

Table A: Remuneration of Functional Directors & KMPs paid during the FY 2022-23**(Amount in Lakhs)**

Sl. No.	Name & Designation	Salary & Allowances	Performance linked Incentive	Other Benefits	Employer PF Contribution	National Pension Scheme (NPS)	Commission	Total
Functional Directors								
1.	Shri Pradip Kumar Das Chairman & Managing Director.	40.73	17.29	2.77	3.87	2.9	—	67.56
2.	Shri Chintan Shah Director (Technical)*	39.06	15.00	2.29	3.21	2.41	—	61.97
Key Managerial Personnels (KMPs)								
3.	Dr. R. C. Sharma Chief Financial Officer	48.05	13.73	2.83	3.94	2.95	—	71.5
4.	Shri Surender Suyal Company Secretary [§]	25.46	9.45	1.41	1.96	1.47	—	39.75
5.	Smt. Ekta Madan Company Secretary [§]	7.51	0	0.96	0.57	0.42	—	9.46

Notes:-

- The Company had not given any stock options during the FY 2022-23.
- The service conditions of the Functional Directors/Directors including notice period and severance fee, if any, are governed as per the terms & conditions issued by the Govt. of India.
- Performance Linked Incentive is paid in line with the guidelines issued in this regard by DPE.
- *Shri Chintan Shah, Former Director (Technical) ceased to be Director of the Company due to the completion of his tenure on March 04, 2023 (a/n).
- [§]Shri Surender Suyal ceased to be company secretary of the Company on 31.10.2022 due to his pre-mature retirement. Smt. Ekta Madan has been designated as Company Secretary cum Compliance Officer in compliance to the provisions of Section 203 of Companies Act, 2013 w.e.f. 01.11.2022.

Table B: Details of sitting fees paid to Independent Directors for the meetings held during the FY 23

Name of Independent Director	Amount (₹)
Shri Shabdsharan N. Brahmabhatt	23,30,000/-
Dr. Jaganath C.M. Jodidhar	18,10,000/-
Shri Ram Nihal	2,10,000/-
Smt. Rohini Rawat	2,10,000/-
TOTAL	45,60,000/-

Notes:-

- In addition to sitting fee, Independent Directors are also paid/reimbursed conveyance expenses incurred for attending meetings of the Board/Committees.
- Except as mentioned above, the non-executive directors have no pecuniary relationship or transaction with the Company during the FY 2022-23.
- The terms and conditions of appointment of Independent Directors are available on website of Company at <https://www.ireda.in/images/HTMLfiles/TC%20for%20appointment%20of%20ID.pdf>