ANNEXURE-5

Form No. MGT-9

EXTRACT OF ANNUAL RETURN AS ON THE FINANCIAL YEAR ENDED 31st MARCH, 2020

I. REGISTRATION AND OTHERDETAILS:

CIN	L31200DL2004PLC129379
RegistrationDate	24-09-2004
Name of the Company	SERVOTECH POWER SYSTEMS LIMITED
Category/Sub-Category of the Company	Public Limited Company
Address of the Registered office and contact details	806, 8 th Floor,Crown Heights Building, Hotel Crown Plaza, Sector-10, Rohini, New Delhi-110085
Whether listed company	Yes
Name, Address and Contact details of Registrar and Transfer Agent, ifany	Bigshare Services Pvt. Ltd. 302, Kushal Bazar, 32-33, Nehru Place, New Delhi-110019.

II. PRINCIPALBUSINESSACTIVITIESOFTHE COMPANY

All the business activities contributing 10% or more of the total turnover of the company shall be stated:-

SI.No.	Name and Description of main products	NIC Code of the Product service	% to total turnover of the
1	Manufacturing and Trading of LED, UPS, Solar Products & Flame proof LED Lights	26105	90%
2	Manufacturing and trading of Lithium Ferro Phosphate Batteries	27020	10%

III. PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES

SI.No	Name And Address Of The Company	CIN/GLN	Holding/ Subsidiary	%of shares held	Applicable Section
			NIL		

