

KrayMan Consultants LLP

Firm Profile



Who We Are

KrayMan Consultants LLP (**KrayMan**) is an accounting and multi-disciplinary advisory Firm headquartered in the National Capital Region of India and serving Clients across Pan India.

We specialize in Accounting, Taxation (including Income-tax, Transfer Pricing and Goods & Services Tax), Regulatory, Corporate Finance, Risk Advisory, Transaction Advisory, Compliance & Outsourcing, Payroll, Virtual CFO, Factories & Labour Law, Engineering / Technology Consulting and Human Resource services.

A dynamic leadership and a vibrant team that is cross functional, multidisciplinary and domain experts also help to ensure impeccable service to our Clients with India Entry services, Market Analysis & Research, Pricing & Profitability, Budgeting & Cost Management, Risk Management, Insurance Advisory and Internal Controls.

Since inception, we have been associated with a mix of multinationals, domestic companies, non-corporate entities and expatriates Clients and expanding our global footprints through the following **Global Accounting Networks**:



PRIME ADVISORY
NETWORK LTD of LONDON

60+ countries

Prime Advisory Network (PAN), London - a network of Accountants and Lawyers with presence in 60+ countries

CIBA
Cross Border Associates
Global Network of Trusted Business Advisers

100+ countries

Cross Border Associates (CBA), Germany specializing in M&A activities having presence in 100+ countries



KrayMan was founded in 2012 by professionals from Big 4 Consulting Firms and industry background. The Firm has a worthy blend of experience and youth. We are a team of professionals comprising of Chartered Accountants, Company Secretaries, Cost Accountants, Advocates and MBAs.

Memberships at National level



Japan Chamber of Commerce & Industry (JCCI) & its Tax Committee



Indian Importers Chambers of Commerce and Industries (IICCI)



Indo French Chamber of Commerce and Industry (IFCCI)



Confederation of Indian Industry

Confederation of Indian Industry (CII)



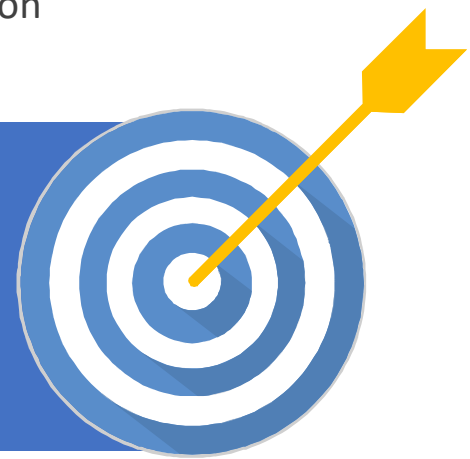
TiE – Delhi NCR Chapter (TiE)

Our Vision, Mission & Core Values



Our Vision is to be the trusted partner and advisor to international entities who are keen to set-up their business in India and Indian entities desirous in exploring global markets

Uphold at all times high standard of professional ethics that our Clients deserve and empowering talent who are committed to the Firm's core values, mission and vision



Our Mission is to be the ideal partner for our Clients in their journey of business from start-up through growth by delivering quality across a wide range of services.

WHAT WE STAND FOR

Our Values are our guiding principles which is deep-rooted in the work environment and catch reflection in the quality and commitment delivered to our Clients.



Act with Integrity

Upholding highest professional standards by doing business fairly & honestly, we express a culture of transparency. Integrity is our foundation.



Accountability

We take personal responsibility and ownership for own work. Commit to deliver on time and with high quality to our Clients.



Respect for Stakeholders

We are respectful, open and honest and build relationships based on trust.

