

#### **Board of Directors**

Mr. M.Z. Moin Mohajir (Chairman)

Mr. Sohail Matin Syed Anwar Mahmood Syed Azeem Abbas Naqvi Ms. Emine Tasci Kaya Ms. Erum Shakir Mr. Talal Jayed Ahmed

#### **Audit Committee**

Syed Anwar Mahmood (Chairman)

Mr. M.Z. Moin Mohajir Syed Azeem Abbas Naqvi

## Secretary

Ms. Varisha Shahid

# Human Resource and Remuneration Committee

Syed Anwar Mahmood (Chairman)

Syed Azeem Abbas Naqvi Mr. M.Z. Moin Mohajir

### Secretary

Mr. Farqaleet Iqbal

# Integration Supply and Network Optimization Committee

Ms. Emine Tasci Kaya (Chairperson)

Syed Azeem Abbas Naqvi

Mr. Sohail Matin Mr. Talal Javed Ahmed

### Secretary

Mr. Irfan Qureshi

# Management Committee

Mr. Sohail Matin

Mr. Talal Javed Ahmed

Ms. Mashal Mohammad

Mr. Ahmed Jamil Baloch

Mr. Faisal Rafiq

Mr. Irfan Qureshi

Mr. Mazhar Shams

# Company Secretary

Ms. Mehar-e-Daraksha Ameer

# Chief Financial Officer

Mr. Talal Javed Ahmed

# Head of Internal

### Audit

Ms. Varisha Shahid

#### Bankers

Citibank N.A Standard Chartered Bank (Pakistan) Ltd.

### **External Auditors**

Deloitte Yousuf Adil & Co. Chartered Accountants

### Legal Advisors

Hashmi & Hashmi

### **Internal Auditor**

M/s EY Ford Rhodes

### Registered Office

35 Dockyard Road, West Wharf, Karachi-74000 <u>Tel:92-21-111475-725</u> (111-GSK-PAK)

Fax 92-21-323-148-98

# Investor Relations Contact

Share Registrar CDC Share Registrar Services Limited CDC House, Main Shahrae-Faisal, Karachi. Tel: 021 111-111-500 Email: info@cdcsrsl.com

# GSKCH Shares

Department 35 Dockyard Road, West Wharf, Karachi-74000 Tel: 021 35274838

Email: PK.shareinfo@gsk.com

#### Website

www.pk-consumerhealthcare.gsk.com

#### **Directors' Report to the Shareholders**

#### Dear Shareholders,

I am pleased to present your Company's un-audited financial information for the three months ended March 31, 2020. This Directors' Report has been prepared in accordance with section 227 of the Companies Act, 2017 and Listed Companies (Code of Corporate Governance) Regulations 2019.

#### **Business Overview**

Responding to the COVID-19 pandemic is at the heart of our purpose. The business and portfolio of GlaxoSmithKline Consumer Healthcare Pakistan Limited (GSKCH and/or Company) is relevant in helping tackle the COVID-19 virus. We have mobilized across the Company to respond to the pandemic, focused on the safety and protection of our employees and stakeholders, business continuity and provided various solutions to support the response. Your Company has and continues to achieve the same by investing in high frequency employee engagement, as well as providing technology, resources and adjusted policies to support our people to carry out their jobs safely.

Our business performed strongly in the quarter with growth in sales, and earnings reflecting good underlying performance and increased demand, including stock-building, for many of our products. Looking ahead, we clearly face a period of considerable uncertainty, but we remain confident in the resilience and sustainability of GSKCH's business and our ability to deliver on our long-term priorities of Innovation, Performance and Trust. Our business has demonstrated resilience in the face of significant demands. We have implemented business continuity plans across all our essential operations. The liquidity position of GSKCH remains strong and we have sufficient cash for our current operational needs and access to significant additional undrawn committed sources of finance if required. In our supply chains, we are closely monitoring all parts of our manufacturing network and have been able to respond quickly to fluctuations in demand.

#### **Review of Operating Results**

The turnover of the Company for the first three months was recorded at Rs. 4,308 million, being 11% higher than the corresponding period last year. The underlying growth of the core business portfolio was recorded at 23% for the first quarter of 2020, largely due to price increases on the Over the Counter (OTC) portfolio that came into effect from the second quarter of 2019.

