



LIGHTHOUSE COMMUNITIES FOUNDATION

DIRECTORS' REPORT 2024-2025

COMPOSITION OF BOARD OF DIRECTOR

Dr. Ganesh Natarajan	Director and Chairman
Ms. Ruchi Mathur	Director and Vice Chairperson
Mr. Pradeep Bhargava	Director
Ms. Malini Thadani	Director
Ms. Pervin Varma	Director
Mr. Ujwal Thakar	Director
Mr. Rajnish Kumar	Director
Ms. Anita Rajan	Director

KEY MANAGERIAL PERSONNEL

Ms. Anuja Kishore	Chief Executive Officer
Ms. Mrinal Gharpure	Chief Financial Officer

CIN	U74999PN2011NPL139899
REGISTERED OFFICE	The Lighthouse Complex, off Bremen Chowk Spicer College Road, Aundh - 411007
WEBSITE	www.lighthousecommunities.org

AUDITORS	M/s Shah Khandelwal Jain and Associates
FIRM REGISTRATION NUMBER	142740VW
ADDRESS	Level 3, Riverside Business Bay, Wellesley Road, Nr. RTO, Pune - 411001

ANNUAL GENERAL MEETING

Time	5:00 pm
Date	29th May 2025
Meeting ID	976 7470 3198

DIRECTORS' REPORT

(Section 134 of the Companies Act, 2013)

To,
The Members,
Lighthouse Communities Foundation

The Directors hereby present their 14th Annual Report of the Company together with the Audited Financials for the year ended as on March 31, 2025.

1. FINANCIAL RESULTS

The Company's financial performance for the year under review along with previous years' figures are given hereunder:

Particulars	For the year ended March 31, 2025 (In Rs.)	For the year ended March 31, 2024 (In Rs.)
Donation Income	40,26,79,977	29,25,48,643
Other Income	76,10,576	38,48,726
Total Income	41,02,90,554	29,63,97,369
Total Expenditure	40,30,81,558	28,90,19,680

The Directors proposed to appropriate this amount as under:

Particulars	For the year ended March 31, 2025 (In Rs.)	For the year ended March 31, 2024 (In Rs.)
Opening Earmarked Funds	5,11,36,628	2,72,24,420
Add: Donations Received during the	43,23,51,123	31,43,03,243

year		
Less: Current utilization of funds	40,15,09,543	29,25,48,643
Less: Transfer to Other Earmarked fund LCF o/h (Adv. Received for FY 25-26/FY 24-25)	9,09,091	9,54,425
Less: Transfer to Fixed Assets Fund	3,83,14,103	-31,12,033
Closing Earmarked Funds	4,27,55,014	5,11,36,628

2. STATE OF THE COMPANY'S AFFAIRS:

2024–25 was a year of remarkable growth and momentum for **Lighthouse Communities Foundation (LCF)**, marked by geographic expansion, programmatic innovation, and deepened partnerships. Since 2016, LCF has positively impacted over **2,23,000 citizens** through its various initiatives focused on skilling, livelihoods and youth empowerment.

A major milestone this year was LCF's onboarding as a key player into **UBS's flagship initiative, Vidyarthi**; a consortium-led program focused on breaking the cycle of poverty through education and skill development. Over the next three years, UBS will support LCF's work under this initiative in **Pune, Mumbai and Hyderabad**, contributing to a shared vision of creating pathways to education and employment for underserved youth.

As part of the **Kaushalyam Project in Pimpri-Chinchwad (PCMC)**, Lighthouse Communities Foundation, in partnership with the Municipal Corporation, conducted a large-scale **youth survey**, reaching over **34,000 young people**.

The survey showed that **60%** of youth have completed **12th grade or higher**, highlighting the need for access to further education or skill development.

Around **54% are currently unemployed but actively looking for work**, while **48% are willing to invest time in upskilling**, especially those who lack job-readiness.

These insights are now shaping the long-term strategy to **scale the program over the next 3–5 years**, while ensuring that **no youth is left behind** in PCMC.

In line with our commitment to innovation, LCF launched **four new in-house vocational courses**, Customer Service Associate, Data Analyst, Retail Store Operations Assistant, and Sales Executive. Additionally, the **Mission Cell** introduced three cutting-edge **Virtual Reality (VR) Exposure Modules**, enabling immersive career exploration for youth in trades like CNC Operations and General Duty Assistance.

This year also marked a significant investment in the development of the **technology platform, WeConnect 2.0**. A high-quality **User Interface** has been successfully designed, and the platform is currently in the development phase. In parallel, a robust **data management system** has been established to enable the program teams to access real-time youth data and generate insights across various stages of the program lifecycle, enhancing both decision-making and operational efficiency.

As of **March 2025**, program operations and its geographical spread is as below-

- **46 Operational Lighthouse Centers** across 5 States – Maharashtra, Odisha, Delhi, Telangana and Utter Pradesh.
- Youth agency and livelihoods programs under **Global Opportunity Youth Network (GOYN)** in Pune, Pimpri-Chinchwad and Bhubaneswar
- **Lighthouse Kiran**, Social and Emotional Learning program for adolescents aged 14–17, across Pune, Pimpri-Chinchwad and Bhubaneswar.

