

DETAILS PERTAINING TO REMUNERATION FOR THE FY 2020-21 AS REQUIRED UNDER SECTION 197(12) OF THE COMPANIES ACT, 2013 READ WITH RULE 5(1) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014

(i) The percentage increase in remuneration of each Director, Chief Financial Officer and Company Secretary during the financial year 2020-21, ratio of the remuneration of each Director to the median remuneration of the employees of the Company for the financial year 2020-21 and the comparison of remuneration of each Key Managerial Personnel (KMP) against the performance of the Company are as under:

Sl.No.	Name of the Director/KMP and Designation	Remuneration of Director/KMP for FY 2020-21 (Rs. in lakhs)	% increase in remuneration in the FY 2020-21	Ratio of remuneration of each Director/KMP to median remuneration of employees
1	Mr. Krishna Prasad Chigurupati Chairman & Managing Director	4194.49	104.00%	1078.27
2	Mrs. Uma Devi Chigurupati Executive Director	3355.59	104.00%	862.62
3	Mr. Harsha Chigurupati** Executive Director	838.90	N.A	215.65
4	Mr. A. Arun Rao* Non-Executive Director	50.64	N. A	13.02
5	Mr. K. B. Sankar Rao* Non-Executive Director	49.84	N. A	12.81
6	Mr. Arun Sawhney* Non-Executive Director	51.04	N. A	13.12
7	Mr. Robert George Cunard* Non-Executive Director	47.44	N. A	12.19
8	Mrs. Jyothi Prasad* Non-Executive Director	46.44	N. A	11.94
9	Mr. Sandip Neogi** Chief Financial Officer	141.14	N. A	36.28
10	Ms. Chaitanya Tummala*** Company Secretary	38.61	8.82%	9.92

Note.

i) * Non-Executive Directors were paid commission on profits with effect from April 01, 2020. Hence % increase in remuneration is not applicable. In addition to the Commission, sitting fees was paid for attending Board and Committee Meetings of the Company and was considered in the above table.

ii)**Mr. Harsha Chigurupati was appointed as Executive Director of the Company with effect from August 29, 2019 and Mr. Sandip Neogi was appointed as Chief Financial Officer of the Company with effect from November 14, 2019. Hence % increase in their remuneration is not applicable.

iii). *** Remuneration excludes perquisite value on exercise of stock options.

iv)The median remuneration of employees of the Company during the financial year 2020-21 was Rs. 3.89 lakhs.

v) In the financial year 2020-21, there was increase of 8% in the median remuneration of employees.

vi) There were 3,369 permanent employees on the rolls of Company as on March 31, 2021.

vii) Average percentage increase made in the salaries of employees other than the managerial personnel in the financial year 2020-21 was 10.4% whereas the increase in the managerial remuneration (Executive Director) for the same financial year was 117.67%.

viii) An Employee was in receipt of remuneration in excess of that drawn by the managing director or whole-time director or manager and holds by himself or along with his spouse and dependent children, not less than two percent of the equity shares of the company – **Not Applicable**

ix) It is hereby affirmed that the remuneration paid is as per the Remuneration Policy for Directors, Key Managerial Personnel and other Employees.

On behalf of the Board of Directors

Sd/-
Krishna Prasad Chigurupati
Chairman and Managing Director
DIN: 00020180
Hyderabad, May 11, 2021

STATEMENT OF PARTICULARS OF EMPLOYEES PURSUANT TO PROVISIONS OF SECTION 197(12) OF THE COMPANIES ACT 2013 READ WITH COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014.

Name	Age (in years)	Educational Qualification	Designation	Date of Joining with Granules	Total Experience (in years)	Gross Remuneration FY2020-21 (in Lakhs)	Previous Organization & Designation	Relationship with Directors (if any)
Mr. Krishna Prasad Chigurupati	65	B.SC.	Chairman & Managing Director	August 31, 1994	37	4194.49	-	Spouse of Mrs. Uma Devi Chigurupati and father of Harsha Chigurupati
Mrs. Uma Devi Chigurupati	61	PG in Botany (Soil Microbiology)	Executive Director	May 31, 2012	35	3355.59	-	Spouse of Mr. Krishna Prasad Chigurupati and mother of Harsha Chigurupati
Mr. Harsha Chigurupati	37	Bachelor's degree of science in Business administration	Executive Director	July 26, 2010	15	838.90	-	Son of Mr. Krishna Prasad Chigurupati and Mrs. Uma Devi Chigurupati

Name	Age (years)	Educational Qualification	Designation	Date of Joining	Total Experience (in years)	Gross Remuneration FY 2020-21 (in Lakhs)	Previous Organization & Designation	Relationship with Directors (if any)
G Sivaram Prasad	56	M.Sc (Pharma Sciences)	Senior Vice President	08-Mar-17	31	305.55	Novast Laboratories Inc., - Executive Director - Manufacturing Operations	-
Suryanarayana Murthy Ponnada	53	B.E / B.Tech	Senior Vice President	01-Nov-13	30	289.47	Tata Autocomp Systems Ltd - Vice President –HR	-
Atul Dhavle	50	B.E / B.Tech, PGCBM	Chief Human Resources Officer	21-May-18	28	189.08	Dr. Reddy's Laboratories Ltd., - Vice President	-
Maddargi Devendar Kumar	56	M.Sc	Senior Vice President	11-Jul-19	28	182.67	Aurora Life Sciences Pvt Ltd – Chief Operations Officer	-
Sandip Neogi	53	CA, ICWA	Chief Financial Officer	04-Nov-19	26	141.14	Nissan Automobiles – Chief Financial Officer	-
Manikandan Ramalingam	44	M.Pharmacy	Vice President	02-Nov-16	19	130.72	Dr. Reddy's Laboratories Ltd., - Sr. Principal Scientist	-
G N Prashanth	53	M.Pharmacy	Senior Vice President	21-Oct-19	26	125.98	Strides Pharma – Senior Vice President	-

Umesh Kumar Gupta	47	B.Pharmacy / EMBA	Vice President	02-Mar-20	25	106.34	Zydus Cadila – Senior General Manager	-
G Murali Mohan Raju	47	MBA	General Manager	10-Apr-14	27	102.55	Sai Life Science Ltd – Assistant General Manager	-
Jyothi Karan*	56	M Pharmacy	Vice President	04-Nov-04	32	125.03	Cheminova Remedies Pvt Ltd	-
Natarajan Swaminathan*	55	B.Sc, ICWA	Vice President	07-Nov-13	32	97.26	Nippon Paints India Pvt. Ltd., - Director	-

*Employees left during the year.

On behalf of the Board of Directors

**Sd/-
Krishna Prasad Chigurupati
Chairman and Managing Director
DIN: 00020180
Hyderabad, May 11, 2021**