

Circular No – 053 / 2025

Date: 15.07.2026

To
All Members of The Association

Reminder – 65th Annual General Meeting (AGM)

1. Members are hereby reminded that the 65th Annual General Meeting (AGM) of the Karnataka Employers' Association (KEA) will be held on Thursday, 23 July 2026, from 11:30 A.M. to 1:00 P.M. via the Zoom Virtual Platform.
2. In accordance with the prescribed procedure, the Notice dated 1 July 2026 has already been circulated to all member companies. This circular serves as a final reminder to nominate and depute members representatives to participate in the AGM.
3. **Symposium on Minimum Wages:** Following the business session of the AGM, a symposium will be organized on the 'impact of the revised minimum wages' notification dated 22 May 2026 issued by the Government of Karnataka. KEA has challenged this notification before the Hon'ble High Court of Karnataka, Bengaluru. Other Associations and individual companies have also filed Writ Petitions challenging the notification. The impact of the notification and the way forward will be discussed during the symposium.

Moderator: B.C. Prabhakar, Advocate & President, KEA

Speakers : Mr. K.N. Vasuki Advocate, Secretary KEA

Mr. Aditya Kamath, Advocate, Assistant Secretary, KEA

Mr.C.K.Devappa Gowda, Advocate, Treasurer, KEA



4. Prior registration is mandatory to participate in the AGM. Registration: [[Click here to register](#)]. Upon successful registration, the Zoom meeting link will be automatically sent to your registered email address.
5. The following documents are enclosed for your information:
 - Proceedings of the 64th Annual General Meeting (Annexure A)
 - Annual Report for the Year 2025-2026 (Annexure B)
 - Audited Financial Statements for the Year 2025-2026 (Annexure C)
6. The members are once again requested to make it convenient to attend the AGM and actively participate in the proceedings.

For, KARNATAKA EMPLOYERS' ASSOCIATION

**Sd/
[B C Prabhakar]
President**



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Bengaluru, Karnataka



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Karnataka Employers' Association (KEA)

Proceedings of the 64th Annual General Meeting Wednesday, 23rd July 2025 at 11.30 a.m. through Virtual Platform - Zoom

The 64th Annual General Meeting of Karnataka Employers' Association (KEA) was conducted on Wednesday, 23rd July 2025 at 11.30 a.m. through Virtual Platform - Zoom. Mr. Seetharam Bhat, Secretary General, KEA, greeted all the members and requested Mr. B.C. Prabhakar, the President, to conduct the proceedings. On a query by the President as to whether there is quorum, the Secretary of the Association Mr. Vasuki K N and Secretary General Mr. Seetharam Bhat replied that required quorum of members are present.

I. Welcome Address by the President

In his welcome address, the President stated as follows:

- a.** Annual General Meeting (AGM) for the sixth straight year was conducted through a Virtual Platform. The 59th, 60th, 61st, 62nd, and 63rd AGMs were held virtually over the past five years.
- b.** During the calendar year 2024 in all 79 circulars were issued updating the Members with the developments relating to Industrial Relations, Labour Legislation, Wage Settlements, Employment Related Laws, POSH, Minimum Wage, etc.
- c.** Daily News Update has consistently summarized news on Employment Trends, Labour Law, and IR issues from various newspapers. It continues to be popular, and members have found it extremely useful.

d. Thereafter, the President gave details of the activities and major events that were conducted during the year 2024-25:

(i) **Workshop on Capability Building for HR Managers, organised by KEA**

A total of 35 participants attended this full-day Capability Building Workshop, which was specifically designed for HR Managers, for their evolving strategic role in the context of rapid organisational and workforce transformations.

- Mr. Harish T R of M/s Exemplary People was the faculty Member

(ii) **Training Program, The Slippery Slope of Domestic Inquiry - Principles, Practice and Pitfalls - One Day Seminar on Recent Trends in National & Karnataka Wage Agreements, organised by KEA and BCP Associates LLP**

The training program had 73 registered participants from 42 different companies. The training session focused on the principles of discipline, misconduct, and the conduct of domestic enquiries in the workplace. The session highlighted the importance of natural justice, particularly the rule of fair hearing, and addressed the common challenges organisations face when handling disciplinary matters.

Speakers in the training programme were as follows:

- Mr. Aditya Kamath - Partner, BCP Associates LLP
- Mr. K.G. Devaiah - Junior Partner, BCP Associates LLP
- Ms. Amrutha Ananth - Principal Associate, BCP Associates LLP

(iii) **One Day Training on HR Excellence, organised by KEA**

The session had 43 registered participants from 25 different companies. The session offered a comprehensive framework

encompassing key facets of HR management, leadership, and the strategic integration of Artificial Intelligence (AI) in HR practices.

- Mr. D R Nagaraj - CEO, NMS HR Solutions, was the faculty member

(iv) Webinar on Supervisory Effectiveness, organised by KEA

Webinar had 108 registered participants from 31 different companies. The session focused on empowering participants with simple yet impactful strategies to enhance operational effectiveness and business growth.

- Mr. Indushekar B R- Executive Committee Member, KEA, was the faculty member

- e. The Association commemorated its Diamond Jubilee with the release of a Diamond Jubilee Souvenir Titled "Fostering Harmony" on Thursday, October 17, 2024, at the Taj West End Hotel. The Souvenir has captured the organisation's pivotal role in shaping the industrial and legal landscape of Karnataka. Mr Kamal Bali, MD & President of Volvo Group India, graced the occasion as the Chief Guest and was felicitated for his contributions. Speaking at the event, Mr. Kamal Bali, emphasised adaptability as the cornerstone of future corporate success, urging businesses to embrace continuous learning and restructure around evolving workplace dynamics. He lauded KEA's contributions to Karnataka's emergence as an industrial powerhouse and acclaimed KEA President Mr. B. C. Prabhakar for the exemplary leadership and legal acumen.
- f. The Association is on the Committees/Boards and Employers' Forum in Karnataka i.e., Labour Welfare Board, Minimum Wages Advisory Board, EPFO State Regional Committee and Karnataka Workers Education Board. The Association representatives attended 22 committee meetings convened by the Government and other

institutions during the year 2024-25. Also, submitted Seven representations to the Government and other Institutions.

- g.** The President said that the Karnataka government has taken progressive steps to address the evolving dynamics of the workforce through a series of forward-looking policy initiatives. **Karnataka** aims to foster a balanced and growth-oriented industrial environment by simplifying compliance, promoting worker welfare, and encouraging investment and employment. It places strong emphasis on skilling, ease of doing business, and leveraging technology in governance, while encouraging collaboration among industry, labour, and the government. Recognizing the rise of the digital economy, the government has also proposed a **Gig Workers Policy** to extend social security and welfare benefits to gig and platform-based workers. This policy seeks to formalize this growing segment by setting clear guidelines on wages, insurance, working hours, and grievance redressal, thereby ensuring fair and inclusive labour practices. Collectively, these initiatives reflect the state's commitment to inclusive, equitable, and future-ready labour reforms.

