

FORM NO. MGT 9
EXTRACT OF ANNUAL RETURN
as on financial year ended on 31st March, 2020

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:

i	CIN	U15114UP1995PLC099377
ii	Registration Date	05-12-1995
iii	Name of the Company	HONDA CARS INDIA LIMITED
iv	Category/Sub-category of the Company	COMPANY LIMITED BY SHARES
v	Address of the Registered office & contact details	Plot No. A-1, Sector 40/41, Surajpur- Kasna Road Greater Noida Industrial Development Area Greater Noida Gautam Buddha Nagar UP 201306 , India E-mail : corporate@hondacarindia.com Tel: +91-120-2341313/321/327/801/806 Fax: +91-120-2341261
vi	Whether listed company	NO
vii	Name , Address & contact details of the Registrar & Transfer Agent, if any.	N.A.

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

Sl. No.	Name and Description of main products/services	NIC Code of the Product /service	% to total turnover of the company
1	Wholesale of new passenger Vehicles	45101	59%
2	Sale of Motor Vehicle parts and accessories	45300	34%

III. PARTICULARS OF HOLDING , SUBSIDIARY AND ASSOCIATE COMPANIES

Sl. No.	Name and Address of the Company	CIN/GLN	HOLDING/ SUBSIDIARY/ ASSOCIATE	% OF SHARES HELD	APPLICABLE SECTION
1	Bestex MM India Private Ltd.	U35914DL2006PTC150369	Associate (Joint Venture)	2.34	2(6) of the Companies Act, 2013



IV. SHAREHOLDING PATTERN (Equity Share Capital Break up as percentage of Total Equity)

(i) Category-wise Share Holding

Category of Shareholders	No. of Shares held at the beginning of the year				No. of Shares held at the end of the year				% 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. or State Govt.	-	-	-	-	-	-	-	-	-	-
c) Bodies Corporates	-	-	-	-	-	-	-	-	-	-
d) Bank/FI	-	-	-	-	-	-	-	-	-	-
e) Any other	-	-	-	-	-	-	-	-	-	-
Sub-total (A) (1)	-	-	-	-	-	-	-	-	-	-
(2) Foreign	-	-	-	-	-	-	-	-	-	-
a) NRIs- Individuals	-	-	-	-	-	-	-	-	-	-
b) Other Individuals	-	-	-	-	-	-	-	-	-	-
c) Bodies Corp.	-	1,07,27,97,321	1,07,27,97,321	100%	-	1,07,27,97,321	1,07,27,97,321	100%	-	-
d) Banks/FI	-	-	-	-	-	-	-	-	-	-
e) Any other...	-	-	-	-	-	-	-	-	-	-
Sub-total (A) (2)	-	1,07,27,97,321	1,07,27,97,321	100%	-	1,07,27,97,321	1,07,27,97,321	100%	-	-
Total Shareholding of Promoter (A) = (A)(1)+(A)(2)	-	1,07,27,97,321	1,07,27,97,321	100%	-	1,07,27,97,321	1,07,27,97,321	100%	-	-
B. Public Shareholding										
(1) Institutions										
a) Mutual Funds	-	-	-	-	-	-	-	-	-	-
b) Banks/FI	-	-	-	-	-	-	-	-	-	-
c) Central govt	-	-	-	-	-	-	-	-	-	-
d) State Govt.(s)	-	-	-	-	-	-	-	-	-	-
e) Venture Capital Funds	-	-	-	-	-	-	-	-	-	-
f) Insurance Companies	-	-	-	-	-	-	-	-	-	-
g) FIs	-	-	-	-	-	-	-	-	-	-
h) Foreign Venture Capital Funds	-	-	-	-	-	-	-	-	-	-
i) Others (specify)	-	-	-	-	-	-	-	-	-	-
Sub-total (B)(1):	-	-	-	-	-	-	-	-	-	-
(2) Non Institutions										
a) Bodies Corp.	-	-	-	-	-	-	-	-	-	-
i) Indian	-	-	-	-	-	-	-	-	-	-
ii) Overseas	-	-	-	-	-	-	-	-	-	-
b) Individuals	-	-	-	-	-	-	-	-	-	-
i) Individual shareholders holding nominal share capital upto Rs.1 lakh	-	-	-	-	-	-	-	-	-	-
ii) Individuals shareholders holding nominal share capital in excess of Rs. 1 lakh	-	-	-	-	-	-	-	-	-	-
c) Others (specify)	-	-	-	-	-	-	-	-	-	-
Sub-total (B)(2):	-	-	-	-	-	-	-	-	-	-
Total Public Shareholding (B) = (B)(1)+(B)(2)	-	-	-	-	-	-	-	-	-	-
C. Shares held by Custodian for GDRs & ADRs										
Grand Total (A+B+C)	-	1,07,27,97,321	1,07,27,97,321	100%	-	1,07,27,97,321	1,07,27,97,321	100%	-	-



(ii) Shareholding of Promoters

Sl. No.	Name of Shareholder	Shareholding at the beginning of the year			Shareholding at the end of the year			% 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	Honda Motor Co., Ltd., Japan	86,83,94,786	81%	Nil	86,83,94,786	81%	Nil	Nil
2	Asian Honda Motor Co., Ltd., Thailand	20,44,02,535	19%	Nil	20,44,02,535	19%	Nil	Nil
	Total	1,07,27,97,321	100%	Nil	1,07,27,97,321	100	Nil	Nil

(iii) Change in Promoters' Shareholding (please specify if there is no change)

Sl. No.	Name of Shareholder	Shareholding at the beginning of the year		Cumulative Shareholding during the year	
		No. of Shares	% of total shares of the company	No of shares	% of total shares of the company
	At the beginning of the year				
	Date wise increase/decrease in Promoters Share holding during the year specifying the reasons for increase/decrease (e.g. allotment/transfer/bonus/sweat equity etc)	No Change			
	At the end of the year				

(iv) Shareholding Pattern of top ten Shareholders (other than Directors, Promoters and Holders of GDRs and ADRs)

Sl. No.	Name of Shareholder	Shareholding at the beginning of the year		Cumulative Shareholding during the year	
		No. of shares	% of total shares of the company	No of shares	% of total shares of the company
	At the beginning of the year				
	Date wise increase/decrease in Promoters Share holding during the year specifying the reasons for increase/decrease (e.g. allotment/transfer/bonus/sweat equity etc)	No Change			
	At the End of the year (or on the date of separation, if separated during the year)				

