

MGT-9 - EXTRACT OF ANNUAL RETURN
As on financial year ended on 31st 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:

CIN	:	L24110GJ1969PLC001590
Registration Date	:	31/05/1969
Name of the Company	:	THEMIS MEDICARE LIMITED
Category / Sub-Category of the Company	:	Company Limited by shares/Indian Non-Government Company
Address of the Registered office and contact details	:	PLOT NO 69-A, GIDC IND ESTATE, VAPI, DIST- VALSAD, Gujarat-396195 ■ Contact Details: Tel: 91-22-67607080; Fax: 91-22-67607019 ■ Email: themis@themismedicare.com ■ Website: www.themismedicare.com
Whether listed company	:	Yes
Name, Address and Contact details of Registrar and Transfer Agent, if any:	:	Link Intime India Pvt. Ltd, C 101, 247 Park, L.B.S. Marg, Vikhroli (West), Mumbai, Maharashtra, 400083 Tel : +91 22 - 49186000 Fax : +91 22 – 49186060 E-mail : rnt.helpdesk@linkintime.co.in Web site : www.linkintime.com

II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY

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

Sr. No.	Name and Description of main products/ services	NIC Code of the Product/ service	% to total turnover of the company
1	Manufacture of pharmaceuticals & medicinal chemical	2100	100%

III. PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES

Sr. No.	Name, CIN & address of the Company	Subsidiary / Associate Company	% of shares held	Applicable section
1	Artemis Biotech Ltd. (CIN: U24233MH2011PLC212359) 11/12, Udyog Nagar, S.V.Road, Goregaon – West, Mumbai-400104, Maharashtra.	Subsidiary Company	95%	Sections 2(46) and 2(87) of Companies Act, 2013.
2	Themis Lifestyle Pvt. Ltd. (CIN:U33111MH2010PTC209797) 11/12, Udyog Nagar, S.V.Road, Goregaon – West, Mumbai-400104, Maharashtra.	Subsidiary Company	99%	Sections 2(46) and 2(87) of Companies Act, 2013.
3	Carpo Medical Ltd. (Parkhill Business Centre Walton Road, Wetherby, Leeds, West Yorkshire, United Kingdom, LS22 5DZ)	Subsidiary Company	90%	Sections 2(46) and 2(87) of Companies Act, 2013.
4	Gujarat Themis Biosyn Ltd. (CIN: L24230GJ1981PLC004878) Plot NO. 69-A, G.I.D.C. Industrial Estate, Vapi, Dist-Valsad-396 195, Gujarat.	Associate Company	23.19%	Section 2(6) of Companies Act, 2013.
5	Long Island Nutritionals. Pvt. Ltd. (CIN: U15500MH1995PTC087434) SSI Development Co-op. Society Ltd., Plot No. - 7, Gala No.102, Udyog Nagar, S.V. Road, Goregaon West, Mumbai- 400104, Maharashtra.	Associate Company	37.14%	Section 2(6) of Companies Act, 2013
6	Richter Themis Medicare (India) Pvt. Ltd. (CIN: U24230GJ2004PTC044969) Plot NO. 69-A, G.I.D.C. Industrial Estate, Vapi, Dist-Valsad-396 195, Gujarat.	Joint Venture	49%	Section 2(6) of Companies Act, 2013

