

**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, 2021**

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	69	Chairman & Executive Director	1,20,00,000	Undergraduate	February 24, 1995	26	NA
2	Mr. Manish Nuwal	47	Managing Director & CEO	1,20,00,000	Chartered Accountant	October 25, 2008	12	NA
3	Mr. Anil Kumar Jain	70	Executive Director	42,51,131	BE (Chemical)	November 18, 2000	45	Rajasthan Explosives & Chemicals Ltd, Dholpur
4	Mr. Suresh Menon	61	Executive Director	39,47,086	B.Tech (Mining), (IIT-K)	May 11, 2018	39	Keltech Energies Ltd
5	Mr. Nilesh Panpalia	51	Chief Financial Officer	32,28,120	BE (Electronics) MMS (Finance)	August 01, 2005	24	Cosmo Films
6	Mr. Moneesh Agrawal	46	Group Controller - Accounts	33,12,470	CA, B.Com.	June 11, 2019	19	VFS Global Services Pvt.Ltd
7	Mr. Vivek Aparajit	54	Sr. General Manager - IT	31,53,923	BE (Industrial Engg.) PG-DBM	September 09, 2010	30	KEC International Ltd.
8	Mr. Manoj Lalwani	54	General Manager- Sales & Marketing	22,48,500	BE(Mining), MBA(Marketing)	December 10, 2015	32	Deepak Fertilizers
9	Mr. Ashish Kumar Srivastav	57	Sr. General Manager - Works	21,91,333	MSc (Chemistry)	June 19, 2004	35	Noble Explochem
10	Mr. Shyam Sunder Mishra	56	Sr. General Manager - Projects	20,38,732	BE (Mining)	April 18, 2004	32	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.

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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