(v) Shareholding of Directors and Key Managerial Personnel:

Sl. No	Name of the Director/KMP	For Each of the Directors & KMP	Shareholding at the beginning of the year		Cumulative Shareholding during the year	
			No of shares*	% of total shares of the company	No. of shares	% of total shares of the company
		At the beginning of the year	1	Negligible	1	Negligible
1	Mr. Gaku Nakanishi	Date wise increase/decrease in Shareholding during the year specifying the reasons for increase/decrease (e.g. allotment/transfer/bonus/sweat equity etc.)	-	-	-	-
		At the end of the year	1	Negligible	1	Negligible
		At the beginning of the year	1	Negligible	1	Negligible
2	Mr. Sumihiro Takahashi	Date wise increase/decrease in Shareholding during the year specifying the reasons for increase/decrease (e.g. allotment/transfer/bonus/sweat equity etc.)	-	-	-	-
		At the end of the year	1	Negligible	1	Negligible
		At the beginning of the year	1	Negligible	1	Negligible
3	Mr. Masanori Nakatani	Date wise increase/decrease in Shareholding during the year specifying the reasons for increase/decrease (e.g. allotment/transfer/bonus/sweat equity etc.)	-	-	-	-
		At the end of the year	1	Negligible	1	Negligible
		At the beginning of the year	1	Negligible	1	Negligible
4	Mr. Kenichi Iwashita	Date wise increase/decrease in Shareholding during the year specifying the reasons for increase/decrease (e.g. allotment/transfer/bonus/sweat equity etc.)	-	-	-	-
		At the end of the year	1	Negligible	1	Negligible
		At the beginning of the year	1	Negligible	1	Negligible
5	Mr. Masahiro Honda	Date wise increase/decrease in Shareholding during the year specifying the reasons for increase/decrease (e.g. allotment/transfer/bonus/sweat equity etc.)	-	-	-	-
		At the end of the year	1	Negligible	1	Negligible
		At the beginning of the year	1	Negligible	1	Negligible
6	Mr. Kenichi Takashima	Date wise increase/decrease in Shareholding during the year specifying the reasons for increase/decrease (e.g. allotment/transfer/bonus/sweat equity etc.)	-	-	-	-
		At the end of the year	1	Negligible	1	Negligible

Shares held jointly with Honda Motor Co., Ltd., Japan



V. INDEBTEDNESS

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

(₹ in Million)

	Secured Loans excluding deposits	Unsecured Loans	Deposits	Total Indebtedness
Indebtedness at the beginning of the financial year				
i) Principal Amount	2,075.4	5,179.5	-	7,254.9
ii) Interest due but not paid	-	-	-	-
iii) Interest accrued but not due	4.3	59.1	-	63.4
Total (i+ii+iii)	2,079.7	5,238.6	-	7,318.4
Change in Indebtedness during the financial year				
Addition	4,477.4	1,52,347.7	-	1,56,825.1
Reduction	(6,552.8)	(1,57,527.2)	-	(1,64,080.0)
Net Change	(2,075.4)	(5,179.5)	-	(7,254.9)
Indebtedness at the end of the financial year				
i) Principal Amount	-	-	-	-
ii) Interest due but not paid	-	-	-	-
iii) Interest accrued but not due	-	-	-	-
Total (i+ii+iii)	-	-	-	-

VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

A. Remuneration to Managing Director, Whole Time Directors and/ or Manager:

(Amount in ₹)

Sl.No.	Particulars of Remuneration	Name of MD/MTD/Manager							Total Amount	
		Gaku Nakanishi	Rajesh Goel	Kenichi Takashima	Sumihiro Takahashi	Masahiro Honda	Kenichi Iwashita	Masanori Nakatani		
1	Gross salary									
	(a) Salary as per provisions contained in section 17(1) of the Income Tax Act, 1961	2,13,34,733	1,30,89,811	1,83,84,694	1,69,99,163	1,63,11,818	1,66,80,263	2,02,29,591	1,44,45,950	13,74,76,023
	(b) Value of perquisites u/s 17(2) of the Income Tax Act, 1961	37,07,779	3,81,643	49,13,532	12,48,786	14,04,598	20,78,391	13,12,081	5,16,828	1,55,63,638
	(c) Profits in lieu of salary under section 17(3) of the Income Tax Act, 1961									
2	Stock Option									
3	Sweat Equity									
4	Commission - as % of profit - others, specify									
5	Others, please specify (Exempted Benefits)	34,560	22,85,525	25,920	25,920	25,920	25,920	25,920	24,80,126	24,49,685
Total		2,50,77,072	1,57,56,979	2,33,24,146	1,82,73,869	1,77,42,336	1,87,84,574	2,15,67,592	1,74,42,904	15,79,69,472
Ceiling as per the Act		In terms of provisions of the Companies Act, 2013, the remuneration payable to Managing Director and Whole Time Directors shall not exceed 10% of the net profits of the Company. However as per Section 196 read with rules made thereunder and Schedule V, in case of Losses/ Inadequate profit, remuneration exceeding the limits can be paid to the Directors if Special Resolution is passed in the shareholders meeting for the same. The Company has got the approval of the shareholders in its meeting held on 7th August, 2019 for payment of remuneration to Whole Time Directors								



B. Remuneration to other directors:

(Amount in ₹)

Sl. No.	Particulars of Remuneration	Name of Directors		Total Amount
		Manoj Arora	Alka Marezban Bharucha	
1	Independent Directors			
	- Fee for attending board & committee meetings	4,40,000	2,80,000	7,20,000
	- Commission	-	-	-
	- Others, please specify	-	-	-
	Total (1)	4,40,000	2,80,000	7,20,000
2	Other Non- Executive Directors	None	None	
	- Fee for attending board & committee meetings	-	-	-
	- Commission	-	-	-
	- Others, please specify	-	-	-
	Total (2)	-	-	-
	Total (B) = (1+2)	4,40,000	2,80,000	7,20,000
	Total Managerial Remuneration	4,40,000	2,80,000	7,20,000
	Overall Ceiling as per the Act	Rs 1,00,000 per Board/ Committee Meeting	Rs 1,00,000 per Board/ Committee Meeting	Rs 1,00,000 per Board/ Committee Meeting

