We are in the midst of a global health crisis of unknown duration, with COVID-19 situation evolving further with significant new challenges. In addition to the immediate health concerns, we are seeing a much wider impact on all of our lives as well as the economy. Understandably, there is a great sense of discomfort everywhere. However, amidst the gloom, we are inspired by the dedication, selflessness, and resilience seen across our teams. My thoughts are with the people affected and everyone working around the clock to help those most in need. Despite odds we have adapted to the changing environment very quickly, and our commitment to positively transform lives will continue without interruption.

The year 2020-21 witnessed significant changes, partnerships, and pioneering breakthroughs that have been highlights of our journey. We are grateful to our donors, corporate recruiters and supporters, whose support and robust ethos has allowed us to create more aspirational livelihoods even in such tough times. We are pleased to present the Fourteenth Annual Report together with the Audited Accounts for the financial year ended 31st March 2021. With all your support and robust ethos, we look forward to another year forward. Stay safe. Thank you.
IMPACT AT A GLANCE

GROWTH STATISTICS OVER THE YEARS

2007 – 13
- West Bengal

2013 – 14
- Odisha, Jharkhand

2014 – 15
- Bihar, Delhi,

2016 – 17
- Andhra Pradesh

2017 – 18
- Maharashtra, Tamil Nadu, Telangana

2018 – 19
- Meghalaya, Louisiana

2019 – 20
- Assam, Karnataka, Uttar Pradesh, Haryana, Assam, Chattisgarh

IMPACT SINCE INCEPTION

- 400,000+ Lives Impacted
- 1,000,000+ Trained
- 92+ Skill & Career Development Centres
- 697+ Entrepreneurs Created
- 40516+ Women Impacted

YOUR AT A GLANCE

- Men – Women Participation
- 70% of the trained candidates successfully placed

- Men impacted
- 59%

- Women impacted
- 41%

FOOTPRINTS OF IMPACT

- West Bengal
- Odisha
- Jharkhand
- Bihar
- Andhra Pradesh
- Maharashtra
- Tamil Nadu
- Telangana
- Karnataka
- Jharkhand
- Bihar
- Meghalaya
- Assam
- Chattisgarh
- Uttar Pradesh
- Delhi
- Haryana

IMPACT AT A GLANCE

- Trained
- Placed

2019-2020
- 20456
- 14322

2020-2021
- 20686
- 14524

YEAR AT A GLANCE

- Men
- 12239
- WOMEN
- 8447

2007 – 2008
- 2475

2008 – 2009
- 3221

2009 – 2010
- 5503

2010 – 2011
- 7818

2011 – 2012
- 6771

2012 – 2013
- 11791

2013 – 2014
- 14616

2014 – 2015
- 14322

2015 – 2016
- 7019

2016 – 2017
- 427

2017 – 2018
- 550

2018 – 2019
- 1106

2019 – 2020
- 1817

2020 – 2021
- 2787

2021 – 2022
- 4141

2022 – 2023
- 7599

2023 – 2024
- 10801

2024 – 2025
- 10033

2025 – 2026
- 9529

2026 – 2027
- 16189

2027 – 2028
- 20781

2028 – 2029
- 20456
Committed to Secured and Sustained Livelihoods across the Programs

DIGITAL INCLUSION OF YOUNG ASPIRANTS (DIYA)

BUILDING ENTREPRENEURS TO STOP TRAFFICKING (BEST)

Trained

Placed

Total Placed  70.70%  Total Placed  48%

Total Placed  60.63%

PROGRAM WISE PERFORMANCE AT A GLANCE

LAUNCHING THE FUTURE OF LEARNING

What is the problem we are solving and why is this important?

Youth and women from low-income family groups, tribal communities, reformed insurgents, people with disabilities, political refugees, victims of trafficking, ethnic and religious minorities historically perform poorly in the human development index, depending mostly on traditional occupations with limited career options, poor education quality and economic instability. This traps them in a vicious lifetime circle of poverty.

Moreover, these marginalized youth are unable to tap into the livelihood opportunities offered by a growing digital economy which cuts across sectors and job roles. Along with the changing business and dynamic job markets in the twenty-first century, these crisis-stricken youth find it difficult to compete with the market demand and are forced to take up jobs which are low-paid. In this pace, Anudip emerges a leader in identifying this gap and focuses on livelihood creation for marginalized communities which empowers them with sustainable income, financial stability and the opportunity to become future leaders.

