Draft

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
Pofor the instruct	ion kit for fil	ing the form

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

I. RI	EGISTRATION AND OTHI	ER DETAILS			
(i) * C	orporate Identification Number ((CIN) of the company	L73100	MH2000PLC192798	Pre-fill
G	Global Location Number (GLN) o	f the company			
* F	Permanent Account Number (PA	N) of the company	AACCP ²	1414E	
(ii) (a) Name of the company		METRO	POLIS HEALTHCARE L	
(b) Registered office address				
	4th Floor, East Wing, Plot-254 B, N sant Road, Worli Worli Colony Mumbai Mumbai Maharashtra	irlon House, Dr. Annie Be			
(c) *e-mail ID of the company		secreta	rial@metropolisindia.	
(d) *Telephone number with STD	code	022625	82810	
(e	e) Website		www.m	netropolisindia.com	
(iii)	Date of Incorporation		10/11/2	2000	
(iv)	Type of the Company	Category of the Company		Sub-category of the	Company
	Public Company	Company limited by sha	res	Indian Non-Gove	ernment company
(v) Wh	nether company is having share	capital	Yes	∩ No	

Yes

No

(a) Details of stock exchanges where shares are listed

S. No.	Stock Exchange Name	Code
1	BSE Limited	1
2	The National Stock Exchange of India	1,024

(b) CIN of the Registrar and Tra	ansfer Agent		U67190M	H1999PTC118368	Pre-fill
Name of the Registrar and Tra	insfer Agent				_
LINK INTIME INDIA PRIVATE LIM	TED				
Registered office address of the	ne Registrar and Tr	ansfer Agents			_
C-101, 1st Floor, 247 Park, Lal Baroli (West), NA	hadur Shastri Marg,	Vikh			•
(vii) *Financial year From date 01/0	04/2023	(DD/MM/YYYY) To date	31/03/2024	(DD/MM/YYYY
(viii) *Whether Annual general mee	ting (AGM) held	• \	Yes 🔘	No	
(a) If yes, date of AGM					
(b) Due date of AGM	30/09/2024				
(c) Whether any extension for A	AGM granted		Yes	No	
I DDINCIDAL DIIGINEGO A	TIVITIES OF 1		IV		

II. PRINCIPAL BUSINESS ACTIVITIES OF	THE COMPANT

*Number of business activities 1

	Main Activity group code		Business Activity Code	,	% of turnover of the company
1	Q	Hospital and Medical Care	Q2	Medical and dental practice, Nursing, pathology, blood bank services, etc.	100

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

*No. of Companies for which information is to be given 11 Pre-fill All

S.No	Name of the company	CIN / FCRN	Holding/ Subsidiary/Associate/ Joint Venture	% of shares held
1	Amin's Pathology Laboratory F	U52300MH2012PTC236779	Subsidiary	100
2	Ekopath Metropolis Lab Servic	U93000MH2013PTC240481	Subsidiary	60

3	Metropolis Histoxpert Digital S	U85320MH2018PTC304941	Subsidiary	100
4	Centralab Healthcare Services	U85110MH2011PTC413726	Subsidiary	100
5	Metropolis Healthcare (Mauriti		Subsidiary	100
6	Metropolis Bramser Lab Servic ⊕		Subsidiary	100
7	Metropolis Star Lab Kenya Lim		Subsidiary	100
8	Metropolis Healthcare Ghana l		Subsidiary	100
9	Metropolis Healthcare Lanka P		Subsidiary	100
10	Metropolis Healthcare (Tanzan		Subsidiary	99.99
11	Metropolis Healthcare Uganda		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	319,304,015	51,226,861	51,226,861	51,226,861
Total amount of equity shares (in Rupees)	638,608,030	102,453,722	102,453,722	102,453,722

Number of classes	1
-------------------	---

Class of Shares Equity Shares	Authoricod	Icabilai	Subscribed capital	Paid up capital
Number of equity shares	319,304,015	51,226,861	51,226,861	51,226,861
Nominal value per share (in rupees)	2	2	2	2
Total amount of equity shares (in rupees)	638,608,030	102,453,722	102,453,722	102,453,722

(b) Preference share capital

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

Number of classes	0
-------------------	---

Class of shares	A	Icapital	Subscribed capital	Paid up capital
Number of preference shares				
Nominal value per share (in rupees)				
Total amount of preference shares (in rupees)				

