

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, 2023

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	Adarsh Sreekumar Nair	Chief Product & Experience Officer	MBA	44	12-Nov-18	19	Business Head	7,71,52,704	Microsoft
2	Amrita Padda	Chief People Officer	PGDM	48	21-Sep-21	22	HR	6,16,96,301	Hindustan Unilever Limited
3	Deven Khanna	Group Director- Chairman's Office	CA, B.Com	62	1-Sep-04	37	Group Director- Chairman's office	4,90,11,655	Triveni Group
4	Gopal Vittal*	Managing Director & CEO	MBA	57	03-Apr-12	32	Business Head	16,84,34,184	Hindustan Uniliver Limited
5	Harjeet Kohli	Group Director- Strategy & Business Development	MBA	49	01-Aug-19	26	Group Director- Strategy & Business Development	6,27,41,098	Bharti Enterprises Limited
6	Pradipt Kapoor	CIO	PGDM	53	15-Feb-21	26	Engineering	6,83,23,093	AP Moller - Maersk
7	Randeep Singh Sekhon	Director Networks & CTO	B.E & MBA	54	16-Aug-18	32	Network	9,51,52,709	Hutchison Indonesia
8	Soumen Ray [#]	CFO - India & South Asia	CA	50	21-Dec-21	24	Finance	5,01,68,723	Bajaj Auto Limited
9	Sunil Bharti Mittal	Chairman	Alumunus, Punjab University; OPM, Harvard University	65	1-Oct-21	47	General Management	16,77,29,002	Bharti Cellular Limited
10	Sunil Taldar	Director - Market Operations	PGD	58	1-Dec-16	35	Business Head	5,80,90,271	Mondelez India Foods Limited

* Remuneration of Mr. Gopal Vittal does not include perquisite value of ₹137,857,311 towards exercise of stock options during FY 2022-23.

The remuneration of Mr. Soumen Ray, CFO excludes the one time payout of ₹33,566,667/- during FY 2022-23.

1. There are no specific terms and conditions for employment.
2. 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.
3. None of the employees mentioned above hold 2% or more share capital of the Company
4. 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.
5. The above remuneration includes full and final settlement and/ or retirement benefits of exit cases, as may be applicable.

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1	Abhishek Biswal	Business head - Airtel IQ	B.Tech	40	03-SEP-2018	17	Product	1,75,41,641	Locon Solution Private Limited
2	Abhishek Kumar Singh	Head of Customer Intelligence	B.Tech	37	01-APR-2019	16	Engineering	1,26,27,015	Evoxyz Technologies Private Limited
3	Ajay Chitkara	Director & CEO - Airtel Business	PGDBM	51	01-MAY-2001	30	Business Head	4,65,90,884	Comsat Max Limited
4	Ajay Jain	Head - Digitization	B.E & MBA	56	01-OCT-2018	35	Network	1,67,21,919	Motorola
5	Akhil R Garg	Financial Controller - Airtel Business	MBA	46	23-JAN-2014	21	Finance	1,60,40,678	Pepsico (India) Holdings Pvt. Ltd.
6	Alok Shukla	Head - Connectivity Products	B.E	48	19-JAN-2009	26	Product	1,31,71,863	British Telecom
7	Amit Tripathi	Director - Customer Experience & Strategic Projects	MBA	44	20-SEP-2010	18	Customer Experience	3,00,82,179	Singtel Optus Private Limited
8	Anant Kumar	Head - Product Engineering	B.E & MBA	44	27-AUG-2012	22	Engineering	1,74,67,181	Huawei Technologies India Private Limited
9	Anchit Goel	Head - Business Development & Partnerships	MBA	35	05-MAY-2021	11	Strategy	1,36,97,553	Boston Consulting Group
10	Aniket Jain	AVP - Data Science	M Tech	37	29-OCT-2018	13	Engineering	1,03,52,372	Myntra Designs Pvt Ltd.
11	Anil Jeet Singh Riat	Head - Internal Assurance	B.Tech-Computers	51	2/13/2013	27	Internal Assurance	2,26,47,856	AON Hewitt
12	Anish Jain	AVP - DT	MBA	34	27-JUL-2021	19	Engineering	1,02,19,015	ALCHEMY WEB PVT LTD (LIMETRAY)
13	Ankit Goel	Head - Digital Enterprise Business	B.E	42	05-FEB-2015	20	Engineering	1,68,83,671	Accenture Services Private Limited
14	Anshul Kheterpal	Business Head – Financial Services	MBA	41	01-JUN-2021	16	Strategy	1,57,98,801	Freecharge Payment Technologies Private Limited
15	Anupam Arora	CEO - Bihar Circle	MBA	49	02-JAN-1998	25	Business Head	1,44,22,831	N.A.
16	Anurag Tyagi	Head - B2B Engineering	M.Sc	43	24-MAR-2011	21	Engineering	1,25,58,455	CSC
17	Aravind V Gunari	Head - Network Experience	B.E	52	08-AUG-2005	27	Network	1,33,47,875	BPL Mobile Cellular Limited
18	Archana Ashok Aggarwal	Head - Media Buying and Planning	MBA	51	09-DEC-2013	22	Marketing	1,12,00,960	Procter & Gamble
19	Aruna Pidikiti	Head - Operations	M.Tech	53	21-DEC-2000	30	Network	1,79,17,560	STPI
20	Ashish Sardana	Head - Treasury	MBA	43	22-Mar-2010	18	Treasury	1,06,07,433	Citi Bank
21	Athar Parvez	Circle CTO - Network	MBA	48	07-JUL-2003	26	Network	1,03,61,768	Detecon AL Saudza Ltd.
22	Atul Sachdeva	Head - Wireless Planning	PGDBM	50	29-AUG-2006	28	Network	2,10,39,928	Tata Teleservices Limited
23	Avinash Deepak	Head - Airtel Business	B.E	52	28-AUG-2006	29	Sales	1,25,72,874	BT Infonet
24	Avneet Singh Puri	Head - Homes Delivery Organization	PGDBM	46	10-AUG-2016	23	Network	3,72,33,542	Becton Dicknson India Private Limited
25	Ayan Sarkar	CEO - West Bengal Circle	PG Diploma	45	30-JAN-2006	20	Business Head	1,17,89,143	Idea Cellular Limited
26	Deepak Sanghi	Head - Transport Planning	B.E	49	29-MAR-2004	28	Network	1,69,07,923	Nortel Networks India Private Limited
27	Dharmender Khajuria	Head - Network Partnerships	MBA	54	21-NOV-2001	31	Network	2,16,32,265	National Panasonic Limited
28	Dhananjaya Shahi	Head - Corporate Legal	LLM	49	15-Nov-21	23	Legal	1,96,09,221	Flipkart Internet Pvt Ltd.

