

Cipla Limited

Registered Office: Cipla House, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai – 400 013

Phone: (9122) 2482 6000, **Fax:** (9122) 2482 6120, **Email:** cosecretary@cipla.com, **Website:** www.cipla.com

Corporate Identity Number: L24239MH1935PLC002380

Annexure to the Board's Report

Particulars of employee remuneration for the financial year ended 31st March, 2020

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.

a) Details of top ten employees in terms of remuneration drawn as per Rule 5(2) of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Chandru Chawla	Head - US Specialty Business	B. Tech. / PG	32	54	12/12/11	Lupin Limited	5,78,93,497.00
Geena Malhotra	Chief Technology Officer and Global Head - Manufacturing Operations & Respiratory Discovery Engine	B.Pharm / MBA	35	56	17/11/86	PLA Surgicals & Pharmaceuticals	6,03,54,295.00
Kedar Upadhye	Global Chief Finance Officer	CS / CMA / MBA	18	43	01/08/16	Dr. Reddy's Laboratories	3,59,58,944.00
Nikhil Chopra	Head - India Business	B.Sc., M.Sc.	24	46	29/07/96	N.A.	3,60,34,098.00
R Gopalakrishnan	Head - India Generics	B.Com, ICWA	37	57	06/01/84	Hindustan Lever, Ltd.	4,32,68,360.00
Ranjana Pathak	Global Head - Quality, Medical Affairs and Pharmacovigilance	Doctorate in Health Adminis. / MBA	37	62	10/09/13	Endo Pharmaceuticals Inc	6,68,53,618.00
Samina Hamied	Executive Vice Chairman	B.Com, Masters in International Finance & Accounting	23	44	01/07/11	Goldman Sachs & Company	6,74,40,237.00
Sanjay S Bhanushali	Chief of Staff (CEO's Office)	B. Pharm	36	58	14/06/11	Dr. Reddy's Laboratories Ltd.	4,06,37,295.00
Sumesh Reddy	Head - Intellectual Property	B.Sc. / LLB / LLM / Ph.D.	28	52	05/01/15	Mylan Laboratories Ltd.	3,36,93,629.00
Umang Vohra	Global CEO & Managing Director	BE, Master of Business Administration (Finance)	27	48	01/10/15	Dr. Reddy's Laboratories Ltd.	13,56,78,693.00

b) Details of employees posted in India (other than those mentioned above) drawing remuneration above ₹ 1.02 crore per annum

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Abhay Kumar Srivastava	Chief Talent Officer	Master of Arts / Master of Personal Management	18	54	03/10/16	Piramal Pharma Solutions	1,76,88,173.00
Ajay Luharuka	Head Finance - India Business, API, CipTec	B.com, MMS, CFA	24	47	11/07/96	NIIT Limited	1,52,80,630.00
Aliakbar Rangwala	Senior Business Head - Chronic & Emerging - India Business	M. Sc. / B. Sc.	20	43	19/01/09	N.A.	1,04,98,506.00