Service Offerings



India Entry Services

- Assessment of Legal Entity options for Entry into India
- Market Study & Strategy Formulation
- Setting up of Presence in India & obtaining Tax & Other Registrations
- Simplifying the Procedures & Addressing the Bottlenecks
- Strategic, Governance & Management Advisory Services
- On-going Tax & Regulatory Advisory & Compliance services



Accounting & Payroll

- Accounting & Financial Reporting
- Preparation of Financial Statements
- Accounting System Implementation
- Forecasting & Projections
- Payroll Processing



Taxation

- Tax Planning & Advisory
- Direct tax: Corporate tax, Withholding tax, Expatriate tax, Transfer Pricing
- Indirect taxes / Goods & Services Tax (GST)
- Litigation Management Support
- Customs & Foreign Trade Policy



Risk Advisory

- Review of Financial Statements
- Risk Assessment, Advisory, Certification & Attestation
- Internal Control Reviews, Reporting requirements, Physical Verification of Assets
- Documentation, Testing and Implementation of Internal Financial Controls (IFCs)
- Audit Support on behalf of Management
- International Financial Reporting Standards (IFRS) & Ind AS

Service Offerings



Regulatory

- Preparing & Maintaining Statutory Registers as per Companies Law
- Conducting Directors' & Shareholders' meetings as per Secretarial Standards
- Preparation of Agenda, Notices, Minutes & Resolutions of Directors' & Shareholders' Meetings
- Preparation & filing of Annual Return including Balance Sheet, Profit & Loss account & other documents
- Preparation & Filing of Forms with Registrar of Companies



Corporate Finance, Planning & Strategy

- Business & Strategic Planning for Growth
- Forecasting, Budgeting, Costing, Variance Analysis & Cost Reduction
- Internal Controls, Risk Policies & Manuals
- Working Capital Management
- Setting up of Commercial Processes including Negotiations & Sales
- Procurement Planning & Contracts
- Setting up of Dealership / Depot Network
- Project Finance



Virtual CFO

- Design & Implementation of Best Practice Framework for Internal Governance
- Setting up Standard Operating Procedures (such as Proper Authority for transactions, Internal Compliance Processes, Adequacy of Documentation, Filing System & Record Keeping)
- Evaluation of Internal Controls & Monitoring Results
- Timely & Accurate adherence with legal requirements



Transaction Advisory

- Mergers & Acquisitions
- Due diligence
- Compliance Health-Check
- Valuation
- Transaction Structuring
- Feasibility Studies

Service Offerings



HR Advisory

- Building HR Infrastructure
- HR Policy & Manual Design
- Talent Acquisition & Induction Policies
- Role defining & Competency framework
- End to end support in implementation of Prevention of Sexual Harassment of Women at Workplace (POSH) policy



Factory Registration & Labour Law Compliances

- Setting up Factories, Obtaining Registrations, Licenses and Renewals
- Trade License
- Clearances from Pollution Control Board
- Outsourcing of Compliances under the various Labour Laws
- Outsourcing of Manpower under Contract Labour (R&A) Act
- Third Party Payroll Management
- Advisory Services to the Establishments
- Legal Compliance Audit for established Factories & Shops
- Representing Management before Labour Office for litigation
- Last-Mile Compliances



Engineering / Technology Consulting

- Setting up New Plant, Plant Layout preparation, Execution as per layout, Procurement, Installation & Commissioning of Machinery & Equipment, Manpower recruitment & training, Government Approvals requiring Engineering intervention
- Expansion of Existing Operations, New Product Conceptualization & Development, IPR Management, Tooling Development, Supplier Identification & Management, Production / Manufacturing Engineering, Quality Planning, Product & Process Audits
- Profitability / Productivity Improvement, Automation, Cost Reduction through Value Analysis / Value Engineering / Alternate Sourcing, Innovation Management including Patenting Process
- Tool Design & Manufacture, Press tools, Plastic injection moulds, Die casting tools, Rubber compression & Injection moulds
- Joint Venture Projects (JV) – Identification of Partner, Technical Due Diligence, Project Feasibility preparation, Facilitating JV execution
- Mergers & Acquisition (M&A) – Identification of Target Companies, Technical Due Diligence, Feasibility Preparation, Identification of Improvement Areas, Facilitating Acquisition

Our Differentiating Factors



Leadership Team



Mayank Agarwal

Email: mayank.agarwal@krayman.com

Mobile : +91 9810 604842

Mayank is a qualified Chartered Accountant and Company Secretary. Mayank is advising and handholding Clients in their Tax & Regulatory matters. Besides, Mayank is providing strategic leadership for the Firm's operations and pursuits creating business & growth opportunities using his diverse experience.

