Pune | Mumbai | Thane | Hyderabad | Bangalore

STARTUP 360^0

From Incorporation to Investor-Readiness

Knowledge Series

June 2026

Volume 8 (Series 3)

❖ Introduction

Starting a business in India has never been more exciting. Over the last decade, India has emerged as one of the world's most dynamic entrepreneurial destinations, creating opportunities for innovators, problem-solvers, and aspiring business leaders across industries. From technology and fintech to healthcare, agritech, edtech, manufacturing, and sustainability-focused ventures, startups are reshaping the way businesses operate and consumers engage with products and services.

Several factors have contributed to this remarkable growth. India boasts one of the world's largest young and digitally connected populations, a rapidly expanding internet user base, increasing smartphone penetration, and a thriving ecosystem of incubators, accelerators, venture capital funds, and angel investors. Government initiatives such as Startup India, Digital India, Make in India, and various state-level startup policies have further strengthened the entrepreneurial landscape by providing regulatory support, funding opportunities, tax incentives, and easier access to resources.

However, transforming an innovative idea into a successful and scalable business requires much more than passion and a strong product. Entrepreneurs must make critical decisions regarding the choice of business structure, incorporation process, regulatory registrations, tax compliances, financial reporting, intellectual property protection, employment laws, and fundraising strategies. As the startup grows, maintaining proper governance, building robust financial systems, and ensuring compliance become increasingly important, particularly when attracting investors or preparing for future expansion.

Many startups face challenges not because their products lack market potential, but because they overlook these foundational aspects. Issues such as improper record-keeping, non-compliance with statutory requirements, weak corporate governance, or inadequate financial planning can create significant obstacles during due diligence, fundraising, or business scaling.

Recognizing these challenges, this knowledge series — **"Startup 360°: From Incorporation to Investor-Readiness"** — has been designed as a practical guide for entrepreneurs, founders, finance professionals, and startup enthusiasts. The series aims to provide a comprehensive understanding of the startup lifecycle, covering every crucial stage from setting up the business and managing regulatory obligations to raising capital and preparing for investor scrutiny.

Whether you are in the ideation stage, have recently incorporated your startup, or are gearing up for your next funding round, this guide will help you build a strong legal, financial, and operational foundation that supports long-term growth and sustainability.

> **Did You Know?**
> *India is home to **over 2 lakh DPIIT-recognized startups**, making it the **third-largest startup ecosystem in the world**. These startups have generated **more than 21 lakh direct jobs**, attracted significant domestic and global investments, and produced **130+ unicorns**. Today, India stands as a global hub for innovation, entrepreneurship and technology-driven growth.*

❖ Choosing the Right Business Structure

One of the first and most critical decisions when starting a business is choosing the right legal structure. This decision lays the foundation for your venture and influences several key aspects of its operations and growth. It affects everything—from how you pay taxes and comply with regulatory requirements, to how easily you can raise funds, attract investors, and expand your business. It also determines the extent of personal liability you bear, the level of control you retain, and the long-term scalability of your enterprise. Selecting the appropriate structure at the outset can help avoid future legal, financial, and operational challenges while supporting your business goals effectively.

Private Limited Company (Pvt. Ltd.)

*"The most popular structure for growth-oriented startups. A Private Limited Company is a **separate legal entity** – it can own property, enter contracts, and operate independently. Founders enjoy **limited liability**, keeping personal assets fully protected."*

- *Can have 2 to 200 shareholders*
- *Easy to raise funds through equity shares*
- *Mandatory annual compliance with MCA*
- *Shares can be transferred but not publicly traded*
- *Best suited for startups planning to raise external funding*

Partnership Firm

"Easy to set up and run, ideal for very small businesses. Partners carry unlimited personal liability."

