

Form No. MGT-9

EXTRACT OF ANNUAL RETURN

As on the financial year ended on 31st March, 2022

[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	L33130TG1979PLC002521
ii)	Registration date	10 th September, 1979
iii)	Name of the Company	NCL Industries Limited
iv)	Category/Sub category of the Company	Company limited by Shares/Indian
	Non-Government Company	
v)	Address of the Registered office and contact details	10-03-162, NCL Pearl, 7 th Floor, Near Rail Nilayam, Opp.Hyderabad Bhawan, S.D.Road, Secunderabad – 500 026 Telangana State, India. Tel No : (040) 30120000 Email : cs@nclind.com Website : www.nclind.com
vi)	Whether listed Company	Yes
vii)	Name, Address and Contact details of Registrar and Transfer Agent, if any	Venture Capital & Corporate Investment (P) Ltd 12-10-167 (MIG), Bharat Nagar, Hyderabad – 500 018. Tel No : (040) 23818475 / 76 & 23868023 email: investor.relations@vccipl.com

II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY

All the business activities contributing 10 percent or more of the total turnover of the Company are as stated below:-

Sl. No.	Name and Description of main products/services	NIC Code of the product / service	Percentage to total turnover of the Company
1	OPC/PPC/53 S Cement	2523	86.18
2	Plain and laminated Cement Bonded Particle Boards	44	07.00

III. PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES

Sl. No.	Name and Address of the Company	CIN/GLN	Holding/ Subsidiary/ Associate	% of shares held	Applicable Section
1	NCL Guangzheng Structures Ltd	U45400TG2019PLC136286	Subsidiary	100	(Now under the process of strike off)
2	Tem Distilleries Pvt.Ltd	U15532TG1999PTC031318	Subsidiary	100	
3	Modular Containers (P) Ltd	U36999TG2021PTC156584.	Subsidiary	75	(Now ceased to be a subsidiary of NCL)