Mayank's career track record spans over 15 years with a mix of consulting and industry experience. He brings extensive experience from his previous roles with PricewaterhouseCoopers, Grant Thornton and KPMG where he worked with Indian and global Clientele in real estate, automotive and other sectors providing them tax & regulatory advisory services. Post consulting, Mayank has worked with Honeywell Group, a Fortune 100 Company, on a wide range of projects in Income Tax, Goods & Services Tax and Transfer Pricing planning & compliances.



Manan Agarwal

Email: manan.agarwal@krayman.com

Mobile : +91 99716 98268

Manan qualified as a Chartered Accountant in 2007. He holds a Diploma in Information Systems Audit from ICAI. At KrayMan he heads the Direct Tax Practice and Japan Business. He represents the Firm's association with CBA Associates – HQ Germany as Tax Advisor for North India. Further, he is also the India Member representing Prime Advisory Network – HQ London.

Post qualification, Manan has worked with the Tax & Regulatory Services team of Ernst & Young, India ('EY'). He has worked in areas of corporate tax, international tax, individual tax, corporate law and RBI regulations, and has served Clients across various industries. Post his stint with EY, Manan proceeded to set up KrayMan Consultants LLP.

Leadership Team



Kratika Agarwal

Email: kratika.agarwal@krayman.com

Mobile : +91 99716 98830

Kratika is a qualified Chartered Accountant. At KrayMan, Kratika is serving both Domestic and International Clients. She is involved in assisting Clients in setting up operations in India from inception to implementation stage, assisting them with their business registrations, accounting, regular tax, regulatory and compliances matters. In addition, she has been assisting Clients across various industries in engagements like due diligence reviews, compliance health check etc.

Kratika carries valuable experience in the area of compliance & outsourcing namely, accounting review, statutory audit, internal audit, tax audit, financing and regular compliance matters for Corporates in India. She is working extensively on documentation, testing and implementation of Internal Financial Controls (IFCs) for large, medium & small Companies.



Nidhi Agarwal

Certified POSH Trainer

Email: nidhi.agarwal@krayman.com

Mobile : +91 98189 37799

Nidhi is an MBA in Human Resources from International School of Business & Media, Pune. At KrayMan she heads Marketing Communications & Human Resources. Nidhi is involved in branding, designing & developing go-to-market strategies for the Firm.

Nidhi has experience in Operational and Strategic HR and has worked with multinationals like Syntel Technologies (Mumbai) and Grant Thornton (NCR). She has handled Talent Acquisition, Learning & Development, Role and Competency profiling, Employee engagement, Performance management and Employee retention.

Nidhi is also an advisor for POSH (Prevention of Sexual Harassment at Workplace) compliances . She has been instrumental in designing POSH policy, conduct organization wide training sessions for employees and capacity building trainings for Internal Committee (IC) in line with the POSH Act for various multinational & domestic Clients across industries.

Japan Desk



Mr. Yukihiro Yamada

Email: japandesk@krayman.com

Mr. Y. Yamada is representing the Firm's Japan Business. He is responsible for developing relationship with Japanese Clients and providing market expansion support to Japanese companies wanting to investment in India.

During his career track record of 35+ years, he has worked with financial institutions such as Corporate Investment Banking of Deutsche Bank and Credit Agricole Group, Production Engineering Management of Japanese car component manufacturing across many countries such as Thailand, India, Europe and Africa. His key skills include planning the marketing, designing production plans, managing financial performance of companies related to production volumes and sales. He is proficient in English and German languages.



