

BOARD'S REPORT

ANNEXURE C

FORM NO. MGT – 9

EXTRACT OF ANNUAL RETURN

As on the financial year ended on March 31, 2020

[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 | L99999DN1983PLC000045 |
| ii. Registration Date | March 31, 1983 |
| iii. Name of the Company | AYM Syntex Limited |
| iv. Category / Sub Category of the Company | Public Limited Company |
| v. Address of the Registered office and contact details | 394 (P), Village Saily, Silvassa, U.T. of Dadra & Nagar Haveli. Contact Tele: 0260-2640596; 022 61637000 Email: complianceofficer@aymgroup.com |
| vi. Whether listed company | Yes. The Bombay Stock Exchange Limited and National Stock Exchange Limited |
| vii. Name, address and contact details of Registrar and Transfer Agent, if any. | M/s. Link In time India Private Limited C-101,247 Park, LBS Marg, Vikhroli (West), Mumbai – 400083 Email- rnt.helpdesk@linkintime.co.in Telephone. No.: +91-022-49186270 |

II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY

All business activities are from the business of textiles

III. PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES as on 31.03.2020

| Name of the Company | Address Of The Company | CIN / GLN | Holding / Subsidiary / Associate | % Of Shares Held | Applicable Section |
|---------------------------------|--|-----------------------|----------------------------------|------------------|--------------------|
| Mandawewala Enterprises Limited | 610-611, SNS Business Park, Opp. J. H. Ambani High School, Vesu Cross Road, Vesu Surat GJ-395007 | U17200GJ2007PLC111412 | Holding | 72.50 | 2(46) |

IV. SHARE HOLDING PATTERN

(Equity share capital break-up as percentage of Total Equity)

i. Category-wise share holding

| Sr No | Category of Shareholders | Shareholding at the beginning of the year - 2019 | | | Shareholding at the beginning of the year - 2019 | | | % of Total Shares | % Change during the Year |
|--|--|--|----------|-----------------|--|-----------------|----------|-------------------|--------------------------|
| | | Demat | Physical | Total | Demat | Physical | Total | | |
| (A) Shareholding of Promoter and Promoter Group | | | | | | | | | |
| [1] Indian | | | | | | | | | |
| (a) | Individuals / Hindu Undivided Family | - | - | - | - | - | - | - | - |
| (b) | Central Government / State Government(s) | - | - | - | - | - | - | - | - |
| (c) | Financial Institutions / Banks | - | - | - | - | - | - | - | - |
| (d) | Any Other (Specify) | | | | | | | | |
| | Bodies Corporate | 31913632 | - | 31913632 | 70.00 | 36230298 | - | 36230298 | 72.50 |
| | Sub Total (A)(1) | 31913632 | - | 31913632 | 70.00 | 36230298 | - | 36230298 | 72.50 |
| [2] Foreign | | | | | | | | | |
| (a) | Individuals (Non-Resident Individuals / Foreign Individuals) | - | - | - | - | - | - | - | - |
| (b) | Government | - | - | - | - | - | - | - | - |
| (c) | Institutions | - | - | - | - | - | - | - | - |
| (d) | Foreign Portfolio Investor | - | - | - | - | - | - | - | - |
| (e) | Any Other (Specify) | | | | | | | | |
| | Sub Total (A)(2) | - | - | - | - | - | - | - | - |

