent of the Company be and is hereby accorded for appointment of **M/s. Ankur Singh & Associates, Company Secretaries** (Firm Registration No. S2022DE845000) as the Secretarial Auditor of the Company for a period of five (5) years, commencing from Financial Year 2025- 26 till Financial Year 2029-30, to conduct a Secretarial Audit of the Company and to furnish the Secretarial Audit Report.

**RESOLVED FURTHER THAT** the Board of Directors of the Company be and are hereby authorized to fix the annual remuneration plus applicable taxes and out-of-pocket expenses payable to them during their tenure as the Secretarial Auditors of the Company, as determined by the Audit Committee in consultation with the said Secretarial Auditors.

**RESOLVED FURTHER THAT** the Board of Directors be and are hereby authorized to take such steps and do all such acts, deeds, matters, and things as may be considered necessary, proper, and expedient to give effect to this Resolution.

**7. Approval of Jeena Sikho Employees Stock Option Scheme, 2025 for Eligible Employee of the Company:**

To consider and if thought fit, to pass with or without modification, the following resolution as a **Special Resolution**:

**“RESOLVED THAT** pursuant to the provisions of Section 62(1)(b) and all other applicable provisions of the Companies Act, 2013 (“the Act”) read with the rules framed thereunder, the Securities and Exchange Board of India (Share Based Employee Benefits & Sweat Equity) Regulations, 2021 (the “SEBI Regulations”), the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the “Listing Regulations”), the circulars/guidelines/other regulations issued by the Securities and Exchange Board of India (“SEBI”), the Memorandum and Articles of Association of the Company and all other applicable regulations, rules and circulars/guidelines in force, from time to time (including any statutory modification or re-enactment thereof for the time being in force) and subject to such

other approvals, permissions and sanctions, as may be necessary and such condition(s) and modification(s) as may be prescribed or imposed, while granting such approvals, permissions and sanctions and subject to acceptance of such condition(s) or modification(s) by the Board of Directors of the Company (hereinafter referred to as the “Board”, which term shall include the Nomination and Remuneration Committee duly constituted by the Board, which has been designated as the Compensation Committee in pursuance of Regulation 5 of the SEBI Regulations to exercise its powers, including the powers conferred by this resolution); the consent and approval of the members of the Company be and is hereby accorded to the Jeena Sikho Employees Stock Option Scheme, 2025 (“Scheme”/“ESOS Scheme”/“ESOS 2025”) and to authorize the Board to create, offer, grant and issue from time to time, in one or more tranches, not **exceeding 2,50,000 (Two Lakh Fifty Thousand)** employee stock options under Jeena Sikho Employees Stock Option Scheme, 2025, exercisable into equal number of equity shares of face value of ₹ 2/- (Rupees Two) each fully paid-up of the Company, for the benefit of (i) employees of the Company, who is exclusively working in India or outside India; and/or (ii) directors of the Company, whether a whole-time director or not, including a non-executive director, who is not a promoter or member of the promoter group, but excluding an independent director (selected on the basis of criteria decided by the Board) under the ESOS 2025, but does not include (a) an employee who is a promoter or a person belonging to the promoter group; or (b) a director who, either himself or through his relative or through any body-corporate, directly or indirectly, holds more than ten per cent of the outstanding equity shares of the company (hereinafter referred to as “Eligible Employees”).

**RESOLVED FURTHER THAT** the Board be and is hereby authorised to formulate, evolve, decide upon and implement the ESOS 2025 on the terms and conditions contained therein and stated in the explanatory statement annexed hereto including instances, where such Stock Options shall lapse and to grant such number of Stock Options, to such employees and Directors of the Company, at such other price, at such time and on such terms and conditions as set out in the ESOS 2025 and as the Board may in its absolute discretion think fit, subject to SEBI Regulations and other applicable laws and to make any modification(s), change(s), variation(s), alteration(s) or revision(s) in terms and conditions of the ESOS 2025 from time to time including but not limited to amendments with respect to vesting period, exercise price, eligibility criteria, vesting schedule, vesting conditions, withdraw or revive the ESOS 2025, as the Board may, in its absolute discretion, think fit, subject to SEBI Regulations and other applicable laws.

**RESOLVED FURTHER THAT** in the event of any Corporate Action such as bonus issue, rights issue, stock split, merger, de-merger, transfer of undertaking, sale of a division or any such capital or corporate restructuring, subject to the provisions of the ESOS 2025; the number of Options (vested as well as unvested) or the Exercise Price in respect of the Options or both the number and the Exercise Price, may be determined after making fair and reasonable adjustments, by the Company in



consultation with the Compensation Committee, to be such number and/or Exercise price as is appropriate in accordance with the SEBI guidelines and other applicable provisions provided that (i.) the number and price of Options shall be adjusted in a manner such that total value to the Participant remains the same after the corporate action and (ii.) the Vesting Period and the life of the Options shall be left unaltered as far as possible to protect the rights of the Participant.

**RESOLVED FURTHER THAT** the new Equity Shares to be issued and allotted by the Company upon the exercise of Stock Options, shall rank pari-passu in all respect including dividend with then existing Equity Shares of the Company.

**RESOLVED FURTHER THAT** the Board be and is hereby authorised to make any variation, amendment, modification or alteration in the ESOS 2025 as it may deem fit, from time to time in its absolute discretion, subject to and in conformity with the provisions of the Act, the SEBI Regulations and other applicable laws, unless such variation, amendment, modification or alteration is detrimental to the interest of the Eligible Employees, who have been granted Stock Options.

**RESOLVED FURTHER THAT** the Company shall conform to the accounting policies prescribed from time to time under the SEBI Regulations, Act and any other applicable laws and regulations to the extent relevant and applicable to ESOS 2025.

**RESOLVED FURTHER THAT** the Board be and is hereby authorised to do all such acts, deeds, matters and things including the appointment of or authorizing or directing the appointment of various intermediaries, experts, professionals, independent agencies and other advisors, merchant bankers, valuers, consultants or representatives, being incidental to the effective implementation and administration of the ESOS 2025 as it may, in its absolute discretion deem fit, for the aforesaid purpose and also to settle any issues, questions, difficulties or doubts that may arise in this regard at any stage, without being required to seek any further consent or approval of the shareholders of the Company to the end and intent that the shareholders shall be deemed to have given their approval thereto expressly by the authority of this resolution, and further to execute all such deeds, documents, writings and to give such directions and/or instructions as may be necessary, proper or expedient to give effect to any modification, alteration, amendment, suspension, withdrawal or termination of ESOS 2025 and to take all such steps and do all such acts as may be incidental or ancillary thereto."

**8. Extension of the Jeena Sikho Employee Stock Option Scheme 2025, to the Eligible Employees of the Group Companies:**

To consider and if thought fit, to pass with or without modification, the following resolution as a **Special Resolution**:

**"Resolved That** pursuant to the provisions of Section 62(1)(b) and all other applicable provisions of the

Companies Act, 2013 ("the Act") read with the rules framed thereunder, the Securities and Exchange Board of India (Share Based Employee Benefits & Sweat Equity) Regulations, 2021 (the "SEBI Regulations"), the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the "Listing Regulations"), the circulars/guidelines/other regulations issued by the Securities and Exchange Board of India ("SEBI"), the Memorandum and Articles of Association of the Company and all other applicable regulations, rules and circulars/guidelines in force, from time to time (including any statutory modification or re-enactment thereof for the time being in force) and subject to such other approvals, permissions and sanctions, as may be necessary and such condition(s) and modification(s) as may be prescribed or imposed, while granting such approvals, permissions and sanctions and subject to acceptance of such condition(s) or modification(s) by the Board of Directors of the Company (hereinafter referred to as the "Board", which term shall include the Nomination and Remuneration Committee duly constituted by the Board, which has been designated as the Compensation Committee in pursuance of Regulation 5 of the SEBI Regulations to exercise its powers, including the powers conferred by this resolution); the consent and approval of the members of the Company be and is hereby accorded to the Jeena Sikho Employees Stock Option Scheme, 2025 ("Scheme"/"ESOS Scheme"/"ESOS 2025") and to authorize the Board to create, offer, grant and issue from time to time, in one or more tranches, not exceeding 2,50,000 (Two Lakh Fifty Thousand) employee stock options under the overall limit of 2,50,000 employee stock options under the Jeena Sikho Employees Stock Option Scheme, 2025, exercisable into equal number of equity shares of face value of ₹ 2/- (Rupees Two) each fully paid-up of the Company, for the benefit of (i) employees, who is exclusively working in India or outside India; and/or (ii) directors, whether a whole-time director or not, including a non-executive director, who is not a promoter or member of the promoter group, but excluding an independent director (selected on the basis of criteria decided by the Board) under the ESOS 2025, of a group company, including subsidiary or its associate company, in India or Outside India, or of a holding company of the Company, present or future, but does not include (a) an employee who is a promoter or a person belonging to the promoter group; or (b) a director who, either himself or through his relative or through any body-corporate, directly or indirectly, holds more than ten per cent of the outstanding equity shares of the company (hereinafter referred to as "Eligible Employees").

**RESOLVED FURTHER THAT** the Board be and is hereby authorised to formulate, evolve, decide upon and implement the ESOS 2025 on the terms and conditions contained therein and stated in the explanatory statement annexed hereto including instances, where such Stock Options shall lapse and to grant such number of Stock Options, to such employees and Directors of a group company, including subsidiary or its associate company, in India or Outside India, or of a holding company of the Company, at such other price, at such time and on such terms and conditions as set out in the ESOS 2025 and as the Board may

in its absolute discretion think fit, subject to SEBI Regulations and other applicable laws and to make any modification(s), change(s), variation(s), alteration(s) or revision(s) in terms and conditions of the ESOS 2025 from time to time including but not limited to amendments with respect to vesting period, exercise price, eligibility criteria, vesting schedule, vesting conditions, withdraw or revive the ESOS 2025, as the Board may, in its absolute discretion, think fit, subject to SEBI Regulations and other applicable laws.

**RESOLVED FURTHER THAT** in the event of any Corporate Action such as bonus issue, rights issue, stock split, merger, de-merger, transfer of undertaking, sale of a division or any such capital or corporate restructuring, subject to the provisions of the ESOS 2025; the number of Options (vested as well as unvested) or the Exercise Price in respect of the Options or both the number and the Exercise Price, may be determined after making fair and reasonable adjustments, by the Company in consultation with the Compensation Committee, to be such number and/or Exercise price as is appropriate in accordance with the SEBI guidelines and other applicable provisions provided that (i.) the number and price of Options shall be adjusted in a manner such that total value to the Participant remains the same after the corporate action and (ii.) the Vesting Period and the life of the Options shall be left unaltered as far as possible to protect the rights of the Participant.

**RESOLVED FURTHER THAT** the new Equity Shares to be issued and allotted by the Company upon the exercise of Stock Options, shall rank pari-passu in all respect including dividend with then existing Equity Shares of the Company.

**RESOLVED FURTHER THAT** the Board be and is hereby authorised to make any variation, amendment, modification or alteration in the ESOS 2025 as it may deem fit, from time to time in its absolute discretion, subject to and in conformity with the provisions of the Act, the SEBI Regulations and other applicable laws, unless such variation, amendment, modification or alteration is detrimental to the interest of the Eligible Employees, who have been granted Stock Options.

**RESOLVED FURTHER THAT** the Company shall conform to the accounting policies prescribed from time to time under the SEBI Regulations, Act and any other applicable laws and regulations to the extent relevant and applicable to ESOS 2025.

**RESOLVED FURTHER THAT** the Board be and is hereby authorised to do all such acts, deeds, matters and things including the appointment of or authorizing or directing the appointment of various intermediaries, experts, professionals, independent agencies and other advisors, merchant bankers, valuers, consultants or representatives, being incidental to the effective implementation and administration of the ESOS 2025 as it may, in its absolute discretion deem fit, for the aforesaid purpose and also to settle any issues, questions, difficulties or doubts that may arise in this regard at any stage, without being required to seek any further consent or approval of the shareholders of the Company to the end and intent that the shareholders

shall be deemed to have given their approval thereto expressly by the authority of this resolution, and further to execute all such deeds, documents, writings and to give such directions and/or instructions as may be necessary, proper or expedient to give effect to any modification, alteration, amendment, suspension, withdrawal or termination of ESOS 2025 and to take all such steps and do all such acts as may be incidental or ancillary thereto."

**9. Re-designation of Ms. Shreya Grover (DIN: 09199495) as Whole-time Director and a Key Managerial Personnel of the Company from the position of Non-Executive Director:**

To consider, and if thought fit, to pass the following resolution as an **Special Resolution**:

**"RESOLVED THAT** pursuant to the provisions of Sections 2(19), 2(51), 196, 197, 198 and 203 and other applicable provision, if any, read with Schedule V to the Companies Act, 2013 ("Act") and Rule 8 of the Companies (Meetings of Board and its Powers) Rules, 2014 and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and any other applicable provisions made thereunder (including any statutory modifications, enactment, or any amendment made thereunder) and in accordance with the provisions of Regulation 17 the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, applicable clauses of the Articles of Association of the Company and such other approvals, permissions and sanctions, as may be required and on the recommendation of the Nomination and Remuneration Committee and the Board of Directors of the Company, consent of the members of the Company, be and is hereby accorded for appointment of Ms. Shreya Grover (DIN: 09199495) as a Whole-time Director, for a period of 05 (five) years, w.e.f. August 27, 2025 till August 26, 2030, designated as Whole-time Director and a Key Managerial Personnel of the Company, on the terms and conditions with the liberty to the Board of Directors (hereinafter referred to as the "Board" which term shall be deemed to include the Nomination and Remuneration Committee ("NRC") of the Board) to alter, vary and modify the terms and conditions of the said appointment and/or remuneration, in such manner as may be agreed to between the Board and Ms. Shreya Grover within and in accordance with the Act or such other applicable provisions or any amendment thereto.

Broad particulars of the terms of appointment and remuneration payable to Ms. Shreya Grover as a Whole-time Director are as stated below:

- a) Period of appointment as Whole-time Director:** Ms. Shreya Grover shall hold office as a Whole-time Director of the Company for a term of five years August 27, 2025 till August 26, 2030.
- b) Remuneration:** ₹ 12,00,000 per annum.
- c) General:**
  - i. The Whole-time Director shall perform the duties as such with regard to all work of the Company and he will manage and attend to



such business and carry out the orders and directions given by the Board, from time to time in all respect and confirm to and comply with all such directions and regulations as may from time to time, be given and made by the Board.

- ii. The Whole-time Director shall act in accordance with the Articles of Association of the Company and shall abide by the provisions contained in Section 166 of the Act with regard to the duties of directors.
- iii. The Whole-time Director shall adhere to the Company's Code of Conduct.
- iv. The office of the Whole-time Director may be terminated by the Company by giving 03 (three) months' prior notice in writing, by either party.
- v. Ms. Shreya Grover is liable to retire by rotation.

- vi. No sitting fee will be paid for attending any meetings of the Board of Directors or any committee(s) thereof.

**RESOLVED FURTHER THAT** the above may be treated as a written memorandum setting out the terms of appointment of Ms. Shreya Grover, Whole-time Director, in terms of Section 190 of the Act.

**RESOLVED FURTHER THAT** Board of Directors of the Company be and is hereby authorised and to further delegate to any of the officer(s) or employee(s) of the Company as it may consider appropriate to do all such acts, deeds and things, as may be required to give effect to the above resolution and making other statutory and/or regulatory filings, if any, on behalf of the Company.

**RESOLVED FURTHER THAT** a copy of the above resolution be furnished as a certified true copy by any of the Directors or Company Secretary of the Company.

By Order of the Board of Directors  
For **Jeena Sikho Lifecare Limited**

Sd/-  
**Smita Chaturvedi**  
Company Secretary

**Date:** 27.08.2025  
**Place:** Zirakpur, Punjab

## Notes:

- 1) The respective Explanatory Statements, pursuant to Section 102 of the Companies Act 2013, in respect of the business under item no 5, 6, 7, 8 and 9 of accompanying notice is annexed hereto.
- 2) The Notice of the 08<sup>th</sup> AGM along with the Annual Report for the Financial Year 2024-25 is being sent by electronic mode to those Members whose e-mail addresses are registered with the Company/ Depositories as on 29.08.2025.
- 3) **A MEMBER ENTITLED TO ATTEND AND VOTE AT THE MEETING IS ENTITLED TO APPOINT A PROXY TO ATTEND AND VOTE INSTEAD OF HIMSELF AND THE PROXY NEED NOT BE A MEMBER OF THE COMPANY. THE INSTRUMENT APPOINTING THE PROXY IS ANNEXED HERewith AS Annexure-A.**
- 4) Proxy forms, in order to be effective, must be deposited at the Registered Office of the Company not later than 48 hours before the time fixed for the meeting, duly completed and signed. A proxy does not have the right to speak at the meeting and cast votes only on a poll. A proxy form is annexed to this report. Proxies submitted on behalf of limited companies, societies, etc. must be supported by an appropriate resolution/authority, as applicable.
- 5) **Pursuant to Section 105 of the Act read with Rule 19 of the Companies (Management and Administration) Rules, 2014, a person can act as a proxy on behalf of members not exceeding 50 (Fifty) and holding in the aggregate not more than 10% (Ten Percent) of the total share capital of the Company carrying voting rights. In case a proxy is proposed to be appointed by a member holding more than 10% (Ten Percent) of the total share capital of the Company carrying voting rights, then such proxy shall not act as a proxy for any other member.**
- 6) Institutional/Corporate Members are required to send a scanned copy of their Board or Governing Body Resolution/Authorization etc., authorizing its representative to attend the AGM on its behalf and to vote through e-Voting/remote e-Voting. The said Resolution/Authorization shall be sent to Scrutinizer by email at [vivekrawal89@gmail.com](mailto:vivekrawal89@gmail.com) with a copy marked to [investors@jeenasikho.com](mailto:investors@jeenasikho.com) and [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in).
- 7) In case of joint holders attending the meeting, the Member whose name appears as the first holder in the order of names as per the Register of Members/List of Beneficial Owners of the Company will be entitled to vote at the AGM.
- 8) Relevant documents referred to in the accompanying Notice and the statement pursuant to Section 102(1) of the Companies Act, 2013 shall be available for inspection through electronic mode, basis the request being sent at [investors@jeenasikho.com](mailto:investors@jeenasikho.com).
- 9) The Register of Directors and Key Managerial Personnel and their shareholding maintained under Section 170 of the Act and the Register of Contracts or Arrangements in which Directors are interested maintained under Section 189 of the Act, and all the documents referred to in the accompanying Notice, are open for inspection in electronic form by the members during the AGM. All documents referred to in the Notice will also be available for inspection by the members at the registered office of the Company during office hours on all working days between 11.00 a.m. and 4.00 p.m. on all days except Saturdays, Sundays and public holidays, from the date hereof up to the date of the Meeting and at the venue of the Meeting for the duration of the Meeting. Members seeking to inspect such documents can send an email to [investors@jeenasikho.com](mailto:investors@jeenasikho.com)
- 10) Members who have not registered their e-mail IDs are requested to register/update the same with their Depository Participants to promote the green initiative and thus, help preserve the environment.
- 11) In continued compliance of Rule 18(3)(i) of the Companies (Management and Administration) Rules, 2014, the Company is pleased to provide another opportunity to the members to register/update their email IDs by providing the requisite details in the proforma annexed hereto with the Notice as **Annexure-C**.
- 12) Members are requested to notify change, if any, in their email ID and/or mailing address, quoting their Folio No. to the Company at its Registered Office or through email at [investors@jeenasikho.com](mailto:investors@jeenasikho.com).
- 13) Members holding shares in electronic form should notify any change, if any, in their email ID and/or mailing address including PIN Code, bank details etc. directly to their respective Depository Participants.
- 14) Members/proxies should bring duly filled Attendance Slip to attend the annual general meeting. Attendance slip is annexed herewith as **Annexure-D**.
- 15) Members may note that the Notice and Annual Report 2024-25 will also be available on the Company's website at [www.jeenasikho.com](http://www.jeenasikho.com), websites of the Stock Exchanges i.e National Stock Exchange of India Limited at [www.nseindia.com](http://www.nseindia.com) and BSE Limited at [www.bseindia.com](http://www.bseindia.com)
- 16) The Final Dividend of ₹ 1.10/- on Equity Shares having face value of ₹ 2/- each of the Company as recommended by the Board of Directors of the Company for the financial year ended March 31, 2025, if declared at the AGM, will be paid within 30 days of the AGM to those members whose names appear in the Register of Members as on **22.09.2025 ("the Record Date")**.
- 17) Members holding shares in dematerialized mode are requested to register/update their bank details with their Depository Participants, to enable expeditious credit of the dividend to their bank accounts electronically. For Members who have not updated their bank account



details, dividend warrants/demand drafts/cheques will be sent out to their registered addresses.

- 18) Members are requested to note that, dividends if not encashed for a consecutive period of 7 consecutive years from the date of transfer to Unpaid Dividend Account of the Company, are liable to be transferred to the Investor Education and Protection Fund ("IEPF"). The shares in respect of such unclaimed dividends are also liable to be transferred to the demat account of the IEPF Authority.
- 19) Pursuant to Finance Act, 2020, dividend income is taxable in the hands of Members w.e.f. April 1, 2020. Accordingly, the Final Dividend, as recommended by the Board of Directors, and if approved at the 08<sup>th</sup> AGM, shall be paid after deducting tax at source ("TDS") at the prescribed rates in accordance with the provisions of the Income Tax Act, 1961, within 10 days from the date of declaration:

to the Members in respect of equity shares held by them in physical form, whose name appears as Member in the Company's Register of Members as on close of business hours on Monday, September 22, 2025; and

to the beneficial owners in respect of equity shares held by them in dematerialized form, whose name appears in the list of beneficial owners furnished by National Securities Depository Limited ("NSDL") and Central Depository Services (India) Limited ("CDSL"), on close of business hours on Monday, September 22, 2025.

- 20) With effect from April 1, 2024, dividend to security holders (holding securities in physical form), shall be paid only through electronic mode. Such payment shall be made upon folio being KYC compliant i.e. the PAN, contact details including mobile no., bank account details and specimen signature are registered with the RTA/Company. **[SEBI Master Circular No. SEBI/HO/MIRSD/POD-1/P/CIR/2024/37 dated May 7, 2024, read with SEBI Circular No. SEBI/HO/MIRSD/POD-1/P/CIR/2024/81 dated June 10, 2024]**

#### 21) Tax Deducted at Source ("TDS") on dividend:

For the prescribed rates for various categories, please refer to the Income Tax Act, 1961 and the Finance Acts of the respective years. The shareholders are requested to update their PAN with the Depository Participants (DPs) (if shares held in dematerialized form) and the Company/RTA (if shares are held in physical mode).

To avail exemption of TDS, shareholders are requested to submit required documents/declaration by e-mail to [compliances@skylinerta.com](mailto:compliances@skylinerta.com) by 11.59 p.m. (IST) on Friday, September 26, 2025. Members may also refer the e-mail sent to their registered e-mail ID for more details on submission of exemption documents.

Category of Shareholder	Document(s) to be submitted/uploaded
Resident individual shareholders with PAN* and whose income does not exceed maximum amount not chargeable to tax or who is not liable to pay income tax	i. Form No. 15G ii. Form No. 15H
Non-resident shareholders [including Foreign Portfolio Investors (FPIs)] who can avail beneficial rates under tax treaty between India and their country of tax residence.	<ul style="list-style-type: none"> <li>No Permanent Establishment</li> <li>Declaration Beneficial Ownership Declaration</li> <li>Tax Residency Certificate</li> <li>Copy of electronically filed Form 10F</li> <li>Any other document which may be required</li> </ul>

**\*If PAN is not correct/invalid/inoperative then tax will be deducted at higher rates and credit of TDS will not be available. [Section 206AA of the Income Tax Act, 1961]**

- 22) Additional information(s), pursuant to Regulation 36(3) of the SEBI Listing Regulations and Secretarial Standard for General Meetings (SS-2) in respect of Director(s) recommended for appointment/reappointment are annexed with this AGM Notice as **Annexure A**.
- 23) Any person, who acquires shares of the Company and becomes a member of the Company after dispatch of the Notice and holding shares as on cut-off date, may cast vote as provided in the Notice convening the Meeting, which is available on the website of the Company.
- 24) Members seeking clarifications on the Annual Report are requested to send in writing through email at [investors@jeenasikho.com](mailto:investors@jeenasikho.com) at least 7 days before the date of meeting. This would enable the company
- to compile the information and give replies to all the clarifications sought by the members, in the meeting.
- 25) In compliance with the provisions of Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014 as amended and Regulation 44 of SEBI Listing Regulations, the Members are provided with the facility of voting through electronic means ("remote e-Voting" or "e-Voting during AGM") on all the resolutions set out in this AGM Notice, through remote e-Voting services provided by National Securities Depository Limited (NSDL).
- 26) The facility for e-Voting will also be made available during the AGM and the Members attending the AGM who have not cast their vote by remote e-Voting shall be

eligible to vote through the e-Voting system during the AGM. The Members who have cast their vote by remote e-Voting may also attend the AGM but shall not be entitled to cast their vote again. In case the members cast their votes through remote e-voting as well as at the AGM, votes cast through remote e-voting shall only be considered valid.

- 27) The remote e-voting period commences on **Friday 26.09.2025 at 9.00 A.M. and ends on Sunday 28.09.2025 at 5.00 P.M.** Thereafter, the remote e-voting module shall be disabled for e-voting. E-vote once cast cannot be altered subsequently.
- 28) The voting rights of members shall be in proportion to their shares in the paid-up equity share capital of the Company as on cut-off date. A person, whose name is recorded in the register of members or in the register of beneficial owners maintained by the depositories as on cut-off date i.e., **22.09.2025** shall be entitled to vote on the proposed resolutions; and their shareholding on such date shall only be reckoned for the purpose of arriving at the results of the remote e-voting and voting at the AGM. Any person who is not the member of the Company as on the cut-off date should treat this notice for information purpose only.
- 29) The Board of Directors of the Company has appointed Mr. Vivek Rawal Proprietor of **M/s Rawal & Co., Company Secretaries**, as the Scrutinizer to scrutinize the voting through remote e- voting and e-voting process, in a fair and transparent manner.
- 30) Dividend, if approved at the AGM, will be paid within 30 days from the date of the AGM.
- 31) The Scrutinizer shall immediately after the conclusion of the Meeting, will count the e-voting cast at the Meeting and the vote cast through remote e-voting in the presence of at least two witnesses not in the employment of the Company and shall make, within the time permissible under the applicable laws, a consolidated Scrutinizer's report of the total votes cast in favor or against, if any, and submit the same to the Chairman or a person authorized by him, who shall counter sign the same.
- 32) The results declared along with the report of the Scrutinizer shall be placed in the website of the Company [www.jeenasikho.com](http://www.jeenasikho.com) and on the website of NSDL immediately after the declaration of results by the Chairman or a person authorized by him and the results shall also be communicated to National Stock Exchange of India Limited and BSE Limited.
- 33) Route-map to the venue of the Meeting is provided in this Notice.
- 34) Pursuant to Section 91 of the Companies Act, 2013, The Register of Members and Share Transfer Books

of the Company will be closed from **23.09.2025 to 29.09.2025 (both days inclusive)**.

### 35) THE INTRUCTIONS FOR SHAREHOLDRES FOR REMOTE E-VOTING ARE AS UNDER:

- i. The voting period begins on **Friday 26.09.2025 at 9.00 A.M. and ends on Sunday 28.09.2025 at 5.00 P.M.** During this period, shareholders of the Company, holding shares either in physical form or in dematerialized form, as on the cut-off date i.e. **22.09.2025** may cast their vote electronically. The e-voting module shall be disabled by NSDL for voting thereafter.
- ii. Shareholders who have already voted prior to the meeting date would not be entitled to vote at the meeting venue.
- iii. Pursuant to SEBI Circular No. SEBI/HO/CFD/CMD/CIR/P/2020/242 dated 09.12.2020, under Regulation 44 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, listed entities are required to provide remote e-voting facility to its shareholders, in respect of all shareholders' resolutions. However, it has been observed that the participation by the public non-institutional shareholders/retail shareholders is at a negligible level.

Currently, there are multiple e-voting service providers (ESPs) providing e-voting facility to listed entities in India. This necessitates registration on various ESPs and maintenance of multiple user IDs and passwords by the shareholders.

In order to increase the efficiency of the voting process, pursuant to a public consultation, it has been decided to enable e-voting to all the demat account holders, by way of a single login credential, through their demat accounts/websites of Depositories/Depository Participants. Demat account holders would be able to cast their vote without having to register again with the ESPs, thereby, not only facilitating seamless authentication but also enhancing ease and convenience of participating in e-voting process.

- iv. In terms of SEBI circular no. SEBI/HO/CFD/CMD/CIR/P/2020/242 dated December 9, 2020 on e-Voting facility provided by Listed Companies, Individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are advised to update their mobile number and email Id in their demat accounts in order to access e-Voting facility.



Pursuant to abovesaid SEBI Circular, Login method for e-Voting and joining virtual meetings for Individual shareholders holding securities in Demat mode is given below:

How do I vote electronically using NSDL e-Voting system?

The way to vote electronically on NSDL e-Voting system consists of "Two Steps" which are mentioned below:

#### STEP 1: ACCESS TO NSDL E-VOTING SYSTEM

##### A) LOGIN METHOD FOR E-VOTING FOR INDIVIDUAL SHAREHOLDERS HOLDING SECURITIES IN DEMAT MODE

In terms of SEBI circular dated December 9, 2020 on e-Voting facility provided by Listed Companies, Individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are advised to update their mobile number and email Id in their demat accounts in order to access e-Voting facility.

LOGIN METHOD FOR INDIVIDUAL SHAREHOLDERS HOLDING SECURITIES IN DEMAT MODE IS GIVEN BELOW:

Type of shareholders	Login Method
Individual Shareholders holding securities in demat mode with NSDL	<ol style="list-style-type: none"> <li>Existing <b>IDeAS</b> user can visit the e-Services website of NSDL Viz. <a href="https://eservices.nsdl.com">https://eservices.nsdl.com</a> either on a Personal Computer or on a mobile. On the e-Services home page click on the "<b>Beneficial Owner</b>" icon under "<b>Login</b>" which is available under '<b>IDeAS</b>' section, this will prompt you to enter your existing User ID and Password. After successful authentication, you will be able to see e-Voting services under Value added services. Click on "<b>Access to e-Voting</b>" under e-Voting services and you will be able to see e-Voting page. Click on company name or <b>e-Voting service provider i.e. NSDL</b> and you will be re-directed to e-Voting website of NSDL for casting your vote during the remote e-Voting period. If you are not registered for IDeAS e-Services, option to register is available at <a href="https://eservices.nsdl.com">https://eservices.nsdl.com</a>. Select "<b>Register Online for IDeAS Portal</b>" or click at <a href="https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp">https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp</a></li> <li>Visit the e-Voting website of NSDL. Open web browser by typing the following URL: <a href="https://www.evoting.nsdl.com">https://www.evoting.nsdl.com</a> either on a Personal Computer or on a mobile. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/Member' section. A new screen will open. You will have to enter your User ID (i.e. your sixteen digit demat account number hold with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on company name or <b>e-Voting service provider i.e. NSDL</b> and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period.</li> <li>Shareholders/Members can also download NSDL Mobile App "<b>NSDL Speede</b>" facility by scanning the QR code mentioned below for seamless voting experience.</li> </ol>

**NSDL Mobile App is available on**



App Store



Google Play



Type of shareholders	Login Method
Individual Shareholders holding securities in demat mode with <b>CDSL</b>	<ol style="list-style-type: none"> <li>1. Users who have opted for CDSL Easi/Easiest facility, can login through their existing user id and password. Option will be made available to reach e-Voting page without any further authentication. The users to login Easi/Easiest are requested to visit CDSL website <a href="http://www.cdslindia.com">www.cdslindia.com</a> and click on login icon &amp; New System Myeasi Tab and then use your existing my easi username &amp; password.</li> <li>2. After successful login the Easi/Easiest user will be able to see the e- Voting option for eligible companies where the evoting is in progress as per the information provided by company. On clicking the evoting option, the user will be able to see e-Voting page of the e-Voting service provider for casting your vote during the remote e-Voting period. Additionally, there is also links provided to access the system of all e-Voting Service Providers, so that the user can visit the e-Voting service providers' website directly.</li> <li>3. If the user is not registered for Easi/Easiest, option to register is available at CDSL website <a href="http://www.cdslindia.com">www.cdslindia.com</a> and click on login &amp; New System Myeasi Tab and then click on registration option.</li> <li>4. Alternatively, the user can directly access e-Voting page by providing Demat Account Number and PAN No. from a e-Voting link available on <a href="http://www.cdslindia.com">www.cdslindia.com</a> home page. The system will authenticate the user by sending OTP on registered Mobile &amp; Email as recorded in the Demat Account. After successful authentication, user will be able to see the e- Voting option where the evoting is in progress and also able to directly access the system of all e-Voting Service Providers.</li> </ol>
Individual Shareholders (holding securities in demat mode) login through their <b>Depository Participants</b>	You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-Voting facility. upon logging in, you will be able to see e-Voting option. Click on e-Voting option, you will be redirected to NSDL/CDSL Depository site after successful authentication, wherein you can see e-Voting feature. Click on company name or e-Voting service provider i.e. NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period.

**Important note:** Members who are unable to retrieve User ID/Password are advised to use Forget User ID and Forget Password option available at abovementioned website.

**Helpdesk for Individual Shareholders holding securities in demat mode for any technical issues related to login through Depository i.e. NSDL and CDSL.**

Login type	Helpdesk details
Individual Shareholders holding securities in demat mode with <b>NSDL</b>	Members facing any technical issue in login can contact NSDL helpdesk by sending a request at <a href="mailto:evoting@nsdl.co.in">evoting@nsdl.co.in</a> or call at 022 - 4886 7000 and 022 -2499 7000.
Individual Shareholders holding securities in demat mode with <b>CDSL</b>	Members facing any technical issue in login can contact CDSL helpdesk by sending a request at <a href="mailto:helpdesk.evoting@cdslindia.com">helpdesk.evoting@cdslindia.com</a> or contact at toll free no. 1800 22 55 33.

