

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

Sr. No.	Employee Name	Designation	Age	Education	Total Experience	Date of Joining	Remuneration	Last Employment & Position Held
1	Mr D Shelatkar ²	General Manager - Human Resources	64 Yrs	LLB	41 Yrs	25/04/1996	1,702,711	DCW Home Products Ltd., Senior Manager - Personnel
2	Mr Ajay G. Piramal	Chairman	60 Yrs	B.Sc., M.M.S.(Bom.), A.M.P.(Harvard)	38 Yrs	01/04/1997	69,332,993	Morarjee Goculdas Spg.& Wvg. Co. Ltd., Chairman & Managing Director
3	Mr Ninad Navalkar	Vice President - Finance	49 Yrs	CA, B.Com	24 Yrs	18/08/1998	8,190,232	Ion Exchange Finance Ltd - Manager
4	Mr Rajesh Laddha	Chief Financial Officer	48 Yrs	CA, CPA, MBA, M.com	22 Yrs	08/01/2001	39,433,521	Coca Cola India - Financial Controller
5	Mr Vivek Valsaraj	President - Finance	42 Yrs	ICWA, B.Com	21 Yrs	05/02/2001	11,730,698	Wockhardt Limited - Sr. Executive Finance
6	Mr Kedar Rajadnye	COO - Consumer Products Division & IT	44 Yrs	B.E., MMS	20 Yrs	01/03/2004	22,571,224	Hindustan Lever Ltd. - Regional Sales Manager
7	Mr Jatin Unadkat	General Manager - Finance	35 Yrs	CA, B.Com	16 Yrs	09/08/2004	6,939,109	ICICI Bank Ltd - Manager Finance
8	Mr Mayank Mattu	Vice President - Projects	42 Yrs	BE	21 Yrs	16/11/2004	6,612,574	M/s Torrent Pharmaceuticals Ltd – Asst Manager, Civil
9	Mr Prashant Saxena	General Manager - Projects	47 Yrs	BE	29 Yrs	10/01/2005	6,176,049	Dr. Reddy's Lab – Manager - Electrical
10	Mr Nirav Adani	General Manager - Finance	34 Yrs	CA, B.Com	12 Yrs	29/04/2005	6,680,337	Deloitte Haskins & Sells - Assistant Manager
11	Ms Radha Panicker ²	Group Leader - Toxicology	56 Yrs	M.Sc. BioChemistry	30 Yrs	09/10/1985	1,586,611	Hoechst Marion Roussel, Mulund - Scientific Officer
12	Mr Sachin Veling ²	General Manager - Purchase	52 Yrs	Graduate Diploma in Materials Management	32 Yrs	23/03/1999	3,365,219	Pal-Peugeot Ltd - Assistant Manager
13	Mr Vikas Kulkarni ²	Senior General Manager - Engineering	55 Yrs	BE	31 Yrs	01/04/2005	3,159,556	Glenmark Pharmaceuticals Ltd. - Dy. General Manager- Engineering
14	Dr Arun Balakrishnan ²	Sr.VP - Naturals Research & Operations	59 Yrs	Ph.D; Post Doctorate	27 Yrs	10/08/2005	1,367,824	Centre for Biotechnology - Director & Professor
15	Dr (Mrs) Swati A. Piramal	Vice Chairperson	60 Yrs	M.B.B.S.,D.I.M., M.P.B.(Harvard)	35 Yrs	01/10/1994	33,274,990	Gopikrishna Piramal Memorial Hospital - Medical Director
16	Mr Pankaj Goel	Vice President - Mergers & Acquisitions	41 Yrs	BE in Electronics, MMS in Finance, CFA	18 Yrs	08/06/1998	9,845,003	Started In Piramal Healthcare Limited Management Trainee
17	Mr Prashant Rane ²	Assistant General Manager - Purchase	39 Yrs	B.Sc	17 Yrs	21/12/1998	563,440	Hong-Kong Shanghai Corporation Bank - Banking Assistant
18	Mr R Venkatachalam	President - API Operation	57 Yrs	B.Sc.(Hons.), B.Sc.(Tech.), DMS	34 Yrs	05/04/2005	13,822,899	Apollo International Ltd. - Business Head
19	Mr Sunil Deshmukh	Vice President - Operations	54 Yrs	M.Sc	28 Yrs	01/06/2001	8,788,355	Sun Pharmaceuticals Limited - Sr. Manager Quality /CQA
20	Mr Debashish Chakravorty	Site Head - Pithampur	49 Yrs	MBA, B.Pharma	27 Yrs	06/01/1992	7,965,590	Duphar-Intefran Ltd-Production Chemist
