

**ADVANCED ENZYME TECHNOLOGIES LIMITED**

**ANNEXURE X** [Annexure to the Board's report]

Information as per Section 197(12) of the Companies Act, 2013 read with rule 5(2) & 5(3) the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 [as amended]

Financial Year 2017-18

Sr No	Name	Designation	Remuneration 2017-18	Qualification	Experience	Date of Joining	Age (years)	Last employment held before joining the company	Whether any such employee is a relative of any director or Manager of the company and if so, name of such Director or Manager
1	Mr. Chandrakant Rathi *	Managing Director	18,759,411	Bachelor's degree in Science (Chemical Engineering) from National Institute of Technology, Rourkela	38 years of experience in the Enzyme industry	15-Mar-89	62	-	Relative of Mr. Vasant Rathi (Chairman) and Mrs. Savita Rathi (Whole-time Director)
2	Mr. Mukund Madhusudan Kabra *	Whole-time Director	15,280,948	Bachelor's degree in Chemical Engineering from Sambalpur University, Master's degree in Science in Bioprocess technology	20 years of experience in the Enzyme industry	1-Jun-97	46	-	-
3	Mr. Piyush Rathi	Chief Business Officer	7,436,725	Bachelor's degree in Science from University of Mumbai, Bachelor's of Science in Business Administration (Business Finance and Financial Economics – Summa Cum Laude) from Michigan Technological University, USA, and Post Graduate Diploma in Management from the Symbiosis Centre for Management and Human Resource Development	12 years of experience in the Enzyme industry	1-Apr-05	38	-	Relative of Mr. Chandrakant Rathi (Managing Director) and Mrs. Savita Rathi (Whole-time Director)
4	Mr. Beni Prasad Rauka	Group Chief Financial Officer	7,436,725	Chartered Accountant and Company Secretary	20 years of experience in the finance industry	1-Sep-02	54	Systematix Corporate Services Limited	-
5	DR. Anil Kumar Gupta	Vice President - R & D	7,235,731	Bachelor's of Science degree from Doctor Harisingh Gour Vishwavidyalaya, Sagar, Master's degree in Microbiology and PhD in Bioscience from Jabalpur University.	20 years of work experience in research and development activities	1-Feb-96	52	-	-

6	Mr. Dipak Roda	VP - Market & Business Development	7,034,739	Bachelor's degree in Engineering (Chemical Branch) from University of Pune and a Master's degree in Science (Tech.) from University of Mumbai.	21 years of work experience	7-Mar-05	46	Lumis Biotech Private Limited.	-
7	Mrs. Savita Rathi	Whole-time Director	6,515,140	Bachelor's degree in Commerce	27 years of work experience in enzyme industry	15-Mar-89	57	-	Relative of Mr. Chandrakant Rathi (Managing Director)
8	Mr. Rahul S Kirinde	Business Head - Pharma	4,670,750	Bachelor's Degree in Pharmaceutical Sciences from University of Mumbai	19 years of experience in the chemicals and pharmaceutical industry	23-Sep-15	43	Anshul Lifescience	-
9	Mr. Vikas Toshniwal	Business Head - Food	3,506,000	Master's Degree in Management Studies from University of Mumbai and a Bachelor's Degree in Electrical Engineering from University of Mumbai	14 years of experience	1-Sep-13	43	Novozymes South Asia Private Limited	-
10	Nanda Kishore Veludurthy	Sr. Regional Business Manager & BUM - Biocatalysis	2,969,392	Diploma in Mechanical Engineering	17 years of experience	4-Sep-07	49	S.S. Organics Limited	-

\* Remuneration drawn not less than Rs. 1.02 Crores p.a.

**Notes:**

1. The remuneration shown above is subject to tax and comprises salary including arrears, allowances, medical reimbursements, provident fund, superannuation fund and gratuity.
2. All appointments are contractual in nature. The remuneration of the Managerial Personnel is also governed by the resolution passed by the shareholders of the Company and includes commission.
3. None of the employees other than Managerial Personnel mentioned above was in receipt of remuneration which in the aggregate is in excess of that drawn by the Managing Director / Whole-time Director and holds by himself or along with his spouse and dependent children, not less than 2% of the equity shares of the Company