The LCF team also grew significantly, from **400 to 550 members**, comprising full-time staff, trainers, interns and contractual employees. Notably, **20% of our**

workforce are Lighthouse alumni, reaffirming our commitment to lifelong support for the youth.

Today, Lighthouse Communities stands as a unique model of **collective impact and Public-Private Partnership (PPP)**, supported by:

- **15 Government Partners**
- **47 donor partners**
- **100+ skilling partners**
- **7500+ employer partners**

New donor partnerships forged in the year were Persistent India Foundation, SBI Foundation, United Way, Hyderabad, CAF America and KPMG for Lighthouses along with majority of the existing donors renewing their partnerships.

Together, we continue to build an inclusive and equitable future one youth at a time.

FINANCIAL GROWTH

There has been a healthy growth of **38% in the accrued income**, with large grants coming in from donors like the Michael & Susan Dell Foundation, Accenture, Botnar Foundation, UBS Optimus Foundation India, Deloitte, eClerx, and HSBC Software Development (India) Private Limited (HSDI). There is a steady growth in the reserves over the years and the general reserve stands at INR 2.76 crores.

EXPANSION

This year witnessed strong growth in expansion and deeper collaboration with key government partners across multiple states.

A major highlight was the **launch of a new Lighthouse centre in Mallepally, Hyderabad**, inaugurated by the local MLA and the Mayor along with other key

government officials, demonstrating strong civic and political support in Telangana.

In **Odisha**, a **three-year extension** of the State-level MoU was secured with the government. This renewed partnership sets the stage for a **major scale-up**, with plans to expand into **13 more cities** under the state's youth skilling and livelihoods strategy.

In **Maharashtra**, the **Pimpri-Chinchwad Municipal Corporation (PCMC)** renewed its MoU with LCF for **five years**, with approvals from both the Standing and General Body Committees. Additionally, a new MoU was signed to implement the **Lighthouse Kiran program** in **five municipal schools**, furthering our efforts in building youth agency and emotional well-being at the school level.

The Lighthouse program was started with the **Model Career Centre in Nagpur and Thane** delivering livelihood services to the youth in alignment with the employment exchange mandate.

These developments reflect the growing trust and recognition from both state and city-level governments in the **Lighthouse model** as a powerful tool for **youth empowerment and inclusive urban development**.

Looking ahead to 2025–26, we aim to establish new partnerships in select peri-urban geographies to further expand our footprint.

PROGRAM ENHANCEMENTS

The Mission Cell is responsible for program design, learning and development and impact evaluation and research. During the year it has undertaken the below interventions -

- 1. Curriculum and Content Design Function:** Development of 4 new in-house vocational courses: Customer Service Associate, Data Analyst, Retail Store Operations Assistant, and Sales Executive.

- 2. Virtual Reality (VR) Exposure Modules** - Lighthouse Programme Immersion, CNC Operator Exposure, and General Duty Assistant Exposure.
- 3. Learning & Development:** A total of 64 L&D training sessions have been delivered, 509 training hours with 420 unique participants from different teams.
- 4. Quality Assurance:** In depth support extended to new team members via 76 supportive supervision trips to ensure good quality program delivery across new and existing centers. Quality assurance team also conducted detailed data checks to ensure sanctity of data for skilling and placement.
- 5. Research and Evaluation:** Finalisation of the framework for MEL in collaboration with Cross Disciplinary Knowledge Data Research Forum (XKDR) was carried out. During the year an ecosystem mapping study was carried out in Bhubaneswar in partnership with Deloitte, which led to a labour absorption plan and laid out the employment opportunities for Opportunity Youth.

CONVENINGS AND EVENTS

Significant efforts were made through the year to organize impactful events and conclaves, showcasing innovations and forging strategic collaborations. Some of the noteworthy ones are as below -

1. GOYN 5th Annual Global Convening

GOYN's 5th Annual Global Convening was hosted by Lighthouse Communities who is the Anchor Partner for GOYN in Urban India, in collaboration with Global Development Incubator and GOYN Aspen. It was a spectacular 5-day affair that witnessed more than 2500 Opportunity Youth leaders and over 250 Community Partners, Speakers and Delegates from around the world. The Convening was a platform for exchange of ideas and insights towards transforming youth livelihoods globally. The event was supported by Pune Municipal Corporation

and Pimpri-Chinchwad Municipal Corporation. Over five days, plenaries, workshops and site visits tackled systemic inequities, spotlighted inclusive innovations and empowered youth through leadership, financial inclusion, job creation and AI. Centred on collaboration and narrative change, the convening amplified youth voices driving social and economic impact.

