

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, 2022

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
1	Adarsh Sreekumar Nair	Chief Product & Experience Officer	MBA	43	12-Nov-18	18	Business Head	78,452,100	Microsoft
2	Ajay Chitkara	Director & CEO - Airtel Business	PGDBM	50	1-May-01	29	Business Head	91,033,741	Comsat Max Limited
3	Deven Khanna	Group Director - Chariman's Office	CA, B.Com	62	1-Sep-04	36	Group Director - Chariman's Office	52,418,708	Triveni Group
4	Gopal Vittal	MD & CEO	MBA	56	3-Apr-12	31	Business Head	152,581,334	Hindustan Uniliver Limited
5	Harjeet Kohli	Group Director - Strategy & Business Development	MBA	48	1-Aug-19	25	Group Director - Strategy & Business Development	67,617,020	Bharti Enterprises Limited
6	Randeep Singh Sekhon	Director Networks & CTO	B.E & MBA	53	16-Aug-18	31	Network	80,963,820	Hutchison Indonesia
7	Sunil Bharti Mittal	Chairman	Alumnus, Panjab University; OPM, Harvard University	64	1-Oct-21	46	General Management	153,986,068	Bharti Cellular Limited

* Remuneration of Mr. Gopal Vittal does not include perquisite value of Rs. 264,159,422 towards exercise of stock options during FY 2021-22.

(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 without PF perquisite (7.5 Lac)	Previous employment
1	Ajai Puri	Chief Operating Officer	Post Graduation	61	15-May-04	41	Business Head	106,820,935	Cargill Foods India
2	Badal Bagri	CFO - India & South Asia	CA	50	16-Jan-17	22	Finance	74,044,780	Aircel Limited
3	Santanu Bhattacharya	Chief Data Scientist	Doctor of Phylosophy (Ph.D.)	56	19-Feb-18	34	Engineering	119,590,854	Massachusetts Institute of Technology / Research

1. There are no specific terms and conditions for employment.
2. None of the employees mentioned above is a relative of any Director 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 B Mittal and Mr. Gopal Vittal.
5. Nature of employment for all the employees is permanent except for Mr. Sunil Bharti Mittal & Mr. Goptal Vittal which is contractual.
6. The above remuneration includes full and final settlement and/or retirement benefits of exit cases, as may be applicable.

