

Information required under Section 197 of the Companies Act, 2013, read with Rule 5(2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

1. List of top ten employees in terms of remuneration drawn in FY 2025-26, is set out below:

Name	Designation	Remuneration (₹)	Nature of employment	Qualifications and experience	Date of commencement	Age, last employment, % of equity held and relationship with any Director
HITESH RASIKLAL WADHER	Vice President - Marketing	5778011	Permanent	B Tech, Post Graduate Diploma in International Business	12-10-2022	46 Novozymes South Asia-6 years. 0.06 No
DHARMAPRAKASH NATARAJAN	Asst.Vice President - Market Development	3904879	Permanent	Diploma in Textile, BE in Textile, Masters in Marketing Management	20-01-2025	51, Jay Chemicals - 10 years 0, No
KETANKUMAR CHANDRAKANT SURJA	Asst.Vice President - Technical Marketing	3300212	Permanent	Textile Engineering, Diploma in sales & Marketing Management	01-03-2023	54, Reliance Industries Limited - 18.6 years, 0, No
HARSH NARENDRABHAI JOSHI	Asst. General Manager - Sales	2173398	Permanent	Diploma Textile Chemistry	01-03-2024	36, Rossari Bio Tech LTD. - 2 years, 0, NO
ARUNDAN MORARDAN GADHAVEE	Asst.Vice President - Sales	2121606	Permanent	BA, MBA Marketing	01-04-2023	41, Chiripal Group - 14 years, 0, No
HITESH KANTILAL JAIN	Asst. General Manager - Sales	1173046	Permanent	BE Textile Processing	28-06-2021	49, Jay Chemicals - 7 years, 0, No.

NEOCHEM BIO SOLUTIONS LIMITED

(Formerly Know as Neochem Technologies Private Limited)

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 admin@neochem.in | www.neochem.in

CIN No.: L24304GJ2017PLC097754 | GSTIN : 24AAF6825L126



BABU NAGOJI PATIL	General Manager - R&D	1944903	Permanent	BSC Chemistry	01-04-2019	51, No detail available, 0, No
BHARAT BHUSHAN WADHWA	President - Marketing & Strategy	1800000	Permanent	B Tech, Post Graduate Programme in Management	08-04-2024	62, Croda - 29 years, 0, NO
MAHESH NILKHANDH PATIL	Asst.Vice President - Supply Chain	2141229	Permanent	B.Com, DMM	03-01-2022	60, Archroma - 7 years, 0, No
SANDEEP PRATAPSIKH DHAYAL	Technical Sales Manager	1836003	Permanent	Diploma - Textile Processing	23-08-2023	38, Finotex Chemicals - 4 years, 0, NO

None of the employees is a relative of any Director or Manager of the Company, and no employee holds, by himself or along with his spouse and dependent children, two percent or more of the equity shares of the Company, except as disclosed.

2. Employees employed throughout the financial year, was in receipt of remuneration for that year which, in the aggregate, was not less than one crore and two lakh rupees:
There were no such employees who are in receipt of remuneration of one crore and two lakhs rupees and above throughout the financial year.
3. Employees employed for a part of the financial year, was in receipt of remuneration for any part of that year, at a rate which, in the aggregate, was not less than eight lakh and fifty thousand rupees per month:
There were no such employees who are in receipt of remuneration of eight lakh and fifty thousand rupees per month and above throughout the financial year.
4. Employees employed throughout the financial year or part thereof, was in receipt of remuneration in that year which, in the aggregate, or as the case may be, at a rate 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 two percent of the equity shares of the company:

There were no such employees employed throughout the financial year or part thereof who was in receipt of remuneration in that year which, in the aggregate, or as the case may be, at a rate 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 two percent of the equity shares of the company.

5. Remuneration received by Managing Director from subsidiary company

There are no subsidiary companies of the company. Hence, no remuneration has been received by the Managing Director.

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