

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, 2020

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 and Experience Officer	MBA	41	12-Nov-18	16	Business Head	63,531,866	Convoy Inc.
2.	Ajai Puri	Chief Operating Officer	Post Graduation	59	15-May-04	39	Business Head	53,174,009	Cargill Foods India / Business Head - India Foods
3.	Badal Bagri*	CFO - India & South Asia	CA	48	16-Jan-17	20	Finance	34,152,770	Aircel Ltd / CFO
4.	Deven Khanna	Group Director - Chairman's Office	CA, B.Com	60	01-Sep-04	34	Chairman's Office	57,499,850	Triveni Engineering Industries Ltd / VP-Corp Finance & Planning
5.	Gopal Vittal#	MD & CEO - India & South Asia	MBA	54	03-Apr-12	29	Business Head	143,665,434	Hindustan Uniliver Ltd / Executive Director
6.	Harmeen Mehta	Global CIO	BE (Computer Sc. & Engg)	46	24-Oct-13	21	Information Technology	70,577,164	BBVA / CIO Global Markets
7.	Randeep Singh Sekhon	Chief Technology Officer (India & SA)	BE & MBA	51	16-Aug-18	29	Network	55,435,930	Hutchison Indonesia
8.	Sameer Chugh	Group General Counsel	LLB, PGDBM	45	04-Aug-14	25	Legal	30,866,667	Cummins India Ltd / VP-Legal & Secretarial
9.	Sunil Bharti Mittal	Chairman	Alumnus, Panjab University OPM, Harvard University	62	01-Oct-01	44	General Management	301,327,308	Bharti Cellular Ltd / CMD

*Remuneration of Mr. Badal Bagri includes perquisite value of ₹ 6,099,065 towards exercise of stock options during FY 2019-20.

#Remuneration of Mr. Gopal Vittal does not include perquisite value of ₹ 51,292,580 towards exercise of stock options during FY 2019-20.

(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.	Ram Kuppuswamy	Head Supply Chain - India & SA	MBA	44	05-Jan-15	21	SCM (Global Sourcing)	67,309,873	Microsoft Mobile (China) Investment Company Ltd / Director Materials Management

Notes:

- 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. Rajan 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 B 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 Jain	Head - NOC & Digitization	BE & MBA	53	01-Oct-18	32	Network	18,462,615	Motorola
2.	Ajay Chitkara	Director & CEO - Airtel Business	PGDBM	48	01-May-01	26	Business Head	30,450,330	Comsat Max Ltd / Area Sales Manager
3.	Akshat Verma	Head - Digital Consumer Business	M.Sc	41	15-May-17	20	Engineering	17,153,202	Make My Trip India Pvt Ltd
4.	Amit Tripathi	CEO - Market Operations - Mumbai	MBA	41	20-Sep-10	15	Business Head	13,444,175	Singtel Optus Pvt Ltd
5.	Anil Kumar	Head - Digital Intelligence	M.TECH	50	01-Nov-18	27	Engineering	16,247,472	Mobileum India Pvt Ltd / VP Technology
6.	Ashish Arora	CEO - Enterprise Business	MBA	50	03-Apr-07	25	Sales	13,536,675	Sify Ltd / National Sales Head
7.	Ashish Goenka	Group Financial Controller	MBA	41	03-Oct-16	17	Finance	20,940,866	Hindustan Unilever Ltd / General Manager, Finance
8.	Atul Sachdeva	Head - Wireless Planning	PGDBM	47	29-Aug-06	25	Network	14,432,095	Tata Teleservices Ltd / Head- BSS, Transmission and Core Planning
9.	C Surendran	CEO - Market Operations - KK	BE & MBA	54	04-Nov-03	32	Business Head	16,432,722	Modi Xerox / Head-Outsourcing
10.	Deepak Sanghi	Head - Transport Planning	BE	46	29-Mar-04	25	Network	10,614,533	Nortel Networks / Technical Consultant
11.	Dharmender Khajuria	CEO - Market Operations - MP & CG	MBA	51	21-Nov-01	28	Business Head	12,729,957	National Panasonic / Sr. Sales Officer
12.	Manish Agarwal	Global Head Taxation	CA, CS	46	11-Dec-08	22	Finance (Taxation)	15,434,884	HCL Technologies / Deputy General Manager
13.	Manish Gangey	Head - Network Architecture and R&D	M.Tech, M.S	50	23-Oct-18	24	Network	10,745,810	Reliance Jio Infocomm
14.	Manish Tiwari	CISO	B.Sc	52	05-Dec-17	31	Engineering	13,412,529	Microsoft Corporation (India) Pvt Ltd / Chief Security Advisor
15.	Manoj Murali	CEO - Market Operations - KTN	MBA	49	01-Oct-01	25	Business Head	16,931,127	Crompton Greaves / Area Sales Manager
16.	Manu Sood	CEO - Market Operations - UN	MBA	47	13-Jan-12	19	Business Head	24,428,587	Hindustan Unilever Ltd / General Manager - North India
17.	Marut Dilawari	COO - Market Operations - Kerala	PGDBM	48	04-Apr-18	24	Business Head	10,262,252	Tata Teleservices Ltd
18.	Nakul Sehgal	Corporate CFO	CA	39	11-Feb-19	18	Finance	28,200,895	Digi.com Berhad (Malaysia) Telenor Group / CFO
19.	Nidhi Lauria	CEO - Market Operations - Rajasthan	PG Diploma	54	03-Oct-18	31	Business Head	20,371,548	Vodafone
20.	Pankaj Miglani	Director - Supply Chain	CA, CS & CWA	50	21-Aug-18	27	Business Head	22,147,410	Bharti Infratel Ltd / CFO
21.	Pankaj Tewari	Company Secretary	CS	47	01-Jun-17	18	Corporate Secretarial	11,460,518	PwC / Associate Director
22.	Papiya Banerjee	Head HR - Market Ops	MA (PM & IR)	46	01-Feb-16	22	HR	14,807,049	Edelweiss Tokio Life Insurance / CHRO
23.	Rajesh Kumar	Head - Customer Experience (Airtel Business)	PG Diploma	50	14-Jun-07	30	Customer Experience	10,628,270	Convergys India
24.	Ranjan Sharma	Head - Network Sourcing	B.Tech	45	09-Mar-15	24	SCM	13,785,056	ZTE Telecom India Pvt Ltd / Director
25.	Rashim Kapoor	Head - Core Operations	Engineering	47	31-Aug-05	25	Network	12,081,309	Escotel Mobile
26.	Ravi Parkash Gandhi	Chief Regulatory Officer	B.Tech	49	03-Mar-08	28	Legal	13,109,223	Reliance Communication Ltd / VP
27.	Rohit Marwaha	CEO - Market Operations - ROM	PGDBM	44	16-Jul-01	22	Business Head	12,151,539	Vijaya Prints & Packs / Director

