

Annexure IV to the Directors' Report

FORM NO. MGT 9

EXTRACT OF ANNUAL RETURN

as on the financial year ended on March 31, 2019

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

I. REGISTRATION & OTHER DETAILS:

1. CIN	L64202MH2001PLC134147
2. Registration Date	December 6, 2001
3. Name of the Company	Firstsource Solutions Limited
4. Category/ Sub-category of the Company	Public Company/ Limited by shares
5. Address of the Registered office & contact details	5th Floor, Paradigm 'B' Wing, Mindspace, Link Road, Malad – West, Mumbai – 400 064, India Contact no: (022) 66660888
6. Whether listed company	Yes
7. Name, Address & contact details of the Registrar & Transfer Agent, if any.	3i Infotech Limited, Tower #5, 3rd to 6th Floor, International Infotech Park, Vashi, Navi Mumbai – 400 703 Contact no: (022) 6792 8000

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	IT- Enabled Services – BPO	63999	100%

III. PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES:

Sr. No.	Name the Company	Address of the Company	CIN/GLN	Holding/ Subsidiary /Associate	% of Shares held	Applicable Section
1	CESC Ventures Limited	CESC House, Chowringhee Square, Kolkata- 700 001, West Bengal	L74999WB2017PLC219318	Holding	54.12%	2(46)
2	Firstsource Process Management Services Limited (Formerly known as Anunta Tech Infrastructure Services Limited)	3rd Floor, Block 5A & 5B, Pritech Park- SEZ, Marathalli, Sarjapur Outer Ring Road, Bellandur, Bangalore- 560103 Karnataka	U72200KA2010PLC055713	Subsidiary	100%	2(87)(ii)
3	Firstsource Solutions UK Limited	Space One, 1 Beadon Road, London W6 0EA, UK	NA	Subsidiary	100%	2(87)(ii)
4	Firstsource Solutions S.A.	San Martin 344, 4th Floor, Buenos Aires, Argentina	NA	Subsidiary	99.98%	2(87)(ii)
5	Firstsource Group USA, Inc.	National Registered Agents, Inc., 160 Greentree Drive, Suite 101, Dover, Delaware 19904, USA	NA	Subsidiary	100%	2(87)(ii)
6	Firstsource Business Process Services, LLC	National Registered Agents, Inc., 160 Greentree Drive, Suite 101, Dover, Delaware 19904, USA	NA	Subsidiary	100%*	2(87)(ii)
7	Sourcepoint, Inc. #	National Registered Agents, Inc., 160 Greentree Drive Suite 101, Dover, DE, 19904 USA	NA	Subsidiary	100%*	2(87)(ii)

Sr. No.	Name the Company	Address of the Company	CIN/GLN	Holding/ Subsidiary /Associate	% of Shares held	Applicable Section
8	Sourcepoint Fulfillment Services, Inc. ##	National Registered Agents, Inc., 600 North 2nd Street, Suite 401, Harrisburg, PA 17101-1071 USA	NA	Subsidiary	100%*	2(87)(ii)
9	ISGN Fulfillment Agency, LLC	National Registered Agents, Inc., 160 Greentree Drive, Suite 101, Dover, DE 19904 USA	NA	Subsidiary	100%*	2(87)(ii)
10	Firstsource Advantage LLC	C T Corporation System 28 Liberty St New York, NY 10005	NA	Subsidiary	100%*	2(87)(ii)
11	One Advantage LLC	The Corporation Trust Company Corporation Trust Center 1209 Orange St Wilmington, DE 19801	NA	Subsidiary	100%*	2(87)(ii)
12	MedAssist Holdings LLC	National Registered Agents, Inc., 160 Greentree Drive Suite 101, Dover, Delaware 19904, USA	NA	Subsidiary	100%*	2(87)(ii)
13	Firstsource Solutions USA, LLC	National Registered Agents, Inc., 160 Greentree Drive Suite 101, Dover, Delaware 19904, USA	NA	Subsidiary	100%*	2(87)(ii)
14	Firstsource Transaction Services LLC	National Registered Agents, Inc., 160 Greentree Drive Suite 101, Dover, Delaware 19904, USA	NA	Subsidiary	100%*	2(87)(ii)
15	Firstsource BPO Ireland Limited@	Stokes Place, Saint Stephen's Green, Dublin 2, Ireland	NA	Subsidiary	100%*	2(87)(ii)
16	Firstsource Dialog Solutions Pvt. Ltd.	Level 11, Access South Tower, No 278/4, Union Place, Colombo-2, Sri Lanka	NA	Subsidiary	74%	2(87)(ii)
17	Nanobi Data and Analytics Private Limited	2nd Floor, 259, 2nd Main, 6th Cross, Indira Nagar, Stage1, Bangalore KA-560038, India	U72200KA2012PTC062235	Subsidiary	21.79%	2(6)

