

STATEMENT OF PARTICULARS OF EMPLOYEES PURSUANT TO PROVISIONS OF SECTION 197(12) OF THE COMPANIES ACT, 2013 READ WITH COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014

		Designation		Education			Remuneration	Position Held
1	Mr. P Joseph Thomas ²	General Manager - Regulatory	54 Yrs	B.Com, Diploma in Materials Management	32 Yrs	1-Aug-88	1,096,742	Ethnor Ltd
2	Mr. Narayan A ²	VP - Finance and Accounts	51 Yrs	ICWA	30 Yrs	7-Sep-92	9,739,302	Raymond Woollen Mills Ltd
3	Mr. Ajay Piramal	Chairman	62 Yrs	B.Sc., M.M.S.(Bom.), A.M.P.(Harvard)	40 Yrs	1-Apr-97	118,192,709	Morarjee Goculdas Spg.& Wvg. Co. Ltd., Chairman & Managing Director
4	Mr. Rajesh Laddha ²	Chief Financial Officer	50 Yrs	CA, CPA., MBA, M.Com	24 Yrs	8-Jan-01	21,136,153	Coca Cola India, Financial Controller
5	Mr. Vivek Valsaraj	Chief Financial Officer	44 Yrs	ICWA, B.Com	23 Yrs	5-Feb-01	15,788,295	Wockhardt Limited, Sr. Executive Finance
6	Mr. Kedar Rajadnye	COO - Consumer Products Division & IT	46 Yrs	B.E., MMS	22 Yrs	1-Mar-04	26,098,639	Hindustan Lever Ltd., Regional Sales Manager
7	Mr. Sharon D'Souza ²	General Manager - Human Resource	40 Yrs	B.Sc, MBA in HR	16 Yrs	10-May-04	1,793,013	Edelweiss Capital
8	Dr. (Mrs.) Swati Piramal	Vice Chairperson	62 Yrs	M.B.B.S.,D.I.M., M.P.B.(Harvard)	37 Yrs	1-Oct-94	54,171,608	Gopikrishna Piramal Memorial Hospital - Medical Director
9	Mr. Jatin Lal	President - M&A	44 Yrs	PG Diploma in Management	21 Yrs	16-Dec-03	14,340,938	Stern Stewart & Co. , Consultant
10	Dr. (Ms.) Purvi Chawla ²	DGM - Clinical Development	41 Yrs	MBBS, MS	14 Yrs	21-Aug-06	2,485,966	Dr. Venkat Jaragula FDA
11	Mrs. Sheryl Jacques ²	Chief Manager - Human Resource	49 Yrs	BA, MA	25 Yrs	26-Mar-07	1,418,189	Saint Gobain India Limited
12	Dr. (Ms.) Vandana Sonavaria ²	VP - PR&D Injections	52 Yrs	Phd, Doctorate	24 Yrs	10-Aug-07	1,295,285	Akorn Inc.
13	Ms. Nandini Piramal	Executive Director	37 Yrs	MBA	16 Yrs	1-Apr-09	39,397,496	McKinsey & Co - Business Analyst
14	Mr. Vijay Shah	Executive Director	59 Yrs	C.A., Advance Management Program	35 Yrs	14-Dec-87	67,147,867	Piramal Glass Limited - Managing Director
15	Mr. Surinder Gulati	Senior VP - PCC Global Mfg & Dem	46 Yrs	BE	24 Yrs	1-Jul-11	11,160,538	Piramal Critical Care Head - Tech Ops
16	Mr. Peter DeYoung	Chief Executive Officer - PCC	39 Yrs	B.Sc, MBA	12 Yrs	2-Apr-12	36,735,496	The Blackstone Group L.P., Associate
17	Mr. Paresh Parasnis	Head Foundation	56 Yrs	CA, B.Com	34 Yrs	1-Aug-12	11,451,723	HDFC Standard Life Insurance - COO
18	Mr. Neelay Desai ²	VP - Business Development	43 Yrs	BA, MA, MBA	16 Yrs	10-Dec-12	2,849,010	Mediimmune
19	Mr. Vipul Agarwal	President - Strategy	40 Yrs	MBA,CA, B.com	17 Yrs	18-Feb-13	17,977,532	Mckinsey & Company, Associate Principal
20	Mr. S. K. Honnesh	Group General Counsel	44 Yrs	BA, LLB	22 Yrs	1-Mar-13	25,034,978	Reliance Industrial Infrastructure Ltd - Legal Advisor
21	Mr. Narendrra Arora	Vice President - Shared Services	46 Yrs	B.Com, ICWA	23 Yrs	31-Jul-14	13,800,978	OCS Group and Thermo Fisher Scientific, Director Finance
22	Mr. Dhawal Katkar	VP - Marketing - Salf Care Division	43 Yrs	B.Com, MBA Marketing	21 Yrs	16-Feb-15	11,422,274	Turner
23	Mr. Shantanu Nalavadi	Managing Director - Distress Asset Fund	47 Yrs	CA, B.Com	27 Yrs	13-Apr-15	34,805,585	New Silk Route, Partner
24	Mr. Viral Gandhi	Senior Vice President - Information Technology	44 Yrs	BE	22 Yrs	2-Jun-15	12,946,904	COX And Kings Ltd, Chief Information Officer – IT
25	Dr. Suresh Raghava	Senior Vice President - API Operations	60 Yrs	Phd, MSc, BSc	32 Yrs	6-Aug-15	13,506,169	Sandoz Pvt Ltd, Head API India

