

**Statement of particulars under Section 197(12) of the Companies Act, 2013 read with the Companies (Appointment and Remuneration of Managerial Personal) Rules, 2014 for the year ended March 31, 2019**

**Top ten employees in terms of remuneration drawn**

**(A) Employed throughout the Financial Year**

Sl. No.	Name	Designation	Qualification(s)	Age (in years)	Date of Commencement of Employment	Total experience (in years)	Nature of duties of the employee	Gross Remuneration (in ₹)	Previous employment / Designation
1.	Ajai Puri	Chief Operating Officer (India & South Asia)	Post Graduation	58	15-May-04	38	Business Head	6,21,92,756	Cargill Foods India / Business Head-India Foods
2.	Gopal Vittal	MD & CEO - India & South Asia	MBA	53	03-Apr-12	28	Business Head	13,55,75,038	Hindustan Uniliver Limited / Executive Director
3.	Harmeen Mehta	Global CIO	BE (Computer Science & Engineering)	45	24-Oct-13	20	Information Technology	7,11,32,027	BBVA / CIO Global Markets
4.	Moti Gyamlani	Global Director - Supply Chain	Masters in International Business Administration	45	17-Dec-12	23	Supply Chain Management	6,05,80,340	GE Energy / Group Vice President - Global supply Chain
5.	Mukesh Bhavnani	Group General Counsel	LL.B., CS	64	01-Jun-16	41	Legal	4,55,07,103	Vedanta Resources Plc / Group Legal Counsel and Head Compliance
6.	Sunil Bharti Mittal	Chairman	Graduate	61	01-Oct-01	43	General Management	31,00,54,665	Bharti Cellular Limited / CMD

\* Remuneration of Mr. Gopal Vittal does not include perquisite value of ₹ 73,475,697 towards exercise of stock options during FY 2018-19.

**(B) Employed for the Part of Financial Year**

Sl. No.	Name	Designation	Qualification(s)	Age (in years)	Date of Commencement of Employment	Total experience (in years)	Nature of duties of the employee	Gross Remuneration (in ₹)	Previous employment / Designation
1.	Abhay Savargaonkar	Director Networks & CTO	B.E. / B. Tech	54	5-Aug-06	29	Operations	4,02,61,504	Bharti Infotel Ltd / Chief Technology Officer
2.	Ashok Ganapathy	Director - Airtel Business	PGDBM	53	3-May-13	30	Business Head	3,93,33,642	Reliance Mediaworks / CEO
3.	Randeep Singh Sekhon	Chief Technology Officer (India & SA)	BE & MBA	50	16-Aug-18	28	Network	3,97,08,907	Axiata Berhad
4.	Srikanth Balachandran	Global CHRO	CA, B.Com	58	17-Nov-08	38	Human Resources	6,43,09,291	Hindustan Unilever Limited / Programme Leader – Global Finance

**Notes:**

- Gross remuneration comprises of Salary, Allowances, Company's contribution to Provident Fund and taxable value of perquisites.
- There are no specific terms and conditions for employment.
- None of the employees mentioned above is a relative of any Directors of the company except Mr. Sunil Bharti Mittal and Mr. Rakesh Bharti Mittal, who are brothers.
- None of the employees mentioned above hold 2% or more share capital of the Company.
- The designation - 'Director' wherever prefixed describing the area of responsibility occurring in the above Statement is not a Board position except that of Mr. Sunil Bharti Mittal and Mr. Gopal Vittal.
- Nature of employment for all the employees is permanent except for Mr. Sunil Bharti Mittal & Mr. Gopal Vittal which is contractual.

