GENEX INSIGHT

PAVING THE PATH TOWARDS A SMART TOMORROW

ANNUAL REPORT 2024-25 | GENEX INFOSYS PLC



DELIVERING EXCELLENCE IN EVERY INTERACTION

Thirteen years of creating unmatched experiences for our clients and being extraordinary every day.

We are about creating a new paradigm of excellence through our culture of innovation and service.

We are about lateral thinking and enjoying solving customer challenges.

With agility, versatility and digitality at the heart of our organisation, we personify the spirit to transform challenging stepping stones into enduring milestones.

Building in-house skills and talents, transforming our workforce, and delivering sustainable value to our stakeholders.

FAST FACTS

ESTABLISHMENT IN
2012

1 FORTUNE
500 CLIENT

4,000+ FORMIDABLE TALENT WORKING FROM **3** DELIVERY CENTERS

BDT 1913 MN+
REVENUE

BDT 3011 MN+
MARKET CAPITALISATION



CONTENT

01

This is the starter pack that gives a brief understanding of our company and our Board members

02

This division covers segments that provide historical and other information about our company

03

This section provides insights into the views and perspectives of our top leadership team on our business performance and growth prospects

SECTION 1
INTRODUCTION

Genex Nextgen-Paving the path towards a smart tomorrow	07
Letter of Transmittal	08
AGM Notice	09
Reporting Overview	11
About Genex	13
Our Way of Doing Business	15
Our Clients	18
Awards and Accolades	20
Our Board	21
Our Management Team	28

SECTION 2
PRIMER

Highlights of the Year	33
Corporate Directory	36
Board & Committees	37
Corporate Information	38
Significant Milestones	39
Products and Services	40
Historical financial performance	41

SECTION 3
LEADERSHIP INSIGHTS

Chairman's Message	46
Message from Acting MD & CEO	48

This table of content illustrates how our business activities correlate to each other and serves as a useful tool to navigate our Annual Report 2022-23.



04

This part of the report deals with key trends in our industry environment, our institutional strengths, and our value accretive business model

SECTION 4
BUSINESS IN CONTEXT

Our Operating Context 52
Business Model 58

05

This segment aligns to the integrated reporting disclosures and is a commentary and elaboration on our capitals

SECTION 5
VALUE CREATION

Capitals Dashboard 60
Intellectual Capital 63
Manufactured Capital 65
Human Capital 70
Social & Relationship Capital 75

06

This section of the report talks about our key institutional strengths and the risks facing our business and our action to mitigate the risks

SECTION 6
RESPONDING STRATEGICALLY

Our Institutional Strengths 80
Enterprise Risk Management 81

07

This section includes essential disclosures ensuring transparency, accountability, and compliance in our financial and governance practices.

SECTION 7
STATUTORY STATEMENTS

Directors' Report 107
Corporate Governance at Genex 121
Auditors' Report and Financial Statements of Genex 131
Auditors' Report & Financial Statements of Loginex 194
Proxy Form 216



genex

“If you don't think about the future, you cannot have one.”

~ John Galsworthy



genex
realise excellence

INTRODUCTION





www.genexinfosys.com

DIGITAL COPY

Please support the environment by reading this report online:
www.genexinfosys.com

Else, scan the QR code to get instant access to a digital copy of our report.

PAVING THE PATH TOWARDS A SMART TOMORROW

We carry the knowledge of 200 mn+ customer interactions per year!

At Genex Infosys PLC. ("Genex" or "the Company"), our purpose is to deliver next-generation experiences to our customers through digital transformation solutions that help enhance their competence and energize their growth prospects.

We have been pioneering positive change in our industry for over **13 years** now and have a demonstrated track record of sustainably growing our profits and returns to shareholders, while building the company for the long-term.

Though the Covid pandemic and current geopolitical upheavals have come to represent major disruptions, we have continued to focus on our purpose, thus making rapid strides in re-pivoting our business to adapt to the evolving environment.

While we have established many institutional strengths over our journey in the technology industry, three came to the fore, including our agility, digitality and versatility that has enabled us to serve top global and domestic customers and paving the path towards a smart tomorrow.

Going forward, we believe our strengths will serve us well in the future, as our strong focus on enterprise digitalization together with growing confidence in our capabilities will converge to create demand resurgence that will power our company into its next orbit of growth and value creation.

FY 2024-25 IN A NUTSHELL

Total Revenue

1913 (BDT mn)

↑ 3.22 % YoY

Operating Profit

317 (BDT mn)

↓ 23.52 % YoY

Net Profit

261 (BDT mn)

Earnings per Share

2.17 (BDT)

Book Value per Share

22.10 (BDT)

DSE Trading Code: GENEXIL



LETTER OF TRANSMITTAL

To
The Shareholders
Bangladesh Securities and Exchange Commission
Registrar of Joint Stock Companies & Firms
Dhaka Stock Exchange PLC.
Chittagong Stock Exchange PLC.
Other Stakeholders

Subject: Annual report for the year ended **June 30, 2025.**

Dear Sir(s),

We are pleased to enclose a copy of the annual report containing the directors' report and auditors' report along with audited financial statements including the statement of financial position as at **June 30, 2025**, statement of profit or loss, and other comprehensive income, changes in equity and cash flows for the year ended **June 30, 2025** along with notes thereon and all related consolidated and subsidiary financial statements for your record and necessary measures.

With best regards,

Riaz Uddin Bhuiya
Company Secretary



NOTICE OF THE 13TH ANNUAL GENERAL MEETING

Notice is hereby given to all shareholders of Genex Infosys PLC that the 13th Annual General Meeting of the Company will be held on Tuesday, December 30, 2025, at 11.00 A.M using Hybrid system in combination of in person and digital presence am at Eagle, RAOWA Convention Hall, VIP Road, Mohakhali, Dhaka-1206 (The Venue) through the link https://genex13thagm2025.hybridagmbd.net to transact the following business and to adopt necessary resolutions:

Agenda-1

To receive, consider and adopt the Audited Financial Statements of the Company for the year ended June 30, 2025, together with the Report of Directors and Auditors thereon.

Agenda-2

To approve the proposed Dividend for the year ended June 30, 2025, as recommended by the board of directors.

Agenda-3

To elect Directors in terms of the relevant provision of the Articles of Association.

Agenda-4

To approve the appointment of Independent Director (s).

Agenda-5

To approve the post-facto appointment of the Statutory Auditor for the year 2024–2025.

Agenda-6

To appoint Statutory Auditors for the year 2025-2026 and fix their remuneration.

Agenda-7

To appoint a Compliance Auditor as per the Corporate Governance Code for the year 2025-2026 and fix the remuneration.

Agenda-8

Any other business with permission of the chairman.

By order of the Board

Riaz Uddin Bhuiya
Company Secretary

Dated: Dhaka
December 07, 2025



Notes

- The Record Date of the Company is December 21, 2025, and the Shareholders with names on the Register of Members or in the Depository Register on the Record Date will be eligible to attend and vote in the AGM through Digital platform and qualify for dividend.
- Pursuant to the BSEC Notification No. BSEC/CMRRCD/2006-158/208/Admin/81 dated 20 June 2018, a soft copy of the Annual Report 2025 will be emailed to the respective Shareholder's email ID available in their BO A/C. The Annual Report 2025 will also be available on the Company's website at www.genexinfosys.com
- A Shareholder entitled to attend/participate and vote at the Annual General Meeting may appoint a proxy on his/her behalf. A scanned copy of the proxy form duly signed and stamped shall be sent through email at riaz.bhuiya@genexinfosys.com no later than 48 hours before the meeting.
- The Shareholders can log into the link https://genex13thagm2025.hybridagmbd.net by using their BO A/C number and will be able to submit their queries or comments and vote electronically 24 hours before the meeting. For any, IT related guidance in this regard Shareholders may contact cell number +8809612111000.
- The concerned Merchant Banks and all Depository Participants (DPs) are requested to provide copies of the list of margin clients along with the bank details for entitlement of dividends on or before 29 December 2025
as per the following:
a) Hard copy: Deliver to the Share Office of the Company by registered mail or courier.
b) Soft copy: Email to riaz.bhuiya@genexinfosys.com
- In compliance with the Circular No: SEC/CMRRCD/2009-193/154 dated 24 October 2013 issued by BSEC, no benefit in cash or kind shall be offered to the members during the Annual General Meeting.

REPORTING OVERVIEW

We take pride in presenting the Annual Report for FY2024–2025, showcasing our continued commitment to sustainable growth and value creation.

Reporting period

This report covers the period from 1 July 2024 to 30 June 2025. Notable or material events after this date and up until the approval of this report on 4th December 2025 are included.

Integrated thinking and reporting

At Genex, we view value creation as a continuous journey shaped by how we think, plan, and act across the organization. Our integrated approach connects financial, human, intellectual, social, and natural capital to ensure that every decision supports sustainable growth. Through transparent reporting, we demonstrate how these efforts create and share value with our stakeholders, communities, and the planet.

Report objective and scope

This Annual Report for the financial year 2024–2025 presents a comprehensive view of Genex Infosys PLC for the year ended 30 June 2025. It provides an integrated overview of our performance, governance, strategy, and outlook enabling stakeholders to make an informed assessment of our capacity to create, deliver, and sustain value across different business cycles.

While the report is primarily intended for providers of financial capital to our shareholders, investors, and banking partners it also offers insights relevant to a broader group of stakeholders, including our employees, clients, regulators, and the communities we serve.

Our aim through this report

Our Annual Report serves as the primary channel of communication with our shareholders. Through this report, we aim to provide a balanced, clear, and concise overview of our performance during FY2024–2025, along with our strategic direction for the future.

The objective is to help readers gain a meaningful understanding of how Genex Infosys PLC continues to fulfill its purpose, strengthen its capabilities, and create sustainable value for all stakeholders.

Major topics covered in this report

- An overview of who we are and the impact we create in society
- Our approach to addressing key material matters
- Communications from our leadership to shareholders
- Our institutional strengths and growth opportunities
- An assessment of the value we create and sustain
- Detailed financial statements and related disclosures

Preparation of this report

This report has been prepared with the participation of our senior management, and they have applied selective principles of integrated reporting to ensure customised alignment to the SASB (Sustainability Accounting Standards Board) reporting framework.



Aligning with the sustainable development goals

At Genex Infosys PLC, we align our business practices with the UN Sustainable Development Goals (SDGs) by focusing on areas where we create the most impact—quality education, decent work, innovation, reduced inequalities, and strong institutions. Through technology-driven solutions, large-scale employment, and digital upskilling initiatives, we contribute to national development priorities while promoting inclusive and sustainable growth.

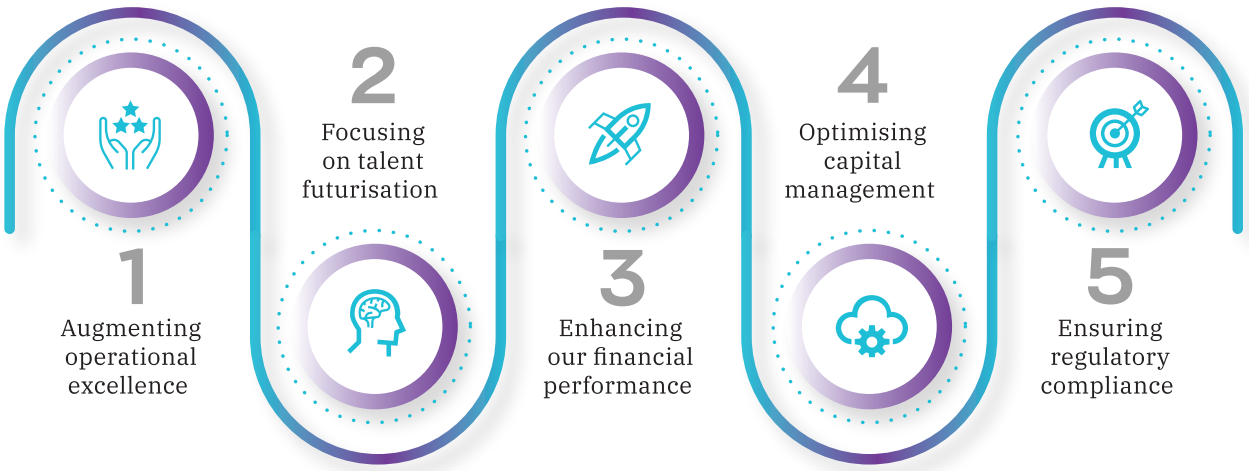


OUR MAIN SDGs



Our strategic material matters

The legitimate interests of all our stakeholders have been taken into account in determining information that is considered to be material for inclusion in this report. We have defined our strategic matters as those that are most material to the execution of our strategy and those that have the potential to significantly affect our ability to create value and contribute to the future sustainability of our business. Our material matters include:



Forward-looking statements

This Annual Report includes forward-looking statements that represent the company's current expectations and assumptions about future events. Actual results may differ materially from those expressed or implied due to various risks and uncertainties. Genex Infosys PLC does not guarantee the realization of any forward-looking statements and advises readers not to place undue reliance on them. The company undertakes no obligation to update or revise such statements except as required by applicable laws, regulations, or stock exchange listing requirements.



ABOUT GENEX

Transforming into a new-age company

For over thirteen years, Genex Infosys PLC has been addressing complex customer challenges as a trusted provider of IT-enabled services and digital solutions. Our success stems from specialized expertise, deep industry understanding, and a consistent focus on meeting the unique needs of our clients.

When Genex was founded in 2012, Bangladesh's IT industry was still emerging. Yet, our founders had a clear and forward-looking vision—to build a technology-driven organization capable of delivering robust, enterprise-level solutions that empower clients to focus on their core business priorities and strengthen their competitive edge.

Over the years, this vision has shaped our growth and expansion. Today, our operations span the Asia-Pacific region, supported by three state-of-the-art operational centers and a growing international footprint. We operate through six strategic business units (SBUs), each dedicated to a distinct area of expertise, and have established over 130 global technology partnerships that enhance our capability and reach. Our workforce of more than 4,000 professionals specializes in customer experience management, back-office operations, revenue optimization, digital transformation, and outsourcing services.

The founding team's foresight, determination, and resilience continue to inspire the organization, equipping us with the confidence and adaptability to meet the evolving needs of clients across industries. As we move forward, Genex Infosys remains deeply committed to advancing digital transformation and delivering exceptional customer experiences—unlocking the full value of our enterprise and contributing to a smarter, more connected future.

A brand behind brands We are part of people's lifestyle and serve them across varied touch points.





Key certifications

International Standard for Information Security Management

International Standard for Quality Management System

Our alliance partners



OUR WAY OF DOING BUSINESS

We achieve results by upholding our values and ethics at the core of everything we do

Genex was incorporated in Bangladesh as a Private Limited Company on 22 May 2012 under registration no. C-101900/12, in accordance with the Companies Act, 1994. It was later converted into a Public Limited Company on 15 September 2016 with the Registrar of Joint Stock Companies and Firms (RJSC), Bangladesh, under the same Act. The company also obtained consent from the Bangladesh Securities and Exchange Commission (BSEC) on 22 October 2018 for the issuance of 20,000,000 ordinary shares through an Initial Public Offering (IPO). Subsequently, on 31 March 2024, the company's name was changed from Genex

Vision

To be the most trusted partner in facilitating the transformation of businesses and institutions by leveraging upon permanent mixture between Human Capital & Technology enabled processes, Tools, Infrastructure.

Mission

Our mission is to create an everlasting positive impact in the socio-economic sphere by embracing futuristic sustainable approach facilitated by people, process & technology. Ensuring total commitment towards our stakeholders upholding our guiding principles of Integrity, Transparency, Teamwork & Excellence.

Our Values

We achieve results through transforming our clients' businesses and delivering excellence in customer experience. We empower businesses with value-based innovative solutions and services that facilitates them to focus on their core business.

Integrity

We act ethically, honestly and with accountability in all aspects of our business relationships. We maintain honesty in every relationship, be it with our customers, employees, partners or suppliers. We believe that our reputation is our most valuable asset.



Excellence

Meeting and exceeding clients' expectations is our passion. We strive for excellence in all that we do. Adding value and delivering exceptional customer service to our clients by innovative and effective solutions is the core focus of Genex. We are committed in our constant pursuit of excellence.

Teamwork

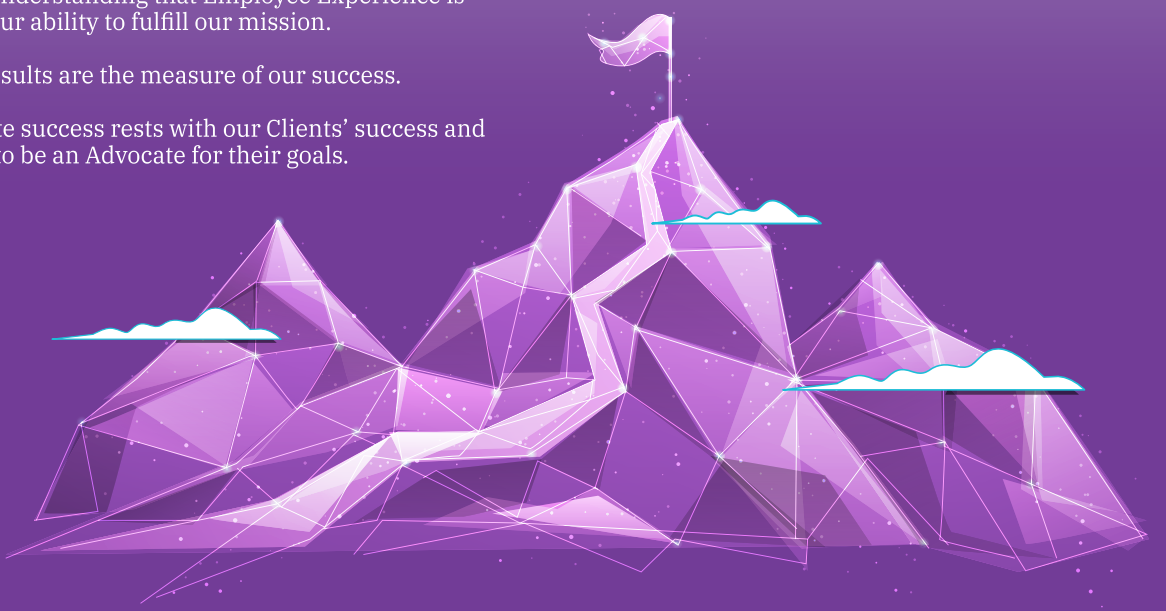
We encourage individual and team growth while respecting our differences. We share ideas and skills across functions, regions and cultures, and encourage joint efforts toward common goals. We provide a positive atmosphere to learn and grow professionally.

Transparency

We provide clear, candid and open communication in all our interactions. Our transparency creates reliability, makes our actions understood, and encourages collaboration.

Our Guiding Principles

- Total commitment to achieve the best possible Customer Experience within the operating parameters provided.
- Complete understanding that Employee Experience is the key to our ability to fulfill our mission.
- The End Results are the measure of our success.
- Our ultimate success rests with our Clients' success and our ability to be an Advocate for their goals.





Smart Innovator in Business Process Management (BPM) and IT Services and Trusted by Global Brands



Business Process Management (BPM) Services

Contact Center Services

- Inbound & Outbound Customer Care Services
- Social Media & Chat Support
- Customer lifecycle Management
- Service Priovisioing & Adjustment
- Analytics & Insights, VOC
- Complaint Management

Revenue Generation & Protection

- Customer Lifecycle Management
- Tele Marketing & campaigns
- Payment follow-up and reminder
- Direct Sales & D2D Services
- Collection & Recovery

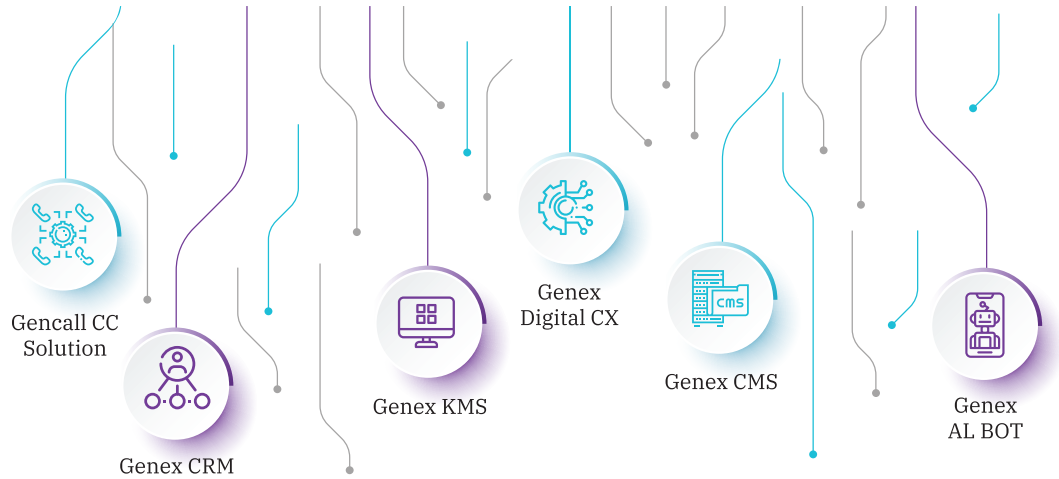
Back Office & Shared Services

- Content Moderation
- Pay roll & HR Services
- Accounting Services
- Ticket Management
- Lead Management
- Doc. Verification & KYC
- Service Provisioning
- Central IT Help Desk

Business Consultancy & Process Management

- Reengineer Processes
- Develop & Deploy cutting edge technologies
- Technical & Software skillset resource management to engage in development projects

Genex Software Solutions





OUR CLIENTS

Our clientele comprises eminent organisations from diverse industries.

Key customers

grameenphone · BTRC · রবি · airtel · celcom · digi · telenor myanmar · banglalink · BENGAL COMMERCIAL BANK

standard chartered · BAT BANGLADESH · SAMSUNG · robishop · UCB · Uber · 10 MINUTE SCHOOL

Apex · উপায় · brac · Bank Asia · NITOL-NILOY · HBL HABIB BANK · TEMU

foodpanda · tap · Bata · MetLife · ইসলামী ব্যাংক বাংলাদেশ লিমিটেড · icddr,b · ERICSSON



80%

Revenue derived from domestic customers



20%

Revenue derived from international customers



AWARDS & ACCOLADES

AWARDS & ACCOLADES

We are proud to be recognized for our commitment to our customers and the economy.

The company believes that external endorsements are always a galvanizing factor in the journey of accomplishing excellence. Continuing with its trailblazing path, Genex was conferred with several awards.



Genex Infosys PLC wins bronze at ICAB Award for best presented annual report 2023



Best Training Institute Award 2023



Highest Employment Award 2023 from Bangladesh Association of contact center & outsourcing (BACCO)



Principle Recognition Award by UI Path, 2023



BASIS Luna Shamsuddoha Award 2022 for Highest Women Employment in BPO Industry



Collaborative Star (Supplier Award 2022) by Nokia

OUR BOARD

Our strength lies in a diverse Board of eminent individuals who contribute broad expertise and leadership.

Our Board of Directors brings together a diverse blend of skills, experience, and perspectives that foster open discussion, rigorous debate, and well-informed decisions. The Board remains steadfast in its commitment to strong governance and to meeting the company's social, ethical, and regulatory responsibilities. As of 30 June 2025, the Board comprised nine members, ensuring full alignment with BSEC regulations and a balanced representation of expertise across key disciplines.

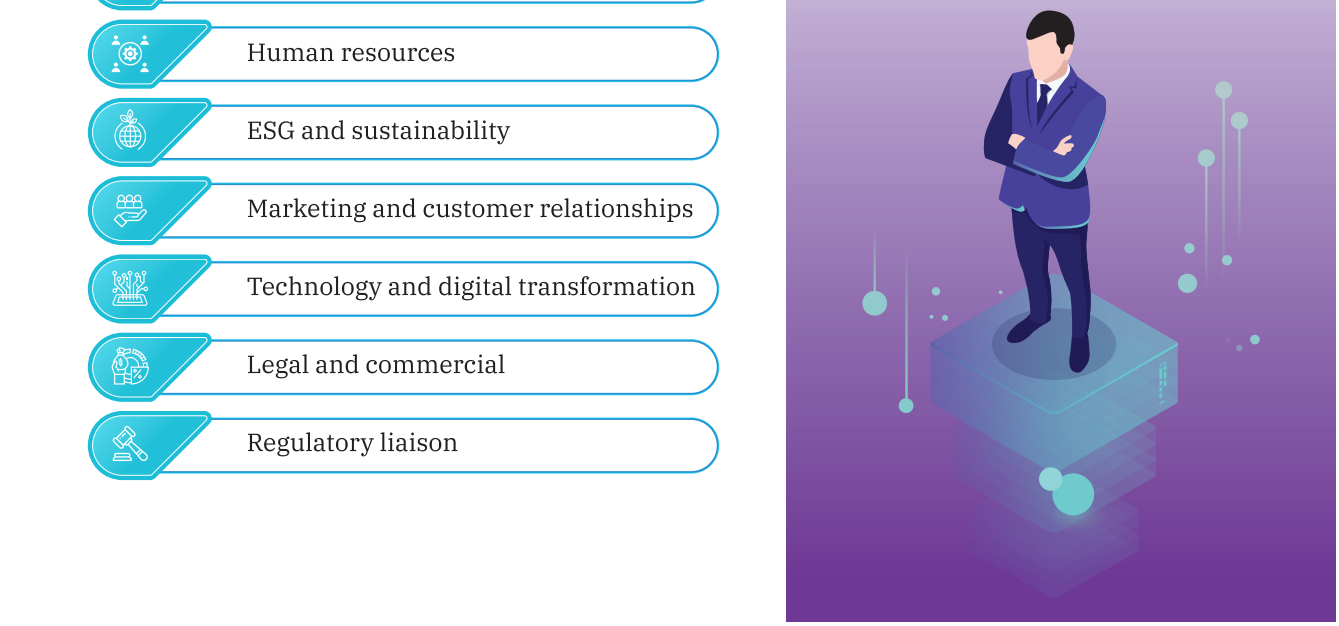
9
Members on our Board

1
Woman Directors

3
Independent Directors

Key skills and expertise of our Board members

- Leadership
- Large organisation experience
- Strategy development
- Governance and compliance
- Finance and audit
- Human resources
- ESG and sustainability
- Marketing and customer relationships
- Technology and digital transformation
- Legal and commercial
- Regulatory liaison





MR. HASSAN SHAHID SARWAR, FCA
Chairman



Mr. Hassan Shahid Sarwar is an esteemed Fellow of Chartered Accountants (FCA) and is recognized as a respected person in the realm of finance and commerce in Bangladesh.With a distinguished career spanning more than 30 years, Mr. Hassan Shahid Sarwar has accumulated an extensive breadth of experience in finance, including roles in financial operations, audit, treasury and beyond. Currently serving as the Finance Director & CFO of Navana Pharmaceuticals PLC., Mr. Sarwar brings extensive global financial management experience and expertise to the position.

Prior to his current role, Mr. Sarwar served as the Group Finance Director at IPE Group, former Chief Financial Officer at Haque Group & Bengal Group of Industries, Keya Group where, during his tenure, he spearheaded several innovative cost-saving initiatives that significantly contributed to the company's impressive YoY profitability growth. He also held pivotal financial leadership positions at esteemed organizations, including Rahimafrooz Renewable Energy Ltd and Rangs Group, driving robust efficiency and profit growth.

Mr. Sarwar's journey is a testament of his unwavering commitment to excellence, strategic insight, and deep expertise in finance and business. His enduring influence and prowess continue to inspire and shape the corporate landscape, making him a highly regarded person in fostering fiscal prosperity, optimizing resource allocation, and promoting sustainable financial growth.



PRINCE MOJUMDER
Vice-Chairman

Mr. Prince Mojumder possesses experience of 21+ years in the ICT sector. He leads Genex with the vision of the company becoming a global entity. Under his leadership, Genex has grown from a two-people company into an organization of 4,000+ employees with a diversified business platform engaged in different arenas of the ICT Industry

Mr. Mojumder played a key role in the development of the BPO and IT services industry of Bangladesh by setting up global standards and operating procedures. He was the director of the Executive Committee of Bangladesh Association of Call Center & Outsourcing (BACCO) from 2015-17.

Mr. Mojumder started his career in ICT in 1997 and since then has led various teams and multiple projects with his visionary leadership, team and talent building skills, business acumen & governance, and experience in customer services, technology solutions, communications services, business process outsourcing and people management.

SHAH JALAL UDDIN
Acting MD & CEO



Mr. Shah Jalal Uddin is a highly accomplished transformation and growth specialist and a visionary leader in the corporate landscape of Bangladesh.

Since August 2023, as the CEO & Managing Director (Acting) of Genex Infosys, he has been strategically guiding the company to new horizons, leveraging his extensive experience to expand the business, cultivate partnerships, and lead a strong leadership team, thus ensuring the successful execution of the company's vision.

Mr. Shah Jalal possesses an extensive career spanning several decades in the telecom and MFS (mobile financial services) industry, alongside other sectors. His notable achievements encompass guiding teams to drive digital transformation within enterprises, executing effective business turnaround, and adeptly managing successful acquisitions.

Prior to Genex, Mr. Shah Jalal served as the Vice President at Trust Axiata Digital Limited, refining his expertise in business modeling, sustainability and distribution strategy. He also served as Digital Financial Services Consultant at Axiata Digital, contributing to the development of market entry strategies and cost-effective customer acquisition in the financial services sector.

Prior to venturing into financial services, Mr. Shah Jalal held the leadership position of Head of Product Management at Grameenphone. During his tenure in this role, he led product management initiatives, successfully achieving business objectives, ensuring profitability for DFS products and services, and strengthening brand positioning.

Furthermore, his career at Robi Axiata Limited included several key roles, such as Head of Business Operations for Digital Services and Head of Channel Sales & Distribution, where he improved operational efficiency and managed stakeholder relationships, while implementing effective risk management strategies.

Throughout his illustrious career with various renowned organizations across different sectors, Mr. Shah Jalal has consistently demonstrated his remarkable expertise as a successful leader and a visionary in business and technology. His dedication to sustainability, adaptability and strategic growth defines his reputation as a transformative business leader, propelling Bangladesh towards a smart economy through digital transformation.





MOHAMMED ADNAN IMAM, FCCA (UK)
Director

Mr. Mohammed Adnan Imam is a serial entrepreneur, and a venture capitalist based in the UK, actively investing in different sectors at various stages. He is the founding Managing Director of IPE Group, a diversified conglomerate which has a presence in ICT, real estate, banking and finance, private equity, construction, power, telecom infrastructure, insurance, RMG, healthcare and education across the UK and Bangladesh. Mr. Imam was an investment banker at Merrill Lynch Europe Plc and is a Fellow Chartered Certified Accountant from the UK

CHOWDHURY FAZLE IMAM
Director



Mr. Chowdhury Fazle Imam, BSc, MRIC, FCS (London), is the Chairman of IPE Group, a diversified conglomerate headquartered in the UK and having multiple operations in Bangladesh. He held senior management positions for the last 40 years in different multinationals in Bangladesh and abroad, including Novartis, Camp, Dresser and Mckee, John Laing Construction, Martindale Pharmaceuticals, etc.



NILOFAR IMAM
Director

Mrs. Nilofar Imam, a renowned business personality, is an inspiring example of achievement. With an indomitable spirit and an unwavering commitment, she has carved her path to success, leaving an indelible mark across various industries and sectors.

In addition to her position as Director at Genex Infosys, she also holds Director-level shareholdings in other leading companies, such as AWR Developments (BD) Ltd, Sunpetro Energy Ltd, Bay Petrochemical Ltd, and Adverto Footwear Ltd.

Mrs. Imam is actively engaged in various social and philanthropic initiatives, dedicated to making a positive impact on society.



ROKEYA ISLAM
Independent Director

Mrs. Rokeya Islam is a post-graduate from the University of Dhaka. She has extensive experience in customer service and management, having worked in Standard Chartered Bank and Premier Bank for 10 years.

After completing her tenure with these banks, she embarked on a successful career in culinary, fashion and interior design fields, specializing in each of these sectors. She is a widely travelled person and has robust liaison and relationship-building experience in the private sector that allows her to fulfill her leadership role on the Board of the company.





T I M NURUL KABIR
Independent Director

Mr. T I M Nurul Kabir is Executive Director & Policy Advisor of Foreign Investors' Chamber of Commerce & Industry (FICCI) with 37+ years of career experience in a leading role as the social and industry evangelist for e-development, telecommunications, ICT for Development (ICT4D), business development and ICT consultancy.

Mr. Kabir possesses unique experiences in inclusive multi-stakeholder approaches of public sector policymakers, private sector, NGOs and civil society, academia and media, among others. Further, he has been a Rotarian since the year 2001.



Mr. Zahrul Syed Bakht CPA, FCMA
Independent Director

Mr. Zahrul Syed Bakht is a professionally qualified accountant. He has extensive experience 30 years in corporate governance and the IT sector. Mr. Bakht is highly adapted to developing and implementing cutting-edge policies and processes to improve operational efficiency and effectiveness. Driving positive change and capturing substantial business opportunities with exceptional analytical skills. Mr. Bakht is the managing director of Dhrubo Networks Limited. Before that, he served Link3 Technologies Ltd, aamra Group, Green Delta Insurance Company Limited, Buzzelli & Co. Chartered Accountants, Hamilton, Canada.



MOHAMMED FAZLUL KARIM MONDOL
Independent Director

Mohammed Fazlul Karim Mondol is an accomplished legal professional with extensive experience in advocacy, governance, and human rights. A Barrister of England and Wales, he has been practicing at the High Court Division of the Supreme Court of Bangladesh since 2012, with prior experience in the Dhaka Judge Court and Gazipur District Court.

He holds degrees in English Literature from Aligarh Muslim University and an LLB (Hons) from the University of Wolverhampton, followed by the Bar Vocational Course at the University of the West of England. He was called to the Bar in England in 2005.

Mr. Mondol is associated with AJ Mohammed Ali & Associates and serves as CEO of the Institute of Human Rights and Services. He brings strong legal insight, principled judgment, and a commitment to good governance to the Board of Genex Infosys PLC.



OUR MANAGEMENT TEAM

Our Management Team is entrusted with the responsibility of maintaining the financial and operational integrity of the company, being focused on facets such as business development, operational excellence, customer service, people management, government/industry liaison, finance, cost management, risk modelling and mitigation, etc.

7

Members of our Management Team

12

Years of collective team experience





SHAH JALAL UDDIN
Acting MD & CEO



VAIBHAV KAPOOR
Director BPM



MD. MOSTAQ AHMED
Chief Financial Officer



RIAZ UDDIN BHUIYA
Company Secretary



ASHRAFUL HAQ
Head of Business Support & Operations



ASHIKUR RAHMAN HABIBE RABBI
Head of Corporate and Regulatory Affairs



MD. ASADUZZAMAN
Head of People & Culture



genex

“The best way to predict the future is to create it.”

~ Peter Drucker



SECTION 2

genex
realise excellence

PRIMER



SECTION 2



HIGHLIGHTS



Genex Infosys PLC has been awarded the bronze for the Best Presented Annual Report 2023 by the Institute of Chartered Accountants of Bangladesh (ICAB) in the Communication & IT category.



Genex Infosys PLC establishes a significant Turnkey Based IT Systems & Solutions project partnership with RSGT Bangladesh Limited.



Genex Infosys partners with City Bank on EFD devices card payment solutions.



Genex Infosys and Microsoft Bangladesh collaborated on an event showcasing how Microsoft Dynamics 365 powers global businesses with next-gen intelligent applications.



Project signing with Omera LPG & Omera Cylinders, enabling the brands to leverage the technology and optimize business operations, as an extensive provider of Oracle Solutions & Services in Bangladesh.



To ensure security and business resilience, we partnered with The Electricity Generation Company of Bangladesh (EGCB), for delivering Microsoft's cutting-edge solutions.



CORPORATE DIRECTORY

Name of the Company	**Genex Infosys PLC**
Legal Position	Genex Infosys Limited was incorporated in Bangladesh as a private limited company with the issuance of a certificate of incorporation bearing no. C-101900/12 dated 22-May-2012 by the Registrar of Joint Stock Companies & Firms, Dhaka, Bangladesh. The company was converted into a Public Limited Company on 15 September 2016. Later, in 2024, its name was changed to Genex Infosys PLC
Date of Incorporation	22-May-2012 & Registration Number C-101900/12
Commencement of its Commercial Operations	01-Jul-12
Line of Business	The business of the company includes ITeS services, Such as arraying on activities relating to Data Entry, Data Processing, Business Process Outsourcing, IT Support and Software Maintenance, Digital Content Development and Management, Call Centre Service, Website Development, Robotic Process Outsourcing, System Integration, Cloud Service, Marketing of software products and providing maintenance and support services both to domestic and international clients.
Registered Office	Plot 42 & 69, Nitol-Niloy Tower (Level-8), Nikunja-2, Khilkhet, Dhaka-1229. Tel: +88-09612111000 Fax: +88-02-9883121 Email: investor.relations@genexinfosys.com Web: www.genexinfosys.com
Operational Office (Dhaka)	Plot 42 & 69, Nitol-Niloy Tower (Level 6-12), Nikunja-2, Khilkhet, Dhaka-1229. Tel: +88-09612111000 Fax:+88-02-9883121
Operational Office (Chittagong)	Chattogram Software Technology Park (Level-7 & 8), Singapore Bangkok Market Badamtoli Circle, Agrabad, Chattogram Tel: +88-031-2867401-10 Fax: +88-031-2867412
Board of Directors	9 Directors
Auditors	FAMES & R. Chartered Accountants, Hossain Tower (11th Floor), 116 Naya Paltan, Box Culvert Road, Dhaka-1000.
Tax Consultants	Marhk & Co. Chartered Accountants, Level 4, House 9, Lane - 17Block-E, 1213 Banani Bridge, Dhaka 1212 Phone : 02-48814300
Legal Advisors	Md. Riaz Uddin, Barrister-at-Law (Lincoln's Inn) House No-500/J, Road-8, Dhanmondi, Dhaka 1205 Tel: +88-02-9611658, +88-02-9611858
Banker for IPO	AB Bank PLC
Banker of the Company	Eastern Bank PLC, Mercantile Bank PLC,National Credit & Commerce Bank PLC, NRB Global Bank PLC, AB Bank PLC, NRB Commercial Bank PLC, Dutch Bangla Bank PLC, Sonali Bank PLC, Meghna Bank PLC.
Compliance Auditor	M/S Yas Hossain & Company, Cost and Management Accountants.



BOARD & COMMITTEES

BOARD OF DIRECTORS	
Mr. Hassan Shahid Sarwar, FCA	Chairman
Mr. Prince Mojumder	Vice-Chairman
Mr. Shah Jalal Uddin	Acting MD & CEO
Mr. Chowdhury Fazle Imam	Director
Mrs. Nilofar Imam	Director
Mr. Mohammed Adnan Imam, FCCA	Director
Mrs. Rokeya Islam	Independent Director
Mr. T I M Nurul Kabir	Independent Director
Mr. Zahrul Syed Bakht	Independent Director
Mr. Mohammed Fazlul Karim Mondol	Independent Director

COMPANY SECRETARY	Riaz Uddin Bhuiya

BOARD OF AUDIT COMMITTEE	
Mr. Zahrul Syed Bakht CPA, CMA	Chairman
Mr. Hassan Shahid Sarwar, FCA	Member
Mrs. Rokeya Islam	Member

SECRETARY TO THE COMMITTEE
Mr. Md. Mostaq Ahmed

BOARD OF NOMINATION AND REMUNERATION COMMITTEE	
Mr. Zahrul Syed Bakht CPA, CMA	Chairman
Mr. T I M Nurul Kabir	Member
Mr. Hassan Shahid Sarwar, FCA	Member

SECRETARY TO THE COMMITTEE
Mr. Md. Mostaq Ahmed

Note:
1. Mohammed Fazlul Karim Mondol appointed as Independent Director on 3rd November 2025



CORPORATE INFORMATION

STATUTORY AUDITOR
M/S FAMES & R. Chartered Accountants

CORPORATE GOVERNANCE COMPLIANCE AUDITOR
M/S. YAS Hossain & Company, Cost & Management Accountants.

MANAGEMENT TEAM	
Mr. Shah Jalal Uddin	Acting MD & CEO
Mr. Vaibhav Kapoor	Chief Services Officer - Genex BPM
Mr. Md. Mostaq Ahmed	Chief Financial Officer
Mr. Md. Ashraful Haq	Head of Business Support & Operation
Mr. Md. Asaduzzaman	Head of People & Culture
Mr. Ashikur Rahman Habibe Rabbi	Head of Corporate and Regulatory Affairs
Mr. Riaz Uddin Bhuiya	Company Secretary

HEAD OF INTERNAL AUDIT & COMPLIANCE
Mr. Md. Masud Khan Nayem

United Commercial Bank PLC	AB Bank Limited
Eastern Bank PLC	Modhumoti Bank Limited
Mercantile Bank PLC	Union Bank Limited
NRB Commercial Bank PLC	Standard Chartered Bank Limited
Community Bank Limited	Sonali Bank PLC
Dutch Bangla Bank PLC	Meghna Bank Limited



SIGNIFICANT MILESTONES

2023

Genex Infosys PLC receives prestigious recognition from UiPath for excellence in technology solutions.

The National Board of Revenue signed an agreement with Genex Infosys PLC in November 2022 to enhance the efficiency of value-added tax (VAT) collection and ensure compliance.

Genex Infosys PLC has received the prestigious 'Principal Recognition Award' from our esteemed technology partner, UiPath, at the recently concluded EGUARDIAN Annual Partner Conference – 'Click 2023' in Sri Lanka.

Genex Infosys receives Highest Employment Award-2023.

Genex Infosys PLC was awarded the Collaborative Star (Supplier Award 2022) by Nokia.

2024

Genex Infosys PLC has been awarded the bronze for the Best Presented Annual Report 2023 by the Institute of Chartered Accountants of Bangladesh (ICAB) in the Communication & IT category

Genex Infosys PLC and City Bank PLC have partnered to enhance the card payment landscape for retailer EFDMS devices in Bangladesh

Genex Infosys, RSGT Bangladesh join forces to accelerate Patenga Container Terminal's Digital Transformation

Genex Infosys PLC has been honored with the 'Best Training Institute Award 2023' from the Finance Ministry of Bangladesh.



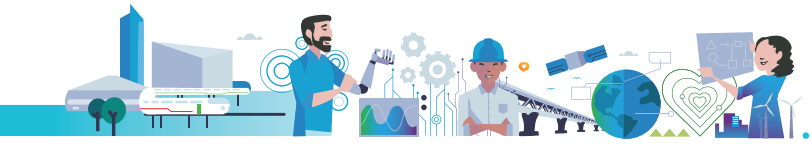
PRODUCTS & SERVICES



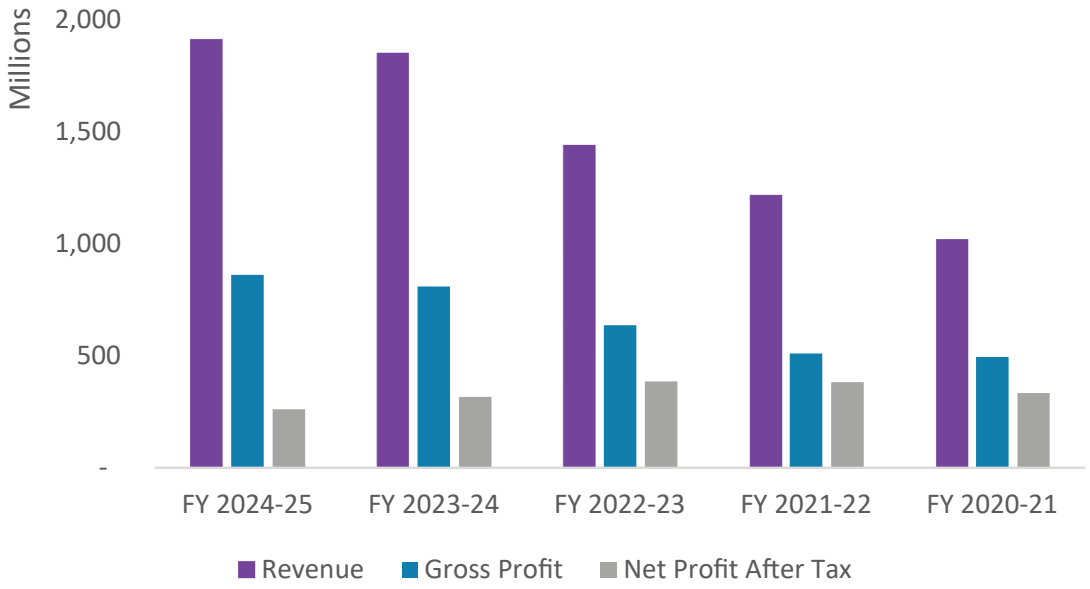
Genex Infosys PLC

Comparative Analysis of Key Financial Performance, Financial Position and Cash Flows:

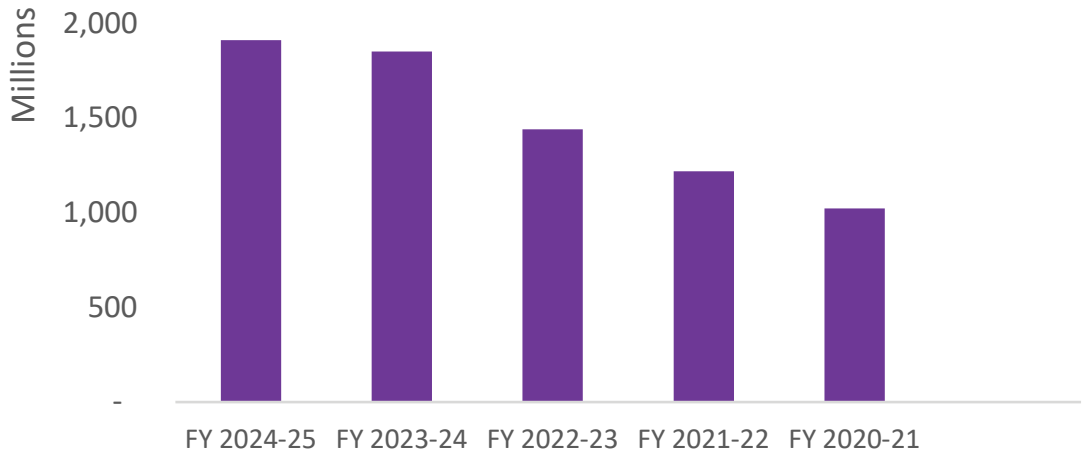
Particulars	FY 2024-25	FY 2023-24	FY 2022-23	FY 2021-22	FY 2020-21
Financial Performance					
Revenue	1,913,167,149	1,853,536,148	1,442,580,332	1,219,728,667	1,022,600,112
Gross Profit	860,571,521	809,505,841	635,279,520	509,853,820	493,749,440
Net Profit Before Tax	265,561,974	325,134,052	386,780,108	389,487,754	332,481,683
Net Profit After Tax	261,152,662	316,552,153	384,654,090	381,677,090	332,416,296
Financial Position					
Paid up Capital	1,204,500,211	1,204,500,211	1,158,173,280	1,135,464,000	1,032,240,000
Shareholders Equity	2,663,294,756	2,455,183,382	2,228,806,826	1,877,135,902	1,880,868,790
Total Assets	6,607,441,638	5,960,800,917	4,349,977,806	3,151,143,396	2,775,895,587
Current Assets	1,919,772,127	1,944,034,944	1,563,488,041	737,064,065	838,454,953
Current Liabilities	3,028,133,480	2,771,805,658	1,624,772,800	886,715,688	579,923,239
Non Current Assets	4,687,669,511	4,016,765,973	2,786,489,765	2,414,079,330	1,937,440,634
Non Current Liabilities	916,013,401	733,811,877	496,398,181	387,291,806	315,103,558
Cash Flows					
Net cash generated from operating activities	827,509,088	223,088,284	566,658,674	576,688,681	497,073,985
Net cash used in investing activities	(956,206,527)	(1,655,093,856)	(1,421,687,509)	(724,692,076)	(559,809,648)
Net cash provided for financing activities	182,684,070	1,421,272,590	747,963,902	149,656,949	95,049,293
Financial Ratios					
Current Ratio	0.63	0.70	0.96	0.83	1.45
Quick Ratio	0.6	0.27	0.93	0.63	1.13
Debt to Equity Ratio	1.48	1.38	0.70	0.64	0.45
Net Profit Ratio	13.65%	17.08%	26.66%	31.29%	32.51%
Return on Equity Ratio	9.81%	13.48%	17.26%	20.31%	18.87%
Ordinary Shares Information					
Ordinary Shares Outstanding	120,450,021	120,450,021	115,817,328	113,546,400	10,322,400
Face Value per share	10	10	10	10	10
Net Asset Value Per Share	22.10	20.38	19.24	16.53	18.22
Net Operating Cash Flow Per Share	6.87	1.85	4.89	5.08	4.82
Earnings Per Share	2.17	2.62	3.32	3.36	3.22
DIVIDEND					
Cash	1% Proposed (Excluding Sponsors & Directors)	3% (Excluding Sponsors & Directors)	6%	11%	10%
Stock	-	-	4%	2%	10%



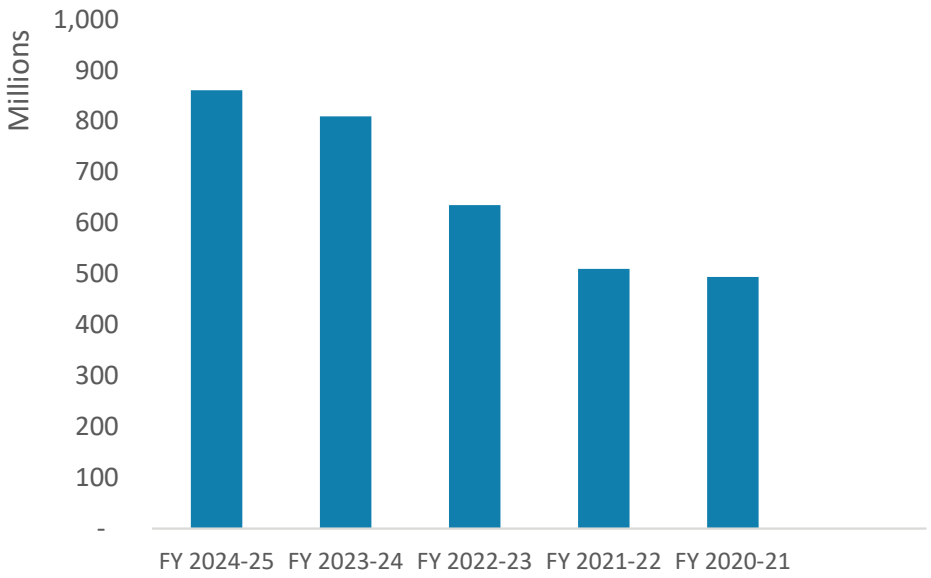
FIVE YEARS AT A GLANCE



REVENUE



GROSS PROFIT



NET PROFIT AFTER TAX



genex

“When you have a dream, you've got to grab it and never let go.”

