



# Aarvi Encon Limited

CIN : L29290MH1987PLC045499  
(ISO 9001 & 14001 & ISO 45001)

Regd. Office : B1- 603, 6th Floor, Marathon Innova,  
Marathon Nextgen Complex, Opp. Peninsula Park,  
Lower Parel, Mumbai - 400 013, India.



AEL/NSE/2025-26/38

Date: February 11, 2026

To,  
Listing Department,  
National Stock Exchange of India Limited  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex,  
Bandra (E), Mumbai - 400051

Symbol: AARVI

Sub: Outcome of the Board Meeting of the Company held on Wednesday, February 11, 2026

Dear Sir/Madam,

Pursuant to Regulation 30 and 33 read with Para A of Part A of Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, ('SEBI Listing Regulations') we hereby notify that the meeting of the Board of Directors of the Company held today i.e., February 11, 2026, has inter alia, considered and approved the Unaudited Standalone and Consolidated Financial Results for the quarter and nine months ended as on December 31, 2025.

We are enclosing herewith as **Annexure I** the following:

- Unaudited Standalone and Consolidated Financial Results of the Company for the quarter and nine months ended December 31, 2025;
- Limited Review Report issued by Statutory Auditors of the Company.

A QR Code, along with the web-link to the aforesaid Unaudited Financial Results, will be published in the newspapers in accordance with the SEBI Listing Regulations.

The above information is also available on the website of the Company at [www.aarviencon.com](http://www.aarviencon.com).

Thanking you,

Yours Faithfully,  
For Aarvi Encon Limited



Leela Bisht  
Company Secretary & Compliance Officer  
Membership No.: A59748

Encl.: As above

**Independent Auditor's Review Report on the Quarterly and Year to Date Unaudited Consolidated Financial Results of Aarvi Encon Limited pursuant to the Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.**

Review Report to  
The Board of Directors  
Aarvi Encon Limited,  
B1-603, Marathon Innova,  
Marathon Nextgen Complex,  
G. K. Marg, Lower Parel,  
Mumbai – 400013,  
India.

Re: **Limited Review Report of the Unaudited Consolidated Financial Results for the quarter ended 31st December, 2025.**

1. We have reviewed the accompanying Statement of Unaudited Consolidated Financial Results of **Aarvi Encon Limited** ("the Parent") and its subsidiaries and associates, as given in the Annexure to this report (the Company, its subsidiaries and its associates together referred to as "the Group") and its share of the net profit after tax and total comprehensive income / loss of its subsidiaries for the quarter ended on 31st December, 2025 and year to date from April 01, 2025 to December 31, 2025 ("the Statement"), attached herewith, being submitted by the Parent pursuant to the requirement of Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (the "Listing Regulations").
2. The Holding Company's Management is responsible for the preparation of the Statement in accordance with the recognition and measurement principles laid down in the Indian Accounting Standard 34 "Interim Financial Reporting" (Ind AS 34), prescribed under Section 133 of the Companies Act, 2013, as amended and other accounting principles generally accepted in India and in compliance with Regulation 33 of the Listing Regulations. The Statement has been approved by the Holding Company's Board of Directors. Our responsibility is to express a conclusion on the Statements based on our review.
3. We conducted our review of the Statement in accordance with the Standard on Review Engagements (SRE) 2410, "Review of Interim Financial Information Performed by the Independent Auditor of the Entity", issued by the Institute of Chartered Accountants of India (ICAI). This Standard requires that we plan and perform the review to obtain moderate assurance as to whether the Statement is free of material misstatement. A review is limited primarily to inquiries of company personnel and analytical procedure applied to financial data and thus provides less assurance than an audit. We have not performed an audit and, accordingly, we do not express an audit opinion.



We also performed procedures in accordance with the Circular No. CIR/CFD/CMD1/44/2019 dated March 29, 2019 issued by the SEBI under Regulation 33(8) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, to the extent applicable.

