VARROC/SE/INT/2020-21/38

To,

(1) The Manager – Listing
    The Listing Department,
    National Stock Exchange of India Limited
    Exchange Plaza, Plot No. C/1, G Block,
    Bandra-Kurla Complex,
    Bandra (East), Mumbai-400051

(2) The Manager - Listing
    The Corporate Relation Department,
    BSE Limited
    Phiroze Jeejeebhoy Towers,
    Dalal Street, Fort,
    Mumbai-400001

NSE Symbol: VARROC
BSE Security Code: 541578
Security ID: VARROC

Sub.: Intimation regarding participation in Investor Conference

Ref.: Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (‘Listing Regulations’)

Dear Sir/Madam,

Pursuant to Regulation 30 of the Listing Regulations, this is to inform you that, the Company will be participating in an Equirus Virtual Investor Conference, as per the following schedule:

<table>
<thead>
<tr>
<th>Date*</th>
<th>Name of Investor Conference</th>
<th>Conference Organized by</th>
<th>Mode of Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 24 2020</td>
<td>Virtual MidCap Conference, 2020</td>
<td>Equirus Capital Private Limited</td>
<td>Through Video Conferencing</td>
</tr>
</tbody>
</table>

*Meeting Schedule tentative and is subject to change.

The attached presentation will be presented at the said Conference.

We request you to take this on record, and to treat the same as compliance with the applicable provisions of the Listing Regulations, as amended.

Yours faithfully,
For Varroc Engineering Limited

Ajay Sharma
Group General Counsel and Company Secretary

Encl: a/a
Varroc Engineering Limited
Corporate Presentation
2020
Varroc is a leading Indian auto component group with a global footprint

- Founded in 1988 in Aurangabad, India by the Jain family
- Successful listing on the Indian Stock Exchanges in July 2018

Two primary business lines:

1. **Varroc Lighting Systems ("VLS")**: global supplier of exterior lighting systems to passenger car OEMs
2. **Varroc India Business**: manufacturer and supplier of diverse range of Polymer, Electrical and Metallic auto components to 2W, 3W and 4W OEMs.

- Strong, long-lasting, growing customer relationships with marquee auto OEMs globally and in India
- Well-diversified global auto component business across geographies, products and customers

- Low cost, strategically located global manufacturing footprint
- 43 Operating Manufacturing Facilities and 16 R&D Centres across 5 continents (4)

- In-house R&D capabilities in India, Czech Republic, China (3), USA, Mexico, Germany, Italy, Romania and Poland
- ~1,400 R&D engineers (4); 185 patents granted globally (4)

- Experienced management team supported by reputed Board
- ~14,300 employees across the globe (4)

**Leading**
Tier-1 manufacturer and supplier to the Indian 2W and 3W OEMs (4)

**6th**
Largest (1), fastest growing among top global exterior auto lighting suppliers

**INR 115bn/ USD 1.54bn**
FY20 revenue (2)

Note: (1) Based on Yole Report – By revenue published in 2018. For passenger and light commercial vehicles. (2) Including China (3) Activities in China are through a 50% joint venture with Beste Motor Co. Ltd. (4) As of July 31, 2020. Excluding JVs.
## Business Overview

### ELECTRICAL - ELECTRONICS
- 2W lighting for Indian
- Digital clusters
- Motors, Magnets
- Regulator & Rectifiers
- Body switches, CDI
- Catalytic Converters

#### 8 Facilities – India
- Comprehensive solutions in electrical-electronics components, assemblies for automotive applications.
- 1350+ employees

#### 2W, 3W, PV & CV

### POLYMER
- Air Filter Assembly
- Seating Assembly
- Interiors (Instrument panel, Door panel etc.)
- Painted plastic exterior products
- Mirror assembly

#### 13 Facilities – India
- One of the largest polymer solution providers to all major auto OEMs with a pan-India presence.
- 1940+ employees

#### 2W, 3W, PV & CV

### METALLIC (Forging and Valves)
- Engine valves
- Transmission gears
- Crank pins, Links
- Connecting Rods
- Crankshafts

#### 5 Facilities – India
- Offers precision forged & machined parts for engines and transmissions.
- Supplies engines valves in domestic and international markets.
- 1650+ employees

