

# ANNEXURE B TO BOARDS REPORT

Form No. MGT-9

**EXTRACT OF ANNUAL RETURN** 

as on the financial year ended on 31<sup>st</sup> March, 2015

[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   | : | L55101TZ1990PLC002653   |
|------|---|---|---|
| ii)  | Registration Date   | : | 21.3.1990   |
| iii) | Name of the Company   | : | VELAN HOTELS LIMITED  |
| iv)  | Category / Sub-Category of the Company                            | : | Company Limited by Shares   |
| v)   | Address of the Registered office and contact details              | : | 41 Kangayam Road, Tirupur 641 604 - Tamil Nadu<br>Ph : 0421-431 1111 - Fax : 0421-2424434<br>E-mail : accounts@velanhotels.com  |
| vi)  | Whether listed company  | : | Yes   |
| vii) | Name, Address and Contact details of Registrar and Transfer Agent | : | S K D C Consultants Limited<br>Kanapathy Towers, 3rd Floor, 1391/A-1, Sathy Road<br>Ganapathy, Coimbatore,Tamilnadu-641006<br>Ph : 0422 - 6549995, 2539835-836<br>Fax : 0422 -2539837<br>E-mail : info@skdc-consultants.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:-

| SI No | Name and Description of main products / services | NIC Code of the<br>Product/service | % to total turnover<br>of the company |
|-------|--|------------------------------------|---------------------------------------|
| 1     | Lodging  | 55101                              | 53%                                   |
| 2     | Restaurants & Bars                               | 56301                              | 47%                                   |

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

| SI<br>No | Name and address<br>of the company | CIN/GLN | Holding/<br>Subsidiary /<br>Associate | % of<br>shares<br>held | Applicable<br>Section |
|----------|------------------------------------|---------|---------------------------------------|------------------------|-----------------------|
| 1.       | NA                                 | NA      | NA                                    | NA                     | NA                    |