* Representing aggregate % of shares held by the Company and/or its subsidiaries

During the year under review, CESC Limited held 373,976,673 (54.12%) equity shares of the Company through Spen Liq Private Limited. Pursuant to Composite Scheme of Arrangement and Amalgamation ("Scheme"), Spen Liq Private Limited had been amalgamated with RP-SG Business Process Services Limited and accordingly CESC Limited transferred 373,976,673 equity shares of ₹ 10/- each of the Company held through Spen Liq Private Limited to RP-SG Business Process Services Limited, the name of which subsequently changed to, CESC Ventures Limited.

The name of ISGN Solutions Inc. was changed to Sourcepoint, Inc.

The name of ISGN Fulfillment Services, Inc. was changed to Sourcepoint Fulfillment Services, Inc.

@ During the year under review, the Company transferred its entire investment/ ownership in Firstsource BPO Ireland Limited, wholly owned subsidiary of the Company, to Firstsource Solutions UK Limited, wholly owned subsidiary of the Company and accordingly, consequent to transfer of investment/ ownership, Firstsource BPO Ireland Limited became the wholly owned step-down subsidiary of the Company.

IV. SHARE HOLDING PATTERN (EQUITY SHARE CAPITAL BREAKUP AS PERCENTAGE OF TOTAL EQUITY):

1. Category-wise Share Holding:

Category of Shareholders	No. of Shares held at the beginning of the year [As on April 1, 2018]				No. of Shares held at the end of the year [As on March 31, 2019]				% Change during the year
	Demat	Physical	Total	% of Total Shares	Demat	Physical	Total	% of Total Shares	
A. Promoters									
(1) Indian	-	-	-	-	-	-	-	-	-
a) Individual/ HUF	-	-	-	-	-	-	-	-	-
b) Central Govt	-	-	-	-	-	-	-	-	-
c) State Govt(s)	-	-	-	-	-	-	-	-	-
d) Bodies Corporate	373,976,673	-	373,976,673	54.47	373,976,673	-	373,976,673	54.12	(0.35)
e) Banks / FI	-	-	-	-	-	-	-	-	-
f) Any other	-	-	-	-	-	-	-	-	-
Sub-Total (A)(1)	373,976,673	-	373,976,673	54.47	373,976,673	-	373,976,673	54.12	(0.35)
(2) Foreign	-	-	-	-	-	-	-	-	-
a) NRIs- Individuals	-	-	-	-	-	-	-	-	-
b) Other – Individuals	-	-	-	-	-	-	-	-	-
c) Bodies Corp.	-	-	-	-	-	-	-	-	-
d) Banks / FI	-	-	-	-	-	-	-	-	-
e) Any Other....	-	-	-	-	-	-	-	-	-
Sub-total (A) (2):-	-	-	-	-	-	-	-	-	-
Total shareholding of Promoter (A) = (A)(1)+(A)(2)	373,976,673	-	373,976,673	54.47	373,976,673	-	373,976,673	54.12	(0.35)
B. Public Shareholding									
1. Institutions	-	-	-	-	-	-	-	-	-
a) Mutual Funds	15,103,000	-	15,103,000	2.2	30,272,314	-	30,272,314	4.38	2.18
b) Banks / FI	33,130,054	-	33,130,054	4.83	32,904,639	-	32,904,639	4.76	(0.07)
c) Central Govt	-	-	-	-	-	-	-	-	-
d) State Govt(s)	-	-	-	-	-	-	-	-	-
e) Venture Capital Funds	-	-	-	-	-	-	-	-	-
f) Insurance Companies	-	-	-	-	-	-	-	-	-
g) FIs	52,443,605	-	52,443,605	7.64	66,274,204	-	66,274,204	9.59	1.95
h) Foreign Venture Capital Funds	-	-	-	-	-	-	-	-	-
i) Others (specify)	-	-	-	-	-	-	-	-	-
Sub-total (B)(1):-	100,676,659	-	100,676,659	14.67	129,451,157	-	129,451,157	18.73	4.06
2. Non-Institutions									
a) Bodies Corporate									
i) Indian	37,250,953	-	37,250,953	5.43	25,301,902	-	25,301,902	3.66	(1.77)
ii) Overseas	-	-	-	-	-	-	-	-	-
b) Individual shareholders									
i) Individual shareholders holding nominal share capital upto ₹ 1 lakh	78,742,750	6,484	78,749,234	11.47	76,702,016	1,384	76,703,400	11.10	(0.37)
ii) Individual shareholders holding nominal share capital in excess of ₹ 1 lakh	94,907,400	-	94,907,400	13.82	83,729,224	-	83,729,224	12.12	(1.70)
c) Others (specify)									
Foreign Companies	791,567	-	791,567	0.12	1,727,048	-	1,727,048	0.25	0.15
NBFCs registered with RBI	176,817	-	176,817	0.03	175,626	-	175,626	0.03	0
Sub-total (B)(2):-	211,875,971	6,484	211,882,455	30.84	187,635,816	1,384	187,637,200	27.15	(3.69)
Total Public Shareholding (B)=(B)(1)+(B)(2)	312,552,630	6,484	312,559,114	45.52	317,086,973	1,384	317,088,357	45.88	(0.36)
C. Shares held by Custodian for GDRs & ADRs	-	-	-	-	-	-	-	-	-
Grand Total (A+B+C)	686,516,335	6,484	686,522,819	100	691,063,646	1,384	691,065,030	100	-

