

# THERE IS A BEGINNING FOR EVERY STORY

ANNUAL REPORT  
2023-24





# EVERY STORY HAS A BEGINNING

The journey of GramPro Business Services is more than a tale of corporate growth—it is a reflection of humanity’s relentless pursuit of innovation and progress. Just as agriculture marked the dawn of civilisation, laying the foundation for human advancement, our story began with the inception of our organisation, driven by the same spirit of transformation.

As we unfold this narrative, we draw parallels between GramPro’s journey and the broader arc of human progress. Ours is not an isolated success story but a thread in a much larger, interconnected tapestry—one of resilience, reinvention, and the pursuit of excellence.

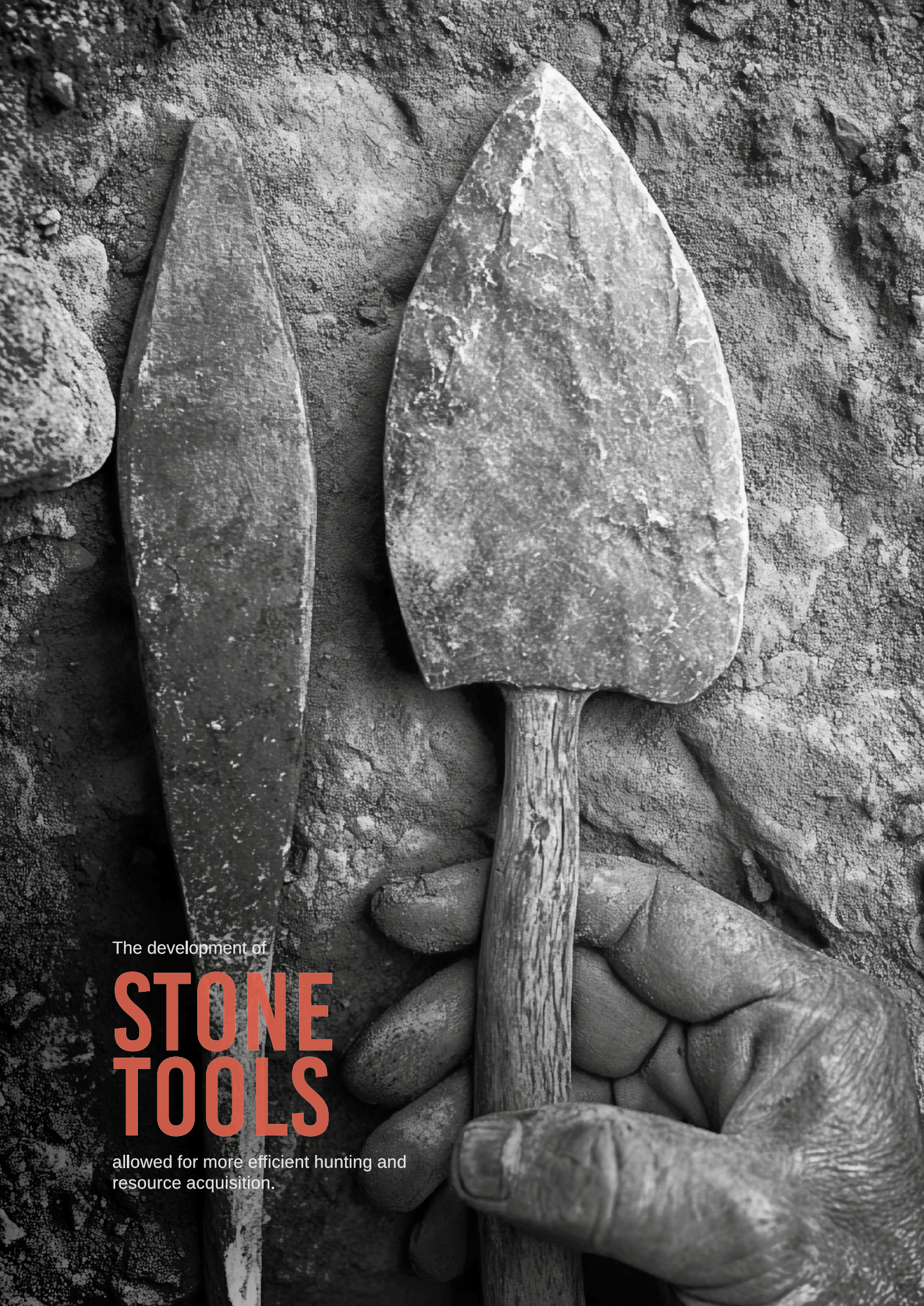
Today, we stand on the threshold of another transformative era—the age of artificial intelligence. As machines evolve to aid human intelligence, we witness another revolution. This moment in history reaffirms the ever-evolving nature of progress, a force that continues to shape both humanity and GramPro’s path forward.

Our journey is a testament to the power of innovation and adaptability. Like humanity itself, we are propelled by the spirit of exploration, a vision that drives us to embrace change, push boundaries, and chart new frontiers. With this mindset, we remain committed to growth, evolution, and the endless possibilities that lie ahead.

## TABLE OF CONTENTS

|     |   |
|-----|---|
| 05  | ABOUT THE REPORT                            |
| 09  | EXECUTIVE SUMMARY                           |
| 13  | FINANCIAL HIGHLIGHTS                        |
| 17  | FOUNDATIONAL ELEMENTS                       |
| 21  | LETTERS FROM DIRECTORS                      |
| 25  | LETTERS FROM LEADERSHIP                     |
| 31  | OUR COMMITMENTS                             |
| 41  | FUTURE OUTLOOK                              |
| 45  | ABOUT GRAMPRO                               |
| 49  | CENTRES OF EXCELLENCE                       |
| 71  | PRODUCTS, SERVICE OFFERINGS AND INNOVATIONS |
| 85  | EMPLOYEE CONTRIBUTIONS                      |
| 89  | COMMUNITY ENGAGEMENT                        |
| 93  | AGM NOTICE AND DIRECTORS’ REPORT            |
| 103 | EXTERNAL AUDIT REPORT                       |
| 109 | FINANCIAL STATEMENTS                        |





The development of

# STONE TOOLS

allowed for more efficient hunting and  
resource acquisition.

# 01

## ABOUT THE REPORT







BUSINESS SERVICES

GramPro Business Services Private Limited presents its Integrated Annual Report for the fiscal year 2023-24. This report provides a comprehensive overview of the company's performance, values, and strategic direction.

GramPro adheres to industry-leading reporting frameworks to ensure transparency and accountability. This report provides quantitative and qualitative disclosures on material topics such as company growth, financial performance and sustainability and delves into GramPro's performance over the past year, encompassing key achievements, challenges, and strategic initiatives. It offers insights into successful marketing campaigns, client acquisitions, and revenue growth, demonstrating GramPro's commitment to excellence and innovation.

This annual report serves as a blueprint for future growth and innovation. By outlining strategic priorities, investment plans, and market strategies, the report provides stakeholders with a roadmap for success. It articulates GramPro's vision, mission and core values, guiding decision-making and resource allocation.

By fostering transparency and accountability, the annual report builds trust among shareholders, investors, and stakeholders. It provides a holistic view of the company's journey, including challenges and setbacks alongside successes, allowing stakeholders to make informed decisions.

CORPORATE OFFICE,  
THRISSUR







Early humans began to communicate and

# HUNT PREY

efficiently, relying on memorisation and verbal transmission of resource locations in a dynamic environment.




## 02 EXECUTIVE SUMMARY





GramPro Business Services Private Limited, headquartered in Thrissur, Kerala, is a leading shared services company committed to empowering businesses through comprehensive 360-degree solutions. Established in 2017, GramPro has expanded its presence across 11 states with a workforce of over 540 employees. The company focuses on providing innovative solutions in Business and Social Advisory Services, Business Process Management, Human Capital Management, IT and Digital, Marketing and Branding and Travel and Tours.

GROWTH STORY:

|  |  |   |   |
|--|--|---|---|
|   | <b>REVENUE GROWTH</b><br>GramPro witnessed 58% revenue growth on a year-on-year basis, driven by successful client acquisitions and strategic initiatives. |  | <b>STRATEGIC INVESTMENTS</b><br>Investments in technology and talent development have strengthened the company's market position. |
|  | <b>PROFIT GROWTH</b><br>The company saw a growth of 14.43% in net profit (before tax), driven by a strong performance across its core business segments.   |   |   |

OPERATIONAL ACHIEVEMENTS:

|   |   |   |   |
|---|---|---|---|
|  | <b>EXPANSION AND GROWTH</b><br>GramPro expanded its service offerings and geographical reach, opening new offices and increasing its client base.         |  | <b>INNOVATION AND EXCELLENCE</b><br>The company maintained its commitment to excellence and innovation, receiving ISO 9001:2015 certification for quality management and the Kerala Best Employer Brand Award 2024. |
|  | <b>SUSTAINABILITY INITIATIVES</b><br>By hosting Kerala's largest rooftop hybrid solar power plant, GramPro demonstrated its commitment to sustainability. |   |   |

HUMAN RESOURCES AND TALENT DEVELOPMENT:

|   |   |   |  |
|---|---|---|--|
|  | <b>DIVERSITY AND INCLUSION</b><br>GramPro has a diverse workforce, with women constituting 51% of its total workforce. Also, 54% of the employees are first-time graduates. |  | <b>EMPLOYEE ENGAGEMENT</b><br>The AARAV initiative focuses on creating a positive work environment, promoting well-being, and encouraging continuous learning and development. |
|  | <b>COMMUNITY ENGAGEMENT</b><br>The company supports social causes through initiatives like IT literacy programmes and partnerships with NGOs.                               |   |  |

STRATEGIC FOCUS:

|   |   |   |  |
|---|---|---|--|
|  | <b>CLIENT-CENTRIC APPROACH</b><br>GramPro prioritises customer satisfaction through tailor-made solutions by delivering innovative solutions that exceed client expectations.         |  | <b>FUTURE GROWTH</b><br>GramPro aims to continue its growth trajectory by leveraging technology, enhancing service offerings, and expanding its market presence. |
|  | <b>SUSTAINABILITY AND SOCIAL IMPACT</b><br>The company focuses on empowering rural communities and supporting small and marginal farmers through strategic projects and partnerships. |   |  |

GramPro Business Services remains committed to driving business transformation through innovative solutions, operational excellence, and a focus on sustainability. The company's strategic initiatives and achievements in the past year position it well for continued success and growth in the future.











# CONTROLLED USE OF FIRE

provided early humans with warmth, protection and the ability to cook food, which enhanced nutrient absorption and dietary diversity.

## 03 FINANCIAL HIGHLIGHTS



# FINANCIAL HIGHLIGHTS

|   |   |   |   |   |   |
|---|---|---|---|---|---|
|  |  |  |  |  |  |
| TOTAL REVENUE   | DIRECT EXPENSES   | GROSS PROFIT  | INDIRECT INCOME   | INDIRECT EXPENSE  | PROFIT/ LOSS  |
| RS. 33,46,50,730  | RS. 25,22,74,351  | RS. 8,23,76,378   | RS. 34,67,873   | RS. 5,50,40,943   | RS. 3,08,03,309   |

In FY 2023-24, GramPro acquired a new corporate office in Thrissur, a zonal office in Nagpur and launched two new Centres of Excellence: Marketing and Branding and Business Process Management. During the year, 264 associates joined the company, accounting for 49 per cent of the total workforce. These initiatives are strategic investments aimed at driving growth and expanding the company's reach.

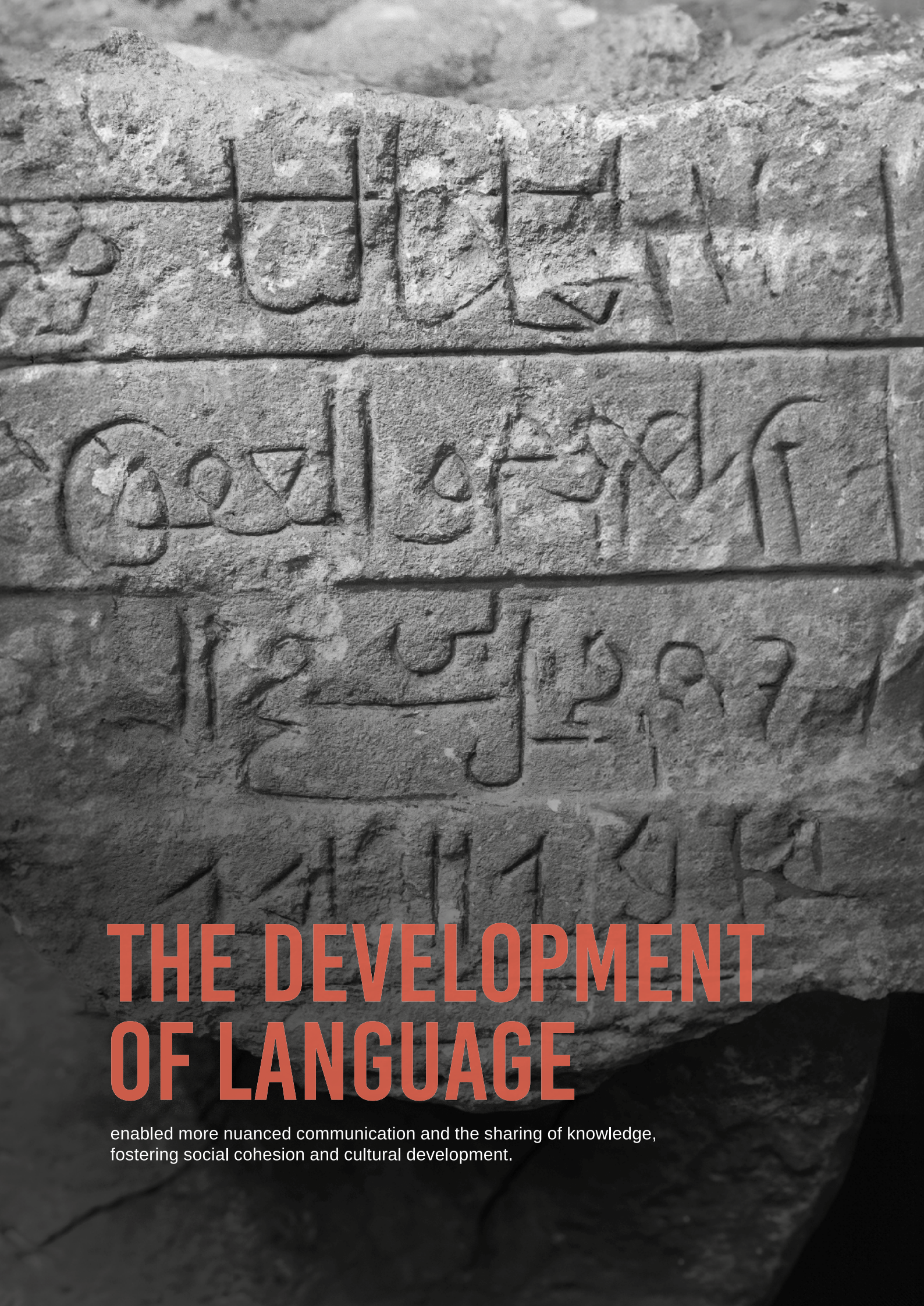
# DELIVERING BEYOND EXPECTATIONS



GramPro Business Services is a trusted source for businesses, providing cutting-edge digital solutions and creative problem-solving. The company prioritises customer delight and sets high standards for itself, ensuring quality in all aspects of the services. With a focus on exceeding expectations, GramPro offers support, training and technology solutions that outpace the competition. The company stays updated with the latest trends in technology. GramPro is committed to building a culture of excellence and constantly improving the offerings through research and analytics with the Centres of Excellence and the Development Centre at Infopark, Thrissur.







# THE DEVELOPMENT OF LANGUAGE

enabled more nuanced communication and the sharing of knowledge,  
fostering social cohesion and cultural development.

# 04

## FOUNDATIONAL ELEMENTS







## PURPOSE

Be a socially relevant business by delivering beyond expectations.



## VISION

To be the preferred partner for innovative and comprehensive solutions that transform businesses into sustainable and futuristic establishments.



## MISSION

Be a centre of excellence by providing 360-degree business solutions.



## VALUES

Excellence  
Integrity  
Innovation  
Collaboration

## DEVELOPMENT CENTRE, INFOPARK THRISSUR







Birth of

# BEHAVIOURAL MODERNITY

indicates advancements in cognition, culture and social organisation among early humans.

# 05

## LETTERS FROM DIRECTORS





# LETTER FROM DIRECTOR

Greetings!

It gives me great pleasure to reflect on what has been an exceptional year for GramPro Business Services. I would like to begin by congratulating the entire team on our strong financial performance. Achieving robust profits amidst a competitive

landscape is a testament to the dedication and strategic efforts of everyone involved.

This year, we ensured the timely submission of the directors' report, maintaining our standard of accountability and governance. Our achievement of ISO 9001:2015 certification further reinforces our promise to uphold the highest quality standards across all our operations.

On business development, our participation in two significant events, GITEX in Dubai and the Global Fintech Fest in Mumbai, allowed us to showcase our solutions and explore new business opportunities. These platforms not only enhanced our visibility but also opened doors to exciting partnerships that will shape our future growth.

One of the highlights of the year was the inauguration of our new corporate office. This modern workspace reflects our aspirations and the promising future that lies ahead, serving as a hub for innovation, collaboration, and excellence.

As we move forward, I remain confident that with our continued focus on quality and growth, we will achieve even greater success in the coming year.

Warm Regards.



DAVID MATHEW

# LETTER FROM DIRECTOR

Greetings!

As we reflect on the past year, it is with deep gratitude and respect that I begin by expressing my gratitude to our former CEO, V A Varghese, whose visionary leadership established this organisation as Lahanti Business Services Private Limited. His

commitment laid a strong foundation that has allowed us to flourish, and his contribution to the organisation remains a vital part of our story. Since rebranding to GramPro Business Services, we have continued to build on this legacy, achieving remarkable milestones under new leadership.

I extend my heartfelt appreciation to Nikhil Mathew J., our Head-Operations and Business Development, and the entire leadership team who have guided GramPro to greater heights. Under their stewardship, we have seen significant growth, both in terms of revenue generation and the expansion of our service verticals. Furthermore, the increase in our talented workforce has strengthened our ability to meet the evolving needs of our clients, and I am immensely proud of what we have achieved together.

None of this progress would have been possible without the dedication and hard work of our stakeholders. To our Board members, shareholders, executives, team heads, and each member of the GramPro family, I offer my sincere thanks for your relentless efforts and unwavering support.

As we look towards the future, we remain committed to driving further growth, expanding our services, and exploring new opportunities that align with our vision. With a strong foundation, the right team, and a clear direction, I am confident that GramPro will continue to scale new heights.

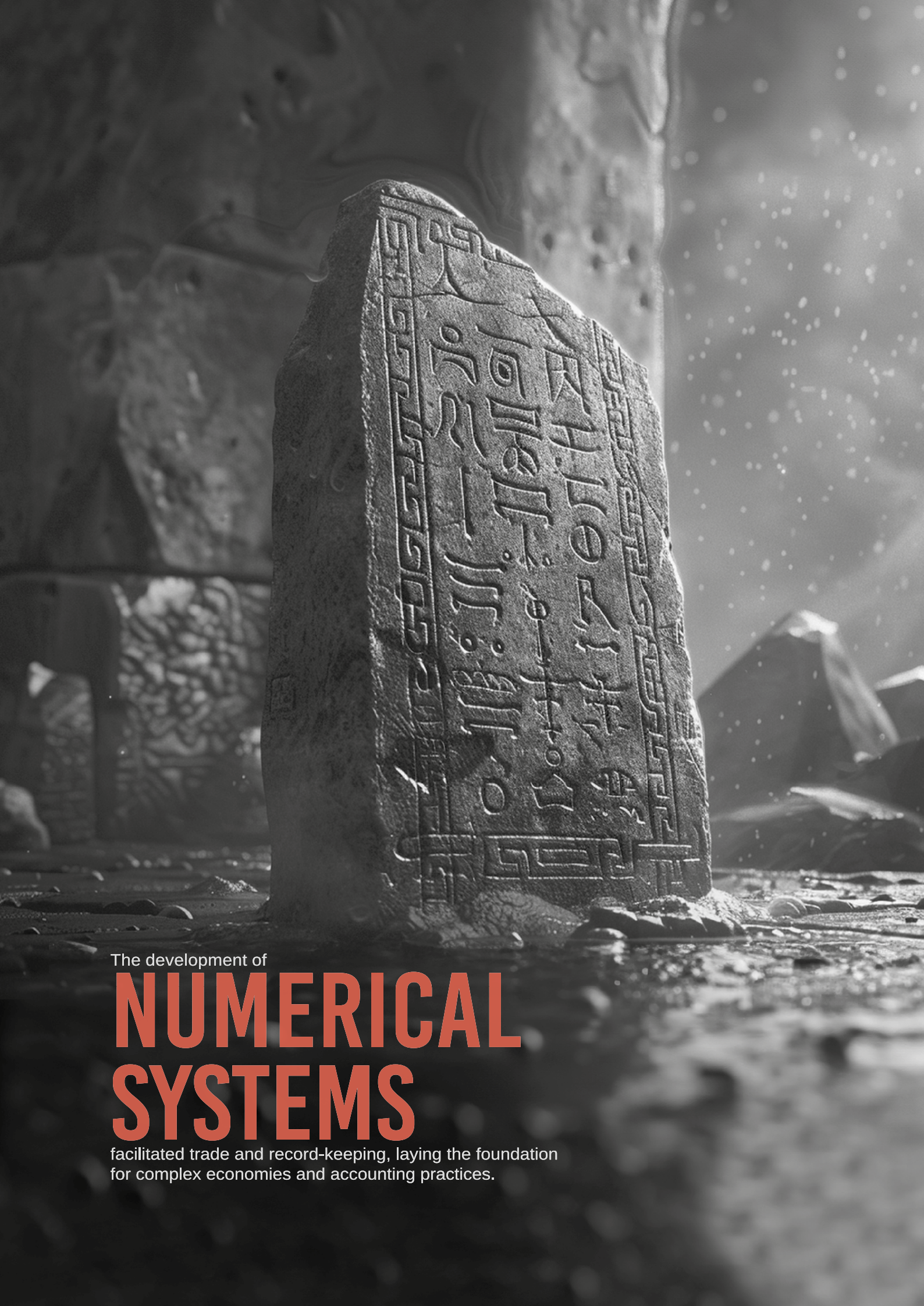
Finally, I would like to express my profound gratitude to God for His kindness and favour, which have been a constant source of strength and guidance for us. It is through His grace that we have been able to navigate challenges and celebrate successes.

Thank you all for your continued trust and support.



IDICHERIA NINAN





The development of

# NUMERICAL SYSTEMS

facilitated trade and record-keeping, laying the foundation for complex economies and accounting practices.

# 06

## LETTERS FROM LEADERSHIP





# LETTER FROM HEAD-OPERATIONS AND BUSINESS DEVELOPMENT

Dear Wellwishers,

As we reflect on the past year, we are pleased to present our Annual Report, which highlights our significant achievements and progress. This report provides a comprehensive overview of our operations, financial performance, and strategic initiatives.



NIKHIL MATHEW JOSEPH

At GramPro Business Services Private Limited, we are more than just providers of business solutions; we aspire to be transformative partners in your organisation's journey. Our vision is to be the preferred choice for businesses aiming to achieve sustainability and future-proofing through innovative and comprehensive solutions. This ambition is driven by our mission to embody excellence, offering a complete spectrum of business solutions under one roof. Our core values of excellence, integrity, innovation, and collaboration ensure that every client receives the highest quality service, delivered with trust and a focus on creative problem-solving. We, at GramPro, strive to exceed being a mere service provider; we aim to be a socially responsible business, making a positive impact that extends beyond profitability.

In today's rapidly evolving world, GramPro recognises that partnership and collaboration are fundamental to success. The complexities of new-age technology necessitate merging diverse expertise and perspectives. By working together, businesses can leverage each other's strengths, overcome challenges more efficiently, and unlock the potential of innovative solutions. This collaborative spirit is central to GramPro's approach, enabling us to remain at the forefront of progress and empower our clients to thrive in an ever-changing landscape.

However, GramPro acknowledges a significant hurdle on the path to progress: the high cost of technology. Many Indian companies price their products based on US dollar valuations, placing them out of reach for a large segment of the market. This disproportionately affects Micro, Small, and Medium Enterprises (MSMEs), nano-entrepreneurs, and agri-entrepreneurs, who are crucial to the Indian economy. Recognising this gap, GramPro is committed to bridging it. We aim to provide innovative and comprehensive solutions at

accessible price points, specifically designed to empower these underserved sectors.

During FY 2023-24, we launched two new departments—Marketing and Branding and Business Process Management, bringing our Centres of Excellence to six. The IT and Digital team set up dedicated units for data-driven operations and Information Security, enhancing our digital capabilities. Human Capital Management introduced Opportune, our campus connect programme, fostering stronger industry-academia collaboration. The Hire-Train-Deploy (HTD) model, launched this fiscal year, offers tailored solutions for recruiting, training, and deploying talent, marking a significant strategic advancement for us. Our Business and Social Advisory Services led several impactful initiatives, including Xamahar, a World Bank-supported baseline survey among farmers in six districts of Assam. Additionally, our Travel and Tours division broadened its customer base, further solidifying its market presence.

We achieved ISO 9001:2015 certification, reinforcing our commitment to quality management practices. This milestone was complemented by our move to a new corporate office in Thrissur, symbolising our continuous growth and expansion. We also launched a zonal office in Nagpur, Maharashtra.

GramPro fosters a work culture that prioritises collaboration and innovation. Unlike traditional corporate hierarchies, we champion open communication, ensuring easy accessibility to management for employees of all ranks. This open-door policy empowers our team to voice their ideas and concerns directly, creating a sense of ownership and shared purpose. Furthermore, we prioritise employee well-being and engagement through initiatives like AARAV, which promotes team-building, camaraderie, and a positive work environment. These efforts, alongside our Outbound Training (OBT) programmes, contribute to a dynamic and enriching work experience for all GramPro employees. This focus on accessibility and development is particularly appealing to those seeking a dynamic and growth-oriented environment. In an organisation like GramPro, individuals have the opportunity to take on significant roles and responsibilities, accelerating their career development.

As a company at the forefront of adopting new technologies, GramPro offers a vibrant and exciting work atmosphere for those looking to be part of a promising future. Join GramPro Business Services Private Limited and become a partner in progress.

Regards.



# LETTER FROM HEAD-BUSINESS AND SOCIAL ADVISORY SERVICES

Dear Valued Stakeholders,

It is with great pride that I address you in this year's Annual Report. At GramPro Business Services Pvt. Ltd., we believe that talent and potential reside everywhere, and we strive to bridge the gap, particularly for those from rural areas, by offering a level playing field for professional growth.



ANIL PAUL K

GramPro was founded with a vision to enhance the growth trajectory of MSMEs, BFSI entities, and the agriculture sector. Our 360-degree support allows MSMEs to concentrate on their core business activities from the outset, facilitating their growth and success. Additionally, we extend support to organisations run by women, reinforcing our commitment to inclusivity and empowerment.

Here at GramPro, innovation is not just a buzzword; it's the lifeblood of our organisation. We foster a flexible environment that empowers our team to experiment, iterate, and develop groundbreaking solutions. This openness to new ideas create endless possibilities, allowing professionals to carve their own path and leave their mark on the company's future. It's particularly rewarding to witness the enthusiasm and fresh perspectives brought in by our many first-time graduates. Their youthful energy is truly contagious, and it keeps the company dynamic and vibrant.

What truly sets us apart is our high staff engagement. We understand that a motivated workforce is the cornerstone of any successful organisation. We actively promote open communication, ensuring every voice is heard and valued.

We actively seek to create entry points for individuals seeking to embark on their professional journeys. We believe that everyone deserves a chance to shine, regardless of background or experience. We provide the tools, training, and support needed to help individuals from all walks of life transition easily into a rewarding professional career.

