

EMA Partners Executive Search Ltd.
Dubai International Financial Centre
Dubai - United Arab Emirates
Auditor's Report and Financial
Statements
For the year ended March 31, 2025

EMA Partners Executive Search Ltd.
Dubai International Financial Centre
Dubai - United Arab Emirates
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EMA Partners Executive Search Ltd.

Dubai International Financial Centre

Dubai - United Arab Emirates

General information

Principal office address : Unit Office GV07/L02/206
Level 2, Gate Village Building 07
P. O. Box: 507340, Dubai, United Arab Emirates.
T: +971 4 3303109

Website : www.ema-partners.com

The Directors :	<u>Name</u>	<u>Nationality</u>
	Mr. Ramachandran Ananthapadmanabhan	Indian
	Mr. Krishnan Sudarshan	Indian
	Mr. Amarjeet Dutta	Indian

The Auditor : Kaid Auditing Co., Chartered Accountants,
PO Box 60869,
Dubai, United Arab Emirates.

The Bank : Emirates NBD

EMA Partners Executive Search Ltd.
Dubai International Financial Centre, Dubai - United Arab Emirates

Directors' report

The Directors have pleasure in presenting their report and the audited financial statements for the year ended March 31, 2025.

Principal activities of the Entity

The principal activities of the Entity as per the license are executive search and human resources consultancy.

Financial review

The table below summarizes the results of 2025 and 2024 denoted (in Arab Emirates Dirham) (AED).

	For the year ended March 31, 2025	For the year ended March 31, 2024
Revenue from contract with customers	7,285,259	7,463,395
Gross profit for the year	3,165,728	4,134,328
Net profit for the year	1,688,747	3,301,053

Role of the Directors

The Directors are the Entity's principal decision-making forum. The Directors have the overall responsibility for leading and supervising the Entity for delivering sustainable shareholder value through its guidance and supervision of the Entity's business. The Directors sets the strategies and policies of the Entity . They monitor performance of the Entity's business, guide and supervise its management.

Events after year end

In the opinion of the Directors, no transaction or event of a material and unusual nature, favourable or unfavourable has arisen in the interval between the end of the financial year and the date of this report, that is likely to affect, substantially the result of the operations or the financial position of the entity .

Auditor

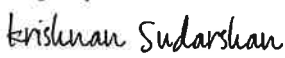
M/s. Kaid Auditing Co., Chartered Accountants, is willing to continue in office and a resolution to re-appoint them will be proposed in the Annual General Meeting.

Statement of Directors' responsibilities

The applicable requirements, requires the Directors to prepare the financial statements for each financial year which presents fairly in all material respects, the financial position of the entity and its financial performance for the year then ended.

The audited financial statements for the year under review, have been prepared in conformity and in compliance with the relevant statutory requirements and other governing laws. The Directors confirm that sufficient care has been taken for the maintenance of proper and adequate accounting records that disclose with reasonable accuracy at any time, the financial position of the Entity and enables them to ensure that the financial statements comply with the requirements of applicable statute. The Directors also confirm that appropriate accounting policies have been selected and applied consistently in order that the financial statements reflect fairly the form and substance of the transactions carried out during the year under review and reasonably present the Entity's financial conditions and results of its operations.

These financial statements were approved by the Board and signed on behalf by the authorized representative of the Entity.

Signed by:

 3419465F4F3F428..

Authorized signatory

May 16, 2025

Ref: AC/June 2024

Independent auditor's report

To,
Shareholders
EMA Partners Executive Search Ltd.
Dubai International Financial Centre
Dubai - United Arab Emirates

Report on the audit of the financial statements

Opinion

We have audited the accompanying financial statements of **EMA Partners Executive Search Ltd., Dubai - United Arab Emirates ("Entity")** which comprise the statement of financial position as at **March 31, 2025**, and the statement of profit or loss and other comprehensive income, statement of changes in equity, statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at **March 31, 2025** and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). 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 Entity in accordance with the requirements of International Code of Ethics for Professional Accountants (including International Independence Standards), issued by International Ethics Standards Board for Accountants (IESBA Code) together with ethical requirements that are relevant to our audit of the financial statements in the United Arab Emirates, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other matter

The financial statements is prepared on stand alone basis of the parent Entity and the subsidiary investment is stated at cost.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards (IFRSs), and in compliance with the company's Memorandum and the rules and regulation of DIFC Law No. 5 of 2018, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity'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 Entity or to cease operations, or has no realistic alternative but to do so.

Those charge with governance are responsible for overseeing the Entity 's financial reporting process.

Independent auditor's report (continued)**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs 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 ISAs, we exercise professional judgment and maintain professional skepticism 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, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- 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 Entity'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 Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated 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.

Independent auditor's report (continued)

Report on other legal and regulatory requirements

As required by the rules and regulation of DIFC law No 5 of 2018, we further confirm that,

- 1 We have obtained all the information and explanations which we consider necessary for our audit.
- 2 The financial statements have been prepared and comply in all material respects with the applicable provisions of the rules and regulation of DIFC law No 5 of 2018, and the Memorandum and Articles of Association of the Entity.
- 3 Proper books of accounts have been maintained by the Entity.
- 4 The contents of the Directors' report which relates to the financial statements are in agreement with the Entity 's books of account.
- 5 Note 8 to the financial statements reflects the disclosures relating to material related party transactions and the terms under which they were conducted, and
- 6 Based on the information that has been made available to us nothing has come to our attention which causes us to believe that the Entity has contravened, during the financial year ended **March 31, 2025**, any of the applicable provisions of the rules and regulation of DIFC law No 5 of 2018 or the Memorandum and Articles of Association of the Entity, which would materially affect its activities or its financial position as of **March 31, 2025**.



