

## 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 31<sup>st</sup> March, 2021

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 - Specialty	B. Tech. / PG	33	55	12/12/11	Lupin Limited	4,01,87,314
Geena Malhotra	Global Chief Technology Officer	B.Pharm / MBA	36	57	17/11/86	PLA Surgicals & Pharmaceuticals	4,82,69,760
Kedar Upadhye	Global Chief Finance Officer	CS / CMA / MBA	19	44	01/08/16	Dr. Reddy's Laboratories Limited	4,92,10,823
Rajeev Kumar Sinha	Global Head - Operations Strategy and Excellence	B. Tech.	32	53	11/09/19	Glenmark Pharmaceuticals	3,07,43,400
Raju Sunil Mistry	Global Chief People Officer	B. A. / M. A. / Ph. D.	29	56	26/04/19	Jubilant Life Sciences Limited	2,90,47,768
Ranjana Pathak	Global Head - Quality, Medical Affairs and Pharmacovigilance	Doctorate in Health Adminis. / MBA	39	63	10/09/13	Endo Pharmaceuticals Inc	5,38,36,999
Samina Hamied	Executive Vice Chairperson	B.Com, Masters in International Finance & Accounting	24	45	01/07/11	Goldman Sachs & Company	8,15,16,874
Sanjay S Bhanushali	Chief of Staff	B. Pharm	37	60	14/06/11	Dr. Reddy's Laboratories Limited	2,87,47,866
Umang Vohra	Managing Director & Global Chief Executive Officer	BE, Master of Business Administration (Finance)	28	49	01/10/15	Dr. Reddy's Laboratories Limited	18,12,20,806
Vikas Gupta	Head - India Prescription	MBBS	20	45	10/11/17	Glenmark Pharmaceuticals	4,77,80,661

#### 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 (₹)
Ajay Mangilal Luharuka	Head Finance - India Business, API, Ciptec	B.com, MMS, CFA	25	48	11/07/96	NIIT Limited	1,44,17,775
Aliakbar Rangwala	Senior Business Head - Alternate Channels & Super Specialty - India Business	M. Sc. / B. Sc.	21	44	19/01/09	N.A.	1,13,55,871
Aniruddha Arvind Kunte	Head - Employee Relations & Compliance	MBA (HR) / B. Sc.	24	54	01/04/20	Glaxo Smith Kline Pharmaceuticals Limited	1,11,09,400
Anita Desai	Head - Formulations ADL	B. Sc. / PGCT	26	53	18/07/94	Bombay Drug House	1,55,62,945
Ashish R Zifshi	Site Head - Indore	B. Pharma / M. Tech.	22	45	14/06/99	N.A.	1,02,43,481

