

INFORMATION AS PER RULE 5(2) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014 AND FORMING PART OF THE BOARD'S REPORT FOR THE YEAR ENDED MARCH 31, 2022

A. Particulars of top ten employees in terms of remuneration drawn during the year, including those employed throughout the year and in receipt of remuneration aggregating not less than Rs.1,02,00,000/- for the year ended March 31, 2022.

Sno	Emp.No	Employee Name	Date of Joining	Earnings (Rs.)	Age Years	Designation	Date of Commencement of Employment	Qualification	Total Experience (Years)	Particulars of Previous Employment
1	115595	GOPAL MAHADEVAN	29-Jul-13	5,73,13,925	55	Whole Time Director & Chief Financial Officer	29-Jul-13	B.Com., ACA, ACS	32	Executive Vice-President & Chief Financial Officer, Thermax Ltd
2	103225	ANUJ KATHURIA	6-Apr-10	4,66,38,462	54	Chief Operating Officer	6-Apr-10	B.Tech., PGDBM	31	General Manager, Tata Motors
3	114298	NV BALACHANDER	21-Jun-12	3,67,06,915	56	President	21-Jun-12	B.Com., MA (Social Work)	30	President & Chief People Officer-Textile, Apparel & Overseas Spinning
4	115360	SARAVANAN N	26-Sep-05	3,16,27,615	56	President	26-Sep-05	B.E., M.S., Ph.D., MBA	29	Strategy Manager-INTEL
5	2000337	SANJAY SARASWAT	1-Nov-17	3,04,21,886	55	President	1-Nov-17	B.Tech.	34	Vice-President (Sales Operations), Bajaj Auto Ltd
6	2002376	Amanpreet Singh Bhatia	2-Dec-19	2,70,90,833	54	President	2-Dec-19	MBA (HR)	31	Group CHRO, Escorts
7	101511	VENKATESH NATARAJAN	15-Mar-00	2,05,26,177	59	President	15-Mar-00	BE, ME (Mgt), M.Tech, PGD in Computer	37	ERP Consultant, Continental Information
8	102364	SANJEEV KUMAR	17-Apr-97	2,00,04,433	52	Senior Vice President	17-Apr-97	B.Sc., PGDBM	31	
9	105419	S KRISHNAN	6-Dec-07	1,95,93,804	54	Senior Vice President	6-Dec-07	B.Sc., B.Tech., ME, MBA	33	AGM (Engines), Tata Motors
10	105595	K RAMKUMAR	7-Mar-96	1,94,19,616	57	Senior Vice President	7-Mar-96	M.Com, ACMA, ACS	35	Manager-Finance, MAC Industries

B. Particulars of employees other than top ten in terms of remuneration drawn during the year, including those employed throughout the year and in receipt of remuneration aggregating not less than Rs.1,02,00,000/- for the year ended March 31, 2022.