#### **B) LOGIN METHOD FOR E-VOTING FOR SHAREHOLDERS OTHER THAN INDIVIDUAL SHAREHOLDERS HOLDING SECURITIES IN DEMAT MODE AND SHAREHOLDERS HOLDING SECURITIES IN PHYSICAL MODE.**

##### **HOW TO LOG-IN TO NSDL E-VOTING WEBSITE?**

1. Visit the e-Voting website of NSDL. Open web browser by typing the following URL: <https://www.evoting.nsdl.com> either on a Personal Computer or on a mobile.
2. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/ Member' section.
3. A new screen will open. You will have to enter your User ID, your Password/OTP and a Verification Code as shown on the screen.  
  
Alternatively, if you are registered for NSDL eservices i.e. IDEAS, you can log-in at <https://eservices.nsdl.com> with your existing IDEAS login. Once you log-in to NSDL eservices after using your log-in credentials, click on e-Voting and you can proceed to Step 2 i.e. Cast your vote electronically.



4. Your User ID details are given below:

Manner of holding shares i.e. Demat (NSDL or CDSL) or Physical	Your User ID is:
a) For Members who hold shares in demat account with NSDL	8 Character DP ID followed by 8 Digit Client ID For example if your DP ID is IN300*** and Client ID is 12***** then your user ID is IN300***12*****.
b) For Members who hold shares in demat account with CDSL.	16 Digit Beneficiary ID For example if your Beneficiary ID is 12***** then your user ID is 12*****
c) For Members holding shares in Physical Form.	EVEN Number followed by Folio Number registered with the company For example if folio number is 001*** and EVEN is 101456 then user ID is 101456001***

5. Password details for shareholders other than Individual shareholders are given below:

- a) If you are already registered for e-Voting, then you can use your existing password to login and cast your vote.
- b) If you are using NSDL e-Voting system for the first time, you will need to retrieve the 'initial password' which was communicated to you. Once you retrieve your 'initial password', you need to enter the 'initial password' and the system will force you to change your password.
- c) How to retrieve your 'initial password'?
  - If your email ID is registered in your demat account or with the company, your 'initial password' is communicated to you on your email ID. Trace the email sent to you from NSDL from your mailbox. Open the email and open the attachment i.e. a .pdf file. Open the .pdf file. The password to open the .pdf file is your 8 digit client ID for NSDL account, last 8 digits of client ID for CDSL account or folio number for shares held in physical form. The .pdf file contains your 'User ID' and your 'initial password'
  - If your email ID is not registered, please follow steps mentioned below in process for those shareholders whose email ids are not registered.

- If you are still unable to get the password by aforesaid two options, you can send a request at [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in) mentioning your demat account number/folio number, your PAN, your name and your registered address etc.

- Members can also use the OTP (One Time Password) based login for casting the votes on the e-Voting system of NSDL.

7. After entering your password, tick on Agree to "Terms and Conditions" by selecting on the check box.

8. Now, you will have to click on "Login" button.

9. After you click on the "Login" button, Home page of e-Voting will open.

**STEP 2: CAST YOUR VOTE ELECTRONICALLY ON NSDL E-VOTING SYSTEM.**

**HOW TO CAST YOUR VOTE ELECTRONICALLY ON NSDL E-VOTING SYSTEM?**

- After successful login at Step 1, you will be able to see all the companies "EVEN" in which you are holding shares and whose voting cycle is in active status.
- Select "EVEN" of company for which you wish to cast your vote during the remote e-Voting period.
- Now you are ready for e-Voting as the Voting page opens.
- Cast your vote by selecting appropriate options i.e. assent or dissent, verify/modify the number of shares for which you wish to cast your vote and click on "Submit" and also "Confirm" when prompted.
- Upon confirmation, the message "Vote cast successfully" will be displayed.
- You can also take the printout of the votes cast by you by clicking on the print option on the confirmation page.
- Once you confirm your vote on the resolution, you will not be allowed to modify your vote.

6. If you are unable to retrieve or have not received the "Initial password" or have forgotten your password:

- Click on "Forgot User Details/Password?" (If you are holding shares in your demat account with NSDL or CDSL) option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com).
- Physical User Reset Password? (If you are holding shares in physical mode) option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com).

## GENERAL GUIDELINES FOR SHAREHOLDERS

1. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) are required to send scanned copy (PDF/ JPG Format) of the relevant Board Resolution/Authority letter etc. with attested specimen signature of the duly authorized signatory(ies) who are authorized to vote, to the Scrutinizer by e-mail to [vivekrawal89@gmail.com](mailto:vivekrawal89@gmail.com) with a copy marked to [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in). Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) can also upload their Board Resolution/Power of Attorney/Authority Letter etc. by clicking on "Upload Board Resolution/Authority Letter" displayed under "e-Voting" tab in their login.
2. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the "Forgot User Details/Password?" or "Physical User Reset Password?" option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com) to reset the password.
3. In case of any queries, you may refer the Frequently Asked Questions (FAQs) for Shareholders and e-voting user manual for Shareholders available at the download section of [www.evoting.nsdl.com](http://www.evoting.nsdl.com) or call on toll free no.: 1800 1020 990 and 1800 22 44 30 or send a request to [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in).

**Process for those shareholders whose email ids are not registered with the depositories for procuring user id and password and registration of e mail ids for e-voting for the resolutions set out in this notice:**

1. In case shares are held in physical mode please provide Folio No., Name of shareholder, scanned copy of the share certificate (front and back), PAN (self-attested scanned copy of PAN card), AADHAR (self-attested scanned copy of Aadhar Card) by email to [investors@jeenasikho.com](mailto:investors@jeenasikho.com).
2. In case shares are held in demat mode, please provide DPID-CLID (16 digit DPID + CLID or 16 digit beneficiary ID), Name, client master or copy of Consolidated Account statement, PAN (self-attested scanned copy of PAN card), AADHAR (self-attested scanned copy of Aadhar Card) to [investors@jeenasikho.com](mailto:investors@jeenasikho.com). If you are an Individual shareholder holding securities in demat mode, you are requested to refer to the login method explained at step 1 (A) i.e. Login method for e-Voting for Individual shareholders holding securities in demat mode.
3. Alternatively, shareholder/members may send a request to [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in) for procuring user id and password for e-voting by providing above mentioned documents.

**In terms of SEBI circular dated December 9, 2020, on e-Voting facility provided by Listed Companies, Individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are required to update their mobile number and email ID correctly in their demat account in order to access e-Voting facility.**

By Order of the Board of Directors  
For **Jeena Sikho Lifecare Limited**

**Date:** 27.08.2025  
**Place:** Zirakpur, Punjab

Sd/-  
**Smita Chaturvedi**  
Company Secretary



# Explanatory Statements Pursuant to Section 102(1) of The Companies Act, 2013

## ITEM NO. 5

The Members of the Company at its 04<sup>th</sup> AGM held on Monday, 15<sup>th</sup> November, 2021 had appointed M/s. KRA & Co., Chartered Accountants, (Firm Registration No: 020266N) as the Statutory Auditors of the Company to hold office from the conclusion of 04<sup>th</sup> AGM till the conclusion of 09<sup>th</sup> Annual General Meeting of the Company respectively subject to ratification of the appointment by the Members at every AGM held after the 04<sup>th</sup> AGM of the Company.

M/s. KRA & Co, Chartered Accountants, (Firm Registration No: 020266N) vide their letter both dated 14<sup>th</sup> August, 2025 have resigned from the position of Statutory Auditors of the Company, resulting into a casual vacancy in the office of Statutory Auditors of the Company as envisaged by section 139(8) of the Companies Act, 2013.

The Board of Directors at its meeting held on 14<sup>th</sup> August, 2015, as per the recommendation of the Audit Committee, and pursuant to the provisions of Section 139(8) of the Companies Act, 2013, have appointed M/s. Walker Chandiok & Co LLP, Chartered Accountants, (Firms Registration No. 001076N/N500013), to hold office as the Statutory Auditors of the Company till the conclusion of 08<sup>th</sup> AGM and to fill the casual vacancy caused by the resignation of M/s. KRA & Co, Chartered Accountants, (Firm Registration No: 020266N) subject to the approval by the members at the 08<sup>th</sup> Annual General Meeting of the Company, at such remuneration plus applicable taxes, and out of pocket expenses, as may be determined and recommended by the Audit Committee in consultation with the Auditors and duly approved by the Managing Director of the Company.

The Company has received consent letter and eligibility certificate from M/s. Walker Chandiok & Co LLP, Chartered Accountants, (Firms Registration No. 001076N/N500013), to act as Statutory Auditors of the Company in place of M/s. KRA & Co, Chartered Accountants, (Firm Registration No: 020266N), and along with a confirmation that, their appointment, if made, would be within the limits prescribed under the Companies Act, 2013.

Accordingly, consent of the Members is sought for passing an **Ordinary Resolution** as set out in Item No. 5 of the Notice for appointment and payment of remuneration to the Statutory Auditors.

None of the Directors, Key Managerial Personnel and their relatives are in any way, concerned or interested, financially or otherwise, in the aforesaid **Ordinary Resolution**.

The Board recommends an **Ordinary Resolution** set out in the Notice for approval by the Members.

## ITEM NO. 6

In accordance with the provisions of Section 204 and other applicable provisions of the Companies Act, 2013, read with Rule 9 of the Companies (Appointment & Remuneration of

Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force) ("the Act"), every listed company and certain other prescribed categories of companies are required to annex a Secretarial Audit Report, issued by a Practicing Company Secretary, to their Board's report, prepared under Section 134(3) of the Act.

Furthermore, pursuant to recent amendments to Regulation 24A of the SEBI Listing Regulations, every listed entity is required to conduct a Secretarial Audit and annex the Secretarial Audit Report to its annual report. Additionally, a listed entity must appoint a Secretarial Audit firm for a maximum of two terms of five consecutive years, with shareholder approval to be obtained at the Annual General Meeting.

Accordingly, based on the recommendation of the Audit Committee, the Board of Directors has approved the appointment of **M/s. Ankur Singh & Associates, Company Secretaries**, as the Secretarial Auditors of the Company for a period of five years, commencing from April 1, 2025, to March 31, 2030. The appointment is subject to shareholders' approval at the Annual General Meeting.

While recommending Ankur Singh & Associates for appointment, the Board and the Audit Committee evaluated various factors, including the firm's capability to handle a diverse and complex business environment, its existing experience in the Company's business segments, its industry standing, the clientele it serves, and its technical expertise. Ankur Singh & Associates was found to be well-equipped to manage the scale, diversity, and complexity associated with the Secretarial Audit of the Company.

Ankur Singh & Associates is a peer-reviewed and well-established firm of Practicing Company Secretaries, registered with the Institute of Company Secretaries of India, Delhi. The firm is led by its proprietor, Mr. Ankur Singh, a distinguished professional in the field of corporate governance and compliance. His expertise spans corporate advisory, transactional services, litigation, advocacy, and legal due diligence. The firm also engages professionals associated with strong credentials who align with its core values of character, competence, and commitment. Ankur Singh & Associates specializes in compliance audit and assurance services, advisory and representation services, and transactional services.

Ankur Singh & Associates has provided its consent to act as the Secretarial Auditors of the Company and has confirmed that the proposed appointment, if made, will be in compliance with the provisions of the Act and the SEBI Listing Regulations. Accordingly, the consent of the shareholders is sought for the appointment of Ankur Singh & Associates as the Secretarial Auditors of the Company.

The Board recommends the resolution at Item No. 6 of the Notice for the approval of the shareholders as an **Ordinary Resolution**.

None of the Directors, Key Managerial Personnel (KMP), or their relatives have any financial or other interest in the proposed resolution.

## ITEM NO. 7 & 8

Stock Options have long been recognized internationally as an effective instrument to align the interest of employees with those of the Company and its Shareholders, providing an opportunity to employees to share the growth of the Company, and to create long term wealth in the hands of the employees. It creates a sense of ownership between the Company and its employees, paving the way for a unified approach to the common objective of enhancing overall Shareholder's value.

Your Company is proposing to introduce an Employee Stock Option Scheme for the employees and the directors of the Company (including of the group company, including subsidiary, holding or its associate company), to remunerate them for their service and the expertise they bring to the organization. The proposed Scheme is proposed to be titled as "Jeena Sikho Employees Stock Option Scheme 2025" ("Scheme"/"ESOS Scheme"/"ESOS 2025").

Board of Directors ("the Board") of the Company upon the recommendation of the Nomination and Remuneration Committee in its meeting held on 27.08.2025 approved introduction of Jeena Sikho Employees Stock Option Scheme 2025, subject to the approval of the Members and concerned regulatory authorities and subject to the provisions of the Securities and Exchange Board of India (Share Based Employee Benefits & Sweat Equity) Regulations, 2021 (the "SEBI Regulations") and authorized the Compensation Committee/Nomination & Remuneration Committee ("the Committee"), to formulate the detailed terms and conditions of ESOS 2025 and to administer and implement the same in accordance with the provisions of the SEBI Regulations. The Nomination and Remuneration Committee of Directors of the Company shall act as the Compensation Committee under Regulation 5 of the SEBI Regulations, which has been authorised to inter alia formulate, administer and supervise ESOS 2025 including framing of its terms and conditions in terms of the SEBI Regulations.

The Company seeks Members' approval in respect of the aforesaid scheme and grant of stock options to the following employees (selected on the basis of criteria decided by the Board), to the extent and in the manner as may be permissible under the relevant provisions of the Companies Act, 2013, rules made there under and the SEBI Regulations and other applicable provisions:

- i. an employee, who is exclusively working in India or outside India;
- ii. a director of the company, whether a whole-time director or not, including a non-executive director who is not a promoter or member of the promoter group, but excluding an independent director; and
- iii. an employee as defined in sub-clauses (i) or (ii), of a group company including subsidiary or its associate company, in India or Outside India, or of a holding company of the company, but does not include:

- (a) an employee who is a promoter or a person belonging to the promoter group; or
- (b) a director who, either himself or through his relative or through any body-corporate, directly or indirectly, holds more than ten per cent of the outstanding equity shares of the company;

The broad terms and conditions of ESOS 2025 and other particulars as per Part-C of Schedule-I of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 are as below:

### A) BRIEF DESCRIPTION OF THE SCHEME:

Jeena Sikho Employees Stock Option Scheme, 2025 is intended to reward the Eligible Employees for their contribution to the success of the Company and to provide an incentive to continue contributing to the success of the Company. It is envisaged that the Scheme is to attract, reward, motivate and retain its employees for high levels of individual performance which will ultimately contribute to the success of the Company.

Subject to applicable law and terms and conditions of the Scheme, the Eligible Employees, who has been granted stock options ("Grantee") shall be entitled to subscribe to the equity shares within certain time period ("Exercise Period") upon fulfilment of such conditions ("Vesting") and payment of an exercise price ("Exercise Price").

### B) TOTAL NUMBER OF OPTIONS TO BE OFFERED AND GRANTED:

The maximum number of Shares that may be issued pursuant to exercise of Options granted to the Participants under the ESOS Scheme shall not exceed 2,50,000 (Two Lakh Fifty Thousand only) Equity Shares of the Company of ₹ 2 each. The Company reserves the right to increase or reduce such number of Shares as it deems fit. Provided that all Options that have lapsed (including those having lapsed by way of forfeiture) shall be added back to the number of Options that are pending to be granted.

It is clarified that as the Scheme is not proposed to be implemented through Trust; there won't be any secondary market acquisition for the purpose of implementation of the Scheme.

It is clarified that, in the event of any Corporate Action such as bonus issue, rights issue, stock split, merger, de-merger, transfer of undertaking, sale of a division or any such capital or corporate restructuring, subject to the provisions of the ESOS 2025; the number of Options (vested as well as unvested) or the Exercise Price in respect of the Options or both the number and the Exercise Price, may be determined after making fair and reasonable adjustments, by the Company in consultation with the Compensation Committee, to be such number and/or Exercise price as is appropriate in accordance with the SEBI guidelines and other applicable provisions provided that (i.) the number and price of Options shall be adjusted in a manner such that total value to the Participant remains the same after the corporate action and (ii.) the Vesting Period and the life of the Options shall be left unaltered as far as possible to protect the rights of the Participant.



### C) IDENTIFICATION OF CLASSES OF EMPLOYEES ENTITLED TO PARTICIPATE IN ESOS 2025:

An Employee shall be eligible to participate in the Scheme, as determined by the Compensation Committee. Only Eligible Employees as defined herein are eligible under this Scheme. Subject to this, the Compensation Committee shall, at its sole discretion, determine, which Employee or category of Employees shall be eligible for Grant of Options and the terms of Grant thereof and accordingly, the Company would offer the Options to the identified Eligible Employees based on the performance, experience, loyalty, etc.

Where any Employee is a director nominated by an institution as its representative on the Board of Directors of the company:

- (i) the contract or agreement entered into between the institution nominating its employee as the director of a company and the director so appointed shall, inter alia, specify the following:
  - a. whether the grants by the company under its scheme(s) can be accepted by the said employee in his capacity as director of the company;
  - b. that grant if made to the director, shall not be renounced in favour of the nominating institution; and
  - c. the conditions subject to which fees, commissions, other incentives, etc. can be accepted by the director from the company.
- (ii) the institution nominating its employee as a director of the company shall file a copy of the contract or agreement with the said company, which shall, in turn file the copy with all the recognized stock exchanges on which its shares are listed.
- (iii) the director so appointed shall furnish a copy of the contract or agreement at the first board meeting of the company attended by him after his nomination.

It is clarified that the benefit of ESOS 2025 is extended to the Eligible Employee and Directors of a group company, including subsidiary or its associate company, in India or Outside India, or of a holding company of the Company, present or future.

The Grant of the Options by the Committee to the Grantee shall be made in writing and communicated to the Grantee. Such a Grant shall state the number of Options offered, the Exercise price and the closing date of accepting the offer.

The definition of Employees for the purpose of ESOS 2025 shall mean:

- i. an employee, who is exclusively working in India or outside India; or
- ii. a director of the company, whether a whole-time director or not, including a non-executive director who is not a promoter or member of the promoter group, but excluding an independent director; and
- iii. an employee as defined in sub-clauses (i) or (ii), of a group company including subsidiary or its associate company, in India or Outside India, or of a holding company of the company, but does not include:
  - (a) an employee who is a promoter or a person belonging to the promoter group; or
  - (b) a director who, either himself or through his relative or through any body-corporate, directly or indirectly, holds more than ten per cent of the outstanding equity shares of the company;

### D) REQUIREMENTS OF VESTING AND PERIOD OF VESTING:

Any Grantee who wishes to accept an offer made, must deliver an Acceptance Form, prescribed by the Compensation Committee from time to time, duly completed as required therein to the Committee on or before the Closing date stated in the Grant letter.

Any Grantee who fails to return the Acceptance Form on or before the Closing date shall, unless the Committee determines otherwise, be deemed to have rejected the offer. Any Acceptance Form received after the Closing date shall not be valid.

Upon receipt of a duly completed Acceptance Form from the Grantee in respect of the Grant, the Grantee will become a Participant. The Committee may then issue to the Participant a statement, in such form as it deems appropriate, showing the number of Options, to which the Participant is entitled pursuant to the acceptance of such offer and the number of Shares for which the Participant will be entitled to subscribe pursuant to such Options.

Subject to the terms contained herein, the acceptance of a Grant made to a Grantee, shall conclude a contract between the Grantee and the Company, pursuant to which each Option shall, on such acceptance, be an Unvested Option.

As per SEBI ESOS Regulations, there shall be a minimum period of one year between the grant of options and vesting of options. Subject to Participant's continues employment with the Company and further subject to other clauses of the ESOS 2025; the Unvested Options shall vest with the Participant on the following dates as per the graded vesting plan:

Tranche	Vesting Date	Option to be Vested (as a % of total Granted Options)
1	Date being the date immediately after the date of expiry of One (1) year from the date of acceptance of the Options Granted to such Participant	20%
2	Date being the date immediately after the date of expiry of Two (2) years from the date of acceptance of the Options Granted to such Participant	30%
3	Date being the date immediately after the date of expiry of Three (3) years from the date of acceptance of the Options Granted to such Participant	50%

The date of Vesting would be determined in respect of different Options depending upon the different Grant Dates and difference dates of acceptance of such Grant of Options by the Participants.

#### **E) MAXIMUM PERIOD WITHIN WHICH THE OPTIONS SHALL BE VESTED:**

Please refer sub-clause (d) above. As detailed above, the maximum period within which the Options shall be vested will be three years from the date of acceptance of the Options Granted.

#### **F) EXERCISE PRICE OR PRICING FORMULA:**

The Exercise Price of the Option shall be ₹ 2/- (Rupees Two Only) each.

The total Exercise Price shall be paid to the Company in cash (through banking channel) upon Exercise of the Options. No amount is payable by the Grantee at the time of acceptance of Grant of Option.

#### **G) EXERCISE PERIOD AND THE PROCESS OF EXERCISE:**

Subject to special provisions relating to the case of death of an employee before exercise of options, the Participant alone can exercise the Vested Option. The Participant can exercise the Vested Options within the Exercise Period. Such exercise may be of all Vested Options or part of the Vested Options in one or more tranches.

The Exercise Period shall commence from the date of Vesting and close on expiry of One Year from the last Vesting Date (i.e., Vesting Date of the 3<sup>rd</sup> Tranche of Vesting, as per sub-clause (d) above) for the respective Grant of Option. The Exercise Period can be extended only under special circumstances at the discretion of the Committee upon a specific request made by the Participant concerned to this effect.

No fraction of a Vested Option shall be exercisable in its fractional form.

Exercise of the Options shall take place at the time and place designated by the Committee or the Company and by executing such documents as may be required under the Applicable Laws to pass a valid title to the relevant Shares to the Participant, free and clear of any liens, encumbrances and transfer restrictions save for those set out therein.

An Option shall be deemed to be exercised only when the Committee receives notice of exercise and the Exercise Price in accordance of the Scheme from the person entitled to exercise the Option.

On Exercise, the Participant can subscribe to the Shares on the full payment of the Exercise price and taxes, if any, required to be deducted by the Company/reimbursed by the employee, in respect of exercise of the Option, and the Company shall allot the Shares to the Participants after completing the necessary formalities in this regard, or, if requested in writing by the Participant, to the Participant jointly with another person, provided the Committee/ Company finds the Exercise form complete and conditions of the Scheme are complied with. Subsequent to allotment, no Participant should seek to sell or otherwise transfer the Shares until there is a confirmation from the Company that the listing procedures with respect to the allotted Shares have been completed.

There would not be any lock-in period for the shares issued consequent upon exercising the options under the ESOS 2025.

If the Participant does not Exercise his Vested Options within the time specified for the same, such unexercised, the Options shall lapse.

There shall be no cashless exercise of the Options. Further there shall not be any funding of financing by the Company for Exercise of Options.

#### **EXERCISE IN CERTAIN SPECIAL CASES:**

**On death of a Participant:** In the event of death of the employee while in employment, all the Unvested Options/ Options Granted to him/her till his/her death shall vest, with effect from the date of his/her death, in the legal heirs or nominees of such deceased employee, as the case may be. All the Vested Options (including Options Vested upon death of the employee) shall be permitted to be exercised within 1 (one) year from the date of his/her death. However, under no circumstances, Options can be exercised by the legal heirs or nominees beyond this Exercise Period.

**On disability of Participant:** In case the employee suffers any permanent incapacity, while in employment, all the Unvested Options to him/her under ESOS 2025 as on the date of permanent incapacitation, shall vest in him/her on that day. All the vested Options (including Options Vested upon permanent incapacitation) shall be permitted to be exercised within 1 (one) year from the date of termination



of employment due to permanent incapacitation. However, under no circumstances option can be exercised beyond the Exercise period.

**On attainment of Superannuation age:** In case the service of the employee Participants with the Company is terminated due to retirement on superannuation, all the Unvested Options shall continue to vest as per normal schedule of Vesting even after the retirement or superannuation. Exercise of Options shall also be as per the normal schedule as per this ESOS 2025.

**Termination with cause:** In case the termination of employment of a Participant with the Company is with cause (i.e., negligence, fraud, professional misconduct, moral turpitude etc), his/her Options (Vested as well as Unvested) shall lapse on the Termination Date.

**Other termination:** In case the service of the Participant with the Company is terminated due to resignation of the Participant from the Company or otherwise, all the Vested Options as on that date shall be permitted to be exercised within the normal Exercise Period, as mentioned in this Scheme. All Unvested Options on the date of termination shall lapse. It is clarified that re-appointment of Directors upon retirement by rotation shall be deemed to be continuity in tenure for the purpose of this Scheme.

**Long Leave:** Long leave of the Participant shall not have any effect on the Scheme as applicable to the Participant. However, in case the employee goes on long leave of over three months during the vesting period, then the Committee reserves the right to extend the vesting period by a period not exceeding the leave period. Notwithstanding above, approved earned leave and sick leave as per the Company policy shall be included to calculate the Vesting Period.

**Transfer of Employee:** In the event that an Employee, who has been Granted benefits under the Scheme, is transferred or deputed to an associate company prior to vesting or exercise, the vesting and exercise as per the terms of grant shall continue in case of such transferred or deputed employee even after the transfer or deputation. In the event that an Employee who has been granted benefits under the Scheme, is transferred pursuant to scheme of arrangement, amalgamation, merger or demerger or continued in the existing company, prior to the vesting or exercise, the treatment of options in such case shall be specified in such scheme of arrangement, amalgamation, merger or demerger provided that such treatment shall not be prejudicial to the interest of the employee.

#### **H) APPRAISAL PROCESS FOR DETERMINING THE ELIGIBILITY OF EMPLOYEES FOR THE SCHEME:**

The Committee may, on such dates as it shall determine, Grant to such Eligible Employees as it selects, Options of the Company in accordance with the terms and conditions of the Scheme for the time being in force. The Committee shall follow the following broad guidelines in selection of the eligible employees and the quantum of option to be granted to them:

- present grade and compensation structure of the employee.
- performance of the employee.

- length of service of the employee.
- exceptional contribution made by the employee.
- integrity and behaviour of the employee.
- such other parameters as it may decide.

#### **I) MAXIMUM NUMBER OF OPTIONS TO BE ISSUED PER EMPLOYEE AND IN AGGREGATE:**

The maximum number of Shares that may be issued pursuant to exercise of Options granted under the ESOS Scheme shall not exceed 2,50,000 (Two Lakh Fifty Thousand only) Equity Shares of the Company of ₹ 2 each.

The maximum number of the Shares that may be issued pursuant to the grant of the Options to each Grantee under ESOS 2025 shall be 25,000 (Twenty Five Thousand only) provided that maximum number of shares with respect to which Options may be granted to a single Employee shall not exceed 1% of the issued capital of the Company at any point of time.

#### **J) MAXIMUM QUANTUM OF BENEFITS TO BE PROVIDED PER EMPLOYEE UNDER JEENA SIKHO EMPLOYEE STOCK OPTION SCHEME 2025:**

The maximum quantum of benefits underlying the Options granted to an Eligible Employee shall be equal to the appreciation in the value of the Company's equity shares determined on exercise of Options, on the basis of difference between the Option Exercise Price and the Market Price of the Equity Shares on the exercise date.

#### **K) WHETHER THE SCHEME IS TO BE IMPLEMENTED AND ADMINISTERED DIRECTLY BY THE COMPANY OR THROUGH A TRUST:**

It is clarified that ESOS 2025 is not proposed to be implemented through Trust. The Scheme shall be administered by the Nomination and Remuneration Committee, as designated as the Compensation Committee for the purpose of implementation of ESOS 2025, and as may be reconstituted by the Board of Directors of the Company. There won't be any secondary market acquisition for the purpose of implementation of the Scheme. The Scheme will be implemented directly by the Company.

#### **L) WHETHER THE SCHEME INVOLVES NEW ISSUE OF SHARES BY THE COMPANY OR SECONDARY ACQUISITION BY THE TRUST OR BOTH:**

Implementation of the Scheme would involve new issue of equity shares. There won't be any secondary market acquisition for the purpose of implementation of the Scheme.

#### **M) THE AMOUNT OF LOAN TO BE PROVIDED FOR IMPLEMENTATION OF THE SCHEME BY THE COMPANY TO THE TRUST, ITS TENURE, UTILIZATION, REPAYMENT TERMS, ETC.:**

There shall not be any funding of financing by the Company for Exercise of Options. The ESOS 2025 shall not be implemented through Trust and accordingly, no amount of loan to be provided to any Trust for implementation of ESOS 2025.

**N) MAXIMUM PERCENTAGE OF SECONDARY ACQUISITION (SUBJECT TO LIMITS SPECIFIED UNDER THE REGULATIONS) THAT CAN BE MADE BY THE TRUST FOR THE PURPOSES OF THE SCHEME:**

There won't be any secondary market acquisition for the purpose of implementation of the Scheme.

**O) A STATEMENT TO THE EFFECT THAT THE COMPANY SHALL CONFORM TO THE ACCOUNTING POLICIES SPECIFIED IN REGULATION 15 OF THE SEBI REGULATIONS:**

The Company shall conform to the accounting policies specified in Regulation 15 of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.

The Company shall follow the requirements including the disclosure requirements of the Accounting Standards prescribed by the Central Government in terms of section 133 of the Companies Act, 2013 (18 of 2013) including any 'Guidance Note on Accounting for employee share-based Payments' issued in that regard from time to time and other applicable laws.

**P) METHOD OF VALUING THE OPTIONS:**

Unless otherwise prescribed under any applicable law, the Company shall use "Fair Value Method" to value its options under the ESOS 2025.

The Company shall follow the Guidance Note on Accounting for Employee Share Based Payments' and/or any relevant Accounting Standards as may be prescribed by the Institute of Chartered Accountants of India from time to time, including the disclosure requirements prescribed therein.

**Q) STATEMENT WITH REGARD TO DISCLOSURE IN DIRECTORS' REPORT:**

In case the Company opts for expensing of share-based employee benefits using the intrinsic value, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognized if it had used the fair value of the Options and the impact of this difference on profits and on Earning Per Share (EPS) of the Company, shall also be disclosed in the Board's Report.

The said Statement is not applicable to the Company when the Company is opting for the Fair Value Method.

**R) LOCK-IN PERIOD AND TRANSFERABILITY:**

As per SEBI Regulations, there shall be a minimum vesting period of one year between grant and vesting. The vesting period under ESOS 2025 had been mentioned at sub-clause (d) above. Options Granted to an Employee shall not be transferable to any person. Subject to special provisions relating to the case of death of an employee before exercise of options (as mentioned above), no person, other than the employee, shall be entitled to the benefit arising out of under ESOS 2025. It is also clarified that the stock options granted to eligible employee under the ESOS 2025 shall not be pledged, hypothecated, mortgaged or otherwise alienated in any manner.

There would not be any lock-in period for the shares issued consequent upon exercising the options under the ESOS 2025.

**S) TERMS & CONDITIONS FOR BUYBACK, IF ANY, OF SPECIFIED SECURITIES COVERED UNDER THESE REGULATIONS.**

There is no buyback arrangement or commitment by the Company in respect of any Shares or Securities issued/ allotted under ESOS 2025.

**T) OTHER TERMS**

The Board of Directors shall have the absolute authority to vary or modify the terms of the ESOS 2025, subject to the SEBI Regulations and other applicable laws, from time to time. The Options to be granted under the ESOS 2025 shall not be treated as an offer or invitation made to public for subscription of securities of the Company.

Consent of the shareholders is required by way of a special resolution pursuant to Section 62(1)(b) of the Companies Act, 2013 and the SEBI Regulations. As per Regulation 6 of the Securities and Exchange Board of India (Share Based Employee Benefits & Sweat Equity) Regulations, 2021, separate special resolution is required to be passed if the benefits of an employee stock option scheme are to be extended to employees of the group companies, holding and subsidiary companies.

Accordingly, the Special Resolutions set out as item no. 7 and 8 in this notice is proposed for approval by the shareholders.

Directors/Key Managerial Personnel of the Company/their relatives who may be granted Options under ESOS 2025 may be deemed to be concerned or interested in the Special Resolutions at Item Nos. 10 and 11 of this Notice. Save as aforesaid, none of the Directors/Key Managerial Personnel of the Company/their relatives are in any way, concerned or interested, financially or otherwise, in the said Special Resolutions.

**ITEM NO. 9**

The Board of Directors, on the recommendation of the Nomination & Remuneration Committee, at its meeting held on 27<sup>th</sup> August, 2025, approved the appointment of Ms. Shreya Grover (DIN: 09199495), who was earlier serving as a Non-Executive Director since 21<sup>st</sup> June, 2021, as a Whole-time Director of the Company for a period of 5 (five) years commencing from 27<sup>th</sup> August, 2025, subject to approval of the Members at this Annual General Meeting.

Ms. Shreya Grover has been associated with the Company since her appointment as Director and has significantly contributed to the growth and operations of the Company in her role. Considering her experience, leadership capabilities and contribution, the Board is of the view that her appointment as Whole-time Director would be in the best interest of the Company.

Ms. Shreya Grover fulfils all the conditions given under Section 196 and Schedule V of the Act to be eligible for her appointment. She is neither disqualified under Section 164 of the Act nor debarred by virtue of any order of the

Securities and Exchange Board of India or any other such authority from holding office as a Director.

The terms and conditions of her appointment and remuneration are detailed in the resolution at Item No. 9.

Pursuant to Regulation 17(6)(e) of Listing Regulations, shareholders approval is being sought by way of Special Resolution for her remuneration, as Ms. Shreya Grover is a member of the promoter group of the Company.

