

**Annexure to the Board's Report**  
**Statement pursuant to Section 197(12) of the Companies Act, 2013 read with Rule 5(1) of the Companies**  
**(Appointment and Remuneration of Managerial Personnel) Rules, 2014 and forming part**  
**of the Board's Report for the financial year ended 31st March, 2016**

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	Alok Gupta	1,21,91,273	76,28,079	Vice President - Strategic Finance and Treasury	B. Sc., A.C.A.	32	17.10.2014	57	Lafarge India Pvt. Limited, Sr. Vice President - Projects
2	Amit Sridharan	68,94,952	50,86,042	Head - Pulses	M.B.A.	13	01.04.2011	36	Tata Sons Limited
3	Dr. Arup Basu	1,29,56,019	85,57,999	President, New Businesses and Innovation Centre	B.E., Ph.D (Technology)	22	01.06.2004	48	Accenture India - Senior Manager
4	Ashok K. Gupta	62,16,179	39,85,763	Assistant Vice President-Production	B.Sc., M.Sc., A.M.I.E.	36	30.06.1995	56	National Fertilizer Limited, Senior Operator
5	Ashok Muthuswamy	75,62,687	52,74,493	AVP-Continuous Improvement	B.E.,M.Tech.,M.B.A.	17	18.01.2012	46	Tata Communications Limited, General Manager
6	Ashvini Hiran	99,71,906	67,55,422	VP-(Corp. Affairs & Comm) and CTO	B.E., P.G. Diploma	35	01.06.2004	56	Hindustan Lever Limited - GM Sales and Customer Development
7	B. B. Kathpalia	71,98,697	43,44,127	Vice President - Manufacturing (Mithapur)	P.G. Diploma, B.Sc. Engg.	34	01.06.1981	57	-
8	D. K. Sundar	1,14,46,293	70,35,303	Chief Operating Officer-Fertilisers	B.Sc., CWA, CS, PGDBM	29	01.10.2010	58	Rallis India Limited - EVP-Finance and Legal
9	John Mulhall *	1,61,30,174	86,91,911	Chief Financial Officer	CA	27	01.05.2015	48	Tata Chemicals International (Singapore) - Chief Financial Officer
10	M. Ravindranath	78,79,735	54,30,215	Chief - Safety, Engineering and Projects Officer	B.Tech.	33	04.10.1982	57	-
11	M. S. Prasad	60,92,848	37,84,149	Head - Plant Operations	B.Sc., P.G.D.I.M.	25	21.11.1994	49	F.C. I. Limited, Assistant Engineer - Mechanical Maintenance
12	Mukundan R #	4,16,32,040	2,72,49,622	Managing Director	B.E.(Elect), MBA	26	24.10.2001	49	Tata Auto Comp Systems Limited-GM (Corporate Planning)
13	P.K. Ghose * #	2,80,99,150	1,77,07,015	Executive Director and CFO	B.Com. (Hons), CWA, CS	42	01.11.2002	65	Tata Steel Limited- Chief (Strategic Finance)
14	Parag Gadre	68,95,645	48,35,013	Head - Salt	M.M.S., B.E.	18	01.03.2006	43	Ruchi Soya Ind. Limited, Marketing Manager - Consumer Products Division
15	Pratik Kadakia	76,71,058	53,25,040	Assistant Vice President-Strategy	M.B.A., B.Tech.	23	20.11.2013	47	Roland Berger Strategy Consultants, Principal - Chemicals, Utilities and Energy
16	R. Harish Nair	68,76,184	46,84,744	Head - Sales, Marketing and SCM	B.Sc. I.C.W.A.	22	04.10.1995	46	-
17	R. Nanda	1,32,62,130	81,34,734	Chief Human Resources Officer	B.A. M.A. (Personnel Mgt.)	30	16.05.2012	53	Tata Communications Limited as Sr. Vice President-HR
18	Rajiv M. Chandan	98,56,734	69,54,812	General Counsel and Company Secretary	B. Com, M. Com, LLB, FCS, P.G.Certification course	29	17.07.2007	51	Lafarge India Pvt. Limited-VP (Legal) and Company Secretary
19	Ranjeev Lodha	1,11,12,676	69,28,242	Vice President and Group Corporate Controller	B.Com., CA, Mgmt of Business Finance	28	21.09.2010	51	Mahindra and Mahindra Limited - Vice President, Group Accounts
20	Richa Arora	1,50,64,378	97,88,668	Chief Operating Officer (Consumer Business)	P.G.D.B. M., MBA	28	16.06.2014	52	Five by Six Consulting - Founder and Chief Strategy Officer
21	S. Bhasker Kumar	82,80,013	50,53,666	Vice President - Manufacturing (Babrula)	B.Tech M.Tech	32	31.12.1992	57	Chambal Fertiliser, Process Engineer (Ammonia)
22	Sabaleel Nandy	68,32,206	48,32,921	Vice President- Manufacturing (Haldia)	B.Tech., P.G. Diploma	18	01.01.2008	40	Tata Sons Limited, Sr. Manager - Group Executive Office
23	Sanjiv Lal	1,07,72,592	73,06,744	Vice President-Corporate Projects and CIO	B.Tech.(Chem)	33	01.06.2004	55	Hind Lever Chemicals Limited - Senior Manufacturing Manager
24	Satyajit Ghoshal	68,70,689	48,41,648	Assistant VP - Taxation and Insurance	B. Com (Hons), Chartered Accountant, P.G. Diploma, L.L.B.	27	26.04.2004	51	Gujarat Guardian Limited, Financial Controller
25	Shohab Rais	68,37,903	47,55,573	Head-Sales & Mktg. (India & African Chemical Operations)	B.A.,D.M.E, M.M.M.	32	01.04.2002	53	Godrej Appliances Limited, Sr. Regional Manager - Service (West)
26	Subodh Srivastava	85,56,535	61,93,967	Head - New Businesses	M.B.A., B. Tech.	22	15.04.2013	49	Friends of Ambition, Co-Founder and Managing Partner
27	Zarir N. Langrana	1,40,54,466	88,49,772	Chief Operating Officer -Chemicals (India)	B.A., CWA, M.B.A	34	01.09.1983	57	Tata Sons Limited - TAS, (TAS Officer)

\* Employed for part of the year.  
# Includes commission for FY 15 which was paid during FY 16.

- 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 or Executive Director & CFO 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.

Mumbai, 26th May, 2016

On behalf of the Board of Directors

**CYRUS P. MISTRY**  
Chairman