

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, 2017

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 (₹)
Abhayan Jawaharlal	CLO - International	B.Com, LLB	18	45	03-09-2012	Biocon Group	12,009,351
Ajay Luharuka	Head - IPD and API Finance	B.Com, MMS, CFA	21	44	11-07-1996	NIIT Limited	12,800,997
Anil Kumar Kartha	Site Head - Patalganga	B. Sc., B. Pharm	26	54	27-05-1991	Vysali Pharmaceuticals	12,779,636
Anita S Desai	Head - Formulations ADL	B. Sc., PGCT	22	49	18-07-1994	Bombay Drug House	11,775,986
Anuj Aggarwal	Regional Head - EU	B. Tech., MBA	13	35	08-07-2013	Mckinsey & Company	13,664,962
Anupam Kashiv	Head - Shared Services	MPBSE	27	51	18-11-2013	Cadbury Business Services	27,837,834
Balwinder Singh Sethi	Regional Head – MENA	M.A	19	52	09-01-2012	Promed Exports Pvt Ltd	15,543,864
Chandru Chawla	Global Head - CNV, Strategy and M&A	B. Tech., PG	29	51	12-12-2011	Lupin Limited	33,920,416
Debashis Sarkar	Head - Marketing and APAC DTM	B. Sc., M.Sc.	19	43	26-05-2003	Dr. Reddy's Laboratories	11,884,831
Deepak Dhuri	Head - Warehouse	B. Com	26	58	16-10-2003	NA	10,478,749
Dharmaraj R Rao	Head - API R&D	B. Sc., M. Sc.	37	59	11-06-1980	NA	15,236,812
Dilip Singh Rathore	Senior Business Head - Respiratory - India Business	B. Sc., M.Sc.	15	40	16-08-2002	NA	10,380,069
Dinesh Jain	Head - Corporate Finance	B. Com, CA	28	50	09-04-2012	Self- employed	13,048,834
Gautam Rohidekar	Head - Legal	B.A., LLB	19	41	06-10-2014	Infosys Ltd	17,835,400
Gayatri K Khedekar	Head HR-IPD	LLB, M.L.S	30	53	01-01-1990	Murphy India Ltd	11,625,577
Geena V Malhotra	Global Head - Integrated Product Development	B.Pharm	32	53	17-11-1986	PLA Surgicals & Pharmaceuticals	40,273,442
Jaideep A Gogtay	Head - Medical Affairs	MBBS, MD (Pharmacology)	27	50	01-09-1994	L. T. M. General Hospitals	34,534,398
Jasbir Singh Kochar	Global Head - Rewards & PMS	B. Com., PGDBM	19	43	09-10-2013	Tata Steel	10,370,280
Jaswinder Gill	Regional Head - South Asia and Head - Commercial Cockpit	M. Sc., M. Phil	31	54	02-08-2012	Glenmark Pharmaceuticals	18,958,749
Kapil Ahuja	Head Business Operations and Corporate Strategy (EM & EU)	B. Tech., MBA	18	40	24-11-2014	Mondelez Asia Pacific	12,264,900
Kirit D Ladage	Head - Jaagruti	B. Sc., M. Sc., Ph. D.	27	51	20-06-2005	Ratiopharm India Pvt.Ltd.	10,859,625

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (₹)
Kuber M Jagdale	Head - API Manufacturing Operations	B.Sc	30	53	10-03-1989	M/s Epic Pvt. Ltd	17,466,032
Manish G Gangrade	Head - API ADL & API RA	B. Sc., M. Sc., Ph. D.	24	51	01-04-1997	Pharma Prod. of India Ltd	13,013,626
Mital Sanghvi	Head - Manufacturing & Quality Finance	B. Com, LLB, CS, ACCA	14	38	02-01-2003	NA	14,934,074
Nikhil Chopra	Head - India Business	B.Sc., M.Sc.	21	43	29-07-1996	NA	24,378,829
Nikhil Jain	Head - API Regional Sales and Portfolio	B. Tech, PGDM	19	40	09-10-2013	Dr Reddy's Laboratories Ltd	10,358,037
Nithya Balasubramanian	Head - Respiratory Therapy Shaping	B.E., MBA	9	33	23-09-2013	McKinsey & Co	13,821,130
P L Srinivas	Regional API R&D Head	M. Pharm	28	52	28-04-1989	NA	11,468,335
Patsy Jeffery	Head - Global Respiratory & NA BD	B. Pharm, M. Pharm	20	43	10-05-1999	Ranbaxy Research Laboratories	17,799,632
Prabir Kumar Jha	Global Chief People Officer	BA, PGDPM & IR	28	50	01-10-2015	Reliance Industries Ltd.	49,935,048
R Gopalakrishnan	Head - Domestic Generics	B.Com, CWA	34	54	06-01-1984	Hindustan Lever, Ltd.	42,105,395
Ragini S Kabadi	Head - Loan Licensing	B. Pharm, MAM	34	54	02-01-1989	Unichem Labs	17,328,340
Raju Subramanyam	Global Head - Manufacturing	B.Tech, Master of Management	26	50	29-03-2016	Dr Reddy's Laboratories Ltd	34,275,378
Ranjana Pathak	Global Head - Quality	Doctorate in Health Adminis., MBA	34	59	10-09-2013	Endo Pharmaceuticals Inc	42,440,034
S Radhakrishnan	Whole-time Director	B. Com, CA	36	60	11-04-1984	HPCL	40,626,410
Sachin D Ghosalkar	Head - Supply Planning	B. Sc.	26	46	09-03-1992	Ideal Road Builders	12,185,961
Samina Vaziralli	Executive Vice-Chairperson	B.Com, MSc in International Accounting and Finance	20	41	01-07-2011	Goldman Sachs & Company	38,961,466
Sandeep V Potnis	Head - Arts Department	Diploma in Foundation, Diploma in Art Teacher, Diploma in Applied Art	35	58	25-09-1986	Sleek Advertiser	17,135,076
Sanjay G Gorana	Head - Central Manufacturing Group	B. Pharm	31	55	20-02-1985	Blue Cross Laboratories Pvt Ltd	16,081,125
Sanjay Moolchandani	Head - API Regional Sales	B.Sc, MMM	25	50	16-01-2012	Aurobindo Pharma Ltd.	11,213,296
Sanjay S Bhanushali	Global Head - SCM, API, Vet	B. Pharm	33	56	14-06-2011	Dr. Reddy's Laboratories Ltd.	33,410,897
Savio A Dourado	Head - Global Quality Compliance	B.Sc.	39	61	09-03-1985	CCI Products	10,368,937
Sharad Jain	Head - CGA Operations	B.Com, PGDBM, PGCPB	21	50	02-07-2012	Aurobindo Pharma Ltd.	17,571,795
Sneha Hiranandani	Head - IT	B. Com, PGDM	28	54	01-11-2013	Cadbury India Limited	15,046,595
Srinivas M Purandare	Head - Regulatory Affairs	B.Sc., M.Sc., Ph. D.	28	53	10-03-1989	NA	26,111,290
Sumesh Reddy	Head - Intellectual Property	B.Sc., LLB, LLM, Ph.D.	25	49	05-01-2015	Mylan Laboratories Ltd.	24,422,674
Sunil Gupta	Senior Business Head - India Business	B.Sc.	18	38	19-06-1999	NA	10,689,168
Suresh C Deshmukh	Unit Head - Patalganga	B.Sc.	30	51	03-06-1991	Glaxo India Ltd.	10,374,319
Tapas Kumar Datta	Cluster Head - Indore, Goa and Invagen	B.Pharm	28	50	13-05-1992	Ranbaxy Laboratories Ltd.	16,915,642
Umang Vohra	Managing Director & Global Chief Executive Officer	BE, MBA (Finance)	24	45	01-10-2015	Dr. Reddy's Laboratories Ltd.	129,006,217

