

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 Exp.	Date of Joining	Remuneration	Last Employment & Position Held
1	Mr. Ajay Piramal	Chairman	64 Yrs	B.Sc., M.M.S.(Bom.), A.M.P.(Harvard)	42 Yrs	01-04-1997	12,57,50,654	Morarjee Goculdas Spg. & Wvg. Co. Ltd., Chairman & Managing Director
2	Mr. Vivek Valsaraj	President - Finance	46 Yrs	ICWA, B.Com	25 Yrs	05-02-2001	2,17,46,089	Wockhardt Limited, Sr. Executive Finance
3	Mr. Nirav Adani	Vice President - Finance	38 Yrs	B.Com, CA	16 Yrs	29-04-2005	1,07,44,502	Deloitte Touche Tohmatsu Limited (Deloitte Haskins & Sells)-Assistant Manager
4	Dr. (Mrs.) Swati Piramal	Vice Chairperson	64 Yrs	M.B.B.S., D.I.M., M.P.B.(Harvard)	39 Yrs	01-10-1994	5,97,70,320	Gopikrishna Piramal Memorial Hospital - Medical Director
5	Mr. Debashish Chakravorty	Senior Vice President - Operations	53 Yrs	Bachelor of Pharmacy, MBA	30 Yrs	06-01-1992	1,21,32,386	Duphar- Interfran Limited- Senior Production Chemist
6	Mr. Jatin Lal	President - M & A	46 Yrs	PG Diploma in Management	23 Yrs	16-12-2003	1,49,40,032	Stern Stewart & Co., Consultant
7	Ms. Nandini Piramal	Executive Director	39 Yrs	MBA	18 Yrs	01-04-2009	4,70,45,930	McKinsey & Co - Business Analyst
8	Mr. Vijay Shah	Executive Director	61 Yrs	C.A., Advance Management Program	37 Yrs	01-01-2012	7,03,77,612	Piramal Glass Limited - Managing Director
9	Mr. Surinder Gulati	Executive Vice President - Manufacturing	48 Yrs	BE	26 Yrs	01-07-2011	1,62,15,954	Piramal Critical Care Head - Tech Ops
10	Mr. Leonard D'souza ²	Vice President -Secretarial (Co. Sec.)	56 Yrs	B.Com , LLB, CS	29 Yrs	15-09-2000	68,86,621	Rallis India Limited-Company Secretary DGM-Legal
11	Mr. Peter DeYoung	Chief Executive Officer - Piramal Global Pharma	41 Yrs	B.Sc, MBA	14 Yrs	02-04-2012	4,86,77,925	The Blackstone Group L.P., Associate
12	Mr. Vipul Agarwal	President - Strategy	42 Yrs	MBA,CA, B.Com	19 Yrs	18-02-2013	2,23,21,258	Mckinsey & Company, Associate Principal
13	Mr. S. K. Honnesh	Group General Counsel	46 Yrs	BA, LLB	24 Yrs	01-03-2013	2,87,56,269	Reliance Industrial Infrastructure Ltd - Legal Advisor
14	Mr. Ganesh Balakrishna	Vice President - Established Products	48 Yrs	Masters in Management Studies - Finance & Marketing	25 Yrs	15-07-2013	1,03,04,372	Orchid Chemicals and Pharmaceutical Ltd
15	Mr. Sandeep Oke	Senior Vice President - Supply Chain	53 Yrs	Bachelors in Science	30 Yrs	05-06-2014	1,05,23,267	Perrigo API-Director - Supply Chain
16	Mr. Narendra Arora	Senior Vice President - Shared Services	48 Yrs	B.Com, ICWA	25 Yrs	31-07-2014	1,59,85,922	OCS Group and Thermo Fisher Scientific, Director Finance
17	Mr. Hitesh Dhadha	Chief Investor Relations Officer	37 Yrs	CA	14 Yrs	15-09-2014	1,02,92,404	Vedanta Resources-Manager - Investor Relations
18	Mr. Dhawal Katkar	Vice President - Self Care Division	46 Yrs	Masters in Management Studies - Marketing	23 Yrs	16-02-2015	1,13,17,924	Turner-Senior Head & Network head, English Movies
