

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, 2020

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.1,00,00,000/ for the year ended March 31, 2020

S.No.	Emp. No.	Employee Name	Date of Joining	Earnings (Rs.)	Age	Designation	Qualification	Total Experience (Years)	Particulars of Previous Employment
1	103225	ANIL KATHURIA	4/6/2005	70,242,115	42	Chief Operating Officer	B.Tech. PGDMM	26	General Manager, Tata Motors
2	105729	BHUPESH	12/7/2000	58,734,741	52	Chief Operating Officer	B.E. IIT-BOMBAY	30	Head - Sales & Marketing, Car Group, Tata Motors Ltd.
3	114298	RV BALACHANDRAN	6/21/2002	50,355,334	54	President - HR, Communication & CSR	B.Com., MA (Social Work)	26	President & Chief People Officer-Tata Steel, Apparel & Overseas Security
4	118232	GEORGE BENJAMIN/TEJAS	6/12/2004	48,644,480	49	Chief Technology Officer	BE, IIT	25	Chief Technology Officer, Apollo Tyres Ltd., Maruti Suzuki
5	1000317	SANJAY SARAWAT	11/17/2007	43,765,250	53	Senior Vice President - Global Bus	B.Tech.	23	Vice President (Sales Operations) Bajaj Auto Ltd.
6	115095	SOHIL MANANDHAN	7/29/2003	45,689,889	53	Whole-time Director and Chief Financial Officer	B.Com., ICA, ACS	25	Executive Vice President & Chief Financial Officer, Thomas Ltd.
7	105151	PANKAJ	8/12/2005	37,626,879	58	Senior Vice President - Manufacturing & Product Planning	B.Sc (Engg.), IITM	30	Executive Sourcing, ICF Power Controls
8	115380	SARABJITAN N	9/26/2005	35,148,381	54	Head-Engineering	B.E., M.S., Ph.D., MBA	27	Strategy Manager,INTEL
9	106035	SHANTANU BANERJEE/CHANDRAN	18/2/2011	35,021,485	59	Senior Vice President - General Quality, Planning & Supply Chain	B.E., B.Tech., IIM	34	Ex- President Quality, Bajaj India Automobiles Ltd.
10	103420	SARATHI METAL	11/19/2001	29,951,541	50	Vice President - HR, Admin & HR/Finance	B.Tech., MBA	21	Executive General Manager-Security, Tata Motors Ltd.
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.1,00,00,000/ for the year ended March 31, 2020									
11	105180	P. C. CHANDRAN/SHANU	11/10/1981	28,968,313	40	Senior Vice President	BE, IITM	20	IT
12	119447	BALASUBRAMANIAM E	12/12/2008	26,646,372	59	Senior Vice President- Special Projects	B.E.	26	CEO, Ashok Leyland Nissan Vehicle Limited
13	106111	VENKATESH BANERJAN	3/16/2000	26,643,529	51	Senior Vice President - IT	BE, M.Tech., B.Tech., PhD in Computer	26	Chief Information Officer, Information
14	107596	P. RAMANURAM	10/27/1996	26,624,393	35	Senior Vice President - Customer Solutions Business	M.Com., ICA, MA, ACS	24	Manager-Finance, ICA, India
15	105419	S. KRISHNAN	12/6/2007	25,574,224	52	Senior Vice President- Engine Development	B.Sc., B.Tech., M.F., MBA	24	Asst. (Engines), Tata Motors
16	102364	GANESH KUMAR	4/12/1997	24,928,939	51	Vice President - Parts	B.Sc., PGDMM	29	NVA
17	106518	RAJAL GUPTA	6/6/2011	24,497,050	47	Vice President - Global Bus	B.Sc., PGDMM	22	Head-Nava, Tata Motors Ltd.
18	112490	VINAY KAN	1/28/2014	24,448,765	45	Vice President - Global Resourcing	B.Sc., MA, IIM & IIT	24	Ex-President IIM, IIT, Ltd.