2. Shareholding of Promoters:

Sr. No.	Shareholder's Name	Shareholding at the beginning of the year (As on April 1, 2018)			Shareholding at the end of the year (As on March 31, 2019)			% change in shareholding during the year
		No. of Shares	% of total Shares of the company	% of Shares Pledged / encumbered to total shares	No. of Shares	% of total Shares of the company	% of Shares Pledged / encumbered to total shares	
1	CESC Ventures Limited**	373,976,673	54.47*	-	373,976,673	54.12*	-	(0.35)
	Total	373,976,673	54.47	-	373,976,673	54.12	-	(0.35)

Note:** During the year under review, CESC Limited held 373,976,673 (54.12%) equity shares of the Company through Spen Liq Private Limited. Pursuant to Composite Scheme of Arrangement and Amalgamation ("Scheme"), Spen Liq Private Limited had been amalgamated with RP-SG Business Process Services Limited and accordingly CESC Limited transferred 373,976,673 equity shares of ₹ 10/- each of the Company held through Spen Liq Private Limited to RP-SG Business Process Services Limited, the name of which subsequently changed to, CESC Ventures Limited.

*There is no change in the total shareholding of promoters between April 1, 2018 and March 31, 2019. The decrease in percentage (%) of total shares of the Company from 54.47% to 54.12% is due to ESOS allotment of 4,542,211 shares.

3. Change in Promoters' Shareholding (please specify, if there is no change):

Sr. No.	Particulars	Shareholding at the beginning of the year (As on April 1, 2018)		Cumulative Shareholding during the year (1st April, 2016 to March 31, 2019)	
		Number of shares	% of total shares of the company	Number of shares	% of total shares of the company
1	At the beginning of the year	373,976,673	54.47	-	-
2	Date wise Increase / Decrease in Promoters Shareholding during the year specifying the reasons for increase / decrease (e.g. allotment /transfer / bonus/ sweat equity etc.)*	-	-	-	-
3	At the end of the year	373,976,673	54.47*	373,976,673	54.12

Note: *There is no change in the total shareholding of promoters between April 1, 2018 and March 31, 2019. The decrease in percentage (%) of total shares of the Company from 54.47% to 54.12% is due to ESOS allotment of 4,542,211 shares.

