

PARTICULARS OF EMPLOYEES AS PER SECTION 197 OF THE COMPANIES ACT, 2013 READ WITH THE COMPANIES (PARTICULARS OF EMPLOYEES) RULES, 1975 AND FORMING PART OF THE DIRECTORS' REPORT FOR THE CORPORATE FINANCIAL YEAR ENDED 31st DECEMBER, 2015

| | Name & Age (Years) | Designation/Nature of Duties | Remuneration (Rupees) | Qualifications | Experience (years) | Date of commencement of Employment | Last Employment Last Designation |
|-------------------------------------------------------------------------------------------------------------------------------|----------------------|-----------------------------------------|-----------------------|--------------------------------------------------------------------|--------------------|------------------------------------|--------------------------------------------------------------------|
| A) Employed throughout the financial year and in receipt of remuneration aggregating Rs.60,00,000/- or more per annum. | | | | | | | |
| | Agrawal A.K. (56) | Sr.Vice President (Coal Sourcing) | 69,76,973 | B. Com. (Hons.), LL.B., A.C.A. | 14 | 16-03-2006 | Coal Handlers Pvt Ltd., Asst. General Manager |
| | Agrawal A. (48) | Senior Vice President (Operations) | 68,49,205 | B. E. (Mechanical) | 23 | 17-08-2011 | Trinetra Cement Limited, Asst. Vice President |
| | Bharat R. (42) | Assistant Vice President (ER) | 66,06,494 | B.Sc., MPM, LL.B. | 20 | 30-09-2013 | Procter & Gamble Hygiene and Health Care Limited, Sr. Manager (HR) |
| | Bhatt S.I. (48) | Joint President (Marketing) | 83,10,358 | B. E. (Civil) | 28 | 31-05-1993 | M/s Nina Construction Co., Site Engineer |
| | Dash S. K. (39) | Chief Coordination Head India | 363,87,994 | B.E., M.B.A. | 15 | 01-01-2015 | ArcelorMittal Ltd., General Manager |
| | Deshmukh V. (57) | Chief Manufacturing Officer | 188,21,604 | B.E. (Mech), M.B.A. | 33 | 23-06-2008 | K Raheja Corporate Services Pvt. Ltd., General Manager |
| | Deshpande V.V. (58) | Joint President (Brand & Mktg Strgy) | 122,34,162 | B. Com., DA&PR, Dip. in Journalism | 38 | 21-09-1987 | Raymond Wollen Mills Ltd., Assistant |
| | Deshpande A.V. (50) | Assistant Vice President | 63,71,457 | B. Com., C.A. | 23 | 18-07-2006 | Indokem Ltd., Vice President (Finance) |
| | G. Anantharam (52) | Vice President (Treasury & Nvest Rtins) | 87,28,965 | B. Com., C.A. | 28 | 21-11-2011 | Lafarge India Pvt. Ltd., Vice President (Treasury & Tax) |
| | Gandhi R. (44) | Company Secretary | 83,32,542 | B. Com., C.S. | 23 | 12-02-2008 | Zenith Birla India Ltd., Company Secretary and Compliance Officer |
| | Ghosh A. (62) | Joint President (Marketing) | 114,93,542 | B.Com.(Hons.) | 39 | 22-10-1999 | The Tata Iron & Steel Co. Ltd., Assistant Marketing Manager |
| | Gorakhia S. (49) | Vice President (Marketing) | 60,83,727 | B.E. (Civil) | 30 | 04-09-1990 | M/s. Mahavir Builders , Site Engineer |
| | Gupta S.K. (61) | Chief Marketing Officer | 171,06,686 | B.Sc., MBA (Marketing and Finance) | 38 | 25-04-2005 | SAIL, Dy. General Manager |
