

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



NOTICE is hereby given that the 10th Annual General Meeting of the Members of **Filtra Consultants and Engineers Limited** will be held on **Wednesday, September 29, 2021** at 11:30 a.m. through Video Conferencing ("VC")/ Other Audio Visual Means ("OAVM") which will be deemed to be held at the Registered Office of the Company to transact the following business:

ORDINARY BUSINESS:

1.
 - a) To receive, consider and adopt the Standalone Audited Financial Statement of the Company for the Financial Year ended March 31, 2021 including the Audited Balance Sheet as at March 31, 2021 and Statement of Profit & Loss and Cash Flow Statement of the Company for the financial year ended on that date and notes related thereto along with the Reports of the Board and Auditor's Report thereon.
 - b) To receive, consider and adopt the Consolidated Audited Financial Statement of the Company for the Financial Year ended March 31, 2021 including the Audited Balance Sheet as at March 31, 2021 and Statement of Profit & Loss and Cash Flow Statement of the Company for the financial year ended on that date and notes related thereto along with the Report of the Auditor's thereon.
2. To appoint a Director in place of Mrs. Anjali Ketan Khant (DIN: 03506175), who retires by rotation and being eligible, offered herself for re-appointment.

SPECIAL BUSINESS:

3. **To consider and approve payment of performance incentive to Mr. Ashfak Mulla (DIN: 03506172), Whole-time Director of the Company.**

To consider and, if thought fit, to pass, the following resolution as a **Special Resolution**:

"RESOLVED THAT pursuant to the provisions of Section 196, 197, 198 read with Schedule V and all the other applicable provisions of the Companies Act, 2013, read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and all the other applicable Rules made under the Companies Act, 2013 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) and Articles of Association of the Company, as recommended by the Nomination and Remuneration Committee and as approved and recommended by the Board of Directors, the approval of the Members be and is hereby given for payment of performance incentive of Rs. 9,00,000/- (Rupees Nine Lakhs Only) to Mr. Ashfak Mulla (DIN: 03506172), Whole-time Director of the Company.

RESOLVED FURTHER THAT the Board of Directors of the Company be and is hereby authorized to do all acts, deeds and things as may be necessary to give effect to the above resolution."

4. **To consider re-appointment and payment to remuneration to Mr. Ketan Khant (DIN: 03506163) as Managing Director of the Company.**

To consider and, if thought fit, to pass, the following resolution as a **Special Resolution**:

"RESOLVED THAT pursuant to the provisions of Section 196, 197, 198, 203 read with Clause (A) of Section II of Part II of Schedule V and all the other applicable provisions of the Companies Act, 2013, read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and all the other applicable Rules made under the Companies Act, 2013 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force), Articles of Association of the Company, Nomination and Remuneration Policy of the Company, subject to the approval of the Central Government or other Government authority/agency/board, if any and to the extent required, and as recommended by the Nomination and Remuneration Committee and the Board of Directors, consent and approval of the Members be and is hereby accorded to re-appoint Mr. Ketan Khant (DIN: 03506163) as Managing Director of the Company for a further period of three years with effect from April 01, 2021 till March 31,

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



2024 on such terms and conditions as stated in the Managing Director Agreement, which is hereby specifically sanctioned with liberty to the Board of Directors (hereinafter referred to "the Board") to alter and vary the remuneration and/or agreement subject to the limits specified in Schedule V of the Companies Act, 2013, including any statutory modification or reenactment thereof for the time being in force, as may be agreed to between the Board and Mr. Ketan Khant (DIN: 03506163).

RESOLVED FURTHER THAT the Board be and is hereby authorized to take all such steps as may be necessary, proper, expedient or desirable to give effect to this resolution or to make modifications as may be deemed to be in the interest of the Company, with liberty to the Board to alter and vary the terms and conditions of the aforesaid re-appointment of Mr. Ketan Khant (DIN: 03506163), from time to time, in accordance with and subject to the limits as stated in the Managing Director Agreement or as may be stipulated by the Central Government, if and to the extent necessary and applicable, and to do all such acts, deeds, matters and things for giving effect to this resolution.

RESOLVED FURTHER THAT the Board be and is hereby authorized to delegate all or any of its powers to any of its committee(s) or any Director or officer or person to give effect to the aforesaid resolution."

5. **To consider re-appointment and payment of remuneration to Mrs. Anjali Khant (DIN: 03506175) as Whole-time Director of the Company.**

To consider and, if thought fit, to pass, the following resolution as a **Special Resolution**:

"RESOLVED THAT pursuant to the provisions of Section 196, 197, 198 read with Clause (A) of Section II of Part II of Schedule V and all the other applicable provisions of the Companies Act, 2013, read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and all the other applicable Rules made under the Companies Act, 2013 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force), Articles of Association of the Company, Nomination and Remuneration Policy of the Company, subject to the approval of the Central Government or other Government authority/agency/board, if any and to the extent required, and as recommended by the Nomination and Remuneration Committee and the Board of Directors, consent and approval of the Members be and is hereby accorded to re-appoint Mrs. Anjali Khant (DIN: 03506175) as Whole-time Director of the Company for a further period of three years with effect from April 01, 2021 till March 31, 2024 on such terms and conditions as stated in the Whole-time Agreement, which is hereby specifically sanctioned with liberty to the Board of Directors (hereinafter referred to "the Board") to alter and vary the remuneration and/or agreement subject to the limits specified in Schedule V of the Companies Act, 2013, including any statutory modification or reenactment thereof for the time being in force, as may be agreed to between the Board and Mrs. Anjali Khant (DIN: 03506175).

RESOLVED FURTHER THAT the Board be and is hereby authorized to take all such steps as may be necessary, proper, expedient or desirable to give effect to this resolution or to make modifications as maybe deemed to be in the interest of the Company, with liberty to the Board to alter and vary the terms and conditions of the aforesaid re-appointment of Mrs. Anjali Khant (DIN: 03506175), from time to time, in accordance with and subject to the limits as stated in the Whole-time Director Agreement or as may be stipulated by the Central Government, if and to the extent necessary and applicable, and to do all such acts, deeds, matters and things for giving effect to this resolution.

RESOLVED FURTHER THAT the Board be and is hereby authorized to delegate all or any of its powers to any of its committee(s) or any Director or officer or person to give effect to the aforesaid resolution."

