

Particulars of employees remuneration as required under Section 197 (12) of the Companies Act, 2013 read with Rule 5(2) and (3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, and forming part of the Directors' Report for the year ended 31st March, 2015

Name Age Qualifications Designation Date of Employment Experience-years Remuneration-Rs. Last Employment

EMPLOYED THROUGHOUT THE YEAR

Amardeep Udeshi 43 B.Pharm., P.G.D. M. Head – Strategy & Market Assessment – Cipla Biologicals 18/03/2014 19 7147706 IMS Health Information & Consulting Services ; Ranjan Deshpande 46 B.Pharm, M.B.A. Head Planning (Non Home Markets) 25/02/2014 20 6188934 Novartis India Limited ; Swapneel Bhat 36 B.Com, C.A. Head - Indirect Procurement 23/01/2014 15 6355925 Cadbury Business Services ; Shubhra Mehrotra 39 B.Sc., Post Graduate Program in Management Head – Business Development & Licensing 06/12/2013 19 7226578 Mylan Pharmaceuticals Pvt Ltd ; Anantha Nayak 47 Master of Chemical Engineering, PGDCM Head - Consumer Healthcare 25/11/2013 23 17224953 Procter & Gamble ; Anupam Kashiv 48 Bachelor of Industrial Engineering Global Head - Shared Services 18/11/2013 25 16545257 Cadbury Business Services ; Rahul Meenige 40 B.Tech. IT Service Delivery Lead - Sales, Distribution & Manufacturing 01/11/2013 14 6012702 Cadbury India Limited ; Sneha Hiranandani 52 B.Com., Post-Graduation in System Design & Dev. Global CIO 01/11/2013 26 14546357 Cadbury India Limited ; Jasbir Singh Kochar 41 B.Com., PGDBM (HR & Industrial Relations) Global Head - Rewards & PMS 09/10/2013 17 6476388 Tata Steel Limited ; Nikhil Jain 38 B.Tech, P.G.D.B.M Head of API Portfolio and Strategy 09/10/2013 17 8506068 Dr. Reddy's Laboratories Ltd. ; Narayan Agarwal 33 B.Com., M.B.A.(Majors in Finance & Mktg.) Head - Manufacturing Finance 01/10/2013 9 7220671 Cadbury India Limited ; Nithya Balasubramanian 31 B.E., MBA Head – Portfolio & Strategy 23/09/2013 7 13280029 McKinsey & Co. ; Charlotte Chunawala 50 B.Sc. Head - Corporate Communication 10/09/2013 15 6355447 Cohn and Wolf India ; Ranjana Pathak 57 Doctorate in Health Administration, M.B.A. Head - Global Quality 10/09/2013 32 63009856 Actavis Pharmaceuticals Inc. ; Anant Atal 37 Bachelor of Economics (Hons), M.B.A.(Finance) Head - B2B, International 26/08/2013 15 13360883 Barclays Investment Bank ; Suman Mishra 36 B.Sc., MBA Head – Corporate Project Management 29/07/2013 14 13910025 Mckinsey & Company ; Manoj Junnarkar 49 BE, M.B.A. (Marketing) Head – Global Procurement 18/07/2013 26 9578502 Lupin Limited ; Anuj Aggarwal 33 Mechanical Engineering, M.B.A.(Finance & Marketing) Head – Business Planning 08/07/2013 11 7725479 Mckinsey & Company ; Manindra Kumar Singh 49 B.Sc., Master in Social Work HR Head - Technical Function 10/06/2013 27 9372110 Asian Paints Limited ; Sudhanshu Priyadarshi 38 M.B.A (Finance) Global Chief Operating Officer 10/06/2013 18 45867068 Pepsico, Inc ; Rajesh Garg 48 Mechanical Engg., M.B.A.