

Name of Item	Qty	Last Date of Bid Submission
Fully Built Non-AC Air Suspension Diesel propelled Bus of BS VI as per CMVR with Automated Transmission (AMT).	150 Nos.	06.00 PM 04.08.2022

For the detailed tender document visit: www.etenders.kerala.gov.in, www.keratartc.com/tenders/purchase, e-mail : sr@kerala.gov.in

Chairman & Managing Director
11.07.2022

**OFFICE OF THE CHIEF ENGINEER (WW)-II
DELHI JAL BOARD : GOVT. OF N.C.T. OF DELHI
FLAT NO.- E1, TYPE-IV, STAFF QTRS., JHANEWALAN, DELHI-110005
E-mail- eecplantww.djb01@gmail.com/ acwwp2@gmail.com**

PRESS NIT No. 17(2022-23)

S. No.	Name of Work	Estimated Cost	Earnest Money (Fresh)	Tender Processing Fee (Fresh)	Publication date of tender in e-procurement Solution	Last date & time for receipt of tender from e-procurement solution
1.	Annual repair of Hasanpur Bunglow at Hasanpur Reservoir under EE(C) Plant, WW. (Tender ID: 2022_DJB_225778_1)	2672369/-	53500/-	500/-	08.07.2022	21.07.2022

The more detail required above can be seen on website www.delhi.govtprocurement.com

ISSUED BY P.R.O. (WATER)
Adv. No. J.S.V. 233 (2022-23)

Sd/- (ER. ABSAR AHMED)
EX. ENGINEER(C) PLANT, WW
Chandrawal WW No. II,
Civil Lines, Delhi-110054

"STOP CORONA; WEAR MASK, FOLLOW PHYSICAL DISTANCING, MAINTAIN HAND HYGIENE"

Unaudited standalone financial results for the three months period ended 30th June 2022			
Particulars	Qtr ended 30th June, 2022	Qtr ended 30th June, 2021	Year ended 31 March 2022
	Unaudited	Unaudited	Audited
1 Total income from operations	14,877.53	5,232.95	35,714.42
Net Profit / (Loss) for the period (Before Tax, Exceptional and/or Extraordinary items)	(32,384.22)	(47,844.78)	(1,74,421.28)
Net Profit / (Loss) for the period before tax (After Exceptional and/or Extraordinary items)	(32,384.22)	(47,844.78)	(1,74,421.28)
Net Profit / (Loss) for the period after tax (After Exceptional and/or Extraordinary items)	(32,384.22)	(47,844.78)	(1,74,585.45)
5 Total Comprehensive Income for the period (Comprising Profit / (Loss) for the period (After Tax) and Other Comprehensive Income (After Tax))	(32,384.22)	(47,844.78)	(1,74,534.36)
6 Paid up Equity Share Capital	2,43,900.00	2,43,900.00	2,43,900.00
7 Reserves (excluding Revaluation Reserve)	14,43,274.12	(2,83,347.86)	14,10,837.44
8 Net worth	(1,99,324.12)	(3,94,478.62)	(6,66,937.44)
9 Paid up Debt Capital / Outstanding Debt	13,13,945.51	13,05,629.45	13,14,582.51
10 Outstanding Redeemable Preference Shares	-	-	3.55
11 Profit Equity Ratio **	3.76	2.73	-
12 Earnings Per Share (of Rs. 10/- each)	(1.53)	(1.96)	(1.96)
I Basic	(1.53)	(1.96)	(1.96)
II Diluted	(1.53)	(1.96)	(1.96)
13 Capital Redemption Reserve	Not Applicable	Not Applicable	Not Applicable
14 Debenture Redemption Reserve	282.08	282.08	282.08
15 Debt Service Coverage Ratio **	0.97	2.13	0.39
16 Interest Service Coverage Ratio **	0.97	2.89	0.22

Note:

- The above results have been recommended by the Audit committee and approved by the Board of Directors on 17th July 2022.
- Previous periods figures have been regrouped wherever necessary to conform to the presentation of current period's accounts.

Place : Hyderabad
Date : 11.07.2022

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Chairman & Managing Director
11.07.2022

SAREGAMA INDIA LIMITED
CIN : L22213WB1946PLC014346
Regd. Office: 33, Jessore Road, Dum Dum, Kolkata – 700028.
Tel: 033-2551 2984/4773, E-mail: co.sec@saregama.com,
Web: www.saregama.com

NOTICE OF 75TH ANNUAL GENERAL MEETING, E-VOTING AND BOOK CLOSURE

Notice is hereby given to the Members of Saregama India Limited ('Company') pursuant to the provisions of Section 96 of the Companies Act, 2013 ('Act') read with the Companies (Management and Administration) Rules, 2014 as amended ('Rules'), that the 75th Annual General Meeting of the Company ('AGM') is scheduled to be held on Thursday, 4th August, 2022 through Video Conferencing ('VC')/Other Audio-Visual Means ('OAVM') at 11:30 AM IST to transact the businesses, as set out in the notice of AGM.

