

## ANNEXURE VI

## MANAGEMENT DISCUSSION AND ANALYSIS REPORT

**INDUSTRY STRUCTURE AND DEVELOPMENT :**

Health tech & Edu tech segments are considered to be sunrise segments in the entire startup ecosystem. In past couple of years many Unicorns are born out of these two segments. Digital health initiatives are expected to be the major driver to fulfil the Ayushman Bhart vision of GOI.

**OPPORTUNITIES & THREATS :**

Both Health-tech & Edu-tech segments where company is focused on is at the inflection point with major growth prospects. There is a possibility of organized and large players entering into this market. For next 3 years the market would behave like a green field with growth prospects for all participating companies. We see a possibility of consolidation in this market with immense possibilities mergers & acquisition after 2 years in near future.

**SEGMENT WISE OPERATIONAL PERFORMANCE**

The Digital technology solution for Pharma segment continues to be the largest segment along with health-tech solution for other stakeholders of digital healthcare ecosystem. Makebot, STEAM education vertical has contributed the second highest to the revenue with major scaleup possibilities.

**OUTLOOK :**

Your Company has kept pace with the overall market scenario in the focuses segments and continues to grow significantly. The Management expects to improve the growth in the years to come, subject to favourable market conditions, and stable economic policies.

**INTERNAL CONTROL SYSTEMS AND THEIR ADEQUACY :**

Your Company has deployed all relevant technology solutions to manage and monitor internal process including ERP systems. Further, we have well established and adequate systems for internal control to provide reasonable assurance that all assets are safeguarded. Also, as a measure of checks and balances, all transactions are authorized and reported diligently.

**DISCUSSION ON FINANCIAL PERFORMANCE WITH RESPECT TO OPERATIONAL :**

Your Company is creating software product platforms which are going to be a long term intellectual property of the company. We have got thought leadership in our focused domains. The Company's revenue from operations has decreased as compared to the previous financial year. Primary reason being the expected fall in revenues from BFSI domain. The silver lining is that our EBITA margins have improved significantly compared to last FY on account of the focus on high margin business. The EBITA for this year is Rs. 67,940,732/- as compared to Rs, 61,250,556/- of previous year.

The Company focus on cost control at every level to improve operational efficiency. Your company, barring unforeseen circumstances, expects to improve the turnover and performance. The quarterly audits, including significant audit observations and corrective action thereon, are presented to the Audit Committee.

**HUMAN RESOURCES**

Your Company has built significant talent pool in the form of top and middle management. We have also created a performance oriented work culture with focus on building long term talent pool. Also, we continuously endeavour to improve and enhance the work environment for our employees. Competitive compensation package, innovative and challenging environment to work, etc., are some of the steps taken by the Company for the welfare of its employees. The company has also offered the ESOP's to the eligible employees in the light of retaining the human resource.

**CAUTIONARY STATEMENT:**

The Statements in the Management Discussion & Analysis Report describing the Company's expectations, opinion, and predictions may please be considered as "forward looking statements" only. Actual results could differ from those expressed or implied. Company's operations should be viewed in light of changes in market conditions, prices of raw materials, economic developments in the country and such other factors.