

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, 2021

Details of Remuneration of Executive Directors:-

S.No.	Name	Designation	Remuneration (In Rs)	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	71,80,744	63	21-07-1992	Licentiate Mechanical Engineer	33	-	8.49%
2	Mr. Hemant Kabra	Executive Director & CFO	38,00,000	33	05/11/2011 and appointed as Executive Director w.e.f. 12/12/2017	M.B.A. Finance	10	-	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 & 28th Annual General Meeting of the Company held on 11th September, 2019 and 24th September, 2020 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 Rs)	Age (in Years)	Joining Date	Qualification	Experience (In Years)	Last Employment
1	Mr. Satish Agarwal	Sr. Vice President (Commercial)	42,48,856	55	01-05-1997	C.A., B.Com.	29	-
2	Mr. Triloknath Yadav	Vice President (Product Development)	33,61,600	36	01-01-2019	BE	11	Surmount Energy solution Pvt ltd (Patent company Maxval Technologies)
3	Mr. Rajeev Maheshwari	Asst. General Manager (Accounts)	24,08,577	51	17-11-2011	C.A., B.Com.	26	Poddar Pigments Ltd.
4	Mr. Navin Sethia	Manager Marketing	23,81,175	38	01-02-2007	M.B.A. Finance	14	-
5	Mr. Mani Parakkal	Vice President Marketing South Head	21,43,682	53	01-04-1999	B.A. Economics	30	M/s. Mahesh Vidyut Udyog
6	Mr. Nimesh Kapoor	Vice President Marketing	20,55,877	43	01-04-2015	MBA Marketing	18	Elektrisola India Pvt Ltd.
7	Mr. Vijay Chandak	Vice President Development	20,12,949	56	01-08-2004	B.E. (Metallurgy), D.B.M.	33	Maharashtra Magnet Wires (P) Ltd.
8	Mr. Parshuram Sawant	Manager Marketing	16,94,734	48	08-02-1999	B.A.	22	-
9	Mr. Raj Narayan Singh	General Manager Operations	16,31,654	58	01-12-1995	Diploma (Elec.)	25	-
10	Mr. Ram Ekbal Jha	Sr. Manager Logistics	15,35,508	50	01-03-1996	B.A. Hons.	25	-

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, leave encashment, 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 except Mr. Satish Agarwal whose details are mentioned above, 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.