

STATEMENT IN ACCORDANCE WITH RULE 5(2) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014

1. List of employees of the Company employed throughout the financial year 2019-20 and who were paid remuneration of not less than ₹ 1.02 crores per annum:

Name(s)	Designation(s)	Remuneration (₹)	Qualification	Experience (years)	Joining Date	Age (years)	Last employment
Aashish Kshetry	Vice President - HR & Systems	2,56,86,916	B.E., MMS	31	04-Jun-92	52	Larsen & Toubro Limited
Amit Syngle*	Chief Operating Officer	5,71,78,238	B.E., MBA	32	01-Jun-90	54	SEI Services
Anirudha Deshmukh	General Manager - Joint Value Creation	1,67,86,938	B.E., PGDM	24	06-Jun-96	47	-
Ashish Rae	General Manager - Bath Division	1,34,45,400	B. E., PGDM	18	20-Jun-05	43	Hindustan Coca Cola Beverages Private Limited
Bhushan Pradhan	General Manager - Technology	1,38,96,390	B. Sc., MA	29	10-Jun-13	53	Brushworks Paints Limited
CL Sethunathan	Associate Vice President - Project Sales, Services & Retailing	1,43,85,560	B.Com	31	18-Jun-90	53	Enkay Telecommunications (India) Private Limited
Deepak Bhosale	General Manager - Systems	1,36,42,933	B.E., PGDIM	26	03-Jun-98	48	Larsen & Toubro Limited
Harish Lade	Vice President - Supply Chain	1,93,96,243	B.E., PGDCM	27	06-Jun-96	48	Tata Telecom Limited
Hiral Kumar Raja	General Manager - Taxation & SSC	1,58,64,782	M.Com., CA	18	18-Nov-02	40	Larsen & Toubro Limited
Jaideep Kanse	General Manager - Strategy & Innovation, Customer Centricity & CSR	1,39,34,770	B.E., PGDM	25	01-Dec-97	52	Consensus Software
KBS Anand*	Managing Director & CEO	12,86,76,776	B.Tech., PGDM	41	01-Jun-79	65	-
K Thulaseedharan Nair	General Works Manager	1,33,87,787	B.Tech	33	28-Mar-90	57	Jyoti Limited
Krishnan Vaidyanathan	General Manager - Human Resources	1,23,24,003	B. Com., PGDPMIR	18	02-May-02	42	Horizon Financial Services
MR Parasuram	Chief Manager - Systems	1,09,53,172	B. Sc., M. Sc.	32	22-Mar-88	56	Ador Computers Private Limited
Maulik Desai	Business Head - Sleek International Private Limited	1,03,82,296	B. E., MMS	18	19-Jul-04	43	Agro tech Foods Limited
P Sriram	General Manager - Internal Audit & Risk	1,52,07,762	B.Com., CA, CWA	23	12-Jan-98	46	PricewaterhouseCoopers Private Limited
Parag Rane	General Manager - Finance	1,19,70,287	B. E., PGDM	17	02-Jun-03	42	Mahindra British Telecom
Pragyan Kumar	Vice President - Home Improvement	2,10,23,252	B.Tech., PGDM	24	06-Jun-96	47	-
R J Jeyamurugan*	CFO & Company Secretary	2,55,35,250	B.Com., CA, CS	29	15-Nov-91	55	Sai Kannapiran Mills Limited
Rajeev Kumar Goel	Vice President - Technology	1,95,50,761	B. Sc., B. Tech.	31	02-Jun-89	54	-
Rajesh Menon	General Manager - Materials	1,50,28,922	B.Tech, PGDBM	26	12-May-99	48	The Arvind Mills Limited
S Ravi Venkatramana	Chief Manager - Systems	1,03,12,471	B.Sc	28	20-Jan-92	49	-
Sameer Salvi	Associate Vice President - Manufacturing Technology, Strategy & New Businesses	1,98,54,702	B.E.	29	18-Mar-93	50	Mukand Limited
Satish Kulkarni	Vice President - Decor	2,64,85,393	B.E., PGDM	30	02-Jun-93	51	Tata Engineering and Locomotive Co Limited
Shyam Swamy	General Manager - Decor	1,32,07,913	B. E., PGDM	21	12-May-99	47	ESAB India Limited
Srikanth SK	General Manager - Decor	1,26,77,061	B. Arch., PGDM	17	02-Jun-03	42	-
Suresh KM	Chief Manager - Home Improvement	1,07,43,313	B. Tech.	26	28-Sep-06	50	Avasarala Technologies Limited
V Ravi	General Manager - Manufacturing	1,42,93,095	B.Sc., M.Sc.	32	01-Aug-88	55	Ganesh Medicament Private Limited
V Subramanian	General Manager - Commercial	1,85,80,134	B.E. (Mechanical), DBM	39	23-Sep-85	61	Philips India Limited
Yogesh Pethkar	General Manager - Manufacturing	1,15,84,504	B. E., PGDIE	19	07-Jul-03	42	Cummins India Limited