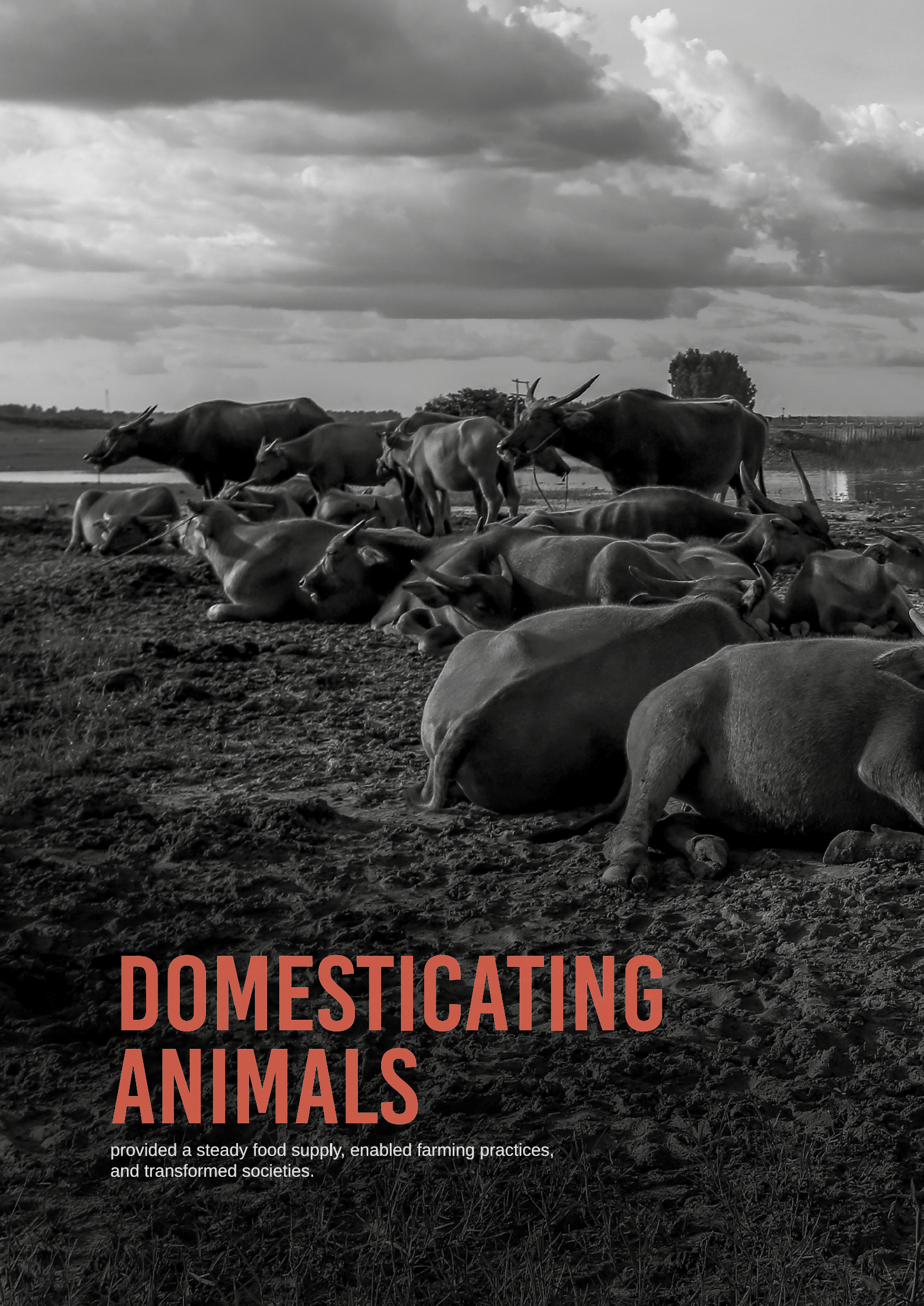
As we look towards the future, I am filled with immense optimism. GramPro Business Services Pvt. Ltd. is a company that thrives on innovation, collaboration, and a relentless pursuit of creating opportunities. We welcome you to join us on this exciting journey, where together, we can build a brighter future for ourselves and the communities we serve.

Thank You.

## DELIVERING BEYOND EXPECTATIONS







# DOMESTICATING ANIMALS

provided a steady food supply, enabled farming practices,  
and transformed societies.

# 07

## OUR COMMITMENTS





# THE COMMITMENTS



The female labour force participation rate (FLFPR) in India is 37 per cent, according to the latest Periodic Labour Force Survey (2022-23).

But at GramPro, a remarkable

## 51% IS WOMEN

(278 out of 540). This isn't just about numbers; it's about fostering a culture of opportunity and breaking barriers. GramPro Business Services is proud to support women empowerment in every part of their lives, not just at work. Here, it's not just about earning a livelihood; it's about shaping legacies and building dreams.

## 291 of the total workforce, who account for 54%, ARE FIRST-TIME GRADUATES

- first in their families to achieve a degree. The company provides a special consideration for professionals from financially disadvantaged backgrounds. This means that the majority of GramPro's team members, many of whom come from rural areas, have accomplished a significant milestone not only for themselves but also for their families, breaking barriers and opening doors for future generations. Additionally, GramPro prioritises hiring and development of differently-abled individuals, further demonstrating the commitment to diversity and inclusivity.



GramPro Business Services hosts

## KERALA'S LARGEST ROOFTOP HYBRID SOLAR POWER PLANT

at its corporate office in Thrissur. With a capacity of 82 kilowatts, this plant is synchronised with grid power and generator backup. It also functions as roofing on the top floor. The plant enables the GramPro headquarters, which houses over 150 employees, to be self-sufficient in electricity.

Within seven years of launch, GramPro Business Services was awarded

## ISO 9001:2015

, an internationally recognised standard that ensures that all its services meet the client's needs through an effective quality management system. The no-compromise approach to quality speaks for the high standards set by the organisation.



GramPro Business Services has been honoured with the

## KERALA BEST EMPLOYER BRAND AWARDS 2024

by the World HRD Congress and Employer Branding Awards. The award recognises top organisations across Kerala for their outstanding achievements in Human Resources and effective utilisation of marketing communications for human resources development. The parameters include talent management, talent development, recruitment strategies, employee engagement, benefits and recognition.





AARAV, the employee engagement initiative of GramPro Business Services, is a testament to the company's commitment to nurturing a workplace culture where every employee feels valued, motivated, and empowered. AARAV embodies the vision of creating a harmonious and fulfilling work environment for all. AARAV aims to cultivate a sense of belonging and pride among employees by making meaningful connections, recognising achievements and providing avenues for personal and professional growth. Through a range of initiatives and activities, AARAV endeavours to foster a sense of community, recognise and reward excellence, promote well-being and work-life balance, encourage continuous learning and development and solicit feedback and encourage dialogue. Through AARAV, GramPro aspires to create a workplace where every individual feels inspired, motivated, and empowered to realise their full potential.

Since its launch, AARAV has facilitated hundreds of communications each month and organised both online and offline events across all five company offices. On November 11, 2023, AARAV hosted an event at Reheboth Girls Orphanage, Thrissur, where the volunteers engaged in inspiring conversations about the importance of education. Later in 2023, AARAV organised the GIVE campaign to donate clothes, toys and other useful items to the orphanages in Thrissur. It received a massive response from employees of GramPro.

# INFORMATION AND SYSTEM SECURITY

The organisation's information security measures are designed to protect the confidentiality, integrity, and availability of data and other information. A secure architecture is implemented to ensure assets are fortified using various security tools, thereby regulating and restricting external access. Systems are hardened, and antivirus software is installed on servers, endpoints, and laptops. Network devices are configured to scrutinise and permit traffic according to established rules. The work environment is secured through physical, environmental, and logical controls. Logical access to systems is granted on a need-to-know basis after proper authentication, authorisation, and accounting, with privileged access further restricted as necessary. In addition to these security controls, employees receive information security training and ongoing education on maintaining cyber hygiene.

## OUTBOUND TRAINING





# ESG AT GRAMPRO



Environmental, Social, and Governance (ESG) criteria are becoming increasingly critical in the service sector, influencing how companies operate and are perceived. Environmental considerations focus on sustainable practices, such as reducing carbon footprints, optimising resource use, and implementing green policies. Service providers are adopting eco-friendly technologies and practices to minimise environmental impact and comply with regulations.

Social aspects emphasise the importance of ethical labour practices, diversity and inclusion, and community engagement. Companies are prioritising employee welfare, fair treatment, and initiatives that support local communities, thus enhancing their social responsibility profile. Governance involves ensuring transparency, ethical behaviour, and strong leadership structures. It includes robust corporate governance frameworks, anti-corruption measures, and accountability mechanisms to build trust with stakeholders and mitigate risks. GramPro has initiated several measures to comply with global ESG norms this financial year.

# SDG AT GRAMPRO

GramPro Business Services' commitment to the United Nations Sustainable Development Goals (SDGs) is a fundamental aspect of the company's operational philosophy and strategic initiatives.

7 AFFORDABLE AND CLEAN ENERGY

13 CLIMATE ACTION

GramPro actively contributes to environmental sustainability by powering the corporate office with 82 kWh solar energy plant, significantly reducing the carbon footprint and reliance on non-renewable energy sources. This initiative aligns with SDG 7: Affordable and Clean Energy and SDG 13: Climate Action.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

The company has embraced digital communication across internal operations, minimising paper usage and conserving natural resources. Paper is only used for essential items, reflecting the dedication to reducing waste and promoting a culture of sustainability. This effort supports SDG 12: Responsible Consumption and Production.

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

The waste management practices are systematic and efficient, conducted in collaboration with local government bodies to ensure environmentally responsible disposal and recycling processes. This initiative is relevant to SDG 11: Sustainable Cities and Communities and SDG 12: Responsible Consumption and Production.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

The company's solutions have a ripple effect on sustainability beyond the organisation. Notably, GIPEX, GramPro's boardroom meeting management software, has substantially reduced paper consumption at a prominent scheduled commercial bank, showcasing how innovative products help clients achieve their sustainability goals. This aligns with SDG 9: Industry, Innovation, and Infrastructure and SDG 12: Responsible Consumption and Production.

United Nations Sustainable Development Goals (SDGs) are fundamental aspects of the company's operational philosophy and strategic initiatives. By aligning the company's operations with these principles, GramPro contributes positively to the broader goals of sustainable development, nurturing a responsible and ethical business environment. GramPro Business Services remains dedicated to making a tangible impact on the SDGs, driving progress towards a more sustainable and equitable future for all.



# EXPANSIONS



GramPro unveiled its new corporate office in Ollukkara, Thrissur in January 2024. This modern facility marks a significant milestone for the company, representing its commitment to growth, innovation, and sustainability. Designed to accommodate around 160 employees, the new office boasts modern facilities and a comfortable work environment. The facility also incorporates eco-friendly elements, reinforcing GramPro's dedication to sustainability and employee well-being. With this new space, the company is poised to enhance its operational efficiency and continue delivering high-quality services to its clients.

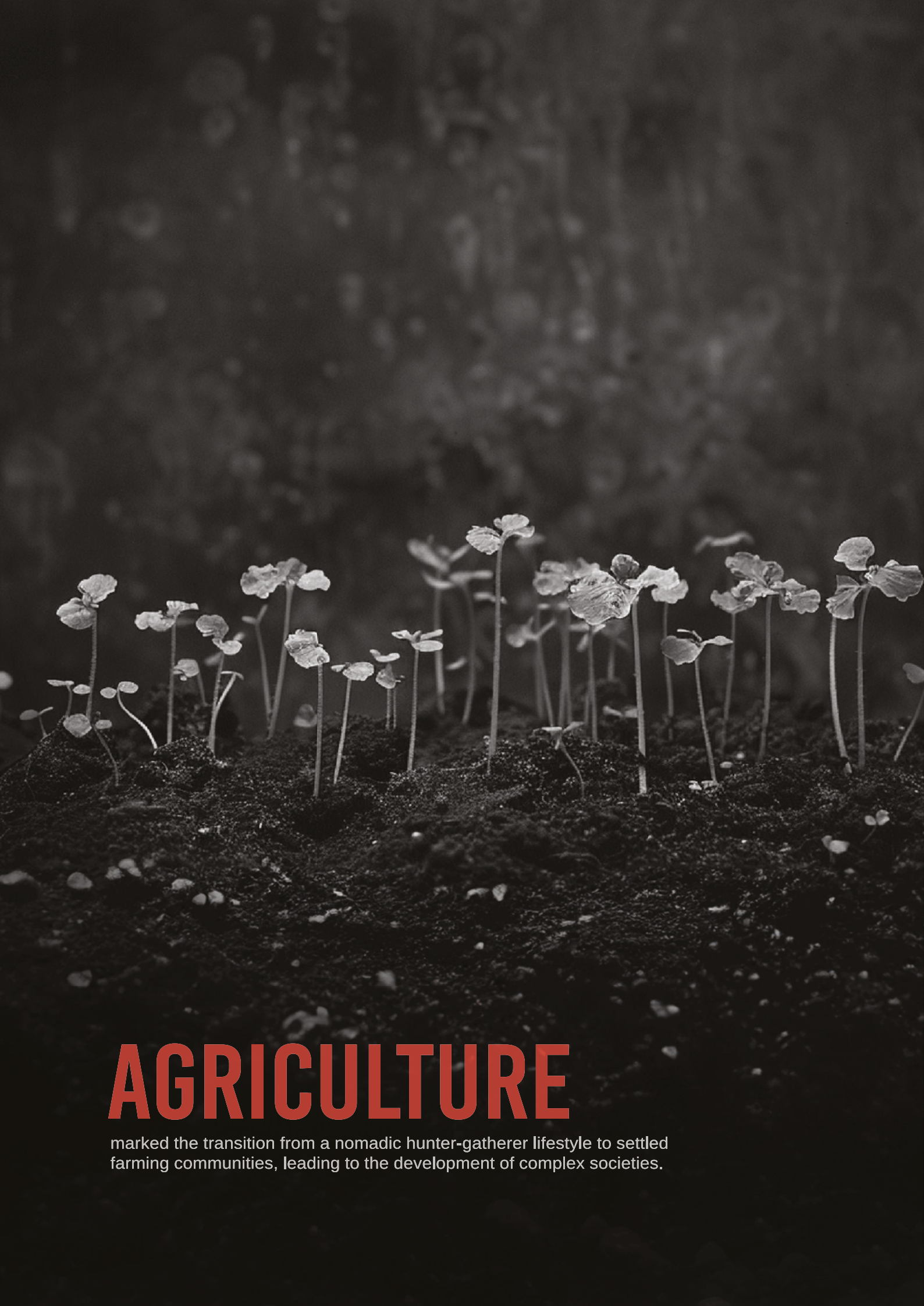
Earlier, in April 2023, GramPro launched its Zonal Office (North Zone) in Nagpur. This strategic expansion into the region allows the company to strengthen its presence, providing enhanced support and faster response times to clients across the northern states.



## CONTACT CENTRE







# AGRICULTURE

marked the transition from a nomadic hunter-gatherer lifestyle to settled farming communities, leading to the development of complex societies.

# 08

## FUTURE OUTLOOK







The major focus of the company in the upcoming years is diversifying the client base with the acquisition of clients from different sectors. The current market represents what is called a Red Ocean, characterised by fierce competition and saturated demand. The company's challenge is to devise a Blue Ocean strategy by introducing value additions or innovative services that differentiate us from competitors and create new market spaces.

The evolution of outsourcing and centralised service models reflects the dynamic nature of global business operations. Initially, companies sought to reduce costs and enhance efficiency by outsourcing non-core processes to third-party providers in countries with lower labour costs, allowing them to focus on core competencies while benefiting from specialised expertise, called Business Process Outsourcing. This strategy evolved to include more knowledge-intensive services, addressing the need for specialised tasks requiring domain expertise such as legal services, market research, and financial analysis, known as Knowledge Process Outsourcing.

## GLOBAL CAPABILITY CENTRES

As these organisations aimed to streamline and standardise internal processes across various business units, they began centralising functions like HR, IT, and finance, reducing redundancy, improving service quality, and achieving operational efficiency, becoming Shared Services companies. This evolution continued with the development of Global Capability Centres (GCC) for hubs of innovation and strategic importance, encompassing a wide range of functions from R&D and IT support to complex business analytics and digital transformation initiatives. These centres leverage global talent pools to drive business growth, enhance agility, and support the strategic objectives of their parent organisations. Overall, this progression illustrates the increasing sophistication and strategic importance of outsourcing and centralised service models in the global business landscape.

With companies increasingly embracing digital transformation, GCCs are expected to play a pivotal role in harnessing emerging technologies such as artificial intelligence, machine learning, and blockchain to drive innovation and operational excellence. These centres will continue to expand their scope beyond traditional support functions, becoming integral to

strategic decision-making and business growth initiatives. Additionally, the focus on sustainability and resilience will see GCCs spearheading efforts in these areas, ensuring that organisations can adapt and thrive in a rapidly changing global environment. With the rise of remote work and the global talent pool becoming more accessible, GCCs will further leverage diverse skills and perspectives, fostering a culture of continuous learning and agility. As a result, GCCs are poised to be at the forefront of shaping the future of global business operations.

GramPro serves as a key capability centre for a leading small finance bank, expanding its role as a company with global capabilities and strategic expertise.

## COLLABORATIONS AND PARTNERSHIPS

GramPro's focus remains on B2B ventures to leverage the strengths and expertise. In the upcoming years, it will strategically focus on NGOs, producer companies, and MSMEs, recognising the significant opportunities within these sectors. Expanding the geographic focus is also a priority; the company aims to engage clients beyond Kerala, tapping into broader markets and diversifying the regional presence.

Collaborations with IT parks, Startup Mission, and other organisations will be pivotal in the growth strategy. These partnerships will foster innovation, provide access to new technologies, and enhance the service offerings.

The company collaborates with Kerala Travel Mart (KTM), GTech (Group of Technology Companies), Oracle Cloud, and several other IT firms. Looking ahead, GramPro aims to partner with the Reserve Bank Innovation Hub, the National Payments Corporation of India (NPCI), the Fintech Convergence Council, and other leading organisations in the field.

Travel and Tours has extensive collaborations with airlines and hotels. These partnerships enable GramPro to provide tailored travel solutions with unmatched convenience and competitive pricing.

GramPro believe these collaborations and partnerships will drive long-term business growth.

## INNOVATION AND SECURITY

Technological solutions for Centres of Excellence will be a key focus area, enhancing operational efficiency and service delivery. Human Capital Management launched Opportune, its campus connect programme designed to prepare students for the job market and facilitate campus recruitment drives. HCM also offers compliance with statutory regulations as a service.

The Marketing and Branding leverages artificial intelligence tools to optimise work processes and integrate the latest technologies that enhance human capabilities.

The company is setting the ground to establish a records management warehouse in the next financial year.

Strengthening information security remains a strategic priority, especially in an era where data security and cyber threats are increasingly prevalent. The IT and Digital is focused on product development and intensifying R&D efforts to stay ahead of technological advancements and maintain a competitive edge.

The Business and Social Advisory Services is developing an internal audit capability to offer as a service to other organisations.

## FUTURE STRATEGY

The target set during the previous strategy meeting was to attain five times growth by 2030. GramPro is proud to report that the company has achieved three-fold growth in the past two years, a testament to the company's robust strategies and dedicated team. GramPro's commitment is to realise this ambitious milestone well before the specified timeframe, maintaining the trajectory of rapid and sustainable growth.

The major threats the company faces include economic downturns and the evolving landscape of data security and cyber security challenges, particularly in the era of artificial intelligence. By proactively addressing these threats and leveraging the strategic initiatives, GramPro Business Services is well-positioned to navigate the future with confidence and continued success. GramPro remains truly committed to delivering beyond expectations in every area.





# METAL WORKING

revolutionised toolmaking and craftsmanship,  
leading to advancements in technology and trade.

## 09 ABOUT GRAMPRO

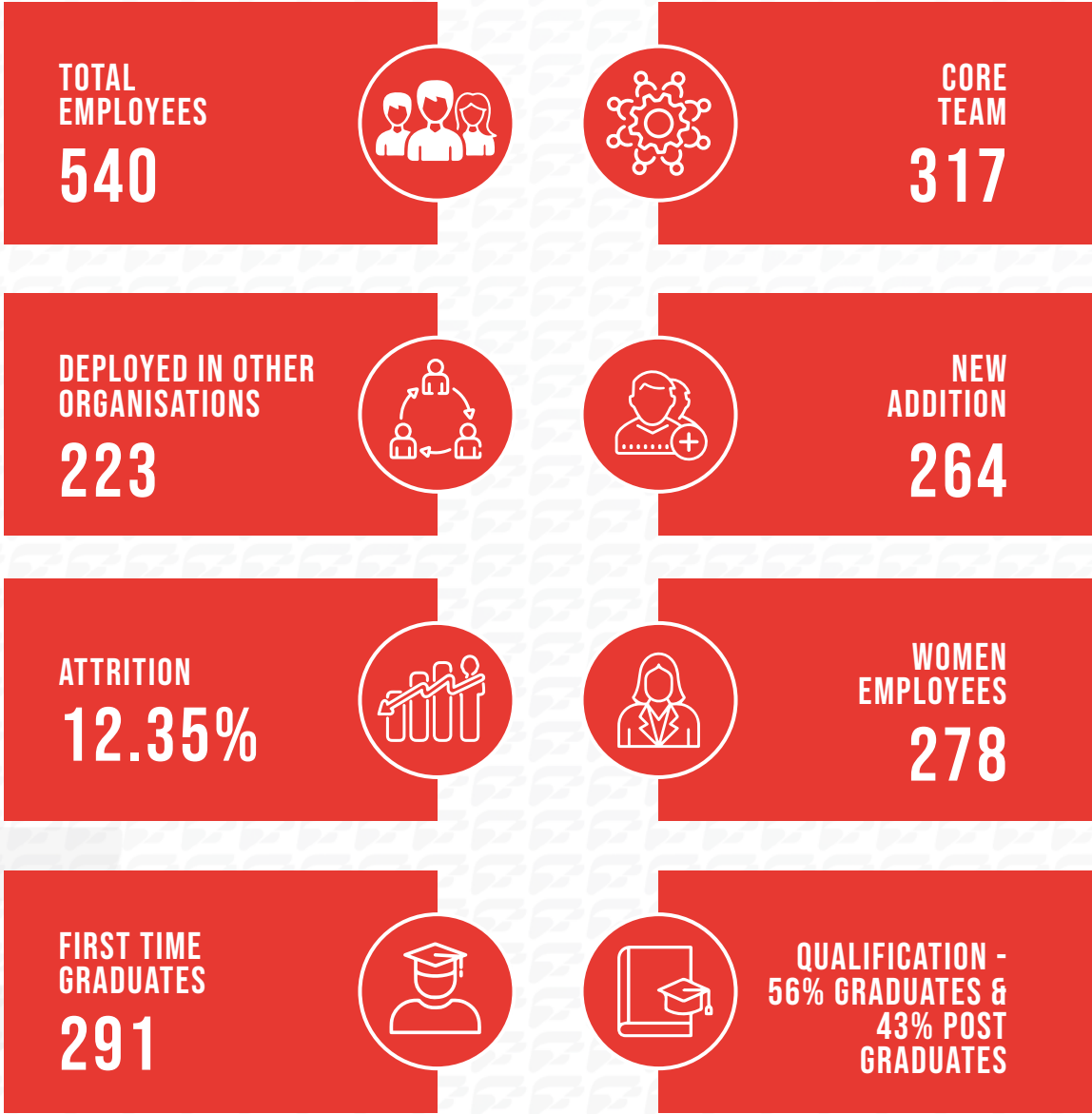




GramPro Business Services Private Limited is a leading business service organisation committed to empowering businesses of all sizes to achieve their full potential. Established in 2017 with headquarters in Thrissur, GramPro offers comprehensive 360-degree business solutions tailored to meet the diverse needs of each client.

GramPro offers a wide range of services designed to drive growth and success for the company's clients. GramPro's services include Business and Social Advisory Services, Business Process Management, Marketing & Branding, IT and Digital, Human Capital Management and Travel and Tours.

Within seven years of its inception, GramPro has achieved ISO 9001:2015 certification, demonstrating the company's commitment to delivering services that meet the highest quality standards.



ORGANISATIONAL GROWTH

With a solid foundation of more than 540 employees across 11 states, GramPro continues to expand its presence and impact. The company's focus remains on exceeding client expectations and helping them stay ahead of the competition through innovative solutions and exceptional problem-solving. The company has offices in Ollukkara (Corporate Office), Mannuthy (GBS Corporate Office Annex 1), Kalathode (GBS Corporate Office Annex 2), Infopark Thrissur (Development Centre), and Nagpur (Zonal Office- North Zone).

In a short span, GramPro has successfully built an impressive client base of over 80 companies, earning recognition for the dedication to quality and excellence. The company is committed to crafting and delivering support services that surpass customer expectations, outpace competitors, and drive business transformation through cutting-edge digital solutions.

As the company reflects on the accomplishments of the past year, it reaffirms the commitment to empowering businesses to thrive in the digital realm. With a relentless focus on quality, innovation, and client satisfaction, GramPro is poised for continued success in the years ahead. The company expresses its gratitude to the clients, employees, and stakeholders for their continued support and partnership.

COMPANY OVERVIEW

- Board of Directors: Mr. David Mathew and Dr. Idicheria Ninan
- Registration: Incorporated in India
- Ownership: Private Limited
- Industry: Services Industry

Registered and Corporate Office: GramPro Business Services Private Limited, Corporate Office, Building No.: 19/672/1-3, Ollukkara P O, Thrissur - Palakkad Road, Thrissur - 680 655, Kerala.

CIN No.: U74999KL2017PTC047850 | GST No.: 32AADCL2536Q2ZA | Shop Reg No.: SH080880030347  
Website: www.gramproindia.com | Phone : +91 487 2373001 | Email : contact@gramproindia.com

Statutory Auditors: Sivadas C and Company

LEADERSHIP TEAM



**NIKHIL MATHEW JOSEPH**  
Head - Operations and Business Development



**ANIL PAUL K**  
Head - Business and Social Advisory Services



**ABY THOMAS**  
Head - Business Process Management



**DILEEP P N**  
Head - Client Engagement



**ARUN P**  
Head - Marketing and Branding

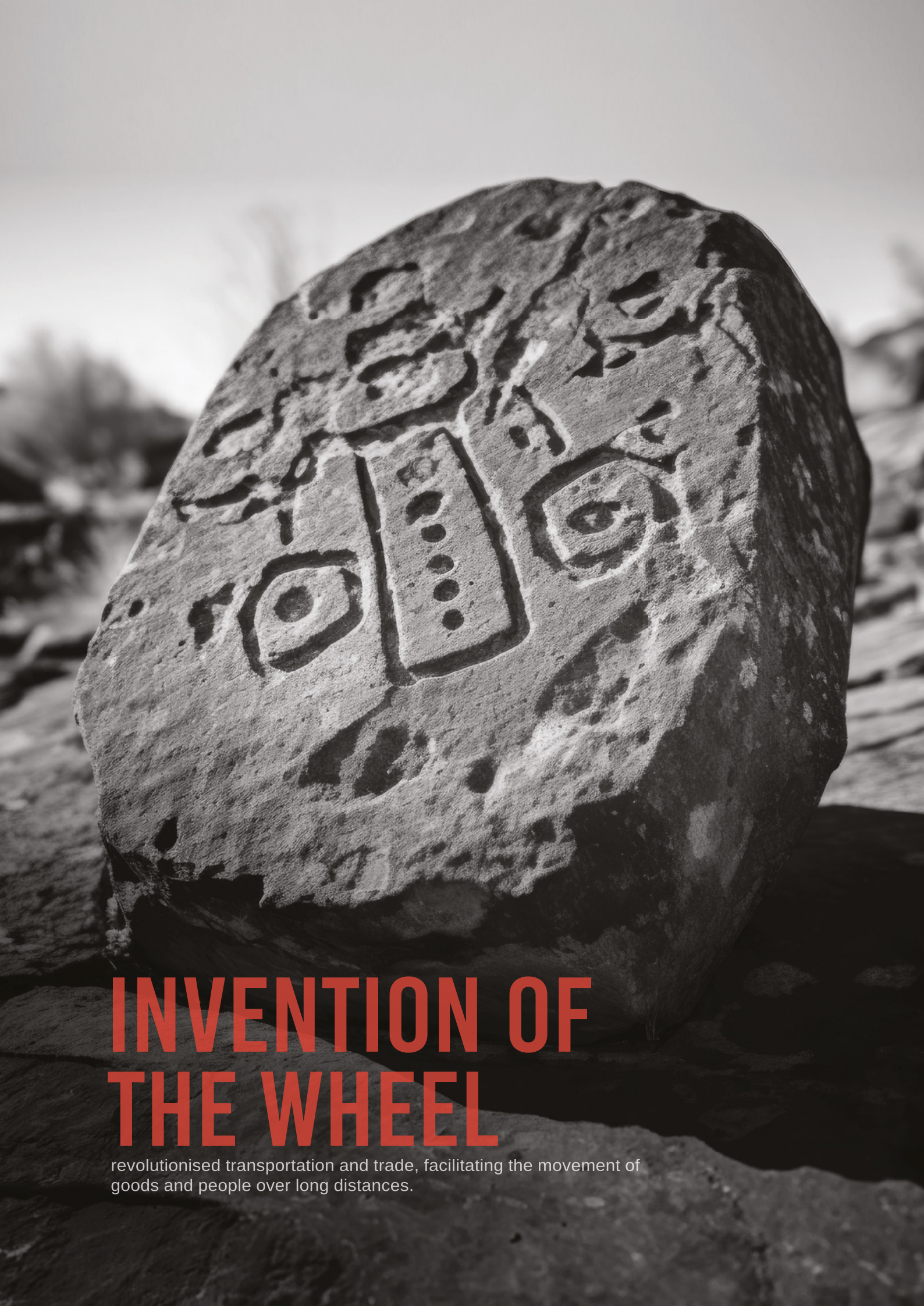


**SUBHA A C**  
Head - IT and Digital



**FREDY FRANCIS**  
Head - Human Capital Management





# INVENTION OF THE WHEEL

revolutionised transportation and trade, facilitating the movement of goods and people over long distances.

