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XYZ Private Limited

Actuarial Valuation Report as at 31 December 2014
Defined Benefit - Gratuity Plan
International Accounting Standard IAS 19 (Revised 2011, effective from 1 Jan, 2013)

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Content

1 Report Highlights and Certification

1.1 Overview

I have been requested by XYZ Private Limited (the 'Company') to assist them with the preparation of financial reports in accordance with International Accounting Standards IAS 19 (Revised 2011, effective from 1 Jan, 2013) for defined benefit plans relating to the Gratuity scheme for the period ending 31-12-2014.

The results set out in the Report are based on requirements of IAS 19 (Revised 2011) and its application to the Plan. They have been prepared for specific requirements of IAS 19 (Revised 2011) and should not be used for any other purpose. In particular, this report does not constitute a formal funding actuarial valuation of the Plan and does not present any recommendation of the contributions or funding levels. The Report is based on my understanding of the IAS 19 (Revised 2011) and its application to the scheme. This Report may not be used or relied upon by any other party or for any other purpose. I am not responsible for the consequences of any unauthorized use.

This report is provided solely for the Company's use and for the specific purposes indicated above. Except where I expressly agree in writing, it should not be disclosed or provided to any third party, other than as provided below. In the absence of any such consent or an express assumption of responsibility, no responsibility whatsoever is accepted by me for any consequences arising from any third party relying on this Report or any advice relating to its content. The Company may make a copy of this report available to its auditors, but I make no representation as to the suitability of this Report for any purpose other than for which it was originally provided and accept no responsibility or liability to the Company's auditors in this regard. The Company should draw the provisions of this paragraph to the attention of its auditors when passing this report to them.

The valuation report is a summary of the Plan's financial position at a particular time; it does not predict the plan's future financial condition or its ability to pay benefits in the future.

The report has been prepared in accordance with applicable provisions, to the extent they are relevant and material, under the relevant Actuarial Practice Standards / Guidance Notes issued by the Institute of Actuaries of India at the current valuation date.

All numbers in this report relating to the valuation dates earlier than the current valuation date have been produced from the previous actuarial reports provided by the Company.

All monetary amounts mentioned in this report are in Indian Rupees (INR) , unless mentioned otherwise.

1.2 Data and Benefit Plan

To prepare this report, I have **relied on the completeness and accuracy of the information provided** to me orally and in writing by or on behalf of the Company and its employees. I have reviewed the participant data for internal consistency and general reasonableness but I have not completed any detailed validation checks on the information provided. The Company is solely responsible for the validity, accuracy and comprehensiveness of this information; if the data or plan provisions supplied are not accurate and complete, the valuation results may differ significantly from the results that would be obtained with accurate and complete information.

1.3 Valuation Assumptions

The **assumptions used in this Report are as selected by the company.** Any changes in actuarial assumptions are mentioned in this Report.

Actuarial assumptions, as discussed in the Report, may be changed from one valuation to the next because of changes in mandated requirements, plan's experience, changes in expectations about the future and other factors. To prepare this Report, actuarial assumptions, as described in this Report, are used to select a single scenario from the range of possibilities. The results of that single scenario are included in this Report. However, future is uncertain and the plan's actual experience can differ from those assumptions; these differences may be significant or material. In addition, different assumptions or scenarios may also be within the reasonable range and results based on those assumptions would be different.

The decision about benefit changes, investment policy, funding methods should be made only after careful consideration of alternative future financial conditions and scenarios and not solely on the basis of this Report.

1.4 Professional Qualification

I am available to answer any questions on the material contained in the Report, or to provide explanations or further details as may be appropriate.

I am not aware of any direct or material indirect financial interest or relationship, including investments or other services that could create a conflict of interest that would impair the objectivity of my work.