IV. SHARE HOLDING PATTERN (Equity Share Capital Breakup as percentage of Total Equity):

A. CATEGORY-WISE SHARE HOLDING:

Sr No	Category of Shareholders	Shareholding at the beginning of the year - 2018				Shareholding at the end of the year - 2019				% Change during the year
		Demat	Physical	Total	% of Total Shares	Demat	Physical	Total	% of Total Shares	
(A)	Shareholding of Promoter and Promoter Group									
[1]	Indian									
(a)	Individuals / Hindu Undivided Family	2854041	0	2854041	31.0881	2854041	0	2854041	31.0866	-0.0015
(b)	Central Government / State Government(s)	0	0	0	0.0000	0	0	0	0.0000	0.0000
(c)	Financial Institutions / Banks	0	0	0	0.0000	0	0	0	0.0000	0.0000
(d)	Any Other (Specify)									
	Bodies Corporate	2442946	0	2442946	26.6102	2442946	0	2442946	26.6089	-0.0013
	Sub Total (A)(1)	5296987	0	5296987	57.6983	5296987	0	5296987	57.6955	-0.0028
[2]	Foreign									
(a)	Individuals (Non-Resident Individuals / Foreign Individuals)	0	0	0	0.0000	0	0	0	0.0000	0.0000
(b)	Government	0	0	0	0.0000	0	0	0	0.0000	0.0000
(c)	Institutions	0	0	0	0.0000	0	0	0	0.0000	0.0000
(d)	Foreign Portfolio Investor	0	0	0	0.0000	0	0	0	0.0000	0.0000
(e)	Any Other (Specify)									
	Bodies Corporate	884308	0	884308	9.6325	884308	0	884308	9.6320	-0.0005
	Sub Total (A)(2)	884308	0	884308	9.6325	884308	0	884308	9.6320	-0.0005
	Total Shareholding of Promoter and Promoter Group(A)=(A)(1)+(A)(2)	6181295	0	6181295	67.3308	6181295	0	6181295	67.3275	-0.0033
(B)	Public Shareholding									
[1]	Institutions									
(a)	Mutual Funds / UTI	0	0	0	0.0000	0	0	0	0.0000	0.0000
(b)	Venture Capital Funds	0	0	0	0.0000	0	0	0	0.0000	0.0000
(c)	Alternate Investment Funds	0	0	0	0.0000	0	0	0	0.0000	0.0000
(d)	Foreign Venture Capital Investors	0	0	0	0.0000	0	0	0	0.0000	0.0000
(e)	Foreign Portfolio Investor	0	0	0	0.0000	0	0	0	0.0000	0.0000
(f)	Financial Institutions / Banks	0	1000	1000	0.0109	0	1000	1000	0.0109	0.0000
(g)	Insurance Companies	0	0	0	0.0000	0	0	0	0.0000	0.0000
(h)	Provident Funds/ Pension Funds	0	0	0	0.0000	0	0	0	0.0000	0.0000
(i)	Any Other (Specify)									
	Sub Total (B)(1)	0	1000	1000	0.0109	0	1000	1000	0.0109	0.0000
[2]	Central Government/ State Government(s)/ President of India									
	Central Government / State Government(s)	22103	0	22103	0.2408	0	0	0	0.0000	-0.2408
	Sub Total (B)(2)	22103	0	22103	0.2408	0	0	0	0.0000	-0.2408

[3]	Non-Institutions									
(a)	Individuals									
(i)	Individual shareholders holding nominal share capital upto Rs. 1 lakh.	937688	95194	1032882	11.2508	936189	81584	1017773	11.0857	-0.1651
(ii)	Individual shareholders holding nominal share capital in excess of Rs. 1 lakh	1014384	20000	1034384	11.2672	1035807	20000	1055807	11.5000	0.2328
(b)	NBFCs registered with RBI	0	0	0	0.0000	2700	0	2700	0.0294	0.0294
(d)	Overseas Depositories(holding DRs) (balancing figure)	0	0	0	0.0000	0	0	0	0.0000	0.0000
(e)	Any Other (Specify)									
	IEPF	0	0	0	0.0000	31604	0	31604	0.3442	0.3442
	Independent Relatives Of Director	2100	0	2100	0.0229	2100	0	2100	0.0229	0.0000
	Hindu Undivided Family	143714	208	143922	1.5677	178754	166	178920	1.9488	0.3811
	Non Resident Indians (Non Repat)	203855	0	203855	2.2205	208061	0	208061	2.2662	0.0457
	Non Resident Indians (Repat)	8517	36200	44717	0.4871	9544	36200	45744	0.4982	0.0111
	Independent Director	10400	200	10600	0.1155	10400	200	10600	0.1155	0.0000
	Clearing Member	29792	0	29792	0.3245	22799	0	22799	0.2483	-0.0762
	Bodies Corporate	472742	1100	473842	5.1614	421439	1100	422539	4.6023	-0.5591
	Sub Total (B)(3)	2823192	152902	2976094	32.4176	2859397	139250	2998647	32.6616	0.2440
	Total Public Shareholding(B)=(B)(1)+(B)(2)+(B)(3)	2845295	153902	2999197	32.6692	2859397	140250	2999647	32.6725	0.0033
	Total (A)+(B)	9026590	153902	9180492	100.0000	9040692	140250	9180942	100.0000	0.0000
(C)	Non Promoter - Non Public									
[1]	Custodian/DR Holder	0	0	0	0.0000	0	0	0	0.0000	0.0000
[2]	Employee Benefit Trust (under SEBI (Share based Employee Benefit) Regulations, 2014)	0	0	0	0.0000	0	0	0	0.0000	0.0000
	Total (A)+(B)+(C)	9026590	153902	9180492	100.0000	9040692	140250	9180942	100.0000	

