

# Cipla Limited

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

**Phone:** (9122) 2482 6000, **Fax:** (9122) 2482 6893, **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, 2019

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.

#### Employed throughout the year

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (Rs.)
Abhay Kumar Srivastava	Chief Talent Officer	Master of Arts / Master of Personal Management	17	53	3/10/2016	Piramal Pharma Solutions	15,034,298.00
Ademola Olukayode Daramola	Head - Quality Compliance & Sustainability	Doctorate / MPH / B. Tech.	17	48	20/6/2018	US FOOD AND DRUG ADMINISTRATION (US FDA)	17,982,961.00
Ajay Luharuka	Head Finance - IPD, API, Specialty & Global Respi	B.com,MMS,CFA	23	46	11/7/1996	NIIT Limited	11,922,994.00
Aliakbar Rangwala	Senior Business Head - Chronic & Emerging - India Business	M. Sc. / B. Sc.	19	42	19/1/2009	NA	10,677,779.00
Alpana Vartak	Head - Talent Acquisition	MBA (HR) / B. Sc.	15	41	8/1/2018	Coco - Cola Company	10,312,782.00
Anil Kartha	Site Head - Patalganga - Formulations	Bsc, Bpharm	28	56	27/5/1991	Vysali Pharmaceuticals	12,525,338.00
Anindya Kumar Shee	Head - Organization Development	B. Tech. / MBA	18	48	14/1/2016	Reliance Industries Ltd.	11,084,298.00
Anita Desai	Head - Formulations ADL	B. Sc. / PGCT	24	51	18/7/1994	Bombay Drug House	19,400,545.00
Ashwin P Upasane	Site Head - Goa	B. Pharm, Pune	24	47	27/3/1995	Medley Labs	11,034,301.00
Chandru Chawla	Head - US Specialty Business	B. Tech. / PG	31	53	12/12/2011	Lupin Limited	41,328,244.00

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (Rs.)
Deepak Viegas	Chief Internal Auditor	CIA / ICWAI / B. Com.	28	50	13/2/2017	KPMG	10,496,169.00
Dilip Rathore	Region Head - APAC	B. Sc. / M.Sc.	16	42	16/8/2002	NA	14,702,431.00
Dinesh Jain	Head - Corporate Finance	B. Com. / C.A.	31	52	9/4/2012	Cipla Ltd	19,510,211.00
Geena Malhotra	Global Head - Manufacturing Operations & Respiratory Discovery Engine	B.Pharm	34	55	17/11/1986	PLA Surgicals & Pharmaceuticals	57,265,935.00
Heena Kanal	Head - Corporate Communications	PGD (PR & Mass Comm.) / B. Com.	22	43	13/2/2018	Marico Limited	12,400,003.00
Jaideep Gogtay	Head - Medical Affairs & Pharmacovigilance	MBBS / MD (Pharmacology)	28	53	1/9/1994	L. T. M. General Hospitals	21,773,998.00
Jasbir Singh Kochar	Head HR - Manufacturing, Quality & SCM	B. Com. / PGDBM	21	46	9/10/2013	Tata Steel	14,881,417.00
Jortin K George	Cluster Head - Alternate Channels & Superspecialities - India Business	Mini MBA in Management / Advance Diploma In Marketing / B.sc - Chemistry	26	47	27/2/2017	Glaxo Smith Kline Pharmaceuticals Ltd	10,896,417.00
Kedar Upadhye	Global Chief Finance Officer	CS / CMA / MBA	17	42	1/8/2016	Dr. Reddy's Laboratories	35,533,887.00
Kirit Ladage	Head - Operational Excellence - IPD	B. Sc. / M. Sc. / Ph. D.	29	54	20/6/2005	Ratiopharm India Pvt.Ltd.	12,856,711.00
Kuber M Jagdale	Head - API Manufacturing	B.Sc	32	55	10/3/1989	M/s Epic Pvt. Ltd	19,963,917.00
Kunal Khanna	Head - Business Development & Commercial Excellence - India Business	MMS / B. Com.	15	39	6/6/2016	IMS Health	11,000,001.00
M Ramanath	Head - Accounting	CA / B. Com.	19	45	8/6/2000	Lapp India Pvt. Ltd	11,328,306.00
Manish Gangrade	Head - API ADL & API RA	B. Sc. / M. Sc. / Ph. D.	25	53	1/4/1997	Pharma Prod. of India Ltd	16,598,147.00