2. Conclaves held in partnership with the Industry bodies -

- **Industry HR Conclave at Pune and Pimpri Chinchwad** - 56+ leading employers including DMart Avenue Supermarts Ltd, Infosys, Amazon, Tata Consultancy Services, Spero Healthcare Innovations, Eureka Outsourcing Service Limited, and more for a crucial dialogue on “What needs to change for youth to thrive in workplaces?”
- **Industry HR Conclave at Bhubaneswar** - 98 participants, including 62 employers and delegates from Sector Skill Councils (Telecom, Rubber & Petrochemical), NSDC, SDI, Ministry of Labour & Employment, and Employment Exchange for meaningful discussions on workforce development and inclusion.
- **Industry HR Conclave at Delhi** - 25 employers, 10 skilling and NGO partners, 13 Lighthouse alumni, and 75 participants, including youth from Lucknow participated. The event focused on reshaping youth employment and skill development scenarios and featured insightful discussions on the innovative PPP model for skill development, emphasizing women empowerment.
- **MRD Logistics Conclave Baramati** - Top industrialists, HR leaders from the Baramati Industrial Development Association (BIDA) and LCF-GOYN came together to discuss evolving skill development needs and workforce readiness. Lighthouse Communities Foundation (LCF) and Baramati Industrial Development Association (BIDA) signed a Memorandum of Understanding (MoU) which aims to bridge the gap between industry requirements and workforce readiness by equipping youth with relevant skills and connecting them to employment opportunities.

- **MRD Logistics Conclave Pune** - 38 employers from the Logistics-MRD sector got together to discuss AI adoption, workforce skilling, and curriculum advancements critical to youth employment.

RECOGNITION

Lighthouse Communities Foundation is elated to announce its certification as a 'Great Place To Work' for another year, a testament to our unwavering commitment to fostering a culture of excellence, inclusivity and employee well-being. At LCF, we believe that a supportive workplace is the cornerstone of success and this certification reaffirms our dedication to nurturing a positive and fulfilling work experience for all. LCF represented at IIT Bombay's - PIWOT Event and participated in conferences and events hosted by AVPN, Nudge - 'Charcha', BSE, TEDx - Flames Institute.

Vice Chairperson Ms. Ruchi Mathur was invited to the Aspen Ideas Festival, USA. Speaking on "Power of Place: Youth Opportunity in Latin America, India, and Africa", she highlighted that, in India, the core barrier to youth opportunity isn't lack of access, but a psychological one; fear of failure and internalized inadequacy. This underscored the importance of models like Lighthouse.

ACKNOWLEDGEMENTS

The Directors would like to acknowledge the contribution from the following donors in FY 24-25:

Akanksha Foundation (Infosys Technologies), AllianceBernstein, Andrey Purushottam, Atlas Copco (INDIA) Private Limited, Bajaj Auto Limited, Bajaj Finance Limited, Charities Aid Foundation America, Cloud Software Group India Private Limited, Compucom CSI Systems India Private Ltd, Crane Funds for Widows and Children, Credit Suisse Services AG (Pune Branch), Deepak Ayyakutti, Deloitte Foundation, Designshala Collaborative, Dr. Sulabha Pradeep Kasbekar, eClerx Services Limited, Fidelity, Goodyear South Asia Tyres Private

Limited, GTT Foundation, Natarajan Education Society, HSBC Software Development (India) Private Limited (HSDI), Infosys Foundation, Intervet India Pvt Ltd., ITC Limited, Jetsynthesys Private Limited, J P Morgan Chase Bank N.A. India, JSP Foundation, Meher & Pheroz Pudumjee Family Discretionary Trust , Michael and Susan Dell Foundation, Mr. Vaidyanathan Vembu, NICE Interactive Solutions India Pvt Ltd, Omnicom Media Group India Private Limited, Persistent India Foundation, Pinnacle Industries Limited, Praveen Prabhu, PRINCIPAL Global Services Pvt Ltd, SBI Foundation, The Bank of Nova Scotia, The Aspen Institute, UBS AG (Mumbai Branch), UBS Optimus Foundation India, United Way of Hyderabad, Vanderlande Industries Private Limited, Vascon Engineers Ltd, Vivek Mathur, Weikfield Food Products Pvt Ltd, Zahra Welfare Trust, Zinnia Digital Service LLP.

The Directors would like to acknowledge the unwavering support of various Government bodies:

Maharashtra: Pune Municipal Corporation (PMC), Pimpri Chinchwad Municipal Corporation (PCMC), Kalyan Dombivli Municipal Corporation (KDMC), Aurangabad Municipal Corporation (AMC), Aurangabad Smart City Development Corporation, Skills Employment Entrepreneurship and Innovation Department (SEEID), Directorate of Vocational Education and Training, Maharashtra (DVET).

Delhi: Delhi Skill and Entrepreneurship University (DSEU), Delhi Urban Shelter Improvement Board (DUSIB).

Odisha: Housing & Urban Development Department, Odisha, Directorate of Technical Training and Education, Odisha, Bhubaneswar Smart City Limited, Bhubaneswar Municipal Corporation, Barbil Municipality, Angul Municipality, Jatni Municipal Council, Cuttack Municipal Corporation, and Rourkela Municipal Corporation.