~ Carol Burnett



SECTION 3

genex
realise excellence

LEADERSHIP INSIGHTS



CHAIRPERSON'S STATEMENT

HASSAN SHAHID SARWAR
Chairperson



Respected Shareholders
Assalamu Alaikum.

On behalf of the Board of Directors of Genex Infosys PLC., I have the pleasure to welcome you at the 13th Annual General Meeting of the company. It also gives me immense pleasure to place before you the Annual Report along with the Audited Financial Statements, Auditors' Report and Directors' Report thereon for the year ended on 30th June 2025.

The year 2024-2025, whole nation was unprecedentedly marked by political changeover through mass uprising bringing renewed attention to institutional reforms, restoration of financial discipline and macro-economic stability which were long overdue. Against all odds, we maintained a sustainable growth. The main reason behind this maintained a sustainable growth due to our efficient business strategy and stakeholders' confidence & trust in us.
On behalf of the Board of Directors and myself I extend my profound thanks and gratitude to you for the continued trust and confidence bestowed in our beloved Company.

I would like to inform you that during the year 2024-2025 the company's consolidated Net Revenue was Tk. 1,913.17 million and consolidated Net profit after tax was Tk. 261.15 million as a result consolidated Earnings per share was 2.17. In 2023-2024 our consolidated total Assets has been increased to Tk. 6,607.44 million from Tk. 5,960.80. Hope we will continue this growth in the coming days.

I would also like to take this opportunity to thank all of our valued customers for their confidence in our service, the employees for their tireless efforts and personal dedication, the suppliers for their quality materials, to our Honorable shareholders for their support and interest in the welfare of the Company, to the Regulatory Bodies including Bangladesh

> The main reason behind this maintained a sustainable growth due to our efficient business strategy and stakeholders' confidence & trust in us.

Securities and Exchange Commission, to the Stock Exchanges, to the Central Depository Bangladesh Limited, to the Bankers, to the Insurers for their cooperation and support to our Company. We hope that the same support from all stakeholders will continue in the coming years.

With best wishes



Hassan Shahid Sarwar FCA
Chairman



MESSAGE FROM
ACTING MD & CEO

SHAH JALAL UDDIN
Acting MD & CEO



Assalamualaikum,
Respected Shareholders,

On behalf of the Board of Directors of Genex Infosys PLC, I sincerely thank you for your presence at the Annual General Meeting for FY2026 and for your continued trust in our Company.

Since assuming leadership in August 2023, my focus has been to strengthen our foundation, align operations with strategic priorities, and guide Genex Infosys toward becoming Bangladesh's leading ITES company.

FY2025 was shaped by economic, political, and global uncertainties. Despite these challenges, we maintained stability through disciplined execution, strong client retention, and sustained demand for our core services. During the year, we achieved revenue of BDT 1,814.17 million and net profit of BDT 260.30 million, reflecting the resilience of our business model and the confidence our clients place in us.

In response to changing market dynamics, we continued to help clients improve efficiency through cost-effective back-office operations, automation, and digital transformation. We remain Bangladesh's largest contact center service provider, handling over 200 million customer interactions annually, supported by a growing ecosystem of more than 130 technology partners.

However, financial and operating constraints particularly liquidity pressure, limited banking support, and high interest rates restricted certain growth initiatives. With a clear priority on protecting financial stability, the Board has declared a 1% dividend for FY2025, reflecting a prudent balance between shareholder returns and long-term sustainability.

Looking ahead, the next five years will focus on innovation, deeper digital transformation, and technology-driven growth across all service segments. Our strong digital capabilities, disciplined cost management, and commitment to automation and cloud solutions position us well to navigate global uncertainties.

Beyond business performance, we remain committed to social responsibility. Through Genex Academy and partnerships with initiatives such as SEIP, BACCO, and HER POWER, we continue to empower youth and women with essential digital skills while contributing to national development goals.

As I look forward, I am confident in the strength of our people, the guidance of our Board, and the trust of our stakeholders. Together, we will continue delivering value to our clients and shareholders while supporting Bangladesh's digital future.

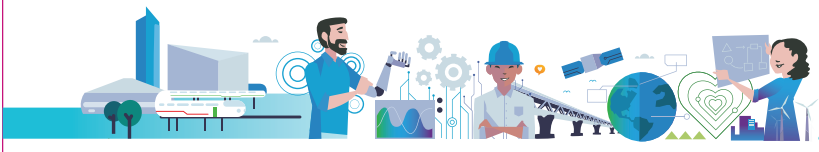
Finally, I extend my heartfelt thanks to our shareholders, employees, partners, and the entire Genex family for their continued dedication. I also express sincere appreciation to BACCO, BASIS, NBR, BTRC, and all supporting institutions for their cooperation.

Together, we remain committed to building a digitally empowered and prosperous future.

Best wishes,



Shah Jalal Uddin
Acting MD & CEO



genex

“It always seems impossible until it's done.”

~ Nelson Mandela



SECTION 4

genex
realise excellence

BUSINESS IN CONTEXT



OUR OPERATING CONTEXT

Bangladesh economy expected to remain resilient

Bangladesh's economy continues to demonstrate resilience and long-term growth potential despite short-term macroeconomic headwinds.

The reopening of economic activity and increased mobility are expected to support the country's positive growth momentum. Inflationary pressures stemming from volatility in global oil prices—one of Bangladesh's major foreign currency expenditure items—along with elevated food and commodity prices, remain key challenges. A persistent foreign currency shortage, slower export performance in major sectors such as ready-made garments, reduced household consumption due to income pressures, and subdued discretionary spending may continue to influence near-term performance.

The transition period ahead of the upcoming general elections may temporarily affect business sentiment, but historically, elections have provided renewed policy direction and clarity for the private sector. This is expected to support stronger confidence and a more stable operating environment in the months that follow.

According to the latest provisional estimates from the Bangladesh Bureau of Statistics (BBS), Gross Domestic Product (GDP) growth for FY2024–25 has been recorded at 3.97%, down from 4.22% in FY2023–24. This marks the lowest growth rate in recent years and reflects the impact of high inflation, lower export earnings, energy supply constraints, and tighter global financial conditions. Nevertheless, the country's structural strengths—a large domestic market of over 170 million people, a young and growing labor force, cost advantages in manufacturing, and a comparatively open regulatory environment—continue to make Bangladesh an attractive long-term investment destination. Moreover, the "China+1" strategy being adopted by multinational corporations seeking to

Bangladesh's IT industry

1.25%
IT industry's contribution to the GDP

750,000+
Employment generated by the IT industry

US$ 12 bn
Projected size of the IT industry in 2030

diversify their supply chains presents Bangladesh with an opportunity to position itself as a competitive alternative manufacturing and sourcing hub in Asia.

Bangladesh is also emerging as a significant player in the global Information Technology (IT) and IT-Enabled Services (ITeS) sector, having secured a growing share of the South Asian IT market. According to the Global Services Location Index, Bangladesh has emerged as one of the leading destinations for IT and IT-enabled services. The country is consistently ranked among the top locations for global outsourcing and is recognized as one of the largest hubs of freelance professionals worldwide. With over 130 million internet users and smartphones in nearly 60 percent of households, Bangladesh is rapidly transforming into one of Asia's most digitally connected frontier economies.

The ICT and IT-ITeS sector currently contributes around 1.25% to Bangladesh's GDP, employing more than 750,000 professionals. Bangladesh domestic ICT market, the estimated value is approximately USD 8.88 billion in 2025, but it is projected to expand to only about USD 12.07 billion by 2030, with a CAGR of 6.33%. Within this, the domestic IT services segment, led by outsourcing services valued at USD 788 million, is expected to reach USD 2.11 billion by 2025 and USD 3.29 billion by 2029, reflecting a compound annual growth rate (CAGR) of 11.8%. These trends highlight a strong rise in corporate digital adoption and Bangladesh's growing appeal as a regional technology and outsourcing hub.

According to the Bangladesh Association of Software and Information Services (BASIS), the IT and ITeS sector is poised to become the third major driver of Bangladesh's economy, following the ready-made garments and remittance sectors. Global technology companies and IT-led economies are increasingly seeking alternatives to India for outsourcing in Asia, and Bangladesh's expanding digital infrastructure, skilled workforce, and competitive cost advantage position it well to capture this shifting demand. Bangladeshi software and IT-enabled services firms are already serving clients in over 50 countries across four continents, while the domestic market continues to grow due to the expansion of ICT-based citizen services and greater private sector adoption of technology to drive productivity and efficiency.

Industry data indicates that approximately 47% of the country's IT market is represented by software development firms, 34% by multi-functional and ITeS companies, and 19% by BPO and e-commerce entities. More than 50,000 IT professionals are actively engaged in the sector, primarily involved in customized software development and maintenance. Around 57% of local software companies cater to the garments industry, while the remaining serve hospitals, telecommunications, banks and financial institutions, customer relationship management (CRM), and government e-governance projects. There is also rising demand for HR and payroll software solutions, particularly within the RMG sector.
BASIS further reports that approximately 25 local software companies have successfully begun developing integrated business applications and enterprise resource planning (ERP) software domestically—products that were previously imported. In addition to software, Bangladeshi firms are increasingly exporting both hardware and software solutions to markets including Pakistan, Thailand, Saudi Arabia, and the United Arab Emirates, while major export destinations and clients remain in the United States, Europe, the United Kingdom, and Japan.

Taken together, Bangladesh's macroeconomic resilience, favorable demographics, competitive workforce, and expanding digital capabilities underscore its growing potential as a diversified, technology-driven economy.



Key IT industry trends

Implications of war and geopolitics

Global geopolitical tensions continue to influence the broader economic and technology landscape. Although active hostilities between Israel and Hamas have eased following a cease-fire in 2025, uncertainty in the region persists, affecting investor confidence and parts of the global technology value chain.

For Bangladesh, the direct impact on the IT and outsourcing sector has been limited so far. However, global instability can indirectly affect client demand, project timelines, and investment flows, particularly for companies serving international markets. In this evolving environment, maintaining operational resilience, market diversification, and strategic agility remains essential for sustaining growth and stability in Bangladesh's expanding digital services industry.

Technology penetration and trends

The pandemic has changed the way products are consumed and the behavior of customers, as referred to by enhanced "digital adoption". According to IDC research, global spending on digital transformation is projected to grow at an annual rate of around 16% over the next few years, reflecting strong and sustained momentum toward technology-driven business models. Some of key strategic technology trends for 2025 and the near-term include:

- Data fabric (integrating data sources across platforms and business users and making it accessible
- Cyber security mesh (integrating widely distributed and disparate security services to improve overall security
- Cloud-native platforms (technologies that allow building new application architectures
- Decision intelligence (improves organizational decision-making by using AI and analytics
- Hyper-automation (rapidly identifying, vetting and automating business and IT processes

Technology for sustainable development

The pandemic underscored the urgent need for climate action and responsible growth. Around the world, businesses are recognizing sustainability as a core strategic priority, with many committing to net-zero carbon goals. In this context, technology has become a key enabler – driving innovation across value chains, improving efficiency, and accelerating global efforts toward sustainable development. Its role will only grow more critical in the years ahead.

Our response

At Genex, we are at the forefront of technological innovation, dedicated to empowering our clients to thrive in an evolving global landscape and achieve long-term, sustainable growth. Our strategy focuses on delivering value and a lasting competitive advantage by helping enterprises adapt to emerging market trends through next-generation technologies.

Our three-to-five-year vision is to become Bangladesh's leading digital services provider. To realize this ambition, we are continually investing in skill development and technology modernization to strengthen our capabilities. We leverage our engineering expertise and innovation-driven mindset to design solutions that create meaningful, human-centered digital experiences.

We take pride in our role in advancing Bangladesh's BPO and IT-enabled services sector and in supporting the nation's digital transformation in alignment with Industry 4.0. The Genex journey represents our enduring commitment to building a smarter, more sustainable, and technology-driven future for Bangladesh



Our key impacts

CLOSING BANGLADESH'S DIGITAL GAP

Unequal development is a challenge confronting many developing economies, including Bangladesh. Genex, as the largest BPO and IT solutions provider in Bangladesh, has played a pivotal role in bridging the digital – and hence digital equality – gap. We believe in facilitating inclusive development and actively seek projects that allow us to make a positive impact.

EMPLOYMENT CREATION

Our commitment to Bangladesh's growth extends to addressing the pressing issue of unemployment. Through sustained expansion, from a humble beginning with only 2 employees, we're providing employment to 4,000+ young individuals, contributing significantly to the reduction of unemployment and improving livelihood nationwide.

WOMEN EMPOWERMENT

Our dedication to fostering employment opportunities extends to managing the gender gap in women's employment. In recognition of our efforts here, in 2025, we were honored with the 'BASIS Luna Shamsuddoha Award' under the category of 'Highest Women Employment in BPO Industry.'

TECHNOLOGY TRANSFER AND SKILLS DEVELOPMENT

With a mission to empower youth with future-ready digital skills, Genex Academy, our homegrown training institute provides the youth from different levels and marginal regions of Bangladesh with future-ready digital skills. We empower local IT professionals with cutting-edge advanced upskilling, enabling them to compete effectively on the global stage.

CITIZENSHIP ACTION

We are committed to supporting a wide range of social causes, including healthcare, education, sustainability and women empowerment. Understanding our broader role in contributing to the community, we have expanded our CSR efforts. Through investments in development projects, education, healthcare and various other initiatives, we aim to create a lasting and positive impact on the society we serve.



CRAFTING FUTURE

Unleashing Potential within the Youth



Bangladesh, with a population exceeding 160 million, is powered by a vibrant demographic advantage nearly 28 percent of its citizens are young people aged between 15 and 29. This vast youth segment represents both an opportunity and a responsibility, demanding focused efforts in education, skill development, and employment to fully unlock their potential.

Against this backdrop, the rapid growth of the Business Process Outsourcing (BPO) industry has emerged as a true catalyst for change. It is creating pathways for the nation's youth to participate meaningfully in the global digital economy, equipping them with future-ready skills and opportunities to thrive in the era of the Fourth Industrial Revolution.

Not long ago, Rafiq, now a full-time contact center agent at Genex Infosys PLC, was struggling to find direction in life. He grew up in a small town near Jashore, where his father drove a van and his mother managed a modest home with endless effort. As the eldest of three, Rafiq started working at a grocery shop after school to help his family get by.

After completing his HSC, he dreamed of pursuing higher studies in technology, but the reality of family expenses pushed that dream aside. Still, he kept searching for a way to balance responsibility with ambition. His turning point came when a friend mentioned job openings at Genex Infosys PLC in Dhaka. Rafiq took a leap of faith – borrowed some money, boarded a night bus, and came to the capital with little more than determination.
The early days were tough. Adjusting to city life, learning customer service skills, and managing late-night shifts tested his patience and willpower. But he refused to quit. Gradually, he adapted, learned from his mentors, and built the confidence to perform under pressure.

Today, Rafiq is one of the most dependable members of his team. His income supports his family back home and helps his younger brother stay in college. Recently, he enrolled in an online degree program, slowly reviving the dream he once had to pause.
When asked about his journey, Rafiq said,

"Genex gave me a path when I thought I had none. Every day here teaches me something new – about work, about life, about myself."

Like Rafiq, thousands of young people at Genex Infosys PLC are shaping their futures with quiet determination. Each story stands as proof that with opportunity and hard work, progress is never out of reach.



EMPOWERING EXCELLENCE

An Inspiring Tale of Establishing Gender Parity



In a time when women across the country are stepping forward to shape their own destinies, the story of Farzana Alam, a proud member of our Genex family, stands as a powerful reminder that determination can rewrite any narrative. Her journey reflects courage in the face of hardship, the strength to persevere, and the will to rise above circumstance.

Farzana grew up in a small town near Mymensingh, where opportunities for women were limited and expectations often predefined. Her father, a retired schoolteacher, struggled to meet household expenses, and her mother supplemented the family income by sewing clothes for neighbors. Despite financial hardship, Farzana's focus on education never wavered. After completing her HSC, she moved to Dhaka with dreams of continuing her studies – but reality struck hard when living costs and tuition fees became overwhelming.

Determined not to give up, Farzana began searching for part-time work. A friend told her about Genex Infosys PLC, where many young people were building careers while continuing their education. Though nervous about her lack of corporate experience, she applied – and was soon hired as a customer service agent.

The initial days were far from easy. Adjusting to the professional environment, balancing work with evening classes, and managing life in a new city required immense discipline. But Farzana stayed focused, learning from her mentors and drawing strength from the supportive culture around her. Over time, her calm communication style and consistent performance made her a dependable member of the team.

Today, Farzana works as a Quality Assurance Executive, ensuring smooth operations and guiding new recruits with the same patience she once received. Her earnings not only sustain her own education but also help her parents live more comfortably.

Reflecting on her journey, Farzana shared,
"Genex helped me discover what I was capable of. I came here unsure and inexperienced, but I found a place that values growth and trust. Now I see my work not just as a job, but as a path to independence and purpose."

At Genex Infosys PLC, stories like Farzana's echo across teams and departments – stories of women breaking barriers, building confidence, and redefining success on their own terms. Genex continues to nurture this spirit of inclusion and empowerment, proving that when opportunity meets resolve, transformation follows – not just for individuals, but for the communities they uplift.



OUR BUSINESS MODEL

INPUTS

RESOURCES WE USE

FINANCIAL STRENGTH
Effectively deploying Tk 2663 mn of net worth and Tk 3944 mn of debt to ensure long-term sustainable growth. Cash flow generation of Tk 827 mn.

PHYSICAL PRESENCE
Corporate office in Dhaka, with service delivery centers in Dhüa and Chattagram and global footprint in Singapore. Malaysia. JK. Thailand and Myanmar.

VALUED PEOPLE
Attracting the best talent and inspiring a workforce of people to grow with us by providing robust skilling and development opportunities.

ROBUST RELATIONSHIPS
Building an ecosystem of new- age alliance partners. Making a difference via citizenship action.

INTELLECTUAL CAPITAL
innovative. next-generation solutions across our operations centers that help build competitive and enhance our prospects.

ECO CONSCIOUSNESS
Ensure sustainable and environmentally-conscious use of resources. thus enabling us to minimise our carbon footprint and assert a tech-led impact.

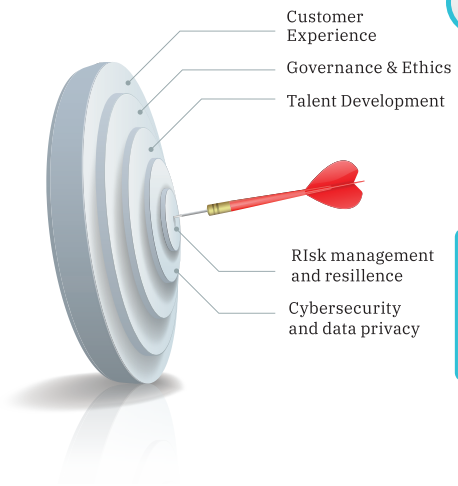
BUSINESS

OUR OFFERING AND MATERIAL MATTERS

OUR SERVICES

- Contact center and back office
- Cybersecurity, cloud, emerging tech
- Businesss application and digital transformation
- Robotic process automation and Ai bot
- Training and skill development

OUR MATERIAL MATTERS



STAKEHOLDERS

OUR STAKEHOLDER PROPOSTIONS

CUSTOMERS
We place our customers at the heart of all that we do. Customised solutions, fair dealings and working for impact are the hallmarks of our customer value.

EMPLOYEES
we strive to make Genex the best place to work through competitive remuneration and benefits, learning and training. and promotnn opportunities.

GOVERNMENT
We contribute to the Smart Bangladesh 2041 vision of the government and further through our employment creation and exchequer contribution.

ACCOUNTABILITY

OUR INTERNAL CONTROLS AND MECHANISMS

GOVERNANCE
Strong governance for oversight of effectiveness, adequacy and robustness of internal controls. and effective enterprise risk managerneng,

ACCOUNTABILITY
Board of Directors comprising eminent individuals with knowledge and experience in a Wide range of fields relevant to the Company.

POLICIES AND PROCESSES
Long-term and day-to-day decisions guided by clear and processes that support our organisational conduct and culture, thwarting untoward events and issues.

CONTROLS
Robust internal and external audits and assuranc.

IMPACT

VALUE CREATED IN 2024-25

CUSTOMERS
200 mn+
Yearly
Customer
Interaction

GOVERNMENT
BDT 93.55 mn
in exchequer
contribution

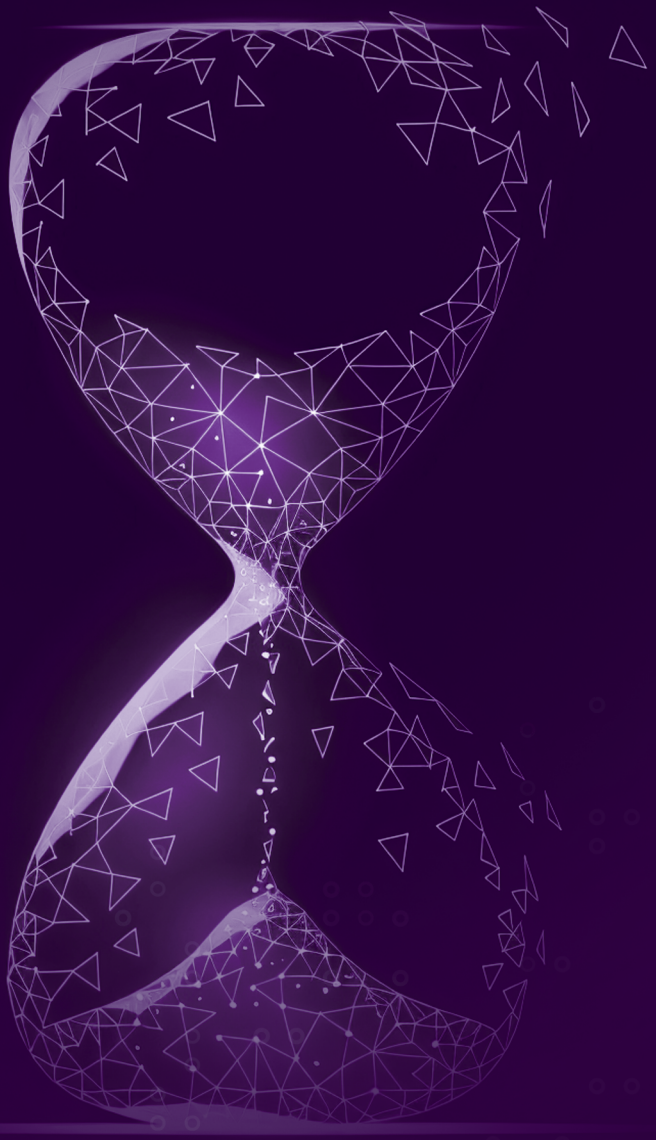
SDGs IMPACTED



OUR MISSION
Our mission is to create an everlasting positive impact in the socio-economic sphere by embracing futuristic sustainable approach facilitated by people, process & technology. Ensuring total commitment towards our stakeholders upholding our guiding principles of Integrity, Transparency, Teamwork & Excellence.



VALUE CREATION



CAPITALS DASHBOARD

Intellectual Capital

WHAT IS OUR INTELLECTUAL CAPITAL

With a wealth of knowledge and a culture that fosters innovation and collaboration, we possess the ability to form valuable partnerships with clients. We constantly focus on utilising our resources in enhancing the efficiency of their business and operations. The entirety of this ecosystem symbolises our Intellectual Capital. Further more, this capital forms the cornerstone for developing strategic partnerships with diverse companies that enable us to bring complementary strengths to the table. It also acts as a force multiplier for our business.

SDGs COVERED



MATERIAL ISSUES ADDRESSED

- Upskilling and workforce transformation
- Resource modernisation
- Upgrading our skills and capabilities

Read more on pg 65

Manufactured Capital

WHAT IS OUR MANUFACTURED CAPITAL

Our tangible assets comprising our physical infrastructure constitutes our Manufactured Capital. We focus on modernising and upgrading our technology, IT support systems and hardware, which are the integral elements of this capital that facilitate us to seamlessly conduct operations and serve client objectives.

MATERIAL ISSUES ADDRESSED

- Operational integrity
- Technology contemporariness
- Versatile functionality

SDGs COVERED



Read more on pg 67

Human Capital



WHAT IS OUR HUMAN CAPITAL

Our organisation's focus on prioritising people is demonstrated through our commitment to provide opportunities in upskilling, learning and development, and career progression. This enables us to drive a competitive advantage for clients, opportunities for growth and business development for value chain partners, and consistent returns for shareholders. It is our employees' passion and dedication that enables us to deliver on our purpose and this embodies our Human Capital.



SDGs COVERED

MATERIAL ISSUES ADDRESSED

- Workforce transformation
- KPI mapping and performance management
- Retention and ability to attract quality talent

Read more on pg 72

Financial Capital

WHAT IS OUR FINANCIAL CAPITAL

In a dynamic operating environment, our primary objective is anchored on maximising returns generated on the capital invested in our business. Our financial capital stems from our business operations, financing activities and strategic planning, which are subsequently invested in meeting varied growth opportunities.



MATERIAL ISSUES ADDRESSED

- Financial performance
- Sustainable returns
- Governance and compliance

SDGs COVERED



Read more on pg 77



Social & Relationship Capital

WHAT IS OUR SOCIAL & RELATIONSHIP CAPITAL

The long-term viability and prosperity of our enterprise hinges upon the establishment and cultivation of enduring partnerships that have been fostered over the course of several decades. The sustenance of relationships with our clients, alliance partners and communities hold significant importance for our organisation. These relationships play an integral role in shaping our decision-making process. The establishment of meaningful connections with our esteemed stakeholders serves as the foundation of our Social & Relationship Capital.



SDGs COVERED

MATERIAL ISSUES ADDRESSED

- Multi-stakeholder approach
- Conducive long-term relationships

Read more on pg 79



INTELLECTUAL CAPITAL

Overview

At Genex Infosys, the cultivation of innovation is a deliberate cognitive process and a fundamental component of our Intellectual Capital. The phenomenon is deeply embedded in our DNA. Our organisation is committed to improving our culture of strategic innovation by implementing systemic changes and processes and fostering the upskilling of our employees. This facilitates us to align with the ever-changing business landscape.

Our organisation is committed to consistently enhancing the efficiency of our processes and operations, as well as developing novel platforms, products and solutions to meet the changing demands of our clientele. Our approach to innovation is anchored on the principles of experimentation, iterative learning and growth. This approach is reinforced by our investment in resources to establish a well-connected ecosystem that fosters the development of sustainable processes and technologies. We work on a variety of real-world challenges for our customers and develop innovative solutions to enhance our relevance to them and their customers.

Our IT philosophy

At Genex, our philosophy or approach towards IT is influenced by several factors and varies depending on our specific business goals and industry trends. However, there are a few common principles that showcase how IT at our company is a key differentiator against competition.

Innovation

Embracing innovation is a fundamental aspect of our IT philosophy. We strive to remain at the forefront of technological advancements, which facilitates our company to develop and maintain a competitive edge. Whether it is adopting the latest software solutions, leveraging emerging technologies like artificial intelligence (AI) or continuously improving our IT systems and infrastructure, innovation is what helps us distinguish ourselves in a competitive market.

Customer-centricity

Our customers are at the center of everything we do. Our strategy is to deliver exceptional customer experiences through technology. We give our best efforts to understand our customers' needs and use our IT capabilities to meet those needs more effectively than our competitors. This helps us build customer loyalty and gain a competitive advantage and involves such facets as personalised digital experiences, quick response times, or even efficient self-service options. Our relentless focus to support our customers help drive their efficiency and competency. Our goal is to exceed our customers' expectations and take our internal delivery expectations to newer heights.



Intellectual capital is the value of our company's collective experience and knowledge, people skills, training programs, process know how and proprietary information that provides our organisation with a competitive edge. We deploy these resources in tandem with innovation to gain new customer accounts, create new products and solutions, and improve our business and impact on society.



Efficiency and productivity

We prioritise our IT systems, processes and capabilities to enhance efficiency and productivity in everything we do. Streamlining our business processes, automating tasks and improving collaboration through cutting-edge IT tools are a few of facets that help boost efficiency initiatives that drive cost savings and time-to-market capabilities. Efficiency gains effectively translate into a competitive advantage as it enables us to offer better products and solutions to our customers at a lower cost.

Data-driven decision-making

We leverage data for decision-making as a core part of our IT philosophy. Analyzing data provides valuable insights, enabling our organization to make informed choices with regards to our strategy, marketing, operations and other aspects of our business. We believe in utilising data effectively to adapt more swiftly to market changes and gain a competitive advantage that helps our esteemed customers.

Security and compliance

We foster a stringent IT security philosophy that is crucial for safeguarding our reputation and success, especially since we operate in an industry dealing with sensitive information and subject to strict regulations. Protecting data and ensuring compliance not only prevents costly breaches but also helps build trust with our clients.

Agility and adaptability

We embrace an agile and adaptable IT approach that is essential and relevant in rapidly changing business environment. Our ability to swiftly respond to market shifts, technological advancements and customer preferences enables us to continue to drive relevance and value to our clients.

Investment in talent

Recognizing the value of our skilled IT professionals and investing in their development is another philosophy of our company. Having a talented and motivated IT team helps drive technology initiatives, maintain systems and drive innovation to remain competitive.

Strategic partnerships

Collaborating with strategic IT partners or vendors has provided us with the access to specialised expertise, technologies and resources, thus forging an advantage in terms of our capabilities and scalability. We have currently 130+ strategic partners to leverage the unique skills, expertise and complementariness to our valuable customers.

INFORMATION SECURITY MANAGEMENT SYSTEMS

Genex is an ISO 27001:2013-certified company. ISO 27001Information Security Management Systems (ISMS) is an international standard that ensures information is secured and all the best practices are in place that helps secure and protect the information of our customers and stakeholders at all times. Additionally, we have robust privacy and data security policies in place. While data privacy defines who has access to data, data protection provides tools and policies to actually restrict access to that data. We maintain customer privacy and data security policies at all times.



MANUFACTURED CAPITAL

Overview

Genex implements a comprehensive and flexible strategy for overseeing data security throughout its operations, aligning with the company's business goals and meeting customer demands and objectives.

Our information security process is responsible for safeguarding privacy, ensuring information security, and maintaining business continuity across all our business processes. Privacy and information security are identified as significant risks for the company and are subject to ongoing review by the team and leaders entrusted with this responsibility.

Analysis of the business environment in response to the shift towards novel work practices (such as “work-from-home” or “work-from-anywhere”) has yielded valuable observations regarding risks and challenges. The risk intensity of a given business risk typically fluctuates depending on factors such as the prevailing market environment, alterations in the business landscape, and new regulations.

Thus, the implementation of information security, cybersecurity and data privacy into our business management systems is of utmost importance. Insufficient measures to prevent, identify and address breaches or risks pose a significant threat to the security of our company's and our customers' data, thereby potentially forcing us to incur substantial costs and reputational damage.

In this realm, the approach we take in addressing each risk is carefully adjusted in accordance with our enterprise risk management framework.

The foundation of our customers' confidence in our capabilities lies in the assurance that our services are secure, resilient and effectively protected against both internal and external threats. Our endeavors are focused on establishing a secure outsourcing destination that prioritizes the needs and satisfaction of customers, while continuously enhancing its security capabilities.

GENEX KEY INFRASTRUCTURE AT A GLANCE



- **98,168+** sq feet floor area in multiple prime locations.
- **Independent** operation centers in Dhaka & Chittagong.
- Infrastructure designed for **24X7** operation.
- More than **3500** workstations dedicated to customer support.
- Spacious and open floor environment for offering a comfortable workplace.



- **Tier 3** power supply available for 24X7 operation.
- **High-speed** redundant Connectivity Options.
- Logically and physically segregated infra with **biometric access control**.
- **Best-in-class** data center with Disaster-Recovery-Options.
- **High security** ensured with CCTV and alarm system.

ENRICHING OUR MANUFACTURED CAPITAL

We catalyse collective action to help build for the future. A significant aspect of this is investment in enhancing and deepening our Intellectual Capital.

We have invested a significant amount over the last three years to strengthen our technological infrastructure, including our data centers, private cloud, servers, storage, backup solutions, network connectivity and firewalls, especially cyber security to thwart potential cyber attacks and ensure operational safety and continuity.

WE HAVE IMPLEMENTED THE FOLLOWING MAJOR ENHANCEMENTS TO OUR TECHNOLOGICAL BACKBONE

- Majority of our services are hosted in a Tier-3 data center (33 HPE servers) in Dhaka and a disaster recovery center in Jessore (22 HPE servers) that is considered a safe and non-earthquake prone zone.
- Private cloud using the latest technology (VMware VCF, Horizon) to serve our customers.
- Load balancer that acts as a reverse proxy and distributes network or application traffic across a number of servers. Load balancers are used to enhance capacity (or concurrent users) and application reliability.
- Data backup solutions for disaster recovery.
- Future preparedness through investment in cyber security to especially protect our customer data. We have taken a 'Defense-in-Depth' strategy that leverages multiple security measures to protect our organization's assets and data.

VULNERABILITY SCANNERS

These tools assess the security of our systems and networks by identifying known vulnerabilities and weaknesses that could be exploited by malicious entities.

THREAT INTELLIGENCE PLATFORMS

Threat intelligence tools provide information about known threats, vulnerabilities and threat actors, helping SOC teams understand current and emerging threats.

PACKET CAPTURE AND ANALYSIS TOOLS

Packet capture tools capture and analyse network traffic in detail, allowing SOC teams to investigate incidents and understand network behaviour.



LOG MANAGEMENT SYSTEMS

Log management tools collect and store logs from various devices and systems, making it easier to search, analyze and correlate security events.

USER AND ENTITY BEHAVIOR ANALYTICS (UEBA)

UEBA tools facilitate the monitoring of behavior of users and entities to detect abnormal or suspicious activities, which may indicate insider threats.

SECURITY ORCHESTRATION, AUTOMATION AND RESPONSE (SOAR)

SOAR solutions help to automate incident response processes, helping SOC teams to respond more effectively and efficiently to any security incidents.

FORENSIC AND INVESTIGATION TOOLS

These tools assist in collecting, analysing and preserving evidence during any security incident investigations.

DATA LOSS PREVENTION (DLP) SOLUTIONS

DLP tools help prevent unauthorised exposure of sensitive data by monitoring and controlling data transfers.





ANTIVIRUS AND ANTI-MALWARE SOFTWARE

These software are foundational tools for detecting and mitigating known malware and viruses.



PENETRATION TESTING TOOLS

While primarily used for testing security, some penetration testing tools are used by SOC teams to proactively identify vulnerabilities in their systems.

STRATEGIC ROADMAP

Our plans for the current year are focused on delivering innovative solutions to our customers that leverage the power of 5G, enhance cyber security, and protect customer privacy and data security. Some of the key initiatives we are working on are mentioned hereunder:

- Developing a new 5G-enabled edge computing platform that will enable real-time data processing and analytics for our customers. This platform will also support IoT devices and applications that require low latency and high bandwidth. We are collaborating with leading 5G network operators and device manufacturers to ensure interoperability and security of our platform.
- Expanding our portfolio of cyber security products and services that facilitate our customers to defend against the evolving threats in the 5G era. We are also investing in advanced technologies, such as AI/ML and blockchain to enhance our capabilities in threat detection, response and prevention. We are also providing cyber security training and consulting to help our customers build more resilient and secure digital infrastructure.
- Strengthening our commitment to customer privacy and data security by adopting the highest standards of data protection and compliance. We are implementing privacy-by-design principles in our products and services, ensuring that our customers have full access, control and transparency over their data. We are also supporting the development of new regulations and standards that address the challenges and opportunities of 5G and data privacy.

Our mid-term strategy comprising our 3-year plan is articulated below:

NETWORK INFRASTRUCTURE

Our network infrastructure is the backbone of our operations. Over the next three years, we plan to make significant improvements, including:

- Network switch upgrades: Investment in advanced network switches to improve network performance, reliability and support for new technologies and increasing data traffic.
- Bandwidth enhancement: Boosting our network's bandwidth to support the growing data and traffic requirements, ensuring rapid and uninterrupted operations.

SYSTEM AND SERVER UPGRADES

Our system and server infrastructure are due for significant upgradation. The plan includes:

- Server upgrades: Regular server upgrades to maintain optimal performance, reduce the risk of hardware-related issues and accommodate growing demands.
- Cloud integration: Transitioning select applications and data to the cloud to increase scalability, flexibility and reduce reliance on on-premises hardware.
- Disaster recovery: Implementation of a comprehensive disaster recovery plan and backup system to ensure data availability and business continuity.

NETWORK SECURITY AND FIREWALL

Enhancing network security is critical. Our plan involves:

- Firewall modernization: Upgrading our existing firewall systems and deploying next-gen firewalls with advanced threat detection capabilities.
- Security policies: Development and enforcement of comprehensive security policies to safeguard our network, data and systems from any potential cyber threats.
- Employee training: Continuous training for employees to enhance their awareness of security threats and best practices.

DATA CENTER IMPROVEMENT

Our data center infrastructure is pivotal to our operations. Our future efforts here include:

- New data center: The construction of a new, state-of-the-art data center to accommodate our growing data and computational needs.
- Existing data center upgrades: Modernising our existing data center facilities, including enhancing cooling systems and adopting energy-efficient practices.

CYBERSECURITY AND SOC MONITORING SYSTEM

We have a strong focus on cyber security upgradation and enhancements as it is the most important tool and avenue to safeguard customer data and enhance their confidence in our operations.



HUMAN CAPITAL

OVERVIEW

The global pandemic has necessitated organisations to reassess their operational methods and also approaches to team interaction. In this regard, at Genex, we have initiated implementing many people-friendly initiatives in our operations with a view to secure our eminent position as employer of choice in the IT sector as well as to enhance our employee value propositions.

The main areas of our concentration are centered on offering flexibility to our employees, while maintaining our commitment to delivering on our commitments to our clients, taking an outcome-oriented approach.

Within this particular ecosystem that we have carefully crafted over the years, we will prioritise ideas, innovation and interactive communication for the purposes of planning and executing tasks, all while fostering enhanced levels of trust between managers and their teams, thus contributing to a workforce that is cohesive and collaborative.

We are thus embracing a renewed emphasis on providing our employees with flexibility, empowerment, inspiration and a culture of enablement.



Our people are our most valuable asset and they are the enablers of our success in value creation. Workforce prioiritisation and transformation is thus a central endeavour at Genex. Given fast-paced enterprise digitalisation, there exists an urgent imperative for us to promptly and comprehensively transform our workforce. Consequently, we have expedited our efforts in upskilling in order to align with the rapid advancements in technology and cultivate a talent pool that is well-prepared for the future. We thus strive to maintain a cohesive company culture across our distributed workforce.

We develop our human resource strategy keeping in view the specific needs and goals of our customers. We always focus on process efficiency, innovation and customer satisfaction.

The key framework of our HR strategy is given hereunder:

TALENT ACQUISITION

Industry expertise

We recruit professionals with a deep understanding of BPM and related industries and seek candidates with experience in process optimization and automation.

Skills diversity

We hire a diverse workforce with skills in process modelling, data analytics, change management and technology proficiency.

Innovative thinkers

We attract creative problem solvers who can develop cutting-edge solutions for clients.

Continuous recruitment: We maintain a talent pipeline and stay connected with educational institutions and industry networks for ensuring a steady stream of qualified candidates.

EMPLOYEE DEVELOPMENT

Training and certification

We invest in ongoing training programs to keep employees updated on the latest BPM technologies and methodologies.

Leadership development

We identify high-potential individuals and nurture them into leadership roles to ensure a strong talent pool.

Mentorship programs

We establish mentorship programs to facilitate knowledge transfer and skills development.

Cross-functional training

We encourage employees to gain expertise in multiple areas, thus promoting versatility.

PERFORMANCE MANAGEMENT

Key Performance Indicators (KPIs)

We define clear, data-driven KPIs for every role, emphasizing process efficiency, quality and client satisfaction.

Feedback mechanism

We implement regular feedback mechanisms to provide employees with opportunities for improvement.

Recognition and rewards

We recognize and reward exceptional performance, fostering a culture of productivity and excellence.



EMPLOYEE ENGAGEMENT

Open communication

We foster a culture of open and transparent communication where employees feel valued and can contribute their ideas.

Wellness programs

We promote employee well-being through wellness programs, work-life balance initiatives and mental health support.

Team building

We encourage teamwork and collaboration through team-building activities and initiatives.

Inclusion and diversity

We ensure a diverse and inclusive work environment that values different perspectives.

FOSTERING CAREER DEVELOPMENT OPPORTUNITIES

We create job opportunity for undergraduates and fresh graduates, thus giving them the opportunity for learning with earning. We also provide clear career paths and opportunities for growth within the organization and implement mentorship and coaching programs to support employee growth and development.

DIVERSITY AND INCLUSION PROGRAMS

We foster diversity and inclusion in the workplace to create a welcoming and respectful environment for all employees.Furthermore, we also develop diversity training and awareness programs to sensitise our workforce on the essential need for respecting people from all cultures and backgrounds, thus developing a cohesive workplace environment.

EMPLOYEE RECOGNITION AND REWARDS

We recognise and reward outstanding performance with awards, bonuses and public acknowledgment. Additionally, we also establish a culture of appreciation and regular recognition for employees' contributions to the growth of the company.

EMPLOYEE ENGAGEMENT INITIATIVES

We develop engagement programs, including team-building activities, wellness programs and social events that enable our people to achieve all-round growth, including soft skills development.

MENTORSHIP AND COACHING PROGRAMS

We establish mentorship programs to connect experienced employees with newcomers. We also offer coaching for employees to develop their skills and careers.

LEADERSHIP DEVELOPMENT

We identify high-potential talents and offer leadership development programs to prepare them for leadership roles within the organization.

EMPLOYEE VOLUNTEERISM AND CORPORATE SOCIAL RESPONSIBILITY (CSR)

We engage in CSR initiatives to demonstrate a commitment to social and environmental causes. Besides, we also involve employees in volunteering and charity activities.



PROACTIVE TALENT ACQUISITION

We develop a comprehensive talent acquisition strategy that includes proactive networking, university partnerships and participation in career fairs.

WORKPLACE SAFETY AND WELLNESS

We ensure a safe and healthy work environment, emphasising ergonomics and safety protocols.

TECHNOLOGY INTEGRATION

We invest in HR technology solutions such as HRIS to streamline processes. We also leverage analytics for data-driven HR decision-making.

TRANSPARENT COMMUNICATION AND OPEN WORK CULTURE

We maintain open, honest and transparent communication with employees regarding company goals, performance and changes.

LEGAL AND ETHICAL CONSIDERATIONS

We ensure to stay updated on HR-related legal and ethical considerations. Besides, we also ensure compliance with privacy laws and data protection regulations.

By implementing these initiatives we strive to nurture a positive work environment, attract top talent and build our reputation as a preferred employer.

ROADMAP, 2025-2026

WE INTEND TO TAKE UP A NUMBER OF INITIATIVES DURING THE CURRENT YEAR

DEFINING CLEAR HR GOALS WITH BUSINESS STRATEGY

We will collaborate with the senior management to define clear, measurable HR goals that support the overall organisation's objectives, hence ensuring HR strategies are in alignment with business goals and strategy.

DEVELOP A COMPREHENSIVE HR STRATEGY

We will create a well-defined HR strategy that addresses recruitment, talent management, employee engagement, performance evaluation, and workforce development. Furthermore, with a view to develop efficient and effective hiring processes to attract top talent we will engage in the following:

- Accelerate hiring
- Enable candidate database tracking
- Implement technology for resume screening and candidate evaluation
- Ensure IJP automation through QR code
- Maintain monthly reports
- Refine the quality of our recruitment process
- Ensure proper assessment of skill sets (written test/computer test, etc.)



