

**DETAILS PERTAINING TO REMUNERATION FOR THE FY 2019-20 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 2019-20, ratio of the remuneration of each Director to the median remuneration of the employees of the Company for the financial year 2019-20 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 2019-20 (Rs. in lakhs)	% increase in remuneration in the FY 2019-20	Ratio of remuneration of each Director/ to median remuneration of employees
1	Mr. Krishna Prasad Chigurupati Chairman & Managing Director	2055.67	37	571.01
2	Mrs. Uma Devi Chigurupati Executive Director	1644.54	37	456.82
3	Mr. Harsha Chigurupati* Executive Director	227.24	NA	63.12
4	Mr. C. Parthasarathy** Non-Executive Director	-	-	-
5	Mr. A. Arun Rao*** Non-Executive Director	-	-	-
6	Mr. K. B. Sankar Rao*** Non-Executive Director	-	-	-
7	Mr. Arun Sawhney*** Non-Executive Director	-	-	-
8	Mr. Robert George Cunard*** Non-Executive Director	-	-	-
9	Ms. Jyothi Prasad*** Non-Executive Director	-	-	-
10	Mr. Sandip Neogi**** Chief Financial Officer	43.40	NA	12.05
11	Ms. Chaitanya Tummala Company Secretary	35.48	15	9.86

Note.

\* Mr. Harsha Chigurupati was appointed as Executive Director of the Company on August 29, 2019 and managerial remuneration was paid from that date.

\*\* Mr. C. Parthasarathy was resigned as Independent Director of the Company w.e.f. December 26, 2019.

\*\*\* Non-Executive Directors were paid sitting fees for attending meetings.

\*\*\*\* Mr. Sandip Neogi was appointed w.e.f. 14<sup>th</sup> November 2019

ii). The median remuneration of employees of the Company during the financial year was Rs. 3.60 lakhs;

iii) In the financial year, there was increase of 10.8% in the median remuneration of employees;

iv) There were 3,029 permanent employees on the rolls of Company as on March 31, 2020;

v) Average percentage increase made in the salaries of employees other than the managerial personnel in the last financial year i.e. 2019-20 was 11.3% whereas the increase in the managerial remuneration for the same financial year was 32.84%;

vi) 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**

vii) It is hereby affirmed that the remuneration paid is as per the 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, June 02, 2020**

**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 FY2019-20 (in Lakhs)	Previous Organization & Designation	Relationship with Directors (if any)
Mr. Krishna Prasad Chigurupati	64	B.SC.	Chairman & Managing Director	August 31, 1994	36	2055.67	-	Spouse of Mrs. Uma Devi Chigurupati and father of Harsha Chigurupati
Mrs. Uma Devi Chigurupati	60	PG in Botany (Soil Microbiology)	Executive Director	May 31, 2012	34	1644.54	-	Spouse of Mr. Krishna Prasad Chigurupati and mother of Harsha Chigurupati
Mr. Harsha Chigurupati*	36	Bachelor's degree of science in business administration	Executive Director	July 26, 2010	14	227.24	-	Son of Mr. Krishna Prasad Chigurupati and Uma Devi Chigurupati
Atul Dhavle	49	B.E / B.Tech, PGCBM	Chief Human Resources Officer	21-May-18	27	150.87	Dr. Reddy's Laboratories Ltd., - Vice President	-
G Sivaram Prasad	55	M.Sc (Pharma Sciences)	Senior Vice President	08-Mar-17	30	127.69	Novast Laboratories Inc., - Executive Director - Manufacturing Operations	-
Natarajan Swaminathan	55	B.Sc, ICWA	Vice President	07-Nov-13	31	107.05	Nippon Paints India Pvt. Ltd., - Director	-
Manikandan Ramalingam	43	M.Pharmacy	Vice President	02-Nov-16	18	94.38	Dr. Reddy's Laboratories Ltd., - Sr. Principal Scientist	-
Suryanarayana Murthy Ponnada	52	B.E / B.Tech	Senior Vice President	01-Nov-13	29	92.63	Tata Autocomp Systems Ltd - Vice President –HR	-
Jyothi Karan	56	M Pharmacy	Vice President	04-Nov-04	31	81.39	Cheminova Remedies Pvt Ltd	-
Ranganayakulu B V	54	B.Com, CA	Vice President	12-May-14	29	80.35	Gammon India Ltd., - Vice President	-

Raghunathan Krishna	46	CA	Vice President	19-Oct-17	21	67.75	Aptar Beauty & Home India Pvt Ltd – Director Finance	-
Srinivasa Reddy Madduri	40	M.Sc	Vice President	02-Aug-19	20	59.86	Slayback Pharma – Director IP	-
Maddargi Devendar Kumar	55	M.Sc	Senior Vice President	11-Jul-19	28	57.48	Aurore Life Sciences Pvt Ltd – Chief Operations Officer	-
K M P Patnaik	58	MA, MHRM,LLB	Associate Vice President	13-Jul-05	32	51.97	Gland Pharma Ltd	-
Sandip Neogi	52	CA, ICWA	Chief Financial Officer	04-Nov-19	26	43.40	Nissan Automobiles – Chief Financial Officer	-
Stefan Lohle*	55	Graduate in Chemical Engineering	Chief Marketing Officer	01-Mar-15	33	130.34	Retainer	-
Ramraj R*	46	B.Pharm	Vice President	20-May-14	24	74.29	Aurobindo Pharma Ltd., – General Manager	-
K Ganesh*	56	CA	Chief Financial Officer	12-May-17	32	54.55	Dr. Reddy's Laboratories Ltd., - Senior Vice President	-
Narayanan Baskaran Pagadala*	45	M.E / M.Tech	Vice President	25-Oct-12	26	49.33	Malladi Drugs &Pharmaceuticals Ltd., Deputy General Manager	-
Vedprakash S. Ragate*	49	B.E / B.Tech	Vice President	20-Jan-16	24	47.69	Dr. Reddy's Laboratories 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, June 02, 2020**