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, 2022

(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
1	Abhishek Biswal	Product Head	B.Tech	39	3-Sep-18	16	Product	14,486,320	Locon Solution Private Limited
2	Abhishek Kumar Singh	Head of Customer Intelligence	B.Tech	36	1-Apr-19	15	Engineering	10,996,649	Evoyz Technologies Private Limited
3	Ajay Jain	Head - NOC & Digitization	B.E & MBA	55	1-Oct-18	34	Network	21,822,723	Motorola
4	Akhil R Garg	Financial Controller - Airtel Business	MBA	45	23-Jan-14	20	Finance	12,973,937	Pepsico
5	Alok Shukla	Head - Connectivity Products	B.E	47	19-Jan-09	25	Product	10,478,875	British Telecom
6	Amit Tripathi	CEO - Market Operations - Mumbai	MBA	43	20-Sep-10	17	Business Head	26,102,543	Singtel Optus Private Limited
7	Anant Kumar	Head - Product Engineering	B.E & MBA	43	27-Aug-12	21	Engineering	19,098,804	Huawei Technologies India Private Limited
8	Ankit Goel	Head - Digital Enterprise Business	B.E	41	5-Feb-15	19	Engineering	17,437,490	Accenture Services Private Limited
9	Anupam Arora	COO - Bihar Circle	MBA	48	2-Jan-98	24	Business Head	13,774,979	N.A
10	Aravind V Gunari	Head - Network Experience	B.E	51	8-Aug-05	26	Network	14,748,542	BPL Mobile Cellular Limited
11	Archana Ashok Aggarwal	Head - Media Planning & Buying	MBA	50	9-Dec-13	21	Marketing	11,269,536	Procter & Gamble
12	Aruna Pidikiti	Head - Operations	M.Tech	52	21-Dec-00	29	Network	16,712,096	STPI
13	Ashish Arora	CEO - Enterprise Business	MBA	52	3-Apr-07	27	Sales	17,814,276	Sify Limited
14	Ashish Sardana	Head - Treasury	MBA	42	22-Mar-10	17	Treasury	22,009,169	Citi Bank
15	Atul Sachdeva	Head - Wireless Planning	PGDBM	49	29-Aug-06	27	Network	21,238,243	Tata Teleservices Limited
16	Avinash Deepak	Head - Airtel Business	B.E	51	28-Aug-06	28	Sales	14,815,809	BT Infonet
17	Avneet Singh Puri	CEO - Home Delivery Organization	PGDBM	45	10-Aug-16	22	Network	20,177,032	Becton Dicknson India Private Limited
18	Ayan Sarkar	Head - Distribution	PG Diploma	44	30-Jan-06	19	Sales	14,844,452	Idea Cellular Limited
19	Deepak Sanghi	Head - Transport Planning	B.E	48	29-Mar-04	27	Network	16,028,430	Nortel Networks
20	Dharmender Khajuria	Head - Market Operations - MP & CG	MBA	53	21-Nov-01	30	Business Head	28,822,228	National Panasonic
21	Divya Sethi	Head - Emerging Business	MBA	49	4-Oct-06	25	Sales	11,226,097	Hughes Escorts Communication Limited
22	Ganapathi S Lakshminarayanan	CEO - Enterprise Business	MBA	54	15-Jul-20	22	Sales	32,834,753	Capillary Technologies
23	Kamal Dua	Group Financial Controller	CMA	43	8-Mar-07	21	Finance	18,503,489	Idea
24	Manish Agarwal	Global Head Taxation	CA, CS	48	11-Dec-08	24	Finance	41,568,723	HCL Technologies
25	Manish Gangey	Head - Network Architecture and R&D	M.Tech, M.S	52	23-Oct-18	26	Network	16,500,113	Reliance Jio Infocomm Limited
26	Marut Dilawari	COO - Market Operations - Kerela	PGDBM	50	4-Apr-18	26	Business Head	12,996,156	Tata Teleservices Limited
27	Nagananda U	CEO - Retail	MBA	45	6-Jul-15	22	Business Head	15,837,397	Tata Teleservices Limited
28	Naveen Sanghi	Deputy General Counsel	LL.M	49	3-Aug-04	24	Legal	12,909,757	Spice Communication Limited
29	Neelu Amber	Head - Own Base Marketing	MBA	50	29-Mar-18	24	Marketing	11,173,923	Aircel Limited
30	Nidhi Lauria	CEO - Market Operations - Rajasthan	PG Diploma	56	3-Oct-18	33	Business Head	26,859,788	Vodafone
31	Pankaj Chopra	CTO - B2B	B.Tech	47	16-Jul-12	17	Network	13,119,293	Ruckus Wireless
32	Pankaj Miglani	Director - Supply Chain	CA, CS & CWA	52	21-Aug-18	29	SCM	28,544,140	Bharti Infratel Limited
33	Pankaj Sarna	Lead - India Taxation	CA	61	16-Jan-99	37	Finance	12,046,981	Modi Xerox Limited
34	Pankaj Tewari	Company Secretary	CS & LL.B	49	1-Jun-17	20	Corporate Secretarial	19,536,861	PwC
35	Pradipt Kapoor	CIO	PGDM	52	15-Feb-21	25	Engineering	33,012,161	AP Moller - Maersk