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26	Mr. Vikram Bector	Chief Human Resource Officer	52 Yrs	B.Sc, MBA	28 Yrs	25-Jul-16	18,087,661	Cipla Limited - Chief Talent Officer
27	Mr. Vikram Duggal	Vice President HR	44 Yrs	BSc, PGDPM-HR, XLRI	21 Yrs	3-Oct-16	13,491,307	Sun Pharma - Head HR
28	Mr. Cormac Lynch	Senior General Manager - Interior Design	35 Yrs	BA- Design Interior/ Design Furniture	10 Yrs	13-Oct-16	17,226,340	Pallavi Dean, Dubai, Associate
29	Mr. Nithin Kaimal	Senior - Director Distress Asset Fund	40 Yrs	CA,PGDCM(MBA)- IIM	16 Yrs	16-Jan-17	11,869,984	TTPL, Co Founder & Director
30	Mr. Ranjit Menon ³	General Manager SC - Special Projects	51 Yrs	B.Sc,M.Sc,Diploma in Foreign Trade	24 Yrs	1-Jul-93	13,938,532	Started Career With Piramal Enterprises Limited
31	Mr. Anil Kumar Pandey ³	Regional Business Manager	43 Yrs	B.Sc,PGDM	21 Yrs	1-Sep-09	11,804,608	IPCA Labs Limited

1 Employed for part of the financial year (joined during the year)
2 Employed for part of the financial year (Resigned /Separated/Retired. Remuneration excludes retiral benefits of Gratuity and Leave Encashment)
3 Employed posted and working outside India

Notes:

- The appointment of all employees is subject to the rules & regulations of the Company in force from time to time and is not contractual except that of the Chairman and Executive Directors.
- None of the employees except the following is related to any director of the Company:
Mr. Ajay G. Piramal is the husband of Dr. (Mrs.) Swati A. Piramal and both are parents of Ms. Nandini Piramal.
Mr. Peter DeYoung is the husband of Ms. Nandini Piramal.
- Remuneration paid to the Whole-Time Directors of the Company was within the limits of Section 197 of the Companies Act, 2013.
- There was no employee who by himself or along with his spouse and dependent children, was holding not less than two percent of the equity shares of the Company and was in receipt of remuneration during the year which, in the aggregate, or as the case may be, at a rate which, in the aggregate, was in excess of that drawn by any of the Whole-Time Directors.