LAUNCHING THE FUTURE OF LEARNING

As part of its ongoing efforts to foster an ecosystem that enhances India’s talent with the right set of skills, Anudip Foundation launched FutureLearn supported by Capgemini, aimed at preparing a global workforce with the skills needed to future-proof their careers in an age of rapid technological change. Along with providing financial assistance for developing FutureLearn, Capgemini reinforces its partnership with Anudip by sharing their expertise and insights into design strategies to incorporate critical 21st century concepts that bring complementary capabilities in our curriculum and accelerate our road to impact the future workforce through this product. Anudip’sFutureLearn product will be highly scalable, fully virtual, facilitate self-learning with limited facilitation, and drive an engaging learning experience that nurtures curiosity amongst the youth community.

OUR APPROACH

An overview

Two-thirds of India’s population is below the national average age of 26 years which means that in the coming decade the country will see its potential workforce touching a billion. The economy will need to create 5 million jobs each month to keep employment rates constant. About 90 percent of the jobs created will be skill based and require vocational training.

In 2007, Anudip was set up after a Reuters Foundation-Action Aid study found that economies of desperately poor people can be impacted by increase of local employment. Starting as learning prototypes in IT skilling at 3 locations in the heart of Sunderbans – rural West Bengal to 90+ locations across 16 States in India, Anudip has been delivering measurable employment and entrepreneurship outcomes at scale through its technology powered programs.

In addition to this, Anudip is working with FutureLearn to develop a comprehensive 21st century skills curriculum for the Indian workforce.

Anudip’s curriculum aims to address the skills gap and prepare the workforce for the future of work, focusing on areas such as digital literacy, critical thinking, and problem-solving.

Anudip’s offering includes:

- A comprehensive set of courses designed to meet the needs of the new economy.
- An adaptive and interactive learning platform that accommodates various learning styles.
- Access to expert instructors and facilitators.
- A supportive community that fosters collaboration and continuous learning.

Anudip is committed to providing education and training that empowers individuals to succeed in the changing job market, preparing them for future-proof careers in an era of rapid technological change.

OUR APPROACH

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DIYA, an unique technology-driven skills development program for at-risk youth, is a pathway to digital-age learning experiences and new-economy career opportunities for career aspirants from the socially-excluded geographies. DIYA generates a pool of skilled and technology-friendly career aspirants for employers from the burgeoning e-commerce, logistics, and mobile payments sectors.

**Total Trained:** 19402  
**Total Placed:** 13690

**Program Highlights**

**Story of Thoda Gireesh, Tirupati, Andhra Pradesh**

“My father drives a private sumo on Tirupati hills and my mother is a homemaker running a sizeable household of five, in Rayachoty, Kadapa District of Andhra Pradesh. When it became difficult to make ends meet, I started giving tutorials to the local children,” recalls Gireesh. 23 year-old Thota Gireesh has always seen his father painstaking work as a cab driver doing day and night shifts to make more money. When his father returned back home exhausted, Gireesh heard stories about how he dropped young boys and girls doing corporate jobs and dreaming to see his sons sitting at the back seat of his cab, someday.

Gireesh started looking for employment opportunities to strengthen his resources. This was when Gireesh decided to take up market-aligned skills training from a local institute which he could manage. Gireesh enrolled for Diploma in Web Designing at Anudip Tirupati Centre and learnt HTML5, CSS, JAVA SCRIPT, and BOOTSTRAP. It was followed by assessments, certification and mock – interview sessions. Post his training completion, Anudip helped him sit for multiple job-interviews in corporates. Today, Gireesh works as a Web Analyst in Capgemini, earning INR 31,000 per month.

Recounting his struggle, he affirms, “My father proudly speaks about my job at Capgemini, one of the largest multi-nationals to the passengers during his trips.”
SAVE (Specially – Abled – Vocational – Education), our exclusive program for people with disabilities offers IT-based vocational skills and mainstream employment access to differently-abled persons, equipping them with “confidence” and “courage” to enter the workforce without discrimination.

Total Trained: 1028
Total Placed: 621

Women: 216
Men: 739

60.63% of the trained candidates successfully placed

PROGRAM HIGHLIGHTS

ASUNTA TOPPO
Jharkhand

Challenges:
• Affected by polio since the age of two
• Denied admission in regular school
• Family being hesitant to take up responsibility

Asunta Toppo belonged to the tribal family in rural Jharkhand. Being rejected since childhood at school and later by her family members, she knew she has to stand up for own-self. “Rejections came to me from an early stage of life. I was perceived as a burden everywhere. It was then Asunta decided to take up an employability training despite odds. Her tenacity and grit helped her gain a course in English Communication and IT. Post her training, Asunta got a job in Vibrant Infocom with a salary of INR 12,000 per month and is now financially stable.