March 17, 2015

Date

Khushwant Pahwa (FIAI)
Membership Number: 04446
Fellow of Institute of Actuaries of India
Email_id: k.pahwa@kpac.co.in

2 Summary of Results

The valuation results as at 31-12-2014 are summarised in the tables below:

2.1 Assets and Liability (Balance Sheet Position)

refer para 64 of IAS 19

Particulars	As on				
	31-Dec-10	31-Dec-11	31-Dec-12	31-Dec-13	31-Dec-14
Present Value of Obligation	-	-	13,539,140	16,445,866	25,101,192
Fair Value of Plan Assets	-	-	10,678,119	14,155,609	19,508,725
Surplus / (Deficit)	**-**	**-**	**(2,861,021)**	**(2,290,257)**	**(5,592,467)**
Effects of Asset Ceiling, if any	-	-	-	-	-
Net Asset / (Liability)	**-**	**-**	**(2,861,021)**	**(2,290,257)**	**(5,592,467)**

2.2 Expenses Recognized during the period

refer para 120 of IAS 19

Particulars	For the period ending				
	31-Dec-10	31-Dec-11	31-Dec-12	31-Dec-13	31-Dec-14
In Income Statement	-	-	-	4,361,459	6,933,255
In Other Comprehensive Income	-	-	-	(2,218,668)	(658,364)

3 Characteristics of Defined Benefit Plan and Risks Associated with it

3.1 Actuarial Valuation Method *refer para 67 of IAS 19*

The valuation has been carried out using the Project Unit Credit Method as per IAS 19 to determine the Present Value of Defined Benefit Obligations and the related Current Service Cost and, where applicable, Past Service Cost.

3.2 The Benefits Valued *refer para 139(a)(i) of IAS 19*

The benefit valued in this Report are summarised below:

Type of Plan	Defined Benefit
Employer's Contribution	100%
Employee's Contribution	Nil
Salary for calculation of Gratuity	Last drawn salary
Normal Retirement Age	65 Years
Vesting period	1 Years
Benefit on normal retirement	Same as per the provisions of the Payment of Gratuity Act, 1972 (as amended from time to time).
Benefit on early retirement / termination / resignation / withdrawal	Same as normal retirement benefit based on the service upto the date of exit.
Benefit on death in service	Same as normal retirement benefit and no vesting period condition applies.
Limit	Indian Rupees (INR) 1000000
Gratuity formula	15/26 * Last drawn salary * Number of completed years

3.3 Description of Regulatory Framework in which Plan operates *refer para 139(a)(ii) of IAS 19*

The payment of gratuity is required by the Payment of Gratuity Act, 1972.
(Further details for disclosure to be decided by the company)

3.4 Description of Entity's Responsibilities for Governance *refer para 139(a)(iii) of IAS 19*

Details for disclosure to be decided by the Company.

3.5 Description of Risk Exposures *refer para 139(b) of IAS 19*

Valuations are performed on certain basic set of pre-determined assumptions and other regulatory framework which may vary over time. Thus, the Company is exposed to various risks in providing the above gratuity benefit which are as follows:

Interest Rate risk: The plan exposes the Company to the risk of fall in interest rates. A fall in interest rates will result in an increase in the ultimate cost of providing the above benefit and will thus result in an increase in the value of the liability (as shown in financial statements).

Liquidity Risk: This is the risk that the Company is not able to meet the short-term gratuity payouts. This may arise due to non availabilty of enough cash / cash equivalent to meet the liabilities or holding of illiquid assets not being sold in time.

Salary Escalation Risk: The present value of the defined benefit plan is calculated with the assumption of salary increase rate of plan participants in future. Deviation in the rate of increase of salary in future for plan participants from the rate of increase in salary used to determine the present value of obligation will have a bearing on the plan's liabilty.

Demographic Risk: The Company has used certain mortality and attrition assumptions in valuation of the liability. The Company is exposed to the risk of actual experience turning out to be worse compared to the assumption.

Regulatory Risk: Gratuity benefit is paid in accordance with the requirements of the Payment of Gratuity Act, 1972 (as amended from time to time). There is a risk of change in regulations requiring higher gratuity payouts (e.g. Increase in the maximum limit on gratuity of Rs. 10,00,000).

Asset Liability Mismatching or Market Risk: The duration of the liabilty is longer compared to duration of assets, exposing the Company to market risk for volatilities/fall in interest rate.

Investment Risk: The probability or likelihood of occurrence of losses relative to the expected return on any particular investment.