IV. SHAREHOLDING PATTERN (Equity Share Capital Breakup as percentage of Total Equity)

i. Category-wise ShareHolding

Demat shares Dema			No. of Share	s held at th 1st Apri	e beginning of il, 2019	the year:	No.of Shar		ne end of the n, 2020	year: 31st	%Change during the
10 Individual/Huf		Category of Shareholders		Physical	Total	% of total		Physical	Total	% of total	year
Discription 19 19 19 19 19 19 19 1											
D) Central/State Government(S)											
Bodies Corporate											0.13
Financial Institutions/ Benis 0 0 0 0 0 0 0 0 0											0.00
a) Any Others (Specify)											0.00
Group Companies			0	0	0	0.00	0	0	0	0.00	0.00
2. Trusts			0	0	0	0.00	0	0	0	0.00	0.00
Sub-total(A/QL) 12816250 0 12816250 0 12856250 0 12856250 70.21											0.00
Sub-total(A)(1)											0.00
2 Foreign											0.03
B) Badies Corporate	2)						12030230		12030230	70.21	0.22
Di Individual O O O O O O O O O							0	0	0	0.00	0.00
O Subtotal Foreign Investor		•									0.00
Outlined Foreign Investor		<u> </u>									0.00
E) Any Others (Specify)											0.00
Sub-total(A)(2)											0.00
Total Shareholding											0.00
B. Dublic Shareholding											0.22
1. Institutions	В.			0			-	-	-	-	-
Discrimination Disc					0		-	-	-	-	-
Description	a)	Central/State Government(S)	0	0	0	0.00	0	0	0	0.00	0.00
d) Venture Capital Funds	b)	Financial Institutions/Banks	0	0	0	0.00	0	0	0	0.00	0.00
Description	c)	Mutual Funds/UTI	0	0	0	0.00	0	0	0	0.00	0.00
Description	d)	Venture Capital Funds	0	0	0	0.00	0	0	0	0.00	0.00
g) Foreign Venture Capital 0 0 0 0 0 0 0 0 0	e)		0	0	0	0.00	0	0	0	0.00	0.00
Investors	f)	FII's	0	0	0	0.00	0	0	0	0.00	0.00
No Qualified Foreign Investor O O O O O O O O O	g)		0	0	0	0.00	0	0	0	0.00	0.00
Any Others (Specify)	h)		0	0	0	0.00	0	0	0	0.00	0.00
Foreign Portfolio Investor						-					0.00
Alternate Investment Fund											0.00
Sub-total(B)(1)			0	0	0	0.00	0	0	0	0.00	0.00
2 Non Institutions 180000 80645 260645 1.42 268000 80645 348645 1.90 0 (i) Individuals (ii) (Capital Upto To ₹1 Lakh) 865964 38989 904953 4.94 801964 38989 840953 4.59 (0 (ii) (Capital Upto To ₹1 Lakh) 3484453 64516 3548969 19.38 3480453 64516 3544969 19.36 (0 C Others (Specify)		Sub-total(B)(1)	0	0	0	0	-	-	-	-	-
b) Individuals	2	Non Institutions				1	-	-	-	-	-
(i) (Capital Upto To ₹1 Lakh) 865964 38989 904953 4.94 801964 38989 840953 4.59 (0) (ii) (Capital Greater Than ₹1 Lakh) 3484453 64516 3548969 19.38 3480453 64516 3544969 19.36 (0) C Others (Specify)	a)	Bodies Corp.	180000	80645	260645	1.42	268000	80645	348645	1.90	0.48
(ii) (Capital Greater Than ₹1 Lakh) 3484453 64516 3548969 19.38 3480453 64516 3544969 19.36 (O C Others (Specify) .	b)										
C Others (Specify)	(i)							38989			(0.35)
1 Hindu Undivided Family 555612 0 555612 3.03 487612 0 487612 2.66 (0 2 Trusts 0 0 0 0.00 0 0 0.00 0 3 Clearing Member 68000 0 68000 0.37 12000 0 12000 0.07 (0 4 Non Resident Indians (NRI) 16000 0 16000 0.09 48000 0 48000 0.26 (0 5 Directors Relatives 0 0 0.00 0	-		3484453	64516	3548969	19.38	3480453	64516	3544969	19.36	(0.02)
2 Trusts						ļ	-	-	-	-	-
3 Clearing Member 68000 0 68000 0.37 12000 0 12000 0.07 (0 4 Non Resident Indians (NRI) 16000 0 16000 0.09 48000 0 48000 0.26 (0 5 Directors Relatives 0 0 0 0 0.00 0 0 0 0		•									(0.37)
4 Non Resident Indians (NRI) 16000 0 16000 0.09 48000 0 48000 0.26 6 5 Directors Relatives 0 0 0 0.00 0 0 0.00 0 6 Market Maker 140000 0 140000 0.76 172000 0 172000 0.94 0 7 Employee 0 0 0 0.00 0 0 0.00											0.00
5 Directors Relatives 0 0 0 0.00 0 0.00 0 6 Market Maker 140000 0 140000 0.76 172000 0 172000 0.94 0 7 Employee 0 0 0 0.00 0 0 0.00 0											(0.31)
6 Market Maker 140000 0 140000 0.76 172000 0 172000 0.94 0 7 Employee 0 0 0 0.00 0 0 0.00 0 8 Overseas Bodies Corporates 0 0 0 0.00 0 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0											0.17
7 Employee 0 0 0 0.00 0		•	ı v						_		0.00
8 Overseas Bodies Corporates 0 0 0 0.00 0 0.00 0 9 Unclaimed Suspense Account 0 0 0 0.00 0 0 0 0.00 0		•									0.17
9 Unclaimed Suspense Account 0 0 0 0.00 0 0 0.00 0						-					0.00
10 IEPF											0.00
d) Qualified Foreign Investor 0 0 0 0.00 0 0 0.00 0 Sub-total(B)(2) 5310029 184150 5494179 30.01 5270029 184150 5454179 29.79 (0 TotalPublic Shareholding (B)=(B)(1)+ (B)(2) 5310029 184150 5494179 30.01 5270029 184150 5454179 29.79 (0 C. Sharesheld by Custodian for GDRs & ADRs 0 0 0 0.00 -											0.00
Sub-total(B)(2) 5310029 184150 5494179 30.01 5270029 184150 5454179 29.79 (0 TotalPublic Shareholding 5310029 184150 5494179 30.01 5270029 184150 5454179 29.79 (0 (B)=(B)(1)+ (B)(2)											0.00
TotalPublic Shareholding 5310029 184150 5494179 30.01 5270029 184150 5454179 29.79 (0 (B)=(B)(1)+ (B)(2) (B)=(B)(1)+ (B)(2) (B)=(B)(1)+ (B)(1)+ (B)(2) (B)=(B)(1)+ (B)(1)+ (B)(<u>u)</u>										(0.22)
B =(B)(1)+(B)(2)											(0.22)
For GDRs & ADRs		(B)=(B)(1)+ (B)(2)					3210029	104130	3434179	29.19	(0.22)
e) Shares Held By Custodians 0 0 0 0.00 0 0.00 0 11 Promoter And Promoter Group 0 0 0 0.00 0 0 0 0.00 0 12 Public 0			0	0	0	0.00	-	-	-	-	-
11 Promoter And Promoter Group 0			_		_	2.00				2.22	0.00
12 Public 0											0.00
Sub Total : 0 0 0 0.00 0 0 0 0.00 0											0.00
	_12	•				 					0.00
rotal Public Shareholding 0											0.00
								_			0.00