CA Suresh Natarajan V

Partner - Audit, Assurance and tax

Kaid Auditing Co., Chartered Accountants

Firm Reg. No. LC0010-01

May 16, 2025



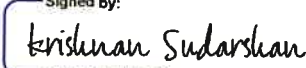
EMA Partners Executive Search Ltd.**Dubai International Financial Centre, Dubai - United Arab Emirates****Statement of financial position as at March 31, 2025****(In Arab Emirates Dirham)**

	Notes	2025	2024
Assets			
<i>Non-current assets</i>			
Property and equipment	4	220,528	200,847
Right of use of assets	5	1,028,815	1,300,536
Investment in subsidiary	6	10,000	10,000
Total non-current assets		1,259,343	1,511,383
<i>Current assets</i>			
Held to maturity investments	7	3,273,610	526,019
Due from a related party	8	333,325	302,846
Loan to a related party	8	550,000	600,000
Accounts receivable	9	2,529,049	2,465,017
Advances, deposits and other receivables	10	1,582,212	479,780
Bank balances	11	1,056,259	2,411,563
Total current assets		9,324,455	6,785,225
Total assets		10,583,798	8,296,608
Equity and liabilities			
<i>Equity</i>			
Share capital	12	500,000	500,000
Retained earnings	13	7,136,547	5,447,800
Total equity		7,636,547	5,947,800
<i>Non-current liabilities</i>			
Lease liability - non current		643,469	300,630
Employees' end of service benefits	14	28,350	28,350
Total non-current liabilities		671,819	328,980
<i>Current liabilities</i>			
Due to a related party	8	74,327	-
Accounts and other payable	15	1,878,267	1,053,521
Lease liability - current		322,838	966,307
Total current liabilities		2,275,432	2,019,828
Total liabilities		2,947,251	2,348,808
Total equity and liabilities		10,583,798	8,296,608

The accompanying notes form an integral part of these financial statements.

The report of the auditor is set out on pages 3 to 5.

The financial statements on pages 6-28 were approved on May 16, 2025 and signed on behalf of the Entity, by:

Signed by:

 3419465E4F3E428

Authorized signatory

EMA Partners Executive Search Ltd.

Dubai International Financial Centre, Dubai - United Arab Emirates

Statement of profit or loss and other comprehensive income for the year ended March 31, 2025

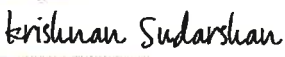
(In Arab Emirates Dirham)

	Notes	For the year ended March 31, 2025	For the year ended March 31, 2024
Revenue from contract with customers	16	7,285,259	7,463,395
Direct expenses	17	(4,119,531)	(3,329,067)
Gross profit		3,165,728	4,134,328
Other income	18	103,582	402,100
Administrative expenses	19	(1,432,361)	(1,225,570)
Finance costs	20	(17,932)	(9,805)
Profit for the period before tax		1,819,017	3,301,053
Taxation expenses	21	(130,270)	-
Profit for the period after tax		1,688,747	3,301,053
Other comprehensive income		-	-
Total comprehensive income for the year		1,688,747	3,301,053

The accompanying notes form an integral part of these financial statements.

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The financial statements on pages 6-28 were approved on May 16, 2025 and signed on behalf of the Entity, by:

Signed by:

 3419465F4F3F428

Authorized signatory



EMA Partners Executive Search Ltd.
Dubai International Financial Centre, Dubai - United Arab Emirates
Statement of changes in equity for the year ended March 31, 2025
(In Arab Emirates Dirham)

	Share capital	Retained earnings	Total equity
Balance as at March 31, 2023	500,000	2,146,747	2,646,747
Total comprehensive income for the year	-	3,301,053	3,301,053
Balance as at March 31, 2024	500,000	5,447,800	5,947,800
Total comprehensive income for the year	-	1,688,747	1,688,747
Balance as at March 31, 2025	500,000	7,136,547	7,636,547

The accompanying notes form an integral part of these financial statements.
The report of the auditor is set out on pages 3 to 5.



EMA Partners Executive Search Ltd.
Dubai International Financial Centre, Dubai - United Arab Emirates
Statement of cash flows for the year ended March 31, 2025
(in Arab Emirates Dirham)

	For the year ended March 31, 2025	For the year ended March 31, 2024
Cash flows from operating activities		
Profit for the period after tax	1,688,747	3,301,053
<i>Adjustments for:</i>		
Depreciation on property, plant and equipment	54,614	9,494
Amortisation of right of use asset	271,721	279,382
Finance costs	17,932	9,805
Operating cashflow before changes in working capital	2,033,014	3,599,734
<i>(Increase) / decrease in current assets</i>		
Accounts receivable	(64,032)	(1,330,883)
Advances, deposits and other receivables	(1,102,432)	(122,097)
Due from a related party	(30,479)	(28,408)
Loan to a related party	50,000	(600,000)
Due to a related party	74,327	-
<i>Increase / (decrease) in current liabilities</i>		
Accounts and other payable	824,746	673,252
Due to a related party	-	-
Cash generated from operations	1,785,144	2,191,598
Finance costs paid	(17,932)	(9,805)
Net cash from operating activities	1,767,212	2,181,793
Cash flows from investing activities		
Purchase of held to maturity investments	(2,747,591)	(526,019)
Purchase of property, plant and equipment	(74,295)	(201,191)
Right of use of assets	-	(1,360,091)
Net cash (used in) investing activities	(2,821,886)	(2,087,301)
Cash flows from financing activities		
Lease liability	(300,630)	1,150,679
Net cash (used in) financing activities	(300,630)	1,150,679
Net (decrease)/increase in cash and cash equivalents	(1,355,304)	1,245,171
Cash and cash equivalents, beginning of the year	2,411,563	1,166,392
Cash and cash equivalents, end of the year	1,056,259	2,411,563
Cash and cash equivalents		
Cash at bank	1,056,259	2,411,563
	1,056,259	2,411,563

The accompanying notes form an integral part of these financial statements.
The report of the auditor is set out on pages 3 to 5.



