

FORM NO. MGT-7

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



Annual Return (other than OPCs and Small Companies)

Form language ☒ English ☐ Hindi

Refer the instruction kit for filing the form.

I. REGISTRATION AND OTHER DETAILS

(i) * Corporate Identification Number (CIN) of the company

L63011TG1995PLC020121

Pre-fill

Global Location Number (GLN) of the company

* Permanent Account Number (PAN) of the company

AABCG3709Q

(ii) (a) Name of the company

GATI LIMITED

(b) Registered office address

Plot No. 20, Survey No. 12, Kothaguda, Kondapur
Hyderabad
Telangana
500084
India

(c) *e-mail ID of the company

investor.services@gati.com

(d) *Telephone number with STD code

04071204284

(e) Website

www.gati.com

(iii) Date of Incorporation

25/04/1995

(iv)	Type of the Company	Category of the Company	Sub-category of the Company
	Public Company	Company limited by shares	Indian Non-Government company

(v) Whether company is having share capital

☒ Yes ☐ No

(vi) *Whether shares listed on recognized Stock Exchange(s)

☒ Yes ☐ No

(a) Details of stock exchanges where shares are listed

S. No.	Stock Exchange Name	Code
1	BSE Limited	1
2	National Stock Exchange of India Limited	1,024

(b) CIN of the Registrar and Transfer Agent

U67190MH1999PTC118368

Pre-fill

Name of the Registrar and Transfer Agent

LINK INTIME INDIA PRIVATE LIMITED

Registered office address of the Registrar and Transfer Agents

C-101, 1st Floor, 247 Park,
Lal Bahadur Shastri Marg, Vikhroli (West)

(vii) *Financial year From date 01/04/2020 (DD/MM/YYYY) To date 31/03/2021 (DD/MM/YYYY)

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

(a) If yes, date of AGM 22/09/2021

(b) Due date of AGM 30/09/2021

(c) Whether any extension for AGM granted ☐ Yes ☒ No

II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY

*Number of business activities 2

S.No	Main Activity group code	Description of Main Activity group	Business Activity Code	Description of Business Activity	% of turnover of the company
1	H	Transport and storage	H5	Services incidental to land, water & air transportation	10.8
2	D	Electricity, gas, steam and air condition supply	D2	Manufacture of gas, distribution of gaseous fuels	89.2

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

*No. of Companies for which information is to be given 8

Pre-fill All

S.No	Name of the company	CIN / FCRN	Holding/ Subsidiary/Associate/ Joint Venture	% of shares held
1	ALLCARGO LOGISTICS LIMITED	L63010MH2004PLC073508	Holding	46.86

2	GATI-KINTETSU EXPRESS PRIVATE LIMITED	U62200TG2007PTC056311	Subsidiary	70
3	GATI KAUSAR INDIA LIMITED	U74899TG1984PLC089495	Subsidiary	69.89
4	GATI IMPORT EXPORT TRADING PRIVATE LIMITED	U60232TG2008PLC057692	Subsidiary	100
5	ZEN CARGO MOVERS PRIVATE LIMITED	U64120DL2007PTC160560	Subsidiary	100
6	GATI LOGISTICS PARKS PRIVATE LIMITED	U63030TG2011PTC072285	Subsidiary	100
7	GATI PROJECTS PRIVATE LIMITED	U45400TG2011PTC072399	Subsidiary	100
8	GATI SHIP LIMITED	U61100TG2010PLC070699	Associate	47.95

IV. SHARE CAPITAL, DEBENTURES AND OTHER SECURITIES OF THE COMPANY

(i) *SHARE CAPITAL

(a) Equity share capital

Particulars	Authorised capital	Issued capital	Subscribed capital	Paid up capital
Total number of equity shares	175,000,000	121,945,977	121,945,977	121,945,977
Total amount of equity shares (in Rupees)	350,000,000	243,891,954	243,891,954	243,891,954

Number of classes

1

Class of Shares	Authorised capital	Issued capital	Subscribed capital	Paid up capital
EQUITY SHARES				
Number of equity shares	175,000,000	121,945,977	121,945,977	121,945,977
Nominal value per share (in rupees)	2	2	2	2
Total amount of equity shares (in rupees)	350,000,000	243,891,954	243,891,954	243,891,954