10  
CENTRES OF  
EXCELLENCE







## BUSINESS AND SOCIAL ADVISORY SERVICES (BSAS)



In the dynamic landscape of law and commerce, the Business and Social Advisory Services of GramPro Business Services stands as a beacon of wisdom and direction for both budding enterprises and those striving for exponential growth. The team guides entrepreneurs from starting their companies to making sure they succeed by creating strong, lasting business models. The BSAS' commitment goes beyond conventional advisory services as architects of success stories, catalysts for growth and partners in the entrepreneurial voyage. BSAS recognises that the right advice at the right time can transform challenges into triumphs and aspirations into achievements. These services guide entrepreneurs throughout the journey in establishing a sustainable model, from setting up companies to ensuring their success.

BSAS delivers financial, secretarial, and compliance-based consulting, driven by a strong social mission. Since its inception in 2021, it has served over 150 clients, contributing to the development and progress of rural and semi-urban areas by connecting potential investors with financial resources and technical expertise.

### INDUSTRY ANALYSIS

The market for Business and Social Advisory Services is currently grappling with significant challenges, primarily driven by the intricate landscape of regulations and the substantial costs associated with compliance. The rapidly evolving regulatory environment, marked by frequent changes and uncertainties, exacerbates these issues, posing a significant risk of penalties for businesses that fail to stay compliant. These factors present formidable hurdles, particularly for smaller businesses that may lack the resources to navigate this complex terrain.

The current client base of BSAS comprises a diverse group of 105 clients, including 73 corporate entities and 32 individuals. This mix includes 3 large corporations, 57 SMEs (small and medium enterprises), and 13 producer companies.

To address the growing demand for advisory services and tap into new market segments, BSAS is exploring strategic expansion. The company aims to target start-ups and entrepreneurs, recognising the burgeoning need for guidance in this dynamic ecosystem. Additionally, BSAS plans to extend its services to NGOs and micro producer companies, offering tailored solutions to meet their specific requirements.

Strategic partnerships are another avenue for BSAS to enhance its service offerings and expand its market reach. By collaborating with other industry players, BSAS can leverage complementary expertise and resources to provide more comprehensive and valuable solutions to its clients.

Furthermore, BSAS is exploring opportunities to expand its geographic footprint, targeting underserved markets and reaching a wider range of clients. By expanding into new regions, BSAS can capitalise on emerging business opportunities and diversify its revenue streams.

### SUCCESS STORY

The team has successfully supported the incorporation of 14 producer companies across various districts in Kerala, Tamil Nadu, Maharashtra, and Madhya Pradesh. This initiative helps small and marginal farmers pool their produce, giving them a competitive edge in the market against larger farmers and corporations. With the support of a leading NGO based out of Kerala, the team has united over 4,200 small and marginal farmers, helping them mobilise approximately Rs 60 lakh in capital to date.

The team continues to provide compliance, legal, and risk-based advisory services to these companies, enabling them to expand operations and enter new markets. Additionally, BSAS supports individual entrepreneurs by advising on the formation of One Person Companies (OPCs), a concept introduced under the Companies Act, 2013, for sole business owners. This guidance helps entrepreneurs structure their businesses more professionally and stably, offering benefits such as limited liability, business continuity, tax advantages, separate legal identity, and enhanced brand reputation. This strategic support has empowered sole business owners to present their business ideas more effectively, achieving a better market presence through a legally recognised identity.

### Summary of Compliances for the Financial Year 2023-2024

| Sl. No. | Services                              | FY 2023-24 |
|---------|---------------------------------------|------------|
| 1.      | Annual Compliance                     | 172        |
| 2.      | Event-based Fillings                  | 255        |
| 3       | Director and KMP Services             | 315        |
| 4.      | Charge-related Services (PF, GST, IT) | 304        |
| 5.      | Board Meetings and Minutes            | 38         |
| 6.      | Social Advisory Services              | 217        |
| Total   |                                       | 1,406      |



## SOCIAL ADVISORY SERVICES

In the past year, the team's strategic focus areas have centred on three key pillars: Social Advisory Services, Technical Proposal Drafting and Monitoring, Evaluation and Learning (MEL). The Social Advisory Services team has enabled the company to provide critical support and insights to various stakeholders, fostering sustainable social development. Through the Technical Proposal Drafting expertise, BSAS has successfully crafted comprehensive and compelling proposals that align with the clients' objectives and needs. Additionally, the MEL activities, which include conducting baseline, midline, and endline surveys, as well as need and impact assessments, have been instrumental in collecting and documenting valuable data. This data has not only helped measure projects' effectiveness but also guided future strategic decisions.

## PROJECT XAMAHAR



Project Xamahar, an integral part of the Assam Agribusiness and Rural Transformation Project (APART) supported by the World Bank, was meticulously designed to document and analyse findings from a baseline survey among farmers in six districts of Assam: Barpeta, Morigaon, Nalbari, Kamrup, Kamrup Metro, and West Karbi Anglong. The project's primary objectives were to understand the credit potential of farmers in these regions, analyse the differences in credit potential between female and male farmers, and assess the status of financial inclusion among the farming community.

The survey gathered comprehensive data on the farmers' credit potential, loan repayment capacity, activity profiles, individual and household aspirations, socio-economic indicators, and overall financial performance. By providing a detailed descriptive analysis, Project Xamahar sought to facilitate competitive funding mechanisms that support innovative approaches for delivering financial services to farmers within key agricultural value chains in Assam. The project's objectives further include promoting access to last-mile and long-term savings, micro-pensions, the digitisation of agricultural payments, crop and livestock insurance, and credit for production and investments.

## FUNCTIONALITY ASSESSMENT AND NEED ANALYSIS SURVEY

GramPro Business Services recently conducted a comprehensive Functionality Assessment and Need Analysis Survey for Farmer Producer Organisations (FPOs) supported by a prominent NGO based out of Kerala. The primary objectives of this survey were to understand the functional status of existing FPOs using an Assessment Tool and categorise them as Beginner, Intermediate, Entrepreneurial, or Dysfunctional. Additionally, the survey aimed to identify and prioritise training needs based on these functional assessment categories.

Field-level monitoring visits were carried out across 12 FPOs in Kerala to evaluate their business performance, current activities, and financial standings. The assessment employed a specially designed tool to measure the operational efficiency and functionality of each FPO. Structured questionnaires were used to collect data, providing in-depth insights into ongoing business activities.



## DEVANGAPURAM HANDLOOM CLUSTER DEVELOPMENT PROJECT

The Devangapuram Handloom Cluster Development Project, supported by NABARD and executed by Prachodhan Development Services, aims to nurture sustainable livelihoods and holistic socio-economic growth for handloom weavers in Palakkad, Kerala. The primary objectives of this initiative include preparing the Detailed Project Report (DPR) for NABARD and analysing insights from the Diagnostic Study Report (DSR) and consumer market research on handloom consumption patterns and perceptions.

The DPR is focused on forming an Off-Farm Producer Organisation (OFPO) to support the handloom weavers, whose producer-owned societies date back to the 1940s, with the organisation officially registered in December 1947 and operational since January 1948. A primary survey covered 69 households, involving 132 individuals engaged in weaving and related activities. Data was also collected from the now dysfunctional cooperative society to evaluate the current situation.

The DPR explored the potential of establishing a Producer Company for the weaver artisans in Devangapuram through various interventions aimed at increasing labour force participation and market opportunities via design innovation and development, as well as financial linkage and literacy activities. The project interventions were planned in phases, beginning with soft interventions like skill training and capacity building, and progressing to hard interventions such as establishing a Common Facility Centre (CFC), promoting handloom tourism, and creating a Design Co-Creation Platform.

The project has successfully received approval from NABARD following thorough discussions and presentations at the Regional Office level. It has secured funding support, which will be utilised to train artisans, establish the CFC, and organise marketing events, thereby paving the way for enhanced socio-economic development of the handloom weavers in Devangapuram.

## LEGAL ADVISORY SERVICES

The Legal Advisory Services have a strategic focus on three key areas: Trademarks, Service Level Agreements and Non-Disclosure Agreements. Its expertise in these areas ensure that the clients receive expert guidance and comprehensive legal support. BSAS' trademark services help clients protect their brand identity and intellectual property. BSAS also assists in drafting and negotiating service level agreements to define clear expectations and responsibilities between service providers and clients. Additionally, expertise in non-disclosure agreements ensures that the clients' confidential information remains secure and protected. Through a focused approach, Legal Advisory Services strive to provide tailored legal solutions that meet the specific needs of each client.





## BUSINESS PROCESS MANAGEMENT (BPM)



The Business Process Management (BPM) is dedicated to building solutions that accelerate innovation, increase productivity, reduce costs and optimise asset utilisation. BPM, started in FY 2023-24, addresses the need for businesses to focus on their core competencies by managing non-core functions, enabling faster growth. Currently, the BPM services encompass an outsourced inbound call centre, invoice processing, and mail management for a leading scheduled commercial bank based out of Kerala.

### INDUSTRY ANALYSIS

The Business Process Management (BPM) market is experiencing significant growth, with its size projected to expand from \$16.48 billion in 2024 to \$37.84 billion by 2032, representing a Compound Annual Growth Rate (CAGR) of 10.9%.

#### KEY DRIVERS OF MARKET GROWTH

**Digital Transformation Initiatives:** Organisations across various industries are increasingly adopting digital transformation strategies, driving the demand for BPM solutions that streamline operations and enhance efficiency.

**Automation and Efficiency:** The need for automation of repetitive tasks and the improvement of operational efficiency is fueling the adoption of BPM tools. Companies are leveraging BPM to optimise workflows, reduce costs, and improve service delivery.

**Regulatory Compliance:** Stricter regulatory requirements and the need for improved governance and compliance management are prompting businesses to implement BPM systems to ensure adherence to standards and regulations.

**Cloud-based Solutions:** The proliferation of cloud-based BPM solutions offers scalability, flexibility, and cost-effectiveness, making it an attractive option for businesses of all sizes.

**Integration with Emerging Technologies:** The integration of BPM with emerging technologies such as Artificial Intelligence (AI), Machine Learning (ML), and the Internet of Things (IoT) are enhancing process automation and decision-making capabilities, further driving market growth.

#### Competitive Landscape

The BPM market is characterised by intense competition, with key players continuously innovating and expanding their product offerings to gain a competitive edge.

BPM's competitors are focusing on strategic partnerships, mergers and acquisitions, and technological advancements to strengthen their market position.

#### Challenges and Opportunities

Despite the positive growth outlook, the BPM market faces challenges such as high implementation costs, complexities associated with integrating BPM solutions with existing systems, and the need for skilled professionals to manage BPM tools.

There are substantial opportunities in the market, particularly in emerging economies where businesses are increasingly recognising the benefits of BPM. Additionally, the growing adoption of AI and ML in BPM is expected to create new avenues for market expansion.

### STRATEGIC FOCUS AREAS

#### Product and Services

Investing in partnerships and collaborations is crucial for maintaining a leadership position in technological advancements within the BPM industry. By establishing robust alliances with technology leaders and innovators, the company aims to consistently enhance its BPM solutions. This strategic approach enables the company to deliver innovative BPM solutions that cater to diverse and evolving needs of clients, thereby securing a competitive edge in the market. Key initiatives include:

- Partnering with technology firms specialising in AI, ML, and IoT to integrate advanced features into BPM solutions.
- Collaborating with industry experts and thought leaders to stay abreast of the latest trends and best practices in BPM.
- Investing in research and development to continuously improve and innovate BPM products and services.

#### Marketing Expansion

Expanding the reach and impact of BPM services involves identifying new market opportunities within the existing client base and targeting new industries and regions. By addressing emerging trends and evolving client needs, the company can position itself as a leader in the BPM market. Strategic actions include:

- Conducting market research to uncover new opportunities within the current client portfolio, such as cross-selling and upselling additional BPM services.
- Expanding BPM offerings to align with emerging trends like remote work management, digital transformation, and sustainability initiatives.
- Targeting new industries and geographic regions with tailored BPM solutions that address specific challenges and opportunities.
- Developing targeted marketing campaigns and sales strategies to engage potential clients in new sectors and regions.
- Leveraging customer feedback and insights to refine BPM services and better meet client expectations.

By focusing on these strategic areas, the BPM will foster continuous growth and maintain a competitive edge in the rapidly evolving BPM market.





The BPM industry has emerged as a pivotal driver, not only delivering exceptional customer experiences but also addressing the pressing challenge of youth unemployment. Capitalising on strategic advantages and implementing effective strategies to overcome obstacles, the BPM sector holds potential for remarkable growth, driving economic progress and offering opportunities for the country's skilled youth to thrive. As the industry evolves to meet changing market dynamics, its ability to empower the workforce and consistently deliver superior service will strengthen the country's position as a leading global outsourcing destination.

A significant portion of the BPM workforce comprises young individuals, many without prior experience or from lower socio-economic backgrounds, with 85% of youths employed in BPM roles fitting this demographic.

### FUTURE PLAN

The strategic plan for the upcoming year includes expanding offerings to encompass contact centre operations, tech and non-tech voice services, non-voice services, invoice processing, mail management, and comprehensive business management solutions. Strategic partnerships are also being established to enhance service delivery. Looking ahead, BPM will target industries such as cloud service/data centre providers, insurance claim processing, tech support, and sales/service/support of software products like Microsoft 365, Oracle NetSuite, JD Edwards EnterpriseOne, Whistle Bulk SMS platform, Zoho Cloud software, Tally, and Zimbra email solutions.

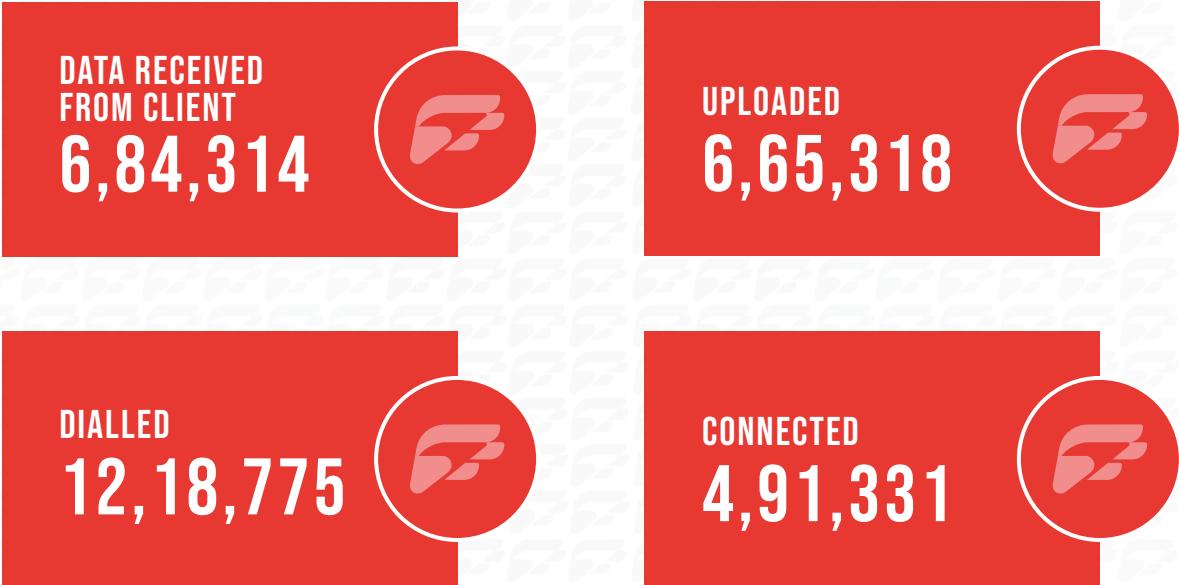
The strategic focus also includes investing in partnerships and collaborations to maintain a leading position in technology, enabling the company to offer innovative BPM solutions and sustain competitive advantage. BPM is committed to digital transformation through automation and Robotic Process Automation (RPA), digitising manual processes. By integrating various communication channels and promoting sustainable business operations, BPM aims to provide seamless customer experiences while minimising environmental impact.

For 2024-2025, significant business growth is anticipated through digitisation projects for ESAF SFB, the launch of the GramPro Distribution Services Call Centre and the ESFB Inbound Call Centre, and extending BPM services to other ESAF Group entities.

### CHATHANNUR CENTRE

GramPro runs a rural call centre at the ASAP Community Skill Park in Chathannur, Palakkad. The skill park is established by ESAF Foundation in association with ASAP Kerala. The call centre provides employment to local youths, thus boosts the local economy.

### OUTBOUND CALL CENTRE PERFORMANCE



### VIRTUAL RELATIONSHIP MANAGER PERFORMANCE





MAILROOM

MAILROOM  
4,37,961



INVOICE PROCESSING

INVOICES PROCESSED  
12,377



BILL OF QUANTITY  
344



DELEGATION OF  
AUTHORITIES  
892



MOBILITY  
5,340



COURIER DESK  
1,09,481



AGREEMENT  
136



HUMAN CAPITAL MANAGEMENT (HCM)



Human Capital Management understands that every organisation is unique and offers customised solutions to cater to their specific business requirements. HCM effectively manages the entire employee lifecycle, including hiring, background verification, and ongoing employee development, fostering a strategic and holistic approach to Human Capital Management within organisations. Additionally, HCM provides advanced HRM solutions that are designed to adapt to the ever-evolving business landscape.

INDUSTRY ANALYSIS

The Human Capital Management industry is increasingly grappling with challenges in sourcing and retaining frontline workers, who constitute a significant portion of the global workforce. Frontline workers represent an estimated 80% of the global workforce, highlighting the significant challenge in sourcing candidates for these roles.

Clients often establish predetermined salary ranges for specific positions, influenced by their financial constraints and business goals. To address these challenges, businesses must prioritise retaining skilled talent by proactively addressing factors that may lead to employee attrition. Expanding the scope of business operations can also open up a wider range of opportunities for employees, enhancing job satisfaction and retention rates.

STRATEGIC FOCUS AREAS

HCM's recruitment efforts are expanding from the BFSI sector to include the IT sector, with a primary focus on offering Background Verification Services to Small and Medium Enterprises (SMEs). Additionally, HCM is extending HR-related services to these enterprises to provide comprehensive operational support. HCM's unique campus connection campaign, Opportune, bridges student aspirations with industry expectations nationwide. In terms of employee engagement, GramPro provides robust support for both induction and positive exits, along with an interactive employee engagement module.



HCM is dedicated to strengthening the current workforce to exceed client expectations. This includes facilitating participation in various courses and certifications, implementing job rotations, and promoting upskilling opportunities. Furthermore, HCM is actively cultivating leadership skills among the employees to foster sustained growth and development.

HCM's marketing strategy includes organising a Mega Job Fair campaign monthly. The HR team is enhancing online visibility on networking platforms such as LinkedIn and other social media channels, in alignment with company objectives. HCM is also pursuing partnerships with colleges across industries and academia to broaden the reach and influence.

To expand the market share, HCM is targeting a 5-10% increase in new clients in the fiscal year 2024-25. HCM plans to advance Background Verification Services significantly and introduce a new BGV module. Strengthening collaborations with colleges in industry and academia is a key priority for the upcoming fiscal year. Additionally, HCM is establishing a fully equipped HR operations team to ensure efficient and effective service delivery for new clients.

NEW INITIATIVES

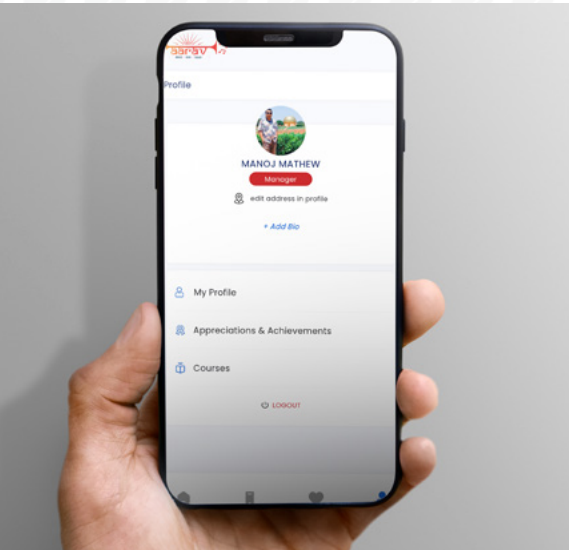
AARAV



AARAV, GramPro Business Services' employee engagement initiative, was launched in June 2023 to bridge communication gaps and encourage a connected company culture. With over 540 employees dispersed across six Centres of Excellence and 11 states, the team faced challenges in ensuring seamless communication. The reliance on emails and WhatsApp messages proved inadequate, as important updates were often missed, leaving employees disconnected from key events and celebrations. AARAV was introduced to address this issue, enabling more cohesive communication and creating a platform that allowed employees to stay updated, engage with one another, and celebrate collective achievements across all five GramPro offices. Since its inception, AARAV has successfully organised numerous online and offline events, transforming the way employees interact within the organisation.

AARAV APP

To further enhance employee engagement, the AARAV mobile app was launched in August 2023 as a unified platform for employees to connect, communicate, and collaborate. The app, developed in-house with the IT team, features a social media-like interface where employees can view updates, share posts, personalise their profiles, and receive real-time notifications on work anniversaries, achievements, and event announcements. With tools like polls, contests, and discussion forums, the app encourages active participation and personalised recognition, reinforcing a sense of belonging and inclusivity. The AARAV app has significantly improved internal communication and employee satisfaction at GramPro, becoming a key driver in building a collaborative and engaged workplace environment.



OPPORTUNE

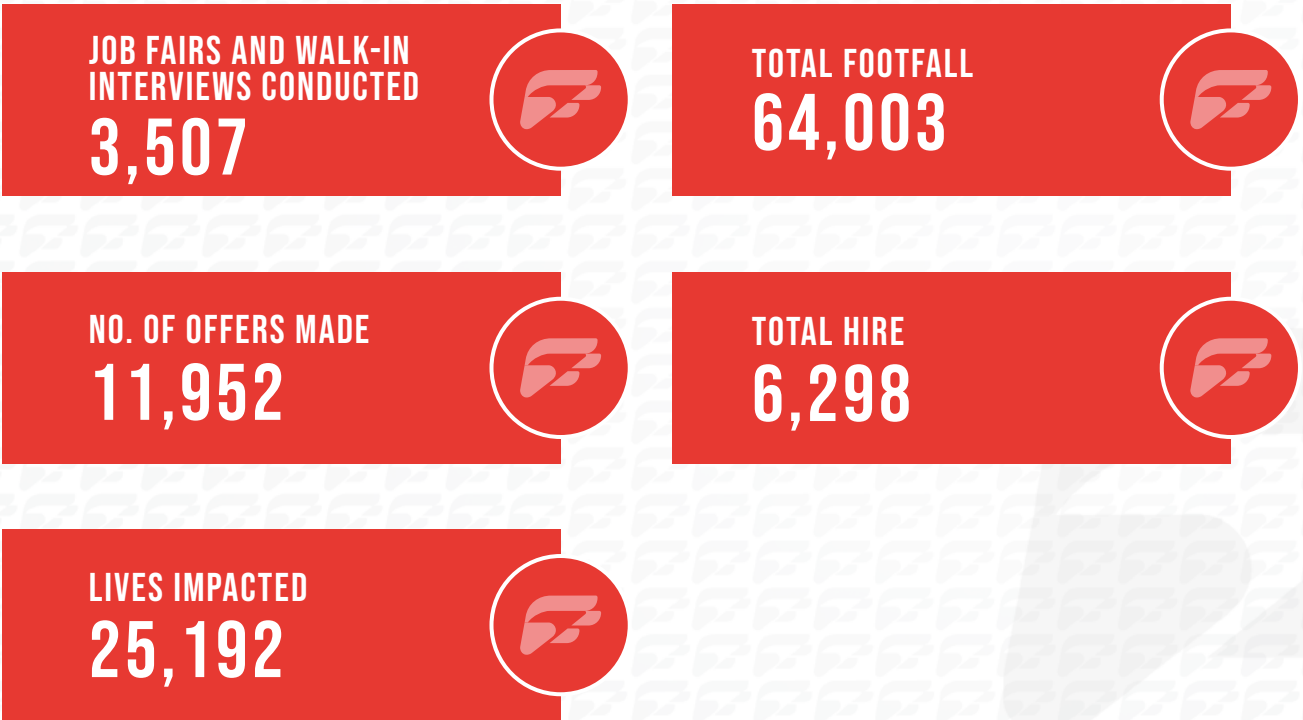


Opportune is a unique and comprehensive campus connection campaign, dedicated to bridging student aspirations and industry expectations nationwide. Serving as a launchpad for campus hiring, this initiative offers a tailored experience to meet specific hiring needs while boosting students' career aspirations significantly. The Opportune platform transforms students into professionals through a variety of engaging campus programmes, including seminars, training sessions, and interactive industry conclaves, all designed to prepare freshers for corporate roles. With a robust network spanning over 800 campuses across India,

Opportune achieved notable success with over 350 placements in the academic year 2021-22 and 625 placements in 2022-23. In 2023-24, the total placement stood at 1,242 validating Opportune's tagline, "From Classroom to Career." Additionally, Opportune features a candidate engagement application that provides onboarding support and upskilling modules, enhancing the overall campus hiring experience. As it looks to expand further, Opportune aims to become an even more extensive and impactful campus outreach platform.

HTD MODEL HIRING

The Hire-Train-Deploy (HTD) model offers a customised solution for organisations looking to recruit candidates who are already trained to meet specific role requirements. Under this model, organisations can specify their needs while HCM provides essential training at minimal cost. GramPro provides comprehensive training programmes that encompass technical skills, soft skills development, and practical experience through real-world projects for selected candidates. After completing the training, employees are placed into designated roles or projects with client companies. The deployment phase includes a smooth onboarding process and ongoing support through continuous training and mentorship, ensuring sustained success for both employees and the organisation. This model benefits organisations by delivering a skilled workforce tailored to their requirements, while employees receive the training and support necessary to excel in their roles.







## MARKETING AND BRANDING (M&B)



Marketing and Branding helps customers find their distinct voice that cuts through competitor noise and leaves a lasting impression on customers. With strategic thinking and deep market understanding, M&B empowers businesses to build lasting connections with their audience, fostering brand loyalty and driving sustainable growth. The expert team helps clients accelerate their business growth through their insights into the latest market trends and emerging technologies. This also enhances brand's visibility by crafting compelling brand stories and helping transform businesses and brands through innovative and creative solutions. Marketing and Branding also focus on delivering excellent marketing and branding services to overcome the dynamic business challenges and help clients to stay ahead of the competition. Launched in mid-2023, the Centre of Excellence is still in its formative stage.

### INDUSTRY ANALYSIS

Marketing and Branding is facing a competitive landscape. Clients are increasingly cost-conscious, with many opting for readily available online marketing tools, particularly AI-powered solutions. To stay ahead, GramPro needs to address these concerns while capitalising on emerging market trends.

One key area of focus is pricing strategy. Analysing competitor offerings and client budgets will help GramPro develop tiered service packages that cater to a wider range of needs. This involves creating more affordable options alongside premium packages with advanced features. Additionally, streamlining internal processes significantly reduces turnaround time, making GramPro a more attractive choice for clients seeking faster results.

The rise of AI tools presents both a challenge and an opportunity. While these tools empower clients with DIY solutions, GramPro is poised to leverage them to enhance its services. By integrating AI for repetitive tasks such as content creation and social media management, resources are freed up for more strategic initiatives like campaign ideation and data analysis.

Moreover, the marketing landscape is rapidly evolving towards a multi-channel approach, with consumers engaging across multiple platforms. Recognising this shift, GramPro is committed to developing a cohesive strategy that effectively reaches clients through various channels, including social media, search engines, and email. This omnichannel approach is essential for ensuring maximum brand visibility and engagement.

Through these comprehensive strategies, Marketing and Branding is positioned to address current challenges, capitalise on market trends, and establish itself as a leader in the competitive landscape.

Looking ahead, M&B's focus will be on expanding and diversifying the service offerings to meet the evolving needs of clients. Additionally, the team will invest in video production and animation, recognising the growing demand for dynamic and engaging content. By enhancing the capabilities in these areas, Marketing and Branding aims to deliver high-quality visual content that captivates audiences and elevates brand presence. Furthermore, Marketing and Branding is committed to expanding digital marketing services, with a focus on leveraging the latest tools and strategies to drive impactful results across various online platforms. These initiatives will position us to better serve clients and maintain a competitive edge in the market.

**NO BUSINESS IS  
TOO GOOD  
WITHOUT BRANDING AND  
MARKETING**







## IT AND DIGITAL



IT and Digital serves as transformative partners for companies, addressing their unique needs by engineering cutting-edge systems and processes that empower them to fully leverage IT for sustainable growth. With a systematic approach to addressing issues, GramPro ensures seamless operations and customer satisfaction, maximising return on investment and keeping the business consistently ahead of the curve. IT and Digital's portfolio includes a variety of services and a range of both off-the-shelf and customisable products.

One of the standout products is GIPEX, an application that eases organisational workloads by simplifying and automating internal procedures of an organisation, including the decision making by top management or the board and its data management. By implementing this application, a prominent scheduled commercial bank based out of Kerala reduced paper usage by approximately 45,000 A4 sheets, leading to a reduction of 2,00,000 grams of carbon footprints per year.

In addition, IT and Digital has established a new team called "Data Engineering" offering a range of solutions designed to manage, process, and analyse data to support business operations and decision-making. These services include data storage, data integration, data migration, data analytics, and data security, ensuring that data is accessible, reliable, and secure. This enables organisations to derive insights and make informed decisions. Data Services also leverage advanced technologies such as cloud computing, big data, and machine learning to handle large volumes of data efficiently, helping businesses optimise performance, enhance customer experiences, and drive innovation.