EMA Partners Executive Search Ltd.

Dubai International Financial Centre, Dubai - United Arab Emirates

Notes to the financial statements for the year ended March 31, 2025

1 Legal status and business activities

- 1.1 **EMA Partners Executive Search Ltd. (the "Entity")** was incorporated on March 22, 2017 as a private company and operates in the United Arab Emirates as per the commercial license issued by the Dubai International Financial Centre (DIFC), Government of Dubai, United Arab Emirates
- 1.2 The principal activities of the Entity as per the license are executive search and human resources consultancy.
- 1.3 The registered office of the Entity is located at Unit Office GV07/L02/206, Level 2 Gate Village Building 07, Dubai International Financial Centre, P.O. Box 507340, Dubai, United Arab Emirates.
- 1.4 The management and control are vested with Mr. Ramachandran Ananthapadmanabhan, Mr. Krishnan Sudarshan, and Mr. Amarjeet Dutta, Directors - Indian Nationals.
- 1.5 These financial statements incorporate the operating results of the license No.CL 2431.
- 1.6 The financial statements is prepared on stand alone basis of the parent Entity and the subsidiary investment is stated at cost.
- 1.7 The Entity is registered for the Corporate Tax vide the Tax Registration No. 100021068000001. The Entity will file their corporate tax return on or before December 31, 2025.

The Entity is registered for the Value Added Tax vide the Tax Registration No 100021068000003. The tax period for Value Added Tax is April 1 to March 31 in every year.

1.8 Going concern

The shareholders/directors have, at the time of approving the financial statements, a reasonable expectation that the entity has adequate resources to continue in operational existence for the foreseeable future. Thus, the entity has applied the going concern basis of accounting in preparing the financial statements.

2 New standards and amendments

2.1 New and amended IFRS Accounting Standards that are effective for the current year

In the current year, the group has applied a number of amendments to IFRS Accounting Standards issued by the IASB that are mandatorily effective for an accounting period that begins on or after 1 January 2024. Their adoption has not had any material impact on the disclosures or on the amounts reported in these financial statements.

- Amendments to IAS 1 - Classification of Liabilities as Current and Non-current.
- Amendments to IAS 1 - Non-current Liabilities with Covenants
- Amendments to IFRS 16 - Lease Liability in a Sale and Leaseback
- Amendments to IAS 7 & IFRS 7 - Supplier Finance Arrangements

2.2 New standards and amendments issued but not effective for the current annual period

At the date of authorization of these financial statements, the Entity has not applied the following new and revised IFRS Accounting Standards that have been issued but are not yet effective and in some cases had not yet been adopted by the relevant body.

Description

- Amendments to IAS 21 - Lack of Exchangeability
- Amendments to IFRS 9 & 7 - Amendments to the Classification and Measurement of Financial Instruments
- Amendments to IFRS 9 & 7 - Contracts Referencing Nature-dependent Electricity
- IFRS 18 - Presentation and Disclosure in Financial Statements
- IFRS 19 - Subsidiaries without Public Accountability: Disclosures



2 New standards and amendments

2.2 New standards and amendments issued but not effective for the current annual period (continued)

Description (continued)

Management anticipates that these new standards, interpretations and amendments will be adopted in the financial statements as and when they are applicable and adoption of these new standards, interpretations and amendments, may have no material impact on the financial statements in the period of initial application.

3 Significant accounting policies

3.1 Statement of compliance

The financial statements have been prepared in accordance with International Financial Reporting Standards. These financial statements are presented in United Arab Emirates Dirham (AED) which is the Entity's functional and presentation currency.

3.2 Basis of preparation

The financial statements have been prepared on the historical cost basis as explained in the accounting policies below.

Historical cost is generally based on the fair value of the consideration given in exchange for assets or goods or services.

The principal accounting policies applied in these financial statements are set out below.

3.3 Current/Non current classification

The Entity presents assets and liabilities in statement of financial position based on current/non-current classification. An asset is current when it is:

Expected to be realised or intended to sold or consumed in normal operating cycle or held primarily for the purpose of trading or expected to be realised within twelve months after the reporting period, or cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non-current.

A liability is current when it is expected to be settled in normal operating cycle or it is held primarily for the purpose of trading or it is due to be settled within twelve months after the reporting period, or there is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period.

The Entity classifies all other liabilities as non-current.

3.4 Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

In the principal market for the asset or liability, or

In the absence of a principal market, in the most advantageous market for the asset or liability.

The principal or the most advantageous market must be accessible to by the Entity.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their best economic interest.



3 Significant accounting policies (continued)

3.4 Fair value measurement (continued)

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

3.5 Foreign currency

The transactions in currencies other than the Entity's functional currency are recognised at the rates of exchange prevailing at the dates of the transactions. At the end of each reporting period, monetary items denominated in foreign currencies are retranslated at the rates prevailing at that date. Non-monetary items carried at fair value that are denominated in foreign currencies are retranslated at the rates prevailing at the date when the fair value was determined. The non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated.

Exchange differences on monetary items are recognised in profit or loss in the period in which they arise.

3.6 Property and equipment

Property and equipment is stated at cost less accumulated depreciation and identified impairment loss, if any. The cost comprise of purchase price, together with any incidental expense of acquisition.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Entity and the cost of the item can be measured reliably. All other repairs and maintenance expenses are charged to the statement of profit or loss during the financial period in which they are incurred.