B. SHAREHOLDING OF PROMOTERS :

Sr No	Shareholder's Name	Shareholding at the beginning of the year - 2018			Shareholding at the end of the year - 2019			% change in shareholding during the year
		No. of Shares held	% of total Shares of the Company	%of Shares Pledged /encumbered to total shares	NO.OF SHARES HELD	% of total Shares of the company	%of Shares Pledged/ encumbered to total shares	
1	VIVIDHMARGI INVESTMENTS PRIVATE LTD.	1452842	'15.8245	'0.0000	1452842	'15.8245	'0.0000	'0.0000
2	GEDEON RICHTER INVESTMENT MANAGEMENT LTD.	884308	'9.6320	'0.0000	884308	'9.6320	'0.0000	'0.0000
3	VIVIDH DISTRIBUTORS PRIVATE LTD.	716100	'7.7999	'0.0000	716100	'7.7999	'0.0000	'0.0000
4	DINESH SHANTILAL PATEL	707957	'7.7112	'0.0000	871953	'9.4974	'0.0000	'1.7862
5	JAYSHREE D PATEL	667664	'7.2723	'0.0000	667664	'7.2723	'0.0000	'0.0000

6	SACHIN DINESH PATEL	551655	'6.0087	'0.0000	551655	'6.0087	'0.0000	'0.0000
7	REENA S PATEL	371491	'4.0463	'0.0000	371491	'4.0463	'0.0000	'0.0000
8	THEMIS DISTRIBUTORS PRIVATE LTD.	274004	'2.9845	'0.0000	274004	'2.9845	'0.0000	'0.0000
9	MADHUBEN SHANTILAL PATEL	163996	'1.7863	'0.0000	0	'0.0000	'0.0000	'-1.7863
10	ANAY RUPEN CHOKSI	117689	'1.2819	'0.0000	117689	'1.2819	'0.0000	'0.0000
11	NYSHA RUPEN CHOKSI	117689	'1.2819	'0.0000	117689	'1.2819	'0.0000	'0.0000
12	DINESH S PATEL	98900	'1.0772	'0.0000	98900	'1.0772	'0.0000	'0.0000
13	SHANTILAL DAHYABHAI PATEL . .	55800	'0.6078	'0.0000	55800	'0.6078	'0.0000	'0.0000
14	RUPEN ASHWIN CHOKSI	1200	'0.0131	'0.0000	1200	'0.0131	'0.0000	'0.0000
	Total	6181295	'67.3275	'0.0000	6181295	'67.3275	'0.0000	'0.0000

C. CHANGE IN PROMOTERS' SHAREHOLDING (PLEASE SPECIFY, IF THERE IS NO CHANGE):

Sr No.	Name & Type of Transaction	Shareholding at the beginning of the year - 2018		Transactions during the year		Cumulative Shareholding at the end of the year - 2019	
		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	VIVIDHMARGI INVESTMENTS PRIVATE LTD.	1452842	15.8245			1452842	15.8245
	AT THE END OF THE YEAR					1452842	15.8245
2	GEDEON RICHTER INVESTMENT MANAGEMENT LTD.	884308	9.6320			884308	9.6320
	AT THE END OF THE YEAR					884308	9.6320
3	DINESH SHANTILAL PATEL	707957	7.7112			707957	7.7112
	Transfer			01 Mar 2019	163996	871953	9.4974
	AT THE END OF THE YEAR					872265	9.5008
4	VIVIDH DISTRIBUTORS PRIVATE LTD.	716100	7.7999			716100	7.7999
	AT THE END OF THE YEAR					716100	7.7999
5	JAYSHREE D PATEL	667664	7.2723			667664	7.2723
	AT THE END OF THE YEAR					667664	7.2723
6	SACHIN DINESH PATEL	551655	6.0087			551655	6.0087
	AT THE END OF THE YEAR					551655	6.0087
7	REENA S PATEL	371491	4.0463			371491	4.0463
	AT THE END OF THE YEAR					371491	4.0463
8	THEMIS DISTRIBUTORS PRIVATE LTD.	274004	2.9845			274004	2.9845
	AT THE END OF THE YEAR					274004	2.9845
9	ANAY RUPEN CHOKSI	117689	1.2819			117689	1.2819
	AT THE END OF THE YEAR					117689	1.2819
10	NYSHA RUPEN CHOKSI	117689	1.2819			117689	1.2819

