

PARTICULARS OF EMPLOYEES

The information required under section 197(12) of the Act read with rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 are mentioned below:

I. The ratio of the remuneration of each director to the median remuneration of the employees of the Company for the financial year 2021-22:

Name of Directors	Designation	Directors Remuneration (in Rs.)*	Employee Median Remuneration (in Rs.)*	Ratio
Mr. Dinesh Kumar Mehrotra	Non-Executive Chairman and Independent Director	32,00,000	18,35,787	1.74:1
Mr. Edward Cage Bernard	Non-Executive Nominee Director	-	18,35,787	-
Mr. Flemming Madsen	Non-Executive Director	-	18,35,787	-
Mr. Narasimhan Seshadri	Non-Executive Independent Director	36,00,000	18,35,787	1.96:1
Mr. Deepak Kumar Chatterjee	Non-Executive Independent Director	25,00,000	18,35,787	1.36:1
Mr. Rajeev Kakar	Non-Executive Independent Director	28,00,000	18,35,787	1.53:1
Ms. Dipali Hemant Sheth	Non-Executive Independent Director	31,00,000	18,35,787	1.69:1
Ms. Jayashree Vaidhyanathan	Non-Executive Independent Director	20,00,000	18,35,787	1.09:1
Mr. Sanjay Varshneya	Non-Executive Nominee Director	-	18,35,787	-
Mr. Imtaiyazur Rahman	Chief Executive Officer & Whole-Time Director	8,00,08,543	18,35,787	43.58:1

(*) As per Form 16.

Notes:

- i. The Non-Executive Directors are remunerated only by way of payment of sitting fees for attending Board / Committee meetings of the Company.

II. The percentage increase in remuneration of Whole Time Director & Chief Executive Officer, Chief Financial Officer, Company Secretary in the financial year 2021-22:

Name	Designation	% increase in remuneration
Mr. Imtaiyazur Rahman	Chief Executive Officer & Whole-Time Director	20%
Mr. Surojit Saha	Chief Financial Officer	10%
Mr. Arvind Patkar	Company Secretary & Compliance Officer	15%

III. The percentage decrease in the median remuneration of employees in the financial year 2021-22 is 5.09%

IV. The number of permanent employees on the rolls of the Company as on 31st March, 2022 were 1,313 Employees.

V. During the year, the average percentage increase in remuneration of Chief Executive Officer & Whole-Time Director was 20% and the average percentage increase in remuneration of Employees excluding Chief Executive Officer & Whole Time Director was 8%.

VI. It is affirmed that the remuneration is as per the ‘Nomination & Remuneration Policy’ and ‘Compensation Policy’ of the Company.

VII. 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 during the financial year 2021-22:

Name of the Employee	Designation	Remuneration Paid (in Rs.)*	Qualifications	Experience (in years)	Date of employment	Age (in years)	Last employment
Mr. Imtaiyazur Rahman	Chief Executive Officer & Whole-Time Director	8,00,08,543	BSC / ICWA / ICSI / CPAC / D.LITT	33	07/03/2003	58	UTI ISL

Mr. Vetri M Subramaniam	Chief Investment Officer	5,39,98,732	B.COM / PGDM	30	23/01/2017	51	Invesco Asset Management (India) Private Limited
Mr. Amandeep S. Chopra	Head – Fixed Income	3,20,41,075	BSC / MBA	28	27/06/1994	51	-
Mr. Ajay Tyagi	Head – Equity	2,83,08,720	BBA / MFC / DBF	22	11/05/2000	44	-
Ms. Swati A Kulkarni	Executive Vice President – Equity	2,26,08,575	B.COM / MFM / CFA	38	27/03/1992	57	Reliance Industries Limited
Mr. Gaurav Suri	Senior Executive Vice President - Head Marketing & Products	1,66,38,728	BE / PGDBM	28	23/04/2007	50	MetLife
Mr. Peshotan Dastoor	Group President - Head Sales	1,52,44,126	B.COM / M.COM / MBA	28	06/05/2021	48	Franklin Templeton Asset Management (India) Private Limited
Mr. Ankit Agarwal	Senior Vice President - Equity	1,34,57,631	B.TECH / PGDM	17	16/08/2019	38	Centrum Broking Limited
Mr. Sudhir Agrawal	Executive Vice President - Debt	1,32,58,520	PGDBA / M.COM / CFA	16	01/07/2009	39	Tata Asset Management Limited
Mr. Sachin Dinesh Trivedi	Senior Vice President - Equity & Head - Research	1,26,63,122	B.COM / MMS / CFA	22	01/06/2001	44	Kambeshwar Construction

(*) As per Form 16.

VIII. Details of employees (other than those mentioned above) drawing remuneration above Rs. 1.02 crore per annum during the financial year 2021 - 22:

Name of the Employee	Designation	Remuneration Paid (Rs.)*	Qualifications	Experience (in years)	Date of employment	Age (in years)	Last employment
Mr. Vinay Lakhotia	Head – Operations	1,21,21,855	B.COM / CA / CFA	23	15/07/1999	45	-
Mr. V. Srivatsa	Executive Vice President – Equity	1,17,49,986	B.COM / CA / ICWA / PGDM	23	02/05/2002	47	Madras Cements Limited
Mr. Surojit Saha	Chief Financial Officer	1,12,95,377	B.COM / M.COM / ICWA	34	05/12/1990	56	National Insurance Company Limited
Mr. Indranil Choudhury	Head – Human Resources	1,07,22,490	B.COM / PGDM	22	16/12/2019	45	HDFC Life Insurance Company Limited
Mr. Vivek Maheshwari	Chief Risk Officer	1,06,83,137	B.COM / CA / FRM	28	15/11/1994	49	-
Mr. Rakesh Trikha	Senior Executive Vice President – Head – Strategic Alliances	1,00,89,670	BSC / LLB / MA	36	25/07/1989	57	The New India Assurance

(*) As per Form 16.

- IX. It is affirmed that the employees mentioned at point VII and VIII are neither relative of any directors of the Company, nor hold 2% or more of the paid-up equity share capital of the Company.
- X. All the employees mentioned at point VII and VIII are permanent employees of the Company.