The resolution is proposed as Special Resolution, since the remuneration as approved by the Board, within the maximum limit as approved by the shareholders, shall be paid as minimum remuneration, in the event of the inadequacy of profits during the term of her appointment, which may exceed the amount calculated under Schedule V of the Act.

Brief profile of Ms. Grover, as required under Regulation 36 of the SEBI (LODR) Regulations, 2015 and Secretarial Standard-2 on General Meetings, is annexed to this Notice.

## CONFIRMATIONS/DECLARATIONS:

Ms. Shreya Grover has given a declaration as per Section 196(3) read with Part I of Schedule V to the Act that he fulfils the conditions for the appointment as a Whole-time Director of the Company. She has also given a declaration in form DIR-8 that he is not dis-qualified from being appointed as a director in terms of Section 164(1) & (2) of the Act.

Accordingly, the Board of Directors recommends the resolution as set out at Item No. 9, for approval of the shareholders as a Special Resolution. Ms. Shreya Grover is the daughter of Mr. Manish Grover, Managing Director and Mrs. Bhavna Grover, Whole-time Director of the Company.

None of the Directors and Key Managerial Personnel of the company/and their relatives, except Mrs. Bhavna Grover, Mr. Manish Grover and her relatives, are in any way concerned or interested, financially or otherwise, in the **Special Resolution**.



## Annexure-A

DETAILS OF DIRECTOR SEEKING SHAREHOLDERS APPROVAL FOR APPOINTMENT PURSUANT TO REGULATION 36 (3) OF THE SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015 READ WITH CLAUSE 1.2.5 OF SECRETARIAL STANDARD SS- 2 ON GENERAL MEETINGS

<b>Name of Director</b>	<b>Ms. Shreya Grover</b>
DIN	09199495
Date Of Birth	July 02, 2001
Age	24 Years
Date of Appointment on Board of company	Appointed on the Board of the Company since June 12, 2021.
Education Qualification	BA Hons and LLB
Experience (in years)	2 yrs
Area of Expertise	Legal and Marketing
Terms and conditions of appointment/re-appointment	Not Applicable
Remuneration sought and last drawn	Not Applicable
Relationship with KMP and Directors inter-se	Daughter of Mr. Manish Grover and Mrs. Bhavna Grover
Shareholding in company	8,190
Nos. of Board Meetings attended during the financial year 2024-25	23
Directorships held in other Public Limited Companies including other Listed Companies	NIL
Chairmanships/Memberships of the Committee of the Board of Directors of the Company	Nomination And Remuneration Committee
Chairmanships/Memberships of the Committee of the Board of Directors of other Public Limited Companies including Listed Companies	NIL
Listed Entities from which the director has resigned in the past 3 years.	NIL
the Skills and capabilities required for the role and the manner in which the proposed person meets such requirements	Not Applicable being Non-Independent Director

### BRIEF PROFILE

#### MS. SHREYA GROVER – WHOLE-TIME DIRECTOR, JEENA SIKHO LIFECARE LIMITED

**Ms. Shreya Grover, aged 24 years**, has been associated with Jeena Sikho Lifecare Limited since June 12, 2021, when she was inducted into the Board as a **Non-Executive Director**. Recognizing her outstanding contribution, innovative approach and deep involvement in the Company's growth, she has now been elevated to the position of **Executive Director**.

Young and enthusiastic, Ms. Grover has been instrumental in guiding the Company with **creative marketing strategies, innovative sales ideas and out-of-the-box thinking**. With her transition into an executive role, she is now actively engaged in shaping the future roadmap of Jeena Sikho.

Under her leadership and vision, the Company is witnessing rapid growth through:

- Establishment and expansion of a **chain of Ayurveda hospitals** across India.
- Launch of an **OTC (Over-the-Counter) Ayurveda product range**, ensuring Ayurveda reaches every household.
- Strengthening of a **large-scale Media & Digital team**, giving the Company a strong national presence.
- Ensuring robust governance and compliance, drawing upon her **legal expertise**.

Her combination of **legal acumen, media-driven approach, and passion for Ayurveda** uniquely positions her to lead Jeena Sikho Lifecare Limited into its next phase of expansion, making holistic wellness accessible to millions.

# Annexure-B

Form No. MGT-11

## PROXY FORM

[Pursuant to section 105(6) of the Companies Act, 2013 and rule 19(3) of the Companies (Management and Administration) Rules, 2014]

**CIN:** L52601PB2017PLC046545

**NAME OF THE COMPANY:** JEENA SIKHO LIFECARE LIMITED

**REGISTERED OFFICE:** SCO 11 First Floor, Kalgidhar Enclave, Zirakpur, Mohali, Punjab-140604

### VENUE FOR MEETING:

Name of the members (s): .....

Registered address: .....

E-Mail Id: .....

Folio No/Client Id: .....

DP ID: .....

I/We, being the member (s) of ..... shares of the above-named company, hereby appoint

1. Name: .....

Address: .....

E-mail Id: .....

Signature: ....., or failing him.

2. Name: .....

Address: .....

E-mail Id: .....

Signature: ....., or failing him

3. Name: .....

Address: .....

E-mail Id: .....

Signature: .....

as my proxy to attend and vote (on a poll) for me and on my behalf at the 08<sup>th</sup> Annual General Meeting of the company to be held on Monday 29<sup>th</sup> September, 2025 at 12:00 Noon at First Floor, Parle G Godown, City Enclave, Back Side JP Hospital, Near Anand Complex, Zirakpur, Main Road, SAS Nagar, Punjab 140603 and at any adjournment thereof in respect of such resolutions as are indicated below:

S. No.	Resolution(s)	Vote	
		For	Against
1	To receive, consider and adopt the Audited Standalone Financial Statement of the Company for the financial period ended on 31 <sup>st</sup> March 2025 together with the reports of Directors and Auditors thereon.		
2	To declare a final dividend of ₹1.10/- per equity share of face value of ₹2/- each for the financial year ended March 31, 2025		
3	To re-appoint Ms. Shreya Grover as a Director who retires by rotation & being eligible offers herself for re-appointment		
4	Appointment of M/s. Walker Chandiok & Co LLP, Chartered Accountants as Statutory Auditor		
5	Appointment of M/s. Walker Chandiok & Co LLP, Chartered Accountants as Statutory Auditor to fill casual vacancy		
6	Appointment of M/s Ankur Singh & Associates as Secretarial Auditor		
7	Approval of Jeena Sikho Employees Stock Option Scheme, 2025 for Eligible Employee of the Company		
8	Extension of the Jeena Sikho Employee Stock Option Scheme 2025, to the Eligible Employees of the Group Companies		
9	Re-designation of Ms. Shreya Grover (DIN: 09199495) as Whole-time Director and a Key Managerial Personnel of the Company from the position of Non-Executive Director		

Signed this \_\_\_\_\_ day of \_\_\_\_\_ 2025

Signature of shareholder: \_\_\_\_\_

Signature of Proxy holder(s) \_\_\_\_\_

Signature of the shareholder across the Revenue Stamp



# Annexure-C

## PROFORMA FOR REGISTRATION/UP-DATION OF E-MAIL IDs

Date:

JEENA SIKHO LIFECARE LIMITED

SCO 11 First Floor, Kalgidhar Enclave, Zirakpur, Mohali, Punjab-140604

Folio No. \_\_\_\_\_

Dear Sirs,

Please register/up-date my/our e-mail ID for forwarding all official communications including the general meeting notices/ postal ballot notices/annual reports etc. of the Company through electronic mail.

My/our e-mail ID is as follows:

Email ID: \_\_\_\_\_

Name of the shareholder:

Address:

\_\_\_\_\_  
Signature of the sole/first holder

# Annexure-D

## ATTENDANCE SLIP

08<sup>th</sup> Annual General Meeting of "JEENA SIKHO LIFECARE LIMITED"

Place of meeting: First Floor, Parle G Godown, City Enclave, Back Side JP Hospital, Near Anand Complex, Zirakpur, Main Road, SAS Nagar, Punjab 140603

Reg. Folio: ..... No. of Shares Held: .....

Full Name of Shareholder: .....

Full Name of Proxy/Authorised Representative: .....

Regd. Folio No.: .....

DP Id: .....

No. of Shares Held: .....

Client Id: .....

I hereby record my presence at the 08<sup>th</sup> Annual General Meeting of the Company held on Monday 29<sup>th</sup> September, 2025 at 12:00 Noon at First Floor, Parle G Godown, City Enclave, Back Side JP Hospital, Near Anand Complex, Zirakpur, Main Road, SAS Nagar, Punjab 140603.

.....  
Name of the member/Proxy/Authorised Representative

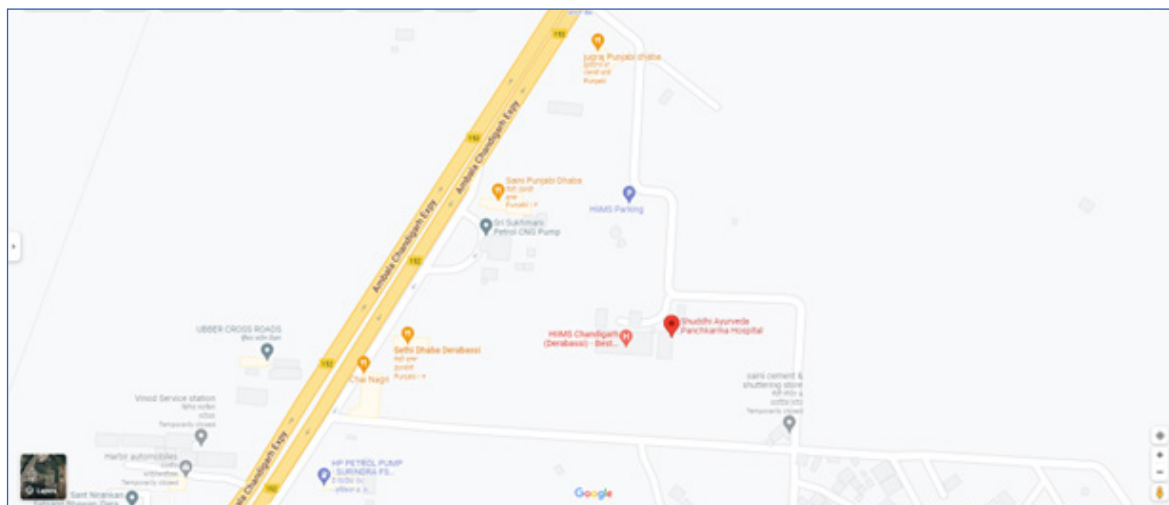
(In BLOCK LETTERS)

.....  
Signature of member/Proxy/Authorised Representative

**Note:** Please fill in this attendance slip and hand it over at the venue.

*\* Strike out whichever is not applicable.*

## ROUTE MAP TO THE AGM VENUE



<https://maps.app.goo.gl/sxNJRNXp7cgQZScm9>

### **JEENA SIKHO LIFECARE LIMITED**

First Floor, Parle G Godown, City Enclave,  
Back Side JP Hospital,  
Near Anand Complex, Zirakpur,  
Main Road, SAS Nagar, Punjab 140603

### **8<sup>TH</sup> ANNUAL GENERAL MEETING**

**29<sup>TH</sup> DAY, SEPTEMBER, 2025, AT 12:00 NOON.**



# Board Report

To,  
The Members,

Your Director's have pleasure in presenting the 8<sup>th</sup> Annual Report on the business and operations of the Company, together with the audited standalone financial statements for the financial year ended March 31, 2025 ("FY 2024-25").

## FINANCIAL RESULTS

A summary of standalone financial results of the Company for the Financial Year 2024-25 and Financial Year 2023-24 is as follows:

Particulars	(Amount in ₹ Lakhs)	
	FY 2024-2025	FY 2023-2024
	Standalone	Standalone
Revenue from Operations including other Income	47,548.08	33,084.87
<b>Less: Expenses</b>		
Cost of material consumed	-	-
Purchase of Stock in Trade	3,561.90	2,464.89
Changes in Inventories of Stock in Trade	(435.71)	(308.41)
Employee Benefit Expenses	10,048.87	6,591.11
Finance Cost	50.60	41.14
Depreciation and Amortization Expenses	870.80	509.90
Other Expenses	21,224.91	14,394.53
<b>Total Expenses</b>	<b>35,341.37</b>	<b>23,693.16</b>
Profit before exceptional and extraordinary items and tax	12,206.71	9,391.71
Exceptional and Extraordinary items		-
<b>Profit Before Tax</b>	<b>12,206.71</b>	<b>9,391.71</b>
Tax Expenses	3,133.82	2,471.08
<b>Net Profit for the Year</b>	<b>9,072.89</b>	<b>6,920.63</b>

## FINANCIAL PERFORMANCE

### STANDALONE

During the current period, your company has shown an increase in total revenue of ₹ 47,548.08 Lakhs as against ₹ 33,084.87 Lakhs in the previous year on standalone basis. The Company has earned a net profit of ₹ 9,072.89 Lakhs as compared to a profit of ₹ 6,920.63 Lakhs in the previous year on standalone basis. The company will continue to pursue expansion in the domestic market, to achieve sustained and profitable growth.

Any member intending to have a copy of Balance Sheet and other Financial Statement of these Companies shall be made available on the website of the Company at [www.jeenasikho.com](http://www.jeenasikho.com)

It shall also be kept for inspection during business hours by any shareholder in the registered office of the Company.

## SHARE CAPITAL

### AUTHORISED SHARE CAPITAL

As on March 31, 2025, the Authorised Share Capital of the Company stood at ₹ 25,00,00,000/- (Rupees Twenty-Five Crore Only) divided into 12,50,00,000 (Twelve Crore Fifty Lakhs) Equity Shares of ₹. 2/- (Rupees Two) each.

Further, the Board of Directors of your Company, with the approval of the Members through Postal Ballot on **23<sup>rd</sup> May, 2025**, approved the sub-division/split of the equity shares of the Company from **1 (One) equity share having a face value of ₹ 10/- (Rupees Ten only) each, fully paid-up, into 5 (Five) equity shares having a face value of ₹ 2/- (Rupees Two only) each, fully paid-up.**

The Record Date for the purpose of determining the eligibility of shareholders for the said sub-division/split was fixed as **Thursday, 12<sup>th</sup> June 2025.**

Consequent to the sub-division/split, the number of equity shares of the Company has increased proportionately, while the aggregate shareholding of the Members and the paid-up share capital of the Company remains unchanged.

### PAID UP SHARE CAPITAL

As on March 31, 2025, the Paid-up Share Capital of the Company stood at ₹ 24,86,01,460/- (Rupees Twenty-Four Crore Eighty-Six Lakh One Thousand Four Hundred and Sixty) divided into 12,43,00,730 (Twelve Crores Forty-Three Lakhs Seven Hundred and Thirty) of ₹ 2/- (Rupees Two) each.

The Company has not issued any shares with differential voting rights or sweat equity shares during the FY 2024-25.

## MIGRATION FROM SME PLATFORM TO MAIN BOARD

Your Company was initially listed on the SME Emerge Platform of National Stock Exchange of India Limited (NSE) on **19<sup>th</sup> April, 2022**. During the year under review, with the continued trust and confidence of our valued shareholders and stakeholders, your Company successfully migrated to the Main Board of both **NSE and BSE Limited** w.e.f. **11<sup>th</sup> August, 2025**.

The migration marks a significant milestone in the Company's growth journey, reflecting its consistent performance, strong corporate governance practices, and enhanced credibility in the capital markets. Listing on the Main Board will provide wider visibility, increased participation from institutional investors, enhanced liquidity for the Company's equity shares, and create greater long-term value for all stakeholders.

The Board places on record its sincere appreciation for the continuous support extended by shareholders, regulators, employees, and business partners in achieving this important step in the Company's growth trajectory.

## DEMATERIALISATION OF EQUITY SHARES

All the Equity shares of the Company are in dematerialized form with either of the depositories viz NSDL and CDSL. The ISIN No. allotted to the company is **INE0J5801029**.

## DIVIDEND

Based on the Company's performance during the financial year 2024-25 and in line with the Dividend Distribution Policy of the Company, your directors are pleased to recommend a Dividend of **₹ 5.47/- per equity share** on the face value of **₹ 10/-** each, fully paid-up, for the financial year ended March 31, 2025. The payment of dividend is subject to the approval of the Members at the ensuing Annual General Meeting ("AGM") and shall be subject to deduction of tax at source, as applicable.

Further, the Board wishes to inform that pursuant to the sub-division/split of equity shares of the Company, whereby every **1 (One) equity share of face value ₹ 10/- each was subdivided into 5 (Five) equity shares of face value ₹ 2/- each**, with effect from June 12, 2025, the final dividend as aforesaid will accordingly be **Re. 1.10/- (Rupee One and Ten Paise Only) per equity share of face value ₹ 2/- each**, fully paid-up.

The dividend distribution policy in terms of regulation 43A of SEBI( Listing Obligation and Disclosure Requirements Regulations),2015 is available on the company website: [www.jeenasikho.com](http://www.jeenasikho.com)

## TRANSFER TO GENERAL RESERVE

The Company has not transferred any amount to General Reserve during the year. The dividend payment is subject to approval of the members at the 8<sup>th</sup> Annual General Meeting, which will be paid, if declared, to the shareholders within 30 days from the date of declaration.

## DEPOSITS

During the year under review, the Company has not accepted or renewed any deposit from the public/members falling within the ambit of section 73 or section 74 of the

Companies Act, 2013 and the Companies (Acceptance of Deposits) Rules, 2014.

## CORPORATE GOVERNANCE

The Company is listed on SME Emerge Platform of NSE, by virtue of Regulation 15 of Listing Regulation the compliance with the corporate governance provisions as specified in Regulation 17, 17A, 18, 19, 20, 21, 22, 23, 24, 24A, 25, 26, 27 clauses (b) to (i) and (t) of sub regulation 2 of Regulation 46 and Para C, D and E of Schedule V of the listing regulation are not applicable to the Company. Hence, the Corporate Governance Report does not form part of this Annual Report.

## EMPLOYEES STOCK OPTION SCHEMES

Your Company believes in rewarding its employees and aligning their interests with the long-term objectives of the organization. Employee Stock Option Schemes form an integral part of the Company's retention and compensation strategy, enabling wealth creation opportunities for employees while ensuring their commitment towards sustained growth. In line with this philosophy, the shareholders of the Company approved the "Jeena Sikho Employees Stock Option Scheme 2024" at the Extraordinary General Meeting held on **27<sup>th</sup> February, 2024**.

Under the said Scheme, the Company grants stock options on an equity-settled basis, which entitle eligible employees to purchase one equity share of the Company for each option granted, at a pre-determined exercise price, upon completion of the vesting period. The ESOPs thus represent a call option providing a right, but not an obligation, to the employees to exercise such options by paying the exercise price.

During the financial year 2023-24, the Company granted **61,275 options** to its employees. Pursuant to the corporate action of share split, these options stand adjusted to **3,06,375 options**. No fresh options were granted during the year under review.

The applicable disclosures pursuant to Regulation 14 of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 and Rule 12(9) of the Companies (Share Capital and Debentures) Rules, 2014, for the year ended 31<sup>st</sup> March, 2025 are available on the Company's website at [www.jeenasikho.com](http://www.jeenasikho.com).

There has been no material change in the Jeena Sikho Employees Stock Option Scheme 2024 during the year and the Scheme continues to be in compliance with the aforesaid SEBI Regulations.

A certificate from the Secretarial Auditors of the Company confirming that the Scheme has been implemented in accordance with SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 and the resolutions passed by the Members, is also available on the Company's website at [www.jeenasikho.com](http://www.jeenasikho.com).

## SUBSIDIARIES/ASSOCIATES/JOINT VENTURE

During the year under review, the Company did not have any Subsidiary, Associate, or Joint Venture Company.

However, the Company incorporated a subsidiary in the name of **Jeena Green Resources Private Limited** on **10<sup>th</sup> March**

2025 but the subscription to the shares of the said subsidiary was completed on **10<sup>th</sup> April 2025**. Accordingly, the said entity shall be considered as a Subsidiary of the Company for the financial year 2025-26 and necessary disclosures as required under Section 129(3) of the Companies Act, 2013 read with Rule 5 of the Companies (Accounts) Rules, 2014 shall be made in the subsequent year.

Accordingly, **Form AOC-1 is not applicable for FY 2024-25** as the Company did not have any Subsidiary/Associate/Joint Venture during the year under review.

## CHANGE IN THE NATURE OF BUSINESS, IF ANY

There was no change in the nature of the business of the Company during the financial year ended 31 March 2025.

## MANAGEMENT DISCUSSION AND ANALYSIS

The Management Discussion and Analysis for the year, as stipulated under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (hereinafter referred to as the "SEBI Listing Regulations"), is presented in a separate section, forms part of the Annual Report.

## DETAILS OF DIRECTORS OR KEY MANAGERIAL PERSONNEL WHO WERE APPOINTED OR HAVE RESIGNED DURING THE YEAR

Your Company believes that a strong Board is imperative to create a culture of leadership to provide a long-term vision and policy approach to improve the quality of governance. As on March 31, 2025, the Board of Directors of the Company consist of optimum combination of Executive Directors, Non-Executive Director, Independent Directors of the Company.

### DIRECTOR RETIRING BY ROTATION

Pursuant to Section 152 of the Companies Act, 2013, and the Articles of Association of the Company, Ms. Shreya Grover (DIN: 09199495), Non-Executive Director, retires by rotation at the ensuing AGM of the Company and, being eligible, offers herself for re-appointment.

Accordingly, a resolution is included in the Notice of the 08<sup>th</sup> Annual General Meeting of the Company, seeking approval of members for her re-appointment as a Director of the Company.

### CHANGES IN THE BOARD DURING THE FINANCIAL YEAR 2024-25, THE FOLLOWING CHANGES TOOK PLACE IN THE COMPOSITION OF THE BOARD OF DIRECTORS OF THE COMPANY:

- Mr. Chandan Kumar Kaushal (DIN: 10515819) were appointed as Additional Directors under the category of Independent Non-Executive, of the Company by the Board of Directors on 29 April 2024, for a first term commencing from 29 April, 2024 up to 28 April, 2029. (both days inclusive). His appointment was subsequently approved by the Shareholders in AGM resolution dated 28 August 2024.

- Further after F.Y. 2024-25 Ms. Priyanka Bansal (DIN: 09051665) were appointed as Additional Directors under the category of Independent Non-Executive, of the Company by the Board of Directors on 21 April 2025, for a first term commencing from 21 April 2025 up to 20 April, 2030. (both days inclusive). Her appointment was subsequently approved by the Shareholders through postal ballot resolution dated 23 May 2025.

### DURING THE FINANCIAL YEAR 2024-25, THE FOLLOWING CHANGES TOOK PLACE IN THE KEY MANAGERIAL PERSONNELS (KMPs) OF THE COMPANY:

During the period under review there was no change in KMP. However, Ms. Anshika Garg has resigned from the post Company Secretary & Compliance Officer w.e.f. 01 August 2025 & Ms. Smita Chaturvedi has been appointed as Company Secretary & Compliance Officer w.e.f. 04 August 2025.

### BOARD COMPOSITION

As on date the Company's Board has a strength of 6 (Six) Directors, including 3 (Three) Woman Directors. The composition of the Board is as below:

Category	Number of Directors
Executive Director	2 (Two)
Independent Non-Executive Directors	3 (Three)
Non-Independent Non-Executive Director	1 (One)

### FAMILIARIZATION PROGRAMME OF INDEPENDENT DIRECTORS

In compliance with the requirements of the Listing Regulations, the Company has put in place a familiarization programme for the Independent Directors to familiarize them with their roles, rights and responsibilities as Directors, the working of the Company, nature of the industry in which the Company operates, business model etc. At the time of appointment/re-appointment of Independent Directors, a formal letter of appointment is given to him/her, which, inter-alia, explains the role, functions, duties and responsibilities expected from him/her as an Independent Director of the Company. The Independent Director is also explained in detail the nature, business model of the industry and compliances under the Act, the Listing Regulations and other relevant rules & regulation.

Details of the familiarization programme for Independent Directors are uploaded on the website of the company at [www.jeenasikho.com](http://www.jeenasikho.com).

### NOMINATION AND REMUNERATION POLICY

On the recommendation of the Nomination and Remuneration Committee, the Board has framed a policy for selection and appointment of Directors, Senior Management including Key Managerial Personnel and their remuneration. The Nomination and Remuneration Policy includes the criteria for determining qualification, positive attributes, independence, etc. is placed on the website of the Company at [www.jeenasikho.com/policies](http://www.jeenasikho.com/policies).



## THE SALIENT FEATURES OF THE NOMINATION AND REMUNERATION POLICY ARE MENTIONED BELOW:

- The Nomination and Remuneration Policy of the Company is designed to attract, motivate, improve productivity and retain manpower by creating a congenial work environment, encouraging initiatives, personal growth, team work and inculcating a sense of belongingness and involvement, besides offering appropriate remuneration packages and superannuation benefits.
- The Committee shall comprise at least three (3) Directors, all of whom shall be non-executive Directors and at least two-third shall be Independent.
- Quorum of the meeting shall be either two members or one-third of the members of the committee, whichever is greater, including at least one independent director in attendance.
- The Role of the Committee includes: Periodically reviewing the size and composition of the Board to have an appropriate mix of executive and independent Directors to maintain its independence and separate its functions of governance and management and to ensure that it is structured to make appropriate decisions, with a variety of perspectives and skills, in the best interests of the Company;
- Formulate the criteria for determining qualifications, positive attributes and independence of a Director and recommend to the Board, relating to the remuneration for the Director, key managerial personnel and other employees.
- Establishing and reviewing Board, KMP and Senior Management succession plans in order to ensure and maintain an appropriate balance of skills, experience and expertise on the Board and Senior Management.
- The Board as per the criteria approved by the Nomination and Remuneration Committee shall carry out evaluation of performance of its own, its committees, and individual Directors and the Chairman.

## VIGIL MECHANISM/WHISTLE BLOWER POLICY:

Pursuant to the provisions of Section 177(9) & (10) of the Companies Act, 2013, a Vigil Mechanism/Whistle Blower Policy for directors and employees to report their genuine concerns has been established. The Vigil Mechanism/Whistle Blower Policy has been uploaded on the website of the Company at <https://www.jeenasikho.com/policies> under 'Investor Section'.

The Policy is an extension of the Code of Conduct for Directors & Senior Management Personnel and covers any unethical and improper actions or malpractices and events which have taken place/suspected to take place.

As per the policy all Protected Disclosures should be addressed to the Vigilance Officer/Company Secretary or to the Chairman of the Audit Committee in exceptional cases.

## RISK MANAGEMENT POLICY

The Company has in place a mechanism to identify, assess, monitor and mitigate various risks to key business

objectives. Major risks identified by the businesses and functions are systematically addressed through mitigating actions on a continuing basis. Major elements of risk/threats for Ayurveda Industry are regulatory concerns, consumer perceptions and competition. These are discussed at the meetings of the Audit Committee and the Board of Directors of the Company. The Board of Directors has adopted a risk management policy for the company outlining the parameters of identification, assessment, monitoring and mitigation of various risks which is available on the website of the company.

## COMMITTEES OF THE BOARD

The Committees of the Board focus on certain specific areas and make an informed decisions in line with the delegated authority.

The following Committees constituted by the Board function according to their respective roles and defined scope:

1. Audit Committee
2. Nomination and Remuneration Committee
3. Stakeholder relationship Committee
4. Corporate Social responsibility Committee
5. Risk Management Committee

During the year under review, all recommendations made by the various committees of the Board have been duly accepted by the Board.

## THE COMPOSITION OF THE SAID COMMITTEES ARE AS UNDER:

### AUDIT COMMITTEE:

As on date, the Audit Committee comprises of:

Name of Director	Designation of Committee	Nature of Directorship
Mr. Chandan Kumar Kaushal*	Chairperson	Independent Director
Mr. Karan Vir Bindra	Member	Independent Director
Mr. Manish Grover	Member	Managing Director

\*Mr. Chandan Kumar Kaushal was appointed as the chairperson of the Committee w.e.f. April 29, 2024.

Our Company Secretary and Compliance officer will act as the secretary of the Committee.

### NOMINATION AND REMUNERATION COMMITTEE:

As on date the Nomination and Remuneration Committee comprises of:

Name of Director	Designation of Committee	Nature of Directorship
Mr. Karan Vir Bindra	Chairperson	Independent Director
Mr. Chandan Kumar Kaushal *	Member	Independent Director
Ms. Shreya Grover	Member	Non - Executive Director

\* Mr. Chandan Kumar Kaushal was appointed as the member of the Committee w.e.f. April 29, 2024.

Our Company Secretary and Compliance officer will act as the secretary of the Committee.

#### STAKEHOLDERS' RELATIONSHIP COMMITTEE:

As on date the Stakeholders' Relationship Committee comprises of:

Name of Director	Designation of Committee	Nature of Directorship
Mr. Chandan Kumar Kaushal *	Chairperson	Independent Director
Ms. Bhavna Grover	Member	Whole Time Director
Ms. Manish Grover	Member	Managing Director

\* Mr. Chandan Kumar Kaushal was appointed as the chairperson of the Committee w.e.f. April 29, 2024.

Our Company Secretary and Compliance officer will act as the secretary of the Committee.

#### CORPORATE SOCIAL RESPONSIBILITY COMMITTEE:

As on date CSR committee comprises of:

Name	Designation	Nature of Directorship
Karan Vir Bindra	Chairman	Independent Director
Manish Grover	Member	Managing Director
Bhavna Grover	Member	Whole Time Director

#### RISK MANAGEMENT COMMITTEE:

As on date Risk Management committee comprises of:

Name	Designation	Nature of Directorship
Manish Grover	Chairman	Managing Director
Bhavna Grover	Member	Whole Time Director
Priyanka Bansal	Member	Independent Director

\* Ms. Priyanka Bansal was appointed as the Member of the Committee w.e.f. April 21, 2025.

#### CODE OF CONDUCT

The Board has laid down a Code of Conduct for all Board members and Senior Management Personnel of the Company. The Code is displayed on the website of the Company [www.jeenasikho.com](http://www.jeenasikho.com). All Board members and Senior Management Personnel have affirmed compliance with the said Code of Ethics & Conduct.

#### TRANSFER OF UNCLAIMED DIVIDENDS/ SHARES TO INVESTOR EDUCATION & PROTECTION FUND AUTHORITY

Pursuant to Section 124 of the Companies Act, 2013, read with Investors Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, all

unpaid or unclaimed dividends are required to be transferred by the Company to the Investors Education and Protection Fund (IEPF) established by the Central Government of India, after the completion of seven years. Further, all shares in respect of which dividend has not been paid or claimed for seven consecutive years or more shall also be required to be transferred by the Company to the Demat Account of the IEPF Authority.

There were no unclaimed dividends due for transfer to the IEPF during the financial year 2024-25.

#### STATUTORY AUDITORS & AUDITOR'S REPORT

M/s. KRA & Co., Chartered Accountants (Firm Registration No. 020266N), holding a valid certificate issued by the Peer Review Board (Certificate No. 012550) of the Institute of Chartered Accountants of India (ICAI) were appointed as the Statutory Auditor of the Company for a term of 5 years w.e.f. conclusion of 4<sup>th</sup> Annual General Meeting of the Company till the conclusion of the 09<sup>th</sup> Annual General Meeting.

#### STATUTORY AUDITORS' REPORT

The Auditors Report on the standalone financial statements of the Company for the financial year ended 31 March 2025, read with relevant notes thereon, is self-explanatory and therefore does not call for any further comments. The Auditors Report does not contain any qualifications, reservations, or adverse remarks.

#### DETAILS WITH RESPECT TO FRAUDS REPORTED BY AUDITORS

During the year, the Statutory Auditors have not reported any matter under the second proviso of Section 143(12) of the Companies Act, 2013, and therefore no details are required to be disclosed under Section 134(3)(ca) of the Companies Act, 2013.

#### SECRETARIAL AUDITORS AND THEIR REPORT

In terms of Section 204(1) of the Companies Act, 2013 read with rule 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the Company has appointed M/s Rawal & Co. (Firm Registration no. S2020UP717200), holding a valid certificate issued by the Peer Review Board (Certificate No. of the Institute of Companies Secretaries of India (ICSI), as the Statutory auditor of the Company for the Financial Year 2024-25. The Secretarial Audit Report as given by the Secretarial Auditors, in Form No. MR-3 of Jeena Sikho Lifecare Limited is annexed to this Report as **Annexure - 1**.

There are no qualifications, reservations, adverse remarks, comments, observations or disclaimer made by the Secretarial Auditors in their report. There were no frauds reported by the Secretarial Auditors under the provisions of Section 143 of the Act.

#### COST AUDITORS

The provisions of maintenance of Cost Records as specified by the Central Government under subsection (1) of Section 148 of the Act are not applicable on the Company.

## MEETINGS OF BOARD OF DIRECTORS

During the financial year 2024-2025, your Board of Directors have met **23 (Twenty-Three) times**. The details of meeting & attendance are given hereunder. The intervening gap between the Meetings was within the prescribed period.

S. No.	Date of Board Meeting	No. of Directors eligible to attend	No. of Directors attended meeting
1	29-04-2024	5	5
2	15-05-2024	5	5
3	10-06-2024	5	5
4	19-06-2024	5	5
5	02-07-2024	5	5
6	29-07-2024	5	5
7	11-07-2024	5	5
8	12-08-2024	5	5
9	02-09-2024	5	5
10	13-09-2024	5	5
11	16-09-2024	5	5
12	03-10-2024	5	5
13	11-10-2024	5	5
14	16-10-2024	5	5
15	05-11-2024	5	5
16	11-11-2024	5	5
17	04-12-2024	5	5
18	04-01-2025	5	5
19	25-01-2025	5	5
20	31-01-2025	5	5
21	25-02-2025	5	5
22	04-03-2025	5	5
23	19-03-2025	5	5

## MEETING OF INDEPENDENT DIRECTORS

Pursuant to Secretarial Standard -1 relating to Board Meeting issued by the Institute of Company secretaries of India, the independent directors shall conduct at least One (1) meeting in a Calendar Year to review the performance of Non-Independent Directors and the Board as a whole; to review the performance of the Chairman and to assess the quality, quantity and timeliness of flow of information between the company management and the Board and its members that is necessary for the Board to effectively and reasonably perform their duties.

