

**Particulars of employees 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, 2025**

**(A) Basis of disclosure**

- (i) The statement provides names of employees presented in alphabetical order, and forms part of Integrated Annual Report for FY 2024-25.
- (ii) Unless otherwise specified, the above remuneration figures of employees (other than KMPs) include special benefits, deferred/ joining bonus, perquisite value of stock options exercise during the year, other perquisite, full & final settlement, retirement benefits of exit cases (as applicable).
- (iii) The remuneration of employees below covers actual value of their respective performance linked incentive ('PLI') for FY 2023-24 paid during the financial year 2024-25. However, the remuneration of Board members and Key Managerial Personnel includes their respective PLI for FY 2024-25 @100% performance level to ensure consistency across the Integrated Annual Report.
- (iv) The difference in remuneration as reported above vis-a-vis previous year's reported figures, is inter-alia on account of change in remuneration as per Company's policy, perquisite value towards increased exercise of stock options (accumulated over past few years) during the year and special/ deferred bonus, if any, paid to such employees.
- (v) With regard to internal movements within the group, the remuneration disclosed herein below for such employees, does not include perquisite value towards exercise of stock options during FY 2024-25, accumulated over past few years.
- (vi) The designation "Director" wherever prefixed is describing the area of responsibility occurring in the above Statement, hence, is not a Board position.