6. **To consider re-appointment and payment of remuneration to Mr. Ashfak Mulla (DIN: 03506172) as Whole-time Director of the Company.**

To consider and, if thought fit, to pass, the following resolution as a **Special Resolution**:

"RESOLVED THAT pursuant to the provisions of Section 196, 197, 198 read with Clause (A) of Section II of Part II of Schedule V and all the other applicable provisions of the Companies Act, 2013, read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and all the other

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



applicable Rules made under the Companies Act, 2013 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force), Articles of Association of the Company, Nomination and Remuneration Policy of the Company, subject to the approval of the Central Government or other Government authority/agency/board, if any and to the extent required, and as recommended by the Nomination and Remuneration Committee and the Board of Directors, consent and approval of the Members be and is hereby accorded to re-appoint Mr. Ashfak Mulla (DIN: 03506172) as Whole-time Director of the Company for a further period of three years with effect from April 01, 2021 till March 31, 2024 on such terms and conditions as stated in the Whole-time Agreement, which is hereby specifically sanctioned with liberty to the Board of Directors (hereinafter referred to "the Board") to alter and vary the remuneration and/or agreement subject to the limits specified in Schedule V to the Companies Act, 2013, including any statutory modification or reenactment thereof for the time being in force, as may be agreed to between the Board and Mr. Ashfak Mulla (DIN: 03506172).

RESOLVED FURTHER THAT the Board be and is hereby authorized to take all such steps as may be necessary, proper, expedient or desirable to give effect to this resolution or to make modifications as may be deemed to be in the interest of the Company, with liberty to the Board to alter and vary the terms and conditions of the aforesaid re-appointment of Mr. Ashfak Mulla (DIN: 03506172), from time to time, in accordance with and subject to the limits as stated in the Managing Director Agreement or as may be stipulated by the Central Government, if and to the extent necessary and applicable, and to do all such acts, deeds, matters and things for giving effect to this resolution.

RESOLVED FURTHER THAT the Board be and is hereby authorized to delegate all or any of its powers to any of its committee(s) or any Director or officer or person to give effect to the aforesaid resolution."

By the order of the Board

For **Filtra Consultants and Engineers Limited,**

Sd/-

Ketan Khant

Chairman and Managing Director

(DIN: 03506163)

Address: 17-34-A, Kutchi House, Brahmanwada Road, Matunga, Mumbai – 400019

Date: August 27, 2021 **Place:** Mumbai

Registered Office:

1501, Synergy Business Park, Sahakar Wadi,
Off Aarey Road, Near Synthofine Industrial Estate,
Goregaon (E), Mumbai – 400063

NOTES:

1. In view of the ongoing COVID-19 pandemic, the Ministry of Corporate Affairs ('MCA') has vide its General Circular dated January 13, 2021 read with General Circular No. 14/2020 dated April 08, 2020, General Circular No. 17/2020 dated April 13, 2020 and General Circular No. 20/2020 dated May 5, 2020 (collectively referred to as "MCA Circulars") permitted convening the Annual General Meeting ('AGM') through video conferencing ('VC') or other audio visual means ('OAVM') and the Securities and Exchange Board of India ('SEBI') vide its circular no. SEBI/HO/CFD/CMD1/CIR/P/ 2020/79 dated May 12, 2020 read with circular No. SEBI/HO/CFD/CMD2/CIR/P/ 2021/11 dated January 15, 2021 in relation to 'Additional relaxation in relation to compliance with certain provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 – Covid-19 pandemic' ('SEBI Circulars') permitted the holding of the Annual General Meeting ('AGM'/'the Meeting') through VC/OAVM, without the physical presence of the Members at a common venue. In compliance with the provisions of the Companies Act, 2013 (the 'Act'), the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), MCA Circulars and the SEBI Circulars, the 10th AGM of the Company is being held through VC/OAVM on Wednesday, September 29, 2021 at 11:30 a.m. The deemed venue for the AGM will be the Registered Office of the Company.

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



2. As per the provisions of clause 3.A.II. of the General Circular No. 20/ 2020 dated May 05, 2020 read with other MCA Circulars, the matters of Special Business as appearing at item nos. 3 to 6 of the accompanying Notice, are considered to be unavoidable by the Board and hence, form part of this Notice.
3. A Member entitled to attend and vote at the general meeting is entitled to appoint a proxy, who need not be a Member, to attend and vote on poll on behalf of himself/herself. Since this AGM is being held pursuant to the MCA Circulars through VC/OAVM, the requirement of physical attendance of Members has been dispensed with. Accordingly, in terms of the MCA Circulars and the SEBI Circular, the facility for appointment of proxies by the Members will not be available for this AGM and hence the proxy form, attendance slip and route map of AGM are not annexed to this notice. However, in pursuance of Section 112 and Section 113 of the Companies Act, 2013, representatives of the Members such as the President of India or the Governor of a State or body corporate can attend the AGM through VC/ OAVM and cast their votes through e-voting.
4. The relevant statement pursuant to Section 102 of the Act, setting out the material facts relating to the Special Business as set out in the Notice, is annexed hereto and forms part of the notice of this AGM.
5. The Company's Registrar & Share Transfer Agents are M/s. Bigshare Services Private Limited ('R & TA') located at 1st Floor, Bharat Tin Works Building, Opp. Vasant Oasis, Makwana Road, Marol, Andheri (East), Mumbai - 400059, Maharashtra, Tel. No.: 022 -62638200.
6. The Register of Members and the Share Transfer Books of the Company will remain closed from Thursday, September 23, 2021 to Wednesday, September 29, 2021 (both days inclusive) for taking record of the Members of the Company for the purpose of AGM.
7. The Members attending the AGM through VC/OAVM will be counted for the purpose of reckoning the quorum under section 103 of the Companies Act, 2013.
8. Members who have not encashed/received the dividend warrants so far in respect of the below mentioned period, are requested to make their claim to the R&TA well in advance before due dates. Members are requested to note that dividends not claimed within seven years from the date of transfer to the Company's Unpaid Dividend Account, will be transferred to the Investor Education and Protection Funds (IEPF). Pursuant to the provisions of Section 124(2) of the Act read with the Companies (Declaration and Payment of Dividend) Rules, 2014, the Company has uploaded the details of unpaid and unclaimed amounts lying with the Company on its website: www.filtrain.in and also on the website of the Ministry of Corporate Affairs.

Due date of transferring unclaimed and unpaid dividends declared by the Company to IEPF, is as follows:

Financial Year	Date of declaration of dividend	Last date for claiming unpaid/ unclaimed dividend
2018-19 (1 st Interim Dividend)	August 23, 2018	September 25, 2025
2019-20 (Final Dividend for FY 2018-19)	August 22, 2019	September 24, 2026

9. Pursuant to the applicable provisions of the Act read with the IEPF Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, the shares in respect of which dividend has not been paid or claimed by the Members for seven consecutive years or more shall also be transferred to the demat account created by the IEPF Authority. Since seven years have not been elapsed from the date of transfer of amount to Unpaid Dividend Account, no dividend is due for transfer to IEPF.
10. The relevant details, pursuant to Regulation 36(3) of the Securities and Exchange Board of India Listing Regulations and Secretarial Standard-2 on General Meetings issued by the Institute of Company Secretaries of India, in respect of Directors seeking re-appointment at this AGM is annexed to the Notice of AGM. The Director proposed to be re-appointed has furnished the relevant consent for his/her re-appointment.
11. Members are requested to intimate changes, if any, pertaining to their name, postal address, email address, telephone/ mobile numbers, Permanent Account Number (PAN), mandates, nominations, power of attorney, bank details such as, name of the bank and branch details, bank account number, MICR code, IFSC code, etc., to their DPs in case the shares are held by them in electronic form and to R&TA in case shares are held by them in physical form.