Note: The above is a standard list of risk exposures in providing the gratuity benefit. The Company is advised to carefully examine the above list and make suitable amendments (including adding more risks, if relevant) to the same before disclosing the above in its financial statements.

3.6 Effect of any Amendments, Curtailments and Settlements *refer para 139(c) of IAS 19*

Not applicable in this case.

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4 Explanation of Amounts in Financial Statements

The valuation results for the defined benefit gratuity plan as at 31-12-2014 are produced in the tables below:

4.1 Changes in the Present Value of Obligation

refer para 140(a)(ii) and 141 of IAS19

Particulars	For the period ending	
	31-Dec-13	31-Dec-14
Present Value of Obligation as at the beginning	**13,539,140**	**16,445,866**
Current Service Cost	4,125,425	6,719,116
Interest Expense or Cost	1,116,979	1,537,688
Re-measurement (or Actuarial) (gain) / loss arising from:		
- change in demographic assumptions	(338,466)	-
- change in financial assumptions	(986,019)	1,520,679
- experience variance (i.e. Actual experience vs assumptions)	(985,766)	(1,097,292)
- others	-	-
Past Service Cost	-	-
Effect of change in foreign exchange rates	-	-
Benefits Paid	(25,427)	(24,865)
Acquisition Adjustment	-	-
Effect of business combinations or disposals	-	-
Present Value of Obligation as at the end	**16,445,866**	**25,101,192**

4.2 Bifurcation of Net Liability

Particulars	As on	
	31-Dec-13	31-Dec-14
Current Liability (Short term)	2,290,257	-
Non-Current Liability (Long term)	-	5,592,467
Net Liability	**2,290,257**	**5,592,467**

4.3 Changes in the Fair Value of Plan Assets

refer para 140(a)(i) and 141 of IAS19

Particulars	For the period ending	
	31-Dec-13	31-Dec-14
Fair Value of Plan Assets as at the beginning	**10,678,119**	**14,155,609**
Investment Income	880,945	1,323,549
Employer's Contribution	2,713,555	2,972,681
Employee's Contribution	-	-
Benefits Paid	(25,427)	(24,865)
Return on plan assets , excluding amount recognised in net interest expense	(91,583)	1,081,750
Acquisition Adjustment	-	-
Fair Value of Plan Assets as at the end	**14,155,609**	**19,508,725**

4.4 Change in the Effect of Asset Ceiling

refer para 140(a)(iii) and 141 of IAS19

Particulars	For the period ending	
	31-Dec-13	31-Dec-14
Effect of Asset Ceiling at the beginning	**-**	**-**
Interest Expense or Cost (to the extent not recognised in net interest expense)	-	-
Re-measurement (or Actuarial) (gain)/loss arising because of change in effect of asset ceiling	-	-
Effect of Asset Ceiling at the end	**-**	**-**

4.5 Expenses Recognised in the Income Statement

refer para 57(c) of IAS19

Particulars	For the period ending	
	31-Dec-13	31-Dec-14
Current Service Cost	4,125,425	6,719,116
Past Service Cost	-	-
Loss/ (Gain) on settlement	-	-
Net Interest income / (cost) on the Net Defined Benefit Liability (Asset)	236,034	214,139
Expenses Recognised in the Income Statement	**4,361,459**	**6,933,255**

4.6 Other Comprehensive Income

refer para 57(d) of IAS19

Particulars	For the period ending	
	31-Dec-13	31-Dec-14
Actuarial (gains) / losses		
- change in demographic assumptions	(338,466)	-
- change in financial assumptions	(986,019)	1,520,679
- experience variance (i.e. Actual experience vs assumptions)	(985,766)	(1,097,292)
- others	-	-
Return on plan assets, excluding amount recognised in net interest expense	91,583	(1,081,750)
Re-measurement (or Actuarial) (gain)/loss arising because of change in effect of asset ceiling	-	-
Components of defined benefit costs recognised in other comprehensive income	**(2,218,668)**	**(658,364)**

4.7 Major categories of Plan Assets (as percentage of Total Plan Assets)

refer para 142 of IAS 19

Particulars	As on	
	31-Dec-13	31-Dec-14
Government of India securities	-	-
State Government securities	-	-
High quality corporate bonds	-	-
Equity shares of listed companies	-	-
Property	-	-
Special Deposit Scheme	-	-
Funds managed by Insurer	100%	100%
Bank balance	-	-
Other Investments	-	-
Total	**100%**	**100%**

5 Actuarial Assumptions

I have used actuarial assumptions selected by the Company. The Company has been advised that the assumptions need to be set up based on Para 144 of IAS19 (Revised 2011).