Depreciation is spread over its useful lives so as to write off the cost of property and equipment. using the straight-line method over its useful lives as follows:

	Years
Office equipment	5
Furniture and fixtures	5
Office interior	5

When part of an item of property and equipment have different useful lives, they are accounted for as separate items (major components) of property and equipment.

The estimated useful lives, residual values and depreciation method are reviewed at the end of each reporting period, with the effect of any changes in estimate accounted for on a prospective basis.

The gain or loss arising on the disposal or retirement of an item of property and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognized in the statement of profit or loss.

3.7 Impairment of tangible assets

At the end of each reporting period, the Entity reviews the carrying amounts of its tangible to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

3 Significant accounting policies (continued)

3.7 Impairment of tangible assets (continued)

Where it is not possible to estimate the recoverable amount of an individual asset, the Entity estimates the recoverable amount of the cash-generating unit to which the asset belongs. Where a reasonable and consistent basis of allocation can be identified, corporate assets are also allocated to individual cash-generating units, or otherwise they are allocated to the smallest group of cash-generating units for which a reasonable and consistent allocation basis can be identified.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in the statement of profit or loss.

Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in the statement of profit or loss.

3.8 Financial instruments

Financial assets and financial liabilities are recognised when the Entity becomes a party to the contractual provisions of the instrument.

3.9 Financial assets

Classification

The Entity classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (either through OCI "FVTOCI", or through profit or loss "FVTPL"), and
- those to be measured at amortised cost.

The classification depends on the Entity's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in profit or loss or OCI. For investments in equity instruments that are not held for trading, this will depend on whether the Entity has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income (FVTOCI). For investments in these equity instruments, the Entity does not subsequently reclassify between FVTOCI and FVTPL.

The Entity reclassifies debt investments when and only when its business model for managing those assets changes.

Measurement

At initial recognition, the Entity measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss (FVPL), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVPL are expensed in profit or loss.

3 Significant accounting policies (continued)

3.9 Financial assets (continued)

Financial assets comprise of cash and cash equivalents, receivables and other financial assets.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and demand deposits and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value.

Receivables

Receivable balances that are held to collect are subsequently measured at the lower of amortized cost or the present value of estimated future cash flows. The present value of estimated future cash flows is determined through the use of value adjustments for uncollectable amounts. The Entity assesses on a forward-looking basis the expected credit losses associated with its receivables and adjusts the value to the expected collectible amounts.

Receivables are written off when they are deemed uncollectible because of bankruptcy or other forms of receivership of the debtors. The assessment of expected credit losses on receivables takes into account credit-risk concentration, collective debt risk based on average historical losses, specific circumstances such as serious adverse economic conditions in a specific country or region and other forward-looking information.

Receivables that are held to collect and sell are subsequently measured at FVTOCI. The Entity derecognizes receivables on entering into factoring transactions if the Entity has transferred substantially all risks and rewards or if the Entity does not retain control over those receivables.

Other financial assets

Other financial assets include both debt instrument and equity instruments. Debt instruments include those subsequently carried at amortized cost, those carried at FVTPL and those carried at FVTOCI.

Debt instruments

Debt instruments that are held for collection of contractual cash flow, where those cash flows represent solely payments of principal and interest, are measured at amortized cost. Interest income from these financial assets is included in statement of profit or loss using the effective interest rate method.

Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the debt instrument, or, where appropriate, a shorter period, to the net carrying amount on initial recognition.

Impairment of financial assets

For accounts receivable and due from related parties, the entity applies the simplified approach permitted by IFRS 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

3 Significant accounting policies (continued)

3.9 Financial assets (continued)

Derecognition of financial assets

The Entity derecognises a financial asset only when the contractual rights to the cash flows from the asset expire; or it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If the Entity neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, the Entity recognises its retained interest in the asset and an associated liability for the amounts, it may have to pay. If the Entity retains substantially all the risks and rewards of ownership of a transferred financial asset, the Entity continues to recognise the financial asset.

Financial liabilities are classified according to the substance of the contractual arrangements entered into and the definitions of a financial liability. All financial liabilities are recognised initially at fair value and, in the case of loans, borrowings and payables, net of directly attributable transaction costs. The Entity's financial liabilities include accounts and other payables, loans and borrowings including bank overdrafts, due to and loans from related parties.

3.10 Financial liabilities

Accounts and other payables

Accounts payable are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less (or in the normal operating cycle of the business if longer). If not, they are presented as non-current liabilities. Accounts and other payables are recognised initially at fair value and subsequently are measured at amortised cost using effective interest method.

Due to/loan from related parties

Amounts due to/loan from related parties are stated at amortised cost.

Loans and other borrowings

Loans and other borrowings are recorded at the proceeds received, net of direct issue costs. Finance charges are accounted on accrual basis and are added to the carrying value of the instruments to the extent that they are not settled in the period in which they arise.

Derecognition of financial liabilities

The Entity derecognises financial liabilities when, and only when, the Entity's obligations are discharged, cancelled or they expire. When an existing financial liability is replaced by another, from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the statement of profit or loss.

3.11 Offsetting financial instruments

Financial assets and liabilities are offset and the net amount reported in the statement of financial position, when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis or realise the asset and settle the liability simultaneously.

3.12 Provisions

Provisions are recognised when the Entity has a present obligation (legal or constructive) as a result of a past event, it is probable that the Entity will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.



3 Significant accounting policies (continued)

3.12 Provisions (continued)

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. When a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows.

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, a receivable is recognised as an asset, if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

3.13 Revenue recognition

Revenue recognised from permanent placements on a retained basis is typically based on a percentage of the candidate's remuneration package, this income being recognised on the completion of three separate performance obligations.

The defined stages are "Retainer", "Shortlist" and "Completion". We concluded that there is only one performance obligation, being provision of recruitment services. Whilst there is considerable work done at the Retainer stage, there is no reference to a deliverable in the contract, and therefore there is no separable performance obligation.

