

Annexure A

Remuneration etc. (Yearly)	Existing	Proposed	Reasons for Change
(1)	(2)	(3)	(4)
Remuneration:			
1. Basic Salary	92,00,000	92,00,000	Based on Performance Review
2. Dearness Allowance	-	-	
3. House rent allowance	46,00,000	46,00,000	
4. Conveyance allowance	-	-	
5. Entertainment allowance	-	-	
6. Other allowances, if any (please specify) -Special Allowance	1,40,73,480	1,67,73,480	
-Leave Travel Allowance (LTA)	1,00,000	1,00,000	
-Driver Salary*	3,00,000	3,00,000	
Perquisites (Upto mentioned amount):			
1. Free furnished house - Company Lease Accommodation related expenses and reimbursement for Utilities like electricity bills for Company Lease accommodation	-	-	
2. Free use insurance company's car for (Company Leased Car with driver)	-	-	
(i) Official purposes	-	-	
(ii) For private purposes on compensating the company with suitable amount	-	-	
3. Provident Fund / Gratuity / Pension	11,04,000 4,42,520	11,04,000 4,42,520	
4. Traveling and Halting Allowance	-	-	
5. Medical benefits	1,80,000	1,80,000	
6. Home Maintenance	-	-	
7. Other benefits, if any (please specify):			
(i) School Fees of School fees for children	-	-	
(ii) Home Leave travel for self and family once a year	-	-	
(iii) Club Membership for self and family	-	-	
Bonus			
1. Performance Bonus (Long Term Incentive)	1,00,00,000^	1,09,00,000**	
2. Annual Bonus (Short Term Incentive)	1,00,00,000@	1,09,00,000***	
3. Employee Stock Options	-	-	
Any other incentive	-	-	

Note:

Taxes as applicable

* Driver Salary: Reimbursable, as per the Company's Car Policy

Mr. Arora is eligible for Flexi Compensation Structure as per Company's policy

Long Term Incentive:

^ Payable in 3 equal instalments in Aug/Sep 2021; Aug/Sep 2022; Aug/Sep 2023. It is payable based on 3 (three) years business performance and parameters mutually agreed upon and Mr. Arora not resigning as on the payment date. 1st instalment and 2nd instalment payout is based on 1 (one) year and 2 (two) year performance respectively. The 3rd instalment is payable for all 3 (three) years business performance.

** Payable in 3 equal instalments in Aug/Sep 2022; Aug/Sep 2023; Aug/Sep 2024. It is payable based on 3 (three) years business performance and parameters mutually agreed upon and Mr. Arora not resigning as on the payment date. 1st instalment and 2nd instalment payout is based on 1 (one) year and 2 (two) year performance respectively. The 3rd instalment is payable for all 3 (three) years business performance.

Short Term Incentive:

@ Payable post AGM of the Company to be held in 2021 in August; not later than 30.09.2021, provided Mr. Arora not resigning as on the payment date.

*** Payable post AGM of the Company in August 2022; not later than 30.09.2022 This payout is subject to favourable business performance and performance parameters agreed upon and Mr. Arora not resigning as on the payment date.

- Total Annual Compensation of Rs. 5.45 Crore for FY 2021 - 22, will be used as a base for all future salary computations.

^^Plus other Benefits:

- Insurance: GTL, GMC (self and family), GPA as per Company's policy.
- Life Insurance for self with sum assured of Rs. 22.2705 Crore
- Mobile phone, laptop provided by the company
- Fuel reimbursement on actuals