The Karnataka Govt. has also taken the following initiatives:

- i.** To revise working hours from 9 to 10 hours which will benefit both employees and employers.
- ii.** To remove registration and compliance under the Karnataka Shops and Establishment Act for small establishments employing up to 10 employees.
- iii.** Allowing factories to work for 12 hours with 4 days working and allowing 3 weekly holidays.

The Association urges the State Govt. to issue notification in this behalf immediately.

- h.** The President spoke about Minimum Wages: The Department of Labour, Government of Karnataka, has issued the Draft Notification dated 11.04.2025 and Corrigendum dated 19.04.2025 proposing to revise minimum wages in 80 scheduled employments by a huge increase. The steep increase proposed in the minimum wages would deal a crippling blow to the business as a whole and to the employers. The rates of minimum wages in respect of 34 scheduled employments were revised during the years 2022-23. Despite this, the Government has again proposed revise the rates in respect of 34 scheduled employments in the list of 62 scheduled employments. Unlike in the past the Government has chosen to revise the rates of Minimum Wages in all the 62 scheduled employments uniformly. This decision of the Government to revise the rates uniformly in all the 62 scheduled employments is not in accordance with the provisions of the Minimum Wages Act. According to the Minimum Wages Act the government is required to fix or revise different rates of Minimum Wages pertaining to each scheduled employments separately. Further, the Government in the notification has stated that it intends to revise the rates of Minimum wages in the 62 scheduled employments by following the Reptakos Brett formula which is again contrary to law and the provisions of the Act. The rates proposed in the draft notification are up to 60% higher than the previous notification thereby making these rates highest in the country. Highlighting the above, Karnataka Employers' Association along with other Industrial Associations have submitted their objections and suggestions to the Draft Notification. In addition, challenging the draft notification dated: 11.4.2025 and the corrigendum dated: 19.04.2025, Writ Petition No. 21852/2025 and No.18515/2025 was filed by Private Hospitals & Nursing Homes Associations with M/s.Nanjappa Hospitals Shivamogga before the Hon'ble High Court of Karnataka. The matter was heard and notice has been ordered to be

issued to the Government. Further, the Court has ordered that although the advisory board meeting could be held, the Govt. is precluded from issuing final notification until the next date of hearing. The Labour Department has convened a meeting of the Advisory Board on 29.07.2025 for consideration of proposal for revising Minimum wages. It is necessary that the Industry should put up united protest and urge the Govt to withdraw the proposed notification and issue fresh proposal based on the provisions of Minimum Wages Act and considering the prevailing Minimum Wages rates in the neighbouring States.

- i. The President said that having regard to the global scenario, effective Industrial Relations is the key driver and the cornerstone for sustainable organizations in the dynamic landscape of future of work, as it re-shapes by rapid technological advancements, evolving business models, and shifting workforce expectations. By fostering collaboration between employers, employees and policymakers, businesses can create a work environment that balances productivity with social well-being. Effective Industrial Relations enables Organizations to successfully navigate changes and facilitate transitioning towards digitalization and green economies. A proactive approach to industrial relations is crucial in building resilient, future-ready enterprises that contribute to long-term economic and social sustainability.

II. 64th ANNUAL GENERAL MEETING

1. a. The President stated that the Balance Sheet and Statement of Accounts of KEA have already been circulated by mail to all the members and noted that within the limited resources, the financial position of KEA continues to be satisfactory.

- b.** The President was happy to report that Five Executive Committee Meetings were held during the year 2024-25.
- c.** The President formally acknowledged the dedicated efforts and contributions of the Working President, Mr. Raj Pillai; Vice President, Ms. Pooja Prabhakar; the Office Bearers; Executive Committee Members of the Association; all Associates of BCP Associates; as well as the Advocates and staff at his office, and expressed his sincere gratitude to each of them.
- d.** The President acknowledged that the Secretariat forms the backbone of the Association, having worked silently and efficiently throughout the year. He appreciated the sincere and diligent efforts of Secretary General, Mr. Seetharam Bhat; Program Manager, Ms. Prathibha; and Administrative Officer, Mr. Sunil Kumar, in effectively carrying out their responsibilities.
- e.** The President said that Members of the Association are highly valued, and they are solidly supporting the Association in its activities. The President thanked all the members of the Association for their encouragement to the Office Bearers and the Secretariat.
- f.** The President informed that many representations made to the Government by KEA have been published by the media. And appreciation for proactive efforts has been received from all over India.
- g.** The President informed that for the continuous improvement of KEA Mr. Raj Pillai, Working President and Ms. Pooja Prabhakar, Vice President are working closely to achieve the goals namely:
 - a.** Industry-Academia Collaboration for short-term certification courses

- b. KEA Training Programme
 - c. KEA - Social Media Management alongside operational improvements

- h. The President informed that as part of our continued engagement with international institutions, the Karnataka Employers' Association (KEA) had the privilege of hosting a high-level delegation from the International Labour Organization (ILO) on 9th May 2025. The ILO team, comprising officials from its Geneva Headquarters, South Asia Office, and India Country Office, engaged in discussions with the KEA leadership to explore ways to strengthen social sustainability across supply chains. This included a focused dialogue with industry representatives from key sectors such as Construction, Textile, Coffee, Spices, and Sugar. The discussions centred on fundamental principles and rights at work—specifically the core labour standards of Occupational Safety and Health (OSH), Non-Discrimination, Elimination of Child and Forced Labour, and Freedom of Association and Collective Bargaining—alongside the rising expectations of due diligence and ESG compliance. In continuation of this engagement, KEA, in partnership with the ILO, is set to host a **Round Table Meet on the theme “Paving the Way for Sustainable Construction Practices in Karnataka.”** With Karnataka's construction sector undergoing rapid expansion, this initiative will focus on addressing labour-related challenges in a sector heavily reliant on informal and migrant workers. The round table will serve as a stepping stone towards a long-term tripartite strategy and the development of a comprehensive roadmap for sustainable and inclusive growth in the sector.

- i. The President said that the Association has also collaborated with Deccan Herald special projects, namely DH CUP - an intercorporate football tournament. The Association has circulated this information

and encourages the members to participate in the spirit of employee wellness.

- j. The President thanked the Auditors of the Association M.S Krishna Swamy & Co. headed by Mr. M.K. Santhanaraman and Mr. P. Gopalsamy for guiding the Secretariat in maintaining the accounts, keeping it fully compliant, and giving audit guidance wherever necessary. The auditing firm has been with the Association since the beginning.

The President was happy to welcome all the members of the Executive Committee of the association. He said that he was glad that all of them were present for today's function in virtual mode of course.

2. Confirmation of the proceedings of the 63rd Annual General Meeting held on Thursday, 25th July 2024 at 11.30 AM through Virtual Mode (Zoom)

The President placed the minutes of the 63rd Annual General Meeting held on Thursday, 25th July 2024 for confirmation before the AGM.

