

Disclosure under Rule 5(2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

Top 10 employees (in terms of remuneration drawn):

Name & age (years), designation/nature of duties, remuneration (rupees), qualification & experience (years), date of commencement of employment, last employment held (name of employer, post held and period (years))

Mr. V.P. Mafatlal (45), Executive Chairman, INR 6,83,70,452/-, B.Sc. (Economics), University of Pennsylvania, Wharton School, USA (24), 20.8.2016, Mafatlal Industries Limited, Executive Vice-Chairman (4 Years); Mr. Radhesh R. Welling (47), Managing Director, INR 5,42,45,452/-, BE (Mech) and Masters in International Bus. & MBA (24), (11.12.2018), Laxmi Organic Industries Limited, CEO & Executive Director (3 years and 2 months); Mr. Ashis Mukherjee (55), President-CRO & CTO, INR 2,99,38,471/-, PHD-Org. Chemistry, (28), 24.08.2009, PI Industries Limited, Gurgaon, Chief Technology Officer & Head Fine Chemicals (2 years); Mr. Gyanchand Jain (60), President-Operations, INR 1,95,27,698/-, A.M.I.E. (Chemical Engg.), Advance Diploma in Management (40), 26.09.2011, Finolex Industries Limited, President Operations (1 year 10 months); Mr. P.S. Haridas (62), Vice-President-SCM, INR 1,43,52,969/-, BA (Economics), MBA in Materials Management (43), 14.7.2008, Jubilant Organosys Limited, Associate Vice President (23 Years); Mr. Niraj Mankad (51), President Legal & Company Secretary, INR 1,21,60,820/-, B.Com., LLB, ACS (27), 01.01.2004, Mafatlal Industries Limited, Joint Secretary and GM-Legal (10 Years); Mr. Ketan Sablok (48), Chief Financial Officer & Head IT, INR 1,06,38,023/-, CA, AICWA (26), 01.07.1997, Shaw Wallace and Co. Limited, Assistant Manager – Accounts, (1 Year); Mr. Anurag Roy (45), Chief Operating Officer – CRAMS, INR 1,96,84,156/-, B Tech, Chemicals Engg. and Masters in International Bus. & MBA (22), 14.05.2018, DSM Pharmaceuticals and Affiliates, Managing Director, (3 Years); Dr. Vitthal G. Gund (52), Vice President & Head - R & D, INR 1,01,07,723/-, Ph.D. (Organic Chemistry), IIT Mumbai, Post-Doctorate, University of Sherbrooke, Quebec, Canada (28), 01.7.2014, Herbert Brown Pharmaceuticals & Research Laboratories, General Manager & Head-R&D, (5 years); Mrs. Jeyamalini Natesan (43), President & CHRO, INR 91,99,371/-, B.COM, PGDBA, HR Mgmt (XLRI) (19), 12.07.2019, AstraZeneca Pharma India Limited, Director HR & Facilities, (5 years and 6 months).

NOTES:

1. Remuneration, as above, includes, salary, Company's contribution to Provident Fund and Superannuation Schemes, Leave Encashment, Holiday Travel Benefits, Reimbursement of Medical Expenses, Medical Insurance Premium, House Rent Allowances, Additional House Rent Allowance, Compensatory Allowances, Personal Allowance, Voluntary Retirement Benefit, Commission wherever applicable, Personal Accident Insurance, monetary value of perquisites calculated in accordance with provision of Income tax Act, 1961 and rules made

thereunder in respect of Housing, Company's furniture and equipments etc. but does not include Company's contribution to Gratuity Fund.

2. The nature of employment is contractual for all the above employees.
3. Employees mentioned above are neither relatives of any Directors of the Company, nor hold shares of the Company as per Clause (iii) of sub-rule (2) of Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

For and on behalf of the Board,

Place: Mumbai
Dated: June 16, 2020

Sd/-
V. P. Mafatlal
Chairman
(DIN:00011350)

Regd. Office:

2nd floor, Sunteck Centre,
37/40, Subhash Road, Vile Parle (East),
Mumbai 400057, India.
Tel: 91 22 6650 9999, Fax: 91 22 6650 9800
E-mail: info@nfil.in, Website: www.nfil.in
CIN: L24110MH1998PLC115499