This above growth was partially offset by the divestment of Horlicks in 2020 and a decline in toll manufacturing revenues during first quarter due to stock build requested by the Novartis Pharma (Pakistan) Limited in the last quarter of 2019. Toll manufacturing revenues were also adversely impacted during the quarter due to temporary shortage of a certain raw material necessary to complete production.

Within the core business portfolio, a healthy performance was witnessed in both OTC and fast-moving consumer goods (FMCG) portfolios, with a 42% increase in the Oral Healthcare category supported by the launch of Parodontax Herbal toothpaste, 27% increase in the Pain category, 15% increase in the Nutrition and Digestive Health category, and 2% increase in the Skin Health category.

Gross margins for the first quarter have improved to 33% of sales, largely due to price increases and favorable changes in sales mix, as compared to the corresponding period last year.

During the quarter, the Company underwent a review of its sales organization structure to optimize its resources. The restructuring led to a leaner sales team to support our key categories. At the same time, we upgraded mobility devices for our customer-facing sales teams to enhance the user-experience when planning and engaging with health care professionals. Excluding such programs, the Company's Selling, Marketing, Distribution, and Administrative expenses were recorded at Rs. 895 million, a 13% increase as compared to last year. This includes the impact of CSR investments made by the Company to support the community in infrastructural and educational programs.

Your Company posted a net profit after tax of Rs. 301 million and an Earnings Per Share (EPS) of Rs. 2.57, which are higher than the corresponding period last year.

#### **Future Outlook and Challenges**

Since the demerger of GSK Consumer Healthcare Pakistan Ltd from GSK Pakistan Ltd, the Company has been in the process of transferring the marketing authorizations of its brands through the Drug Regulatory Authority of Pakistan. During the first quarter of 2020, marketing authorizations and permissions for certain products have been successfully transferred to the Company by DRAP. For other similar applications, we are hopeful that such procedural steps will continue to be executed in a similar manner.

The current pandemic is clearly a very dynamic and uncertain situation and the ultimate severity, duration and impact of the pandemic remain unknown at this point. Despite the measures the Company has taken, there are significant risks to business performance for the remainder of the year, and particularly, over the next few months. These could include disruption to manufacturing activities and the supply chain (including third parties) as well as an anticipated negative impact on the GDP growth of Pakistan, while government containment measures are in place, and the impact of other government actions and restrictions in response to the pandemic. We continue to monitor these risks closely. At this stage, we are unable to predict the ultimate disruptive impact of the COVID-19 pandemic on GSKCH's business performance for the full-year 2020.

To meet the current and future demand, your Company remains agile and proactively engaged in supply chain optimization initiatives as well as strengthening our pipeline of high-quality innovations. Through such initiatives, your Company is maintaining its focus on increased customer value, innovation, better performance and greater trust. Emphasis is placed on increased productivity, reduced cost and improved technology to be able to sustain long-term profitability and fulfil the dynamic needs of our consumers and healthcare professionals.

To achieve our long-term high growth ambition, it is imperative that the Company continues to invest in our established brands to increase consumption and brand equity. With enhanced Sales structure, focused on commercial excellence, we plan to drive exponential growth in key trade channels and display agility to address the challenging business environment.

#### **Remuneration Policy**

The Non-Executive Board Directors of GlaxoSmithKline Consumer Healthcare Pakistan Limited are entitled to a remuneration approved by the HR and Remuneration Committee, based on market benchmark of the Consumer Healthcare Industry and other similar type of businesses.

#### **Acknowledgment**

The Board of Directors take this opportunity to thank all GSK employees for their outstanding, untiring work and dedication which has ensured that our vital & everyday health products continue to be available to the people who need them. We would like to further extend our appreciation to our suppliers, and partners for their continued support and dedication in the achievement of the Company's results.

By the order of the Board

Sincerely,

Sohail Matin Chief Executive Officer Syed Azeem Abbas Naqvi Non-Executive Director

May 20, 2020

# GLAXOSMITHKLINE CONSUMER HEALTHCARE PAKISTAN LIMITED CONDENSED INTERIM STATEMENT OF FINANCIAL POSITION AS AT MARCH 31, 2020

