

MAHINDRA LOGISTICS LIMITED

Registered Office: Mahindra Towers, P. K. Kurne Chowk, Worli, Mumbai-400 018.

Website: www.mahindralogistics.com • E-mail: cs.mll@mahindra.com

Phone: +91 22 2490 1441 • Fax: +91 22 2490 0833

CIN: L63000MH2007PLC173466 • ISIN: INE766P01016

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 2020

Top 10 employees in terms of remuneration drawn during the year and employees who were in receipt of remuneration of not less than Rs. 1.02 crores during the year ended 31 March 2020 or not less than Rs. 0.085 crores per month during any part of the year ended 31 March 2020.

Sr. No.	Name of employee	Designation of employee	Remuneration received^ (in INR)	Age	Experience	Nature of employment, whether contractual or otherwise	Qualification of the employee	Date of commencement of employment (dd/mm/yyyy)	Last employment held by such employee before joining the Company
1.0	Sushil Rathi	Chief Operating Officer – Transportation and Procurement & Chief Executive – Lords Freight	1,94,30,795.06	57	33	Permanent	B.E – Mechanical, PG Diploma Industrial Engineering	16.03.2011	Anantara Solutions Private Limited
2.0	Vibhu Manya	Sr. Vice President – Electric Mobility Services	1,71,43,228.00	38	14	Permanent	BCS, MBA	16.07.2018	McKinsey & Company
3.0	Mehernosh Mehta	Vice President - Human Resources	1,70,54,311.58	45	17	Permanent	B.A, Masters in Personnel Mgmt & Industrial Relations	20.06.2016	Tata Services Limited
4.0	Yogesh Patel	Chief Financial Officer	1,68,46,587.25	46	22	Permanent	B.Com, Chartered Accountant	20.08.2018	Healthcare Global Enterprises Limited
5.0	Rama Malik	Vice President - Consumer	1,37,91,270.01	49	25	Permanent	B.A., MBA Business Administration	02.11.2015	P.N. Writer Private Limited
6.0	Rajesh Shetty	Vice President - Operation Excellence	1,01,13,748.68	50	30	Permanent	B.Com., M. Com., PGDBA in Marketing	24.01.2018	DHL Supply Chain India Pvt. Ltd.

MAHINDRA LOGISTICS LIMITED

Registered Office: Mahindra Towers, P. K. Kurne Chowk, Worli, Mumbai-400 018.

Website: www.mahindralogistics.com • E-mail: cs.mll@mahindra.com

Phone: +91 22 2490 1441 • Fax: +91 22 2490 0833

CIN: L63000MH2007PLC173466 • ISIN: INE766P01016

Sr. No.	Name of employee	Designation of employee	Remuneration received^ (in INR)	Age	Experience	Nature of employment, whether contractual or otherwise	Qualification of the employee	Date of commencement of employment (dd/mm/yyyy)	Last employment held by such employee before joining the Company
7.0	Amit Kamat	Sr. General Manager - Solution Design	91,38,596.00	50	26	Permanent	B. E. Mechanical, MBA – Business Management	06.07.2015	Ceva Freight (India) Private Limited
8.0	Shrikant Nigam	General Manager - Operations	86,46,609.50	49	26	Permanent	Bachelor of Science (Information Technology)	05.07.2010	UPS Jetair Express Pvt. Ltd.
9.0	Kamal Kapoor	Vice President - Transportation	85,34,566.95	57	39	Permanent	B.Com	01.03.2016	Dangote Cement PLC
10.0	Ravi Prakash Begur	Sr. General Manager - Sales & Supply	81,47,329.66	52	25	Permanent	B.E.- Mechanical, MBA Business Administration	10.04.2008	Dell International Services Limited
11.0	Pirojshaw Sarkari*	Chief Executive Officer	1,24,06,249.00	52	26	Permanent	B.Com, Chartered Accountant	02.03.2010	United Parcel Service India
12.0	Pramod Nair*	General Manager - Consumer & Pharma	29,00,035.63	45	22	Permanent	Masters in Management Studies in Marketing	01.11.2012	Fedex TSCS
13.0	Vivek Sharma*	DGM - Operations	17,90,099.90	53	30	Permanent	PG MA Economics	15.02.2012	Mosolf India

Notes:

- 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;
- None of the employee is related to any Director of the Company;

MAHINDRA LOGISTICS LIMITED

Registered Office: Mahindra Towers, P. K. Kurne Chowk, Worli, Mumbai-400 018.

Website: www.mahindralogistics.com • E-mail: cs.mll@mahindra.com

Phone: +91 22 2490 1441 • Fax: +91 22 2490 0833

CIN: L63000MH2007PLC173466 • ISIN: INE766P01016

3. *Employee, employed for a part of the financial year 2019-20, in receipt of remuneration for any part of the said financial 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 and Policies;

**On behalf of the Board
For Mahindra Logistics Limited**

**V. S. Parthasarathy
Chairman
DIN: 00125299**

Mumbai, 20 May 2020