

VALUATION REPORT

on

Fair Value of Equity Shares

Integrated Personnel Services Limited

Valuation Date/Relevant Date: 15th July 2025

Report Date: 17th July 2025



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Valuation Analysis

We refer to our Engagement Letter as independent valuers of **Integrated Personnel Services Limited** (the “Company”). In the following paragraphs, we have summarized our valuation Analysis (the “Analysis”) of the business of the Company as informed by the management and detailed herein, together with the description of the methodologies used and limitation on our scope of work.

1 Context and Purpose

Based on discussion with the management, we understand that the Company is evaluating the possibility of **Fair Value of Equity shares under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018**. In the context of the proposed transaction, the management requires our assistance in determining the **Fair Value of Equity shares** of the Company.

Proposed Transaction:

During the Financial Year 2025-26, Company is evaluating the possibility of issuing further securities to prospective investors. In this context, the management of **Integrated Personnel Services Limited** (the “Management”) has requested us to estimate the fair value of the Equity Shares. - “Proposed Transaction”.

2 Conditions and major assumptions

Conditions

The historical financial information about the Company presented in this report is included solely for the purpose to arrive at value conclusion presented in this report and it should not be used by anyone to obtain credit or for any other unintended purpose. Because of the limited purpose as mentioned in the report, it may be incomplete and may contain departures from generally accepted accounting principles prevailing in the country. We have not audited, reviewed or compiled the financial statements and express no assurance on them.

Readers of this report should be aware that a business valuation is based on future earnings potential that may or may not be materialised.

This report is only to be used in its entirety, and for the purpose stated in the report. No third parties should rely on the information or data contained in this report without the advice of their lawyer, attorney or accountant.

We acknowledge that we have no present or contemplated financial interest in the Company. Our fees for this valuation are based upon our normal billing rates, and not contingent upon the results or

the value of the business or in any other manner. We have no responsibility to modify this report for events and circumstances occurring subsequent to the date of this report.

We have, however, used conceptually sound and generally accepted methods, principles and procedures of valuation in determining the value estimate included in this report. The valuation analyst, by reason of performing this valuation and preparing this report, is not to require to give expert testimony nor to be in attendance in court or at any government hearing with reference to the matters contained herein, unless prior arrangements have been made with the analyst regarding such additional engagement.

Assumptions

The opinion of value given in this report is based on information provided by the management of the Company and other sources as listed in the report. This information is assumed to be accurate and complete.

We have relied upon the representations contained in the public and other documents in our possession and any other assets or liabilities except as specifically stated to the contrary in this report.

We have not attempted to confirm whether or not all assets of the business are free and clear of liens and encumbrances, or that the owner has good title to all the assets.

We have also assumed that the business will be operated prudently and that there are no unforeseen adverse changes in the economic conditions affecting the business, the market, or the industry. This report presumes that the management of the Company will maintain the character and integrity of the Company.

We have been informed by the management that there are no significant lawsuits or any other undisclosed contingent liabilities which may potentially affect the business, except as may be disclosed elsewhere in this report. We have assumed that no costs or expenses will be incurred in connection with such liabilities, except as explicitly stated in this report.

3 Background of the Company

Integrated Personnel Services (IPS Group) is an end-to-end human resource management company providing customized solutions to various corporates in India.

Company URL: <https://www.integratedpersonnelservices.com/>

Further data of the company is as under:

CIN	L74190MH2004PLC144160
Company Name	INTEGRATED PERSONNEL SERVICES LIMITED
ROC Name	ROC Mumbai
Registration Number	144160
Date of Incorporation	22/01/2004
Email Id	tarang.goyal@ipsgroup.co.in
Registered Address	14, WHISPERING PALM SHOPPING CENTER, LOKHANDWALA COMPLEX, KANDIVALI (EAST), MUMBAI, Maharashtra, India, 400101
Address at which the books of account are to be maintained	-
Listed in Stock Exchange(s) (Y/N)	Yes
Category of Company	Company limited by shares
Subcategory of the Company	Non-government company
Class of Company	Public
ACTIVE compliance	ACTIVE Compliant
Authorised Capital (Rs)	10,00,00,000
Paid up Capital (Rs)	8,60,65,100
Date of last AGM	30/09/2024
Date of Balance Sheet	31/03/2024
Company Status	Active

