

Annexure to the Directors' Report

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

Sr. No.	Employee Name	Designation	Age	Education	Total Experience	Date of Joining	Remuneration	Last Employment & Position Held
1	Mr Vinod Gaokar ²	Vice President - Supply Chain	60 Years	M.Sc,Diploma in Foreign Trade	38 Years	05-07-1993	1,357,054	Parke Davis (I) Ltd.-Asst. Manager - Materials Control
2	Mr Ajay Piramal	Chairman	59 Years	B.Sc., M.M.S.(Bom.), A.M.P.(Harvard)	37 Years	01-04-1997	116,500,246	Morarjee Goculdas Spg.& Wvg. Co. Ltd., Chairman & Managing Director
3	Mr Ninad Navalkar	Vice President - Finance	48 Years	CA, B.Com	23 Years	18-08-1998	7,232,315	Ion Exchange Finance Limited - Manager
4	Mr Rajesh Laddha	Chief Financial Officer	47 years	CA, CPA., MBA, Mcom	21 Years	08-01-2001	33,062,062	Coca Cola India, Financial Controller
5	Mr Vivek Valsaraj	President - Finance	41 Years	ICWA, Bcom	20 Years	05-02-2001	8,214,991	Wockhardt Lim Sr. Executive Finance
6	Dr Sivaramakrishnan H. ²	President	61 Years	Ph.D; Post Doctorate	34 Years	03-04-2003	6,998,426	Hikal Limited, Vice President-R&D.
7	Mr A Balaji ²	Vice President - IT	46 Years	CA, B.Com	24 Years	07-11-2003	11,117,990	Reliance Infocom Manager - SAP
8	Mr Kedar Rajadnye	COO - Consumer Products Division & IT	43 Years	B.E., MMS	19 Years	01-03-2004	20,839,596	Hindustan Lever Ltd. Regional Sales Manager
9	Dr Arun Balakrishnan	Senior Vice President	58 Years	Ph.D; Post Doctorate	26 Years	10-08-2005	8,673,727	Centre for Biotechnology, Director & Professor
10	Dr(Mrs) Swati A. Piramal	Vice-Chairperson	59 Years	M.B.B.S.,D.I.M., M.P.B.(Harvard)	34 Years	01-10-1994	45,667,700	Gopikrishna Piramal Memorial Hospital - Medical Director
11	Mr Pankaj Goel	Vice President - Mergers & Acquisitions	40 Years	BE in Electronics, MMS in Finance, CFA	17 Years	08-06-1998	9,453,746	Started In Piramal Healthcare Limited Mgmt Trainee
12	Mr Deepak Tipnis ²	General Manager - Finance	64 Years	B.com, Diploma In Management Account	42 Years	27-08-1974	2,598,826	Abbott Laboratories India Ltd, Accounts Clerk
13	Mr Venkatalachalam Raman	President - API Operation	56 Years	B.Sc.(Hons.), B.Sc.(Tech.), DMS	33 Years	05-04-2005	13,512,811	Apollo International Ltd. - Business Head
14	Mr Sunil Deshmukh	Vice President - Operations	53 Years	Msc	27 Years	01-06-2001	8,649,688	Sun Pharmaceuticals Limited Sr. Manager Quality /CQA
15	Mr Debashish Chakravorty	Site Head - Pithampur	48 Years	MBA, B.Pharm	26 Years	06-01-1992	6,967,652	Duphar-Intefran Ltd-Production Chemist
16	Mr Jatin Lal	VP - M&A & Investor Relations	41 Years	PG Diploma in Management	18 Years	16-12-2003	8,351,244	Stern Stewart & Co., Consultant
17	Mr Vinod Pillai	GM - Strat. Mktng.(API Services)	51 Years	MS, MBA, B.E	24 Years	05-06-2006	7,981,837	Ranbaxy Labs-GM - Global Material Sourcing
18	Dr(Ms) Vandana Sonavaria	Vice President - PR&D Injections	48 Years	Ph.D; Post Doctorate	21 Years	10-08-2007	8,092,574	Akorn Inc., Director
19	Dr(Ms) Veena Agarwal ²	Senior Vice President	54 Years	Ph.D; Post Doctorate	18 Years	16-06-2008	5,192,429	Jubilant Biosys Limited, Vice President - Drug Discovery
20	Mr Neeraj Katare	VP-Diagnostics, Vitamins & OE	43 Years	BE Mechanical Engg, MBA in Concentration Marketing, Finance & Management Economics, Certified PMP professional	21 Years	18-06-2008	7,756,895	Tata Consultancy Services - Business Head (North America) -Lean six sigma
