

**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, 2021**
**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	42	12-Nov-18	17	Business Head	78,158,513	Microsoft
2	Ajai Puri	Chief Operating Officer	Post Graduation	60	15-May-04	40	Business Head	107,425,413	Cargill Foods India
3	Ajay chitkara	Director & CEO - Airtel Business	PGDBM	49	01-May-01	28	Business Head	46,535,043	Comsat Max Limited
4	Deven Khanna	Group Director - Chairman's Office	CA, B.Com	61	01-Sep-04	35	Chairman's Office	49,301,054	Triveni Group
5	Gopal Vittal*	MD & CEO - India & South Asia	MBA	55	03-Apr-12	30	Business Head	144,171,324	Hindustan Uniliver Limited
6	Harjeet Kohli	Group Director- Strategy & BD	MBA	47	01-Aug-19	24	Strategy & Business Development	59,638,393	Bharti Enterprises Ltd./Director Finance
7	Randeep Singh Sekhon	Director Networks & CTO	BE & MBA	52	16-Aug-18	30	Network	89,850,605	Hutchison Indonesia
8	Sameer Chugh	Group General Counsel	LLB, PGDBM	46	04-Aug-14	26	Legal	51,647,455	Cummins India Ltd./VP-Legal & Secretarial
9	Sunil Bharti Mittal	Chairman	Alumnus, Panjab University OPM, Harvard University	63	01-Oct-01	45	General Management	161,974,744	Bharti Cellular Limited/ CMD

\* Remuneration of Mr. Gopal Vittal does not include perquisite value of ₹105,446,280 towards exercise of stock options during FY 2020-21.

**(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	Harmeem Mehta	Global CIO	BE (Computer Sc. & Engg)	47	24-Oct-13	22	Information Technology	131,911,258	BBVA/ CIO Global Markets

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, who are brothers.
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 B Mittal and Mr. Gopal Vittal.
5. Nature of employment for all the employees is permanent except for Mr. Sunil Bharti Mittal & Mr. Gopal Vittal which is contractual.

