

## Cipla Limited

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

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**Corporate Identity Number:** L24239MH1935PLC002380

### Annexure to the Board's Report

#### Particulars of employee remuneration for the financial year ended 31<sup>st</sup> March, 2022

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	34	56	12-12-2011	Lupin Limited	4,44,84,850
Geena V Malhotra	Global Chief Technology Officer	B.Pharm / MBA	37	58	17-11-1986	PLA Surgicals & Pharmaceuticals	10,25,80,989
Kedar Upadhye*	Global Chief Financial Officer	CS / CMA / MBA	20	45	01-08-2016	Dr. Reddy's Laboratories Limited	5,87,02,370
Rajeev Kumar Sinha	Head - Operations Strategy & Excellence, Cluster Head Manufacturing	B.Tech.	33	54	11-09-2019	Glenmark Pharmaceuticals Limited	3,87,12,584
Raju Sunil Mistry	Global Chief People Officer	B. A. / M. A. / Ph. D.	30	57	26-04-2019	Jubilant Life Sciences Limited	4,69,24,128
Ranjana Pathak	Global Head of Quality, Medical Affairs & PV	Doctorate in Health Adminis. / MBA	40	64	10-09-2013	Endo Pharmaceuticals Inc	6,10,91,254
Samina Hamied	Executive Vice - Chairperson	B.Com / Masters in International Finance & Accounting	25	46	01-07-2011	Goldman Sachs & Company	8,15,85,886
Sumesh Reddy	Head - Intellectual Property	B.Sc. / LLB / LLM / Ph.D.	30	54	05-01-2015	Mylan Laboratories Limited	4,02,73,319
Umang Vohra	Managing Director and Global Chief Executive Officer	BE, Master of Business Administration (Finance)	29	50	01-10-2015	Dr. Reddy's Laboratories Limited	17,30,49,709
Vikas Gupta	Head - India Rx	MBBS	21	46	10-11-2017	Glenmark Pharmaceuticals Limited	3,18,46,707

\*Resigned from the services of the Company w.e.f. 3<sup>rd</sup> May, 2022

#### 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 (₹)
A N Ramanujam	Head - India Distribution & Synergy	M.Com.	33	56	01-04-2013	N. A.	1,15,79,272
Aatish Goel	Head Regional SCM	B.E. / MBA	22	45	09-03-2017	Mondelez International	1,02,02,752
Ajay Mangilal Luharuka	Head Finance - India Business, API, Ciptec	B.Com / MMS / CFA	26	49	11-07-1996	NIIT Limited	1,76,63,173
Ananthkrishna Padiyar	Head - Third Party Quality	B.Sc. / MBA	23	51	16-06-2014	Novartis India Limited	1,03,85,435
Aniruddha Arvind Kunte	Head - Employee Relations & Compliance	MBA (HR) / B.Sc.	25	55	01-04-2020	Glaxo Smith Kline Pharmaceuticals Limited	1,39,14,500
Anita Desai	Head - Formulations ADL	B.Sc. / PGCT	27	54	18-07-1994	Bombay Drug House	1,78,06,438
Arijit Das	Head - API R&D	B.Sc / M. Sc. / Ph. D.	21	44	14-10-2019	Unichem Laboratories Present Limited	1,32,99,807

