



Statement showing the particulars of employees who are in receipt of remuneration of not less than Rs. 60,00,000/- per annum during the financial year 2012-13 or not less than Rs. 5,00,000/- per month during part of the financial year 2012-13

| S. No. | Name of the Employee (S/Shri) | Designation            | Age | Last Employment  | Date of Joining | Qualification        | Experience (in years) | Remuneration Gross (in Rs.) | Remarks (Retired/ Resignation/ Death) |
|--------|-------------------------------|------------------------|-----|--|-----------------|----------------------|-----------------------|-----------------------------|---------------------------------------|
| 1      | ANIL KAUSHIK                  | EXECUTIVE DIRECTOR     | 60  | MODI RUBBER LIMITED  | 23-01-1985      | LLB, CA              | 27.6                  | 52,05,683                   | SUPERANNUATION                        |
| 2      | SURESH KUMAR SINGH            | EXECUTIVE DIRECTOR     | 60  | BHARAT PUMPS & COMPRESSORS LIMITED   | 28-02-1985      | BTECH, LLB           | 27.4                  | 45,83,471                   | SUPERANNUATION                        |
| 3      | S RAMACHANDRAN                | SENIOR MANAGER         | 60  | POSTAL DEPARTMENT; T.N. SALES TAX DEPT; ENFIELD INDIA LTD.; TMS TEXTILES LTD       | 04-02-1985      | MBA                  | 28.1                  | 51,10,590                   | SUPERANNUATION                        |
| 4      | SATINATH DAS                  | MANAGER                | 60  | HINDUSTAN STEELWORKS CONSTRUCTION LIMITED  | 06-04-1985      | MA, PG DIPLOMA       | 27.9                  | 46,11,059                   | SUPERANNUATION                        |
| 5      | AJIT KUMAR RUDRA              | EXECUTIVE DIRECTOR     | 60  | DEPTT OF CANE DEV. VT  | 14-08-1985      | MA, LLB, PG DIPLOMA  | 26.9                  | 46,36,411                   | SUPERANNUATION                        |
| 6      | B P GUPTA                     | GENERAL MANAGER        |     | NTPC; FCI; NATIONAL METTALURGIC  | 03-03-1986      | BE, MBA              | 26.5                  | 28,82,520                   | SUPERANNUATION                        |
| 7      | JAIVEER SINGH TYAGI           | MANAGER                | 60  | ENGINEERING PROJECTS; SCOPE; EPI LTD.; NSSO; UNITED ENGINEERING INDUSTRIES PVT LTD | 01-08-1986      | BSC                  | 25.8                  | 29,82,272                   | SUPERANNUATION                        |
| 8      | MC CHACKO                     | SENIOR MANAGER         | 60  | AFRO- ASIAN RURAL REC; PRE-(EXAM) COACHING; DR. DIWAN CHAND AGRA                   | 01-08-1986      | MCOM, LLB, MBA       | 26.4                  | 46,62,313                   | SUPERANNUATION                        |
| 9      | BARUN BISWAS                  | CHIEF MANAGER          | 60  | M/S HINDUSTAN FERTILISER CORPORATION LIMITED                                       | 17-09-1992      | BSC, LLB, PG DIPLOMA | 19.7                  | 31,80,348                   | SUPERANNUATION                        |
| 10     | MOHAN RAMCHANDRA HINGNIKAR    | EXECUTIVE DIRECTOR     | 60  | INDIAN OIL CORPORATION LIMITED   | 30-06-1993      | BTECH, MTEC H, MBA   | 19.0                  | 49,71,400                   | SUPERANNUATION                        |
| 11     | GOPALAKRISHNAN KUTTY          | MANAGER                | 60  | MILITARY ENGR. SERVICES, SRINAGAR; MODI ORES & MINERALS; C.P. PILLAI & CO.         | 30-11-1984      | MA                   | 28.1                  | 38,92,282                   | SUPERANNUATION                        |
| 12     | JK SINGH TEOTIA               | EXECUTIVE DIRECTOR     | 60  | IITM, RAMDURA HOUSE; ONGC  | 22-04-1985      | MSC                  | 26.8                  | 39,02,631                   | SUPERANNUATION                        |
| 13     | DALBIR SINGH SANGHA           | GENERAL MANAGER        | 60  | SURAJ TEXTILE MILLS; THE NEW INDIA ASSURANCE;                                      | 14-08-1985      | MA, LLB, PG DIPLOMA  | 26.7                  | 31,11,841                   | SUPERANNUATION                        |
| 14     | NK PAUL                       | DEPUTY GENERAL MANAGER | 60  | M/S BIHAR ALLOY STEEL  | 26-08-1985      | BA, LLB              | 27.2                  | 47,38,109                   | SUPERANNUATION                        |
| 15     | ASHOK KUMAR ARYA              | DEPUTY GENERAL MANAGER | 60  | IOC; RENU SUGAR POWER COMPANY  | 01-11-1985      | BSC (ENGG)           | 26.8                  | 35,93,297                   | SUPERANNUATION                        |
| 16     | K.S.RAJAN                     | CHIEF MANAGER          | 60  | INDIAN NAVY  | 27-02-1989      | ENGG DIPLOMA         | 24.1                  | 55,47,928                   | SUPERANNUATION                        |
| 17     | RAVI BABU JALADI              | DEPUTY GENERAL MANAGER | 60  | TAMIL NADU INDL. EXPL; FEDO; IRE; CECRI; COCHIN REFINERIES LTD                     | 06-06-1989      | BTECH, PG DIPLOMA    | 23.7                  | 56,52,673                   | SUPERANNUATION                        |
| 18     | G C DWIVEDI                   | EXECUTIVE DIRECTOR     | 60  | NFL; NATIONAL CABLE RESEARCH;  | 28-07-1990      | BSC, BE              | 22.7                  | 67,12,434                   | SUPERANNUATION                        |
| 19     | PRADIP KUMAR DAS              | DEPUTY GENERAL MANAGER | 60  | HINDUSTAN FERTILIZER CORPORATION LIMITED   | 08-10-1990      | BE                   | 21.7                  | 33,59,475                   | SUPERANNUATION                        |
| 20     | BIRENDRA KUMAR SINHA          | DEPUTY GENERAL MANAGER | 60  | HFC LTD.; DEPTT OF SCIENCE;  | 30-01-1991      | BE                   | 21.8                  | 46,48,257                   | SUPERANNUATION                        |
| 21     | RAJENDRA TEWARI               | EXECUTIVE DIRECTOR     | 60  | OIL INDIA LTD.; INDIAN AIR FORCE   | 01-05-1986      | AMIE, PG DIPLOMA     | 26.6                  | 54,71,773                   | SUPERANNUATION                        |
| 22     | RAKESH KUMAR VASHISHTA        | CHIEF MANAGER          | 60  | UPSEB; PUNJAB ENGG COLLEGE   | 31-12-1986      | BE, ME               | 25.8                  | 33,54,333                   | SUPERANNUATION                        |