4. The Statement includes the results of the entities as mentioned in the **Annexure**.
5. Based on our review conducted and procedures performed as stated in paragraph 3 above and based on the consideration of the review reports of the other auditors referred to in paragraph 6 below, nothing has come to our attention that causes us to believe that the accompanying Consolidated Statement, prepared in accordance with the recognition and measurement principles generally accepted in India, has not disclosed the information required to be disclosed in terms of Regulation 33 of the SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015, as amended, including the manner in which it is to be disclosed, or that it contains any material misstatement.
6. The accompanying Statement includes the unaudited interim standalone / consolidated financial results / financial information, in respect of –
  - (i) 1 subsidiary included in the unaudited consolidated financial results, which has been reviewed by us, whose unaudited standalone interim financial information reflect total revenues of Rs. 6.53 Lakhs for quarter ended 31st December, 2025 and Rs. 6.53 Lakhs for year to date, total Net Profit after tax of Rs. 1.42 Lakhs for quarter ended 31st December, 2025 and Rs. 2.30 Lakhs for the year to date and total comprehensive income of Rs. Nil for the quarter ended 31st December, 2025 and Rs. Nil for the year to date as considered in the standalone Financial Statement. These interim financial statements have been reviewed by us and have been approved and furnished to us by the Management and our conclusion on the Statement, in so far as it relates to the amounts and disclosures included in respect of these subsidiaries, is solely based on the observations of the Management and the procedures performed by us as stated in paragraph 3 above.
  - (ii) 1 subsidiary included in the unaudited consolidated financial results, which has not been reviewed by us, whose unaudited consolidated interim financial information reflect total revenues of Rs. 1,901.52 Lakhs for quarter ended 31st December, 2025 and Rs. 5,306.74 Lakhs for year to date, total Net Profit after tax of Rs. 184.79 Lakhs for quarter ended 31st December, 2025 and Rs. 597.88 Lakhs for year to date, total Comprehensive Income of Rs. 29.86 Lakhs for the quarter ended 31st December, 2025 and Rs. 110.71 lakhs for the year to date as considered in the Consolidated Financial Statement. The interim financial statements of the subsidiary have been reviewed by their auditor and have been approved and furnished to us by the Management and our conclusion on the Statement, in so far as it relates to the amounts and disclosures included in respect of these subsidiaries, is solely based on the observations of the Management and the procedures performed by us as stated in paragraph 3 above.



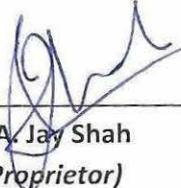
- (iii) 1 subsidiary included in the unaudited consolidated financial results, which has not been reviewed by us, whose unaudited standalone interim financial information reflect total revenues of Rs. Nil for the quarter ended 31st December, 2025 and Rs. Nil for year to date, total Net Loss after tax of Rs. 2.89 lakhs for quarter ended 31st December, 2025 and Rs. 12.43 lakhs for year to date and total comprehensive Loss of Rs. 1.19 lakhs for the quarter ended 31st December, 2025 and Rs. 8.48 lakhs for year to date as considered in the Standalone Financial Statement. The interim financial statements of the subsidiary has not been reviewed by their auditors and have been approved and furnished to us by the Management and our conclusion on the Statement, in so far as it relates to the amounts and disclosures included in respect of these subsidiaries, is solely based on the observations of the Management and the procedures performed by us as stated in paragraph 3 above.
- (iv) 1 associate entity included in the unaudited consolidated financial results, which has not been reviewed by us, whose unaudited standalone interim financial information reflect revenues of Rs. 216.57 lakhs for quarter ended 31st December, 2025 and Rs. 402.12 lakhs for year to date, Net Loss after tax of Rs. 9.01 lakhs for the quarter ended 31st December, 2025 and Rs. 40.11 Lakhs for year to date and total comprehensive loss of Rs. 2.75 Lakhs for the quarter ended 31st December, 2025 and Rs. 11.49 Lakhs for year to date as considered in the standalone interim financial information. These interim financial statements have been reviewed by their auditors and have been approved and furnished to us by the Management and our conclusion on the Statement, in so far as it relates to the amounts and disclosures included in respect of these subsidiaries, is solely based on the observations of the Management and the procedures performed by us as stated in paragraph 3 above.
- (v) 1 Subsidiary included in the unaudited consolidated financial results, which has not been reviewed by us, whose unaudited standalone interim financial information reflect revenues of Rs. Nil for quarter ended 31st December, 2025 and Rs. Nil for year to date, Net Loss after tax of Rs. 6.26 lakhs for the quarter ended 31st December, 2025 and Rs. 63.96 Lakhs for year to date and total comprehensive loss of Rs. 0.22 Lakhs for the quarter ended 31st December, 2025 and Rs. 0.13 Lakhs for year to date as considered in the standalone interim financial information. These interim financial statements have not been reviewed by their auditors and have been approved and furnished to us by the Management and our conclusion on the Statement, in so far as it relates to the amounts and disclosures included in respect of these subsidiaries, is solely based on the observations of the Management and the procedures performed by us as stated in paragraph 3 above.



