

## Cipla Limited

**Registered Office:** Cipla House, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai – 400 013

**Phone:** (9122) 2482 6000, **Fax:** (9122) 2482 6120, **Email:** cosecretary@cipla.com, **Website:** www.cipla.com

**Corporate Identity Number:** L24239MH1935PLC002380

### Annexure to the Board's Report

#### Particulars of employee remuneration for the financial year ended 31<sup>st</sup> March, 2023

As required under section 197(12) of the Companies Act, 2013, read with rule 5(2) and (3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

#### a) Details of top ten employees in terms of remuneration drawn as per Rule 5(2) of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Umang Vohra	Global CEO & Managing Director	BE, Master of Business Administration (Finance)	30	51	01-10-2015	Dr. Reddy's Laboratories Limited	11,44,44,864
Geena V Malhotra	Global Chief Technology Officer	B.Pharm / MBA	38	59	17-11-1986	PLA Surgical & Pharmaceuticals	8,45,27,326
Samina Hamied	Executive Vice Chairperson	B.Com, Masters in International Finance & Accounting	26	47	01-07-2011	Goldman Sachs & Company	8,05,64,459
Achin Gupta	CEO - One India Business	B. Tech. / M. Tech. / PG Diploma	22	47	23-08-2021	Glenmark Pharmaceuticals Limited	6,17,94,841
Swapn Malpani	Global Head Supply Chain	B E / PG Diploma in Industrial Engineering	28	52	16-12-2016	Glenmark Pharmaceuticals Limited	5,34,09,171
Raju Sunil Mistry	Global Chief People Officer	B. A. / M. A. / Ph. D.	31	58	26-04-2019	Jubilant Life Sciences Limited	5,27,18,012
Rajeev Kumar Sinha	Global Head - Formulations Manufacturing	B. Tech.	34	55	11-09-2019	Glenmark Pharmaceuticals Limited	4,89,49,205
Vijayasarithi Ramaswami	Global Head - Quality	MBA/PGDM / M. Sc. (Chemistry) / B. Pharm.	29	51	02-05-2018	Glenmark Pharmaceuticals Limited	4,68,35,769
Jaideep A Gogtay	Global Chief Medical Officer	MBBS / MD (Pharmacology)	33	56	01-09-1994	L. T. M General Hospitals	4,18,12,106
Vikas Gupta	Head - India Rx	MBBS	22	47	10-11-2017	Glenmark Pharmaceuticals Limited	3,81,40,217

#### b) Details of employees posted in India (other than those mentioned above) drawing remuneration above ₹ 1.02 crore per annum

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
A N Ramanujam	Head - India Distribution & Synergy	M. Com.	34	57	01-04-2013	N. A.	1,41,03,776
Aatish Goel	Head Regional SCM	B. E. / MBA	24	46	09-03-2017	Mondelez International	1,08,40,536
Abhayan Jawaharlal	Deputy General Counsel	B. Com. / LLB	22	51	15-04-2021	Sterlite Power Transmission Limited	2,15,33,932
Anand Agarwal	Regional Head - Large	PG Diploma	24	46	15-05-2000	Shri Krishna Granite	1,16,49,791
Ananthakrishna Pacliyar	Head - Third Party Quality	MBA/PDGM, M. Pharma, B. Pharma	30	52	16-06-2014	Novartis India Limited	1,18,04,341
Aniruddha Arvind Kunte	Head - Employee Relations & Compliance	MBA (HR) / B. Sc.	26	56	01-04-2020	Glaxo Smith Kline Pharmaceuticals Limited	1,68,90,292
Anisha N Udeshi	Head - Global Insurance & Risk Management	PG Diploma, LLB, B.Com	36	58	20-12-1990	Jaysynth Dyechem Limited	1,04,70,798
Anita S Desai	Head - Formulations ADL	B. Sc. / PGCT	31	55	18-07-1994	Bombay Drug House	2,41,22,627
Arijit Choudhury	Commercial Head	B. Pharma / MBA	25	49	05-04-2021	IQVIA	1,61,01,076
Arijit Das	Head - API R&D	B.Sc / M. Sc. / Ph. D.	22	45	14-10-2019	Unichem Laboratories Present Limited	1,79,71,880
Ashish R Zitshi	Site Head (Large)	B. Pharma / M. Tech.	24	47	14-06-1999	N.A.	1,31,91,740
Atul Yeshwant Sant	Site Head (Large)	M. Pharm	36	58	03-04-2017	Dr. Reddy's Laboratories Limited.	1,35,80,051
Avinash Ramchandra Kakade	Head - Pharmacovigilance	M. Phil, MBBS	22	44	21-10-2021	Lupin Limited	1,04,69,907