**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, 2021**
**(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	Abhishek Biswal	Product Head	B.Tech	38	03-Sep-18	15	Product	10,880,235	Locon Solution Private Limited/ VP- Product
2	Ajay Gupta	Head - ToCo Sourcing, SCM Ops & Transformation	PGDBM, Materials	53	01-Nov-12	2	SCM	12,436,037	Inox Winds Ltd/ Head Supply Chain
3	Ajay Jain	Head - NOC & Digitization	BE & MBA	54	01-Oct-18	33	Network	16,085,725	Motorola
4	Akhil R Garg	Financial Controller - Airtel Business	MBA	44	23-Jan-14	19	Finance	11,314,061	Pepsico
5	Amit Tripathi	CEO - Market Operations - Mumbai	MBA	42	20-Sep-10	16	Business Head	20,400,051	Singtel Optus Pvt Ltd
6	Anant Kumar	Head - Product Engineering	BE	42	27-Aug-12	20	Engineering	10,314,134	Huawei Technologies India Pvt. Ltd.
7	Anil Jeet Singh Riat	Head - Internal Assurance	B.Tech	49	13-Feb-13	18	Internal Assurance	10,754,274	Aon Corporation Hewitt Associates
8	Anil Kumar	Head - Digital Intelligence	M.TECH	51	01-Nov-18	28	Engineering	18,460,683	Mobileum India pvt ltd
9	Anupam Arora	COO	MBA	47	02-Jan-98	23	Business Head	12,519,524	Bharti Televentures Ltd
10	Aravind V Gunari	Head - Network Experience	BE	50	08-Aug-05	25	Network	12,803,198	BPL Mobile Cellular Ltd
11	Archana Ashok Aggarwal	Head - Media Planning & Buying	MBA	49	09-Dec-13	20	Marketing	11,152,747	Procter & Gamble
12	Aruna Pidikiti	Head - Operations	M.Tech	51	21-Dec-00	28	Network	16,671,427	STPI
13	Ashish Arora	CEO - Enterprise Business	MBA	51	03-Apr-07	26	Sales	31,350,266	Sify Ltd/ National Sales Head
14	Atul Sachdeva	Head - Wireless Planning	PGDBM	48	29-Aug-06	26	Network	24,364,467	"Tata Teleservices Ltd/ Head- BSS, Transmission and Core Planning"
15	Atul Vijay	Head - Products	B.Tech	40	22-Jul-19	19	Product	20,484,582	Myntra
16	Avinash Deepak	Head - Airtel Business	BE	50	28-Aug-06	27	Sales	12,516,791	BT Infonet
17	Avneet Singh Puri	CEO	PGDBM	44	10-Aug-16	21	Business Head	11,717,284	Becton Dicknson India PVT Ltd
18	Ayan Sarkar	Head - Distribution	PG Diploma	43	30-Jan-06	18	Sales	12,010,238	Idea Cellular Ltd.
19	Badal Bagri	CFO - India & South Asia	CA	49	16-Jan-17	21	Finance	46,620,140	Aircel Limited
20	C Surendran	CEO - Market Operations - KK	BE & MBA	55	04-Nov-03	33	Business Head	38,467,907	Modi Xerox/ Head-Outsourcing
21	Deepak Sanghi	Head - Transport Planning	BE	47	29-Mar-04	26	Network	15,740,014	Nortel Networks/ Technical Consultant
22	Dharmender Khajuria	CEO - Market Operations - MP & CG	MBA	52	21-Nov-01	29	Business Head	20,014,705	National Panasonic/ Sr. Sales Officer
23	Divya Sethi	Head - Emerging Business	MBA	48	04-Oct-06	24	Sales	10,963,503	Hughes Escorts Communication Limited
24	Ganapathi S Lakshminarayanan	CEO - Enterprise Business	MBA	53	15-Jul-20	21	Sales	17,575,915	Capillary Technologies
25	Kamal Dua	Head - Commercial	B.Com	42	08-Mar-07	20	Commercial	16,004,345	Idea
26	Manish Agarwal	Global Head Taxation	CA, CS	47	11-Dec-08	23	Finance	19,267,731	HCL Technologies/ Deputy General Manager