Directors and Key Managerial Persons:

DIN/PAN	Name	Designation	Date of Appointment
01724446	Sandeep Kaur Goyal	Whole-time director	22/01/2004
01885882	Tarang Raghuvir Goyal	Managing Director	01/01/2007
02025485	Ashok Nagori	Director	11/07/2018
00125027	Raghuvir Prasad Goyal	Director	16/10/2017
09659780	Girish Kumar Joshi	Director	18/07/2022
*****9732L	Haridasan Krishnan Unni Nair	CFO	01/04/2022
*****4235G	Kavita Shobhnath Yadav	Company Secretary	03/10/2023

Shareholding Details as on the date of report

Particulars	No. of Shares	% Holding
Promoter & Promoter Group		
Raghuvir Prasad Goyal	1,00,025	1.16%
Tarang Raghuvir Goyal	38,98,932	45.30%

Sandeep Kaur Goyal	17,77,310	20.65%
Verinder Singh	25	0.0003%
Sheela . Goya	25	0.0003%
Meena Singh	25	0.0003%
Public	28,30,168	32.88%
Total	86,06,510	100.00%

Face Value Per Share is Rs. 10.00/-

4 Valuation Premise

The premise of value for our analyses is going concern value as there is neither a planned or contemplated discontinuance of any line of business nor any liquidation of the Company.

5 Valuation Date

The Analysis of the Fair Value of Equity share of **Integrated Personnel Services Limited** as on **15th July 2025** based on the Financials as on **31st March 2025**.

6 Valuation Standards

The Report has been prepared in compliance with the internationally accepted valuation standards and valuation standard adopted by ICAI Registered Valuers Organisation.

7 Valuation Methodology and Approach

The standard of value used in the Analysis is "Fair Value", which is often defined as the price, in terms of cash or equivalent, that a buyer could reasonably be expected to pay, and a seller could reasonably be expected to accept, if the business were exposed for sale on the open market for a reasonable period of time, with both buyer and seller being in possession of the pertinent facts and neither being under any compulsion to act.

Valuation of a business is not an exact science and ultimately depends upon what it is worth to a serious investor or buyer who may be prepared to pay a substantial goodwill. This exercise may be carried out using various methodologies, the relative emphasis of each often varying with:

- whether the entity is listed on a stock exchange
- industry to which the Company belongs.
- past track record of the business and the ease with which the growth rate in cash flows to perpetuity can be estimated.
- Extent to which industry and comparable Company information is available.

The results of this exercise could vary significantly depending upon the basis used, the specific circumstances and professional judgment of the valuer. In respect of going concerns, certain valuation techniques have evolved over time and are commonly in vogue. These can be broadly categorised as follows:

1. Asset Approach

Net Asset Value Method ("NAV")

The value arrived at under this approach is based on the audited financial statements of the business and may be defined as Shareholders' Funds or Net Assets owned by the business. The balance sheet values are adjusted for any contingent liabilities that are likely to materialise.

The Net Asset Value is generally used as the minimum break-up value for the transaction since this methodology ignores the future return the assets can produce and is calculated using historical accounting data that does not reflect how much the business is worth to someone who may buy it as a going concern.

2. Market Approach

Comparable Company Market Multiple Method

Under this methodology, market multiples of comparable listed companies are computed and applied to the business being valued in order to arrive at a multiple based valuation. The difficulty here in the selection of a comparable company since it is rare to find two or more companies with the same product portfolio, size, capital structure, business strategy, profitability and accounting practices.

Whereas no publicly traded company provides an identical match to the operations of a given company, important information can be drawn from the way comparable enterprises are valued by public markets. In case of early-stage company and different business model the problem aggravates further.

Comparable Transactions Multiple Method

This approach is somewhat similar to the market multiples approach except that the sales and EBITDA multiples of reported transactions in the same industry in the recent past are applied to the sales and EBITDA of the business being valued.