Another significant milestone is the launch of GramPro's virtual agent, "GRETA," a chatbot trained and developed by the AI and ML team at IT and Digital. GRETA represents a major achievement in GramPro's history, providing an advanced virtual assistant to clients. This innovation will reduce manual work, save time and costs, and enhance the efficiency of online front office management.

## STRATEGIC FOCUS AREAS

Over the past year, the tech team has experienced remarkable growth, underscoring the potential for future success. IT and Digital has also prioritised establishing robust Software Development Life Cycle (SDLC) processes and implementing RBI, and CERT-In guidelines in the past year. This focus on security and process excellence ensures that the products and services meet the highest industry standards.

Furthermore, IT and Digital has developed foundational technology capabilities to support growth and innovation. These capabilities include a low-code framework for delivering omni-channel applications, a modern data platform, and an IT Governance, Risk, and Compliance (GRC) solution tailored to meet the needs of Small and Medium enterprises. These products are designed to streamline operations and enhance business efficiency.

IT and Digital has implemented effective management supervision to ensure that strategic initiatives are executed efficiently and that the team remains focused on achieving the objectives. This is vital in maintaining the momentum of growth and ensuring the continued success of the technological endeavours.

## INDUSTRY ANALYSIS

India's large and rapidly growing SME sector significantly contributes to the country's GDP and employment. However, the adoption of Information Technology (IT) among Indian SMEs has traditionally lagged behind larger enterprises, primarily due to limited resources, lack of awareness, and inadequate digital infrastructure.

According to a report by the National Association of Software and Service Companies (NASSCOM), only about 28% of Indian SMEs had adopted digital technologies as of 2020. This figure is relatively low compared to other emerging economies and highlights the untapped potential for IT adoption in this sector.

Currently, there are no serious players addressing this market segment. SMEs either have to pay prohibitive fees to established vendors or work with small teams run by solo entrepreneurs, which leads to a single point of failure. The IT and Digital services division of GramPro is well-positioned to serve this market. Operating from a Tier-3 location and backed by industry experts with rich domain experience, GramPro strives to offer world-class solutions to SMEs in a cost-effective manner.

## NEW INITIATIVES

### IN-HOUSE LOW-CODE PLATFORM

After evaluating several low-code tools, the R&D team within IT and Digital has developed the primary phase of an in-house low-code platform. This framework utilises technologies such as React, Flutter, .NET Core, and MSSQL.

#### High-level Features

- Identity and Access Management: Secure user authentication and authorisation features.
- Ready-made UI Components: Pre-built components for web and mobile apps that can be integrated with a single line of code.
- API Management: Includes ready-made integrations for KYC validations, eSign, and more.
- Stored Procedure-based Business Logic Module: Facilitates the implementation of complex business logic.
- Out-of-the-box Application Security Components: Enhances the security of applications from the start.

#### Key Benefits for Customers

- Rapid Implementation: With one-time licence for the low-code framework, customers can quickly implement omnichannel solutions through GramPro.
- Extensibility Without Vendor Lock-in: Provides an adaptable solution that avoids the risk of being tied to a single vendor.



API GATEWAY

IT and Digital, in partnership with a leading commercial scheduled bank, successfully deployed the WSO2 API Gateway. This collaboration with the bank’s IT team enabled the gold loan app to go live, enhancing the bank’s digital capabilities.

MODERN DATA PLATFORM

The Data Services team within IT and Digital developed a modern data stack, eDAT, with the following capabilities:

- Data Ingestion: Ingests source data from files, databases, data lakes, and modern data warehouses using full-load and incremental-load strategies.
- Staging Layer with Validations: Ensures data quality and accuracy before processing.
- Data Mart Creation: Facilitates structured data storage and vector embeddings for natural language access.
- Dashboard Development: Creates dashboards based on stakeholder KPIs for enhanced decision-making.

GRC SOLUTION

The Infra and Security team of IT and Digital has implemented an IT Governance, Risk, and Compliance (GRC) solution tailored for regulated entities by combining IT consulting and open-source solutions. This solution aims to guide organisations through a series of well-tested interventions, for a secured IT environment. The key offerings of this solution include:

- IT Asset Management, Change Management, and Helpdesk Support: Implement tools for effective management of IT assets, change processes, and helpdesk support services.
- Security Infrastructure: Set up firewalls, antivirus solutions, network analysers, and Security Incident and Event Monitors (SIEM).
- Information Security Awareness Training: Launch training programmes to raise information security awareness among employees.
- Application Security Advisory: Set up identity and access management solutions, address OWASP Top 10 vulnerabilities, and ensure encryption of data in transit and at rest.
- Endpoint Security and Management: Implement endpoint security and management solutions to protect devices and ensure compliance.
- Data Classification and Enforcement: Design data classification policies and implement tools to enforce them.
- Server Hardening and Patch Management: Perform server hardening and implement patch management solutions to enhance security.
- ISO 27001:2022 Training and Gap Analysis: Train IT personnel on ISO 27001:2022 standards and processes. Perform a gap analysis with a certified ISO 27001:2022 auditor to identify areas for improvement.
- Solution Design and Implementation: Design and implement solutions to address identified gaps and ensure compliance.



TRAVEL AND TOURS



GramPro's Corporate Travel Desk services ensure a seamless journey from doorstep to destination. The team comprises IATA Certified professionals, bringing extensive knowledge of the travel industry to deliver cost-effective solutions without compromising quality. Sustainable travel experiences for groups, particularly corporate teams looking to strengthen bonds and boost productivity through strategic getaways. The travel desk services design personalised itineraries that cater to every travel dream.

INDUSTRY ANALYSIS

The Indian travel and tourism industry witnessed a significant recovery in FY 2023-24, driven by a rise in both domestic and international travel. The sector is estimated to have grown at a rate of 7.1% [Source: India Brand Equity Foundation report]. Domestic tourism continued to be the backbone of the industry, with spending by domestic tourists increasing by an estimated 20.4% compared to 2022. The Indian government remained committed to boosting tourism, with the allocation for the tourism sector in the 2024 budget seeing a significant increase of 44.7% compared to the previous year. Initiatives like Swadesh Darshan 2.0 further promoted tourism development. Foreign Tourist Arrivals (FTAs) also rose in FY 2023-24, likely exceeding the FY 2022-23 figure of 1,070,163.

The potential global economic slowdown could impact travel spending and tourist arrivals. Geopolitical tensions may disrupt travel plans and deter tourists from certain regions. Rising fuel prices and operational costs could put pressure on travel companies and hospitality providers. Additionally, the industry may face challenges in finding skilled manpower to meet the growing demand. Overall, the Indian travel and tourism industry is on a positive trajectory in FY 2023-24, but these challenges need to be addressed to ensure sustainable growth.

STRATEGIC FOCUS AREAS

Travel and Tours is actively negotiating contracts with travel service providers, airlines, and hotels to secure better rates and benefits for GramPro. By leveraging relationships and purchasing power, Travel and Tours aim to achieve significant cost savings while maintaining high-quality service standards.

To enhance the travel experience, Travel and Tours is focused on catering to traveller preferences. It offers a range of options for booking flights and hotels that suit individual needs, ensuring that services are tailored to meet diverse requirements.



This approach has helped Travel and Tours onboard new clients, including multinational corporations.

Travel and Tours is committed to reducing environmental impact and encouraging sustainable travel practices. It recommends using the 'Digi Yatra' app and digital tickets/boarding passes instead of printed ones to contribute to reducing carbon footprint and resource consumption. Travel and Tours also advocates for choosing economy class over business class for short-haul flights to minimise per-passenger carbon emissions. Additionally, it prioritises direct flights over connecting flights whenever feasible, as this reduces overall travel time and emissions from additional layovers. It also encourages clients to book hotels and airlines with strong social responsibility initiatives at their destinations.

Travel and Tours has expanded its services to include MICE (Meetings, Incentives, Conferences, and Exhibitions) offerings, catering to the unique needs of corporate clients. With this addition, the company is now positioned to provide comprehensive planning and execution for large-scale events, incentive programmes, and business gatherings, enhancing our commitment to complete travel solutions.

Travel and Tours has also introduced travel coupons as a unique product, perfect for gifting and adding a touch of adventure to any occasion. These versatile coupons allow recipients to enjoy a range of travel experiences, from flights and hotel stays to curated holiday packages. With the flexibility to choose their own destinations and travel dates, our travel coupons provide a thoughtful and convenient gifting option.

KILOMETRES TRAVELLED  
**60 LAKH** (APPROX)



PMO

ISO CERTIFICATION PROCESS



GramPro Business Services undertook the implementation of ISO 9001:2015 - Quality Management System to enhance the quality of its processes. This standard helps organisations of all sizes and sectors improve their performance, meet customer expectations, and demonstrate a commitment to quality.

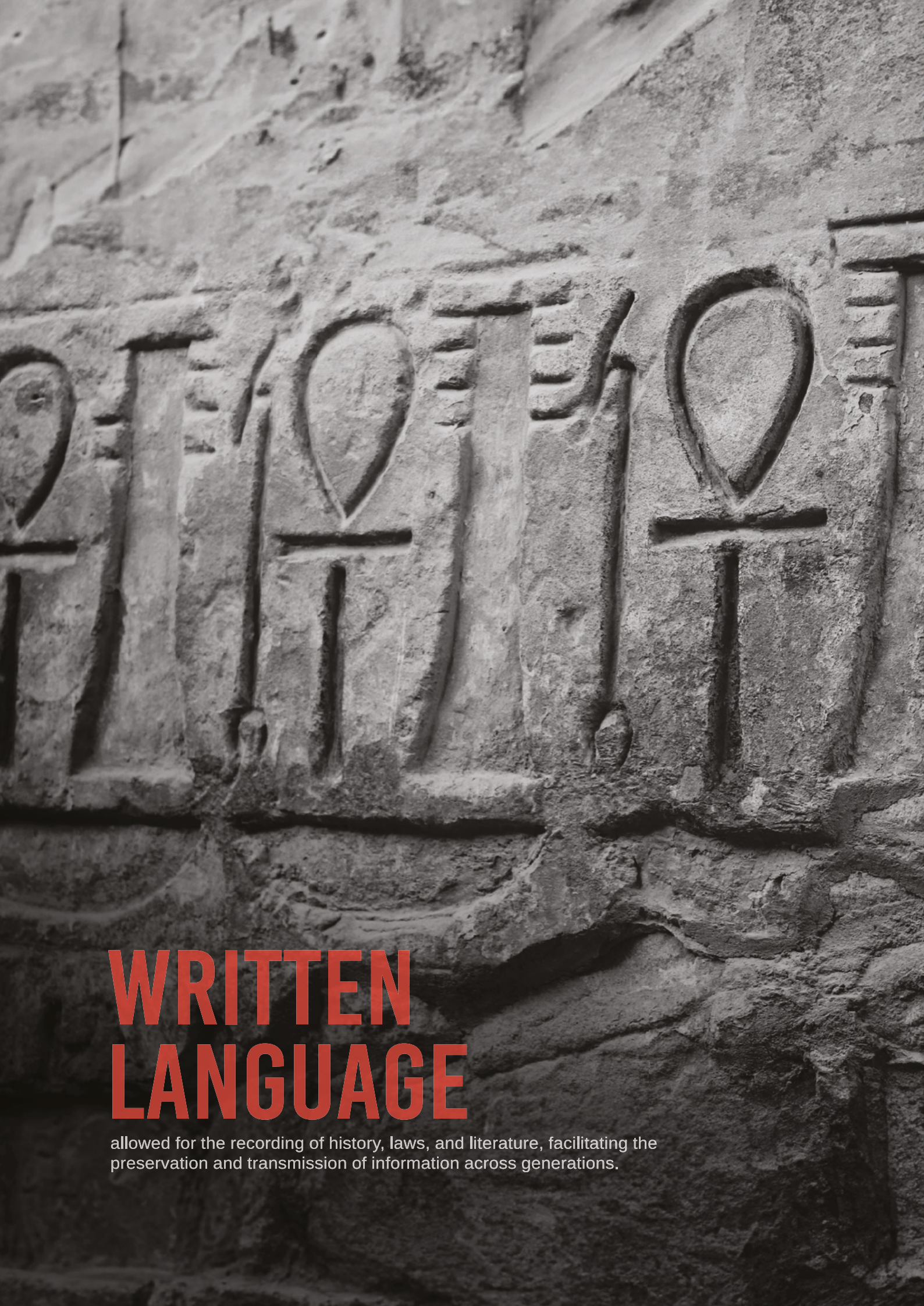
Initially, a scope was created for the provision of quality management of people and processes within the organisation. The entire organisation was made aware of this through various training programmes. Subsequently, each Centre of Excellence completed the necessary documentation for ISO 9001:2015 certification, followed by internal and external audits to ensure continuous improvement. The organisation was then awarded the ISO 9001:2015 QMS Certificate in July 2023. Additionally, the 5S concept was implemented to further ensure the continuous improvement of the organisation and its services.

FINANCIAL LITERACY AND INCLUSION IN RURAL INDIA

GramPro took part in promoting financial literacy and inclusion programmes in rural India, organised by a leading scheduled commercial bank based out of Kerala. Through various initiatives such as Balajyothi, Krishi Jyothi, Vyapar Jyothi, Vayojyothi, Self-Help Groups (SHGs) intervention, and RBI Financial Literacy Week (FLW) programmes, mostly funded by NABARD. The bank conducted 1032 educational programmes reaching lakhs of children, farmers, entrepreneurs, elders, and women. These programmes educate participants about the importance of utilising financial products and services, including banking, loans, equity, and insurance, thereby fostering economic empowerment and resilience within communities. GramPro helped the bank to coordinate in organising the events.







# WRITTEN LANGUAGE

allowed for the recording of history, laws, and literature, facilitating the preservation and transmission of information across generations.

**11**  
**PRODUCTS,  
SERVICE OFFERINGS &  
INNOVATIONS**







## BUSINESS AND SOCIAL ADVISORY SERVICES (BSAS)



### AUDIT SERVICES AND REPORTS

#### AUDIT SERVICES

The audit services provide a thorough assessment of a business' health. BSAS offers various audits, including compliance, secretarial, social, and internal audits, to help strengthen the organisation's resilience.

#### REPORTS

BSAS offers detailed reports on due diligence, search, project, social engineering, and legal opinions, designed to provide valuable insights and support informed decision-making.

### REGISTRATION AND FILINGS

#### INCORPORATION

BSAS offers incorporation and registration services for companies, LLPs, partnerships, and cooperative societies, providing a solid foundation for the business journey.

### REGULATORY COMPLIANCE

The team assists with navigating the complex legal landscape of the Union Ministry of Corporate Affairs (MCA), Reserve Bank of India (RBI), Securities and Exchange Board of India (SEBI), Insurance Regulatory and Development Authority of India (IRDAI), and more. BSAS manages compliance filings and reporting to ensure the company's financial, legal, and business operations are securely supported.

### TRADEMARK PROTECTION

BSAS provides expert guidance on trademark registration to safeguard brand identities.

### TAXATION EXPERTISE

Taxation services include assistance with income tax filings, GST registration and filings, TDS filings, and PAN and TAN applications, ensuring compliance with evolving tax regulations and smooth financial operations.

### EMPLOYEE WELFARE SOLUTIONS

This service offers ESI/PF registration and filing services to support the workforce.

### MSME SUPPORT

BSAS team helps you access government schemes and unlock growth opportunities.

### DIGITAL SIGNATURE AND DIN SERVICES

This service provides digital signature services and assistance with DIN-related matters, ensuring compliance with corporate regulations in the digital era.

### COMPLIANCE AND REPRESENTATION

### KEY MANAGERIAL SERVICES

Key Managerial Services offer services for Directors and Key Managerial Personnel, helping organisations to navigate roles and responsibilities to ensure excellence in governance.

### TRIBUNAL ADVOCACY

BSAS' experienced professionals represent client's legal interests in tribunals, excelling in appearances and pleadings to safeguard their business.







## BUSINESS PROCESS MANAGEMENT



### CONTACT CENTRE MANAGEMENT

The contact centre serves as a central hub for managing customer interactions across various channels.

### MAILROOM MANAGEMENT

The mailroom management services ensure seamless handling of inbound and outbound documents critical to daily business operations.

### INVOICE PROCESSING

The invoice processing team meticulously reviews and processes invoices to ensure prompt payments that maintain strong vendor relationships.



## HUMAN CAPITAL MANAGEMENT



### TALENT ACQUISITION

HCM leverages advanced technology to identify top candidates and optimise the recruitment process, aligning the client's workforce with the company's vision and values. HCM's approach emphasises fairness, impartiality, and fosters diversity and inclusion.

### EMPLOYEE LIFECYCLE MANAGEMENT

#### PRE AND ONBOARDING

Pre and onboarding service provides comprehensive orientation to introduce new hires to client's culture, policies, and procedures. Additionally, it delivers targeted training programmes to enhance their skills and knowledge relevant to their roles.



## ENGAGEMENT

HCM fosters a positive work environment and promotes teamwork. Its initiatives include employee engagement programmes and robust feedback mechanisms to promptly address concerns and maintain high job satisfaction.

## DEVELOPMENT & TRAINING

Development and training service identifies career development opportunities and offers training, workshops, and mentorship programmes to encourage continuous learning and skill enhancement.

## TALENT RETENTION

HCM implements strategies to retain top talent by regularly assessing and addressing multiple factors.

## COMPENSATION AND BENEFITS

HCM manages salary structures, administers employee benefits such as healthcare and retirement plans, and ensures compliance with labour laws and regulations.

## OFFBOARDING

Manage offboarding professionally, conduct exit interviews for feedback, and ensure a smooth transition of responsibilities with the offboarding service of HCM.

## OPPORTUNE



Opportune is a pan-India campus hiring launchpad that imparts a customised experience to the requirements of the clients and also provides an impetus to students.

## BACKGROUND VERIFICATION (BGV)

IT-enabled BGV aims to establish candidates' credibility, honesty, and qualifications, providing insights for employers.

## HR OPS

HR Ops streamlines workforce management with efficient payroll and compliance solutions.



## MARKETING AND BRANDING



## STRATEGY AND PLANNING

### MARKET RESEARCH

Market research identifies market trends, customer preferences, and growth opportunities to guide strategic decisions.

### BRAND STRATEGY

Collaboratively develops a compelling strategy tailored to resonate with the client's target audience.

### MARKETING PLAN DEVELOPMENT

Comprehensive plans encompassing campaigns, budget allocation, and timelines are crucial for achieving success.

## CREATIVE SERVICES

### GRAPHIC DESIGN

M&B's designers craft visually appealing layouts, typography, and imagery to effectively convey client's messages.



### COPYWRITING

Marketing and Branding develops engaging copy that captivates the client's audience and enhances conversion rates.

### ANIMATION

Animation brings ideas to life, simplifies complex messages, and captivates audiences.

### PHOTOGRAPHY AND VIDEO PRODUCTION

Marketing and Branding provides effective visuals, enhances storytelling and resonates more deeply with audiences.

## DIGITAL MARKETING

### WEBSITE DESIGN, DEVELOPMENT, AND MANAGEMENT

Ensures websites deliver excellent user experiences and support digital marketing efforts.

### SOCIAL MEDIA MANAGEMENT AND MARKETING

Helps to connect with audiences, foster brand loyalty, and drive effective engagement.

### SEARCH ENGINE OPTIMISATION (SEO)

Improves visibility and attracts organic traffic for long-term online success.

### PAY-PER-CLICK (PPC) ADVERTISING

Marketing and Branding's PPC service places ads on search engines, charging only for actual clicks.

### EMAIL MARKETING

Boosts reach and engagement with tailored email marketing services.

### CONTENT MARKETING

Content marketing enhances online visibility, customer retention, and brand awareness through strategic content.

## ADVERTISING AND PR

### PRINT ADVERTISING

For placing ads in newspapers, magazines, and other print materials.

### TELEVISION AND RADIO ADVERTISING

Produce ads and broadcast them to a wide range of audience through television and radio channels.

### OUTDOOR ADVERTISING (BILLBOARDS, TRANSIT ADS)

M&B utilises billboards, transit ads, and other out-of-home media for effective outdoor advertising.

### DIGITAL ADVERTISING (DISPLAY ADS, VIDEO ADS)

Video advertisements tailored for digital audience.

### PRESS RELEASES

Crafts and distributes official statements to the media through press release service.

### REPUTATION MANAGEMENT

M&B manages reviews, responds to feedback, and addresses negative publicity to uphold a positive image of the brand.



## IT AND DIGITAL



## APPLICATION DEVELOPMENT

### WEB APP DEVELOPMENT

Designing and building responsive, scalable web applications tailored to enhance user experience and business efficiency.

### MOBILE APP DEVELOPMENT

Creating custom mobile applications for iOS and Android platforms, optimising performance, usability, and functionality for an excellent user experience.

### IT HELPDESK

IT helpdesk and implementation services is a customer-centric approach to ensure timely resolution of IT issues.



WEBSITE SERVICES

Intuitive, faster and visually appealing website designs and user-friendly interfaces that resonate with target audiences.

INFRA SERVICES

IT INFRA, SECURITY SERVICES

It forms the bedrock of a resilient and high-performing digital ecosystem for businesses. The offerings encompass design, implementation, and management, ensuring that organisations have a secure, scalable, and efficient technological foundation. From network architecture to cloud solutions, the services are tailored to optimise performance, enhance security, and facilitate uninterrupted business operations in today’s dynamic and interconnected digital landscape.

GRC SERVICES

Governance, Risk and Compliance (GRC) services are one of IT and Digital's key areas of expertise. It enhances efficiency and decision making, avoids costly fines and lawsuits and eventually protects the reputation of the company.

DATA ENGINEERING

DATA LAKEHOUSE

It is a modern data architecture that integrates the advantages of data lakes and data warehouses into a unified platform. It offers a single storage repository with native format support, ensuring high performance and efficient data management.

DATA ANALYTICS, BI DASHBOARDS

Uncover actionable insights and make informed decisions with the data analysis service. From robust statistical analyses to dynamic visualisation, it offers comprehensive solutions tailored to extract valuable information from client’s data.

GRETA.AI



The Gen AI chatbot is equipped to handle both structured and unstructured data processing, interacting with a document knowledge base.



PRODUCTS

GIPEX



GIPEX, an application developed by GramPro Business Services, eases organisational workloads by simplifying and automating internal procedures of an organisation including the decision making by top management or the board and its data management. This application always helps to follow the procedures created by the top management in order to protect the integrity and efficiency of operations of every department and provide information to the relevant managers so they can make sound decisions. Firms can manage all their client company's Board Meetings, Agendas, Documents and Circular Resolution through a single window. Directors and KMPs can also easily manage the multiple organisational data through a single window.

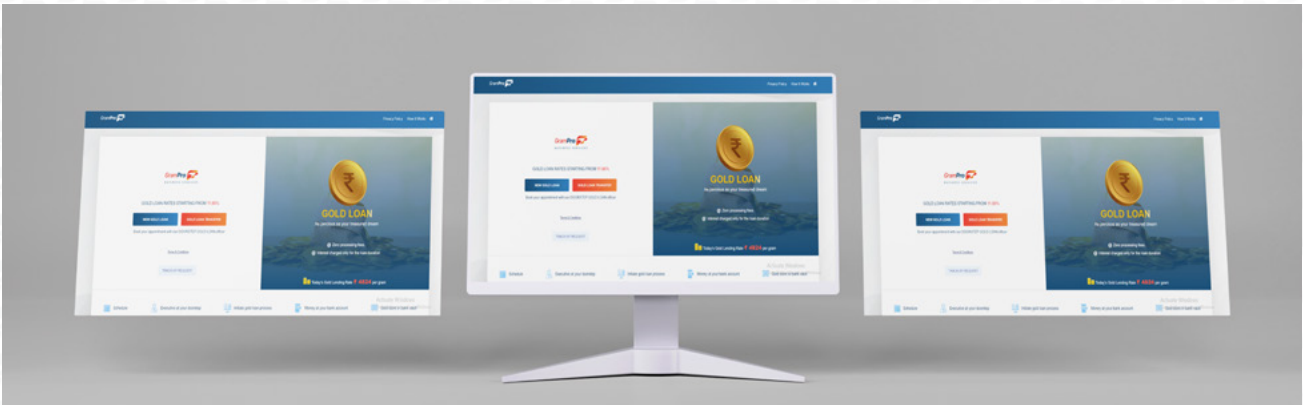
KEY OBJECTIVES OF GIPEX

- Easing compliance, governance and enactment
- Managing multiple entities, board meeting agendas, documents and circular resolutions
- Improveing operational efficiency
- Paperless office
- Digitise business operations
- Effective and improved document management
- Proper dynamic organisational hierarchy

GIPEX MODULES

- Meeting management
- Circular resolutions
- Action Taken Reports (ATR)
- Office notes
- Calendar of submissions
- Department calendar
- Circulars and communications

DOORSTEP GOLD LOAN



The secure, customisable, and scalable Doorstep Gold Loan application revolutionises the gold loan process. It allows quick, easy, and secure gold loans, delivered right to the customer’s doorstep.



**KEY FEATURES INCLUDE:**

- Dashboard
- Lead generation
- Gold loan at doorstep & branch level
- Loan creation
- Inventory management
- Customised deviation approval matrix
- Loan disbursement
- Renewal
- Part payment
- Loan closure
- Loan application status tracking
- User management
- Application settings
- Reports

This Loan Origination System (LOS) covers all procedures from loan origination to closure. The software offers a user-friendly interface and ensures a quick, paperless process with an average approval time of 10-15 minutes. It includes real-time gold valuation, saving time and avoiding long bank queues.

**API GATEWAYS FOR BANKS**

Open the door to secure, seamless integration with the cutting-edge API gateway. It elevates client's banking operations with advanced connectivity, ensuring efficiency and innovation at every transaction.

**BFSI SUPER APP**

**ACCESSPRO**

It simplifies user access management by offering configurable approval workflows and dynamic forms tailored to client's needs. With key features like streamlined communication, dynamic review processes, and bulk operations, it ensures efficient and effective access control.

**RISK MANAGER**

It features robust tools for security incident management, customer risk management, and deviations management, all supported by a dynamic approval workflow.

**OPS MANAGER**

It is a highly customisable solution designed to transform backend operations in the financial sector. It offers dynamic reporting structures and a multi-level reporting mode to cater to complex organisational needs.

**REWARDS MANAGEMENT**

A one-stop solution for rewarding the employees for their individual performance. Automated simulator for employees for calculating the incentives with customised rules.



**TRAVEL AND TOURS**



**TRAVEL SOLUTIONS**

**HOTEL RESERVATIONS**

Leveraging the extensive network of hotels nationwide and key international destinations, Travel and Tours offers corporate clients with unparalleled rates.

**DOCUMENT SERVICES**

Travel and Tours prioritises a hassle-free process, ensuring every member is travel-ready for a worry-free experience.

**SUSTAINABLE TOURISM**

In a world increasingly cautious about engaging with the environment, Travel and Tours takes pride in naturally incorporating sustainability into all packages. However, it goes a step further by tailoring eco-friendly experiences based on the specific requirements of customers.

**TAILORED PACKAGES**

The meticulously curated itineraries ensure that each journey is uniquely designed for both larger and smaller groups, promising unforgettable experiences for every traveller.

