

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, 2020

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	Managing Director	9,991,407	62	21/07/1992	Licentiate Mechanical Engineer	32	-	8.49%
2	Mr. Hemant Kabra	Executive Director & CFO	4,700,000	32	05/11/2011 and appointed as Executive Director w.e.f. 12/12/2017	M.B.A. Finance	9	-	0.59%

Notes:

- Contractual terms of Mr. Mahendrakumar Kabra and Mr. Hemant Kabra is governed by the resolutions passed by the Shareholders at the 27th & 26th Annual General Meeting of the Company held on 11th September, 2019 and 15th September, 2018 respectively.
- 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. Triloknath Yadav	Vice President (Product Development)	3,944,440	35	01/01/2019	BE	10	Surmount Energy solution Pvt Ltd (Patent company Maxval Technologies)
2	Mr. Satish Agarwal	Sr. Vice President (Commercial)	3,696,645	54	01/05/1997	C.A., B.Com.	28	-
3	Mr. Rajeev Maheshwari	Asst. General Manager (Accounts)	2,333,150	50	17/11/2011	C.A., B.Com.	25	Poddar Pigments Ltd.
4	Mr. Navin Sethia	Manager Marketing	2,165,749	37	01/02/2007	M.B.A. Finance	13	-
5	Mr. Mani Parakkal	Vice President Marketing South Head	1,949,784	52	01/04/1999	B.A. Economics	29	M/s. Mahesh Vidyut Udyog
6	Mr. Vijay Chandak	Vice President Development	1,874,863	55	01/08/2004	B.E. (Metallurgy), D.B.M.	32	Maharashtra Magnet Wires (P) Ltd.
7	Mr. Nimesh Kapoor	Vice President Marketing	1,872,252	42	01/04/2015	MBA Marketing	17	Elektrisola India Pvt Ltd.
8	Mr. Parshuram Sawant	Manager Marketing	1,552,428	47	08/02/1999	B.A.	21	-
9	Mr. Raj Narayan Singh	General Manager Operations	1,519,344	57	01/12/1995	Diploma (Elec.)	24	-
10	Mr. Ram Ekbal Jha	Sr. Manager Logistics	1,354,842	49	01/03/1996	B.A. Hons.	24	-

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.