

## **Disclosure under Rule 5(2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 for the Financial Year 2022-2023**

*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))*

**Top 10 employees worked for full Financial Year and received remuneration of not less than ₹1,02,00,000/- per annum, and employees employed for part of the Financial Year and were in receipt of remuneration of not less than ₹8,50,000/- per month:**

Mr. Vishad P. Mafatlal (49), Executive Chairman, ₹10,67,21,000/-, B.Sc. (Economics), University of Pennsylvania, Wharton School, USA, (26), 20-08-2016, (Mafatlal Industries Limited, Executive-Chairman, 4 years); Mr. Radhesh R. Welling (50), Managing Director, ₹14,37,54,000/-, BE (Mech) and Masters in International Bus. & MBA, (26), 11-12-2018, (Laxmi Organic Industries Limited, CEO & Executive Director, 3 years and 2 months); Mr. Ravi Venkataramanan (52), CEO – CRAMS, ₹3,34,23,670/-, B. Tech (Chemical Engineering), (31), 27-01-2022, Aurigene Pharmaceutical Services, Dr Reddys Group, Chief Executive Officer, (1.5 years); Mr. Amrit Singh (36), CEO - Specialty Business, ₹3,08,87,742/-, EPBM/B. Tech., (16), 10-8-2020, (SRF Limited, Associate Vice President, 8 years); Mr. Janakiraman Rajaraman (56), President & Chief Supply Chain Officer, ₹ 2,24,64,017/-, B. Tech (Mechanical) & MBA in Materials Mgmt., (32), 24-01-2022, (UPL Limited, Global Head of Procurement & Strategic Sourcing, 7.6 years); Mr. Gyanchand Jain (63), President-Operations, ₹2,22,60,804/-, A.M.I.E.- (Chemical Engg.) Advance Diploma in Management, (43), 26-09-2011, (Finolex Industries Limited, President-Operations, 1 year 10 months); Mr. P.S. Haridas (65), Vice President-SCM, ₹1,83,69,027/-, BA (Economics) and MBA in Materials Management, (46), 14-07-2008, (Jubilant Organosys Limited, Associate Vice President, 23 years); Mr. Niraj B. Mankad (54), President Legal & Company Secretary, ₹1,54,26,353/-, B.Com., LL.B., CS, (30), 01.01.2004, (Mafatlal Industries Limited, Joint Secretary and GM – Legal, 10 years); Mr. Rajendra Kumar Sahu (48), Site Head – Dewas, ₹ 1,32,50,290/-, B.E. (Chemical Engineering), (25), 20-04-2020, (PI Industries Limited, AVP- Technology, 2 years); Mr. Deepak Mohanlal Naik (51), Vice President - Corporate HSE, ₹1,29,19,861/-, M.Sc. (Organic Chemistry), Diploma in Industrial Environment Technology and Safety, Diploma in Business Management (30), 13-06-2019, (Pfizer Products India Private Limited, Supply Operations EHS Lead – India, 9.6 years); Mr. T. N. Nandakumar (59), Business Head - International Trade, ₹ 1,07,99,395/- (includes ESOP exercise), B.Sc., GDMM, DIEM, (38), 27-10-2009, (UPL Ltd, General Manager – Purchase, 6 years); Mr. Partha Roy Chowdhury (62), CEO-HPP, ₹1,82,69,199/-, B.Com (Hons.) ACA, (28), 04-07-2022, (Laxmi Organic Industries Ltd, CFO, 7.4 years); Mr. Kumar Priyaranjan (53), Chief People's Officer, ₹ 1,66,03,594/-, B.Sc., LLB & PG Deg in IR & PM, (31.6), Date of Joining 20-09-2021 and Date of Resignation 31-12-2022, (Hikal Limited, President - Human Capital and CSR, 6.6 years); Mr. Radheshyam Singh (57), President, ₹ 1,62,61,620 /-, B-Tech and PGDM, (35), 19-04-2022, (Deepak Fertilisers and Petrochemical corporation Ltd, Executive Vice President, 1.2 years); Dr. Vitthal G. Gund (55), Vice President & Head - R & D, ₹1,26,80,526/-, Ph.D. (Organic Chemistry), Post-Doctorate, University of Sherbrooke, Quebec, Canada, (31), Date of Joining 01-07-2014 and Date of Resignation 31-12-2012, (Herbert Brown Pharmaceuticals & Research Laboratories, General Manager & Head-R&D, 5 years); Mr. Basant Kumar Bansal (56), Chief Financial Officer, ₹ 86,15,395/-, B. Com and CA, (33), Date of Joining 01-11-2021 and Date of Resignation 10-08-2022, (Balkrishna Industries Limited, Director Finance, 16 years); Mr. Anish P. Ganatra (52), Chief Financial Officer, ₹70,48,512/-, B. Com and CA, (27), 09-02-2023, (Consultancy, 2.6 years); Mr. Nirmal Rajkumar Simon (50), Vice President - BD & Sales, ₹ 36,70,793/-, B. Tech and EPBM, (20), 16-11-2022, (ELANTAS Beck India Ltd, Vice President - Sales, 3.8 years); Mr. Pankaj Lochan (50), CHRO, ₹18,20,627/-, B. Tech and PGDM, (25), 27-02-2023, (Total Environment Building Systems Pvt Ltd, President - Chief Strategy Officer, 0.3 year).

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, Compensatory Allowances, Personal Allowance, Car Allowance, Gratuity, Voluntary Retirement Benefit, Retention, Joining Bonus, Variable pay, 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 equipment etc. but does not include Company's contribution to Gratuity Fund.
2. Mr. Vishad P. Mafatlal and Mr. Radhesh R. Welling are Directors on the Board of the Company.
3. The nature of employment is contractual for all the above employees.
4. Employees mentioned above are neither relatives of any Directors of the Company, nor hold shares of the Company as per Rule 5(2)(iii) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 except as reported in the shareholding pattern of the Company.

By order of the Board of Directors  
For **NAVIN FLUORINE INTERNATIONAL LIMITED**

**Vishad P. Mafatlal**  
Chairman  
DIN: 00011350

Place: Mumbai  
Date: May 13, 2023

**Registered Office:**

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