

FORM NO. MGT-7

[Pursuant to sub-Section(1) of section 92 of the Companies Act, 2013 and sub-rule (1) of rule 11of the Companies (Management and Administration) Rules, 2014]



Annual Return (other than OPCs and Small Companies)

Form language English Hindi

Refer the instruction kit for filing the form.

I. REGISTRATION AND OTHER DETAILS

(i) * Corporate Identification Number (CIN) of the company

L74999TG1955PLC000656

Pre-fill

Global Location Number (GLN) of the company

* Permanent Account Number (PAN) of the company

AAACH2676Q

(ii) (a) Name of the company

HIL LIMITED

(b) Registered office address

office No 1 & 2, L7 Floor, SLN Terminus, Survey no133, Near Botanical Gardens, Ga chibowli, NA
Hyderabad
Telangana
500032



(c) *e-mail ID of the company

cs@hil.in

(d) *Telephone number with STD code

040682490000

(e) Website

www.hil.in

(iii) Date of Incorporation

23/06/1955

(iv)	Type of the Company	Category of the Company	Sub-category of the Company
	Public Company	Company limited by shares	Indian Non-Government company

(v) Whether company is having share capital

Yes

No

(vi) *Whether shares listed on recognized Stock Exchange(s)

Yes

No

(a) Details of stock exchanges where shares are listed

S. No.	Stock Exchange Name	Code
1	BSE LIMITED	1,025
2	National Stock Exchange of India Limited	1,025

(b) CIN of the Registrar and Transfer Agent

U65993TG1986PTC006936

Pre-fill

Name of the Registrar and Transfer Agent

VENTURE CAPITAL AND CORPORATE INVESTMENTS PRIVATE LTD.

Registered office address of the Registrar and Transfer Agents

Door No. 4-50/P-II/57/4 & 5th Floors, Plot No. 57, Jayabheri
Enclave, Phase II, Gachibowli,

(vii) *Financial year From date 01/04/2023 (DD/MM/YYYY) To date 31/03/2024 (DD/MM/YYYY)

(viii) *Whether Annual general meeting (AGM) held Yes No

(a) If yes, date of AGM

(b) Due date of AGM

30/09/2024

(c) Whether any extension for AGM granted

Yes No

II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY

*Number of business activities

1

S.No	Main Activity group code	Description of Main Activity group	Business Activity Code	Description of Business Activity	% of turnover of the company
1	C	Manufacturing	C13	Other manufacturing including jewellery, musical instruments, medical instruments,	93.41

III. PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

*No. of Companies for which information is to be given

7

Pre-fill All

S.No	Name of the company	CIN / FCRN	Holding/ Subsidiary/Associate/ Joint Venture	% of shares held
1	HIL International GmbH, Germ +		Subsidiary	100
2	Parador Holdings GmbH, Germ +		Subsidiary	100

3	Parador GmbH, Germany		Subsidiary	100
4	Parador Parkettwerke GmbH, A		Subsidiary	100
5	Parador (Shanghai) Trading Co		Joint Venture	50
6	Supercor Industries Ltd		Joint Venture	33
7	Parador UK Ltd		Subsidiary	100

IV. SHARE CAPITAL, DEBENTURES AND OTHER SECURITIES OF THE COMPANY

(i) *SHARE CAPITAL

(a) Equity share capital

Particulars	Authorised capital	Issued capital	Subscribed capital	Paid up capital
Total number of equity shares	9,500,000	7,540,899	7,540,899	7,540,899
Total amount of equity shares (in Rupees)	95,000,000	75,408,990	75,408,990	75,408,990

Number of classes

1

Class of Shares	Authorised capital	Issued capital	Subscribed capital	Paid up capital
Equity Shares				
Number of equity shares	9,500,000	7,540,899	7,540,899	7,540,899
Nominal value per share (in rupees)	10	10	10	10
Total amount of equity shares (in rupees)	95,000,000	75,408,990	75,408,990	75,408,990

(b) Preference share capital

Particulars	Authorised capital	Issued capital	Subscribed capital	Paid-up capital
Total number of preference shares	50,000	0	0	0
Total amount of preference shares (in rupees)	5,000,000	0	0	0