Our conclusion on the Statement is not modified in respect of this matter.

Place : Mumbai.  
Date : 11.02.2026.

For Jay Shah & Associates.  
Chartered Accountants  
Firm Registration No. : 135424W

  
CA. Jay Shah  
(Proprietor)

Membership No. : 134334.  
UDIN: 26134334TSHGQZ9384



**Annexure to Independent Auditors' Limited Review Report on Review of Interim Consolidated Financial Results.**

**A. Parent Company;**

| Sr. No. | Name of the Parent Company |
|---------|----------------------------|
| 1.      | Aarvi Encon Limited        |

**B. Subsidiaries held directly**

| Sr. No. | Name of the Subsidiary  |
|---------|---|
| 1.      | Aarvi Engineering and Consultants Private Limited             |
| 2.      | Aarvi Encon (FZE)   |
| 3.      | Aarvi Encon Resources Limited                                 |
| 4.      | Aarvi Energy Company LLC w.e.f. 30 <sup>th</sup> April, 2024. |

**C. Subsidiaries held indirectly**

| Sr. No. | Name of the Subsidiary   |
|---------|--|
| 1.      | Aarvi Encon LLC, Muscat Sultanate of Oman [ Subsidiary of Aarvi Encon (FZE) ] w.e.f. 13 <sup>th</sup> January, 2021. |
| 2.      | MNR Technical Services LLC [ Subsidiary of Aarvi Encon (FZE) ] w.e.f. 14 <sup>th</sup> June, 2023                    |

**D. Associate Entities**

| Sr. No. | Name of the Entity   |
|---------|--|
| 1.      | PT. Aarvi Encon Services, Indonesia [ Associate entity of Aarvi Encon (FZE) – Stake held 49% ] w.e.f. 10 <sup>th</sup> June, 2021. |
| 2.      | Aarvi Encon Staffing Services W.L.L., Qatar [ Joint Venture – Stake held 49% ] w.e.f. 02 <sup>nd</sup> March, 2022.                |



AARVI ENCON LIMITED  
CIN: L29290MH1987PLC045499  
Statement of unaudited Consolidated Results for the Quarter and nine months ended Dec 31, 2025  
(All amounts are Rupees in lakhs unless otherwise stated)