#### 2W, 3W, PV, CV & OHV

### GLOBAL LIGHTING
- Head Lamps
- Rear Lamps
- CHMSL
- Fog Lamps

#### Global PV lighting -15 Facilities
- Czech(2), China (2), India (2)
- Mexico, Morocco, Turkey, Poland, Brazil, Bulgaria

#### Global 2W Lighting 3 -Facilities
- Italy, Romania, Vietnam

### IMES (InternationalForging)
- Undercarriage Links
- Drill bit cones & heads
- Undercarriage Segments

#### 2 Facilities - Italy
- Manufactures hot steel forged parts for the construction and oil & gas industries.
- 135+ employees

#### Earth-moving & Oil-drilling

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# Pantnagar facility is included in metallic but caters to all 3 verticals of India business. Global 2W lighting business is part of VLS and domestic 2W lighting business is part of Electrical and Electronics business. India business also has a small After Market Division, Solar and Windmill units which are not shown separately. Employees for these division and Corporate are over and above the divisional break-up shown above.
Well Diversified Business Across Geographies, Product Groups, Customers and Segments

FY20 Consolidated Revenue: INR 112 bn

100% China JV Revenue: INR 8 bn

- Diversified business in developed and emerging markets with strong India presence
- Comprehensive range of engine agnostic products
- Diversified customer relationships; no customer has >20% share
- Presence in fast growing India 2W and Global PV lighting segments

Revenue Split by Geography:
- India: 33.4%
- Europe: 14.6%
- North America: 49.0%
- Asia Pacific (Ex India): 1.8%
- Others: 2%

Revenue Split by Vehicle Type:
- 4W: 62.9%
- 2/3W: 34.1%
- Others: 3.0%

Revenue Split by Segment:
- Lighting: 63.9%
- Polymer: 11.0%
- Electrical: 14.8%
- Metallic: 4.2%
- Others: 4.2%

Revenue Split by Customer:
- Bajaj: 28.6%
- Customer A: 18.7%
- Customer B: 13.0%
- Customer C: 12.2%
- Customer D: 11.4%
- Customer E: 7.1%
- Customer F: 5.6%
- Others: 3.4%
Varroc – The Transformation into a Global Auto Component Group

- **1990**: Start
  - Acquired Forging company, **IMES**, Italy.
  - Acquired **Tri.o.m** (Italy), 2W lighting.

- **2005**: Acquired **Visteon’s** global PV lighting business (now VLS).

- **2007**: Acquired **Visteon’s** global PV lighting business (now VLS).

- **2011**: Acquired **PE Investments** by Omega TC Holdings and Tata Capital.
  - Acquired 50% in **Varroc TYC** Corporation (China).

- **2012**: Investment in manufacturing facilities in **Brazil and Morocco**.

- **2014**: Acquired 90% stake in auto accessories manufacturer **Team Concepts (India)**.

- **2017**: Technical Coloration with **Heraeus**, Germany for 2W catalytic converters in India.
  - Established a JV in Romania for manufacturing of **Electronic Components**.

- **2018**: Acquired **PV Lighting business** in Turkey.
  - Development of **Electronic Fuel-Injection** Technology for 2W in India.
  - Varroc Engineering Limited listed on the Indian Stock exchanges (BSE & NSE).

- **2019**: Acquired 74% stake in **CarIQ**, a leading Telematics solution provider.

- **2019**: Acquired 74% stake in **CarIQ**, a leading Telematics solution provider.
Low Cost, Strategically Located Global Manufacturing Footprint

43 Operating Manufacturing Facilities and 16 R&D Centers Across Asia, Europe, Africa, North and South America

- Manufacturing and R&D footprint spread across low cost countries
- Proximity to OEMs leading to cost effectiveness and quicker turn-around times
- Pan-India presence enabling proximity to customers across key automotive hubs

17 Global Manufacturing Facilities across 12 countries (incl. 1 in India) optimizing production and distribution for VLS & IMES Business

Note: MP: Madhya Pradesh; NCR: National Capital Region
India Business: Comprehensive Solution Provider to 2W OEMs in India

Diversified Portfolio Catering to 2W and 3W Segments

Wide range of products across Polymer, Electrical and Metallic segments; One-Stop Shop for customers enabling cross-selling
VLS: Wide Range of Lighting Product and Technology Offerings

