

May 17, 2025

To To

National Stock Exchange of India Limited BSE Limited

Exchange Plaza, 5<sup>th</sup> Floor,

Plot No. C/1, G Block,

Department of Corporate Services/Listing
Phiroze Jeejeeboy Towers,

Bandra- Kurla Complex, Dalal Street, Fort, Bandra (E), Mumbai - 400051 Mumbai - 400001

SYMBOL: POLICYBZR SCRIP CODE: 543390

<u>Sub.: Newspaper Publication of Financial Results ("Results") for the quarter and financial year</u> ended March 31, 2025

Dear Sir/Madam,

Pursuant to provisions of Regulation 30 read with Regulation 47 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith copies of newspaper clipping for publication of the Financial Results ("Results") of the Company for the quarter and financial year ended March 31, 2025, approved by the Board of Directors at its Meeting held on Thursday, May 15, 2025, published in the following newspapers:

- Financial Express (All India editions in English language) on May 17, 2025; and
- > Jansatta (Delhi and NCR edition in Hindi (vernacular) language) on May 17, 2025.

The above said disclosure will also be hosted on the website of the Company at <a href="https://www.pbfintech.in/investor-relations/">https://www.pbfintech.in/investor-relations/</a>.

You are requested to take the same on records.

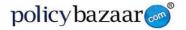
Yours Sincerely,

For PB Fintech Limited

Bhasker Joshi Company Secretary and Compliance Officer

Date: May 17, 2025 Place: Gurugram

Encl.: A/a









# FINANCIAL EXPRESS

4HC

KROSS

Total Revenue from operations

Total Comprehensive Income

Paid-up equity share capital [Face value per share: ₹ 5]

Earnings per share (not annualised for the Quarter and half year ended):

Other equity (as shown in the audited Balance Sheet)

segment information has been furnished herewith.

Net Profit before tax

Basic (in ₹)

Diluted (in ₹)

opinion on these results.

Place : Jamshedpur Date : May 16, 2025

6

GRANITILES

Aro granite industries ltd.

SI.		Quarter Ended	Year Ended	Quarter Ended
	Particulars	31.03.2025	31.03.2025	31.03.2024
No		( Audited )	(Audited)	( Audited )
1	Total Income from operations	3,195.08	13,274.87	3,324.06
2	Net Profit / (Loss) for the period (before Tax Exceptional and/or Extraordinary items)	9.49	(685.17)	37.76
3	Net Profit / (Loss) for the period before tax (after Exceptional and/or Extraordinary items)	9.49	(685.17)	37.76
4	Net Profit / (Loss) for the period after tax (after Exceptional and/or Extraordinary items)	2.25	(642.28)	36.04
5	Total Comprehensive Income for the period [Comprising Profit / (Loss) for the period (after tax) and Other Comprehensive Income (after tax)]	4.45	(623.06)	33.10

6 Paid up Equity Share Capital 1,530.00 1,530.00 Reserves (excluding Revaluation Reserve) as shown in the Audited Balance Sheel of the previous year arnings Per Share (of Rs. 10/- each) (for continuing and discontinued opera Basic 0.22 2. Diluted: 0.22

ve is an extract of the detailed format of Quarterly/Annual Financial results filed with the Stock Exchange egulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amende under Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended The full format of the Quarterly/Annual Financial results is available on the websites of the Stock Exchange(s) www.bseindia.com; and www.nseindia.com and the Company's website www.arolle.com and can also be accessed by scanning the given QR Code. For & on behalf of the Board

**Particulars** 

STATEMENT OF STANDALONE FINANCIAL RESULTS FOR THE QUARTER AND YEAR ENDED OF KROSS LIMITED 3151 MARCH, 2025

1. The above audited financial results of the Company for the quarter and year ended March 31,2025, have been reviewed and recommended by the Audit

2. During the month of September 2024, the Company had completed its Initial Public Offering (1PO') of 20,833,332 equity shares with a face value of INR 5 each at

Committee and approved by the Board of Directors in their respective meeting held on May 16, 2025. The Statutory auditors have expressed an unmodified audit

an issue price of INR 240 per share. The issue comprises of fresh issue of 10,416,666 shares and an Offer for Sale of 10,416,666 shares. The equity shares of the Company were listed on National Stock Exchange of India Limited (NSE) and Bombay Stock Exchange Limited (BSE) on September 16,2024.

