



Mindteck (India) Limited

(CIN: L30007KA1991PLC039702)

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www.mindteck.com

Ref: MT/SG/2025-26/46

February 06, 2026

Scrip Code: 517344

Symbol: "Mindteck"

To, BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001.	To, National Stock Exchange of India Limited, Exchange Plaza, C-1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051.
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Dear Sir/Madam,

Subject: Submission of Financial Results pursuant to Regulation 33 and Outcome of the Board Meeting pursuant to Regulation 30 read with Schedule III of SEBI (Listing Obligations and Disclosure Requirements), 2015 held on February 06, 2026

We would like to inform you that the Board of Directors of the Company has approved the Unaudited Financial Results for the Quarter and Nine months ended December 31, 2026 at its meeting held on February 06, 2026, commenced at 12:45 p.m. IST and concluded at 03:20 p.m. IST.

Please find the enclosed:

1. Unaudited Standalone Financial Results for the Quarter and Nine months ended December 31, 2025.
2. Unaudited Consolidated Financial Results of the Company and its Subsidiaries for the Quarter and Nine months ended December 31, 2025.
3. Copy of the Limited Review Report by Statutory Auditor for Standalone Financial Results for the Quarter and Nine months ended December 31, 2025.
4. Copy of the Limited Review Report by Statutory Auditor for Consolidated Financial Results for the Quarter and Nine months ended December 31, 2025.

You are requested to take the above intimation on record and acknowledge.

Thanking you,

Yours Truly,

For Mindteck (India) Limited

Sathya Raja G.

AVP, Legal and Company Secretary

MINDTECK (INDIA) LIMITED
A.M.R TECH PARK, BLOCK 1, 3RD FLOOR, # 664, 23/24, HOSUR MAIN ROAD
BOMMANAHALLI, BENGALURU 560 068
CIN:L30007KA1991PLC039702

STATEMENT OF UNAUDITED STANDALONE FINANCIAL RESULTS FOR THE QUARTER AND NINE MONTHS ENDED DECEMBER 31, 2025

(Rs. in Lakhs, except per share data)

SLNo.	Particulars	Quarter ended			Nine months ended		Year ended
		December 31, 2025	September 30, 2025	December 31, 2024	December 31, 2025	December 31, 2024	March 31, 2025
		Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Audited
1	Income						
	a) Revenue from operations	3,843	3,915	3,587	11,273	11,648	15,509
	b) Other income	176	184	108	603	351	544
	Total income (a+b)	4,019	4,099	3,695	11,876	11,999	16,053
2	Expenses						
	a) Cost of technical sub-contractors	122	166	116	461	317	410
	b) Employee benefits expense	2,583	2,602	2,517	7,696	7,583	10,006
	c) Finance costs	12	16	23	46	32	52
	d) Depreciation and amortisation expense	110	111	119	335	337	451
	e) Other expenses	321	441	479	1,086	2,183	2,637
	Total expenses (a+b+c+d+e)	3,148	3,336	3,254	9,624	10,452	13,556
3	Profit before tax and exceptional items (1-2)	871	763	441	2,252	1,547	2,497
4	Exceptional items						
	Impact of new Labour Codes (refer note 6)	(530)	-	-	(530)	-	-
5	Profit before tax (3+4)	341	763	441	1,722	1,547	2,497
6	Tax expense (net)						
	Current tax	207	233	167	596	409	664
	Tax relating to earlier years	42	-	-	38	-	(6)
	Deferred tax charge/(credit)	(125)	(8)	(55)	(133)	(18)	(43)
	Total tax expense	124	225	112	501	391	615
7	Profit for the period/year (5-6)	217	538	329	1,221	1,156	1,882
8	Other comprehensive income/(loss)						
	Items that will not be reclassified subsequently to profit or loss						
	Remeasurement gain/(loss) on defined benefits plan	(31)	(15)	7	(46)	27	18
	Income tax relating to items that will not be reclassified to profit or loss	8	4	(2)	12	(7)	(5)
	Other comprehensive income/(loss) for the period/year net of taxes	(23)	(11)	5	(34)	20	13
9	Total comprehensive income for the period/year (7+8)	194	527	334	1,187	1,176	1,895
10	Paid-up equity share capital (Face value of Rs. 10 per share)	3,195	3,195	3,185	3,195	3,185	3,191
11	Other equity	-	-	-	-	-	15,696
12	Earnings per share (Not annualised in the case of the interim period)						
	Basic (in Rs.)	0.68	1.68	1.03	3.82	3.63	5.91
	Diluted (in Rs.)	0.68	1.68	1.02	3.82	3.61	5.89

See accompanying notes to the financial results.