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



12. In terms of Section 72 of the Act read with the applicable Rules made under the Act, every holder of shares in the Company may at any time nominate, in the prescribed manner (Form No. SH-13), a person to whom his/her shares in the Company shall vest, in the event of his/her death. Nomination Form can be obtained from the R & TA. The duly filled in Nomination Form shall be sent to R & TA at the above mentioned address by the Members holding shares in physical mode. Members holding shares in electronic form may contact their respective Depository Participants for availing this facility.
13. Members are informed that in case joint holders attend the Meeting, only such joint holder who is higher in the order of names in the Register of Members/Beneficial Holders will be entitled to vote.
14. Non-Resident Indian (NRI) Members are requested to inform the Company / RTA the following immediately:
 - i) Change in the residential status on return to India for settling permanently, if any / applicable.
 - ii) Particulars of NRE Bank Account maintained in India with complete name & address of the Bank, if not furnished earlier.
15. Members desiring any information pertaining to the Financial Statement or any matter to be placed at the AGM, are requested to write to the Company Secretary at cs@filtra.in on or before September 22, 2021 through your registered email address so as to enable the Management to reply at the AGM.
16. Electronic copies of all the documents referred to in the accompanying Notice of the AGM shall be made available for inspection electronically without any fee by the Members from the date of circulation of this Notice up to the date of AGM, i.e. till September 29, 2021. Members seeking to inspect such documents can send an email to cs@filtra.in. During the 10th AGM also, Members may access the scanned copy of Register of Directors and Key Managerial Personnel and their shareholding maintained under section 170 of the Act; the Register of Contracts and Arrangements in which Directors are interested maintained under Section 189 of the Act.
17. As per Regulation 40 of Listing Regulations, as amended, securities of Listed Companies can be transferred only in dematerialized form with effect from April 01, 2019, except in case of request received for transmission or transposition of securities. In view of this and to eliminate all risks associated with physical shares and for ease of portfolio management, Members holding shares in physical form are requested to consider converting their holdings to dematerialized form.
18. The Securities and Exchange Board of India (SEBI) vide its circular dated April 20, 2018 has mandated registration of Permanent Account Number (PAN) and Bank Account Details for all securities holders. Members holding shares in physical form are therefore, requested to submit their PAN and Bank Account Details to R&TA viz, M/s. Bigshare Services Private Limited by sending a duly signed letter along with self-attested copy of PAN Card and original cancelled cheque. The original cancelled cheque should bear the name of the Member. In the alternative Members are requested to submit a copy of bank passbook/ statement attested by the bank. Members holding shares in demat form are, requested to submit the aforesaid information to their respective Depository Participant.
19. In line with the MCA Circulars and SEBI Circulars, Notice of the AGM along with the Annual Report for the financial year 2020-21 is being sent only through electronic mode to those Members whose email addresses are registered with the Company/R&TA/Depositories. The Notice of AGM and Annual Report 2020-21 are available on the Company's website viz. <https://www.filtrain.com/index.php/home/investment> and may also be accessed from the relevant section of the websites of BSE Limited at www.bseindia.com. The AGM Notice is also hosted on the website of NSDL (agency providing Remote e at www.bseindia.com. www.evoting.nsdl.com.
20. The Members can join the AGM in the VC/OAVM mode 15 minutes before and after the scheduled time of the commencement of the Meeting by following the procedure mentioned in the Notice. Members will be able to view the proceedings on e-voting website of National Securities Depository Limited ('NSDL') at www.evoting.nsdl.com. The facility of participation at the AGM through VC/OAVM will be made available to all the members, Promoters, Institutional Investors, Directors, Key Managerial Personnel, the Chairpersons of the Board Committees, Auditors etc. as per the MCA Circulars.

Voting through Electronic Means:

- a) In terms of Section 108 of the Companies Act, 2013 and Rule 20 of the Companies (Management and Administration) Rules, 2014, Companies listed on SME Segment of Stock Exchanges are exempted from the compliance of provisions related to e-voting. As the Company is listed on SME Segment of BSE Limited, the e-voting provisions mentioned in said Section are not applicable. However, as the 10th AGM is being conducted through VC/OAVM, as per MCA Circulars and SEBI Circular, the Company is providing facility of

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



remote e-voting to its Members in respect of the business to be transacted at the 10th AGM. For this purpose, the Company has entered into an agreement with National Securities Depository Limited (NSDL) for facilitating voting through electronic means, as the authorized agency. The facility of casting votes by a Member using remote e-voting system as well as venue voting on the date of the AGM will be provided by NSDL.

- b) In compliance with the provisions of Section 108 of the Act read with Rule 20 of the Companies (Management and Administration) Rules, 2014 (as amended), Regulation 44 of the SEBI Listing Regulations (as amended), MCA Circulars and the SEBI Circular, the Company is providing its members the facility to exercise their right to vote on resolutions proposed to be considered at the AGM by electronic means (by using the electronic voting system provided by NSDL). The instructions for e-voting system are given herein below.
- c) Subject to the applicable provisions of the Act read with the Rules made there under, as amended, the voting rights of the Members shall be in proportion to their shares of the paid up equity share capital of the Company as on the cut-off date for the purpose of remote e-voting, being Wednesday, September 22, 2021. Members are eligible to cast vote only if they are holding shares on Wednesday, September 22, 2021.
- d) **The remote e-voting period will commence at 09:00 a.m. (IST) on Sunday, September 26, 2021 to and will end at 05:00 p.m. (IST) on Tuesday, September 28, 2021.** During this period, the Members of the Company holding shares in physical form or in dematerialized form as on cut-off date may cast their vote through remote e-voting. The remote e-voting module shall be blocked/disabled for voting thereafter.

e) **Instructions for remote e-voting prior to the AGM:**

The voting period begins on Sunday, September 26, 2021 at 09:00 a.m. (IST) and ends on Tuesday, September 28, 2021 at 05:00 p.m. (IST). The remote e-voting module shall be disabled by NSDL for voting thereafter. 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 i.e. Wednesday, September 22, 2021, may obtain the login ID and password by sending a request at evoting@nsdl.co.in. However, if he/she is already registered with NSDL for remote e-voting then he/she can use his/her existing User ID and password for casting the vote.

The voting rights of Members shall be in proportion to their shares in the paid-up equity share capital of the Company as on the cut-off date.

