

INFORMATION AS PER SECTION 197 (12) OF THE COMPANIES ACT, 2013 READ WITH THE RULE 5 (2) & (3) OF THE (APPOINTMENT AND REMUNERATION) RULES, 2014 AS AMENDED, AND FORMING PART OF THE DIRECTORS' REPORT FOR THE YEAR ENDED ON MARCH 31, 2019

Details of Remuneration of Executive Directors:-

S.No.	Name	Designation	Remuneration (In ₹)	Age (in Years)	Joining Date	Qualification	Experience (In Years)	Last Employment	% of Equity Shares Held (Including spouse & dependent children)
1	Mr. Mahendrakumar Kabra	Jt. Managing Director	13,127,071	61	21/07/1992	Licentiate Mechanical Engineer	31	-	8.49%
2	Mr. Hemant Kabra	Executive Director & CFO	4,200,000	31	05/11/2011 and appointed as Executive Director w.e.f. 12/12/2017	M.B.A. Finance	8	-	0.59%

Notes:

- Contractual terms of Mr. Mahendrakumar Kabra and Mr. Hemant Kabra is governed by the resolutions passed by the Shareholders at the 26th Annual General Meeting of the Company held on 15th September, 2018.
- Remuneration includes salary and commission as per the terms.
- Mr. Mahendrakumar Kabra and Mr. Hemant Kabra are themselves Directors of the Company and related to each other.

Details of Remuneration of Top Ten Employees excluding Executive Directors

S.No.	Name	Designation	Remuneration Drawn (In ₹)	Age (in Years)	Joining Date	Qualification	Experience (In Years)	Last Employment
1	Mr. Satish Agarwal	Sr. Vice President (Commercial)	3,183,168	53	01/05/1997	C.A., B.Com.	27	-
2	Mr. Vijay Chandak	Vice President Development	1,871,003	54	01/08/2004	B.E. (Metallurgy), D.B.M.	31	Maharashtra Magnet Wires (P) Ltd.
3	Mr. Navin Sethia	Manager Marketing	1,918,768	36	01/02/2007	M.B.A. Finance	12	-
4	Mr. Nimesh Kapoor	Vice President Marketing	1,887,252	41	01/04/2015	MBA Marketing	16	Elektrisola India Pvt Ltd.
5	Mr. Mani Parakkal	Vice President Marketing South Head	1,949,544	51	01/04/1999	B.A. Economics	28	M/s. Mahesh Vidyut Udyog
6	Mr. Rajeev Maheshwari	Asst. General Manager (Accounts)	1,799,149	49	17/11/2011	C.A., B.Com.	24	Poddar Pigments Ltd.
7	Mr. Raj Narayan Singh	General Manager Operations	1,568,393	56	01/12/1995	Diploma (Elec.)	23	-
8	Mr. Parshuram Sawant	Manager Marketing	1,563,678	46	08/02/1999	B.A.	20	-
9	Mr. Ram Ekbal Jha	Sr. Manager Logistics	1,352,729	48	01/03/1996	B.A. Hons.	23	-
10	Mr. Hiralal Khairnar	Sr. Manager Operations	1,351,229	49	09/07/1999	M.S.C.	27	Hindustan Transmission Products Ltd.

Notes:

- The appointment of all employees is as per the rules and regulations of the Company in force from time to time and is not contractual.
- Remuneration includes salary, bonus, various allowances, performance incentive, contribution to provident fund and taxable value of perquisites but excludes provision for gratuity.
- No employee is relative of any director or manager of the Company.
- None of the employees employed throughout the financial year or part thereof, was in receipt of remuneration for that year which in the aggregate, at a rate which, is in excess of that drawn by the managing director or whole-time director.
- None of the employees mentioned above hold more than 2% of the shares of the Company, along with their spouse and dependent children.