Name	Designation	Qualification	Experience (In years)	Age (In years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Ashish R Zitshi	Site Head - Indore	B. Pharma / M. Tech.	23	46	14-06-1999	N.A.	1,37,07,797
Ashwin P Upasane	Site Head - Baddi	B. Pharma	27	49	27-03-1995	Medley Labs	1,15,94,623
Atul Yeshwant Sant	Site Head - Sikkim	M. Pharma	35	57	03-04-2017	Dr. Reddy's Laboratories Limited	1,26,12,065
Debasish Mitra	Head - IPD Project Management	B.Tech. (Chemical)	30	55	23-06-2014	Sun Pharmaceutical Industries Limited	1,47,40,768
Deepak Viegas	Chief Internal Auditor	B. Com./ CIA / ICWAI	31	53	13-02-2017	KPMG	1,58,57,143
Dinesh Ramniranjan Jain	Head - Corporate Finance	B.Com. / C.A.	34	55	09-04-2012	N.A.	2,22,35,070
Ganesan K	Head - Finished Products Sourcing	B.Sc. / PGDBA	38	59	05-04-2019	Sun Pharmaceuticals Laboratories Limited	1,30,10,288
Gaurav Kaul	Cluster Head - Respiratory	MBA/PGDM	19	44	16-03-2021	GSK Consumer Healthcare Limited	1,55,86,515
Gautam Samanta	Head - QbD, API Pilot Plant, API Technology Transfer	Ph. D. (Chemistry)	27	59	04-08-2014	Dr. Reddy's Laboratories Limited	1,20,90,168
Girish Brijmohan Zamwar	Head Finance - Technical Operations	CA	21	44	17-10-2011	Wockhardt Limited	1,35,94,966
Heena Kanal	Head - Corporate Communication	PGD (PR & Mass Comm.) / B. Com.	25	46	13-02-2018	Marico Limited	1,75,64,130
Ijaj Khalif	Site Head - China	M.Tech	24	54	01-08-2002	Medispray Labroatries Private Limited	1,10,23,170
Jaideep A Gogtay	Chief Medical Officer	MBBS / MD (Pharmacology)	32	55	01-09-1994	L. T. M. General Hospitals	2,94,50,556
Jasdeep Singh	Head - Strategy, M&A and Chief of Staff	B.Sc. / M. Tech.	15	43	16-09-2019	IQVIA	2,26,21,093
Jortin K George	Cluster Head - Alternate Channels & Super Specialty	Mini MBA in Management / Advance Diploma In Marketing / B.Sc - Chemistry	29	50	27-02-2017	Glaxo Smith Kline Pharmaceuticals Limited	2,03,74,654
Kamalesh Kalidasan	Cluster Head - Emerging	B.Sc. / MBA	32	54	05-10-2015	Merck (MSD)	1,49,64,534
Kaustubh Deshpande .	Business Head - Inhalation	MBA	19	39	01-01-2008	Macleods Pharmaceuticals Limited	1,18,35,541
Kirit D Ladage	Head - Operational Excellence	B.Sc. / M. Sc. / Ph. D.	32	56	20-06-2005	Ratiopharm India Private.Limited	1,44,83,292
Koshy Abraham Chempakanelloor	Head - Regional Supply Planning, Customer Service & NPL	B.Tech. / PG Diploma	27	49	05-07-2017	Glenmark Pharmaceuticals Limited	1,08,03,032
M S Ramanath	Head - Accounting	B.Com. / CA	23	47	08-06-2000	Lapp India Private Limited	1,19,24,789
Mangesh Vijay Vaze	Site Head - Kurkumbh	B.Tech. / MBA	29	51	24-07-2017	Alembic Pharmaceuticals Limited	1,22,54,541
Manish G Gangrade	Head - API ADL & API RA	B.Sc. / M.Sc. / Ph.D.	29	56	01-04-1997	Pharma Prod. of India Limited	1,79,59,133
Mukesh Kumar	Head - Clinical Research and Development	MBBS / MD in Clinical Pharmacology	18	50	22-05-2017	Dr. Reddy's Laboratories Limited	2,18,81,112
Nickil Baswan	Head - Corporate Affairs & Policy	MBA / Ex Army (IMA Dehradun)	26	46	14-11-2016	General Electric Co. (GE)	1,23,28,999
Nihar Subhash Medh	Head - Global Procurement	Executive Mgmt. / MBA / B.E. (Mechanical)	29	50	10-04-2017	Dr. Reddy's Laboratories Limited	1,54,95,824
Pallavi Bakshi	Chief Talent Officer	Graduate / MBA (HR)	17	46	20-11-2020	Jubilant FoodWorks Limited	2,44,23,456
Patsy Jeffery	Head - B2B Partner Management and Global Respi	B. Pharma / M. Pharma	25	48	10-05-1999	Ranbaxy Research Laboratories	1,72,57,808
Pramod Narayan Dalvi	Head - Operations Quality (Goa, SAGA, North America)	B. Sc. / Ph. D.	25	50	01-08-2018	Actavis Generics (Formerly Watson Pharmaceuticals)	2,12,15,558
Preeti Prashant Raut	Head - Formulation R&D (Solids, Topicals, Ophthalmics, IVIVC, AVD)	B.Sc (Chem)	32	57	02-01-2006	Drug Deliver System	1,71,59,327
Rahul Verma	Head - Taxation	CA / CS / LLB	22	47	20-03-2017	Apollo Tyres Limited	1,12,57,119
Rajendra Chopra	Company Secretary	B Com / CS / LLB	24	50	01-02-2017	Bharti Airtel Limited	1,94,47,451
Ramakant Shukla	Head - Commercial Compliance & Quality Systems	Ph. D. (Chemistry)	32	58	04-04-2018	Jubilant Life Sciences Limited	2,14,07,127

