

ANNEXURE 5

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 2016-17	₹8,69,461
The percentage increase in the median remuneration of employees in the Financial Year	10.45%
The number of permanent employees on the rolls of Company as on March 31, 2017	34,989

Name of Director	Remuneration for Financial Year		% increase in remuneration	Ratio of remuneration to median remuneration of all employees
	2016-17	2015-16		
(₹lakh)				
Non-Executive Directors				
Mr. N. Chandrasekaran ⁽¹⁾	0.80	-	*	*
Mr. Cyrus P. Mistry ⁽²⁾	4.80	6.40	*	*
Mr. Ishaat Hussain	130.20	117.10	11.19	14.97
Mr. D. K. Mehrotra	75.20	54.10	39.00	8.65
Independent Directors				
Mr. Nusli N. Wadia ⁽³⁾	4.40	113.50	*	*
Mr. Jacobus Schraven ⁽⁴⁾	75.60	64.40	17.39	8.69
Mr. Subodh Bhargava ⁽⁵⁾	120.20	113.20	6.18	13.82
Ms. Mallika Srinivasan	93.60	52.60	77.95	10.77
Mr. O. P. Bhatt	129.60	111.30	16.44	14.91
Mr. Andrew Robb	77.70	68.60	13.27	8.94
Dr. Peter (Petrus) Blauwhoff ⁽⁶⁾	25.40	-	-	-
Executive Directors/ KMP				
Mr. Koushik Chatterjee	809.91	735.84	10.06	93.15
Mr. T. V. Narendran	817.31	730.57	11.87	94.00
Mr. Parvatheesam K.	153.47	122.80	24.98	17.65

*Since the remuneration of these Directors 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:

- Mr. N. Chandrasekaran was appointed as Additional (Non-Executive) Director effective January 13, 2017 and as Chairman of the Board of Directors effective February 7, 2017. Mr. Chandrasekaran being the Executive Chairman of Tata Sons Limited has not accepted any commission from the Company.
- Mr. Cyrus P. Mistry ceased to be a Member of the Board effective December 19, 2016.
- Mr. Nusli N. Wadia through a shareholder vote ceased to be the Member of the Board effective December 21, 2016. Given that Mr. Wadia ceased to be a director by way of shareholder vote, the Board of Directors did not recommend any commission for Mr. Wadia.
- Mr. Jacobus Schraven retired as Member of the Board effective February 7, 2017.
- Mr. Subodh Bhargava retired as Member of the Board effective March 29, 2017.
- Dr. Peter (Petrus) Blauwhoff was appointed as Additional (Independent) Director effective February 7, 2017.

During the year, the average percentage increase in salary of the Company's employees, excluding the Key Managerial Personnel ('KMP') was 6.60%. The total remuneration of the KMPs for the Financial Year 2016-17 was ₹1,780.69 lakh as against ₹1,589 lakhs during the previous year. The percentage increase in remuneration during the Financial Year 2016-17 to Mr. T.V. Narendran, Managing Director was 11.87%, to Mr. Koushik Chatterjee, Group Executive Director (Finance, Corporate & Europe) was 10.06% and to Mr. Parvatheesam K, Company Secretary was 24.98%. During the year, there has been no exceptional increase in remuneration for 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
May 16, 2017

**Statement of Disclosure pursuant to Section 197 of the Companies Act, 2013.
[Read with Rule 5(2) 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 2016-17

