

TEN YEARS OF EXCEEDING EXCELLENCE

ANNUAL REPORT 2010-11

# Contents

|                                    |   |    |
|------------------------------------|---|----|
| About Us                           | - | 02 |
| Financial Highlights               | - | 03 |
| Significant Highlights             | - | 04 |
| Inauguration of New Facility       | - | 05 |
| Events @ TAKE                      | - | 06 |
| Working @ TAKE                     | - | 08 |
| Board of Directors                 | - | 09 |
| Letter to Shareholders             | - | 10 |
| Company Information                | - | 12 |
| Directors' Report                  | - | 13 |
| Management Discussion and Analysis | - | 17 |
| Corporate Governance Report        | - | 23 |

## Consolidated Financials

|  |   |    |
|--|---|----|
| Auditors' Report   | - | 29 |
| Balance Sheet  | - | 30 |
| Profit & Loss Account  | - | 31 |
| Cash Flow Statement  | - | 32 |
| Schedules to and Forming Part of Balance Sheet and Profit & Loss Account | - | 33 |

## Standalone Financials

|   |   |    |
|---|---|----|
| Auditors' Report on Abridged Financial Statements           | - | 46 |
| Auditors' Report  | - | 47 |
| Abridged Balance Sheet                                      | - | 50 |
| Abridged Profit & Loss Account                              | - | 51 |
| Abridged Cash Flow Statement                                | - | 52 |
| Notes to the Abridged Financials                            | - | 53 |
| Statement Under Section 212(8)                              | - | 57 |
| Balance Sheet Abstract & Company's General Business Profile | - | 58 |

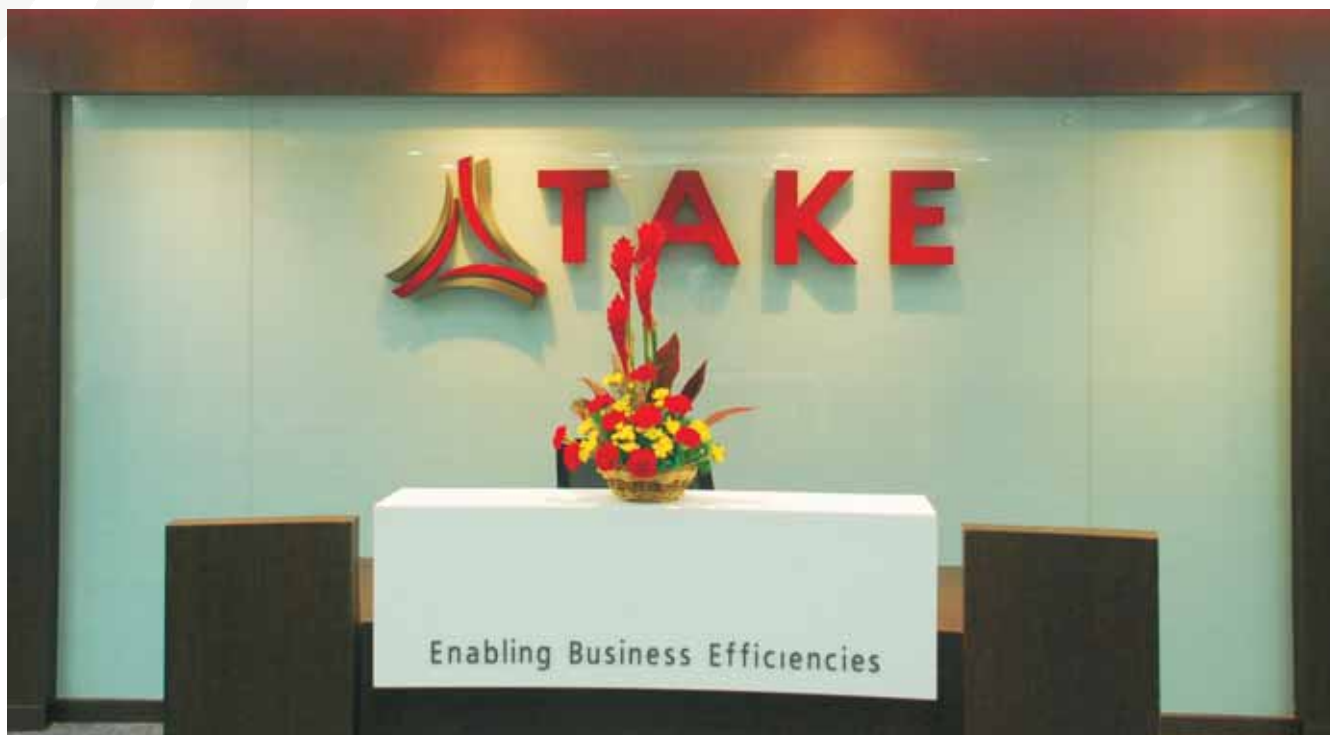


## *10 Years* OF EXCEEDING EXCELLENCE

When you set out to be the very best at what you do, you don't merely push the boundaries of excellence, you define it. TAKE Solutions has been a leading innovator for over a decade, delivering flawless solutions in real time. Our excellent track record is matched only by the zest with which we seek business potential and our pace is set by talented individuals who come together as a team to excel every single time.