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**(A) Employed throughout the Financial Year**

Sl. No.	Name	Designation	Qualification(s)	Age (in years)	Date of Commencement of Employment	Total experience (in years)	Nature of duties of the employee	Gross Remuneration (in ₹)	Previous employment / Designation
1.	Ajay Chitkara	Director - Global Voice & Data Business	PGDBM	47	01-May-01	25	Business Head	2,54,90,944	Comsat Max Limited / Area Sales Manager
2.	Akshat Verma	Head - Growth	M.Sc	40	15-May-17	19	Engineering	1,46,25,482	MakeMyTrip India Pvt Ltd
3.	Amit Tripathi	CEO	MBA	40	20-Sep-10	14	Business Head	1,06,46,316	Singtel Optus Pvt Ltd
4.	Amit Anchal	Head - Business Development and M&A	MBA	42	10-Jun-02	20	Business Development	1,71,95,067	Kucheri & Associates, Mumbai / Audit Assistant
5.	Anjani Rathor	CIO - Postpaid Homes & DTH	PGDBM	46	10-Dec-07	22	Engineering	1,32,88,940	Delhi Accenture Boeing / Director, Strategy and Business Development
6.	Aravind V Gunari	Head - Network Experience	B.E	48	08-Aug-05	23	Network Experience	1,05,39,382	BPL Mobile Cellular Ltd
7.	Archana Aggarwal	Head - Media Planning & Buying	MMM, marketing	47	09-Dec-13	24	Marketing	1,13,01,591	Procter & Gamble / Country Media Manager
8.	Aruna Pidikiti	Head - Operations (Network)	M.Tech.	49	21-Dec-00	28	Network	1,16,52,498	STPI / Dy. Director (Tech)
9.	Ashish Arora	CEO - Key Accounts-Airtel Business	MBA	49	03-Apr-07	24	Sales	1,45,14,773	Sify Ltd / National Sales Head
10.	Ashish Goenka	Financial Controller - NSG	MBA	40	03-Oct-16	16	Finance	1,74,07,471	Hindustan Unilever Limited / General Manager, Finance
11.	Atul Sachdeva	Head Wireless Planning	PGDBM	46	29-Aug-06	24	Network	1,29,27,965	Tata Teleservices Ltd / Head- BSS,Transmission and Core Planning
12.	Avinash Deepak	Head - Airtel Business	B.E	48	28-Aug-06	25	Sales	1,23,83,027	Aryacom
13.	Badal Bagri	CFO - India & South Asia	CA	47	16-Jan-17	19	Finance	2,77,81,065	Aircel Limited / CFO
14.	C Surendran	CEO - Market Operations KK	B.E & MBA	53	04-Nov-03	31	Business Head	1,70,26,532	Modi Xerox / Head-Outsourcing
15.	Chandrasekar Ramamoorthy	Head - Data Product	MBA	37	03-Feb-14	14	Product	1,10,53,062	Booz & Company / Senior Associate
16.	Deepak Sanghi	Head - Transport Planning- Network	B.E	45	29-Mar-04	24	Network	1,11,54,224	Nortel Networks / Technical Consultant
17.	Deven Khanna	Group Director - Chariman's Office	CA, B.Com	59	01-Sep-04	33	Chairman's Office	3,39,80,200	Triveni Engineering Industries Ltd / VP- Corp Finance & Planning
18.	Dharmender Khajuria	CEO - Market Operations- MP&CG	MBA	50	21-Nov-01	27	Business Head	1,26,43,924	National Panasonic / Sr. Sales Officer
19.	Gaurav Khandelwal	Group Financial Controller	CA	41	03-Nov-14	18	Finance	1,98,88,305	Hindustan Unilever Limited / Director - Financial Controls
20.	Gautam Anand	Chief People Officer	MBA	42	30-Jul-09	20	HR	1,76,56,572	Citibank / Portfolio Management
21.	George Mathen	CEO - Homes	Post Graduation	50	17-Nov-06	28	Business Head	1,69,77,940	Coca Cola India / Head - Sales
22.	Madhur Bhagat	Head - Marketing & Strategy	Post graduation	36	15-Mar-17	12	Marketing	1,08,93,540	A.T. Kearney Australia Pty Ltd
23.	Manish Agarwal	Global Head Taxation	CA / CS	45	11-Dec-08	21	Finance, Taxation	1,52,25,749	HCL Technologies , Noida / Deputy General Manager