**(B1) Details of Top 10 employees; and other employees posted in India 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
1	Abhishek Maheshwari	Financial Controller - Airtel Business	CA	41	13-Oct-08	20	Finance	15,016,913	Maruti Udyog Limited
2	Adarsh Mohan Verma	Business Head	PGDM	47	30-Dec-08	22	Business Head	16,573,138	Reliance Retail Limited
3	Aditya Kumar Kankaria	Business Head	B.Tech. & MBA	40	10-Jul-23	16	Business Head	14,370,515	Hindustan Unilever Limited
4	Ajay Ananthapadmanabhan	Business Head	MBA	41	15-Jun-09	18	Business Head	16,108,634	Larsen & Toubro Limited
5	Ajay Jain	Head - Digitization	B.E & MBA	58	1-Oct-18	37	Network	20,444,568	Vodafone Idea Limited
6	Akhil R Garg	Group Financial Controller	MBA	48	23-Jan-14	23	Finance	41,172,365	Pepsico (India) Holdings Private Limited
7	Alok Shukla	Head - Connectivity Products	B.E	50	19-Jan-09	28	Product	27,685,331	British Telecom
8	Amit Gupta	Business Head	MBA	49	15-Apr-04	21	Business Head	11,956,578	Not Applicable
9	Amit Tripathi	Director - Market Operations	MBA	46	20-Sep-10	20	Business Head	51,652,311	Singtel Optus Private Limited
10	Amitabh Madathil	Head - R&D	M.Sc	50	8-Dec-20	24	Network	21,487,088	Borqs Software
11	Amrita Padda*	Chief People Officer	PGDM	50	21-Sep-21	24	HR	95,526,825	Hindustan Unilever Limited
12	Anchit Goel	Business Head	MBA	37	5-May-21	13	Business Head	20,371,503	Boston Consulting Group
13	Anil Jeet Singh Riat	Head - Internal Assurance	B.Tech-Computers	53	13-Feb-13	29	Internal Assurance	24,517,450	AON Hewitt
14	Anil Rai	National Head - Wireline Operations & Deployment	B.E	51	1-Apr-13	26	Network	19,400,170	Alcatel Lucent Limited
15	Anshul Kheterpal	Business Head – Financial Services	MBA	43	1-Jun-21	18	Business Head	21,126,208	Freecharge Payment Technologies 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
16	Anupam Arora	Business Head	MBA	51	2-Jan-98	27	Business Head	22,701,281	Not Applicable
17	Anurag Tyagi	Head - B2B Engineering	M.Sc	45	24-Mar-11	23	Engineering	16,023,078	CSC
18	Aseem Soin	SVP - Treasury	CA	45	1-Nov-18	24	Treasury	14,093,836	Macquarie Global Services Pvt Limited
19	Ashish Sardana	Head - Treasury	MBA	45	22-Mar-10	20	Treasury	30,365,392	Citi Bank
20	Athar Parvez	Head - Network Experience	MBA	50	7-Jul-03	28	Network	14,740,522	Detecon Al Saudia Company Limited
21	Atul Sachdeva	National Head - Wireless Planning	PGDBM	52	29-Aug-06	30	Network	30,083,387	Tata Teleservices Limited
22	Avneet Singh Puri	Head - Homes Delivery Organization	PGDBM	48	10-Aug-16	25	Network	36,331,027	Becton Dickinson India Private Limited
23	Ayan Sarkar	Business Head	PG Diploma	47	30-Jan-06	22	Business Head	18,025,254	Idea Cellular Limited
24	Deepak Sanghi	Head - Transport Planning	B.E	51	29-Mar-04	30	Network	46,542,623	Nortel Networks India Private Limited
25	Deven Khanna*	Group Director - Chairman's Office	CA & B.Com	64	1-Sep-04	39	Chairman's Office	101,209,920	Triveni Group
26	Dharmender Khajuria	Head - Network Partnerships	MBA	56	21-Nov-01	33	Network	27,946,051	National Panasonic Limited
27	Digamber Prasad Bahuguna	Head - Customer Experience (B2B)	MBA	45	6-Feb-20	27	Customer Experience	12,003,036	A.O. Smith Corporation
28	Gopal Vittal*®	Vice Chairman & Managing Director	MBA	59	03-Apr-12	34	Business Head	202,468,554	Hindustan Unilever Limited
29	George Mathen	Business Head	PGDBM	56	4-Apr-22	34	Business Head	33,122,917	Coca-Cola India
30	Harpreet Singh Bajwa	Circle Sales Head - Mass Retail	MBA	51	3-Oct-18	27	Sales	11,375,057	Tata Teleservices Limited
31	Harjeet Kohli*	Group Director - Strategy & Business Development	MBA	51	1-Aug-19	28	Strategy & Business Development	216,834,798	Bharti Enterprises Limited
32	Heena Naithani	Head HR - Engineering, Product & Digital Business	MBA	40	9-Jun-21	18	HR	13,578,315	Citi India
33	J S Deepak	Group Director-International Strategy & Public Policy	MBA	66	3-Oct-22	43	International Strategy & Public Policy	19,006,725	Retired as Ambassador of India to WTO
34	Karthikeyan Velu	Financial Controller - Market Ops & B2C	MBA	46	10-Jun-02	24	Finance	25,552,826	Not Applicable
35	Kaustubh Chandra	Head Marketing - Airtel Business	MBA	46	22-Jun-21	23	Marketing	18,609,820	NTT Limited
36	Kinshuk Gupta	Head - Corporate Communications	MBA	49	1-Sep-22	25	Marketing	15,560,132	GSK Consumer Healthcare Limited
37	Manish Agarwal	Global Head - Taxation	CA, CS	51	11-Dec-08	27	Finance	48,904,922	HCL Technologies Limited
38	Mehak Gulati	Chief Brand Officer	MBA	36	10-Jun-19	14	Marketing	14,416,710	Hindustan Unilever Limited
39	Naval Seth	Head - Investor Relations	MBA	40	16-Jan-23	17	Finance	19,303,040	Emkay Global Financial Services Limited
40	Naveen Sanghi	Deputy General Counsel	LLM	52	3-Aug-04	27	Legal	24,761,938	Spice Communication Limited
41	Neelu Amber	Chief Growth Officer	PGDM	52	29-Mar-18	27	Marketing	20,563,813	Aircel Limited
42	Neha Sharma	Head HR - Market Operations	M.A	42	10-Jan-08	20	HR	19,217,177	Not Applicable