NOTES:

¹⁾ Name, number of shares held & percentage of entities/persons holding more than 1% of the total shares of the company is as per annexure

ii. Shareholding of Promoters

		1	ling at the l (as on 1st A	peginning of April 2019)	Shareholding at the end of the year (as on 31st March 2020)			
SI. No	Shareholder's Name	No. of Shares	% of total Shares of the company	%of Shares Pledged / encumbered to total shares	No. of Shares	% of total Shares of the company	%of Shares Pledged / encumbered to total shares	% change in shareholding during the year
1.	Mr. Raman Bhatia	6666675	36.41	3.73	6682675	36.50	3.73	0.09
2.	Ms. Sarika Bhatia	2565675	14.01	0	2573675	14.05	0	0.04
3.	Raman Bhatia HUF	3083175	16.84	0	3103175	16.95	0	0.11
4.	Mr. Manohar Lal Bhatia	284375	1.55	0	284375	1.55	0	0
5.	Mr. Vikas Bhatia	1875	0.01	0	1875	0.01	0	0
6.	Ms. Sudesh Bhatia	1875	0.01	0	1875	0.01	0	0
7.	Mr. Rishabh Bhatia	105800	0.58	0	105800	0.58	0	0.2
8.	Mr. Kanav Bhatia	106800	0.58	0	106800	0.58	0	0
	Total	12816250	69.99	3.73	12856250	70.2127	3.73	0.24

iii. Change in Promoters' Shareholding (please specify, if there is no change)

SI. No	Shareholder's Name	of th	at the beginning e year April 2019)	Cumulative Shareholding during the year (31st March 2020)						
31. NO	Snarenoider's Name	No. of Shares	% of total Shares of the company	No. of Shares	% of total Shares of the company					
1.	Mr. Raman Bhatia									
	At the beginning of the year	66,66,675	36.41							
	Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase /decrease (e.g.allotment/transfer/bonus/sweat equity etc):	16,000	0.09	6682675	36.50					
	At the end of the year			6682675	36.50					
2.	Ms. Sarika Bhatia									
	At the beginning of the year	25,65,675	14.01							
	Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase /decrease (e.g.allotment/transfer/bonus/sweat equity etc):	8,000	0.04	2573675	14.05					
	At the end of the year			2573675	14.05					
3.	Raman Bhatia HUF	•	•		•					
	At the beginning of the year	30.83,175	16.84							
	Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase /decrease (e.g.allotment/transfer/bonus/sweat equity etc):	20,000	0.11	3103175	16.95					
	At the end of the year			3103175	16.95					

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4.	Mr. Manohar Lal Bhatia									
	At the beginning of the year	284375	1.55							
	Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase /decrease (e.g.allotment/transfer/bonus/sweat equity etc):		No Cha	nge						
	At the end of the year			284375	1.55					
5.	Mr. Vikas Bhatia									
	At the beginning of the year	1875	0.01							
	Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase / decrease (e.g.allotment/transfer/bonus/sweat equity etc): No Change									
	At the end of the year			1875	0.01					
6.	Ms. Sudesh Bhatia	Ms. Sudesh Bhatia								
	At the beginning of the year	1875	0.01							
	Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase /decrease (e.g.allotment/transfer/bonus/sweat equity etc):	No Change								
	At the end of the year			1875	0.01					
7.	Mr. Rishabh Bhatia			•						
	At the beginning of the year	101800	0.56							
	Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase /decrease (e.g.allotment/transfer/bonus/sweat equity etc):	4000	0.02	1,05,800	0.58					
	At the end of the year			1,05,800	0.58					
8.	Kanav Bhatia			•						
	At the beginning of the year	106800	0.58							
	Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase /decrease (e.g.allotment/transfer/bonus/sweat equity etc):	·	No Cha	nge						
	At the end of the year			106800	0.58					

iv. Shareholding Pattern of top ten Shareholders (other than Directors, Promoters and Holders of GDRs and ADRs):