3. Income Approach

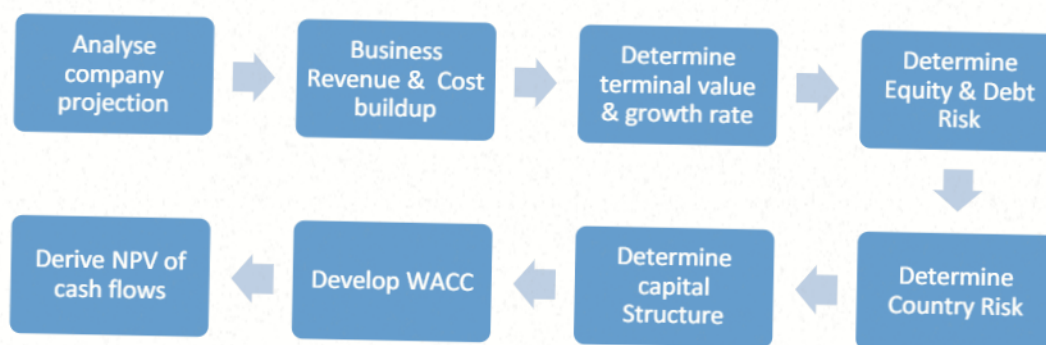
Discounted Cash Flows - "DCF"

DCF uses the future free cash flows of the company discounted by the firm's weighted average cost of capital (the average cost of all the capital used in the business, including debt and equity), plus a risk factor measured by beta, to arrive at the present value.

Beta is an adjustment that uses historic stock market data to measure the sensitivity of the Company's cash flow to market indices, for example, through business cycles.

The DCF method is a strong valuation tool, as it concentrates on cash generation potential of a business. This valuation method is based on the capability of a company to generate cash flows in the future. The free cash flows are projected for a certain number of years and then discounted at a discount rate that reflects a Company's cost of capital and the risk associated with the cash flows it generates. DCF analysis is based mainly on the following elements:

- Projection of financial statements (key value driving factors)
- The cost of capital to discount the projected cash flows



Profit Earning Capacity Value (PECV) Method

This method of valuation presumes the continuity of business and uses the past and projected earnings to arrive at an estimate of future maintainable profits. For the purpose of the Profit Earning Capacity Value (PECV) of the shares, the commonly accepted approach is to capitalize average earnings, past and projected at an appropriate rate of capitalization, to arrive at a fair value per share. In the calculation of PECV, provision for taxation at the current statutory rate is normally considered because the crux of estimate the PECV lies in the assessment of the future maintainable profits of the business. It should not be overlooked that the valuation is for the future and that it is the future maintainable streams of earnings that is of greater significance in the process of valuation.

Valuation Methodology

The application of any particular method of valuation depends on the purpose for which the valuation is done. Although different values may exist for different purposes, it cannot be too strongly emphasized that a valuer can only arrive at one value for one purpose.

In this case, the Company being a listed Company, we have considered valuation regulations applicable to preferential issue of Equity Shares as defined in Securities and Exchange Board of India (Issue of Capital & Disclosure) Regulations, 2018, the requirements of the Articles of Association of the Company and the provisions of the Companies (Share Capital and Debentures) Rules, 2014 (as amended).

SEBI Regulations for requirement of Valuation:

SECURITIES AND EXCHANGE BOARD OF INDIA (ISSUE OF CAPITAL AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2018, AS AMENDED

The relevant Regulations under SEBI (ICDR) are reproduced as under:

Regulation 165. Where the shares of an issuer are not frequently traded, the price determined by the issuer shall take into account the valuation parameters including book value, comparable trading multiples, and such other parameters as are customary for valuation of shares of such companies:

Provided that the issuer shall submit a certificate stating that the issuer is in compliance of this regulation, obtained from an independent valuer to the stock exchange where the equity shares of the issuer are listed.

Regulation 161: "relevant date" means: a) in case of preferential issue of equity shares, the date thirty days prior to the date on which the meeting of shareholders is held to consider the proposed preferential issue:

Explanation: Where the relevant date falls on a weekend or a holiday, the day preceding the weekend, or the holiday will be reckoned to be the relevant date.

