

WELSPUN CORP LIMITED

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, 2026

(A) TOP TEN EMPLOYEES OF THE COMPANY IN TERMS OF REMUNERATION DRAWN

Sr. No	NAME	AGE	QUALIFICATION	DESIGNATION	DATE OF COMMENCEMENT OF EMPLOYMENT IN COMPANY	EXPERIENCE (Years)	REMUNERATION (RS.)	PARTICULARS OF LAST EMPLOYMENT, EMPLOYER, LAST POST
1	Vipul Mathur	56	MBA	Managing Director & CEO	02-Feb-01	34	8,31,49,543	Man Industries (India) Ltd
2	Godfrey John	61	MBA	CEO-Pipe	11-Jun-12	37	3,64,16,896	Ferro Tech India Pvt. Ltd.
3	Percy Birdy	58	CA	President	11-Jun-18	37	2,38,34,554	Allanasons Group
4	Nitin Agarwal	43	MBA/PGDM	CEO-Steel	20-Apr-07	19	2,06,17,229	Welspun Tubular LLC
5	Shailesh Apte	45	M.COM+ CA	President	13-Sep-21	22	2,00,12,477	JSW Steel
6	Atul Trivedi	52	CA	President	14-May-07	19	1,89,02,921	Tata Consultancy
7	Subhendu Mishra	54	B.E./ PGDM	President	19-Aug-24	32	1,86,86,676	Aditya Birla Group
8	Bharat Thanvi	52	BE (Mech) + GDMM (MM)	President	27-Jan-96	32	1,83,85,238	-
9	Tribhuvan Singh Kathayat	55	BSC/DME/MBA	President	20-Jun-96	35	1,80,57,044	Jindal Organisation
10	Shyam Sundar Maheshwari	53	CA	Vice President	05-Jun-24	27	1,61,46,946	Jindal Steel and Power

(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 RS. 1,02,00,000/- P.A.

Sr. No	NAME	AGE	QUALIFICATION	DESIGNATION	DATE OF COMMENCEMENT OF EMPLOYMENT IN COMPANY	EXPERIENCE (Years)	REMUNERATION (RS.)	PARTICULARS OF LAST EMPLOYMENT, EMPLOYER, LAST POST
1	Sureshchander Harikishan Darak	58	B. Com/ DITM	President	02-Jan-08	27	1,55,94,912	Reliance Industries Ltd.
2	Ravi Bhushan Singh	49	BE + PGDBM	Senior Vice President	03-May-23	27	1,41,67,589	Odgers Berndtson
3	Harishchandra Gupta	59	Mcom/ LLB/BLLB/MBA	President	07-Apr-07	19	1,38,37,059	Idea cellular Ltd.

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4	Satish Patil	56	BE/B.Tech, PGDM in Finance	Sr VP & CDIO	03-Sep-24	31	1,35,02,293	Triveni Engg Industries Limited
5	Rupak Ghosh	57	Cost Accountant, CA	President	29-Oct-07	33	1,35,02,293	Blue Star Ltd.
6	Sharad Agarwal	49	CA	Vice President & CFC - Pipes	17-Feb-16	24	1,12,26,329	Aditya Birla Fashion and Retail Limited
7	Nitin Goyal	44	B.Com(Hons)+ICWA+CA+LLB+DISA	Vice President	24-Jan-22	21	1,12,06,029	Ernst & Young
8	Ketan Hasmukhlal Patel	56	CA	Senior Vice President	03-Nov-15	11	1,11,18,867	JSW Steel Limited
9	Vaibhav Nagori	36	CA	Assistant Vice President	07-Feb-22	13	1,09,99,627	Piramal Enterprises
10	Girish Chanda	53	BE/B.Tech, PGD in Materials Management	Vice President	22-Sep-98	28	1,06,29,661	Pennwalt India Ltd
11	Ashish Guwalani	48	BE/B.Tech, MBA	Vice President	03-May-04	25	1,06,11,841	Fresher
12	Bindu Nambiar	53	B.Pharm, Dip. In Export Management, Diploma in HR	Vice President & Head HR	13-May-24	32	99,21,490	Amaris Consultants

(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 RS. 8,50,000/- PER MONTH

Sr. No	NAME	AGE	QUALIFICATION	DESIGNATION	DATE OF COMMENCEMENT OF EMPLOYMENT IN COMPANY	EXPERIENCE (Years)	REMUNERATION (RS.)	PARTICULARS OF LAST EMPLOYMENT, EMPLOYER, LAST POST
1	Rakesh Mehta	57	B.Sc., MBA	President	13-Oct-25	33	1,11,78,082	UNO Minda
2	Neelu Chowdhary	52	CA	Senior Vice President	16-Feb-26	20	28,69,425	Mahindra Logistics 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 RS. 8,50,000/- PER MONTH

Sr. No,	NAME	AGE	QUALIFICATION	DESIGNATION	DATE OF COMMENCEMENT OF EMPLOYMENT IN THE COMPANY	DATE OF CESSATION OF EMPLOYMENT FROM THE COMPANY	EXPERIENCE (Years)	REMUNERATION (RS.)	PARTICULARS OF LAST EMPLOYMENT, EMPLOYER, LAST POST
1	Arun Kumar G R	55	CA	Director	20-May-24	31-Oct-25	32	3,20,83,333	Ola Electric Technologies Pvt Ltd
2	Bidisha Banerjee	45	MBA	Senior Vice President	09-Jul-18	30-Jul-25	8	38,20,663	Future Group
3	Ghanashyam Parida	56	B.E., MBAMaster In Management Studies	President	05-Apr-24	20-Jan-2026	33	99,74,256	Hindalco Industries Limited, Sambalpur, Odisha
4	Dr. Manish Lunker	56	B.Sc., PGDM, P.hd.	Senior Vice President	10-Jul-23	13-Jan-26	33	92,65,165	Larsen & Toubro Ltd.

- The aforementioned employees have / had permanent employees of the Company.
- 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.
- Mr. Vipul Mathur exercised 5,68,750 stock options of the Company vested during the year. The perquisite amount on exercise of these options was Rs. 43.04 Crore which is excluded from remuneration for the year 2025-26. Remuneration excludes amortization of fair value of employee share based payments under IND AS 102.
- The above figures do not include provisions for encashable leave, gratuity and premium paid for group health insurance, as separate actuarial valuation / premium Annual Report 2025-26 paid are not available