Bharti Airtel Limited

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
29	Dipyaman Banerjee	AVP - Data Science	M.S.	45	18-AUG-2020	18	Engineering	1,05,99,666	Bundl Technologies Private Limited (Swiggy.in)
30	Ganapathi S Lakshminarayanan	CEO - Enterprise Business	MBA	55	15-JUL-2020	23	Sales	3,38,60,584	Capillary Technologies Limited
31	Harish Laddha	CEO - Emerging Business	B.Tech	51	14-JUN-2021	27	Sales	2,14,46,628	Ingram Micro India Limited
32	Kamal Dua	Group Financial Controller	CMA	44	08-MAR-2007	22	Finance	1,99,57,743	Idea Cellular Limited
33	Karthikeyan Velu	B2C Controller	MBA	44	10-JUN-2002	22	Finance	1,39,09,030	N.A.
34	Kaustubh Chandra	Head Marketing - Airtel Business	MBA	44	22-JUN-2021	21	Marketing	1,37,38,527	NTT Ltd.
35	Manish Agarwal	Global Head Taxation	CA,CS	49	11-DEC-2008	25	Finance	3,19,67,678	HCL Technologies Limited
36	Manish Ganthey	Head - Network Architecture and R&D	M.Tech, M.S	53	23-OCT-2018	27	Network	1,64,63,311	Reliance Jio Infocomm Limited
37	Marut Dilawari	CEO - Rajasthan Circle	PGDBM	51	04-APR-2018	27	Business Head	1,33,24,154	Tata Teleservices Limited
38	Mehak Gulati	Head - Brand Communication	MBA	34	10-JUN-2019	12	Marketing	1,03,71,739	Hindustan Unilever Limited
39	Naveen Sanghi	Deputy General Counsel	LL.M.	50	03-AUG-2004	25	Legal	1,58,06,178	Spice Communication Limited
40	Neelu Amber	Head - Distribution	MBA	51	29-MAR-2018	25	Business Head	1,10,74,873	Aircel Limited
41	Neha Gautam	Head of Product Categories	MBA	38	10-JUN-2019	16	Product	81,45,467	Reliance Industries Limited
42	Neha Sharma	Head HR - Market Operations	M.A	40	10-JAN-2008	20	HR	1,02,08,137	N.A.
43	Nidhi Lauria	CEO - NCR Circle	PG Diploma	57	03-OCT-2018	34	Business Head	1,76,92,533	Vodafone Idea Limited
44	Pankaj Chopra	Head - NOC	B.Tech	48	16-JUL-2012	18	Network	1,14,37,967	Ruckus Wireless Private Limited
45	Pankaj Miglani	Director - Supply Chain	CA,CS & CWA	53	21-AUG-2018	30	SCM	2,99,13,155	Bharti Infratel Limited
46	Pankaj Sarna	Lead - India Taxation	CA	62	16-JAN-1999	38	Finance	1,22,63,604	Modi Xerox Limited
47	Pankaj Tewari	Company Secretary	CS & LL.B	50	01-JUN-2017	21	Corporate Secretarial	2,01,36,326	PricewaterhouseCoopers
48	Pushpinder Singh Gujral	CEO - UN Circle	Masters - Marketing	53	01-SEP-2021	29	Business Head	2,13,01,326	Vodafone Idea Limited
49	Rahul Vatts	Chief Regulatory Officer	B.E	50	20-APR-2020	27	Regulatory	2,93,97,227	Vodafone Idea Limited
50	Rakesh Ranjan	AVP - Homes Platform	B.Tech	38	15-JAN-2018	15	Engineering	1,10,83,126	MakeMyTrip India Pvt. Ltd.
51	Ram Ji Tripathi	Product Head	MBA	39	28-APR-2020	18	Product	1,00,25,795	HT Digital Streams Ltd
52	Rashim Kapoor	Head - Core Operations	B.Tech	50	31-AUG-2005	28	Network	1,82,43,146	Escotel Mobile Communications Limited