Accordingly, all Independent Directors of the Company has conducted a meeting dated **31 March 2025**, without presence of non-independent director where they review the performance of all non-independent director of the company and the board as a whole, also review the performance of the Chairman of the company and assess the quality, quantity and timeliness of flow of information between the company management and the Board.

## ANNUAL RETURN

Pursuant to Section 92(3) read with Section 134(3) (a) of the Companies Act, 2013, and Companies (Management and Administration) Rules, 2014, the Annual Return of the

Company containing the particulars as prescribed under Section 92 of the Companies Act, 2013, in Form MGT-7, is available on the Company's website at the weblink <https://www.jeenasikho.com>.

## CORPORATE SOCIAL RESPONSIBILITY

The Company comes under the criteria as mentioned in section 135 of the Companies Act, 2013 i.e., Corporate Social Responsibility and accordingly the amount has been spent on CSR activities in the financial year 2024-2025 to comply with the requirements of necessary social expenditure which is ₹ 100.31 Lakhs i.e. (2% of the average net profit of immediate preceding three (3) financial years). The constitution of CSR Committee was applicable for FY 2024-25, subsequently the CSR Committee is formulated and the composition is also given. The CSR Report is annexed as **Annexure - 2**.

The Board of Director of your Company has formulated and adopted a policy on CSR which can be accessed at <https://www.jeenasikho.com/policies>

The CSR Policy of your Company outlines the Company's philosophy for undertaking socially useful programs for welfare and sustainable development of the community at large as part of its CSR Obligation.



## FORMAL ANNUAL EVALUATION

The Companies Act, 2013 and SEBI Listing Regulations contain provisions for the evaluation of the performance of:

- (i) the Board as a whole;
- (ii) various committees of the Board; and
- (iii) the individual directors (including independent directors and the Chairperson).

The Board of Directors carried out an annual evaluation of its own performance, Board Committees, and individual directors pursuant to the provisions of the Companies Act, 2013, and SEBI Listing Regulations.

The performance of the Board was evaluated based on inputs from the board members, the Board's composition, the effectiveness of board processes, information and functioning, areas, and quality of the review, and the establishment and delineation of responsibilities to committees.

The performance of the individual directors was reviewed based on inputs from the board members, including input on the contribution of the individual directors to the board and committee meetings.

The performance of the Chairman was evaluated based on inputs from the board members regarding his leadership, stakeholder management, vision, and strategy.

The performance of the committees was evaluated based on inputs received from the committee members, covering the inputs on the composition of committees, effectiveness of committee meetings, degree of fulfilment of key responsibilities, committee dynamics, and quality of the relationship of the committee with the board and the management.

Pursuant to the requirements of Schedule IV to the Companies Act, 2013, and the SEBI Listing Regulations, a meeting of the Independent Directors of the Company was held on 31 March 2025, without the presence of non-independent directors and members of the management. At this meeting, the Independent Directors, inter alia, reviewed the performance of the Non- Independent Directors, the Board as a whole, and the Chairman of the Company, taking into consideration the views of both Executive and Non-Executive Directors.

They also assessed the quality, quantity, and timeliness of the flow of information between the Management and the Board, which is critical for the Board to effectively discharge its responsibilities. The observations and feedback of the Independent Directors were duly communicated to the Chairman of the Board as part of this evaluation process.

## NATURE OF BUSINESS

There has been no change in business of the Company.

Jeena Sikho has a diverse portfolio consisting of a number of brands and sub-brands including "Shuddhi". The Company offers a variety of Ayurvedic Products and services through Shuddhi clinics and HIIMS, all over the Country. The Company

has presence across various channels such as general groceries, chemists, organized retail and ecommerce.

## MANAGEMENT DISCUSSION AND ANALYSIS REPORT

A detailed review of operations, performance and future outlook of your company and its businesses is given in the Management Discussion and Analysis Report for the FY 2024-25, which forms part of this report.

## PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS UNDER SECTION 186

The details of loans and Investments and guarantees covered under the provisions of Section 186 of the Act are given in the Notes to the Financial Statements forming a part of Annual Report.

Current borrowings of the company are compliant with Section 180(1)(c) of the Companies Act, 2013.

## PARTICULARS OF CONTRACTS OR ARRANGEMENTS WITH RELATED PARTIES

During the year under review, all transactions entered by the Company with Related Parties as defined under the Act were in the ordinary course of business and on an arm's length pricing basis and do not attract the provisions of Section 188 of the Act. All related party transactions are presented to the Audit Committee and the Board. Omnibus approval is obtained before the commencement of the new financial year, for the transactions which are repetitive in nature and also for the transactions which are not foreseen.

During the year, the Company did not enter into any related party transactions that had a conflict with that of the Company at large. Further, the Company did not enter into any material related party transactions, as specified in Section 188(1) of the Companies Act, 2013, with any of its related parties.

The details of related party transactions as entered into by the Company are disclosed in the standalone financial statements of the Company.

Further, pursuant to the provisions of Section 188 of the Companies Act, 2013, read with rules framed thereunder, the disclosure of particulars of contracts/arrangements with related parties in Form AOC-2 is annexed to this Report as **Annexure - 3**.

In line with the requirements of the applicable laws, the Company has formulated a policy on related party transactions which is uploaded on the website of the Company at: <https://www.jeenasikho.co.in/policies>.

## DISCLOSURE UNDER THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

The Company has zero tolerance towards sexual harassment at the workplace and has adopted a policy on prevention, prohibition and redressal of sexual harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal)

Act, 2013 and the Rules thereunder. As required under law, an Internal Compliance Committee has been constituted for reporting and conducting inquiry into the complaints made by the victim on the harassments at the workplace.

During the year the period under review, the Company has not received any sexual harassment complaints during the financial year nor any complaint is pending at the end of the financial year.

The Policy for Prevention of Sexual Harassment of the Company is available on the Company's website at the web link <https://jeenasikho.com/investors/>.

### **SIGNIFICANT AND MATERIAL ORDERS PASSED BY THE REGULATORS OR COURTS OR TRIBUNALS IMPACTING THE GOING CONCERNS STATUS AND COMPANY'S OPERATIONS IN FUTURE**

There is no significant and material order passed by the regulators or courts or tribunals impacting the going concern status and the Company's operations in future.

### **MATERIAL CHANGES AND COMMITMENT AFFECTING THE FINANCIAL POSITION**

There have been no material changes and/or commitments affecting the financial position of the Company which have occurred between the end of the financial year of the Company and the date of the Report.

### **CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION, FOREIGN EXCHANGE EARNINGS AND OUTGO**

Pursuant to provisions of Section 134(3)(m) & Rule 8(3) of Companies (Accounts) Rules, 2014 the details of energy conservation, technology absorption and foreign exchange earnings and outgo has been given in **Annexure - 4** to this report.

### **INTERNAL FINANCIAL CONTROLS AND THEIR ADEQUACY**

The Company has a proper and robust system of internal controls geared towards achieving efficiency of business operations, safeguarding the Company's assets and ensuring optimum utilization of resources. Such controls also ensure accuracy and promptness of financial reporting and compliance with statutory regulations.

In the opinion of the Statutory Auditors of the Company, as expressed by them in their report, the Company has adequate internal control systems over financial reporting as at 31 March, 2025.

### **HUMAN RESOURCES**

Your Company treats its "human resources" as one of its most important assets. Your Company continuously invests in attraction, retention and development of talent on an ongoing basis. A number of programs that provide focused people attention are currently underway. Your Company's thrust is on the promotion of talent internally through job rotation and job enlargement.

### **PARTICULARS OF EMPLOYEES**

In terms of the provisions of Section 197 (12) of the Companies Act, 2013 read with Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, disclosure pertaining to remuneration and other details are provided in the **Annexure - 5** to this Report.

Particulars of employee remuneration, as required under Section 197 (12) of the Companies Act, 2013 read with Rule 5 (2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 forms an integral part of this Annual Report. In terms of the provisions of the first proviso to Section 136 (1) of the Companies Act, 2013, the Annual Report is being sent to Members, excluding the aforementioned information. Any Member interested in obtaining a copy of such statement may write to the Company Secretary of the Company at [cs@jeenasikho.com](mailto:cs@jeenasikho.com).

### **COMPLIANCE WITH SECRETARIAL STANDARDS**

The Company complies with the applicable Secretarial Standards issued by the Institute of Company Secretaries of India and approved by the Central Government under Section 118(10) of the Companies Act, 2013.

### **BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT ("BRSR")**

In Compliance with Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company is required to prepare a Business Responsibility and Sustainability Report on the environmental, social, and governance disclosures. The Business Responsibility and Sustainability Report of the Company for the financial year ended 31 March, 2025, is presented in the separate section and forms part of this Report.

### **INDUSTRIAL RELATIONS**

The Company maintained healthy, cordial and harmonious industrial relations at all levels. The enthusiasm and unstinting efforts of employees have enabled the Company to remain at the leadership position in the industry. It has taken various steps to improve productivity across organization.

### **REGISTRAR AND SHARE TRANSFER AGENT**

During the year under review, Skyline Financial Services Pvt. Ltd. was the Registrar and Transfer Agent of the Company.

### **COMPLIANCE WITH THE MATERNITY BENEFIT ACT, 1961**

The Company has complied with the provisions of the Maternity Benefit Act, 1961, including all applicable amendments and rules framed thereunder. The Company is committed to ensuring a safe, inclusive, and supportive workplace for women employees. All eligible women employees are provided with maternity benefits as prescribed under the Maternity Benefit Act, 1961, including paid maternity leave, nursing breaks, and protection from dismissal during maternity leave.

The Company also ensures that no discrimination is made in recruitment or service conditions on the grounds of maternity. Necessary internal systems and HR policies are in place to uphold the spirit and letter of the legislation.

## DIRECTORS' RESPONSIBILITY STATEMENT

Pursuant to the provisions under Section 134(5) of the Act, with respect to Directors' Responsibility Statement, the Directors confirm:

- a) That in the preparation of the annual accounts, the applicable accounting standards have been followed and no material departures have been made from the same;
- b) That they had selected such accounting policies and applied them consistently, and made judgements and estimates that are reasonable and prudent, so as to give a true and fair view of the state of affairs of the Company at the end of the financial year and of the profit and loss of the Company for that period;
- c) That they had taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Companies Act, 2013, for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities;
- d) That they had prepared the annual accounts on a going concern basis;
- e) That they had laid down internal financial controls to be followed by the company and that such internal

financial controls are adequate and were operating effectively; and

- f) That they had devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

## OTHER DISCLOSURES

There were no transactions on the following matters during the year and hence no reporting or disclosure is required:

- Issue of equity shares with differential rights as to dividend, voting, or otherwise.
- Issue of shares (including sweat equity shares) to employees of the Company under any scheme save and except the Employees' Stock Option Scheme referred to in this Report.
- There is no proceeding pending under the Insolvency and Bankruptcy Code, 2016.

## APPRECIATION

Your directors take this opportunity to thank the customers, shareholders, suppliers, bankers, business partners/ associates, and Central and State Governments for their consistent support and encouragement of the Company. We place on record our appreciation for the contribution made by our employees at all levels. Our consistent growth was made possible by their hard work, solidarity, cooperation, and support.

For and on behalf of Board  
**Jeena Sikho Lifecare Limited**

Sd/-  
**Manish Grover**  
Managing Director  
DIN: 07557886

Sd/-  
**Bhavna Grover**  
Whole Time Director  
DIN: 07557913

**Date:** 27.08.2025  
**Place:** Zirakpur, Punjab



# Annexure - 1

FORM NO. MR-3

## SECRETARIAL AUDIT REPORT

(Pursuant to section 204(1) of the Companies Act, 2013 and rule No. 9 of the Companies (Appointment and Remuneration Personnel) Rules, 2014)

**For the Financial Year ended March 31, 2025**

To,  
The Members  
**Jeena Sikho Lifecare Limited**  
Sco 11 First Floor, Kalgidhar Enclave,  
Mohali, Zirakpur, Punjab, India, 140604

I have conducted the Secretarial Audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by Jeena Sikho Lifecare Limited (herein after referred as "company"). Secretarial Audit conducted in a manner that provided me a reasonable basis for evaluating the corporate conducts/Statutory Compliances and expressing my opinion thereon.

Based on our verification of the Company's Books, Papers, Minute Books, Forms and Returns filed and other records maintained by the Company and also the information provided by the Company, its Officers, Agents and Authorised Representatives during the conduct of Secretarial Audit, I hereby report that in my opinion, the Company has, during the audit period covering the Financial Year ended on March 31, 2025 has complied with the Statutory provisions listed hereunder and also that the Company has proper Board processes and Compliance mechanism in place to the extent, in the manner and subject to the reporting made hereinafter:

I have examined the Books, Papers, Minute Books, Forms and Returns filed and other Records maintained by the Company for the Financial Year ended on March 31, 2025 according to the provisions of:

1. The Companies Act, 2013 (the Act) and the rules made thereunder;
2. The Securities Contracts (Regulation) Act, 1956 ('SCRA') and the rules made thereunder;
3. The Depositories Act, 1996 and the Regulations and Byelaws framed thereunder;
4. The following Regulations and Guidelines prescribed under the Securities and Exchange Board of India Act, 1992 (SEBI Act):
  - a) The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011;
  - b) The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015;

- c) The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018;
- d) The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client;
- e) The Securities and Exchange Board of India (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999;
- f) The Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2009.

I have examined all the other applicable laws to the Company on the basis of the representations made by the Management.

I have also examined compliance with the applicable clauses of the following:

- a) Secretarial Standards pursuant to section 118(10) of the Act, issued by the Institute of Company Secretaries of India;
- b) The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

During the period under review, the Company has complied with the provisions of the Act, Rules, Regulations, Guidelines, Standards, etc. issued by the Ministry of Corporate Affairs, Securities and Exchange Board of India and such other regulatory authorities for such acts, rules, regulations, standards etc. as mentioned above.

### I further report that:

The Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors and Independent Directors. The changes in the composition of the Board of Directors that took place during the period under review were carried out in compliance with the provisions of the Act.

Adequate notice is given to all directors to schedule the Board Meetings, agenda and detailed notes on agenda were sent at least seven days in advance, and a system exists for seeking and obtaining further information and clarifications on the agenda items before the meeting and for meaningful participation at the meeting. Meetings which are convened at shorter notice and agenda/notes on agenda which are circulated less than the specified period, the necessary compliances under the Companies Act, 2013, Secretarial Standards on Meetings of the Board of Directors and Listing Regulations are complied with.

During the year under review, the Board/Committee Meetings convened through Video Conferencing and the Directors/Members who have participated in the Board/Committee meetings through Video Conferencing were in compliance with the provisions of Section 173 (2) of the Act read with Rule 3 of Companies (Meetings of Board and its Powers) Rules, 2014. Further, the Circulars, Regulations and Guidelines issued by the Ministry of Corporate Affairs, Securities and Exchange Board of India and other relevant regulatory authorities pertaining to Board/Committee

meetings, General Meetings and other provisions of the Act, Rules and Regulations have been complied with by the Company.

All the decisions were carried out unanimously by the Members of the Board and Committees and the same were duly recorded in the Minutes of the Meeting of the Board of Directors and Committees of the Company.

**I further report that** there are adequate systems and processes in the company to commensurate with the size and operations of the company to monitor and ensure compliance with applicable laws, rules, regulations and guidelines.

**I further report that** there were no instances of:

- i. Public/Rights/Preferential issue of shares/debentures.
- ii. Buy-Back of securities.
- iii. Merger/amalgamation/reconstruction etc.
- iv. Foreign technical collaborations

For and on behalf of **Rawal & Co.**  
Company Secretaries

**Vivek Rawal**  
Proprietor  
Membership No.: A43231  
C.P No.: 22687  
UDIN: A043231G001094171

**Date:** 27.08.2025  
**Place:** Gurugram

## ANNEXURE A

**Our Secretarial Audit Report of event date issued to M/s. Jeena Sikho Lifecare Limited (CIN: L52601PB2017PLC046545) is to be read along with this letter:**

1. Maintenance of secretarial record is the responsibility of the management of the Company. Our responsibility is to express an opinion on these secretarial records based on our audit.
2. We have followed the audit practices and processes as were appropriate to obtain reasonable assurance about the correctness of the contents of the Secretarial records. The verification was done on test basis to ensure that correct facts are reflected in secretarial records. We believe that the processes and practices we followed provide a reasonable basis for our opinion.
3. We have not verified the correctness and appropriateness of financial record and Books of Accounts of the Company.
4. Wherever required, we have obtained the Management Representation about the compliance of laws, rules and regulations and happening of events etc.
5. The compliance of the provisions of corporate and other applicable laws, rules, regulations, standards is the responsibility of management. Our examination was limited to the verification of procedure on test basis.
6. The Secretarial Audit report is neither an assurance as to the future viability of the company nor of the efficacy or effectiveness with which the management has conducted the affairs of the company.

For and on behalf of **Rawal & Co.**  
Company Secretaries

**Vivek Rawal**  
Proprietor  
Membership No.: A43231  
C.P No.: 22687  
UDIN: A043231G001094171

**Date:** 27.08.2025  
**Place:** Gurugram



## Annexure - 2

### CORPORATE SOCIAL RESPONSIBILITY (CSR) REPORT

[Pursuant to clause (o) of sub-section (3) of section 134 of the Act and Rule 9 of the Companies (Corporate Social Responsibility) Rules, 2014]

#### 1. A BRIEF OUTLINE OF THE COMPANY'S CSR POLICY.

The Company, through its Corporate Social Responsibility initiatives, shall strive to enrich the quality of life in different segments of the society.

#### 2. THE COMPOSITION OF THE CSR COMMITTEE.

Sl. No.	Name of Director	Designation/Nature of Directorship	Number of meetings of CSR Committee held during the year	Number of meetings of CSR Committee attended during the year
1	Mr. Manish Grover	Director	2	2
2	MINR Bhavna Grover	Director	2	2
3	Mr. Karan Vir Bindra	Independent Director	2	2

#### 3. PROVIDE THE WEB-LINK WHERE COMPOSITION OF CSR COMMITTEE, CSR POLICY AND CSR PROJECTS APPROVED BY THE BOARD ARE DISCLOSED ON THE WEBSITE OF THE COMPANY:

<https://jeenasikho.com/investors/>

#### 4. PROVIDE THE EXECUTIVE SUMMARY ALONG WITH WEB-LINK(S) OF IMPACT ASSESSMENT OF CSR PROJECTS CARRIED OUT IN PURSUANCE OF SUB-RULE (3) OF RULE 8, IF APPLICABLE.:

Not Applicable

5. (a) Average net profit of the Company as per Section 135(5): 5015.34 lakhs
- (b) Two percent of average net profit of the company as per section 135(5): 100.31 lakhs
- (c) Surplus arising out of the CSR Projects or programmes or activities of the previous financial years: Nil
- (d) Amount required to be set off for the financial year, if any: Nil
- (e) Total CSR obligation for the financial year [(b)+(c)-(d)]: 100.31 lakhs
6. (a) Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project): 101.64 lakhs
- (b) Amount spent in Administrative Overheads: Nil
- (c) Amount spent on Impact Assessment, if applicable: Nil
- (d) Total amount spent for the Financial Year [(a)+(b)+(c)]: 101.64 lakhs
- (e) CSR amount spent or unspent for the Financial Year:

Total Amount Spent for the Financial Year. (in ₹)	Amount Unspent (in ₹)				
	Total Amount transferred to Unspent CSR Account as per subsection (6) of section 135.		Amount transferred to any fund specified under Schedule VII as per second proviso to sub-section (5) of section 135		
	Amount	Date of transfer	Name of the fund	Amount	Date of transfer
₹ 101.64 Lakhs	-	-	-	-	-

(f) **Excess amount for set-off, if any:**

Sl. No.	Particular	Amount (in ₹)
(i)	Two percent of average net profit of the company as per section 135(5)	100.31 lakhs
(ii)	Total amount spent for the Financial Year	101.64 lakhs
(iii)	Excess amount spent for the financial year [(ii)-(i)]	1.33 lakhs
(iv)	Surplus arising out of the CSR projects or programmes or activities of the previous financial years, if any	
(v)	Amount available for set off in succeeding financial years [(iii)-(iv)]	1.33 lakhs

**7. DETAILS OF UNSPENT CORPORATE SOCIAL RESPONSIBILITY AMOUNT FOR THE PRECEDING THREE FINANCIAL YEARS:**

Sr. No.	Preceding Financial Year	Amount transferred to Unspent CSR Account under subsection (6) of section 135 (in ₹)	Balance Amount in Unspent CSR Account under subsection (6) of section 135 (in ₹)	Amount Spent in the Financial Year (in ₹)	Amount transferred to a Fund as specified under Schedule VII as per second proviso to subsection (5) of section 135, if any		Amount remaining to be spent in succeeding Financial Years (in ₹)	Deficiency, if any
					Amount (in ₹)	Date of transfer		
1	FY-1	-	-	-	-	-	-	-
2	FY-2	-	-	-	-	-	-	-
3	FY-3	-	-	-	-	-	-	-

**8. WHETHER ANY CAPITAL ASSETS HAVE BEEN CREATED OR ACQUIRED THROUGH CORPORATE SOCIAL RESPONSIBILITY AMOUNT SPENT IN THE FINANCIAL YEAR:**

Not applicable

**9. SPECIFY THE REASON(S), IF THE COMPANY HAS FAILED TO SPEND TWO PER CENT OF THE AVERAGE NET PROFIT AS PER SUBSECTION (5) OF SECTION 135.:**

Not applicable

For and on behalf of Board  
**Jeena Sikho Lifecare Limited**

Sd/-  
**Karan Vir Bindra**  
Chairman of CSR Committee and Independent Director  
DIN: 09283623

Sd/-  
**Manish Grover**  
Managing Director  
DIN: 07557886

**Date:** 27.08.2025  
**Place:** Zirakpur, Punjab

# Annexure - 3

FORM NO. AOC. 2

Form for disclosure of particulars of contracts/arrangements entered into by the company with related parties referred to in sub-section (1) of section 188 of the Companies Act, 2013 including certain arm's length transactions under third proviso thereto

(Pursuant to clause (h) of sub-section (3) of section 134 of the Act and Rule 8(2) of the Companies (Accounts) Rules, 2014)

## 1. DETAILS OF CONTRACTS OR ARRANGEMENTS OR TRANSACTIONS NOT AT ARM'S LENGTH BASIS

S. No.	Particular	Amount
1.	Details of contracts or arrangements or transactions not at arm's length basis	
(a)	Name(s) of the related party and nature of relationship	
(b)	Nature of contracts/arrangements/transactions	
(c)	Duration of the contracts/arrangements/transactions	
(d)	Salient terms of the contracts or arrangements or transactions including the value, if any	NA
(e)	Justification for entering into such contracts or arrangements or transactions	
(f)	Date(s) of approval by the Board	
(g)	Amount paid as advances, if any:	
(h)	Date on which the special resolution was passed in general meeting as required under first proviso to section 188	

S. No.	Particular	Amount
1.	Details of material contracts or arrangement or transactions at arm's length basis	
(a)	Name(s) of the related party and nature of relationship	Shuddhi Lifecare Private Limited
(b)	Nature of contracts/arrangements/transactions	Sale/Purchase of Goods and Services & Rent
(c)	Duration of the contracts/arrangements/transactions	
(d)	Salient terms of the contracts or arrangements or transactions including the value, if any:	5,56,56,886 & 3,83,500
(e)	Date(s) of approval by the Board, if any:	NA
(f)	Amount paid as advances, if any:	NA

S. No.	Particular	Amount
1.	Details of material contracts or arrangement or transactions at arm's length basis	
(a)	Name(s) of the related party and nature of relationship	Manish Grover
(b)	Nature of contracts/arrangements/transactions	Rent & Remuneration
(c)	Duration of the contracts/arrangements/transactions	
(d)	Salient terms of the contracts or arrangements or transactions including the value, if any:	11,00,000 & 2,40,00,000.
(e)	Date(s) of approval by the Board, if any:	NA
(f)	Amount paid as advances, if any:	NA



S. No.	Particular	Amount
1.	Details of material contracts or arrangement or transactions at arm's length basis	
(a)	Name(s) of the related party and nature of relationship	Bhavna Grover
(b)	Nature of contracts/arrangements/transactions	Remuneration
(c)	Duration of the contracts/arrangements/transactions	
(d)	Salient terms of the contracts or arrangements or transactions including the value, if any:	1,80,00,000.
(e)	Date(s) of approval by the Board, if any:	NA
(f)	Amount paid as advances, if any:	NA

S. No.	Particular	Amount
1.	Details of material contracts or arrangement or transactions at arm's length basis	
(a)	Name(s) of the related party and nature of relationship	Manish Grover HUF
(b)	Nature of contracts/arrangements/transactions	Rent
(c)	Duration of the contracts/arrangements/transactions	
(d)	Salient terms of the contracts or arrangements or transactions including the value, if any:	6,00,000.
(e)	Date(s) of approval by the Board, if any:	NA
(f)	Amount paid as advances, if any:	NA

By Order of the Board of Directors  
For **Jeena Sikho Lifecare Limited**

Sd/-  
**Manish Grover**  
Managing Director  
DIN: 07557886

Sd/-  
**Bhavna Grover**  
Whole Time Director  
DIN: 07557913

**Date:** 27.08.2025  
**Place:** Zirakpur, Punjab

## Annexure - 4

INFORMATION RELATING TO ENERGY CONSERVATION, TECHNOLOGY ABSORPTION, AND FOREIGN EXCHANGE EARNINGS AND OUTGO FORMING PART OF DIRECTORS' REPORT IN TERMS OF SECTION 134(3)(m) OF THE COMPANIES ACT, 2013 READ WITH THE COMPANIES (ACCOUNTS) RULES, 2014

### (A) CONSERVATION OF ENERGY

(i)	the steps taken or impact on conservation of energy	
(ii)	the steps taken by the company for utilizing alternate sources of energy	NA
(iii)	the capital investment on energy conservation equipment's	

### (B) TECHNOLOGY ABSORPTION

(i)	the efforts made towards technology absorption	
(ii)	the benefits derived like product improvement, cost reduction, product development or import substitution	
(iii)	in case of imported technology (imported during the last three years reckoned from the beginning of the financial year):	
	(a) the details of technology imported	NA
	(b) the year of import	
	(c) whether the technology been fully absorbed	
	(d) if not fully absorbed, areas where absorption has not taken place, and the reasons thereof	
(iv)	the expenditure incurred on Research and Development	

### (C) FOREIGN EXCHANGE EARNINGS AND OUTGO

The Foreign Exchange earned in terms of actual inflows during the year: 106.52 lakhs

The Foreign Exchange outgo during the year in terms of actual outflows: 58.05 lakhs

By Order of the Board of Directors  
For **Jeena Sikho Lifecare Limited**

Sd/-  
**Manish Grover**  
Managing Director  
DIN: 07557886

Sd/-  
**Bhavna Grover**  
Whole Time Director  
DIN: 07557913

**Date:** 27.08.2025  
**Place:** Zirakpur, Punjab

## Annexure - 5

### EMPLOYEES DETAILS

Disclosures pertaining to remuneration and other details as required under Section 197(12) of the Companies Act, 2013 read with Rule 5(1) & 5(2) of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, are mentioned below:

#### (A) INFORMATION AS PER RULE 5(1) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL RULES, 2014

1. Remuneration of each Director and Key Managerial Personnel (KMP) along with particulars of increase in remuneration during the financial year, Ratio of remuneration of Directors to the Median Remuneration of employees.

Name of the Director/and KMP	Designation	Remuneration (₹) 2024-2025	Remuneration (₹) 2023-2024	Increase (%)	Ratio of Director's Remuneration to Median remuneration*
Manish Grover	Managing Director	2,40,00,000	2,40,00,000	0%	17.86
Bhavna Grover	Whole Time Director	1,80,00,000	1,80,00,000	0%	13.40
Nanak Chand	CFO	19,85,000	14,75,000	34.58%	N.A.
Ms. Anshika Garg <sup>s</sup>	CS	3,00,000	2,49,167	-	N.A.

\* The median is calculated for per year remuneration.

2. The median remuneration of the Company for all its employees is 1,11,938 per month for the financial year 2024-2025.
3. The Percentage Increase/decrease in median remuneration of employees in the Financial Year: 54.52%
4. Number of permanent employees on the rolls of the Company: 3764 As on March 31, 2025.
5. Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration: Average percentile increase in salaries of employees other than the managerial personnel in comparison to last financial year 54.52 to increase in number of employees during the F.Y. 2024-25. However there is no change in remuneration of Managerial Personnel during the period.
6. We, hereby affirm that pursuant to Rule 5(1)(xii) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the remuneration paid to the Directors, Key Managerial Personnel is as per the remuneration policy of the Company.

#### (B) INFORMATION RELATING TO TOP 10 EMPLOYEES

Name of Employee	Designation	Nature of Employment	Qualification	Age	Experience	Remuneration (₹) 2024-2025	Relative of any director/manager
Manish Grover	Managing Director	Permanent	B.COM and Honorary Doctorate in Ayurveda & Naturopathy	50	29 Years	24000000	Yes
Bhavna Grover	Whole time Director	Permanent	B.A.	49	23 Years	18000000	Yes
Sahil Jain	IT Head	Permanent	MCA	35	15 Years	3750000	Yes
Gaurav Mohan Garg	Business Development Head	Permanent	B.Com and Diploma in Software Engineering	46	25 Years	2400000	No



**(B) INFORMATION RELATING TO TOP 10 EMPLOYEES** (Contd.)

Name of Employee	Designation	Nature of Employment	Qualification	Age	Experience	Remuneration (₹) 2024-2025	Relative of any director/ manager
Kapil Dev	Business Development Manager	Permanent	Graduate	44	21 Years	2160000	NO
Nidhi Punia	Doctor	Permanent	B.A.M.S Pgd Panchkarma	39	9 Years	2205903	NO
Akansha Jain	HR Head	Permanent	MCA	36	12 Years	2100000	Yes
Suyash Pratap Singh	Doctor	Permanent	BAMS	32	10 Years	2072322	No
Raghuvendra	Doctor	Permanent	B.Com	43	15 Years	1994057	No
Avira Gautam	Doctor	Permanent	BAMS/MD	38	6 Years	2253812	No

By Order of the Board of Directors  
For **Jeena Sikho Lifecare Limited**

Sd/-  
**Manish Grover**  
Managing Director  
DIN: 07557886

Sd/-  
**Bhavna Grover**  
Whole Time Director  
DIN: 07557913

**Date:** 27.08.2025  
**Place:** Zirakpur, Punjab

# *Chairman's Declaration on Code of Conduct*

To,  
The Members of  
**Jeena Sikho Lifecare Limited**

This is to certify that the Company has laid down a Code of Conduct (the Code) for all Board Members and Senior Management Personnel of the Company and a copy of the Code is put on the website of the Company viz [www.jeenasikho.com](http://www.jeenasikho.com).

It is further confirmed that all Board Members and Senior Management Personnel have affirmed compliance with the Code of Conduct for Board of Directors and Senior Management Personnel, as approved by the Board, for the financial year ended on March 31, 2025.

By Order of the Board of Directors  
For **Jeena Sikho Lifecare Limited**

**Date:** 27.08.2025  
**Place:** Zirakpur, Punjab

Sd/-  
**Manish Grover**  
Managing Director  
DIN: 07557886

# Certification by Chief Financial Officer of the Company

To  
The Board of Directors  
**Jeena Sikho Lifecare Limited**

I, Nanak Chand, Chief Financial Officer of Jeena Sikho Lifecare Limited, hereby certify that:

- a. I have reviewed financial statements and the cash flow statement for the year ended March 31, 2025 and that to the best of my knowledge and belief:  
  
these statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading;  
  
these statements together present a true and fair view of the Company's affairs and are in compliance with existing accounting standards, applicable laws and regulations.
- b. There are, to the best of my knowledge and belief, no transactions entered into by the Company during the year that are fraudulent, illegal, or violative of the Company's code of conduct.
- c. I accept responsibility for establishing and maintaining internal controls for financial reporting and that I have evaluated the effectiveness of internal control systems of the Company pertaining to financial reporting and have disclosed to the auditors and the Audit Committee, deficiencies in the design or operation of such internal controls, if any, of which I am aware and the steps taken or proposed to be taken to rectify these deficiencies.
- d. I have indicated to the auditors and the Audit Committee: significant changes, if any, in internal control over financial reporting during the year; significant changes, if any, in accounting policies during the year and that the same have been disclosed in the notes to the financial statements; and instances of significant fraud of which I have become aware and the involvement therein, if any, of the management or an employee having a significant role in the Company's internal control system over financial reporting.