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (Rs.)
Mukesh Kumar	Head - Clinical Research & Development	MBBS / MD in Clinical Pharmacology	15	48	22/5/2017	Dr Reddy Lab, Hyderabad	15,816,697.00
Nickil Baswan	Head - Corporate Affairs	MBA / Ex Army (IMA Dehradun)	23	43	14/11/2016	General Electric Co. (GE)	10,213,345.00
Nihar Subhash Medh	Head - Procurement	Executive Mgmt. / MBA / B.E. (Mechanical)	26	47	10/4/2017	Dr Reddy's Laboratories Ltd	11,140,397.00
Nikhil Chopra	Head - India Business	B.Sc., M.Sc.	23	46	29/7/1996	NA	34,491,619.00
Nishant Saxena	Global Chief Strategy Officer	MBA (Finance) / B.E. (Production)	18	43	1/11/2013	Elements Akademia	34,544,013.00
Nithya Balasubramanian	Head - Strategic Marketing & Market Access - Respiratory - India Business	B.E., MBA	11	35	23/9/2013	McKinsey & Co	15,249,154.00
P L Srinivas	Head - Oncology Product & Polymorph CoE - API R&D	M. Pharm	30	54	28/4/1989	NA	14,574,716.00
Patsy Jeffery	Head - Global Respiratory & NA BD	B. Pharm / M. Pharm	22	46	10/5/1999	Ranbaxy Research Laboratories	15,932,723.00
Pratin Ramakant Vete	Cluster Head - Chronic & Emerging - India Business	MMS Markting / Diploma In System Management & Computer Programming / BSC	27	52	14/11/2017	Sanofi India Pvt Ltd	16,043,517.00
Preeti Raut	Head - Formulation R&D - Solids, Topicals, Ophthalmics	B.Sc (Chem)	29	54	2/1/2006	Drug Deliver System	11,842,333.00
R Gopalakrishnan	Head - Domestic Generics	B.Com, ICWA	35	56	6/1/1984	Hindustan Lever, Ltd.	43,440,038.00
R. Ananthanarayanan .	Global Chief Operating Officer	Ph. D. (Pharma) / B. S. (Pharma)	21	54	8/8/2018	Teva Pharmaceutical Industries Ltd	71,196,350.00
Rajendra Chopra	Company Secretary	B Com / CS / LLB	21	47	1/2/2017	Bharti Airtel	14,468,609.00
Ramakant Shukla	Head - Corporate Quality Compliance & Systems	Ph. D. (Chemistry)	29	55	4/4/2018	Jubilant Life Sciences Limited	16,085,802.00

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (Rs.)
Ranjana Pathak	Global Head - Quality, Medical Affairs and Pharmacovigilance	Doctorate in Health Adminis. / MBA	36	61	10/9/2013	Endo Pharmaceuticals Inc	70,012,138.00
Rashmi Sharath Hegde	Regional Head - Medical Affairs - India	MD (Pediatrics)	17	55	18/6/2018	Abbott Products	10,224,128.00
Samina Vaziralli	Executive Vice Chairperson	B.Com, Masters in International Finance & Accounting	22	44	1/7/2011	Goldman Sachs & Company	64,089,665.00
Sanjay Bhanushali	Chief of Staff (CEO's Office)	B. Pharm	35	58	14/6/2011	Dr. Reddy's Laboratories Ltd.	34,916,981.00
Sanjay Gorana	Head - Central Manufacturing Group	B. Pharm	33	57	20/2/1985	Blue Cross Laboratories Pvt Ltd	32,378,915.00
Sharad Jain	Head - Strategic Projects - GCEO's Office	B.Com, PGDBM, PGCIPIB	23	53	2/7/2012	Aurobindo Pharma Ltd.	14,759,990.00
Sneha Hiranandani	Global Head - Information Technology	Bcom PGDM	30	56	1/11/2013	Cadbury India Limited	24,200,288.00
Srinivas Purandare	Head - Integrated Product Development	B.Sc. / M.Sc. / Ph. D.	30	55	10/3/1989	NA	19,169,818.00
Subrata Chakraborty	Cluster Head - Sterile Manufacturing - Goa	M. Pharm / B. Pharm	20	47	1/12/2017	Fresenius Kabi Oncology Ltd	11,289,637.00
Sumesh Reddy	Head - Intellectual Property	B.Sc. / LLB / LLM / Ph.D.	27	51	5/1/2015	Mylan Laboratories Ltd.	33,985,939.00
Sunil Gupta	Senior Business Head - Chronic & Emerging - India Business	B.Sc.	20	40	19/6/1999	NA	11,414,465.00
Swapn Malpani	Global Head - Supply Chain Management	B E / PG Diploma in Industrial Engineering	24	48	16/12/2016	Glenmark	25,257,414.00
Umang Vohra	Global CEO & Managing Director	BE, Master of Business Administration (Finance)	26	48	1/10/2015	Dr. Reddy's Laboratories Ltd.	150,324,125.00
Vijay L Thange	Unit Head - Goa	LLB / B. Sc.	29	51	2/8/1990	NA	10,396,654.00