19	102366	RAMANDEEP SINGH	7/17/1992	22,065,965	31	Head-Software	M.S., MBA	28	NVA
20	105789	A. KAMAL BASHA	2/28/1984	21,462,489	37	Head-Product Planning	IIM	27	NVA
21	119095	MANJANNA K M	4/12/2007	20,928,939	52	Vice President - Project Planning	B.E.	30	ICOM Logistics, Damodar Chrysler
22	102352	R. NAGARAJAN	9/7/1988	20,441,368	38	Head-Service	B.Sc., B.Tech.	34	Service Engineer, Bajaj Tempo Ltd.
23	114240	SHANTANU METAL	8/27/2005	20,091,428	48	Vice President - Corporate Strategy & Planning	B.Tech., PGDMM, ICA, IIT	24	General Manager-Corporate Strategy, ICA, India
24	115412	P. RAMANANJANAM	4/25/2003	19,624,328	52	Company Director	B.Com., ACS	25	Vice-President & Company Secretary, Amara Raja Batteries Ltd.
25	102428	M. SATISH PRASAD	11/18/2004	18,460,115	51	Vice President - Product Development	BE, MS, PhD	29	Lead CAE Specialist, Dana Corporation, USA
26	114114	KANDEEP KISHOR	8/29/2003	18,245,415	53	Vice President - Network Development & Training	BE, MS, PGDMM	30	General Manager Sales & Marketing, Eaton Industrial Systems P Ltd
27	102339	MANOJ KUMAR	11/22/1986	17,547,460	38	Vice President - Tools	B.Tech.	25	Sales Engineer, Bharatputr, Engg Ltd.
28	106190	K. KARTHIC	11/26/2007	17,348,423	49	Head-Design, Vehicle & Assembly Solutions	B.Tech.	24	Director Technical, ICA, India
29	105467	K. M. BALAJI	10/8/1993	17,233,466	30	Vice President - Finance	B.Com., ICA	28	KANVANSUNARAM & CO.
30	105728	RAJAT GUPTA	11/12/2004	16,981,633	50	Vice President - Product Development ECV	BE, PGDMM	30	Asst Vice-President, Compton Auto India Ltd.
31	105138	GAJE VIKRANTA NARASIMHA PR	5/12/2008	16,876,821	50	Vice President - Product Development	BE, MS, MS, PhD	29	Senior General Manager, Mahindra & Mahindra Ltd.
32	102447	M. GANESH	8/21/2006	16,728,783	53	Vice President - HR,Operations	B.E., MA, PGDMM, B. MBA, BEd	31	Divisional Manager -HR, Caterpillar India Pvt Ltd.
33	102611	SATHISH KUMAR	10/6/2007	16,728,673	50	Vice President - Product Development	B.E., Electrical & Electronic Engineering	29	Head - Design, TATA IICL
34	119751	V. VENKATARAMAN	8/29/2004	15,174,674	47	Vice President - Internal Audit & Risk Management	B.Com., ICA, ICA, ICA	26	Senior Director-Internal Audit, Hysatam Internet Pvt Ltd.
35	102141	ALVIN D WINSON WINDZET	8/5/1993	14,882,521	30	Vice President - Product Development ECV	B.E. - Electrical & Electronics	28	NVA
36	102436	SOMNATH SHANU	7/14/2005	14,764,933	51	Vice President - Product Development	BE, MS	29	Senior Research Scientist, Southwest Research Institute, USA
37	112034	RAJENDU MOHITA	11/30/2002	14,669,311	49	Vice President - Tools	BE, PGDMM, PGDMM	29	General Manager Sales & Marketing, Asia Motor Works Ltd.
38	119007	MANJANNA METAL	10/28/2004	13,807,788	51	Vice President - Corporate Affairs	CA, ICA, Marketing	29	Executive Head - Apollo Motor India Pvt Ltd.
