



INFORMATION U/S 197 OF THE COMPANIES ACT, 2013 READ WITH RULE 5 (2) AND (3) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014 AND FORMING PART OF THE DIRECTORS' REPORT AND MANAGEMENT DISCUSSION AND ANALYSIS FOR THE YEAR ENDED 31ST MARCH, 2025

(A) Top Ten Employees of the Company in terms of remuneration drawn

Sr. No	Name	Age	Qualification	Designation	Date of Commencement of Employment in Copmany	Experience (Years)	Remuneration (₹)	Particulars of Last Employment, Employer, Last Post
1	Vipul Mathur	55	MBA	Managing Director	02-Feb-01	33	7,77,01,645	Man Industries (India) Ltd
2	Godfrey John	60	MBA	CEO-Pipes	11-Jun-12	36	3,48,16,709	Ferro Tech India Pvt. Ltd.
3	Percy Kershasp Birdy	57	CA	President	11-Jun-18	36	2,15,61,754	Allanasons Group
4	Nitin Agarwal	42	MBA/PGDM	CEO-Steel	20-Apr-07	18	1,91,21,095	Welspun Tubular LLC
5	Tribhuwan Singh Kathayat	54	BSC/DME/MBA	President	20-Jun-96	34	1,68,57,510	Jindal Organisation
6	Atul Trivedi	51	CA	President	14-May-07	28	1,51,94,754	Tata Consultancy
7	Sureshchander Harikishan Darak	57	B. Com/ DITM	President	02-Jan-08	36	1,41,21,291	Reliance Industries Ltd.
8	Harishchandra Gupta	59	Mcom/ LLB/LLB/MBA	President	07-Apr-07	18	1,38,37,059	Idea cellular Ltd.
9	Anil Nimbargi	60	B.sc + MBA	Senior Vice President	09-Sep-09	32	1,37,60,311	Ispat Industries
10	Manish Pathak	57	BE Mech	President	26-Jun-08	34	1,24,00,969	Man Industries (India) Ltd

(B) Employed throughout the financial year under review and were In receipt of remuneration for the financial year in the aggregate of not less than ₹1,02,00,000/- P.a.

Sr. No	Name	Age	Qualification	Designation	Date of Commencement of Employment in Copmany	Experience (Years)	Remuneration (₹)	Particulars of Last Employment, Employer, Last Post
1	Nitin Goyal	43	B. Com (Hons) + ICWA + CA + LLB + DISA	Vice President	24-Jan-22	25	1,20,61,658	Ernst & Young
2	Rupak Ghosh	56	Cost Accountant, Chartered Accountant	President	29-Oct-07	32	1,18,51,438	Blue Star Ltd.
3	Ketan Hasmukhlal Patel	55	CA	Senior Vice President	03-Nov-15	10	1,13,42,256	JSW Steel Limited
4	Bidisha Banerjee	45	MBA	Senior Vice President	09-Jul-18	24	1,11,05,860	Future Group
5	Dr. Manish Lunker	55	B.Sc., PGDM, Phd.	Senior Vice President	10-Jul-23	32	1,10,75,995	Larsen & Toubro Ltd.
6	Ashish Guwalani	47	BE/B. Tech, MBA	Vice President	03-May-04	24	1,04,41,058	Fresher
7	Girish Chanda	52	BE/B. Tech, PGD in Materials Management	Vice President	22-Sep-98	27	1,03,69,698	Pennwalt India Ltd

(C) Employed for part of the financial year under review (joined during the year) and were in receipt of remuneration at the rate of not less than ₹8,50,000/- per month

Sr. No	Name	Age	Qualification	Designation	Date of Commencement of Employment in Copmany	Experience (Years)	Remuneration (₹)	Particulars of Last Employment, Employer, Last Post
1	Arun Kumar G R	54	Chartered Accountant	Group CFO	20-May-24	31	4,76,07,521	Ola Electric Technologies Pvt Ltd
2	Ghanashyam Parida	56	B.E., MBAMaster In Management Studies	President	05-Apr-24	33	1,17,40,265	Hindalco Industries Limited, Sambalpur, Odisha
3	Shyam Maheshwari	52	Chartered Accountant	Vice President	05-Jun-24	26	1,02,85,875	Jindal Steel & Power
4	Sharad Agarwal	48	Chartered Accountant	Vice President	14-May-24	23	92,69,056	Aditya Birla Fashion and Retail Limited
5	Bindu Nambiar	52	B.Pharm, Dip. In Export Management, Diploma in HR	Vice President	13-May-24	31	83,14,784	Amaris Consultants
6	Satish Patil	55	BE/B.Tech, PGDM in Finance	Senior Vice President	03-Sep-24	31	80,28,872	Triveni Engg Industries Limited

(D) Employed for part of the financial year under review (left during the year) and were in receipt of remuneration at the rate of not less than ₹8,50,000/- per month

Sr. No	Name	Age	Qualification	Designation	Date of Commencement of Employment in Copmany	Experience (Years)	Date of Cessation of Employment from the Company	Remuneration (₹)	Particulars of Last Employment, Employer, Last Post
1	Hukumchand Chandratan Lakhotiya	56	ME/M.Tech	President	31-Oct-2023	30.00	31-Jan-2025	2,18,02,668	JK Files Engineering Ltd, (Raymond Group)
2	Gaurav Merchant	52	B.Com, PGDM	Vice President	15-Jan-2014	27.00	31-Mar-2025	1,02,66,020	Essar Steel Ltd
3	Priyaranjan Kumar	56	B.Sc+BGL+MBA	President	04-Jan-23	32.00	30-Jul-2024	49,82,484	Navin Fluorine International Ltd

1. The aforementioned employees have / had permanent employees of the Company.
2. Employees mentioned above are neither relatives of any directors of the Company, nor hold 2% or more of the paid-up equity share capital of the Company as per Clause (iii) of sub-rule (2) of Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.
3. Mr. Vipul Mathur exercised 13,97,500 stock options of the Company vested earlier. The perquisite amount on exercise of these options was ₹ 84 Crore is excluded from remuneration for the year 2024-25. Remuneration excludes amortization of fair value of employee share based payments under IND-AS 102.
4. The above figures do not include provisions for encashable leave, gratuity and premium paid for group health insurance, as separate actuarial valuation / premium paid are not available.