WE INTEND TO UNDERTAKE THE FOLLOWING ADDITIONAL INITIATIVES

Employee development and training: We will establish continuous learning programs to improve employees' skills and knowledge. We will also encourage career development within the organization.

Employee engagement: WE will focus on implementing engagement surveys and initiatives to boost employee morale, while also creating a positive workplace culture that aligns with organizations values.

Performance management: We will develop a robust performance evaluation system that aligns with company goals. We will also provide regular feedback and set clear performance targets.

Talent retention: We will identify high-potential employees and create retention plans, while also offering competitive compensation and benefits packages.

Compliance and risk management: We will ensure HR policies and practices to comply with labor laws and industry regulations. We will also manage risks related to HR activities, such as discrimination claims.

Technology integration: As part of this focus, we will leverage analytics for data-driven HR decision-making.

Continuous improvement: We will foster a culture of continuous improvement within the HR department. We will also regularly assess HR processes and adapt to changes as per requirements.

Communication and collaboration: We will continue to promote open communication and collaboration within HR and between HR and other departments.

Training and development for HR staff: We will ensure that HR professionals have the necessary skills and knowledge to carry out their responsibilities effectively.

Feedback and adaptation: We will seek feedback from employees and stakeholders to refine our HR practices and processes continually.

Following this action plan along with the goals, HR department can play a pivotal role in achieving the organization's overall success by aligning human resources with the business's strategic objectives and ensuring that HR processes support those objectives effectively.



SOCIAL & RELATIONSHIP CAPITAL

OVERVIEW

In a rapidly evolving environment, maintaining a regular dialogue with our stakeholders is important for future business growth. We recognise that the quality of our engagements with our stakeholders is key to creating value over the long-term. Therefore, we conduct regular assessments to ensure we meet the expectations of our stakeholders.

Our major stakeholder groups include:

- Shareholders and investors
- Customers
- Employees
- Communities and society
- Alliance partners and vendors
- Government and regulators

This grouping helps our company effectively manage interactions with our stakeholders with respect to priority and relevance. Mechanisms are in place to connect and engage with our stakeholder groups on an ongoing basis. We have always believed that understanding stakeholder needs and expectations and maintaining transparent communication is important in developing our multi-stakeholder approach to growth and value creation.

We recognise the growing importance of social responsibility and believe that a technology-driven economy must prioritise social responsibility alongside profits. So we actively engage in corporate citizenship initiatives that benefit the community and the environment. We empower youth by providing them with future-ready skills and actively promote gender equality by empowering women, especially in marginalised areas, in line with the vision of an inclusive and prosperous Bangladesh.

We understand that the levels of engagement vary between stakeholders, and are contingent on our objectives, outcomes, time frames and resources, as well as the levels of influence or interest of stakeholders. Through the following matrix, we have provided how we engage with our stakeholder groups.

We believe it is our obligation to protect the interests of our stakeholders, and we are implementing our strategies to support our clients in achieving sustainable growth while assuring them of a great experience in dealing with us. We are also committed to meeting the material expectations of our other stakeholders. The significance of our engagement and interaction with them is of importance in facilitating shared value creation.

ENGAGEMENT LEVELS

Frequent | Periodic | Need-based



GOVERNMENT AND REGULATORS

Why we engage	Engagement levels	Expectations	How we are responding	Method of engagement
The government comprises policy makers and regulators who set policies and regulations that impact the sector and our business. Engagement enables the organisation to provide input into policy making and the development of regulations for the long-term benefit of the industry and company.		› Compliance with regulatory and legal requirements › Payment obligation of taxes and other statutory charges › Safeguarding of customers and labour rights › Carrying out our business in an ethical and transparent manner › Employment diversity and thrust on local employment	› Cultivating a culture of regulatory compliance › Continuous engagement on issues impacting our sector › Operating in a financially-stable manner and treating customers fairly › Partnering government agencies in meeting their objectives	› Regular liaison with government departments › Timely statutory reporting and regulatory submissions

EMPLOYEES

Why we engage	Engagement levels	Expectations	How we are responding	Method of engagement
Our people are a key enabler and the most valuable asset of our business. They help materialise our strategy by putting it into action. We believe that great ideas and innovation, driven by quality human resources, result in products and solutions that contribute to our competitive advantage.		› Competitive compensation and incentivization › Effective performance management › Investment in training, upskilling and promotion › Ethical, inclusive and discrimination-free work environment	› Attractive talent development programs for critical skills › Providing competitive total rewards to attract and retain talent › Offering continuous performance and skills management	› Ongoing feedback through KPIs › One-on-one engagement › Townhalls and other communication forums



SHAREHOLDERS AND OTHER CAPITAL PROVIDERS

Why we engage	Engagement levels	Expectations	How we are responding	Method of engagement
Investors/shareholders, providers of capital, and even potential investors are a key source of capital (finance), and a crucial element for the long-term sustainability of our business. The feedback we receive from our engagement with them informs our management and reporting practices.		› Sustainable dividend › Effective growth strategy and sustenance of competitive position › Strong balance sheet › Ethics, compliance and governance › Transparency and accountability	› Continuous fortification of our governance framework › Delivering on our strategy towards sustainable dividend › Meeting our interest obligations	› Annual report and reporting suite › Annual and interim results › AGM and voting › Regulatory releases

CUSTOMERS

Why we engage	Engagement levels	Expectations	How we are responding	Method of engagement
By regularly engaging with our clients, we remain informed on the relevance of our products and solutions. Through this way, we are able to adapt our products and services to meet the needs of our clients.		› Innovative and competitive products and solutions › Customer experience and convenience in doing business with us › Exceptional service levels › Safeguarding customer data and ensuring privacy	› Managing client journeys to provide best possible outcomes › Continued product innovation and development › Ongoing investment in digital tech stack › Assurance of data privacy and safety	› Dedicated managers/teams managing specific customer accounts › Ongoing dialogue with senior leaders of the company › Grievance redress mechanisms



ALLIANCE PARTNERS, SUPPLIERS

Why we engage	Engagement levels	Expectations	How we are responding	Method of engagement
We engage with our business partners to support the expansion of our business. We also engage with partners in the global arena to strengthen our value proposition to our clients through bringing complementary strengths to them.		› Long-term beneficial relationships › Meeting contractual terms and agreements	› Identifying strategic strengths that enhance our relevance to our clients › Timely disbursal of all payment obligations to suppliers	› Individual engagement › Ongoing engagement to ensure alignment with common objectives and expectations

COMMUNITIES, CIVIL SOCIETY

Why we engage	Engagement levels	Expectations	How we are responding	Method of engagement
We engage with the broader society and communities to ensure we respond to their developmental needs and expectations.		› Thrust on local employment opportunities › Supporting key societal causes through sustainable interventions › Defining approach to DEI and ESG principles	› Engaging with industry peers, etc., to develop a digital ecosystem › Developing programs to improve the lives of vulnerable communities	› Corporate social investment initiatives › Participating in society programs › Monitoring our progress on ESG approach and practices



SECTION 6

RESPONDING STRATEGICALLY



OUR INSTITUTIONAL STRENGTHS

Over the years, we have created a number of strengths and capabilities that has enabled us to evolve with the times and create sustainable value.

Key institutional strengths

- Publicly listed company, ensuring stability, reliability and compliance
- Established infrastructure and workforce that is proficient in ISP processes and policies
- Proven track record in managing large multi-location contact centers
- Knowledge of setting up contact centers in multiple geographic locations
- Experience in people and transition management
- Expertise in customer data protection and security
- Domain specialisation in performance and quality assurance
- Proficiency in emerging technologies for digital transition
- Strong competency in deriving data-driven insights from every interaction

Major technological strengths

- Automatic call distributors (ACD) system for inbound operations
- Customer relationship management (CRM) system
- Outbound campaign management system for outbound operations
- Automated call recording system for quality assessment
- Interactive voice response (IVR) services
- Workforce management (WFM) system for effective resource utilization
- Quality management application to assure service quality (RPA)
- Computer telephony integration (CTI) system
- Email-SMS-web chat management system for effective customer experience
- Real-time monitoring (RTM) and dashboard operations monitoring
- HRIS solution for maintaining all HR-related activities
- Firewall/UTM and licensed antivirus/anti-spam solution
- Best-in-class headsets with noise cancellation feature
- IT security policy to ensure customer privacy and data security
- AI-powered chatbot with machine learning (ML) capabilities
- Robotic process automation (RPA)



ENTERPRISE RISK MANAGEMENT

The objective of enterprise risk management is to holistically address the risks to the organisation and maintaining business growth through robust governance and strategies.

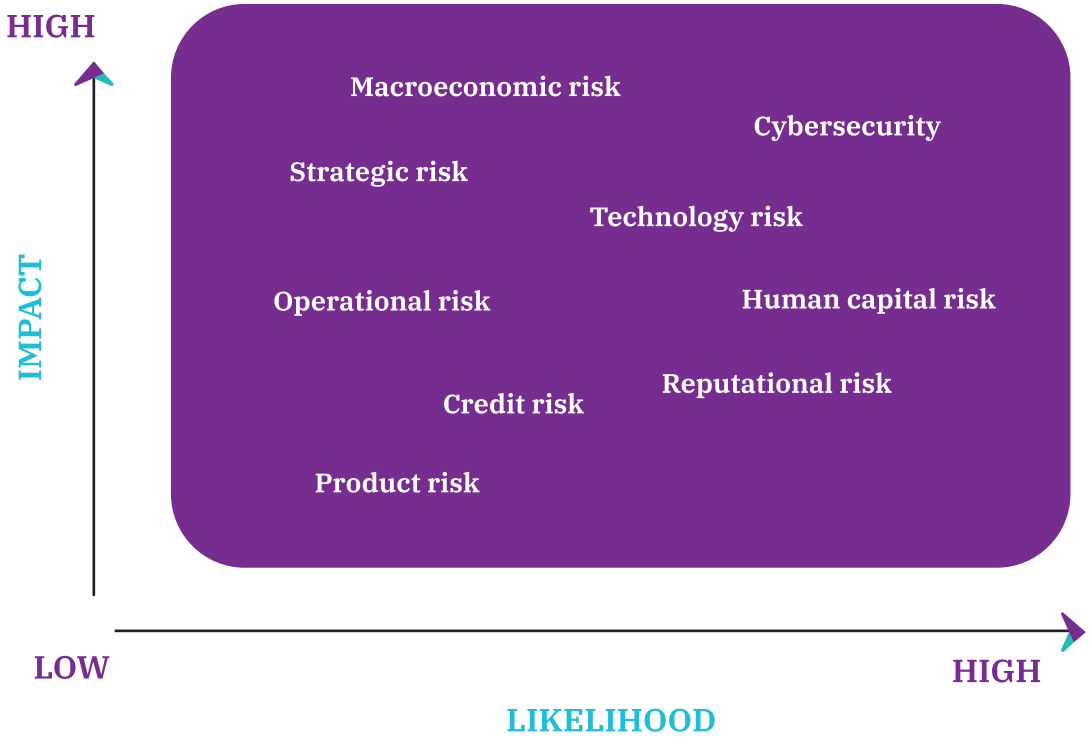
Overview

At Genex, our enterprise risk management (ERM) framework draws a strong risk governance structure to shape our organizational risk management strategy and achieve key business objectives, providing insights on key risks for the enterprise. This enables informed decision-making at Board and leadership levels. The governance forums at various layers ensure risks are identified, reviewed and managed across the organisation.

Enterprise risks and mitigation

Our risk universe is managed through the risk lifecycle. The risk identification, mitigation and control process includes quantification, where possible, under normal and stressed conditions, including recovery and resolution. The heat map below provides an overview of the assessment of our top risks in 2023-24.

Risk heat map



ENTERPRISE RISK MITIGATION FRAMEWORK

Key risk	Evolution during the crisis	Themes impacted	Strategic path forward
STRATEGIC RISK Income/segment diversification and financial performance.	› Considerable improvement achieved in 2024-25, both on the financial and non-financial fronts › Acquired new business and focused on execution through increasing head count, upskilling and retention of key talents › Growing focus on digital services in line with the government's call to action through the Smart Bangladesh 2041 vision	› Enhancing customer experience as our prime focus area › Securing and stabilizing our technology and processes › Evolving our identity from a vendor to a long-term partner for our customers › Deepening capabilities in our chosen domains	› Focus on launching various tech-based solutions to improve overall customer satisfaction and loyalty, thus preserving relationships › Exploring newer opportunities in customer acquisition, especially on the back of enterprise digitalisation
CYBERSECURITY Unauthorised access leading to misuse of customer data	› Threats of cybercrime has increased with rapid shift to the adoption of digital › Heightened requirement for regular communication on cybercrime › Potential threats to customer account/s or in retrieving customer information that we need to manage on a prioritised basis	› Enhancing and securing our technology platform and cybersecurity with the latest safeguards and defense tools and systems › Making investment in technologies to ensure contemporariness and prevent obsolescence	› Conduct frequent awareness campaigns on best practices in operational security › Round-the-clock surveillance through modern tools and technologies › Improve IT governance and stewardship



Key risk	Evolution during the crisis	Themes impacted	Strategic path forward
HUMAN CAPITAL RISK Key people dependency, retention of our key talents and capability-building are key facets of our human capital	› Focus on learning and development and upskilling as a key aspect of our emphasis on workforce transformation › Equipping our people with cutting-edge skills on the back of rapid evolution of technology and customer expectations	› Embedding newer ways of working across the organization › Building relevant capabilities and skill-sets to drive future growth › Creating pathways for our people to achieve their professional goals and aspirations › Fostering better work-life integration › Over one-third of our workforce comprises women as we emphasise on equal gender participation in the workforce	› Increasing capability of our teams to augment our leadership pipeline › Striving to attain an equal opportunity, diversified and meritocratic workplace environment, while eliminating prejudicial practices › Attracting, retaining and developing the best talent › Improving our employee wellbeing and engagement initiatives
CREDIT RISK Risk of any default/s or our inability to pay our obligations in full and within due periods	› Strategic planning and stress-testing to evaluate impacts on our business and cash flows › Long-term contractual agreements that assure regular cash flow that supports liquidity	› Strong focus on SLAs to ensure we meet client objectives and hence minimise any chances of credit risks › Sound relationships with banking consortium with sufficient credit/working capital limits	› Use data extensively for credit decisions › Engage in a prudent and more proactive credit risk management culture › Accelerate recovery to minimise any bad debts



Key risk	Evolution during the crisis	Themes impacted	Strategic path forward
MACROECONOMIC RISK The operating landscape is critical for us to achieve our objectives and deliver continued value	› Challenging macroeconomic environment with key factors comprising inflation and increased credit costs › Upcoming general elections in Bangladesh may enforce a short-term impact	› Focus on business resilience and diversification › Focus on innovation to drive customer value and hence retention › Strong linkage with key industries of the economy, such as telecommunications, banks, etc.	› Continue to embrace innovation and newer ways of doing things › Lay increased thrust on widening our offerings, especially in the enterprise digitalisation space, to obtain a larger share of customer spends
OPERATIONAL RISK Our people, processes and systems, their right triangulation, and their ability to work synchronously are crucial for our operational sustainability	› Focus on systems and processes before scaling up the business to ensure a more secure foundation › Building resource capacity and capability on an ongoing basis › Continue to invest in our assets and resources with a view to ensure operational security	› We are actively managing our operations in the spirit of supervision as well as empowerment to minimise any potential operational risks › We have well-established fraud prevention for early detection and timely resolution of probable fraud cases, thus securing our operational continuity	› We will continue to embed newer ways of working across the organization, while reinforcing our systems and network security › We are making continuous investment in our capabilities to improve our customer service expertise
REPUTATIONAL RISK In a hyperconnected society, it is essential we protect our reputation	› Focusing on protecting our reputation as a key intangible asset › Speedily resolving any customer grievance	› Managing our brand values and trust at every point of customer engagement	› Maintaining and enhancing our reputation through adopting a long-term approach in our decision-making › Creating awareness that protecting our reputation is a consequence of appropriately managing our other risks



SECTION 7

STATUTORY STATEMENTS



DIRECTORS' RESPONSIBILITY STATEMENT

The Board of Directors of Genex Infosys PLC ("Genex or the Company") take pride in informing that the financial statements containing the audited accounts for the fiscal year ended June 30, 2024 comply with the requirements of the Companies Act, 1994, the International Accounting Standards (IAS) and the International Financial Reporting Standards (IFRS), as adopted by the Institute of Chartered Accountants of Bangladesh (ICAB), Bangladesh Securities and Exchange Rules, 2020, and the Listing Regulations of the Dhaka Stock Exchange PLC and Chittagong Stock Exchange PLC. The financial statements have been audited by statutory auditor, M/S FAMES & R, Chartered Accountants.

IN THE PREPARATION OF THE ACCOUNTS, APPLICABLE ACCOUNTING STANDARDS HAVE BEEN ADHERED TO

The company has diligently chosen accounting policies and any changes in accounting policy's and estimates implemented them consistently, demonstrating sound judgement and prudent decision-making. This approach has ensured an accurate and reliable portrayal of the company's financial position as on June 30,2025, and its profitability for the year ending on that date. Further, the company has taken appropriate measures to maintain comprehensive accounting records in compliance with the Companies Act, 1994. These efforts effectively safeguard the company's assets and proactively prevent and detect any instances of fraud, defalcation or other irregularities.

RESPONSIBILITY TO INTERNAL CONTROLS AND SYSTEMS

The organisation has undertaken strategic measures and exercised utmost prudence in establishing a robust framework of internal controls and systems. This framework is subjected to continuous scrutiny, comprehensive evaluation and timely upgradation to ensure its effectiveness and alignment with the dynamic business environment in which the company operates. The internal audit department of the company conducts periodic audits and stress-tests to provide assurance that our organisation's established policies and procedures are robust and have been consistently adhered to.

OPINION OF THE STATUTORY AUDITOR

M/s FAMES & R, Chartered Accountants, the statutory auditor of the company, has carried out the annual audit to comprehensively review the system of internal controls and systems, as they consider appropriate and necessary, for expressing their opinion on the financial statements. They have also examined the financial statements made available by the management, together with all the financial records, related data and minutes of the shareholders' and board meetings. They have also assessed all relevant policies and have expressed their professional opinion accordingly.



Our Core Values	Our Guiding Principles	Genex Competitive Edge
INTEGRITY	Commitment Total commitment to achieving the best possible customer experience within the operating parameters provided.	Genex is Bangladesh's first publicly listed Company in the IT/ITeS sector and a pioneering Business Process Management (BPM) solutions provider, leading the charge in managing end-to-end customer experience for large and eminent domestic and global brands. Our organisation is the leading provider of BPM solutions, proudly managing an impressive volume of 100 million+ customer interactions annually.
TRANSPARENCY	Understanding Complete understanding that the employee experience is the key to our ability to fulfill our mission.	We have multiple delivery centers in Southeast Asia with a global footprint, thus enabling delivery in multiple languages.
TEAMWORK	Results The end results are the measure of our success.	We offer a wide bouquet of cutting-edge solutions through our multi-business delivery model with units like Genex BPM, Genex Solutions and Genex Digital that give us a unique edge to provide a variety of IT services, solutions and applications development under a single umbrella, thus enhancing customer convenience.
EXCELLENCE	Success Our ultimate success rests with our clients' success and our ability to be an advocate for their goals.	With a proven multi-year track record, we are a trusted partner of global brands, providing best-in-class customer experience and digital transformation solutions in a time-bound and cost effective manner, thus ensuring high customer value.

MANAGEMENT DISCUSSION AND ANALYSIS OF FINANCIAL POSITION AND PERFORMANCE

Through a focused strategy anchored on new business acquisition and customer delivery and experience, Genex has been able to record a stable performance over the years with a sustainable uptrend witnessed in its key financial metrics. Our accounting policy and estimation practices for preparing the financial statements have remained consistent over time.

At Genex, we have accomplished a secure performance over an extended timeframe thanks to our institutional strengths, backed by our ability to tap into new growth opportunities in a favorable operating environment. The financial performance of the Company for the year ended June 30, 2025, in comparison to the year ended June 30, 2024, is summarized hereunder:



(BDT in million)

PARTICULARS	2024-25 (TK)	2023-2024 (Tk.)	INCREASED/ (DECREASED)	GROWTH (%)
Revenue	1913.16	1,853.54	59.62	3.22
Cost of services & sales	1052.59	1,044.03	8.56	0.82
Gross profit	860.57	809.51	51.06	6.31
Administrative expenses	131.6	127.99	3.61	2.82
Selling & distribution expenses	0.79	1.51	(0.72)	(47.68)
Other income/(Loss)	(30.84)	(131.39)	100.55	(76.53)
Operating profit	317.63	415.32	(97.69)	(23.52)
Profit before tax	265.56	325.13	(59.57)	(18.32)
Profit after tax	261.15	316.55	(55.40)	(17.50)

FINANCIAL HIGHLIGHTS AND ANALYSIS

The company closed the 2024–2025 financial year with steady top-line momentum, as revenue rose 3.22% to Tk. 1,913.16 million. This growth, though moderate, reflects sustained engagement from key clients and continuity in service delivery. Gross profit increased by 6.31%, supported by disciplined cost management and a relatively contained rise in the cost of services. The improvement in gross margin signals better operational efficiency and a healthier contribution from core activities.

Operating expenses remained well-controlled through the year. Administrative expenses saw a modest rise of 2.82%, consistent with inflationary adjustments and routine business expansion. Selling and distribution expenses declined significantly, indicating a more streamlined go-to-market structure and the company's shift toward efficient, technology-enabled channels. Although other income remained negative, the loss narrowed substantially compared to the previous year, reducing pressure on the bottom line and demonstrating progress in stabilizing non-operating areas.

Despite these improvements, profitability contracted due to lower overall operating margins. Operating profit fell by 23.52%, and profit after tax declined by 17.50%, mainly influenced by the still-negative other income and a higher expense base relative to revenue growth. Even so, the financial results highlight a solid underlying business with strengthened cost discipline, improved gross margin, and a more balanced operational structure. These fundamentals position the company to capture future growth opportunities as non-operating factors normalize and service demand continues to expand.

GLOBAL AND BANGLADESH'S MACROECONOMIC SCENARIO

The global economy stepped into 2025 with a blend of cautious recovery and persistent structural challenges. Growth is slowing, yet the system is holding together. The IMF projects global GDP to expand just above three percent, with advanced economies growing modestly and emerging markets providing most of the momentum. Inflation has eased sharply from its recent peak but still sits above central bank comfort zones, keeping interest rates relatively high and financial conditions tight.

Meanwhile, deeper shifts are underway. Trade fragmentation, geopolitical realignments, and supply-chain diversification are changing the geography of economic opportunity. At the same time, companies across the world are reassessing technology budgets. They're reducing discretionary IT spending while doubling down on automation, AI-driven analytics, cloud migration, and cybersecurity—areas seen as essential rather than optional. This is pushing more work toward dependable, cost-efficient digital service providers in emerging economies. Even with cautious global sentiment, demand for outsourced digital services remains resilient, but clients now expect efficiency, scalability, and clear ROI.

Bangladesh enters this period with its own complex picture. National growth has softened, with GDP expected to remain around the four-percent range as the economy adjusts to inflation pressures, higher import costs, and earlier currency disruptions. Price levels, especially food and energy, continue to weigh on households and operational budgets. Yet stabilization is gradually taking hold. Export earnings show recovery, remittances remain steady, and policy reforms are slowly easing pressure on the external sector.

Within this environment, the technology and outsourcing sector stands out as one of the country's most promising



avenues. Domestic clients are cautious, often prioritizing cost-saving digital solutions over large transformation projects. But the global outsourcing window is widening. Bangladesh's competitive wage structure, growing educated workforce, and strengthening digital infrastructure position the IT and ITES sector as a high-potential export engine even during global uncertainty.

For Genex Infosys, these global and domestic dynamics translate into a dual opportunity. Globally, the company can expand by offering cost-efficient, high-value digital solutions to firms seeking operational optimization. Locally, slower growth will likely increase demand for automation, managed services, and process-efficiency solutions as businesses aim to preserve margins. Success will depend on disciplined execution, investment in talent and digital capability, and a clear focus on export markets where demand for scalable outsourcing remains strong.

Source:

1 IMF World Economic Outlook Update, July 2024

2 Bangladesh Bank

3 https://www.bb.org.bd/en/index.php/econdata/inflation

4 https://www.tbsnews.net/economy/capita-income-rises-slightly-2784-fy24-856446

RISK CONTROL AND MITIGATION

At Genex, we adopt an enterprise-wide approach to risk control and management. This defines the processes and practices across the organisation for the management to proactively identify and manage risks and opportunities that impact strategic and operational objectives. We view risk management as a core competency by embedding a risk culture supported by our policies and processes that help guide decision-making, thus ensuring the completeness and robustness of mitigating actions. Notably, the Company's Board and its committees oversee an integrated risk management process through regular engagement with the management across our activities spectrum to ensure effective risk control and mitigation.

FUTURE PLANS

At Genex, we are acutely aware of our role in the Government's "Smart Bangladesh" vision. With an economy that is on the path of rapid digitalisation, coupled with new tools and technologies has intensified the need for digitally-powered business transformation for companies to not just gain a competitive advantage but also ensure customer satisfaction and retention. Furthermore, tech-centric business transformation can also yield cost advantages and this recognition has further fuelled enterprise digitalisation.

In view of this, at Genex, we have undertaken numerous initiatives to introduce new technologies for business process transformation, optimisation and outsourcing services to effectively cater to the evolving market demand. Some of our major strategic objectives include:

- Launch of new technology, such as AI, Machine Learning, IoT, etc., to further expand our share of business with existing clients.
- Leverage customer relationships, especially with international clients to further enlarge existing business with them and utilise them as success stories to attract new international and domestic clients.
- Focus on the strategic growth of our services delivery capability to leapfrog towards becoming a technology Company or TechCo, providing customers with a wide suite of solutions, thus becoming their preferred partner in progress.

Shah Jalal Uddin
Acting Managing Director & CEO
Genex Infosys PLC



HUMAN RESOURCE MANAGEMENT

At Genex, we consider our people to be our most valuable asset. They drive our growth agenda forward and we facilitate them in their professional journey, providing them with stimulating project opportunities, cutting-edge learning and development exposure, and best-in-class compensation.

During the year in the report, we continued to work to enable a high-performance and rewarding culture. Engagements with employees on productivity, collaboration and ethics led to the transformation of many of our human capital metrics. We implemented multiple interventions beyond the traditional performance management approach to ensure that each person in our organisation is driven by purpose and is aligned to the Company's growth strategy.

Throughout the year, we encouraged employees to strive for cooperation and collaboration and to be driven by the larger purpose of contributing to the organisation's success over the long term. Our 2024-25 performance reflects that we have successfully achieved this goal.

Recruitment

We believe in the importance of attracting and nurturing a cadre of youthful and dynamic talents who possess the potential to assume senior/leadership roles in the days to come. Our top priority thus is to invigorate our workforce by integrating fresh talent alongside retaining our seasoned professionals. In light of our strategic objectives, the ongoing endeavour to attract and onboard both entry-level and experienced professionals remains a consistent aspect of our operations. In the realm of new recruits, we prioritise individuals with prestigious qualifications such as BSc and MSc in Engineering, CA, CMA, CS, BBA and MBA.

Training

In order to optimise training programmes for our new recruits, we have implemented modifications to our in-house training schedule. These enhancements involve expansion in the number of sessions and the inclusion of reputed guest speakers/trainers. Our training programmes have been meticulously crafted with the purpose of upskilling our personnel, enabling them to acquire the essential knowledge, skills and experience necessary to effectively excel in their work, including in their specific domains. This in turn empowers them to think out-of-the-box and work on novel and pathbreaking solutions for our clients.

Performance Appraisal

We meticulously assess the performance of our workforce based on their contribution and potential, and duly reward them with well-deserved benefits and incentives. We have also implemented beneficiary schemes to prioritise the well-being of our employees. These include comprehensive medical benefit package, a generous festival bonus, cash incentives for Eid, convenient transport facility, car allowance, as well as training opportunities both in Bangladesh and internationally.

Fostering a Conducive Workplace

We understand that fostering an inspiring and supportive work environment is paramount in unlocking the full potential of our people. Creating a congenial and welcoming environment fosters a sense of job fulfillment and enables our people to thrive amidst a culture of support, collaboration and encouragement. We have hence meticulously crafted our Human Resource Policy, ensuring we meet the expectations and requirements of our valuable workforce.



INVESTOR REDRESS

At Genex, we are unwavering in our responsibility to uphold the rights of our shareholders and are committed to meeting their expectations from us.

Our Share Department in this regard acts as the nodal body in shareholder liaison and are their one-point contact with regard to all corporate affairs. Share Department officials are always ready to provide assistance to shareholders whenever they need any share-related services, such as share transfers, transmission, dividend warrant issue, dividend warrant re-validation, address updates, etc.

We extensively engage with our shareholders, and a key platform of this is the Annual General Meeting (AGM). Here, shareholders get the opportunity to share their views on various issues relating to the operations of the company. The Chairman/Managing Director of the company with the support of the Chief Financial Officer (CFO) and Company Secretary (CS) effectively respond to shareholder queries.

Generally, shareholders raise issues relating to the utilisation of the Company's resources; yearly, half-yearly, and quarterly accounts and results; business turnover and profitability; declaration of entitlements; disbursement of benefits; share transfers and transmission; changes in address; non-receipt of Annual Report; date and time of AGM; minutes of meetings of AGMs/EGMs; implementation of decisions taken at the AGM/EGM and so on. It is the responsibility of the Company Secretary to oversee that necessary action is taken expeditiously so that all shareholder concerns and queries are resolved to their satisfaction.

CUSTOMER REDRESS

At Genex, we understand that the service industry thrives on customer fulfillment. It is imperative that we prioritise the needs and expectations of our customers to retain our clientele and attract new business opportunities. By doing so, we ensure a steady growth trajectory for our organisation. Our top management remains accessible and committed to addressing and resolving any customer matters promptly. Complaints may be registered with our help desk either through the means of a telephonic conversation or via e-mail. During our routine engagements with our clients across diverse sectors, our management seeks their perspectives regarding our services, any potential areas for improvement, and their recommendations.

COMMITTEES OF THE BOARD

1. Report of the Audit Committee

Role of the Audit Committee

The Company has established an Audit Committee as required under the Code of Corporate Governance of the Bangladesh Securities and Exchange Commission (BSEC). The Company's Audit Committee, being one of its prime Board sub-committees, assists the Board in discharging its governance responsibilities. The Audit Committee, on behalf of the Board, ensures that standards of corporate reporting, control and compliance are achieved through effective implementation of the procedures and policies with the aim to enhance the effectiveness of the operations and reduce risk. The committee periodically assesses the state of affairs of the business as well as makes recommendation/s on the reporting, control and compliance aspects as well as provides independent monitoring and guidance to the management. A brief of the Audit Committee, its roles, responsibilities and functions are presented below:



Composition of the Audit Committee

Name of Members	*Position in the Committee*
Mr. Mr. Zahrul Syed Bakht CPA, FCMA	Chairman
Mrs. Rokeya Islam, Independent Director	Member
Mr. Hassan Shahid Sarwar, FCA	Member
Mr. Md. Mostaq Ahmed, Company Secretary	Secretary

Duties and activities of the Audit Committee

The Audit Committee of the Board reviewed the following issues during the year:

1. Reviewed the financial statements of the Company for the year ended on June 30, 2024.
2. Reviewed the Company's first quarterly unaudited financial statements - Statement of Financial Position, Statement of Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows, and Related Explanatory Notes as on 30 September 2024.
3. Reviewed the Company's half yearly un-audited financial statements - Statement of Financial Position, Statement of Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows, and Related Explanatory Notes as on 31 December 2024.
4. Reviewed the Company's third quarterly un-audited financial statements - Statement of Financial Position, Statement of Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows, and Related Explanatory Notes as on 31 March 2025.



5. Recommended for appointment of external auditor and fixation of their remuneration.
6. Recommended for appointment of compliance auditor.
7. Reviewed the Management Discussion and Analysis.
8. Reviewed the internal audit report and compliance plan.
9. Reviewed the adequacy of internal control and systems.
10. Reviewed the financial reporting process.
11. Reviewed the choice of accounting policies and principles.
12. Reviewed related party transactions.
13. Reviewed the management letter issued by the statutory auditor.
14. Reviewed the effectiveness and independence of the statutory auditor.
15. Evaluated the performance of the statutory auditor.
16. Reviewed the determination of audit fees based on scope and magnitude, level of expertise deployed, and time required for effective audit, and evaluated the performance of the external auditor.
16. Reviewed the accounting procedure with a view to ascertaining that the International Financial Reporting Standards (IFRS) have been applied in maintaining books and records.
17. **Review the financial statements of subsidiary company including investment made by the subsidiary company.**

Reporting

Pursuant to condition #5(6)(a) of the Corporate Governance Code-2018 issued by BSEC, the Committee reports that it did not find any conflict of interest, fraud, irregularity or material defect in the internal control system of the Company. There was also no infringement of laws, rules and regulations.

Acknowledgment

The Audit Committee expresses their sincere thanks to the members of the Board and the management of the Company for their support in effectively carrying out its duties and responsibilities.

On behalf of the Audit Committee,

Mr. Zahrul Syed Bakht CPA, FCMA
Chairman
Audit Committee

2. Report of the Nomination & Remuneration Committee (NRC)

Pursuant to Code 6.5(c) of the Code of Corporate Governance, the policy and report of the Nomination & Remuneration Committee of the Company is presented hereunder:

Features of the Nomination & Remuneration Committee

The Nomination & Remuneration Committee (NRC) was set up with explicit terms of reference. The NRC shall, at least once a year, consider its own performance and terms of reference to ensure that it is operating at maximum effectiveness and shall recommend any changes necessary to the Board for approval.

TOR of NRC

An approved TOR of NRC is available in the following link on Genex's official website: https://genexinfosys.com /investor-relation/codeofconduct/"

Composition of the NRC

The Board of Directors has appointed the NRC comprising of the following members of the Board, having adequate knowledge and experience.

Name of Members	*Position in the Committee*
Mr. Mr. Zahrul Syed Bakht CPA, FCMA	Chairman
Mrs. Rokeya Islam, Independent Director	Member
Mr. Hassan Shahid Sarwar, FCA	Member
Mr. Md. Mostaq Ahmed, Company Secretary	Secretary

Duties of the NRC

- Review the structure, size and composition (including the skills, knowledge and experience) of the Board at least annually and make recommendations on any proposed changes to the Board to complement the company's corporate strategy.
- Identify individuals suitably qualified to become board members and select or make recommendations to the board on the selection of individuals nominated for directorships.
- Assess the objectivity/independence of Independent non-executive Directors.
- Make recommendations to the board on appointment or re-appointment and succession planning for Directors.

The NRC is primarily responsible for making recommendations to the Board on the Company's policy and structure for the remuneration of Directors and senior management and reviewing and approving the compensations payable to the Managing Director & CEO and senior management. Four meetings were held during the year.

Role of the NRC

- Formulating the criteria for evaluation of the performance of Independent Directors and the Board.
- Ensuring Board's diversity, taking into consideration age, gender, experience, ethnicity, educational background, and nationality.
- Identifying the Company's needs for employees at different levels and determining their selection, transfer or replacement and promotion criteria.
- Developing, recommending and reviewing annually the Company's human resources and training policies.

Activities of the NRC during the year

- Reviewed the terms of reference of the Committee.
- Reviewed the mix and composition of the Committee.
- Reviewed the frequency of meetings of the Committee in a year.

Disclosure

This disclosure is made pursuant to condition # 6.5(c) of the Corporate Governance Code-2018 issued by BSEC.

Acknowledgement

The NR Committee expressed their sincere thanks to the members of the Board and Management of the company for their support in carrying out its duties and responsibilities effectively.

On behalf of the NRC,

Mr. Zahrul Syed Bakht CPA, FCMA
Chairman
NR Committee



Executive Committee

The Board is duly assisted by the functional heads of the Company, namely the Executive Committee. The Managing Director leads the Executive Committee which comprises of the following heads of organisational functions:

Name of the Members	***Designation***
Mr. Shah Jalal Uddin	Acting Managing Director & CEO
Mr. Vaibhav Kapoor	Chief Services Officer
Mr. Md. Asaduzzaman	Head of People & Culture
Mr. Md. Mostaq Ahmed	Chief Financial Officer
Mr. Riaz Uddin Bhuiyan	Company Secretary
Mr. Md. Masud Khan Nayem	Head of Internal Audit & Compliance

The Executive Committee is entrusted with the responsibility of executing the policies and decisions of the Board, controlling business operations, and developing, organising and implementing business and corporate strategies. Generally, the Executive Committee meets monthly to implement the company's strategy and ensure effective day-to-day operations in line with the company's plan.



STATEMENT OF CORPORATE GOVERNANCE

At Genex, the Board of Directors is the apex decision-making body and the guardians of stakeholder trust. They firmly believe that the Company, being a listed business entity, has a role to play in the financial/equity markets by ensuring investor trust and upholding their interests and expectations.

Our strong governance practices serve as the bedrock of a robust organisation. At our Company, corporate governance is about ensuring regulatory alignment, while facilitating a cultural orientation to our core values and principles and conducting business with ethics and integrity. Our organisation is committed to establishing a robust framework that optimises outcomes for all stakeholders. We prioritise adherence to ethical standards, best practices and all relevant industry regulations and implicit rules to ensure that our enterprise is ethical and trustworthy.

As a technology-driven business entity, we place importance on our key principles of governance, including transparency, accountability and compliance. These fundamental pillars serve as the foundation of our operations, guiding us towards excellence in all aspects of our business.

The implementation of good governance principles serve as a catalyst for our Company to drive value creation through innovation, inorganic growth and bold exploration. Simultaneously, it encourages us to establish robust accountability mechanisms and control systems that align with the inherent risks we undertake. In fact, the paramount aspect of governance lies in the transparent and timely disclosure of information pertaining to the Company's financial standing, operational achievements, key developments, ownership structure, and governance practices. Such disclosures are a facilitator for enhancing public understanding of our Company and operations, thereby enhancing trust and conviction in our organisation.

The structure of corporate governance in Bangladesh is guided by the BSEC Code of Corporate Governance vide gazette no. BSEC/CMRRCD/2006-158/207/Admin/80 dated June 03, 2018. The Genex Board has given prime attention to the tenets of governance as enshrined in the above-mentioned gazette, some of which are in the process of being implemented in the Company.



DOING THE RIGHT THINGS AND DOING THINGS RIGHT

The Genex Board is committed to establishing the highest standards of corporate governance in order to defend the interests of all stakeholders while fostering honesty, transparency and accountability as part of its governance initiatives. The Board and the management also make every effort to comply with all applicable laws as well as internal regulations, policies and procedures in order to make the Company a sustainable, trusted and transparent entity. It also recognises the regulatory authority's emphasis on shareholders being the ultimate beneficiary of the Company's focus on performance with conformance.

The Board believes that the Company has complied with all applicable corporate governance criteria throughout the reporting year, i.e. 2024-25 and will continue to monitor, review and superintend the Company's governance activities and make required upgradations to adhere to evolving regulations.

In addition to monitoring performance, the Board's responsibilities include approving business plans, reviewing and approving annual budgets and borrowing limits, establishing exposure limits, and ensuring that shareholders are kept informed about its plans, strategies, performance and financial outcomes. To allow Directors to sufficiently discharge their responsibilities and obligations in business sustainability, the management submits comprehensive performance reports to the Board on a quarterly basis. The Board also works through its numerous committees, such as the Audit Committee, Nomination & Remuneration Committee, and Executive Committee.

APPLIED GOVERNANCE - ETHICS AND COMPLIANCE

At Genex, our corporate governance philosophy involves not just the fulfilment of regulatory and legal obligations, but also the adoption of best initiatives that are focused on promoting a strong commitment to business ethics, ensuring effective oversight, and maximising value for all stakeholders.

Our organisation is diligently and equitably executing its operations to generate sustainable value and prosperity for all engaged with the business. The governance principles of the Company aim to maintain the independence and active participation of the Board in the Company's affairs. Simultaneously, there are ongoing endeavours as well to enhance the standards of governance in order to augment the organisation's strategies and address risks that extend outside the realm of business. In pursuit of this objective, the Board periodically assesses the efficacy of its initiatives while simultaneously ensuring compliance with all relevant laws and regulations and providing appropriate guidance to the management, as needed.

BOARD MIX AND FORMATION

At Genex, our priority is to maintain a Board that is both competent and cohesive, bringing together eminent professionals with the insight and experience needed for swift, informed decision-making. We believe our Board represents the right mix of knowledge, expertise, diversity, and understanding of the Company's business, positioning it well to guide performance and ensure sustained value creation.
The Board's primary responsibility is to provide effective governance and exercise sound judgment in all major decisions. Day-to-day operations are carried out by the Company's employees under the leadership of the Managing Director & CEO, who reports to the Board and operates under its overall supervision. Collectively, our Directors bring strong experience across finance and taxation, technology, human resources, law and regulatory affairs, customer service, and other critical business areas.

In line with the Corporate Governance Code issued by BSEC on June 3, 2018, Genex has appointed three eminent individuals as Independent Directors. Additionally, Mr. Mohammad Fazlul Karim Mondol joined the Board as an Independent Director on 3 November 2025 following BSEC's consent, and his appointment will be placed before the next AGM for shareholders' approval.



ROLE OF THE GENEX BOARD

The Company's business is under the complete control and supervision of the Board of Directors of the Company who are also accountable to the shareholders. The Board is dedicated to attaining enhanced financial performance and long-term growth while simultaneously fulfilling stakeholder expectations regarding governance.

The Board is guided by various regulations and laws in fulfilling its responsibilities. These include the regulations outlined in the Memorandum and Articles of Association of the Company, the Companies Act, 1994, BSEC Code of Corporate Governance, Listing Regulations, the Company's Code of Conduct, Business Principles and Rules of Delegated Authorities, and other widely accepted corporate best practices.

BOARD MEETINGS

The Company convenes a minimum of four Board meetings annually, with one meeting scheduled for each quarter. These meetings are formally notified in writing and serve various purposes, including review of the Company's financial and operational performance and other relevant concerns. The duration between consecutive Board meetings does not exceed a period of three months.

In fiscal year 2024-25 , the Board convened on 6 occasions. The scheduling of Board meetings occurs in advance, with written notification provided beforehand to each Director, giving them sufficient time to prepare. The notification also includes a comprehensive statement outlining the specific business matters to be discussed and addressed during each meeting. The Board convenes for both regularly planned meetings and even ad-hoc sessions to address pressing and urgent issues that demand prompt response.

In addition to the four scheduled Board meetings held every year, supplementary Board meetings are also convened to address any particular needs of the Company. The Board frequently grants approval for urgent topics by means of passing resolutions through circulation. In addition to its oversight of the overall business and administration, the Board fulfills the following functions :

- Formulating long-term strategies and setting the goals and direction for the Company.
- Reviewing, monitoring and approving major financial and business undertakings and corporate actions.
- Providing leadership necessary to ensure that the business objectives set out by the Board are met within the framework of internal controls.
- Ensuring that all processes are in place for maintaining the integrity of:





The Board is also tasked to decide on the following business transactions and activities:

1. Acquisition, disposal, or closure of a business unit
2. Establishment of new business
3. Capital investment and disposal of tangible assets
4. Proposal for borrowings or credit facilities
5. Appointment of top management and any expatriate official

AUDIT COMMITTEE

An Audit Committee has been established by the Board with the primary responsibility to:

1. Oversee the financial reporting process and disclosure of financial information
2. Review the financial statements before submission to the Board
3. Review the adequacy of internal control systems
4. Review findings of internal investigations
5. Recommend appointment/removal of statutory auditors and fix their remuneration

A separate report on the activities of the Audit Committee is provided on page no. 96 of this Annual Report, pursuant to condition # 5.7 of the Corporate Governance Code-2018.



NOMINATION & REMUNERATION COMMITTEE (NRC)

The Board has also established a Nomination & Remuneration Committee as required by regulatory guidelines. The primary role of the NRC is to oversee the structure, size and composition (including skills, knowledge and experience) of the Board members and to make recommendation/s to the Board on the Company's policy and structure for remuneration of Directors and senior management and reviewing and approving the compensation payable to the Managing Director & CEO and senior management. The policy of NRC is attached on page no. 98 of this Annual Report, pursuant to condition #6(5)(c) of the Corporate Governance Code-2018.

ROLE OF THE CHAIRMAN

All meetings of the directors are spearheaded by the chairman. The election of the chairman of the company is conducted by the board who place significant importance on selecting an individual who embodies qualities of neutrality, independence, knowledge and sound judgement. He assumes an authoritative position in the process of selecting individuals for the board and top management positions.

The chairman assumes the responsibility of organising the meetings and collaborates closely with the Managing Director & CEO and Company Secretary to establish the agenda for the board meetings. He also assumes a leadership role within the board, overseeing its operations and ensuring its optimal functioning in fulfilling its roles and responsibilities. A concise overview of the duties and obligations associated with the position of chairman is outlined below:

- The Chairman's responsibility is defined by the Board, as directed by BSEC notification on Corporate Governance
- The Chairman ensures that the Board functions in accordance with the Memorandum and Articles of Association of the Company as well as other applicable laws and regulations
- The Chairman presides over meetings of the Board and the Company (AGM) and ensures that good governance prevails in the conduct of the Board and the Company

The Chairman may assume any other responsibility if the Board assigns it within the purview of relevant rules, regulations, acts and articles.



THE CHAIRMAN AND MANAGING DIRECTOR/CEO OF THE COMPANY ARE DIFFERENT PERSONS

In accordance with regulatory requirements, it is mandated that the Chairman of the Board and the Managing Director of the Company are different individuals who hold separate positions and carry out distinct duties as outlined by the Board. This arrangement serves to prevent the concentration of unchecked decision-making authority in a single individual. The individual serving as the Chairman holds the position of a Non-Executive Director, whilst the one serving as the Managing Director holds the position of an Executive Director. The delineation of responsibilities between the Chairman and Managing Director is explicitly defined, documented and endorsed by the Board as a means to enhance transparency and promote effective governance.

ROLE OF THE MANAGING DIRECTOR & CEO

The Acting Managing Director & CEO is the key person and is responsible for running the operations of the Company. He is also responsible for formulating as well as implementing the board's strategy and policy. The Managing Director is responsible for establishing and executing the company's operating plan necessary to achieve the business objectives of the company. He has overall control on the company's day-to-day affairs and is accountable to the board for the financial and operational performance of the company. A brief on the role and responsibilities of the Managing Director is as follows:

- The Managing Director is responsible for driving business operations, leading the development and execution of the company's long-term strategies with a view to creating sustainable shareholder value
- The Managing Director is responsible for all day-to-day management decisions and for implementing the company's long- and short-term plans
- The Managing Director acts as a direct liaison between the board and management and communicates to the board on behalf of the management
- The Managing Director also liaises with shareholders, employees, government authorities, other stakeholders and the public on behalf of the company

ROLE OF THE COMPANY SECRETARY

A qualified Company Secretary assists the Board. The Board has appointed the Company Secretary to maintain the necessary links and liaison with the internal departments as well as external agencies, and to ensure effective collection, compilation and timely flow of information to and from the Board.

According to the Corporate Governance Code of the BSEC, it is mandatory for a listed business to designate a qualified and competent individual as Company Secretary. In their role as a governance official, the Company Secretary assumes responsibility for promoting corporate compliance and aiding the Chairman as well as other members of the Board and the Managing Director to facilitate the efficient operations of the Board and the Company.



