

## EXTRACT OF ANNUAL RETURN

As on the financial year ended on 31<sup>st</sup> March, 2019

[Pursuant to Section 92(3) of the Companies Act, 2013 and Rule 12(1) of the Companies (Management and Administration) Rules, 2014]

## I. REGISTRATION AND OTHER DETAILS

- i) CIN: L29112DL1963PLC004084
- ii) Registration Date: 9<sup>th</sup> December, 1963
- iii) Name of the Company: Shriram Pistons and Rings Limited
- iv) Category/ Sub-Category of the Company: Company having Share Capital/ Indian Non-Government Company
- v) Address of the Registered Office and contact details:

R. Srinivasan  
 Joint Managing Director and Company Secretary  
 Shriram Pistons and Rings Ltd.  
 3rd Floor, Himalaya House,  
 23, Kasturba Gandhi Marg,  
 New Delhi – 110001  
 Ph: +91-11-23315941  
 Fax: +91-11-23311203

- vi) Whether listed Company (Yes / No): Yes
- vii) Name, Address and Contact details of Registrar and Transfer Agent, if any:

Mr. J.K. Singla  
 M/s Alankit Assignments Limited  
 205-208, Anarkali Complex, Jhandewalan Extension,  
 New Delhi- 110055  
 Ph: +91-11- 42541234  
 Fax: +91-11- 42541201

## II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY

S. No.	Name and Description of main products/ services	NIC Code of the Product/ service	% to total income of the Company
1	Pistons, Piston Pins, Piston Rings, Engine Valves and Cylinder Liners	2811	100%

## III. PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES

S. No.	Name and Address of the Company	CIN/GLN	Holding/ Subsidiary/ Associate	% of shares held	Applicable Section
1	SPR International Auto Exports Limited 23, Kasturba Gandhi Marg, New Delhi – 110001 Ph: +91-11-23315941 Fax: +91-11-23311203	U51909DL2 005PLC136 329	Subsidiary Company	100	2 (87) of the Companies Act, 2013

#### IV. SHARE HOLDING PATTERN

##### i) Category-wise Shareholding of Equity Shareholders:

Category of Shareholders	No. of shares held at the beginning of the year				No. of shares held at the end of the year				% change during the year
	Demat	Physical	Total	% of total shares	Demat	Physical	Total	% of total shares	
<b>A. Promoters</b>									
(1) <b>Indian</b>									
a) Individual/HUF	78,75,763	-	78,75,763	35.20	78,18,379	-	78,18,379	34.94	(0.26)
b) Central Govt	-	-	-	-	-	-	-	-	-
c) State Govt (s)	-	-	-	-	-	-	-	-	-
d) Bodies Corp.	27,75,857	-	27,75,857	12.41	27,75,857	-	27,75,857	12.41	-
e) Banks / FI	-	-	-	-	-	-	-	-	-
f) Any Other	-	-	-	-	-	-	-	-	-
<b>Sub-total A (1):-</b>	<b>1,06,51,620</b>	<b>-</b>	<b>1,06,51,620</b>	<b>47.61</b>	<b>1,05,94,236</b>	<b>-</b>	<b>1,05,94,236</b>	<b>47.35</b>	<b>(0.26)</b>
(2) <b>Foreign</b>									
a) NRIs-Individuals	-	-	-	-	-	-	-	-	-
b) Other-Individuals	-	-	-	-	-	-	-	-	-
c) Bodies Corp.	-	-	-	-	-	-	-	-	-
d) Banks / FI	-	-	-	-	-	-	-	-	-
e) Any Other	-	-	-	-	-	-	-	-	-
<b>Sub-total A (2):-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total shareholding of Promoters A = A(1)+A(2)</b>	<b>1,06,51,620</b>	<b>-</b>	<b>1,06,51,620</b>	<b>47.61</b>	<b>1,05,94,236</b>	<b>-</b>	<b>1,05,94,236</b>	<b>47.35</b>	<b>(0.26)</b>

