

**Statement containing the particulars of employees under Section 197(12) of the Act
read with Rule 5(2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 as on March 31, 2020.**

A Top Ten Employees in terms of remuneration drawn

Sr. No.	Name	Age (in Years)	Designation	Remuneration (in ₹)	Qualification	Date of Commencement of employment	Experience (in years)	Last employment held
1	Mr. Satyanarayan Nuwal	68	Chairman & Executive Director	1,20,00,000	Undergraduate	February 24, 1995	25	NA
2	Mr. Manish Nuwal	46	Managing Director & CEO	1,20,00,000	Chartered Accountant	October 25, 2008	11	NA
3	Mr. Anil Kumar Jain	69	Executive Director	42,51,131	BE (Chemical)	November 18, 2000	44	Rajasthan Explosives & Chemicals Ltd, Dholpur
4	Mr. Suresh Menon	60	Executive Director	39,47,086	B.Tech (Mining), (IIT-K)	November 05, 2018	38	Keltech Energies Ltd
5	Mr. Nilesh Panpalia	50	Chief Financial Officer	32,28,120	BE (Electronics) MMS (Finance)	August 01, 2005	23	Cosmo Films
6	Mr. Moneesh Agrawal	45	Group Controller - Accounts	33,12,470	CA, B.Com.	June 11, 2019	18	VFS Global Services Pvt.Ltd
7	Mr. Vivek Aparajit	53	Sr. General Manager - IT	31,53,923	BE (Industrial Engg.) PG-DBM	September 09, 2010	29	KEC International Ltd.
8	Mr. Manoj Lalwani	53	General Manager- Sales & Marketing	22,48,500	BE(Mining), MBA(Marketing)	December 10, 2015	31	Deepak Fertilizers
9	Mr. Ashish Kumar Srivastav	56	Sr. General Manager - Works	21,91,333	MSc (Chemistry)	June 19, 2004	34	Noble Explochem
10	Mr. Shyam Sunder Mishra	55	Sr. General Manager - Projects	20,38,732	BE (Mining)	April 18, 2004	31	Noble Explochem

B Employees employed throughout the year and were in receipt of remuneration of non less than Rs. 102,00,000/- (Rupees One Crore Two Lakhs Only) per annum.

Sr. No	Name	Age (in Years)	Designation	Remuneration (in ₹)	Qualification	Date of Commencement of employment	Experience (in years)	Last employment held
1	Mr. Satyanarayan Nuwal	68	Chairman & Executive Director	1,20,00,000	Undergraduate	February 24, 1995	25	NA
2	Mr. Manish Nuwal	46	Managing Director & CEO	1,20,00,000	Chartered Accountant	October 25, 2008	11	NA

C Employees employed for part of the year and were in receipt of remuneration of not less than Rs. 8,50,000 (Rupees Eight Lakh Fifty Thousand only) per month.

There was no such employee in the Company during the financial year ended March 31, 2020.

Remuneration includes salary, bonus, commission, various allowances, performance incentive, contribution to provident fund and superannuation fund and taxable value of perquisites but excludes provision for gratuity and leave encashment