On the second stage of a shortlist, there is a specific deliverable i.e. production of a shortlist. However, the client cannot use this with their own resources without also paying for the final stage regardless. Therefore each stage is considered to be highly interrelated and so forms a single, distinct performance obligation.

Furthermore the transfer of services happens over a period of time since our work creates an asset with no alternative use. We also concluded that under an Output or Input method the timing of revenue recognition is the same.

As per our standard terms and conditions, there are 3 stage payments defined for Retainer, Shortlist and Completion. They are required to compensate us for our performance to date as per the above requirement. As a result of our review no adjustment was required on transition to IFRS 15.

3.14 Taxation and deferred taxation

The income tax expense represents the sum of current and deferred income tax expense.

Current tax: The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in profit or loss because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The entity's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the end of the reporting period.

A provision is recognised for those matters for which the tax determination is uncertain but it is considered probable that there will be a future outflow of funds to a tax authority. The provisions are measured at the best estimate of the amount expected to become payable. The assessment is based on the judgement of tax professionals within the entity supported by previous experience in respect of such activities and in certain cases based on specialist independent tax advice.

3 Significant accounting policies (continued)

3.14 Taxation and deferred taxation (continued)

Deferred tax: Deferred tax is the tax expected to be payable or recoverable on differences between the carrying amounts of assets and liabilities in the financial statements and the corresponding tax bases used in the computation of taxable profit, and is accounted for using the liability method. Deferred tax liabilities are generally recognised for all taxable temporary differences and deferred tax assets are recognised to the extent that it is probable that taxable profits will be available against which deductible temporary differences can be utilised. Such assets and liabilities are not recognised if the temporary difference arises from the initial recognition (other than in a business combination or for transactions that give rise to equal taxable and deductible temporary differences) of other assets and liabilities in a transaction that affects neither the taxable profit nor the accounting profit. In addition, a deferred tax liability is not recognised if the temporary difference arises from the initial recognition of goodwill.

Deferred tax liabilities are recognised for taxable temporary differences arising on investments in subsidiaries and associates, and interests in joint ventures, except where the entity is able to control the reversal of the temporary difference and it is probable that the temporary difference will not reverse in the foreseeable future. Deferred tax assets arising from deductible temporary differences associated with such investments and interests are only recognised to the extent that it is probable that there will be sufficient taxable profits against which to utilise the benefits of the temporary differences and they are expected to reverse in the foreseeable future.

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax is calculated at the tax rates that are expected to apply in the period when the liability is settled or the asset is realised based on tax laws and rates that have been enacted or substantively enacted at the reporting date.

The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the entity expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities.

For the purposes of measuring deferred tax liabilities and deferred tax assets for investment properties that are measured using the fair value model, the carrying amounts of such properties are presumed to be recovered entirely through sale, unless the presumption is rebutted. The presumption is rebutted when the investment property is depreciable and is held within a business model whose objective is to consume substantially all of the economic benefits embodied in the investment property over time, rather than through sale. The directors reviewed the entity's investment property portfolios and concluded that none of the entity's investment properties are held under a business model whose objective is to consume substantially all of the economic benefits embodied in the investment properties over time, rather than through sale. Therefore, the directors have determined that the 'sale' presumption set out in the amendments to IAS 12 is not rebutted. As a result, the entity has not recognised any deferred taxes on changes in fair value of the investment properties as the entity is not subject to any income taxes on the fair value changes of the investment properties on disposal.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities and when they relate to income taxes levied by the same taxation authority and the entity intends to settle its current tax assets and liabilities on a net basis.

Current tax and deferred tax for the year: Current and deferred tax are recognised in profit or loss, except when they relate to items that are recognised in other comprehensive income or directly in equity, in which case the current and deferred tax are also recognised in other comprehensive income or directly in equity respectively. Where current tax or deferred tax arises from the initial accounting for a business combination, the tax effect is included in the accounting for the business combination.

3 Significant accounting policies (continued)

3.15 Leases

Until the 2018 financial year, leases of property and equipment were classified as either finance or operating leases. Payments made under operating leases (net of any incentives received from the lessor) were charged to profit or loss on a straight-line basis over the period of the lease.

The Entity assesses whether a contract is or contains a lease, at inception of a contract. A contract is, or contains, a lease if it conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Entity assess whether:

- the contract involves the use of an identified asset – this may be specified explicitly or implicitly, and should be physically distinct or represents substantially all of the capacity of a physically distinct asset. If the supplier has a substantive substitution right, then the asset is not identified;
- it has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use; and
- it has the right to direct the use of the asset.

From 1 January 2019, leases are recognised as a right-of-use asset and a corresponding liability at the date at which the leased asset is available for use by the Entity. Each lease payment is allocated between the liability and finance cost. The finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. The right-of-use asset is depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the Entity's incremental borrowing rate.

Lease liabilities include the net present value of the following lease payments:

- fixed payments (including in-substance fixed payments), less any lease incentive receivables;
- variable lease payment that are based on an index or a rate;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of a purchase option if the lessee is reasonably certain to exercise that option, and
- payments of penalties for terminating the lease, if the lease term reflects the lessee exercising that option.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be determined, the lessee's incremental borrowing rate is used, being the rate that the lessee would have to pay to borrow the funds necessary to obtain an asset of similar value in a similar economic environment with similar terms and conditions.

The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using the effective interest method) and by reducing the carrying amount to reflect the lease payments made.

The lease liability is presented as a separate line in the statement of financial position.

Right-of-use assets are measured at cost comprising the following:

- the amount of the initial measurement of lease liability;
- any lease payments made at or before the commencement date less any lease incentives received any initial direct costs, and
- restoration costs.