Regulation 166A (1): Other conditions for pricing

Any preferential issue, which may result in a change in control or allotment of more than five per cent. of the post issue fully diluted share capital of the issuer, to an allottee or to allottees acting in concert, shall require a valuation report from an independent registered valuer and consider the same for determining the price:

Provided that the floor price, in such cases, shall be higher of the floor price determined under sub-regulation (1), (2) or (4) of regulation 164, as the case may be, or the price determined under the valuation report from the independent registered valuer or the price determined in accordance with the provisions of the Articles of Association of the issuer, if applicable.

Provided further that if any proposed preferential issue is likely to result in a change in control of the issuer, the valuation report from the registered valuer shall also cover guidance on control premium, which shall be computed over and above the price determined in terms of the first proviso.

Our choice of methodology and valuation has been arrived using usual and conventional methodologies adopted for purposes of a similar nature and our reasonable judgment, in an independent and bona fide manner based on our previous experience of assignments of similar nature.

Net Asset Value (Refer Annexure 1)

Profit Earning Capitalization Value Method (Refer Annexure 2)

Comparable Company Multiple Method (Refer Annexure 3)

8 Source of Information

The Analysis is based on trading prices and volumes as available in the public domain. Specifically, the sources of information include:

- Historical Data of Trading Price and Volume traded of the stock on National Stock Exchange

Further, we have also been informed by the Company that.

1. The Equity Shares of the Company are listed on the National Stock Exchange.
2. The Equity Shares are Infrequently traded on the National Stock Exchange and does not meet the definition of frequently traded shares as per Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018, as amended.
3. The Company is proposing to hold Extraordinary General Meeting of Members on 14th August 2025 to approve the proposed preferential issue and hence, the relevant date is 15th July 2025.
4. The present issue of Equity Shares shall not result in change in control of the Company.

9 Caveats

Provision of valuation recommendations and considerations of the issues described herein are areas of our regular corporate advisory practice. The services do not represent accounting, assurance,

financial due diligence review, consulting, transfer pricing or domestic/international tax-related services that may otherwise be provided by us.

We have relied on data from Recognized Stock Exchange. This source is considered to be reliable and therefore, we assume no liability for the accuracy of the data.

The valuation worksheets prepared for the exercise are proprietary to the Valuer and cannot be shared. Any clarifications on the workings will be provided on request, prior to finalizing the Report, as per the terms of our engagement.

The scope of our work has been limited both in terms of the areas of the business and operations which we have reviewed and the extent to which we have reviewed them.

The Valuation Analysis contained herein represents the value only on the date that is specifically Stated in this Report.

We have no present or planned future interest in the Company and the fee for this Report is not contingent upon the values reported herein.

Our Valuation analysis should not be construed as investment advice; specifically, we do not express any opinion on the suitability or otherwise of entering into any transaction with the Company.

Our Report is not nor should it be construed as our opining or certifying the compliance with the provisions of any law / standards including company, foreign exchange regulatory, accounting and taxation (including transfer pricing) laws / standards or as regards any legal, accounting or taxation implications or issues.

Our Report and the opinion / valuation analysis contained herein is not nor should it be construed as advice relating to investing in, purchasing, selling or otherwise dealing in securities. This report does not in any manner address, opine on or recommend the prices at which the securities of the Company could or should transact.

10 Distribution of Report

The Analysis is confidential and has been prepared exclusively for **Integrated Personnel Services Limited**. It should not be used, reproduced or circulated to any other person or for any purpose other than as mentioned above, in whole or in part, without the prior written consent of the valuer. Such consent will only be given after full consideration of the circumstances at the time. However, we do understand that the report will be shared according to the terms of SEBI ICDR Regulation, 2018.

11 Opinion on Fair Value of Equity Shares

Based on our valuation exercise Fair Value of the Equity Shares as on 15th July 2025 is as under:

Method	in INR
Price determined from the independent registered valuer	67.73

Method	Value per share	Weight	Product
Asset Approach – NAV Method	65.52	1	65.52
Market Approach – CCM Method	104.68	1	104.68
Income Approach – PECV Method	33.01	1	33.01
Weight Average Value per share			67.73