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Chandru Chawla	Head - Specialty	B. Tech. / PG	35	57	12-12-2011	Lupin Limited	3,30,36,967
Debasish Mitra	Head - IPD Project Management	B. Tech. (Chemical)	31	56	23-06-2014	Sun Pharmaceutical Industries Limited	1,01,62,701
Deepak Viegas	Chief Internal Auditor	B. Com. / CIA / ICWA	32	54	13-02-2017	KPMG	1,63,93,491
Dinesh Ramniranjan Jain	Executive Vice President - Head Corporate Finance	B. Com. / C.A.	34	56	09-04-2012	N.A.	2,83,53,212
Ganesan K	Head - Finished Products Sourcing	B. Sc. / PGDEA	39	60	05-04-2019	Sun Pharmaceutical Industries Limited	1,43,94,820
Gaurav Kaul	Commercial Head	MBA/PGDM	21	45	16-03-2021	GSK Consumer Healthcare India	1,66,76,017
Gautam Samanta	Head - CbD, API Pilot Plant, API Technology Transfer	Ph. D. (Chemistry)	28	60	04-08-2014	Dr. Reddy's Laboratories Limited.	1,26,77,289
Girish Brijmohan Zamwar	Head Finance - Operations	CA	23	45	17-10-2011	Wockhardt Limited	1,37,44,519
Heena Kanal	Head - Corporate Communication	PGD (PR & Mass Comm.) / B. Com.	26	47	13-02-2018	Marico Limited	2,79,66,360
Jasdeep Singh	Global Head - Strategy and M&A, Chief of Staff	B. Sc. / M. Tech.	18	44	16-09-2019	IQVIA	3,22,00,073
Jortin K George	Commercial Head	Mini MBA in Management / Advance Diploma In Marketing / B.sc - Chemistry	30	51	27-02-2017	Glaxo Smith Kline Pharmaceuticals Limited	2,06,44,116
Kailash Yashwantrao Nale	Site Head - Quality	M.Sc. (Science)	16	52	24-02-2020	Mylan Laboratories Limited	1,04,26,079
Kamalesh Kalidasan	Commercial Head	B.Sc. / MBA	33	55	05-10-2015	Merck (MSD)	1,46,41,786
Kaustubh Deshpande .	Senior Business Head	MBA	21	40	01-01-2008	Macleods Pharmaceuticals Limited	1,36,45,425
Kirit D Ladage	Head - Operational Excellence	B. Sc. / M. Sc. / Ph. D.	34	57	20-06-2005	Ratiopharm India Private. Limited.	1,21,50,708
Kumar Manish	Group Business Head	MBA/PGDM, B.Sc	33	54	02-04-2020	Wockhardt Limited	1,25,25,983
M S Ramanath	Vice President - Accounting	CA / B. Com.	24	48	08-06-2000	Lapp India Private. Limited	1,14,88,974
Mangesh Vijay Vaze	Cluster Head API Mfg & Site Head Kurkumbh	B. Tech. / MBA	30	52	24-07-2017	Alembic Pharmaceuticals Limited	1,75,44,505
Manish G Gangrade	Head - API ADL & API RA	B. Sc. / M. Sc. / Ph. D.	32	57	01-04-1997	Pharma Procl. of India Limited	1,85,39,798
Mukesh Kumar	Head Clinical Research & Dev - Innovation Portfolio IB	MBBS / MD in Clinical Pharmacology	19	51	22-05-2017	Dr. Reddy's Laboratories Limited.	2,27,86,465
Nickil Baswan	Head Corporate Affairs & Policy	MBA / Ex Army (IMA Dehradun)	28	47	14-11-2016	General Electric Co. (GE)	1,31,23,995
Nihar Subhash Medh	Head - Integrated Planning	Executive Mgmt. / MBA / B.E. (Mechanical)	30	51	10-04-2017	Dr. Reddy's Laboratories Limited.	1,56,06,865
Pallavi Bakshi	Chief Talent Officer	Graduate / MBA (HR)	18	47	20-11-2020	Jubilant Foodworks Limited	3,05,21,208
Patsy Jeffery	Head - B2B Partner Management and Global Respi	B. Pharma / M. Pharma	26	49	10-05-1999	Ranbaxy Research Laboratories	2,53,79,903
Pramod Narayan Dalvi	Head - Operations Quality	B. Sc. / Ph. D.	26	51	01-08-2018	Actavis Generics (Formerly Watson Pharmaceuticals)	3,80,24,064
Preeti Prashant Raut	Head - Formulation (R&D) - Solids, Topicals, Ophthalmics, IVVC, AVD	B.Sc (Chem)	34	58	02-01-2006	Drug Deliver System	1,97,16,416
Rahul Verma	Head - Taxation	CA / CS / LLB	23	48	20-03-2017	Apollo Tyres Limited	1,45,61,330
Rajendra Chopra	Company Secretary	B Com / CS / LLB	25	51	01-02-2017	Bharti Airtel Limited	2,56,20,163
Ramakant Shukla	Head - Operations Quality	Ph. D. (Chemistry)	33	59	04-04-2018	Jubilant Life Sciences Limited	2,32,65,343
Ravi Chandurlal Mulchandani	Head - Engineering & Projects	B.Tech/B.E.	30	50	06-07-2020	Reliance Industry Limited.	1,16,41,985
Sabeena Asgar Ladak	Head - Talent Acquisition, Employer Branding & ALIVE Programs	MBA/PGDM, B.Com	19	46	12-07-2021	Aditya Birla Sun life Asset Management	1,09,35,303

