

ANNEXURE 5

Particulars of Remuneration

Part A: Information pursuant to Section 197(12) of the Companies Act, 2013

[Read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]

Ratio of the remuneration of each Director/KMP to the median remuneration of all the employees of the Company for the Financial Year:

Median remuneration of all the employees of the Company for the Financial Year 2018-19	₹9,98,769
The percentage increase in the median remuneration of employees in the Financial Year	5.60%
The number of permanent employees on the rolls of Company as on March 31, 2019	32,984

Name of Director	Remuneration for Financial Year (₹ lakh)		% increase in remuneration	Ratio of remuneration to median remuneration of all employees ⁽⁶⁾
	2018-19	2017-18		
Non-Executive Directors				
Mr. N. Chandrasekaran ⁽¹⁾	-	-	-	-
Mr. D. K. Mehrotra ⁽²⁾	40.40	85.30	*	*
Mr. V. K. Sharma ⁽²⁾	37.20	-	*	*
Mr. Saurabh Agrawal ⁽³⁾	-	-	-	-
Independent Directors				
Ms. Mallika Srinivasan	129.00	119.40	8.04	12.92
Mr. O. P. Bhatt	190.60	180.00	5.89	19.08
Dr. Peter Blauwhoff	117.80	79.40	48.36	11.79
Mr. Aman Mehta	94.80	84.40	12.32	9.49
Mr. Deepak Kapoor	114.00	75.60	50.79	11.41
Executive Directors/KMP				
Mr. T. V. Narendran ⁽⁴⁾	1,122.63	942.94	19.06	112.40
Mr. Koushik Chatterjee ⁽⁴⁾	1,082.14	913.80	18.42	108.35
Mr. Parvatheesam K ⁽⁵⁾	169.92	124.91	Λ	*

Λ Since the remuneration of Mr. Parvatheesam K is only for part of the previous year, increase in remuneration is not stated.

*Since the remuneration of these Directors/KMP is only for part of the year, the ratio of their remuneration to median remuneration is not comparable and hence increase in remuneration is not stated.

Notes:

- (1) As a policy, Mr. N. Chandrasekaran, Chairman, has abstained from receiving commission from the Company and hence not stated.
- (2) Mr. D. K. Mehrotra stepped down as Member of the Board effective May 16, 2018 and Mr. V. K. Sharma was appointed as an Additional (Non-Executive) Director effective August 24, 2018. The commission of Mr. Mehrotra and Mr. Sharma is paid to Life Insurance Corporation of India.
- (3) In line with the internal guidelines of the Company no payment is made towards commission to the Non-Executive Directors of the Company, who are in full time employment with any other Tata Company and hence not stated.
- (4) Mr. T. V. Narendran and Mr. Koushik Chatterjee do not receive any remuneration or commission from any of the subsidiary companies in which they are Members of the Board.
- (5) Mr. Parvatheesam K was on leave between August 28, 2017 and July 11, 2018. Accordingly, his remuneration for the previous year includes salary drawn by him as Company Secretary and Compliance Officer for the period April 1, 2017 through August 27, 2017 and salary received by him up to March 31, 2018 towards his earned leave. His remuneration for the current year includes salary drawn by him for the period July 12, 2018 through March 31, 2019.
- (6) The ratio of remuneration to median remuneration is based on remuneration paid during the period April 1, 2018 to March 31, 2019.

During the year, the average percentage increase in salary of the Company's employees, excluding the Key Managerial Personnel ('KMP') was 6.26%. The total remuneration of the KMPs for the Financial Year 2018-19 was ₹2,374.69 lakh as against ₹1,981.65 lakh during the previous year. The percentage increase in remuneration during the Financial Year 2018-19 to Mr. T. V. Narendran, Chief Executive Officer & Managing Director was 19.06% and to Mr. Koushik Chatterjee, Executive Director & Chief Financial Officer was 18.42%. During the year, there has been no exceptional increase in remuneration to the KMPs. Remuneration is as per the remuneration policy of the Company.