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

(Amount in ₹)

Sl. No.	Particulars of Remuneration	Key Managerial Personnel		
		CEO	CFO	Company Secretary
		Gaku Nakanishi	Sumihiro Takahashi	Arun Pratap Singh
1	Gross salary			
	(a) Salary as per provisions contained in section 17(1) of the Income tax Act, 1961	2,13,34,733	1,69,99,163	58,60,605
	(b) Value of perquisites u/s 17(2) of the Income tax Act, 1961	37,07,779	12,48,786	73,521
	(c) Profits in lieu of salary under section 17(3) of the Income tax Act, 1961	-	-	-
2	Stock Option	-	-	-
3	Sweat Equity	-	-	-
4	Commission - as % of profit - others, specify	-	-	-
5	Others, please specify (Exempted Benefits)	34,560	25,920	7,86,771
	Total	2,50,77,072	1,82,73,869	67,20,897

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			NIL		
Punishment					
Compounding					
B. DIRECTORS					
Penalty			NIL		
Punishment					
Compounding					
C. OTHER OFFICERS IN DEFAULT					
Penalty			NIL		
Punishment					
Compounding					

For and on behalf of the Board

× 中西学
(Gaku Nakanishi)
Chairman



ANNEXURE - III TO DIRECTORS' REPORT

Statement of Particulars under Rule 5(2) of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 forming part of the Report of Directors for the year ended 31 March 2020

(A) The names of the top ten employees in terms of remuneration drawn during the financial year 2019-20:-

E.code	Name	Designation	Remuneration received (Rs.)	Nature of Employment (Contractual or otherwise)	Qualification	Experience	Date of Commencement of Employment	Age of Employee (Years)	Last employment before joining	% of Equity Shares held	Whether Employee is relative of any Director/Manager	Name of Related Director/Manager
D040	Gaku Nakamichi	President & CEO	2,50,42,512	Contractual	Graduation in Political Science	31	01-04-2018	54	Honda Automobile (Thailand) Co., Ltd.	NIL	NO	NIL
A283	Sumio Yokoyama	Sr. Vice President	2,34,24,140	Contractual	Major in physics and title chief engineer.	30	01-10-2016	52	Honda R & D Co. Ltd.	NIL	NO	NIL
D043	Kenichi Takashima	Director	2,32,98,226	Contractual	Graduation	35	01-02-2018	48	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A233	Akio Tomomura	Sr. Chief Engineer	2,16,72,740	Contractual	Graduation	34	01-04-2018	57	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
D038	Masanori Nakatani	Sr. Vice President & Director	2,15,41,672	Contractual	Master of Engineering	35	01-04-2017	59	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A292	Takeshi Nagano	Sr. Staff Administrator	2,11,91,406	Contractual	Graduate	31	01-04-2017	53	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A243	Makoto Kurita	Chief Engineer	2,07,48,979	Contractual	Graduate	25	01-07-2015	49	R & D Honda Motor Co. Ltd	NIL	NO	NIL
A241	Makoto Murakami	Principal Engineer	2,05,26,573	Contractual	ME	20	01-05-2015	46	Honda R & D Co. Ltd	NIL	NO	NIL
A231	Hideo Hirano	Sr. Staff Engineer	2,05,17,552	Contractual	ME	39	01-04-2015	58	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A319	Takuya Aoki	Chief Engineer	2,04,72,929	Contractual	Industrial Chemistry Course	35	01-04-2018	58	Honda Motor Co. Ltd, Japan	NIL	NO	NIL

(B) Employed throughout the financial year under review and were in receipt of remuneration for the financial year in aggregate of not less than Rs. 102,00,000 per annum :-