IV. SHAREHOLDING PATTERN (Equity Share Capital Breakup as percentage of Total Equity)
i) Category-wise Shareholding

Category of Shareholders	No of Shares held at the beginning of the year				No of Shares held at the end of the year 31-3-2022				% Change during the Year
	Demat	Physical	Total	% of Total Shares	Demat	Physical	Total	% of Total Shares	
(A) Promoters & Promoters Group									
(1) Indian									
a) Individuals/Hindu Undivided Family	18796336	0	18796336	41.55	19340659	0	19340659	42.76	1.21
b) Central Government /State Government	0	0	0	0	0	0	0	0.00	0.00
c) Bodies Corporate	1134971	0	1134971	2.51	1032971	0	1032971	2.28	(0.23)
d) Financial Institutions/Banks	0	0	0	0	0	0	0	0.00	0.00
e) Any Others(PAC)	0	0	0	0	0	0	0	0.00	0.00
f) Trust	0	0	0	0	0	0	0	0.00	0.00
Sub-Total(A)(1)	19931307	0	19931307	44.06	20373630	0	20373630	45.04	0.98
(2) Foreign									
a) Individuals (Non Resident foreign Individuals)	0	0	0	0	0	0	0	0.00	0.00
b) Bodies Corporate	0	0	0	0	0	0	0	0.00	0.00
c) Institutions	0	0	0	0	0	0	0	0.00	0.00
d) Qualified Foreign Investor	0	0	0	0	0	0	0	0.00	0.00
e) Any Other	0	0	0	0	0	0	0	0.00	0.00
Sub-Total(A)(2)	0	0	0	0	0	0	0	0.00	0.00
Total Shareholding of Promoter and Promoter Group A = (A)(1)+(A)(2)	19931307	0	19931307	44.06	20373630	0	20373630	45.04	0.98
(B) Public Shareholding									
1. Institutions									
a) Mutual Funds/UTI	1106281	2750	1109031	2.45	0	2750	2750	0.01	(2.44)
b) Venture Capital Funds	0	0	0	0.00	0	0	0	0.00	0.00
c) Alternate Investment Funds	0	0	0	0.00	11614	0	11614	0.02	0.02
d) Foreign Venture Capital Funds	0	0	0	0.00	0	0	0	0.00	0.00
e) Foreign Portfolio Investors – Individual (FPI)	0	0	0	0.00	1815	0	1815	0.00	0.00
f) Foreign Portfolio Investors – Corporate (FPI)	86024	0	86024	0.19	1354281	0	1354281	2.99	2.80
g) Financial Institutions/Banks	7544	8450	15994	0.04	1600	8450	10050	0.02	(0.02)
h) Insurance Companies	0	0	0	0.00	0	0	0	0.00	0.00
Any Other									
a) Foreign Institutional Investors	0	0	0	0.00	0	0	0	0.00	0.00
b) Qualified Foreign Investors	0	0	0	0.00	0	0	0	0.00	0.00
c) Qualified Foreign Investors (Corporate)	0	0	0	0.00	0	0	0	0.00	0.00
d) Foreign Nation	0	0	0	0.00	1700	0	1700	0.00	0.00
e) Central Government/State Government(s)	0	7000	7000	0.02	0	7000	7000	0.02	0.00
Sub-Total(B)(1)	1199849	18200	1218049	2.70	1371010	18200	1389210	3.06	0.36
B(2) Non- Institutions									
a) individual Shareholders holding nominal share capital upto 1 Lakh	10694498	1135961	11830459	26.15	12091075	1090954	13182029	29.14	2.99
b) Individual Shareholders holding nominal share capital in excess of 1 Lakh	8963972	31909	8995881	19.89	6961822	18909	6980731	15.43	(4.46)
Any Other									
a) Bodies Corporate	1358519	6415	1364934	3.02	1342989	6415	1349404	2.99	(0.03)
b) Clearing Member	275971	0	275971	0.61	138235	0	138235	0.31	(0.30)
c) Trust	3750	0	3750	0.01	750	0	750	0.00	(0.01)
d) Non Resident Individuals	819355	295	819650	1.81	1027387	295	1027682	2.28	0.47
e) IEPF Authority	792789	0	792789	1.75	791119	0	791119	1.75	0.00
Sub-Total(B)(2)	22908854	1174580	24083434	53.24	22353377	1116573	23469950	51.90	(1.34)
Total Public Shareholding B = (B)(1)+(B)(2)	24108703	1192780	25301483	55.94	23724387	1134773	24859160	54.96	(0.98)
C) Shares held by Custodian for GDRs & ADRs	0	0	0	0	0	0	0	0.00	0.00
Grand Total (A)+(B)+(C)	44040010	1192780	45232790	100.00	44098017	1134773	45232790	100.00	0.00

Annexure(s) to the Director's Report

ii) Shareholding of Promoters:

Sl.No.	Shareholding at the beginning of the year				Shareholding at the end of the year 31.03.2022			
	Shareholders 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	KALIDINDI MADHU HUF	1660	0.00	0	80259	0.18	0	0.18
2	NIRHMAL V GORADIA GEETA GORADIA	89463	0.20	0	89463	0.20	0	0.00
3	GEETA GORADIA NIRHMAL V GORADIA	139015	0.31	0	139015	0.31	0	0.00
4	MEENA SHAH	12474	0.03	0	12474	0.03	0	0.00
5	ASHWIN GORADIA BHARTI GORADIA	86859	0.19	0	86859	0.19	0	0.00
6	VINODRAI V GORADIA CHARULATA V GORADIA	586202	1.3	0	606102	1.34	0	0.04
7	MEERA BIMAL GORADIA BIMAL V GORADIA	122735	0.27	0	124135	0.27	0	0.00
8	BIMAL V GORADIA MEERA B GORADIA	323210	0.71	0	324610	0.72	0	0.01
9	G JYOTHI	166992	0.37	0	166992	0.37	0	0.00
10	KANUMILLI MALATHI	8493	0.02	0	8493	0.02	0	0.00
11	ASHVEN DATLA	1690955	3.74	4.17	1775855	3.93	3.97	0.19
12	KALIDINDI RAVI	2589482	5.72	0	2388617	5.28	0	(0.44)
13	MADHU KALIDINDI	635887	1.41	0	635887	1.41	0	0.00
14	BHARTI GORADIA ASHWIN GORADIA	53191	0.12	0	53191	0.12	0	0.00
15	PENUMATSA SATYANARAYANA RAJU	82338	0.18	0	62314	0.14	0	(0.04)
16	VALLI P	2575	0.01	0	0	0	0	(0.01)
17	RAMALINGA RAJU PENMETCHA	35275	0.08	0	35275	0.08	0	0.00
18	K ANURADHA	888473	1.96	0	912873	2.02	0	0.06
19	N JANAKI	45155	0.10	0	45155	0.10	0	0.00
20	GORADIA CHARULATA VINODRAI GORADIA VINODRAI VACHHARAJ	344738	0.76	0	358487	0.79	0	0.03
21	UTKAL B GORADIA BIMAL V GORADIA	91016	0.20	0	92916	0.21	0	0.01
22	PENMETSA NARASIMHA RAJU	1190010	2.63	72.27	1190010	2.63	72.27	0.00
23	PENMETSA VARA LAKSHMI	350355	0.77	93.05	350355	0.77	93.05	0.00
24	VENKATA SATYA PADMAVATHI GOTTUMUKKALA SUVARNA ALLURU SUREKHA GOTTUMUKKALA	72445	0.16	0	72445	0.16	0	0.00
25	MADHAVI PENUMASTA	92352	0.20	0	92402	0.20	0	0.00
26	KANUMILLI SUDHEER	79115	0.17	0	79115	0.17	0	0.00
27	GAUTAM KALIDINDI	1287330	2.85	0	1496954	3.31	0	0.46
28	KALIDINDI SHILPA	2760833	6.10	0	2760833	6.10	0	0.00
29	SRIDHAR BHUPATIRAJU	204642	0.45	0	204642	0.45	0	0.00
30	GOKUL HARINI	10011	0.02	0	10011	0.02	0	0.00
31	S GOKUL	81638	0.18	0	81838	0.18	0	0.00
32	POOJA KALIDINDI	1419703	3.14	0	1453543	3.21	0	0.07
33	G.T.SANDEEP	233122	0.52	0	233122	0.52	100.00	0.00
34	VEGESANA SAILAJA	10765	0.02	0	10765	0.02	0	0.00
35	K MALLIKA	36263	0.08	0	36263	0.08	0	0.00
36	ROOPA KALIDINDI	2268038	5.01	0	2508663	5.55	0	0.54
37	DIVYA PENUMACHA	409021	0.90	0	446221	0.99	0	0.09
38	DITI ASHWIN GORADIA	30000	0.07	0	30000	0.07	0	0.00
39	NISHI ASHWIN GORADIA	30000	0.07	0	30000	0.07	0	0.00
40	BHUPATIRAJU SUBBA RAJU	141088	0.31	0	161088	0.36	15.95	0.05
41	SAI SREEDHAR KANUMILLI	8192	0.02	0	8192	0.02	0	0.00
42	PADMA GOTTUMUKKALA	85225	0.19	0	85225	0.19	0	0.00
43	BLUE VALLEY DEVELOPERS (P) LTD	205658	0.45	0	205658	0.45	0	0.00
44	NCL HOMES LTD	215813	0.48	0	315813	0.70	0	0.22
45	VIKRAM CHEMICALS PVT LTD	13500	0.03	0	13500	0.03	0	0.00
46	NCL HOLDINGS (A&S) LIMITED	700000	1.55	0	498000	1.10	0	(0.45)

iii) Change in Promoter's Shareholding :