- *Governed by the **Indian Partnership Act, 1932**, where two or more individuals come together to carry on a business and share profits.*
- *No separate legal identity from its partners, resulting in **unlimited personal liability** for business debts and obligations.*
- *Limited scalability and fundraising potential, making it less suitable for businesses with significant growth, expansion, or external investment plans.*

Limited Liability Partnership (LLP)

*"The smart middle ground for professionals and consulting firms. An LLP offers the **flexibility of a partnership** combined with the **limited liability protection** of a company – with significantly lower compliance overhead."*

- *Partners have limited liability as per their contribution*
- *Lower compliance burden compared to a Pvt. Ltd.*
- *Cannot issue equity shares – not ideal for venture capital/angel funding*
- *Governed by the LLP Act, 2008*

One Person Company (OPC)

"Introduced for solo entrepreneurs to enjoy the benefits of a limited company without needing a co-founder."

- *Well-suited for solo founders and small-scale businesses, offering operational flexibility with relatively lower compliance requirements.*
- ***Provides limited liability protection** for a single owner*
- *Offers a pathway for growth, with conversion into a **Private Limited Company** becoming necessary upon crossing prescribed thresholds such as turnover or paid-up capital limits under applicable regulations.*

❖ Legal & Regulatory Foundations

Once you decide on the right business structure, the next step is obtaining the necessary legal registrations and complying with regulatory requirements. These registrations establish your business as a legally recognized entity and create a strong foundation for future growth, funding, and expansion.

MCA Registration & Startup India

All companies and LLPs must be registered with the Ministry of Corporate Affairs (MCA) through the MCA21 portal. The incorporation process generally involves reserving a company name, obtaining a Digital Signature Certificate (DSC), Director Identification Number (DIN), and filing incorporation documents online.

After incorporation, eligible startups should register under the Startup India initiative and obtain DPIIT recognition. This recognition provides several benefits, including:

- Tax exemption under Section 80-IAC for eligible startups
- Exemption from Angel Tax (subject to prescribed conditions)
- Faster patent examination and reduced intellectual property filing fees
- Self-certification under select labour and environmental laws
- Easier access to government tenders and procurement opportunities
- Networking, mentorship, and funding support through Startup India programs

FEMA & FDI Compliances

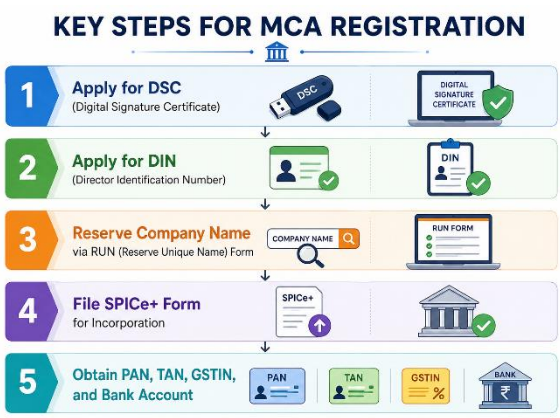
If your startup intends to receive investments from foreign investors or has non-resident shareholders, compliance with the Foreign Exchange Management Act (FEMA) and Reserve Bank of India (RBI) regulations becomes essential. Key requirements include:

- Filing Form FC-GPR within prescribed timelines for foreign investments
- Submission of the Annual Foreign Liabilities and Assets (FLA) Return
- Compliance with India's Foreign Direct Investment (FDI) Policy and sectoral caps
- Valuation compliance for issue or transfer of shares
- Reporting of convertible instruments such as CCDs and CCPs
- Adherence to pricing guidelines and downstream investment regulations, where applicable

Industry-Specific Licenses & Registrations

Depending on the business model and industry, additional registrations may be required, such as:

- GST Registration
- Shops & Establishments Registration
- Professional Tax Registration
- Import Export Code (IEC)
- FSSAI License for food-related businesses
- SEBI, IRDAI, RBI, or other sectoral approvals for regulated industries



❖ Setting Up a Strong Financial Backbone

Every successful startup is built on two foundations: a great product and a solid financial system. While founders are often focused on building and selling, setting up proper accounting systems, maintaining clean records, and completing the right registrations from day one keeps the business legally safe — and attractive to investors later.