(Finance & Strategy) Executive Director & Global CFO 03/06/2013 27 49778720 TESCO India ; Vijay Kumar Dahiya 43 B.Sc., M.A., PGDBM, MPM Lead - Business Development 03/06/2013 22 6149611 Ranbaxy Research Lab. ; Mukul Dixit 52 B. E. (Chemical) Head Projects 06/03/2013 30 12112841 Jubilant Lifescience Ltd ; Subham Saxena 50 B.A. (Hons) in Engg. Science, M.B.A. Managing Director & Global CEO 01/02/2013 27 133056701 Novartis Pharma AG ; Shyamashree Rudra 34 B.A. (Economics), P.G.D.B.M (HR & Mktg) Global Head Learning & Development 17/09/2012 12 6788420 TATA Communication Ltd. ; Abhayan Jawaharlal 43 B. Com. LLB Chief Legal Officer - International 03/09/2012 16 10464001 Biocon Limited ; Akshay Kejriwal 34 B.Com. , P.G.D.B.M (HR) Head HR - India Business 06/08/2012 11 7022873 Infosys Limited ; Jaswinder Gill 52 M.Sc (Microbiology), M.Phil Regional Head - Asia Pacific 02/08/2012 29 10747930 Glenmark Pharmaceuticals Ltd. ; Sharad Jain 48 B.Com, PGDBM, PGCPIB Director of Operations - Cipla Global Access 02/07/2012 19 10176939 Aurobindo Pharma Ltd. ; Nikhil Suresh Lalwani 38 B.E., MBA Head – Global Respiratory & Speciality Operations & Commercial 02/05/2012 10 19694000 McKinsey & Co. ; Dinesh Rammiranjan Jain 47 B.Com, C.A. Global Head Accounts Tax & Treasury 09/04/2012 26 9905638 Self - employed ; Sanjay Mohan Moolchandani 48 B.Sc., M.M.M. Head - API Sales, International 16/01/2012 23 8623592 Aurobindo Pharma Ltd. ; Balwinder Singh Sethi 50 Master of Arts Regional Head - Africa (Excluding South Africa) 09/01/2012 17 9431496 Promed Exports Pvt Ltd ; Chandru Chawla 49 B. Tech (Mech Engg), P G Diploma in Intl. Trade Head – Cipla New Ventures 12/12/2011 27 25742448 Lupin Ltd. ; Ravinath Kittanna Shetty 49 B.E. Unit Head 10/10/2011 27 6790658 Zydus Cadila ; Khushrav Kabraji 48 B.Com, M.B.A (Marketing) Divisional Sales Manager Consumer Healthcare 18/07/2011 26 8294087 YOU Broadband & Cable (I) Pvt. Ltd. ; Samina Vaziralli 39 B.Com, M.Sc. in Intl. Accounts & Finance Head Strategic Projects - Cipla New Ventures 01/07/2011 6 11325756 Self - employed ; Sanjay S Bhanushali 54 B. Pharm Global Head - Supply Chain 14/06/2011 31 22713225 Dr. Reddy's Laboratories Ltd. ; Sudesh Prabhakar Bhure 44 B.Sc., Ph.D. Head - Lab Support 04/01/2011 22 9330228 Sitec. Labs Pvt. Ltd. ; Sham Umesh Deshpande 54 B.E. Site Engineering Head 18/10/2010 33 6612118 Piramal HealthCare Ltd ; Mala Dhamaraja Sivaramakrishnan 44 M.Sc. Site Quality Head - Bangalore 09/07/2010 21 6298149 Hikal Ltd ; Sudhir Ghule 50 B. Pharm Unit Head 01/02/2010 27 6011014 Lupin Ltd. ; Sunil K Rane 46 B.Sc. Head - IT Systems and Resource Management 01/10/2009 23 7019774 Nebumed Pharma Pvt Ltd ; Vijay Divecha 44 B.Sc. Head - Quality Control Excellence 01/10/2009 24 6128785 Oncocare India Pvt Ltd ; Balaji N Madrewar 48 Diploma in Engineering Unit Head 19/05/2008 