Uni-Com
India Pvt. Ltd.

Board Report
F.Y – 2024-25

UNI-COM INDIA PVT LTD.

"Stability, Recovery, Growth"

Uni-Com India Private Limited ("the Company") is one of the leading Private Limited Companies in India, engaged in fostering its operations as Prime Distributor for Samsung India Electronics Private Limited for the distribution of Electronic Goods in most of the northern states of India. The Company believes in best management practices, ethics, discipline and governance. The Company started its operations in 2009 and since then the Company made substantial improvement in its Distribution Network, Manpower, IT & Best Internal Control Procedures. This is the first Company in Jalandhar to cross turnover of Rs.2000 crores in just 10 years of short span. This became possible with the good Management Practices, Strong Internal Control & Procedures, Self-Improvement and Ethical Working Intentions of the Management.

Uni-Com
India Pvt. Ltd.

DIRECTOR'S REPORT 2024-25

To

The Esteemed Members of
Uni-Com India Private Limited

Your Directors have pleasure in presenting the 17th Annual Report of your Company along with the Audited Statement of Accounts and Auditors' Report for the financial year ended March 31st, 2025.

FINANCIAL HIGHLIGHTS

Your Company has been able to secure the pleasing growth in the financial year 2024-25. The summarised financial results of the Company for the financial year 2024-25 as compared to the previous financial year ended March 31st, 2024, depicting the growth are as follows:

(Figures in Lakhs)

SR NO	PARTICULARS	FOR THE YEAR ENDED, 31st MARCH 2025	FOR THE YEAR ENDED, 31st MARCH 2024	FOR THE YEAR ENDED, 31st MARCH 2025	FOR THE YEAR ENDED, 31st MARCH 2024
		STANDALONE		CONSOLIDATED	
1.	Revenue from Operations	178732.92	153750.90	189829.10	164059.42
2.	Other Income	181.12	466.91	181.32	156.46
3.	Total Revenue	178914.04	154217.81	190010.42	164215.88
4.	Expenditure (Excluding Depreciation)	176921.95	152012.97	185513.01	160035.63
5.	Depreciation	49.14	62.68	87.46	93.07
6.	Profit Before Tax	1942.80	2145.36	4409.30	4090.59
7.	Tax Expense	503.69	543.37	1141.72	1031.21
8.	Net Profit After Tax	1439.11	1601.99	3267.58	3059.38
9.	Paid Up Capital	83.92	62.94	83.92	62.94
10.	Reserves & Surplus	17286.82	15878.71	24646.54	21369.22
11.	Net Worth	17292.68	15858.53	24636.78	21317.54
12.	Earnings Per Share (Rs.)	174.60	254.54	393.70	480.91

STATE OF COMPANY'S AFFAIRS

Total Revenue

The Company has earned Total Revenue of Rs. 178732.92 Lakhs for the year ended March 31st, 2025 as compared to Total Revenue of Rs.153750.90 Lakhs for the year ended on March 31st, 2024 recording an increase of 16.24% (Approx.) due to overall increase in sale of goods & services.

Net Profit

The Net profit of the Company has decreased to Rs. 1439.11 Lakhs for the year ended March 31st 2025 from Rs.1601.99 Lakhs for the year ended March 31st 2024 marking a decrease of 10.16 % (Approx). Through well-managed policies and effectively implemented internal procedures, driven by a dedicated team and proactive management, the Company continues to work towards reducing operating costs to enhance overall profitability.

Net Worth

Net Worth of the Company stood at Rs.17292.68 Lakhs during the financial Year 2024-25 as compared to Rs. 15858.53 Lakhs during the financial Year 2023-24.

Earning Per Share

The Earning Per Share (EPS) of the Company is Rs.174.60/- for the year ended 2024-25 as compared to Rs. 254.54/- for the year ended 2023-24.

BORROWINGS

The Company had taken borrowings to fund its day to day operations on short term basis. The details of borrowings as on March 31, 2025 is Rs. 8520.92/- and that on March 31, 2024 is Rs. 5796.90/-. The Working capital limited were enhanced during the current year under review.