Mr. B R Indushekar, EC Member, KEA proposed and Mr. Kempegowda B.K., Head HR & IR, M/s Wipro GE Healthcare, seconded the confirmation of the proceedings.

Accordingly, the proceedings were confirmed.

3. Adoption of the Annual Report of the Association for the year 2024-25

The President placed the Annual Report of the work done by the Association which has been circulated to all the members for its adoption.

Mr. Arvind Shekar, EC Member, KEA and Managing Partner, Sai Packaging Co., proposed the adoption of the Annual Report. Mr. Raghu, DGM HR,

M/s Page Industries Ltd., seconded the adoption of the annual report. Accordingly, the annual report was adopted.

4. Passing of the Audited Accounts of the Association for the year 2024-25

The President placed the audited accounts before the AGM. The highlights were explained by Mr. P. Gopalsamy the Auditor.

Mr. Ravishankar M, EC Member, KEA, and Managing Partner Dura Materials & Services LLP, proposed the passing of the Audited Accounts. Mr. Vinayaka Bhat, GM HR, M/s Automotive Axle Ltd. (Meritor Group), seconded the passing of the Audited Accounts. Accordingly, the members after deliberation passed the annual accounts of the Association.

5. To appoint the Auditors and to fix their remuneration for the year 2025-26 (M.S. Krishnaswamy & Co., Chartered Accountants, # 217, 2nd Cross, 39th Main, Behind Central Silk Board, BTM Layout, 2nd Stage, Bengaluru-560068, who will retire and are eligible for reappointment.)

The appointment of auditors' M/s Krishnaswamy & Co., Chartered Accountants, # 217, 2nd Cross, 39th Main, Behind Central Silk Board, BTM Layout, 2nd Stage, Bengaluru- 560068 as Auditors for the next financial year namely 2025-26 with a increased remuneration of Rs. 5000/- was placed before the members.

Dr Rajesh, EC Member, KEA, and Secretary, M/s BM (Bapuji Memorial) Association, proposed the re-appointment of Auditors and their remuneration. Mr. Mannatham Perumal, DGM HR, M/s Silver Spark Apparel Ltd. (Raymond Group), seconded the re-appointment of Auditors and their remuneration. The re-appointment of Auditors and their remuneration has been passed.

6. To approve Amendments to the Byelaws

The President placed the Amendments to the Byelaws and said that having regard to the enlarged activities of the Association and to meet the

contemporary requirements of the industry and member establishments the additional objectives have been enumerated in the proposed amendments. The President also explained the various amendments proposed and requested members to approve the same.

After discussions, Mr. Shakshar Guha, EC Member, KEA and Head Employee Relations, M/s Wipro Enterprises Company, proposed the Amendments to the Byelaws. Mr. Shekar G N, Director HR & General Admin, M/s Biesse India Pvt Ltd, seconded the Amendments to the Byelaws. The Amendments to the Byelaws were approved and have been passed.

(A copy of the Approved Amendments to the Byelaws is attached.)

7. Announcement of results and taking over by newly elected Office Bearers and Executive Committee Members who will hold office for two years (i.e, 2025-2026 and 2026-2027)

As per the AGM Notice dated 01.07.2025, nomination forms had been sent to the members wherein nominations for the position of Eight posts of Office Bearers and eight posts of Executive Committee Members were invited. The Secretariat received eight nominations for the post of Office Bearers and seven nominations received for the Executive Committee. As there were no excess nominations but exact number of nominations for eight posts of Office Bearers and one less than eight for the Executive Committee, i.e., only seven nominations were received for the Executive Committee. The nominees were declared elected unanimously.

The names of elected members are as follows:

➤ **Office Bearers:**

Name	Designation
1. Mr. B.C. Prabhakar	President - KEA & Advocate & Chairman
2. Mr. Raj Pillai	Working President
3. Ms. Pooja Prabhakar	Vice President & Managing Partner - BCP Associates LLP

4. Mr. Vasuki K N	Secretary - KEA & Advocate
5. Mr. K.G. Nagendra Prasad	Joint Secretary - KEA & Advocate
6. Mr. C.K. Devappa Gowda	Treasurer - KEA & Advocate
7. Mr. C.K. Subramanya	Assistant Secretary - KEA & Advocate
8. Mr. Aditya Kamath	Assistant Secretary - KEA & Advocate

➤ **Executive Committee Members:**

Name	Designation
1. Mr. B.R. Indushekar	Advisor
2. Mr. Arvind Sekhar	Executive Committee Member - KEA & CEO - M/s Sai Packaging Company
3. Mr. Ravishankar M	Executive Committee Member - KEA & Managing Partner - M/s Dura Materials & Services LLP
4. Dr. S. Rajesh	Executive Committee Member - KEA & Secretary - M/s BM (Bapuji Memorial) Association
5. Mr. Shakshar Guha	Executive Committee Member - KEA & Sr. GM(HR) & Head Employee Relations - Wipro Consumer Care & Lighting
6. Mr. Laxminarayana Hegde	Executive Committee Member - KEA & Head Legal & Company Secretary Group Legal & Compliance Volvo Group India Private Limited

7. Mr. Narayana Sharma N T	Executive Committee Member - KEA & Plant ER Head M/s Tata Electronics System Solutions (TESS)
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The President welcomed all the newly elected Office Bearers and Committee Members. He also thanked all the outgoing members.

Concluding Remarks:

The President addressed the subject of the Labour Codes, noting that although the Codes were enacted nearly five years ago, the Central Government has yet to announce a date for their implementation. The delay is attributed to states not being fully prepared. The introduction of the new Codes is, nonetheless, a welcome development, particularly from the standpoint of facilitating compliance for managements. It was observed, however, that a significant portion of the provisions reflects a replication of the old law. In the broader interest of promoting *Ease of Doing Business*, there is an earnest expectation for the early implementation of the Labour Codes.

The President invited the Working President - Mr. Raj Pillai to share an update on KEA 2.0.

Mr. Raj Pillai	• Collaboration with XLRI, Jamshedpur, for the short-term training program – the course content is currently being revised, and the program is scheduled to launch shortly • Following the ILO Conference in Thailand and sustained engagement with the ILO team, successfully advocated for Karnataka to be selected as the preferred state for a pilot project on sustainable construction practices and global benchmarks. The First Round Table Meeting with ILO officials and key stakeholders from the Construction Industry is scheduled to be held on August 7, 2025, in Bengaluru • Thanked the members for their continued support and cooperation
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The President invited the Vice President - Ms. Pooja Prabhakar to share her update on KEA 2.0.