SI.	For Each of the Top 10 Shareholders	No. of Shares						Cumulative Iding during (as on 31st arch, 2020)
			% of total shares of the company	Date	Increase/ decrease during the year	Reason	No. of Shares	% of total sharesof the company
		9,04,000	4.94	31-Mar-18	0	Transfer	9,04,000	4.94
1	MAUFELL DINIVAD VAZE			31-Jan-19	-904000	Transfer	0	0.00
1.	MAHESH DINKAR VAZE			01-Feb-19	904000	Transfer	9,04,000	4.94
			4.94	30-Mar-19	0	Transfer	9,04,000	4.94
2.	GITA KIRTI AMBANI	5,56,000	3.04	31-Mar-18	0	Transfer	5,56,000	3.04
				31-Jan-19	-556000	Transfer	0	0.00
				01-Feb-19	556000	Transfer	5,56,000	3.04
			3.04	30-Mar-19	0	Transfer	5,56,000	3.04
3.	VAISHALI YATIN SHAH	2,68,000	1.46	31-Mar-18	0	Transfer	2,68,000	1.46
				06-Apr-18	4000	Transfer	2,72,000	1.49
		2,72,000	1.49	30-Mar-19	0	Transfer	2,72,000	1.49
4.	PRAMOD GUPTA HUF	2,68,000	1.46	31-Mar-18	0	Transfer	2,68,000	1.46
		2,68,000	1.46	30-Mar-19	0	Transfer	2,68,000	1.46
5.	RUCHI PRAMOD GUPTA	2,32,000	1.27	31-Mar-18	0	Transfer	2,32,000	1.27
				31-Jan-19	-232000	Transfer	0	0.00
				01-Feb-19	232000	Transfer	2,32,000	1.27
		2,32,000	1.27	30-Mar-19	0	Transfer	2,32,000	1.27
6.	HARDIK MANOJ SHAH	1,84,000	1.00	31-Mar-18	0	Transfer	1,84,000	1.00
		1,84,000	1.00	30-Mar-19	0	Transfer	1,84,000	1.00
7.	BHUPENDRA	1,84,000	1.00	30-Mar-19	0	Transfer	1,84,000	1.00
	MATHURADAS SHAH	1,68,000	0.92	31-Mar-18	0	Transfer	1,68,000	0.92

_				22. 12	24222			
8.	CHOICE EQUITY BROKING PRIVATE LIMITED			06-Apr-18	-24000	Transfer	1,44,000	0.79
	T NIVALE EIMITED			13-Apr-18	4000	Transfer	1,48,000	0.81
				20-Apr-18	-8000	Transfer	1,40,000	0.76
				27-Apr-18	-4000	Transfer	1,36,000	0.74
				04-May-18	4000	Transfer	1,40,000	0.76
				11-May-18	-4000	Transfer	1,36,000	0.74
				25-May-18	8000	Transfer	1,44,000	0.79
				01-Jun-18	-32000	Transfer	1,12,000	0.61
				15-Jun-18	-8000	Transfer	1,04,000	0.57
				22-Jun-18	8000	Transfer	1,12,000	0.61
				13-Jul-18	4000	Transfer	1,16,000	0.63
				20-Jul-18	4000	Transfer	1,20,000	0.66
				27-Jul-18	-4000	Transfer	1,16,000	0.63
				03-Aug-18	4000	Transfer	1,20,000	0.66
				10-Aug-18	-12000	Transfer	1,08,000	0.59
				14-Sep-18	4000	Transfer	1,12,000	0.61
				28-Sep-18	4000	Transfer	1,16,000	0.63
				12-0ct-18	4000	Transfer	1,20,000	0.66
				19-0ct-18	-8000	Transfer	1,12,000	0.61
				26-0ct-18	8000	Transfer	1,20,000	0.66
				09-Nov-18	8000	Transfer	1,28,000	0.70
				16-Nov-18	4000	Transfer	1,32,000	0.72
				28-Dec-18	-4000	Transfer	1,28,000	0.70
				31-Dec-18	-4000	Transfer	1,24,000	0.68
				04-Jan-19	-12000	Transfer	1,12,000	0.61
				25-Jan-19	4000	Transfer	1,16,000	0.63
				15-Feb-19	8000	Transfer	1,24,000	0.68
				22-Feb-19	8000	Transfer	1,32,000	0.72
				01-Mar-19	4000	Transfer	1,36,000	0.74
				29-Mar-19	4000	Transfer	1,40,000	0.76
		1,40,000	0.76	30-Mar-19	0	Transfer	1,40,000	0.76
9.	PRAMOD CHIMMANLAL GUPTA	1,52,000	0.83	31-Mar-18	0	Transfer	1,52,000	0.83
				19-Sep-18	-152000	Transfer	0	0.00
				28-Sep-18	152000	Transfer	1,52,000	0.83
		1,52,000	0.83	30-Mar-19	0	Transfer	1,52,000	0.83
10.	BHUMIKA SUMIT DESAI	1,20,000	0.66	31-Mar-18	0	Transfer	1,20,000	0.66
		1,20,000	0.66	30-Mar-19	0	Transfer	1,20,000	0.66

v. Shareholding of Directors and Key Managerial Personnel:

SI. No	For Each of the Director and KMP	of the	it the beginning e year il, 2019)	Cumulative Shareholding during the year (31st March, 2020)		
31. NO	For Each of the Director and Kimp	No. of Shares	% of total Shares of the company	No. of Shares	% of total Shares of the company	
1.	Mr. Arun Handa					
	At the beginning of the year	750	0.004			
	Datewise Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase/decrease (e.g.allotment/transfer/bonus/sweat equity etc):		No Cha	nge		
	At the end of the year			750	0.004	
2.	Mr. Kamlesh Kumar Thakur	•				
	At the beginning of the year	250	0.001			
	Datewise Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase/decrease (e.g.allotment/transfer/bonus/sweat equity etc):		No Cha	o Change		
	At the end of the year			250	0.001	
3.	Mr. Shyam Sundar Choudhary					
	At the beginning of the year		NIL			
	Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase /decrease (e.g.allotment/transfer/bonus/sweat equity etc):		No Cha	ange		
4	At the end of the year		NIL			
4.	Ms. Priya Pandey		NIII			
	At the beginning of the year Datewise Increase/Decrease in Promoters		NIL	•		
	Datewise Increase/Decrease in Promoters Shareholding during the year specifying the reasons for increase/decrease (e.g. allotment/transfer/bonus/ sweat equity etc):		No Cha	nge		
	At the end of the year	NIL				

V. INDEBTEDNESS

	Particulars	Secured Loans	Unsecured Loans	Deposits	Total Indebtedness
		excluding Deposits			
	Indebtedness at the beginning of				
	the financial year				
i.	Principal Amount				
ii.	Interest due but not paid				
iii.	Interestaccruedbutnotdue				
	Total (i+ii+iii)	11,30,68,122	4,26,05,515	0	15,56,73,637
	Change in Indebtedness during the				
	financial year				
	Addition				
	Reduction				
	Net change	4,81,81,652	-1,68,24,055	0	3,13,57,597
	Indebtedness at the end of the				
	financial year				
i.	Principal Amount				
ii.	Interest due but not paid				
iii.	Interestaccruedbutnotdue				
	Total (i+ii+iii)	16,12,49,774	2,57,81,460	0	18,70,31,234

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VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

SI.			Nam	e of MD/WTD/ Ma	anager	Total Amount
No	Particulars of Remuneration		Mr. Raman Bhatia	Ms. Sarika Bhatia	Mr. Nimesh Malhotra	
1.	Gros	s salary	3000000	2700000	815052	6515052
	(a)	Salary as per provisions contained in section17(1) of the Income-taxAct, 1961	-			-
	(b)	Value of perquisiteu/s 17(2)Income-tax Act, 1961				
	(c)	Profits in lieu of salary undersection17(3) Income- taxAct,1961	-			-
2.	Stoc	k Option	-	-		-
3.	Swe	at Equity	-	-		-
4.	Com	mission	-	-		-
	- as	% ofprofit	-	-		-
	- Others,specify		-	-		-
5.	Others, please specify		-	-		-
6.	Tota	I(A)	3000000	2700000	815052	6515052
	Ceili	ng as per the Act	12600000	12600000	12600000	12600000

B. Remuneration to other directors:

SI.	Particulars of Remuneration		Name of Directors			Total Amount
No			Mr. Sahil Khurana	Ms. Pankaj Dawar	Mr. Yogesh Mahajan	
Α	Inc	dependent Directors	5000	5000	5000	15000
	•	Fee for attending board committee meetings	-			-
	•	Commission				
	•	Others, please specify	-			-
	Total A		5,000	5,000	5,000	15,000
В	1 -	her Non-Executive Directors Other Non- ecutive Directors	-	-		-
	•	Fee for attending board committee meetings	-	-		-
	•	Commission	-	-		-
	•	Others, please specify	-	-		-
	Total B			N	il	
	Tot	tal A+B				
	Total Managerial Remuneration (A+B)		5,000	5,000	5,000	15,000
	Ov	verallCeilingaspertheAct	1,00,000	1,00,000	1,00,000	