5.1 Financial Assumptions

The principal financial assumptions used in the valuation are shown in the table below:

Particulars	As on	
	31-Dec-13	31-Dec-14
Discount rate (per annum)	9.35%	8.25%
Salary growth rate (per annum)	8.00%	8.00%

5.2 Demographic Assumptions

Particulars	As on	
	31-Dec-13	31-Dec-14
Mortality Rate (of IALM 2006-08)	100%	100%
Withdrawal rates, based on age: (per annum)		
Up to 30 years	3%	3%
31 - 44 years	2%	2%
Above 44 years	1%	1%

Please refer section 8 (8.3) and 9 (9.1 and 9.2) to see how the assumption are derived.

Table of sample mortality rates from Indian Assured Lives Mortality 2006-08

Mortality (per annum)		
Age	**Male**	**Female**
20 years	0.089%	0.089%
25 years	0.984%	0.984%
30 years	0.106%	0.106%
35 years	0.128%	0.128%
40 years	0.180%	0.180%
45 years	0.287%	0.287%
50 years	0.495%	0.495%
55 years	0.789%	0.789%
60 years	1.153%	1.153%
65 years	1.700%	1.700%
70 years	2.585%	2.585%

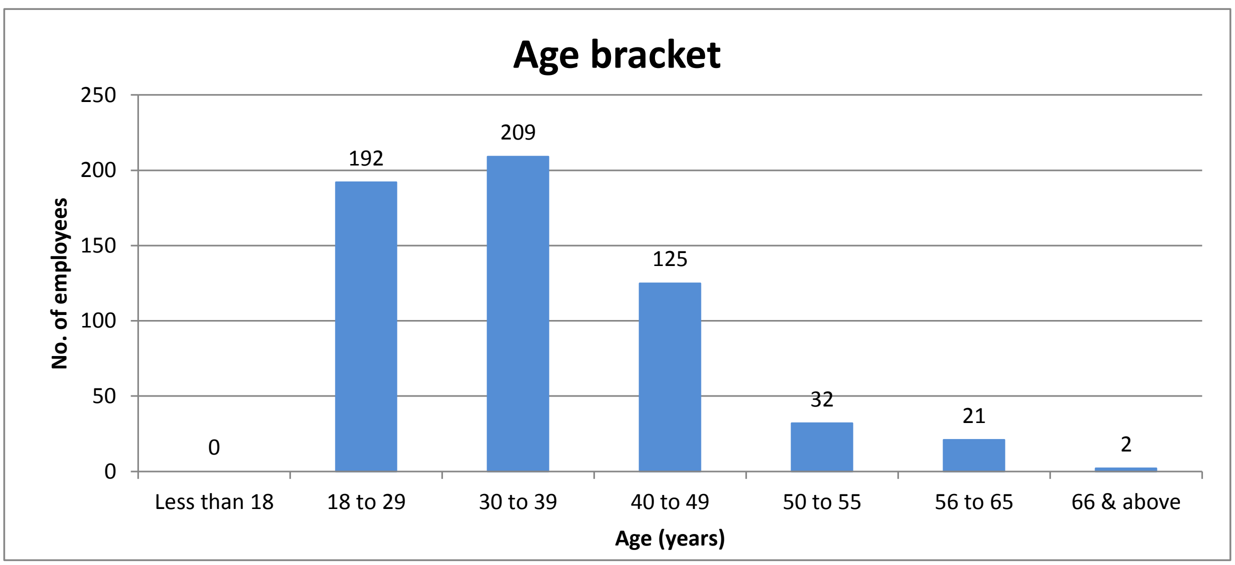
6 Membership Status

The defined benefit obligation for the period ending 31-12-2014 is based on the member data provided by the Company. The summary statistics for the data as follows:

6.1 Summary of Membership Status

Particulars	As on	
	31-Dec-13	31-Dec-14
Number of employees	426	581
Total monthly salary (Rs.)	17,144,533	22,634,347
Average past service (years)	2.33	2.44
Average age (years)	35.94	35.52
Average remaining working life (years)	22.06	24.00
Number of completed years valued	993	1,416

6.2 Age Analysis (as at 31-12-2014)



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7 Amount, Timing and Uncertainity of Future Cash Flows

7.1 Sensitivity Analysis

refer para 145 of IAS 19

Significant actuarial assumptions for the detemination of the defined benefit obligation are discount rate, expected salary increase and mortality. The sensitivity analysis below have been determined based on reasonably possible changes of the assumptions occurring at the end of the reporting period, while holding all other assumptions constant. The results of sensitivity analysis is given below:

Particulars	31-Dec-13	31-Dec-14
Defined Benefit Obligation (Base)	16,445,866	25,101,192

Particulars	31-Dec-13		31-Dec-14	
	Decrease	Increase	Decrease	Increase
Discount Rate (- / + 0.5%)	16,878,421	16,037,272	25,862,858	24,384,573
(% change compared to base due to sensitivity)	*2.6%*	*-2.5%*	*3.0%*	*-2.9%*
Salary Growth Rate (- / + 0.5%)	16,030,443	16,881,913	24,449,857	25,774,216
(% change compared to base due to sensitivity)	*-2.5%*	*2.7%*	*-2.6%*	*2.7%*
Attrition Rate (- / + 2%)	16,631,296	16,236,548	25,067,982	25,087,297
(% change compared to base due to sensitivity)	*1.1%*	*-1.3%*	*-0.1%*	*-0.1%*
Mortality Rate (- / + 10%)	16,445,459	16,446,134	25,092,926	25,109,417
(% change compared to base due to sensitivity)	*0.0%*	*0.0%*	*0.0%*	*0.0%*

Please note that the sensitivity analysis presented above may not be representative of the actual change in the defined benefit obligation as it is unlikely that the change in assumptions would occur in isolation of one another as some of the assumptions may be correlated.

There is no change in the method of valuation for the prior period. For change in assumptions please refer to section 5 above, where assumptions for prior period, if applicable, are given.

7.2 Asset Liability Matching Strategies

refer para 146 of IAS 19

The Company has purchased insurance policy, which is basically a year-on-year cash accumulation plan in which the interest rate is declared on yearly basis and is guaranteed for a period of one year. The insurance Company, as part of the policy rules, makes payment of all gratuity outgoes happening during the year (subject to sufficiency of funds under the policy). The policy, thus, mitigates the liquidity risk. However, being a cash accumulation plan, the duration of assets is shorter compared to the duration of liabilities. Thus, the Company is exposed to movement in interest rate (in particular, the significant fall in interest rates, which should result in a increase in liability without corresponding increase in the asset).

7.3 Effect of Plan on Entity's Future Cash Flows

refer para 147 of IAS 19

a) Funding arrangements and Funding Policy

refer para 147(a) of IAS19

The Company has purchased an insurance policy to provide for payment of gratuity to the employees. Every year, the insurance company carries out a funding valuation based on the latest employee data provided by the Company. Any deficit in the assets arising as a result of such valuation is funded by the Company.

b) Expected Contribution during the next annual reporting period

refer para 147(b) of IAS19

The Company's best estimate of Contribution during the next year	7,130,006

c) Maturity Profile of Defined Benefit Obligation

refer para 147(c) of IAS19

Weighted average duration (based on discounted cashflows)	6 years

Expected cash flows over the next (valued on undiscounted basis):	Indian Rupees (INR)
1 year	3,465,296
2 to 5 years	12,186,842
6 to 10 years	11,770,812
More than 10 years	20,858,144

8 Glossary

8.1 Balance Sheet related terms

Present Value of Defined Benefit Obligation: It is the present value, without deducting any plan assets, of expected future payments required to settle the obligation resulting from employee service in the current and prior periods.

Fair Value of Plan Assets: The assets out of which the obligations have to be settled, measured at their market value.

Asset Ceiling: It is the present value of any economic benefits available in the form of refunds from the plan or reduction in future contributions to the plan.