On behalf of the Board of Directors

sd/-

N. CHANDRASEKARAN

Chairman

DIN: 00121863

Mumbai
April 25, 2019

Part B: Statement of Disclosure pursuant to Section 197 of Companies Act, 2013
[Read with Rules 5(2) and 5(3) of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]
A. Names of Top 10 employees in terms of remuneration drawn during the Financial Year 2018-19:

Sl. No.	Name	Designation	Remuneration (₹)	Qualification	Experience (Years)	Date of commencement of employment	Age (Years)	Last employment
1	T. V. Narendran	Chief Executive Officer & Managing Director	9,72,63,186	B.E., PGDM	30	01-07-1988	53	-
2	Koushik Chatterjee	Executive Director & Chief Financial Officer	9,57,13,917	B.Com. (Hons), FCA	23	13-11-1995	50	Tata Sons Ltd.
3	Anand Sen	President (TQM & Steel Business)	6,15,99,396	B.Tech (Hons), Met. Engg., PGDBM	37	27-07-1981	59	-
4	Suresh Dutt Tripathi	Vice President (Human Resource Management)	4,74,80,420	M. Sc., Diploma in Social Welfare	36	18-10-2012	58	SRF Ltd
5	Sandip Biswas	Group Executive Vice President (Finance)	4,18,39,396	B.Com.(Hons), ACA, ACS	26	01-04-2005	51	First India Asset Management Co. (P) Ltd.
6	Ranganath Raghupathy Rao	Vice President (Finance India & SE Asia)	3,34,40,751	B.Sc, A.C.A	35	16-05-2013	59	Cairn India Ltd.
7	Sanjiv Paul	Vice President (Safety, Health & Sustainability)	3,23,24,009	B. Sc. (Engg)	32	01-07-1986	56	-
8	Dibyendu Bose	Vice President (Supply Chain)	2,94,56,437	B. Tech., PGDM	30	01-07-1988	57	Tisco Collieries
9	Chanakya Chaudhary	Vice President (Corporate Services)	2,87,44,528	B. E.	30	16-12-1988	54	-
10	Rajesh Ranjan Jha	Vice President (Engineering & Projects)	2,85,86,941	B.E, PGDBM	28	02-07-1990	49	Tata Projects Ltd

B. Names of other employees who are in receipt of aggregate remuneration not less than Rupees One crore and two lakh during the Financial Year 2018-19:

Sl. No.	Name	Designation	Remuneration (₹)	Qualification	Experience (Years)	Date of commencement of employment	Age (Years)	Last employment
1	A. D. Kothari	General Manager (Projects TSK)	1,50,85,017	B. Tech.	27	01-07-1991	50	-
2	A. K. Bhatnagar	Chief (Natural Resources Division)	1,20,85,187	B. Tech.	26	01-07-1992	49	-
3	Ajay Tiwari	Chief (HRM PC & Corporate Functions)	1,43,79,846	B. Sc. (Hons), PGD (PM&R)	19	01-08-2014	48	Hindustan Lever Ltd.
4	Ajit Kar	Chief (Electrical Maintenance Steel Making)	1,05,93,388	B. Tech.	26	13-07-1992	50	-
5	Amit Kumar Chatterjee	Chief (Electrical Maintenance TSK)	1,53,73,586	B.E	31	27-07-1987	56	-
6	Amitabh Panda	Group Head (Shipping & Logistics)	1,23,65,150	B. E., PGDBM	29	01-10-2004	51	Free Markets Services Pvt. Ltd.
7	Amitava Baksi	Chief (Procurement Officer)	1,63,98,715	B. Sc. (Engg)	32	30-06-1986	55	-
8	Anrendra Ranjan	Chief (Electrical Maintenance)	1,39,74,417	B. Tech, PGDBM	38	01-07-1980	59	-
9	Anup Sahay*	Chief (Corporate Strategy & Planning)	74,51,530	BA (Hons), PGDBM	32	01-07-1986	57	S B Billimoria & Company
10	Anurag Agnihotri	Chief (IT Projects)	1,02,23,092	B.E	32	30-06-1986	53	-
11	Anurag Pandey	Chief (Marketing & Sales, Wire Division)	1,04,36,003	B.E, XLRI (Mgmt)	25	01-07-1993	47	-
12	Anurag Saxena	Chief (Electrical T & D)	1,12,82,959	B.E, MBA	31	17-12-1999	52	National Fertilizers Ltd.
13	Arun Kumar Singh	Chief (Projects BOP TSK)	1,05,74,584	B.E, PGDBM	34	02-07-1984	57	-
14	Arun Misra	Vice President (Raw Material)	2,56,81,218	B.Tech	30	01-07-1988	53	-
15	Ashok Kumar*	Chief (Technology Officer, Process)	1,30,39,594	B.Tech	34	01-07-1984	57	-
16	Atrayee Sarkar	Chief (Group HR)	1,21,82,437	BA, PGDBM	24	01-06-1998	48	Hindustan Lever Ltd.