Shareholding at the beginning of the year			Date wise increase / Decrease in Promoters Shareholding during the year			Cumulative Shareholding during the year	
Shareholder's name	No. of shares	% of total shares of the company	Date	Reason for increase / decrease (e.g. allotment / transfer / bonus / sweat equity etc.)	No. of shares	Total No. of shares held	% of total shares of the Company
KALIDINDI RAVI	2589482	5.72	05-04-2021	Purchase	19430	2608912	5.77
			28-06-2021	Sale - Inter-se transfer	(400000)	2208912	4.88
			30-06-2021	Purchase	57800	2266712	5.01
			01-07-2021	Purchase	3400	2270112	5.02
			02-12-2021	Purchase	4725	2274837	5.03
			21-12-2021	Purchase	2300	2277137	5.03
			22-12-2021	Purchase	3000	2280137	5.04
			14-02-2022	Purchase	43600	2323737	5.14
			15-02-2022	Purchase	6067	2329804	5.15
			16-02-2022	Purchase	10500	2340304	5.17
			17-02-2022	Purchase	11914	2352218	5.20
			18-02-2022	Purchase	9500	2361718	5.22
			21-02-2022	Purchase	9000	2370718	5.24
			22-02-2022	Purchase	4000	2374718	5.25
			23-02-2022	Purchase	3000	2377718	5.26
24-02-2022	Purchase	1250	2378968	5.26			
04-03-2022	Purchase	949	2379917	5.26			
07-03-2022	Purchase	8500	2388417	5.28			
09-03-2022	Purchase	200	2388617	5.28			
ROOPA KALIDINDI	2268038	5.01	28-06-2021	Purchase	200000	2468038	5.46
			30-06-2021	Purchase	13900	2481938	5.49
			01-07-2021	Purchase	4600	2486538	5.50
			16-02-2022	Purchase	15000	2501538	5.53
			18-02-2022	Purchase	4925	2506463	5.54
28-02-2022	Purchase	2200	2508663	5.55			
ASHVEN DATLA	1690955	3.74	06-04-2021	Purchase	59200	1750155	3.87
			30-06-2021	Purchase	25700	1775855	3.93
POOJA KALIDINDI	1419703	3.14	30-06-2021	Purchase	9000	1428703	3.16
			25-02-2022	Purchase	5940	1434643	3.17
			28-02-2022	Purchase	18900	1453543	3.21
GAUTAM KALIDINDI	1287330	2.85	30-06-2021	Purchase	23000	1310330	2.90
			02-07-2021	Purchase	14000	1324330	2.93
			16-02-2022	Purchase	10000	1334330	2.95
			17-02-2022	Purchase	40000	1374330	3.04
			22-02-2022	Purchase	9526	1383856	3.06
			28-02-2022	Purchase	28000	1411856	3.12
			07-03-2022	Purchase	17474	1429330	3.16
			08-03-2022	Purchase	284	1429614	3.16
			09-03-2022	Purchase	9716	1439330	3.18
			29-03-2022	Purchase	13500	1452830	3.21
			30-03-2022	Purchase	35684	1488514	3.29
31-03-2022	Purchase	8440	1496954	3.31			
ANURADHA KALIDINDI	888473	1.96	30-06-2021	Purchase	23000	911473	2.02
			06-09-2021	Purchase	400	911873	2.02
			22-12-2021	Purchase	1000	912873	2.02
NCL HOLDINGS (A&S) LIMITED	700000	1.55	28-06-2021	Sale - Inter-se transfer	(180000)	520000	1.15
			29-06-2021	Sale - Inter-se transfer	(8000)	512000	1.13
			30-06-2021	Sale - Inter-se transfer	(14000)	498000	1.10
VINODRAI V GORADIA	586202	1.30	25-03-2022	Purchase	8000	594202	1.31
			28-03-2022	Purchase	9000	603202	1.33
			29-03-2022	Purchase	2900	606102	1.34
			30-06-2021	Purchase	22900	431921	0.95
DIVYA PENUMACHA	409021	0.90	18-02-2022	Purchase	14300	446221	0.99
			23-03-2022	Purchase	2800	347538	0.77
			25-03-2022	Purchase	5000	352538	0.78
			28-03-2022	Purchase	4549	357087	0.79
GORADIA CHARULATA VINODRAI	344738	0.76	29-03-2022	Purchase	1400	358487	0.79
			30-06-2021	Purchase	1400	324610	0.72
			21-12-2021	Purchase	29828	245641	0.54
BIMAL V GORADIA	323210	0.71	22-12-2021	Purchase	70172	315813	0.70
NCL HOMES LIMITED	215813	0.48	16-02-2022	Purchase	10000	151088	0.33
SUBBA RAJU BHUPATIRAJU	141088	0.36	18-02-2022	Purchase	10000	161088	0.36
MEERA BIMAL GORADIA	122735	0.27	30-06-2021	Purchase	1400	124135	0.27
MADHAVI PENUMASTA	92352	0.20	30-06-2021	Purchase	50	92402	0.20
UTKAL B GORADIA	91016	0.20	30-06-2021	Purchase	1900	92916	0.21
SATYANARAYANA RAJU PENMETCHA	82338	0.18	29-06-2021	Sale	(5000)	77338	0.17
			18-08-2021	Sale	(2197)	75141	0.17
			15-09-2021	Sale	(10000)	65141	0.14
			17-09-2021	Sale	(2827)	62314	0.14
GOKUL SRINIVASARAGHAVAN	81638	0.18	17-02-2022	Purchase	200	81838	0.18
VALLI P	2575	0.01	29-06-2021	Sale	(2575)	0	0.00
KALIDINDI MADHU HUF	1660	0.00	06-09-2021	Purchase	400	2060	0.00
			03-12-2021	Purchase	1384	3444	0.01
			17-02-2022	Purchase	45350	48794	0.11
			02-03-2022	Purchase	13900	62694	0.14
			30-03-2022	Purchase	17500	80194	0.18
			31-03-2022	Purchase	65	80259	0.18

