

Salary details of Mr. Arun Maheshwari – JMD & CEO of the Company

Proposed salary for the financial year 2024-25.

Salary Head	INR Crore
Basic Salary and allowances	3.83
PF and Gratuity	0.24
Variable Pay	1.58
Total	5.65

Details of ESOPs granted under the “ESOP Plan 2016” and “ESOP Plan 2021” are provided on page 118 of our FY 2023 Integrated Annual Report.

<https://www.jsw.in/sites/default/files/assets/downloads/infrastructure/Annual%20Reports/2022-23/JSW-Infrastructure-AR-2022-23-v2.pdf>

Also on page 101 under “Employee Stock Option Plan” of the Red Herring Documents filed in September 2023. https://www.sebi.gov.in/filings/public-issues/sep-2023/jsw-infrastructure-limited-rhp_76862.html.

Other details

Mr. Maheshwari salary is from South West Port Limited - Subsidiary Company

- There is no remuneration paid/proposed from the Company, if in future, any salary is proposed from Company will be subject to shareholder’s approval.
- The variable pay is performance based, in case of extra ordinary performance may cross the proposed variable pay Rs 1.58 cr. p.a, but is subject to overall cap of Rs 7.2 cr.
- Overall, the Salary (excluding ESOPs) for the Joint Managing Director is capped at Rs 7.2 cores per annum (including yearly appraisal, for next 3 years).
- Consolidated Net Profit After Tax (NPAT) of the Company for the financial year 2023-2024 stood at INR 1,170 Crore.

Details of the salary break up for FY 2023 and FY 2024. (Rs)

Remuneration of JSW Infrastructure Limited	FY23	FY24
Basic Salary & Allowances	Nil	Nil
PF & Gratuity	Nil	Nil
Variable Pay	Nil	Nil
Total Pay from JSW Infra	Nil	Nil
Particulars	FY23	FY24
Remuneration of South West Port Ltd.		
Basic Salary & Allowances	284,32,281	341,89,501
PF & Gratuity	18,82,602	21,88,358
Variable Pay	163,57,405	141,46,945
Total Pay from South West Port Limited	4,62,77,663	5,05,24,804
ESOPs –Exercise		No. 496995