| | Gupta S.Kumar (55) | Joint President (Logistics) | 144,24,229 | Master Mariner (F.G.) | 37 | 16-05-2011 | Reliance Power Ltd., President (Shipping) |
| | Jain J. (49) | Senior Vice President (Commercial) | 91,13,015 | M.Com., C.A. | 27 | 15-10-1988 | --, -- |
| | Jha A.K. (53) | Senior Vice President (Sankrail) | 60,19,553 | M.Sc. | 30 | 13-12-1985 | Keltron Controls, Engineer |
| * | Joshi R. K. (51) | Vice President (Operations) | 64,15,977 | B.E. (Mech.) | 29 | 10-11-1993 | Monnet Ispat Ltd., Sr. Engineer |
| | Kabra R. (46) | Senior Vice President (Operations) | 72,81,036 | B.E. (Mech.) | 23 | 05-06-2008 | Shyam Dri Power Ltd., Sr. Vice President |
| | Kapur A. A. (50) | Managing Director And CEO | 634,83,811 | B. A., M.M.S., Advance Management Program (Philadelphia) | 26 | 01-02-1993 | Citibank, Asst. Manager |
| | Karanawat M. (52) | Senior Vice President (Commercial) | 71,94,522 | B.Com., C.A. | 27 | 28-06-2008 | Calchem Industries (I) Ltd., General Manager (Operations) |
| | Khajanchi S.K. (44) | Joint President (Corporate Controlling) | 107,71,326 | B.Com.(Hons.), A.C.A., A.C.S., C.F.A., A.C.M.A. | 22 | 29-08-2001 | Ambuja Cement Eastern Ltd., Sr. General Manager |
| | Kothari R.C. (59) | Joint President (Rabriyawas) | 100,02,838 | B.E. (Mech.) | 36 | 25-05-2000 | Saurashtra Chemical Ltd., General Manager (Production & Engg) |
| | Kumar A. (51) | Assistant Vice President (Shipping) | 69,47,445 | Master (F.G.) | 18 | 24-10-2000 | Ocean Research Education Centre, Faculty Member |
| | Kumar C. (62) | President - Manufacturing | 152,35,781 | Diploma in Electronics, M.B.A. | 39 | 04-03-1985 | Larsen & Toubro Ltd., Engineer |
| | Malhotra R. (52) | Joint President (Solid Fuel) | 100,53,400 | B.E. | 31 | 31-01-2014 | JSW Group, Associate Vice President |
| | Mantri S.K. (54) | Vice President (Accounts & Reporting) | 102,13,374 | B.Com. (Hons.), C.A. | 29 | 04-10-2000 | Xpro India Ltd., General Manager |
| | Mota P.C. (48) | Joint President (Marketing) | 79,16,126 | B.Sc., Dipl. in Marketing Management, Dipl. in Computer Management | 24 | 13-09-1993 | Indian Rayon & Industries Ltd., Marketing Officer |
| | Mukhopadhyay P. (46) | Chief Internal Auditor | 87,71,859 | M.Com., C.A., I.C.W.A. | 21 | 22-07-2013 | L&T Infotech Ltd., Head (Internal Audit) |

| | Name & Age (Years) | Designation/Nature of Duties | Remuneration (Rupees) | Qualifications | Experience (years) | Date of commencement of Employment | Last Employment Last Designation |
|---------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------------------------|-----------------------|-----------------------------------------------------------------------------|--------------------|------------------------------------|----------------------------------------------------------------------------------------|
| | Naik G.B. (51) | Strategic Sourcing Manager | 63,71,800 | B.E. | 26 | 02-12-2014 | Holcim Services (South Asia) Ltd., Strategic Sourcing Manager |
| | Narain M. Mrs. (54) | Chief HR Officer | 141,97,110 | B. Sc., M.M.S., SPHR | 31 | 01-08-2006 | VF Ltd., GM (HR) |