Sl. No	Name	Designation	Remuneration (₹)	Qualification	Experience (Years)	Date of Commencement of Employment	Age (Years)	Last employment
1	Koushik Chatterjee	Group Executive Director (Finance, Corporate & Europe)	8,03,28,393	B.Com. (Hons), FCA	21	13-11-1995	48	Tata Sons Ltd.
2	T. V. Narendran	Managing Director (India and South East Asia)	7,95,83,326	B.E., PGDM	26	01-07-1988	51	-
3	Anand Sen	President (TQM & Steel Business)	3,83,34,889	B.Tech (Hons), Met Engg, PGDM	35	27-07-1981	57	-
4	Suresh Dutt Tripathi	Vice President (Human Resource Management)	3,39,07,344	M.Sc., Diploma in Social Welfare	33	18-10-2012	56	SRF
5	Sandip Biswas	Group Executive Vice President (Finance)	2,98,39,141	B.Com.(Hons), ACA, ACS	24	01-04-2005	49	First India Asset Management Co. (P) Ltd.
6	Rajesh Ranjan Jha	Vice President (Engineering & Projects)	2,20,75,936	B.E, PGDBM	26	02-07-1990	47	Tata Projects Ltd
7	Sunil Bhaskaran	Vice President (Corporate Services)	2,14,84,166	B.Tech., PGDM	32	01-07-1987	52	Tata International
8	R Ranganath	Vice President (Finance India & SE Asia)	2,13,47,609	B.Sc, ACA	33	16-05-2013	57	Cairn India Ltd.
9	Rajiv Kumar	Vice President (Operation - TSK)	2,12,79,852	B.Sc. (Engg)	26	01-10-1990	49	-
10	Binod Kumar Das	Vice President (Iron Making)	2,02,10,180	M.Tech	37	01-08-1980	59	-

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 2016-17

Sl. No	Name	Designation	Remuneration (₹)	Qualification	Experience (Years)	Date of Commencement of Employment	Age (Years)	Last employment
1	A. D. Kothari	Chief (Project Coke, Sinter & Iron)	1,06,74,346	B.Tech.	25	01-07-1991	48	-
2	Amit Kumar Chatterjee	Chief (Electrical Maintenance)	1,15,34,725	B.E	29	27-07-1987	54	-
3	Amitava Baksi	Chief (Procurement Officer)	1,12,48,702	B.Sc. (Engg)	30	30-06-1986	53	-
4	Anup Sahay	Chief (Corporate Strategy & Planning)	1,27,28,201	B.A. (Hons), PGDM	30	01-07-1986	55	S B Billimoria & Co
5	Arun Misra	Vice President (Gopalpur Project)	1,91,45,364	B.Tech	28	01-07-1988	51	-
6	Ashok Kumar	Chief (Technology Officer, Process)	1,38,39,770	B.Tech	32	01-07-1984	55	-
7	Avneesh Gupta	Principal Executive Officer	1,26,87,095	B.Tech, PGDM	30	01-07-1986	53	-
8	Ch. Ramesh Babu	Chief (Design & Engineering-Process)	1,11,46,743	B.E	32	24-12-2012	52	AEGIS Ltd
9	Chanakya Chaudhary	GD (Corporate Comm. & Regulatory Affairs)	1,80,10,698	B.E	28	16-12-1988	52	-
10	Debashis Das	Chief (Manufacturing, Long Product)	1,20,27,064	B.Tech	34	02-08-1982	57	-
11	Dibyendu Bose	Group Director (Investments & New Ventures)	2,00,50,911	B.Tech, PGDM	28	01-07-1988	55	Tisco Collieries
12	Dibyendu Dutta	Group Head (M&A and Treasury)	1,15,06,619	B.Com, FCA, ACWA	23	16-04-2009	50	Indian Hotels Co. Ltd.
13	Dipali Talwar	Group General Counsel	1,46,06,484	B.A, LL.M	22	30-06-2014	47	Pfizer Inc.
14	Dwarka Nand Jha	GM (Design & Engineering, KUNR & Gr Shp)	1,59,33,209	B.Sc. (Engg), PGDM	36	01-08-1980	57	-
15	Gopal Prasad Choudhary	Chief (Security)	1,41,28,934	B.A. (Hons), LLB	28	01-01-2013	53	WIPRO
16	Manish Sharma	Principal Executive Officer (Corporate)	1,16,14,894	B. Tech, PGDM	25	25-08-1991	52	-



