

STATEMENT SHOWING PARTICULARS OF EMPLOYEES PURSUANT TO THE PROVISIONS OF SECTION 197(12) OF THE COMPANIES ACT, 2013 READ WITH RULE 5(2) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014.

Details of employees, who were employed for the full year ended March 31, 2021, and in receipt of the remuneration which in the aggregate was not less than ₹ 1,02,00,000/- p.a

Employee Name	Designation	Remuneration	Qualification	Total Experience in years	Date of commencement of employment	Age of such employee	Previous Employment	Whether such employee is relative of any Director
Mr. Mithun K Chittilappilly	Managing Director	5,24,44,377.00	B.Com, MBA	17	01.04.2003	40	-	-
Mr. Ramachandran Venkataraman	Director & Chief Operating Officer	21,16,62,853.00	BSC, MMM	9	02.04.2012	57	LG Electronics India Ltd	-
Mr. Sudarshan Kasturi	Chief Financial Officer	3,06,79,861.00	BE, PGDM	4	19.01.2017	55	Tiger Brands, (Nigeria)	No
Mr. Antony Sebastian K	Senior Vice President – SCM	2,03,86,434.16	DELE, EMBA	24	12.02.1996	61	-	No
Mr. Mehul Mohta	Head - Category Strategy & Go To Market	1,28,11,449.40	BE, MBA	2	15.10.2018	38	Deloitte Haskins & Sells	No
Mr. Padinjare Kolathe Rajesh	Dy General Manager – Marketing	1,27,68,796.72	BSC, PG Diploma	19	23.07.2001	45	Karnataka Soaps & Detergents Ltd	No
Mr. Narender Singh Negi	Vice President – R & D	1,22,50,360.00	BE	4	01.06.2016	48	Luminous Power Technologies Pvt Ltd	No

Mr. Sundaresh Holla	Sr General Manager - R&D (Switches)	1,12,58,352.46	BE, ME, MBA	4	22.09.2016	47	Philips Lighting India ltd	No
Mr. Muralidharan M V	Vice President - Marketing	1,02,64,081.28	BSC,PG Diploma	24	12.02.1996	61	-	No

Note :

1. Remuneration includes value of perquisites in respect of ESOP exercised.
2. As on the date of Report, Mr. Mithun K Chittilappilly, Managing Director & Member of the Promoter Group holds 25.03% of shares in the Company.
None of the employees are holding more than 2% of the paid-up capital of the Company.

For and on behalf of the Board of Director

Sd/-

Sd/-

Cherian N Punnoose
Chairman
(DIN- 00061030)

Mithun K Chittilappilly
Managing Director
(DIN- 00027610)

Date: May 26, 2021

Place: Ernakulam