## FORM NO. MGT-7

Form language

[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**

Refe	r the instruction kit for filing the for	m.				
I. R	EGISTRATION AND OTHE	R DETAILS				
(i) <b>*</b> (	Corporate Identification Number (C	CIN) of the company		U2410	0DL2016PLC358399	Pre-fill
(	Global Location Number (GLN) of	the company				
*	Permanent Account Number (PAN	l) of the company		AADCH	19368N	
(ii) (	a) Name of the company			HINDU	STAN URVARAK & RASA	
(	b) Registered office address					
	Core-4, 9th Floor Scope Minar, Laxmi Nagar, District Centre New D Delhi East Delhi Delhi	elhi				
(	c) *e-mail ID of the company			KPGUP	PTA@HURL.NET.IN	
(	d) *Telephone number with STD c	ode		011212	210310	
(	e) Website			www.	HURL.IN	
(iii)	Date of Incorporation			15/06/	2016	
(iv)	Type of the Company	Category of the Com	pany		Sub-category of the	Company
	Public Company	Company limited	d by share	es	Indian Non-Gov	ernment company
(v) W	hether company is having share c	apital	<ul><li>Y</li></ul>	'es	O No	
(vi) *\	Whether shares listed on recognize	ed Stock Exchange(s)	O Y	'es	<ul><li>No</li></ul>	
(	(b) CIN of the Registrar and Trans	fer Agent		U7240	0MH2004PLC147094	Pre-fill
	Name of the Registrar and Transf	er Agent				

	NSD	L DATABASE N	MANAGEMENT L	IMITED							
Į	l Regi	stered office	address of the	Registrar and Tra	ınsfer Ager	nts					
	l .	FLOOR TRADE 'ER PAREL (W)		GKAMLA MILLS CO	MPOUND						
(vii) *	ı Finaı	ncial year Fro	om date 01/04	/2019	(DD/MM/\	/YYY) <sup>-</sup>	To date	31/03/202	0	DD/M	M/YYYY)
			general meetin		(	Yes		No			
(	(a) If	yes, date of	AGM	30/12/2020							
(	(b) D	ue date of A0	GM	31/12/2020							
(	(c) W	/hether any e	xtension for AC	SM granted		$\bigcirc$	Yes	<ul><li>No</li></ul>			
II. PI	RIN	CIPAL BU	SINESS ACT	TIVITIES OF T	HE COM	PANY					
	*Nı	umber of bus	iness activities	1							
S.I	No	Main Activity group code	Description of	Main Activity grou	Page 19 Page 1	s Des	scription o	of Business	Activity		% of turnove of the company
	1	С	Man	ufacturing	C6	ph		al and chem icals, medic			0
(II 'No. c	<b>NCL</b> of Co	UDING JC	which inform	ation is to be give	en 0		Pre-f	ill All			
S.N	lo	Name of t	he company	CIN / FC	RN	Holdin	ig/ Subsic Joint V	liary/Assoc enture	iate/	% of sh	ares held
1											
IV. S	HAF	RE CAPITA	AL, DEBENT	URES AND O	THER SI	CURI	TIES OF	THE CO	OMPAN	IY	
i) *Sł	HAR	RE CAPITA	L								
(a) E	quity	share capita	ıl								
		Particula	rs	Authorised capital	lssı cap			scribed pital	Paid u	p capital	
Total	l num	nber of equity	shares	5,300,000,000	2,253,28	0,000	2,253,28	30,000	2,253,2	280,000	
Total Rupe		ount of equity	shares (in	53,000,000,000	22,532,8	800,000	22,532,8	300,000	22,532	,800,000	

1

Number of classes

Page 2 of 15

	Authorised capital	Issued capital	Subscribed capital	Paid up capital
Number of equity shares	5,300,000,000	2,253,280,000	2,253,280,000	2,253,280,000
Nominal value per share (in rupees)	10	10	10	10
Total amount of equity shares (in rupees)	53,000,000,000	22,532,800,000	22,532,800,000	22,532,800,000