(b) Preference share capital

Particulars	Authorised capital	Issued capital	Subscribed capital	Paid-up capital
Total number of preference shares	0	0	0	0
Total amount of preference shares (in rupees)	0	0	0	0

Number of classes

0

Class of shares	Authorised capital	Issued capital	Subscribed capital	Paid up capital
Number of preference shares				
Nominal value per share (in rupees)				
Total amount of preference shares (in rupees)				

(c) Unclassified share capital

Particulars	Authorised Capital
Total amount of unclassified shares	0

(d) Break-up of paid-up share capital

Class of shares	Number of shares			Total nominal amount	Total Paid-up amount	Total premium
Equity shares	Physical	DEMAT	Total			
At the beginning of the year	885,441	121,060,536	121945977	243,891,954	243,891,954	
Increase during the year	0	0	0	0	0	0
i. Public Issues	0	0	0	0	0	0
ii. Rights issue	0	0	0	0	0	0
iii. Bonus issue	0	0	0	0	0	0
iv. Private Placement/ Preferential allotment	0	0	0	0	0	0
v. ESOPs	0	0	0	0	0	0
vi. Sweat equity shares allotted	0	0	0	0	0	0
vii. Conversion of Preference share	0	0	0	0	0	0
viii. Conversion of Debentures	0	0	0	0	0	0
ix. GDRs/ADRs	0	0	0	0	0	0
x. Others, specify				0	0	0
Physical Shares Dematerialised						
Decrease during the year	0	0	0	0	0	0
i. Buy-back of shares	0	0	0	0	0	0
ii. Shares forfeited	0	0	0	0	0	0
iii. Reduction of share capital	0	0	0	0	0	0

iv. Others, specify				0	0	
Physical Shares Dematerialised						
At the end of the year	885,441	121,060,536	121945977	243,891,954	243,891,955	
Preference shares						
At the beginning of the year	0	0	0	0	0	
Increase during the year	0	0	0	0	0	0
i. Issues of shares	0	0	0	0	0	0
ii. Re-issue of forfeited shares	0	0	0	0	0	0
iii. Others, specify						
Decrease during the year	0	0	0	0	0	0
i. Redemption of shares	0	0	0	0	0	0
ii. Shares forfeited	0	0	0	0	0	0
iii. Reduction of share capital	0	0	0	0	0	0
iv. Others, specify						
At the end of the year	0	0	0	0	0	

ISIN of the equity shares of the company

INE152B01027

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

0

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

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

☐ Nil

[Details being provided in a CD/Digital Media]

☐ Yes

☒ No

☐ Not Applicable

Separate sheet attached for details of transfers

☒ Yes

☐ No

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

Date of the previous annual general meeting		<input style="width: 100%;" type="text"/>	
Date of registration of transfer (Date Month Year)		<input style="width: 100%;" type="text"/>	
Type of transfer	<input style="width: 100%;" type="text"/>	1 - Equity, 2- Preference Shares,3 - Debentures, 4 - Stock	
Number of Shares/ Debentures/ Units Transferred	<input style="width: 100%;" type="text"/>	Amount per Share/ Debenture/Unit (in Rs.)	<input style="width: 100%;" type="text"/>
Ledger Folio of Transferor		<input style="width: 100%;" type="text"/>	
Transferor's Name	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
	Surname	middle name	first name
Ledger Folio of Transferee		<input style="width: 100%;" type="text"/>	
Transferee's Name	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
	Surname	middle name	first name
Date of registration of transfer (Date Month Year)		<input style="width: 100%;" type="text"/>	
Type of transfer	<input style="width: 100%;" type="text"/>	1 - Equity, 2- Preference Shares,3 - Debentures, 4 - Stock	
Number of Shares/ Debentures/ Units Transferred	<input style="width: 100%;" type="text"/>	Amount per Share/ Debenture/Unit (in Rs.)	<input style="width: 100%;" type="text"/>

Ledger Folio of Transferor			
Transferor's Name			
	Surname	middle name	first name
Ledger Folio of Transferee			
Transferee's Name			
	Surname	middle name	first name

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

Particulars	Number of units	Nominal value per unit	Total value
Non-convertible debentures	0	0	0
Partly convertible debentures	0	0	0
Fully convertible debentures	0	0	0
Total			0