|    |                        |                        |    |  |            |                  |      |           |                |
|----|------------------------|------------------------|----|--|------------|------------------|------|-----------|----------------|
| 23 | A. K. SHARMA           | GENERAL MANAGER        | 60 | NFL VIJAYPUR,NFL BHATINDA,RCF TROMBAY,FCI SINDRI   | 30-07-1996 | BSC (ENGG)       | 15.8 | 33,90,398 | SUPERANNUATION |
| 24 | SADHU SHARAN DWIVEDI   | DEPUTY GENERAL MANAGER | 60 | J.K. DRUGS AND PHARM; NAVEEN FLUORIDE INDUSTRY; GUJARAT STATE FERTILIZER; HINDUSTAN INSECTICIDES | 10-03-1998 | AMIE, MSC (ENGG) | 14.4 | 24,14,768 | SUPERANNUATION |
| 25 | SUNDARESAN SUBRAMANIAM | SENIOR MANAGER         | 60 | BHARAT PUMPS & COMPRESSORS LIMITED ; AIRFREIGHT LTD.   | 12-05-1995 | BSC              | 17.1 | 28,99,367 | SUPERANNUATION |
| 26 | SWAPAN KUMAR DATTA     | DEPUTY GENERAL MANAGER | 60 | HFCL; TITAGARH PAPER MILLS; BENGAL PAPER MILLS   | 04-10-1996 | BTECH, MTECH     | 15.7 | 35,38,735 | SUPERANNUATION |

**Notes:**

1. Remuneration includes salary, allowances, leave encashment, reimbursement of medical expenses to employees and employer's contribution to Provident Fund etc. However, it does not include the monetary value of the medical treatment provided in the Company's dispensaries/ hospitals at Project sites, since it can not be quantified employees-wise. In addition, the employees are entitled to gratuity/ group insurance in accordance with Company's Rules.
2. Remuneration mentioned above is inclusive of retirement /separation benefits paid during the year and is not indicative of any regular remuneration structure of Directors/ employees of the Company. Further, remuneration does not include the arrears of earlier FY recieved during the FY 2012-13.
3. All employments were made in accordance with the terms and conditions as per Company Rules.
4. None of the above employee is a relative of any Director of the Company.