21	Mr Jatin Lal	VP - M&A	42 Yrs	PG Diploma in Management	19 Yrs	16/12/2003	9,632,770	Stern Stewart & Co. - Consultant
22	Mr Pramod Gite	General Manager - Human Resources	44 Yrs	MBA - HR	19 Yrs	17/02/2005	6,050,600	Larsen & Toubro Limited – Sr. Executive - HR
23	Mr Vinod Pillai ²	General Manager - Strategic Marketing	52 Yrs	MS, MBA, B.E	25 Yrs	05/06/2006	1,472,396	Ranbaxy Labs-GM - Global Material Sourcing
24	Ms Rashida Najmi	VP-Global Quality & Pharmacovigilance	50 Yrs	B Pharma	27 Yrs	18/07/2006	6,187,159	Sreya Life Sciences – Sr. Manager - QA
25	Mr Rajendra Mali	General Manager - Production	42 Yrs	BE	19 Yrs	12/02/2007	6,426,580	Dr.Reddy's Labs Limited – Sr. Manager
26	Mr Yogesh Jain ²	General Manager - BD API Services	41 Yrs	MBA	17 Yrs	15/02/2007	1,617,686	Dr.Reddy's Laboratories Limited – Dy. Manager, Projects Management
27	Mr Suveer Shrivastava ²	Vice President - Quality	49 Yrs	PG Diploma in Management	27 Yrs	20/01/2007	4,126,490	ZYDUS CADILA – GM QC
28	Mr Jai Bhaumik ²	Chief Manager- Strategic Planning-PNS	38 Yrs	MBA	10 Yrs	04/06/2007	553,210	Pino Bisazza Glass Pvt. Ltd. – Production Officer
29	Mr Sudipta Mukhopadhyay ²	General Manager - QA&RA	44 Yrs	MSc	20 Yrs	06/06/2007	669,059	Ranbaxy Laboratories Ltd.- Sr. Research Scientist
30	Dr Vandana Sonvaria	Vice President - PR&D Injections	49 Yrs	Ph.D; Post Doctorate	22 Yrs	10/08/2007	8,341,309	Akorn Inc. - Director

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Sr. No.	Employee Name	Designation	Age	Education	Total Experience	Date of Joining	Remuneration	Last Employment & Position Held
31	Mr Alex Mathew	National Sales Manager - North & East	45 Yrs	PG Diploma in Management, B.Com	23 Yrs	01/04/2008	6,676,668	Reliance Retail Ltd - Chief Manager Supply Chain
32	Mr Neeraj Katara ²	VP-Diagnostics, Vitamins & OE	44 Yrs	BE Mechanical Engg, MBA in Concentration Marketing, Finance & Management Economics, Certified PMP professional	21 Yrs	18/06/2008	4,248,933	Tata Consultancy Services - Business Head (North America) - Lean Six Sigma
33	Mr Aravindan Raghavan ²	Indirect Category Head	46 Yrs	BTech	25 Yrs	15/09/2008	2,392,450	Avery Dennison (India) Pvt. Ltd - Process Manager
34	Ms Nandini Piramal	Executive Director	35 Yrs	MBA	14 Yrs	01/04/2009	23,393,314	McKinsey & Co. - Business Analyst
35	Mr Rajiv Salvi	Associate Director-R&D Consumer Products	56 Yrs	M.Sc	33 Yrs	21/09/2009	6,924,866	Zybus Cadila Healthcare Ltd - Sr. General Manager - F&D Consumer & OTC Products
36	Mr Ashok Kumar Podishetty ²	General Manager - Safety, Health, Environment	45 Yrs	MTech	22 Yrs	03/05/2010	862,259	Granules India Limited - Sr. Manager - Corp EHS
37	Mr Yash Chamria ²	General Manager - Business Development	36 Yrs	CA, MBA, B.Com	18 Yrs	02/08/2010	6,300,242	SREI Infrastructure Finance Ltd - AVP Special Projects
38	Mr Abhijeet Jhavar ²	General Manager - KWD & Modern Trade	39 Yrs	PG Diploma in Management	14 Yrs	01/09/2010	5,077,947	Normak Fashions Pvt. Ltd. - AGM Marketing
39	Dr Balaji Utlar ²	President - Corporate Sustainability	56 Yrs	PhD, MBA, BSc	32 Yrs	01/10/2010	6,732,347	Mahindra Satyam - Sr. Vice President
40	Mr Viren Wani	VP - Strategic Marketing	46 Yrs	MBA	26 Yrs	17/12/2010	8,003,623	IMS Health as Business Development Manager
