

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	65 Yrs	B.Sc., M.M.S.(Bom.), A.M.P.(Harvard)	43 Yrs	01-04-1997	5,81,91,658	Morarjee Goculdas Spg.& Wvg. Co. Ltd., Chairman & Managing Director
2	Mr. Vivek Valsaraj [#]	President - Finance	47 Yrs	ICWA, B.Com	26 Yrs	05-02-2001	90,13,030	Wockhardt Limited, Sr. Executive Finance
3	Mr. Nirav Adani	Senior Vice President - Treasury	39 Yrs	B.Com, CA	17 Yrs	29-04-2005	1,21,73,177	Deloitte Touche Tohmatsu Limited (Deloitte Haskins & Sells) - Assistant Manager
4	Dr. (Mrs.) Swati Piramal	Vice Chairperson	65 Yrs	M.B.B.S.,D.I.M., M.P.B.(Harvard)	40 Yrs	01-10-1994	2,68,96,561	Gopikrishna Piramal Memorial Hospital - Medical Director
5	Mr. Jatin Lal [#]	President - M & A	47 Yrs	PG Diploma in Management	24 Yrs	16-12-2003	63,15,843	Stern Stewart & Co., Consultant
6	Ms. Nandini Piramal	Executive Director	40 Yrs	MBA	19 Yrs	01-04-2009	2,19,46,022	McKinsey & Co - Business Analyst
7	Mr. Vijay Shah [^]	Executive Director	62 Yrs	CA, Advance Management Program	38 Yrs	01-01-2012	1,39,56,121	Piramal Glass Limited - Managing Director
8	Mr. Surinder Gulati [#]	Executive Vice President - Manufacturing	49 Yrs	BE	27 Yrs	01-07-2011	69,78,423	Piramal Critical Care Head - Tech Ops
9	Mr. Peter DeYoung [#]	Chief Executive Officer - Piramal Global Pharma	42 Yrs	B.Sc, MBA	15 Yrs	02-04-2012	1,16,47,479	The Blackstone Group L.P., Associate
10	Mr. S. K. Honnesh	Group General Counsel	47 Yrs	BA, LLB	25 Yrs	01-03-2013	2,22,35,274	Reliance Industrial Infrastructure Ltd - Legal Advisor
11	Mr. Narendrra Arora [#]	Senior Vice President - Shared Services	49 Yrs	B.Com, ICWA	26 Yrs	31-07-2014	64,71,164	OCS Group and Thermo Fisher Scientific, Director Finance
12	Mr. Dhawal Katkar [#]	Vice President - Marketing	47 Yrs	Masters in Management Studies - Marketing	24 Yrs	16-02-2015	61,85,435	Turner - Senior Head & Network Head, English Movies
13	Mr. Ujwal Shendre	Vice President - Operations	45 Yrs	BE-Mechanical, MBA Operations	22 Yrs	06-04-2015	1,09,83,876	PepsiCo India Holdings Pvt. Ltd.
14	Mr. Viral Gandhi	President & Group CIO	47 Yrs	BE	25 Yrs	02-06-2015	1,35,14,757	COX And Kings Ltd, Chief Information Officer – IT
15	Mr. Vikram Bector	President and Group CHRO	55 Yrs	BSc, MBA	31 Yrs	25-07-2016	1,99,19,703	Cipla Limited - Chief Talent Officer
16	Mr. Vikram Duggal [#]	Vice President - HR	47 Yrs	BSc, PGDPM-HR, XLRI	24 Yrs	03-10-2016	54,78,215	Sun Pharma - Head HR
17	Mr. Kunal Shah	Vice President	42 Yrs	CA, M.Com., B.Com	14 Yrs	01-09-2020	1,44,65,000	Chief Finance Officer, PHL Fininvest Private Limited
18	Mr. Nitish Bajaj [#]	CEO - Consumer Products Division	48 Yrs	PGDM in Marketing & Finance	24 Yrs	01-04-2019	84,93,277	CEAT Tyres Limited - Senior Vice President Marketing
19	Mr. Prashanth MS [#]	Vice President - Sales	48 Yrs	Masters in Management Studies - Marketing	23 Yrs	04-11-2019	63,65,784	United Spirits Limited (Diageo) - Customer Marketing Head - Vice President
20	Mr. Rajesh Laddha	Executive Director & Group Chief Financial Officer	54 Yrs	M.Com., CA	28 Yrs	01-10-2019	4,37,52,299	Shriram Capital - Managing Director & CEO
21	Mr. Kalpesh Kikani ⁵	Managing Director - Piramal Alternatives	49 Yrs	MBA , BE (Computer Engineering), CFA	26 Yrs	01-03-2021	71,12,500	AION Capital, Managing Director
22	Mr. Ranjeet Menon [*]	General Manager SC - Special Project	54 Yrs	B.Sc, MSC, Diploma In Foreign Trade	27 Yrs	01-07-1993	1,38,97,079	Started career with Piramal Enterprises Limited
23	Mr. Anil Kumar Pandey [*]	Reginal Business Manager	46 Yrs	B.Sc, PGDM	24 Yrs	01-09-2009	1,17,50,186	Shreya Life Science Private Limited

[^] Employed for part of the financial year

[#] Employed for part of the financial year (transferred during the year to Piramal Pharma Limited, subsidiary of the Company)

⁵ Employed for part of the financial year (joined during the year)

^{*} 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.