Number of classes

1

Class of shares	Authorised capital	Issued capital	Subscribed capital	Paid up capital
Preference Shares				
Number of preference shares	50,000	0	0	0
Nominal value per share (in rupees)	100	100	100	100
Total amount of preference shares (in rupees)	5,000,000	0	0	0

(c) Unclassified share capital

Particulars	Authorised Capital
Total amount of unclassified shares	0

(d) Break-up of paid-up share capital

Class of shares	Number of shares			Total nominal amount	Total Paid-up amount	Total premium
	Physical	DEMAT	Total			
Equity shares						
At the beginning of the year	43,687	7,493,876	7537563	75,375,630	75,375,630	
Increase during the year	0	11,214	11214	112,140	112,140	4,083,764.4
i. Public Issues	0	0	0	0	0	0
ii. Rights issue	0	0	0	0	0	0
iii. Bonus issue	0	0	0	0	0	0
iv. Private Placement/ Preferential allotment	0	0	0	0	0	0
v. ESOPs	0	3,336	3336	33,360	33,360	4,083,764.4
vi. Sweat equity shares allotted	0	0	0	0	0	0
vii. Conversion of Preference share	0	0	0	0	0	0
viii. Conversion of Debentures	0	0	0	0	0	0
ix. GDRs/ADRs	0	0	0	0	0	
x. Others, specify		7,878	7878	78,780	78,780	
Increase in Demat Holding						
Decrease during the year	7,878	0	7878	78,780	78,780	0
i. Buy-back of shares	0	0	0	0	0	0
ii. Shares forfeited	0	0	0	0	0	0
iii. Reduction of share capital	0	0	0	0	0	0
iv. Others, specify	7,878		7878	78,780	78,780	
Decrease in physical holding						
At the end of the year	35,809	7,505,090	7540899	75,408,990	75,408,990	
Preference shares						

At the beginning of the year	0	0	0	0	0	
Increase during the year	0	0	0	0	0	0
i. Issues of shares	0	0	0	0	0	0
ii. Re-issue of forfeited shares	0	0	0	0	0	0
iii. Others, specify						
Decrease during the year	0	0	0	0	0	0
i. Redemption of shares	0	0	0	0	0	0
ii. Shares forfeited	0	0	0	0	0	0
iii. Reduction of share capital	0	0	0	0	0	0
iv. Others, specify						
At the end of the year	0	0	0	0	0	

ISIN of the equity shares of the company

INE557A01011

(ii) Details of stock split/consolidation during the year (for each class of shares)

0

Class of shares		(i)	(ii)	(iii)
Before split / Consolidation	Number of shares			
	Face value per share			
After split / Consolidation	Number of shares			
	Face value per share			

(iii) Details of shares/Debentures Transfers since closure date of last financial year (or in the case of the first return at any time since the incorporation of the company) *

Nil

[Details being provided in a CD/Digital Media]

Yes No Not Applicable

Separate sheet attached for details of transfers

Yes No

Note: In case list of transfer exceeds 10, option for submission as a separate sheet attachment or submission in a CD/Digital Media may be shown.

Date of the previous annual general meeting	<input type="text" value="31/07/2023"/>
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Date of registration of transfer (Date Month Year)	<input type="text"/>
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Type of transfer	<input type="text"/>	1 - Equity, 2- Preference Shares,3 - Debentures, 4 - Stock
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Number of Shares/ Debentures/ Units Transferred	<input type="text"/>	Amount per Share/ Debenture/Unit (in Rs.)	<input type="text"/>
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Ledger Folio of Transferor	<input type="text"/>
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Transferor's Name	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Surname	middle name	first name

Ledger Folio of Transferee	<input type="text"/>
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Transferee's Name	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Surname	middle name	first name

Date of registration of transfer (Date Month Year)	<input type="text"/>
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Type of transfer	<input type="text"/>	1 - Equity, 2- Preference Shares,3 - Debentures, 4 - Stock
------------------	----------------------	--