53	Ravinder Bansal	Global Head - ACE	CA	48	10-NOV-2000	17	Finance	1,24,45,163	NA
54	Rayomand Sharookh Dalal	Security Solution Specialist	Diploma - Technical	42	01-SEP-2014	17	Engineering	1,29,32,167	A division under MHA - GOI
55	Rohit Jain	VP - Engineering	MBA	37	01-OCT-2021	17	Engineering	1,26,34,287	INDMoney Private Limited
56	Rohit Relan	Head Customer Experience - B2C	CA	53	04-APR-2005	28	Customer Experience	1,74,22,911	Escotel Mobile Communications Limited
57	Saibal Roy	Head - Airtel Business	B.E	54	23-AUG-2012	24	Sales	1,56,87,710	Tulip Telecom Limited
58	Satkeerthi M	CTO - B2B	MBA	51	07-MAY-2001	28	Network	1,04,07,755	Skycell Communcations Ltd
59	Sawan Gupta	Head - Radio SAE	B.Tech	44	08-DEC-2008	22	Network	1,64,50,965	Nortel Network Private Limited
60	Shashwat Sharma	Director – Marketing and Communications	PGDBM	42	12-OCT-2018	17	Marketing	4,12,65,059	Hindustan Unilever Limited
61	Shivan Bhargava	CEO - AP Circle	PGDM	54	29-NOV-2021	27	Business Head	1,73,62,072	Vodafone Idea Limited
62	Siddharth Shah	Head of Product Data	MBA	38	24-JAN-2020	14	Product	1,16,68,147	McKinsey & Company

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63	Siddharth Sharma	CMO Mobility	MBA	46	17-JUN-2019	23	Marketing	1,85,61,865	Singtel Telecommunications Limited
64	Sovan Mukherjee	CEO - UPU Circle	B.Sc.	49	11-SEP-2006	26	Business Head	1,37,77,464	VST Industries Limited
65	Subhransu Rout	Head - Consumer Insights & Intelligence	PGDBM	54	23-JUN-2014	29	Marketing	1,23,36,041	Millwardbrown India Private Limited
66	Sudhir Kumar Mittal	Chief Architect	Ph.D. & MBA	52	09-JUN-2020	31	Engineering	1,36,49,522	Reliance Jio Infocomm Limited
67	Suhit Aggarwal	Head - Direct Tax & Transfer Pricing	CA	54	16-JUL-2018	23	Finance	1,03,23,516	Telenor India Private Limited
68	Sujay Chakrabarti	CEO - MP&CG Circle	MBA	52	15-MAR-2005	27	Business Head	2,05,54,154	Reliance Infocom Limited
69	Vani Venkatesh	CEO - Global Business	MBA	48	01-NOV-2016	22	Sales	2,88,46,912	Abbott Healthcare Private Limited
70	Varun Das	Product Head	M.Sc.	44	12-NOV-2018	20	Product	1,89,71,167	Marchex
71	Varun Raj Khanna	Head Indirect Tax	CA	51	04-DEC-2017	30	Finance	1,79,87,062	Micromax Informatics Limited
72	Varun Singla	CISO	B.Tech	39	21-FEB-2022	17	Engineering	1,16,01,828	Micron Technology
73	Vibhor Gupta	CEO - Mumbai Circle	MBA	38	01-NOV-2018	16	Business Head	1,69,92,261	Bain & Company
74	Vidyut Gulati	Director - Legal	LL.B.	44	17-JUL-2017	21	Legal	3,27,41,156	Cairn India Limited
75	Vir Inder Nath	CEO - Home Broadband	PGDBM	50	23-APR-2007	26	Business Head	4,13,15,475	Idea Cellular Limited
76	Vivek Manglik	Head - Global Voice VAS & Roaming	PGDBM	52	06-SEP-2010	31	Sales	1,38,97,482	Hindustan Cables Limited
77	Vivek Mehendiratta	CEO - KK Circle	MBA	42	05-DEC-2014	19	Business Head	1,30,01,936	Aircel Limited