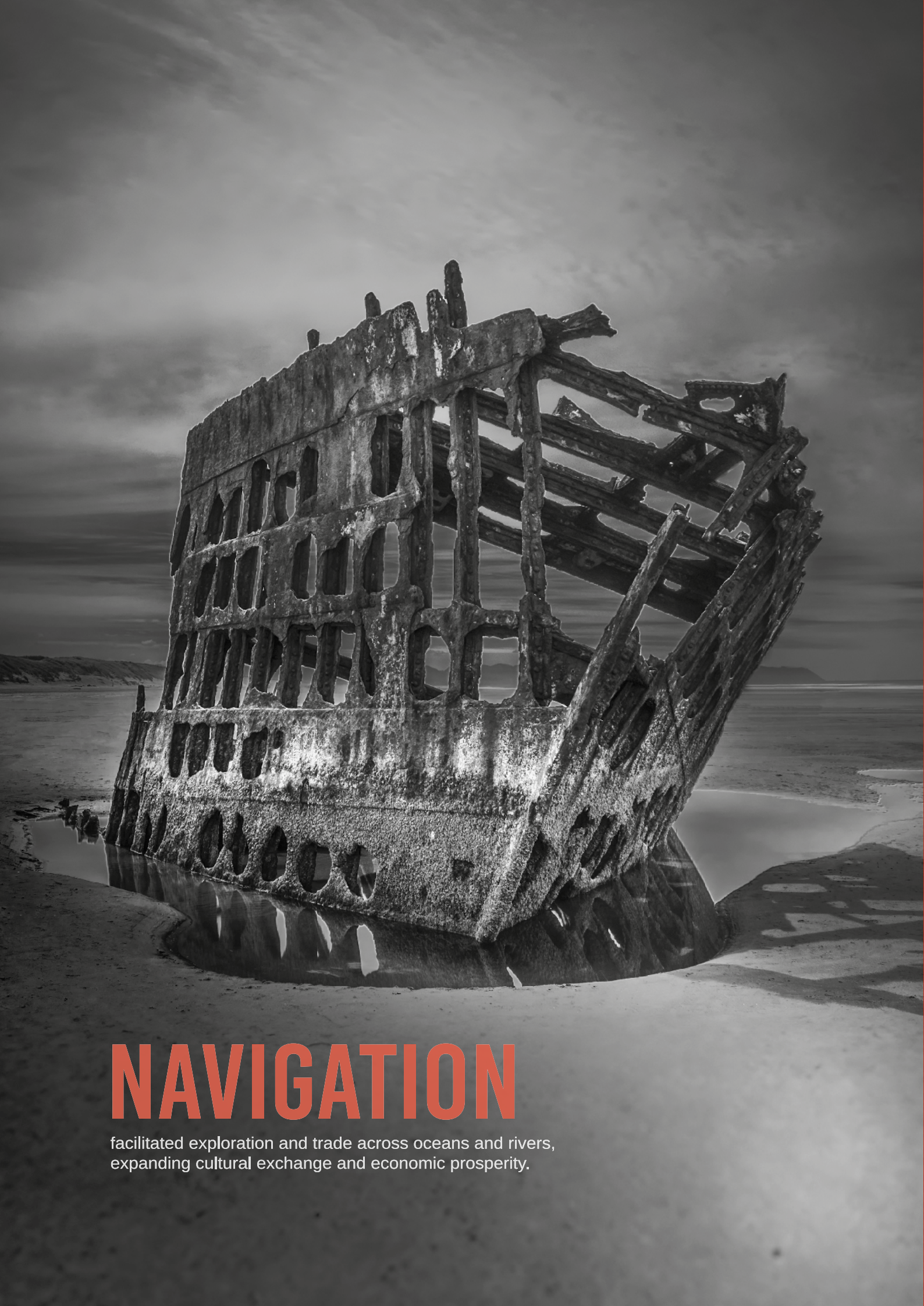
**MEETINGS, INCENTIVES, CONFERENCES, AND EXHIBITIONS (MICE) ARRANGEMENTS**

A delightful experience for staff retreats, sales and management conferences, team-building sessions, business missions/ educational tours, off-site meetings and themed gala dinners and parties.

**TRAVEL VOUCHERS**

A versatile gifting solution, allowing recipients to choose from a variety of travel options, including flights, accommodations, and custom holiday packages.





# NAVIGATION

facilitated exploration and trade across oceans and rivers,  
expanding cultural exchange and economic prosperity.

12  
EMPLOYEE  
CONTRIBUTIONS







## EMPLOYEE CONTRIBUTIONS



### BUILDING BONDS: GRAMPRO'S DYNAMIC OUTBOUND TRAINING

GramPro organised a successful outbound training programme from September 22 to 23 at GEM Park, Ooty, with the goal of strengthening team spirit, communication skills, and collaboration among its employees. The 2-day programme brought together a total of 214 employees from various states.

The programme kicked off with a celebratory Rewards and Recognitions ceremony on September 22 evening. The leadership team shared insights into company growth and achievements, followed by a cultural programme. The ceremony culminated in recognising outstanding employees through awards like the "GEM Certificate" (going the extra mile), "Certificate of Excellence," "Certificate of Appreciation," and "Star of the Quarter."

On the next day, focus shifted to learning and development. Mr. Leo Arun Kumar from BLR Corporate Services led interactive sessions covering crucial topics like planning skills, decision-making, team synergy, and personality development. Alongside these sessions, the programme offered a variety of engaging activities designed to achieve the training objectives. These included Ice-Breaker Sessions, Team-Building Exercises, Communication Workshops, Leadership Challenges, Creative Thinking Exercises, and Reflection and Feedback Sessions.

The change of scenery and the dynamic activities of the outbound programme proved to be highly effective. Participants reported increased motivation and engagement, returning with a renewed sense of enthusiasm. To further enhance team bonding, the hotel facilitated a fun-filled campfire with music for the participants to enjoy.

On the final day, the team explored the scenic attractions of Ooty before departing. Participant feedback lauded the programme's organisation, content, and overall experience. They particularly valued the hands-on activities and the use of real-life scenarios in the training sessions.

The programme successfully achieved its objectives of enhancing teamwork, communication, and leadership skills among participants. The positive feedback and noticeable improvements in team dynamics underscore the value of such programmes in fostering a collaborative and motivated workforce. GramPro remains committed to investing in employee development through innovative and engaging training initiatives.

### ISO 9001:2015 INTERNAL AUDITOR CERTIFICATION

On November 22-23, 2023, GramPro Business Services conducted an intensive ISO 9001:2015 internal auditor certification programme, with a cohort of 16 dedicated participants. The training equipped the team with the essential skills and knowledge to effectively conduct internal audits, ensuring that the processes align with the rigorous standards set by ISO 9001:2015. This initiative not only enhances the operational efficiency but also reinforces the promise to deliver exceptional service quality to the clients.

### ISO 27001:2022 TRAINING

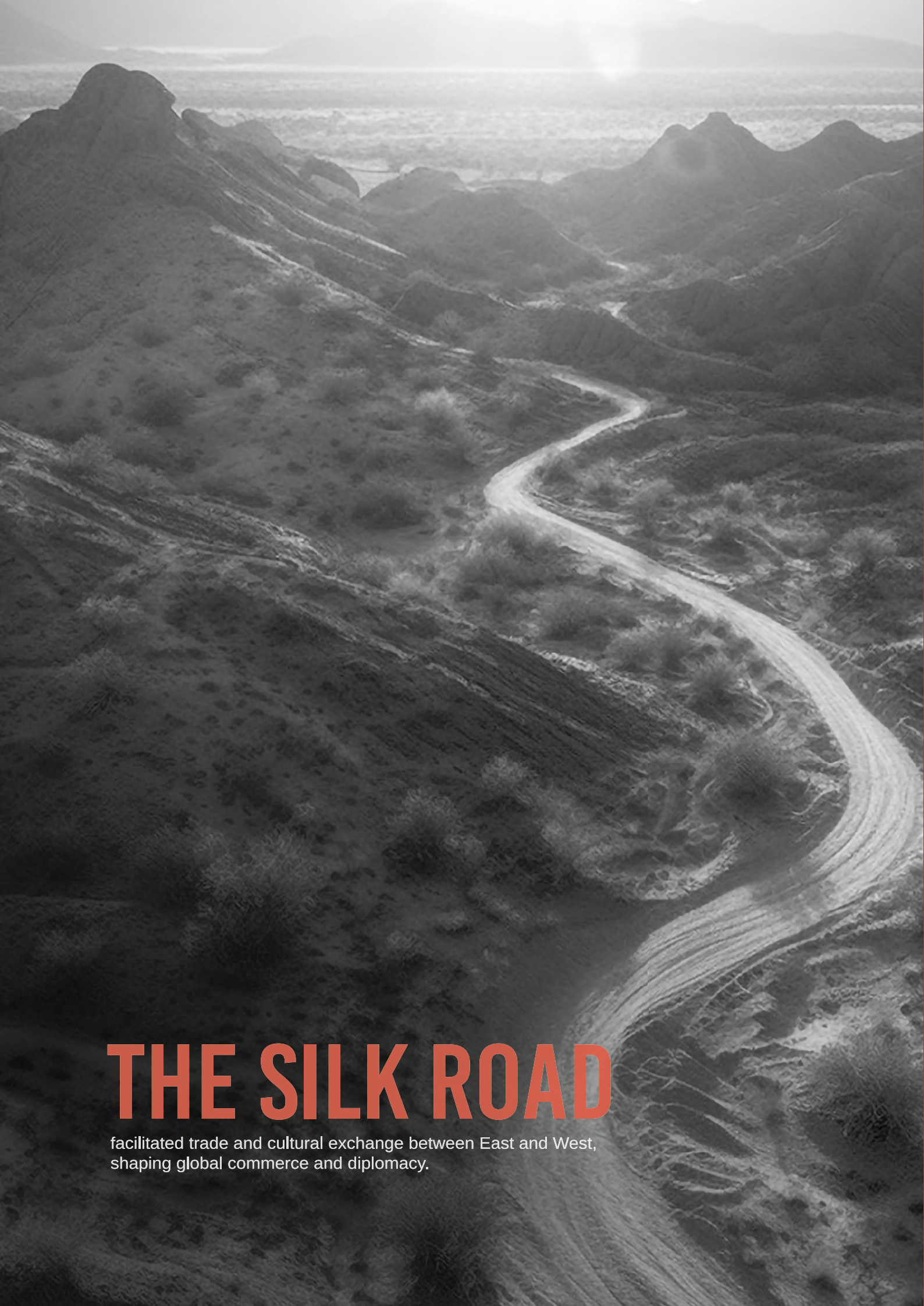
On January 11-12, 2024, GramPro Business Services hosted a comprehensive ISO 27001:2022 training programme, attended by 25 participants. This training is part of the strategic initiative to bolster information security and safeguard the data assets against emerging cyber threats. The programme provided the team with in-depth knowledge of the ISO 27001:2022 standard, focusing on establishing, implementing, maintaining, and continually improving an Information Security Management System (ISMS). By equipping the employees with these critical skills, GramPro is strengthening the defences and ensuring that the information security practices meet international standards. The successful completion of this training reflects the proactive approach to data security and the company's commitment to protecting the integrity and confidentiality of the clients' information.

### IIM UPSKILLING COURSE

Mr. Anil Paul, Head of Business and Social Advisory, participated in a four-day business upskilling event at IIM Ahmedabad, titled Creating Entrepreneurial Organisations.







# THE SILK ROAD

facilitated trade and cultural exchange between East and West,  
shaping global commerce and diplomacy.

# 13

## COMMUNITY ENGAGEMENT







## COMMUNITY ENGAGEMENT



GramPro Business Services' commitment to society is ingrained in the company's DNA. GramPro was founded with a vision to bolster the growth trajectory of MSMEs, BFSI entities, and the agriculture sector. The 360-degree support from GramPro ensures that MSMEs can focus on their core business activities from the outset.

The employee engagement programme, AARAV, organised an "IT Literacy and Career Opportunities" session at SOS Children's Village. Another event was hosted at Reheboth Girls Orphanage in Thrissur, where GramPro facilitated inspiring conversations about the importance of education. In 2023, AARAV organised the GIVE campaign to donate new clothes, toys, and other useful items to orphanages in Thrissur.

The team also organised a free eye check-up camp, a fancy dress competition for employees' children, a writing contest, a candid photography contest, and a drawing contest. To celebrate National Children's Day, employees were encouraged to bring their children to the office.



# THE INDUSTRIAL REVOLUTION

introduced machinery, steam power and mass production,  
transforming economies and societies worldwide.



# 14

AGM NOTICE AND  
DIRECTORS'  
REPORT





AGM NOTICE

NOTICE IS HEREBY GIVEN THAT THE 7<sup>TH</sup> ANNUAL GENERAL MEETING (AGM) OF THE MEMBERS OF GRAMPRO BUSINESS SERVICES PRIVATE LIMITED WILL BE HELD ON MONDAY, 30<sup>TH</sup> SEPTEMBER 2024 AT 2:30 P.M. AT THE REGISTERED OFFICE OF THE COMPANY AT CORPORATE OFFICE, BUILDING NO. 19/672/1-3, THRISSUR-PALAKKAD ROAD, OLLUKKARA P.O., OLLUKKARA, THRISSUR, KERALA, INDIA, 680655 TO TRANSACT THE FOLLOWING BUSINESS:

ORDINARY BUSINESS

- 1. To receive, consider and adopt the Audited Financial Statements of the company for the year ended 31<sup>st</sup> March 2024 including the Audited Balance Sheet as at 31<sup>st</sup> March 2024, the Statement of Profit and Loss and Cash flow statement for the year ended on the date together with the reports of the Board of Directors and Auditors thereon.
- 2. To ratify the appointment of Mr Koranchath Krishnadas as additional director of the company and change of designation from Additional Director to Director.

BY THE ORDER OF THE BOARD

FOR M/S. GRAMPRO BUSINESS SERVICES PRIVATE LIMITED

DAVID MATHEW

DIRECTOR

DIN: 08610585

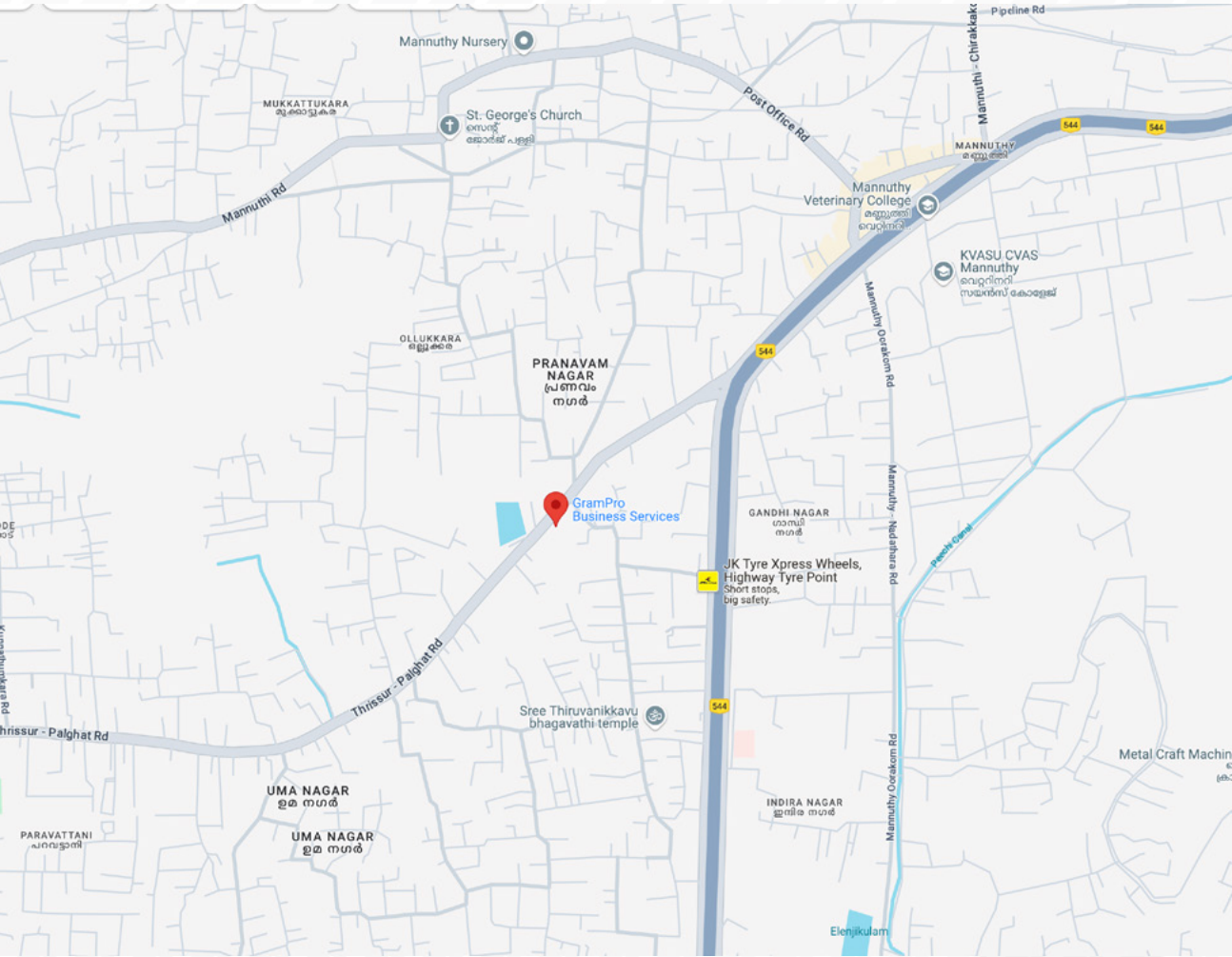
Thrissur

12.08.2024

Notes:

- 1. A member entitled to attend and vote at the Annual General Meeting (hereinafter known “the Meeting”) is entitled to appoint a proxy to attend and vote on poll instead of himself/herself. The proxy need not be a member of the Company. A blank form of proxy is enclosed herewith and if intended to be used, it should be deposited duly filled-up at the registered office of the Company not less than forty-eight hours before the commencement of the Meeting.
- 2. A person can act as a proxy on behalf of members not exceeding fifty and holding in the aggregate not more than ten percent of the total share capital of the company carrying voting rights. A member holding more than ten percent of the total share capital of the company carrying voting rights may appoint a single person as proxy and such person shall not act as a proxy for any other person or shareholder.
- 3. During the period beginning 24 hours before the time fixed for the commencement of the meeting and ending with the conclusion of the meeting, a member would be entitled to inspect the proxies lodged at any time during the business hours of the Company, provided that not less than three days of notice in writing is given to the Company.
- 4. Members/proxies attending the meeting are requested to bring their duly filled admission/attendance slips sent along with the notice of annual general meeting at the meeting.
- 5. Corporate members intending to send their authorised representatives to attend the meeting are advised to send a duly certified copy of the Board Resolution authorising their representative to attend and vote at the meeting.

Route Map to registered office:-





DIRECTORS’ REPORT

TO  
THE MEMBERS,

Your Directors have the pleasure in presenting their Annual Report on the business and operations of the company together with the Audited Statement of Accounts for the year ended 31<sup>st</sup> March, 2024.

FINANCIAL RESULTS

The Company's financial performance for the year under review along with previous year's figures is given here:

| Particulars   | 2023-24         | 2022-23         | Percentage of Change |
|---|-----------------|-----------------|----------------------|
| Revenue from operations                                   | 33,46,50,729.63 | 21,15,61,252.19 | -                    |
| Other income  | 34,67,872.68    | 15,65,006.12    | -                    |
| Total revenue   | 33,81,18,602.31 | 21,31,26,258.31 | 58.65                |
| Expenses  |                 |                 |                      |
| Cost of services rendered                                 | 7,31,03,255.75  | 3,98,64,902.40  | -                    |
| Employee benefits expense                                 | 17,91,71,095.50 | 11,64,35,045.00 | -                    |
| Finance cost  | 9,60,613.36     | 39,578.58       | -                    |
| Depreciation and amortisation expenses                    | 68,29,411.17    | 26,16,566.01    | -                    |
| Other expense   | 4,72,50,918.02  | 2,72,50,645.85  | -                    |
| Total expenses  | 30,73,15,293.80 | 18,62,06,737.84 | 65.04                |
| Profit before exceptional and extraordinary items and tax | 3,08,03,308.51  | 2,69,19,520.47  | -                    |
| Less: Exceptional items                                   |                 |                 |                      |
| Profit/(loss) before tax                                  | 3,08,03,308.51  | 2,69,19,520.47  | -                    |
| Less: Tax expenses  | 77,56,100.58    | 68,83,105.37    | -                    |
| Profit/(loss) for the period                              | 2,30,47,207.92  | 2,00,36,415.09  | 15.03                |

REVIEW OF BUSINESS OPERATIONS AND FUTURE PROSPECTS

The operating results recorded a net profit of Rs. 2,30,47,208/- during year under review as compared to profit of Rs. 2,00,36,415/- in the previous year. Your Directors are hopeful of improving the operations in the future. The company is taking steps to further increase its revenue and to grow at much higher pace.

SHARE CAPITAL

The Authorised Capital of the company is Rs. 25,00,000/- (Twenty five lakh only) divided into 2,50,000 equity shares of Rs.10/- (Rupees Ten only) each.

The subscribed, Paid-up, Issued capital of the company is Rs.4,50,000/- (Rupees Four Lakh Fifty Thousand only) divided into 45,000/- equity shares of Rs. 10/- (Rupees Ten only) each.

BOARD OF DIRECTORS AND ITS COMMITTEES

COMPOSITION OF THE BOARD OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

As on 31<sup>st</sup> March 2024, the Board of Directors of the Company consists of Two (2) directors. The composition of the Board is as follows:

| Sl. No. | DIN      | Name of Directors | Designation |
|---------|----------|-------------------|-------------|
| 1.      | 02361501 | Idicheria Ninan   | Director    |
| 2.      | 08610585 | David Mathew      | Director    |

NUMBER OF MEETINGS OF THE BOARD OF DIRECTORS AND THEIR ATTENDANCE

The Company had 5 (five) Board meetings during the financial year. The meetings were held on 12<sup>th</sup> July 2023, 01<sup>st</sup> September 2023, 06<sup>th</sup> November 2023, 14<sup>th</sup> December 2023 and 18<sup>th</sup> March 2024.

| Sl. No. | Name of the Director | Number of meetings entitled to attend | Number of meetings attended |
|---------|----------------------|---------------------------------------|-----------------------------|
| 1.      | Idicheria Ninan      | 5                                     | 5                           |
| 2.      | David Mathew         | 5                                     | 5                           |

COMMITTEES OF THE BOARD

The Company was not required to constitute any committees of the Board as envisaged under various provisions of the Companies Act, 2013 and Rules made thereunder.

STATUTORY AUDITORS

The Auditors, M/s. Sivadas C & Company, Chartered Accountants, Door no. 23/513-4 2<sup>nd</sup> Floor A&P Arcade, Lt. Col. Niranjan Road, Stadium bypass, Palakkad – 678013, will continue as the Statutory Auditors of the Company and will hold the office till the conclusion of the 11<sup>th</sup> Annual General Meeting.

EXTRACT OF ANNUAL RETURN

The Annual Return pursuant to the provisions of Section 92 read with amended Rule 12 of the Companies (Management and Administration) Rules, 2014 vide notification dated 28-08-2020, shall be furnished in the Company Website and can be accessed through the link: <https://gramproindia.com>

EXPLANATION OR COMMENTS ON QUALIFICATIONS, RESERVATIONS OR ADVERSE REMARKS OR DISCLAIMERS MADE BY THE AUDITORS AND THE PRACTICING COMPANY SECRETARY IN THEIR REPORTS

There were no qualifications, reservations or adverse remarks made by the Auditors or Practicing Company Secretaries in their report.

DIVIDEND

The company has not recommended any dividend during the financial year.



MATERIAL CHANGES AND COMMITMENT IF ANY AFFECTING THE FINANCIAL POSITION OF THE COMPANY OCCURRED BETWEEN THE END OF THE FINANCIAL YEAR TO WHICH THIS FINANCIAL STATEMENTS RELATE AND THE DATE OF THE REPORT

No material changes and commitments affecting the financial position of the Company occurred between the end of the financial year to which these financial statements relate and the date of this report.

CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION, FOREIGN EXCHANGE EARNINGS AND OUTGO

The details of Energy, Technology Absorption, Foreign Exchange Earnings and Outgo are as under:

- Conservation of Energy: Our operations are not energy intensive. However, significant measures will be taken to reduce energy consumption.
- Technology Absorption: During the year under review, there is no expenditure on Technology Absorption and on Research and Development.
- Foreign Exchange Earnings/Outgo:  
Earnings: Nil  
Outgo: Nil

DETAILS OF POLICY DEVELOPED AND IMPLEMENTED BY THE COMPANY ON ITS CORPORATE SOCIAL RESPONSIBILITY INITIATIVE

The Company does not come under the purview of Section 135 of the Companies Act, 2013 and have not spend any amount during the year under review and hence the said provision is not applicable.

PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS MADE UNDER SECTION 186 OF THE COMPANIES ACT, 2013

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

PARTICULARS OF CONTRACTS OR ARRANGEMENTS MADE WITH RELATED PARTIES

In the opinion of the Board, none of the transactions of the Company entered into with the related parties were in conflict with the interests of the Company. The details of the all related party transactions are disclosed in notes on accounts, forming part of Financial Statements, the members may kindly refer to the same.

COMPANY’S POLICY RELATING TO DIRECTORS’ APPOINTMENT, PAYMENT OF REMUNERATION AND DISCHARGE OF THEIR DUTIES

The Company does not come under the purview of Section 178 of the Companies Act, 2013 and has not devised any policy relating to appointment of Directors, payment of Managerial remuneration, Directors qualifications, positive attributes, independence of Directors and other related matters as provided under Section 178(3) of the Companies Act, 2013.

DIRECTORS RESPONSIBILITY STATEMENT

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

- In the preparation of the annual accounts, the applicable accounting standards had been followed along with proper explanation relating to material departures;
- The directors had selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the company at the end of the financial year and of the loss of the company for that period;
- The directors had taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of this Act for safeguarding the assets of the company and for preventing and detecting fraud and other irregularities;
- The directors had prepared the annual accounts on a going concern basis; and
- The directors had devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

SUBSIDIARIES, JOINT VENTURES AND ASSOCIATE COMPANIES

The Company does not have any Subsidiary, Joint venture or Associate Company.

DEPOSITS

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

DISCLOSURE ON SEXUAL HARRASSMENT

The Company has zero tolerance towards sexual harassment at the workplace. The Company is keen in providing safe working environment to its women employees and no complaint regarding sexual harassment has been received during the year under review.

SHARES

- Buy Back of Securities: The Company has not bought back any of its securities during the year under review.
- Sweat Equity: The Company has not issued any Sweat Equity Shares during the year under review.
- Bonus Shares: No Bonus Shares were issued during the year under review.
- Employees Stock Option Plan: The Company has not provided any Stock Option Scheme to the employees.

COMPLIANCE WITH SECRETARIAL STANDARDS

The Company has complied with applicable Secretarial Standards issued by the Institute of Company Secretaries of India.

SIGNIFICANT/MATERIAL ORDERS PASSED BY THE REGULATORS

There are no significant/material orders passed by the Regulators or Courts or Tribunals impacting the going concern status of your company and its operations in future.

OTHER DISCLOSURES

- No frauds have been reported by the auditors as per Section 143 (12) of the Companies Act, 2013
- Company is yet to formulate a policy for management of risks as the elements of risks threatening the Company in minimal.
- The provisions of Section 177 of the Companies Act, 2013 read with Rule 6 and 7 of the Companies (Meetings of the Board and its Powers) Rules, 2013 is not applicable to the Company.
- The Company is in place adequate internal financial controls with reference to financial statements
- There is no change in the nature of business of the Company during the year under review.
- The provisions of Section 149 pertaining to the appointment of Independent Directors do not apply to our Company.

ACKNOWLEDGEMENTS

Your Directors place on record their sincere thanks to bankers, business associates, consultants, and various Government Authorities for their continued support extended to your Company’s activities during the year under review. Your Directors also acknowledge gratefully the support and confidence that the shareholders have reposed in the Company.

BY ORDER OF THE BOARD

FOR M/S. GRAMPRO BUSINESS SERVICES PRIVATE LIMITED

David Mathew  
Director  
(DIN: 08610585)

Date: 12/08/2024  
Place: Thrissur

Idicheria Ninan  
Director  
(DIN: 02361501)



FORM FOR DISCLOSURE OF PARTICULARS OF CONTRACTS/ARRANGEMENTS ENTERED INTO BY THE COMPANY WITH RELATED PARTIES REFERRED TO IN SUB-SECTION (1) OF SECTION 188 OF THE COMPANIES ACT, 2013 INCLUDING CERTAIN ARM’S LENGTH TRANSACTIONS UNDER THIRD PROVISO THERETO

1. Details of contracts or arrangement or transactions at arm's length basis:

| Sl. No. | Name(s) of the Related Party and Nature of Relationship | Nature of Con- tracts/Arrange- ments/Transac- tions | Duration of the Contracts/ Arrange- ments/Trans- actions | Salient Terms of the Contracts or Arrange- ments or Trans- actions Including the Value, if any | Justification for Entering into Such Contracts or Arrange- ments or Transactions | Date(s) of Approval by the Board | Amount Paid as Advances, if any: | Date on Which the Resolution was Passed in General Meeting as Re- quired Under First Proviso to Section 188 |
|---------|---|---|--|--|--|----------------------------------|----------------------------------|---|
| 1.      | GramPro Distribution Services Private Limited           | Intercompany Loan                                   | Ongoing  | 9,000.00   | Ease of sourcing   | 22.11.2023                       | Nil                              | 23.11.2023  |

2. Details of contracts or arrangements or transactions not at arm's length basis: Nil

By Order of the Board of Directors  
For M/s GRAMPRO BUSINESS SERVICES PRIVATE LIMITED

David Mathew  
Director  
(DIN: 08610585)  
Thrissur  
12-08-2024

LIST OF DIRECTORS AS ON 31<sup>ST</sup> MARCH 2024

| Sl. No. | Name of the Director | DIN      |
|---------|----------------------|----------|
| 1.      | Idicheria Ninan      | 02361501 |
| 2.      | David Mathew         | 08610585 |

FOR M/S. GRAMPRO BUSINESS SERVICES PRIVATE LIMITED

DAVID MATHEW  
(DIN: 08610585)  
DIRECTOR

LIST OF SHAREHOLDERS AS ON 31<sup>ST</sup> MARCH 2024

| Sl. No. | Name of the Shareholder | No. of Shares | Amount   | Percentage |
|---------|-------------------------|---------------|----------|------------|
| 1.      | David Mathew            | 7500          | 75,000   | 17%        |
| 2.      | Jiji Sunny              | 15000         | 1,50,000 | 33%        |
| 3.      | Anna Mathew             | 2500          | 25,000   | 6%         |
| 4.      | O T John                | 10000         | 1,00,000 | 22%        |
| 5.      | Binu R Philip           | 10000         | 1,00,000 | 22%        |
| TOTAL   |                         | 45000         | 4,50,000 | 100%       |

FOR M/S. GRAMPRO BUSINESS SERVICES PRIVATE LIMITED

DAVID MATHEW  
(DIN: 08610585)  
DIRECTOR



# THE INFORMATION AGE

witnessed the rise of computers, the internet and digital technologies, revolutionising communication, commerce and access to information.