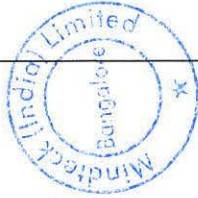
Notes :

- 1 The above statement of unaudited standalone financial results ('the Statement') of Mindteck (India) Limited ('the Company') for the quarter and nine months ended December 31, 2025, have been reviewed by the Audit Committee and thereafter approved by the Board of Directors in their meeting held on February 06, 2026.
- 2 These standalone financial results have been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standards ('Ind AS') prescribed under Section 133 of the Companies Act, 2013, read with the relevant rules thereunder and in terms of Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.
- 3 In accordance with Ind AS 108, Operating segments, segment information has been provided in the consolidated financial results of the Company and therefore no separate disclosure on segment information is given in these standalone financial results.
- 4 During the nine months ended December 31, 2025, 42,000 ESOPs were exercised by employees under various Mindteck Employee Stock Option Schemes and 42,000 ESOPs were allotted, resulting in increase in equity share capital by Rs.4.2 lakhs and securities premium account by Rs.53 lakhs including transfer from ESOP reserve to securities premium account. During the nine months ended December 31, 2025, 70,000 ESOPs were granted under the ESOP Scheme 2008 and 41,666 ESOPs were forfeited.
- 5 The Company amended the objectives of the Mindteck Employees Welfare Trust ('Trust') to include employee welfare activities, following the winding-up of the ESOP Scheme 2020 administered by the Trust, effective from November 12, 2024. As a result of this amendment, the Company has merged the financials of the Trust with its Standalone Financial Statements, effective November 12, 2024. During the nine months ended December 31, 2025, interest income of Rs. 26 lakhs earned on a fixed deposit held by the Mindteck Employee Welfare Trust, is included in the Other Income of the Company's Standalone Financial Statements. Income of the trust is designated for the benefit of the Company's employees.
- 6 On November 21, 2025, the Government of India notified provisions of the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020, and the Occupational Safety, Health and Working Conditions Code, 2020 (collectively referred to as the "Labour Codes"). These Labour Codes consolidate twenty-nine existing labour laws into a unified framework governing employee benefits during and after employment. Among other changes, the Labour Codes introduce a uniform definition of wages and enhanced employee benefits, including those relating to leave. The Company has assessed the financial implications of these changes, which have resulted in an increase in gratuity liability arising from past service cost and an increase in leave liability, aggregating to ₹ 530 lakhs. Considering that the impact arising from the enactment of the new legislation is non-recurring in nature, the Company has presented this incremental amount as "Impact of new Labour Codes" under "Exceptional Items" in the Statement of Profit and Loss for the quarter and nine months ended December 31, 2025. The Company continues to monitor developments related to the Labour Codes and will evaluate any further impact on the measurement of liabilities pertaining to employee benefits, if applicable.

for and on behalf of the Board of Directors of
Mindteck (India) Limited

Javed Akhya
Chairman

Place : Bengaluru
Date : February 06, 2026



MINDTECK (INDIA) LIMITED
A.M.R TECH PARK, BLOCK I, 3RD FLOOR, # 664, 23/24, HOSUR MAIN ROAD
BOMMANAHALLI, BENGALURU 560 068
CIN:L30007KA1991PLC039702

STATEMENT OF UNAUDITED CONSOLIDATED FINANCIAL RESULTS FOR THE QUARTER AND NINE MONTHS ENDED DECEMBER 31, 2025

(Rs. in Lakhs, except per share data)

