

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, 2021											
S.No	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	2002239	Vipin Sondhi	12-12-2019	6,65,10,978	60	Managing Director & CEO	12-12-2019	B.E. (IIT), PGDM (IIM)	36	MD & CEO-JCB India	
2	115595	GOPAL MAHADEVAN	29-07-2013	5,32,17,548	54	Director & CFO	29-07-2013	B.Com., ACA, ACS	23	Executive Vice-President & Chief Financial Officer, Thermax Ltd	
3	103225	ANUJ KATHURIA	06-04-2010	4,44,16,274	53	Chief Operating Officer-MHCV	06-04-2010	B.Tech., PGDBM	30	General Manager, Tata Motors	
4	105729	NITIN SETH	01-12-2010	3,87,46,344	53	COO – LCV, DEFENCE, PSB & IO	01-12-2010	B.E.(BITS);MMS	31	Head- Sales & Marketing, Car Group,Tata Motors Ltd.	
5	114298	NV BALACHANDER	21-06-2012	3,50,01,585	55	President - HR, Communication & CSR	21-06-2012	B.Com., MA (Social Work)	29	President & Chief People Officer-Textile, Apparel & Overseas Spinning	
6	2000337	SANJAY SARASWAT	01-11-2017	2,76,33,976	54	President - International Operations	01-11-2017	B.Tech.	33	Vice-President (Sales Operations), Bajaj Auto Ltd	
7	114314	SANDEEP AGRAWAL*	30-06-2012	2,60,15,516	54	Head – Network Management	30-06-2012	B.Sc., PGDPM	34	General Manager-Sales & Marketing, Eaton Industrial Systems P Ltd	
8	115360	SARAVANAN N	26-09-2005	2,56,79,736	55	President & Chief Technology Officer	26-09-2005	B.E., M.S., Ph.D., MBA	28	Strategy Manager-INTEL	
9	106835	SIVANESAN RAMACHANDRAN	31-08-2011	2,43,15,094	60	President - Quality, Service & Parts	31-08-2011	Bsc; B.Tech; DIM	37	Vice President Quality- Fiat India Automotive Ltd.	
10	101515	P HARIHAR	01-08-2005	2,37,59,881	59	President & Head of Operations	01-08-2005	B.Sc.(Engg.), DBM	36	Director-Sourcing, GE Power Controls	
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, 2021											
1	105480	P G CHANDRAMOHAN	16-11-1981	1,92,65,369	63	Senior Vice-President	16-11-1981	BE, MBA	40		
2	105419	S KRISHNAN	06-12-2007	1,91,40,279	53	Senior Vice-President -Engine Development	06-12-2007	B.Sc., B.Tech., ME, MBA	32	AGM (Engines), Tata Motors	
3	101511	VENKATESH NATARAJAN	15-03-2000	1,90,20,880	58	Chief Digital Officer & Senior Vice President - IT	15-03-2000	BE, ME (Mgt), M.Tech, PGD in Computer	36	ERP Consultant, Continental Information	
4	105595	K RAMKUMAR	07-03-1996	1,85,61,244	56	Senior Vice-President -Customer Solutions Business	07-03-1996	M.Com, ACMA, ACS	34	Manager-Finance, MAC Industries	
5	102364	SANJEEV KUMAR	17-04-1997	1,79,79,881	52	Head Aftermarket	17-04-1997	B.Sc., PGDBM	30		
6	117849	G UMA RAO	20-01-2016	1,71,54,130	53	Head HR, M& HCV Business	20-01-2016	BA (Eco), MA (PM & IR)	31	Vice-President (HR), HIL Ltd	
7	102306	AMANDEEP SINGH	01-07-1992	1,64,68,138	52	Head - CPP	01-07-1992	M.Sc., MBA	29		
8	119995	MANDANNA K.M	01-04-2017	1,55,27,192	53	Head – Bus Demand Fulfilment	01-04-2017	B.E.	33	DGM-Logistics, Daimler Chrysler	
9	101749	A KAMAL BASHA	08-02-1984	1,52,86,479	58	Head - Foundries	08-02-1984	DME	38		
10	102256	R NAGARAJAN	01-09-1988	1,50,71,938	59	Vice President	01-09-1988	B.Sc., B.Tech	35	Service Engineer, Bajaj Tempo Ltd	
11	117410	VIKRAM BATRA	07-09-2015	1,43,49,677	49	Head Business Development	07-09-2015	B.Tech., PGDM, PGPX	26	General Manager-Corporate Strategy, Hero Motocorp Ltd	
12	115412	N RAMANATHAN	25-04-2013	1,33,93,348	53	Company Secretary	25-04-2013	B.Com., ACS	33	Vice-President & Company Secretary, Amara Raja Batteries Ltd	
13	102428	M SATHYA PRASAD	18-11-2004	1,32,14,483	52	Vice-President - Product Development	18-11-2004	BE, MS, PhD	30	Lead CAE Specialist, Dana Corporation, USA	