Sl. No.	Name	Designation	Qualification(s)	Age (in years)	Date of Commencement of Employment	Total experience (in years)	Nature of duties of the employee	Gross Remuneration (in ₹)	Previous employment / Designation
24.	Manish Tiwari	CISO	B.Sc	51	05-Dec-17	30	Engineering Information & Security	1,23,83,073	Microsoft Corporation (India) Pvt Ltd - Chief Security Advisor
25.	Manoj Murali	CEO - Market Operations- Hexacom Rajasthan	MBA	48	01-Oct-01	24	Business Head	1,65,40,068	Crompton Greaves / Area Sales Manager
26.	Manu Sood	CEO - Market Operations-Punjab	MBA	46	13-Jan-12	18	Business Head	1,95,55,440	Hindustan Lever Limited / General Manager - North India
27.	Pankaj Sarna	Lead - India Taxation	CA	58	16-Jan-99	34	Finance, Taxation	1,02,98,598	Modi Xerox Ltd
28.	Papiya Banerjee	CLO & Global Head of Talent	MA (PM & IR)	45	01-Feb-16	21	HR	1,18,81,142	Edelweiss Tokio Life Insurance / CHRO
29.	Ram Kuppuswamy	Chief Global Sourcing Officer	MBA	43	05-Jan-15	20	SCM	2,59,62,701	Microsoft Mobile (China) Investment Company Ltd / Director Materials Management
30.	Ranjan Sharma	Head - Network Sourcing-SCM	B.Tech	44	09-Mar-15	23	SCM	1,20,42,910	ZTE Telecom India Pvt Ltd / Director
31.	Rashim Kapoor	Head - Core Operations	Engineering	46	31-Aug-05	24	Network	1,06,51,827	Escotel Mobile
32.	Ravi Parkash Gandhi	Chief Regulatory Policies	B.Tech	48	03-Mar-08	27	Legal	1,35,51,276	Reliance Communication Limited / Vice President
33.	Ravindra Singh Negi	CEO-Market Operations-NCR	PGDBM	47	01-Aug-00	24	Business Head	1,86,18,671	Koshika Telecom Ltd / Product Manager - Prepaid
34.	Rohit Marwaha	CEO - Market Operations - ROM	PGDBM	43	16-Jul-01	21	Business Head	1,17,69,288	Vijaya Prints & Packs / Director
35.	Rohit Relan	Head - Market Ops	CA	49	04-Apr-05	24	Customer Experience	1,09,83,861	Bharti Cellular Ltd
36.	Sameer Batra	CEO - Wyrnk	PGDM / B.E	42	21-Feb-06	19	Business Head	1,31,58,135	BPL Mobile Ltd / Product Manager
37.	Sameer Chugh	Director - Legal	LLB, PGDBM	44	04-Aug-14	24	Legal	2,72,11,025	Cummins India Limited / VP - Legal and Secretarial
38.	Sameer Kirit Anjaria	CEO-Market Operations-WBO	MMS / B.E	46	03-Dec-12	22	Business Head	1,60,38,536	Nokia Corporation MEA / Head Care Channel Development, IMEA
39.	Sandeep Gupta	Head-Wireless SAE-Network	B.Tech	49	30-Nov-12	28	Network	1,51,49,915	Huawei Telecommunications India Pvt. Limited / Director - Wirelsss & PS Solution Sales
40.	Sanjiv Mishra	Head - Operations	PGDBM	49	01-Aug-07	27	Business Head	1,19,74,710	Becton Dickinson / RSM North
41.	Santanu Bhattacharya	Chief Data Scientist	Doctor of Phylosophy (Phd)	53	19-Feb-18	31	Engineering	1,79,69,808	Massachusetts Institute of Technology / Research
42.	Shailendra Singh	CEO - Market Operations - UP	Post Graduation	53	16-Mar-16	27	Business Head	1,71,57,784	Tata Teleservices / Sr. VP
43.	Upanga Dutta	CEO	Master degree in Marketing Mgmt	51	26-Mar-18	14	Business Head	1,35,33,697	Telenor - Chief Mktn Officer
44.	Vani Venkatesh	Chief Marketing Officer	MBA	44	01-Nov-16	18	Marketing	1,51,45,628	Abbott Healthcare Private Limited / Associate Director - Sales
45.	Varun Raj Khanna	Head Indirect Tax	CA	47	04-Dec-17	36	Finance, Taxation	1,13,64,412	Micromax Informatics Ltd
46.	Vidyut Gulati	Director - Legal	LLB	40	17-Jul-17	17	Legal	1,68,33,869	Cairn India Limited / General Counsel & Member Executive Committee
47.	Vir Inder Nath	CEO - Retail	PGDBM	46	23-Apr-07	22	Business Head	1,40,66,795	IDEA Cellular / DGM
48.	Vivek Manglik	Head - Global Voice VAS & Roaming	Post graduation	48	06-Sep-10	27	Sales	1,03,88,712	Hindustan Cables Ltd