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28.	Rohit Relan	Head - Customer Experience B2C	CA	50	04-Apr-05	25	Customer Experience	14,047,518	Escotel Mobile
29.	Sandeep Gupta	Head - Wireless SAE Network	B.Tech	50	30-Nov-12	29	Network	15,784,544	Huawei Telecommunications India Pvt Ltd / Director - Wirelsss & PS Solution Sales
30.	Sanjiv Mishra	CEO - Market Operations - Bihar	PGDBM	50	01-Aug-07	28	Business Head	12,033,580	Becton Dickinson / RSM North
31.	Santanu Bhattacharya	Chief Data Scientist	Doctor of Phylosophy (Phd)	54	19-Feb-18	32	Engineering	19,925,850	Massachusetts Institute of Technology / Research
32.	Santosh Kumar Akkula	Head - Cloud Ops	Post Graduation	42	24-Sep-18	20	Engineering	13,226,441	Thomson Reuters India Pvt Ltd
33.	Shailendra Singh	CEO - Market Operations - UPU	Post Graduation	54	16-Mar-16	28	Business Head	16,713,985	Tata Teleservices Ltd / Sr. VP
34.	Shashwat Sharma	Chief Marketing Officer	PGDBM	39	12-Oct-18	15	Marketing	18,257,938	Hindustan Unilever Ltd
35.	Suhit Aggarwal	Head - Direct Tax & Transfer Pricing	CA	51	16-Jul-18	28	Finance(Direct Taxation)	10,773,143	Telenor India Pvt Ltd
36.	Sundereshwaran Raman	Head - Products	M.Tech, M,S	44	18-Feb-19	19	Product	14,096,996	Avaya Inc
37.	Vani Venkatesh	CEO - Market Operations - NCR	MBA	45	01-Nov-16	19	Marketing	19,205,015	Abbott Healthcare Pvt Ltd / Associate Director - Sales
38.	Varun Das	Head - Products	M.Sc	41	12-Nov-18	17	Product	10,257,789	Marchex
39.	Varun Raj Khanna	Head - Indirect Tax	CA	48	04-Dec-17	27	Finance (Indirect Taxation)	11,517,145	Micromax Informatics Ltd
40.	Vibhor Gupta	Head - Business Strategy & Alliances	MBA	35	01-Nov-18	13	Business Head	10,300,444	Bain & Company
41.	Vidyut Gulati	Director – Legal	LL.B	41	17-Jul-17	18	Legal	21,071,461	Cairn India Ltd / General Counsel & Member Executive Committee
42.	Vir Inder Nath	CEO - Homes	PGDBM	47	23-Apr-07	23	Business Head	21,229,837	IDEA Cellular / DGM
43.	Vivek Manglik	Head - Global Voice VAS & Roaming	Post graduation	49	06-Sep-10	28	Sales	12,435,664	Hindustan Cables Ltd