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

Shareholder's	Shareholding at the beginning of the year		Shareholding at the end the year 31-03-2022	
	No of Shares	% Change Shareholding during the Year	No of Shares	% Change Shareholding during the Year
1) DOLLY KHANNA	767806	1.70	722917	1.60
2) SANGEETHA S	405198	0.90	394961	0.87
3) SUMANTHA KUMAR REDDY B	283801	0.63	283801	0.63
4) K JAGDEESH REDDY HUF .	257661	0.57	257661	0.57
5) P PRABHAKAR REDDY	225000	0.50	200000	0.44
6) ACADIAN EMERGING MARKETS SMALL CAP EQUITY FUND LLC	19500	0.04	173427	0.38
7) OPSEU PENSION PLAN TRUST FUND	40935	0.09	153198	0.34
8) RAKESH BHASIN	134511	0.30	134511	0.30
9) ANIL BHAVANJI SHAH	125000	0.28	125000	0.28
10) TRIGEO TECHNOLOGIES PRIVATE LIMITED	120000	0.27	120000	0.27

*Not in top ten shareholders as on 01-04-2021, however ceased to be in top ten as on 31-03-2022

v) **Shareholding of Directors and Key Managerial Personnel:**

Sl. No.	Name of Director	Shareholding beginning of the year		Shareholding as at 31 st March, 2022	
		Number of shares	% of total shares of the Company	Number of Shares	% of total shares of the Company
1	Mr. Kamlesh Gandhi	100	0.00	100	0.00
2	Mr. K. Ravi	25,89,482	5.72	2388617	5.28
3	Mr. Vinodrai V. Goradia	5,86,202	1.30	606102	1.34
4	Mr.P.N.Raju	11,90,010	2.63	1190010	2.63
5	Dr.Kalidas Raghavapudi	0.00	0.00	0.00	0.00
6	Lt.Gen (Retd) T.A.DCunha	1000	0.00	1000	0.00
7	Mr. V.Sitarama Raju	0.00	0.00	0.00	0.00
8	Mr. Ashven Datla	16,90,955	3.74	1775855	3.93
9	Mrs. K.Pooja	14,19,703	3.14	1453543	3.21
10	Mrs.P.Sudha Reddy	0.00	0.00	0.00	0.00
11	Mrs.Roopa Bhupatiraju	22,68,038	5.01	2508663	5.55
12	Mr. K.Gautam	12,87,330	2.85	1496954	3.31
13	Mr.N.G.V.S.G.Prasad	100	0.00	150	0.00
14	Mr. T. Arun Kumar	4700	0.01	4750	0.01