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|---|--|-----------------|--------------|-----------------|---------------|-----------------|--------------|-----------------|---------------|--------------|
| Total Shareholding of Promoter and Promoter Group | | | | | | | | | | |
| | (A)=(A)(1)+(A)(2) | 31913632 | - | 31913632 | 70.00 | 36230298 | - | 36230298 | 72.50 | 2.50 |
| (B) | Public Shareholding | | | | | | | | | |
| [1] | Institutions | | | | | | | | | |
| (a) | Mutual Funds / UTI | 105 | - | 105 | 0.00 | 105 | - | 0.00 | 0.00 | - |
| (b) | Venture Capital Funds | - | - | - | - | - | - | - | - | - |
| (c) | Alternate Investment Funds | - | - | - | - | - | - | - | - | - |
| (d) | Foreign Venture Capital Investors | - | - | - | - | - | - | - | - | - |
| (e) | Foreign Portfolio Investor | - | - | - | - | - | - | - | - | - |
| (f) | Financial Institutions / Banks | 10 | - | 10 | 0.00 | - | - | - | - | - |
| (g) | Insurance Companies | 120000 | - | 120000 | 0.26 | 120000 | - | 120000 | 0.24 | -0.02 |
| (h) | Provident Funds/ Pension Funds | - | - | - | - | - | - | - | - | - |
| (i) | Any Other (Specify) | - | - | - | - | - | - | - | - | - |
| | Sub Total (B)(1) | 120115 | - | 120115 | 0.26 | 120105 | - | 120105 | 0.24 | -0.02 |
| [2] | Central Government/ State Government(s)/ President of India | | | | | | | | | |
| | Sub Total (B)(2) | - | - | - | - | - | - | - | - | - |
| [3] | Non-Institutions | | | | | | | | | |
| (a) | Individuals | | | | | | | | | |
| | (i) Individual shareholders holding nominal share capital upto ₹ 1 lakh. | 3899234 | 16357 | 3915591 | 8.59 | 3769395 | 16207 | 3785602 | 7.58 | -1.01 |
| | (ii) Individual shareholders holding nominal share capital in excess of Rs. 1 lakh | 5151842 | - | 5151842 | 11.30 | 5590602 | - | 5590602 | 11.19 | -0.11 |
| (b) | NBFCs registered with RBI | 10400 | - | 10400 | 0.02 | 10000 | - | 10000 | 0.02 | - |
| (d) | Overseas Depositories (holding DRs) (balancing figure) | - | - | - | - | - | - | - | - | - |
| (e) | Any Other (Specify) | | | | | | | | | |
| | Trusts | - | 4302 | 4302 | 0.01 | - | 4302 | 4302 | 0.01 | - |
| | Hindu Undivided Family | 932648 | 1200 | 933848 | 2.05 | 1032302 | 1200 | 1033502 | 2.07 | 0.22 |
| | Non Resident Indians (Non Repat) | 82306 | - | 82306 | 0.18 | 81867 | - | 81867 | 0.16 | 0.07 |
| | Non Resident Indians (Repat) | 193611 | - | 193611 | 0.42 | 173540 | - | 173540 | 0.35 | -0.10 |
| | Clearing Member | 129271 | - | 129271 | 0.28 | 13998 | - | 13998 | 0.03 | -0.29 |
| | Bodies Corporate | 3132619 | 2031 | 3134650 | 6.88 | 2929267 | 2031 | 2931298 | 5.87 | -0.84 |
| | Sub Total (B)(3) | 13531931 | 23890 | 13555821 | 29.73 | 13600971 | 23740 | 13624711 | 27.26 | 2.47 |
| | Total Public Shareholding (B)=(B)(1)+(B)(2)+(B)(3) | 13652046 | 23890 | 13675936 | 29.99 | 13721076 | 23740 | 13744816 | 27.50 | 2.49 |
| | Total (A)+(B) | 45565678 | 23890 | 45589568 | 100.00 | 49951374 | 23740 | 49975114 | 100.00 | - |
| (C) | Non Promoter - Non Public | | | | | | | | | |
| [1] | Custodian/DR Holder | - | - | - | - | - | - | - | - | - |
| [2] | Employee Benefit Trust (under SEBI (Share based Employee Benefit) Regulations, 2014) | - | - | - | - | - | - | - | - | - |
| | Total (A)+(B)+(C) | 45565678 | 23890 | 45589568 | 100.00 | 49951374 | 23740 | 49975114 | 100.00 | - |

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ii. Shareholding of Promoters

| Shareholder's name | Shareholding at the beginning of the year - 2019 | | | Shareholding at the end of the year - 2020 | | | % 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 | |
| Mandawewala Enterprises Limited | 31913632 | 70.00 | 0.00 | 36230298 | 72.50 | 0.00 | 2.50 |

