

**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

Hyderabad 500 043, Telangana, India

Tel: +91 84556 99999; E-mail id: [investors@glandpharma.com](mailto:investors@glandpharma.com);Website: [www.glandpharma.com](http://www.glandpharma.com)**Annexure I.2 to the Board's Report - Particulars of employee remuneration for the Financial Year ended 31st March, 2024****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),	28	55	01-08-2000	Natco Pharma Limited	6,67,41,382
K.V.G.K.Raju	Chief Technical Officer	M.Sc, PGDIM	49	73	18-05-1992	Akhil Pharma	1,76,34,372
K. Raghuramachandra Rao	Vice President (Quality Assurance)	M.Pharm	26	54	01-12-1999	Dr. Reddy's Laboratories Limited	1,71,60,868
Ravi Shekhar Mitra	Chief Financial Officer	ACA, ACS	24	48	30-09-2019	Wockhardt Limited	1,70,90,537
Dr C.S. Venkatesan	Senior Vice President (R&D)	Ph.D (Pharma)	32	54	05-10-1998	Sun Pharmaceuticals Limited	1,67,54,756
Vellaian Karupiah	Vice President (Operations)	Ph.D (Pharmacy), MBA	30	51	22-08-2022	Dr. Reddy's Laboratories Limited	1,04,52,930
Prakash Vithal Baliga	Chief Operating Officer	M.Pharm	32	56	08-09-2016	Pfizer India Pvt Ltd	1,02,59,610
Dr S Sridevi	Senior Vice President (R&D)	Ph.D (Pharma)	29	57	12-06-2002	Indian Institute of Chemical Technology	1,00,78,980
P B Ravindra Varma	Assistant Vice-President (Engg)	D.M.E	32	51	18-08-1994	N.A. (first employment in Gland)	99,04,023
Manish Bharadwaj	Vice-President (HR)	MBA, PGDHRD	24	47	26-06-2023	Imaging Endpoints Pvt. Ltd	82,75,626
Ankit Gupta	Vice-President (Strategy and Investments)	MBA	15	37	04-09-2023	Strides Pharma Science Limited	58,21,872

Note:

1. Mr. K. Raghuramachandra Rao had exercised his Stock Options during the year and the Perquisite value on exercise of such options was also included in the Gross remuneration
2. None of the employees mentioned above is a relative to any Director of the Company
3. 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
4. Remuneration includes salary, allowances, perquisites including perquisite value on exercise of stock options (if any)
5. 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
6. The above tables are based on payouts made during the F.Y. 2023-24
7. The Company does not have any employees posted outside India