	Un-audited March 31, 2020	December 31, 2019
ASSETS Note	Rup	oees
Non-current assets		
Property, plant and equipment 5 Intangible Long-term loans to employees Long-term deposits	2,902,621,513 127,674,000 5,152,620 6,496,198 3,041,944,331	2,914,891,968 127,674,000 10,593,307 6,496,198 3,059,655,473
Current assets	0,011,011,001	3,000,000,
Stores and spares Inventories Trade debts Loans and advances Trade deposits and prepayments Interest accrued Refunds due from Government Other receivables Taxation - payments less provision Bank balances	49,957,007 3,519,457,916 789,062,176 357,524,386 62,823,196 - 19,350,761 478,254,422 596,094,071 420,093,394 6,292,617,329	52,489,669 2,769,124,471 866,168,074 307,289,523 60,034,056 178,082 17,172,528 676,633,822 530,637,270 643,240,843 5,922,968,338
Total assets	9,334,561,660	8,982,623,811
EQUITY AND LIABILITIES		
Share capital and reserves Share capital Reserves	1,170,545,080 3,630,720,129 4,801,265,209	1,170,545,080 3,330,058,855 4,500,603,935
Liabilities		
Non-current liabilities		
Staff retirement benefits Deferred taxation Lease liability	56,383,404 119,597,259 2,979,324	53,665,103 130,975,506 1,989,219
Current liabilities		
Trade and other payables 6 Running finance under mark-up arrangement Accrued mark-up Unpaid dividend Current portion of lease liability	3,225,114,222 215,348,478 8,812,270 904,165,371 896,123 4,354,336,464	2,599,790,956 763,579,563 25,874,258 904,375,661 1,769,610 4,295,390,048
Total liabilities	4,533,296,451	4,482,019,876
Total equity and liabilities	9,334,561,660	8,982,623,811

Contingencies and commitments

The annexed notes 1 to 14 form an integral part of these financial statements.

Chief Financial Officer

Director

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# GLAXOSMITHKLINE CONSUMER HEALTHCARE PAKISTAN LIMITED CONDENSED INTERIM STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE QUARTER ENDED MARCH 31, 2020 (UN-AUDITED)

		March 31, 2020	March 31, 2019
	Note	Rupees	
Revenue from contracts with customers		4,308,054,833	3,870,909,955
Cost of sales		(2,903,678,819)	(2,775,762,996)
Gross profit		1,404,376,014	1,095,146,959
Selling, marketing and distribution expenses	8	(872,916,471)	(720,240,746)
Administrative expenses		(65,210,967)	(71,522,713)
Other operating expenses		(34,942,188)	(22,449,200)
Other income		7,454,355	12,963,706
Operating profit		438,760,743	293,898,006
Financial charges		(21,405,568)	(38,135,246)
Profit before taxation		417,355,175	255,762,760
Taxation		(116,693,901)	(88,448,076)
Profit after taxation		300,661,274	167,314,684
Other comprehensive loss Items that will not be reclassified to profit or loss:			
Remeasurement of staff retirement benefits		-	-
Impact of deferred tax		-	-
Other comprehensive loss for the year	,	-	-
Total comprehensive income		300,661,274	167,314,684
Earnings per share	9	Rs. 2.57	Rs. 1.43

The annexed notes 1 to 14 form an integral part of these financial statements.

Chief Financial Officer

Director

# GLAXOSMITHKLINE CONSUMER HEALTHCARE PAKISTAN LIMITED CONDENSED INTERIM STATEMENT OF CHANGES IN EQUITY FOR THE QUARTER ENDED MARCH 31, 2020 (UN-AUDITED)

		Capital reserves		Revenue reserve	
	Share capital	Reserve arising under the Scheme of Arrangement - note 1.1	Reserve arising on amalgamation under the Scheme of Merger - note 1.3	Unappropriated profit	Total
Balance as at December 31, 2018	1,170,545,080	101,913,533	728,725,969	1,833,800,555	3,834,985,137
Total comprehensive income for the quarter ended March 31, 2019	-	-	-	167,314,684	167,314,684
Balance as at March 31, 2019	1,170,545,080	101,913,533	728,725,969	2,001,115,239	4,002,299,821
Balance as at January 01, 2020	1,170,545,080	101,913,533	728,725,969	2,499,419,353	4,500,603,935
Total comprehensive income for the quarter ended March 31, 2020	-	-	-	300,661,274	300,661,274
Balance as at March 31, 2020	1,170,545,080	101,913,533	728,725,969	2,800,080,627	4,801,265,209

Chief Financial Officer

Director

# GLAXOSMITHKLINE CONSUMER HEALTHCARE PAKISTAN LIMITED STATEMENT OF CASH FLOWS FOR THE QUARTER ENDED MARCH 31, 2020 (UN-AUDITED)