39	116481	K. C. SATHYANARAYANAN	11/10/2004	13,609,921	51	Vice President - Finance	CA, ICA	31	Head-Consolidation & Reporting-Tata TeleServices Ltd.
40	118191	RAJESH MISHR	7/21/2004	13,541,924	47	General Manager - Communication	Graduate in Commerce, PGD in Marketing	28	General Manager -Marketing - Tube Investments of India
41	100012	RAMKRISHNA DAMODHAR	4/5/2001	13,176,924	51	Vice President - Tools	BE - Industrial Engg.	30	General Manager-New Product Dev. & Purchase-Tata AutoSystems Ltd.
42	100198	RAJESH KUMAR K	7/19/2006	13,169,161	49	Vice President	B.E.	30	Factor
43	102130	MANISH	11/23/1984	12,923,944	40	General Manager - Product Development	IIM	25	NVA
44	100005	NAGESHVARA RAO CHETELAKA	6/28/2003	12,893,395	48	General Manager - Corporate Strategy and Planning	BE - Mechanical Engg.	36	McKinsey & Company, USA
45	119019	P. SPANMAN	10/20/2004	12,743,699	44	Head-Bus & Cab Engg	BA	48	Head of engineering, Wrightbus
46	103162	LOHIT NAYAK	4/8/2009	12,526,996	50	General Manager - Product Development (Defense)	BE - Mechanical Engg.	36	ICOM, IIT
47	119166	RAJ KISHOR NAYAK	11/29/2004	12,298,811	49	Vice President - Central Quality	BE - Mechanical Engg., PGDMM in Marketing	29	General Manager Bajaj Auto Ltd.General Manager (R&D), Nissan Ashok Leyland Technologies - General Manager
48	112170	SANDEEP SHANU	11/18/2001	12,143,008	37	Vice President - Manufacturing	IIM	24	Head-Product Dev.
49	1000660	SUNJAYAN SORAKKALAISET ARUNAJANAM	11/21/2007	11,443,281	43	Vice President - EvtM	B.Tech	30	Tataam Industry Software (India) Private Limited
50	115417	M. VENKAT KRISHN KUMAR	11/25/2003	11,142,889	53	General Manager- Manufacturing	BE - Mechanical Engg., MBA	30	General Manager-Tatam India Ltd.
51	100044	R. SATHYANARAYANAN	4/4/2006	10,665,795	45	CA, ICA	BE, ICA, ICA	29	Bajaj AUTO LTD.
52	106770	KACHAN KUMAR SINGH	11/21/2001	10,620,521	42	General Manager - Process Excellence	PG MBA in General Management	21	Ex-Manager Jubilant Organosys Ltd.
C. Employed for part of the year and in receipt of remuneration aggregating not less than Rs. 5,00,000/ per month									
53	1002210	SHYAM SINGH	11/21/2001	22,202,024	50	Managing Director	B.E. IITM IITM IITM	35	ICB India
56	105743	ADITHYAN	11/7/2008	14,721,292	59	Vice President (Network Planning & Development)	B.Sc. & Tech	37	Vice President, Camation Auto India (P) Ltd.
57	100004	DEVIKANTH METAL	7/17/2007	2,853,284	48	General Manager-Product Development	B.Sc., ICA, ICA, ICA	29	Head-Engg & Design, Mobile Car Systems, ICA, ICA, ICA

Notes:
 1. 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 actual.
 2. Nature of employment is contractual for all employees. Other terms and conditions as per the Company's Rules.
 3. None of these employees is related to any Director of the Company.
 4. None of the employees is covered under Rule 5(2)(ii) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 of Section 197 of the Companies Act, 2013.
 5. 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.
 6. None of the employees holds 2% or more of the paid up equity share capital of the Company as per clause (ii) of subrule (2) of Rule 5 of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.
 7. 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.