Ms. Pooja Prabhakar	• In the spirit of continuous improvement, efforts are being made to explore diverse activities and initiatives aimed at enhancing the vibrancy and scope of KEA • A collaboration with Deccan Herald is being considered for their special project—the DH Cup football tournament. This initiative aligns with the Association's motto, "<i>Fostering Harmony</i>," and presents a valuable opportunity for member engagement and active participation • In the area of skill development, exploring a potential collaboration with the Manipal Skill Development Centre (MSDC), with a focus on supporting MSMEs. Further details will be shared as the initiative progresses. • Look forward to receiving suggestions and ideas from members to further strengthen and diversify the initiatives
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The President thanked Mr. Raj Pillai and Ms. Pooja Prabhakar for sharing the updates on the activities of KEA.

The President requested Mr. Shekar G N, Director – HR, General Affairs and Safety – M/s Biesse India Private Limited, to share his views.

Mr. Shekar G N	• It is indeed a privilege to be a part of KEA • For over six decades, KEA has played a pivotal role in fostering meaningful, ethical, and balanced industrial relations across the state • KEA has been instrumental in shaping Karnataka's harmonious industrial ecosystem by providing a platform where employers, employees, and government bodies can collaboratively engage to identify and implement long-term solutions • Sincere appreciation was extended to the President, Mr. B. C. Prabhakar, for his
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	outstanding leadership and invaluable contribution • KEA continues to instill confidence among industries and HR professionals, enabling them to raise concerns, undue pressures, or inspection-related issues with the appropriate authorities through a credible and structured channel • The dedication and enthusiasm demonstrated by Working President, Mr. Raj Pillai and Vice President, Ms. Pooja Prabhakar were deeply appreciated, particularly their efforts in elevating KEA's profile to the international arena
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The President thanked Mr. Shekar G N.

Mr. Seetharam Bhat, Secretary General of KEA proposed vote of thanks to all the members who were present.

Sd/-
Mr. Vasuki K.N.
Secretary

Sd/-
Mr. B.C. Prabhakar
President



KARNATAKA EMPLOYERS' ASSOCIATION

Annual Report of KEA
For The Year 2025-2026,
Presented at the 65th Annual General Meeting
Thursday, 23rd July 2026 - Virtual Platform

Annual Report 2025-26

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Office Bearers for the Year – 2025-26 & 2026-27



**Mr. B C PRABHAKAR
PRESIDENT**



**MR. RAJ PILLAI
WORKING PRESIDENT**



**MS. POOJA PRABHAKAR
VICE PRESIDENT**



**Mr. VASUKI K.N.
SECRETARY**



**Mr. C.K. DEVAPPA GOWDA
TREASURER**



**Mr. K.G. NAGENDRA
PRASAD,
JOINT SECRETARY**



**Mr. ADITYA KAMATH
JOINT SECRETARY**



**Mr. S SAGAR
JOINT SECRETARY**



**Mr. C.K. SUBRAMANYA
ASST. SECRETARY**



**Mr. DATTATHREYA NAYAK
ASST. SECRETARY**



**Mr. MOHAMED FAHEEM
ASST. SECRETARY**

Executive Committee for the Year – 2025-26 & 2026-27



Mr. B R INDUSHEKAR ADVISOR



Mr. ARVIND SEKHAR MEMBER



Mr. RAVISHANKAR M MEMBER



**Dr. S. RAJESH
MEMBER**



Mr. SHAKSHAR GUHA MEMBER



**Mr. LAXMINARAYAN HEGDE
MEMBER**



**Mr. NARAYANA SHARMA N T
MEMBER**

65th Annual General Meeting

Karnataka Employers' Association (KEA), established in the year 1961, has stepped into its 65th year of dedicated service to our members. On the occasion of the 65th AGM, the Working Report for the year 2025-26 (covering the period from 1 April 2025 to 31 March 2026) of the Association is presented to the members. This report gives an overall view of the activities of the Association during the financial year 2025-2026 (1 April 2025 to 31 March 2026).

1. KEA Circulars:

The Association has issued 104 circulars during the Calendar year 2025 and has been keeping the members informed on the latest developments in matters pertaining to Labour & Employment Legislation, Industrial Relations, Wage Agreements, and related areas. The Association's circular service continues to be widely appreciated and remains one of the most valued services extended to members. Incidentally, we have already issued 45 Circulars during the period from 1st January 2026 to July, till date, reflecting its continued commitment to providing timely and relevant updates to its members.

Daily News Update

In September 2015, the Association introduced the "**Daily News Update**", a dedicated information dissemination which involves extracting and presenting key news clippings related to Labour and Employment in a brief and concise format. This initiative has been well received by all members and continues to be in operation.

2. Membership Status:

As on 31 March 2026, the total membership of the Association stood at **709**, including **28 new members** admitted during the year 2025-26. The Association continues its efforts to strengthen its membership base by enrolling organisations from diverse sectors of industry and commerce.

3. **Executive Committee Meetings:**

During the year under report, Four Executive Committee Meetings were held on (1) 25th June 2025, (2) 29th September 2025, (3) 19th December 2025 and (4) 17th March 2026. The meetings deliberated on various important matters concerning the Association and included presentations by the President on recent trends in Industrial Relations, Settlements and other related developments.

4. **Programmes & Events for the year 2024-25:**

01	23.07.2025	64 th Annual General Meeting (AGM) of the Association at 11.30 A.M, through virtual mode – Zoom
02	16.05.2025	Supervisory Effectiveness - Part II, Workshop on Shop Floor Control System, organised by KEA - which had 36 registered participants from 16 companies. Speaker: • Mr. B.R. Indushekar – Advisor, KEA A half-day, hands-on workshop was conducted for supervisors towards establishing proper shop floor control systems and thus help them achieve predictable results in their area of work. An opportunity to strengthen supervisory skills and drive consistent performance. The workshop covered a range of topics through interactive sessions, focusing on building efficient systems to consistently meet targets.
03	07.08.2025	Round Table Meet - Paving the Way for Sustainable Construction Practices in Karnataka, India, organised by KEA and International Labour Organization (ILO) • KEA Delegation: Mr. B.C. Prabhakar, Mr. Raj Pillai, Ms. Pooja Prabhakar, Mr. Seetharam Bhat & Mr. Aditya Kamath • CREDAI, Karnataka: Mr. Anil Nayak, CEO, CREDAI, & Mr. Ramanjaneya