29 6697284 Promed Exports Pvt. Ltd. ; Alka G Mehta 46 M.Pharm, Ph.D - Pharma, LLB Team Leader - Intellectual Property Cell 18/06/2007 18 6162312 Wockhardt Limited ; Prashant P Deshpande 52 M.Pharm Officiating Technology Transfer Pharma Head 02/05/2006 27 6534146 Nigerian German Chemicals Plc. ; Preeti Raut 50 B.Sc (Tech.) Head - Pharma R&D 02/01/2006 25 7826132 Drug Delivery Systems Pvt Ltd ; R N Prabhu 60 B.Sc. Specialist - Aerosol Technology 01/12/2005 40 6445623 Medispray Laboratories Pvt Ltd ; Kirit D Ladage 49 M.Sc., Ph.D (Analytical Chemistry) Head - Jaagruti Team (IPD) 20/06/2005 26 7651848 Ratiopharm India Pvt Ltd ; Deepak Dhuri 55 B.Com. Head Stores Function 16/10/2003 34 8173675 Self - employed ; Debashis Sarkar 41 M.Sc Head - Marketing India Business 26/05/2003 17 8065580 Dr. Reddy's Laboratories Ltd. ; Mital Sanghvi 36 B.Com., A.C.S., L.L.B.(Gen.), A.C.C.A. Company Secretary & Chief Internal Auditor 02/01/2003 12 9934840 - ; Dilip Singh Rathore 38 M.Sc. Business Head 16/08/2002 13 6897472 - ; Suhas R Mangaonkar 52 M.Sc., Ph.D. Head - Internal Audits (Microbiology) 02/03/2002 31 9307273 Novartis Limited ; R Mungarwadi 56 M.Sc. Site Quality Head - Bommasandra 16/02/2001 32 6003936 Medreich Formulations Bangalore ; M S Ramanath 40 B.Com, C.A. Head Accounts 08/06/2000 16 6775623 Lapp India Pvt. Ltd. ; Sunil Gupta 36 B.Sc. Business Head 19/06/1999 16 7476611 - ; Patsy Jeffery 41 M.Pharm Head - Business Development, Licensing and Alliance Management - North America 10/05/1999 18 10664352 Ranbaxy Research Lab. ; Ramesh Juneja 41 B.Pharm Business Head 03/02/1999 17 6218912 Envin Biocenticals Pvt Ltd ; Anil V Mahajan 60 Diploma in Mechanical Engg. Head Engineering Services 03/06/1997 38 7725583 Ravalgaon Sugar Farm Limited ; Manish G Gangrade 48 M.Sc., Ph.D. Head - API ADL 01/04/1997 22 10216707 Pharma Prod. of India Ltd. ; Nikhil A Chopra 41 M.Sc. Head - India Business 29/07/1996 19 14867409 - ; Ajay Luharuka 42 B. Com, M.M.S, CFA CFO - North America, IPD & Global API 11/07/1996 21 8704777 N.I.I.T. Ltd. ; Ashwin P Upasane 42 B.Pharm Unit Head 27/03/1995 20 6569675 Hagel Capsules Industries Ltd. ; Jaideep A Gogtay 48 M.D. (Pharmacology) Chief Medical Officer 01/09/1994 25 18127484 L.T.M. General Hospital ; Anita S Desai 47 B.Sc., PG Diploma of Food & Drug Cosmetics Head - Formulation ADL 18/07/1994 20 9560591 Bombay Drug House Pvt. Ltd. ; Ajay R Dixit 46 B.Sc., Diploma in Pharmacy Head Capacity Planning 01/11/1993 22 6203774 USV Ltd. ; K Venkatesh Gopal 44 M.Sc., Ph.D Team Leader - API Regulatory Affairs 01/04/1993 23 6351178 Standard Synthetics Pvt. Ltd. ; Tapas Kumar Datta 48 B.Pharm Site Head 13/05/1992 26 14783321 Ranbaxy Laboratories Ltd ; Sachin D Ghosalkar 44 B.Sc. Head Planning (Home Markets) 09/03/1992 24 8653672 Ideal Road Builders ; Salome Joshi 47 B.Com, PG Diploma in Computer Science IT Service Delivery Lead - MDM, Planning &

