

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, 2022

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 | Nature of employment, whether contractual or otherwise; | Remuneration received | Qualifications | Experience (in no. of years) | Date of commencement of employment | Age | Previous employment and designation |
|---------|--------------------------------|---|---|-----------------------|--|------------------------------|------------------------------------|-----|---|
| 1. | Mr. Shishir Shrivastava | Managing Director | Permanent Employee | 5,30,51,388 | Diploma in Hotel Management, 1997 | 26 | July 01, 2006 | 47 | The Taj Group of Hotel as Catering Assistant |
| 2. | Mr. Rajendra Kalkar | Whole-time Director | Permanent Employee | 3,77,82,104 | BE Electrical, 1988 | 33 | January 11, 2010 | 55 | DLF Services Ltd as Sr.GM - Operations |
| 3. | Mr. Rajesh Kulkarni | Whole-time Director | Permanent Employee | 2,69,21,604 | B.Arch, 1992 | 31 | August 21, 2006 | 53 | K Raheja Corp as Dy. General Manager |
| 4. | Mr. Manish Ashok Singh | Group Head - Leasing | Permanent Employee | 2,65,20,240 | BA,1998 | 26 | September 5, 2011 | 45 | Pioneer Property Zone Services Pvt. Ltd as AGM - Retail Leasing Services |
| 5. | Mr. Ajit Aminbhavi | Senior General Manager - Finance & Accounts | Permanent Employee | 80,60,317 | B.Com, 1994 Inter CA - 1997 | 25 | November 22, 2010 | 49 | Pioneer Property Zone Services Private Limited as Finance & Admin Controller |
| 6. | Ms. Smita Karan Mookherjee Rai | Vice President - Leasing | Permanent Employee | 67,34,590 | Masters in Political Science, 2004, PGD English Journalism, 2001, B.A 2000 | 18 | September 05, 2011 | 43 | Pioneer Property Zone Services Private Limited as Manager - Retail Leasing Services |
| 7. | Mr. Abhijit Shailendra Banik | Assistant Vice President - Retail Design | Permanent Employee | 51,18,008 | B.ARCH, 2000 | 22 | April 4, 2017 | 44 | Beyond Square Feet Advisory Private Limited as Business Head - Fit Out |
| 8. | *Ms. Kanchan Rizvi | Centre Director | Permanent Employee | 44,71,896 | B.Com, 1998, Masters Diploma in Business Administration (Marketing Management), 2002 | 23 | February 01, 2019 | 45 | Radisson Hotel (South Asia) Pvt. Ltd. as General Manager |
| 9. | Mr. Sumit Sarkar | Assistant Vice President - Commercial | Permanent Employee | 40,46,890 | PG in Management & Business Administration, 2001, Diploma in Marketing Management, 1998, BSc, 1997 | 23 | November 18, 2013 | 45 | Raheja Universal (Pvt.) Ltd. as AGM - Sales |
| 10. | Mr. Gajendra Mewara | Company Secretary | Permanent Employee | 37,37,504 | B.Com. CS. LLB | 14 | December 19, 2018 | 38 | Mahindra & Mahindra Limited - Manager |

*employed for the part of the year i.e _____

Details of employees (i) if employed throughout the Financial Year 2021-22, 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 2021-22, 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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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.

Date : May 24, 2022
Place : Mumbai

Atul Ruia
Chairman
DIN: 00087396