		• ILO Delegation: Mr. Insaf Nizam, Ms. Francesca Biasiato, Ms. Sudipta Bhavyya Bhadra & Mr. Tsuyoshi Kawakami • Panelists: Mr. M.V. Satish, Advisor, Larsen & Toubro (L&T), Mr. Ravi Kumar, Group Chief Human Resources Officer, Puravankara Limited, Mr. Deepak Saxena, Head - HR & IR, Kalpataru Projects International Limited, Mr. Yashavanth A, MD, Sycone CPMC Pvt Ltd, Mr. Debasis Panigrahi, Chief Human Resources Officer, Shriram Properties Limited & Ms. Meghana Dutta, Architect I Co-Founder– Studio Decode • Other Participants: Mr. Ronald Andrade, Senior General Manager - HR, Gardencity Realty Private Limited, Ms. Rachana - Sumeru Suraksha KEA, in collaboration with ILO, hosted a Round Table Meet, bringing together key stakeholders from the construction ecosystem to deliberate on embedding Environmental, Social and Governance (ESG) principles and ILO-aligned labour standards into the sector. As one of the most dynamic yet challenging industries, construction in Karnataka remains heavily dependent on informal and migrant labour. With 95% of the workforce in the unorganised sector, the discussions spotlighted urgent issues such as limited skilling, unsafe working conditions, gender exclusion, and risks of child and forced labour. The discussions created a shared commitment to collective action: embedding ESG and ILO's Decent Work principles into business models, scaling skill development, extending welfare and compliance into supply chains, embracing gender inclusion, and building transparent, data-driven accountability. By capturing both best practices and hard truths, the round table became a pivotal step towards reimagining Karnataka's construction industry as both economically competitive and socially sustainable.
04	04.09.2025	Webinar on Latest Judicial Trends in Employment Law, organised by KEA and BCP Associates LLP - which had 116 registered participants from 80 different companies. Speakers: • Mr. Aditya Kamath, Joint Secretary, KEA & Advocate & Partner, BCP Associates LLP

		Mr. K.G. Devaiah, Advocate & Junior Partner, BCP Associates LLP KEA, in association with BCP Associates LLP, successfully conducted a webinar on "Latest Judicial Trends in Employment Law." The session was conceptualised to provide participants with an understanding of recent judicial pronouncements and their practical impact on organisations. The webinar brought together professionals from diverse industries, including company leaders, legal experts, and compliance professionals, making it a highly engaging and collaborative learning platform.
05	16.10.2025	Webinar on Importance of Communication in Operations, organised by KEA - which had 71 registered participants from 28 different companies. Speaker: Mr. B.R. Indushekar – Advisor, KEA KEA successfully conducted a webinar on "Importance of Communication in Operations." The session aimed to highlight how effective communication serves as the foundation for operational efficiency, coordination, and collaboration across all levels of an organisation, from the shop floor to senior management. The webinar brought together professionals from diverse industries, including HR leaders, operations managers, and functional heads from diverse sectors.
06	26.11.2025	Webinar on "India's New Labour Codes: What are the implications of the roll out?", organised by KEA and BCP Associates LLP - The session ultimately recorded an impressive 1,500 participants attending the webinar Speakers: - Mr. B.C. Prabhakar, President, KEA & Advocate & Chairman, BCP Associates LLP - Ms. Pooja Prabhakar, Vice President, KEA & Managing Partner & CEO, BCP Associates LLP - Mr. Aditya Kamath, Joint Secretary, KEA & Advocate & Partner, BCP Associates LLP

		Mr. K.G. Devaiah, Advocate & Junior Partner, BCP Associates LLP KEA in collaboration with BCP Associates LLP, organised a knowledge-building webinar on "India's New Labour Codes: What are the implications of the roll out?" The session provided a comprehensive overview and practical insights on the Four Labour Codes, the Code on Wages, Industrial Relations Code, Code on Social Security, and the Occupational Safety, Health and Working Conditions Code. The webinar attracted a diverse audience, including industry leaders, HR professionals, legal and compliance experts, and law students from across the country.
07	02.02.2026 & 03.03.2026	Two-Day Capacity Building Workshop on Responsible Business Conduct (RBC) & International Labour Standards (ILS) for Manufacturing Enterprises, organised by KEA and International Labour Organization (ILO) - which had 65 registered participants from 32 different companies. Speakers: - Mr. B.C. Prabhakar, President, KEA & Advocate & Chairman, BCPA - Dr. G Manjunath, Additional Labour Commissioner (Industrial Relations), Government of Karnataka - Mr. T.R. Parasuraman, Past President & Wholtime Director, Toyota Industries Engine India Pvt. Ltd. - Mr. Kamal Bali, President & Managing Director, Volvo Group, India - Dr. S. Devarajan, Sr Vice President, TVS Motor Company - Mr. Prakash. G, Director, Turning Centre Division, Ace Designers Limited - Mr. Dominic Bescky, Vice President, International Operations, ATI Motors - Mr. B.R. Indushekar, Advisor, KEA From ILO: - Mr. Insaf Nizam, Specialist - Fundamental Principles & Rights at Work - Ms. Bharti Birla, Specialist – Enterprise Development - Ms. Sudipta Bhadra, Senior Programme Officer - Ms. Yukari Kanamori, Technical Officer

		• Dr. Yogindra Samant, Specialist, Occupational Safety & Health • Ms. Deepa Bharathi, Senior Specialist, Gender Equality, Non-Discrimination & Inclusion The workshop aimed to strengthen awareness and practical understanding among employers and industry representatives on integrating responsible business conduct, labour standards, and human rights due diligence into organisational practices and supply chains. With increasing global scrutiny, evolving regulations, and heightened stakeholder expectations, the programme sought to equip enterprises with the knowledge and tools required to align business operations with international labour standards and ESG principles. The programme brought together representatives from manufacturing enterprises, industry leaders, employers' organisations, and subject-matter experts to engage in structured learning through technical sessions, industry perspectives, interactive activities, and peer discussions.
08	06.03.2026	Webinar on Making Annual Appraisals Simple, Fair and Effective, organised by KEA - which had 69 registered participants from 36 different companies. Speaker: • Mr. B.R. Indushekar – Advisor, KEA The webinar focused on simplifying the appraisal process and conducting fair, objective, and impactful performance reviews that align individual performance with organisational goals. Highlighted how well-structured appraisal conversations can foster transparency, strengthen trust between managers and employees, and drive a culture of continuous improvement. The webinar brought together professionals from diverse industries, including Senior Management, HR leaders, and functional heads from diverse sectors.

5. Representation on the Committees / Advisory Boards:

KEA is re-nominated by the Govt. of Karnataka on the following Committees/Boards and Employers' Forum.

- Labour Welfare Board, Karnataka
- Minimum Wages Advisory Board, Karnataka
- EPFO State Regional Committee, Karnataka
- Workers Education Board, Karnataka

6. Meetings Attended:

Sl. No.	Date	Subject
01	17.04.2025	4th meeting of Council of Associations held at KASSIA – attended by Mr. B C Prabhakar, President, KEA & Mr. Seetharam Bhat, Secretary General, KEA
02	23.04.2025	FKCCI - Members of Labour Law Committee - a meeting was convened to discuss matters related to Minimum Wages with the Legal Advisors, held at FKCCI - attended by Mr. Seetharam Bhat, Secretary General, KEA
03	03.05.2025	3rd Edition of BCIC Members' Day, held at Sheraton Grand Hotel - attended by Mr. Seetharam Bhat, Secretary General, KEA
04	22.05.2025	FKCCI - Meeting with All Associations - a meeting was convened to discuss labour-related issues and other pertinent matters, held at FKCCI - attended by Mr. Seetharam Bhat, Secretary General, KEA
05	18.06.2025	Meeting with the Secretary Labour regarding the Proposed Amendments to the Karnataka Shops and Commercial Establishment Act 1961, Chaired by Ms. Rohini Sindhuri, Secretary, Department of Labour, Government of Karnataka – attended by Mr. Seetharam Bhat, Secretary General, KEA
06	20.06.2025	The Karnataka Workforce Development Dialogue – Conducted by Mr. Santhosh Lad, Hon'ble Minister of Labour, Government of Karnataka. Convened by Building and Other Construction Workers' Welfare Board – attended by Mr. Raj Pillai, Working President, KEA & Mr. Seetharam Bhat, Secretary General, KEA

