

1. List of top ten employees of the Company employed throughout the financial year 2017-18 and employees who were paid remuneration 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 - Supply Chain	17,890,896	B.E., MMS	29	04-Jun-92	50	Larsen and Tubro Limited
Amit Kumar Baveja	General Manager - Internal Audit & Risk	12,068,583	B.Tech., PGDM	22	12-May-99	43	Tata Engineering and Locomotive Co Limited
Amit Syngle	Chief Operating Officer	33,414,887	B.E., MBA	30	01-Jun-90	52	SEI Services
Anirudha Deshmukh	General Manager - Joint Value Creation	13,017,526	B.E., PGDM	22	06-Jun-96	45	-
Bhushan Pradhan	General Manager - Technology	10,559,825	M.A., B.Sc (Chem & Tech)	27	10-Jun-13	51	Brushworks Paints Limited
C L Sethunathan	General Manager - Sales	11,292,539	B.Com	29	18-Jun-90	51	Enkay Telecommunications (India) Private Limited
Emrana Sheikh	Vice President - Human Resources	17,783,034	B.Sc. (Physics), M.Sc., PGDM	25	27-Feb-15	46	Mahindra and Mahindra Ltd
Harish Lade	Vice President - Systems	14,019,402	B.E., PGDCM	25	06-Jun-96	46	Tata Telecom Limited
Jaideep Nandi	CEO - Asian Paints PPG Private Limited	19,831,051	B.E., PGDM	28	01-Jun-90	53	-
Jayesh Merchant	CFO & CS, President-Industrial JVs	38,528,456	B.Com, LLB, CA, CS,	34	01-Nov-02	60	UTV Software Communications Limited
K B S Anand@	Managing Director & CEO	105,741,842	B.Tech., PGDM	39	01-Jun-79	63	-
K Thulaseedharan Nair	General Works Manager	10,314,905	B Tech	31	28-Mar-90	55	Jyoti Limited.
Manish Choksi#	President - International Business, IT, HR & Chemicals	34,757,980	B.Sc., MBA	30	17-Sep-92	51	E.I.Du Pont de Nemours
P Sriram	General Manager - Corporate Accounts	12,045,250	B.Com., CA, CWA	21	12-Jan-98	44	Price Waterhouse Coopers
Pragyan Kumar	Vice President - Home Improvement	13,754,131	B.Tech., PGDM	22	06-Jun-96	45	-
R J Jeyamurugan	Vice President - Finance	17,551,087	B.Com., CA, CS	27	15-Nov-91	53	Sai Kannapiran Mills Limited
Rajeev Kumar Goel	General Manager - Technology	12,827,711	B.Sc., B.Sc. Tech.	29	02-Jun-89	52	-
Rajesh Menon	General Manager - Manufacturing	11,878,928	B.Tech, PGDBM	24	12-May-99	46	The Arvind Mills Limited
Sameer Salvi	General Manager- Manufacturing Technology	13,438,987	B.E.	27	18-Mar-93	48	Mukand Limited
Sanjeev Ahuja	General Manager - Legal	10,620,323	LLB	32	15-Oct-13	57	Tata Sky Limited
Satish Kulkarni	Vice President - Sales, Marketing & Services	19,279,962	B.E., PGDM	28	02-Jun-93	49	Tata Engineering and Locomotive Co Limited

Name(s)	Designation(s)	Remuneration (₹)	Qualification	Experience (years)	Joining Date	Age (years)	Last employment
Srivaatsan Vijayaraghavan	Senior General Manager - Sales & Marketing	11,379,184	B.Sc.	31	28-Jun-87	52	-
Sumit Midha	General Manager - Project Sales	10,984,883	MBA	19	15-Mar-00	42	Philips India Limited
V Ravi	General Manager - Manufacturing	11,012,181	M SC	30	01-Aug-88	53	Ganesh Medicament Private Limited
V Subramanian	General Manager - Materials	15,112,393	B.E. (Mechanical), DBM	37	23-Sep-85	59	Philips India Limited

Notes:

1. @ The contractual terms of Mr. K.B.S. Anand are governed by the resolution passed by the shareholders in the 71st AGM of the Company held on 27th June, 2017. The remuneration includes commission for the financial year 2016-17 paid during the financial year 2017-18.
2. # Mr. Manish Choksi is a relative of Mr. Mahendra Choksi, Non-Executive Director of the Company.
3. Except for Mr. Manish Choksi, 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.
4. None of the employees mentioned above hold more than 2% of the shares of the Company, along with their spouse and dependent children.
5. All appointments are contractual and terminable by notice on either side.
6. 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. Employees of the Company employed for the part of the year and were paid monthly remuneration not less than ₹ 8.5 lakhs:

Name(s)	Designation(s)	Remuneration (₹)	Qualification	Experience (years)	Joining Date	Age (years)	Last employment
B P Mallik#	Vice President - Technology	18,881,477	B.Sc., PhD, M Phil, PGCGM	40	17-Sep-99	62	Berger Paints India Limited
I K Jaiswal#	Chief Executive - Asian Paints International Private Limited	20,021,647	B.Tech., PGDM	36	03-May-82	58	-
Jalaj A Dani*	President - SCM, HR & Chemicals	5,989,275		25	18-Jan-99	48	Gujarat Organics Limited
Raja Krishnamurthy^	Vice President - Technology	15,212,458	MBA, PhD	21	02-May-17	50	3M India Limited
Tom Thomas#	Regional Head - Asian Paints International Private Limited	10,200,203	B.Tech., PGDM	32	01-Jun-90	55	ORG Systems

Notes:

1. * Mr. Jalaj Dani is a relative of Mr. Ashwin Dani and Mr. Malav Dani, Non-executive Directors of the Company. He resigned from the services of the Company w.e.f 3rd April, 2017. He was in receipt of remuneration for part of that financial year, at a rate which, in aggregate, was not less than Rs. 8.50 lakhs (Rupees eight lakhs and fifty thousand) per month.
2. # Mr. B P Malik, Mr. Tom Thomas and Mr. I K Jaiswal resigned from services of the Company w.e.f. 24th March, 2018, 14th January, 2018 and 30th November, 2017 respectively. They were in receipt of remuneration for part of that financial year, at a rate which, in aggregate, was not less than ₹. 8.50 lakhs (Rupees eight lakhs and fifty thousand) per month.
3. ^ Mr. Raja Krishnamurthy was appointed w.e.f. 2nd May, 2017. He was in receipt of remuneration for part of that financial year, at a rate which, in aggregate, was not less than ₹ 8.50 lakhs (Rupees eight lakhs and fifty thousand) per month.
4. Except for Mr. Jalaj Dani, 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.
5. None of the employees mentioned above hold more than 2% of the shares of the Company, along with their spouse and dependent children.
6. All appointments are contractual and terminable by notice on either side.
7. 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.