The way to vote electronically on NSDL e-voting system consists of 'Two Steps' which are mentioned below:

Step 1: Log-in to NSDL e-voting system

A) Login method for e-Voting and joining virtual meeting for Individual shareholders holding securities in demat mode

In terms of SEBI circular dated December 09, 2020 on e-Voting facility provided by Listed Companies, Individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are advised to update their mobile number and email Id in their demat accounts in order to access e-Voting facility.

Login method for Individual shareholders holding securities in demat mode is given below:





Type of shareholders	Login Method
Individual Shareholders holding securities in demat mode with NSDL.	1. Existing IDeAS user can visit the e-Services website of NSDL Viz. https://eservices.nsdl.com either on a Personal Computer or on a mobile. On the e-Services home page click on the " Beneficial Owner " icon under " Login " which is available under ' IDeAS ' section, this will prompt you to enter your existing User ID and Password. After successful authentication, you will be able to see e-Voting services under Value added services. Click on " Access to e-Voting " under e-Voting

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



	<p>services and you will be able to see e-Voting page. Click on Company name or e-Voting service provider i.e. NSDL and you will be re-directed to e-Voting website of NSDL for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.</p> <ol style="list-style-type: none"> If you are not registered for IDeAS e-Services, option to register is available at https://eservices.nsdl.com. Select “Register Online for IDeAS Portal” or click at https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp Visit the e-Voting website of NSDL. Open web browser by typing the following URL: https://www.evoting.nsdl.com/ either on a Personal Computer or on a mobile. Once the home page of e-Voting system is launched, click on the icon “Login” which is available under ‘Shareholder/Member’ section. A new screen will open. You will have to enter your User ID (i.e. your sixteen digit demat account number hold with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on Company name or e-Voting service provider i.e. NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting. Shareholders/Members can also download NSDL Mobile App “NSDL Speede” facility by scanning the QR code mentioned below for seamless voting experience. <p>NSDL Mobile App is available on</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>App Store</p> </div> <div style="text-align: center;">  <p>Google Play</p> </div> </div> <div style="display: flex; justify-content: space-around; align-items: center;">   </div>
Individual Shareholders holding securities in demat mode with CDSL	<ol style="list-style-type: none"> Existing users who have opted for Easi / Easiest, they can login through their user id and password. Option will be made available to reach e-Voting page without any further authentication. The URL for users to login to Easi / Easiest are https://web.cdslindia.com/myeasi/home/login or www.cdslindia.com and click on New System Myeasi. After successful login of Easi/Easiest the user will be also able to see the E Voting Menu. The Menu will have links of e-Voting service provider i.e. NSDL. Click on NSDL to cast your vote. If the user is not registered for Easi/Easiest, option to register is available at https://web.cdslindia.com/myeasi/Registration/EasiRegistration Alternatively, the user can directly access e-Voting page by providing demat Account Number and PAN No. from a link in www.cdslindia.com home page. The system will authenticate the user by sending OTP on registered Mobile & Email as recorded in the demat Account. After successful authentication, user will be provided links for the respective ESP i.e. NSDL where the e-Voting is in progress.
Individual Shareholders (holding securities in demat mode) login through their depository participants	<p>You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-Voting facility. upon logging in, you will be able to see e-Voting option. Click on e-Voting option, you will be redirected to NSDL/CDSL Depository site after successful authentication, wherein you can see e-Voting feature. Click on company name or e-Voting service provider i.e. NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.</p>

Important note: Members who are unable to retrieve User ID/ Password are advised to use Forget User ID and Forget Password option available at abovementioned website.

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



Helpdesk for Individual Shareholders holding securities in demat mode for any technical issues related to login through Depository i.e. NSDL and CDSL.

Login type	Helpdesk details
Individual Shareholders holding securities in demat mode with NSDL	Members facing any technical issue in login can contact NSDL helpdesk by sending a request at evoting@nsdl.co.in or call at toll free no.: 1800 1020 990 and 1800 22 44 30
Individual Shareholders holding securities in demat mode with CDSL	Members facing any technical issue in login can contact CDSL helpdesk by sending a request at helpdesk.evoting@cdslindia.com or contact at 022- 23058738 or 022-23058542-43

B) Login Method for e-Voting and joining virtual meeting for shareholders other than Individual shareholders holding securities in demat mode and shareholders holding securities in physical mode.

How to Log-in to NSDL e-Voting website?

1. Visit the e-Voting website of NSDL. Open web browser by typing the following URL: <https://www.evoting.nsdl.com/> either on a Personal Computer or on a mobile.
2. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/Member' section.
3. A new screen will open. You will have to enter your User ID, your Password/OTP and a Verification Code as shown on the screen.

Alternatively, if you are registered for NSDL eservices i.e. IDEAS, you can log-in at <https://eservices.nsdl.com/> with your existing IDEAS login. Once you log-in to NSDL eservices after using your log-in credentials, click on e-Voting and you can proceed to Step 2 i.e. Cast your vote electronically.

4. Your User ID details are given below :

Manner of holding shares i.e. Demat (NSDL or CDSL) or Physical	Your User ID is:
a) For Members who hold shares in demat account with NSDL.	8 Character DP ID followed by 8 Digit Client ID For example if your DP ID is IN300*** and Client ID is 12***** then your user ID is IN300***12*****.
b) For Members who hold shares in demat account with CDSL.	16 Digit Beneficiary ID For example if your Beneficiary ID is 12***** then your user ID is 12*****.
c) For Members holding shares in Physical Form.	EVEN Number followed by Folio Number registered with the company For example if folio number is 001*** and EVEN is 101456 then user ID is 101456001***

5. Password details for shareholders other than Individual shareholders are given below:
 - a) If you are already registered for e-Voting, then you can use your existing password to login and cast your vote.
 - b) If you are using NSDL e-Voting system for the first time, you will need to retrieve the 'initial password' which was communicated to you. Once you retrieve your 'initial password', you need to enter the 'initial password' and the system will force you to change your password.
 - c) How to retrieve your 'initial password'?
 - (i) If your email ID is registered in your demat account or with the Company, your 'initial password' is communicated to you on your email ID. Trace the email sent to you from NSDL from your mailbox. Open the email and open the attachment i.e. a .pdf file. Open the .pdf file. The password to open the .pdf file is your 8 digit client ID for NSDL account, last 8 digits of client ID for CDSL account or folio number for shares held in physical form. The .pdf file contains your 'User ID' and your 'initial password'.

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



(ii) If your email ID is not registered, please follow steps mentioned below in **process for those shareholders whose email ids are not registered.**

6. If you are unable to retrieve or have not received the “Initial password” or have forgotten your password:
 - a) Click on “[Forgot User Details/Password?](#)”(If you are holding shares in your demat account with NSDL or CDSL) option available on www.evoting.nsdl.com.
 - b) [Physical User Reset Password?](#)” (If you are holding shares in physical mode) option available on www.evoting.nsdl.com.
 - c) If you are still unable to get the password by aforesaid two options, you can send a request at evoting@nsdl.co.in mentioning your demat account number/folio number, your PAN, your name and your registered address etc.
 - d) Members can also use the OTP (One Time Password) based login for casting the votes on the e-Voting system of NSDL
7. After entering your password, tick on Agree to “Terms and Conditions” by selecting on the check box.
8. Now, you will have to click on “Login” button.
9. After you click on the “Login” button, Home page of e-Voting will open.

