

## Remuneration details under Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, as amended for the financial year ended 31 March 2022

Name of Director/ Key Managerial Personnel	Ratio of remuneration of director to median remuneration of employees	% increase in remuneration in FY2022
<b>A. Whole-time director</b>		
Rajeev Jain – Managing Director	246.72	18.00
<b>B. Non- executive directors</b>		
Sanjiv Bajaj – Chairman	10.57	68.06
Late Rahul Bajaj*	4.19	Not Comparable
Madhur Bajaj	2.53	20.83
Rajiv Bajaj	2.10	0.00
Dipak Poddar <sup>§</sup>	5.07	45.00
Ranjan Sanghi	5.42	10.71
D J Balaji Rao	2.53	20.83
Dr. Omkar Goswami <sup>#</sup>	9.26	Not Comparable
Dr. Gita Piramal	2.53	3.57
Dr. Naushad Forbes	5.94	70.00
Anami N Roy	8.56	206.25
Pramit Jhaveri <sup>§</sup>	5.07	Not Comparable
<b>C. Key Managerial Personnel</b>		
Rajeev Jain, Managing Director		18.00
Sandeep Jain, Chief Financial Officer		15.00
R. Vijay, Company Secretary		15.00
<b>D. % increase in median remuneration of employees other than managing director</b>		27.23
<b>E. Number of permanent employees on the rolls of the Company as on 31 March 2022:</b>		31,542

\* Resigned as director of the Company w.e.f. close of business hours on 30 April 2021

# Ceased to be a director consequent to his resignation effective 9 July 2021

§ Appointed as an independent director w.e.f. 1 August 2021

& Ceased to be a director on account of completion of his tenure as independent director effective 31 March 2022 (close of business hours)

### Notes:

- Remuneration payable to non-executive directors/independent directors is based on the number of meetings of the Board and/or Committees attended by them during the year. The amount of Commission payable to non-executive directors is fixed at ₹ 250,000/- per meeting effective 1 June 2021 (previously ₹ 200,000/- per meeting).
- Remuneration to directors does not include sitting fee paid to them for attending Board and/or Committee meetings.
- There has been no change in the payment criteria for remuneration to non-executive/independent directors. The variation reflected in the column '% increase in remuneration in FY2022' is either due to attendance and change in the committee composition, if any.

### Notes on Disclosures under Rule 5

1. Average percentage increase in salary of employees other than Managing Director is 10.40%.
2. Percentage increase in remuneration of Managing Director is mainly on account of payment of bonus for entire period of 12 months as compared to 6 months in the preceding year.
3. The remuneration paid as above was as per the Remuneration Policy of the Company.
4. The increase in the remuneration of KMPs is primarily on account of performance bonus of FY2021 paid in FY2022.