OPERATIONS: PROSPECTS AND FUTURE PLANS

The Company is the Prime Distributor for Samsung India Electronics Private Limited for the distribution of Mobile phones which includes Mobile Phones, Tabs, Accessories and related products in the Northern State of India. It has been obsessed with an underlying vision of ethics, Discipline & Trust to build credibility through policy consistency.

It has strengthened its internal mechanism more to build its capacity to achieve the desired results and we are confident that your Company will work with sheer dedication in the coming years also. Sales may vary due to global un-certainties, but we are strong in internal procedure and control and long term view is very positive for management.

CHANGE IN THE NATURE OF BUSINESS

During the financial year 2024-25, there was no change in the nature of business of the Company.

DIVIDEND

Considering the long-term interest of the shareholders, the Directors therefore, do not recommend payment of dividend for the period under consideration. Furthermore, due to the excessive competition prevailing in the market, the Company requires huge funds for its growth and expansion.

AMOUNTS TRANSFERRED TO RESERVES

Taking into consideration the profitability and the current economic scenario, the Board of Directors have transferred Rs.500/- Lakhs to General Reserve Account during the financial year 2024-25.

DISCLOSURES PURSUANT TO COMPANIES ACT, 2013 & CORRESPONDING RULES FRAMED THEREUNDER THE ACT: -

1. **WEB ADDRESS, IF ANY, WHERE ANNUAL RETURN REFFRRED TO IN SUB-SECTION (3) OF SECTION 92 HAS BEEN PLACED**

The Annual Return as at March 31st, 2025 as provided under Section 92 (3) of the Companies Act, 2013 read with Rule 12(1) of the Companies (Management and Administration) Rules, 2014 has been placed on the website of the Company at http://www.uni-com.in/.

2. **CHANGE IN THE COMPOSITION OF THE BOARD OF DIRECTORS DURING THE YEAR**

During the financial year 2024-2025, Ms. Neeraj had resigned from her Directorship of the Company with effect from 29th June, 2024.

The Composition of the Board as on March 31st, 2025 is as follows:

DIN	Name of the Director	Designation	Date of Appointment
02144807	Mr. Ajit Kumar Rakheja	Managing Director	15th March, 2016
02144840	Mr. Hemant Wadhwa	Managing Director	12th January, 2009
03111751	Mr. Munish Chopra	Director	23rd May, 2012

Details of Key Managerial Personnel:

Ms. Ashima Sikka was appointed as Company Secretary of the Company w.e.f. 26th March, 2024.
Mr. Brijesh Kumar Dubey was appointed as CEO of the Company w.e.f. 16th July, 2024.

3. NUMBER OF BOARD MEETINGS WITH DATES AND NUMBER OF MEETINGS ATTENDED BY EACH DIRECTOR

The Board of Directors met 17 (Seventeen) times during the financial year ended 2024-25, in accordance with the provisions of the Companies Act, 2013 and rules made there under. The dates of the Board meetings are as follows:

S. No.	Board Meeting Date
1	05.04.2024
2	08.04.2024
3	27.04.2024
4	08.05.2024
5	13.05.2024
6	17.06.2024
7	01.07.2024
8	07.07.2024
9	15.07.2024
10	20.08.2024
11	04.09.2024
12	25.10.2024
13	30.11.2024
14	13.12.2024
15	07.01.2025
16	28.02.2025
17	18.03.2025

DETAILS OF MEETINGS ATTENDED BY THE BOARD OF DIRECTORS

S. No.	Name	Designation	Date of appointment	Date of Cessation, (if any)	Meetings held	Meetings Attended
1	Mr. Ajit Kumar Rakheja	Managing Director	19/08/2011	---------	17	17
2	Mr. Hemant Wadhwa	Managing Director	12/01/2009	---------	17	17
3	Mr. Munish Chopra	Director	23/05/2012	---------	17	17
4	Ms. Neeraj	Director	15/03/2016	---------	17	06

DETAILS OF GENERAL MEETINGS

During the financial year 2024-2025, Extra-ordinary General Meeting of the Company was held on April 12, 2024 and August 08, 2024.

During the financial year 2024-2025, the Annual General Meeting was held on September 30, 2024.

