EMA Partners Executive Search Ltd.
Dubai International Financial Centre
Dubai - United Arab Emirates
Independent Auditor's Report and
Financial Statements
For the year ended March 31, 2023

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 :	Office 609, Level 6, Index Tower (West Entrance), DIFC, P. O. Box: 507340, Dubai, United Arab Emirates. T: +971 4 3303109	
Website :	www.ema-partners.com	
The Directors :	Name	Nationality
	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, 2023.

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 2023 and 2022 denoted (in Arab Emirates Dirham) (AED).

	For the year ended March 31, 2023	For the year ended March 31, 2022
Revenue from contract with customers	4,926,668	5,879,448
Gross profit for the year	1,755,784	2,893,167
Net profit for the year	(72,499)	1,667,130

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 confirmthat 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.

Mr. Ramachandran Ananthapadmanabhan

Director

August 14, 2023

Ref: AC/August 2023

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, 2023**, 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, 2023** 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 Code of Ethics for Professional Accountants, issued by International Ethics Standards Board for Accountants (IESBA) together with ethical requirements that are relevant to our audit of the financial statements and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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.

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email: info@kaidauditing.com www.kaidauditing.com

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.

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, and
5. 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, 2023**, any of the applicable provisions of therules 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, 2023**.

CA Suresh Natarajan V
Partner - Audit, Assurance and tax
Kaid Auditing Co., Chartered Accountants
Reg. No. 10
August 14, 2023

KAID AUDITING CO.
P.O.Box: 0000
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EMA Partners Executive Search Ltd.

Dubai International Financial Centre, Dubai - United Arab Emirates

Statement of financial position as at March 31, 2023

(In Arab Emirates Dirham)

	Notes	2023	2022
Assets			
Non-current assets			
Property and equipment	4	9,150	5,718
Right of use of assets	5	219,827	503,349
Investment in subsidiary	6	10,000	-
Total non-current assets		238,977	509,067
Current assets			
Due from a related party	7	274,438	-
Accounts receivable	8	1,134,134	1,090,104
Advances, deposits and other receivables	9	357,683	332,395
Cash and bank balances	10	1,166,392	2,718,567
Total current assets		2,932,647	4,141,066
Total assets		3,171,624	4,650,133
Equity and liabilities			
Equity			
Share capital	11	500,000	500,000
Retained earnings	12	2,146,747	2,219,246
Total equity		2,646,747	2,719,246
Non-current liabilities			
Lease liability - non current		-	208,984
Employees' end of service benefits	13	28,350	28,350
Total non-current liabilities		28,350	237,334
Current liabilities			
Accounts and other payable	14	380,269	898,631
Lease liability - current		116,258	353,400
Loan from a related party	7	-	441,522
Total current liabilities		496,527	1,693,553
Total liabilities		524,877	1,930,887
Total equity and liabilities		3,171,624	4,650,133

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 6-27 were approved on August 14, 2023 and signed on behalf of the Entity, by:

P.O.Box: 00069
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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, 2023

(In Arab Emirates Dirham)

	Notes	For the year ended March 31, 2023	For the year ended March 31, 2022
Revenue from contract with customers	15	4,926,668	5,879,448
Direct expenses	16	(3,170,884)	(2,986,281)
Gross profit		1,755,784	2,893,167
Other income	17	(3,311)	2,948
Marketing expenses	18	(79,838)	-
Administrative expenses	19	(1,704,804)	(1,209,645)
Finance costs	20	(40,330)	(19,340)
Net (loss) / profit for the year		(72,499)	1,667,130
Other comprehensive income		-	-
Total comprehensive (loss) / income for the year		(72,499)	1,667,130

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 6-27 were approved on August 14, 2023 and signed on behalf of the Entity, by:

P.O.Box: [illegible]
Dubai - U.A.E.
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EMA Partners Executive Search Ltd.

Dubai International Financial Centre, Dubai - United Arab Emirates

Statement of changes in equity for the year ended March 31, 2023

(In Arab Emirates Dirham)

	Share capital	Retained earnings	Total equity
Balance as at March 31, 2021	500,000	552,116	1,052,116
Total comprehensive income for the year	-	1,667,130	1,667,130
Balance as at March 31, 2022	500,000	2,219,246	2,219,246
Total comprehensive (loss) for the year	-	(72,499)	(72,499)
Balance as at March 31, 2023	**500,000**	**2,146,747**	**2,146,747**

EMA Partners Executive Search Ltd.

