

FORM NO. MGT-7

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



Annual Return (other than OPCs and Small Companies)

Form language English Hindi

Refer the instruction kit for filing the form.

I. REGISTRATION AND OTHER DETAILS

- (i) * Corporate Identification Number (CIN) of the company
- Global Location Number (GLN) of the company
- * Permanent Account Number (PAN) of the company
- (ii) (a) Name of the company
- (b) Registered office address
- Plot No. 152
Sector-44
Gurugram
Gurgaon
Haryana
122002
- (c) *e-mail ID of the company
- (d) *Telephone number with STD code
- (e) Website
- (iii) Date of Incorporation
- (iv)
- | Type of the Company | Category of the Company | Sub-category of the Company |
|---------------------|---------------------------|-------------------------------|
| Private Company | Company limited by shares | Indian Non-Government company |
- (v) Whether company is having share capital Yes No
- (vi) *Whether shares listed on recognized Stock Exchange(s) Yes No

(vii) *Financial year From date (DD/MM/YYYY) To date (DD/MM/YYYY)

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

(a) If yes, date of AGM

(b) Due date of AGM

(c) Whether any extension for AGM granted Yes No

II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY

*Number of business activities

S.No	Main Activity group code	Description of Main Activity group	Business Activity Code	Description of Business Activity	% of turnover of the company
1	F	Construction	F2	Roads, railways, Utility projects	95.32
2	M	Professional, Scientific and Technical	M3	Management consultancy activities	4.68

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

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

S.No	Name of the company	CIN / FCRN	Holding/ Subsidiary/Associate/ Joint Venture	% of shares held
1	ACME CLEANTECH SOLUTIONS	U74110HR2003PTC035026	Holding	100
2	DEVISHI RENEWABLE ENERGY I	U40300HR2015PTC057265	Subsidiary	100
3	DEVISHI SOLAR POWER PRIVA	U40300HR2015PTC057264	Subsidiary	100
4	EMINENT SOLAR POWER PRIVA	U40300HR2015PTC057266	Subsidiary	100
5	SUNWORLD ENERGY PRIVATE I	U40300HR2015PTC057269	Subsidiary	100
6	ACME YAMUNANAGAR SOLAR	U40300HR2016PTC057877	Subsidiary	100
7	ACME MAHBUBNAGAR SOLAR	U40300HR2016PTC057909	Subsidiary	100
8	ACME KAITHAL SOLAR POWER	U40106HR2016PTC057950	Subsidiary	100
9	ACME SOLAR POWER TECHNO	U40106HR2015PTC055809	Subsidiary	100

10	ACME DEOGHAR SOLAR POWE	U40300HR2016PTC095349	Subsidiary	100
11	ACME REWA SOLAR ENERGY P	U40106HR2017PTC067856	Subsidiary	100
12	AAROHI SOLAR PRIVATE LIMITI	U32109HR2008PTC038030	Subsidiary	100
13	NIRANJANA SOLAR ENERGY PF	U40106HR2014PTC051626	Subsidiary	100
14	ACME VIJAYAPURA SOLAR ENF	U40300HR2016PTC065031	Subsidiary	100
15	ACME KOPPAL SOLAR ENERGY	U40106HR2016PTC065032	Subsidiary	100
16	ACME BABADHAM SOLAR POV	U40300HR2016PTC063972	Subsidiary	100
17	ACME PV POWERTECH PRIVATI	U40106HR2015PTC055817	Subsidiary	100
18	ACME SOLAR ENERGY PRIVATE	U74140HR2010PTC041538	Subsidiary	100
19	ACME ODISHA SOLAR POWER	U40108HR2009PTC039102	Subsidiary	100
20	ACME SOLAR ENERGY (MADHY)	U40300HR2009PTC038900	Subsidiary	100
21	ACME SOLAR TECHNOLOGIES	U40105HR2009PTC038901	Subsidiary	100
22	DAYAKARA SOLAR POWER PRI	U40108HR2015PTC054362	Subsidiary	100
23	GRAHATI SOLAR ENERGY PRIV,	U40108HR2015PTC054324	Subsidiary	100
24	ACME MAGADH SOLAR POWE	U40300HR2014PTC053995	Subsidiary	100
25	ACME NALANDA SOLAR POWE	U40104HR2014PTC053996	Subsidiary	100
26	ACME JODHPUR SOLAR POWE	U40300HR2007PTC036826	Subsidiary	100
27	NIROSHA POWER PRIVATE LIM	U40106HR2015PTC054395	Subsidiary	100
28	VITTANATH POWER PRIVATE LI	U40106HR2015PTC054308	Subsidiary	100
29	ACME SOLAR ROOFTOP SYSTE	U40106HR2015PTC054379	Subsidiary	100
30	MIHIT SOLAR POWER PRIVATE	U40108HR2015PTC054290	Subsidiary	100
31	ACME RAIPUR SOLAR POWER F	U40300HR2014PTC053674	Subsidiary	100
32	ACME JAISALMER SOLAR POW	U40104HR2009PTC039681	Subsidiary	100
33	DAYANIDHI SOLAR POWER PRI	U40106HR2014PTC051645	Subsidiary	100
34	VISHWATMA SOLAR ENERGY P	U40106HR2014PTC051647	Subsidiary	100