Key Managerial Personnel :

Sl No	Name of Key Managerial Person	Shareholding as at 1 st April, 2021		Shareholding as at 31 st March, 2022	
		Number of Shares	% to total shares of the Company	Number of shares	% to total shares of the Company
1	Mr. K. Ravi Managing Director	2589482	5.72	2388617	5.28
2	Mr. K.Gautam Joint Managing Director	1287330	2.85	1496954	3.31
3	Mrs.Roopa Bhupatiraju Executive Director	2268038	5.01	2508663	5.55
4	Mr.N.G.V.S.G Prasad Executive Director & CFO	100	0.00	150	0.00
5	Mr. T. Arun Kumar Company Secretary & Compliance Officer	4700	0.01	4750	0.01

V. INDEBTEDNESS

Indebtedness of the company including interest outstanding / accrued but not due for payment				
(Rupees in Lakhs)				
	Secured Loans Excluding deposits	Un Secured Loans	Deposits	Total Indebtedness
Indebtedness as at 1 st April,2021				
i) Principal Amount	21,782.85	-	6,842.50	28,625.35
ii) Interest Due but not paid	-	-	-	-
iii) Interest accrued but not due	-	-	899.48	899.48
Total (i+ii+iii)	21,782.85	-	7,741.98	29,524.83
Change in Indebtedness during the financial year				
Addition	7,964.13	-	1,222.15	9,186.28
(Reduction)	(3,103.50)	-	(1,170.67)	(4,274.17)
Net Change	4,860.63	-	51.48	4,912.11
Indebtedness as at 1 st April,2022				
i) Principal Amount	26,643.48	-	6,893.98	33,537.47
ii) Interest Due but not paid	-	-	-	-
iii) Interest accrued but not due	-	-	889.58	889.58
Total (i+ii+iii)	26,643.48	-	7,783.56	34,427.04

VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

A. Remuneration to Managing Director, Whole Time Directors and/or Manager :

Sl. No.	Particulars of Remuneration	(Amount in Rupees)
		Managing Director Executive Directors
1.	Gross Salary	
	(a) Salary as per provisions contained in Section 17(1) of the Income-tax Act, 1961	4,50,46,400
	(b) Value of perquisites under Section 17(2) of the Income-tax Act, 1961	
	(c) Profits in lieu of salary under Section 17(3) of the Income-tax Act, 1961	
2.	Stock Option	
3.	Sweat Equity	
4.	Commission	
	- as percentage of profit	3,11,18,542
	- others	
5.	Others	18,45,000
	Total (A)	7,80,09,942
	Ceiling as per the Act (as Section 197&198 of the Companies Act,2013)	15,55,92,714

B. Remuneration to other Directors:

(Amount in Rupees)

Sl. No.	Name of Director	Particulars of Remuneration			Total Amount
		Fees for attending board/ committee meetings	Commission	Others	
I) Independent Directors					
1	Mr. Kamlesh Gandhi	3,50,000	4,95,068	-	8,45,068
2	Dr. Kalidas Raghavapudi	4,25,000	6,01,153	-	10,26,153
3	Lt.Gen(Retd).T.A.DCunha	3,50,000	4,95,068	-	8,45,068
4	V.Sitarama Raju	4,00,000	5,65,791	-	9,65,791
5	Mrs.P.Sudha Reddy	2,25,000	3,18,258	-	5,43,258
	Total (1)	17,50,000	24,75,338	-	42,25,338
II) Other Non Executive Directors					
1	Mr.Vinodrai V.Goradia	2,00,000	2,82,896	-	4,82,896
2	Mr. P.N. Raju	2,75,000	3,88,982	-	6,63,982
3	Mr.Ashven Datla	3,00,000	4,24,344	-	7,24,344
4	Mrs.K.Pooja	2,25,000	3,18,258	-	5,43,258
	Total (2)	10,00,000	14,14,480	-	24,14,480
	Total (B)=(1+2)	27,50,000	38,89,818	-	66,39,818
	Ceiling as per the Act				1,55,59,271
Total Managerial Remuneration					8,46,49,760
Overall Ceiling as per the Act					17,11,51,985