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Sandeep Radhakisan Raktate	Head International Operations & CMG - Continuous Improvement, Manufacturing Excellence, MSTG	B. Pharm / PG Diploma	28	49	01-03-2019	Workhracrdt Limited	2,12,25,316
Sanjay Kumar Mishra	Site Head (Large)	B. Pharma.	17	54	03-10-2016	Alkem Laboratories Limited	1,02,58,012
Sanjeev G Asgekar	Head - Development Quality Assurance	B.Pharma	29	53	15-12-2003	Briocia Pharma (India) Private Limited	2,09,69,130
Sanjivani Sadani	Head HR - India Business	B. Com. / MBA (HR)	22	44	05-03-2020	Godrej Agrovet Limited	2,01,27,713
Santosh Malharrao Jagtap	Vertical Head	MBA/PGDM, B.Sc	23	44	22-03-2021	Glenmarks Pharma.	1,12,33,748
Satyavan Motilal Manikani	Head - Portfolio	B. Pharma / MBA	29	54	01-02-2022	USV Limited.	1,05,00,000
Saurabh Tiwari	Head Regional SCM	B. E. / MBA	21	47	16-03-2020	Pepsico	1,12,59,396
Shaik Barak Tulla	Commercial Head	MBA/PGDM, B.Pharma	24	48	06-09-1999	N.A.	1,23,63,654
Shrinivas Madhukar Purandare	Head Regulatory Affairs, Medical Devices, Operational Excellence & Sitec	B.Sc. / M.Sc. / Ph. D.	36	59	10-03-1989	N.A.	2,43,26,467
Siddharth Agarwal	Head Finance - SCM	MBA/PGDM, B.Com	14	39	25-06-2012	KEC International	1,18,38,162
Sneha Hiranandani	Chief Information Officer	Bcom PGDM	34	60	01-11-2013	Mondelez Indiafoods Private Limited (Formerly Cadbury India Limited)	2,90,67,462
Suman Datta	Head - Global Procurement	B. Tech. / MBA	28	53	21-05-2019	Eaton Technologies	1,45,01,764
Sumesh Reddy	Head - Intellectual Property	B.Sc. / LLB / LLM / Ph.D.	31	55	05-01-2015	Mylan Laboratories Limited.	2,71,63,055
Sunil Gupta	Head - India Gx	B.Sc.	24	44	19-06-1999	N.A.	2,14,39,543
Udayan Dasgupta	Head IT- International	B. E. / MBA	25	49	10-05-2021	Sanofi	1,69,66,738
Vibhuti Gupta	Head - Strategy and Commercial Excellence	PG Diploma	16	39	08-02-2018	Bain & Company	1,23,35,919
Vijay Kumar Dahiya	Head - BD, In-Licensing and Portfolio	M. A.	30	51	03-06-2013	Ranbaxy Labs Limited	1,26,99,763
Vikas Vij	Head - API & Cipla Global Access	PGDIT (International Business) / B. E. Chemical	35	56	14-08-2017	Apollo Hospital Enterprise Limited	2,49,58,497
Vinay Kumar Bassi	Head HR - Operations	B. A. / MBA (HR)	25	56	10-12-2020	Arvind Limited	1,86,94,946
Vishwas Rai Ahuja	Vertical Head	B.Sc	33	54	09-07-2018	Pfizer Limited	1,29,33,273