Category of Shareholders	No. of shares held at the beginning of the year				No. of shares held at the end of the year				% change during the year
	Demat	Physical	Total	% of total shares	Demat	Physical	Total	% of total shares	
<b>B. Public Shareholding</b>									
<b>1. Institutions</b>									
a) Mutual Funds	-	-	-	-	-	-	-	-	-
b) Banks / FI	-	-	-	-	-	-	-	-	-
c) Central Govt	-	-	-	-	-	-	-	-	-
d) State Govt(s)	-	-	-	-	-	-	-	-	-
e) Venture Capital Funds	-	-	-	-	-	-	-	-	-
f) Insurance Companies	23,18,758	-	23,18,758	10.36	23,18,758	-	23,18,758	10.36	-
g) FIs	-	-	-	-	-	-	-	-	-
h) Foreign Venture Capital Funds	-	-	-	-	-	-	-	-	-
i) Others	-	-	-	-	-	-	-	-	-
<b>Sub-total B(1):-</b>	<b>23,18,758</b>	<b>-</b>	<b>23,18,758</b>	<b>10.36</b>	<b>23,18,758</b>	<b>-</b>	<b>23,18,758</b>	<b>10.36</b>	<b>-</b>
<b>2. Non-Institution</b>									
a) Bodies Corp.									
i) Indian	8,677	-	8,677	0.04	47,619	-	47,619	0.21	0.17
ii) Overseas	-	91,67,031	91,67,031	40.97	-	91,67,031	91,67,031	40.97	-
b) Individuals									
i) Individual shareholders holding nominal share capital upto Rs. 1 lakh	1,34,534	17,631	1,52,165	0.68	1,63,595	11,655	1,75,250	0.79	0.11
ii) Individual shareholders holding nominal share capital in excess of Rs. 1 lakh	76,661	-	76,661	0.34	72,018	-	72,018	0.32	(0.02)
c) Others	-	-	-	-	-	-	-	-	-
<b>Sub-total B(2):-</b>	<b>2,19,872</b>	<b>91,84,662</b>	<b>94,04,534</b>	<b>42.03</b>	<b>2,83,232</b>	<b>91,78,686</b>	<b>94,61,918</b>	<b>42.29</b>	<b>0.26</b>
<b>Total Public Shareholding B=B(1)+ B(2)</b>	<b>25,38,630</b>	<b>91,84,662</b>	<b>1,17,23,292</b>	<b>52.39</b>	<b>26,01,990</b>	<b>91,78,686</b>	<b>1,17,80,676</b>	<b>52.65</b>	<b>0.26</b>
<b>C. Shares held by Custodian for GDRs &amp; ADRs</b>	-	-	-	-	-	-	-	-	-
<b>Grand Total (A+B+C)</b>	<b>1,31,90,250</b>	<b>91,84,662</b>	<b>2,23,74,912</b>	<b>100.00</b>	<b>1,31,96,226</b>	<b>91,78,686</b>	<b>2,23,74,912</b>	<b>100.00</b>	<b>-</b>

ii) Category-wise Shareholding of Preference Shareholders:

Category of Shareholders	No. of shares held at the beginning of the year				No. of shares held at the end of the year				% change during the year
	Demat	Physical	Total	% of total shares	Demat	Physical	Total	% of total shares	
<b>A. Promoters</b>									
(1) Indian									
a) Individual/HUF	-	-	-	-	-	23,08,560	23,08,560	79.998	79.998
b) Central Govt	-	-	-	-	-	-	-	-	-
c) State Govt (s)	-	-	-	-	-	-	-	-	-
d) Bodies Corp.	-	-	-	-	-	-	-	-	-
e) Banks / FI	-	-	-	-	-	-	-	-	-
f) Any Other	-	-	-	-	-	-	-	-	-
<b>Sub-total A (1):-</b>	-	-	-	-	-	<b>23,08,560</b>	<b>23,08,560</b>	<b>79.998</b>	<b>79.998</b>
(2) Foreign									
a) NRIs-Individuals	-	-	-	-	-	-	-	-	-
b) Other-Individuals	-	-	-	-	-	-	-	-	-
c) Bodies Corp.	-	-	-	-	-	-	-	-	-
d) Banks / FI	-	-	-	-	-	-	-	-	-
e) Any Other	-	-	-	-	-	-	-	-	-
<b>Sub-total A (2):-</b>	-	-	-	-	-	-	-	-	-
<b>Total shareholding of Promoters A = A(1)+A(2)</b>	-	-	-	-	-	<b>23,08,560</b>	<b>23,08,560</b>	<b>79.998</b>	<b>79.998</b>

Note:

The Hon'ble National Company Law Tribunal ("NCLT"), vide its order dated 05.03.2019, approved the Scheme of Amalgamation ("Scheme") of Shriram Automotive Products Ltd. ("SAPL") with the Company. Accordingly, the Company has issued 28,85,760 Nos. 4.2% fully paid up Non Participating, Redeemable, Non- Convertible, Cumulative Preference Shares of Rs. 100/- each as part consideration, out of which 23,08,560 Nos. shares have been allotted to Promoters of the Company, being the shareholders of SAPL.