Be it in the realm of Technology, Knowledge, Analytics or Enterprise, Team TAKE has ensured top-notch credibility in this ever changing marketplace. The conviction that every individual is part of a dynamic workplace and the motivation to think afresh are the catalysts that allow us to stay inspired.

Now, more than ever, we are poised to raise the bar of excellence. Our conviction is grounded in our core competencies, but our aspirations to soar higher just get stronger with every passing day. As we pause to look back at the past decade, our fortitude to go further has always bid us well; looking forward, exceeding excellence is here to stay.



## About Us

TAKE Solutions is a leading global business technology company, providing innovative, cost-effective and comprehensive solutions for businesses across diverse sectors through its two key niche business focus areas - Life Sciences (LS) and Supply Chain Management (SCM).

TAKE's track record in delivering world-class solutions throughout global markets is well proven. Technological innovations have always been the driving force of the Company, which in turn helps TAKE's customers achieve consistent growth in business.

Headquartered in Chennai, TAKE primarily drives its SCM Domain Excellence Centre and Global Delivery Centre from India. The Company has a strong presence in the USA with the LS Domain Excellence Centre located in Princeton, New Jersey. The Company conducts business today with more than 400 customers worldwide.

TAKE's product suite in the SCM vertical includes 16 unique products with embedded IP that spans the entire gamut of execution, planning and collaboration. Solution areas include Demand Driven Supply Chain, Demand Driven Distribution & Fulfillment, Mobile Applications & Auto-ID. In the LS domain, IP based software and deep understanding in the functional areas of R&D, commercial applications and operations help TAKE add tremendous value as a partner. TAKE's technology capabilities and partnership approach with industry leaders and standards organizations like the CDISC, HL7 and ICH allow it to consistently provide customized and optimal solutions and services. TAKE provides its LS customers a single source for clinical data services, regulatory-compliant technology solutions and safety data systems.

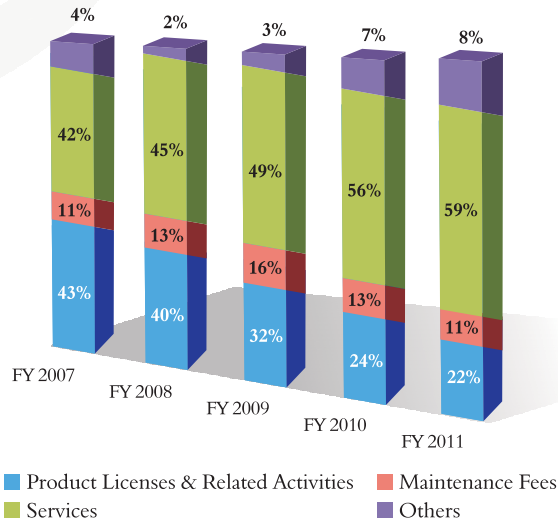
TAKE is assessed at Level 5 of the Capability Maturity Model Integration (CMMI) and Level 3 of the People Capability Maturity Model (PCMM), Software Engineering Institute, Carnegie Mellon University, USA. TAKE is also a Microsoft Gold Certified Partner, a Business Objects Gold Partner, a Charter Member of the Microsoft BioIT Alliance and along with its subsidiary Applied Clinical Intelligence (ACI), a Registered CDISC Solutions Provider, with recognized industry leadership in Microsoft-based Solutions, Regulated LS and SCM. This is a sure sign of our potential in the industry that is fast changing the nature of global commerce.

Furthermore, our partnership with large players in the market such as Oracle, SAP, QlikView, Cegedim Relationship Management and Liquent is the recognition of the Company's unique offerings.