35	ACME GULEDAGUDDA SOLAR	U40300DL2018PTC348833	Subsidiary	100
36	ACME KITTUR SOLAR ENERGY I	U40106DL2018PTC348830	Subsidiary	100
37	ACME KUDLIGI SOLAR ENERGY	U40106DL2018PTC348832	Subsidiary	100
38	ACME SIDLAGHATTA SOLAR EI	U40200DL2018PTC348831	Subsidiary	100
39	ACME HUKKERI SOLAR ENERG\	U40107DL2018PTC349839	Subsidiary	100
40	ACME SANDUR SOLAR ENERG\	U40300DL2018PTC348828	Subsidiary	100
41	ACME DHAULPUR POWERTECH	U40300HR2018PTC096707	Subsidiary	100
42	ACME RAISAR SOLAR ENERGY	U40100HR2018PTC096706	Subsidiary	100
43	ACME PHALODI SOLAR ENERG	U40300HR2018PTC096696	Subsidiary	100
44	ACME HEERGARH POWERTECH	U40106HR2018PTC093853	Subsidiary	100
45	ACME AKLERA POWER TECHN	U40100HR2018PTC094212	Subsidiary	100
46	ACME URJA PRIVATE LIMITED	U40106HR2020PTC089230	Subsidiary	100
47	ACME SURYA MODULES PRIVA	U40300HR2020PTC089231	Subsidiary	100
48	ACME RENEWABLE SOLUTIONS	U40106HR2020PTC089228	Subsidiary	100
49	ACME ECO CLEAN ENERGY PRI	U40100HR2021PTC096513	Subsidiary	100
50	ACME SUN POWER PRIVATE LI	U40200HR2021PTC096511	Subsidiary	100
51	ACME SIKAR SOLAR PRIVATE L	U40106HR2021PTC096379	Subsidiary	100
52	ACME POKHRAN SOLAR PRIVA	U40106HR2021PTC096512	Subsidiary	100
53	ACME URJA ONE PRIVATE LIMI	U40106HR2021PTC097336	Subsidiary	100
54	ACME URJA TWO PRIVATE LIM	U40100HR2021PTC097335	Subsidiary	100
55	ACME SURYA POWER PRIVATE	U40106HR2021PTC097767	Subsidiary	100
56	ACME RENEWABLE RESOURCE	U40106HR2022PTC106174	Subsidiary	100
57	ACME SOLARTECH PRIVATE LIM	U40107HR2022PTC106180	Subsidiary	100
58	ACME DELTA URJA PRIVATE LI	U40100HR2022PTC106171	Subsidiary	100
59	RENEW SOLAR PHOTOVOLTAIC	U40106HR2021PTC097648	Subsidiary	51