Telangana: Greater Hyderabad Municipal Corporation (GHMC).

Lucknow: Lucknow Municipal Corporation, Lucknow Smart City, District Urban Development Authority.

PERFORMANCE HIGHLIGHTS

A short write-up on the performance of each program undertaken by Lighthouse Communities Foundation, is appended below:

LIGHTHOUSE: CENTRE FOR SKILLING AND LIVELIHOOD

Lighthouse program is a sustainable livelihood program for urban disadvantaged youth between the age of 18-35. Since 2016, **68000 youth** have been equipped to make informed career choices, out of which **51000 youth** started their livelihood journey and **36000 youth** have secured jobs.

Specifically in the year 2024-25, 19000 youth have undergone agency building, 9000 have completed skill training and over 12000 youth were placed into jobs/entrepreneurship with companies such as Accenture, Amazon, Axis Bank, Capgemini, HDFC Bank, Infosys, IBM, Reliance, Wipro and WNS.

One of the notable success stories this year is the placement of a Lighthouse youth as a Tech Analyst at *Principal Global Services* in Pune, with a monthly remuneration of INR 50000.

Outcomes like these reaffirm our commitment to empowering youth from underserved communities to achieve dignified and sustainable livelihoods.

KAUSHALYAM

Launched in January 2024, the Kaushalyam program rapidly expanded across Pimpri-Chinchwad with 11 centers operational by Mar '25. The program is

gaining momentum through a citywide, integrated delivery model. A demand-supply mapping exercise identified Manufacturing, ITES, and BFSI as key sectors, enabling over 2100 hyper local placements in the year. A brand identity was launched via a multi-channel campaign, featuring a distinct logo, outdoor and print ads, auto and bus branding, flyer distribution, and social media outreach. To boost visibility, 60 Visual Mobile Displays were deployed across high-footfall areas, amplifying the Kaushalyam message citywide.

VOLUNTEERING

We engaged with 1700+ volunteers from UBS, HSBC, Deloitte, IDFC, Credit Suisse, eClerx, NICE Technologies and PGS to conduct sessions on topics ranging from Resume Building & Interview Preparedness, Excel, Time & Stress Management, Self-Awareness, Workplace Etiquettes and Email Etiquettes, Financial Literacy, Python coding and IT knowledge to Artificial Intelligence impacting 5461 youth.

SKILLING AND PLACEMENT INITIATIVES

This year, LCF focused on introducing **demand-led courses** that align closely with both **industry needs** and **youth aspirations**. New course offerings included **Electrician and Fitter training in Odisha**, a **women-only CNC Operator batch in PCMC**, and programs in **BFSI** (Banking, Financial Services & Insurance) and **Early Childhood Education** in Pune - reflecting growing interest in **non-traditional and emerging sectors**.

To bridge the gap between classroom learning and real-world work environments, youth were given **practical exposure** through workplace visits, including **Amazon Fulfilment Centers**. **Mega job drives and industry conclaves** held across **Mumbai, PCMC, Pune, Delhi, and Odisha** connected over **250 employers**, significantly boosting placement opportunities and employer partnerships.

Internships and **On-the-Job Training (OJT)** were integrated into course design, and new pilots in **MIS Data Analysis, Retail, and Core Sales** enrolled **350 youth**, showing promising early success.

Training quality was strengthened through:

- **26 hours of trainer upskilling**
- Enhanced **monitoring systems**
- Improved **English modules** with workplace simulations

These efforts helped reduce dropout rates significantly.

Notably, youth showed growing interest in sectors such as **BFSI, CNC Operations, Phlebotomy** and **Nursing Assistance**.

A key highlight this year was the **placement of over 150 Lighthouse youth** in jobs with the **Kalyan Dombivli Municipal Corporation** and **Pimpri-Chinchwad Municipal Corporation** under the Mukyamnatri Yuva Karya Prashikshan Yojana (CMYKPY) scheme.

STRENGTHENING GOVERNMENT PARTNERSHIPS

Throughout the year, government officials across multiple cities in India visited the Lighthouses, demonstrating strong and sustained support for its initiatives. These visits, often alongside LCF Chairman and senior leadership team members, reflected a deep alignment between public institutions and the LCF mission. Despite political transitions in the state of Odisha and Delhi, LCF successfully navigated the evolving landscape, maintaining momentum and credibility through consistent engagement and impactful work. The proactive involvement of government stakeholders not only validated the organisation's efforts but also played a crucial role in scaling and deepening its reach across communities.

GLOBAL OPPORTUNITY YOUTH NETWORK (GOYN)

LCF has been an anchor partner for the Global Opportunity Youth Network (GOYN) initiative since 2019. GOYN works with “Opportunity Youth”; young people aged 15-29 who are out of school, unemployed, or working in informal jobs.