In view of the ongoing COVID-19 pandemic, the Ministry of Corporate Affairs (MCA), vide its General Circular No. 20/2020 dated 5th May, 2020 read with General Circular No. 14/2020 dated 8th April, 2020 and General Circular No. 17/2020 dated 13th April, 2020 and General Circular No. 02/2021 dated 13th January 2021, Circular No. 20/2021 dated 12th December, 2021, Circular No. 21/2021 dated 14th December, 2021, Circular No. 02/2022 dated 5th May, 2022, and General Circular No. 03/2022 dated 5th May, 2022, and other applicable circulars issued by the Securities and Exchange Board of India (SEBI), has allowed the Companies to conduct the AGM through Video Conferencing (VC) or Other Audio Visual Means (OAVM) during the calendar year 2022. In accordance with, the said circulars of MCA, SEBI and applicable provisions of the Act and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI LODR Regulations), the 75th AGM of the Company shall be conducted through VC/OAVM.

The Company has sent electronic copies of Annual Report alongwith the Notice of AGM on 11th July, 2022 to those members whose email IDs were registered with the Company/Depository Participant as on the cut-off date i.e. 8th July, 2022. The Notice of AGM along with Annual Report for the financial year 2021-22, is available on the website of the Company at www.saregama.com on the website of Stock Exchanges i.e. BSE Limited at www.bseindia.com and National Stock Exchange of India Limited at www.nseindia.com and on the website of National Securities Depository Limited ("NSDL") at www.evoting.nsdil.com.

Members holding shares in physical form and who have not registered their email addresses with the Company/Company's RTA, can get the same registered and obtain Notice of the 75th AGM of the Company along with Annual Report for the financial year ended 31st March, 2022 and/or login credentials for joining the 75th AGM of the Company through VC/OAVM facility including e-voting, by sending scanned copies of following documents by email to the Company's RTA at mcstsa@rediffmail.com or Company's email address at co.sec@saregama.com:

- signed request letter mentioning your name, Folio Number, complete address, mobile number and email address to be registered;
- self-attested copy of the PAN card;
- self-attested copy of any document (e.g.: Aadhar Card, Driving License, Election Identity Card, Passport) in support of the address of the Member.

Members holding shares in dematerialized form are requested to register / update their email addresses with the relevant Depository Participants.

Members holding shares either in physical form or in dematerialized mode, as on the cut-off date, i.e., 28th July, 2022, being the cut-off date, may cast their vote electronically on the Resolutions set forth in the Notice of AGM through electronic system of NSDL ("remote e-voting"). All the members are hereby informed that:

- The business, as set out in the notice of AGM, may be transacted through remote e-voting or e-voting system at the AGM.
- The remote e-voting period will commence at 9.00 a.m. (IST) on Monday, 1st August, 2022 and will end at 5.00 p.m. (IST) on Wednesday, 3rd August, 2022. During this period, members may cast their vote electronically. Thereafter, the remote e-voting module shall be disabled by NSDL for voting.
- The cut-off date for determining the eligibility to vote by remove e-voting or e-voting at the AGM shall be 28th July, 2022.
- Any person, who acquires shares of the Company and becomes a Member of the Company after dispatch of the Notice and holding shares as of the cut-off date, may obtain the login ID and password by sending a request at evoting@nsdl.co.in.
- Only those Members/ shareholders, who will be present in the AGM through VC/OAVM facility and have not casted their vote on the Resolution through remote e-Voting and are otherwise not barred from doing so, shall be eligible to vote through e-Voting system in the AGM.
- Members who have voted through Remote e-Voting will be eligible to attend the AGM. However, they will not be eligible to vote at the AGM.
- The detailed procedure and instruction for remote e-voting and e-voting during the AGM are given in the notice of AGM.
- Pursuant to the provisions of Section 91 of the Act read with Rule 10 of the Rules and Regulation 42 of the SEBI LODR Regulations, The Register of Members and Share Transfer Books of the Company will remain closed from Friday, 29th July, 2022, to Thursday, 4th August, 2022 (both days inclusive).
- In case of any queries relating to remote e-voting/e-voting, members may refer to Frequently Asked Questions (FAQs) for members and e-voting user manual for members available at the download section of www.evoting.nsdil.com or call on toll free no.: 1800-1020-990 and 1800 22 44 30 or send a request to Mr. Amit Vishal, Senior Manager and /or Ms. Pallavi Mhate, Manager at evoting@nsdl.co.in, NSDL, Trade World, A Wing, 4th Floor, Kamala Mills Compound, Lower Parel, Mumbai – 400013 through email at evoting@nsdl.co.in or write to the Company at co.sec@saregama.com.

