

**Monthly remuneration received by each of BEML Executives and Non-Executives, including the system of compensation as provided in its regulations**

PAY AND ALLOWANCES WITH EFFECT FROM 01.01.2017

**BOARD LEVEL EXECUTIVES**

| Grade    | Pay Scale (in Rs.) |
|----------|--------------------|
| Director | 180000 – 340000    |
| CMD      | 200000 – 370000    |

**BELOW BOARD LEVEL EXECUTIVES**

| Grade | Pay Scale (in. Rs.) |
|-------|---------------------|
| I     | 30000 – 120000      |
| II    | 40000 – 140000      |
| III   | 50000 – 160000      |
| IV    | 60000 – 180000      |
| V     | 70000 – 200000      |
| VI    | 80000 – 220000      |
| VIII  | 90000 – 240000      |
| VIII  | 100000 – 260000     |
| IX    | 120000 – 280000     |
| X     | 150000 – 300000     |

**NON-EXECUTIVES (S-6 & BELOW)**

| Group | Pay Scale (in Rs.) |
|-------|--------------------|
| A     | 14490 – 52070      |
| B     | 16900 – 60650      |
| C     | 18780 – 67390      |
| D     | 20590 – 73770      |
| E     | 21540 – 77160      |
| S1    | 23910 – 85570      |
| S2    | 25320 – 88040      |
| S3    | 26690 – 92730      |
| S4    | 27600 – 95910      |
| S5    | 28740 – 100000     |
| S6    | 29740 - 103000     |

Note: In addition to above, Dearness Allowance, accommodation in Company Quarters or applicable House rent Allowance, leave as per rule, Medical treatment/reimbursement, subsidized canteen facilities, Provident Fund, Productivity incentives etc. are also given as per company's rule.