(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
Equity shares	Physical	DEMAT	Total			
At the beginning of the year	0	51,210,664	51210664	102,421,328	102,421,32	
Increase during the year	0	16,197	16197	32,394	32,394	0
i. Pubic 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	0	0	0	0	
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	0
x. Others, specify	0	16,197	16197	32,394	32,394	
Restrictive Stock Option Scheme		10,101		02,00	02,001	
Decrease during the year	0	0	0	0	0	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							
At the end of the year		0	51,226,861	51226861	102,453,722	102,453,72	
Preference shares							
At the beginning of the ye	ear	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 sha	ares	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 cap	ital	0	0	0	0	0	0
iv. Others, specify							
At the end of the year		0	0	0	0	0	
SIN of the equity shares	of the company				INE11	12L01020	
(ii) Details of stock spl	it/consolidation during th	ne year (for ea	ch class of s	hares)	0		
Class of shares		(i)		(ii)		(ii	i)
Before split /	Number of shares						
Consolidation	Face value per share						
After split /	Number of shares						
Consolidation	Face value per share						

(iii) Details of share of the first return at					ancial ye	ar (or in the case
⊠ Nil						
	ided in a CD/Digital Med	ia]	○ Yes	O No	\bigcirc	Not Applicable
Separate sheet atta	ached for details of trans	fers	○ Yes	O No		
Note: In case list of transf Media may be shown.	fer exceeds 10, option fo	r submission a	as a separate shee	t attachmer	nt or submi	ssion in a CD/Digital
Date of the previous	annual general meetin	g				
Date of registration of	of transfer (Date Month	Year)				
Type of transfe	r	1 - Equity,	2- Preference Sh	ares,3 - D	ebentures	s, 4 - Stock
Number of Shares/ Dunits Transferred	Debentures/		Amount per Sh Debenture/Unit			
Ledger Folio of Trans	sferor					
Transferor's Name						
	Surname		middle name		fi	rst name
Ledger Folio of Trans	sferee					
Transferee's Name						
	Surname		middle name		fi	rst name
Date of registration of	of transfer (Date Month	Year)				
Type of transfe	r	1 - Equity,	2- Preference Sh	ares,3 - D	ebenture:	s, 4 - Stock
Number of Shares/ Dunits Transferred	Debentures/		Amount per Sh Debenture/Unit			

Transferor's Name Surname Middle name First name Ledger Folio of Transferee Transferee's Name Surname Middle name First name Surname Middle name First name (iv) *Debentures (Outstanding as at the end of financial year)	rticulars	Number of u	nits Nominal value per	Total value	
Transferor's Name Surname middle name first name Ledger Folio of Transferee Transferee's Name	iv) *Debentures (Ou	itstanding as at the end	of financial year)		
Transferor's Name Surname middle name first name Ledger Folio of Transferee		Surname	middle name	first name	
Transferor's Name Surname middle name first name	Transferee's Name				
Transferor's Name	Ledger Folio of Trans	sferee			
		Surname	middle name	first name	
Ledger Folio of Transferor	Transferor's Name				
	Ledger Folio of Trans	sferor			

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	_	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)

Type of Securities	Number of	Nominal Value of	Total Nominal	Paid up Value of	Total Paid up Value
Securities	Securities	each Unit	Value	each Unit	
Total					

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

0

(i) Turnover

11,034,254,000

(ii) Net worth of the Company

10,234,564,000

VI. (a) *SHARE HOLDING PATTERN - Promoters

S. No.	Category Individual/Hindu Undivided Family	Equi	ity	Preference		
		Number of shares	Percentage	Number of shares	Percentage	
1.		Individual/Hindu Undivided Family				
	(i) Indian	2,229,562	4.35	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)	15,691,216	30.63	0		
10.	Others Trusts	7,522,213	14.68	0		
	Total	25,442,991	49.66	0	0	

Total nu	mber of	shareholders	(promoters)
----------	---------	--------------	-------------

(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	2,753,717	5.38	0	
	(ii) Non-resident Indian (NRI)	98,160	0.19	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	1,683,032	3.29	0	
4.	Banks	0	0	0	
5.	Financial institutions	1	0	0	
6.	Foreign institutional investors	9,683,202	18.9	0	
7.	Mutual funds	10,916,007	21.31	0	
8.	Venture capital	0	0	0	
9.	Body corporate (not mentioned above)	435,398	0.85	0	
10.	Others Trusts, AIF, LLP, Clearing Me	214,353	0.42	0	
	Total	25,783,870	50.34	0	0

Total number of shareholders (other than promoters)

68,277

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

68,283

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

132

Name of the FII	Address	Date of Incorporation	Country of Incorporation	Number of shares held	% of shares held
AMERICAN CENTURY	I DEUTSCHE BANK AG, DB HOUSE, F			1,019	0
AMERICAN CENTURY	I STANDARD CHARTERED BANK SEC			79,966	0.15
BELLEVUE FUNDS (LU	J): STANDARD CHARTERED BANK SEC +			50,000	0.09
DIMENSIONAL EMER	G CITIBANK N.A. CUSTODY SERVICES			18,773	0.03