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Ashwin P Upasane	Site Head - Goa	B. Pharm, Pune	26	48	27/03/95	Medley Labs	1,09,61,246
Atul Yeshwant Sant	Site Head - Sikkim	M. Pharm	34	56	03/04/17	Dr. Reddy's Laboratories Limited	1,15,78,283
Debasish Mitra	Head - IPD Project Management	B. Tech. (Chemical)	29	54	23/06/14	Sun Pharmaceutical	1,22,20,090
Deepak Viegas	Chief Internal Auditor	CIA / ICWAI / B. Com.	30	52	13/02/17	KPMG	1,14,69,158
Dinesh Ramniranjan Jain	Head - Corporate Finance	B. Com. / C.A.	33	54	09/04/12	N.A.	1,93,88,874
Ganesan K	Head - Finished Products Sourcing	B. Sc. / PGDBA	37	58	05/04/19	DF Sourcing-Sun Pharmaceuticals Laboratories Limited	1,14,29,492
Gautam Samanta	Head - QbD, API Pilot Plant, API Technology Transfer	Ph. D. (Chemistry)	26	58	04/08/14	Dr. Reddy's Laboratories Limited	1,06,22,074
Heena Kanal	Head - Corporate Communication	PGD (PR & Mass Comm.) / B. Com.	24	45	13/02/18	Marico Limited	1,47,78,918
Jaideep Gogtay	Head - Medical Affairs and Pharmacovigilance	MBBS / MD (Pharmacology)	31	54	01/09/94	L. T. M. General Hospitals	2,53,51,234
Jasdeep Singh	Chief Strategy Officer	B. Sc. / M. Tech.	14	42	16/09/19	IQVIA	1,92,35,312
Jortin K George	Cluster Head - Alternate Channels & Superspecialities - India Business	Mini MBA in Management / Advance Diploma In Marketing / B.sc - Chemistry	28	49	27/02/17	Glaxo Smith Kline Pharmaceuticals Limited	1,10,92,086
Kamalesh Kalidasan	Cluster Head - Emerging	B.Sc. / MBA	31	53	05/10/15	Merck (MSD)	1,92,44,707
Kirit D Ladage	Head - Operational Excellence - IPD	B. Sc. / M. Sc. / Ph. D.	31	55	20/06/05	Ratiopharm India Private Limited	1,21,01,109
M S Ramanath	Head - Accounting	CA / B. Com.	22	46	08/06/00	Lapp India Private Limited	1,19,52,943
Mangesh Vijay Vaze	Site Head - Kurkumbh	B. Tech. / MBA	28	50	24/07/17	Alembic Pharmaceuticals Limited	1,06,59,706
Manish Gangrade	Head - API ADL & API RA	B. Sc. / M. Sc. / Ph. D.	28	55	01/04/97	Pharma Prod. of India Limited	1,59,48,930
Mukesh Kumar	Head - Clinical Research and Development	MBBS / MD in Clinical Pharmacology	17	49	22/05/17	Dr. Reddy's Laboratories Limited	1,83,31,471
Nickil Baswan	Head Corporate Affairs	MBA / Ex Army (IMA Dehradun)	25	45	14/11/16	General Electric Co. (GE)	1,08,75,551
Nihar Subhash Medh	Head - Global Procurement	Executive Mgmt. / MBA / B.E. (Mechanical)	28	49	10/04/17	Dr. Reddy's Laboratories Limited	1,16,01,284
P L Srinivas	Regional API R&D Head	M. Pharm	32	56	28/04/89	N.A.	1,44,43,374
Patsy Jeffery	Head - Global Respiratory & NA BD	B. Pharm / M. Pharm	24	47	10/05/99	Ranbaxy Research Laboratories	1,83,14,571
Philippe Malecki	Regional Head	MBA/PGDM	15	57	31/10/19	Stragen	1,64,43,187
Pramod Narayan Dalvi	Head - Operations Quality	B. Sc. / Ph. D.	24	49	01/08/18	Actavis (Erstwhile Watson Pharmaceuticals)	2,10,20,497
Preeti Prashant Raut	Head - Formulation (R&D) - Solids, Topicals, Ophthalmics, IVIVC, AVD	B.Sc (Chem)	31	56	02/01/06	Drug Deliver System	1,15,07,595
Rahul Verma	Head - Taxation	CA	21	46	20/03/17	Apollo Tyres	1,02,20,842
Rajendra Chopra	Company Secretary	B Com / CS / LLB	23	49	01/02/17	Bharti Airtel Limited	1,67,02,723
Ramakant Shukla	Head - Commercial Compliance & Quality Systems	Ph. D. (Chemistry)	31	57	04/04/18	Jubilant Life Sciences Limited	1,74,33,296
Rashmi Sharath Hegde	Regional Head - Medical Affairs	MD (Pediatrics)	19	57	18/06/18	Abbott Products	1,34,54,428
Sandeep Radhakisan Raktate	Cluster Head - Formulations (Indore, Kurkumbh, Satara, South Africa, Uganda, Morocco)	B. Pharm / PG Diploma	26	47	01/03/19	Workncradf Limited	1,64,61,190
Sanjay G Gorana	Cluster Head - Goa, Kundaim, PTG Formulations and Packaging Development	Bpharm	35	59	20/02/85	Blue Cross Laboratories Private Limited	2,73,32,806
Sanjivani Sadani	Head HR - India Business	B. Com. / MBA (HR)	19	42	05/03/20	Godrej Group	1,49,36,552