21	Dr Rajiv Sharma ²	Senior Vice President	52 Years	Ph.D; Post Doctorate	21 Years	03-11-2008	11,688,460	Amgen Tularik, Principal Scientist
22	Mr Prem Singh ²	V.P. - HR (Pharma Sol)	47 Years	MMS,IIT Delhi, B.E - DEI, Agra	25 Years	24-12-2008	3,154,938	Essar Group Mumbai & Trinidad-Head - HR
23	Ms Nandini Piramal	Executive - Director	34 Years	MBA	13 Years	01-04-2009	35,273,290	McKinsey & Co - Business Analyst
24	Dr Vipin Dhall ²	Site Head - Ahmedabad	45 Years	Ph.D; Post Doctorate	18 Years	03-08-2009	4,845,685	Dr Reddys Laboratory - Director Differentiated Products
25	Mr Rajiv Salvi	Associate Director-R&D Consumer Products	55 Years	Msc	32 Years	21-09-2009	6,400,475	Zydus Cadila Healthcare Ltd, Sr. General Manager -F&D consumer & OTC Products
26	Mr Yash Chamria	General Manager - Business Development	35 Years	CA, MBA, B.Com	17 Years	02-08-2010	7,195,912	SREI Infrastructure Finance Ltd - AVP Special Projects
27	Mr Abhijeet Jhwar	GM - Future Brands & Modern Trade	38 Years	PG Diploma in Management	13 Years	01-09-2010	6,176,153	Normak Fashions Pvt. Ltd., AGM Marketing
28	Dr Balaji Ulla	President - Corporate Sustainability	55 Years	Phd, MBA, BSc	31 Years	01-10-2010	7,153,550	Mahindra Satyam Sr Vice President
29	Mr Viren Wani	VP - Strategic Marketing	45 Years	MBA	25 Years	17-12-2010	7,447,589	IMS Health as Business Development Manager
30	Dr Debjit Biswas ²	Vice President - Biostatistics & Data Management	43 Years	Mtech,Ph.D	14 Years	08-04-2011	6,492,912	Bristol-Myers Squibb India Pvt. Ltd., Director
31	Mr Vijay Shah	Executive Director	56 Years	C.A., Advance Management Program	32 Years	14-12-1987	65,667,700	Piramal Glass Limited - Managing Director
32	Mr Ratish Trehan ²	Vice President - RoW Operations	41 Years	PG Diploma in Management, B.Sc	17 Years	09-06-2011	5,863,017	Lupin Pharmaceuticals Ltd VP - CIS
33	Mr Surinder Gulati	VP - PCC Global Mfg & Dem	43 Years	BE	21 Years	01-07-2011	9,668,755	Piramal Critical Care Head - Tech Ops

Sr. No.	Employee Name	Designation	Age	Education	Total Experience	Date of Joining	Remuneration	Last Employment & Position Held
34	Mr Sushil Bhati	VP - Sales	49 Years	BSc	25 Years	07-10-2011	6,783,457	Cadila Pharma, VP sales & Marketing
35	Mr Leonard D'Souza	Vice President - Secretarial (Co. Sec.)	51 Years	CS, B.Com	25 Years	15-09-2000	7,280,661	Rallis India Company Secretary
36	Mr Peter DeYoung	President	36 Years	B.Sc. MBA	9 Years	02-04-2012	25,430,268	The Blackstone Group L.P., Associate
37	Mr Jayesh Desai	Co Head- Structured Investments Group	48 Years	CA, B.Com	23 Years	02-04-2012	24,355,238	Ernst & Young - Partner
38	Mr Sachin Rajpal ²	General Manager - Brand	37 Years	Bsc, MBA	14 Years	01-08-2012	5,216,092	Dabur India Ltd, Category Manager
39	Mr Paresh Parasnis	Head Foundation	53 Years	CA, B.Com	31 Years	01-08-2012	8,713,537	HDFC Standard Life Insurance - COO
40	Mr Shalin Shah	Vice President - Strategy	31 Years	ME	11 Years	09-05-2011	7,562,717	IndusGrowth, VP
41	Mr Neelay Desai	Vice President-Business Development	40 Years	BA, MA, MBA	13 Years	10-12-2012	7,510,597	Medimmune, Associate Director
42	Dr Dhilepkumar Krishnamurthy	Vice President & Head R&D (API)	49 Years	Bsc, Msc, Phd:Doctorate	17 Years	01-02-2013	8,082,665	Sai Life Sciences Hyderabad, VP - R&D API & CRAMS
43	Mr Vipul Agarwal	Vice President - Strategy	37 Years	MBA, CA, B.com	14 Years	18-02-2013	12,024,071	Mckinsey & Company, Associate Principal
