

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, 2018

"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	Chief Talent Officer	Master of Arts / Master of Personal Management	16	52	03-10-16	Piramal Pharma Solutions	13,865,304.00
Abhayan Jawaharlal	CLO - International	B.Com,LLB,	19	46	03-09-12	Biocon Group	12,090,440.00
Ajay Luharuka	Head - IPD and API Finance	B.com,MMS,CFA	22	45	11-07-96	NIIT Limited	13,953,088.00
Akshay Kejriwal	Head HR - India Business	B Com / PGDBM	15	37	06-08-12	Infosys	10,997,755.00
Alpesh Dalal	Head - Generics Operations	B Com / CA	18	43	08-06-16	Lupin	11,708,022.00
Anil Kumar Kartha	Site Head - Patalganga	Bsc, Bpharm	27	55	27-05-91	Vysali Pharmaceuticals	13,657,129.00
Anindya Kumar Shee	Head - OD	B. Tech. / MBA	17	47	14-01-16	Reliance Industries Ltd.	10,270,062.00
Anita S Desai	Head - Formulations ADL	B. Sc. / PGCT	23	50	18-07-94	Bombay Drug House	11,541,247.00
Ashwin P Upasane	Site Head - Goa	B. Pharm, Pune	23	45	27-03-95	Medley Labs	10,506,890.00
Chandru Chawla	Head - US Speciality Business	B. Tech. / PG	30	52	12-12-11	Lupin Limited	39,803,208.00
Debashis Sarkar	Head - Marketing and APAC DTM	B. Sc. / M.Sc.	20	44	26-05-03	Dr. Reddy's Laboratories	15,696,301.00
Dharmaraj R Rao	Head - API R&D	B. Sc. / M. Sc.	38	60	11-06-80	NA	20,676,151.00
Dilip Singh Rathore	Senior Business Head	B. Sc. / M.Sc.	15	41	16-08-02	NA	10,228,962.00
Dinesh Ramniranjan Jain	Head - Corporate Finance	B. Com. / C.A.	29	51	09-04-12	Cipla Ltd	16,530,754.00
Dr. Ranjana Pathak	Global Head – Quality	Doctorate in Health Adminis. / MBA	35	60	10-09-13	Endo Pharmaceuticals Inc	62,810,225.00
Gayatri K Khedekar	Head HR-IPD	LLB,M.L.S	31	54	01-01-90	Murphy India Ltd	11,427,850.00
Geena V Malhotra	Global Head - Integrated Product Development	B.Pharm	33	54	17-11-86	PLA Surgicals & Pharmaceuticals	77,868,397.00
Jaideep A Gogtay	Head - Medical Affairs	MBBS / MD (Pharmacology)	27	51	01-09-94	L. T. M. General Hospitals	18,778,510.00
Jasbir Singh Kochar	Head HR - Manufacturing and Quality	B. Com. / PGDBM	20	44	09-10-13	Tata Steel	12,438,732.00
Kapil Ahuja	Head Business Operations and Corporate Strategy (EM & EU)	B. Tech. / MBA	19	41	24-11-14	Mondelez Asia Pacific	15,084,452.00
Kedar Upadhye	Global Chief Finance Officer	CS / CMA / MBA	16	41	01-08-16	Dr. Reddy's Laboratories	25,071,349.00
Kirit D Ladage	Head - Jaagruti	B. Sc. / M. Sc. / Ph. D.	28	52	20-06-05	Ratiopharm India Pvt.Ltd.	11,408,033.00
Kuber M Jagdale	Head - API	B.Sc	31	54	10-03-89	M/s Epic Pvt. Ltd	20,509,180.00
Manish G Gangrade	Head - API ADL & API RA	B. Sc. / M. Sc. / Ph. D.	24	52	01-04-97	Pharma Prod. of India Ltd	14,109,368.00
Manish Kacker	Head - Alliance Management	B. Sc. / PGDBM	33	53	03-11-16	Fresenius Kabi Oncology Ltd	11,554,100.00
Mital Sanghvi	Head - Manufacturing & Quality Finance	B. Com. / LLB / C.S. / ACCA	15	39	02-01-03	NA	14,598,409.00
Mukesh Kumar	Head - Clinical Research & Development	MBBS / MD in Clinical Pharmacology	14	46	22-05-17	Dr Reddy Lab, Hyderabad	13,202,648.00
Narayan Saraf	Head Finance - India Business	B Com / CS & CA	15	39	01-02-16	Hindustan Unilever Ltd	10,249,362.00
Nikhil Chopra	Head - India Business	B.Sc., M.Sc.	22	44	29-07-96	NA	30,227,879.00
Nithya Balasubramanian	Head - Respiratory Therapy Shaping	B.E., MBA	10	34	23-09-13	McKinsey & Co	14,833,890.00
P L Srinivas	Regional API R&D Head	M. Pharm	29	53	28-04-89	NA	10,539,858.00
Patsy Jeffery	Head - Global Respiratory & NA BD	B. Pharm / M. Pharm	21	44	10-05-99	Ranbaxy Research Laboratories	14,681,521.00