iii. Change in Promoters' shareholding

| Sr No. | Name & Type of Transaction | Shareholding at the beginning of the year – 2019 | | Transactions during the year | | Cumulative Shareholding at the end of the year - 2020 | |
|----------|--|--|----------------------------------|------------------------------|---------------|---|----------------------------------|
| | | No. of Shares held | % of Total Shares of The Company | Date of Transaction | No. of Shares | No of Shares Held | % of Total Shares of The Company |
| 1 | Mandawewala Enterprises Limited | 31913632 | 70.00 | - | - | 31913632 | 70.00 |
| | Allotment (Conversion of Warrants into Equity) | - | - | 24 Jan 2020 | 4316666 | 36230298 | 72.50 |
| | AT THE END OF THE YEAR | 31913632 | 70.00 | - | - | 36230298 | 72.50 |

iv. Shareholding pattern of top ten shareholders (other than Directors, Promoters and Holders of GDRs and ADRs)

| Sr No. | Name & Type of Transaction | Shareholding at the beginning of the year – 2019 | | Transactions during the year | | Cumulative Shareholding at the end of the year - 2020 | |
|----------|--|--|----------------------------------|------------------------------|---------------|---|----------------------------------|
| | | No. of Shares held | % of Total Shares of The Company | Date of Transaction | No. of Shares | No of Shares Held | % of Total Shares of The Company |
| 1 | MGN AGRO PROPERTIES PRIVATE LIMITED | 1623145 | 3.25 | - | - | 1623145 | 3.25 |
| | AT THE END OF THE YEAR | - | - | - | - | 1623145 | 3.25 |
| 2 | SADHNA MEHROTRA | 1321127 | 2.64 | - | - | 1321127 | 2.64 |
| | Market Sell | - | - | 09 Aug 2019 | -13263 | 1307864 | 2.62 |
| | Market Sell | - | - | 16 Aug 2019 | -31043 | 1276821 | 2.55 |
| | Market Sell | - | - | 23 Aug 2019 | -4411 | 1272410 | 2.55 |
| | AT THE END OF THE YEAR | - | - | - | - | 1272410 | 2.55 |
| 3 | SAVITA GULATI | 428000 | 0.86 | - | - | 428000 | 0.86 |
| | Market Buy | - | - | 30 Sep 2019 | 25 | 428025 | 0.86 |
| | Market Buy | - | - | 04 Oct 2019 | 20 | 428045 | 0.86 |
| | Market Buy | - | - | 11 Oct 2019 | 1635 | 429680 | 0.86 |
| | Market Buy | - | - | 18 Oct 2019 | 940 | 430620 | 0.86 |
| | Market Buy | - | - | 25 Oct 2019 | 3100 | 433720 | 0.87 |
| | Market Buy | - | - | 01 Nov 2019 | 240 | 433960 | 0.87 |
| | Market Buy | - | - | 15 Nov 2019 | 2661 | 436621 | 0.87 |
| | Market Buy | - | - | 22 Nov 2019 | 7847 | 444468 | 0.89 |
| | Market Buy | - | - | 29 Nov 2019 | 1470 | 445938 | 0.89 |
| | Market Buy | - | - | 06 Dec 2019 | 16590 | 462528 | 0.93 |
| | Market Buy | - | - | 13 Dec 2019 | 9430 | 471958 | 0.94 |
| | Market Buy | - | - | 20 Dec 2019 | 15067 | 487025 | 0.98 |
| | Market Buy | - | - | 27 Dec 2019 | 725 | 487750 | 0.98 |
| | Market Sell | - | - | 31 Dec 2019 | -49970 | 437780 | 0.88 |