#### (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

	Authorised capital	ICabilai	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				
At the beginning of the year	1,321,000,000	13,210,000,000	13,210,000,000	
Increase during the year	932,280,000	9,322,800,000	9,322,800,000	0
i. Pubic Issues	0	0	0	0
ii. Rights issue	932,280,000	9,322,800,000	9,322,800,000	
iii. Bonus issue	0	0	0	
iv. Private Placement/ Preferential allotment	0	0	0	0
v. ESOPs	0	0	0	0

vi. Sweat equity shares allotted				
	0	0	0	0
vii. Conversion of Preference share	0	0	0	0
viii. Conversion of Debentures	0	0	0	0
x. GDRs/ADRs	0	0	0	0
x. Others, specify				
Decrease during the year	0	0	0	0
. Buy-back of shares	0	0	0	0
i. Shares forfeited	0	0	0	0
iii. Reduction of share capital	0	0	0	0
iv. Others, specify				
At the end of the year	2,253,280,000	22,532,800,000	22,532,800,000	
Preference shares				
	0	0	0	
At the beginning of the year	0 0	0 0	0	0
At the beginning of the year Increase during the year				0
Preference shares  At the beginning of the year  Increase during the year  i. Issues of shares  ii. Re-issue of forfeited shares	0	0	0	
At the beginning of the year Increase during the year It is is increased in the important of the year  Increase during the year  Increase during the year  Increase during the year  Increase during the year	0	0	0	0
At the beginning of the year Increase during the year I. Issues of shares	0	0	0	0
At the beginning of the year Increase during the year I. Issues of shares III. Re-issue of forfeited shares III. Others, specify  Decrease during the year	0 0	0 0 0	0 0 0	0
At the beginning of the year  Increase during the year  I Issues of shares  I. Re-issue of forfeited shares  II. Others, specify  Decrease during the year  I. Redemption of shares	0 0 0	0 0 0	0 0 0	0 0
At the beginning of the year  Increase during the year  I Issues of shares  I. Re-issue of forfeited shares  II. Others, specify  Decrease during the year  I. Redemption of shares  II. Shares forfeited	0 0 0	0 0 0	0 0 0	0 0 0
At the beginning of the year  Increase during the year  I. Issues of shares  II. Re-issue of forfeited shares  III. Others, specify	0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0

Class of	shares		(i)			(ii)		(iii)	
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								⊥ al year (or in th	ne case
⊠ Nil	<b>,</b>		, , , , , , , , , , , , , , , , , , , ,			,,			
<del></del>	ided in a CD/Digital Me	edia]		0	Yes	$\bigcirc$	No	O Not Applicab	le
Separate sheet atta	ached for details of trai	nsfers		0	Yes	0	No		
Note: In case list of trans Media may be shown.	fer exceeds 10, option	for subm	ission a	s a separa	ite sheet	t attach	ment or	submission in a CD	)/Digital
Date of the previous	annual general meet	ing							
Date of registration of	of transfer (Date Mon	th Year)							
Type of transfe	r	1 - E	quity, 2	2- Prefere	ence Sh	ares,3	- Debe	ntures, 4 - Stock	
Number of Shares/ [ Units Transferred	Debentures/			Amount Debenti			.)		
Ledger Folio of Tran	sferor								
Transferor's Name									
	Surname			middle	name			first name	
Ledger Folio of Tran	sferee								
Transferee's Name									
	Surname			middle	name			first name	

Date of registration of transfer (Date Month Year)							
Type of transfer	Type of transfer 1 - Equity, 2- Preference Shares,3 - Debentures, 4 - Stock						
Number of Shares/ D Units Transferred					Amount per Share/ Debenture/Unit (in Rs.)		
Ledger Folio of Transferor							
Transferor's Name							
	S	Surname			middle name	first name	
Ledger Folio of Transferee							
Transferee's Name							
	S	Surname			middle name	first name	

## (iv) \*Indebtedness including 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
Secured Loans (including interest outstanding/accrued but not due for payment) excluding deposits			41,193,999,995
Unsecured Loans (including interest outstanding/accrued but not due for payment) excluding deposits			0
Deposit			0
Total			41,193,999,995