4. Shareholding Pattern of top ten Shareholders: (Other than Directors, Promoters and Holders of GDRs and ADRs):

Sr.No.	For Each of the Top 10 Shareholders	Shareholding at the beginning of the year (April 1, 2018)/end of the year (March 31, 2019)		Cumulative Shareholding during the Year (April 1, 2018 to March 31, 2019)	
		Number of shares	% of total shares of the company	Number of shares	% of total shares of the company
1	ICICI Bank Ltd				
	At the beginning of the year	32,815,558	4.74		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	1,653,096	0.24		
	Transfer (Market Sale)	(2,062,585)	(0.29)		
	At the end of the year	32,406,069	4.69	32,406,069	4.69
2	HDFC Small Cap Fund*				
	At the beginning of the year	7,094,000	1.03		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	22,692,500	3.28		
	At the end of the year	29,786,500	4.31	29,786,500	4.31
3	Jhunjhunwala Rakesh Radheshyam^				
	At the beginning of the year	22,000,000	3.19		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	3,000,000	0.43		
	Transfer (Market Sale)	(2,500,000)	(0.36)		
	At the end of the year	22,500,000	3.26	22,500,000	3.26

4	Steinberg India Emerging Opportunities Fund Limited				
	At the beginning of the year	17,714,176	2.57		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	3,000,000	0.43		
	Transfer (Market Sale)	(10,714,176)	(1.55)		
	At the end of the year	10,000,000	1.45	10,000,000	1.45
5	Bernstein Fund, Inc. - International Small Cap Portfolio				
	At the beginning of the year	Nil	Nil		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	7,003,432	1.01		
	Transfer (Market Sale)	-	-		
	At the end of the year	7,003,432	1.01	7,003,432	1.01
6	State Street Emerging Markets Small Cap Active Non-Lending QIB Common Trust Fund				
	At the beginning of the year	Nil	Nil		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	9,082,408	1.30		
	Transfer (Market Sale)	(5,943,749)	(0.85)		
	At the end of the year	3,138,659	0.45	3,138,659	0.45
7	Emerging Markets Core Equity Portfolio (THE PORTFOLIO) Of DFA Investment Dimension Group INC (DFAIDG)				
	At the beginning of the year	3,087,534	0.45		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Sale)	(170,114)	(0.03)		
	At the end of the year	2,917,420	0.42	2,917,420	0.42
8	Dimensional Emerging Markets Value Funds				
	At the beginning of the year	2,945,911	0.43		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	-	-		
	Transfer (Market Sale)	(126,627)	(0.02)		
	At the end of the year	2,819,284	0.41	2,819,284	0.41
9	Acadian Emerging Markets Small Cap Equity Fund LLC				
	At the beginning of the year	1,105,520	0.16		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	1,907,328	0.27		
	Transfer (Market Sale)	(231,725)	(0.03)		
	At the end of the year	2,781,123	0.40	2,781,123	0.40
10	Mercer QIF Fund PLC - Mercer Investment Fund 1 - Firth Investment Management Pte Ltd.				
	At the beginning of the year	Nil	Nil	Nil	Nil
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	2,448,960	0.35		
	Transfer (Market Sale)	-	-		
	At the end of the year	2,448,960	0.35	2,448,960	0.35
11	Virginia Tech Foundation, INC. Steinberg India Asset Management, Ltd.#				
	At the beginning of the year	3,453,591	0.50		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	-	-		
	Transfer (Market Sale)	(2,153,591)	(0.31)		
	At the end of the year	1,300,000	0.19	1,300,000	0.19
12	Aditya Birla Sun Life Trustee Private Limited A/C Aditya Birla Sun Life Small and Midcap Fund#				
	At the beginning of the year	6,599,000	0.96		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	1,200,000	0.17		
	Transfer (Market Sale)	(7,799,000)	(1.13)		
	Shareholding as on February 1, 2019	Nil	Nil	Nil	Nil

13	IL and FS Securities Services Limited#				
	At the beginning of the year	2,404,327	0.35		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)	1,124,102	0.16		
	Transfer (Market Sale)	(2,657,031)	(0.38)		
	At the end of the year	871,398	0.13	871,398	0.13
14	Madhusudan Murlidhar Kela#				
	At the beginning of the year	2,011,111	0.29		
	Increase/ decrease in shareholding during the year				
	Transfer (Market Purchase)				
	Transfer (Market Sale)	(2,011,111)	(0.29)		
	Shareholding as on June 15, 2018	Nil	Nil	Nil	Nil

Notes:

- The full details of datewise increase/ decrease in shareholding of the Top 10 shareholders are available at the website of the Company at the link: <http://www.firstsource.com/us/investors-corporate-governance>.
- ^ Out of total 22,500,000 shares, Jhunjhunwala Rakesh Radheshyam transferred 4,000,000 shares to his other demat account.
- # Ceased to be in the list of Top 10 shareholders as on March 31, 2019. The same is reflected above since the shareholder was one of the Top 10 shareholders as on April 1, 2018.
- * Not in the list of Top 10 shareholders as on April 1, 2018. The same has been reflected above since the shareholder was one of the Top 10 shareholders as on March 31, 2019.