C. Remuneration to Key Managerial Personnel other than Managing Director / Manager / Whole Time Director :

(Amount in rupees`)

Sl. No.	Particulars of Remuneration	Vice President & Company Secretary T.Arun Kumar	Total Amount
1.	Gross Salary		
	(a) Salary as per provisions contained in Section 17(1) of the Income-tax Act, 1961	15,84,696	15,84,696
	(b) Value of perquisites under Section 17(2) of the Income-tax Act, 1961		
	(c) Profits in lieu of salary under Section 17(3) of the Income-tax Act, 1961		
2.	Stock Option		
3.	Sweat Equity		
4.	Commission		
	- as percentage of profit		-
	- others		-
5.	Others		-
	Total	15,84,696	15,84,696

VII. PENALTIES /PUNISHMENTS/COMPOUNDING OFFENCES

During the financial year there is no instance of any penalty/punishment/compounding offence under the Companies Act, 2013 against any Director, Key Managerial person and other officers in default.

ANNEXURE – H 1

REMUNERATION DETAILS PURSUANT TO SECTION 197(2) OF THE COMPANIES ACT, 2013 READ WITH RULE 5 OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014.

(i) The ratio of the remuneration of each director to the median remuneration of the employees of the company during the financial year 2021-22.

Sr. No.	Name of the Director	Ratio of remuneration of each Director to the median remuneration of the employees of the Company
1	Mr. Kamlesh Gandhi	2.75
2	Dr.Kalidas Raghavapudi	3.34
3	Lt.Gen (Retd) T.A.D'Cunha	2.75
4	Mr.V.Sitarama Raju	3.14
5	Mrs.P.Sudha Reddy	1.77
6	Mr. Vinodrai V. Goradia	1.57
7	Mr. Ashven Datla	2.36
8	Mr.P.N.Raju	2.16
9	Mrs.Pooja Kalidindi	1.77
10	Mrs.Roopaa Bhupatiraju	16.59
11	Mr.N.G.V.S.G.Prasad	23.55
12	Mr. K.Gautam	36.44
13	Mr. K. Ravi	177.41

ANNEXURE -H2

(ii) The percentage increase in remuneration of directors/KMP if any during the Financial Year 2021-22

Sr. No	Name of the Director/KMP	Designation	% Increase / (Decrease) in the Remuneration
1	Mr. Kamlesh Gandhi	Director	-11.79%
2	Dr.Kalidas Raghavapudi	Director	6.55%
3	Lt.Gen. (Retd) T.A.D'Cunha	Director	-25.78%
4	Mr.V.Sitarama Raju	Director	-34.73%
5	Mrs.P.Sudha Reddy	Director	200.89%
6	Mr. Vinodrai V. Goradia	Director	-7.43%
7	Mr. Ashven Datla	Director	-35.24%
8	Mr.P.N.Raju	Director	8.51%
9	Mrs.Pooja Kalidindi	Director	-10.49%
10	Mrs.Roopaa Bhupatiraju	Executive Director & KMP	12.07%
11	Mr.N.G.V.S.G.Prasad	Executive Director & CFO & KMP	61.57%
12	Mr. K.Gautam	Joint Managing Director & KMP	48.58%
13	Mr. K. Ravi	Managing Director and KMP	-12.91%
14	Mr.T.Arun Kumar	Company Secretary / KMP	13.18%

1. Median is computed on the basis of permanent employees on the rolls of the company.
No of permanent employees on the rolls of the company as on 31/03/2022 is 955.

2. The remuneration of Directors is as per the remuneration policy of the company.