

ANNEXURE TO THE BOARD'S 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

Sl. No.	Employee Name	Designation	Age	Education	Total Experience	Date of Joining	Remuneration	Last Employment & Position Held
1	Mr. Vijay Shah	Executive Director	58 Yrs	C.A., Advance Management Program	34 Yrs	14-Dec-87	61,420,791	Piramal Glass Limited - Managing Director
2	Mr. Ranjit Menon ³	General Manager - SC Special Projects	50 Yrs	B.Sc., M.Sc., Diploma in Material Management & Foreign Trade	23 Yrs	1-Jul-93	10,496,105	Started Career with Piramal Enterprises Limited
3	Dr. (Mrs.) Swati Piramal	Vice Chairperson	61 Yrs	M.B.B.S., D.I.M., M.P.B. (Harvard)	36 Yrs	1-Oct-94	49,912,396	Gopikrishna Piramal Memorial Hospital - Medical Director
4	Mr. Ajay Piramal	Chairman	61 Yrs	B.Sc., M.M.S. (Bom.), A.M.P. (Harvard)	39 Yrs	1-Apr-97	108,899,912	Morarjee Goculdas Spg. & Wvg. Co. Ltd. - Chairman & Managing Director
5	Mr. Pankaj Goel ²	Vice President - Mergers & Acquisitions	42 Yrs	BE in Electronics, MMS in Finance, CFA	19 Yrs	8-Jun-98	3,249,276	Started in Piramal Healthcare Limited - Mgmt. Trainee
6	Mr. Leonard D'Souza	Vice President - Secretarial (Co. Sec.)	53 Yrs	CS, B.Com.	27 Yrs	15-Sep-00	9,917,546	Rallis India - Company Secretary
7	Mr. Rajesh Laddha	Chief Financial Officer	49 Yrs	CA, CPA., MBA, M.Com.	23 Yrs	8-Jan-01	41,908,588	Coca Cola India - Financial Controller
8	Mr. Vivek Valsaraj	President - Finance	43 Yrs	ICWA, B.Com.	22 Yrs	5-Feb-01	13,909,011	Wockhardt Limited - Sr. Executive Finance
9	Mr. Jatin Lal	VP - M&A & Investor Relations	43 Yrs	PG Diploma in Management	20 Yrs	16-Dec-03	11,909,561	Stern Stewart & Co. - Consultant
10	Mr. Kedar Rajadnye	COO - Consumer Products Division & IT	45 Yrs	BE, MMS	21 Yrs	1-Mar-04	20,812,060	Hindustan Lever Ltd. - Regional Sales Manager
11	Mr. R. Venkatachalam ²	President - API Operation	58 Yrs	B.Sc. (Hons.), B.Sc. (Tech.), DMS	35 Yrs	5-Apr-05	7,800,148	Apollo International Ltd. - Business Head
12	Mr. Sandeep Umesh Arora ²	President - Finance	51 Yrs	B.Com., CA	28 Yrs	2-May-06	11,893,825	Piramal Glass Limited - Chief Financial Officer
13	Ms. Nandini Piramal	Executive Director	36 Yrs	MBA	15 Yrs	1-Apr-09	36,299,904	McKinsey & Company - Business Analyst
14	Mr. Surinder Gulati	Senior VP - PCC Global Mfg & Dem	45 Yrs	BE	23 Yrs	1-Jul-11	12,567,251	Piramal Critical Care Head - Tech Ops
15	Mr. Peter DeYoung	Chief Executive Officer - PCC	38 Yrs	B.Sc., MBA	11 Yrs	2-Apr-12	32,992,576	The Blackstone Group L.P., Associate
16	Mr. Jayesh Desai ²	Managing Partner - SIG	50 Yrs	CA, B.Com.	25 Yrs	2-Apr-12	31,947,153	Ernst & Young - Partner
17	Mr. Paresh S. Parasnis	Head Foundation	55 Yrs	CA, B.Com.	33 Yrs	1-Aug-12	10,846,079	HDFC Standard Life Insurance - COO
18	Dr. Dhileepkumar Krishnamurthy ²	Vice President & Head R&D (API)	51 Yrs	B.Sc., M.Sc., Phd, Doctorate	19 Yrs	1-Feb-13	5,533,513	Sai Life Sciences Hyderabad, VP - R&D API & CRAMS
19	Mr. Vipul Agarwal	President - Strategy	39 Yrs	MBA, CA, B.Com.	16 Yrs	18-Feb-13	16,114,597	McKinsey & Company, Associate Principal
20	Mr. S. K. Honnesh	President - Legal	43 Yrs	BA, LLB	21 Yrs	1-Mar-13	19,318,799	Reliance Industrial Infrastructure Ltd. - Legal Advisor
21	Mr. Puneet Sud ²	Vice President - Operations	51 Yrs	B.Tech	28 Yrs	27-May-13	3,640,905	Parabolic Drugs Ltd. - AVP Operations
22	Mr. Kavin Mirchandani ²	Analyst Structured Investment Group	32 Yrs	B.Com, M.Com., PGDM	9 Yrs	17-Jul-13	1,296,128	Gammon Infrastructure Projects Limited
23	Mr. Kalpesh A. Pathak ²	Principal - SIG	44 Yrs	MBA, BE	22 Yrs	22-Aug-13	4,585,023	Gammon Infra Proj Ltd. - Sr. Manager