By Order of the Board of Directors  
For **Jeena Sikho Lifecare Limited**

**Date:** 27.08.2025  
**Place:** Zirakpur, Punjab

Sd/-  
**Nanak Chand**  
Chief Financial Officer  
DIN: 07557886



# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L52601PB2017PLC046545
2	Name of the Listed Entity	JEENA SIKHO LIFECARE LIMITED
3	Date of Incorporation	29-05-2017
4	Registered office address	SCO 11 FIRST FLOOR, KALGIDHAR ENCLAVE, Mohali, ZIRAKPUR, Punjab, India, 140604
5	Corporate address	SCO 11 FIRST FLOOR, KALGIDHAR ENCLAVE, Mohali, ZIRAKPUR, Punjab, India, 140604
6	E-mail	<a href="mailto:divyaupchar.zk@gmail.com">divyaupchar.zk@gmail.com</a>
7	Telephone	01762-513185
8	Website	<a href="http://www.jeenasikho.com">www.jeenasikho.com</a>
9	Financial year for which reporting is being done	<b>Start date</b> <b>End date</b>
	Current Financial Year	01-04-2024 31-03-2025
	Previous Financial Year	01-04-2023 31-03-2024
	Prior to Previous Financial year	01-04-2022 31-03-2023
10	Name of the Stock Exchange(s) where shares are listed	NSE
11	Paid-up Capital (In ₹)	248601460.00
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name	ANSHIKA GARG
	Contact	8376816902
	E mail	<a href="mailto:cs@jeenasikho.com">cs@jeenasikho.com</a>
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14	Whether the company has undertaken assessment or assurance of the BRSR Core?	No
15	Name of assessment or assurance provider	
16	Type of assessment or assurance obtained	

### II. PRODUCTS/SERVICES

#### 17. DETAILS OF BUSINESS ACTIVITIES (ACCOUNTING FOR 90% OF THE TURNOVER)

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Trade	Retail Trading	46.00%
2	Hospital and Medical Care	Other Hospital and Medical Care Activities	54.00%

#### 18. PRODUCTS/SERVICES SOLD BY THE ENTITY (ACCOUNTING FOR 90% OF THE ENTITY'S TURNOVER)

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Retail Trading	4772	46.00%
2	Other Hospital and Medical Care Activities	8690	54.00%

### III. OPERATIONS

#### 19. NUMBER OF LOCATIONS WHERE PLANTS AND/OR OPERATIONS/OFFICES OF THE ENTITY ARE SITUATED

Location	Number of plants	Number of offices	Total
National	0	115	115
International	0	0	0

#### 20. MARKETS SERVED BY THE ENTITY

##### A. NUMBER OF LOCATIONS

Locations	Number
National (No. of States)	23
International (No. of Countries)	0

##### B. WHAT IS THE CONTRIBUTION OF EXPORTS AS A PERCENTAGE OF THE TOTAL TURNOVER OF THE ENTITY?

0.23%

##### C. A BRIEF ON TYPES OF CUSTOMERS

Jeena Sikho Lifecare Limited are involved in offering ayurveda healthcare services and medicines to the Public via its own hospitals, clinics, dealers and Franchisees.

### IV. EMPLOYEES

#### 21 DETAILS AS AT THE END OF FINANCIAL YEAR

##### A. EMPLOYEES AND WORKERS (INCLUDING DIFFERENTLY ABLED)

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
EMPLOYEES								
1	Permanent (D)	3764	1938	51.49%	1826	48.51%	0	0.00%
2	Other than permanent (E)	1000	650	65.00%	350	35.00%	0	0.00%
3	Total employees (D + E)	4764	2588	54.32%	2176	45.68%	0	0.00%
WORKERS								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	Total workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%

##### B. DIFFERENTLY ABLED EMPLOYEES AND WORKERS:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%

## 22. PARTICIPATION/INCLUSION/REPRESENTATION OF WOMEN

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	5	2	40.00%
Key Management Personnel	2	1	50.00%

## 23. TURNOVER RATE FOR PERMANENT EMPLOYEES AND WORKERS

	Turnover rate in current FY (2024-25)				Turnover rate in previous FY (2023-24)				Turnover rate in the year prior to the previous FY (2022-23)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	4.50%	6.50%	0.00%	11.00%	4.00%	6.00%	0.00%	10.00%	4.50%	6.50%	0.00%	11.00%
Permanent Workers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

### 24 (A) NAMES OF HOLDING/SUBSIDIARY/ASSOCIATE COMPANIES/JOINT VENTURES

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	JEENA GREEN RESOURCES PRIVATE LIMITED	Subsidiary	51.00%	No

## VI. CSR DETAILS

### 25.

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013; (Yes/No): **Yes**
- (ii) Turnover (in ₹): **3,24,40,89,148.86**
- (iii) Net worth (in ₹): **1,92,24,80,382.00**

## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

### 26 COMPLAINTS/GRIEVANCES ON ANY OF THE PRINCIPLES (PRINCIPLES 1 TO 9) UNDER THE NATIONAL GUIDELINES ON RESPONSIBLE BUSINESS CONDUCT

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2024-25)			PY (2023-24)			(If NA, then provide the reason)
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	
Communities	No		0	0	NA	0	0	NA	
Investors (other than shareholders)	Yes	<a href="https://jeenasikho.com/investor-grievance/">https://jeenasikho.com/investor-grievance/</a>	0	0	NA	0	0	NA	
Shareholders	Yes	<a href="https://jeenasikho.com/investor-grievance/">https://jeenasikho.com/investor-grievance/</a>	0	0	NA	0	0	NA	
Employees and workers	Yes	<a href="https://jeenasikho.com/investor-grievance/">https://jeenasikho.com/investor-grievance/</a>	0	0	NA	0	0	NA	
Customers	Yes	<a href="https://jeenasikho.com/investor-grievance/">https://jeenasikho.com/investor-grievance/</a>	0	0	NA	0	0	NA	
Value Chain Partners	Yes	<a href="https://jeenasikho.com/investor-grievance/">https://jeenasikho.com/investor-grievance/</a>	0	0	NA	0	0	NA	



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	<a href="https://jeenasikho.com/investors/">https://jeenasikho.com/investors/</a>								
2.	Whether the entity has translated the policy into procedures. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.									
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
<b>Governance, leadership and oversight</b>										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Jeena Sikho believes in environmental transparency and disclosing its activities' economic, environmental, and social impacts through sustainability reports. It has published Six sustainability reports accredited by the global Reporting Initiative guidelines. The Company engaged third-party assurance provider to review the contents and accuracy of our sustainability reporting.								

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES (Contd.)**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Manish Grover DIN:07557886								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No/NA).	Yes								
If yes, provide details.	The Company's CSR committee is responsible for decision making on sustainability related issues.								

**10. Details of Review of NGRBCs by the Company**

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board									Any other								
Description of other committee for performance against above policies and follow up action										All the policies of the Company are approved by the Board and reviewed periodically or on a need basis by the CSR Committee as a part of ESG review. During the review, the effectiveness of the Policies is evaluated and necessary amendments to Policies and procedures are implemented.								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board									Any other								
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification										The Company complies with the extant regulations and principles as are applicable.								

Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	No	No	No	No	No	No	No	No
If Yes, Provide name of the agency									

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

#### ESSENTIAL INDICATORS

##### 1. PERCENTAGE COVERAGE BY TRAINING AND AWARENESS PROGRAMMES ON ANY OF THE PRINCIPLES DURING THE FINANCIAL YEAR:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	0	Business, strategy, risk and update of laws	100.00%
Key Managerial Personnel	5	Health and Safety, Cyber Security, Upskilling, Clinical Upskilling, Patient Safety, POSH, Occupational Health and Safety, Internal Control developing	100.00%
Employees other than BoD and KMPs	4764	Health and Safety, POSH, Occupational Health and Safety and Human Rights and Internal Control Implementation	100.00%
Workers	0	labour laws policies, POSH, Occupational SOP	100.00%

##### 2. DETAILS OF FINES/PENALTIES/PUNISHMENT/AWARD/COMPOUNDING FEES/SETTLEMENT AMOUNT PAID IN PROCEEDINGS (BY THE ENTITY OR BY DIRECTORS/KMPs) WITH REGULATORS/LAW ENFORCEMENT AGENCIES/JUDICIAL INSTITUTIONS, IN THE FINANCIAL YEAR, IN THE FOLLOWING FORMAT (NOTE: THE ENTITY SHALL MAKE DISCLOSURES ON THE BASIS OF MATERIALITY AS SPECIFIED IN REGULATION 30 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE OBLIGATIONS) REGULATIONS, 2015 AND AS DISCLOSED ON THE ENTITY'S WEBSITE):

Particulars	NGRBC Principle	Monetary			
		Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement					
Compounding fee					

Non-Monetary				
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment				

**3. OF THE INSTANCES DISCLOSED IN QUESTION 2 ABOVE, DETAILS OF THE APPEAL/REVISION PREFERRED IN CASES WHERE MONETARY OR NON-MONETARY ACTION HAS BEEN APPEALED**

Particulars	Case Details	Name of the regulatory/enforcement agencies/judicial institutions

**4. DOES THE ENTITY HAVE ANTI-CORRUPTION OR ANTI-BRIBERY POLICY?**

Yes, The Company has 'zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes. The Code of Conduct of the Company serves as a guide for all Executive Directors, Senior Management Personnel and Functional Heads including Members of the core Management Team for ensuring compliance with applicable anti-bribery laws, rules and regulations.

Provide a web-link if the entity has anti-corruption or anti-bribery policy

<https://jeenasikho.com/investors/>

**5. NUMBER OF DIRECTORS/KMPs/EMPLOYEES/WORKERS AGAINST WHOM DISCIPLINARY ACTION WAS TAKEN BY ANY LAW ENFORCEMENT AGENCY FOR THE CHARGES OF BRIBERY/CORRUPTION:**

Particulars	FY (2024-25)	PY (2023-24)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

**6. DETAILS OF COMPLAINTS WITH REGARD TO CONFLICT OF INTEREST:**

Particulars	FY (2024-25)		PY (2023-24)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

**7. PROVIDE DETAILS OF ANY CORRECTIVE ACTION TAKEN OR UNDERWAY ON ISSUES RELATED TO FINES/PENALTIES/ACTION TAKEN BY REGULATORS/LAW ENFORCEMENT AGENCIES/JUDICIAL INSTITUTIONS, ON CASES OF CORRUPTION AND CONFLICTS OF INTEREST.**

NA

**8. NUMBER OF DAYS OF ACCOUNTS PAYABLES**

Particulars	FY (2024-25)	PY (2023-24)
i) Accounts payable x 365 days	34659582035.00	16271027352.00
ii) Cost of goods/services procured	356189855.00	246488918.80
iii) Number of days of accounts payables	97	66



**9. OPEN-NESS OF BUSINESS - PROVIDE DETAILS OF CONCENTRATION OF PURCHASES AND SALES WITH TRADING HOUSES, DEALERS, AND RELATED PARTIES ALONG-WITH LOANS AND ADVANCES & INVESTMENTS, WITH RELATED PARTIES, IN THE FOLLOWING FORMAT**

Particulars	Metrics	FY (2024-25)	PY (2023-24)
Concentration of Purchases	a. i) Purchases from trading houses		
	ii) Total purchases		
	iii) Purchases from trading houses as % of total purchases		
	b. Number of trading houses where purchases are made		
	c. i) Purchases from top 10 trading houses		
	ii) Total purchases from trading houses		
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. i) Sales to dealer/distributors	291886332.00	498836090.23
	ii) Total Sales	4690718512.19	3244089148.53
	iii) Sales to dealer/distributors as % of total sales	6.22%	15.38%
	b. Number of dealers/distributors to whom sales are made	63	78
	c. i) Sales to top 10 dealers/distributors	123450763.00	218352615.60
	ii) Total Sales to dealer/distributors	291886332.00	498836090.23
	iii) Sales to top 10 dealers/distributors as % of total sales to dealer/distributors	42.29%	43.77%
Share of RPTs in	a. i) Purchases (Purchases with related parties)	0.00	0.00
	ii) Total Purchases	356189855.22	246488918.80
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.00%	0.00%
	b. i) Sales (Sales to related parties)	49814258.86	44190125.79
	ii) Total Sales	4690718512.19	3244089148.53
	iii) Sales (Sales to related parties as % of Total Sales)	1.06%	1.36%
	c. i) Loans & advances given to related parties	0.00	20448767.00
	ii) Total loans & advances	96365762.00	273773689.58
	iii) Loans & advances given to related parties as % of Total loans & advances	0.00%	7.47%
	d. i) Investments in related parties	0.00	0.00
	ii) Total Investments made	29500000.00	41400000.00
	iii) Investments in related parties as % of Total Investments made	0.00%	0.00%

**LEADERSHIP INDICATORS**

**1. AWARENESS PROGRAMMES CONDUCTED FOR VALUE CHAIN PARTNERS ON ANY OF THE PRINCIPLES DURING THE FINANCIAL YEAR**

**2. DOES THE ENTITY HAVE PROCESSES IN PLACE TO AVOID/MANAGE CONFLICT OF INTERESTS INVOLVING MEMBERS OF THE BOARD?**

Sr. No.	Total number of awareness programmes held	Topics/principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

**ESSENTIAL INDICATORS**

**1. PERCENTAGE OF R&D AND CAPITAL EXPENDITURE (CAPEX) INVESTMENTS IN SPECIFIC TECHNOLOGIES TO IMPROVE THE ENVIRONMENTAL AND SOCIAL IMPACTS OF PRODUCT AND PROCESSES TO TOTAL R&D AND CAPEX INVESTMENTS MADE BY THE ENTITY, RESPECTIVELY.**

Particulars	FY (2024-25)	PY (2023-24)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	0
Capex	0.00%	0.00%	0

**2. A. DOES THE ENTITY HAVE PROCEDURES IN PLACE FOR SUSTAINABLE SOURCING? (YES/NO)**

No

**B. IF YES, WHAT PERCENTAGE OF INPUTS WERE SOURCED SUSTAINABLY?**

**3. DESCRIBE THE PROCESSES IN PLACE TO SAFELY RECLAIM YOUR PRODUCTS FOR REUSING, RECYCLING AND DISPOSING AT THE END OF LIFE, FOR**

(A) PLASTICS (INCLUDING PACKAGING): Not Applicable
(B) E-WASTE: Not Applicable
(C) HAZARDOUS WASTE: Not Applicable- Waste generated in Hospitals is handed over for safe disposal through third party.
(D) OTHER WASTE NOT: Not Applicable

**4. WHETHER EXTENDED PRODUCER RESPONSIBILITY (EPR) IS APPLICABLE TO THE ENTITY'S ACTIVITIES (YES/NO).**

No

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

If not, provide steps taken to address the same.

**LEADERSHIP INDICATORS**

**1. HAS THE ENTITY CONDUCTED LIFE CYCLE PERSPECTIVE/ASSESSMENTS (LCA) FOR ANY OF ITS PRODUCTS (FOR MANUFACTURING INDUSTRY) OR FOR ITS SERVICES (FOR SERVICE INDUSTRY)?**

No

**2. IF THERE ARE ANY SIGNIFICANT SOCIAL OR ENVIRONMENTAL CONCERNS AND/OR RISKS ARISING FROM PRODUCTION OR DISPOSAL OF YOUR PRODUCTS/SERVICES, AS IDENTIFIED IN THE LIFE CYCLE PERSPECTIVE/ASSESSMENTS (LCA) OR THROUGH ANY OTHER MEANS, BRIEFLY DESCRIBE THE SAME ALONG-WITH ACTION TAKEN TO MITIGATE THE SAME.**

Sr. No.	Name of Product/Service	Description of the risk/ concern	Action Taken

### 3. PERCENTAGE OF RECYCLED OR REUSED INPUT MATERIAL TO TOTAL MATERIAL (BY VALUE) USED IN PRODUCTION (FOR MANUFACTURING INDUSTRY) OR PROVIDING SERVICES (FOR SERVICE INDUSTRY).

Sr. No.	Indicate input material	Recycled or re-used input material to total material	
		FY (2024-25)	PY (2023-24)

### 4. OF THE PRODUCTS AND PACKAGING RECLAIMED AT END OF LIFE OF PRODUCTS, AMOUNT (IN METRIC TONNES) REUSED, RECYCLED, AND SAFELY DISPOSED, AS PER THE FOLLOWING FORMAT:

Particulars	FY (2024-25)			PY (2023-24)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E waste						
Hazardous waste						
Other waste						

#### Notes:

### 5. RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS (AS PERCENTAGE OF PRODUCTS SOLD) FOR EACH PRODUCT CATEGORY

Sr. No.	Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category

## PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

### ESSENTIAL INDICATORS

#### 1. A. DETAILS OF MEASURES FOR THE WELL-BEING OF EMPLOYEES:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1938	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	1826	0	0.00%	0	0.00%	1592	87.19%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	3764	0	0.00%	0	0.00%	1592	42.30%	0	0.00%	0	0.00%
Other than permanent employees											
Male	650	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	350	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1000	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

## B. DETAILS OF MEASURES FOR THE WELL-BEING OF WORKERS:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	0	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent workers											
Male	0	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

## C. SPENDING ON MEASURES TOWARDS WELL-BEING OF EMPLOYEES AND WORKERS (INCLUDING PERMANENT AND OTHER THAN PERMANENT) IN THE FOLLOWING FORMAT:

Particulars	FY (2024-25)	PY (2023-24)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	6378642.02	5789461.07
ii) Total revenue of the company	4754807600.45	3308486595.58
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.13%	0.17%

## 2. DETAILS OF RETIREMENT BENEFITS

Benefits	FY (2024-25)			PY (2023-24)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	75.65%	0.00%	Yes	70.80%	0.00%	Yes
Gratuity	100.00%	0.00%	Yes	0.00%	0.00%	NA
ESI	68.86%	0.00%	Yes	74.60%	0.00%	Yes

## 3. ACCESSIBILITY OF WORKPLACES

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

If not, whether any steps are being taken by the entity in this regard.

## 4. DOES THE ENTITY HAVE AN EQUAL OPPORTUNITY POLICY AS PER THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016?

Yes

If so, provide a web-link to the policy.



## 5. RETURN TO WORK AND RETENTION RATES OF PERMANENT EMPLOYEES AND WORKERS THAT TOOK PARENTAL LEAVE.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	0.00	0.00
Female	85.00	100.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Total	93.00	100.00	0.00	0.00

## 6. IS THERE A MECHANISM AVAILABLE TO RECEIVE AND REDRESS GRIEVANCES FOR THE FOLLOWING CATEGORIES OF EMPLOYEES AND WORKER?

Yes

If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	No	
Other than Permanent Workers	No	
Permanent Employees	Yes	
Other than Permanent Employees	No	

## 7. MEMBERSHIP OF EMPLOYEES AND WORKER IN ASSOCIATION(S) OR UNIONS RECOGNISED BY THE LISTED ENTITY:

Category	FY (2024-25)			PY (2023-24)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	<b>3764</b>	<b>0</b>	<b>0.00%</b>	<b>2558</b>	<b>0</b>	<b>0.00%</b>
Male	1938	0	0.00%	1272	0	0.00%
Female	1826	0	0.00%	1286	0	0.00%
Other	0	0	0.00%	0	0	0.00%
<b>Total Permanent Workers</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

## 8. DETAILS OF TRAINING GIVEN TO EMPLOYEES AND WORKERS:

Category	FY (2024-25)					PY (2023-24)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1938	1938	100.00%	1938	100.00%	1272	1272	100.00%	1272	100.00%
Female	1826	1826	100.00%	1826	100.00%	1286	1286	100.00%	1286	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	3764	3764	100.00%	3764	100.00%	2558	2558	100.00%	2558	100.00%
Workers										
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

## 9. DETAILS OF PERFORMANCE AND CAREER DEVELOPMENT REVIEWS OF EMPLOYEES AND WORKER:

Category	FY (2024-25)			PY (2023-24)		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
<b>Employees</b>						
Male	1938	1938	100.00%	1272	1272	100.00%
Female	1826	1826	100.00%	1286	1286	100.00%
Other	0	0	0.00%	0	0	0.00%
<b>Total</b>	<b>3764</b>	<b>3764</b>	<b>100.00%</b>	<b>2558</b>	<b>2558</b>	<b>100.00%</b>
<b>Workers</b>						
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

## 10. HEALTH AND SAFETY MANAGEMENT SYSTEM:

a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/No/NA). If yes, the coverage such system?	Yes, We provide first aid facility at the office premises & we do have ambulance facility available 24*7 for critical cases.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	We identify work-related hazards and assess risks by conducting workplace inspections, reviewing procedures (routine and non-routine) analyzing incident reports and consulting employees. Risks are assessed based on likelihood and severity. prioritized and mitigated using the hierarchy of controls (elimination, substitution, engineering, administrative and PPE). Regular reviews ensure updates for changes in tasks, equipment or incidents.
c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?	Yes
d.	Do the employees/worker of the entity have access to non-occupational medical and healthcare services?	NA

## 11. DETAILS OF SAFETY RELATED INCIDENTS, IN THE FOLLOWING FORMAT:

Safety Incident/Number	Category*	FY (2024-25)	PY (2023-24)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.00	0.00
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

## 12. DESCRIBE THE MEASURES TAKEN BY THE ENTITY TO ENSURE A SAFE AND HEALTHY WORK PLACE.

Jeena Sikho Lifecare Limited ensures a safe and healthy workplace by maintaining high standards of hygiene and sanitation across all facilities. Regular health check-ups and wellness programs are conducted to monitor and enhance employee well-being. The organization provides necessary safety equipment for employees in high-risk areas and conducts routine training sessions to educate staff on workplace safety protocols and emergency preparedness. Mental health support, including counseling and stress management initiatives, is also offered to promote emotional well-being. By adhering to workplace safety regulations and conducting regular audits, Jeena Sikho Lifecare Limited fosters a culture of safety and care, encouraging open communication to address any concerns promptly.

## 13. NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:

	FY (2024-25)			PY (2023-24)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

## 14. ASSESSMENTS FOR THE YEAR:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0.00%
Working Conditions	0.00%

## 15. PROVIDE DETAILS OF ANY CORRECTIVE ACTION TAKEN OR UNDERWAY TO ADDRESS SAFETY-RELATED INCIDENTS (IF ANY) AND ON SIGNIFICANT RISKS/CONCERNS ARISING FROM ASSESSMENTS OF HEALTH &amp; SAFETY PRACTICES AND WORKING CONDITIONS.

Incident Response- Immediate actions taken (e.g., first-aid, area secured, incident logged). Preventive Measures- Safety training, updated procedures and new safety equipment implemented.

## LEADERSHIP INDICATORS

## 1. DOES THE ENTITY EXTEND ANY LIFE INSURANCE OR ANY COMPENSATORY PACKAGE IN THE EVENT OF DEATH OF

(A) Employees (Y/N)	No
(B) Workers (Y/N).	No

## 2. PROVIDE THE MEASURES UNDERTAKEN BY THE ENTITY TO ENSURE THAT STATUTORY DUES HAVE BEEN DEDUCTED AND DEPOSITED BY THE VALUE CHAIN PARTNERS.

## 3. PROVIDE THE NUMBER OF EMPLOYEES/WORKERS HAVING SUFFERED HIGH CONSEQUENCE WORK RELATED INJURY/ILL-HEALTH/FATALITIES (AS REPORTED IN Q11 OF ESSENTIAL INDICATORS ABOVE), WHO HAVE BEEN ARE REHABILITATED AND PLACED IN SUITABLE EMPLOYMENT OR WHOSE FAMILY MEMBERS HAVE BEEN PLACED IN SUITABLE EMPLOYMENT:

Particulars	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (2024-25)	PY (2023-24)	FY (2024-25)	PY (2023-24)
Employees	0	0	0	0
Workers	0	0	0	0

## 4. DOES THE ENTITY PROVIDE TRANSITION ASSISTANCE PROGRAMS TO FACILITATE CONTINUED EMPLOYABILITY AND THE MANAGEMENT OF CAREER ENDINGS RESULTING FROM RETIREMENT OR TERMINATION OF EMPLOYMENT? (YES/NO/NA)

## 5. DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	
Working Conditions	

## 6. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS/ CONCERNS ARISING FROM ASSESSMENTS OF HEALTH AND SAFETY PRACTICES AND WORKING CONDITIONS OF VALUE CHAIN PARTNERS.

No

## PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

### ESSENTIAL INDICATORS

#### 1. DESCRIBE THE PROCESSES FOR IDENTIFYING KEY STAKEHOLDER GROUPS OF THE ENTITY.

#### 2. LIST STAKEHOLDER GROUPS IDENTIFIED AS KEY FOR YOUR ENTITY AND THE FREQUENCY OF ENGAGEMENT WITH EACH STAKEHOLDER GROUP.

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Investor/ Shareholders	Yes	Other	* Email, Newspaper, Website, Investor and Analyst Meetings/ Conferences * One-to-one Meetings (Physical and Virtual), * Earnings Call with Analysts and Investors * Annual General Meeting * Press Releases * Stock Exchange Filings	Others – please specify	Annually/ Half yearly/ Quarterly/ Ongoing	To ensure transparent and effective communication of business performance * To provide insights into Company's strategy and sustainability initiatives * To address investor/analyst queries and concerns * To ensure sound corporate governance mechanisms * To enhance Company reputation
2	Patients/ Customers	Yes	Other	* Listening to patients posts via email, SMS, website, feedback App, social media platforms, verbal, patient feedback surveys, complaint box, etc. * Patient communication by the hospital: email, meetings/telephonic/ verbal	Others – please specify	Ongoing	* Establishing an effective mechanism for promptly recognising and resolving concerns and complaints raised by patients and their attendants * Enhancing the provision of highquality healthcare services and safeguarding patient health and safety through thorough review, investigation, tracking and trend analysis of complaints * Ensuring immediate responses to patient and attendant complaints and grievances in realtime.

### LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### ESSENTIAL INDICATORS

#### 1. EMPLOYEES AND WORKERS WHO HAVE BEEN PROVIDED TRAINING ON HUMAN RIGHTS ISSUES AND POLICY(IES) OF THE ENTITY, IN THE FOLLOWING FORMAT:

Category	FY (2024-25)			PY (2023-24)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	3764	3764	100.00%	2558	2558	100.00%
Other than permanent	1000	0	0.00%	384	0	0.00%
<b>Total Employees</b>	<b>4764</b>	<b>3764</b>	<b>79.01%</b>	<b>2942</b>	<b>2558</b>	<b>86.95%</b>
<b>Workers</b>						
Permanent	0	0	0.00%	0	0	0.00%
Other than permanent	0	0	0.00%	0	0	0.00%
<b>Total Workers</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>



## 2. DETAILS OF MINIMUM WAGES PAID TO EMPLOYEES AND WORKERS, IN THE FOLLOWING FORMAT:

Category	FY (2024-25)					PY (2023-24)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	3764	870	23.11%	2894	76.89%	2558	1100	43.00%	1458	57.00%
Male	1938	325	16.77%	1613	83.23%	1272	432	33.96%	840	66.04%
Female	1826	545	29.85%	1281	70.15%	1286	668	51.94%	618	48.06%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	1000	1000	100.00%	0	0.00%	384	384	100.00%	0	0.00%
Male	650	650	100.00%	0	0.00%	294	294	100.00%	0	0.00%
Female	350	350	100.00%	0	0.00%	90	90	100.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

## 3. DETAILS OF REMUNERATION/SALARY/WAGES, IN THE FOLLOWING FORMAT:

### A. MEDIAN REMUNERATION/WAGES:

	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	1	24000000	1	18000000	0	0
Key Managerial Personnel	1	1985000	1	300000	0	0
Employees other than BoD and KMP	1936	483538611	1824	380957219	0	0
Workers	0	0	0	0	0	0

### B. GROSS WAGES PAID TO FEMALES:

Particulars	FY (2024-25)	PY (2023-24)
Gross wages paid to females	399257219.00	264440136.00
Total wages	908780830.00	616739363.00
Gross wages paid to females (Gross wages paid to females as % of total wages)	43.93%	42.88%

## 4. DO YOU HAVE A FOCAL POINT (INDIVIDUAL/COMMITTEE) RESPONSIBLE FOR ADDRESSING HUMAN RIGHTS IMPACTS OR ISSUES CAUSED OR CONTRIBUTED TO BY THE BUSINESS?

Yes

## 5. DESCRIBE THE INTERNAL MECHANISMS IN PLACE TO REDRESS GRIEVANCES RELATED TO HUMAN RIGHTS ISSUES.

## 6. NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:

	FY (2024-25)			PY (2023-24)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	No	0	0	No
Discrimination at workplace	0	0	No	0	0	No
Child Labour	0	0	No	0	0	No
Forced Labour/Involuntary Labour	0	0	No	0	0	No
Wages	0	0	No	0	0	No
Other human rights related issues	0	0	No	0	0	No

## 7. COMPLAINTS FILED UNDER THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013, IN THE FOLLOWING FORMAT:

Particulars	FY (2024-25)	PY (2023-24)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)		
ii) Average number of female employees/workers at the beginning of the year and as at end of the year		
iii) Complaints on POSH as a % of female employees/workers		
iv) Complaints on POSH upheld		

## 8. MECHANISMS TO PREVENT ADVERSE CONSEQUENCES TO THE COMPLAINANT IN DISCRIMINATION AND HARASSMENT CASES.

## 9. DO HUMAN RIGHTS REQUIREMENTS FORM PART OF YOUR BUSINESS AGREEMENTS AND CONTRACTS? (YES/ NO/NA)

No

## 10. ASSESSMENTS FOR THE YEAR:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0.00%
Forced/involuntary labour	0.00%
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%

## 11. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS/ CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 10 ABOVE.

NA

## LEADERSHIP INDICATORS

### 1. DETAILS OF A BUSINESS PROCESS BEING MODIFIED/INTRODUCED AS A RESULT OF ADDRESSING HUMAN RIGHTS GRIEVANCES/COMPLAINTS.

No

### 2. DETAILS OF THE SCOPE AND COVERAGE OF ANY HUMAN RIGHTS DUE-DILIGENCE CONDUCTED

### 3. IS THE PREMISE/OFFICE OF THE ENTITY ACCESSIBLE TO DIFFERENTLY ABLED VISITORS, AS PER THE REQUIREMENTS OF THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016?

Yes

#### 4. DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%
Others – please specify	

#### 5. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS/ CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 4 ABOVE.

NA

### PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

#### ESSENTIAL INDICATORS

##### 1. DETAILS OF TOTAL ENERGY CONSUMPTION (IN JOULES OR MULTIPLES) AND ENERGY INTENSITY, IN THE FOLLOWING FORMAT:

Particulars	FY (2024-25)	PY (2023-24)
Revenue from operations (in ₹)	4690718512.19	3244089148.86

Parameter	Units	FY (2024-25)	PY (2023-24)
<b>From renewable sources</b>			
Total electricity consumption (A)	Joule (J)	0.00	0.00
Total fuel consumption (B)	Joule (J)	0.00	0.00
Energy consumption through other sources (C)	Joule (J)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	Joule (J)	0.00	0.00
<b>From non-renewable sources</b>			
Total electricity consumption (D)	Joule (J)	0.00	0.00
Total fuel consumption (E)	Joule (J)	0.00	0.00
Energy consumption through other sources (F)	Joule (J)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	Joule (J)	0.00	0.00
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>Joule (J)</b>	<b>0.00</b>	<b>0.00</b>
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	Joule (J)/₹	0.00	0.00
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	Joule (J)/₹	0.00	0.00
Energy intensity in terms of physical Output	Joule (J)	0.00	0.00
Energy intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

##### 2. DOES THE ENTITY HAVE ANY SITES/FACILITIES IDENTIFIED AS DESIGNATED CONSUMERS (DCs) UNDER THE PERFORMANCE, ACHIEVE AND TRADE (PAT) SCHEME OF THE GOVERNMENT OF INDIA?

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

### 3. PROVIDE DETAILS OF THE FOLLOWING DISCLOSURES RELATED TO WATER, IN THE FOLLOWING FORMAT:

Parameter	FY (2024-25)	PY (2023-24)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	43580.00	24662.00
(iv) Seawater/desalinated water	0.00	0.00
(v) Others	0.00	0.00
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>43580.00</b>	<b>24662.00</b>
Total volume of water consumption (in kilolitres)	0.00	0.00
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	0.00	0.00
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)"	0.00	0.00
Water intensity in terms of physical output	0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No

If yes, name of the external agency.

### 4. PROVIDE THE FOLLOWING DETAILS RELATED TO WATER DISCHARGED:

Parameter	FY (2024-25)	PY (2023-24)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
<b>Total water discharged (in kilolitres)</b>	<b>0.00</b>	<b>0.00</b>

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

### 5. HAS THE ENTITY IMPLEMENTED A MECHANISM FOR ZERO LIQUID DISCHARGE?

No

If yes, provide details of its coverage and implementation.



## 6. PLEASE PROVIDE DETAILS OF AIR EMISSIONS (OTHER THAN GHG EMISSIONS) BY THE ENTITY, IN THE FOLLOWING FORMAT:

WHETHER AIR EMISSIONS (OTHER THAN GHG EMISSIONS) BY THE ENTITY IS APPLICABLE TO THE COMPANY?

No

Parameter	Please specify unit	FY (2024-25)	PY (2023-24)
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency.

## 7. PROVIDE DETAILS OF GREENHOUSE GAS EMISSIONS (SCOPE 1 AND SCOPE 2 EMISSIONS) & ITS INTENSITY, IN THE FOLLOWING FORMAT:

WHETHER GREENHOUSE GAS EMISSIONS (SCOPE 1 AND SCOPE 2 EMISSIONS) & ITS INTENSITY IS APPLICABLE TO THE COMPANY?

No

Parameter	Unit	FY (2024-25)	PY (2023-24)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)"			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency.

## 8. DOES THE ENTITY HAVE ANY PROJECT RELATED TO REDUCING GREEN HOUSE GAS EMISSION?

No

If Yes, then provide details.

9. PROVIDE DETAILS RELATED TO WASTE MANAGEMENT BY THE ENTITY, IN THE FOLLOWING FORMAT:

Parameter	FY (2024-25)	PY (2023-24)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.00	0.00
E-waste (B)	0.00	0.00
Bio-medical waste (C)	7.56	4.82
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	83.64	61.72
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.00	0.00
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>91.20</b>	<b>66.54</b>
"Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)"	0.0000000194	0.0000000205
"Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)"	0.00	0.00
Waste intensity in terms of physical output	0.00	0.00
Waste intensity (optional) – the relevant metric may be selected by the entity		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

10. BRIEFLY DESCRIBE THE WASTE MANAGEMENT PRACTICES ADOPTED IN YOUR ESTABLISHMENTS. DESCRIBE THE STRATEGY ADOPTED BY YOUR COMPANY TO REDUCE USAGE OF HAZARDOUS AND TOXIC CHEMICALS IN YOUR PRODUCTS AND PROCESSES AND THE PRACTICES ADOPTED TO MANAGE SUCH WASTES.