“Today my career is an answer to everything. My courage and ANUDIP has been my only companion”
BEST Building Entrepreneurs to Stop Trafficking

Aimed toward rehabilitating the crisis-stricken survivors of trafficking in women and children who face the stigma of sex trade and travails of bonded labor, discrimination and social taboos, Anudip launched its pioneering BEST (Building Entrepreneurs to Stop Trafficking) initiative to enable the disadvantaged women and girls find viable and respectable professions. A pilot project launched on August 2018 with this distinctive objective, mentors, skills and assists a group of women and girls rescued after being trafficked (often multiple times) in Domkal in the Murshidabad district of West Bengal to become digitally literate and develop entrepreneurial proficiencies for economic and social integration.

Why Murshidabad?
The International Labour Organization (ILO) estimates that India is a source, transit, and destination for women and girls who are trafficked for commercial sex work. West Bengal ranks among the 8 Indian states that supply the most trafficked women and girls owing to a shared porous border of 2,217 kilometers with Bangladesh, and thus often serves as a transit location for thousands of Bangladeshi women who are trafficked into India each year. Sex trafficking is known to be particularly prevalent in Murshidabad district of West Bengal, due to its close vicinity to the Bangladesh border.

Source: Anti-Trafficking Study by Freeset Business Incubator & Banzid -2016-17

Program Highlights

21 Trained
10 Self Employed

48% Self Employed through cloud sourced platforms

The Story of Tuhina, Murshidabad, West Bengal

Tuhina was forced to marry the same man who was about to sell her. Aimed at rehabilitating crisis-stricken survivors of human trafficking, Anudip, through its pioneering BEST initiative readies Tuhina, who faced sexual slavery, and prepared for viable and respectable professions through skill development training. Today Tuhina is an IT professional and lives life with dignity.

24 year old Tuhina who has braved countless challenges to fight against stigma after being rescued from trafficking admits that it is her association with Anudip and the subsequent training she received that took her life in a direction she could have never imagined. Today, Tuhinda works on digital data and earns INR 8,500 per month.

“My new identity as a professional in corporate – changed everything, even my haunted past.”
### Our Partners in Change

We acknowledge the support provided by all our donors whose ages help us to further our work and transform lives in 2020-21.

#### Donors

<table>
<thead>
<tr>
<th>Donors</th>
<th>Targeted Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Citi Foundation</td>
<td>• Impart digital skills training to high-need communities in Pune and Thane, Maharashtra to provide placement opportunities</td>
</tr>
<tr>
<td>HSBC Skills for Life</td>
<td>• Upskill unemployed youth aged 18-25 years from Kumrool and Vizianagram, Andhra Pradesh in professional skills training and facilitate employment opportunities</td>
</tr>
<tr>
<td>JP Morgan</td>
<td>• Deploy young women from disadvantaged communities in financial and digital literacy training and place them in new economy jobs</td>
</tr>
<tr>
<td>Wells Fargo</td>
<td>• Engage marginalized youth from Tamil Nadu and Telangana with new skills and advanced courses and provide job support</td>
</tr>
<tr>
<td>Bank of America</td>
<td>• Up skill opportunity limited youth and women from underdeveloped locations in smart skills for new-economy job roles</td>
</tr>
<tr>
<td>HSBC Swadesh</td>
<td>• Enable at-risk youth with career-development proficiencies for employment in IT &amp; ITES sector</td>
</tr>
<tr>
<td>ITC Ltd.</td>
<td>• Skill marginalized youth and women across West Bengal and Assam with industry aligned digital and IT skills</td>
</tr>
<tr>
<td>Accenture Services Pvt. Ltd.</td>
<td>• Support career-aspirants from low-income family groups across India through Anudip’s DIYA and SAVE programs to help them secure employment</td>
</tr>
<tr>
<td>ICRA Limited</td>
<td>• Equip access-limited youth in rural West Bengal with professional skills training and employment support</td>
</tr>
<tr>
<td>Microsoft</td>
<td>• Prepare underprivileged young men and women nationwide with an array of skills from basic ITO website-development, Cisco and Microsoft certification, programming languages, etc.</td>
</tr>
<tr>
<td>Capgemini</td>
<td>• Train youth in new economy skill sets and provide employment opportunities in digital and IT services</td>
</tr>
<tr>
<td>Microsoft and L&amp;I</td>
<td>• Import Digital Skills for Construction Workers Project includes training of 7000 trainees with 100% improvement in digital skills</td>
</tr>
<tr>
<td>Cisco CSR</td>
<td>• Set up skill and career development centres to offer advanced skill-sets for opportunity-limited youth</td>
</tr>
<tr>
<td>eJunction</td>
<td>• Hone opportunity limited youth in rural West Bengal with employability skills training and placement support</td>
</tr>
<tr>
<td>Hindustan Unilever limited</td>
<td>• Equip small business to e-commerce platforms and upskill needy youth and disabled persons with digital skills and employment</td>
</tr>
<tr>
<td>USAID</td>
<td>• Empower aspiring young women from underprivileged background with new-age skills</td>
</tr>
<tr>
<td>CDC Group PLC</td>
<td>• Enhance workforce development training to employees and staff of iMerit Technology Services</td>
</tr>
<tr>
<td>HP Parekh</td>
<td>• Upskill economically disadvantaged members of the society leading to a pathway of securing digital livelihood</td>
</tr>
<tr>
<td>BRAC</td>
<td>• Hone new-age digital skills training to job-aspirants from Bangladesh</td>
</tr>
<tr>
<td>Titan</td>
<td>• Train youth from marginalized backgrounds and specially-abled student with new economy jobs</td>
</tr>
<tr>
<td>ITC Ltd.</td>
<td>• Import training in industry-aligned curriculum and digital services for youth from impoverished backgrounds</td>
</tr>
<tr>
<td>CDC Group PLC</td>
<td>• Enhance workforce development training to employees and staff of iMerit Technology Services</td>
</tr>
</tbody>
</table>