E.code	Name	Designation	Remuneration received (Rs.)	Nature of Employment (Contractual or otherwise)	Qualification	Experience	Date of Commencement of Employment	Age of Employee (Years)	Last employment before joining	% of Equity Shares held	Whether Employee is relative of any Director/Manager	Name of Related Director/Manager
A190	Takashi Okajima	Sr. Staff Engineer	1,89,59,534	Contractual	Graduation in Electrical Engineering Course	33	01-04-2014	52	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A191	Tatsuya Hoda	Chief Engineer	1,89,88,078	Contractual	Bachelor of engineering	33	01-04-2014	57	Honda R&D Co. Ltd.	NIL	NO	NIL
A198	Hiroshi Semoto	Sr. Staff Engineer	1,73,88,306	Contractual	Electrical Course	39	01-04-2014	58	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A271	Masayuki Sugita	Chief Engineer	1,83,51,950	Contractual	BE	31	01-02-2015	55	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A237	Fumio Kaneda	Chief Engineer	1,84,39,604	Contractual	BE	22	01-04-2015	59	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A229	Masayuki Ishii	Sr. Staff Administrator	1,90,36,783	Contractual	Graduate	38	01-04-2015	56	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A233	Akiyoshi Shimizu	Staff Engineer	1,59,84,819	Contractual	Graduate	35	01-04-2015	55	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A244	Takashi Yano	Staff Engineer	1,55,65,926	Contractual	Graduate	29	01-04-2015	47	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A242	Kazunaga Kasai	Chief Engineer	1,77,00,464	Contractual	Graduated at General Course	33	01-06-2015	55	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A245	Yoshiyuki Nagase	Sr. Staff Engineer	1,89,67,338	Contractual	Graduate	39	01-07-2015	58	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A246	Hiroshi Ogawa	Staff Engineer	1,60,45,173	Contractual	Mechanical Engineering	34	01-02-2015	53	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A249	Masahiro Mitani	Staff Engineer	1,25,91,715	Contractual	Mechanical Engineering	31	08-10-2015	50	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A253	Tsuyasa Ishigaki	Staff Engineer	1,38,95,265	Contractual	Graduated at General Course	41	04-03-2016	60	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A255	Yasuhiro Kanemitsu	Sr. Staff Engineer	1,61,18,863	Contractual	Law	36	01-03-2016	60	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A256	Kazuaki Funahara	Sr. Staff Engineer	1,86,25,141	Contractual	Bachelor of engineering	37	01-04-2016	55	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A257	Yoshinori Yamaji	Staff Engineer	1,69,64,541	Contractual	Graduate	39	01-04-2016	58	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A258	Masanori Tomitaka	Staff Administrator	1,60,20,445	Contractual	BE	17	01-04-2016	46	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A259	Satoshi Kamio	Sr. Staff Administrator	1,73,10,300	Contractual	Machinery course	12	01-04-2016	43	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
O033	Sumihiro Takahashi	Director	1,82,47,949	Contractual	Graduate in Economics	21	01-04-2016	43	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A274	Shinichi Omori	Sr. Staff Engineer	1,90,96,255	Contractual	Engineering	35	01-06-2016	56	Honda Engineering Co. Ltd	NIL	NO	NIL
A277	Koji Ishida	Staff Engineer	1,57,11,836	Contractual	Machine Course	33	01-07-2016	50	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A282	Takahiro Murakami	Staff Engineer	1,55,97,085	Contractual	Bachelor of engineering	14	01-10-2016	40	Honda R & D Co. Ltd.	NIL	NO	NIL
A284	Shoji Matsuoka	Staff Administrator	1,51,50,023	Contractual	Bachelor of Commerce	18	01-11-2016	41	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A285	Tsuyoshi Sawada	Staff Engineer	1,41,74,852	Contractual	Machinery course	22	01-11-2016	51	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A287	Ateruhi Takahashi	Sr. Staff Administrator	2,04,65,742	Contractual	Graduate	20	02-01-2017	43	Honda Motor Australia	NIL	NO	NIL
A288	Toshio Kamada	Principal Engineer	1,52,98,030	Contractual	Machinery course	38	03-01-2017	56	Automobile R & D Center	NIL	NO	NIL
A289	Yoshihiko Hirota	Principal Engineer	1,58,08,149	Contractual	Mechanical engineering	18	03-01-2017	40	Honda R & D Co. Ltd.	NIL	NO	NIL
A291	Tomoharu Suzuki	Sr. Staff Administrator	1,66,08,410	Contractual	Precision Engineering	13	01-03-2017	50	Toyoda Gosei Co. Ltd, Japan	NIL	NO	NIL
A292	Seichiro Katsura	Staff Engineer	1,33,94,341	Contractual	Bachelor of Arts in Economics	14	01-04-2017	38	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A293	Kazunori Honda	Staff Engineer	1,25,28,755	Contractual	Electronics	31	01-04-2017	50	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A294	Hideo Okura	Principal Engineer	1,69,02,856	Contractual	Bachelor of Engineering	31	01-07-2017	53	Honda R & D Co. Ltd.	NIL	NO	NIL
A295	Atsushi Hirayama	Principal Engineer	1,42,20,661	Contractual	Master of Engineering	16	01-04-2017	40	Honda R & D Co. Ltd.	NIL	NO	NIL
A296	Hiroto Tsushima	Chief Engineer	1,91,18,888	Contractual	Graduated at General Course	33	01-04-2017	53	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A297	Hirokazu Kondo	Staff Administrator	1,59,28,268	Contractual	Graduate in Economics	28	01-04-2017	49	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A298	Takahiro Kanda	Staff Administrator	1,69,95,376	Contractual	Graduate in Engineering	16	01-04-2017	39	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A299	Tomonobu Numayama	Staff Engineer	1,50,58,693	Contractual	Graduate in Economics	14	01-04-2017	37	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A300	Yataka Tsunoda	Sr. Staff Engineer	1,71,25,447	Contractual	Graduate in Mechanical Engineering Course	37	01-04-2017	60	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A301	Hiroyuki Shibasaki	Staff Engineer	1,53,04,610	Contractual	Machinery Course	21	01-04-2017	43	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A303	Junichi Kurita	Principal Engineer	1,81,22,462	Contractual	Master Of Engineering	22	01-05-2017	47	Honda R & D Co. Ltd.	NIL	NO	NIL
A306	Go Murakami	Principal Engineer	1,43,60,265	Contractual	Master of Systems Life Sciences	12	01-05-2017	37	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A307	Toku Umahashi	Staff Engineer	1,25,09,941	Contractual	Graduated at General Course	30	01-07-2017	50	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A308	Takashi Saito	Principal Engineer	1,71,00,135	Contractual	Bachelor of Arts	39	01-07-2017	57	Honda R & D Co. Ltd.	NIL	NO	NIL
A309	Mitsuo Endo	Staff Engineer	1,55,01,430	Contractual	Graduated at General Course	36	01-09-2017	56	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A310	Ryo Kusawa	Staff Administrator	1,71,27,654	Contractual	Graduate in Electronics	22	01-10-2017	44	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A311	Takahiro Sato	Chief Engineer	1,62,82,554	Contractual	Mechanical Engineering	22	01-11-2017	46	Honda R & D Co. Ltd.	NIL	NO	NIL
A312	Go Watanabe	Staff Engineer	1,31,69,053	Contractual	Machinery Course	18	01-11-2017	37	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A313	Taichi Sato	Principal Engineer	1,68,68,661	Contractual	Graduate in Mechanical System engineering	13	01-12-2017	41	Honda R & D Co. Ltd.	NIL	NO	NIL
A314	Yoshio Manaka	Staff Engineer	1,60,86,263	Contractual	Graduate in Machinery Course	29	01-01-2018	55	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A315	Masahiro Kawahara	Principal Engineer	1,45,00,423	Contractual	Graduation	7	01-02-2018	36	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A316	Tomofumi Suenaga	Staff Engineer	1,46,98,803	Contractual	Material science & engineering	16	01-03-2018	41	Honda Engineering Co. Ltd	NIL	NO	NIL
A317	Yota Eguchi	Staff Engineer	1,35,53,091	Contractual	Mechanical Engineering	22	01-03-2018	36	Honda Engineering Co. Ltd.	NIL	NO	NIL
O039	Kenichi Iwashita	Director	1,87,58,654	Contractual	Telecommunication Course	22	01-04-2018	44	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A318	Masaki Inoue	Sr. Staff Engineer	1,68,79,552	Contractual	Structural engineering & architecture	31	01-04-2018	54	Honda Engineering Co. Ltd	NIL	NO	NIL
A320	Yuta Shibus	Staff Engineer	1,40,55,491	Contractual	Mechanical Engineer	14	01-04-2018	38	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A321	Koji Tamemori	Chief Engineer	2,01,25,286	Contractual	Graduation	34	01-04-2018	57	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A322	Souhei Naga	Principal Engineer	1,26,75,362	Contractual	Mechanics	16	01-04-2018	42	Honda R & D Co. Ltd.	NIL	NO	NIL
A324	Toshiyuki Harada	Chief Engineer	1,89,06,052	Contractual	Graduation	31	01-04-2018	53	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A325	Almaru Ogata	Staff Engineer	1,81,23,512	Contractual	Graduation	33	01-04-2018	52	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A326	Shunsuke Oaki	Staff Engineer	1,40,87,088	Contractual	Graduation	14	01-04-2018	37	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A327	Yukihiko Nakamichi	Sr. Staff Engineer	1,69,52,007	Contractual	Graduation in General Course	29	01-04-2018	48	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A328	Yusuke Ikeda	Staff Administrator	1,44,92,643	Contractual	Graduation	6	01-04-2018	29	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A329	Shugo Watanabe	Sr. Staff Administrator	1,78,20,927	Contractual	Graduation in Economics	20	01-04-2018	43	Honda Malaysia Sdn. Bhd.	NIL	NO	NIL
A330	Yoshitsugu Goto	Staff Engineer	1,90,65,421	Contractual	Graduation	29	01-04-2018	53	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A331	Shoju Muto	Staff Engineer	1,45,84,359	Contractual	Graduation	36	01-05-2018	55	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A332	Keita Otsuka	Staff Engineer	1,55,56,184	Contractual	Dept. of mechanical & electrical engineering	15	01-06-2018	38	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A333	Hisahisa Kawai	Staff Engineer	1,42,58,202	Contractual	Telecommunication Course	35	01-08-2018	52	Honda Engineering Co. Ltd.	NIL	NO	NIL
A334	Toki Yatsushiro	Principal Engineer	1,31,97,287	Contractual	Graduation in Communications and Systems	18	01-06-2018	43	Honda R & D Co. Ltd.	NIL	NO	NIL
A335	Haruhiko Suzuki	Staff Engineer	1,56,06,189	Contractual	Bachelor of Economics	31	01-06-2018	59	Honda Engineering Co. Ltd.	NIL	NO	NIL
A336	Junichi Masago	Senior Engineer	1,52,32,512	Contractual	Industrial Chemistry Course	15	01-06-2018	56	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A337	Atsushi Shimizu	Principal Engineer	1,50,07,066	Contractual	Graduation	17	25-06-2018	42	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A339	Kenya Owa	Staff Administrator	1,24,77,872	Contractual	Graduation	15	01-09-2018	39	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A341	Hiroaki Yamaguchi	Principal Engineer	1,29,90,791	Contractual	Graduation in Electrical Engineering Course	13	05-09-2018	36	Honda R & D Co. Ltd.	NIL	NO	NIL
A342	Takeshi Harada	Staff Engineer	1,52,96,081	Contractual	Graduation in Mechanical Course	35	10-03-2018	53	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A343	Haruki Koyama	Staff Engineer	1,32,87,951	Contractual	Electrical & Mechanical Course	14	10-03-2018	36	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A344	Atsushi Endo	Sr. Staff Engineer	1,81,01,716	Contractual	Graduation in Electrical Course	33	10-03-2018	52	Honda Motor Co. Ltd, Japan	NIL	NO	NIL
A345	Sumihiko	Principal Engineer	1,62,17,256	Contractual	Graduation in Machinery Course	34	04-10-2018	53	Honda R & D Co. Ltd.	NIL	NO	NIL

