

DISCLOSURE REGARDING MANAGERIAL REMUNERATION AS REQUIRED UNDER SECTION 197(12) OF THE COMPANIES ACT, 2013 READ WITH RULE 5(1) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014

1. The ratio of the remuneration of each Director to the median remuneration of the employees of the Company for the Financial Year 2020-21 and the percentage increase in remuneration of each Director, Chief Financial Officer & Company Secretary during the financial year 2020-21 are as under:

Sr. No.	Name of Director/ KMP	Designation/ Status	Remuneration of Director/ KMP for financial year 2020-21 ₹ million	% increase / (Decrease) in Remuneration in the Financial Year 2020-21 %	Ratio of remuneration of each Director/ to median Remuneration of Employees times
Remuneration paid to Non-Executive Directors					
1	Ms Pallavi Shardul Shroff	Non-Executive Chairperson/ Independent	0.5	36%	2
2	Mr Rajinder Gupta	Non-Executive Co-Chairman/ Non-Independent	215.4	-5%	898
3	Mr Dinesh Kumar Mittal	Non-Executive/ Independent	5.4	3%	23
4	Mr Rajiv Dewan	Non-Executive/ Independent	0.8	-6%	3
5	Ms Pooja Luthra	Non-Executive / Non-Independent	0.3	NA	NA
Remuneration paid to Executive Director and KMP					
6	Mr Amandeep	Managing Director / KMP	0.5	NA	NA
7	Mr Deepak Nanda	Managing Director / KMP	18.2	-22%	76
8	Mr Gunjan Shroff	Chief Financial Officer/ KMP	17.6	1%	NA
9	Ms Ramandeep Kaur	Company Secretary/ KMP	5.4	14%	NA

Mr Amandeep, Managing Director of the Company has resigned from the Directorship w.e.f. April 6, 2020. Ms Pooja Luthra was appointed as Director w.e.f. April 6, 2020. Accordingly data is not comparable.

2. During the year under review, there is an increase of 11% in the median remuneration of employees and its comparison, there is an increase of 14% in remuneration of Ms Ramandeep Kaur, Company Secretary/ KMP of the Company;
3. There were 16,111 permanent employees on the rolls of Company as on March 31, 2021;
4. It is hereby affirmed that the remuneration paid is as per the Nomination & Remuneration Policy of the Company.

Statement containing particulars of employees as per Section 197(12) of the Companies Act, 2013 read with Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and forming part of the Directors' report for the Financial year ended March 31, 2021

SNO., FULL NAME, DESIGNATION OF THE EMPLOYEE, REMUNERATION RECEIVED (INR), QUALIFICATIONS AND EXPERIENCE OF EMPLOYEE, THE AGE OF SUCH EMPLOYEE, THE LAST EMPLOYMENT HELD BY SUCH EMPLOYEE BEFORE JOINING THE COMPANY, %AGE OF EQUITY SHARES HELD BY THE EMPLOYEE, DATE OF COMMENCEMENT OF EMPLOYEMENT, DATE OF LEAVING

1, PARDEEP KUMAR MARKANDAY, CEO, 2,19,14,904, 42, MBA, 64, TRIDENT CORPORATION LTD, 0.0%, 04.02.1996, NA, 2, RAJESH GARG, CEO, 1,73,89,575, 25, B. TECH, 50, ROLTA INDIA LTD, NIL, 21.01.2019, NA, 3, ABHISHEK GUPTA, CEO, 1,73,58,545, 11, BA, 34, TRIDENT CORPORATION LTD, NIL, 01.04.2014, NA, 4, ABHAY SHUKLA, CEO, 1,63,64,695, 23, B. TECH, 51, VARDHMAN TEXTILES LTD, 0.0%, 11.04.2011, NA, 5, DEEPAK NANDA, MD, 1,63,55,955, 40, M.SC, 62, TRIDENT INFOTECH LIMITED, NIL, 01.10.2011, NA, 6, KAVISH DHANDA, CEO, 1,63,53,555, 19, MBA, 41, FIRST EMPLOYEMENT, 0.0%, 21.01.2019, NA, 7, GUNJAN SHROFF, CFO, 1,57,42,791, 19, MBA, 44, FIRST EMPLOYEMENT, 0.0%, 17.12.2018, NA, 8, NAVEET JINDAL, CEO, 1,56,78,827, 19, MBA, 44, FIRST EMPLOYEMENT, 0.0%, 01.07.2000, NA, 9, KAMAL GABA, CEO, 1,55,65,860, 25, B. TECH, 50, IKEA SERVICES INDIA PRIVATE LIMITED, NIL, 17.02.2020, NA, 10, MINAKSHI ARORA, CEO, 1,51,32,039, 7, CA, 29, FIRST EMPLOYEMENT, NIL, 07.04.2014, NA