

Annexure II**THE AMOUNT OF REMUNERATION, ALLOWANCE AND FACILITIES PAID TO DIRECTOR, MANAGING DIRECTOR, CHIEF EXECUTIVE AND COMPANY OFFICIALS**

During the financial year 2074/75, the following amounts have been paid to the Directors:

- Board Meeting fee - NRs. 70,588 (₹ 44,118)
- Incidental expenses - NRs. 11,765 (₹ 7,353)

Payment to / on behalf of the Managing Director for the financial year 2074/75:

- Salary - NRs. 14,901,286 (₹ 9,313,304)
- Allowances - NRs. 3,821,735 (₹ 2,388,584)

In addition to the above, the Managing Director has been provided the following as per his terms of appointment:

- Furnished accommodation with necessary security at residence.
- Entrance fees and annual subscription charges for two clubs.
- Personal accident insurance.
- Company car with driver and telephone at residence.
- Fuel for generator and reimbursement of water tanker charges for residence.

Payment to / on behalf of Company officials for the financial year 2074/75:

- Salary - NRs. 25,909,329 (₹ 16,193,331)
- Allowances - NRs. 10,950,260 (₹ 6,843,913)

In addition to the above, some of the Company officials, as applicable, have been provided the following as per their terms of appointment:

- Furnished accommodation with necessary security at residence.
- Entrance fees and annual subscription charges for clubs as applicable.
- Personal accident insurance.
- Company car with driver and telephone at residence.
- Fuel for generator and reimbursement of water tanker charges for residence.

The Managing Director and some other employees of the company have been granted stock options under the Employee Stock Option Scheme of the Holding Company (ITC Limited). Such options are granted at 'market price' (within the meaning of Securities and Exchange Board of India (Share Based Employee Benefit) Regulations, 2014). Since such options are not tradeable, no benefit is conferred upon the employee at the time of grant of options. The Company, however, has recorded employee benefits expense by way of share based payments to employees, in accordance with NFRS 2 out of which NRs. 23,177,936 (₹ 14,486,210) is attributable to Managing Director and NRs. 22,690,055 (₹ 14,181,284) is attributable to other officials.

Annexure III**MANAGEMENT EXPENSES**

The expenses incurred by your Company for its management and administration for the financial year 2074/75 comprising rent, electricity, fuel & water, rates & taxes, insurance premium, repairs & improvements, safety & pollution control cost, maintenance, travel & conveyance, postage, telephone, fax, bank charges, legal fees, printing & stationery, consultancy charges, professional service charges & other fees, information technology services, business entertainment expenses, board meeting fees, donations, books & periodicals and miscellaneous expenses amounted to NRs. 1,311,918,326 (₹ 819,948,954).