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Alpana Vartak	Head - Talent Acquisition	MBA (HR) / B. Sc.	16	42	08/01/18	Coco - Cola Company	1,18,30,416.00
Anil Kartha	Head - IT & Automation - Manufacturing Operations	Bsc, Bpharm	29	57	27/05/91	Vysali Pharmaceuticals	1,41,53,923.00
Anindya Kumar Shee	Head - Organization Development	B. Tech. / MBA	19	48	14/01/16	Reliance Industries Ltd.	1,09,75,728.00
Anisha N Udeshi	Head - Risk & Insurance	B. Com. / LLB	33	55	20/12/90	Jaysynth Dyechem Ltd.	1,12,27,754.00
Anifa Desai	Head - Formulations ADL	B. Sc. / PGCT	25	52	18/07/94	Bombay Drug House	1,52,83,980.00
Ashwin P Upasane	Site Head - Goa	B. Pharm, Pune	25	47	27/03/95	Medley Labs	1,27,36,295.00
Atul Yeshwant Sant	Site Head - Sikkim	M. Pharm	32	54	03/04/17	Dr. Reddy's Laboratories Ltd.	1,02,16,702.00
Deepak Viegas	Chief Internal Auditor	CIA / ICWAI / B. Com.	29	51	13/02/17	KPMG	1,10,15,219.00
Dilip Singh Rathore	Cluster Head - Respiratory - India Business	B. Sc. / M.Sc.	18	43	16/08/02	N.A.	1,27,33,892.00
Dinesh Ramniranjan Jain	Head - Corporate Finance	B. Com. / C.A.	32	53	09/04/12	N.A.	1,80,17,264.00
Heena Kanal	Head - Corporate Communications	PGD (PR & Mass Comm.) / B. Com.	23	44	13/02/18	Marico Limited	1,37,10,000.00
Jaideep Gogtay	Head - Medical Affairs and Pharmacovigilance	MBBS / MD (Pharmacology)	30	53	01/09/94	L. T. M. General Hospitals	2,29,64,888.00
Jasbir Singh Kochar	Head HR - Manufacturing, Quality & SCM	B. Com. / PGDBM	22	46	09/10/13	Tata Steel	1,37,11,385.00
Jortin K George	Cluster Head - Alternate Channels & Superspecialities - India Business	Mini MBA in Management / Advance Diploma In Marketing / B.sc - Chemistry	27	48	27/02/17	Glaxo Smith Kline Pharmaceuticals Ltd	1,02,22,331.00
Kamalesh Kalidasan	Senior Business Head - Chronic & Emerging - India Business	B.Sc. / MBA	30	52	05/10/15	Merck (MSD)	1,07,02,167.00
Kirit D Ladage	Head - Operational Excellence - IPD	B. Sc. / M. Sc. / Ph. D.	30	55	20/06/05	Ratiopharm India Pvt.Ltd.	1,21,51,901.00
Kuber M Jagdale	Head - API Manufacturing	B.Sc	33	56	10/03/89	M/s Epic Pvt. lfd	1,96,51,337.00
Kunal Khanna	Cluster Head - Chronic & Emerging - India Business	MMS / B. Com.	17	40	06/06/16	IMS Health	1,24,13,496.00
M S Ramanath	Head - Accounting	CA / B. Com.	21	45	08/06/00	Lapp India Pvt. Ltd	1,06,64,448.00
Manish Gangrade	Head - API ADL & API RA	B. Sc. / M. Sc. / Ph. D.	27	54	01/04/97	Pharma Prod. of India Ltd	1,50,46,542.00
Mukesh Kumar	Head - Clinical Research & Development	MBBS / MD in Clinical Pharmacology	16	48	22/05/17	Dr Reddy Lab, Hyderabad	1,71,61,784.00
Nickil Baswan	Head - Corporate Affairs	MBA / Ex Army (IMA Dehradun)	24	44	14/11/16	General Electric Co. (GE)	1,09,41,133.00
Nihar Subhash Medh	Head - Procurement	Executive Mgmt. / MBA / B.E. (Mechanical)	27	48	10/04/17	Dr Reddy's Laboratories Ltd	1,19,36,164.00
P L Srinivas	Regional API R&D Head	M. Pharm	31	55	28/04/89	N.A.	1,46,50,623.00
Patsy Jeffery	Head - Global Respiratory & NA BD	B. Pharm / M. Pharm	23	46	10/05/99	Ranbaxy Research Laboratories	1,75,08,819.00
Pramod Narayan Dalvi	Head Quality Operations - Formulations (Goa, Kundaim, South Africa, Invagen)	B. Sc. / Ph. D.	23	48	01/08/18	Actavis (Erstwhile Watson Pharmaceuticals)	2,36,35,920.00
Preeti Raut	Head - Formulation R&D - Solids, Topicals, Ophthalmics	B.Sc (Chem)	30	55	02/01/06	Drug Deliver System	1,14,51,156.00
Rajendra Chopra	Company Secretary	B Com / CS / LLB	22	48	01/02/17	Bharti Airtel	1,53,29,196.00
Ramakant Shukla	Head - Commercial Compliance & Quality Systems	Ph. D. (Chemistry)	30	56	04/04/18	Jubilant Life Sciences Limited	1,69,18,157.00
Rashmi Sharath Hegde	Regional Head - Medical Affairs - India	MD (Pediatrics)	18	56	18/06/18	Abbott Products	1,31,46,771.00
Sandeep Radhakisan Raktate	Cluster Head - Formulations (Indore, Kurkumbh, Satara, Sourth Africa, Uganda, Morocco)	B. Pharm / PG Diploma	25	46	01/03/19	Workhcradt Ltd	1,17,76,126.00
Sanjay G Gorana	Cluster Manufacturing Head - Goa & Patalganga + MSTG	Bpharm	34	57	20/02/85	Blue Cross Laboratories Pvt Ltd	2,24,61,743.00