Sl.No.	Particulars	Quarter ended			Nine months ended		Year ended
		December 31, 2025	September 30, 2025	December 31, 2024	December 31, 2025	December 31, 2024	March 31, 2025
		Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Audited
1	Income						
	a) Revenue from operations	10,046	10,163	10,402	30,339	32,040	42,442
	b) Other income	222	211	183	698	554	754
	Total income (a+b)	10,268	10,374	10,585	31,037	32,594	43,196
2	Expenses						
	a) Cost of technical sub-contractors	2,329	2,290	2,301	6,933	7,441	9,841
	b) Employee benefits expense	5,982	6,254	5,997	18,169	17,979	23,932
	c) Finance costs	25	29	37	88	74	110
	d) Depreciation and amortisation expense	114	115	124	346	351	468
	e) Other expenses	690	898	1,194	2,509	3,951	5,143
	Total expenses (a+b+c+d+e)	9,140	9,586	9,653	28,045	29,796	39,494
3	Profit before tax and exceptional items (1-2)	1,128	788	932	2,992	2,798	3,702
4	Exceptional items: (charge)/credit						
	Impact of new Labour Codes (refer note 7(a))	(530)	-	-	(530)	-	-
	Recovery/(Provision) linked to the restructuring of sales operations (refer note 7(b&c))	-	191	-	191	(173)	(173)
5	Profit before tax (3+4)	598	979	932	2,653	2,625	3,529
6	Tax expense (net)						
	Current tax	216	256	194	677	455	740
	Tax relating to earlier years	2	(25)	-	(27)	-	(36)
	Deferred tax charge/(credit)	(125)	(8)	(55)	(133)	(18)	(43)
	Total tax expense	93	223	139	517	437	661
7	Profit for the period/year (5-6)	505	756	793	2,136	2,188	2,868
8	Other comprehensive income/(loss)						
	<i>Items that will be reclassified subsequently to profit or loss</i>						
	Net exchange difference on translation of foreign operation	218	352	(56)	873	282	335
	<i>Items that will not be reclassified subsequently to profit or loss</i>						
	Re-measurement gain/ (loss) on defined benefit plans	(34)	(15)	7	(46)	27	18
	Income tax relating to items that will not be reclassified to profit or loss	8	4	(2)	12	(7)	(5)
	Other comprehensive income/(loss) for the period/year, net of taxes	195	341	(51)	839	302	348
9	Total comprehensive income for the period/year (7+8)	700	1,097	742	2,975	2,490	3,216
10	Paid-up equity share capital (Face value of Rs. 10 per share)	3,195	3,195	3,185	3,195	3,185	3,191
11	Other equity	-	-	-	-	-	22,798
12	Earnings/ (Loss) per share (Not annualised in case of interim periods)						
	Basic (in Rs.)	1.58	2.36	2.49	6.68	6.90	9.02
	Diluted (in Rs.)	1.58	2.36	2.47	6.67	6.82	8.98

See accompanying notes to the financial results



Notes :

- 1 The above statement of unaudited consolidated financial results ('the Statement') of Mindteck (India) Limited ('the Company') for the quarter and nine months ended December 31, 2025, have been reviewed by the Audit Committee and thereafter approved by the Board of Directors in their meeting held on February 06, 2026.
- 2 These consolidated financial results have been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standards ('Ind AS') prescribed under Section 133 of the Companies Act, 2013, read with the relevant rules thereunder and in terms of Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.
- 3 The Mindteck Group's operations predominantly relate to providing software services to external customers and providing IT-enabled services to subsidiaries within the Group. Since IT-enabled services are rendered to subsidiaries which are consolidated, the disclosure of a separate IT-enabled services segment and accordingly primary segment disclosures have not been presented. Based on the "management approach" as defined in Ind AS 108 - Operating Segments, the Chief Operating Decision Maker also evaluates the Group performance and allocates resources based on an analysis of various performance indicators by geographical areas. Accordingly, information has been presented in respect of such geographical segments.

The accounting principles consistently used in the preparation of the consolidated financial statements are also consistently applied to record income and expenditure in the individual segments.

Geographical segments

(Rs. in Lakhs)

Revenue from external customers by location of customers	Quarter ended			Nine months ended		Year ended
	December 31, 2025	September 30, 2025	December 31, 2024	December 31, 2025	December 31, 2024	March 31, 2025
	Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Audited
- USA	3,779	3,780	4,479	11,552	14,579	19,139
- India	1,976	2,044	1,913	5,967	5,755	7,629
- Rest of the world	4,291	4,339	4,010	12,820	11,706	15,674
Total	10,046	10,163	10,402	30,339	32,040	42,442