Name of the FII	Address	Date of Incorporation	Country of Incorporation	Number of shares held	% of shares held
EMERGING MARKETS (DEUTSCHE BANK AG, DB HOUSE H			9,293	0.01
EMERGING MARKETS S	JP Morgan Chase Bank N.A, INDIA			89,274	0.17
EMERGING MARKETS S	CITIBANK N.A. CUSTODY SERVICES	.1		10,176	0.01
EP EMERGING MARKET	CITIBANK N.A. CUSTODY SERVICES			12,550	0.02
ISHARES CORE MSCI E	CITIBANK N.A. CUSTODY SERVICES			322,237	0.62
ISHARES MSCI INDIA S	ISHARES MSCI INDIA SMALL-CAP E			61,929	0.12
K INDIA OPPORTUNITI	KOTAK MAHINDRA BANK LIMITED			5,100	0.01
MOHAMMAD KHALID	.1			200	0
ALASKA PERMANENT	STANDARD CHARTERED BANK SEC			4,079	0
BNP PARIBAS FINANCI	BNP PARIBAS HOUSE 1 NORTH AV			464	0
BOFA SECURITIES EUR	CITIBANK N.A. CUSTODY SERVICES			12,944	0.02
CALIFORNIA PUBLIC E	CALIFORNIA PUBLIC EMPLOYEES&			44,813	0.08
CC&L Q EMERGIN	STANDARD CHARTERED BANK SEC			108	0
FLEXSHARES MORNIN	JP Morgan Chase Bank N.A, INDIA			1,104	0
GLOBAL ALL CAP ALPI	JP Morgan Chase Bank N.A, India S			17,429	0.03
GOVERNMENT PENSIC	CITIBANK N.A. CUSTODY SERVICES			290,315	0.56
GRANDEUR PEAK GLO	HSBC SECURITIES SERVICES 11TH F			11,642	0.02
J P MORGAN FUNDS	JP Morgan Chase Bank N.A, INDIA			1,137,042	2.21
MCINROY AND WOOD	DEUTSCHE BANK AG DB HOUSE, H			97,150	0.18
NORTHERN TRUST CO	NORTHERN TRUST COLLECTIVE EM	.1		1,009	0
BVK PERSONALVORSC	JP Morgan Chase Bank N.A, INDIA			9,459	0.01

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	6	6
Members (other than promoters)	87,287	68,277
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	2	0	2	0	2.86	0
B. Non-Promoter	0	5	0	5	0	0
(i) Non-Independent	0	1	0	1	0	0
(ii) Independent	0	4	0	4	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	2	5	2	5	2.86	0

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

10

(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)
Sushil Kanubhai Shah	00179918	Whole-time directo	1,282,058	

Name	DIN/PAN	Designation	Number of equity share(s) held	Date of cessation (after closure of financial year : If any)
Ameera Sushil Shah	00208095	Managing Director	181,845	
Vivek Gambhir	06527810	Director		
Sanjay Bhatnagar	00867848	Director		
Anita Ramachandran	00118188	Director		
Hemant Sachdev	01635195	Director		
Subramanian Rangana ₩	00125493	Director		
Chemmenkotil Surendr	AEOPC8393N	CEO		
Rakesh Kumar Agarwa ⊞	AGFPA9166J	CFO	1,489	
Kamlesh Kulkarni	ARBPK5533E	Company Secretar	5	

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

6

Name	DIN/PAN	Inaginning / dilring tha	Date of appointment/ change in designation/ cessation	Nature of change (Appointment/ Change in designation/ Cessation)
Vivek Gambhir	06527810	Director	07/08/2023	Reappointment
Sanjay Bhatnagar	00867848	Director	07/08/2023	Reappointment
Subramanian Ranga	00125493	Director	21/08/2023	Appointment
Milind Sarwate	00109854	Director	06/09/2023	Cessation
Kamlesh Kulkarni	ARBPK5533E	Company Secretary	03/02/2024	Appointment
Neha Shah	CLPPS8404Q	Company Secretary	03/02/2024	Cessation

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	Total Number of Date of meeting Members entitled to attend meeting		Attendance		
			1	% of total shareholding	
Annual General Meeting	17/08/2023	92,148	37	48.71	

B. BOARD MEETINGS

*Number of meetings held

6

S. No.	Date of meeting	Total Number of directors associated as on the date		Attendance
		of meeting	Number of directors attended	% of attendance
1	16/05/2023	7	6	85.71
2	19/06/2023	7	6	85.71
3	02/08/2023	7	6	85.71
4	04/11/2023	7	7	100
5	02/02/2024	7	7	100
6	18/03/2024	7	7	100