07	27.06.2025	Indo Nepal Business Summit – 2025 held at Hotel Radisson Blu Atria. BCIC coordinated the meeting, attended Mr. Seetharam Bhat, Secretary General, KEA
08	02.07.2025	BCIC 48th Annual General Meeting at Sheraton Grand Bangalore Hotel – attended by BCP Sir & Mr. Seetharam Bhat
09	24.07.2025	Coordination with other Associations regarding Minimum Wages – A meeting was held at the Office of Mr. B.C. Prabhakar, President, KEA
10	25.07.2025	Employment Linked Incentive (ELI) Scheme for the benefit of all the Associations & Unions, meeting held at Vikasa Soudha, attended by Mr. Seetharam Bhat, Secretary General, KEA
11	29.07.2025	The Minimum Wages Advisory Board (MWAB) meeting organised by Asst. Labour Commissioner, MWAB, Bangalore, held at Karmika Bhavana, and attended by Mr. Vasuki K.N., Secretary, KEA
12	14.08.2025	Meeting regarding Minimum Wages with representatives of other Associations, held at the Office of Mr. B.C. Prabhakar, President, KEA
13	28.08.2025	Advisory Board Meeting on the Draft Minimum Wages Notification – Attended by Mr. Vasuki K. N., Secretary, KEA and Mr. Seetharam Bhat, Secretary General, KEA
14	07.11.2025	Karnataka Draft Labour Policy – Follow-up Visit to the Labour Department by Mr. Seetharam Bhat, Secretary General, KEA
15		EPFO Regional Committee Meetings at EPFO, Zonal Office, HQ, Bengaluru • Date: 24.06.2025 - 101st Regional Committee Meeting, attended by Mr. Seetharam Bhat, Secretary General, KEA • Date: 12.09.2025 - 102nd Regional Committee meeting, attended by Mr. Seetharam Bhat, Secretary General, KEA • Date: 06.01.2026 - 3rd meeting of the Regional Committee of the State of Karnataka for the Financial Year 2025-26 (103rd Regional Committee Meeting of Karnataka) attended by Ms. Prathibha P N, Program Manager, KEA

7. Representations to the Government & Other Institutions:

Sl. No.	Date	Subject
1	19.04.2025	Letter to the Secretary, Government of India, Ministry of Labour, Implementation of the Decision of the Supreme Court on Higher Pension on Higher Contribution to the Provident Fund
2	05.05.2025	Letter to the Hon'ble Chief Minister, Government of Karnataka, Draft Notification dated 11.04.2025 proposing to revise the Minimum Wages in the State of Karnataka along with a corrigendum dated 19.04.2025
3	02.06.2025	Letter to the Joint Secretary (Minimum Wages), Department of Labour, Government of Karnataka, Draft Notification dated 11.04.2025 proposing to revise the Minimum Wages in the State of Karnataka along with a corrigendum dated 19.04.2025
4	04.06.2025	Letter to the Principal Secretary to the Government, Department of Labour, Government of Karnataka, Draft Notification dated 11.04.2025 proposing to revise the Minimum Wages in the State of Karnataka along with a corrigendum dated 19.04.2025
5	13.06.2025	Welcome letter to Ms. Rohini Sindhuri, Secretary to the Government, Department of Labour
6	28.08.2025	Representation to the Chairman, Minimum Wages Advisory Board, Department of Labour, regarding Draft Notification dated 11.04.2025 proposing to revise the Minimum Wages in the State of Karnataka, along with the corrigendum dated 19.04.2025 Submissions by Karnataka Employers' Association at the meeting of the Advisory Board on Minimum Wages held on 28.08.2025
7	24.10.2025	Letter to the Secretary to Labour, Ministry of Labour & Employment regarding National Labour & Employment Policy- Shram Shakti Niti 2025
8	30.10.2025	Karnataka Draft Labour Policy: A letter was personally handed over to the Labour Commissioner, Department of Labour on October 30 by Mr. Seetharam Bhat

9	03.12.2025	Representation regarding Four New Labour Codes – Implementation • Letter to the Hon’ble Chief Minister, Government of Karnataka • Letter to the Secretary to Labour, Ministry of Labour and Employment, Government of India • Letter to the Hon’ble Minister of Labour, Department of Labour, Government of Karnataka • Letter to the Commissioner of Labour, Department of Labour, Government of Karnataka • Letter to the Secretary Labour, Department of Labour, Government of Karnataka • Letter to ADLC (Industrial Relations) Department of Labour, Government of Karnataka • Letter to ADLC (Admin & Accounts) Department of Labour, Government of Karnataka
10	29.12.2025	Letter to the Director General, Employees’ State Insurance Corporation (ESIC), regarding Compliance with Social Security Code 2020 – Chapter IV – Employees’ State Insurance
11	16.01.2026	Welcome Letter to Ms Salma K Fahim, IAS, Secretary to the Government, Department of Labour
12	09.02.2026	Letter to the Hon’ble Deputy Chief Minister, Government of Karnataka, regarding the News Report on the revision of Minimum Wages
13	09.03.2026	Letter to the Secretary to Government, Department of Labour, regarding Objections & Suggestions from Karnataka Employer’s Association: • The Draft of the Code on Wages (Karnataka) Rules • The Draft of the Industrial Relations (Karnataka) Rules • The Draft of the Occupational Safety, Health and Working Conditions (Karnataka) Rules

8. **Acknowledgement:**

The Executive Committee places on record its sincere appreciation for the cooperation and support extended to KEA by the officials of the Government of Karnataka, the Labour Department, the Commissioner of Labour and his officers, the Regional Provident Fund Commissioner, and the Regional Office of the Employees' State Insurance Corporation.

The Executive Committee also gratefully acknowledges the valuable guidance and support received from the Apex organisations, namely AIOE and EFI, which have consistently disseminated information on Labour Laws, Policy Matters, and other issues of relevance to Industry, and have invited KEA to participate in various meetings, seminars, workshops, and other programmes.

The Executive Committee expresses its sincere gratitude to all member companies for their continued support and active participation in the various activities, programmes, and events organised by the Association during the year. The Executive Committee also acknowledges the support extended by the print media in publishing the Association's views on issues relating to Industry and Labour.

The KEA Executive Committee acknowledges the services rendered by the KEA Secretariat.