- 4 The consolidated financial results includes balances of its direct and indirect subsidiaries namely Mindteck Inc., Mindteck Singapore Pte. Ltd., Mindteck Solutions Philippines Inc (under closure), Mindteck (UK) Limited, Mindteck Germany GmbH, Mindteck Middle East Limited WLL, Mindteck Software Malaysia SDN BHD, Chendle Holdings Ltd, Mindteck Canada Inc. and Mindteck Employees Welfare Trust upto November 11, 2024 (from November 12, 2024 MEWT financials was merged with the parent company for accounting purpose)
- 5 The Board of Directors vide meeting dated May 28, 2019 approved the closure of Mindteck Solutions Philippines Inc., Philippines due to continuous loss. The closure process for Mindteck Solutions Philippines Inc., Philippines has been initiated. The impact of such closure was not considered material.
- 6 During the nine months ended December 31, 2025, 42,000 ESOPs were exercised by employees under various Mindteck Employee Stock Option Schemes and 42,000 ESOPs were allotted, resulting in increase in equity share capital by Rs 4.2 lakhs and securities premium account by Rs 53 lakhs including transfer from ESOP reserve to securities premium account. During nine months ended December 31, 2025, 70,000 ESOPs were granted under the ESOP Scheme 2008 and 41,666 ESOPs were forfeited.
- 7 **Exceptional Items:**
 - (a) On November 21, 2025, the Government of India notified provisions of the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020, and the Occupational Safety, Health and Working Conditions Code, 2020 (collectively referred to as the "Labour Codes"). These Labour Codes consolidate twenty-nine existing labour laws into a unified framework governing employee benefits during and after employment. Among other changes, the Labour Codes introduce a uniform definition of wages and enhanced employee benefits, including those relating to leave. The Group has assessed the financial implications of these changes, which have resulted in an increase in gratuity liability arising from past service cost and an increase in leave liability, aggregating to ₹ 530 lakhs. Considering that the impact arising from the enactment of the new legislation is non-recurring in nature, the Group has presented this incremental amount as "Impact of new Labour Codes" under "Exceptional Items" in the Statement of Profit and Loss for the quarter and nine months ended December 31, 2025. The Group continues to monitor developments related to the Labour Codes and will evaluate any further impact on the measurement of liabilities pertaining to employee benefits, if applicable.
 - (b) During the quarter ended September 30, 2025, the group recorded a recovery linked to the restructuring of sales operations in US.
 - (c) During the quarter ended June 30, 2024, the group restructured its sales operations in the US, leading to a more streamlined and efficient sales process. This restructuring cost resulted in one time payments to affected employees which are reflected in the nine months ended December 31, 2024 and year ended March 31, 2025.

for and on behalf of the Board of Directors of
Mindteck (India) Limited

Javed Gava
Chairman

Place : Bengaluru
Date : February 06, 2026



Suresh Surana & Associates LLP

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LLP Identity No. AAB-7509

Independent Auditors' Review Report on the unaudited quarterly and year to date Standalone Financial Results of Mindteck (India) Limited, pursuant to Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended

Review Report to
The Board of Directors
Mindteck (India) Limited

1. We have reviewed the accompanying Statement of Unaudited Standalone Financial Results of Mindteck (India) Limited ("the Company") for the quarter and nine months period ended December 31, 2025 ("the Statement"), which includes financial statements of Mindteck Employee Welfare Trust ("MEWT"), being submitted by the Company pursuant to the requirements of Regulation 33 of SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015, as amended (the "Listing Regulations").
2. The Statement, which is the responsibility of the Company's Management and approved by the Company's Board of Directors has been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standard 34, (Ind AS 34) 'Interim Financial Reporting' prescribed under Section 133 of the Companies Act, 2013 ("the Act") as amended read with relevant rules issued thereunder and other accounting principles generally accepted in India. Our responsibility is to express a conclusion on the Statement based on our review.
3. We conducted our review 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. This standard requires that we plan and perform the review to obtain moderate assurance as to whether the financial statements are free of material misstatement. A review is limited primarily to inquiries of the Company's personnel and analytical procedures 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.



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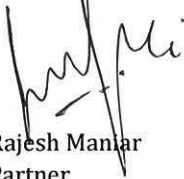
Offices: Mumbai, New Delhi - NCR, Chennai, Kolkata, Navi Mumbai, Surat, Hyderabad,
Ahmedabad, Pune, Gandhidham, Jaipur and Vijayanagar.