Net Defined Benefit Liability/(Asset): It is the deficit/(surplus), adjusted for any effect of limiting a net defined benefit asset to the asset ceiling, where the deficit/(surplus) is the present value of obligation less the fair value of plan assets.

Current Liability (Short term): The liability estimated on an undiscounted basis which is expected to be paid out within twelve months of the current valuation date.

Non Current Libility (Long term): The liability which is not expected to be paid out within twelve months of the current valuation date.

8.2 Income Statement related terms

Current Service Cost: It is the increase in the present value of the defined benefit obligation resulting from employee service in the current period.

Past Service Cost: It is the change in the present value of obligation for employee service in the prior periods, resulting from a plan amendment or a curtailment in the current period.

Net Interest Income/(Cost): It is the change during the period in the net defined benefit liability/(asset) that arises from the passage of time.

Actuarial Gain/Loss: It comprises of the following components:
i) **Change in Actuarial Assumptions:** The effect of change in the defined benefit due to change in actuarial assumptions like mortality rate, atrition rate, discount rate, salary escalation rate, etc.
ii) **Experience Variance:** The effect of differences between the previous actuarial assumptions and what has actually occurred.

Return on Plan Assets: It is the interest, dividends and other than tax included in the actuarial assumptions used to measure the present value of defined benefit obligation.

Curtailment Cost: It is the cost that arises due to an event that significantly reduces the expected years of future service of present employees or eliminates for a significant number of employees the accrual of defined benefits of some or all of their future services.

Settlement Cost: It is the cost that arises due to an event where an enterprise enters into a transaction that eliminates all further obligations for part or all of the benefits provided under a defined benefit plan.

8.3 Method and Assumptions related terms

Discount Rate: Discount rate is the rate which is used to discount future benefit cashflows to determine the present value of the defined benefit obligation at the valuation date. The rate is based on the prevailing market yields of high quality corporate bonds at the valuation date for the expected term of the obligation. In countries where there is no such bonds, the market yields at the valuation date on government bonds for the expected term is used.

Salary Escalation Rate: The rate at which salaries are expected to escalate in future. It is used to determine the benefit based on salary at the date of separation.

Attrition Rate: The reduction in staff/employees of a company through normal means, such as retirement and resignation. This is natural in any business and industry.

Mortality Rate: Mortality rate is a measure of the number of deaths (in general, or due to a specific cause) in a population, scaled to the size of that population, per unit of time.

Projected Unit credit Method: The Projected Unit Credit Method (sometimes known as the accrued benefit method pro-rated on service or as the benefit/years of service method) considers each period of service as giving rise to an additional unit of benefit entitlement and measures each unit separately to build up the final obligation. The Projected Unit Credit Method requires an enterprise to attribute benefit to the current period (in order to determine current service cost) and the current and prior periods (in order to determine the present value of defined benefit obligations).

9 Frequently Asked Questions

9.1 How should the discount rate be determined?

As per para 83 of International Accounting Standard 19 (Employee Benefits) requires that "the rate used to discount post-employement benefit obligations (both funded and unfunded) shall be determined by reference to market yields at the end of the reporting period on high quality corporate bonds.In countries where there is no deep market in such bonds, the market yields (at the end of the reporting period) on government bonds shall be used. The currency and term of the corporate bonds or government bonds shall be consistent with the currency and estimated term of the post-employment benefit obligations.

It can be verified by visiting websites publishing economic data/indicators such as:
http://www.investing.com/rates-bonds/india-30-year-bond-yield-historical-data
http://www.tradingeconomics.com/india/government-bond-yield

9.2 How to determine the salary growth rate?

Salary growth rate can be typically seen as comprising of three components:

1) **Inflation Component**: The most basic component of salary growth rate is the 'cost-of-living' increase given by the entity to the employees. Typically, this component is, over a long term, closely linked to the Consumer Price Inflation (CPI) Index.

   Also, since inflation is a common theoretical component of both long-term salary and long-term interest rates, salary growth rate is expected to be closely linked to the discount rate used in valuation. In other words, it can be argued that an increase in discount rate should result in a consistent increase in the inflation component of the Salary Growth Rate.