DETAILS OF COMMITTEES

The composition of CSR Committee as on March 31st, 2025 is as follows:

S. No.	Name of Directors	DIN	Designation
1.	Mr. Ajit Kumar Rakheja	02144807	Director
2.	Mr. Hemant Wadhwa	02144840	Director
3.	Mr. Munish Chopra	03111751	Director

4. Capital Structure

AUTHORISED SHARE CAPITAL

The Authorised Equity Share Capital of the Company is Rs. 1,30,00,000/- (Rupees One Crore and Thirty Lakhs Only) divided into 13,00,000 (Thirteen Lakhs) Equity Shares of Rs. 10/- (Rupees Ten Only) each.

During the financial year 2024-2025, there was no change in the authorised equity share capital of the Company.

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ISSUED, SUBSCRIBED AND PAID-UP SHARE CAPITAL

The Issued, Subscribed and Paid-up Equity Share Capital of the Company is Rs. 83,91,700/- (Rupees Eighty-Three Lakhs and Ninety-One Thousand Seven Hundred Only) divided into 8,39,170 (Eight Lakhs Thirty-Nine Thousand One Hundred and Seventy Only) equity shares of Rs. 10/- (Rupees Ten Only) each.

During the financial year 2024-2025, allotment of 2,09,792 (Two Lakhs Nine Thousand Seven Hundred Ninety-Two Only) Bonus Equity Shares of an aggregate nominal value of Rs. 20,97,920/- (Rupees Twenty Lakhs Ninety-Seven Thousand Nine Hundred Twenty Only) was made on April 27, 2024.

5. DIRECTORS' RESPONSIBILITY STATEMENT

In accordance with the applicable provisions of the Companies Act, 2013, your Directors state that:

1. In the preparation of the annual accounts during the financial year under review, the applicable accounting standards and guidance provided by the Institute of Chartered Accountants of India (ICAI) had been followed and that there are no material departures thereof;

2. The Directors have 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 profit and loss of the Company for that period;

3. The Directors have 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;

4. The Directors have prepared annual accounts on a going concern basis; and

5. The Directors have devised proper system to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

6. DISQUALIFICATION OF DIRECTORS

On the basis of the written – declarations received from all the directors appointed in the Company, none of the directors is disqualified under the provisions as mentioned in Section 164 (2) of the Companies Act, 2013.

7. CORPORATE SOCIAL RESPONSIBILITY (CSR)

In compliance with Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, the Company has constituted Corporate Social Responsibility ('CSR') Committee. The Role of the Committee is to formulate and recommend a CSR policy to the Board, to recommend amount of expenditure to be incurred on CSR activities, to monitor the CSR policy of the Company from time to time and to institute a transparent monitoring mechanism for implementation of the CSR projects or programs or activities undertaken by the Company.

Details of CSR Policy and its implementation

The Company's Corporate Social Responsibility ("CSR") activities are guided and monitored by its CSR Committee. The CSR Policy of the Company provides a broad set of guidelines including intervention areas. Details of the CSR Policy are available on our website, at http://www.uni-com.in/csr-policy.html.

The Company believes that CSR is a way of creating shared value and contributing to social and environmental good. Company's strategy has been to integrate its activities in community development, social responsibility and environmental responsibility and encourage each business unit or function to include these considerations into its operations. These projects are in accordance with Schedule VII of the Companies Act, 2013.

The brief outline of the Corporate Social Responsibility (CSR) Policy of the Company and the initiatives undertaken by the Company on CSR activities during the year are mentioned CSR Report enclosed as **Annexure –I** which forms part of the Board Report.

Meetings of CSR Committee

Details of CSR Committee Meetings are attached as **Annexure- I.**

8. NAME OF THE COMPANIES WHICH HAVE BECOME OR CEASED TO BE SUBSIDIARIES, ASSOCIATES OR JOINT VENTURES DURING THE YEAR

During the Financial Year 2024-25, no Company has become/ceased to be Subsidiaries /Associates or Joint venture.

