

## Annexure to the Board's Report

Statement pursuant to Section 197 (12) of the Companies Act, 2013 read with Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 as amended and forming part of the Board's Report for the financial year ended 31st March, 2017

Sr. No.	Name	Remuneration		Designation and Nature of Duties	Qualification	Total Experience (Years)	Date of Commencement of Employment (TCL)	Age (Years)	Particulars of Last Employment held and Designation
		Gross ₹	Net ₹						
1	R. Mukundan #	4,65,05,624	2,98,43,123	Managing Director & CEO	B.E.(Elect)., MBA	27	24.10.2001	50	Tata Auto Comp Systems Limited-GM (Corporate Planning)
2	John Mulhall	2,13,13,328	1,12,18,377	Chief Financial Officer	BA, Member of Institute of CA of Scotland	17	01.05.2015	49	Tata Chemicals International Pte. Limited (Singapore) - Chief Financial Officer
3	Richa Arora	1,67,87,258	1,07,68,949	Chief Operating Officer (Consumer Business)	BA, PGDBM	29	16.06.2014	53	Five by Six Consulting - Founder and Chief Strategy Officer
4	R. Nanda	1,40,28,022	86,29,220	Chief Human Resources Officer	B.A. M.B.A. (Personnel Mgt.)	31	16.05.2012	54	Tata Communications Limited as Sr. Vice President-HR
5	Dr. Arup Basu	1,37,66,987	89,53,756	President, New Business and Innovation Centre	B.E , Ph.D (Technology)	23	01.06.2004	49	Accenture India - Senior Manager
6	Zarir N. Langrana	1,30,71,441	81,98,543	Chief Operating Officer- Chemicals (India)	B.A., ICWA, M.B.A	35	01.09.1983	58	Tata Sons Limited - TAS (TAS Officer)
7	D. K. Sundar	1,25,46,007	77,67,376	Chief Operating Officer-Urea Business	B.Sc., CWA, CS, PGDBM	30	01.10.2010	59	Rallis India Limited - EVP-Finance and Legal
8	Ranjeev Lodha	1,17,34,466	73,76,561	Vice President and Group Corporate Controller	B.Com., CA, Mgmt of Business Finance	29	21.09.2010	52	Mahindra and Mahindra Limited - Vice President, Group Accounts
9	Sanjiv Lal	1,12,68,032	75,19,659	Vice President & Corporate Projects - CIO	B.Tech.(Chem)	34	01.06.2004	56	Hind Lever Chemicals Limited - Senior Manufacturing Manager
10	Ashvini Hiran	1,06,20,476	72,46,709	Chief Operating Officer - Phosphatic & Agri Trading Business	B.E., P.G. Diploma	36	01.06.2004	57	Hindustan Lever Limited - GM Sales and Customer Development
11	Rajiv M. Chandan	1,05,50,619	71,10,975	General Counsel & Company Secretary	B. Com, M. Com, LLB, FCS, P.G.Certification course	30	17.07.2007	52	Lafarge India Pvt. Limited-VP (Legal) and Company Secretary

# Includes commission for FY 16 which was paid during FY 17

## Note :

- "Gross Remuneration" includes salary, allowances and commission received by the Directors during the year, Company's contribution to Provident Fund, Superannuation fund and taxable value of perquisites, wherever applicable. However provision for gratuity and leave encashment on retirement, payments made in respect of earlier years including those pursuant to settlements during the year have been excluded.
- "Net Remuneration" is arrived at by deduction from the gross remuneration, Income-tax, Professional tax, Company's Contribution to Provident Fund, Superannuation fund and the monetary value of non-cash perquisites.
- All the employees have adequate experience to discharge the responsibilities assigned to them.
- Nature of employment is contractual for employees.
- None of the employees was in receipt of remuneration in excess of that drawn by the Managing Director and none of them hold by themselves or along with their spouse and dependent children, two percent or more of the equity shares of the Company.

On behalf of the Board of Directors

Mumbai, 26 May, 2017

Bhaskar Bhat  
DirectorR. Mukundan  
Managing Director & CEO