In 2024–25, GOYN empowered 26,000 underserved youth across PMC, PCMC, and Bhubaneswar. 13300 showed progress and 4,500 achieved transformation through skilling, jobs, or entrepreneurship. This impact was fuelled by 250+ partners, including 30 new skilling organizations, and inclusive spaces like four Lighthouse Connect Centers in Pimpri Chinchwad. GOYN supported 200 entrepreneurs, 13 youth-led innovations and engaged 51 youth in advisory roles. Collaboration deepened with 150+ NGOs and formalized city forums, marked by the first Municipal Advisory Roundtable.

Project UDAAN

The Udaan project focuses on skilling youth for Logistics sector jobs. There is a special focus on enrolling women (70 percent) in the course and encouraging them to join the logistics sector. Two industry aligned courses are being offered: **Basix** (100 hours theory + 50 hours OJT, and **Advanced** (200 hours theory + 50 OJT). During FY 2024-25 the project successfully enrolled 1243 youths through extensive outreach wherein 1243 youth completed the course, and 1035 youth benefited from mentorship sessions, fostering confidence and personal growth. A total of 813 individuals secured employment, a direct result of quality training, relevant skills, and robust industry connections. The average salary for placed youth stands at INR 1,57,824 per annum.

Demonstrating strong collaboration with industry partners such as the Baramati Industrial Development Authority (BIDA) and other employers, the project team organized 2 significant MRD-Logistics conclaves in Baramati & Pune to foster dialogue and growth around the youth employment and skilling ecosystem.

Youth Leadership Initiatives

A pilot initiative was launched in Bhubaneswar, where 8 Opportunity Youth were trained as Foundation Course Facilitators, expanding the agency-building curriculum across community settings. This model of developing “Human Lighthouses” at the community’s doorstep has empowered youth to serve as community champions, driving peer-to-peer engagement and localized support.

Alumni Engagement

The alumni network has grown into a vibrant community, with 2,500+ alumni benefiting from networking, career guidance, and skill-building workshops. In Pune, 80% of placed youth were re-engaged through 46 alumni events, attended by nearly 3,000 participants. Notably, 30% of alumni actively volunteer or mentor current Lighthouse youth. Dedicated platforms were created for entrepreneurial alumni to showcase and monetize their businesses through various events.

Youth Innovation Fund Projects: Pune and Bhubaneswar

Under the Youth Innovation Fund program, 12 youth-led projects were implemented across Pune and Bhubaneswar, collectively impacting over 1,600 youth. These projects addressed diverse themes including legal and cybercrime awareness, mental health, entrepreneurship, employment readiness, digital equity, financial literacy, and AI-driven job access. Projects also included training in apparel stitching, and the design of equity-focused interventions, exemplifying the creativity and leadership of youth innovators.

EDUCATION: LIGHTHOUSE KIRAN PROGRAM

The Lighthouse Kiran program is a flagship Social and Emotional Learning (SEL) initiative for adolescents aged 14–18, delivering a 15-day, 23-hour curriculum across Pune, Pimpri-Chinchwad, Thane, and Odisha. Focused on building core

SEL competencies; Self-Awareness, Self-Regulation, and Responsible Decision-Making along with Digital Literacy, Self-Visioning, and Self-Learning, the program has reached **5058 adolescents** since its launch in January 2022. In FY 2024–25, it expanded significantly through a formal partnership with PCMC, benefiting 170 ninth-grade students across five schools, and is set to enter Hyderabad through a new collaboration with UBS. In Odisha, a peer-led Internship Program now engages 508 adolescents through eight Opportunity Youth Trainers (OYTs). Lighthouse Kiran has also engaged six special cohorts; from destitute girls and children of sanitation workers to SC/ST students, underscoring its commitment to delivering transformative SEL to those most in need.

3. SUBSIDIARIES, ASSOCIATE AND JOINT VENTURE COMPANIES:

The Company does not have any subsidiary, joint venture, or associate companies; thus, it is not required to give details as required under Rule 8(5) (IV) of Companies (Accounts) Rules, 2014.

4. REPORT ON PERFORMANCE AND FINANCIAL POSITION OF SUBSIDIARIES, ASSOCIATES AND JOINT VENTURES (JV) COMPANIES:

The Company does not have any Subsidiary Company, an Associate Company or a Joint venture. Thus, it is not required to give details as required under Rule 8(5) (IV) of Companies (Accounts) Rules, 2014.

5. DIVIDEND

This clause is not applicable to the Company, as it is incorporated under the provisions of Section 25 of the Companies Act, 1956 (now Section 8 of the Companies Act, 2013) and is prohibited from declaring dividends as per the provisions of Section 8(1) (c) of the Companies Act, 2013 (the "**Act**").

6. AMOUNT PROPOSED TO BE CARRIED TO ANY RESERVES:

The Company has transferred an amount of INR 72,08,995/- to General Reserves for the financial year 2024-25.

7. MATERIAL CHANGES AND COMMITMENTS IF ANY BETWEEN THE END OF THE FINANCIAL YEAR MARCH 31, 2025, OF THE COMPANY AND THE DATE OF THE ANNUAL REPORT:

The Company had applied for the renewal of its FCRA Registration with the Ministry of Home Affairs (MHA) during the period under review. However, the application for renewal was rejected by MHA, as a result, all FCRA Utilization accounts have been frozen. Further, the Company has resubmitted its application on 30th March 2025 and is currently waiting for a response from the Ministry of Home Affairs (MHA).