Why a Strong Financial Foundation Matters

Investors, banks, and statutory auditors evaluate startups on the cleanliness and transparency of financial records. A study by CB Insights found that 38% of startups fail due to running out of cash or poor financial planning — not because of a bad product. Clean financial systems provide visibility into your cash position before it becomes a crisis.

Building Your Accounting System

An accounting system records every transaction — every sale, purchase, salary payment, tax deposit, and bank transfer. Getting this right from the beginning saves enormous time during audits, due diligence, and fundraising. A well-structured Chart of Accounts (CoA) should cover Assets, Liabilities, Equity, Revenue, and Expenses categories tailored to your business model.

Recordkeeping Best Practices: Separate business and personal bank accounts from Day 1. Record every transaction on the day it occurs. Maintain digital copies of all invoices, receipts, and bank statements. Conduct monthly bank reconciliations. Preserve all records for a minimum of 8 years as required under the Companies Act.

Accounting Software — Choosing the Right Tool

The right software automates bookkeeping, generates GST-compliant invoices, and gives real-time financial visibility. Popular options for Indian startups:

- TallyPrime — Industry standard in India; offline-first; strong GST & TDS features; CA-friendly. One-time license: ₹18,000–54,000.
- Zoho Books — Best for tech/SaaS startups; excellent automation, bank feeds, and Zoho ecosystem integration. ₹2,500–7,500/month.
- QuickBooks — Suited for startups with global operations; multi-currency, strong integrations with Stripe and PayPal. ₹4,000–8,000/month.
- Busy Accounting — Ideal for retail and FMCG; strong inventory and billing features. ₹9,000–18,000/year.

Key Financial Registrations Every Startup Needs

- PAN — Tax identity; mandatory for every business entity.
- TAN — Required before first salary payout; used for deducting and depositing TDS.
- GST Registration — Mandatory above ₹20L turnover (₹10L for NE states); allows claiming Input Tax Credit.
- MSME / Udyam Registration — Optional but highly recommended for govt schemes and priority lending.
- DPIIT / Startup India Recognition — Unlocks 80-IAC tax holiday, self-certification, and faster winding up.
- PF Registration (EPFO) — Mandatory on 20th employee. ESIC Registration mandatory on 10th employee.

Financial Reporting & MIS for Startups

A Management Information System (MIS) report gives founders real-time visibility into business performance. Minimum monthly MIS for a startup should include:

- Profit & Loss Statement — Revenue vs. expenses for the month and year-to-date.
- Balance Sheet — Assets, liabilities, and net worth as of month-end.
- Cash Flow Statement — Actual cash in and out, separate from accounting profit.

- Burn Rate & Runway — Monthly cash spend and number of months of capital remaining.
- Receivables Ageing and Payables Summary — Who owes you money and what the business owes.

❖ Valuation & Fundraising

Raising capital is a pivotal moment in any startup's journey. Before investors commit money, they need to agree on one fundamental question: How much is this company worth? Unlike listed companies where the market sets the price, a private startup's valuation is a negotiated number backed by data, assumptions, and comparables.

The Five Key Valuation Methods

1. Discounted Cash Flow (DCF): Estimates the present value of all future cash flows. Best for revenue-generating startups with 2+ years of financials. Projects free cash flows for 5–7 years, discounts to present value using WACC, and adds terminal value. Highly sensitive to assumptions.

2. Comparable Company Analysis (CCA): Values the startup by comparing it to similar funded businesses. Common multiples: SaaS — 5–15x ARR; Fintech — 3–8x revenue; Consumer — 2–5x GMV. Best for startups in established sectors with clear benchmarks.

3. Venture Capital (VC) Method: Works backwards from expected exit value. Formula: Post-money Valuation = Terminal Value ÷ Expected Return Multiple; Pre-money = Post-money − Investment. Best for startups seeking institutional funding.

4. Berkus Method: Designed for pre-revenue startups. Assigns value to five elements: Sound Idea (up to □1 Cr), Working Prototype (□1 Cr), Strong Management Team (□1.5 Cr), Strategic Relationships (□1 Cr), Early Revenue (□1.5 Cr). Maximum valuation: □6 Crore.