# 15

## EXTERNAL AUDIT REPORT



TO  
THE MEMBERS OF GRAMPRO BUSINESS SERVICES PRIVATE LIMITED

REPORT ON THE AUDIT OF FINANCIAL STATEMENTS

We have audited the accompanying financial statements of GRAMPRO BUSINESS SERVICES PRIVATE LIMITED (PREVIOUSLY KNOWN AS LAHANTI BUSINESS SERVICES PRIVATE LIMITED), which comprise the Balance Sheet as at March 31<sup>st</sup>, 2024 and the Statement of Profit and Loss and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Companies Act, 2013 ('Act') in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the Company as at March 31<sup>st</sup>, 2024, its profit and cash flows for the year ended on that date.

BASIS FOR OPINION

We conducted our audit in accordance with the standards on auditing specified under section 143 (10) of the Companies Act, 2013. 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 Company in accordance with the code of ethics issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Act and the rules there under, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the code of ethics.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

KEY AUDIT MATTERS

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Reporting of key audit matters as per SA 701, Key Audit Matters are not applicable to the Company as it is an unlisted company.

EMPHASIS OF MATTER PARAGRAPH

Emphasis of matter paragraph is a paragraph included in the auditor's report that refers to a matter appropriately presented or disclosed in the financial statements that, in the auditor's judgment, is of such importance that it is fundamental to users' understanding of the financial statements. We draw attention to note no: 2.14 & 2.16 to the financial statements which shows that substantial portion of company's investment in unlisted shares of another company as well as an amount outstanding for more than 3 years as Advance towards purchase of Unlisted Shares of a Non-Banking Financial Company which will materialise on approval of the authorities of Reserve Bank of India. Our opinion is not qualified in respect of this matter.

INFORMATION OTHER THAN THE FINANCIAL STATEMENTS AND AUDITORS' REPORT THEREON

The Company's board of directors is responsible for the preparation of the other information. The other information comprises the information included in the Board's Report including Annexures to Board's Report, Business Responsibility Report but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the standalone financial statements or our knowledge obtained during the course of our audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

The Company's Board of Directors is responsible for the matters in section 134(5) of the Companies Act, 2013 ("the Act") with respect to the preparation of these financial statements that give a true and fair view of the financial position and financial performance of the Company in accordance with the accounting principles generally accepted in India, including the Accounting Standards specified under Section 133 of the Act, read with Rule 7 of the Companies (Accounts) Rules, 2014. This responsibility also includes the maintenance of adequate accounting records in accordance with the provision of

the Act for safeguarding of the assets of the Company and for preventing and detecting the frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of internal financial control, that were operating effectively for ensuring the accuracy and completeness of the accounting records, 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 is responsible for assessing the Company'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 Company or to cease operations, or has no realistic alternative but to do so.

The board of directors are also responsible for overseeing the Company's financial reporting process.

AUDITORS' RESPONSIBILITY

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 scepticism throughout the audit. We also:

- 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.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Companies Act, 2013, we are also responsible for expressing our opinion on whether the company has adequate internal financial controls system in place and the operating effectiveness of such controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- 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 Company'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 Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards. From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.



REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

- 1) The provisions of the Companies (Auditor’s Report) Order, 2020 (“the Order”), issued by the Central Government of India in terms of sub-section (11) of section 143 of the Companies Act, 2013, is not applicable to the company as it is a small company.
- 2) As required by section 143(3) of the Act, we report that:
- a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit except for External Confirmation of outstanding balances of certain debtors and creditors
  - b) In our opinion, proper books of account as required by law have been kept by the Company so far as appears from our examination of those books and proper adequate for the purposes of our audit have been received.
  - c) The Balance Sheet, the Statement of Profit and Loss, and Cash Flow Statement dealt with by this Report are in agreement with the books of account.
  - d) In our opinion, the aforesaid financial statements comply with the Accounting Standards specified under Section 133 of the Act, read with Rule 7 of the Companies (Accounts) Rules, 2014
  - e) On the basis of written representations received from the directors as on 31<sup>st</sup> March 2024, taken on record by the Board of Directors, none of the directors is disqualified as on 31<sup>st</sup> March 2024, from being appointed as a director in terms of Section 164(2) of the Act.
  - f) Since the Company’s turnover as per last audited financial statements is less than Rs.50 Crores and its borrowings from banks and financial institutions at any time during the year is less than Rs.25 Crores, the Company is exempted from getting an audit opinion with respect to the adequacy of the internal financial controls over financial reporting of the company and the operating effectiveness of such controls vide notification dated June 13<sup>th</sup>, 2017.
  - g) With respect to the other matters included in the Auditor’s Report and to our best of our information and according to the explanations given to us:
    - i. The Company does not have any pending litigations which would impact its financial position.
    - ii. The Company did not have any long-term contracts including derivatives contracts for which there were any material foreseeable losses.
    - iii. There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Company.
    - iv. The management has represented that, to the best of its knowledge and belief other than as disclosed in the notes to the accounts, no funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the company to or in any other person{s} or entity(ies), including foreign entities {“intermediaries”}, with the understanding, whether recorded in writing or otherwise, that the intermediary shall, whether, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the company {“Ultimate Beneficiaries”} or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;
    - v. The management has represented, that, to the best of its knowledge and belief other than as disclosed in the notes to the accounts, no funds have been received by the company from any persons or entity{ies}, including foreign entities (“Funding Parties”), with the understanding whether recorded in writing or otherwise, that the company shall, whether, directly or indirectly, lend or invest in other persons, entities identified in any manner whatsoever by or on behalf of the Funding Party {“Ultimate Beneficiaries”} or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries; and
    - vi. Based on audit procedures which we considered reasonable and appropriate in the circumstances, nothing has come to their notice that has caused them to believe that the representations under sub-clause { i } and { ii } contain any material misstatement.
    - vii. The company has not declared or paid any dividend during the year. Hence the provisions of section 123 of the Companies Act, 2013 is not applicable for the company.
    - viii. With respect to the matter to be included in the Auditors Report under Section 197{16} of the Act, in our opinion and according to the information and explanations given to us, the limit prescribed by section 197 for maximum permissible managerial remuneration is not applicable to a private limited company.

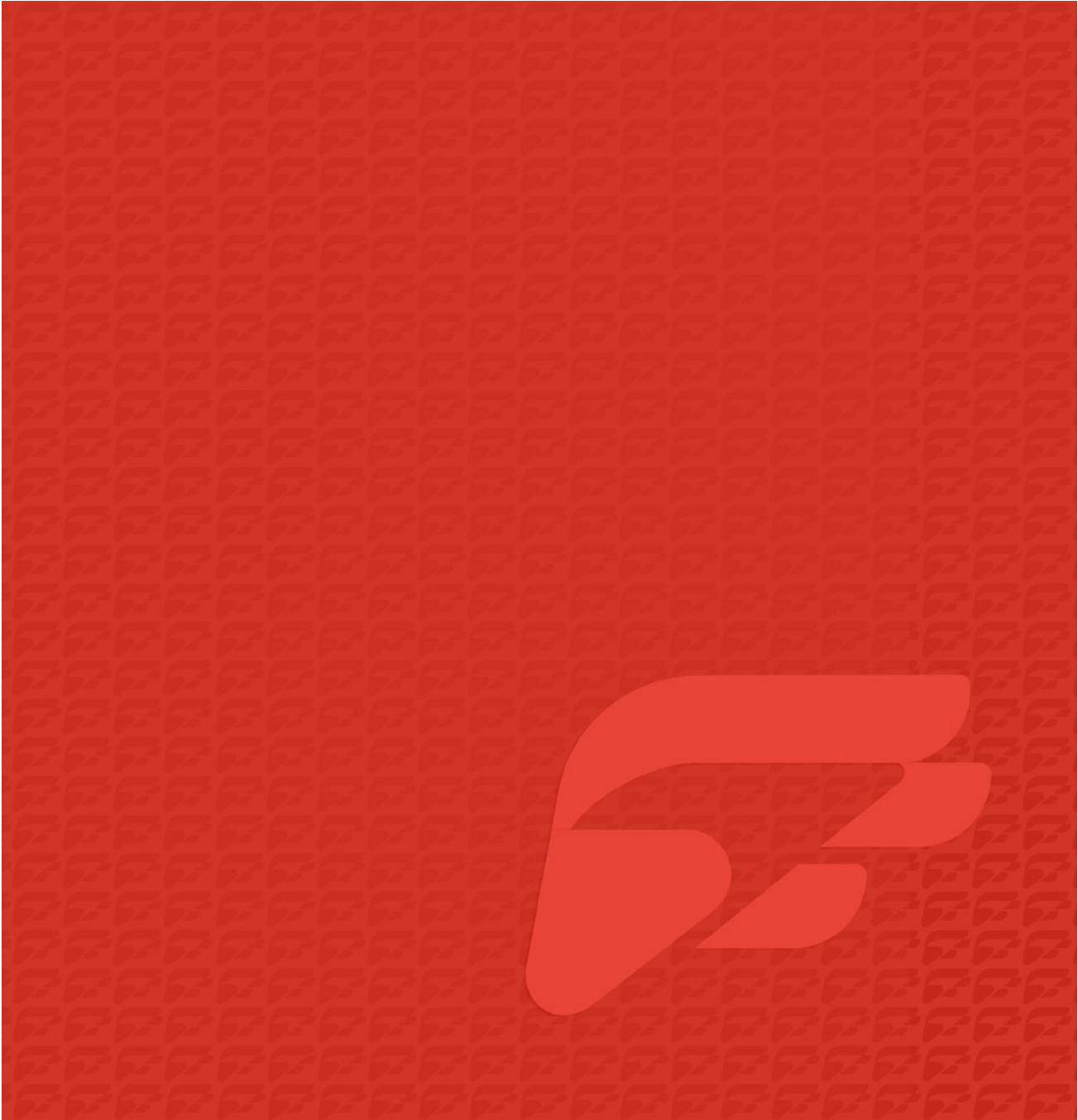
- ix. As provision to Rule 3(1) of the Companies (Accounts) Rules, 2014 is applicable from April 1<sup>st</sup>, 2023, reporting under Rule 11(g) of the Companies (Audit and Auditors) Rules, 2014 on preservation of audit trail as per the statutory requirements for record retention is applicable for the financial year ended March 31<sup>st</sup>, 2024.

FOR SIVADAS C & COMPANY

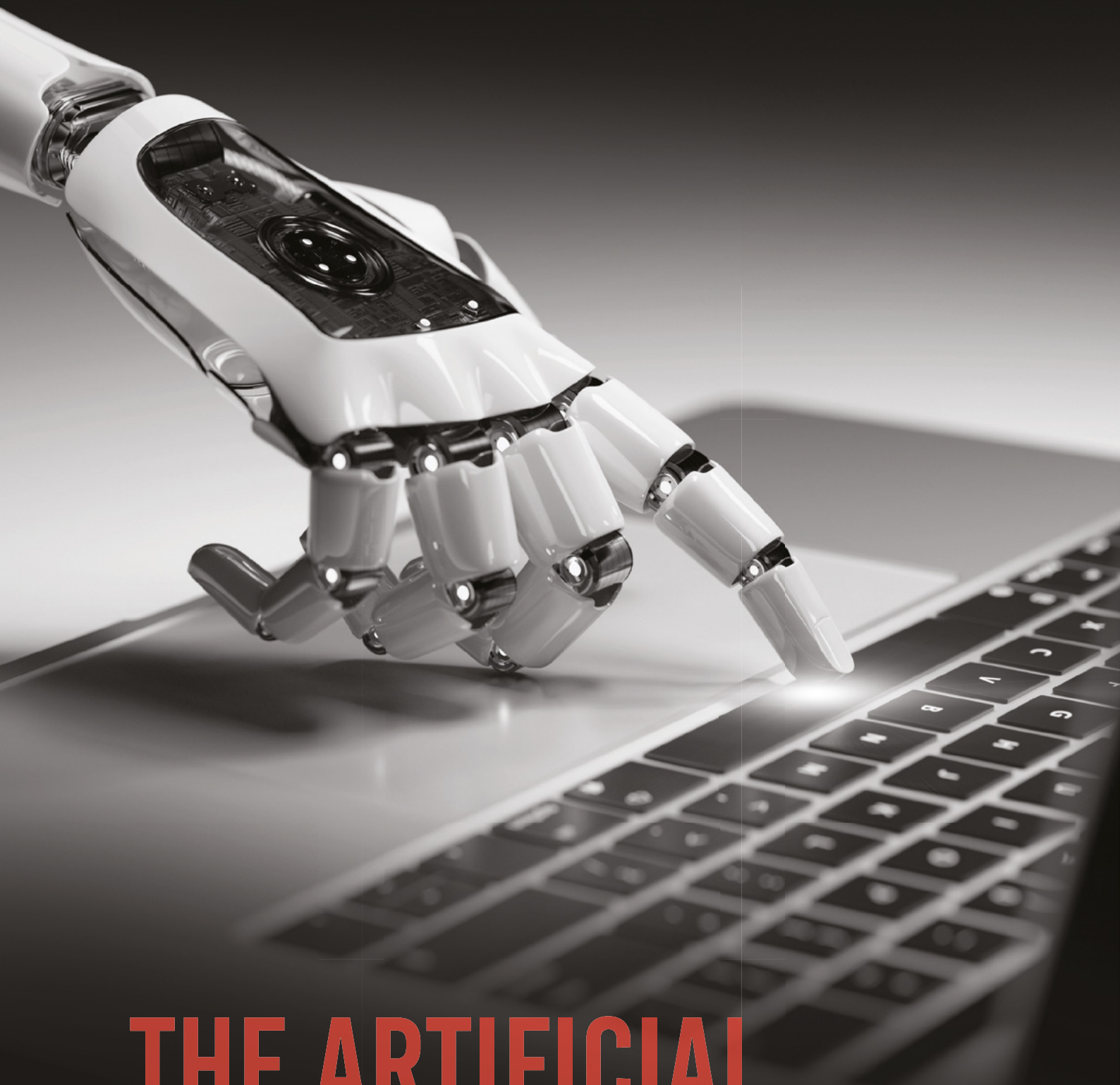
(S/d)

FOR SIVADAS & COMPANY  
Chartered Accountants  
(FRN NO. 011823S)

CA NITHIN S  
PARTNER  
Date : 12/08/2024      Membership No. - 233005  
Place : Palakkad      UDIN: 24233005BKBWHH7022







# THE ARTIFICIAL INTELLIGENCE AGE

is rapidly permeating every sector, ushering in fresh opportunities, enhancing operational efficiency, and evoking apprehension regarding potential job displacement. What the future holds remains to be seen.

## 16 FINANCIAL STATEMENTS





BALANCE SHEET AS AT 31<sup>ST</sup> MARCH 2024

|    | Particulars   | Note No. | Figures as at the End of Current Reporting Period | Figures as at the End of Previous Reporting Period |
|----|---|----------|---|--|
| 1  | <b>EQUITY AND LIABILITIES</b>                           |          |   |  |
|    | <b>(1) Shareholders' funds</b>                          |          |   |  |
|    | (a) Share capital                                       | 1        | 4,50,000  | 4,50,000   |
|    | (b) Reserves and surplus                                | 2        | 7,09,07,106                                       | 4,78,59,898  |
|    | (c) Money received against share warrants               |          | -   | -  |
|    | <b>(2) Share application money pending allotment</b>    |          |   |  |
|    | <b>(3) Non-current liabilities</b>                      |          |   |  |
|    | (a) Long-term borrowings                                | 3        | 72,30,132   | 14,81,064  |
|    | (b) Deferred tax liabilities (net)                      | 4        | 14,94,771   | 10,92,475  |
|    | (c) Other Long term liabilities                         | 5        | -   | -  |
|    | (d) Long-term provisions                                | 6        | 3,42,530  | 12,01,301  |
|    | <b>(4) Current liabilities</b>                          |          |   |  |
|    | (a) Short-term borrowings                               | 7        | 2,10,94,747                                       | 3,01,936   |
|    | (b) Trade payables                                      | 8        | 37,64,510   | 38,80,358  |
|    | (c) Other current liabilities                           | 9        | 83,59,351   | 47,68,537  |
|    | (d) Short-term provisions                               | 10       | 95,13,805   | 1,10,93,580  |
|    | <b>TOTAL</b>  |          | <b>12,31,56,952</b>                               | <b>7,21,29,149</b>                                 |
| II | <b>ASSETS</b>   |          |   |  |
|    | <b>(1) Non-current assets</b>                           |          |   |  |
|    | (a) Property, plant and equipment and intangible assets | 11       | -   | -  |
|    | (i) Property, plant and equipment                       |          | 5,17,49,526                                       | 2,13,94,067  |
|    | (ii) Intangible assets                                  |          | 15,71,878   | 9,78,222   |
|    | (iii) Capital work in progress                          |          | -   | -  |
|    | (iv) Intangible assets under development                |          | -   | -  |
|    | (b) Non-current investments                             | 12       | 28,75,174   | 28,75,174  |
|    | (c) Deferred tax assets (net)                           |          |   |  |
|    | (d) Long-term loans and advances                        | 13       | 66,88,150   | -  |
|    | (e) Other non-current assets                            | 14       | 40,20,974   | 25,20,974  |
|    | <b>(2) Current assets</b>                               |          |   |  |
|    | (a) Current investments                                 | 15       | -   | -  |
|    | (b) Inventories   | 16       | -   | -  |
|    | (c) Trade receivables                                   | 17       | 94,41,284   | 66,87,304  |
|    | (d) Cash and cash equivalents                           | 18       | 82,81,796   | 63,82,199  |
|    | (e) Short-term loans and advances                       | 19       | 2,11,86,098                                       | 1,95,69,941  |
|    | (f) Other current assets                                | 20       | 1,73,42,072                                       | 1,17,21,269  |
|    | <b>TOTAL</b>  |          | <b>12,31,56,952</b>                               | <b>7,21,29,149</b>                                 |

David Mathew  
(Director)  
DIN: 08610585

Idicheria Ninan  
(Director)  
DIN : 02361501

AUDITOR'S REPORT  
This is the Balance Sheet referred to in my report of even date.

For Sivadas C & Company  
Chartered Accountants  
Firm Reg.No: 011823S

CA Nithin S  
(Membership No. 233005)

PALAKKAD  
DATE: 12-08-2024

PROFIT AND LOSS STATEMENT FOR THE YEAR ENDED  
31<sup>ST</sup> MARCH 2024

|      | Particulars   | Note No. | Figures as at the End of Current Reporting Period | Figures as at the End of Previous Reporting Period |
|------|---|----------|---|--|
| I    | Revenue from operations   | 21       | 33,46,50,729.63                                   | 21,15,61,252.19                                    |
| II   | Other income  | 22       | 34,67,872.68                                      | 15,65,006.12                                       |
| III  | <b>Total income (I+II)</b>  |          | <b>33,81,18,602.31</b>                            | <b>21,31,26,258.31</b>                             |
| IV   | <b>Expenses</b>   |          |   |  |
|      | Cost of services rendered   | 23       | 7,31,03,255.75                                    | 3,98,64,902.40                                     |
|      | Employee benefits expense   | 24       | 17,91,71,095.50                                   | 11,64,35,045.00                                    |
|      | Finance costs   | 25       | 9,60,613.36                                       | 39,578.58  |
|      | Depreciation and amortisation expense                                     | 11       | 68,29,411.17                                      | 26,16,566.01                                       |
|      | Other expenses  | 26       | 4,72,50,918.02                                    | 2,72,50,645.85                                     |
|      | <b>Total expenses</b>   |          | <b>30,73,15,293.80</b>                            | <b>18,62,06,737.84</b>                             |
| V    | <b>Profit before exceptional and extraordinary items and tax (III-IV)</b> |          | 3,08,03,308.51                                    | 2,69,19,520.47                                     |
| VI   | Exceptional items   |          | -   | -  |
| VII  | Profit before extraordinary items and tax (V-VI)                          |          | 3,08,03,308.51                                    | 2,69,19,520.47                                     |
| VIII | Extraordinary items   |          | -   | -  |
| IX   | <b>Profit before tax (VII-VIII)</b>                                       |          | <b>3,08,03,308.51</b>                             | <b>2,69,19,520.47</b>                              |
| X    | <b>Tax expense:</b><br>(1) Current tax<br>(2) Deferred tax                |          | 73,53,805.00<br>4,02,295.59                       | 64,33,580.00<br>4,49,525.38                        |
| XI   | <b>Profit (loss) for the period from continuing operations (VII-VIII)</b> |          | <b>2,30,47,207.92</b>                             | <b>2,00,36,415.09</b>                              |
| XII  | Profit/(loss) from discontinuing operations                               |          | -   | -  |
| XIII | Tax expense of discontinuing operations                                   |          | -   | -  |
| XIV  | Profit/(loss) from discontinuing operations after tax (XII-XIII)          |          | -   | -  |
| XV   | <b>Profit (loss) for the period (XI+XIV)</b>                              |          | <b>2,30,47,207.92</b>                             | <b>2,00,36,415.09</b>                              |
| XVI  | <b>Earnings per equity share:</b><br>(1) Basic<br>(2) Diluted             |          | 512.16<br>512.16                                  | 445.25<br>445.25                                   |

David Mathew  
(Director)  
DIN: 08610585

Idicheria Ninan  
(Director)  
DIN : 02361501

AUDITOR'S REPORT  
This is the Statement of Profit and Loss referred to in my report of even date.

PALAKKAD  
DATE: 12-08-2024

For Sivadas C & Company  
Chartered Accountants  
Firm Reg.No: 011823S

CA Nithin S  
(Membership No. 233005)



CASH FLOW STATEMENT FOR THE YEAR ENDED 31-03-2024

| SL No | Particulars  | Year Ended 31 <sup>st</sup> March 2024 | Year Ended 31 <sup>st</sup> March 2023 |
|-------|--|--|--|
| I     | <b>CASH FLOW FROM OPERATING ACTIVITIES</b>                             |  |  |
|       | Profit before tax  | 3,08,03,308.51                         | 2,69,19,520.47                         |
|       | Adjustments for:   |  |  |
|       | Depreciation expense   | 68,29,411.17                           | 26,16,566.01                           |
|       | Interest expenses  | 9,60,613.36                            | 39,578.58                              |
|       | Interest income  | (7,15,597.00)                          | (6,09,756.00)                          |
|       | Prior period expenses written off/back                                 | -                                      | -                                      |
|       | Loss on reinstatement of creditors                                     | -                                      | -                                      |
|       | Taxes paid during the year   | -                                      | -                                      |
|       | <b>Operating profit before working capital changes</b>                 | <b>3,78,77,736.04</b>                  | <b>2,89,65,909.06</b>                  |
|       | Adjustments for:   |  |  |
|       | Changes in receivables, inventory, loans & advances & prepaid expenses | (1,08,54,415.03)                       | (96,26,946.10)                         |
|       | Changes in current liabilities   | (63,17,385.16)                         | 36,50,928.95                           |
|       | <b>Cash generated from operating activities</b>                        | <b>2,07,05,935.85</b>                  | <b>2,29,89,891.91</b>                  |
|       | Income tax paid  | -                                      | -                                      |
|       | <b>Net cash from operating activities</b>                              | <b>2,07,05,935.85</b>                  | <b>2,29,89,891.91</b>                  |
| II    | <b>CASH FLOW FROM INVESTING ACTIVITIES</b>                             |  |  |
|       | Purchase of fixed assets   | (3,77,78,526.41)                       | (1,80,51,880.84)                       |
|       | Maturity of fixed deposits   | (73,24,675.00)                         | (76,52,912.00)                         |
|       | Sale of fixed assets   | -                                      | -                                      |
|       | Interest received  | 7,15,597.00                            | 6,09,756.00                            |
|       | Investments in other firms   | -                                      | -                                      |
|       | <b>Net cash used in investing activities</b>                           | <b>(4,43,87,604.41)</b>                | <b>(2,50,95,036.84)</b>                |
| III   | <b>CASH FLOW FROM FINANCING ACTIVITIES</b>                             |  |  |
|       | Proceeds from issue of equity shares                                   | -                                      | 3,50,000.00                            |
|       | Proceeds from issue of preference equity shares                        | -                                      | -                                      |
|       | Proceeds from long term borrowings                                     | 77,06,022.00                           | 17,83,000.00                           |
|       | Repayment of long term borrowings                                      | (4,15,786.00)                          | -                                      |
|       | Proceeds from short term borrowings                                    | 3,20,29,584.22                         | 45,51,193.00                           |
|       | Repayment of short term borrowings                                     | (1,27,77,941.00)                       | (45,54,602.00)                         |
|       | Repayment of share application money pending for allotment             | -                                      | -                                      |
|       | Refund of long term loans and advances                                 | -                                      | -                                      |
|       | Interest paid  | (9,60,613.36)                          | (39,578.58)                            |
|       | <b>Net cash used in financing activities</b>                           | <b>2,55,81,265.86</b>                  | <b>20,90,012.42</b>                    |
| IV    | <b>NET INCREASE/DECREASE IN CASH &amp; CASH EQUIVALENTS</b>            | <b>18,99,597.30</b>                    | <b>(15,132.51)</b>                     |
| V     | <b>OPENING CASH &amp; CASH EQUIVALENTS</b>                             | <b>63,82,198.08</b>                    | <b>63,97,330.59</b>                    |
| VI    | <b>CLOSING CASH &amp; CASH EQUIVALENTS</b>                             | <b>82,81,795.38</b>                    | <b>63,82,198.08</b>                    |

David Mathew  
(Director)  
DIN: 08610585

Idicheria Ninan  
(Director)  
DIN: 02361501  
AUDITOR'S REPORT

This is the Cash Flow Statement referred to in my report of even date.