Number of Shares/ Debentures/ Units Transferred	<input type="text"/>	Amount per Share/ Debenture/Unit (in Rs.)	<input type="text"/>
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Ledger Folio of Transferor		<input type="text"/>	
Transferor's Name	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Surname	middle name	first name
Ledger Folio of Transferee		<input type="text"/>	
Transferee's Name	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Surname	middle name	first name

(iv) *Debentures (Outstanding as at the end of financial year)

Particulars	Number of units	Nominal value per unit	Total value
Non-convertible debentures	0	0	0
Partly convertible debentures	0	0	0
Fully convertible debentures	0	0	0
Total			0

Details of debentures

Class of debentures	Outstanding as at the beginning of the year	Increase during the year	Decrease during the year	Outstanding as at the end of the year
Non-convertible debentures	0	0	0	0
Partly convertible debentures	0	0	0	0
Fully convertible debentures	0	0	0	0

(v) Securities (other than shares and debentures)

0

Type of Securities	Number of Securities	Nominal Value of each Unit	Total Nominal Value	Paid up Value of each Unit	Total Paid up Value
Total	<input type="text"/>		<input type="text"/>		<input type="text"/>

V. *Turnover and net worth of the company (as defined in the Companies Act, 2013)

(i) Turnover

22,667,635,000

(ii) Net worth of the Company

11,907,600,000

VI. (a) *SHARE HOLDING PATTERN - Promoters

S. No.	Category	Equity		Preference	
		Number of shares	Percentage	Number of shares	Percentage
1.	Individual/Hindu Undivided Family				
	(i) Indian	51,376	0.68	0	
	(ii) Non-resident Indian (NRI)	0	0	0	
	(iii) Foreign national (other than NRI)	0	0	0	
2.	Government				
	(i) Central Government	0	0	0	
	(ii) State Government	0	0	0	
	(iii) Government companies	0	0	0	
3.	Insurance companies	0	0	0	
4.	Banks	0	0	0	
5.	Financial institutions	0	0	0	
6.	Foreign institutional investors	0	0	0	
7.	Mutual funds	0	0	0	
8.	Venture capital	0	0	0	
9.	Body corporate (not mentioned above)	3,007,836	39.89	0	
10.	Others	0	0	0	
	Total	3,059,212	40.57	0	0

Total number of shareholders (promoters)

11

(b) *SHARE HOLDING PATTERN - Public/Other than promoters

S. No.	Category	Equity		Preference	
		Number of shares	Percentage	Number of shares	Percentage

1.	Individual/Hindu Undivided Family				
	(i) Indian	2,887,770	38.29	0	
	(ii) Non-resident Indian (NRI)	173,254	2.3	0	
	(iii) Foreign national (other than NRI)	0	0	0	
2.	Government				
	(i) Central Government	0	0	0	
	(ii) State Government	305,552	4.05	0	
	(iii) Government companies	0	0	0	
3.	Insurance companies	0	0	0	
4.	Banks	3,747	0.05	0	
5.	Financial institutions	0	0	0	
6.	Foreign institutional investors	167,214	2.22	0	
7.	Mutual funds	593	0.01	0	
8.	Venture capital	0	0	0	
9.	Body corporate (not mentioned above)	652,185	8.65	0	
10.	Others Alternate Investments Fund	291,372	3.86	0	
	Total	4,481,687	59.43	0	0

Total number of shareholders (other than promoters)

36,961

**Total number of shareholders (Promoters+Public/
Other than promoters)**

36,972

(c) *Details of Foreign institutional investors' (FIIs) holding shares of the company

45

Name of the FII	Address	Date of Incorporation	Country of Incorporation	Number of shares held	% of shares held
EMERGING MARKETS (CITIBANK N.A. CUSTODY SERVICES			28,845	0.38
DIMENSIONAL EMERG	CITIBANK N.A. CUSTODY SERVICES			19,540	0.26
THE EMERGING MARK	CITIBANK N.A. CUSTODY SERVICES			14,909	0.2
K INDIA OPPORTUNITI	CITIBANK N.A. CUSTODY SERVICES			13,995	0.19