Sl. No.	Name	Designation	Remuneration (₹)	Qualification	Experience (Years)	Date of commencement of employment	Age (Years)	Last employment
17	Avneesh Gupta	Vice President (Shared Services)	2,26,41,869	B.Tech, PGDBM	32	01-07-1986	55	-
18	Baidyanath Saha	Chief (Engineering Structural)	1,23,33,390	B. E.	11	01-12-2012	55	Tata Power Company Ltd.
19	Baran Sengupta	Chief (Project Engineering)	1,13,96,102	B. Tech., M.E., ICWA	34	18-11-2013	58	Ausenco Engineers Ltd.
20	Brajendra Khandelwal	Chief (Special Project)	1,05,19,345	B.E., MBA	36	08-08-2014	58	Essar Steel India Ltd.
21	Ch. Ramesh Babu	Chief (Design & Engineering-Process)	1,52,49,283	B.E	34	24-12-2012	54	AEGIS Ltd
22	Chacko Joseph	Chief (Financial Controller)	1,17,81,409	C.S., B.Com, ICWA, C.A	36	01-07-1982	59	-
23	Chaitanya Bhanu	General Manager (Operations, TSK)	1,34,32,591	M. Tech., B.Tech	26	15-07-1992	48	-
24	D.B. Sundara Ramam	Principal Executive Officer	1,92,81,957	B. Sc. (Engg)	28	28-07-1990	49	-
25	Debashis Das	Chief (Manufacturing, Long Product)	1,51,09,473	B.Tech	36	02-08-1982	59	-
26	Debashish Bhattacharjee	Vice President (Technology & New Materials Business)	1,70,60,055	B. E., M.Tech, Ph.D	25	01-04-1996	53	University Of Cambridge
27	Devraj Sinh*	Chief (Corporate Legal - Finance & M&A)	30,25,066	B.A., LLB, LL.M	35	01-09-2008	58	Aditya Birla Magt. Corp. Pvt. Ltd.
28	Dibyendu Dutta	Group Head (M&A and Treasury)	1,67,88,681	B.Com, F.C.A, ICWA	25	16-04-2009	52	Indian Hotels Co. Ltd.
29	Dipali Talwar	Group General Counsel	2,42,74,743	B.A, LLB, LL.M	24	30-06-2014	49	Pfizer Inc.
30	Dwarika Nand Jha	GM (Design & Engineering, Kalinganagar and Growth Shop)	2,03,48,972	B.Sc., (Engg), PGDM	38	01-08-1980	59	-
31	G. Mukherjee*	Chief (Wire Rod Mill)	36,79,520	B.Sc	37	22-12-1980	60	-