C. COMMITTEE MEETINGS

Number of meetings held

14

S. No.	Type of meeting		Total Number of Members as			
	meeting	Date of meeting	on the date of the meeting	Number of members attended	% of attendance	
1	Audit Committe	16/05/2023	4	4	100	
2	Audit Committe	02/08/2023	4	4	100	
3	Audit Committe	04/11/2023	4	4	100	
4	Audit Committe	02/02/2024	4	4	100	
5	Corporate Soc	16/05/2023	3	3	100	
6	Corporate Soc	04/11/2023	3	3	100	
7	Risk Managem	05/07/2023	3	3	100	
8	Risk Managem	20/12/2023	3	2	66.67	
9	Stakeholder R	16/05/2023	3	3	100	
10	Nomination &	16/05/2023	3	3	100	

D. *ATTENDANCE OF DIRECTORS

			Board Meetings		Co	Whether attended AGM		
S. No.	of the director	Number of Meetings which director was	Meetings	% of attendance		Meetings	% of attendance	held on
		entitled to attended attend		attoridanto	entitled to attend	attended	attoridano	(Y/N/NA)
1	Sushil Kanubh	6	6	100	1	1	100	
2	Ameera Sushi	6	6	100	5	4	80	
3	Vivek Gambhi	6	6	100	10	10	100	
4	Sanjay Bhatna	6	5	83.33	9	9	100	
5	Anita Ramach	6	6	100	10	10	100	
6	Hemant Sacho	6	4	66.67	0	0	0	
7	Subramanian	3	3	100	4	4	100	

X. *REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

	l NI	iI
	l IN	н

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

2

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
1	Sushil Kanubhai Sh	Whole-time dired	18,000,000				18,000,000
2	Ameera Sushil Shal	Whole-time dired	21,733,344			26,144,438	47,877,782
	Total		39,733,344	0	0	26,144,438	65,877,782

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	Surendran Chemme	CEO	50,000,004				50,000,004
2	Rakesh Kumar Aga	CFO	14,840,001				14,840,001
3	Kamlesh Kulkarni	Company Secre	1,158,621				1,158,621
4	Neha Shah	Company Secre	1,106,178				1,106,178
	Total		67,104,804			0	67,104,804

Number of other directors whose remuneration details to be entered

5

S. No.	Nan	ne	Designation	on	Gross Sa	alary	Commission		Stock Option/ Sweat equity	С	others	Total Amount
1	Anita Ram	achandra +	Non-Execut	ive-			1,025,000					1,025,000
2	Hemant S	·	Non-Execut				0					0
3	Vivek Ga	ambhir	Non-Execut	ive I			750,000					750,000
4	Sanjay Bh	atnagar	Non-Execut	ive I			700,000					700,000
5	Subramani	an Rang	Non-Execut				500,000					500,000
	Total			_	0		2,975,000					2,975,000
	LS OF PENA						NY/DIRECTOF		·	Nil	0	
Name of company officers	f the	concerned Authority		ate of	Order	section	n under which sed / punished		tails of penalty/ nishment		of appea	
B) DET	AILS OF CO	MPOUND	ING OF OFFE	ENCES	S N	il	0]			
Name of the court/ concerned 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. Wh	ether compl	ete list of	shareholder	rs, del	penture ho	lders h	as been enclo	sed	as an attachmer	nt		
	○ Ye	s O N	0									
XIV. CO	MPLIANCE	OF SUB-	SECTION (2)	OF SE	ECTION 92	, IN CA	SE OF LISTED	СО	MPANIES			
							al of Ten Crore he annual retur		ees or more or tui Form MGT-8.	nover o	of Fifty Cro	ore rupees or

Name

Vijay Yadav

Whether associate or fellow	○ A	ssociate Fellow				
Certificate of practice numb	per 1680	06				
I/We certify that: (a) The return states the facts, (b) Unless otherwise expressly Act during the financial year.						of the
		Declaration				
I am Authorised by the Board of	of Directors of the com	pany vide resolution no		dated	21/05/2024	
(DD/MM/YYYY) to sign this for in respect of the subject matter					s made thereund	er
		tachments thereto is true, c pressed or concealed and				
2. All the required attach	nments have been com	npletely and legibly attache	d to this form.			
Note: Attention is also draw punishment for fraud, punis					ct, 2013 which p	rovide fo
To be digitally signed by						
Director						
DIN of the director	00208095					
To be digitally signed by			_			
Company Secretary						
Ocompany secretary in prac	tice					
Membership number		Certificate of practice n	umber			

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

Remaining Committee Meetings held in the financial year 2023-2024:

Sr.	Type of Meeting	Date of Meeting	Total Number	Attendance		
No.			of Members as	Number of	% of	
			on the date of	members	attendance	
			the Meeting	attended		
1.	Nomination and	19/06/2023	3	3	100	
	Remuneration Committee					
2.	Nomination and	04/11/2023	3	3	100	
	Remuneration Committee					
3.	Nomination and	02/02/2023	3	3	100	
	Remuneration Committee					
4.	Nomination and	18/03/2024	3	3	100	
	Remuneration Committee					