#### **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)

	Number of	Nominal 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)

Turnover

0

(ii) Net worth of the Company

25,407,006,573

#### 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	3	0	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	2,253,279,997	100	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)	0	0	0	
10.	Others	0	0	0	
	Total	2,253,280,000	100	0	0

Total number of shareholders (promote	rs)
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## (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	0	0	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)	0	0	0	
10.	Others	0	0	0	
	Total	0	0	0	0

Total number of shareholders (other than promoters)	0
Total number of shareholders (Promoters+Public/ Other than promoters)	8

# 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	8	8
Members (other than promoters)	0	0
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	7	0	7	0	0
B. Non-Promoter	1	1	1	2	0	0
(i) Non-Independent	1	0	1	0	0	0
(ii) Independent	0	1	0	2	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	8	1	9	0	0

Number of Directors and Key managerial personnel (who is not director) as on the financial year end date | 10

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#### (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)
SHRI SANJIV SINGH	05280701	Nominee director	0	30/06/2020
SHRI BINAY DAYAL	07367625	Nominee director	0	
SHRI ARUN KUMAR G	03501962	Managing Director	0	
SHRI NIRANJAN LAL	07965269	Director	0	
SHRI C.M.T BRITTO	02449069	Director	0	
DR. A.K SAMANTARAY	07090691	Nominee director	0	
SHRI SURESH CHOPR	07540566	Director	0	
MS. RENU NARANG	08070565	Director	0	
MS. VEENA SWARUP	06388817	Director	0	
SHRI K.P GUPTA	AAAPG0650J	Company Secretar	0	

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

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Name	DIN/PAN	Designation at the beginning / during the financial year	ichange in designation/	Nature of change (Appointment/ Change in designation/ Cessation)
SHRI S.K ROY	07940997	Nominee director	30/11/2019	CESSATION
SHRI SUDHIR ARYA	05135780	Nominee director	29/07/2019	CESSATION
MS. VEENA SWARUP	06388817	Director	28/06/2019	APPOINTMENT
MS. RENU NARANG	08070565	Director	13/09/2019	APPOINTMENT
SHRI PRAKASH TIWAF	08003157	Additional director	12/02/2020	APPOINTMENT
SHRI PRAKASH TIWAF	08003157	Additional director	06/03/2020	CESSATION
SHRI R.K GUPTA	AATPG8769K	CFO	06/12/2019	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	Date of meeting	Total Number of Members entitled to	Attendance		
		attend meeting		% of total shareholding	
ANNUAL GENERAL MEETI	28/09/2019	8	8	100	

#### **B. BOARD MEETINGS**

*Number of meetings held	8	

S. No.	Date of meeting	Total Number of directors associated as on the date			
		of meeting	Number of directors attended	% of attendance	
1	26/04/2019	9	8	88.89	
2	28/06/2019	9	8	88.89	
3	25/07/2019	10	10	100	
4	28/09/2019	10	9	90	
5	25/10/2019	10	9	90	
6	21/11/2019	10	8	80	

S. No. Date of meeting		Total Number of directors associated as on the date			
	of meeting		Number of directors attended	% of attendance	
7	12/02/2020	9	8	88.89	
8	19/03/2020	8	6	75	

## C. COMMITTEE MEETINGS

Number of meetings held	9
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S. No.	Type of meeting		Total Number of Members as		Attendance
		Date of meeting		Number of members attended	% of attendance
1	AUDIT COMM	26/04/2019	5	5	100
2	AUDIT COMM	25/07/2019	5	5	100
3	AUDIT COMM	28/09/2019	5	5	100
4	AUDIT COMM	25/10/2019	5	4	80
5	UDIT COMMIT	12/02/2020	5	5	100
6	NOMINATION	06/06/2019	4	4	100
7	NOMINATION	23/09/2019	4	4	100
8	NONINATION	14/11/2019	4	4	100
9	CORPORATE	19/03/2020	5	5	100