32	Gopal Prasad Choudhary	Chief (Security & Brand Protection)	1,84,65,069	B.A(Hons), LLB	30	01-01-2013	55	Wipro Ltd
33	Jayanta Banerjee	Chief (Information Officer)	1,46,97,570	B.Sc (Hons), MCA	25	15-01-2018	52	Tata Consultancy Services Ltd
34	Karamveer Singh	Chief (Hot Strip Mill, TSK)	1,12,87,026	B.Sc (Engg)	28	01-10-1990	53	-
35	M. C. Thomas	Executive-in-Charge (FAM)	1,22,60,145	B. E.	26	01-07-1992	47	-
36	Manish Kumar Singh	Chief (Automation & IT Shikhar)	1,20,86,834	B. Sc. (Engg)	22	02-05-1996	52	Rashtriya Ispat Nigam Ltd.
37	Manish Sharma	Chief (Corporate Audit & Assurance) India & South East Asia	1,44,53,605	B. Tech, PGDM	27	25-08-1991	54	-
38	Meena Lail	Chief Legal Officer (Industrial & Litigation)	1,45,01,242	B. Sc., LLB	29	10-01-1990	54	-
39	Nirbhay Singh Salar	Chief (Project Planning)	1,28,86,636	B.E, M.Tech	28	01-07-2013	52	CGPL (Tata Power)
40	P. Anand	Chief (Services & Solutions)	1,03,49,246	B.E, XLRI (Mgmt)	25	12-07-1993	49	-
41	P. K. Ghose*	Chief (Special Projects)	65,46,568	B. Tech.	27	01-07-1991	49	-
42	Parthasarathi Mishra	Chief (HRM OM&Q)	1,10,33,635	M.A, LLB.	24	02-09-2013	54	Pipavav Defence & Offshore Engineering Co. Ltd.
43	Parvatheesam Kanchinadhram	Company Secretary & Chief Legal Officer (Corporate & Compliance)	1,69,92,369	B Com (Hons), A.C.S, LL.M, MBA	19	12-01-2015	43	Infosys Ltd
44	Peeyush Gupta	Vice President (Steel Marketing & Sales)	2,42,34,314	B.E, MBA	26	01-01-1993	50	-
45	Prabhat Kumar	Executive-In-Charge (IBMD)	1,32,05,290	B. Sc. (Engg)	28	01-10-1990	51	-
46	Prakash Singh	Chief (Capability Development)	1,20,98,435	B.E, XLRI (Mgmt)	25	01-07-1993	47	-
47	Prakhar Mishra	Chief (Coke Plants)	1,11,95,289	B - Tech	34	01-07-1984	58	-
48	Prashant M Usekar*	Chief (Business Dev. -Global Wires Bus.)	97,42,508	B-Tech, MMS (Operational Research)	32	15-07-1986	60	-