8. BOARD OF DIRECTORS:

The Board of Directors comprises 8 Directors. The Board of Directors represents the interest of the Company's Shareholders and provides the Management with guidance and strategic direction on behalf of shareholders.

The Board was informed that Ms. Vinatha Nathan (DIN: 07671591) tendered her resignation from the office of Director, effective July 14, 2024. The Board formally took note of her resignation. The Board also acknowledges the resignations of Mr. Rajan Navan and Mr. Ashwini Malhotra as on 18th March 2025, and that of Ms. Alpana Kirloskar as on 25th March 2025, whose contributions to the Foundation's mission are deeply appreciated. Additionally, the Board has appointed Ms Anita Rajan as an Additional Director since 3rd December 2024.

a) Retirement by rotation and re-appointment of Directors:

The following Directors are liable to retire by rotation at the ensuing Annual General Meeting and being eligible to offer himself/herself for reappointment:

1. Dr. Ganesh Natarajan
2. Ms. Malini Thadani

b) Change in the Board Composition during the Financial year 2024 – 2025:

During the financial year 2024 – 25, the following changes took place in the Board Composition:

Sr. No.	Name of the Director	Change	Effective date
1	Alpana Rahul Kirloskar	Appointment as Additional Director	23/05/2024
2	Vinatha Nathan	Cessation as Director	14/07/2024
3	*Anita Vijay Rajan	Appointment as Additional Director	03/12/2024
4	Ashwini Baldevraj Malhotra	Cessation as Director	18/03/2025
5	Rajan Ramesh Navani	Cessation as Director	18/03/2025
6	Alpana Rahul Kirloskar	Cessation as Additional Director	25/03/2025

**Anita Rajan was appointed as an Additional Director of the Company with effect from December 3, 2024, and her term concludes at the ensuing Annual General Meeting. The Board of Director recommends appointment of Ms. Anita Vijay Rajan as the Director of the Company in the ensuing Annual General Meeting.*

c) Changes in the Board Composition after the closure of the Financial Year:

There were no changes in the Board of Directors of the Company post closure of the Financial Year 2024 - 2025.

d) Meetings of the Board of Directors:

During the year under review, the Board met 6 times. The intervening gap between the Meetings was within the period as prescribed under the Companies Act, 2013. The details of the attendance of the Directors at the Board Meetings are as follows:

Y – Present for the meeting in person

N – Absent for the meeting

AVC – Present for the meeting through Video Conferencing or other audio-visual means

NA – Not Applicable as not a director at the time of the meeting

Sr. No.	Name of Director(s)	Board Meeting Dates					
		May 23, 2024	August 6, 2024	December 3, 2024	December 12, 2024	February 19, 2025	March 18, 2025
1.	Malini Thadani	AVC	AVC	AVC	AVC	N	AVC
2.	Pradeep Kumar Bhargava	AVC	AVC	AVC	AVC	AVC	AVC
3.	Ruchi Mathur	AVC	AVC	N	AVC	AVC	AVC
4.	Rajnish Kumar	AVC	AVC	AVC	AVC	N	AVC
5.	Ashwini Baldevraj Malhotra	N	AVC	N	AVC	N	AVC
6.	Dr. Ganesh Natarajan	AVC	AVC	AVC	AVC	AVC	AVC
7.	Rajan Ramesh Navani	AVC	N	AVC	N	N	NA
8.	Pervin Ajit Varma	N	N	N	N	AVC	AVC
9.	Ujwal Madhusudan Thakar	AVC	AVC	AVC	AVC	N	AVC

10.	Anita Vijay Rajan	NA	NA	NA	N	N	AVC
11.	Alpana Rahul Kirloskar	NA	AVC	AVC	N	N	N
12.	Vinatha Nathan	AVC	NA	NA	NA	NA	NA

e) Independent Director:

This clause is not applicable.

f) Committee:

As per the provisions of sections 177, and 178 of the Companies Act, 2013 company is not required to form the following committee –

- i. Audit Committee
- ii. Nomination and Remuneration Committee
- iii. Stakeholders Relationship Committee

9. PERFORMANCE EVALUATION:

The Company is not required to give a statement indicating the manner in which the formal annual evaluation has been made by the board of its own performance and that of its committees and individual directors as per Section 134(3) of the Companies Act, 2013.

10.EVENT-BASED DISCLOSURES:

To raise financial resources for expanding the Lighthouse program, the Company obtained registration from the BSE Social Stock Exchange ("SSE") as a Not-for-Profit Organization (NPO) and submitted an application for listing the instrument of Lighthouse Communities Foundation as a Zero Coupon Zero Principal (ZCZP) security. The following is a brief summary of developments in this regard:

- The Company filed for its first registration with BSE SSE, which was granted on 13.03.2023 and remained valid until 12.03.2024.
- The Company filed its first Draft Fundraising Document with the Social Stock Exchange on 08.03.2024.
- The Company subsequently filed for a second registration with BSE SSE, which was granted on 16.04.2024 and is valid until 15.04.2025.

