

ANNEXURE II

Particulars of Employees as per Section 197 of the Companies Act, 2013 read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 forming part of the Directors' Report for the Corporate Financial Year Ended 31st December, 2016

| 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 ₹ 1.02 cr. or more per annum. | | | | | | |
| *Brown D. (61) | Coordinator IMT | 19,605,555 | Graduate in IT in Business | 36 | 11/1/2015 | Holcim (Russia), Plant Manager |
| *Dash S. K. (40) | Chief Coordination Head India | 37,678,839 | B.E., M.B.A. | 16 | 1/1/2015 | Arcelor Mittal Ltd., General Manager |
| Deshmukh V. (58) | Chief Manufacturing Officer | 18,547,720 | B.E. (Mech), M.B.A. | 34-02 | 6/23/2008 | K Raheja Corporate Services Pvt. Ltd., General Manager |
| Deshpande V.V. (59) | Joint President (Brand & Mktg Strgy) | 11,651,926 | B.Com., DA & PR, Dip. in Journalism | 37-05 | 9/21/1987 | Raymond Wollen Mills Ltd., Assistant |
| *Diaz I. J. (42) | Head of Equipment & Process Technology | 30,333,343 | B.E. | 12 | 7/2/2015 | Holcim Services (South Asia) Ltd., Head Equipment & Process |
| G. Anantharam (53) | Senior Vice President (Trsuy & lvest Rtlns) | 11,902,980 | B.Com., C.A. | 29-03 | 11/21/2011 | Lafarge India Pvt. Ltd., Vice President (Treasury & Tax) |
| Ghosh A. (63) | Joint President (Marketing) | 11,880,172 | B.Com. (Hons.) | 26-00 | 10/22/1999 | The Tata Iron & Steel Co. Ltd., Assistant Marketing Manager |
| Gupta S.K. (62) | Chief Marketing Officer | 16,217,873 | B.Sc., MBA (Marketing and Finance) | 39-02 | 4/25/2005 | SAIL, Dy. General Manager |
| Gupta S.Kumar (56) | Joint President (Logistics) | 14,123,103 | Master Mariner (F.G.) | 34-09 | 5/16/2011 | Reliance Power Ltd., President (Shipping) |
| Joshi S. (55) | Chief Financial Officer | 17,461,114 | B.Com., CA | 30-09 | 5/11/1992 | DCW Limited, Manager (Finance & Accounts) |
| Kapur A. A. (51) | Managing Director and CEO | 61,328,005 | B.A., M.M.S., Advance Management Program (Philadelphia) | 27-07 | 2/1/1993 | Citibank, Asst. Manager |
| Khajanchi S.K. (45) | Joint President (Corporate Controlling) | 12,017,994 | B.Com. (Hons.), A.C.A., A.C.S., C.F.A., A.C.M.A. | 23-06 | 8/29/2001 | Ambuja Cement Eastern Ltd., Sr. General Manager |
| Kothari R.C. (60) | Joint President (Rabriyawas) | 10,344,581 | B.E. (Mech.) | 38-01 | 5/25/2000 | Saurashtra Chemical Ltd., General Manager (Production & Engg) |
| Kumar C. (63) | President - Manufacturing | 15,683,427 | Diploma in Electronics, M.B.A. | 31-11 | 3/4/1985 | Larsen & Toubro Ltd., Engineer |
| *Lochmann A. (54) | Head of Capital Expenditure | 36,066,786 | Civil Engineering | 26 | 7/2/2015 | Holcim Services (South Asia) Ltd., Head of Capital Expenditure |
| Mantri S.K. (55) | Senior Vice President (Acts & Reporting) | 11,590,255 | B.Com. (Hons.), C.A. | 30-02 | 10/4/2000 | Xpro India Ltd., General Manager |

| Name & Age (Years) | Designation / Nature of Duties | Remuneration (Rupees) | Qualifications | Experience (years) | Date of commencement of Employment | Last Employment Last Designation |
|--|---|-----------------------|----------------------------------|--------------------|------------------------------------|--|
| Narain M. Mrs. (55) | Chief HR Officer | 14,360,423 | B.Sc., M.M.S., SPHR | 32-02 | 8/1/2006 | VVF Ltd., GM (HR) |
| Nety R.M. (58) | Joint President (Ports & Shipping) | 14,399,156 | First Class Engineer (Motor) | 34-10 | 1/22/1996 | ABS Marine Services, Staff Ch. Engr. |
| Pandey B.C. (55) | President - Manufacturing | 13,793,594 | B.Tech. (Chem.) | 31-11 | 2/19/2010 | Gujarat Sidhee Cement Ltd., Sr. Vice President (Works) |
| *Pieters A. (48) | Geocycle India Business Unit Head | 39,154,417 | M.B.A. | 13 | 7/2/2015 | Holcim Services (South Asia) Ltd., Geocycle India Business Unit Head |
| Ramarao S. (52) | Joint President (Ambujanagar) | 10,260,596 | B.Tech. (Chem.) | 30-01 | 2/26/1996 | National Council for Cement and Building Material, Sr. Engineer |
| Sharma K. (66) | President (Corporate Affairs) | 10,596,733 | B.A., D.I.M.S. | 46-04 | 9/30/1994 | ACC Ltd., Resident Executive |
| Thakker K.L. (48) | Joint President (Legal) | 11,022,010 | B.Com., C.S., LL.B. | 23-03 | 7/4/2013 | United Phosphorus Ltd., Vice President (Legal) |
| Thakur S.K. (62) | President - Manufacturing | 14,073,678 | B.Sc. Engg. (Chem.) | 37-11 | 3/26/1987 | Cement Corporation of India, Sr. Engr. (Chemical) |
| B) Employed for a part of the financial year and in receipt of remuneration aggregating ₹ 8,50,000/- or more per month. | | | | | | |
| Bandyopadhyay A. K. (53) | Manager (Human Resources) | 5,540,736 | MBA - HR., MA in Public Admin | 34-02 | 1/1/2003 | Indian Air Force, Security Inspector |
| Das D. (52) | Regional Finance Controller | 15,324,254 | B.Com, CA | 28-05 | 6/30/1993 | Ajay Enterprises Ltd., Sr. Accounts Officer |
| *Kapoor M. (45) | Head - Growth and Innovat | 5,005,673 | Supply Chain Management, MBA, BE | 20 | 11/1/2016 | Lafarge India, Managing Director - Ready Mix Projects |
| Kaul M. Mrs. (56) | Manager (Human Resources) | 6,312,274 | - | 24-03 | 11/13/1992 | - , - |
| *Kuenzi R. (41) | Head Material Handling & Env (Dust Cntrl) | 20,422,350 | Mechanical Engineer, M.B.A. | 17 | 3/1/2016 | Lafarge Holcim, Head Materials Handling & Environment |
| Parab S. C. (43) | Senior Executive (Marketing) | 2,228,697 | Diploma of Sanitary Inspector's | 20-11 | 3/8/1999 | Viva International, Sales Executive |
| Sharma P. K. (51) | Deputy Manager (Internal Control) | 3,062,109 | B.Com., Certification | 30-01 | 7/13/1990 | GSS Girls College, Clerk |
| *Sreekumar C. (54) | Head - Tax | 5,266,950 | B.Sc. (Physics), CA | 34 | 11/1/2016 | Lafarge Holcim Ltd., Senior International Tax Manager (APAC) |
| *Trabold G. (55) | Head Product and Material | 25,617,135 | Ph.D, Diploma in Mineralogy | 21 | 2/1/2016 | Lafarge Holcim, Senior Lead Quality Engineer |

Notes:

- 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.