9. SEPARATE SECTION CONTAINING A REPORT ON PERFORMANCE AND FINANCIAL POSITION OF EACH OF SUBSIDIARIES, ASSOCIATES AND JOINT VENTURES

The Company has following Wholly Owned Subsidiaries Companies as on 31st March, 2025:

NAME OF WHOLLY OWNED SUBSIDIARY COMPANY	CIN	ADDRESS
UNI-COM FINCORP PRIVATE LIMITED	U65929PB2016PTC045572	SCO-4, 3rd Floor, Puda Complex, Ladowali Road Jalandhar-144001 Punjab
UNI-COM INTERNATIONAL PRIVATE LIMITED	U51505CH2015PTC035621	SCO 7, Second Floor, Sector 17 Chandigarh, 160017

The Company has following Subsidiary as on 31st March 2025:

NAME OF SUBSIDIARY	CIN	ADDRESS
UNI-COM ENTERPRISES INDIA PRIVATE LIMITED	U64200PB2010PTC033718	SCO-4, IInd Floor, Puda Complex, Near Dainik Bhaskar office, Ladowali Road, Jalandhar-144001 Punjab

a) **UNI-COM FINCORP PRIVATE LIMITED:**

Uni-Com Fincorp Private Limited was incorporated on August 01, 2016 in order to carry out finance related activities as a Non-Banking Financial Company (NBFC). The Company got its Registration Certificate on April 12, 2017 from Reserve Bank of India (RBI) and commenced its operations during the financial year 2017-18. The Company has earned a Total Revenue of Rs.3212.98 Lakhs during 2024-25 as compared to Rs. 2749.68 Lakhs during 2023-24.

Net owned funds of the Company as on March 31, 2025 stood at Rs.11819.99 Lakhs

b) **UNI-COM INTERNATIONAL PRIVATE LIMITED:**

The Total Revenue of the Company stood at Rs. 6080.20 Lakhs in financial year 2024-25 as compared to Rs. 6154.51 Lakhs during the year ended 2023-24.

The Net Profit of the Company stood at Rs.39.86 Lakhs during the year ended March 31st, 2025 as compared to the Net Profit of Rs. 68.37 Lakhs during the year ended March 31st, 2024.

c) **UNI-COM ENTERPRISES INDIA PRIVATE LIMITED:**

The Company with its hard end efforts has earned a total revenue of Rs.9404.30 Lakhs for the year ended March 31st, 2025 as compared to Total Revenue of Rs. 8673.47 Lakhs in the previous financial year.

The Net Profit after tax of the Company has decreased to Rs.225.78 Lakhs during the Year 2024-25 as against Rs.258.36 Lakhs during the Year 2023-24.

d) A report on the performance and financial position of subsidiary companies as per the Companies Act, 2013 is also provided in the Consolidated Financial Statements, , which have been prepared in accordance with the relevant Accounting Standard(s) as prescribed under the Companies Act, 2013. A summarised financial position of all the subsidiaries are annexed as Annexure-2 as AOC-1 to this Board's report.

e) The annual accounts of these subsidiaries and the related detailed information will be made available to any shareholder of the Company / its Subsidiaries who may be interested in seeking such information and are also available for inspection by any shareholder of the Company / its subsidiaries at the registered office of the Company / its subsidiary companies. The Company shall furnish a copy of details of annual accounts of subsidiaries to any shareholder on demand.

10. AUDITORS

The tenure of M/s D J N K & CO LLP (Formerly Known as JAC & Associates LLP),Chartered Accountants (Firm No. 013170N/ N500368) as the Statutory Auditors of the Company will come to an end at the conclusion of the ensuing 17th Annual General Meeting. The Board of Directors has placed on record its appreciation for the valuable services rendered by them during their tenure as the Statutory Auditors of the Company.

The Board of Directors has proposed the appointment of M/S R.A. MARWAHA & CO., Chartered Accountants (Firm No. 006393N) Jalandhar, Punjab as Statutory Auditors of the Company for a period of Five (5) years commencing from the conclusion of 17th Annual General Meeting till the conclusion of 22nd Annual General Meeting of the Company to be held in the year 2030 on such terms and remuneration as mutually agreed.