E.code	Name	Designation	Remuneration received (Rs.)	Nature of Employment (Contractual or otherwise)	Qualification	Experience	Date of Commencement of Employment	Age of Employee (Years)	Last employment before joining	% of Equity Shares held	Whether Employee is relative of any Director/Manager	Name of Related Director/Manager
A346	Yuji Kuruhara	Chief Engineer	1,82,57,390	Contractual	Graduation in Precision Mechanics	27	16-10-2018	50	Honda R & D Co. Ltd.	NIL	NO	NIL
A347	Toshiko Nakai	Chief Engineer	1,71,67,258	Contractual	Graduation in Materials Science & Eng.	20	01-12-2018	44	Honda R & D Co. Ltd.	NIL	NO	NIL
A349	Hisanori	Staff Engineer	1,52,98,959	Contractual	Architectural Engineering	30	20/11/2019	50	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A350	Takumi Okamoto	Staff Engineer	1,48,73,435	Contractual	Electrical Course	24	29/11/2019	50	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A351	Toshikazu Hirose	Chief Engineer	1,80,34,673	Contractual	Graduation in Precision Engineering	31	01-01-2019	56	Honda R&D Asia Pacific Co., Ltd.	NIL	NO	NIL
A352	Yuki Mori	Sr. Staff Engineer	1,57,67,180	Contractual	Electrical Engineering Course	34	29/11/2019	53	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A353	Naoki Komezaki	Staff Engineer	1,44,94,124	Contractual	Graduation in General Course	31	03-01-2019	55	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A354	Yoshi Otani	Principal Engineer	1,61,67,078	Contractual	Graduation in Mechanical Engineering	15	01-02-2019	44	Honda R & D Co. Ltd.	NIL	NO	NIL
A355	Yoshi Ichino	Sr. Staff Administrator	1,66,25,875	Contractual	Graduation in Commerce	30	01-04-2019	55	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A356	Yutaka Yamagami	Sr. Staff Administrator	1,83,51,061	Contractual	Graduation in Social Sciences	17	01-04-2019	47	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A357	Yui Koza	Sr. Staff Engineer	1,67,05,924	Contractual	Graduation	31	01-04-2019	55	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A358	Tadayoshi Shibuya	Sr. Staff Engineer	1,29,48,339	Contractual	Graduation	31	01-04-2019	55	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A359	Yoshimitsu Machida	Sr. Staff Engineer	1,57,31,018	Contractual	Graduation in Sport & Physical Education	21	01-04-2019	44	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A360	Toshiyuki Umehara	Vice President-HQID	1,66,59,983	Contractual	Graduation in Mechanical Engineering	31	01-04-2019	54	Honda R & D Co. Ltd.	NIL	NO	NIL
A362	Seiji Honda	Chief Engineer	1,67,46,237	Contractual	Graduation in Precision Engineering	32	01-04-2019	57	Honda R & D Co. Ltd.	NIL	NO	NIL
A363	Yasuto Shigematsu	Principal Engineer	1,52,53,939	Contractual	Graduation in Metal Engineering	30	01-04-2019	48	Honda R & D Co. Ltd.	NIL	NO	NIL
D042	Rajesh Goel	Senior Vice President & Director	1,26,39,219	Permanent	B.Com(Hons)	31	00-01-1900	52	Shriram Honda	NIL	NO	NIL
D037	Praveen Paranjape	Senior Vice President & Director	1,51,26,890	Permanent	B.E.	34	09-09-1986	56	Samtel Color	NIL	NO	NIL
10000110	Sunil Kumar Yadav	Vice President	1,12,16,699	Permanent	B.Sc., MSW, LLB	32	06-01-1997	57	Hero Motors	NIL	NO	NIL
10004349	Hilal Isar Khan	Vice President	1,06,38,798	Permanent	B.Sc.(Hons), MCA	28	00-01-1900	51	Global IT Options Ltd.	NIL	NO	NIL
10004391	Ravi Gupta	Vice President	1,18,40,304	Permanent	B.E.(Hons), M.Sc.(Hons)	28.2	01-04-2016	53.8	Reliance Industries Ltd.	NIL	NO	NIL