#### Targeted Impact

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>• Prepare underprivileged young men and women nationwide with an array of skills from basic ITO website-development, Cisco and Microsoft certification, programming languages, etc.</td>
</tr>
</tbody>
</table>

### Our Employers

- Nielsen
- Wipro
- Amazon
- JIMI
- Walmart
- Infosys
- India Filings
- Tata Consultancy Services
- TATA
- CGS
- Sutherland
- Vodafone
- Accenture
- Genpact
- Capgemini
PARTICULARS OF EMPLOYEES

As required under section 217(2A) of the Companies Act, 1956, and the Rules framed thereunder, the Directors state that there have been no employees applicable to this Rule during the period under consideration, and so no comment is necessary in this matter.

DIRECTOR’S RESPONSIBILITY STATEMENT

As required under Section 217(2AA) of the Companies Act, 1956, the Directors state as follows:

i) That in the preparation of the Annual Accounts for the year ended 31st March, 2021, the applicable accounting standards have been followed along with proper explanation relating to material departures.

ii) That the Directors have selected such accounting policies to the extent deemed applicable and applied them consistently and made judgments 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 year ended 31st March, 2021 and of the surplus of the Company for the year.

iii) That the Directors have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with provisions of this Act for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities.

iv) That the Annual Accounts for the year ended 31st March, 2021 have been prepared on a going concern basis.

Mr. Dipak Basu
Mr. Mohan Eddy
Mr. Abhijit Sen
Mr. Jai Natarajan
Mr. Sumantra Banerjee
Mr. Sanjeev Prasad

ACKNOWLEDGMENTS

The auditors of the Company, M/s Konar Mustaphi & Associates, Chartered Accountants, will hold office until the conclusion of the Annual General Meeting. Your Directors convey their sincere thanks to the Company’s employees for their outstanding work and to all bodies and authorities who have extended their support and financial assistance through the year.

CEO

The following was the Board membership at the end of the financial year:

- Mr. Dipak Basu
- Mr. Mohan Eddy
- Mr. Abhijit Sen
- Mr. Jai Natarajan
- Mr. Sumantra Banerjee
- Mr. Sanjeev Prasad
FINANCIALS