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27	Manish Gangey	Head - Network Architecture and R&D	M.Tech, M.S	51	23-Oct-18	25	Network	14,142,258	Reliance Jio Infocomm
28	Manish Tiwari	CISO	B.Sc	53	05-Dec-17	32	Engineering	18,773,400	Microsoft Corporation (India) Pvt Ltd/ Chief Security Advisor
29	Manu Sood	CEO - Market Operations - UN	MBA	48	13-Jan-12	20	Business Head	40,729,897	Hindustan Unilever Ltd/ General Manager - North India
30	Marut Dilawari	COO - Market Operations - Kerala	PGDBM	49	04-Apr-18	25	Business Head	12,128,165	Tata Teleservices Limited
31	Nagananda U	CEO - Retail	Post Graduation	44	06-Jul-15	21	Business Head	16,424,124	Tata Teleservices Ltd
32	Naveen Sanghi	Deputy General Counsel	LLM	48	03-Aug-04	23	Legal	12,882,208	Spice Communication Limited
33	Navneet Sharma	COO	MBA	41	14-May-15	17	Business Head	10,545,261	Tata Teleservices Ltd
34	Neelu Amber	Head - Own Base Marketing	Professional Qualification	49	29-Mar-18	23	Marketing	10,765,504	Aircel Limited
35	Nidhi Lauria	CEO - Market Operations - Rajasthan	PG Diploma	55	03-Oct-18	32	Business Head	19,586,978	Vodafone
36	Pankaj Chopra	CTO - B2B	B.Tech	46	16-Jul-12	16	Network	11,560,326	RUCKUS WIRELESS
37	Pankaj Miglani	Director - Supply Chain	CA,CS & CWA	51	21-Aug-18	28	SCM	39,000,109	Bharti Infratel Ltd/ CFO
38	Pankaj Sarna	Lead - India Taxation	CA	60	16-Jan-99	36	Finance	11,392,139	Modi Xerox Ltd.
39	Pankaj Tewari	Company Secretary	CS	48	01-Jun-17	19	Corporate Secretarial	20,022,332	PwC/ Director
40	Purumedh Gupta	Head - Airtel Business	B.Tech	45	09-Apr-07	23	Sales	10,506,008	Tata Autocomp Systems Ltd.
41	Rahul Vatts	Chief Regulatory Officer	BE	48	20-Apr-20	25	Regulatory	14,051,626	VODAFONE IDEA LIMITED
42	Rajat Dhawan	Head - Govt Accounts	PG Diploma	48	03-Nov-05	25	Sales	10,894,135	Reliance Infocomm Ltd.
43	Rajesh Kumar	Head - Customer Experience (Airtel Business)	PG Diploma	51	14-Jun-07	31	Customer Experience	14,081,346	Convergys India
44	Rajnish Verma	COO	PG Diploma	49	15-Mar-05	27	Business Head	10,447,636	Reliance Telecom Limited
45	Ranjan Sharma	Head - Network Sourcing	B.Tech	46	09-Mar-15	25	SCM	20,259,173	ZTE Telecom India Pvt Ltd/ Director
46	Rashim Kapoor	Head - Core Operations	Engineering	48	31-Aug-05	26	Network	15,510,117	Escotel Mobile
47	Ravinder Bansal	Head FR - India	CA	46	10-Nov-00	15	Finance	10,730,211	Bharti Airtel Ltd.
48	Rohit Marwha	CEO - Market Operations - ROM	PGDBM	45	16-Jul-01	23	Business Head	21,291,050	VIJAYA PRINTS & PACKS/ Director
49	Rohit Relan	Head Customer Experience - B2C	CA	51	04-Apr-05	26	Customer Experience	15,420,328	Escotel Mobile
50	Saibal Roy	Head - Airtel Business	BE	52	23-Aug-12	22	Sales	10,707,655	Tulip Telecom Ltd.
51	Samit Deb	CHRO	MBA	49	17-Mar-20	25	HR	39,011,162	Birlasoft Limited
52	Sandeep Gupta	Head Strategy & Architecture - Radio & Core	PGDBM	51	30-Nov-12	30	Network	26,611,207	Huawei Telecommunications India Pvt Ltd/ Director - Wirelsss & PS Solution Sales
53	Santanu Bhattacharya	Chief Data Scientist	Doctor of Phylosophy (Phd)	55	19-Feb-18	33	Engineering	24,489,240	Massachusetts Institute of Technology/ Research
54	Santosh Kumar Akkula	Head - Cloud Ops	Post Graduation	43	24-Sep-18	21	Engineering	13,819,865	Thomson Reuters india Pvt Ltd.
55	Shailendra Singh	CEO - Market Operations - UPU	Post Graduation	55	16-Mar-16	29	Business Head	29,611,576	Tata Teleservices Ltd/ Sr. VP