Notes:

- * Mr. Amit Syngle was appointed as an Additional Director / Managing Director & CEO of the Company w.e.f. 1st April, 2020
- * Mr. KBS Anand ceased to be the Managing Director & CEO of the Company w.e.f. 31st March, 2020. The remuneration including commission is in accordance with contractual terms of his appointment as approved by the shareholders of the Company.
- * Mr. R J Jeyamurugan was appointed as CFO & Company Secretary of the Company with effect from 27th November, 2019.
- None of the employees mentioned above are related to any of the Directors of the Company within the meaning of Companies (Appointment and Remuneration of Managerial Personnel) Rules 2014 and other applicable provisions if any.
- None of the employees mentioned above hold more than 2% of the shares of the Company along with their spouse and dependent children.
- All appointments are contractual and terminable by notice on either side.
- Remuneration includes salary, bonus, commission, various allowances, performance incentive, contribution to provident fund and superannuation fund and taxable value of perquisites but excludes provision for gratuity and leave encashment

2. List of employees of the Company employed for the part of the year and were paid monthly remuneration not less than ₹ 8.5 lakhs per month:

Name(s)	Designation(s)	Remuneration (₹)	Qualification	Experience (years)	Joining Date	Age (years)	Last employment
Amit Kumar Baveja	General Manager - APIPL	1,38,76,455	B.Tech., PGDM	24	12-May-99	45	Tata Engineering and Locomotive Co. Limited
Amit Kumar Singh	General Manager - Corporate Affairs	50,06,608	B. Sc., MA, M Phil	20	03-Feb-20	44	India Medtronic Private Limited
Jaideep Nandi	Vice President - CSR, Customer Centricity, Safety & Quality	2,60,64,055	B. E., PGDM	30	01-Jun-90	55	-
Jayesh Merchant	CFO & Company secretary, President - Industrial JVs	5,99,04,432	B.Com, LLB, CA, CS,	36	01-Nov-02	62	UTV Software Communications Limited
P Sridhar	Chief Manager - Commercial	44,50,526	B TECH	33	30-Dec-91	58	The Jay Engineering Works Limited
Raja Krishnamurthy	Vice President - Technology	71,64,060	PHD	21	02-May-17	52	3M India Limited
Sanjeev Ahuja	General Manager - Legal	90,50,502	LLB, MBA	33	15-Oct-13	59	Tata Sky Limited
Sumit Midha	Associate Vice President - Retail Sales & Marketing	30,93,743	B.Com., PGDM	24	03-Jan-20	44	Praxis Home Retail Limited
Swapan Kumar Ghosh	Chief Manager - Technology	45,65,481	M. Sc., PHD	24	11-Jul-13	48	GreenCoat Chemicals Private Limited
Vishu Goel	General Manager - Sales	22,36,141	B. Com., PGDM	14	03-Mar-20	39	Samsung India Electronics Private Limited

Notes:

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- Remuneration includes salary, bonus, commission, various allowances, performance incentive, contribution to provident fund and superannuation fund and taxable value of perquisites but excludes provision for gratuity and leave encashment.