

**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, 2019.**

**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       | Shri Satyanarayan Nuwal      | 67             | Chairman & Executive Director      | 1,20,00,000         | Undergraduate                     | February 24, 1995                  | 24                    | NA   |
| 2       | Shri Kailashchandra Nuwal    | 62             | Vice-Chairman & Executive Director | 1,20,00,000         | Graduate                          | October 25, 2005                   | 23                    | NA   |
| 3       | Shri Manish Nuwal            | 45             | Managing Director & CEO            | 1,20,00,000         | Chartered Accountant              | October 25, 2008                   | 10                    | NA   |
| 4       | Shri Anil Kumar Jain         | 68             | Executive Director                 | 42,51,131           | BSC, BE (Chemical)                | November 18, 2000                  | 43                    | Rajasthan Explosives & Chemicals Ltd., Dholpur |
| 5       | Shri Suresh Menon            | 59             | Executive Director                 | 39,47,086           | B.Tech (Mining), (IIT-K)          | November 05, 2018                  | 37                    | Keltech Energies Ltd.                          |
| 6       | Shri Nilesh Panpaliya        | 49             | Chief Financial Officer            | 32,60,600           | B.E. (Electronics), MMS (Finance) | August 01, 2005                    | 22                    | Cosmos Films                                   |
| 7       | Shri Sarajit Kumar Pathak    | 54             | General Manager- Sales & Marketing | 22,63,366           | BE (Mining)                       | July 03, 2018                      | 32                    | Nav Bharat Fuse Company Ltd.                   |
| 8       | Shri Manoj Lalwani           | 52             | General Manager- Sales & Marketing | 22,48,500           | BE(Mining), MBA(Marketing)        | December 10, 2015                  | 30                    | Deepak Fertilizers                             |
| 9       | Shri Ashish Kumar Srivastava | 55             | Sr. General Manager - Works        | 21,91,333           | MSc (Chemistry)                   | June 19, 2004                      | 33                    | Noble Explochem Limited                        |
| 10      | Shri Shyam Sunder Mishra     | 54             | Sr. General Manager - Projects     | 20,38,732           | BE (Mining)                       | April 18, 2005                     | 30                    | Noble Explochem Limited                        |

**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       | Shri Satyanarayan Nuwal   | 67             | Chairman & Executive Director      | 1,20,00,000         | Undergraduate        | February 24, 1995                  | 24                    | NA                   |
| 2       | Shri Kailashchandra Nuwal | 62             | Vice-Chairman & Executive Director | 1,20,00,000         | Graduate             | October 25, 2005                   | 23                    | NA                   |
| 3       | Shri Manish Nuwal         | 45             | Managing Director & CEO            | 1,20,00,000         | Chartered Accountant | October 25, 2008                   | 10                    | 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, 2019.

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