The role of the Company Secretary involves coordination and participation in all meetings of the Board and its committees. His responsibility includes ensuring that discussions on various matters are accurately documented, decisions are recorded, and appropriate communication is dispatched to relevant authorities for necessary information and action. The functions and responsibilities of the Company Secretary are summarized below:

- Maintaining the crucial link between the Board, management, shareholders and other stakeholders on matters of corporate interests.
- Performing duties as per guidelines, mainly regarding corporate secretarial and compliance matters.
- Compliance with acts, rules, regulations, notifications, guidelines, codes, orders/directives, etc., as issued by BSEC or stock exchanges applicable to the Company so as to protect the interests of investors and other stakeholders.
- Disclosure of price sensitive information (PSI) and other capital market-related issues.
- Ensuring that appropriate Board procedures are followed as per given guidelines/secretarial standards.
- Offering advice to the Board on best practices, compliances, etc.
- Maintaining all statutory and other statistical registers as required under national laws and guidelines.
- Acting generally as the Public Relations Officer of the Company.

ROLE OF THE HEAD OF INTERNAL AUDIT & COMPLIANCE (HIAC)

The internal control system of the company is specifically designed to offer reasonable assurance in relation to the corporate objectives concerning the effectiveness and efficiency of its operations, the reliability of its financial reporting and management information (in terms of completeness and timeliness), and its compliance with relevant laws, regulations and internal policies. The individual holding the position of Head of Internal Audit and Compliance (HIAC) bears the responsibility of overseeing the internal control system and providing reports to the board Audit Committee regarding any deviations from the accounting and internal control systems. In addition, he/she assumes the role of overseeing the internal control team within the organisation.

The internal control system of the company is proportionate to its scale and type and complexity of operations. The system mitigates operational risks effectively by implementing robust control measures, conducting systematic reviews and organising ongoing audits. The internal auditor initiates a thorough examination of all functional areas and operations of the business, and thereafter presents the findings to the Audit Committee of the board for proper evaluation.



The organisation has also implemented formal processes for evaluating legal and technical aspects in order to maintain effective oversight of the company's authorisation system. This has resulted in the proper allotment and ownership of higher levels of risk exposure to individuals and committees possessing the necessary expertise and authority. Training programmes and guidelines have been crucial in facilitating the implementation and establishment of a strong connection between organisational goals and operational activities.

The board bears the ultimate responsibility for the establishment of an efficient internal control system. This system serves as a mechanism for managing various business risks, encompassing those of a financial, operational and strategic nature. In order to address potential risks and develop a robust control environment, the Board convenes frequent meetings that encompass a comprehensive agenda on key facets of the business. The organisation has established an internal control and compliance department that reports directly to the board Audit Committee. This department is responsible for overseeing the adherence to organisational policies by various departments.

The company has also ensured the inclusion of pertinent obligatory disclosures in its financial statements as per regulatory frameworks, thus demonstrating compliance with the provisions of International Financial Reporting Standards (IFRS) as established in Bangladesh. In addition, it files all necessary reports and statements to the relevant regulatory bodies in a timely manner and in the spirit of compliance.

ROLE OF CHIEF FINANCIAL OFFICER

The Chief Financial Officer is responsible for the finance, accounts and treasury functions of the Company. Besides, he attends all Board and committee meetings and presents financial statements and business results. He is to certify to the Board regarding financial statements and financial transactions of the Company according to the Corporate Governance Code as issued by Bangladesh. Securities and Exchange Commission (BSEC).

RISK MANAGEMENT

The organisation prioritises value creation for stakeholders by effectively balancing the trade-off between risk and return. In this regard, the company has implemented a comprehensive and proactive risk management system to effectively mitigate potential risks and concerns arising from various factors, such as competitive market dynamics, operational challenges, legal complexities, fluctuations in interest and exchange rates, as well as potential shifts in national or global policies pertaining to market conditions, liquidity and operational matters. The risk recognition system employed by the company operates on a real-time basis and is anchored on a comprehensive enterprise risk management framework.

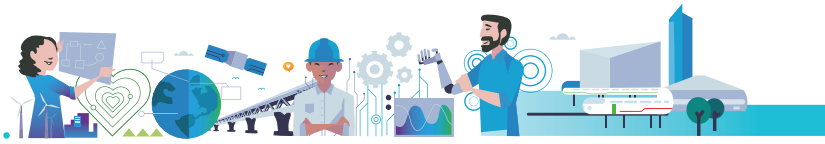
RELATED PARTY TRANSACTIONS

Detailed transactions with related parties are described in notes 35.00 of the Financial Statements on page no. 184 of this Annual Report.

FINANCIAL REPORTING

The financial reporting system is the backbone of a successful information structure. The company has robust financial reporting procedures in place. Financial statements are prepared in accordance with the International Financial Reporting Standards (IFRS), Companies Act, 1994, Securities and Exchange Rules, 2020, and other applicable financial legislations. These financial statements, once prepared, are reviewed initially by the CFO and CEO and then by the board Audit Committee.

In every quarter, the external statutory auditor reviews the quarterly financial statements to ensure that these are prepared in accordance with the local financial reporting policies and company procedures. After internal scrutiny, the financial reports are placed before the board for their final review and approval.



STATUTORY AUDIT & CERTIFICATION

Annual audit of the company is governed by the Companies Act, 1994 and Securitas and Exchange Rules, 2020. As per these regulations, auditors are appointed by shareholders at each Annual General Meeting (AGM) and their remuneration is also fixed by the shareholders at the same AGM. An appropriate structure is in place as per corporate governance best practices to ensure the independence of statutory auditors.

Statutory auditors are rotated every three years in compliance with the Code of Corporate Governance of BSEC. Notably, the Audit Committee meets with the statutory auditors to ensure that they are acting independently and also reviews the financial statements before submission to the Board for their final consent before release to the stock exchanges.

To ensure full regulatory discharge, a compliance certificate is obtained from a licensed practicing professional, M/s YAS Hossain & Co., Cost & Management Accountants, who certify that the company has duly complied with all the regulatory requirements as stipulated by the Bangladesh Securities and Exchange Commission (BSEC). The compliance certificate is available on page no. 121 of this annual report.

DECLARATION OF CEO AND THE CFO REGARDING FINANCIAL STATEMENTS

A separate statement pertaining to due diligence of the Chief Executive Officer (CEO) and Chief Financial Officer (CFO), as required under BSEC's Code of Corporate Governance is presented on page no. 120 of this annual report.

OBSERVANCE OF IAS, IFRS & APPLICABLE LAWS

The directors confirm that the financial statements have been prepared in accordance with the International accounting standards and applicable rules and regulations. A statement on implementation of different accounting standards is set out in the notes to the financial statements.

EMPLOYEE HEALTH & SAFETY

Genex adheres to internal health and safety rules and procedures, as well as national legislations in order to maintain a secure and safe working environment. The company also collaborates with its staff to ensure the enhancement of health and safety standards that benefit everyone in the organisation. As a key precautionary health measure, the company offers comprehensive life and hospitalisation insurance benefit to its workforce (permanent employees).

ANNUAL GENERAL MEETING (AGM)

The general meeting of shareholders is the supreme governing forum at Genex. The company recognises the rights of shareholders, and shareholder interests are primarily ensured through the Annual General Meeting (AGM).

The Company holds an AGM once a year as per stipulation and ensures effective interaction with shareholders at this important forum. Directors pay special attention to answering various queries raised by shareholders at the AGM. The company's general meetings provide a transparent and open platform for shareholders to communicate with the board. The board members and statutory and compliance auditors attend the AGM to respond to shareholder queries on the performance, growth strategy, results or any other aspects of the company.



ASSETS AND RECORDS MANAGEMENT

The company places significant attention on the preservation and management of its records, documents and assets. The Genex board acknowledges its responsibility as the custodians of investor funds. Transparency and accountability are maintained throughout the entire process of acquiring and disposing of assets, with full consideration given to shareholder interests.

The implementation of sufficient safety and security measures, along with regular checks and physical verification of assets is diligently ensured. The accuracy and authenticity of the inventory of assets is rigorously verified against real-world circumstances. The assets have been appropriately insured with reputable insurance firms to mitigate any losses caused by fire and other untoward incidences. The company maintains a systematic preservation of records and archival to enable their adequate and timely retrieval, as needed.

In its entirety, the company affirms its dedication to preserving sound governance practices and persisting in safeguarding the interests and expectations of shareholders and other stakeholders of the company.



Directors' Report

Dear Esteemed Shareholders,

On behalf of the Board of Directors and the management of Genex Infosys PLC, I am honored and privileged to extend warm greetings to all shareholders and attendees at the company's 13th Annual General Meeting. We are delighted to present the Directors' Report, Auditor's Report and the audited financial statements of the company for the fiscal year ending June 30, 2025, for your valued review, acceptance and endorsement. The statements were officially sanctioned by the Board of Directors on 4th of December 2025.

The Directors' Report has been prepared in compliance with section 184 of the Companies Act, 1994, BSEC's notification of 2018, Listing Regulations of Dhaka and Chittagong stock exchanges, and other applicable rules and regulations. Relevant disclosures and explanations relating to certain issues have been made by the directors, which they consider important to ensure transparency and good governance.

BANGLADESH ECONOMY

Bangladesh's economy has remained resilient in the face of multiple global and domestic challenges in recent years. Following the pandemic-induced slowdown in 2020, the country rebounded strongly during FY2021–22, supported by robust exports, remittance inflows, and sustained domestic demand. However, successive global supply disruptions, higher import costs, and inflationary pressures have tempered growth momentum more recently.

According to official estimates, GDP growth in FY2024–25 stands at around 3.9%, reflecting tighter monetary conditions, slower export demand, and adjustments in energy prices. After achieving 5.82% growth in FY2023–24, the economy has entered a phase of consolidation aimed at restoring macroeconomic stability. Both the International Monetary Fund (IMF) and the World Bank anticipate a gradual recovery, projecting growth to rebound to around 5% in the next fiscal year, supported by policy reforms, improving external balances, and easing inflation.

Bangladesh's nominal GDP is now close to USD 450 billion, reaffirming its position as one of South Asia's largest and most resilient economies. While structural challenges such as exchange-rate volatility, import dependency, and slower private investment persist, the country's long-term growth outlook remains positive—anchored by export diversification, infrastructure development, and human capital investment.

Within this landscape, the Information Technology Enabled Services (ITeS) sector has emerged as a dynamic growth engine. Propelled by government digitalization initiatives, private sector investment, and a skilled youth workforce, the IT and ITeS industry is expanding rapidly across both domestic and export markets. The sector is poised to become a significant non-traditional export earner, complementing the ready-made garment industry and advancing Bangladesh's transition toward a knowledge-based economy.

Overall, while near-term macroeconomic pressures persist, Bangladesh's underlying strengths—its demographics, entrepreneurship, and reform momentum—continue to provide a firm foundation for renewed and sustainable growth.

INFLATION

Inflation in Bangladesh remained elevated through FY 2024–25, though signs of easing emerged toward year-end. After peaking at 11.66% in July 2024, consumer inflation moderated to 8.48% in June 2025, falling below 9% for the first time in over two years. On an annual average basis, inflation stood at around 10.03%, well above the Bangladesh Bank's medium-term target.



Persistent pressures stemmed from food inflation, higher import costs, and energy-price volatility. The central bank maintained a tight monetary stance, raising policy rates and reducing liquidity to contain demand-side pressures. Its latest Monetary Policy Statement projects inflation to decline to the 7–8% range by mid-2026, supported by monetary tightening and stabilization of the exchange rate.

Food security policies have played a crucial role in limiting price volatility. Government emphasis on domestic crop production and agricultural self-sufficiency reduced reliance on imported food-grains, helping to moderate food inflation despite global price fluctuations.

Meanwhile, policy initiatives toward energy diversification, including investment in renewable sources—are expected to gradually reduce dependence on imported fuels and shield the economy from future price shocks. Complementary measures such as capital-account controls, prudent reserve management, and steps toward currency stabilization have helped limit volatility and preserve macroeconomic confidence.

While inflation remains above the desired level, coordinated fiscal and monetary actions, combined with easing global prices, are expected to support a continued downward trajectory in the coming fiscal year, reinforcing Bangladesh's path toward economic stability.

INDUSTRY OUTLOOK AND POSSIBLE FUTURE DEVELOPMENT

The Information Technology Enabled Services (ITeS) and Business Process Outsourcing (BPO) industry in Bangladesh continues to expand as a vital contributor to employment, export earnings, and digital transformation. The sector has evolved beyond conventional back-office services into higher-value digital operations, encompassing customer experience management, IT support, analytics, and software development.

Business Process Outsourcing (BPO) remains a central pillar of the industry, allowing organizations to delegate functions such as customer service, payroll, accounting, and IT support to specialized providers. The demand for BPO services continues to grow across telecom, banking, insurance, healthcare, and retail sectors, driven by the need for cost optimization and operational efficiency. Within this segment, contact centers have experienced steady expansion, serving both domestic and international clients through multilingual, omni-channel communication platforms.

Bangladesh's competitive labor costs, favorable time zone, and growing digital infrastructure have positioned the country as a strong outsourcing destination in South Asia. Government policies continue to support the sector through tax exemptions on IT/ITeS income and initiatives under the Smart Bangladesh Vision 2041 program, which aim to foster a knowledge-based economy and digital workforce.
Bangladesh's competitive labor costs, favorable time zone, and improving digital infrastructure position the country as a strong regional outsourcing destination. Going forward, future growth is expected to be driven by the adoption of automation, artificial intelligence, data analytics, and cloud-based solutions, alongside rising demand for customized software, fintech platforms, and enterprise applications. These developments are likely to enhance service quality, productivity, and export diversification, supporting sustained long-term growth of the industry.

CONTRIBUTION TO THE NATIONAL ECONOMY

Genex acknowledges its responsibility towards both its own growth and the advancement of the society and the nation. In this regard, the company has been making a respectable annual contribution to the Government exchequer through the payment of taxes, value-added tax (VAT), supplementary duty and other related obligations. The company contributed a sum of Tk. 93.55 mn to the exchequer in 2024-25, as compared to Tk. 102.46 mn in 2023-24.

SEGMENT-WISE PERFORMANCE

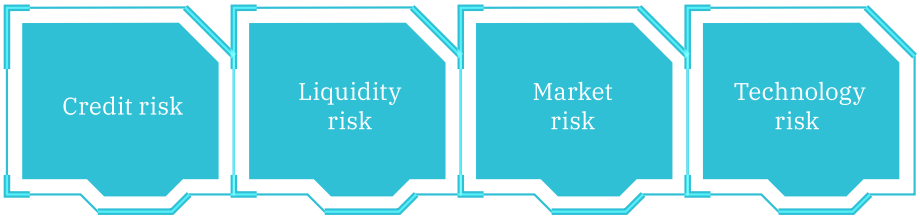
As there is a single business in which the company operates and a single geographic segment it serves, there is no segment reporting at the company.



ENTERPRISE RISK MANAGEMENT

We take an enterprise-wide approach to risk management. This defines the processes and practices across Genex for ensuring proactive identification and control of risks and opportunities that impact our strategic, operational and financial objectives. In the financial year 2024-25, we managed our business risks by stringently implementing our business plan and ensuring operational resilience actions to adjust to risks in our path towards sustainable growth and value creation.

The management of Genex, under the supervision and guidance of the board, owns the responsibility for the establishment and oversight of the enterprise risk management framework. The company has exposure to the following principal risk categories and adopts commensurate measures toward mitigation.



Credit Risk

Credit risk refers to the potential financial detriment incurred in the event that a customer or counterparty involved in a financial transaction fails to fulfill their contractual obligation. The primary components of this category consist of accounts receivable from customer trade transactions, deposits related to trade activities and funds held in bank accounts. At the reporting date, the company's primary source of credit risk was from trade receivables, which are however safeguarded through agreements with clients and member institutions. Thus, credit risk has relatively low intensity at the company.

Liquidity Risk

Liquidity risk refers to the company encountering difficulty in fulfilling its financial obligations within the specified timeframe. In this regard, the organisation ensures availability of adequate resources and credit lines from multiple banks to effectively manage its liquidity risk. Thus, liquidity risk also carries a low weightage within the operations of the dompany.

Market Risk

Market risk is a risk in which the fair value of future cash flows of a financial instrument will be discounted or will fluctuate because of changes in elements such as foreign exchange rates or interest rates, or other market-based price-related risks. The objective of market risk management is to manage and control market risk exposures within an acceptable range.

Technology Risk

Technology risk comprises the potential obsolescence of technology in a fast-paced environment, thus rendering a company uncompetitive. Consistent investment in technology is thus a fundamental aspect of business continuity, sustenance and growth, and this is precisely what we have done over the years, which is investing in cutting-edge technology for ensuring that we deliver contemporary, effective and personalised solutions to our clients. This has enabled our fundamental ability to retain our customers and expand the share of business with them.



Some of the key technological risks associated with the company as per management perception are as follows.

a) Infrastructure

The company always places a high focus on equipment upgradation and modernisation and hence undertakes the requisite capex to achieve this goal. This has not only ensured the company's assets to be contemporary and in line with modern trends, but has also enabled client benefit in terms of reduced costs, higher productivity and efficiency, and effective customer fulfillment.

b) Technical expertise

The company is a pioneer in Bangladesh's IT/ITeS sector and has built a strong team with growing technical expertise that has contributed to the growth of the company and even the evolution of the industry. The company hence has a cadre of experienced specialists who possess strong skills and experience across key industry domains.

c) Agility in solutions upgradation

In line with the global technology advancement, Bangladesh has also kept pace by adopting upgraded technology. At the Company, we have also built inherent flexibility to adapt to the changing environment and have remained agile to new industry trends and developments, thus providing our customers with the best of services and solutions.

d) Product/solution obsolesce

The company has focused on ongoing enhancement and continual improvement of its offerings. Throughout its young history, it has demonstrated a pioneering and proactive approach in introducing novel products and solutions to the market. The management thus possesses a clear line of sight of its competitive advantage and endeavours to maintain its pole position as a leader in the market offering cutting-edge products and solutions.

The ultimate responsibility for the establishment and supervision of the company's risk management system lies with the board. The board is responsible for supervising the manner in which the management ensures adherence to risk control policies and procedures. Additionally, the Board also evaluates the effectiveness of the enterprise risk management framework in relation to the current or future anticipated risks facing the organisation.

A DISCUSSION ON FINANCIAL RESULTS INCLUDING COST OF GOODS SOLD, GROSPROFIT & NET PROFIT

Comparatives financial performance of the company for the year ended June 30, 2025, are summarized hereunder.

(BDT in million)

PARTICULARS	2024-25 (TK)	2023-2024 (Tk.)	INCREASED/ (DECREASED)	GROWTH (%)
Revenue	1913.16	1,853.54	59.62	3.22
Cost of services & sales	1052.59	1,044.03	8.56	0.82
Gross profit	860.57	809.51	51.06	6.31
Administrative expenses	131.6	127.99	3.61	2.82
Selling & distribution expenses	0.79	1.51	(0.72)	(47.68)
Other income/(Loss)	(30.84)	(131.39)	100.55	(76.53)
Operating profit	317.63	415.32	(97.69)	(23.52)
Profit before tax	265.56	325.13	(59.57)	(18.32)
Profit after tax	261.15	316.55	(55.40)	(17.50)
Equity	2663.29	2,455.18	208.11	8.48
Total assets	6607.44	5,960.80	646.64	10.85
Operating cash flows	827.5	223.09	604.41	270.93



FINANCIAL HIGHLIGHTS AND ANALYSIS

In FY 2024–25, the Company achieved revenue of BDT 1,913.16 million, reflecting a 3.22% growth over the previous year. Cost of services and sales (COGS) increased marginally by 0.82%, resulting in a 6.31% rise in gross profit to BDT 860.57 million, supported by effective cost management.

Despite controlled administrative expenses and a significant reduction in selling and distribution costs, operating profit declined due to lower other income. Consequently, profit after tax stood at BDT 261.15 million, lower than the previous year. The Company remained profitable, strengthened its asset base, and generated strong operating cash flows during the year.

REVENUE

(BDT in million)

PARTICULARS	2024-25 (TK)	2023-2024 (Tk.)	INCREASED/ (DECREASED)	GROWTH (%)
Data entry	55.29	43.07	12.22	28%
Business process outsourcing	142.68	165.68	-23.00	-14%
Robotics Process Outsourcing	11.41	18.77	-7.36	-39%
IT support & software maintenance	109.62	126.99	-17.37	-14%
Digital content development & management	151.39	126.10	25.29	20%
Call centre service	1007.16	936.59	70.57	8%
System Integration	16.15	20.46	-4.31	-21%
Software development	216.31	174.25	42.05	24%
Website development	71.41	56.12	15.29	27%
Cloud Service	24.54	25.88	-1.35	-5%
Service Charge on VAT and SD Collection	8.23	2.27	5.95	262%
Total	**1814.18**	**1696.20**	**117.98**	–

Consequently, revenue from Data Entry, Call Centre Service, Software Development, Website Development, and Service Charge on VAT and SD Collection has increased compared to the previous year. However, Business Process Outsourcing, Robotics Process Outsourcing, IT Support & Software Maintenance, Digital Content Development & Management, System Integration, and Cloud Service have declined. The total sales increased by Tk. 56.80 million or 3.35% during the year compared to the previous year.

EXTRAORDINARY GAIN OR LOSS

The Company continued its positive earnings trend over the years. During the current year, it incurred an extraordinary loss of BDT 30.84 million, as disclosed in Note 29 of the standalone financial statements.



RELATED PARTY TRANSACTIONS

Disclosure of related party transactions has been disclosed in note no. 36 of the financial statements.

SIGNIFICANT VARIANCE BETWEEN QUARTERLY AND ANNUAL FINANCIAL STATEMENTS

There were no significant variations between the quarterly statements and annual financial statements of the company during the year under report.

REMUNERATION OF DIRECTORS

Details of the remuneration paid to the Directors are disclosed in Note 36.00 of the Audited Financial Statements.

CORPORATE AND FINANCIAL REPORTING FRAMEWORK

The Board of Directors of the Company, in accordance with Bangladesh Securities & Exchange Commission's notification BSEC/CMRRCD/2006-158/207/Admin/80 dated June 03, 2018, hereby confirm compliance with the financial reporting framework for the following:

- The financial statements prepared by the management present a true and fair picture of the affairs of the company and the results of its operations, cash flows and changes in equity
- Proper books of accounts have been maintained at all times
- Appropriate accounting policies have been consistently applied in the preparation of the financial statements and the accounting estimates are based on reasonable and prudent judgment
- International Financial Reporting Standards (IFRS), as applicable in Bangladesh, have been followed in the preparation of the financial statements and any material departure therefrom has been adequately disclosed
- There is no significant doubt in the ability of the company to continue as a going concern

INTERNAL CONTROL SYSTEM

The Company's internal control system is commensurate with its size and nature of business. The system minimises any operational risk through effective control, systematic review and ongoing audit. Internal auditors embark on a comprehensive audit of all functional areas and operations and their findings are referred to the board Audit Committee for due appraisal and implementation of corrective action, if any.



MINORITY INTERESTS

In compliance with code 1(5)(xvi) of the Code of Corporate Governance of BSEC, the Board hereby confirms that the interests of minority shareholders have been duly protected by means of open and fully transparent operations of the company and through timely disclosure of material information.

GOING CONCERN

The Board of Directors have reviewed the company's overall business plans and strategies and is satisfied that the company has adequate resources to continue its operations in the foreseeable future. Accordingly, the financial statements of the company have been prepared based on the going concern concept.

SIGNIFICANT DEVIATIONS

Dislosure of significant deveiations form the last years operating results has been disclosed in the note number 32.01 of the financial statements

COMPARATIVE ANALYSIS WITH PEER INDUSTRY

Comparison of financial performance with the peer industry scenario

In Millions

Particulars	FY 2024 GENEXIL	FY 2024 ADNTEL	FY 2024 AAMRANET	FY 2024 AGNISYSL
Revenue	1,853.54	1,429.59	1,214.11	678.28
Gross Profit	809.51	541.57	484.27	215.74
Net Profit Before Tax	325.13	208.19	247.57	91.41
Net Profit After Tax	316.55	144.30	228.74	83.30
Current Assets	1,944.03	1,169.73	1,323.48	804.29
Total Assets	5,960.80	3,087.43	4,129.08	1,429.01
Shareholders Equity	2,455.18	2,022.00	3,441.42	1,206.14
Current Liabilities	2,771.80	516.00	447.64	193.94
Net cash generated from operating activities	223.08	333.13	252.85	94.88
Net Asset Value Per Share	20.38	31.28	37.01	16.62
Earnings Per Share	2.62	2.23	2.46	1.15
Net Operating Cash Flow Per Share	1.85	5.15	2.72	1.31

* Financial information of peer companies is based on the data available on their website.



FINANCIAL AND ECONOMIC SCENARIO OF THE COUNTRY AND GLOBE

A brief discussion on the financial and economic scenario of the country and globe is depicted on page no. 88 and 93.

FUTURE PLAN

A brief discussion of future plan is depicted on page no. 89.

FIVE YEARS' DATA

Key operating and financial data of the preceding five years has been summarized on page no. 41 of this annual report.

PROPOSED DIVIDEND

The board of directors has recommended cash dividend, being 1% (excluding Sponsors & Directors) for the amount of Tk 84,25,429 to be paid in cash to the shareholders for the year 2024-25. That will be placed before the shareholders in 13th AGM for approval.

INTERIM DIVIDEND

The board herewith states that no stock dividend was considered as interim dividend during the year 2024-25, which fulfills condition no.1(5)(xxi) of the Code of Corporate Governance of BSEC.

BOARD MEETINGS AND ATTENDANCE BY THE DIRECTORS

Details of the Board Meetings held during the year, and the attendance of the Directors are disclosed in Note 38.00 of the Audited Financial Statements.



SHAREHOLDING PATTERN

The shareholding pattern of the company as at June 30, 2025, are shown in the following table:

Sl. no	Name	Status	Number of Shares held as of 30.06.2025	% of Shareholding
A	**Parent/Subsidiary/Associated Companies/Others Related Party**			
B	**Directors & their Spouses and Minor Children**			
1	Mr. Chowdhury Fazle Imam	Director	9,552,090	7.93%
2	Mr. Mohammed Adnan Imam, FCCA	Director	9,876,162	8.20%
3	Mrs. Nilofar Imam	Director	3,226,754	2.68%
4	Mr. Prince Mojumder	Director & Vice Chairman	3,888,781	3.23%
5	Mrs. Gupa Shaha	Sponsor	1,741,217	1.47%
6	Oracle Services Limited, Represented by Mr. Hassan Shahid Sarwar, FCA	Director	7,910,728	6.57%
7	Mr. T I M Nurul Kabir	Independent Director	Nil	Nil
8	Mrs. Rokeya Islam	Independent Director	Nil	Nil
9	Mr. Shah Jalal Uddin	MD & CEO	Nil	Nil
	CEO, CFO, CS, HIAC and their Spouses and Minor Children			
1	Mr. Md. Jewel Rashed Sarker	Chief Financial Officer	Nil	Nil
2	Mr. Md. Mostaq Ahmed	Company Secretary	Nil	Nil
3	Mr. Md. Masud Khan Nayem	Head of Internal Audit & Compliance	Nil	Nil
C	**Top 5 (Five) Executives and their Spouses and Minor Children:**			
1	Mr. Vaibhav Kapoor	Director-BPM	Nil	Nil
2	Mr. Ashraful Haq	Head of Business Support & Operations	Nil	Nil
3	Mr. Md. Asaduzzaman	Head of People & Culture	Nil	Nil
4	Mr. Ashikur Rahman Habibe Rabbi	Head of Corporate & regulatory Affairs	Nil	Nil
5	Mr. Rupam Barua	Head of Sales Business development	Nil	Nil
D	**Holding 10% or more voting interest in the company**			
	No shareholder holds 10% or more of the voting interest in the Company.			



SUMMARY OF SHAREHOLDERS AND RANGE OF SHAREHOLDING

The shareholding distribution schedule of Genex as on June 30, 2025 is presented below on the basis of shareholder type:

Holding Range	Number of Shareholders	No. of Shares	Ownership (%)
1-100 Shares	3,551	131,431	0.11%
101-500 Shares	5,016	1,316,982	1.09%
501-1000 Shares	2,613	1,959,710	1.63%
1001-10000 Shares	6,510	21,661,417	17.98%
10001-20000 Shares	747	10,477,796	8.70%
20001-50000 Shares	480	14,853,499	12.33%
50001-100000 Shares	143	10,035,344	8.33%
100001-1000000 Shares	94	23,604,373	19.60%
1000001-5000000 Shares	10	21,654,411	17.98%
5000001-10000000 Shares	2	14,755,058	12.25%
Total	**19,166**	**120,450,021**	**100.00%**

Group Name	No. of BO of Shareholders	No. of Shares	Ownership (%)
Directors/Promoters/Sponsors	16	36,195,732	30.05%
Institutions	424	22,165,949	18.40%
Foreigners	3	51,021	0.04%
General/Public Shareholder	18,723	62,037,319	51.50%
Total	**19,166**	**120,450,021**	**100.00%**

Analysis signed by the Managing Director regarding the company's operations and position along with a brief discussion of changes in the financial statements is presented in this annual report.

DIRECTORS INVOLVED IN OTHER COMPANIES

NAME & DESIGNATION	DIRECTOR SHIP/OWNERSHIP WITH OTHER COMPANIES	
	COMPANIES	POSITION
Mr. Chowdhury Fazle Imam	AWR Development (BD) Ltd. AWR Real Estate Ltd.	Chairman Chairman
Mr. Mohammed Adnan Imam, FCCA	Green & Red Technologies Ltd	Director
Mrs. Nilofar Imam	AWR Development (BD) Ltd. AWR Real Estate Ltd. Sun Petro Energy Ltd. Bay Petro Chemical	Director Director Director Director
Mr. Prince Mojumder	N/A	N/A
Mr. Shah Jalal Uddin	N/A	N/A
Mr. Hassan Shahid Sarwar, FCA	N/A	N/A
Zahrul Syed Bakht CPA	N/A	N/A
TIM Nurul Kabir	N/A	N/A

BRIEF RESUME AND EXPERTISE OF DIRECTORS

Brief resume and exprtise of directors is depicted in the page no. 22 to 27.

DIRECTORS' APPOINTMENT AND RE-APPOINTMENT

With regards to the appointment, retirement and re-appointment of directors, the company is governed by its Articles of Association and the Companies Act, 1994 and other related legislations. As per Articles 129 and 130 of the Articles of Association of the company, Mr. Chowdhury Fazle Imam and Mrs. Nilofar Imam retire from their position of director by rotation at the 13th Annual General Meeting and, being eligible, offer themselves for re-election.

Brief profiles of the directors being proposed for re-appointment are given in the Annual Report, which fulfills condition no.1(5)(xxiv) of the Code of Corporate Governance of BSEC.



CHANGES IN THE POSITION OF CHAIRMAN

The Board of Directors appointed Mr. Hassan Shahid Sarwar as Acting Chairman effective 9 October 2025 and as Chairman effective 4 December 2025.

APPOINTMENT OF INDEPENDENT DIRECTOR.

The Nomination and Remuneration committee (NRC) has been recommended to appoint Mr. Mohammed Fazlul Karim Mondol as an Independent Director of the company, and Bangladesh Securities and Exchange Commission has given approval of the recommendation.

The appointment of Mr. Mohammed Fazlul Karim Mondol will be placed in the 13th Annual General meeting to take the approval from the shareholders

APPOINTMENT OF STATUTORY AUDITOR

M/S. Islam Jahid & Co., Chartered Accountants, was appointed at the last Annual General Meeting (AGM) as the Statutory Auditor for the financial year 2024–2025; however, the firm was unable to conduct the audit. Accordingly, the Board appointed M/S. FAMES R & Co., Chartered Accountants, to conduct the statutory audit for the financial year 2024–2025, and the appointment will be placed before the next shareholders' meeting for approval. The Board further recommended M/S. FAMES R & Co., Chartered Accountants, for appointment as the Statutory Auditor for the financial year ending 30 June 2026 at a fee of BDT 400,000, subject to approval of the shareholders at the next AGM.

APPOINTMENT OF COMPLIANCE AUDITOR AS PER CORPORATE GOVERNANCE CODE

M/s. YAS Hossain & Co., Cost & Management Accountants, appointed at the 12th Annual General Meeting as the professionals for reporting on compliance with the Corporate Governance Code, have completed the work for the year ended 30 June 2025.

M/s. Huda Hossain & Co., Chartered Accountants, expressed their interest for the year 2025–2026. The Board considered the proposal of the Audit Committee and recommends the appointment of M/s. Huda Hossain & Co. as the Compliance Auditor for the Corporate Governance Code for the year 2025–2026 at a fee of BDT 30,000, which will be placed before the shareholders at the 13th Annual General Meeting for approval.

MATERIAL CHANGES AFTER THE BALANCE SHEET DATE (JUNE 30, 2025)

There have been no material changes and commitments between the end of the financial year 2024-25 and the date of this report, affecting the financial position of the company.

ACCOUNTING POLICIES AND MAINTENANCE OF BOOKS OF ACCOUNTS

The directors consider that in preparing the financial statements, the company has used appropriate accounting policies, consistently applied and supported by reasonable and prudent judgment and estimates, and that the International Accounting Standards have been followed. In preparing the financial statements, information has been obtained from the books of accounts, which have been maintained properly as required by applicable rules and regulations. During the period there has no changes in accounting policies and estimations.



OBSERVANCE OF IAS, BAS, BFRS AND APPLICABLE LAWS

The directors have the responsibility for ensuring that the company keeps accounting records that disclose with reasonable accuracy the financial position of the company, and which enable us to ensure that the financial statements comply with the Companies Act, 1994, the Securities and Exchange Rules, 2020 and other applicable laws. The Directors also confirm that the financial statements have been prepared in accordance with the International Accounting Standards and other applicable rules and regulations.

COMPARATIVE ANALYSIS INCLUDING EFFECTS OF INFLATION, OF FINANCIAL PERFORMANCE, FINANCIAL POSITION AND CASH FLOWS

Over the last six financial years, Genex Infosys PLC has demonstrated steady revenue growth, increasing from BDT 1,035.6 million in FY2019–20 to BDT 1,913.2 million in FY2024–25, driven by business expansion and price adjustments amid inflationary pressures. Gross profit followed a similar upward trend, reflecting improved scale and service mix, partly offset by rising input and operating costs due to inflation. However, profitability declined in recent years, with net profit before and after tax moderating in FY2024–25 mainly due to higher finance costs, increased operating expenses, and tighter margins. Cash flows remained stable, supported by consistent operating performance despite macroeconomic challenges.

MATTER RELATING TO BSEC PRESS RELEASE

The Bangladesh Securities and Exchange Commission (BSEC) issued a press release dated 17 September 2025 mentioning the names of certain directors of Genex Infosys PLC in connection with trading in the capital market by the Company during the period from 1 December to 30 December 2021.

Upon review, the Board wishes to clarify that five of the nine directors named in the press release were not members of the Board during that period. The release also included Independent Directors, who, by definition, are not involved in the Company's day-to-day operations.

The Company has further informed the Commission that the trading in question was executed through a discretionary account managed solely by a brokerage house, without any involvement, instruction, or guide of the Company.

DECLARATION OF THE MANAGING DIRECTOR AND CFO

Declaration by the Managing Director and CFO as required under condition no. 1(5) (xxvi) of the Corporate Governance Code of BSEC has been given in Annexure A on page no. 120 of this annual report.

CORPORATE GOVERNANCE

Genex acknowledges that corporate governance is an ongoing process that must be formed, fostered and forged by the collective endeavours of all stakeholders. This is the reason why the company involves all of its team members in the process, since good governance necessitates the professional, efficient and responsible management of the business in a manner that is transparent, ethical, compliant with the law, and promotes accountability. In order to achieve this objective, the organisation has made efforts to adhere to all the applicable regulations of the Corporate Governance Code, as specified in the BSEC gazette notification no. BSEC/CMRRCD/2006-158/207/Admin/80 dated June 03, 2018. The company strives to maintain its well-established principles of good governance by remaining vigilant in its management initiatives and practices. A report on Corporate Governance practices of the Company is annexed on page no. 121 of this annual report. The certificate required under the said code along with compliance status of corporate governance code of BSEC have been given in Annexure B and C respectively on page no. 121 to 130 of this annual report.



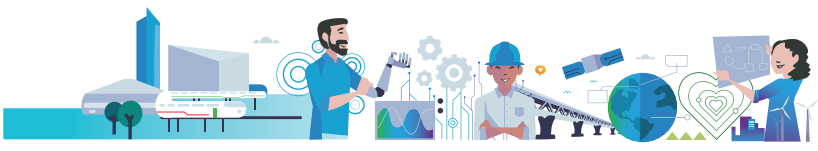
ACKNOWLEDGEMENT

The board of directors of Genex holds a strong conviction that the company possesses the fundamental strengths, resources and commitments required to facilitate long-term growth and enhance its contribution to the nation, while creating sustainable value for shareholders and other stakeholders. The performance of the company over the financial 2024-25 exemplifies the resolute commitment and determination of the board, management and all employees to serve customers to the best of their ability and power a digital society.

On this occasion, the Board would like to express its gratitude to the employees of the company, and all shareholders, customers, financiers, bankers and insurers of the company. The board would also like to express its gratitude to Bangladesh Bank, Bangladesh Securities & Exchange Commission (BSEC), Dhaka Stock Exchange PLC (DSE), Chittagong Stock Exchange PLC (CSE), Registrar of Joint Stock Companies and Firms (RJSC), Central Depository Bangladesh Ltd. (CDBL) and all other regulatory authorities for their support and cooperation in elevating the company to its current position.

The board remains committed to collaborating with all related entities to establish an efficient and favourable digital ecosystem that will fast-track Bangladesh's transition towards a digital nation.
For and on behalf of the Board of Directors,

Hassan Shahid Sarwar, FCA
Chairman



Annexure- A

Declaration by Managing Director and CFO

Date: December 04, 2025
The Board of Directors
Genex Infosys Limited
Plot-42&69, Nitol Niloy Tower (Level-8), Nikunja-2, Airport Road, Khilkhet,
Dhaka-1229, Bangladesh

Subject: Declaration on Financial Statements for the year ended on June 30, 2025.

Dear Sir(s),
Pursuant to the condition No. 1(5) (xxvi) imposed vide the BSEC Notification No. BSEC/CMRRCD/2006-158/207/Admin/80 dated June 03, 2018 under section 2CC of the Securities and Exchange Ordinance, 1969, we do hereby declare that:

1) The Financial Statement of Genex Infosys Limited for the year ended on June 30, 2025, have been prepared in compliance with International Accounting Standards (IAS) or International Financial Reporting Standards (IFRS), as applicable in Bangladesh and any departure there from has been adequately disclosed;

2) The estimates and judgments related to the financial statements were on a prudent and reasonable basis, in order for the financial statements to reveal a true and fair view;

3) The form and substance of transactions and the Company's state of affairs have been reasonably and fairly presented in its financial statements.

4) To ensure above, the Company has taken proper and adequate care in installing a system of internal control and maintenance of accounting records.

5) Our internal auditors have conducted periodic audits to provide reasonable assurance that the established policies and procedures of the Company were consistently followed; and

6) The management's use of the going concern basis of accounting in preparing the financial statements is appropriate and there exists no material uncertainty related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern.

In this regard, we also certify that: -
a. We have reviewed the financial statements for the year ended on June 30, 2025 and that to the best of our knowledge and belief:

I. These statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading.

II. These statements collectively present true and fair view of the Company's affairs and follow existing accounting standards and applicable laws.

b. There are, to the best of our knowledge and belief, no transactions entered by the Company during the year which are fraudulent, illegal or in violation of the code of conduct for the company's Board of Directors or its members.

Sincerely yours,

Acting MD & CEO

Chief Financial Officer (CFO)

Annexure- B

YAS Hossain & Co.
Cost & Management Accountants

218, Dr. Kudrat E Khoda Road,
Suite-9, Shahera Tropical center,
7th Floor,Elephant Road,
Dhaka-1205, Bangladesh
Tel : +8801711956632
Email : mah956632@gmail.com

Report to the Shareholders of
Genex Infosys PLC
On
Compliance on the Corporate Governance Code
For the year ended on June 30, 2025

We have examined the compliance status to the Corporate Governance Code by **Genex Infosys PLC** for the year ended as on June 30, 2025. This Code relates to the Notification No. BSEC/CMRRCD/2006-158/207/Admin/80, dated, June 03, 2018 of the Bangladesh Securities and Exchange Commission.

Such compliance with the Corporate Governance Code is the responsibility of the Company. Our examination was limited to the procedures and implementation thereof as adopted by the Management in ensuring compliance to the conditions of the Corporate Governance Code.

This is a scrutiny and verification and an independent audit on compliance of the conditions of the Corporate Governance Code as well as the provisions of relevant Bangladesh Secretarial Standards (BSS) as adopted by Institute of Chartered Secretaries of Bangladesh (ICSB) in so far as those standards are not inconsistent with any condition of this Corporate Governance Code.

We state that we have obtained all the information and explanations, which we have required, and after due scrutiny and verification thereof, we report that, in our opinion:

(a) The Company has complied with the conditions of the Corporate Governance Code as stipulated in the above-mentioned Corporate Governance Code issued by the Commission;

(b) The Company has complied with the provisions of the relevant Bangladesh Secretarial Standards (BSS) as adopted by the Institute of Chartered Secretaries of Bangladesh (ICSB) as required by this Code;

(c) Proper books and records have been kept by the Company as required under the Companies Act, 1994, the securities laws and other relevant laws; and

(d) The Governance of the company is satisfactory.