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Sharad Jain	Head - Strategic Projects - GCEO's Office	B.Com, PGDBM, PGCPIB	24	53	02/07/12	Aurobindo Pharma Ltd.	1,34,50,107.00
Sneha Hiranandani	Global Head - Information Technology	Bcom PGDM	31	57	01/11/13	Cadbury India Limited	1,96,92,938.00
Srinivas Purandare	Head - Regulatory Affairs	B.Sc. / M.Sc. / Ph. D.	31	55	10/03/89	N.A.	3,23,08,456.00
Subrata Chakraborty	Unit Head - Goa	M. Pharm / B. Pharm	21	48	01/12/17	Fresenius Kabi Oncology Ltd	1,04,00,004.00
Sunil Gupta	Head - India Generics	B.Sc.	21	41	19/06/99	N.A.	1,08,68,577.00
Swapn Malpani	Global Head - Supply Chain Management	B E / PG Diploma in Industrial Engineering	25	49	16/12/16	Glenmark	2,34,99,099.00
Vijay L Thange	Site Head - Patalganga	LLB / B. Sc.	30	51	02/08/90	N.A.	1,06,30,842.00
Vijayasarithi Ramaswami	Head Quality Operations - (All Sites API / Patalganga/, Kurkumbh & Indore Formulations)	PGCPM / M. Sc. (Chemistry) / B. Pharm.	17	48	02/05/18	Glenmark Pharmaceuticlas	1,84,06,481.00
Vikas Gupta	Cluster Head - Acute - India Business	MBBS	19	44	10/11/17	Glenmark Pharmaceuticals	2,47,24,404.00
Vikas Vij	Head - API Commercial & CGA	PGDIT (International Business) / B. E. Chemical	28	53	14/08/17	Apollo Hospital	1,32,57,464.00

c) Details of employees posted in India and employed for part of the year drawing remuneration above ₹ 8.5 lakh per month

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
A.P.Sundar	Team Member - Rx & Gx Business Support	Bachelor of Business Administration	35	60	18/04/84	Indian Duplicator Co.Ltd.	35,28,021.00
Abhayan Jawaharlal	Head Legal - TechOps, EM&EU, IP & Trademarks	B.Com,LLB,	21	48	03/09/12	Biocon Group	2,76,80,023.00
Ajay Dixit	Team Member - COE	M. Tech.	26	51	01/11/93	USV Ltd.	75,26,196.00
Amit Kumar Bhageria	Head SFE - India Business	B. Tech. / MBA	10	35	02/03/20	Sanofi	11,97,312.00
Anurag Mishra	Head CSR Foundation	M. Sc. / B. Sc.	16	42	27/10/14	ESSAR Group	10,46,932.09
Arijit Das	Regional API R&D Head	B.Sc. / M.Sc. / Ph. D.	19	43	14/10/19	Unichem Laboratories Ltd.	58,07,243.19
Ashish Sinha*	Associate - Supply Chan Management	B. Sc.	32	55	08/01/86	N.A.	10,76,604.00
Avinash Ramchandra Kakade	Head - Pharmacovigilance	EMBA, IIM Rohtak, MBBS, Surgery	17	41	02/05/17	Amgen	30,87,178.73
Bharti Monga	Divisional Sales Head	M. Sc.	23	44	20/09/96	N.A.	81,22,692.00
Chandrasah Torgal	Site HR Head - Medium	MBA, BSc Maths	38	60	05/04/11	ACG Pampac Machines Pvt Ltd	20,74,383.00
Chetankumar Mahabala Bangera	Regional Head - China & APAC B2B	MBA, B.Sc Chemistry	26	47	23/01/17	Mylan Labs, Bangalore	54,78,370.00
Dharmaraj Rao*	Head - API R&D	B. Sc. / M. Sc.	39	60	11/06/80	N.A.	32,29,757.00
Jasdeep Singh	Chief Strategy Officer	B. Sc. / M. Tech.	13	41	16/09/19	IQVIA	1,04,20,761.00
Jitendra Singh	Officer - API Tech. Support Lab	Masters in Science	19	49	30/01/08	Elder Pharmaceuticals Ltd	11,42,064.82
K Vinod	Operating Staff	B. Sc.	38	60	04/05/81	N.A.	9,03,585.42
Kalpna Joshi	Team Leader - Discovery Engine, Cell Biology Lab	Phd, MSc Molecular Biology	32	60	21/01/14	Piramal Lifesciences Ltd	39,36,759.00
Mahesh J	Associate Director - Sales	B. Sc.	19	42	29/06/01	Zydus Cadila	9,26,495.97