Mr. Naoki Yamada

Email: naoki.yamada@strada-tax.jp

Mr. N. Yamada is registered CPA Tax Accountant in Japan since 2013.

He was associated with Deloitte Touche Tohmatsu till 2015. Thereafter, he proceeded to register as Tax Accountant in Japan. He has been engaged in the audit of manufacturing and trading companies in Japan. He has also worked as an advisor, engaged in IPO consulting and Risk Management. He along with team of experts specializes in tax, accounting, financial and labour management services. He is providing market expansion support to Japanese companies looking for investment in India.



Mr. Shohei Miyaguchi

Email: shohei.miyaguchi@strada-bs.jp

Mr. S. Miyaguchi is a registered management consultant.

After graduating from Nihon University College of Commerce in March 2015, he worked with Rejob Co., Ltd. for 4 years in business planning and accounting department. In 2019, he passed the Small and Medium sized Enterprise Management Consultant Examination in a year and a half of study. Since then, he is engaged in management consulting, loan and subsidies.



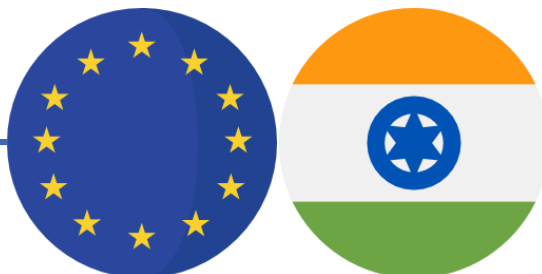


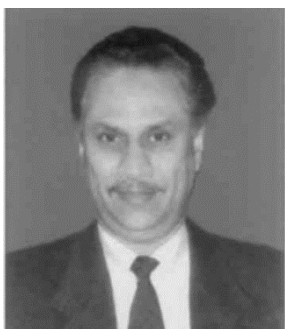
Mr. Renaud Simons

Email: eudesk@krayman.com

Mr. Renaud Simons represents the Firm's EU Desk. He is responsible for developing relationship with European Clients and providing market expansion support to European Clients wanting to invest in India. He carries 30 years of experience in banking and finance, growing and developing business contexts, launch and development of new activities, acquisition projects, managing crisis situations and business integrations.

After studying Economics & Finance from the University of Namur, Belgium in 1988, Renaud worked with Generale Bank, the leading bank of Belgium, for 11 years including his tenure as Country Risk Manager in Italy. After take-over of General Bank by Fortis Group, he became in 2000 CEO and Country Manager of Fortis Bank Italy. During this period, he developed from scratch different verticals such as commercial banking, leasing, factoring, merchant banking, private banking and asset management. In 2008, he became nominated CEO of Fortis Lease Italy and few months later he was also appointed General Manager of Fortis Lease Romania IFN in Bucharest. From 2010 till 2017, he has worked with GE Capital including his stint as CEO of GE Capital Finance Italy, the factoring business service line. Currently, he is Executive Director of Mitigram, a Swedish digital Trade Finance platform and is also provides consulting on various projects such as mergers & acquisitions, receivable finance and corporate debt. He is official advisor for economic and foreign trade matters of Belgian Embassy in Rome. He is proficient in English, French, Italian, Dutch.





Mr. Salil Kapoor

Advisor - Direct Tax Litigation

Mr. Salil Kapoor, an Advocate by qualification, has rich experience of 35 years in the field of tax litigation across India.

He has been a former Judicial Member (Judge) of the Income Tax Appellate Tribunal, Mumbai. He has extensive experience in arguing income tax disputes before the Supreme Court, High Court (Writs and Appeal), Income Tax Appellate Tribunal (ITAT), Authority for Advance Ruling, Dispute Resolution Panel and Income Tax Settlement Commission. Besides, he is also the tax counsel for New Delhi Municipal Corporation and Maharashtra Airport Development Corporation in Delhi and Bombay High Court respectively. He is known for his expertise in matters of corporate tax, international tax and transfer pricing.