Name of Firm:	**YAS Hossain & Co.** Cost and Management Accountants
Signature of the Auditor:	
Name of the Auditor:	**Younus Ali FCMA,** Partner
Enrolment No.:	F-1167
Date :	18 December 2025
Dhaka	

RESPECT IS OUR PRINCIPLE AND COMMITMENT IS THE PRIME MOVER OF OUR FIRM

Annexure- C

Genex Infosys PLC

Status of Compliance with the Corporate Governance Code (CGC)
For the year ended 30th June, 2025

Status of compliance with the conditions imposed by the Commission's Notification No.SEC/CMRRCD/2006-158/207/Admin/80 dated 3 June 2018 issued under section 2CC of the Securities and Exchange Ordinance, 1969:

(Report under Condition No. 9)

Condition No.	Title	Complied	Not Complied	Remarks (IF ANY)
1 1(1)	**Board of Directors** **Size of the Board of Directors** The total number of the board members of the company shall not be less than 5 (five) and more than 20 (twenty)	√		
1(2)	**Independent Directors**			
1(2)(a)	At least 2(two) directors or one-fifth (1/5) of the total number of directors in the company's Board, whichever is higher, shall be independent directors; any fraction shall be considered to the next integer or whole number for calculating number of independent director(s): Provided that the Board shall appoint at least 1 (one) female independent director in the Board of Directors of the Company;	√		
1(2)(b)	***For the purpose of this clause 'independent director' means a director-*** Who either does not hold any share in the company or holds less than one percent (1%) shares of the total paid-up shares of the company;	√		
1(2)(b)(i)	Who is no a sponsor of the company or is not connected with the company's any sponsor or director or nominated director or shareholder of the company or any ofits associates, sister concerns,	√		
1(2)(b)(ii)	subsidiaries and parents or holding entities who holds one percent (1%) or more shares of the total paid up shares of the company on the basis of family relationship and his or her family members shall not hold above mentioned shares in the company;	√		
1(2)(b)(iii)	Who has not been an executive of the company in immediately preceding 2 (two) financial years;	√		
1(2)(b)(iv)	Who does not have any other relationship, whether pecuniary or otherwise, with the company or its subsidiary or associated companies;	√		
1(2)(b)(v)	Who is not a member or TREC (Trading Right Entitlement Certificate) holder, director or officer of any stock exchange;	√		
1(2)(b)(vi)	Who is not a shareholder, director excepting independent director or officer of any member or TREC holder of stock exchange or an intermediary of the capital market;	√		
1(2)(b)(vii)	Who is not a partner or an executive or was not a partner or an executive during the preceding 3 (three) years of the concerned company's statutory audit firm or audit firm engaged in internal audit services or audit firm conducting special audit or professional certifying compliance of this Code;	√		
1(2)(b)(viii)	Who is not independent director in more than 5 (five) listed companies;	√		
1(2)(b)(ix)	Who has not been convicted by a court of competent jurisdiction as a defaulter in payment of any loan or any advance to a bank or a Non-Bank Financial Institution (NBFI);	√		
1(2)(b)(x)	Who has not been convicted for a criminal offence involving moral turpitude;	√		
1(2)(c)	The independent director(s) shall be appointed by the Board and approved by the shareholders in the Annual General Meeting (AGM); Provided that the Board Shall appoint the independent director, subject to prior consent of the Commission, after due consideration of recommendation of the Nomination and Remuneration Committee (NRC) of the company;	√		
1(2)(d)	The post ofindependent director(s) cannot remain vacant for more than 90 (ninety) days;	√		
1(2)(e)	The tenure of office of an independent director shall be for a period of 3 (three) years, which may be extended for 1 (one) tenure only.	√		
1(3)	**Qualification of Independent Director**			
1(3)(a)	Independent Director shall be a knowledgeable individual with integrity who is able to ensure compliance with financial laws, regulatory requirements and corporate laws and can make meaningful contribution to business;	√		



1(3)(b)	**Independent Director shall have following qualifications**			
1(3)(b)(i)	Business leader who is or was a promoter or director of an unlisted company having minimum paid up capital of Tk. 100.00 million or any listed company or a member of any national or international chamber of commerce or business association;	√		
1(3)(b)(ii)	Corporate leader who is or was a top level executive not lower than Chief Executive Officer or Managing Director or Deputy Managing Director or Chief Financial Officer or Head of Finance or Accounts or Company Secretary or Head of Internal Audit and Compliance or Head of Legal Service or a candidate with equivalent position of an unlisted company having minimum paid up capital of Tk. 100.00 million or of a listed company;	√		
1(3)(b)(iii)	Former official of government or statutory or autonomous or regulatory body in the position not below 5th Grade of the national pay scale, who has at least educational background of bachelor degree in economics or commerce or business or law;	-		Not Applicable
1(3)(b)(iv)	University Teacher who has educational background in Economics or Commerce or Business Studies or Law;	-		Not Applicable
1(3)(b)(v)	Professional who is or was an advocate practicing at least in the High Court Division of Bangladesh Supreme Court or a Chartered Accountant or Cost and Management Accountant or Chartered Financial Analyst or Chartered Certified Accountant or Certified Public Accountant or Chartered Management Accountant or Chartered Secretary or equivalent qualification;	√		
1(3)(c)	The independent director shall have at least 10 (ten) years of experiences in any field mentioned in clause (b);	√		
1(3)(d)	In special cases, the above qualifications or experiences may be relaxed subject to prior approval of the Commission;			No such Incident
1(4)	**Duality of Chairperson of the Board of Directors and Managing Director or Chief Executive Officer**			
1(4)(a)	The positions of the Chairperson of the Board and the Managing Director and/ or Chief Executive Officer (CEO) of the company shall be filled by different individuals;	√		
1(4)(b)	The Managing Director (MD) and/ or Chief Executive Officer (CEO) of a listed company shall not hold the same position in another listed company;	√		
1(4)(c)	The Chairperson of the Board shall be elected from among the non-executive directors of the company;	√		
1(4)(d)	The Board shall clearly define respective roles and responsibilities of the chairperson and the Managing Director and/ or Chief Executive Officer;	√		
1(4)(e)	In the absence of the chairperson of the Board, the remaining members may elect one of themselves from non-executive directors as Chairperson for that particular Board's meeting; the reason of absence of the regular Chairperson shall be duly recorded in the minutes.			No such issue arose
1(5)	**The Directors' Report to Shareholders:** The Board of the company shall include the following additional statements or disclosures in the Directors' Report prepared under section 184 of the companies Act, 1994 (Act No. XVIII of 1994):-			
1(5)(i)	An industry outlook and possible future developments in the industry;	√		
1(5)(ii)	The Segment-wise or product-wise performance;	√		There is a single business in which the compant operates and a single geographic segment it services, there is no segment reporting at the company.
1(5)(iii)	Risks and concerns including internal and external risk factors, threat to sustainability and negative impact on environment, if any;	√		
1(5)(iv)	A discussion on Cost of Goods sold, Gross Profit Margin and Net Profit Margin, where applicable;	√		
1(5)(v)	A discussion on continuity of any Extra-Ordinary activities and their implications (gain or loss);	√		
1(5)(vi)	A detailed discussion on related party transactions along with a statement showing amount, nature of related party, nature of transactions and basis of transactions of all related party transactions;	√		



1(5)(vii)	A statement of utilization of proceeds raised through public issues, rights issues and/or any other instruments;			Not Applicable
1(5)(viii)	An explanation if the financial results deteriorate after the company goes for Initial Public Offering (IPO), Repeat Public Offering (RPO), Rights Share Offer, Direct Listing, etc;			Not Applicable
1(5)(ix)	An explanation on any significant variance that occurs between Quarterly Financial performances and Annual Financial statements;	√		
1(5)(x)	A statement of remuneration paid to the directors including independent directors	√		
1(5)(xi)	The financial statements prepared by the management of the issuer company present fairly its state of affairs, the result ofits operations, cash flows and changes in equity;	√		
1(5)(xii)	Proper books of accounts of the issuer company have been maintained;	√		
1(5)(xiii)	Appropriate accounting policies have been consistently applied in preparation of the financial statements and that the accounting estimates are based on reasonable and prudent judgment;	√		
1(5)(xiv)	International Accounting Standards (IAS) or International Financial Reporting Standards (IFRS), as applicable in Bangladesh, have been followed in preparation of the financial statements and any departure there from has been adequately disclosed;	√		
1(5)(xv)	The system ofinternal control is sound in design and has been effectively implemented and monitored;	√		
1(5)(xvi)	Minority shareholders have been protected from abusive actions by, or in the interest of, controlling shareholders acting either directly or indirectly and have effective means of redress;	√		
1(5)(xvii)	There is no significant doubt upon the issuer company's ability to continue as a going concern, if the issuer company is not considered to be a going concern, the fact along with reasons there of shall be disclosed;	√		
1(5)(xviii)	An explanation that significant deviations from the last year's operating results of the issuer company shall be highlighted and the reasons thereof shall be explained;	√		
1(5)(xix)	Key operating and financial data of at least preceding 5 (five) years shall be summarized;	√		
1(5)(xx)	An explanation on the reasons if the issuer company has not declared dividend (cash or stock) for the year;			The board of directors has recommended 1% cash dividend (Excluding sponsors and directors) for the year ended June 30, 2025 subject to approval by the shareholders in the forthcoming Annual General Meetiong of the company.
1(5)(xxi)	Board's statement to the effect that no bonus share or stock dividend has been or shall be declared as interim dividend;	√		No stock dividend was consider as interim dividend during the year June 30, 2025.
1(5)(xxii)	The total number of Board meetings held during the year and attendance by each director;	√		
1(5)(xxiii)	A report on the pattern of shareholding disclosing the aggregate number of shares (along with name-wise details where stated below) held by:-	√		
1(5)(xxiii)(a)	Parent or Subsidiary or Associated Companies and other related parties (name-wise details);	√		
1(5)(xxiii)(b)	Directors, Chief Executive Officer, Company Secretary, Chief Financial Officer, Head of Internal Audit and Compliance and their spouses and minor children (name-wise details);	√		
1(5)(xxiii)(c)	Executives; and	√		
1(5)(xxiii)(d)	Shareholders holding ten percent (10%) or more voting interest in the company (name-wise details);	√		
1(5)(xxiv)	In case of the appointment or reappointment of a director, a disclosure on the following information to the shareholders:-	√		
1(5)(xxiv)(a)	a brief resume of the director	√		
1(5)(xxiv)(b)	nature of his or her expertise in specific functional areas;	√		
1(5)(xxiv)(c)	names of companies in which the person also holds the directorship and the membership of committees of the Board;	√		



1(5)(xxv)	Management's Discussion and Analysis signed by CEO or MD presenting detailed analysis of the company's position and operations along with a brief discussion of changes in the financial statements, among others, focusing on:	√		
1(5)(xxv)(a)	Accounting policies and estimation for preparation of financial statements;	√		
1(5)(xxv)(b)	Changes in accounting policies and estimation, if any, clearly describing the effect on financial performance or results and financial position as well as cash flows in absolute figure for such changes;			No such Incident
1(5)(xxv)(c)	Comparative analysis (including effects ofinflation) of financial performance or results and financial position as well as cash flows for current financial year with immediate preceding five years explaining reasons thereof;	√		
1(5)(xxv)(d)	Compare such financial performance or results and financial position as well as cash flows with the peer industry scenario;	√		
1(5)(xxv)(e)	Briefly explain the financial and economic scenario of the country and the globe;	√		
1(5)(xxv)(f)	Risks and concerns issues related to the financial statements, explaining such risk and concerns mitigation plan of the company;	√		
1(5)(xxv)(g)	Future plan or projection or forecast for company's operation, performance and financial position, with justification thereof, i.e., actual position shall be explained to the shareholders in the next AGM;	√		
1(5)(xxvi)	Declaration or certification by the CEO and the CFO to the Board as required under condition No. 3(3) shall be disclosed as per Annexure-A;	√		
1(5)(xxvii)	The report as well as certificate regarding compliance of conditions of this Code as required under condition No. 9 shall be disclosed as per Annexure-B and Annexure-C.	√		
1(6)	**Meetings of the Board of Directors:** The company shall conduct its Board meetings and record the minutes of the meetings as well as keep required books and records in line with the provisions of the relevant Bangladesh Secretarial Standards (BSS) as adopted by the Institute of Chartered Secretaries of Bangladesh (ICSB) in so far as those standards are not inconsistent with any condition of this Code.	√		
1(7)	**Code of Conduct for the Chairperson, other Board members and Chief Executive Officer**			
1(7)(a)	The Board shall lay down a code of conduct, based on the recommendation of the Nomination and Remuneration Committee (NRC) at condition No. 6, for the Chairperson of the Board, other board members and Chief Executive Officer of the company;	√		
1(7)(b)	The code of conduct as determined by the NRC shall be posted on the website of the company including, among others, prudent conduct and behavior; confidentiality; conflict ofinterest; compliance with laws, rules and regulations; prohibition ofinsider trading; relationship with environment, employees, customers and suppliers; and independency.	√		An approved Code of Conduct for the Chairperson, other Board members and Chief Executive Officer as per Corporate Governance Code of BSEC & TOR of NRC is available in the following link on Genex's official website: https://genexinfosys.com/-invesor-relation/codeofconduct/
2	**Governance of Board of Directors of Subsidiary Company**			
2(a)	Provisions relating to the composition of the Board of the holding company shall be made applicable to the composition of the Board of the subsidiary company;	√		Board of the directors of Loginex Ltd. (Subsidiary company) includes one director who is the Indepent director of the holding compnay (Genex Infosys PLC)
2(b)	At least 1 (one) independent director on the Board of the holding company shall be a director on the Board of the subsidiary company;	√		
2(c)	The minutes of the Board meeting of the subsidiary company shall be placed for review at the following Board meeting of the holding company;	√		
2(d)	The minutes of the respective Board meeting of the holding company shall state that they have reviewed the affairs of the subsidiary company also;	√		
2(e)	The Audit Committee of the holding company shall also review the financial statements, in particular the investments made by the subsidiary company.	√		



3	**Managing Director (MD) or Chief Executive Officer (CEO), Chief Financial Officer (CFO), Head of Internal Audit and Compliance (HIAC) and Company Secretary (CS)**			
3(1)	**Appointment**			
3(1)(a)	The Board shall appoint a Managing Director (MD) or Chief Executive Officer (CEO), a Company Secretary (CS), a Chief Financial Officer (CFO) and a Head of Internal Audit and Compliance (HIAC);	√		
3(1)(b)	The positions of the Managing Director (MD) or Chief Executive Officer (CEO), Company Secretary (CS), Chief Financial Officer (CFO) and Head of Internal Audit and Compliance (HIAC) shall be filled by different individuals;	√		
3(1)(c)	The MD or CEO, CS, CFO and HIAC of a listed company shall not hold any executive position in any other company at the same time;	√		
3(1)(d)	The Board shall clearly define respective roles, responsibilities and duties of the CFO, the HIAC and the CS;	√		
3(1)(e)	The MD or CEO, CS, CFO and HIAC shall not be removed from their position without approval of the Board as well as immediate dissemination to the Commission and stock exchange(s).			No such incidence arose
3(2)	**Requirement to attend Board of Directors' Meetings:** The MD or CEO, CS, CFO and HIAC of the company shall attend the meetings of the Board provided that CS, CFO and HIAC shall not attend such part of a meetings of the Board relating to their personal matter.	√		
3(3)	**Duties of Managing Director (MD) or Chief Executive Officer (CEO) and Chief Financial Officer (CFO)**			
3(3)(a)	The MD or CEO and CFO shall certify to the Board that they have reviewed financial statements for the year and that to the best of their knowledge and belief:	√		
3(3)(a)(i)	These statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading; and	√		
3(3)(a)(ii)	These statements to gether present a true and fair view of the company's affairs and are in compliance with existing accounting standards and applicable laws;	√		
3(3)(b)	The MD or CEO and CFO shall also certify that there are, to the best of knowledge and belief, no transactions entered into by the company during the year which are fraudulent, illegal or in violation of the code of conduct for the company's Board or its members	√		
3(3) (c)	The certification of the MD or CEO and CFO shall be disclosed in the Annual Report.	√		
4	**Board of Directors' Committee:-** For ensuring good governance in the company, the Board shall have at least following subcommittees:			
4(i)	Audit Committee	√		
4(ii)	Nomination and Remuneration Committee	√		
5	**Audit Committee**			
5(1)	**Responsibility to the Board of Directors**			
5(1)(a)	The company shall have an Audit Committee as a sub-committee of the Board;	√		
5(1)(b)	The Audit Committee shall assist the Board in ensuring that the financial statements reflect true and fair view of the state of affairs of the company and in ensuring a good monitoring system within the business;	√		
5(1)(c)	The Audit Committee shall be responsible to the Board; the duties of the Audit Committee shall be clearly set forth in writing.	√		
5(2)	**Constitution of the Audit Committee**			
5(2)(a)	The Audit Committee shall be composed of at least 3 (three) members;	√		
5(2)(b)	The Board shall appoint members of the Audit Committee who shall be non-executive directors of the company excepting Chairperson of the Board and shall include at least 1 (one) independent director;	√		
5(2)(c)	All members of the audit committee should be "financially literate" and at least 1 (one) member shall have accounting or related financial management background and 10 (ten) years of such experience;	√		



5(2)(d)	When the term of service of any Committee member expires or there is any circumstance causing any Committee member to be unable to hold office before expiration of the term of service, thus making the number of the Committee members to be lower than the prescribed number of 3 (three) persons, the Board shall appoint the new Committee member to fill up the vacancy immediately or not later than 1 (one) month from the date of vacancy in the Committee to ensure continuity of the performance of work of the Audit Committee;			No such incidence arose
5(2)(e)	The company secretary shall act as the secretary of the Committee;	√		
5(2)(f)	The quorum of the Audit Committee meeting shall not constitute without at least 1 (one) independent director.	√		
5(3)	**Chairperson of the Audit Committee**			
5(3)(a)	The Board shall select 1 (one) member of the Audit Committee to be Chairperson of the Audit Committee, who shall be an independent director;	√		
5(3)(b)	In the absence of the Chairperson of the Audit Committee, the remaining members may elect one of themselves as Chairperson for that particular meeting, in that case there shall be no problem of constituting a quorum as required under condition No. 5(4)(b) and the reason of absence of the regular Chairperson shall be duly recorded in the minutes.	-		No such issue arose during this period
5(3)(c)	Chairperson of the Audit Committee shall remain present in the Annual General Meeting (AGM);	√		
5(4)	**Meeting of the Audit Committee**			
5(4)(a)	The Audit Committee shall conduct at least its four meetings in a financial year	√		
5(4)(b)	The quorum of the meeting of the Audit Committee shall be constituted in presence of either two members or two third of the members of the Audit Committee, whichever is higher, where presence of an independent director is a must.	√		
5(5)	**Role of Audit Committee** : The Audit Committee shall:-			
5(5)(a)	Oversee the financial reporting process;	√		
5(5)(b)	Monitor choice of accounting policies and principles;	√		
5(5)(c)	Monitor Internal Audit and Compliance process to ensure that it is adequately resourced, including approval of the Internal Audit and Compliance Plan and review of the Internal Audit and Compliance Report;	√		
5(5)(d)	Oversee hiring and performance of external auditors;	√		
5(5)(e)	Hold meeting with the external or statutory auditors for review of the annual financial statements before submission to the Board for approval or adoption;	√		
5(5)(f)	Review along with the management, the annual financial statements before submission to the Board for approval;	√		
5(5)(g)	Review along with the management, the quarterly and half yearly financial statements before submission to the Board for approval;	√		
5(5)(h)	Review the adequacy of internal audit function;	√		
5(5)(i)	Review the Management's Discussion and Analysis before disclosing in the Annual Report;	√		
5(5)(j)	Review statement of all related party transactions submitted by the management;	√		
5(5)(k)	Review Management Letters or Letter of Internal Control weakness issued by statutory auditors;	√		
5(5)(l)	Oversee the determination of audit fees based on scope and magnitude, level of expertise deployed and time required for effective audit and evaluate the performance of external auditors;	√		
5(5)(m)	Oversee whether the proceeds raised through Initial Public Offering (IPO) or Repeat Public Offering (RPO) or Rights Share Offer have been utilized as per the purposes stated in relevant offer document or prospectus approved by the Commission:	-		No such issue arose during this period
5(6)	**Reporting of the Audit Committee**			
5(6)(a)	**Reporting to the Board of Directors**			
5(6)(a)(i)	The Audit Committee shall report on its activities to the Board.	√		
5(6)(a)(ii)	The Audit Committee shall immediately report to the Board on the following findings, if any:-			
5(6)(a)(ii)(a)	Report on conflicts of interests;			No such incidence arose



5(6)(a)(ii)(b)	Suspected or presumed fraud or irregularity or material defect identified in the internal audit and compliance process or in the financial statements;			No such incidence arose
5(6)(a)(ii)(c)	suspected infringement of laws, regulatory compliances including securities related laws, rules and regulations;			No such incidence arose
5(6)(a)(ii)(d)	Any other matter which the Audit Committee deems necessary shall be disclosed to the Board immediately;			No such incidence arose
5(6)(b)	**Reporting to the Authorities:** If the Audit Committee has reported to the Board about anything which has material impact on the financial condition and results of operation and has discussed with the Board and the management that any rectification is necessary and if the Audit Committee finds that such rectification has been unreasonably ignored, the Audit Committee shall report such finding to the Commission, upon reporting of such matters to the Board for three times or completion of a period of 6 (six) months from the date of first reporting to the Board, whichever is earlier.			No such reportable incidence arose
5(7)	**Reporting to the Shareholders and General Investors:** Report on activities carried out by the Audit Committee, including any report made to the Board under condition No. 5(6)(a)(ii) above during the year, shall be signed by the Chairperson of the Audit Committee and disclosed in the annual report of the issuer company.	√		No report has been made under code 5 (6) (a) (ii)
6	**Nomination and Remuneration Committee (NRC)**			
6(1)	**Responsibility to the Board of Directors**			
6(1)(a)	The company shall have a Nomination and Remuneration Committee (NRC) as a subcommittee of the Board;	√		
6(1)(b)	The NRC shall assist the Board in formulation of the nomination criteria or policy for determining qualifications, positive attributes, experiences and independence of directors and top level executive as well as a policy for formal process of considering remuneration of directors, top level executive;	√		
6(1)(c)	The Terms of Reference (ToR) of the NRC shall be clearly set forth in writing covering the areas stated at the condition No. 6(5)(b).	√		
6(2)	**Constitution of the NRC**			
6(2)(a)	The Committee shall comprise of at least three members including an independent director;	√		
6(2)(b)	All members of the Committee shall be non-executive directors;	√		
6(2) (c)	Members of the Committee shall be nominated and appointed by the Board;	√		
6(2)(d)	The Board shall have authority to remove and appoint any member of the Committee;	√		
6(2)(e)	In case of death, resignation, disqualification, or removal of any member of the Committee or in any other cases of vacancies, the board shall fill the vacancy within 180 (one hundred eighty) days of occurring such vacancy in the Committee;	-		No such incidence arose
6(2)(f)	The Chairperson of the Committee may appoint or co-opt any external expert and/or member(s) of staff to the Committee as advisor who shall be non-voting member, if the Chairperson feels that advice or suggestion from such external expert and/or member(s) of staff shall be required or valuable for the Committee;	-		No such incidence arose
6(2)(g)	The company secretary shall act as the secretary of the Committee;	√		
6(2)(h)	The quorum of the NRC meeting shall not constitute without attendance of at least an independent director;	√		
6(2)(i)	No member of the NRC shall receive, either directly or indirectly, any remuneration for any advisory or consultancy role or otherwise, other than Director's fees or honorarium from the company.	√		
6(3)	**Chairperson of the NRC**			
6(3)(a)	The Board shall select 1 (one) member of the NRC to be Chairperson of the Committee, who shall be an independent director;	√		
6(3)(b)	In the absence of the Chairperson of the NRC, the remaining members may elect one of themselves as Chairperson for that particular meeting, the reason of absence of the regular Chairperson shall be duly recorded in the minutes;	-		No such issue arose during this period



6(3)(c)	The Chairperson of the NRC shall attend the annual general meeting (AGM) to answer the queries of the shareholders.	√		
6(4)	**Meeting of the NRC**			
6(4)(a)	The NRC shall conduct at least one meeting in a financial year;	√		
6(4)(b)	The Chairperson of the NRC may convene any emergency meeting upon request by any member of the NRC;			No such meetings conveyed by the chairman upon request by any member of the NRC
6(4)(c)	The quorum of the meeting of the NRC shall be constituted in presence of either two members or two third of the members of the Committee, whichever is higher, where presence of an independent director is must as required under condition No. 6(2)(h);	√		
6(4)(d)	The proceedings of each meeting of the NRC shall duly be recorded in the minutes and such minutes shall be confirmed in the next meeting of the NRC.	√		
6(5)	**Role of the NRC**			
6(5)(a)	NRC shall be independent and responsible or accountable to the Board and to the shareholders;	√		
6(5)(b)	NRC shall oversee, among others, the following matters and make report with recommendation to the Board;	√		
6(5)(b)(i)	Formulating the criteria for determining qualifications, positive attributes and independence of a director and recommend a policy to the Board, relating to the remuneration of the directors, top level executive, considering the following:	√		
6(5)(b)(i)(a)	The level and composition of remuneration is reasonable and sufficient to attract, retain and motivate suitable directors to run the company successfully;	√		
6(5)(b)(i)(b)	The relationship of remuneration to performance is clear and meets appropriate performance benchmarks;	√		
6(5)(b)(i)(c)	Remuneration to directors, top level executive involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals;	√		
6(5)(b)(ii)	Devising a policy on Board's diversity taking into consideration age, gender, experience, ethnicity, educational background and nationality;	√		
6(5)(b)(iii)	Identifying persons who are qualified to become directors and who may be appointed in top level executive position in accordance with the criteria laid down, and recommend their appointment and removal to the Board;	√		
6(5)(b)(iv)	Formulating the criteria for evaluation of performance of independent directors and the Board;	√		
6(5)(b)(v)	Identifying the company's needs for employees at different levels and determine their selection, transfer or replacement and promotion criteria;	√		
6(5)(b)(vi)	Developing, recommending and reviewing annually the company's human resources and training policies;	√		
6(5) (c)	The company shall disclose the nomination and remuneration policy and the evaluation criteria and activities of NRC during the year at a glance in its annual Report.	√		
7	**External or Statutory Auditors**			
7(1)	The issuer company shall not engage its external or statutory auditors to perform the following services of the company, namely:-			
7(1)(i)	Appraisal or valuation services or fairness opinions;	√		
7(1)(ii)	Financial information systems design and implementation;	√		
7(1)(iii)	Book-keeping or other services related to the accounting records or financial statements;	√		
7(1)(iv)	Broker-dealer services;	√		
7(1)(v)	Actuarial services;	√		
7(1)(vi)	Internal audit services or special audit services;	√		
7(1)(vii)	Any service that the Audit Committee determines;	√		
7(1)(viii)	Audit or certification services on compliance of corporate governance as required under condition No. 9(1);	√		
7(1)(ix)	Any other service that creates conflict of interest.	√		
7(2)	No partner or employees of the external audit firms shall possess any share of the company they audit at least during the tenure of their audit assignment of that company; his or her family members also shall not hold any shares in the said company	√		



7(3)	Representative of external or statutory auditors shall remain present in the Shareholders' Meeting (AGM or EGM) to answer the queries of the shareholders.	√		
8	**Maintaining a website by the Company**			
8(1)	The company shall have an official website linked with the website of the stock exchange.	√		
8(2)	The company shall keep the website functional from the date of listing.	√		
8(3)	The company shall make available the detailed disclosures on its website as required under the listing regulations of the concerned stock exchange(s).	√		
9	**Reporting and Compliance of Corporate Governance**			
9(1)	The company shall obtain a certificate from a practicing Professional Accountant or Secretary (Chartered Accountant or Cost and Management Accountant or Chartered Secretary) other than its statutory auditors or audit firm on yearly basis regarding compliance of conditions of Corporate Governance Code of the Commission and shall such certificate shall be disclosed in the Annual Report.	√		
9(2)	The professional who will provide the certificate on compliance of this Corporate Governance Code shall be appointed by the shareholders in the annual general meeting.	√		
9(3)	The directors of the company shall state, in accordance with the Annexure-C attached, in the directors' report whether the company has complied with these conditions or not.	√		



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

GENEX INFOSYS PLC.

Plot # 42, & 69, Nitol Niloy Tower (Level- 8),
Nikunja- 02, Khilkhet, Dhaka-1229, Bangladesh.

NOTES TO THE FINANCIAL STATEMENTS

As at and for the year ended June 30, 2025



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

INDEPENDENT AUDITOR'S REPORT

To the shareholders of Genex Infosys PLC.

Opinion

We have audited the consolidated financial statements of Genex Infosys PLC. and its Subsidiary (The "Group") as well as the separate financial statements of Genex Infosys PLC. (The "Company"), which comprise the consolidated and separate statement of financial position as at June 30, 2025, and the consolidated and separate statement of profit or loss and other comprehensive income, consolidated and separate statement of changes in equity and consolidated and separate statement of cash flows for the year then ended, and notes to the consolidated and separate financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying consolidated and separate financial statements give true and fair view of the consolidated financial position of the Group and separate financial position of the Company as at June 30, 2025, and of its consolidated and separate financial performance and its consolidated and separate cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs), the Companies Act 1994, the Securities and Exchange rules, 2020 and other applicable laws and regulations.

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 consolidated and separate Financial Statements section of our report. We are independent of the Group and the Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Key Audit Matters

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

Risk	Our response to the audit
Non-current Asset	
The non-current assets comprise of property, plant and equipment, the intangible assets, the capital work in progress the written down value of which amounted to Tk. 2,138,480,230; Tk. 374,147,015 and Tk. 1,543,060,628 respectively. The total of above mentioned assets amounted to Tk. 4,055,687,874 which is equivalent to 62.83% of the Company's total assets. As the major operations of the Company depend on the tangible and intangible infrastructure. There may remain the risk that the assets did not reflect the actual value of the same. Moreover, there may also remain the possibility of undetected impairment indicator. Thus, the measurement and valuation of the non-current assets involve significant audit risk, we considered this as a key audit matter.	Our audit procedures to address the risks of material misstatement relating to non-current assets, which was considered to be a significant risk, included: • Observing the procedures of assets acquisition, depreciation and disposal; • Reviewing the basis of recognition, measurement and valuation of assets; • Checking ownership of the major assets; • Evaluating the basis for the rate of charging amortization and depreciation and determination of useful life; • Checking the Capital-Work-in-Progress (CWIP) and its transfer to property, plant and equipment; • Identifying if there is any impairment indicator; and • Assessing the justification of the valuation.
See note no. 6, 7 & 8 to the financial statements	

Risk	Our response to the audit
Existence and Valuation of Inventory	
As at June 30, 2025 the company reported total inventory balances Tk. 95,024,968 held in Genex registered office. Inventories are valued at the lower of cost or net realizable value (NRV). The cost is assigned following weighted average cost formula. The measurement and valuation of the inventories are judgmental and complex. There may remain the risk that the NRV could not be determined appropriately.	We assessed the appropriateness of management's assumptions applied in calculating the value of the inventory by: › Reviewing the recording and valuation process of the inventories; › Review the Company's process of inventory count and perform test count; › Assessing the appropriateness of the valuation of inventory and performing the recalculation; and

There may also remain any undetected indicator for obsolescence of inventory. Moreover, the nature of the inventories is sophisticated and have significant impact on the operations of the Company. Due to high level of judgment involved and use of some manual process in estimating the valuation and net realizable value of inventories, we considered this to be a key audit matter.	› Understanding and testing relevant controls within the purchase, measurement and storing process of the inventories.
See note no. 11.00 to the financial statements	

Revenue Recognition

The Company reports revenue of Tk. 1,814,176,085 from Call Centre Service, Software Development, Business Process Outsourcing, Cloud Service, IT Support and Software Maintenance and other related ITES services. The application of revenue recognition accounting standards is complex and involves a number of key judgments and estimates, including those applied on revenue arrangements with multiple elements and those contracts where there is the existence of principal and agent relationship. Due to the estimates and judgment involved in applying the revenue recognition accounting standards and the degree of complexity of IT systems and processes used, we have considered this matter as a key audit matter.	We have tested the design and operating effectiveness of key controls focusing on the following: › Assessing the mechanism and procedures of recognition and measurement as well as other relevant systems supporting the accounting of revenue, including the control system; › Assessing controls for IT-systems andprocedures supporting revenue recognition and reporting; › Checking the timing of the revenue recognition; › Considering the adequacy of the financial statement disclosures contained in relation with revenue during the year; › Examining the long-term contracts with major Customers, long-term contracts make it more difficult for customers to switch vendors suddenly.
See note no. 24.00 to the financial statements	

Other Information

Management is responsible for the other information. The other information comprises all of the information in the Annual Report other than the consolidated and separate financial statements and our auditor's report thereon. The annual report is expected to be made available to us after the date of the auditor's report.

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

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

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



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

Management is responsible for the preparation and fair presentation of the consolidated and separate financial statements in accordance with International Financial Reporting Standards (IFRS), International Accounting Standards (IAS), the Companies Act, 1994, the Securities and Exchange Rules, 2020 and other applicable laws and regulation and for such internal control as management determines is necessary to enable the preparation of consolidated and separate financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated and separate financial statements, management is responsible for assessing the Group's and the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group and the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's and the Company's financial reporting process.

Auditor's responsibility for the audit of the consolidated and separate financial statements

The objectives of our audit are to obtain reasonable assurance about whether the consolidated and separate 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 consolidated and separate financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated and separate 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 Group's and the Company'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 Group's and the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated and separate 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 Group and the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated and separate financial statements, including the disclosures, and whether the consolidated and separate financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated and separate financial statements. We are responsible for the direction, supervision and performance of the Group and the Company audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated and separate financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on other legal and regulatory requirements

In accordance with the Companies Act, 1994 and the Securities and Exchange Rules, 2020 and relevant notifications issued by Bangladesh Securities and Exchange Commission, we also report the following:

a) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit and made due verification thereof;

b) In our opinion, proper books of accounts as required by law have been kept by the group and the company so far as it appeared from our examination of these books;

c) The consolidated and separate statements of financial position and statements of profit or loss and other comprehensive income dealt with by the report are in agreement with the books of accounts; and

d) The expenditure incurred was for the purposes of the Group's and the Company's business.

Shafi Uddin Ahmed, FCA
Partner
FAMES & R
Chartered Accountants
DVC# 2512070839AS330255

Date: 7th December, 2025
Place: Dhaka



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC. and its Subsidiaries
Consolidated statement of financial position
As at June 30, 2025

Particulars	Notes	Amount in Taka	
		30-Jun-25	30-Jun-24
ASSETS			
Non-Current Assets		**4,687,669,511**	**4,016,765,973**
Property, plant and equipment net	6.A	2,166,655,919	2,116,604,383
Intangible assets net	7.A	377,099,689	423,424,154
Capital work in progress	8.A	1,543,060,628	1,081,733,942
Right of Use Asset net	9.A	229,965,326	82,773,840
Investment	10.A	370,887,949	312,229,654
Current Assets		**1,919,772,127**	**1,944,034,944**
Inventories	11.A	95,024,968	98,628,164
Trade & other receivables	12.A	882,102,653	731,139,840
Advances, deposits and prepayments	13.A	863,658,798	1,089,267,861
Cash and cash equivalents	14.A	78,985,708	24,999,080
Total Assets		**6,607,441,638**	**5,960,800,917**
Shareholders' Equity & Liabilities			
EQUITY			
Share Capital	15.00	1,204,500,211	1,204,500,211
Share Premium		28,631,139	28,631,139
Share Money Deposit for convertible/redeemable preference share		28,805,000	28,805,000
Retained Earnings	16.A	1,701,515,389	1,465,998,491
Total equity attributable to equity holders		**2,963,451,739**	**2,727,934,841**
Reserve for Fair value of changes in marketable securities	16.01.A	(346,093,263)	(318,328,263)
Non-Controlling interest	16.B	45,936,280	45,576,804
Total Equity		**2,663,294,756**	**2,455,183,382**
LIABILITIES			
Non-Current Liabilities		**916,013,401**	**733,811,877**
Long term loan	17.A	726,626,546	684,809,296
Lease Liability	18.A	189,386,856	49,002,581
Current Liabilities		**3,028,133,480**	**2,771,805,658**
Trade and other payables	19.A	65,967,469	43,123,614
Unclaimed Dividend	20.A	24,760,667	1,452,500
Short term loan	21.A	2,579,834,498	2,457,856,179
Current portion of long term loan	17.02.A	186,793,185	165,936,565
Current portion of lease Liability	18.A	49,100,005	38,382,115
Liabilities for expenses	22.A	108,380,443	54,588,173
Provision for Income Tax	23.A	13,297,213	10,466,512
Total liabilities		**3,944,146,881**	**3,505,617,535**
Total Equity and Liabilities		**6,607,441,638**	**5,960,800,917**
Consolidated Net Asset Value (NAV) Per Share	33.A	**22.11**	**20.38**

The annexed notes form an integral part of this Financial Statement.

Chairman | **Acting Managing Director & CEO** | **Chief Financial Officer** | **Company Secretary**

Signed in terms of ours separate report of even date annexed.

Shafi Uddin Ahmed, FCA
Partner
FAMES & R
Chartered Accountants
DVC# 2512070839AS330255

Date: 7th December, 2025
Place: Dhaka



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC.
Statement of financial position
As at June 30, 2025

Particulars	Notes	Amount in Taka	
		30-Jun-25	30-Jun-24
ASSETS			
Non-Current Assets		**4,654,259,127**	**3,986,872,586**
Property, plant and equipment net	6.00	2,138,480,230	2,090,905,578
Intangible assets net	7.00	374,147,015	419,634,902
Capital work in progress	8.00	1,543,060,628	1,081,733,942
Right of Use Asset net	9.00	226,933,304	81,618,511
Investment	10.00	371,637,949	312,979,654
Current Assets		**1,800,942,602**	**1,849,602,528**
Inventories	11.00	95,024,968	98,628,164
Trade & other receivables	12.00	796,168,110	685,203,762
Advances, deposits and prepayments	13.00	830,849,820	1,052,900,204
Cash and cash equivalents	14.00	78,899,704	12,870,398
Total Assets		**6,455,201,729**	**5,836,475,114**
Shareholders' Equity & Liabilities			
Shareholders' Equity		**2,555,678,511**	**2,348,415,158**
Share capital	15.00	1,204,500,211	1,204,500,211
Retained earnings	16.00	1,697,271,563	1,462,243,210
Reserve for Fair value of changes in marketable securities	16.01	(346,093,263)	(318,328,263)
Non-Current Liabilities		**914,634,760**	**733,811,877**
Long term loan	17.00	726,626,546	684,809,296
Lease Liability	18.00	188,008,214	49,002,581
Current Liabilities		**2,984,888,458**	**2,754,248,079**
Trade and other payables	19.00	25,911,307	28,575,855
Unclaimed Dividend	20.00	24,760,668	1,452,500
Short term loan	21.00	2,579,834,498	2,457,856,179
Current portion of long term loan	17.02	186,793,185	165,936,565
Current portion of lease Liability	18.00	47,383,024	37,105,574
Liabilities for expenses	22.00	107,666,320	53,479,829
Provision for Income Tax	23.00	12,539,457	9,841,577
Total liabilities		**3,899,523,218**	**3,488,059,956**
Total Equity & Liabilities		**6,455,201,729**	**5,836,475,114**
Net Asset Value (NAV) Per Share	33.00	**21.22**	**19.50**

The annexed notes form an integral part of this Financial Statement.

Chairman | **Acting Managing Director & CEO** | **Chief Financial Officer** | **Company Secretary**

Signed in terms of ours separate report of even date annexed.

Shafi Uddin Ahmed, FCA
Partner
FAMES & R
Chartered Accountants
DVC# 2512070839AS330255

Date: 7th December, 2025
Place: Dhaka



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC. and its Subsidiaries
Consolidated Statement of Profit or Loss and other comprehensive income
For the year ended June 30, 2025

Purticulars	Notes	Amount in Taka	
		30-Jun-25	30-Jun-24
Net revenue	24.A	1,913,167,149	1,853,536,148
Less: Cost of sales	25.A	1,052,595,629	1,044,030,308
Gross profit/ (loss)		**860,571,521**	**809,505,841**
Less: Administrative expenses	26.A	131,604,472	127,991,232
Less: Selling & distribution expenses	27.A	792,206	1,510,540
Profit/ (loss) before finance cost		**728,174,843**	**680,004,069**
Less: Financial expenses	28.A	410,538,422	264,683,723
Profit/(loss) from operation		**317,636,421**	**415,320,345**
Add: Other income	29.A	(30,845,635)	(131,388,998)
Profit/(loss) before workers' profit participation fund (WPPF)		**286,790,786**	**283,931,348**
Less : Workers' profit participation fund	30.A	13,656,704	13,520,540
Profit/(loss) before provision		**273,134,082**	**270,410,808**
Add: Provision for Diminution/Increase in value of Investment (Saleable)	29.01	(7,572,108)	54,723,244
Profit/(loss) before provision		**265,561,974**	**325,134,052**
Less: Income tax expense	31.A	4,409,312	8,581,899
Net profit/ (loss) after tax		**261,152,662**	**316,552,153**
Net profit attributable to:			
Profit attributable to Equity holders of the company		260,793,185	315,670,346
Non-controlling interest (Loginex Ltd.)		359,476	881,807
Consolidated profit/ (loss)		**261,152,662**	**316,552,153**
Consolidated Earnings Per Share (EPS) - Basic	32.A	**2.17**	**2.62**

The annexed notes form an integral part of this Financial Statement.

Chairman **Acting Managing Director & CEO** **Chief Financial Officer** **Company Secretary**

Signed in terms of ours separate report of even date annexed.

Shafi Uddin Ahmed, FCA
Partner
FAMES & R
Chartered Accountants
DVC# 2512070839AS330255

Date: 7th December, 2025
Place: Dhaka

Genex Infosys PLC. and its Subsidiaries

Consolidated Statement of Profit or Loss and other comprehensive income

For the year ended June 30, 2025

Purticulars	Notes	Amount in Taka	
		30-Jun-25	30-Jun-24
Net profit /(loss) after tax		261,152,662	316,552,153
Add: Other comprehensive income that will not be reclassified to profit or loss in subsequent period (net of tax):		-	-
Provision for (Diminution) / Increase in value of Investment (Fixed)	29.01	(27,765,000)	(120,685,200)
Other comprehensive loss for the year, net of tax		**233,387,662**	**195,866,953**
Less: Income tax expense		-	-
Total comprehensive income for the year, net of tax		**233,387,662**	**195,866,953**

Chairman **Acting Managing Director & CEO** **Chief Financial Officer** **Company Secretary**

Signed in terms of ours separate report of even date annexed.

Shafi Uddin Ahmed, FCA
Partner
FAMES & R
Chartered Accountants
DVC# 2512070839AS330255

Date: 7th December, 2025
Place: Dhaka



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of
Independent Accounting Firms

Genex Infosys PLC.

Statement of Profit or Loss and other comprehensive income

For the year ended June 30, 2025

Purticulars	Notes	Amount in Taka	
		30-Jun-25	30-Jun-24
Net revenue	24.00	1,814,176,085	1,696,199,194
Less: Cost of sales	25.00	961,586,583	898,943,147
Gross profit/ (loss)		**852,589,502**	**797,256,046**
Less: Administrative expenses	26.00	124,812,994	119,543,250
Less: Selling & distribution expenses	27.00	792,206	1,510,540
Profit/ (loss) before finance cost		**726,984,303**	**676,202,256**
Less: Financial expenses	28.00	410,377,767	264,466,814
Profit/(loss) from operation		**316,606,536**	**411,735,442**
Add: Other income/ (loss)	29.00	(30,845,635)	(131,388,998)
Profit/(loss) before workers' profit participation fund (WPPF)		**285,760,901**	**280,346,444**
Less: Workers' profit participation fund	30.00	13,607,662	13,349,831
Profit/(loss) before provision		**272,153,239**	**266,996,614**
Add: Provision for Diminution/Increase in value of Investment (Saleable)	29.01	(7,572,108)	54,723,244
Profit/(loss) before tax		**264,581,130**	**321,719,858**
Less: Income tax expense	31.00	4,276,491	7,247,928
Net profit /(loss) after tax		**260,304,640**	**314,471,930**
Earnings per Share (EPS) - Basic	32.00	**2.16**	**2.61**

The annexed notes form an integral part of this Financial Statement.

Chairman **Acting Managing Director & CEO** **Chief Financial Officer** **Company Secretary**

Signed in terms of ours separate report of even date annexed.

Shafi Uddin Ahmed, FCA
Partner
FAMES & R
Chartered Accountants
DVC# 2512070839AS330255

Date: 7th December, 2025
Place: Dhaka



Genex Infosys PLC.

Statement of Profit or Loss and other comprehensive income

For the year ended June 30, 2025

Particulars	Notes	Amount in Taka	
		30-Jun-25	30-Jun-24
Net profit /(loss) after tax		260,304,640	314,471,930
Add: Other comprehensive income that will not be reclassified to profit or loss in subsequent years (net of tax):		-	-
Provision for (Diminution) / Increase in value of Investment (Fixed)	29.01	(27,765,000)	(120,685,200)
Other comprehensive loss for the year, net of tax		**232,539,640**	**193,786,730**
Less: Income tax expense		-	-
Total comprehensive income for the year, net of tax		**232,539,640**	**193,786,730**
Earnings per share (EPS)		**2.16**	**2.61**
Earnings per Share (Fully Diluted)		**2.16**	**2.61**

The annexed notes form an integral part of this Financial Statement.

Chairman **Acting Managing Director & CEO** **Chief Financial Officer** **Company Secretary**

Signed in terms of ours separate report of even date annexed.

Shafi Uddin Ahmed, FCA
Partner
FAMES & R
Chartered Accountants
DVC# 2512070839AS330255

Date: 7th December, 2025
Place: Dhaka



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC. and its Subsidiaries
Consolidated statement of changes in equity
For the year ended June 30, 2025

Particulars	Ordinary Share Capital	Retained Earnings	Share Premium	Share Money Deposit for convertible/ redeemable preference share	Reserve for Fair value of changes in marketable securities	Non-Controlling Interest (Loginex Ltd.)	Total Equity
Balance as on 01.07.2024	**1,204,500,211**	**1,465,998,491**	**28,631,139**	**28,805,000**	**(318,328,263)**	**45,576,804**	**2,455,183,382**
Net profit/ (loss) after tax	-	260,793,185	-	-	-	359,476	261,152,662
Cash Dividend (3%)		(25,276,287)					(25,276,287)
Reserve for Fair value of changes in marketable securities	-	-	-	-	(27,765,000)	-	(27,765,000)
Balance as on 30.06.2025	**1,204,500,211**	**1,701,515,389**	**28,631,139**	**28,805,000**	**(346,093,263)**	**45,936,280**	**2,663,294,756**

Genex Infosys PLC. and its Subsidiaries
Consolidated statement of changes in equity
For the year ended June 30, 2024

Particulars	Ordinary Share Capital	Retained Earnings	Share Premium	Share Money Deposit for convertible/ redeemable preference share	Reserve for Fair value of changes in marketable securities	Non-Controlling Interest (Loginex Ltd.)	Total Equity
Balance as on 01.07.2023	**1,158,173,280**	**1,266,917,108**			**(197,643,063)**	**1,359,500**	**2,228,806,826**
Changes in opening equity		(771,636)				771,636	-
Changes in shareholding position						301,790	301,790
Share Premium			28,631,139			21,067,071	49,698,210
Share Money Deposit				28,805,000		21,195,000	50,000,000
Stock Dividend @4%	46,326,931	(46,326,931)			-	-	-
Cash Dividend @6%	-	(69,490,397)			-	-	(69,490,397)
Net profit/ (loss) after tax	-	315,670,346			-	881,807	316,552,153
Reserve for Fair value of changes in marketable securities	-	-			(120,685,200)	-	(120,685,200)
Balance as on 30.06.2024	**1,204,500,211**	**1,465,998,491**	**28,631,139**	**28,805,000**	**(318,328,263)**	**45,576,804**	**2,455,183,382**

Chairman **Acting Managing Director & CEO** **Chief Financial Officer** **Company Secretary**

Signed in terms of ours separate report of even date annexed.

Date: 7th December, 2025
Place: Dhaka

Genex Infosys PLC.

Statement of Changes in Equity

For the year ended June 30, 2025

Particulars	Ordinary Share Capital	Retained Earnings	Reserve for Fair value of changes in marketable securities	Total Equity
Balance as on 01.07.2024	1,204,500,211	1,462,243,210	(318,328,263)	2,348,415,158
Net profit /(loss) after tax	-	260,304,640	-	260,304,640
Cash Dividend (3%)		(25,276,287)		(25,276,287)
Reserve for Fair value of changes in marketable securities	-	-	(27,765,000)	(27,765,000)
Balance as on 30.06.2025	**1,204,500,211**	**1,697,271,563**	**(346,093,263)**	**2,555,678,511**

Genex Infosys PLC.

Statement of Changes in Equity

For the year ended June 30, 2024

Particulars	Ordinary Share Capital	Retained Earnings	Reserve for Fair value of changes in marketable securities	Total Equity
Balance as on 01.07.2023	1,158,173,280	1,263,588,608	(197,643,063)	2,224,118,825
Stock Dividend @ 4%	46,326,931	(46,326,931)		-
Cash Dividend @ 6%	-	(69,490,397)		(69,490,397)
Net profit /(loss) after tax	-	314,471,930	-	314,471,930
Reserve for Fair value of changes in marketable securities	-	-	(120,685,200)	(120,685,200)
Balance as on 30.06.2024	**1,204,500,211**	**1,462,243,210**	**(318,328,263)**	**2,348,415,158**

Chairman **Acting Managing Director & CEO** **Chief Financial Officer** **Company Secretary**

Signed in terms of ours separate report of even date annexed.

Date: 7th December, 2025
Place: Dhaka

FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC. and its Subsidiaries
Consolidated statement of cash flows
For the year ended June 30, 2025

Purticulars		Amount in Taka	
		30-Jun-25	30-Jun-24
Cash flows from operating activities			
Received from customers and others		1,731,358,701	1,475,530,277
Paid to suppliers & Others		(496,505,333)	(847,027,097)
Paid for administrative expense		(47,083,307)	(158,469,829)
Paid for Income Tax		(1,578,611)	(1,229,931)
Paid for finance expenses		(358,682,362)	(245,715,136)
Net cash generated from operating activities		**827,509,088**	**223,088,284**
Cash flows from investing activities			
Paid for acquisition of propery, plant and equipment		(12,022,065)	(34,760,622)
Paid for Intangible Asstes		(56,877,592)	(90,872,174)
Paid for capital work in progress		(793,311,467)	(1,834,132,766)
Paid for share investment		(93,995,403)	339,440,786
Advance payment for capital equipments		-	(34,769,080)
Net cash used in investing activities		**(956,206,527)**	**(1,655,093,856)**
Cash flows from financing activities			
Paid for / Received from short-term loan		121,978,319	1,052,353,376
Dividend Paid		(1,968,119)	(69,369,493)
Paid for / Received from long-term loan		62,673,870	338,288,707
Proceeds from issue of share capital		-	301,790
Received for share money deposit		-	50,000,000
Received for share premium		-	49,698,210
Net cash provided for financing activities		**182,684,070**	**1,421,272,590**
Net increase in cash and cash equivalents		**53,986,629**	**(10,732,981)**
Cash and cash equivalents at the beginning of the year		24,999,080	35,732,061
Cash and cash equivalents at the end of the year		**78,985,708**	**24,999,080**
Consolidated Net Operating Cash Flows per Share (NOCFPS)	34.A	**6.87**	**1.85**

Chairman **Acting Managing Director & CEO** **Chief Financial Officer** **Company Secretary**

Signed in terms of ours separate report of even date annexed.

Date: 7th December, 2025
Place: Dhaka

FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC.
Statement of cash flows
For the year ended June 30, 2025

Purticulars		Amount in Taka	
		30-Jun-25	30-Jun-24
Cash flows from operating activities			
Received from customers and others		1,672,366,102	1,326,841,092
Paid to suppliers & Others		(431,299,855)	(673,745,643)
Paid for administrative expense		(46,962,565)	(154,538,887)
Paid for Income Tax		(1,578,611)	-
Paid for finance expenses		(358,521,707)	(245,498,227)
Net cash generated from operating activities		**834,003,365**	**253,058,335**
Cash flows from investing activities			
Paid for acquisition of property, plant and equipment		(6,473,665)	(14,574,817)
Paid for Intangible Asstes		(56,877,592)	(87,216,414)
Paid for capital work in progress		(793,311,467)	(1,834,132,766)
Paid for share investment		(93,995,403)	339,440,786
Net cash used in investing activities		**(950,658,127)**	**(1,596,483,211)**
Cash flows from financing activities			
Paid for / Received from short-term loan		121,978,319	1,052,353,376
Dividend Paid		(1,968,119)	(69,369,493)
Paid for / Received from long-term loan		62,673,870	338,288,707
Net cash provided for financing activities		**182,684,069**	**1,321,272,591**
Net increase in cash and cash equivalents		**66,029,306**	**(22,152,284)**
Cash and cash equivalents at the beginning of the year		12,870,398	35,022,683
Cash and cash equivalents at the end of the year		**78,899,704**	**12,870,398**
It consists of as follows :			
Cash in hand			
Cash at bank			
FDR at bank			
Total			
Net Operating Cash Flows per Share (NOCFPS)	34.00	**6.92**	**2.10**

Chairman **Acting Managing Director & CEO** **Chief Financial Officer** **Company Secretary**

Signed in terms of ours separate report of even date annexed.