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Manohar P Virkar	Unit Head - Engineering	B Tech Mech Engg	34	54	18/04/05	Innovassynth Technologies (I) Ltd	20,45,407.66
Mekhala G Argekar	Director - Supply Chan Management	B.Pharm	26	49	19/03/97	Neopharma Pvt. Ltd.	45,13,044.52
Mukesh Kumar Vyas*	Cluster Head - North Africa	MIB, International Business	22	45	01/02/16	Lupin	27,66,847.00
Mukesh Ranjan Thakur	Associate Director - Sales	Diploma / B.Sc.	16	39	27/11/03	N.A.	10,85,885.66
Narayan Saraf	Head Finance - India Business and EM & EU	B Com / CS & CA	16	40	01/02/16	Hindustan Unilever Ltd	49,80,026.00
Narendra Wadekar	Lead - Payables	B. Com.	30	51	27/06/89	N.A.	38,44,826.78
Nayanesh V Wadkar	Group Leader-Regional	PG Diploma / B. Pharma	17	40	03/09/07	Dr Reddys Labs Ltd	15,30,597.16
Nishant Saxena^	Head - Emerging Markets and Europe	MBA (Finance) / B.E. (Production)	19	43	01/11/13	Elements Akademia	2,19,71,646.00
Nithya Balasubramanian	Head - Strategic Marketing & Market Access - Respiratory - India Business	B.E., MBA	12	36	23/09/13	McKinsey & Co	2,45,85,347.00
Nitin Shinde	Team Member - CQA	Bachelor in Science	20	41	04/10/06	Saf Yeast Co.Pvt.Ltd.	9,39,000.35
Philippe Malecki	Regional Commercial Head - APAC	MBA	31	56	31/10/19	Stragen	62,39,534.00
Prabir Kumar Jha*	Global Chief People Officer	BA, PG Diploma in Personnel Management & Industrial Relations	31	53	01/10/15	Reliance Industries Ltd.	1,67,91,456.00
Prashant Prabhakar Bhalve	Head Enginerring & Projects	BE Chemicals Engg	30	53	27/11/17	Intas Pharmaceuticals	87,30,523.49
Pratin Ramakant Vete	Cluster Head - Chronic & Emerging - India Business	MMS Markting / Diploma In System Management & Computer Programming / BSC	28	53	14/11/17	Sanofi India Pvt Ltd	1,16,96,908.00
Pravin Bhatkulkar	Head - CSV	B. Pharma	17	42	14/07/04	Themis Lab	12,20,782.10
Preeti Bose	Global Head - Leadership Academy	MA English	22	47	16/10/17	Aatman Consulting	16,82,398.25
Rahul Padhye	Head - Corporate Business Development	MBA, IIM Bangalore; BE Civil	25	47	01/07/16	Reliance Lifesciences	70,77,481.46
Rajeev Kumar Sinha	Global Head - Operations Strategy and Excellence	B. Tech.	31	51	11/09/19	Glenmark	1,56,28,734.00
Rajeev P G	Associate Director - Sales	PG Diploma	16	39	25/02/04	Syntho Pharma	12,30,148.08
Rajendra Mankame	Unit Head - Stores	Bachelor of Commerce	30	52	03/06/92	United Vander Horst Ltd.	19,26,039.00
Rajendrakumar Dasharath Kale	Team Leader - Formulation R&D	B. Pharm / M. Pharm / Ph. D. / MBA	19	42	10/02/20	STA Pharmaceuticals/WuXi AppTec Company, Shanghai	17,37,136.00
Rajesh Mohan Pednekar*	Head Logistic & Distribution	MBA, NITIE	23	48	02/11/17	Future Consulting India	15,99,506.00
Raju Subramanyam*	Global Head - Manufacturing Operations	B.Tech,Master of Managmnt	28	52	29/03/16	Dr Reddy's Laboratories Ltd	35,00,000.00
Raju Sunil Mistry	Global Chief People Officer	B. A. / M. A. / Ph. D.	28	55	26/04/19	Jubilant Life Sciences Ltd.	2,55,22,153.00
Raju Tukra	Head - Operations Quality (Formulations I) & Vendor Management	B.Pharm	31	56	08/04/15	Dr Reddy's Laboratories Ltd	83,28,156.15
Sandeep Nathgosavi	Section Head - Engineering	B Tech, Mech Engg	25	44	06/11/95	Bhandari Metal Extrusion (Pvt) Ltd.	11,33,099.69
Sanjay J Naik	Group Leader - Technology Projects	M. Sc Organic Chemistry	30	53	03/04/06	FDC Ltd	12,22,214.96
Sanjivani Sadani	Head HR - India Business	B. Com. / MBA	19	42	05/03/20	Godrej Agrovet Ltd.	33,62,984.00