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

# i) Category-wise Share Holding

| S  | Category of shareholders   |          | hares hele<br>e year (As |          |                   | No. of shares held at the end<br>of the year (As on 31-3-2015) |          |            |                   | % of<br>change     |
|----|--|----------|--------------------------|----------|-------------------|--|----------|------------|-------------------|--------------------|
| No | Category of shareholders   | Demat    | Physical                 | Total    | % of total shares | Demat  | Physical | Total      | % of total shares | during<br>the year |
| А. | Promoters  |          |                          |          |                   |  |          |            |                   |                    |
|    | a) Individual/HUF  | 22791096 | Nil                      | 22791096 | 71.30             | 22791096   | Nil      | 22791096   | 71.302            | Nil                |
|    | b) Central Govt.   | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | c) State Govt. (s)   | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | d) Bodies Corp.  | 2826934  | Nil                      | 2826934  | 8.844             | 2826934  | Nil      | 2826934    | 8.844             | Nil                |
|    | e) Banks / Fl  | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | f) Any Other   | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | Sub-total (A) (1):-  | 25618030 | Nil                      | 25618030 | 80.146            | 25618030   | Nil      | 25618030   | 80.146            | Nil                |
| 2) | Foreign  |          |                          |          |                   |  |          |            |                   |                    |
|    | a) NRIs - Individuals  | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | b) Other – Individuals   | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | c) Bodies Corp.  | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | d) Banks / Fl  | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | e) Any Other   | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | Sub-total (A) (2):-  | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | Total shareholding of Promoter (A) = (A)(1)+(A)(2)   | 25618030 | Nil                      | 25618030 | 80.146            | 25618030   | Nil      | 25618030   | 80.146            | Nil                |
| В. | Public Shareholding  |          |                          |          |                   |  |          |            |                   |                    |
|    | a) Mutual Funds/ Banks/Fl  | Nil      | 7000                     | 7000     | 0.022             | Nil  | 7000     | 7000       | 0.022             | Nil                |
|    | b) Central Govt.   | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | c) State Govt.(s)  | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | d) Venture Capital funds   | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | e) Insurance Companies   | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | g) Fils  | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | h) Foreign Venture Capital Funds   | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | i) Others (specify)  | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | Sub-total (B)(1):-   | Nil      | 7000                     | 7000     | 0.022             | Nil  | 7000     | 7000       | 0.022             | Nil                |
| 2. | Non-Institutions   |          |                          |          |                   |  |          |            |                   |                    |
|    | a) Bodies Corp.  | _        |                          |          |                   |  |          |            |                   |                    |
|    | i) Indian  | 260196   | 79600                    | 339796   | 1.063             | 185422   | 79500    | 264922     | 0.829             | -0.234             |
|    | ii) Overseas   | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | b) Individuals   |          |                          |          |                   |  |          |            |                   |                    |
|    | <ul> <li>i) Individual shareholders holding nominal<br/>share capital upto Rs. 1 lakh</li> </ul> | 1135459  | 887415                   | 2022874  | 6.328             | 1155964  | 864615   | 2020579    | 6.320             | -0.008             |
|    | ii) Individualshareholders holding nominal share capital in excess of Rs 1 lakh                  | 2375907  | 226800                   | 2602707  | 8.143             | 2555985  | 226800 2 | 782785 8.7 | 06 0.563          |                    |
|    | c) Others  |          |                          |          |                   |  |          |            |                   |                    |
|    | 1. Directors & their relative  | 560000   | 62550                    | 622550   | 1.948             | 560000   | 62550    | 622550     | 1.948             | Nil                |
|    | 2. Non-Resident  | 4118     | 15200                    | 19318    | 0.060             | 5155   | 15200    | 20355      | 0.064             | 0.004              |
|    | 3. Overseas Corporate Bodies   | Nil      | 1000                     | 1000     | 0.003             | 0  | 1000     | 1000       | 0.003             | Nil                |
|    | 4. Clearing Members  | 58155    | Nil                      | 58155    | 0.182             | 65067  | Nil      | 65067      | 0.204             | 0.022              |
|    | 5. HUF   | 672689   | Nil                      | 672689   | 2.105             | 561831   | Nil      | 561831     | 1.758             | -0.347             |
|    | Sub-total (B)(2):-   | 5066524  | 127265                   | 66339089 | 19.832            | 5089424  | 1249665  | 6339089    | 19.832            | Nil                |
|    | Total Public Shareholding (B)=(B) (1) +B( (2)  | 5066524  | 127265                   | 66339089 | 19.832            | 5089424  | 1249665  | 6339089    | 19.832            | Nil                |
| C. | Shares held by Custodian for SDRs & ADRs   | Nil      | Nil                      | Nil      | Nil               | Nil  | Nil      | Nil        | Nil               | Nil                |
|    | Grand Total (A+B+C)  | 30684554 | 1279565                  | 31964119 | 100.00            | 30707454   | 1256665  | 31964119   | 100.00            | Nil                |



### ii) Shareholding of Promoter

|         |                                       | Sharehol         | ding at the k<br>of the year              | beginning   | Shareholding at the<br>end of the year |   |   | Shares of   |
|---------|---------------------------------------|------------------|---|---|--|---|---|---|
| S<br>No | Shareholder's Name                    | No. of<br>shares | % of total<br>shares<br>of the<br>company | % of shares<br>pledged/<br>encumbered<br>to total<br>shares | No. of                                 | % of total<br>shares<br>of the<br>company | % of shares<br>pledged/<br>encumbered<br>to total<br>shares | % change in<br>shareholding<br>during the<br>year |
| 1       | Sri. E. V. Muthukumara Ramalingam     | 12678383         | 39.664                                    | Nil   | 12678383                               | 39.664                                    | Nil   | Nil   |
| 2       | Sri. M. R. Gautham                    | 6420750          | 20.087                                    | Nil   | 6420750                                | 20.087                                    | Nil   | Nil   |
| 3       | Mrs. M. Sasikala                      | 2130743          | 6.666                                     | Nil   | 2130743                                | 6.666                                     | Nil   | Nil   |
| 4       | Mrs. G. Sharmada                      | 795344           | 2.488                                     | Nil   | 795344                                 | 2.488                                     | Nil   | Nil   |
| 5       | Mrs. Pallavi Naveen Mandradiar        | 729580           | 2.282                                     | Nil   | 729580                                 | 2.282                                     | Nil   | Nil   |
| 6       | Sri. B. A. Madhusudhan                | 36296            | 0.114                                     | Nil   | 36296                                  | 0.114                                     | Nil   | Nil   |
| 7       | M/s. Shree Vallee Enterprises Pvt Ltd | 2826934          | 8.844                                     | Nil   | 2826934                                | 8.844                                     | Nil   | Nil   |
|         | Total                                 | 25618030         | 80.145                                    | Nil   | 25618030                               | 80.145                                    | Nil   | Nil   |