4. Based on our review conducted as above, nothing has come to our attention that causes us to believe that the accompanying Statement, prepared in accordance with recognition and measurement principles laid down in the aforesaid Indian Accounting Standards ('Ind AS') specified under Section 133 of the Act, 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 Listing Regulations, including the manner in which it is to be disclosed, or that it contains any material misstatement.

For Suresh Surana & Associates LLP

Chartered Accountants

Firm's Registration No.121750W / W-100010



Rajesh Maniar
Partner

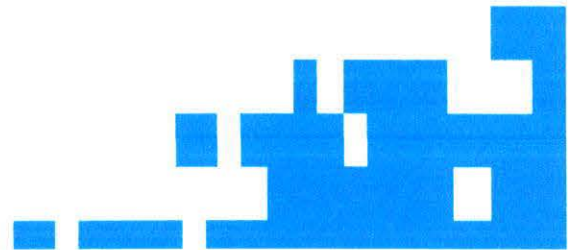
Membership No.: 040833

ICAI UDIN: 26040833LIDHV91920



Place: Bengaluru

Date: February 06, 2026



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LLP Identity No. AAB-7509

Independent Auditors' Review Report on the unaudited quarterly and year to date Consolidated Financial Results of Mindteck (India) Limited, pursuant to Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended

Review Report to
The Board of Directors
Mindteck (India) Limited

1. We have reviewed the accompanying Statement of Unaudited Consolidated Financial Results of Mindteck (India) Limited ("the Holding Company") and its subsidiaries (the Holding Company and its subsidiaries together referred to as "the Group") for the quarter and nine months period ended December 31, 2025 ("the Statement"), attached herewith being submitted by the Holding Company pursuant to the requirements of Regulation 33 of SEBI (Listing Obligation and Disclosure Requirements) Regulation, 2015, as amended (the "Listing Regulations").
2. The Statement, which is the responsibility of the Holding Company's Management and approved by the Company's Board of Directors has been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standard 34, (Ind AS 34) 'Interim Financial Reporting' prescribed under Section 133 of the Companies Act, 2013 ("the Act") 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. Our responsibility is to express a conclusion on the Statement based on our review.
3. We conducted our review 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 financial statements are free of material misstatement. A review is limited primarily to inquiries of the Company's personnel and analytical procedures 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/CMD 1/44/2019 dated March 29, 2019 issued by the Securities and Exchange Board of India under Regulation 33(8) of the Listing Regulations, to the extent applicable.

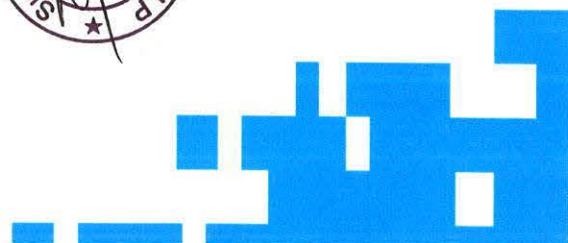
4. The Statement includes the results of the Holding Company, and the following wholly owned subsidiary entities:
 - a. Mindteck Inc., USA
 - b. Mindteck Software Malaysia SDN, BHD, Malaysia



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- c. Mindteck Middle East Limited WLL, Kingdom of Bahrain
 - d. Mindteck (UK) Limited, United Kingdom
 - e. Mindteck Singapore Pte. Limited, Singapore
 - f. Mindteck Canada Inc., Canada
 - g. Mindteck Germany GmbH, Germany
 - h. Chendle Holdings Ltd., BVI
 - i. Mindteck Solutions Philippines Inc, (Under closure)
 - j. Mindteck Employees Welfare Trust (upto November 11, 2024, and merged with the Holding Company thereafter)
5. Based on our review conducted as above, nothing has come to our attention that causes us to believe that the accompanying Statement, prepared in accordance with recognition and measurement principles laid down in the aforesaid Indian Accounting Standards ('Ind AS') specified under Section 133 of the Act, read with relevant rules issued thereunder and other recognized accounting practices and policies, has not disclosed the information required to be disclosed in terms of Listing Regulations, including the manner in which it is to be disclosed, or that it contains any material misstatement.

For Suresh Surana & Associates LLP

Chartered Accountants

Firm's Registration No.121750W / W-100010


Rajesh Maniar

Partner

Membership No.: 040833

ICAI UDIN: 26040833 IQ610DN1536



Place: Bengaluru

Date: February 06, 2026