Mr. Vinod Kaushik

Advisor - Factories Registrations & Labour law

Mr. Vinod Kaushik comes with around 25 years of experience with a focus on strategic HRM, Recruitment, Resource & Development , Appraisal , Industrial Relations , General Administration and liaisoning with Government departments and officials. He is registered with Bar Council of Delhi. Having master Degree in Personnel Management with distinction, LLB and diploma in Labour Laws and Labour Welfare from Poona University.

He has rich experience in Industrial relations across diverse industries. Mr. Kaushik has worked for Amtek India Ltd., Spack Automotive Ltd. etc. He has handled complex issues in Industrial Relations, when the Unions were a dominant force in the industrial sector and has handled recruitments too at different stages of his professional career. He also has a vast experience in setting up manufacturing units with respect to their legal compliances and obtaining permissions from various Government agencies under the various factory, pollution and labour laws. Besides this he is also responsible for regular legal compliances for many blue chip companies across India.



Mr. Sumit Pahwa

Partner - eMinds Legal

Mr. Sumit Pahwa along with his team of corporate lawyers is part of the Firm's Legal Advisory Team. He is an Advocate and Company Secretary with over 20 years of experience with FMCG, BFSI & ITES industries. He is responsible for handling corporate legal matters. His expertise is in Company Law, Commercial Contracts and Litigation, Transaction Advisory and Cyber Laws.

He has worked with organizations like GE, Genpact, AIG and Barclays prior to founding eMinds Legal. He along with his team has worked for renowned companies like Hitachi, Fujitsu, Mitsubishi, Panasonic, Genpact and more than another 150 clients across India. At a Firm level, they excel in Corporate and Commercial Litigation, Legal, Regulatory Compliances and Audits, Intellectual Property (IP) Rights, Cyber Laws, Corporate Restructuring, Transaction Advisory, Registrations and Licensing. The Corporate and Commercial Litigation practice includes services such as mediation, negotiation, settlement, arbitration (both domestic and foreign), shareholders disputes, fraud litigations, employee litigation and representation before various authorities such as Company Law Board / National Company Law Tribunal, High Court, Supreme Court of India. He is a significant contributor to the legal community and owner / manager of two major legal forums in India.



Mr. Parmanand Yadav

Partner - RN Yadav & Co

Parmanand is an advocate with the Supreme Court Bar Association, having expertise in the field of Property, Arbitration, Commercial laws and Consumer laws. He has successfully represented clients in various courts and tribunals including the Supreme Court of India. He is member of the Bar Council of Delhi, Supreme Court Bar Association of India and AIJA, International Association of Young Lawyers, Brussels. He has served as the Standing Counsel for the State of Rajasthan, in Supreme Court of India since 2012 onwards. He is qualified in Commercial Law from London School of Economics and holds B.A.L.L.B. (Hons) from the Vivekananda Institute of Professional Studies, Guru Gobind Singh Indraprastha University, New Delhi.

Parmanand's specialities include Civil, Intellectual Property, Corporate Litigation matters, Real Estate agreements, Joint Venture Agreements, Collaboration Agreements, Vendor Agreements, Master Service Agreements, Service level agreements, Confidentiality agreements, Technology Transfer Agreements, etc. In addition, he works on Private Equity Transactions, Transaction Advisory, Corporate Documentation and Consulting side.



Mr. S.C. Jain
Advisor - Indirect Taxation

Mr. S.C. Jain, an Advocate by qualification, has a rich experience of 35 years in the field of Indirect taxes.

As a part of his professional career, he has worked for 20 years as Customs and Excise officer in the Central Government which gave him the leverage to analyze the issues with much more practical approach and providing acceptable solutions. He also has an enriching experience of 11 years in one of the India's top leading Law Firm, Lakshmikumaran and Sridharan, as a Partner. He is known for his expertise in the field of Customs, Central Excise, Foreign Trade Policy, Special Economic Zone, Service tax, VAT, Foreign Exchange Management Act and other allied laws.



