

ANNEXURE TO BOARD'S REPORT
INFORMATION AS PER RULE 5(2) OF THE (COMPANIES APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONS) RULES, 2014 AND FORMING PART OF THE DIRECTORS' REPORT FOR THE YEAR ENDED 31ST MARCH, 2017

S.No.	Employee Name	Date of Joining	Earnings (Rs.)	Age Years	Designation	Date of commencement of employment	Qualification	Total Experience (Years)	Particulars of Previous Employment
A. 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, 2017									
1	WINOD K. DASARI	01.04.2005	102490666	50	Managing Director	01.04.2005	BS (Engg), MEM, MBA	28	JMD, Cummins India Ltd.
2	GOPAL MAHADEVAN	29.07.2013	41704566	50	President-Finance & Chief Financial Officer	29.07.2013	B.Com., ACA, ACS	18	Executive Vice-President & Chief Financial Officer, Thermax Ltd
3	ANUJ KATHURIA	06.04.2010	36733182	49	President (Global Trucks)	06.04.2010	B.Tech., PGDBM	25	General Manager, Tata Motors
4	NITIN SETHI	01.12.2010	31396396	49	President (LCV)	01.12.2010	B.E.(BITS);MMS	26	Head-Sales & Marketing, Car Group,Tata Motors Ltd.
5	BALACHANDAR N V	21.06.2012	28063373	51	President (HR, Communication & CSR)	21.06.2012	B.Com., MA (Social Work)	24	President & Chief People Officer-Textile, Apparel & Overseas Spinning Business, Aditya Birla Group
6	BELSARE C G	01.08.2006	23213112	58	Senior Vice-President (Power Solutions)	01.08.2006	BE	36	Own Consultancy
7	SIVANESAM RAMACHANDRAN	31.08.2011	21927377	56	Senior Vice-President (Central Quality, Sourcing & Supply Chain)	31.08.2011	Bsc; B.Tech; DIM	32	Vice President Quality- Fiat India Automotive Ltd.
8	SARAVANAN N Dv	26.09.2005	20082567	51	Head-Engg	26.09.2005	B.E., M.S., Ph.D., MBA	23	Strategy Manager-INTEL
9	HANDEKUMAR JEEVANRAO KHANDARE	03.12.2012	19583194	57	Senior Vice-President (LCV)	03.12.2012	DME, DBM, MDRA	38	Vice-President, Mahindra Navistar Automotives Ltd
10	VENKATARAMAN T	01.04.2010	19389399	57	Senior Vice-President (Global Buses)	01.04.2010	BE, MS	34	Vice President Sales, Mkg. Subali Bahwan Automobiles,Oman
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, 2017									
1	ADHINATHAN K	03.11.2008	14389525	56	Vice-President (Network Development)	03.11.2008	B.Sc., B.Tech	33	Vice President, Carnation Auto India (P) Ltd
2	ALOK GUPTA	18.04.1986	14459644	58	Vice-President (PNR & Alwar)	18.04.1986	B.E., DPM	36	Senior Metallurgist, Lakshmi Precision Screws Ltd
3	AMANDEEP SINGH	01.07.1992	11205432	48	Head-Defence	01.07.1992	M.Sc., MBA	24	--
4	BHATTACHARYA S K	14.10.1983	12074955	57	Vice-President (MPS & Imports)	14.10.1983	BE, PG Cert in Engg Business Mgt	33	--
5	CHANDRAMOHAN P G	16.11.1981	17587900	60	Senior Vice-President	16.11.1981	BE, MBA	35	--
6	GADE VENKATA NARASIMHA PRASAD	12.12.2008	11124373	47	General Manager-Product Development	12.12.2008	BE, MSc, MS, PhD	18	Deputy General Manager, Mahindra & Mahindra Ltd
7	H BHIMASENA RAU	01.03.2004	15723980	58	Vice-President (International Operations)	01.03.2004	BE, MBA	22	General Manager-Auto & Equipment Division, Al Aqili Group, Dubai
8	HARIHAR P	01.08.2005	18469408	55	Senior Vice-President (Manufacturing & Project Planning)	01.08.2005	B.Sc.(Engg.), DBM	31	Director-Sourcing, GE Power Controls