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Sandeep Radhakisan Raktate	Cluster Head - Indore, Satara, KKB Formulations	B. Pharma / PG Diploma	27	48	01-03-2019	Wockhardt Limited	1,97,22,578
Sanjay G Gorana	Head - Strategic Projects (Operations)	B. Pharma	36	60	20-02-1985	Blue Cross Laboratories Private Limited	2,86,23,849
Sanjay Kumar Mishra	Site Head - Goa I	B. Pharma	16	53	03-10-2016	Alkem Laboratories Limited	1,20,39,233
Sanjeev G Asgekar	Head - DQA & Quality Operation (Maroc, Brazil, China)	B. Pharma	28	52	15-12-2003	Briocia Pharma (India) Private Limited	1,46,51,660
Sanjivani Sadani	Head HR - India Business	B. Com. / MBA (HR)	20	43	05-03-2020	Godrej Agrovet Limited	1,87,62,702
Saurabh Tiwari	Head SCM - SAGA	B. E. / MBA	19	46	16-03-2020	PepsiCo	1,06,35,055
Sharad Gururaj Kalghatgi	Head - EHS	B. Tech. / M. Tech.	21	42	11-03-2020	Mondelez International	1,34,54,160
Shrinivas Madhukar Purandare	Head Regulatory Affairs, Medical Devices, Operational Excellence & Sitec	B.Sc. / M.Sc. / Ph. D.	33	58	10-03-1989	N.A.	2,42,73,299
Sneha Hiranandani	Chief Information Officer	B.com/ PGDM	33	59	01-11-2013	Mondelez India Foods Private Limited (Formerly Cadbury India Limited)	2,40,19,845
Subroto Mukherjee	Head - Administration and Facilities Management	B.Sc. / M.Sc. / PGD (Shipping Mgmt.) / PGD (HR/IR)	36	59	12-05-2014	Orbit Corporation Limited	1,08,34,825
Suman Datta	Head - Integrated Planning	B. Tech. / MBA	26	52	21-05-2019	Eaton Technologies	1,36,06,530
Sunil Gupta	Head - India Gx	B.Sc.	23	43	19-06-1999	N.A.	1,93,21,561
Swapn Malpani	Global Head Supply Chain	B.E / PG Diploma in Industrial Engineering	27	51	16-12-2016	Glenmark Pharmaceuticals Limited	3,15,53,577
Vibhuti Gupta	Head - Strategy and Commercial Excellence	PG Diploma	14	38	08-02-2018	Bain & Company	1,16,62,658
Vijay Kumar Dahiya	Head - BD, In-Licensing and Portfolio	M. A.	28	50	03-06-2013	Ranbaxy Labs Limited	1,17,20,326
Vijayasarithi Ramaswami	Head - Operations Quality (Indore, Patalganga, Kurkumbh & API)	PGCPM / M. Sc. (Chemistry) / B. Pharma	19	50	02-05-2018	Glenmark Pharmaceuticals Limited	2,13,96,894
Vikas Vij	Head - API & Cipla Global Access	PGDIT (International Business) / B. E. Chemical	30	55	14-08-2017	Apollo Hospital Enterprise Limited	2,26,97,171
Vinay Kumar Bassi	Head HR - Technical Operations	B.A. / MBA (HR)	24	55	10-12-2020	Arvind Limited	1,47,06,469
Vishwas Rai Ahuja	Business Head - Hospital Business	B.Sc	32	53	09-07-2018	Pfizer Limited	1,49,26,854

**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 (₹)
Abhayan Jawaharlal	Deputy General Counsel	B.Com. / LLB	21	50	15-04-2021	Sterlite Power Transmission Limited	1,48,04,360
Achin Gupta	CEO - OneIndia Business	B.Tech. / M. Tech. / PG Diploma	21	46	23-08-2021	Glenmark Pharmaceuticals Limited	2,75,29,640
Aliakbar Rangwala	Senior Business Head - Critical Care	M.Sc. / B.Sc.	22	45	19-01-2009	N.A.	1,19,85,335
Anil Kartha	Head - Manufacturing IT & Automation	B. Pharma / B.Sc	31	59	27-05-1991	Vysali Pharmaceuticals Limited	1,88,58,890
Arijit Choudhury	Cluster Head Urology & Impulse	B. Pharma / MBA	24	48	05-04-2021	IQVIA	1,20,23,892
Ashish Anil Vig	CEO - Breathefree Digital	B.Com. / MBA	16	39	21-12-2021	Sorting Hat Technologies	40,19,789
Bharat Rao	Business Head - Breathefree	MBA	20	41	03-08-2001	N. A.	95,79,464
Jiwan Goyal	Head - Continuous Improvement	B. Tech. / MBA	17	39	14-03-2022	Astra Zeneca Pharma India Limited	8,96,415
Kuber M Jagdale <sup>5</sup>	Head - API	B.Sc	36	58	10-03-1989	Epic Private Limited	46,18,328

