

Statement of particulars under Section 197(12) of the Companies Act, 2013 read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 for the year ended March 31, 2024

(A) Details of Top-10 employees in terms of remuneration drawn

Sr. 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	Adarsh Sreekumar Nair [#]	Chief Product & Experience Officer	MBA	45	12-Nov-18	20	Business Head	65,842,439	Convoy Inc.
2	Amrita Padda	Chief People Officer	PGDM	49	21-Sep-21	23	HR	66,754,800	Hindustan Unilever Limited
3	Deven Khanna	Group Director - Chairman's Office	CA & B.Com	63	01-Sep-04	38	Chairman's Office	56,143,780	Triveni Group
4	Gopal Vittal*	Managing Director & CEO	MBA	58	03-Apr-12	33	Business Head	185,508,865	Hindustan Unilever Limited
5	Harjeet Kohli	Group Director - Strategy & Business Development	MBA	50	01-Aug-19	27	Strategy & Business Development	75,288,228	Bharti Enterprises Limited
6	Pradipt Kapoor	Chief Digital Officer	PGDM	54	15-Feb-21	28	Engineering	76,135,718	AP Moller - Maersk
7	Randeep Singh Sekhon	Director - Networks & CTO	B.E & MBA	55	16-Aug-18	33	Network	68,047,012	Hutchison Indonesia
8	Shashwat Sharma	Chief Operating Officer	PGDBM	43	12-Oct-18	19	Business Head	80,288,293	Hindustan Unilever Limited
9	Soumen Ray [§]	CFO - India & South Asia	CA	51	21-Dec-21	26	Finance	57,060,989	Bajaj Auto Limited
10	Sunil Bharti Mittal	Chairman	Alumunus, Panjab University; OPM, Harvard University	66	07-Jul-95	48	General Management	322,714,541	Bharti Cellular Limited

[#] Adarsh Sreekumar Nair was employed for the part of the financial year. Apart from the remuneration as reflected above, he also received one-time payout of ₹65,296,053 in FY 2023-24. Further, his remuneration does not include perquisite value of ₹360,441,491 towards exercise of stock options during FY 2023-24, accumulated over past few years.

* Remuneration of Gopal Vittal, Managing Director & CEO does not include perquisite value of ₹108,402,511 towards exercise of stock options during FY 2023-24.

[§] Remuneration of Soumen Ray, Chief Financial Officer (India & South Asia) excludes one-time payout of ₹4,333,333, deferred bonus of ₹11,500,000 received during FY 2023-24 and perquisite value of ₹12,270,583 towards exercise of stock options during FY 2023-24.

Statement of particulars under Section 197(12) of the Companies Act, 2013 read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 for the year ended March 31, 2024

(B) Details of employees posted in India [other than those mentioned in clause (A) above] drawing remuneration above ₹1.02 crore per annum

Sr. 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	Abhishek Maheshwari	Financial Controller - Airtel Business	CA	40	13-Oct-08	19	Finance	11,650,864	Maruti Udyog Limited
2	Abhishek Biswal	Business Head - Airtel IQ	B.Tech	41	03-Sep-18	18	Product	20,622,959	Locon Solution Private Limited
3	Abhishek Kumar Singh	Head of Customer Intelligence	B.Tech	38	01-Apr-19	17	Engineering	18,533,048	Evoxyz Technologies Private Limited
4	Ajay Ananthapadmanabhan	SVP - Market Operations	MBA	40	15-Jun-09	17	Business Head	10,504,709	Larsen & Toubro Limited
5	Ajay Jain	Head - Digitization	B.E & MBA	57	01-Oct-18	36	Network	18,008,856	Vodafone Idea Limited
6	Akhil R Garg	Group Financial Controller	MBA	47	23-Jan-14	22	Finance	23,597,982	Pepsico (India) Holdings Private Limited
7	Alok Shukla	Head - Connectivity Products	B.E	49	19-Jan-09	27	Product	16,049,246	British Telecom
8	Amit Tripathi	Director - Marketing and Customer Experience	MBA	45	20-Sep-10	19	Business Head	26,183,575	Singtel Optus Private Limited
9	Amitabh Madathil	Head - Devices	M.Sc	49	08-Dec-20	23	Network	12,742,968	Borqs Software
10	Anant Kumar	CIO - Digital	B.E & MBA	45	27-Aug-12	23	Engineering	26,256,996	Huawei Technologies India Private Limited
11	Anchit Goel	Head - Business Development & Partnerships	MBA	36	05-May-21	12	Strategy	14,085,809	Boston Consulting Group
12	Aniket Jain	AVP - Data Science	M Tech	38	29-Oct-18	14	Engineering	11,802,411	Myntra Designs Pvt Ltd.
13	Anil Jeet Singh Riat	Head - Internal Assurance	B.Tech-Computers	52	13-Feb-13	28	Internal Assurance	21,266,960	AON Hewitt
14	Anil Rai	National Head - Wireline Operations & Deployment	B.E	50	01-Apr-13	25	Network	10,885,095	Alcatel Lucent Limited
15	Anish Jain	VP - Engineering	MBA	35	27-Jul-21	14	Engineering	12,385,131	Alchemy Web Pvt. Ltd. (Limetray)
16	Anshul Kheterpal	Business Head - Financial Services	MBA	42	01-Jun-21	17	Strategy	19,111,242	Freecharge Payment Technologies Private Limited
17	Anupam Arora	CEO - Home Broadband	MBA	50	02-Jan-98	26	Business Head	19,482,157	Not applicable
18	Anurag Tyagi	Head - B2B Engineering	M.Sc	44	24-Mar-11	22	Engineering	13,487,912	CSC
19	Ashish Sardana	Head - Treasury	MBA	44	22-Mar-10	19	Treasury	12,420,093	Citi Bank - AVP
20	Athar Parvez	Head - Network Experience	MBA	49	07-Jul-03	27	Network	12,114,984	Detecon AL Saudza Ltd.
21	Atul Goel	Head - Cloud Ops	BE	50	01-Jul-22	27	Engineering	24,365,789	Fidelity Investments
22	Atul Sachdeva	National Head - Wireless Planning	PGDBM	51	29-Aug-06	29	Network	26,174,768	Tata Teleservices Limited
23	Avinash Deepak	Regional Head - Enterprise Business	B.E	53	28-Aug-06	30	Sales	11,596,628	BT Infonet
24	Avneet Singh Puri	Head - Homes Delivery Organization	PGDBM	47	10-Aug-16	24	Network	19,579,240	Becton Dicknson India Private Limited