• Full portfolio of head lamp and rear lamp providing a wide range of products

• Established presence in key emerging technologies such as LED, OLED Laser, Matrix

• Quick adoption of new technology to grow product portfolio

• Customized products for OEMs with long standing relationships

• Providing cost effective, cutting edge technology products
R&D Efforts Seek to Capitalize on Emerging Trends

- Reduction in cost of computing power and EFI requirement make “smarter” products viable
- As the composition of the vehicle changes, the ability to achieve reliability & fuel efficiency will still be prime differentiators
- Euro V / BS-VI emission norms implemented by India along with the rest of the world will make Electronic Fuel Injection (EFI) necessary on all vehicles
- City traffic congestion has made 2W, and particularly scooters, a viable commuting option
- Market technology evolution will make stronger connection with end customers viable and provide opportunities around the same
- Urbanization
- Increased Use of Electronics
- Stricter Environmental Regulation
- Digitization & IoT
- Sustainability, Reliability & Efficiency

Regulation change creates potential for suppliers with robust operational systems to cross sell product lines; core auto themes like light-weighting and affordability will continue to guide OEM decision making.
### Key Strengths

**Comprehensive Solution Provider to OEMs**
- End-to-end services across design, development and delivery
- Wide range of products across polymer, metallic and electrical segments
- Ability to cross-sell to meet customer requirements

**Global Footprint Servicing key Auto Markets**
- India Business has Pan-India presence enabling proximity to customers. Plants located in all major auto hubs
- VLS business has Strategically-located manufacturing in low cost locations. Footprint covers major PV markets

**Long Standing, Growing Customer Relationships**
- Strong long-standing relationships with marquee OEMs across high-end and mass market segments
- Expansion of business with key customers

**Wide Range of Product Offerings**
- Diversified product portfolio covering a wide range of technologies
- Cost effective, cutting edge technology products to premium and mass market PV OEMs

**Robust in-house Technology, Innovation & R&D Capabilities**
- Nimbleness, flexibility and cost consciousness enables developing products with shorter turn-around time.
- Developing proprietary products with continuous focus on innovative, cost competitive designs
- Well-positioned to benefit from key trends such as electrification, shared mobility and emission reduction
Varroc Leadership

Founder & MD

Tarang Jain*^  
Managing Director  
- Co-founded Varroc in 1988  
- Nearly 30 years experience in the automotive industry

- Experienced management team  
- Independent directors with experience across industries & practices  
- Strong governance: Big-4 statutory and internal auditors; independent board committees

Board of Directors

Naresh Chandra*  
Chairman and Non-Executive Director  
- Total Experience: 35+ years in the automobile industry  
- Previously associated with Kayce Industries

Marc Szulewicz  
Independent Director  
- Ex-General Manager, Foreign equipment division, Plastic Omnium Management

Gautam Khandelwal  
Independent Director  
- Executive Chairman, Nagpur Power and Industries Ltd

Vinish Kathuria  
Independent Director  
- Co-Founder and President of Rank software Inc.

Vijaya Sampath  
Independent Director  
- Lawyer, ex-Group General Counsel for Bharti Airtel Ltd

Arjun Jain*^  
Business Head – Electrical & Electronics Division and Whole-time Director  
- Previously associated with Bain & Co India Pvt. Ltd.

Stephane Vedie  
President and CEO – VLS  
- Total Experience: 15 years in Automotive Lighting  
- Previously associated with Magnetti Marelli

T. R. Srinivasan  
Group Chief Financial Officer  
- Total Experience: ~30 years  
- Previously associated with Hindustan Lever Ltd, ATC Tires Private Ltd

Senior Management

Sethumadavan D.  
Business Head - Polymer  
- Total Experience: ~22 years  
- Previously associated with Assa Abloy, Stanley Black & Decker, Schneider Electric, General Electric and Lucas TVS

Rohit Prakash^  
President - Business Head -Metallic and Whole-time Director  
- Total Experience: ~30 years  
- Previously worked with Sogefi Engine systems India, NTTF Industries Ltd and at FIEM industries