Sl. No.	Name	Designation	Remuneration (₹)	Qualification	Experience (Years)	Date of commencement of employment	Age (Years)	Last employment
49	Probal Ghosh	Chief (Mechanical Maintenance)	1,37,52,797	B. E.	28	02-07-1990	51	-
50	Prosenjit Sarkar*	Chief (Utilities & Power Systems, TSK)	1,08,67,675	B. Sc. (Engg), PGDBM	38	02-02-1981	60	-
51	Rajesh Chintak	Chief (HRM E&P)	1,19,21,061	B. Sc. (Engg)	29	01-07-1989	51	-
52	Rajesh Kumar	Chief (Manufacturing, Flat Product)	1,20,57,508	B.Tech, PGDBM	31	01-07-1987	52	-
53	Rajesh N.	COMS (Automotive & Special Products)	1,29,99,653	B.Tech	30	01-07-1988	52	-
54	Rajiv Kumar	Vice President (Operation - TSK)	2,69,76,162	B. Sc. (Engg)	28	01-10-1990	51	-
55	Rajiv Kumar Soni	Executive-In-Charge (Global Wires-India)	1,46,56,402	B. Sc. (Engg), PGDBM	36	02-08-1982	58	-
56	S K Singh	General Manager (Coal)	1,55,05,533	B.Tech	27	01-07-1991	50	-
57	Sahabji Kuchroo	Chief (Operations West Bokaro)	1,05,45,025	B.E	30	29-09-1988	55	-
58	Samir Chakrabarti*	Chief (Customer Relationship Mgmt.)	82,71,237	B-Tech	36	02-08-1982	60	-
59	Samita Shah	Group Head-Corp Finance & Risk Management	1,99,77,994	B A(Hons), PGDM	26	18-10-2012	48	Axis Bank
60	Sanjay Chandra	Chief (Research & Development)	1,48,96,304	B.Tech, Ph.D	35	08-08-1983	58	-
61	Sanjay Kumar Kedia	Chief (Mechanical Maintenance Steel Making)	1,04,64,116	B. E.	27	20-09-1991	56	Century Cement & Malhar Cement
62	Sanjay S Sahni	COMS (Branded Products & Retail)	1,03,73,607	B.E., Diploma (Material Mgmt)	24	13-07-1994	46	Natesteel Iranian Pvt. Jt. Stock Co.
63	Sarajit Jha	Chief (BTDS & CP)	1,48,80,295	B. Sc. (Hons), PGDM	18	01-04-2015	43	-
64	Satish Kumar Tiwary	Chief (Mechanical Maintenance TSK)	1,29,55,954	BE	29	01-07-1989	53	-
65	Shailesh Verma	Chief (Resident Executive, Jharkhand)	1,09,54,237	Diploma Engineering, B.E	27	01-07-1991	52	-
66	Shankar K. Marar	Chief (Group Investment Management)	1,12,43,225	B. E., PGDBM	21	01-04-2005	49	Jindal Steel Ltd.
67	Sharat Chandra Kumar	Chief (Projects TSI)	1,07,31,537	B.Sc (Engg)	33	01-07-1985	56	-
68	Sudhansu Pathak	Vice President (Steel Manufacturing)	2,82,11,894	B.E., PGDBM	34	02-07-1984	57	-
69	Sunil Bhaskaran*	Vice President (Corporate Services)	2,62,15,114	B.Tech, PGDM	34	01-07-1987	54	Tata International
70	Sushanta Ganguli	Chief (Sales Planning & Administration)	1,08,12,293	B.Sc, M.Sc, MBA	18	05-09-2000	55	-
71	T.V.Srinivas Shenoy	Chief (New Material Business)	1,09,74,517	B.E., MBA	26	01-07-1992	49	-
72	Ujjal Chakrabarti	Executive-in-Charge (Tubes)	1,42,45,605	B. E.	28	02-07-1990	50	-
73	Uttam Singh	Vice President (Iron Making)	2,33,10,303	B.Tech	26	13-07-1992	50	-
74	V. Ravichandran	COMS (Industrial Products, Projects&Export)	1,19,51,535	Diploma Engineering	20	22-06-1998	57	-
75	V.K. Shah	Chief (Hot Strip Mill)	1,07,56,608	B. E., PGDM	28	02-07-1990	51	-
76	Ved Prakash Srivastava	Chief (Infra & Technology Excellence)	1,46,14,052	B.Tech, PGDM	38	01-08-1980	59	-
77	Vijay Kumar Nirala	Chief (Mechanical Maintenance Iron Making)	1,08,55,408	B.E., Diploma (Mgmt)	24	01-01-1999	48	Malvika Steel Ltd.
78	Vinay V. Mahashabde	Chief (Technology Officer Products)	1,37,53,216	B.Tech	32	01-07-1986	53	-

Notes:

- (1) Gross Remuneration Comprises salary, allowances, monetary value of perquisites, commission to the Directors and the Company's contribution to Provident and Superannuation Funds but excludes contribution to Gratuity Fund on the basis of actuarial valuation as separate figures are not available.
- (2) The nature of employment in all cases is contractual.
- (3) None of the employees mentioned above is a relative of any Director of the Company or Manager of the Company.
- (4) *Indicates employed for the part of the Financial Year 2018-19.

On behalf of the Board of Directors
sd/-

N. CHANDRASEKARAN
Chairman
DIN: 00121863

Mumbai
April 25, 2019