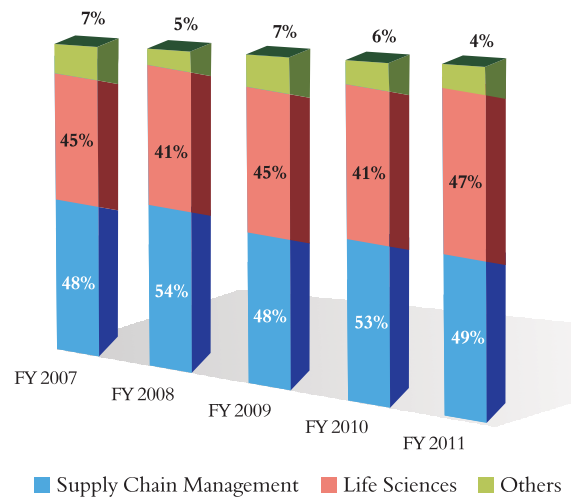
In a very short span of ten years, TAKE Solutions, through its pioneering policies and procedures has excelled itself and created new standards in the industry. Combining our high technical competencies with innovative systems, TAKE has produced superior and customized results consistently, in a cost-effective manner for its customers. With dynamic plans to maximize growth and profitability in the next decade, our commitment to exceeding excellence propels further.

# Financial Highlights of 2010-11

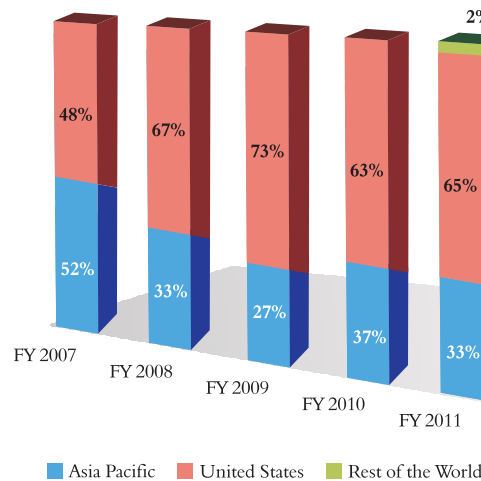
Revenue By Category



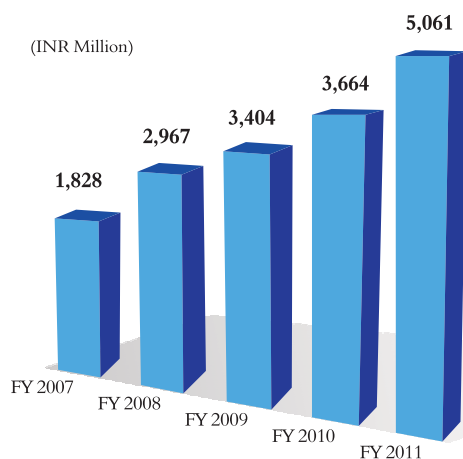
Revenue By Vertical



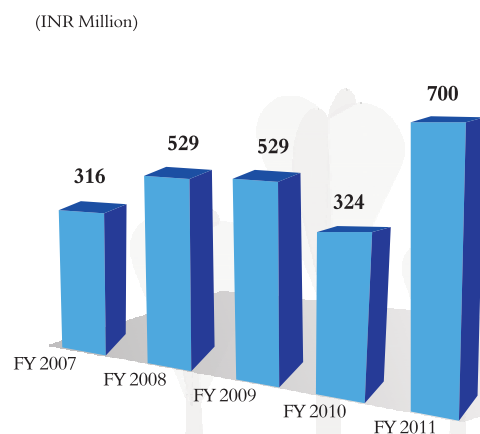
Revenue By Geography



Total Revenues



Profit After Tax



# Significant Highlights



## Financial Growth

- The consolidated revenue for the year was INR 5,061 million (USD 110.3 million), a 38% increase over FY09-10
- Net Profit for the period was INR 700 million (USD 15.3 million)
- EBITDA was at INR 1,091 million (USD 23.8 million) and EBITDA margin at 21.6%
- The diluted Earnings Per Share (EPS) for the period was INR 5.82
- The Board recommended 100% dividend for FY11

## Supply Chain Management

- TAKE Solutions launched OneSCM SaaS Platform Upgrade
- Launched an ERP practice that is highly specialized in areas such as Mobile Supply Chain, Warehouse Management, Advanced Supply Chain Planning and Process Manufacturing
- Implemented a mobile data collection solution for improving the efficiency of receiving, manufacturing and shipping of drugs for one of our Life Sciences customers
- Established thought leadership by conducting webinars about improving efficiencies in Warehouse Management & Mobile Supply Chain processes and performing rapid Oracle R12 upgrades
- TAKE Supply Chain and DataMAX partnered to provide Integrated Supply Chain Solutions to JD Edwards' customers