(B) Employed for the Part of Financial Year

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1.	Amit Anchal	Head - Business Development and M & A	MBA	43	10-Jun-02	21	Business Development	21,365,236	Kucheri & Associates / Audit Assistant
2.	Anjani Rathor	CIO - Consumer Business	PGDBM	47	10-Dec-07	23	Engineering	25,453,011	Boeing / Director, Strategy and Business Development
3.	Arpit Mundra	Head FR - Consolidation	CA	37	02-Jul-15	16	Finance	10,269,482	ATC Tires Pvt Ltd
4.	Atul Vijay	Head - Products	B.Tech	39	22-Jul-19	18	Product	10,308,590	Myntra
5.	Chandrasekar Ramamoorthy	Head - Data Product	MBA	38	03-Feb-14	15	Product	5,226,603	Booz & Company / Senior Associate
6.	Gaurav Khandelwal	Group Financial Controller	CA	42	03-Nov-14	19	Finance	9,695,548	Hindustan Unilever Ltd / Director - Financial Controls
7.	Gautam Anand	Chief People Officer	MBA	43	30-Jul-09	21	HR	18,560,794	Citibank / Portfolio Management
8.	George Mathen	CEO Homes	Post Graduation	51	17-Nov-06	29	Business Head	15,872,981	Coca Cola India / Head - Sales
9.	Harjeet Kohli	Group Director - Strategy & BD	MBA	46	01-Aug-19	23	Strategy & Business Development	20,671,192	Bharti Enterprises Ltd / Director Finance
10.	Jamshed Gilani	Head - CBU	MBA	46	01-Jul-19	21	General Management	14,172,006	Tata Teleservices Ltd
11.	Mahesh Halankar	Circle CTO - Network	BE	51	10-Jan-11	28	Network	14,584,204	Aircel Ltd
12.	Moti Gyamlani	Director - Supply Chain	Masters in International Business Administration	47	17-Dec-12	24	Supply Chain Management	16,880,840	GE Energy / Group Vice President - Global Supply Chain
13.	Mukesh Bhavnani	Group General Counsel	LLB, CS	65	01-Jun-16	42	Legal	30,993,484	Vedanta Resources Plc / Group Legal Counsel and Head Compliance
14.	Mukesh Khandelwal	Head - Experience	Executive General Management Program	44	13-Jun-18	21	Engineering	5,641,668	Aztec Software
15.	Raveendra Desai	Special Projects	MBA	47	02-Feb-15	21	Business Head	12,388,423	Tata Teleservices Ltd
16.	Ravindra Singh Negi	CEO - Market Operations - NCR	PGDBM	48	01-Aug-00	25	Business Head	7,118,443	Koshika Telecom Ltd / Product Manager
17.	Sameer Batra	CEO Homes	PGDM, BE	43	21-Feb-06	20	Business Head	21,966,647	BPL Mobile Ltd / Product Manager
18.	Sameer Kirit Anjaria	CEO - Market Operations - WBO	MMS, BE	47	03-Dec-12	23	Business Head	10,372,072	Nokia Corporation MEA / Head Care Channel Development, IMEA
19.	Samit Deb	CHRO	MBA	48	17-Mar-20	24	HR	902,594	Birlasoft Ltd
20.	Shefali Malhotra	Global Head Revenue Assurance	CA	46	01-Mar-00	24	Finance	10,946,736	Airborne Express / Manager Accounts

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21.	Siddharth Motiwale	COO - Market Operations - Orissa	MBA	47	29-Jan-15	23	Business Head	11,268,255	Tata Teleservices Ltd
22.	Siddharth Sharma	CEO - Market Operations - WB	MBA	43	17-Jun-19	1	Business Head	9,639,575	Singtel
23.	Sucheta Mahapatra	Head - IOT	MBA	39	25-May-15	16	Product	5,205,368	Bain and Company
24.	Upanga Dutta	CEO - Market Operations - Gujarat	MBA	52	26-Mar-18	15	Business Head	8,509,796	Telenor / Chief Marketing Officer

Notes:

- 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.