| | Nety R.M. (57) | Joint President (Ports & Shipping) | 143,72,444 | First Class Engineer (Motor) | 34 | 22-01-1996 | ABS Marine Services, Staff Ch. Engr. |
| | Nuwal N.K. (56) | Senior Vice President (Commercial) | 63,35,461 | B.E. (Mining), Dipl. In Mining & Mine Surveying, | 33 | 24-10-2007 | GHCL Ltd., General Manager |
| | Pandey B.C. (54) | President - Manufacturing | 122,39,799 | B.Tech. (Chem.) | 31 | 19-02-2010 | Gujarat Sidhee Cement Ltd., Sr. Vice President (Works) |
| | Paneri S.K. (52) | Vice President (Operations) | 65,34,431 | AMIE, Diploma in Engineering Mining | 29 | 15-02-2006 | Sanghi Industries Ltd., General Manager |
| | Ramarao S. (51) | Joint President (Ambujanagar) | 88,30,739 | B.Tech. (Chem.) | 29 | 26-02-1996 | National Council for Cement and Building Material, Sr. Engineer |
| | Raykundalia A.K. (46) | Senior Vice President (H&S) | 74,90,599 | B.E. (Chem.) | 24 | 26-12-2003 | Larsen & Toubro Ltd., Asst. Manager |
| | Sharma K. (65) | President (Corporate Affairs) | 86,90,503 | B.A., D.I.M.S. | 45 | 30-09-1994 | ACC Ltd., Resident Executive |
| | Sharma R. (52) | Senior Vice President (Commercial) | 77,25,954 | B.Sc., LL.B., D.P.M. & I.A. | 31 | 17-01-1986 | Pushpinder Sharma, Medical Representative |
| | Shrivastava S. (51) | Vice President (Corp Env&Sustainability) | 65,43,295 | B.Sc., B.E.(Envr.), M.E.(Envr.), PG.D.O.M., Dipl. In Invst. Law | 28 | 24-06-2009 | Sembawang Infrastructure (I) Ltd. - a Punj Lloyd Group Co., Sr. General Manager (EHSQ) |
| | Singh R.K. (49) | General Manager (Corporate Controlling) | 61,85,285 | B.Com., I.C.W.A., LL.B. | 23 | 09-04-2009 | Global Steel (Philippines) Inc., Head - Cost, Budget & MIS |
| | Singhi R. (57) | Joint President (Ropar) | 94,88,497 | B.E. (Mech.) | 36 | 18-10-2010 | Dalmia Cement (Bharat) Ltd., Dy. Executive Director |
| | Soni U. (47) | Senior Vice President (Tech. Services) | 70,60,594 | B.E. (Civil) | 26 | 15-01-1992 | Kruth Construction, Site Engineer |
| | Sood S. (47) | Vice President (Commercial Excellence) | 75,53,926 | B.Sc., M.C.A. | 25 | 15-12-2004 | Cement Manufacturers Association, Manager Systems |
| | Thakker K.L. (47) | Joint President (Legal) | 106,66,173 | B.Com., C.S., LL.B. | 23 | 04-07-2013 | United Phosphorus Ltd., Vice President (Legal) |
| | Thakur S.K. (61) | President - Manufacturing | 131,79,896 | B. Sc. Engg. (Chem.) | 36 | 26-03-1987 | Cement Corporation of India, Sr. Engr. (Chemical) |
| | Tiwari P.S. Mrs. (52) | President (CSR) | 95,18,004 | M.A. (Social Work) | 28 | 11-09-2000 | MelJol, Director |
| B) Employed for a part of the financial year and in receipt of remuneration aggregating Rs.5,00,000/- or more per month. | | | | | | | |
| | Agnihotri V.K. (55) | Chief Corporate Services | 169,88,036 | B.A. (Hons.)(Economics), M.B.A.(Marketing & Finance) | 29 | 02-08-2010 | ACC Ltd., Director (Sales) |
| | Arrawatia M.L. (60) | Deputy General Manager (Procurement) | 11,26,053 | B.Sc., M.Sc. | 37 | 20-07-1985 | New Swadeshi Mills, Salesman |
| | Brown D. (60) | Coordinator IMT | 46,32,921 | Graduate in IT in Business | 35 | 01-11-2015 | Holcim (Russia), Plant Manager |