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
36	Rahul Vatts	Chief Regulatory Officer	B.E	49	20-Apr-20	26	Regulatory	18,647,515	Vodafone Idea Limited
37	Rajat Dhawan	Head - Government Accounts	PG Diploma	49	3-Nov-05	26	Sales	11,287,228	Reliance Infocomm Limited
38	Rajesh Kumar	Head - Customer Experience(Airtel Business)	PG Diploma	52	14-Jun-07	31	Customer Experience	18,475,092	Convergys India
39	Rashim Kapoor	Head - Core Operations	B.Tech	49	31-Aug-05	27	Network	16,993,937	Escotel Mobile
40	Ravinder Bansal	Head FR - India	CA	47	10-Nov-00	16	Finance	11,792,870	N.A
41	Rayomand Sharookh Dalal	Security Solution Specialist	Diploma - Technical	41	1-Sep-14	16	Engineering	11,328,345	A division under MHA - GOI
42	Ritesh P Sanghvi	Head Sales - Mass Retail	MBA	43	10-Jun-02	20	Sales	10,337,503	N.A
43	Rohit Marwha	CEO - Market Operations - ROM	PGDBM	46	16-Jul-01	24	Business Head	27,464,606	Vijaya Prints & Packs
44	Rohit Relan	Head Customer Experience - B2C	CA	52	4-Apr-05	27	Customer Experience	27,380,933	Escotel Mobile
45	Saibal Roy	Head - Airtel Business	B.E	53	23-Aug-12	23	Sales	11,522,497	Tulip Telecom Limited
46	Sandeep Gupta	Head Strategy & Architecture - Radio & Core	PGDBM	52	30-Nov-12	31	Network	27,753,746	Huawei Telecommunications India Private Limited
47	Santosh Kumar Akkula	Head - Cloud Operations	Post Graduation	44	24-Sep-18	22	Engineering	25,943,694	Thomson Reuters India Private Limited
48	Sawan Gupta	Head - Radio SAE	B.Tech	43	8-Dec-08	21	Network	15,624,571	Nortel Network Private Limited
49	Shailendra Singh	CEO - Market Operations - UPU	Post Graduation	56	16-Mar-16	30	Business Head	27,834,491	Tata Teleservices Limited
50	Shashwat Sharma	Chief Marketing Officer	PGDBM	41	12-Oct-18	16	Marketing	28,096,697	Hindustan Unilever Limited
51	Siddharth Sharma	CEO - Market Operations - WB	MBA	45	17-Jun-19	22	Business Head	16,271,094	Singtel
52	Sovan Mukherjee	COO - UPU Circle	B.Sc	48	11-Sep-06	25	Business Head	11,738,780	VST Industries Limited
53	Subhransu Rout	Head - Consumer Insights & Intelligence	PGDBM	53	23-Jun-14	28	Marketing	10,689,574	Millwardbrown India Private Limited
54	Sudhir Kumar Mittal	Chief Architect	Ph.D. & MBA	51	9-Jun-20	30	Engineering	14,642,517	Reliance Jio Infocomm Limited
55	Sujay Chakrabarti	CEO - MP&CG Circle	MBA	51	15-Mar-05	26	Business Head	12,760,376	Reliance Infocomm Limited
56	Sundereshwaran Raman	Head - Products	M.Tech, M.S	46	18-Feb-19	21	Product	18,107,605	Avaya Inc.
57	Sunil Goyal	Head Engineering - Digital Consumer Experience	M.Tech	43	14-Dec-20	21	Engineering	21,289,680	One 97 Communication Limited (Paytm)
58	Sunil Taldar	Director - Market Operations	Post Graduation	57	1-Dec-16	34	Business Head	11,372,640	Mondelez India Foods Limited
59	Vani Venkatesh	CEO - Market Operations - NCR	MBA	47	1-Nov-16	21	Business Head	26,855,604	Abbott Healthcare Private Limited
60	Varun Das	Product Head	M.Sc	43	12-Nov-18	19	Product	16,410,360	Marchex
61	Varun Raj Khanna	Head Indirect Tax	CA	50	4-Dec-17	29	Finance	15,221,183	Micromax Informatics Limited
62	Vibhor Gupta	Head Business Strategy & Alliances	MBA	37	1-Nov-18	15	Business Head	14,262,664	Bain & Company
