

**Statement of Disclosure of Remuneration 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**

| Sr. No.                                                                                                                                                                                                                                                                                                                   | Particulars                                                                                                                                                              | Details                                                                                                                                                                                                                                                                                                                   |                                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| 1.                                                                                                                                                                                                                                                                                                                        | The ratio of the remuneration of each Director to the median remuneration of the employees of the Company for Financial Year ended March 31, 2026.                       | <b>Name</b>                                                                                                                                                                                                                                                                                                               | <b>Ratio</b>                             |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Rupinder Singh                                                                                                                                                                                                                                                                                                        | 129:1                                    |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Sudhin Bhagwandas Choksey                                                                                                                                                                                                                                                                                             | -                                        |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Shailesh Jayantilal Mehta*                                                                                                                                                                                                                                                                                            | -                                        |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Sumir Chadha                                                                                                                                                                                                                                                                                                          | -                                        |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Ms. Rachna Dikshit                                                                                                                                                                                                                                                                                                        | 5:1                                      |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Parveen Kumar Gupta                                                                                                                                                                                                                                                                                                   | 5:1                                      |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Ms. Savita Mahajan                                                                                                                                                                                                                                                                                                        | 4:1                                      |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Thomson Kadantot Thomas                                                                                                                                                                                                                                                                                               | 5:1                                      |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | *Mr. Shailesh Jayantilal Mehta, ceased to be the Non-Executive Non-Independent Director of the Company w.e.f. 01 April, 2025                                                                                                                                                                                              |                                          |
| 2.                                                                                                                                                                                                                                                                                                                        | The percentage increase/(decrease) in remuneration of each Director, Chief Financial Officer, Chief Executive Officer, Company Secretary or Manager, if any, in FY25-26. | <b>Name</b>                                                                                                                                                                                                                                                                                                               | <b>Percentage (Increase/ decrease) *</b> |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Rupinder Singh                                                                                                                                                                                                                                                                                                        | 18%                                      |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Sudhin Bhagwandas Choksey                                                                                                                                                                                                                                                                                             | -                                        |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Shailesh Jayantilal Mehta**                                                                                                                                                                                                                                                                                           | -                                        |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Sumir Chadha                                                                                                                                                                                                                                                                                                          | -                                        |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Ms. Rachna Dikshit                                                                                                                                                                                                                                                                                                        | -                                        |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Parveen Kumar Gupta                                                                                                                                                                                                                                                                                                   | 11%***                                   |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Ms. Savita Mahajan                                                                                                                                                                                                                                                                                                        | -                                        |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Thomson Kadantot Thomas                                                                                                                                                                                                                                                                                               | (2)%s***                                 |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Mr. Ashish Gupta                                                                                                                                                                                                                                                                                                          | 15%                                      |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | Ms. Mukti Chaplot                                                                                                                                                                                                                                                                                                         | 16%                                      |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                           |                                          |
|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                          | * Annualized increment % is given above                                                                                                                                                                                                                                                                                   |                                          |
| **Mr. Shailesh Jayantilal Mehta, ceased to be the Non-Executive Non-Independent Director of the Company w.e.f. 01 April, 2025                                                                                                                                                                                             |                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                           |                                          |
| ***For Independent Directors fees and commission paid/payable as per the criteria and structure recommended by NRC and approved by Board are considered. There was no change in the commission structure during the year and the change, is solely attributable to the number of committee meetings held during the year. |                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                           |                                          |
| 3.                                                                                                                                                                                                                                                                                                                        | The percentage increase in the median remuneration of employees in the financial year.                                                                                   | 10.4%<br><br>*(Annualised increment % is given above)<br><br>(However median salary remains same. )                                                                                                                                                                                                                       |                                          |
| 4.                                                                                                                                                                                                                                                                                                                        | The number of permanent employees on the rolls of company.                                                                                                               | 4800 as on March 31, 2026.                                                                                                                                                                                                                                                                                                |                                          |
| 5.                                                                                                                                                                                                                                                                                                                        | Average percentile increases already made in the salaries of employees other than the managerial                                                                         | Average percentile increases made in the salaries of employees other than the managerial personnel in the last financial year = 10.3% effective Apr’25 (Annualized).<br><br>Average percentile increases made in the salaries of managerial personnel in the last financial year = 13.4% PA effective Apr’25 (Annualized) |                                          |

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|    | <p>personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration.</p> |                                                                                                                        |
| 6. | <p>Affirmation that the remuneration is as per the remuneration policy of the Company.</p>                                                                                                                                                                 | <p>The Company affirms that the remuneration paid is as per the Nomination and Remuneration policy of the Company.</p> |