



PARTICULARS OF EMPLOYEES AND RELATED DISCLOSURES

Particulars of employees pursuant to Section 197 (12) of the Companies Act, 2013 read with Rule 5(2) & Rule 5(3) of the Companies (Appointment & Remuneration of Managerial Personnel) Rules, 2014, is provided below.

Names of the top ten employees in terms of remuneration drawn and their details [including employees drawing more than Rs.1,02,00,000/- (One Crore and two Lakhs) per annum]:

Name	Designation	Age	Qualification	Gross Remuneration Per Annum (Rs. In Lakhs)	Experience in years	Nature of Employment	Date of Commencement of employment	Previous Employment held before joining the Company	Percentage of Equity shares held in the Company*	Whether relative of any director, or manager of the Company? If yes, name of the relative.
Mr. R. Baskaran	Chairman & Managing Director	(80)	P.U.C.,	325.75	63	Full Time	27.08.1992	Alagendran Auto Parts Company	23.75%	B. Anandkumar (his son), Joint Managing Director
Mr. B. Anandkumar	Joint Managing Director	(52)	M.B.A.,	309.20	28	Full Time	30.10.1995	Nil	18.82%	R. Baskaran (his father), Chairman & Managing Director
Mr. A. Rajendran	Chief Executive (Production Planning & Control)	(48)	M.C.A.,	30.28	3	Full Time	24.03.2021	Lakshmi Ring Travellers	Nil	Nil
Mr. M. Sivakumar	Vice President (HR)	(53)	M.Sc, DLL, PGDPM & IR	24.90	13	Full Time	18.01.2010	Flow Link Systems	Nil	Nil
Mr. D. Vijayakumar	GM-IBD	(42)	B.E.,	24.69	1	Full Time	25.07.2022	Spirax Sarco	Nil	Nil
Mr. B. Unnikrishnan	Vice President (Machine Shop)	(61)	DME	18.90	18	Full Time	04.11.2005	High Precision	Nil	Nil
Mr. P. Kamaraj	General Manager (Finance & Accounts)	(58)	M.Com, B.Ed	15.58	16	Full Time	23.08.2007	Sri Karunambikai Mills Ltd.,	Nil	Nil
Mr. T. Radhakrishnan	Manager (Quality Systems)	(50)	DME	10.90	25	Full Time	18.03.2019		Nil	Nil
Mr. Kannan	AGM (Melting)	(48)	BE(IE)	10.86	20	Full Time	31.10.2003	SRV	Nil	Nil
Mr. P.Karthiesan	AGM (Pattern Shop)	(50)	ITI	8.10	20	Full Time	06.02.2003		Nil	Nil

* [by self or along with spouse and dependent children which amounts to not less than 2% of equity shares of the company]