Details of debentures

Class of debentures	Outstanding as at the beginning of the year	Increase during the year	Decrease during the year	Outstanding as at the end of the year
Non-convertible debentures	0	0	0	0
Partly convertible debentures	0	0	0	0
Fully convertible debentures	0	0	0	0

(v) *Securities (other than shares and debentures)

0

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

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

(i) Turnover

2,744,515,111

(ii) Net worth of the Company

2,587,258,378

VI. (a) *SHARE HOLDING PATTERN - Promoters

S. No.	Category	Equity		Preference	
		Number of shares	Percentage	Number of shares	Percentage
1.	Individual/Hindu Undivided Family				
	(i) Indian	2,121,018	1.74	0	
	(ii) Non-resident Indian (NRI)	0	0	0	
	(iii) Foreign national (other than NRI)	0	0	0	
2.	Government				
	(i) Central Government	0	0	0	
	(ii) State Government	0	0	0	
	(iii) Government companies	0	0	0	
3.	Insurance companies	0	0	0	
4.	Banks	0	0	0	
5.	Financial institutions	0	0	0	
6.	Foreign institutional investors	0	0	0	
7.	Mutual funds	0	0	0	
8.	Venture capital	0	0	0	
9.	Body corporate (not mentioned above)	58,723,731	48.16	0	
10.	Others Trusts	2,449,367	2.01	0	
	Total	63,294,116	51.91	0	0

Total number of shareholders (promoters)

10

(b) *SHARE HOLDING PATTERN - Public/Other than promoters

S. No.	Category	Equity		Preference	
		Number of shares	Percentage	Number of shares	Percentage

1.	Individual/Hindu Undivided Family				
	(i) Indian	43,700,240	35.84	0	
	(ii) Non-resident Indian (NRI)	2,127,905	1.74	0	
	(iii) Foreign national (other than NRI)	360	0	0	
2.	Government				
	(i) Central Government	0	0	0	
	(ii) State Government	0	0	0	
	(iii) Government companies	0	0	0	
3.	Insurance companies	0	0	0	
4.	Banks	57,803	0.05	0	
5.	Financial institutions	0	0	0	
6.	Foreign institutional investors	104,303	0.09	0	
7.	Mutual funds	0	0	0	
8.	Venture capital	0	0	0	
9.	Body corporate (not mentioned above)	4,842,409	3.97	0	
10.	Others Foreign Bank, NBFC, IEPF, Tr	7,818,841	6.41	0	
	Total	58,651,861	48.1	0	0

Total number of shareholders (other than promoters)

94,826

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

94,836

(c) *Details of Foreign institutional investors' (FIIs) holding shares of the company

6

Name of the FII	Address	Date of Incorporation	Country of Incorporation	Number of shares held	% of shares held
BARING INTERNATIONAL				745	0
EMERGING MARKETS S				31,580	0.03
ALASKA PERMANENT				17,004	0.01
EMERGING MARKETS T				14,859	0.01

Name of the FII	Address	Date of Incorporation	Country of Incorporation	Number of shares held	% of shares held
ARES DIVERSIFIED				40,000	0.04
TIGER MANAGEMENT	0.04			115	0

VII. *NUMBER OF PROMOTERS, MEMBERS, DEBENTURE HOLDERS
(Details, Promoters, Members (other than promoters), Debenture holders)

Details	At the beginning of the year	At the end of the year
Promoters	9	10
Members (other than promoters)	92,680	94,826
Debenture holders	0	0

VIII. DETAILS OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

(A) *Composition of Board of Directors

Category	Number of directors at the beginning of the year		Number of directors at the end of the year		Percentage of shares held by directors as at the end of year	
	Executive	Non-executive	Executive	Non-executive	Executive	Non-executive
A. Promoter	1	0	1	0	0	0
B. Non-Promoter	0	7	0	5	0	0.01
(i) Non-Independent	0	2	0	1	0	0
(ii) Independent	0	5	0	4	0	0.01
C. Nominee Directors representing	0	1	0	1	0	0
(i) Banks & FIs	0	0	0	0	0	0
(ii) Investing institutions	0	1	0	1	0	0
(iii) Government	0	0	0	0	0	0
(iv) Small share holders	0	0	0	0	0	0
(v) Others	0	0	0	0	0	0
Total	1	8	1	6	0	0.01

Number of Directors and Key managerial personnel (who is not director) as on the financial year end date 9

(B) (i) *Details of directors and Key managerial personnel as on the closure of financial year