		March 31, 2020	March 31, 2019
	Note	Rupe	es
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash generated from operations Staff retirement benefits paid Interest paid Income taxes paid (Decrease) / increase in long-term loans to employees increase in long-term deposits	10	602,118,399 (17,443,343) (25,875,757) (193,528,949) 5,440,687	333,287,445 (14,105,213) (43,514,277) (115,270,405) (2,220,394) (3,269,369)
Net cash generated from operating activities		370,711,037	154,907,787
CASH FLOWS FROM INVESTING ACTIVITIES  Fixed capital expenditure  Proceeds from sale of operating assets		(52,043,733)	(60,892,407) 7,528,087
Return received		6,626,622	2,098,125
Net cash used in investing activities		(45,417,111)	(51,266,195)
CASH FLOWS FROM FINANCING ACTIVITIES			
Dividend paid		(210,290)	(519,684)
Net increase in cash and cash equivalents	•	325,083,636	103,121,908
Cash and cash equivalents at beginning of the year		(120,338,720)	(884,337,324)
Cash and cash equivalents at end of the year	11	204,744,916	(781,215,416)

The annexed notes 1 to 14 form an integral part of these financial statements.

Chief Financial Officer

Director

# GLAXOSMITHKLINE CONSUMER HEALTHCARE PAKISTAN LIMITED NOTES TO THE FINANCIAL STATEMENTS FOR THE QUARTER ENDED MARCH 31, 2020 (UNAUDITED)

#### 1. THE COMPANY AND ITS OPERATIONS

GlaxoSmithKline Consumer Healthcare Pakistan Limited (the Company) was incorporated in Pakistan as a public unlisted company under the provisions of the repealed Companies Ordinance, 1984 (now Companies Act, 2017) on March 31, 2015 principally to effect the demerger of Consumer Healthcare business of GlaxoSmithKline Pakistan Limited (GSK Pakistan) under a Scheme of Arrangement (the Scheme) which was approved by the Honourable High Court of Sindh (SHC) and its order was submitted to the Registrar of Companies on April 01, 2016. The Company is a subsidiary of GlaxoSmithKline Consumer Healthcare B.V. The ultimate parent of the Company is GlaxoSmithKline plc, UK. The Company is engaged in manufacturing, marketing and sale of consumer healthcare products. The Company is listed at the Pakistan Stock Exchange Limited since March 22, 2017. The registered office of the Company is situated at 35-Dockyard Road, West Wharf, Karachi.

The coronavirus outbreak situation is evolving in the country and its potential impact on the Company's financial performance and supply continuity remains uncertain. Up to the date of these financial statements, the outbreak has not had a material impact on the financial results of the Company. Presently, healthcare businesses have been allowed to continue their operations by both provincial and federal governments in order to ensure availability of our products in the market.

Due to the pending transfer of marketing authorisations and certain permissions for Over the Counter (OTC) products of the Company with Drug Regulatory Authority of Pakistan (DRAP), GSK Pakistan, for and on behalf of the Company is engaged in the procurement, manufacturing, marketing and managing the related inventory and receivable balances pertaining to such products against a service fee charged by GSK Pakistan. On January 17, 2020, the marketing authorisations and permissions for certain OTC products have been transferred to the Company and therefore, the Company is now involved in procurement, manufacturing and managing of such inventory items. During the quarter, the Company has purchased raw and packing materials worth Rs 387 million from GSK Pakistan to facilitate the continued production of these OTC products. This has resulted in an increase in inventory values and inventory provisions as at March 31, 2020.

#### 1.3 Merger of GlaxoSmithKline OTC (Private) Limited with and into the Company

1.3.1 In 2018, GlaxoSmithKline OTC (Private) Limited (GSK OTC), a wholly owned subsidiary of GlaxoSmithKline Consumer Healthcare B.V., was merged with and into the Company with effect from January 01, 2018 through a Scheme of Merger sanctioned by SHC vide its order dated December 12, 2018, which was also endorsed by Drug Regulatory Authority of Pakistan (DRAP) vide its letter no. F.2-4/88-Lic (Vol-IV) dated March 07, 2019.

#### 2. BASIS OF PREPARATION

#### 2.1 Statement of compliance

This condensed interim financial information has been prepared in accordance with the requirements of the International Accounting Standard (IAS) 34, Interim Financial Reporting and provisions of and directives issued under the Companies Act, 2017. In case where requirements differ, the provisions of or directives issued under the Companies Act, 2017 have been followed.