14	105728	RAJAT GUPTA	15-11-2010	1,26,26,344	51	Head - Defence	15-11-2010	BE, PGDMM	31	Asst Vice-President, Carnation Auto India Ltd	
15	118751	T V VENKATARAMAN	29-08-2016	1,23,90,865	48	Head – Internal Audit & Risk Management	29-08-2016	B.Com, AICWA, ISACA	21	Senior Director-Internal Audit, Flipkart Internet Pvt Ltd	
16	102547	M GANESH	21-08-2006	1,21,46,321	54	Head HR, Grow Business	21-08-2006	B.Sc., MA, PGDPM&IR, MBA, BGL	32	Divisional Manager-HR, Caterpillar India Pvt Ltd	
17	102831	G SATHYASEELAN	05-10-2007	1,18,64,946	51	Vice President - Product Development	05-10-2007	B E - Electrical & Electronic Engineering	30	Head - Styling, TATA ELXSI	
18	105587	K M BALAJI	08-09-1993	1,17,12,878	51	Vice-President - Finance	08-09-1993	B.Com., ACA	29	KALYANASUNDARAM & CO.,	
19	102143	ALFRED NIXON MENDEZ	05-08-1993	1,16,15,086	51	Vice President - Product Development (LCV)	05-08-1993	B E - Electrical & ElectronicS	29		
20	2000693	NAGESWARA RAO CHEEKALA	28-06-2018	1,14,55,009	50	Head NPI	28-06-2018	BE - Mechanical Engg.,	30	McKinsey & Company, USA	
21	112634	SUVENDU MOITRA	10-01-2012	1,13,44,904	50	Head of Retail Finance	10-01-2012	BE, PGDMM, PGDHRM	29	General Manager-Sales & Marketing, Asia Motor Works Ltd	
22	102436	S GOPALAKRISHNAN	14-02-2005	1,12,27,597	52	Vice-President - Product Development	14-02-2005	BE, MS	25	Senior Research Scientist, Southwest Research Institute, USA	
23	2002249	Rakesh Mital	01-02-2020	1,12,07,790	60	Head - Truck & LCV Operations	01-02-2020	B.Tech., MBA	22	Deputy General Manager-Sourcing, Tata Motors Ltd	
24	118591	RAJESH MANI	21-07-2016	1,09,10,464	48	Head – Marketing and Corporate Communications	21-07-2016	Graduate in Commerce, PGD in Marketing	27	General Manager, Marketing - Tube Investments of India	
25	116381	K C SATHIYANARAYANAN	10-11-2014	1,06,98,865	52	Vice President - Finance	10-11-2014	CA, CWA	32	Head,Consolidation & Reporting-Tata Teleservices Ltd	
26	102149	A D CHOWDHURY	04-08-1994	1,04,05,845	49	Vice-President - International Operations	04-08-1994	B.TECH	28		
27	2001588	Rajendra Kumar K	03-07-2006	1,02,91,851	57	Vice President - LCV	03-07-2006	B.E.	37	Eicher	
C. Employed for part of the year and in receipt of remuneration aggregating not less than Rs. 8,50,000/- per month											
1	103108	GADE VENKATA NARASIMHA PR	12-12-2008	2,25,89,564	51	Vice-President - Product Development	12-12-2008	BE, MSc, MS, PhD	23	Deputy General Manager, Mahindra & Mahindra Ltd	
2	118216	SESHU BHAGAVATHULA	12-04-2016	1,50,67,106	63	President	12-04-2016	BE, Ph.D	30	Chief Technology Officer, Apollo Tyres Ltd, Netherlands	
3	102239	MANOJ KUMAR	22-12-1986	1,49,93,867	59	Vice-President - Trucks	22-12-1986	B.Tech.	36	Sales Engineer, Beardsell Engg Ltd	
4	106109	A KARTHICK	30-06-2007	82,70,513	54	Head, EV & eMobility Business	30-06-2007	B.Tech.	26	Director-Technical, IRIS Manufacturing Ltd	
5	117579	C UNNIKRISHNAN	26-11-2015	66,16,026	58	Vice President - Manufacturing	26-11-2015	DME	25	Ashok Leyland JD	
6	106538	JALAJ GUPTA	06-06-2011	62,23,451	48	Head – LCV	06-06-2011	B.Sc., PGDBM	23	Head-Nano, Tata Motors Ltd	
7	2002274	Sudhir Chikhle	01-02-2021	22,53,772	49	Senior Vice President - Strategic Sourcing	01-02-2021	B.E., MBA	24	Vice President - Purchase, Fiat India Automobiles Private Limited	

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
- 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 is 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 subrule (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