Note: * denotes member of Promoter Group. ^ denotes member of Board of Directors.
Financials & Share Details
Financial Summary: Key Performance Indicators

**Revenue Trend last 6 years and current year YTD**

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<tbody>
<tr>
<td>70</td>
<td>82</td>
<td>96</td>
<td>104</td>
<td>120</td>
<td>111</td>
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</table>

CAGR 10%

**ROCE & ROE trend*** %

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<tbody>
<tr>
<td>20.9%</td>
<td>26.0%</td>
<td>15.3%</td>
<td>18.0%</td>
<td>16.9%</td>
<td>13.5%</td>
</tr>
<tr>
<td>1.2%</td>
<td>11.8%</td>
<td>12.7%</td>
<td>16.9%</td>
<td>0.0%</td>
<td>3.30%</td>
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**Reported EBITDA and Reported EBITDA margin #**

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<tr>
<td>10.1%</td>
<td>7.2%</td>
<td>7.0%</td>
<td>8.8%</td>
<td>9.3%</td>
<td>8.2%</td>
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**Debt to Equity**

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<tr>
<td>1.4</td>
<td>0.8</td>
<td>0.5</td>
<td>0.3</td>
<td>0.7</td>
<td>0.8</td>
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*Calculated using reported numbers on a trailing twelve month basis; Return on Equity calculated after considering imputed interest cost & liability portion of CCPS; FY15 and FY16 the ROE fluctuation is due to significant change in imputed finance cost on CCPS.

# Historical EBITDA margin is as reported / FY19 EBITDA margin is excluding non-operating other income.
## Financial Summary: Income Statement Q4 & FY20

(\text{INR million})

<table>
<thead>
<tr>
<th></th>
<th>Q4 FY20</th>
<th>Q4 FY19*</th>
<th>% Change</th>
<th>FY20</th>
<th>FY19*</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue from Operations - Reported</td>
<td>27447.5</td>
<td>31534.0</td>
<td>-13%</td>
<td>111218.7</td>
<td>120364.7</td>
<td>-8%</td>
</tr>
<tr>
<td>Revenue from Operations: like-for-like</td>
<td>27447.5</td>
<td>31379.0</td>
<td>-13%</td>
<td>111218.7</td>
<td>120282.1</td>
<td>-8%</td>
</tr>
<tr>
<td>Other Income - Operating</td>
<td>479.4</td>
<td>226.1</td>
<td></td>
<td>925.7</td>
<td>650.2</td>
<td></td>
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<tr>
<td>Other Income - non-Operating</td>
<td>7.9</td>
<td>59.8</td>
<td></td>
<td>63.2</td>
<td>257.7</td>
<td></td>
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<tr>
<td>EBITDA: Reported</td>
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<tr>
<td></td>
<td>1158.3</td>
<td>2855.9</td>
<td>-59%</td>
<td>9133.6</td>
<td>11237.8</td>
<td>-19%</td>
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<tr>
<td>EBITDA: like-for-like</td>
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<tr>
<td></td>
<td>985.2</td>
<td>3030.2</td>
<td>-67%</td>
<td>8478.5</td>
<td>11798.9</td>
<td>-28%</td>
</tr>
<tr>
<td>EBITDA %</td>
<td></td>
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<tr>
<td></td>
<td>3.6%</td>
<td>9.7%</td>
<td></td>
<td>7.6%</td>
<td>9.8%</td>
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<tr>
<td>Depreciation &amp; Amortisation</td>
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<tr>
<td></td>
<td>2066.1</td>
<td>1529.7</td>
<td>35%</td>
<td>7318.6</td>
<td>5656.4</td>
<td>29%</td>
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<td>Finance Cost</td>
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<td></td>
<td>361.9</td>
<td>258.6</td>
<td>40%</td>
<td>1391.7</td>
<td>968.5</td>
<td>44%</td>
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<tr>
<td>Share of net profits of JVs under equity method</td>
<td></td>
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<tr>
<td></td>
<td>-105.5</td>
<td>50.8</td>
<td></td>
<td>-91.7</td>
<td>314.5</td>
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<tr>
<td>PBT - Reported</td>
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<tr>
<td></td>
<td>-1367.2</td>
<td>1178.3</td>
<td>-92%</td>
<td>394.9</td>
<td>5185.2</td>
<td>-92%</td>
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<tr>
<td>Tax</td>
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<tr>
<td></td>
<td>3.9</td>
<td>-111.0</td>
<td>-59%</td>
<td>369.8</td>
<td>898.4</td>
<td>-59%</td>
</tr>
<tr>
<td>Tax rate</td>
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<tr>
<td></td>
<td>-0.3%</td>
<td>-9.8%</td>
<td>18.4%</td>
<td>76.0%</td>
<td>18.4%</td>
<td></td>
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<tr>
<td>PAT - Reported</td>
<td></td>
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<tr>
<td></td>
<td>-1371.0</td>
<td>1289.3</td>
<td>-99%</td>
<td>25.1</td>
<td>4286.8</td>
<td>-99%</td>
</tr>
</tbody>
</table>