# iii) Change in Promoters' Shareholding (please specify, if there is no change) – NOT APPLICABLE

|         |  |                  | t the beginning<br>e year              | Cumulative shareholding during the year |  |  |
|---------|--|------------------|--|---|--|--|
| S<br>No |  | No. of<br>shares | % of total<br>shares of<br>the company | No. of<br>shares                        | % of total<br>shares of<br>the company |  |
| 1       | At the beginning of the year   | 25618030         | 80.145                                 | -                                       | -                                      |  |
| 2       | Date wise increase / decrease in promoters share-holding<br>during the year specifying the reasons for increase /<br>decrease (e.g. allotment /transfer / bonus/ sweat equity<br>etc.) | -                | -                                      | -                                       | -                                      |  |
| 3       | At the end of the year   | -                | -                                      | 25618030                                | 80.145                                 |  |

#### iv) Shareholding Pattern of top ten Shareholders : (other than Directors and Promoters)

|         | For Each of the Top 10 shareholders |                  | ling at the<br>of the year             | Shareholding at the<br>End of the year |  |  |
|---------|-------------------------------------|------------------|--|--|--|--|
| S<br>No |                                     | No. of<br>shares | % of total<br>shares of<br>the company | No. of<br>shares                       | % of total<br>shares of<br>the company |  |
| 1       | Prithviraj                          | 505000           | 1.580                                  | 505000                                 | 1.580                                  |  |
| 2       | Mahender Agarwal                    | 500000           | 1.564                                  | 500000                                 | 1.564                                  |  |
| 3       | Kanku                               | 250000           | 0.782                                  | 250000                                 | 0.782                                  |  |
| 4       | Mahaveer Chand                      | 215000           | 0.673                                  | 215000                                 | 0.673                                  |  |
| 5       | Kishore Kumar Salecha               | 212442           | 0.665                                  | 212442                                 | 0.665                                  |  |
| 6       | Nirmal                              | 200500           | 0.627                                  | 145078                                 | 0.454                                  |  |
| 7       | P.S.Kathiresan                      | 195500           | 0.612                                  | 195500                                 | 0.612                                  |  |



# iv) Shareholding Pattern of top ten Shareholders : (other than Directors and Promoters) Contd...

|         |                                     |                  | ding at the<br>of the year             | Shareholding at the<br>End of the year |  |  |
|---------|-------------------------------------|------------------|--|--|--|--|
| S<br>No | For Each of the Top 10 shareholders | No. of<br>shares | % of total<br>shares of<br>the company | No. of<br>shares                       | % of total<br>shares of<br>the company |  |
| 8       | Mudra Nivesh Pvt Ltd                | 187741           | 0.587                                  | 0                                      | 0.00                                   |  |
| 9       | Trishla                             | 110000           | 0.344                                  | 110000                                 | 0.344                                  |  |
| 10      | M.Dinesh                            | 100000           | 0.313                                  | 100000                                 | 0.313                                  |  |
| 11      | Vibha Prashant Bamb                 | 0                | 0                                      | 143961                                 | 0.450                                  |  |
| 12      | Amit Jain                           | 0                | 0                                      | 127427                                 | 0.398                                  |  |
| 13      | Bamb Prashant Ishwardas             | 0                | 0                                      | 113276                                 | 0.354                                  |  |