**c) Details of employees posted in India and employed for part of the year drawing remuneration above ₹ 8.5 lakh per month**

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Ajay Mangilal Luharuka	Head Finance - India Business, API, Ciptec	B.com, MMS, CFA	27	50	11-07-1996	NIIT Limited	2,04,90,917
Ashish Adukia	Global Chief Financial Officer	MBA/PGDM, CA, B.Com	23	47	16-08-2022	Grasim Industries Limited	5,59,68,520
Ashwin P Upasane	Site Head (Baddi)	B. Pharm	28	50	27-03-1995	Hagel Capsules Industries Ltd.	1,80,31,542
Dipendra Kumar Singh	Business Head	MBA/PGDM, B.Sc	23	46	03-11-2014	Fresenius Kabi India P Ltd	25,74,691
Hemant Panasa	Head - COE Sterile Quality Operations	M.Sc(Science)	20	48	29-12-2022	Pharmaceuticals GMP	29,77,665
Iraj Khalif	Site Head - China	M. Tech.	26	55	01-08-2002	Medispray Labroatries Pvt Ltd	88,37,392
Kedar Upadhye	Global Chief Finance Officer	CS / CMA / MBA	21	46	01-08-2016	Dr. Reddy's Laboratories Limited	1,43,62,895
Koshy Abraham Chempakanelloor	Head - Regional Supply Planning, Customer Service & NFL	B. Tech. / PG Diploma	28	50	05-07-2017	Glenmark Pharmaceuticals Limiteds Limited	88,04,048
Manas R Sahoo	Unit Head (Large)	B.Pharma	11	48	21-01-2019	GlaxoSmithkline Pharmaceutical Limited.	11,89,403
Navin Modi	Head - E Pharmacy	MBA/PGDM, B.B.A	10	33	09-04-2021	Marico Limited	54,38,797

