

## **Disclosure under Rule 5(2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 for the Financial Year 2023-2024**

*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 (50), Executive Chairman, ₹8,11,14,828/-, B.Sc. (Economics), University of Pennsylvania, Wharton School, USA, (27), 20-08-2016, (Mafatlal Industries Limited, Executive-Chairman, 4 years); Mr. Radhesh R. Welling (51), Managing Director, ₹5,30,85,124/-, BE (Mech) and Masters in International Bus. & MBA, (27), Date of Joining 11-12-2018 and Date of Resignation 15-12-2023, (Laxmi Organic Industries Limited, CEO & Executive Director, 3 years and 2 months); Mr. Anish P. Ganatra (53), Chief Financial Officer, ₹3,29,72,301/-, B. Com and CA, (28), 09-02-2023, (Consultancy, 2.6 years); Mr. Amrit Singh (37), CEO - Specialty Business, ₹3,15,18,890/-, EPBM/B. Tech., (17), 10-8-2020, (SRF Limited, Associate Vice President, 8 years); Mr. Partha Roy Chowdhury (63), CEO-HPP, ₹3,06,76,378/-, B.Com (Hons.) ACA, (29), 04-07-2022, (Laxmi Organic Industries Ltd, CFO, 7.4 years); Mr. Janakiraman Rajaraman (57), President & Chief Supply Chain Officer, ₹2,74,47,556/-, B. Tech (Mechanical) & MBA in Materials Mgmt., (33), 24-01-2022, (UPL Limited, Global Head of Procurement & Strategic Sourcing, 7.6 years); Mr. Gyanchand Jain (64), President-Strategic Initiatives, ₹2,36,87,600/-, A.M.I.E.- (Chemical Engg.) Advance Diploma in Management, (44), Date of Joining 26-09-2011 and Date of Retirement 30-04-2024, (Finolex Industries Limited, President-Operations, 1 year 10 months); Mr. Rajendra Kumar Sahu (49), CEO – CDMO as, ₹2,33,83,316/-, B.E. (Chemical Engineering), (26), 20-04-2020, (PI Industries Limited, AVP- Technology, 2 years); Mr. Radheshyam Singh (58), President, ₹2,13,45,726/-, B-Tech and PGDM, (36), 19-04-2022, (Deepak Fertilisers and Petrochemical corporation Ltd, Executive Vice President, 1.2 years); Mr. P.S. Haridas (66), Vice President-SCM, ₹2,11,37,733/-, BA (Economics) and MBA in Materials Management, (47), 14-07-2008, (Jubilant Organosys Limited, Associate Vice President, 23 years); Mr. Pankaj Lochan (51), CHRO, ₹2,00,98,855/-, B. Tech and PGDM, (26), 27-02-2023, (Total Environment Building Systems Pvt Ltd, President - Chief Strategy Officer, 0.3 year); Mr. Ravi Venkataramanan (53), CEO – CDMO, ₹1,97,50,797/-, B. Tech (Chemical Engineering), (32), Date of Joining 27-01-2022 and Date of Resignation 30-09-2023, Aurigene Pharmaceutical Services, Dr Reddys Group, Chief Executive Officer, (1.5 years); Mr. Niraj B. Mankad (55), President Legal & Company Secretary, ₹1,71,06,080/-, B.Com., CS, LL.B., (31), 01.01.2004, (Mafatlal Industries Limited, Joint Secretary and GM – Legal, 10 years); Mr. T. N. Nandakumar (60), Business Head - International Trade, ₹1,10,18,255/-, B.Sc., GDMM, DIEM, (39), Date of Joining 27-10-2009 and Date of Retirement 31-10-2023, (UPL Ltd, General Manager – Purchase, 6 years); Mr. Deepak Mohanlal Naik (52), Vice President - Corporate HSE, ₹1,03,81,212/-, M.Sc. (Organic Chemistry), Diploma in Industrial Environment Technology and Safety, Diploma in Business Management (31), Date of Joining 13-06-2019 and Date of Resignation 15-01-2024, (Pfizer Products India Private Limited, Supply Operations EHS Lead – India, 9.6 years).

### **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 is on the Board of the Company and Mr. Radhesh R. Welling resigned from the post of Managing Director and Director of the Company with effect from close of business hours of December 15, 2023.
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 07, 2024

**Registered Office:**

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