CA Nithin S  
(Membership No. 233005)  
  
PALAKKAD  
DATE: 12-08-2024

For Sivadas C & Company  
Chartered Accountants  
Firm Reg.No:011823S

NOTES FORMING PART OF BALANCE SHEET

| Note 1: Share Capital  |                  |                    |                  |                    |
|--|------------------|--------------------|------------------|--------------------|
| Particulars  | As on March 2024 |                    | As on March 2023 |                    |
|  | Number           | Value              | Number           | Value              |
| <b>Authorised</b><br>2,50,000 Equity shares of Rs. 10 each with voting rates                         | 2,50,000.00      | 25,00,000.00       | 1,00,000.00      | 10,00,000.00       |
| <b>Issued</b><br><b>Subscribed and paid up capital</b><br>Equity shares of Rs. 10 each fully paid up | 45,000.00        | 4,50,000.00        | 45,000.00        | 4,50,000.00        |
| <b>TOTAL</b>   | <b>45,000.00</b> | <b>4,50,000.00</b> | <b>45,000.00</b> | <b>4,50,000.00</b> |

| Reconciliation of Share Capital             |                  |                    |                  |                    |
|---|------------------|--------------------|------------------|--------------------|
| Particulars                                 | As on March 2024 |                    | As on March 2023 |                    |
|   | Number           | Value              | Number           | Value              |
| <b>Balance at the beginning of the year</b> | 45,000.00        | 4,50,000.00        | 10,000.00        | 1,00,000.00        |
| Add: Issued during the year                 | -                | -                  | 35,000.00        | 3,50,000.00        |
| <b>Balance at the end of the year</b>       | <b>45,000.00</b> | <b>4,50,000.00</b> | <b>45,000.00</b> | <b>4,50,000.00</b> |

| Shareholders Holding More than 5% of the Share Issued |                  |             |                  |             |
|---|------------------|-------------|------------------|-------------|
| Name of the Shareholder                               | As on March 2024 |             | As on March 2023 |             |
|   | Number           | % Share     | Number           | % Share     |
| David Mathew  | 7,500.00         | 0.17        | 7,500.00         | 0.17        |
| Jiji Sunny  | 15,000.00        | 0.33        | 15,000.00        | 0.33        |
| Anna Mathew   | 2,500.00         | 0.06        | 2,500.00         | 0.06        |
| O T John  | 10,000.00        | 0.22        | 10,000.00        | 0.22        |
| Binu R Philip   | 10,000.00        | 0.22        | 10,000.00        | 0.22        |
| <b>TOTAL</b>  | <b>45,000.00</b> | <b>1.00</b> | <b>45,000.00</b> | <b>1.00</b> |

| Promoter Shareholding                           |                  |                   |                          |
|---|------------------|-------------------|--------------------------|
| Shares Held by Promoters at the End of the Year |                  |                   | % Change During the Year |
| Promoter Name                                   | Number of Shares | % of Total Shares |                          |
| David Mathew                                    | 7,500.00         | 0.17              | -0.33                    |
| Jiji Sunny                                      | 15,000.00        | 0.33              | -0.17                    |
| <b>TOTAL</b>                                    | <b>22,500.00</b> |                   |                          |



| Note 2: Reserves & Surplus                     |                                   |                                   |
|--|-----------------------------------|-----------------------------------|
| Particulars                                    | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|  | Amount in ₹                       | Amount in ₹                       |
| Opening balance                                | 4,78,59,897.99                    | 2,78,23,482.90                    |
| (+) Net profit/(net loss) for the current year | 2,30,47,207.92                    | 2,00,36,415.09                    |
| (+) Transfer from reserves                     | -                                 | -                                 |
| (-) Proposed dividends                         | -                                 | -                                 |
| (-) Interim dividends                          | -                                 | -                                 |
| (-) Transfer to reserves                       | -                                 | -                                 |
| <b>Closing balance</b>                         | <b>7,09,07,105.91</b>             | <b>4,78,59,897.99</b>             |
| <b>Total</b>                                   | <b>7,09,07,105.91</b>             | <b>4,78,59,897.99</b>             |

| Note 3: Long-term Borrowings                          |                                   |                                   |
|---|-----------------------------------|-----------------------------------|
| Particulars   | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|   | Amount in ₹                       | Amount in ₹                       |
| (a) Bonds/debentures                                  | -                                 | -                                 |
| (b) Term loans  | -                                 | -                                 |
| (i) From banks  | 72,30,132.00                      | 14,81,064.00                      |
| (c) Deferred payment liabilities                      | -                                 | -                                 |
| (d) Deposits  | -                                 | -                                 |
| (e) Loans and advances from related parties           | -                                 | -                                 |
| (f) Long term maturities of finance lease obligations | -                                 | -                                 |
| (g) Other loans and advances (specify nature)         | -                                 | -                                 |
| <b>TOTAL</b>  | <b>72,30,132.00</b>               | <b>14,81,064.00</b>               |

| Note 4: Deferred Tax Liability - As Per AS - 22                    |                                   |                                   |
|--|-----------------------------------|-----------------------------------|
| Particulars  | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|  | Amount in ₹                       | Amount in ₹                       |
| <b>Deferred tax (liability)/asset at the beginning of the year</b> | <b>-10,92,475.38</b>              | <b>-6,42,950.00</b>               |
| Tax effect of items constituting deferred tax liability            | -                                 | -                                 |
| Tax effect of items constituting deferred tax assets               | 1,31,228.22                       | -                                 |
| On difference between book balance and tax balance of fixed assets | -5,33,523.81                      | -4,49,525.38                      |
| Tax effect of items constituting deferred tax liability            | -4,02,295.59                      | -4,49,525.38                      |
| <b>Net deferred tax (liability)/asset</b>                          | <b>-14,94,770.96</b>              | <b>-10,92,475.38</b>              |

#### Note 5: Other Long-term Liabilities - NIL

| Note 6: Long-term Provisions |                                   |                                   |
|------------------------------|-----------------------------------|-----------------------------------|
| Particulars                  | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|                              | Amount in ₹                       | Amount in ₹                       |
| (a) Provision for gratuity   | 2,64,000.00                       | 7,43,000.00                       |
| (b) Leave salary provision   | 78,530.00                         | 4,58,301.00                       |
| <b>TOTAL</b>                 | <b>3,42,530.00</b>                | <b>12,01,301.00</b>               |

| Note 7: Short-term Borrowings                            |                                   |                                   |
|--|-----------------------------------|-----------------------------------|
| Particulars  | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|  | Amount in ₹                       | Amount in ₹                       |
| (a) Loans repayable on demand                            |                                   |                                   |
| (i) From banks   | 1,02,51,643.22                    | -                                 |
| (ii) From other parties                                  | -                                 | -                                 |
| (b) Deposits   | -                                 | -                                 |
| (c) Loans and advances from related parties              |                                   |                                   |
| <b>(i) GRAMDARSH INTEGRATED SERVICES PRIVATE LIMITED</b> | 90,00,000.00                      | -                                 |
| (d) Other loans and advances (specify nature)            | -                                 | -                                 |
| (e) Current maturities of long term borrowings           | 18,43,104.00                      | 3,01,936.00                       |
| <b>TOTAL</b>   | <b>2,10,94,747.22</b>             | <b>3,01,936.00</b>                |

| Note 9: Other Current Liabilities |                                   |                                   |
|-----------------------------------|-----------------------------------|-----------------------------------|
| Particulars                       | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|                                   | Amount in ₹                       | Amount in ₹                       |
| GST payable                       | 43,95,524.04                      | 33,25,873.05                      |
| Other expenses payable            | 68,788.99                         | 44,143.00                         |
| Employee benefit expenses         | 22,89,071.00                      | 14,76,356.00                      |
| TDS payable                       | 10,98,589.00                      | 7,34,905.00                       |
| Interest payable                  | 2,64,254.00                       | -                                 |
| Advance from customers            | -                                 | 1,09,236.00                       |
| Credit card                       | 2,43,124.09                       | -9,21,976.18                      |
| <b>TOTAL</b>                      | <b>83,59,351.12</b>               | <b>47,68,536.87</b>               |

| Note 10: Short-term Provisions    |                                   |                                   |
|-----------------------------------|-----------------------------------|-----------------------------------|
| Particulars                       | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|                                   | Amount in ₹                       | Amount in ₹                       |
| (a) Audit fees payable            | 1,60,000.00                       | 1,60,000.00                       |
| (b) Provision for taxation        | 73,53,805.00                      | 64,33,580.00                      |
| (c) Provision for bonus           | 20,00,000.00                      | 20,00,000.00                      |
| (d) Provision for performance pay | -                                 | 25,00,000.00                      |
| <b>TOTAL</b>                      | <b>95,13,805.00</b>               | <b>1,10,93,580.00</b>             |



| Note 12: Non-current Investments                  |                                   |                                   |
|---|-----------------------------------|-----------------------------------|
| Particulars                                       | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|   | Amount in ₹                       | Amount in ₹                       |
| (a) Investment property                           | -                                 | -                                 |
| (b) Investments in equity instruments             | 18,60,000.00                      | 18,60,000.00                      |
| (c) Investments in preference shares              | 10,15,174.00                      | 10,15,174.00                      |
| (d) Investments in government or trust securities | -                                 | -                                 |
| (e) Investments in debentures or bond             | -                                 | -                                 |
| (f) Investments in mutual funds                   | -                                 | -                                 |
| (g) Investments in partnership firms              | -                                 | -                                 |
| (h) Others (specify nature)                       | -                                 | -                                 |
| <b>TOTAL</b>                                      | <b>28,75,174.00</b>               | <b>28,75,174.00</b>               |

| Details of the Non-current Investments             |                    |                     |
|--|--------------------|---------------------|
| Particulars  | Quantity of Shares | Investment Value    |
| <b>INVESTMENT IN EQUITY INSTRUMENTS</b>            |                    |                     |
| 1. Alpha Micro Finance Consultants Private Limited | 50,000.00          | 8,60,000.00         |
| 2. Prachodhan Development Services                 | 1,00,000.00        | 10,00,000.00        |
| <b>INVESTMENT IN PREFERENCE SHARES</b>             |                    |                     |
| 1. Intellioak Technologies Private Limited         | 46.00              | 10,15,174.00        |
| <b>TOTAL</b>                                       | <b>1,50,046.00</b> | <b>28,75,174.00</b> |

**Note 13: Long-term Loans and Advances - NIL**

| Note 14: Other Non-current Assets |                                   |                                   |
|-----------------------------------|-----------------------------------|-----------------------------------|
| Particulars                       | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|                                   | Amount in ₹                       | Amount in ₹                       |
| (a) Long term trade receivables   | -                                 | -                                 |
| (b) Security deposits             |                                   |                                   |
| JRK marketing                     | 16,26,650.00                      | 16,26,650.00                      |
| Infopark                          | 7,98,324.00                       | 7,98,324.00                       |
| Nagpur premise                    | 96,000.00                         | 96,000.00                         |
| Ollukkara new building            | 15,00,000.00                      | -                                 |
| (c) Others (specify nature)       | -                                 | -                                 |
| <b>TOTAL</b>                      | <b>40,20,974.00</b>               | <b>25,20,974.00</b>               |

**Note 15: Current Investments - NIL**

**Note 16: Inventories - NIL**

| Note 18: Cash and Cash Equivalents |                                   |                                   |
|------------------------------------|-----------------------------------|-----------------------------------|
| Particulars                        | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|                                    | Amount in ₹                       | Amount in ₹                       |
| (a) Balance with banks             | 82,77,524.84                      | 63,70,229.55                      |
| (b) Cheques, drafts on hand        | -                                 | -                                 |
| (c) Cash in hand                   | 4,271.00                          | 11,969.00                         |
| (d) Others (specify nature)        | -                                 | -                                 |
| <b>TOTAL</b>                       | <b>82,81,795.84</b>               | <b>63,82,198.55</b>               |

| Note 19: Short-term Loans and Advances           |                                   |                                   |
|--|-----------------------------------|-----------------------------------|
| Particulars                                      | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|  | Amount in ₹                       | Amount in ₹                       |
| FD deposits                                      | 1,95,34,863.00                    | 1,22,10,188.00                    |
| Staff advance-medical insurance                  | 1,41,323.00                       | -                                 |
| Staff advance                                    | 15,09,912.00                      | 6,71,603.00                       |
| <b>Capital advances for investment in shares</b> |                                   |                                   |
| Vindhyanchal Finance Lease Private Limited       | -                                 | 66,88,150.00                      |
| <b>TOTAL</b>                                     | <b>2,11,86,098.00</b>             | <b>1,95,69,941.00</b>             |

| Note 20: Other Current Assets               |                                   |                                   |
|---|-----------------------------------|-----------------------------------|
| Particulars                                 | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|   | Amount in ₹                       | Amount in ₹                       |
| Advance tax                                 | 5,00,000.00                       | 8,00,000.00                       |
| TDS receivable                              | 1,52,75,642.69                    | 91,70,997.22                      |
| TCS receivable                              | -                                 | 18,309.00                         |
| GST receivable                              | 3,70,784.38                       | 3,95,109.70                       |
| Income Tax refund receivable - AY 2021-2022 | -                                 | -                                 |
| Other receivables                           | 3,05,089.60                       | 2,39,233.60                       |
| Advance to suppliers                        | 8,90,555.21                       | 10,97,619.19                      |
| <b>TOTAL</b>                                | <b>1,73,42,071.88</b>             | <b>1,17,21,268.71</b>             |



## NOTES FORMING PART OF PROFIT AND LOSS ACCOUNT

| Note 21: Revenue from Operations |                         |                         |
|----------------------------------|-------------------------|-------------------------|
| Particulars                      | For the Year Ended 2024 | For the Year Ended 2023 |
| Sale of products                 | -                       | -                       |
| Sale of services                 | 33,46,50,729.63         | 21,15,61,252.19         |
| <b>TOTAL</b>                     | <b>33,46,50,729.63</b>  | <b>21,15,61,252.19</b>  |

| Note 22: Other Income                 |                         |                         |
|---------------------------------------|-------------------------|-------------------------|
| Particulars                           | For the Year Ended 2024 | For the Year Ended 2023 |
| Commision                             | 1,47,466.77             | 14,625.23               |
| Discount received                     | 6,67,217.67             | 4,20,785.32             |
| Dividend Income - ALPHA MICRO FINANCE | -                       | -                       |
| Interest on FD                        | 7,15,597.00             | 6,09,756.00             |
| Interest on income tax refund         | 1,59,811.00             | 58,993.33               |
| Rental income                         | 1,69,750.00             | -                       |
| Travel desk incentive                 | 16,05,530.24            | 4,45,846.24             |
| Travel gift voucher                   | 500.00                  | -                       |
| Misc income                           | 2,000.00                | 5,000.00                |
| Excess provision w/o                  | -                       | 10,000.00               |
| <b>TOTAL</b>                          | <b>34,67,872.68</b>     | <b>15,65,006.12</b>     |

| Note 23: Cost of Services Rendered       |                         |                         |
|--|-------------------------|-------------------------|
| Particulars                              | For the Year Ended 2024 | For the Year Ended 2023 |
| Background verification expenses         | 6,96,017.00             | 9,86,162.30             |
| BAS department expenses (token purchase) | 62,371.22               | 34,592.21               |
| Financial & digital literacy SHG expense | 21,04,514.00            | -                       |
| HR recruitment services                  | 2,52,089.00             | 3,04,000.00             |
| IT services                              | 1,37,29,833.68          | 1,05,71,762.93          |
| Online services from Naukri              | 36,16,200.00            | 22,63,400.00            |
| Postage and courier charges              | 61,98,074.10            | 59,31,255.50            |
| Professional fees sharing expenses       | -                       | 1,08,371.00             |
| Professional fee service expense         | 8,000.00                | -                       |
| Marketing service                        | -                       | 10,02,631.34            |
| ROC filling fees                         | 3,52,415.00             | 6,08,070.00             |
| Travel desk expenses                     | 4,59,55,916.75          | 1,80,54,657.12          |
| Trademark expenses                       | 56,100.00               | -                       |
| Xamahar project expenses                 | 71,725.00               | -                       |
| <b>TOTAL</b>                             | <b>7,31,03,255.75</b>   | <b>3,98,64,902.40</b>   |

| Note 24: Employee Benefit Expenses         |                         |                         |
|--|-------------------------|-------------------------|
| Particulars                                | For the Year Ended 2024 | For the Year Ended 2023 |
| Salaries and wages                         | 14,99,21,651.00         | 9,34,21,937.00          |
| Contributions to provident and other funds | 97,83,102.00            | 61,36,176 .00           |
| ESI Collection & payment                   | 16,95,611.00            | 13,25,762.00            |
| Staff welfare expenses                     | 9,37,998.00             | 3,84,960.00             |
| Gratuity expenses                          | 2,41,000.00             | 7,43,000.00             |
| Bonus to staff                             | 87,04,407.00            | 69,40,753.00            |
| Leave salary expenses                      | 1,00,000.00             | 10,00,000.00            |
| Staff insurances                           | 61,83,798.00            | 34,71,298.00            |
| Stipend to trainees                        | 1,28,967.00             | 89,333.00               |
| Training fees and expense                  | 73,167.50               | 52,324.00               |
| Staff performance incentive                | 11,16,644.00            | 23,81,070.00            |
| Contribution to medical insurance          | -                       | 3,52,902.00             |
| Contribution to Kshemanidhi                | 2,54,750.00             | 1,35,530.00             |
| Membership fee                             | 30,000.00               | -                       |
| <b>TOTAL</b>                               | <b>17,91,71,095.50</b>  | <b>11,64,35,045.00</b>  |

| Note 25: Finance Costs  |                         |                         |
|---|-------------------------|-------------------------|
| Particulars   | For the Year Ended 2024 | For the Year Ended 2023 |
| Interest expense on:  |                         |                         |
| (i) Borrowings (Bank OD)  | 6,32,360.00             | 1,192.00                |
| (ii) Trade payables   | -                       | -                       |
| (iii) Others (intercorporate loan)  | 2,54,467.00             | -                       |
| Interest on delayed tax payment   | 16,934.00               | 2,674.00                |
| Others (bank charges)   | 56,852.36               | 35,712.58               |
| Other borrowing costs   | -                       | -                       |
| Net (gain)/loss on foreign currency transactions and translation (considered as finance cost) | -                       | -                       |
| <b>TOTAL</b>  | <b>9,60,613.36</b>      | <b>39,578.58</b>        |



| Note 26: Other Expenses          |                         |                         |
|----------------------------------|-------------------------|-------------------------|
| Particulars                      | For the Year Ended 2024 | For the Year Ended 2023 |
| Administration expenses          | 4,11,044.00             | 2,79,392.00             |
| Advertisement charges            | 50,45,842.46            | 4,43,307.80             |
| Audit fees                       | 1,60,000.00             | 1,60,000.00             |
| Business development expenses    | 18,280.00               | 17,22,878.60            |
| Consultation/sitting fees        | 1,36,28,649.00          | 70,15,130.00            |
| Director's remuneration          | 12,00,000.00            | 19,50,000.00            |
| Electricity expenses             | 9,46,205.39             | 2,38,512.26             |
| Late fees, interest, other taxes | 5,758.00                | 8,129.00                |
| Office expenses                  | 22,09,963.33            | 6,79,246.01             |
| Other employee benefit expenses  | 23,75,905.65            | 16,80,956.54            |
| Other operating expenses         | 23,11,659.26            | 6,25,618.89             |
| Printing and stationery expenses | 7,61,387.50             | 5,29,837.49             |
| Rental expenses                  | 83,21,119.91            | 36,08,940.60            |
| Repairs and maintenance          | 4,77,089.26             | 4,18,560.65             |
| Telephone expenses               | 23,22,137.72            | 15,90,606.16            |
| Travelling expenses              | 70,15,772.54            | 62,33,931.85            |
| Valuation charges                | 20,000.00               | 16,500.00               |
| Website development charges      | 5,104.00                | 13,098.00               |
| Zoom subscription charges        | 15,000.00               | 36,000.00               |
| <b>TOTAL</b>                     | <b>4,72,50,918.02</b>   | <b>2,72,50,645.85</b>   |

## SUB-SCHEDULE TO NOTE 9

| Particulars            | Amount as on 31.03.2024 | Amount as on 31.03.2023 |
|------------------------|-------------------------|-------------------------|
| <b>GST payable FCM</b> |                         |                         |
| IGST payable           | 57,827.00               | 5,52,030.90             |
| CGST payable           | 18,01,363.57            | 11,09,327.13            |
| SGST payable           | 24,86,907.47            | 16,46,515.03            |
| <b>RCM</b>             |                         |                         |
| CGST payable           | 20,213.00               | 4,500.00                |
| SGST payable           | 20,213.00               | 4,500.00                |
| IGST payable           | 9,000.00                | 9,000.00                |
| <b>TOTAL</b>           | <b>43,95,524.04</b>     | <b>33,25,873.05</b>     |

| Other Expenses Payable          |                         |                         |
|---------------------------------|-------------------------|-------------------------|
| Particulars                     | Amount as on 31.03.2024 | Amount as on 31.03.2023 |
| Administrative charges payable  | 40,789.00               | 27,060.00               |
| BAS department expenses payable | -                       | -                       |
| Internet charges payable        | -                       | 1,179.00                |
| Expense payable                 | 27,999.99               | -                       |
| Travel desk expenses payable    | -                       | -                       |
| Travelling expenses payable     | -                       | 15,904.00               |
| <b>TOTAL</b>                    | <b>68,788.99</b>        | <b>44,143.00</b>        |

| Employee Benefit Expenses Payable |                         |                         |
|-----------------------------------|-------------------------|-------------------------|
| Particulars                       | Amount as on 31.03.2024 | Amount as on 31.03.2023 |
| Salary payable                    | 1,16,246.00             | 34,373.00               |
| Employee's contribution to ESI    | 33,938.00               | 29,315.00               |
| Employer's contribution to ESI    | 1,46,539.00             | 1,26,618.00             |
| Employee's contribution to PF     | 9,70,324.00             | 6,43,025.00             |
| Employer's contribution to PF     | 9,70,324.00             | 6,43,025.00             |
| Kshemanidhi                       | 51,700.00               | -                       |
| <b>TOTAL</b>                      | <b>22,89,071.00</b>     | <b>14,76,356.00</b>     |

## SUB- SCHEDULE TO NOTE 20

| Particulars                 | Amount as on 31.03.2024 | Amount as on 31.03.2023 |
|-----------------------------|-------------------------|-------------------------|
| <b>Input tax credit FCM</b> |                         |                         |
| CGST receivable             | 1,75,295.21             | 1,88,554.85             |
| SGST receivable             | 1,75,295.21             | 1,88,554.85             |
| IGST receivable             | 2,193.96                | -                       |
| <b>RCM</b>                  |                         |                         |
| CGST receivable             | 4,500.00                | 4,500.00                |
| SGST receivable             | 4,500.00                | 4,500.00                |
| IGST receivable             | 9,000.00                | 9,000.00                |
| <b>TOTAL</b>                | <b>3,70,784.38</b>      | <b>3,95,109.70</b>      |



| Particulars                   | Amount as on<br>31.03.2024 | Amount as on<br>31.03.2023 |
|-------------------------------|----------------------------|----------------------------|
| <b>Other Receivables</b>      |                            |                            |
| Advance to ESCO               | -                          | -                          |
| Advance to GramPro            | -                          | 18,700.00                  |
| Interest on FD                | 2,34,452.00                | 1,24,230.00                |
| Advance to Jio                | 446.00                     | 9,691.00                   |
| SBI Life Insurance receivable | 1,767.60                   | 44,462.60                  |
| Lahanti Gratuity Trust Fund   | 51,400.00                  | 39,600.00                  |
| Office expense advance        | -                          | 2,550.00                   |
| Travel desk                   | 17,024.00                  | -                          |
| <b>TOTAL</b>                  | <b>3,05,089.60</b>         | <b>2,39,233.60</b>         |

#### SUB-SCHEDULE TO NOTE 21

| Particulars                            | Amount as on<br>31.03.2024 | Amount as on<br>31.03.2023 |
|--|----------------------------|----------------------------|
| Administration services income         | 11,21,442.00               | 2,33,187.00                |
| BGV services                           | 30,17,791.00               | 38,44,537.00               |
| Call centre services                   | 88,00,672.00               | 58,87,491.00               |
| Commission-mortgages loan              | 1,40,740.00                | -                          |
| Consultancy fees receipt               | 37,90,000.00               | 20,00,000.00               |
| Facilitation fee-training              | 58,59,696.00               | 28,28,026.00               |
| Facilitation charges                   | 10,25,98,444.00            | 7,32,50,213.00             |
| HR activities                          | 10,80,000.00               | 7,25,000.00                |
| HR recruitment services                | 7,75,05,021.00             | 6,27,16,000.00             |
| IT service income                      | 6,29,86,102.00             | 3,11,35,452.00             |
| Mail room services                     | 1,15,15,188.00             | 67,79,893.00               |
| Marketing and Branding income          | 56,95,773.00               | 4,85,774.00                |
| Marketing service income               | -                          | 11,40,761.00               |
| Professional services and ROC services | 48,46,753.00               | 18,49,545.00               |
| Travel desk and service charges        | 4,56,46,999.34             | 1,84,49,257.19             |
| TDS receipt and reimbursements         | 46,108.29                  | 2,36,116.00                |
| <b>TOTAL</b>                           | <b>33,46,50,729.63</b>     | <b>21,15,61,252.19</b>     |

#### SUB-SCHEDULE TO NOTE 26

| Late Fees, Interest and Fees, Other Taxes | Amount as on<br>31.03.2024 | Amount as on<br>31.03.2023 |
|---|----------------------------|----------------------------|
| GST late fees                             | -                          | -                          |
| Professional taxes                        | 5,758.00                   | 5,600.00                   |
| Interest on TDS                           | -                          | -                          |
| Interest on income tax                    | -                          | 2,529.00                   |
| <b>TOTAL</b>                              | <b>5,758.00</b>            | <b>8,129.00</b>            |

| Other Operating Expenses      | Amount as on<br>31.03.2024 | Amount as on<br>31.03.2023 |
|-------------------------------|----------------------------|----------------------------|
| Housekeeping services         | 11,58,655.00               | 4,41,646.00                |
| Internet charges              | 2,10,941.26                | 1,06,472.89                |
| PoS machine expenses          | -                          | 12,000.00                  |
| Security guard expenses       | 4,33,841.00                | -                          |
| Software development expenses | 3,20,400.00                | 65,500.00                  |
| Marketing department expenses | 1,87,822.00                | -                          |
| <b>TOTAL</b>                  | <b>23,11,659.26</b>        | <b>6,25,618.89</b>         |

| Rental Expenses  | Amount as on<br>31.03.2024 | Amount as on<br>31.03.2023 |
|------------------|----------------------------|----------------------------|
| Building rent    | 80,08,148.00               | 34,02,253.80               |
| Printer rent     | 3,12,971.91                | 1,03,212.80                |
| Computer rent    | -                          | 66,724.00                  |
| Rent on PRI line | -                          | 36,750.00                  |
| <b>TOTAL</b>     | <b>83,21,119.91</b>        | <b>36,08,940.60</b>        |

| Particulars                       | Amount as on<br>31.03.2024 | Amount as on<br>31.03.2023 |
|-----------------------------------|----------------------------|----------------------------|
| <b>OFFICE EXPENSES</b>            |                            |                            |
| Anniversaries and celebrations    | 3,88,985.00                | 16,490.00                  |
| Building insurance                | 4,349.00                   | -                          |
| Domain name renewal charges       | 20,801.00                  | 1,848.00                   |
| Donation                          | 10,000.00                  | 4,375.00                   |
| Discount allowed                  | 60.70                      | -                          |
| Event management services         | 69,481.00                  | 54,271.00                  |
| Filing charges                    | 1,231.00                   | 18,300.00                  |
| Hospitality expenses              | 72,942.80                  | 8,461.50                   |
| Hosting expenses                  | -                          | -                          |
| ISO expenses                      | 55,980.00                  | -                          |
| License and registration fees     | 72,360.00                  | 15,800.00                  |
| Legal charges                     | 6,000.00                   | -                          |
| Other office expenses             | 11,00,157.77               | 2,83,153.49                |
| Reimbursement of expenses         | -                          | 2,34,226.00                |
| Scrutiny representation           | 25,000.00                  | -                          |
| Sponsorship expenses              | -                          | 20,000.00                  |
| Registration and renewal expenses | 3,05,292.00                | 21,059.60                  |
| Vehicle insurance                 | 19,425.00                  | -                          |
| Processing fee                    | 40,956.00                  | -                          |
| Miscellaneous expenses            | 15,824.99                  | 978.00                     |
| Round off                         | 1,117.07                   | 283.42                     |
| <b>TOTAL</b>                      | <b>22,09,963.33</b>        | <b>6,79,246.01</b>         |

#### NOTE 8: TRADE PAYABLES

| Particulars                | As on 31 <sup>st</sup> March 2024                              |           |           |                   |              |
|----------------------------|--|-----------|-----------|-------------------|--------------|
|                            | Outstanding for the Following Periods from Due Date of Payment |           |           |                   |              |
|                            | Less than 1 Year   | 1-2 Years | 2-3 Years | More than 3 Years | Total        |
| (i) MSME                   | 37,64,509.59   | -         | -         | -                 | 37,64,509.59 |
| (ii) Others                | -  | -         | -         | -                 | -            |
| (iii) Disputed dues - MSME | -  | -         | -         | -                 | -            |
| (iv) Disputed dues others  | -  | -         | -         | -                 | -            |



| Particulars                | As on 31 <sup>st</sup> March 2023                              |           |           |                   |              |
|----------------------------|--|-----------|-----------|-------------------|--------------|
|                            | Outstanding for the Following Periods from Due Date of Payment |           |           |                   |              |
|                            | Less than 1 Year   | 1-2 Years | 2-3 Years | More than 3 Years | Total        |
| (i) MSME                   | 38,80,358.00   | -         | -         | -                 | 38,80,358.00 |
| (ii) Others                | -  | -         | -         | -                 | -            |
| (iii) Disputed dues - MSME | -  | -         | -         | -                 | -            |
| (iv) Disputed dues others  | -  | -         | -         | -                 | -            |

#### NOTE 17:TRADE RECEIVABLES

| Particulars   | As on 31 <sup>st</sup> March 2024                              |                  |           |           |                   |              |
|---|--|------------------|-----------|-----------|-------------------|--------------|
|   | Outstanding for the Following Periods from Due Date of Payment |                  |           |           |                   |              |
|   | Less than 6 Months   | 6 Months -1 Year | 1-2 Years | 2-3 Years | More than 3 Years | Total        |
| (i) Undisputed trade receivables – considered good      | 92,59,843.92   | 1,61,508.00      | 15,792.00 | 4,140.00  | -                 | 94,41,283.92 |
| (ii) Undisputed trade receivables – considered doubtful | -  | -                | -         | -         | -                 | -            |
| (iii) Disputed trade receivables considered good        | -  | -                | -         | -         | -                 | -            |
| (iv) Disputed trade receivables considered doubtful     | -  | -                | -         | -         | -                 | -            |

| Particulars   | As on 31 <sup>st</sup> March 2023                              |                  |           |           |                   |              |
|---|--|------------------|-----------|-----------|-------------------|--------------|
|   | Outstanding for the Following Periods from Due Date of Payment |                  |           |           |                   |              |
|   | Less than 6 Months   | 6 Months -1 Year | 1-2 Years | 2-3 Years | More than 3 Years | Total        |
| (i) Undisputed trade receivables – considered good      | 66,74,180.06   | 8,984.00         | 4,140.00  | -         | -                 | 66,87,304.06 |
| (ii) Undisputed trade receivables – considered doubtful | -  | -                | -         | -         | -                 | -            |
| (iii) Disputed trade receivables considered good        | -  | -                | -         | -         | -                 | -            |
| (iv) Disputed trade receivables considered doubtful     | -  | -                | -         | -         | -                 | -            |

#### NOTE 13: LONG TERM LOANS AND ADVANCES

| Particulars  | As on 31 <sup>st</sup> March 2024 |                            |          |
|--|-----------------------------------|----------------------------|----------|
|  | Secured, Considered Good          | Unsecured, Considered Good | Doubtful |
| (a) Capital advances   | -                                 | 66,88,150.00               | -        |
| (b) Loans and advances to related parties (giving details thereof) | -                                 | -                          | -        |
| (c) Others (specify nature)  | -                                 | -                          | -        |
| <b>TOTAL</b>   | -                                 | <b>66,88,150.00</b>        | -        |

The amount of Rs. 66,88,150/- relates to the Advance Payment made by the company as an Investment in the shares of Vindhyanchal Fin Lease Private Limited vide an agreement entered on 17-03-2021.