5. Shareholding of Directors and Key Managerial Personnel (KMPs):

Sr.No.	Shareholding of each Directors and each Key Managerial Personnel	Shareholding at the beginning of the year (April 1, 2018)/end of the year (March 31, 2019)		Cumulative Shareholding during the year (April 1, 2018 to March 31, 2019)	
		Number of shares	% of total shares of the company	Number of shares	% of total shares of the company
1.	Mr. Rajesh Subramaniam, Managing Director & CEO				
	At the beginning of the year	2,752,784	0.40		
	Increase/ decrease in shareholding during the year				
	ESOS Allotment	14,50,000	0.21		
	Transfer (Market Sale)	(3,249,431)	(0.47)		
	At the end of the year	953,353	0.14	953,353	0.14
2.	Mr. Y. H. Malegam, Director				
	At the beginning of the year	262,500	0.04		
	Increase/ decrease in shareholding during the year				
	ESOS Allotment	-	-		
	Transfer (Market Sale)	-	-		
	At the end of the year	262,500	0.04	262,500	0.04
3.	Mr. Charles Miller Smith, Director				
	At the beginning of the year	60,000	0.01		
	Increase/ decrease in shareholding during the year				
	ESOS Allotment	-	-		
	Transfer (Market Sale)	(60,000)	(0.01)		
	At the end of the year	Nil	Nil	-	-
B)	KMPs				
3.	Mr. Dinesh Jain, President & CFO				
	At the beginning of the year	220,000	0.03		
	Increase/ decrease in shareholding during the year				
	ESOS Allotment	283,750	0.04		
	Transfer (Market Sale)	(503,750)	(0.07)		
	At the end of the year	Nil	Nil	Nil	Nil

Note:

- The full details of date-wise Increase/ decrease in shareholding of the Directors and Key Managerial Personnel's are available at the website of the Company at the link: <http://www.firstsource.com/us/investors-corporate-governance>.
- The Directors of the Company who have not held any shares at any time during the year are not shown in the above list.

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

(Amount in ₹ millions)

Particulars	Secured Loans excluding deposits	Unsecured Loans	Deposits	Total Indebtedness
Indebtedness at the beginning of the financial year (April 1, 2018)				
i) Principal Amount	-	162.48	-	162.48
ii) Interest due but not paid	-	-	-	-
iii) Interest accrued but not due	-	0.71	-	0.71
Total (i+ii+iii)	-	163.19	-	163.19
Change in Indebtedness during the financial year				
Addition	-	-	-	-
Reduction	-	(52.69)	-	(52.69)
Net Change	-	-	-	-
Indebtedness at the end of the financial year (March 31, 2019)				
i) Principal Amount	-	110.10	-	110.10
ii) Interest due but not paid	-	-	-	-
iii) Interest accrued but not due	-	0.40	-	0.40
Total (i+ii+iii)	-	110.50	-	110.50

VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL:**A. Remuneration to Managing Director, Whole-time Directors and/or Manager:**

(Amount in ₹ millions)

Sr. No.	Particulars of Remuneration	Mr. Rajesh Subramaniam MD & CEO
1	Gross salary	
	(a) Salary as per provisions contained in section 17(1) of the Income-tax Act, 1961	83.95
	(b) Value of perquisites u/s 17(2) Income-tax Act, 1961	0.04
	(c) Profits in lieu of salary under section 17(3) Income- tax Act, 1961	-
2	Stock Option*	62.65
3	Sweat Equity	-
4	Commission	-
	- as % of profit	-
	- others, specify	-
5	Others	
	- Club Membership Fees	-
	- Residence Maintenance. Charges	0.28
	- Residential Broadband	0.03
	- Electricity	0.05
	- Medical	-
	- Contribution to Provident Fund	1.35
	Total (A)	148.35
	Ceiling as per the Act	₹ 114.26 Million (being 5% of the net profits of the Company calculated as per Section 198 of the Companies Act, 2013, the said calculation excludes the perquisite value of Stock Option)

*Taxable value of perquisite on stock options exercised during the year.