The Company has now decided to prioritize the renewal of its FCRA registration. Accordingly, it will apply for a fresh BSE SSE registration and submit a new Draft Fundraising Document at a later stage.

11.PROVISION RELATED TO INTERNAL AUDITORS

During the year under review, your Company does not fall within the provisions of Section 138 of Companies Act, 2013 and hence the provisions pertaining to the internal auditor is not applicable to the Company.

12.MAINTENANCE OF COST RECORDS:

During the year under review, your company did not fall within the ambit of the provisions of Section 148 of the Companies Act, 2013 read with the Companies (Cost records & Audit) Rules, 2014, and therefore the provisions relating to cost records were not applicable.

13.COST AUDIT

During the year under review, your company did not fall within the ambit of the provisions of Section 148 of the Companies Act, 2013 read with the Companies (Cost records & Audit) Rules, 2014, and therefore the provisions relating to cost audit were not applicable.

14.STATUTORY AUDITORS:

M/s Shah Khandelwal Jain & Associates, Chartered Accountants, (FRN 142740W) were appointed as the Statutory Auditors in the Annual General

Meeting held on May 23, 2024, to hold office till conclusion of the Annual General meeting to be held for the financial year 2028 – 2029.

15.EXPLANATION OR COMMENTS ON QUALIFICATIONS, RESERVATIONS OR ADVERSE REMARKS OR DISCLAIMERS MADE BY THE AUDITORS IN THEIR REPORTS:

There was no qualification, reservations or adverse remarks made by the Auditors in their report.

16.DETAILS IN RESPECT OF FRAUDS REPORTED BY AUDITORS:

During the year under consideration, there were no frauds reported by auditors under sub-section (12) of Section 143 of the Companies Act, 2013.

17.DIRECTORS' RESPONSIBILITY STATEMENT:

In accordance with the provisions of Section 134(5) of the Companies Act, 2013 the Board of Directors hereby submits their Responsibility Statement:

- a. In the preparation of the annual accounts, the applicable accounting standards had been followed along with proper explanation relating to material departures, if any;
- b. The Directors had selected such accounting policies 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 financial year and of the surplus of the Company for that period;
- c. The Directors had taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of this Act for safeguarding the assets of the company and for preventing and detecting fraud and other irregularities;

- d. The Directors had prepared the annual accounts on a going concern basis; and
- e. The Directors had devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

18.STATEMENT OF INTERNAL FINANCIAL CONTROL:

The Board is responsible for establishing and maintaining adequate internal financial control with reference to the financial statements of the Company as per section 134 of the Companies Act, 2013 read with Rule 8(5)(viii) of the Companies (Accounts) Rules, 2014.

The Board has laid down a process designed by the company's principal executive and principal financial officers 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 commensurate with the nature & size of the business of the company.

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 of March 31, 2025, based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control.

19.RISK MANAGEMENT POLICY:

The Board of Directors is entrusted with various key functions including framing, implementing and monitoring the risk management plan for the Company; ensuring the integrity of the Company accounting and financial reporting systems, appropriate systems of control commensurate with the size & pursuant to the nature of business of company are in place, in particular, systems for risk management, financial and operational control, and compliance with the laws and relevant standards.

Risk is assessed and mitigated by the Risk Management procedure involving identification and prioritization of risk events; categorization of risks into high, medium and low based on the business impact and likelihood of occurrence of risks; risk mitigation & control and update risk identification and prioritization.

20.PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS U/S 186

There were no loans, guarantees or investments made by the Company under Section 186 of the Companies Act, 2013 during the year under review and hence the said provision is not applicable.

21.DETAILS OF CHANGE IN CAPITAL STRUCTURE:

During the year under review, the Authorized Capital and the Paid-up Share Capital of the Company remained unchanged. Further the company has neither allotted any sweat equity or bonus shares or any shares under the employee stock option plan nor has bought back any shares or securities.

22.SHIFTING OF REGISTERED OFFICE

The Company has not shifted its Registered Office during the year under review pursuant to provisions of section 12 of the Companies Act, 2013.

23.CHANGE IN NAME

During the year under review the name of your Company has not been changed.

24.PARTICULARS OF CONTRACTS OR ARRANGEMENTS MADE WITH RELATED PARTIES:

The During the period under review, the company has not entered into any contracts or arrangements with related parties.

25.DEPOSITS

The Company has neither accepted nor renewed any deposits during the year under review.

26.LOANS FROM DIRECTORS AND THEIR RELATIVES

The Company has not accepted any loan from Directors of the Company or its relatives during the year under review.