Category of Shareholders	No. of shares held at the beginning of the year				No. of shares held at the end of the year				% change during the year
	Demat	Physical	Total	% of total shares	Demat	Physical	Total	% of total shares	
<b>B. Public Shareholding</b>									
<b>1. Institutions</b>									
a) Mutual Funds	-	-	-	-	-	-	-	-	-
b) Banks / FI	-	-	-	-	-	-	-	-	-
c) Central Govt	-	-	-	-	-	-	-	-	-
d) State Govt(s)	-	-	-	-	-	-	-	-	-
e) Venture Capital Funds	-	-	-	-	-	-	-	-	-
f) Insurance Companies	-	-	-	-	-	-	-	-	-
g) FIs	-	-	-	-	-	-	-	-	-
h) Foreign Venture Capital Funds	-	-	-	-	-	-	-	-	-
i) Others	-	-	-	-	-	-	-	-	-
<b>Sub-total B(1):-</b>	-	-	-	-	-	-	-	-	-
<b>2. Non-Institution</b>									
a) Bodies Corp.	-	-	-	-	-	-	-	-	-
i) Indian	-	-	-	-	-	-	-	-	-
ii) Overseas	-	-	-	-	-	-	-	-	-
b) Individuals	-	-	-	-	-	-	-	-	-
i) Individual shareholders holding nominal share capital upto Rs. 1 lakh	-	-	-	-	-	48	48	0.002	0.002
ii) Individual shareholders holding nominal share capital in excess of Rs. 1 lakh	-	-	-	-	-	5,77,152	5,77,152	20.00	20.00
c) Others	-	-	-	-	-	-	-	-	-
<b>Sub-total B(2):-</b>	-	-	-	-	-	5,77,200	5,77,200	20.002	20.002
Total Public Shareholding <b>B=B(1)+ B(2)</b>	-	-	-	-	-	5,77,200	5,77,200	20.002	20.002
<b>C. Shares held by Custodian for GDRs &amp; ADRs</b>	-	-	-	-	-	-	-	-	-
<b>Grand Total (A+B+C)</b>	-	-	-	-	-	<b>28,85,760</b>	<b>28,85,760</b>	<b>100.00</b>	<b>100.00</b>

Note:

The Hon'ble National Company Law Tribunal ("NCLT"), vide its order dated 05.03.2019, approved the Scheme of Amalgamation ("Scheme") of Shriram Automotive Products Ltd. ("SAPL") with the Company. Accordingly, the Company has issued 28,85,760 Nos. 4.2% fully paid up Non Participating, Redeemable, Non- Convertible, Cumulative Preference Shares of Rs. 100/- each as part consideration, out of which 5,77,200 Nos. shares have been allotted to public, being the shareholders the SAPL.

### iii) Shareholding of Promoters: Equity Shares

S. No.	Name of Shareholders	Shareholding at the beginning of the year			Shareholding at the end of the year			% change in shareholding during the year
		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	
1	Smt. Meenakshi Dass & Shri Luv D. Shriram*	33,35,668	14.91	-	33,35,668	14.91	-	-
2	Shri Luv D. Shriram & Smt. Meenakshi Dass*	33,35,668	14.91	-	33,35,668	14.91	-	-
3	Smt. Meenakshi Dass	12,03,484	5.38	-	11,46,100	5.12	(57,384)	(0.26)
4	Ms. Nandishi Shriram	943	0.004	-	943	0.004	-	-
5	Sarva Commercial Pvt. Ltd.	10,62,561	4.75	-	10,62,561	4.75	-	-
6	Sera Com Pvt. Ltd	9,46,040	4.23	-	9,46,040	4.23	-	-
7	Manisha Commercial Pvt. Ltd	6,64,936	2.97	-	6,64,936	2.97	-	-
8	Shabnam Commercial Pvt. Ltd	1,02,320	0.46	-	1,02,320	0.46	-	-
	<b>Total</b>	<b>1,06,51,620</b>	<b>47.61</b>	<b>-</b>	<b>1,05,94,236</b>	<b>47.35</b>	<b>-</b>	<b>(0.26)</b>

Note:  
\* Shares held as Trustees on behalf of Deepak Shriram Family Benefit Trust.