Sd/-
(B.C. Prabhakar)
President
KEA

Sd/-
(Raj Pillai)
Working President
KEA

Sd/-
(Pooja Prabhakar)
Vice President
KEA

Sd/-
(Vasuki K.N.)
Secretary
KEA

INDEPENDENT AUDITORS' REPORT

To
The Members
Karnataka Employers' Association
Bengaluru – 560 004.

Report on the Financial Statements

Opinion

We have audited the accompanying financial statements of the Karnataka Employers' Association, No.74, Second Floor, Shankara Arcade, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004, which comprises Balance Sheet as at 31.03.2026 and Statement of Income and Expenditure and Cash Flow Statement for the year then ended and notes to the financial statement, including a summary of significant accounting policies.

In our opinion, and to the best of our information and according to the explanations given to us, the aforesaid financial statements give a true and fair view of the financial position of the association as at March 31, 2026, and of its financial performance (and its cash flows) for the year then ended in conformity with the accounting principles generally accepted in India

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) generally accepted in India. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the association in accordance with the ethical requirements that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of the financial statements that give a true and fair view of the financial position, financial performance and cash flows of the association in accordance with the Accounting Standards. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management of the association is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the association's financial reporting process

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- a) Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- b) Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- c) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- d) Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence



obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.

- e) We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

For M.S. KRISHNASWAMY & CO
Chartered Accountants
Firm Regn No. 1552-S

Place: Bengaluru
Date : 30.06.2026

(M.K. SANTHANARAMAN)
Partner
Membership No: 13838
UDIN:26013838XYXVZB3818



KARNATAKA EMPLOYERS' ASSOCIATION

No. 74, Second Floor, Shankara Arcade, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004.

BALANCE SHEET AS AT 31st MARCH, 2026

(Amount in Rs.)

ASSETS	31.03.2026		31.03.2025	
CASH AND CASH EQUIVALENTS				
Cash at Bank				
State Bank of India - Savings Account	69,319		58,650	
Karur Vysya Bank - Savings Account	10,25,452	10,94,771	9,44,983	10,03,633
INVESTMENTS				
Fixed Deposits with Bank		2,24,32,556		1,89,81,443
BUILDING				
Cost	9,32,770		9,32,770	
Less: Depreciation till date	8,69,154	63,616	8,62,086	70,684
FURNITURE AND OFFICE EQUIPMENTS				
Cost	16,37,682		6,24,525	
Add: Additions during the year	--		10,13,157	
Less: Depreciation till date	6,69,417	9,68,265	5,61,832	10,75,850
COMPUTER & ACCESSORIES				
Cost	2,71,484		2,71,484	
Less: Depreciation till date	2,58,454	13,030	2,49,768	21,716
OTHER ASSETS				
Tax Deducted at Source		2,97,490		3,16,428
GST Receivable		--		43,524
Staff Advance		16,177		15,501
Total Assets		2,48,85,905		2,15,28,779
LIABILITIES	31.03.2026		31.03.2025	
FUNDED CAPITAL				
As per last Balance Sheet	2,10,68,779		2,55,17,707	
Add: Entrance Fee from Members - Current Year	22,000		17,000	
Entrance Fee from Members - Previous Year	6,000		12,000	
Excess of Income Over Expenditure	35,96,964	2,46,93,743	(44,77,929)	2,10,68,779
LIABILITIES				
Advance subscription for the year 2026-27		72,800		46,000
Amount received from New Members for the year 2026-27		55,000		66,000
GST Payable		63,762		--
Advance for Programme (XLRI)		--		3,48,000
Professional Tax Payable		600		--
To be read with				
Notes to financial statement and Significant Accounting Policies				
Total Liabilities		2,48,85,905		2,15,28,779
As per our report of date				
For M.S. KRISHNASWAMY & CO		For KARNATAKA EMPLOYERS' ASSOCIATION		
Chartered Accountants		- Sd -		
- Sd -		(B.C. PRABHAKAR)		
(M.K. SANTHANARAMAN)		President		
Partner		- Sd -		
Place: Bengaluru		- Sd -		
Date : 30-06-2026		(VASUKI K.N)		
		(C.K. DEVAPPA GOWDA)		
		Secretary Treasurer		

KARNATAKA EMPLOYERS' ASSOCIATION

No. 74, Second Floor, Shankara Arcade, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004.

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31st MARCH, 2026

(Amount in Rs.)

INCOME	31.03.2026		31.03.2025	
Membership Annual Subscription received in Advance in 2024-25				
- Current Members	46,000		6,000	
- New Members	60,000		1,15,000	
Membership Annual Subscription Receipts in 2025-26				
- Current Members	46,75,000		54,17,000	
- New Members	2,20,000		1,75,000	
- Arrear Recovery	3,49,000	53,50,000	36,000	57,49,000
Interest Received				
From Investment	16,03,220		18,25,309	
From Savings Account	55,960		85,070	
From Income Tax Refund	11,200	16,70,380	13,355	19,23,734
Webinar/Training Prog. Collection (Net of Expenses)		2,48,100		5,83,281
Miscellaneous Income		-		15,194
Total		72,68,479		82,71,209
EXPENDITURE	31.03.2026		31.03.2025	
Establishment Expenses		26,31,123		67,50,288
Accounting & Other Charges		3,54,000		3,54,000
Printing and Stationery		6,550		13,754
Computer Maintenance		34,527		65,542
Postage and Courier		5,594		6,769
Travelling & Conveyance Expenses		2,679		1,00,282
Electricity Charges		14,859		12,860
Email Communication Expenses		28,925		18,320
Telephone Charges		745		8,875
Internet Charges		31,243		24,069
AGM & EC Meeting Expenses		-		3,728
Subscription to Association & Conference		61,142		38,808
Repairs & Maintenance		56,187		91,532
Newspaper & Periodicals including Library books		-		1,250
Rates & Taxes		37,039		12,731
Staff Welfare Expenses		28,096		28,659
Audit Fee		47,200		41,300
Professional Fees		5,900		-
Bank Charges		19,992		20,452
General Expenses		19,875		3,404
Diamond Jubilee Souvenir Release Function Expenses		1,62,500		50,10,644
Depreciation		1,23,339		1,41,870
Total Expense		36,71,515		1,27,49,138
Excess of Income over Expenditure		35,96,964		(44,77,929)
Total		72,68,479		82,71,209
To be read with Notes to financial statement and Significant Accounting Policies				