Sr. 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
25	Ayan Sarkar	Business Head	PG Diploma	46	30-Jan-06	21	Business Head	13,275,811	Idea Cellular Limited
26	Deepak Sanghi	Head - Transport Planning	B.E	50	29-Mar-04	29	Network	19,236,536	Nortel Networks India Private Limited
27	Dharmender Khajuria	Head - Network Partnerships	MBA	55	21-Nov-01	32	Network	25,424,454	National Panasonic Limited
28	Ganapathi Slakshminarayanan	CEO - Enterprise Business	MBA	56	15-Jul-20	24	Sales	34,464,600	Capillary Technologies Limited
29	George Mathen	Business Head	PGDBM	55	04-Apr-22	33	Business Head	24,398,628	Coca Cola India
30	Harish Laddha	CEO - Emerging Business	B.Tech	52	14-Jun-21	28	Sales	22,553,358	Ingram Micro India Limited
31	J S Deepak	Group Director - International Strategy & Public Policy	MBA	65	03-Oct-22	42	International Strategy & Public Policy	17,000,003	Retired as Ambassador of India to WTO
32	Karthikeyan Velu	Financial Controller - Market Ops & B2C	MBA	45	10-Jun-02	23	Finance	11,974,811	Not applicable
33	Kaustubh Chandra	Head Marketing - Airtel Business	MBA	45	22-Jun-21	22	Marketing	15,124,141	NIIT Limited
34	Kinshuk Gupta	Head - Corporate Communications	MBA	48	01-Sep-22	24	Marketing	12,994,302	GSK Consumer Healthcare Limited
35	Manish Agarwal	Global Head - Taxation	CA, CS	50	11-Dec-08	26	Finance	35,151,243	HCL Technologies Limited
36	Marut Dilawari	Business Head	PGDBM	52	04-Apr-18	28	Business Head	14,360,077	Tata Teleservices Limited
37	Mehak Gulati	Head - Brand Communication	MBA	35	10-Jun-19	13	Marketing	11,085,064	Hindustan Unilever Limited
38	Naval Seth	Head - Investor Relations	MBA	39	16-Jan-23	16	Finance	12,988,849	Emkay Global Financial Services Limited
39	Naveen Sanghi	Deputy General Counsel	LLM	51	03-Aug-04	26	Legal	16,981,640	Spice Communication Limited
40	Neha Sharma	Head HR - Market Operations	M.A	41	10-Jan-08	19	HR	13,482,698	Not applicable
41	Nidhi Lauria	Business Head	PG Diploma	58	03-Oct-18	35	Business Head	28,373,404	Vodafone Idea Limited
42	Pallavi Agarwal	CEO - DTC	MBA	43	03-Oct-22	20	Business Head	16,394,654	Udaan
43	Pankaj Chopra	Head - NOC	B.Tech	49	16-Jul-12	28	Network	13,982,872	Ruckus Wireless Private Limited
44	Pankaj Miglani	Director - Supply Chain	CA, CS & CWA	54	21-Aug-18	31	SCM	32,444,542	Bharti Infratel Limited
45	Pankaj Sarna	Lead - India Taxation	CA	63	16-Jan-99	39	Finance	15,009,727	Modi Xerox Limited
46	Pankaj Tewari	Company Secretary	CS & LLB	51	01-Jun-17	22	Corporate Secretarial	18,302,050	PricewaterhouseCoopers
47	Pratik Ved	Chief Customer Officer	MBA	41	09-Jan-23	17	Marketing	19,430,112	Hindustan Unilever Limited
48	Pritesh Muthiyar	Head - NOC - Dev Ops & SRE	PGDM	43	04-Oct-22	21	Engineering	10,878,503	Maersk Global Service Centre India Private Limited
49	Pushpinder Singh Gujral	Business Head	MMS	54	01-Sep-21	30	Business Head	22,804,304	Vodafone Idea Limited
50	Rahul Vatts	Chief Regulatory Officer	B.E	51	20-Apr-20	28	Regulatory	36,910,599	Vodafone Idea Limited
51	Rajnish Verma	Business Head	PGDM	52	15-Mar-05	30	Business Head	10,524,954	Reliance Jio Infocomm Limited
52	Ram Ji Tripathi	Product Head	MBA	40	28-Apr-20	19	Product	13,391,896	HT Digital Streams Limited