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|---|-------------------------------|---------------|-------------|-------------|--------|---------------|---------------|
| | Market Buy | - | - | 03 Jan 2020 | 410 | 438190 | 0.88 |
| | Market Buy | - | - | 10 Jan 2020 | 51630 | 489820 | 0.98 |
| | Market Buy | - | - | 17 Jan 2020 | 230 | 490050 | 0.98 |
| | Market Buy | - | - | 24 Jan 2020 | 50 | 490100 | 0.98 |
| | Market Buy | - | - | 31 Jan 2020 | 185 | 490285 | 0.98 |
| | Market Sell | - | - | 07 Feb 2020 | -45 | 490240 | 0.98 |
| | Market Buy | - | - | 14 Feb 2020 | 185 | 490425 | 0.98 |
| | Market Sell | - | - | 21 Feb 2020 | -415 | 490010 | 0.98 |
| | Market Buy | - | - | 28 Feb 2020 | 100 | 490110 | 0.98 |
| | Market Buy | - | - | 06 Mar 2020 | 965 | 491075 | 0.98 |
| | Market Buy | - | - | 13 Mar 2020 | 495 | 491570 | 0.98 |
| | Market Buy | - | - | 20 Mar 2020 | 988 | 492558 | 0.98 |
| | Market Buy | - | - | 27 Mar 2020 | 935 | 493493 | 0.99 |
| | Market Sell | - | - | 31 Mar 2020 | -49506 | 443987 | 0.89 |
| | AT THE END OF THE YEAR | - | - | - | - | 443987 | 0.8884 |
| 4 | SANJEEV R. BHARADIA | 426500 | 0.85 | - | - | 426500 | 0.8534 |
| | AT THE END OF THE YEAR | - | - | - | - | 426500 | 0.8534 |
| 5 | WELSPUN INDIA LIMITED | 283500 | 0.57 | - | - | 283500 | 0.5673 |
| | AT THE END OF THE YEAR | - | - | - | - | 283500 | 0.5673 |
| 6 | ROOPAL P. SARKAR | 47000 | 0.09 | - | - | 47000 | 0.094 |
| | Market Buy | - | - | 17 Jan 2020 | 200000 | 247000 | 0.4942 |
| | AT THE END OF THE YEAR | - | - | - | - | 247000 | 0.4942 |
| 7 | JNJ HOLDINGS PVT. LTD. | 200000 | 0.40 | - | - | 200000 | 0.4002 |
| | Market Sell | - | - | 14 Jun 2019 | -3433 | 196567 | 0.3933 |
| | Market Sell | - | - | 21 Jun 2019 | -3000 | 193567 | 0.3873 |
| | Market Buy | - | - | 13 Mar 2020 | 32300 | 225867 | 0.452 |
| | Market Buy | - | - | 31 Mar 2020 | 10133 | 236000 | 0.4722 |
| | AT THE END OF THE YEAR | - | - | - | - | 236000 | 0.4722 |
| 8 | SEEMA AGRAWAL | 230000 | 0.46 | - | - | 230000 | 0.4602 |
| | AT THE END OF THE YEAR | - | - | - | - | 230000 | 0.4602 |
| 9 | RIDDHESH RAM GANDHI | 76142 | 0.15 | - | - | 76142 | 0.1524 |
| | Market Buy | - | - | 10 May 2019 | 1332 | 77474 | 0.155 |
| | Market Buy | - | - | 31 May 2019 | 3208 | 80682 | 0.1614 |
| | Market Buy | - | - | 07 Jun 2019 | 1000 | 81682 | 0.1634 |
| | Market Buy | - | - | 21 Jun 2019 | 70 | 81752 | 0.1636 |
| | Market Buy | - | - | 05 Jul 2019 | 24678 | 106430 | 0.213 |
| | Market Buy | - | - | 19 Jul 2019 | 31 | 106461 | 0.213 |
| | Market Buy | - | - | 26 Jul 2019 | 15349 | 121810 | 0.2437 |
| | Market Buy | - | - | 02 Aug 2019 | 2000 | 123810 | 0.2477 |
| | Market Buy | - | - | 06 Sep 2019 | 3000 | 126810 | 0.2537 |
| | Market Buy | - | - | 10 Jan 2020 | 3256 | 130066 | 0.2603 |
| | Market Buy | - | - | 17 Jan 2020 | 10000 | 140066 | 0.2803 |
| | Market Buy | - | - | 24 Jan 2020 | 7897 | 147963 | 0.2961 |