The condensed interim financial information should be read in conjunction with the financial statements for the year ended December 31, 2019.

# 2.2 Application of new standards, amendments and interpretations to the published approved accounting

# 2.2.1 New accounting standards / amendments and IFRS interpretations that are effective for the year ended December 31, 2020

The following standards, amendments and interpretation are effective for the year ended December 31, 2020. These standards, interpretations and the amendments are either not relevant to the Company's operations or are not expected to have significant impact on the Company's financial statements other than certain additional disclosures:

# Effective from accounting periods

- IFRS 14 'F	egulatory Deferral Accounts'	January 01, 2020
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Amendments to IFRS 3 'Business Combinations' - Amendments regarding January 01, 2020

- Amendments to IFRS 10 'Consolidated Financial Statements' and IAS 28 'Investments in Associates and Joint Ventures' - Sale or contribution of assets between an investor and its associate or joint venture

January 01, 2020

- Interest Rate Benchmark Reform (Amendments to IFRS 9, IAS 39 and IFRS January 01, 2020

- Amendments to IAS 1 'Presentation of Financial Statements' and IAS 8 January 01, 2020

- Amendments to References to the Conceptual Framework in IFRS January 01, 2020

#### 3. ACCOUNTING POLICIES

The accounting policies and the methods of computation adopted in the preparation of this condensed interim financial information are the same as those applied in the preparation of the financial statements for the year ended December 31, 2019.

- 3.1 Taxes on income are accrued using tax rate that would be applicable to the full financial year.
- 3.2 Actuarial valuations are carried out on annual basis. The last actuarial valuation was carried out on December 31, 2019, therefore, no impact has been calculated for the current period and comparative condensed financial information has also not been adjusted for the same reason.

#### 4. ACCOUNTING ESTIMATES, JUDGEMENTS AND FINANCIAL RISK MANAGEMENT

The preparation of condensed interim financial information in conformity with approved accounting standards requires management to make estimates, assumptions and use judgments that affect the application of policies and reported amounts of assets and liabilities and income and expenses. Estimates, assumptions and judgements are continually evaluated and are based on historical experience and other factors, including reasonable expectations of future events. Revisions to accounting estimates are recognised prospectively commencing from the period of revision.

Judgements and estimates made by the management in the preparation of this condensed interim financial information are the same as those that were applied to financial statements as at and for the year ended December 31, 2019.

The Company's financial risk management objectives and policies are consistent with those disclosed in the financial statements as at and for the year ended December 31, 2019.

		Un-audited	Audited
		March 31,	December 31,
		2020	2019
		Rup	ees
5.	PROPERTY, PLANT AND EQUIPMENT		
	Operating assets - note 5.1	2,601,959,950	2,484,606,742
	Capital work-in-progress	297,550,605	426,729,845
	Right of use of asset	3,110,958	3,555,381
		2,902,621,513	2,914,891,968

**5.1** Details of additions to and disposals of fixed assets are as follows:

	Additions (at cost)	(á	Disposals at net book value)	
	March 31, 2020	March 31, 2019	March 31, 2020	March 31, 2019
	•	—— Rupe	es <del></del>	
Building and improvements on Leasehold land	2,319,880	30,293,612	-	-
Plant & machinery	165,082,047	102,786,279	-	-
Furniture & fixtures	5,898,695	3,363,594	-	-
Vehicle	7,447,000	17,726,500	-	1,551,062
Office equipments	-	22,900,297	285,062	-
	180,747,622	177,070,282	285,062	1,551,062

		Un-audited	
6.	TRADE AND OTHER PAYABLES	March 31,	December 31,
		2020	2019
	Creditors	770,111,808	607,736,124
	Accrued Liabilities	1,616,133,832	1,390,080,621
	Others	838,868,582	601,974,211
		3,225,114,222	2,599,790,956

#### 7. CONTINGENCIES AND COMMITMENTS

- **7.1** Following is the change in the status of contingencies as reported in annual financial statements for the year ended December 31, 2019:
- (i). During the quarter ended March 31, 2020, Assistant Commissioner Sindh Revenue Board raised a demand of Rs. 190.558 million (including default surcharge and penalty) in respect of the year ended December 31, 2016. Such demand is on account of non-withholding of Sindh sales tax on certain transactions under various heads of expenses such as transport, advertisement and third-party manufacturing services.