Dubai International Financial Centre, Dubai - United Arab Emirates

Statement of cash flows for the year ended March 31, 2023

(In Arab Emirates Dirham)

	For the year ended March 31, 2023	For the year ended March 31, 2022
Cash flows from operating activities		
Net (loss) / profit for the year	(72,499)	1,667,130
Adjustments for:		
Depreciation on property, plant and equipment	2,273	2,050
Amortisation of right of use asset	283,522	215,851
Finance costs	40,330	19,340
Gain on derecognition of right of use asset	-	4,352
Operating cashflow before changes in working capital	253,626	1,908,723
(Increase) / decrease in current assets		
Accounts receivable	(44,030)	(416,964)
Advances, deposits and other receivables	(25,288)	(81,096)
Due from a related party	(274,438)	-
Increase / (decrease) in current liabilities		
Accounts and other payable	(518,362)	801,745
Due to a related party	(441,522)	(13,291)
Cash generated (used in)/from operations	(1,050,014)	2,199,117
Employees' end-of-services benefits paid	-	(38,408)
Finance costs paid	(40,330)	(19,340)
Net cash (used in)/from operating activities	(1,090,344)	2,141,369
Cash flows from investing activities		
Investments in subsidiary	(10,000)	-
Purchase of property, plant and equipment	(5,705)	(6,598)
Right of use of assets	-	(562,384)
Gain on derecognition of right of use asset	-	(4,352)
Derecognistion right of use asset	-	392,935
Net cash (used in) investing activities	(15,705)	(180,399)
Cash flows from financing activities		
Lease liability	(446,126)	(32,462)
Net cash (used in) financing activities	(446,126)	(32,462)
Net (decrease)/increase in cash and cash equivalents	(1,552,175)	1,928,508
Cash and cash equivalents, beginning of the year	2,718,567	790,059
Cash and cash equivalents, end of the year	1,166,392	2,718,567
Cash and cash equivalents		
Cash at bank	1,166,392	2,718,567
	1,166,392	2,718,567

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

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

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 No. 609, Level 6, Index Tower (West Entrance), 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 **Corporate Tax:** On December 09, 2022, the U.A.E. Ministry of Finance (MoF) released Federal Decree Law No. 47 of 2022 on the Taxation of Corporations and Businesses, Corporate Tax Law (CT Law) to enact a new CT regime in the U.A.E. The new CT regime is effective for the accounting periods beginning on or after June 01, 2023. As the Entity's year end is March 31, accordingly, the first tax year for the Entity will begin from April 01, 2024. The new CT Law confirms the rate of 9% to be applied to taxable income exceeding AED 375,000.

2 Adoption of New and revised standards

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

In the current period, the Entity has applied the below amendments to IFRS Standards and Interpretations issued by the Board that are effective for an annual period that begins on or after January 1, 2022. Their adoption has not had any material impact on the disclosures or on the amounts reported in these financial statements.

- Amendments to IFRS 3 Reference to the Conceptual Framework.
- Amendements to IAS 16 Property, Plant and Equipment - Proceeds before intended use.
- Amendments to IAS 37 Onerous Contracts - Cost of Fulfilling a Contract.
- Annual improvements to IFRS Accounting Standards 2018-2020 Cycle - IFRS 1 - First-time Adoption of International Financial Reporting Standards, IFRS 9 Financial Instruments, IFRS 16 Leases and IAS 41 Agriculture.

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

- IFRS 17 (including the June 2020 and December 2021 amendments to IFRS 17) - Insurance Contracts.
- Amendments to IFRS 10 and IAS 28 - Sale or Contribution of Assets between an investor and its Associate or Joint Venture.
- Amendments to IAS 1 - Classification of Liabilities as Current and Non-current.
- Amendments to IAS 1 and IFRS Practice Statement 2 - Disclosure of Accounting Policies.
- Amendments to IAS 8 - Definition of Accounting Estimates.
- Amendments to IAS 12 - Deferred Tax related to Assets and Liabilities arising from a Single Transaction.

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.

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3 Significant accounting policies (continued)

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.

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 Significant accounting policies (continued)

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	3

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).

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.

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3 Significant accounting policies (continued)

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.

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.

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3 Significant accounting policies (continued)

3.9 Financial assets (continued)

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.