11. COMMENTS BY THE BOARD ON QUALIFICATION, RESERVATION OR ADVERSE REMARKS OR DISCLAIMER MADE BY AUDITORS IN AUDIT REPORT

M/s D J N K & CO LLP, Chartered Accountants, Statutory Auditors of the Company have audited the accounts of the company for the financial year 2024-25 as per the accounting standards followed in India.

There is no qualification, reservation or adverse remark given by the Auditors which need comments by the Board. The notes to accounts referred to in Auditors' Report has been discussed by the Board and are self-explanatory and therefore, in the opinion of the Directors, the same do not call for any further comments.

Further, the provisions of Secretarial Audit are not applicable on the Company.

12. REPORTING OF FRAUDS BY AUDITORS

During the year 2024-25,as per Section 143 (12), the Statutory Auditor has not reported any in76stances of frauds committed in the Company by its Officers or Employees to the Board of Directors, details of which need to be mentioned in this Report.

13. COST AUDITOR

The Company does not fall within the purview of section 148 of the Companies Act, 2013 and hence, it is not required to appoint a Cost Auditor for the financial year 2024-2025.

14. INTERNAL AUDITOR

The Company is not required to appoint Internal Auditor as it does not fall within purview of section 138(1) of Companies Act, 2013 and Rule 13 of Companies (Accounts) Rules, 2014.

15. LOANS, GUARANTEES & INVESTMENTS

The Company has disclosed in the financial statements, the full particulars of the loans given, investment made or guarantee given or security provided and the purpose for which the loan or guarantee or security is proposed to be utilized by the recipient of the loan or guarantee or security as provided under section 186(4) of the Companies Act, 2013. However, no loans, guarantees have been given and investment has been made in contravention of Section 185 & 186 of the Companies Act, 2013.

16. PARTICULARS OF CONTRACTS OR ARRANGEMENTS WITH RELATED PARTIES REFERRED IN SECTION 188 OF THE COMPANIES ACT, 2013

The Company has not entered into any such material transactions with related parties covered under section 188 of the Companies Act, 2013 which have potential conflict with the interest of the Company. However, the transactions entered are in ordinary course of business and are at arm's length basis. The same has been disclosed in Form AOC-2 annexed with this report and the notes to accounts forming part of the Balance Sheet in compliance with AS -18 of the Accounting Standards.

17. DETAILS OF DEPOSITS PRESCRIBED UNDER CHAPTER V OF THE COMPANIES ACT, 2013

The Company has not accepted any deposits during the year 2024-25.

18. STATEMENT OF DECLARATION GIVEN BY INDEPENDENT DIRECTORS U/S 149(6) OF THE COMPANIES ACT, 2013

The provisions relating to Independent Directors are not applicable on the Company, hence, no declaration is required to be obtained as per the provisions of Sections 149 (6) & (7) of the Companies Act, 2013.

19. MATERIAL CHANGES AND COMMITMENTS, IF ANY, AFFECTING THE FINANCIAL POSITION OF THE COMPANY WHICH HAVE OCCURRED BETWEEN THE END OF THE FINANCIAL YEAR OF THE COMPANY TO WHICH THE FINANCIAL STATEMENTS RELATE AND THE DATE OF THE REPORT

There is no such material change and commitment affecting the financial position of the Company occurring between the end of the financial year to which the Financial Statements relate and the date of the Board Report.

20. CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION, FOREIGN EXCHANGE EARNINGS & OUTGO

(A)Conservation of energy-

The Company being the distributor of electronics, the energy consumed by the Company during this period is only in the form of electricity and diesel used in generators. The expenditure on power and fuel during the financial year 2024-25 stood at Rs.23.09 Lakhs. The Company is taking adequate measures for conservation of the energy. The Company is also exploring options available for using alternative source of energy. There is no capital investment on energy conservation equipment.

(B) Technology absorption:

a. The Company is using latest technology in all its operations during the year ending March 31, 2025.

b. There is no development in field of technology during the year.

c. The Company has not used any imported technology during the previous three financial years.

d. During the year, the Company has not incurred any expenditure on Research & Development.

(C) Foreign Exchange Earnings and Outgo

There was no foreign exchange inflow or outflow during the year under review.