Step 2: Cast your vote electronically and join General Meeting on NSDL e-Voting system.

How to cast your vote electronically and join General Meeting on NSDL e-Voting system?

1. After successful login at Step 1, you will be able to see all the Companies “EVEN” in which you are holding shares and whose voting cycle and General Meeting is in active status.
2. Select “EVEN” of Company for which you wish to cast your vote during the remote e-Voting period and casting your vote during the General Meeting. For joining virtual meeting, you need to click on “VC/OAVM” link placed under “Join General Meeting”.
3. Now you are ready for e-Voting as the Voting page opens.
4. Cast your vote by selecting appropriate options i.e. assent or dissent, verify/modify the number of shares for which you wish to cast your vote and click on “Submit” and also “Confirm” when prompted.
5. Upon confirmation, the message “Vote cast successfully” will be displayed.
6. You can also take the printout of the votes cast by you by clicking on the print option on the confirmation page.
7. Once you confirm your vote on the resolution, you will not be allowed to modify your vote.

General Guidelines for shareholders

1. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) are required to send scanned copy (PDF/JPG Format) of the relevant Board Resolution/ Authority letter etc. with attested specimen signature of the duly authorized signatory(ies) who are authorized to vote, to the Scrutinizer by e-mail to filtra.scrutinizer@hkacs.com with a copy marked to evoting@nsdl.co.in.
2. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the “[Forgot User Details/Password?](#)” or “[Physical User Reset Password?](#)” option available on www.evoting.nsdl.com to reset the password.
3. In case of any queries, you may refer the Frequently Asked Questions (FAQs) for Shareholders and e-voting user manual for Shareholders available at the download section of www.evoting.nsdl.com or call on toll free no.: 1800 1020 990 and 1800 22 44 30 or send a request at evoting@nsdl.co.in.

Process for those shareholders whose email ids are not registered with the depositories for procuring user id and password and registration of e mail ids for e-voting for the resolutions set out in this notice:

1. In case shares are held in physical mode please provide Folio No., Name of shareholder, scanned copy of the share certificate (front and back), PAN (self attested scanned copy of PAN card), AADHAR (self attested scanned copy of Aadhar Card) by email to cs@filtra.in.
2. In case shares are held in demat mode, please provide DPID-CLID (16 digit DPID + CLID or 16 digit beneficiary ID), Name, client master or copy of Consolidated Account statement, PAN (self attested

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



scanned copy of PAN card), AADHAR (self attested scanned copy of Aadhar Card) to cs@filtra.in. If you are an Individual shareholders holding securities in demat mode, you are requested to refer to the login method explained at **step 1 (A)** i.e. **Login method for e-Voting and joining virtual meeting for Individual shareholders holding securities in demat mode**.

3. Alternatively, shareholder/members may send a request to evoting@nsdl.co.in for procuring user id and password for e-voting by providing above mentioned documents.
4. In terms of SEBI circular dated December 09, 2020 on e-Voting facility provided by Listed Companies, Individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are required to update their mobile number and email ID correctly in their demat account in order to access e-Voting facility.

THE INSTRUCTIONS FOR MEMBERS FOR e-VOTING ON THE DAY OF THE AGM ARE AS UNDER:-

1. The procedure for e-Voting on the day of the AGM is same as the instructions mentioned above for remote e-voting.
2. Only those Members/ shareholders, who will be present in the AGM through VC/OAVM facility and have not casted their vote on the Resolutions through remote e-Voting and are otherwise not barred from doing so, shall be eligible to vote through e-Voting system in the AGM.
3. 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.
4. The details of the person who may be contacted for any grievances connected with the facility for e-Voting on the day of the AGM shall be the same person mentioned for Remote e-voting.

INSTRUCTIONS FOR MEMBERS FOR ATTENDING THE AGM THROUGH VC/OAVM ARE AS UNDER:

1. Member will be provided with a facility to attend the AGM through VC/OAVM through the NSDL e-Voting system. Members may access by following the steps mentioned above for **Access to NSDL e-Voting system**. After successful login, you can see link of "VC/OAVM link" placed under **"Join General meeting"** menu against Company name. You are requested to click on VC/OAVM link placed under Join General Meeting menu. The link for VC/OAVM will be available in Shareholder/Member login where the EVEN of Company will be displayed. Please note that the Members who do not have the User ID and Password for e-Voting or have forgotten the User ID and Password may retrieve the same by following the remote e-Voting instructions mentioned in the notice to avoid last minute rush.
2. Members are encouraged to join the Meeting through Laptops for better experience.
3. Further Members will be required to allow Camera and use Internet with a good speed to avoid any disturbance during the meeting.
4. Please note that Participants Connecting from Mobile Devices or Tablets or through Laptop connecting via Mobile Hotspot may experience Audio/Video loss due to Fluctuation in their respective network. It is therefore recommended to use Stable Wi-Fi or LAN Connection to mitigate any kind of aforesaid glitches.
5. Members, who need assistance before or during the AGM, can contact NSDL on evoting@nsdl.co.in/1800-222-990 or contact Mr. Amit Vishal, Senior Manager, NSDL email id: amitv@nsdl.co.in telephone no: 022-24994360 or Ms. Pallavi Mhatre, Manager, NSDL email id: pallavid@nsdl.co.in telephone no: 022-24994545.
21. Mr. Hemanshu Kapadia (FCS: 3477 and CP: 2285), Proprietor of M/s. Hemanshu Kapadia & Associates, Practicing Company Secretaries, failing him, Mr. Vipin Mehta (FCS: 8587 and CP: 9869), Partner of M/s. VPP & Associates, Practicing Company Secretaries, have been appointed as the Scrutinizer to scrutinize the e-voting process in a fair and transparent manner.
22. The Scrutinizers shall immediately, after the conclusion of voting at the AGM, first count the votes cast during the meeting and thereafter unblock the votes cast through remote e-voting and make, within 48 hours from the conclusion of the meeting, a Consolidated Scrutinizer's Report of the total votes cast in favor or against of the resolutions transacted in the AGM and submit forthwith the same to the Chairman of the Company or a person authorised by him in writing who shall countersign the same.
23. The Chairman or the authorised person shall declare the results of the voting forthwith and the results declared along with the report of the Scrutinizer shall be placed on the website of the Company i.e. <https://www.filtrain.com/index.php/home/investment> and on the website of NSDL i.e. <https://www.nsdl.co.in>

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



<https://www.evoting.nsdl.com>. The Company shall also simultaneously forward the results to BSE Limited, where the shares of the Company are listed.