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	28	51	01-10-15	Reliance Industries Ltd.	81,168,646.00
Preeti Raut	Head - Formulation (R&D) - Solids, Topicals, Ophthalmics, IVVC, AVD	B.Sc (Chem)	28	53	02-01-06	Drug Deliver System	13,833,242.00
R Gopalakrishnan	Head - Domestic Generics	B.Com, ICWA	34	55	06-01-84	Hindustan Lever, Ltd.	43,656,615.00
Rajendra Chopra	Company Secretary	B Com / CS / LLB	20	46	01-02-17	Bharti Airtel	16,831,664.00
Raju Subramanyam	Global Head - Operations	B.Tech, Master of Managmnt	27	51	29-03-16	Dr Reddy's Laboratories Ltd	33,426,042.00
Samina Vaziralli	Executive Vice Chairperson	B.Com, Masters in International Finance & Accounting	21	42	01-07-11	Goldman Sachs & Company	56,940,471.00
Sanjay G Gorana	Head - Central Manufacturing Group	Bpharm	32	56	20-02-85	Blue Cross Laboratories Pvt Ltd	17,283,401.00
Sanjay Mohan Moolchandani	Head - API Regional Sales	B.Sc, MMM	26	51	16-01-12	Aurobindo Pharma Ltd.	13,516,457.00
Sanjay S Bhanushali	Chief of Staff (CEO's Office)	B. Pharm	34	57	14-06-11	Dr. Reddy's Laboratories Ltd.	22,524,580.00
Satyasheel M Desai	Head OSD - COE	B Pharm / DBM, Personal Mgmt & Economics	26	49	03-07-95	Boots Pharmaceutical Ltd	15,817,447.00
Sharad Jain	Head - CGA Operations	B.Com, PGDBM, PGCPB	22	51	02-07-12	Aurobindo Pharma Ltd.	15,269,255.00
Shourov Mukherjee	Cluster Head	BSc / MBA	17	47	02-05-17	Monsanto Holdings Pvt Ltd, Mumbai	12,231,190.00
Sneha Hiranandani	Head - IT	Bcom PGDM	29	55	01-11-13	Cadbury India Limited	23,276,866.00
Srinivas M Purandare	Head - Regulatory Affairs	B.Sc. / M.Sc. / Ph. D.	29	54	10-03-89	NA	16,200,881.00
Sumesh Reddy	Head - Intellectual Property	B.Sc. / LLB / LLM / Ph.D.	26	50	05-01-15	Mylan Laboratories Ltd.	22,132,095.00
Sunil Gupta	Senior Business Head	B.Sc.	19	39	19-06-99	NA	10,853,303.00
Swapn Malpani	Global Head - Supply Chain Management	B E / PG Diploma in Industrial Engineering	23	47	16-12-16	Glenmark	19,387,489.00
Tapas Kumar Datta	Head: Operations and Quality, Cipla NY	B.Pharm	29	51	13-05-92	Ranbaxy Laboratories Ltd.	26,914,900.00
Umang Vohra	Global CEO & Managing Director	BE, Master of Business Administration (Finance)	25	46	01-10-15	Dr. Reddy's Laboratories Ltd.	188,456,689.00

Employed for part of the year

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Remuneration (Rs.)
Anil V Mahajan	Head - Engineering & Projects	Diploma in Polytechnic	43	63	03-06-97	The Ravalgaon Sugar Farm	18,943,709.00
Anuj Aggarwal	Regional Head - EU	B. Tech. / MBA	14	36	08-07-13	Mckinsey & Company	11,218,845.00
Ashwani Dahiya	Chief Talent Officer	B.A. / MBA	24	49	22-09-16	Reliance Industries Ltd.	11,630,412.00
Ragini S Khabadi	Head - Loan Licensing	B. Pharm, MAM	35	55	02-01-89	Unichem Labs	10,244,204.00
Ramesh Juneja	Cluster Head	B. Pharm	20	44	03-02-99	Java Pharmaceuticals	10,561,619.00
S Radhakrishnan	Whole time Director	Bcom, CA	37	61	11-04-84	HPCL	40,741,546.67
Sachin D Ghosalkar	Head - Supply Planning	Bsc	27	47	09-03-92	Ideal Road Builders	12,918,832.00
Salome Joshi	MDM Lead	B.Sc / PGD in Business Administration	33	51	16-12-91	Fresenius Kabi Oncology Ltd	18,073,437.00
Sandeep Potnis	Head - Arts Department	Diploma in Foundation, Diploma in Art Teacher, Diploma in Applied Art	36	59	25-09-86	Sleek Advertiser	16,730,929.00
Savio A Dourado	Head - Global Quality Compliance	B.Sc.	40	62	09-03-85	CCI Products	13,990,015.00
Suresh C Deshmukh	Unit Head	B.Sc.	31	52	03-06-91	Glaxo India Ltd.	17,044,160.00

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.
- 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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Anant Anand Atal	Regional Head LATAM	BA Hons Eco, MBA	18	40	26-08-13	Barclays Investment Bank	20,062,485.99
Balwinder Singh Sethi	Regional Head – MENA	M.A	20	53	09-01-12	Promed Exports Pvt Ltd	16,205,112.28
Christos Kartalis	Head - Emerging Markets and Europe	M.B.A.(Marketing), B.B.A	31	55	15-10-13	Valeant Pharmaceuticals	69,337,650.22

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22nd May, 2018