2) **Productivity Component**: The productivity component of the salary growth rate represents labour's share of company-based (or group-based) productivity gains (or economies of scale). This component is typically higher in case of companies / industries that are new and experiencing high growth whilst lower in case of companies / industries that have achieved scale and growth is stable.

3) **Merit Component**: The merit component denotes the individual-based productivity gains achieved by the employee over his working career. This component typically manifests itself in the increase in salaries given on promotions but can also be given to employees in terms of higher than average increase in salaries (without promotions).

Common practice in determining salary growth rate assumption is to choose expected long-term rate rather than currently observed rates. However, discrepancy between the assumption and current trends must be observed and where such a discrepancy is expected to persist for some time, the Company may use a non uniform projection year based assumption (for e.g. 10% p.a. in next 3 years and 8% p.a. thereafter).

9.3 What does significant actuarial gain / loss on liability represent?

Significant actuarial gain / loss in movement of present value of obligation represents either or both:

1) **Significant change in assumptions**: This can be a change in **financial** (e.g. discount rate or salary growth rate) or **demographic** (e.g. attrition) assumptions used in closing valuation vis-a-vis opening valuation. For example, a decrease in discount rate or an increase in salary growth rate results increase in the liability, giving rise to actuarial loss.

2) **Experience variance**: This represents that actual experience during the period was different from the assumptions used in the previous actuarial valuation. For example, if the assumed salary growth rate was 5% p.a. whereas the salary growth rate actually given to employees during the period was 10%, a significant experience loss would arise. **A persistent and significant experience variance represents that the assumptions used in valuations are not in line with actual experience**. A persistent and significant experience loss may be a cause of concern.

