

Information as per Rule 5(2) of the companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

A. List of top 10 employees of the Company including the employees employed throughout the financial year 2021-22 and who were paid remuneration of not less than Rs.1.02 crores per annum: (*)

Sr. No.	Employee Name	Designation	Nature of Employment - Contractual or otherwise	Qualification	Experience (in years)	Date of commencement of employment	Last Employment held by such employee before joining the Company	Remuneration (Rs.in million)
1	Amit Mathur	Vice President - Manufacturing	Permanent	Postgraduate Diploma-Marketing	34	14-02-2017	EATON CORPORATION	10.25
2	Anil Hariani	Director Commodities (Non-Board Member)	Permanent	Business Management	40	01-01-2012	-	11.24
3	Anil Errol Shipley	Executive President & Chief Supply Officer	Permanent	PGDBM (Operations)/ B. Tech (Mechanical)	37	01-10-2018	Bajaj Electricals Ltd	20.40
4	Anil Kumar	President EPC and Customer Approvals	Permanent	M Tech (Industrial Engg)	33	01-08-2012	Central Cables	13.04
5	Anurag Agarwal	Executive President Strategic Initiative and International Business	Permanent	Quality Operating Management	23	23-10-2015	Sterlite Tech Ltd	16.80
6	Ashish D Jain	Executive President & Chief Operating Officer Telecom Business	Permanent	Bachelors' of engineering in computers	26	03-02-2014	Teracom Ltd Goa	16.31
7	Bharat Jaisinghani	Executive Director	Permanent	Master's degree in Operations management from the University of Manchester. Completed Executive Education Program called Program for Leadership Development from Harvard Business School and Executive Program from Singularity University.	10	01-01-2012	-	19.54
8	Bharat Sehgal	Senior General Manager - Technical	Permanent	BE. Electric, MBA Marketing	25	05-12-2018	RPG Group - KEC International	12.16
9	Bhushan Sawhney	Executive president & Chief Business Officer (HDC & LDC)	Permanent	Diploma In Export Management	27	03-06-2010	Havells India Ltd	16.33
10	Diwaker Bharadwaj	President Packaging Development	Permanent	BE - PRINTING & PACKAGING, PDCT - PROFESSIONAL COMMUNICATION MANAGEMENT	25	28-01-2013	Syscom Corporation Limited	10.55
11	Dr. Nilambar Mongal	Associate Vice President - Operations	Permanent	B.Sc Chemistry Honours, B.Tech and M.Tech In Polymer and Technology, P.hd in Engineering	27	10-12-2009	Nico Corporation	10.70
12	Gandharv Tongia	Chief Financial Officer	Permanent	Chartered Accountant	20	25-07-2018	SRBC & CO LLP	24.82
13	Gulshan Kumar	President - Sales	Permanent	Msc - PGDBA	23	18-03-2020	Panasonic Life Soilutions India Pvt L	17.48
14	Himanshu Sharma	President and Strategic Manufacturing Officer	Permanent	B.Tech PGDBM	32	15-01-2021	Omax Autos Limited	18.13
15	Inder Jaisinghani	Chairman & Managing Director	Permanent	H.S.C	54	20-12-1997	-	137.61
16	Manoj Verma	Executive President and Chief operating Officer - FMEG Business	Permanent #	B.Tech (Electronics & Telecom)	38	03-05-2018	Consultant	26.08
17	Nikhil Jaisinghani	Executive Director	Permanent	Master's in Business Administration (MBA) from Kellogg School of Management, Northwestern University, Illinois, USA	10	01-01-2012	-	19.54
18	Nilesh Kapoorchand Malani	President & Chief Marketing Officer	Permanent	PGDBA - Management & Marketing of Man - Made Textile & MBA in Marketing	25	17-10-2020	JSW Steel Limited	17.23
19	R.S. Rajurkar	President - Projects	Permanent	DIE - Institute of Polytechnic	28	08-01-2011	Finolex Cables Limited	10.81
20	Rakesh Talati	Executive Director	Permanent	Diploma in Civil Engineering and Interior Design Course from the Maharaja Sayajirao University of Baroda	31	25-08-2018	Consultant	22.54
21	Rashmikant V Mehta	Vice President - Purchase	Permanent	B.Sc. Chemistry	48	01-11-2014	Rainbow Plastic Industries	10.23
22	Rohit Kumar	President - Lightning & EWA	Permanent	Masters degree in Marketing	30	01-09-2014	Bajaj Electricals Ltd	12.56
23	Sandeep Bhargava	Executive president and Chief Procurement Officer	Permanent	BE	29	07-11-2011	Vedanta Aluminium Ltd	17.34
24	Sanjay Chandru Bhagwanani	Vice President, Sales	Permanent	Financial Accounting, PGDBM- Marketing	24	23-07-2018	Havells India Ltd	11.63