Date: 7th December, 2025
Place: Dhaka

GENEX INFOSYS PLC.
NOTES TO THE FINANCIAL STATEMENTS
As at and for the year ended June 30, 2025

1.00 Corporate History of the Reporting Entity GENEX INFOSYS PLC was incorporated in Bangladesh on 22 May 2012 under the Companies Act, 1994 vide registration no. C – 101900/12 as a private Company limited by shares. Subsequently the company has converted into a public company limited by shares on 15th September 2016. The Company commenced its commercial operation on 01 July 2012.

In the year 2018, the company achieved a major milestone of public offering of 20,000,000 (two core) Ordinary Shares of Tk. 10 each which are listed at Dhaka Stock Exchange Limited and Chittagong Stock Exchange Limited with effective from 7th January 2019 and traded with from 6th February 2019 at both the stock exchanges under the trade name GENEXIL and trading code-22650.

Registered office
The registered office is located at Plot # 42 & 69, Nitol Niloy Tower (Level-8), Nikunja- 02, Khilkhet, Dhaka-1229, Bangladesh.

Nature of Business
The principal activities of the Company are ITES services, such as to carry on activities relating to Data Entry, Data Processing, Business Process Outsourcing, IT Support and Software Maintenance, Digital Content Development and Management, Call Centre Service, Website Development, Marketing of software products and providing maintenance and support services both to domestic and international clients.

Description of subsidiaries
GENEX INFOSYS PLC. has one subsidiary company named Loginex Limited. The financial statements of the subsidiary company has been included in the consolidated financial statements of the company in accordance with IFRS 10 consolidated financial statements.

Subsidiary Company
1) Loginex Limited
Loginex Limited was incorporated on 30 June 2021 under the companies Act-1994 Vide Registration no. C-172167/2021 as a private company limited by shares. The paid-up capital of Loginex Limited is Tk. 1,301,790 divided into 130,179 ordinary shares of Tk.10 statements.

2.00 Corporate Financial Statements and Reporting
This comprises Statement of Financial Position, Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows, Notes, comprising significant accounting policies and other explanatory information and comparative information in respect of the preceding year/period. This is prepared under the historical cost convention and in accordance with the requirements of the Companies Act 1994 and International Financial Reporting Standards (IFRSs) adopted by the Financial Reporting Council, Bangladesh (FRC), the Securities and Exchange Rule, 1987 and other regulatory compliances.
The Board of Directors is responsible for preparing and presenting the financial statements including adequate disclosures, which approved and authorized for issue of the financial statements.

3.00 Basis of preparation of Financial Statement
3.01 Statement of Compliance
The consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs), The Companies Act, 1994, Securities & Exchange Rules 2020 and other applicable laws and regulations as required. The title and format of these financial statements follow the requirements of IFRS which are to some extent different from those prescribed by the Companies Act, 1994. However, such differences are not material and management views IFRS titles and format give a better presentation to the shareholders.



The following International Accounting Standards (IASs) and International Financial Reporting Standards (IFRSs) were applied for the preparation of Financial Statements for the year.

IAS 01 Presentation of Financial Statements
IAS 02 Inventories
IAS 07 Statements of Cash flows
IAS 08 Accounting Policies, Changes in Accounting Estimates and Errors
IAS 10 Events after the Reporting Period
IAS 12 Income Taxes
IAS 16 Property, Plant and Equipment
IAS 19 Employee Benefits
IAS 21 The Effects of Changes in Foreign Exchange Rates
IAS 23 Borrowing Costs
IAS 24 Related Party Disclosures
IAS 27 Separate Financial Statements
IAS 32 Financial Instruments: Presentation
IAS 33 Earnings per Share
IAS 37 Provisions, Contingent Liabilities and Contingent Assets.
IAS 38 Intangible Assets
IFRS 3 Business Combinations
IFRS 7 Financial Instruments: Disclosures
IFRS 9 Financial Instruments: Recognition and measurement
IFRS 10 Consolidated Financial Statements
IFRS 13 Fair Value Measurement
IFRS 15 Revenue from Contracts with Customers
IFRS 16 Leases

3.02 Other regulatory compliances

The Company complies with the following major legal provisions in addition to the Companies Act 1994 and other applicable laws and regulations:
i. Bangladesh Securities and Exchange Ordinance, 1969;
ii. Bangladesh Securities and Exchange Rules, 2020;
iii. The Income Tax Act, 2023;
iv. The Value Added Tax and Supplementary Duty Act, 2012;
v. The Value Added Tax and Supplementary Duty Rules, 2016;
vi. Dhaka and Chittagong Stock Exchange (Listing) Regulation, 2015;
vii. Bangladesh Labor Act, 2006 (Amendment in 2013 & 2018);
viii. Other relevant local laws as applicable;

3.03 Basis of measurement

The consolidated financial statements comprise the financial statements of the company and its subsidiaries as of 30 June 2025. The financial statements of the subsidiaries used in the 3.04 These financial statements have been prepared on a going concern basis under the historical cost convention except (Investment in shares) in accordance with International Financial Reporting Standards (IFRSs).

Basis of Consolidation

The consolidated financial statements comprise the financial statements of the company and its subsidiaries as of 30 June 2025. The financial statements of the subsidiaries used in the preparation

of the consolidated financial statements are prepared for the same reporting date as the company. All intra-group balances, income, expenses, and unrealized gain and losses resulting from intra-group transactions and dividends have been eliminated in full.

3.05 Components of financial statements

Statement of Financial Position;
-Statement of Profit or Loss and Other Comprehensive Income;
-Statement of Changes in Equity;
-Statement of Cash Flows;
-Notes to the Financial Statements; and
-Comparative information in respect of the preceding Year

3.06 Functional and presentational currency

These financial statements are presented in Bangladeshi Taka (BDT) currency, which is the company's functional currency. The figures of financial statements have been rounded off to the nearest integer.

3.07 Use of estimates and judgment

In the preparation of the financial statements management required to make judgments, estimates, and assumptions as per IAS 8: "Accounting Policies, Changes in Accounting Estimates and Errors" that affect the application of accounting policies and the reported amounts of assets, liabilities, income, and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimate is revised and in any future periods affected.
(a) Judgments Information about judgments made in applying accounting policies that have the most significant effects on the amounts recognized in the financial statements is included in the following note:
Right-of-use (ROU) asset: Note – 9.00
Lease liability: Note – 18.00
(b) Assumptions and estimation uncertainties
Information about assumptions and estimation uncertainties that have a significant risk of resulting in a material adjustment in the year ending 30 June,2025 is included in the following notes:
Useful life and residual value of
property, plant and equipment: Note – 6.00

3.09 Going Concern

When preparing financial statements, management made an assessment of the entity's ability to continue as a going concern. The Company prepared its financial statements on a going concern basis. As per the requirement of Para 25 of IAS 1: Presentation of Financial Statements, the Management of GENEXIL assessed if there were any conditions or events existed that might cause significant doubt on GENEXIL's ability to continue as a going concern. Based on these assessments, Management concluded that there were no such significant conditions or events that Management knew existed at the time we made the assessment.

3.10 Reporting Period

The reporting year of the company covers twelve months from 01 July 2024 to 30 June 2025.

3.11 Date of Authorization

The board of directors has authorized the financial statements for issue on December 04, 2025.

3.12 Significant accounting policies

The Company has consistently (otherwise as stated) applied the following accounting policies to all periods presented in these financial statements.



a) Revenue from contracts with customers
(b) Finance income and finance costs
(c) Basis of consolidation
(d) Foreign currency transactions
(e) Income Tax
(f) Inventories
(g) Property, plant and equipment
(h) Intangibles
(i) Financial instruments
(j) Impairment
(k) Provisions
(l) Workers' profit participation fund
(m) Employee benefit
(n) Reporting period
(o) Earnings per share
(p) Statement of cash flows
(q) Leases
(r) Contingencies
(s) Events after the reporting period

4.00 Property, Plant and Equipment

Recognition and measurement

All property, plant and equipment are initially accounted for at costs and depreciated over their expected useful life in accordance with IAS 16. The cost of acquisition of asset comprises its purchase price and any directly attributable cost of bringing the asset to its working condition for its intended use inclusive of inward freight, duties and non-refundable taxes.

Subsequent cost

The subsequent cost/expenditure or any replacing part an item of property, plant and equipment is capitalized if it is probable that the future economic benefits embodied within the part will flow to the company and its cost can be measured reliably. The costs of the day-today servicing of property, plant and equipment are recognized in the Statement of Profit or loss and other Comprehensive Income as incurred.

Depreciation

All items of property, plant and equipment have been depreciated on reducing balance method. Depreciation is charged on opening balance of fixed assets for full Period. Depreciation on current Period addition begins when an asset is available for use, i.e., it is in the location and for it to be capable of operating in the manner Intended by the management. Depreciation of an assets ceases at the date that the assets is derecognised as per Para 55 of IAS 16 Property, Plant and Equipment. The cost of the day to day repairing and maintenance expenses is recognised in the profit or loss and other comprehensive income.



Category of fixed assets	Rate of depreciation
Land & Land Development	0%
Machinery and Equipment	15%
Furniture and fixtures	10%
Motor Vehicles	20%
Office Equipment	10%
Office Decoration and Renovation	10%

Impairment of assets

At the end of each reporting period, the company is required to assess whether there is any indication that an asset may be impaired. By reviewing company's assets in property, plant & equipment, it was confirmed that there are no internal indicators of impairment of such assets during the year. Hence, no provision has been made for impairment of assets.

4.01 Intangible assets

i) Recognition and measurement

Intangible asset is recognized when it is probable that the future economic benefits that are attributable to the asset will flow to the company; and the cost of the asset can be measured reliably. Intangible assets are initially measured at cost. The cost of the intangible assets comprises its purchase price, import duties and non-refundable taxes and any directly attributable cost of preparing the asset for its intended use. After initial recognition intangible assets should be carried at cost less accumulated amortization and impairment losses, if any,

(ii) Subsequent expenditure

Subsequent expenditure is capitalized only when it is probable that the future economic benefits embodied within the part will flow to the Company and its cost can be measured reliably. All other expenditures are recognized in the Statement of profit or loss and other comprehensive income when incurred.

(iii) Amortization

The depreciable amount of an intangible assets with a finite useful life shall be allocated on a systematic basis over its useful life. Amortization shall begin when assets available for use, i.e. when it is in the location & condition necessary for it to be capable of operating in the manner intended by management. Amortization shall cease at the earlier of the date that the assets is classified as held for sale. Expenditure to acquire software is capitalized. The company had charged amortization on software at 15.00% under Reducing Balance Method up to the year June 30, 2019. In the year June 30, 2020, the company has charged its Amortization on software under Straight Line Method instead of Reducing Balance Method. Under Straight line method, the amount of the effect in future periods is impracticable as future addition amount cannot be determined reliably. Amortization of Intangible Assets is charged on day basis.

(iv) Derecognition

An intangible asset is derecognized on disposal, or when no future economic benefits are expected from use or disposal. Gains or losses arising from derecognition of intangible assets, measured as the difference between the net disposal proceeds and the carrying amount of the assets are recognized in profit or loss.

(v) Impairment of assets

At the end of each reporting period, the company is required to assess whether there is any indication that an asset may be impaired. By reviewing company's intangible assets, it was confirmed that there are no internal indicators of impairment of such assets during the period. Hence, no provision has been made for impairment of assets.



4.02 Capital work in progress

Capital work in progress is reported on the basis of all the costs incurred during acquisition of an asset required to bring it to working condition. CWIP is transferred to a fixed asset when the asset is ready to use and depreciation charges commence immediately.

4.03 Inventories

The cost of inventories comprises all costs of purchases; cost of conversion and other cost incurred in bringing the inventories to their present location and condition. Inventories are measured at the lower of cost and net realizable value.

4.04 Financial Instruments

A financial instrument in any contract that gives rise to a financial asset of one entity and financial liability or Equity instrument of another entity.

Financial Assets

Financial assets of the company include cash and cash equivalents, equity instrument of equity, trade receivable and other receivables. The company initially recognizes receivable on the date they are originated. All other financial assets are recognized initially on the date which the company becomes a part to the contractual obligation of the transaction. The company derecognizes a financial asset when and only when contractual rights or probabilities of receiving the cash flows from the assets expire or it transfer the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risk and reward of ownership of the financial assets are transferred.

Initial Recognition

An entity recognizes a financial assets or liabilities in its statement of financial position when, and only when, the entity becomes a party to the contractual provision of the instrument and subsequently recognizes at their amortized cost.

Financial Liabilities

The company initially recognizes financial liabilities on the transaction date at which the company becomes a party to the contractual provisions of the liability. The company derecognizes a financial liability when it's contractual obligations are discharged or cancelled or expired. Financial liabilities are recognized initially at fair value less any

directly attributable transactions cost. Subsequently to initial recognition, these financial liabilities are measured at amortized cost using the effective interest method. Financial liabilities include loan and borrowing, trade creditors, liabilities for expenses and liabilities for other finance. Trade and other receivables (Accounts Receivable)

4.05 Trade and other receivables (Accounts Receivable)

Trade and other receivables are initially recognized at invoice value and the amount represents net realizable value. Management considered that the entire trade receivables as good and collectable.

4.06 Advances, Deposits and Prepayments

Advances are initially measured at cost. After initial recognition advances are carried at cost less deduction, adjustment or charges to other account heads such as property, plant and equipment, inventory or expenses. Deposits and prepayments are measured at payment value.

4.07 Provision

A provision is recognized in the Financial Position when the company has a legal or constructive obligation as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

5.00 Revenue recognition

i. Sales revenue

In accordance with the provisions of the IFRS 15: "Revenue from Contracts with Customers"; revenue from contracts with customers represents the amount that reflects the considerations to which the entity expects to be



entitled in exchange for goods supplied and service provided to customers during the year. Revenue from contracts with customers is recognized in the statement of profit or loss and other comprehensive income when the performance obligation (supply of promised goods and services) is satisfied. The performance obligation is satisfied at a point in time when the customer obtains the control of goods and services.

ii. Interest income

The interest income is recognized on an accrual basis as agreed terms and conditions with the banks.

iii. Dividend income on shares

Dividend income on shares is recognized when the shareholders' right to receive payment is established which is usually when the dividend is declared and ascertained.

iv. Other Comprehensive Income

Revenues, expenses, gains and losses appear in other comprehensive income when they have not yet been realized. It is particularly valuable for understanding ongoing changes in the fair value of a company's assets.

5.01Employee Benefit

5.01.1 Workers' Profit Participation Fund (WPPF)

The company has made a provision for Worker's Profit Participation Fund (WPPF) for the year ended 30 June, 2025. The company provides 5% of its net profit before tax after charging such expense as Workers' Profit Participation in accordance with Bangladesh Labor Act, 2006 (Amendment in 2013 & 2018).

5.01.2 Gratuity

As per the requirement of Labor Law 2006 section 19, 20 & 21, Gratuity Fund for employee is in acting concern of the board. It will be effective from the next year if the board decides. Hence, no financial impact occurred during the year.

5.02 Borrowing cost

Finance expenses comprise interest expense on bank loan. All borrowing costs are recognized in the statement of profit or loss and other Comprehensive Income.

5.03 Corporate tax

Income Tax provision has not been made for income from business and profession for the year from 1 July 2023 to 30 June 2025 as the company provides the ITES services which are fully exempted from Tax up to June 30, 2025 as per 6th Schedule, Part A, Para 21 of The Income Tax Act 2023. As a result of fully exemption from tax, no provision has been made for deferred tax for this Year.

5.04 Earnings Per Share (EPS)

Earnings per share (EPS) have been calculated in accordance with International Accounting Standard IAS 33 Earnings per Share.

Basic Earning

This represents earnings for the year attributable to ordinary shareholders. As there was no preference dividend, minority interest or extra ordinary items, the net profit after tax period has been considered as fully attributable to the ordinary shareholders.

Weighted Average Number of ordinary Shares outstanding during the year.

The basis of computation of number of shares is in line with the provisions of IAS 33 Earnings Per Share. This represents the number of ordinary shares outstanding at the beginning of the year plus the number of ordinary shares issued during the year multiplied by a time weighted factor. The time weighting factor is the number of days the specific shares are outstanding as a proportion of the total number of days in the year.

5.05 Comparative information

Comparative information has been disclosed in respect of the preceding year/period for all amounts reported in the current period financial statements. The company includes comparative information for narrative and descriptive information if it is relevant to understanding the current period financial statements.



5.06 Statement of Cash flows

Cash Flows statement is prepared in accordance with IAS 7 Statement of Cash Flows and cash flows from operating activities have been presented under direct method considering the provision of paragraph 19 of IAS 7, which state that "Entities are encouraged to report cash flow from operating activities using direct method.

5.07 Events after the Reporting Period

In accordance with IAS 10 Events after the Reporting Period are those events, favorable and unfavorable, that occur between the end of the reporting period and the date when the financial statements are authorized for issue. Two types of events can be identified: Adjusting events: - those that provide evidence of conditions that existed at the end of the reporting period. Non-adjusting events: - those that are indicative of conditions that arose after the reporting period. Amounts recognized in the financial statements are adjusted for events after the reporting period that provide evidence of conditions that existed at the end of the reporting period. No adjustment is given in the financial statements for events after the reporting period that are indicative of conditions that arose after the reporting period. Material non-adjusting events are disclosed in the financial statements, if applicable. There is no significant event other than regular business activities that qualify for reporting between the date of closing of the financial reporting period and the date when the financial statements are authorized for issue.

5.08 Related Party Disclosures

The company carried out a number of transactions with related parties. The information as required by IAS 24 Related Party Disclosures has been disclosed in a separate note to the accounts.

5.09 Re-arrangement

Previous period figures have been re-arranged whenever considered necessary to ensure comparability with the current presentation as per IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors.

5.10 Changes in significant accounting policies

The Company has applied IFRS 16 Leases from 1 July 2019.
IFRS 16 Leases
Nature and effect of changes
The Company applied IFRS 16 using the modified retrospective approach. Accordingly, the comparative information presented for 2020 is not restated - i.e. it is presented, as previously reported, under IAS 17 and related Interpretations. The details of the changes in accounting policies are disclosed below. Additionally, the disclosure requirements in IFRS 16 have not generally been applied to comparative information.

A. Definition of a lease

Previously the Company determined at contract inception whether an arrangement was or contained a lease under IFRIC 4 Determining whether an arrangement contains a lease. The Company now assesses whether a contract is or contains a lease based on the definition of a lease, as explained in have to change as per accounts. On transitionto IFRS 16, the Company applied IFRS 16 to contracts that were previously identified as leases following the practical expedient approach for existing contracts. Contracts that were not identified as leases under IAS 17 and IFRIC 4 were not reassessed for whether there is a lease under IFRS 16. Therefore, the definition of a lease under IFRS 16 was applied only to contracts entered into or changed on or after 1 July 2019.

B. As a lessee

As a lessee, the Company leases office. The Company previously classified rental of office as operating leases based on its assessment of whether the lease transferred significantly all of the risks and rewards incidental to ownershipof the underlying asset to the Company Under IFRS 16, the Company recognizes right-of-use assets (presented as part of property, plant and equipment) and lease liabilities for these leases - i.e. these leases are on-balance sheet where lease liabilities were measured at the present value of the remaining lease payments, discounted at the Company's Incremental borrowing rate as at 1 July 2019. Right-of-use assets are measured at an amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments. This standard introduces a single, on-balance sheet lease accounting model for leases where a lessee recognizes a right-of-use asset representing its tight to use the underlying asset and a lease liability representing its obligation to make lease payments. There are optional exemptions for short-term leases and leases of low value items.

1.00 Corporate History of the Reporting Entity

GENEX INFOSYS PLC was incorporated in Bangladesh on 22 May 2012 under the Companies Act, 1994 vide registration no. C – 101900/12 as a private Company limited by shares. Subsequently the company has converted into a public company limited by shares on 15th September 2016. The Company commenced its commercial operation on 01 July 2012.

In the year 2018, the company achieved a major milestone of public offering of 20,000,000 (two core) Ordinary Shares of Tk. 10 each which are listed at Dhaka Stock Exchange Limited and Chittagong Stock Exchange Limited with effective from 7th January 2019 and traded with from 6th February 2019 at both the stock exchanges under the trade name GENEXIL and trading code-22650.

Registered office

The registered office is located at Plot # 42 & 69, Nitol Niloy Tower (Level-8), Nikunja- 02, Khilkhet, Dhaka-1229, Bangladesh.

Nature of Business

The principal activities of the Company are ITES services, such as to carry on activities relating to Data Entry, Data Processing, Business Process Outsourcing, IT Support and Software Maintenance, Digital Content Development and Management, Call Centre Service, Website Development, Marketing of software products and providing maintenance and support services both to domestic and international clients.

Description of subsidiaries

GENEX INFOSYS PLC. has one subsidiary company named Loginex Limited. The financial statements of the subsidiary company has been included in the consolidated financial statements of the company in accordance with IFRS 10 consolidated financial statements.

Subsidiary Company

1) Loginex Limited

Loginex Limited was incorporated on 30 June 2021 under the companies Act-1994 Vide Registration no. C-172167/2021 as a private company limited by shares. The paid-up capital of Loginex Limited is Tk. 1,301,790 divided into 130,179 ordinary shares of Tk.10 each. Genex Infosys PLC. Owned 57.61% shares.

2.00 Corporate Financial Statements and Reporting

This comprises Statement of Financial Position, Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows, Notes, comprising significant accounting policies and other explanatory information and comparative information in respect of the preceding year/period.

This is prepared under the historical cost convention and in accordance with the requirements of the Companies Act 1994 and International Financial Reporting Standards (IFRSs) adopted by the Financial Reporting Council, Bangladesh (FRC), the Securities and Exchange Rule, 1987 and other regulatory compliances.

The Board of Directors is responsible for preparing and presenting the financial statements including adequate disclosures, which approved and authorized for issue of the financial statements.

3.00 Basis of preparation of Financial Statement

3.01 Statement of Compliance

The consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs), The Companies Act, 1994, Securities & Exchange Rules 2020 and other applicable laws and regulations as required. The title and format of these financial statements follow the requirements of IFRS which are to some extent different from those prescribed by the Companies Act, 1994. However, such differences are not material and management views IFRS titles and format give a better presentation to the shareholders. The following International Accounting Standards (IASs) and International Financial Reporting Standards (IFRSs) were applied for the preparation of Financial Statements for the year.

IAS 01 Presentation of Financial Statements
IAS 02 Inventories
IAS 07 Statements of Cash flows
IAS 08 Accounting Policies, Changes in Accounting Estimates and Errors
IAS 10 Events after the Reporting Period
IAS 12 Income Taxes
IAS 16 Property, Plant and Equipment
IAS 19 Employee Benefits
IAS 21 The Effects of Changes in Foreign Exchange Rates
IAS 23 Borrowing Costs
IAS 24 Related Party Disclosures
IAS 27 Separate Financial Statements
IAS 32 Financial Instruments: Presentation
IAS 33 Earnings per Share
IAS 37 Provisions, Contingent Liabilities and Contingent Assets.
IAS 38 Intangible Assets
IFRS 3 Business Combinations
IFRS 7 Financial Instruments: Disclosures
IFRS 9 Financial Instruments: Recognition and measurement
IFRS 10 Consolidated Financial Statements
IFRS 13 Fair Value Measurement
IFRS 15 Revenue from Contracts with Customers
IFRS 16 Leases



3.02 Other regulatory compliances

The Company complies with the following major legal provisions in addition to the Companies Act 1994 and other applicable laws and regulations:

i. Bangladesh Securities and Exchange Ordinance, 1969;

ii. Bangladesh Securities and Exchange Rules, 2020;

iii. The Income Tax Act, 2023;

iv. The Value Added Tax and Supplementary Duty Act, 2012;

v. The Value Added Tax and Supplementary Duty Rules, 2016;

vi. Dhaka and Chittagong Stock Exchange (Listing) Regulation, 2015;

vii. Bangladesh Labor Act, 2006 (Amendment in 2013 & 2018);

viii. Other relevant local laws as applicable;

3.03 Basis of measurement

These financial statements have been prepared on a going concern basis under the historical cost convention except (Investment in shares) in accordance with International Financial Reporting Standards (IFRSs).

3.04 Basis of Consolidation

The consolidated financial statements comprise the financial statements of the company and its subsidiaries as of 30 June 2025. The financial statements of the subsidiaries used in the preparation of the consolidated financial statements are prepared for the same reporting date as the company.

All intra-group balances, income, expenses, and unrealized gain and losses resulting from intra-group transactions and dividends have been eliminated in full.

3.05 Components of financial statements

-Statement of Financial Position;

-Statement of Profit or Loss and Other Comprehensive Income;

-Statement of Changes in Equity;

-Statement of Cash Flows;

-Notes to the Financial Statements; and

-Comparative information in respect of the preceding Year.

3.06 Functional and presentational currency

These financial statements are presented in Bangladeshi Taka (BDT) currency, which is the company's functional currency. The figures of financial statements have been rounded off to the nearest integer.

3.07 Use of estimates and judgment

In the preparation of the financial statements management required to make judgments, estimates, and assumptions as per IAS 8: "Accounting Policies, Changes in Accounting Estimates and Errors" that affect the application of accounting policies and the reported amounts of assets, liabilities, income, and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis.

Revisions to accounting estimates are recognized in the period in which the estimate is revised and in any future periods affected.

(a) Judgments

Information about judgments made in applying accounting policies that have the most significant effects on the amounts recognized in the financial statements is included in the following note:

Right-of-use (ROU) asset: Note – 9.00

Lease liability: Note – 18.00

(b) Assumptions and estimation uncertainties

Information about assumptions and estimation uncertainties that have a significant risk of resulting in a material adjustment in the year ending 30 June,2024 is included in the following notes:

Useful life and residual value of

property, plant and equipment: Note – 6.00

3.08 Going Concern

When preparing financial statements, management made an assessment of the entity's ability to continue as a going concern. The Company prepared its financial statements on a going concern basis. As per the requirement of Para 25 of IAS 1: Presentation of Financial Statements, the Management of GENEXIL assessed if there were any conditions or events existed that might cause significant doubt on GENEXIL's ability to continue as a going concern. Based on these assessments, Management concluded that there were no such significant conditions or events that Management knew existed at the time we made the assessment.

3.09 Accrual Basis of Accounting

These financial statements have been prepared under the accrual basis of accounting except for cash flow information as per IAS 1 Presentation of Financial Statements.



3.10 Reporting Period

The reporting year of the company covers twelve months from 01 July 2024 to 30 June 2025.

3.11 Date of Authorization

The board of directors has authorized the financial statements for issue on December 04, 2025.

3.12 Significant accounting policies

The Company has consistently (otherwise as stated) applied the following accounting policies to all periods presented in these financial statements.

(a) Revenue from contracts with customers

(b) Finance income and finance costs

(c) Basis of consolidation

(d) Foreign currency transactions

(e) Income Tax

(f) Inventories

(g) Property, plant and equipment

(h) Intangibles

(i) Financial instruments

(j) Impairment

(k) Provisions

(l) Workers' profit participation fund

(m) Employee benefit

(n) Reporting period

(o) Earnings per share

(p) Statement of cash flows

(q) Leases

(r) Contingencies

(s) Events after the reporting period



4.00 Property, Plant and Equipment

Recognition and measurement

All property, plant and equipment are initially accounted for at costs and depreciated over their expected useful life in accordance with IAS 16. The cost of acquisition of asset comprises its purchase price and any directly attributable cost of bringing the asset to its working condition for its intended use inclusive of inward freight, duties and non-refundable taxes.

Subsequent cost

The subsequent cost/expenditure or any replacing part an item of property, plant and equipment is capitalized if it is probable that the future economic benefits embodied within the part will flow to the company and its cost can be measured reliably. The costs of the day-to-day servicing of property, plant and equipment are recognized in the Statement of Profit or loss and other Comprehensive Income as incurred.

Depreciation

All items of property, plant and equipment have been depreciated on reducing balance method. Depreciation is charged on opening balance of fixed assets for full Period. Depreciation on current Period addition begins when an asset is available for use, i.e., it is in the location and for it to be capable of operating in the manner Intended by the management. Depreciation of an assets ceases at the date that the assets is derecognised as per Para 55 of IAS 16 Property, Plant and Equipment. The cost of the day to day repairing and maintenance expenses is recognised in the profit or loss and other comprehensive income.

Category of fixed assets	**Rate of depreciation**
Land & Land Development	0%
Machinery and Equipment	15%
Furniture and fixtures	10%
Motor Vehicles	20%
Office Equipment	10%
Office Decoration and Renovation	10%

Impairment of assets

At the end of each reporting period, the company is required to assess whether there is any indication that an asset may be impaired. By reviewing company's assets in property, plant & equipment, it was confirmed that there are no internal indicators of impairment of such assets during the year. Hence, no provision has been made for impairment of assets.

4.01 Intangible assets

i) Recognition and measurement

Intangible asset is recognized when it is probable that the future economic benefits that are attributable to the asset will flow to the company; and the cost of the asset can be measured reliably.



Intangible assets are initially measured at cost. The cost of the intangible assets comprises its purchase price, import duties and non-refundable taxes and any directly attributable cost of preparing the asset for its intended use. After initial recognition intangible assets should be carried at cost less accumulated amortization and impairment losses, if any,

(ii) Subsequent expenditure

Subsequent expenditure is capitalized only when it is probable that the future economic benefits embodied within the part will flow to the Company and its cost can be measured reliably. All other expenditures are recognized in the Statement of profit or loss and other comprehensive income when incurred.

(iii) Amortization

The depreciable amount of an intangible assets with a finite useful life shall be allocated on a systematic basis over its useful life. Amortization shall begin when assets available for use, i.e. when it is in the location & condition necessary for it to be capable of operating in the manner intended by management. Amortization shall cease at the earlier of the date that the assets is classified as held for sale.

Expenditure to acquire software is capitalized. The company had charged amortization on software at 15.00% under Reducing Balance Method up to the year June 30, 2019. In the year June 30, 2020, the company has charged its Amortization on software under Straight Line Method instead of Reducing Balance Method.

Under Straight line method, the amount of the effect in future periods is impracticable as future addition amount cannot be determined reliably.

Amortization of Intangible Assets is charged on day basis.

(iv) Derecognition

An intangible asset is derecognized on disposal, or when no future economic benefits are expected from use or disposal. Gains or losses arising from derecognition of intangible assets, measured as the difference between the net disposal proceeds and the carrying amount of the assets are recognized in profit or loss.

(v) Impairment of assets

At the end of each reporting period, the company is required to assess whether there is any indication that an asset may be impaired. By reviewing company's intangible assets, it was confirmed that there are no internal indicators of impairment of such assets during the period. Hence, no provision has been made for impairment of assets.

4.02 Capital work in progress

Capital work in progress is reported on the basis of all the costs incurred during acquisition of an asset required to bring it to working condition. CWIP is transferred to a fixed asset when the asset is ready to use and depreciation charges commence immediately.

4.03 Inventories

The cost of inventories comprises all costs of purchases; cost of conversion and other cost incurred in bringing the inventories to their present location and condition. Inventories are measured at the lower of cost and net realizable value.

4.04 Financial Instruments

A financial instrument in any contract that gives rise to a financial asset of one entity and financial liability or Equity instrument of another entity.

Financial Assets

Financial assets of the company include cash and cash equivalents, equity instrument of equity, trade receivable and other receivables. The company initially recognizes receivable on the date they are originated. All other financial assets are recognized initially on the date which the company becomes a part to the contractual obligation of the transaction. The company derecognizes a financial asset when and only when contractual rights or probabilities of receiving the cash flows from the assets expire or it transfer the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risk and reward of ownership of the financial assets are transferred.

Initial Recognition

An entity recognizes a financial assets or liabilities in its statement of financial position when, and only when, the entity becomes a party to the contractual provision of the instrument and subsequently recognizes at their amortized cost.

Financial Liabilities

The company initially recognizes financial liabilities on the transaction date at which the company becomes a party to the contractual provisions of the liability. The company derecognizes a financial liability when it's contractual obligations are discharged or cancelled or expired. Financial liabilities are recognized initially at fair value less any directly attributable transactions cost. Subsequently to initial recognition, these financial liabilities are measured at amortized cost using the effective interest method. Financial liabilities include loan and borrowing, trade creditors, liabilities for expenses and liabilities for other finance.

4.05 Trade and other receivables (Accounts Receivable)

Trade and other receivables are initially recognized at invoice value and the amount represents net realizable value. Management considered that the entire trade receivables as good and collectable.

4.06 Advances, Deposits and Prepayments

Advances are initially measured at cost. After initial recognition advances are carried at cost less deduction, adjustment or charges to other account heads such as property, plant and equipment, inventory or expenses.

Deposits and prepayments are measured at payment value.

4.07 Provision

A provision is recognized in the Financial Position when the company has a legal or constructive obligation as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

5.00 Revenue recognition

i. Sales revenue

In accordance with the provisions of the IFRS 15: "Revenue from Contracts with Customers"; revenue from contracts with customers represents the amount that reflects the considerations to which the entity expects to be entitled in exchange for goods supplied and service provided to customers during the year. Revenue from contracts with customers is recognized in the statement of profit or loss and other comprehensive income when the performance obligation (supply of promised goods and services) is satisfied. The performance obligation is satisfied at a point in time when the customer obtains the control of goods and services.

ii. Interest income

The interest income is recognized on an accrual basis as agreed terms and conditions with the banks.

iii. Dividend income on shares

Dividend income on shares is recognized when the shareholders' right to receive payment is established which is usually when the dividend is declared and ascertained.

iv. Other Comprehensive Income

Revenues, expenses, gains and losses appear in other comprehensive income when they have not yet been realized. It is particularly valuable for understanding ongoing changes in the fair value of a company's assets.

5.01 Employee Benefit

5.01.1 Workers' Profit Participation Fund (WPPF)

The company has made a provision for Worker's Profit Participation Fund (WPPF) for the year ended 30 June, 2025. The company provides 5% of its net profit before tax after charging such expense as Workers' Profit Participation in accordance with Bangladesh Labor Act, 2006 (Amendment in 2013 & 2018).

5.01.2 Gratuity

As per the requirement of Labour Law 2006 section 19, 20 & 21, Gratuity Fund for employee is in acting concern of the board. It will be effective from the next year if the board decides. Hence, no financial impact occurred during the year.

5.02 Borrowing cost

Finance expenses comprise interest expense on bank loan. All borrowing costs are recognized in the statement of profit or loss and other Comprehensive Income.

5.03 Corporate tax

Income Tax provision has not been made for income from business and profession for the year from 1 July 2024 to 30 June 2025 as the company provides the ITES services which are fully exempted from Tax up to June 30, 2025 as per 6th Schedule, Part A, Para 21 of The Income Tax Act 2023.

As a result of fully exemption from tax, no provision has been made for deferred tax for this Year.

5.04 Earnings Per Share (EPS)

Earnings per share (EPS) have been calculated in accordance with International Accounting Standard IAS 33 Earnings per Share.

Basic Earning

This represents earnings for the year attributable to ordinary shareholders. As there was no preference dividend, minority interest or extra ordinary items, the net profit after tax period has been considered as fully attributable to the ordinary shareholders.

Weighted Average Number of ordinary Shares outstanding during the year.

The basis of computation of number of shares is in line with the provisions of IAS 33 Earnings Per Share. This represents the number of ordinary shares outstanding at the beginning of the year plus the number of ordinary shares issued during the year multiplied by a time weighted factor. The time weighting factor is the number of days the specific shares are outstanding as a proportion of the total number of days in the year.

5.05 Comparative information

Comparative information has been disclosed in respect of the preceding year/period for all amounts reported in the current period financial statements. The company includes comparative information for narrative and descriptive information if it is relevant to understanding the current period financial statements.

5.06 Statement of Cash flows

Cash Flows statement is prepared in accordance with IAS 7 Statement of Cash Flows and cash flows from operating activities have been presented under direct method considering the provision of paragraph 19 of IAS 7, which state that "Entities are encouraged to report cash flow from operating activities using direct method.

5.07 Events after the Reporting Period

In accordance with IAS 10 Events after the Reporting Period are those events, favorable and unfavorable, that occur between the end of the reporting period and the date when the financial statements are authorized for issue. Two types of events can be identified:

Adjusting events: - those that provide evidence of conditions that existed at the end of the reporting period.

Non-adjusting events: - those that are indicative of conditions that arose after the reporting period.



Amounts recognized in the financial statements are adjusted for events after the reporting period that provide evidence of conditions that existed at the end of the reporting period. No adjustment is given in the financial statements for events after the reporting period that are indicative of conditions that arose after the reporting period. Material non-adjusting events are disclosed in the financial statements, if applicable.

There is no significant event other than regular business activities that qualify for reporting between the date of closing of the financial reporting period and the date when the financial statements are authorized for issue.

5.08 Related Party Disclosures

The company carried out a number of transactions with related parties. The information as required by IAS 24

Related Party Disclosures has been disclosed in a separate note to the accounts.

5.09 Re-arrangement

Previous period figures have been re-arranged whenever considered necessary to ensure comparability with the current presentation as per IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors.

5.10 Changes in significant accounting policies

The Company has applied IFRS 16 Leases from 1 July 2019.

IFRS 16 Leases

Nature and effect of changes

The Company applied IFRS 16 using the modified retrospective approach. Accordingly, the comparative information presented for 2020 is not restated - i.e. it is presented, as previously reported, under IAS 17 and related Interpretations. The details of the changes in accounting policies are disclosed below. Additionally, the disclosure requirements in IFRS 16 have not generally been applied to comparative information.

A. Definition of a lease

Previously the Company determined at contract inception whether an arrangement was or contained a lease under IFRIC 4 Determining whether an arrangement contains a lease. The Company now assesses whether a contract is or contains a lease based on the definition of a lease, as explained in have to change as per accounts.

On transition to IFRS 16, the Company applied IFRS 16 to contracts that were previously identified as leases following the practical expedient approach for existing contracts. Contracts that were not identified as leases under IAS 17 and IFRIC 4 were not reassessed for whether there is a lease under IFRS 16. Therefore, the definition of a lease under IFRS 16 was applied only to contracts entered into or changed on or after 1 July 2019.

B. As a lessee

As a lessee, the Company leases office. The Company previously classified rental of office as operating leases based on its assessment of whether the lease transferred significantly all of the risks and rewards incidental to ownership of the underlying asset to the Company Under IFRS 16, the Company recognizes right-of-use assets (presented as part of property, plant and equipment) and lease liabilities for these leases - i.e. these leases are on-balance sheet where lease

liabilities were measured at the present value of the remaining lease payments, discounted at the Company's Incremental borrowing rate as at 1 July 2019. Right-of-use assets are measured at an amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments.

This standard introduces a single, on-balance sheet lease accounting model for leases where a lessee recognizes a right-of-use asset representing its tight to use the underlying asset and a lease liability representing its obligation to make lease payments. There are optional exemptions for short-term leases and leases of low value items.

5.11 General

i) Previous year/period figures have been rearranged whether consider necessary for the purpose of current year/period presentation.

ii) Figures in these Notes and annual financial statement have been rounded off to the nearest Taka.

Notes	Purticulars		Amount in Taka	
			30-Jun-25	30-Jun-24
6.00	**Property Plant and Equipment net**			
	At Cost			
	Opening balance		3,390,383,338	2,502,881,257
	Addition during the year		338,458,446	887,502,081
	Closing balance		**3,728,841,784**	**3,390,383,338**
	Accumulated depreciation			
	Opening balance		1,299,477,761	1,075,810,417
	Charged during the year		290,883,793	223,667,344
	Closing balance		**1,590,361,554**	**1,299,477,761**
	Written down value		**2,138,480,230**	**2,090,905,578**
	Detailed schedule of Property Plant and Equipment is in Annexure - A			
6.A	**Consolidated property plant and equipment net**			
	Genex Infosys PLC		2,138,480,230	2,090,905,578
	Loginex Ltd.		28,175,689	25,698,805
	Total		**2,166,655,919**	**2,116,604,383**
	Detailed schedule of Property Plant and Equipment is in Annexure - A.1			
7.00	**Intangible assets net**			
	At cost			
	Opening balance		892,448,050	805,231,636
	Addition during the year		56,877,592	87,216,414
	Closing balance		**949,325,642**	**892,448,050**
	Amortization			
	Opening balance		472,813,148	383,415,668
	Charged during the year		102,365,479	89,397,480
	Closing balance		**575,178,626**	**472,813,148**
	Written down value:		**374,147,015**	**419,634,902**

The intangible assets include software acquired for the purpose of business operations. Detailed of intangible assets is in **Annexure - B**

7.A	**Consolidated intangible assets net**			
	Genex Infosys PLC		374,147,015	419,634,902
	Loginex Ltd.		2,952,673	3,789,252
	Total		**377,099,689**	**423,424,154**
	The intangible assets include software acquired for the purpose of business operations. Detailed of intangible assets is in **Annexure - B.1**			
8.00	**Capital work in progress**			
	Opening balance		1,081,733,942	120,528,440
	Addition during the year	8.01	793,311,467	1,834,132,766
			1,875,045,409	**1,954,661,206**
	Transferred to property, plant and equipment		331,984,781	872,927,264
	Closing balance		**1,543,060,628**	**1,081,733,942**
8.01	**Capital work in progress addition during the year**			
	Addition during the year		793,311,467	1,834,132,766
			793,311,467	**1,834,132,766**

The above represents the amount paid against purchase of machineries and equipment which were not installed as on reporting date. This amount shall be transferred to property, plant and equipment when available for use as per management's intention.

Notes	Particulars		Amount in Taka	
			30-Jun-25	30-Jun-24
8.A	**Consolidated capital work in progress**			
	Genex Infosys PLC		1,543,060,628	1,081,733,942
	Loginex Ltd.		-	-
	Total		**1,543,060,628**	**1,081,733,942**
9.00	**Right of Use Asset net**			
	At cost			
	Opening balance		329,619,118	278,170,544
	Recognition of right-of-use asset on initial application of IFRS 16 :			
	Add: addition during the year		205,879,599	51,448,574
	Les: disposal during the year		-	-
	Closing balance		**535,498,717**	**329,619,118**
	Accumulated depreciation			
	Opening balance		248,000,606	188,822,563
	Recognition of right-of-use asset on initial application of IFRS 16 :			
	Add: charged during the year		60,564,806	59,178,043
	Less: adjustment for disposal		-	-
	Closing balance		**308,565,413**	**248,000,606**
	Written down value		**226,933,304**	**81,618,511**
	* See accounting policy in notes no. 5.10			
	A schedule of Right of Use Assets (RoUA)-Lease is given in **Annexure - C**.			
9.A	**Consolidated right of use asset net**			
	Genex Infosys PLC		226,933,304	81,618,511
	Loginex Ltd.		3,032,022	1,155,329
	Total		**229,965,326**	**82,773,840**
	A schedule of Right of Use Assets (RoUA)-Lease is given in **Annexure - C.1**			
10.00	**Investment**			
	Investment in Subsidiary	**10.01**	750,000	750,000
	Investment in Shares	**10.02**	332,812,049	274,153,754
	Investment in Associate	**10.03**	38,075,900	38,075,900
	Total		**371,637,949**	**312,979,654**

10.01 Investment in subsidiary

Date	Particular	No. of Share	% of Share	Face Value Per Share	Total Amount	Total Amount
30.06.2025	Loginex Limited	75,000	57.61%	10.00	750,000	750,000
Total Investment in subsidiary					**750,000**	**750,000**

Loginex Limited

1) Loginex Limited is the Logistic IT and Communication, Computer Software supplier. The Company is to carry on business of Express and courier service, Import, Export, Freight Forwarding, representative, cargo, Brokerage, Clearing & Forwarding agents, Courier Tracking Services, Pick & Drop/Pick and pack Assembling Services, Logistics Support Service.

2) Loginex Limited is a subsidiary company of Genex Infosys PLC.

3) Paid up capital of Loginex Limited is Tk. 13,01,790 Divided into 1,30,179 shares @ Tk. 10 each.

4) Genex Infosys PLC holds 75,000 Shares @ Tk. 10 each of Loginex Limited.

10.02	**Investment in shares**		
	Investment in Share	628,694,711	534,699,308
	Add: unrealized Gain/ (Loss)	(295,882,662)	(260,545,554)
	Closing balance	**332,812,049**	**274,153,754**



Notes	Purticulars	Amount in Taka	
		30-Jun-25	30-Jun-24

10.03 Investment in associate

Date	Particular	No. of Share	% of Share	Face Value Per Share	Total Amount	Total Amount
30.06.2025	Green & Red Technologies Ltd.	373,259	5.36%	100.00	37,325,900	37,325,900
30.06.2025	Genex Infrastructure Limited	75,000	25.00%	10.00	750,000	750,000
Total investment in associates					**38,075,900**	**38,075,900**

Green & red technologies Ltd.

1) Genex Infosys PLC holds 3,73,259 Shares @ Tk. 100 each of Green & Red Technologies Ltd. which is 5.36% of the total paid-up capital of the said company.

Genex infrastructure limited

2) Genex Infosys PLC holds 75,000 Shares @ Tk. 10 each of Genex Infrastructure Limited which is 25.00% of the total paid-up capital of the said company.

10.A	**Consolidated investment**		
	Genex Infosys PLC	371,637,949	312,979,654
		371,637,949	**312,979,654**
	Less: inter company adjustment (Share)- Loginex Limited	750,000	750,000
	Total	**370,887,949**	**312,229,654**
11.00	**Inventories**		
	Inventories	95,024,968	98,628,164
		95,024,968	**98,628,164**
	Computer & accessories	12,484,040	14,739,298
	Antivirus CD	15,787,450	17,016,634
	Software for customer service	36,723,600	28,494,165
	IT materials	11,063,194	14,341,836
	Website develop work in progress	10,373,540	15,753,279
	Contact service accessories	8,593,144	8,282,951
	Total	**95,024,968**	**98,628,164**
11.A	**Consolidated Inventories**		
	Genex Infosys PLC	95,024,968	98,628,164
	Loginex Ltd.	-	-
	Total	**95,024,968**	**98,628,164**
12.00	**Trade and other receivables**		
	Opening balance	685,203,762	447,234,658
	Add: addition during the year	1,895,016,102	1,783,061,966
		2,580,219,864	**2,230,296,624**
	Less: collection during the year	1,784,051,754	1,545,092,861
	Closing balance	**796,168,110**	**685,203,762**

Aging schedule of accounts receivable :

Accounts receivable	Less Than 6 Months	Above 6 Months	30.06.2025	30.06.2024
	796,168,110	-	796,168,110	685,203,762

Information about Accounts receivable as per requirement under Schedule XI, Part I, Para 4 of the Companies Act, 1994.