Employed for part of the year

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (₹)
Abhay Kumar	Head HR - Techops	BA, MA, Master of Personnel Management	21	51	03-10-2016	Piramal Enterprises Ltd	6,344,673
Alpesh Dalal	Head Global M&A and Investor relations	B. Com, CA	19	42	08-06-2016	Lupin Limited	9,843,648
Arun V Kutumbe	Head - Engineering and Projects	B. Sc., DBM	42	63	15-11-1984	U.S.Vitamins (I) Ltd.	16,147,436
Ashwani Dahiya	Chief Talent Officer	BA (Hons), MBA-HR	24	48	22-09-2016	Reliance Industries Ltd.	7,296,249
Chetankumar Bangera	Regional Head - China & APAC B2B	Masters in Marketing Management, B.Sc.	24	45	23-01-2017	Mylan Pharmaceutical Pvt. Ltd.	2,187,184
Davinder Singh	Technical Director	B.Sc. (Hons), D.P.M.	46	68	01-09-1979	Kemp Pharma	130,810,182
Kedar Upadhye	Global Chief Financial Officer	B.Com, PGDM, CS, CWA	15	40	01-08-2016	Dr Reddy's Laboratories Ltd	31,346,358
Kishore G Pathak	Cluster Head - Baddi and Sikkim	B.Pharma	27	50	26-12-1990	Park-Davis (India Ltd)	17,666,783
Manoj Junnarkar	Head - Global Procurement	B. E., MBA	28	52	18-07-2013	Lupin Limited	13,005,507
Nikhil Suresh Lalwani	Chief Integration Officer - Invagen & Head - Global Respiratory	B.E., MBA	12	40	02-05-2012	McKinsey & Co.	18,334,859
R V Kulkarni	Head - Energy Conservation	B.E.	32	56	24-10-1989	INOX, Patalganga	15,654,294
Rajendra Chopra	Company Secretary	B.Com, LLB, CS	19	45	01-02-2017	Bharti Airtel Ltd	2,389,088
Subhanu Saxena	Managing Director & Global Chief Executive Officer	BA (Hons) in Engineering Science, MBA	29	52	01-02-2013	Novartis Pharma AG	298,217,883
Swapn Malpani	Head - SCM	B. E., PGDIE	22	46	16-12-2016	Glenmark Pharmaceuticals	5,837,914

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.
- 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.

25th May, 2017

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Particulars of remuneration of employees posted and working in a country outside India for the financial year ended 31st March, 2017

As required under section 197(12) of the Companies Act, 2013, read with proviso to rule 5 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 (₹)
Anant Atal	Regional Head LATAM	BA Hons Eco, MBA	18	39	26-08-2013	Barclays Investment Bank	32,230,302
Christos Kartalis	Head - Emerging Markets and Europe	M.B.A.(Marketing), B.B.A	30	54	15-10-2013	Valeant Pharmaceuticals	57,540,193
Hiten Lala	Cluster Head - Iran & Pak	B Pharm , MMS(Marketing), MFM (Finance)	31	54	02-07-2012	Bharat Serums & Vaccines Ltd.	13,045,915
Wael Elsorady	Cluster Head - GCC	B.Sc. Pharmacy, Marketing Diploma	23	47	22-12-2015	Bristol-Myers Squibb- MEA	6,420,136

Employed for part of the year

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (₹)
Sridhar Subramanian	Regional Head - Greater China	Master of Management Studies	25	45	10-09-2016	Mylan Pharmaceuticals Pvt Ltd.	16,023,816

Notes:

- None of the employees mentioned above is related to any director of the Company.
- 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.
- 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.

25th May, 2017