



TEMBO GLOBAL INDUSTRIES LIMITED

(CIN: - L29253MH2010PLC204331)

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Registered Office:-

Plot No- PAP D- 146/ 147, TTC MIDC, Turbhe ,Navi Mumbai-400705

Contact No:- +91-2562-239080 , Fax No:- 02562-239332

Website:- www.nut-clamps.com , E-Mail Id:- info@sakethexim.com

Remuneration of Directors

The remuneration payable to Functional Directors including Chairman & Managing Director is decided by the Nomination and Remuneration Committee. In accordance to the Companies Act, 2013 read with DPE Guidelines, the Board of Directors of the Company in consultation with administrative ministry, is empowered to determine the sitting fee payable to Independent Directors within the ceiling prescribed under the Companies Act, 2013.

Accordingly, the Board has fixed an amount of ` 2,500/- per meeting including TDS as sitting fees to Independent Directors for attending meetings of the Board or Committees thereof.

Details of remuneration of Functional Directors of the Company for the financial year 2019-20 are given in **Table 12**. Further, Functional Directors (including ex-Directors) were also paid Performance Related Pay (PRP) for the financial year 2019-20 as given in **Table 13**. Mr. Sanjay Jashbhai Patel, then Managing Director was also paid ` 42,00,000/- towards.

Table 12: Remuneration of Functional Directors for the financial year 2017-18

(Amount in `)

Name of Director	Salary	Benefits[₹]	Total
Mr. Sanjay Jashbhai Patel	42,00,000	-	42,00,000

*Appointed as Managing Director w.e.f. December 20, 2017.

Note:

1. The salary shown above is related to respective tenure of Directors. However, the Performance Related Pay for the financial year 2019-20 shown against each of them is as per the respective position held by them during 2019-20.
2. The Company had not given any stock options during the financial year 2019-20. Further, service conditions of the Functional Directors/directors including notice period and severance fee, if any are governed as per the terms & conditions of the company.
3. Besides above, Functional Directors are also entitled for medical benefit as per the applicable rules of the Company.



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Table 13: Details of Performance Related Pay (PRP) paid during the financial year 2019-20.

(Amount in `)

Name of Director	Designation	Performance Related Pay (PRP)* for the Financial Year 2015-16	Total
Mr. Sanjay Jashbhai Patel	Managing Director	42,00,000	42,00,000

*Performance Related Pay (PRP) for the year 2019-20, is paid as per DPE Guidelines.

Table 14: Sitting Fees to Independent Director

(Amount in `)

Name of Director	Designation	Sitting Fees	Total
Mr. Jehan Darayus Variava	Independent Director	7,500	7,500
Mr. Jasbir Singh Jaswant Singh Anand	Independent Director	10,000	10,000