By Order of the Board
Vikram Mehra
Managing Director
DIN: 03556680

Dated: 12th July, 2022
Place: Mumbai



Persistent Systems Limited

CIN: L72300PN1990PLC056696

Regd. Office : 'Bhageerath', 402 Senapati Bapat Road, Pune 411 016 Ph. No.: +91 (20) 6703 0000; Fax: +91 (20) 6703 0008
E-mail: investors@persistent.com; Website: www.persistent.com

ERRATA to Annual Report 2021-22

In Part A of Annexure C to the Report of the Directors appearing on pages 99 and 100 of the Annual Report, while determining the median remuneration of employees, the interns who are undergoing an internship with the Company were erroneously included. Since the median is determined over a range of values of remuneration of employees, the large addition of interns to the list resulted in pushing the median down. Due to this error, under note 2 of Part A, the median remuneration of employees of the Company was inadvertently disclosed as ₹ 714,812 whereas the number without considering the interns is ₹ 1,259,004. Further, under Note 4 of Part A, it was stated that the median remuneration showed a decrease of 35% in FY 2021-22, whereas it has actually increased by 14.5%. Further, while calculating the ratio of remuneration of Mr. Sandeep Kalra to the median remuneration of employees based in India and in the USA, the remuneration paid to him in India and in the USA was separately considered, whereas the total remuneration paid to him needs to be considered for working out the ratio. The same has also been corrected.

Part A as appearing in Annual Report 2021-22 and the revised Part A after considering this Errata are given below.
Part A of Annexure C to the Report of the Directors, as it was appearing in the Annual Report 2021-22

A. Details of the Remuneration as required under 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 percentage increase in remuneration of each Director, Chief Financial Officer, and Company Secretary during the Financial Year 2021-22, ratio of the remuneration of each Director to the median remuneration of the employees of the Company for the Financial Year 2021-22 and the comparison of remuneration of each Key Managerial Personnel (KMP) against the performance of the Company are as follows:

Sr. No.	Name of Director/ KMP and Designation	Remuneration of Director/ KMP for Financial Year 2021-22 (₹ Million)	% increase in Remuneration in the Financial Year 2021-22	% increase in remuneration in the Financial Year 2021-22* (excluding perquisite value of stock options exercised during the year)	Ratio of remuneration of each Director to median remuneration of employees	Ratio of remuneration of each Director to median remuneration of Employees* (excluding perquisite value of stock incentive)	Comparison of the remuneration of the KMP against the performance of the Company
Executive Directors and KMPs							
a.	Dr. Anand Deshpande Chairman and Managing Director, India	31.94	21.68%	NA	44.68	NA	The increase in revenue was 36.4% and in Profit After Tax was 53.2%
b.	Sandeep Kalra@ Executive Director and Chief Executive Officer, USA Ratio of remuneration to median remuneration of employees located in -India -USA	468.68 ^{AA}	329.27%	68.39%	4.06 651.62	4.06 146.50	
c.	Sunil Sapre Executive Director and Chief Financial Officer, India	90.21	94.33%	15.37%	126.20	23.73	
d.	Amit Atre Company Secretary, India	7.17	110.26%	16.72%	10.03	5.57	
Non-Executive Directors							
e.	Roshini Bakshi Independent Director	4.08	64.52%	NA	5.71	NA	
f.	Pradeep Bhargava Independent Director	4.33	64.02%	NA	6.06	NA	
g.	Avanti Davda# Additional Director (Independent Member)	0.79	NA	NA	1.11	NA	
h.	Guy Efferman Independent Director	3.81	74.77%	NA	5.33	NA	
i.	Dr. Anant Jhingran Independent Director	3.53	59.73%	NA	4.94	NA	
j.	Praveen Kadle Independent Director	4.19	69.64%	NA	5.87	NA	
k.	Thomas Kendra Non-Independent Non-Executive Director	3.63	74.52%	NA	5.08	NA	
l.	Prof. Deepak Phatak Independent Director	3.88	77.17%	NA	5.43	NA	

*The Directors/KMPs against whom NA is mentioned, did not exercise/were not eligible for ESOPs.

@Appointed as a Chief Executive officer w.e.f. October 23, 2020.

#Appointed as an Independent Director w.e.f. December 28, 2021.