| Particulars  | Quarter Ended Dec 25 (Unaudited) | Quarter Ended Sep 25 (Unaudited) | Quarter Ended Dec 24 | Nine Months ended Dec 25 (Unaudited) | Nine Months ended Dec 24 (Unaudited) | Year ended March 31, 2025 (Audited) |
|--|----------------------------------|----------------------------------|----------------------|--------------------------------------|--------------------------------------|-------------------------------------|
| I Revenue from Operations  | 16,744.60                        | 15,885.24                        | 13,164.45            | 47,760.09                            | 36,593.81                            | 51,038.90                           |
| II Other Income  | 46.13                            | 65.23                            | 45.78                | 179.06                               | 198.11                               | 247.59                              |
| III Total Revenue (I + II)   | 16,790.72                        | 15,950.47                        | 13,210.23            | 47,939.15                            | 36,791.92                            | 51,286.49                           |
| IV Expenses:   |                                  |                                  |                      |                                      |                                      |                                     |
| Employee Benefit Expenses  | 12,939.47                        | 11,790.76                        | 9,710.93             | 35,702.95                            | 27,190.52                            | 37,687.23                           |
| Finance Cost   | 69.28                            | 71.27                            | 79.20                | 218.51                               | 224.98                               | 307.51                              |
| Depreciation and amortisation expense                                      | 46.49                            | 43.54                            | 47.16                | 128.55                               | 107.78                               | 157.43                              |
| Other Expenses   | 3,768.69                         | 3,536.18                         | 3,089.49             | 10,469.15                            | 8,508.49                             | 12,012.38                           |
| Total Expenses (IV)  | 16,323.94                        | 15,441.75                        | 12,926.78            | 46,519.16                            | 36,031.76                            | 50,164.55                           |
| Profit before exceptional item and tax (III-IV)                            | 466.79                           | 508.72                           | 283.46               | 1,420.00                             | 760.16                               | 1,121.93                            |
| Exceptional items - Impact of new labour code (refer note 4)               | 68.07                            | -                                | -                    | 68.07                                | -                                    | -                                   |
| V Profit/(Loss) Before Tax (III-IV)  | 398.72                           | 508.72                           | 283.46               | 1,351.93                             | 760.16                               | 1,121.93                            |
| VI Tax Expense   |                                  |                                  |                      |                                      |                                      |                                     |
| 1. Current Tax   | 26.13                            | 23.87                            | 48.89                | 63.40                                | 61.11                                | 117.43                              |
| 2. Short/Excess Provision of Tax   | -                                | -                                | -                    | -                                    | -                                    | -                                   |
| 3. Defered Tax   | (28.89)                          | 4.55                             | (2.68)               | (15.05)                              | (10.00)                              | 0.05                                |
| Total Tax Expenses (VI)  | (2.77)                           | 28.41                            | 46.21                | 48.35                                | 51.11                                | 117.48                              |
| VII Profit/(Loss) for the year (V-VI)                                      | 401.49                           | 480.31                           | 237.25               | 1,303.57                             | 709.06                               | 1,004.45                            |
| VIII Other comprehensive income  |                                  |                                  |                      |                                      |                                      |                                     |
| A (i) Items that will not be reclassified to profit or loss                |                                  |                                  |                      |                                      |                                      |                                     |
| Re-measurement gains/ (losses) on defined benefit plans tax effect thereon | -                                | -                                | -                    | -                                    | -                                    | (5.41)                              |
| (ii) Items that will be reclassified to profit or loss                     |                                  |                                  |                      |                                      |                                      |                                     |
| Changes in foreign currency translation reserve tax effect thereon         | 19.56                            | 78.99                            | 48.42                | 90.67                                | 49.02                                | 51.37                               |
| Other Comprehensive income for the year, net of tax                        | 19.56                            | 78.99                            | 48.42                | 90.67                                | 49.02                                | 45.96                               |
| IX Total comprehensive income for the year                                 | 421.04                           | 559.29                           | 285.67               | 1,394.24                             | 758.08                               | 1,050.42                            |
| X Net Profit attributable to:  |                                  |                                  |                      |                                      |                                      |                                     |
| Owners of the Holding Company Profit / (Loss)                              | 401.49                           | 480.31                           | 237.25               | 1,303.57                             | 709.06                               | 1,004.45                            |
| Non-Controlling Interest Profit / (Loss)                                   | 401.49                           | 480.31                           | 237.25               | 1,303.57                             | 709.06                               | 1,004.45                            |
| XI Other Comprehensive Income attributable to:                             |                                  |                                  |                      |                                      |                                      |                                     |
| Owners of the Holding Company  | 19.56                            | 78.99                            | 48.42                | 90.67                                | 49.02                                | 45.96                               |
| Non-Controlling Interest   | 19.56                            | 78.99                            | 48.42                | 90.67                                | 49.02                                | 45.96                               |
| XII Total Comprehensive Income attributable to:                            |                                  |                                  |                      |                                      |                                      |                                     |
| Owners of the Holding Company  | 421.04                           | 559.29                           | 285.67               | 1,394.24                             | 758.08                               | 1,050.42                            |
| Non-Controlling Interest Profit / (Loss)                                   | 421.04                           | 559.29                           | 285.67               | 1,394.24                             | 758.08                               | 1,050.42                            |
| XIII Earnings per Share  |                                  |                                  |                      |                                      |                                      |                                     |
| Basic  | 2.71                             | 3.24                             | 1.60                 | 8.62                                 | 4.80                                 | 6.78                                |
| Diluted/Diluted (Restated)   | 2.69                             | 3.22                             | 1.59                 | 8.74                                 | 4.75                                 | 6.73                                |
| Nominal Value per share of Rs 10 each                                      |                                  |                                  |                      |                                      |                                      |                                     |