5. Asset-Based Valuation: Best for asset-heavy startups (manufacturing, hardware). Net Asset Value = Total fair market value of assets − Total liabilities. Conservative approach that ignores future growth potential.

The Fundraising Journey

- Bootstrapping — Founders/Family: □0–10L. No external validation required.
- Pre-Seed / Angel — □10L–□1 Cr. Investors look for founder quality and problem-solution fit.
- Seed Round — □1 Cr–□5 Cr. Investors look for MVP, early users, and market size.
- Series A — □5 Cr–□50 Cr. Requires proven Product-Market Fit, unit economics, and growth rate.
- Series B & Beyond — □50 Cr+. Scale, market leadership, and clear path to profitability.

Valuation Certificates & CA Certificates

In India, issuing shares to investors is a regulated activity. CA and Registered Valuer certificates are mandatory in most scenarios:

- Issuing shares at premium to new investors — CA / Registered Valuer Certificate under Companies Act + Income Tax Act Sec. 56.
- Receiving FDI from foreign investors — SEBI Registered Valuer or Merchant Banker required under FEMA / RBI Pricing Guidelines.
- ESOP grant and exercise — CA Valuation for Fair Market Value of shares.
- Merger or acquisition — Independent Registered Valuer Report under Companies Act / NCLT.
- Convertible note / CCPS conversion — CA / RV Valuation at time of conversion under FEMA + Income Tax Act.

Note: The Union Budget 2024 abolished Angel Tax (Section 56(2)(viib)) entirely, giving Indian startups significant relief and making domestic fundraising much simpler.

❖ Tax Planning & Incentives for Startups

India's tax framework contains several powerful incentives specifically designed to support early-stage businesses. Smart tax planning is about understanding the law well enough to use the benefits that the government has explicitly created for startups.

GST — Goods and Services Tax

GST replaced a complex web of indirect taxes with a single unified framework. Key points for startups:

- Mandatory registration: Annual turnover exceeding □20 lakh (□10 lakh for NE/hill states).
- Voluntary registration recommended even below threshold — allows issuing GST invoices and claiming ITC.
- E-commerce operators and inter-state suppliers must register regardless of turnover.

Input Tax Credit (ITC): ITC allows businesses to offset GST paid on purchases against GST collected on sales. A startup collecting □1,80,000 GST on □10L revenue and paying □72,000 GST on □4L expenses has a net liability of only □1,08,000 — saving □72,000 that stays in the business.

GST Returns: GSTR-1 (outward supplies) — 11th of next month. GSTR-3B (self-assessed summary) — 20th of next month. GSTR-9 (annual, turnover > □2 Cr) and GSTR-9C (reconciliation, turnover > □5 Cr) — 31st December.

Income Tax — Key Provisions

Corporate tax rates for startups: General domestic company — ~34.94%. New domestic company under Sec. 115BAA — ~25.17%. New manufacturing company under Sec. 115BAB — ~17.01%. Most startup Pvt. Ltd. companies should opt into Section 115BAA at the first opportunity for significantly improved cash flow.

Section 80-IAC — The Startup Tax Holiday: DPIIT-recognised startups can claim 100% deduction on profits for any 3 consecutive assessment years out of the first 10 years from incorporation. Eligibility: Private Limited Company or LLP, DPIIT-recognised, turnover not exceeding □100 Cr. Example: A startup earning □2 Cr taxable profit in Year 3 pays □0 tax instead of □50 lakh — that □50 lakh funds growth.

ESOPs — Tax Structuring and Deferral

ESOPs are one of the most powerful tools to attract and retain talent. Key tax events: Option Grant and Vesting — no tax event. Option Exercise — perquisite taxed as salary income at slab rate. Share Sale (within 24 months) — STCG at slab. Share Sale (after 24 months) — LTCG at 20% with indexation.

DPIIT Startup TDS Deferral Benefit: For DPIIT-recognised startups, TDS on ESOP perquisite at exercise is deferred to the earliest of: (a) sale of shares, (b) 5 years from grant date, or (c) leaving the company. This means employees pay tax only when they have actual cash in hand — making ESOPs far more attractive.