Procurement 16/12/1991 27 8952382 Artson Engg Ltd. ; Suresh C Deshmukh 49 B.Sc. Unit Head 03/06/1991 28 8829452 Glaxo India Ltd. ; Anil Kumar Kartha 52 B.Pharm Site Head 27/05/1991 25 10241309 Vysali Pharmaceuticals ; Kishore G Pathak 48 B.Pharm Site Head 26/12/1990 25 11645423 Parke Davis (India) Ltd ; Anisha N Udeshi 50 B.Com.LL.B Head of Insurance 20/12/1990 30 6372009 Jaysynth Dyechem Ltd. ; Vijay L Thange 46 B.Sc. Unit Head 02/08/1990 25 6237813 - ; Gayatri K Khedekar 51 B.Com, LLB, Master of Labour Studies Head HR - IPD & Quality 01/01/1990 28 8369016 Murphy India Ltd ; R V Kulkarni 54 B.E. Site Engineering Head 24/10/1989 30 8469073 Industrial Oxygen Co. ; P L Srinivas 50 M. Pharm Team Leader - API R&D 28/04/1989 26 8601994 - ; Kuber M Jagdale 51 B.Sc. Head Operations - API 10/03/1989 29 11931785 Epic Pvt. Ltd. ; Srinivas M Purandare 50 M.Sc, Ph.D. Head - Regulatory Affairs 10/03/1989 29 14863370 R N Ruia College ; Ragini S Kabadi 52 B.Pharm, M.A.M. Head LL / P2P Manufacturing 02/01/1989 32 10610466 Unichem Laboratories Ltd. ; Anjani Y Kumar 55 B.Sc., B. Pharm. Head Operation Pharma 05/03/1987 31 16252384 Lupin Laboratories Ltd ; Geena V Malhotra 51 B.Pharm. Head - Integrated Product Development 17/11/1986 30 30046526 PLA Surgicals & Pharmaceuticals Pvt. Ltd. ; Sandeep V Potnis 55 Diploma in Applied Arts. Head - Arts Department 25/09/1986 33 11816332 Sleek Advertisers ; Savio A Dourado 59 B.Sc. Head - Global Operations Quality (Formulations) 09/03/1985 37 6453745 CCI Products ; Sanjay G Gorana 52 B.Pharm Site Head 20/02/1985 29 14413476 Blue Cross Laboratories Pvt. Ltd. ; Arun V Kutumbe 60 B.Sc. Head Packaging & Technical Support 15/11/1984 40 9652836 U S Vitamins (I) Ltd. ; S Radhakrishnan 58 B.Com., A.C.A. Whole time Director 11/04/1984 34 36851001 Hindustan Petroleum Corporation Ltd. ; R Gopalakrishnan 51 B.Com, A.I.C.W.A. Head - Corporate Affairs & India Generics 06/01/1984 32 24801896 Hindustan Lever Ltd ; Dharmaraj R Rao 57 M.Sc (Chemistry) Head - API R&D 11/06/1980 35 11735311 - ; Davinder Singh 66 B.Sc. (Hons), D.P.M. Technical Director 01/09/1979 45 38310133 Kemp Pharma