Name of the FII	Address	Date of Incorporation	Country of Incorporation	Number of shares held	% of shares held
CITY OF NEW YORK GP	CITIBANK N.A. CUSTODY SERVICES			4,035	0.05
CITY OF NEW YORK GP	CITIBANK N.A. CUSTODY SERVICES			2,887	0.04
EMERGING MARKETS S	CITIBANK N.A. CUSTODY SERVICES			2,556	0.03
EMERGING MARKETS C	CITIBANK N.A. CUSTODY SERVICES			2,360	0.03
DOVETAIL GLOBAL FU	CITIBANK N.A. CUSTODY SERVICES			2,319	0.03
ALASKA PERMANENT	CITIBANK N.A. CUSTODY SERVICES			2,227	0.03
QUADRATURE CAPITAL	CITIBANK N.A. CUSTODY SERVICES			1,833	0.02
EMERGING MARKETS T	CITIBANK N.A. CUSTODY SERVICES			1,696	0.02
STATE STREET GLOBAL	CITIBANK N.A. CUSTODY SERVICES			1,660	0.02
AMERICAN CENTURY B	CITIBANK N.A. CUSTODY SERVICES			1,459	0.02
EMERGING MARKETS B	CITIBANK N.A. CUSTODY SERVICES			1,452	0.02
WORLD EX U.S. CORE	CITIBANK N.A. CUSTODY SERVICES			1,370	0.02
WORLD EX U.S. TARGET	CITIBANK N.A. CUSTODY SERVICES			1,013	0.01
LOS ANGELES CITY EM	CITIBANK N.A. CUSTODY SERVICES			893	0.01
DFA INTERNATIONAL	CITIBANK N.A. CUSTODY SERVICES			862	0.01
EMERGING MARKETS S	CITIBANK N.A. CUSTODY SERVICES			812	0.01
EMERGING MARKETS T	CITIBANK N.A. CUSTODY SERVICES			799	0.01
MORGAN STANLEY AS	CITIBANK N.A. CUSTODY SERVICES			699	0.01
AMERICAN CENTURY B	CITIBANK N.A. CUSTODY SERVICES			531	0.01
DIMENSIONAL EMERG	CITIBANK N.A. CUSTODY SERVICES			475	0.01
DIMENSIONAL FUNDS	CITIBANK N.A. CUSTODY SERVICES			353	0

VII. *NUMBER OF PROMOTERS, MEMBERS, DEBENTURE HOLDERS
(Details, Promoters, Members (other than promoters), Debenture holders)

Details	At the beginning of the year	At the end of the year
Promoters	11	11
Members (other than promoters)	40,520	36,961
Debenture holders	0	0

VIII. DETAILS OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

(A) *Composition of Board of Directors

Category	Number of directors at the beginning of the year		Number of directors at the end of the year		Percentage of shares held by directors as at the end of year	
	Executive	Non-executive	Executive	Non-executive	Executive	Non-executive
A. Promoter	0	1	0	1	0	0.68
B. Non-Promoter	1	4	1	4	0	0
(i) Non-Independent	1	1	1	1	0	0
(ii) Independent	0	3	0	3	0	0
C. Nominee Directors representing	0	0	0	0	0	0
(i) Banks & FIs	0	0	0	0	0	0
(ii) Investing institutions	0	0	0	0	0	0
(iii) Government	0	0	0	0	0	0
(iv) Small share holders	0	0	0	0	0	0
(v) Others	0	0	0	0	0	0
Total	1	5	1	5	0	0.68

Number of Directors and Key managerial personnel (who is not director) as on the financial year end date

9

(B) (i) *Details of directors and Key managerial personnel as on the closure of financial year

Name	DIN/PAN	Designation	Number of equity share(s) held	Date of cessation (after closure of financial year : If any)
Chandrakant Birla	00118473	Director	51,376	

Name	DIN/PAN	Designation	Number of equity share(s) held	Date of cessation (after closure of financial year : If any)
Desh Deepak Khetrapal	02362633	Director	0	
Gauri Rasgotra	06862334	Director	0	07/05/2024
Arvind Sahay	03218334	Director	0	
Sunil Ramakant Bhumralkar	00177658	Director	0	
Akshat Seth	10039820	Managing Director	0	
Akshat Seth	BAEPS1626M	CEO	0	
Ajay Kapadia	ADQPK5199P	CFO	0	
Nidhi Bisaria	AHOPB4273D	Company Secretary	0	