| | Chakrabarti T. (60) | General Manager (Administration) | 20,56,885 | B.Com. | 35 | 29-06-1995 | Bombay Oxygen Corp. Ltd., Accounts Officer |
| | Charhajari R.B. (44) | Assistant Officer (Marketing) | 6,05,451 | B.Com., M.Com. | 21 | 07-11-2001 | Grasim Ind. Ltd., Accounts Assistant |
| | Chothani M. (57) | General Manager (E & I) | 24,34,957 | B.Sc. (Electrical) | 30 | 15-09-1985 | --, -- |
| | Churiwal S. (45) | Chief Financial Officer | 261,46,598 | C.A., I.C.W.A., C.S., M.B.A. | 21 | 01-03-2011 | Holcim (Lanka) Ltd., CFO |
| | Diaz I. J. (41) | Head Of Equipment & Process Technology | 119,10,755 | B.E. | 11 | 02-07-2015 | Holcim Services (South Asia) Ltd., Head Equipment & Process |
| | Dittanwala C. (58) | General Manager (projects) | 22,58,773 | Dipl. In Electronics & Sound Engineering, P.G.Dipl. In Instrument & Control | 33 | 29-06-2007 | Saurashtra Cement, General Manager |
| | Jadhao G.N. (54) | Vice President (Production) | 39,04,703 | B.Tech. (Chem.) | 32 | 30-10-2006 | Diamond Cements, Dy. General Manager (Production) |
| | Jain S. (51) | Senior Vice President (Marketing) | 30,84,509 | B.Com. | 27 | 01-10-1994 | ACC Ltd., Officer (Marketing) |
| | Jha M.M. (57) | Manager (Automation & Control) | 15,08,545 | B.Sc. | 31 | 17-02-1986 | Trivedi Sheet Glass Works Ltd., Supervisor |

| | Name & Age (Years) | Designation/Nature of Duties | Remuneration (Rupees) | Qualifications | Experience (years) | Date of commencement of Employment | Last Employment Last Designation |
|--|-------------------------|----------------------------------------------|-----------------------|---------------------------------------------------------------|--------------------|------------------------------------|----------------------------------------------------------------------|
| | Joshi M.L. (62) | Assistant Vice President (Stores & Purchase) | 24,62,238 | B.Sc., M.Com., Diploma | 39 | 27-10-1994 | J.K. Corp. Ltd., Sr. Manager |
| | Kandpal J. (47) | General Manager (mechanical) | 13,42,976 | B.E. (Mechanical) | 30 | 23-03-1996 | Gujarat Sidhee Cement Ltd., Engineer |
| | Lochmann A. (54) | Head of Capital Expenditure | 127,52,429 | Civil Engineering | 25 | 02-07-2015 | Holcim Services (South Asia) Ltd., Head of Capital Expenditure |
| | Mandeep Singh (46) | India Business Shared Centre Head | 152,55,463 | B.Com., I.C.W.A., C.A. | 15 | 11-12-2014 | AEGIS, Executive Vice President |
| | Maru N. Mrs. (53) | Manager (Marketing) | 21,28,111 | B.A., M.A. | 30 | 01-09-1987 | M/s. Subhash Vyas, Project Executive |
| | Mathur D. (55) | Senior Executive (Marketing) | 13,19,299 | B.Com., Diploma | 30 | 27-12-1996 | Nihon Nirman Ltd., Sr. Sales Officer |
| | Mehra D. (50) | Joint President (Marketing) | 61,77,767 | B.A. | 30 | 10-10-1985 | --, -- |
| | Mishra N.K. (38) | Deputy General Manager (Supply Chain) | 6,16,058 | B.Tech., M.B.A. | 13 | 20-04-2009 | Avalon Consulting, Consultant |
| | Mokirala S.R. (52) | Assistant Vice President (Ccommercial) | 9,07,964 | B.Sc., Dipl. In Export Management, MBA (Marketing) | 29 | 21-04-2011 | JSW Cement Ltd., Dy. General Manager |
