



eYantra Ventures Limited

(formerly know as Punit Commercials Limited)

INFORMATION PURSUANT TO SECTION 197(12) OF THE COMPANIES ACT, 2013 READ WITH RULE 5(1) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014

The ratio of remuneration of each Director to the median remuneration of the employees of the Company and the percentage increase in remuneration of each Director, Chief Financial Officer, Chief Executive Officer, Company Secretary in the financial year (FY) 2023-24:

Sr. No.	Name of the director	Title	Ratio of remuneration of each Director to median remuneration of employees of the Company for the financial year	%increase/ (decrease) in remuneration in the financial year*
1	Mrs. Vinita Raj Narayanam	Managing Director	1.00	-
2	Ms. Anjana Ramesh Thakker	Non-Executive Director	0.08	-
3	Mr. Peush Jain	Independent Director	0.09	-
4	Mr. Ravi Kasetty	Independent Director	0.09	-
7	Mrs. Priyanka Gattani	Company Secretary and Compliance Officer	-	20%
8	Mr. Koteswara Rao Meduri	Chief Financial Officer	-	10%

* The details of variation in the column % increase/decrease in remuneration are not comparable due to:

- Waiver of remuneration by Mrs. Vinita Raj Narayanam for FY 22-23. However, she has drawn the remuneration during FY 23-24. Further there has been no increase in the remunerations of Mr Vinita Raj Narayanam from FY 2022-23 remuneration.
- Waiver of sitting fee by Ms. Anjana Ramesh Thakker, Mr. Peush Jain and Mr. Ravi Kasetty for FY 22-23. However, they have been paid sitting fees during FY 23-24.

- Percentage increase/(decrease) in the median remuneration of employees in the financial year 2023-24:** 36.59%
- Number of permanent employees on the rolls of the Company as on March 31, 2024:** There were 24 employees on the rolls of the Company as on March 31, 2024.



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- iii. **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:**

Due to the significant difference in employee numbers resulting from business expansion between FY 2022-23 and FY 2023-24, it is not feasible to calculate the average percentile increase in non-managerial salaries or to compare this with the percentile increase in managerial remuneration, nor can we identify any exceptional circumstances surrounding the increase in managerial pay.

- iv. **Affirmation that the remuneration is as per the remuneration policy of the Company:**

It is affirmed that the remuneration paid to Directors and Key Managerial Personnel during the financial year 2023-24 is as per the Nomination and Remuneration Policy of the Company.