(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	Abbas A Rangwala	M & A and Business Development	CA / M.Com	43	24-AUG-2022	22	Group Head- M&A and Business Development	1,35,77,285	Interglobe Enterprises Pvt Ltd.
2	Abhishek Basu	Financial Controller - Market Operations	CA	44	12-MAY-2021	20	Commercial	1,98,36,501	Aditya Birla Fashion and Retail Limited
3	Anil Rai	National Head - Wireline Operations & Deployment	B.E	49	28-SEP-2011	24	Network	27,40,396	Alcatel Lucent Ltd.
4	Aprajita Saigal	Corporate Controller	CA	43	28-JUN-2021	23	Finance	1,10,13,920	Clix Capital
5	Ashish Arora	CEO - Nxtra	MBA	53	03-APR-2007	28	Sales	1,20,56,831	Sify Limited
6	Atul Goel	Head - Cloud Ops	BE	49	01-JUL-2022	26	Engineering	1,69,64,618	Fidelity Investments
7	George Mathen	CEO	PGDBM	54	04-APR-2022	32	Business Head	1,36,19,583	Coca-Cola India
8	J S Deepak	International Strategy & Public Policy	MBA	64	3-OCT-22	41	Group Director- International Strategy & Public Policy	84,04,079	Retired as Ambassador of India to WTO
9	Kinshuk Gupta	Head - Corporate Communications	MBA	47	01-SEP-2022	23	Marketing	73,43,381	GSK Consumer Healthcare Limited
10	Nagananda U	CEO - Retail	MBA	46	06-JUL-2015	23	Business Head	1,34,77,088	Tata Teleservices Limited
11	Naval Seth	Head - Investor Relations	MBA	38	16-JAN-2023	15	Finance	20,74,526	Emkay Global Financial Services Ltd.

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12	Pallavi Agarwal	CEO - Retail	MBA	42	03-OCT-2022	19	Business Head	87,40,803	Udaaan
13	Pratik Ved	Chief Customer Officer	MBA	40	09-JAN-2023	16	Marketing	85,35,817	Hindustan Uniliver Limited
14	Pritesh Muthiyar	Head - NOC - Dev Ops & SRE	Makerere University Postgraduate Courses	42	04-OCT-2022	20	Engineering	61,47,552	Maersk Global Service Centre India Private Limited
15	Rajat Dhawan	Head - Govt Accounts	PG Diploma	50	03-NOV-05	27	Sales	1,46,55,455	Reliance Infocomm Limited
16	Rohit Marwha	CEO - Market Operations - ROM	PGDBM	47	16-JUL-01	25	Business Head	1,80,47,694	Vijaya Prints & Packs
17	Sandeep Gupta	CPO - Network & Engineering	PGDBM	53	27-JUN-2022	32	SCM	1,19,10,751	Ericsson India Private Limited
18	Sandeep Gupta	Head Strategy & Architecture - Radio & Core	PGDBM	53	30-NOV-12	32	Network	4,93,17,516	Huawei Telecommunications India Private Limited
19	Santosh Kumar Akkula	Head - Cloud Operations	MIT, Information Technology	45	24-SEP-2018	23	Engineering	1,33,17,831	Thomson Reuters India Private Limited
20	Shailendra Singh	CEO - Market Operations - UPU	MA	57	16-MAR-2016	31	Business Head	48,89,062	Tata Teleservices Limited
21	Sharan Kumar Shetty	CEO - KK Circle	MBA	55	19-APR-2021	30	Business Head	26,68,763	Luxor Writing Instruments Private Limited
22	Shruti Bharadwaj	Head - Talent, Learning & Culture	MBA	42	03-JAN-2023	19	HR	99,71,745	Hindustan Uniliver Limited
23	Sundereshwaran Raman	Head - Products	M.Tech, M.S	47	18-FEB-19	22	Product	2,13,66,888	Avaya Inc.
24	Sunil Goyal	Head Engineering - Digital Consumer Experience	M.Tech	44	14-DEC-2020	22	Engineering	60,41,049	One 97 Communication Limited (Paytm)
25	Tushir Aggarwal	Head Engineering - Digital Consumer Experience	M.Sc	40	04-JUL-2022	17	Engineering	1,19,53,405	Tata 1mg Technologies Private Limited

Note:

- 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 above remuneration includes full and final settlement and/or retirement benefits of exit cases, as may be applicable.