| | Nikam S.M. (50) | Senior Vice President (Special Projects) | 50,56,795 | B.E.(Mech.), Dipl. In Industrial Safety | 26 | 04-11-2011 | Business, -- |
| | Pandharpurkar A.K. (53) | General Manager (Business Projects) | 12,18,038 | B.Sc., MBA (Project Management), Dipl. In Computer Management | 33 | 21-10-2001 | Recursion Software Ltd., General Manager |
| | Parmar M. (52) | Deputy Manager (Production) | 18,15,214 | B.Sc. (Zoology) | 29 | 10-01-1986 | --, -- |
| | Pieters A. (47) | Geocycle India Business Unit Head | 129,82,008 | M.B.A. | 12 | 02-07-2015 | Holcim Services (South Asia) Ltd., Geocycle India Business Unit Head |
| | Prasad C. (47) | Assistant Manager (Marketing) | 13,85,027 | B.Com., Dipl. In Business Management | 22 | 16-03-1998 | Reed Inf. Services, Sales Executive |
| | Puri S. (49) | General Manager (Marketing) | 29,72,292 | B.A., M.A. | 25 | 09-03-1999 | Prism Cement Ltd., Executive (Marketing) |
| | Raval R. (52) | Deputy Manager | 12,83,499 | HSC (Commerce) | 29 | 16-02-1987 | M/s Mohanlal & Co., Clerk |
| | Sarkar A.K. (60) | Assistant Vice President (Accounts) | 35,16,641 | B.Sc., I.C.W.A. | 41 | 06-04-1993 | Tata Chemical, Cost Accountant |
| | Salvi A. (48) | Senior Vice President (Logistics) | 31,96,232 | B.E., M.M.S. | 23 | 22-09-2015 | Shell India Markets India Pvt. Ltd., Manager (Asia Specific) |
| | Shinde P. Mrs. (43) | Regional CSR Coordinator | 9,22,544 | B.A. (Political Science), M.S.W. | 14 | 02-09-2014 | Holcim Services (South Asia) Ltd., Regional CSR Co-ordinator |
| | Singh A.K. (48) | Deputy Manager (Marketing) | 13,49,116 | B.A. | 23 | 28-04-1997 | M/s. Aditya Enterprises, Office Assistant |
| | Sinha A.K. (55) | Senior Manager (Capex) | 70,81,687 | Diploma | 27 | 18-06-1990 | Vikram Cement, Surveyor |
| | Sodhi S.S. (60) | General Manager (Personnel) | 5,67,865 | M.A. (Economics), M.B.A. (HR) | 31 | 12-06-2000 | International Tractor Ltd., General Manager |
| | Sukumaran G. (47) | Manager (Automation & Control) | 5,44,842 | B.Sc., M.B.A. | 22 | 06-05-1998 | Malabar Cements, Sales Officer |
| | Sundara R.T.N. (48) | Vice President (MRO) | 30,26,366 | B.E. | 26 | 25-01-1993 | Indian Rayon & Industries Ltd., Asst. Purchase Officer |
| | Vasavada D. (57) | Deputy Manager (Marketing) | 7,41,757 | B. Com. | 35 | 26-06-1989 | India Bombay, Sales Officer |
| | Verma A.K. (46) | Sr.Vice President | 60,90,588 | B.E. (AMIE), M.B.A., G.D.M.M. | 22 | 23-01-2012 | ACC Concrete Ltd., Head Procurement & Logistics |

- 1) Remuneration includes Salary, contribution to Provident and other Funds and Perquisites (including medical, leave travel and leave encashment on payment basis and monetary value of taxable Perquisites), etc.
- 2) All the above said appointments are non-contractual except marked * and are terminable by notice on either side.
- 3) None of the aforesaid employees holds by himself or along with his spouse and dependent children, not less than two percent of the equity shares of the Company.