The company manufactures 'Motor vehicle parts & accessories and the management review the performance of the company as single operating segment in accordance with Ind AS -108 'Operating segments' notified pursuant to the Companies (Indian Accounting Standards), Rules, 2015. Accordingly, no separate

4. The audited Financial Results for the quarter and year ended March 31, 2025, are available on the Company's website www.krosslimited.com



KROSS LIMITED

Corporate Identity Number: L29100JH1991PLC004465

Registered Office: M-4. PHASE-VI. GAMHARIA. ADITYAPUR INDUSTRIAL AREA. JAMSHEDPUR. Seraikella Kharsawan Jharkhand, India - 832108. Tel: 2203812/2203813. E-mail: cs@krossindia.com; Website: www.krosslimited.com

31-Mar-25

(Audited)

1,849.64

250.02

171.48

171.21

322.55

4,022.48

2.66

2.66

â۵

31-Mar-24

(Audited)

1,830.36

215.27

156.29

270.46

2.89

2.89

1,197.59

(Amounts in Rs. Millions, unless otherwise stated)

31-Mar-25

(Audited)

6,204.10

673.89

480.27

478.63

322.55

4,022.48

8.04

8.04

For and on behalf of the Board of Directors of

Chairman and Managing Director

31-Mar-24

(Audited)

6,202.50

612.90

448.81

446.98

270.46

1,197.59

8.30

8.30

## "IMPORTANT"

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#### CAPFIN INDIA LIMITED

Regd. Office: 1C/13, Basement, New Rohtak Road, North West Delhi, Delhi-110005 Corp. Office.: 6th Floor, VB Capitol Building, Range Hills Roads, Opp. Hotel Symphony, Bhoslenagar, Shivajinagar, Pune-411007 CIN: L74999DL1992PLC048032 | Contact No.: 9665523806 Email Id: compliance@capfinindia.in I Website: www.capfinindia.in

#### THE STATEMENT OF AUDITED FINANCIAL RESULTS FOR THE QUARTER AND YEAR ENDED MARCH 31, 2025

The Board of Directors of the Company at their meeting held on May 15, 2025, has considered and approved the Audited Financial Results of the Company along with the Statutory Auditors' Report thereon, for the quarter and year ended March 31, 2025.

The Audited Financial Results along with the Auditors' Report with unmodified opinions on the Audited Financial Results issued by M/s Mehra Goel and Company, Statutory Auditors' of the Company is available on the Company' website at: https://capfinindia.in/wp-content/uploads/2025/05/ SE Financial Results.pdf and which can also be accessed through the QR code provided herein.



For and on behalf of Board of Directors of Capfin India Limited

Neerai Kumar Patil

Company Secretary and Compliance Officer Membership Number: A67632



Complete Solutions

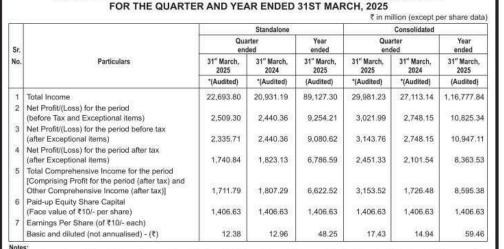
Date: May 16, 2025

Place: Pune

#### **ENDURANCE TECHNOLOGIES LIMITED**

CIN: L34102MH1999PLC123296 Registered office: E-92, M.I.D.C. Industrial Area, Waluj, Chh. Sambhajinagar - 431 136 (Maharashtra), India Phone No.: 0240 2569737, Fax No.: 0240 2569703

EXTRACT OF STANDALONE AND CONSOLIDATED AUDITED FINANCIAL RESULTS



The above financial results have been reviewed by the Audit Committee and approved by the Board of Directors at their respective meetings held on 15" May, 2025. The Statutory Auditors of the Company have provided the Auditors Report on these financial results with an unmodified opinion.

The Consolidated financial results include results of the Company's subsidiaries in Italy, Germany, Tunisia and India.

The Consolidated financial results include results of the Company's subsidiaries in fally, Germany, Tunisia and India.

