

**GALAXY SURFACTANTS LIMITED**  
Annexure to the Director's Report for Financial Year 2017-18

**b. Particulars of Employees pursuant to section 197(12) of the Companies Act, 2013 read with rules 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014**

Particulars		
(i) The ratio of the remuneration of each director to the median remuneration of the employees of the company for the financial year;*	Mr. S. Ravindranath	3.00
	Mr. U. Shekhar	54.32
	Mr. K. Ganesh Kamath	54.32
	Mr. K. Natarajan	54.32
	Mr. G. Ramakrishnan	3.75
	Mr. Sudhir Patil	2.87
	Dr. Nirmal Koshti	0.00
	Mr. Vaijanath Kulkarni	0.00
	Mr. Subodh Nadkarni	4.37
	Mr. M. G. Parameswaran	5.37
	Ms. Nandita Gurjar	3.62
Mr. Ravi Venkateswar (upto June 9, 2017)	49.16	
(ii) The percentage increase in remuneration of each director, Chief Financial Officer, Chief Executive Officer, Company Secretary or Manager, if any, in the financial year; **	Mr. U. Shekhar	0.35%
	Mr. K. Ganesh Kamath <sup>@</sup>	91.59%
	Mr. K. Natarajan <sup>@</sup>	37.03%
	Mr. Ravi Venkateswar (Upto June 9, 2017)	NA
	Mr. Vinayak Shitole (upto October 31, 2017)	NA
	Mr. Niranjana Ketkar, CS (wef October 31, 2017)	NA
(iii) The percentage increase in the median remuneration of employees in the financial year;	7.15%	
(iv) The number of permanent employees on the rolls of company;	1019 (as on March 31, 2018)	
(v) Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration;%	Average percentile increase in salaries of employees other than managerial personnel	14.00%
	Percentile increase in salaries of managerial personnel <sup>^@</sup>	21.27%
(vi) Affirmation that the remuneration is as per the remuneration policy of the company.	Remuneration is as per the remuneration policy of the Company	

\* Calculated in the basis of Annual CTC including full variable pay in case of Executive Directors and sitting fees and commission in case of Non-Executive Directors, Remuneration paid to Non- Executive Directors working in executive capacity in subsidiaries has not been considered.

\*\* Given only for Executive Directors and Company Secretary

<sup>^</sup>Whole Time Directors

<sup>%</sup> Calculated on the basis of Annual CTC of common employees in the two years

<sup>@</sup> Mr. K. Natarajan was elevated to the position of Director (w.e.f. Oct. 1,2016) and Mr. K. Ganesh Kamath was elevated to the position of Director w.e.f. April 1, 2017)

**For and on behalf of the Board**

Sd/  
**U. Shekhar**  
Managing Director  
(DIN: 0265017)

Sd/  
**K. Natarajan**  
Executive Director & COO  
(DIN: 07626680)

Date: May 29, 2018  
Place: Navi Mumbai