Mr. Hardeep Singh Arora
Advisor – Engineering / Technology Consulting

Mr. Hardeep Singh Arora, is an expert on Technology Consulting & the Indian Auto Component Industry. He carries with him more than 35 years of experience in Manufacturing Industry, out of which, his association of more than 30 years has been with Minda Group of Industries, primarily Spark Minda Group – a renowned Automotive Component manufacturing Indian MNC. During his tenure, he has held positions like Group Chief Technology Officer & Vice President Engineering (Mechatronics). He has spearheaded the New Technology Introduction, New Product Development, Automation, IPR management, Cost reduction drives etc. at the Group Level. He was also responsible for evaluating M&A & JV opportunities for the Group which included Technical Due Diligence, Project Feasibility etc with the JV Partners.

Mr. Arora has travelled extensively to International Automotive Hubs like Japan, Europe, UK, Australia etc. for business development & technical discussions with global automotive vehicle Manufacturers – be it passenger cars, commercial vehicles, two wheelers, tractors & off-road Vehicles. To name a few – Toyota, Volkswagen, General Motors, Ford, Peugeot, Piaggio, Aprilia, Triumph, Honda, Yamaha, Suzuki, Kawasaki, Polaris, Bombardier & many more. During his tenure, he was instrumental in taking his company globally to the 2nd position in the two-wheeler security systems space. He is also on the panel of Indira Gandhi Delhi Technical University for Women (IGDTUW) for setting up Mechatronics' Lab & designing the curriculum for the new courses.

Advisors



Ms. Ritu Kapoor

Advisor - Labour laws & External POSH Consultant

Ms. Ritu Kapoor is an Advocate by qualification. She is enrolled at Bar Council Punjab & Haryana and Bar Association of District Court, Gurugram. She is also empanelled with a Gurugram based NGO called “Neofusion Creative Foundation” for underprivileged and deprived Children.

As a part of her professional career, she has been practicing Civil Cases, Criminal Cases, Sexual Harassment cases, Labour Cases in Labour Court and Labour Offices, RERA (Real Estate Regulatory Authority) etc. She is an active speaker for many Organizations in India on Legal Rights of Women. She is also a Legal Aid Counsel through DLSA (District Legal Service Authority) in various Police Stations.



Mr. Anurag Jain

Advisor – Labour Laws and Compensation & Benefits

Anurag is a qualified Chartered Accountant with over 15 years of Big4 experience in advising Clients on tax, social security and immigration matters

As a part of his professional career, he has worked with PwC, BMR, KPMG and Deloitte. He has advised large and medium multinational Clients on employee secondment arrangements, compensation structuring, equity incentive designing and time to time support to Clients on Tax and Social Security litigation matters. His recent experience includes advising Companies on assessing the impact of new labour codes.



Mr. Shubham Goel

Advisor – Payroll Outsourcing

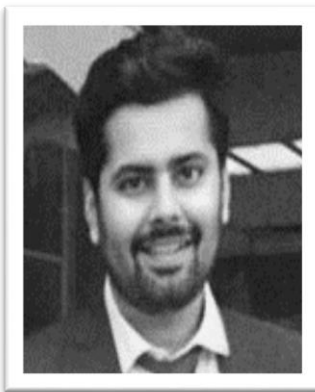
Shubham is a qualified Chartered Accountant with over 7 years of Big4 experience. He has handled tax compliance, advisory, payroll matters, compensation structuring and litigation matters.

In Deloitte, Shubham was handling global engagements requiring proactive support and handling complex compliance issues. He has handled payroll of MNCs for both local and expatriate employee population and has also advised Clients on compensation structuring matters. Shubham has also been servicing several high net worth individuals on their return filings and litigation issues at various appellate levels.