### iv) Shareholding of Promoters: Preference Shares

S. No.	Name of Shareholders	Shareholding at the beginning of the year			Shareholding at the end of the year			% change in shareholding during the year
		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	
1	Shri Luv Deepak Shriram and Shri Kush Deepak Shriram*	-	-	-	23,08,488	79.995	-	79.995
2	Smt. Meenakshi Dass	-	-	-	24	0.001	-	0.001
3	Ms. Nandishi Shriram	-	-	-	24	0.001	-	0.001
4	Shri Luv Deepak Shriram	-	-	-	24	0.001	-	0.001
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>23,08,560</b>	<b>79.998</b>	<b>-</b>	<b>79.998</b>

Note:  
\* Shares held as Trustees on behalf of NAK Benefit Trust.

v) Change in Promoters' Shareholding:

S. No.	Name of the Shareholder	Shareholding at the beginning of the year		Date	Reason	Increase/ Decrease in Shareholding		Cumulative Shareholding during the Year	
		No. of Equity Shares	% of Total Equity Shares of the Company			No. of Equity Shares	% of Total Equity Shares of the Company	No. of Equity Shares	% of Total Equity Shares of the Company
1	Smt. Meenakshi Dass	12,03,484	5.38	11-04-2018	Sale of Shares	615	0.003	12,02,869	5.38
2				12-04-2018		242	0.001	12,02,627	5.37
3				13-04-2018		1,301	0.006	12,01,326	5.37
4				16-04-2018		30	0.0001	12,01,296	5.37
5				28-05-2018		983	0.004	12,00,313	5.36
6				30-05-2018		597	0.003	11,99,716	5.36
7				31-05-2018		99	0.0004	11,99,617	5.36
8				01-06-2018		221	0.001	11,99,396	5.36
9				08-06-2018		1	0.000004	11,99,395	5.36
10				03-09-2018		7,053	0.032	11,92,342	5.33
11				04-09-2018		4,435	0.020	11,87,907	5.31
12				05-09-2018		3,514	0.016	11,84,393	5.29
13				06-09-2018		5,568	0.025	11,78,825	5.27
14				07-09-2018		4,133	0.018	11,74,692	5.25
15				18-09-2018		9,015	0.040	11,65,677	5.21
16				19-09-2018		9,433	0.042	11,56,244	5.17
17				21-09-2018		9,890	0.044	11,46,354	5.12
18				20-03-2019		254	0.001	11,46,100	5.12

In addition to the above, on 30.03.2019, Smt. Meenakshi Dass was allotted 24 Nos. (0.001%), 4.2% fully paid up Non Participating, Redeemable, Non- Convertible, Cumulative Preference Shares of Rs. 100/- each redeemable at par during the year as part consideration of the Scheme of Amalgamation of Shriram Automotive Products Limited with the Company approved by the Hon'ble NCLT.

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

S. No.	Name of Shareholders	Shareholding at the beginning of the year		Changes during the year		Shareholding at the end of the year	
		Nos. of shares	% of total shares of the Company	Nos. of shares	% of total shares of the Company	Nos. of shares	% of total shares of the Company
1	Riken Corporation	46,92,057	20.97	-	-	46,92,057	20.97
2	KS Kolbenschmidt GmbH	44,74,974	20.00	-	-	44,74,974	20.00
3	National Insurance Company Ltd	14,27,232	6.38	-	-	14,27,232	6.38
4	Life Insurance Corporation of India	8,91,526	3.98	-	-	8,91,526	3.98
5	M/s. Gurgaon Infospace Limited*	-	-	41,540	0.19	41,540	0.19
6	Shri Vijay Kumar Sindhvani (as Trustee of Chinar Trust)*	40,226	0.18	(16,817)	(0.08)	23,409	0.10
7	Shri Subodh Varma and Shri Vijay Kumar Sindhvani (as Trustees of Mansarover Trust)	21,683	0.10	-	-	21,683	0.10
8	Ms. Varsha Rajnikant Sanghvi*	12	0.0001	12,114	0.0499	12,126	0.05
9	M/s Mahodari Realty and Trade Ventures LLP*	-	-	10,000	0.04	10,000	0.04
10	Shri Deepak Wahal	9,000	0.04	-	-	9,000	0.04

Note:  
\*The shares of the Company are traded on daily basis and hence the datewise increase/decrease in shareholding is not indicated.