ESOP Best Practices: Pool size of 10–15% before first funding round. Standard 4-year vesting with 1-year cliff. Exercise price as close to FMV as possible. Double-trigger acceleration clause for protection. All documentation (Board resolution, shareholder approval, ESOP Policy, Grant Letters) is legally required.

Government Schemes for Startups

- Startup India (DPIIT) — 80-IAC tax holiday, self-certification for 9 laws, fast-track IP, relaxed winding-up norms.
- Fund of Funds (FFS) — □10,000 Cr SIDBI corpus deployed through registered AIFs for indirect startup investment.
- Credit Guarantee Scheme (CGSS) — Collateral-free loans up to □10 Cr for DPIIT-recognised startups.
- Atal Innovation Mission (AIM) — Incubation centres (□10 Cr grant), innovation challenges, tinkering labs.
- PLI Scheme — 5–20% production-linked incentive on incremental sales for 14 key sectors.

- MUDRA Loans — Collateral-free: Shishu up to □50,000; Kishor □50K–5L; Tarun □5L–10L.

FEMA & Cross-Border Transactions

As startups attract foreign investors, FEMA compliance becomes essential. Non-compliance can result in penalties up to 3x the transaction amount.

- FC-GPR Filing — File within 30 days of allotment on the FIRMS portal when issuing shares to foreign investors.

- FLA Annual Return — Report foreign liabilities and assets annually to RBI by July 15.

- Pricing Compliance — FDI pricing cannot be below FEMA-prescribed Fair Market Value.

- Software Exports — Repatriate proceeds within 9 months. File SOFTEX form with RBI for exports above USD 25,000.

- Transfer Pricing — Related party transactions with foreign entities require Form 3CEB CA certificate.

- ECB Compliance — Foreign borrowings require monthly Form ECB-2 reporting and prior RBI approval where required.

❖ Governance, Controls & Reporting

As startups scale, informal processes and instinct-based decision-making become inadequate. Strong governance and effective internal controls help create a professionally managed organization, reduce operational risks, and build investor confidence ahead of fundraising and expansion.

Internal Control

Internal controls are the policies and procedures designed to ensure efficient operations, accurate financial reporting, compliance with regulations, and protection of company assets.
Key controls for startups include:

- **Segregation of Duties:** Critical responsibilities such as approval, payment, and accounting should be handled by different individuals to minimize the risk of errors and fraud.
- **Expense Approval Framework:** Establish defined authorization limits and approval workflows for expenditures.
- **Regular Reconciliations:** Perform periodic bank reconciliations and ledger reviews to ensure financial records remain accurate.
- **Vendor and Payroll Verification:** Validate vendors, invoices, employee records, and payroll transactions before processing payments.
- **Access Controls:** Restrict access to accounting systems and financial data based on employee roles and responsibilities.

Mis Reporting

A Management Information System (MIS) report provides management with a clear view of the company's financial and operational performance. Founders should review MIS reports monthly to support informed decision-making and strategic planning.
A comprehensive MIS should include:

- **Profit & Loss Statement (P&L)** – Monthly and year-to-date profitability analysis.
- **Balance Sheet** – Overview of assets, liabilities, and net worth.
- **Cash Flow Statement** – Monitoring cash inflows, outflows, and liquidity.
- **Burn Rate & Runway Analysis** – Understanding cash consumption and funding requirements.
- **Key Performance Indicators (KPIs)** – Business-specific metrics such as revenue growth, customer acquisition, margins, and operational efficiency.

Internal Audit & Periodic Reviews

Internal audits involve systematic reviews of financial records, business processes, and internal controls. Even when not legally required, startups should conduct periodic reviews—preferably on a quarterly basis.
Regular audits help:

- Identify process gaps and control weaknesses.
- Detect errors or irregularities at an early stage.

- Improve compliance and financial reporting quality.
- Strengthen investor and stakeholder confidence.
- Prepare the organization for due diligence and future fundraising activities.

The Role of a Virtual CFO

Many startups require strategic financial expertise but may not be ready for a full-time Chief Financial Officer.