	AT THE END OF THE YEAR					117689	1.2819
11	DINESH S PATEL HUF	98900	1.0772			98900	1.0772
	AT THE END OF THE YEAR					98900	1.0772
12	SHANTILAL DAHYABHAI PATEL . .	55800	0.6078			55800	0.6078
	AT THE END OF THE YEAR					55800	0.6078
13	RUPEN ASHWIN CHOKSI	1200	0.0131			1200	0.0131
	AT THE END OF THE YEAR					1200	0.0131
14	MADHUBEN SHANTILAL PATEL	163996	1.7863			163996	1.7863
	Transfer			22 Feb 2019	(163996)	0	0.0000
	AT THE END OF THE YEAR					0	0.0000

D. 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 - 2018		Transactions during the year		Cumulative Shareholding at the end of the year - 2019	
		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	DINESH SHANTILAL PATEL	1415914	15.4223			1415914	15.4223
	Transfer			06 Apr 2018	-707957	707957	7.7112
	Transfer			01 Mar 2019	163996	871953	9.4974
	AT THE END OF THE YEAR					5231822	56.9857
2	ANUJ ANANTRAI SHETH	450000	4.9015			450000	4.9015
	Transfer			09 Nov 2018	-450000	0	0.0000
	Transfer			16 Nov 2018	450000	450000	4.9015
	AT THE END OF THE YEAR					450000	4.9015
3	ZAFAR AHMADULLAH	161907	1.7635			161907	1.7635
	Transfer			06 Jul 2018	-161907	0	0.0000
	Transfer			13 Jul 2018	161907	161907	1.7635
	Transfer			09 Nov 2018	-161907	0	0.0000
	Transfer			16 Nov 2018	161907	161907	1.7635
	AT THE END OF THE YEAR					161907	1.7635
4	URJITA J MASTER	150000	1.6338			150000	1.6338
	AT THE END OF THE YEAR					150000	1.6338
5	RAJIV M DOSHI	115000	1.2526			115000	1.2526
	AT THE END OF THE YEAR					115000	1.2526
6	OPPORTUNE ADVISORY SERVICES LLP	100000	1.0892			100000	1.0892
	Transfer			06 Jul 2018	-100000	0	0.0000

	Transfer			13 Jul 2018	100000	100000	1.0892
	Transfer			09 Nov 2018	-100000	0	0.0000
	Transfer			16 Nov 2018	100000	100000	1.0892
	AT THE END OF THE YEAR					100000	1.0892
7	IIFL SECURITIES LIMITED	105581	1.15			105581	1.1500
	Transfer			13 Apr 2018	-105581	0	0.0000
	Transfer			20 Apr 2018	105581	105581	1.1500
	Transfer			22 Jun 2018	1	105582	1.1500
	Transfer			30 Jun 2018	-1	105581	1.1500
	Transfer			17 Aug 2018	1	105582	1.1500
	Transfer			24 Aug 2018	179	105761	1.1520
	Transfer			31 Aug 2018	-178	105583	1.1500
	Transfer			07 Sep 2018	-2	105581	1.1500
	Transfer			05 Oct 2018	-105581	0	0.0000
	Transfer			14 Dec 2018	15	15	0.0002
	Transfer			21 Dec 2018	-15	0	0.0000
	Transfer			01 Mar 2019	113	113	0.0012
	Transfer			29 Mar 2019	23145	23258	0.2533
	Transfer			30 Mar 2019	62323	85581	0.9322
	AT THE END OF THE YEAR					85581	0.9322
8	AKSHAY JAYANTILAL DOSHI	60000	0.6535			60000	0.6535
	Transfer			09 Nov 2018	-60000	0	0.0000
	Transfer			16 Nov 2018	60000	60000	0.6535
	AT THE END OF THE YEAR					60000	0.6535
9	NIMESH ARVIND DOSHI	0	0			0	0.0000
	Transfer			14 Dec 2018	40000	40000	0.4357
	AT THE END OF THE YEAR					40000	0.4357
10	PROGRESSIVE SHARE BROKERS PRIVATE LIMITED	26294	0.2864			26294	0.2864
	Transfer			06 Jul 2018	-26294	0	0.0000
	Transfer			27 Jul 2018	26000	26000	0.2832
	Transfer			03 Aug 2018	294	26294	0.2864
	Transfer			17 Aug 2018	13000	39294	0.4280
	Transfer			09 Nov 2018	-39294	0	0.0000
	Transfer			16 Nov 2018	39294	39294	0.4280
	AT THE END OF THE YEAR					39294	0.4280
11	MANJU PAREKH	40000	0.4357			40000	0.4357
	Transfer			12 Oct 2018	-10000	30000	0.3268
	Transfer			14 Dec 2018	-10000	20000	0.2178
	AT THE END OF THE YEAR					20000	0.2178
12	JEWELS ADVISORY SERVICES LLP	40000	0.4357			40000	0.4357
	Transfer			06 Jul 2018	-40000	0	0.0000