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	1,000,000,000	104,441,582	104,441,582	104,441,582
Total amount of equity shares (in Rupees)	10,000,000,000	1,044,415,820	1,044,415,820	1,044,415,820

Number of classes

1

Class of Shares	Authorised capital	Issued capital	Subscribed capital	Paid up capital
EQUITY SHARE OF RS. 10 EACH				
Number of equity shares	1,000,000,000	104,441,582	104,441,582	104,441,582
Nominal value per share (in rupees)	10	10	10	10
Total amount of equity shares (in rupees)	10,000,000,000	1,044,415,820	1,044,415,820	1,044,415,820

(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	Authorised capital	Issued capital	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
	Physical	DEMAT	Total			
Equity shares						

At the beginning of the year	0	104,441,582	104441582	1,044,415,8	1,044,415,	
Increase during the year	0	0	0	0	0	0
i. Public Issues	0	0	0	0	0	0
ii. Rights issue	0	0	0	0	0	0
iii. Bonus issue	0	0	0	0	0	0
iv. Private Placement/ Preferential allotment	0	0	0	0	0	0
v. ESOPs	0	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						
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	104,441,582	104441582	1,044,415,8	1,044,415,	
Preference shares						
At the beginning of the year	0	0	0	0	0	
Increase during the year	0	0	0	0	0	0
i. Issues of shares	0	0	0	0	0	0
ii. Re-issue of forfeited shares	0	0	0	0	0	0
iii. Others, specify						
Decrease during the year	0	0	0	0	0	0

i. Redemption of shares	0	0	0	0	0	0
ii. Shares forfeited	0	0	0	0	0	0
iii. Reduction of share capital	0	0	0	0	0	0
iv. Others, specify						
At the end of the year	0	0	0	0	0	

ISIN of the equity shares of the company

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

0

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

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

Nil

[Details being provided in a CD/Digital Media]

Yes

No

Not Applicable

Separate sheet attached for details of transfers

Yes

No

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

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

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

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

Particulars	Number of units	Nominal value per unit	Total value
Non-convertible debentures	750	578748	434,061,000

Particulars	Number of units	Nominal value per unit	Total value
Partly convertible debentures	0	0	0
Fully convertible debentures	6,500,000	1000	6,500,000,000
Total			6,934,061,000

Details of debentures

Class of debentures	Outstanding as at the beginning of the year	Increase during the year	Decrease during the year	Outstanding as at the end of the year
Non-convertible debentures	750,000,000	0	315,939,000	434,061,000
Partly convertible debentures	0	0	0	0
Fully convertible debentures	6,500,000,000	0	0	6,500,000,000

(v) Securities (other than shares and debentures)

0

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

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

(i) Turnover

4,685,910,000

(ii) Net worth of the Company

16,324,753,467

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	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)	104,441,581	100	0	
10.	Others	0	0	0	
	Total	104,441,581	100	0	0

Total number of shareholders (promoters)

1

(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 VRS Infotech Private Limited	1	0	0	
	Total	1	0	0	0

Total number of shareholders (other than promoters)

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

**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	1	1
Members (other than promoters)	1	1
Debenture holders	7	7

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	1	0	1	0	0	0
B. Non-Promoter	1	2	1	2	0	0
(i) Non-Independent	1	2	1	2	0	0
(ii) Independent	0	0	0	0	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	2	2	2	0	0

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

5

(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)
SHASHI SHEKHAR	01747358	Whole-time director	0	
MANOJ KUMAR UPAD	01282332	Managing Director	0	
ATUL SABHARWAL	07845048	Director	0	
VENKATRAMAN KRISH	00419253	Director	0	
RAJESH SODHI	AGZPS3457N	Company Secretary	0	

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

0

Name	DIN/PAN	Designation at the beginning / during the financial year	Date of appointment/ change in designation/ cessation	Nature of change (Appointment/ Change in designation/ Cessation)