The Board of Directors of the Company proposed a dividend of \$10 per equity share of face value \$7.0 each in respect of the year ended 31" March, 2025. The dividend payout is subject to approval of the shareholders at the ensuing Annual General Meeting.

The above is an extract of the detailed format of the Standalone and Consolidated financial results for the quarter and year ended 31" March, 2025, filled with the Stock Exchanges under Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The full format of the financial results is available on the Company's website at <a href="https://www.nedurancegroup.com">www.nedurancegroup.com</a> and on the websites of the Stock Exchanges i.e. <a href="https://www.nesindia.com">www.nesindia.com</a> and <a href="https://www.nesindia.com">www.nesindia.com<

Anurang Jain **Managing Director** (DIN: 00291662)

**Kross Limited** 

DIN:00512423

policy bazaar on



Place: Mumbai

Date: 15th May, 2025



# PB FINTECH LIMITED

Regd Office: Plot No. 119, Sector 44, Gurugram, Haryana - 122001

Tel: 0124-4562900, Fax: 0124-4562907, Website: www.pbfintech.in, E-mail: complianceofficer@pbfintech.in

#### STANDALONE AND CONSOLIDATED STATEMENT OF FINANCIAL RESULTS FOR THE QUARTER AND YEAR ENDED MARCH 31, 2025

(₹ in Lakhs)

			Result	ts on Standalone	Basis		Results on Consolidated Basis					
Particulars		Quarter ended			Year ended			Quarter ended			Year ended	
rai	Faruculais		December 31, 2024	March 31, 2024	March 31, 2025	March 31, 2024	March 31, 2025	December 31, 2024	March 31, 2024	March 31, 2025	March 31, 2024	
			Unaudited	Refer Note 4	Audited	Audited	Refer Note 4	Unaudited	Refer Note 4	Audited	Audited	
1.	Total Income from Operations	4,685	3,889	3,431	15,344	11,029	1,50,787	1,29,162	1,08,957	4,97,721	3,43,768	
2.	Net Profit/(loss) for the quarter/year (before tax and exceptional items)	(3,226)	1,808	(635)	58	4,452	17,145	8,512	7,289	34,657	7,711	
3.	Net Profit/(loss) for the quarter/year before tax (after exceptional items)	(2,110)	1,808	(662)	1,496	4,425	17,145	8,512	7,289	38,762	7,711	
4.	Net Profit/(loss) for the quarter/year after tax (after exceptional items)	(1,579)	1,397	(1,468)	1,347	3,619	17,066	7,154	6,019	35,316	6,441	
5.	Total Comprehensive Income/(loss) for the quarter/year [Comprising profit for the quarter/year after tax and Other Comprehensive Income /(loss) after tax]	(1,622)	1,393	(1,491)	1,270	3,570	16,414	7,400	5,756	34,584	6,106	
6.	Equity share capital	9,185	9,184	9,024	9,185	9,024	9,185	9,184	9,024	9,185	9,024	
7.	Other equity including non-controlling interest		('		7,86,568	7,63,913			,	6,34,597	5,78,623	
8.	Earnings/(loss) per share (of ₹ 2/- each)											
	(a) Basic	(0.34)	0.31	(0.33)	0.30	0.81	3.73	1.57	1.35	7.77	1.50	
	(b) Diluted	(0.34)	0.30	(0.33)	0.29	0.78	3.67	1.55	1.31	7.65	1.45	
		(Not annualised)	(Not annualised)	(Not annualised)			(Not annualised)	(Not annualised)	(Not annualised)			