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24	Mr. Sanjay Singh ²	Head - Commerical R&D	52 Yrs	B.Tech, B.Sc., Intermediate	28 Yrs	18-Sep-13	2,164,711	Plethica Pharmaceuticals – Head R&D Herbal & Neutraceuticals
25	Mr. Anuradha Shirish Paraskar ²	President - Marketing & Group Brand	48 Yrs	B.Sc., MMS	25 Yrs	14-Apr-14	1,461,981	Lavasa Corporation Ltd. - VP Marketing & Sales
26	Mr. Narendrra Vishambharnath Arora	Vice President - Shared Services	45 Yrs	B.Com., ICWA	22 Yrs	31-Jul-14	13,662,749	OCS Group and Thermo Fisher Scientific - Director Finance
27	Mr. Shantanu Nalavadi	Managing Partner - SIG	46 Yrs	CA, B.Com.	26 Yrs	13-Apr-15	26,103,222	New Silk Route - Partner
28	Mr. G Subramani ²	Senior VP - Global Supply Chain	53 Yrs	MMS, M.Sc., B.Sc.	29 Yrs	20-Apr-15	4,736,557	Hospira - Vice President SCM
29	Mr. Viral Gandhi	Vice President - Information Technology	43 Yrs	BE	21 Yrs	2-Jun-15	11,953,001	COX and Kings Ltd. - Chief Information Officer – IT
30	Mr. Suresh V. Raghava	Senior Vice President - API Operations	59 Yrs	Phd, M.Sc., B.Sc.	31 Yrs	6-Aug-15	11,489,664	Sandoz Pvt. Ltd. - Head API India
31	Mr. Vikram Bector ¹	Chief Human Resource Officer	51 Yrs	B.Sc., MBA	27 Yrs	25-Jul-16	9,608,934	Cipla Limited - Chief Talent Officer
32	Mr. Vikram Duggal ¹	Vice President - HR	43 Yrs	B.Sc., PGDPM-HR, XLRI	20 Yrs	3-Oct-16	6,318,732	Sun Pharma - Head HR
33	Mr. Cormac Lynch ¹	Senior General Manager - Interior Design	34 Yrs	BA - Design Interior/ Design Furniture	9 Yrs	13-Oct-16	9,758,148	Pallavi Dean - Dubai, Associate
34	Mr. Rajesh Kamat ¹	Vice President - Strategy & Operations	43 Yrs	PGDM (IIM)	19 Yrs	9-Dec-16	3,320,870	Strategy & PWC - Director
35	Mr. Nithin Kaimal ¹	Senior - Director	39 Yrs	CA, PGDCM (MBA) - IIM	15 Yrs	16-Jan-17	2,473,786	TTPL - Co Founder & Director

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.