

INFORMATION AS PER RULE 5(2) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014 AND FORMING PART OF THE BOARD'S REPORT FOR THE YEAR ENDED MARCH 31, 2024

A. Particulars of top ten employess and those employed throughout the year and in receipt of remuneration aggregating not less than Rs.1,02,00,000/- for the year ended March 31, 2024

S.No.	Employee Name	Date of Joining	Earnings (Rs. in Million)	Age Years	Designation	Date of Commencement of Employment	Qualification	Total Experience (Years)	Particulars of Previous Employment
1	Jairam Varadaraj	May 29, 1992	23.43	63	Managing Director	May 29, 1992	B.Com, MBA, PhD (USA);	34	-
2	Bheemsingh Melchisedec D	January 20, 2022	18.39	56	Director-Operations	January 20, 2022	MSc, MBA;	28	Rane Light Metal Castings Inc
3	Nitesh Jain	April 28, 2023	18.30	42	Chief Human Resource Officer	April 28, 2023	B.E, PGDHR;	19	Glenmark Phamaceuticals Limited
4	Jayakanthan R*	January 07, 2009	18.18	59	Chief Financial Officer	January 07, 2009	B.Com;	39	Kennametal India Limited
5	Venu Madhav K	January 31, 1998	17.31	52	Director-Technology	January 31, 1998	M.Tech, PhD;	28	Gas Turbine Research Establishment
6	Premendra	March 15, 2023	16.61	46	Chief Strategy Officer	March 15, 2023	B.Tech,MBA, PhD;	19	J.K Paper Limited
7	Vijayakumar V P	October 01, 2012	12.06	57	Head-Design	October 01, 2012	M.E;	31	Ergoform Consulting Private Limited
8	Salim P R	March 09, 2009	11.33	58	VP-Special Projects (Motor)	March 09, 2009	B.Tech, M.S;	36	LG Electronics Limited
9	Lalit Chaturvedi	October 05, 2020	11.30	51	VP-Organization Development & Talent Management	October 05, 2020	Bsc, MSW;	30	Bosch Limited

*Mr. Jayakanthan R was relinquished from the position of Chief Financial Officer of the Company with effect from March 18, 2024

B. Employed for part of the year and in receipt of remuneration aggregating not less than Rs. 8,50,000/- per month

S.No.	Employee Name	Date of Joining	Earnings (Rs.)	Age Years	Designation	Date of Commencement of Employment	Qualification	Total Experience (Years)	Particulars of Previous Employment
1	Sriram S	July 11, 2007	24.09	65	Director-Special Projects	July 11, 2007	BSc, FCA, FCMA & CISA;	40	Cholayil Private Limited
2	Ambat Rajesh Premchandran	June 04, 2018	12.17	53	Director-ISAAME	June 04, 2018	B.E;	32	Danfoss Industries Pvt Limited

Notes:

- Nature of employment of Mr. Jairam Varadaraj, Managing Director and Mr. Anvar Jay Varadaraj, Executive Director of the Company are contractual. All other Executives are on the permanent rolls of the Company.
- Mr. Jairam Varadaraj is related to Mr. Sudarsan Varadaraj, Director and Mr. Anvar Jay Varadaraj, Executive Director, as per the definition of "Relative" under Section 2(77) of the Companies Act, 2013. No other employees mentioned above are related to any Directors of the Company.
- Remuneration includes salary, allowances, contribution to Provident Fund and other taxable perquisites and also performance linked pay paid during the year.
- None of the employees is covered under Rule 5(2)(iii) of The Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 of Section 197 of the Companies Act, 2013.
- None of the employees is covered under Rule 5(3)(viii) of The Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 of Section 197 of the Companies Act, 2013.
- Mr. Jairam Varadaraj holds 8.9% of the equity share capital of the Company. None of the other employees holds 2% or more of the paid up equity share capital of the Company as per clause (iii) of sub-rule (2) of Rule 5 of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.
- In terms of the proviso to Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, particulars of employees posted and working in a country outside India, not being Directors or their relatives, drawing salary more than the prescribed limits have not been included in the above statement.