21. DETAILS IN RESPECT OF ADEQUACY OF INTERNAL CONTROLS WITH REFERENCE TO FINANCIAL STATEMENTS

The Company's internal control system is designed to ensure operational efficiency, Effective use of resources and safeguarding of assets protection and conservation of resources, accuracy and promptness in financial reporting and compliance with laws and regulations. The internal control system is supported by an internal analysis process for reviewing the adequacy and efficacy of the Company's internal controls, including its systems and processes and compliance with regulations and procedures.

22. ESTABLISHMENT OF VIGIL MECHANISM

The Board of Directors of Uni-Com India Private Limited adopted the Vigil Mechanism Policy. The policy provides a channel to the Directors and Employees of the Company to report to the management about serious irregularities within the Company. The Company is devoted to adhere to the highest standards of ethical, moral and legal conduct of business operations and in order to maintain these standards, the Company encourages its employees who have genuine concerns about suspected misconduct to come forward and express these concerns without fear of punishment or unfair treatment.

23. DEVELOPMENT & IMPLEMENTATION OF RISK MANAGEMENT POLICY

Risk is a fundamental part of your Company's business, and sound risk management is critical to the success of the organization. As a trading intermediary, your Company is exposed to risks that are particular to its industry and the environment within which it operates. Your Company has acknowledged and implemented comprehensive policies and procedures to assess, monitor and manage risk throughout your Company. The risk management process is continuously improved and adapted to the changing global risk scenario.

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Corporate Office : SCO-7, IInd Floor, Sector 17 E, Chandigarh-160017. **Tel.:** 0172-4017741
Email : salesinfo@uni-com.in **CIN No.:** U72900PB2009PTC032528 **Website :** www.uni-com.in

24. ISSUE OF EQUITY SHARES WITH DIFFERENTIAL RIGHTS, SWEAT EQUITY, ESOS ETC

The Company has not issued any equity shares with Differential Rights, Sweat Equity, ESOP, etc. during the financial year 2024-25.

25. VOLUNTARY REVISION OF FINANCIAL STATEMENTS AND BOARD'S REPORT

The Company has duly complied with all the provisions of Sections 129 and 134, therefore, no Voluntary revision of financial statements and Director's Report was done by the Company during the Financial Year.

26. DISCLOSURE OF INVESTOR EDUCATION AND PROTECTION FUND UNDER SECTION 124 (5) & 125

The Company was not required to transfer any amounts during the financial year ended on March 31st, 2025 to the Investor Education and Protection Fund under Section 124 (5) and 125 of the Companies Act, 2013.

27. DETAILS OF SIGNIFICANT & MATERIAL ORDERS PASSED BY THE REGULATORS, COURTS, TRIBUNALS IMPACTING THE GOING CONCERN STATUS AND COMPANY'S OPERATIONS IN FUTURE

During the financial year 2024-25, no orders were passed by any Tribunal, Regulator or Courts impacting the going concern status and Company's operations in future.

28. DISCLOSURES IN RESPECT OF VOTING RIGHTS NOT EXERCISED DIRECTLY BY THE EMPLOYEES

Pursuant to the Section 67(3) of the Companies Act, 2013 read with Rule 16(4) of the Companies (Share Capital and Debentures) Rules, 2014, there are no such disclosures required to be given in respect of voting rights not exercised directly by the employees.

29. MAINTENANCE OF COST RECORDS AS SPECIFIED BY THE CENTRAL GOVERNMENT UNDER SECTION 148(1) OF THE COMPANIES ACT, 2013

The provisions relating to the maintenance of cost records as specified by the Central Government under sub-section (1) of section 148 of the Companies Act, 2013, are not applicable on the Company and accordingly, no such records have been maintained by the Company.

30. CORPORATE GOVERNANCE

Your Company is committed to best practices in corporate governance and recognizes that transparency, ethical behavior, integrity and protection of the interest of all the stakeholders form the keystones of the Governance. The Company is continually investigating ways to grow together, care for local communities, protect the planet, ensure safe workplaces and support other business partners.

The Corporate Governance is further strengthened with the adherence to the companies Code of Conduct as a means to drive excellence, which articulates the values, ethics and business principles and serves as a guide to the Company, its directors and employees.