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.

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.

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3 Significant accounting policies (continued)

3.10 Financial liabilities (continued)

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.

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.

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3 Significant accounting policies (continued)

3.13 Revenue recognition (continued)

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 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.

Determining the timing of satisfaction of performance obligations - revenue recognition

In making their judgement, the Entity considers the detailed criteria for the recognition of revenue set out in IFRS 15, and in particular, whether the Entity has transferred control of the goods to the customer. The management is satisfied that control has been transferred and that recognition of revenue in the current year is appropriate, in conjunction with the recognition of an appropriate warranty provision as applicable.

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.

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3 Significant accounting policies (continued)

3.14 Critical accounting judgements and key sources of estimation uncertainty (continued)

Key sources of estimation uncertainty (continued)

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.

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.

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3 Significant accounting policies (continued)

3.15 Leases (continued)

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.

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.

4 Property and equipment

	Office equipment	Total
Cost		
As at March 31, 2021	19,891	19,891
Additions during the year	6,598	6,598
As at March 31, 2022	26,489	26,489
Additions during the year	5,705	5,705
As at March 31, 2023	**32,194**	**32,194**
Accumulated depreciation		
As at March 31, 2021	18,721	18,721
Charge for the year	2,050	2,050
As at March 31, 2022	20,771	20,771
Charge for the year	2,273	2,273
As at March 31, 2023	**23,044**	**23,044**
Carrying value as at March 31, 2023	**9,150**	**9,150**
Carrying value as at March 31, 2022	5,718	5,718

5 Right of Use

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

	2023	2022
Right of use (office premises)	219,827	503,349
	219,827	503,349

	Right of use	Total
Cost		
As at March 31, 2021	594,252	594,252
Derecognition during the year	(594,252)	(594,252)
Additions during the year	562,384	562,384
As at March 31, 2022	562,384	562,384
As at March 31, 2023	562,384	562,384
Accumulated amortisation		
As at March 31, 2021	44,501	44,501
Amortisation during the year	215,851	215,851
Derecognition during the year	(201,317)	(201,317)
As at March 31, 2022	59,035	59,035
Amortisation during the year	283,522	283,522
As at March 31, 2023	342,557	342,557
Carrying value as at March 31, 2023	219,827	219,827
Carrying value as at March 31, 2022	503,349	503,349

6 Investment in subsidiary

	Percentage of ownership interest			
	2023	2022	2023	2022
James Douglas Professional Search Limited, Dubai, UAE	100%	0%	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 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.

	2023	2022
a) **Due from a related party**		
James Douglas Professional Search Limited, Dubai, UAE	274,438	-
	274,438	-

7 Related party transactions (continued)

b) Loan from a related party	2023	2022
EMA Partners India Private Limited, India		
Loan principal amount	**450,000**	450,000
Interest (prepaid) on loan	-	(8,478)
Principal repaid during the year	**(450,000)**	
	-	441,522
Current portion	-	441,522
	-	441,522

b) Transactions with related party

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

	For the year ended March 31, 2023	For the year ended March 31, 2022
Interest on loan (Note 19)	**25,458**	14,236

8 Accounts receivable	2023	2022
Accounts receivable	**1,519,468**	1,475,438
Less: Allowance for doubtful debts	**(385,334)**	(385,334)
	1,134,134	1,090,104
Movement in allowance for doubtfull debts		
Balance as on April 1, 2021	**43,749**	43,749
Charge for the year (Note 18)	**385,334**	385,334
Reverse during the year	**(43,749)**	(43,749)
Balance as on March 31, 2022	**385,334**	385,334
Balance as on March 31, 2023	**385,334**	385,334
Ageing of receivables		
1 -90 days	**1,301,451**	1,475,438
90 days more	**218,017**	-
	1,519,468	1,475,438

9 Advances, deposits and other receivables

Prepayments	**127,287**	104,999
Fixed deposit with bank	**20,000**	20,000
Deposits	**67,396**	67,396
Advances to staff	**143,000**	140,000
	357,683	332,395

10 Cash and bank balances

	2023	2022
Cash at bank	1,166,392	2,718,567
	1,166,392	2,718,567

The above bank balance has been verified from the bank statement.