24. Subject to receipt of requisite number of votes, the Resolutions shall be deemed to have been passed on the date of the 10th AGM i.e. Wednesday, September 29, 2021.

By the order of the Board

For **Filtra Consultants and Engineers Limited**,

Sd/-

Ketan Khant

Chairman and Managing Director

(DIN: 03506163)

Address: 17-34-A, Kutchi House, Brahmanwada Road, Matunga, Mumbai – 400019

Date: August 27, 2021

Place: Mumbai

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



Annexure to resolutions mentioned at item no 3 to 6 to the notice calling 10th Annual General Meeting providing details as required to be furnished as per para 1.2.5 of the Secretarial Standard – 2 and Regulation 36(2) of the Listing Regulations with respect to Directors seeking re-appointment at this AGM

Name of the Director and DIN	Mr. Ketan Khant (DIN: 03506163)	Ms. Anjali Khant (DIN: 03506175)	Mr. Ashfak Mulla (DIN: 03506172)
Date of Birth	August 10, 1969	January 02, 1970	June 22, 1968
Age	52years	51 Years	53 years
Nationality	Indian	Indian	Indian
Date of Appointment on the Board	May 24, 2011	May 24, 2011	May 24, 2011
Qualification	Diploma in Chemical Engineering and Diploma in Marketing Management	Diploma in Chemical Engineering	Mechanical Engineering.
Brief resume (including nature of expertise and experience in specific functional areas)	Having approx 27 years of vast experience in the marketing and dealing of water treatment plants, water components and Machinery	Approx 18 years in water treatment industry	Having approx 25 years of vast experience in the marketing and dealing of water treatment plants and related products and Machinery
Shareholding in the Company	45,00,000 Equity Shares of face value of Rs.10/- each	14,99,940 Equity Shares of face value of Rs.10/- each	18,012 Equity Shares of face value of Rs. 10/- each
List of Directorship held in other Companies	1. Innovative Technocare Private Limited 2. Of Water Private Limited	No Directorship in other Companies	No Directorship in other Companies
Committee Membership	Not a Member in any Committee	Not a Member in any Committee	Not a Member in any Committee
Last Remuneration drawn (for the Financial year 2020-21)	Rs. 49,14,000/- (Rupees Forty Nine Lakh Fourteen Thousand Only).	Rs. 37,80,000 (Rupees Thirty Seven Lakh Eighty Thousand Only)	Rs. 32,76,000/- (Rupees Thirty Two Lakh Seventy Six Thousand Only)
Remuneration to be drawn after appointment /re-appointment	As per Explanatory Statement to item no. 4 of the attached notice calling AGM.	As per Explanatory Statement to item no. 5 of the attached notice calling AGM.	As per Explanatory Statement to item no. 6 of the attached notice calling AGM.
Relationship with Directors, Managers or other KMP	His wife Mrs. Anjali Khant (DIN: 03506175) is Whole-time Director.	Her husband Mr. Ketan Khant (DIN: 03506163) is Managing Director.	He does not have any relationship with other Director, Manager or KMP
Number of Board Meeting attended in F.Y. 2020-21	4 (Four)	2 (Two)	4 (Four)
Terms and Conditions of Appointment/ re-appointment	As mentioned in the Managing Director Agreement.	As mentioned in the Whole-time Director Agreement.	As mentioned in the Whole-time Director Agreement.

By the order of the Board

For Filtra Consultants and Engineers Limited,

Sd/-

Ketan Khant

Chairman and Managing Director

(DIN: 03506163)

Address: 17-34-A, Kutchi House, Brahmanwada Road, Matunga, Mumbai – 400019

Date: August 27, 2021 Place: Mumbai

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



EXPLANATORY STATEMENT PURSUANT TO SECTION 102(1) OF THE COMPANIES ACT, 2013 IN RESPECT OF THE SPECIAL BUSINESS MENTIONED IN THE NOTICE CALLING 10TH ANNUAL GENERAL MEETING.

Item No. 3, 4, 5 and 6:

The Nomination and Remuneration Committee had reviewed the performance of Mr. Ashfak Mulla (DIN: 03506172) during the year 2019-20 and 2020-21. Based on performance review, the Committee had recommended to the Board payment of performance incentive of Rs. 9,00,000/- (Rupees Nine Lakhs Only) as performance reward to Mr. Ashfak Mulla (DIN: 03506172). Accordingly, the Board of Directors, subject to the approval of the Members, has approved the said Performance incentive to Mr. Ashfak Mulla (DIN: 03506172).

Mr. Ketan Khant (DIN: 03506163) was designated as the Managing Director of the Company w.e.f. April 01, 2012 for a period of 3 years i.e. till March 31, 2015. He was then re-appointed as Managing Director of the Company from time to time. His term as a Managing Director expired on March 31, 2021.

Further, Mrs. Anjali Khant (DIN: 03506175) was designated as the Whole-time Director of the Company w.e.f. April 01, 2012 for a period of 3 years i.e. till March 31, 2015. She was then re-appointed as Whole-time Director of the Company from time to time. Her term as a Whole-time Director expired on March 31, 2021.

Mr. Ashfak Mulla (DIN: 03506172) was also designated as the Whole-time Director of the Company w.e.f. April 01, 2012 for a period of 3 years i.e. till March 31, 2015. He was also then re-appointed as Whole-time Director of the Company from time to time. His term as a Whole-time Director expired on March 31, 2021.

The Board has reviewed the performance of all the Managerial persons and their contribution in growth of the Company. The Board also reviewed the performance of the Company and future prospectus and growth of the Company. Accordingly, the Board of Directors, on the recommendation of the Nomination and Remuneration Committee, in its meeting held on November 11, 2020 has approved re-appointment of Mr. Ketan Khant (DIN: 03506163) as Managing Director and Mrs. Anjali Khant (DIN: 03506175) & Mr. Ashfak Mulla (DIN: 03506172) as Whole-time Directors of the Company for a further period of three years w.e.f. April 01, 2021 i.e. till March 31, 2024 on the existing terms and conditions. The above re-appointments and payment of remuneration are subject to the terms and conditions mentioned in the agreements to be executed with them and are also subject to the approval of the Members in the General Meeting.

As the Company's profits are inadequate during the financial year to pay remuneration on the proposed scale, payment of remuneration to Mr. Ketan Khant (DIN: 03506163), Mrs. Anjali Khant (DIN: 03506175) and Mr. Ashfak Mulla (DIN: 03506172) fall within the preview of Schedule V Part II Section II Clause (A) of the Companies Act, 2013.

The following additional information as required under Section II of Part II of Schedule V to the Companies Act, 2013 are given below:

I. GENERAL INFORMATION:

(1) Nature of Industry: Trader and Consultants for water treatment products.