1	105480	P G CHANDRAMOHAN	16-Nov-81	1,89,17,393	64	Senior Vice President	16-Nov-81	BE, MBA	41	
2	117849	G UMA RAO	20-Jan-16	1,81,28,066	54	Vice President	20-Jan-16	BA (Eco), MA (PM & IR)	32	Vice-President (HR), HIL Ltd
3	102306	AMANDEEP SINGH	1-Jul-92	1,80,64,269	53	Senior Vice President	1-Jul-92	M.Sc., MBA	30	
4	101749	A KAMAL BASHA	8-Feb-84	1,61,26,213	59	Vice President	8-Feb-84	DME	39	
5	102256	R NAGARAJAN	1-Sep-88	1,57,26,396	60	Vice President	1-Sep-88	B.Sc., B.Tech	36	Service Engineer, Bajaj Tempo Ltd
6	2002274	Sudhir Chikhle	1-Feb-21	1,48,31,008	50	Senior Vice President	1-Feb-21	B.E., MBA	25	Vice President - Purchase, Fiat India Automobiles Private Limited
7	115412	N RAMANATHAN	25-Apr-13	1,47,08,023	54	Senior Vice President	25-Apr-13	B.Com., ACS	34	Vice-President & Company Secretary, Amara Raja Batteries Ltd
8	102428	M SATHYA PRASAD	18-Nov-04	1,37,61,367	53	Vice President	18-Nov-04	BE, MS, PhD	31	Lead CAE Specialist, Dana Corporation, USA
9	105587	K M BALAJI	8-Sep-93	1,36,06,666	52	Senior Vice President	8-Sep-93	B.Com., FCA & ACS (inter).	30	-
10	105728	RAJAT GUPTA	15-Nov-10	1,35,10,559	52	Vice President	15-Nov-10	BE, PGDOM	32	Asst Vice-President, Carnation Auto India Ltd
11	116381	K C SATHIYANARAYANAN	10-Nov-14	1,31,62,857	53	Senior Vice President	10-Nov-14	CA, CWA	33	Head, Consolidation & Reporting-Tata Teleservices Ltd
12	102547	M GANESH	21-Aug-06	1,29,93,156	55	Vice President	21-Aug-06	B.Sc., MA, PGDPM&IR, MBA, BGL	33	Divisional Manager-HR, Caterpillar India Pvt Ltd
13	2000693	NAGESWARA RAO CHEEKALA	28-Jun-18	1,24,29,266	51	Vice President	28-Jun-18	BE - Mechanical Engg.,	31	McKinsey & Company, USA
14	102831	G SATHYASEELAN	5-Oct-07	1,24,03,649	52	Vice President	5-Oct-07	B E - Electrical & Electronic Engineering	31	Head - Styling, TATA ELXSI
15	102143	ALFRED NIXON MENDEZ	5-Aug-93	1,20,89,977	52	Vice President	5-Aug-93	B E - Electrical & Electronics	30	
16	102436	S GOPALAKRISHNAN	14-Feb-05	1,18,77,546	53	Vice President	14-Feb-05	BE, MS	26	Senior Research Scientist, Southwest Research Institute, USA
17	112634	SUVENDU MOITRA	10-Jan-12	1,18,40,148	51	Vice President	10-Jan-12	BE, PGDMM, PGDHRM	30	General Manager-Sales & Marketing, Asia Motor Works Ltd
18	118591	RAJESH MANI	21-Jul-16	1,17,34,085	49	Vice President	21-Jul-16	Graduate in Commerce, PGD in Marketing	28	General Manager, Marketing - Tube Investments of India
19	102139	P MAHESH	12-Feb-94	1,15,35,067	51	Vice President	12-Feb-94	DME	28	
20	2002330	Kanakasabapathi Subramanian	15-Apr-21	1,13,66,987	47	Senior Vice President	15-Apr-21	PhD - Electrical Engg, BE - Mechanical Engg	20	CEO - Powergear Ltd.
21	119166	RAJ KISHORE NAIK	29-Dec-16	1,12,33,307	52	Vice President	29-Dec-16	B.E.	31	GM - Nissaan Ashok Leyland Technologies
22	119007	NARASIMHA HEGDE	26-Oct-16	1,10,13,037	63	Vice President	26-Oct-16	Bcom, MBA, CA	37	Country Head, Arcelor Mittal India Private Limited
23	105823	RAJASEKHAR DAMISETTI	5-Apr-11	1,07,55,885	53	Vice President	5-Apr-11	B.E.	31	General Manager - NPD - Tata Autocomp Systems Ltd
24	2001588	K Rajendra Kumar	3-Jul-06	1,07,03,885	58	Vice President	3-Jul-06	B.E.	38	Eicher
25	2000369	SUNDARESAN SORAKAYALPET ARUMUGAM	1-Dec-17	1,04,37,352	55	Vice President	1-Dec-17	B Tech, MS	32	Director - MBSE Solutions- Siemens Industry Software (India) Private Limited
26	115437	ANKARABOYANA VENKAT KIRAN KUMAR	15-May-13	1,04,36,132	57	General Manager	15-May-13	BE, MBA (Part time)	33	General Manager - Timken India

