

Annexure 4 to Directors Report**Statement pursuant to section 197(12) of the Companies Act, 2013 read with the Companies***(appointment and remuneration of managerial personnel) rules, 2014 and forming part of the directors' report for the year ended 31st march, 2018.*

Sr. No.	Name	Designation	Remuneration	Qualification	Date of Joining	Age	Last Employment
1	Farokh N Hilloo	Global Sales Director	37563980	B.A, Diploma in Import Export Management	08/07/1991	56	Indian Commercial Company Ltd.
2	R D Shroff	Chairman & Managing Director	98732783	B.Sc.,	29/05/1969	85	Nil
3	Arun Ashar	Director - Finance	26902938	B.Com., ACA	01/07/1994	70	Excel Industries Ltd.
4	K R Srivastava	CEO - Specialty Chemicals	32361616	B.Chem., PGDBMA (IIM), DSM	20/07/1999	61	Pharmaceutical Products of India Ltd.
5	Ashutosh Kumar Awasthi	Chief Executive Officer	28223324	B.Tech., MBA	11/06/2008	49	Piramal Glass Ltd.
6	Rohit Kumar	Vice President - Legal	19153289	LLB	01/07/2010	40	Freehills
7	Vidya Sagar Kaushik	President - Corporate Affairs and Industry Relations	35102514	B.Sc., PGDM	01/04/2011	66	Bayer Ag.
8	Raj Kumar Tiwari	Global Director - Supply Chain & Manufacturing	14151269	B.Tech., PGPX	06/09/2011	48	CEAT Tyres
9	Nitin Achyut Kolhatkar	Vice President - Finance	14179984	M.Com, ICWA	11/10/2011	54	Arshiya Ind. Ltd.
10	Swapnil Onkar Ganvir	Executive Pilot	12672768	B. Com	15/06/2012	40	Air India Express
11	Maresh Vijay Wataney	Director - Industrial Chemical Business	10164990	BE, MMS	04/03/2013	50	Kansai Newtac
12	Anand Kantilal Vora	Chief Financial Officer	29177881	B. Com, CA	05/08/2013	54	Bunge India
13	Kishore Gurbux Chandiramani	Director - Global Institutional Business	18088788	B.Sc., MMM	01/04/2014	55	Gharda Chemicals Limited
14	Janakiraman Rajaraman	Director - Global Procurement	16220764	BE, MBA	01/07/2014	51	Heinz India
15	Jayaram Philkana	Chief Human Resource Officer	29372991	B.Com, PGD - Personnel Management & IR	01/09/2014	48	CARGILL - Singapore
16	A Balaji	Chief Information Officer	14100068	B.Com, A.C.A	25/03/2015	50	Piramal Enterprise Ltd
17	Ajit Premnath	COO & Global Business Head - Crop Protection	40461093	M.Sc., MBA (Marketing)	01/08/2015	60	UPL Europ Ltd.
18	Prashant B Belgamwar	Business Director - South Asia, Advanta	11392975	B.Sc. M.Sc.	09/09/2016	54	Syngenta India Limited
19	Sameer Tandon	Regional Director - India	15519237	BE.	01/12/2016	49	Orient Electric limited
20	Ramesh Cheruku	Supply Chain Lead - Asia	16733551	B. SC., Agri	04/06/2015	52	Syngenta India Limited
21	Parneswaran P N *	Vice President - Environment	10272104	M.Tech.(Chemical Engg.), MBA, PhD	31/01/1995	64	Gharda Chemicals Limited
22	Naveen Chahal *	Director - New Businesses & CEO of UPDT	28792356	BE/PGDM	03/08/2015	55	Mosaic India Pvt.Ltd
23	Debabrata Gupta *	Chief Operating Officer - Supply Chain & Manufacturing	42064736	B Tech (Hons)	02/05/2016	55	USV Limited

Note:

- Gross remuneration shown above is subject to tax and comprises salary, allowances, commission, incentives, monetary value of perquisites, company's contribution to provident fund and superannuation fund. In addition to the above, employees are also entitled to gratuity, medical benefits etc. in accordance with Company's rules.
- None of the above employee, along with the spouse and dependant children hold more than 2% of the equity shares of the Company.
- Mr. R. D. Shroff is a relative of the Directors of the Company namely, Mrs. S. R. Shroff, Mr. J. R. Shroff and Mr. V. R. Shroff
- All employees are permanent employees of the Company
- * Employed for the part of the year.