19	Mr. Ujwal Shendre	Vice President - Operations	44 Yrs	BE-Mechanical, MBA Operations	21 Yrs	06-04-2015	1,17,64,168	PepsiCo India Holdings Pvt. Ltd.
20	Mr. Viral Gandhi	President & Group CIO	46 Yrs	BE	24 Yrs	02-06-2015	1,63,76,577	COX And Kings Ltd, Chief Information Officer – IT
21	Dr. Suresh Raghava ²	PRESIDENT - API OPERATIONS	62 Yrs	Phd, MSc, BSc	34 Yrs	06-08-2015	50,25,503	Sandoz Pvt Ltd, Head API India
22	Mr. Bhavesh Gandhi	General Manager	44 Yrs	Bachelors in Electrical Engineering	22 Yrs	29-12-2015	1,09,73,560	Sun Pharma-General Manager - Business Solutions
23	Mr. Reddy Rajender ²	Technical Director - Route Scouting	53 Yrs	Phd	23 Yrs	18-03-2016	12,79,595	Sai Life Services - Director
24	Ms. Anuprita Mehta	Vice President - Taxation	48 Yrs	CA	27 Yrs	01-07-2016	1,04,53,012	Capgemini India-Director - Taxation
25	Mr. Vikram Bector	President and Group CHRO	54 Yrs	BSc, MBA	30 Yrs	25-07-2016	2,47,95,285	Cipla Limited - Chief Talent Officer
26	Ms. Dimple Kapur	Group Head - Corporate Communications	48 Yrs	BA & MA- Economics	21 Yrs	01-01-2018	1,22,35,000	Qualcomm India Pvt Ltd - Regional PR & communication Lead Marketing
27	Mr. Vikram Duggal	Vice President - HR	46 Yrs	BSc, PGDPM-HR, XLRI	23 Yrs	03-10-2016	1,73,48,518	Sun Pharmaceuticals Industries Limited - Head HR
28	Mr. Cormac Lynch ²	Senior General Manager - Interior Design	37 Yrs	BA- Design Interior/Design Furniture	12 Yrs	13-10-2016	78,89,258	Pallavi Dean, Dubai, Associate
29	Mr. Nitish Bajaj ¹	CEO - Consumer Products Division	47 Yrs	PGDM in Marketing & Finance	23 Yrs	01-04-2019	2,01,23,302	CEAT Tyres Limited - Senior Vice President Marketing
30	Mr. Prashantha MS ¹	Vice President - Sales	47 Yrs	Masters in Management Studies - Marketing	22 Yrs	04-11-2019	56,61,700	United Spirits Limited (Diageo)-Customer Marketing Head - Vice President
31	Mr. Harish Verma ¹	Vice President - EHS	53 Yrs	Bachelors in Chemical Engineering	27 Yrs	07-11-2019	53,08,000	Cipla-EHS Department - Vice President
32	Mr. Rajesh Laddha ¹	Group Chief Financial Officer	53 Yrs	M.Com., CA	27 Yrs	01-10-2019	2,68,80,298	Shriram Capital - Managing Director & CEO
33	Mr. Jairam Sridharan ¹	Chief Executive Officer - Consumer Finance	46 Yrs	BE, PGDM	22 Yrs	11-03-2020	12,70,162	Axis Bank - CFO
34	Mr. Ranjit Menon ³	General Manager SC - Special Projects	53 Yrs	B.Sc,M.Sc,Diploma in Foreign Trade	26 Yrs	01-07-1993	1,35,53,494	Started career With Piramal Enterprises Limited
35	Mr. Anil Kumar Pandey ³	Regional Business Manager	45 Yrs	B.Sc,PGDM	23 Yrs	01-09-2009	1,31,96,357	Shreya Life Science Pvt Ltd

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 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

3 Remuneration paid to the Whole-Time Directors of the Company was within the limits of Section 197 of the Companies Act, 2013.

4 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.