

**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, 2015**

Name & Age (Years)	Designation/Nature of Duties	Remuneration (Rupees)	Qualifications	Experience (years)	Date of commencement of Employment	Last Employment Last Designation
<b>A) Employed throughout the financial year and in receipt of remuneration aggregating Rs.60,00,000/- or more per annum.</b>						
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 Rtlns)	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.(Envt.), M.E.(Envt.), PG.D.O.M., Dipl. In Invst. Law	28	24-06-2009	Sembawang Infrastructure (I) Ltd. - a Punj Lloyd Group Co., Sr. General Manager (EHS&Q)
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>B) Employed for a part of the financial year and in receipt of remuneration aggregating Rs.5,00,000/- or more per month.</b>						
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.