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

2

Type of meeting	Date of meeting	Total Number of Members entitled to attend meeting	Attendance	
			Number of members attended	% of total shareholding
Extraordinary General Meet	05/09/2022	2	2	100
Annual General Meeting	30/09/2022	2	2	100

B. BOARD MEETINGS

*Number of meetings held

5

S. No.	Date of meeting	Total Number of directors associated as on the date of meeting	Attendance	
			Number of directors attended	% of attendance
1	05/05/2022	4	4	100
2	24/06/2022	4	3	75
3	29/09/2022	4	4	100
4	04/11/2022	4	3	75
5	22/12/2022	4	3	75

C. COMMITTEE MEETINGS

Number of meetings held

1

S. No.	Type of meeting	Date of meeting	Total Number of Members as on the date of the meeting	Attendance	
				Number of members attended	% of attendance
1	Corporate Soc	15/03/2023	3	2	66.67

D. *ATTENDANCE OF DIRECTORS

S. No.	Name of the director	Board Meetings			Committee Meetings			Whether attended AGM held on
		Number of Meetings which director was entitled to attend	Number of Meetings attended	% of attendance	Number of Meetings which director was entitled to attend	Number of Meetings attended	% of attendance	30/09/2023
								(Y/N/NA)
1	SHASHI SHEKHAR	4	3	75	0	0	0	Yes
2	MANOJ KUMAR	4	4	100	1	1	100	Yes
3	ATUL SABHARWAL	4	2	50	1	0	0	No
4	VENKATRAM	4	4	100	1	1	100	No

X. *REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

Nil

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

1

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
1	Shashi Shekhar	Whole Time Dire	12,274,362	0	0		12,274,362
	Total		12,274,362	0	0		12,274,362

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

1

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
1	Rajesh Sodhi	Company Secre	5,450,680	0	0		5,450,680
	Total		5,450,680	0	0		5,450,680

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	Atul Sabharwal	Non-Executive M	0	0	0	180,000	180,000
2	Venkat Raman Kris	Non-Executive M	0	0	0	60,000	60,000
	Total		0	0	0	240,000	240,000

XI. MATTERS RELATED TO CERTIFICATION OF COMPLIANCES AND DISCLOSURES

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

B. If No, give reasons/observations

XII. PENALTY AND PUNISHMENT - DETAILS THEREOF

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

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

(B) DETAILS OF COMPOUNDING OF OFFENCES Nil

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

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

Yes No

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

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

Name

Hirendra Rajendra Katira

Whether associate or fellow

Associate Fellow

Certificate of practice number

17668

I/We certify that:

- (a) The return states the facts, as they stood on the date of the closure of the financial year aforesaid correctly and adequately.
 (b) Unless otherwise expressly stated to the contrary elsewhere in this Return, the Company has complied with all the provisions of the Act during the financial year.
 (c) The company has not, since the date of the closure of the last financial year with reference to which the last return was submitted or in the case of a first return since the date of the incorporation of the company, issued any invitation to the public to subscribe for any securities of the company.
 (d) Where the annual return discloses the fact that the number of members, (except in case of a one person company), of the company exceeds two hundred, the excess consists wholly of persons who under second proviso to clause (ii) of sub-section (68) of section 2 of the Act are not to be included in reckoning the number of two hundred.

Declaration

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

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

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

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

To be digitally signed by

Director

MANOJ KUMAR UPADHYAY
 Digitally signed by MANOJ KUMAR UPADHYAY
 Date: 2023.11.08 12:05:55 +05'30'

DIN of the director

01282332

To be digitally signed by

RAJESH SODHI
 Digitally signed by RAJESH SODHI
 Date: 2023.11.08 12:07:03 +05'30'

Company Secretary

Company secretary in practice

Membership number

Certificate of practice number

Attachments

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

Attach
Attach
Attach
Attach

List of attachments

ASHPL list of Shareholders and debenture MGT-8_ASHPL_2022-23.pdf

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