

1) The Statement containing the particulars of employees as required under Section 197 of the Act read with Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

(A) Top ten employees in terms of remuneration drawn.

Name	Mr. Seungki Bae	Mr. Dong Shin	Mr. Hwan Myung	Mr. Jin Kim	Mr. Bijon Nag
Designation	(1) Head-Design	(2) Head-Mechanical Design	(3) Head-R&D	(4) Head-R&D Drives	(5) Executive Chairman
Remuneration received (2019-20)	Rs 315.41 lacs	Rs 258.40 lacs	Rs 296.04 lacs	Rs 209.28 lacs	Rs 180.00 lacs
Nature of employment	Permanent employee	Permanent Employee	Permanent Employee	Permanent Employee	Permanent Employee
Qualification	Graduation	MSC (Mechanical Systems Major)	PHD Mechanical Engg	Poly techs Mold Major	Mechanical Engineer
Experience	27 years	27 years	18 years	28 years	> 50 years
Date of joining the company	1 April 2015	25 Nov 2016	12 Nov 2016	14 Nov 2016	9 Dec 1974
Age of employee on 31.03.2020	55 years	58 years	51 years	59 years	77 years
Last employment held before joining the company	Don Design	Institute of Press Die Techn of Dong Gu	L.G	Kum-Oh Engg.	-
Percentage of equity shares held by the employee within the meaning of clause (iii) of Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014	NIL	NIL	NIL	NIL	0.39
Whether the employee is a relative of any director	No	No	No	No	Yes

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Name	Mr. Amitabha Kumar Nag (6)	Mr. Bikramjit Nag (8)
Designation	Sr. President	Joint Executive Chairman and MD
Remuneration received (2019-20)	Rs. 143.75 lacs	Rs. 107.52 lacs
Nature of employment	Permanent employee	Permanent employee
Qualification	FCA, M. Com	BBA from Richmond College, U.K
Experience	39 Years	24 years
Date of joining the group	16 Dec 1982	01 April-2019
Age of employee on 31.03.2020	64 years	45 years
Last employment held before joining the company	Price Waterhouse & Co., Kolkata	-
Percentage of equity shares held by the employee within the meaning of clause (iii) of Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014	NIL	0.0074
Whether the employee is a relative of any director	No	Yes

(B) Other employees employed throughout the financial year and was in receipt of remuneration for that year which in the aggregate was not less than Rs. 102 lacs: Nil

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(C) Other employees employed for a part of the financial year and was in receipt of remuneration for any part of that year, at a rate which, in the aggregate, was not less than Rs. 8.5 lacs per month: Mr. Sudam Maitra who has resigned during the year was in receipt of remuneration exceeding the above threshold limit. Particulars relating to him are stated below;

Name	Mr. Sudam Maitra
Designation	(5) Deputy Managing Director
Monthly Remuneration received (2019-20)	Rs 9.53 lacs
Nature of employment	Permanent employee
Qualification	Graduate in Mechanical Engineering from IIT
Experience	35 years
Date of joining the company	03 Sep 2014
Age of employee on 31.03.2020	64 years
Last employment held before joining the company	Maruti Udyog Limited
Percentage of equity shares held by the employee within the meaning of clause (iii) of Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014	Nil
Whether the employee is a relative of any director	No

(D) Other employees employed throughout the financial year and was in receipt of remuneration which, in the aggregate, is in excess of that drawn by the managing director or whole time director or manager and holds by himself or along with his spouse and dependent children not less than 2% of the equity shares of the company: Nil

For IFB INDUSTRIES LTD.

*G Ramesh Choudhary*

COMPANY SECRETARY