44	Mr S.K. Honnesh	President - Legal	41 Years	BA, LLB	19 Years	01-03-2013	13,915,407	Reliance Industrial Infrastructure Ltd - Legal Advisor
45	Mr Parvez Umrigar	Co Head - Structured Investments Group	51 Years	CA, ICWA, B.Com	28 Years	01-04-2013	48,766,393	Gammon India - Group Director
46	Mr Puneet Sud	Vice President - Operations	49 Years	BTech	26 Years	27-05-2013	6,047,144	Parabolic Drugs Ltd, AVP Operations
47	Mr Vikas Gupta	Vice President - SIG	38 Years	MBA, B.Tech,	15 Years	12-07-2013	8,095,671	IDFC Capital, Director
48	Mr Deependu Jain	Vice President - Strategy (SIG)	34 Years	CA, PGP in Mgmt, BBA	12 Years	16-08-2013	8,412,271	NV Capital services ltd VP -
49	Mr Kalpesh Pathak	Vice President, SIG Group	42 Years	MBA, BE	20 years	22-08-2013	7,822,410	Gammon Infra Proj Ltd Sr. Manager
50	Ms Anuradha Paraskar ¹	President - Marketing & Group Brand	46 Years	Bsc, MMS	23 Years	14-04-2014	11,582,150	Lavasa Corporation Ltd., VP Marketing & Sales
51	Dr Owe Orwar ²	President	50 Years	Ph.D; Post Doctorate	21 Years	06-01-2014	66,418,111	Sanofi R&D, France, Vice President
52	Mr Sandeep Arora ¹	President - Finance	49 Years	B.com, CA	26 Years	02-05-2006	6,853,394	Piramal Glass Limited, Chief Financial Officer
53	Dr Lambertus Benthem ²	Vice-President-Metabolic	52 Years	Ph.D; Post Doctorate	19 Years	25-07-2014	6,950,645	Principal Scientist, AstraZeneca, Sweden
54	Mr Narendrra Arora ¹	Vice President - Shared Services	43 Years	B.com, ICWA	20 Years	31-07-2014	6,743,001	OCS Group and Thermo Fisher Scientific, Director Finance
55	Dr(Ms) Chandrika Rao ²	Director - Discovery Informatics	50 Years	Post -Doctorate	19 Years	14-06-2004	3,792,444	CSIR, Scientist-IGIB
56	Dr Pravin Phatak ²	General Manager-Quality	45 Years	Ph.D	9 Years	03-01-2005	647,917	Sun Pharma, Senior Executive
57	Dr Koteppa Pari ²	Assistant Director-Analytical Development	44 Years	Post Doctorate Fellowship	14 Years	01-09-2005	3,039,832	National Institutes of Health (NIH), Visiting Fellow
58	Mr Dinesh Dahivelkar ²	Vice President - Finance	42 Years	CA	22 Years	03-07-2006	2,332,761	Piramal Glass Limited, AGM-Finance
59	Dr Raghib Husain ²	Vice President - Toxicology	55 Years	Ph.D	18 Years	04-01-2010	5,703,742	Jubilant Biosys - Director
60	Dr Tausif Ahmed ²	Associate Director	39 Years	Ph.D	14 Years	01-06-2011	4,014,638	Sai Advantium, Associate Director
61	Mr Supratik Sengupta	General Manager - Brand Building	45 Years	BSc. Physics, PGDM	21 Years	04-07-2011	6,143,642	Dabur India Limited, Group Product Manager
62	Dr Dhiraj Abhyankar ²	Senior General Manager - Clinical	42 Years	MD	11 Years	17-12-2012	4,661,613	Vanths Pharmaceutical Development(P) Ltd. Director
63	Dr Sreeshha Srinivasa ²	Sr Director- Cancer Biology & Biomarkers	48 Years	Ph.D	16 Years	11-02-2013	5,790,484	Jubilant Biosys - Director
64	Mr Dhawal Katkar ¹	Vice President - Marketing	40 Years	B.com, MBA	17 Years	16-02-2015	972,905	Turner, Sr. Director & Network Head - South Asia
65	Mr Ranjit Menon ³	General Manager - SC Special Project	48 Years	BSc, MBA	21 Years	01-07-1993	10,690,870	Started With Piramal Enterprises 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.
- Remuneration includes salary, Company's contribution to provident & superannuation funds, medical expenses, house rent allowance, leave travel assistance, Employee Separation Scheme, Performance Pay, taxable value of perquisites and other allowances as per Company's rules.
- 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.