A vCFO typically supports:

- Financial planning, budgeting, and forecasting.
- MIS preparation and financial reporting.
- Cash flow and working capital management.
- Compliance and regulatory oversight.
- Investor relations and board reporting.
- Fundraising, valuation, and due diligence support.

By bringing financial discipline, strategic insight, and governance expertise, a vCFO enables founders to focus on business growth while ensuring the company remains financially strong and investment ready.

Preparing for the Next Stage – Scaling ESOPs & Exit

Once a startup achieves product-market fit and begins generating consistent revenue, the focus shifts from survival to scale. This phase involves expanding into new markets, strengthening operational processes, hiring larger teams, attracting top talent, and preparing for strategic opportunities such as mergers, acquisitions, or investor exits. As the business grows, financial, legal, and compliance requirements become increasingly important.

Payroll Management at Scale

Managing payroll for a growing workforce requires robust systems and processes to ensure accuracy, compliance, and employee satisfaction. A well-managed payroll function should cover:

- **Salary structuring** to optimize employee take-home pay and employer costs through components such as HRA, LTA, reimbursements, and allowances.
- **TDS deduction and timely deposit** with the government in accordance with Income Tax regulations.
- **Provident Fund (PF) and ESIC compliance**, including calculation, filing, and payment of statutory contributions.
- **Professional Tax deductions** and other state-specific payroll compliances.
- **Timely issuance of payslips, Form 16, and payroll reports** to employees.
- Regular payroll reconciliations to ensure compliance and accuracy.

ESOP Structuring & Administration

Employee Stock Option Plans (ESOPs) are an effective tool for attracting, retaining, and motivating key talent. However, they must be carefully structured to ensure legal compliance and tax efficiency.

Key aspects of ESOP administration include:

- **Board and shareholder approvals** for creating an ESOP Pool, typically ranging between 10–15% of the fully diluted share capital.
- **Drafting a comprehensive ESOP Policy** covering eligibility, grant terms, vesting schedules, exercise conditions, and exit provisions.

- **Issuing individual grant letters** detailing the number of options granted and applicable terms.
- **Maintaining statutory ESOP registers and records** as required under the Companies Act.
- **Periodic and annual valuation of shares** for grant pricing, taxation, and reporting purposes.
- Managing employee communication and compliance related to option exercises and taxation.

A well-designed ESOP program aligns employee interests with the long-term growth of the company and helps build a strong ownership culture.

Mergers, Acquisitions & Due Diligence

As startups mature, they may pursue acquisitions to accelerate growth or become attractive acquisition targets themselves. In either case, comprehensive due diligence is essential to identify risks, validate business value, and facilitate informed decision-making.

Key areas of due diligence include:

- **Legal Due Diligence** – Review of contracts, intellectual property ownership, corporate records, licenses, regulatory approvals, and ongoing litigations.
- **Financial Due Diligence** – Assessment of audited financial statements, revenue recognition practices, working capital position, debt obligations, and profitability trends.
- **Tax Due Diligence** – Examination of direct and indirect tax compliances, pending tax demands, transfer pricing matters, and GST history.
- **HR & Payroll Due Diligence** – Review of employment contracts, payroll compliance, ESOP obligations, employee benefits, notice periods, and potential workforce liabilities.

A successful due diligence process not only helps mitigate risks but also enhances investor confidence and increases the likelihood of a smooth transaction.

Preparing for an Exit

Whether through an acquisition, strategic merger, secondary sale, or public listing, startups should begin preparing for an exit well in advance. Maintaining clean financial records, strong governance practices, robust compliance systems, and transparent reporting significantly improves valuation and attractiveness to potential investors or acquirers.

Startups that invest early in scalable processes and professional financial management are better positioned to navigate growth, reward employees through ESOPs, and maximize value creation for all stakeholders.

Our Contribution

At Giant Connection LLP, we believe that building a successful startup requires more than just hard work — it also demands the right mindset. As part of our commitment to supporting the startup ecosystem, we recently conducted a practical workshop designed for aspiring entrepreneurs and early-stage founders.