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



- (2) **Date or expected date of Commencement of commercial production:** The Company is presently in trading business and not proposing to start manufacturing activity.
- (3) **In case of new Companies, expected date of Commencement of activities as per project approved by Financial Institutions appearing in the Prospectus:** Not Applicable
- (4) **Financial Performance based on given indicators:** As per the audited Financial Statement, following are the details of financial performance of the Company for last three years:

(Amount in Rs. Lakh)

Particulars	Year ended 31 st March		
	2021	2020	2019
Financial Parameters			
Turnover	5,677.30	5,595.60	5,341.65
Other Income	2.21	19.76	48.15
Net Profit after Tax	131.05	167.20	183.96
Net Worth	1,370.55	1,239.50	1,072.31

- (5) **Foreign Investments or Collaborations, if any:** There is no foreign investment or collaboration.

II. INFORMATION ABOUT THE APPOINTEE:

A) Mr. Ketan Khant (DIN: 03506163):

(1) Background details:

Mr. Ketan Khant (DIN: 03506163) holds a Diploma in Chemical Engineering from S B M P Institute Mumbai and also holds Diploma in Marketing Management from Prin. L N Welingkar Institute of Management Development and Research. He is having approx 27 years of vast experience in dealing of water treatment plants and related products and Machinery.

(2) Past Remuneration:

The Members of the Company has approved the payment of upto Rs. 84,00,000/- per annum as remuneration to him since April 01, 2018 however, he has been paid remuneration during past three financial years as follows:

During 2020-21: Rs. 49,14,000/-

During 2019-20: Rs. 49,14,000/-

During 2018-19: Rs. 47,05,000/-

(3) Recognition/Awards:

Mr. Ketan Khant (DIN: 03506163) has worked with NGO Cry, REAP and RSVK to spread the awareness and necessity of education mainly for economically poor segment of society. He has been rank holder in college and has won many certificates for educational excellence in Chemical Engineering.

(4) Job Profile and Suitability:

Mr. Ketan Khant (DIN: 03506163) was appointed as Managing Director of the Company on April 01, 2012. He was again reappointed as Managing Director w.e.f. April 1, 2015 and April 1, 2018. Being Managing Director, he is over all in charge of the management and affairs of the Company and performs his duties under the supervision and control of the Board of Directors of the

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



Company. Taking into consideration his qualification, experience and expertise in water treatment plants and related products and Machinery he is best suited person for the responsibilities entrusted to him by the Company's Board.

(5) Remuneration proposed:

- (a) **Salary:** Salary of Rs.84,00,000/- (Rupees Eighty Four Lakh Only) per annum or Rs. 7,00,000/- (Rupees Seven Lakh Only) per month.
- (b) **Provision of a car with driver, a telephone at residence and mobile phone by the Company:**
The Company shall provide a car with a driver for official and personal use. All operating and maintenance expenses of the car shall be borne by the Company. The Company shall provide a telephone at residence and mobile/cell phone and reimburse all telephone expenses; except expenses of International personal calls.
- (c) **Leave:** Paid leave of thirty (30) days will be given for every eleventh months of service. Unavailed leave can be accumulated. The accumulated leave can be encashed at the end of the tenure.
- (d) **Reimbursement of out-of-pocket expenses:** The Company shall reimburse from time to time all the expenses that he may be required to incur in the course of performance of duties as Managing Director of the Company.

(6) Comparative Remuneration Profile with respect to Industry, size of the Company, Profile of the position and person:

Since the Industry in which Company operates is not organised and fragmented with many small and medium size Companies, no comparable figures are available. The Nomination and Remuneration Committee as well as the Board of Directors feel that remuneration payable to Mr. Ketan Khant (DIN: 03506163) is commensurate with his qualification, experience, the duties and responsibilities entrusted to him. Further, he is re-appointed on existing remuneration only.

(7) Pecuniary Relationship, directly or indirectly, with the Company or relationship with the Managerial Personnel, if any:

Mr. Ketan Khant (DIN: 03506163) is one of the Promoter and First Director of the Company holding 45,00,000 Equity Shares of Rs.10/- each in the Company in his own name. He is drawing remuneration as Managing Director of the Company. His wife, Mrs. Anjali Khant (DIN: 03506175) is Whole-time Director of the Company and drawing remuneration as Whole-time Director of the Company. She is also Promoter of the Company and holding 14,99,940 Equity Shares of Rs. 10/- each in the Company. Further, the Company has taken premises owned by Mr. Ketan Khant and Mrs. Anjali Khant on leave and license basis.

B) Mrs. Anjali Khant (DIN: 03506175):

(1) Background details:

Mrs. Anjali Khant (DIN: 03506175) is Diploma in Chemical Engineer from S B M P Institute. She is having approx 18 years of vast experience in dealing of water treatment plants and related products and Machinery.

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



(2) Past Remuneration:

The Members of the Company has approved the payment of upto Rs 72,00,000/- per annum as remuneration to her since April 01, 2018 however, she has been paid remuneration during past three financial years as follows:

During 2020-21: Rs. 37,80,000/-

During 2019-20: Rs.37,80,000/-

During 2018-19: Rs.32,40,000/-

(3) Recognition/Awards:

Mrs. Anjali Khant (DIN: 03506175) has worked with NGO Cry, REAP and RSVK to spread the awareness and necessity of education mainly for economically poor segment of society. She has been rank holder in college and has won many certificates for educational excellence in chemical engineering.

(4) Job Profile and Suitability:

Mrs. Anjali Khant (DIN: 03506175) was appointed as Whole-time Director of the Company w.e.f. April 01, 2012 with general power of management and administration of the affairs of the Company and she performs her duties under the supervision and control of the Board of Directors of the Company. She is currently looking after Company's Administrative and Human Development Departments. Taking into consideration her qualification, past experience and expertise and industry in which Company operates, she is best suited person for the responsibilities entrusted to her by the Company's Board.

(5) Remuneration proposed:

- A. **Basic Salary:**Rs. 72,00,000/- (Rupees Seventy Two Lakh Only) per annum or Rs. 6,00,000/- (Rupees Six Lakh Only) per month.
- B. **Provision of a car with driver, a telephone at residence and mobile phone by the Company:**
The Company shall provide a car with a driver for official and personal use. All operating and maintenance expenses of the car shall be borne by the Company. The Company shall provide a telephone at residence and mobile/cell phone and reimburse all telephone expenses; except expenses of International personal calls.
- C. **Leave:** Paid leave of thirty (30) days will be given for every eleven (11) months of service. Unavailed leave can be accumulated. The accumulated leave can be encashed at the end of the tenure.
- D. **Reimbursement of out-of-pocket expenses:** The Company shall reimburse from time to time all expenses that she may be required to incur in the course of performance of duties as Whole-time Director of the Company.
- E. **Others:** As per Company's Policy.