(C) Employed for part of the financial year under review and were in receipt of remuneration for part of the financial year, at a rate which, in aggregate of not less than Rs. 8,50,000 per month.

E.code	Name	Designation	Remuneration received (Rs.)	Nature of Employment (Contractual or otherwise)	Qualification	Experience	Date of Commencement of Employment	Age of Employee (Years)	Last employment before joining	% of Equity Shares held	Whether Employee is relative of any Director/Manager	Name of Related Director/Manager
A169	Isao Chiba	Chief Engineer	1,67,31,985	Contractual	Bachelor Of engineering	17	01-09-2013	52	Honda R&D Co. Ltd. Japan	NIL	NO	NIL
A177	Takayuki Bitchu	Sr. Chief Engineer	1,68,72,201	Contractual	Graduate in Mechanical Engineering Course	42	01-10-2012	61	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A204	Shigekazu Koga	Chief Engineer	18,61,540	Contractual	Graduation In Mechanical Engineering	30	01-06-2014	53	Honda R & D Co. Ltd.	NIL	NO	NIL
A213	Koji Osayasu	Principal Engineer	80,56,498	Contractual	M.E.	17	07-10-2014	44	Honda R & D Co. Ltd.	NIL	NO	NIL
A215	Kazuya Iwamoto	Chief Engineer	73,71,802	Contractual	B.E.	32	19-11-2014	58	Honda R & D Co. Ltd.	NIL	NO	NIL
A217	Yoshi Maeda	Principal Engineer	94,42,879	Contractual	Graduate	37	10-12-2014	55	Honda R & D Co. Ltd.	NIL	NO	NIL
A218	Junjiro Kawakami	Principal Engineer	91,83,824	Contractual	ME	31	06-01-2015	55	Honda R & D Co. Ltd.	NIL	NO	NIL
A220	Yasunari Miyazuchi	Principal Engineer	1,01,28,095	Contractual	Electrical Engineer	14	06-01-2015	40	Honda R & D Co. Ltd.	NIL	NO	NIL
A250	Takeshi Ushiroda	Staff Engineer	1,05,54,287	Contractual	Mechanical Engineering	29	01-12-2015	48	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A252	Chitiro Ohtawara	Staff Engineer	1,28,13,514	Contractual	Master of Engineering	14	04-01-2016	42	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
D036	Masahiro Honda	Director	1,77,16,416	Contractual	Graduate In Industrial Engineering	33	22-04-2016	58	Honda Motor India (P) Ltd.	NIL	NO	NIL
A276	Yosuke Fukase	Staff Engineer	15,20,959	Contractual	Bachelor Of Business Administration	23	01-05-2016	46	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A277	Tsuyi Matsuyama	Principal Engineer	14,85,578	Contractual	Mechanical engineering	31	01-05-2016	56	Honda R & D Co. Ltd.	NIL	NO	NIL
A287	Yoshihiko Iwamoto	Sr. Staff Engineer	95,27,299	Contractual	Machinery course	37	01-06-2016	56	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A289	Shigeru Nishiyama	Staff Engineer	83,13,879	Contractual	Mechanical engineering	22	01-06-2016	38	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A288	Hiroki Kuroda	Staff Administrator	34,96,500	Contractual	Master of Engineering	10	01-07-2016	36	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A280	Nishiyama	Staff Administrator	56,70,908	Contractual	Business & Commerce	19	01-07-2016	42	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A281	Fumio Kawabara	Principal Engineer	75,45,352	Contractual	Mechanical engineering	34	01-08-2016	38	Honda R & D Co. Ltd.	NIL	NO	NIL
A286	Mitsuru Tasuchi	Staff Administrator	1,60,11,741	Contractual	Graduate	24	01-12-2016	56	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A290	Shun Sato	Principal Engineer	1,31,91,042	Contractual	Graduate	10	01-02-2017	33	Honda R & D Co. Ltd.	NIL	NO	NIL
A338	Katsuyuki Endo	Staff Administrator	85,17,256	Contractual	Graduate in General Course	13	01-09-2018	46	Honda Motor India (P) Ltd.	NIL	NO	NIL
A340	Shimpei Yoshida	Sr. Staff Engineer	1,03,26,435	Contractual	Graduation	1	01-09-2018	36	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A364	Toshiya Fujii	Sr. Staff Administrator	1,30,49,922	Contractual	Bachelor of Art	20	01-05-2019	43	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A365	Ryosuke Fukuda	Staff Administrator	83,28,593	Contractual	Graduation	8	01-06-2019	35	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A366	Suyaku Komiyama	Staff Administrator	1,11,35,319	Contractual	Graduation	32	01-07-2019	58	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A367	Tomofumi Arai	Principal Engineer	1,04,27,759	Contractual	Graduation	22	01-07-2019	56	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A368	Akihiro Funakoshi	Chief Engineer	86,54,273	Contractual	Graduation in Aerospace Engineering	17	01-08-2019	49	Honda R & D Co. Ltd.	NIL	NO	NIL
A369	Kiyonari Matsuda	Principal Engineer	91,58,589	Contractual	Graduation	18	01-08-2019	43	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A370	Toru Harada	Principal Engineer	93,62,726	Contractual	Graduation	12	01-08-2019	38	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A371	Ginshiro Shimazaki	Principal Engineer	74,72,695	Contractual	Graduation	13	01-09-2019	35	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A372	Shogo Shibayama	Staff Administrator	75,43,918	Contractual	Bachelor of Arts	14	01-09-2019	46	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A373	Takahashi	Principal Engineer	63,67,623	Contractual	Graduation	14	01-10-2019	44	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A374	Yochi Takada	Sr. Staff Engineer	65,48,248	Contractual	Graduation	35	01-10-2019	54	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A375	Yukihiko Fukuda	Sr. Staff Engineer	71,06,865	Contractual	Graduation	19	01-10-2019	50	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A376	Kota Muroasawa	Staff Engineer	63,63,255	Contractual	Graduation	16	01-10-2019	40	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A377	Hirovuki Takagi	Principal Engineer	52,47,139	Contractual	Graduation	20	01-11-2019	53	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A378	Tatsushi Hayakawa	Principal Engineer	44,24,132	Contractual	Graduation	10	01-11-2019	32	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A379	Takahiro Nosa	Principal Engineer	57,79,406	Contractual	Graduation	13	01-11-2019	42	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A380	Kota Hiroki	Chief Engineer	47,67,458	Contractual	Graduation in Engineering	21	01-12-2019	48	Honda R & D Co. Ltd.	NIL	NO	NIL
A381	Yoji Matsuda	Staff Engineer	40,53,829	Contractual	Technician of High School	23	12-01-2019	40	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A382	Hidetaka Shiras	Staff Engineer	26,80,321	Contractual	Mechanical Engineering	12	01-01-2019	42	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
A383	Katsuke Kojima	Principal Engineer	10,20,795	Contractual	Graduation	15	01-03-2020	40	Honda Motor Co. Ltd. Japan	NIL	NO	NIL
10000001	Rajeev Waman	Senior Vice President	61,02,729	Permanent	B.E.	38	02-02-1996	59	Maruti Udyog Ltd.	NIL	NO	NIL
10001820	Gurusaran Dhillon	General Manager	61,23,839	Permanent	MBA	28	18-08-2008	48	At Massaud Automobiles	NIL	NO	NIL