9	JALAJ GUPTA	06.06.2011	12872496	44	Vice-President (Global Bus)	06.06.2011	B.Sc., PGDBM	18	Head-Nano, Tata Motors Ltd
10	KRISHNAN S	06.12.2007	15563101	49	Vice-President (Engine Development)	06.12.2007	B.Sc., B.Tech., ME, MBA	27	AGM (Engines), Tata Motors
11	MOHAN M	20.01.1983	14126152	59	Vice-President (Emnore)	20.01.1983	BE (Hons)	34	--
12	NAGARAJAN R	01.09.1988	10677515	55	Head-Service	01.09.1988	B.Sc., B.Tech	30	Service Engineer, Bajaj Tempo Ltd
13	PURUSHOTHAMAN R	17.02.1983	13854910	59	Vice-President (Central Quality)	17.02.1983	BE (Hons), MS	34	--
14	RAJESH S	20.10.1983	10937787	57	Vice-President (Global Bus)	20.10.1983	BE	33	--
15	RAKESH MITAL	19.11.2010	11714221	56	Head-Project Planning	19.11.2010	B.Tech., MBA	17	Deputy General Manager-Sourcing, Tata Motors Ltd
16	RAMANATHAN N	24.04.2013	10228829	49	Company Secretary	24.04.2013	B.Com., ACS	28	Vice-President & Company Secretary, Amara Raja Batteries Ltd
17	RAMKUMAR K	07.03.1996	14406514	52	Vice-President (Corporate Finance)	07.03.1996	M.Com, ACMA, ACS	29	Manager-Finance, MAC Industries
18	SANDEEP AGRAWAL	30.06.2012	12984023	50	Zonal Manager-North	30.06.2012	B.Sc., PGDPM	29	General Manager-Sales & Marketing, Eaton Industrial Systems P Ltd
19	SANJEEV KUMAR	17.04.1997	10470344	48	Vice-President (Parts)	17.04.1997	B.Sc., PGDBM	25	--
20	SATHYA PRASAD M	18.11.2004	11052923	48	Vice-President-Product Development	18.11.2004	BE, MS, PhD	25	Lead CAE Specialist, Dana Corporation, USA
21	SURENDRANATH M	14.10.1984	13886169	57	Vice-President (Trucks-MDV)	14.10.1984	BE, MBA	32	--
22	VENKAT SUBRAMANIAM B	01.08.2003	18615599	54	Senior Vice-President (Aftermarket)	01.08.2003	B.Tech, PGDBM	29	GM - Sales , TVS Motor Co.
23	VENKATESH NATARAJAN	15.03.2000	14935480	54	Sr Vice-President (Information Technology)	15.03.2000	BE, ME (Mgt), M.Tech, PGD in Computer	31	ERP Consultant, Continental Information
C. Employed for part of the year and in receipt of remuneration aggregating not less than Rs.8,50,000/- per month									
1	SESHU BHAGAVATHULA	12.04.2016	25034158	59	Chief Technology Officer	12.04.2016	BE, Ph.D	25	Chief Technology Officer, Apollo Tyres Ltd, Netherlands
2	TIWARI S D	27.01.1983	22940977	59	Vice-President (Bhandara & Hosur)	27.01.1983	BE	34	--
3	RANGANATHAN P K	13.11.1985	21248456	59	Vice-President (Internal Audit & Risk Management)	13.11.1985	B.Com, ACA, ACMA	34	Sr Asst. M/s S Viswanathan -Chartered Accountants.
4	RANGANATHAN T R	19.01.1983	16115237	59	Vice-President (Hosur)	19.01.1983	BE, MBA	34	--
5	BADRINATHAN R	22.10.1981	11282178	59	Vice-President (Project Planning)	22.10.1981	BE	35	--
6	SEKAR J	23.07.1980	10202655	59	Vice-President-Customer Care Task Force	23.07.1980	DME, BS, M.Tech.	36	--
7	ARCHANA SINGH	03.06.2013	5061732	55	General Manager-L&D	03.06.2013	BE, MA (PM & IR)	30	--
8	ALOK SARADGI	21.06.2010	4587758	46	VP-Brand Marketing & Corporate Communications	21.06.2010	B.Com, MMS.	22	Vice President-Brands, Futurebrands Ltd.
9	E BALASUBRAMONIAM	01.02.2017	1943815	56	Senior Vice President- Special Projects	01.02.2017	B.E.	32	CEO, Vehicle JV

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 as separate figures are not available.
- 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.