(ii) Particulars of change in director(s) and Key managerial personnel during the year

7

Name	DIN/PAN	Designation at the beginning / during the financial year	Date of appointment/ change in designation/ cessation	Nature of change (Appointment/ Change in designation/ Cessation)
Saikat Mukhopadhyay	ADLPM1462G	CFO	23/07/2023	CESSATION
Kamal Saboo	BDOPS2307R	Company Secretary	15/07/2023	APPOINTMENT
Ajay Kapadia	ADQPK5199P	CFO	24/07/2023	APPOINTMENT
Kamal Saboo	BDOPS2307R	Company Secretary	01/09/2023	CESSATION
Nidhi Bisaria	AHOPB4273D	Company Secretary	02/09/2023	APPOINTMENT
Velloor Venkatakrishnan	00060917	Director	19/03/2024	CESSATION
Sunil Ramakant Bhumralkar	00177658	Director	18/03/2024	APPOINTMENT

IX. MEETINGS OF MEMBERS/CLASS OF MEMBERS/BOARD/COMMITTEES OF THE BOARD OF DIRECTORS

A. MEMBERS/CLASS /REQUISITIONED/NCLT/COURT CONVENED MEETINGS

Number of meetings held

1

Type of meeting	Date of meeting	Total Number of Members entitled to attend meeting	Attendance	
			Number of members attended	% of total shareholding
Annual General Meeting	31/07/2023	39,893	77	

B. BOARD MEETINGS

*Number of meetings held

8

S. No.	Date of meeting	Total Number of directors associated as on the date of meeting	Attendance	
			Number of directors attended	% of attendance
1	15/05/2023	6	5	83.33
2	15/07/2023	6	6	100
3	31/07/2023	6	5	83.33
4	01/09/2023	6	6	100
5	01/11/2023	6	5	83.33
6	02/02/2024	6	6	100
7	11/03/2024	6	5	83.33
8	28/03/2024	6	5	83.33

C. COMMITTEE MEETINGS

Number of meetings held

19

S. No.	Type of meeting	Date of meeting	Total Number of Members as on the date of the meeting	Attendance	
				Number of members attended	% of attendance
1	Audit Committee	15/05/2023	4	3	75
2	Audit Committee	15/07/2023	4	4	100
3	Audit Committee	31/07/2023	4	3	75
4	Audit Committee	01/11/2023	4	3	75
5	Audit Committee	02/02/2024	4	3	75
6	Stakeholders'	15/05/2023	3	2	66.67
7	Stakeholders'	31/07/2023	3	2	66.67
8	Stakeholders'	01/11/2023	3	3	100
9	Stakeholders'	02/02/2024	3	3	100
10	Nomination an	15/05/2023	4	3	75

D. *ATTENDANCE OF DIRECTORS

S. No.	Name of the director	Board Meetings			Committee Meetings			Whether attended AGM held on
		Number of Meetings which director was entitled to attend	Number of Meetings attended	% of attendance	Number of Meetings which director was entitled to attend	Number of Meetings attended	% of attendance	
1	Chandrakant B	8	8	100	4	4	100	
2	Desh Deepak	8	8	100	11	11	100	
3	Gauri Rasgotra	8	3	37.5	19	9	47.37	
4	Arvind Sahay	8	8	100	15	15	100	
5	Sunil Ramakant	1	1	100	0	0	0	
6	Akshat Seth	8	8	100	2	2	100	

X. *REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

Nil

Number of Managing Director, Whole-time Directors and/or Manager whose remuneration details to be entered

1

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/Sweat equity	Others	Total Amount
1	Akshat Seth	Managing Director	72,810,684	0	0	12,600,000	85,410,684
	Total		72,810,684	0	0	12,600,000	85,410,684

Number of CEO, CFO and Company secretary whose remuneration details to be entered

