



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, 2020

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, 2020

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. Atul Ruia	Chairman	6,78,55,758	Bachelors in Business Management	24	November 19, 1996	49	NA
2	Mr. Manish Ashok Singh	Group Head - Leasing	1,88,54,726	BA,1998	24	September 5, 2011	43	Pioneer Property Zone Services Pvt. Ltd as AGM - Retail Leasing Services
3	Mr. Rajendra Kalkar	Whole-time Director	1,11,19,111	BE Electrical, 1988	31	January 11, 2010	53	DLF Services Ltd as Sr.GM - Operations
4	Ms. Kanchan Rizvi	Centre Director	52,75,615	B.Com, 1998, Masters Diploma in Business Administration (Marketing Management), 2002	21	February 01, 2019	43	Radisson Hotel (South Asia) Pvt. Ltd. as General Manager
5	Ms. Smita Karan Mookherjee Rai	Vice President - Leasing	51,75,206	Masters in Political Science, 2004, PGD English Journalism, 2001, B.A 2000	16	September 05, 2011	41	Pioneer Property Zone Services Private Limited as Manager - Retail Leasing Services
6	Mr. Abhijit Shailendra Banik	Assistant Vice President - Retail Design	48,15,741	B.ARCH, 2000	20	April 4, 2017	43	Beyond Square Feet Advisory Private Limited as Business Head - Fit Out
7	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
8	Mr. Ajit Aminbhavi	Senior General Manager - Finance & Accounts	36,28,179	B.Com, 1994 Inter CA - 1997	23	November 22, 2010	47	Pioneer Property Zone Services Private Limited as Finance & Admin Controller
9	Mr. Gajendra Mewara	Company Secretary	32,49,508	B.Com. CS. LLB	12	December 19, 2018	36	Mahindra & Mahindra Limited - Manager
10	Mr. Sameep Vijay Pathak*	Deputy Centre Director	31,56,688	BBA, 1999, PGDM, 2004, Dip in Hotel Mgmt 1999	20	September 25, 2014	43	VLCC Health Care Ltd. As Regional Head Operations - North

*employed for the part of the year.

Details of employees (i) if employed throughout the Financial Year 2019-20, 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 2019-20, 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.

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3	Mr. Rajendra Kalkar	Whole-time Director	1,11,19,111	BE Electrical, 1988	31	January 11, 2010	53	DLF Services Ltd as Sr.GM - Operations

#retired as Managing Director of the Company with effect from December 10, 2019.

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.

Date : July 29, 2020
Place : Mumbai

Atul Ruia
Chairman
DIN: 00087396