41	Mr Vijay Shah	Executive Director	57 Yrs	C.A., Advance Management Program	33 Yrs	14/12/1987	38,170,409	Piramal Glass Limited - Managing Director
42	Mr Akash Bhatt	General Manager - Supply Chain	41 Yrs	PG Diploma in Management, BTech, Intermediate	17 Yrs	02/06/2011	6,561,457	Johnson & Johnsons Medical - Sr. Manager Materials
43	Mr Surinder Gulati	VP - PCC Global Mfg & Dem	44 Yrs	BE	22 Yrs	01/07/2011	10,754,971	Piramal Critical Care Head - Tech Ops
44	Mr Supratik Sengupta	General Manager - Marketing	47 Yrs	BSc. Physics, PGDM	22 Yrs	04/07/2011	7,035,098	Dabur India Limited - Group Product Manager
45	Mr Sushil Bhati	VP - Sales	50 Yrs	BSc	26 Yrs	07/10/2011	7,929,490	Cadila Pharma - VP Sales & Marketing
46	Mr Leonard D'Souza	Vice President - Secretarial (Company Secretary)	52 Yrs	CS, B.Com	26 Yrs	15/09/2000	8,220,606	Rallis India - Company Secretary
47	Mr Peter DeYoung	Chief Executive Officer - PCC	37 Yrs	B.Sc, MBA	10 Yrs	02/04/2012	28,468,927	The Blackstone Group L.P. - Associate
48	Mr Jayesh Desai	Managing Partner - SIG	49 Yrs	CA, B.Com	24 Yrs	02/04/2012	36,996,628	Ernst & Young - Partner
49	Mr Paresh Parasnis	Head Foundation	54 Yrs	CA, B.Com	32 Yrs	01/08/2012	9,445,842	HDFC Standard Life Insurance - COO
50	Mr Neelay Desai	Vice President- Business Development	41 Yrs	BA, MA, MBA	14 Yrs	10/12/2012	11,266,568	Mediimmune - Associate Director
51	Dr Dhileepkumar Krishnamurthy	Vice President & Head R&D (API)	50 Yrs	B.Sc, MSc, PhD: Doctorate	18 Yrs	01/02/2013	8,118,706	Sai Life Sciences Hyderabad - VP - R&D API & CRAMS
52	Mr Vipul Agarwal	Vice President - Strategy	38 Yrs	MBA, CA B.Com	15 Yrs	18/02/2013	14,981,033	McKinsey & Company - Associate Principal
53	Mr S. K. Honnesh	President - Legal	42 Yrs	BA, LLB	20 Yrs	01/03/2013	15,494,108	Reliance Industrial Infrastructure Ltd - Legal Advisor
54	Mr Puneet Sud	Vice President - Operations	50 Yrs	BTech	27 Yrs	27/05/2013	6,963,814	Parabolic Drugs Ltd - AVP Operations
55	Mr Vikas Gupta	Principal - SIG	39 Yrs	MBA, B.Tech	16 Yrs	12/07/2013	16,598,972	IDFC Capital - Director
56	Mr Deependu Jain	Vice President - Strategy (SIG)	35 Yrs	CA, PGP in Mgmt, BBA	13 Yrs	16/08/2013	9,730,773	NV Capital Services Ltd. - VP
57	Mr Kalpesh Pathak	Principal - SIG	43 Yrs	MBA, BE	21 Yrs	22/08/2013	8,797,414	Gammon Infra Proj Ltd - Sr. Manager
58	Mr Srickant Rajagopal	Director - SIG	33 Yrs	Post-Graduate Diploma, Btech	9 Yrs	12/09/2013	7,335,300	IDFC Capital Ltd - Vice President
59	Mr Milind Charpure	Director-R&D, API Generics	54 Yrs	Diploma, Post Doctorate Fellowship, MSc	32 Yrs	16/09/2013	7,306,666	Apothecon Pharmaceutical - Senior Vice President R&D
60	Mr Sanjay Singh	Head - Commerical R&D	51 Yrs	BTech, BSc, Intermediate	27 Yrs	18/09/2013	6,646,972	Plethica Pharmaceuticals - Head R&D Herbal & Neutraceuticals
61	Mr Manoj Chathanath	General Manager- International Formulation	45 Yrs	MBA, BSc	24 Yrs	01/11/2013	6,687,415	Abbott - Associate Director - Ex India Business
62	Ms Anuradha Paraskar	President - Marketing & Group Brand	47 Yrs	B.Sc, MMS	24 Yrs	14/04/2014	12,846,676	Lavasa Corporation Ltd. - VP Marketing & Sales
63	Mr Sandeep Oke	Vice President - Supply Chain	48 Yrs	BTech, BSc	25 Yrs	05/06/2014	6,941,925	Perigo India - Head Global SCM India