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
43	Nidhi Lauria	Business Head	PG Diploma	59	3-Oct-18	36	Business Head	33,657,553	Vodafone Idea Limited
44	Nilesh Namdevrao Shinde	Associate General Counsel	LLB	44	21-Dec-09	20	Legal	12,590,183	Not Applicable
45	Nipun Puri	CEO - Emerging Business	MBA	39	30-Jul-12	16	Sales	11,634,321	Reliance Industries Limited
46	Pallavi Agarwal	CEO - DTC	MBA	44	3-Oct-22	21	Business Head	19,488,150	Hiveloop Technology Private Limited (Udaan)
47	Pankaj Chopra	Head - NOC	B.Tech	50	16-Jul-12	29	Network	20,940,885	Ruckus Wireless Private Limited
48	Pankaj Miglani	Director - Supply Chain	CA, CS & CWA	55	21-Aug-18	32	SCM	62,435,651	Bharti Infratel Limited
49	Pankaj Sarna	SVP - Taxation	CA	64	16-Jan-99	40	Taxation	16,737,580	Modi Xerox Limited
50	Pankaj Tewari <sup>§</sup>	Group Company secretary	CS & LLB	52	1-Jun-17	23	Corporate Secretarial	20,382,772	PricewaterhouseCoopers
51	Pradipt Kapoor*	Chief Digital and Information Officer	PGDM	55	15-Feb-21	29	Engineering	92,487,993	AP Moller - Maersk
52	Prajesh Kalathil	Regional Head - Enterprise Business	MBA	51	18-Aug-03	28	Sales	11,731,602	BPL Mobile
53	Pushpinder Singh Gujral	Business Head	MMS	55	1-Sep-21	31	Business Head	51,685,922	Vodafone Idea Limited
54	Rahul Vatts	Chief Regulatory Officer	B.E	52	20-Apr-20	29	Regulatory	61,457,973	Vodafone Idea Limited
55	Rajnish Verma	Business Head	PGDM	53	15-Mar-05	31	Business Head	19,480,643	Reliance Jio Infocomm Limited
56	Rana Bikramjit Singh	Regional Business Head	PGDTM	44	31-Jan-06	21	Sales	11,189,228	BT Infonet India
57	Randeep Singh Sekhon**	Chief Technology Officer	B.E & MBA	56	16-Aug-18	34	Network	166,965,931	Hutchison Indonesia
58	Rashim Kapoor	Head - Core Operations	B.Tech	52	31-Aug-05	30	Network	34,065,763	Reliance Communications Limited
59	Ribhu Shadwal	VP - Engineering	MCA & MBA	41	23-Oct-19	21	Engineering	14,030,109	Huawei
60	Ritesh Agrawal	Business Head	B.Tech. & MBA	41	15-Jun-09	18	Business Head	14,398,538	Wipro Limited
61	Rohit Krishan Puri <sup>%</sup>	Joint Company Secretary & Compliance Officer	CA & CS	45	1-Apr-10	20	Corporate Secretarial	13,206,217	Hero MotoCorp Limited
62	Rohit Relan	National Head - Customer Experience (B2C)	CA	55	4-Apr-05	30	Customer Experience	22,879,279	Escotel Mobile Communications Limited
63	Runita Verma	Head - Talent Acquisition	MBA	50	10-Oct-22	25	HR	14,394,562	Schneider Electric India Private Limited
64	Sachin Santosh Mehta	Head - Capacity Planning	MBA	48	16-Apr-20	26	Network	10,315,395	Vodafone Idea Limited
65	Saibal Roy	Head - Government Business	B.E	56	23-Aug-12	28	Sales	17,398,054	Tulip Telecom Limited
66	Samyuktha Surendran	Regional Head - Enterprise Business	MBA	48	29-Nov-23	24	Sales	14,549,674	Oracle
67	Sandeep Gupta	CPO - Network & Engineering	PGDBM	54	27-Jun-22	34	SCM	20,945,596	Ericsson India Private Limited
68	Satkeerthi Muralidharan	CTO - B2B	MBA	53	7-May-01	30	Network	16,661,418	Skycell Communications Limited
69	Sawan Gupta	Head - SAE	B.Tech	46	8-Dec-08	24	Network	39,582,166	Nortel Network Private Limited
70	Sharat Sinha**	Director & CEO - Airtel Business	M.Tech.	55	3-Jun-24	31	Business Head	110,822,118	Check Point Software Technologies Limited
71	Shashwat Sharma	CEO Designate	PGDBM	44	12-Oct-18	20	Business Head	62,236,631	Hindustan Unilever 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
72	Shikha Singh	Head - Infra Sourcing	MBA	39	3-Jun-19	15	SCM	11,884,692	Phillips
73	Shivan Bhargava	Director - Customer Experience	PGDM	56	29-Nov-21	29	Customer Experience	23,436,451	Vodafone Idea Limited
74	Shruti Bharadwaj	Head HR - Talent, Learning, Culture & Airtel Business	MBA	44	3-Jan-23	21	HR	26,263,478	Hindustan Unilever Limited
75	Soumen Ray*&	CFO - India & South Asia	CA	52	21-Dec-21	27	Finance	62,481,222	Bajaj Auto Limited
76	Subhransu Rout	Head - Consumer Insights & Intelligence	PGDBM	56	23-Jun-14	31	Marketing	12,197,749	Millward Brown India Private Limited
77	Suhit Aggarwal	Head - Direct Tax & Transfer Pricing	CA	56	16-Jul-18	25	Finance	14,176,714	Telenor India Private Limited
78	Sujay Chakrabarti	Business Head	MBA	54	15-Mar-05	29	Business Head	27,473,232	Reliance Infocom Limited
79	Sunil Bharti Mittal*	Chairman	Alumnus, Panjab University; OPM, Harvard University	67	07-Jul-95	49	General Management	325,586,133	Bharti Cellular Limited
80	Tarun Chitkara	Head - Regulation and Spectrum	LLB	49	21-Feb-00	25	Regulatory	11,080,154	Not Applicable
81	Tarun Virmani	Business Head	MBA	45	13-Feb-12	21	Business Head	22,792,045	Tata Docomo Limited
82	Vamsi Krishna Dasetty	Head HR - Network & HR Analytics	MBA	39	23-Nov-20	16	HR	13,988,599	ANI Technologies Private Limited
83	Varun Raj Khanna	Head - Indirect Taxation	CA	53	4-Dec-17	32	Finance	18,038,271	Micromax Informatics Limited
84	Varun Singla	CISO	B.Tech	41	21-Feb-22	19	Engineering	19,457,122	Micron Technology
85	Vidyut Gulati*#	General Counsel & Director - Legal	LLB	46	17-Jul-17	23	Legal	122,876,564	Cairn India Limited
86	Vijay Gulabrao Jagtap	CEO - Enterprise Business	MBA	45	1-Feb-05	23	Sales	17,111,276	Reliance Jio Infocomm Limited
87	Vikas Bhatnagar	Head - AI & Automation, Network Digitization	M.Tech.	43	17-Jul-17	19	Network	10,913,583	Reliance Jio Infocomm Limited
88	Vivek Manglik	Head - Global Voice SMS & Roaming	PGDBM	54	6-Sep-10	33	Sales	20,941,679	Tata Communications Limited
89	Yash Pal Manchanda	National Head - Wireless Deployment	B.Tech. & MBA	51	25-Sep-06	31	Network	15,134,053	Spice Telecom Network