(D) Employed throughout the financial year or part thereof were in receipt of remuneration in that year, which in aggregate or as the case may be, at a rate, which in the aggregate, is in excess of that drawn by the Managing Director/ Whole Time Director/ Manager and holds himself or along with spouse and dependent children, not less than 2% of the Equity Shares of the Company.

E.code	Name	Designation	Remuneration received (Rs.)	Nature of Employment (Contractual or otherwise)	Qualification & Experience	Date of Commencement of Employment	Age of Employee (Years)	Last employment before joining	% of Equity Shares held	Whether Employee is relative of any Director/Manager	Name of Related Director/Manager
					NIL						



Annexure - IV to the Directors' Report

Information under Section 134 (3)(m) of the Companies Act, 2013 read with Rule 8 (3) of Companies (Accounts) Rules, 2014:

A. CONSERVATION OF ENERGY

a) Steps Taken or impact on Conservation of Energy

- 1 Optimization of energy in SPD by stoppage of exhaust fan after heat up cycle completion, and reduction of pump's frequency in SPD-ED recirculation pump
- 2 Power consumption optimization in PA Shop by switching off 16 Nos Overhead lights during day timigs at hanger storage area.
- 3 Installation of timer for Control of runng timings of MIG booth fans, LED's, Exhaust & Helicopter fans at WE
- 4 Power consumption reduction in PA effluent treatment by switchng off Old Treament plant & treating entire effluent at single location.
- 5 Waste Heat Recovery Utilization in ZLD (Zero Liquid Discharge) Plant (Reduction in Operating Cost- Natural gas (74,074 SCM/Year)
- 6 Installation of electronically controlled motor's air washer instead of conventional induction motor air washer. Energy saving 21Mwh/Year.
- 7 LED Light Installation at Tapukara Plant resulting in energy saving.
- 8 Replacement of conventional exhaust fan's in PT-FE with Energy efficient exhaust fan's. Energy saving 33Mwh/Year.
- 9 Reduction of compressed air consumption during off day's. Energy saving 45Mwh/Year.
- 10 Optimization of steam consumption in PA Shop by Pre-Ponement of stoppage timings by 30 mins.

b) Steps taken for utilising alternate sources of Energy

- 1 Feasibility study for the Installation of 136 MW Solar Power Plant for renewable energy usage at Greater Nolda Parts Warehouse.
- 2 Developed in-house centralized E-Bike solar Charging Station.

c) The Capital Investment on energy conservation equipment's

₹ 7.2 Million

B. TECHNOLOGY ABSORPTION

I. Research and Development (R & D)

1 Specific areas in which R&D was carried out

2 Benefits derived as a result of above R & D

3 Future plan of action

4 Expenditure on R & D

- a) Capital
- b) Recurring
- c) Total
- d) Total R & D expenditure as a percentage of total turnover

Your Company has been continuously assimilating technology received from its collaborator since its inception. Manufacture of new models and improvements in existing models of cars is done under technical collaboration/ guidance of Honda Motor Co.Ltd., Japan.

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II. Technology Absorption, Adaptation and innovation:

1 Efforts, in brief, made towards

technology absorption, adaptation & innovation

2 Benefits derived as a result of the above

efforts e.g., product improvement, Cost reduction, product development import substitution etc.

3 In case of imported technology (imported during last 5 years reckoned from the beginning of the last financial year), following information may be furnished.

- a) Technology imported
- b) Year of import
- c) Has technology been fully absorbed?
- d) If not fully absorbed, areas where this has not taken place, reason thereof and further plan of action.

Your Company has been continuously assimilating technology received from its collaborator since inception to manufacture & make available high quality 'HONDA' cars in India. This technology is being provided to its suppliers for enhancing their capabilities and to its employees for enhancing their skills. Consequently, your Company is able to localise components for existing and new models/ variants as per Honda specifications.