No

11. IF THE ENTITY HAS OPERATIONS/OFFICES IN/AROUND ECOLOGICALLY SENSITIVE AREAS (SUCH AS NATIONAL PARKS, WILDLIFE SANCTUARIES, BIOSPHERE RESERVES, WETLANDS, BIODIVERSITY HOTSPOTS, FORESTS, COASTAL REGULATION ZONES ETC.) WHERE ENVIRONMENTAL APPROVALS/CLEARANCES ARE REQUIRED, PLEASE SPECIFY DETAILS IN THE FOLLOWING FORMAT:

Sr. No.	Name of other parameter	Unit	FY (2024-25)	PY (2023-24)

12. DETAILS OF ENVIRONMENTAL IMPACT ASSESSMENTS OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS, IN THE CURRENT FINANCIAL YEAR:

Sr. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link

13. IS THE ENTITY COMPLIANT WITH THE APPLICABLE ENVIRONMENTAL LAW/REGULATIONS/GUIDELINES IN INDIA; SUCH AS THE WATER (PREVENTION AND CONTROL OF POLLUTION) ACT, AIR (PREVENTION AND CONTROL OF POLLUTION) ACT, ENVIRONMENT PROTECTION ACT AND RULES THEREUNDER (Y/N/NA).

NA

If not, provide details of all such non-compliances, in the following format:

#### LEADERSHIP INDICATORS

##### 1. WATER WITHDRAWAL, CONSUMPTION AND DISCHARGE IN AREAS OF WATER STRESS (IN KILOLITRES):

For each facility/plant located in areas of water stress, provide the following information:

Sr. No.	Particulars	FY (2024-25)	PY (2023-24)
1	Name of the area		
2	Nature of operations		
3	Water withdrawal, consumption and discharge in the following format:		
	Parameter		
	Water withdrawal by source (in kilolitres)		
	(i) Surface water		
	(ii) Groundwater		
	(iii) Third party water		
	(iv) Seawater/desalinated water		
	(v) Others		
	"Total volume of water withdrawal (in kilolitres)"		
	Total volume of water consumption (in kilolitres)		
	Water intensity per rupee of turnover (Water consumed/turnover)		
	Water intensity (optional) – the relevant metric may be selected by the entity		
	Water discharge by destination and level of treatment (in kilolitres)		

For each facility/plant located in areas of water stress, provide the following information: (Contd.)

Sr. No.	Particulars	FY (2024-25)	PY (2023-24)
	(i) Into Surface water		
	No treatment		
	With treatment – please specify level of treatment		
	(ii) Into Groundwater		
	No treatment		
	With treatment – please specify level of treatment		
	(iii) Into Seawater		
	No treatment		
	With treatment – please specify level of treatment		
	(iv) Sent to third-parties		
	No treatment		
	With treatment – please specify level of treatment		
	(v) Others		
	No treatment		
	With treatment – please specify level of treatment		
	<b>Total water discharged (in kilolitres)</b>		

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency.

## 2. PLEASE PROVIDE DETAILS OF TOTAL SCOPE 3 EMISSIONS & ITS INTENSITY, IN THE FOLLOWING FORMAT:

WHETHER TOTAL SCOPE 3 EMISSIONS & ITS INTENSITY IS APPLICABLE TO THE COMPANY?

No

Particulars	Unit	FY (2024-25)	PY (2023-24)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency.

## 3. WITH RESPECT TO THE ECOLOGICALLY SENSITIVE AREAS REPORTED AT QUESTION 10 OF ESSENTIAL INDICATORS ABOVE, PROVIDE DETAILS OF SIGNIFICANT DIRECT & INDIRECT IMPACT OF THE ENTITY ON BIODIVERSITY IN SUCH AREAS ALONG-WITH PREVENTION AND REMEDIATION ACTIVITIES.

## 4. IF THE ENTITY HAS UNDERTAKEN ANY SPECIFIC INITIATIVES OR USED INNOVATIVE TECHNOLOGY OR SOLUTIONS TO IMPROVE RESOURCE EFFICIENCY, OR REDUCE IMPACT DUE TO EMISSIONS/EFFLUENT DISCHARGE/WASTE GENERATED, PLEASE PROVIDE DETAILS OF THE SAME AS WELL AS OUTCOME OF SUCH INITIATIVES, AS PER THE FOLLOWING FORMAT:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any



**5. DOES THE ENTITY HAVE A BUSINESS CONTINUITY AND DISASTER MANAGEMENT PLAN?**

No

Details of entity at which business continuity and disaster management plan is placed or weblink.

**6. DISCLOSE ANY SIGNIFICANT ADVERSE IMPACT TO THE ENVIRONMENT, ARISING FROM THE VALUE CHAIN OF THE ENTITY. WHAT MITIGATION OR ADAPTATION MEASURES HAVE BEEN TAKEN BY THE ENTITY IN THIS REGARD.****7. PERCENTAGE OF VALUE CHAIN PARTNERS (BY VALUE OF BUSINESS DONE WITH SUCH PARTNERS) THAT WERE ASSESSED FOR ENVIRONMENTAL IMPACTS.****8. HOW MANY GREEN CREDITS HAVE BEEN GENERATED OR PROCURED:**

a. By the listed entity

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

**PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT****ESSENTIAL INDICATORS****1. A. NUMBER OF AFFILIATIONS WITH TRADE AND INDUSTRY CHAMBERS/ASSOCIATIONS. 2**

B. LIST THE TOP 10 TRADE AND INDUSTRY CHAMBERS/ASSOCIATIONS (DETERMINED BASED ON THE TOTAL MEMBERS OF SUCH BODY) THE ENTITY IS A MEMBER OF/AFFILIATED TO

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National/International)
1	NABH	National
2	AYURVEDA FEDERATION OF INDIA	National
3		
4		
5		
6		
7		
8		
9		
10		

**2. PROVIDE DETAILS OF CORRECTIVE ACTION TAKEN OR UNDERWAY ON ANY ISSUES RELATED TO ANTI-COMPETITIVE CONDUCT BY THE ENTITY, BASED ON ADVERSE ORDERS FROM REGULATORY AUTHORITIES.**

Sr. No.	Name of authority	Brief of the case	Corrective action taken

**LEADERSHIP INDICATORS****1. DETAILS OF PUBLIC POLICY POSITIONS ADVOCATED BY THE ENTITY:**

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available

## PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### ESSENTIAL INDICATORS

1. DETAILS OF SOCIAL IMPACT ASSESSMENTS (SIA) OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS, IN THE CURRENT FINANCIAL YEAR.

Sr. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link

2. PROVIDE INFORMATION ON PROJECT(S) FOR WHICH ONGOING REHABILITATION AND RESETTLEMENT (R&R) IS BEING UNDERTAKEN BY YOUR ENTITY, IN THE FOLLOWING FORMAT:

"Sr. No."	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)

3. DESCRIBE THE MECHANISMS TO RECEIVE AND REDRESS GRIEVANCES OF THE COMMUNITY.

4. PERCENTAGE OF INPUT MATERIAL (INPUTS TO TOTAL INPUTS BY VALUE) SOURCED FROM SUPPLIERS:

Particulars	FY (2024-25)	PY (2023-24)
Directly sourced from MSMEs/small producers	100.00%	100.00%
Sourced directly from within the district and neighbouring districts	100.00%	100.00%

5. JOB CREATION IN SMALLER TOWNS - DISCLOSE WAGES PAID TO PERSONS EMPLOYED (INCLUDING EMPLOYEES OR WORKERS EMPLOYED ON A PERMANENT OR NON-PERMANENT/ON CONTRACT BASIS) IN THE FOLLOWING LOCATIONS, AS % OF TOTAL WAGE COST:

Particulars	FY (2024-25)	PY (2023-24)
<b>1. Rural</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)		
ii) Total Wage Cost		
iii) % of Job creation in Rural areas		
<b>2. Semi-urban</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)		
ii) Total Wage Cost		
iii) % of Job creation in Semi-Urban areas		
<b>3. Urban</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	908780830.00	673429266.58
ii) Total Wage Cost	908780830.00	673429266.58
iii) % of Job creation in Urban areas	100.00%	100.00%
<b>4. Metropolitan</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)		
ii) Total Wage Cost		
iii) % of of Job creation in Metropolitan area		

## LEADERSHIP INDICATORS

1. PROVIDE DETAILS OF ACTIONS TAKEN TO MITIGATE ANY NEGATIVE SOCIAL IMPACTS IDENTIFIED IN THE SOCIAL IMPACT ASSESSMENTS (REFERENCE: QUESTION 1 OF ESSENTIAL INDICATORS ABOVE):

Sr. No.	Details of negative social impact identified	Corrective action taken

2. PROVIDE THE FOLLOWING INFORMATION ON CSR PROJECTS UNDERTAKEN BY YOUR ENTITY IN DESIGNATED ASPIRATIONAL DISTRICTS AS IDENTIFIED BY GOVERNMENT BODIES:

Sr. No.	State	Aspirational District	Amount spent (In INR)

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No/NA)

(b) From which marginalized/vulnerable groups do you procure?

(c) What percentage of total procurement (by value) does it constitute?

4. DETAILS OF THE BENEFITS DERIVED AND SHARED FROM THE INTELLECTUAL PROPERTIES OWNED OR ACQUIRED BY YOUR ENTITY (IN THE CURRENT FINANCIAL YEAR), BASED ON TRADITIONAL KNOWLEDGE:

Sr.No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share

5. DETAILS OF CORRECTIVE ACTIONS TAKEN OR UNDERWAY, BASED ON ANY ADVERSE ORDER IN INTELLECTUAL PROPERTY RELATED DISPUTES WHEREIN USAGE OF TRADITIONAL KNOWLEDGE IS INVOLVED.

Sr.No.	Name of authority	Brief of the Case	Corrective action taken

6. DETAILS OF BENEFICIARIES OF CSR PROJECTS:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Sahakar Bharti	150	100.00%
2	Kamdheni Gaushala	20	100.00%
3	Omkar Jankalyan Samaj Seva Kelvani Mandal Trust	90	100.00%

## PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

### ESSENTIAL INDICATORS

#### 1. DESCRIBE THE MECHANISMS IN PLACE TO RECEIVE AND RESPOND TO CONSUMER COMPLAINTS AND FEEDBACK.

#### 2. TURNOVER OF PRODUCTS AND/SERVICES AS A PERCENTAGE OF TURNOVER FROM ALL PRODUCTS/SERVICE THAT CARRY INFORMATION ABOUT

Sr. No.	As a percentage to total turnover
Environmental and social parameters relevant to the product	100.00%
Safe and responsible usage	0.00%
Recycling and/or safe disposal	0.00%

#### 3. NUMBER OF CONSUMER COMPLAINTS IN RESPECT OF THE FOLLOWING

	FY (2024-25)			PY (2023-24)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	128	5	Not Applicable	212	2	Not Applicable
Advertising	0	0	Not Applicable	0	0	Not Applicable
Cyber-security	0	0	Not Applicable	0	0	Not Applicable
Delivery of essential services	3850	0	Not Applicable	376	0	Not Applicable
Restrictive Trade Practices	0	0	Not Applicable	0	0	Not Applicable
Unfair Trade Practices	0	0	Not Applicable	146	0	Not Applicable
Other	8650	20	Not Applicable	1845	6	Not Applicable

#### 4. DETAILS OF INSTANCES OF PRODUCT RECALLS ON ACCOUNT OF SAFETY ISSUES

Sr. No.	Number	Reasons for recall
Voluntary recalls	0	No Calls received
Forced recalls	0	No Calls received

#### 5. DOES THE ENTITY HAVE A FRAMEWORK/POLICY ON CYBER SECURITY AND RISKS RELATED TO DATA PRIVACY?

Yes

If available, provide a web-link of the policy

Jeena Sikho Lifecare Limited has a robust framework and policy in place to ensure the security of its digital infrastructure and protect the privacy of customer data. Our policy outlines: Measures to safeguard customer data from unauthorized access or breaches. Protocols for secure handling, storage, and sharing of personal information. Regular audits and updates to ensure compliance with the latest cybersecurity standards. Employee training programs to promote awareness of data privacy practices. For further details, please refer to our Cyber Security and Data Privacy Policy available at: <https://jeenasikho.com/privacy-policy/>



## 6. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY ON ISSUES RELATING TO ADVERTISING, AND DELIVERY OF ESSENTIAL SERVICES; CYBER SECURITY AND DATA PRIVACY OF CUSTOMERS; RE-OCCURRENCE OF INSTANCES OF PRODUCT RECALLS; PENALTY/ACTION TAKEN BY REGULATORY AUTHORITIES ON SAFETY OF PRODUCTS/SERVICES.

**Advertising** We ensure all advertisements strictly comply with regulatory guidelines and ethical standards. Any concerns raised about advertising practices are promptly reviewed, and necessary corrections are implemented. Regular monitoring and audits are conducted to ensure advertisements convey accurate and transparent information. **Delivery of Essential Services** Steps have been taken to strengthen supply chain management to minimize delays or disruptions. Enhanced communication mechanisms ensure that customers are informed promptly in case of any service disruptions and provided with alternative solutions. **Cyber Security and Data Privacy** We have implemented advanced cybersecurity measures, such as firewalls, data encryption, and multi-factor authentication, to safeguard customer data. In case of any potential breach, our response team takes immediate action to mitigate risks and notify affected customers if necessary. Regular risk assessments are conducted to prevent reoccurrence of issues. **Product Recalls** To date, there have been no significant instances of product recalls. However, in the event of a product safety concern, a recall protocol is in place to ensure prompt action, including customer notifications and safe disposal/replacement of the product. **Regulatory Penalties or Actions** We adhere strictly to all regulatory guidelines for product safety and service delivery. Any regulatory observations are addressed immediately, with corrective measures implemented to prevent recurrence. Jeena Sikho Lifecare Limited is committed to maintaining the highest standards of transparency, compliance, and customer satisfaction across all its operations.

## 7. PROVIDE THE FOLLOWING INFORMATION RELATING TO DATA BREACHES:

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0.00%
c. Impact, if any, of the data breaches	NA

## LEADERSHIP INDICATORS

### 1. CHANNELS/PLATFORMS WHERE INFORMATION ON PRODUCTS AND SERVICES OF THE ENTITY CAN BE ACCESSED (PROVIDE WEB LINK, IF AVAILABLE).

### 2. STEPS TAKEN TO INFORM AND EDUCATE CONSUMERS ABOUT SAFE AND RESPONSIBLE USAGE OF PRODUCTS AND/OR SERVICES.

### 3. MECHANISMS IN PLACE TO INFORM CONSUMERS OF ANY RISK OF DISRUPTION/DISCONTINUATION OF ESSENTIAL SERVICES.

### 4. DOES THE ENTITY DISPLAY PRODUCT INFORMATION ON THE PRODUCT OVER AND ABOVE WHAT IS MANDATED AS PER LOCAL LAWS?

No

If yes, provide details in brief.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole?

Yes, Jeena Sikho Lifecare Limited conducts regular consumer satisfaction surveys to gather insights and feedback regarding its major products, services, and operations across significant locations. These surveys are integral to our commitment to improving customer experience and ensuring high-quality service delivery. **Key Aspects of the Surveys:** **Scope of Surveys** Feedback on the effectiveness of our products and their benefits. **Evaluation of services** offered at clinics, hospitals, and other operational locations. **Customer satisfaction** with delivery timelines, call center assistance, and overall support. **Survey Methodology** **Online Feedback Forms:** Sent to customers via email, WhatsApp, and SMS to collect quantitative and qualitative feedback. **In-Person Surveys:** Conducted at our clinics and hospitals to capture insights from walk-in customers. **Call Center Interactions:** Feedback is collected during follow-up calls by our health counselors. **Significant Locations Surveys** are conducted across all major locations where Jeena Sikho operates, including HIMS hospitals, Shuddhi Clinics, and wellness centers. **Results and Action Plans** The feedback gathered is analyzed to identify areas of improvement. Corrective actions are implemented to address concerns raised by customers. The insights are also used to develop new products and refine existing services. These surveys enable us to maintain strong relationships with our customers, understand their needs better, and continuously enhance our products and services.

# Independent Auditor's Report

TO THE MEMBERS OF JEENA SIKHO LIFECARE LIMITED

## Report on the Audit of the Financial Statements

### OPINION

We have audited the accompanying financial statements of JEENA SIKHO LIFECARE LIMITED ("the Company"), which comprise the balance sheet as at March 31, 2025, the statement of profit and loss, and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Companies Act, 2013 in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the Company as at March 31, 2025, and its Profit, and its cash flows for the year ended on that date.

### BASIS FOR OPINION

We conducted our audit in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the Companies Act, 2013. Our responsibilities under those Standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Companies Act, 2013 and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### KEY AUDIT MATTERS

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

The Key Audit Matter	How the matter was addressed in our audit
<b>Revenue Recognition</b> As the Company revenue is from trading of ayurvedic medicine consisting of large number of sales orders and from providing ayurvedic therapies, there are risks related to completeness of revenue, improper sales cut off, timing of recognitions, out of period sales etc.	<ul style="list-style-type: none"><li>• Cut off procedures performed for year ended 31<sup>st</sup> March 2025.</li><li>• Substantive verification of sales transactions.</li><li>• Analytical review of sales transactions.</li><li>• Trade Receivables analysis to ensure that all sales reversal are recognized appropriately.</li><li>• Review that the revenue has been recognized in accordance with the revenue recognition policy of the Company.</li><li>• Review sales booked by Company for unusual items, if any.</li><li>• Verification of existence and operating effectiveness of internal controls related to sales transactions.</li><li>• Verification of Trade Receivables to determine any provisioning requirement for bad and doubtful debts.</li></ul>

The Key Audit Matter	How the matter was addressed in our audit
The Company has acquired a business in the form of five branches of Ayurvedic Therapy centres from another Company. As acquisition involved substantial payment of cash consideration we have identified it as a key audit matter.	<ul style="list-style-type: none"> <li>Review the agreement entered into with the seller.</li> <li>Ensuring that the appropriate valuation report by a valuer is in place before making such acquisition.</li> <li>Ensuring that the balance sheet for all the five branches acquired is audited till the date of purchase by an independent auditor and whether the auditor has provided unmodified opinion on the same.</li> <li>Assessed the methodical approach in identifying the assets acquired and liabilities assumed at the acquisition date,</li> <li>verification of identified net assets acquired on the purchase.</li> <li>Ensuring that the amortization of goodwill arising on such purchase is made basis the period over which the economic benefits are expected to accrue to the Company.</li> <li>Carrying impairment testing for the goodwill as at 31.03.2025 to determine if there are any impairment requirements.</li> <li>examined the disclosures on the acquisition made in the notes in accordance with the requirements of applicable accounting standard.</li> </ul>

## OTHER INFORMATION

The Company's Board of Directors is responsible for the other information. The other information comprises the information included in the annual report but does not include the financial statements and our auditor's report thereon. The annual report is expected to be made available to us after the date of this auditor's report.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance or conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

When we will read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance and take appropriate actions as applicable under the relevant laws and regulations.

**Responsibilities of Management and Those Charged with Governance for the Financial Statements**

The Company's Board of Directors is responsible for the matters stated in section 134(5) of the Companies Act,

2013 ("the Act") with respect to the preparation of these financial statements that give a true and fair view of the financial position, financial performance, and cash flows of the Company in accordance with the accounting principles generally accepted in India, including the Accounting Standards specified under section 133 of the Act. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those Board of Directors are also responsible for overseeing the Company's financial reporting process.

## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3) (i) of the Companies Act, 2013, we are also responsible for expressing our opinion on whether the company has adequate internal financial controls system in place and the operating effectiveness of such controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and

timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

## REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

1. As required by the Companies (Auditor's Report) Order, 2020 ("the Order"), issued by the Central Government of India in terms of sub-section (11) of section 143 of the Companies Act, 2013, we give in the "**Annexure A**" a statement on the matters specified in paragraphs 3 and 4 of the Order, to the extent applicable.
2. As required by Section 143(3) of the Act, we report that:
  - a. We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.
  - b. In our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books.
  - c. The Balance Sheet, the Statement of Profit and Loss and the Cash Flow Statement dealt with by this Report are in agreement with the books of account.
  - d. In our opinion, the aforesaid financial statements comply with the Accounting Standards specified under Section 133 of the Act, read with Rule 7 of the Companies (Accounts) Rules, 2014.
  - e. On the basis of the written representations received from the directors as on March 31, 2025 taken on record by the Board of Directors, none of the directors is disqualified as on March 31, 2025 from being appointed as a director in terms of Section 164(2) of the Act.
  - f. With respect to the adequacy of the internal financial controls over financial reporting of the Company and the operating effectiveness of such controls, refer to our separate Report in "**Annexure B**".



- g. With respect to the matter to be included in the Auditor's Report under Section 197(16) of the Act:

In our opinion, the managerial remuneration for the year ended March 31, 2025 has been paid by the Company to its directors in accordance with the provisions of section 197 read with Schedule V to the Act;

- h. With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014, in our opinion and to the best of our information and according to the explanations given to us:

- i. The Company has disclosed the impact of pending litigations on its financial position in its Financial Statements – Refer Note 42 to the Financial Statements.
- ii. The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses.
- iii. There has been no delay in transferring amounts required to be transferred, to the Investor Education and Protection Fund by the Company.
- iv. (a) The Management has represented that, to the best of its knowledge and belief, no funds (which are material either individually or in the aggregate) have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other person or entity, including foreign entity ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, whether, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;

- (b) The Management has represented, that, to the best of its knowledge and belief, no funds (which are material either individually or in the aggregate) have been received by the Company from any person or entity, including foreign entity ("Funding Parties"), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;

- (c) Based on the audit procedures that have been considered reasonable and appropriate in the circumstances, nothing has come to our notice that has caused us to believe that the representations under sub-clause (i) and (ii) of Rule 11(e), as provided under (a) and (b) above, contain any material misstatement.

- v. As stated in Note 43 (i) to the Financial Statements, the Board of Directors of the Company have proposed final dividend for the year which is subject to the approval of the members at the ensuing Annual General Meeting. The dividend proposed is in accordance with section 123 of the Act.
- vi. Based on our examination, which included test checks, the Company has used accounting software for maintaining its books of account which have a feature of recording audit trail (edit log) facility and that has operated throughout the year for all relevant transactions recorded in accounting software. During the course of performing our procedures we did not notice any instance of audit trail feature being tampered with and the audit trail has been preserved by the Company as per the statutory requirements for record retention.

For **KRA & Co.**  
Chartered Accountants  
Firm Registration No.: 020266N

**Saurabh Garg**  
Partner  
M.No. 510541  
UDIN: 25510541BMJJMJ9863

**Place:** Delhi  
**Date:** May 16, 2025

## ANNEXURE - A TO THE INDEPENDENT AUDITORS' REPORT OF EVEN DATE ON THE FINANCIAL STATEMENTS OF JEENA SIKHO LIFECARE LIMITED

(Referred to in Paragraph 1 under the heading of "Report on Other Legal and Regulatory Requirements" of our report of even date)

- |  |   |
|--|---|
| <p>(i) (a) (A) The Company has maintained proper records showing full particulars, including quantitative details and situation of Property, Plant and Equipment.</p> <p>(B) The Company has maintained proper records showing full particulars of intangible assets.</p> <p>(b) In accordance with the phased programme for verification of Property, Plant and Equipment, certain items of Property, Plant and Equipment were physically verified by the management during the year and no material discrepancies were noticed on such verification.</p> <p>(c) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the title deeds of all the immovable properties (other than properties where the company is the lessee and the lease agreements are duly executed in favour of the lessee) disclosed in the financial statements are held in the name of the company</p> <p>(d) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not revalued any Property, Plant and Equipment during the year. Consequently, clause (i)(d) of the Order is not applicable to the Company.</p> <p>(e) According to the information and explanations given to us and on the basis of our examination of the records of the Company, no proceedings have been initiated or are pending against the company for holding any benami property under the Benami Transactions (Prohibition) Act, 1988 (45 of 1988) and rules made thereunder, if so. Consequently, clause (i)(e) of the Order is not applicable to the Company.</p> | <p>on the basis of security of current assets. Consequently, clause (ii)(b) of the Order is not applicable to the Company.</p>  |
| <p>(ii) (a) The management has conducted physical verification of inventories at reasonable interval during the year and no material discrepancies (10% or more in the aggregate for each class of inventory) were noticed on physical verification of inventories. In our opinion the coverage and procedure of such verification by the management is appropriate.</p> <p>(b) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the company has not been sanctioned with any working capital limits in excess of five crore rupees, in aggregate, from banks or financial institutions</p>  | <p>(iii) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the company has made investments in, granted loans and advances in the nature of loan to companies and LLP.</p> <p>(a) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the company has granted loans and advances in the nature of loan to companies.</p> <p>A. The Company does not have any subsidiary, joint venture or associates. Consequently, clause (iii)(a)(A) of the Order is not applicable to the Company.</p> <p>B. The aggregate amount of such loan granted to parties other than subsidiary, joint venture and associates is ₹ 100.00 Lakhs and the balance outstanding at the Balance Sheet date as at 31.03.2025 is ₹ 312.00 Lakhs.</p> <p>(b) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the investment made and the terms and conditions of the grant of all loans and advances in the nature of loans are not prejudicial to the company's interest except for the grant of interest free loan of ₹ 212.00 Lacs granted to erstwhile subsidiary company Shuddhi Charcoal Private Limited.</p> <p>(c) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the loan is repayable on demand. Consequently, clause (iii)(c) of the Order is not applicable to the Company.</p> <p>(d) According to the information and explanations given to us and on the basis of our examination of the records of the Company, there is no amount overdue for this loan.</p> <p>(e) According to the information and explanations given to us and on the basis of our examination of the records of the Company, there are no loan or advance in the nature of loan granted which has fallen due during the year and has been renewed or extended or fresh loans granted to settle the overdue of existing loans given to the same parties. Consequently, clause (iii)(e) of the Order is not applicable to the Company.</p> |

- (f) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the company has granted loans or advances in the nature of loans repayable on demand to companies. The aggregate amount of such loans outstanding at the Balance Sheet date as at 31.03.2025 is ₹ 312.00 Lakhs. This represents 100% of the loans granted. The aggregate amount of these loans granted and outstanding to the related parties is Nil.
- (iv) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has complied with the provisions of Sections 185 and 186 of the Companies Act, 2013 in respect of grant of loans, making investments and providing guarantees and securities, as applicable.
- (v) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not accepted any deposit during the year. Consequently, clause (v) of the Order is not applicable to the Company.
- (vi) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company is not required to maintain cost records under section 148(1) of the Companies Act, 2013. Consequently, clause (vi) of the Order is not applicable to the Company.
- (vii) According to the information and explanations given to us and on the basis of our examination of the records of the Company, in respect of statutory dues:
- (a) The Company has been regular in depositing undisputed statutory dues including Goods and Services Tax, Provident Fund, Employees State Insurance, Income-tax, Sales-tax, Service Tax, Custom Duty, Excise Duty, value added tax, cess and any other statutory dues, during the year, with the appropriate authorities and there are no material statutory dues in arrears as at March 31, 2025 for a period of more than six months from the date they became payable.
- (b) The Dues of Goods and Services Tax, Provident Fund, Employees State Insurance, Income-tax, Sales-tax, Service Tax, Custom Duty, Excise Duty, value added tax, cess and any other statutory dues which have not been deposited as on March 31, 2025, on account of disputes with the related authorities are as follows:

Nature of Statute	Nature of Dues	Forum where dispute is pending	Period for which the amount relates	Amount Involved (In ₹ Lacs)	Amount Unpaid (In ₹ Lacs)
Goods and Service Tax Act	Demand on Completion of Search	The Company is preparing to file writ petition with the Hon'ble High Court of Punjab and Haryana	Search conducted on 13.04.2018	507.99	507.99

- (viii) According to the information and explanations given to us and on the basis of our examination of the records of the Company, there are no transactions which are not recorded in the books of account and have been surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961
- (ix) (a) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not defaulted in the repayment of dues to financial institutions or banks.
- (b) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not been declared wilful defaulter by any bank or financial institution or other lender.
- (c) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not availed any term loan during the period.
- Consequently, clause (ix)(c) of the Order is not applicable to the Company.
- (d) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the funds raised on short term basis have not been utilized for long term purposes. Consequently, clause (ix)(d) of the Order is not applicable to the Company.
- (e) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the company does not have any subsidiary or associates. Consequently, clause (ix)(e) of the Order is not applicable to the Company.
- (f) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the company does not have any subsidiary or associates. Consequently, clause (ix)(f) of the Order is not applicable to the Company.

- (x) (a) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not raised any money during the year by the way of Initial Public Offer (IPO). Consequently, clause (x)(a) of the Order is not applicable to the Company.
- (b) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not made any preferential allotment or private placement of shares or convertible debentures during the year. Consequently, clause (x)(b) of the Order is not applicable to the Company.
- (xi) (a) To the best of our knowledge and according to the information and explanations given to us, no material fraud by the Company or on the Company has been noticed or reported during the year.
- (b) According to the information and explanations given to us, no report under sub-section (12) of section 143 of the Companies Act has been filed by the auditor in Form ADT-4 as prescribed under rule 13 of Companies (Audit and Auditors) Rules, 2014 with the Central Government.
- (c) According to the information and explanations given to us, no whistle blower complaints has been received during the year. Consequently, clause (xi)(c) of the Order is not applicable to the Company.
- (xii) According to the information and explanations given to us, the Company is not a Nidhi Company. Consequently, clause (xii) of the Order is not applicable to the Company.
- (xiii) In our opinion and according to the information and explanations given to us, all transactions with the related parties are in compliance with section 177 and 188 of Companies Act, 2013, and corresponding details have been disclosed in the financial statements, as required by the applicable Accounting Standards.
- (xiv) (a) In our opinion and according to the information and explanations given to us, the Company has an internal audit system commensurate with the size and nature of its business
- (b) The report of the Internal Auditor for the year were considered by us for statutory audit purposes.
- (xv) In our opinion and according to the information and explanations given to us, the Company has not entered into any non-cash transactions with directors or persons connected with him.
- (xvi) The Company is not required to be registered under section 45-IA of the Reserve Bank of India Act, 1934. Consequently, clause (xvi)(a), (b), (c) of the Order is not applicable to the Company.
- (xvii) The Company has not incurred any cash losses in the financial year and in the immediately preceding financial year.
- (xviii) There is no resignation of the Statutory Auditor during the year. Consequently, clause (xviii) of the Order is not applicable to the Company.
- (xix) According to the information and explanations given to us and on the basis of the financial ratios, ageing and expected dates of realisation of financial assets and payment of financial liabilities, other information accompanying the financial statements, our knowledge of the Board of Directors and management plans and based on our examination of the evidence supporting the assumptions, nothing has come to our attention, which causes us to believe that any material uncertainty exists as on the date of the audit report that the Company is not capable of meeting its liabilities existing at the date of balance sheet as and when they fall due within a period of one year from the balance sheet date. We, however, state that this is not an assurance as to the future viability of the Company. We further state that our reporting is based on the facts up to the date of the audit report and we neither give any guarantee nor any assurance that all liabilities falling due within a period of one year from the balance sheet date, will get discharged by the Company as and when they fall due.
- (xx) In our opinion and according to the information and explanations given to us, The Company has fully spent the required amount towards Corporate Social Responsibility (CSR) and there are no unspent CSR amount for the year requiring a transfer to a Fund specified in Schedule VII to the Companies Act or special account in compliance with the provision of sub-section (6) of section 135 of the said Act. Consequently, clause (xx) of the Order is not applicable to the Company.

For **KRA & Co.**  
Chartered Accountants  
Firm Registration No.: 020266N

**Saurabh Garg**  
Partner  
M.No. 510541  
UDIN: 25510541BMJJMJ9863

**Place:** Delhi  
**Date:** May 16, 2025



## ANNEXURE - B TO THE INDEPENDENT AUDITORS' REPORT OF EVEN DATE ON THE FINANCIAL STATEMENTS OF JEENA SIKHO LIFECARE LIMITED

(Referred to in Paragraph 2 point (f) under the heading of "Report on Other Legal and Regulatory Requirements" of our report of even date)

### Report on the Internal Financial Controls Over Financial Reporting under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ("the Act")

We have audited the internal financial controls over financial reporting of JEENA SIKHO LIFECARE LIMITED ("the Company") as at March 31, 2025, in conjunction with our audit of the financial statements of the Company for the year ended on that date.

#### MANAGEMENT'S RESPONSIBILITY FOR INTERNAL FINANCIAL CONTROLS

The Company's management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company, considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India. These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Companies Act, 2013.

#### AUDITORS' RESPONSIBILITY

Our responsibility is to express an opinion on the Company's internal financial controls over financial reporting based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting (the "Guidance Note") issued by Institute of Chartered Accountants of India and the Standards on Auditing prescribed under section 143(10) of the Companies Act, 2013, to the extent applicable to an audit of internal financial controls. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls over financial reporting was established and maintained and if such controls operated effectively in all material respects.

Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system over financial reporting and their operating effectiveness. Our audit of internal financial controls over financial reporting included obtaining an understanding of internal financial controls over financial reporting, assessing the risk that a material weakness exists, and testing and

evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls system over financial reporting.

#### MEANING OF INTERNAL FINANCIAL CONTROLS OVER FINANCIAL REPORTING

A company's internal financial control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorisations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

#### INHERENT LIMITATIONS OF INTERNAL FINANCIAL CONTROLS OVER FINANCIAL REPORTING

Because of the inherent limitations of internal financial controls over financial reporting, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls over financial reporting to future periods are subject to the risk that the internal financial control over financial reporting may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

## OPINION

In our opinion, to the best of our information and according to the explanation given to us, the Company has, in all material respects, an adequate internal financial controls system over financial reporting and such internal financial controls over financial reporting were operating effectively as at March 31, 2025, based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India.