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56	Shashwat Sharma	Chief Marketing Officer	PGDBM	40	12-Oct-18	15	Marketing	38,572,914	Hindustan Unilever Ltd
57	Siddharth Sharma	CEO - Market Operations - WB	MBA - Marketing Operations - WB	44	17-Jun-19	21	Business Head	15,469,705	Singtel
58	Sovan Mukherjee	COO	B.Sc	47	11-Sep-06	24	Business Head	10,529,631	VST Industries Ltd.
59	Subhransu Rout	Head - Consumer Insights & Intelligence	PGDBM	52	23-Jun-14	27	Marketing	10,528,401	Millwardbrown India pvt Ltd
60	Sudhir Kumar Mittal	Chief Architect	Phd	50	09-Jun-20	29	Engineering	10,957,671	Reliance Jio Infocomm Ltd.
61	Suhit Aggarwal	Head - Direct Tax & Transfer Pricing	CA	52	16-Jul-18	28	Finance (Direct Taxation)	11,304,632	Telenor India Private Limited
62	Sundereshwaran Raman	Head - Products	M.Tech, M.S	45	18-Feb-19	20	Product	17,094,662	Avaya Inc
63	Sunil Goyal	Head Engineering - Digital Consumer Experience	M.Tech	42	14-Dec-20	20	Engineering	4,486,971	One 97 Communication Ltd (Paytm)/SVP
64	Vani Venkatesh	CEO - Market Operations - NCR	MBA	46	01-Nov-16	20	Business Head	21,003,665	Abbott Healthcare Pvt Ltd/ Associate Director - Sales
65	Varun Das	Product Head	M.Sc	42	12-Nov-18	18	Product	13,736,669	Marchex
66	Varun Raj Khanna	Head Indirect Tax	CA	49	04-Dec-17	28	Finance (Indirect Taxation)	13,687,643	Micromax Informatics Ltd
67	Vibhor Gupta	Head - Business Strategy & Alliances	MBA	36	01-Nov-18	14	Business Head	14,011,938	Bain & Company
68	Vidyut Gulati	Director - Legal	LLB	42	17-Jul-17	19	Legal	37,140,418	Cairn India Ltd/ General Counsel & Member Executive Committee
69	Vir Inder Nath	CEO - Homes	PGDBM	48	23-Apr-07	24	Business Head	28,318,817	IDEA Cellular/ DGM
70	Vivek Manglik	Head - Global Voice VAS & Roaming	PGDBM	50	06-Sep-10	29	Sales	20,398,892	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	Akshat Verma	Head - Digital Consumer Business	M.Sc	42	15-May-17	20	Engineering	20,761,192	MakeMyTrip India Pvt. Ltd.
2	Ashish Goenka	Group Financial Controller	MBA	42	03-Oct-16	18	Finance	44,634,177	Hindustan Unilever Ltd/ General Manager, Finance
3	Jatinjit Gujral	Head - Digitization	BE	47	01-Feb-19	23	Network	7,584,750	Vodafone
4	Jitender Ahuja	Head - BSG	PGDBM	48	25-Oct-02	28	BSG	8,129,630	TELSTRA V-COMM
5	Manish Khanduja	COO	B.Com	51	30-Dec-06	28	Business Head	11,792,924	Aircell Digilink India (Hutch)
6	Manoj Murali	CEO - Market Operations - KTN	MBA	50	01-Oct-01	26	Business Head	35,537,166	Crompton Greaves/ Area Sales Manager

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7	Nakul Sehgal	Corporate CFO	CA	40	11-Feb-19	19	Finance	26,773,581	Digi.com Berhad (Malaysia), Telenor Group/ CFO
8	Neeraj Jha	Head - Corporate Communications & Corporate Affairs	e Diploma in Journalism	55	18-JAN-2021	25	Corporate Communications	2,869,757	HDFC Bank Ltd/Head- Corporate Communications
9	Papiya Banerjee	Head HR - Market Ops	MA (PM & IR)	47	01-Feb-16	23	HR	33,559,369	Edelweiss Tokio Life Insurance Co.Ltd/ CHRO
10	Parag Toley	Risk Mgmt & Investor Relations	Others	40	31-Mar-14	16	Finance	8,516,298	Knowledge Medical Research Charitable Truch, Michigan
11	Prabhu Prasad Dash	Circle CTO - Network	B.Tech	54	25-Jun-01	29	Network	9,839,015	Bonsai Networks
12	Raza Khan	Head - Corp Communications	PG Diploma	48	05-May-11	26	Corporate Communications	7,862,194	Viom Networks
13	Sandipan Chakraborty	Circle CTO - Network	MBA	51	20-Jan-99	28	Network	9,645,485	RELIANCE TELECOM
14	Sanjiv Mishra	CEO - Market Operations - Bihar	MBA	51	01-Aug-07	29	Business Head	16,098,477	Becton Dickinson/ RSM North
15	Senthil Kumarbalasubramaniam	Head - Prepaid Engg	BE	46	11-May-05	23	Engineering	12,708,316	Shogi Communications

**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 ₹850,000 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.