**(B) Employed for the Part of Financial Year**

Sl. No.	Name	Designation	Qualification(s)	Age (in years)	Date of Commencement of Employment	Total experience (in years)	Nature of duties of the employee	Gross Remuneration (in ₹)	Previous employment / Designation
1.	Abdul Ejaz Azhar Jameel	Telenor - CEO	PGDM	50	21-Aug-17	28	Business Head	1,00,42,370	Telenor - SVP Mktng
2.	Adarsh Sreekumar Nair	Chief Product Officer	MBA	40	12-Nov-18	15	Business Head	1,55,10,221	Microsoft
3.	Aditya Kohli	Head HR - Enabling Functions	PG Diploma	43	13-Oct-14	21	Human Resources	1,65,31,236	Standard Chartered Bank / Head P&R
4.	Ajay Jain	Head - NOC & Digitization	BE & MBA	52	1-Oct-18	31	Network, Digitization	72,73,570	Motorola
5.	Anant Arora	CEO - Strategic Accounts - Airtel Business	B.E / B.Tech	52	11-Apr-03	29	Sales	1,99,32,555	Reliance Infocomm Ltd / Head - Sales Operations
6.	Anil Kumar	Head - Digital Intelligence	M. Tech from IIT kanpur	49	1-Nov-18	26	Engineering, Digital Intelligence	68,69,561	Mobileum India Pvt Ltd / VP Technology, Big Data Analytics
7.	Chamakura Venkata Narasimha Varaprasad	Head - Core SAE - Network	B.E	49	29-Apr-10	26	Network	1,24,52,210	Etisalat / AVP
8.	Hemanth Kumar Guruswamy	CEO - Market Operations - Rajasthan	PGDBM	48	27-Jan-14	24	Marketing	1,50,49,056	Matrimony.com / Sr. VP Retail
9.	Jatinjit Gujral	Head - Digitization	B.E	45	1-Feb-19	22	Network, Digitization	38,41,390	Spice Communication Ltd
10.	Kartik Sheth	Chief Innovation Officer & CEO Wynk	MBA	41	6-May-13	17	Marketing	78,72,033	Lakme Lever Private Limited / Chief Operating Officer
11.	K C Narendran	CEO - Market Operations - Gujarat	Graduate, Cost Accounting	52	6-Nov-17	28	Business Head	83,67,549	Telenor (India) Communications Pvt Ltd / Sr. Vice President
12.	Krishnan Govindan	Chief Contact Experience	MBA	51	9-May-16	23	Customer Experience	2,76,25,042	ICICI Bank Limited / JGM
13.	Mukesh Khandelwal	Head - Experience	Executive General Management Program	43	13-Jun-18	20	Engineering, Experience	1,24,07,747	Aztec Software
14.	Nakul Sehgal	Corporate CFO	CA	38	11-Feb-19	17	Finance	24,46,259	Digi.com Berhad (Malaysia), Telenor Group / CFO
15.	Nidhi Lauria	CEO	PG Diploma	53	3-Oct-18	30	Business Head	89,49,439	Aircel Ltd
16.	Nikhil Gilani	Head - Devices & Alliances	PGDBM	40	9-May-07	16	Marketing	98,70,475	VSNL - Sales Mgr
17.	Nilanjan Roy	Global CFO	CA	52	1-Mar-06	29	Finance	3,49,07,475*	Unilever Nv / Plc, Usa / Finance Director
18.	Pankaj Miglani	CEO - Global Business	CA, CS & CWA	49	21-Aug-18	26	Business Head	96,19,427	Infratel - CFO
19.	Rajiv Mathrani	Chief Brand & Online Officer	MBA	44	1-Sep-15	19	Brand	2,23,96,273	PepsiCo / Senior Marketing Director
20.	Sachin Verma	Head - Cloud Operations	B.Tech	43	9-Jul-07	21	Engineering	82,77,636	COLT Telecom / Principal Consultant
21.	Santosh Kumar Akkula	Head - Cloud Ops	Post Graduation	41	24-Sep-18	19	Engineering, Cloud Ops	77,36,734	Thomson Reuters india Pvt Ltd
22.	Sameer Kala	Global Head - ACE	MBA	48	6-Jun-16	25	Finance	1,01,53,595	Capgemini Consulting / Vice President - Global Engagements
23.	Sarang Kanade	Director - Customer Experience	BE (Mech.), MMS (Mkg.)	48	2-Mar-10	22	Business Head	3,56,37,292	Spencers Retail Ltd / VP Operation
24.	Shashwat Sharma	Chief Brand Officer	PGDBM	38	12-Oct-18	14	Marketing	83,13,268	Hindustan Unilever Ltd
25.	Shyam P Mardikar	CTO - Wireless	B.E / B.Tech	48	26-Jul-12	26	Network	2,51,38,290	Learna / Chief Technical Officer
26.	Subramanian bala subramanian	Head - Integration Project	CA	53	6-Apr-17	25	Business Head	83,63,922	Quess Corporation Limited / Group Chief Financial Officer
27.	Suhas Athma	HR	PGDM	49	15-May-18	27	HR	44,94,546	Telenor / CHRO