Sr. 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
53	Rashim Kapoor	Head - Core Operations	B.Tech	51	31-Aug-05	29	Network	20,663,551	Reliance Communications
54	Ravinder Bansal	Global Head - ACE	CA	49	10-Nov-00	24	Finance	12,792,633	Bharti Infratel Limited
55	Rayomand Sharookh Dalal	Security Solution Specialist	Diploma - Technical	43	01-Sep-14	18	Engineering	13,739,112	A division under MHA - GOI
56	Rohit Relan	National Head - Customer Experience (B2C)	CA	54	04-Apr-05	29	Customer Experience	20,128,638	Escotel Mobile Communications Limited
57	Rohit Jain	VP - Engineering	MBA	38	01-Oct-21	17	Engineering	14,148,643	INDMoney Private Limited
58	Runita Verma	Head - Talent Acquisition	MBA	49	10-Oct-22	24	HR	13,369,760	Schneider Electric India Private Limited
59	Saibal Roy	Regional Head - Enterprise Business	B.E	55	23-Aug-12	27	Sales	12,068,630	Tulip Telecom Limited
60	Sandeep Gupta	CPO - Network & Engineering	PGDBM	53	27-Jun-22	33	SCM	16,282,825	Ericsson India Private Limited
61	Satkeerthi Muralidharan	CTO - B2B	MBA	52	07-May-01	29	Network	12,797,240	Skycell Communications Ltd
62	Sawan Gupta	Head - SAE	B.Tech	45	08-Dec-08	23	Network	19,825,127	Nortel Network Private Limited
63	Shivan Bhargava	Business Head	PGDM	55	29-Nov-21	28	Business Head	21,205,379	Vodafone Idea Limited
64	Shruti Bharadwaj	Head - Talent, Learning & Culture	MBA	43	03-Jan-23	20	HR	19,712,878	Hindustan Unilever Limited
65	Siddharth Shah	Head - Product Data	MBA	39	24-Jan-20	15	Product	16,761,579	McKinsey & Company
66	Soumendra Sahu	Business Head	MBA	48	19-Jan-15	25	Business Head	12,198,499	Tata Docomo
67	Sovan Mukherjee	Business Head	B.Sc.	50	11-Sep-06	27	Business Head	17,028,310	VST Industries Limited
68	Subhransu Rout	Head - Consumer Insights & Intelligence	PGDBM	55	23-Jun-14	30	Marketing	10,893,658	Millwardbrown India Private Limited
69	Suhit Aggarwal	Head - Direct Tax & Transfer Pricing	CA	55	16-Jul-18	24	Finance	11,890,200	Telenor India Private Limited
70	Sujay Chakrabarti	Business Head	MBA	53	15-Mar-05	28	Business Head	19,185,332	Reliance Infocom Limited
71	Swati Mor	Head HR - Engineering, Product & Digital Business	MBA	39	15-Nov-12	16	HR	10,638,829	HT Media Limited
72	Tarun Virmani	Business Head	MBA	44	13-Feb-12	20	Business Head	11,564,873	Tata Docomo
73	Vani Venkatesh	CEO - Global Business	MBA	49	01-Nov-16	23	Sales	36,271,990	Abbott Healthcare Private Limited
74	Varun Das	Chief Product Officer - Telco	M.Sc.	45	12-Nov-18	21	Product	21,328,208	Marchex
75	Varun Raj Khanna	Head - Indirect Taxation	CA	52	04-Dec-17	31	Finance	17,819,330	Micromax Informatics Limited
76	Varun Singla	CISO	B.Tech	40	21-Feb-22	18	Engineering	21,344,463	Micron Technology
77	Vidyut Gulati	General Counsel & Director - Legal	LLB	45	17-Jul-17	22	Legal	32,735,315	Cairn India Limited
78	Vijay Gulabrao Jagtap	Regional Head - Enterprise Business	MBA	44	01-Feb-05	22	Sales	11,038,640	Reliance Jio Infocomm Limited
79	Vivek Manglik	Head - Global Voice SMS & Roaming	PGDBM	53	06-Sep-10	32	Sales	14,980,060	Tata Communication
80	Vivek Mehendiratta	Business Head	MBA	43	05-Dec-14	20	Business Head	19,963,877	Aircel Limited