31. POLICY AGAINST SEXUAL HARASSMENT AT THE WORKPLACE

The Company 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 Act") and the Internal Complaints Committee (ICC) has been set up to redress complaints received regarding sexual harassment in compliance with the provisions of the Act. The Company takes all possible steps for the safety of women and has formulated a Policy for the prevention of Sexual Harassment against women and has formulated an Internal Complaints Committee headed by Ms. Ashima Arora, Company Secretary of the Company for the prevention and redressal of complaints of sexual harassment at workplace.

All employees (permanent, contractual, temporary, trainees) are covered under this policy.

No complaints were received during the financial year 2024-25.

32. COMPLIANCE WITH THE PROVISIONS OF SECRETARIAL STANDARD-1 AND SECRETARIAL STANDARD-2 (SS-1 & SS-2)

The Directors have devised proper systems to ensure compliance with the provisions of all applicable Secretarial Standards issued by the Institute of Company Secretaries of India (ICSI) and those systems are adequate and operating effectively.

33. ISSUE OF CONVERTIBLE OR NON-CONVERTIBLE DEBENTURES ETC, IF ANY

During the financial year under review, the Company had not issued any Convertible or Non-Convertible Debentures to any person.

34. REDEMPTION OF SHARES/ DEBENTURES

No redemption of shares and debentures was done during the year. Redemption of Debentures is not applicable on the Company as the Company has not issued any debentures during the period under review.

35. APPOINTMENT OF RELATIVES OF DIRECTORS TO AN OFFICE OR PLACE OF PROFIT

No person covered under the term 'Relatives' as per Companies Act, 2013 has been appointed to an office or place of profit.

36. PUBLIC DEPOSITS

The Company has not accepted any Public Deposits covered under Chapter V of the Companies Act, 2013 during the year.

37. ANY AMOUNT RECEIVED FROM A PERSON WHO, AT THE TIME OF RECIEPT OF AMOUNT, WAS A DIRECTOR OF THE COMPANY OR A RELATIVE OF DIRECTOR OF THE PRIVATE COMPANY

The Company has not accepted any amount from a person who, at the time of receipt of amount was Director of the Company or relative of Director of the Company.

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

No such application was made or any proceeding was pending under the Insolvency and Bankruptcy Code, 2016 (31 of 2016) during the year under review.

39. 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

The Company has not entered into one-time settlement with any bank or financial institution, thus, the disclosure is not required to be given by the Company.

40. HUMAN RESOURCES

The Company considers its employees as most important resources and asset. The Company follows a policy of building strong teams of talented professionals. The Company continues to build on its capabilities in getting the right talent to support different products and geographies and is taking effective steps to retain the talent. It has built an open, transparent and meritocratic culture to nurture this asset. The Company ensures that safe working conditions are provided in the offices of the Company.

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The Company has kept a sharp focus on Employee Engagement. The Company's Human Resources is commensurate with the size, nature and operations of the Company. The overall industrial relations in the Company have been cordial.

Following is details of number of employees in Company as on closure of financial year:

Sr. No.	Category	Number of Employees
1.	Male	168
2.	Female	17
3.	Transgender	0

41. MATERNITY BENEFIT ACT:

The Company is committed to ensuring a safe, inclusive, and supportive work environment for all employees. The Company has complied with the provisions of the Maternity Benefit Act, 1961, and extends all benefits and protections under the Act to eligible employees. Adequate internal policies and procedures are in place to uphold the rights and welfare of women employees in accordance with the applicable laws.

ACKNOWLEDGEMENT

The Directors appreciatively acknowledge the continued support and co-operation received from the Central and State Governments, Investors, Accountants, Lawyers, Advisors, other statutory bodies and all our well-wishers. The Company's employees are influential in the Company scaling new heights year after year. The Board acknowledges their commitment and contribution.

For and on Behalf of
Uni-Com India Private Limited

Date: 21.08.2025
Place: Jalandhar

Ajit Kumar Rakheja
(Managing Director)
DIN: 02144807

Hemant Wadhwa
(Managing Director)
DIN : 02144840