63	Vidyut Gulati	Director - Legal	LL.B	43	17-Jul-17	20	Legal	32,914,697	Cairn India Limited
64	Vir Inder Nath	CEO - Home Broadband	PGDBM	49	23-Apr-07	25	Business Head	31,647,109	Idea Cellular
65	Vivek Manglik	Head - Global Voice VAS & Roaming	PGDBM	51	6-Sep-10	30	Sales	14,658,364	Hindustan Cables Limited
66	Vivek Mehendiratta	CEO - KK Circle	MBA	41	5-Dec-14	18	Business Head	11,101,497	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 without PF perquisite (7.5 Lac)	Previous employment
1	Abhishek Basu	Financial Controller - Market Operations	CA	43	12-May-21	19	Commercial	12,283,395	Aditya Birla Fashion and Retail Limited
2	Aditya Singh Yadav	Head - M & A and Business Development	PGDBM	42	8-Apr-20	17	M & A and Business Development	12,983,075	IGT Solutions
3	Ajay Gupta	Head - ToCo Sourcing, SCM Operations & Transformation	PGDBM	54	1-Nov-12	29	SCM	17,292,520	Inox Winds Limited
4	Amrita Padda	Chief People Officer	PGDM	47	21-Sep-21	21	HR	21,578,817	Hindustan Unilever Limited
5	Anil Kumar	Head - Digital Intelligence	M.Tech	52	1-Nov-18	28	Engineering	26,418,229	Mobileum India Private Limited
6	Anshul Kheterpal	Business Head - Financial Services	MBA	40	1-Jun-21	15	Strategy	13,681,410	Freecharge Payment Technologies Private Limited
7	Atul Vijay	Product Head	B.Tech	41	22-Jul-19	19	Product	16,856,297	Myntra
8	C Surendran	CEO - Market Operations - KK	B.E & MBA	56	4-Nov-03	33	Business Head	25,942,876	Modi Xerox
9	Dhananjaya Shahi	Head - Corporate Legal	LL.M	48	15-Nov-21	22	Legal	5,004,901	Flipkart Internet Private Limited
10	Harish Laddha	CEO - Emerging Business	B.Tech	50	14-Jun-21	26	Sales	10,575,484	Ingram Micro India Limited
11	Manish Tiwari	CISO	B.Sc.	54	5-Dec-17	32	Engineering	23,278,477	Microsoft Corporation (India) Private Limited
12	Navneet Sharma	COO - Gujarat Circle	MBA	42	14-May-15	18	Business Head	11,194,351	Tata Teleservices Limited
13	Pranav Shroff	Head - Devices & Partnerships	MBA	43	9-Oct-20	17	Marketing	13,924,335	Nokia India Private Limited
14	Pushpinder Singh Gujral	CEO - UN Circle	Masters - Marketing	52	1-Sep-21	28	Business Head	9,628,436	Vodafone Idea Limited
15	Ranjan Sharma	Head - Network Sourcing	B.Tech	47	9-Mar-15	25	SCM	20,648,764	ZTE Telecom India Private Limited
16	Sameer Chugh	Group General Counsel	LL.B & PGDBM	47	4-Aug-14	27	Legal	40,748,100	Cummins India Limited
17	Samit Deb	Chief Human Resources Officer	MBA	50	17-Mar-20	24	HR	43,717,338	Birlasoft Limited
18	Sanjeev Kashyap	CTO - SNG	MBA	54	17-Oct-07	30	Network	17,080,707	N.G Technologies Limited
19	Sharan Kumar Shetty	CEO - KK Circle	MBA	54	19-Apr-21	29	Business Head	11,453,409	Luxor Writing Instruments Private Limited
20	Shivan Bhargava	CEO - AP Circle	PGDM	53	29-Nov-21	26	Business Head	5,610,682	Vodafone Idea Limited
21	Soumen Ray	CFO - India & South Asia	CA	49	21-Dec-21	23	Finance	10,434,959	Bajaj Auto Limited
22	Varun Singla	CISO	B.Tech	38	21-Feb-22	16	Engineering	3,689,849	Micron Technology

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 Director 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.