25	Sanjeev Chhabra	Executive President and Chief Treasury Officer	Permanent	PGDCE	33	30-04-2012	Sterlite Industries Ltd	18.82
26	Shyam Lal Bajaj	Director (Non-Board Member)	Permanent	Chartered Accountant	41	12-12-2016	Vedanta Ltd FM	34.47
27	Vivek Khanna	Executive President & Chief Information Officer	Permanent	Completed the Information Systems Audit (ISA) Assessment Test from Institute of Chartered Accountants of India and holds a Bachelors' Degree in Commerce (Honours) from Shri Ram College of Commerce, Delhi University.	32	16-01-2018	Havells India Ltd	20.74

B. List of employees employed for part of the year with an average salary of Rs. 8.5 lakhs or above per month (*)

Sr. No.	Employee Name	Designation	Nature of Employment - Contractual or otherwise	Qualification	Experience (in years)	Date of commencement of employment	Last Employment held by such employee before joining the Company	Remuneration (Rs.in million)
1	Ajay Jaisinghani	Director	Permanent#	B com	20	27-04-2006	-	3.76
2	Deepak Himan	Vice President	Permanent	M.sc (Tech), PGDM (Marketing)	17	01-11-2021	Tata Consumer Products	5.13
3	Rajesh Nair	Executive President & CHRO	Permanent	BE-Mechanical, MMS, PGCHRM	29	10-05-2021	Tata Motors	23.94
4	Ramesh Jaisinghani	Director	Permanent#	B com	25	10-01-1996	-	3.76
5	Shantkumar Jagadi	Vice President	Permanent	BE-Mechanical, PG in Operation Management	27	13-12-2021	Bajaj Electricals	4.41
6	Shashi Amin	Executive President - HDC	Permanent#	MMM/ BE Electrical	31	01-07-2011	Arc Electrical Pvt Ltd	12.03
7	Suresh Kumar	CHRO & Executive President (Strategy and HR)	Permanent#	BSC , LLB & Master In Personnel Management	29	28-08-2018	Mafatjal Industries Ltd	3.44
8	Tapas Chowdhury	President	Permanent	B.com, PGDM - Marketing	27	02-09-2021	Havells India Ltd.	9.78
9	Vikram Dhingra	Vice President	Permanent	B.Tech. (Electrical), PGDBM (Marketing)	28	22-03-2022	Socomec India Pvt. Ltd.	0.96
10	Vipul Aggarwal	Executive Vice President	Permanent	B.E (Mechanical), Ex MBA	20	08-10-2021	Havells India Ltd.	8.18
11	Vivek Sharma	Deputy Managing Director (non-Board Member)	Permanent	Physis (Hons) - Fergusson College - MBA (Marketing)	35	04-10-2021	Panasonic Life Solutions India	54.93

Note:

- 1) Table (A) contains the details of employees in alphabetical order and also includes the details of remuneration drawn by top 10 employees
- 2) (*) The details given herein above are on accrual basis. Remuneration includes amortisation of fair value of employee share based payments under IndAs 102. It excludes provision for gratuity and leave encashment recognised on the basis of actuarial valuation as separate figures are not available.
- 3) (#) Resigned during FY 2021-22.

For Polycab India Limited

Inder T. Jaisinghani
Chairman & Managing Director

Dated : 10th May 2022
Place: Mumbai