

THE PHOENIX MILLS LIMITED

**DETAILS OF EMPLOYEE REMUNERATION AS REQUIRED UNDER SECTION 197
OF THE COMPANIES ACT, 2013 READ WITH RULES 5(2) AND 5(3) OF THE COMPANIES
(APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014
FOR THE YEAR ENDED MARCH 31, 2021**

DETAILS OF THE TOP TEN EMPLOYEES IN TERMS OF REMUNERATION DRAWN AS PER RULE 5(2) AND 5(3) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014

| Sl. No. | Name of employee | Designation | Remuneration received | Qualifications | Experience (in no. of years) | Date of commencement of employment | Age | Previous employment and designation |
|---------|--------------------------------|---|-----------------------|--|------------------------------|------------------------------------|-----|---|
| 1. | Mr. Rajendra Kalkar | Whole-time Director | 1,18,09,774 | BE Electrical, 1988 | 32 | January 11, 2010 | 54 | DLF Services Ltd as SrGM - Operations |
| 2. | Mr. Manish Ashok Singh | Group Head - Leasing | 92,35,511 | BA,1998 | 25 | September 5, 2011 | 44 | Pioneer Property Zone Services Pvt. Ltd as AGM - Retail Leasing Services |
| 3. | Ms. Kanchan Rizvi | Centre Director | 38,25,127 | B.Com, 1998, Masters Diploma in Business Administration (Marketing Management), 2002 | 22 | February 01, 2019 | 44 | Radisson Hotel (South Asia) Pvt. Ltd. as General Manager |
| 4. | Mr. Abhijit Shailendra Banik | Assistant Vice President - Retail Design | 36,80,632 | B.ARCH, 2000 | 21 | April 4, 2017 | 43 | Beyond Square Feet Advisory Private Limited as Business Head - Fit Out |
| 5. | Sumit Sarkar | Assistant Vice President - Commercial | 31,89,901 | PG in Management & Business Administration, 2001, Diploma in Marketing Management, 1998, BSc, 1997 | 22 | November 18, 2013 | 44 | Raheja Universal (Pvt.) Ltd. as AGM - Sales |
| 6. | Mr. Ajit Aminbhavi | Senior General Manager - Finance & Accounts | 31,59,408 | B.Com, 1994 Inter CA - 1997 | 24 | November 22, 2010 | 48 | Pioneer Property Zone Services Private Limited as Finance & Admin Controller |
| 7. | Ms. Smita Karan Mookherjee Rai | Vice President - Leasing | 28,42,158 | Masters in Political Science, 2004, PGD English Journalism, 2001, B.A.2000 | 17 | September 05, 2011 | 42 | Pioneer Property Zone Services Private Limited as Manager - Retail Leasing Services |
| 8. | Mr. Gajendra Mewara | Company Secretary | 25,11,039 | B.Com. CS. LLB | 13 | December 19, 2018 | 37 | Mahindra & Mahindra Limited - Manager |
| 9. | Ms. Reena Shinde | General Manager - Legal | 24,77,535 | BSc Microbiology, 2001, LLB, 2004 | 16 | June 03, 2019 | 40 | Mahindra Holidays & Resorts India Limited as Sr. Manager - Legal |
| 10. | Mr. Vikram Pai | General Manager - Operations | 23,08,909 | B.Com-2008 | 13 | June 15, 2018 | 34 | Pioneer Property Zone Services Pvt. Ltd as AGM - Operations |

Details of employees (i) if employed throughout the Financial Year 2020-21, was in receipt of remuneration for that year which, in the aggregate, was not less than ₹ 1.02 Crores and (ii) if employed for a part of the Financial Year 2020-21, was in receipt of remuneration for any part of that year, at a rate, which, in the aggregate, was not less than ₹ 8.5 lakhs per month.

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|---------|---------------------|---------------------|-----------------------|---------------------|------------------------------|------------------------------------|-----|--|
| 1 | Mr. Rajendra Kalkar | Whole-time Director | 1,18,09,774 | BE Electrical, 1988 | 32 | January 11, 2010 | 54 | DLF Services Ltd as Sr.GM - Operations |

Notes:

- (1) Gross remuneration received as shown in the statement includes Salary, Bonus, Allowances or value of perquisites, employer's contribution to Provident Fund and all other allowances/perquisites and retirement benefits.
- (2) No employee holds by himself/herself or along with his/her spouse and dependent children 2% or more of the equity shares of the Company.
- (3) Employees are governed by the general terms and conditions of employment.

Atul Ruia
Chairman
DIN: 00087396

Date : August 06, 2021
Place : Mumbai