

TATA CHEMICALS LIMITED

**Annexure to the Board's Report
Statement pursuant to Section 197(12) of the Companies Act, 2013 read with Rule 5(1) of the Companies
(Appointment and Remuneration of Managerial Personnel) Rules, 2014 and forming part
of the Directors' Report for the financial year ended 31st March, 2015**

Sr. No.	Name	Remuneration		Designation and Nature of Duties	Qualification	Total Experience (Years)	Date of Commencement of Employment (TCL)	Age (Years)	Particulars of Last Employment held and Designation
		Gross ₹	Net ₹						
1	Alok Gupta*	51,02,684	31,89,240	Vice President - Strategic Finance & Treasury	B.Sc., A.C.A.	31	17.10.2014	56	Lafarge India Pvt. Limited, Sr. Vice President - Projects
2	Dr. Arup Basu	1,10,16,887	74,27,062	President, New Businesses and Innovation Centre	B.E , Ph.D (Technology)	21	01.06.2004	47	Accenture India - Senior Manager
3	Ashok Muthuswamy	69,15,283	48,40,931	AVP-Continuous Improvement	B.E.,M.Tech.,M.B.A.	16	18.01.2012	45	Tata Communications Ltd, General Manager
4	Ashvini Hiran	87,17,649	59,90,414	Chief Culture Officer	B.E., P.G. Diploma	34	01.06.2004	55	Hindustan Lever Limited - GM Sales and Customer Development
5	D. K. Sundar	94,94,065	62,46,139	Chief Operating Officer-Fertilisers	B.Sc., CWA, CS, PGDBM	28	01.10.2010	57	Rallis India Limited - EVP-Finance & Legal
6	M. Ravindranath	72,64,053	45,49,085	Chief-Safety, Engineering and Projects	B.Tech.	32	04.10.1982	56	-
7	Mukundan R #	3,72,00,359	2,51,71,027	Managing Director	B.E.(Elect), MBA	25	24.10.2001	48	Tata Auto Comp Systems Limited-GM (Corporate Planning)
8	Nanda R	1,08,79,149	67,69,229	Chief Human Resources Officer	B.A. M.A. (Personnel Mgt.)	29	16.05.2012	52	Tata Communications Ltd as Sr.Vice President-HR
9	P.K.Ghose #	2,72,76,765	1,77,78,787	Executive Director & CFO	B.Com. (Hons), CWA, CS	42	01.11.2002	64	Tata Steel Limited- Chief (Strategic Finance)
10	Dr. Rajiv Kumar*	36,02,123	33,38,979	Chief Scientist	B.Sc.,M.Sc.,Ph.D.	33	10.12.2007	60	National Chemicals Laboratory, Sr. G & HOD Catalysis
11	Rajiv M. Chandan	86,23,286	60,90,555	General Counsel & Company Secretary	B. Com, M. Com, LLB, FCS, P.G.Certification course	28	17.07.2007	50	Lafarge India Pvt Limited-VP (Legal) & Company Secretary
12	Ranjeet Lodha	98,92,989	66,02,248	Vice President & Group Corporate Controller	B.Com., CA, Mgmt of Business Finance	27	21.09.2010	51	Mahindra & Mahindra Ltd. - Vice President, Group Accounts
13	Richa Arora*	95,58,189	68,28,385	Chief Operating Officer - Consumer Products	P.G.D.B.M., MBA	27	16.06.2014	51	Five by Six Consulting - Founder & Chief Strategy Officer
14	S. Bhasker Kumar	70,91,436	44,04,940	Vice President - Manufacturing	B.Tech M.Tech	31	31.12.1992	56	Chambal Fertiliser, Process Engineer (Ammonia)
15	Sanjiv Lal	96,11,749	65,98,004	Chief Information Officer and Corporate Quality Head	B.Tech.(Chem)	32	01.06.2004	54	Hind Lever Chemicals Ltd - Senior Manufacturing Manager
16	Subodh Srivastava	76,54,658	54,12,785	Head - New Businesses	M.B.A., B. Tech.	21	15.04.2013	48	Friends of Ambition, Co-Founder & Managing Partner
17	Vinay K. Bhatia*	1,09,41,270	57,29,674	Chief Operating Officer-Fertilisers	B.Sc., A.M.I.E., MS	40	10.09.1992	60	Indo Gulf Corp - Joint Manager
18	Zarir N. Langrana	82,72,208	56,21,741	Chief Operating Officer -Chemicals (India)	B.A., CWA, M.B.A	33	01.09.1983	56	Tata Sons Ltd - TAS, (TAS Officer)

* Employed for part of the year.

Includes commission for FY 14 which was paid during FY 15.

Note :

- "Gross Remuneration" includes salary, allowances and commission received by the Directors during the year, Company's contribution to Provident Fund, Superannuation fund and taxable value of perquisites, wherever applicable. However provision for gratuity and leave encashment, payments made in respect of earlier years including those pursuant to settlements during the year have been excluded.
- "Net Remuneration" is arrived at by deduction from the gross remuneration, Income-tax, Professional tax, Company's Contribution to Provident Fund, Superannuation fund and the monetary value of non-cash perquisites.
- All the employees have adequate experience to discharge the responsibilities assigned to them.
- Nature of employment is contractual for employees.
- None of the employees was in receipt of remuneration in excess of that drawn by the Managing Director or Executive Director & CFO 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, 27th May, 2015

On behalf of the Board of Directors

CYRUS P. MISTRY
Chairman