\*Top-10 employees.

@The above remuneration of Gopal Vittal, Vice Chairman & Managing Director excludes perquisite value of ₹ 229,541,021 towards exercise of stock options during FY 2024-25.

\$The above remuneration of Pankaj Tewari, Group Company Secretary excludes perquisite value of ₹ 54,321,385 towards exercise of stock options during FY 2024-25.

^The above remuneration of Randeep Singh Sekhon, Chief Technology Officer excludes deferred bonus of ₹ 120,000,000 received by him during FY 2024-25.

%Rohit Krishan Puri (erstwhile, Deputy Company Secretary & Compliance Officer) was appointed as Joint Company Secretary & Compliance Officer (KMP) of the Company effective from August 06, 2024. His remuneration disclosed above pertains to the full year period from April 01, 2024 to March 31, 2025, and excludes the perquisite value of ₹ 5,680,121 towards exercise of stock options by him during the year. In line with the statutory requirements, the remuneration drawn by him in the capacity of Joint Company Secretary & Compliance Officer, effective August 06, 2024, has been disclosed under Annexure-F of the Board's Report forming part of the Integrated Annual Report for FY 2024-25.

\*Sharat Sinha joined the Company during the year. His above remuneration includes joining bonus of ₹70,000,000 received by him during FY 2024-25.

&The above remuneration of Soumen Ray, Chief Financial Officer (India & South Asia) excludes deferred bonus of ₹11,500,000 received by him during FY 2024-25 and perquisite value of ₹ 15,365,572 towards exercise of stock options during FY 2024-25.

#The above remuneration of Vidyut Gulati, General Counsel & Director - Legal excludes deferred bonus of ₹5,000,000 received by her during FY 2024-25.