Name	Designation	Qualification	Experience (In years)	Age (In years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Manoj Dorlikar	Site Head - Patalganga API	M.Sc. / MBA	27	51	13-01-1997	Harshita Org. Limited	63,54,212
Nishant Saxena^^	Head - Emerging Markets and Europe	MBA (Finance) / B.E. (Production)	21	45	01-11-2013	Elements Akademia Private Limited	17,49,016
P L Srinivas	Head - Regional API R&D	M. Pharma	33	57	28-04-1989	N.A.	2,30,90,301
Philippe Malecki	Regional Head - MENA & APAC DTM	MBA/PGDM	16	58	31-10-2019	Stragen	66,92,701
Prashant P Deshpande	Lead - COE	M.Pharma	34	59	02-05-2006	Geaffrey Manners and Company Limited	93,88,922
Prashant P Kakade	Head - Medical Device Development	B.E. / M.Sc.	23	45	21-06-2021	Dr. Reddy's Laboratories Limited	93,26,689
Prithwish Kumar Banerji	Business Head - Nebulization	B.Sc. / MBA	24	48	27-09-2021	Hindustan Unilever Limited	56,71,599
Pruha Chitgopekar Harshajith	Head HR - SCM	B.A. / MBA	21	45	22-04-2013	Aditya Birla Sun Life Insurance Company Limited	38,94,460
Puneet Chopra	Head - Digital Transformation	B. Tech.	18	41	24-01-2022	3M India Limited	27,64,638
Rajesh S Kirad <sup>§</sup>	Team Member - QC	B.Pharma	29	56	17-06-2008	Twilight Litaka Pharma Limited	37,00,000
Rashmi Sharath Hegde	Regional Head - Medical Affairs	MD (Pediatrics)	20	58	18-06-2018	Abbott Products	90,53,998
Sajid B Sayyed	Site Head - Engineering	B.Tech	27	49	01-12-1994	N.A.	1,35,06,225
Sameer Juneja	Head - CGA Operations	MBA	22	47	05-05-2014	Accenture Management Consulting	1,15,29,027
Sanjay S Bhanushali	Chief of Staff	B. Pharma	38	61	14-06-2011	Dr. Reddy's Laboratories Limited	8,17,52,567
Satyavan Motilal Manikani	Head - Portfolio	B. Pharma / MBA	28	53	01-02-2022	USV Limited	16,80,000
Sudhir Sharma	Business Head- Nurture	B.Sc.	25	47	28-01-2022	Alembic Pharmaceuticals Limited	21,19,628
Sumeel Chandna	Head - Digital Transformation and MEX	B.Tech. / MBA	22	45	01-04-2019	Dr. Reddy's Laboratories Limited	84,42,883
Swati Naresh Dayani^	Lead PMO - EVC's Office	B.Tech. / MMS	12	34	01-04-2019	McKinsey & Co.	24,97,528
Udayan Dasgupta	Head IT- International	B.E. / MBA	23	48	10-05-2021	Sanofi	1,89,99,251
Vijay L Thange	Site Head - Patalganga (Formulations)	LLB / B.Sc.	32	53	02-08-1990	N.A.	1,42,91,917
Taher Mohammed Karampurwala^	Cluster Manager	B.Tech	11	34	08-11-2017	Sun Pharmaceutical Industries Limited	8,81,804

^ transferred to the payroll of subsidiary companies during the FY 2020-21, however entitled compensation pertaining to the period of employment in the Company was paid during the year

^^ transferred to the payroll of subsidiary companies during the FY 2019-20, however entitled compensation pertaining to the period of employment in the Company was paid during the year

§ was not an employee in FY 2021-22 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 31<sup>st</sup> March, 2022.
- 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 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 appointment have fixed terms pursuant to statutory provisions.
- The above table is based on the payouts made during the year.