\text{*EBITDA = Profit before share of net profits of investments plus Depreciation plus Finance Cost less Non-operating Portion of Other Income}

\text{\#like-for-like excludes impact of Interior Plastics business closure in North America and adjusted for comparative launch costs}
# Financial Summary : Segmental Break-up

<table>
<thead>
<tr>
<th>SBU</th>
<th>Revenue FY20</th>
<th>Revenue like-for-like FY20</th>
<th>EBITDA FY20</th>
<th>EBITDA # Like-for-like FY20</th>
<th>% EBITDA FY20</th>
<th>Revenue FY19*</th>
<th>Revenue like-for-like FY19*</th>
<th>EBITDA FY19*</th>
<th>EBITDA # Like-for-like FY19*</th>
<th>% EBITDA FY19*</th>
<th>Revenue Change YoY</th>
</tr>
</thead>
<tbody>
<tr>
<td>India Business</td>
<td>38,253</td>
<td>38,253</td>
<td>3,901</td>
<td>3,832</td>
<td>10.0%</td>
<td>42,720</td>
<td>42,720</td>
<td>4,623</td>
<td>4,623</td>
<td>10.8%</td>
<td>-10.5%</td>
</tr>
<tr>
<td>VLS (Incl TRIOM)</td>
<td>71,054</td>
<td>71,054</td>
<td>5,116</td>
<td>4,531</td>
<td>6.4%</td>
<td>75,101</td>
<td>75,018</td>
<td>6,385</td>
<td>6,946</td>
<td>9.3%</td>
<td>-5.3%</td>
</tr>
<tr>
<td>Others (IMES)</td>
<td>2,291</td>
<td>2,291</td>
<td>100</td>
<td>100</td>
<td>4.4%</td>
<td>3,076</td>
<td>3,076</td>
<td>303</td>
<td>303</td>
<td>9.9%</td>
<td>-25.5%</td>
</tr>
<tr>
<td>Elimination</td>
<td>(380)</td>
<td>(380)</td>
<td>15</td>
<td>15</td>
<td>4.4%</td>
<td>(533)</td>
<td>(533)</td>
<td>(74)</td>
<td>(74)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,11,219</strong></td>
<td><strong>1,11,219</strong></td>
<td><strong>9,134</strong></td>
<td><strong>8,478</strong></td>
<td><strong>7.6%</strong></td>
<td><strong>1,20,365</strong></td>
<td><strong>1,20,282</strong></td>
<td><strong>11,238</strong></td>
<td><strong>11,799</strong></td>
<td><strong>9.8%</strong></td>
<td><strong>-7.5%</strong></td>
</tr>
<tr>
<td>China JV - 50%@</td>
<td>3,981</td>
<td>3,981</td>
<td>230</td>
<td>230</td>
<td>5.8%</td>
<td>4,731</td>
<td>4,731</td>
<td>578</td>
<td>578</td>
<td>12.2%</td>
<td>-15.9%</td>
</tr>
</tbody>
</table>