Name	DIN/PAN	Designation	Number of equity share(s) held	Date of cessation (after closure of financial year : If any)
SHASHI KIRAN JANAR	00012754	Managing Director	0	
DINESH KUMAR LAL	00037142	Director	0	
KAIWAN DOSSABHOY	00060776	Director	0	
CYNTHIA DSOUZA	00420046	Director	0	
PRABHU SHUKLA NAF	01868580	Director	16,000	03/08/2021
YASUHIRO KANEDA	07619127	Nominee director	0	
NILESH SHIVJI VIKAM	00031213	Additional director	0	
THIRUVELLUR SHANT	AEFPT7393L	Company Secretar	0	
ROHAN PURSHOTTAM	ASOPM9978M	CFO	0	

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

21

Name	DIN/PAN	Designation at the beginning / during the financial year	Date of appointment/ change in designation/ cessation	Nature of change (Appointment/ Change in designation/ Cessation)
ADARSH SUDHAKAR H	00035040	Additional director	03/07/2020	Appointment
JATIN JAYANTILAL CH	00495015	Additional director	03/07/2020	Appointment
DINESH KUMAR LAL	00037142	Additional director	03/07/2020	Appointment
MOHINDER PAL BANS	01626343	Additional director	03/07/2020	Appointment
CYNTHIA DSOUZA	00420046	Additional director	03/07/2020	Appointment
PESARA SUDHAKAR F	00608915	Director	08/07/2020	Cessation
K L CHUGH	00140124	Director	24/07/2020	Cessation
MAHENDRA KUMAR A	00179779	Managing Director	28/09/2020	Cessation
ADARSH SUDHAKAR H	00035040	Additional director	05/10/2020	Cessation
JATIN JAYANTILAL CH	00495015	Additional director	05/10/2020	Cessation
SAVITA DATE MENON	08528271	Director	12/10/2020	Cessation
SRINIVASAN NATESAN	00004195	Director	01/01/2021	Cessation
NILESH SHIVJI VIKAMS	00031213	Additional director	05/02/2021	Appointment
MOHINDER PAL BANS	01626343	Director	04/03/2021	Cessation
PETER JAYAKUMAR H	AANPJ4347C	CFO	09/10/2020	Cessation
DINESH KUMAR LAL	00037142	Director	28/12/2020	Change in Designation
MOHINDER PAL BANS	01626343	Director	28/12/2020	Change in Designation
CYNTHIA DSOUZA	00420046	Director	28/12/2020	Change in Designation
SHASHI KIRAN SHETT	00012754	Managing Director	04/11/2020	Change in Designation
KAIWAN KALYANIWAL	00060776	Director	28/12/2020	Change in Designation

IX. MEETINGS OF MEMBERS/CLASS OF MEMBERS/BOARD/COMMITTEES OF THE BOARD OF DIRECTORS

A. MEMBERS/CLASS /REQUISITIONED/NCLT/COURT CONVENED MEETINGS

Number of meetings held

1

Type of meeting	Date of meeting	Total Number of Members entitled to attend meeting	Attendance	
			Number of members attended	% of total shareholding
ANNUAL GENERAL MEETING	28/12/2020	105,964	56	50.75

B. BOARD MEETINGS

*Number of meetings held

10

S. No.	Date of meeting	Total Number of directors associated as on the date of meeting	Attendance	
			Number of directors attended	% of attendance
1	03/07/2020	9	9	100
2	24/07/2020	12	12	100
3	19/08/2020	12	10	83.33
4	05/09/2020	12	12	100
5	14/09/2020	12	11	91.67
6	28/09/2020	12	11	91.67
7	09/10/2020	9	8	88.89
8	04/11/2020	8	8	100
9	05/02/2021	8	7	87.5
10	15/03/2021	7	7	100

C. COMMITTEE MEETINGS

Number of meetings held

13

S. No.	Type of meeting	Date of meeting	Total Number of Members as on the date of the meeting	Attendance	
				Number of members attended	% of attendance
1	Audit Committee	03/07/2020	4	3	75
2	Audit Committee	14/09/2020	4	4	100
3	Audit Committee	09/10/2020	4	4	100
4	Audit Committee	04/11/2020	4	4	100
5	Audit Committee	05/02/2021	3	2	66.67