CONSOLIDATED FINANCIALS

BALANCE SHEET AS AT 31ST MARCH 2021

<table>
<thead>
<tr>
<th>SL No.</th>
<th>Particulars</th>
<th>Note No.</th>
<th>As at 31st March</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Rs</td>
<td>Rs</td>
<td>Rs</td>
</tr>
<tr>
<td>I</td>
<td>EQUITY AND LIABILITIES</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(1)</td>
<td>Shareholder's Fund</td>
<td>II</td>
<td>3,30,24,734</td>
<td>3,30,24,734</td>
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</tr>
<tr>
<td></td>
<td>a) Share Capital</td>
<td></td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>b) Reserve and surplus</td>
<td></td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>(2)</td>
<td>Non-current Liabilities</td>
<td>III</td>
<td>86,25,000</td>
<td>1,07,73,975</td>
<td>30,11,048</td>
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<tr>
<td></td>
<td>Long - term borrowings</td>
<td></td>
<td>64,85,808</td>
<td>1,51,10,808</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Other Long-term liabilities</td>
<td>IV</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>(3)</td>
<td>Current Liabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>a) Trade payable</td>
<td>V</td>
<td>34,45,598</td>
<td>1,30,008</td>
<td>1,23,870</td>
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<tr>
<td></td>
<td>b) Short-term Borrowings</td>
<td></td>
<td>26,416</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>c) Other current liabilities</td>
<td>VI</td>
<td>15,34,94,365</td>
<td>15,69,65,379</td>
<td>10,09,83,044</td>
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<tr>
<td></td>
<td>TOTAL</td>
<td></td>
<td>20,51,00,921</td>
<td>14,12,18,682</td>
<td>-</td>
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<td>II</td>
<td>ASSETS</td>
<td></td>
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<tr>
<td>(1)</td>
<td>Non-current Assets</td>
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<tr>
<td></td>
<td>a) Fixed Assets</td>
<td>VII-A</td>
<td>55,14,978</td>
<td>98,16,389</td>
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<td>VII-B</td>
<td>16,43,519</td>
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<tr>
<td></td>
<td>b) Long-term loans and advances</td>
<td>VIII</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>c) Other Non-current Assets</td>
<td></td>
<td>75,49,396</td>
<td>1,47,03,893</td>
<td>99,82,012</td>
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<tr>
<td>(2)</td>
<td>Current Assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>a) Receivables</td>
<td>IX</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>b) Cash and cash equivalents</td>
<td>X</td>
<td>16,55,71,096</td>
<td>9,24,48,157</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>c) Short-term loans &amp; advances</td>
<td>XI</td>
<td>25,88,733</td>
<td>30,34,216</td>
<td>-</td>
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<tr>
<td></td>
<td>d) Other current assets</td>
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<td>2,22,37,200</td>
<td>19,03,97,029</td>
<td>2,21,66,127</td>
</tr>
<tr>
<td>II</td>
<td>TOTAL</td>
<td></td>
<td>20,51,00,921</td>
<td>14,12,18,682</td>
<td>-</td>
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</tbody>
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STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31ST MARCH 2021

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<td></td>
<td></td>
<td>Rs</td>
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<td></td>
<td></td>
<td>I</td>
<td></td>
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<tr>
<td>I</td>
<td>INCOME</td>
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<td>XIV</td>
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<tr>
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<td>imating</td>
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<td>May, 3,03,935</td>
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<tr>
<td>II</td>
<td>EXPENDITURE</td>
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<td></td>
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<tr>
<td></td>
<td>Employee Benefit Expenses</td>
<td>XV</td>
<td>15,03,11,418</td>
<td>13,15,57,971</td>
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<tr>
<td></td>
<td>Depreciation</td>
<td>VII-A</td>
<td>44,53,308</td>
<td>85,77,610</td>
</tr>
<tr>
<td></td>
<td>Amortization</td>
<td>VII-B</td>
<td>21,36,962</td>
<td>99,45,626</td>
</tr>
<tr>
<td></td>
<td>Other Expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Administrative Expenses</td>
<td>XVI</td>
<td>98,99,565</td>
<td>1,8,02,449</td>
</tr>
<tr>
<td></td>
<td>- Training Centre Expenses</td>
<td>XVII</td>
<td>10,80,80,032</td>
<td>9,66,12,230</td>
</tr>
<tr>
<td></td>
<td>Total Expenditure</td>
<td></td>
<td>27,54,75,305</td>
<td>26,45,75,907</td>
</tr>
<tr>
<td></td>
<td>Surplus/(Deficit) for the year</td>
<td></td>
<td>69,28,630</td>
<td>41,89,144</td>
</tr>
</tbody>
</table>

Summary of significant accounting policies and the accompanying notes to the Financial Statements form Integral part.

In terms of our report of even date
For KONAR MUSTAPPI & ASSOCIATES Chartered Accountants FNN: 314,1256

S.K. Mustaphi
Partner
Membership No 51842
UDIN: 21051824AAAAD04156
Place: Kolkata
Date: 24th September, 2021

MONISHA BANERJEE
CEO
ABHIJIT KUMAR SEN
Director
DIN - 5327489

SUMIT GUHA
CFO
DIN - 75243

SUMANTAK BANERJEE
Director
DIN - 75243