

RALLIS INDIA LIMITED

ANNEXURE TO THE DIRECTORS' REPORT
INFORMATION AS PER RULE 5(2) OF THE (COMPANIES APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONS) RULES, 2014
AND FORMING PART OF THE DIRECTORS' REPORT FOR THE YEAR ENDED 31ST MARCH, 2018

Sr. No.	Name	Designation/ Nature of duties	Gross Remuneration received ₹	Net Remuneration ₹	Qualifications	Experience (Years)	Date of commencement of employment	Age (Years)	Particulars of last employment/ employer and position held
1	2	3	4	5	6	7	8	9	10

A. 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 ₹ 1,02,00,000/- for the year ended 31st March, 2018.

1	Mr. V Shankar	Managing Director & CEO	44,570,212	21,041,907	B.Com (Hons.), FCA, ACMA, ACS, L.LB	38	1-Dec-05	61	Tata Chemicals Ltd Chief Operating Officer, Phosphates
2	Mr. K R. Venkatadri	Chief Operating Officer	13,964,790	5,689,191	BE. (Mech) P.G.D.M	27	1-Oct-06	52	Tata Chemicals Ltd Senior Manager -Strategy & Business Development
3	Dr. Prosenjit Bose	Chief (Technology, Innovation & Business Development)	10,531,854	6,185,735	Phd.	26	2-Jun-14	56	Adviser
4	Dr. Ravindra Raghunath Joshi	Vice President Manufacturing	8,068,355	4,696,821	Phd.	28	1-Aug-08	58	ATIC Industries-G.M.(Manufacturing)
5	Mr. N K Uppal	Vice President (Agri Services)	7,307,322	3,001,348	B.Com. (Hons), CFA, PGDBM	28	1-May-14	58	Tata Chemicals Ltd CIO
6	Mr. Ashish Priyakant Mehta	Chief Financial Officer	6,924,632	2,877,397	FCA	31	16-Sep-02	57	Thacker Group of Companies Finance Manager
7	Mr. Dharnish Gopalkrishna Shetty	Vice President (Planning, Logistics & Third Party)	6,003,379	3,696,888	B. Tech. (Chemical)	29	14-Jun-99	49	Shrirang Agrochemicals Ltd Technical Manager
8	Dr. S. Mallikarjunappa	General Manager (Development)	5,876,271	3,062,367	Phd.	29	15-Sep-89	57	N.A
9	Mrs. Pouruchisti Shahrukh Meherhomji	Company Secretary	5,725,057	3,257,024	B. Com., FCS, LLB	25	20-May-96	49	Telco Dealers Leasing & Finance Co Ltd. Secretarial Officer
10	Mr. Machingal Nandakumar	Head (Planning, Strategy & Business Development)	5,496,554	2,860,451	PGDCA, DFM,B.Sc.	25	1-Apr-93	48	N.A

B. Employed for part of the year and in receipt of remuneration aggregating not less than 8,50,000/- per month.

NIL

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 actuarial valuation as separate figures are not available.

2 Net remuneration is gross remuneration less taxes, contribution to provident and superannuation funds and value of perquisites.

3 The employees have adequate experience to discharge responsibilities assigned to them.

4 None of the employees are relatives of the Directors of the Company.

5 The nature of employment is contractual.

6 None of the employees was in receipt of remuneration in excess of that drawn by the Managing Director and none of them hold by themselves or along with their spouse and dependent children, two percent or more of the equity shares of the Company.

Mumbai, 26th April, 2018

Bhaskar Bhat
Chairman