For **KRA & Co.**  
Chartered Accountants  
Firm Registration No.: 020266N

**Saurabh Garg**  
Partner  
M.No. 510541  
UDIN: 25510541BMJJMJ9863

**Place:** Delhi  
**Date:** May 16, 2025

# Balance Sheet

As at March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

Particulars	Note No.	As at 31 March, 2025	As at 31 March, 2024
<b>A EQUITY AND LIABILITIES</b>			
<b>1 Shareholders' funds</b>			
(a) Equity Share capital	3	2,486.01	2,486.01
(b) Reserves and surplus	4	24,815.52	16,738.78
<b>2 Non-current liabilities</b>			
(a) Long-term borrowings	5	42.92	32.16
(b) Deferred tax liabilities (net)	6	-	40.42
(c) Long-term provisions	7	259.23	14.95
<b>3 Current liabilities</b>			
(a) Short-term borrowings	8	1,030.40	21.79
(b) Trade payables	9		
(i) total outstanding dues of micro enterprises and small enterprises; and		238.29	35.48
(ii) total outstanding dues of creditors other than micro enterprises and small enterprises		711.28	410.30
(c) Other current liabilities	10	3,082.34	1,876.30
(d) Short-term provisions	11	164.57	396.67
<b>TOTAL</b>		<b>32,830.56</b>	<b>22,052.86</b>
<b>B ASSETS</b>			
<b>1 Non-current assets</b>			
(a) Property, Plant and Equipment and Intangible assets			
(i) Property, Plant and Equipment	12	9,234.42	6,682.52
(ii) Intangible assets	13	2.67	2.13
(iii) Capital work in progress	14	1,123.31	349.84
(iv) Intangible asset under development	15	224.28	43.68
(b) Goodwill	16	6,028.18	-
(c) Non current investments	17	64.00	64.00
(d) Deferred tax assets (net)	6	0.63	-
(e) Other non-current assets	18	937.11	476.70
<b>2 Current assets</b>			
(a) Current investments	19	295.00	350.00
(b) Inventories	20	1,154.58	718.87
(c) Trade receivables	21	9,763.04	4,118.51
(d) Cash and cash equivalents	22	2,596.00	6,200.74
(e) Short-term loans and advances	23	963.64	2,737.74
(f) Other current assets	24	443.70	308.13
<b>TOTAL</b>		<b>32,830.56</b>	<b>22,052.86</b>

The accompanying notes are integral part of the Financial Statements.

As per our report of even date

For **KRA & Co.**  
Chartered Accountants  
Firm Regd. No.: 020266N

For and on behalf of the Board of Directors  
**Jeena Sikho Lifecare Limited**

**Saurabh Garg**  
Partner  
M.No. 510541  
UDIN: 25510541BMJJMJ9863

**Manish Grover**  
Managing Director  
DIN: 07557886

**Bhavna Grover**  
Whole Time Director  
DIN: 07557913

**Place:** New Delhi  
**Date:** May 16, 2025

**Nanak Chand**  
Chief Financial Officer

**Anshika Garg**  
Company Secretary  
M No.: A34503

# Statement of Profit and Loss

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

Particulars	Note No.	For the year ended 31 March, 2025	For the year ended 31 March, 2024
<b>I</b> Revenue from Operations	25	46,907.19	32,440.89
<b>II</b> Other Income	26	640.89	643.98
<b>III</b> <b>Total Income (I + II)</b>		<b>47,548.08</b>	<b>33,084.87</b>
<b>IV</b> <b>Expenses</b>			
(a) Purchases of stock-in-trade	27	3,561.90	2,464.89
(b) Change in inventories of stock-in-trade	28	(435.71)	(308.41)
(c) Employee benefits expenses	29	10,048.87	6,591.11
(d) Finance costs	30	50.60	41.14
(e) Depreciation and amortisation expenses	31	870.80	509.90
(f) Other expenses	32	21,244.91	14,394.53
<b>Total expenses</b>		<b>35,341.37</b>	<b>23,693.16</b>
<b>V</b> <b>Profit before exceptional and extraordinary items and tax (III - IV)</b>		<b>12,206.71</b>	<b>9,391.71</b>
<b>VI</b> Exceptional items & Extraordinary items		-	-
<b>VII</b> <b>Profit before tax (V + VI)</b>		<b>12,206.71</b>	<b>9,391.71</b>
<b>VIII</b> <b>Tax expense:</b>			
(a) Current tax		3,153.33	2,353.85
(b) Taxation for earlier years		21.54	33.08
(c) Deferred tax		(41.05)	84.15
<b>Total tax expense</b>		<b>3,133.82</b>	<b>2,471.08</b>
<b>IX</b> <b>Profit for the year (VII - VIII)</b>		<b>9,072.89</b>	<b>6,920.63</b>
<b>X</b> <b>Earnings per share (of ₹ 10 each):</b>			
(a) Basic	33	36.50	27.84
(b) Diluted	33	36.47	27.84

The accompanying notes are integral part of the Financial Statements.

As per our report of even date

For **KRA & Co.**  
Chartered Accountants  
Firm Regd. No.: 020266N

For and on behalf of the Board of Directors  
**Jeena Sikho Lifecare Limited**

**Saurabh Garg**  
Partner  
M.No. 510541  
UDIN: 25510541BMJJMJ9863

**Manish Grover**  
Managing Director  
DIN: 07557886

**Bhavna Grover**  
Whole Time Director  
DIN: 07557913

**Place:** New Delhi  
**Date:** May 16, 2025

**Nanak Chand**  
Chief Financial Officer

**Anshika Garg**  
Company Secretary  
M No.: A34503



# Statement of Cash Flow

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
<b>Profit before tax</b>	<b>12,206.71</b>	<b>9,391.71</b>
<b>Adjustments for:</b>		
Depreciation & amortization expense	870.80	509.90
Net (gain)/loss on sale of Property Plant & Equipment	(233.37)	(115.20)
Net (gain)/loss on sale of Investments	(100.95)	(66.45)
Finance cost	50.60	41.14
Liability written back	(8.22)	(111.60)
Employee stock option	43.00	0.43
Interest income	(239.02)	(314.34)
<b>Operating Profit before working capital changes</b>	<b>12,589.55</b>	<b>9,335.59</b>
<b>Movement in working capital:</b>		
Increase/(decrease) in provisions	140.78	59.38
Increase/(decrease) in trade payables	485.15	(161.38)
Increase/(decrease) in other current liabilities	1,179.06	625.98
Decrease/(increase) in loans and advances	1,822.23	(1,497.69)
Decrease/(increase) in trade receivables	(5,000.08)	(1,911.33)
Decrease/(increase) in inventories	(397.76)	(308.41)
Decrease/(increase) in other non current assets	(460.40)	139.75
Decrease/(increase) in other current assets	(192.23)	(105.13)
<b>Cash generated from operations</b>	<b>10,166.30</b>	<b>6,176.76</b>
Income taxes refunded/(paid)	(3,303.62)	(2,507.83)
<b>Net cash flow from operations (A)</b>	<b>6,862.68</b>	<b>3,668.93</b>
<b>Cash flow from investing activities</b>		
Purchase of property, plant & equipment and Intangible assets	(4,182.63)	(1,553.80)
(Increase)/Decrease in capital advances	-	607.82
Sale of property, plant & equipment	323.05	168.09
Purchase of business in slump sale	(7,000.00)	-
Investment in mutual funds and other securities	(1,466.00)	(359.00)
Sale of investment in mutual fund	1,621.95	466.24
Movement in earmarked/restricted fixed deposits held with bank	64.48	(137.85)
Movement in other fixed deposits held with bank	3,306.66	(1,304.04)
Interest received	295.68	307.93
<b>Net cash used in investing activities (B)</b>	<b>(7,036.81)</b>	<b>(1,804.61)</b>
<b>Cash flow from financing activities</b>		
Proceeds/(Repayment) of Short Term Borrowings	1,008.61	(5.06)
Proceeds/(Repayment) of Long Term Borrowings	10.76	(21.79)
Dividend paid	(1,038.10)	(276.22)
Finance cost paid	(50.41)	(41.32)
<b>Net cash flow from/(used in) financing activities (C)</b>	<b>(69.14)</b>	<b>(344.39)</b>
<b>Net increase/(decrease) in cash and cash equivalents (A+B+C)</b>	<b>(243.27)</b>	<b>1,519.93</b>
Cash and cash equivalents at the beginning of the year	2,531.47	1,011.54
<b>Cash and cash equivalents at the closing of the year</b>	<b>2,288.20</b>	<b>2,531.47</b>

# Statement of Cash Flow (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## A) CASH AND CASH EQUIVALENTS INCLUDED IN CASH FLOW STATEMENT COMPRISE OF FOLLOWING (REFER NOTE 22):

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
Cash in hand	543.11	324.09
<b>Balances with banks</b>		
Current Account With Banks	1,754.75	1,707.38
Bank deposits with maturity less than three months maturity		500.00
<b>Less: cash acquired on slump purchase</b>	(9.66)	-
	<b>2,288.20</b>	<b>2,531.47</b>

The accompanying notes are integral part of the Financial Statements.

As per our report of even date

For **KRA & Co.**  
Chartered Accountants  
Firm Regd. No.: 020266N

For and on behalf of the Board of Directors  
**Jeena Sikho Lifecare Limited**

**Saurabh Garg**  
Partner  
M.No. 510541  
UDIN: 25510541BMJJMJ9863

**Manish Grover**  
Managing Director  
DIN: 07557886

**Bhavna Grover**  
Whole Time Director  
DIN: 07557913

**Place:** New Delhi  
**Date:** May 16, 2025

**Nanak Chand**  
Chief Financial Officer

**Anshika Garg**  
Company Secretary  
M No.: A34503

# Notes to Financial Statement

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## 1. CORPORATE INFORMATION

Jeena Sikho Lifecare limited was incorporated in 2017. The company deals in trading of Ayurvedic Medicines across the PAN India basis and providing ayurvedic therapies through its hospital network.

## 2. BASIS OF PREPARATION OF FINANCIAL STATEMENTS (SIGNIFICANT ACCOUNTING POLICIES & OTHER EXPLANATORY NOTES)

### 2.1 BASIS OF PREPARATION

The financial statements of the Company have been prepared in accordance with the Generally Accepted Accounting Principles in India (Indian GAAP), including the Accounting Standards notified under section 133 of the Companies Act, 2013. The financial statements have been prepared on accrual basis under the historical cost convention.

### 2.2 CURRENT VERSUS NON-CURRENT CLASSIFICATION

The Company presents assets and liabilities in the balance sheet based on current/non-current classification. An asset is treated as current when it is:

- Expected to be realized or intended to be sold or consumed in normal operating cycle;
- Held primarily for purpose of trading;
- Expected to be realized within twelve months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in normal operating cycle;
  - It is held primarily for purpose of trading;
  - It is due to be settled within twelve months after the reporting period; or
  - There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period
- All other liabilities are classified as non current.

Deferred tax assets and deferred tax liabilities are classified as non-current assets and liabilities.

The operating cycle is the time between the acquisition of assets for processing and their realization in cash and cash equivalents. The Company has identified twelve months as its operating cycle.

### 2.3 USE OF ESTIMATES

The preparation of the financial statements requires the Management to make estimates and assumptions considered in the reported amounts of assets and liabilities (including contingent liabilities) and the reported income and expenses during the year. The Management believes that the estimates used in preparation of the financial statements are prudent and reasonable. Future results could differ due to these estimates and the differences between the actual results and the estimates are recognised in the periods in which the results are known/materialise.

### 2.4 INVENTORIES

The inventory are valued at lower of cost or net realizable value. The inventory costs are based on first in first out method. Cost includes all charges in bringing the goods to the point of sale, including octroi and other levies, transit insurance and receiving charges.

### 2.5 CASH AND CASH EQUIVALENTS

Cash and cash equivalents in the balance sheet comprise of cash at bank and in hand and short term investments with an original maturity of three months or less. Earmarked balances with bank, margin money or security against borrowings, guarantees and other commitments, if any shall be treated separately from cash and cash equivalent.

### 2.6 CASH FLOW STATEMENT

Cash flows are reported using the indirect method, whereby profit/(loss) before extraordinary items and tax is adjusted for the effects of transactions of non-cash nature and any deferrals or accruals of past or future cash receipts or payments. The cash flows from operating, investing and financing activities of the Company are segregated based on the available information.

### 2.7 PROPERTY, PLANT AND EQUIPMENT

Property, Plant and equipment including capital work in progress are stated at cost, less accumulated depreciation and accumulated impairment losses, if any. The cost comprises of purchase price, taxes, duties, freight and other incidental expenses directly attributable and related to acquisition and installation of the concerned assets and are further adjusted by the amount of input tax credit availed wherever applicable. Subsequent costs are included in asset's carrying amount or recognised as separate assets, as appropriate, only when it is probable that future economic benefit associated with the item will flow to the Company and the cost of item can be measured reliably.

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## 2.8 DEPRECIATION AND AMORTISATION

Depreciation on property, plant and equipment is provided on prorated basis on straight line method using the useful lives of the assets estimated by the management and in the manner prescribed in Schedule II of the Companies Act 2013. The estimated life of various assets is as follows:

Building	30 Years
Motor Cycle	10 Years
Electrical equipment's	10 Years
Furniture and Fixture	10 Years
Motor Car	8 Years
Office Equipment	5 Years
Computer and Software	3 Years

## 2.9 INTANGIBLE ASSETS

### SEPARATELY ACQUIRED INTANGIBLE ASSETS

Intangible assets acquired separately are measured on initial recognition at cost. Following initial recognition, intangible assets are carried at cost less accumulated amortization and accumulated impairment losses, if any. Internally generated intangibles, excluding capitalized development cost, are not capitalized and the related expenditure is reflected in statement of Profit and Loss in the period in which the expenditure is incurred. Cost comprises the purchase price and any attributable cost of bringing the asset to its working condition for its intended use.

### INTERNALLY GENERATED INTANGIBLE ASSETS

The cost of an internally generated intangible asset comprises all expenditure that can be directly attributed, or allocated on a reasonable and consistent basis, to creating, producing and making the asset ready for its intended use. No cost incurred in the Research Phase of the asset is recognized. The cost incurred in the development phase is recognized only if the company can demonstrate the following conditions:

- the technical feasibility of completing the intangible asset so that it will be available for use;
- its intention to complete the intangible asset and use or sell it;
- its ability to use or sell the intangible asset;
- how the intangible asset will generate probable future economic benefits. Among other things, the company should demonstrate the existence of a market for the output of the intangible asset or the intangible asset itself or, if it is to be used internally, the usefulness of the intangible asset;
- the availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset; and

- its ability to measure the expenditure attributable to the intangible asset during its development reliably.

## GOODWILL

Goodwill acquired on the purchase of business is recognized as a difference between the purchase consideration and the value of the net assets acquired. Goodwill is amortized over the period over which the economic benefits are expected to accrue to the Company.

## 2.10 REVENUE RECOGNITION

### SALE OF GOODS

Sales are recognised, net of returns and trade discounts, on transfer of significant risks and rewards of ownership to the buyer, which generally coincides with the delivery of goods to customers. Sales exclude GST. The company follows the mercantile system of accounting and recognizes the income and expenditures on accrual basis except in case of significant uncertainties.

### SALE OF SERVICE

Sales of services are recognized when the services are rendered.

## 2.11 OTHER INCOME

Interest income is recognised on time proportion basis. Rental income is recognized on accrual basis.

## 2.12 FOREIGN CURRENCY TRANSACTIONS AND TRANSLATIONS

### INITIAL RECOGNITION

Transactions in foreign currencies entered into by the Company are accounted at the exchange rates prevailing on the date of the transaction or at rates that closely approximate the rate at the date of the transaction.

### MEASUREMENT OF FOREIGN CURRENCY MONETARY ITEMS AT THE BALANCE SHEET DATE

Foreign currency monetary items (other than derivative contracts) of the Company outstanding at the Balance Sheet date are restated at the year-end rates.

Exchange differences arising out of these translations are charged to the Statement of Profit and Loss.

## 2.13 INVESTMENTS

Long-term investments, are carried individually at cost less provision for diminution, other than temporary, in the value of such investments. Current investments are carried individually, at the lower of cost and fair value. Cost of investments include acquisition charges such as brokerage, fees and duties.



# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## 2.14 EMPLOYEE BENEFITS

The Company has adopted the Accounting Standard 15- Employee Benefits prescribed under the Companies (Accounting Standards) Rules, 2006. 'Employee benefits include provident fund, bonus and gratuity benefits. The Company's obligation towards various employee benefits has been recognized as follows:

### SHORT TERM EMPLOYEE BENEFITS

All employee benefits payable wholly within twelve months of rendering the service are short-term employee benefits. Benefits such as salaries, wages and bonus wages, etc, are recognized in the Profit and Loss statement in the period in which the employee renders the related service.

### DEFINED CONTRIBUTION PLANS

The Company's contribution to provident fund are considered as defined contribution plans and are charged as an expense as they fall due based on the amount of contribution required to be made.

### DEFINED BENEFITS PLANS

- (i) For defined-benefit plans, the amount recognised in the Balance Sheet is the present value of the defined-benefit obligation less the fair value of any plan assets and any past service costs not yet recognised. The present value of the defined-benefit obligation is the present value of expected future payments required to settle the obligation resulting from employee service in the current and prior periods. The discount rate used is the market yields on government bonds at the Balance Sheet date with remaining terms to maturity approximating those of the Company's obligations.
- (ii) Actuarial gains and losses in respect of post employment and other long-term benefits are charged to the Statement of Profit and Loss.

## EMPLOYEE STOCK OPTIONS

The Company measures compensation cost relating to employee stock options using the Fair Value Method. Compensation expense is amortised over the vesting period of the option on a straight line basis.

## 2.15 BORROWING COSTS

Borrowing costs include interest, amortisation of ancillary costs incurred and exchange differences arising from foreign currency borrowings to the extent they are regarded as an adjustment to the interest cost. Costs in connection with the borrowing of funds to the extent not directly related to the acquisition of qualifying assets are charged to the Statement of Profit and Loss over the tenure of the loan. Borrowing costs, allocated to and utilised for qualifying assets, pertaining to the period from commencement of activities relating to construction/development of the qualifying asset up to the date of capitalisation of such asset is added to the cost of the assets.

Borrowing cost attributable to the fixed assets during construction/exploration, renovation and modernization are capitalized. Such borrowing costs are apportioned on the average balance of capital work in progress for the year. Other borrowing costs are recognized as an expense in the period in which they are incurred.

## 2.16 SEGMENT REPORTING

The Company identifies primary segments based on the dominant source, nature of risks and returns and the internal organisation and management structure. The operating segments are the segments for which separate financial information is available and for which operating profit/loss amounts are evaluated regularly by the executive.

## 2.17 TAXES ON INCOME

Tax expense comprises current and deferred tax. Current income tax is measured at the amount expected to be paid to the tax authorities in accordance with Income Tax Act, 1961. Deferred income tax reflects the impact of current year timing differences between taxable income that originates in one period and are capable of reversal in one or more subsequent periods.

Deferred tax is recognised on timing differences, being the differences between the taxable income and the accounting income that originate in one period and are capable of reversal in one or more subsequent periods. Deferred tax is measured using the tax rates and the tax laws enacted or substantially enacted as at the reporting date. Deferred tax liabilities are recognised for all timing differences. Deferred tax assets in respect of unabsorbed depreciation and carry forward of losses are recognised only if there is virtual certainty that there will be sufficient future taxable income available to realise such assets. Deferred tax assets are recognised for timing differences of other items only to the extent that reasonable certainty exists that sufficient future taxable income will be available against which these can be realised. Deferred tax assets and liabilities are offset if such items relate to taxes on income levied by the same governing tax laws and the Company has a legally enforceable right for such set off. Deferred tax assets are reviewed at each Balance Sheet date for their realisability.

## 2.18 IMPAIRMENT OF ASSETS

The carrying values of assets/cash generating units are reviewed at each Balance Sheet date for impairment. If any indication of impairment exists, the recoverable amount of such assets is estimated and impairment is recognised if the carrying amount of these assets exceeds their recoverable amount. The recoverable amount is the greater of the net selling price and their value in use. Value in use is arrived at by discounting the future cash flows to their present value based on an appropriate discount factor. When there is indication that an impairment loss recognised for an asset in earlier accounting periods no longer exists or may have decreased, such reversal of impairment loss is recognised in the Statement of Profit and Loss.

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## 2.19 PROVISIONS AND CONTINGENCIES

A provision is recognised when the Company has a present obligation as a result of past events and it is probable that an outflow of resources will be required to settle the obligation in respect of which a reliable estimate can be made. Provisions (excluding retirement benefits) are not discounted to their present value and are determined based on the best estimate required to settle the obligation at the Balance Sheet date. These are reviewed at each Balance Sheet date and adjusted to reflect the current best estimates.

A contingent liability is disclosed where, as a result of past events, there is a possible obligation or a present obligation that may, but probably will not, require an outflow of resources. When there is a possible obligation or a present obligation in respect of which the likelihood of outflow of resources is remote, no provision or disclosure is made.

## 2.20 LEASES

### A) FINANCE LEASE

- i) Assets taken on finance lease are capitalised at fair value or net present value of the minimum lease payments, whichever is less.

- ii) Lease payments are apportioned between the finance charges and outstanding liability in respect of assets taken on lease.

### B) OPERATING LEASE

- i) Leases, where the lessor effectively retains substantially all the risks and benefits of ownership of the leased term are classified as operating lease. Lease rent are recognized as an expense in the Statement of Profit and Loss on a straight line basis over the lease term.

## 2.21 EARNING PER SHARE

Basic earnings per share is calculated by dividing the net profit or loss for the year attributable to equity shareholders by the weighted average number of equity shares outstanding during the year. Partly paid equity shares are treated as a fraction of an equity share to the extent that they were entitled to participate in dividends relative to a fully paid equity share during the reporting year. For the purpose of calculating diluted earnings per share, the net profit or loss for the year attributable to equity shareholders and the weighted average number of shares outstanding during the year are adjusted for the effects of all dilutive potential equity shares.

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## NOTE 3: EQUITY SHARE CAPITAL

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>(a) Authorised Share Capital:</b>		
Equity shares of ₹ 10 each: 2,50,00,000 (March 31, 2024: 1,50,00,000)	2,500.00	2,500.00
<b>Total Authorised Share Capital</b>		
<b>(b) Issued, Subscribed &amp; Fully Paid up Shares:</b>		
Equity shares of ₹ 10 each: 2,48,60,146 (March 31, 2024: 2,48,60,146)	2,486.01	2,486.01
<b>Total Issued, Subscribed &amp; Fully Paid up Shares</b>	<b>2,486.01</b>	<b>2,486.01</b>

### (c) Reconciliation of shares outstanding at the beginning and at the end of the reporting year:

Particulars	As at 31 March, 2025		As at 31 March, 2024	
	No. of shares	Amount	No. of shares	Amount
<b>Equity shares</b>				
Balance at the beginning of the year	2,48,60,146	24,86,01,460	1,38,11,192	13,81,11,920
Add: Bonus share issued	-	-	1,10,48,954	11,04,89,540
<b>Balance at the end of the reporting year</b>	<b>2,48,60,146</b>	<b>24,86,01,460</b>	<b>2,48,60,146</b>	<b>24,86,01,460</b>

### (d) Terms/rights attached to Equity Shares:

The Company has only one class of Equity Shares having a par value of ₹ 10 per share. Each holder of Equity Shares is entitled to one vote per share. In the event of liquidation, the Equity shareholders are eligible to receive the remaining assets of the Company after distribution of all preferential amounts, in proportion to their shareholding.

### (e) Bonus shares issued:

In the year ended 31.03.2022, the company has issued bonus shares totalling to 1,00,00,080 equity shares on 25.08.2021 (90 equity shares for every one share held).

In the previous year ended 31.03.2024, the company has issued bonus shares totalling to 1,10,48,954 equity shares on 03.11.2023 (4 equity shares for every 5 share held).

### (f) Details of shareholders holding more than 5% shares in the Company:

Name of Shareholder	As at 31 March, 2025		As at 31 March, 2024	
	No. of shares	% holding	No. of shares	% holding
<b>Equity shares of ₹ 10 each fully paid-up</b>				
Manish Grover	1,57,28,238	63.27%	1,66,52,448	66.98%
Sixteenth Street Asian Gems Fund	14,06,610	5.66%	-	0.00%
Oregano Life Private Limited	14,43,045	5.80%	15,04,245	6.05%

### (g) Details of Promoter shareholding:

Name of Shareholder	As at 31 March, 2025		As at 31 March, 2024	
	No. of shares	% holding	No. of shares	% holding
<b>Equity shares of ₹ 10 each fully paid-up</b>				
Manish Grover	1,57,28,238	63.27%	1,66,52,448	66.98%
Bhavna Grover	48,600	0.20%	1,92,600	0.77%
<b>% change during the year/period</b>				
Manish Grover		-3.72%		-23.55%
Bhavna Grover		-0.58%		-0.24%

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## NOTE 4: RESERVES AND SURPLUS

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>(a) Security Premium</b>		
Balance as per last Balance Sheet	5,330.79	5,330.79
Add: received during the year	-	-
<b>Total</b>	<b>5,330.79</b>	<b>5,330.79</b>
<b>(b) Share Options Outstanding Account</b>		
Balance as per last Balance Sheet	0.43	
Add: Addition during the year	43.00	0.43
<b>Total</b>	<b>43.43</b>	<b>0.43</b>
<b>(c) Statement of Profit and Loss</b>		
Balance as per last Balance Sheet	11,407.56	5,868.05
Add: Profit for the year	9,072.89	6,920.63
Less: Bonus shares issued during the year	-	1,104.90
Less: Dividend paid	1,039.15	276.22
<b>Total</b>	<b>19,441.30</b>	<b>11,407.56</b>
<b>Total</b>	<b>24,815.52</b>	<b>16,738.78</b>

## NOTE 5: LONG-TERM BORROWINGS

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>(a) Vehicles Loan - Secured</b>		
Loan from banks	42.92	32.16
<b>Total</b>	<b>42.92</b>	<b>32.16</b>

Vehicle loan from Banks is for a total of 3 vehicles (Loan from HDFC Bank for Ambulance and Toyota Fortuner Car and loan from Axis Bank for Jaguar Land Rover Car). The loans are secured by hypothecation of the vehicles. These vehicle loans carries an interest rate from 8.74% to 9.25% p.a. The loans are repayable in 5 years EMI.

## NOTE 6: DEFERRED TAX LIABILITIES

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>Deferred tax liability</b>		
Property Plant and Equipment	110.61	77.07
<b>Tax effect of items constituting deferred tax liability</b>	<b>110.61</b>	<b>77.07</b>
<b>Deferred tax asset</b>		
Employee benefits	72.11	36.65
Provision for bad and doubtful debts	39.13	-
<b>Tax effect of items constituting deferred tax assets</b>	<b>111.24</b>	<b>36.65</b>
<b>Net deferred tax liabilities/(assets)</b>	<b>(0.63)</b>	<b>40.42</b>



# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## IMPACT ON STATEMENT OF PROFIT & LOSS

Particulars	As at 31 March, 2025	As at 31 March, 2024
Property Plant and Equipment	33.54	99.10
Employee benefits	(35.46)	(14.95)
Provision of bad and doubtful debts	(39.13)	-
<b>Deferred tax expense/(credit) charged in profit and loss</b>	<b>(41.05)</b>	<b>84.15</b>

## NOTE 7: LONG TERM PROVISIONS

Particulars	As at 31 March, 2025	As at 31 March, 2024
Provision for Employee benefits	259.23	14.95
<b>Total</b>	<b>259.23</b>	<b>14.95</b>

## NOTE 8: SHORT-TERM BORROWINGS

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>Secured</b>		
<b>Current maturities of long-term borrowings</b>		
Vehicle loan #	30.40	21.79
<b>Unsecured</b>		
<b>Repayable on demand</b>		
Loan from directors ##	1,000.00	-
<b>Total</b>	<b>1,030.40</b>	<b>21.79</b>

# Refer Note 5 above for the term and condition of vehicle loan.

## The loan from directors is interest free and is repayable on demand.

## NOTE 9: TRADE PAYABLES

Particulars	As at 31 March, 2025	As at 31 March, 2024
(i) Total outstanding dues of micro enterprises and small enterprises	238.29	35.48
(ii) Total outstanding dues for creditors other than micro enterprises and small enterprises	711.28	410.30
<b>Total</b>	<b>949.57</b>	<b>445.78</b>

## TRADE PAYABLES AGEING SCHEDULE

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>Undisputed</b>		
<b>Due to MSME</b>		
Less than one year	238.29	35.48
1-2 years	-	-
2-3 years	-	-
More than 3 years	-	-
<b>Total</b>	<b>238.29</b>	<b>35.48</b>

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## TRADE PAYABLES AGEING SCHEDULE (Contd.)

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>Other</b>		
Less than one year	657.24	340.14
1-2 years	50.25	54.37
2-3 years	3.79	2.15
More than 3 years	-	13.64
<b>Total</b>	<b>711.28</b>	<b>410.30</b>

\* There are no disputed dues for trade payable.

\*\* There are certain vendors who have confirmed that they are covered under the Micro, Small and Medium Enterprises Development Act, 2006. Disclosures relating to dues of Micro and Small enterprises under section 22 of 'The Micro, Small and Medium Enterprises Development Act, 2006, are given below:

Principal amount and Interest due thereon remaining unpaid to any supplier	238.29	35.48
the amount of interest paid by the buyer in terms of section 16 of the Micro, Small and Medium Enterprises Development Act, 2006, along with the amount of the payment made to the supplier beyond the appointed day	-	-
The amount of interest due and payable for the year of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding the interest specified under Micro, Small and Medium Enterprises Development Act, 2006	-	-
The amount of interest accrued and remaining unpaid during the accounting year.	0.50	-
The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues above are actually paid to the small enterprise for the purpose of disallowance as a deductible expenditure under section 23 of the Micro, Small and Medium Enterprises Development Act, 2006.	-	-

## NOTE 10: OTHER CURRENT LIABILITIES

Particulars	As at 31 March, 2025	As at 31 March, 2024
Salary & Bonus Payable	833.98	525.68
Director's Remuneration Payable	13.64	-
Statutory dues	329.71	270.05
Interest accrued and not due on secured borrowings	0.40	0.21
Expense payable	646.92	372.08
Advance from Customers	673.47	366.60
Payable to Rajasthan Government Health Scheme (RGHS) *	93.27	-
Security deposit for clinic	221.38	227.43
Other security deposit	267.24	112.97
Dividend payable	2.33	1.28
<b>Total</b>	<b>3,082.34</b>	<b>1,876.30</b>

\* Refer Note no. 42 on contingent liability.

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## NOTE 11: SHORT-TERM PROVISIONS

Particulars	As at 31 March, 2025	As at 31 March, 2024
Provision for Income Tax (Net of advance tax)	137.27	266.02
Provision for employee benefits	27.30	130.65
<b>Total</b>	<b>164.57</b>	<b>396.67</b>

## NOTE 12: PROPERTY, PLANT AND EQUIPMENT

Particulars	Freehold Land	Building	Furniture & Fixtures	Office Equipment's	Computers	Electrical Installation	Motor Vehicles	Total
<b>Gross Block</b>								
<b>As at March 31, 2023</b>	<b>1,752.71</b>	<b>2,391.51</b>	<b>1,204.14</b>	<b>778.54</b>	<b>499.40</b>	<b>102.26</b>	<b>311.02</b>	<b>7,039.58</b>
Addition	-	0.48	650.73	335.57	33.20	6.86	244.81	1,271.65
Deletion	44.55	-	4.62	7.10	48.65	6.25	-	111.17
<b>As at March 31, 2024</b>	<b>1,708.16</b>	<b>2,391.99</b>	<b>1,850.25</b>	<b>1,107.01</b>	<b>483.95</b>	<b>102.87</b>	<b>555.83</b>	<b>8,200.06</b>
Addition	-	439.43	1,348.59	914.69	163.04	41.58	319.24	3,226.57
Addition on slump purchase #	-	-	66.65	53.71	18.54	-	21.73	160.63
Deletion	89.18	-	-	8.32	1.71	-	-	99.21
<b>As at March 31, 2025</b>	<b>1,618.98</b>	<b>2,831.42</b>	<b>3,265.49</b>	<b>2,067.09</b>	<b>663.82</b>	<b>144.45</b>	<b>896.80</b>	<b>11,488.05</b>
<b>Accumulated Depreciation</b>								
<b>As at March 31, 2023</b>	<b>-</b>	<b>60.65</b>	<b>234.37</b>	<b>253.77</b>	<b>417.03</b>	<b>46.79</b>	<b>57.75</b>	<b>1,070.35</b>
Addition	-	75.81	147.84	168.66	45.96	14.99	52.21	505.47
Deletion	-	-	2.70	3.42	46.22	5.94	-	58.28
<b>As at March 31, 2024</b>	<b>-</b>	<b>136.46</b>	<b>379.51</b>	<b>419.01</b>	<b>416.77</b>	<b>55.84</b>	<b>109.96</b>	<b>1,517.54</b>
Addition	-	82.08	223.11	254.74	47.71	18.40	91.16	717.20
Addition on slump purchase #	-	-	3.51	7.14	13.08	-	4.69	28.42
Deletion	-	-	-	7.90	1.63	-	-	9.53
<b>As at March 31, 2025</b>	<b>-</b>	<b>218.54</b>	<b>606.13</b>	<b>672.99</b>	<b>475.93</b>	<b>74.24</b>	<b>205.81</b>	<b>2,253.63</b>
<b>As at March 31, 2024</b>	<b>1,708.16</b>	<b>2,255.53</b>	<b>1,470.74</b>	<b>688.00</b>	<b>67.18</b>	<b>47.03</b>	<b>445.87</b>	<b>6,682.52</b>
<b>As at March 31, 2025</b>	<b>1,618.98</b>	<b>2,612.88</b>	<b>2,659.36</b>	<b>1,394.10</b>	<b>187.89</b>	<b>70.21</b>	<b>690.99</b>	<b>9,234.42</b>

## NOTE 13: INTANGIBLE ASSETS

Particulars	Software	Total
<b>Gross Block</b>		
<b>As at March 31, 2023</b>	<b>36.60</b>	<b>36.60</b>
Addition	1.31	1.31
Deletion	-	-
<b>As at March 31, 2024</b>	<b>37.91</b>	<b>37.91</b>
Addition	2.00	2.00
Addition on slump purchase #	-	-
Deletion	-	-
<b>As at March 31, 2025</b>	<b>39.91</b>	<b>39.91</b>

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## NOTE 13: INTANGIBLE ASSETS (Contd.)