S. No.	Type of meeting	Date of meeting	Total Number of Members as on the date of the meeting	Attendance	
				Number of members attended	% of attendance
6	Audit Committee	15/03/2021	3	3	100
7	Nomination and	03/07/2020	4	4	100
8	Nomination and	09/10/2020	4	3	75
9	Nomination and	04/11/2020	4	4	100
10	Nomination and	05/02/2021	4	2	50

D. *ATTENDANCE OF DIRECTORS

S. No.	Name of the director	Board Meetings			Committee Meetings			Whether attended AGM held on
		Number of Meetings which director was entitled to attend	Number of Meetings attended	% of attendance	Number of Meetings which director was entitled to attend	Number of Meetings attended	% of attendance	22/09/2021
								(Y/N/NA)
1	SHASHI KIRAN	10	10	100	6	3	50	Yes
2	DINESH KUMAR	9	9	100	7	7	100	No
3	KAIWAN DOSA	10	10	100	7	7	100	Yes
4	CYNTHIA DSOZ	9	8	88.89	5	5	100	Yes
5	PRABHU SHANKAR	10	10	100	4	4	100	Not Applicable
6	YASUHIRO KAWA	10	9	90	5	3	60	Yes
7	NILESH SHIVKUMAR	2	2	100	1	1	100	Yes

X. *REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

☐ Nil

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

0

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/Sweat equity	Others	Total Amount
1							0
	Total				0		0

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

3

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/Sweat equity	Others	Total Amount

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
1	PETER JAYAKUMAR	CFO	5,730,846	0	0	295,237	6,026,083
2	ROHAN MITTAL	CFO	4,032,829	0	0	289,566	4,322,395
3	THIRUVELLUR SHANMUGAM	Company Secretary	2,218,793	0	0	65,114	2,283,907
	Total		11,982,468	0	0	649,917	12,632,385

Number of other directors whose remuneration details to be entered

9

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
1	Cynthia Dsouza	Director	0	0	0	265,000	265,000
2	Srinivasan Natesan	Director	0	0	0	274,000	274,000
3	Prabhu Shukla Narasimhan	Director	0	0	0	326,000	326,000
4	Mohinder Pal Bansal	Director	0	0	0	210,000	210,000
5	Savita Date Menon	Director	0	0	0	229,000	229,000
6	Dinesh Kumar Lal	Director	0	0	0	335,000	335,000
7	Nilesh Shivji Vikram	Additional Director	0	0	0	65,000	65,000
8	K L Chugh	Director	0	0	0	56,000	56,000
9	Pesara Sudhakar Rao	Director	0	0	0	40,000	40,000
	Total		0	0	0	1,800,000	1,800,000

XI. MATTERS RELATED TO CERTIFICATION OF COMPLIANCES AND DISCLOSURES

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

B. If No, give reasons/observations

As stated in Form MGT-8

XII. PENALTY AND PUNISHMENT - DETAILS THEREOF

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

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

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

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

☐ Yes ☒ No

(In case of 'No', submit the details separately through the method specified in instruction kit)

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

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

Name

NAVAJYOTH PUTTAPARTHI

Whether associate or fellow

☐ Associate ☒ Fellow

Certificate of practice number

16041

I/We certify that:

- (a) The return states the facts, as they stood on the date of the closure of the financial year aforesaid correctly and adequately.
(b) Unless otherwise expressly stated to the contrary elsewhere in this Return, the Company has complied with all the provisions of the Act during the financial year.

Declaration

I am Authorised by the Board of Directors of the company vide resolution no. ... 09 dated 28/09/2020

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

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

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

To be digitally signed by

Director

Shashi Kiran
Janardhan
Shetty
Digitally signed by
Shashi Kiran
Janardhan Shetty
Date: 2021.10.27
11:27:47 +0530

DIN of the director

00012754

To be digitally signed by



- ☒ Company Secretary
- ☐ Company secretary in practice

Membership number

Certificate of practice number

Attachments

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

Attach
Attach
Attach
Attach

List of attachments

MGT-8_2021.pdf
Gati Ltd_MGT7_Share Transfer.pdf
Change in Directors and KMP During the y
Committee Meetings.pdf

Remove attachment

Modify

Check Form

Prescrutiny

Submit

This eForm has been taken on file maintained by the Registrar of Companies through electronic mode and on the basis of statement of correctness given by the company