

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, 2025

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, 2025

S. No.	Employee Name	Earnings (Rs. in Million)	Age Years	Designation	Date of Commencement of Employment	Qualification	Total Experience (Years)	Particulars of Previous Employment
1.	Venu Madhav K	52.16	53	Director - Product Excellence & Innovation	January 31,1998	M.Tech, PhD	29	Gas Turbine Research Establishment
2.	Ramesh Ponnuswami	36.19	56	Executive Director	November 07, 2011	BE (Mechanical), MBA	32	EID Parry (I) Limited
3.	Jairam Varadaraj	25.54	63	Managing Director	May 29, 1992	B.Com, MBA, PhD (USA)	33	-
4.	Nitesh Jain	24.20	43	Chief Human Resource Officer	April 28, 2023	B.E, PGDHR	21	Glenmark Phamaceuticals Limited
5.	Bheemsingh Melchisedec D	20.06	57	Director - Operations	January 20, 2022	MSc, MBA	29	Rane Light Metal Castings Inc
6.	Bhaves Karia	19.09	51	President - ISAAME & SEA	November 02, 2023	BE (Production), MEP	22	Aswan International Engineering
7.	Indranil Sen	17.80	46	Chief Financial Officer	March 18, 2024	BCom, CA	21	Biocon Limited
8.	Anvar Jay Varadaraj	17.60	38	Chief Operating Officer	March 02, 2015	BA, MBA	16	Mars Incorporation
9.	Vijayakumar V.P*	13.17	58	Head - Design	October 01, 2012	M.E	31	Ergoform Consulting Private Limited
10.	Premendra	13.11	47	Chief Strategy Officer	March 15, 2023	B.Tech, MBA, PhD	21	J.K Paper Limited
11.	Salim P.R	12.47	59	VP - Special Projects (Motor)	March 09, 2009	B.Tech, M.S	37	LG Electronics Limited
12.	Lalit Chaturvedi	12.36	52	VP - Organization Development & Talent Management	October 05, 2020	Bsc, MSW	30	Bosch Limited
13.	Subash Ramdoss	11.52	45	Head - ME, MBD & Mission K2 project	June 10, 2002	BE (Mechanical)	23	-
14.	Shyam Vasudevan	11.24	59	VP - Secretarial & Legal	June 16, 2014	BA, LLB, PG Diploma (PM & IR)	35	CSS Corp Private Limited
15.	Sujit Prasad	11.27	45	Vice President & Head COE-C&B, HRMS & Analytics	September 28, 2023	BSc (IT), MBA, PG Diploma (HRM)	20	Lupin Limited

*Mr. Vijayakumar V.P is no longer serving the Company. He had resigned as on 31st March 2025.

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	Earnings (Rs. in Million)	Age Years	Designation	Date of Commencement of Employment	Qualification	Total Experience (Years)	Particulars of Previous Employment
1.	Jayakanthan R	55.31	60	Chief Financial Officer - Designate	January 07, 2009	B.Com	37	Kennametal India Limited

Notes:

- Nature of employment of Mr. Jairam Varadaraj, Managing Director and Mr. Anvar Jay Varadaraj, Executive Director of the Company are contractual. All other Executives are on the permanent rolls of the Company.
- 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.
- Remuneration includes salary, allowances, contribution to Provident Fund and other taxable perquisites and also performance linked pay paid during the year.
- 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.
- 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.
- Mr. Jairam Varadaraj holds 29.01% of the equity share capital of the Company (Including shareholding held as significant beneficial owner of Dark Horse Portfolio Investment Private Limited). 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.
- 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.