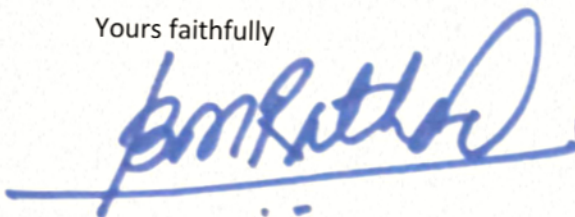
Approach	Method	Selection	Rationale for selection
Asset Approach	NAV Method	Selected	The Company is a profit-making entity with a positive net worth. The Net Asset Value (NAV) method serves as a floor price in valuation. In view of this, we have considered the NAV method as part of our valuation exercise.
Income Approach	PECV Method	Selected	The Company has a consistent history of profitability, indicating strong operational stability and reliable earning capacity, justifying the use of the PECV method
Market Approach	CCM Method	Selected	The CCM model typically provides a range of values for a company, derived from the valuations of its comparable peers. As this method offers a spectrum of values rather than a single point estimate, we have adopted the CCM method for a comprehensive assessment of a company's market position and its potential valuation. Hence, we considered for Market approach

Control Premium

The present issue of Equity Shares shall not result in change in control of the Company. Hence guidance on control premium is not considered under Regulation 166A.

We trust the above meets your requirements. Please feel free to contact us in case you require any additional information or clarifications.

Yours faithfully




Bhavesh M Rathod
Chartered Accountants
M No: 119158
Registered Valuer - Securities or Financial Assets
(Reg No: IBBI/RV/06/2019/10708)

Date: 17th July 2025

Place: Mumbai

UDIN: **25119158BMGYXH1393**

12 Annexure 1

Asset Approach – Net Asset Value Method as on 31st March 2025

(INR Lakhs)		
Particulars		Amount
Assets		
Non-current assets		
Fixed Assets		
-Tangible Assets		946.10
-Intangible Assets		55.39
-CWIP		76.43
Long-term loans and advances		290.63
Deferred tax assets (net)		29.90
Non-Current Investment		51.93
Other Non-Current Assets		419.72
Current assets		
Trade receivables		7,524.67
Cash and bank balances		500.26
Short-term loans and advances		259.85
Other Current Assets		381.27
Total Assets	A	10,536.15
Liabilities		
Non-Current Liabilities		
Long Term Borrowings		515.06
Long Term Provision		24.68
Current liabilities		
Short Term Borrowings		2,944.01
Trade payables		288.74
Other current liabilities		1,077.31
Short-term provisions		47.61
Total Liabilities	B	4,897.41
Net-Worth	(A - B)	5,638.74
No. of Equity Shares	C	86,06,510
Value Per Share	(A - B) / C	65.52

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13 Annexure 2

Income Approach - Profit Earning Capitalization Value Method (PECV Method)

(In Lakhs)				
Particulars		FY23	FY24	Mar-25
Reported Profit Before Tax		484.60	548.94	674.78
Add / Less: Extraordinary Income		0.00	0.00	0.00
Adjusted Profit Before Tax		484.60	548.94	674.78
Average Adjusted Profit Before Tax				569.44
Less: Tax	25.17%			143.32
Average Profit After Tax				426.12
Capitalization	15.00%			2,840.82
No. of Equity Shares				86,06,510
Value per share (Rs.)				33.01

Capitalization Rate

Organisation Specific Discount Rate

- Cost of Equity of 15.00% is taken as Capitalization rate, calculated using,
 - Historical Market Return of BSE 500 from February 01, 1999, to July 15, 2025, is 14.59%

	Rate	Source
Market Return (Rm)	14.59%	Return of BSE 500 for the period of Feb 01, 1999, to July 15, 2025.

Based on the above parameters, the Cost of Equity has been calculated at **15.00 %**. (Rounded off)

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14 Annexure 3

Market Approach - Comparable Company Multiple Method (CCM Method)

Particulars	P / E
Ratios as per Listed Peer Companies (Note 1)	13.51
PAT of Company (Mar 25) (in INR Lakhs)	666.68
Equity Value (in INR Lakhs)	9,009.07
No. of Shares	86,06,510
Value per share (in INR)	104.68

Note 1: -

P / E Multiple of Listed Peer Company

Particulars	P / E
ANI Integrated Services Ltd	12.58
Dynamic Services & Security Ltd	12.18
Aarvi Encon Ltd	15.78
Average	13.51

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