3 Significant accounting policies (continued)

3.15 Leases (continued)

They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated using straight-line method from the commencement date of the lease to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term.

The right-of-use assets are presented as a separate line in the statement of financial position.

3.16 Critical accounting judgements and key sources of estimation uncertainty

In the application of the Entity's accounting policies, which are described in policy notes, the management are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The significant judgments and estimates made by management, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are described below.

Critical judgements in applying accounting policies

In the process of applying the Entity's accounting policies, which are described above, and due to the nature of operations, management makes the following judgment that has the most significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

The key assumptions concerning the future, and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are discussed below.

Allowance for doubtful debts

Allowances for doubtful debts are determined using a combination of factors to ensure that accounts receivable are not overstated due to uncollectibility. The allowance for doubtful debts for all customers is based on a variety of factors, including the overall quality and ageing of receivables, continuing credit evaluation of the customer's financial conditions and collateral requirements from customers in certain circumstances. In addition, specific allowances for individual accounts are recorded when the Entity becomes aware of the customer's inability to meet its financial obligations.

Useful lives of property and equipment

Property and equipment is depreciated over its estimated useful life, which is based on expected usage of the asset and expected physical wear and tear which depends on operational factors. The management has not considered any residual value as it is deemed immaterial.

Impairment of financial assets

The loss allowances for financial assets are based on assumptions about risk of default and expected loss rates. The Entity uses judgement in making these assumptions and selecting the inputs to the impairment calculation, based on the Entity's past history, existing market conditions as well as forward looking estimates at the end of each reporting period. Details of the key assumptions and inputs used are disclosed in the relevant notes to the financial statements.

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4 Property and equipment

	Office equipment	Furniture and fixtures	Office interior	Total
Cost				
As at March 31, 2023	32,194	-	-	32,194
Additions during the year	15,294	35,846	150,051	201,191
As at March 31, 2024	47,488	35,846	150,051	233,385
Additions during the year	16,062	-	58,233	74,295
As at March 31, 2025	63,550	35,846	208,284	307,680
Accumulated depreciation				
As at March 31, 2023	23,044	-	-	23,044
Charge for the year	3,813	597	5,084	9,494
As at March 31, 2024	26,857	597	5,084	32,538
Charge for the year	7,752	7,170	39,692	54,614
As at March 31, 2025	34,609	7,767	44,776	87,152
Carrying value as at March 31, 2025	28,941	28,079	163,508	220,528
Carrying value as at March 31, 2024	20,631	35,249	144,967	200,847



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5 Right of Use

The carrying value of the right of use are as follows:

	2025	2024
Right of use (office premises)	1,028,815	1,300,536
	1,028,815	1,300,536
Cost	Right of use	Total
As at March 31, 2023	562,384	562,384
Derecognition during the year	(562,384)	(562,384)
Additions during the year	1,360,091	1,360,091
As at March 31, 2024	1,360,091	1,360,091
As at March 31, 2025	1,360,091	1,360,091
Accumulated amortisation		
As at March 31, 2023	342,557	342,557
Amortisation during the year	279,382	279,382
Derecognition during the year	(562,384)	(562,384)
As at March 31, 2024	59,555	59,555
Amortisation during the year	271,721	271,721
As at March 31, 2025	331,276	331,276
Carrying value as at March 31, 2025	1,028,815	1,028,815
Carrying value as at March 31, 2024	1,017,534	1,300,536

6 Investment in subsidiary

	Percentage of ownership interest		2025	2024
	2025	2024		
James Douglas Professional Search Limited, Dubai, UAE	100%	100%	10,000	10,000
			10,000	10,000

The financial statements is prepared on stand alone basis of the parent Entity and the subsidiary investment is stated at cost.

7 Held to maturity investments

	2025	2024
<i>The movement of held to maturity investments are as follow:</i>		
Balance at the beginning of the year	526,019	-
Net movement during the period / year	2,747,591	526,019
Balance at the end of the year	3,273,610	526,019

8 Related parties transactions

The Entity enters into transactions with other entities that fall within the definition of a related party as contained in IAS 24, Related party disclosures. Such transactions are in the normal course of business and at terms that correspond to those on normal arms-length transactions with third parties. Related parties comprise entities under common ownership and/or common management and control; their partners and key management personnel.

The management decides on the terms and conditions of the transactions and services received/rendered from/to related parties as well as other charges, if applicable.

	2025	2024
a) Due from a related party		
James Douglas Professional Search Limited, Dubai, UAE	333,325	302,846
	<u>333,325</u>	<u>302,846</u>
a) Loan to a related party		
James Douglas Professional Search Limited, Dubai, UAE	550,000	600,000
	<u>550,000</u>	<u>600,000</u>
c) Due to a related party		
EMA Partners India Limited, India - Shareholder (Formerly known as EMA Partners India Private Limited)	74,327	-
	<u>74,327</u>	<u>-</u>
d) Transactions with related parties		

The nature of significant related party transactions and the amounts involved were as follows:

	For the year ended March 31, 2025	For the year ended March 31, 2024
Interest income (Note 18)	15,847	11,624

9 Accounts receivable

	2025	2024
Accounts receivable	2,529,049	2,465,017
Less: Allowance for doubtful debts	-	(385,334)
Reversal during the year	-	385,334
	<u>2,529,049</u>	<u>2,465,017</u>

Ageing of receivables

	2025	2024
1 -90 days	2,056,027	2,258,444
90 days more	473,022	206,573
	<u>2,529,049</u>	<u>2,465,017</u>

10 Advances, deposits and other receivables

	2025	2024
Prepayments	146,105	109,685
Fixed deposit with bank	20,000	20,000
Deposits	136,693	153,835
Advances to staff	1,260,000	160,000
Other receivables	19,414	36,260
	<u>1,582,212</u>	<u>479,780</u>