^{AA} The remuneration also includes remuneration paid from Persistent Systems Inc., USA

1) Remuneration to KMPs includes fixed pay, variable pay, retirement benefits, and the perquisite value of stock options exercised during the period, determined in accordance with the provisions of the Income-tax Act, 1961. Accordingly, the value of stock options granted during the period is not included. Independent directors are not entitled to any stock options effective from April 1, 2014.

2) In view of the uncertainty during the COVID-19 Pandemic, the Company had announced salary cuts as a part of cost reduction. Accordingly, the Non-Executive Directors voluntarily opted for a reduction of 25% in their remuneration for a period from April to July 2020.

2) The median remuneration of employees of the Company during the Financial Year 2021-22 was ₹ 714,812

3) The median remuneration of employees of Persistent Systems Inc. during the Financial Year 2021-22 was USD 131,712 (Equivalent to ₹ 10.23 Million approx.), which has been considered to compute the ratio for Executive directors/KMPs to whom remuneration was paid from a subsidiary incorporated in the USA.

4) In FY 2021-22, there was a decrease of 35% in the median remuneration of employees.

5) The average annual increase was around 10% in India. However, during the year, the total increase is approximately 11.5%, after considering promotions and other event-based compensation revisions. Employees outside India received a wage increase of about 3%.

The increase in remuneration is in line with the market trends in the respective countries. In order to ensure that remuneration reflects the Company's performance, the performance pay is also linked to organization performance.

6) As of March 31, 2022, there were 15,422 permanent employees who were on the payroll of the Company (on a standalone basis).

7) It is affirmed that the remuneration paid, is as per the Remuneration Policy for Directors, Key Managerial Personnel, and other senior management employees.

Revised Part A of Annexure C to the Report of the Directors as amended and corrected by this Errata:

A. Details of the Remuneration as required under 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 percentage increase in remuneration of each Director, Chief Financial Officer, and Company Secretary during the Financial Year 2021-22, ratio of the remuneration of each Director to the median remuneration of the employees of the Company for the Financial Year 2021-22 and the comparison of remuneration of each Key Managerial Personnel (KMP) against the performance of the Company are as follows:

Sr. No.	Name of Director/ KMP and Designation	Remuneration of Director/ KMP for Financial Year 2021-22 (₹ Million)	% increase in Remuneration in the Financial Year 2021-22	% increase in remuneration in the Financial Year 2021-22* (excluding perquisite value of stock options exercised during the year)	Ratio of remuneration of each Director to median remuneration of employees	Ratio of remuneration of each Director to median remuneration of Employees* (excluding perquisite value of stock incentive)	Comparison of the remuneration of the KMP against the performance of the Company
Executive Directors and KMPs							
a.	Dr. Anand Deshpande Chairman and Managing Director, India	31.94	21.68%	NA	25.37	NA	The increase in revenue was 36.4% and in Profit After Tax was 53.2%
b.	Sandeep Kalra@ Executive Director and Chief Executive Officer, USA Ratio of remuneration to median remuneration of employees located in - India - USA	468.68 ^{AA}	329.27%	68.39%	372.26 45.81	85.48 10.52	
c.	Sunil Sapre Executive Director and Chief Financial Officer, India	90.21	94.33%	15.37%	71.65	13.47	
d.	Amit Atre Company Secretary, India	7.17	110.26%	16.72%	5.69	3.16	
Non-Executive Directors							
e.	Roshini Bakshi Independent Director	4.08	64.52%	NA	3.24	NA	
f.	Pradeep Bhargava Independent Director	4.33	64.02%	NA	3.44	NA	
g.	Avanti Davda# Additional Director (Independent Member)	0.79	NA	NA	0.63	NA	
h.	Guy Efferman Independent Director	3.81	74.77%	NA	3.03	NA	
i.	Dr. Anant Jhingran Independent Director	3.53	59.73%	NA	2.80	NA	
j.	Praveen Kadle Independent Director	4.19	69.64%	NA	3.33	NA	
k.	Thomas Kendra Non-Independent Non-Executive Director	3.63	74.52%	NA	2.88	NA	
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4) In FY 2021-22, there was an increase of 14.5% in the median remuneration of employees.

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6) As of March 31, 2022, there were 15,422 permanent employees who were on the payroll of the Company (on a standalone basis).

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The Annual Report 2021-22, with the corrected Part A of Annexure C to the Report of the Directors appearing on pages 99 and 100 is also made available on the website of the Company at the Persistent's 32nd Annual Report 2021-22 | Unleashing Potential

Except for the correction as provided above, there are no changes in the 32nd Annual Report 2021-22 as printed, published, released, and circulated including in the soft form.

Place : Pune
Date : July 11, 2022

For Persistent Systems Limited
Amit Atre - Company Secretary
ICSI Membership No.: ACS 20507