**vii) Shareholding of Directors and Key Managerial Personnel: Equity Shares**

S. No.	Name of Shareholders	Shareholding at the beginning of the year		Changes during the year		Shareholding at the end of the year	
		Nos. of shares	% of total shares of the Company	Nos. of shares	% of total shares of the Company	Nos. of shares	% of total shares of the Company
1	Smt. Meenakshi Dass and Shri Luv D. Shiram*	33,35,668	14.91	-	-	33,35,668	14.91
2	Shri Luv D. Shiram and Smt. Meenakshi Dass*	33,35,668	14.91	-	-	33,35,668	14.91
3	Smt. Meenakshi Dass	12,03,484	5.38	(57,384)#	(0.26)	11,46,100	5.12
4	Shri Ashok Kumar Taneja	48	0.0002	-	-	48	0.0002
5	Smt. Usha Srinivasan & Shri R. Srinivasan	3,236	0.014	-	-	3,236	0.014
6	Shri Naveen Agarwal	3	0.00002	-	-	3	0.00002
	Smt. Vandana Agarwal and Shri Naveen Agarwal	1		-	-	1	

Notes:  
\* Shares held as Trustees of Deepak Shiram Family Benefit Trust.  
#Date-wise Increase/ Decrease in shareholding and reason of the same are given in point (v) – Change in Promoters' shareholding above.



**viii) Shareholding of Directors and Key Managerial Personnel: Preference Shares**

S. No.	Name of Shareholders	Shareholding at the beginning of the year		Changes during the year		Shareholding at the end of the year	
		Nos. of shares	% of total shares of the Company	Nos. of shares	% of total shares of the Company	Nos. of shares	% of total shares of the Company
1	Shri Luv Deepak Shriram and Shri Kush Deepak Shriram*	-	-	23,08,488	79.995	23,08,488	79.995
2	Shri Luv Deepak Shriram	-	-	24	0.001	24	0.001
3	Smt. Meenakshi Dass	-	-	24	0.001	24	0.001

Notes:

The Hon'ble National Company Law Tribunal ("NCLT"), vide its order dated 05.03.2019, approved the Scheme of Amalgamation ("Scheme") of Shriram Automotive Products Ltd. ("SAPL") with the Company. Accordingly, the Company has issued 28,85,760 Nos. 4.2% fully paid up Non Participating, Redeemable, Non- Convertible, Cumulative Preference Shares of Rs. 100/- each as part consideration, out of which 23,08,536 Nos. shares have been allotted to the Directors and KMP of the Company, being the shareholders of SAPL.

\* Shares held as Trustees of NAK Benefit Trust.

**V. INDEBTEDNESS**

**Indebtedness of the Company including interest outstanding/accrued but not due for payment**

(Rs./ Million)

Particulars	Secured Loans excluding deposits	Unsecured Loans	Deposits	Total Indebtedness
<b>Indebtedness at the beginning of the financial year</b>				
i) Principal Amount	948.91	200.00	645.56	1794.47
ii) Interest due but not paid	-	-	-	-
iii) Interest accrued but not due	9.27	0.14	69.61	79.02
<b>Total (i+ii+iii)</b>	<b>958.18</b>	<b>200.14</b>	<b>715.17</b>	<b>1873.49</b>
<b>Change in Indebtedness during the financial year</b>				-
· Addition				-
· Reduction	(613.38)	(200.14)	(40.37)	<b>(853.89)</b>
<b>Net Change</b>	<b>(613.38)</b>	<b>(200.14)</b>	<b>(40.37)</b>	<b>(853.89)</b>
<b>Indebtedness at the end of the financial year</b>				-
i) Principal Amount	341.24	-	624.38	<b>965.62</b>
ii) Interest due but not paid	-	-	-	-
iii) Interest accrued but not due	3.56	-	50.42	<b>53.98</b>
<b>Total (i+ii+iii)</b>	<b>344.80</b>	<b>0.00</b>	<b>674.80</b>	<b>1019.60</b>

## VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

### A. Remuneration to Managing Director and Whole-time Directors:

(Rs./Million)

S. No.	Particulars	Shri A.K. Taneja	Shri R. Srinivasan	Shri Luv D. Shriram	Total
		Managing Director & CEO	Joint Managing Director & Company Secretary	Whole Time Director	
1	Gross Salary				
a)	Salary	6.00	4.80	5.95	16.75
b)	Value of Perquisites	4.95	3.58	3.38	11.92
c)	Profit in lieu of salary	-	-	-	-
2	Stock Option	-	-	-	-
3	Sweat Equity	-	-	-	-
4	Commission (as %age of profit)	30.62	22.96	26.02	79.60
5	Others - Company's contribution to funds	1.91	1.53	0.002	3.44
	<b>Total A</b>	<b>43.48</b>	<b>32.87</b>	<b>35.35</b>	<b>111.71</b>
	Ceiling as per the Act	<b>111.40</b>	<b>111.40</b>	<b>111.40</b>	<b>222.79</b>

### B. Remuneration to other Directors:

(Rs./ Million)

1. Independent Directors:			
Name of Independent Directors:	Sitting Fees	Profit Commission	Total
Smt. Ferida Chopra	0.10	0.20	0.30
Shri Ravinder Narain	0.75	1.18	1.93
Shri C.Y. Pal	0.80	1.18	1.98
Shri Alok Ranjan	0.10	0.20	0.30
Shri Inderdeep Singh	0.80	1.18	1.98
Shri Kiyoto Tone	0.35	1.18	1.53
<b>Total (B1)</b>	<b>2.90</b>	<b>5.12</b>	<b>8.02</b>
2. Other Non-Executive Directors:			
Name of Non-Executive Director	Sitting Fees	Profit Commission	Total
Shri Pradeep Dinodia	0.95	13.37	14.32
Shri Hari S. Bhartia	0.10	0.20	0.30
Smt. Meenakshi Dass	0.60	1.18	1.78
Dr. Peter Neu	0.15	1.18	1.33
Shri Ralf Buschbeck (Alternate Director to Dr. Peter Neu)	0.10	-	0.10
Shri M. Sekimoto	0.30	1.18	1.48
Shri Noritada Okano (Alternate Director to Shri M. Sekimoto)	-	-	-
<b>Total (B2)</b>	<b>2.20</b>	<b>17.11</b>	<b>19.31</b>
<b>Total Remuneration paid to Independent and Other Non-Executive Directors (B1+B2)</b>	<b>5.10</b>	<b>22.23</b>	<b>27.33</b>
<b>Total Managerial Remuneration (A+B)</b>	<b>-</b>	<b>-</b>	<b>139.04</b>
<b>Overall ceiling as per the Act</b>	<b>-</b>	<b>22.28</b>	<b>-</b>

**C. Remuneration to Key Managerial Personnel other than MD/ WTD:**

(Rs./ Million)

S. No.	Particulars	Shri Naveen Agarwal	Shri Vinod Raheja	Total
		Alternate Company Secretary	Chief Financial Officer	
1	Gross Salary			
a)	Salary	2.88	2.52	<b>5.4</b>
b)	Value of Perquisites	2.00	1.83	<b>3.83</b>
c)	Profit in lieu of salary	-	-	-
2	Stock Option	-	-	-
3	Sweat Equity	-	-	-
4	Commission (as %age of profit)	9.23	6.15	<b>15.38</b>
5	Others - Company's contribution to funds	0.88	0.79	<b>1.67</b>
	<b>Total</b>	<b>14.99</b>	<b>11.29</b>	<b>26.28</b>

**VII. PENALTIES / PUNISHMENT/ COMPOUNDING OF OFFENCES**

Type	Section of the Companies Act	Brief Description	Details of Penalty/ Punishment/ Compounding fees imposed	Authority [RD / NCLT/ COURT]	Appeal made, if any (give Details)
<b>A. COMPANY</b>					
Penalty					No such penalty was imposed on the Company during 2018-19.
Punishment					
Compounding					
<b>B. DIRECTORS</b>					
Penalty					No such penalty was imposed on the Directors during 2018-19.
Punishment					
Compounding					
<b>C. OTHER OFFICERS IN DEFAULT</b>					
Penalty					No such penalty was imposed on other Officers during 2018-19.
Punishment					
Compounding					