Notes

- In terms of Regulation 33 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations 2015, as amended, the aforesaid statement of unaudited consolidated financial results for quarter and nine months ended December 31, 2025, unaudited statement of assets and liabilities as at December 31, 2025 of the Company have been reviewed by the Audit Committee and approved by the Board of Directors at their respective meetings held on February 11th, 2026. The aforesaid results for the quarter and nine month ended December 31, 2025 have been subjected to limited review by the statutory auditors of the Company.
- The financial results have been prepared in accordance with the recognition and measurement principles laid down in the applicable Indian Accounting Standards (IND AS) prescribed under section 133 of the Companies Act, 2013, as amended, read with the relevant rules issued thereunder.
- The Company hereby gives a declaration that the signing directors are duly authorized by the board of directors to sign the financial results.
- Effective November 21, 2025, the Government of India (GoI) has consolidated multiple existing labour legislations into a unified framework comprising four labour codes collectively referred to as the 'The New Labour Codes'. The Company has assessed and disclosed the incremental impact of these changes based on the best information available, which has resulted an increase in gratuity liability by Rs. 68.07 Lacs and the same has been recognised as an exceptional item in the current reporting period. In case of associate employees i.e. billable employees, the Company is of the view that these costs are contractually recoverable from customers and therefore do not have any impact on the statement of profit and loss for the period. Further, we would like to state that the actual effect of the New Labour Code may vary based on the Actuarial Valuation Report as on 31-Mar-2026, obtained from the Actuaries. Also, in case of Leave Encashment the Company is in the process of evaluating the impact on the financials of the company by end of 31-Mar-2026. The GoI is in the process of notifying rules related to the New Labour Codes and impact of these will be evaluated and accounted for in accordance with the applicable Indian accounting standards in the period in which they are notified.
- Expense arising from equity settled share based payment transactions (ESOP) is Rs 47.75 Lakhs for the period under review, the same has been considered above in Employee Benefit Expenses.
- The Company has only one business segment i.e. "Technical Manpower Outsourcing".
- The figures for the quarter ended Dec 31, 2025 are the balancing figures between unaudited year to date figures upto Dec 31, 2025 and the unaudited year to date figures upto Sep 30, 2025.
- The figures of the previous periods have been regrouped/ reclassified, wherever necessary.
- The above consolidated financial results of the Company are available on the Company's website ([www.aarviencon.com](http://www.aarviencon.com)) and also on the website of NSE ([www.nseindia.com](http://www.nseindia.com)), where the shares of the Company are listed.



Place: Mumbai  
Date: 11th February 2026



For and on behalf of the Board of Directors

*U.D. Sanghavi* *Jaydev Sanghavi*  
Virendra D. Sanghavi Managing Director DIN: 00759176  
Jaydev V. Sanghavi Executive Director & CFO DIN: 00759042

**Independent Auditor's Review Report on the Quarterly and Year to Date Unaudited Standalone Financial Results of Aarvi Encon Limited pursuant to the Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.**

**Review Report to**  
**The Board of Directors**  
**Aarvi Encon Limited,**  
**B1-603, Marathon Innova,**  
**Marathon Nextgen Complex,**  
**G. K. Marg, Lower Parel,**  
**Mumbai – 400013.**  
**India.**

Dear Sirs,

**Re: Limited Review Report of the Unaudited Standalone Financial Results for the quarter ended on 31st December, 2025.**

1. We have reviewed the accompanying statement of unaudited Standalone Financial Results of **Aarvi Encon Limited ("the Company")** for the quarter ended on 31st December, 2025 and year to date from April 01, 2025 to December 31, 2025 ("the Statement") attached herewith, being submitted by the Company pursuant to the requirements of Regulation 33 of SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015 (the "Regulation") as amended (the "Listing Regulations").
2. The Company's Management is responsible for the preparation of the Statement in accordance with the recognition and measurement principles laid down in the Indian Accounting Standard 34 "Interim Financial Reporting" (Ind AS 34), prescribed under Section 133 of the Companies Act, 2013 as amended, read with relevant rules issued thereunder and other accounting principles generally accepted in India and in compliance with Regulation 33 of the Listing Regulations. The Statement has been approved by the Company's Board of Directors. Our responsibility is to issue a report on these Financial Statements based on our review.
3. We conducted our review of the Statement in accordance with the Standard on Review Engagements (SRE) 2410, "Review of Interim Financial Information Performed by the Independent Auditor of the Entity", issued by the Institute of Chartered Accountants of India (ICAI). This Standard requires that we plan and perform the review to obtain moderate assurance about whether the financial statements are free of material misstatements. A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Standards of Auditing and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified as an audit. Accordingly, we do not express an audit opinion.



