

**Terms and Conditions of revision in the remuneration payable to Shri Rajeev Gupta ,  
Joint Managing Director of the Company**

**Salary:** w.e.f. 1st April ,2026 – Rs. 11,50,000/- per month  
w.e.f. 1st April, 2027 – Rs. 13,22,515/- per month

**Commission :** Not more than 1% of the net profits of the Company as computed in the manner laid down in applicable provisions of the Companies Act, 2013.

**Perquisites:** In addition to salary and commission Shri Rajeev Gupta shall be entitled to the following perquisites.

**Category ‘A’**

**i) Housing:**

- a) The expenditure incurred by the Company on hiring unfurnished accommodation for him shall be subject to a ceiling, namely 60% of the salary, over and above 10% payable by him, or
- b) In case the accommodation is owned by the Company 10% of the salary shall be deducted by the Company, or
- c) In case no accommodation is provided by the Company, house rent allowance subject to a ceiling laid down in (a) above shall be paid.

The expenditure incurred by the Company on Gas, Electricity, Water and furnishing shall be valued as per applicable Income Tax laws and will be subject to a ceiling of 10% of the salary.

**ii) Medical Reimbursement:**

Expenditure incurred for the Managing Director and his family, subject to a ceiling of one month’s salary in a year or two months’ salary over a period of two years.

**iii) Leave Travel Concession:**

For self and family once in a year in accordance with the rules specified by the Company.

**(Formerly Rajasthan Spinning & Weaving Mills Limited)**

**Corporate Office:**  
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Noida-201 301 (NCR-Delhi), India  
Tel. : +91-120-4390300 (EPABX)  
Fax : +91-120-4277841  
Website : [www.rswm.in](http://www.rswm.in)  
GSTIN:09AAACR9700M1Z1

**Regd. Office:**  
Kharigram, P.O. Gulabpura – 311 021  
District Bhilwara, Rajasthan, India  
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**iv) Club fees:**

Fees for clubs subject to maximum of two clubs will be allowed. This will not include admission and life membership fees.

**v) Medical Insurance and Personal Accident Insurance:**

As per the Policy of the Company. For the purpose of this category “family” means the spouse, the dependent children and dependent parents.

**vi) Leave and other benefits etc. as applicable to other Employees of the Company.**

**Category ‘B’**

**i) Provident Fund:**

Company’s contribution to Provident Fund shall be as per the scheme of the Company.

**ii) Superannuation/Annuity Funds:**

Company’s contribution to Superannuation/Annuity fund shall be in accordance with the scheme of the Company.

**iii) Gratuity:**

Payable as per the rules of the Company.

**iv) National Pension Scheme:**

Employer contribution to National Pension Scheme shall be as under,  
w.e.f. 1<sup>st</sup> April, 2026 - Rs. 62,375/- per month  
w.e.f. 1<sup>st</sup> April, 2027 – Rs. 73,995/- per month

**Category ‘C’**

**i) Car:**

Provision of car for use on Company’s business. Use of car for private purpose shall be billed by the Company.

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**ii) Telephone:**

Telephone at residence. Personal long distance calls shall be billed by the Company.

**MINIMUM REMUNERATION**

Notwithstanding anything to the contrary herein above contained, where in any financial year during the currency of the tenure of the Managing Director, the Company has no profits or has inadequate profits, the Company will pay to the Managing Director the above remuneration by way of salary, perquisites and allowances notwithstanding that it may exceed the sum specified in Para 1(A) of Section II of Part II of the Schedule V to the Companies Act, 2013 subject to the provisions of Section V of Part II of the Schedule V to the Companies Act, 2013 or any amendments thereto.

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