27.THE CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION, FOREIGN EXCHANGE EARNINGS & OUTGO:

The information pertaining to conservation of energy, technology absorption, foreign exchange earnings and outgo as required under Section 134 (3)(m) of the Companies Act, 2013 read with Rule 8(3) of the Companies (Accounts) Rules, 2014 is furnished as follows:

a) **Conservation of Energy:**

Your Company continues to take various measures on energy saving. However, efforts are continuously made to monitor its use.

b) **Technology absorption:**

Efforts to absorb new and better technologies were made throughout the year under review.

c) **Foreign Exchange Earnings & Outgo are as follows:**

(Amount in ₹)

Sr. No.	Particulars	March 31, 2025	March 31, 2024
1.	Foreign Exchange Inflow	7,63,29,028	3,71,21,543
2.	Foreign Exchange Outflow	8,77,040	40,679

28.REMUNERATION OR COMMISSION RECEIVED BY MANAGING DIRECTOR / WHOLE TIME DIRECTOR FROM HOLDING / SUBSIDIARY COMPANY:

The Company does not have any Holding/Subsidiary; therefore, this clause is not applicable to the Company.

29.DETAILS OF EMPLOYEES:

There are no employees drawing a salary of Rupees One Crore Two Lakhs per annum or Rupees Eight Lakh Fifty Thousand per month.

30. WEBLINK OF THE ANNUAL RETURN:

Pursuant to the provisions of Section 92(3) and 134(3)(a) of the Companies Act, 2013, the Annual Return of the Company as on March 31, 2025, can be accessed at _____

31.DETAILS OF SIGNIFICANT AND MATERIAL ORDERS PASSED BY REGULATORS OR COURTS OR TRIBUNALS IMPACTING THE GOING CONCERN STATUS AND COMPANY'S OPERATIONS IN THE FUTURE:

There were no instances during the year attracting the provisions of Rule 8 (5)(vii) of the Companies (Accounts) Rules, 2014.

32.DISCLOSURE UNDER THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION & REDRESSAL) ACT, 2013:

The Company has constituted an Internal Complaints Committee in accordance with the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Internal Complaints Committee (ICC) is set up to redress complaints received regarding sexual harassment. All employees (permanent, contractual, temporary, trainees) are covered under this policy.

The Company also has in place an Anti-Sexual Harassment Policy in line with the requirements of The Sexual Harassment of Women at the Workplace (Prevention, Prohibition & Redressal) Act, 2013.

The following is a summary of sexual harassment complaints received and disposed of during the year 2024 – 2025:

Sl. No.	Particulars	Details
1	No of Complaints received	NIL
2	No of complaints disposed off	NIL

33.VIGIL MECHANISM

As the Company has not borrowed money from Banks and Public Financial Institutions in excess of ₹ 50 Crores, therefore provisions relating to Vigil Mechanism are not applicable to the Company.

34.COMPLIANCE OF THE SECRETARIAL STANDARDS

The Company has generally complied with the applicable clauses of the Secretarial Standards issued by The Institute of Company Secretaries of India for the year ended as on 31st March 2025.

35.VOLUNTARY REVISION OF FINANCIAL STATEMENTS OR BOARD'S REPORT

The Company has not revised its Financial Statements or its Board's Report during the year under review.

36. THE DETAILS OF APPLICATION MADE OR ANY PROCEEDING PENDING UNDER THE INSOLVENCY AND BANKRUPTCY CODE, 2016 (31 OF 2016) DURING THE YEAR ALONGWITH THEIR STATUS AS AT THE END OF THE FINANCIAL YEAR.

The Company has not made any application or there is not proceeding pending under the Insolvency and Bankruptcy Code, 2016 during the year under report.

37. THE DETAILS OF DIFFERENCE BETWEEN AMOUNT OF THE VALUATION DONE AT THE TIME OF ONE TIME SETTLEMENT AND THE VALUATION DONE

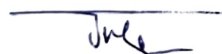
WHILE TAKING LOAN FROM THE BANKS OR FINANCIAL INSTITUTIONS ALONG WITH THE REASONS THEREOF.

This clause is not applicable/Not Applicable.

ACKNOWLEDGEMENTS

Your Directors place on record their sincere thanks to bankers, business associates, consultants, and various Government Authorities for their continued support extended to your Company's activities during the year under review. Your Directors place on record their gratitude towards the Shareholders of the Company for their support and confidence reposed in the Company. The Board also expresses its sincere appreciation for the dedicated services of the employees of the Company.

**For and on behalf of Board of Directors
Lighthouse Communities Foundation**



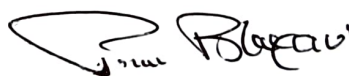
**Dr. Ganesh Natarajan
Director & Chairperson**

DIN: 00176393

**Add: Flat No-201, 2nd Floor 219 Boat
Club, Sangamwadi, Pune,
Maharashtra, India - 411001**

Date: 29th May 2025

Place: Pune



**Pradeep Kumar Bhargava
Director**

DIN: 00525234

**Add: B-602, Tiara Apartments, Ivory
Estate, Baner Road Behind Green
Park Hotel, Baner, Pune 411045**

Date: 29th May 2025

Place: Pune