4. Based on our review conducted as above, nothing has come to our attention that causes us to believe that the accompanying standalone statement of unaudited financial results prepared in the accordance with applicable Indian Accounting Standards specified under section 133 of the Companies Act, 2013 as amended, read with relevant rules issued thereunder and other recognised accounting practices and policies has not disclosed the information required to be disclosed in terms of the Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 including the manner in which it is to be disclosed, or that it contains any material misstatement.

Place: Mumbai.  
Date: 11.02.2026.

For Jay Shah & Associates.  
Chartered Accountants  
Firm Registration No.: 135424W

  
CA. Jay Shah  
(Proprietor)

Membership No.: 134334.  
UDIN: 26134334IPMEND2792



AARVI ENCON LIMITED  
CIN: L29290MH1987PLC045499  
Statement of unaudited Standalone Results for the Quarter and nine months ended Dec 31, 2025  
(All amounts are in Rupees lakhs, unless otherwise stated)



| Particulars   | Quarter Ended<br>Dec 25 (Unaudited) | Quarter Ended<br>Sep 25 (Unaudited) | Quarter Ended<br>Dec 24 (Unaudited) | Nine Months<br>ended Dec 25<br>(Unaudited) | Nine Months<br>ended Dec 24<br>(Unaudited) | Year ended<br>March 31, 2025 |
|---|-------------------------------------|-------------------------------------|-------------------------------------|--|--|------------------------------|
| I Revenue from Operations   | 14,619.98                           | 13,957.08                           | 11,994.28                           | 42,044.70                                  | 33,479.60                                  | 46,408.10                    |
| II Other Income   | 56.70                               | 94.26                               | 91.81                               | 207.80                                     | 233.88                                     | 304.19                       |
| <b>III Total Revenue (I + II)</b>   | <b>14,676.68</b>                    | <b>14,051.34</b>                    | <b>12,086.09</b>                    | <b>42,252.50</b>                           | <b>33,713.48</b>                           | <b>46,712.29</b>             |
| IV Expenses:  |                                     |                                     |                                     |  |  |                              |
| Employee Benefit Expenses   | 11,473.40                           | 10,697.87                           | 9,100.44                            | 32,256.32                                  | 25,349.39                                  | 35,078.38                    |
| Finance Cost  | 68.99                               | 71.27                               | 79.20                               | 217.60                                     | 224.00                                     | 306.93                       |
| Depreciation and amortisation expense   | 46.40                               | 43.45                               | 46.91                               | 128.27                                     | 107.04                                     | 156.45                       |
| Other Expenses  | 2,807.59                            | 2,916.48                            | 2,677.58                            | 8,759.89                                   | 7,487.93                                   | 10,309.35                    |
| <b>Total Expenses (IV)</b>  | <b>14,396.38</b>                    | <b>13,729.07</b>                    | <b>11,904.13</b>                    | <b>41,362.08</b>                           | <b>33,168.35</b>                           | <b>45,851.11</b>             |
| <b>Profit before exceptional item and tax (III-IV)</b>  |                                     |                                     |                                     |  |  |                              |
| Exceptional items - Impact of new labour code (refer note 4)                                    | 68.07                               |                                     |                                     | 68.07                                      |  |                              |
| <b>V Profit/(Loss) Before Tax (III-IV)</b>  | <b>212.24</b>                       | <b>322.27</b>                       | <b>181.95</b>                       | <b>822.35</b>                              | <b>545.13</b>                              | <b>861.17</b>                |
| VI Tax Expense  |                                     |                                     |                                     |  |  |                              |
| 1. Current Tax  | 7.70                                | 5.04                                | 48.89                               | 17.50                                      | 61.11                                      | 85.28                        |
| 2. Short/Excess Provision of Tax  | -                                   | -                                   | -                                   | -  | -  | -                            |
| 3. Deferred Tax (Credit)/Charge   | (28.89)                             | 4.55                                | (2.56)                              | (15.05)                                    | (7.88)                                     | 2.41                         |
| <b>Total Tax Expenses (VI)</b>  | <b>(21.19)</b>                      | <b>9.59</b>                         | <b>46.33</b>                        | <b>2.45</b>                                | <b>53.23</b>                               | <b>87.69</b>                 |
| <b>VII Profit/(Loss) for the year (V-VI)</b>  | <b>233.43</b>                       | <b>312.68</b>                       | <b>135.62</b>                       | <b>819.90</b>                              | <b>491.90</b>                              | <b>773.49</b>                |
| VIII Other comprehensive income   |                                     |                                     |                                     |  |  |                              |
| A (i) Items that will not be reclassified to profit or loss                                     | -                                   | -                                   | -                                   | -  | -  | -                            |
| Re-measurement gains/ (losses) on defined benefit plans   | -                                   | -                                   | -                                   | -  | -  | (5.41)                       |
| (ii) Income Tax relating to items that will not be reclassified to statement of profit and loss | -                                   | -                                   | -                                   | -  | -  | -                            |
| <b>Other Comprehensive Income for the year, net of tax</b>                                      | <b>-</b>                            | <b>-</b>                            | <b>-</b>                            | <b>-</b>                                   | <b>-</b>                                   | <b>(5.41)</b>                |
| <b>XIV Total comprehensive income for the year</b>  | <b>233.43</b>                       | <b>312.68</b>                       | <b>135.62</b>                       | <b>819.90</b>                              | <b>491.90</b>                              | <b>768.08</b>                |
| Earnings per Share:   |                                     |                                     |                                     |  |  |                              |
| Basic   | 1.58                                | 2.11                                | 0.92                                | 5.55                                       | 3.33                                       | 5.22                         |
| Diluted/Diluted(Restated)   | 1.56                                | 2.09                                | 0.91                                | 3.29                                       | 3.29                                       | 5.18                         |
| Nominal Value per share of Rs.10 each   |                                     |                                     |                                     |  |  |                              |

