



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, 2019

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. Ashokkumar Ruia#	Chairman and Managing Director (upto August 8, 2018)	4,73,73,809	Graduate	55	November 08, 1963	76	NA
2.	Mr. Atul Ruia	Chairman and Managing Director (w.e.f. August 8, 2018)	1,97,17,738	Bachelors in Business Management	23	November 19, 1996	48	NA
3.	Mr. Rajendra Kalkar	Whole-time Director (with effect from December 10, 2018)	1,46,41,370	BE Electrical, 1988	30	January 11, 2010	52	DLF Services Ltd as Sr. GM - Operations
4.	Mr. Manish Ashok Singh	Group Head - Leasing	1,25,79,000	BA, 1998	23	September 5, 2011	42	Pioneer Property Zone Services Pvt. Ltd as AGM - Retail Leasing Services
5.	Mr. Pawan K Kakumanu	VP - Finance	74,75,604	B.Tech - Mining 2004, PGDM, 2006	11	April 27, 2015	36	Philip Capital (India) Private Limited as Vice President - Domestic Equity Sales
6.	Ms. Sabira Amjad Kadri*	VP - Legal	57,85,800	B.Sc, 1986, LLB, 1989, LLM, 1991	32	April 2, 2012	53	Mahindra & Mahindra Limited as DGM - Corporate Legal
7.	Mr. Sameep Vijay Pathak	Deputy Centre Director	55,43,465	BBA, 1999 ,PGDM, 2004, Dip in Hotel Mgmt, 1999	20	September 25, 2014	41	VLCC Health Care Ltd. As Regional Head Operations - North
8.	Ms. Smita Karan Mookherjee Rai	Vice President - Leasing	43,78,270	Masters in Political Science, 2004, PGD English Journalism, 2001, B.A 2000	15	September 05, 2011	40	Pioneer Property Zone Services Private Limited as Manager - Retail Leasing Services
9.	Mr. Ajit Aminbhavi	Senior GM - Finance & Accounts	42,63,204	B.Com, 1994	22	November 22, 2010	46	Pioneer Property Zone Services Private Limited as Finance & Admin Controller
10	Mr. Abhijit Shailendra Banik	GM - Retail Design	41,19,404	B.ARCH, 2000	19	April 4, 2017	42	Beyond Square Feet Advisory Private Limited as Business Head - Fit Out

retired as Chairman and Managing Director of the Company with effect from August 8, 2018.

*employed for the part of the year.

Details of employees (i) if employed throughout the Financial Year 2018-19, was in receipt of remuneration for that year which, in the aggregate, was not less than Rs. 1.02 Crores and (ii) if employed for a part of the Financial Year 2018-19, was in receipt of remuneration for any part of that year, at a rate, which, in the aggregate, was not less than Rs. 8.5 lakhs per month.

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. Ashokkumar Ruia#	Chairman and Managing Director (upto August 8, 2018)	4,73,73,809	Graduate	55	November 08, 1963	76	NA
2	Mr. Atul Ruia	Chairman and Managing Director (w.e.f. August 8, 2018).	1,97,17,738	Bachelors in Business Management	23	November 19, 1996	48	NA
3	Mr. Rajendra Kalkar	Whole-time Director (with effect from December 10, 2018).	1,46,41,370	BE Electrical, 1988	30	January 11, 2010	52	DLF Services Ltd as Sr. GM - Operations
4	Mr. Manish Ashok Singh	Group Head - Leasing	1,25,79,000	BA, 1998	23	September 5, 2011	42	Pioneer Property Zone Services Pvt. Ltd as AGM - Retail Leasing Services

retired as Chairman and Managing Director of the Company with effect from August 8, 2018.

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) None of the above employees is related to any Director of the Company except Mr. Ashokkumar Ruia and Mr. Atul Ruia who are related to each other as father and son respectively.
- (3) 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.
- (4) Employees are governed by the general terms and conditions of employment.

Atul Ruia
Chairman and Managing Director
DIN: 00087396

Date : August 7, 2019
Place : Mumbai