As per our report of date

For M.S. KRISHNASWAMY & CO
Chartered Accountants

- Sd -

(M.K. SANTHANARAMAN)
Partner

Place: Bengaluru
Date : 30-06-2026

For KARNATAKA EMPLOYERS' ASSOCIATION

- Sd -

(B.C. PRABHAKAR)
President

- Sd -

(VASUKI K.N)
Secretary

- Sd -

(C.K. DEVAPPA GOWDA)
Treasurer

KARNATAKA EMPLOYERS' ASSOCIATION No. 74, Second Floor, Shankara Arcade, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004. CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST MARCH 2026 (Amount in Rs.)				
PARTICULARS	31.03.2026		31.03.2025	
(A) CASH FLOW FROM OPERATING ACTIVITIES				
Cash inflows:				
Membership Subscription Collections				
- Existing Members	46,75,000		54,07,000	
- New Members	2,20,000		1,75,000	
- Arrear Recovery	3,49,000	52,44,000	36,000	56,18,000
Advance Subscription for the year 2025-26		72,800		46,000
Application Money received for the year 2026-27		55,000		66,000
Webinar/Seminar/Training Prog. Collection		9,94,122		13,37,595
Advance Collection for Programme		-		3,48,000
GST Collected		1,78,942		2,36,040
TDS Collected		66,394		7,65,793
Professional Tax Collected		7,500		-
Cash outflows:				
Webinar/Seminar/Training Prog. Expenses		(7,46,022)		(7,52,864)
Establishment Expenses		(26,59,219)		(67,23,947)
Accounting and Other Charges		(4,01,200)		(3,95,300)
Email Communication Expenses		(28,925)		(18,320)
Repairs and Maintenance		(56,187)		(91,532)
Subscription to Association & Conference		(61,142)		(38,808)
Meeting Expenses - AGM & EC		-		(3,728)
Travelling Expenses		(2,679)		(1,00,282)
Postage, Telephone, Power, Books & Other Expenses		(1,70,419)		(1,69,707)
Diamond Jubilee Souvenir Release Function Expenses		(1,62,500)		(45,23,142)
Professional Fees		(5,900)		-
GST Payment		(71,656)		(3,91,898)
TDS Payment		(66,394)		(7,17,043)
Professional Tax Payment		(6,900)		-
Advance to Vendors/Staff Advance		(681)		(15,501)
Advance Collection for Programme - Refund		(3,48,000)		-
Net Cash generated by operating activities		18,30,933		(55,24,643)
(B) CASH FLOW FROM INVESTING ACTIVITIES				
Fixed Deposit Matured		1,89,81,443		2,31,19,710
Investment in Fixed Deposit		(2,24,32,556)		(2,18,56,263)
Purchase of Computer and Furniture & Fixtures		-		(10,13,157)
Net Cash used in Investing activities		(34,51,113)		2,50,291
(C) CASH FLOW FROM FINANCING ACTIVITIES				
Interest Income from Banks & IT Refund		16,70,380		19,23,734
Income Tax Refund		2,03,660		2,67,125
TDS Receivable		(1,84,722)		(1,96,388)
Entrance Fee from New Members		22,000		17,000
Net Cash generated by financing activities		17,11,318		20,11,471
Net (decrease)/increase in Cash & Cash Equivalents (A+B+C)		91,138		(32,62,882)
Cash & Cash Equivalents as at the beginning of the year		10,03,633		42,66,515
Cash & Cash Equivalents as at the end of the year		10,94,771		10,03,633
Components of Cash and Cash Equivalents				
Balances with Banks		10,94,771		10,03,633
		10,94,771		10,03,633
As per our report of date For M.S. KRISHNASWAMY & CO Chartered Accountants - Sd - (M.K. SANTHANARAMAN) Partner Place: Bengaluru Date : 30-06-2026				
For KARNATAKA EMPLOYERS' ASSOCIATION - Sd - (B.C. PRABHAKAR) President - Sd - (VASUKI K.N) Secretary				
- Sd - (C.K. DEVAPPA GOWDA) Treasurer				

KARNATAKA EMPLOYERS' ASSOCIATION

No. 74, Second Floor, Shankara Arcade, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004.

NOTES TO FINANCIAL STATEMENTS AND SIGNIFICANT ACCOUNTING POLICIES FOR THE YEAR ENDED 31st MARCH, 2026

A. Significant Accounting Policies

1 Basis of Accounting

The financial statements have been prepared under the historical cost convention and on a going concern basis.

The accounts are maintained on "cash basis" and the Association recognises income and expenditure on cash basis.

2 Fixed Assets

Fixed assets are stated at cost after reducing accumulated depreciation.

3 Depreciation

Depreciation is provided for on the written down value at the rate mentioned in the schedule of Fixed Assets.

4 Revenue Recognition

Entrance fee received from members is taken to Funded Capital.

Annual subscription fee and other programme fee are recognised when received.

Interest on fixed deposits is recognised on maturity. Tax deducted on fixed deposit interest is recognised as interest income at the time of tax deduction.

5 Employee Benefits

(a) Short Term Employee Benefits:

All employee benefits falling due wholly within twelve months of rendering the service are classified as short term employee benefits. The benefits like salaries, wages, allowances etc., are recognised in the period in which the employee renders the related service.

(b) Defined Benefit Plan:

The number of employees is below 10 and hence provisions of The Payment of Gratuity Act, 1972, The Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and Employees' State Insurance Act, 1948 are not applicable to the Association.

6 Accounting for Taxation

The Accounting Standard AS 22 Accounting for taxes on Income is applicable during the year. The association reviewed the deferred tax assets and liabilities. The timing difference relates mainly to depreciation.

As a prudent measure, the association has not considered deferred tax assets and liabilities resulting

B. Figures in financial statements are rounded off to nearest rupee.

As per our report of date

For M.S. KRISHNASWAMY & CO
Chartered Accountants

- Sd -

(M.K. SANTHANARAMAN)
Partner

For KARNATAKA EMPLOYERS' ASSOCIATION

- Sd -

(B.C. PRABHAKAR)
President

- Sd -

(VASUKI K.N)
Secretary

- Sd -

(C.K.DEVAPPA GOWDA)
Treasurer

Place: Bengaluru
Date : 30-06-2026

KARNATAKA EMPLOYERS' ASSOCIATION**SCHEDULE TO BALANCE SHEET FOR THE YEAR ENDED ON 31.03.2026****Fixed Assets**

S.No.	Particulars	GROSS BLOCK				DEPRECIATION					NET BLOCK	
		Cost as on	Additions	Deletions	Cost as on	Depn as on	Rate	For the year		Total	WDV as on	WDV as on
		01.04.2025	For 2025-26	For 2025-26	31.03.2026	01.04.2025		Addition	Deletion	Depn	31.03.2026	31.03.2025
		₹	₹	₹	₹	₹	%	₹		₹	₹	₹
1	Building	9,32,770	--	--	9,32,770	8,62,086	10	7,068	--	8,69,154	63,616	70,684
2	Furniture & Fittings	16,37,682	--	--	16,37,682	5,61,832	10	1,07,585	--	6,69,417	9,68,265	10,75,850
3	Computer & Accessori	2,71,484	--	--	2,71,484	2,49,768	40	8,686	--	2,58,454	13,030	21,716
TOTAL		28,41,936	--	--	28,41,936	16,73,686		1,23,339	--	17,97,025	10,44,911	11,68,250