The Company has filed an appeal against the said Order before Commissioner Appeals which is due for hearing and has also obtained Stay Order from Sindh High Court against any recovery proceedings

The management is confident that the ultimate decisions in the above cases will be in favour of the Company, hence, no provision has been made in respect of the aforementioned tax demands.

**7.2** Commitments for capital expenditure outstanding as at March 31, 2020 amounted to Rs. 292.69 million (December 31, 2019: Rs. 238.78 million).

#### 8. SELLING, MARKETING AND DISTRIBUTION EXPENSES

This includes advertising and sales promotion expenses of Rs. 588.86 million (March 31, 2019: Rs. 520.50 million)

	520.50 million)			
		March 31, 2020	March 31, 2019	
		Rupe		
9.	EARNINGS PER SHARE			
	Profit after taxation	300,661,274	167,314,684	
	Weighted average number of		_	
	outstanding shares	117,054,508	117,054,508	
	Earnings per share - basic	Rs. 2.57	Rs. 1.43	
	A diluted earnings per share has not been presented as the instruments in issue which would have any effect on the eat exercised.			
		March 31 2020	March 31 2019	
		Rupe	ees	
10.	CASH GENERATED FROM OPERATIONS	•		
	Profit before taxation	417,355,175	255,762,760	
	Add / (less): Adjustments for non-cash charges and other items			
	Depreciation	64,029,126	55,603,998	
	Interest expense	8,930,387	32,539,877	
	Loss / (gain) on disposal of operating fixed assets Interest income	285,062 (6,448,540)	(547,063) (7,626,717)	
	Provision / (reversal) for slow moving, obsolete	(0,440,540)	(7,020,717)	
	and damaged stock - net of stock written off	86,516,710	(20,648,443)	
	Provision for staff retirement benefits	20,161,644	16,518,804	
	Profit before working capital changes	590,829,564	331,603,216	
	Effect on cash flow due to working capital changes			
	(Increase) / decrease in current assets			
	Stores and spares	2,532,662	-	
	Inventories Trade debts	(836,850,155) 77,105,898	(94,700,105) (19,187,422)	
	Loans and advances	(50,234,863)	(132,538,794)	
	Trade deposits and prepayments	(2,789,140)	(99,555,510)	
	Refunds due from government Other receivables	(2,178,233) 198,379,400	3,671,827 111,804,684	
	Strict reconstance	(614,034,431)	(230,505,320)	
	Increase in current liabilities			
	Trade and other payables	625,323,266	232,189,549	

602,118,399

333,287,445

			March 31 2020	March 31, 2019
11.	CASH AND CASH	EQUIVALENTS		
	Cash and bank bala	ances	420,093,394	781,332,707
	Running finance un	der mark-up arrangement	(215,348,478)	(1,562,548,123)
			204,744,916	(781,215,416)
12.	TRANSACTIONS V	WITH RELATED PARTIES		
	Relationship	Nature of transactions	March 31, 2020	March 31, 2019
			Rupe	ees
	Associated companies:			
	•	a. Purchase of goods	626,955,096	1,490,409,671
		<ul><li>b. Expenses cross charged by GlaxoSmithKline Pakistan Limited</li></ul>	22,854,297	33,263,097
		c. Management fees charged by		
		GlaxoSmithKline Pakistan Ltd. d. Sales by GlaxoSmithKline Pakista	<b>3,000,000</b> an Limited	3,000,000
		as an agent of the Company	986,239,355	1,768,463,712
	Staff retirement fun			
		a. Expense charged for retirement benefit plans	20,161,644	16,518,804
		<ul> <li>b. Payments to retirement benefit plans</li> </ul>	17,443,343	14,105,213
	Key management p			
		<ul><li>a. Salaries and other employee benefits</li></ul>	46,841,630	58,062,062
		b. Post-employment benefits	1,792,364	3,931,604

#### 13. CORRESPONDING FIGURES

Corresponding figures have been reclassified in these financial statements, wherever necessary to facilitate the comparison and to conform with changes and presentation in the current year. However, no significant reclassifications were made in the financial statements.

#### 14. DATE OF AUTHORISATION FOR ISSUE

This condensed interim financial information was approved and authorised for issue by the Board of Directors of the Company on May 20, 2020.

Chief Financial Officer

Director Director







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