Sr. No.	Employee Name	Designation	Age	Education	Total Experience	Date of Joining	Remuneration	Last Employment & Position Held
64	Mr Sandeep Arora	President - Finance	50 Yrs	CA, B.com	27 Yrs	02/05/2006	12,845,784	Piramal Glass Limited - Chief Financial Officer
65	Mr Narendrra Arora	Vice President - Shared Services	44 Yrs	ICWA, B.com	21 Yrs	31/07/2014	10,991,478	OCS Group and Thermo Fisher Scientific - Director Finance
66	Mr Dhawal Katkar	Vice President - Marketing	41 Yrs	MBA, B.com	18 Yrs	16/02/2015	8,551,899	Turner, Sr. Director & Network Head - South Asia
67	Mr Ujwal Shendre ¹	General Manager - Operations	40 Yrs	MMS, BE	17 Yrs	06/04/2015	6,199,658	PepsiCo India Holdings Pvt. Ltd. - Associate Director
68	Mr Shantanu Nalavadi ¹	Managing Partner - SIG	45 Yrs	CA, B.com	25 Yrs	13/04/2015	16,681,556	New Silk Route - Partner
69	Mr G Subramani ¹	Senior VP - Global Supply Chain	52 Yrs	MMS, MSc, BSc	28 Yrs	20/04/2015	8,201,995	Hospira - Vice President SCM
70	Mr Viral Gandhi ¹	Vice President - Information Technology	42 Yrs	BE	20 Yrs	02/06/2015	6,753,158	COX And Kings Ltd - Chief Information Officer - IT
71	Mr Suresh Raghava ¹	Senior Vice President - API Operations	58 Yrs	Phd, MSc, BSc	30 Yrs	06/08/2015	6,247,312	Sandoz Pvt Ltd - Head API India
72	Mr Bhavesh Gandhi ¹	General Manager - IT	40 Yrs	B.E(Electrical)	18 Yrs	29/12/2015	2,024,241	Sun Pharma - Head-Business IT, India S&M
73	Mr Rubin Chheda ¹	Director - SIG	37 Yrs	MBA, B.com	13 Yrs	23/02/2016	1,625,854	Reliance PE/ Fairwinds PE - Director
74	Mr Gaurav Chandna ¹	Director - SIG	34 Yrs	MBA, BTech	9 Yrs	01/03/2016	1,494,340	IDFC Bank Ltd - Sr. Vice President Corporate Finance
75	Mr Kunal Mhaske ¹	General Manager - Analytics	39 Yrs	PG Diploma in Management, BE	13 Yrs	10/03/2016	620,495	EY - Director Analytics
76	Mr Gaurav Goyal ²	General Manager - Risk	34 Yrs	MBA, BE	11 Yrs	12/09/2013	1,179,577	Essar Services Pvt Ltd. - GM Treasury
77	Mr Anuj Mittal ²	Vice President - Risk Management	35 Yrs	PGDM, BTech	11 Yrs	05/06/2015	3,561,596	Deutsche CIB Centre Pvt Ltd. - Associate, Risk & Capital Oversight
78	Mr Ranjit Menon ³	General Manager - SC Special Projects	49 Yrs	B.Sc, M.Sc, Diploma in Material Management & Foreign Trade	22 Yrs	01/07/1993	10,411,735	Started Career With Piramal Enterprises Limited
79	Mr Pramod Pandey ³	Regional Business Manager - Sales	39 Yrs	BA	16 Yrs	01/04/2011	8,050,550	Galaxy Pharmaceutical Limited - General - Sales and Manager Marketing
80	Mr Anil Kumar Pandey ³	Regional Sales Manager	41 Yrs	B.Sc, PGD in Management	19 Yrs	01/09/2009	4,350,032	Shreya Life Science Ltd. - Country Manager Sales & Marketing

- 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:

1. 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.
2. Remuneration includes salary, Company's contribution to provident & superannuation funds, medical expenses, house rent allowance, leave travel assistance, Employee Seperation Scheme, Performance Pay, taxable value of perquisites and other allowances as per Company's rules.
3. 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
4. Remuneration paid to the Whole-Time Directors of the Company was within the limits of Section 197 of the Companies Act, 2013.
5. 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.