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28.	Sundeep Sahi	Head - Digital Brain	B. Tech, Electrical	42	10-Jul-17	20	Engineering	89,91,885	Indifi Technologies Pvt. Ltd / Cofounder & CTO
29.	Sundereshwaran Raman	Head - Products	M.Tech / M.S	43	18-Feb-19	18	Product	38,97,503	Avaya Inc
30.	Swati Kamat	Head - Network Experience	B.E	53	29-Aug-14	32	Network	96,10,381	Tech M / Corporate Head Director
31.	Venkatesh Vijay Raghavan	CEO-Market Operations AP	PGDBM	46	4-Jul-03	24	Business Head	53,13,056	Reliance Infocom Ltd / Product Manager - Marketing
32.	Vinny Puri	Head - Mobile Experience	PG In Advertising & Public Relation from YMCA	42	22-Jun-98	20	Customer Experience	1,42,17,364	NA
33.	V.M. Raj Pudipeddi	Director - Consumer Business & CMO	MBA	47	6-Feb-17	24	Business Head	1,88,16,815	Procter & Gamble / VP, North America, Oral Care

**Notes:**

- Gross remuneration comprises of Salary, Allowances, Company's contribution to Provident Fund and taxable value of perquisites.
- The employee would qualify for being included in Category (A) or (B) on the following basis:  
For (A) if the aggregate remuneration drawn by him during the year was not less than ₹ 10,200,000 p.a.  
For (B) if the aggregate remuneration drawn by him during the part of the year was not less than ₹ 8,50,000 p.m.
- None of the employees mentioned above is a relative of any Directors of the company.
- None of the employees mentioned above hold 2% or more share capital of the Company
- There are no specific terms and conditions for employment.
- The designation - 'Director' wherever prefixed describing the area of responsibility occurring in the above Statement is not a Board position.

\*The gross remuneration of Mr. Nilanjan Roy excludes perquisite value of ₹ 48,96,716 on exercise of stock options and cash payout of ₹ 9,070,078 under performance-based long-term incentive plan. Mr. Nilanjan Roy ceased to be the Global CFO of the Company w.e.f. February 28, 2019 and accordingly, the remuneration given above is upto his tenure with the Company and includes leave encashment, gratuity etc. amounting to ₹ 9,324,587.