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Shaik Barak Tulla	Cluster Head	B. Pharma / MBA	22	46	06/09/99	N.A.	1,39,39,712
Sharad Gururaj Kalghatgi	Head - EHS	B. Tech. / M. Tech.	20	41	11/03/20	Mondelez International	1,08,35,977
Sharad Jain	Lead - MD & GCEO's Project Management Office	B.Com, PGDBM, PGCPiB	25	54	02/07/12	Aurobindo Pharma Limited	1,04,23,601
Shrinivas Madhukar Purandare	Head - Regulatory Affairs	B.Sc. / M.Sc. / Ph. D.	32	57	10/03/89	N.A.	2,59,49,703
Sneha Hiranandani	Chief Information Officer	Bcom PGDM	32	58	01/11/13	Cadbury India Limited	2,11,87,440
Suman Datta	Head - Integrated Planning	B. Tech. / MBA	25	51	21/05/19	Eaton; Eaton Technologies	1,06,58,370
Sumeet Chandna	Head - Commercial Excellence	B. Tech. / MBA	21	44	01/04/19	Dr. Reddy's Laboratories Limited	1,02,27,450
Sumesh Reddy	Head - Intellectual Property	B.Sc. / LLB / LLM / Ph.D.	29	53	05/01/15	Mylan Laboratories Limited	2,49,54,467
Sunil Gupta	Head - India Generics	B.Sc.	22	42	19/06/99	N.A.	1,22,24,477.00
Swapn Malpani	Global Head Supply Chain	B E / PG Diploma in Industrial Engineering	26	50	16/12/16	Glenmark Pharmaceuticals	2,58,79,874
Vijay L Thange	Site Head - Patalganga	LLB / B. Sc.	31	52	02/08/90	N.A.	1,11,83,228
Vijayasarithi Ramaswami	Head Quality Operations - (All Sites API / Patalganga/, Kurkumbh & Indore Formulations)	PGCPM / M. Sc. (Chemistry) / B. Pharm.	18	49	02/05/18	Glenmark Pharmaceuticals	2,06,18,893
Vikas Vij	Head - API Commercial & CGA	PGDIT (International Business) / B. E. Chemical	29	54	14/08/17	Apollo Hospital	1,73,66,670

**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 (₹)
Abhay Kumar Srivastava	Chief Talent Officer	Master of Arts / Master of Personal Management	20	55	03/10/16	Piramal Pharma Solutions	1,55,43,485
Ajay Arvind Joshi	Site Head - Engineering & Safety	B. Tech.	23	50	19/02/18	Mylan Lab Limited	18,70,583
Alpana Vartak	Head - Talent Acquisition	MBA (HR) / B. Sc.	17	43	08/01/18	Coco - Cola Company	30,24,624
Amit Agrawal	Business Unit Head	MBA (Finance) / B. Sc.	14	43	12/03/21	Glenmark Pharmaceuticals	8,08,555
Anindya Kumar Shee	Head - Organization Development	B. Tech. / MBA	20	50	14/01/16	Reliance Industries Limited	47,36,086
Anirudh Kumeria^	Director, Marketing & Analytics	MBA/PGDM	15	38	19/08/13	Glaxo Smith Kline Pharmaceuticals Limited	13,18,984
Chandrashekhar M Wagh	Unit Cluster Head - Engineering	MBA/PGDM	19	43	01/12/03	Ranbaxy Laboratories	17,54,336
Deepak Mansukhani^	Business Development & Licensing Head	MBA/PGDM	15	40	17/02/14	Boston Consulting Group	22,26,460
Dilip Singh Rathore	Cluster Head - Respiratory - India Business	B. Sc. / M.Sc.	19	44	16/08/02	N.A.	1,69,67,409
Gaurav Kaul	Cluster Head - Respiratory - India Business	MBA/PGDM	18	43	16/03/21	Novartis - MUM GSK - Mum/KOL HUL/ Kolkata	8,82,226
Jasbir Singh Kochar	Head HR - Operations	B. Com. / PGDBM	23	47	09/10/13	Tata Steel	72,10,451
Kuber M Jagdale	Head - API Manufacturing	B.Sc	35	57	10/03/89	M/s Epic Private Limited	3,67,84,783
Kunal Khanna	Cluster Head - Chronic & Emerging - India Business	MMS / B. Com.	18	41	06/06/16	IMS Health	63,37,463
Nikhil Chopra	CEO - India Business	B.Sc., M.Sc.	25	47	29/07/96	N.A.	4,46,10,172

