

# Annexure - B to Boards' Report

## Statement of Disclosure of Remuneration

The information relating to remuneration of Directors / Key Managerial Personnel as required under Section 197(12) of the Companies Act, 2013 read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

- Ratio of the remuneration of each Executive Director to the median remuneration of the employees of the Company for the financial year 2020, the percentage increase in remuneration of Chief Executive Officer (MD), Chief Financial Officer and Company Secretary during the financial year 2020.

Sl No.	Name of the Director / Key Managerial Personnel	Designation	Ratio of remuneration of each Director to median remuneration of employees	Percentage increase in Remuneration
1	Mr. Venu Nuguri	Managing Director and Chief Executive Officer	88%	15%
2	Mr. Ajay Singh	Chief Financial Officer	28%	15%
3	Mr. Poovanna Ammatanda	General Counsel & Company Secretary	25%	NIL

Notes:

- Revision in remuneration of Mr. N. Venu, Managing Director and Chief Executive Officer is effective March 2020 recommended by Nomination & Remuneration Committee and approved by Board of Directors' on February 08, 2021.
  - Independent Directors of the Company are entitled for sitting fees and commission as per the statutory provisions and within the limits approved by the share holders. As a policy, the Non-Executive-Non-Independent Directors are neither paid sitting fee nor paid any commission. The details of remuneration of Non-executive Directors are provided in the Corporate Governance Report. The ratio of remuneration and percentage increase for Non-executive Directors Remuneration is therefore not considered for the above purpose.
- Percentage increase in the median remuneration of employees for the financial year: 9.99 percent.
  - Number of permanent employees on rolls of the Company as on December 31, 2020 : 2,290 employees.
  - Average percentile increase already made in the salaries of employees other than managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and to point out if there are any exceptional circumstances for increase in the managerial remuneration: As per Company's increment guideline.
  - Affirmation that the remuneration is as per remuneration policy of the Company: Yes

For and on behalf of Board of Directors  
For **ABB Power Products and Systems India Limited**

Achim Michael Braun  
Chairman  
DIN: 08596097

Bengaluru  
February 26, 2021