

GLAND PHARMA LIMITED

Corporate Identification Number (CIN) - L24239TG1978PLC002276

Registered Office: Sy. No. 143 - 148, 150 and 151, Near Gandimaisamma 'X' Roads

D.P. Pally, Dundigal, Dundigal - Gandimaisamma (M), Medchal-Malkajgiri District

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Annexure I.2 to the Board's Report - Particulars of employee remuneration for the Financial Year ended 31st March, 2023
As required under Section 197(12) of the Companies Act, 2013 read with Rule 5(2) of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

a) Details of top ten employees in terms of remuneration drawn as per Rule 5(2) of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last Employment	Gross remuneration paid (₹)
Srinivas Sadu	MD & CEO	B. Pharm, MBA (USA), MS (USA),	27	54	01-08-2000	Natco Pharma Limited	26,70,73,459
K.V.G.K.Raju	Chief Technical Officer	M.Sc, PGDIM	48	72	18-05-1992	Akhil Pharma	9,79,84,130
Dr C.S. Venkatesan	Senior Vice President (R&D)	Ph.D (Pharma)	31	53	05-10-1998	Sun Pharmaceuticals Limited	8,88,89,481
Dr S Sridevi	Senior Vice President (R&D)	Ph.D (Pharma)	28	56	12-06-2002	Indian Institute of Chemical Technology	4,08,65,574
K. Raghuramachandra Rao	Assistant Vice President (Quality Assurance)	M.Pharm	25	53	01-12-1999	Dr. Reddy's Laboratories Limited	3,53,06,249
Roopak Bharatee	General Manager	PGDBM	9	34	01-10-2014	N.A (first employment in Gland)	3,17,75,618
P B Ravindra Varma	Assistant Vice President (Engg)	D.M.E	31	50	18-08-1994	N.A (first employment in Gland)	3,15,80,721
M N Ravi Chandra	Vice President (Operations)	M.Tech	41	64	05-11-2006	Pearl Beverages Limited	2,92,56,470
S Sathiyarayanan	General Manager (R&D)	M.Sc., Ph.D (Chemistry)	29	53	07-09-1998	Sun Pharmaceuticals Limited	2,15,60,444
P M Senthil Kumar	Senior General Manager (R&D)	M.Sc	28	51	07-09-1998	Sun Pharmaceuticals Limited	2,15,40,136

Note:

- All the above employees had exercised their Stock Options during the year and the Perquisite value on exercise of such options was also included in the Gross remuneration
- Except for Mr. Srinivas Sadu, Dr. C.S. Venkatesan and Mr.K.V.G.K. Raju, none of the above employees had drawn remuneration more than ₹ 1.02 crore, excluding the perquisite value on exercise of stock options
- None of the employees mentioned above is a relative to any Director of the Company
- No employee holds by himself / herself or along with his / her spouse and dependent children more than 2% of the paid-up share capital of the Company
- Remuneration includes salary, allowances, perquisites including perquisite value on exercise of stock options
- All the above mentioned employees have permanent employment contracts with the Company. In case of Mr. Srinivas Sadu, the employment has fixed term pursuant to statutory provisions
- The above tables are based on payouts made during the F.Y. 2022-23
- The Company does not have any employees posted outside India
- Mr. Ravi Shekhar Mitra, CFO has drawn a remuneration of INR 1,78,29,140 during the FY 2022-23. He does not have any stock options.