C. Remuneration to Key Managerial Personnel Other Than MD/Manager/WTD

SI.	Particulars of Remuneration		CEO CFO				Total
No			Mr. Arun Handa	Mr. Kamlesh Kumar Thakur	Mr. Shyam Sundar Choudhary	Ms. Priya Pandey	Amount
1.	Gro	ss salary	1255353	224600	316310	524686	2320949
	(a)	Salary as per provisions contained in section17(1)of the Income-tax Act,1961					1
	(b)	Value of perquisiteu/s 17(2) Income-tax Act, 1961					
	(c)	Profits in lieu of salary undersection17(3)IncometaxAct,1961	-				-
2.	Sto	ck Option	-	-			-
3.	Sweat Equity		-	-			-
	Commission		-	-			-
	- as	% ofprofit	-	-			-
	- Ot	hers,specify	-	-			-
4.	Oth	ers, please specify	-	-			-
5.	Tota	al(A)	-	-			-
	Ceil	ing as per the Act	1255353	224600	316310	524686	2320949

Mr. Nimesh Malhotra- Appointed on 20-07-2019

Mr. Kamlesh Kumar Thakur - Ceased to be the Chief Financial Officer on 21-08-2019

Mr. Shyam Sundar Choudhary - Appointed on 21-08-2019 and ceased to be the chief Financial Officer on 09.12.2019.

Туре	Section of the companies Act	Brief description	Details of Penalty/ Punishment/ Compounding feesimposed	Authority[RD /NCLT/Court	Appeal made. If any(give details)	
A. Company						
Penalty						
Punishment		NIL				
Compounding						
B. Directors	B. Directors					
Penalty	Penalty					
Punishment	NIL					
Compounding	Compounding					
C. Other Officers InDefault						
Penalty						
Punishment	Punishment NIL					
Compounding	1					

Annexure-6

Details of Employees

Statement of Disclosure of Remuneration under Section 197 of Companies Act, 2013 and Rule 5(1) Of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

i. Ratio of the remuneration of each Executive Director to the median remuneration of the Employees of the Company for the financial year 2019-20, the percentage increase in remuneration of Chief Executive Officer, Chief Financial Officer and other Executive Director(s) and Company Secretary during the financial year 2019-20.

SI. No	Name of the Director	Designation	Ratio of remuneration of each Director to median remuneration of Employees	% increase in Remuneration
1.	Mr. Raman Bhatia	Managing Director	11.01	N.A.
2.	Ms. Sarika Bhatia	Whole-time Director	9.91	N.A.
3.	Mr. Nimesh Malhotra	Whole-time Director	2.99	N.A.

SI. No	Name of the Director/KMP	Designation	Percentage increase in Remuneration
1.	Mr. Raman Bhatia	Managing Director	N.A.
2.	Ms. Sarika Bhatia	Whole-time Director	N.A.
3.	*Mr. Nimesh Malhotra	Whole-time Director	N.A.
4.	Mr. Arun Handa	Chief Executive Officer	N.A.
5.	*Mr. Kamlesh Kumar Thakur	Chief Financial Officer	N.A.
6.	*Mr. Shyam Sundar Choudhary	Chief Financial Officer	N.A.
7.	Ms. Priya Pandey	Company Secretary	N.A.

Mr. Nimesh Malhotra- Appointed on 20-07-2019

Mr. Kamlesh Kumar Thakur - Ceased to be the Chief Financial Officer on 21-08-2019

Mr. Shyam Sundar Choudhary - Appointed on 21-08-2019 and ceased to be the chief Financial Officer on 09.12.2019.

- iii. The percentage increase in the median remuneration of Employees for the financial year was 53.63%
- vi. The Company has 138 permanent Employees on the rolls of Company as on 31st March, 2020.
- v. Average decrease made in the salaries of Employees other than the managerial personnel in the financial year was 30.07% whereas the target increase in the managerial remuneration was NIL%. The average increases every year is an outcome of Company's market competitiveness as against its peer group companies. In keeping with our reward philosophy and benchmarking results, the increases this year reflect the market practice.
- vi. It is hereby affirmed that the remuneration paid during the year is as per the Remuneration Policy of the Company. Note:

Note:

The Non-Executive Directors of the Company are entitled for sitting fees and commission as per the statutory provisions and within the limits approved by the Members. The ratio of remuneration and percentage increase for Non-Executive Directors Remuneration is therefore not considered for the purpose above.