**Notes**

- In terms of Regulation 33 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations 2015, as amended, the aforesaid statement of unaudited standalone financial results for quarter and nine months ended December 31, 2025, unaudited statement of assets and liabilities as at December 31, 2025 of the Company have been reviewed by the Audit Committee and approved by the Board of Directors at their respective meetings held on February 11th, 2026. The aforesaid results for the quarter and nine month ended December 31, 2025 have been subjected to limited review by the statutory auditors of the Company.
- The financial results have been prepared in accordance with the recognition and measurement principles laid down in the applicable Indian Accounting Standards (IND-AS) prescribed under section 133 of the Companies Act, 2013, as amended, read with the relevant rules issued thereunder.
- The Company hereby gives a declaration that the signing directors are duly authorized by the board of directors to sign the financial results.
- Effective November 21, 2025, the Government of India (GoI) has consolidated multiple existing labour legislations into a unified framework comprising four labour codes collectively referred to as the 'The New Labour Codes'. The Company has assessed and disclosed the incremental impact of these changes based on the best information available, which has resulted an increase in gratuity liability by Rs. 68.07 Lacs and the same has been recognised as an exceptional item in the current reporting period. In case of associate employees i.e. billable employees, the Company is of the view that these costs are contractually recoverable from customers and therefore do not have any impact on the statement of profit and loss for the period. Further, we would like to state that the actual effect of the New Labour Code may vary based on the Actuarial Valuation Report as on 31-Mar-2026, obtained from the Actuaries. Also, in case of Leave Encashment the Company is in the process of evaluating the impact on the financials of the company by end of 31-Mar-2026. The GoI is in the process of notifying rules related to the New Labour Codes and impact of these will be evaluated and accounted for in accordance with the applicable Indian accounting standards in the period in which they are notified.
- Expense arising from equity settled share based payment transactions (ESOP) is Rs 47.75 Lakhs for the period under review; the same has been considered above in Employee Benefit Expenses.
- The Company has only one business segment i.e. "Technical Manpower Outsourcing".
- The figures for the quarter ended Dec 31, 2025 are the balancing figures between unaudited year to date figures upto Dec 31, 2025 and the unaudited year to date figures upto Sep 30, 2025.
- The figures of the previous periods have been regrouped/ reclassified, wherever necessary.
- The above standalone financial results of the Company are available on the Company's website ([www.aarviencon.com](http://www.aarviencon.com)) and also on the website of NSE ([www.nseindia.com](http://www.nseindia.com)), where the shares of the Company are listed.



Place: Mumbai  
Date: 11th February 2026



For and on behalf of the Board of Directors

*V. D. Sanghavi Jaydev Singhvi*

Virendra D. Sanghavi Managing Director  
Jaydev V. Singhvi Executive Director & CFO  
DIN: 00759176 DIN: 00759042