Team KrayMan - Specialists



Accounting Advisory



Compliances



Risk Advisory



Direct Tax



GST



Secretarial



Regulatory



Transaction Advisory



Payroll



Our people are our biggest strength who creates value for Clients.

What Do We Mean to Our Clients

“

We had wonderful experience with KrayMan. We never felt that we have outsourced to someone, the quality of services are excellent. We never had to follow up, team has always been quick in responding and understanding their responsibilities.

Japanese group engaged in distribution of Electronic Equipments

“

I really felt happy with the quality of staff deputed on my assignment who are not only a young talent full of energy, zeal, and dedication but are directionally oriented by KrayMan to service needs of its customers. Thanks, KrayMan for your support.

Leading French multinational Company

“

Very professional in approach. We are impressed with the quality of services we have received. The team is accommodating and keeps us on the right track with our requirements. They are prompt and helpful all the time

A Leading Real Estate Construction – Development Company in India

“

We appreciate your continuous support. Your updated information on tax and accounting in India is very useful. We rely on your support

Japanese multinational group engaged in the business of Confectioneries

“

KrayMan exceeded our expectations. Their specialist team provided valuable support throughout the process of buying another business, advising on matters arising from their due diligence work and technical advice on the tax aspects.

Chinese group engaged in manufacture & trading of footwear

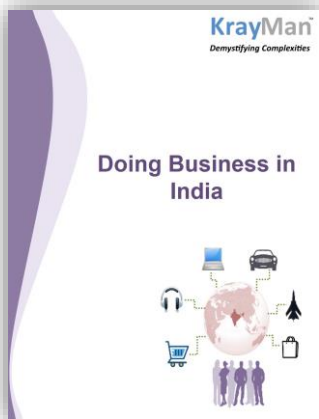
“

I am pleased to state that our association with your company has really been a very fruitful exercise. The professionalism seen during the course of our interaction with KrayMan is commendable. We have taken a decision to use their services for our new JV with Japanese conglomerate also.

Logistics Company in India

Thought Leadership

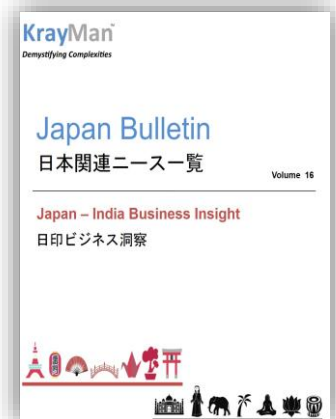
Our monthly, quarterly and yearly publications is shared with Clients with an endeavor to keep them regularly posted on professional updates related to Indian laws & regulations. To subscribe to any of our below Thought Leadership, please write to us at communications@krayman.com



Yearly publication giving insight into India as a growing economy, FDI policy, forms of doing business etc.



Tax Edge: Monthly bulletin covering Tax & Regulatory updates



Monthly Bulletin capturing news & updates from both Japan & India



Articles/quotes in various magazines and forums like ET CFO, IFCCI, Taxmann etc.