11 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	2023	2022
EMA Partners India Private Limited	India	100%	136,240	500,000	500,000
		100%	136,240	500,000	500,000

12 Retained earnings

	2023	2022
Balance at the beginning of the year	2,219,246	552,116
Net (loss)/Profit for the year	(72,499)	1,667,130
Balance at the end of the year	2,146,747	2,219,246

13 Employees' end of service benefits

	2023	2022
Balance at the beginning of the year	28,350	66,758
Less: (paid) / (reversal) during the year	-	(38,408)
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.

14 Accounts and other payable

	2023	2022
Accounts payables	105,267	17,750
Accruals for expenses	13,783	24,593
Staff payable	200,195	823,091
VAT payable-net	61,024	33,197
	380,269	898,631

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15 Revenue from contract with customers

	For the year ended March 31, 2023	For the year ended March 31, 2022
Rendering of services	4,926,668	5,879,448
	4,926,668	5,879,448

16 Direct expenses

Salaries and related benefits	2,604,507	2,744,918
Consultancy fees	492,457	197,087
Other direct cost	73,920	44,276
	3,170,884	2,986,281

17 Other income

Gain on derecognition of right of use asset	-	4,352
Foreign currency exchange (loss) - net	(3,311)	(1,404)
	(3,311)	2,948

18 Marketing expenses

Business promotion	79,838	-
	79,838	-

19 Administrative expenses

Rent	4,997	-
Management training expenses	170,771	-
Legal, visa and professional	407,393	482,559
Telephone and communications	41,091	37,160
Provision for doubtful debts (Note 7)	-	385,335
Bad debts directly written off	606,801	-
Taxes not recoverable	11,019	8,400
Office expenses	42,399	36,085
Depreciation on property and equipment (Note 4)	2,273	2,050
Amortisation of right of use asset (Note 5)	283,522	215,851
Insurance	71,722	37,675
Bank charges	2,816	4,530
	1,704,804	1,209,645

20 Finance costs

Interest on loan from related party (Note 6)	25,458	14,236
Interest on lease liability	14,872	5,104
	40,330	19,340

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21 Financial instruments (continued)

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.

	As at March 31,		As at March 31,	
	2023	2022	2023	2022
Financial assets	Carrying amount		Fair value	
Due from a related party	**274,438**	-	**274,438**	-
Accounts receivable	**1,134,134**	1,090,104	**1,134,134**	1,090,104
Other receivables	**87,396**	87,396	**87,396**	87,396
Cash and bank balances	**1,166,392**	2,718,567	**1,166,392**	2,718,567
	2,662,360	3,896,067	**2,662,360**	3,896,067
Financial liabilities				
Loan from a related party	-	441,522	-	441,522
Accounts and other payable	**380,269**	898,631	**380,269**	898,631
Lease liability	**116,258**	562,384	**116,258**	562,384
	496,527	1,902,537	**496,527**	1,902,537

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, accounts receivable, other receivables, cash and bank balanes and certain other assets. Financial liabilities consist of loan from a related party, accounts and other payable, lease liability and certain other liabilities.

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

22 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.

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22 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.

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22 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:

	Interest bearing			Non interest bearing			
Particulars	**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**	**Total**
				As at March 31, 2023			
Financial assets							
Due from related party	-	-	-	-	274,438	-	274,438
Accounts receivable	-	-	-	-	1,134,134	-	1,134,134
Other receivables	-	-	-	-	87,396	-	87,396
Cash and bank balances	-	-	-	1,166,392	-	-	1,166,392
	-	-	-	1,166,392	1,495,968	-	2,662,360
Financial liabilities							
Accounts and other payables	-	-	-	-	380,269	-	380,269
Lease liability	-	116,258	-	-	-	-	116,258
	-	116,258	-	-	380,269	-	496,527
				As at March 31, 2022			
Financial assets							
Accounts receivable	-	-	-	-	1,090,104	-	1,090,104
Other receivables	-	-	-	-	87,396	-	87,396
Cash and bank balances	-	-	-	2,718,567	-	-	2,718,567
	-	-	-	2,718,567	1,177,500	-	3,896,067
Financial liabilities							
Loans from related party	-	441,522	-	-	-	-	441,522
Accounts and other payables	-	-	-	-	898,631	-	898,631
Lease liability	-	353,400	208,984	-	-	-	562,384
	-	794,922	208,984	-	898,631	-	1,902,537

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.

22 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.

23 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.

24 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.

25 Comparative amounts

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

Mr. Ramachandran Ananthapadmanabhan
Director

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