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11 Bank balances	2025	2024
Cash at bank	1,056,259	2,411,563
	1,056,259	2,411,563

12 Share capital

Authorised, issued and paid up capital of the Entity is AED 500,000, divided into 136,240 shares of USD 1 each fully paid. The USD has been converted using the rate of exchange 1 USD = AED 3.67

The details of the shareholding as at reporting date are as follows:

Name of Shareholder	Incorporated in	Percentage	No. of shares	2025	2024
EMA Partners India Limited (Formerly known as EMA Partners India Private Limited)	India	100%	136,240	500,000	500,000
		100%	136,240	500,000	500,000

13 Retained earnings

Balance at the beginning of the year	5,447,800	2,146,747
Profit for the year after tax	1,688,747	3,301,053
Balance at the end of the year	7,136,547	5,447,800

14 Employees' end of service benefits

Balance at the beginning of the year	28,350	28,350
Balance at the end of the year	28,350	28,350

Amounts required to cover end of service indemnity at the statement of financial position date are computed based on the employees' accumulated period of service and current basic remuneration at the end of reporting period.

15 Accounts and other payable

	2025	2024
Accounts payables	90,289	29,655
Accruals for expenses	14,087	8,535
Staff payable	1,562,813	929,635
VAT payable-net	80,808	85,696
Corporate tax payable	130,270	-
	1,878,267	1,053,521



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	For the year ended March 31, 2025	For the year ended March 31, 2024
16 Revenue from contract with customers		
Rendering of services	<u>7,285,259</u>	<u>7,463,395</u>
	<u>7,285,259</u>	<u>7,463,395</u>
17 Direct expenses		
Salaries and related benefits	<u>3,978,822</u>	<u>3,250,096</u>
Consultancy and other direct costs	<u>140,709</u>	<u>78,971</u>
	<u>4,119,531</u>	<u>3,329,067</u>
18 Other income		
Foreign currency exchange (loss) - net	<u>(1,360)</u>	<u>(4,481)</u>
Reversal of bad debt provisions	<u>-</u>	<u>385,334</u>
Interest income on investment	<u>89,095</u>	<u>9,623</u>
Interest income on loan to related party (Note 8)	<u>15,847</u>	<u>11,624</u>
	<u>103,582</u>	<u>402,100</u>
19 Administrative expenses		
Legal, visa and professional	<u>563,512</u>	<u>321,490</u>
License and government fees	<u>47,206</u>	<u>47,671</u>
Salaries and related benefits	<u>178,200</u>	<u>162,000</u>
Amortisation of right of use asset (Note 5)	<u>271,721</u>	<u>279,382</u>
Entertainment expenses	<u>49,710</u>	<u>-</u>
Management training expenses	<u>9,585</u>	<u>170,771</u>
Insurance	<u>84,161</u>	<u>76,063</u>
Telephone and communications	<u>54,578</u>	<u>44,136</u>
Rent	<u>13,203</u>	<u>40,660</u>
Office expenses	<u>98,967</u>	<u>50,229</u>
Taxes not recoverable	<u>-</u>	<u>14,023</u>
Depreciation on property and equipment (Note 4)	<u>54,614</u>	<u>9,494</u>
Bank charges	<u>2,917</u>	<u>2,216</u>
Others	<u>3,987</u>	<u>7,435</u>
	<u>1,432,361</u>	<u>1,225,570</u>
20 Finance costs		
Interest on lease liability	<u>17,932</u>	<u>9,805</u>
	<u>17,932</u>	<u>9,805</u>
21 Taxation expenses		
Current period corporate tax	<u>130,270</u>	<u>-</u>
	<u>130,270</u>	<u>-</u>

The management has evaluated the tax expense and the deferred tax for the year considering the rules and regulations of corporate tax of UAE applicable to free zone companies.

In accordance with IAS 12, deferred tax liabilities should be recognized for all taxable temporary differences, while deferred tax assets are recognized only to the extent it is probable that taxable profit will be available against which the deductible temporary differences can be utilized. Since Entity has not identified any temporary differences arising from the implementation of corporate tax during the reporting period, the requirement to recognize deferred tax assets or liabilities does not apply.

Deferred tax assets or liabilities are typically calculated for deductible or taxable temporary differences, unused tax losses, and unused tax credits. However, no such deductible temporary differences, unused tax losses, or other applicable items have been identified in the current reporting period that would necessitate the recognition of deferred tax.

As a result, no deferred tax expense or income is recognized in the financial statements for the reporting period.



22 Financial instruments

a) Significant accounting policies

Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset and financial liability are disclosed in Note 3 to the financial statements.

b) Fair value of financial assets and financial liabilities that are not measured at fair value on recurring basis.

	2025	2024	2025	2024
	Carrying amount		Fair value	
<i>Financial assets</i>				
Held to maturity investments	3,273,610	526,019	3,273,610	526,019
Loan to a related party	550,000	600,000	550,000	600,000
Due from a related party	333,325	302,846	333,325	302,846
Accounts receivable	2,529,049	2,465,017	2,529,049	2,465,017
Other receivables	176,107	210,095	176,107	210,095
Bank balances	1,056,259	2,411,563	1,056,259	2,411,563
	7,918,350	6,515,540	7,918,350	6,515,540
<i>Financial liabilities</i>				
Accounts and other payable	1,878,267	1,053,521	1,878,267	1,053,521
Lease liability	966,307	1,266,937	966,307	1,266,937
	2,844,574	2,320,458	2,844,574	2,320,458

Financial instruments comprise of financial assets and financial liabilities.