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last employment	Gross remuneration amount paid (₹)
Nilabjya Biswas	National Sales Head	MBA/PGDM, B.Sc	23	45	24-01-2023	Danone Nutricia International Private Limited.	18,86,513
Nrutya Rao L	Head - Continuous Improvement	MBA/PGDM, B.Tech/B.E.	20	43	25-05-2015	Mckinsey	43,11,134
Pranali Pravin Dhuri	Compliance & GRC Lead	B.Sc	31	58	01-11-2013	Cadbury India Limited	10,30,779
Prashant P Kakade	Head - Medical Device Development	B. E. / M. Sc.	25	46	21-06-2021	Dr. Reddy's Laboratories Limited	51,20,924
Puneet Chopra	Head - Digital Transformation	B. Tech.	19	42	24-01-2022	3M India Limited	1,08,44,009
Rahul Jagatrao Mahale	Head SFE	PH.D., MBA/PGDM, B.Pharma	27	51	17-05-2017	Cadila Pharmaceuticals	16,98,580
RAJESH ADISSAMANGALAM VASUDEVAN	Head - EHS	B. Tech.	22	55	22-08-2022	Strides Pharma Science	82,93,368
Rajesh Kumar .	Divisional Sales Head	MBA/PGDM, B.Pharma	25	48	10-05-1999	Elan Pharma	36,16,488
Ranjana Pathiak	Global Head - Quality	Doctorate in Health Adminis. / MBA	41	65	10-09-2013	Endo Pharmaceuticals Inc	19,39,98,827
Riyal Sethi .	Zonal Business Manager	B.Com	17	36	02-12-2006	Lexica Pharma	21,98,291
Sanjay G Gorana	Geography Cluster Head	B. Pharma	41	61	20-02-1985	Blue Cross Laboratories Private Limited	5,04,28,184
Sanjay J Berad	Unit Head (Large)	M.Sc(Science)	25	52	12-11-2008	Alembic Limited	31,04,139
Sanjay S Bhanushali	Chief of Staff	B. Pharm	39	62	14-06-2011	Dr. Reddy's Laboratories Limited.	28,26,772
Sarang Bhide	Lead - Scientific Analysis	MBBS	13	39	13-10-2016	BCG	26,26,574
Sarang Satish Bhunje	Head - Quality Operations API	B. Tech.	21	45	26-09-2022	Sun Pharmaceutical Industries Limited	64,26,653
Saurabh Gambhir	Head M&A and Strategy One India Business	MBA/PGDM, B.Tech/B.E.	16	40	12-12-2022	Emcure Pharmaceuticals Private Limited	41,47,636
Senthilnathan Mohana Sundaram	Country Head - Medical Affairs	Medical-MS/MD, MBBS	21	48	01-06-2022	Sanofi India Limited.	1,10,83,330
Sharad Gururaj Kalghatgi	Head - EHS	B. Tech. / M. Tech.	22	43	11-03-2020	Mondelez International	26,93,578
Subroto Mukherjee	Head - Administration and Facilities Management	B.Sc. / M.Sc. / PGD (Shipping Mgmt.) / PGD (HR/IR)	38	60	12-05-2014	Orbit Corporation Limited Mumbai	50,66,283
Suhas Arora	Lead - International Compensation and Policies	MBA/PGDM, B.Tech	11	36	18-04-2016	Larsen & Toubro Limited	14,00,040
Sumithra Suresh	Head - Legal - Global M&A	LLB	11	33	17-10-2022	Luthra & Luthra law offices	46,59,410
Tapas Kumar Datta	Geography Cluster Head	M.Tech	34	56	13-05-1992	M/s Ranbaxy Laboratories	1,18,84,484
Ujwal Prakash Shendre	Site Head (Large)	MBA/PGDM, B.Tech	24	48	09-03-2023	Piramal Pharma Limited.	17,84,739
Vikas Kumar Dugar	Head - Corporate Venture Capital and Global M&A	MBA/PGDM, CA, B.Com	17	41	19-10-2022	Investcorp India Asset Managers Private Limited	76,42,678
Vikram Bhagwat Mali	Head - Corporate Venture Capital and Global M&A	MBA/PGDM, B.Tech	19	42	01-02-2018	Sun Pharmaceutical Industries Limited	63,25,933
Vimal G Sheth	Divisional Sales Head	M.Sc(Science)	25	46	11-12-1998	Unicure Remedies Private Limited	32,12,081
Virender Singh	Hub HR & TA Head - IB	MBA/PGDM	16	42	28-04-2014	Bharti Retail Limited	16,84,680

**Notes:**

- None of the employees mentioned above is related to any director of the Company except Ms. Samina Hamied who is related to Dr. Y. K. Hamied, Chairman and Mr. M. K. Hamied, Vice-Chairman.
- No employee holds by himself/herself or along with his/her spouse and dependent children 2% or more of the equity shares of the Company except Ms. Samina Hamied who holds 2.22% stake as on 31<sup>st</sup> March 2023.
- Remuneration includes salary, commission, allowances, Company's contribution to the Provident and other Funds and perquisites (including perquisite value of stock options) computed in accordance with the Income Tax Act, 1961 and the rules made there under.
- All the employees have permanent contracts with the Company and in case of Ms Samina Hamied and Mr Umang Vohra, as they are appointed in capacity of managerial personnel their appointment have fixed terms pursuant to the statutory provisions.
- The above table is based on payouts made during the year.