## Life Sciences

- TAKE Solutions made a comprehensive entry into the European Life Sciences market by acquiring UK based WCI Consulting Group. This acquisition helps TAKE to add expertise in pharmacovigilance domain, enabling us to give more services to the targeted market segment
- Cegidim Relationship Management and TAKE Solutions announced strategic partnership to increase the availability of Mobile Intelligence throughout India and deliver the only Industry-specific CRM solution to Life Sciences Companies
- TAKE Solutions and Reliance Life Sciences entered into a strategic alliance to supply its unique and innovative PharmaReady eCTD, SPL and PPM modules

## New Market Penetration

- Greater penetration into the Indian pharmaceutical space
- Launch of PharmaReady suite of products in the Middle East



# Inauguration of New Facility

Shri. Rajeev Ranjan, IAS, Principal Secretary, Industries Department, Government of Tamil Nadu inaugurated the new facility of TAKE Solutions at Shriram The Gateway (SEZ) on October 27, 2010. This state-of-the-art facility is designed with development blocks, training blocks, cafeteria and a comfortable working environment. Aimed at enhancing the scale of operations and expanding the workforce, this move will further strengthen TAKE Solutions' presence in this region complementing the Company's existing office in Chennai.

The facility is spread over 1,18,000 sq. ft. in two phases, the Phase I covers an area of 68,000 sq. ft. and is capable of accommodating over 650 employees. Well equipped with health, safety, security and recreation facilities, TAKE Solutions Global LLP, a subsidiary of the Company has been architected in line with facilities offered by top technological companies. The proximity to the airport, national highway, uninterrupted power & water supply and state-of-the-art infrastructure will truly provide a world-class experience.



The new office is designed depicting the 5 values (Boundaryless Innovation, Vibrancy & Joy, Differentiate, Equity with Fairness and Integrity) of our Company, through graphic posters on walls alongside the sprawling employee bays, which bring out the vividness and life in the message that we communicate. This helps to imbibe the core values and reinforce the same every other day and help improve communication, foster new ways of thinking, increase teamwork, motivate and spread Company ethos. It truly makes the place young and colourful. The concept is also extended to the cafeteria and breakout area where employees can sit back, relax and TAKE a break, while enjoying the colourful walls depicting the theme – 'Work Life Balance'. The idea is to emphasize the core importance of appreciating life and also motivating employees to 'TAKE a Message Home' by providing simple tips like encouraging them to stay fit, celebrating small achievements, pursuing a sport or passion, to refresh and rejuvenate and the like.

## Events @ TAKE

### TAKE's Customer Appreciation Event 2010

TAKE organized its very first Customer Appreciation Event to bring together its customers and some industry experts to have a day of engaging discussions and networking. This was held on June 08, 2010 at TPC Jasna Polana, Princeton, New Jersey. The theme for the event was 'Enabling Efficiencies – Now more than ever', reinforcing our very own tagline of 'Enabling Business Efficiencies'. The Welcome Address was given by Mr. Srinivasan H.R., our Vice Chairman & Vision Holder, and the keynote speech was given by Ms. Mary LeBlanc, VP & CIO, Novartis Pharmaceuticals. This was followed by three breakout sessions on 'Clinical and Regulatory Sciences Trends', 'Next Generation Analytics', 'Cloud Computing - Transforming Businesses'. The breakout sessions had top business leaders, technical & domain experts and leading industry analysts as speakers and panelists.



### TAKE Utsah

TAKE organized its annual day, TAKE Utsah on February 22, 2011. It is the most awaited event every year as it promotes high octane fun and entertainment.

To mark the 10th year, our Guest of Honour, Mr. R. Thyagarajan, Chairman, Shriram Group Companies enthused the audience with his inspirational felicitation address. Our Chairman, Mr. N. Kumar, Managing Director, Mr. S. Sridharan and President & CEO, Mr. Ram Yelleswarapu also addressed the gathering with their power packed speeches.

TAKEsters enthusiastically participated in a wide variety of entertainment like spectacular laser show, corporate illusion show and contemporary dance shows which was preceded by awards for best individual and team performances. The other key highlight of the event was felicitation of employees who have completed five and ten successful years. Besides the employees from India, Board and Senior Management team members from USA and UK also took part in the event.

### The TAKE Solutions World Corporate Golf Challenge 2010-2011

India continued to maintain its strength at the finals of the World Corporate Golf Challenge. Team India comprising Rudratej Singh and Subhash Naidu from Hindustan Unilever, Mumbai, emerged Runners-up at the World Finals of the 25th World Corporate Golf Challenge held at the prestigious and world famous Simola Golf Course at South Africa. India scored a total of 66 points, 1 point less than the winning team from Northern Ireland.

