

INFORMATION AS PER RULE 5(2) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014 AND FORMING PART OF THE BOARD'S REPORT FOR THE YEAR ENDED MARCH 31, 2022

A. Particulars of top ten employees and those employed throughout the year and in receipt of remuneration aggregating not less than Rs.1,02,00,000/- for the year ended March 31, 2022

S.No.	Employee Name	Date of Joining	Earnings (Rs.)	Age Years	Designation	Date of Commencement of Employment	Qualification	Total Experience (Years)	Particulars of Previous Employment
1	Jairam Varadaraj	29-05-1992	18.17	60	Managing Director	29-05-1992	B.Com, MBA, PhD (USA)	32	-
2	Sebi Chacko	15-02-2021	17.26	53	Chief Human Resource Officer	15-02-2021	B.Com, PGD PM & IR	24	Syngene International Limited
3	Sriram Srinivas	11-07-2007	14.00	63	Director- Internal Audit	11-07-2007	Bsc, FCA, FCMA & CISA	38	Cholayil Private Limited
4	Jayakanthan R	07-01-2009	13.50	57	Chief Financial Officer	07-01-2009	B.Com	34	Kennametal India Limited
5	Venu Madhav K	31-01-1998	13.10	50	Director-Technology	31-01-1998	M.Tech, PhD	25	Gas Turbine Research Establishment
6	Ambat Rajesh Premchandran	04-06-2018	12.18	51	Director-ISAAME	04-06-2018	B.E	30	Danfoss Industries Pvt Limited
7	Ajit Singh	01-04-2019	10.27	54	Director-PMMO	01-04-2019	B.Tech, MBA	32	Busch Vaccum India Pvt Limited
8	Vijayakumar V.P	01-10-2012	9.40	55	Head-Design	01-10-2012	ME	28	Ergoform Consulting Private Limited
9	Salim P.R	09-03-2009	8.88	56	VP-Special Projects (Motor)	09-03-2009	B.Tech, MS	32	LG Electronics Limited
10	Raajeshwar M.K	17-04-2006	8.61	50	VP & Head – Industrials (ISA)	17-04-2006	BE; MBA	28	Tega Industries Limited

B. Employed for part of the year and in receipt of remuneration aggregating not less than Rs. 8,50,000/- per month

S.No.	Employee Name	Date of Joining	Earnings (Rs.)	Age Years	Designation	Date of Commencement of Employment	Qualification	Total Experience (Years)	Particulars of Previous Employment
1	Bheemsingh Melchisedec	20-01-2022	3.93	55	Director - Operations	20-01-2022	Msc, MBA	26	TI Cycles, Rane Light Metal Castings

Notes:

- 1 Nature of employment of Mr. Jairam Varadaraj, Managing Director of the Company is contractual. All other Executives are on the permanent rolls of the Company.
- 2 Mr. Jairam Varadaraj is related to Mr. Sudarsan Varadaraj, Director and Mr. Anvar Jay Varadaraj, Executive Director, as per the definition of "Relative" under Section 2(77) of the Companies Act, 2013. No other employees mentioned above are related to any Directors of the Company.
- 3 Remuneration includes salary, allowances, contribution to Provident Fund and other taxable perquisites and also performance linked pay paid during the year.
- 4 None of the employees is covered under Rule 5(2)(iii) of The Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 of Section 197 of the Companies Act, 2013.
- 5 None of the employees is covered under Rule 5(3)(viii) of The Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 of Section 197 of the Companies Act, 2013.
- 6 Mr. Jairam Varadaraj holds 8.9% of the equity share capital of the Company. None of the other employees holds 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 Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.
- 7 In terms of the proviso to Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, particulars of employees posted and working in a country outside India, not being Directors or their relatives, drawing salary more than the prescribed limits have not been included in the above statement.