Notes	Purticulars		Amount in Taka	
			30-Jun-25	30-Jun-24
	Particular		Amount in Taka	Amount in Taka
			30.06.2025	30.06.2024
	Receivables considered good and in respect of which the company is fully secured:		-	-
	Receivables considered good for which the company holds no security other than the debtor's personal security;		796,168,110	685,203,762
	Receivables considered doubtful or bad;		-	-
	Receivables due by directors or other officers of the company or any of them either severally or jointly with any other person or receivables due by firms or private companies respectively in which any director is a partner or a director or a member;		-	-
	Receivables due by companies under the same management.		-	-
	The maximum amount due by directors or other officers of the Company.		-	-
	Total		**796,168,110**	**685,203,762**
12.A	**Consolidated trade & other receivables**			
	Genex Infosys PLC		796,168,110	685,203,762
	Loginex Ltd.		85,934,543	45,936,078
	Total		**882,102,653**	**731,139,840**
13.00	**Advances, deposits and prepayments**			
	Opening balance		1,052,900,204	937,102,922
	Add: addition during the year		126,952,476	285,080,634
			1,179,852,680	**1,222,183,556**
	Less: adjustment during the year		349,002,860	169,283,352
	Closing balance		**830,849,820**	**1,052,900,204**
	Advances, Deposits and Prepayments			
	Advances	**13.01**	120,229,773	112,150,208
	Pre-paid Insurance		158,533	158,533
	Security Deposits		35,307,238	36,775,007
	Bank Guarantee		19,139,297	21,832,634
	LC Margin		-	110,534,843
	Advance for Capital Machineries		656,014,980	771,448,980
	Closing balance		**830,849,820**	**1,052,900,204**
13.01	**Advances**			
	Office employee		23,306,779	20,736,471
	Advances to supplier		11,353,915	17,577,189
	Advance Income Tax		22,294,858	20,874,669
	Advance Trade VAT		63,274,221	52,961,879
	Closing balance		**120,229,773**	**112,150,208**

Information about Loan and advances as per requirement under Schedule XI, Part I, Para 6 of the Companies Act, 1994.

Particular	Amount in Taka	Amount in Taka
	30.06.2025	30.06.2024
Advances,deposits and prepayments considered good and in respect of which the company is fully secured;	807,543,041	1,032,163,733
The maximum amount due by directors or other officers of the Company.	23,306,779	20,736,471
Total	**830,849,820**	**1,052,900,204**

13.A	**Consolidated advances, deposits and prepayments**		
	Genex Infosys PLC	830,849,820	1,052,900,204
	Loginex Ltd.	32,808,978	36,367,657
	Total	**863,658,798**	**1,089,267,861**



Notes	Purticulars			Amount in Taka	
				30-Jun-25	30-Jun-24
14.00	**Cash and cash equivalents**				
	Cash in hand			565,000	535,000
	Cash at bank		14.01	78,334,704	12,335,398
	Total			**78,899,704**	**12,870,398**
14.01	**Cash at bank**				
		Account No.	**Branch Name**	**30.06.2025**	**30.06.2024**
	AB Bank PLC	4005-794911-430	Principal	16,325	25,431
	AB Bank PLC	4005-794911-040	Principal	88,667	84,840
	Bengal Commercial Bank PLC	1001141006601	Gulshan	4,580	5,865
	City Bank PLC	1252686621001	Nikunja	6,656,354	63,806
	Community Bank PLC	0010303818101	Corporate	3,166	384,202
	Dutch Bangla Bank PLC	1031100037185	Banani	127,221	128,751
	Dutch Bangla Bank PLC	1031100035432	Banani	170,613	172,143
	Eastern Bank PLC	1041060198037	Gulshan	344,041	124,754
	Eastern Bank PLC	1041070415157	Gulshan	455,001	273,550
	Eastern Bank PLC	1041060424169	Banani	128,515	181,690
	Eastern Bank PLC	1161060194809	Banani	83,732	269,017
	Eastern Bank PLC	1041060495382	Gulshan	4,368	153,996
	Eastern Bank PLC	1241220000017	Nikunja	36,455	-
	Islami Bank Bangladesh PLC	20504100100128912	Nikunja	1,092,724	90,710
	Meghna Bank Limited	110111100000193	Principal	19,012	257,679
	Meghna Bank Limited	110113500000098	Principal	452,553	438,503
	Mercantile Bank PLC	118611100880621	IARB	187,184	194,844
	Mercantile Bank PLC	110613117820391	Banani	1	1
	Modhumoti Bank PLC	112711100000123	Mirpur	112,913	116,833
	NRB Commercial Bank PLC	012133300000020	Banani	2,484	15,409
	NRB Commercial Bank PLC	010233300000870	Gulshan	688	1,493
	NRB Commercial Bank PLC	012126100000001	Banani	12,484	11,945
	NRB Commercial Bank PLC	33300001549	Bashundhara	31,519	32,324
	National Credit & Commerce Bank PLC	005-0210005180	Banani	15,934	16,566
	Union Bank PLC	0291010000914	Banani	132,658	134,303
	United Commercial Bank PLC	0951101000012104	Nikunja	50,142	50,142
	United Commercial Bank PLC	1511301000000234	Nikunja	918,502	908,990
	United Commercial Bank PLC	1511301000000278	Nikunja	517,685	532,421
	United Commercial Bank PLC	1511101000000413	Nikunja	3,242	3,735
	United Commercial Bank PLC	1511301000000187	Nikunja	2,521,364	310,011
	United Commercial Bank PLC	0831181000000294	Nikunja	44,700	2,019,981
	Trust Bank Limited	0056-0210003560	Banani	33,288	33,978
	Sonali Bank PLC	0102402002538	BB Avenue	5,874	6,679
	Standard Chartered Bank Limited	01408947801	Gulshan	2,589,619	257,480
	Standard Chartered Bank Limited	01408947802	Gulshan	53,037,741	1,150,000
	Southeast Bank Capital Services Ltd.	1605530074472175	Head Office	3,657,196	2,428,998
	Trust Bank Investment Ltd.	T8505	Head office	4,776,159	1,454,331
	Total			**78,334,704**	**12,335,398**
14.A	**Consolidated cash and cash equivalents**				
	Genex Infosys PLC			78,899,704	12,870,398
	Loginex Ltd.			86,004	12,128,682
	Total			**78,985,708**	**24,999,080**

Notes	Purticulars	Amount in Taka	
		30-Jun-25	30-Jun-24
15.00	**Share Capital**		
	Authorized Capital		
	200,000,000 Ordinary Shares of Tk 10 each	**2,000,000,000**	**2,000,000,000**
	Issued, subscribed, Called-up and paid-up Capital		
	Opening Balance	1,204,500,211	1,158,173,280
	Stock Dividend for the year 2022-23 @ 4%	-	46,326,931
	Closing balance	**1,204,500,211**	**1,204,500,211**

The position of Shareholders as on 30 June 2025 is as follows:

Particulars	No. of Shareholders	No. of Shares	30-Jun-25 Ownership (%)	30-Jun-24 Ownership (%)
Directors/Promoters/Sponsors	16	36,195,732	30.05%	30.05%
Institutions	424	22,165,949	18.40%	24.98%
Foreigners	3	51,021	0.04%	0.04%
General/Public Shareholder	18,723	62,037,319	51.50%	44.94%
Total	**19,166**	**120,450,021**	**100.00%**	**100.00%**

Distribution schedule of each class of equity security setting out the number of holders and percentage as on 30 June 2025.

Holding Range	Number of Shareholders	No. of Shares	30-Jun-25 Ownership (%)	30-Jun-24 Ownership (%)
1-100 Shares	3,551	131,431	0.11%	0.14%
101-500 Shares	5,016	1,316,982	1.09%	1.25%
501-1000 Shares	2,613	1,959,710	1.63%	1.69%
1001-10000 Shares	6,510	21,661,417	17.98%	15.30%
10001-20000 Shares	747	10,477,796	8.70%	7.21%
20001-50000 Shares	480	14,853,499	12.33%	10.01%
50001-100000 Shares	143	10,035,344	8.33%	7.66%
100001-1000000 Shares	94	23,604,373	19.60%	20.56%
1000001-5000000 Shares	10	21,654,411	17.98%	16.38%
5000001-10000000 Shares	2	14,755,058	12.25%	19.80%
Total	**19,166**	**120,450,021**	**100.00%**	**100.00%**

16.00	**Retained earnings**		
	Opening balance	1,462,243,210	1,263,588,608
	Add. Net profit /(loss) during the year	260,304,640	314,471,930
	Total	**1,722,547,850**	**1,578,060,538**
	Less: stock dividend	-	46,326,931
	Less: cash dividend	25,276,287	69,490,397
	Closing balance	**1,697,271,563**	**1,462,243,210**
16.A	**Consolidated retained earnings**		
	Retained earnings	1,701,515,389	1,465,998,491
		1,701,515,389	**1,465,998,491**
16.01	**Reserve for fair value of changes in marketable securities**		
	Opening balance	(318,328,263)	(197,643,063)
	Add: Reserve for fair value of changes in marketable securities	(27,765,000)	(120,685,200)
	Closing balance	**(346,093,263)**	**(318,328,263)**
16.01.A	**Consolidated Reserve for fair value of changes in marketable securities**		
	Genex Infosys PLC	(346,093,263)	(318,328,263)
	Loginex Ltd.	-	-
	Total	**(346,093,263)**	**(318,328,263)**
16.B	**Non controlling interest**		
	Loginex Ltd.	45,936,280	45,576,804
		45,936,280	**45,576,804**



Notes	Purticulars		Amount in Taka	
			30-Jun-25	30-Jun-24
17.00	**Long term loan net off current maturity**			
	Long term loan outstanding	17.01	913,419,731	850,745,861
	Less- Current portion of long term loan	17.02	186,793,185	165,936,565
	Long term loan		**726,626,546**	**684,809,296**

17.01 **Long term loan outstanding**

Bank Name	Account No.	Type of Loan	30-Jun-25	30-Jun-24
AB Bank PLC	4005-794911-462	Term Loan	416,304,069	362,150,324
Less: Interest payable			4,450,993	4,450,993
Outstanding balance			**411,853,076**	**357,699,332**
United Commercial Bank PLC	151CTLN212090502	Term Loan	35,266,526	44,549,985
Less: Interest payable			498,813	537,133
Outstanding balance			**34,767,713**	**44,012,852**
United Commercial Bank PLC	151CTLN230870001	Term Loan	42,634,555	42,798,066
Less: Interest payable			579,454	970,643
Outstanding balance			**42,055,102**	**41,827,422**
United Commercial Bank PLC	151CTLN231080001	Term Loan	10,864,247	10,631,850
Less: Interest payable			797,511	49,385
Outstanding balance			**10,066,736**	**10,582,465**
United Commercial Bank PLC	151CTLN231350001	Term Loan	20,138,745	19,672,997
Less: Interest payable			1,485,512	91,381
Outstanding balance			**18,653,233**	**19,581,616**
United Commercial Bank PLC	151CTLN231060001	Term Loan	13,052,096	12,141,416
Less: Interest payable			177,394	56,397
Outstanding balance			**12,874,702**	**12,085,019**
United Commercial Bank PLC	151CTLN231590002	Term Loan	30,034,320	29,290,510
Less: Interest payable			2,312,920	259,665
Outstanding balance			**27,721,400**	**29,030,846**
United Commercial Bank PLC	151CTLN232770501	Term Loan	18,353,107	16,704,749
Less: Interest payable			1,023,795	6,494
Outstanding balance			**17,329,313**	**16,698,256**
United Commercial Bank PLC	151CTLN233120001	Term Loan	45,626,070	41,535,367
Less: Interest payable			1,952,423	16,146
Outstanding balance			**43,673,647**	**41,519,220**
United Commercial Bank PLC	151CTLN233310001	Term Loan	11,788,303	10,733,317
Less: Interest payable			423,090	4,172
Outstanding balance			**11,365,213**	**10,729,145**



Notes	Purticulars			Amount in Taka	
				30-Jun-25	30-Jun-24
	United Commercial Bank PLC	151CTLN23345 0001	Term Loan	27,599,368	25,132,606
	Less: Interest payable			840,412	9,770
	Outstanding balance			**26,758,957**	**25,122,836**
	United Commercial Bank PLC	151CTLN24032 0001	Term Loan	4,227,765	3,851,069
	Less: Interest payable			42,147	1,497
	Outstanding balance			**4,185,619**	**3,849,572**
	United Commercial Bank PLC	151CTLN24072 0001	Term Loan	34,473,277	31,243,925
	Less: Interest payable			-	12,146
	Outstanding balance			**34,473,277**	**31,231,780**
	United Commercial Bank PLC	151CTLN24114 0002	Term Loan	23,045,333	20,534,934
	Less: Interest payable			-	7,983
	Outstanding balance			**23,045,333**	**20,526,951**
	United Commercial Bank PLC	151CTLN24127 0001	Term Loan	46,092,407	40,859,439
	Less: Interest payable			-	15,884
	Outstanding balance			**46,092,407**	**40,843,556**
	United Commercial Bank PLC	151CTLN24141 0001	Term Loan	25,709,162	22,664,372
	Less: Interest payable			-	8,811
	Outstanding balance			**25,709,162**	**22,655,561**
	United Commercial Bank PLC	151CTLN24156 0001	Term Loan	6,265,268	5,490,719
	Less: Interest payable			-	2,134
	Outstanding balance			**6,265,268**	**5,488,585**
	United Commercial Bank PLC	151CTLN24179 0001	Term Loan	111,328,791	106,164,889
	Less: Interest payable			7,784,703	164,889
	Outstanding balance			**103,544,088**	**106,000,000**
	United Commercial Bank PLC	151CTLN24182 0001	Term Loan	12,985,486	11,265,227
	Less: Interest payable			-	4,379
	Outstanding balance			**12,985,486**	**11,260,848**
	Total long term loan outstanding			**913,419,731**	**850,745,861**

Bank Name	A/C No.	Type of Loan	30-Jun-25	30-Jun-24
AB Bank Ltd.	4005-794911-462	Term Loan	56,970,891	62,528,909
United Commercial Bank PLC	151CTLN21209 0502	Term Loan	2,997,610	33,338,302
United Commercial Bank PLC	151CTLN23087 0001	Term Loan	15,198,318	13,212,906
United Commercial Bank PLC	151CTLN23108 0001	Term Loan	3,755,950	3,265,586



Notes	Purticulars			Amount in Taka	
				30-Jun-25	30-Jun-24
	United Commercial Bank PLC	151CTLN23135 0001	Term Loan	6,703,975	5,843,525
	United Commercial Bank PLC	151CTLN23106 0001	Term Loan	4,285,999	3,735,399
	United Commercial Bank PLC	151CTLN23159 0002	Term Loan	9,612,784	8,348,029
	United Commercial Bank PLC	151CTLN23277 0501	Term Loan	5,272,699	3,132,140
	United Commercial Bank PLC	151CTLN23312 0001	Term Loan	12,949,279	6,797,561
	United Commercial Bank PLC	151CTLN23331 0001	Term Loan	3,352,165	1,746,233
	United Commercial Bank PLC	151CTLN23345 0001	Term Loan	7,750,968	3,488,960
	United Commercial Bank PLC	151CTLN24032 0001	Term Loan	1,171,793	449,002
	United Commercial Bank PLC	151CTLN24072 0001	Term Loan	9,320,579	2,097,477
	United Commercial Bank PLC	151CTLN24114 0002	Term Loan	6,043,771	925,727
	United Commercial Bank PLC	151CTLN24127 0001	Term Loan	11,901,916	892,107
	United Commercial Bank PLC	151CTLN24141 0001	Term Loan	6,601,888	494,844
	United Commercial Bank PLC	151CTLN24179 0001	Term Loan	18,085,848	15,639,859
	United Commercial Bank PLC	151CTLN24156 0001	Term Loan	1,578,388	-
	United Commercial Bank PLC	151CTLN24182 0001	Term Loan	3,238,361	-
	Total			**186,793,185**	**165,936,565**

17.A	**Consolidated long term loan net off current maturity**		
	Genex Infosys PLC	726,626,546	684,809,296
	Loginex Ltd.	-	-
	Total	**726,626,546**	**684,809,296**
17.02.A	**Consolidated current portion of long term loan**		
	Genex Infosys PLC	186,793,185	165,936,565
	Loginex Ltd.	-	-
	Total	**186,793,185**	**165,936,565**
18.00	**Lease Liability**		
	Opening balance	86,108,155	96,838,799
	Recognition of Lease Liability on initial application of IFRS 16	-	-
	Add: addition during the year	205,879,599	51,448,574
	Total	**291,987,754**	**148,287,373**
	Payment of lease liability		
	Installment paid during the year	(77,513,768)	(69,761,028)
	Interest on Lease Payments	20,917,251	7,581,810
	Closing balance	**235,391,238**	**86,108,155**
	Less: current Portion of Lease Liability	47,383,024	37,105,574
	Long Term Portion	**188,008,214**	**49,002,581**
	* See accounting policy in notes no. 5.10		
18.A	**Consolidated Lease Liability**		
	Long Term Portion		
	Genex Infosys PLC	188,008,214	49,002,581
	Loginex Ltd.	1,378,642	-
	Total Long Term Portion	**189,386,856**	**49,002,581**
	Current Portion		
	Genex Infosys PLC	47,383,024	37,105,574
	Loginex Ltd.	1,716,980	1,276,541
	Total Current Portion	**49,100,005**	**38,382,115**



Notes	Purticulars	Amount in Taka	
		30-Jun-25	30-Jun-24
19.00	**Trade and other payables**		
	Opening balance	28,575,855	18,400,711
	Add: addition during the year	293,597,394	269,319,567
		322,173,249	**287,720,278**
	Less: adjustment during the year	296,261,942	259,144,423
	Closing balance	**25,911,307**	**28,575,855**
19.A	**Consolidated accounts and other payable**		
	Genex Infosys PLC	25,911,307	28,575,855
	Loginex Ltd.	40,056,162	14,547,759
	Total	**65,967,469**	**43,123,614**
	All the payables disclosed here have arisen from local suppliers of the Company.		
20.00	**Unclaimed dividend account**		
	Opening balance	1,452,500	1,331,596
	Add: addition during the year	25,276,287	69,490,397
		26,728,787	**70,821,993**
	Less: adjustment during the year	1,968,119	69,369,493
	Closing balance	**24,760,668**	**1,452,500**
20.A	**Consolidated Unclaimed dividend account**		
	Genex Infosys PLC	24,760,668	1,452,500
	Loginex Ltd.	-	-
	Total	**24,760,667**	**1,452,500**
21.00	**Short term loan**		
	Short Term Over Draft (SOD)	964,139,880	890,076,089
	LTR	-	3,244,985
	General	1,615,694,618	1,096,492,772
	UPAS	-	468,042,333
	Total	**2,579,834,498**	**2,457,856,179**

Name of Bank	Account No.	Type of Loan	30-Jun-25	30-Jun-24
Short Term Bank Loan (SOD)				
Mercantile Bank PLC	1186720116945 62	SOD	48,178,138	41,497,364
AB Bank PLC	4005-794911-000	SOD	157,845,337	156,067,610
United Commercial Bank PLC	1511749000000 030	SOD	53,032,195	50,518,665
United Commercial Bank PLC	1511749000000 028	SOD	726,635,446	668,487,480
Total			**985,691,117**	**916,571,120**
Less: Interest payable			21,551,237	26,495,031
Outstanding balance			**964,139,880**	**890,076,089**

LTR Loan				
United Commercial Bank PLC	151CLTR24046 0501	LTR Loan	-	3,338,864
Total			**-**	**3,338,864**
Less: Interest payable			-	93,880
Outstanding balance			**-**	**3,244,985**

General Loan				
United Commercial Bank PLC	151CLWF21175 0001	Work Order Finance	132,586,466	131,678,805
United Commercial Bank PLC	151CLWF21145 0001	Work Order Finance	89,281,470	87,784,515
United Commercial Bank PLC	151CLWF21082 0001	Work Order Finance	68,875,258	59,750,962
United Commercial Bank PLC	151CTLG22206 0002	Time-Loan	329,764,367	283,527,369



Notes	Purticulars			Amount in Taka	
				30-Jun-25	30-Jun-24
	United Commercial Bank PLC	151COAP243020501	COAP	35,989,370	-
	United Commercial Bank PLC	151COAP251050501	COAP	52,900,149	-
	United Commercial Bank PLC	151COAP251110001	COAP	15,859,552	-
	United Commercial Bank PLC	151COAP251070001	COAP	31,438,237	-
	United Commercial Bank PLC	151COAP251060001	COAP	15,965,871	-
	United Commercial Bank PLC	151COAP243190001	COAP	51,292,567	-
	United Commercial Bank PLC	151COAP243190501	COAP	20,581,724	-
	Total Loan			**1,658,454,205**	**1,098,057,889**
	Less: Interest payable			42,759,587	1,565,117
	Outstanding balance			**1,615,694,618**	**1,096,492,772**
	Usance Payable at Sight				
	United Commercial Bank PLC	083CNF6240730001	UPAS	-	14,794,895
	United Commercial Bank PLC	083CNF6233460001	UPAS	-	32,620,350
	United Commercial Bank PLC	083CNF6233260501	UPAS	-	60,815,650
	United Commercial Bank PLC	083CNF6233510001	UPAS	-	45,047,150
	United Commercial Bank PLC	083CNF6240720001	UPAS	-	29,589,790
	United Commercial Bank PLC	083CNF6241090501	UPAS	-	26,144,925
	United Commercial Bank PLC	083CNF6240660001	UPAS	-	16,570,438
	United Commercial Bank PLC	083CNF6240210001	UPAS	-	47,097,525
	United Commercial Bank PLC	083CNF6241480001	UPAS	-	14,829,205
	United Commercial Bank PLC	083CNF6233530002	UPAS	-	18,101,110
	United Commercial Bank PLC	083CNF6232890001	UPAS	-	24,326,260
	United Commercial Bank PLC	083CNF6232880002	UPAS	-	19,113,490
	United Commercial Bank PLC	083CNF6240720501	UPAS	-	27,748,800
	United Commercial Bank PLC	083CNF6233610001	UPAS	-	13,107,595
	United Commercial Bank PLC	083CNF6241120001	UPAS	-	30,351,425
	United Commercial Bank PLC	083CNF6233190001	UPAS	-	47,783,725
	United Commercial Bank PLC	083CNF6241920004	UPAS	-	-
	United Commercial Bank PLC	083CNF6241850002	UPAS	-	-
	Total Loan			**-**	**468,042,333**
	Total Short Term Loan			**2,579,834,498**	**2,457,856,179**

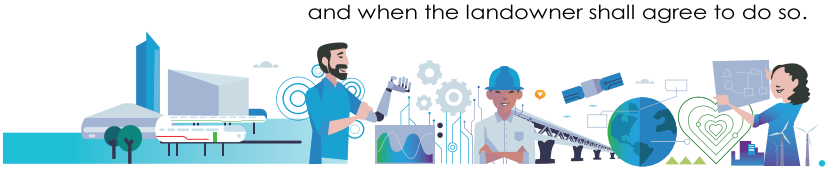


Notes	Purticulars			Amount in Taka	
				30-Jun-25	30-Jun-24
	United Commercial Bank PLC	151CTLG23087 0001	Time-Loan	179,874,151	168,826,152
	United Commercial Bank PLC	151CTLG21286 0001	Time-Loan	200,306,276	181,134,682
	United Commercial Bank PLC	151CTLG24051 0001	Time-Loan	-	22,747,018
	United Commercial Bank PLC	151CTLG24051 0501	Time-Loan	-	6,392,445
	United Commercial Bank PLC	151CTLG24071 0001	Time-Loan	-	4,166,096
	United Commercial Bank PLC	151CTLG24093 0001	Time-Loan	-	19,945,809
	United Commercial Bank PLC	151CTLG24130 0001	Time-Loan	-	6,175,482
	United Commercial Bank PLC	151CTLG24130 0501	Time-Loan	-	1,361,427
	United Commercial Bank PLC	151CTLG24136 0001	Time-Loan	-	4,048,161
	United Commercial Bank PLC	151CTLG24136 0002	Time-Loan	-	20,383,490
	United Commercial Bank PLC	151CTLG24140 0001	Time-Loan	-	3,664,526
	United Commercial Bank PLC	151CTLG24142 0001	Time-Loan	19,776,752	23,393,076
	United Commercial Bank PLC	151CTLG24142 0002	Time-Loan	22,465,985	22,172,568
	United Commercial Bank PLC	151CTLG24147 0001	Time-Loan	-	2,344,664
	United Commercial Bank PLC	151CTLG24158 0001	Time-Loan	-	3,301,375
	United Commercial Bank PLC	151CTLG24158 0002	Time-Loan	14,604,517	13,135,471
	United Commercial Bank PLC	151CTLG24172 0001	Time-Loan	23,463,794	21,096,286
	United Commercial Bank PLC	151CTLG24177 0001	Time-Loan	-	11,027,510
	United Commercial Bank PLC	151CTLG24211 0001	Time-Loan	12,361,979	-
	United Commercial Bank PLC	151CTLG24212 0001	Time-Loan	26,660,719	-
	United Commercial Bank PLC	151CTLG24232 0001	Time-Loan	-	-
	United Commercial Bank PLC	151COAP2507 60002	COAP	28,446,267	-
	United Commercial Bank PLC	151COAP2507 60001	COAP	33,118,721	-
	United Commercial Bank PLC	151COAP2503 50003	COAP	30,644,704	-
	United Commercial Bank PLC	151COAP2503 50002	COAP	29,015,341	-
	United Commercial Bank PLC	151COAP2503 50001	COAP	17,470,219	-
	United Commercial Bank PLC	151COAP2505 50001	COAP	15,348,691	-
	United Commercial Bank PLC	151COAP2425 30001	COAP	51,609,383	-
	United Commercial Bank PLC	151COAP2425 30002	COAP	48,818,039	-
	United Commercial Bank PLC	151COAP2430 20002	COAP	25,459,756	-
	United Commercial Bank PLC	151COAP2430 20005	COAP	14,414,247	-
	United Commercial Bank PLC	151COAP2430 20006	COAP	20,059,636	-

Notes	Purticulars		Amount in Taka	
			30-Jun-25	30-Jun-24
21.A	**Consolidated short term loan**			
	Genex Infosys PLC		2,579,834,498	2,457,856,179
	Loginex Ltd.		-	-
	Total		**2,579,834,498**	**2,457,856,179**
22.00	**Liabilities for Expenses**			
	Opening balance		53,479,829	40,036,661
	Add: addition during the year		84,584,500	102,545,150
			138,064,329	**142,581,811**
	Les: adjustment during the year		30,398,009	89,101,982
	Closing balance		**107,666,320**	**53,479,829**
	Liabilities for Expenses			
	Audit fee		400,000	400,000
	VAT payable on audit fee		60,000	60,000
	Provision for electricity bill		2,810,000	2,135,000
	Provision for office rent		2,017,079	57,000
	Staff salaries payable		546,840	556,400
	Interest payable	22.01	86,679,989	34,823,929
	Provision for workers' profit participation and welfare funds	22.02	15,152,412	15,447,500
	Total		**107,666,320**	**53,479,829**
22.01	**Interest payable**			
	Interest payable against Long Term Loan		22,369,165	6,669,901
	Interest payable against Short Term Loan		64,310,824	28,154,028
	Total		**86,679,989**	**34,823,929**
22.02	**Provision for workers' profit participation and welfare funds**			
	Opening balance		15,447,500	20,976,695
	Add: addition during the year		13,607,662	13,349,831
			29,055,162	**34,326,526**
	Less: adjustment during the year		13,902,750	18,879,026
	Closing balance		**15,152,412**	**15,447,500**
22.A	**Consolidated Liabilities for Expenses**			
	Genex Infosys PLC		107,666,320	53,479,829
	Loginex Ltd.		714,123	1,108,344
	Total		**108,380,443**	**54,588,173**
23.00	**Provision for Income Tax**			
	Opening Balance		9,841,577	2,593,650
	Add: addition during the year		4,276,491	7,247,928
			14,118,068	**9,841,577**
	Less: adjustment for the FY 2020-21		1,578,611	-
	Closing balance		**12,539,457**	**9,841,577**
23.A	**Consolidated Provision for Income Tax**			
	Genex Infosys PLC		12,539,457	9,841,577
	Loginex Ltd.		757,756	624,934
	Closing Balance		**13,297,213**	**10,466,512**

Notes	Purticulars		Amount in Taka	
			30-Jun-25	30-Jun-24
24.00	**Revenue**			
	Total sales		1,895,016,102	1,783,061,966
	Less: VAT on sales		80,840,017	86,862,772
	Net sales		**1,814,176,085**	**1,696,199,194**
	This Is made up as follows			
	Data entry		55,289,217	43,067,579
	Business process outsourcing		142,677,194	165,678,322
	Robotics Process Outsourcing		11,414,924	18,771,292
	IT support & software maintenance		109,615,532	126,988,942
	Digital content development & management		151,390,017	126,104,383
	Call centre service		1,007,158,025	936,591,972
	System Integration		16,151,264	20,462,070
	Software development		216,305,067	174,254,761
	Website development		71,411,136	56,124,953
	Cloud Service		24,535,636	25,881,393
	Service Charge on VAT and SD Collection		8,228,073	2,273,527
	Total		**1,814,176,085**	**1,696,199,194**
24.A	**Consolidated Revenue**			
	Genex Infosys PLC		1,814,176,085	1,696,199,194
	Loginex Ltd.		98,991,064	157,336,955
	Total		**1,913,167,149**	**1,853,536,148**
25.00	**Cost of sales**			
	This is made up as follows			
	Salaries & allowance		456,642,845	474,122,108
	Cleaning & clothing cost		7,300,417	4,809,183
	Recruitment expenses		110,275	152,565
	Office rent		1,084,335	684,000
	Electricity bills		27,977,604	24,724,203
	Entertainment expenses		4,016,672	4,093,015
	Transportation exp- maintenance		792,858	2,846,029
	IT expenses		2,738,475	3,345,107
	Medical expense		201,011	158,772
	Printing		1,598,369	1,897,300
	Stationery		820,765	1,430,194
	Repair & maintenance		3,602,433	1,900,204
	Overseas travelling		1,003,192	2,764,731
	Office maintenance		814,112	1,129,290
	Training costs		122,018	1,375,505
	Telephone & communication		4,266,359	2,805,682
	Traveling & conveyance		2,881,196	3,592,910
	Internet & connectivity		15,175,932	15,974,501
	Service charge		6,201,351	3,125,673
	Fuel expense		2,189,271	1,826,310
	Depreciation	Annexure - A	270,521,928	208,010,630
	Amortization on intangible assets	Annexure - B	95,199,895	83,139,656
	Depreciation on Right of use asset	Annexure - C	56,325,270	55,035,580
	Total		**961,586,583**	**898,943,147**

** The company has lease agreement for the purpose of office rent . All rental expenses beared by the company. The lease agreements which are for short term i.e. for 12 (twelve) months are included in rent expense. The agreement may be extended/renewed on request from the tenant and when the landowner shall agree to do so.



Notes	Purticulars		Amount in Taka	
			30-Jun-25	30-Jun-24
	As per paragraph 6 of IFRS 16 the company recognized the lease payment associated with those leases as an expenses on a Straight Line basis over the lease term.			
25.A	**Consolidated cost of sales**			
	Genex Infosys PLC		961,586,583	898,943,147
	Loginex Ltd.		91,009,046	145,087,160
	Total		**1,052,595,629**	**1,044,030,308**
26.00	**Administrative expenses**			
	Salaries & allowance		51,227,497	51,719,715
	AGM & Public Relation		295,000	455,000
	Audit fee	37.00	460,000	920,000
	Director's remuneration	34 (a)	3,000,000	3,300,000
	Board meeting fees	34 (a)	268,000	178,000
	Bank charge		830,320	4,570,777
	Office rent		81,617	68,400
	Electricity bills		3,108,623	2,747,134
	Entertainment expenses		302,330	1,700,168
	Insurance expenses		5,573,506	3,477,500
	Membership renewal fee		1,673,892	1,085,199
	IT expenses		912,825	1,480,427
	Internet & Connectivity		4,280,391	4,506,890
	Legal fees		710,000	787,040
	License, Registration & Renewal		4,541,263	2,079,136
	Professional fees		2,958,440	564,357
	Overseas travelling		614,859	1,222,928
	Office event expense		947,173	1,507,088
	Printing		399,592	701,741
	Stationery		351,756	731,521
	Repair & maintenance		1,200,811	1,401,231
	Telephone & communication		1,828,440	1,870,455
	Traveling & conveyance		1,234,798	1,433,134
	Gas & fuel Expenses		125,485	456,577
	Postage & Courier		94,762	175,252
	Misc. expenses		128,825	185,699
	Water bills		1,996,897	1,254,732
	Security service		3,898,906	2,906,148
	Depreciation	Annexure - A	20,361,866	15,656,714
	Amortization on intangible assets	Annexure - B	7,165,584	6,257,824
	Depreciation on Right of use asset	Annexure - C	4,239,536	4,142,463
	Total		**124,812,994**	**119,543,250**
26.A	**Consolidated Administrative Expenses**			
	Genex Infosys PLC		124,812,994	119,543,250
	Loginex Ltd.		6,791,478	8,447,982
	Total		**131,604,472**	**127,991,232**
27.00	**Selling & distribution expenses**			
	Promotional expense		450,000	761,204
	Advertisement expenses		178,440	587,050
	Gift expense		7,143	162,286
	Tender expense		156,623	-
	Total		**792,206**	**1,510,540**
27.A	**Consolidated selling & distribution expenses**			
	Genex Infosys PLC		792,206	1,510,540
	Loginex Ltd.		-	-
	Total		**792,206**	**1,510,540**

Notes	Purticulars		Amount in Taka	
			30-Jun-25	30-Jun-24
28.00	**Financial expenses**			
	Bank interest	28.01	389,460,515	256,885,004
	Interest on lease payments	18.00	20,917,251	7,581,810
	Total		**410,377,767**	**264,466,814**
28.01	**Bank interest**			
	Interest against Long Term Loan		108,811,173	69,449,747
	Interest against Short Term Loan		280,649,342	187,435,257
	Total Interest		**389,460,515**	**256,885,004**
28.A	**Consolidated financial expenses**			
	Genex Infosys PLC		410,377,767	264,466,814
	Loginex Ltd.		160,655	216,909
	Total		**410,538,422**	**264,683,723**
29.00	**Other income**			
	Realized gain/(loss)		(46,518,208)	(162,050,866)
	Foreign exchange gain/(loss)		(3,510,029)	(14,179,849)
	Cash incentives		11,766,000	22,840,800
	Interest income		278,873	119,831
	Dividend income		7,137,728	21,881,087
	Total		**(30,845,635)**	**(131,388,998)**
29.A	**Consolidated other income**			
	Genex Infosys PLC		(30,845,635)	(131,388,998)
	Loginex Ltd.		-	-
	Total		**(30,845,635)**	**(131,388,998)**
29.01	**Unrealized gain/loss)**			
	Provision for (Diminution) / Increase in value of Investment (Sellable)		(7,572,108)	54,723,244
	Provision for (Diminution) / Increase in value of Investment (Fixed)		(27,765,000)	(120,685,200)
	Total		**(35,337,108)**	**(65,961,956)**
29.01.A	**Consolidated Unrealized Gain/(Loss)**			
	Genex Infosys PLC		(35,337,108)	(65,961,956)
	Loginex Ltd.		-	-
	Total		**(35,337,108)**	**(65,961,956)**
30.00	**Workers' profit participation fund expense**			
	Genex Infosys PLC		13,607,662	13,349,831
			13,607,662	**13,349,831**
30.A	**Consolidated workers' profit participation fund**			
	Genex Infosys PLC		13,607,662	13,349,831
	Loginex Ltd.		49,042	170,710
	Total		**13,656,704**	**13,520,540**
31.00	**Income Tax Expense**			
	Income Tax Expense		2,894,704	7,247,928
	Sortfall for the FY 2020-21		890,074	-
	Sortfall for the FY 2022-23		491,713	-
	Total		**4,276,491**	**7,247,928**
31.A	**Consolidated Income Tax Expense**			
	Genex Infosys PLC		4,276,491	7,247,928
	Loginex Ltd.		132,821	1,333,971
	Total		**4,409,312**	**8,581,899**



Notes	Purticulars		Amount in Taka	
			30-Jun-25	30-Jun-24
32.00	**Earnings per share (EPS) - Basic**			
	The computation of EPS is given below:			
	Earning attributable to the ordinary shareholders		260,304,640	314,471,930
	Weighted average number of ordinary shares outstanding during the year	32.02	120,450,021	120,450,021
	Earnings per share (EPS) - Basic		**2.16**	**2.61**
32.01	**Explanation for Significant Deviation**			
	The decrease in EPS is primarily attributable to an increase in financial expenses during the year. Higher borrowing costs and related finance charges compared to the previous year have reduced the net profit available to shareholders, which in turn has led to a lower earnings per share.			
32.02	**Calculation of weighted average number of outstanding ordinary shares**			

Particulars	No. of Shares	Fraction of year	Weighted average number of shares	Weighted average number of shares
Opening balance	120,450,021	365 /365	120,450,021	120,450,021
Stock Dividend	-	-	-	-
Weighted average number of outstanding ordinary shares	**120,450,021**	**-**	**120,450,021**	**120,450,021**

32.A	**Consolidated Earnings Per Share (EPS) - Basic**			
	The computation of consolidated EPS is given below:			
	Earning attributable to the ordinary shareholders		260,793,185	315,670,346
	Weighted average number of ordinary shares outstanding during the year	32.02	120,450,021	120,450,021
	Consolidated Earnings Per Share (EPS) - Basic		**2.17**	**2.62**
33.00	**Net Asset Value (NAV) per share**			
	Total Assets		6,455,201,729	5,836,475,114
	Less : Non Current Liabilities		914,634,760	733,811,877
	Current Liabilities		2,984,888,458	2,754,248,079
	Net Asset Value		**2,555,678,511**	**2,348,415,158**
	Number of Ordinary Shares outstanding during the year		120,450,021	120,450,021
	Net Asset Value (NAV) per Share		**21.22**	**19.50**
33.A	**Consolidated Net Asset Value (NAV) per share**			
	Total Assets		6,607,441,638	5,960,800,917
	Less : Non Current Liabilities		916,013,401	733,811,877
	Current Liabilities		3,028,133,480	2,771,805,658
	Consolidated Net Asset Value		**2,663,294,757**	**2,455,183,382**
	Consolidated Net Asset Value (NAV) per Share		**22.11**	**20.38**
34.00	**Net Operating Cash Flows per Share (NOCFPS)**			
	Cash flows from operating activities as per Statement of Cash Flows		834,003,365	253,058,335
	Number of ordinary Shares outstanding during the year		120,450,021	120,450,021
	Net Operating Cash Flows per Share (NOCFPS)		**6.92**	**2.10**
34.01	The significant increase in NOCFPS for the current year is mainly attributable to higher cash collection from receivables compared to the previous year. In addition, the realization loss on capital market investments has decreased relative to last year. These combined factors have contributed to a notably higher NOCFPS in the current year.			
34.A	**Consolidated net operating cash flows per share (NOCFPS)**			
	Cash flows from operating activities as per Consolidated Statement of Cash Flows		827,509,088	223,088,284
	Number of ordinary Shares outstanding during the year		120,450,021	120,450,021
	Consolidated net operating cash flows per share (NOCFPS)		**6.87**	**1.85**



Notes	Purticulars	Amount in Taka	
		30-Jun-25	30-Jun-24
35.00	Disclosure as per requirement of paragraph 17 of IAS 24 Related Party Disclosures		
	(a) Short-term employee benefits	3,000,000	3,300,000
	Directors Remuneration:	268,000	178,000
	Board Meeting Fees:	Nil	Nil
	(b) Post-employee benefit	Nil	Nil
	(c) Other long term benefits	Nil	Nil
	(d) Termination benefits	Nil	Nil
	(e) Share based payment		

36.00 Disclosure as per paragraph 18 of IAS 24

During the period, the Company carried out a number of transactions with related parties in the normal course of business on an arms' length basis. As per the requirement of schedule XI, Part II, Para 4 of the Companies Act 1994 ,the names of the related parties and nature of these transaction have been set out in accordance with the provisions of IAS 24 Related Party Disclosures.

Name of the related party	Relationship	Nature of transaction	Transaction During The period	30-Jun-25
Director Remuneration	Director	Remuneration	3,000,000	3,000,000
Board Meeting fees	Director	Board Meeting	268,000	268,000
Loginex Limited	Subsidiary	Investment	-	750,000
Green & Red Technologies	Associates	Investment	-	37,325,900
Genex Infrastructure Limited	Associates	Investment	-	750,000

37.00 Audit fees

Name	Purpose	30-Jun-25	30-Jun-24
M M Rahman & Co.	Audit Fees	-	800,000
Fames & R	Audit Fees	400,000	-
		400,000	**800,000**
Add: VAT on Audit Fees		60,000	120,000
Total		**460,000**	**920,000**

38.00 During the period from 01.07.2024 to 30.06.2025 Three (6) Board Meetings were held. The attendance status of all of the meetings is as follows:

Name of Directors	Position	Meeting Held	Attended
Mr. Mohammed Adnan Imam	Director	6	6
Mr. Chowdhury Fazle Imam	Director	6	6
Mrs. Nilofar Imam	Director	6	4
Mr. Prince Mojumder	Director & Vice Chairman	6	6
Mr. Hassan Shahid Sarwar	Director	6	6
Mr.T I M Nurul Kabir	Chariman & Independent Director	6	6
Mrs. Rokeya Islam	Independent Director	6	6
Shah Jalal Uddin	MD & CEO (Acting)	6	6
Zahrul Syed Bakht	Independent Director	6	6

38.01 Employee position for Genex Infosys PLC.(as at 30 June, 2025)

Disclosure as per requirement of Schedule XI, part II, Note 5 of Para 3, of the Companies Act, 1994

Particulars	30-Jun-25
Number of Employees	3988

There are 3988 employees' working for the company. All of these employees are getting Tk. 8,000 or more per month.

38.02 Turnover for the period (as at 30 June, 2025):

Disclosure as per requirement of Schedule XI, part II, Para 3(a), of the Companies Act, 1994

Particulars	30-Jun-25
Turnover	1,814,176,085



Notes	Purticulars	Amount in Taka	
		30-Jun-25	30-Jun-24
40.00	**Disclosures as per schedule XI, Part-II,Para 4 of the Companies Act, 1994 Transaction with Key management personnel of the entity:**		
a.	Managerial Remuneration paid or payable during the period to the directors, including Managing Director, a managing agent or manager.	3,000,000	3,300,000
b.	Expenses reimbursed to managing Agent	Nil	Nil
c.	Commission or remuneration payable separately to a managing agent or his associate	Nil	Nil
d.	Commission received or receivable by the managing agent or his associate as selling or buying agent of other concerns in respect of contracts entered into by such concerns with the company	Nil	Nil
e.	The money value of the contracts for the sale or purchase of goods and materials or supply of services , entered into by the company with the managing agent or his associate during the financial period.	Nil	Nil
f.	Any other perquisite or benefits in cash or in kind stating,approximate money value where applicable.	Nil	Nil
g.	Other allowances and commission including guarantee commission etc.	Nil	Nil
h.	Pensions etc.		
	(i) Pensions	Nil	Nil
	(ii) Gratuities	Nil	Nil
	(iii) Payments from a providend funds,in excess of own subscription and interest thereon	Nil	Nil
	(iv) Compensatin for loss of office	Nil	Nil
	(v) Consideration in connection with retirement from office	Nil	Nil

41.00 Contingent Assets & Liabilities

There has no contingent Assets/ Liabilities as at the reporting date for the company.

42.00 Event After Balance Sheet Date

The Board of Directors of Genex Infosys PLC., in its Board Meeting held on 4th December 2025 has recommended 1% cash dividend (Excluding Sponsors & Directors) of paid-up capital for the year ended June 30, 2025. This dividend is subject to final approval by the shareholders at the forthcoming Annual General Meeting of the company.



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC. and its Subsidiaries
Consolidated schedule of intangible assets
As at June 30, 2025

Annexure - B.1

Name of Assets	Cost			Rate (%)	Amortization			Written down value as on 30.06.2025
	Opening balance as on 01.07.2024	Addition during the year	Closing balance as on 30.06.2025		Opening balance as on 01.07.2024	Charged during the year	Closing balance as on 30.06.2025	
Software	896,673,662	56,877,592	953,551,254	15%	473,249,507	103,202,058	576,451,565	377,099,689
As on June 30, 2025	**896,673,662**	**56,877,592**	**953,551,254**		**473,249,507**	**103,202,058**	**576,451,565**	**377,099,689**
As on June 30, 2024	**805,801,488**	**90,872,174**	**896,673,662**		**383,563,813**	**89,685,695**	**473,249,507**	**423,424,154**



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC. and its Subsidiaries
Consolidated Schedule of Right of Use Assets
As on June 30, 2025

Annexure - C.1

Name of Assets	Cost			Depreciation/Amortization			Written down value as on 30.06.2025
	Opening balance as on 01.07.2024	Addition during the year	Closing balance as on 30.06.2025	Opening balance as on 01.07.2024	Charged during the year	Closing balance as on 30.06.2025	
Genex Infosys PLC	329,619,118	205,879,599	535,498,717	248,000,606	60,564,806	308,565,413	226,933,304
Loginex Limited	5,194,088	3,638,426	8,832,514	4,038,759	1,761,733	5,800,492	3,032,022
As on June 30, 2025	**334,813,206**	**209,518,026**	**544,331,231**	**252,039,365**	**62,326,540**	**314,365,905**	**229,965,326**
As on June 30, 2024	**283,364,632**	**51,448,574**	**334,813,206**	**191,128,328**	**60,911,037**	**252,039,365**	**82,773,840**

Notes	Purticulars	Amount in Taka	
		30-Jun-25	30-Jun-24

38.03 Raw materials consumed (as at 30 June, 2025):

As Genex Infosys Limited is a service provider company, the disclosure requirement of Schedule XI, part II, Para 3(d)(i), of the Companies Act, 1994 is not applicable for the company.

38.04 Finished goods (as at 30 June, 2025):

As Genex Infosys PLC. is a service provider company, the disclosure requirement of Schedule XI, part II,Para 3(d)(ii), of the Companies Act, 1994 is not applicable for the company.

39.00 Reconciliation of net profit with cash flows from operating activities making adjustment of non cash items, for non-operatiing items and for the net changes in operating accruals.