**(B2) 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
1	Abhishek Biswal	Business Head	B.Tech	42	3-Sep-18	19	Business Head	11,045,368	Locon Solution Private Limited
2	Abhishek Kumar Singh	Head of Customer Intelligence	B.Tech	39	1-Apr-19	18	Engineering	9,745,009	Evoxyz Technologies Private Limited
3	Ambareesh Mandelia	Head - M&A & Business Development	CA	43	1-May-24	19	M&A & Business Development	16,822,748	Tata 1MG Technologies Private Limited
4	Anant Kumar	CIO-Digital	B.E & MBA	46	27-Aug-12	24	Engineering	51,575,950	Huawei Technologies India Private Limited
5	Anish Jain	VP - Engineering	MBA	36	27-Jul-21	15	Engineering	8,088,520	Alchemy Web Private Limited (Limetray)
6	Ankit Srivastava	Chief Architect	BE	39	1-Apr-16	18	Engineering	6,239,726	Wynk Limited
7	Ashish Chandra	Head - Distribution	B.Tech. & MBA	51	22-Jul-20	28	Sales	7,452,960	Vodafone Idea Limited
8	Atul Goel	Head - Cloud Ops	BE	51	1-Jul-22	28	Engineering	28,947,880	Fidelity Investments
9	Durgesh Singh	Head - Corporate Legal	LLB	44	1-May-24	17	Legal	10,559,390	Hong Kong and Shanghai Banking Corporation (HSBC)
10	Ganapathi S Lakshminarayanan*	CEO - Enterprise Business	MBA	56	15-Jul-20	25	Sales	30,308,688	Capillary Technologies Limited
11	Harish Laddha	CEO - Emerging Business	B.Tech	53	14-Jun-21	29	Sales	1,938,642	Ingram Micro India Limited
12	Manoj Kumar Mauni	CIO - Telecom	BE & MFM	50	7-Jan-25	30	Engineering	5,398,082	Bandhan Bank
13	Marut Dilawari	Business Head	PGDBM	53	4-Apr-18	29	Business Head	18,937,444	Tata Teleservices Limited
14	Nitin Johar	National Operations Head - DTH	MBA	45	14-Aug-06	22	Sales	5,650,904	Reebok India Limited
15	Pankaj Dayani	Business Head - Entertainment	MBA	35	5-May-20	11	Business Head	7,560,573	Bain & Company
16	Pratik Ved	Chief Customer Officer	MBA	42	9-Jan-23	18	Marketing	2,035,555	Hindustan Unilever Limited
17	Pritesh Muthiyan	Head - NOC - Dev Ops & SRE	PGDM	44	4-Oct-22	22	Engineering	8,264,910	Maersk Global Service Centre India Private Limited
18	Rabi Shankar Mishra	Business Head	MBA	46	1-Jul-24	24	Business Head	14,078,828	The Hersheys Company
19	Ram Ji Tripathi	Product Head	MBA	41	28-Apr-20	20	Product	13,543,248	HT Digital Streams Limited
20	Rayomand Sharookh Dalal	Security Solution Specialist	Diploma - Technical	44	1-Sep-14	19	Engineering	17,971,227	A division under MHA - GOI
21	Rishabh Mohan Mathur	VP - Product	B.Tech. & MBA	35	27-May-19	13	Product	4,303,665	MakeMyTrip
22	Rohit Jain	VP - Engineering	MBA	39	1-Oct-21	18	Engineering	6,097,170	INDMoney Private Limited
23	Rohit Sharma	Head - Transformation	MBA	47	28-Jan-25	23	Network	12,725,091	Infiniti Retail Limited (Croma)
24	Siddharth Shah	Head - Product Data	MBA	40	24-Jan-20	16	Product	8,431,812	McKinsey & Company
25	Soumendra Sahu	Business Head	MBA	49	19-Jan-15	26	Business Head	19,357,764	Tata Docomo

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26	Sovan Mukherjee	Business Head	B.Sc.	51	11-Sep-06	28	Business Head	25,895,856	VST Industries Limited
27	Sudha Gupta	Head - Internal Systems	BE	51	12-Dec-05	30	Engineering	10,858,830	Valdel Xtent Global Services Private Limited
28	Tarun Singh	VP - Product	M.Tech.	33	10-Jun-19	10	Product	7,953,655	Tata 1mg
29	Vani Venkatesh <sup>€</sup>	CEO - Global Business	MBA	50	1-Nov-16	24	Sales	28,747,379	Abbott Healthcare Private Limited
30	Varun Das	Chief Product Officer - Telco	M.Sc.	46	12-Nov-18	22	Product	29,012,931	Marchex
31	Vivek Mehendiratta	Business Head	MBA	44	5-Dec-14	21	Business Head	25,851,241	Aircel Limited

<sup>\*</sup>Ganapathi S Lakshminarayanan was employed for the part of the year. His above remuneration does not include perquisite value of ₹71,939,376 towards exercise of stock options during FY 2024-25, accumulated over past few years.

<sup>€</sup>Vani Venkatesh was employed for the part of the year. Her above remuneration does not include perquisite value of ₹ 72,539,721 towards exercise of stock options options during FY 2024-25, accumulated over past few years.

#### General Notes:

- I. None of the employees mentioned above (except Sunil Bharti Mittal) is a relative of any Directors of the Company.
- II. None of the employees mentioned above hold 2% or more share capital of the Company.
- III. The aforesaid employees have/ had permanent employment contracts with the Company.