

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, 2018

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 #	534,20,085	343,49,858	Managing Director & CEO	B.E.(Elect)., MBA	28	24.10.2001	51	Tata Auto Comp Systems Limited-GM (Corporate Planning)
2	John Mulhall	286,36,240	147,21,136	Chief Financial Officer	BA, Member of Institute of CA of Scotland	18	01.05.2015	50	Tata Chemicals International Pte. Limited (Singapore) - Chief Financial Officer
3	Richa Arora	196,24,104	132,55,311	Chief Operating Officer (Consumer Business)	BA, PGDBM	30	16.06.2014	54	Five by Six Consulting - Founder and Chief Strategy Officer
4	D K Sundar	189,40,568	120,01,999	Chief Operating Officer-Urea Business	B.Sc., CWA, CS, PGDBM	31	01.10.2010	60	Rallis India Limited - EVP-Finance and Legal
5	Zarir Langrana	186,37,027	118,12,046	President -Global Chemicals Business	B.A., CWA, M.B.A	36	01.09.1983	59	Tata Sons Limited - TAS (TAS Officer)
6	R Nanda	181,44,042	112,72,610	Chief Human Resources Officer	B.A. M.A. (Personnel Mgt.)	32	16.05.2012	55	Tata Communications Limited as Sr. Vice President-HR
7	Ranjeev Lodha	155,78,920	99,38,078	Vice President & Group Corporate Controller	B.Com., CA, Mgmt of Business Finance	30	21.09.2010	53	Mahindra and Mahindra Limited - Vice President, Group Accounts
8	Rajiv Chandan	140,44,049	90,93,639	General Counsel & Company Secretary	B. Com, M. Com, LLB, FCS, P.G.Certification course	31	17.07.2007	53	Lafarge India Pvt. Limited-VP (Legal) and Company Secretary
9	Sanjiv Lal	130,70,669	84,84,744	Chief Operating Officer (Indian Chemicals Business)	B.Tech.(Chem)	35	01.06.2004	57	Hind Lever Chemicals Limited - Senior Manufacturing Manager
10	Ashvini Hiran	115,47,355	74,85,205	Chief Operating Officer-Phosphatic & Agri Trading Business	B.E., P.G. Diploma	37	01.06.2004	58	Hindustan Lever Limited - GM Sales and Customer Development

Includes commission for FY 17 which was paid during FY 18

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. The above remuneration also excludes Group Personal Accident Insurance.
- "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 with the Managing Director is contractual.
- None of the above employee is a relative of any director of the Company.

On behalf of the Board of Directors

Mumbai, 18 May, 2018

Bhaskar Bhat
DirectorR. Mukundan
Managing Director & CEO