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| | | | | | | | |
|----|---|--------|------|-------------|---------|---------------|---------------|
| | Market Buy | - | - | 07 Feb 2020 | 2494 | 150457 | 0.3011 |
| | Market Buy | - | - | 14 Feb 2020 | 8000 | 158457 | 0.3171 |
| | Market Buy | - | - | 28 Feb 2020 | 5000 | 163457 | 0.3271 |
| | Market Buy | - | - | 06 Mar 2020 | 3000 | 166457 | 0.3331 |
| | Market Buy | - | - | 13 Mar 2020 | 12000 | 178457 | 0.3571 |
| | AT THE END OF THE YEAR | - | - | - | - | 178457 | 0.3571 |
| 10 | SATYA PRAKASH MITTAL (HUF) | 123328 | 0.25 | - | - | 123328 | 0.2468 |
| | Market Sell | - | - | 16 Aug 2019 | -6330 | 116998 | 0.2341 |
| | Market Buy | - | - | 13 Sep 2019 | 2343 | 119341 | 0.2388 |
| | Market Buy | - | - | 20 Sep 2019 | 1373 | 120714 | 0.2415 |
| | Market Buy | - | - | 27 Sep 2019 | 1321 | 122035 | 0.2442 |
| | Market Buy | - | - | 30 Sep 2019 | 1235 | 123270 | 0.2467 |
| | Market Buy | - | - | 04 Oct 2019 | 1000 | 124270 | 0.2487 |
| | Market Buy | - | - | 18 Oct 2019 | 5730 | 130000 | 0.2601 |
| | Market Buy | - | - | 25 Oct 2019 | 3281 | 133281 | 0.2667 |
| | Market Buy | - | - | 17 Jan 2020 | 7080 | 140361 | 0.2809 |
| | Market Sell | - | - | 24 Jan 2020 | -79 | 140282 | 0.2807 |
| | Market Buy | - | - | 31 Jan 2020 | 2068 | 142350 | 0.2848 |
| | Market Sell | - | - | 07 Feb 2020 | -15 | 142335 | 0.2848 |
| | Market Sell | - | - | 14 Feb 2020 | -2196 | 140139 | 0.2804 |
| | Market Sell | - | - | 21 Feb 2020 | -6003 | 134136 | 0.2684 |
| | Market Sell | - | - | 28 Feb 2020 | -300 | 133836 | 0.2678 |
| | AT THE END OF THE YEAR | - | - | - | - | 133836 | 0.2678 |
| 11 | PRADEEPKUMAR GHISULAL RATHOD HUF | 113347 | 0.23 | - | - | 113347 | 0.2268 |
| | AT THE END OF THE YEAR | - | - | - | - | 113347 | 0.2268 |
| 12 | PRASHANT J SARKAR | 200000 | 0.40 | - | - | 200000 | 0.4002 |
| | Market Sell | - | - | 10 Jan 2020 | -200000 | - | - |
| | AT THE END OF THE YEAR | - | - | - | - | - | - |

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v. Shareholding of Directors and Key Managerial Personnel (KMP)

| Sr. No. | Name of the Directors and KMP | Shareholding at the beginning of the year 2019 | | Shareholding at the end of the year 2020 | |
|---|--|--|----------------------------------|--|----------------------------------|
| | | No. of shares | % of total shares of the company | No. of shares | % of total shares of the company |
| DIRECTORS | | | | | |
| 01 | Mr. Rajesh R. Mandawewala | - | - | - | - |
| 02 | Mr. Abhishek R. Mandawewala | - | - | - | - |
| 03 | Mrs. Khushboo Mandawewala | - | - | - | - |
| 04 | Mr. Atul Desai | 30 | 0.00 | 30 | 0.00 |
| 05 | Mr. M. K. Tandon | - | - | - | - |
| 06 | Mr. K. H. Viswanathan | - | - | - | - |
| KMP (other than Executive director/ Whole time director) | | | | | |
| 01 | Mr. Himanshu Dhaddha (Chief Financial Officer) | 2000 | 0.00 | 6690 | 0.00 |
| 02 | Mr. Ashitosh Sheth (Company Secretary) * | - | - | - | - |

*Employed for part of the year 2019-20.

VI. INDEBTEDNESS

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

(₹ in Lakhs)

| | Secured loans excluding deposits | Unsecured loans | Deposits | Total indebtedness |
|--|----------------------------------|------------------|----------|--------------------|
| Indebtedness at the beginning of the financial year | | | | |
| i. Principal Amount | 21362.51 | 3600.00 | - | 24962.51 |
| ii. Interest due but not paid | - | - | - | - |
| iii. Interest accrued but not due | 133.19 | - | - | 133.19 |
| Total (i + ii + iii) | 21495.70 | 3600.00 | - | 25095.70 |
| Change in indebtedness during the financial year | | | | |
| · Addition | 616.83 | - | - | 616.83 |
| · Reduction | 3798.28 | 2400.00 | - | 6198.28 |
| · Reduction in Interest accrued but not due | 133.19 | - | - | 133.19 |
| Net change | (3314.64) | (2400.00) | - | (5714.64) |
| Indebtedness at the end of the financial year | | | | |
| i. Principal Amount | 18181.06 | 1200.00 | - | 19381.06 |
| ii. Interest due but not paid | - | - | - | - |
| iii. Interest accrued but not due | 190.04 | - | - | 190.04 |
| Total (i+ii+iii) | 18371.10 | 1200.00 | - | 19571.10 |