# v) Shareholding of Directors and Key Managerial Personnel:

|         | Name of the Directors and<br>Key Managerial Personnel | Shareholding at the beginning of the year |                          | Chang<br>Shareh | jing in<br>Iolding | Shareholding at the<br>end of the year |                          |
|---------|---|---|--------------------------|-----------------|--------------------|--|--------------------------|
| S<br>No |   | No. of<br>shares                          | % of<br>share<br>holding | Increase        | Decrease           | No. of<br>shares                       | % of<br>share<br>holding |
| 1.      | Sri. E. V. Muthukumara Ramalingam                     | 12678383                                  | 39.664                   | _               | _                  | 12678383                               | 39.664                   |
| 2.      | Sri. M. R. Gautham                                    | 6420750                                   | 20.087                   | -               | -                  | 6420750                                | 20.087                   |
| 3.      | Mrs. M. Sasikala                                      | 2130743                                   | 6.666                    | -               | -                  | 2130743                                | 6.666                    |
| 4.      | Sri. K. Subramaniam                                   | 560000                                    | 1.752                    | -               | -                  | 560000                                 | 1.752                    |
| 5.      | Sri. B. A. Madhusudhan                                | 36296                                     | 0.114                    | -               | -                  | 36296                                  | 0.114                    |
| 6.      | Sri. P. Ganesan                                       | 33050                                     | 0.103                    | -               | -                  | 33050                                  | 0.103                    |
| 7.      | Sri. S. P. Sivanandam                                 | 100                                       | 0.000                    | -               | _                  | 100                                    | 0.000                    |
| 8.      | Sri. Giri Balasubramanian                             | -   | _                        | _               | _                  | -                                      | _                        |
| 9.      | Mrs. R.Lalitha – CFO                                  | _   | _                        | _               | _                  | _                                      | _                        |
| 10.     | Sri. M. Srinivasan – Company Secretary                | _   | _                        | -               | _                  | -                                      | _                        |



#### **V. INDEBTEDNESS**

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

|   |  |                    |          | (Rs. In Lakhs         |
|---|--|--------------------|----------|-----------------------|
|   | Secured Loans<br>excluding<br>deposits | Unsecured<br>Loans | Deposits | Total<br>Indebtedness |
| Indebtedness at the beginning of the financ | al year                                |                    |          | 1                     |
| i) Principal Amount                         | 81,24,84,744                           | 5,21,68,664        |          | 86,46,50,408          |
| ii) Interest due but not paid               | 7,83,18,615                            |                    |          | 7,83,18,615           |
| iii) Interest accrued but not due           | 3,09,545                               | 23,42,159          |          | 26,51,704             |
| Total (i+ii+iii)                            | 89,11,12,904                           | 5,45,10,823        |          | 94,56,23,727          |
| Change in Indebtedness during the financial | year                                   |                    |          |                       |
| *Addition - Principal + Interest            | 14,14,62,180                           | 3,00,000           |          | 14,17,62,180          |
| * Reduction - Principal + Interest Paid     | 5,28,02,750                            | 23,59,746          |          | 5,51,62,496           |
| Net Change Indebtedness                     | 8,86,59,430                            | 5,24,51,077        |          | 14,11,10,507          |
| At the end of the financial year            | ·                                      |                    |          |                       |
| i) Principal Amount                         | 81,13,66,104                           | 5,22,67,656        |          | 86,36,33,760          |
| ii) Interest due but not paid               | 16,83,20,795                           |                    |          | 16,83,20,795          |
| iii) Interest accrued but not due           | 85,435                                 | 1,83,421           |          | 2,68,856              |
| Total (i+ii+iii)                            | 97,97,72,334                           | 5,24,51,077        |          | 103,22,23,411         |

# VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

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

(Rs. In Lakhs)

| S<br>No | Particulars of remuneration  | Name   | inager                                | Total<br>Amount                             |       |
|---------|--|--|---------------------------------------|---|-------|
|         |  | Sri.E.V.Muthukumara<br>Ramalingam<br>Managing Director | Sri.M.R.Gautham<br>Executive Director | Sri.B.A.Madhusudhan<br>Whole -Time Director |       |
| 1       | Gross salary   | 18.00  | 12.00                                 | 1.00  | 31.00 |
|         | a) Salary as per provisions contained in section<br>17(1) of the Income-Tax Act, 1961          |  |                                       |   |       |
|         | b) Value of perquisites u/s 17(2) Income-Tax Act, 1961   | -  | -                                     | -   | -     |
|         | <ul> <li>c) Profits in lieu of salary under section<br/>17(3) Income- tax Act, 1961</li> </ul> | -  | -                                     | -   | -     |
| 2       | Stock Option   | -  | -                                     | -   | -     |
| 3       | Sweat Equity   | -  | -                                     | -   | -     |
| 4       | Commission   |  |                                       |   |       |
|         | - as % of profit   | -  | -                                     | -   | -     |
|         | - others, specify  |  |                                       |   |       |
| 5       | Others, please specify   | -  | -                                     | -   | -     |
|         | Total (A)  | 18.00  | 12.00                                 | 1.00  | 31.00 |
|         | Ceiling as per the Act   | -  | -                                     | -   | (*)   |

