

Particulars of Employees pursuant to the provisions of Section 197 of the Companies Act, 2013 read with Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

Name; Designation of the Employee; Remuneration Received (Rs.); Qualifications; Experience (years); Date of Commencement of Employment; Age (Years); Last Employment held.

Details of Top Ten Employees in terms of remuneration drawn:

Name	Designation	Remuneration	Qualification	Experience	Date of commencement	Age	Last Employment held
Upadhyay Arvind	President & COO	56,39,384	DTM, B.Text (Tech.), M.Tech (Text.)	41	16.04.2016	62	Reid & Taylor Ltd.
Sureka G.K.	Executive Vice President (Legal)	40,43,916	B.Com, LL.B, FCS, FCA	41	01.01.2007	64	Mysore Cements Ltd.
Das P.K.	Executive Vice President (Exports)	39,94,000	B.Com	40	01.11.2003	60	OCM Ltd.
Bhaskar C.	Managing Director & CEO	37,33,800	B. Tech (Chem.), PGDM (IIM-C), MIMA, FIPI	39	01.06.2012	63	VXL India Ltd.
R.K. Mathur	Vice President (Sales & Marketing)	23,23,729	B.Sc, MBA	37	25.01.2017	59	Reid & Taylor Ltd.
Vyas C.S.	AVP (Exports)	21,28,950	B.A, PGDGM, PGDEM	36	01.03.2013	56	Uniworth Ltd.
Shah Satish	VP & CFO	20,47,876	B.Com, FCA	38	05.06.1982	63	S.P. Chopra & Co.
Umesh Valecha	Sr. GM (Exports)	19,67,506	B.Sc, MBA	25	14.02.2017	48	Reid & Taylor Ltd.
Agarwal Ajay	VP (Materials & Admin.)	19,36,012	M.Com	38	06.11.1995	59	Sanghi Cements Ltd.
Gupta Sunil	AVP (Finance)	18,68,800	B.Com (H), ACS, ACA	34	29.01.1996	58	Pashupati Acrylon Ltd.

Employed for the year and in receipt of remuneration in aggregate not less than Rs. 1,02,00,000/-: Nil

Employed for part of the year and in receipt of remuneration in aggregate not less than Rs. 8,50,000/- p.m.: Nil

- Note: i. Remuneration includes Salary, Housing, Medical Reimbursement, Leave Travel Assistance, Company's Contribution to Provident & Superannuation Funds and other perquisites, Leave encashment and commission, if any.
- ii. The above appointment is non-contractual.
- iii. None of the above employees is related to any Director of the Company.
- iv. No employee of the Company, in receipt of remuneration in excess of the highest paid Director, together with his spouse and dependent children holds more than 2% of the Equity Shares of the Company.

For and on behalf of the Board

New Delhi
May 24, 2018**Sidharth Birla**
Chairman