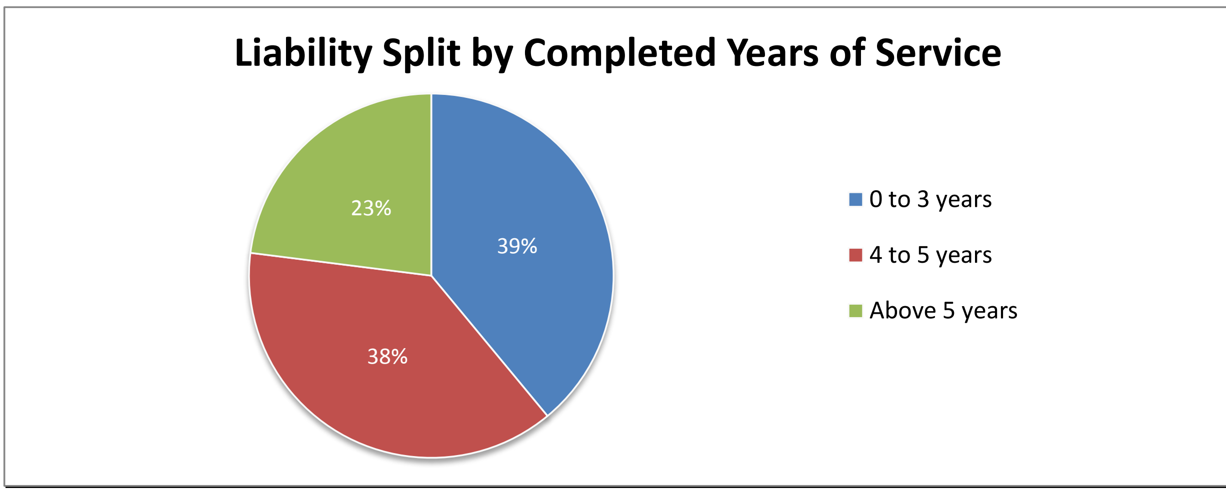
10 Additional Information Sheet

10.1 Windup Liability / Discontinuance Liability

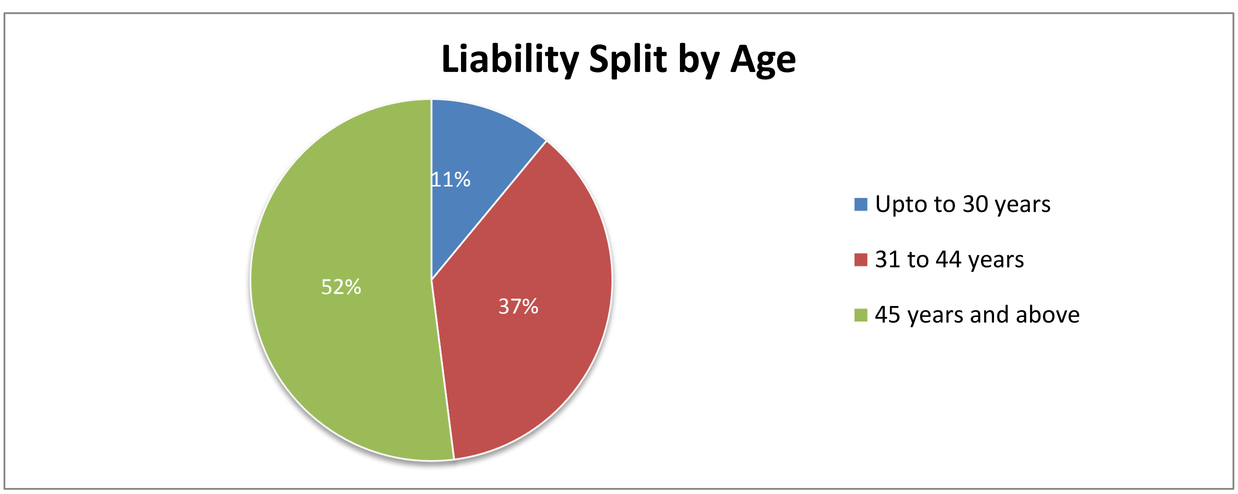
Particulars	31-Dec-14
Discontinuance Liability *	27,886,537
Present Value of Obligation	25,101,192
Ratio (Present Value of Obligation / Discontinuance Liability)	90%

* **Discontinuance liability** is the amount that would be payable to the employees if all the obligations were to be settled immediately. It has been calculated ignoring the vesting criteria.

10.2 Gratuity Liability Split by Completed Years of Service



10.3 Gratuity Liability Split by Age



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11 Disclosure Requirements As Per International Accounting Standard 19

Following discloures are required as per IAS 19 for the Defined Benefit Plan -

S.No	Reference	Title	Item in IAS 19 Report
1	Para 135(a)	Characteristics of Defined Benefit Plan and Risks Associated with it	3
2	Para 135(b)	Explanation of Amounts in Financial Statements	4
3	Para 135(c)	Amount, Timing and Uncertainity of Future Cash Flows	7
4	Para 139(a)(i)	The Nature of Benefits provided by the Plan	3.2
5	Para 139(a)(ii)	Description of Regulatory Framework in which Plan operates	3.3
6	Para 139(a)(iii)	Description of Entity's Responsibilities for Governance	3.4
7	Para 139(b)	Description of Risk Exposures	3.5
8	Para 139(c)	Effect of any Amendments, Curtailments and Settlements	3.6
9	Para 140(a)(i)	Reconciliation of the Fair Value of Plan Assets	4.3
10	Para 140(a)(ii)	Reconciliation of the Present Value of Obligation	4.1
11	Para 140(a)(iii)	Reconciliation of the Effect of Asset Ceiling	4.4
12	Para 141	Components required in the reconciliations table mentioned in para 140	4.1, 4.3 and 4.4
13	Para 142	Percentages or Amount that each major category constitutes of the Fair Value of Total Plan Assets	4.7
14	Para 143	Fair Value of the Entity's own transferable Financial Instruments held as Plan Assets	-
15	Para 144	Principal Actuarial Assumptions used to determine the Present Value of the Defined Benefit Obligation	5.1 and 5.2
16	Para 145	Sensitivity Analysis stating Methods for each Actuarial Assumptions and its comparison with previous year	7.1
17	Para 146	Description of any Asset-Liability Matching Strategies	7.2
18	Para 147(a)	Description of Funding arrangements and Funding Policy	7.3(a)
19	Para 147(b)	Expected Contribution during the next annual reporting period	7.3(b)
20	Para 147(c)	Maturity Profile of Defined Benefit Obligation	7.3(c)