

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, 2024

A Top Ten Employees in terms of remuneration drawn

Sr. No.	Name	Age (in Years)	Designation	Drawn Remuneration (in ₹)	Nature of Employment	Qualification	Date of Commencement of employment	Experience (in years)	% of equity shares held by the employee in the Company	Last employment held
1	Manish Satyanarayan Nuwal	50	Managing Director & CEO	16,55,16,800	Permanent	CA	25-10-2008	25	38.9347	NA
2	Milind Bhalchandra Deshmukh	59	Executive Director	96,29,383	Permanent	BE	01-10-2021	35	NIL	Nigachem Nigeria Ltd
3	Suresh Menon	64	Executive Director	93,08,864	Permanent	BE	11-05-2018	42	NIL	Keltech Energies Ltd
4	Moneesh Agrawal	50	Joint Chief Finance Officer	46,88,305	Permanent	CA	11-06-2019	24	NIL	VFS Global Services
5	Manoj Kumar Lalwani	57	Sr. General Manager	45,99,164	Permanent	BE & MBA	10-12-2015	35	NIL	Deepak Fertilizers Ltd
6	Avinash Kumar Gupta	63	Sr. General Manager	44,77,522	Permanent	BE	11-11-2021	43	NIL	Tata Motors Ltd
7	Shalinee Manish Mandhana	46	Joint Chief Finance Officer	41,01,835	Permanent	CA	23-11-2016	21	NIL	Nagpur Nagrik Sahkari Bank
8	Kedar Deepak Ambikar	42	General Manager	40,18,257	Resigned	MBA	15-03-2021	19	NIL	Varroc Polymers Pvt Ltd
9	Ashish Kumar Srivastava	60	Sr. General Manager	38,20,648	Permanent	M.sc	19-06-2004	38	NIL	Nobel Explochem
10	Purushottam Pundlikrao Deotare	61	Sr. General Manager	37,40,253	Permanent	B.Tech	01-11-2010	35	NIL	Sua Explosives & Accessories Pvt Ltd

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.

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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