Monthly GST bulletin



Periodic other updates on specialized services

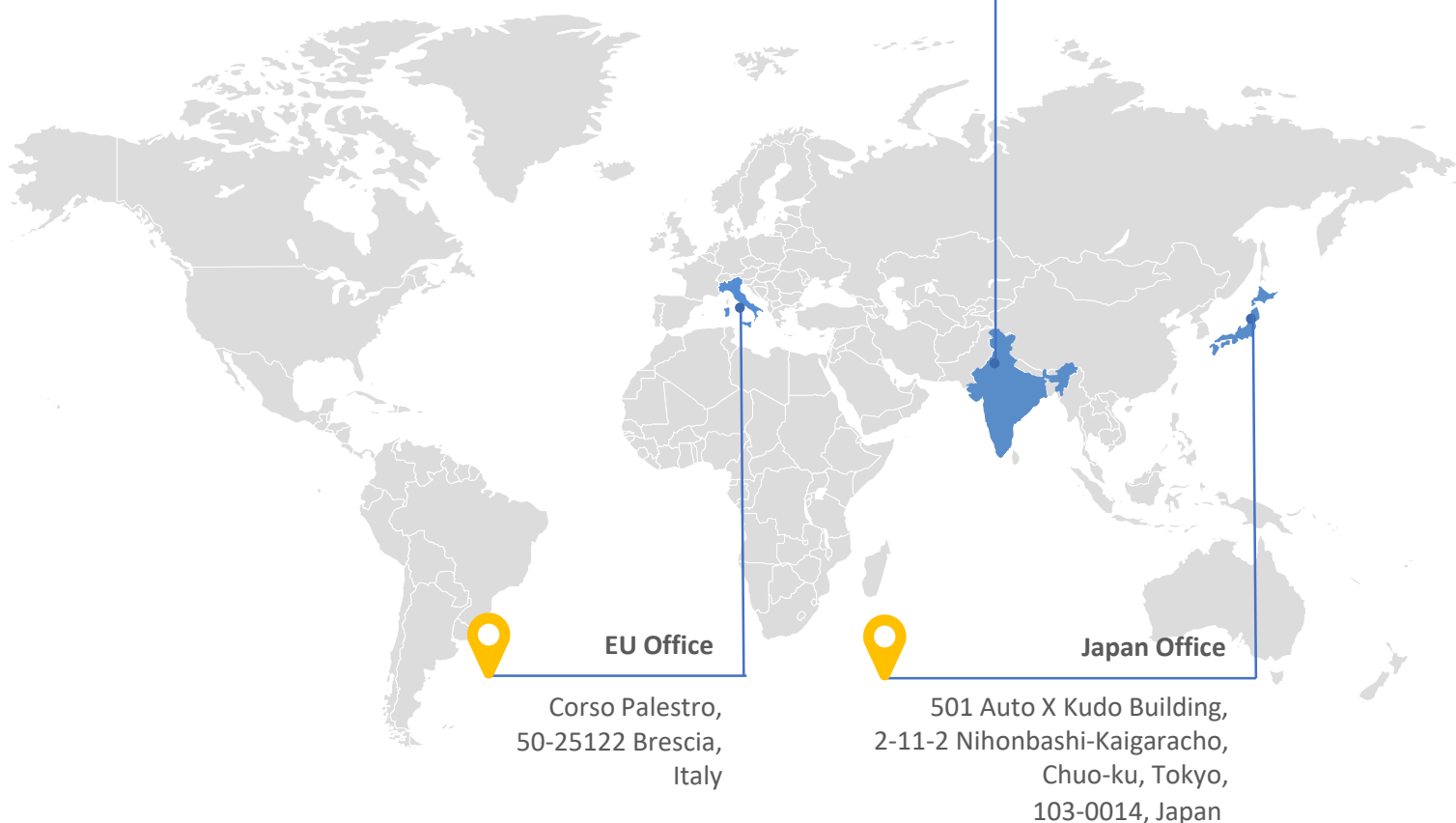
CONTACT US

India Office



KrayMan Consultants LLP

1170A, 11th Floor, Tower B1, Spaze i-Tech Park,
Sector 49, Sohna Road, Gurugram – 122001 (India)
T: +91 124 4309418; 4003418 **Web:** www.krayman.com



EU Office

Corso Palestro,
50-25122 Brescia,
Italy

Japan Office

501 Auto X Kudo Building,
2-11-2 Nihonbashi-Kaigaracho,
Chuo-ku, Tokyo,
103-0014, Japan

Disclaimer

This document is being sent to your organization/ you to provide general information about the Firm and its competencies and does not express views of the firm or render any advice. We request this document to be treated as confidential.

Should you wish to know more about the specific areas of competencies, approach, and our experience, you should write to the sender of this document.

This document shall remain the property of **KrayMan Consultants LLP** and reserves the right to request the return of any and all materials included in this document.

Private & Confidential