

**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, 2022**

A Top Ten Employees in terms of remuneration drawn

Sr No	Emp Name	Age	Designation	Remuneration	Qualification	DOJ	Experience	Last Employment Held
1	Mr. Satyanarayan Nuwal	70	Chairman & Executive Director	117,000,000	Undergraduate	24.02.1995	40	NA
2	Mr. Manish Nuwal	48	Managing Director & CEO	45,000,000	CA	25.10.2008	23	NA
3	Mr. Suresh Menon	62	Executive Director	6,169,635	BE	11.05.2018	40	Keltech Energies Ltd
4	Mr. Milind Deshmukh	56	Executive Director	5,688,754	Master of Management Studies	01.10.2021	33	Nigachem Nigeria Ltd
5	Mr. Moneesh Agrawal	47	Joint CFO	4,000,000	CA	11.06.2019	22	VFS Global Services
6	Mr. Kedar Deepak Ambikar	39	General Manager	3,600,608	MBA	15.03.2021	17	Varroc Polymers Pvt Ltd
7	Mr. Manoj Lalwani	55	Sr.General Manager	3,543,443	BE	10.12.2015	33	Deepak Fertilizers Ltd
8	Mr. Ashish Kumar Shrivastav	58	Sr.General Manager	3,177,775	M.Sc	19.06.2004	36	Nobel Explochem
9	Mr. Shyam Sunder Mishra	57	Sr.General Manager	3,023,156	BE	18.04.2005	31	Nobel Explochem
10	Mr. Purushottam Deotare	59	Sr.General Manager	2,917,008	BE	01.11.2010	33	Sua Explosive & 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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1	Mr. Satyanarayan Nuwal	70	Chairman & Executive Director	117,000,000	Undergraduate	24.02.1995	40	NA
2	Mr. Manish Nuwal	48	Managing Director & CEO	45,679,548	CA	25.10.2008	23	NA

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