### Notes:

- 1. The above results have been prepared in accordance with the Indian Accounting Standards (Ind AS) as prescribed under Section 133 of the Companies Act, 2013 read with Rule 3 of Companies (Indian Accounting Standards) Rules, 2015 and Companies (Indian Accounting Standards) Amendment Rules, 2016.
- 2. These above audited financial results have been reviewed by the Audit Committee and approved by the Board of Directors of the Company in their respective meetings held on May 15, 2025.
- 3. No Stock options were granted during the quarter ended March 31, 2025, however during the year ended March 31, 2025, the Company granted 979,927 and 3,547,983 stock options convertibles into equal number of equity Shares of the Company of face value of ₹ 2/- each under the employee stock option scheme – 2021 and employee stock option scheme – 2024 respectively, as approved by the Nomination and Remuneration Committee (NRC) of the Company, to the eligible employees of the Company and its subsidiaries. Share based payment expense for the quarter and year ended March 31, 2025 at standalone level is ₹ 2,499 lakhs and ₹ 12,308 lakhs respectively and at consolidated level is ₹ 3,510 lakhs and ₹ 21,368 lakhs respectively.
- 4. Figures for the 3 months ended March 31, 2025 and March 31, 2024 are the balancing figures between audited figures for the year ended March 31, 2025 and March 31, 2024 and the published figures for the 9 months ended December 31, 2024 and December 31, 2023 respectively which were subjected to limited review.
- 5. The above is an extract of the detailed format of Quarterly/Annual financial results filed with the Stock Exchanges under Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as modified by circular no. CIR/CFD/FAC/62/2016 dated July 05, 2016. The full format of the Quarterly/Annual financial results are available on the websites of the Stock Exchanges websites (www.nseindia.com and www.bseindia.com) and on the company's website (www.pbfintech.in). The same can be accessed by scanning the QR Code provided below:



Place: Gurugram Date: May 15, 2025

epaper.financialexpress.com

Yashish Dahiya Chairman and CEO

**PB Fintech Limited** 

New Delhi

ज्ञायालय स्वयक्त प्रश्नात प्रश्नात है। हिस्स 1605.2025 हिस्स 1605.2025 स्वयंत्र प्रश्नात है। स्वयंत्र प्रश्नात है। स्वयंत्र स्वयंत्र प्रश्नात प्रश्नात है। स्वयंत्र प्रश्नात है।

प्रपन्न आईएनसी—28 क्षेत्रीय निदेशक उत्तरी क्षेत्र, राष्ट्रीय राजधानी क्षेत्र दिल्ली के समझ कंपनी अधिनियम, 2013 की धारा 13(4), कंपनी अधिनियम, 2013 और कंपनी निगमन नियम, 2014 के नियम 30(6)(ए) के मामले में

तथा **दॉलकोर प्रोजेक्ट्स प्राइवेट लिमिटेड** ज़िसका

#### "IMPORTANT"

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# बामर लॉरी एण्ड कं. लिमिटेड (भारत सरकार का एक उद्यम)



(मिनी रत्न-1 पीएसई)

पंजीकृत कार्यालय : 21 नेताजी सुभाष रोड, कोलकाता-700 001 दूरभाष नं. : (033) 22225313 ई-मेल : bhavsar.k@balmerlawrie.com, वेबसाइट : www.balmerlawrie.com