Particulars	Software	Total
<b>Accumulated Depreciation</b>		
<b>As at March 31, 2023</b>	<b>31.35</b>	<b>31.35</b>
Addition	4.43	4.43
Deletion	-	-
<b>As at March 31, 2024</b>	<b>35.78</b>	<b>35.78</b>
Addition	1.46	1.46
Addition on slump purchase #	-	-
Deletion	-	-
<b>As at March 31, 2025</b>	<b>37.24</b>	<b>37.24</b>
<b>As at March 31, 2024</b>	<b>2.13</b>	<b>2.13</b>
<b>As at March 31, 2025</b>	<b>2.67</b>	<b>2.67</b>

# Addition on slump purchase represent gross block and accumulated depreciation value of fixed assets acquired on slump purchase.

## NOTE 14: CAPITAL WORK IN PROGRESS

Particulars	As at 31 March, 2025	As at 31 March, 2024
Capital work in progress	1,123.31	349.84
	<b>1,123.31</b>	<b>349.84</b>

### CAPITAL WORK IN PROGRESS AGEING SCHEDULE

Particulars	Less than 1 year	1-2 years	2-3 years	More than 3 years	Total
<b>CWIP</b>					
<b>31.03.2025</b>					
Project in progress	1,119.55	3.76	-	-	1,123.31
Projects temporarily suspended	-	-	-	-	-
<b>31.03.2024</b>					
Project in progress	237.16	112.68	-	-	349.84
Projects temporarily suspended	-	-	-	-	-

## NOTE 15: INTANGIBLE ASSET UNDER DEVELOPMENT

Particulars	As at 31 March, 2025	As at 31 March, 2024
Intangible asset under development	224.28	43.68
	<b>224.28</b>	<b>43.68</b>

### INTANGIBLE ASSET UNDER DEVELOPMENT AGEING SCHEDULE

Particulars	Less than 1 year	1-2 years	2-3 years	More than 3 years	Total
<b>Intangible asset under development</b>					
<b>31.03.2025</b>					
Project in progress	180.60	43.68	-	-	224.28
Projects temporarily suspended	-	-	-	-	-



# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## INTANGIBLE ASSET UNDER DEVELOPMENT AGEING SCHEDULE (Contd.)

Particulars	Less than 1 year	1-2 years	2-3 years	More than 3 years	Total
<b>31.03.2024</b>					
Project in progress	43.68	-	-	-	43.68
Projects temporarily suspended	-	-	-	-	-

## NOTE 16: GOODWILL

Particulars	As at 31 March, 2025	As at 31 March, 2024
Goodwill on acquisition of business	6,180.32	-
Less: Amortization of goodwill	(152.14)	-
<b>Total</b>	<b>6,028.18</b>	<b>-</b>

### Note:

- The Company acquired five branches consisting of Ayurvedic Therapy Centres from another Company named Oregano Life Private Limited in a Slump Sale for a consolidated price of ₹ 70 crores. The date of acquisition was 03.10.2024.
- The five branch acquired are at location Kishan Kunj & Mayur Vihar (Delhi), Jothwara, Alwar & Sanganer (Rajasthan).
- The net assets acquired by the Company in this acquisition are as follows:

Particulars	Amount (In ₹ Lakhs)
Fixed asset	132.21
Inventory	37.96
Trade Receivable	644.43
Cash	9.66
Loans and advances	48.15
Gratuity Liability	(0.14)
Trade payable	(26.87)
Expense payable	(25.72)
<b>Net identifiable assets acquired (A)</b>	<b>819.68</b>
Purchase consideration (B)	7,000.00
<b>Goodwill on acquisition (B) - (A)</b>	<b>6,180.32</b>

- The goodwill arising on this purchase will be amortized over the future years basis the economic benefit that accrue to the Company. The estimated amortization period on the date of acquisition is 16 years.

## NOTE 17: NON CURRENT INVESTMENTS

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>Non-trade investments</b>		-
<b>Investments in LLP (Unquoted) #</b>		-
Dupon Clean Biofuel LLP (5% partnership share)		
Fixed capital	5.00	5.00
Floating capital	59.00	59.00
<b>Total</b>	<b>64.00</b>	<b>64.00</b>

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## # DETAILS OF LLP

Name of LLP	Dupon Clean Biofuel LLP
Date of LLP Agreement	05.12.2022
Total capital	1,00,00,000
<b>Partners details and their profitability ratio</b>	
Dugar Growth Fund Private Limited	5%
Nitin Jain	30%
Paramjeet Singh Sehra	10%
Sucha Singh Sehra	20%
Manish Grover	30%
Jeena Sikho Lifecare Limited	5%

## NOTE 18: OTHER NON CURRENT ASSETS

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>Unsecured</b>		
Security Deposit	937.11	476.70
<b>Total</b>	<b>937.11</b>	<b>476.70</b>

## NOTE 19: CURRENT INVESTMENTS

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>Non-trade investments</b>		
<b>Investments in portfolio management scheme (PMS) (Unquoted)</b>		
Investment in portfolio management scheme (PMS) of AcePro Advisors Private Limited	100.00	50.00
<b>Mutual Funds investment (Quoted)</b>		
ICICI Prudential Saving Fund (Unit: 31.03.2025: 36,636.78; 31.03.2024: Nil)	195.00	-
Bandhan Sterling Value Fund (Unit: 31.03.2025: Nil; 31.03.2024: 2,34,004.962)	-	300.00
<b>Total</b>	<b>295.00</b>	<b>350.00</b>
<b>Cost of quoted investments</b>	<b>195.00</b>	<b>300.00</b>
<b>Market value of quoted investments</b>	<b>195.10</b>	<b>308.88</b>
<b>Cost of unquoted investments</b>	<b>100.00</b>	<b>50.00</b>

## NOTE 20: INVENTORIES

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>Valued at lower of cost or net realizable value</b>		
Stock in trade and consumables	1,154.58	718.87
<b>Total</b>	<b>1,154.58</b>	<b>718.87</b>

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## NOTE 21: TRADE RECEIVABLES

Particulars	As at 31 March, 2025	As at 31 March, 2024
(a) Secured, considered good	-	-
(b) Unsecured, considered good	9,763.04	4,118.51
(c) Doubtful	205.47	155.47
Less: Provision for doubtful debts	(205.47)	(155.47)
<b>Total</b>	<b>9,763.04</b>	<b>4,118.51</b>

## TRADE RECEIVABLE AGEING SCHEDULE\*

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>Undisputed trade receivable (considered good)</b>		
Less than six months	6,609.24	2,227.80
6 months - 1 year	1,294.22	588.64
1-2 years	987.84	1,272.24
2-3 years	785.12	12.97
More than 3 years	86.62	16.85
<b>Total</b>	<b>9,763.04</b>	<b>4,118.51</b>
<b>Undisputed trade receivable (considered doubtful)**</b>		
Less than six months	-	-
6 months - 1 year	-	-
1-2 years	-	155.47
2-3 years	205.47	-
More than 3 years	-	-
<b>Total</b>	<b>205.47</b>	<b>155.47</b>

\* There are no disputed trade receivables.

\*\* Company has a large amount of trade receivable from the Government Panel. As at 31.03.2025, The amount of provision created by the Company against these Government Panel debtor is ₹ 205.47 Lakhs (PY: ₹ 155.47 Lakhs).

## NOTE 22: CASH AND CASH EQUIVALENTS

Particulars	As at 31 March, 2025	As at 31 March, 2024
Cash in hand	543.11	324.09
<b>Balances with banks</b>		
Current Account With Banks	1,754.75	1,707.38
Bank deposits with maturity less than 3 Months	-	500.00
Bank deposits with maturity less than one year	147.39	3,454.04
Earmarked/restricted fixed deposit with bank #	150.75	215.23
<b>Total</b>	<b>2,596.00</b>	<b>6,200.74</b>

# These deposits have been kept against bank guarantee provided to various government authorities for empanelment of Company's Ayurvedic Treatments Centres.

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## NOTE 23: SHORT-TERM LOANS AND ADVANCES

Particulars	As at 31 March, 2025	As at 31 March, 2024
<b>Unsecured, considered good:</b>		
Advance to suppliers	513.58	941.22
Advance to Staff	29.37	263.08
Advance to Others	420.69	1,533.44
<b>Total</b>	<b>963.64</b>	<b>2,737.74</b>
Loans and Advance to the related party	-	204.49
Percentage to the total loans and advances	-	0.13

## NOTE 24: OTHER CURRENT ASSETS

Particulars	As at 31 March, 2025	As at 31 March, 2024
Unbilled revenue	69.56	-
Prepaid Expenses	263.14	192.20
Balance with government authority	60.82	36.27
Imprest Paid to Staff	37.54	10.36
Accrued interest	12.64	69.30
<b>Total</b>	<b>443.70</b>	<b>308.13</b>

## NOTE 25: REVENUE FROM OPERATIONS

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
Sale of products	21,535.59	18,574.80
Sale of Services (including ayurvedic therapies)	25,371.60	13,866.09
<b>Total</b>	<b>46,907.19</b>	<b>32,440.89</b>

## NOTE 26: OTHER INCOME

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
Interest Income	239.02	314.34
Rental Income	3.25	1.09
Profit on Sale of Fixed Assets	233.37	115.20
Profit on Sale of Investment	100.95	66.45
Commission income	-	21.14
Other Misc. Income	49.72	9.94
Liability written back	8.22	111.60
Discount Income	6.36	4.22
<b>Total</b>	<b>640.89</b>	<b>643.98</b>



# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## NOTE 27: PURCHASE OF STOCK IN TRADE

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
Purchase of Stock in trade	3,561.90	2,464.89
<b>Total</b>	<b>3,561.90</b>	<b>2,464.89</b>

The purchase of stock in trade primarily consist of ayurvedic medicine thus, there is only one broad head i.e. Ayurvedic Medicine.

## NOTE 28: CHANGES IN INVENTORIES OF STOCK-IN-TRADE

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
<b>Inventories at the end of the year</b>		
Stock in trade and consumables	1,154.58	718.87
	1,154.58	718.87
<b>Inventories at the beginning of the year</b>		
Stock in trade and consumables	718.87	410.46
	718.87	410.46
<b>Net (increase)/decrease in inventories of stock-in-trade</b>	<b>(435.71)</b>	<b>(308.41)</b>

## NOTE 29: EMPLOYEE BENEFITS EXPENSES

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
Salaries and wages	9,316.15	6,167.39
Contribution to provident and other funds	467.62	306.00
Gratuity Expenses	141.81	59.40
Employee stock option	43.00	0.43
Staff Welfare Expenses	80.29	57.89
<b>Total</b>	<b>10,048.87</b>	<b>6,591.11</b>

## NOTE 30: FINANCE COSTS

Particulars	As at 31 March, 2025	As at 31 March, 2024
(a) Interest expense:		-
(i) Borrowings from Banks	3.36	4.92
(b) Other borrowing costs	47.24	36.22
<b>Total</b>	<b>50.60</b>	<b>41.14</b>

## NOTE 31: DEPRECIATION AND AMORTISATION EXPENSES

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
Depreciation on Property, Plant & Equipment	717.20	505.47
Depreciation on Intangible Assets	1.46	4.43
Amortization of goodwill	152.14	-
<b>Total</b>	<b>870.80</b>	<b>509.90</b>

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## NOTE 32: OTHER EXPENSES

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
Payments to the auditors *	14.62	15.27
Advertisement and business promotion expense	5,801.20	4,288.01
Corporate social responsibility expenses (Refer Note 36)	101.64	55.30
Consumable Expenses	2,296.09	967.25
Packing Material Expenses	8.44	19.02
Business Support Services	100.01	84.95
Freight Expenses	46.65	45.19
Annual Maintenance Charges	18.63	10.94
Call Centre Expenses	652.02	601.49
Discount Expenses	1.74	11.82
Telephone Expenses	111.08	116.30
Postage & Courier	388.31	411.25
Printing and stationery	139.60	107.16
Office Maintenance Expenses	878.61	704.09
Donation	9.85	6.63
Diwali Expenses	46.86	66.17
Bad debts and advances written off	115.03	-
Provision for doubtful debts	50.00	-
Computer Expenses	143.39	85.44
Commission & Brokerage	780.39	1,128.17
Rent Expenses	3,182.90	1,743.59
Legal & Professional Charges	981.79	784.29
Insurance expenses	14.61	8.59
Rate Fees & Taxes	192.45	86.86
Interest and penalties	45.95	2.18
Security and Manpower Expenses	1,511.48	800.38
Uniform Expense	40.52	15.84
Hiring Charges	16.15	6.69
Repair & Maintenance	482.62	470.23
Subscription	40.63	17.14
Food & Kitchen Expenses	576.50	394.25
Cleaning expenses	12.82	8.22
Recovery payable to RGHS	93.27	-
Vehicle Running & Maintenance	140.81	173.25
Travelling & Conveyance Expenses	374.72	215.36
Ineligible Input written off	936.17	437.60
Water and Electricity Charges	862.81	476.46
Miscellaneous Expenses	34.55	29.15
<b>Total</b>	<b>21,244.91</b>	<b>14,394.53</b>

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## \* PAYMENTS TO THE AUDITORS COMPRISES:

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
For Statutory audit	12.00	12.00
For Tax Audit	2.00	2.00
Out of pocket expenses	0.62	1.27
<b>Total</b>	<b>14.62</b>	<b>15.27</b>

## NOTE 33: EARNING PER SHARE

### (A) RECONCILIATION OF BASIC AND DILUTED SHARES USED IN COMPUTING EARNING PER SHARE

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
Basic earnings per equity share - weighted average number of equity shares outstanding (Nos) - Opening	2,48,60,146	1,38,11,192
Add: Bonus shares issued on 03.11.2024	-	1,10,48,954
<b>Basic earnings per equity share - weighted average number of equity shares outstanding (Nos) - Closing</b>	<b>2,48,60,146</b>	<b>2,48,60,146</b>
Add/(Less): Effect of dilutive shares (Nos)	18,368.00	664.00
<b>Diluted earnings per equity share - weighted average number of equity shares outstanding (Nos)</b>	<b>2,48,78,514</b>	<b>2,48,60,810</b>

### (B) COMPUTATION OF BASIC AND DILUTED EARNING PER SHARE

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
<b>Basic earning per share (Basic EPS)</b>		
Profit after tax	9,072.89	6,920.63
Weighted average number of shares (For Basic EPS)	2,48,60,146	2,48,60,146
<b>Basic EPS (Face value per share: ₹ 10)</b>	<b>36.50</b>	<b>27.84</b>
<b>Diluted earning per share (Dilutive EPS)</b>		
Profit after tax	9,072.89	6,920.63
Add/(less): Effect of dilution on profit	-	-
Revised profit after tax	9,072.89	6,920.63
Weighted average number of shares (For Diluted EPS)	2,48,78,514	2,48,60,810
<b>Diluted EPS (Face value per share: ₹ 10)</b>	<b>36.47</b>	<b>27.84</b>

## NOTE 34: EMPLOYEE BENEFIT PLAN

### (A) DEFINED BENEFIT PLAN

THE DEFINED BENEFIT PLAN OPERATED BY THE COMPANY IS AS BELOW:

#### RETIRING GRATUITY

The Company has an obligation towards gratuity, a defined benefit retirement plan covering eligible employees. The plan provides for a lump-sum payment to vested employees at retirement, death while in employment or on termination of employment of an amount equivalent to 26 days salary payable for each completed year of service. Vesting occurs upon completion of five years of service. The Company does not make any contributions to gratuity funds and the plan is unfunded. The Company accounts for the liability for gratuity benefits payable in the future based on an actuarial valuation.

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

THE DEFINED BENEFIT PLANS EXPOSE THE COMPANY TO A NUMBER OF ACTUARIAL RISKS AS BELOW:

- (a) **Interest risk:** A decrease in the bond interest rate will increase the plan liability.
- (b) **Salary risk:** The present value of the defined benefit plan liability is calculated by reference to the future salaries of plan participants. As such, an increase in the salary of the plan participants will increase the plan's liability.
- (c) **Longevity risk:** The present value of the defined benefit plan liability is calculated by reference to the best estimate of the mortality of plan participants. An increase in the life expectancy of the plan participants will increase the plan's liability.

THE FOLLOWING TABLE SETS OUT THE AMOUNTS RECOGNISED IN THE FINANCIAL STATEMENTS IN RESPECT OF RETIRING GRATUITY PLAN:

## (I) CHANGE IN DEFINED BENEFIT OBLIGATION (DBO) DURING THE YEAR

Particulars	31.03.2025	31.03.2024
Present value of DBO at the beginning of the year	145.60	86.20
Transfer in/(out) obligation	0.14	-
Current service cost	101.11	50.60
Interest cost	5.70	3.48
Actuarial (gain)/loss	35.00	5.32
Benefits paid	(1.02)	-
<b>Present value of DBO at the end of the year</b>	<b>286.53</b>	<b>145.60</b>

## (II) CHANGE IN FAIR VALUE OF PLANT ASSETS DURING THE YEAR

Particulars	31.03.2025	31.03.2024
Fair value of plan assets at the beginning of the year	-	-
Interest income	-	-
Employer contributions	-	-
Benefits paid	-	-
<b>Fair value of plan assets at the end of the year</b>	<b>-</b>	<b>-</b>

## (III) AMOUNTS RECOGNISED IN THE BALANCE SHEET

Particulars	31.03.2025	31.03.2024
Present value of DBO at the end of the year	286.53	145.60
Fair value of plan assets at the end of the year	-	-
<b>Net Liability recognised in the Balance Sheet</b>	<b>286.53</b>	<b>145.60</b>

## (IV) COMPONENTS OF EMPLOYER EXPENSE

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
Current service cost	101.11	50.60
Interest cost	5.70	3.48
Actuarial (gain)/loss	35.00	5.32
<b>Expense recognised in Statement of Profit and Loss</b>	<b>141.81</b>	<b>59.40</b>

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## (V) NATURE AND EXTENT OF INVESTMENT DETAILS OF THE PLAN ASSETS

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
State and Central Securities	0%	0%
Bonds	0%	0%
Special deposits	0%	0%
Insurer managed funds	0%	0%

## (VI) ASSUMPTIONS

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
Discount Rate	6.65%	7.10%
Rate of increase in Compensation levels	5.00%	5.00%
Rate of Return on Plan Assets	NA	NA
Withdrawal rates		
Service band		
- 4 Years and below	41.45%	90%
- 4 to 10 Years	11.55%	90%
- 4 to 15 Years	11.55%	90%
- 15 Years and above	11.55%	90%

## (B) DEFINED CONTRIBUTION PLAN

### PROVIDENT FUND AND PENSION

In accordance with the Employee's Provident Fund and Miscellaneous Provisions Act, 1952, eligible employees of the Company are entitled to receive benefits in respect of provident fund, a defined contribution plan, in which both employees and the Company make monthly contributions at a specified percentage of the covered employees' salary. The contributions, as specified under the law, are made to the employee provident fund organization (EPFO).

The total expenses recognised in the statement of profit and loss during the year on account of defined contribution plans amounted to ₹ 321.28 Lakhs (PY: ₹ 221.09 Lakhs).

## NOTE 35: SHARE BASED PAYMENTS

### EMPLOYEE STOCK OPTION PLANS

- (i) Jeena Sikho Lifecare Limited has recognised share based payment expenses for the years ended 31 March 2025 based on fair value as on the grant date calculated as per option pricing model. The grants represent equity-settled options under the Employee Stock Option Plans.

The Jeena Sikho Lifecare Limited has granted ESOPs under one plans viz., Employees Stock Option Scheme 2024 to its employees on an equity-settled basis as tabulated below. The ESOPs provide a right to its holders (i.e., Jeena Sikho Lifecare Limited employees) to purchase one share for each option at a pre-determined strike price on the expiry of the vesting period. The ESOP hence represents an call option that provides a right but not an obligation to the employees of the Jeena Sikho Lifecare Limited to exercise the option by paying the strike price on completion of the vesting period.



# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

(ii) The Company has granted stock options to employees of the Company on an equity-settled basis as tabulated below:

Particular	ESOP 2024
Date of grant	28.03.2024
Option Type	Equity settled
No. of outstanding options at 31 March 2024	61,275
No. of outstanding options at 31 March 2025	48,050
No. of Equity shares represented by an option	1 share for 1 option
Fair Value per option (₹)	833.25 to 834.59
Exercise Price (₹)	10
Vesting Period (Years)	2.5 - 5
Vesting Conditions	Service

(iii) The vesting of options is subject to the employee's continued employment with the Company. The ESOPs shall vest as follows:

Particular	ESOP 2024
2.5 years from the grant date	25%
5 years from the grant date	75%

(iv) Share based payments: Employee Stock Option Plans

## Movement of number of Options (Number)

Particulars	FY 2024-25	FY 2023-24
Outstanding at the start of the year	61,275	-
Granted during the year	-	61,275
Exercised during the year	-	-
Lapsed/cancelled during the year	13,225	-
Outstanding at the end of the year	48,050	61,275
Exercisable at the end of the year	-	-

## Weighted Average Exercise Price (₹)

Particulars	FY 2024-25	FY 2023-24
Outstanding at the start of the year	10	-
Granted during the year	-	10.00
Exercised during the year	-	-
Lapsed/cancelled during the year	10.00	-
Outstanding at the end of the year	10.00	10.00
Exercisable at the end of the year	NA	NA
Weighted Average Share price at the exercise date	NA	NA

## Outstanding Options

Particulars	As at 31 March, 2025	As at 31 March, 2024
Number of options outstanding (Number)	48,050	61,275
Weighted average strike price (₹)	10	10
Weighted average remaining lifetime of options (in years)	3.38 years	4.38 years
Number of employees covered under the scheme (Number)	574	766

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## Options granted during the year

Particulars	FY 2024-25	FY 2023-24
Number of options granted (Number)	NA	61275
Weighted average strike price (₹)	NA	10
Weighted average remaining lifetime of options (in years)	NA	4.38 years
Number of employees covered under the scheme (Number)	NA	766
Weighted Average Fair value per option	NA	834.26

## Assumptions for Fair Value

Particulars	FY 2024-25	FY 2023-24
Weighted average share price	NA	842
Weighted average strike price	NA	10
Weighted average remaining lifetime of options	NA	4.38 years
Expected volatility	NA	46.83% - 50.79%
Risk-free discount rate	NA	6.94% - 6.97%

## NOTE 36: CORPORATE SOCIAL RESPONSIBILITY EXPENSES

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
a) Gross amount required to be spent by the Company during the year	100.31	55.30
b) Gross amount provided for CSR activities	101.64	55.30
c) Amount spent during the year	101.64	55.30
d) Shortfall at the end of the year	-	-
e) Total of previous years shortfall,	-	-
f) Reason for shortfall	NA	NA
g) Nature of CSR activities,		
<b>Eradicating Hunger, Poverty &amp; Malnutrition, Promoting preventive health care, education and sanitation and making available safe drinking water</b>		

## NOTE 37: SEGMENT REPORTING

The company operates only in one business segment viz "Trading of Ayurvedic Medicines and providing Ayurvedic therapie. Accordingly, there are no separate reporting segments as per Accounting Standard 17 "Segment Reporting".

## NOTE 38: DISCLOSURES FOR LEASES UNDER AS 19 – "LEASES".

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
<b>Recognized in Statement of Profit and Loss</b>		
Rental Expenses	3,182.90	1,743.59
<b>Minimum Lease payment</b>		
Less than one year	2,638.04	1,607.86
one to five year	2,287.78	1,585.99
More than 5 years	-	-

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## NOTE 39: EXPENDITURE AND INCOME IN FOREIGN CURRENCY

Particulars	For the year ended 31 March, 2025	For the year ended 31 March, 2024
Foreign Currency Income - Export Sale	106.52	44.82
Foreign Currency Expenses - Professional and other expense	58.05	44.97

## NOTE 40: RELATED PARTY DISCLOSURES

### A. NAMES OF RELATED PARTIES AND NATURE OF RELATIONSHIP:

Description of relationship	Names of related parties
Key Management Personnel (KMP)	Manish Grover (Managing Director) Bhavna Grover (Whole-time Director)
Relative of KMP	Akansha Jain (Sister of KMP) Ashish Grover (Brother of KMP)
Entities in which KMP/Relatives of KMP can exercise significant influence	1. Shuddhi Lifecare Private Limited (formerly Divya Upchar Sansthan) 2. Manish Grover HUF

### B) TRANSACTIONS WITH RELATED PARTIES ARE AS FOLLOWS:

Particular	Key Management Personnel (KMP)	Entities in which KMP/Relatives of KMP can exercise significant influence	Relative of KMP	Total
<b>(i) Salary, allowances and bonus</b>				
March 31, 2025	420.00	-	37.50	457.50
March 31, 2024	420.00	-	20.16	440.16
<b>(ii) Sale of goods</b>				
March 31, 2025	-	498.14	-	498.14
March 31, 2024	-	441.90	-	441.90
<b>(iii) Receiving of services</b>				
March 31, 2025	11.00	6.00	-	17.00
March 31, 2024	15.00	6.00	-	21.00
<b>(iv) Other income</b>				
March 31, 2025	-	12.18	-	12.18
March 31, 2024	-	41.67	-	41.67
<b>(v) Loans and advances (given)/received back</b>				
March 31, 2025	-	212.53	-	212.53
March 31, 2024	-	115.53	-	115.53
<b>(vi) Borrowings received/(repaid) - Net</b>				
March 31, 2025	1,000.00	-	-	1,000.00
March 31, 2024	-	-	-	-

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## C) BALANCES OUTSTANDING ARE AS FOLLOWS:

Particular	Key Management Personnel (KMP)	Entities in which KMP/Relatives of KMP can exercise significant influence	Relative of KMP	Total
<b>(i) Salary, allowances, bonus and imprest payable/(Receivable)</b>				
March 31, 2025	(12.15)	-	-	(12.15)
March 31, 2024	(168.89)	-	-	(168.89)
<b>(ii) Expenses payable</b>				
March 31, 2025	-	2.45	-	2.45
March 31, 2024	-	0.45	-	0.45
<b>(iii) Trade receivable</b>				
March 31, 2025	-	6.04	-	6.04
March 31, 2024	-	270.41	-	270.41
<b>(iv) Loans and advances</b>				
March 31, 2025	-	-	-	-
March 31, 2024	-	204.49	-	204.49
<b>(v) Borrowings</b>				
March 31, 2025	1,000.00	-	-	1,000.00
March 31, 2024	-	-	-	-

## NOTE 41: DISCLOSURE ON SIGNIFICANT RATIOS

	As at 31 March, 2025	As at 31 March, 2024	% Change
Current Ratio	2.91	5.27	-45%
Debt-Equity Ratio	0.04	0.00	1252%
Debt Service Coverage Ratio	246.78	226.03	9%
Return on Equity Ratio	0.33	0.36	-8%
Inventory turnover ratio	3.09	3.43	-10%
Trade Receivables turnover ratio	4.80	7.88	-39%
Trade payables turnover ratio	3.75	5.53	-32%
Net capital turnover ratio	4.70	2.77	69%
Net profit ratio	19.34%	21.33%	-9%
Return on Capital employed	40.94%	45.59%	-10%

## REASON FOR CHANGES IN RATIO (MORE THAN 10%):

1. Debt Equity ratio - Due to debt being taken from director for ₹ 10 crores to meet the working capital requirements of the Company.
2. Trade Receivables turnover ratio - This has reduced due to increase in amount due from the Government Panel Debtor
3. Trade payables turnover ratio - This has reduced due to reduction in creditor payment cycle.
4. Net capital turnover ratio - This has increase because of reduction in Company net working capital position (Current Asset - Current Liability).

# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

## METHODOLOGY:

1. Current Ratio = Current Asset/Current Liability
2. Debt-Equity Ratio = Total Debt/(Total Debt + Equity)
3. Debt Service Coverage Ratio = EBITDA/Finance Cost
4. Return on Equity Ratio = Profit After Tax/Total Equity
5. Inventory Turnover Ratio = Purchase/Inventory
6. Trade Receivable Turnover Ratio = Revenue from Operations/Trade Receivable
7. Trade Payable Turnover Ratio = Purchase/Trade Payable
8. Net Capital Turnover Ratio = Revenue from Operations/(Current Asset - Current Liability)
9. Net Profit Ratio = Profit After Tax/Revenue from Operations
10. Return on Capital Employed = EBIT/(Total Debt + Equity)

## NOTE 42: CONTINGENT LIABILITIES AND COMMITMENT

- (i) Director General of GST Intelligence conducted search on the Company premises (along with other Companies owned by the same promoters) on 13.04.2018. On 03.02.2025, the GST department has issued an Order under section 74(9) of the Central Goods and Service Tax Act 2017, imposing a demand for ₹ 507.99 Lakhs (Inclusive of penalty of ₹ 253.99 Lakhs). The GST department has alleged that the Company has been involved in the suppression of turnover and have sold the goods under incorrect classification. The Company is preparing to file writ petition against this Order with the Hon'ble High Court of Punjab and Haryana. The Company is expected to get the favourable opinion from the Hon'ble High Court and hence the amount has been disclosed as a contingent liability.
- (ii) The Company has given Bank Guarantees amounting to ₹ 1.29 crores to CGHS, RGHS, NDMC, ECHS and State Insurance etc. for empanelment of hospital.
- (iii) The Company received five demand notices, each dated 27.02.2025, from Rajasthan Government Health Scheme (RGHS) alleging that the Company has been paid an excess amount of ₹ 93.28 lacs by RGHS panel because of various reasons such as unnecessary therapies, treatment not justify etc. The RGHS has also levied a penalty of ₹ 186.55 Lakhs on the Company and has raised a consolidated demand notice for ₹ 279.82 Lakhs. The Company has already paid an amount of ₹ 93.28 Lakhs to RGHS in the month of April/May 2025

and have also recognized a provision for this amount in the financial statement. However, the penalty amount of ₹ 186.55 Lakhs has been considered as a contingent liability as the Company is pursuing the matter with RGHS and has a positive opinion that the penalty amount will be dropped off by the RGHS.

## NOTE 43: OTHER NOTES

- (i) The board of directors in their meeting held on 16.05.2024 has recommended a dividend of ₹ 5.47 of the face value of ₹ 10 each for the FY 2024-25 subject to approval of the shareholder in ensuing Annual General Meeting of the Company.
- (ii) Figures for the previous year have been re-grouped/rearranged/restated wherever necessary to make them comparable with those of the current year.
- (iii) In the opinion of the Board of Directors and Management, all the assets other than, Property, Plant and Equipment, Intangible assets and non-current investments have a value on realisation in the ordinary course of business which is at least equal to the amount at which they are stated.
- (iv) The Company does not have any immovable property whose title deed is not held in name of the company.
- (v) The company does not have any Benami property, where any proceeding has been initiated or pending against the company for holding any Benami property.
- (vi) The company does not have borrowings from the bank or financial institutions where quarterly returns or statement of current assets to be filed with such bank/financial institution.
- (vii) The company has not done any transactions with companies struck off under section 248 of the companies Act 2013 or section 560 of companies Act 1956.
- (viii) The Company does not have any charges or satisfaction which is yet to be registered with ROC beyond the statutory period.
- (ix) The Company has complied with the number of layers for its holding in downstream companies prescribed under clause (87) of section 2 of the Companies Act, 2013 read with the Companies (Restriction on number of Layers) Rules, 2017.
- (x) Company has not advanced or loaned or invested funds to any other person(s) or entity(is), including foreign entities (Intermediaries) with the understanding that the Intermediary shall: (a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the company



# Notes to Financial Statement (Contd.)

For the year ended March 31, 2025

(All amounts in Indian Rupees in Lakhs, unless otherwise stated)

- |  |   |
|--|---|
| <p>(Ultimate Beneficiaries) or (b) provide any guarantee, security or the like to or on behalf of the Ultimate Beneficiaries.</p> <p>(xi) The Company has not received any fund from any person(s) or entity(is), including foreign entities (Funding Party) with the understanding (whether recorded in writing or otherwise) that the Company shall: (a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party (Ultimate Beneficiaries) or</p> | <p>(b) provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries</p> <p>(xii) The Company does not have any transaction which is not recorded in the books of accounts that has been surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961 (such as, search or survey or any other relevant provisions of the Income Tax Act, 1961.</p> <p>(xiii) The Company has not traded or invested in Crypto currency or Virtual Currency during the financial year.</p> |
|--|---|

As per our report of even date

For **KRA & Co.**  
Chartered Accountants  
Firm Regd. No.: 020266N

For and on behalf of the Board of Directors  
**Jeena Sikho Lifecare Limited**

**Saurabh Garg**  
Partner  
M.No. 510541  
UDIN: 25510541BMJJMJ9863

**Manish Grover**  
Managing Director  
DIN: 07557886

**Bhavna Grover**  
Whole Time Director  
DIN: 07557913

**Place:** New Delhi  
**Date:** May 16, 2025


**Nanak Chand**  
Chief Financial Officer


**Anshika Garg**  
Company Secretary  
M No.: A34503



**JEENASIKHO LIFECARE LIMITED**

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