The session focused on helping participants develop a growth-oriented, creative, and resilient mindset, as in today's fast-changing business environment, the right mindset often becomes the key difference between long-term success and giving up too soon.

What the Workshop Covered:

- Understanding the difference between a fixed mindset and a growth mindset
- Techniques to embrace failure as a learning opportunity
- Encouraging creative problem-solving and design thinking approaches
- Real stories from Indian startup founders on overcoming early challenges
- Group activities to build collaboration and lateral thinking skills

The response from participants was overwhelming. Attendees included students from management institutes, early-stage founders, and professionals exploring entrepreneurship. The workshop was facilitated by our senior consultants and featured interactive sessions, case studies, and live problem-solving exercises.

Conclusion

Building a startup from scratch is one of the most challenging yet rewarding journeys a person can take.

This knowledge series has walked you through the essential steps of the startup journey — from choosing the right legal structure and getting your registrations in order, to building strong financial systems, understanding your tax options, setting up governance, and preparing for fundraising or an exit.

The key takeaway is simple: Start right, stay compliant, and build systems early. The startups that scale the fastest are not always the ones with the best products — they are the ones that have the strongest foundations.

At Giant Connection LLP, we are committed to being your trusted partner at every stage of this journey. Whether you need help with incorporation, tax planning, ESOP structuring, Virtual CFO services, or investor readiness, our team of experienced Chartered Accountants and management consultants is here to help.

We wish you all the very best in your entrepreneurial journey. Build boldly, think long-term, and never stop innovating.

Special Mention

Thank you **Sammed Rasane, Aishwarya Kapse and Akash Suddawad** for the compilation of this series.

Compliance Calander for the month of June 2026

S.N.	Due Date	Compliance
1	**07-06-2026**	Deposit of TDS deducted in May 2026
2	**07-06-2026**	Deposit of TCS collected in May 2026
3	**07-06-2026**	Payment of Equalization Levy for May 2026
4	**07-06-2026**	Filing of ECB-2 Return for May 2026 (only if any transaction occurs)
5	**11-06-2026**	Filing of GSTR-1 (May 2026)
6	**13-06-2026**	Invoice Furnishing Facility (IFF) – May 2026
7	**13-06-2026**	Filing of GSTR-6 (May 2026)
8	**15-06-2026**	Payment of Employees' State Insurance (ESI) contribution for May 2026
9	**15-06-2026**	Payment of Advance Tax (15% of total tax liability)
10	**15-06-2026**	Payment of Provident Fund (PF) contribution for May 2026
11	**15-06-2026**	Payment of Professional Tax (PTRC)
12	**15-06-2026**	Filing of Professional Tax monthly Return (PTRC)
13	**20-06-2026**	Filing of GSTR-3B (May 2026)
14	**20-06-2026**	Filing of GSTR-5A (May 2026)
15	**22-06-2026**	GSTR-3B (QRMP – May 2026)
16	**24-06-2026**	GSTR-3B (QRMP – May 2026)
17	**25-06-2026**	Monthly tax payment under QRMP (PMT-06)

Sports Event

We recently organized an exciting Sports Day that brought together employees for a day filled with energy, teamwork, and healthy competition. The event featured a variety of indoor and outdoor sports, encouraging participants to showcase their skills while fostering collaboration and sportsmanship.

From friendly matches to enthusiastic cheering, the event created an atmosphere of unity and motivation. More than just a competition, it strengthened team spirit, promoted employee well-being, and reinforced our commitment to building a positive and engaging workplace culture.

International Day of Yoga

We celebrated the International Day of Yoga on 21st June 2026 with an engaging yoga session that encouraged employees to embrace the importance of physical and mental well-being. Guided by experienced instructors, participants practiced a range of yoga postures and breathing techniques in a calm and refreshing environment.

The session promoted mindfulness, stress management, and a healthy lifestyle while reinforcing the value of wellness in the workplace. It was a rejuvenating experience that inspired employees to incorporate yoga into their daily routines and foster a culture of health and balance.