TATA CHEMICALS LIMITED

Annexure to the Board's Report

Statement pursuant to Section 197 (12) of the Companies Act, 2013 read with Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 as amended and forming part of the Board's Report for the financial year ended March 31, 2019

Sr no	Employee Name	Gross Salary FY 2018-19 (₹)	Net Salary FY 2018-19 (₹)	Designation and Nature of Duties	Qualifications	Total Experience (years)	Commencement of Employment (TCL)	Age (years)	Particulars of last employment
1	Mukundan R #	613,98,743	378,35,802	Managing Director & CEO	MBA, B.E.(Elect)	29	24.10.2001	52	Tata Auto Comp Systems Limited-GM (Corporate Planning)
2	John Mulhall	358,84,277	223,32,154	Chief Financial Officer	Member of Institute of CA of Scotland, BA	19	01.05.2015	51	Tata Chemicals International (Singapore)
3	Richa Arora	233,73,180	148,77,645	Chief Operating Officer (Consumer Business)	P.G. Certification Course (Intl. Mgmt), P.G.D.B. M., BA	31	16.06.2014	55	Five by Six Consulting - Founder & Chief Strategy Officer
4	Zarir Noshir Langrana	241,99,941	147,42,343	Executive Director	CWA, M.B.A., B.A.	37	01.09.1983	60	Tata Sons Pvt Ltd - TAS, (TAS OFFICER)
5	Nanda Rackanchath	220,20,040	137,56,113	Chief Human Resources Officer	M.B.A. (Personnel Mgt.), B.A.	33	16.05.2012	56	Tata Communications Ltd as Sr.VP.-HR
6	Ravindranath Muthyala $	205,31,387	141,62,902	Chief - Safety, Engineering and Projects Officer	B. Tech. (Chem)	36	04.10.1982	60	Nil
7	Bharat Bhusan Kathpalia $	197,47,773	131,09,713	Vice President - Chemicals Growth Projects	P.G. Diploma, B.Sc. Engg.	37	01.06.1981	60	Nil
8	Krishnasamy Sundar Desamanickam	192,06,363	121,36,304	Chief -Corporate Assurance & Initiatives	CS, CWA, PGDBM, B.Sc.	32	01.10.2010	61	Rallis India Limited - EVP-Finance & Legal
9	Sanjiv Lal	172,34,773	110,53,989	Chief Operating Officer (Indian Chemicals Operations)	B.Tech.(Chem)	36	01.06.2004	58	Hind Lever Chemicals Ltd - Senior Manufacturing Manager ,Haldia
10	Ranjeev Lodha	164,80,433	104,90,896	Vice President & Group Corp. Controller	CA, Advance Diploma, B.Com.	31	21.09.2010	54	MAHINDRA AND MAHINDRA LTD. - VICE PRESIDENT, GROUP ACCOUNTS
11	Rajiv M Chandan	157,98,378	98,38,221	General Counsel & Company Secretary	P.G.Certification course, FCS, LLB, M. Com., B. Com.	32	17.07.2007	54	Lafarge India Ltd-V P (LEGAL) & COMPANY SECRETARY
12	Rino Raj	135,33,749	85,92,532	Chief Information & Digital Officer	P.G.D.M., B.Tech.	22	01.07.2017	46	Tata Sons Pvt Ltd. As VP - Group Chairman's Office
13	Subodh Srivastav	109,54,751	75,63,878	Head - Salt & National Sales	MBA, B.Tech.	25	15.04.2013	52	MTS India, COO

Includes commission for FY 2017-18 paid during FY 2018-19

$ Employeed for the part of the year

Note :

1 "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 on retirement, payments made in respect of earlier years including those pursuant to settlements during the year have been excluded. The above remuneration also excludes Group Personal Accident Insurance. Remuneration includes leave encashment and post retirement benefits, wherever applicable.

2 "Net Remuneration" is arrived at by deduction from the gross remuneration, Income-tax, Professional tax, Company's Contribution fo Provident Fund, Superannuation fund and the monetary value of non-cash perquisites.

3 All the employees have adequate experience to discharge the responsibilities assigned to them.

4 Nature of Employment with the Managing Director & CEO and the Executive Director is contractual.

5 None of the above employee is a relative of any director of the Company.

On behalf of the Board of Directors

Mumbai, May 3, 2019

Bhaskar Bhat
Director

R. Mukundan
Managing Director & CEO