

Mahindra Logistics Limited

Details of employee remuneration as required under section 197 of the Companies Act 2013 read with Rule 5(2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules 2014 for the year ended 31 March 2018

Top 10 employees in terms of remuneration drawn during the year and employees drawing remuneration of Rs. 1.02 crores per annum and posted in India:

Sr. No.	Name of Employee and designation	Remuneration received* (in Rs.) (subject to tax)	Nature of employment, whether contractual or otherwise	Qualification of the employee	Experience (in years)	Date of commencement of employment (dd/mm/yyyy)	Age (in years)	Last employment held by such employee before joining the Company
1	Mr. Pirojshaw Sarkari, Chief Executive Officer	3,34,60,672	Permanent	BCom, Chartered Accountant	25	02.03.2010	51	Managing Director, United Parcel Service India
2	Mr. Sushil Rathi, Chief Operating Officer	2,41,81,124	Permanent	B.E – Mechanical, PG Diploma Industrial Engineering	31	16.03.2011	55	Partner, Anantara Solutions Private Limited
3	Mr. Rajesh Shidore, VP- Auto & Engineering	1,57,31,273	Permanent	B.E. Mechanical, MBA Business Administration	27	12.12.2011	50	B M India Private Limited
4	Mr. Nikhil Nayak, Chief Financial Officer	1,47,67,455	Permanent	BCom, Chartered Accountant	32	21.10.2009	57	Chief Financial Officer, Pidilite Industries Limited
5	Mr. Ravi Begur, Sr. General Manager – People Transport Solutions -Sales and Supply	1,37,27,149	Permanent	B.E.- Mechanical, MBA Business Administration	24	10.04.2008	50	Consultant, Dell International Services Limited
6	Ms. Rama Malik, VP - People Transport Solutions	1,15,22,225	Permanent	B.A., MBA Business Administration	23	02.11.2015	47	CEO-Relocation Business, P.N. Writer Private Limited

7	Mr. Neeraj Balani, VP- Business Development, Supply Chain Management	1,11,60,568	Permanent	B.E.- Chemical, MBA Business Administration	18	16.02.2015	42	Cappgemini India Private Limited
8	Mr. Amit Kamat – General Manager, Supply Chain Management- Solutions	9,864,072	Permanent	B. E. Mechanical, MBA – Business Management	24	06.07.2015	48	Ceva Freight (India) Private Limited
9	Mr. Mehernosh Mehta- VP Human Resources	7,980,321	Permanent	B.A, Masters in Personnel Mgmt & Industrial Relations	15	20.06.2016	43	Tata Services Limited (Group HR, Tata Group)
10	Mr. Kishore Fiske, General Manager, Supply Chain Management - Network	7,583,275	Permanent	MCom, M.Phil	30	01.03.2012	54	FedEx TSCS India Pvt Ltd.

Notes:

1. *Gross remuneration including Salary, House Rent Allowance, Conveyance Allowance, Child Education Allowance, Superannuation Allowance, Bonus, Perquisite Value of Car, Perquisite Value on ESOP's exercised during the year, Leave Encashment, Medical Reimbursement, Employer's Contribution to Provident Fund, Leave Travel Allowance, Performance Pay, Sales Incentive and all other allowances / perquisites and terminal benefits;
2. None of the employee is related to any director of the Company;
3. No employee, employed for a part of the financial year, was in receipt of remuneration for any part of that year, at a rate which, in the aggregate, was not less than Rs. 850,000/-;
4. No employee holds either by himself/herself or along with his/her spouse and dependent children 2% or more of the equity shares of the Company;
5. Terms and conditions are as per the Company's rules;

For Mahindra Logistics Limited

Zhooben Bhiwandiwala
Chairman

Parag Shah
Director

Mumbai, 6 June 2018