सीआईएन : L15492WB1924GOI004835

समाप्त तिमाही तथा वर्ष हेतु लेखापरीक्षित वित्तीय परिणामी का सारांश 2025 को

क्र.	विवरण			स्टैण्डएलोन			(क ताल वे) समेकित						
₹1.	S-2000-6-1919	31 मार्च, 2025 को समाप्त होने वाली तिमाडी	31 दिसंबर, 2024 को समाप्त होने वाली पूर्ववर्ती तिमाही	31 मार्च, 2024 को समाप्त होने वाले संगत 3 माह	4 31 मार्च, 2025 को 31 मार्च, 2024 को		31 मार्च, 2025 को समाप्त होने वाली तिमाही	31 दिसंबर, 2024 को समाप्त होने वाली पिछली तिमाही	31 मार्च, 2024 को समाप्त होने वाले संगत 3 माह	31 मार्च, 2025 को समाप्त होने वाले वालू वर्ष के लिए वर्ष- दर-वर्ष के आंकड़े			
		( अलेखापरीक्षित )	(अलेखापरीक्षित)	( अलेखापरीक्षित )	( लेखापरीक्षित )	( लेखापरीक्षित )	( अलेखापरीक्षित )	( अलेखापरीक्षित )	( अलेखापरीक्षित )	(लेखापरीक्षित)	( लेखापरीक्षित )		
1	प्रचालनों से कुल आय	65,091.61	63,443.06	61,670.54	2,57,762.84	2,40,416.53	62,579.54	63,983.70	59,439.16	2,56,566.26	2,39,025.93		
2	निबल लाभ/(हानि) अवधि हेतु (कर, अपवादित तथा असाधारण मदों से पूर्व)	11,278.05	7,459.88	7,819.91	31,378.99	27,865.34	9,082.64	6,794.17	8,792.41	27,580.81	27,448.94		
3	निबल लाभ/(हानि) कर पूर्व अवधि हेतु (कर अपवादित तथा असाधारण मदी के पश्चात)	11,278.05	7,459.88	7,819.91	31,378.99	27,865.34	9,002.64	6,794.17	8,792.41	27,580.81	27,448.94		
4	निबल लाभ/(हानि) कर पश्चात अवधि हेतु (अपवादित तथा असाधारण मदों के पश्चात)	8,152.94	5,479.84	5,135.54	23,279.91	20,347.17	5,877.53	4,814.13	6,108.04	19,481.73	19,930.77		
5	कुल व्यापक आय /(हानि) अवधि हेतु [सहित लाभ/(हानि) अवधि हेतु (कर पश्चात) तथा अन्य व्यापक आय (कर पश्चात) से निर्मित]	9,481,51	5,479.84	4,710.97	24,608.48	19,922.60	8,605.74	6,175.69	6,898.16	27,184.73	23,127.66		
6	इविवटी शेयर पूँजी	17,100.38	17,100.38	17,100.38	17,100.38	17,100.28	17,100.38	17,100.38	17,100.38	17,100.38	17,100.38		
7	आरक्षितियाँ (पुनर्मृल्यांकन आरक्षिति को छोड़कर) जैसा कि गत वर्ष के लेखापरीक्षित तुलन पत्र में प्रदर्शित है					1,25,621.43					1,62,287.52		
8	आय प्रति शेयर (रू. 10/- प्रत्येक के) (सतत तथा असतत प्रचालनों हेतु) (रु. में) (चार्षिकीकृत नहीं)												
	1. बुनियादी :	4.76	3.20	3.00	13.61	11.90	4.39	3.77	4.32	15.55	14.02		
	2. मिश्रित :	4.76	3.20	3.00	13.61	11.90	4.39	3.77	4.32	15.55	14.02		

की गई है तदोपरांत 15 मई, 2025 को आयोजित उनकी बैठक में निदेशक मंडल हारा अनुमोदित की गई है

जहां आवश्यक समझा गया, गत अवधि वर्ष के आंकड़ों को पुनर्समूरीकृतःपुनर्वविस्थतःपुनर्वविक्ति किया गया है।
 पिछली तिमाडी के आंकड़े पूर्ण वित्तीय वर्ष हेतु लेखापरीक्षित आंकड़ों एवं वित्तीय वर्ष की तीसरी तिमाडी तक प्रकाशित वर्ष-दर-वर्ष समीक्षा किए गए आंकड़ों के बीच संतुलन के आंकड़े हैं।

4) उपरोक्त सेवी (सुचीवद्धता दाचित्व और प्रकटीकरण आवश्यकताएँ) विनियमन, 2015 के विनियमन, 2015 के विनियमन, 33 के तहत स्टॉक एक्सचेंजों के साथ दायर विचीय परिणामों के विस्तृत प्रारूप का एक अंत हैं। विचीय परिणामों का पूरा प्रारूप स्टॉक एक्सचेंज की वेबसाइट www.bscindia.com और www.nscindia.com तथा कंपनी की वेबसाइट https://www.balmerlawrie.com/storage/financial-reports/2/2024 - 2025/Reg3033AuditedFinancialResults\_1747335541.pdf पर उपलब्ध है। इसके अलावा, परिणामी को नीचे दिए गए विकक रिस्पॉन्स कोड को स्कैन करके भी देखा जा सकता है।

अब क्युआर कोड के माध्यम से परिणाम देखें जा सकेंगे

निदेशक मण्डल की ओर से निदेशक (चित्त) तथा सीएफओ डीआईएन : 10042140



स्थान : कोलकाता

तिथि : 15 मई, 2025



















# PB FINTECH LIMITED

CIN: L51909HR2008PLC037998

Regd Office: Plot No. 119, Sector 44, Gurugram, Haryana - 122001

Tel: 0124-4562900, Fax: 0124-4562907, Website: www.pbfintech.in, E-mail: complianceofficer@pbfintech.in

#### STANDALONE AND CONSOLIDATED STATEMENT OF FINANCIAL RESULTS FOR THE QUARTER AND YEAR ENDED MARCH 31, 2025

(₹ in Lakhs)