The two member Indian team was selected from among 400 corporate teams in India who played four regional rounds of the TAKE Solutions World Corporate Golf Challenge (India) in Delhi, Mumbai, Bengaluru and Kodaikanal and then met at the National Finals in Bangkok.

The Indian team has come either first or second in the last four editions of the World Corporate Golf Challenge World Finals. The maiden win was in 2008 at Spain; last year the Indian team shared the 1st place and the winning trend continues this year too.





## Analyst Meet

The Annual Analyst Meet was held at Mumbai on February 24, 2011. The event saw close to 75 attendees. The entire management team of TAKE was present at the session. It was a perfect platform to showcase our core competencies and knowledge in the business. Product demo kiosks were set up where the investors and analysts were taken through TAKE's offerings. This helped the audience to understand our deep domain expertise in Life Sciences and Supply Chain Management. The session was very interactive and well received by all.

## Offsite Workshop

An offsite workshop was conducted for the senior management team of TAKE, with the teams from USA and UK joining them at the beautiful ambience of Jaypee Greens Golf Resort, Greater Noida. It was a platform where the teams across the globe could participate in interesting team building activities. One such event was the Cricket game where everyone had a good time. The team also enjoyed the session on leadership skills and other outdoor activities.



## Pace 2010

The internal sales meet, PACE 2010, was organized to bring together the sales and business development team members of the four different offices in USA. With about 40 participants, the event was held at Princeton, New Jersey. The offshore team from Chennai office contributed to the event by participating through web meetings. Presentations on each practice were done by the Practice Leads and Practice Heads.

Mr. Srinivasan H.R., our Vice Chairman & Vision Holder, motivated the teams to aim high in the next couple of years. Mr. S. Sridharan, our Managing Director spoke about achieving bigger goals.

Our President & CEO, Mr. Ram Yeleswarapu motivated the teams by saying "As you all would have realized, our portfolio of solutions and services are vast, but at the end of the day, the idea is to pick the ones that each one of you is most comfortable with, and lead the way towards increased revenues and rapid growth."

Some good motivational movies were played and the teams heard success stories of our sales team members.



## Corporate Social Responsibility

As part of community interaction, TAKEsters took the lead this year to visit schools in and around Tamil Nadu to share their experiences with young students.

Several sessions were planned over a span of 4 months. Every session was themed, like Career Exploration, Effective use of Mass Media, to bring more focus and interest.

Our CSR partner, Give Life provided us active support in these facilitations with the schools. This also gave a chance to our volunteers to contribute to the community. The students in turn were able to have informative and interactive sessions which were unique and motivating.

## Working @ TAKE

**Small Steps for a Giant Leap** – Small steps taken towards the journey ahead in almost all areas of Human Capital Function:

**Performance Management** – The Balanced Scorecard, the strategic performance management tool ran its third successful year.

**Leadership Management** – An outbound leadership programme was organized for the senior management team where the vision of the Company was explicitly discussed and the foundation for achieving the goals were laid.

**Talent Acquisition** – The talent acquisition team introduced the 'Refer a Friend Program' (RFP). Positions that are open within the Company are made known to all TAKEsters internally and rewards for the same were reemphasized through this programme.

**Talent Transformation** – The ACE learning series was launched as a small step into the journey of transforming ourselves into a learning organization. The Acronym ACE stands for 'Achieving Continuous Excellence'. The objective of The ACE Learning Series is to facilitate and enable each TAKEster to be an ACER at the workplace by constantly providing them with opportunities to learn, develop and grow.

**Talent Engagement** – Various initiatives were launched which included TAB (TAKE A Break), IFME (Ideas For Mother Earth), Women's Day celebration, Organ Donation awareness and the like. The programmes infused healthy competition and prizes were announced for winners. The talent engagement activities drew people together and

brought out the best in each as individuals and as a team. The programmes and events provided an opportunity to display the values of the organization such as innovation, vibrancy and joy. New calendars were designed for HR open house and birthday celebrations.

**New Rewards and Policies** – Two additional rewards were introduced namely, 'The Dream Team Award' and 'The Gem Award' and were presented to the winners during TAKE Utsah, an annual event that brings all TAKEsters together.

Two new policies were also introduced namely, 'Social Networking Policy' and 'Prevention of Sexual Harassment at the Work Place Policy'.



## Laurels



- Awarded Managerial Excellence in the Services Category by Madras Management Association (MMA)
- Listed in Food Logistics' 2010 FL100 List for the fourth consecutive year
- Positioned as one among the seven finalists in the NASSCOM IT Innovation Awards 2011 in Process Innovation category
- SupplyChainBrain's Great Supply Chain Partner 2010 for the fourth consecutive year