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Sarabjit Singh	Head - Formulation R&D - Injectables, NDDS, CGA and Oncology	B. Pharm / M. Pharm	24	50	29/12/14	Panacea Biotec Ltd.	95,03,402.00
Satish Sangam	Head - Global Lab Compliance, IT Systems, & CAPA	M. Sc Physical Chemistry	22	45	01/08/02	Okasa Ltd Kundaim Goa	48,00,708.47
Satyanarayan Ramkishan Sathe*	Sr. Director CMG	Master of Pharmacy	28	52	01/08/17	Mylan Labs, Bangalore	15,06,246.14
Saurabh Tiwari	Regional SCM Head - SAGA	B. Tech. / MBA	21	44	16/03/20	Pepsico	8,58,423.00
Shourov Mukherjee	Cluster Head - Respiratory - India Business	BSc / MBA	18	48	02/05/17	Monsanto Holdings Pvt Ltd, Mumbai	12,70,144.13
Shrikant Shirwalkar	Site Head - QA	MBA / M. Sc.	28	50	01/11/91	N.A.	84,79,873.81
Shruti Hegde	Head - P2P	B Com	30	51	07/08/15	Ranbaxy Laboratory Ltd	23,80,492.10
Srinivas Pullela	Regional API R&D Head	Ph. D.	30	53	12/02/14	Biocon Limited"	40,35,642.00
Sudipta Ganguly	Head-Respiratory R&D	PhD. Pharma Sciences	18	42	10/06/13	Forrest Labs	54,85,880.74
Sukaji Kurhade	Section Head - QC	M. Sc.	28	53	15/10/99	Hogel Capsules Industries Ltd."	20,32,678.38
Sumeet Bhalla	Regional Business Manager	B. Sc.	14	34	21/11/06	Maple Pharma	8,58,708.00
Sunil Choudhary*	Director - Formulation Operation	B. Pharma	24	51	14/05/15	Shashun Pharma	8,64,128.00
Sunil Desai	Team Member - Tech Transfer	B.Sc, Diploma in Pharmacy	22	57	23/01/97	R P Industries	11,32,019.20
Suresh Kumar	Regional Business Manager	M.Sc	17	41	07/05/02	N.A.	8,53,436.86
Udaykumar B Hegde	Team Member - MRP	PG Diploma of Food & Drug Cosmetics, B.Sc	27	56	06/03/92	Anand Synthochem Pvt Ltd	60,26,127.00
Vaishali V Haldavanekar	Team Member - Form./ API IPC	Bachelor of Science	27	51	21/09/92	N.A.	27,13,881.00
Vinay Hanmant Deshmukh	Head - Export Logistics	B. Sc. Chemistry	24	46	18/02/19	GLENMARK PHARMACEUTICALS LTD.	40,57,763.06
Vishal Gupta	Team Member - QC	M.Sc Chemistry	22	46	06/02/12	Mission Vivacare	9,62,589.00

^ transferred to payroll of subsidiary company wef 14th October 2019

* was not an employee in FY 2019-20 but entitled compensation pertaining to the period of employment was paid during the year

Notes:

- None of the employees mentioned above is related to any director of the Company except Ms. Samina Hamied who is related to Dr. Y. K. Hamied, Chairman and Mr. M. K. Hamied, Vice-Chairman.
- 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 except Ms. Samina Hamied who holds 2.22% stake as on 31st March 2020.
- Remuneration includes salary, commission, allowances, Company's contribution to the Provident and other Funds and perquisites (including perquisite value of stock options) computed in accordance with the Income Tax Act, 1961 and the rules made there under.
- The aforementioned employees have / had permanent employment contracts with the Company.
- The above table is based on payouts made during the year.