Notes	Purticulars	Amount in Taka	
		30-Jun-25	30-Jun-24
	Net Profit	**260,304,640**	**314,471,930**
	Adjustment for		
	Depreciation	290,883,793	223,667,344
	Amortization	102,365,479	89,397,480
	Finance Expense	410,377,767	264,466,814
	Provision for diminution/increase in value of investment	7,572,108	(54,723,244)
		811,199,147	**522,808,393**
	(Increase)/Decrease in current assets		
	(Increase)/Decrease in inventories	3,603,195	6,146,147
	(Increase)/Decrease in accounts receivable	(110,964,348)	(237,969,104)
	(Increase)/Decrease in advances,deposits, prepayments.	222,050,384	(115,797,282)
	(Increase)/Decrease in right to use asset	(145,314,793)	7,729,469
		(30,625,562)	**(339,890,769)**
	Increase/ (decrease) in liabilities		
	Increase/(Decrease) in accounts payable and other payable	(2,664,548)	10,175,144
	Increase/(Decrease) in provision and accruals	2,330,431	(5,525,420)
	Increase/(Decrease) in Tax provision	2,697,880	7,247,928
	Increase/(Decrease) in lease liability	149,283,083	(10,730,644)
		151,646,845	**1,167,008**
	Paid for finance expenses	**(358,521,707)**	**(245,498,227)**
	Net cash generated from operating activities (indirect method)	**834,003,365**	**253,058,335**
	Net cash generated from operating activities (Direct method)	**834,003,365**	**253,058,335**

39.A Consolidated reconciliation of net profit with cash flows from operating activities making adjustment of

Notes	Purticulars	Amount in Taka	
		30-Jun-25	30-Jun-24
	Net Consolidated Profit	**261,152,662**	**316,552,153**
	Adjustment for:		
	Depreciation	293,955,310	224,938,456
	Amortization	103,202,058	89,685,695
	Finance expense	410,538,422	264,683,723
	Provision for Diminution/Increase in value of Investment (Sellable)	7,572,108	(54,723,244)
		815,267,898	**524,584,630**
	(Increase)/Decrease in current assets		
	(Increase)/Decrease in inventories	3,603,195	6,146,147
	(Increase)/Decrease in accounts receivable	(150,962,813)	(246,616,874)
	(Increase)/Decrease in advances,deposits, prepayments.	225,609,063	(116,040,078)
	(Increase)/Decrease in right to use asset	(147,191,486)	9,462,462



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC. and its Subsidiaries
Consolidated schedule of property, plant and equipment
As at June 30, 2025

Annexure - A.1

Name of Assets	Cost			Rate (%)	Depreciation			Written down value as on 30.06.2025
	Balance as on 01.07.2024	Addition during the year	Balance as on 30.06.2025		Balance as on 01.07.2024	Charged during the year	Balance as on 30.06.2025	
Land & Land Development	268,195,579		268,195,579		-	-	-	268,195,579
Machinery and equipment	2,797,005,804	337,533,182	3,134,538,986	15%	1,133,752,182	273,972,594	1,407,724,775	1,726,814,211
Furniture and fixtures	140,021,541	463,850	140,485,391	10%	64,594,850	7,569,691	72,164,541	68,320,850
Motor vehicles	50,322,100	-	50,322,100	20%	40,611,289	1,942,162	42,553,451	7,768,649
Office Equipments	7,470,875	103,326	7,574,201	10%	129,756	742,633	872,389	6,701,812
Office decoration and renovation	155,127,649	5,906,489	161,034,138	10%	62,451,091	9,728,230	72,179,321	88,854,817
As on June 30, 2025	**3,418,143,548**	**344,006,847**	**3,762,150,394**		**1,301,539,167**	**293,955,310**	**1,595,494,477**	**2,166,655,919**
As on June 30, 2024	**2,510,455,661**	**907,687,886**	**3,418,143,548**		**1,076,600,711**	**224,938,456**	**1,301,539,167**	**2,116,604,383**

FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC.
Schedule of Intangible assets
As on June 30, 2025

Annexure - B

Name of Assets	Cost			Amortization			Written down value as on 30.06.2025
	Opening balance as on 01.07.2024	Addition during the year	Closing balance as on 30.06.2025	Opening balance as on 01.07.2024	Charged during the year	Closing balance as on 30.06.2025	
Software	892,448,050	56,877,592	949,325,642	472,813,148	102,365,479	575,178,626	374,147,015
As on June 30, 2025	**892,448,050**	**56,877,592**	**949,325,642**	**472,813,148**	**102,365,479**	**575,178,626**	**374,147,015**
As on June 30, 2024	**805,231,636**	**87,216,414**	**892,448,050**	**383,415,668**	**89,397,480**	**472,813,148**	**419,634,902**

Allocation of Amortization		
Amortization Allocated to:		**30.06.2025**
Cost of Sales	93%	95,199,895
Administrative Expenses	7%	7,165,584
Total	**100%**	**102,365,479**



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC.
Schedule of Right of Use Assets
As on June 30, 2025

Annexure - C

Name of Assets	Cost			Depreciation/Amortization			Written down value as on 30.06.2025
	Opening balance as on 01.07.2024	Addition during the year	Closing balance as on 30.06.2025	Opening balance as on 01.07.2024	Charged during the year	Closing balance as on 30.06.2025	
Nitol Niloy Tower, BHTPC, RAJUK Trade Centre & Del Vista	329,619,118	205,879,599	535,498,717	248,000,606	60,564,806	308,565,413	226,933,304
As on June 30, 2025	**329,619,118**	**205,879,599**	**535,498,717**	**248,000,606**	**60,564,806**	**308,565,413**	**226,933,304**
As on June 30, 2024	**278,170,544**	**51,448,574**	**329,619,118**	**188,822,563**	**59,178,043**	**248,000,606**	**81,618,511**

Allocation of Amortization		
Amortization Allocated to	**Rate**	**30.06.2025**
Cost of Sales	93%	56,325,270
Administrative Expenses	7%	4,239,536
Total	**100%**	**60,564,806**

Notes	Purticulars	Amount in Taka	
		30-Jun-25	30-Jun-24
	Increase/ (Decrease) in liabilities		
	Increase/(Decrease) in accounts payable and other payable	22,843,855	(14,322,511)
	Increase/(Decrease) in provision and accruals	1,936,210	(5,922,601)
	Increase/(Decrease) in Tax provision	2,830,701	7,351,968
	Increase/(Decrease) in lease liability	151,102,164	(12,391,876)
		178,712,930	**(25,285,021)**
	Paid for finance expenses	**(358,682,362)**	**(245,715,136)**
	Net cash generated from consolidated operating activities (indirect method)	**827,509,088**	**223,088,284**
	Net cash generated from consolidated operating activities (Direct method)	**827,509,088**	**223,088,284**



FAMES & R
CHARTARD ACCOUNTANTS

PrimeGlobal
An Association of Independent Accounting Firms

Genex Infosys PLC.
Schedule of Property, plant and equipment
As on June 30, 2025

Annexure - A

Name of Assets	Cost			Rate (%)	Depreciation			Written down value as on 30.06.2025
	Opening balance as on 01.07.2024	Addition during the year	Closing balance as on 30.06.2025		Opening balance as on 01.07.2024	Charged during the year	Closing balance as on 30.06.2025	
Land & Land Development	268,195,579	-	268,195,579	0%	-	-	-	268,195,579
Machinery and equipment	2,784,389,665	331,984,781	3,116,374,447	15%	1,133,362,430	272,248,319	1,405,610,749	1,710,763,697
Furniture and fixtures	136,037,908	463,850	136,501,758	10%	64,330,763	7,197,736	71,528,499	64,973,259
Motor vehicles	50,322,100	-	50,322,100	20%	40,611,289	1,942,162	42,553,451	7,768,649
Office Equipments	7,470,875	103,326	7,574,201	10%	129,756	742,633	872,389	6,701,812
Office decoration and renovation	143,967,211	5,906,489	149,873,700	10%	61,043,523	8,752,943	69,796,466	80,077,234
As on June 30, 2025	**3,390,383,338**	**338,458,446**	**3,728,841,784**		**1,299,477,761**	**290,883,793**	**1,590,361,554**	**2,138,480,230**
As on June 30, 2024	**2,502,881,257**	**887,502,081**	**3,390,383,338**		**1,075,810,417**	**223,667,344**	**1,299,477,761**	**2,090,905,578**

Allocation of Depreciation:		
Depreciation Allocated to:		**30.06.2025**
Cost of Sales	93%	270,521,928
Administrative Expenses	7%	20,361,866
Total	**100%**	**290,883,794**

এম এম রহমান এন্ড কোং
M M Rahman & Co.
Chartered Accountants

Russell Bedford
taking you further
Member of Russell Bedford International
a global network of independent professional services furms

LOGINEX LTD.

Plot # 42, & 69, Nitol Niloy Tower (Level- 8),
Nikunja- 02, Khilkhet, Dhaka-1229, Bangladesh.

NOTES TO THE FINANCIAL STATEMENTS

As at and for the year ended June 30, 2025



এম এম রহমান এন্ড কোং
M M Rahman & Co.
Chartered Accountants

Russell Bedford
taking you further
Member of Russell Bedford International
a global network of independent professional services furms

Loginex Limited
Plot-42/69, Nitol Nilay Tower, Nikunja-2,
Khilkhet , Dhaka

Statement of Financial Position
As at June 30, 2025

ASSETS	Notes/ Sch	June 30, 2025 Amount (Tk.)	June 30, 2024 Amount (Tk.)
Non-Current Assets:		**34,160,384**	**30,643,386**
Property,Plant & Equipment (at cost less accumulated depreciation)	**6.00**	28,175,689	25,698,805
Intangible Assets	**7.00**	2,952,673	3,789,252
Right of Use Asset Net	**8.00**	3,032,022	1,155,329
Current Assets:		**118,829,525**	**94,432,416**
Cash and cash equivalents	**9.00**	86,004	12,128,682
Accounts Receivable	**10.00**	85,934,543	45,936,078
Advances, Deposits and Prepayments	**11.00**	32,808,978	36,367,657
Total Assets		**152,989,909**	**125,075,802**
EQUITY & LIABILITIES			
Shareholders Equity:		**108,366,246**	**107,518,224**
Issued, subscribed & Paid Up Capital	**12.00**	1,301,790	1,301,790
Share Premium	**13.00**	49,698,210	49,698,210
Share Money Deposit for convertible/redeemable preference share		50,000,000	50,000,000
Retained earnings	**14.00**	7,366,246	6,518,224
Non-Current liabilities		**1,378,642**	**-**
Lease Liability	**16.00**	1,378,642	-
Current liabilities		**43,245,021**	**17,557,578**
Provision for expenses	**15.00**	714,123	1,108,344
Current Portion of Lease Liability	**16.00**	1,716,980	1,276,541
Liabilities for income tax	**17.00**	757,756	624,934
Account Payable	**18.00**	40,056,162	14,547,759
Total Liabilities & Shareholders' Equity		**152,989,909**	**125,075,802**
Net Asset Value (NAV) per Share	**23.00**	**832.44**	**825.93**

The notes are integral part of the financial statements .

Chairman | Managing Director | Chief Financial Officer

Name of Firm: **M M Rahman & Co.**
Chartered Accountants

Signature of the Auditor : .....
Name of the Auditor Syed Mahmud Ahmed FCA
Senior Partner
Enrolment No. 586
Firm's FRC Enlistment No. CAF-001-144

DVC : 2511250586AS874521
Dhaka, Date : 25-11-2025

Loginex Limited
Plot-42/69, Nitol Nilay Tower, Nikunja-2,
Khilkhet , Dhaka

Statement of Cash Flows
For the year ended June 30, 2025

Particulars	Notes	June 30, 2025 Amount (Tk.)	June 30, 2024 Amount (Tk.)
A CASH FLOWS FROM OPERATING ACTIVITIES:			
Cash Received from customers		58,992,599	148,689,185
Cash Paid to suppliers		(43,951,135)	(144,937,257)
Cash Paid to employees		(21,254,343)	(28,344,196)
Cash Paid to others		(120,742)	(3,930,943)
Tax Paid		-	(1,229,931)
Financial Expenses		(160,655)	(216,909)
Net cash flow from operating activities		**(6,494,277)**	**(29,970,052)**
B CASH FLOWS FROM INVESTING ACTIVITIES:			
Acquisition of property, plant & equipment		(5,548,400)	(20,185,805)
Acquisition of Intangible asset		-	(3,655,760)
Advance payment for capital equipments		-	(34,769,080)
Net cash used in investing activities		**(5,548,400)**	**(58,610,645)**
C CASH FLOWS FROM FINANCING ACTIVITIES:			
Proceeds from issue of share capital		-	301,790
Received for share money deposit		-	50,000,000
Received for share premium		-	49,698,210
Net cash from financing activities		**-**	**100,000,000**
Net Increase / (Decrease) in Cash & Cash Equivalents (A+B+C)		**(12,042,677)**	**11,419,303**
Cash & Cash Equivalents at the beginning of the year		12,128,682	709,378
Cash & Cash Equivalents at the end of the year		**86,004**	**12,128,682**
Net Operating Cash Flows per Share (NOCFPS)	**25.00**	**(49.89)**	**(230.22)**

Chairman | Managing Director | Chief Financial Officer

Name of Firm: **M M Rahman & Co.**
Chartered Accountants

Signature of the Auditor : .....
Name of the Auditor Syed Mahmud Ahmed FCA
Senior Partner
Enrolment No. 586
Firm's FRC Enlistment No. CAF-001-144

DVC : 2511250586AS874521
Dhaka, Date : 25-11-2025



এম এম রহমান এন্ড কোং
M M Rahman & Co.
Chartered Accountants

Russell Bedford
taking you further
Member of Russell Bedford International
a global network of independent professional services furms

INDEPENDENT AUDITOR'S REPORT

To the shareholders of Loginex Ltd.

Opinion

We have audited the financial statements of Loginex Ltd. ("the company), which comprises the statement of financial position as at June 30, 2025, and the statement of profit or lossand other comprehensive income, statement of changes in equity and 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 give a true and fair view of the financial position of the company as at June 30, 2025, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs), the Companies Act 1994 and other applicable laws and regulations.

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 Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matters

We draw attention in the statement of financial position which discloses share money deposits amounting to BDT 50,000,000. As per the Financial Reporting Council (FRC) circular dated February 11, 2020 share money deposits are required to be capitalized into paid-up share capital within six months of receipt. However, the company has not complied with this directive as of the reporting date. This non compliance may result in potential regulatory implications for the company and raises concerns regarding adherence to applicable legal and regulatory frameworks. Our opinion is not modified in respect of this matter.

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

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with IFRSs, 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 Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis ofaccounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Company's financial reporting process.

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 inaccordance 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 scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatementresulting 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.

National Office: Padma Life Tower, Level-10, 115 Kazi Nazrul Islam Avenue, Bangla Motor Dhaka-1000, Tel : (+88 02) 48311027, 48311029
Chattogram Office: Aziz Chamber, 2nd Floor, Jubilee Road, Chattogram-4000, Tel : +88 031 613331
E-mail : info@mmrahman.org, Web : www.mmrahman.org



এম এম রহমান এন্ড কোং
M M Rahman & Co.
Chartered Accountants

Russell Bedford
taking you further
Member of Russell Bedford International
a global network of independent professional services furms

Loginex Limited
Plot-42/69, Nitol Nilay Tower, Nikunja-2,
Khilkhet , Dhaka

Statement of Profit or Loss and other Comprehensive Income
For the year ended June 30, 2025

Particulars	Notes	June 30, 2025 Amount (Tk.)	June 30, 2024 Amount (Tk.)
Net Revenue	**19.00**	98,991,064	157,336,955
Less: Cost of sales	**20.00**	91,009,046	145,087,160
Gross profit		**7,982,018**	**12,249,794**
Less: Office & administrative expenses	**21.00**	6,791,478	8,447,982
Profit/ (Loss) from Operation		**1,190,540**	**3,801,813**
Less: Financial expenses	**22.00**	160,655	216,909
Profit/(loss) before workers' profit participation fund (WPPF)		**1,029,885**	**3,584,904**
Less: Workers' profit participation and welfare funds (WPPF)		49,042	170,710
Profit /(loss) before tax		**980,843**	**3,414,194**
Less: Income Tax provision shortfall for previous year		-	709,037
Less: Income Tax Expense for current period		132,821	624,934
Net profit/(loss) after tax		**848,022**	**2,080,223**
Other comprehensive income that will not be reclassified to profit or loss in subsequent periods (net of tax):			
Other comprehensive loss for the year, net of tax		-	-
Total comprehensive income for the year, net of tax		**848,022**	**2,080,223**
Earnings per share (EPS)	**24.00**	**6.51**	**15.98**

Chairman | Managing Director | Chief Financial Officer

Name of Firm: **M M Rahman & Co.**
Chartered Accountants

Signature of the Auditor : .....
Name of the Auditor Syed Mahmud Ahmed FCA
Senior Partner
Enrolment No. 586
Firm's FRC Enlistment No. CAF-001-144

DVC : 2511250586AS874521
Dhaka, Date : 25-11-2025

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 Company'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 Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

◆ Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on other legal and regulatory requirements

In accordance with the Companies Act 1994, Bangladesh Securities and Exchange Commission (Risk Based Capital Adequacy) Rules 2019, we also report the following:

a) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit and made due verification thereof;

b) In our opinion, proper books of account as required by law have been kept by the company so far as it appeared from our examination of these books;

c) The statement of financial position and statement of profit or loss and other comprehensive income dealt with by the report are in agreement with the books of account and returns;

d) The expenditure incurred was for the purposes of the company's business; and

Name of Firm: **M M Rahman & Co.**
Chartered Accountants

Signature of the Auditor .....

Name of the Auditor Syed Mahmud Ahmed FCA
Senior Partner

Enrolment No. 586

Firm's FRC Enlistment No. CAF-001-144

DVC : 2511250586AS874521
Dhaka, Date : 25-11-2025



এম এম রহমান এন্ড কোং
M M Rahman & Co.
Chartered Accountants

Russell Bedford
taking you further
Member of Russell Bedford International
a global network of independent professional services furms

Loginex Limited
Plot-42/69, Nitol Nilay Tower, Nikunja-2,
Khilkhet , Dhaka

Statement of Changes In Equity
For the year ended June 30, 2025

Particulars	Share Capital	Share Premium	Share Money Deposit for convertible/redeemable preferene share	Retained Earnings	Total
Opening Balance	1,301,790	49,698,210	50,000,000	6,518,224	107,518,224
Net profit / (Loss) during the period	-			848,022	848,022
Balance as on June 30, 2025	**1,301,790**	**49,698,210**	**50,000,000**	**7,366,246**	**108,366,246**

For the year ended June 30, 2024

Particulars	Share Capital	Share Premium	Share Money Deposit for convertible/redeemable preferene share	Retained Earnings	Total
Opening Balance	1,000,000			4,438,001	5,438,001
Share Allotment	301,790				301,790
Share Premium	-	49,698,210			49,698,210
Share Money Deposit for convertible/redeemable preference share			50,000,000		50,000,000
					-
Net profit / (Loss) during thyear	-			2,080,223	2,080,224
Balance as on June 30, 2024	**1,301,790**	**49,698,210**	**50,000,000**	**6,518,224**	**107,518,224**

Chairman | Managing Director | Chief Financial Officer

Name of Firm: **M M Rahman & Co.**
Chartered Accountants

Signature of the Auditor : .....
Name of the Auditor Syed Mahmud Ahmed FCA
Senior Partner
Enrolment No. 586
Firm's FRC Enlistment No. CAF-001-144

DVC : 2511250586AS874521
Dhaka, Date : 25-11-2025



এম এম রহমান এন্ড কোং
M M Rahman & Co.
Chartered Accountants

Russell Bedford
taking you further
Member of Russell Bedford International
a global network of independent professional services furms

Loginex Limited
Plot-42/69, Nitol Nilay Tower, Nikunja-2,
Khilkhet , Dhaka

Schedule of Property, Plant & Equipment
As at June 30, 2025

Schedule -A

Particulars	COST			Rate (%)	DEPRECIATION			W.D.V
	Opening Balance	Addition during the year	Closing Balance		Opening Balance	Charged during the year	Closing Balance	
	1-Jul-24		30-Jun-25		1-Jul-24		30-Jun-25	30-Jun-25
Furniture & Fixture	3,983,633		3,983,633	10%	264,086	371,955	636,041	3,347,592
Office Decoration	11,160,439		11,160,439	10%	1,407,567	975,287	2,382,854	8,777,584
IT Equipment	12,616,139	5,548,400	18,164,539	10%	389,752	1,724,275	2,114,027	16,050,512
Balance as on June 30, 2025	**27,760,211**	**5,548,400**	**33,308,610**		**2,061,406**	**3,071,517**	**5,132,922**	**28,175,689**
Balance as on June 30, 2024	**7,574,406**	**20,185,805**	**27,760,211**		**790,293**	**1,271,113**	**2,061,406**	**25,698,805**

Allocation of Depreciation		
		30.6.2025
Depreciation Allocated to:		
Cost of Sales	70%	2,150,062
Administrative Expenses	30%	921,455
Depreciation Expenses		**3,071,517**

5.01.02 Subsequent cost

The subsequent cost/expenditure or any replacing part an item of property, plant and equipment is capitalized if it is probable that the future economic benefits embodied within the part will flow to the company and its cost can be measured reliably. The costs of the day-to-day servicing of property, plant and equipment are recognized in the Statement of Profit or loss and other Comprehensive Income as incurred.

5.01.03 Depreciation

All items of property, plant and equipment have been depreciated on reducing balance method. Depreciation is charged on opening balance of fixed assets for full period. Depreciation on current Year's addition begins when an asset is available for use, i.e. it is in the location and for it to be capable of operating in the manner Intended by the management. Depreciation of an assets ceases at the date that the assets is derecognised as per Para 55 of IAS 16 Property, Plant and Equipment. The cost of the day to day repairing and maintenance expenses are recognised in the profit or loss and other comprehensive income.

Rates of depreciation on various classes of fixed assets are as under :

Class of Assets	Rate of Depreciation
Furniture and fixture	10%
Computer Equipments	10%
Office Decoration	10%

5.02 Intangible assets

5.02.01 Recognition and measurement

Intangible assets are initially measured at cost. The cost of the intangible assets comprises its purchase price, import duties and non-refundable taxes and any directly attributable cost of preparing the asset for its intended use. After initial recognition intangible assets should be carried at cost less accumulated amortization and impairment losses, if any,

5.02.02 Subsequent expenditure

Subsequent expenditure is capitalized only when it is probable that the future economic benefits embodied within the part will flow to the Company and its cost can be measured reliably. All other expenditures are recognized in the Statement of profit or loss and other comprehensive income when incurred

5.02.03 Amortization

The depreciable amount of an intangible assets with a finite useful life shall be allocated on a systematic basis over its useful life. Amortization shall begin when assets available for use, i.e. when it is in the location & condition necessary for it to be capable of operating in the manner intended by management. Amortization shall cease at the earlier of the date that the assets is classified as held for sale.

5.03 Trade and other receivables (Accounts Receivable)

Trade and other receivables are initially recognized at invoice value and the amount represents net realizable value. Management considered that the entire trade receivables as good and collectable.

Intangible asset is recognized when it is probable that the future economic benefits that are attributable to the asset will
flow to the company; and the cost of the asset can be measured reliably.



Loginex Ltd.
Plot-42/69, Nitol Nilay Tower, Nikunja-2,
Khilkhet , Dhaka

Schedule of Intangible Asset
As at June 30, 2025

Schedule -B

Particulars	COST			DEPRECIATION			W.D.V
	Opening Balance	Addition during the year	Closing Balance	Opening Balance	Charged during the year	Closing Balance	
	1-Jul-24		30-Jun-25	1-Jul-24		30-Jun-25	30-Jun-25
Software	4,225,612	-	4,225,612	436,360	836,579	1,272,939	2,952,673
Balance as on June 30, 2025	**4,225,612**	**-**	**4,225,612**	**436,360**	**836,579**	**1,272,939**	**2,952,673**
Balance as on June 30, 2024	**569,852**	**3,655,760**	**4,225,612**	**148,145**	**288,215**	**436,360**	**3,789,252**

Allocation of Depreciation		
		30.6.2025
Depreciation Allocated to:		
Cost of Sales	70%	585,605
Administrative Expenses	30%	250,974
Depreciation Expenses		**836,579**



4.02 Other regulatory compliances

The Company complies with the following major legal provisions in addition to the Companies Act 1994 and other applicable laws and regulations:
The Income Tax Act ,2023
The Income Tax Rules ,1984
The Value added Tax and Suplementary Duty Act ,2012
The Value added Tax and Suplementary Rules, 2016
Bangladesh Labor Act, 2006 (Amendment in 2013 & 2018);

4.03 Basis of measurement

The financial statements have been prepared on going concern basis under historical cost conventions as per IAS 1 Presentation of Financial Statements.

4.04 Functional and presentational currency

These financial statements are presented in Bangladeshi Taka currency, which is the company's functional currency. The figures of financial statements have been rounded off to the nearest integer.

4.05 Accrual Basis of Accounting

These financial statements have been prepared under the accrual basis of accounting except for cash flow information as per IAS 1 Presentation of Financial Statements.

4.06 Reporting Period

The reporting period of the company covers the period from July 01, 2024 to June 30, 2025.

4.07 Components of the financial statements

i) Statement of Financial Position as at June 30, 2025.
ii) Statement of Profit or Loss and other Comprehensive Income for the period ended June 30, 2025.
iii) Statement of Changes in Equity for the period ended June 30, 2025.
iv) Statement of Cash flows for the period ended June 30, 2025.
v) Notes, comprising significant accounting policies and other explanatory information.
vi) Comparative information.

5.00 Significant accounting policies

The accounting policies set out below have been applied consistently (otherwise as stated) to all period presented in these financial statements.

5.01 Property, Plant and Equipment

5.01.01 Recognition and measurement

All property, plant and equipment are initially accounted for at costs and depreciated over their expected useful life in accordance with IAS 16. The cost of acquisition of asset comprises its purchase price and any directly attributable cost of bringing the asset to its working condition for its intended use inclusive of inward freight, duties and non refundable taxes.



এম এম রহমান এন্ড কোং
M M Rahman & Co.
Chartered Accountants

Russell Bedford
taking you further
Member of Russell Bedford International
a global network of independent professional services furms

Loginex Ltd.

Schedule of Right of Use Assets
As at June 30, 2025

Schedule - C

Name of Assets	Cost			Depreciation/Amortization			Written down value as on 30.6.2025
	Balance as on 01.07.2024	Addition during the year	Balance as on 30.6.2025	Balance as on 01.07.2024	Charged during the year	Balance as on 30.6.2025	
5th floor, House 55/B, Road 21, Banani	5,194,088	3,638,426	8,832,514	4,038,759	1,761,733	5,800,492	3,032,022
Balance as on June 30, 2025	**5,194,088**	**3,638,426**	**8,832,514**	**4,038,759**	**1,761,733**	**5,800,492**	**3,032,022**
Balance as on June 30, 2024	**5,194,088**	**-**	**5,194,088**	**2,305,766**	**1,732,993**	**4,038,759**	**1,155,329**



5.04 Advances, Deposits and Prepayments

Advances are initially measured at cost. After initial recognition advances are carried at cost less deduction, adjustment or charges to other account heads such as property, plant and equipment, inventory or expenses.

Deposits and prepayments are measured at payment value.

5.05 Cash and Cash Equivalents

Cash and cash equivalents comprise cash-in-hand, demand deposits and short term bank deposits that are readily convertible to a known amount of cash, and that are not subject to significant risk of change in value.

5.06 Recognition of revenue as per IFRS 15

Entity recognizes revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. This core principle is delivered in a five-step model framework:
Ø Identify the contract(s) with a customer
Ø Identify the performance obligations in the contract
Ø Determine the transaction price
Ø Allocate the transaction price to the performance obligations in the contract
Ø Recognize revenue when (or as) the entity satisfies a performance obligation.

Application of this guidance will depend on the facts and circumstances present in a contract with a customer and will require the exercise of judgment.

Entity does not satisfy its performance obligation over time; it satisfies it at a point in time. Revenue will therefore be recognized when control is passed at a certain point in time .

5.07 Statement of Cash flows

Cash Flows statement is prepared in accordance with IAS 7 Statement of Cash Flows and cash flows from operating activities have been presented under direct method considering the provision of paragraph 19 of IAS 7, which state that “Entities are encouraged to report cash flow from operating activities using direct method.

5.08 Going Concern Basis

The company has adequate resources to continue its operation for the foreseeable future. As such, the directors intended to adopt the going concern basis in preparing the financial statements. The current credit facilities and resources of the company provides sufficient fund to meet the present requirements of its existing business.

5.09 IFRS 16 Leases

A. Definition of a lease
Previously the Company determined at contract inception whether an arrangement was or contained a lease under IFRIC 4 Determining whether an arrangement contains a lease. The Company now assesses whether a contract is or contains a lease based on the definition of a lease, as explained in have to change as per accounts.



LOGINEX LIMITED

Plot-42/69, Nitol Nilay Tower, Nikunja-2,
Khilkhet , Dhaka

Notes To The Financial Statement
As at and for the period ended June 30, 2025

1.00 Corporate History of the Reporting Entity:

Loginex Limited was incorporated in Bangladesh on 30 June, 2021 under the Companies Act, 1994 vide registration no. C- 172167/2021 as a private Company limited by shares.
The registered office is located at Plot-42/69, Nitol Nilay Tower,Nikunja-2, Khilkhet , Dhaka.

2.00 Nature of Corporate Business :

The principal activities of the Company is to carry on business of Logistics Support Service and Management, IT & Telecommunication and Computer software provider, Express and courier service, Brokerage, Pick & Drop/Pick and pack Assembling Services.

3.00 Corporate Financial Statements and Reporting:

This comprises Statement of Financial Position, Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows, Notes, comprising significant accounting policies and other explanatory information and comparative information in respect of the preceding period.

This is prepared under the historical cost convention and in accordance with the requirements of the Companies Act 1994, the International Accounting Standards (IASs) and International Financial Reporting Standards (IFRSs) adopted by the Institute of Chartered Accountants of Bangladesh (ICAB), and other regulatory compliances.

The Board of Directors is responsible for preparing and presenting the financial statements including adequate disclosures, which approved and authorized for issue of the financial statements.

4.00 Basis of preparation

The financial statements of the company have been prepared in accordance with International Accounting Standards (IASs), International Financial Reporting Standards (IFRSs), the Companies Act, 1994 and other applicable laws and regulations as required. The following International Accounting Standards were applied for the preparation of Financial Statements for the period.

4.01 Statement of Compliance

IAS 01 Presentation of Financial Statements
IAS 07 Statements of Cash flows
IAS 12 Income Taxes
IAS 16 Property, Plant and Equipment
IAS 33 Earnings per Share
IAS 37 Provisions, Contingent Liabilities and Contingent Assets.
IAS 38 Intangible Assets
IFRS 15 Revenue from Contracts with Customers
IFRS 16 Leases



On transition to IFRS 16, the Company applied IFRS 16 to contracts that were previously identified as leases following the practical expedient approach for existing contracts. Contracts that were not identified as leases under IAS 17 and IFRIC 4 were not reassessed for whether there is a lease under IFRS 16. Therefore, the definition of a lease under IFRS 16 was applied only to contracts entered into or changed on or after 1 July 2019.

B. As a lessee

As a lessee, the Company leases office. The Company previously classified rental of office as operating leases based on its assessment of whether the lease transferred significantly all of the risks and rewards incidental to ownership of the underlying asset to the Company Under IFRS 16, the Company recognizes right-of-use assets (presented as part of property, plant and equipment) and lease liabilities for these leases - i.e. these leases are on-balance sheet where lease liabilities were measured at the present value of the remaining lease payments, discounted at the ompany's Incremental borrowing rate as at 1 July 2019. Right-of-use assets are measured at an amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments.

This standard introduces a single, on-balance sheet lease accounting model for leases where a lessee recognizes a right-ofuse asset representing its tight to use the underlying asset and a lease liability representing its obligation to make lease payments. There are optional exemptions for short-term leases and leases of low value items.



এম এম রহমান এন্ড কোং
M M Rahman & Co.
Chartered Accountants

Russell Bedford
taking you further
Member of Russell Bedford International
a global network of independent professional services furms

	June 30, 2025 Amount (Tk.)	June 30, 2024 Amount (Tk.)
6.00 Property, Plant and Equipment Net		
At Cost :		
Opening Balance	27,760,211	7,574,406
Addition during the year	5,548,400	20,185,805
Closing Balance	**33,308,610**	**27,760,211**
Accumulated Depreciation:		
Opening Balance	2,061,406	790,293
Charged during the year	3,071,517	1,271,113
Closing Balance	**5,132,923**	**2,061,406**
Written down Value:	**28,175,689**	**25,698,805**

Detailed schedule of Property, Plant and Equipment is in **Annexure - A**

7.00 Intangible Assets Net		
At Cost :		
Opening Balance	4,225,612	569,852
Addition during the year	-	3,655,760
Closing Balance	**4,225,612**	**4,225,612**
Amortization:		
Opening Balance	436,360	148,145
Charged during the year	836,579	288,215
Closing Balance	**1,272,939**	**436,360**
Written down Value:	**2,952,673**	**3,789,252**

The intangible assets include software acquired for the purpose of business operations. Detailed of intangible assets is in **Annexure - B**

8.00 Right of Use Asset Net		
At Cost :		
Opening Balance	5,194,088	5,194,088
Recognition of right-of-use asset on initial application of IFRS 16	-	-
Addition during the year	3,638,426	-
Disposal during the year	-	-
Closing Balance	**8,832,514**	**5,194,088**
Accumulated Depreciation:		
Opening Balance	4,038,759	2,305,766
Recognition of right-of-use asset on initial application of IFRS 16	-	-
Charged during the year	1,761,733	1,732,993
Adjustment for disposal	-	-
Closing Balance	**5,800,492**	**4,038,759**
Written down Value:	**3,032,022**	**1,155,329**



এম এম রহমান এন্ড কোং
M M Rahman & Co.
Chartered Accountants

Russell Bedford
taking you further
Member of Russell Bedford International
a global network of independent professional services firms

			June 30, 2025 Amount (Tk.)	June 30, 2024 Amount (Tk.)
19.00	**Revenue**			
	Total Sales		104,726,968	170,094,005
	Less: Value Added Tax (VAT)		5,735,904	12,757,050
	Net Sales		**98,991,064**	**157,336,955**
	This Is made up as follows:			
	Logistic Services		**48,745,150**	**96,525,671**
	Information Technology Enable Services			
	Business process outsourcing		5,122,345	8,727,535
	IT support & software maintenance		3,784,242	9,748,085
	Digital content development & management		3,952,820	5,976,751
	Call centre service		19,967,176	16,438,077
	System Integration		3,321,456	3,812,834
	Software development		7,686,547	8,683,049
	Website development		6,411,328	7,424,952
	Total		**50,245,914**	**60,811,283**
	Net Sales		**98,991,064**	**157,336,955**
20.00	**Cost of Sales**			
	This is made up as follows:			
	Carrying Expense		43,595,528	89,545,501
	Salary & Allowances		18,871,452	23,484,268
	Software development & maintenance		14,336,822	17,532,714
	Digital content development & management		7,127,000	7,574,033
	Website development		3,957,600	5,750,645
	Utility Expense		384,977	108,470
	Depreciation	Sch-A	2,150,062	889,779
	Amortization on intangible assets	Sch-B	585,605	201,750
	Total		**91,009,046**	**145,087,160**
21.00	**Office & administrative expenses**			
	Salary & Allowances		2,038,891	4,077,294
	Service Charge		180,000	166,000
	Utility Expense		130,860	378,580
	Internet & Connectivity		126,000	90,774
	Depreciation	**Sch-A**	921,455	381,334
	Amortization on Intangible Assets	**Sch-B**	250,974	86,464
	Depreciation on Right of Use Assets	**Sch-C**	1,761,733	1,732,993
	IT Expense		441,946	294,107
	Audit Fee		115,000	230,000
	Cleaning Expense		46,021	58,520
	Printing & Stationery		41,731	52,451
	Conveyance & Allowance		18,716	37,153
	Entertainment Expense		60,589	73,180
	Fuel Expense		51,870	61,435



			June 30, 2025	June 30, 2024
			Amount (Tk.)	Amount (Tk.)
9.00	**Cash and cash equivalents**			
	This balance consists of as follows :			
	Cash in hand		28,760	30,062
	Cash at bank	9.01	57,244	12,098,620
	Total		**86,004**	**12,128,682**

9.01 Cash at bank

The above balance consists of as follows :

Name of the Bank	A/C Type	A/C NO.	Amount (Tk.)	Amount (Tk.)
NRBC Bank Ltd.	CD	1213330000064	34,052	91,105
United Commercial Bank Ltd	CD	111010000002	19,580	12,007,515
City Bank Ltd.	CD	1404293796001	3,613	-
Total			**57,244**	**12,098,620**

10.00	**Accounts Receivable**			
	Opening balance		45,936,078	37,288,308
	Addition during the year		104,726,968	170,094,005
			150,663,046	**207,382,313**
	Collection during the year		64,728,503	161,446,235
	Closing balance		**85,934,543**	**45,936,078**
11.00	**Advances, Deposits and Prepayments**			
	Opening balance		36,367,657	1,355,781
	Addition during the year		1,989,721	38,243,548
			38,357,378	**39,599,329**
	Adjustment during the year		5,548,400	3,231,672
	Closing balance		**32,808,978**	**36,367,657**
	Addition is made up as follows:			
	Advance for office Rent		900,000	900,000
	Security Deposit		330,000	-
	Advance Income Tax (AIT)	11.01	2,358,298	698,577
	Advance paid for capital Equipments	11.02	29,220,680	34,769,080
	Total		**32,808,978**	**36,367,657**
11.01	**Advance Income Tax (AIT)**			
	Opening balance		698,577	-
	Addition during the year		1,659,721	698,577
			2,358,298	**698,577**
	Adjustment during the year		-	-
	Closing balance		**2,358,298**	**698,577**



		June 30, 2025 Amount (Tk.)	June 30, 2024 Amount (Tk.)
	Mobile & Telephone	33,822	113,423
	Office Maintenance	49,731	61,269
	Repair & Maintenance	31,500	32,654
	Postage & Courier	-	-
	Business Development Expense	-	60,000
	Miscellaneous Expense	14,680	7,350
	Vehicle Rent	456,000	453,000
	Overtime Expense	-	
	Bank Charges	19,959	
	Total	**6,791,478**	**8,447,982**
22.00	**Financial expenses**		
	Bank Charges		18,142
	Interest on lease liability	160,655	198,767
	Total	**160,655**	**216,909**

		June 30, 2025 Amount (Tk.)	June 30, 2024 Amount (Tk.)
23.00	**Net Asset Value (NAV) per share**		
	Total Assets	152,989,909	125,075,802
	Less: Non Current Liabilities	1,378,642	-
	Current Liabilities	43,245,021	17,557,578
	Net Asset Value	**108,366,246**	**107,518,224**
	Number of Ordinary Shares outstanding at Balance Sheet date	130,179	130,179
	Net Asset Value (NAV) per Share	**832.44**	**825.93**
24.00	**Earnings per Share (EPS)**		
	The computation of EPS is given below:		
	Earning attributable to the ordinary shareholders	848,022	2,080,223
	No. of ordinary shares during the year	130,179	130,179
	Earnings per Share (EPS)	**6.51**	**15.98**
25.00	**Net operating cash flows per share**		
	Cash flows from operating activities as per Statement of Cash Flows	(6,494,277)	(29,970,052)
	Number of ordinary Shares outstanding during the year	130,179	130,179
	Net Operating Cash Flows Per Share	**(49.89)**	**(230.22)**



		June 30, 2025 Amount (Tk.)	June 30, 2024 Amount (Tk.)
11.02	**Advance paid for capital Equipments**		
	Opening balance	34,769,080	-
	Addition during the year	-	34,769,080
		34,769,080	**34,769,080**
	Adjustment during the year	5,548,400	-
	Closing balance	**29,220,680**	**34,769,080**
12.00	**Issued, subscribed & paid up capital**		
	Authorized capital	**10,000,000**	**10,000,000**
	Divided into 1,000,000 ordinary shares of Tk. 10 each		
	Issued, subscribed & paid up capital	**1,301,790**	**1,301,790**
	Divided into 130,179 ordinary shares of Tk. 10 each		

Share holding position as on June 30, 2025

Name of Share holder	No. of Share	% of Shares	Amount (Tk.)	Amount (Tk.)
Genex Infosys Ltd.	75,000	57.61%	750,000	750,000
Mohammed Tanzidul Alam	25,000	19.20%	250,000	250,000
UCB Venture Capital Fund-1	30,179	23.18%	301,790	301,790
Total	**130,179**	**100%**	**1,301,790**	**1,301,790**

13.00	**Share Premium**			
	Closing Balance		**49,698,210**	**49,698,210**
14.00	**Retained earnings**			
	Opening Balance		6,518,224	4,438,001
	Add: Net profit/ (loss) during the year		848,022	2,080,223
	Total		**7,366,246**	**6,518,224**
15.00	**Provision for expenses**			
	Opening Balance		1,108,344	1,505,525
	Add: Addition during the year		354,840	758,246
			1,463,184	**2,263,771**
	Less: Adjustment made during the year		749,061	1,155,427
	Closing Balance		**714,123**	**1,108,344**
	This is made up as follows:			
	Audit fee		100,000	100,000
	VAT payable on audit fee		15,000	15,000
	Provision for electricity bill		35,371	40,000
	Salary payable		344,000	782,634
	Provision for workers' profit participation and welfare funds	15.01	219,752	170,710
	Total		**714,123**	**1,108,344**



এম এম রহমান এন্ড কোং
M M Rahman & Co.
Chartered Accountants

Russell Bedford
taking you further
Member of Russell Bedford International
a global network of independent professional services furms

	June 30, 2025 Amount (Tk.)	June 30, 2024 Amount (Tk.)

26.00 Reconciliation of net profit with cash flows from operating activities making adjustment of non cash items, for non-operatiing items and for the net changes in operating accruals.

Net Profit	**848,022**	**2,080,223**
Adjustment for:		
Depreciation	3,071,517	1,271,113
Amortization	836,579	288,215
Finance expense	160,655	216,909
	4,068,751	**1,776,237**
Increase/(Decrease) in current Assets:		
Increase/(Decrease) in Accounts Receivable	(39,998,465)	(8,647,770)
Increase/(Decrease) in Advances,Deposits, Prepayments.	3,558,679	(242,796)
Increase/(Decrease) in Right to Use Asset	(1,876,693)	1,732,993
	(38,316,479)	**(7,157,573)**
Increase/ (Decrease) in Liabilities:		
Increase/(Decrease) in Accounts Payable	25,508,403	(24,497,655)
Increase/(Decrease) in Provision for Expenses	(394,221)	(397,181)
Increase/(Decrease) in Liabilities for Income Tax	132,821	104,040
Increase/(Decrease) in Current Portion of Lease Liability	1,819,081	(1,661,233)
	27,066,085	**(26,452,029)**
Paid for Finance Expenses	(160,655)	(216,909)
Net cash generated from operating activities (Indirect method)	**(6,494,277)**	**(29,970,052)**
Net cash generated from operating activities (Direct method)	**(6,494,277)**	**(29,970,052)**



		June 30, 2025 Amount (Tk.)	June 30, 2024 Amount (Tk.)
15.01	**Provision for workers' profit participation and welfare funds**		
	Opening Balance	170,710	-
	Add: Addition during the year	49,042	170,710
		219,752	**170,710**
	Less: Adjustment made during the year	-	-
	Closing Balance	**219,752**	**170,710**
16.00	**Lease Liability**		
	Opening Balance	1,276,541	2,937,774
	Recognition of Lease Liability on initial application of IFRS 16	-	-
	Addition during the year	3,638,426	-
	Total	**4,914,967**	**2,937,774**
	Payment of Lease Liability		
	Installment paid during the year	(1,980,000)	(1,860,000)
	Interest on Lease Payments	160,655	198,767
	Closing Balance	**3,095,622**	**1,276,541**
	Current Portion of Lease Liability	1,716,980	1,276,541
	Long Term Portion	**1,378,642**	**-**
17.00	**Liabilities for income tax**		
	Opening Balance	624,934	520,894
	Add: Income Tax provision shortfall for previous year	-	709,037
	Add: Addition during the year	132,821	624,934
		757,756	**1,854,865**
	Less: Adjustment made during the year	-	1,229,931
	Closing Balance	**757,756**	**624,934**
18.00	**Accounts Payable**		
	Opening Balance	14,547,759	39,045,414
	Add: Addition during the year	69,016,950	89,545,501
		83,564,709	**128,590,915**
	Less: Adjustment made during the year	43,508,547	114,043,156
	Closing Balance	**40,056,162**	**14,547,759**



GENEX INFOSYS PLC

Registered Office: Plot-42 & 69, Nitol Niloy Tower (Level-8)
Nikunja-2, Khilkhet, Dhaka-1229

PROXY FORM

I/We.....of.....
being a member of Genex Infosys PLC and entitled to vote, hereby appoint Mr./Mrs./Miss.....
.....of.....
.....attend and vote for me/us and on my/our behalf at the 13th Annual General Meeting (AGM) of the Company to be held using Hybrid System in combination of physical and Digital presence on Tuesday, December 30, 2025, at 11:00 A.M. The physical location is "RAOWA Convention Hall, Mohakhali DOHS, Dhaka and virtually by using digital platform through the link https://genex13thagm2025.hybridagmbd.net

Signature of Shareholder ..... Signature of Proxy .....
No. of Shares held on record date (21 December 2025).....

Revenue Stamp
TK. 20/-

Date.....2025

BO ID:																

Note:

1) This Form of Proxy, duly completed and signed must be at the Company's registered office. The Proxy is invalid if deposited at least 48 hours before the meeting at the Company's registered office. The proxy is invalid if not Signed and stamped as explained above.

2) Signature of the Shareholder must be in accordance with Specimen Signature recorded with the Company or with Depository Participant(s) (CDBL).

Signature Verified

Authorized Signatory

GENEX INFOSYS PLC

Registered Office: Plot-42 & 69, Nitol Niloy Tower (Level-8)
Nikunja-2, Khilkhet, Dhaka-1229

ATTENDANCE SLIP

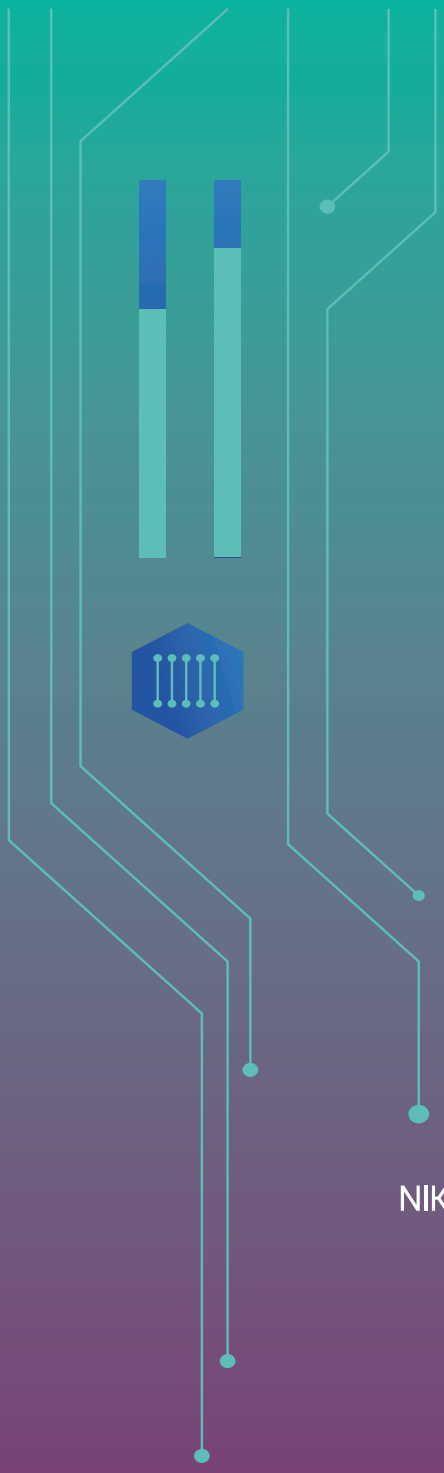
I do hereby record my/our transaction at the 13th Annual General meeting(AGM) of the Company to be held on Tuesday, December 30, 2025 at 11.00 a.m.

Name of Shareholder	
Number of Shares	
BO ID No.	
Name of the proxy	

.....
Signature of the Shareholder/Proxy

.....
Signature Verified By





GENEX INFOSYS PLC

NITOL NILOY TOWER (LEVEL 8)
NIKUNJA C/A, AIRPORT ROAD, DHAKA 1229