

**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, 2022**

**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	2,99,47,151	64	21/07/1992	Licentiate Mechanical Engineer	34	-	8.49%
2	Mr. Hemant Kabra	President & CFO (Executive Director)	55,20,000	34	05/11/2011 and appointed as Executive Director w.e.f. 12/12/2017	M.B.A. Finance	11	-	4.01%

**Notes:**

- Contractual terms of Mr. Mahendrakumar Kabra and Mr. Hemant Kabra is governed by the resolutions passed by the Shareholders at the 27<sup>th</sup> & 28<sup>th</sup> Annual General Meeting of the Company held on 11<sup>th</sup> September, 2019 and 24<sup>th</sup> 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)	42,73,218	55	01/05/1997	C.A., B.Com.	29	-
2	Mr. Triloknath Yadav*	Vice President (Product Development)	29,37,036	37	01/01/2019	BE	12	Surmount Energy solution Pvt Ltd ( Patent company Maxval Technologies)
3	Mr. Prashant Gandhi	General Manager – Business Development	28,88,592	45	01/02/2021	B.E. Electronics	22	ASN Innovative Pvt. Ltd.
4	Mr. Nimesh Kapoor	Vice President Marketing	26,86,372	44	01/04/2015	MBA Marketing	19	Elektrisola India Pvt Ltd.
5	Mr. Rajeev Maheshwari	Deputy General Manager (Commercial)	25,09,330	52	17/11/2011	C.A., B.Com.	27	Poddar Pigments Ltd.
6	Mr. Navin Sethia	Manager Marketing	22,76,465	39	01/02/2007	M.B.A. Finance	15	-
7	Mr. Mani Parakkal	Vice President Marketing South Head	21,52,699	54	01/04/1999	B.A. Economics	31	M/s. Mahesh Vidyut Udyog
8	Mr. Ram Ekbal Jha	Sr. Manager Logistics	21,43,257	51	01/03/1996	B.A. Hons.	26	-
9	Prakash Thakur	Assistant General Manager (Operations)	21,23,449	50	23/08/2008	B.E. Electronics & Telecom	27	Tata Motors Ltd.
10	Mr. Parshuram Sawant	Manager Marketing	21,12,714	49	08/02/1999	B.A.	23	-
11	Hiralal Khairnar	Assistant General Manager (Operations)	21,06,685	53	09/07/1999	MSC	29	HTP LTD. AURANGABAD

\* Resigned w.e.f. 31<sup>st</sup> August, 2021

**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 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.