C. Employed for part of the year and in receipt of remuneration aggregating not less than Rs. 8,50,000/- per month

1	2002239	VIPIN SONDHI*	12-Dec-19	14,72,63,745	61	Managing Director & Chief Executive Officer	12-Dec-19	B.E. (IIT), PGDM (IIM)	37	MD & CEO-JCB India
2	105729	NITIN SETH*	1-Dec-10	3,17,51,829	54	Chief Operating Officer	1-Dec-10	B.E.(BITS)/MMS	32	Head- Sales & Marketing, Car Group, Tata Motors Ltd.
3	101515	P HARIHAR	1-Aug-05	2,64,34,988	60	President	1-Aug-05	B.Sc.(Engg.), DBM	37	Director-Sourcing, GE Power Controls
4	106835	SIVANESAN RAMACHANDRAN*	31-Aug-11	2,10,38,912	61	Consultant	31-Aug-11	Bsc; B.Tech; DIM	38	Vice President Quality- Fiat India Automotive Ltd.
5	102149	A D CHOWDHURY*	4-Aug-94	1,74,19,901	50	Vice President	4-Aug-94	B.TECH	29	
6	2001924	DHEERAJ HINDUJA*	26-Nov-21	1,73,61,111	50	Chairman	26-Nov-21			
7	119995	K M Mandanna*	1-Apr-17	1,55,16,556	54	Vice President	1-Apr-17	B.E.	34	DGM-Logistics, Daimler Chrysler
8	2002249	RAKESH MITAL*	1-Feb-20	1,31,52,217	61	Vice President	1-Feb-20	B.Tech., MBA	23	Deputy General Manager-Sourcing, Tata Motors Ltd
9	118751	T V VENKATARAMAN*	29-Aug-16	88,71,354	49	Senior Vice President	29-Aug-16	B.Com, AICWA, ISACA	22	Senior Director-Internal Audit, Flipkart Internet Pvt Ltd
2001223	SHANKAR AKELLA*	23-Jul-18	51,06,887	49	General Manager	23-Jul-18	Btech(Chem), ME (Chem), PhD	22	Director - Siemens Industry Software India	

Sno	Emp.No	Employee Name	Date of Joining	Earnings (Rs.)	Age Years	Designation	Date of Commencement of Employment	Qualification	Total Experience (Years)	Particulars of Previous Employment
11	2002374	TILAK RAJ AHUJA*	1-Jun-21	47,49,611	48	Vice President	1-Jun-21	BE (Mech), PGD (Matl Mgmt), MBA(Exec)	26	Chief Procurement Officer - Ola
12	2002459	Mahesh Babu.S*	1-Sep-21	47,06,731	50	President	1-Sep-21	MS, MBA	28	MD & CEO - Mahindra Electric Mobility Ltd

Notes:

- Gross remuneration received includes salary, allowances, leave travel expenses, medical benefits in accordance with Company's rules, Company's contribution to provident and superannuation funds, monetary value of the perquisites calculated in accordance with the Income Tax Act, 1961 and the Rules made thereunder but excludes contribution to Gratuity Fund on the basis of actuarial valuation.
- Nature of employment is contractual for employees. Other terms and conditions as per Company's Rules.
- None of these employees is related to any Director of the Company.
- None of the employees are covered under Rule 5(2)(iii) of The Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 of Section 197 of the Companies Act, 2013.
- None of the employees is covered under Rule 5(3)(viii) of The Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 of Section 197 of the Companies Act, 2013.
- None of the employees holds 2% or more of the paid up equity share capital of the Company as per clause (iii) of sub-rule (2) of Rule 5 of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.
- In terms of the proviso to Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, particulars of employees posted and working in a country outside India, not being Directors or their relatives, drawing salary more than the prescribed limits have not been included in the above statement.