**Euro Performance**

<table>
<thead>
<tr>
<th>SBU</th>
<th>Revenue FY20</th>
<th>Revenue like-for-like FY20</th>
<th>EBITDA FY20</th>
<th>EBITDA # Like-for-like FY20</th>
<th>% EBITDA FY20</th>
<th>Revenue FY19*</th>
<th>Revenue like-for-like FY19*</th>
<th>EBITDA FY19*</th>
<th>EBITDA # Like-for-like FY19*</th>
<th>% EBITDA FY19*</th>
<th>Revenue Change YoY</th>
</tr>
</thead>
<tbody>
<tr>
<td>VLS -Euro</td>
<td>901</td>
<td>901</td>
<td>65</td>
<td>58</td>
<td>6.4%</td>
<td>928</td>
<td>920</td>
<td>79</td>
<td>86</td>
<td>9.3%</td>
<td>-2.1%</td>
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# Financial Summary: Balance Sheet

<table>
<thead>
<tr>
<th>Fiscal Year Ending March 31,</th>
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<tbody>
<tr>
<td></td>
<td>2018</td>
<td>2019</td>
</tr>
<tr>
<td><strong>Non-Current Assets</strong></td>
<td></td>
<td></td>
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<tr>
<td>Fixed Assets</td>
<td>31,480</td>
<td>45,593</td>
</tr>
<tr>
<td>Others - Non-Current Assets</td>
<td>6,439</td>
<td>8,355</td>
</tr>
<tr>
<td>Right of use of asset</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Non-Current Assets</strong></td>
<td>37,920</td>
<td>53,948</td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Investments</td>
<td>30</td>
<td>186</td>
</tr>
<tr>
<td>Cash and Bank Balances</td>
<td>3,289</td>
<td>1,634</td>
</tr>
<tr>
<td>Inventories</td>
<td>8,641</td>
<td>8,904</td>
</tr>
<tr>
<td>Receivables</td>
<td>14,027</td>
<td>13,495</td>
</tr>
<tr>
<td>Other -Current Assets</td>
<td>4,616</td>
<td>9,156</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>30,604</td>
<td>33,376</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>68,524</td>
<td>87,324</td>
</tr>
</tbody>
</table>

| **Equity and Liabilities**  |       |       |       |
| Shareholder's Funds         |       |       |       |
| Share Capital               | 135   | 135   | 135   |
| Reserves and Surplus        | 28,145| 30,529| 29,910|
| **Equity attributable to owners** | 28,280 | 30,664 | 30,045 |
| Minority Interest           | 208   | 241   | 249   |
| **Total Shareholder's Funds**| 28,488| 30,906| 30,295|
| Lease liability             | -     | -     | 6,522 |
| Long Term Borrowings        | 6,361 | 4,572 | 9,002 |
| Other Non-Current Liabilities| 1,944 | 4,137 | 4,232 |
| **Total Non-Current Liabilities** | 8,306 | 8,709 | 19,756|

| **Current Liabilities**     |       |       |       |
| Short Term Borrowings       | 3,439 | 12,015| 17,004|
| Finance Lease obligations   | 59    | -     | 604   |
| Current Maturities of LT debt| 2,130 | 7,806 | 9,418 |
| Trade Payables              | 19,794| 20,322| 23,646|
| Others Current Liabilities & provisions | 6,308 | 7,566 | 9,299 |
| **Total Current Liabilities**| 31,730| 47,709| 59,972|

| **Total Equity and Liabilities** |       |       |       |
|                                 | 68,524| 87,324| 1,10,023|
Shareholding Details

**Equity Share Information**

- **Share Price (As on 24 Aug 2020)**: INR 339.90
- **Market Capitalization**: INR 45.7 Bn
- **Financial Year**: April to March
- **Listing Details Indian Stock Exchange**: NSE (VARROC.NS), BSE (541578)
- **Bloomberg Code**: VARROC:IN

**Top Institutional Shareholders** *

- DSP Blackrock: 2.4%
- Nippon: 1.4%
- L&T MF: 1.1%
- IIFL: 1.0%
- Bajaj Allianz Life: 0.7%
- I Pru MF: 0.5%
- Kotak MF: 0.4%
- Others: 2.5%

**Total Institutional holders**: 10.1%

*As on 21 August, 2020 for top 250 portfolios only. Shareholding under multiple portfolios/plans clubbed together. Stake rounded off to nearest decimal.*
Our Core Values

SINCERITY: To speak & act from the heart
HUMILITY: To walk with everyone
INTEGRITY: To do what is right
PASSION: To go the distance against all odds
SELF DISCIPLINE: To make it happen

THANK YOU