(\*) Minimum Remuneration as per Schedule XIII of the Companies Act, 1956.



# B. Remuneration to other directors

During the year under review, no remuneration paid including any sitting fees to all the Directors for attending the Board / Committee Meetings. Outstation Directors have been paid only travelling and other incidental expenses for attending the Board/ Committee meetings.

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

(Rs. In Lakhs)

|      |   | Key I                | Managerial Persor    | nnel  |
|------|---|----------------------|----------------------|-------|
| S No | Particulars of Remuneration   | CFO<br>DOA 31.3.2015 | Company<br>Secretary | Total |
| 1    | Gross salary  | 5.34                 | 2.56                 | 7.90  |
|      | a) Salary as per provisions contained in section<br>17(1) of the Income-Tax Act, 1961         | -                    | -                    | -     |
|      | b) Value of perquisites u/s 17(2) Income-Tax Act, 1961  | -                    | -                    | -     |
|      | <ul> <li>c) Profits in lieu of salary under section 17(3)<br/>Income-Tax Act, 1961</li> </ul> | -                    | -                    | -     |
| 2    | Stock Option  | -                    | -                    | -     |
| 3    | Sweat Equity  | -                    | -                    | -     |
| 4    | Commission  | -                    | -                    | -     |
|      | - as % of profit  | -                    | -                    | -     |
|      | others, specify   | -                    | -                    | -     |
| 5    | Others, please specify  | -                    | -                    | -     |
|      | 1. Company's Contribution to P.F.   | 0.19                 | -                    | 0.19  |
|      | Total ( c )   | 5.53                 | 2.56                 | 8.09  |

## VII. PENALTIES / PUNISHMENT / COMPOUNDING OF OFFENCES:

There were no penalties / punishment / compounding of offences against the Company, Directors and other Officers in Default under provisions of the Companies Act, 2013 during the year ended 31<sup>st</sup> March 2015.



# Annexure - C1

# Form No. AOC-2

(Pursuant to clause (h) of sub-section (3) of Section 134 of the Act and Rule 8 (2) of the Companies (Accounts) Rules, 2014)

# Form for disclosure of particulars of contracts/arrangements entered into by the company with related parties referred to in sub-section (1) of section 188 of the Companies Act, 2013 including certain arms length transactions under third proviso thereto

1. Details of contracts or arrangements or transactions not at arm's length basis :

Nil.

2. Details of material contracts or arrangement or transactions at arm's length basis :

The transactions entered into by the Company during the year with related parties on an arm's length basis were not material in nature. The total purchase of Petrol, Diesel and Lubricants from M/s. The Velan Petroleum Agencies during the year was Rs. 64,76,079/-.

## Annexure - C2

#### **Policy on Related Party Transactions**

#### (as per Clause 49(VII) of Listing Agreement)

The Company shall enter into transactions with related parties only on arm's length basis, supported by agreement or formal letter. If the transaction is not on arm's length basis, then, necessary compliances under Companies Act, 2013 and / or Listing Agreement will be adhered to.

For the purpose of the above clause, transaction with a related party shall be considered material if the transaction / transactions to be entered into individually or taken together with previous transactions during a financial year, exceeds 10% of the annual turnover of the Company as per the last audited financial statements of the Company.