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(C) Details of employees posted in India [other than those mentioned in clause (A) above] and employed for part of the year drawing remuneration above ₹8.5 lakh per month

Sr. 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	Abbas A Rangwala	Group Head - M&A and Business Development	CA & M.Com	44	24-Aug-22	22	M & A and Business Development	16,610,435	Interglobe Enterprises Private Limited
2	Ajay Chitkara^	Director & CEO - Airtel Business	PGDBM	52	01-May-01	31	Business Head	47,879,238	Comsat Max Limited
3	Ankit Goel	Head - Digital Enterprise Business	B.E	43	05-Feb-15	21	Engineering	18,655,551	Accenture Services Private Limited
4	Aravind V Gunari	Head - Network Experience	B.E	53	08-Aug-05	28	Network	9,952,604	BPL Mobile Cellular Limited
5	Aruna Pidikiti	Head - Operations	M.Tech	54	21-Dec-00	31	Network	29,037,194	STPI
6	Dhananjay Shahi	Head - Corporate Legal	LLM	50	15-Nov-21	24	Legal	27,213,175	Flipkart Internet Private Limited
7	Dipyaman Banerjee	AVP - Data Science	M.S.	46	18-Aug-20	19	Engineering	8,944,116	Bundl Technologies Private Limited (Swiggy.in)
8	Kamal Dua	Group Financial Controller	CMA	45	08-Mar-07	23	Finance	34,853,433	Idea Cellular Limited
9	Manish Gangey	Head - Network Architecture and R&D	M.Tech, M.S	54	23-Oct-18	28	Network	30,586,400	Reliance Jio Infocomm Limited
10	Praveen Kumar Agarwal	Head - Government Business	PGDBM	51	17-Jul-06	26	Sales	11,379,786	Tata Communications
11	Siddharth Sharma	CEO - DTH	MBA	47	17-Jun-19	24	Marketing	12,439,184	Singtel Telecommunications Limited
12	Sudhir Kumar Mittal	Chief Architect	Ph.D. & MBA	53	09-Jun-20	32	Engineering	14,509,313	Reliance Jio Infocomm Limited
13	Sunil Taldar@	Director - Market Operations	PGD	59	01-Dec-16	36	Business Head	46,728,729	Mondelez India Foods Limited
14	Tushir Aggarwal	Head Engineering - Digital Consumer Experience	M.Sc	41	04-Jul-22	18	Engineering	13,364,356	Tata 1mg Technologies Private Limited
15	Vibhor Gupta	Business Head	MBA	39	01-Nov-18	17	Business Head	10,146,735	Bain & Company
16	Vir Inder Nath	CEO - Home Broadband	PGDBM	51	23-Apr-07	27	Business Head	30,457,060	Idea Cellular Limited

^ Ajay Chitkara was employed for the part of the year. His remuneration does not include perquisite value of ₹49,447,308 towards exercise of stock options during FY 2023-24, accumulated over past few years.

@ Sunil Taldar was employed for the part of the year. His remuneration does not include perquisite value of ₹149,272,981 towards exercise of stock options during FY 2023-24, accumulated over past few years.

Notes:

1. None of the employees (except Sunil Bharti Mittal) mentioned above is a relative of any Directors of the Company.
2. None of the employees mentioned above hold 2% or more share capital of the Company.
3. The aforesaid employees have/ had permanent employment contracts with the Company.
4. The designation "Director" wherever prefixed is describing the area of responsibility occurring in the above Statement, hence, is not a Board position.
5. The above remuneration of employees covers the actual value of their respective performance linked incentive ('PLI') for FY 2022-23 paid during the financial year 2023-24. However, the remuneration of Board members and Key Managerial Personnel includes their respective PLI for FY 2023-24 @100% performance level to ensure consistency across the Integrated Report.
6. The above remuneration includes special bonus (wherever applicable) and full & final settlement and/ or retirement benefits of exit cases (as applicable).