Sl. No	Name	Designation	Remuneration (₹)	Qualification	Experience (Years)	Date of Commencement of Employment	Age (Years)	Last employment
17	Meena Lal	Chief (Legal & Compliance)	1,02,47,557	B.Sc., LLB	27	10-01-1990	52	-
18	Nirbhay Singh Salar	Chief (Project Planning)	1,04,03,737	B.E., M.Tech	26	01-07-2013	50	CGPL (Tata Power)
19	P K Ghose	Chief (Projects, Jamshedpur)	1,37,14,881	B.Tech	25	01-07-1991	47	-
20	Parthasarathi Mishra	Chief (HRM, OM&O)	1,08,13,795	M.A., LLB	22	02-09-2013	52	Pipavav Defence & Offshore Engineering Co. Ltd.
21	Parvatheesam Kanchinadhham	Company Secretary	1,47,98,706	B. Com (Hons.), ACS, LLB, MBA	17	12-01-2015	41	Infosys Limited
22	Peeyush Gupta	Vice President (Steel Marketing & Sales)	1,74,56,030	B.E. MBA	24	01-01-1993	48	-
23	Prosenjit Sarkar	Chief (Utilities & Power Systems, KLNLR)	1,02,64,834	B.Sc. (Engg), PGDBM	36	02-02-1981	58	-
24	Rajeev Singhal	Vice President (Raw Material)	1,87,82,974	B.Tech, PGDM	31	01-07-1985	53	-
25	Rajesh N	Chief (Manufacturing, Flat Product)	1,02,44,877	B.Tech	28	01-07-1988	50	-
26	Rajiv Kumar Soni	Executive-in-Charge (Global Wires-India)	1,18,49,750	B.Sc. (Engg), PGDM	34	02-08-1982	56	-
27	Ramam D B Sundara	Executive-in-Charge (FAM)	1,30,01,751	B.Sc. (Engg)	26	28-07-1990	47	-
28	S K Singh	General Manager (West Bokaro)	1,08,57,470	B.Tech	25	01-07-1991	48	-
29	S Mokashi	Chief (Group Information Services)	1,49,25,051	B.Tech, PGDM	35	01-02-1982	59	-
30	Samita Shah	Group Head (Corp Finance & Risk Management)	1,36,67,689	B.A. (Hons), PGDM	24	18-10-2012	46	Axis Bank
31	Sanjay Chandra	Chief (R&D and Scientific Services)	1,02,96,639	B.Tech, Ph.D	33	08-08-1983	56	-
32	Sanjay Rajoria	General Manager (Jharia)	1,02,99,270	B.E.	28	01-07-1988	51	-
33	Satish Kumar Tiwary	Chief (Mechanical Maintenance)	1,04,24,891	B.E.	27	01-07-1989	51	-
34	Subodh Pandey	Executive-in-Charge (Tubes)	1,09,35,843	B.Tech	24	13-07-1992	47	-
35	Sudhansu Patihak	Vice President (Steel Manufacturing)	1,86,78,241	B.E., PGDM	32	02-07-1984	55	-
36	Suresh Kumar T.S.	Chief (Natural Resources Division)	1,04,44,698	M.Sc.	37	20-07-2009	59	ACC Ltd
37	Suresh Kumar	Vice President (Shared Services)	1,77,64,262	B.Tech, PGDM	36	01-08-1980	59	-
38	Uttam Singh	Chief (Blast Furnaces)	1,24,24,041	B.Tech	24	13-07-1992	48	-
39	VinayV Mahashabde	Chief (Technology Officer, Flat Products)	1,07,04,332	B.Tech	30	01-07-1986	51	-

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.

On behalf of the Board of Directors

sq/-
N. Chandrasekaran
Chairman
DIN: 00121863

Mumbai
May 16, 2017