## D. \*ATTENDANCE OF DIRECTORS

		Board Meetings			Committee Meetings			Whether attended AGM
S. No.	Name of the director	Number of Meetings which director was	Meetings	% of	Number of Meetings which director was	Number of Meetings	% of	held on
		entitled to attend	to attended		attended entitled to attended attend		attendance	30/12/2020 (Y/N/NA)
1	SHRI SANJIV	8	8	100	0	0	0	Not Applicable
2	SHRI BINAY [	8	4	50	5	5	100	Yes
3	SHRI ARUN K	8	8	100	9	9	100	Yes
4	SHRI NIRANJ	8	5	62.5	5	4	80	No
5	SHRI C.M.T B	8	7	87.5	8	8	100	Yes

6	DR. A.K SAM/	8	7	87.5	4	4	100	No	
7	SHRI SURESI	8	8	100	9	9	100	Yes	
8	MS. RENU NA	5	5	100	6	4	66.67	Yes	
9	MS. VEENA S	7	5	71.43	1	1	100	Yes	
10	Empty	0	0	0	0	0	0	Not Applicable	
X. *REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL  Nil									
Number	Number of Managing Director, Whole-time Directors and/or Manager whose remuneration details to be entered								

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
1	SHRI ARUN KUMA	MANAGING DIF	6,100,000			819,000	6,919,000
	Total		6,100,000	0	0	819,000	6,919,000

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

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
1	SHRI K.P GUPTA	COMPANY SEC	3,500,000				3,500,000
2	SHRI R.K GUPTA	CFO	3,251,506				3,251,506
	Total		6,751,506	0			6,751,506

Number of other directors whose remuneration details to be entered

2

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
1	SHRI C.M.T BRITT	INDEPENDENT	0			300,000	300,000
2	MS. VEENA SWAR	INDEPENDENT	0			120,000	120,000
	Total		0			420,000	420,000

#### XI. MATTERS RELATED TO CERTIFICATION OF COMPLIANCES AND DISCLOSURES

* A.	Whether the company has made compliances and disclosures in respect of applicable	Vec	$\bigcirc$	No
	provisions of the Companies Act, 2013 during the year	163	$\cup$	NO

B. If No, give reasons/observations

#### XII. PENALTY AND PUNISHMENT - DETAILS THEREOF

2.