EMPLOYED FOR PART OF THE YEAR

Anupam Trivedi 45 M.Pharm, MBA Divisional Therapy Head 09/03/2015 21 696488 Novo Nordisk India ; Raman Singhal 37 B.Sc., M.B.A. Marketing Manager 02/03/2015 16 779953 MSD (Merck & Co) ; Martand Singh 40 M.Com, MBA Head - Sales Consumer Healthcare 10/02/2015 18 2333511 Reckitt Benckiser India Limited ; Ravindra Acharya 43 B.Com, Master in Management Studies Divisional Business Head 02/02/2015 17 1035464 Abbott Health Care Pvt Ltd ; Susheela Shanker 47 M.Sc., M.Phil Head - Expert Sales & Marketing Consumer Healthcare 12/01/2015 21 1359451 GlaxoSmithKline Consumer Healthcare Ltd ; Sumesh Reddy 47 B.Sc., LLB,LLM, Ph.D. Head - Intellectual Property Cell 05/01/2015 23 5927701 Mylan Laboratories Ltd. ; Kapil Ahuja 38 B.Tech., MBA CFO - International Business 24/11/2014 16 3999479 Mondelez Asia Pacific ; Neetu Wadhawan 40 PGDHRM Head HR - International Business 14/10/2014 20 3359449 Zydus Cadila ; Gautam Rohidekar 39 B.A.LL.B Chief Legal Officer 06/10/2014 17 6289202 Infosys Ltd ; Himava Nath 40 B.Tech, PGDM Head - Marketing Consumer Healthcare 01/09/2014 15 3614331 Novartis India Ltd ; Vinod Rao 44 B.Sc., MMM National Sales Manager - Generics 30/06/2014 21 4467959 Cadbury India Ltd ; Nitin Jajodia 34 B.Com, C.A. Head - Costing & Cipla New Ventures Finance 27/05/2014 13 8510316 Marico Limited ; Tamal Raha 45 M.Sc.,PhD., Regulatory Affairs Certification Head - Global Biologicals Regulatory 22/05/2014 15 7105052 Chemo Research SA (Mabxience), Spain ; Tariq Ahmed 36 B.B.A. Head - Mergers & Acquisitions 07/05/2014 14 11551793 General Atlantic ; Jayanth Sridhar 44 MSc., Ph.D. Head - Biologicals 05/05/2014 15 7304286 Biocon Ltd ; Nalin Garg 47 B.A., M.P.M. Global Head Human Resources 05/05/2014 23 22909536 Wockhardt Ltd ; Sameer Juneja 40 B.Pharm., PGDM Head - Business Operations, International 05/05/2014 13 5978074 Accenture India Limited ; Manoranjan Prasad 36 B. Tech., MBA Head Finance - Africa 18/03/2014 12 1701749 Vodafone India Ltd ; Sameer Goel 52 B A (Hons) Economics, P.G.D.M (Mktg.) Country Head - India 20/01/2014 28 74527792 GSK Consumer Healthcare Ltd. ; Adrian Alec Correa 58 B.Tech Head - Master Data Management 02/12/2013 37 5541205 Cadbury India Ltd ; Nishant Saxena 38 B.E.M.B.A. (Strategy & Finance) CFO - South Africa 01/11/2013 15 1916144 Elements Akademia ; Vivek Nangia 39 Mechanical Engineering, Master in International Business Respiratory Marketing Manager 24/10/2013 14 5357422 Novartis India Ltd ; Christos Kartalis 52 M.B.A.(Marketing), B.B.A Head - International Business 15/10/2013 28 48438587 Valeant Pharma Swiss ; Murali Neelakantan 42 B.A., LLB Global General Counsel 01/10/2013 19 77975383 Khaitan & Co. ; Vikram Pramod Misra 46 B.Com, AICWA Head - Distribution 02/05/2013 25 6757429 Indorama Synthetics India Limited ; Vilas Murlidhar Dholye 65 B.E. Head of Supply Chain and Sourcing 01/04/2013 42 17711743 Dr. Reddy's Laboratories Ltd. ; Arindam Sinha 42 PG Diploma in Computer Science Lead SAP Projects 03/12/2012 20 2855842 Raymond Ltd ; Sudhir K Sinha 55 PG Diploma in Management Head CSR & Sustainability 17/10/2012 31 2561889 Arcelor Mittal ; Raman Ramdas Wattamwar 38 B.Pharm, B.B.A. Cluster Head - LATAM 20/08/2012 13 3316773 Dr. Reddy's Laboratories Ltd. ; Hiten Bansil Lala 52 B.Pharm., M.F.M. Regional Head - Middle East 02/07/2012 30 3803450 Bharat Serums & Vaccines Ltd. ; Abraham Moses 53 B.Sc. Regional Head - Russia CIS 23/05/2012 32 9726475 VATit Consultants Pvt Ltd ; Arun O Gupta 52 B.Sc., PG in SoftwareTech. (NCST) Global CIO 07/05/2012 31 7401294 Shoppers Stop Ltd ; V S Mani 50 B. Com., F.C.A. CFO - India Business 09/11/2011 27 49853928 Mercator Lines Ltd ; Chirag Mehta 40 B.Sc., MBA CFO - International Business 17/05/2011 16 6059306 Maneesh Pharmaceuticals ; Siddharth S Chachad 36 MBBS, P.G.D.P.M.M Head - Clinical 02/05/2006 12 1952008 Lupin Ltd. ; Shaile A Rao 38 B.Com, ICWA Head Costing 15/06/1998 18 4801197 Real value Marketing Service Ltd ; Satyasheel M Desai 46 B. Pharm, D.B.M. Unit Head 03/07/1995 23 2583643 Boots Pharmaceuticals Ltd. ; Jivan C Patil 43 B.Com Head - Excise & Service Tax 07/06/1993 22 2656164 -

Notes:

1. All Employments are contractual and terminable by notice by either side.
2. The employments are subject to the rules and regulations of the Company, in force from time to time.
3. None of the employees mentioned above is related to any director of the Company except Ms. Samina Vaziralli who is related to Dr. Y. K. Hamied, Chairman and Mr. M. K. Hamied, Vice-Chairman.
4. No employee holds by himself/herself or along with his/her spouse and dependent children 2% or more of the equity shares of the company.
5. Remuneration includes salary, commission, medical expenses, leave travel allowance, other allowances, the Company's contribution to the Provident and other Funds and perquisites computed in accordance with the Income Tax Act, 1961 and the rules made there under.

On behalf of the Board,

Y. K. Hamied
Chairman