	Particulars -		Result	s on Standalone	Basis		Results on Consolidated Basis					
Po.			Quarter ended			Year ended		Quarter ended			Year ended	
- articulars		March 31, 2025	December 31, 2024	March 31, 2024	March 31, 2025	March 31, 2024	March 31, 2025	December 31, 2024	March 31, 2024	March 31, 2025	March 31, 2024	
	Re		Unaudited	Refer Note 4	Audited	Audited	Refer Note 4	Unaudited	Refer Note 4	Audited	Audited	
1.	Total Income from Operations	4,685	3,889	3,431	15,344	11,029	1,50,787	1,29,162	1,08,957	4,97,721	3,43,768	
2.	Net Profit/(loss) for the quarter/year (before tax and exceptional items)	(3,226)	1,808	(635)	58	4,452	17,145	8,512	7,289	34,657	7,711	
3.	Net Profit/(loss) for the quarter/year before tax (after exceptional items)	(2,110)	1,808	(662)	1,496	4,425	17,145	8,512	7,289	38,762	7,711	
4.	Net Profit/(loss) for the quarter/year after tax (after exceptional items)	(1,579)	1,397	(1,468)	1,347	3,619	17,066	7,154	6,019	35,316	6,441	
5.	Total Comprehensive Income/(loss) for the quarter/year [Comprising profit for the quarter/year after tax and Other Comprehensive Income /(loss) after tax]	(1,622)	1,393	(1,491)	1,270	3,570	16,414	7,400	5,756	34,584	6,106	
6.	Equity share capital	9,185	9,184	9,024	9,185	9,024	9,185	9,184	9,024	9,185	9,024	
7.	Other equity including non-controlling interest				7,86,568	7,63,913				6,34,597	5,78,623	
8.	Earnings/(loss) per share (of ₹ 2/- each)				,	0						
	(a) Basic	(0.34)	0.31	(0.33)	0.30	0.81	3.73	1.57	1.35	7.77	1.50	
	(b) Diluted	(0.34)	0.30	(0.33)	0.29	0.78	3.67	1.55	1.31	7.65	1.45	
		(Not annualised)	(Not annualised)	(Not annualised)		0	(Not annualised)	(Not annualised)	(Not annualised)			

#### Notes:

- 1. The above results have been prepared in accordance with the Indian Accounting Standards (Ind AS) as prescribed under Section 133 of the Companies Act, 2013 read with Rule 3 of Companies (Indian Accounting Standards) Rules, 2015 and Companies (Indian Accounting Standards) Amendment Rules, 2016.
- 2. These above audited financial results have been reviewed by the Audit Committee and approved by the Board of Directors of the Company in their respective meetings held on May 15, 2025
- 3. No Stock options were granted during the quarter ended March 31, 2025, however during the year ended March 31, 2025, the Company granted 979,927 and 3,547,983 stock options convertibles into equal number of equity Shares of the Company of face value of ₹ 2/- each under the employee stock option scheme – 2021 and employee stock option scheme – 2024 respectively, as approved by the Nomination and Remuneration Committee (NRC) of the Company, to the eligible employees of the Company and its subsidiaries. Share based payment expense for the quarter and year ended March 31, 2025 at standalone level is ₹ 2,499 lakhs and ₹ 12,308 lakhs respectively and at consolidated level is ₹ 3,510 lakhs and ₹ 21,368 lakhs respectively.
- 4. Figures for the 3 months ended March 31, 2025 and March 31, 2025 and March 31, 2024 are the balancing figures between audited figures for the year ended March 31, 2025 and March 31, 2024 and the published figures for the 9 months ended December 31, 2024 and December 31, 2023 respectively which were subjected to limited review.
- 5. The above is an extract of the detailed format of Quarterly/Annual financial results filed with the Stock Exchanges under Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as modified by circular no. CIR/CFD/FAC/62/2016 dated July 05, 2016. The full format of the Quarterly/Annual financial results are available on the websites of the Stock Exchanges websites (www.nseindia.com and www.bseindia.com) and on the company's website (www.pbfintech.in). The same can be accessed by scanning the QR Code provided below:



Place: Gurugram Date: May 15, 2025

**PB Fintech Limited** Yashish Dahiya **Chairman and CEO** 

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