The management had classified it as a Short Term Loan and Advance since the transaction was to be completed within the next 12 months. However, the documentation procedures are not completed, due to which the amount is now being classified as Long term Loan and Advance.

| Particulars  | As on 31 <sup>st</sup> March 2023 |                            |          |
|--|-----------------------------------|----------------------------|----------|
|  | Secured, Considered Good          | Unsecured, Considered Good | Doubtful |
| (a) Capital advances   | -                                 | -                          | -        |
| (b) Loans and advances to related parties (giving details thereof) | -                                 | -                          | -        |
| (c) Others ( Specify nature)                                       | -                                 | -                          | -        |
| <b>TOTAL</b>   | -                                 | -                          | -        |



NOTE 11: PROPERTY PLANT AND EQUIPMENT

| Gross block |                        |  |                |           |  |                               |                      |   |                            |                   |   |
|-------------|------------------------|--|----------------|-----------|--|-------------------------------|----------------------|---|----------------------------|-------------------|---|
| Sl. No      | Tangible Assets        | Balance as on 1 <sup>st</sup> April 2023 | Additions      | Disposals | Acquisitions Through Business Combinations | Reclassified as Held for Sale | Revaluation Increase | Effect of Foreign Currency Exchange Differences | Borrowing Cost Capitalised | Other Adjustments | Balance as on 31 <sup>st</sup> March 2024 |
| (a)         | Computer & accessories | 1,15,91,378.68                           | 52,84,454.02   | -         | -  | -                             | -                    | -   | -                          | -                 | 1,68,75,832.70                            |
| (b)         | Office equipments      | 86,914.00                                | 1,58,877.58    | -         | -  | -                             | -                    | -   | -                          | -                 | 2,45,791.58                               |
| (c)         | Furniture and fittings | 77,18,331.61                             | 13,55,389.24   | -         | -  | -                             | -                    | -   | -                          | -                 | 90,73,720.85                              |
| (d)         | Electrical fittings    | 38,90,304.40                             | 54,19,831.52   | -         | -  | -                             | -                    | -   | -                          | -                 | 93,10,135.92                              |
| (e)         | Vehicle                | 18,68,127.90                             | -              | -         | -  | -                             | -                    | -   | -                          | -                 | 18,68,127.90                              |
| (f)         | Plant & machinery      | -  | 66,75,036.72   | -         | -  | -                             | -                    | -   | -                          | -                 | 66,75,036.72                              |
| (g)         | Building               | -  | 1,77,27,793.33 | -         | -  | -                             | -                    | -   | -                          | -                 | 1,77,27,793.33                            |
|             | Total                  | 2,51,55,056.59                           | 3,66,21,382.41 | -         | -  | -                             | -                    | -   | -                          | -                 | 6,17,76,439.00                            |

| Gross block       |                   |   |              |               |   |   |                             |   |  |                          |  |
|-------------------|-------------------|---|--------------|---------------|---|---|-----------------------------|---|--|--------------------------|--|
| Intangible Assets |                   | Balance as on<br>1 <sup>st</sup> April 2023 | Additions    | Dispo<br>sals | Acquisi<br>tions<br>Thro<br>ugh<br>Busin<br>ess<br>Combin<br>ations | Reclas<br>sified<br>as<br>Held<br>for<br>Sale | Reval<br>uation<br>Increase | Effect of<br>Foreign<br>Currency<br>Exchange<br>Differences | Borro<br>wing<br>Cost<br>Capit<br>alised | Other<br>Adjust<br>ments | Balance<br>as on<br>31 <sup>st</sup> March<br>2024 |
| (a)               | Computer software | 12,80,670.76                                | 11,57,144.00 | -             | -   | -   | -                           | -   | -  | -                        | 24,37,814.76                                       |
|                   | Total             | 12,80,670.76                                | 11,57,144.00 | -             | -   | -   | -                           | -   | -  | -                        | 24,37,814.76                                       |

NOTE 11: DEPRECIATION

| Depreciation |                        |  |   |                                  |  |  |  |                    |   | Net Block                                 |   |
|--------------|------------------------|--|---|----------------------------------|--|--|--|--------------------|---|---|---|
| Sl. No       | Tangible Assets        | Balance as on 1 <sup>st</sup> April 2023 | Depreciation/ Amortisation Expense for the Year | Eliminated on Disposal of Assets | Eliminated on Reclassifi cation as Held for Sale | Impairment Losses Recognised in Statement of Profit and Loss | Reversal of Impairment Losses Recognised in Statement of Profit and Loss | Other adjust ments | Balance as on 31 <sup>st</sup> March 2024 | Balance as on 31 <sup>st</sup> March 2023 | Balance as on 31 <sup>st</sup> March 2024 |
| (a)          | Computer & accessories | 27,55,276.11                             | 47,33,324.63                                    | -                                | -  | -  | -  | -                  | 74,88,600.74                              | 88,36,102.57                              | 93,87,231.96                              |
| (b)          | Office equipments      | 70,657.16                                | 16,473.77                                       | -                                | -  | -  | -  | -                  | 87,130.94                                 | 16,256.84                                 | 1,58,660.64                               |
| (c)          | Furniture and fittings | 8,03,924.87                              | 7,62,705.55                                     | -                                | -  | -  | -  | -                  | 15,66,630.42                              | 69,14,406.73                              | 75,07,090.42                              |
| (d)          | Electrical fittings    | 1,26,272.29                              | 4,52,900.22                                     | -                                | -  | -  | -  | -                  | 5,79,172.51                               | 37,64,032.11                              | 87,30,963.41                              |
| (e)          | Vehicle                | 4,858.92                                 | 2,22,295.71                                     | -                                | -  | -  | -  | -                  | 2,27,154.63                               | 18,63,268.98                              | 16,40,973.27                              |
| (f)          | Plant & machinery      | -  | 38,193.54                                       | -                                | -  | -  | -  | -                  | 38,193.54                                 | -   | 66,36,843.18                              |
| (g)          | Building               | -  | 40,029.82                                       | -                                | -  | -  | -  | -                  | 40,029.82                                 | -   | 1,76,87,763.51                            |
|              | Total                  | 37,60,989.36                             | 62,65,923.25                                    | -                                | -  | -  | -  | -                  | 1,00,26,912.61                            | 2,13,94,067.22                            | 5,17,49,526.39                            |

| Sl. No | Tangible Assets   | Depreciation                             |   |                                  |  |  |  |                    | Net Block                                 |   |              |
|--------|-------------------|--|---|----------------------------------|--|--|--|--------------------|---|---|--------------|
|        |                   | Balance as on 1 <sup>st</sup> April 2023 | Depreciation/ Amortisation Expense for the Year | Eliminated on Disposal of Assets | Eliminated on Reclassifi cation as Held for Sale | Impairment Losses Recognised in Statement of Profit and Loss | Reversal of Impairment Losses Recognised in Statement of Profit and Loss | Other Adjust ments | Balance as on 31 <sup>st</sup> March 2024 | Balance as on 31 <sup>st</sup> March 2024 |              |
| (a)    | Computer software | 3,02,449.07                              | 5,63,487.93                                     | -                                | -  | -  | -  | -                  | 8,65,937.00                               | 9,78,221.69                               | 15,71,877.76 |
|        | Total             | 3,02,449.07                              | 5,63,487.93                                     | -                                | -  | -  | -  | -                  | 8,65,937.00                               | 9,78,221.69                               | 15,71,877.76 |



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 2023-24

CORPORATE INFORMATION

GRAMPRO BUSINESS SERVICES PRIVATE LIMITED (PREVIOUSLY KNOWN AS LAHANTI BUSINESS SERVICES PRIVATE LIMITED) is a private limited company incorporated on 20<sup>th</sup> January 2017 in the state of Kerala, India. The Company is engaged to carry on the business of supply of manpower, recruitment, skill development, training, business consulting, project management, call center, mailroom, travel desk services and providing all kinds of outsourcing services in all fields and for all processes all over the world. The company had changed the name from Lahanti Business Services Private Limited to Grampro Business Services Private Limited vide Special Resolution passed in the EGM held on 11/03/2021.

SIGNIFICANT ACCOUNTING POLICIES AND NOTES TO FINANCIAL STATEMENTS

2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements of the Company have been prepared in accordance with Generally Accepted Accounting Principles in India (Indian GAAP). The Company has prepared these financial statements to comply with all material aspects with the Accounting Standards notified under the Companies (Accounts) Rules, 2014, (as amended) and the relevant provisions of the Companies Act, 2013. The financial statements have been prepared under historical cost convention and on accrual basis. The Accounting policies adopted in the preparation of financial statements are consistent with those of previous year. The figures appearing in the financial statement has been rounded off to nearest hundreds as per Schedule III requirements.

2.2 USE OF ESTIMATES

The preparation of the financial statements in conformity with Indian GAAP requires the Management to make estimates and assumptions considered in the reported amounts of assets and liabilities (including Contingent Liabilities) and the reported income and expenses during the year. The Management believes that the estimates used in the preparation of the financial statements are prudent and reasonable. Future results could differ due to these estimates and the differences between the actual results and the estimates are recognised in the periods in which these gets materialised.

The management have made estimates for providing for expenses relating to the financial year 2023-24 in the books of accounts. In making the estimate of provision for Bonus Payable to employees for the financial year 2023-24, the management has considered the best estimate of the expenditure required to recognise and give effect to the statutory obligation as per the provisions of Payment of Bonus Act, 1965 and taking into consideration the probable outflow based on similar transactions of previous year and the amounts that shall be recovered by virtue of the terms and conditions of the existing agreement for deputation of the Company employees to another entity. Reporting of Key Audit Matters as per SA 701, Key Audit Matters are not applicable to the Company as it is an unlisted company.

2.3 REVENUE RECOGNITION

i. Sales of Services

Revenue from sale of services is recognised:

1. When the outcome of a transaction involving the rendering of services can be estimated reliably, revenue associated with the transaction shall be recognised by reference to the stage of completion of the transaction at the end of the reporting period. The outcome of a transaction can be estimated reliably when all the following conditions are satisfied:

- a) the amount of revenue can be measured reliably;
- b) it is probable that the economic benefits associated with the transaction will flow to the entity;
- c) the stage of completion of the transaction at the end of the reporting period can be measured reliably; and
- d) the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

2. No significant uncertainty exists regarding the amount of the consideration that will be derived from the sale of services.

ii. Other Income

Other income includes Commission/Interest/Discount/Incentives or any other miscellaneous income received or receivable by the Company from sources which are incidental to the operations of the Company.

2.4 EMPLOYEE BENEFITS

The Company follows “Accounting Standard 15 – Employee Benefits” and hence records the employee costs as and when

incurred. The measure of the resulting asset at the lower of the amount so determined or the present value of any economic benefits available in the form of refunds from the plans or contributions, and the provisions required to the same was created. The Company has provided for in the books of accounts the following amounts as current year provision for retirement benefits based on the actuarial valuation report obtained. The Company’s Board of Directors is responsible for the preparation of the other information. The other information comprises the informaion included in the Board’s Report including Annexures to Board’s Report, Business Responsibility Report but does not include the financial statements and our auditor’s report thereon.

(Figures in ‘100s)

|                       |                               |
|-----------------------|-------------------------------|
| Gratuity Provision    | Gratuity Provision 2,640.00/- |
| Leave Salary expenses | 785.30/-                      |

The Company has set up a Trust for the purpose of creation and accumulation of Gratuity funds and distributing the same to employees as per the provisions of Gratuity Act, in the name of Lahanti Employees Group Gratuity Fund Trust. Approval was accorded to gratuity scheme under Part C to the fourth schedule of the Income Tax Act, 1961.

2.5 PLANT, PROPERTY AND EQUIPMENTS

Plant, Property and Equipments are stated at cost less accumulated depreciation and impairment, if any. Cost comprises the purchase price and any attributable cost of bringing the assets to its working condition for its intended use.

2.6 DEPRECIATION

Pursuant to the notification of Schedule II of the Companies Act, 2013 by the Ministry of Corporate Affairs effective 01 April 2014, the management has considered the useful life of the Fixed Assets as prescribed under Part- C of Schedule II of the Companies Act 2013 and Calculated Depreciation accordingly in Straight Line Method.

2.7 INVENTORIES

The “Accounting Standard 2 – Valuation of Inventory” issued by the ICAI is not applicable to the said company since the nature of business carried out by the company is providing outsourced services and recruitment of manpower.

2.8 ACCOUNTING FOR TAXES ON INCOME

Current tax is the amount of tax payable on the taxable income for the year as determined in accordance with the provisions of Income Tax Act 1961.

Deferred tax is recognised on timing difference, being the difference between taxable income and accounting income that originate in one period and are capable of reversal in one or subsequent periods and are quantified using the substantively enacted tax rate as on the Balance Sheet date.

Deferred tax assets are recognised only to the extent that there is reasonable certainty that sufficient future taxable income will be available against which such deferred tax assets can be realised. If the Company has unabsorbed depreciation or carry forward tax losses, deferred tax assets are recognised only there is virtual certainty supported by convincing evidence that such deferred tax assets can be realised against future taxable profits.

At each Balance Sheet date, the Company reassesses unrecognised deferred tax assets. It recognises unrecognised deferred tax assets to the extent that it has become virtually certain that sufficient future taxable income will be available against which such deferred tax assets can be realised.

Deferred Tax Asset has been recognised during the period since there is a virtual certainty of future taxable income and has been shown as a separate line item in the Balance Sheet.



**DEFERRED TAX COMPUTATION**

(Figures in '100s)

| Particulars  | As on 31 <sup>st</sup> March, 2024 | As on 31 <sup>st</sup> March, 2023 |
|--|------------------------------------|------------------------------------|
| Deferred tax (liability) / asset                                   | (10,924.75)                        | (6,429.50)                         |
| Tax effect of items constituting deferred tax liability            | -                                  | -                                  |
| Tax effect of items constituting deferred tax asset                | 1,312.28                           | -                                  |
| On difference between book balance and tax balance of fixed assets | (5,335.23)                         | (4,495.25)                         |
| Tax effect of items constituting deferred liability                | (4,022.95)                         | -                                  |
| Tax effect of items constituting deferred liability                | -                                  | (4,495.25)                         |
| Net deferred tax (liability) / asset                               | (14,947.71)                        | (10,924.75)                        |

**2.8 EARNINGS PER SHARE (EPS)**

The calculation of Earnings Per Share (EPS) as disclosed in the Statement of Profit and Loss has been made in accordance with Accounting Standard (AS) -20 on "Earnings per Share" issued by Companies (Accounts) Rules, 2014.

The following reflects the profit and shares related data used in the Basic EPS computation:

|  | As on 31 <sup>st</sup> March 2024 | As on 31 <sup>st</sup> March 2023 |
|--|-----------------------------------|-----------------------------------|
| Net Profit /(loss) after tax<br>(Amount in '100s)  | 2,30,472.08                       | 2,00,364.15                       |
| No. of shares used in computing earnings per share | 45,000.00                         | 45,000.00                         |
| Earnings per share- basic and diluted (in rupees)  | 512.16                            | 445.25                            |
| Face value per share                               | 10.00                             | 10.00                             |

**2.9. RATIOS**

| PARTICULARS  | CY          | PY          | Change (In %) |
|--|-------------|-------------|---------------|
| (a) current ratio<br>= Current assets/current liabilities  | 1.32 times  | 2.21 times  | -41%          |
| (b) Debt-equity ratio<br>= Total debt/total equity   | 39.69 times | 3.69 times  | 9.76 times    |
| (c) Debt service coverage ratio<br>= Earnings before interest, tax and depreciation/(interest + principal) | 15.46 times | NA          | 100%          |
| (d) Return on equity ratio<br>= Profit after tax/equity shareholder's funds*100                            | 32.30%      | 41.47%      | -22%          |
| (e) Inventory turnover ratio<br>= Net turnover/average inventory   | NA          | NA          | NA            |
| (f) Trade receivables ratio<br>= Net turnover/average trade receivables                                    | 41.93 times | 33.85 times | 24%           |
| (g) Trade payables turnover ratio<br>= Net purchases/average trade payables                                | NA          | NA          | NA            |
| (h) Net capital turnover ratio<br>= Net turnover/net working capital                                       | 25.01 times | 8.76 times  | 185%          |

|   |        |        |      |
|---|--------|--------|------|
| (i) Net profit ratio<br>= Profit after tax/net turnover * 100                               | 6.82%  | 9.40%  | -27% |
| (j) Return on capital employed<br>= Earnings before interest and tax/capital employed * 100 | 44.08% | 55.80% | -21% |
| (k) Return on investment<br>= Income from investment/average investment                     | NA     | NA     | NA   |

1. Reason for change in accounting ratios if the change is more than 25%

a) [Refer Point (a)], The Company has reclassified an amount of Rs.66,88,150/- from Short Term Loans and Advances to Long Term Loans and Advances. Hence the Current assets have been reduced.

b) [Refer Point (c)], The Company had commenced Principal repayment on the financial aids availed in the previous year and current year.

c) [Refer Point (h)], The increase in the Turnover has resulted in an increase in the Net Capital Turnover ratio.

d) [Refer Point (i)], Although the Turnover of the Company has increased compared to previous year, the company has incurred expenses more than the increase in turnover, due to which there is a decrease in the Net Profit ratio.

**2.10 IMPAIRMENT OF ASSETS**

The carrying values of assets at each Balance Sheet date are reviewed for impairment. If any indication of impairment exists, the recoverable amount of such assets is estimated and impairment is recognised, if the carrying amount of these assets exceeds their recoverable amount.

In accordance with the Accounting Standard (AS) - 28 on Impairment of Assets, the Company has assessed as on the Balance Sheet date, whether there are any indications (listed in paragraphs 8 to 10 of the Standard) with regards to the impairment of any of the assets. Based on such assessment it has been ascertained that no potential loss is present and therefore, formal estimate of recoverable amount has not been made. Accordingly, no impairment/ loss has been provided in the books of account.

**2.11 PROVISIONS, CONTINGENT LIABILITIES AND CONTINGENT ASSETS**

(i) Provision is recognised (for liabilities that can be measured by using substantial degree of estimation) when:

- The Company has a present obligation as a result of past events;
- A probable outflow of resources is expected to settle the obligation and
- The amount of obligation can be reliably estimated

Provisions are determined based on best estimate required to settle the obligation at the Balance Sheet date. These are reviewed at each Balance Sheet date and adjusted to reflect the current best estimates

(ii) Contingent Liability is disclosed in case there is:

- Possible obligation that arises from past events and existence of which will be confirmed only by the occurrence or non – occurrence of one or more uncertain future events not wholly within the control of the enterprise; or
- A present obligation arising from past events but is not recognised:

i. When it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or

ii. A reliable estimate of the amount of the obligation cannot be made.

Contingent Assets are neither recognised nor disclosed in the financial statements.

**2.12 RELATED PARTY DISCLOSURE**

a) Disclosure of Related Parties and relationship between parties :-

i. Key Management Personnel:



- a) Mr. Idicheria Ninan, Director
- b) Mr. David Mathew, Director cum Shareholder
- c) Koranchath Krishnadas, Director (Appointed w.e.f 10.07.2024)

ii. Other Related Parties

- (a) GRAMDARSH INTEGRATED SERVICES PRIVATE LIMITED (previously known as GRAMPRO DISTRIBUTION SERVICES PRIVATE LIMITED)
- (b) SWASRAYA NIDHI LIMITED
- (c) PRACHODHAN DEVELOPMENT SERVICES PRIVATE LIMITED
- (d) VINDHYANCHAL FIN LEASE PRIVATE LIMITED

**Note: Related parties have been identified by the management**

During the Current year Company has paid to Directors the following amount in the nature of;

| Values in '100s  |                   |                             |
|------------------|-------------------|-----------------------------|
| Name             | Nature of Payment | Amount Paid During the Year |
| Idicherian Ninan | Remuneration      | 6,000.00/-                  |
| David Mathew     | Remuneration      | 6,000.00/-                  |
| Total            |                   | 12,000.00/-                 |

**CORPORATE LOAN**

| Values in '100s   |               |                 |
|---|---------------|-----------------|
| Name  | Amount Aailed | Closing Balance |
| GRAMDARSH INTEGRATED SERVICES PRIVATE LIMITED (previously known as GramPro Distribution Services Private Limited) | 90,000.00/-   | 90,000.00/-     |
| Total   | 90,000.00/-   | 90,000.00/-     |

**2.13 NON-CURRENT INVESTMENTS**

- The Company holds Unlisted Equity shares of Prachodhan Development Services Private Limited, a company incorporated under Section 8 of the Companies Act, 2013 amounting to Rs. 10,00,000 (1,00,000 Shares having face value of Rs.10/- each fully paid up at a value of Rs.10/- per share) as on 31<sup>st</sup> March 2024.
- The company holds unlisted equity shares of Alpha Micro Finance Consultants Private Limited amounting to Rs.8,60,000 (50,000 Shares having face value of Rs.10/- each fully paid up at a value of Rs.17.14/- per share) since 11/09/2019.
- The Company has purchased Compulsorily Convertible preference shares of Intellioak Technologies Pvt Ltd amounting to Rs. 10,15,174/- (46 Shares having face value of Rs.100 at a value of 22,068.82 per share). The management has not obtained a valuation certificate from a registered valuer as on 31/03/2024. However, based on the experience and professional estimate made by the management, considering various factors and the growth and financial projections obtained, no circumstances or significant events were identified warranting a decline or diminution in the value of investments and hence, no provision for diminution has been provided in the books of accounts.
- According to Accounting Standard 13 – Accounting for Investments, the long-term Investments are to be carried at cost. However, when there is a decline, other than temporary, in the value of a long-term investment, the carrying amount is reduced to recognise the decline. The Management has not identified any significant permanent decline on the value of the long-term investments held as on date and hence, the investments are carried at their cost as on 31<sup>st</sup> March 2024.

**2.14**

The company has paid Advance of Rs. 66,88,150/- towards purchase of Unlisted Equity shares of Vindhyanchal Fin Lease Private Limited, a Non-Banking Financial institution amounting to Rs.93,63,410/- (6,68,815 shares having face Value of Rs.10 each fully paid up at a value of Rs.14/- per share) from existing Shareholder “Mr. Prashant Rao Moses”. The Company

has entered into a Share Purchase Agreement on 17/03/2021 and the transfer of shares in the name of the Cvcompany shall be subject to the approval of authorities of RBI.

The management had classified the advance payment of Rs. 66,88,150/- as a Short-Term Loan and Advance since the transaction was to be completed within the next 12 months from the payment date. However, the documentation procedures are not completed, due to which the amount is now being classified as Long- Term Loan and Advance.

**2.15**

The company has been recognised as a Startup by the Department of Promotion of Industry and Internal Trade vide the Certificate of Recognition having Certificate Number DIPP150990 dated 28.11.2023. The Company had also applied for Tax Exemption under Section 80IAC of the Income tax Act, 1961. The application is pending before the Inter-Ministerial Board.

**2.16**

The Financial Statements of the Company have been prepared in the format prescribed in Schedule III of Companies Act, 2013. Previous year's figures have been regrouped/ reclassified wherever necessary to the extent possible to correspond with the current year's classification/disclosure. The values of the Current Year and Previous Year Financial Statements has been rounded to nearest hundreds as prescribed in Schedule III of Companies Act, 2013.

As per our report of even date attached.

**For Sivadas C & Company**

For GramPro Business Services Private Limited  
Chartered Accountants  
Firm Reg. No: 011823S

**NITHIN S**

Chartered Accountant  
Membership No - 233005  
UDIN: 24233005BKBWHH7022

**David Mathew**

Director  
(DIN: 08610585)

**Idicheria Ninan**

Director  
(DIN: 02361501)

Palakkad  
12.08.2024



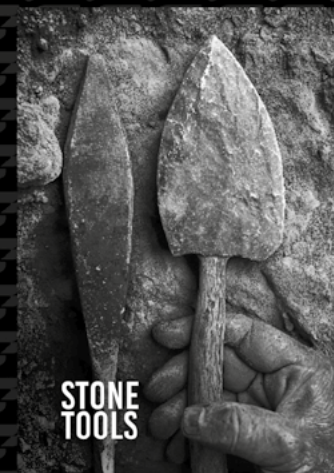








EVERY SUCCESSFUL STORY EVOLVES INTO A BETTER,  
BRIGHTER VERSION DAY BY DAY



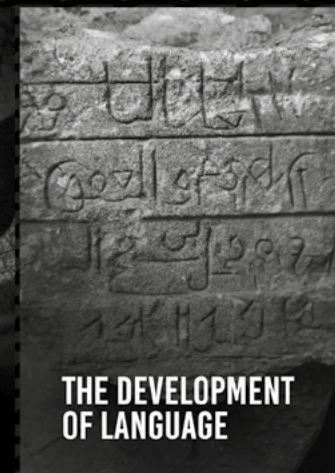
STONE  
TOOLS



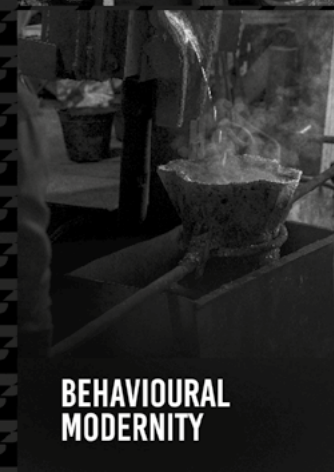
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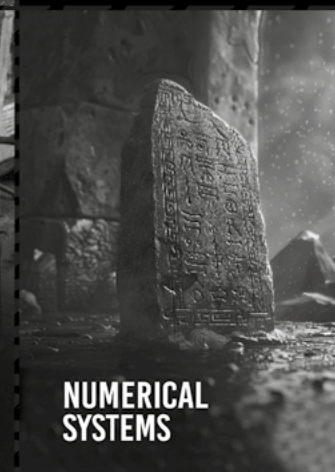
CONTROLLED  
USE OF FIRE



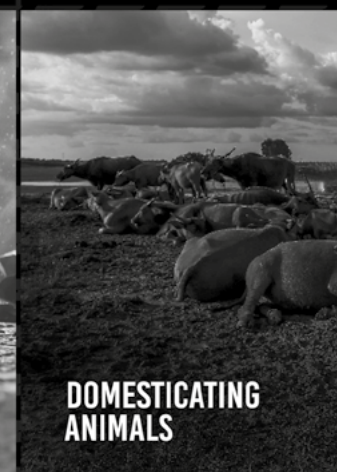
THE DEVELOPMENT  
OF LANGUAGE



BEHAVIOURAL  
MODERNITY



NUMERICAL  
SYSTEMS



DOMESTICATING  
ANIMALS



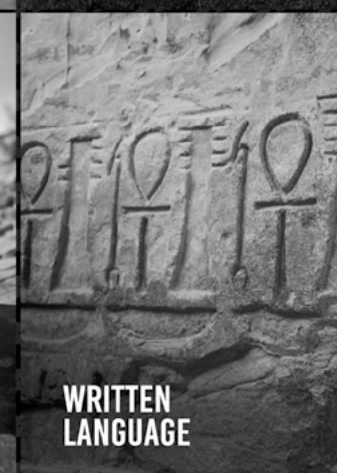
AGRICULTURE



METAL  
WORKING



INVENTION OF  
THE WHEEL



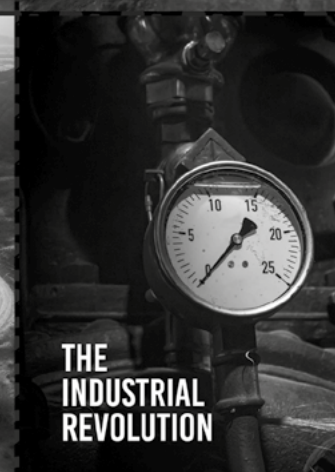
WRITTEN  
LANGUAGE



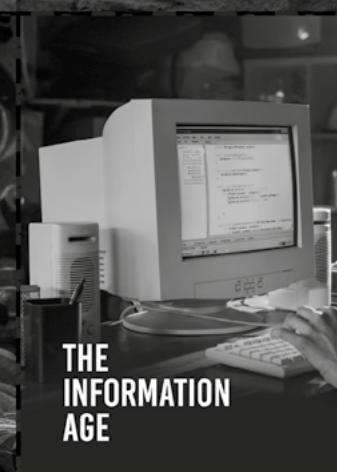
NAVIGATION



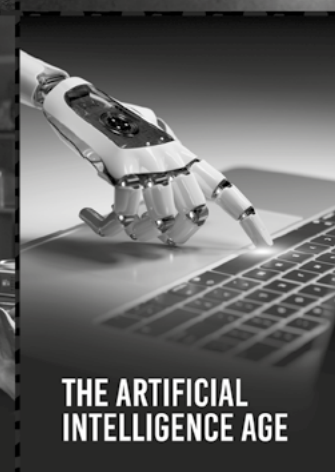
THE SILK ROAD



THE  
INDUSTRIAL  
REVOLUTION



THE  
INFORMATION  
AGE



THE ARTIFICIAL  
INTELLIGENCE AGE





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