

**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, 2023**

**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      | 49             | Managing Director & CEO     | 3,06,79,548               | Permanent            | CA   | October 25, 2008                   | 24                    | 38.9347  | NA   |
| 2       | Suresh Menon                   | 63             | Executive Director          | 88,24,224                 | Permanent            | BE   | May 11, 2018                       | 41                    | Nil  | Keltech Energies Limited                     |
| 3       | Milind Bhalchandra Deshmukh    | 58             | Executive Director          | 85,83,012                 | Permanent            | BE   | October 1, 2021                    | 34                    | Nil  | Nigachem Nigeria Limited                     |
| 4       | Prashant Joshi                 | 60             | Sr. General Manager         | 47,06,172                 | Permanent            | M.sc Statistics & PG Diploma in Operational Research | October 11, 2021                   | 38                    | Nil  | Bridgestone India Private Limited            |
| 5       | Moneesh Agrawal                | 49             | Joint Chief Finance Officer | 45,91,104                 | Permanent            | CA   | June 11, 2019                      | 23                    | Nil  | VFS Global Services Private Limited          |
| 6       | Avinash Kumar Gupta            | 62             | Sr. General Manager         | 45,51,324                 | Permanent            | BE   | November 11, 2021                  | 42                    | 0  | Tata Motors Limited                          |
| 7       | Manoj Kumar Lalwani            | 56             | Sr. General Manager         | 44,82,228                 | Permanent            | BE   | December 10, 2015                  | 34                    | Nil  | Deepak Fertilizers Limited                   |
| 8       | Kedar Deepak Ambikar           | 41             | General Manager             | 39,64,428                 | Permanent            | MBA  | March 15, 2021                     | 18                    | 0  | Varroc Polymers Private Limited              |
| 9       | Ashish Kumar Srivastava        | 59             | Sr. General Manager         | 37,83,636                 | Permanent            | B.sc   | June 19, 2004                      | 37                    | Nil  | Nobel Explochem Limited                      |
| 10      | Purushottam Pundlikrao Deotare | 60             | Sr. General Manager         | 37,04,628                 | Permanent            | BE   | November 1, 2010                   | 34                    | Nil  | Sua Explosives & Accessories Private Limited |

**B Employees employed throughout the year and were in receipt of remuneration of not less than Rs. 102,00,000/- (Rupees One Crore Two Lakhs Only) per annum.**

| Sr. No. | Name                      | Age (in Years) | Designation | 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 | 49             | MD & CEO    | 3,06,79,548         | Permanent            | CA            | October 25, 2008                   | 24                    |  | 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