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (Rs.)
Vijayasarithi Ramaswami	Head - Operations Quality (API, Indore, Patalganga, Kurkumbh)	PGCPM / M. Sc. (Chemistry) / B. Pharm.	15	47	2/5/2018	Glenmark Pharmaceuticas	14,555,321.00
Vikas Gupta	Cluster Head - Acute - India Business	MBBS	18	43	10/11/2017	Glenmark Pharmaceuticals	23,990,458.00
Vikas Vij	Head - API Commercial	PGDIT (International Business) / B. E. Chemical	26	52	14/8/2017	Apollo Hospital	11,313,200.00

#### Employed for part of the year

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (Rs.)
Abhayan Jawaharlal	Head Legal - TechOps, EM&EU, IP & Trademarks	B.Com,LLB,	20	47	3/9/2012	Biocon Group	15,820,282.00
Akshay Kejriwal	Head HR - India Business	B Com / PGDBM	16	38	6/8/2012	Infosys	16,075,983.00
Debashis Sarkar	Regional Head - APAC DTM & Marketing Head - APAC	B. Sc. / M.Sc.	21	45	26/5/2003	Dr. Reddy's Laboratories	14,321,334.00
Dharmaraj Rao	Head - API R&D	B. Sc. / M. Sc.	39	61	11/6/1980	NA	29,260,066.00
Gayatri Khedekar	Head HR-IPD	LLB,M.L.S	32	55	1/1/1990	Murphy India Ltd	17,825,745.00
Manish Kacker	Head - Alliance Management	B. Sc. / PGDBM	34	55	3/11/2016	Fresenius Kabi Oncology Ltd	10,924,381.00
Mital Sanghvi	Head Finance - Manufacturing & Quality	B. Com. / LLB / C.S. / ACCA	16	41	2/1/2003	NA	21,511,409.00
Narayan Saraf	Head Finance - India Business and EM & EU	B Com / CS & CA	16	40	1/2/2016	Hindustan Unilever Ltd	11,700,004.00

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (Rs.)
Prabir Kumar Jha	Global Chief People Officer	BA, PG Diploma in Personnel Management & Industrial Relations	29	52	1/10/2015	Reliance Industries Ltd.	87,172,038.00
Raju Subramanyam	Global Head - Manufacturing Operations	B.Tech, Master of Management	28	53	29/3/2016	Dr Reddy's Laboratories Ltd	36,422,009.00
Sanjay Moolchandani	Regional Head - API Commercial - EM & EU	B.Sc, MMM	27	52	16/1/2012	Aurobindo Pharma Ltd.	12,184,661.00
Satyasheel Desai	Head - CMM & QCIL	B Pharm / DBM, Personal Mgmt & Economics	27	50	3/7/1995	Boots Pharmaceutical Ltd	18,490,259.00
Shourov Mukherjee	Cluster Head - Respiratory - India Business	BSc / MBA	18	49	2/5/2017	Monsanto Holdings Pvt Ltd, Mumbai	17,904,345.00

**Notes:**

- 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.
- 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 Vaziralli who holds 2.22% stake as on 31st March 2019.
- 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.

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Balwinder Sethi	Regional Head - MENA	M.B.A.(Marketing), B.B.A	32	54	9/1/2012	Valeant Pharmaceuticals	20,649,125.00
Christos Kartalis	Head - Emerging Markets and Europe	M.A	21	57	15/10/2013	Promed Exports Pvt Ltd	20,360,443.00
George Stefanakos	Cluster Head - Yemen, Iran & Pakistan	BS in Industrial Management	19	59	1/11/2017	SANDOZ Pharma	10,227,905.00

#### Employed for part of the year

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (Rs.)
Anant Atal	Head CGA	BA Hons Eco, MBA	19	41	26/8/2013	Barclays Investment Bank	19,304,480.00

#### Notes:

1. None of the employees mentioned above is related to any director of the Company.
2. 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.
3. 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.