# Annexure - D

# Disclosures required with respect to Section 197(12) of the Companies Act, 2013 read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

The ratio of the remuneration of each Director to the median employee's remuneration and such other details in terms of Section 197(12) of the Companies Act, 2013 read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

1. The ratio of the remuneration of each director to the median employee's remuneration for the financial year and such other details as prescribed is as given below :

| Name                           | Designation         | Ratio |
|--------------------------------|---------------------|-------|
| Sri.E.V.Muthukumara Ramalingam | Managing Director   | 9.95  |
| Sri.M.R.Gautham                | Executive Director  | 6.63  |
| Sri.B.A.Madhusudan             | Whole-Time Director | 0.55  |

For this purpose, median is calculated on the Cost to the Company (CTC) of active employees as on March 31, 2015

# 2. The percentage increase in remuneration of each Director, Chief Financial Officer, Chief Executive Officer, Company Secretary or Manager, if any, in the financial year:

In respect of Managing Director and Executive Director, the remuneration amount remains unchanged as compared to previous financial year. The Whole-Time Director relinquished his remuneration voluntarily considering financial position of the Company. During the year, no Directors including Independent Directors were paid any amount including sitting fees. The percentage increase in remuneration of CFO and Company Secretary were 7.63% and 6.66% respectively.

## 3. The Percentage increase in the median remuneration of employees in the financial year:

The percentage increase in the median remuneration of the employees in the financial year was around 24%. The calculation of percentage increase in Median Remuneration is done based on comparable employees. For this we have excluded employees who were not eligible for any increment.

## 4. The Number of permanent Employees on the rolls of the Company:

The number of on-roll employees is 74. Out of this, there were 57 permanent employees as on March 31, 2015.

# 5. The explanation on the relationship between average increase in remuneration and Company performance:

The Company considers following factors while recommending increase in the remuneration of its employees:

- a. Financial performance of the Company
- b. Industry Benchmarking and consideration towards cost of living adjustment/inflation
- c. Individual performance on the basis of appraisal of every employee.

The average increase in the remuneration of the employees during the year 2014-15 was around 18.19%.

# 6. Comparison of the remuneration of the Key Managerial Personnel against the performance of the company:

The total remuneration of Key Managerial Personnel decreased (13.18%) from 44.40 lakhs in 2013-14 to 39.23 lakhs in 2014-15 whereas the Profit before Tax decreased by Rs.1327.44 lakhs in 2014-15.

- 7. Variations in the market capitalization of the Company, price earnings ratio as at the closing date of the current financial year and previous financial year and percentage increase or decrease in the market quotations of the shares of the company in comparison to the rate at which the company came out with the last public offer :
  - a. Market Capitalisation :

| Particulars                     | As at 31.03.2015 | As at 31.03.2014 | Increase /<br>Decrease(%) |
|---------------------------------|------------------|------------------|---------------------------|
| Closing Price at BSE –in Rs.    | 6.82             | 7.96             | (14.32)                   |
| Market Capitalization - in lakh | 2179.95          | 2544.34          | (14.32)                   |

- b. Price Earnings ratio of the Company was N/A as at March 31, 2015 (as the company reported Loss after Tax) and was 39.80 as at March 31, 2014.
- c. The Company's stock price as at March 31, 2015 has decreased by 70% to Rs. 6.82/- over the last public offering, i.e. Rights Issue in November 2011 at the issue price of Rs.23/- per share.
- 8. Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and any exceptional circumstances for increase in the managerial remuneration:

The average percentage increase made in the salaries of total employees other than the Key Managerial Personnel during the FY 2014-15 is around 18.07%, while the average decrease in the remuneration of the Key Managerial Personnel was 13.18%. This increment to Employees is in line with the factors outlined in point (5) above.

# 9. Comparison of the remuneration of each of the Key Managerial Personnel against the performance of the Company:

Please refer point no. (6)

#### 10. The key parameters for any variable component of remuneration availed by the Directors:

The key parameters for the variable component of remuneration availed by the directors are considered by the Board of Directors based on the recommendations of the Nomination and Remuneration Committee(NRC) as per the Remuneration Policy for Directors, Key Managerial Personnel and other Employees.

11. The ratio of the remuneration of the highest paid director to that of the employees who are not directors but receive remuneration in excess of the highest paid director during the year:

As Whole-Time Director relinquished his part salary during the year, CFO received the highest salary compared to Whole-Time Director.

**12.** It is affirmed that the Remuneration is as per Remuneration policy for Directors, Key Managerial Personnel and other employees adopted by the Company.