

# 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, 2023

## 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	Nature of Employment	Qualifications	Experience (in no. of years)	Date of commencement of employment	Age	Previous employment and designation
1	Shishir Shrivastava	Managing Director	9,81,09,116	Permanent	HSC 1994 Diploma in Hotel Management 1997	27	01-Jul-06	47	The Taj Group of Hotels - Catering Assistant Thai Pavilion
2	Rajesh Kulkarni	Group Director – Projects Delivery	4,54,88,937	Permanent	B.Arch 1992	32	21-Aug-06	53	K Raheja Corp - DGM - Architecture
3	Manish Singh	Group Director and Head Retail Leasing	2,35,50,000	Permanent	B.Com 1998 HSC 1995	27	05-Sep-11	46	Pioneer Property Zone Services Private Limited - AGM Retail Leasing Services
4	Rajendra Kalkar	President Malls	1,78,39,297	Permanent	LLB 1998 Diploma in German Language, PGD in Export Management 1987 & 1994	34	11-Jan-10	56	DLF Services Ltd - Head Mall Operation Sr GM
5	Smita Rai	Senior Vice President - Leasing	72,15,404	Permanent	BA 2004 PGD English Journalism, B.A 2001, 2000	19	05-Sep-11	45	Pioneer Property Zone Services Private Limited - Manager Retail Leasing Services
6	Sachin Dhanawade	Centre Director	69,46,869	Permanent	Diploma in Hotel Management & Catering Technology 1999 PGD - Retail Management & Advanced Diploma in Business Administration 2015 & 2014	23	04-Apr-22	44	Grauer & Weil India Ltd - Chief Operating Officer - Retail & Real Estate(P&L Head)
7	Abhijit Banik	Vice President - Retail Design	62,28,634	Permanent	BE - Civil 2000 HSC 1995	23	04-Apr-17	46	Beyond Square feet Pvt Limited. Senior Manager - Fit outs

Sl. No.	Name of employee	Designation	Remuneration received	Nature of Employment	Qualifications	Experience (in no. of years)	Date of commencement of employment	Age	Previous employment and designation
8	Gajendra Mewara	Company Secretary	49,15,205	Permanent	Company Secretary	16	19-Dec-18	39	Mahindra and Mahindra Limited
9	Sumit Sarkar	Assistant Vice President - Commercial	46,14,626	Permanent	B.Sc 1997 Diploma in Marketing Management, Post Graduate Diploma in Management & Business Administration 1998, 2002	24	03-Jun-19	47	Raheja Universal Pvt Ltd - AGM Sales
10	Reena Shinde	Senior General Manager - Legal	45,14,400	Permanent	BSc Microbiology 2001 LLB 2004	18	03-Jun-19	43	Mahindra Holidays & Resorts India Limited - Senior Manager Legal

**DETAILS OF THE EMPLOYEES AS PER RULE 5(2) AND 5(3) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014**

1	Shishir Shrivastava	Managing Director	9,81,09,116	Permanent	HSC 1994 Diploma in Hotel Management 1997	27	01-Jul-06	47	The Taj Group of Hotels - Catering Assistant Thai Pavilion
2	Rajesh Kulkarni	Group Director – Projects Delivery	4,54,88,937	Permanent	B.Arch 1992	32	21-Aug-06	53	K Raheja Corp - DGM - Architecture
3	Manish Singh	Group Director and Head Retail Leasing	2,35,50,000	Permanent	B.Com 1998 HSC 1995	27	05-Sep-11	46	Pioneer Property Zone Services Private Limited - AGM Retail Leasing Services
4	Rajendra Kalkar	President Malls	1,78,39,297	Permanent	LLB 1998 Diploma in German Language, PGD in Export Management 1987 & 1994	34	11-Jan-10	56	DLF Services Ltd - Head Mall Operation Sr GM

**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.
- (4) None of the above-mentioned employee are relative(s) of any director or manager of the company.
- (5) 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.