4

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/Sweat equity	Others	Total Amount
1	Nidhi Bisaria	Company Secretary	3,127,483	0	0	0	3,127,483
2	Ajay Kapadia	Chief Financial Officer	9,408,788	0	0	2,150,400	11,559,188
3	Saikat Mukhopadhyay	Chief Financial Officer	6,704,333	0	0	0	6,704,333
4	Kamal Saboo	Company Secretary	850,670	0	0	0	850,670
	Total		20,091,274	0	0	2,150,400	22,241,674

Number of other directors whose remuneration details to be entered

6

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/Sweat equity	Others	Total Amount
1	Chandrakant Birla	Chairman - Non Executive	0	4,500,000	0	1,000,000	5,500,000

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
2	Desh Deepak Khetr	Non Independent	0	1,750,000	0	1,600,000	3,350,000
3	Gauri Rasgotra	Independent Dir	0	1,250,000	0	800,000	2,050,000
4	Arvind Sahay	Independent Dir	0	1,250,000	0	1,800,000	3,050,000
5	Velloor Venkatakrish	Independent Dir	0	1,683,000	0	1,900,000	3,583,000
6	Sunil Bhumralkar	Independent Dir	0	67,000	0	100,000	167,000
	Total		0	10,500,000	0	7,200,000	17,700,000

XI. MATTERS RELATED TO CERTIFICATION OF COMPLIANCES AND DISCLOSURES

* A. Whether the company has made compliances and disclosures in respect of applicable provisions of the Companies Act, 2013 during the year Yes No

B. If No, give reasons/observations

XII. PENALTY AND PUNISHMENT - DETAILS THEREOF

(A) DETAILS OF PENALTIES / PUNISHMENT IMPOSED ON COMPANY/DIRECTORS /OFFICERS Nil

Name of the company/ directors/ officers	Name of the court/ concerned Authority	Date of Order	Name of the Act and section under which penalised / punished	Details of penalty/ punishment	Details of appeal (if any) including present status

(B) DETAILS OF COMPOUNDING OF OFFENCES Nil

Name of the company/ directors/ officers	Name of the court/ concerned Authority	Date of Order	Name of the Act and section under which offence committed	Particulars of offence	Amount of compounding (in Rupees)

XIII. Whether complete list of shareholders, debenture holders has been enclosed as an attachment

Yes No

(In case of 'No', submit the details separately through the method specified in instruction kit)

XIV. COMPLIANCE OF SUB-SECTION (2) OF SECTION 92, IN CASE OF LISTED COMPANIES

In case of a listed company or a company having paid up share capital of Ten Crore rupees or more or turnover of Fifty Crore rupees or more, details of company secretary in whole time practice certifying the annual return in Form MGT-8.

Name

Bhoora Ram Chagan Lal

Whether associate or fellow

Associate Fellow

Certificate of practice number

10921

I/We certify that:

(a) The return states the facts, as they stood on the date of the closure of the financial year aforesaid correctly and adequately.

(b) Unless otherwise expressly stated to the contrary elsewhere in this Return, the Company has complied with all the provisions of the Act during the financial year.

Declaration

I am Authorised by the Board of Directors of the company vide resolution no. ... dated

(DD/MM/YYYY) to sign this form and declare that all the requirements of the Companies Act, 2013 and the rules made thereunder in respect of the subject matter of this form and matters incidental thereto have been compiled with. I further declare that:

1. Whatever is stated in this form and in the attachments thereto is true, correct and complete and no information material to the subject matter of this form has been suppressed or concealed and is as per the original records maintained by the company.
2. All the required attachments have been completely and legibly attached to this form.

Note: Attention is also drawn to the provisions of Section 447, section 448 and 449 of the Companies Act, 2013 which provide for punishment for fraud, punishment for false statement and punishment for false evidence respectively.

To be digitally signed by

Director

DIN of the director

10039820

To be digitally signed by

Company Secretary

Company secretary in practice

Membership number

5634

Certificate of practice number

Attachments

- 1. List of share holders, debenture holders
- 2. Approval letter for extension of AGM;
- 3. Copy of MGT-8;
- 4. Optional Attachment(s), if any

Attach
Attach
Attach
Attach

List of attachments

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Remove attachment

Modify

Check Form

Prescrutiny

Submit

This eForm has been taken on file maintained by the Registrar of Companies through electronic mode and on the basis of statement of correctness given by the company