B. Remuneration to other Directors:

Sr. No.	Particulars of Remuneration	Name of Directors						Total Amount	
		Mr. Y. H. Malegam #	Mr. Charles Miller Smith #	Mr. Donald Layden #	Mr. Pradip Roy	Mr. V. K. Sharma	Ms. Grace Koshie		
1	Independent Directors								
	Fee for attending Board and Committee meetings	850,000	850,000	250,000	700,000	250,000	650,000	3,550,000	
	Commission	-	-	-	-	-	-	-	
	Others, please specify	-	-	-	-	-	-	-	
	Total (1)	850,000	850,000	250,000	700,000	250,000	650,000	3,550,000	
		Mr. Sanjiv Goenka	Mr. Subrata Talukdar	Mr. Shashwat Goenka	Mr. Pradip Kumar Khaitan	Mr. Pratip Chaudhuri @	Mr. Sunil Mitra @	Mr. Charles Richard Vernon Stagg ^	
2	Other Non-Executive Directors								
	Fee for attending Board and committee meetings	300,000	900,000	450,000	200,000	-	-	1,850,000	
	Commission	-	-	-	-	-	-	-	
	Others, please specify	-	-	-	-	-	-	-	
	Total (2)	300,000	900,000	450,000	200,000	-	-	1,850,000	
	Total (B)=(1+2)							5,400,000	
	Total Managerial Remuneration (A+B)							Refer Note 1 153,752,938	
	Overall Ceiling as per the Act	₹ 251.36 Million (being 11% of the net profits of the Company calculated as per section 198 of the Companies Act, 2013)						Refer Note 2	

Notes:

- In terms of the provisions of the Companies Act, 2013, the remuneration payable to the Managing Director shall not exceed 5% of net profit of the Company. The same is within the said limit.
 - The remuneration payable to Directors other than Executive Directors shall not exceed 1% of the net profit of the Company. The remuneration paid to the Non-Executive Directors is well within the said limit.
 - The total managerial remuneration payable to directors, including Managing Director and whole-time Director shall not exceed 11% of the net profits of the Company. The same is within this limit.
- # Term of Mr. Y. H. Malegam, Mr. Charles Miller Smith and Mr. Donald W. Layden Jr. expired w.e.f. April 1, 2019 by efflux of time.
- @ Mr. Pratip Chaudhuri and Mr. Sunil Mitra were appointed as an Additional (Non-Executive- Independent) Directors w.e.f. April 1, 2019.
- ^ Mr. Charles Richard Vernon Stagg was appointed as an Additional (Non-Executive- Independent) Directors w.e.f. May 6, 2019

B. REMUNERATION TO KEY MANAGERIAL PERSONNEL OTHER THAN Managing Director/Manager/Whole Time Director:

(Amount in ₹ millions)

Sr. No.	Particulars of Remuneration	Key Managerial Personnel		
		Mr. Dinesh Jain President & CFO	Ms. Pooja Nambiar Company Secretary & Compliance Officer	Total
1	Gross salary			
	(a) Salary as per provisions contained in section 17(1) of the Income-Tax Act 1961	31.78	2.59	34.37
	(b) Value of perquisites u/s 17(2) Income-Tax Act 1961	0.04	-	0.04
	(c) Profits in lieu of salary under section 17(3) Income-tax Act, 1961	-	-	-
2	Stock Option*	15.70	-	15.70
3	Sweat Equity	-	-	-
4	Commission			
	- as % of profit	-	-	-
	- others, specify...	-	-	-
5	Others			
	- Medical	-	-	-
	- LTA	-	-	-
	- Contribution to Provident Fund	0.58	0.09	0.67
	- NPS	0.36	-	0.36
	Total	48.46	2.68	51.14

*Taxable value of perquisite on stock options exercised during the year.

VII. PENALTIES / PUNISHMENT/ COMPOUNDING OF OFFENCES:

Type	Section of the Companies Act	Brief Description	Details of Penalty / Punishment/ Compounding fees imposed	Authority [RD / NCLT/ COURT]	Appeal made, if any (give Details)
A. COMPANY					
Penalty					
Punishment			None		
Compounding					
B. DIRECTORS					
Penalty					
Punishment			None		
Compounding					
C. OTHER OFFICERS IN DEFAULT					
Penalty					
Punishment			None		
Compounding					