lame of the ompany/ directors/ fficers	Name of the co concerned Authority	Date of Order	Name of the Act and section under which penalised / punished	Details of penalty/	Details of appeal (if any) including present status
DETAILS OF CO	MDOLINDING C	DE OFFENCES ST	NII		
B) DETAILS OF CC	IMPOUNDING C	OF OFFENCES	Nil		
lame of the ompany/ directors/ fficers	Name of the co concerned Authority	Date of Order	Name of the Act an section under which offence committed	IParticulare of	Amount of compounding (Rupees)
III. Whether comp	lete list of shar	eholders, debenture	holders has been enc	osed as an attachm	ent
<ul><li>Ye</li></ul>	es No				
_					
N/ 00MBL IANOE					
IV. CUMPLIANCE	OF SUB-SECT	ION (2) OF SECTION !	92. IN CASE OF LISTE	D COMPANIES	
		ION (2) OF SECTION			
case of a listed co	ompany or a com	npany having paid up s		re rupees or more or t	urnover of Fifty Crore rupees
case of a listed co ore, details of com	ompany or a com pany secretary i	npany having paid up s n whole time practice c	hare capital of Ten Cro certifying the annual retu	re rupees or more or t	urnover of Fifty Crore rupees
case of a listed co	ompany or a com pany secretary i	npany having paid up s	hare capital of Ten Cro certifying the annual retu	re rupees or more or t	urnover of Fifty Crore rupees
n case of a listed co nore, details of com	ompany or a com pany secretary i	npany having paid up s n whole time practice o	hare capital of Ten Cro certifying the annual retu	re rupees or more or t	urnover of Fifty Crore rupees
n case of a listed co nore, details of com Name	ompany or a com pany secretary i [ e or fellow	npany having paid up son whole time practice of A.K. RASTOGI & ASSO	hare capital of Ten Croi certifying the annual retu OCIATES	re rupees or more or t	urnover of Fifty Crore rupees
n case of a listed co nore, details of com Name Whether associat	ompany or a com pany secretary i [ e or fellow	npany having paid up s n whole time practice o	hare capital of Ten Croi certifying the annual retu OCIATES	re rupees or more or t	urnover of Fifty Crore rupees
n case of a listed conore, details of com  Name  Whether associat  Certificate of pra	ompany or a com pany secretary i [ e or fellow	npany having paid up son whole time practice of A.K. RASTOGI & ASSO	hare capital of Ten Croi certifying the annual retu OCIATES	re rupees or more or t	urnover of Fifty Crore rupees
n case of a listed concer, details of com  Name  Whether associat  Certificate of pra  We certify that:  a) The return states	e or fellow  ctice number  the facts, as the expressly state	npany having paid up son whole time practice of A.K. RASTOGI & ASSociation    22973	hare capital of Ten Croi certifying the annual retu- OCIATES iate  Fellow	re rupees or more or turn in Form MGT-8.	rrectly and adequately.
Name  Whether associat  Certificate of pra	e or fellow  ctice number  the facts, as the expressly state	npany having paid up son whole time practice of A.K. RASTOGI & ASSociation    22973	hare capital of Ten Croi certifying the annual retu- OCIATES iate  Fellow	re rupees or more or turn in Form MGT-8.	rrectly and adequately.
n case of a listed concore, details of come.  Name  Whether associate  Certificate of practical concorrections are concorrected by the concorrection of the	e or fellow  ctice number  the facts, as the expressly state	npany having paid up son whole time practice of A.K. RASTOGI & ASSociation    22973	hare capital of Ten Croi certifying the annual retu- OCIATES iate  Fellow	re rupees or more or turn in Form MGT-8.	rrectly and adequately.
n case of a listed concore, details of come.  Name  Whether associate  Certificate of practical concorrections are concorrected by the concorrection of the	e or fellow  ctice number  the facts, as the expressly state	npany having paid up son whole time practice of A.K. RASTOGI & ASSociation    22973	hare capital of Ten Croi certifying the annual retu- OCIATES iate  Fellow	re rupees or more or turn in Form MGT-8.	
Name  Whether associat  Certificate of pra	e or fellow  ctice number  the facts, as the expressly state	A.K. RASTOGI & ASSociated and the contrary elsew	hare capital of Ten Croi certifying the annual retu- OCIATES iate  Fellow	re rupees or more or turn in Form MGT-8.	rrectly and adequately.
Name  Whether associat  Certificate of pra  We certify that:  The return states  Unless otherwise  ct during the finance	e or fellow  ctice number  the facts, as the expressly state sial year.	A.K. RASTOGI & ASSociated and the contrary elsew	hare capital of Ten Croi certifying the annual retu- OCIATES iate  Fellow  the closure of the finanthere in this Return, the	cial year aforesaid co	rrectly and adequately.

the subject matter of this form has been suppressed or concealed and is as per the original records maintained by the company.

All the required attachments have been completely and legibly attached to this form.

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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	ARUN Digitally signed by ARUN KUMAR GUPTA Date: 2021.01.22 15.53.59 +05307					
DIN of the director	03501962					
To be digitally signed by	KALYAN PRASAD GUPTA  Column visual representation of the column visual representation of the column visual representation of the column visual representation visual representat					
<ul><li>Company Secretary</li></ul>						
Company secretary in practice						
Membership number 3225	Ce	ertificate of practice nu	umber			
Attachments					ist of attachments	
1. List of share holders, de	benture holders	Δ	attach	List of Shareh		
2. Approval letter for exten	sion of AGM;		attach	MGT 8.pdf		
3. Copy of MGT-8;			ttach			
4. Optional Attachement(s	), if any	<b>A</b>	ttach			
				F	Remove attachmen	t
Modify	Check For	rm	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