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Nishant Saxena^	Head - Emerging Markets and Europe	MBA (Finance) / B.E. (Production)	20	44	01/11/13	Elements Akademia	34,65,000
Nitin Vipradas	Team Member - Customs SEZ	B. Sc.	33	59	20/08/08	Wochardt Limited	14,02,186
Pallavi Bakshi	Chief Talent Officer	Graduate / MBA (HR)	16	45	20/11/20	JFL, Noida	73,22,420
Prashant Prabhakar Bhalve	Head - EHS	B. E. Chemical	30	54	27/11/17	Intas Pharmaceuticals Limited	13,59,152
R Gopalakrishnan	Head - India Generics	B.Com, ICWA	38	58	06/01/84	Hindustan Lever, Limited	7,45,68,095
Rajesh Regalla	Business Unit Head	B. Com. / MBA	25	46	21/02/00	Cosmo Beverages Limited	81,48,828
Ratna Joshi	Head - Talent Management	B. Com. / MBA (HR)	14	41	11/03/21	Mahindra & Mahindra	10,63,441
Ravi Chandurlal Mulchandani	Head - Engineering & Projects	B. Tech. / M.M.M	28	48	06/07/20	RII, Jamnagar	95,02,087
Ravindra Mhatre	Unit Head - Stores	B. Sc.	26	48	25/01/02	Prophyla Biological Private Limited Taloja	8,78,077
Saikat De	Group Leader - Primary Packaging Development	Post Graduate	15	43	08/12/14	Zydus Cadila	9,10,456
Sanjay Shahapurkar	Unit Cluster Head - Engineering	B. Tech.	30	55	08/06/06	MRF Limited	56,04,503
Santosh P Kelkar	Group Leader - API R&D	B. Sc. (Chemistry)	26	48	25/11/93	Kopran Limited	26,03,865
Subrata Chakraborty	Unit Head	M. Pharm / B. Pharm	22	49	01/12/17	Fresenius Kabi Oncology Limited	56,40,500
Vinay Kumar Bassi	Head HR - Tech. Ops	B. A. / MBA (HR)	23	54	10/12/20	Arvind Limited Ahmedabad	41,73,387
Viraj Mehta	Group Lead - Medical Affairs	M. Sc. (Biology)	27	55	05/07/95	Aristo Pharmaceuticals	35,70,250
Yugal Kishore Bisht	Business Unit Head	B. Sc. / M. Sc. / MBA	24	47	08/03/21	Alembic Pharmaceuticals Limited	8,64,657

^ the employees were transferred to subsidiaries 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 31<sup>st</sup> March 2021.
- 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.
- All the employees have permanent employment contracts with the Company and in case of Ms. Samina Hamied and Mr. Umang Vohra, as they are appointed in capacity of managerial personnel, their employments have fixed terms pursuant to statutory provision.
- The above table is based on payouts made during the year.