VII. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

A. Remuneration to Executive Director, Whole-time director and/or Manager

(₹ in Lakhs)

| Sr. No. | Particulars of Remuneration | Abhishek R. Mandawewala, Managing Director | Khushboo Mandawewala, Whole time Director |
|---------|--|--|---|
| 1 | Gross Salary | | |
| a) | Salary as per provisions contained in section 17(1) of the Income Tax Act 1961.(excluding commission paid which was provided previous year) | 69.96 | 27.98 |
| b) | Value of perquisites u/s. 17(2) Income Tax Act, 1961 | - | - |
| c) | Profits in lieu of salary under section 17(3) Income Tax Act, 1961 | - | - |
| 2 | Stock Option | - | - |
| 3 | Sweat equity | - | - |
| 4 | Commission | - | - |
| 5 | Others, please specify (contribution to Provident fund) | 3.60 | 1.44 |
| | Total | 73.56 | 29.42 |
| | Ceiling as per the Act.* | NA | NA |

*Remuneration paid to the Managing Director and Whole time Director is within the ceiling provided under Section 197 of the Companies Act, 2013

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B. Remuneration to Other Directors

(₹ in Lakhs)

| Sr. No. | Particulars of Remuneration | Name of Directors | | | | Total amount |
|-----------|--|--|--------------|-------------------|-----------------|--------------|
| | | Atul Desai | M. K. Tandon | K. H. Viswanathan | ® Mala Todarwal | |
| 1. | Independent Directors | | | | | |
| 1) | Fee for attending board committee meetings | 3.95 | 3.35 | 3.65 | 1.40 | 12.35 |
| 2) | Commission | Nil | Nil | Nil | Nil | Nil |
| 3) | Others, please specify | Nil | Nil | Nil | Nil | Nil |
| | Total (1) | 3.95 | 3.35 | 3.65 | 1.40 | 12.35 |
| 2. | Other Non-Executive Directors | Nil | | | | |
| | Total (2) | Nil | | | | |
| | Total (B) = (1 + 2) | 3.95 | 3.35 | 3.65 | 1.40 | 12.35 |
| | Overall ceiling as per the Act | 1% of the Net profits of the Company i.e. 1740.56 Lakhs (exclusive of any fees payable to directors for attending meetings of the Board or Committee thereof provided that the amount of such fees does not exceed Rupees One lakh per meeting of the Board or committee thereof.) | | | | |

@ Ceased from the Independent Directorship on expiration of second term of office on 31st July 2019.

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

(₹ in Lakhs)

| Sr. No. | Particulars of Remuneration# | Himanshu Dhadha (CFO) | Ashitosh Sheth (CS)* | Total Amount Rs |
|---------|--|-----------------------|----------------------|-----------------|
| 1 | Gross Salary | | | |
| | a) Salary as per provisions contained in section 17(1) of the Income Tax Act 1961. | 68.04 | 17.57 | 85.61 |
| | b) Value of perquisites u/s. 17(2) Income Tax Act, 1961 | 0.98 | - | 0.98 |
| | c) Profits in lieu of salary under section 17(3) Income Tax Act, 1961 | - | - | - |
| 2 | Stock Option-Vested & Exercised | @ | - | @ |
| 3 | Sweat equity | - | - | - |
| 4 | Commission | | | |
| | - As % of profit | - | - | - |
| | - Others, specify..... | - | - | - |
| 5 | Others (Contribution to the PF) | 3.59 | 0.76 | 4.35 |
| | Total | 72.61 | 18.33 | 90.94 |

Remuneration represent gross salary paid during the year.

* Employed for part of the year 2019-20.

@ Mr. Himanshu Dhadha also receive ESOP's under the company's ESOP Scheme.

VII. PENALTIES / PUNISHMENT / COMPOUNDING OF OFFENCES

No penalties / punishment / compounding of offences are imposed to the Company nor to any directors of the Company.