C. FOREIGN EXCHANGE EARNINGS AND OUTGO:

a) Activities relating to Exports

Mentioned in the Directors' Report under the paragraph on "Exports".

b) Total foreign exchange used and earned

During the year total inflows in foreign exchange were ₹ 47,432 Million and total Outflows were ₹ 31,020 Million.



Annexure - V

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 arm's length transactions under third proviso thereto

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

Name(s) of the related party and nature of relationship	Nature of contracts / arrangements / transactions	Duration of the contracts/ arrangements / transactions	Salient terms of the contracts or arrangements or transactions including the value, if any	Justification for entering into such contracts or arrangements or transactions	Date (s) of approval by the Board	Amount paid as advances, if any:	Date on which the special resolution was passed in general meeting as required under first proviso to section 188
NIL							

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

Name(s) of the related party and nature of relationship	Nature of contracts / arrangements / transactions	Duration of the contracts / arrangements / transactions	Salient terms of the contracts or arrangements or transactions including the value, if any	Date(s) of approval by the Board	Amount paid as advances, if any:
Honda Automobile (Thailand) Co., Ltd. ('HATC'), Fellow Subsidiary	Information Technology (IT) Services	6 Months	Payment of Service Fee by HATC for IT related services for the period June, 2019 to Nov, 2019, subject to the limit of ₹ 9.8 Million	June 24, 2019	Nil
Honda Automobile (Thailand) Co., Ltd. ('HATC'), Fellow Subsidiary	Information Technology (IT) Services.	1 Year 3 Months	Payment of Service Fee by HATC for IT related services for the following period and maximum limits: <i>Jan 01, 2020 to Mar 31, 2021 : Rs 10 Mn</i> <i>April 01, 2020 to Mar 31, 2021: Rs.35 Mn</i>	Dec 18, 2019	Nil
Honda Siel Power Products Ltd (HSPP) Fellow Subsidiary	Purchase of Merchandise Export from India Scheme (MEIS) Licence/Duty Credit Scrips	NA	Payment of Transactional Value to HSPP, subject to the limit of ₹ 50 Million	Dec 18, 2019	Nil



ANNUAL REPORT ON CSR ACTIVITIES OF THE COMPANY

[Pursuant to Section 135 of the Act & Companies (Corporate Social Responsibility Policy) Rules, 2014]

1	A brief outline of the company's CSR policy, including overview of projects or programmes proposed to be undertaken and reference to the web-link to the CSR Policy and projects or program.	<p>The Company has formulated 'HCIL Corporate Social Responsibility Policy' ("CSR Policy").</p> <p>Scope of Policy:</p> <p>The Policy outlines the Company's philosophy as a responsible corporate citizen of India. It also lays down the guidelines for undertaking socially useful programmes for welfare & sustainable development of the community, in and around the areas of operations of the Company and other parts of the Country.</p> <p>The Policy shall apply to all CSR projects or programmes undertaken by the Company in India, in relation to one or more activities outlined in Schedule VII of the Act.</p> <p>CSR Activities</p> <p>The CSR activities will be mainly in the following areas:</p> <ul style="list-style-type: none"> (i) Promoting healthcare including preventive health and sanitation (ii) Promotion of education including support and partnership for upgradation of quality of training in Government Industrial Training Institutes (ITIs) and/or Polytechnic under private-public partnership (iii) Promotion of Road Safety (iv) Ensuring Environmental Sustainability <p>The Policy and this Annexure is also posted on the Company's website: www.hondacarindia.com</p>		
2	The composition of the CSR Committee	Name of Director	Category	Position
		Mr. Gaku Nakanishi	Executive	Chairman
		Mr. Satoshi Kato	Non Executive	Member
		Mr. Manoj Arora	Independent	Member
3	Average Net Profit of the company for last 3 financial years	Rs. 4,280.7 Million		
4	Prescribed CSR expenditure (two percent of the amount as in item 3 above)	Rs. 85.6 Million		
5	Details of CSR spent during the financial year:	Rs. 85.6 Million		
	a. total amount spent for the financial year 2019-20			
	b. amount unspent, if any	NIL		
	c. manner in which the amount spent during the financial year.	The manner in which the amount is spent is annexed		
6	Reasons for not spending two per cent of the average net profit of last three financial years on CSR activities:	NA		

The CSR Committee confirms that the implementation and monitoring of CSR Policy, is in compliance with CSR Objectives and Policy of the Company.

× 
 (Gaku Nakanishi)
 President & CEO and
 Chairman of CSR Committee
 & Board of Directors



Annexure to CSR Report (Point 5(c) of the CSR Report)

(Rs. In Mn)

Sr. No	CSR Project/ Activity identified	Sector in which the Project is covered	Projects/ Programmes 1. Local area/others 2. Specify the State/District (Name of the district/s, state/s where project/ programme was undertaken	Amount outlay(Budget) Project/ programme wise	Amount spent on the project/programme Subheads: 1. Direct expenses on project, 2. overheads:	Cumulative spend upto to the reporting period	Amount spent Direct/through implementing agency
1	Health Camps in villages	Promoting Healthcare	Greater Noida, G.B. Nagar (UP) & Tapukara, Alwar (Rajasthan)	0.86	0.86	0.86	Implementing Agency
2	Construction of Building, promoting infrastructure for Govt. Schools	Promoting Education	Tapukara, Alwar, (Rajasthan)	52.05	52.05	83.37	Direct
3	Education Promoting Programs by providing financial assistance for higher education and skill development	Promoting Education	Pan India	7	7	7	Direct
4	Education Upgradation in Govt. Schools	Promoting Education	Budibawal & Tapukara, Alwar (Rajasthan) Pali, Greater Noida G.B. Nagar (UP)	6.7	6.7	11.41	Implementing Agency
5	Development & Maintenance of Green Area and Redevelopment of village pond	Ensuring Environmental sustainability	Greater Noida, G.B. Nagar (UP) & Tapukara, Alwar (Rajasthan)	9.44	9.44	9.44	Direct



6	Installation of Road safety equipments i.e. Blinkers, rumble strips, Signages, warning lights etc	Promoting Road safety	Greater Noida, G.B. Nagar (UP)	6.51	6.51	6.51	Direct
7	Support to Traffic Park	Promoting Road safety	Pan India	1.5	1.5	1.5	Implementing Agency
8	Others	Administrative expenses	-	1.6	1.6	1.6	Direct
	Total				85.66		