	Transfer			13 Jul 2018	40000	40000	0.4357
	Transfer			09 Nov 2018	-40000	0	0.0000
	Transfer			16 Nov 2018	40000	40000	0.4357
	Transfer			14 Dec 2018	-40000	0	0.0000
	AT THE END OF THE YEAR					0	0.0000

E. SHAREHOLDING OF DIRECTORS AND KEY MANAGERIAL PERSONNEL:

Sl. No.	For each of the Directors and KMP	Shareholding at the beginning of the year - 01.04.2018		Cumulative Shareholding during the year 31.03.2019	
		No. of shares	% of total shares of the Company	No. of shares	% of total shares of the Company
1	Mr. Hoshang N. Sinor (Independent Director)				
	At the beginning of the year	7100	0.079	-	-
	Increase / Decrease in Share holding during the year	-	-	-	-
	At the End of the year	-	-	7100	0.078
2	Mr. Humayun Dhanrajgir (Independent Director)				
	At the beginning of the year	-	-	-	-
	Increase / Decrease in Share holding during the year	-	-	-	-
	At the End of the year	-	-	-	-
3	Mr. Rajneesh Anand (Non-Executive Director)				
	At the beginning of the year	5600	0.062	-	-
	Increase in Share holding during the year (ESOP Share)	-	-	-	-
	At the End of the year	-	-	5600	0.061
4	Mr. Vijay Agarwal (Independent Director)				
	At the beginning of the year	-	-	-	-
	Increase / Decrease in Share holding during the year	-	-	-	-
	At the End of the year	-	-	-	-
6	Mr. Hariharan Subramaniam (Independent Director)				
	At the beginning of the year	-	-	-	-
	Increase / Decrease in Share holding during the year	-	-	-	-
	At the End of the year	-	-	-	-
7	Mrs. Jayshree Dinesh Patel (Whole – Time Director)				
	At the beginning of the year	667664	7.27		
	Decrease in Share holding during the year				
	At the End of the year	-	-	667664	7.27
9	Mr. Lajos Kovacs (Non-Executive Director/Promoter)				

	At the beginning of the year	-	-	-	-
	Increase / Decrease in Share holding during the year	-	-	-	-
	At the End of the year	-	-	-	-
10	Dr. Gabor Gulacsi (Additional Director/Promoter) (Appointed w.e.f.29.03.2019)				
	At the beginning of the year	-	-	-	-
	Increase / Decrease in Share holding during the year	-	-	-	-
	At the End of the year	-	-	-	-
11	Dr. Sachin D. Patel (Managing Director & CEO)				
	At the beginning of the year	551655	6.01	-	-
	Increase / Decrease in Share holding during the year				
	At the End of the year			551655	6.01
12	Dr. Dinesh S. Patel (Executive Vice Chairman)				
	At the beginning of the year	707957	7.71	-	-
	Increase / Decrease in Share holding during the year	164100	1.79	872057	9.50
	At the End of the year			872057	9.50
13	Mrs. Reena Sachin Patel (Alternate Director to Mr. Lajos Kovacs)				
	At the beginning of the year	371491	4.05	-	-
	Increase / Decrease in Share holding during the year	-	-		
	At the End of the year	-	-	371491	4.05
15	Mr. Sangameshwar Iyer Company Secretary				
	At the beginning of the year	-	-	-	-
	Increase / Decrease in Share holding during the year	-	-	-	-
	At the End of the year	-	-	-	-
15	Mr. Tushar Dalal (Chief Financial Officer)				
	At the beginning of the year	4545	0.05	-	-
	Increase in Share holding during the year (ESOP Shares)				
	At the End of the year	-	-	4545	0.05