(6) Comparative Remuneration Profile with respect to Industry, size of the Company, Profile of the position and person:

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



Since the Industry in which Company operates is not organised and fragmented with many small and medium size Companies, no comparable figures are available. The Nomination and Remuneration Committee as well as the Board of Directors feel that remuneration payable to Mrs. Anjali Khant (DIN: 03506175) is commensurate with her qualification, experience, the duties and responsibilities entrusted to her. Further, she is re-appointed on existing remuneration only.

(7) Pecuniary Relationship, directly or indirectly, with the Company or relationship with the Managerial Personnel, if any:

Mrs. Anjali Khant (DIN: 03506175) is one of the Promoter and First Director of the Company holding 14,99,940 Equity Shares of Rs. 10/- each in the Company in her own name. She is drawing remuneration as Whole-time Director of the Company. Her husband, Mr. Ketan Khant (DIN: 03506163) is Managing Director of the Company and drawing remuneration as Managing Director of the Company. He is also Promoter of the Company and holding 45,00,000 Equity Shares of Rs.10/- each in the Company. Further, the Company has taken premises owned by Mr. Ketan Khant and Mrs. Anjali Khant on leave and license basis.

C) Mr. Ashfak Mulla (DIN: 03506172):

(1) Background details:

Mr. Ashfak Mulla (DIN: 03506172) is having Diploma in Mechanical Engineering from Shriram Polytechnic Institute. He is having approx 25 years of vast experience in the marketing and dealing of water treatment plants and related products and Machinery.

(2) Past Remuneration:

The Members of the Company has approved the payment of upto Rs. 48,00,000/- per annum as remuneration to him since April 01, 2018. It was also approved payment of Commission of not more than 1% of net sales in Pune region. However, he has been paid remuneration during past three financial years as follows:

During 2020-21: Rs.32,76,000/-*

During 2019-20: Rs.33,01,000/-

During 2018-19: Rs.31,45,000/-

**excluding one-time performance incentive of Rs. 9,00,000/-.*

(3) Recognition/Awards:

He has received award from RPG group for developing Furnace from scrap material during his service tenure with RPG Group at their Nagpur Plant.

(4) Job Profile and Suitability:

Mr. Ashfak Mulla (DIN: 03506172) was designated as Whole-time Director of the Company on April 01, 2012. Being a Whole-time Director, he was entrusted with power of administration of Company's office situated in Pune and sale and promotion of Company's products in Pune region under the supervision and control of the Board of Directors of the Company. Taking into consideration his qualification, experience, knowledge of Region and expertise in marketing, he is best suited person for the responsibilities entrusted to him by the Company's Board.

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



(5) Remuneration proposed:

- A. **Basic Salary:**Rs. 48,00,000/- (Rupees Forty Eight Lakh Only) per annum or Rs.4,00,000/- (Rupees Four Lakh Only) per month.
- B. **Commission:** Not more than 1% of net sales in Pune region.
- C. **Provision of a car with driver, a telephone at residence and mobile phone by the Company:**
The Company shall provide a car with a driver for official and personal use. All operating and maintenance expenses of the car shall be borne by the Company. The Company shall provide a telephone at residence and mobile phone and reimburse all telephone expenses; except expenses of International personal calls.
- D. **Leave:**Paid leave of thirty (30) days will be given for every eleven (11) months of service. Unavailed leave can be accumulated. The accumulated leave can be encashed at the end of the tenure.
- E. **Reimbursement of out-of-pocket expenses:** The Company shall reimburse from time to time all expenses that he may be required to incur in the course of performance of his duties as Whole-time Director of the Company.
- F. **Others:**As per Company's Policy.

(6) Comparative Remuneration Profile with respect to Industry, size of the Company, Profile of the position and person:

Since the Industry in which Company operates is not organised and fragmented with many small and medium size Companies, no comparable figures are available. The Nomination and Remuneration Committee as well as the Board of Directors feel that remuneration payable to Mr. Ashfak Mulla (DIN: 03506172) is commensurate with his qualification, experience, the duties and responsibilities entrusted to him. Further, he is re-appointed on existing remuneration only.

(7) Pecuniary Relationship, directly or indirectly, with the Company or relationship with the Managerial Personnel, if any:

Mr. Ashfak Mulla (DIN: 03506172) does not have any other pecuniary relationship with the Company except, holding 18,012 Equity Shares of Rs. 10/- each of the Company in his name and remuneration drawn by him from Company as Whole-time Director and his wife Rehana Mulla as Manager Administration and Human Resource of the Company.

III. OTHER INFORMATION:

(1) Reasons for loss or inadequacy of profits:

The Company has earned profit during the financial year but the profit is not sufficient to pay remuneration on the proposed scale. The Company's profit is increasing constantly every year.

(2) Steps taken or proposed to be taken for improvement:

FILTRA CONSULTANTS AND ENGINEERS LIMITED

(CIN: L41000MH2011PLC217837)

Tenth Annual Report - 2020-21



The Company is doing well and its sales and profits are increasing every year. The Management is expanding its area of operation in new markets and also adopting new sales strategy. The Management is also proposing to include more products in its umbrella. Further, the Company has launched its e-commerce website for faster order processing. The said steps will increase turnover of the Company which in turn increase profitability of the Company.

(3) Expected increase in productivity and profits in measurable terms:

The Company is not engaged in the production or manufacturing activity. The projected revenue and profits are as follow:

(Rs. in Crores)			
Particulars	2021-22	2022-23	2023-24
Net Revenue	60	82	110
Profit	2	3	6

Even though, the approval of the Members by way of Ordinary Resolution is required, the Board of Directors recommends to take approval of the Members by passing Special Resolutions at item nos. 3, 4, 5 and 6 of this notice for approving payment of Performance reward to Mr. Ashfak Mulla (DIN: 03506172), re-appointment and remuneration paid/to be paid to Mr. Ketan Khant (DIN: 03506163) as Managing Director, Mrs. Anjali Khant (DIN: 03506175) and Mr. Ashfak Mulla (DIN: 03506172) as Whole-time Directors of the Company for a term as mentioned in the respective said resolutions. The Board of Directors considers that they should be adequately remunerated for their efforts.

All documents referred at item nos. 3, 4, 5 and 6 of the accompanying Notice and the Explanatory Statement are open for inspection for the Members on all working days of the Company till the date of ensuing Annual General Meeting between in the manner provided in notes to the notice of the 10th AGM.

None of the Directors and/or Key Managerial Personnel of the Company, except as mentioned in point no. 7 above against their respective names, are concerned or interested in the said Resolutions.

By the order of the Board
For **Filtra Consultants and Engineers Limited**,

Sd/-

Ketan Khant

Chairman and Managing Director

(DIN: 03506163)

Address: 17-34-A, Kutchi House, Brahmanwada Road, Matunga, Mumbai – 400019

Date: August 27, 2021

Place: Mumbai