

## 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	66 Yrs	B.Sc., M.M.S.(Bom.), A.M.P.(Harvard)	44 Yrs	01-04-1997	13,37,68,920	Morarjee Goculdas Spg. & Wvg. Co. Ltd., Chairman & Managing Director
2	Mr. Nirav Adani	Senior Vice President- Treasury	40 Yrs	B.Com, CA	18 Yrs	29-04-2005	1,74,60,805	Deloitte Touche Tohmatsu Limited (Deloitte Haskins & Sells) - Assistant Manager
3	Dr. (Mrs.) Swati Piramal	Vice Chairperson	66 Yrs	M.B.B.S.,D.I.M., M.P.B.(Harvard)	41 Yrs	01-10-1994	6,34,88,028	Gopikrishna Piramal Memorial Hospital - Medical Director
4	Mr. S. K. Honnesh	Group General Counsel	48 Yrs	BA, LLB	26 Yrs	01-03-2013	5,43,71,678	Reliance Industrial Infrastructure Ltd - Legal Advisor
5	Mr. Ujwal Shendre	Vice President - Operations	46 Yrs	BE-Mechanical, MBA Operations	23 Yrs	06-04-2015	1,31,95,680	PepsiCo India Holdings Pvt. Ltd.
6	Mr. Viral Gandhi	President & Group CIO	48 Yrs	BE	26 Yrs	02-06-2015	2,60,85,920	COX And Kings Ltd, Chief Information Officer – IT
7	Mr. Vikram Bector	President and Group CHRO	56 Yrs	BSc, MBA	32 Yrs	25-07-2016	2,86,85,588	Cipla Limited - Chief Talent Officer
8	Mr. Rajesh Laddha*	Executive Director & Group Chief Financial Officer	55 Yrs	M.Com., CA	29 Yrs	01-10-2019	4,49,84,710	Shriram Capital - Managing Director & CEO
9	Mr. Kalpesh Kikani	Managing Director - Piramal Alternatives	50 Yrs	MBA , BE (Computer Engineering), CFA	27 Yrs	01-03-2021	4,47,31,114	AION Capital, Managing Director
10	Mr. Ujas Popat*	Vice President - Balance Sheet Management Group	38 Yrs	B.Com, CA	16 Yrs	02-07-2012	1,16,01,080	S R Batliboi & Associates Chartered Accountants
11	Ms. Dimple Kapur*	VP & Group Head - Corporate Communications	51 Yrs	M.A.	26 Yrs	30-09-2016	82,84,600	Qualcomm India Private Limited
12	Mr. Jignesh Joshi	General Manager - Chief Information Security Officer	47 Yrs	B.Sc. IT, Computer Technology - Diploma	26 Yrs	10-09-2018	1,04,19,334	BNP Paribas India Solution Pvt Ltd
13	Mr. Bipin Singh	Vice President - Company Secretarial	54 Yrs	B.Com, CS	35 Yrs	14-03-2019	1,37,68,100	JP Morgan Chase
14	Mr. Aakash Agarwal**	Vice President	40 Yrs	MBA - Business Administration, Electrical Engineering	12 Yrs	02-06-2021	1,34,40,103	Edelweiss
15	Ms. Srishti Singhal**	General Manager	30 Yrs	MBA - Business Administration, Chemical Engineering	10 Yrs	29-11-2021	38,26,133	Bain & Company, Inc.
16	Mr. Rajiv Banerjee**	VP & Group Head - Corporate Communications	48 Yrs	B.Com	22 Yrs	04-01-2022	44,24,678	HDFC Bank Limited
17	Mr. Rupen Jhaveri**	Group President	40 Yrs	BSC, Finance	18 Yrs	24-01-2022	78,85,653	KKR India Advisors Private Limited
18	Mr. Ranjeet Menon^	General Manager SC - Special Project	55 Yrs	B.Sc, MSC, Diploma In Foreign Trade	28 Yrs	01-07-1993	116,25,000	Started career with Piramal Enterprises Limited
19	Mr. Anil Kumar Pandey^	Reginal Business Manager	47 Yrs	B.Sc, PGDM	25 Yrs	01-09-2009	182,12,336	Shreya Life Science Pvt. Limited

\*Employed for part of the financial year

\*\*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 and Dr. (Mrs.) Swati A. Piramal are the parents of Ms. Nandini Piramal and Mr. Anand 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.