V. INDEBTEDNESS:

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

(Rs. In Lakhs)

Particulars	Secured Loans Excluding deposits	Unsecured Loans	Deposits	Total Indebtedness
Indebtedness at the beginning of the financial year	5928.46	2071.48	-	7999.94
i) Principal Amount				
ii) Interest due but not paid				
iii) Interest accrued but not due				
Total (i+ii+iii)	5928.46	2071.48	-	7999.94

Change in Indebtedness during the financial year				
Addition	-	607.91	-	607.91
Reduction	427.56	-	-	(427.56)
Net Change	(427.56)	607.91	-	180.35
Indebtedness at the end of the financial year				
i) Principal Amount	5500.90	2679.39	-	8180.29
ii) Interest due but not paid				
iii) Interest accrued but not due				
Total (i+ii+iii)	5500.90	2679.39	-	8180.29

VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL:

Remuneration to Managing Director, Whole-time Directors and/or Manager:

Particulars of Remuneration	Name of MD/ WTD/ Manager			Total Amount
	Dr. Dinesh S. Patel* (Executive Vice Chairman)	Mrs. Jayshree D. Patel	Dr. Sachin D. Patel* (Managing Director & CEO)	
Gross salary				
(a) Salary as per provisions contained in section 17(1) of the Income-tax Act, 1961	63,38,393	44,12,258	60,20,625	1,67,71,276
(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				
Stock Option				
Sweat Equity				
Commission				
- as % of profit				
- others(Provident Fund)	7,60,607	5,29,470	6,80,475	19,70,552
Others, please specify				
Total (A)	70,99,000	49,41,728	67,01,100	1,87,41,828
Ceiling as per the Act	As per Applicable Ceiling prescribed in Schedule V of the Companies Act, 2013	As per Applicable Ceiling prescribed in Schedule V of the Companies Act, 2013	As per Applicable Ceiling prescribed in Schedule V of the Companies Act, 2013	As per Applicable Ceiling prescribed in Schedule V of the Companies Act, 2013

VII. REMUNERATION/SITING FEES TO OTHER DIRECTORS:

Particulars of Remuneration	Name of Directors				Total Amount
	Mr. H. N. Sinor	Mr. H. Dhanrajgir	Mr. Vijay Agarwal	Mr. H. Subramaniam	
1. Independent Directors					
Fee for attending board / committee meetings	360000	320000	240000	80000	1000000
Commission	-	-	-	-	-
Others, please specify	-	-	-	-	-
Total (1)	360000	320000	240000	80000	1000000
2. Other Non-Executive Directors					
	Mr. Rajneesh Anand	Dr. Gabor Gulasci*	Mr. Lajos Kovacs		
Fee for attending board / committee meetings	200000	-	-	-	200000
Commission	-	-	-	-	-
Others, please specify	-	-	-	-	-
Total (2)	200000	-	-	-	200000
Total (B)=(1+2)					1200000
Overall Ceiling as per the Act	1% of net profit				

The Company maintains Non-Executive Chairman's office at its own expenses. The Company from time to time reimburses/pays the expenses in relation to the Chairman's office in connection with performance of his duties as the Chairman of the Company.

*Notes

1) Dr. Gabor Gulasci was appointed as an additional director w.e.f 29th March, 2019.

VIII. REMUNERATION TO KEY MANAGERIAL PERSONNEL OTHER THAN MD/MANAGER/WTD

Sr. No.	Particulars of Remuneration	Sangameshwar Iyer (Company Secretary)	Tushar Dalal (Chief Financial Officer)
1	Gross salary		
	(a) Salary as per provisions contained in section 17(1) of the Income-tax Act, 1961	12,66,580	27,75,818
	(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		
	- as % of profit		
	- others, specify(Provident Fund)	73,920	1,35,000
5	Others,		
	Total	13,40,500	29,10,818

IX. PENALTIES / PUNISHMENT/ COMPOUNDING OF OFFENCES: NIL

For and on behalf of the Board of Directors

Sd/-
Dr. Sachin D. Patel
Managing Director & CEO
DIN: 00033353

Sd/-
H. Dhanrajgir
Independent Director
DIN: 00004006

Place: Mumbai
Dated: 28th May, 2019