The fair value of the financial assets and liabilities is included at the amount at which the instrument could be exchanged in a current transaction between knowledgeable and willing parties.

Financial assets consist of due from related party, loan to a related party, held to maturity investments, accounts receivable, other receivables, bank balances and certain other assets. Financial liabilities consist of accounts and other payable and lease liability.

As at reporting date financial assets and financial liabilities are approximates their carrying values.

23 Financial risk management objectives

The Entity management set out the Entity's overall business strategies and its risk management philosophy. The Entity's overall financial risk management program seeks to minimize potential adverse effects on the financial performance of the Entity. The Entity policies include financial risk management policies covering specific areas, such as market risk (including foreign exchange risk, interest rate risk), liquidity risk and credit risk. Periodic reviews are undertaken to ensure that the Entity's policy guidelines are complied with.

There has been no change to the Entity's exposure to these financial risks or the manner in which it manages and measures the risk.



23 Financial risk management objectives (continued)

The Entity is exposed to the following risks related to financial instruments. The Entity has not framed formal risk management policies, however, the risks are monitored by management on a continuous basis. The Entity does not enter into or trade in financial instruments, investment in securities, including derivative financial instruments, for speculative or risk management purposes.

a) Foreign currency risk management

The Entity undertakes certain transactions denominated in foreign currencies. Hence, exposures to exchange rate fluctuations arise.

The Entity does not have any significant exposure to currency risk, as most of its assets and liabilities are denominated in Arab Emirates Dirham and US Dollar to which Arab Emirates Dirham to US Dollar conversion is pegged.

b) Interest rate risk management

As at the reporting date, there is no significant interest rate risk as there are no borrowings at floating rate of interest from banks or any other third party as at the year end other than on the loan from parent entity.

c) Liquidity risk management

Ultimate responsibility for liquidity risk management rests with the management which has built an appropriate liquidity risk management framework for the management of the Entity's short, medium and long-term funding and liquidity management requirements. The Entity manages liquidity risk by maintaining adequate reserves, continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities.

The Entity has access to interest free loans from its shareholders at its disposal to further reduce liquidity risk.

23 Financial risk management objectives (continued)Liquidity and interest risk tables:

The table below summarises the maturity profile of the Entity's financial assets and financial liabilities. The contractual maturities of the financial assets and financial liabilities have been determined on the basis of the remaining period at the financial position date to the contractual maturity date. The maturity profile of the assets and liabilities at the statement of financial position date based on contractual repayment arrangements were as follows:

Particulars	Interest bearing			Non Interest bearing			Total
	On demand or less than 3 months	Within 1 year	More than 1 year	On demand or less than 3 months	Within 1 year	More than 1 year	
As at March 31, 2025							
Financial assets							
Held to maturity investments	-	3,273,610	-	-	-	-	3,273,610
Loan to a related party	-	-	-	-	-	-	-
Due from related party	-	-	-	-	333,325	-	333,325
Accounts receivable	-	-	-	-	2,529,049	-	2,529,049
Other receivables	-	-	-	-	176,107	-	176,107
Cash and bank balances	-	-	-	1,056,259	-	-	1,056,259
	-	3,273,610	-	1,056,259	3,038,481	-	7,368,350
Financial liabilities							
Accounts and other payables	-	-	-	-	1,878,267	-	1,878,267
Lease liability	-	322,838	643,469	-	-	-	966,307
	-	322,838	643,469	-	1,878,267	-	2,844,574
As at March 31, 2024							
Financial assets							
Held to maturity investments	-	526,019	-	-	-	-	526,019
Loan to a related party	-	600,000	-	-	-	-	600,000
Accounts receivable	-	-	-	-	2,465,017	-	2,465,017
Other receivables	-	-	-	-	210,095	-	210,095
Due from related parties	-	-	-	-	-	302,846	302,846
Cash and bank balances	-	-	-	2,411,563	-	-	2,411,563
	-	1,126,019	-	2,411,563	2,675,112	-	6,515,540
Financial liabilities							
Accounts and other payables	-	-	-	-	1,053,521	-	1,053,521
Lease liability	-	966,307	300,630	-	-	-	1,266,937
	-	966,307	300,630	-	1,053,521	-	2,320,458

d) Credit risk management

Credit risk refers to the risk that the counterparty will default on its contractual obligations resulting in financial loss to the Entity. The Entity has adopted a policy of only dealing with creditworthy counterparties. The Entity's exposure are continuously monitored and their credit exposure is reviewed by the management regularly.

Accounts receivable consist of a number of customers. Ongoing credit evaluation is performed on the financial condition of accounts receivable.

EMA Partners Executive Search Ltd.

Dubai International Financial Centre, Dubai - United Arab Emirates

Notes to the financial statements for the year ended March 31, 2025

(in Arab Emirates Dirham)

23 Financial risk management objectives (continued)

The credit risk on liquid funds is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

The carrying amounts of the financial assets recorded in the financial statements, which is net of impairment losses, represents the Entity's maximum exposure to credit risks.

24 Capital risk management

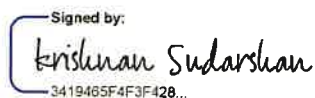
The Entity manages its capital to ensure that it will be able to continue as a going concern while maximizing the return to the stakeholders through the optimization of the equity balance. The Entity's overall strategy remains unchanged from prior year. The capital structure of the Entity consists of cash and cash equivalents and equity comprising issued capital, reserves and retained earnings as disclosed in the financial statements.

25 Contingent liabilities

Except for the ongoing business obligations which are under normal course of business, there has been no other known contingent liability on Entity's financial statements as of the reporting date.

26 Comparative amounts

Comparative amounts for the previous year have been regrouped and reclassified wherever found necessary in order to confirm with the current period presentation.

Signed by:

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Authorized signatory

